

# Mayor and Council Communication

**DATE:** 01/28/25

**M&C FILE NUMBER:** M&C 25-0085

**LOG NAME:** 36EMS COLLECTIVE BARGAINING MOU

## **SUBJECT**

(ALL) Authorize and Approve the Memorandum of Understanding between the City of Fort Worth, Texas and the Fort Worth Professional Firefighters Association, International Association of the Fire Fighters Local 440

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## **RECOMMENDATION:**

It is recommended that the City Council authorize and approve the Memorandum of Understanding between the City of Fort Worth, Texas and the Fort Worth Professional Firefighters Association, International Association of the Fire Fighters Local 440, to amend certain provisions of the current Collective Bargaining Agreement between the City and the Local 440 necessary to implement the City Council's direction that incoming City employees joining the Fire Department in July 2025 in Emergency Medical Services positions be provided civil service status during their employment, providing desired amendments to the disciplinary process for fire fighters, and making desired changes to the Healthcare Contract that is part of the Collective Bargaining Agreement.

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## **DISCUSSION:**

Through the collective bargaining process provided in Texas Local Government Code, Chapter 174, the City of Fort Worth (City) and the Fort Worth Professional Firefighters Association, Local 440 (Local 440) negotiated revisions to the Collective Bargaining Agreement (CBA) that were needed to implement the City Council's direction to provide civil service status to former employees of MedStar, to be effective when they become City Fire Department employees in July 2025, in providing, as their primary duties, emergency medical services as Emergency Medical Technician (EMTs), Paramedics, and Telecommunicators.

For an amendment to any provision of the CBA to be effective, the amendment must be ratified by a majority vote of fire fighters and approved by City Council. The attached Memorandum of Understanding (MOU) is authorized by Article 33, Section 2, of the CBA to amend certain language in the current CBA, that expires September 30, 2026, and in the related Healthcare Contract. The MOU describes the additions, changes, and deletions that are needed in the CBA and the Healthcare Contract.

The MOU also provides for additions to the disciplinary process for fire fighters in Article 21 of the CBA, to provide a program by which fire fighters with alcohol or substance abuse problems can receive needed dependency treatment and counseling, rather than face immediate termination of their employment.

The Local 440 membership ratified the MOU by Majority vote on December 13, 2024.

This agreement will serve ALL COUNCIL DISTRICTS.

A Form 1295 is not required because: This M&C does not request approval of a contract with a business entity.

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## **FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that upon approval of the above recommendation, funds are available in the current operating budget, as previously appropriated, in the General Fund for the Fire Department, and upon adoption of the Fiscal Year 2025 Emergency Medical Services Budget, funds will be available, as appropriated, in the Emergency Medical Services Fund. Prior to an expenditure being incurred, the Fire Department has the responsibility to validate the availability of funds.

**Submitted for City Manager's Office by:** Dana Burghdoff 8018

**Originating Business Unit Head:** Jim Davis 6801

## **Additional Information Contact:**

Expedited