



Fire Collective Bargaining

CONFIDENTIAL

4/17/2026



Agenda

- Recap Union Proposal – 4/7/2026 OMB
- Estimated cost of Union Proposal OMB
- Turnover, Recruitment and Retention HR
- Comparative Analysis – ERI HR
- City Proposal CMO
- Local 51



Union Proposal 4-7-2026

Item Summary:

1. Compensation increases 7.5% all 4 years
2. Increase PAP from 5% to 10%
3. Field Training Officer pay at 5% above normal pay
4. Bilingual Pay of \$500 per year
5. Medical Mentor Pay at 5% above normal salary while precepting
6. Communications Assignment Pay – 5% increase above normal pay when assigned to work shifts at Communications
7. Education Pay increase for all levels by \$50 per month
8. Longevity pay to increase to \$10 per month per year of service
9. Texas Commission on Fire protection Certification Pay by \$50 per month
10. Flight Medical and Critical Care Paramedics incentive pay of PAP (5%) plus (5%) for a total of 10% while working on a ground critical care transport unit and pay of PAP (5%) plus (10%) for a total of 15% while working as a paramedic on an aircraft transport unit (FIREStar)
11. Specialty Teams incentive pay increase from \$75/month to \$150/month; adding Critical Care paramedics and Peer Support members; stack a maximum of (2) teams for a potential maximum total of \$300 month; No cap on the number of speciality team members to be paid each shift
12. Increase working out of class pay (WOC) to 10%





Union Proposal 4-7-2026

	9/1/2026	9/1/2027	9/1/2028	9/1/2029	Total Impact
COLA 7.5%	\$5,652,881	\$6,320,616	\$7,531,271	\$8,543,612	
Fire Step Increase 5%	3,028,731	4,063,689	4,688,247	5,159,423	
Incentive Pay/Earnings	4,726,235	569,150	579,813	594,723	
Variance	\$13,407,847	\$10,953,455	\$12,799,331	\$14,297,757	\$51,458,390
Benefits	\$3,244,568	\$3,277,378	\$3,720,479	\$4,094,211	
Variance	\$16,652,415	\$14,230,833	\$16,519,810	\$18,391,969	\$65,795,027

Attrition and Recruitment

Firefighter Retention				
FY	Separations <i>(other than retirement)</i>	Retirements	Total	Turnover rate
2023	16	39	55	6%
2024	12	42	54	6%
2025	12	37	49	5%
2026*	8	19	27	3%

*2026 information as of March 2026

- Turnover rate is based on the attrition divided by filled positions as of August 31st for each fiscal year.

Attrition and Recruitment

Firefighter Recruitment			
FY and Class	Applicants	Trainees	Graduates
2023 - Class 101	Data no longer available in	66	45
2023 - Class 102	NeoGov	45	25
2024 - Class 103	627	60	42
2024 - Class 104	516	47	37
2025 - Class 105	986	72	40
2025 - Class 106	833	80	53*
Totals		370	242

**53 trainees in class 106 as of 4/9/2026*

- April 2026 – Recruitment was capped at 200 applicants and closed in 18 minutes.

ERI – Economic Research Institute Geographic Assessor Data

- Comparative Analysis used to Index Cities to ensure an accurate comparison between cities
- Indexes El Paso to 9 other cities creating a geographic factor to adjust salaries
- Used as part of the Police Collective Bargaining process in the past contracts
- Ensures comparative analysis is fair and equitable





COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	FIREFIGHTER					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	1,746	2,444	1,543	10	2,161	10
Austin	2026	1.210	2,539	4,286	2,099	5	3,543	1
Dallas	2026	1.171	2,900	3,784	2,476	1	3,231	3
El Paso	2026	1.000	1,948	3,022	1,948	6	3,022	4
Fort Worth	2026	1.125	2,684	3,731	2,386	3	3,317	2
Houston	2026	1.164	2,259	3,178	1,941	7	2,730	6
Phoenix	2026	1.234	2,094	2,947	1,697	9	2,388	8
San Antonio	2026	1.091	2,666	3,119	2,443	2	2,858	5
Tucson	2026	1.172	2,024	2,773	1,727	8	2,366	9
Corpus Christi	2026	1.067	2,359	2,768	2,211	4	2,594	7

Average*

\$2,058

El Paso vs Average*

-5.4%

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.





COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	FIRE SUP TECH					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	2,281	3,194	2,017	10	2,824	7
Austin	2026	1.210	3,199	4,629	2,643	5	3,826	1
Dallas	2026	1.171	3,878	4,134	3,312	1	3,530	3
El Paso	2026	1.000	2,255	3,331	2,255	9	3,331	4
Fort Worth	2026	1.125	3,569	4,084	3,172	2	3,630	2
Houston	2026	1.164	3,182	3,278	2,734	4	2,816	10
Phoenix	2026	1.234	2,806	3,582	2,274	8	2,902	8
San Antonio	2026	1.091	3,221	3,408	2,952	3	3,124	5
Tucson	2026	1.172	2,709	3,332	2,312	7	2,843	9
Corpus Christi	2026	1.067	2,782	3,264	2,607	6	3,059	6

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.





COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	LIEUTENANT					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	2,539	3,555	2,245	7	3,143	7
Austin	2026	1.210	3,731	5,000	3,083	4	4,132	1
Dallas	2026	1.171	4,237	4,563	3,618	1	3,896	3
El Paso	2026	1.000	3,022	3,673	3,022	5	3,673	4
Fort Worth	2026	1.125	4,035	4,482	3,587	2	3,984	2
Houston	2026	1.164	3,357	3,665	2,884	6	3,149	6
Phoenix	2026	1.234	--	--	--	--		
San Antonio	2026	1.091	3,667	3,738	3,361	3	3,426	5
Tucson	2026	1.172	--	--	--	--		
Corpus Christi	2026	1.067	--	--	--	--		

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	CAPTAIN					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	2,826	3,957	2,499	10	3,499	7
Austin	2026	1.210	4,231	5,400	3,497	4	4,463	1
Dallas	2026	1.171	4,677	5,036	3,994	2	4,301	3
El Paso	2026	1.000	3,331	4,049	3,331	5	4,049	4
Fort Worth	2026	1.125	4,498	4,997	3,998	1	4,442	2
Houston	2026	1.164	3,724	4,067	3,200	6	3,494	8
Phoenix	2026	1.234	3,094	4,146	2,508	9	3,360	9
San Antonio	2026	1.091	4,175	4,257	3,827	3	3,902	5
Tucson	2026	1.172	3,165	3,893	2,701	8	3,322	10
Corpus Christi	2026	1.067	3,281	3,850	3,075	7	3,608	6

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	BATTALION CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	3,501	4,902	3,096	10	4,334	8
Austin	2026	1.210	4,569	5,832	3,776	4	4,820	2
Dallas	2026	1.171	5,162	5,559	4,408	2	4,747	3
El Paso	2026	1.000	3,673	4,688	3,673	6	4,688	5
Fort Worth	2026	1.125	5,139	5,710	4,568	1	5,075	1
Houston	2026	1.164	4,264	4,650	3,663	7	3,995	10
Phoenix	2026	1.234	4,458	5,796	3,613	9	4,697	4
San Antonio	2026	1.091	4,764	4,857	4,367	3	4,452	7
Tucson	2026	1.172	4,369	5,330	3,728	5	4,548	6
Corpus Christi	2026	1.067	3,869	4,540	3,626	8	4,255	9

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	DEPUTY CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	6,011	6,011	5,315	3	5,315	6
Austin	2026	1.210	5,083	6,487	4,201	7	5,361	5
Dallas	2026	1.171	6,290	6,773	5,371	2	5,784	4
El Paso	2026	1.000	4,252	5,168	4,252	5	5,168	7
Fort Worth	2026	1.125	5,764	6,686	5,124	4	5,943	2
Houston	2026	1.164	4,916	5,163	4,224	6	4,436	10
Phoenix	2026	1.234	4,904	6,376	3,974	9	5,167	8
San Antonio	2026	1.091	6,591	6,591	6,041	1	6,041	1
Tucson	2026	1.172	4,712	5,749	4,021	8	4,905	9
Corpus Christi	2026	1.067	3,803	6,232	3,564	10	5,841	3

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



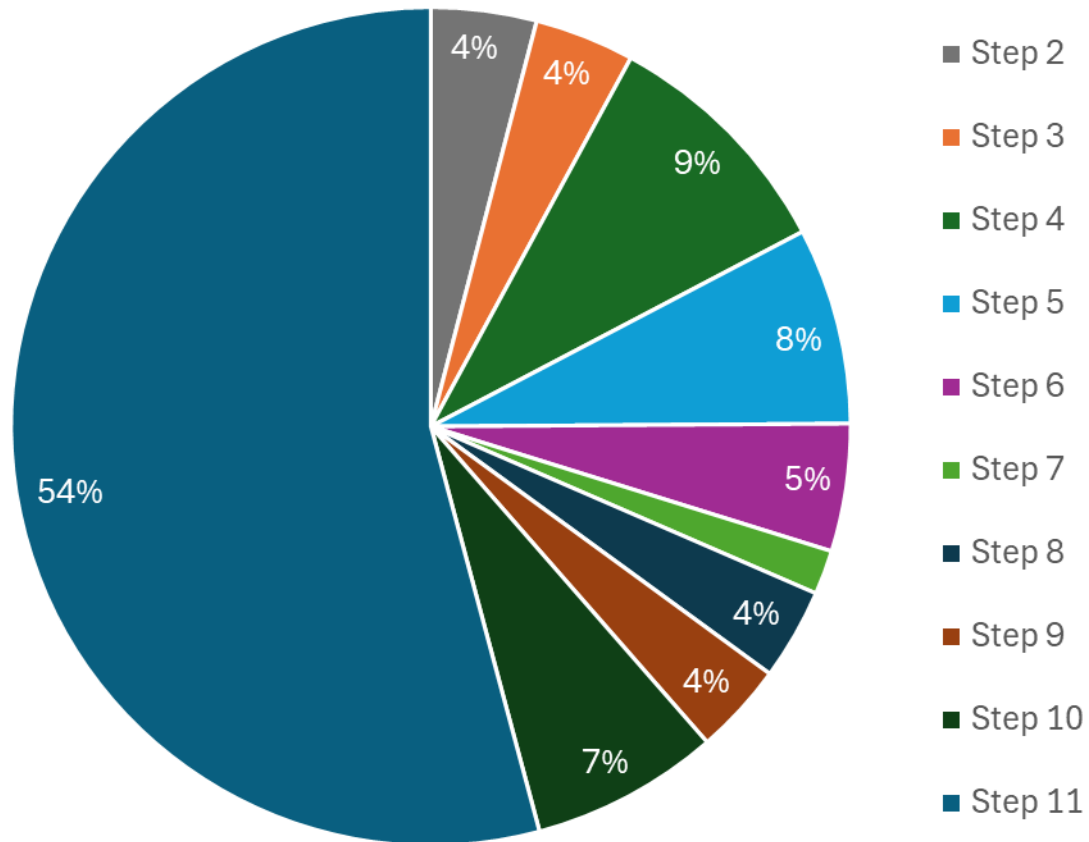
COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	ASSISTANT FIRE CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	6,311	6,311	5,580	5	5,580	7
Austin	2026	1.210	8,041	8,041	6,646	1	6,646	4
Dallas	2026	1.171	6,943	8,037	5,929	3	6,863	2
El Paso	2026	1.000	4,688	5,698	4,688	8	5,698	6
Fort Worth	2026	1.125	6,476	7,513	5,757	4	6,678	3
Houston	2026	1.164	6,012	6,314	5,165	6	5,425	9
Phoenix	2026	1.234	6,074	7,897	4,923	7	6,399	8
San Antonio	2026	1.091	7,106	7,106	6,514	2	6,514	5
Tucson	2026	1.172	5,183	6,324	4,423	10	5,396	10
Corpus Christi	2026	1.067	4,941	8,096	4,631	9	7,588	1

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.

Fire Staff by Step as of 4/7/2026



Pension Tier 1			
Total Tier 1	Eligible for Retirement >= 45 & >=20 YOS	% of Tier 1 Eligible for Retirement	% of Department Eligible for Retirement
289	215	74%	23%
Pension Tier 2			
Total Tier 2	Eligible for Retirement >= 45 & >=20 YOS	% of Tier 2 Eligible for Retirement	% of Department Eligible for Retirement
652	0	0%	0%
941	215		<i>as of 01/01/2026</i>

City Proposal

- Cost of Living Adjustment (COLA) from current 3% to 2% for each of the four (4) years
- Increase entry salary for Fire Fighter (which includes removing step 2 and start at step 3) or a 5% increase, Fire Suppression Technician (combining FS2 and FS3), Battalion Chief, Deputy Chief and Assistant Chief remove step 6 & 7 and start at step 8
- Add new step 11 to provide a 5% increase for the Firefighter, Fire Suppression Technician, Battalion Chief, Deputy Chief and Assistant Chief.
- Flight Medical Paramedics assignment pay of (5%) while working as a paramedic on an aircraft transport unit (FIREStar).



City Proposal – New

	FY2027	FY2028	FY2029	FY2030	
COLA - 2% + Step Changes	\$7,264,691	\$5,616,208	\$6,472,897	\$6,843,910	
Incentive Pay/Earnings	\$330,575	\$422,681	\$432,151	\$443,846	
Benefits	\$2,457,399	\$2,277,685	\$2,516,867	\$2,659,222	
Total	\$10,052,666	\$8,316,575	\$9,421,915	\$9,946,977	\$37,738,132
Variance		\$18,369,240	\$27,791,155	\$37,738,132	



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People

Healthcare Enrollment

CDHP	Total Enrolled	Percentage
Employee Only	335	36.4%
Employee & Spouse	72	7.8%
Employee & Child(ren)	160	17.4%
Employee & Family	338	36.7%
Total	905	98.3%

Basic	Total Enrolled	Percentage
Employee Only	11	1.2%
Employee & Spouse	1	0.1%
Employee & Child(ren)	3	0.3%
Employee & Family	1	0.1%
Total	16	1.7%



City Proposal Healthcare – 4/17/26

Employee Contribution

			22%		22%		22%		22%	
	2026		2027		2028		2029		2030	
Basic	192.41	50,796.24	234.74	61,971.36	286.38	75,604.32	349.39	92,238.96	426.25	112,530.00
	450.65	10,815.60	549.79	13,194.96	670.74	16,097.76	818.30	19,639.20	998.33	23,959.92
	282.99	20,375.28	345.25	24,858.00	421.20	30,326.40	513.87	36,998.64	626.92	45,138.24
	713.36	17,120.64	870.30	20,887.20	1,061.77	25,482.48	1,295.35	31,088.40	1,580.33	37,927.92
TOTAL	\$ 99,107.76		\$ 120,911.52		\$ 147,510.96		\$ 179,965.20		\$ 219,556.08	
<i>VARIANCE</i>			<i>21,804</i>		<i>26,599</i>		<i>32,454</i>		<i>39,591</i>	
CDHP	20.48	164,659.20	24.99	200,919.60	30.48	245,059.20	37.19	299,007.60	45.37	364,774.80
	109.11	188,542.08	133.11	230,014.08	162.39	280,609.92	198.12	342,351.36	241.70	417,657.60
	57.10	219,264.00	69.66	267,494.40	84.99	326,361.60	103.68	398,131.20	126.50	485,760.00
	124.32	1,008,483.84	151.67	1,230,347.04	185.04	1,501,044.48	225.75	1,831,284.00	275.41	2,234,125.92
TOTAL	\$ 1,580,949.12		\$ 1,928,775.12		\$ 2,353,075.20		\$ 2,870,774.16		\$ 3,502,318.32	
<i>VARIANCE</i>			<i>347,826.00</i>		<i>424,300.08</i>		<i>517,698.96</i>		<i>631,544.16</i>	
TOTAL	1,680,057		2,049,686.64		2,500,586.16		3,050,739.36		3,721,874.40	
<i>VARIANCE</i>			<i>369,629.76</i>		<i>450,899.52</i>		<i>550,153.20</i>		<i>671,135.04</i>	

- Increase of 22% healthcare premiums

