

El Paso Association of Firefighters Local 51
 Collective Bargaining Proposal: **Wages and Incentives**
 Proposal Date: 4/7/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article IX-Wages and other Compensation	Section 1 <ul style="list-style-type: none"> • 7.5% pay increase upon signing the agreement, effective the first pay period following September 1, 2026 • 7.5% pay increase effective the first pay period following September 1, 2027 • 7.5% pay increase effective the first pay period following September 1, 2028 • 7.5% pay increase effective the first pay period following September 1, 2029 	Comparables to San Antonio and Dallas	
Item 2	Article XI-Incentive Pay	Section 2b, increase Paramedic assignment pay (PAP) while working on an ambulance from 5% to 10%		
Item 3	Article XI-Incentive Pay	New section, Field Training Officer (FTO) pay at 5% above normal pay while assigned a probationary firefighter for the full term of probation (12 months)	Practice in place with El Paso Police Department, San Antonio Fire Department policy	
Item 4	Article XI-Incentive Pay	New section, Bilingual Pay of \$500 per year once employee successfully passes a City administered language test	Current San Antonio, Dallas, Ft. Worth policy	
Item 5	Article XI-Incentive Pay	New Section, Medical Mentor pay at 5% above normal salary while precepting an EMT-Basic or EMT-Paramedic (3 continuous months maximum); demand expected to increase substantially with EPFD moving to "civilian to paramedic" training academies	Current San Antonio Fire Department Policy	
Item 6	Article XI-Incentive Pay	New Section, Communications Assignment Pay, 5% pay increase above normal pay for FD uniform personnel assigned to work shifts at Communications	FD employees are pulled from normal assignments to staff positions at communications	
Item 7	Article XI-Incentive Pay	Section 3, Education Pay increase for all levels by \$50/month; Associates degree increases to \$200/month, Bachelors degree increases to \$250/month, Masters degree increases to \$300/month	Dallas FD and San Antonio FD information provided, both offer higher education incentive pay	
Item 8	Article IX-Wages and Other Compensation	Section 8, longevity pay to increase to \$10 per month per year of service, not to exceed \$250/month	Dallas FD and San Antonio FD information provided, pay structure varies, but Dallas FD	

			has a higher longevity pay structure	
Item 9	Article XI-Incentive Pay	Section 1, Texas Commission on Fire Protection Certification Pay for structural firefighter certification levels increased by \$50/month; Intermediate to \$164, Advanced to \$194, Master to \$224	Dallas FD and San Antonio FD information provided, Dallas incentive pay scale far exceeds EPFD	
Item 10	Article XI-Incentive Pay	New Section, Flight Medics 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)	Program was created without a pay or incentive structure for paramedics who must obtain and maintain highly demanding certifications above and beyond normal EPFD paramedic requirements, and operate in a hazardous environment with the potential for aircraft accidents and crew loss; no data available from comparable departments	
Item 11	Article XI-Incentive Pay	Section 5, Specialty Teams incentive pay increase from \$75/month to \$150/month; adding Critical Care paramedics and Peer support members as specialty teams; members can stack a maximum of (2) teams for a potential maximum total of \$300/month; No cap on the number of specialty team members to be paid each shift	Dallas FD and San Antonio FD information provided; specialty team defined as a team within the EPFD that requires a specialized certification and additional training to maintain the certification	
Item 12	Article IX-Wages and Other Compensation	Section 6, increase working out of class pay (WOC) to 10%		