

**El Paso Association of Firefighters-IAFF Local 51**

**Contract  
Negotiations  
2026**



# El Paso Association of Firefighters-IAFF Local 51

## Local 51's Requests:

### Wages and Incentives

Effective the first pay period after September 1 each year:

| FY 2027 | FY 2028 | FY 2029 | FY 2030 |
|---------|---------|---------|---------|
| 7.5%    | 7.5%    | 7.5%    | 7.5%    |



# El Paso Association of Firefighters-IAFF Local 51

## Local 51's Requests:

### Wages and Incentives

### Incentive Pay for Specialized Certifications: Proposed



| PAP  | FTO   | Bilingual Pay                   | Medical Mentor                                    | Communications Pay   | Education Pay   | Longevity Pay  | TCFP Firefighter Pay  | Critical Care Paramedic Pay  | Critical Care Paramedic Pay   | Specialty Teams Pay   | Working Out of Class   |
|--|---|---------------------------------|---|--|---|--|---|--|---|---|--|
| 10%  | 5%  | \$500                           | 5%  | 5%   | Increase of \$50/month                                    | \$10/month/year of service; max of \$250/month                 | Increase of \$50/month  | 15%*<br>10%**  | \$100/month   | Increase of \$75/month  | 10%  |
| Hourly increase while assigned to an ambulance | Hourly increase while serving as a Field training Officer | Annual amount, testing required | Hourly increase while serving as a medical mentor | Hourly increase while working as a call taker at the 911 call center | Only 1 degree level is recognized, no stacking of degrees | Incentivizes long-term and continuous employment with the City | Only 1 certification level is recognized, no stacking of levels | *Helicopter<br>**CCT<br>Rescue<br>Hourly increase while working as CCT | \$100/month for certification; in addition to current \$400/month paramedic pay for | Maximum of \$300/month ; team members can stack up to (2) teams | Hourly increase while working at a level above their normal assignment |
| Current Pay                                    |   |                                 |   |  |   |  |   |  |   |   |  |
| 5%   | 0   | 0                               | 0   | 0  | \$150 Assoc<br>\$200 Bach<br>\$250 Mast (monthly)         | \$5/month/year; maximum of \$150                               | \$114 Inter<br>\$144 Adv<br>\$174/Mast (monthly)                | 0  | 0   | \$75/month; no stacking   | 5%   |

# El Paso Association of Firefighters-IAFF Local 51

## Local 51's Requests:

### Insurance/Health/Safety

- **Text clean-up to reflect current operations**
- **Ensuring employees are not incurring out of pocket costs for uniform items that are required, specifically for promotions**
- **Codifying uniform distribution quantities and dates of distribution**
- **Placing the FD Peer Support Team onto the list of recognized specialized teams (they conduct services for ALL CITY DEPARTMENTS AND EMPLOYEES DURING CRITICAL INCIDENTS)**
- ***Ensuring affordable and appropriate healthcare insurance for active members and recent retirees as guided by:***



| 89 <sup>th</sup> TX Legislature effective:9/1/2025  | 89 <sup>th</sup> TX Legislature Effective 6/1/2026            | Healthcare Trust   |
|---|---|--|
| House Bill 4144   | House Bill 198 (Wade Cannon Act)                              | Proven solution to exorbitant healthcare costs   |
| Required health benefits for retired firefighters and peace officers recognized with certain diseases | Mandatory cancer screening, urine, lung, blood, other testing | Implemented by dozens of fire departments across the country, including Ft. Worth and Houston (partially); being developed by several more |
| INCREASED COST TO CITY  | INCREASED COST TO CITY  | POTENTIAL FOR CONSIDERABLE HEALTH INSURANCE SAVINGS FOR CITY AS PROVEN BY OTHER DEPARTMENTS USING THIS MODEL                               |

# El Paso Association of Firefighters-IAFF Local 51

## Local 51's Requests:

### Vacation and Sick Leave:

- **Create (3) new vacation slots, accommodating the increase in line-operations positions created during the life of this current CBA**
- **Allow uniform employees to sell back vacation leave, as currently done with sick leave (potential cost savings for the City, considering vacation sell-back options at the end of a firefighter's career)**
- **Increase the maximum days of vacation that can be accrued to (90) days**
- **Increase monthly accrual rates for vacation days by 0.25 days/month as outlined below.**



### **Proposed:**

| 0-5 years of service | 5-10 years of service | 10-15 years of service | 15-20 years of service | 20+ years of service |
|----------------------|-----------------------|------------------------|------------------------|----------------------|
| 1.25 days per month  | 1.5 days per month    | 1.75 days per month    | 2 days per month       | 2.25 days per month  |

### **Current:**

| 0-10 years of service | Does not Exist | 10-15 years of service | 15-20 years of service | 20+ years of service |
|-----------------------|----------------|------------------------|------------------------|----------------------|
| 1.25                  | n/a            | 1.5                    | 1.75                   | 2                    |

# El Paso Association of Firefighters-IAFF Local 51

## **Local 51's Requests:**

### **Drug and Alcohol Testing/Discipline:**

- **Consolidate several appendices into a single document, no change to intent of policy, ensure employees are disciplined to the level outlined in the policy**

### **Examinations and Promotions:**

- **Language clean-up and clarification**
- **Recognize the appropriate number of Assistant Chiefs currently active**
- **Fair selection of personnel considered for transfer**

### **Overtime and Extra Board:**

- **Clarification and standardization of “compensatory time” policy implementation**
- **Increase the maximum amount of “compensatory time” that can be accrued, to comply with current FLSA federal law.**



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## Local 51's Requests:

### Administration:

- **Language clean-up and correction**
- **Deletion of irrelevant sections of the contract (cross-training of airport and FMS personnel)**
- **Update language pertaining to the collecting of union dues**
- **Ensure FD personnel are not required to use personal electronic devices to conduct City business**
- **Creation and/or restructuring of labor-management committees**
- ***Protect firefighter pay, wages, working conditions and safety as outlined in the Collective Bargaining Agreement (past, current, and proposed)***



# El Paso Association of Firefighters-IAFF Local 51

## Who We Are & What We Do:



| ISO Class 1                                 | Center for Public Safety Excellence (CPSE) Accredited |
|---|---|
| Emergency Medical Services (EMS)            | Building/Business Inspections                         |
| Hydrant Inspections/Testing*                | Combined Search & Rescue (ComSAR)                     |
| Hazardous Materials Task Force (Regional)   | Mobile Integrated Health                              |
| Water Rescue (Texas Task Force 1)           | Community Risk Reduction                              |
| Community Health Division                   | Fire Prevention Division                              |
| FireSTAR                                    | Drone Operations                                      |
| Deployments: Water Rescue, IMT/ISTF, ComSAR | Honor Guard and Pipes & Drums                         |
| Pet Scanning                                | All-Hazards Mitigation                                |
| COVID                                       | August 3 <sup>rd</sup> Tragedy                        |

Emergency Response by Year: 2022 – 96,249 (62, 465 Medical); 2023 – 103,589 (65, 543); 2024 – 104, 434 (69, 825); 2025 – 103, 302 (68, 558); 2026 – 34, 366 (22, 400)

# El Paso Association of Firefighters-IAFF Local 51

## Bargaining in Good Faith:

- Local 51 is committed to the process
- Local 51 has provided all of our term sheets and requests to the City
- Local 51 is aware of the City and economy underlining the CBA negotiations, and will always consider the good of the public

Questions...

