



# EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

## Collective Bargaining Supplemental Information: 2026

**General Topic:**

Administrative

**CBA Article:**

Article V-City's Retained Prerogatives-Section 2, Article VI—Existing conditions—sections 1, 3, 4

**Problem/Issue:**

FD personnel have been utilized to perform multiple functions and jobs that are beyond the stated intent of Article V and Article VI, and beyond the normal scope of work for firefighters and emergency medical technicians.

**Local 51's Proposal:**

New section: Article V section 2a or Article VI section 5: implement a "Memorandum of Understanding (MOU)" clause for any proposed job description changes and addition of tasks and functions outside the normal scope of work for firefighters and emergency medical technicians. The purpose of the MOU clause is to ensure firefighters are represented properly, and issues related to additional certifications, pay, schedules, work conditions, and safety issues are addressed and agreed upon by the City and Local 51, prior to the implementation of any new programs.

**Bottom Line:**

Local 51 and its members are part of the El Paso Community and will continue to perform our jobs at the highest level possible, and with a willingness to step-up when needed. However, the last few years have shown that El Paso Firefighters have been mandated to assume roles and responsibilities that are far beyond what is reasonable, all with adjusted and often stressful schedules, no additional compensation or benefits, adversarial management relationships, increased health risks (exposures), and in several instances, performing the job functions of other City Departments:

Examples:

- 1) Mobile Integrated Health (MIH): no additional compensation, new certification required (although not fully implemented)
- 2) FIREstar and critical care transport ambulances (no additional compensation), required to obtain certifications out of state, perform work out of state, increased continuing education requirements, loss of life insurance while working in that capacity, working for a for-profit company as Fire Department employees



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## Bottom Line: (cont.)

- 3) Emergency Call Takers-911: FD members filling vacant civilian positions at the communications center. Job description unilaterally changed, to address complaints from employees who stated concerns about working at the communications center.
- 4) Infection Control Nurse: historically a civilian registered nurse position, and currently not in compliance with any first responder standards for FD infection control officers
- 5) Temporarily transferring FD Chiefs to staff upper management positions at the Health Department during COVID
- 6) FD personnel staffing migrant shelters during migrant crisis
- 7) Mobile Stroke Unit: FD personnel used to staff a stroke response vehicle managed by UMC
- 8) Proposal to use FD personnel to conduct annual physicals for FD personnel, currently managed and conducted by a private entity (Concentra). These types of programs require medical professionals to manage (MD, RN). If those medical personnel are current City employees, will they receive additional pay for the additional responsibilities?

Local 51's function is to ensure that firefighters are treated fairly, working conditions are safe and appropriate, and that wages and benefits are in-line with the work performed and duties assigned.

Local 51 also believes that any changes to a job specification requiring additional duties or certifications that extend passed the "recruit" time frame, directly affect the working conditions, wages, and benefits of firefighters covered by the CBA, and is subject to the grievance process under the current CBA.

We are asking for a seat at the table when these types of programs are conceived and developed, to ensure fair treatment of our firefighters.

**Date Presented: May 14, 2026**