



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

Collective Bargaining Supplemental Information: 2026

General Topic:

Health and Safety

CBA Article:

Article XIV-Insurance, new section: Heath Care Trust Committee

Problem/Issue:

Healthcare costs for firefighters and the City continue to rise, and issues with access to provider and medical services are of concern for active and retired firefighters. Retired firefighters are known to be at higher risk for the development of illnesses related to their service. This increased risk has been recognized by the State of Texas and partially addressed with the passing of Texas House Bill 4144 and the Wade Cannon Act. Alternate forms of insurance coverage need to be researched to help ensure firefighters will have affordable healthcare coverage while actively serving and in retirement.

Local 51's Proposal:

Create a Health Care Trust Committee, tasked with earnestly researching options for moving to a health care trust system. This system has been successfully implemented in many other fire departments across the country, including Texas. The committee would be created no later than (1) year after the signing of this contract, with the intent of implementing a full health care trust system at the end of this contract, providing a full (3) years for research and development.

Bottom Line:

Firefighters make many personal sacrifices while serving the City of El Paso, which can include their personal health. Their health insurance should not be one of those sacrifices. The potential to save the City millions of dollars in healthcare costs is high under the proposed model and has been shown to work in multiple departments across the country. Local 51 is committed to taking care of our members and finding ways to lower the burden of healthcare costs for the City.

Date Presented: May 5, 2026