

El Paso Association of Firefighters Local 51
 Collective Bargaining Proposal: **Leave (vacation/sick leave)**
 Proposal Date: 5/5/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article XVI-Holidays and Vacations	Section 2a: Number of vacation slots per shift <ul style="list-style-type: none"> • Create (3) new vacation slots available per shift, increasing the number from (44) to (47) • Will require changing how 2-day vacations are allotted, based on rank as outlined in section 10 	see attached form	
Item 2	Article XVI-Holidays and Vacations	New Section: Vacation Sell-Back <ul style="list-style-type: none"> • Provide uniform employees with the option to sell back accrued vacation/holiday time • Minimum bank thresholds would be established • Would mirror the current sick leave sell-back program 	see attached form	
Item 3	Article XVI-Holidays and Vacations	Section 2: Vacation Accrual Rates <ul style="list-style-type: none"> • Update the current vacation rate of accrual by 0.25 days per month for each tier • Create a new tier for employees with 5-10 years of credited service with the Department 	see attached form	
Item 4	Article XVI-Holidays and Vacations	Section 4: maximum accrual of vacation time: <ul style="list-style-type: none"> • Increase the maximum number of vacation/holiday time that a uniform employee can accrue, from the current 75 days of vacation/holiday, to 90 days 	see attached form	