

El Paso Association of Firefighters Local 51
 Collective Bargaining Proposal: **Extra Board (XB) and Overtime (OT)**
 Proposal Date: 5/5/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article X-Overtime Pay	New Section: "Comp. Time"- creating a new section establishing the criteria for the use of comp time to compensate employees for work performed beyond their normal schedule; standardize the accrual rate of comp time accrual at 1.5 hours for every hour worked; adding language to include the addition of 1 hour of travel when employee is compensated with comp time. This change mirrors the current 1.5-hour rate and 1 hour of travel for overtime paid. (article X section 1 and section 3)	See attached form	
Item 2	Article X-Overtime Pay	Section 10: increase of maximum compensatory time accrual and payout limits upon separation	See attached form	