



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

Collective Bargaining Supplemental Information: 2026

General Topic:

Overtime and Compensatory Time

CBA Article:

Article X: overtime pay

Problem/Issue:

There lacks an algorithm that allows for the consistent application for the use of compensatory time when the accrual of compensatory time is applicable. Supervisors differ in their application of compensatory time, overtime, and schedule adjustments, causing confusion and complaints from the membership.

Local 51's Proposal:

Creation of a new section under article X titled "compensatory time"- compensatory time accrued at a rate of 1.5 hours for every hour worked and if an employee is compensated with compensatory time, then 1 hour of travel will be included in the compensatory time accrual total.

Bottom Line:

Local 51 understands the necessity for compensatory time as an option for employee compensation for work performed beyond their normal schedule. However, supervisors are allowed to apply the current policy at their discretion, resulting in complaints from the membership.

Local 51 would like to develop an algorithm or standardized guidance on how supervisors should apply the compensatory time policy, similar to the policy for overtime pay.

Date Presented: May 5, 2026