



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: Section 10-compensatory time

Problem/Issue:

Current maximum accumulation total for compensatory time is not in-line with current FLSA requirements. 29 CFR § 553.24 allows for a maximum accumulation of 480 hours of compensatory time.

Local 51's Proposal:

Increasing the maximum accrual to 480 hours of compensatory time. Maximum 240 hours of payout upon separation.

Bottom Line:

Bring current compensatory time policy in-line with FLSA "non-exempt" employees, to include payout upon separation.

Date Presented: May 5, 2026