



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

Collective Bargaining Supplemental Information: 2026

General Topic:

Pay and Incentives

CBA Article:

Article XI-Incentive Pay: new section

Problem/Issue:

The EPFD assists with filling critical positions at the 911 communications center, serving as communications supervisors and call takers. EPFD employees have been pulled from both line operations and training academy recruit trainee positions, to ensure that emergency calls are answered and dispatched properly. In many cases, employees volunteer to work as needed to fill vacant dispatcher positions at the communications center, but others are reassigned through a rewording of the initial firefighter job description. Those employees working at the communications center are required to acquire and maintain a TCOLE certification for emergency dispatchers. The positions filled by EPFD uniform employees are designated civilian PSC and PSSC positions.

Local 51's Proposal:

Implement a new incentive pay structure of 5% above normal hourly rate, for hours worked at communications in the roles of PSC or PSSC.

Bottom Line:

The certifications obtained and duties performed by personnel assigned to communications should be compensated with a reasonable incentive structure.

Date Presented: May 5, 2026