



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, section 3: education pay

Problem/Issue:

With the implementation of educational requirements to promote within the El Paso Fire Department, education and graduation rates have increased at all degree levels. Employees use their education and training to elevate the El Paso Fire Department to higher levels of professionalism and efficiency. In comparison with other fire departments, such as Dallas FD and San Antonio FD, El Paso firefighters are still compensated at lower levels for their efforts in obtaining higher education.

Local 51's Proposal:

Increase education incentive pay by \$50/month, resulting in the following rates:
Associate's degree: \$200/month
Bachelor's degree: \$250/month
Master's degree: \$300/month

Bottom Line:

The El Paso Fire Department has benefited from a more educated work force, often assisting other City departments with their operations. El Paso should remain competitive with other fire departments in all areas of pay and compensation.

Date Presented: May 5, 2026