



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 1: TCFP certification pay

Problem/Issue:

Several comparable fire departments recognize the value of having firefighters with advanced certification through the Texas Commission on Fire Protection. EPFD trails behind comparable departments to include Dallas FD and San Antonio FD.

Local 51's Proposal:

Increase TCFP firefighter certification pay by \$50/month for the highest level of certification obtained.
Firefighter-Intermediate: \$164/month
Firefighter-Advanced: \$194/month
Firefighter-Master: \$224/month

Bottom Line:

Each level of certification requires both college hours and service time with a fire department. This certification recognizes and incentivizes higher education and longevity. Dallas, San Antonio pay much higher incentives for each level of certification.

Date Presented: May 5, 2026