



# 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 FIREstar program was created without a pay or incentive structure for paramedics who must obtain and maintain highly demanding certifications above and beyond normal EPFD paramedic requirements and operate in a hazardous environment with the potential for aircraft accidents and crew loss. Paramedics were also recently informed that their City life insurance policies are not in effect while working on the helicopter.

**Local 51's Proposal:**

Create an incentive pay structure as follows:

- Total paramedic incentive pay while working on a ground critical care transport unit: 10%
- Total paramedic incentive pay while working on the helicopter: 15%
- Paramedic Monthly Incentive Pay of \$500/month
  - Would create (3) levels of monthly incentive pay
  - 40-hour paramedics: \$300/month
  - 56-hour paramedics: \$400/month
  - Critical care paramedics: \$500/month

**Bottom Line:**

The FIREstar program is a partnership entered into with a private company and utilizes EPFD resources and employees to operate. These are job functions that exceed what is in the current CBA and EPFD job description. In the current CBA, all EPFD uniformed personnel are represented by Local 51. As a result, pay, incentives, and life insurance concerns should have been discussed with Local 51 prior to implementation of the program.

**Date Presented: May 5, 2026**