



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 El Paso Fire Department has adopted a Field Training Officer Program (FTO), that requires front line 56-hour officers to observe, evaluate, train, mentor, and document the performance of new employees during their first year of employment.

Local 51's Proposal:

Create a new incentive for FTOs, consisting of a 5% pay increase above their normal pay while assigned to serve as an FTO.

Bottom Line:

The FTO incentive is a commonly accepted practice in many other public safety entities to include the El Paso Police Department and the San Antonio Fire Department.

Date Presented: May 5, 2026