



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: bilingual pay

Problem/Issue:

In general, El Paso has always had a high number of spanish speaking persons living and travelling through the area, which required EPFD employees to communicate in spanish. The EPFD has had to rely on its spanish speakers in countless emergency and non-emergency situations. Multi-lingual abilities are in high demand across multiple disciplines and professions, and employees are compensated appropriately for those skills and abilities.

Local 51's Proposal:

Create a new incentive for employees who pass a language proficiency test in a language other than English, and which is critical to the success of the fire department. The new incentive would consist of a one-time annual payment of \$500 as long as the employee remains proficient in that secondary language.

Bottom Line:

The speed at which many incidents occur, makes the use of an AI translator on a tablet unrealistic. Communication occurs rapidly between patient and caretaker, and those employees that can communicate in multiple languages, have been indispensable to the operations of the fire department. Local 51 believes employees should be compensated for any specialized and in demand skills they can utilize, that benefit the department.

Date Presented: May 5, 2026