



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 8: longevity pay

Problem/Issue:

Longevity pay for EPFD uniform employees has not been adjusted for several decades and is an important incentive for employee retention.

Local 51's Proposal:

Increase longevity pay from the current \$5/month/year of continuous City service to \$10/month/year of continuous service. Not to exceed \$250/month.

Bottom Line:

A priority in the El Paso Fire Department's 2026 strategic plan is recruitment and retention. This a measure that will incentive employees to maintain long-term employment with the City.

Date Presented: May 5, 2026