



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: medical mentor pay

Problem/Issue:

The most trusted and capable paramedics in the EPFD system have been tasked with serving as medical mentors and preceptors for new EMT-basics and paramedics. The mentoring and precepting requirements are added to their already heavily loaded emergency response duties and work schedule. With EPFD administration's plan to implement a new recruit "civilian to paramedic" training program, the demand for qualified medical mentors is expected to increase substantially.

Local 51's Proposal:

Create a new incentive for medical mentors, consisting of a 5% pay increase while precepting/mentoring new EMT-basics and paramedics as required by the Medical Director.

Bottom Line:

The core of EPFD operations is the paramedic. They are some of the most worked, and stressed employees in our system. The added duties of medical mentor and preceptor are not only required by our medical director but also ensure that new EMT-basics and paramedics sent to operations are the most prepared they can be. This added to duty, to include the mandatory evaluations and documentation for each new EMT-basic and paramedic, should be compensated appropriately.

Date Presented: May 5, 2026