



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 2, paramedic assignment pay

Problem/Issue:

Call volume continues to increase for medical responses, to include advanced life support calls necessitating employees with paramedic certification.

Local 51's Proposal:

Increase Paramedic Assignment Pay (PAP) from 5% to 10% while working on an ambulance.

Bottom Line:

The EMT-paramedic certification and the skills, knowledge, abilities, and experience associated with that certification, continue to be of highest demand for the El Paso Fire Department and the citizens of El Paso. As a result, rescues and paramedics are averaging (10) or more calls per shift, resulting in high stress, fatigue, and health issues associated with sleep deprivation. Local 51 believes a modest increase in pay for employees working on rescues as paramedics, is appropriate.

Date Presented: May 5, 2026