



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 IX-Wages and other Compensation, section 1

Problem/Issue:

Wages and incentives increase across the fire service at regular intervals, requiring municipalities and departments to adjust what they pay their fire service employees. Increases in pay and incentives should reflect the increasing complexities and demands required of fire service employees from municipal leaders. As a basic and long-standing agreement between management and labor, employees should be paid for those additional tasks demanded of them, and for the level of professionalism and proficiency to which they perform their work. Increases in pay and incentives are necessary for a fire department to remain relevant, retain employees, attract new employees, and to allow employees to maintain a healthy and productive standard of living, considering the added tasks and stressors demanded of them by municipal leaders.

Local 51's Proposal:

Annual pay increases as follows:

- 7.5% pay increase upon signing the agreement, effective the first pay period following September 1, 2026
- 7.5% pay increase effective the first pay period following September 1, 2027
- 7.5% pay increase effective the first pay period following September 1, 2028
- 7.5% pay increase effective the first pay period following September 1, 2029

Bottom Line:

El Paso remains in the middle of the pack with respect to similar departments in the areas of pay and incentives. The employees of the El Paso Fire Department have taken on and faithfully performed tasks not required of many other departments we are compared to. Additionally, the 3% annual increases negotiated in previous CBAs, have not allowed EPFD uniformed employees to keep up with inflation and the cost of normal living in El Paso.

Date Presented: May 5, 2026