



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 5: specialty teams pay

Problem/Issue:

El Paso FD fields multiple special operations teams that are either deployable to other parts of the State and area or are being prepared to become a deployable asset. Specialized certifications and training are required to operate on a specialty team. As these resources become utilized and stressed more, incentive pay should be adjusted accordingly.

Local 51's Proposal:

Increase monthly incentive pay as follows:

- \$150/month for each specialty team an employee is a part of
- Employees can stack a maximum of (2) teams for a potential maximum total of \$300/month
- Add critical care paramedics to the list of specialty teams
- Add Peer Support to the list of specialty teams

Bottom Line:

EPFD uniformed employees perform some of the most difficult and specialized emergency response functions known in the first responder community. Hazardous materials expose members to toxic chemicals; special rescue functions in multiple areas to include rope, trench, confined space, and collapsed structure operations; water rescue operates in swift water and highly contaminated waters with the potential for acute and delayed illnesses, critical care paramedics operate on a helicopter which presents the potential for accidents and loss of life not present in any other area of FD operations; peer support has provided mental health services for decades and assists multiple other City departments with peer counseling and mental health support services; COMSAR operates in highly hazardous mountainous areas and is now tasked with performing wildland interface firefighting. These team members take on a tremendous amount of risk and are on call 24/7. They should be compensated appropriately.

Date Presented: May 5, 2026