



# 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 Compensation, section 6, working out of class pay

**Problem/Issue:**

EPFD employees are tasked with assuming the job functions of the position above them when a supervisor is not present.

**Local 51's Proposal:**

Increase working out of class pay (WOC) to 10%, for the hours worked by the employee performing duties above their normal pay grade.

**Bottom Line:**

EPFD employees take on a multitude of responsibilities when working out of class, to include increased supervisory and HR duties. Local 51 believes WOC pay of 10% for the responsibilities assumed is appropriate.

**Date Presented: May 5, 2026**