



**MAYOR**  
Oscar Leeser

**CITY MANAGER**  
Tommy Gonzalez

**CITY COUNCIL**

**District 1**  
Brian Kennedy

**District 2**  
Alexsandra Annello

**District 3**  
Cassandra Hernandez

**District 4**  
Joe Molinar

**District 5**  
Isabel Salcido

**District 6**  
Art Fierro

**District 7**  
Henry Rivera

**District 8**  
Chris Canales

**NEWS  
RELEASE**

03 / 22 / 2023

# City and Police Association Complete Collective Bargaining Agreement

## Agreement Focuses on Retention, Recruitment

### City Council to Consider Proposed Agreement Next Week

**El Paso, Texas**— The City of El Paso and the El Paso Municipal Police Officers' Association have completed negotiations for the Collective Bargaining Agreement (CBA), focusing on retention and recruitment.

In a historic vote, the Association overwhelmingly approved accepting the proposed agreement. More than 1,000 association members voted in favor of the new agreement while only 10 voted against it.

The agreement will go before the El Paso City Council during the Regular City Council meeting which starts at 9 a.m. Tuesday, March 28, 2023.

“Our main goal of the CBA negotiations was to improve recruitment and retention of existing staff and this agreement accomplishes this goal. Public Safety is a priority in our Strategic Plan, approved by the Council in 2015. We have increased the number of officers with the ‘2015-16 Hire 300 Plan.’ We have also replaced equipment, vehicles, and motorcycles, and we have increased staffing with more training academies budgeted each year since the passage of the 2015 Strategic Plan. We are also executing the 2019 Public Safety Bond, another demonstration of our commitment and this community’s commitment to public safety,” said City Manager Tommy Gonzalez.

“We are grateful to the City Manager and his team for sitting down with us to listen and collaborate on how we address the needs and concerns of our brother and sisters in blue and our community’s public safety,” said Sgt. Victor Vela, El Paso Police Officer's Association Vice President.

The proposed four-year CBA includes pay raises across the board and a pay increase of \$10,000 for police cadets. Cadets are not part of the CBA, as they are not formally police officers until they successfully complete the Police Academy. Cadets will get a 13 percent increase when they become police officers and a 2.5 percent increase each year after.

The City’s Police and Fire Departments make up about 60 percent of the City’s overall budget at about \$305.7 million for Public Safety in FY 2023.

###



Promoting **Transparent & Consistent Communication**  
Among All Members of the Community

**Media contact:** Laura Cruz-Acosta  
Strategic Communications Director  
(915) 212-1071