

**ARTICLE NINE  
WAGES AND OTHER COMPENSATION**

The City of El Paso and Local 51, International Association of El Paso Firefighters propose different pay increases for the firefighters. The Association of firefighters proposes pay increases in the following specified amounts:

- 0% (Fiscal Budget 2015)
- 3% Effective the first pay period following September 1, 2015
- 3% Effective the first pay period following September 1, 2016
- 3% Effective the first pay period following September 1, 2017

Instead of the Association's proposed pay increases above, the City of El Paso proposes pay increases in the following specified amounts:

- 1.25% Effective the first pay period following March 1, 2015
- .25% Effective the first pay period following March 1, 2016
- .5% Effective the first pay period following March 1, 2017
- .25% Effective the first pay period following March 1, 2018

On September 1, 2015, entry level steps will be eliminated to move Firefighters' to a higher pay grade and increase their pay by 5%. A maximum 1.0% step will be added to the pay scales to increase the pay of Firefighters who are the last step in their pay grade. Effective September 1, 2016, the step that was added on September 1, 2015 will increase to 1.5%.

Are you in favor of Local 51, International Association of El Paso's Firefighters proposal instead of the City's proposal?

A vote "Yes" is for Local 51, International Association of El Paso Firefighters' proposal. A vote "No" is for the City's proposal.

\_\_\_\_\_ YES

\_\_\_\_\_ NO