



CITY OF EL PASO

PD CBA Amendment #1

Peter Pacillas, Chief of Police

April 9, 2024

PD CBA

- Effective 09/01/2023 to 08/31/2027
- Article 33, Section 2: any mutual agreement or understandings which are reached during the term of this Agreement shall be reduced to writing.

Article 4

Wages

- Amendment to anniversary date of promoted officers to the date they were promoted.
- Amendment to step increases to include promotion date if officer has been promoted.
- Change from sergeant to detective on officers being promoted and receiving pay increase.
- Adding Code # for newly created Police Executive Assistant Chief position.
- Amending when officers perform duties of a higher class title – they will receive the salary of the lowest level of the higher class title or a 5% salary raise from current level.

Article 6

Incentive Pay

- Longevity pay: \$5/mo/year of service (max amount of \$125/mo).

Article 9

Uniforms and Equipment

- Clarifying that employees would receive \$475 clothing allowance up to 1/1/25 (when it increases to \$650).

Article 10

Vacations

- Updated 440 hours to previously agreed upon 500 hours (scrivener's error).
- Clarifying the timeframes for employees to sell sick leave.

Article 21

Grievance Procedure

- Correcting Civil Service Commission to City on creating list of hearing examiners and designating hearing examiners.

Appendix J

Schedule of Benefits

- Updating 2024 and beyond: individual deductible and embedded individual deductible on family plans from \$3,000 to \$3,200.

Questions?

Thank You!

MISIÓN



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Responsabilidad, Personas