

MONTECITO FIRE PROTECTION DISTRICT
Publicly Available Pay Schedule
Effective January 1, 2025 to December 31, 2025

MONTHLY SALARY BASE RATES:

| Rank/Title | Start | 6 mo. | 12 mo. | 24 mo. | 36 mo. |
|------------------------------------|--------------|--------------|---------------|---------------|---------------|
| Fire Chief | 27,494 | | | | |
| Division Chief - Operations | 21,840 | 24,629 | | | |
| Battalion Chief/Fire Marshal | 19,916 | 22,089 | | | |
| Battalion Chief | 18,105 | 20,080 | | | |
| Captain/Asst. Fire Marshal | 16,504 | 17,289 | | | |
| Captain | 14,679 | 15,715 | | | |
| Wildland Specialist | 14,338 | 15,014 | | | |
| Engineer/Inspector | 14,338 | 15,014 | | | |
| Engineer | 12,761 | 13,653 | | | |
| Firefighter/Paramedic | 10,353 | 11,375 | 12,401 | 13,532 | |
| Firefighter | 9,320 | 10,234 | 11,166 | 12,180 | |
| Dispatcher | 9,706 | 10,100 | 10,381 | | |
| Mechanic | 10,272 | 11,178 | 12,086 | | |
| Finance and Administrative Manager | 13,955 | 14,660 | 15,395 | 16,169 | 16,975 |
| Administrative Assistant | 11,974 | 12,575 | 13,199 | 13,863 | 14,559 |
| Public Information Officer | 11,974 | 12,575 | 13,199 | 13,863 | 14,559 |

SPECIAL COMPENSATION:

Longevity Incentives: Special compensation pay is calculated using the employee's base rate.

| Years of Service | Rate |
|-------------------------|-------------|
| 3 to 5 | 3.0 % |
| 6 to 8 | 6.0 % |
| 9 to 11 | 9.0 % |
| 12 to 14 | 12.0 % |
| 15 to 17 | 15.0 % |
| 18 to 20 | 18.0 % |
| 21 to 23 | 21.0 % |
| 24+ | 24.0 % |

EMT/AED Certification Incentive: 5.35% Special compensation pay is calculated using the employee's base rate and longevity incentive.

Dispatch Cadre Members: Special compensation pay of 5% of top step of the Firefighter classification base salary. Current incentive rate is \$609.00 per month.

State Fire Marshal Company Officer Incentive: Special compensation pay of 3% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$365.40 per month.

State Fire Marshal Chief Officer Incentive: Special compensation pay of 3% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$365.40 per month.

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Automotive Service Excellence Truck Technician Incentive: Special compensation pay of 2% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$243.60 per month.

Emergency Medical Dispatcher Incentive: Special compensation pay of 2% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$243.60 per month.

FLSA Earnings: Safety employees working a 24-hour shift schedule receive FLSA compensation equal to 5 hours of straight time pay every 24-day period.

Dispatchers working a 24-hour shift schedule receive FLSA compensation calculated weekly for hours worked in excess of a 40-hour workweek.