

MONTECITO FIRE PROTECTION DISTRICT
Publicly Available Pay Schedule
Effective January 1, 2024 to December 31, 2024

MONTHLY SALARY BASE RATES:

Rank/Title	Start	6 mo.	12 mo.	24 mo.	36 mo.
Fire Chief	26,693				
Division Chief - Operations	21,204	23,912			
Battalion Chief/Fire Marshal	19,336	21,446			
Battalion Chief	17,578	19,495			
Captain/Asst. Fire Marshal	16,023	16,785			
Captain	14,251	15,257			
Wildland Specialist	13,920	14,577			
Engineer/Inspector	13,920	14,577			
Engineer	12,389	13,255			
Firefighter/Paramedic	10,051	11,044	12,040	13,138	
Firefighter	9,049	9,936	10,841	11,825	
Dispatcher	9,423	9,806	10,079		
Mechanic	9,973	10,852	11,734		
Accountant	12,317	12,939	13,588	14,271	14,983
Administrative Assistant	11,625	12,209	12,815	13,459	14,135
Public Information Officer	11,625	12,209	12,815	13,459	14,135

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 \$591.25 per month.

State Fire Marshal Company Officer Incentive: Special compensation pay of 1.5% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$177.38 per month.

State Fire Marshal Chief Officer Incentive: Special compensation pay of 1.5% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$177.38 per month.

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Automotive Service Excellence Truck Technician Incentive: Special compensation pay of 1.5% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$177.38 per month.

Emergency Medical Dispatcher Incentive: Special compensation pay of 1.5% of top step of the Firefighter classification base salary for eligible employees. Current incentive rate is \$177.38 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.