

MONTECITO FIRE PROTECTION DISTRICT
Publicly Available Pay Schedule
Effective July 1, 2022

MONTHLY SALARY BASE RATES:

Rank/Title	Start	6 mo.	12 mo.	24 mo.	36 mo.
Fire Chief	25,916				
Division Chief - Operations	20,586	23,216			
Battalion Chief/Fire Marshal	18,773	20,821			
Battalion Chief	17,066	18,927			
Captain/Asst. Fire Marshal	15,556	16,296			
Captain	13,836	14,813			
Wildland Specialist	13,515	14,152			
Engineer/Inspector	13,515	14,152			
Engineer	12,028	12,869			
Firefighter/Paramedic	9,758	10,722	11,689	12,755	
Firefighter	8,785	9,647	10,525	11,481	
Dispatcher	9,149	9,520	9,785		
Mechanic	9,683	10,536	11,392		
Accountant	11,958	12,562	13,192	13,855	14,547
Administrative Assistant	11,286	11,853	12,442	13,067	13,723
Public Information Officer	11,286	11,853	12,442	13,067	13,723

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 %

Dispatch Cadre Members: Special compensation pay 5% of top step of the Firefighter classification base salary.

Current incentive rate: \$ 574.05 per month

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

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.

Approved June 27, 2022