

**MONTECITO FIRE PROTECTION DISTRICT**  
**Publicly Available Pay Schedule**  
**Effective January 1, 2026 to December 31, 2026**

**MONTHLY SALARY BASE RATES:**

<b>Rank/Title</b>	<b>Start</b>	<b>6 mo.</b>	<b>12 mo.</b>	<b>24 mo.</b>	<b>36 mo.</b>
Fire Chief	28,044				
Division Chief - Operations	22,277	25,122			
Battalion Chief/Fire Marshal	20,314	22,531			
Battalion Chief	18,467	20,482			
Captain/Asst. Fire Marshal	16,834	17,635			
Captain	14,973	16,029			
Wildland Specialist	14,625	15,314			
Engineer/Inspector	14,625	15,314			
Engineer	13,016	13,926			
Firefighter/Paramedic	10,560	11,603	12,649	13,803	
Firefighter	9,506	10,439	11,389	12,424	
Mechanic	10,477	11,402	12,328		
Finance and Administrative Manager	14,234	14,953	15,703	16,492	17,315
Administrative Assistant	12,213	12,827	13,463	14,140	14,850
Public Information Officer	12,213	12,827	13,463	14,140	14,850

**SPECIAL COMPENSATION:**

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

<b>Years of Service</b>	<b>Rate</b>
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.

**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 \$372.72 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 \$372.72 per month.

**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 \$248.48 per month.

**FLSA Earnings:** Safety employees working a 24-hour shift schedule receive FLSA compensation equal to 10 hours at half-time pay after every 24-day FLSA cycle.

**Approved December 15, 2025**