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WEST COVINA NEIGHBORS STOPPING THE TAX GRAB

IN MARCH 2020,
JOIN FOUR FORMER MAYORS

- Fred Sykes, Forest Tennant, James Toma, and Ben Wong -
AND SAY “NO” TO HIGHER SALES TAXES!

Measure WC is **NOT** about “Rebuilding West Covina” . . . It’s about leadership . . .
It’s about West Covina’s unions grabbing more power and increasing our taxes!

The West Covina’s public safety unions, **NOT** the West Covina City Council wrote Measure WC—and the unions wrote it to help themselves, not the residents. Measure WC is tied to the new police and fire contracts the city council recently approved. *Here’s what Measure WC really does:*

- **Allows the Unions to Run Our City.** Measure WC is about leadership, who runs our city and avoiding massive layoffs of city staff, the sale of city assets, and ultimately bankruptcy! Residents asked our city council to get involved with the sales tax increase—and **the City Council majority chose not to.**
- **Hides the Real Purpose of the Tax.** The union sponsors of this ballot measure already have an agreement with the City Council that most of this new tax will go into the pockets of police and firefighters—but the sponsors aren’t saying that. Instead, the sponsors are selling a “wish list” of promises that can’t be kept.
- **Big Unaffordable Raise ALREADY GIVEN.** The City Council recently gave a 12% pay raise to police and fire—despite the State Auditor labeling West Covina “High-Risk for Fiscal Distress” . . . **17th worst of 471 cities in the state!**

IF Measure WC passes the following will happen:

- **Whopping Total Raise.** Gives police and fire another 4%, PLUS a 9% bonus, for a whopping 25% total increase. **See other side.**
- **Unsustainable Required Raises.** Requires police and fire salaries to be in the top ¼ of local cities—regardless of the city’s budget.
- **Replaces Audit Committee with Union’s New Oversight Committee.** The current Audit Committee has repeatedly questioned and criticized \$80,000+ individual overtime for many police and fire personnel. The union’s replacement oversight committee requires union presidents to appoint police and fire employees to their new oversight committee and to approve policy changes a council may wish to make to the committee. What are they trying to hide about overtime?
- **Increases in Costs Will Force More Taxes.** The City’s required pension obligation payments and overtime costs will skyrocket and ultimately lead to more new taxes and higher fees.
- **A reverse “Robin Hood” Scheme.** We are against HUGE pay increases that will put our city on the path to bankruptcy and force even more taxes on the half of West Covina residents’ whose household income is less than \$76,000—much less than police and fire employees. **See other side.**

We care about West Covina—its fiscal health and the quality of life of struggling families, seniors and the poor—the people who will be hurt the most—if Measure WC passes. Since the city council chose not to sponsor this tax increase, neither should we!

VOTE “NO” ON MEASURE WC!

QUESTIONS? EMAIL US AT: westcovinaneighbors@gmail.com

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Here's one of our "Fast Facts" on Measure WC, the union sales tax grab.

DATA AT A GLANCE							
WEST COVINA CITY COUNCIL RECENTLY APPROVED PAY & BENEFIT INCREASES FOR POLICE AND FIRE ^{1, 2, 3}							
Compiled by Jim Grivich, November 2019							
Public sector pay increases are typically 2-3% as explained in Note 3. This chart shows the projected cost to the taxpayers for pay increases approved by the West Covina City Council in October and November 2019. Measure WC triggers an average pay increase of \$60,678. Resident median income is only \$75,551 as shown in the red circle below.							
Type of Pay Increase	Year	Pay Increase					
		In Percent (%)			In Dollars (\$)		
		Police ⁴	Fire ⁵	Average	Police ⁴	Fire ⁵	Average
Base Year ⁶	2018	Base	Base	Base	\$211,008	\$254,327	\$228,456
12% + Base ⁷	2020	12.0%	12.0%	12%	\$236,329	\$284,846	\$255,871
3%+3%+3% Bonus ⁸	2020-2021	9.0%	9.0%	9%	---	---	---
3/10 Adjustment ⁸ (Top 1/4 local cities salary)	2020-2021	3.3%	4.5%	4% ⁹	---	---	---
Total % Increase	2020-2021	24.3%	25.5%	25%	\$265,397	\$323,300	\$289,134
Total \$ Increase Only:					\$54,389	\$68,973	\$60,678
For comparison purposes: West Covina resident median household income (3.4 persons):¹⁰							\$75,551
Notes:							
¹ Pay includes salary, extra/incentive pay, overtime, benefits, and pension costs.							
² Agreements state calculations are based on assigned salary range in effect December 2019. The previous contract expired in 2016. The 2018 salary schedule is used until the new contract goes into effect.							
³ Public sector pay increases are typically tied to the Federal Consumer Price Adjustment (CPI), aka Cost of Living Adjustment (COLA). The federal CPI has been about 2% for the past several years. The Southern California CPI has been about 3% due to higher housing costs. Most local agencies are not able to grant "normal" COLAs because individual pension costs are increasing approximately 5% annually at current agency salary rates. It is, therefore, common for public agencies to not approve an annual pay raise and/or to negotiate employees contributing more towards health and/or pension costs when a pay raise occurs.							
⁴ Percentages from Police Officer's Association Memorandum of Understanding (MOU) approved by the West Covina City Council October 15, 2019.							
⁵ Percentages from West Covina Firefighter's Association Memorandum of Understanding approved by the West Covina City Council November 5, 2019.							
⁶ Dollars are from TransparentCalifornia.com for calendar year 2018.							
⁷ Effective pay period beginning on or after January 12, 2020.							
⁸ Effective July 2, 2020 if the City obtains new on-going General Fund revenue exceeding four million dollars annually (police) and three million dollars annually (fire).							
⁹ Average Percentage is rounded from 3.9% ((3.3% + 4.5%) / 2).							
¹⁰ Southern California Association of Governments (SCAG.com) Local Profiles Report for the City of West Covina 2018.							

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