

WEST COVINA NEIGHBORS STOPPING THE TAX GRAB

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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 <u>cost to the taxpayers</u> 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:							\$75,551
West Covina resident median household income (3.4 persons):¹⁰							
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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