

## REDEFINING COUNCIL COMPENSATION

West Covina used the term “stipend” for council “salary” for decades. The City now considers “stipend” an “Other Pay” (additional) funding category, e.g., separate from annual salary.

City	Population	Annual Salary	Other Pay allowances, stipends, etc.)	Defined Benefit Plan Contribution	Retirement Cost Covered	Deferred Compensation Plan	Health Dental Vision
Azusa	49,704	12,176	8,141	1,230	21	0	7,877
Baldwin Park	70,855	6,133	21,417	440	0	6,917	896
Burbank	105,451	50,841	11,438	4,148	0	600	6,203
Covina	50,449	4,114	1,429	235	0	0	0
Downey	112,584	0	450	0	0	0	0
El Monte	107,706	8,334	4,543	767	88	8,003	5,540
La Puente	37,587	6,432	6,908	590	151	0	17,659
Monterey Park	60,207	6,000	0	778	0	0	8,328
Ontario	179,516	25,493	8,899	1,440	414	13,843	4,539
Pasadena	138,310	21,161	325	1,838	0	4,814	11,297
Pomona	149,766	11,232	327	771	0	0	4,518
<b>West Covina</b>	<b>108,243</b>	<b>9,180</b>	<b>0</b>	<b>174</b>	<b>0</b>	<b>0</b>	<b>0</b>
Whittier	87,931	9,663	0	0	0	0	12

Source: September 19, 2023 Staff Report, Agenda Item 6 Consideration of Council and Commissioner Compensation Benefits