

**PUBLIC SAFETY TOTAL COMPENSATION SURVEY:
A Comparison of Actual Pay Among Selected Cities ^{1,2,3}**

Compiled by Jim Grivich, February 2020

*Salary schedules show only a portion of the compensation an employee MAY earn, not how much they ACTUALLY earn due to negotiated "other pay" incentives, staffing policy, overtime, benefits and pension costs. This chart compares actual compensation--the cost to taxpayers--among selected "survey" cities in the recently approved Memorandum of Understanding for West Covina's public safety unions. **Based on the data shown below, the claims made by those advocating the huge 25% pay increase for West Covina's firefighters and police officers is needed because they are underpaid is not factual.***

City ^{1,2}	Average Total Compensation Per Person ³					
	Firefighter ⁴			Police Officer		
	Pay	Benefits ⁵	Total ⁶	Pay	Benefits ⁵	Total ⁶
Alhambra	\$169,235	\$58,023	\$227,258	---	---	---
Azusa	---	---	---	\$148,474	\$55,693	\$204,167
Burbank ⁷	See Note ⁷			See Note ⁷		
Downey	\$141,702	\$65,649	\$207,352	\$134,006	\$70,768	\$204,774
El Monte	---	---	---	\$126,884	\$86,003	\$212,887
Fullerton	\$101,465	\$49,435	\$150,901	---	---	---
Montebello	\$154,702	\$57,330	\$212,032	---	---	---
Monterey Park	\$127,728	\$42,198	\$169,926	\$115,116	\$46,649	\$161,766
Ontario	\$158,065	\$39,288	\$197,354	\$124,102	\$40,623	\$164,725
Pasadena	\$158,249	\$58,519	\$216,768	\$141,374	\$59,976	\$201,349
Pomona	---	---	---	\$118,163	\$64,526	\$182,689
Whittier	---	---	---	\$120,505	\$61,651	\$182,156
County & Districts						
Chino Valley ⁸	See Note ⁸			---	---	---
Los Angeles County ⁹	\$158,307	\$48,600	\$206,908	---	---	---
→ Average	\$146,182	\$52,380	\$198,562	\$128,578	\$60,736	\$189,314
West Covina ¹⁰ →	\$156,912	\$79,177	\$236,089	\$129,573	\$75,074	\$204,647

Notes:

¹ "Survey cities" listed in the Memorandum of Understanding (MOU) Side Letter between the City of West Covina and West Covina Firefighters' Association. January 1, 2017 -June 30, 2022. Section A. Total Compensation Survey.

² "Survey cities" listed in the Memorandum of Understanding (MOU) Side Letter between the City of West Covina and West Covina Police Officers' Association. January 1, 2017-June 30, 2022. Section A. Total Compensation Survey.

³ TransparentCalifornia.com. 2018 Salaries for the City of West Covina. Only full-time employees who worked all year are included. Pay shown on Transparent California is the W-2 report of income for tax purposes.

Transparent California pay data agrees with the State of California's published pay data with one exception. That exception is that Transparent California pro-rates the employer pension liability for each active employee. Unfunded employer pension liability is taxpayer expense.

⁴ Fire departments use a variety of job classifications which complicates comparing pay data from one agency to another. For purposes of this analysis, the basic firefighter job classification was used because it is the most consistent job title found for the "survey cities" in Transparent California.

Job classifications reflect minimum staffing requirements. Multiple year data found on TransparentCalifornia.com shows the firefighter position has been the least used position in West Covina's Fire Department. Section 2.1 of the recently approved MOU states:

The Association and the City acknowledge that the current firefighter/paramedic model is resulting in unsustainable liability for the City. To address the overtime issues, the parties have agreed that all new hires for the City will only be required to be firefighters. However, upon the City receiving a new on-going General Fund revenue exceeding three million dollars annually, the parties agree that the new hires will be required to be firefighter/paramedics and the City shall revert back to the previous staffing model through attrition. (Emphasis added.)

Measure WC is the tool intended to reach the three million dollar mark!

⁵ Benefits includes pension costs.

⁶ Total includes pay and benefits.

⁷ The City of Burbank had not submitted data at the time this chart was compiled.

⁸ Chino Valley Independent Fire District: The District was excluded in this chart because Transparent California showed only job titles for firefighter/paramedics.

⁹ Los Angeles County: Transparent California showed no firefighter/paramedic job classifications.

¹⁰ When West Covina is compared to cities that have firefighter/paramedics, West Covina's pay is even more above average than this table shows.