

DATA AT A GLANCE
2018 PUBLIC SAFETY PAY, BENEFITS, AND PENSION DEBT DETAILS ^{1,2}
 Full Time / Full Year Employees
CITY OF WEST COVINA
 Compiled by Jerri Potras, December 2019

This chart shows expenditures reported by the City of West Covina for calendar year 2018.¹ Base Pay, Overtime, and Other Pay are typically shown on an employee's "paycheck stub." Items such as benefits and/or pension are often not shown. Regardless if the item is shown or not, the expenditure is a taxpayer expense.

- The Memorandum of Understanding the City Council recently signed increases taxpayer costs for Base Pay, Overtime Pay, some Other Pay Incentives, and Pension Debt by 12 %. If Measure WC passes, the cost to taxpayers for these pay items increases by 12% and 13%.
- When this City Council granted the 12% raise and the additional 13% raise. the City Council did not require employees to "pick up" more of their benefit or pension costs as typically occurs when public agencies approve 2 to 3 % pay raises.

Job Title	Base Pay ³	Overtime			Pension Debt ⁸	Total Pay & Benefits ⁹
		Pay ⁴	Other Pay ⁵	Benefits ⁶		
Department: Fire						
• Job Title: Fire Chief						
Fire Chief	\$200,071	\$0	\$26,035	\$61,439	\$226,106	\$82,956 \$370,501
• Job Title: Assistant Fire Chief						
Assistant Fire Chief 1	\$123,679	\$94,573	\$22,259	\$49,780	\$240,511	\$61,999 \$352,290
Assistant Fire Chief 2	\$142,377	\$76,503	\$19,691	\$54,671	\$238,571	\$65,928 \$359,170
• Job Title: Fire Captain						
Fire Captain 1	\$106,553	\$66,168	\$26,594	\$49,089	\$199,315	\$55,109 \$303,513
Fire Captain 2	\$108,852	\$54,578	\$29,618	\$48,154	\$193,047	\$55,531 \$296,732
Fire Captain 3	\$105,190	\$58,450	\$26,598	\$47,041	\$190,238	\$53,917 \$291,196
Fire Captain 4	\$106,300	\$52,803	\$31,076	\$26,846	\$190,179	\$53,552 \$270,577
Fire Captain 5	\$106,898	\$55,096	\$27,180	\$48,638	\$189,174	\$55,163 \$292,975
Fire Captain 6	\$108,396	\$43,045	\$37,292	\$29,151	\$188,733	\$56,758 \$274,641
Fire Captain 7	\$106,832	\$45,117	\$26,580	\$47,845	\$178,528	\$55,339 \$281,712
Fire Captain 8	\$107,330	\$48,735	\$22,130	\$25,439	\$178,195	\$50,714 \$254,348
Fire Captain 9	\$106,021	\$46,603	\$24,597	\$46,945	\$177,221	\$54,158 \$278,324
Fire Captain 10	\$106,021	\$43,866	\$24,597	\$46,591	\$174,484	\$54,072 \$275,147
Fire Captain 11	\$100,688	\$41,561	\$31,402	\$48,439	\$173,651	\$54,762 \$276,852
Fire Captain 12	\$107,594	\$32,125	\$26,655	\$26,742	\$166,374	\$51,382 \$244,499
Fire Captain 13	\$106,832	\$27,597	\$27,030	\$47,967	\$161,459	\$55,585 \$265,011
Fire Captain 14	\$107,031	\$27,766	\$24,776	\$48,662	\$159,573	\$55,211 \$263,446
• Job Title: Fire Engineer						
Fire Engineer 1	\$85,623	\$74,554	\$29,372	\$23,150	\$189,549	\$46,275 \$258,974
Fire Engineer 2	\$88,979	\$65,235	\$27,796	\$22,343	\$182,010	\$45,061 \$249,414
Fire Engineer 3	\$90,246	\$56,120	\$28,009	\$23,062	\$174,375	\$46,097 \$243,534
Fire Engineer 4	\$92,642	\$56,932	\$21,052	\$44,328	\$170,626	\$46,716 \$261,670
Fire Engineer 5	\$89,024	\$55,195	\$16,588	\$42,479	\$160,807	\$43,673 \$246,959
Fire Engineer 6	\$91,373	\$49,284	\$19,695	\$43,139	\$160,353	\$46,133 \$249,625
Fire Engineer 7	\$92,347	\$54,736	\$12,552	\$42,286	\$159,634	\$42,808 \$244,728
Fire Engineer 8	\$87,163	\$49,825	\$20,126	\$43,959	\$157,114	\$45,727 \$246,800
Fire Engineer 9	\$90,927	\$46,263	\$13,124	\$41,819	\$150,314	\$43,186 \$235,319
Fire Engineer 10	\$88,520	\$40,627	\$18,338	\$43,580	\$147,485	\$44,141 \$235,206
Fire Engineer 11	\$87,238	\$33,914	\$21,104	\$44,443	\$142,256	\$45,226 \$231,925
Fire Engineer 12	\$90,385	\$18,103	\$28,043	\$24,130	\$136,531	\$46,114 \$206,775
Fire Engineer 13	\$92,089	\$27,354	\$13,124	\$41,819	\$132,567	\$43,548 \$217,934
Fire Engineer 14	\$70,028	\$13,503	\$8,925	\$28,491	\$92,456	\$40,871 \$161,818
• Job Title: Firefighter/Paramedic						
Firefighter/Paramedic 1	\$90,617	\$118,777	\$17,376	\$42,283	\$226,770	\$44,756 \$313,809
Firefighter/Paramedic 2	\$91,160	\$111,465	\$7,546	\$28,001	\$210,172	\$41,142 \$279,315
Firefighter/Paramedic 3	\$88,035	\$106,098	\$15,654	\$40,459	\$209,787	\$43,034 \$293,280
Firefighter/Paramedic 4	\$91,882	\$102,900	\$7,540	\$36,755	\$202,322	\$40,971 \$280,048
Firefighter/Paramedic 5	\$92,507	\$99,536	\$8,765	\$28,258	\$200,807	\$41,679 \$270,745
Firefighter/Paramedic 6	\$90,789	\$97,290	\$10,600	\$37,587	\$198,679	\$42,647 \$278,913
Firefighter/Paramedic 7	\$89,794	\$88,746	\$15,908	\$42,140	\$194,448	\$43,834 \$280,422
Firefighter/Paramedic 8	\$90,982	\$84,081	\$11,337	\$40,724	\$186,400	\$41,945 \$269,069

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Full Time / Full Year Employees

CITY OF WEST COVINA

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Job Title	Base Pay ³	Overtime			Benefits ⁶	Total Pay ⁷	Pension Debt ⁸	Total Pay & Benefits ⁹
		Pay ⁴	Other Pay ⁵					
Firefighter/Paramedic 9	\$90,559	\$84,449	\$30	\$39,206	\$175,038	\$37,452	\$251,696	
Firefighter/Paramedic 10	\$86,852	\$83,037	\$4,116	\$37,789	\$174,005	\$37,454	\$249,248	
Firefighter/Paramedic 11	\$87,912	\$72,415	\$12,621	\$18,182	\$172,948	\$37,997	\$229,127	
Firefighter/Paramedic 12	\$89,602	\$62,137	\$16,047	\$39,045	\$167,786	\$44,451	\$251,282	
Firefighter/Paramedic 13	\$92,697	\$68,635	\$4,117	\$35,462	\$165,449	\$39,439	\$240,350	
Firefighter/Paramedic 14	\$85,395	\$71,146	\$5,279	\$25,926	\$161,820	\$36,806	\$224,552	
Firefighter/Paramedic 15	\$91,046	\$44,984	\$23,883	\$22,792	\$159,913	\$44,254	\$226,959	
Firefighter/Paramedic 16	\$89,028	\$57,035	\$11,473	\$18,203	\$157,536	\$38,041	\$213,780	
Firefighter/Paramedic 17	\$92,499	\$60,625	\$4,110	\$26,979	\$157,234	\$39,310	\$223,523	
Firefighter/Paramedic 18	\$82,773	\$66,064	\$6,371	\$28,404	\$155,208	\$41,094	\$224,706	
Firefighter/Paramedic 19	\$87,733	\$67,360	\$114	\$25,245	\$155,207	\$35,815	\$216,267	
Firefighter/Paramedic 20	\$89,303	\$51,268	\$9,400	\$42,522	\$149,971	\$41,803	\$234,296	
Firefighter/Paramedic 21	\$91,645	\$45,109	\$9,400	\$30,356	\$146,154	\$43,025	\$219,535	
Firefighter/Paramedic 22	\$86,642	\$39,606	\$17,392	\$43,597	\$143,640	\$45,126	\$232,363	
Firefighter/Paramedic 23	\$87,892	\$53,632	\$128	\$31,805	\$141,652	\$35,778	\$209,235	
Firefighter/Paramedic 24	\$85,608	\$55,557	\$21	\$32,038	\$141,186	\$35,230	\$208,454	
Firefighter/Paramedic 25	\$90,083	\$23,332	\$13,154	\$28,814	\$126,569	\$42,471	\$197,854	
• Job Title: Firefighter								
Firefighter	\$78,752	\$63,641	\$14,519	\$40,304	\$156,912	\$38,873	\$236,089	
Department: Police								
• Job Title: Police Chief								
Police Chief	\$211,999	\$0	\$28,942	\$60,980	\$240,941	\$85,980	\$387,900	
• Job Title: Police Captain								
Police Captain 1	\$200,105	\$0	\$17,566	\$61,095	\$217,671	\$81,250	\$360,016	
Police Captain 2	\$199,616	\$0	\$17,566	\$60,549	\$217,182	\$81,250	\$358,981	
• Job Title: Police Lieutenant								
Police Lieutenant 1	\$187,921	\$0	\$16,359	\$57,935	\$204,280	\$75,848	\$338,063	
Police Lieutenant 2	\$186,224	\$0	\$16,359	\$57,871	\$202,583	\$75,848	\$336,302	
Police Lieutenant 3	\$185,771	\$0	\$16,329	\$57,889	\$202,100	\$75,848	\$335,837	
Police Lieutenant 4	\$185,705	\$0	\$16,329	\$57,871	\$202,034	\$75,848	\$335,753	
Police Lieutenant 5	\$175,153	\$0	\$16,520	\$55,979	\$191,673	\$71,890	\$319,542	
• Job Title: Police Corporal								
Police Corporal 1	\$95,738	\$49,608	\$22,770	\$43,155	\$168,116	\$47,543	\$258,814	
Police Corporal 2	\$95,204	\$57,562	\$14,208	\$41,093	\$166,975	\$43,232	\$251,300	
Police Corporal 3	\$96,568	\$46,196	\$15,615	\$40,061	\$158,379	\$44,118	\$242,558	
Police Corporal 4	\$96,164	\$33,645	\$25,448	\$22,834	\$155,257	\$45,090	\$223,181	
Police Corporal 5	\$96,534	\$30,483	\$21,183	\$42,518	\$148,200	\$44,908	\$235,626	
Police Corporal 6	\$90,238	\$31,811	\$25,686	\$38,122	\$147,735	\$45,870	\$231,727	
Police Corporal 7	\$97,596	\$35,148	\$14,238	\$42,460	\$146,982	\$44,787	\$234,229	
Police Corporal 8	\$94,873	\$27,719	\$21,691	\$42,135	\$144,283	\$45,412	\$231,830	
Police Corporal 9	\$93,692	\$24,385	\$23,371	\$43,196	\$141,448	\$45,790	\$230,434	
Police Corporal 10	\$96,355	\$30,993	\$13,984	\$41,847	\$141,332	\$44,810	\$227,989	
Police Corporal 11	\$97,080	\$27,877	\$15,735	\$42,528	\$140,692	\$44,394	\$227,614	
Police Corporal 12	\$93,294	\$32,032	\$13,215	\$41,714	\$138,541	\$43,228	\$223,483	
Police Corporal 13	\$97,140	\$23,466	\$17,189	\$20,593	\$137,795	\$41,955	\$200,344	
Police Corporal 14	\$90,203	\$13,679	\$27,240	\$43,536	\$131,122	\$46,501	\$221,159	
Police Corporal 15	\$89,985	\$15,293	\$22,702	\$43,033	\$127,980	\$45,449	\$216,462	
Police Corporal 16	\$74,775	\$41,898	\$11,233	\$31,757	\$127,906	\$33,423	\$193,085	
• Job Title: Police Sergeant								
Police Sergeant 1	\$112,968	\$87,823	\$26,500	\$24,973	\$227,290	\$51,341	\$303,604	
Police Sergeant 2	\$111,473	\$88,028	\$27,287	\$47,063	\$226,788	\$55,711	\$329,561	
Police Sergeant 3	\$104,516	\$68,243	\$28,873	\$46,344	\$201,632	\$53,763	\$301,739	
Police Sergeant 4	\$111,711	\$64,894	\$22,301	\$45,533	\$198,906	\$52,235	\$296,674	
Police Sergeant 5	\$107,170	\$53,594	\$32,367	\$47,660	\$193,131	\$55,119	\$295,910	
Police Sergeant 6	\$112,968	\$35,939	\$35,649	\$26,936	\$184,556	\$55,211	\$266,703	

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 Full Time / Full Year Employees
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 Compiled by Jerri Potras, December 2019

Job Title	Base Pay ³	Overtime			Pension Debt ⁸	Total Pay & Benefits ⁹	
		Pay ⁴	Other Pay ⁵	Benefits ⁶			
Police Sergeant 7	\$103,989	\$41,744	\$28,441	\$46,434	\$174,174	\$53,951	\$274,559
Police Sergeant 8	\$104,567	\$32,956	\$33,289	\$45,876	\$170,812	\$53,763	\$270,451
Police Sergeant 9	\$111,822	\$37,528	\$17,843	\$45,140	\$167,193	\$51,692	\$264,025
Police Sergeant 10	\$109,863	\$32,092	\$21,468	\$44,811	\$163,423	\$51,004	\$259,238
Police Sergeant 11	\$105,010	\$29,034	\$22,363	\$45,151	\$156,407	\$50,860	\$252,418
Police Sergeant 12	\$97,847	\$24,571	\$30,548	\$46,355	\$152,966	\$52,459	\$251,780
• Job Title: Police Officer							
Police Officer 1	\$85,591	\$81,068	\$22,094	\$40,660	\$188,753	\$41,025	\$270,438
Police Officer 2	\$85,089	\$64,926	\$28,222	\$42,068	\$178,237	\$43,968	\$264,273
Police Officer 3	\$90,023	\$68,243	\$15,689	\$41,205	\$173,955	\$41,629	\$256,789
Police Officer 4	\$90,345	\$71,091	\$8,715	\$39,279	\$170,151	\$38,587	\$248,017
Police Officer 5	\$88,062	\$67,547	\$9,913	\$39,241	\$165,522	\$38,060	\$242,823
Police Officer 6	\$87,582	\$57,227	\$18,354	\$41,153	\$163,163	\$41,521	\$245,837
Police Officer 7	\$86,417	\$47,198	\$22,575	\$40,898	\$156,190	\$41,523	\$238,611
Police Officer 8	\$82,073	\$48,358	\$24,941	\$41,213	\$155,372	\$43,485	\$240,070
Police Officer 9	\$88,496	\$59,219	\$6,834	\$38,519	\$154,549	\$37,855	\$230,923
Police Officer 10	\$79,600	\$56,922	\$16,533	\$26,181	\$153,055	\$37,339	\$216,575
Police Officer 11	\$88,980	\$48,566	\$13,329	\$26,674	\$150,875	\$39,508	\$217,057
Police Officer 12	\$83,601	\$40,139	\$20,548	\$26,969	\$144,288	\$39,418	\$210,675
Police Officer 13	\$90,432	\$38,358	\$15,342	\$41,202	\$144,132	\$42,158	\$227,492
Police Officer 14	\$83,718	\$36,156	\$23,989	\$41,505	\$143,863	\$42,726	\$228,094
Police Officer 15	\$79,307	\$44,540	\$15,933	\$38,505	\$139,780	\$36,522	\$214,807
Police Officer 16	\$90,514	\$32,085	\$12,175	\$40,486	\$134,774	\$40,597	\$215,857
Police Officer 17	\$88,514	\$28,528	\$17,099	\$41,255	\$134,141	\$41,734	\$217,130
Police Officer 18	\$75,397	\$30,881	\$24,894	\$17,624	\$131,172	\$36,104	\$184,900
Police Officer 19	\$89,156	\$24,282	\$17,430	\$39,580	\$130,868	\$40,605	\$211,053
Police Officer 20	\$77,575	\$25,812	\$22,671	\$17,075	\$126,058	\$35,684	\$178,817
Police Officer 21	\$83,519	\$16,367	\$24,740	\$42,099	\$124,626	\$43,968	\$210,693
Police Officer 22	\$90,006	\$20,366	\$13,159	\$39,598	\$123,531	\$40,110	\$203,239
Police Officer 23	\$83,560	\$12,303	\$27,087	\$40,481	\$122,950	\$44,996	\$208,427
Police Officer 24	\$83,170	\$15,160	\$24,240	\$41,805	\$122,570	\$42,883	\$207,258
Police Officer 25	\$83,818	\$14,788	\$23,054	\$41,433	\$121,660	\$42,106	\$205,199
Police Officer 26	\$77,024	\$21,971	\$22,536	\$39,330	\$121,531	\$38,363	\$199,224
Police Officer 27	\$81,484	\$21,930	\$16,697	\$39,159	\$120,111	\$37,889	\$197,159
Police Officer 28	\$86,749	\$16,512	\$16,288	\$40,045	\$119,549	\$40,923	\$200,517
Police Officer 29	\$76,490	\$16,938	\$25,763	\$18,489	\$119,191	\$36,649	\$174,329
Police Officer 30	\$72,472	\$32,536	\$13,483	\$35,960	\$118,491	\$35,316	\$189,767
Police Officer 31	\$76,010	\$27,455	\$14,291	\$16,440	\$117,756	\$33,264	\$167,460
Police Officer 32	\$84,778	\$12,958	\$19,472	\$27,369	\$117,208	\$40,254	\$184,831
Police Officer 33	\$83,998	\$4,373	\$28,444	\$21,152	\$116,815	\$42,214	\$180,181
Police Officer 34	\$82,074	\$8,284	\$26,201	\$41,070	\$116,559	\$43,186	\$200,815
Police Officer 35	\$86,126	\$10,415	\$19,539	\$38,851	\$116,080	\$41,590	\$196,521
Police Officer 36	\$79,227	\$16,318	\$20,492	\$26,928	\$116,037	\$38,194	\$181,159
Police Officer 37	\$86,612	\$9,977	\$18,774	\$41,182	\$115,363	\$41,581	\$198,126
Police Officer 38	\$87,159	\$18,743	\$8,949	\$26,121	\$114,851	\$37,646	\$178,618
Police Officer 39	\$76,953	\$19,408	\$16,417	\$33,043	\$112,778	\$35,746	\$181,567
Police Officer 40	\$83,879	\$3,571	\$25,294	\$41,992	\$112,744	\$43,274	\$198,010
Police Officer 41	\$84,161	\$8,600	\$19,235	\$27,837	\$111,996	\$41,232	\$181,065
Police Officer 42	\$78,343	\$17,555	\$14,883	\$25,827	\$110,781	\$35,893	\$172,501
Police Officer 43	\$82,377	\$6,639	\$20,863	\$41,482	\$109,879	\$42,208	\$193,569
Police Officer 44	\$85,182	\$179	\$23,401	\$41,731	\$108,762	\$43,381	\$193,874
Police Officer 45	\$89,936	\$9,938	\$8,379	\$39,584	\$108,253	\$40,081	\$187,918
Police Officer 46	\$88,831	\$1,940	\$15,621	\$40,789	\$106,391	\$42,599	\$189,779
Police Officer 47	\$78,534	\$8,092	\$18,085	\$39,677	\$104,711	\$38,436	\$182,824
Police Officer 48	\$75,666	\$13,731	\$14,216	\$37,453	\$103,613	\$34,733	\$175,799
Police Officer 49	\$72,661	\$14,691	\$16,000	\$34,877	\$103,352	\$34,819	\$173,048
Police Officer 50	\$72,373	\$18,512	\$10,747	\$23,932	\$101,632	\$33,071	\$158,635

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 Full Time / Full Year Employees
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Average 2018 Sworn Public Safety Employee Pay, Benefits and Pension Debt:	\$211,008
For comparison purposes	
West Covina resident median household income:	\$74,551
(3.4 persons) income: ¹⁰	

Notes:

- ¹ TransparentCalifornia.com. Transparent California states they obtain the information directly from government agencies through public records request. They advocate the public has a right to see this information because government officials work for the public. Transparency is necessary to prevent fraud, waste and abuse and provides citizens and policymakers with facts needed to make informed decisions about public policy issues involving government employees and retiree compensation.
- ² Employee salaries are just one aspect impacting public sector budgets. Staffing levels recommended by professional associations and/or agency practice are ideal staffing levels for designated jobs without consideration of budget. Minimal staffing levels often result in overtime use to cover scheduled and unscheduled absences. Minimum staffing levels can result in tension between management and labor and misunderstandings by the public when budgetary constraints result in reductions or changes to minimum staffing levels.

 Minimum staffing patterns are typically not in collective bargaining agreements because employers retain specific rights and prerogatives including, but not limited to levels of service, manning requirements, work schedules, overtime assignments and approval, reasonable work and safety rules/regulations, etc. Employers do, however, typically "meet and consult" with employee representatives on setting minimum staffing standards.
- ³ Base pay (aka regular pay) is the amount the employer reports an employee earns for a job classification without including overtime or other pay incentives. Base pay is typically the pay published in salary schedules for a job classification and is subject to collective bargaining.
- ⁴ Overtime is time worked in excess of an agreed upon time for normal working hours by an employee. Overtime policies vary by agency and the nature of the job. Overtime assignment policies and practices are subject to collective bargaining. Overtime is no longer pensionable for CalPERS employees.
- ⁵ Other Pay (aka Premium Pay or Special Pay) is pay an individual receives above his/her job classification's "base pay" (salary schedule pay). "Other pay", often referred to as "incentives", is negotiated as part of the collective bargaining process and may be paid as a flat amount or as a percent of base pay. Examples of other pay include payments for various certifications; degree differential for job classifications that do not require a degree; longevity pay; hazardous duty pay; assignment pay; bilingual skills differential; unused vacation payments, seniority pay; bonus pay, etc. As a rule of thumb, other pay items added to the employee's base salary and paid monthly are pensionable while lump sum on-time payments are not pensionable. (Overtime is not pensionable.) Many incentives are cumulative in that the employee retains the incentive when he/she changes job classifications.
- ⁶ Benefit costs include employer-paid cost of health, dental and vision medical insurance and retirement contributions only. Transparent California notes benefit costs do not reflect monetary payments received by the employee but reflect the cost incurred by taxpayers associated with employer-provided health and retirement benefits.
- ⁷ Total Pay includes base pay, overtime pay, and other pay. Transparent California states the total cost of the employee is higher than the values they report because they do not report associated costs such as workman's compensation, state unemployment insurance, Medicare and Social Security as compensation.
- ⁸ Pension Debt is the cost associated with employer-provided retirement benefits. It is comprised of two components: the normal cost and the unfunded liability (debt) payment.
 - The normal cost is the amount the pension fund determines is necessary to pre-fund that employee's future benefit. This cost is calculated based on a series of projects about future events and is oftentimes insufficient to fully fund the employee's promised benefit.
 - Unfunded liability (debt) is the shortage created due when the employee's future benefit is underfunded. When shortages happen, the agency's annual retirement costs are increased accordingly.
 Beginning 2017, CalPERS agencies are only required to report the normal cost portion of an employee's pension. Not reporting the unfunded liability (debt) portion gives an erroneous impression an agency's annual costs have significantly declined. To ensure the full annual cost of employee compensation is reported and to maintain parity with non-CalPERS agency reporting methods, Transparent California prorates pension debt payments across all employees.

 Public safety employee pension costs are higher than other employee benefit costs because they can retire at an earlier age and have a higher retirement percentage formula than other public sector employees. In general, employees hired before the California Public Employees' Reform Act of 2013 (PEPRA) have an earlier retirement age and different retirement contribution levels than those hired after 2013.
- ⁹ Total Pay & Benefits includes benefits, total pay, and pension debt.
- ¹⁰ Southern California Association of Governments (SCAG.com) Local Profiles Report for the City of West Covina 2018.

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