

WEST COVINA CITY COUNCIL COMPARABLE COMPENSATION SURVEY: SELECTED CITIES

City Council “Cherry Picks” Cities to Justify a 165% “Salary” Increase

Compiled by Jerri Potras, November 2023

This chart lists the cities selected by the City of West Covina to use in their survey of city council compensation and benefits. The September 19, 2023 and November 7, 2023 Staff Reports and council discussion emphasized population, salary and benefits. Councilmembers focused on three cities—Burbank, Ontario, and Pasadena—as having a comparable population to West Covina but a much higher salary and benefit level to justify a 165% percent compensation increase.

A city’s tax revenue is derived from sales tax, property taxes, and fees. This chart shows factors other than compensation and benefits impacting a comparable city from a resident perspective. Unless noted otherwise, data shown is from 2021 because that is the year the City of West Covina used in their survey.

MUNICIPAL						BUSINESS		RESIDENTIAL		
City	Population	Distance from West Covina	State Auditor Ranking	Total Number of City Employees	City Employee Compensation Cost per Resident	Total Business Establishments	Daytime Population Workers	Median Home Value	Average Household Size	Median Household Income
<i>With the exception of the City of Ontario, all cities listed below are located within the County of Los Angeles. Ontario is located within the County of San Bernadino which has different tax structure from Los Angeles County.</i>										
Azusa	49,704	6.8	151	367	\$878	1,259	17,014	\$559,922	3.20	\$71,257
Baldwin Park	70,855	1.6	159*	324	\$302	1,428	21,922	\$485,196	4.01	\$65,756
Burbank	105,451	27.3	174	1,556	\$1,561	8,064	91,180	\$829,406	2.44	\$81,681
Covina	50,449	4.8	135	399	\$555	2,494	24,426	\$594,167	3.00	\$78,906
Downey	112,584	17.1	34	876	\$687	3,923	47,728	\$638,675	3.23	\$78,860
El Monte	107,706	5.7	50	413	\$431	3,427	27,992	\$580,148	3.71	\$51,794
La Puente	37,587	5.1	337	157	\$144	807	8,152	\$469,966	3.92	\$69,166
Monterey Park	60,207	12.0	31	479	\$694	2,725	35,664	\$708,465	2.95	\$64,702
Ontario	179,516	19.3	252	1,514	\$1,093	7,583	104,924	\$451,205	3.40	\$71,176
Pasadena	138,310	20.6	46	2,314	\$2,114	11,091	116,772	\$930,865	2.34	\$91,867
Pomona	149,766	11.8	22	732	\$585	4,210	49,835	\$485,659	3.51	\$63,378
Whittier	87,931	13.0	283	685	\$527	2,915	38,992	\$622,267	2.97	\$81,298
West Covina	108,243	---	14	424	\$645	2,965	36,978	\$649,765	3.24	\$88,486

- Notes**
- City and Population are from the State Controller’s Government California website as shown in the above referenced City of West Covina Staff Reports.
 - Distance from West Covina is from city hall to city hall calculated using Google Maps.
 - State Auditor Ranking shows the 2020-21 Overall Rankings from the Fiscal Health of California Cities except for Baldwin Park. Baldwin Park shows the 2019-20 ranking. The lower the number, the worse a city’s financial risk is ranked.
 - Total Number of City Employees and City Employee Compensation Cost per Resident are Transparent California calculations based on reported data for 2021.
 - Total Business Establishments and Daytime Population are from Employment Statistics prepared by Southern California Association of Governments.
 - Median Home Value, Average Household Size, **and** Median Household Income are from Key Indicators prepared by Southern California Association of Governments.