

**City Attorney**  
**Benchmark Cities (National) Market Information**  
**November 2022**

Base Salary Percentiles 2023				
10th	25th	50th	75th	90th
\$212,374	\$215,307	\$237,193	\$284,119	\$319,371

Base Salary Percentiles 2022				
10th	25th	50th	75th	90th
\$194,366	\$202,870	\$207,693	\$223,307	\$267,450

Organization	Population	Annual Base Salary	Annual Bonus	Annual Retirement	Annual Car Allowance	Total*	Date of Hire (year)	Date of Last Salary Increase
Anaheim, CA	345,935	\$274,662	\$7,800	N/A	N/A	\$282,462	2018	2021
Asheville, NC	94,070	\$204,084	N/A	N/A	\$4,000	\$208,084	2019	2022
Boulder, CO	104,178	\$245,000	N/A	\$34,839	N/A	\$279,839	2022	Mar-22
Greensboro, NC	299,035	\$213,283	N/A	N/A	N/A	\$213,283	2019	Feb-22
Hayward, CA	162,954	\$239,450	N/A	N/A	N/A	\$239,450	N/A	2021
Oklahoma City, OK	681,054	\$215,982	N/A	\$10,799	\$7,000	\$233,781	2006	2022
Palo Alto, CA	67,973	\$322,817	\$18,316	\$15,000	\$3,900	\$360,033	2018	2021
Plano, TX	285,494	\$234,936	N/A	N/A	N/A	\$234,936	N/A	N/A
Sacramento, CA	528,028	\$312,488	\$19,453	N/A	\$6,000	\$337,941	2021	2021
Santa Monica, CA	93,076	\$320,136	N/A	N/A	N/A	\$320,136	2022	2022
Tallahassee, FL	197,103	\$225,640	N/A	N/A	N/A	\$225,640	2018	2022
<b>Fort Collins</b>	<b>174,871</b>	<b>\$212,273</b>	<b>N/A</b>	<b>\$43,941</b>	<b>N/A</b>	<b>\$256,214</b>	<b>2015</b>	<b>Jan-22</b>
Ann Arbor, MI	121,000	\$199,650	N/A	\$11,979	Note <sup>1</sup>	\$211,629	2003	Jan-21
Durham, NC	287,865	\$206,700	N/A	\$10,335	3600	\$220,635	2019	Jul-21
Irving, TX	236,546	\$231,612	N/A	Note <sup>2</sup>	N/A	\$231,612	2016	Jan-20
Mesa, AZ	512,107	\$215,002	N/A	\$25,671	4800	\$245,473	2015	Jul-19
Wilmington, NC	126,000	\$191,475	N/A	\$8,616	Note <sup>1</sup>	\$200,091	2017	Jun-21

\* Total = Annual Salary + Annual Bonus + Annual Retirement + Annual Car Allowance  
Markets in yellow did not provide data this year. The data shown is what they provided in 2021.  
Savannah, GA did not provide data for either 2021 or 2022 and has been excluded from the table.

<sup>1</sup> Per Mileage Reimbursement

<sup>2</sup> State Retirement System

**City Attorney**  
**Benchmark Cities (Regional) Market Information**  
**November 2022**

Base Salary Percentiles				
10th	25th	50th	75th	90th
\$195,331	\$213,844	\$222,244	\$239,098	\$241,699

Organization	Population	Annual Base Salary	Annual Bonus	Annual Retirement	Annual Car Allowance	Total*	Date of Hire (year)	Date of Last Salary Increase
Arvada	118,746	\$212,000	\$9,528	\$21,242	\$4,800	\$247,570	2019	Jul-22
Aurora	398,018	\$220,458	\$18,393	\$37,279	\$5,742	\$245,349	2000	Mar-22
Boulder	112,675	\$245,000	N/A	\$34,839	N/A	\$279,839	2022	Jul-22
Broomfield	71,018	\$224,099	N/A	\$27,340	\$6,000	\$257,439	2021	May-22
Denver	715,878	\$216,061	N/A	\$47,425	N/A	\$263,486	2017	N/A
Greeley	111,000	\$235,112	N/A	N/A	N/A	\$235,112	2013	Jul-22
Lakewood	157,469	\$218,400	N/A	\$41,496	\$3,600	\$263,496	2021	Aug-22
Larimer County	359,066	\$208,197	N/A	\$16,656	N/A	\$224,853	2020	Jan-22
Longmont**	96,192	\$245,503	\$45,000	\$31,915	\$3,587	\$326,005	2009	Oct-22
Loveland	78,282	\$190,008	N/A	N/A	N/A	\$190,008	2018	May-22
Thornton	146,487	\$222,255	N/A	\$32,894	\$7,008	\$262,157	2021	Dec-22
Westminster	118,357	\$238,960	N/A	\$26,883	\$6,000	\$271,843	2015	Jan-22
<b>Fort Collins</b>	<b>174,871</b>	<b>\$212,273</b>	<b>N/A</b>	<b>\$43,941</b>	<b>N/A</b>	<b>\$256,214</b>	<b>2015</b>	<b>Jan-22</b>

\* Total = Annual Salary + Annual Bonus + Annual Retirement + Annual Car Allowance

\*\*Longmont Retention Bonus of \$30k given if employed end of 2023 and \$15k given if employed end of 2024