

City Manager
Benchmark Cities (National) Market Information
November 2022

Base Salary Percentiles 2023				
10th	25th	50th	75th	90th
\$231,323	\$254,925	\$293,027	\$332,784	\$379,553

Base Salary Percentiles 2022				
10th	25th	50th	75th	90th
\$223,740	\$229,604	\$256,456	\$297,426	\$355,412

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	\$291,000	\$5,596	N/A	N/A	\$296,596	N/A	2021
Asheville, NC	94,070	\$242,694	N/A	N/A	\$6,000	\$248,694	2018	N/A
Austin, TX	961,855	\$380,393	N/A	N/A	N/A	\$380,393	2018	2022
Boulder, CO	104,178	\$290,000	N/A	\$41,238	N/A	\$331,238	2022	Jan-22
Eugene, OR	176,654	\$218,000	N/A	N/A	\$5,980	\$223,980	2021	Jun-20
Greensboro, NC	299,035	\$280,000	N/A	N/A	N/A	\$280,000	2022	Feb-22
Hayward, CA	162,954	\$299,655	\$35,418	N/A	N/A	\$335,073	N/A	2021
Oklahoma City, OK	681,054	\$268,224	N/A	\$13,411	\$7,000	\$288,635	2019	2022
Palo Alto, CA	67,973	\$366,680	\$34,533	\$18,500	N/A	\$419,713	2018	2021
Sacramento, CA	528,028	\$386,502	\$67,707	N/A	\$6,000	\$460,209	N/A	2021
Santa Monica, CA	93,076	\$340,000	N/A	N/A	N/A	\$340,000	2021	2022
Tallahassee, FL	197,103	\$247,561	N/A	N/A	N/A	\$247,561	2000	2022
Fort Collins	174,871	\$295,000	N/A	\$56,640	\$12,000	\$363,640	2022	New Hire 2022
Ann Arbor, MI	121,000	\$223,600	N/A	\$33,540	Note ¹	\$257,140	2021	N/A
Durham, NC	287,865	\$255,000	N/A	\$12,750	\$3,600	\$271,350	2021	N/A
Irving, TX	236,546	\$279,901	N/A	\$20,000 ²	N/A	\$299,901	2014	Apr-21
Mesa, AZ	512,107	\$271,087	N/A	\$32,368	\$7,200	\$310,655	2006	Jul-19
Naperville, IL	148,304	\$214,854	N/A	\$38,312	\$0	\$253,166	2008	Jan-21
Wilmington, NC	126,000	\$225,000	N/A	\$10,125	\$6,000	\$241,125	2021	N/A

* 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.

Neither Plano, TX nor Savannah, GA provided data for 2021 or 2022, so they have been excluded from the table.

¹ Per Mileage Reimbursement

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Base Salary Percentiles				
10th	25th	50th	75th	90th
\$243,400	\$258,479	\$270,907	\$291,899	\$295,523

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	\$260,000	N/A	\$33,852	\$6,600	\$300,452	2022	Jul-22
Aurora	398,018	\$269,402	\$26,940	\$61,643	\$5,400	\$363,385	2016	Dec-21
Boulder	112,675	\$290,000	N/A	\$41,238	N/A	\$331,238	2022	2022
Broomfield	71,018	\$267,738	N/A	\$32,129	\$5,100	\$304,967	2019	2022
Greeley	111,000	\$260,740	N/A	N/A	\$7,200	\$267,940	2022	Jan-22
Lakewood	157,469	\$280,259	N/A	\$94,262	\$8,400	\$382,921	2010	2022
Larimer County	359,066	\$245,000	N/A	\$19,600	N/A	\$264,600	2022	2022
Longmont**	96,192	\$289,176	\$60,000	\$37,593	\$5,000	\$391,769	2012	2022
Loveland	78,282	\$217,587	N/A	N/A	\$6,000	\$223,587	2016	2022
Thornton	146,487	\$290,000	\$2,424	\$45,820	\$7,008	\$345,252	2017	Dec-21
Westminster	118,357	\$240,890	N/A	\$27,100	\$7,500	\$275,490	2022	Oct-22
Fort Collins	174,871	\$295,000	N/A	\$56,640	\$12,000	\$363,640	2022	New Hire 2022

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

**Longmont Retention Bonus of \$40k given if employed end of 2023 and \$20k given if employed end of 2024.