

City Attorney
Benchmark Cities Market Information
November 2023

National Base Salary Percentiles					
	10th	25th	50th	75th	90th
2023	\$207,500	\$221,459	\$248,924	\$268,495	\$321,697
2022	\$213,553	\$223,225	\$238,815	\$284,119	\$319,371

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
2023	\$216,940	\$222,244	\$240,702	\$245,664	\$253,811
2022	\$195,331	\$213,844	\$222,244	\$239,098	\$241,699

City Attorney
Benchmark Cities (National) Market Information
November 2022

Peer City	Specific Plan	Plan Type	Employer %	Employee %	Social Security	Defined Benefit Available	Retiree Healthcare	Eligibility	Match	Total Contributions ¹	Vesting Schedule (Years)	Salary	Year of Last Increase	Annual/Retention Bonus	Length of Service
Fort Collins, CO	Exec. Plan	401a	10%	0%	Yes	No	No	Immediate	4.5%	31.4%	Immediate	\$222,244	2023	No	8 years
Anaheim, CA	Exec. Plan	401a	5%	5%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$297,789	2023		
Ann Arbor, MI	Yes	DB	15%	7.5%	No	Yes	Yes	Immediate	No	22.5% + Healthcare	5	\$210,000	2022		
Asheville, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5	\$214,288	2023	No	4 years
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$245,664	2023	\$3,000	2 years
Durham, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5	\$219,102	2023	No	4 years
Greensboro, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5	\$270,400			4 years
Hayward, CA	Exec. Plan	401a	6%	0%	No	Yes	No	Immediate	No	6%	Immediate	\$248,333			
Irving, TX	Exec. Plan	State DB	11%	6%	Yes	Yes	No	Immediate	DROP	29.4%	Immediate	\$256,797			
Mesa, AZ	Exec. Plan	DB	11%	11%	Yes	Yes	Yes-20 years	Immediate	\$9,000	34.4%+ + Healthcare + \$9,000	Immediate	\$249,080	2023		
Oklahoma City, OK	Exec. Plan	401a	8%	8%	No	Yes	Yes	Immediate	No	16% + Healthcare	Immediate	\$231,998	2023	No	17 years
Palo Alto, CA	Yes	401a	25% of Max	0%	No	Yes	Yes	Immediate	No	25% of Max + Healthcare	5	\$335,750	2022	No	12 years
Plano, TX	Exec. Plan	401a	5%	0%	No	Yes	Yes	Immediate	DROP	5% + Healthcare	Immediate	\$267,860	2023	ATB 4.5%	9 years
Saramento, CA	Exec. Plan	401a	10%	0%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$351,048	2023	No	5 years
Santa Monica, CA	Exec. Plan	401a	5%	6%	No	Yes	No	Immediate	No	11%	Immediate	\$320,136			1 year
Savannah, GA												\$254,252	2023	No	2 years
Tallahassee, FL	Exec. Plan	401k	5%	Elective	No	Yes	No	Immediate	Deferred Match	5%	Immediate	\$248,768	2023	No	5 years
Wilmington, NC		State DB	12.1%	6%	No	Yes	No	Immediate	No	18.1%	5	\$185,000	2023	No	<1 year

¹ Total Contributions into Retirement assumes the Employer and Employee contribution, plus the match (assuming they take advantage of it), plus Social Security (if included) and Retiree Healthcare.

² Can choose between/either the Statewide Defined Benefit Plan or the Executive 401a Plan.

Blank cells indicate data points not provided through any of our data collection sources.

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Benchmark Cities (Regional) Market Information
November 2023

Local Entity	Specific Plan	Plan Type	Employer %	Employee %	Social Security	Defined Benefit Available	Retiree Healthcare	Eligibility	Match	Total Contributions ¹	Vesting Schedule (Years)	Salary	Year of Last Increase	Annual/Retention Bonus	Length of Service
Fort Collins, CO	Exec. Plan	401a	10%	0%	Yes	No	No	Immediate	4.5%	31.4%	Immediate	\$222,244	2023	No	8 years
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~ \$25,000	19% + Healthcare + \$25,000	Immediate	\$224,720	2023	No	4 years
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	\$244/mo	Immediate	~\$15,000	32.4% + \$244/mo. Healthcare + \$25,000	3	\$220,458	2023	No	2 years
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$245,664	2023	\$3,000	2 years
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	\$242,736	2023	No	3 years
Denver, CO	No	DB	18%	8.45%	Yes	DERP	No	Immediate	No	38.85%	5	\$216,061	2022	No	<1 year
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	2%	26.4%	5	\$246,280	2023	No	11 years
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	\$240,739	2023	No	2.5 years
Larimer County	No	401a	8%	8%	Yes	No	Yes	Immediate	No	28.4% + Healthcare	5	\$223,812	2023	No	3 years
Longmont, CO ³	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	\$259,463	2023	\$15,414	14 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 months	No	24.4%	3	\$215,001	2023	No	2 years
Thornton, CO	Exec. Plan	401a	7.6%	7.6%	Yes	No	Yes	Immediate	1%	29.6% + Healthcare	5	\$240,702	2023	No	2 years
Westminster, CO	No	401a	11.3%	11%	No	No	part or 401h	Immediate	No	22.3%	5	\$255,694	2023	No	8 years

¹Total Contributions into Retirement assumes the Employer and Employee contribution, plus the match (assuming they take advantage of it), plus Social Security (if included) and Retiree Healthcare.

² Can choose between/either the Statewide Defined Benefit Plan or the Executive 401a Plan.

³ Longmont Retention Bonus

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