

City Judge
Benchmark Cities Market Information
November 2023

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
2023	\$184,838	\$192,879	\$196,914	\$200,130	\$205,839
2022	\$173,240	\$176,359	\$180,100	\$185,630	\$191,078

Chief Judge
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	3%	28.4%	Immediate	\$185,000	2023	No	3 years
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~ \$25,000	19% + Healthcare + \$25,000	Immediate	\$201,400	2023	No	2 years
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	\$244/mo	Immediate	~\$15,000	32.4% + \$244/mo + \$15,000	3	\$193,132	2023	No	4 years
Boulder, CO ³	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$192,626			
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	\$196,914	2022	No	1 year
Denver, CO	No	DB	18%	8.45%	Yes	DERP	No	Immediate	No	38.85%	5	\$195,465	2022	No	1 year
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	2%	26.4%	5	\$184,838	2023	No	2 years
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	\$198,859	2023	No	1 year
Longmont, CO	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	\$205,839	2023	No	7 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 months	No	24.4%	3	\$174,012	2023	No	8 years
Thornton, CO	Exec. Plan	401a	7.6%	6.0%	Yes	No	Yes	Immediate	1%	28% + Healthcare	5	\$206,051	2023	No	1 year
Westminster, CO	No	401a	11.25%	11%	No	No	part or 401h	Immediate	No	22.25%	5	\$198,120	2023	No	2 years

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.

³ Boulder salary reflects the compensation for an Interim employee, and they are currently in recruitment.

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