

City Manager
Benchmark Cities Market Information
November 2025

National Base Salary Percentiles					
	10th	25th	50th	75th	90th
2026 Forecast	\$288,400	\$309,000	\$339,702	\$396,558	\$429,551
2025 Actual	\$280,000	\$300,000	\$329,808	\$385,008	\$417,040
2025 Forecast	\$270,109	\$294,985	\$325,065	\$396,702	\$427,104
2024	\$262,242	\$286,393	\$315,597	\$385,148	\$414,664
4.5% projection in 2026 in anticipation of Peer salary movement for municipalities.					

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
2026 Forecast	\$302,647	\$324,448	\$329,600	\$345,050	\$354,730
2025 Actual	\$293,832	\$314,998	\$320,000	\$335,000	\$344,398
2025 Forecast	\$269,407	\$284,967	\$312,539	\$325,483	\$337,657
2024	\$261,560	\$276,667	\$303,436	\$316,003	\$327,822
3% projection in 2026 in anticipation of Regional salary movement for local municipalities.					

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Benchmark Cities (National) Market Information
November 2025

Peer City	Specific Plan	Plan Type	Employer %	Employee %	Social Security	Defined Benefit Available	Retiree Healthcare	Eligibility	Match	Total Contributions ¹	Vesting Schedule (Years)	Car or Car Allowance	Salary	Year of Last Increase	Length of Service	Population
Fort Collins, CO	Exec. Plan	401a	10%	0%	Yes	No	No	Immediate	3%	28.40%	Immediate	\$12,000	\$330,736	2025	3 years	170,507
Anaheim, CA	Exec. Plan	401a	5%	5%	No	Yes	Yes	Yes	No	10% + Healthcare	Immediate	\$7,200	\$386,697	2025	5 years	340,512
Ann Arbor, MI	Yes	401a	15%	7.5%	Yes	No	Yes	Yes	No	34.9% + Healthcare	3		\$280,000	2025	4 years	119,381
Asheville, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	\$6,000	\$273,261	2025	7 years	95,056
Austin, TX		DB	12%	10%	No	Yes	Yes	Immediate	DROP	22% + Healthcare	5	No	\$488,821	2025	1.5 years	979,882
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5		\$328,221	2025	4 years	105,898
Durham, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	\$6,000	\$297,000	2025	4 years	296,186
Eugene, OR	Exec. Plan	401a	5%	5%	No	Yes	No	Immediate	No	10%	Immediate		\$319,218	2025	6 years	177,899
Greensboro, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5		\$300,000	2024	1.5 year	302,296
Hayward, CA	Exec. Plan	401a	6%	0%	No	Yes	No	Immediate	No	6%	Immediate	\$5,400	\$385,008		<1 year	155,675
Irving, TX	Exec. Plan	401a	5%	5%	No	Yes	No	Immediate	DROP	10%	Immediate	\$6,600	\$332,361	2024	11 years	254,373
Mesa, AZ	Exec. Plan	401a	Max	0%	Yes	Yes	yes- 20 years	Immediate	\$8,000	Max + 12.4 + \$8,000 + Healthcare	Immediate	\$7,200	\$345,000	2025	<1 year	511,648
Naperville, IL	Exec. Plan	401a	\$20,000	0%	Yes	Yes	No	Immediate	No	\$20,000 + 12.4%	Immediate	No	\$246,301	2025	17 years	150,245
Oklahoma City, OK	Exec. Plan	401a	8%	8%	No	Yes	Yes	Immediate	No	16% + Healthcare	Immediate	\$7,000	\$329,808	2025	7 years	702,767
Palo Alto, CA	Yes	401a	75% of Max	0%	No	Yes	Yes	Immediate	No	75% of Max + Healthcare	5	No	\$435,487	2025	7 years	65,882
Plano, TX	Exec. Plan	401a	5%	5%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$12,000	\$417,040	2025	6 years	290,190
Saramento, CA	Exec. Plan	401a	10%	0%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$6,000	\$352,000		Interim	526,384
Santa Monica, CA	Exec. Plan	401a	5%	5%	No	Yes	No	Immediate	No	10%	Immediate		\$410,604		<1 year	89,922
Savannah, GA											Immediate	\$7,200	\$305,206	2025	4 years	147,748
Tallahassee, FL	Exec. Plan	401k	5%	Elective	No	Yes	No	Immediate	Deferred Match	5%	Immediate	No	\$304,648	2025	7 years	202,221
Wilmington, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	\$6,000	\$280,000	2025	4 years	122,698

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.

City Manager
Benchmark Cities (Regional) Market Information
November 2025

Local Entity	Specific Plan	Plan Type	Employer %	Employee %	Social Security	Defined Benefit Available	Retiree Healthcare	Eligibility	Match	Total Contributions ¹	Vesting Schedule (Years)	Car or Car Allowance	Salary	Year of Last Increase	Annual/Retention Bonus	Length of Service	Population
Fort Collins, CO	Exec. Plan	401a	10%	0%	Yes	No	No	Immediate	3%	28.40%	Immediate	\$12,000	\$330,736	2025		3 years	178,000
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~\$25,000	19% + \$25,000 + Healthcare	Immediate	\$6,000	\$320,000	2025		<1 year	121,414
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	\$244/mo	Immediate	~\$15,000	32.4% + \$15,000 +\$244/mo Healthcare	3	\$7,200	\$344,850	2025		1 year	395,052
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5		\$328,221	2025		4 years	105,898
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	\$8,400	\$317,221	2025		6 years	76,860
Greeley, CO ³	No	401k	6%	4%	Yes	No	No	Immediate	2%	26.40%	5	\$7,200	\$318,474	2025		3 years	112,000
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	\$8,400	\$362,825	2025		16 years	155,961
Larimer County	No	401a	8%	8%	Yes	No	Yes	Immediate	No	28.4% + Healthcare	5		\$291,040	2025		3 years	373,965
Littleton, CO	Exec. Match	401a	8%	5%	Yes	No	No	Immediate	~\$11,250	25.4% + ~\$11,250	5	\$6,000	\$254,117	2025		3 years	44,591
Longmont, CO	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	\$6,000	\$314,998	2025		13 years	98,630
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 mos.	No	24.4%	3	\$7,200	\$305,000	2024		1 year	82,000
Thornton, CO	Exec. Plan	401a	8%	12.6%	Yes	No	Yes	Immediate	1%	35%	5	\$6,600	\$342,591	2025		1 year	144,922
Westminster, CO	No	401a	11.25%	11%	No	No	Part of 401h	Immediate	No	22.25%	5	\$6,000	\$335,000	2025		<1 year	114,875

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 Greeley's City Manager has resigned effective December 2, 2025.

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