City Judge

Benchmark Cities Market Information

November 2025

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
2026 (2025 Forecast	$208,836	$216,511	$223,261	$226,587	$234,417
2025 (Actual)	$202,753	$210,205	$216,759	$219,987	$227,590
2025 (2024 Forecast)	$200,850	$207,517	$212,015	$219,390	$225,921
2024	$195,000	$201,473	$205,839	$213,000	$219,341

3% projection in 2026 in anticipation of regional salary movement for local municipalities.

Chief Judge

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)	Salary	Year of Last Increase	Car Allowance	Annual/ Retention Bonus	Length of Service
Fort Collins, CO	**Exec. Plan**	**401a**	**10%**	**0%**	**Yes**	**No**	**No**	**Immediate**	**No**	**28.40%**	**Immediate**	**$218,141**	**2025**			**5 years**
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~ $25,000	19% + Healthcare + $25,000	Immediate	$228,186	2025			4 years
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	$244/mo	Immediate	~$15,000	32.4% + $244/mo + $15,000	3	$211,913	2024	$500		<1 year
Boulder, CO	Exec. Plan[2]	401a	14%	8%	No	No	No	Immediate	No	22%	5	$202,000	2025			2 years
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	$233,854	2025			4 years
Denver, CO	No	DB	18%	8.45%	Yes	DERP	No	Immediate	No	38.85%	5	$222,222	2025			2 years
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	No	$0	5	$209,532	2025			6 years
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	$219,242	2025	$4,800		6 years
Longmont, CO	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	$215,376	2025			9 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 months	No	$0	3	$175,000	2024			1 year
Thornton, CO	Exec. Plan	401a	7.6%	6%	Yes	No	Yes	Immediate	No	28% + Healthcare	5	$210,429	2025	$4,440	$1,837	3 years
Westminster, CO	No	401a	11.25%	11%	No	No	part or 401h	Immediate	No	$0	5	$218,427	2025	$6,000		3 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.

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