City Attorney

Benchmark Cities Market Information

November 2025

National Base Salary Percentiles	10th	25th	50th	75th	90th
2026 Forecast	$230,350	$259,690	$283,672	$363,508	$377,782
2025 Actual	**$223,640**	**$252,126**	**$275,410**	**$352,920**	**$366,779**
2025 Forecast	$216,353	$236,949	$269,794	$329,740	$355,420
2024	**$210,051**	**$230,048**	**$261,936**	**$320,136**	**$345,068**

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

Regional Base Salary Percentiles	10th	25th	50th	75th	90th
2026 Forecast	$245,616	$253,668	$273,330	$281,190	$287,962
2025 Actual	**$238,462**	**$246,280**	**$265,369**	**$273,000**	**$279,575**
2025 Forecast	$245,349	$251,318	$265,369	$272,167	$280,440
2024	$238,203	$243,998	$257,640	$264,240	$272,272

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

City Attorney

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)	Salary	Year of Last Increase	Length of Service
Fort Collins, CO	**Exec. Plan**	**401a**	**10%**	**0%**	**Yes**	**No**	**No**	**Immediate**	**4.5%**	**31.40%**	**Immediate**	**$265,369**	**2025**	**10 years**
Anaheim, CA	Exec. Plan	401a	5%	5%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	$367,439	2025	7 years
Ann Arbor, MI	Yes	DB	15%	7.5%	No	Yes	Yes	Immediate	No	22.5% + Healthcare	5	$223,874	2025	3 years
Asheville, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	$223,095	2025	6 years
Boulder, CO	Exec. Plan[2]	401a	14%	8%	No	No	No	Immediate	No	22%	5	$270,819	2025	4 years
Durham, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	$264,048	2025	6 years
Greensboro, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	$290,000	2025	<1 year
Hayward, CA	Exec. Plan	401a	6%	0%	No	Yes	No	Immediate	No	6%	Immediate	$366,496	2025	17 years
Irving, TX	Exec. Plan	State DB	11%	6%	Yes	Yes	No	Immediate	DROP	29.40%	Immediate	$353,544	2024	10 years
Mesa, AZ	Exec. Plan	DB	11%	11%	Yes	Yes	Yes-20 years	Immediate	$9,000	34.4+% + Healthcare + $9,000	Immediate	$280,000	2024	10 years
Oklahoma City, OK	Exec. Plan	401a	8%	8%	No	Yes	Yes	Immediate	No	16% + Healthcare	Immediate	$231,109	2025	19 years
Palo Alto, CA	Yes	401a	25% of Max	0%	No	Yes	Yes	Immediate	No	25% of Max + Healthcare	5	$359,258	2024	11 years
Plano, TX	Exec. Plan	401a	5%	0%	No	Yes	Yes	Immediate	DROP	5% + Healthcare	Immediate	$290,182	2024	12 years
Saramento, CA	Exec. Plan	401a	10%	0%	No	Yes	Yes	Immedate	No	10% + Healthcare	Immediate	$351,048	2025	2 years
Santa Monica, CA	Exec. Plan	401a	5%	6%	No	Yes	No	Immediate	No	11%	Immediate	$395,392	2025	interim
Savannah, GA												$260,608	2024	6 years
Tallahassee, FL	Exec. Plan	401k	5%	Elective	No	Yes	No	Immediate	Deferred Match	5%	Immediate	$249,298	2025	1 year
Wilmington, NC		State DB	12.1%	6%	No	Yes	No	Immediate	No	18.10%	5	$208,819	2025	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.

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

City Attorney

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	Length of Service
Fort Collins, CO	**Exec. Plan**	**401a**	**10%**	**0%**	**Yes**	**No**	**No**	**Immediate**	**4.5%**	**31.40%**	**Immediate**	**$265,369**	**2025**	**10 years**
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~ $25,000	19% + Healthcare + $25,000	Immediate	$238,203	2025	6 years
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	$244/mo	Immediate	~$15,000	32.4% + $244/mo. Healthcare + $25,000	3	$239,500		<1 year
Boulder, CO	Exec. Plan[2]	401a	14%	8%	No	No	No	Immediate	No	22%	5	$270,819	2025	4 years
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	$285,896	2025	5 years
Denver, CO	No	DB	18%	8.45%	Yes	DERP	No	Immediate	No	38.85%	5	$216,061	2024	3 years
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	2%	26.4%	5	$246,280	2025	1 year
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	$273,000	2025	4 years
Larimer County	No	401a	8%	8%	Yes	No	Yes	Immediate	No	28.4% + Healthcare	5	$253,803	2025	5 years
Longmont, CO	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	$268,203	2025	16 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 months	No	24.4%	3	$280,000	2025	1 year
Thornton, CO	Exec. Plan	401a	7.6%	7.6%	Yes	No	Yes	Immediate	1%	29.6% + Healthcare	5	$259,828	2025	4 years
Westminster, CO	No	401a	11.3%	11%	No	No	part or 401h	Immediate	No	22.3%	5	$277,876	2025	10 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 available due to vacant positions or provided through any of our data collection sources.