

City Attorney

Benchmark Cities Market Information

November 2024

National Base Salary Percentiles					
	10th	25th	50th	75th	90th
2025	\$216,353	\$236,949	\$269,794	\$329,740	\$355,420
2024	\$210,051	\$230,048	\$261,936	\$320,136	\$345,068
2023	\$207,500	\$221,459	\$248,924	\$268,495	\$321,697
3% projection in 2025 as salary adjustments occur through the year					

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
2025	\$245,349	\$251,318	\$265,369	\$272,167	\$280,440
2024	\$238,203	\$243,998	\$257,640	\$264,240	\$272,272
2023	\$216,940	\$222,244	\$240,702	\$245,664	\$253,811
3% projection in 2025 as salary adjustments occur through the year					

City Attorney
Benchmark Cities (National) Market Information
November 2024

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	\$240,702	2024	9 years
Anaheim, CA	Exec. Plan	401a	5%	5%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$322,058	2024	6 years
Ann Arbor, MI	Yes	DB	15%	7.5%	No	Yes	Yes	Immediate	No	22.5% + Healthcare	5	\$216,300	2024	2 years
Asheville, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	\$223,095	2024	5 years
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$257,640	2024	3 years
Durham, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	\$234,102	2024	5 years
Greensboro, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.50%	5	\$280,452	2024	5 years
Hayward, CA	Exec. Plan	401a	6%	0%	No	Yes	No	Immediate	No	6%	Immediate	\$335,608	2024	16 years
Irving, TX	Exec. Plan	State DB	11%	6%	Yes	Yes	No	Immediate	DROP	29.40%	Immediate	\$261,936	2024	8 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	9 years
Oklahoma City, OK	Exec. Plan	401a	8%	8%	No	Yes	Yes	Immediate	No	16% + Healthcare	Immediate	\$200,678	2024	2 years
Palo Alto, CA	Yes	401a	25% of Max	0%	No	Yes	Yes	Immediate	No	25% of Max + Healthcare	5	\$359,258	2024	13 years
Plano, TX	Exec. Plan	401a	5%	0%	No	Yes	Yes	Immediate	DROP	5% + Healthcare	Immediate	\$267,860	2023	11 years
Saramento, CA	Exec. Plan	401a	10%	0%	No	Yes	Yes	Immedate	No	10% + Healthcare	Immediate	\$368,000	2024	6 years
Santa Monica, CA	Exec. Plan	401a	5%	6%	No	Yes	No	Immediate	No	11%	Immediate	\$320,136	2022	2 years
Savannah, GA												\$254,252	2023	5 years
Tallahassee, FL	Exec. Plan	401k	5%	Elective	No	Yes	No	Immediate	Deferred Match	5%	Immediate	\$243,974		< 1 year
Wilmington, NC		State DB	12.1%	6%	No	Yes	No	Immediate	No	18.10%	5	\$194,250	2024	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.

City Attorney
Benchmark Cities (Regional) Market Information
November 2024

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	\$240,702	2024	9 years
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~ \$25,000	19% + Healthcare + \$25,000	Immediate	\$238,203	2024	5 years
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	\$244/mo	Immediate	~\$15,000	32.4% + \$244/mo. Healthcare + \$25,000	3			vacant
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$257,640	2024	3 years
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	\$272,272	2024	4 years
Denver, CO	No	DB	18%	8.45%	Yes	DERP	No	Immediate	No	38.85%	5	\$216,061	2023	2 years
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	2%	26.4%	5	\$246,280	2023	< 1 year
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	\$189,588	2024	3.5 years
Larimer County	No	401a	8%	8%	Yes	No	Yes	Immediate	No	28.4% + Healthcare	5	\$241,717	2024	4 years
Longmont, CO	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	\$259,463	2023	15 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 months	No	24.4%	3	\$280,000		< 1 year
Thornton, CO	Exec. Plan	401a	7.6%	7.6%	Yes	No	Yes	Immediate	1%	29.6% + Healthcare	5	\$252,015	2024	3 years
Westminster, CO	No	401a	11.3%	11%	No	No	part or 401h	Immediate	No	22.3%	5	\$268,479	2024	9 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.

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Blank cells indicate data points not available due to vacant positions or provided through any of our data collection sources.