

City Manager
Benchmark Cities Market Information
November 2024

| National Base Salary Percentiles | | | | | |
|---|------------------|------------------|------------------|------------------|------------------|
| | 10th | 25th | 50th | 75th | 90th |
| 2025 | \$270,109 | \$294,985 | \$325,065 | \$396,702 | \$427,104 |
| 2024 | \$262,242 | \$286,393 | \$315,597 | \$385,148 | \$414,664 |
| 2023 | \$249,140 | \$263,253 | \$297,733 | \$324,285 | \$356,276 |

| Regional Base Salary Percentiles | | | | | |
|---|------------------|------------------|------------------|------------------|------------------|
| | 10th | 25th | 50th | 75th | 90th |
| 2025 | \$269,407 | \$284,967 | \$312,539 | \$325,483 | \$337,657 |
| 2024 | \$261,560 | \$276,667 | \$303,436 | \$316,003 | \$327,822 |
| 2023 | \$246,560 | \$254,829 | \$282,389 | \$304,325 | \$309,590 |

City Manager
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) | 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 | \$314,987 | 2024 | 2 years | 170,507 |
| Anaheim, CA | Exec. Plan | 401a | 5% | 5% | No | Yes | Yes | Yes | No | 10% + Healthcare | Immediate | \$7,200 | \$368,283 | 2024 | 4 years | 340,512 |
| Ann Arbor, MI | Yes | 401a | 15% | 7.5% | Yes | No | Yes | Yes | No | 34.9% + Healthcare | 3 | | \$250,000 | 2022 | 3 years | 119,381 |
| Asheville, NC | | State DB | 12.1% | 6% | Yes | Yes | No | Immediate | No | 30.50% | 5 | \$6,000 | \$265,303 | 2024 | 6 years | 95,056 |
| Austin, TX | | DB | 12% | 10% | No | Yes | Yes | Immediate | DROP | 22% + Healthcare | 5 | No | \$470,017 | 2024 | <1 year | 979,882 |
| Boulder, CO | Exec. Plan ² | 401a | 14% | 8% | No | No | No | Immediate | No | 22% | 5 | | \$315,597 | 2024 | 3 years | 105,898 |
| Durham, NC | | State DB | 12.1% | 6% | Yes | Yes | No | Immediate | No | 30.50% | 5 | \$6,000 | \$275,808 | 2024 | 3 years | 296,186 |
| Eugene, OR | Exec. Plan | 401a | 5% | 5% | No | Yes | No | Immediate | No | 10% | Immediate | | \$293,217 | 2024 | 5 years | 177,899 |
| Greensboro, NC | | State DB | 12.1% | 6% | Yes | Yes | No | Immediate | No | 30.50% | 5 | | \$300,000 | 2024 | <1 year | 302,296 |
| Hayward, CA | Exec. Plan | 401a | 6% | 0% | No | Yes | No | Immediate | No | 6% | Immediate | \$5,400 | \$381,431 | | vacant | 155,675 |
| Irving, TX | Exec. Plan | 401a | 5% | 5% | No | Yes | No | Immediate | DROP | 10% | Immediate | \$6,600 | \$332,361 | 2024 | 10 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 | \$350,000 | 2024 | 18 years | 511,648 |
| Naperville, IL | Exec. Plan | 401a | \$20,000 | 0% | Yes | Yes | No | Immediate | No | \$20,000 + 12.4% | Immediate | No | \$237,055 | 2014 | 16 years | 150,245 |
| Oklahoma City, OK | Exec. Plan | 401a | 8% | 8% | No | Yes | Yes | Immediate | No | 16% + Healthcare | Immediate | \$7,000 | \$305,454 | 2024 | 5 years | 702,767 |
| Palo Alto, CA | Yes | 401a | 75% of Max | 0% | No | Yes | Yes | Immediate | No | 75% of Max + Healthcare | 5 | No | \$413,330 | 2024 | 6 years | 65,882 |
| Plano, TX | Exec. Plan | 401a | 5% | 5% | No | Yes | Yes | Immediate | No | 10% + Healthcare | Immediate | \$12,000 | \$388,864 | 2024 | 5 years | 290,190 |
| Saramento, CA | Exec. Plan | 401a | 10% | 0% | No | Yes | Yes | Immediate | No | 10% + Healthcare | Immediate | \$6,000 | \$420,000 | 2023 | 7 years | 526,384 |
| Santa Monica, CA | Exec. Plan | 401a | 5% | 5% | No | Yes | No | Immediate | No | 10% | Immediate | | \$402,552 | 2024 | 3 years | 89,922 |
| Savannah, GA | | | | | | | | | | | Immediate | \$7,200 | \$289,099 | 2023 | 3 years | 147,748 |
| Tallahassee, FL | Exec. Plan | 401k | 5% | Elective | No | Yes | No | Immediate | Deferred Match | 5% | Immediate | No | \$283,687 | 2024 | 6 years | 202,221 |
| Wilmington, NC | | State DB | 12.1% | 6% | Yes | Yes | No | Immediate | No | 30.50% | 5 | \$6,000 | \$257,985 | 2024 | 3 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.

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| 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 | \$314,987 | 2024 | \$0 | 2 years | 178,000 |
| Arvada, CO | Exec. Match | 401a | 11% | 8% | No | No | Yes | Immediate | Exec ~\$25,000 | 19% + \$25,000 + Healthcare | Immediate | \$6,000 | \$275,600 | | | vacant | 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 | \$330,000 | 2024 | | 1 year | 395,052 |
| Boulder, CO | Exec. Plan ² | 401a | 14% | 8% | No | No | No | Immediate | No | 22% | 5 | | \$315,597 | 2024 | | 3 years | 105,898 |
| Broomfield, CO | No | 401a | 6% | 6% | Yes | No/Frozen | Yes | Immediate | No | 24.4% + Healthcare | 5 | \$8,400 | \$317,221 | 2024 | | 5 years | 76,860 |
| Greeley, CO ⁴ | No | 401k | 6% | 4% | Yes | No | No | Immediate | 2% | 26.40% | 5 | \$7,200 | \$301,872 | 2024 | \$10,000 | 2 years | 112,000 |
| Lakewood, CO | No | 401a | 13% | 11% | No | No | Yes | Immediate | No | 24% + Healthcare | 5 | \$8,400 | \$260,000 | 2024 | | 15 years | 155,961 |
| Larimer County | No | 401a | 8% | 8% | Yes | No | Yes | Immediate | No | 28.4% + Healthcare | 5 | | \$277,023 | 2024 | | 2 years | 373,965 |
| Littleton, CO | Exec. Match | 401a | 8% | 5% | Yes | No | No | Immediate | ~\$11,250 | 25.4% + ~\$11,250 | 5 | \$6,000 | \$245,523 | 2024 | | 2 years | 44,591 |
| Longmont, CO ³ | No | 401a | 5% | 6% | No | Yes | Yes | Immediate | No | 11% + Healthcare | 3 | \$6,000 | \$305,620 | 2024 | \$25,000 | 12 years | 98,630 |
| Loveland, CO | No | 401a | 9% | 3% | Yes | No | No | 6 mos. | No | 24.4% | 3 | \$7,200 | \$305,000 | | | <1 month | 82,000 |
| Thornton, CO | Exec. Plan | 401a | 8% | 12.6% | Yes | No | Yes | Immediate | 1% | 35% | 5 | \$6,600 | \$329,000 | 2024 | | 1 month | 144,922 |
| Westminster, CO | No | 401a | 11.25% | 11% | No | No | Part of 401h | Immediate | No | 22.25% | 5 | \$6,000 | \$279,583 | | | interim | 114,875 |

¹Total 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 Longmont Retention Bonus of \$40k given if employed end of 2023 and \$20k given if employed end of 2024.

⁴ Greeley's annual bonus is new in 2024.

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