

**City Judge**  
**Benchmark Cities Market Information**  
**November 2024**

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
<b>2023</b>	\$184,838	\$192,879	\$196,914	\$200,130	\$205,839
<b>2024</b>	<b>\$195,000</b>	<b>\$201,473</b>	<b>\$205,839</b>	<b>\$213,000</b>	<b>\$219,341</b>
<b>2025</b>	\$200,850	\$207,517	\$212,015	\$219,390	\$225,921

3% projection in 2025 as other municipalities increase salary through the year

**Chief Judge**  
**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 <sup>1</sup>	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	\$0	Immediate	\$200,130	2024			4 years
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~ \$25,000	19% + Healthcare + \$25,000	Immediate	\$213,000	2024			4 years
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	\$244/mo	Immediate	~\$15,000	32.4% + \$244/mo + \$15,000	3					vacant
Boulder, CO	Exec. Plan <sup>2</sup>	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$200,000	2024			Hired 4/2024
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	\$222,997	2024			3 years
Denver, CO	No	DB	18%	8.45%	Yes	DERP	No	Immediate	No	38.85%	5					2 years
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	No	\$0	5	\$201,473	2024			6 years
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	\$208,802	2024	\$4,800		4 years
Longmont, CO	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	\$205,839	2024			8 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 months	No	\$0	3	\$175,000				<1 year
Thornton, CO	Exec. Plan	401a	7.6%	6%	Yes	No	Yes	Immediate	No	28% + Healthcare	5	\$204,102	2024	\$4,400	\$2,041	2 years
Westminster, CO	No	401a	11.25%	11%	No	No	part or 401h	Immediate	No	\$0	5	\$218,427	2024	\$6,000		4 years

<sup>1</sup>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.

<sup>2</sup>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.