

City Manager
Benchmark Cities Market Information
November 2023

National Base Salary Percentiles					
	10th	25th	50th	75th	90th
2023	\$250,000	\$265,200	\$297,733	\$314,987	\$350,002
2022	\$231,323	\$254,925	\$293,027	\$332,784	\$379,553

Regional Base Salary Percentiles					
	10th	25th	50th	75th	90th
2023	\$238,900	\$272,072	\$282,389	\$304,325	\$309,590
2022	\$243,400	\$258,479	\$270,907	\$291,899	\$295,523

City Manager
Benchmark Cities (National) Market Information
November 2023

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	Annual/Retention Bonus	Length of Service
Fort Collins, CO	Exec. Plan	401a	10%	0%	Yes	No	No	Immediate	3%	28.4%	Immediate	\$12,000	\$305,325	2023	No	1 year
Anaheim, CA	Exec. Plan	401a	5%	5%	No	Yes	Yes	Yes	No	10% + Healthcare	Immediate		\$314,987	2023		
Ann Arbor, MI	Yes	401a	15%	7.5%	Yes	No	Yes	Yes	No	34.9% + Healthcare	3		\$250,000	2022		
Asheville, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5	\$6,000	\$254,829	2023	No	5 years
Austin, TX		DB	12%	10%	No	Yes	Yes	Immediate	DROP	22% + Healthcare	5	No	\$350,002	2023	No	<1 year
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5		\$297,733	2023	\$3,000	2 years
Durham, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5	\$6,000	\$265,200	2023	No	2 years
Eugene, OR	Exec. Plan	401a	5%	5%	No	Yes	No	Immediate	No	10%	Immediate		\$261,305			
Greensboro, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5		\$312,000			
Hayward, CA	Exec. Plan	401a	6%	0%	No	Yes	No	Immediate	No	6%	Immediate		\$302,619			
Irving, TX	Exec. Plan	401a	5%	5%	No	Yes	No	Immediate	DROP	10%	Immediate		\$293,896			
Mesa, AZ	Exec. Plan	401a	Max	0%	Yes	Yes	yes- 20 years	Immediate	\$8,000	Max + 12.4 + \$8,000 + Healthcare	Immediate		\$304,907	2023		
Naperville, IL	Exec. Plan	401a	\$20,000	0%	Yes	Yes	No	Immediate	No	\$20,000 + 12.4%	Immediate	No	\$227,938	2023	No	19 years
Oklahoma City, OK	Exec. Plan	401a	8%	8%	No	Yes	Yes	Immediate	No	16% + Healthcare	Immediate	\$7,000	\$288,102	2023	No	4 years
Palo Alto, CA	Yes	401a	75% of Max	0%	No	Yes	Yes	Immediate	No	75% of Max + Healthcare	5	No	\$381,372	2022	No	5 years
Plano, TX	Exec. Plan	401a	5%	5%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$12,000	\$333,583	2023	No	4 years
Saramento, CA	Exec. Plan	401a	10%	0%	No	Yes	Yes	Immediate	No	10% + Healthcare	Immediate	\$6,000	\$400,652	2022	No	6 years
Santa Monica, CA	Exec. Plan	401a	5%	5%	No	Yes	No	Immediate	No	10%	Immediate		\$347,059			
Savannah, GA											Immediate	\$7,200	\$289,099	2023	No	2 years
Tallahassee, FL	Exec. Plan	401k	5%	Elective	No	Yes	No	Immediate	Deferred Match	5%	Immediate	No	\$272,935	2023	No	5 years
Wilmington, NC		State DB	12.1%	6%	Yes	Yes	No	Immediate	No	30.5%	5	\$6,000	\$245,700	2023	No	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.

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Benchmark Cities (Regional) Market Information
November 2023

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
Fort Collins, CO	Exec. Plan	401a	10%	0%	Yes	No	No	Immediate	3%	28.4%	Immediate	\$12,000	\$305,325	2023	No	1 year
Arvada, CO	Exec. Match	401a	11%	8%	No	No	Yes	Immediate	Exec ~\$25,000	19% + \$25,000 + Healthcare	Immediate	\$6,000	\$275,600	2022	No	11 months
Aurora, CO	Exec. Plan	401a	10%	10%	Yes	No	\$244/mo	Immediate	~\$15,000	32.4% + \$15,000 + \$244/mo Healthcare	3	\$6,000	\$274,500	2022	No	5 Months; interim started 4/8/2023
Boulder, CO	Exec. Plan ²	401a	14%	8%	No	No	No	Immediate	No	22%	5	\$0	\$297,733	2023	\$3,000	1.8 years
Broomfield, CO	No	401a	6%	6%	Yes	No/Frozen	Yes	Immediate	No	24.4% + Healthcare	5	\$8,400	\$303,992	2023	No	4 years
Greeley, CO	No	401k	6%	4%	Yes	No	No	Immediate	2%	26.4%	5		\$274,429	2023	\$10,000	2 years
Lakewood, CO	No	401a	13%	11%	No	No	Yes	Immediate	No	24% + Healthcare	5	\$8,400	\$310,064	2023	No	14 years
Larimer County	No	401a	8%	8%	Yes	No	Yes	Immediate	No	28.4% + Healthcare	5		\$263,681	2022	No	11 years
Littleton, CO	Exec. Match	401a	8%	5%	Yes	No	No	Immediate	~\$11,250	25.4% + ~\$11,250	5		\$236,000	2022	No	1 year
Longmont, CO ³	No	401a	5%	6%	No	Yes	Yes	Immediate	No	11% + Healthcare	3	\$5,000	\$289,177	2023	\$40,000	11 years
Loveland, CO	No	401a	9%	3%	Yes	No	No	6 mos.	No	24.4%	3		\$230,642	2023	No	7 years
Thornton, CO	Exec. Plan	401a	8%	12.6%	Yes	No	Yes	Immediate	1%	35%	5	\$7,008	\$314,070	2023	No	5.8 years
Westminster, CO	No	401a	11.25%	11%	No	No	Part of 401h	Immediate	No	22.25%	5	\$7,500	\$265,000	2023	No	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.

³ Longmont Retention Bonus of \$40k given if employed end of 2023 and \$20k given if employed end of 2024.

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