

Comparable City Government Salaries

City	Position	Salary	Geo Adjusted Salary	Position	Salary	Geo Adjusted Salary	Position	Salary	Geo Adjusted Salary
Arlington	Council	\$ 2,400	\$ 2,902	Mayor	\$ 3,000	\$ 3,627	Manager	\$ 317,486	\$ 383,839
Atlanta	Council	\$ 72,360	\$ 69,604	Mayor	\$ 202,730	\$ 195,009	Manager	n/a	
Austin	Council	\$ 74,571	\$ 71,020	Mayor	(0) 87000*	\$ 82,857	Manager	\$ 350,000	\$ 333,333
Columbus	Council	\$ 79,000	\$ 88,822	Mayor	\$ 205,525	\$ 227,705	Manager	\$ 141,423	\$ 159,006
Dallas	Council	\$ 60,000	\$ 64,278	Mayor	\$ 80,000	\$ 85,704	Manager	\$ 416,564	\$ 446,424
Denver	Council	\$ 92,436	\$ 81,985	Mayor	\$ 177,576	\$ 157,499	Manager	n/a	
Fort Worth	Council	\$ 25,000	\$ 28,108	Mayor	\$ 28,995	\$ 32,600	Manager	\$ 354,328	\$ 395,381
Houston	Council	\$ 62,983	\$ 63,695	Mayor	\$ 236,000	\$ 239,681	Manager	n/a	
Indianapolis	Council	\$ 25,043	\$ 26,635	Mayor	\$ 95,000	\$ 99,606	Manager	n/a	
Kansas City	Council	\$ 70,718	\$ 83,248	Mayor	\$ 141,455	\$ 166,518	Manager	\$ 265,000	\$ 311,953
Long Beach	Council	\$ 39,290	\$ 34,850	Mayor	\$ 157,145	\$ 139,378	Manager	\$ 290,652	\$ 257,790
Louisville	Council	\$ 48,790	\$ 60,331	Mayor	\$ 126,486	\$ 156,406	Manager	n/a	
Memphis	Council	\$ 29,070	\$ 32,684	Mayor	\$ 170,817	\$ 192,045	Manager	n/a	
Minneapolis	Council	\$ 106,101	\$ 96,861	Mayor	\$ 136,011	\$ 124,166	Manager	n/a	
Nashville	Council	\$ 23,000	\$ 22,378	Mayor	\$ 180,000	\$ 175,129	Manager	n/a	
Omaha	Council	\$ 41,000	\$ 48,264	Mayor	\$ 104,388	\$ 122,883	Manager	n/a	
Portland	Council	\$ 125,694	\$ 114,748	Mayor	\$ 149,261	\$ 136,263	Manager	n/a	
San Diego	Council	\$ 124,000	\$ 104,208	Mayor	\$ 206,000	\$ 173,119	Manager	n/a	
Seattle	Council	\$ 129,685	\$ 99,159	Mayor	\$ 200,522	\$ 153,322	Manager	n/a	
Tulsa	Council	\$ 24,000	\$ 29,106	Mayor	\$ 105,000	\$ 126,945	Manager	n/a	

* Foregoes and donates salary

Geo-Adjusted Median	\$ 31,994	Geo-Adjusted Median	\$ 73,175	Geo-Adjusted Median	\$ 333,333
Geo-Adjusted Average	\$ 30,722	Geo-Adjusted Average	\$ 69,761	Geo-Adjusted Average	\$ 326,818
Charlotte	\$ 52,544	Charlotte	\$ 59,868	Charlotte	\$ 379,586
Percent median	164%	Percent median	80%	Percent median	114%

*** Also retirement salary from City

Raleigh	Council	\$	17,412	Mayor	\$	24,000 (2019)	Manager	\$	231,426
Greensboro	Council	\$	23,711	Mayor	\$	30,173	Manager	\$	217,150
Asheville	Council	\$	15,621	Mayor	\$	21,263	Manager	\$	220,000 (2019)

To figure out salaries, we used raw data from the 20 comparable cities and put that amount through the formula the City Staff developed. This is shown in "Geo Adjusted Salary". It basically puts that salary into "Charlotte Dollars". This is the exact same thing they have done with the Public Safety Pay Plan.

Two of the cities also has part time council and mayor. The others we took the full time salary and cut it in half to make part time. These numbers come from budget publications and many times the City's own website. This may or may not include other benefits such as "technology" or "travel".

