

SUBJECT: DISCUSSION/DIRECTION – COUNCIL SALARIES

DATE: AUGUST 26, 2025

**PREPARED BY: SAMMA FOX, DEPUTY CITY MANAGER
GENNY KLINE, INTERIM CITY CLERK**

PRESENTED BY: SAMMA FOX, DEPUTY CITY MANAGER

SUMMARY:

Each year staff collects information for City Council to consider potential changes in compensation. Comparison salary information is collected from the Colorado Municipal League and comparison cities, front range municipalities over 10,000 in population, align with what is used for staff. Council has typically looked at the median for all comparison cities, as well as the median for a subset more closely aligned with Louisville. This report provides background and insight on 2025 salaries. Staff asks council to provide direction on whether or not to pursue Mayor, Mayor Pro Tem, and/or Councilmember salary changes, and if so, at what level. Depending on council's direction, this item will either be brought back via ordinance or scheduled for consideration again in the future.

BACKGROUND / PRIOR DISCUSSIONS:

Recently, council has held annual salary discussions. The below highlights the last two and prior discussions of interest.

- [August 27, 2024](#) – Discussion / Direction – Council provided direction not to pursue an ordinance. A Councilmember requested that this be reviewed again in a year.
- 2023
 - o Ordinance 2023-1848 was passed on first reading on January 3, 2023.
 - o On second reading, February 7, 2023, Council asked for a different data set and the item was continued to May. The continuation of the second reading was not scheduled, and no action was taken by Council.
- 2019
 - o [August 20, 2019 – Discussion / Direction](#) – City Council Salary Survey – Staff recommended an increase to the mayor's salary of \$54.00/month, but no increase for Councilmembers. Staff also asked for direction on any changes to the process. There was discussion regarding automatic increases, but Mayor Muckle and Councilmember Leh agreed they should not be automatic.
 - o [Ordinance 2019-1784](#) – Amending the salary for the Mayor. Passed on 2nd reading, October 1, 2019
- 2017
 - o [Ordinance 2017-1738](#) – Amending the salaries for Mayor and Councilmembers, passed on 2nd reading, June 6, 2017. The ordinance increased the Mayor's salary from \$6,000 to \$13,320, the Councilmember Salary from \$3,000 to \$11,644.00, and added the existing benefits

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(recreation center pass, access to City health insurance programs and 457 accounts).

ANALYSIS:**Charter & Code Requirements:**

- Section 3-5 of the Louisville Home Rule Charter – Requires Mayor and Council salary to be set by ordinance, that salary changes will not apply to current terms, and addresses the potential reimbursement of expenses.
- Section 2.02.090 of the Louisville Municipal Code – Sets the current Mayor salary at \$13,968.00 per year and Councilmember Salary at \$11,664.00 per year, and sets benefits including annual Louisville Recreation center membership, health insurance participation with premiums to be paid by the Mayor/Councilmember, and ability to contribute to a 457.

Comparisons:

The attachment shows Louisville's comparison Cities. Louisville is trending slightly low compared to the whole list. However, the list contains many larger cities that may not be fully comparable to the roles in Louisville. For council consideration, staff has provided medians for the list without Denver (which is an outlier), for a comparison set of smaller cities (aligning with past comparisons), and for cities within ~5000 of Louisville's population and the closest neighbors of comparable size (Lafayette and Superior). Louisville's current salaries are higher than the two comparisons including cities of more similar sizes.

Mayor	Mayor Pro Tem	Councilmember	
\$15,781	\$12,471	\$12,000	MEDIAN
\$15,451	\$12,049	\$11,458	MEDIAN (w/o Denver)
\$12,560	\$9,869	\$8,771	MEDIAN (past "smaller cities" comparison)
\$9,560	\$6,869	\$6,571	MEDIAN (similar size/neighbor)
\$13,968	\$11,664	\$11,664	LOUISVILLE CURRENT

2025 COUNCIL WORK PLAN:

Council is a key component of Louisville's government and has a direct impact on all council priorities, as well as quality of life for community members. As such, council salaries should be thoughtfully considered. Staff encourages council to consider the Sustainability and Equity, Inclusion, and Diversity lenses in their decision making.

FISCAL IMPACT:**Budgeted?: Not Applicable**

Council salaries are currently budgeted to continue at the 2025 level. If council directs staff to bring forward a change in salaries, this will be incorporated into the 2026 budget and future budgets.

ALTERNATIVE(S):

Council may choose to direct staff to pursue an ordinance adjusting their salary, which will have budgetary impacts to be determined based on the level of adjustment. Staff would return to council with proposed offsets. Council may direct staff not to pursue any change at this time and set a date for which to bring information back to council for future discussion.

RECOMMENDATION:

Staff recommends council provide direction on whether or not to pursue a council salary change, and, if the direction is to pursue a change, what the new salary level should be.

ATTACHMENT(S):

1. Council Salary Summary

2025 Council Salary Comparisons

City/Town	Mayor	Mayor Pro Tem	Councilmember	Notes
Arvada	\$30,900	\$21,836	\$20,600	
Aurora	\$82,400	\$21,166	\$19,055	
Boulder	\$26,000	\$21,166	\$19,055	
Brighton	\$24,000	\$21,000	\$18,000	Smaller Cities Comparison
Broomfield	\$21,000	\$13,200	\$14,400	
Castle Pines	\$13,200	\$9,000	\$9,000	
Castle Rock	\$11,400	\$9,600	\$7,800	Smaller Cities Comparison
Centennial	\$16,008	\$13,008	\$12,000	
Commerce City	\$15,120	\$13,231	\$13,231	
Denver	\$205,991	\$110,596	\$110,596	
Englewood	\$10,800	\$7,800	\$7,200	Smaller Cities Comparison
Erie	\$8,400	\$4,800	\$4,800	Smaller Cities Comparison
Evans	\$5,100	\$3,600	\$3,600	
Federal Heights	\$14,949	\$12,471	\$10,916	
Firestone	\$4,200	\$3,600	\$3,600	
Fort Collins	\$59,784	\$47,827	\$39,856	
Frederick	\$6,000	\$3,600	\$3,600	Population w/in 5K of Louisville
Golden	\$22,164	\$17,364	\$16,164	Population w/in 5K of Louisville Smaller Cities Comparison
Greeley	\$18,000	\$12,600	\$12,600	
Greenwood Village	\$3,000	\$1,500	\$1,500	Population w/in 5K of Louisville
Johnstown	\$4,800	\$3,000	\$3,000	Population w/in 5K of Louisville
Lafayette	\$13,121	\$10,138	\$9,542	Neighboring Municipality Smaller Cities Comparison
Lakewood	\$38,800	\$15,456	\$15,456	
Littleton	\$16,200	\$14,700	\$13,200	
Lone Tree	\$15,781	\$10,520	\$10,520	
Longmont	\$21,600	\$14,400	\$14,400	
Loveland	\$36,000	\$9,600	\$24,000	
Northglenn	\$14,144	\$11,627	\$10,109	Smaller Cities Comparison
Parker	\$18,801	\$15,041	\$15,041	
Superior	\$13,200	\$10,800	\$10,800	Neighboring Municipality Smaller Cities Comparison
Thornton	\$24,000	\$21,000	\$18,000	
Wellington	\$3,600	\$1,200	\$1,200	
Westminster	\$20,904	\$17,916	\$14,928	
Wheat Ridge	\$10,080	\$7,200	\$7,200	Smaller Cities Comparison
Windsor	\$12,000	\$8,000	\$8,000	Smaller Cities Comparison

	Mayor	Mayor Pro Tem	Councilmember
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LOUISVILLE	\$13,968	\$11,664	\$11,664 CURRENT