



2019
County Wage
and Salary Survey

Public Works / Solid Waste
Positions

January 2020

Georgia Department of Community Affairs
Office of Research

60 Executive Park South
Atlanta, Georgia 30329-2231
404-679-4940

County Job Descriptions

- Automotive Mechanic (Public Works)** Analyzes malfunctions and repairs, rebuilds and maintains fleet automobiles and light trucks.
- Civil Engineer** Plans, designs, and directs construction and maintenance of structures and facilities such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units. (Requires a degree in civil engineering.)
- Crew Leader** Performs skilled and unskilled work of a varied nature in a lead worker capacity.
- Electric Groundworker** Operates line truck, digger derrick, aerial truck, trencher/backhoe to prepare for installation of electric lines; sets, grounds, pulls, and tamps poles and digs holes.
- Electric Lineman** Installs, constructs, and maintains overhead and underground electric lines.
- Electric Superintendent/Manager** Performs technical and supervisory work in directing all the operations and maintenance of jurisdiction's electric utility.
- Electric Technician** Performs energy audits; reads meters and records data; tests and repairs or replaces meters; other related duties where applicable.
- Gas Construction Worker** Installs new gas mains, lines, and taps. Where applicable, duties can include leak detection, maintenance, and repair and installation of new meters and regulators.
- Gas Distribution Technician** Maintains gas service mains and lines including cathodic protection, leak detection, installation of residential and commercial regulators and meters, and determining location of lines.
- Gas Superintendent/Manager** Performs technical and supervisory work in directing all the operations and maintenance of jurisdiction's gas utility.
- Groundskeeper** Performs routine cleaning and maintenance duties around public buildings and parks such as mowing lawns, trimming hedges, weeding flowerbeds, etc.
- Heavy Equipment Mechanic** Analyzes equipment malfunctions; repairs, rebuilds, and maintains construction equipment, such as cranes, power shovels, scrapers, paving machines, motor graders, trench-digging machines, conveyors, bulldozers, dredges, pumps, compressors, and pneumatic tools.
- Heavy Equipment Operator** Responsible for the operation of various heavy equipment such as track-mounted crane, twelve-yard dump truck, concrete mixer, power shovel, drag line, bulldozer, large excavator, street sweeper, backhoe, and/or front-end loader for a variety of construction-, demolition-, and solid waste-related duties.

Laborer	Performs unskilled manual tasks which may require the use of simple hand tools or involve performing varied all-weather tasks in collection and disposal of solid waste. May also act as site attendant at solid waste and recycling centers.
Landfill Inmate Supervisor	Supervises the work of inmates in the operation of light and heavy equipment.
Landfill Manager, Certified	Responsible for the safe operation and supervision of the landfill facility, including equipment and supply maintenance. Must be certified.
Light Equipment Operator	Responsible for the operation of various light equipment such as tractors, moving equipment, trucks, and rubber-tired backhoes.
Maintenance Superintendent	Performs responsible technical and administrative work in repair, cleaning, and remodeling of public buildings.
Maintenance Worker	Performs general maintenance work including repair, cleaning, and remodeling of government buildings.
Meter Reader	Reads electric or water consumption meters and records volume used by residential and commercial consumers. May also report complaints or irregularities by consumer either verbally or on forms for necessary action by servicing department.
Public Works Superintendent	Plans, directs, organizes, and coordinates work in the street, sanitation, water and sewer collection and treatment shop or garage departments. Prepares preliminary budget for department and attends commission meetings to present budgets, activity reports, and plans for future activities.
Recycling Manager/Supervisor	Develops standards to assure that recycled materials collected are processed to prevent contamination. Studies, analyzes, and prepares reports related to recycling collection, processing, and marketing. Develops, implements, and monitors programs for waste reduction, recycling, and education in local community; serves as liaison to governmental agencies, public officials, and the general public.
Refuse/Recycling Collection Supervisor	Plans, organizes, schedules, assigns, and reviews the work of crews working on assigned routes and inspects routes for problem areas and completion.
Refuse/Recycling Collector	Collects recyclables/refuse on designated routes, starts hoisting device that raises refuse bin attached to rear of truck, and dumps contents.
Refuse/Recycling Route Supervisor/Lead Truck Driver	Plans, organizes, and supervises the work of employees engaged in garbage, trash, and litter pickup. Inspects routes for problem areas and completion.
Refuse/Recycling Truck Driver	Operates heavy automotive equipment used in the collection of refuse. Assigned to collection routes and responsible for the maintenance of proper collection on the routes.
Road Crew Supervisor	Supervises a crew of workers in the construction and repair of streets, roads, bridges, and related facilities.

Roads and Bridges Superintendent Performs responsible managerial, administrative, and technical work in the construction and repair of streets, roads, bridges, and related facilities.

Sanitation Superintendent Directs and coordinates work of subordinate personnel engaged in installing, maintaining, repairing, servicing, and relocating sewerage facilities.

Scale House Attendant Responsible for computerized weighing and printing of landfill scale tickets; and inspects all trash entering the landfill.

Sewage Treatment Plant Superintendent Performs technical and supervisory work in directing all the operations and maintenance of sewage treatment plants.

Sewer System Supervisor Directs and coordinates work of subordinate personnel engaged in installing, maintaining, repairing, servicing, enlarging, and relocating sewage facilities. Determines need for material and equipment required to complete projects, such as type and size of pipes, fittings, cranes, bulldozers, welders or trenching machines.

Solid Waste Manager Provides overall direction for all solid waste activities and facilities by developing, directing, organizing, and coordinating solid waste programs, facilities, education, and planning. Responsible for compliance with state and federal solid waste regulations.

Truck Driver Operates light or automotive equipment to include automotive equipment with mower, pick-up, flatbed truck, small dump truck or small trencher. May perform a variety of manual tasks in connection with such operations. May also operate heavy construction equipment but at the lowest skill level.

Water/Wastewater Lab Technician Collects water/wastewater samples and performs standardized analytical tests; related work as required.

Water/Wastewater Superintendent Directs and coordinates all activities or workers engaged in the installation, maintenance, repair, and relocation of water and sewer distribution systems.

Water/Wastewater Treatment Plant Manager Responsible for managing and supervising the operations of a water or wastewater treatment plant.

Water/Wastewater Treatment Plant Operator Responsible for operating or assisting in the operation of a water filter plant or processing of wastewater through a sewage treatment plant. Must hold appropriate state certifications.

◆ Automotive Mechanic (Public Works)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	18	33,817	40,347	56,617	69,934	180
B	9	31,512	37,440	45,211	54,808	35
C	16	29,375	34,412	44,671	54,584	54
D	16	27,414	34,629	39,450	52,000	33
E	8	32,075	42,453	36,657	45,000	8
F	6	25,052	38,293	37,831	56,826	8
Total/Avg	73	29,874	37,929	43,406	55,525	318

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	13.52	20.89	Hourly	40	9
	Carroll	118,121	18.45	30.13	Hourly	40	3
	Chatham	289,195	29,860.00	53,808.00	Annual	40	7
	Cherokee	254,149	19.18	29.81	Hourly	40	8
	Cobb	756,865	14.62	23.39	Hourly	40	3
	Columbia	154,291	16.01	24.02	Hourly	40	10
	Columbus/Muscogee	194,160	40,347.06	61,392.84	Annual	40	1
	Coweta	145,864	19.33	29.96	Hourly	40	5
	DeKalb	756,558	15.00	31.42	Hourly	40	80
	Douglas	145,331	27,397.00	69,934.00	Annual	40	10
	Fayette	113,459	36,749.02	65,015.97	Annual	40	4
	Forsyth	236,612	14.56	28.72	Hourly	40	8
	Gwinnett	927,781	16.25	26.00	Hourly	40	3
	Henry	230,220	19.08	24.20	Hourly	40	11
	Houston	155,469	15.84	25.36	Hourly	40	3
	Lowndes	116,321	15.31	23.08	Hourly	40	3
	Newton	109,541	28,331.00	55,456.00	Annual	40	6
Paulding	164,044	17.29	26.05	Hourly	40	6	
B	Barrow	80,809	17.57	26.35	Hourly	40	1
	Bulloch	77,296	16.28	24.42	Hourly	40	2
	Camden	53,677	14.08	19.71	Hourly	40	3
	Catoosa	67,420	14.06	18.58	Hourly	40	3

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	91,243	24,091.03	33,719.13	Annual	40	5
	Glynn	85,219	27,952.00	49,175.00	Annual	40	8
	Gordon	57,685	15.54	22.52	Hourly	40	2
	Troup	70,034	15.80	23.69	Hourly	40	6
	Walker	69,410	18.00	20.50	Hourly	40	5
C	Bryan	38,109	15.00	25.00	Hourly	40	3
	Colquitt	45,592	29,702.00	35,764.00	Annual	40	3
	Decatur	26,575	15.00	23.00	Hourly	40	1
	Fannin	25,964	34,412.35	39,525.46	Annual	40	5
	Gilmer	30,816	14.40	16.62	Hourly	40	3
	Habersham	45,388	16.20	26.08	Hourly	40	4
	Hart	26,099	15.65	24.38	Hourly	40	7
	Lee	29,764	13.59	21.06	Hourly	40	2
	Lumpkin	32,955	15.29	24.46	Hourly	40	2
	Madison	29,650	11.50	18.00	Annual	40	1
	Murray	39,921	14.08	23.58	Hourly	40	3
	Pickens	31,980	25,215.00	42,350.66	Annual	40	2
	Polk	42,470	11.69	20.45	Hourly	40	2
	Thomas	44,448	28,413.00	28,413.00	Annual	40	8
	Wayne	29,808	24,164.38	54,583.72	Annual	40	7
	White	29,970	15.34	24.53	Hourly	40	1
D	Appling	18,507	12.50	19.48	Hourly	40	5
	Ben Hill	16,787	9.95	13.52	Hourly	40	3
	Brantley	18,897	11.11	15.70	Hourly	40	1
	Brooks	15,513	11.12	14.07	Hourly	40	2
	Butts	24,193	15.08	21.11	Hourly	40	3
	Crisp	22,601	34,629.00	51,780.00	Annual	40	3
	Dade	16,226	15.47	19.20	Hourly	40	3
	Dawson	25,083	15.84	24.55	Hourly	40	1
	Greene	17,698	14.48	21.41	Hourly	40	1
	Jefferson	15,430	15.00	20.24	Hourly	40	1
	Mitchell	22,192	13.57	13.57	Hourly	40	1
	Morgan	18,853	11.99	19.29	Hourly	40	2
	Pike	18,634	15.00	20.00	Hourly	40	2
	Telfair	15,876	9.84	14.93	Hourly	40	1
	Washington	20,386	12.00	25.00	Hourly	40	2
	Worth	20,299	11.28	16.50	Hourly	40	2
E	Bleckley	12,838	20.15	20.15	Hourly	40	1
	Charlton	12,968	15.12	15.12	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cusseta-Chattahooche	10,684	30,000.00	32,000.00	Annual	40	2
	Early	10,247	8.77	12.73	Hourly	40	1
	Evans	10,721	13.26	18.56	Hourly	40	0
	Heard	11,879	40,000.00	45,000.00	Annual	40	1
	Macon	13,143	20.41	20.41	Annual	40	1
	Oglethorpe	15,054	12.00	17.00	Hourly	40	1
F	Echols	4,000	12.00	13.50	Hourly	40	1
	Johnson	9,708	14.21	26.39	Hourly	40	2
	Lincoln	7,915	10.00	13.00	Hourly	40	2
	Taylor	8,039	19,024.00	28,949.00	Annual	40	1
	Terrell	8,611	38,026.76	38,989.29	Annual	43	1
	Wilkes	9,876	8.50	15.00	Hourly	40	1
	Wilkinson	9,036	18.41	27.32	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Civil Engineer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	15	56,552	79,227	99,521	119,392	112
B	6	46,413	57,264	77,874	85,896	9
C	4	65,121	95,000	81,149	120,000	5
D	2	81,588	98,176	81,588	98,176	2
Total/Avg	27	62,419	82,417	85,033	105,866	128

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	45,738.00	98,179.00	Annual	37.5	7
	Carroll	118,121	47,077.94	76,991.13	Annual	40	1
	Chatham	289,195	53,661.00	107,621.00	Annual	40	8
	Clayton	289,615	48,827.00	94,319.00	Annual	40	13
	Cobb	756,865	60,013.19	96,020.70	Annual	40	11
	Coweta	145,864	76,310.00	118,281.00	Annual	40	2
	DeKalb	756,558	47,246.00	108,661.00	Annual	40	42
	Fayette	113,459	63,266.06	96,516.58	Annual	40	1
	Forsyth	236,612	28.22	54.33	Hourly	40	3
	Gwinnett	927,781	54,226.00	89,473.00	Annual	40	7
	Hall	202,148	43,663.00	83,590.00	Annual	40	6
	Henry	230,220	24.22	43.89	Hourly	40	3
	Houston	155,469	25.36	47.43	Hourly	40	6
	Newton	109,541	67,208.00	100,813.00	Annual	40	1
	Paulding	164,044	79,227.00	119,392.00	Annual	40	1
B	Bulloch	77,296	57,264.00	85,896.00	Annual	40	1
	Dougherty	91,243	37,459.21	70,792.62	Annual	40	3
	Floyd	97,927	49,689.64	78,734.76	Annual	40	1
	Glynn	85,219	43,251.00	80,328.00	Annual	40	1
	Rockdale	90,594	42,036.80	78,340.08	Annual	40	2
	Troup	70,034	23.45	35.17	Annual	40	1
C	Bryan	38,109	95,000.00	120,000.00	Annual	40	1
	Peach	27,297	64,896.00	102,487.00	Annual	40	1
	Thomas	44,448	24,794.00	24,794.00	Annual	40	2
	Ware	35,680	36.44	37.17	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Civil Engineer

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Franklin	23,023	98,176.00	98,176.00	Annual	40	1
	Union	24,001	65,000.00	65,000.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Crew Leader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	20	34,155	43,056	54,858	76,991	211
B	8	32,643	36,546	49,043	55,474	58
C	10	32,170	45,178	45,037	70,549	32
D	4	29,073	37,440	41,428	53,560	6
F	1	24,960	24,960	32,240	32,240	1
Total/Avg	43	30,600	37,436	44,521	57,763	308

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	33,684.00	50,526.00	Annual	37.5	20
	Bartow	106,408	14.92	21.96	Hourly	40	6
	Carroll	118,121	15.22	37.02	Hourly	40	5
	Chatham	289,195	29,860.00	47,776.00	Annual	40	7
	Clayton	289,615	29,707.00	54,603.00	Annual	40	7
	Cobb	756,865	16.16	25.85	Hourly	40	17
	Columbia	154,291	14.52	24.02	Hourly	40	25
	Columbus/Muscogee	194,160	31,519.06	47,959.99	Annual	40	13
	Coweta	145,864	18.23	28.26	Hourly	40	7
	DeKalb	756,558	18.64	28.89	Hourly	40	6
	Fayette	113,459	38,609.44	65,015.97	Annual	40	9
	Forsyth	236,612	16.55	25.65	Hourly	40	12
	Gwinnett	927,781	17.71	28.33	Hourly	40	22
	Hall	202,148	20.70	31.05	Hourly	40	5
	Henry	230,220	17.73	25.12	Hourly	40	7
	Houston	155,469	17.13	27.38	Hourly	40	6
	Lowndes	116,321	15.31	23.08	Hourly	40	4
	Macon-Bibb	153,095	14.21	23.68	Hourly	40	22
	Newton	109,541	35,736.00	53,605.00	Annual	40	6
	Paulding	164,044	15.66	23.60	Hourly	40	5
B	Barrow	80,809	17.57	26.35	Hourly	40	2
	Bulloch	77,296	14.46	21.69	Hourly	40	1
	Catoosa	67,420	17.00	19.25	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Crew Leader

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	91,243	35,867.79	51,243.32	Annual	40	7
	Floyd	97,927	15.58	26.67	Hourly	40	21
	Glynn	85,219	29,343.00	46,950.00	Annual	40	7
	Troup	70,034	12.34	21.47	Hourly	40	6
	Walton	93,503	35,873.92	54,052.39	Annual	40	12
C	Bryan	38,109	28,000.00	35,000.00	Annual	40	3
	Colquitt	45,592	24,440.00	35,057.00	Annual	40	14
	Habersham	45,388	16.20	24.16	Hourly	40	2
	Lee	29,764	14.27	22.12	Hourly	40	1
	Lumpkin	32,955	42,755.00	70,549.00	Annual	40	1
	Pickens	31,980	26,491.51	44,494.66	Annual	40	5
	Thomas	44,448	26,250.00	26,250.00	Annual	40	3
	Toombs	26,887	16.48	16.48	Hourly	40	1
	Ware	35,680	21.72	21.72	Hourly	40	1
	Wayne	29,808	30,932.44	63,300.37	Annual	40	1
D	Appling	18,507	18.00	25.75	Hourly	40	1
	Brooks	15,513	11.92	12.78	Hourly	40	1
	Lamar	19,000	14.00	15.49	Hourly	40	1
	Morgan	18,853	11.99	25.65	Hourly	40	3
F	Lincoln	7,915	12.00	15.50	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Electric Groundworker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	33,115	33,115	50,388	50,388	2
Total/Avg	1	33,115	33,115	50,388	50,388	2

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	194,160	33,114.72	50,387.97	Annual	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Electric Lineman

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	1	34,145	34,145	51,448	51,448	1
Total/Avg	1	34,145	34,145	51,448	51,448	1

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Walton	93,503	34,145.31	51,447.84	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Electric Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	52,513	62,928	82,934	95,752	2
B	2	48,667	55,951	71,115	84,303	3
Total/Avg	4	50,590	59,439	77,025	90,028	5

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	194,160	62,927.65	95,751.87	Annual	40	1
	Macon-Bibb	153,095	42,099.00	70,116.00	Annual	40	1
B	Jackson	70,422	41,383.00	57,927.00	Annual	40	1
	Walton	93,503	55,951.07	84,303.28	Annual	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Electric Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	37,475	40,456	64,951	73,216	23
B	1	36,014	36,014	50,429	50,429	1
Total/Avg	4	36,744	38,235	57,690	61,822	24

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Cobb	756,865	19.23	30.78	Hourly	40	5
	DeKalb	756,558	19.45	35.20	Hourly	40	12
	Macon-Bibb	153,095	15.37	27.70	Hourly	40	6
B	Jackson	70,422	16.49	23.09	Hourly	42	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Groundskeeper

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	29,256	41,018	45,751	61,506	217
B	8	27,763	35,056	43,913	67,995	43
C	6	29,066	41,600	41,559	66,560	9
D	2	24,388	32,136	26,468	32,136	2
E	1	20,800	20,800	29,120	29,120	1
F	1	18,720	18,720	22,880	22,880	1
Total/Avg	30	24,999	31,555	34,948	46,699	273

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	24,615.00	48,583.00	Annual	37.5	11
	Bartow	106,408	13.52	18.93	Hourly	40	4
	Chatham	289,195	27,320.00	50,400.00	Annual	40	7
	Columbus/Muscogee	194,160	30,000.30	45,649.01	Annual	40	40
	DeKalb	756,558	15.00	21.32	Hourly	40	44
	Fayette	113,459	30,161.63	48,343.01	Annual	40	10
	Forsyth	236,612	13.90	21.55	Hourly	40	37
	Gwinnett	927,781	14.13	21.89	Hourly	40	46
	Hall	202,148	19.72	29.57	Hourly	40	1
	Henry	230,220	13.19	19.60	Hourly	40	6
	Lowndes	116,321	12.57	18.94	Hourly	40	3
	Paulding	164,044	12.86	19.37	Hourly	40	8
B	Catoosa	67,420	10.00	13.50	Hourly	40	3
	Dougherty	91,243	30,746.93	33,898.49	Annual	40	4
	Effingham	62,190	14.00	32.69	Hourly	40	5
	Floyd	97,927	16.85	26.67	Hourly	40	1
	Glynn	85,219	22,390.00	35,823.00	Annual	40	22
	Gordon	57,685	11.76	17.05	Hourly	40	2
	Liberty	61,497	12.31	20.18	Hourly	40	4
	Spalding	66,100	16.31	25.29	Hourly	40	2
C	Bryan	38,109	20.00	32.00	Hourly	40	1
	Fannin	25,964	21,216.00	25,459.20	Annual	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Groundskeeper

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Habersham	45,388	11.85	16.48	Hourly	40	2
	Thomas	44,448	38,106.00	38,106.00	Annual	40	1
	Toombs	26,887	10.00	13.27	Hourly	40	2
	Wayne	29,808	28,023.27	57,347.03	Annual	40	1
D	Chattooga	24,790	15.45	15.45	Hourly	40	1
	Jeff Davis	15,029	8.00	10.00	Hourly	40	1
E	Oglethorpe	15,054	10.00	14.00	Hourly	40	1
F	Jenkins	8,683	9.00	11.00	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Heavy Equipment Mechanic

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	35,847	40,061	57,733	66,070	78
B	9	34,676	39,458	49,865	56,888	27
C	8	27,983	35,000	40,176	54,558	16
D	7	30,677	52,000	43,662	52,000	13
E	2	33,207	38,334	40,768	41,600	3
F	3	25,159	26,164	37,041	37,440	4
Total/Avg	41	31,258	38,503	44,874	51,426	141

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	33,684.00	54,413.00	Annual	37.5	5
	Carroll	118,121	16.69	27.24	Hourly	40	4
	Chatham	289,195	38,136.00	66,070.00	Annual	40	13
	Clayton	289,615	34,483.00	54,603.00	Annual	40	1
	Cobb	756,865	19.23	30.78	Hourly	40	3
	Columbus/Muscogee	194,160	31,519.06	47,959.99	Annual	40	18
	Gwinnett	927,781	19.26	30.81	Hourly	40	17
	Hall	202,148	17.27	28.16	Hourly	40	6
	Houston	155,469	18.54	29.63	Hourly	40	2
	Lowndes	116,321	16.90	25.47	Hourly	40	1
	Macon-Bibb	153,095	15.37	27.70	Hourly	40	2
	Paulding	164,044	17.29	26.05	Hourly	40	6
	B	Bulloch	77,296	16.28	24.42	Hourly	40
Camden		53,677	14.08	19.71	Hourly	40	1
Catoosa		67,420	16.25	20.75	Hourly	40	1
Floyd		97,927	16.85	26.67	Hourly	40	1
Gordon		57,685	15.54	22.52	Hourly	40	2
Jackson		70,422	18.97	26.54	Hourly	40	5
Spalding		66,100	17.65	27.35	Hourly	40	3
Walker		69,410	18.00	20.50	Hourly	40	5
Walton		93,503	34,145.31	56,788.79	Annual	40	7
C	Bryan	38,109	35,000.00	45,000.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Heavy Equipment Mechanic

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Colquitt	45,592	34,715.00	34,715.00	Annual	40	1
	Decatur	26,575	12.00	17.50	Hourly	40	2
	Lee	29,764	13.59	21.06	Hourly	40	1
	Polk	42,470	12.92	26.23	Hourly	40	2
	Sumter	29,733	11.08	20.11	Hourly	40	1
	Toombs	26,887	11.33	14.42	Hourly	40	2
	Ware	35,680	13.19	16.88	Hourly	40	6
D	Chattooga	24,790	25.00	25.00	Hourly	40	1
	Elbert	19,120	11.25	20.00	Hourly	40	5
	Greene	17,698	15.78	24.53	Hourly	40	1
	Jeff Davis	15,029	10.00	14.00	Hourly	40	1
	Lamar	19,000	14.00	18.74	Hourly	40	1
	Union	24,001	15.21	19.67	Hourly	40	3
	Washington	20,386	12.00	25.00	Hourly	40	1
E	Charlton	12,968	18.43	19.20	Hourly	40	2
	Heard	11,879	13.50	20.00	Hourly	40	1
F	Jenkins	8,683	12.00	18.00	Hourly	40	1
	Taylor	8,039	24,354.00	37,057.00	Annual	40	1
	Turner	7,912	26,164.38	36,625.13	Annual	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Heavy Equipment Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	22	31,790	37,877	52,598	71,765	493
B	15	31,063	38,085	46,410	59,051	159
C	20	26,823	37,981	43,639	58,843	184
D	21	27,110	34,778	38,847	52,000	131
E	9	24,716	30,472	33,091	43,181	46
F	16	22,908	29,952	33,537	47,466	77
Total/Avg	103	27,402	34,857	41,354	55,384	1090

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	27,206.00	48,583.00	Annual	37.5	25
	Bartow	106,408	14.20	19.88	Hourly	40	11
	Carroll	118,121	15.22	24.84	Hourly	40	14
	Chatham	289,195	31,500.00	53,808.00	Annual	40	23
	Cherokee	254,149	18.21	22.27	Hourly	40	6
	Clayton	289,615	31,221.00	49,437.00	Annual	40	1
	Cobb	756,865	13.85	22.16	Hourly	40	27
	Columbia	154,291	14.52	21.78	Hourly	40	7
	Columbus/Muscogee	194,160	33,114.72	50,387.97	Annual	40	4
	Coweta	145,864	16.23	31.75	Hourly	40	12
	DeKalb	756,558	17.83	27.63	Hourly	40	100
	Douglas	145,331	27,397.00	60,411.00	Annual	40	24
	Fayette	113,459	31,688.57	71,765.47	Annual	40	18
	Forsyth	236,612	14.56	26.67	Hourly	40	37
	Gwinnett	927,781	16.25	26.00	Hourly	40	29
	Hall	202,148	17.88	29.57	Hourly	40	43
	Henry	230,220	15.78	24.20	Hourly	40	13
	Houston	155,469	15.84	25.36	Hourly	40	19
	Lowndes	116,321	15.31	23.08	Hourly	40	1
	Macon-Bibb	153,095	13.13	21.89	Hourly	40	38
Newton	109,541	29,566.00	51,753.00	Annual	40	23	
Paulding	164,044	15.66	23.60	Hourly	40	18	

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Heavy Equipment Operator

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Barrow	80,809	14.18	21.27	Hourly	40	8
	Bulloch	77,296	14.46	24.42	Hourly	40	16
	Camden	53,677	12.40	17.07	Hourly	40	10
	Catoosa	67,420	16.00	18.25	Hourly	40	2
	Dougherty	91,243	26,560.36	36,417.67	Annual	40	13
	Floyd	97,927	12.38	21.59	Hourly	40	17
	Glynn	85,219	27,952.00	51,400.00	Annual	40	14
	Gordon	57,685	15.54	22.52	Hourly	40	6
	Jackson	70,422	17.44	24.41	Hourly	40	6
	Liberty	61,497	15.76	27.14	Hourly	40	9
	Rockdale	90,594	13.47	20.87	Hourly	40	3
	Spalding	66,100	18.31	28.39	Hourly	40	10
	Troup	70,034	13.62	22.55	Hourly	40	9
	Walker	69,410	17.00	18.00	Hourly	40	20
Walton	93,503	35,873.92	54,052.39	Annual	40	16	
C	Bryan	38,109	15.00	22.00	Hourly	40	6
	Colquitt	45,592	25,178.00	37,308.00	Annual	40	9
	Decatur	26,575	12.00	23.50	Hourly	40	7
	Gilmer	30,816	12.13	19.48	Hourly	40	9
	Habersham	45,388	12.44	19.58	Hourly	40	9
	Harris	34,475	18.26	28.29	Hourly	40	7
	Hart	26,099	15.27	23.21	Hourly	40	4
	Lee	29,764	10.65	22.19	Hourly	40	18
	Lumpkin	32,955	16.22	25.96	Hourly	40	3
	Madison	29,650	11.59	17.25	Hourly	40	15
	Murray	39,921	12.77	21.39	Hourly	40	7
	Peach	27,297	28,222.00	44,584.00	Annual	40	6
	Pickens	31,980	25,215.00	38,367.60	Annual	40	3
	Polk	42,470	11.13	24.96	Hourly	40	18
	Sumter	29,733	12.17	22.14	Hourly	40	5
	Thomas	44,448	27,685.00	27,685.00	Annual	40	14
	Toombs	26,887	10.00	15.64	Hourly	40	12
	Ware	35,680	11.66	16.89	Hourly	40	7
Wayne	29,808	24,164.38	49,450.17	Annual	40	14	
White	29,970	13.90	22.22	Hourly	40	11	
D	Appling	18,507	14.98	17.64	Hourly	40	1
	Brantley	18,897	10.07	17.28	Hourly	40	10
	Brooks	15,513	11.13	13.39	Hourly	40	7
	Butts	24,193	15.08	21.11	Hourly	40	3

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Heavy Equipment Operator

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Chattooga	24,790	16.72	16.72	Hourly	40	1
	Crisp	22,601	28,417.00	34,462.00	Annual	40	13
	Dawson	25,083	15.84	24.55	Hourly	40	3
	Elbert	19,120	13.75	18.50	Hourly	40	10
	Greene	17,698	13.85	21.07	Hourly	40	3
	Jeff Davis	15,029	10.50	15.50	Hourly	40	2
	Jefferson	15,430	15.00	19.61	Hourly	40	5
	Lamar	19,000	13.00	18.38	Hourly	40	5
	Mitchell	22,192	10.89	15.18	Hourly	40	7
	Morgan	18,853	10.99	20.99	Hourly	40	2
	Pierce	19,389	12.24	18.91	Hourly	40	5
	Pike	18,634	13.00	18.00	Hourly	40	18
	Rabun	16,867	12.75	19.33	Hourly	40	4
	Telfair	15,876	9.84	14.93	Hourly	40	12
	Union	24,001	15.11	20.42	Hourly	40	4
	Washington	20,386	12.00	25.00	Hourly	40	8
	Worth	20,299	13.30	19.13	Hourly	40	8
E	Bleckley	12,838	14.50	20.76	Hourly	40	3
	Candler	10,836	11.36	15.30	Hourly	40	12
	Charlton	12,968	14.65	17.16	Hourly	40	5
	Cusseta-Chattahoochee	10,684	16,000.00	29,000.00	Annual	40	2
	Early	10,247	11.10	16.11	Hourly	40	4
	Evans	10,721	11.13	15.58	Hourly	40	2
	Heard	11,879	13.00	16.00	Hourly	40	3
	Macon	13,143	11.51	12.33	Hourly	40	5
	Oglethorpe	15,054	12.00	16.00	Hourly	40	10
F	Atkinson	8,297	9.50	15.50	Hourly	40	10
	Baker	3,092	10.35	13.03	Hourly	40	3
	Clinch	6,648	11.25	22.82	Hourly	40	9
	Echols	4,000	13.00	16.06	Hourly	40	3
	Jenkins	8,683	10.50	16.00	Hourly	40	7
	Johnson	9,708	11.00	14.00	Hourly	40	4
	Lincoln	7,915	10.00	14.50	Hourly	40	2
	Montgomery	9,193	10.40	11.37	Hourly	40	3
	Randolph	6,833	9.47	14.58	Hourly	40	3
	Schley	5,236	10.00	20.00	Hourly	40	7
	Talbot	6,272	12.00	13.60	Hourly	40	5
	Taliaferro	1,608	13.87	17.88	Hourly	40	2
	Taylor	8,039	22,063.00	33,572.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Heavy Equipment Operator

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Turner	7,912	24,164.38	36,625.13	Annual	40	10
	Wilkes	9,876	8.25	13.50	Hourly	40	2
	Wilkinson	9,036	14.40	21.39	Hourly	40	6

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Laborer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	26,411	36,749	41,019	56,063	116
B	7	22,810	30,077	33,724	45,115	43
C	15	23,078	28,829	37,217	58,843	92
D	15	22,069	27,154	29,010	38,563	78
E	4	17,977	21,258	25,249	31,200	20
F	7	18,298	20,800	25,902	28,205	35
Total/Avg	59	21,774	27,478	32,020	42,998	384

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	20,000.00	29,150.00	Annual	37.5	1
	Bartow	106,408	12.62	18.93	Hourly	40	2
	Chatham	289,195	25,742.00	41,178.00	Annual	40	7
	Cherokee	254,149	13.00	18.99	Hourly	40	23
	Douglas	145,331	22,539.00	49,701.00	Annual	40	5
	Fayette	113,459	36,749.02	56,063.07	Annual	40	3
	Gwinnett	927,781	13.77	17.56	Hourly	40	9
	Henry	230,220	13.19	18.68	Hourly	40	11
	Houston	155,469	12.51	20.03	Hourly	40	7
	Macon-Bibb	153,095	11.23	18.71	Hourly	40	42
	Paulding	164,044	12.86	19.37	Hourly	40	6
B	Bulloch	77,296	14.46	21.69	Hourly	40	2
	Catoosa	67,420	10.00	14.50	Hourly	40	4
	Dougherty	91,243	17,977.09	23,835.04	Annual	40	11
	Floyd	97,927	9.18	14.47	Hourly	40	7
	Gordon	57,685	8.67	15.20	Hourly	40	10
	Liberty	61,497	12.31	20.18	Hourly	40	6
	Walker	69,410	13.50	16.00	Hourly	40	3
	C	Bryan	38,109	11.00	15.00	Hourly	40
Decatur	26,575	10.00	14.10	Hourly	40	2	
Fannin	25,964	25,459.20	41,371.20	Annual	40	35	
Gilmer	30,816	9.50	12.49	Hourly	40	17	

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Laborer

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Habersham	45,388	10.74	14.95	Hourly	40	1
	Harris	34,475	10.68	28.29	Hourly	40	2
	Hart	26,099	13.86	21.07	Hourly	40	4
	Lumpkin	32,955	13.58	21.73	Hourly	40	6
	Peach	27,297	24,118.00	38,073.00	Annual	40	2
	Pickens	31,980	22,843.55	34,759.16	Annual	40	5
	Polk	42,470	9.12	15.96	Hourly	40	2
	Toombs	26,887	9.46	15.64	Hourly	40	4
	Ware	35,680	12.24	12.24	Hourly	40	1
	Wayne	29,808	20,836.86	49,450.17	Annual	40	6
	White	29,970	11.41	18.24	Hourly	40	2
D	Ben Hill	16,787	9.95	11.22	Hourly	40	15
	Brantley	18,897	9.58	13.50	Hourly	40	2
	Brooks	15,513	8.65	10.08	Hourly	40	6
	Chattooga	24,790	12.00	15.00	Hourly	40	4
	Crisp	22,601	27,154.00	34,208.00	Annual	40	9
	Greene	17,698	12.16	18.10	Hourly	40	5
	Jeff Davis	15,029	10.00	12.00	Hourly	40	1
	Lamar	19,000	10.00	12.05	Hourly	40	3
	Mitchell	22,192	10.73	12.01	Hourly	40	3
	Morgan	18,853	10.22	15.37	Hourly	40	1
	Pierce	19,389	10.20	11.22	Hourly	40	5
	Rabun	16,867	11.11	16.67	Hourly	40	7
	Union	24,001	12.00	18.54	Hourly	40	13
	Washington	20,386	9.00	16.00	Hourly	40	2
	Worth	20,299	10.50	11.00	Hourly	40	2
E	Cusseta-Chattahoochee	10,684	14,000.00	21,000.00	Annual	40	8
	Early	10,247	9.12	13.24	Hourly	40	2
	Heard	11,879	8.50	15.00	Hourly	40	9
	Macon	13,143	10.22	10.22	Annual	40	1
F	Irwin	9,398	8.00	12.50	Hourly	40	10
	Jenkins	8,683	9.00	12.00	Hourly	40	4
	Lincoln	7,915	8.00	12.50	Hourly	40	5
	Montgomery	9,193	10.00	10.40	Hourly	40	2
	Randolph	6,833	8.58	13.21	Hourly	40	8
	Talbot	6,272	10.00	13.56	Hourly	40	1
	Wilkes	9,876	8.00	13.00	Hourly	40	5

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Landfill Inmate Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	34,059	38,086	52,452	60,308	5
B	2	35,651	38,917	50,045	54,787	4
C	1	25,314	25,314	46,051	46,051	1
D	2	34,475	43,470	45,683	65,886	2
Total/Avg	8	32,375	36,447	48,558	56,758	12

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Clayton	289,615	38,086.00	60,308.00	Annual	40	1
	Columbus/Muscogee	194,160	31,519.06	47,959.99	Annual	40	4
	Paulding	164,044	15.66	23.60	Hourly	40	0
B	Bulloch	77,296	18.71	26.34	Hourly	40	1
	Jackson	70,422	15.57	21.78	Hourly	40	3
C	Sumter	29,733	12.17	22.14	Hourly	40	1
D	Mitchell	22,192	12.25	12.25	Hourly	40	1
	Rabun	16,867	43,469.68	65,885.53	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Landfill Manager, Certified

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	47,814	66,718	75,308	104,174	10
B	5	53,746	78,000	68,428	112,600	5
C	4	42,003	54,636	49,042	58,000	5
D	4	35,896	47,757	47,326	54,075	5
E	1	35,000	35,000	38,000	38,000	1
Total/Avg	23	42,892	56,422	55,621	73,370	26

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	62,636.00	93,954.00	Annual	37.5	1
	Bartow	106,408	19.10	26.74	Hourly	40	1
	Clayton	289,615	65,787.00	104,174.00	Annual	40	1
	Columbus/Muscogee	194,160	44,535.61	67,766.20	Annual	40	1
	DeKalb	756,558	66,718.00	103,412.00	Annual	40	1
	Douglas	145,331	33,301.00	66,603.00	Annual	40	1
	Houston	155,469	17.79	28.50	Hourly	40	2
	Macon-Bibb	153,095	34,590.00	57,616.00	Annual	40	1
	Paulding	164,044	46,030.00	69,347.00	Annual	40	1
B	Camden	53,677	64,400.00	112,600.00	Annual	40	1
	Catoosa	67,420	18.50	21.00	Hourly	40	1
	Dougherty	91,243	47,808.51	47,808.51	Annual	40	1
	Troup	70,034	19.25	28.87	Hourly	40	1
	Walker	69,410	78,000.00	78,000.00	Annual	40	1
	C	Colquitt	45,592	43,238.00	43,238.00	Annual	40
Decatur		26,575	54,636.00	58,000.00	Annual	40	1
Habersham		45,388	13.72	24.84	Hourly	40	2
Toombs		26,887	20.00	20.80	Hourly	40	1
D		Appling	18,507	22.96	25.84	Hourly	40
	Jefferson	15,430	15.00	18.08	Hourly	40	2
	Rabun	16,867	35,677.59	54,075.32	Annual	40	1
	Telfair	15,876	28,947.86	43,875.30	Annual	40	1
	E	Candler	10,836	35,000.00	38,000.00	Annual	40

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Light Equipment Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	27,986	30,326	43,523	52,185	180
B	8	28,808	35,318	42,440	54,746	64
C	15	24,028	29,973	36,247	47,965	89
D	15	24,655	31,200	32,431	41,766	89
E	4	25,137	32,760	28,636	33,114	14
F	5	22,268	24,960	27,972	36,629	14
Total/Avg	60	25,480	30,756	35,208	44,401	450

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	12.25	18.02	Hourly	40	6
	Chatham	289,195	28,134.00	45,014.00	Annual	40	39
	Cherokee	254,149	14.50	20.13	Hourly	40	11
	Clayton	289,615	25,593.00	44,761.00	Annual	40	12
	Cobb	756,865	13.85	22.16	Hourly	40	27
	Columbia	154,291	13.17	19.76	Hourly	40	7
	Columbus/Muscogee	194,160	28,554.72	43,449.37	Annual	40	10
	Douglas	145,331	26,092.00	52,185.00	Annual	40	3
	Gwinnett	927,781	13.77	17.56	Hourly	40	11
	Henry	230,220	14.48	20.52	Hourly	40	17
	Houston	155,469	14.07	22.53	Hourly	40	14
	Lowndes	116,321	14.58	21.96	Hourly	40	8
	Macon-Bibb	153,095	12.14	20.24	Hourly	40	15
	B	Catoosa	67,420	13.00	16.25	Hourly	40
Dougherty		91,243	24,091.03	24,091.03	Annual	40	4
Floyd		97,927	11.11	19.56	Hourly	40	10
Glynn		85,219	27,952.00	51,400.00	Annual	40	13
Gordon		57,685	13.02	18.86	Hourly	40	10
Jackson		70,422	16.80	23.54	Hourly	40	4
Spalding		66,100	16.98	26.32	Hourly	40	11
Walton		93,503	30,933.97	46,609.20	Annual	40	9
C	Bryan	38,109	12.00	16.00	Hourly	40	3

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Light Equipment Operator

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Decatur	26,575	11.50	13.69	Hourly	40	5
	Habersham	45,388	12.35	17.80	Hourly	40	10
	Harris	34,475	12.35	21.11	Hourly	40	8
	Hart	26,099	13.86	21.07	Hourly	40	3
	Lumpkin	32,955	14.41	23.06	Hourly	40	4
	Murray	39,921	12.16	15.20	Hourly	40	6
	Pickens	31,980	21,742.82	33,084.27	Annual	40	4
	Polk	42,470	9.59	16.77	Hourly	40	11
	Sumter	29,733	10.57	19.16	Hourly	40	2
	Thomas	44,448	25,522.00	25,522.00	Annual	40	18
	Toombs	26,887	8.57	14.82	Hourly	40	3
	Ware	35,680	10.08	12.87	Hourly	40	4
	Wayne	29,808	21,891.73	44,799.40	Annual	40	7
	White	29,970	12.59	20.13	Hourly	40	1
D	Appling	18,507	12.00	17.56	Hourly	40	14
	Brooks	15,513	10.93	11.57	Hourly	40	10
	Butts	24,193	11.78	16.49	Hourly	40	7
	Chattooga	24,790	12.00	15.10	Hourly	40	6
	Dade	16,226	15.00	15.78	Hourly	40	7
	Dawson	25,083	12.95	20.08	Hourly	40	7
	Franklin	23,023	13.13	15.09	Hourly	40	7
	Greene	17,698	12.92	19.79	Hourly	40	5
	Jeff Davis	15,029	9.00	11.75	Hourly	40	8
	Lamar	19,000	11.00	14.28	Hourly	40	2
	Mitchell	22,192	10.00	12.12	Hourly	40	6
	Morgan	18,853	10.22	16.45	Hourly	40	4
	Pike	18,634	13.00	18.00	Hourly	40	1
	Rabun	16,867	11.56	17.51	Hourly	40	4
	Worth	20,299	12.31	12.31	Hourly	40	1
E	Bleckley	12,838	15.75	15.92	Hourly	40	2
	Charlton	12,968	12.30	13.99	Hourly	40	1
	Early	10,247	9.87	14.32	Hourly	40	8
	Macon	13,143	10.42	10.84	Hourly	40	3
F	Echols	4,000	12.00	12.36	Hourly	40	2
	Johnson	9,708	11.67	11.67	Hourly	40	4
	Montgomery	9,193	10.00	10.60	Hourly	40	2
	Wilkes	9,876	8.00	15.00	Hourly	40	1
	Wilkinson	9,036	11.86	17.61	Hourly	40	5

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Maintenance Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	57,419	89,042	87,304	125,715	30
B	12	48,124	66,256	66,972	84,553	12
C	15	43,649	69,542	61,688	98,727	18
D	8	44,527	60,935	51,713	65,886	9
E	4	30,398	35,360	36,140	44,096	4
F	4	32,910	48,693	45,259	72,342	4
Total/Avg	54	42,838	61,638	58,179	81,887	77

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	51,371.00	102,403.00	Annual	37.5	3
	Bartow	106,408	28.36	39.71	Annual	40	1
	Carroll	118,121	47,077.94	76,991.13	Annual	40	2
	Chatham	289,195	51,106.00	84,324.00	Annual	40	4
	Clayton	289,615	48,827.00	77,317.00	Annual	40	2
	Columbus/Muscogee	194,160	62,927.65	95,751.87	Annual	40	1
	Fayette	113,459	49,423.35	75,398.59	Annual	40	2
	Forsyth	236,612	37.78	60.44	Hourly	40	1
	Gwinnett	927,781	20.94	33.51	Hourly	40	12
	Hall	202,148	89,042.00	89,042.00	Annual	40	1
	Houston	155,469	24.38	38.99	Hourly	40	1
B	Bulloch	77,296	52,207.00	78,311.00	Annual	40	1
	Catoosa	67,420	19.50	24.50	Annual	40	1
	Dougherty	91,243	66,255.63	66,255.63	Annual	40	1
	Effingham	62,190	56,867.00	66,331.00	Annual	42	1
	Floyd	97,927	45,686.16	72,397.00	Annual	40	1
	Glynn	85,219	40,469.00	64,751.00	Annual	40	1
	Gordon	57,685	48,055.00	69,678.00	Annual	40	1
	Jackson	70,422	56,369.00	84,553.00	Annual	40	1
	Liberty	61,497	22.27	36.50	Hourly	40	1
	Rockdale	90,594	34,320.00	59,754.24	Annual	40	1
Troup	70,034	23.45	35.17	Annual	40	1	

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Maintenance Superintendent

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
C	Walker	69,410	20.00	20.00	Hourly	40	1	
	Bryan	38,109	37,000.00	55,000.00	Annual	40	2	
	Colquitt	45,592	63,750.00	65,151.66	Annual	40	1	
	Decatur	26,575	15.00	21.00	Hourly	40	1	
	Fannin	25,964	49,361.68	49,361.68	Annual	40	1	
	Habersham	45,388	50,814.40	70,657.60	Annual	40	1	
	Harris	34,475	46,150.83	71,529.10	Annual	40	1	
	Lumpkin	32,955	40,297.00	66,490.00	Annual	40	1	
	Murray	39,921	19.81	23.58	Annual	40	1	
	Peach	27,297	46,698.00	73,734.00	Annual	40	1	
	Pickens	31,980	30,722.03	46,747.20	Annual	40	1	
	Sumter	29,733	15.44	28.21	Hourly	40	1	
	Thomas	44,448	69,542.00	69,542.00	Annual	40	1	
	Ware	35,680	25.50	25.50	Hourly	40	1	
D	Wayne	29,808	30,932.44	98,726.98	Annual	40	3	
	White	29,970	31,914.00	53,935.00	Annual	40	1	
	Ben Hill	16,787	41,501.60	41,501.60	Annual	40	1	
	Crisp	22,601	60,935.00	60,935.00	Annual	40	1	
	Greene	17,698	17.33	27.02	Hourly	40	2	
	Lamar	19,000	44,000.00	46,920.00	Annual	40	1	
	Pierce	19,389	21.47	21.47	Hourly	40	1	
	Pike	18,634	48,000.00	60,000.00	Annual	40	1	
	Rabun	16,867	43,469.68	65,885.53	Annual	40	1	
	Union	24,001	18.08	18.08	Hourly	40	1	
	E	Bleckley	12,838	17.00	17.00	Hourly	40	1
		Charlton	12,968	15.72	15.72	Hourly	40	1
		Early	10,247	14.61	21.20	Hourly	40	1
		Evans	10,721	23,146.66	32,405.32	Annual	40	1
F	Jenkins	8,683	12.00	16.00	Hourly	40	1	
	Talbot	6,272	38,000.00	45,000.00	Annual	40	1	
	Taylor	8,039	19,988.00	30,414.00	Annual	40	1	
	Wilkinson	9,036	23.41	34.78	Hourly	40	1	

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Maintenance Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	19	29,792	37,918	51,380	70,013	295
B	12	29,735	34,299	45,407	59,301	74
C	15	27,065	41,600	42,314	63,300	55
D	11	25,556	36,400	37,091	45,822	26
E	2	20,675	20,800	29,994	31,200	4
F	2	22,880	24,960	28,059	28,600	2
Total/Avg	61	25,950	32,663	39,041	49,706	456

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	23,320.00	44,696.00	Annual	37.5	61
	Bartow	106,408	16.47	23.07	Hourly	40	2
	Carroll	118,121	12.89	30.13	Hourly	40	12
	Chatham	289,195	27,320.00	53,808.00	Annual	40	39
	Cherokee	254,149	15.36	24.00	Hourly	40	9
	Clayton	289,615	31,221.00	60,308.00	Annual	40	23
	Columbia	154,291	12.36	18.54	Hourly	40	45
	Columbus/Muscogee	194,160	30,000.30	45,649.01	Annual	40	3
	Coweta	145,864	18.23	33.66	Hourly	40	17
	Douglas	145,331	27,397.00	63,431.00	Annual	40	8
	Fayette	113,459	34,978.25	58,901.26	Annual	40	5
	Gwinnett	927,781	13.77	17.56	Hourly	40	29
	Hall	202,148	17.88	26.82	Hourly	40	8
	Henry	230,220	15.78	27.88	Hourly	40	16
	Houston	155,469	14.64	32.04	Hourly	40	6
	Lowndes	116,321	13.87	20.90	Hourly	40	1
	Macon-Bibb	153,095	11.23	18.71	Hourly	40	2
	Newton	109,541	27,097.00	40,646.00	Annual	40	4
	Paulding	164,044	12.86	19.37	Hourly	40	5
	B	Bulloch	77,296	12.03	18.95	Hourly	40
Camden		53,677	14.08	19.71	Hourly	40	3
Catoosa		67,420	12.00	13.50	Hourly	40	4

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Maintenance Worker

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	91,243	26,020.90	35,675.44	Annual	40	9
	Effingham	62,190	15.38	18.96	Hourly	40	5
	Floyd	97,927	15.58	26.67	Hourly	40	7
	Glynn	85,219	30,734.00	53,625.00	Annual	40	11
	Gordon	57,685	11.76	17.05	Hourly	40	2
	Jackson	70,422	16.49	23.09	Hourly	40	3
	Liberty	61,497	15.76	28.51	Hourly	40	6
	Spalding	66,100	16.31	25.29	Hourly	40	5
	Walton	93,503	30,933.97	56,788.79	Annual	40	8
C	Bryan	38,109	12.00	16.00	Hourly	40	5
	Colquitt	45,592	24,960.00	38,496.00	Annual	40	2
	Decatur	26,575	12.00	18.00	Hourly	40	3
	Fannin	25,964	23,337.60	33,287.80	Annual	40	3
	Habersham	45,388	13.72	21.96	Hourly	40	4
	Harris	34,475	14.30	25.66	Hourly	40	2
	Lumpkin	32,955	13.58	27.54	Hourly	40	2
	Murray	39,921	14.08	16.76	Hourly	40	2
	Peach	27,297	24,118.00	51,051.00	Annual	40	6
	Pickens	31,980	41,600.00	41,600.00	Annual	40	1
	Polk	42,470	10.59	19.46	Hourly	40	4
	Thomas	44,448	28,413.00	28,413.00	Annual	40	5
	Toombs	26,887	13.27	13.27	Hourly	40	1
	Wayne	29,808	26,672.95	63,300.37	Annual	40	5
	White	29,970	10.34	23.35	Hourly	40	10
D	Brantley	18,897	12.27	17.28	Hourly	40	1
	Chattooga	24,790	11.00	18.00	Hourly	40	5
	Crisp	22,601	23,920.00	38,242.00	Annual	40	3
	Elbert	19,120	17.50	20.96	Hourly	40	3
	Greene	17,698	14.48	22.03	Hourly	40	1
	Jefferson	15,430	11.00	17.25	Hourly	40	1
	Lamar	19,000	10.00	12.61	Hourly	40	2
	Morgan	18,853	10.22	15.37	Hourly	40	4
	Pike	18,634	13.26	18.00	Hourly	40	1
	Rabun	16,867	14.08	21.34	Hourly	40	2
	Telfair	15,876	9.84	14.93	Hourly	40	3
E	Evans	10,721	9.88	13.84	Hourly	40	3
	Oglethorpe	15,054	10.00	15.00	Hourly	40	1
F	Atkinson	8,297	10.00	13.75	Hourly	40	1
	Talbot	6,272	12.00	13.23	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Meter Reader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	28,753	34,978	43,683	53,362	74
B	2	26,935	29,443	44,994	51,448	11
C	2	24,710	24,960	40,716	41,600	6
E	1	19,000	19,000	21,000	21,000	4
F	2	20,800	24,960	28,860	32,760	3
Total/Avg	16	24,040	26,668	35,851	40,034	98

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	25,911.00	40,810.00	Annual	37.5	14
	Bartow	106,408	12.25	17.15	Hourly	40	5
	Cobb	756,865	13.85	22.16	Hourly	40	24
	DeKalb	756,558	15.00	21.32	Hourly	40	4
	Fayette	113,459	34,978.25	53,361.64	Annual	40	6
	Forsyth	236,612	13.90	21.55	Hourly	40	6
	Houston	155,469	12.05	19.25	Hourly	40	4
	Lowndes	116,321	14.58	21.96	Hourly	40	1
	Paulding	164,044	13.51	20.35	Hourly	40	10
B	Floyd	97,927	11.74	18.53	Hourly	40	3
	Walton	93,503	29,443.40	51,447.84	Annual	40	8
C	Bryan	38,109	12.00	20.00	Hourly	40	2
	Harris	34,475	11.76	19.15	Hourly	40	4
E	Cusseta-Chattahoochee	10,684	19,000.00	21,000.00	Annual	40	4
F	Lincoln	7,915	8.00	12.00	Hourly	40	1
	Talbot	6,272	12.00	15.75	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Public Works Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	85,783	148,191	126,999	201,679	17
B	11	72,697	91,670	103,675	130,686	12
C	17	56,483	79,683	76,733	114,493	17
D	13	55,820	98,257	71,702	98,593	13
E	3	41,363	55,000	56,238	77,000	3
F	5	36,240	45,000	59,508	70,138	5
Total/Avg	62	58,064	86,300	82,476	115,432	67

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	38.14	53.40	Annual	40	1
	Carroll	118,121	59,200.34	96,000.00	Annual	40	1
	Chatham	289,195	83,057.00	137,044.00	Annual	40	1
	Clayton	289,615	53,929.00	85,396.00	Annual	40	1
	Cobb	756,865	60,013.19	96,020.17	Annual	40	5
	Columbus/Muscogee	194,160	84,630.69	128,775.62	Annual	40	1
	Fayette	113,459	85,085.82	129,804.06	Annual	40	1
	Gwinnett	927,781	118,635.00	201,679.00	Annual	40	1
	Hall	202,148	148,191.00	148,191.00	Annual	40	1
	Henry	230,220	89,260.00	126,445.96	Annual	40	1
	Houston	155,469	43.86	70.22	Hourly	40	1
	Lowndes	116,321	41.12	61.96	Annual	40	1
	Newton	109,541	77,082.00	115,623.00	Annual	40	1
	B	Bulloch	77,296	76,228.00	114,342.00	Annual	40
Camden		53,677	53,600.00	93,900.00	Annual	40	1
Catoosa		67,420	91,670.00	91,670.00	Annual	40	1
Dougherty		91,243	74,733.03	86,512.83	Annual	40	2
Floyd		97,927	61,644.70	97,775.34	Annual	40	1
Glynn		85,219	78,715.00	125,944.00	Annual	40	1
Gordon		57,685	73,440.00	106,488.00	Annual	40	1
Liberty		61,497	38.35	62.83	Hourly	40	1
Spalding		66,100	74,812.00	115,958.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Public Works Superintendent

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Walker	69,410	52,000.00	52,000.00	Annual	40	1
	Walton	93,503	83,059.68	125,148.69	Annual	40	1
	Bryan	38,109	75,000.00	85,000.00	Annual	40	1
	Decatur	26,575	63,595.00	66,560.00	Annual	40	1
	Fannin	25,964	55,464.24	55,464.24	Annual	40	1
	Gilmer	30,816	65,707.20	65,707.20	Annual	40	1
	Habersham	45,388	67,442.00	97,251.00	Annual	40	1
	Harris	34,475	48,452.04	75,105.55	Annual	40	1
	Lee	29,764	41,762.90	64,732.50	Annual	40	1
	Madison	29,650	18.85	28.85	Hourly	40	1
	Murray	39,921	29.00	34.53	Annual	40	1
	Peach	27,297	63,006.00	99,500.00	Annual	40	1
	Pickens	31,980	45,607.02	69,396.48	Annual	40	1
	Polk	42,470	19.22	33.65	Hourly	40	1
	Sumter	29,733	47,195.20	86,590.40	Annual	40	1
	Thomas	44,448	79,683.00	79,683.00	Annual	40	1
	Ware	35,680	28.63	28.63	Hourly	40	1
	Wayne	29,808	55,948.31	114,493.04	Annual	40	1
	D	White	29,970	52,295.00	83,602.00	Annual	40
Appling		18,507	29.72	38.25	Hourly	40	1
Brantley		18,897	46,155.20	65,000.00	Annual	40	1
Brooks		15,513	40,206.40	51,140.62	Annual	40	0
Butts		24,193	59,598.00	83,452.00	Annual	40	1
Chattooga		24,790	71,500.00	71,500.00	Annual	40	1
Crisp		22,601	98,257.00	98,257.00	Annual	40	1
Dawson		25,083	63,609.00	98,593.00	Annual	40	1
Lamar		19,000	46,000.00	52,530.00	Annual	40	1
Mitchell		22,192	55,370.00	55,370.00	Annual	40	1
Pierce		19,389	35,000.00	45,900.00	Annual	40	1
Pike		18,634	48,000.00	65,000.00	Annual	40	1
Washington		20,386	50,000.00	95,000.00	Annual	40	1
Worth		20,299	50,148.00	70,820.00	Annual	40	2
E	Candler	10,836	40,089.14	47,713.12	Annual	40	1
	Cusseta-Chattahoochee	10,684	29,000.00	44,000.00	Annual	40	1
	Evans	10,721	55,000.00	77,000.00	Annual	40	1
F	Clinch	6,648	19.23	33.72	Hourly	40	1
	Jenkins	8,683	40,000.00	52,000.00	Annual	40	1
	Lincoln	7,915	45,000.00	65,000.00	Annual	40	1
	Schley	5,236	15.00	30.00	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Public Works Superintendent

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wilkes	9,876	25,000.00	48,000.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Recycling Manager/Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	47,171	65,915	68,618	98,883	7
B	5	39,494	48,776	60,040	73,154	5
C	1	41,221	41,221	65,087	65,087	1
Total/Avg	13	42,629	51,971	64,582	79,041	13

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	16.47	23.07	Hourly	40	1
	Chatham	289,195	46,354.00	76,485.00	Annual	40	1
	Cherokee	254,149	44,069.22	44,069.22	Annual	40	1
	Columbia	154,291	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	194,160	44,535.61	67,766.20	Annual	40	1
	Forsyth	236,612	24.40	37.82	Hourly	40	1
	Hall	202,148	44,312.00	66,469.00	Annual	40	1
B	Floyd	97,927	40,385.02	63,946.74	Annual	40	1
	Jackson	70,422	41,383.00	57,927.00	Annual	40	1
	Liberty	61,497	15.76	25.83	Hourly	40	1
	Troup	70,034	23.45	35.17	Annual	40	1
	Walton	93,503	34,145.31	51,447.84	Annual	40	1
C	Peach	27,297	41,221.00	65,087.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Refuse/Recycling Collection Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	39,898	46,030	63,248	69,347	7
B	2	32,514	35,056	50,958	55,469	2
C	3	32,816	37,082	43,828	56,035	3
D	2	25,709	31,366	31,980	43,909	2
F	2	19,843	19,988	29,601	30,414	3
Total/Avg	14	30,156	33,904	43,923	51,035	17

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Chatham	289,195	34,665.00	57,114.00	Annual	40	1
	Columbus/Muscogee	194,160	36,552.45	55,618.88	Annual	40	1
	Houston	155,469	20.83	33.34	Hourly	40	1
	Macon-Bibb	153,095	38,916.00	64,812.00	Annual	40	3
	Paulding	164,044	46,030.00	69,347.00	Annual	40	1
B	Floyd	97,927	35,055.80	55,468.92	Annual	40	1
	Rockdale	90,594	14.41	22.33	Hourly	40	1
C	Colquitt	45,592	37,082.00	37,082.00	Annual	40	1
	Harris	34,475	17.38	26.94	Hourly	40	1
	Pickens	31,980	25,215.00	38,367.60	Annual	40	1
D	Butts	24,193	15.08	21.11	Hourly	40	1
	Franklin	23,023	9.64	9.64	Hourly	40	1
F	Randolph	6,833	9.47	13.84	Hourly	40	1
	Taylor	8,039	19,988.00	30,414.00	Annual	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Refuse/Recycling Collector

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	28,150	31,200	45,716	54,184	256
B	2	29,673	31,080	47,727	49,131	3
C	4	23,567	29,973	35,825	47,965	8
D	2	22,859	25,792	28,402	28,725	3
E	2	16,256	18,512	21,970	24,939	4
F	3	20,494	32,752	31,042	49,837	5
Total/Avg	18	23,500	28,218	35,114	42,464	279

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	194,160	25,869.17	39,363.00	Annual	40	3
	DeKalb	756,558	15.00	20.06	Hourly	40	227
	Forsyth	236,612	13.90	24.62	Hourly	40	5
	Macon-Bibb	153,095	12.14	20.24	Hourly	40	20
	Paulding	164,044	14.19	26.05	Hourly	40	1
B	Floyd	97,927	14.94	23.62	Hourly	40	2
	Liberty	61,497	13.59	22.27	Hourly	40	1
C	Colquitt	45,592	21,428.00	28,733.00	Annual	40	2
	Lumpkin	32,955	14.41	23.06	Hourly	40	1
	Peach	27,297	24,118.00	38,073.00	Annual	40	1
	Pickens	31,980	18,748.76	28,528.46	Annual	40	4
D	Brantley	18,897	9.58	13.50	Hourly	40	1
	Dade	16,226	12.40	13.81	Hourly	40	2
E	Candler	10,836	8.90	11.99	Hourly	40	2
	Cusseta-Chattahooche	10,684	14,000.00	19,000.00	Annual	40	2
F	Johnson	9,708	7.75	7.75	Hourly	30	2
	Taylor	8,039	32,752.00	49,837.00	Annual	40	1
	Wilkes	9,876	8.00	15.00	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Refuse/Recycling Route Supervisor/Lead Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	38,140	39,728	55,619	55,619	2
D	1	18,720	18,720	20,800	20,800	1
F	1	44,049	44,049	67,025	67,025	1
Total/Avg	4	33,636	34,166	47,815	47,815	4

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	19.10	26.74	Hourly	40	1
	Columbus/Muscogee	194,160	36,552.45	55,618.88	Annual	40	1
D	Jeff Davis	15,029	9.00	10.00	Hourly	40	1
F	Taylor	8,039	44,049.00	67,025.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Refuse/Recycling Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	29,735	31,990	45,613	49,608	31
B	3	34,327	38,085	53,497	59,051	10
C	3	25,737	26,562	34,019	39,832	12
D	3	25,556	26,770	38,126	43,659	6
E	3	26,758	37,440	31,513	37,440	5
F	3	19,836	22,069	28,156	31,200	4
Total/Avg	19	26,992	30,486	38,487	43,465	68

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	13.52	18.93	Hourly	40	6
	Columbus/Muscogee	194,160	31,519.06	47,959.99	Annual	40	4
	DeKalb	756,558	15.38	23.85	Hourly	40	8
	Macon-Bibb	153,095	13.13	21.88	Hourly	40	13
B	Liberty	61,497	14.28	23.40	Hourly	40	6
	Spalding	66,100	18.31	28.39	Hourly	40	2
	Troup	70,034	15.04	22.55	Hourly	45	2
C	Colquitt	45,592	24,960.00	30,610.00	Annual	40	4
	Harris	34,475	12.35	19.15	Hourly	40	7
	Murray	39,921	12.77	15.20	Hourly	40	1
D	Chattooga	24,790	12.00	16.50	Hourly	40	2
	Elbert	19,120	12.87	17.50	Hourly	40	2
	Morgan	18,853	11.99	20.99	Hourly	40	2
E	Bleckley	12,838	18.00	18.00	Hourly	40	1
	Charlton	12,968	12.42	13.99	Hourly	40	2
	Cusseta-Chattahooche	10,684	17,000.00	28,000.00	Annual	40	2
F	Jenkins	8,683	10.00	15.00	Hourly	40	1
	Taliaferro	1,608	10.61	10.61	Hourly	40	1
	Wilkes	9,876	8.00	15.00	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Road Crew Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	14	40,046	56,101	63,628	84,151	78
B	10	37,962	49,679	57,205	74,518	27
C	18	38,440	49,858	54,803	75,733	33
D	16	37,079	64,475	47,516	70,000	24
E	3	34,660	36,254	44,089	46,592	5
F	7	30,453	39,596	39,904	60,015	7
Total/Avg	68	36,440	49,327	51,191	68,501	174

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	20.07	28.10	Hourly	40	1
	Carroll	118,121	16.69	27.24	Hourly	40	11
	Chatham	289,195	34,665.00	55,464.00	Annual	40	11
	Columbia	154,291	19.46	29.19	Hourly	40	8
	Coweta	145,864	17.20	26.66	Hourly	40	5
	Douglas	145,331	36,714.00	73,428.00	Annual	40	1
	Fayette	113,459	49,423.35	75,398.59	Annual	40	1
	Forsyth	236,612	20.51	31.79	Hourly	40	3
	Gwinnett	927,781	17.71	28.33	Hourly	40	19
	Henry	230,220	17.76	25.12	Hourly	40	4
	Houston	155,469	17.13	27.18	Hourly	40	10
	Lowndes	116,321	16.90	34.25	Hourly	40	2
	Newton	109,541	56,101.00	84,151.00	Annual	40	1
	Paulding	164,044	21.06	31.73	Hourly	40	1
B	Bulloch	77,296	49,679.00	74,518.00	Annual	40	3
	Camden	53,677	15.52	23.32	Hourly	40	3
	Catoosa	67,420	17.00	19.25	Hourly	40	2
	Floyd	97,927	16.22	26.67	Hourly	40	2
	Glynn	85,219	34,907.00	55,850.00	Annual	40	7
	Gordon	57,685	18.95	27.47	Hourly	40	3
	Liberty	61,497	19.21	31.47	Hourly	40	2
	Rockdale	90,594	14.41	22.33	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Road Crew Supervisor

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Spalding	66,100	42,255.00	65,495.00	Annual	40	1
	Troup	70,034	20.22	30.35	Hourly	40	2
	Bryan	38,109	15.00	28.00	Hourly	40	5
	Colquitt	45,592	49,177.00	49,419.00	Annual	40	2
	Decatur	26,575	14.00	19.00	Hourly	40	3
	Fannin	25,964	45,011.72	45,011.72	Annual	40	1
	Gilmer	30,816	22.77	22.77	Hourly	40	1
	Habersham	45,388	18.36	26.58	Hourly	40	2
	Harris	34,475	12.97	27.70	Hourly	40	5
	Hart	26,099	47,906.00	71,281.00	Annual	40	1
	Lumpkin	32,955	18.26	29.22	Hourly	40	1
	Murray	39,921	23.97	31.39	Annual	40	1
	Peach	27,297	35,066.00	55,331.00	Annual	40	1
	Pickens	31,980	26,491.51	40,309.96	Annual	40	2
	Polk	42,470	15.00	27.57	Hourly	40	1
	Sumter	29,733	32,115.20	58,676.80	Annual	40	1
	Thomas	44,448	39,137.00	39,137.00	Annual	40	3
	Ware	35,680	22.51	22.51	Hourly	40	1
	D	Wayne	29,808	30,932.44	63,300.37	Annual	40
White		29,970	22.78	36.41	Hourly	40	1
Brooks		15,513	14.35	18.21	Hourly	40	2
Butts		24,193	16.64	23.31	Hourly	40	1
Dade		16,226	64,475.00	64,475.00	Annual	40	1
Dawson		25,083	17.58	27.24	Hourly	40	3
Elbert		19,120	27.19	27.19	Hourly	40	1
Franklin		23,023	14.74	14.74	Hourly	40	1
Greene		17,698	18.89	29.52	Hourly	40	1
Jeff Davis		15,029	10.00	15.09	Hourly	40	1
Jefferson		15,430	25,602.00	39,228.80	Annual	40	2
Lamar		19,000	15.00	20.19	Hourly	40	1
Mitchell		22,192	14.40	15.78	Hourly	40	2
Pierce		19,389	14.28	14.28	Hourly	40	1
Rabun		16,867	37,483.77	56,812.88	Annual	40	1
Union		24,001	28.00	28.00	Hourly	40	1
Washington		20,386	35,000.00	70,000.00	Annual	40	3
Worth		20,299	16.00	21.13	Hourly	40	2
E		Charlton	12,968	16.56	20.19	Hourly	40
	Evans	10,721	16.00	22.40	Hourly	40	0
	Heard	11,879	17.43	21.00	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Road Crew Supervisor

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Echols	4,000	16.00	17.07	Hourly	40	1
	Irwin	9,398	13.00	14.42	Hourly	40	1
	Randolph	6,833	13.38	18.55	Hourly	40	1
	Talbot	6,272	13.92	15.14	Hourly	40	1
	Turner	7,912	39,596.14	60,014.54	Annual	40	1
	Wilkes	9,876	25,000.00	37,000.00	Annual	40	1
	Wilkinson	9,036	15.13	22.47	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Roads and Bridges Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	14	66,263	123,915	96,881	192,069	19
B	9	61,675	91,670	89,436	125,149	10
C	8	48,019	63,438	66,677	79,415	8
D	11	46,334	58,968	62,904	81,822	12
E	6	46,180	48,984	49,622	52,500	6
F	5	36,648	42,016	100,469	339,208	5
Total/Avg	53	50,853	71,499	77,665	145,027	60

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Chatham	289,195	34,665.00	55,464.00	Annual	40	1
	Cherokee	254,149	84,975.00	84,975.00	Annual	40	1
	Columbia	154,291	65,915.20	98,883.20	Annual	40	1
	Coweta	145,864	57,023.00	88,386.00	Annual	40	4
	DeKalb	756,558	123,915.00	192,069.00	Annual	40	1
	Douglas	145,331	42,501.00	85,003.00	Annual	40	1
	Fayette	113,459	69,833.90	106,536.24	Annual	40	1
	Forsyth	236,612	30.13	46.71	Hourly	40	1
	Gwinnett	927,781	54,226.00	89,473.00	Annual	40	3
	Hall	202,148	77,681.00	77,681.00	Annual	40	1
	Henry	230,220	73,113.00	103,572.08	Annual	40	1
	Houston	155,469	24.38	38.99	Hourly	40	1
	Newton	109,541	77,082.00	115,623.00	Annual	40	1
	Paulding	164,044	53,372.00	80,412.00	Annual	40	1
B	Barrow	80,809	28.29	42.43	Annual	40	1
	Bulloch	77,296	57,264.00	85,896.00	Annual	40	1
	Catoosa	67,420	91,670.00	91,670.00	Annual	40	1
	Floyd	97,927	48,364.42	76,621.74	Annual	40	2
	Glynn	85,219	54,377.00	87,003.00	Annual	40	1
	Jackson	70,422	56,369.00	84,553.00	Annual	40	1
	Rockdale	90,594	63,065.60	102,648.00	Annual	40	1
	Troup	70,034	20.22	30.35	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Roads and Bridges Superintendent

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
C	Walton	93,503	83,059.68	125,148.69	Annual	40	1	
	Colquitt	45,592	63,438.00	63,438.00	Annual	40	1	
	Habersham	45,388	51,854.40	71,697.60	Annual	40	1	
	Hart	26,099	51,527.00	78,378.00	Annual	40	1	
	Lumpkin	32,955	48,130.00	79,415.00	Annual	40	1	
	Peach	27,297	46,698.00	73,734.00	Annual	40	1	
	Pickens	31,980	33,911.37	51,600.16	Annual	40	1	
	Sumter	29,733	32,115.20	58,676.80	Annual	40	1	
D	Toombs	26,887	56,477.72	56,477.72	Annual	40	1	
	Ben Hill	16,787	56,100.00	56,100.00	Annual	40	1	
	Dawson	25,083	52,788.00	81,822.00	Annual	40	1	
	Franklin	23,023	53,695.00	53,695.00	Annual	40	1	
	Greene	17,698	22.36	37.11	Hourly	40	1	
	Jeff Davis	15,029	35,000.00	45,000.00	Annual	40	1	
	Jefferson	15,430	34,431.00	64,046.85	Annual	40	1	
	Morgan	18,853	50,645.00	75,967.00	Annual	40	1	
	Pike	18,634	35,000.00	48,000.00	Annual	40	2	
	Rabun	16,867	52,963.58	80,275.12	Annual	40	1	
	Telfair	15,876	33,570.65	50,881.89	Annual	40	1	
	Union	24,001	28.35	28.35	Hourly	40	1	
	E	Bleckley	12,838	23.16	23.16	Hourly	40	1
		Charlton	12,968	48,000.00	52,500.00	Annual	40	1
Early		10,247	48,984.26	48,984.26	Annual	40	1	
Heard		11,879	48,329.00	52,000.00	Annual	40	1	
Macon		13,143	23.19	23.19	Annual	40	1	
Oglethorpe		15,054	17.00	23.00	Hourly	40	1	
F		Irwin	9,398	18.50	19.00	Hourly	40	1
	Jenkins	8,683	30,160.00	41,600.00	Annual	40	1	
	Johnson	9,708	42,016.00	42,016.00	Annual	40	1	
	Montgomery	9,193	37,585.00	339,208.00	Annual	40	1	
	Talbot	6,272	35,000.00	40,000.00	Annual	40	1	

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Sanitation Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	81,687	116,219	124,925	180,140	3
B	1	41,603	41,603	69,684	69,684	1
C	1	46,151	46,151	71,529	71,529	1
Total/Avg	5	56,480	67,991	88,713	107,118	5

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbia	154,291	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	194,160	62,927.65	95,751.87	Annual	40	1
	DeKalb	756,558	116,219.00	180,140.00	Annual	40	1
B	Walton	93,503	41,602.75	69,684.20	Annual	40	1
C	Harris	34,475	46,150.83	71,529.10	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Scale House Attendant

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	27,972	31,519	45,551	54,184	20
B	5	28,656	36,878	38,081	51,626	10
C	8	22,462	29,585	28,871	36,046	14
D	8	29,361	44,296	33,956	44,296	8
E	3	23,005	27,040	30,077	31,200	4
F	3	17,798	19,760	26,298	31,200	3
Total/Avg	37	24,876	31,513	33,806	41,425	59

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	13.52	18.93	Hourly	40	2
	Carroll	118,121	13.92	22.77	Hourly	40	1
	Clayton	289,615	25,593.00	40,526.00	Annual	40	3
	Columbus/Muscogee	194,160	31,519.06	47,959.99	Annual	40	1
	Douglas	145,331	26,092.00	52,185.00	Annual	40	3
	Hall	202,148	12.89	20.30	Hourly	40	2
	Houston	155,469	14.07	22.53	Hourly	40	3
	Macon-Bibb	153,095	11.67	19.46	Hourly	40	2
	Newton	109,541	29,566.00	44,348.00	Annual	40	1
	Paulding	164,044	14.19	26.05	Hourly	40	2
B	Camden	53,677	12.40	15.52	Hourly	40	3
	Dougherty	91,243	24,781.81	35,755.08	Annual	40	2
	Jackson	70,422	17.73	24.82	Hourly	40	1
	Troup	70,034	12.34	18.51	Hourly	40	1
	Walker	69,410	14.50	15.50	Hourly	40	3
C	Colquitt	45,592	29,585.00	29,585.00	Annual	40	1
	Decatur	26,575	10.00	12.50	Hourly	40	1
	Gilmer	30,816	9.93	9.93	Hourly	40	1
	Habersham	45,388	11.85	16.48	Hourly	40	1
	Harris	34,475	10.17	16.54	Hourly	40	4
	Lee	29,764	11.18	17.33	Hourly	40	2
	Madison	29,650	9.04	9.22	Hourly	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Scale House Attendant

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Toombs	26,887	10.00	14.82	Hourly	40	2
	Appling	18,507	12.46	14.02	Hourly	40	1
	Chattooga	24,790	15.00	15.00	Hourly	40	1
	Crisp	22,601	40,460.00	40,460.00	Annual	40	1
	Dade	16,226	13.26	13.26	Hourly	40	1
	Morgan	18,853	10.22	15.37	Hourly	40	1
	Rabun	16,867	12.75	19.33	Hourly	40	1
	Telfair	15,876	8.49	12.87	Hourly	40	1
	Worth	20,299	18.93	18.93	Hourly	45	1
E	Bleckley	12,838	13.00	14.13	Hourly	40	2
	Evans	10,721	10.18	14.25	Hourly	40	1
	Oglethorpe	15,054	10.00	15.00	Hourly	40	1
F	Jenkins	8,683	9.50	12.50	Hourly	40	1
	Randolph	6,833	8.17	10.43	Hourly	40	1
	Wilkes	9,876	8.00	15.00	Hourly	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Sewage Treatment Plant Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	76,402	123,915	118,839	192,069	6
B	1	44,970	44,970	73,186	73,186	1
Total/Avg	5	60,686	84,442	96,012	132,627	7

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbia	154,291	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	194,160	51,647.66	78,588.03	Annual	40	1
	DeKalb	756,558	123,915.00	192,069.00	Annual	40	1
	Gwinnett	927,781	64,130.00	105,815.00	Annual	40	3
B	Rockdale	90,594	44,969.60	73,185.84	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Sewer System Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	46,915	48,839	71,274	75,793	22
B	2	46,541	51,480	76,496	83,800	2
Total/Avg	5	46,728	50,160	73,885	79,797	24

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbia	154,291	48,839.00	70,262.40	Annual	40	1
	Columbus/Muscogee	194,160	44,535.61	67,766.20	Annual	40	1
	Gwinnett	927,781	47,371.00	75,793.00	Annual	40	20
B	Rockdale	90,594	51,480.00	83,800.08	Annual	40	1
	Walton	93,503	41,602.75	69,191.62	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Solid Waste Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	58,475	77,082	92,655	119,607	17
B	6	53,565	80,714	71,426	85,896	6
C	4	44,798	63,750	54,033	63,750	4
D	1	36,150	36,150	36,150	36,150	1
F	3	28,210	34,486	32,510	35,879	3
Total/Avg	24	44,240	58,436	57,355	68,256	31

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	34.55	48.38	Annual	40	1
	Chatham	289,195	51,106.00	84,324.00	Annual	40	1
	Columbus/Muscogee	194,160	62,927.65	95,751.87	Annual	40	1
	Coweta	145,864	18.23	28.26	Hourly	40	3
	Douglas	145,331	59,804.00	119,607.00	Annual	40	1
	Fayette	113,459	69,833.90	106,536.24	Annual	40	1
	Gwinnett	927,781	27.63	45.60	Hourly	40	6
	Houston	155,469	24.38	38.99	Hourly	40	1
	Newton	109,541	77,082.00	115,623.00	Annual	40	1
	Paulding	164,044	46,030.00	69,347.00	Annual	40	1
B	Bulloch	77,296	57,264.00	85,896.00	Annual	40	1
	Camden	53,677	49,200.00	73,700.00	Annual	40	1
	Catoosa	67,420	18.50	21.00	Hourly	40	1
	Dougherty	91,243	80,713.92	80,713.92	Annual	40	1
	Jackson	70,422	51,639.00	72,308.00	Annual	40	1
	Liberty	61,497	21.20	34.74	Hourly	40	1
	C	Colquitt	45,592	63,750.00	63,750.00	Annual	40
	Gilmer	30,816	21.90	21.90	Hourly	40	1
	Habersham	45,388	43,014.40	59,820.80	Annual	40	1
	Polk	42,470	12.92	22.60	Hourly	40	1
D	Worth	20,299	17.38	17.38	Hourly	40	1
F	Johnson	9,708	28,080.00	28,080.00	Annual	40	1
	Montgomery	9,193	34,486.00	35,879.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Solid Waste Manager

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Taylor	8,039	22,063.00	33,572.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	28,864	30,160	46,080	55,255	138
B	9	28,628	32,240	39,041	48,672	46
C	9	26,032	31,803	38,774	50,877	38
D	12	24,913	34,634	33,039	42,104	55
E	4	23,951	25,334	33,509	37,918	8
F	5	21,678	24,960	31,367	35,360	12
Total/Avg	50	25,678	29,855	36,968	45,031	297

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	28,502.00	48,583.00	Annual	37.5	12
	Bartow	106,408	13.52	18.93	Hourly	40	8
	Carroll	118,121	13.92	26.57	Hourly	40	11
	Chatham	289,195	29,860.00	47,776.00	Annual	40	30
	Cherokee	254,149	14.50	21.07	Hourly	40	14
	Clayton	289,615	28,267.00	49,437.00	Annual	40	15
	Gwinnett	927,781	13.77	17.56	Hourly	40	29
	Houston	155,469	14.07	25.36	Hourly	40	6
	Lowndes	116,321	13.87	20.90	Hourly	40	7
	Macon-Bibb	153,095	13.13	21.89	Hourly	40	1
	Newton	109,541	29,566.00	44,348.00	Annual	40	5
B	Bulloch	77,296	13.24	21.69	Hourly	40	15
	Camden	53,677	12.40	15.53	Hourly	40	2
	Catoosa	67,420	15.00	17.25	Hourly	40	4
	Dougherty	91,243	24,091.03	31,053.12	Annual	40	5
	Gordon	57,685	14.27	20.70	Hourly	40	5
	Jackson	70,422	14.63	20.48	Hourly	40	2
	Liberty	61,497	14.28	23.40	Hourly	40	4
	Troup	70,034	12.97	19.45	Hourly	40	8
	Walker	69,410	15.50	15.50	Hourly	40	1
C	Bryan	38,109	12.00	16.00	Hourly	40	3
	Decatur	26,575	12.00	17.14	Hourly	40	7

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Truck Driver

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hart	26,099	14.54	22.11	Hourly	40	9
	Lumpkin	32,955	15.29	24.46	Hourly	40	1
	Murray	39,921	13.41	15.96	Hourly	40	3
	Pickens	31,980	25,215.00	38,367.60	Annual	40	4
	Toombs	26,887	11.91	16.00	Hourly	40	2
	Ware	35,680	10.84	13.88	Hourly	40	5
	Wayne	29,808	21,891.73	49,450.17	Annual	40	4
D	Appling	18,507	10.30	17.56	Hourly	40	12
	Ben Hill	16,787	9.95	14.00	Hourly	40	3
	Brantley	18,897	11.11	15.65	Hourly	40	5
	Brooks	15,513	10.31	13.39	Hourly	40	1
	Butts	24,193	13.00	18.21	Hourly	40	1
	Chattooga	24,790	15.79	16.74	Hourly	40	2
	Crisp	22,601	34,634.00	42,104.00	Annual	40	2
	Jefferson	15,430	10.00	11.72	Hourly	40	1
	Mitchell	22,192	10.25	11.05	Hourly	40	6
	Rabun	16,867	11.56	17.51	Hourly	40	10
	Washington	20,386	11.50	20.00	Hourly	40	8
	Worth	20,299	13.31	14.54	Hourly	40	4
E	Candler	10,836	11.36	15.30	Hourly	40	1
	Charlton	12,968	12.18	18.23	Hourly	40	4
	Evans	10,721	11.13	15.58	Hourly	40	0
	Macon	13,143	11.39	15.33	Hourly	40	3
F	Jenkins	8,683	12.00	17.00	Hourly	40	1
	Lincoln	7,915	10.50	14.50	Hourly	40	1
	Talbot	6,272	12.00	14.28	Hourly	40	2
	Taylor	8,039	19,988.00	30,414.00	Annual	40	5
	Wilkes	9,876	8.00	15.00	Hourly	40	3

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Water/Wastewater Lab Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	8	36,940	39,686	59,240	75,399	15
B	4	36,337	41,603	54,463	72,694	5
D	1	26,790	26,790	30,472	30,472	4
Total/Avg	13	33,356	36,027	48,058	59,522	24

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	33,684.00	52,469.00	Annual	37.5	5
	Cobb	756,865	18.47	29.55	Hourly	40	2
	Columbia	154,291	16.81	25.22	Hourly	40	1
	Fayette	113,459	38,609.44	75,398.59	Annual	40	2
	Gwinnett	927,781	15.76	25.22	Hourly	40	1
	Houston	155,469	18.54	29.63	Hourly	40	1
	Lowndes	116,321	18.66	28.00	Hourly	40	1
	Paulding	164,044	19.08	28.75	Hourly	40	2
B	Bulloch	77,296	17.50	26.25	Hourly	40	1
	Dougherty	91,243	37,373.09	37,373.09	Annual	40	1
	Rockdale	90,594	14.41	25.57	Hourly	40	2
	Walton	93,503	41,602.75	72,694.45	Annual	40	1
D	Franklin	23,023	12.88	14.65	Hourly	40	4

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Water/Wastewater Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	69,446	108,523	104,683	168,212	18
B	4	56,588	65,114	88,528	100,926	4
C	5	44,275	56,095	71,172	100,421	5
D	1	51,922	51,922	51,922	51,922	1
E	1	29,000	29,000	37,000	37,000	1
F	2	35,614	36,908	48,942	57,200	2
Total/Avg	24	47,808	57,927	67,041	85,947	31

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	106,408	38.14	53.40	Annual	40	1
	Cobb	756,865	60,013.19	96,020.70	Annual	40	5
	Columbia	154,291	65,915.20	98,883.20	Annual	40	1
	DeKalb	756,558	108,523.00	168,212.00	Annual	40	1
	Fayette	113,459	85,085.82	129,804.06	Annual	40	1
	Forsyth	236,612	30.13	38.42	Hourly	40	1
	Gwinnett	927,781	65,130.00	105,815.00	Annual	40	3
	Houston	155,469	25.36	40.55	Hourly	40	1
	Lowndes	116,321	30.58	46.07	Annual	40	1
	Newton	109,541	77,082.00	115,623.00	Annual	40	1
	Paulding	164,044	21.06	31.73	Hourly	40	2
B	Floyd	97,927	60,319.22	95,696.90	Annual	40	1
	Rockdale	90,594	44,969.60	73,185.84	Annual	40	1
	Spalding	66,100	65,114.00	100,926.00	Annual	40	1
	Walton	93,503	55,951.07	84,303.28	Annual	40	1
C	Bryan	38,109	42,000.00	65,000.00	Annual	40	1
	Decatur	26,575	15.00	18.00	Hourly	40	1
	Harris	34,475	56,094.58	86,944.07	Annual	40	1
	Lee	29,764	50,763.07	100,421.34	Annual	40	1
	Pickens	31,980	41,317.71	66,052.57	Annual	40	1
D	Franklin	23,023	51,922.00	51,922.00	Annual	40	1
E	Cusseta-Chattahooche	10,684	29,000.00	37,000.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Water/Wastewater Superintendent

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Schley	5,236	15.00	25.00	Hourly	44	1
	Talbot	6,272	36,908.00	40,684.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Water/Wastewater Treatment Plant Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	54,025	65,915	80,746	98,883	23
B	4	58,111	83,060	89,759	125,149	4
C	4	49,649	56,098	70,900	86,944	5
D	1	49,000	49,000	49,000	49,000	1
Total/Avg	20	52,696	63,518	72,601	89,994	33

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	59,820.00	89,730.00	Annual	37.5	2
	Bartow	106,408	19.10	26.74	Hourly	40	1
	Columbia	154,291	65,915.20	98,883.20	Annual	40	2
	DeKalb	756,558	56,558.00	87,667.00	Annual	40	5
	Fayette	113,459	57,315.93	87,439.25	Annual	40	2
	Forsyth	236,612	30.13	46.71	Hourly	40	1
	Gwinnett	927,781	27.63	45.60	Hourly	40	6
	Houston	155,469	23.43	27.47	Hourly	40	1
	Lowndes	116,321	25.09	37.81	Annual	40	1
	Newton	109,541	56,101.00	84,151.00	Annual	40	1
	Paulding	164,044	18.16	27.37	Hourly	40	1
B	Barrow	80,809	28.29	42.43	Annual	40	1
	Floyd	97,927	18.78	29.73	Hourly	40	1
	Rockdale	90,594	51,480.00	83,800.08	Annual	40	1
	Walton	93,503	83,059.68	125,148.69	Annual	40	1
C	Decatur	26,575	54,951.00	54,951.00	Annual	40	1
	Harris	34,475	26.97	41.80	Hourly	40	1
	Lee	29,764	43,851.05	67,969.13	Annual	40	2
	Peach	27,297	43,698.00	73,734.00	Annual	40	1
D	Chattooga	24,790	49,000.00	49,000.00	Annual	40	1

* Blank No. of Employees likely indicates position vacancy at time of reporting.

◆ Water/Wastewater Treatment Plant Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	34,129	37,773	58,058	66,123	120
B	5	36,194	45,922	58,455	69,192	16
C	3	27,463	31,242	48,166	68,120	15
D	1	32,127	32,127	61,787	61,787	2
E	1	19,000	19,000	25,000	25,000	2
Total/Avg	21	29,783	33,213	50,293	58,044	155

**Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance".

Population Group Data

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	196,939	27,206.00	54,413.00	Annual	37.5	25
	Cobb	756,865	17.69	28.31	Hourly	40	10
	Columbia	154,291	16.01	24.02	Hourly	40	14
	DeKalb	756,558	16.20	31.42	Hourly	40	17
	Fayette	113,459	34,978.25	65,015.97	Annual	40	14
	Forsyth	236,612	17.87	31.79	Hourly	40	4
	Gwinnett	927,781	17.71	28.33	Hourly	40	20
	Houston	155,469	15.84	25.36	Hourly	40	3
	Lowndes	116,321	16.90	25.47	Hourly	40	1
	Newton	109,541	29,566.00	57,307.00	Annual	40	9
	Paulding	164,044	18.16	27.37	Hourly	40	3
B	Barrow	80,809	16.65	24.98	Hourly	40	2
	Floyd	97,927	16.22	25.65	Hourly	40	6
	Rockdale	90,594	14.41	29.27	Hourly	40	6
	Spalding	66,100	17.65	27.35	Hourly	40	1
	Walton	93,503	45,921.65	69,191.62	Annual	40	1
C	Decatur	26,575	11.00	13.50	Hourly	40	2
	Harris	34,475	15.02	32.75	Hourly	40	9
	Lee	29,764	13.59	23.22	Hourly	40	4
D	Crisp	22,601	32,127.00	61,787.00	Annual	40	2
E	Cusseta-Chattahooche	10,684	19,000.00	25,000.00	Annual	40	2

* Blank No. of Employees likely indicates position vacancy at time of reporting.