



2019
**Municipal 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**

Municipal 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	5	35,271	51,326	49,803	52,894	31
B	8	33,537	39,624	53,271	60,299	25
C	14	31,337	43,296	48,708	65,874	26
D	9	27,874	35,360	43,442	52,291	18
E	12	29,391	38,480	43,358	61,048	18
F	1	29,931	29,931	32,240	32,240	1
Total/Avg	49	31,224	39,670	45,137	54,108	119

**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	Roswell	94,650	13.63	25.43	Hourly	40	6	
	Smyrna	56,706	34,104.00	51,156.00	Annual	40	3	
	South Fulton	94,912	51,326.00	51,326.00	Annual	40	1	
	Valdosta	56,426	15.00	22.00	Hourly	40	15	
	Warner Robins	75,797	15.08	23.02	Hourly	40	6	
B	Carrollton	26,443	37,668.00	60,299.00	Annual	40	4	
	Chamblee	29,691	18.30	28.37	Hourly	40	2	
	Dalton	33,500	13.15	20.54	Hourly	40	1	
	LaGrange	30,291	15.14	23.41	Hourly	40	3	
	Newnan	39,784	17.38	26.95	Hourly	40	4	
	Peachtree City	35,766	19.05	28.57	Hourly	40	4	
	Rome	36,634	12.98	25.00	Hourly	40	5	
	Stockbridge	29,638	14.88	23.06	Hourly	40	2	
	C	Acworth	22,642	13.19	20.76	Hourly	40	1
		Americus	15,309	31,118.00	47,819.00	Annual	40	1
Bainbridge		12,058	14.06	26.82	Hourly	40	5	
Brunswick		16,357	34,461.48	53,415.29	Annual	40	3	
Calhoun		16,966	19.92	19.92	Hourly	40	1	
Cartersville		21,141	20.82	31.67	Hourly	40	1	
Conyers		16,021	29,968.59	46,491.01	Annual	40	2	
Grovetown		14,473	17.20	26.15	Hourly	40	1	
Kingsland		17,497	11.23	16.97	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*
	Loganville	12,532	13.07	22.81	Hourly	40	2
	Milledgeville	18,614	29,392.15	43,632.80	Annual	40	3
	Monroe	13,573	14.31	23.76	Hourly	40	3
	Powder Springs	15,378	14.38	22.28	Hourly	40	1
	Snellville	19,906	12.68	24.70	Hourly	40	1
D	Camilla	4,919	11.50	22.00	Hourly	40	2
	Eatonton	6,608	12.07	22.50	Hourly	40	2
	Fitzgerald	8,710	7.25	15.36	Hourly	40	3
	Fort Oglethorpe	10,029	17.00	24.00	Hourly	40	1
	Fort Valley	8,962	11.39	17.09	Hourly	40	4
	Garden City	8,837	15.71	25.14	Hourly	40	1
	Jackson	5,083	16.31	22.58	Hourly	40	1
	LaFayette	7,268	13.65	15.37	Hourly	40	1
	Toccoa	8,294	15.73	23.93	Hourly	40	3
E	Ashburn	3,673	30,770.00	30,770.00	Annual	40	1
	Blackshear	3,468	10.00	20.00	Hourly	40	1
	Blakely	4,623	12.00	24.83	Hourly	40	2
	Cornelia	4,513	13.05	25.00	Hourly	40	1
	Dawson	4,102	10.31	14.43	Hourly	40	2
	Elberton	4,348	30,301.00	42,421.00	Annual	40	1
	Folkston	4,672	14.50	21.00	Hourly	40	1
	Jasper	3,941	17.51	17.51	Hourly	40	2
	Jonesboro	4,903	18.50	23.46	Hourly	40	1
	Pelham	3,519	12.00	14.42	Hourly	40	2
	Tybee Island	3,110	15.93	29.35	Hourly	40	2
	Washington	4,001	34,112.00	51,905.00	Annual	40	2
F	Trion	1,750	14.39	15.50	Annual	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	5	62,218	81,662	108,095	122,493	8
B	7	66,337	102,817	97,425	132,889	13
C	2	85,508	92,706	105,932	119,159	2
D	1	61,630	61,630	80,891	80,891	1
Total/Avg	15	68,923	84,704	98,086	113,858	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	Alpharetta	66,255	53,550.00	107,140.00	Annual	40	1
	Marietta	60,806	74,152.00	118,498.00	Annual	40	1
	Roswell	94,650	44,979.00	105,741.00	Annual	40	4
	Smyrna	56,706	81,662.00	122,493.00	Annual	40	1
	Warner Robins	75,797	27.28	41.64	Hourly	40	1
B	Canton	29,306	51,308.59	76,962.89	Annual	40	2
	Carrollton	26,443	102,817.00	102,817.00	Annual	40	1
	Gainesville	41,464	27.14	40.72	Annual	40	4
	Lawrenceville	29,795	59,411.43	132,888.65	Annual	40	3
	Newnan	39,784	29.37	45.52	Hourly	40	1
	Peachtree City	35,766	53,283.00	79,924.00	Annual	40	1
	Rome	36,634	80,000.00	110,000.00	Annual	40	1
C	Calhoun	16,966	44.57	44.57	Hourly	40	1
	Cartersville	21,141	78,310.00	119,159.00	Annual	40	1
D	Tyrone	7,388	61,630.00	80,891.00	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	7	33,564	37,578	51,476	72,766	49
B	11	33,820	39,624	54,867	84,689	43
C	13	33,978	52,749	57,597	80,267	61
D	14	31,045	54,425	46,405	75,357	35
E	14	31,493	44,662	43,646	62,525	29
F	5	28,854	35,984	34,004	35,984	6
G	2	21,070	25,000	25,712	30,000	2
Total/Avg	66	30,546	41,432	44,815	63,084	225

**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	Alpharetta	66,255	19.10	37.82	Hourly	37	8
	Marietta	60,806	37,578.00	58,552.00	Annual	40	4
	Roswell	94,650	15.90	25.43	Hourly	40	12
	Smyrna	56,706	28,250.00	42,376.00	Annual	40	4
	South Fulton	94,912	35,135.00	35,135.00	Annual	40	1
	Valdosta	56,426	15.00	22.00	Hourly	40	10
	Warner Robins	75,797	15.85	25.41	Hourly	40	10
B	Canton	29,306	15.82	23.72	Hourly	40	1
	Carrollton	26,443	39,610.71	84,689.00	Annual	40	3
	Chamblee	29,691	15.99	24.78	Hourly	40	4
	Dalton	33,500	15.21	23.76	Hourly	40	3
	Douglasville	34,190	17.98	28.76	Hourly	40	4
	LaGrange	30,291	13.60	21.87	Hourly	40	3
	Lawrenceville	29,795	36,257.07	54,629.70	Annual	40	5
	Newnan	39,784	15.47	23.98	Hourly	40	4
	Peachtree City	35,766	19.05	28.57	Hourly	40	7
	Rome	36,634	13.64	23.53	Hourly	40	7
	Stockbridge	29,638	15.62	24.21	Hourly	40	2
	C	Americus	15,309	31,118.00	47,819.00	Annual	40
Bainbridge		12,058	12.74	26.82	Hourly	40	4

* 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*
	Brunswick	16,357	23,324.88	36,153.57	Annual	40	6
	Buford	15,189	19.00	34.00	Hourly	40	5
	Calhoun	16,966	17.60	25.00	Hourly	40	8
	Cartersville	21,141	25.36	38.59	Hourly	40	3
	Conyers	16,021	34,692.31	53,819.16	Annual	40	4
	Douglas	11,616	16.92	32.89	Hourly	40	3
	Kingsland	17,497	14.18	24.08	Hourly	40	8
	Loganville	12,532	14.73	25.45	Hourly	40	4
	Milledgeville	18,614	30,126.94	45,841.71	Annual	40	3
	Monroe	13,573	16.46	36.90	Hourly	40	6
	Suwanee	20,569	18.04	27.97	Hourly	40	3
D	Barnesville	6,711	54,425.00	75,357.00	Annual	40	2
	Byron	5,188	12.37	20.64	Hourly	40	1
	Cairo	9,410	13.56	19.23	Hourly	40	4
	Camilla	4,919	13.00	18.00	Hourly	40	3
	Cumming	6,376	45,011.00	65,062.00	Annual	40	7
	Fitzgerald	8,710	7.25	21.00	Hourly	40	5
	Fort Oglethorpe	10,029	15.00	22.50	Hourly	40	1
	Fort Valley	8,962	11.39	17.09	Hourly	40	2
	Garden City	8,837	14.48	23.17	Hourly	40	3
	Hawkinsville	5,193	15.30	15.30	Hourly	40	1
	Jackson	5,083	18.62	26.88	Hourly	40	2
	LaFayette	7,268	12.37	18.74	Hourly	40	1
	Locust Grove	7,211	16.12	24.49	Hourly	40	1
	Toccoa	8,294	11.69	17.79	Hourly	40	2
E	Adairsville	4,918	15.83	23.49	Hourly	40	3
	Alma	3,441	26,320.00	41,626.00	Annual	40	2
	Baxley	4,694	16.06	21.06	Hourly	40	2
	Chattahoochee Hills C	3,207	16.80	24.00	Hourly	40	1
	Cornelia	4,513	11.51	18.02	Hourly	40	3
	Dawson	4,102	10.31	10.31	Hourly	40	1
	Elberton	4,348	44,662.00	62,525.00	Annual	40	3
	Hahira	2,991	15.83	15.83	Hourly	40	1
	Jasper	3,941	17.37	22.65	Hourly	40	3
	Social Circle	4,549	14.36	14.36	Hourly	40	1
	Tallapoosa	3,155	31,006.32	47,179.78	Annual	40	1
	Tybee Island	3,110	15.93	27.35	Hourly	40	3
	Washington	4,001	29,536.00	44,942.00	Annual	40	1
	West Point	3,743	14.74	22.34	Hourly	40	4

* 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*
F	Bowdon	2,102	13.36	16.19	Hourly	40	1
	Claxton	2,235	11.70	15.75	Hourly	40	1
	Gordon	1,882	17.30	17.30	Hourly	40	1
	Lavonia	2,161	12.00	16.50	Hourly	40	2
	Trion	1,750	15.00	16.00	Hourly	40	1
G	Glenwood	646	8.24	10.30	Hourly	40	1
	Talbotton	856	25,000.00	30,000.00	Annual	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	
B	2	36,515	37,773	51,599	54,630	7
C	5	30,246	37,128	42,453	52,458	17
D	2	24,523	27,040	31,564	34,008	10
E	4	27,846	30,992	37,789	47,157	6
Total/Avg	13	29,782	33,233	40,851	47,063	40

**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	LaGrange	30,291	18.16	23.35	Hourly	40	5
	Lawrenceville	29,795	35,257.07	54,629.70	Annual	40	2
C	Calhoun	16,966	17.85	19.83	Hourly	40	4
	Cartersville	21,141	16.26	24.74	Hourly	40	6
	Douglas	11,616	12.58	19.19	Hourly	40	3
	Monroe	13,573	14.31	25.22	Hourly	40	2
	Norcross	16,563	11.71	13.07	Hourly	40	2
	D	Cairo	9,410	10.58	16.35	Hourly	40
	Sylvester	5,756	27,040.00	29,120.00	Annual	40	2
E	Blakely	4,623	11.50	13.37	Hourly	40	1
	Cornelia	4,513	13.65	22.00	Hourly	40	1
	Grantville	3,269	13.50	14.63	Hourly	40	2
	Washington	4,001	30,992.00	47,157.00	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	
A	1	34,570	34,570	74,069	74,069	29
B	2	52,829	53,824	73,548	81,098	9
C	7	42,919	54,642	66,728	83,200	39
D	7	38,838	45,885	51,181	62,947	26
E	5	38,748	42,027	51,539	62,951	14
F	2	40,181	54,080	50,676	61,360	2
Total/Avg	24	41,348	47,505	61,290	70,938	119

**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	Marietta	60,806	34,570.00	74,069.00	Annual	40	29
B	LaGrange	30,291	24.92	31.73	Hourly	40	2
	Lawrenceville	29,795	53,823.83	81,098.08	Annual	40	7
C	Acworth	22,642	26.27	32.43	Hourly	40	4
	Buford	15,189	15.00	40.00	Hourly	40	8
	Calhoun	16,966	22.92	34.84	Hourly	40	7
	Cartersville	21,141	24.14	36.73	Hourly	40	4
	Douglas	11,616	13.89	21.19	Hourly	40	4
	Monroe	13,573	16.46	31.18	Hourly	40	8
	Norcross	16,563	25.76	28.20	Hourly	40	4
D	Barnesville	6,711	45,663.00	62,947.00	Annual	40	3
	Cairo	9,410	17.31	23.08	Hourly	40	3
	Camilla	4,919	22.00	28.00	Hourly	40	4
	Jackson	5,083	18.73	25.92	Hourly	40	2
	LaFayette	7,268	13.65	20.26	Hourly	40	6
	Sylvester	5,756	31,200.00	31,200.00	Annual	40	3
	Thomaston	8,740	22.06	29.72	Hourly	40	5
E	Blakely	4,623	16.00	25.29	Hourly	40	3
	Elberton	4,348	42,027.00	58,837.00	Annual	40	4
	Grantville	3,269	20.05	20.05	Hourly	40	1
	Monticello	2,676	17.00	20.00	Hourly	40	2
	Washington	4,001	41,371.00	62,951.00	Annual	40	4

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

◆ Electric Lineman

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Ellaville	1,864	26.00	29.50	Hourly	40	1
	Oxford	2,313	26,282.49	39,991.92	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	1	60,523	60,523	96,815	96,815	2
B	2	90,084	91,971	118,381	132,889	2
C	7	67,739	98,842	107,981	145,183	16
D	6	59,807	69,843	73,884	94,103	6
E	5	54,554	65,270	67,685	84,656	5
F	1	66,560	66,560	79,040	79,040	1
Total/Avg	22	66,544	75,501	90,631	105,448	32

**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	Marietta	60,806	60,523.00	96,815.00	Annual	40	2
B	LaGrange	30,291	91,971.00	103,874.00	Annual	40	1
	Lawrenceville	29,795	88,196.60	132,888.65	Annual	40	1
C	Acworth	22,642	28.29	38.03	Hourly	40	2
	Buford	15,189	70,000.00	121,000.00	Annual	40	1
	Calhoun	16,966	47.52	47.52	Hourly	40	1
	Cartersville	21,141	47,790.00	145,183.00	Annual	40	9
	Douglas	11,616	33.77	51.53	Annual	40	1
	Monroe	13,573	67,764.00	112,940.00	Annual	40	1
	Norcross	16,563	60,681.00	91,622.00	Annual	40	1
	D	Barnesville	6,711	54,425.00	75,357.00	Annual	40
E	Cairo	9,410	44,000.00	62,000.00	Annual	40	1
	Camilla	4,919	63,500.00	71,500.00	Annual	40	1
	Jackson	5,083	27.75	34.13	Hourly	40	1
	Sylvester	5,756	69,355.00	69,355.00	Annual	40	1
	Thomaston	8,740	69,842.74	94,102.69	Annual	40	1
F	Blakely	4,623	20.00	26.14	Hourly	40	1
	Chickamauga	3,155	58,136.00	58,136.00	Annual	40	1
	Elberton	4,348	57,825.00	84,656.00	Annual	40	1
	Monticello	2,676	31.38	31.38	Annual	40	1
F	Washington	4,001	49,941.00	75,991.00	Annual	40	1
	Ellaville	1,864	32.00	38.00	Hourly	40	1

* 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	1	34,570	34,570	74,069	74,069	8
B	1	40,021	40,021	60,301	60,301	3
C	4	34,663	43,950	57,933	76,752	16
D	1	29,224	29,224	39,374	39,374	2
E	2	24,935	24,960	39,069	43,264	5
Total/Avg	9	32,683	34,545	54,149	58,752	34

**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	Marietta	60,806	34,570.00	74,069.00	Annual	40	8
B	Lawrenceville	29,795	40,021.02	60,300.96	Annual	40	3
C	Acworth	22,642	14.14	19.96	Hourly	40	1
	Calhoun	16,966	21.13	28.56	Hourly	40	4
	Cartersville	21,141	17.08	25.99	Hourly	40	3
	Monroe	13,573	14.31	36.90	Hourly	40	8
	D	Thomaston	8,740	14.05	18.93	Hourly	40
E	Chickamauga	3,155	12.00	20.80	Hourly	40	4
	Elberton	4,348	24,910.00	34,874.00	Annual	40	1

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

◆ Gas Construction Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	28,422	28,422	43,377	43,377	3
B	1	37,856	37,856	55,056	55,056	3
C	5	28,152	33,821	49,938	58,240	48
D	3	23,629	25,730	37,426	43,035	19
E	3	26,634	29,512	38,207	44,906	9
F	1	28,829	28,829	33,946	33,946	1
Total/Avg	14	28,920	30,695	42,992	46,427	83

**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	Warner Robins	75,797	13.66	20.85	Hourly	40	3
B	LaGrange	30,291	18.20	55,056.00	Annual	40	3
C	Americus	15,309	24,382.00	37,468.00	Annual	40	4
	Bainbridge	12,058	13.38	25.53	Hourly	40	2
	Buford	15,189	12.00	28.00	Hourly	40	22
	Cartersville	21,141	16.26	24.74	Hourly	40	13
	Monroe	13,573	14.31	23.76	Hourly	40	7
D	Cairo	9,410	10.58	16.35	Hourly	40	6
	LaFayette	7,268	12.37	20.69	Hourly	40	5
	Toccoa	8,294	11.13	16.94	Hourly	40	8
E	Ashburn	3,673	12.25	16.75	Hourly	40	4
	Elberton	4,348	24,910.00	34,874.00	Annual	40	1
	Tallapoosa	3,155	29,512.26	44,906.40	Annual	40	4
F	Trion	1,750	13.86	16.32	Hourly	40	1

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

◆ Gas Distribution Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	24,508	24,508	37,404	37,404	6
B	1	36,257	36,257	66,561	66,561	10
C	3	40,448	53,223	65,052	81,787	8
D	5	25,900	32,718	36,612	49,774	15
E	5	28,594	33,167	35,947	47,386	9
F	2	26,738	33,738	31,106	36,150	4
Total/Avg	17	30,408	35,602	45,447	53,177	52

**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	Warner Robins	75,797	11.78	17.98	Hourly	40	6
B	Lawrenceville	29,795	36,257.07	66,560.97	Annual	40	10
C	Americus	15,309	53,223.00	81,787.00	Annual	40	1
	Cartersville	21,141	18.86	28.69	Hourly	40	2
	Douglas	11,616	13.89	25.81	Hourly	40	5
D	Cairo	9,410	10.58	16.35	Hourly	40	5
	Eatonton	6,608	11.00	15.25	Hourly	40	3
	Sylvester	5,756	29,640.00	32,843.20	Annual	40	2
	Toccoa	8,294	15.73	23.93	Hourly	40	3
	Waynesboro	5,441	10.70	16.69	Hourly	40	2
E	Blakely	4,623	12.00	14.88	Hourly	40	2
	Elberton	4,348	33,167.00	47,386.00	Annual	40	3
	Millen	2,759	11.00	17.00	Hourly	40	1
	Monticello	2,676	14.25	14.25	Hourly	40	1
	Social Circle	4,549	15.54	17.50	Hourly	40	2
F	Trion	1,750	16.22	17.38	Hourly	40	1
	Wrens	1,967	9.49	12.53	Hourly	40	3

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

◆ Gas Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	40,160	40,160	61,291	61,291	1
B	2	74,628	88,197	116,366	132,889	2
C	6	50,382	71,323	101,623	145,183	13
D	5	45,778	53,200	60,948	66,955	6
E	9	43,224	60,000	50,441	78,308	9
F	3	33,058	47,091	44,094	54,595	3
G	1	29,120	29,120	37,440	37,440	1
Total/Avg	27	45,193	55,584	67,458	82,380	35

**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	Warner Robins	75,797	19.31	29.47	Hourly	40	1
B	LaGrange	30,291	61,060.00	99,843.00	Annual	40	1
	Lawrenceville	29,795	88,196.60	132,888.65	Annual	40	1
C	Americus	15,309	71,323.00	109,603.00	Annual	40	1
	Bainbridge	12,058	12.93	41.84	Hourly	40	1
	Buford	15,189	70,000.00	127,000.00	Annual	40	1
	Cartersville	21,141	43,296.00	145,183.00	Annual	40	7
	Douglas	11,616	22.74	34.71	Annual	40	1
	Monroe	13,573	20.90	33.04	Hourly	40	2
	D	Cairo	9,410	40,000.00	62,000.00	Annual	40
Camilla		4,919	53,200.00	59,500.00	Annual	40	1
Eatonton		6,608	51,812.80	54,080.00	Annual	40	1
Toccoa		8,294	21.15	32.19	Hourly	40	2
Waynesboro		5,441	39,884.36	62,205.99	Annual	40	1
E	Adairsville	4,918	16.62	24.67	Hourly	40	1
	Ashburn	3,673	60,000.00	60,000.00	Annual	40	1
	Blakely	4,623	45,000.00	47,500.00	Annual	40	1
	Cuthbert	3,426	37,000.00	39,000.00	Annual	40	1
	Elberton	4,348	51,244.00	78,308.00	Annual	40	1
	Millen	2,759	17.00	25.00	Annual	40	1

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

◆ Gas Superintendent/Manager

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Monticello	2,676	20.00	20.00	Hourly	40	1
	Pelham	3,519	14.00	14.00	Hourly	40	1
	Social Circle	4,549	55,126.29	55,126.29	Annual	40	1
F	Colquitt	1,824	10.00	17.50	Hourly	40	1
	Trion	1,750	47,091.29	54,594.86	Annual	40	1
	Wrens	1,967	31,283.20	41,288.00	Annual	40	1
G	Bowman	801	14.00	18.00	Hourly	40	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	5	25,957	30,116	40,245	47,880	70
B	4	26,694	30,950	42,576	53,830	38
C	9	25,803	32,302	43,845	50,565	45
D	8	22,749	26,848	33,115	41,600	20
E	10	25,888	33,829	37,107	49,421	32
F	8	21,713	29,120	29,894	38,065	14
G	1	16,640	16,640	24,960	24,960	1
Total/Avg	45	23,635	28,544	35,963	43,760	220

**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	Marietta	60,806	23,052.00	39,656.00	Annual	40	11
	Roswell	94,650	12.62	20.18	Hourly	40	19
	South Fulton	94,912	30,116.00	30,116.00	Annual	40	16
	Valdosta	56,426	13.00	20.00	Hourly	40	15
	Warner Robins	75,797	11.22	23.02	Hourly	40	9
B	Carrollton	26,443	25,365.00	34,811.00	Annual	40	9
	Chamblee	29,691	13.96	23.16	Hourly	40	3
	Dalton	33,500	10.30	16.10	Hourly	40	10
	Peachtree City	35,766	14.88	25.88	Hourly	40	16
C	Bainbridge	12,058	11.55	24.31	Hourly	40	9
	Buford	15,189	12.00	24.00	Hourly	40	13
	Calhoun	16,966	10.00	23.57	Hourly	40	9
	Douglas	11,616	13.89	21.19	Hourly	40	2
	Holly Springs	12,920	13.27	19.90	Hourly	40	1
	Lilburn	12,644	15.53	23.30	Hourly	40	1
	Milledgeville	18,614	22,401.06	34,085.87	Annual	40	5
	Monroe	13,573	12.33	18.50	Hourly	40	2
	Perry	17,377	12.31	18.56	Hourly	40	3
D	Barnesville	6,711	26,848.00	37,011.00	Annual	40	1
	Cedartown	10,215	9.00	16.38	Hourly	40	6

* 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*
	Cumming	6,376	26,395.00	34,070.00	Annual	40	1
	Eatonton	6,608	10.77	12.00	Hourly	40	1
	Hawkinsville	5,193	11.37	20.00	Hourly	40	5
	LaFayette	7,268	10.15	15.07	Hourly	40	1
	Thomaston	8,740	11.37	15.32	Hourly	40	1
	Waynesboro	5,441	9.24	14.42	Hourly	40	4
E	Chickamauga	3,155	15.00	19.57	Hourly	40	2
	Cornelia	4,513	10.85	16.38	Hourly	40	4
	Dawsonville	3,109	12.98	22.60	Hourly	40	3
	Hahira	2,991	10.00	11.67	Hourly	40	2
	Harlem	3,277	12.50	19.03	Hourly	40	1
	Jasper	3,941	10.30	10.30	Hourly	40	2
	Ringgold	3,608	33,829.35	42,785.58	Annual	40	1
	Tybee Island	3,110	13.84	23.76	Hourly	40	6
	Washington	4,001	24,398.00	37,125.00	Annual	40	5
	West Point	3,743	11.00	16.67	Hourly	40	6
F	Arlington	1,358	17,650.00	19,000.00	Annual	40	1
	Butler	1,774	10.00	13.38	Hourly	40	1
	Chester	1,578	8.00	12.00	Hourly	40	1
	Clayton	2,183	10.00	16.11	Hourly	40	3
	Ellaville	1,864	7.00	15.00	Hourly	40	5
	McCaysville	1,146	14.00	16.75	Hourly	40	1
	Oxford	2,313	25,016.06	38,064.89	Annual	40	1
	Young Harris	1,654	14.00	14.30	Hourly	40	1
G	Norman Park	967	8.00	12.00	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	2	36,563	38,496	45,673	52,851	2
B	6	40,066	59,603	56,665	67,122	14
C	5	34,553	41,701	53,139	64,082	6
D	4	47,804	75,774	57,990	75,774	3
E	4	33,163	40,934	52,283	65,499	6
Total/Avg	21	38,430	51,302	53,150	65,066	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	South Fulton	94,912	38,496.00	38,496.00	Annual	40	1
	Warner Robins	75,797	16.65	25.41	Hourly	40	1
B	Carrollton	26,443	59,603.35	59,603.35	Annual	40	2
	Dalton	33,500	15.98	24.97	Hourly	40	4
	Duluth	29,527	20.83	32.27	Hourly	40	1
	Gainesville	41,464	15.54	24.08	Hourly	40	1
	LaGrange	30,291	15.34	24.63	Hourly	40	3
	Rome	36,634	19.23	28.85	Hourly	40	3
	C	Americus	15,309	41,701.00	64,082.00	Annual	40
Conyers		16,021	33,040.29	51,256.34	Annual	40	1
Milledgeville		18,614	28,675.27	43,632.80	Annual	40	3
Monroe		13,573	15.84	23.76	Hourly	40	1
Perry		17,377	17.50	27.55	Hourly	40	0
D	Cumming	6,376	75,774.00	75,774.00	Annual	40	1
	Fort Oglethorpe	10,029	19.50	28.00	Hourly	40	0
	Garden City	8,837	18.50	29.59	Hourly	40	1
	Hawkinsville	5,193	17.50	17.50	Hourly	40	1
E	Blackshear	3,468	10.00	20.00	Hourly	40	2
	Elberton	4,348	36,807.00	50,127.00	Annual	40	2
	Tybee Island	3,110	19.68	31.49	Annual	40	1
	Washington	4,001	34,112.00	51,905.00	Annual	40	1

* 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	5	31,007	35,567	50,069	58,894	55
B	11	31,294	35,901	49,099	55,245	112
C	16	29,212	33,904	46,039	64,688	60
D	18	29,408	64,729	43,455	75,941	83
E	16	26,893	36,379	37,969	49,421	56
F	5	28,496	44,304	37,856	46,696	12
G	1	24,960	24,960	56,160	56,160	1
Total/Avg	72	28,753	39,392	45,807	58,149	379

**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	Alpharetta	66,255	16.37	30.61	Hourly	37	16	
	Roswell	94,650	13.63	23.54	Hourly	40	18	
	Smyrna	56,706	35,567.00	53,351.00	Annual	40	6	
	Valdosta	56,426	15.00	22.00	Hourly	40	10	
	Warner Robins	75,797	13.66	20.85	Hourly	40	5	
B	Canton	29,306	15.05	22.58	Hourly	40	4	
	Carrollton	26,443	28,116.11	40,155.00	Annual	40	4	
	Chamblee	29,691	14.94	23.16	Hourly	40	2	
	Dalton	33,500	13.15	20.54	Hourly	40	11	
	Duluth	29,527	17.14	26.56	Hourly	40	2	
	Gainesville	41,464	15.54	24.08	Hourly	40	7	
	LaGrange	30,291	15.34	24.63	Hourly	40	27	
	Lawrenceville	29,795	32,847.12	49,491.81	Annual	40	5	
	Newnan	39,784	15.47	23.98	Hourly	40	8	
	Peachtree City	35,766	17.26	25.88	Hourly	40	6	
	Rome	36,634	12.30	25.15	Hourly	40	36	
	C	Acworth	22,642	13.19	21.62	Hourly	40	2
		Americus	15,309	29,636.00	45,542.00	Annual	40	3
Bainbridge		12,058	16.30	31.10	Hourly	40	1	
Brunswick		16,357	22,214.18	34,431.97	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*
	Calhoun	16,966	12.60	17.04	Hourly	40	10
	Cartersville	21,141	16.26	24.74	Hourly	40	4
	Conyers	16,021	29,968.52	46,491.01	Annual	40	1
	Grovetown	14,473	14.83	22.54	Hourly	40	3
	Jesup	9,819	13.78	21.47	Hourly	40	15
	Kingsland	17,497	11.91	17.99	Hourly	40	3
	Loganville	12,532	14.73	25.45	Hourly	40	2
	Milledgeville	18,614	27,293.53	41,530.33	Annual	40	4
	Monroe	13,573	13.63	22.61	Hourly	40	7
	Perry	17,377	14.42	22.21	Hourly	40	1
	Powder Springs	15,378	14.38	22.28	Hourly	40	0
	Union	21,873	16.22	24.33	Hourly	40	3
D	Barnesville	6,711	36,257.00	49,981.00	Annual	40	4
	Byron	5,188	10.99	18.35	Hourly	40	3
	Cairo	9,410	10.00	16.35	Hourly	40	33
	Camilla	4,919	13.50	18.50	Hourly	40	1
	Centerville	7,776	17.96	36.51	Hourly	40	2
	Cumming	6,376	64,729.00	72,841.00	Annual	40	2
	Eatonton	6,608	13.75	18.00	Hourly	40	2
	Fitzgerald	8,710	7.25	15.30	Hourly	40	2
	Fort Oglethorpe	10,029	14.00	19.50	Hourly	40	3
	Fort Valley	8,962	10.85	16.28	Hourly	40	1
	Garden City	8,837	15.71	25.14	Hourly	40	4
	Jackson	5,083	17.83	20.06	Hourly	40	1
	LaFayette	7,268	11.20	18.74	Hourly	40	5
	McRae-Helena	8,380	11.25	19.97	Hourly	40	1
	Sylvester	5,756	20,945.60	27,123.20	Annual	40	10
	Thomaston	8,740	14.05	18.93	Hourly	40	3
	Toccoa	8,294	15.73	23.93	Hourly	40	2
	Waynesboro	5,441	11.80	18.40	Hourly	40	4
E	Ashburn	3,673	13.19	15.24	Hourly	40	4
	Baxley	4,694	14.19	18.59	Hourly	40	5
	Blakely	4,623	12.00	19.00	Hourly	40	4
	Chattahoochee Hills C	3,207	9.60	21.60	Hourly	40	1
	Cornelia	4,513	12.60	19.66	Hourly	40	4
	Elberton	4,348	28,861.00	40,405.00	Annual	40	7
	Hephzibah	3,941	30,000.00	39,430.00	Annual	40	2
	Jasper	3,941	17.49	21.81	Hourly	40	2
	Lakeland	3,241	10.00	18.00	Hourly	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*
	Lyons	4,272	30,000.00	35,000.00	Annual	40	3
	Pelham	3,519	11.56	12.56	Hourly	40	2
	Reidsville	2,660	11.17	11.17	Hourly	40	1
	Ringgold	3,608	22,046.80	30,389.45	Annual	40	5
	Tybee Island	3,110	14.85	23.76	Hourly	40	4
	Washington	4,001	28,142.00	42,822.00	Annual	40	3
	West Point	3,743	13.37	20.27	Hourly	40	8
F	Claxton	2,235	11.70	15.75	Hourly	40	1
	Clayton	2,183	21.30	22.45	Hourly	40	1
	Homer	1,162	10.00	15.30	Hourly	40	1
	Lavonia	2,161	11.50	16.50	Hourly	40	8
	McCaysville	1,146	14.00	21.00	Hourly	40	1
G	Blairsville	620	12.00	27.00	Hourly	40	1

* 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	3	23,901	25,324	37,748	39,656	46
B	8	24,903	29,758	39,168	51,542	74
C	14	23,608	27,186	39,958	50,565	159
D	18	21,901	26,848	36,083	47,050	128
E	25	21,832	30,888	31,121	49,421	128
F	20	21,716	30,992	29,971	38,605	66
G	13	18,698	27,040	25,077	29,684	18
H	2	16,380	16,640	27,040	31,200	2
Total/Avg	103	21,618	26,834	33,271	42,215	621

**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	Marietta	60,806	23,052.00	39,656.00	Annual	40	8
	Smyrna	56,706	25,324.00	37,986.00	Annual	40	35
	Warner Robins	75,797	11.22	17.12	Hourly	40	3
B	Carrollton	26,443	24,300.18	37,483.00	Annual	40	3
	Chamblee	29,691	13.96	24.78	Hourly	40	11
	Dalton	33,500	10.30	16.10	Hourly	40	4
	Douglasville	34,190	13.41	20.79	Hourly	40	9
	Gainesville	41,464	11.04	17.13	Hourly	40	12
	LaGrange	30,291	12.19	16.64	Hourly	40	21
	Lawrenceville	29,795	29,757.86	44,837.13	Annual	40	11
	Rome	36,634	8.89	15.63	Hourly	40	3
	C	Acworth	22,642	11.25	17.53	Hourly	40
Bainbridge		12,058	12.74	24.31	Hourly	40	8
Brunswick		16,357	16,576.56	25,693.67	Annual	40	4
Buford		15,189	12.00	23.00	Hourly	40	32
Calhoun		16,966	10.00	20.49	Hourly	40	20
Conyers		16,021	24,655.18	38,248.27	Annual	40	9
Jesup		9,819	9.64	15.04	Hourly	40	1
Kingsland		17,497	11.23	16.97	Hourly	40	19

* 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*
	Loganville	12,532	13.07	22.81	Hourly	40	13
	McDonough	25,782	11.79	18.94	Hourly	40	10
	Monroe	13,573	12.33	22.61	Hourly	40	12
	Perry	17,377	10.48	16.83	Hourly	40	2
	Powder Springs	15,378	12.42	19.25	Hourly	40	3
	Union	21,873	12.13	20.43	Hourly	40	15
D	Barnesville	6,711	26,848.00	37,011.00	Annual	40	3
	Byron	5,188	10.36	17.30	Hourly	40	4
	Camilla	4,919	9.25	16.00	Hourly	40	8
	Cedartown	10,215	9.00	16.38	Hourly	40	3
	Centerville	7,776	11.13	22.62	Hourly	40	8
	Cumming	6,376	26,395.00	44,220.00	Annual	40	24
	Eatonton	6,608	9.00	13.50	Hourly	40	5
	Fitzgerald	8,710	7.25	12.00	Hourly	40	4
	Fort Oglethorpe	10,029	12.00	17.00	Hourly	40	7
	Fort Valley	8,962	8.93	13.39	Hourly	40	10
	Garden City	8,837	12.30	19.68	Hourly	40	1
	Hawkinsville	5,193	9.65	17.75	Hourly	40	7
	Jackson	5,083	10.50	18.73	Hourly	40	13
	LaFayette	7,268	10.15	16.98	Hourly	40	7
	McRae-Helena	8,380	10.20	18.12	Hourly	40	5
	Rincon	10,111	11.00	21.41	Hourly	40	7
	Thomaston	8,740	12.62	17.00	Hourly	40	3
	Toccoa	8,294	10.59	15.34	Hourly	40	9
E	Adairsville	4,918	12.40	22.37	Hourly	40	12
	Ashburn	3,673	11.00	14.49	Hourly	40	3
	Blackshear	3,468	10.00	15.00	Hourly	40	7
	Blakely	4,623	12.00	16.46	Hourly	40	5
	Cuthbert	3,426	8.00	11.00	Hourly	40	4
	Dawson	4,102	7.50	8.72	Hourly	40	6
	Donalsonville	2,551	10.25	14.90	Hourly	40	10
	Elberton	4,348	24,910.00	34,874.00	Annual	40	5
	Grantville	3,269	11.22	11.22	Hourly	40	1
	Hahira	2,991	10.30	12.73	Hourly	40	2
	Harlem	3,277	9.80	14.91	Hourly	40	2
	Hephzibah	3,941	24,300.00	25,400.00	Annual	40	1
	Jasper	3,941	10.30	17.35	Hourly	40	13
	Jonesboro	4,903	14.63	18.55	Hourly	40	9
	Lakeland	3,241	7.25	11.00	Hourly	40	2

* 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*
	Lula	2,938	12.00	19.00	Hourly	40	4
	Lyons	4,272	8.00	15.00	Hourly	40	8
	Millen	2,759	9.00	15.00	Hourly	40	8
	Pelham	3,519	9.00	11.50	Hourly	40	6
	Reidsville	2,660	9.50	10.00	Hourly	40	2
	Social Circle	4,549	12.02	12.76	Hourly	40	3
	Soperton	3,097	8.00	17.00	Hourly	40	6
	Thunderbolt	2,660	10.00	14.50	Hourly	40	1
	Tybee Island	3,110	14.85	23.76	Hourly	40	3
	Washington	4,001	24,398.00	37,125.00	Annual	40	5
F	Bowdon	2,102	10.14	12.79	Hourly	40	4
	Brooklet	1,706	11.00	17.00	Hourly	40	3
	Claxton	2,235	8.04	14.60	Hourly	40	8
	Clayton	2,183	10.00	16.09	Hourly	40	4
	Colquitt	1,824	10.00	16.50	Hourly	40	9
	Comer	1,170	13.00	15.50	Hourly	40	1
	Davisboro	1,944	14.90	16.90	Hourly	40	2
	Gordon	1,882	10.43	10.43	Hourly	40	3
	Guyton	2,086	10.05	18.56	Hourly	40	3
	Homer	1,162	9.00	10.30	Hourly	40	1
	Ludowici	2,221	20,800.00	26,000.00	Annual	40	4
	Meigs	1,029	10.00	15.00	Hourly	40	5
	Midway	2,027	10.98	12.12	Hourly	40	2
	Morgan	1,846	10.00	10.00	Hourly	40	1
	Mount Airy	1,284	9.00	13.00	Hourly	40	1
	Oglethorpe	1,159	12.34	15.00	Hourly	40	2
	Omega	1,222	8.14	13.94	Hourly	40	4
	Pine Mountain	1,400	24,960.00	37,480.00	Annual	40	4
	Richland	1,552	12.00	15.00	Hourly	40	2
	Sparta	1,228	7.79	14.93	Hourly	40	3
G	Baconton	844	11.50	11.50	Hourly	40	1
	Bowman	801	7.25	10.00	Hourly	40	1
	Crawford	832	8.00	13.00	Hourly	40	1
	Dexter	559	9.00	12.00	Hourly	40	2
	Eton	915	18,969.00	29,684.00	Annual	40	1
	Franklin	924	13.00	13.00	Hourly	40	1
	Glenwood	646	7.25	8.24	Hourly	40	1
	Greenville	841	10.00	13.00	Hourly	40	1
	Hoboken	532	7.25	12.13	Hourly	40	1

* 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*
	Homeland	935	7.25	12.12	Hourly	40	5
	McIntyre	607	10.00	12.81	Hourly	40	1
	Talbotton	856	17,150.00	26,332.80	Annual	40	1
	Tignall	511	9.00	12.00	Hourly	40	1
H	Harrison	446	7.75	11.00	Hourly	40	1
	Mansfield	437	8.00	15.00	Hourly	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	
B	2	49,138	50,000	78,151	85,000	2
C	1	29,016	29,016	43,534	43,534	1
D	1	31,990	31,990	43,992	43,992	1
Total/Avg	4	36,715	37,002	55,226	57,509	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*
B	LaGrange	30,291	23.21	34.28	Hourly	40	1
	Rome	36,634	50,000.00	85,000.00	Annual	40	1
C	Tifton	16,715	13.95	20.93	Annual	40	1
D	Cairo	9,410	15.38	21.15	Hourly	40	1

* 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	5	27,466	29,714	44,380	46,195	42
B	5	27,384	29,307	41,679	45,448	66
C	14	27,421	35,714	40,868	55,370	74
D	8	26,302	33,925	35,493	46,719	21
E	8	24,599	27,602	33,701	40,040	27
F	5	24,257	29,120	31,133	34,840	6
G	1	24,960	24,960	52,000	52,000	3
Total/Avg	46	26,056	30,049	39,894	45,802	239

**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	Alpharetta	66,255	13.64	24.01	Hourly	37	6
	Marietta	60,806	29,374.00	45,783.00	Annual	40	6
	Roswell	94,650	12.62	20.18	Hourly	40	10
	Smyrna	56,706	29,714.00	44,571.00	Annual	40	4
	Warner Robins	75,797	12.38	20.85	Hourly	40	16
B	Carrollton	26,443	28,116.11	38,604.05	Annual	40	3
	Dalton	33,500	11.92	18.63	Hourly	40	7
	Gainesville	41,464	14.09	21.85	Hourly	40	12
	LaGrange	30,291	13.31	21.01	Hourly	40	21
	Newnan	39,784	12.99	20.14	Hourly	40	23
C	Americus	15,309	28,225.00	43,374.00	Annual	40	6
	Bainbridge	12,058	13.38	25.53	Hourly	40	11
	Brunswick	16,357	19,189.44	29,743.63	Annual	40	1
	Calhoun	16,966	15.99	16.02	Hourly	40	2
	Conyers	16,021	27,182.33	42,168.72	Annual	40	6
	Grovetown	14,473	10.25	15.20	Hourly	40	13
	Jesup	9,819	12.07	18.86	Hourly	40	5
	Kingsland	17,497	11.23	16.97	Hourly	40	4
	McDonough	25,782	15.79	25.38	Hourly	40	1
Monroe	13,573	12.98	19.47	Hourly	40	6	

* 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*
	Norcross	16,563	13.79	15.73	Hourly	40	5
	Perry	17,377	12.36	18.65	Hourly	40	3
	Powder Springs	15,378	13.69	21.22	Hourly	40	2
	Suwanee	20,569	17.17	26.62	Hourly	40	9
D	Auburn	7,614	12.10	17.44	Hourly	40	1
	Barnesville	6,711	33,890.00	46,719.00	Annual	40	2
	Camilla	4,919	12.50	18.50	Hourly	40	5
	Eatonton	6,608	13.75	15.30	Hourly	40	2
	Fitzgerald	8,710	7.25	13.00	Hourly	40	5
	Fort Valley	8,962	10.34	15.50	Hourly	40	3
	Jackson	5,083	16.31	17.31	Hourly	40	1
	Thomaston	8,740	12.62	17.00	Hourly	40	2
E	Ashburn	3,673	11.85	13.00	Hourly	40	4
	Baxley	4,694	13.27	17.45	Hourly	40	6
	Cornelia	4,513	12.33	19.25	Hourly	40	1
	Elberton	4,348	27,546.00	38,565.00	Annual	40	1
	Hahira	2,991	13.27	13.79	Hourly	40	3
	Lakeland	3,241	8.00	12.00	Hourly	40	1
	Washington	4,001	24,398.00	37,125.00	Annual	40	4
	West Point	3,743	10.92	17.74	Hourly	40	7
F	East Dublin	2,383	12.33	16.23	Hourly	40	2
	McCaysville	1,146	14.00	16.75	Hourly	40	1
	Midway	2,027	10.98	13.52	Hourly	40	1
	Nahunta	1,102	8.50	14.00	Hourly	40	1
	Wadley	1,894	12.50	14.34	Hourly	40	1
G	Blairsville	620	12.00	25.00	Hourly	40	3

* 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	5	45,980	56,602	70,976	90,431	6
B	8	46,452	57,616	70,701	89,336	9
C	16	42,895	74,526	64,839	85,029	20
D	9	33,142	39,728	48,617	55,078	11
E	7	40,538	51,244	55,210	78,308	8
F	6	27,900	40,000	40,083	45,000	6
G	2	27,484	35,000	38,637	47,737	2
H	5	23,400	37,440	36,541	49,920	5
Total/Avg	58	35,974	49,020	53,200	67,605	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	Marietta	60,806	56,602.00	90,431.00	Annual	40	1	
	Roswell	94,650	17.17	27.46	Hourly	40	1	
	Smyrna	56,706	50,932.00	76,398.00	Annual	40	1	
	Valdosta	56,426	50,271.00	75,406.00	Annual	40	2	
	Warner Robins	75,797	17.49	26.70	Hourly	40	1	
B	Canton	29,306	44,243.24	66,364.86	Annual	40	2	
	Carrollton	26,443	44,714.22	52,726.00	Annual	40	1	
	Gainesville	41,464	21.51	34.42	Hourly	40	1	
	Lawrenceville	29,795	51,230.29	77,190.32	Annual	40	1	
	Newnan	39,784	27.70	42.95	Hourly	40	1	
	Peachtree City	35,766	22.09	33.13	Hourly	40	1	
	Rome	36,634	45,000.00	80,000.00	Annual	40	1	
	Woodstock	32,234	18.33	28.60	Hourly	40	1	
	C	Bainbridge	12,058	18.00	34.34	Hourly	40	1
		Brunswick	16,357	23,324.88	36,153.57	Annual	40	1
Buford		15,189	20.00	34.00	Hourly	40	1	
Calhoun		16,966	35.83	35.83	Hourly	40	1	
Cartersville		21,141	24.14	36.73	Hourly	40	2	
Conyers		16,021	44,277.26	68,688.40	Annual	40	4	

* 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*
	Dallas	13,607	44,054.40	65,665.60	Annual	40	1
	Douglas	11,616	17.78	27.12	Annual	40	1
	Grovetown	14,473	17.20	26.15	Hourly	40	1
	Loganville	12,532	49,046.00	69,285.00	Annual	40	1
	Milledgeville	18,614	44,841.71	68,052.27	Annual	40	1
	Monroe	13,573	53,230.00	85,029.00	Annual	40	1
	Perry	17,377	22.40	35.38	Hourly	40	0
	Powder Springs	15,378	19.26	29.86	Hourly	40	1
	Snellville	19,906	12.72	23.14	Hourly	40	1
	Union	21,873	37,907.17	56,860.76	Annual	40	2
D	Auburn	7,614	36,275.20	53,601.60	Annual	40	1
	Byron	5,188	13.12	21.90	Hourly	40	1
	Camilla	4,919	18.50	24.50	Hourly	40	1
	Cedartown	10,215	30,000.00	40,000.00	Annual	40	1
	Fort Valley	8,962	13.85	20.78	Hourly	40	1
	Glennville	5,093	14.54	20.22	Hourly	40	1
	LaFayette	7,268	15.07	26.48	Hourly	40	3
	Toccoa	8,294	17.36	26.42	Hourly	40	1
	Tyrone	7,388	19.10	25.06	Hourly	40	1
E	Chickamauga	3,155	20.02	20.02	Hourly	40	1
	Elberton	4,348	51,244.00	78,308.00	Annual	40	1
	Millen	2,759	11.00	17.00	Hourly	40	1
	Monticello	2,676	24.38	24.38	Hourly	40	1
	Tybee Island	3,110	18.34	29.35	Hourly	40	2
	Washington	4,001	49,941.00	75,991.00	Annual	40	1
	West Point	3,743	14.04	20.87	Hourly	40	1
F	Arcade	1,930	15.00	20.00	Hourly	40	1
	Nahunta	1,102	15.00	20.00	Hourly	40	1
	Nicholson	1,825	12.00	20.85	Hourly	40	1
	Reynolds	973	10.00	15.98	Hourly	40	1
	Trion	1,750	40,000.00	45,000.00	Annual	40	1
	Varnell	2,059	9.25	17.16	Hourly	40	1
G	Clermont	1,011	12.00	17.75	Hourly	32	1
	Shellman	950	35,000.00	47,737.00	Annual	40	1
H	Brinson	204	12.00	15.00	Hourly	40	1
	Climax	265	10.00	16.84	Annual	40	1
	Jenkinsburg	371	18.00	24.00	Hourly	40	1
	Stapleton	394	8.25	18.00	Hourly	40	1
	Surrency	203	8.00	14.00	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	4	29,739	38,730	46,899	51,875	27
B	11	28,216	36,150	44,521	70,762	59
C	15	25,875	32,178	44,460	58,240	63
D	15	25,487	37,440	37,298	52,291	65
E	16	26,681	39,490	37,227	54,437	41
F	17	23,847	31,200	32,418	40,352	30
G	13	24,617	37,440	33,021	41,954	19
H	4	19,890	24,960	29,058	36,400	4
Total/Avg	95	25,544	34,698	38,113	50,789	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	Johns Creek City	84,310	18.62	24.94	Hourly	40	2
	Marietta	60,806	28,538.00	49,088.00	Annual	40	4
	Roswell	94,650	13.63	21.80	Hourly	40	3
	Warner Robins	75,797	11.22	19.85	Hourly	40	18
B	Canton	29,306	14.33	21.49	Hourly	40	5
	Carrollton	26,443	28,116.11	38,604.05	Annual	40	1
	Chamblee	29,691	15.99	24.78	Annual	40	1
	Duluth	29,527	14.80	22.93	Hourly	40	6
	Gainesville	41,464	11.59	17.97	Hourly	40	5
	Kennesaw	34,172	11.92	17.89	Hourly	40	15
	LaGrange	30,291	13.71	17.33	Hourly	40	1
	Newnan	39,784	17.38	34.02	Hourly	40	2
	Peachtree City	35,766	14.88	25.88	Hourly	40	11
	Rome	36,634	8.89	15.63	Hourly	40	3
	Stockbridge	29,638	12.21	18.97	Hourly	40	9
	C	Bainbridge	12,058	14.06	26.82	Hourly	40
Brunswick		16,357	19,189.44	29,743.63	Annual	40	1
Buford		15,189	13.00	28.00	Hourly	40	3
Calhoun		16,966	10.00	24.73	Hourly	40	7

* 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*
	Cartersville	21,141	15.47	23.55	Hourly	40	15
	Douglas	11,616	10.84	16.54	Hourly	40	4
	Kingsland	17,497	15.03	24.08	Hourly	40	5
	Lilburn	12,644	14.78	22.18	Hourly	40	5
	Loganville	12,532	13.07	22.81	Hourly	40	7
	Milledgeville	18,614	22,401.08	34,085.87	Annual	40	1
	Monroe	13,573	12.33	19.47	Hourly	40	3
	Perry	17,377	13.17	20.87	Hourly	40	1
	Powder Springs	15,378	12.42	19.25	Hourly	40	1
	Snellville	19,906	10.99	19.99	Hourly	40	7
	Union	21,873	11.44	21.65	Hourly	40	2
D	Auburn	7,614	12.10	17.44	Hourly	40	3
	Bremen	6,537	10.50	20.78	Hourly	40	9
	Byron	5,188	11.66	19.46	Hourly	40	3
	Camilla	4,919	15.50	18.50	Hourly	40	1
	Cedartown	10,215	9.01	17.21	Hourly	40	8
	Cumming	6,376	26,395.00	29,702.00	Annual	40	4
	Dacula	6,255	31,000.00	45,000.00	Annual	40	2
	Fitzgerald	8,710	7.25	12.00	Hourly	40	1
	Fort Oglethorpe	10,029	13.00	18.00	Hourly	40	1
	Garden City	8,837	12.30	25.14	Hourly	40	4
	Glennville	5,093	11.16	15.51	Hourly	40	3
	LaFayette	7,268	10.15	15.38	Hourly	40	11
	Locust Grove	7,211	13.78	20.15	Hourly	40	12
	Sylvester	5,756	37,440.00	37,440.00	Annual	40	1
	Tyrone	7,388	11.80	15.49	Hourly	40	2
E	Blakely	4,623	13.00	17.50	Hourly	40	1
	Chattahoochee Hills C	3,207	9.60	16.80	Hourly	40	4
	Chickamauga	3,155	18.54	18.54	Hourly	40	1
	Cornelia	4,513	11.51	18.02	Hourly	40	5
	Dawson	4,102	12.00	12.00	Hourly	40	2
	Elberton	4,348	31,280.00	43,400.00	Annual	40	1
	Folkston	4,672	10.50	15.00	Hourly	40	2
	Gray	3,258	10.00	17.84	Hourly	40	5
	Hiram	4,102	26,000.00	30,000.00	Annual	40	3
	Nicholls	3,338	9.72	16.00	Hourly	40	1
	Oakwood	4,166	39,490.00	54,437.00	Annual	40	2
	Reidsville	2,660	14.50	14.50	Hourly	40	1
	Ringgold	3,608	31,206.39	52,893.83	Annual	40	1

* 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*	
F	Springfield	4,045	9.50	14.46	Hourly	40	1	
	Tybee Island	3,110	13.84	22.14	Hourly	40	2	
	West Point	3,743	11.00	16.67	Hourly	40	9	
	Alto	1,199	8.00	11.00	Hourly	40	1	
	Bogart	1,109	12.50	14.50	Hourly	40	2	
	Buchanan	1,159	14.50	19.00	Hourly	40	2	
	Butler	1,774	12.00	19.19	Hourly	40	1	
	Hamilton	1,130	12.00	16.03	Hourly	40	3	
	Homer	1,162	10.00	12.73	Hourly	40	1	
	Ludowici	2,221	27,560.00	31,980.00	Annual	40	2	
	McCaysville	1,146	14.00	17.00	Hourly	40	2	
	Nahunta	1,102	8.50	12.50	Hourly	40	1	
	Nelson	1,372	10.00	16.00	Annual	40	1	
	Nicholson	1,825	10.00	16.98	Hourly	40	1	
	Oxford	2,313	26,282.49	39,991.92	Annual	40	1	
	Ray City	1,091	10.00	10.50	Hourly	40	2	
	Remerton	1,088	20,987.50	33,551.67	Annual	40	2	
	Reynolds	973	9.00	14.39	Hourly	40	2	
	G	Trion	1,750	13.43	15.00	Hourly	40	5
Young Harris		1,654	15.00	19.40	Hourly	40	1	
Blairsville		620	12.00	17.00	Hourly	40	2	
Clermont		1,011	12.00	15.40	Hourly	40	1	
Cohutta		636	10.00	15.00	Hourly	40	2	
Collins		569	7.25	20.00	Hourly	40	1	
Dudley		558	20.00	20.00	Hourly	36	1	
Fairmount		740	12.00	17.00	Hourly	40	2	
Flovilla		658	10.00	11.91	Hourly	40	1	
Hiawassee		897	14.26	20.17	Hourly	40	4	
Newborn		759	9.00	15.00	Hourly	40	1	
Odum		503	10.00	16.00	Hourly	40	1	
Pine Lake		761	13.43	13.43	Hourly	40	1	
Shellman		950	22,710.00	25,000.00	Annual	40	1	
Ty Ty		729	15.00	15.45	Hourly	40	1	
H		Ellenton	283	9.00	12.38	Hourly	40	1
		Pinehurst	348	10.00	14.00	Hourly	40	1
	Stapleton	394	7.25	12.00	Hourly	40	1	
	Warwick	388	12.00	17.50	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	5	28,350	31,200	44,235	48,097	20
B	6	30,300	33,220	46,366	54,630	24
C	16	26,683	33,821	43,894	53,693	46
D	15	25,485	33,800	36,342	47,819	36
E	22	25,606	39,416	34,843	48,027	36
F	11	25,224	32,760	31,728	39,000	12
G	3	28,093	34,320	31,790	35,090	3
Total/Avg	78	27,106	34,077	38,457	46,622	177

**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	Marietta	60,806	27,980.00	48,097.00	Annual	40	3	
	Roswell	94,650	13.63	21.80	Hourly	40	1	
	Smyrna	56,706	29,714.00	44,571.00	Annual	40	1	
	Valdosta	56,426	15.00	22.00	Hourly	40	11	
	Warner Robins	75,797	11.78	17.98	Hourly	40	4	
B	Canton	29,306	14.33	21.49	Hourly	40	1	
	Carrollton	26,443	33,219.62	45,603.82	Annual	40	2	
	Gainesville	41,464	14.79	22.93	Hourly	40	4	
	LaGrange	30,291	14.22	21.15	Hourly	40	8	
	Lawrenceville	29,795	32,847.12	54,629.70	Annual	40	7	
	Rome	36,634	12.30	19.99	Hourly	40	2	
	C	Americus	15,309	28,225.00	43,374.00	Annual	40	1
		Bainbridge	12,058	12.12	23.12	Hourly	40	1
		Buford	15,189	12.00	24.00	Hourly	40	7
		Calhoun	16,966	10.75	19.60	Hourly	40	5
Cartersville		21,141	16.26	24.74	Hourly	40	5	
Dallas		13,607	30,804.80	45,905.60	Annual	40	1	
Douglas		11,616	11.97	25.81	Hourly	40	3	
Grovetown		14,473	11.04	16.80	Hourly	40	3	
Jesup	9,819	12.07	18.86	Hourly	40	2		

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

◆ Meter Reader

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Kingsland	17,497	10.60	16.01	Hourly	40	3
	McDonough	25,782	13.65	21.92	Hourly	40	6
	Milledgeville	18,614	24,726.59	37,624.44	Annual	40	2
	Monroe	13,573	13.63	22.61	Hourly	40	5
	Norcross	16,563	13.59	16.15	Hourly	40	1
	Powder Springs	15,378	13.69	21.22	Hourly	40	0
	Union	21,873	13.62	25.79	Hourly	40	1
D	Auburn	7,614	13.01	19.23	Hourly	40	4
	Barnesville	6,711	31,674.00	43,662.00	Annual	40	2
	Cairo	9,410	11.54	17.31	Hourly	40	2
	Camilla	4,919	15.00	19.00	Hourly	40	1
	Cedartown	10,215	10.36	13.53	Hourly	40	1
	Cumming	6,376	26,395.00	47,819.00	Annual	40	4
	Eatonton	6,608	10.00	15.25	Hourly	40	1
	Glennville	5,093	11.77	16.36	Hourly	40	2
	Hawkinsville	5,193	16.25	16.25	Hourly	40	1
	LaFayette	7,268	11.20	18.74	Hourly	40	3
	McRae-Helena	8,380	10.20	18.12	Hourly	40	2
	Rincon	10,111	11.00	13.20	Hourly	40	1
	Sylvester	5,756	22,131.20	32,052.80	Annual	40	3
	Thomaston	8,740	12.62	17.00	Hourly	40	3
	Toccoa	8,294	12.28	18.70	Hourly	40	6
E	Adairsville	4,918	15.07	22.37	Hourly	40	1
	Alma	3,441	29,120.00	29,120.00	Annual	40	1
	Ashburn	3,673	11.00	12.34	Hourly	40	3
	Baxley	4,694	12.30	18.59	Hourly	40	3
	Blackshear	3,468	12.00	20.00	Hourly	40	1
	Cuthbert	3,426	8.00	10.00	Hourly	40	1
	Dawson	4,102	8.50	9.00	Hourly	40	2
	Donalsonville	2,551	18.95	23.09	Hourly	40	1
	Elberton	4,348	30,301.00	42,421.00	Annual	40	2
	Folkston	4,672	12.00	17.50	Hourly	40	2
	Harlem	3,277	11.34	17.26	Hourly	40	2
	Jasper	3,941	12.36	20.96	Hourly	40	4
	Millen	2,759	9.00	14.00	Hourly	40	2
	Monticello	2,676	12.98	12.98	Hourly	40	1
	Nicholls	3,338	8.50	16.00	Hourly	40	1
	Pelham	3,519	10.88	10.88	Hourly	40	1
	Reidsville	2,660	12.00	12.00	Hourly	40	1

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

◆ Meter Reader

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Ringgold	3,608	34,087.03	40,424.91	Annual	40	1
	Social Circle	4,549	15.24	15.24	Hourly	40	1
	Thunderbolt	2,660	9.62	21.64	Hourly	40	2
	Tybee Island	3,110	13.84	22.14	Hourly	40	1
	Washington	4,001	25,584.00	38,929.00	Annual	40	2
F	Alto	1,199	11.00	13.50	Hourly	40	1
	Bowdon	2,102	10.14	14.38	Hourly	40	1
	Butler	1,774	11.00	14.80	Hourly	40	1
	Claxton	2,235	7.99	15.07	Hourly	40	1
	Clayton	2,183	14.40	14.83	Hourly	40	1
	Lavonia	2,161	15.50	18.75	Hourly	40	1
	Lincolnton	1,500	15.75	15.75	Hourly	40	1
	McCaysville	1,146	14.00	14.50	Hourly	40	1
	Oxford	2,313	25,016.06	38,064.89	Annual	40	1
	Sparta	1,228	8.16	12.78	Hourly	40	2
	Trion	1,750	13.43	15.13	Hourly	40	1
G	Blairsville	620	12.00	16.00	Hourly	40	1
	Riceboro	768	16.50	16.87	Hourly	40	1
	Shellman	950	25,000.00	27,000.00	Annual	40	1

* 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	7	91,515	152,797	263,689	1,152,797	6
B	12	78,643	124,810	118,498	188,055	14
C	20	63,250	90,000	95,268	131,529	21
D	24	53,977	129,313	71,919	129,313	26
E	34	46,180	71,045	58,750	107,267	37
F	30	35,018	66,780	46,308	125,000	30
G	18	30,359	57,325	38,946	80,080	18
H	5	26,359	37,440	37,758	50,000	5
Total/Avg	150	53,163	91,189	91,392	245,505	157

**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	Alpharetta	66,255	152,797.00	1,152,797.00	Annual	40	1
	Marietta	60,806	76,377.00	122,053.00	Annual	40	1
	Roswell	94,650	70,152.00	112,243.00	Annual	40	1
	Smyrna	56,706	87,515.00	131,273.00	Annual	40	1
	South Fulton	94,912	110,000.00	110,000.00	Annual	40	1
	Valdosta	56,426	74,627.00	111,941.00	Annual	40	1
	Warner Robins	75,797	33.24	50.73	Hourly	40	0
B	Canton	29,306	48,836.25	73,254.39	Annual	40	1
	Carrollton	26,443	102,817.00	102,817.00	Annual	40	1
	Chamblee	29,691	69,995.87	132,909.32	Annual	40	2
	Duluth	29,527	74,090.00	114,795.00	Annual	40	1
	Dunwoody	49,459	96,218.00	158,759.00	Annual	40	1
	LaGrange	30,291	61,060.00	99,843.00	Annual	40	1
	Lawrenceville	29,795	124,809.59	188,054.61	Annual	40	1
	Newnan	39,784	37.08	57.78	Hourly	40	1
	Peachtree City	35,766	58,814.00	88,221.00	Annual	40	1
	Rome	36,634	80,000.00	110,000.00	Annual	40	1
	Stockbridge	29,638	75,574.43	117,140.37	Annual	40	1
	Woodstock	32,234	74,378.72	116,005.42	Annual	40	2

* 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	Americus	15,309	71,323.00	109,603.00	Annual	40	1
	Bainbridge	12,058	24.21	62.12	Hourly	40	3
	Brunswick	16,357	37,993.78	58,890.36	Annual	40	1
	Calhoun	16,966	42.57	42.57	Hourly	40	1
	Cartersville	21,141	86,440.00	131,529.00	Annual	40	1
	Conyers	16,021	44,277.15	68,688.40	Annual	40	1
	Dallas	13,607	62,566.40	93,246.40	Annual	40	1
	Grovetown	14,473	32.21	48.98	Annual	40	1
	Jesup	9,819	23.11	36.06	Annual	40	1
	Kingsland	17,497	63,051.46	95,275.08	Annual	40	1
	Lilburn	12,644	21.95	32.77	Hourly	40	1
	Loganville	12,532	49,046.00	69,285.00	Annual	40	1
	McDonough	25,782	65,050.00	104,503.00	Annual	40	1
	Milledgeville	18,614	60,151.42	91,522.75	Annual	40	1
	Norcross	16,563	66,841.00	119,929.00	Annual	40	1
	Perry	17,377	67,600.00	102,500.00	Annual	40	0
	Powder Springs	15,378	62,164.00	96,354.00	Annual	40	1
	Snellville	19,906	90,000.04	90,000.04	Annual	40	1
	Suwanee	20,569	58,533.00	90,726.00	Annual	40	1
	Union	21,873	80,342.70	120,514.05	Annual	40	1
D	Auburn	7,614	51,043.20	75,420.80	Annual	40	1
	Bremen	6,537	33.76	33.76	Hourly	40	1
	Byron	5,188	62,400.00	104,166.40	Annual	40	1
	Cairo	9,410	40,000.00	58,000.00	Annual	40	1
	Camilla	4,919	55,200.00	58,500.00	Annual	40	1
	Cedartown	10,215	40,000.00	53,000.00	Annual	40	1
	Centerville	7,776	72,705.00	72,705.00	Annual	45	1
	Cumming	6,376	129,313.00	129,313.00	Annual	40	1
	Dacula	6,255	33,000.00	60,000.00	Annual	40	1
	Eatonton	6,608	30,000.00	52,187.20	Annual	40	1
	Fitzgerald	8,710	2,520.00	2,520.00	Annual	40	1
	Fort Oglethorpe	10,029	54,080.00	79,040.00	Annual	40	2
	Fort Valley	8,962	20.76	31.53	Hourly	40	1
	Garden City	8,837	61,614.00	101,662.00	Annual	40	1
	Glennville	5,093	54,207.00	75,371.00	Annual	40	1
	Hawkinsville	5,193	60,000.00	60,000.00	Annual	40	1
	Jackson	5,083	27.75	34.13	Hourly	40	1
	LaFayette	7,268	24.69	37.42	Annual	40	1
	Locust Grove	7,211	73,179.44	111,204.05	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*
	McRae-Helena	8,380	44,112.93	78,337.72	Annual	40	1
	Rincon	10,111	70,000.00	78,620.19	Annual	40	1
	Sylvester	5,756	51,745.72	55,993.60	Annual	40	1
	Toccoa	8,294	21.15	32.19	Hourly	40	2
	Waynesboro	5,441	21.09	32.90	Hourly	40	1
E	Adairsville	4,918	15.83	38.27	Annual	40	2
	Alma	3,441	64,480.00	64,480.00	Annual	40	1
	Ashburn	3,673	60,000.00	60,000.00	Annual	40	1
	Blackshear	3,468	15.00	25.00	Annual	40	2
	Chattahoochee Hills C	3,207	55,000.00	80,000.00	Annual	40	1
	Chickamauga	3,155	44,599.00	44,599.00	Annual	40	1
	Cornelia	4,513	53,508.00	80,262.00	Annual	40	1
	Cuthbert	3,426	45,174.00	48,000.00	Annual	40	1
	Dawsonville	3,109	39,000.00	59,000.00	Annual	40	1
	Donalsonville	2,551	62,116.00	70,195.32	Annual	40	1
	Elberton	4,348	44,662.00	62,525.00	Annual	40	1
	Folkston	4,672	14.50	22.50	Hourly	40	1
	Grantville	3,269	26.80	26.80	Hourly	40	1
	Gray	3,258	56,000.00	56,000.00	Annual	40	1
	Grayson	4,409	33,950.00	40,000.00	Annual	40	1
	Hahira	2,991	65,665.00	65,665.00	Annual	40	1
	Harlem	3,277	46,708.99	71,073.25	Annual	40	1
	Hephzibah	3,941	57,458.00	58,158.00	Annual	40	1
	Hiram	4,102	35,000.00	45,000.00	Annual	40	1
	Jasper	3,941	24.65	24.65	Hourly	40	1
	Jonesboro	4,903	25.55	32.41	Annual	40	1
	Lakeland	3,241	13.00	21.00	Annual	40	1
	Lula	2,938	17.48	21.00	Hourly	40	1
	Lyons	4,272	50,000.00	60,000.00	Annual	40	1
	Millen	2,759	14.00	25.00	Annual	40	1
	Nicholls	3,338	12.00	19.50	Hourly	40	1
	Oakwood	4,166	71,045.00	71,045.00	Annual	40	1
	Pelham	3,519	35,000.00	35,000.00	Annual	40	1
	Reidsville	2,660	20.00	20.00	Hourly	40	1
	Ringgold	3,608	35,629.61	59,299.88	Annual	40	2
	Soperton	3,097	39,520.00	42,640.00	Annual	40	1
	Thunderbolt	2,660	40,000.00	60,000.00	Annual	40	1
	Tybee Island	3,110	67,042.00	107,267.00	Annual	40	1
	West Point	3,743	55,024.68	82,927.29	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*
F	Alto	1,199	11.00	14.50	Hourly	40	1
	Arlington	1,358	30,000.00	35,000.00	Annual	44	1
	Bowdon	2,102	38,000.00	65,145.60	Annual	40	1
	Brooklet	1,706	13.00	17.00	Hourly	40	1
	Buchanan	1,159	19.00	19.00	Hourly	40	1
	Butler	1,774	15.00	25.16	Annual	40	1
	Clayton	2,183	66,780.00	73,416.00	Annual	40	1
	Colquitt	1,824	10.00	32.45	Hourly	40	1
	East Dublin	2,383	16.89	20.55	Hourly	40	1
	Ellaville	1,864	19.00	22.00	Hourly	40	1
	Gordon	1,882	21.85	21.85	Hourly	40	1
	Guyton	2,086	15.00	20.00	Annual	40	1
	Hamilton	1,130	25.00	25.00	Annual	40	1
	Lavonia	2,161	33,280.00	40,560.00	Annual	40	1
	Ludowici	2,221	21,840.00	21,840.00	Annual	40	1
	Lumber City	1,257	10.00	11.00	Hourly	40	1
	Midway	2,027	49,887.99	54,000.44	Annual	40	1
	Morgan	1,846	13.00	13.00	Hourly	40	1
	Mount Airy	1,284	15.00	25.00	Hourly	40	1
	Mount Zion	1,812	12.00	25.00	Hourly	40	1
	Nahunta	1,102	15.00	20.00	Hourly	40	1
	Oglethorpe	1,159	17.92	17.92	Annual	40	1
	Omega	1,222	44,460.11	44,460.11	Annual	40	1
	Oxford	2,313	55,127.38	83,882.82	Annual	40	1
	Pine Mountain	1,400	48,609.00	48,609.00	Annual	40	1
	Reynolds	973	725.00	1,159.05	Annual	40	1
	Richland	1,552	45,000.00	45,000.00	Annual	40	1
	Sparta	1,228	48,000.00	125,000.00	Annual	40	1
	Wadley	1,894	9.00	15.89	Hourly	40	1
	Willacoochee	1,368	15.82	15.82	Hourly	40	1
	G	Baconton	844	20.00	20.00	Hourly	40
Blairsville		620	20.00	38.50	Hourly	40	1
Canon		833	13.00	16.00	Hourly	40	1
Coolidge		525	10.00	16.00	Hourly	40	1
Doerun		747	18.00	18.00	Hourly	40	1
Eton		915	31,000.00	46,741.00	Annual	45	1
Franklin		924	19.37	19.37	Hourly	40	1
Greenville		841	36,000.00	42,000.00	Annual	40	1
Hoboken		532	10.94	18.32	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*
	Homeland	935	8.00	10.24	Hourly	40	1
	Newborn	759	10.00	20.00	Hourly	40	1
	Pine Lake	761	15.00	15.00	Hourly	40	1
	Plains	721	10.00	25,000.00	Annual	40	1
	Resaca	806	10.00	12.00	Annual	40	1
	Rutledge	820	11.00	19.31	Hourly	45	1
	Smithville	601	14.25	14.25	Hourly	40	1
	Talbotton	856	25,000.00	32,000.00	Annual	40	1
	Ty Ty	729	27.56	27.56	Hourly	40	1
H	Attapulcus	427	13.24	13.90	Hourly	40	1
	Mansfield	437	30,000.00	50,000.00	Annual	40	1
	Rhine	373	20,800.00	35,000.00	Annual	40	1
	Shiloh	481	11.00	20.00	Hourly	28	1
	Sky Valley	268	18.00	22.00	Hourly	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	2	41,005	44,979	63,756	71,966	2
C	1	47,715	47,715	47,715	47,715	1
D	2	38,504	45,663	55,217	62,947	2
E	1	36,807	36,807	50,127	50,127	1
Total/Avg	6	41,008	43,791	54,204	58,189	6

**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	Roswell	94,650	44,979.00	71,966.00	Annual	40	1
	Smyrna	56,706	37,030.00	55,546.00	Annual	40	1
C	Calhoun	16,966	22.94	22.94	Hourly	40	1
D	Barnesville	6,711	45,663.00	62,947.00	Annual	40	1
	LaFayette	7,268	15.07	22.83	Hourly	40	1
E	Elberton	4,348	36,807.00	50,127.00	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	4	45,197	50,932	69,420	78,498	5
B	5	46,623	55,661	65,645	73,258	6
C	6	40,636	46,613	64,386	82,867	6
E	3	30,860	37,440	44,160	47,158	5
Total/Avg	18	40,829	47,661	60,903	70,445	22

**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	Marietta	60,806	50,753.00	78,498.00	Annual	40	1
	Roswell	94,650	20.03	32.03	Hourly	40	2
	Smyrna	56,706	50,932.00	76,398.00	Annual	40	1
	Valdosta	56,426	18.00	27.00	Hourly	40	1
B	Carrollton	26,443	55,660.80	55,660.80	Annual	40	1
	Chamblee	29,691	20.96	32.48	Hourly	40	2
	Douglasville	34,190	22.02	35.22	Hourly	40	1
	Newnan	39,784	20.70	32.09	Hourly	40	1
	Rome	36,634	45,000.00	65,000.00	Annual	40	1
C	Acworth	22,642	18.74	29.57	Hourly	40	1
	Bainbridge	12,058	20.88	39.84	Hourly	40	1
	Buford	15,189	20.00	27.00	Hourly	40	1
	Kingsland	17,497	15.93	24.08	Hourly	40	1
	Perry	17,377	22.41	35.38	Hourly	40	1
	Powder Springs	15,378	19.26	29.86	Hourly	40	1
E	Blakely	4,623	18.00	21.92	Hourly	40	1
	Washington	4,001	30,992.00	47,158.00	Annual	40	1
	West Point	3,743	11.61	19.10	Hourly	40	3

* 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	3	28,269	37,440	46,247	56,160	39
B	7	25,789	29,806	39,544	45,011	54
C	8	24,056	28,541	39,337	49,920	33
D	4	25,602	31,000	35,228	35,360	11
E	6	22,294	27,040	30,469	34,070	12
F	3	22,448	27,040	29,328	38,065	4
Total/Avg	31	24,743	30,145	36,692	43,098	153

**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	Marietta	60,806	23,052.00	43,705.00	Annual	40	22	
	Roswell	94,650	11.69	18.69	Hourly	40	16	
	Valdosta	56,426	18.00	27.00	Hourly	40	1	
B	Canton	29,306	14.33	21.49	Hourly	40	3	
	Carrollton	26,443	23,012.60	31,604.28	Annual	40	11	
	Chamblee	29,691	13.96	21.64	Hourly	40	12	
	Douglasville	34,190	11.25	17.43	Hourly	40	7	
	Lawrenceville	29,795	29,757.86	44,837.13	Annual	40	5	
	Newnan	39,784	12.99	20.14	Hourly	40	1	
	Rome	36,634	8.89	15.63	Hourly	40	15	
	C	Buford	15,189	12.00	24.00	Hourly	40	7
		Conyers	16,021	28,541.45	44,277.15	Annual	40	3
Kingsland		17,497	11.23	17.99	Hourly	40	6	
Milledgeville		18,614	22,401.08	34,085.87	Annual	40	5	
Monroe		13,573	12.33	18.50	Hourly	40	4	
Perry		17,377	11.44	18.22	Hourly	40	3	
Powder Springs		15,378	12.42	19.25	Hourly	40	3	
Snellville		19,906	8.61	15.66	Hourly	40	2	
D	Dacula	6,255	31,000.00	35,000.00	Annual	40	4	
	Fort Oglethorpe	10,029	12.00	17.00	Hourly	40	1	
	LaFayette	7,268	11.20	16.98	Hourly	40	4	
	Toccoa	8,294	11.13	16.94	Hourly	40	2	

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

◆ Refuse/Recycling Collector

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Alma	3,441	27,040.00	27,040.00	Annual	40	1
	Cornelia	4,513	10.85	16.38	Hourly	40	2
	Folkston	4,672	10.50	15.00	Hourly	40	1
	Jasper	3,941	10.30	13.29	Hourly	40	4
	Millen	2,759	9.00	14.00	Hourly	40	2
	Washington	4,001	22,172.00	33,739.00	Annual	40	2
F	Oxford	2,313	25,016.06	38,064.89	Annual	40	1
	Trion	1,750	13.00	13.00	Hourly	40	2
	Wadley	1,894	7.35	11.00	Hourly	40	1

* 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	37,509	37,578	58,867	61,573	4
B	2	34,778	36,150	55,526	56,056	2
C	3	35,554	36,795	55,758	60,694	5
E	4	32,232	52,135	38,763	52,135	5
F	1	29,723	29,723	31,845	31,845	1
Total/Avg	12	33,959	38,476	48,152	52,461	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	Marietta	60,806	37,578.00	61,573.00	Annual	40	3
	Valdosta	56,426	18.00	27.00	Hourly	40	1
B	Newnan	39,784	17.38	26.95	Hourly	40	1
	Rome	36,634	16.06	26.44	Hourly	40	1
C	Cartersville	21,141	16.26	24.70	Hourly	40	2
	Monroe	13,573	17.33	26.54	Hourly	40	1
	Perry	17,377	17.69	29.18	Hourly	40	2
E	Cornelia	4,513	12.60	19.66	Hourly	40	2
	Folkston	4,672	12.00	17.50	Hourly	40	1
	Jasper	3,941	22.28	22.28	Hourly	45	1
	Pelham	3,519	12.32	12.32	Hourly	40	1
F	Trion	1,750	14.29	15.31	Hourly	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	30,025	31,200	48,013	50,561	65
B	6	30,884	34,510	46,720	51,997	52
C	7	29,851	33,405	48,987	54,995	40
D	8	25,891	36,257	38,079	49,981	17
E	6	25,432	34,840	35,208	42,848	12
F	2	20,259	23,234	24,575	25,875	3
Total/Avg	33	27,057	32,241	40,264	46,043	189

**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	Marietta	60,806	29,374.00	50,561.00	Annual	40	10	
	Roswell	94,650	13.63	23.54	Hourly	40	15	
	Smyrna	56,706	31,177.00	46,766.00	Annual	40	10	
	Valdosta	56,426	15.00	22.00	Hourly	40	30	
B	Carrollton	26,443	28,116.11	38,604.05	Annual	40	11	
	Chamblee	29,691	14.94	23.16	Hourly	40	4	
	Douglasville	34,190	14.79	22.92	Hourly	40	6	
	Lawrenceville	29,795	34,510.00	51,997.32	Annual	40	5	
	Newnan	39,784	15.47	23.98	Hourly	40	6	
	Rome	36,634	13.78	21.15	Hourly	40	20	
	C	Acworth	22,642	13.19	21.62	Hourly	40	6
		Bainbridge	12,058	13.38	25.53	Hourly	40	12
		Buford	15,189	15.00	25.00	Hourly	40	4
Cartersville		21,141	15.47	23.55	Hourly	40	9	
Monroe		13,573	12.98	20.44	Hourly	40	6	
Perry		17,377	16.06	26.44	Hourly	40	0	
Powder Springs		15,378	14.38	22.28	Hourly	40	3	
D	Barnesville	6,711	36,257.00	49,981.00	Annual	40	1	
	Fitzgerald	8,710	7.25	15.00	Hourly	40	3	
	Fort Oglethorpe	10,029	14.00	19.00	Hourly	40	1	
	Hawkinsville	5,193	14.37	14.37	Hourly	40	1	
	LaFayette	7,268	11.20	16.98	Hourly	40	4	

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

◆ Refuse/Recycling Truck Driver

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	McRae-Helena	8,380	11.25	19.97	Hourly	40	2
	Toccoa	8,294	11.69	17.79	Hourly	40	1
	Waynesboro	5,441	12.39	19.32	Hourly	40	4
	Blakely	4,623	13.00	15.67	Hourly	40	4
	Chickamauga	3,155	16.75	20.60	Hourly	40	2
	Cuthbert	3,426	10.00	13.00	Hourly	40	2
	Millen	2,759	10.00	15.00	Hourly	40	2
	Ringgold	3,608	24,715.99	40,439.93	Annual	40	1
	Washington	4,001	24,398.00	37,125.00	Annual	40	1
F	Claxton	2,235	8.31	11.19	Hourly	40	1
	Oglethorpe	1,159	11.17	12.44	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	5	42,376	50,932	69,131	83,220	15
B	8	39,662	45,947	60,731	68,910	19
C	11	39,736	55,578	61,214	106,038	10
D	7	44,257	78,832	62,088	81,723	8
E	8	37,101	55,000	45,970	65,499	8
F	1	20,030	20,030	26,936	26,936	1
G	1	29,702	29,702	30,368	30,368	1
Total/Avg	41	36,124	48,003	50,920	66,099	62

**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	Alpharetta	66,255	42,000.00	83,220.00	Annual	40	4	
	Marietta	60,806	37,578.00	58,552.00	Annual	40	4	
	Roswell	94,650	21.63	34.59	Hourly	40	1	
	Smyrna	56,706	50,932.00	76,398.00	Annual	40	1	
	Warner Robins	75,797	17.49	26.70	Hourly	40	5	
B	Canton	29,306	19.81	29.72	Hourly	40	1	
	Carrollton	26,443	38,323.13	52,603.58	Annual	40	4	
	Duluth	29,527	19.85	30.73	Hourly	40	2	
	Gainesville	41,464	17.97	27.87	Hourly	40	4	
	LaGrange	30,291	17.64	28.31	Hourly	40	1	
	Newnan	39,784	20.70	32.09	Hourly	40	3	
	Peachtree City	35,766	22.09	33.13	Hourly	40	1	
	Rome	36,634	16.06	26.44	Hourly	40	3	
	C	Bainbridge	12,058	26.72	50.98	Hourly	40	1
		Brunswick	16,357	28,351.54	43,944.89	Annual	40	1
Calhoun		16,966	23.80	23.80	Hourly	40	1	
Conyers		16,021	46,491.01	72,122.82	Annual	40	1	
Grovetown		14,473	17.20	26.15	Hourly	40	1	
Loganville		12,532	14.73	25.45	Hourly	40	1	
McDonough		25,782	20.16	32.39	Hourly	40	1	

* 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*
	Milledgeville	18,614	30,126.94	45,841.71	Annual	40	1
	Monroe	13,573	17.33	26.54	Hourly	40	1
	Powder Springs	15,378	19.26	29.86	Hourly	40	0
	Union	21,873	42,592.50	63,888.75	Annual	40	1
D	Centerville	7,776	19.33	39.29	Hourly	40	1
	Cumming	6,376	78,832.00	78,832.00	Annual	40	1
	Fort Valley	8,962	11.39	17.09	Hourly	40	1
	Garden City	8,837	45,290.00	72,465.00	Annual	40	1
	McRae-Helena	8,380	40,011.73	71,054.62	Annual	40	1
	Sylvester	5,756	43,680.00	43,680.00	Annual	40	1
	Thomaston	8,740	18.31	24.67	Hourly	40	2
E	Ashburn	3,673	18.43	18.43	Annual	40	1
	Blakely	4,623	55,000.00	60,500.00	Annual	40	1
	Elberton	4,348	36,807.00	50,127.00	Annual	40	1
	Folkston	4,672	14.50	17.50	Hourly	40	1
	Jasper	3,941	20.10	20.10	Hourly	40	1
	Social Circle	4,549	15.85	15.85	Hourly	40	1
	Springfield	4,045	10.00	20.25	Hourly	40	1
	Tybee Island	3,110	19.68	31.49	Hourly	40	1
F	Claxton	2,235	9.63	12.95	Hourly	40	1
G	Riceboro	768	14.28	14.60	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	2	55,827	60,900	92,819	107,140	2
B	1	50,000	50,000	80,000	80,000	1
C	5	48,557	67,764	78,834	112,940	5
D	2	54,375	69,222	62,092	69,222	2
E	2	36,223	43,326	47,622	57,803	2
F	1	24,960	24,960	52,000	52,000	1
G	1	20,800	20,800	20,800	20,800	1
Total/Avg	14	41,535	48,139	62,024	71,415	14

**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	Alpharetta	66,255	60,900.00	107,140.00	Annual	40	1
	Marietta	60,806	50,753.00	78,498.00	Annual	40	1
B	Rome	36,634	50,000.00	80,000.00	Annual	40	1
C	Americus	15,309	53,223.00	81,787.00	Annual	40	1
	Milledgeville	18,614	36,706.77	55,853.46	Annual	40	1
	Monroe	13,573	67,764.00	112,940.00	Annual	40	1
	Perry	17,377	22.40	35.38	Hourly	40	1
	Snellville	19,906	38,500.00	70,000.00	Annual	40	1
D	Cumming	6,376	69,222.00	69,222.00	Annual	40	1
	Glennville	5,093	39,528.00	54,961.00	Annual	40	1
E	Baxley	4,694	43,326.40	57,803.20	Annual	40	1
	Lyons	4,272	14.00	18.00	Hourly	40	1
F	Mount Zion	1,812	12.00	25.00	Hourly	40	1
G	Ailey	537	10.00	10.00	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	1	50,271	50,271	75,406	75,406	1
B	1	102,817	102,817	102,817	102,817	1
C	3	48,364	60,000	76,041	87,027	3
D	2	34,404	40,000	50,611	58,000	2
E	1	28,080	28,080	30,680	30,680	1
F	1	23,340	23,340	40,315	40,315	1
H	1	24,960	24,960	24,960	24,960	1
Total/Avg	10	44,605	47,067	57,261	59,886	10

**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	Valdosta	56,426	50,271.00	75,406.00	Annual	40	1
B	Carrollton	26,443	102,817.00	102,817.00	Annual	40	1
C	Bainbridge	12,058	21.93	41.84	Hourly	40	1
	Buford	15,189	60,000.00	84,000.00	Annual	40	1
	Grovetown	14,473	18.98	27.45	Hourly	40	1
D	Cairo	9,410	40,000.00	58,000.00	Annual	40	1
	Fort Valley	8,962	13.85	20.78	Hourly	40	1
E	Soperton	3,097	28,080.00	30,680.00	Annual	40	1
F	Sparta	1,228	23,340.00	40,315.00	Annual	40	1
H	Bartow	256	12.00	12.00	Hourly	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	
B	3	25,820	27,726	39,361	41,392	4
D	1	24,003	24,003	36,005	36,005	1
E	1	22,880	22,880	27,435	27,435	1
Total/Avg	5	24,234	24,870	34,267	34,944	6

**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	Dalton	33,500	12.52	19.56	Hourly	40	2
	LaGrange	30,291	13.33	19.90	Hourly	40	1
	Rome	36,634	11.39	17.31	Hourly	40	1
D	Cairo	9,410	11.54	17.31	Hourly	40	1
E	Blakely	4,623	11.00	13.19	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	1	45,760	45,760	68,640	68,640	7
B	2	64,929	79,857	102,439	124,877	2
C	8	53,818	78,894	75,646	93,246	8
D	3	51,708	57,720	63,783	70,990	3
E	7	53,389	69,897	68,992	91,784	7
F	4	29,103	32,760	36,841	44,720	4
G	1	37,440	37,440	55,120	55,120	1
Total/Avg	26	48,021	57,475	67,351	78,483	32

**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	Valdosta	56,426	22.00	33.00	Hourly	40	7
B	LaGrange	30,291	79,857.00	124,877.00	Annual	40	1
	Rome	36,634	50,000.00	80,000.00	Annual	40	1
C	Americus	15,309	53,223.00	81,787.00	Annual	40	1
	Bainbridge	12,058	14.77	31.10	Hourly	40	1
	Calhoun	16,966	37.93	37.93	Hourly	40	1
	Dallas	13,607	76,398.40	93,246.40	Annual	40	1
	Jesup	9,819	23.11	36.06	Annual	40	1
	Kingsland	17,497	41,752.00	63,090.00	Annual	40	1
	Loganville	12,532	56,761.46	80,408.43	Annual	40	1
	Milledgeville	18,614	44,723.61	68,052.27	Annual	40	1
D	Bremen	6,537	25.67	25.67	Hourly	40	1
	Jackson	5,083	27.75	34.13	Hourly	40	1
	Toccoa	8,294	44,009.00	66,965.00	Annual	40	1
E	Blakely	4,623	50,000.00	62,500.00	Annual	40	1
	Cornelia	4,513	46,956.00	64,000.00	Annual	40	1
	Dawson	4,102	24.67	24.67	Hourly	40	1
	Elberton	4,348	44,662.00	62,525.00	Annual	40	1
	Social Circle	4,549	69,896.50	69,896.50	Annual	40	1
	Tybee Island	3,110	50,576.00	80,922.00	Annual	40	1

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

◆ Sewage Treatment Plant Superintendent

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Washington	4,001	60,320.00	91,784.00	Annual	40	1
	Claxton	2,235	11.70	15.75	Hourly	40	1
	Lincolnton	1,500	15.75	16.00	Hourly	40	1
	Sparta	1,228	28,114.00	36,602.00	Annual	40	1
	Young Harris	1,654	15.00	21.50	Hourly	40	1
G	Blairsville	620	18.00	26.50	Hourly	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	61,353	82,375	92,819	123,562	5
B	3	52,405	55,661	70,566	80,000	3
C	5	47,390	80,683	64,201	80,683	6
D	2	45,375	56,409	45,375	56,409	2
E	6	39,427	54,891	58,598	83,523	9
F	1	45,760	45,760	52,000	52,000	1
G	1	29,661	29,661	41,954	41,954	1
Total/Avg	21	45,910	57,920	60,788	74,019	27

**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	Marietta	60,806	50,753.00	78,498.00	Annual	40	3
	Smyrna	56,706	50,932.00	76,398.00	Annual	40	1
	Valdosta	56,426	82,375.00	123,562.00	Annual	40	1
B	Carrollton	26,443	55,660.80	55,660.80	Annual	40	1
	LaGrange	30,291	51,555.00	76,038.00	Annual	40	1
	Rome	36,634	50,000.00	80,000.00	Annual	40	1
C	Calhoun	16,966	38.79	38.79	Hourly	40	1
	Dallas	13,607	37,793.60	56,326.40	Annual	40	1
	Milledgeville	18,614	34,938.04	53,162.33	Annual	40	1
	Monroe	13,573	20.90	33.04	Hourly	40	2
	Powder Springs	15,378	19.26	29.86	Hourly	40	1
D	Cumming	6,376	56,409.00	56,409.00	Annual	40	1
	Sylvester	5,756	34,340.80	34,340.80	Annual	40	1
E	Elberton	4,348	36,807.00	50,127.00	Annual	40	1
	Folkston	4,672	14.50	21.00	Hourly	40	1
	Ringgold	3,608	48,745.61	71,879.72	Annual	40	1
	Tybee Island	3,110	18.34	29.35	Hourly	40	2
	Washington	4,001	54,891.00	83,523.00	Annual	40	1
	West Point	3,743	13.37	19.87	Hourly	40	3
F	Ellaville	1,864	22.00	25.00	Hourly	40	1

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

◆ Sewer System Supervisor

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
G	Hiawassee	897	14.26	20.17	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	1	56,660	56,660	90,656	90,656	1
B	4	61,730	91,520	77,194	91,520	4
C	6	52,575	67,764	81,150	112,940	7
D	4	63,457	81,536	76,625	82,500	4
Total/Avg	15	58,605	74,370	81,406	94,404	16

**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	Roswell	94,650	56,660.00	90,656.00	Annual	40	1
B	Carrollton	26,443	55,660.80	55,660.80	Annual	40	1
	Dalton	33,500	44.00	44.00	Annual	40	1
	Gainesville	41,464	21.51	34.42	Annual	40	1
	Rome	36,634	55,000.00	90,000.00	Annual	40	1
	C	Americus	15,309	53,223.00	81,787.00	Annual	40
C	Cartersville	21,141	47,790.00	72,719.00	Annual	40	3
	Dallas	13,607	37,793.60	56,326.40	Annual	40	1
	Monroe	13,573	67,764.00	112,940.00	Annual	40	1
	Perry	17,377	56,400.00	84,400.00	Annual	40	0
	Tifton	16,715	25.23	37.85	Annual	40	1
D	Cairo	9,410	52,000.00	70,000.00	Annual	40	1
	Camilla	4,919	75,000.00	82,500.00	Annual	40	1
	Cumming	6,376	81,536.00	81,536.00	Annual	40	1
	Garden City	8,837	45,290.00	72,465.00	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	1	25,749	25,749	39,297	39,297	1
B	2	29,203	35,901	44,502	53,830	16
C	2	31,190	33,717	43,014	44,658	3
D	4	22,104	26,848	33,480	37,011	8
E	3	24,308	24,960	32,332	35,081	6
F	2	22,495	29,702	27,550	31,824	4
Total/Avg	14	25,842	29,479	36,696	40,284	38

**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	Warner Robins	75,797	12.38	18.89	Hourly	40	1
B	Dalton	33,500	10.82	16.91	Hourly	40	9
	Peachtree City	35,766	17.26	25.88	Hourly	40	7
C	Calhoun	16,966	16.21	19.89	Hourly	40	2
	Jesup	9,819	13.78	21.47	Hourly	40	1
D	Barnesville	6,711	26,848.00	37,011.00	Annual	40	1
	Eatonton	6,608	11.50	15.31	Hourly	40	3
	Fitzgerald	8,710	7.25	15.00	Hourly	40	1
	Fort Valley	8,962	10.85	16.28	Hourly	40	3
E	Blakely	4,623	12.00	13.00	Hourly	40	1
	Elberton	4,348	24,910.00	34,874.00	Annual	40	3
	Tallapoosa	3,155	23,054.93	35,080.81	Annual	40	2
F	Trion	1,750	14.28	15.30	Hourly	40	3
	Wadley	1,894	7.35	11.19	Hourly	40	1

* 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	2	40,265	47,250	60,163	70,405	7
B	6	31,673	35,771	48,613	55,994	17
C	7	32,967	39,229	56,700	72,717	19
D	9	31,313	49,338	44,909	75,774	17
E	5	30,260	37,565	47,828	57,159	7
F	3	31,838	35,651	39,305	42,598	3
G	2	26,000	27,040	37,960	46,800	3
Total/Avg	34	32,045	38,835	47,925	60,207	73

**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	Alpharetta	66,255	47,250.00	70,405.00	Annual	40	1
	Valdosta	56,426	16.00	24.00	Hourly	40	6
B	Carrollton	26,443	35,771.37	49,115.41	Annual	40	3
	Gainesville	41,464	13.44	20.82	Hourly	40	1
	LaGrange	30,291	16.16	24.26	Hourly	40	1
	Lawrenceville	29,795	29,757.86	44,837.13	Annual	40	1
	Rome	36,634	15.38	26.92	Hourly	40	3
	Stockbridge	29,638	14.88	23.06	Hourly	40	8
	C	Bainbridge	12,058	14.77	31.10	Hourly	40
	Buford	15,189	12.00	30.00	Hourly	40	5
	Calhoun	16,966	18.14	19.76	Hourly	40	2
	Cartersville	21,141	18.86	34.96	Hourly	40	6
	Loganville	12,532	14.73	25.45	Hourly	40	1
	Milledgeville	18,614	33,254.50	50,600.68	Annual	40	3
	Monroe	13,573	16.46	25.22	Hourly	40	1
D	Bremen	6,537	19.51	20.00	Hourly	40	2
	Cedartown	10,215	14.69	18.00	Hourly	40	1
	Cumming	6,376	29,702.00	75,774.00	Annual	40	4
	Hawkinsville	5,193	12.00	18.15	Hourly	40	2
	Jackson	5,083	23.72	25.72	Hourly	40	1

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

◆ Water/Wastewater Lab Technician

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rincon	10,111	14.00	20.18	Hourly	40	1
	Sylvester	5,756	20,945.60	29,120.00	Annual	40	4
	Toccoa	8,294	16.52	25.15	Hourly	40	1
	Waynesboro	5,441	10.70	16.69	Hourly	40	1
E	Adairsville	4,918	15.83	23.49	Hourly	40	3
	Cornelia	4,513	13.42	25.00	Hourly	40	1
	Springfield	4,045	9.50	13.51	Hourly	40	1
	Tybee Island	3,110	15.93	25.49	Annual	40	1
	Washington	4,001	37,565.00	57,159.00	Annual	40	1
F	Bowdon	2,102	17.14	20.48	Hourly	40	1
	Lincolnton	1,500	14.50	16.00	Hourly	40	1
	Trion	1,750	14.28	20.21	Hourly	40	1
G	Blairsville	620	12.00	22.50	Hourly	40	2
	White	722	13.00	14.00	Hourly	40	1

* 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	2	58,592	60,523	93,736	96,815	2
B	7	59,218	76,623	88,411	109,068	9
C	12	53,129	107,266	77,895	112,940	19
D	14	50,339	91,728	64,806	91,728	17
E	12	43,888	85,625	54,236	85,625	14
F	15	37,082	54,080	45,298	70,000	16
G	10	29,388	40,019	37,554	49,000	11
H	4	20,600	46,800	30,480	46,800	4
Total/Avg	76	44,029	70,333	61,552	82,747	92

**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	Marietta	60,806	60,523.00	96,815.00	Annual	40	1
	Roswell	94,650	56,660.00	90,656.00	Annual	40	1
B	Carrollton	26,443	76,622.84	89,381.61	Annual	40	2
	Gainesville	41,464	24.86	39.76	Annual	40	2
	LaGrange	30,291	61,060.00	99,843.00	Annual	40	1
	Lawrenceville	29,795	72,387.06	109,067.90	Annual	40	1
	Rome	36,634	50,000.00	80,000.00	Annual	40	1
	Stockbridge	29,638	54,391.86	84,307.38	Annual	40	1
	Woodstock	32,234	48,353.76	73,575.96	Annual	40	1
C	Americus	15,309	53,223.00	81,787.00	Annual	40	1
	Bainbridge	12,058	17.14	32.68	Hourly	40	4
	Buford	15,189	25.00	34.00	Hourly	42	1
	Calhoun	16,966	51.57	51.57	Hourly	40	1
	Cartersville	21,141	25.36	38.59	Hourly	40	3
	Dallas	13,607	44,054.40	65,249.60	Annual	40	1
	Grovetown	14,473	19.94	30.34	Hourly	40	1
	Jesup	9,819	23.11	36.06	Annual	40	1
	Kingsland	17,497	48,700.00	73,588.00	Annual	40	1
	Loganville	12,532	18.88	31.37	Hourly	40	3

* 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*
D	Milledgeville	18,614	44,723.61	68,052.27	Annual	40	1
	Monroe	13,573	67,764.00	112,940.00	Annual	40	1
	Auburn	7,614	32,905.60	48,609.60	Annual	40	1
	Barnesville	6,711	54,425.00	75,357.00	Annual	40	1
	Byron	5,188	17.63	29.43	Hourly	40	1
	Camilla	4,919	60,500.00	63,500.00	Annual	40	1
	Cedartown	10,215	40,000.00	47,000.00	Annual	40	1
	Cumming	6,376	91,728.00	91,728.00	Annual	40	3
	Fort Oglethorpe	10,029	15.00	22.50	Hourly	40	1
	Glennville	5,093	16.76	22.50	Hourly	40	1
	Jackson	5,083	27.75	34.13	Hourly	40	1
	LaFayette	7,268	27.25	43.27	Annual	40	1
	Rincon	10,111	61,000.00	68,264.74	Annual	40	1
	Sylvester	5,756	54,800.00	54,800.00	Annual	40	1
E	Toccoa	8,294	21.15	32.19	Hourly	40	2
	Waynesboro	5,441	48,260.08	75,269.25	Annual	40	1
	Baxley	4,694	43,326.40	57,803.20	Annual	40	1
	Blakely	4,623	40,000.00	48,500.00	Annual	40	1
	Dawsonville	3,109	16.59	26.20	Hourly	40	1
	Elberton	4,348	51,244.00	78,308.00	Annual	40	2
	Harlem	3,277	12.50	25.50	Hourly	40	2
	Hephzibah	3,941	30,000.00	39,430.00	Annual	40	1
	Jasper	3,941	85,625.00	85,625.00	Annual	40	1
	Millen	2,759	11.00	17.00	Hourly	40	1
	Monticello	2,676	31.38	31.38	Annual	40	1
	Pelham	3,519	55,000.00	55,000.00	Annual	40	1
	Reidsville	2,660	16.00	16.00	Hourly	40	1
	Soperton	3,097	39,520.00	44,720.00	Annual	40	1
F	Alto	1,199	13.27	16.00	Hourly	40	1
	Buchanan	1,159	26.00	26.00	Hourly	40	1
	Chester	1,578	8.00	18.00	Hourly	40	1
	Comer	1,170	14.50	17.50	Hourly	40	1
	East Dublin	2,383	18.26	22.23	Hourly	40	1
	Ellaville	1,864	22.00	25.00	Hourly	40	1
	Homer	1,162	30,000.00	41,519.00	Annual	40	1
	Lavonia	2,161	37,040.00	44,720.00	Annual	40	1
	Lincolnton	1,500	15.75	16.00	Hourly	40	1
	Ludowici	2,221	32,760.00	32,760.00	Annual	40	1
McCaysville	1,146	24.00	24.00	Hourly	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*
	Sparta	1,228	46,800.00	54,800.00	Annual	40	1
	Trion	1,750	49,189.50	70,000.00	Annual	40	1
	Wrens	1,967	34,340.80	45,302.40	Annual	40	2
	Young Harris	1,654	15.00	22.95	Hourly	40	1
G	Bowman	801	9.50	18.00	Hourly	40	1
	Canon	833	14.00	16.00	Hourly	40	1
	Carnesville	600	37,519.37	43,101.16	Annual	40	2
	Crawford	832	25,000.00	49,000.00	Annual	40	1
	Leary	569	27,580.80	27,580.80	Annual	40	1
	McIntyre	607	17.73	19.36	Hourly	40	1
	Odum	503	12.00	18.00	Hourly	40	1
	Pavo	607	9.00	14.80	Hourly	40	1
	Tignall	511	19.24	19.24	Hourly	40	1
	White	722	16.50	17.61	Hourly	40	1
H	Concord	379	46,800.00	46,800.00	Annual	40	1
	Morganton	321	11.00	22.00	Hourly	40	1
	Rentz	286	6.00	14.00	Hourly	40	1
	Turin	347	240.00	240.00	Annual	32	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	2	53,466	56,660	83,031	90,656	4
B	5	54,669	83,595	75,175	90,000	10
C	7	44,968	66,310	76,138	145,183	13
D	5	45,943	56,160	57,079	78,395	7
E	9	43,515	67,042	66,726	107,267	12
F	6	37,915	48,651	45,700	57,886	10
G	4	37,788	50,003	53,794	71,760	4
Total/Avg	38	45,466	61,203	65,378	91,592	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	Roswell	94,650	56,660.00	90,656.00	Annual	40	1
	Valdosta	56,426	50,271.00	75,406.00	Annual	40	3
B	Carrollton	26,443	83,595.00	83,595.00	Annual	40	1
	Gainesville	41,464	22.54	36.06	Annual	40	4
	Rome	36,634	60,000.00	90,000.00	Annual	40	1
	Stockbridge	29,638	20.58	30.40	Hourly	40	3
	Woodstock	32,234	19.26	30.79	Hourly	40	1
	C	Calhoun	16,966	31.88	31.91	Hourly	40
C	Cartersville	21,141	45,487.87	145,183.00	Annual	40	4
	Kingsland	17,497	41,752.00	63,090.00	Annual	40	1
	Loganville	12,532	14.73	25.45	Hourly	40	1
	McDonough	25,782	48,541.00	77,981.00	Annual	40	2
	Milledgeville	18,614	38,565.04	58,681.25	Annual	40	1
	Monroe	13,573	43,479.00	68,725.00	Annual	40	2
D	Bremen	6,537	26.11	26.11	Hourly	40	1
	Cairo	9,410	18.27	24.04	Hourly	40	1
	Cumming	6,376	51,417.00	78,395.00	Annual	40	3
	Hawkinsville	5,193	27.00	27.00	Hourly	40	1
	Waynesboro	5,441	14.34	22.37	Hourly	40	1
E	Adairsville	4,918	17.45	29.98	Hourly	40	2

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

◆ Water/Wastewater Treatment Plant Manager

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Baxley	4,694	39,312.00	51,625.60	Annual	40	1
	Cornelia	4,513	46,956.00	79,000.00	Annual	40	3
	Dawsonville	3,109	40,500.00	82,698.00	Annual	40	1
	Elberton	4,348	42,027.00	58,837.00	Annual	40	1
	Millen	2,759	13.00	18.00	Hourly	40	1
	Ringgold	3,608	47,458.39	63,554.40	Annual	40	1
	Springfield	4,045	45,000.00	57,749.64	Annual	40	1
	Tybee Island	3,110	67,042.00	107,267.00	Annual	40	1
F	Bowdon	2,102	38,000.00	57,886.40	Annual	40	1
	Clayton	2,183	23.39	24.09	Hourly	40	1
	Hamilton	1,130	17.00	17.00	Hourly	40	1
	Lavonia	2,161	17.50	20.75	Hourly	40	2
	McCaysville	1,146	22.50	22.50	Hourly	40	1
	Sparta	1,228	22,279.00	40,888.00	Annual	40	4
G	Blairsville	620	18.00	34.50	Hourly	40	1
	Hiawassee	897	18.63	26.36	Annual	40	1
	Norman Park	967	12.00	18.00	Hourly	40	1
	Riceboro	768	24.04	24.59	Hourly	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	2	32,136	33,072	56,191	66,622	20
B	5	33,828	44,176	53,140	66,561	43
C	12	27,968	32,406	49,141	68,723	83
D	12	30,683	43,118	47,192	65,021	46
E	29	29,558	44,179	41,957	65,499	72
F	13	27,957	44,616	37,274	47,840	34
G	5	25,484	31,200	37,190	41,954	8
H	1	24,960	24,960	24,960	24,960	1
Total/Avg	79	29,072	37,216	43,381	55,898	307

**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	Roswell	94,650	15.90	32.03	Hourly	40	5
	Valdosta	56,426	15.00	22.00	Hourly	40	15
B	Carrollton	26,443	26,851.94	47,359.61	Annual	40	12
	Gainesville	41,464	15.54	24.08	Hourly	40	6
	LaGrange	30,291	16.25	21.97	Annual	40	7
	Lawrenceville	29,795	44,175.71	66,560.97	Annual	40	1
	Rome	36,634	15.38	26.92	Hourly	40	17
C	Bainbridge	12,058	12.99	24.31	Hourly	40	2
	Buford	15,189	13.35	28.00	Hourly	40	3
	Calhoun	16,966	12.18	22.65	Hourly	40	12
	Cartersville	21,141	14.73	22.42	Hourly	40	28
	Dallas	13,607	30,804.80	53,326.40	Annual	40	4
	Grovetown	14,473	15.58	22.54	Hourly	40	2
	Jesup	9,819	12.07	18.86	Hourly	40	2
	Kingsland	17,497	11.23	17.15	Hourly	40	4
	Loganville	12,532	13.33	18.88	Hourly	40	3
	McDonough	25,782	14.33	27.98	Hourly	40	12
Milledgeville	18,614	27,293.53	45,841.71	Annual	40	3	
Monroe	13,573	13.63	33.04	Hourly	40	8	

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

◆ Water/Wastewater Treatment Plant Operator

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Bremen	6,537	19.22	20.46	Hourly	40	3
	Cairo	9,410	12.50	18.27	Hourly	40	2
	Cedartown	10,215	10.66	22.00	Hourly	40	7
	Centerville	7,776	14.94	30.37	Hourly	40	1
	Cumming	6,376	26,395.00	55,598.00	Annual	40	13
	Fort Oglethorpe	10,029	13.00	18.00	Hourly	40	5
	Hawkinsville	5,193	20.73	20.73	Hourly	40	1
	Locust Grove	7,211	19.59	31.26	Hourly	40	3
	McRae-Helena	8,380	14.35	25.49	Hourly	40	3
	Rincon	10,111	13.39	18.99	Hourly	40	1
	Toccoa	8,294	13.56	20.64	Hourly	40	6
Waynesboro	5,441	12.39	19.32	Hourly	40	1	
E	Alma	3,441	35,484.00	35,484.00	Annual	40	1
	Ashburn	3,673	21.24	21.24	Hourly	40	1
	Baxley	4,694	15.14	19.87	Hourly	40	1
	Blakely	4,623	13.00	15.41	Hourly	40	2
	Cornelia	4,513	13.42	25.00	Hourly	40	9
	Cuthbert	3,426	9.00	16.00	Hourly	40	1
	Dawson	4,102	9.67	9.67	Hourly	40	1
	Dawsonville	3,109	13.70	23.32	Hourly	40	3
	Donalsonville	2,551	11.25	16.20	Hourly	40	1
	Elberton	4,348	31,280.00	43,400.00	Annual	40	7
	Folkston	4,672	15.50	24.00	Hourly	40	1
	Grantville	3,269	16.50	16.50	Hourly	40	1
	Gray	3,258	11.06	28.15	Hourly	40	3
	Harlem	3,277	12.50	20.98	Hourly	40	2
	Jasper	3,941	12.36	20.84	Hourly	42	5
	Lakeland	3,241	9.00	11.00	Hourly	40	1
	Lula	2,938	15.00	23.00	Hourly	40	2
	Lyons	4,272	32,000.00	45,000.00	Annual	40	1
	Monticello	2,676	16.34	16.55	Hourly	40	2
	Nicholls	3,338	10.00	16.50	Hourly	40	1
	Pelham	3,519	17.00	17.00	Hourly	40	1
	Reidsville	2,660	15.00	15.00	Hourly	40	1
	Ringgold	3,608	35,280.65	46,772.03	Annual	40	1
Social Circle	4,549	14.08	19.32	Hourly	40	5	
Springfield	4,045	10.00	22.42	Hourly	40	1	
Tallapoosa	3,155	29,512.26	44,906.40	Annual	40	2	
Tybee Island	3,110	19.68	31.49	Annual	40	1	

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

◆ Water/Wastewater Treatment Plant Operator

Group	Jurisdiction	2018 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Washington	4,001	34,112.00	51,905.00	Annual	40	7
	West Point	3,743	16.01	25.88	Hourly	40	7
F	Bowdon	2,102	21.45	22.61	Hourly	40	1
	Butler	1,774	11.00	14.10	Hourly	40	1
	Clayton	2,183	10.50	15.00	Hourly	40	1
	Colquitt	1,824	10.00	22.00	Hourly	40	1
	East Dublin	2,383	16.23	19.76	Hourly	40	3
	Ellaville	1,864	10.00	18.00	Hourly	40	1
	Gordon	1,882	10.43	10.43	Hourly	40	1
	Guyton	2,086	19.50	23.00	Hourly	40	1
	Lavonia	2,161	14.50	20.00	Hourly	40	3
	McCaysville	1,146	14.50	16.00	Hourly	40	3
	Sparta	1,228	9.94	14.00	Hourly	40	2
	Trion	1,750	14.28	21.71	Hourly	40	14
	Wrens	1,967	12.40	16.35	Hourly	40	2
G	Blairsville	620	12.00	18.00	Hourly	40	2
	Coolidge	525	10.00	16.00	Hourly	40	1
	Crawford	832	10.00	17.50	Hourly	40	2
	Hiawassee	897	14.26	20.17	Hourly	40	2
	McIntyre	607	15.00	17.73	Annual	40	1
H	Concord	379	24,960.00	24,960.00	Annual	40	1

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