



2020

**County Wage
and Salary Survey**

**Public Works / Solid Waste
Positions**

January 2021

**Georgia Department of Community Affairs
Office of Research**

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

County Job Descriptions

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

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

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

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

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

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

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

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

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

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

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

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

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

◆ Automotive Mechanic (Public Works)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	17	34,187	40,751	56,728	71,682	96
B	8	31,728	39,841	48,623	63,071	31
C	15	30,162	35,104	46,424	57,158	47
D	18	29,449	42,640	41,034	68,619	49
E	6	33,994	42,453	39,990	45,000	7
F	4	21,354	24,960	29,727	31,200	5
Total/Avg	68	30,146	37,625	43,754	56,122	235

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	107,738	13.66	22.18	Hourly	40	5
	Carroll	119,992	18.82	30.73	Hourly	40	3
	Chatham	289,430	29,860.00	53,808.00	Annual	40	7
	Cherokee	258,773	19.18	29.81	Hourly	40	8
	Columbia	156,714	16.01	25.22	Hourly	40	10
	Columbus/Muscogee	195,769	40,750.54	62,006.77	Annual	40	1
	DeKalb	759,297	37,830.00	58,638.00	Annual	40	4
	Douglas	146,343	30,961.00	71,682.00	Annual	40	10
	Fayette	114,421	36,749.02	65,015.97	Annual	40	4
	Forsyth	244,252	15.60	30.62	Hourly	40	8
	Gwinnett	936,250	16.74	26.78	Hourly	40	3
	Henry	234,561	17.42	24.68	Hourly	40	11
	Houston	157,863	16.16	25.87	Hourly	40	3
	Lowndes	117,406	16.08	24.23	Hourly	40	3
	Newton	111,744	28,331.00	55,456.00	Annual	40	5
B	Paulding	168,667	17.98	27.09	Hourly	40	6
	Whitfield	104,628	27,982.30	41,973.45	Annual	40	5
	Barrow	83,240	17.57	26.35	Hourly	40	1
	Camden	54,666	14.08	19.71	Hourly	40	4
	Catoosa	67,580	14.06	18.58	Hourly	40	4
	Dougherty	87,956	24,091.03	43,460.53	Annual	40	5
	Floyd	98,498	39,840.58	63,071.32	Annual	40	1

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Glynn	85,292	28,651.00	50,404.00	Annual	40	8
	Gordon	57,963	15.54	22.52	Hourly	40	2
	Troup	69,922	16.27	24.40	Hourly	40	6
	Colquitt	45,600	29,702.00	35,764.00	Annual	40	3
	Dawson	26,108	16.32	25.26	Hourly	40	1
	Decatur	26,404	15.00	23.00	Hourly	40	1
	Fannin	26,188	35,103.59	40,315.96	Annual	40	5
	Habersham	45,328	16.20	26.08	Hourly	40	4
	Hart	26,205	16.04	24.99	Hourly	40	7
	Lee	29,992	13.59	21.06	Hourly	40	2
	Lumpkin	33,610	15.29	24.46	Hourly	40	3
	Madison	29,880	11.50	18.54	Annual	40	1
	Monroe	27,578	14.70	27.48	Hourly	40	4
	Pickens	32,591	26,491.51	43,929.20	Annual	40	2
	Polk	42,613	29,066.00	44,054.00	Annual	40	2
	Thomas	44,451	28,413.00	28,413.00	Annual	40	7
	Wayne	29,927	24,164.38	54,583.72	Annual	40	4
D	White	30,798	15.73	25.14	Hourly	40	1
	Appling	18,386	12.50	20.06	Hourly	40	5
	Ben Hill	16,700	14.30	14.30	Hourly	40	3
	Berrien	19,397	11.00	21.00	Hourly	40	4
	Brantley	19,109	11.11	15.70	Hourly	40	0
	Brooks	15,457	11.12	16.81	Hourly	40	2
	Burke	22,383	17.92	32.99	Hourly	40	9
	Butts	24,936	15.08	21.11	Hourly	40	3
	Cook	17,270	20.50	20.50	Hourly	40	1
	Crisp	22,372	17.64	18.15	Hourly	40	3
	Dade	16,116	15.79	19.59	Hourly	40	3
	Emanuel	22,646	13.00	22.00	Hourly	40	4
	Jefferson	15,362	15.00	20.74	Hourly	40	1
	Mitchell	21,863	13.84	13.84	Hourly	40	1
	Oglethorpe	15,259	15.00	20.00	Hourly	40	1
	Pike	18,962	15.00	20.00	Hourly	40	2
	Putnam	22,119	14.21	18.38	Hourly	40	3
Telfair	15,860	9.84	14.93	Hourly	40	1	
Washington	20,374	12.00	25.00	Hourly	40	3	
E	Bleckley	12,873	20.15	20.15	Hourly	40	1
	Charlton	13,392	14.50	19.43	Hourly	40	2
	Early	10,190	8.77	12.73	Hourly	40	1

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Evans	10,654	31,200.00	43,680.00	Annual	40	1
	Heard	11,923	40,000.00	45,000.00	Annual	40	1
	Macon	12,947	20.41	20.41	Annual	40	1
F	Echols	4,006	12.00	13.75	Hourly	40	1
	Lincoln	7,921	11.42	14.50	Hourly	40	2
	Taylor	8,020	19,024.00	28,949.00	Annual	40	1
	Wilkes	9,777	8.50	15.00	Hourly	40	1

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

◆ Civil Engineer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	14	56,980	82,396	97,911	145,870	53
B	5	52,513	76,842	78,837	95,439	8
C	3	73,360	116,432	73,360	116,432	4
D	1	4,007	4,007	4,007	4,007	1
Total/Avg	23	46,715	69,919	63,529	90,437	66

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	202,518	45,738.00	98,179.00	Annual	37.5	1
	Carroll	119,992	48,019.40	78,530.92	Annual	40	1
	Chatham	289,430	56,344.00	113,002.00	Annual	40	8
	Clayton	292,256	51,557.00	97,148.00	Annual	40	13
	DeKalb	759,297	48,192.00	74,697.00	Annual	40	2
	Fayette	114,421	63,266.06	96,516.58	Annual	40	1
	Forsyth	244,252	30.23	70.13	Hourly	40	3
	Gwinnett	936,250	55,853.00	92,157.00	Annual	40	6
	Hall	204,441	44,536.00	77,333.00	Annual	40	6
	Henry	234,561	24.70	44.77	Hourly	40	4
	Houston	157,863	25.87	41.36	Hourly	40	6
	Newton	111,744	67,208.00	100,813.00	Annual	40	0
	Paulding	168,667	82,396.29	124,167.68	Annual	40	1
	Whitfield	104,628	66,541.77	93,182.03	Annual	40	1
	B	Dougherty	87,956	37,459.21	64,211.00	Annual	40
Floyd		98,498	76,841.96	76,841.96	Annual	40	1
Glynn		85,292	44,333.00	82,336.00	Annual	40	1
Rockdale		90,896	53,177.73	95,438.91	Annual	40	2
Troup		69,922	24.40	36.23	Annual	40	1
C	Bryan	39,627	116,432.20	116,432.20	Annual	40	1
	Thomas	44,451	24,794.00	24,794.00	Annual	40	2
	Ware	35,734	37.91	37.91	Hourly	40	1
D	Franklin	23,349	4,006.89	4,006.89	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	17	35,648	45,677	57,180	80,850	164
B	7	33,228	36,546	51,665	64,211	50
C	12	34,222	50,045	49,503	70,549	40
D	4	29,088	37,440	41,244	55,162	4
F	2	28,922	32,885	34,642	37,045	2
Total/Avg	42	32,222	40,518	46,847	61,563	260

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	202,518	33,684.00	50,526.00	Annual	37.5	16
	Bartow	107,738	15.07	21.10	Hourly	40	3
	Carroll	119,992	15.98	38.87	Hourly	40	5
	Chatham	289,430	29,860.00	47,776.00	Annual	40	7
	Clayton	292,256	31,760.00	56,241.00	Annual	40	7
	Columbia	156,714	14.52	24.02	Hourly	40	26
	Columbus/Muscogee	195,769	31,834.25	48,439.59	Annual	40	13
	DeKalb	759,297	39,558.00	61,314.00	Annual	40	10
	Fayette	114,421	38,609.44	65,015.97	Annual	40	7
	Forsyth	244,252	21.96	35.14	Hourly	40	16
	Gwinnett	936,250	18.24	29.18	Hourly	40	22
	Hall	204,441	21.11	31.67	Hourly	40	5
	Henry	234,561	18.75	26.56	Hourly	40	5
	Houston	157,863	17.47	27.93	Hourly	40	6
	Lowndes	117,406	16.08	24.23	Hourly	40	4
	B	Newton	111,744	35,736.00	53,605.00	Annual	40
Paulding		168,667	16.29	24.54	Hourly	40	6
Barrow		83,240	17.57	26.35	Hourly	40	1
Catoosa		67,580	17.00	19.25	Hourly	40	2
Dougherty		87,956	33,898.49	64,211.00	Annual	40	7
Floyd		98,498	16.54	26.17	Hourly	40	16
Glynn		85,292	30,077.00	48,124.00	Annual	40	6
Troup		69,922	12.71	22.11	Hourly	40	6

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

◆ Crew Leader

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Walton	94,593	35,873.92	54,052.39	Annual	40	12
	Bryan	39,627	17.00	27.31	Hourly	40	6
	Colquitt	45,600	24,440.00	35,057.00	Annual	40	14
	Habersham	45,328	16.20	24.16	Hourly	40	3
	Hart	26,205	17.26	26.25	Hourly	40	1
	Lee	29,992	14.27	22.12	Hourly	40	1
	Lumpkin	33,610	42,755.00	70,549.00	Annual	40	1
	Monroe	27,578	19.63	27.48	Hourly	40	2
	Pickens	32,591	26,491.51	44,494.66	Annual	40	5
	Thomas	44,451	26,250.00	26,250.00	Annual	40	4
	Toombs	26,830	16.48	19.00	Hourly	40	1
D	Ware	35,734	24.06	24.06	Hourly	40	1
	Wayne	29,927	30,932.44	63,300.37	Annual	40	1
	Appling	18,386	18.00	26.52	Hourly	40	1
	Berrien	19,397	25,000.00	47,000.00	Annual	40	1
	Brooks	15,457	11.92	14.71	Hourly	40	1
F	Lamar	19,077	14.00	15.49	Hourly	40	1
	Glascock	2,971	15.81	17.81	Hourly	40	1
	Lincoln	7,921	12.00	15.50	Hourly	40	1

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

◆ Electric Groundworker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	33,446	33,446	50,892	50,892	2
Total/Avg	1	33,446	33,446	50,892	50,892	2

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	195,769	33,445.87	50,891.84	Annual	40	2

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

◆ Electric Lineman

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	2	34,950	35,755	47,662	51,448	3
Total/Avg	2	34,950	35,755	47,662	51,448	3

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Floyd	98,498	17.19	21.09	Hourly	40	2
	Walton	94,593	34,145.31	51,447.84	Annual	40	1

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

◆ Electric Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	63,557	63,557	96,709	96,709	1
B	3	55,582	68,640	70,838	84,303	4
Total/Avg	4	59,570	66,098	83,774	90,506	5

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	195,769	63,556.93	96,709.39	Annual	40	1
B	Floyd	98,498	68,640.00	68,640.00	Annual	40	1
	Jackson	72,977	42,156.00	59,570.00	Annual	40	1
	Walton	94,593	55,951.07	84,303.28	Annual	40	2

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

◆ Electric Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	40,324	41,089	62,498	63,682	6
B	1	37,281	37,281	52,198	52,198	1
Total/Avg	3	38,802	39,185	57,348	57,940	7

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	41,089.00	63,682.00	Annual	40	3
	DeKalb	759,297	39,558.00	61,314.00	Annual	40	3
B	Jackson	72,977	17.07	23.90	Hourly	42	1

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

◆ Groundskeeper

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	30,398	41,829	46,139	62,733	251
B	8	28,006	35,755	44,928	69,347	42
C	6	26,307	38,106	36,298	57,347	12
D	3	24,651	28,192	30,378	33,821	3
F	1	20,800	20,800	27,040	27,040	1
Total/Avg	31	26,032	32,936	36,957	50,058	309

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	29,201.00	45,258.00	Annual	40	7
	Augusta/Richmond	202,518	24,615.00	36,923.00	Annual	37.5	4
	Bartow	107,738	13.66	19.13	Hourly	40	3
	Chatham	289,430	28,134.00	45,014.00	Annual	40	3
	Columbus/Muscogee	195,769	30,300.30	46,105.50	Annual	40	40
	DeKalb	759,297	31,200.00	45,255.00	Annual	40	86
	Fayette	114,421	30,161.63	48,343.01	Annual	40	8
	Forsyth	244,252	13.90	21.55	Hourly	40	37
	Gwinnett	936,250	14.55	22.55	Hourly	40	51
	Hall	204,441	20.11	30.16	Hourly	40	1
	Lowndes	117,406	12.56	18.97	Hourly	40	2
	Newton	111,744	38,205.00	57,307.00	Annual	40	1
	Paulding	168,667	13.37	20.14	Hourly	40	8
B	Catoosa	67,580	10.00	13.50	Hourly	40	3
	Dougherty	87,956	30,746.93	50,311.00	Annual	40	4
	Effingham	64,296	14.00	33.34	Hourly	40	4
	Floyd	98,498	17.19	21.09	Hourly	40	2
	Glynn	85,292	22,950.00	36,719.00	Annual	40	21
	Gordon	57,963	11.76	17.05	Hourly	40	2
	Liberty	61,435	12.31	20.18	Hourly	40	4
	Spalding	66,703	16.64	25.80	Hourly	40	2
C	Fannin	26,188	21,640.32	25,968.38	Annual	40	2
	Habersham	45,328	11.85	16.48	Hourly	40	2

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

◆ Groundskeeper

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Monroe	27,578	11.84	16.58	Hourly	40	4
	Thomas	44,451	38,106.00	38,106.00	Annual	40	1
	Toombs	26,830	10.00	13.27	Hourly	40	2
	Wayne	29,927	28,023.27	57,347.03	Annual	40	1
D	Cook	17,270	15.49	15.49	Hourly	35	1
	Oglethorpe	15,259	10.00	14.00	Hourly	40	1
	Pike	18,962	12.00	16.26	Hourly	40	1
F	Jenkins	8,676	10.00	13.00	Hourly	40	1

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

◆ Heavy Equipment Mechanic

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	36,064	41,267	56,723	66,070	88
B	7	34,604	40,830	51,053	58,011	23
C	8	29,296	35,360	41,687	66,486	16
D	5	30,647	35,360	44,096	52,000	9
E	5	31,275	33,280	38,089	44,595	7
F	3	25,159	26,164	37,041	37,440	4
Total/Avg	40	31,174	35,377	44,781	54,100	147

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	39,132.00	60,650.00	Annual	40	4
	Augusta/Richmond	202,518	33,684.00	54,413.00	Annual	37.5	4
	Carroll	119,992	17.02	27.79	Hourly	40	4
	Chatham	289,430	38,136.00	66,070.00	Annual	40	9
	Clayton	292,256	35,517.00	56,241.00	Annual	40	1
	Columbus/Muscogee	195,769	31,834.25	48,439.59	Annual	40	18
	Gwinnett	936,250	19.84	31.73	Hourly	40	16
	Hall	204,441	19.15	28.73	Hourly	40	6
	Houston	157,863	18.91	30.22	Hourly	40	2
	Lowndes	117,406	18.65	28.10	Hourly	40	1
	Paulding	168,667	17.98	27.09	Hourly	40	6
	Whitfield	104,628	22,443.20	33,654.40	Annual	40	17
B	Camden	54,666	14.08	19.71	Hourly	40	2
	Catoosa	67,580	16.25	20.75	Hourly	40	1
	Floyd	98,498	16.54	26.17	Hourly	40	3
	Gordon	57,963	15.54	22.52	Hourly	40	2
	Jackson	72,977	19.63	27.47	Hourly	40	5
	Spalding	66,703	18.00	27.89	Hourly	40	3
	Walton	94,593	34,145.31	56,788.79	Annual	40	7
C	Bryan	39,627	17.00	17.00	Hourly	40	1
	Colquitt	45,600	34,715.00	34,715.00	Annual	40	1
	Decatur	26,404	12.00	17.50	Hourly	40	2

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

◆ Heavy Equipment Mechanic

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lee	29,992	13.59	21.06	Hourly	40	1
	Polk	42,613	32,045.00	66,486.00	Annual	40	2
	Sumter	29,524	11.08	20.11	Hourly	40	2
	Toombs	26,830	11.33	17.00	Hourly	40	1
	Ware	35,734	15.58	19.01	Hourly	40	6
D	Elbert	19,194	17.00	22.00	Hourly	40	3
	Lamar	19,077	14.00	18.74	Hourly	40	1
	Oglethorpe	15,259	15.00	20.00	Hourly	40	1
	Union	24,511	15.67	20.26	Hourly	40	3
	Washington	20,374	12.00	25.00	Hourly	40	1
E	Bacon	11,164	15.00	16.23	Hourly	40	2
	Charlton	13,392	16.00	21.44	Hourly	40	1
	Dooly	13,390	14.93	14.93	Hourly	40	1
	Heard	11,923	13.50	20.00	Hourly	40	1
	McIntosh	14,378	15.75	18.96	Hourly	40	2
F	Jenkins	8,676	12.00	18.00	Hourly	40	1
	Taylor	8,020	24,354.00	37,057.00	Annual	40	1
	Turner	7,985	26,164.38	36,625.13	Annual	40	2

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

◆ Heavy Equipment Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	20	32,754	38,114	53,156	71,765	409
B	13	31,762	38,854	48,577	60,237	130
C	20	28,145	38,542	44,933	59,738	178
D	19	27,017	33,966	38,760	52,000	154
E	10	26,753	31,200	35,884	44,075	57
F	15	22,854	28,850	33,348	43,680	67
Total/Avg	97	28,214	34,921	42,443	55,249	995

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	33,804.00	52,392.00	Annual	40	20
	Augusta/Richmond	202,518	27,206.00	48,583.00	Annual	37.5	20
	Bartow	107,738	13.66	20.08	Hourly	40	8
	Carroll	119,992	15.52	25.33	Hourly	40	16
	Chatham	289,430	31,500.00	53,808.00	Annual	40	23
	Cherokee	258,773	18.21	22.27	Hourly	40	6
	Clayton	292,256	33,378.00	50,921.00	Annual	40	1
	Columbia	156,714	14.52	21.78	Hourly	40	8
	Columbus/Muscogee	195,769	33,445.87	50,891.84	Annual	40	4
	DeKalb	759,297	37,830.00	47,288.00	Annual	40	118
	Douglas	146,343	28,082.00	61,922.00	Annual	40	28
	Fayette	114,421	31,688.57	71,765.47	Annual	40	12
	Forsyth	244,252	15.60	30.62	Hourly	40	21
	Gwinnett	936,250	16.74	26.78	Hourly	40	3
	Hall	204,441	18.32	30.16	Hourly	40	44
	Henry	234,561	16.10	24.20	Hourly	40	14
	Houston	157,863	16.16	25.87	Hourly	40	19
	Lowndes	117,406	16.08	24.23	Hourly	40	1
	Newton	111,744	29,566.00	51,753.00	Annual	40	25
Paulding	168,667	16.29	24.54	Hourly	40	18	
B	Barrow	83,240	14.18	21.27	Hourly	40	8
	Camden	54,666	14.08	19.71	Hourly	40	18

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Catoosa	67,580	16.00	18.25	Hourly	40	2
	Dougherty	87,956	12.77	21.94	Hourly	40	14
	Floyd	98,498	12.63	19.95	Hourly	40	17
	Glynn	85,292	28,651.00	52,685.00	Annual	40	14
	Gordon	57,963	15.54	22.52	Hourly	40	6
	Jackson	72,977	18.35	25.68	Hourly	40	2
	Liberty	61,435	15.76	27.14	Hourly	40	9
	Rockdale	90,896	16.14	25.83	Hourly	40	7
	Spalding	66,703	18.68	28.96	Hourly	40	10
	Troup	69,922	13.36	21.04	Hourly	40	8
	Walton	94,593	35,873.92	54,052.39	Annual	40	15
C	Bryan	39,627	13.00	24.02	Hourly	40	16
	Colquitt	45,600	25,178.00	37,308.00	Annual	40	9
	Dawson	26,108	15.84	24.55	Hourly	40	3
	Decatur	26,404	12.00	23.50	Hourly	40	7
	Habersham	45,328	12.44	19.58	Hourly	40	7
	Harris	35,236	18.53	28.72	Hourly	40	6
	Hart	26,205	15.65	23.79	Hourly	40	3
	Lee	29,992	10.65	22.19	Hourly	40	19
	Lumpkin	33,610	16.22	25.96	Hourly	40	3
	Madison	29,880	11.59	17.77	Hourly	40	15
	Monroe	27,578	14.70	21.62	Hourly	40	10
	Peach	27,546	33,962.00	53,629.00	Annual	40	7
	Pickens	32,591	25,215.00	38,367.60	Annual	40	5
	Polk	42,613	29,066.00	44,054.00	Annual	40	14
	Sumter	29,524	12.17	22.14	Hourly	40	7
	Thomas	44,451	27,685.00	27,685.00	Annual	40	12
	Toombs	26,830	10.00	16.00	Hourly	40	5
	Ware	35,734	14.13	19.00	Hourly	40	6
	Wayne	29,927	24,164.38	49,450.17	Annual	40	13
	White	30,798	14.25	22.78	Hourly	40	11
D	Appling	18,386	14.98	18.67	Hourly	40	3
	Berrien	19,397	11.00	20.00	Hourly	40	16
	Brantley	19,109	11.07	18.28	Hourly	40	9
	Brooks	15,457	11.13	13.39	Hourly	40	7
	Butts	24,936	15.08	21.11	Hourly	40	4
	Cook	17,270	12.24	19.02	Hourly	40	20
	Crisp	22,372	14.51	21.85	Hourly	40	4
	Elbert	19,194	12.75	18.50	Hourly	40	10

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Emanuel	22,646	12.56	18.90	Hourly	40	11
	Jefferson	15,362	15.00	20.11	Hourly	40	4
	Lamar	19,077	13.00	18.38	Hourly	40	5
	Mitchell	21,863	11.50	14.28	Hourly	40	5
	Oglethorpe	15,259	13.00	17.00	Hourly	40	8
	Pierce	19,465	12.24	19.28	Hourly	40	5
	Pike	18,962	13.00	18.00	Hourly	40	17
	Putnam	22,119	16.33	16.33	Hourly	40	2
	Telfair	15,860	9.84	14.93	Hourly	40	12
	Union	24,511	15.56	21.03	Hourly	40	4
	Washington	20,374	12.00	25.00	Hourly	40	8
E	Bacon	11,164	13.09	15.45	Hourly	40	5
	Bleckley	12,873	15.00	20.96	Hourly	40	5
	Candler	10,803	11.36	15.30	Hourly	40	13
	Charlton	13,392	13.75	18.43	Hourly	40	6
	Dooly	13,390	13.31	21.19	Hourly	40	8
	Early	10,190	11.10	16.11	Hourly	40	5
	Evans	10,654	15.00	21.00	Hourly	40	3
	Heard	11,923	13.00	16.00	Hourly	40	3
	Macon	12,947	11.51	12.33	Hourly	40	5
	McIntosh	14,378	11.50	15.75	Hourly	40	4
F	Atkinson	8,165	11.00	17.00	Hourly	40	10
	Baker	3,038	10.35	13.03	Hourly	40	3
	Clinch	6,618	11.25	19.75	Hourly	40	10
	Echols	4,006	13.00	16.50	Hourly	40	2
	Glascock	2,971	12.00	14.00	Hourly	40	2
	Jenkins	8,676	11.00	17.00	Hourly	40	7
	Lincoln	7,921	10.00	14.50	Hourly	40	2
	Montgomery	9,172	10.40	11.60	Hourly	40	3
	Randolph	6,778	9.47	14.58	Hourly	40	3
	Schley	5,257	10.00	20.00	Hourly	40	7
	Talbot	6,195	12.00	14.28	Hourly	40	4
	Taliaferro	1,537	13.87	21.00	Hourly	40	1
	Taylor	8,020	22,063.00	33,572.00	Annual	40	1
	Turner	7,985	24,164.38	36,625.13	Annual	40	10
	Wilkes	9,777	8.25	13.50	Hourly	40	2

* 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	10	27,097	36,749	41,277	56,063	72
B	6	21,266	25,709	33,286	41,974	45
C	15	24,138	30,118	40,206	59,384	85
D	14	23,009	32,189	32,288	55,414	96
E	5	20,941	24,960	29,686	41,288	21
F	7	19,487	27,040	26,627	31,200	39
Total/Avg	57	22,656	29,461	33,895	47,554	358

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	202,518	20,000.00	29,150.00	Annual	37.5	2
	Bartow	107,738	12.75	16.49	Hourly	40	2
	Chatham	289,430	25,742.00	41,178.00	Annual	40	7
	Cherokee	258,773	13.00	18.99	Hourly	40	23
	Douglas	146,343	23,103.00	50,943.00	Annual	40	7
	Fayette	114,421	36,749.02	56,063.07	Annual	40	3
	Gwinnett	936,250	14.18	18.09	Hourly	40	9
	Henry	234,561	13.45	19.05	Hourly	40	6
	Houston	157,863	12.76	20.43	Hourly	40	7
	Paulding	168,667	13.37	20.14	Hourly	40	6
B	Barrow	83,240	12.36	18.55	Hourly	40	2
	Catoosa	67,580	10.00	14.50	Hourly	40	4
	Dougherty	87,956	8.64	12.83	Hourly	40	8
	Floyd	98,498	9.36	14.76	Hourly	40	15
	Gordon	57,963	8.67	15.20	Hourly	40	10
	Liberty	61,435	12.31	20.18	Hourly	40	6
C	Bryan	39,627	12.24	19.60	Hourly	40	5
	Decatur	26,404	10.00	28.55	Hourly	40	4
	Fannin	26,188	25,968.38	42,198.62	Annual	40	35
	Habersham	45,328	10.74	14.95	Hourly	40	1
	Harris	35,236	10.84	21.43	Hourly	40	2
	Hart	26,205	14.21	21.60	Hourly	40	1

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

◆ Laborer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lumpkin	33,610	13.58	21.73	Hourly	40	6
	Monroe	27,578	11.84	16.58	Hourly	40	4
	Peach	27,546	23,897.00	37,736.00	Annual	40	2
	Pickens	32,591	22,843.55	37,431.80	Annual	40	5
	Polk	42,613	21,788.00	33,023.00	Annual	40	1
	Toombs	26,830	9.00	16.26	Hourly	40	11
	Ware	35,734	14.48	14.48	Hourly	40	1
	Wayne	29,927	20,836.86	49,450.17	Annual	40	4
	White	30,798	11.69	18.69	Hourly	40	3
D	Ben Hill	16,700	10.92	13.63	Hourly	40	15
	Berrien	19,397	10.00	13.00	Hourly	40	11
	Brantley	19,109	10.58	14.50	Hourly	40	0
	Brooks	15,457	8.65	10.08	Hourly	40	6
	Burke	22,383	14.09	25.25	Hourly	40	22
	Crisp	22,372	15.48	26.64	Hourly	40	3
	Elbert	19,194	12.00	12.00	Hourly	40	1
	Emanuel	22,646	10.50	18.00	Hourly	40	8
	Lamar	19,077	10.00	12.05	Hourly	40	3
	Mitchell	21,863	10.71	12.36	Hourly	40	8
	Pierce	19,465	10.40	11.44	Hourly	40	4
	Putnam	22,119	10.18	13.27	Hourly	40	2
	Union	24,511	12.36	19.10	Hourly	40	11
	Washington	20,374	9.00	16.00	Hourly	40	2
E	Dooly	13,390	12.00	13.05	Hourly	40	6
	Early	10,190	9.12	13.24	Hourly	40	2
	Heard	11,923	8.50	15.00	Hourly	40	9
	Macon	12,947	10.22	10.22	Annual	40	1
	McIntosh	14,378	10.50	19.85	Hourly	40	3
F	Irwin	9,416	8.00	12.50	Hourly	40	12
	Jenkins	8,676	10.00	13.00	Hourly	40	4
	Lincoln	7,921	8.00	12.50	Hourly	40	5
	Montgomery	9,172	10.00	10.40	Hourly	40	2
	Randolph	6,778	8.58	13.21	Hourly	40	8
	Taliaferro	1,537	13.00	15.00	Hourly	40	3
	Wilkes	9,777	8.00	13.00	Hourly	40	5

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

◆ Landfill Inmate Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	35,041	40,717	53,215	62,118	5
B	1	33,509	33,509	46,883	46,883	3
C	1	25,314	25,314	46,051	46,051	1
D	1	25,979	25,979	25,979	25,979	1
Total/Avg	6	29,961	31,380	43,032	45,258	10

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Clayton	292,256	40,717.00	62,118.00	Annual	40	1
	Columbus/Muscogee	195,769	31,834.25	48,439.59	Annual	40	4
	Paulding	168,667	15.66	23.60	Hourly	40	0
B	Jackson	72,977	16.11	22.54	Hourly	40	3
C	Sumter	29,524	12.17	22.14	Hourly	40	1
D	Mitchell	21,863	12.49	12.49	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	
A	9	51,101	68,055	79,859	105,483	10
B	4	44,506	64,400	67,113	112,600	5
C	5	42,605	54,636	53,463	63,024	6
D	6	32,603	47,757	38,641	55,370	7
E	2	33,568	35,000	35,068	38,000	2
Total/Avg	26	40,877	53,970	54,829	74,895	30

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	57,816.00	89,607.00	Annual	40	1
	Augusta/Richmond	202,518	62,636.00	93,954.00	Annual	37.5	1
	Bartow	107,738	19.29	27.01	Hourly	40	1
	Clayton	292,256	65,787.00	104,174.00	Annual	40	1
	Columbus/Muscogee	195,769	44,980.97	68,443.86	Annual	40	1
	DeKalb	759,297	68,055.00	105,483.00	Annual	40	1
	Douglas	146,343	34,134.00	68,268.00	Annual	40	1
	Houston	157,863	18.51	29.07	Hourly	40	2
	Paulding	168,667	47,871.62	72,151.09	Annual	40	1
B	Camden	54,666	64,400.00	112,600.00	Annual	40	1
	Catoosa	67,580	18.50	21.00	Hourly	40	1
	Dougherty	87,956	33,898.49	50,311.00	Annual	40	2
	Troup	69,922	19.83	29.74	Hourly	40	1
C	Colquitt	45,600	43,238.00	43,238.00	Annual	40	1
	Decatur	26,404	54,636.00	59,384.00	Annual	40	1
	Habersham	45,328	13.72	24.84	Hourly	40	2
	Monroe	27,578	21.64	30.30	Annual	40	1
	Toombs	26,830	20.00	24.04	Hourly	40	1
D	Appling	18,386	22.96	26.62	Hourly	40	1
	Cook	17,270	2,360.93	2,360.93	Annual	40	1
	Crisp	22,372	21.04	21.04	Hourly	40	1
	Jefferson	15,362	15.00	18.58	Hourly	40	2
	Oglethorpe	15,259	20.00	23.00	Hourly	40	1

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

◆ Landfill Manager, Certified

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Telfair	15,860	28,947.86	43,875.30	Annual	40	1
	Candler	10,803	35,000.00	38,000.00	Annual	40	1
	McIntosh	14,378	15.45	15.45	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	11	28,661	31,845	44,204	53,490	136
B	9	28,607	36,026	42,353	55,848	76
C	14	25,275	29,973	37,499	47,965	92
D	14	26,056	32,240	32,640	40,394	96
E	6	23,501	27,040	32,136	39,166	28
F	4	20,904	24,960	27,487	31,200	8
Total/Avg	58	25,501	30,347	36,053	44,677	436

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	107,738	12.37	18.20	Hourly	40	6
	Chatham	289,430	28,134.00	45,014.00	Annual	40	34
	Cherokee	258,773	14.50	20.13	Hourly	40	11
	Clayton	292,256	26,361.00	46,103.00	Annual	40	12
	Columbia	156,714	13.17	19.76	Hourly	40	9
	Columbus/Muscogee	195,769	28,840.27	43,883.87	Annual	40	10
	Douglas	146,343	26,745.00	53,490.00	Annual	40	3
	Gwinnett	936,250	14.18	18.09	Hourly	40	12
	Henry	234,561	14.77	20.93	Hourly	40	17
	Houston	157,863	14.35	22.98	Hourly	40	14
	Lowndes	117,406	15.31	23.06	Hourly	40	8
B	Camden	54,666	12.40	15.53	Hourly	40	5
	Catoosa	67,580	13.00	16.25	Hourly	40	3
	Dougherty	87,956	24,091.03	35,755.08	Annual	40	6
	Floyd	98,498	11.39	17.86	Hourly	40	9
	Glynn	85,292	28,651.00	52,685.00	Annual	40	14
	Gordon	57,963	13.02	18.86	Hourly	40	10
	Jackson	72,977	16.42	22.98	Hourly	40	6
	Spalding	66,703	17.32	26.85	Hourly	40	12
C	Walton	94,593	30,933.97	46,609.20	Annual	40	11
	Dawson	26,108	13.42	20.78	Hourly	40	6
	Decatur	26,404	11.50	13.74	Hourly	40	2

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

◆ Light Equipment Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Habersham	45,328	12.35	17.80	Hourly	40	10
	Harris	35,236	12.54	19.44	Hourly	40	10
	Hart	26,205	14.21	21.60	Hourly	40	3
	Lumpkin	33,610	14.41	23.06	Hourly	40	5
	Monroe	27,578	12.73	17.83	Hourly	40	5
	Pickens	32,591	21,742.82	33,084.27	Annual	40	5
	Polk	42,613	26,364.00	39,958.00	Annual	40	10
	Sumter	29,524	10.57	19.16	Hourly	40	1
	Thomas	44,451	25,522.00	25,522.00	Annual	40	18
	Toombs	26,830	9.00	14.82	Hourly	40	6
	Ware	35,734	13.47	15.24	Hourly	40	4
	Wayne	29,927	21,891.73	44,799.40	Annual	40	7
D	Appling	18,386	12.00	18.09	Hourly	40	14
	Brooks	15,457	10.93	12.00	Hourly	40	10
	Burke	22,383	12.82	19.42	Hourly	40	13
	Butts	24,936	11.78	16.49	Hourly	40	8
	Cook	17,270	14.18	18.56	Hourly	40	7
	Crisp	22,372	14.51	18.02	Hourly	40	10
	Dade	16,116	15.50	15.50	Hourly	40	7
	Elbert	19,194	11.00	11.00	Hourly	40	1
	Emanuel	22,646	13.00	15.00	Hourly	40	5
	Franklin	23,349	13.50	16.01	Hourly	40	10
	Lamar	19,077	11.00	14.28	Hourly	40	2
	Mitchell	21,863	10.71	15.48	Hourly	40	5
	Pike	18,962	13.00	18.00	Hourly	40	1
	Putnam	22,119	11.45	11.84	Hourly	40	3
E	Bacon	11,164	11.00	12.50	Hourly	40	6
	Bleckley	12,873	12.00	16.92	Hourly	40	4
	Charlton	13,392	11.50	15.41	Hourly	40	2
	Early	10,190	9.87	18.83	Hourly	40	10
	Evans	10,654	13.00	18.20	Hourly	40	3
	Macon	12,947	10.42	10.84	Hourly	40	3
F	Echols	4,006	12.00	14.85	Hourly	40	3
	Glascock	2,971	10.20	12.20	Hourly	40	2
	Montgomery	9,172	10.00	10.81	Hourly	40	2
	Wilkes	9,777	8.00	15.00	Hourly	40	1

* 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	13	55,827	90,822	84,656	102,403	29
B	9	54,426	66,256	68,863	87,525	9
C	16	44,896	69,542	62,698	98,727	19
D	10	44,642	62,763	51,673	76,690	10
E	4	33,197	40,000	42,922	56,000	4
F	4	30,595	42,432	39,082	46,592	4
Total/Avg	56	43,930	61,969	58,316	77,989	75

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	202,518	51,371.00	102,403.00	Annual	37.5	3
	Bartow	107,738	28.64	40.10	Annual	40	1
	Carroll	119,992	48,019.40	78,530.92	Annual	40	2
	Chatham	289,430	53,661.00	88,541.00	Annual	40	1
	Clayton	292,256	51,557.00	79,637.00	Annual	40	2
	Columbus/Muscogee	195,769	63,556.93	96,709.39	Annual	40	1
	Fayette	114,421	49,423.35	75,398.59	Annual	40	2
	Forsyth	244,252	28.18	46.50	Hourly	40	1
	Gwinnett	936,250	21.57	34.52	Hourly	40	12
	Hall	204,441	90,822.42	90,822.42	Annual	40	1
	Houston	157,863	24.87	39.77	Hourly	40	1
	Newton	111,744	53,632.00	80,448.00	Annual	40	1
	Whitfield	104,628	48,925.53	73,388.82	Annual	40	1
	B	Catoosa	67,580	63,860.23	63,860.23	Annual	40
Dougherty		87,956	66,255.63	66,255.63	Annual	40	1
Effingham		64,296	56,867.00	66,331.00	Annual	42	1
Floyd		98,498	55,627.00	55,627.00	Annual	40	1
Glynn		85,292	41,481.00	66,369.00	Annual	40	1
Gordon		57,963	48,055.00	69,678.00	Annual	40	1
Jackson		72,977	58,350.00	87,525.00	Annual	40	1
Liberty		61,435	23.61	33.06	Hourly	40	1
Troup		69,922	24.15	36.23	Annual	40	1

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

◆ Maintenance Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Bryan	39,627	24.52	24.52	Hourly	40	1
	Colquitt	45,600	63,750.00	65,151.66	Annual	40	1
	Decatur	26,404	15.00	22.06	Hourly	40	1
	Fannin	26,188	50,348.91	50,348.91	Annual	40	1
	Habersham	45,328	50,814.40	70,657.60	Annual	40	1
	Harris	35,236	46,843.09	72,602.04	Annual	40	1
	Lumpkin	33,610	40,297.00	66,490.00	Annual	40	1
	Monroe	27,578	21.64	30.30	Annual	40	1
	Peach	27,546	49,061.00	77,476.00	Annual	40	1
	Pickens	32,591	30,722.03	46,747.20	Annual	40	2
	Polk	42,613	39,878.00	60,442.00	Annual	40	1
	Sumter	29,524	15.44	28.21	Hourly	40	1
	Thomas	44,451	69,542.00	69,542.00	Annual	40	1
	Ware	35,734	26.01	26.01	Hourly	40	1
	Wayne	29,927	30,932.44	98,726.98	Annual	40	3
White	30,798	32,712.02	52,295.07	Annual	40	1	
D	Appling	18,386	20.00	27.84	Hourly	40	1
	Ben Hill	16,700	44,229.31	44,229.31	Annual	40	1
	Berrien	19,397	32,000.00	45,000.00	Annual	40	1
	Burke	22,383	24.33	36.87	Hourly	40	1
	Crisp	22,372	62,762.68	62,762.68	Annual	40	1
	Franklin	23,349	16.75	16.75	Hourly	40	1
	Lamar	19,077	44,000.00	46,920.00	Annual	40	1
	Pierce	19,465	21.89	21.89	Hourly	40	1
	Pike	18,962	48,000.00	60,000.00	Annual	40	1
	Union	24,511	20.60	20.60	Hourly	40	1
E	Bleckley	12,873	17.00	17.00	Hourly	40	1
	Charlton	13,392	13.00	17.42	Hourly	40	1
	Early	10,190	14.61	21.20	Hourly	40	1
	Evans	10,654	40,000.00	56,000.00	Annual	40	1
F	Glascock	2,971	20.40	22.40	Hourly	40	1
	Jenkins	8,676	12.00	16.50	Hourly	40	1
	Talbot	6,195	35,000.00	45,000.00	Annual	40	1
	Taylor	8,020	19,988.00	30,414.00	Annual	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	20	30,309	37,939	51,094	70,741	301
B	14	29,433	34,611	46,570	68,765	66
C	15	26,418	30,202	43,498	63,300	63
D	11	25,628	39,520	35,371	43,597	27
E	3	25,036	27,019	35,519	40,082	5
F	2	22,880	24,960	28,579	29,640	2
Total/Avg	65	26,617	32,375	40,105	52,687	464

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	32,194.00	49,897.00	Annual	40	5
	Augusta/Richmond	202,518	23,320.00	44,696.00	Annual	37.5	58
	Bartow	107,738	16.63	23.29	Hourly	40	4
	Carroll	119,992	13.70	30.73	Hourly	40	13
	Chatham	289,430	27,320.00	53,808.00	Annual	40	15
	Cherokee	258,773	15.36	24.00	Hourly	40	9
	Clayton	292,256	33,378.00	62,118.00	Annual	40	22
	Columbia	156,714	12.36	18.54	Hourly	40	45
	Columbus/Muscogee	195,769	30,300.30	46,105.50	Annual	40	3
	Douglas	146,343	28,082.00	65,017.00	Annual	40	7
	Fayette	114,421	34,978.25	58,901.26	Annual	40	5
	Forsyth	244,252	14.89	23.83	Hourly	40	53
	Gwinnett	936,250	14.18	18.09	Hourly	40	12
	Hall	204,441	18.24	27.36	Hourly	40	5
	Henry	234,561	16.10	28.43	Hourly	40	17
	Houston	157,863	16.16	34.01	Hourly	40	6
	Lowndes	117,406	13.20	19.89	Hourly	40	5
Newton	111,744	27,097.00	40,646.00	Annual	40	4	
Paulding	168,667	13.37	20.44	Hourly	40	5	
Whitfield	104,628	27,982.30	41,973.45	Annual	40	8	
B	Barrow	83,240	13.04	20.15	Hourly	40	1
	Camden	54,666	14.08	19.71	Hourly	40	3

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

◆ Maintenance Worker

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Catoosa	67,580	12.00	15.50	Hourly	40	4
	Dougherty	87,956	26,020.90	43,460.53	Annual	40	8
	Effingham	64,296	15.38	19.34	Hourly	40	5
	Floyd	98,498	11.39	17.86	Hourly	40	7
	Glynn	85,292	31,503.00	54,966.00	Annual	40	10
	Gordon	57,963	11.76	17.05	Hourly	40	2
	Jackson	72,977	15.14	21.30	Hourly	40	3
	Liberty	61,435	14.53	33.06	Hourly	40	6
	Rockdale	90,896	16.13	25.83	Hourly	40	3
	Spalding	66,703	16.64	25.80	Hourly	40	5
	Troup	69,922	15.49	23.23	Hourly	40	2
	Walton	94,593	30,933.97	56,788.79	Annual	40	7
C	Bryan	39,627	13.00	17.00	Hourly	40	4
	Colquitt	45,600	24,960.00	38,496.00	Annual	40	2
	Decatur	26,404	12.00	18.00	Hourly	40	3
	Fannin	26,188	23,804.35	33,953.55	Annual	40	3
	Habersham	45,328	13.72	21.96	Hourly	40	5
	Harris	35,236	14.52	22.50	Hourly	40	2
	Lumpkin	33,610	13.58	27.54	Hourly	40	4
	Monroe	27,578	14.00	27.48	Hourly	40	6
	Peach	27,546	21,024.00	46,848.00	Annual	40	7
	Pickens	32,591	26,491.51	40,309.97	Annual	40	1
	Polk	42,613	29,066.00	44,054.00	Annual	40	5
	Thomas	44,451	28,413.00	28,413.00	Annual	40	5
	Toombs	26,830	12.36	13.27	Hourly	40	1
	Wayne	29,927	26,672.95	63,300.37	Annual	40	5
	White	30,798	10.59	23.93	Hourly	40	10
D	Appling	18,386	11.00	12.73	Hourly	40	2
	Brantley	19,109	13.27	18.28	Hourly	40	1
	Burke	22,383	11.52	19.42	Hourly	40	8
	Crisp	22,372	12.14	20.00	Hourly	40	3
	Elbert	19,194	19.00	20.96	Hourly	40	2
	Emanuel	22,646	10.25	18.13	Hourly	40	3
	Franklin	23,349	14.25	14.25	Hourly	40	1
	Jefferson	15,362	11.00	17.75	Hourly	40	1
	Lamar	19,077	10.00	12.61	Hourly	40	2
	Pike	18,962	13.26	18.00	Hourly	40	1
	Telfair	15,860	9.84	14.93	Hourly	40	3
E	Bacon	11,164	12.12	16.56	Hourly	40	1

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

◆ Maintenance Worker

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dooly	13,390	12.99	19.27	Hourly	40	3
	Evans	10,654	11.00	15.40	Hourly	40	1
F	Atkinson	8,165	10.00	14.25	Hourly	40	1
	Talbot	6,195	12.00	13.23	Hourly	40	1

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

◆ Meter Reader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	8	29,238	34,978	45,352	56,618	47
B	3	28,410	30,867	46,713	51,448	14
C	2	29,682	34,528	43,420	48,339	5
D	1	33,569	33,569	37,314	37,314	2
F	2	20,800	24,960	28,860	32,760	3
Total/Avg	16	28,340	31,781	40,332	45,296	71

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	202,518	25,911.00	40,810.00	Annual	37.5	14
	Bartow	107,738	12.37	17.32	Hourly	40	5
	DeKalb	759,297	31,200.00	45,255.00	Annual	40	1
	Fayette	114,421	34,978.25	53,361.64	Annual	40	6
	Forsyth	244,252	14.89	27.22	Hourly	40	6
	Houston	157,863	12.29	19.64	Hourly	40	4
	Lowndes	117,406	14.58	21.96	Hourly	40	1
	Paulding	168,667	14.05	21.26	Hourly	40	10
B	Floyd	98,498	11.98	18.90	Hourly	40	3
	Rockdale	90,896	14.84	23.74	Hourly	40	4
	Walton	94,593	29,443.40	51,447.84	Annual	40	7
C	Harris	35,236	11.94	18.51	Hourly	40	4
	Monroe	27,578	16.60	23.24	Hourly	40	1
D	Crisp	22,372	16.14	17.94	Hourly	40	2
F	Lincoln	7,921	8.00	12.00	Hourly	40	1
	Talbot	6,195	12.00	15.75	Hourly	40	2

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

◆ Public Works Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	86,596	136,457	128,264	207,729	13
B	9	80,016	101,500	107,929	134,101	10
C	17	62,004	107,100	83,981	114,493	17
D	15	46,736	101,205	62,020	101,205	15
E	4	54,217	71,781	60,123	71,781	4
F	5	37,240	45,000	61,508	70,138	5
Total/Avg	63	61,135	93,841	83,971	116,574	64

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	107,738	38.52	53.93	Annual	40	1
	Carroll	119,992	60,384.22	98,632.04	Annual	40	1
	Chatham	289,430	91,362.00	150,748.00	Annual	40	1
	Clayton	292,256	56,944.00	87,958.00	Annual	40	1
	Columbus/Muscogee	195,769	85,477.00	130,063.38	Annual	40	1
	Fayette	114,421	85,085.82	129,804.06	Annual	40	1
	Gwinnett	936,250	122,194.00	207,729.00	Annual	40	1
	Hall	204,441	136,457.36	136,457.36	Annual	40	1
	Henry	234,561	91,045.20	128,974.88	Annual	40	1
	Houston	157,863	44.74	71.62	Hourly	40	1
	Lowndes	117,406	43.18	65.01	Annual	40	1
	Newton	111,744	77,082.00	115,623.00	Annual	40	1
	Whitfield	104,628	56,718.90	85,077.81	Annual	40	1
	B	Camden	54,666	53,600.00	93,900.00	Annual	40
Catoosa		67,580	94,420.07	94,420.07	Annual	40	1
Dougherty		87,956	74,733.03	86,512.83	Annual	40	2
Floyd		98,498	101,499.84	101,499.84	Annual	40	1
Glynn		85,292	83,811.00	134,101.00	Annual	40	1
Gordon		57,963	73,440.00	106,488.00	Annual	40	1
Liberty		61,435	38.11	53.37	Hourly	40	1
Spalding		66,703	76,308.00	118,277.00	Annual	40	1
Walton		94,593	83,059.68	125,148.69	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Bryan	39,627	107,100.20	107,100.20	Annual	40	1
	Dawson	26,108	70,549.00	109,210.00	Annual	40	1
	Decatur	26,404	63,595.00	68,161.60	Annual	40	1
	Fannin	26,188	56,573.52	56,573.52	Annual	40	1
	Habersham	45,328	67,442.00	97,251.00	Annual	40	1
	Harris	35,236	49,178.82	76,232.14	Annual	40	1
	Lee	29,992	41,762.90	64,732.50	Annual	40	1
	Madison	29,880	18.85	29.72	Hourly	40	1
	Monroe	27,578	31.77	44.48	Annual	40	1
	Peach	27,546	66,194.00	104,536.00	Annual	40	1
	Polk	42,613	64,224.00	97,343.00	Annual	40	1
	Sumter	29,524	47,195.20	86,590.40	Annual	40	1
	Thomas	44,451	79,683.00	79,683.00	Annual	40	1
	Toombs	26,830	65,000.00	65,000.00	Annual	40	1
	Ware	35,734	29.20	29.20	Hourly	40	1
	Wayne	29,927	55,948.31	114,493.04	Annual	40	1
White	30,798	53,602.44	85,691.56	Annual	40	1	
D	Appling	18,386	25.00	29.81	Hourly	40	1
	Berrien	19,397	35,000.00	65,000.00	Annual	40	1
	Brantley	19,109	48,235.20	67,080.00	Annual	40	1
	Brooks	15,457	40,206.40	51,140.62	Annual	40	0
	Burke	22,383	30.74	46.59	Hourly	40	1
	Butts	24,936	59,598.00	83,452.00	Annual	40	1
	Cook	17,270	2,307.70	2,307.70	Annual	40	1
	Crisp	22,372	101,205.10	101,205.10	Annual	40	1
	Emanuel	22,646	2,307.69	2,307.69	Annual	40	1
	Lamar	19,077	46,000.00	52,530.00	Annual	40	1
	Mitchell	21,863	58,823.00	58,823.00	Annual	40	1
	Pierce	19,465	45,000.00	47,500.00	Annual	40	1
	Pike	18,962	48,000.00	65,000.00	Annual	40	1
	Putnam	22,119	23.28	38.48	Hourly	40	2
Washington	20,374	50,000.00	95,000.00	Annual	40	1	
E	Candler	10,803	40,089.14	47,713.12	Annual	40	1
	Dooly	13,390	34.51	34.51	Hourly	40	1
	Evans	10,654	40,000.00	56,000.00	Annual	40	1
	McIntosh	14,378	31.25	31.25	Hourly	40	1
F	Clinch	6,618	19.23	33.72	Hourly	40	1
	Jenkins	8,676	45,000.00	62,000.00	Annual	40	1
	Lincoln	7,921	45,000.00	65,000.00	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Schley	5,257	15.00	30.00	Hourly	40	1
	Wilkes	9,777	25,000.00	48,000.00	Annual	40	1

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

◆ Recycling Manager/Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	8	49,461	65,915	73,442	98,883	8
B	3	36,220	41,193	54,453	65,256	3
C	3	51,106	65,000	65,472	68,391	3
Total/Avg	14	45,596	57,369	64,456	77,510	14

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	55,063.00	85,340.00	Annual	40	1
	Bartow	107,738	16.63	23.29	Hourly	40	1
	Chatham	289,430	46,354.00	76,485.00	Annual	40	1
	Cherokee	258,773	44,069.22	44,069.22	Annual	40	1
	Columbia	156,714	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	195,769	44,980.97	68,443.86	Annual	40	1
	Forsyth	244,252	28.18	46.50	Hourly	40	1
	Hall	204,441	46,103.00	69,154.00	Annual	40	1
B	Floyd	98,498	41,192.84	65,255.68	Annual	40	1
	Liberty	61,435	16.02	22.43	Hourly	40	1
	Walton	94,593	34,145.31	51,447.84	Annual	40	1
C	Monroe	27,578	21.64	30.30	Annual	40	1
	Peach	27,546	43,307.00	68,391.00	Annual	40	1
	Pickens	32,591	65,000.00	65,000.00	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	7	38,346	47,872	61,370	73,720	7
B	3	40,830	48,776	59,259	73,154	3
C	4	33,790	37,082	46,790	56,888	4
D	2	27,123	31,366	33,394	43,909	2
F	2	19,843	19,988	29,601	30,414	3
Total/Avg	18	31,986	37,017	46,083	55,617	19

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	47,565.00	73,720.00	Annual	40	1
	Bartow	107,738	16.63	23.29	Hourly	40	1
	Chatham	289,430	34,665.00	57,114.00	Annual	40	1
	Columbus/Muscogee	195,769	36,917.97	56,175.07	Annual	40	1
	Houston	157,863	13.16	30.22	Hourly	40	1
	Newton	111,744	39,439.00	59,159.00	Annual	40	1
	Paulding	168,667	47,871.62	72,121.09	Annual	40	1
B	Floyd	98,498	17.19	21.09	Hourly	40	1
	Rockdale	90,896	18.25	29.21	Hourly	40	1
	Troup	69,922	23.45	35.17	Annual	40	1
C	Colquitt	45,600	37,082.00	37,082.00	Annual	40	1
	Harris	35,236	17.64	27.35	Hourly	40	1
	Pickens	32,591	25,215.00	38,367.60	Annual	40	1
	Polk	42,613	36,171.00	54,823.00	Annual	40	1
D	Butts	24,936	15.08	21.11	Hourly	40	1
	Franklin	23,349	11.00	11.00	Hourly	40	1
F	Randolph	6,778	9.47	13.84	Hourly	40	1
	Taylor	8,020	19,988.00	30,414.00	Annual	40	2

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

◆ Refuse/Recycling Collector

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	29,871	31,200	45,005	49,566	266
B	2	30,243	31,699	45,198	50,107	3
C	4	23,872	29,973	37,046	47,965	9
D	3	22,762	24,960	31,283	32,302	6
E	1	23,629	23,629	28,454	28,454	2
F	2	24,696	32,752	40,519	49,837	3
Total/Avg	18	25,846	29,035	37,917	43,039	289

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	30,661.00	47,521.00	Annual	40	6
	Columbus/Muscogee	195,769	26,127.86	39,756.63	Annual	40	3
	DeKalb	759,297	31,200.00	42,576.00	Annual	40	248
	Forsyth	244,252	14.89	23.83	Hourly	40	5
	Newton	111,744	29,566.00	44,348.00	Annual	40	3
	Paulding	168,667	14.76	22.24	Hourly	40	1
B	Floyd	98,498	15.24	24.09	Hourly	40	2
	Liberty	61,435	13.84	19.37	Hourly	40	1
C	Colquitt	45,600	21,428.00	28,733.00	Annual	40	2
	Lumpkin	33,610	14.41	23.06	Hourly	40	1
	Peach	27,546	25,338.00	39,995.00	Annual	40	1
	Pickens	32,591	18,748.76	31,490.08	Annual	40	5
D	Brantley	19,109	10.58	14.50	Hourly	40	1
	Burke	22,383	10.25	15.53	Hourly	40	2
	Dade	16,116	12.00	15.09	Hourly	40	3
E	Candler	10,803	11.36	13.68	Hourly	40	2
F	Taylor	8,020	32,752.00	49,837.00	Annual	40	1
	Wilkes	9,777	8.00	15.00	Hourly	40	2

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

◆ Refuse/Recycling Route Supervisor/Lead Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	38,521	40,123	56,178	56,181	2
F	1	44,049	44,049	67,025	67,025	1
Total/Avg	3	41,285	42,086	61,601	61,603	3

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	107,738	19.29	27.01	Hourly	40	1
	Columbus/Muscogee	195,769	36,917.97	56,175.07	Annual	40	1
F	Taylor	8,020	44,049.00	67,025.00	Annual	40	1

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

◆ Refuse/Recycling Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	31,321	34,377	47,258	53,283	47
B	3	35,108	38,854	52,301	60,237	12
C	4	27,307	29,120	43,064	57,158	16
D	1	26,770	26,770	36,400	36,400	2
E	2	30,420	35,360	34,757	35,360	3
F	2	19,760	22,880	33,280	35,360	3
Total/Avg	16	28,448	31,227	41,177	46,300	83

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	30,661.00	47,521.00	Annual	40	6
	Bartow	107,738	13.66	19.13	Hourly	40	6
	Columbus/Muscogee	195,769	31,834.25	48,439.59	Annual	40	4
	DeKalb	759,297	34,377.00	53,283.00	Annual	40	31
B	Liberty	61,435	14.53	20.34	Hourly	40	6
	Spalding	66,703	18.68	28.96	Hourly	40	2
	Troup	69,922	15.49	23.23	Hourly	45	4
C	Colquitt	45,600	24,960.00	30,610.00	Annual	40	4
	Harris	35,236	12.54	19.44	Hourly	40	9
	Monroe	27,578	14.00	27.48	Hourly	40	2
	Polk	42,613	29,066.00	44,054.00	Annual	40	1
D	Elbert	19,194	12.87	17.50	Hourly	40	2
E	Bleckley	12,873	17.00	17.00	Hourly	40	1
	Charlton	13,392	12.25	16.42	Hourly	40	2
F	Jenkins	8,676	11.00	17.00	Hourly	40	1
	Wilkes	9,777	8.00	15.00	Hourly	40	2

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

◆ Road Crew Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	42,668	56,101	67,646	84,151	77
B	9	38,618	43,326	58,231	66,805	24
C	18	40,856	54,653	56,571	77,626	33
D	14	33,974	65,790	44,701	70,000	25
E	3	32,538	36,254	42,591	43,680	5
F	6	30,283	39,596	39,261	60,015	6
Total/Avg	62	36,489	49,287	51,500	67,046	170

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Carroll	119,992	17.02	30.73	Hourly	40	12
	Chatham	289,430	34,665.00	55,464.00	Annual	40	5
	Columbia	156,714	19.46	29.19	Hourly	40	8
	Douglas	146,343	37,632.00	75,264.00	Annual	40	1
	Fayette	114,421	49,423.35	75,398.59	Annual	40	1
	Forsyth	244,252	21.96	35.14	Hourly	40	4
	Gwinnett	936,250	18.24	29.18	Hourly	40	22
	Henry	234,561	20.07	28.43	Hourly	40	11
	Houston	157,863	18.15	29.07	Hourly	40	10
	Lowndes	117,406	23.87	35.97	Hourly	40	1
	Newton	111,744	56,101.00	84,151.00	Annual	40	1
	Paulding	168,667	21.90	33.00	Hourly	40	1
	B	Camden	54,666	15.52	23.32	Hourly	40
Catoosa		67,580	17.00	19.25	Hourly	40	2
Floyd		98,498	39,840.58	63,071.32	Annual	40	2
Glynn		85,292	35,779.00	57,246.00	Annual	40	7
Gordon		57,963	18.95	27.47	Hourly	40	3
Liberty		61,435	19.47	31.49	Hourly	40	2
Rockdale		90,896	18.25	29.21	Hourly	40	1
Spalding		66,703	43,100.00	66,805.00	Annual	40	1
Troup		69,922	20.83	31.26	Hourly	40	3
C		Bryan	39,627	54,652.52	55,188.38	Annual	40

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

◆ Road Crew Supervisor

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Colquitt	45,600	49,177.00	49,419.00	Annual	40	2
	Dawson	26,108	21.86	33.85	Hourly	40	3
	Decatur	26,404	14.00	19.00	Hourly	40	3
	Fannin	26,188	45,911.95	45,911.95	Annual	40	1
	Habersham	45,328	18.36	26.58	Hourly	40	2
	Harris	35,236	14.52	22.50	Hourly	40	5
	Hart	26,205	49,104.00	73,063.00	Annual	40	1
	Lumpkin	33,610	18.26	29.22	Hourly	40	1
	Monroe	27,578	22.72	31.81	Annual	40	1
	Peach	27,546	39,715.00	62,712.00	Annual	40	1
	Pickens	32,591	26,491.51	42,350.66	Annual	40	2
	Polk	42,613	39,878.00	60,442.00	Annual	40	3
	Sumter	29,524	32,115.20	58,676.80	Annual	40	1
	Thomas	44,451	39,137.00	39,137.00	Annual	40	2
	Ware	35,734	24.76	24.76	Hourly	40	1
	Wayne	29,927	30,932.44	63,300.37	Annual	40	1
	White	30,798	23.35	37.32	Hourly	40	1
D	Berrien	19,397	25,000.00	45,000.00	Annual	40	1
	Brantley	19,109	15.00	17.00	Hourly	40	1
	Brooks	15,457	14.35	18.21	Hourly	40	2
	Burke	22,383	17.92	29.08	Hourly	40	6
	Butts	24,936	16.64	23.31	Hourly	40	1
	Cook	17,270	16.56	16.56	Hourly	40	1
	Dade	16,116	65,790.00	65,790.00	Annual	40	1
	Franklin	23,349	1,921.35	1,921.35	Annual	40	1
	Jefferson	15,362	25,602.00	41,540.00	Annual	40	2
	Lamar	19,077	15.00	20.19	Hourly	40	1
	Mitchell	21,863	16.09	25.31	Hourly	40	3
	Pierce	19,465	14.56	14.56	Hourly	40	1
	Union	24,511	28.84	28.84	Hourly	40	1
	Washington	20,374	35,000.00	70,000.00	Annual	40	3
E	Charlton	13,392	14.50	19.43	Hourly	40	2
	Evans	10,654	31,200.00	43,680.00	Annual	40	1
	Heard	11,923	17.43	21.00	Hourly	40	2
F	Echols	4,006	16.00	18.50	Hourly	40	1
	Irwin	9,416	13.00	14.42	Hourly	40	1
	Randolph	6,778	13.38	18.55	Hourly	40	1
	Talbot	6,195	13.92	15.14	Hourly	40	1
	Turner	7,985	39,596.14	60,014.54	Annual	40	1

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

◆ Road Crew Supervisor

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wilkes	9,777	25,000.00	37,000.00	Annual	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	13	62,685	84,975	92,935	115,623	24
B	7	58,930	83,060	85,449	125,149	7
C	7	52,314	72,872	70,002	80,337	7
D	10	44,593	65,720	54,510	88,878	12
E	7	46,260	54,862	50,781	57,138	7
F	4	35,321	37,585	39,048	45,000	3
Total/Avg	48	50,017	66,512	65,454	85,354	60

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Chatham	289,430	44,147.00	84,324.00	Annual	40	5
	Cherokee	258,773	84,975.00	84,975.00	Annual	40	1
	Columbia	156,714	65,915.20	98,883.20	Annual	40	1
	DeKalb	759,297	61,143.00	94,776.00	Annual	40	6
	Douglas	146,343	43,564.00	87,128.00	Annual	40	1
	Fayette	114,421	69,833.90	106,536.24	Annual	40	1
	Forsyth	244,252	32.27	53.25	Hourly	40	1
	Gwinnett	936,250	55,853.00	92,157.00	Annual	40	3
	Hall	204,441	70,226.78	70,226.78	Annual	40	1
	Henry	234,561	65,728.80	93,111.60	Annual	40	1
	Houston	157,863	25.87	41.36	Hourly	40	1
	Newton	111,744	77,082.00	115,623.00	Annual	40	1
	Paulding	168,667	55,507.71	83,629.31	Annual	40	1
	B	Barrow	83,240	28.29	42.43	Annual	40
Catoosa		67,580	63,860.23	63,860.23	Annual	40	1
Floyd		98,498	49,331.62	79,154.18	Annual	40	1
Glynn		85,292	55,736.00	89,178.00	Annual	40	1
Jackson		72,977	58,350.00	87,525.00	Annual	40	1
Troup		69,922	20.83	31.26	Annual	40	1
Walton		94,593	83,059.68	125,148.69	Annual	40	1
C	Colquitt	45,600	72,871.73	72,871.73	Annual	40	1
	Dawson	26,108	50,138.00	77,613.00	Annual	40	1

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

◆ Roads and Bridges Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Habersham	45,328	51,854.40	71,697.60	Annual	40	1
	Hart	26,205	52,815.00	80,337.00	Annual	40	1
	Lumpkin	33,610	48,130.00	79,415.00	Annual	40	1
	Pickens	32,591	33,911.37	51,600.16	Annual	40	1
	Toombs	26,830	56,477.72	56,477.72	Annual	40	1
D	Ben Hill	16,700	59,483.51	59,483.51	Annual	40	1
	Burke	22,383	28.19	42.73	Annual	40	1
	Crisp	22,372	65,720.32	65,720.32	Annual	40	1
	Elbert	19,194	27.19	27.19	Hourly	40	1
	Emanuel	22,646	200.00	2,000.00	Annual	40	2
	Jefferson	15,362	34,431.00	65,000.00	Annual	40	1
	Oglethorpe	15,259	20.00	23.00	Hourly	40	1
	Pike	18,962	35,000.00	48,000.00	Annual	40	2
	Telfair	15,860	33,570.65	50,881.89	Annual	40	1
	Union	24,511	29.20	29.20	Hourly	40	1
E	Bacon	11,164	17.38	23.86	Hourly	40	1
	Bleckley	12,873	24.00	24.00	Hourly	40	1
	Charlton	13,392	42,640.00	57,137.60	Annual	40	1
	Early	10,190	54,862.34	54,862.34	Annual	40	1
	Heard	11,923	48,329.00	52,000.00	Annual	40	1
	Macon	12,947	23.19	23.19	Annual	40	1
	McIntosh	14,378	21.00	21.00	Hourly	40	1
F	Irwin	9,416	15.00	15.00	Hourly	40	0
	Jenkins	8,676	37,500.00	45,000.00	Annual	40	1
	Montgomery	9,172	37,585.00	39,992.00	Annual	40	1
	Talbot	6,195	35,000.00	40,000.00	Annual	40	1

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

◆ Sanitation Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	61,420	65,915	93,927	98,883	8
B	1	41,603	41,603	69,684	69,684	1
C	2	45,231	46,843	69,467	72,602	2
D	1	1,538	1,538	1,538	1,538	1
E	1	37,274	37,274	37,274	37,274	1
Total/Avg	9	37,413	38,635	54,378	55,996	13

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	55,063.00	85,340.00	Annual	40	1
	Columbia	156,714	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	195,769	63,556.93	96,709.39	Annual	40	1
	DeKalb	759,297	61,143.00	94,776.00	Annual	40	5
B	Walton	94,593	41,602.75	69,684.20	Annual	40	1
C	Harris	35,236	46,843.09	72,602.04	Annual	40	1
	Hart	26,205	43,618.00	66,331.00	Annual	40	1
D	Emanuel	22,646	1,538.46	1,538.46	Annual	40	1
E	McIntosh	14,378	17.92	17.92	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	
A	10	29,202	31,834	46,471	53,490	22
B	4	26,953	31,491	37,950	44,096	7
C	8	22,998	29,585	30,964	36,046	15
D	5	23,912	28,142	28,637	31,200	5
E	1	22,880	22,880	29,390	29,390	2
F	3	17,798	19,760	26,298	31,200	3
Total/Avg	31	23,957	27,282	33,285	37,570	54

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	30,661.00	47,521.00	Annual	40	2
	Bartow	107,738	13.66	19.13	Hourly	40	2
	Carroll	119,992	14.20	23.23	Hourly	40	3
	Clayton	292,256	27,362.00	41,742.00	Annual	40	3
	Columbus/Muscogee	195,769	31,834.25	48,439.59	Annual	40	1
	Douglas	146,343	26,745.00	53,490.00	Annual	40	3
	Hall	204,441	13.15	20.71	Hourly	40	2
	Houston	157,863	14.35	24.87	Hourly	40	3
	Newton	111,744	29,566.00	44,348.00	Annual	40	1
	Paulding	168,667	14.76	22.24	Hourly	40	2
B	Camden	54,666	12.40	15.52	Hourly	40	3
	Dougherty	87,956	11.58	17.19	Hourly	40	2
	Jackson	72,977	15.14	21.20	Hourly	40	1
	Troup	69,922	12.71	19.07	Hourly	40	1
C	Colquitt	45,600	29,585.00	29,585.00	Annual	40	1
	Decatur	26,404	10.00	13.67	Hourly	40	1
	Habersham	45,328	11.85	16.48	Hourly	40	1
	Harris	35,236	10.32	15.99	Hourly	40	5
	Lee	29,992	11.18	17.33	Hourly	40	2
	Madison	29,880	9.04	10.00	Hourly	40	2
	Monroe	27,578	11.84	16.58	Hourly	40	1
Toombs	26,830	10.00	14.82	Hourly	40	2	

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

◆ Scale House Attendant

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Appling	18,386	12.46	14.44	Hourly	40	1
	Dade	16,116	13.53	13.53	Hourly	40	1
	Emanuel	22,646	13.00	13.00	Hourly	40	1
	Oglethorpe	15,259	10.00	15.00	Hourly	40	1
	Telfair	15,860	8.49	12.87	Hourly	40	1
E	Bleckley	12,873	11.00	14.13	Hourly	40	2
F	Jenkins	8,676	9.50	12.50	Hourly	40	1
	Randolph	6,778	8.17	10.43	Hourly	40	1
	Wilkes	9,777	8.00	15.00	Hourly	40	1

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

◆ Sewage Treatment Plant Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	61,197	66,054	95,222	108,989	12
B	1	57,476	57,476	91,961	91,961	1
Total/Avg	6	59,336	61,765	93,592	100,475	13

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	60,707.00	94,088.00	Annual	40	1
	Columbia	156,714	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	195,769	52,164.13	79,373.91	Annual	40	1
	DeKalb	759,297	61,143.00	94,776.00	Annual	40	6
	Gwinnett	936,250	66,054.00	108,989.00	Annual	40	3
B	Rockdale	90,896	57,475.76	91,961.22	Annual	40	1

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

◆ Sewer System Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	47,544	48,839	72,623	78,067	25
B	1	41,603	41,603	69,192	69,192	1
Total/Avg	5	44,573	45,221	70,907	73,629	26

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	47,565.00	73,720.00	Annual	40	3
	Columbia	156,714	48,839.00	70,262.40	Annual	40	1
	Columbus/Muscogee	195,769	44,980.97	68,443.86	Annual	40	1
	Gwinnett	936,250	48,792.00	78,067.00	Annual	40	20
B	Walton	94,593	41,602.75	69,191.62	Annual	40	1

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

◆ Solid Waste Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	62,100	77,082	98,609	122,597	14
B	6	49,411	80,714	66,919	80,714	7
C	2	57,440	71,865	65,843	71,865	2
D	1	50,606	50,606	76,690	76,690	1
E	2	32,635	34,070	38,875	43,680	2
F	2	28,275	34,486	35,084	36,596	2
Total/Avg	22	46,745	58,137	63,670	72,024	28

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	107,738	34.90	48.86	Annual	40	1
	Chatham	289,430	53,661.00	88,541.00	Annual	40	1
	Columbus/Muscogee	195,769	63,556.93	96,709.39	Annual	40	1
	Douglas	146,343	61,299.00	122,597.00	Annual	40	1
	Fayette	114,421	69,833.90	106,536.24	Annual	40	1
	Gwinnett	936,250	28.46	46.97	Hourly	40	6
	Houston	157,863	25.87	41.36	Hourly	40	1
	Newton	111,744	77,082.00	115,623.00	Annual	40	1
	Paulding	168,667	47,871.62	72,121.08	Annual	40	1
B	Camden	54,666	37,200.00	73,700.00	Annual	40	2
	Catoosa	67,580	18.50	21.00	Hourly	40	1
	Dougherty	87,956	80,713.92	80,713.92	Annual	40	1
	Floyd	98,498	39,840.58	63,071.32	Annual	40	1
	Jackson	72,977	53,455.00	74,850.00	Annual	40	1
	Liberty	61,435	22.49	31.49	Hourly	40	1
C	Colquitt	45,600	71,864.70	71,864.70	Annual	40	1
	Habersham	45,328	43,014.40	59,820.80	Annual	40	1
D	Burke	22,383	24.33	36.87	Annual	40	1
E	Dooly	13,390	16.38	16.38	Hourly	40	1
	Evans	10,654	31,200.00	43,680.00	Annual	40	1
F	Montgomery	9,172	34,486.00	36,596.00	Annual	40	1
	Taylor	8,020	22,063.00	33,572.00	Annual	40	1

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

◆ Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	29,584	30,306	46,066	53,810	130
B	7	28,610	31,491	39,027	43,056	31
C	8	26,226	31,803	40,417	50,877	41
D	13	25,949	34,837	35,112	50,502	63
E	6	26,641	31,200	34,507	43,680	15
F	6	21,878	24,960	32,334	41,600	16
Total/Avg	50	26,481	30,766	37,910	47,254	296

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Augusta/Richmond	202,518	28,502.00	48,583.00	Annual	37.5	10
	Bartow	107,738	13.66	19.13	Hourly	40	8
	Carroll	119,992	14.20	23.23	Hourly	40	11
	Chatham	289,430	29,860.00	47,776.00	Annual	40	28
	Cherokee	258,773	14.50	21.07	Hourly	40	14
	Clayton	292,256	30,221.00	50,921.00	Annual	40	15
	Gwinnett	936,250	14.18	18.09	Hourly	40	29
	Houston	157,863	14.32	25.87	Hourly	40	6
	Lowndes	117,406	14.57	21.95	Hourly	40	7
	Newton	111,744	29,566.00	44,348.00	Annual	40	2
B	Camden	54,666	12.40	15.53	Hourly	40	4
	Catoosa	67,580	15.00	17.25	Hourly	40	4
	Dougherty	87,956	11.58	17.19	Hourly	40	4
	Gordon	57,963	14.27	20.70	Hourly	40	5
	Jackson	72,977	15.14	20.30	Hourly	40	2
	Liberty	61,435	14.53	20.34	Hourly	40	4
	Troup	69,922	13.36	20.03	Hourly	40	8
C	Decatur	26,404	12.00	14.50	Hourly	40	7
	Hart	26,205	14.90	22.66	Hourly	40	10
	Lumpkin	33,610	15.29	24.46	Hourly	40	1
	Monroe	27,578	11.00	19.61	Hourly	40	6
	Pickens	32,591	25,215.00	38,367.60	Annual	40	5

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

◆ Truck Driver

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Toombs	26,830	11.91	16.00	Hourly	40	2
	Ware	35,734	13.12	16.00	Hourly	40	6
	Wayne	29,927	21,891.73	49,450.17	Annual	40	4
D	Appling	18,386	10.30	18.09	Hourly	40	12
	Ben Hill	16,700	11.47	14.00	Hourly	40	3
	Berrien	19,397	12.00	16.00	Hourly	40	5
	Brantley	19,109	12.11	16.65	Hourly	40	4
	Brooks	15,457	10.31	13.39	Hourly	40	1
	Burke	22,383	16.02	24.28	Hourly	40	16
	Butts	24,936	13.00	18.21	Hourly	40	1
	Crisp	22,372	16.75	18.89	Hourly	40	3
	Emanuel	22,646	15.00	15.00	Hourly	40	3
	Jefferson	15,362	10.00	13.22	Hourly	40	1
	Mitchell	21,863	10.45	12.25	Hourly	40	4
	Putnam	22,119	13.27	19.47	Hourly	40	2
	Washington	20,374	11.50	20.00	Hourly	40	8
E	Candler	10,803	11.36	15.30	Hourly	40	1
	Charlton	13,392	12.25	16.42	Hourly	40	3
	Dooly	13,390	13.31	19.37	Hourly	40	3
	Evans	10,654	15.00	21.00	Hourly	40	0
	Macon	12,947	11.62	12.08	Hourly	40	4
	McIntosh	14,378	13.31	15.37	Hourly	40	4
F	Jenkins	8,676	12.00	20.00	Hourly	40	1
	Lincoln	7,921	10.50	14.50	Hourly	40	1
	Talbot	6,195	12.00	14.28	Hourly	40	4
	Taliaferro	1,537	11.00	14.87	Hourly	40	2
	Taylor	8,020	19,988.00	30,414.00	Annual	40	5
	Wilkes	9,777	8.00	15.00	Hourly	40	3

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

◆ Water/Wastewater Lab Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	36,324	41,267	57,714	75,399	28
B	2	39,781	41,603	71,582	72,694	3
D	1	25,709	25,709	33,301	33,301	4
Total/Avg	12	33,938	36,193	54,199	60,465	35

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	35,494.00	55,011.00	Annual	40	3
	Augusta/Richmond	202,518	33,684.00	52,469.00	Annual	37.5	4
	Columbia	156,714	16.81	25.22	Hourly	40	1
	Fayette	114,421	38,609.44	75,398.59	Annual	40	2
	Gwinnett	936,250	16.23	25.98	Hourly	40	12
	Houston	157,863	18.91	30.22	Hourly	40	1
	Lowndes	117,406	19.59	29.52	Hourly	40	1
	Paulding	168,667	19.84	29.90	Hourly	40	2
	Whitfield	104,628	29,057.60	43,596.80	Annual	40	2
B	Rockdale	90,896	18.25	33.88	Hourly	40	2
	Walton	94,593	41,602.75	72,694.45	Annual	40	1
D	Franklin	23,349	12.36	16.01	Hourly	40	4

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

◆ Water/Wastewater Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	65,845	85,086	101,031	129,804	14
B	4	67,401	89,760	92,242	102,945	4
C	5	50,954	74,552	73,759	100,421	5
D	1	2,329	2,329	2,329	2,329	1
E	1	43,909	43,909	43,909	43,909	1
F	1	36,908	36,908	40,684	40,684	1
Total/Avg	23	44,558	55,424	58,992	70,015	26

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	60,707.00	94,088.00	Annual	40	1
	Bartow	107,738	38.52	53.93	Annual	40	1
	Columbia	156,714	65,915.20	98,883.20	Annual	40	1
	DeKalb	759,297	50,784.00	78,714.00	Annual	40	1
	Fayette	114,421	85,085.82	129,804.06	Annual	40	1
	Forsyth	244,252	34.32	56.63	Hourly	40	1
	Gwinnett	936,250	67,084.00	108,989.00	Annual	40	3
	Houston	157,863	25.87	41.36	Hourly	40	1
	Lowndes	117,406	32.10	48.37	Annual	40	1
	Newton	111,744	77,082.00	115,623.00	Annual	40	1
	Paulding	168,667	21.90	33.00	Hourly	40	2
B	Floyd	98,498	89,760.06	89,760.06	Annual	40	1
	Rockdale	90,896	57,475.76	91,961.22	Annual	40	1
	Spalding	66,703	66,416.00	102,945.00	Annual	40	1
	Walton	94,593	55,951.07	84,303.28	Annual	40	1
C	Bryan	39,627	74,552.40	74,552.40	Annual	40	1
	Decatur	26,404	15.00	19.00	Hourly	40	1
	Harris	35,236	56,936.00	88,248.23	Annual	40	1
	Lee	29,992	50,763.07	100,421.34	Annual	40	1
	Pickens	32,591	41,317.71	66,052.66	Annual	40	1
D	Franklin	23,349	2,329.39	2,329.39	Annual	40	1
E	McIntosh	14,378	21.11	21.11	Hourly	40	1

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

◆ Water/Wastewater Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Talbot	6,195	36,908.00	40,684.00	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	58,425	94,995	88,275	147,243	19
B	4	61,133	83,060	94,234	125,149	4
C	4	51,198	56,930	72,163	88,254	5
Total/Avg	20	56,919	78,328	84,891	120,215	28

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	52,441.00	81,277.00	Annual	40	1
	Augusta/Richmond	202,518	59,820.00	89,730.00	Annual	37.5	2
	Bartow	107,738	19.29	27.01	Hourly	40	1
	Columbia	156,714	65,915.20	98,883.20	Annual	40	2
	DeKalb	759,297	94,995.00	147,243.00	Annual	40	1
	Fayette	114,421	57,315.93	87,439.25	Annual	40	2
	Forsyth	244,252	34.32	56.63	Hourly	40	1
	Gwinnett	936,250	28.46	46.97	Hourly	40	5
	Houston	157,863	23.90	27.47	Hourly	40	1
	Lowndes	117,406	26.35	39.70	Annual	40	1
	Newton	111,744	56,101.00	84,151.00	Annual	40	1
B	Paulding	168,667	18.89	28.46	Hourly	40	1
	Barrow	83,240	28.29	42.43	Annual	40	1
	Floyd	98,498	39,840.58	63,071.32	Annual	40	1
	Rockdale	90,896	62,789.35	100,462.96	Annual	40	1
C	Walton	94,593	83,059.68	125,148.69	Annual	40	1
	Decatur	26,404	54,951.00	54,951.00	Annual	40	1
	Harris	35,236	27.37	42.43	Hourly	40	1
	Lee	29,992	43,851.05	67,969.13	Annual	40	2
	Peach	27,546	49,061.00	77,476.00	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	35,150	45,677	60,442	73,091	132
B	5	38,071	45,922	58,870	69,192	17
C	3	27,622	31,720	42,182	49,816	14
E	1	26,208	26,208	26,208	26,208	1
Total/Avg	20	31,763	37,382	46,926	54,577	164

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	128,331	33,804.00	52,392.00	Annual	40	20
	Augusta/Richmond	202,518	27,206.00	68,607.00	Annual	37.5	24
	Columbia	156,714	16.01	25.22	Hourly	40	14
	DeKalb	759,297	34,377.00	66,669.00	Annual	40	16
	Fayette	114,421	34,978.25	65,015.97	Annual	40	14
	Forsyth	244,252	21.96	35.14	Hourly	40	4
	Gwinnett	936,250	18.24	29.18	Hourly	40	24
	Houston	157,863	16.16	25.87	Hourly	40	3
	Lowndes	117,406	17.74	26.74	Hourly	40	1
	Newton	111,744	29,566.00	57,307.00	Annual	40	9
	Paulding	168,667	18.89	28.46	Hourly	40	3
B	Barrow	83,240	16.65	24.98	Hourly	40	2
	Floyd	98,498	16.54	26.17	Hourly	40	6
	Rockdale	90,896	18.25	29.21	Hourly	40	7
	Spalding	66,703	18.00	27.89	Hourly	40	1
	Walton	94,593	45,921.65	69,191.62	Annual	40	1
C	Decatur	26,404	11.00	13.67	Hourly	40	1
	Harris	35,236	15.25	23.95	Hourly	40	9
	Lee	29,992	13.59	23.22	Hourly	40	4
E	McIntosh	14,378	12.60	12.60	Hourly	40	1

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