



**2021**

**County Wage  
and Salary Survey**

**General and Administrative  
Positions**

**October 2021**

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

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

# County Job Descriptions

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|   |  |
|---|--|
| <b>Accountant</b>                           | Responsible for maintaining accounting systems; requires bachelor's degree (entry level professional).   |
| <b>Accounting Clerk</b>                     | Responsible for performing routine clerical accounting and bookkeeping tasks.  |
| <b>Accounting Technician</b>                | Performs responsible accounting work in maintaining all governmental financial records. Balances books and compiles reports to show such information as cash receipts and expenditures and accounts payable and receivable.                          |
| <b>Administrative Secretary</b>             | Performs responsible and some complex clerical work of an administrative nature. Work requires the use of independent judgment, initiative, and discretion based on knowledge of administrative procedure. Supervision over others may be exercised. |
| <b>Airport Manager</b>                      | Performs technical, administrative, and supervisory work in the operation of a airport.  |
| <b>Appraisal Technician</b>                 | Provides technical and clerical support to the tax assessor's department.  |
| <b>Appraiser (Personal Property)</b>        | Locates and appraises personal property in order to assist with the development and documentation of the county tax digest.  |
| <b>Appraiser (Real Property)</b>            | Locates and appraises residential and commercial property in order to assist with the development and documentation of the county tax digest.  |
| <b>Assistant County Clerk</b>               | Helps perform the duties of County Clerk.  |
| <b>Assistant County Manager</b>             | Assists County Manager in administration of county government which may include managing certain departments, functions, and special projects.   |
| <b>Assistant District Attorney</b>          | Assists the District Attorney in representing the state in all cases in superior court and all cases taken up from the superior courts to the court of appeals and the supreme court.  |
| <b>Automotive Mechanic (Administrative)</b> | Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.   |
| <b>Budget Analyst</b>                       | Responsible for maintaining accounting records and assists in developing expenditure and revenue estimates for department. Submits annual budget requests and assists in planning and developing budget for department.                              |
| <b>Building Inspector</b>                   | Performs technical work by inspecting new and existing buildings and structures to enforce conformance to building codes, grading, and zoning laws. Approves plans, specifications, and standards.   |

## ◆ Accountant

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 21               | 43,839                     | 65,145        | 72,868         | 99,127         | 106                           |
| <b>B</b>         | 12               | 41,533                     | 60,000        | 106,471        | 600,000        | 32                            |
| <b>C</b>         | 7                | 38,553                     | 43,888        | 54,725         | 79,581         | 10                            |
| <b>D</b>         | 3                | 45,851                     | 50,705        | 60,867         | 66,003         | 3                             |
| <b>F</b>         | 1                | 36,153                     | 36,153        | 55,011         | 55,011         | 1                             |
| <b>Total/Avg</b> | <b>44</b>        | <b>41,186</b>              | <b>51,178</b> | <b>69,989</b>  | <b>179,944</b> | <b>152</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 43,143.00                | 66,866.00    | Annual           | 40                        | 3                              |
|           | Augusta/Richmond  | 202,079         | 38,866.00                | 81,281.00    | Annual           | 37.5                      | 14                             |
|           | Bartow            | 109,426         | 18.53                    | 28.09        | Hourly           | 40                        | 1                              |
|           | Carroll           | 121,633         | 43,217.46                | 87,895.08    | Annual           | 40                        | 2                              |
|           | Chatham           | 289,463         | 40,043.00                | 66,070.00    | Annual           | 40                        | 3                              |
|           | Cherokee          | 265,274         | 41,763.02                | 61,498.84    | Annual           | 40                        | 2                              |
|           | Clayton           | 292,646         | 37,063.02                | 94,287.73    | Annual           | 40                        | 6                              |
|           | Columbia          | 160,377         | 16.81                    | 25.22        | Hourly           | 40                        | 3                              |
|           | Columbus/Muscogee | 196,442         | 65,144.90                | 99,126.73    | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 19.33                    | 29.96        | Hourly           | 40                        | 2                              |
|           | DeKalb            | 762,009         | 46,464.00                | 72,024.00    | Annual           | 40                        | 6                              |
|           | Douglas           | 147,988         | 43,564.00                | 87,128.00    | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 23.61                    | 37.78        | Hourly           | 40                        | 8                              |
|           | Gwinnett          | 942,627         | 51,358.00                | 84,740.00    | Annual           | 40                        | 34                             |
|           | Henry             | 239,139         | 20.47                    | 34.20        | Hourly           | 40                        | 6                              |
|           | Houston           | 160,110         | 19.29                    | 30.82        | Hourly           | 40                        | 1                              |
|           | Lowndes           | 118,268         | 20.58                    | 31.01        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 50,918.40                | 81,286.40    | Annual           | 40                        | 8                              |
|           | Newton            | 113,295         | 41,907.00                | 62,861.00    | Annual           | 40                        | 1                              |
| Paulding  | 173,359           | 55,507.71       | 83,629.31                | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 33,340.00       | 50,010.00                | Annual       | 40               | 2                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 44,622.00                | 66,933.00    | Annual           | 40                        | 1                              |
|           | Camden            | 55,388          | 14.08                    | 19.71        | Hourly           | 40                        | 3                              |

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

◆ Accountant

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Catoosa      | 67,996          | 44,317.00                | 57,612.00    | Annual           | 40                        | 1                              |
|          | Dougherty    | 86,477          | 30,746.56                | 48,066.28    | Annual           | 40                        | 7                              |
|          | Effingham    | 65,765          | 17.29                    | 25.07        | Hourly           | 40                        | 4                              |
|          | Floyd        | 98,604          | 40,638.26                | 65,021.06    | Annual           | 40                        | 2                              |
|          | Glynn        | 85,568          | 42,907.00                | 80,055.00    | Annual           | 40                        | 5                              |
|          | Jackson      | 76,199          | 42,156.00                | 59,006.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 63,004          | 21.95                    | 30.74        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 90,939          | 40,506.56                | 81,198.50    | Annual           | 40                        | 4                              |
|          | Walker       | 70,116          | 60,000.00                | 600,000.00   | Annual           | 40                        | 1                              |
|          | Walton       | 96,875          | 41,602.75                | 62,684.20    | Annual           | 40                        | 2                              |
| <b>C</b> | Bryan        | 40,755          | 40,800.24                | 40,800.24    | Annual           | 40                        | 1                              |
|          | Butts        | 25,426          | 15.08                    | 21.11        | Hourly           | 40                        | 1                              |
|          | Dawson       | 27,113          | 20.82                    | 32.23        | Hourly           | 40                        | 2                              |
|          | Lumpkin      | 34,186          | 16.22                    | 27.54        | Hourly           | 40                        | 2                              |
|          | Pickens      | 33,127          | 33,911.37                | 51,600.16    | Annual           | 40                        | 2                              |
|          | Stephens     | 26,107          | 42,864.54                | 42,864.54    | Annual           | 40                        | 1                              |
|          | Sumter       | 29,282          | 43,888.00                | 79,580.80    | Annual           | 40                        | 1                              |
| <b>D</b> | Burke        | 22,648          | 20.90                    | 31.68        | Annual           | 40                        | 1                              |
|          | Dade         | 16,057          | 27.86                    | 27.86        | Hourly           | 35                        | 1                              |
|          | Lamar        | 19,261          | 43,376.59                | 66,002.61    | Annual           | 40                        | 1                              |
| <b>F</b> | Taylor       | 8,074           | 36,153.00                | 55,011.00    | Annual           | 40                        | 1                              |

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

## ◆ Accounting Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 14               | 32,588                     | 47,632        | 48,901         | 76,211        | 40                            |
| <b>B</b>         | 8                | 31,294                     | 35,402        | 73,215         | 265,560       | 25                            |
| <b>C</b>         | 13               | 29,801                     | 42,640        | 45,778         | 70,240        | 30                            |
| <b>D</b>         | 12               | 35,442                     | 59,010        | 41,526         | 60,778        | 14                            |
| <b>E</b>         | 2                | 24,622                     | 29,245        | 33,716         | 42,432        | 2                             |
| <b>F</b>         | 2                | 22,620                     | 24,440        | 33,904         | 37,440        | 4                             |
| <b>Total/Avg</b> | <b>51</b>        | <b>29,395</b>              | <b>39,728</b> | <b>46,173</b>  | <b>92,110</b> | <b>115</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 27,206.00                | 40,810.00    | Annual           | 37.5                      | 3                              |
|          | Carroll           | 121,633         | 15.52                    | 25.33        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,463         | 28,982.00                | 46,371.00    | Annual           | 40                        | 3                              |
|          | Cherokee          | 265,274         | 16.50                    | 16.50        | Hourly           | 40                        | 1                              |
|          | Columbia          | 160,377         | 13.83                    | 20.75        | Hourly           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 29,561.00                | 44,925.75    | Annual           | 40                        | 5                              |
|          | Coweta            | 150,849         | 17.21                    | 26.67        | Hourly           | 40                        | 6                              |
|          | Douglas           | 147,988         | 34,214.00                | 47,000.00    | Annual           | 40                        | 6                              |
|          | Forsyth           | 250,847         | 22.90                    | 36.64        | Hourly           | 40                        | 4                              |
|          | Gwinnett          | 942,627         | 13.73                    | 21.28        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 16.08                    | 24.23        | Hourly           | 40                        | 1                              |
|          | Newton            | 113,295         | 15.40                    | 25.77        | Hourly           | 40                        | 2                              |
|          | Paulding          | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 3                              |
|          | Whitfield         | 103,837         | 26,033.43                | 39,049.61    | Annual           | 40                        | 3                              |
| <b>B</b> | Bulloch           | 80,839          | 15.07                    | 22.61        | Hourly           | 40                        | 4                              |
|          | Catoosa           | 67,996          | 16.92                    | 22.00        | Hourly           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 32,533.28                | 265,559.52   | Annual           | 40                        | 8                              |
|          | Effingham         | 65,765          | 16.20                    | 18.05        | Hourly           | 40                        | 2                              |
|          | Floyd             | 98,604          | 11.55                    | 18.49        | Hourly           | 40                        | 4                              |
|          | Glynn             | 85,568          | 27,226.00                | 48,124.00    | Annual           | 40                        | 4                              |
|          | Rockdale          | 90,939          | 17.02                    | 27.23        | Hourly           | 40                        | 1                              |
|          | Walton            | 96,875          | 30,933.97                | 46,609.20    | Annual           | 40                        | 1                              |

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

## ◆ Accounting Clerk

| Group      | Jurisdiction          | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|------------|-----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| C          | Bryan                 | 40,755          | 17.63                    | 21.42        | Hourly           | 40                        | 4                              |
|            | Colquitt              | 45,542          | 27,040.00                | 34,668.00    | Annual           | 40                        | 3                              |
|            | Decatur               | 26,457          | 13.00                    | 28.85        | Hourly           | 40                        | 3                              |
|            | Gilmer                | 31,978          | 42,640.00                | 42,640.00    | Annual           | 40                        | 1                              |
|            | Habersham             | 46,047          | 11.85                    | 19.08        | Hourly           | 40                        | 2                              |
|            | Lumpkin               | 34,186          | 15.29                    | 24.46        | Hourly           | 40                        | 1                              |
|            | Monroe                | 28,042          | 14.70                    | 20.59        | Hourly           | 40                        | 1                              |
|            | Pickens               | 33,127          | 22,843.55                | 38,367.60    | Annual           | 40                        | 2                              |
|            | Polk                  | 42,840          | 29,066.00                | 44,054.00    | Annual           | 40                        | 3                              |
|            | Thomas                | 44,372          | 27,602.00                | 27,602.00    | Annual           | 40                        | 4                              |
|            | Ware                  | 35,826          | 12.44                    | 24.53        | Hourly           | 40                        | 4                              |
|            | Wayne                 | 30,023          | 31,242.54                | 70,239.97    | Annual           | 40                        | 1                              |
|            | White                 | 31,094          | 14.60                    | 23.35        | Hourly           | 40                        | 1                              |
| D          | Ben Hill              | 16,614          | 14.32                    | 14.32        | Hourly           | 40                        | 1                              |
|            | Brantley              | 19,202          | 16.70                    | 23.11        | Hourly           | 40                        | 0                              |
|            | Crisp                 | 22,034          | 28.37                    | 29.22        | Hourly           | 40                        | 1                              |
|            | Dade                  | 16,057          | 19.94                    | 19.94        | Hourly           | 36                        | 1                              |
|            | Dodge                 | 20,452          | 16.85                    | 16.85        | Hourly           | 40                        | 1                              |
|            | Franklin              | 23,504          | 16.94                    | 16.94        | Hourly           | 40                        | 1                              |
|            | Greene                | 18,837          | 18.65                    | 27.23        | Hourly           | 40                        | 2                              |
|            | Oglethorpe            | 15,383          | 18.00                    | 18.00        | Hourly           | 40                        | 1                              |
|            | Pierce                | 19,522          | 12.48                    | 13.53        | Hourly           | 40                        | 3                              |
|            | Putnam                | 22,520          | 15.39                    | 15.39        | Hourly           | 40                        | 1                              |
|            | Telfair               | 15,781          | 12.00                    | 18.19        | Hourly           | 40                        | 1                              |
| Washington | 20,150                | 35,000.00       | 60,000.00                | Annual       | 35               | 1                         |                                |
| E          | Cusseta-Chattahoochee | 10,551          | 20,000.00                | 25,000.00    | Annual           | 40                        | 1                              |
|            | Early                 | 10,037          | 14.06                    | 20.40        | Hourly           | 40                        | 1                              |
| F          | Jenkins               | 8,746           | 10.00                    | 18.00        | Hourly           | 40                        | 2                              |
|            | Lincoln               | 8,031           | 11.75                    | 14.60        | Hourly           | 40                        | 2                              |

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

## ◆ Accounting Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 19               | 35,315                     | 47,882        | 57,842         | 100,860       | 109                           |
| <b>B</b>         | 12               | 34,372                     | 44,304        | 49,946         | 57,595        | 22                            |
| <b>C</b>         | 13               | 31,389                     | 40,830        | 48,652         | 59,821        | 34                            |
| <b>D</b>         | 6                | 37,437                     | 52,000        | 42,422         | 52,000        | 9                             |
| <b>F</b>         | 1                | 32,261                     | 32,261        | 58,344         | 58,344        | 2                             |
| <b>Total/Avg</b> | <b>51</b>        | <b>34,155</b>              | <b>43,455</b> | <b>51,441</b>  | <b>65,724</b> | <b>176</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 35,494.00                | 55,011.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 29,798.00                | 48,583.00    | Annual           | 37.5                      | 8                              |
|          | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 1                              |
|          | Carroll           | 121,633         | 17.02                    | 27.79        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,463         | 31,500.00                | 60,687.00    | Annual           | 40                        | 16                             |
|          | Clayton           | 292,646         | 34,045.72                | 57,365.90    | Annual           | 40                        | 17                             |
|          | Columbus/Muscogee | 196,442         | 32,629.85                | 49,649.98    | Annual           | 40                        | 4                              |
|          | Coweta            | 150,849         | 23.02                    | 35.68        | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 36,102.00                | 55,962.00    | Annual           | 40                        | 19                             |
|          | Douglas           | 147,988         | 41,490.00                | 100,860.23   | Annual           | 40                        | 2                              |
|          | Fayette           | 115,821         | 34,978.25                | 58,901.26    | Annual           | 40                        | 5                              |
|          | Gwinnett          | 942,627         | 16.23                    | 25.98        | Hourly           | 40                        | 6                              |
|          | Henry             | 239,139         | 17.10                    | 26.13        | Hourly           | 40                        | 5                              |
|          | Houston           | 160,110         | 16.48                    | 26.39        | Hourly           | 40                        | 4                              |
|          | Lowndes           | 118,268         | 16.08                    | 24.23        | Hourly           | 40                        | 2                              |
|          | Macon-Bibb        | 152,737         | 18.27                    | 29.16        | Hourly           | 40                        | 12                             |
|          | Newton            | 113,295         | 17.18                    | 25.77        | Hourly           | 40                        | 2                              |
|          | Paulding          | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 2                              |
|          | Whitfield         | 103,837         | 33,340.00                | 50,010.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 16.29                    | 24.43        | Hourly           | 40                        | 1                              |
|          | Camden            | 55,388          | 14.08                    | 19.71        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 21.30                    | 27.69        | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 29,283.00                | 55,467.36    | Annual           | 40                        | 5                              |

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

## ◆ Accounting Technician

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Effingham    | 65,765          | 16.97                    | 20.19        | Hourly           | 40                        | 1                              |
|          | Floyd        | 98,604          | 16.21                    | 25.93        | Hourly           | 40                        | 2                              |
|          | Glynn        | 85,568          | 27,226.00                | 48,124.00    | Annual           | 40                        | 2                              |
|          | Jackson      | 76,199          | 15.59                    | 21.84        | Hourly           | 40                        | 1                              |
|          | Liberty      | 63,004          | 16.42                    | 25.34        | Hourly           | 40                        | 4                              |
|          | Rockdale     | 90,939          | 35,401.74                | 56,642.78    | Annual           | 40                        | 1                              |
|          | Spalding     | 67,414          | 12.98                    | 25.29        | Hourly           | 40                        | 3                              |
|          | Walker       | 70,116          | 20.00                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Walton       | 96,875          | 35,873.92                | 54,052.39    | Annual           | 40                        | 2                              |
| <b>C</b> | Colquitt     | 45,542          | 24,315.00                | 39,852.00    | Annual           | 40                        | 5                              |
|          | Dawson       | 27,113          | 16.32                    | 25.26        | Hourly           | 40                        | 3                              |
|          | Habersham    | 46,047          | 17.86                    | 28.76        | Hourly           | 40                        | 3                              |
|          | Harris       | 36,080          | 17.94                    | 25.42        | Hourly           | 40                        | 2                              |
|          | Lee          | 30,234          | 11.74                    | 18.20        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 34,186          | 13.58                    | 21.73        | Hourly           | 40                        | 0                              |
|          | Monroe       | 28,042          | 19.63                    | 27.48        | Hourly           | 40                        | 2                              |
|          | Peach        | 27,950          | 26,774.00                | 46,848.00    | Annual           | 40                        | 2                              |
|          | Pickens      | 33,127          | 33,911.37                | 51,600.16    | Annual           | 40                        | 2                              |
|          | Polk         | 42,840          | 29,066.00                | 54,823.00    | Annual           | 40                        | 2                              |
|          | Sumter       | 29,282          | 12.67                    | 22.64        | Hourly           | 40                        | 1                              |
|          | Thomas       | 44,372          | 30,493.00                | 30,493.00    | Annual           | 40                        | 10                             |
|          | White        | 31,094          | 16.94                    | 27.08        | Hourly           | 40                        | 1                              |
| <b>D</b> | Chattooga    | 24,843          | 52,000.00                | 52,000.00    | Annual           | 40                        | 1                              |
|          | Crisp        | 22,034          | 17.84                    | 21.69        | Hourly           | 40                        | 2                              |
|          | Jefferson    | 15,267          | 14.00                    | 25.65        | Per Occur.       | 40                        | 2                              |
|          | Mitchell     | 21,602          | 17.06                    | 17.06        | Hourly           | 40                        | 1                              |
|          | Morgan       | 19,636          | 32,432.00                | 49,350.00    | Annual           | 40                        | 2                              |
|          | Putnam       | 22,520          | 14.50                    | 14.50        | Hourly           | 40                        | 1                              |
| <b>F</b> | Wilkinson    | 8,812           | 15.51                    | 28.05        | Hourly           | 40                        | 2                              |

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

## ◆ Administrative Secretary

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 22               | 31,264                     | 40,709        | 52,035         | 70,533        | 748                           |
| <b>B</b>         | 11               | 29,186                     | 35,131        | 45,789         | 63,939        | 181                           |
| <b>C</b>         | 21               | 27,369                     | 47,341        | 45,461         | 60,568        | 233                           |
| <b>D</b>         | 17               | 27,606                     | 38,022        | 40,672         | 57,616        | 114                           |
| <b>E</b>         | 4                | 26,171                     | 30,576        | 32,508         | 34,154        | 9                             |
| <b>F</b>         | 7                | 23,049                     | 28,621        | 38,640         | 43,098        | 21                            |
| <b>Total/Avg</b> | <b>82</b>        | <b>27,441</b>              | <b>36,733</b> | <b>42,518</b>  | <b>54,984</b> | <b>1306</b>                   |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 32,194.00                | 49,897.00    | Annual           | 40                        | 33                             |
|           | Augusta/Richmond  | 202,079         | 24,615.00                | 48,583.00    | Annual           | 37.5                      | 72                             |
|           | Bartow            | 109,426         | 13.12                    | 21.96        | Hourly           | 40                        | 3                              |
|           | Carroll           | 121,633         | 12.17                    | 33.91        | Hourly           | 40                        | 19                             |
|           | Chatham           | 289,463         | 36,780.00                | 66,070.00    | Annual           | 40                        | 43                             |
|           | Cherokee          | 265,274         | 14.00                    | 27.17        | Hourly           | 40                        | 15                             |
|           | Clayton           | 292,646         | 29,330.69                | 54,585.06    | Annual           | 40                        | 54                             |
|           | Columbia          | 160,377         | 16.01                    | 24.02        | Hourly           | 40                        | 8                              |
|           | Columbus/Muscogee | 196,442         | 29,606.38                | 44,980.97    | Annual           | 40                        | 28                             |
|           | Coweta            | 150,849         | 16.23                    | 25.16        | Hourly           | 40                        | 24                             |
|           | DeKalb            | 762,009         | 37,830.00                | 58,638.00    | Annual           | 40                        | 28                             |
|           | Douglas           | 147,988         | 40,709.00                | 58,797.00    | Annual           | 40                        | 19                             |
|           | Fayette           | 115,821         | 30,161.63                | 48,343.01    | Annual           | 40                        | 14                             |
|           | Forsyth           | 250,847         | 17.18                    | 27.49        | Hourly           | 40                        | 129                            |
|           | Gwinnett          | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 113                            |
|           | Henry             | 239,139         | 15.07                    | 25.17        | Hourly           | 40                        | 42                             |
|           | Houston           | 160,110         | 16.48                    | 28.49        | Hourly           | 40                        | 9                              |
|           | Lowndes           | 118,268         | 14.57                    | 21.95        | Hourly           | 40                        | 3                              |
|           | Macon-Bibb        | 152,737         | 14.32                    | 22.85        | Hourly           | 40                        | 34                             |
|           | Newton            | 113,295         | 14.21                    | 21.32        | Hourly           | 40                        | 7                              |
| Paulding  | 173,359           | 14.76           | 22.24                    | Hourly       | 40               | 11                        |                                |
| Whitfield | 103,837           | 25,060.53       | 37,590.87                | Annual       | 40               | 40                        |                                |

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

◆ Administrative Secretary

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>B</b> | Bulloch      | 80,839          | 16.89                    | 25.34        | Hourly           | 40                        | 1                              |
|          | Camden       | 55,388          | 12.40                    | 15.53        | Hourly           | 40                        | 11                             |
|          | Catoosa      | 67,996          | 15.45                    | 20.09        | Hourly           | 40                        | 1                              |
|          | Dougherty    | 86,477          | 24,781.12                | 46,834.12    | Annual           | 40                        | 26                             |
|          | Effingham    | 65,765          | 11.15                    | 22.45        | Hourly           | 40                        | 21                             |
|          | Glynn        | 85,568          | 28,651.00                | 52,685.00    | Annual           | 40                        | 24                             |
|          | Jackson      | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 16                             |
|          | Liberty      | 63,004          | 14.18                    | 30.74        | Hourly           | 40                        | 50                             |
|          | Rockdale     | 90,939          | 13.17                    | 21.07        | Hourly           | 40                        | 5                              |
|          | Spalding     | 67,414          | 14.32                    | 24.26        | Hourly           | 40                        | 24                             |
|          | Walker       | 70,116          | 15.00                    | 15.00        | Hourly           | 40                        | 1                              |
| Walton   | 96,875       | 29,443.40       | 44,363.31                | Annual       | 40               | 25                        |                                |
| <b>C</b> | Bryan        | 40,755          | 22.76                    | 27.65        | Hourly           | 40                        | 2                              |
|          | Butts        | 25,426          | 13.00                    | 18.21        | Hourly           | 40                        | 4                              |
|          | Colquitt     | 45,542          | 23,571.00                | 37,824.00    | Annual           | 40                        | 10                             |
|          | Dawson       | 27,113          | 12.17                    | 21.87        | Hourly           | 40                        | 13                             |
|          | Decatur      | 26,457          | 12.00                    | 16.51        | Hourly           | 40                        | 4                              |
|          | Fannin       | 26,521          | 25,384.08                | 47,522.13    | Annual           | 40                        | 33                             |
|          | Habersham    | 46,047          | 12.44                    | 26.08        | Hourly           | 40                        | 13                             |
|          | Harris       | 36,080          | 15.09                    | 23.63        | Hourly           | 40                        | 9                              |
|          | Hart         | 26,406          | 14.57                    | 23.84        | Hourly           | 40                        | 1                              |
|          | Lee          | 30,234          | 12.94                    | 20.06        | Hourly           | 40                        | 7                              |
|          | Lumpkin      | 34,186          | 11.37                    | 24.46        | Hourly           | 40                        | 24                             |
|          | Madison      | 30,457          | 11.85                    | 16.85        | Hourly           | 40                        | 20                             |
|          | Monroe       | 28,042          | 16.60                    | 23.24        | Hourly           | 40                        | 4                              |
|          | Peach        | 27,950          | 26,878.00                | 42,461.00    | Annual           | 40                        | 8                              |
|          | Pickens      | 33,127          | 29,241.67                | 48,547.20    | Annual           | 40                        | 6                              |
|          | Polk         | 42,840          | 26,364.00                | 54,823.00    | Annual           | 40                        | 22                             |
|          | Sumter       | 29,282          | 10.58                    | 21.60        | Hourly           | 40                        | 9                              |
|          | Thomas       | 44,372          | 26,874.00                | 26,874.00    | Annual           | 40                        | 13                             |
|          | Ware         | 35,826          | 10.48                    | 18.45        | Hourly           | 40                        | 16                             |
| Wayne    | 30,023       | 26,940.35       | 60,567.71                | Annual       | 40               | 1                         |                                |
| White    | 31,094       | 11.41           | 23.35                    | Hourly       | 40               | 14                        |                                |
| <b>D</b> | Appling      | 18,325          | 14.55                    | 20.21        | Hourly           | 40                        | 4                              |
|          | Ben Hill     | 16,614          | 12.60                    | 15.81        | Hourly           | 40                        | 5                              |
|          | Berrien      | 19,408          | 10.00                    | 18.00        | Hourly           | 40                        | 10                             |
|          | Brantley     | 19,202          | 12.11                    | 16.65        | Hourly           | 40                        | 9                              |
|          | Burke        | 22,648          | 18.28                    | 27.70        | Hourly           | 40                        | 10                             |
|          | Chattooga    | 24,843          | 13.00                    | 16.65        | Hourly           | 40                        | 4                              |

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

## ◆ Administrative Secretary

| Group | Jurisdiction          | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Crisp                 | 22,034             | 12.61                          | 21.25           | Hourly              | 40                              | 5                                    |
|       | Dade                  | 16,057             | 15.88                          | 15.88           | Hourly              | 40                              | 1                                    |
|       | Elbert                | 19,335             | 13.45                          | 18.55           | Hourly              | 40                              | 4                                    |
|       | Greene                | 18,837             | 12.00                          | 25.05           | Hourly              | 40                              | 10                                   |
|       | Jefferson             | 15,267             | 10.00                          | 20.32           | Annual              | 40                              | 11                                   |
|       | Lamar                 | 19,261             | 18.17                          | 27.65           | Hourly              | 40                              | 1                                    |
|       | Mitchell              | 21,602             | 10.50                          | 16.09           | Hourly              | 40                              | 9                                    |
|       | Morgan                | 19,636             | 29,383.00                      | 44,709.00       | Annual              | 40                              | 20                                   |
|       | Pierce                | 19,522             | 11.19                          | 18.61           | Hourly              | 40                              | 4                                    |
|       | Pike                  | 19,121             | 12.00                          | 18.00           | Hourly              | 40                              | 4                                    |
|       | Putnam                | 22,520             | 16.82                          | 16.82           | Hourly              | 40                              | 1                                    |
|       | Telfair               | 15,781             | 10.34                          | 15.68           | Hourly              | 40                              | 6                                    |
| E     | Bleckley              | 12,955             | 14.00                          | 14.00           | Hourly              | 42                              | 1                                    |
|       | Candler               | 10,985             | 11.36                          | 16.01           | Hourly              | 40                              | 3                                    |
|       | Charlton              | 13,430             | 12.25                          | 16.42           | Hourly              | 40                              | 2                                    |
|       | Cusseta-Chattahoochee | 10,551             | 25,000.00                      | 32,000.00       | Annual              | 40                              | 3                                    |
| F     | Clinch                | 6,582              | 11.81                          | 20.72           | Hourly              | 40                              | 1                                    |
|       | Jenkins               | 8,746              | 10.00                          | 18.00           | Hourly              | 40                              | 2                                    |
|       | Lincoln               | 8,031              | 12.00                          | 16.94           | Hourly              | 40                              | 2                                    |
|       | Randolph              | 6,682              | 13.76                          | 19.88           | Hourly              | 40                              | 2                                    |
|       | Schley                | 5,196              | 10.00                          | 20.00           | Hourly              | 40                              | 4                                    |
|       | Talbot                | 6,143              | 11.00                          | 16.00           | Hourly              | 40                              | 5                                    |
|       | Wilkes                | 9,694              | 9.00                           | 18.50           | Hourly              | 40                              | 5                                    |

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

## ◆ Airport Manager

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 7                | 73,855                     | 94,176        | 109,712        | 145,961       | 8                             |
| <b>B</b>         | 4                | 69,433                     | 159,994       | 101,434        | 159,994       | 4                             |
| <b>C</b>         | 5                | 42,731                     | 58,383        | 51,708         | 82,705        | 5                             |
| <b>D</b>         | 1                | 39,832                     | 39,832        | 39,832         | 39,832        | 1                             |
| <b>E</b>         | 1                | 29,120                     | 29,120        | 29,120         | 29,120        | 1                             |
| <b>Total/Avg</b> | <b>18</b>        | <b>50,994</b>              | <b>76,301</b> | <b>66,361</b>  | <b>91,522</b> | <b>19</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 94,176.00                | 145,961.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 51,371.00                | 93,954.00    | Annual           | 37.5                      | 3                              |
|          | Columbus/Muscogee | 196,442         | 92,250.04                | 92,250.04    | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 29.07                    | 45.05        | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 71,505.00                | 110,835.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 80,178.00                | 136,304.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 32.23                    | 45.66        | Hourly           | 40                        | 0                              |
| <b>B</b> | Bulloch           | 80,839          | 54,736.00                | 82,104.00    | Annual           | 40                        | 1                              |
|          | Floyd             | 98,604          | 5,198.14                 | 82,716.14    | Annual           | 40                        | 1                              |
|          | Glynn             | 85,568          | 159,993.60               | 159,993.60   | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 57,804.00                | 80,922.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Decatur           | 26,457          | 35,000.00                | 35,000.00    | Annual           | 40                        | 1                              |
|          | Gilmer            | 31,978          | 40,000.00                | 40,000.00    | Annual           | 40                        | 1                              |
|          | Harris            | 36,080          | 58,383.08                | 82,705.30    | Annual           | 40                        | 1                              |
|          | Polk              | 42,840          | 39,878.00                | 60,442.00    | Annual           | 40                        | 1                              |
|          | Ware              | 35,826          | 19.42                    | 19.42        | Hourly           | 40                        | 1                              |
| <b>D</b> | Elbert            | 19,335          | 19.15                    | 19.15        | Hourly           | 40                        | 1                              |
| <b>E</b> | Early             | 10,037          | 14.00                    | 14.00        | Hourly           | 40                        | 1                              |

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

## ◆ Appraisal Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 32,374                     | 41,089        | 48,418         | 63,682        | 43                            |
| <b>B</b>         | 8                | 28,949                     | 33,832        | 45,281         | 57,595        | 18                            |
| <b>C</b>         | 16               | 27,665                     | 42,755        | 40,803         | 70,546        | 25                            |
| <b>D</b>         | 7                | 25,572                     | 32,885        | 29,497         | 39,354        | 10                            |
| <b>E</b>         | 1                | 19,989                     | 19,989        | 27,830         | 27,830        | 1                             |
| <b>F</b>         | 3                | 23,345                     | 29,245        | 31,802         | 50,378        | 3                             |
| <b>Total/Avg</b> | <b>47</b>        | <b>26,316</b>              | <b>33,299</b> | <b>37,272</b>  | <b>51,564</b> | <b>100</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 41,089.00                | 63,682.00    | Annual           | 40                        | 1                              |
|           | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 1                              |
|           | Clayton           | 292,646         | 34,045.72                | 51,939.00    | Annual           | 40                        | 5                              |
|           | Columbus/Muscogee | 196,442         | 29,561.28                | 44,980.97    | Annual           | 40                        | 3                              |
|           | DeKalb            | 762,009         | 32,649.00                | 50,607.00    | Annual           | 40                        | 8                              |
|           | Douglas           | 147,988         | 30,224.00                | 30,277.00    | Annual           | 40                        | 2                              |
|           | Fayette           | 115,821         | 36,749.02                | 56,063.07    | Annual           | 40                        | 2                              |
|           | Gwinnett          | 942,627         | 18.72                    | 29.94        | Hourly           | 40                        | 3                              |
|           | Lowndes           | 118,268         | 16.08                    | 24.03        | Hourly           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 14.32                    | 22.85        | Hourly           | 40                        | 10                             |
|           | Paulding          | 173,359         | 14.76                    | 22.24        | Hourly           | 40                        | 3                              |
|           | Whitfield         | 103,837         | 21,162.86                | 31,745.31    | Annual           | 40                        | 4                              |
|           | <b>B</b>          | Catoosa         | 67,996                   | 14.00        | 27.69            | Hourly                    | 40                             |
| Dougherty |                   | 86,477          | 26,560.00                | 32,283.68    | Annual           | 40                        | 4                              |
| Floyd     |                   | 98,604          | 12.22                    | 19.55        | Hourly           | 40                        | 2                              |
| Glynn     |                   | 85,568          | 25,800.00                | 43,562.00    | Annual           | 40                        | 1                              |
| Jackson   |                   | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 1                              |
| Liberty   |                   | 63,004          | 15.64                    | 21.89        | Hourly           | 40                        | 5                              |
| Rockdale  |                   | 90,939          | 13.17                    | 21.07        | Hourly           | 40                        | 3                              |
| Spalding  |                   | 67,414          | 13.52                    | 20.95        | Hourly           | 40                        | 1                              |
| Walton    |                   | 96,875          | 30,933.97                | 51,447.84    | Annual           | 40                        | 0                              |
| <b>C</b>  | Bryan             | 40,755          | 14.92                    | 14.92        | Hourly           | 40                        | 1                              |

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

## ◆ Appraisal Technician

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Butts        | 25,426          | 13.00                    | 18.21        | Hourly           | 40                        | 1                              |
|          | Decatur      | 26,457          | 12.00                    | 21.83        | Hourly           | 40                        | 3                              |
|          | Fannin       | 26,521          | 25,968.38                | 47,522.13    | Annual           | 40                        | 3                              |
|          | Habersham    | 46,047          | 11.85                    | 16.48        | Hourly           | 40                        | 1                              |
|          | Hart         | 26,406          | 13.19                    | 21.60        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 34,186          | 42,755.00                | 70,546.00    | Annual           | 40                        | 1                              |
|          | Monroe       | 28,042          | 12.73                    | 17.83        | Hourly           | 40                        | 1                              |
|          | Peach        | 27,950          | 25,338.00                | 39,995.00    | Annual           | 40                        | 1                              |
|          | Pickens      | 33,127          | 21,742.82                | 33,084.27    | Annual           | 40                        | 3                              |
|          | Polk         | 42,840          | 30,519.00                | 46,257.00    | Annual           | 40                        | 1                              |
|          | Stephens     | 26,107          | 13.77                    | 13.77        | Hourly           | 40                        | 1                              |
|          | Thomas       | 44,372          | 27,602.00                | 27,602.00    | Annual           | 40                        | 3                              |
|          | Ware         | 35,826          | 11.55                    | 11.55        | Hourly           | 40                        | 1                              |
|          | Wayne        | 30,023          | 26,940.35                | 60,567.71    | Annual           | 40                        | 1                              |
|          | White        | 31,094          | 13.23                    | 21.15        | Hourly           | 40                        | 2                              |
| <b>D</b> | Appling      | 18,325          | 10.00                    | 11.31        | Hourly           | 40                        | 1                              |
|          | Ben Hill     | 16,614          | 13.63                    | 13.63        | Hourly           | 40                        | 1                              |
|          | Brantley     | 19,202          | 11.07                    | 15.18        | Hourly           | 40                        | 1                              |
|          | Dodge        | 20,452          | 9.27                     | 13.95        | Hourly           | 40                        | 2                              |
|          | Greene       | 18,837          | 15.81                    | 18.92        | Hourly           | 40                        | 3                              |
|          | Oglethorpe   | 15,383          | 13.00                    | 13.00        | Hourly           | 40                        | 1                              |
|          | Pike         | 19,121          | 14.25                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Putnam       | 22,520          | 13.28                    | 13.28        | Hourly           | 40                        | 1                              |
| <b>E</b> | Bacon        | 11,036          | 9.61                     | 13.38        | Hourly           | 40                        | 1                              |
| <b>F</b> | Lincoln      | 8,031           | 10.61                    | 10.61        | Hourly           | 40                        | 1                              |
|          | Montgomery   | 9,012           | 18,720.00                | 22,960.00    | Annual           | 40                        | 1                              |
|          | Wilkinson    | 8,812           | 14.06                    | 24.22        | Hourly           | 40                        | 1                              |

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

## ◆ Appraiser (Personal Property)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 36,120                     | 50,066        | 62,213         | 84,324        | 98                            |
| <b>B</b>         | 11               | 33,202                     | 39,545        | 46,457         | 59,664        | 32                            |
| <b>C</b>         | 23               | 32,618                     | 46,613        | 47,414         | 63,634        | 40                            |
| <b>D</b>         | 16               | 28,260                     | 38,210        | 36,085         | 49,350        | 19                            |
| <b>E</b>         | 3                | 25,225                     | 28,000        | 36,902         | 44,000        | 3                             |
| <b>F</b>         | 7                | 23,838                     | 32,047        | 36,178         | 52,894        | 7                             |
| <b>Total/Avg</b> | <b>77</b>        | <b>29,877</b>              | <b>39,080</b> | <b>44,208</b>  | <b>58,978</b> | <b>199</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 43,143.00                | 66,866.00    | Annual           | 40                        | 3                              |
|           | Bartow            | 109,426         | 15.99                    | 24.24        | Hourly           | 40                        | 1                              |
|           | Carroll           | 121,633         | 13.15                    | 27.79        | Hourly           | 40                        | 5                              |
|           | Chatham           | 289,463         | 36,780.00                | 84,324.00    | Annual           | 40                        | 13                             |
|           | Cherokee          | 265,274         | 28,991.04                | 40,148.94    | Annual           | 40                        | 9                              |
|           | Columbia          | 160,377         | 15.25                    | 26.48        | Hourly           | 40                        | 5                              |
|           | Columbus/Muscogee | 196,442         | 36,017.54                | 54,804.94    | Annual           | 40                        | 2                              |
|           | Coweta            | 150,849         | 18.24                    | 28.27        | Hourly           | 40                        | 8                              |
|           | Fayette           | 115,821         | 36,749.02                | 75,398.59    | Annual           | 40                        | 3                              |
|           | Forsyth           | 250,847         | 18.61                    | 35.49        | Hourly           | 40                        | 8                              |
|           | Gwinnett          | 942,627         | 24.07                    | 39.71        | Hourly           | 40                        | 8                              |
|           | Henry             | 239,139         | 17.77                    | 30.92        | Hourly           | 40                        | 9                              |
|           | Houston           | 160,110         | 17.11                    | 37.51        | Hourly           | 40                        | 8                              |
|           | Macon-Bibb        | 152,737         | 19.18                    | 30.62        | Hourly           | 40                        | 2                              |
|           | Newton            | 113,295         | 16.59                    | 24.88        | Hourly           | 40                        | 0                              |
|           | Paulding          | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 1                              |
| Whitfield | 103,837           | 28,956.20       | 43,434.31                | Annual       | 40               | 13                        |                                |
| <b>B</b>  | Bulloch           | 80,839          | 16.29                    | 24.43        | Hourly           | 40                        | 1                              |
|           | Camden            | 55,388          | 14.09                    | 19.71        | Hourly           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 14.20                    | 19.70        | Hourly           | 40                        | 1                              |
|           | Dougherty         | 86,477          | 39,544.96                | 39,544.96    | Annual           | 40                        | 1                              |
|           | Effingham         | 65,765          | 12.29                    | 17.82        | Hourly           | 40                        | 4                              |

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

◆ Appraiser (Personal Property)

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Floyd        | 98,604          | 15.55                    | 24.87        | Hourly           | 40                        | 2                              |
|          | Glynn        | 85,568          | 30,077.00                | 52,685.00    | Annual           | 40                        | 11                             |
|          | Jackson      | 76,199          | 18.24                    | 25.54        | Hourly           | 40                        | 2                              |
|          | Liberty      | 63,004          | 18.09                    | 25.34        | Hourly           | 40                        | 1                              |
|          | Spalding     | 67,414          | 16.31                    | 25.29        | Hourly           | 40                        | 1                              |
|          | Walker       | 70,116          | 15.25                    | 15.25        | Hourly           | 40                        | 1                              |
|          | Walton       | 96,875          | 37,690.04                | 59,663.72    | Annual           | 40                        | 7                              |
| <b>C</b> | Bryan        | 40,755          | 17.81                    | 20.40        | Hourly           | 40                        | 3                              |
|          | Butts        | 25,426          | 16.64                    | 23.31        | Hourly           | 40                        | 1                              |
|          | Colquitt     | 45,542          | 27,004.00                | 27,125.00    | Annual           | 40                        | 2                              |
|          | Dawson       | 27,113          | 17.13                    | 26.52        | Hourly           | 40                        | 2                              |
|          | Fannin       | 26,521          | 46,613.24                | 46,613.24    | Annual           | 40                        | 1                              |
|          | Gilmer       | 31,978          | 31,200.00                | 48,000.00    | Annual           | 40                        | 7                              |
|          | Habersham    | 46,047          | 17.02                    | 23.66        | Hourly           | 40                        | 1                              |
|          | Harris       | 36,080          | 17.94                    | 25.42        | Hourly           | 40                        | 1                              |
|          | Hart         | 26,406          | 16.03                    | 26.25        | Hourly           | 40                        | 1                              |
|          | Lee          | 30,234          | 12.94                    | 24.38        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 34,186          | 16.22                    | 25.96        | Hourly           | 40                        | 0                              |
|          | Madison      | 30,457          | 11.85                    | 21.63        | Hourly           | 40                        | 3                              |
|          | Monroe       | 28,042          | 16.60                    | 23.24        | Hourly           | 40                        | 1                              |
|          | Peach        | 27,950          | 29,650.00                | 46,848.00    | Annual           | 40                        | 2                              |
|          | Pickens      | 33,127          | 37,431.81                | 59,840.37    | Annual           | 40                        | 1                              |
|          | Polk         | 42,840          | 26,364.00                | 54,823.00    | Annual           | 40                        | 0                              |
|          | Stephens     | 26,107          | 19.04                    | 19.04        | Hourly           | 40                        | 2                              |
|          | Sumter       | 29,282          | 12.11                    | 21.60        | Hourly           | 40                        | 2                              |
|          | Thomas       | 44,372          | 30,493.00                | 30,493.00    | Annual           | 40                        | 1                              |
|          | Toombs       | 26,973          | 12.00                    | 14.00        | Hourly           | 37.5                      | 2                              |
|          | Ware         | 35,826          | 18.39                    | 21.24        | Hourly           | 40                        | 2                              |
|          | Wayne        | 30,023          | 28,304.21                | 63,633.97    | Annual           | 40                        | 1                              |
|          | White        | 31,094          | 16.12                    | 27.08        | Hourly           | 40                        | 3                              |
| <b>D</b> | Appling      | 18,325          | 10.00                    | 15.56        | Hourly           | 40                        | 1                              |
|          | Berrien      | 19,408          | 10.00                    | 16.00        | Hourly           | 40                        | 1                              |
|          | Brantley     | 19,202          | 13.27                    | 18.28        | Hourly           | 40                        | 1                              |
|          | Burke        | 22,648          | 15.65                    | 23.72        | Hourly           | 40                        | 1                              |
|          | Chattooga    | 24,843          | 34,886.22                | 34,886.22    | Annual           | 40                        | 1                              |
|          | Crisp        | 22,034          | 12.41                    | 12.78        | Hourly           | 40                        | 1                              |
|          | Dade         | 16,057          | 10.20                    | 14.95        | Hourly           | 40                        | 3                              |
|          | Dodge        | 20,452          | 11.60                    | 11.60        | Hourly           | 40                        | 1                              |
|          | Elbert       | 19,335          | 13.56                    | 13.56        | Hourly           | 40                        | 1                              |

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

## ◆ Appraiser (Personal Property)

| Group    | Jurisdiction          | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Franklin              | 23,504             | 17.16                          | 17.16           | Hourly              | 40                              | 1                                    |
|          | Jefferson             | 15,267             | 10.50                          | 14.22           | Hourly              | 40                              | 1                                    |
|          | Lamar                 | 19,261             | 13.80                          | 21.00           | Hourly              | 40                              | 1                                    |
|          | Mitchell              | 21,602             | 18.00                          | 18.00           | Hourly              | 40                              | 1                                    |
|          | Morgan                | 19,636             | 32,432.00                      | 49,350.00       | Annual              | 40                              | 1                                    |
|          | Pike                  | 19,121             | 14.25                          | 20.00           | Hourly              | 40                              | 1                                    |
|          | Putnam                | 22,520             | 18.37                          | 18.37           | Hourly              | 40                              | 1                                    |
|          | Washington            | 20,150             | 12.00                          | 25.00           | Hourly              | 35                              | 2                                    |
| <b>E</b> | Candler               | 10,985             | 11.36                          | 15.30           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,551             | 28,000.00                      | 44,000.00       | Annual              | 40                              | 1                                    |
|          | Early                 | 10,037             | 11.56                          | 16.77           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Calhoun               | 6,231              | 25,000.00                      | 25,000.00       | Annual              | 40                              | 1                                    |
|          | Clinch                | 6,582              | 10.20                          | 17.89           | Hourly              | 35                              | 1                                    |
|          | Randolph              | 6,682              | 9.47                           | 19.13           | Hourly              | 40                              | 1                                    |
|          | Talbot                | 6,143              | 32,047.00                      | 34,450.00       | Annual              | 40                              | 1                                    |
|          | Taylor                | 8,074              | 23,180.00                      | 35,271.00       | Annual              | 40                              | 1                                    |
|          | Wilkes                | 9,694              | 8.50                           | 16.00           | Hourly              | 40                              | 1                                    |
|          | Wilkinson             | 8,812              | 14.76                          | 25.43           | Hourly              | 40                              | 1                                    |

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

## ◆ Appraiser (Real Property)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 21               | 35,321                     | 43,143        | 62,420         | 85,368        | 184                           |
| <b>B</b>         | 11               | 33,174                     | 37,929        | 50,358         | 77,709        | 54                            |
| <b>C</b>         | 21               | 31,924                     | 53,810        | 47,635         | 65,312        | 63                            |
| <b>D</b>         | 20               | 27,441                     | 40,706        | 40,567         | 70,013        | 47                            |
| <b>E</b>         | 4                | 24,326                     | 29,245        | 33,155         | 42,432        | 4                             |
| <b>F</b>         | 4                | 25,397                     | 33,883        | 38,553         | 58,344        | 5                             |
| <b>Total/Avg</b> | <b>81</b>        | <b>29,597</b>              | <b>39,786</b> | <b>45,448</b>  | <b>66,530</b> | <b>357</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 43,143.00                | 66,866.00    | Annual           | 40                        | 3                              |
|           | Augusta/Richmond  | 202,079         | 27,206.00                | 60,243.00    | Annual           | 37.5                      | 18                             |
|           | Bartow            | 109,426         | 15.99                    | 26.74        | Hourly           | 40                        | 7                              |
|           | Carroll           | 121,633         | 17.02                    | 27.79        | Hourly           | 40                        | 2                              |
|           | Chatham           | 289,463         | 36,780.00                | 84,324.00    | Annual           | 40                        | 18                             |
|           | Cherokee          | 265,274         | 28,991.04                | 40,148.94    | Annual           | 40                        | 3                              |
|           | Clayton           | 292,646         | 39,518.73                | 85,367.95    | Annual           | 40                        | 12                             |
|           | Columbia          | 160,377         | 15.25                    | 26.48        | Hourly           | 40                        | 12                             |
|           | Columbus/Muscogee | 196,442         | 36,017.54                | 54,804.94    | Annual           | 40                        | 6                              |
|           | DeKalb            | 762,009         | 37,830.00                | 74,697.00    | Annual           | 40                        | 40                             |
|           | Douglas           | 147,988         | 30,961.00                | 45,931.00    | Annual           | 40                        | 9                              |
|           | Fayette           | 115,821         | 36,749.02                | 75,398.59    | Annual           | 40                        | 4                              |
|           | Forsyth           | 250,847         | 18.61                    | 35.49        | Hourly           | 40                        | 9                              |
|           | Gwinnett          | 942,627         | 20.35                    | 32.56        | Hourly           | 40                        | 1                              |
|           | Henry             | 239,139         | 17.77                    | 30.92        | Hourly           | 40                        | 9                              |
|           | Houston           | 160,110         | 17.11                    | 37.51        | Hourly           | 40                        | 8                              |
|           | Lowndes           | 118,268         | 17.74                    | 26.74        | Hourly           | 40                        | 3                              |
|           | Macon-Bibb        | 152,737         | 15.78                    | 25.19        | Hourly           | 40                        | 6                              |
|           | Newton            | 113,295         | 16.59                    | 30.22        | Hourly           | 40                        | 7                              |
| Paulding  | 173,359           | 17.98           | 27.09                    | Hourly       | 40               | 3                         |                                |
| Whitfield | 103,837           | 28,956.20       | 43,434.31                | Annual       | 40               | 4                         |                                |
| <b>B</b>  | Camden            | 55,388          | 15.53                    | 23.32        | Hourly           | 40                        | 6                              |

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

## ◆ Appraiser (Real Property)

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Catoosa      | 67,996             | 14.20                          | 19.70           | Hourly              | 40                              | 4                                    |
|          | Dougherty    | 86,477             | 35,867.52                      | 35,867.52       | Annual              | 40                              | 1                                    |
|          | Effingham    | 65,765             | 12.91                          | 18.72           | Hourly              | 40                              | 5                                    |
|          | Floyd        | 98,604             | 13.54                          | 21.67           | Hourly              | 40                              | 4                                    |
|          | Glynn        | 85,568             | 37,204.00                      | 59,527.00       | Annual              | 40                              | 2                                    |
|          | Jackson      | 76,199             | 18.24                          | 25.54           | Hourly              | 40                              | 8                                    |
|          | Liberty      | 63,004             | 18.09                          | 37.36           | Hourly              | 40                              | 7                                    |
|          | Rockdale     | 90,939             | 16.14                          | 27.23           | Hourly              | 40                              | 5                                    |
|          | Spalding     | 67,414             | 14.98                          | 23.22           | Hourly              | 40                              | 4                                    |
|          | Walker       | 70,116             | 15.25                          | 15.25           | Hourly              | 40                              | 10                                   |
|          | Walton       | 96,875             | 34,145.31                      | 65,857.58       | Annual              | 40                              | 2                                    |
| <b>C</b> | Butts        | 25,426             | 15.08                          | 22.18           | Hourly              | 40                              | 3                                    |
|          | Colquitt     | 45,542             | 25,178.00                      | 45,030.00       | Annual              | 40                              | 4                                    |
|          | Dawson       | 27,113             | 15.54                          | 24.05           | Hourly              | 40                              | 2                                    |
|          | Fannin       | 26,521             | 29,842.86                      | 40,989.31       | Annual              | 40                              | 7                                    |
|          | Habersham    | 46,047             | 16.20                          | 23.66           | Hourly              | 40                              | 5                                    |
|          | Harris       | 36,080             | 15.88                          | 31.39           | Hourly              | 40                              | 6                                    |
|          | Hart         | 26,406             | 16.03                          | 26.25           | Hourly              | 40                              | 4                                    |
|          | Lee          | 30,234             | 15.73                          | 24.38           | Hourly              | 40                              | 2                                    |
|          | Lumpkin      | 34,186             | 15.29                          | 24.46           | Hourly              | 40                              | 4                                    |
|          | Madison      | 30,457             | 11.85                          | 15.15           | Hourly              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 16.60                          | 23.24           | Hourly              | 40                              | 1                                    |
|          | Peach        | 27,950             | 29,650.00                      | 46,848.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 53,809.60                      | 53,809.60       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 26,364.00                      | 54,823.00       | Annual              | 40                              | 6                                    |
|          | Stephens     | 26,107             | 19.04                          | 19.04           | Hourly              | 40                              | 2                                    |
|          | Sumter       | 29,282             | 12.11                          | 21.60           | Hourly              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 29,058.00                      | 29,058.00       | Annual              | 40                              | 3                                    |
|          | Toombs       | 26,973             | 14.00                          | 17.00           | Hourly              | 37.5                            | 1                                    |
|          | Ware         | 35,826             | 13.36                          | 17.52           | Hourly              | 40                              | 6                                    |
|          | Wayne        | 30,023             | 28,304.21                      | 63,633.97       | Annual              | 40                              | 2                                    |
|          | White        | 31,094             | 19.64                          | 31.40           | Hourly              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,325             | 12.85                          | 14.67           | Hourly              | 40                              | 1                                    |
|          | Berrien      | 19,408             | 10.00                          | 16.00           | Hourly              | 40                              | 1                                    |
|          | Brantley     | 19,202             | 13.27                          | 18.28           | Hourly              | 40                              | 2                                    |
|          | Burke        | 22,648             | 19.57                          | 33.66           | Hourly              | 40                              | 2                                    |
|          | Chattooga    | 24,843             | 27,000.00                      | 40,063.09       | Annual              | 40                              | 5                                    |
|          | Crisp        | 22,034             | 11.33                          | 17.22           | Hourly              | 40                              | 2                                    |
|          | Dade         | 16,057             | 13.81                          | 17.95           | Hourly              | 40                              | 2                                    |

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

◆ Appraiser (Real Property)

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Dodge        | 20,452          | 12.85                    | 12.85        | Hourly           | 40                        | 1                              |
|          | Elbert       | 19,335          | 10.00                    | 19.25        | Hourly           | 40                        | 2                              |
|          | Franklin     | 23,504          | 17.16                    | 17.16        | Hourly           | 40                        | 3                              |
|          | Grady        | 24,491          | 9.00                     | 16.81        | Hourly           | 40                        | 5                              |
|          | Greene       | 18,837          | 16.15                    | 26.17        | Hourly           | 40                        | 2                              |
|          | Jefferson    | 15,267          | 10.50                    | 18.50        | Hourly           | 40                        | 4                              |
|          | Lamar        | 19,261          | 12.45                    | 21.73        | Hourly           | 40                        | 2                              |
|          | Mitchell     | 21,602          | 12.81                    | 12.81        | Hourly           | 40                        | 1                              |
|          | Morgan       | 19,636          | 32,432.00                | 49,350.00    | Annual           | 40                        | 3                              |
|          | Oglethorpe   | 15,383          | 15.00                    | 21.00        | Hourly           | 40                        | 1                              |
|          | Pierce       | 19,522          | 13.53                    | 17.17        | Hourly           | 40                        | 2                              |
|          | Pike         | 19,121          | 14.25                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Putnam       | 22,520          | 14.50                    | 23.98        | Hourly           | 40                        | 4                              |
|          | Washington   | 20,150          | 12.00                    | 25.00        | Hourly           | 35                        | 2                              |
| <b>E</b> | Bacon        | 11,036          | 10.61                    | 13.65        | Hourly           | 40                        | 1                              |
|          | Candler      | 10,985          | 11.36                    | 15.30        | Hourly           | 40                        | 1                              |
|          | Charlton     | 13,430          | 10.75                    | 14.41        | Hourly           | 40                        | 1                              |
|          | Early        | 10,037          | 14.06                    | 20.40        | Hourly           | 40                        | 1                              |
| <b>F</b> | Lincoln      | 8,031           | 10.40                    | 12.70        | Hourly           | 40                        | 2                              |
|          | Talbot       | 6,143           | 28,392.00                | 36,171.20    | Annual           | 40                        | 1                              |
|          | Wilkes       | 9,694           | 8.50                     | 16.00        | Hourly           | 40                        | 1                              |
|          | Wilkinson    | 8,812           | 16.29                    | 28.05        | Hourly           | 40                        | 1                              |

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

## ◆ Assistant County Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 11               | 41,519                     | 61,254        | 64,580         | 101,069       | 11                            |
| <b>B</b>         | 3                | 36,428                     | 43,867        | 49,851         | 60,570        | 11                            |
| <b>C</b>         | 5                | 34,636                     | 44,554        | 51,168         | 63,274        | 5                             |
| <b>D</b>         | 1                | 37,170                     | 37,170        | 37,170         | 37,170        | 1                             |
| <b>E</b>         | 1                | 22,506                     | 22,506        | 29,536         | 29,536        | 1                             |
| <b>F</b>         | 5                | 24,066                     | 24,960        | 37,030         | 52,000        | 5                             |
| <b>Total/Avg</b> | <b>26</b>        | <b>32,721</b>              | <b>39,052</b> | <b>44,889</b>  | <b>57,270</b> | <b>34</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 34,980.00                | 56,356.00    | Annual           | 37.5                      | 2                              |
|          | Carroll           | 121,633         | 43,217.46                | 70,540.86    | Annual           | 40                        | 1                              |
|          | Chatham           | 289,463         | 31,500.00                | 50,400.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 37,603.02                | 57,365.90    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 39,756.62                | 60,494.41    | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 19.33                    | 29.96        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 41,286.00                | 63,993.00    | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 40,564.04                | 61,883.14    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 61,254.00                | 101,069.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 20.47                    | 29.00        | Hourly           | 40                        | 0                              |
|          | Newton            | 113,295         | 43,759.00                | 65,638.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 13.25                    | 21.69        | Hourly           | 40                        | 9                              |
|          | Catoosa           | 67,996          | 21.09                    | 21.09        | Hourly           | 40                        | 1                              |
|          | Floyd             | 98,604          | 18.20                    | 29.12        | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan             | 40,755          | 21.42                    | 21.42        | Hourly           | 40                        | 1                              |
|          | Hart              | 26,406          | 18.56                    | 30.42        | Hourly           | 40                        | 1                              |
|          | Lee               | 30,234          | 14.98                    | 23.22        | Hourly           | 40                        | 1                              |
|          | Lumpkin           | 34,186          | 14.41                    | 23.05        | Hourly           | 40                        | 1                              |
|          | Sumter            | 29,282          | 13.89                    | 24.89        | Hourly           | 40                        | 1                              |
| <b>D</b> | Mitchell          | 21,602          | 17.87                    | 17.87        | Hourly           | 40                        | 1                              |
| <b>E</b> | Bacon             | 11,036          | 10.82                    | 14.20        | Hourly           | 40                        | 1                              |
| <b>F</b> | Clinch            | 6,582           | 12.40                    | 21.73        | Hourly           | 35                        | 1                              |

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

## ◆ Assistant County Clerk

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Irwin        | 9,387           | 11.00                    | 14.50        | Hourly           | 40                        | 1                              |
|       | Schley       | 5,196           | 12.00                    | 25.00        | Hourly           | 40                        | 1                              |
|       | Talbot       | 6,143           | 12.00                    | 15.50        | Hourly           | 40                        | 1                              |
|       | Taliaferro   | 1,562           | 12.00                    | 15.00        | Hourly           | 40                        | 1                              |

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

## ◆ Assistant County Manager

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 9                | 116,807                    | 195,029       | 179,059        | 270,733        | 13                            |
| <b>B</b>         | 6                | 93,950                     | 118,450       | 127,347        | 162,200        | 6                             |
| <b>C</b>         | 3                | 60,433                     | 68,624        | 94,300         | 119,000        | 3                             |
| <b>D</b>         | 1                | 67,891                     | 67,891        | 102,898        | 102,898        | 1                             |
| <b>F</b>         | 1                | 38,612                     | 38,612        | 58,752         | 58,752         | 1                             |
| <b>Total/Avg</b> | <b>20</b>        | <b>75,539</b>              | <b>97,721</b> | <b>112,471</b> | <b>142,717</b> | <b>24</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 1.00                     | 117,890.00   | Annual           | 40                        | 2                              |
|          | Augusta/Richmond  | 202,079         | 117,010.00               | 175,514.00   | Annual           | 37.5                      | 2                              |
|          | Chatham           | 289,463         | 195,029.22               | 218,977.32   | Annual           | 40                        | 2                              |
|          | Columbia          | 160,377         | 130,499.20               | 195,748.80   | Annual           | 40                        | 2                              |
|          | Columbus/Muscogee | 196,442         | 112,153.25               | 170,654.42   | Annual           | 40                        | 2                              |
|          | Coweta            | 150,849         | 46.32                    | 71.80        | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 54.24                    | 89.71        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 159,255.00               | 270,733.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 126,071.89               | 126,071.89   | Annual           | 40                        | 0                              |
| <b>B</b> | Bulloch           | 80,839          | 86,342.00                | 129,512.00   | Annual           | 40                        | 1                              |
|          | Camden            | 55,388          | 92,700.00                | 162,200.00   | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 95,380.39                | 95,380.39    | Annual           | 40                        | 1                              |
|          | Glynn             | 85,568          | 85,506.00                | 139,084.00   | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 118,450.00               | 118,450.00   | Annual           | 40                        | 1                              |
|          | Liberty           | 63,004          | 41.02                    | 57.43        | Hourly           | 40                        | 1                              |
| <b>C</b> | Spalding          | 67,414          | 80,353.00                | 124,547.00   | Annual           | 40                        | 1                              |
|          | Butts             | 25,426          | 59,598.00                | 83,452.00    | Annual           | 40                        | 1                              |
|          | Lumpkin           | 34,186          | 68,624.00                | 119,000.00   | Annual           | 40                        | 1                              |
|          | Polk              | 42,840          | 53,078.00                | 80,449.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Burke             | 22,648          | 32.64                    | 49.47        | Annual           | 40                        | 1                              |
| <b>F</b> | Taylor            | 8,074           | 38,612.00                | 58,752.00    | Annual           | 40                        | 1                              |

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

## ◆ Assistant District Attorney

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 17               | 62,162                     | 118,545       | 95,047         | 183,744        | 129                           |
| <b>B</b>         | 6                | 53,533                     | 58,804        | 79,567         | 91,961         | 37                            |
| <b>C</b>         | 4                | 48,030                     | 63,990        | 62,338         | 99,057         | 6                             |
| <b>D</b>         | 2                | 28,447                     | 56,477        | 28,447         | 56,477         | 3                             |
| <b>Total/Avg</b> | <b>29</b>        | <b>48,043</b>              | <b>74,454</b> | <b>66,350</b>  | <b>107,810</b> | <b>175</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 55,063.00                | 85,340.00    | Annual           | 40                        | 6                              |
|          | Augusta/Richmond  | 202,079         | 54,187.00                | 81,281.00    | Annual           | 37.5                      | 17                             |
|          | Bartow            | 109,426         | 30.46                    | 30.46        | Annual           | 40                        | 1                              |
|          | Chatham           | 289,463         | 54,400.00                | 115,245.00   | Annual           | 40                        | 29                             |
|          | Cherokee          | 265,274         | 57,400.00                | 80,500.00    | Annual           | 40                        | 8                              |
|          | Clayton           | 292,646         | 64,151.85                | 104,139.47   | Annual           | 40                        | 9                              |
|          | Columbus/Muscogee | 196,442         | 53,468.23                | 81,358.26    | Annual           | 40                        | 7                              |
|          | DeKalb            | 762,009         | 118,545.00               | 183,744.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 56,000.00                | 80,667.00    | Annual           | 40                        | 8                              |
|          | Forsyth           | 250,847         | 30.23                    | 49.87        | Hourly           | 40                        | 2                              |
|          | Gwinnett          | 942,627         | 63,006.00                | 110,891.00   | Annual           | 40                        | 13                             |
|          | Henry             | 239,139         | 76,500.00                | 76,500.00    | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 28.49                    | 60.06        | Hourly           | 40                        | 5                              |
|          | Macon-Bibb        | 152,737         | 61,900.80                | 98,800.00    | Annual           | 40                        | 4                              |
|          | Newton            | 113,295         | 56,101.00                | 84,151.00    | Annual           | 40                        | 8                              |
| <b>B</b> | Paulding          | 173,359         | 55,507.71                | 83,629.31    | Annual           | 40                        | 6                              |
|          | Whitfield         | 103,837         | 45,028.84                | 57,544.32    | Annual           | 40                        | 4                              |
|          | Dougherty         | 86,477          | 47,698.58                | 78,048.87    | Annual           | 40                        | 18                             |
|          | Jackson           | 76,199          | 58,804.00                | 80,922.00    | Annual           | 40                        | 2                              |
|          | Liberty           | 63,004          | 26.68                    | 37.36        | Hourly           | 40                        | 2                              |
|          | Rockdale          | 90,939          | 57,475.76                | 91,961.22    | Annual           | 40                        | 3                              |
|          | Walker            | 70,116          | 45,775.93                | 64,456.08    | Annual           | 40                        | 7                              |
| <b>C</b> | Walton            | 96,875          | 55,951.07                | 84,303.28    | Annual           | 40                        | 5                              |
|          | Dawson            | 27,113          | 63,990.00                | 99,057.00    | Annual           | 40                        | 2                              |
|          | Harris            | 36,080          | 53,206.40                | 75,375.02    | Annual           | 40                        | 2                              |

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

◆ Assistant District Attorney

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Lumpkin      | 34,186          | 13.47                    | 13.47        | Hourly           | 40                        | 1                              |
|          | Ware         | 35,826          | 22.55                    | 22.55        | Hourly           | 40                        | 1                              |
| <b>D</b> | Greene       | 18,837          | 56,476.94                | 56,476.94    | Annual           | 40                        | 1                              |
|          | Putnam       | 22,520          | 416.66                   | 416.66       | Annual           | 40                        | 2                              |

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

## ◆ Automotive Mechanic (Administrative)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 33,695                     | 39,558        | 54,208         | 66,669        | 123                           |
| <b>B</b>         | 2                | 31,439                     | 33,571        | 48,818         | 56,638        | 9                             |
| <b>C</b>         | 4                | 48,517                     | 65,923        | 69,844         | 82,701        | 9                             |
| <b>D</b>         | 1                | 24,960                     | 24,960        | 32,157         | 32,157        | 5                             |
| <b>E</b>         | 1                | 25,000                     | 25,000        | 32,000         | 32,000        | 2                             |
| <b>F</b>         | 2                | 25,672                     | 28,464        | 29,312         | 30,160        | 2                             |
| <b>Total/Avg</b> | <b>19</b>        | <b>31,547</b>              | <b>36,246</b> | <b>44,390</b>  | <b>50,054</b> | <b>150</b>                    |

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

### Population Group Data

| Group    | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke        | 127,795         | 37,269.00                | 57,762.00    | Annual           | 40                        | 4                              |
|          | Columbus/Muscogee    | 196,442         | 32,630.11                | 49,650.58    | Annual           | 40                        | 20                             |
|          | DeKalb               | 762,009         | 39,558.00                | 66,669.00    | Annual           | 40                        | 71                             |
|          | Forsyth              | 250,847         | 15.60                    | 24.96        | Hourly           | 40                        | 3                              |
|          | Gwinnett             | 942,627         | 16.74                    | 26.78        | Hourly           | 40                        | 3                              |
|          | Macon-Bibb           | 152,737         | 15.78                    | 25.19        | Hourly           | 40                        | 2                              |
|          | Newton               | 113,295         | 13.62                    | 26.66        | Hourly           | 40                        | 6                              |
|          | Paulding             | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 7                              |
|          | Whitfield            | 103,837         | 27,982.30                | 41,973.45    | Annual           | 40                        | 7                              |
| <b>B</b> | Camden               | 55,388          | 14.09                    | 19.71        | Hourly           | 40                        | 3                              |
|          | Rockdale             | 90,939          | 16.14                    | 27.23        | Hourly           | 40                        | 6                              |
| <b>C</b> | Habersham            | 46,047          | 53,410.03                | 67,726.50    | Annual           | 40                        | 1                              |
|          | Harris               | 36,080          | 14.29                    | 39.76        | Hourly           | 40                        | 6                              |
|          | Monroe               | 28,042          | 21.64                    | 30.30        | Hourly           | 40                        | 1                              |
|          | Thomas               | 44,372          | 65,923.00                | 65,923.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Grady                | 24,491          | 12.00                    | 15.46        | Hourly           | 40                        | 5                              |
| <b>E</b> | Cusseta-Chattahooche | 10,551          | 25,000.00                | 32,000.00    | Annual           | 40                        | 2                              |
| <b>F</b> | Atkinson             | 8,393           | 11.00                    | 14.50        | Hourly           | 40                        | 1                              |
|          | Terrell              | 8,523           | 12.73                    | 12.73        | Hourly           | 43                        | 1                              |

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

## ◆ Budget Analyst

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 11               | 54,012                     | 71,656        | 83,608         | 114,358       | 47                            |
| <b>B</b>         | 4                | 48,402                     | 55,494        | 71,490         | 80,055        | 4                             |
| <b>C</b>         | 3                | 59,106                     | 84,062        | 76,800         | 85,569        | 3                             |
| <b>Total/Avg</b> | <b>18</b>        | <b>53,840</b>              | <b>70,404</b> | <b>77,299</b>  | <b>93,327</b> | <b>54</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 45,300.00                | 70,210.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 64,151.85                | 94,287.73    | Annual           | 40                        | 2                              |
|          | Columbia          | 160,377         | 59,779.20                | 89,668.80    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 41,769.30                | 63,556.94    | Annual           | 40                        | 3                              |
|          | DeKalb            | 762,009         | 50,784.00                | 78,714.00    | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 51,925.41                | 79,215.65    | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 23.38                    | 37.41        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 51,358.00                | 84,740.00    | Annual           | 40                        | 34                             |
|          | Henry             | 239,139         | 25.20                    | 41.67        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 71,656.00                | 114,358.40   | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 56,362.00                | 80,448.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Glynn             | 85,568          | 50,034.00                | 80,055.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 42,156.00                | 59,006.00    | Annual           | 40                        | 1                              |
|          | Liberty           | 63,004          | 26.68                    | 37.36        | Hourly           | 40                        | 1                              |
|          | Walton            | 96,875          | 45,921.65                | 69,191.62    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan             | 40,755          | 84,062.16                | 84,062.16    | Annual           | 40                        | 1                              |
|          | Dawson            | 27,113          | 55,277.00                | 85,569.00    | Annual           | 40                        | 1                              |
|          | Lumpkin           | 34,186          | 37,980.00                | 60,768.00    | Annual           | 40                        | 1                              |

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

## ◆ Building Inspector

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 38,727                     | 46,134        | 63,968         | 97,677        | 90                            |
| <b>B</b>         | 9                | 39,552                     | 50,045        | 55,138         | 69,192        | 23                            |
| <b>C</b>         | 16               | 37,553                     | 54,288        | 56,169         | 77,532        | 26                            |
| <b>D</b>         | 12               | 38,146                     | 58,011        | 48,040         | 61,339        | 16                            |
| <b>F</b>         | 1                | 27,830                     | 27,830        | 34,008         | 34,008        | 1                             |
| <b>Total/Avg</b> | <b>58</b>        | <b>36,362</b>              | <b>47,262</b> | <b>51,465</b>  | <b>67,949</b> | <b>156</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 41,089.00                | 63,682.00    | Annual           | 40                        | 2                              |
|           | Augusta/Richmond  | 202,079         | 36,275.00                | 60,243.00    | Annual           | 37.5                      | 9                              |
|           | Bartow            | 109,426         | 18.53                    | 28.09        | Hourly           | 40                        | 2                              |
|           | Carroll           | 121,633         | 15.52                    | 25.33        | Hourly           | 40                        | 2                              |
|           | Chatham           | 289,463         | 36,780.00                | 66,070.00    | Annual           | 40                        | 2                              |
|           | Cherokee          | 265,274         | 33,571.20                | 52,139.10    | Annual           | 40                        | 6                              |
|           | Clayton           | 292,646         | 40,012.70                | 73,545.22    | Annual           | 40                        | 3                              |
|           | Columbia          | 160,377         | 16.01                    | 24.02        | Hourly           | 40                        | 12                             |
|           | Columbus/Muscogee | 196,442         | 39,756.62                | 60,494.41    | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 18.24                    | 28.27        | Hourly           | 40                        | 2                              |
|           | DeKalb            | 762,009         | 44,739.00                | 69,345.00    | Annual           | 40                        | 9                              |
|           | Douglas           | 147,988         | 35,841.00                | 71,682.00    | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 42,617.60                | 75,398.59    | Annual           | 40                        | 3                              |
|           | Forsyth           | 250,847         | 22.18                    | 46.96        | Hourly           | 40                        | 16                             |
|           | Gwinnett          | 942,627         | 20.35                    | 32.56        | Hourly           | 40                        | 4                              |
|           | Henry             | 239,139         | 20.47                    | 34.20        | Hourly           | 40                        | 5                              |
|           | Houston           | 160,110         | 19.29                    | 30.82        | Hourly           | 40                        | 2                              |
|           | Newton            | 113,295         | 18.96                    | 28.44        | Hourly           | 40                        | 3                              |
|           | Paulding          | 173,359         | 19.84                    | 29.90        | Hourly           | 40                        | 3                              |
| Whitfield | 103,837           | 29,931.17       | 44,896.23                | Annual       | 40               | 3                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 18.11                    | 27.17        | Hourly           | 40                        | 2                              |
|           | Camden            | 55,388          | 17.88                    | 26.83        | Hourly           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 19.09                    | 22.28        | Hourly           | 40                        | 2                              |

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

## ◆ Building Inspector

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Dougherty    | 86,477             | 32,283.68                      | 44,944.00       | Annual              | 40                              | 7                                    |
|          | Effingham    | 65,765             | 20.00                          | 29.00           | Hourly              | 40                              | 2                                    |
|          | Glynn        | 85,568             | 34,354.00                      | 54,966.00       | Annual              | 40                              | 3                                    |
|          | Liberty      | 63,004             | 19.96                          | 27.94           | Hourly              | 40                              | 1                                    |
|          | Walker       | 70,116             | 24.06                          | 24.06           | Hourly              | 40                              | 1                                    |
|          | Walton       | 96,875             | 41,602.75                      | 69,191.62       | Annual              | 40                              | 4                                    |
| <b>C</b> | Bryan        | 40,755             | 23.80                          | 26.16           | Hourly              | 40                              | 2                                    |
|          | Dawson       | 27,113             | 18.87                          | 29.24           | Hourly              | 40                              | 3                                    |
|          | Fannin       | 26,521             | 45,011.86                      | 59,310.18       | Annual              | 40                              | 2                                    |
|          | Gilmer       | 31,978             | 40,000.00                      | 43,000.00       | Annual              | 40                              | 2                                    |
|          | Habersham    | 46,047             | 17.86                          | 28.76           | Hourly              | 40                              | 2                                    |
|          | Harris       | 36,080             | 26.10                          | 36.97           | Hourly              | 40                              | 1                                    |
|          | Lee          | 30,234             | 14.27                          | 22.12           | Hourly              | 40                              | 2                                    |
|          | Lumpkin      | 34,186             | 16.22                          | 25.96           | Hourly              | 40                              | 2                                    |
|          | Madison      | 30,457             | 11.85                          | 23.95           | Hourly              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 20.61                          | 28.86           | Hourly              | 40                              | 1                                    |
|          | Peach        | 27,950             | 33,962.00                      | 53,629.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 30,722.03                      | 46,747.20       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 16.70                          | 30.11           | Annual              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 31,928.00                      | 31,928.00       | Annual              | 40                              | 2                                    |
|          | Wayne        | 30,023             | 34,485.93                      | 77,531.81       | Annual              | 40                              | 1                                    |
|          | White        | 31,094             | 18.69                          | 29.87           | Hourly              | 40                              | 2                                    |
| <b>D</b> | Berrien      | 19,408             | 35,000.00                      | 47,000.00       | Annual              | 40                              | 1                                    |
|          | Brantley     | 19,202             | 13.27                          | 18.28           | Hourly              | 40                              | 1                                    |
|          | Burke        | 22,648             | 16.99                          | 25.76           | Hourly              | 40                              | 1                                    |
|          | Crisp        | 22,034             | 27.89                          | 28.73           | Hourly              | 40                              | 1                                    |
|          | Dade         | 16,057             | 15.61                          | 15.61           | Hourly              | 40                              | 1                                    |
|          | Dodge        | 20,452             | 21.23                          | 21.23           | Hourly              | 40                              | 1                                    |
|          | Grady        | 24,491             | 15.00                          | 18.56           | Hourly              | 40                              | 2                                    |
|          | Greene       | 18,837             | 17.40                          | 25.67           | Hourly              | 40                              | 3                                    |
|          | Mitchell     | 21,602             | 48,006.40                      | 48,006.40       | Annual              | 40                              | 1                                    |
|          | Morgan       | 19,636             | 39,516.00                      | 60,128.00       | Annual              | 40                              | 1                                    |
|          | Pierce       | 19,522             | 14.28                          | 19.24           | Hourly              | 40                              | 1                                    |
|          | Pike         | 19,121             | 13.50                          | 18.00           | Hourly              | 40                              | 1                                    |
|          | Putnam       | 22,520             | 19.50                          | 29.49           | Hourly              | 40                              | 2                                    |
| <b>F</b> | Randolph     | 6,682              | 13.38                          | 16.35           | Hourly              | 40                              | 1                                    |

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

## ◆ Building Inspector Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 15               | 77,651                     | 122,206       | 111,923        | 165,823        | 15                            |
| <b>B</b>         | 6                | 61,887                     | 79,568        | 81,196         | 94,037         | 8                             |
| <b>C</b>         | 4                | 55,485                     | 67,240        | 86,569         | 100,421        | 4                             |
| <b>D</b>         | 3                | 55,388                     | 66,512        | 64,256         | 78,229         | 3                             |
| <b>Total/Avg</b> | <b>28</b>        | <b>62,603</b>              | <b>83,881</b> | <b>85,986</b>  | <b>109,627</b> | <b>30</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 94,176.00                | 145,961.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 62,636.00                | 93,954.00    | Annual           | 37.5                      | 1                              |
|           | Chatham           | 289,463         | 100,499.00               | 165,823.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 97,850.00                | 97,850.00    | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 58,082.97                | 89,717.06    | Annual           | 40                        | 0                              |
|           | Columbia          | 160,377         | 102,232.00               | 153,358.40   | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 79,373.90                | 120,776.78   | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 78,414.00                | 121,545.00   | Annual           | 40                        | 1                              |
|           | Douglas           | 147,988         | 122,206.00               | 122,206.00   | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 69,833.90                | 106,536.24   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 32.60                    | 53.78        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 26.17                    | 43.19        | Hourly           | 40                        | 2                              |
|           | Henry             | 239,139         | 80,648.69                | 114,247.15   | Annual           | 40                        | 1                              |
|           | Paulding          | 173,359         | 61,283.46                | 92,235.38    | Annual           | 40                        | 1                              |
| Whitfield | 103,837           | 35,287.66       | 52,932.54                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Catoosa           | 67,996          | 79,567.66                | 79,567.66    | Annual           | 40                        | 1                              |
|           | Dougherty         | 86,477          | 55,642.72                | 70,099.65    | Annual           | 40                        | 2                              |
|           | Effingham         | 65,765          | 58,708.00                | 72,273.60    | Annual           | 42                        | 2                              |
|           | Glynn             | 85,568          | 54,310.00                | 86,898.00    | Annual           | 40                        | 1                              |
|           | Liberty           | 63,004          | 32.28                    | 45.21        | Hourly           | 40                        | 1                              |
|           | Walton            | 96,875          | 55,951.07                | 84,303.28    | Annual           | 40                        | 1                              |
| <b>C</b>  | Harris            | 36,080          | 67,239.62                | 95,251.83    | Annual           | 40                        | 1                              |
|           | Lee               | 30,234          | 50,763.07                | 100,421.34   | Annual           | 40                        | 1                              |
|           | Monroe            | 28,042          | 28.88                    | 40.44        | Annual           | 40                        | 1                              |
|           | Polk              | 42,840          | 43,866.00                | 66,486.00    | Annual           | 40                        | 1                              |

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

◆ Building Inspector Director

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| D     | Burke        | 22,648          | 24.82                    | 37.61        | Annual           | 40                        | 1                              |
|       | Dade         | 16,057          | 48,027.00                | 48,027.00    | Annual           | 40                        | 1                              |
|       | Grady        | 24,491          | 66,511.52                | 66,511.52    | Annual           | 40                        | 1                              |

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

## ◆ Cashier/Customer Service Representative

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 30,063                     | 34,278        | 47,567         | 54,891        | 241                           |
| <b>B</b>         | 4                | 27,724                     | 29,443        | 43,047         | 46,717        | 18                            |
| <b>C</b>         | 5                | 27,041                     | 31,387        | 42,545         | 59,488        | 18                            |
| <b>D</b>         | 1                | 35,360                     | 35,360        | 35,360         | 35,360        | 1                             |
| <b>E</b>         | 3                | 21,223                     | 25,210        | 26,727         | 29,973        | 4                             |
| <b>F</b>         | 3                | 23,351                     | 26,374        | 35,027         | 52,000        | 3                             |
| <b>Total/Avg</b> | <b>32</b>        | <b>27,460</b>              | <b>30,342</b> | <b>38,379</b>  | <b>46,405</b> | <b>285</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 32,194.00                | 49,897.00    | Annual           | 40                        | 5                              |
|          | Augusta/Richmond  | 202,079         | 24,615.00                | 46,640.00    | Annual           | 37.5                      | 42                             |
|          | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 6                              |
|          | Chatham           | 289,463         | 28,982.00                | 46,371.00    | Annual           | 40                        | 2                              |
|          | Clayton           | 292,646         | 34,045.72                | 51,939.00    | Annual           | 40                        | 2                              |
|          | Columbia          | 160,377         | 12.54                    | 21.78        | Hourly           | 40                        | 16                             |
|          | Columbus/Muscogee | 196,442         | 28,136.83                | 42,813.53    | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 31,200.00                | 42,576.00    | Annual           | 40                        | 62                             |
|          | Fayette           | 115,821         | 31,688.57                | 53,361.64    | Annual           | 40                        | 6                              |
|          | Forsyth           | 250,847         | 15.60                    | 26.09        | Hourly           | 40                        | 14                             |
|          | Gwinnett          | 942,627         | 16.23                    | 25.98        | Hourly           | 40                        | 58                             |
|          | Houston           | 160,110         | 16.48                    | 26.39        | Hourly           | 40                        | 2                              |
|          | Lowndes           | 118,268         | 14.57                    | 21.95        | Hourly           | 40                        | 3                              |
|          | Macon-Bibb        | 152,737         | 13.63                    | 21.76        | Hourly           | 40                        | 1                              |
|          | Paulding          | 173,359         | 14.76                    | 22.24        | Hourly           | 40                        | 9                              |
|          | <b>B</b>          | Whitfield       | 103,837                  | 24,085.61    | 36,128.95        | Annual                    | 40                             |
| Bulloch  |                   | 80,839          | 12.03                    | 18.05        | Hourly           | 40                        | 2                              |
| Glynn    |                   | 85,568          | 27,226.00                | 43,562.00    | Annual           | 40                        | 2                              |
| Rockdale |                   | 90,939          | 14.04                    | 22.46        | Hourly           | 40                        | 11                             |
| <b>C</b> | Walton            | 96,875          | 29,443.40                | 44,363.31    | Annual           | 40                        | 3                              |
|          | Bryan             | 40,755          | 13.19                    | 19.15        | Hourly           | 40                        | 6                              |
|          | Harris            | 36,080          | 15.09                    | 28.60        | Hourly           | 40                        | 4                              |

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

## ◆ Cashier/Customer Service Representative

| Group    | Jurisdiction          | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Lee                   | 30,234             | 11.74                          | 18.20           | Hourly              | 40                              | 5                                    |
|          | Monroe                | 28,042             | 14.00                          | 19.61           | Hourly              | 40                              | 1                                    |
|          | Pickens               | 33,127             | 22,843.55                      | 34,759.16       | Annual              | 40                              | 2                                    |
| <b>D</b> | Chattooga             | 24,843             | 17.00                          | 17.00           | Hourly              | 40                              | 1                                    |
| <b>E</b> | Bacon                 | 11,036             | 12.12                          | 12.12           | Hourly              | 40                              | 1                                    |
|          | Charlton              | 13,430             | 10.75                          | 14.41           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,551             | 16,100.00                      | 25,000.00       | Annual              | 40                              | 2                                    |
| <b>F</b> | Lincoln               | 8,031              | 12.68                          | 12.68           | Hourly              | 40                              | 1                                    |
|          | Schley                | 5,196              | 10.00                          | 25.00           | Hourly              | 40                              | 1                                    |
|          | Talbot                | 6,143              | 11.00                          | 12.84           | Hourly              | 40                              | 1                                    |

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

## ◆ Chief Appraiser

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 21               | 83,337                     | 125,990       | 123,325        | 183,744        | 22                            |
| <b>B</b>         | 12               | 71,792                     | 101,088       | 95,661         | 131,332        | 13                            |
| <b>C</b>         | 24               | 60,074                     | 87,436        | 81,328         | 109,550        | 26                            |
| <b>D</b>         | 22               | 51,286                     | 91,998        | 63,090         | 102,898        | 22                            |
| <b>E</b>         | 4                | 48,371                     | 63,873        | 52,178         | 63,873         | 4                             |
| <b>F</b>         | 13               | 37,202                     | 60,000        | 51,621         | 85,987         | 13                            |
| <b>Total/Avg</b> | <b>96</b>        | <b>58,677</b>              | <b>88,398</b> | <b>77,867</b>  | <b>112,897</b> | <b>100</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 85,420.00                | 132,391.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 93,455.00                | 140,182.00   | Annual           | 37.5                      | 1                              |
|           | Bartow            | 109,426         | 33.54                    | 50.84        | Annual           | 40                        | 1                              |
|           | Carroll           | 121,633         | 48,019.40                | 87,895.08    | Annual           | 40                        | 2                              |
|           | Chatham           | 289,463         | 125,990.00               | 125,990.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 108,211.80               | 108,211.80   | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 100,329.87               | 147,460.70   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 72,654.40                | 108,992.00   | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 79,373.90                | 120,776.78   | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 32.66                    | 50.62        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 118,545.00               | 183,744.00   | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 77,083.56                | 117,596.08   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 93,756.00                | 159,384.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 92,886.10                | 131,554.38   | Annual           | 40                        | 1                              |
|           | Houston           | 160,110         | 34.69                    | 60.06        | Hourly           | 40                        | 1                              |
|           | Lowndes           | 118,268         | 35.44                    | 53.39        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 75,233.60                | 120,078.40   | Annual           | 40                        | 1                              |
| Newton    | 113,295           | 72,145.00       | 108,218.00               | Annual       | 40               | 1                         |                                |
| Paulding  | 173,359           | 74,652.03       | 112,486.41               | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 50,875.46       | 76,316.66                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 66,114.00                | 99,171.00    | Annual           | 40                        | 1                              |

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

## ◆ Chief Appraiser

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Camden       | 55,388             | 53,600.00                      | 93,900.00       | Annual              | 40                              | 1                                    |
|          | Catoosa      | 67,996             | 81,410.00                      | 81,410.00       | Annual              | 40                              | 1                                    |
|          | Dougherty    | 86,477             | 63,920.66                      | 63,920.66       | Annual              | 40                              | 1                                    |
|          | Effingham    | 65,765             | 55,642.00                      | 75,441.60       | Annual              | 42                              | 2                                    |
|          | Floyd        | 98,604             | 70,916.04                      | 113,465.04      | Annual              | 40                              | 1                                    |
|          | Glynn        | 85,568             | 101,088.00                     | 101,088.00      | Annual              | 40                              | 1                                    |
|          | Jackson      | 76,199             | 72,841.00                      | 109,284.00      | Annual              | 40                              | 1                                    |
|          | Liberty      | 63,004             | 32.28                          | 45.21           | Hourly              | 40                              | 1                                    |
|          | Rockdale     | 90,939             | 82,082.45                      | 131,331.92      | Annual              | 40                              | 1                                    |
|          | Spalding     | 67,414             | 69,270.00                      | 107,369.00      | Annual              | 40                              | 1                                    |
|          | Walker       | 70,116             | 71,500.00                      | 71,500.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 96,875             | 75,247.97                      | 113,378.53      | Annual              | 40                              | 1                                    |
| <b>C</b> | Bryan        | 40,755             | 87,436.44                      | 87,436.44       | Annual              | 40                              | 1                                    |
|          | Butts        | 25,426             | 51,391.00                      | 71,960.00       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,542             | 57,936.20                      | 58,805.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 27,113             | 63,990.00                      | 99,057.00       | Annual              | 40                              | 1                                    |
|          | Decatur      | 26,457             | 62,917.00                      | 62,917.00       | Annual              | 40                              | 1                                    |
|          | Fannin       | 26,521             | 62,670.36                      | 62,670.36       | Annual              | 40                              | 1                                    |
|          | Gilmer       | 31,978             | 77,000.00                      | 77,000.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 80,086.52                      | 84,059.62       | Annual              | 40                              | 1                                    |
|          | Harris       | 36,080             | 67,239.62                      | 95,251.83       | Annual              | 40                              | 1                                    |
|          | Hart         | 26,406             | 28.62                          | 46.90           | Annual              | 40                              | 1                                    |
|          | Lee          | 30,234             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 34,186             | 54,181.00                      | 89,399.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 30,457             | 56,000.00                      | 70,000.00       | Annual              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 31.77                          | 44.48           | Annual              | 40                              | 1                                    |
|          | Peach        | 27,950             | 39,715.00                      | 95,034.00       | Annual              | 40                              | 2                                    |
|          | Pickens      | 33,127             | 45,607.02                      | 76,600.72       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 58,386.00                      | 88,493.00       | Annual              | 40                              | 1                                    |
|          | Stephens     | 26,107             | 71,556.79                      | 71,556.79       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 48,235.20                      | 87,630.40       | Annual              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 72,703.00                      | 72,703.00       | Annual              | 40                              | 1                                    |
|          | Toombs       | 26,973             | 60,000.00                      | 60,000.00       | Annual              | 37.5                            | 1                                    |
|          | Ware         | 35,826             | 25.68                          | 25.68           | Hourly              | 40                              | 1                                    |
|          | Wayne        | 30,023             | 39,993.09                      | 109,550.37      | Annual              | 40                              | 2                                    |
|          | White        | 31,094             | 54,942.50                      | 87,833.84       | Annual              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,325             | 25.00                          | 26.80           | Hourly              | 40                              | 1                                    |
|          | Ben Hill     | 16,614             | 56,617.56                      | 56,617.56       | Annual              | 40                              | 1                                    |
|          | Berrien      | 19,408             | 35,000.00                      | 65,000.00       | Annual              | 40                              | 1                                    |

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

◆ Chief Appraiser

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Brantley     | 19,202          | 48,235.20                | 67,080.00    | Annual           | 40                        | 1                              |
|       | Burke        | 22,648          | 32.64                    | 49.47        | Annual           | 40                        | 1                              |
|       | Chattooga    | 24,843          | 51,411.21                | 51,411.21    | Annual           | 40                        | 1                              |
|       | Crisp        | 22,034          | 65,775.70                | 67,762.00    | Annual           | 40                        | 1                              |
|       | Dade         | 16,057          | 55,432.00                | 55,432.00    | Annual           | 40                        | 1                              |
|       | Dodge        | 20,452          | 21.53                    | 21.53        | Hourly           | 40                        | 1                              |
|       | Elbert       | 19,335          | 32.00                    | 32.00        | Hourly           | 40                        | 1                              |
|       | Franklin     | 23,504          | 2,597.34                 | 2,597.34     | Annual           | 40                        | 1                              |
|       | Grady        | 24,491          | 50,523.20                | 50,523.20    | Annual           | 40                        | 1                              |
|       | Greene       | 18,837          | 26.17                    | 39.36        | Hourly           | 40                        | 1                              |
|       | Jefferson    | 15,267          | 41,951.00                | 58,968.64    | Annual           | 40                        | 1                              |
|       | Lamar        | 19,261          | 55,187.14                | 83,973.75    | Annual           | 40                        | 1                              |
|       | Mitchell     | 21,602          | 64,584.00                | 64,584.00    | Annual           | 40                        | 1                              |
|       | Morgan       | 19,636          | 64,751.00                | 98,527.00    | Annual           | 40                        | 1                              |
|       | Oglethorpe   | 15,383          | 40,000.00                | 57,000.00    | Annual           | 40                        | 1                              |
|       | Pierce       | 19,522          | 45,000.00                | 53,767.00    | Annual           | 40                        | 1                              |
|       | Pike         | 19,121          | 18.75                    | 26.50        | Hourly           | 40                        | 1                              |
|       | Putnam       | 22,520          | 44.23                    | 44.23        | Hourly           | 40                        | 1                              |
|       | Telfair      | 15,781          | 33,570.64                | 50,881.89    | Annual           | 40                        | 1                              |
|       | Washington   | 20,150          | 40,000.00                | 60,000.00    | Annual           | 35                        | 1                              |
| E     | Bacon        | 11,036          | 17.38                    | 24.70        | Hourly           | 40                        | 1                              |
|       | Bleckley     | 12,955          | 37,440.00                | 37,440.00    | Annual           | 40                        | 1                              |
|       | Candler      | 10,985          | 56,021.68                | 56,021.68    | Annual           | 40                        | 1                              |
|       | Early        | 10,037          | 63,873.16                | 63,873.16    | Annual           | 40                        | 1                              |
| F     | Atkinson     | 8,393           | 24,960.00                | 44,907.20    | Annual           | 40                        | 1                              |
|       | Calhoun      | 6,231           | 60,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|       | Clinch       | 6,582           | 16.61                    | 29.11        | Hourly           | 40                        | 1                              |
|       | Irwin        | 9,387           | 45,000.00                | 47,740.50    | Annual           | 40                        | 1                              |
|       | Jenkins      | 8,746           | 32,000.00                | 45,000.00    | Annual           | 40                        | 1                              |
|       | Lincoln      | 8,031           | 50,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|       | Montgomery   | 9,012           | 40,000.00                | 50,522.00    | Annual           | 40                        | 1                              |
|       | Randolph     | 6,682           | 39,329.39                | 56,312.96    | Annual           | 40                        | 1                              |
|       | Talbot       | 6,143           | 45,000.00                | 53,333.00    | Annual           | 40                        | 1                              |
|       | Taylor       | 8,074           | 36,153.00                | 55,011.00    | Annual           | 40                        | 1                              |
|       | Terrell      | 8,523           | 1,711.58                 | 1,711.58     | Annual           | 40                        | 1                              |
|       | Wilkes       | 9,694           | 25,000.00                | 50,000.00    | Annual           | 40                        | 1                              |
|       | Wilkinson    | 8,812           | 24.00                    | 41.34        | Hourly           | 40                        | 1                              |

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

## ◆ Chief Deputy Tax Commissioner

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 19               | 60,622                     | 100,177       | 98,169         | 170,300       | 21                            |
| <b>B</b>         | 9                | 56,756                     | 84,107        | 73,690         | 110,864       | 9                             |
| <b>C</b>         | 15               | 38,937                     | 68,035        | 53,423         | 73,918        | 15                            |
| <b>D</b>         | 9                | 33,250                     | 48,422        | 42,028         | 64,646        | 9                             |
| <b>E</b>         | 5                | 28,305                     | 37,440        | 36,578         | 42,432        | 5                             |
| <b>F</b>         | 7                | 28,642                     | 35,360        | 42,502         | 58,344        | 8                             |
| <b>Total/Avg</b> | <b>64</b>        | <b>41,085</b>              | <b>62,257</b> | <b>57,732</b>  | <b>86,751</b> | <b>67</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 60,707.00                | 94,088.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 81,677.00                | 122,516.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 109,426         | 23.73                    | 35.97        | Annual           | 40                        | 2                              |
|          | Carroll           | 121,633         | 17.02                    | 27.79        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,463         | 38,486.00                | 113,002.00   | Annual           | 40                        | 0                              |
|          | Cherokee          | 265,274         | 81,244.80                | 81,244.80    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 45,305.22                | 115,020.61   | Annual           | 40                        | 3                              |
|          | Columbia          | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 53,468.23                | 81,358.26    | Annual           | 40                        | 0                              |
|          | DeKalb            | 762,009         | 68,055.00                | 105,483.00   | Annual           | 40                        | 3                              |
|          | Douglas           | 147,988         | 61,299.00                | 122,597.00   | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 57,315.93                | 87,439.25    | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 36.37                    | 60.00        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 100,177.00               | 170,300.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 76,066.77                | 107,756.39   | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 23.44                    | 37.51        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 29.09                    | 43.82        | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 51,164.00                | 76,746.00    | Annual           | 40                        | 0                              |
|          | Paulding          | 173,359         | 19.84                    | 29.90        | Hourly           | 40                        | 1                              |
| <b>B</b> | Camden            | 55,388          | 53,600.00                | 93,900.00    | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 64,686.00                | 64,686.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 84,107.36                | 84,107.36    | Annual           | 40                        | 1                              |

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

◆ Chief Deputy Tax Commissioner

| Group    | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Effingham            | 65,765          | 41,558.40                | 45,122.40    | Annual           | 42                        | 1                              |
|          | Glynn                | 85,568          | 50,034.00                | 80,055.00    | Annual           | 40                        | 1                              |
|          | Jackson              | 76,199          | 20.23                    | 28.30        | Hourly           | 40                        | 1                              |
|          | Liberty              | 63,004          | 24.20                    | 33.89        | Hourly           | 40                        | 1                              |
|          | Rockdale             | 90,939          | 69,290.29                | 110,864.46   | Annual           | 40                        | 1                              |
|          | Spalding             | 67,414          | 48,489.00                | 75,158.00    | Annual           | 40                        | 1                              |
|          | Walker               | 70,116          | 55,120.00                | 55,120.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan                | 40,755          | 51,957.25                | 51,957.25    | Annual           | 40                        | 1                              |
|          | Dawson               | 27,113          | 47,750.00                | 73,918.00    | Annual           | 40                        | 1                              |
|          | Decatur              | 26,457          | 15.00                    | 19.51        | Hourly           | 40                        | 1                              |
|          | Fannin               | 26,521          | 68,035.46                | 68,035.46    | Annual           | 40                        | 1                              |
|          | Harris               | 36,080          | 20.19                    | 28.60        | Hourly           | 40                        | 1                              |
|          | Hart                 | 26,406          | 16.03                    | 26.25        | Hourly           | 40                        | 1                              |
|          | Lee                  | 30,234          | 15.73                    | 24.38        | Hourly           | 40                        | 1                              |
|          | Lumpkin              | 34,186          | 35,796.00                | 57,274.00    | Annual           | 40                        | 1                              |
|          | Madison              | 30,457          | 15.00                    | 20.40        | Hourly           | 40                        | 1                              |
|          | Monroe               | 28,042          | 19.63                    | 27.48        | Hourly           | 40                        | 1                              |
|          | Peach                | 27,950          | 35,399.00                | 55,911.00    | Annual           | 40                        | 1                              |
|          | Pickens              | 33,127          | 21,742.82                | 33,084.27    | Annual           | 40                        | 1                              |
|          | Stephens             | 26,107          | 48,308.83                | 48,308.83    | Annual           | 40                        | 1                              |
|          | Sumter               | 29,282          | 30,243.20                | 54,288.00    | Annual           | 40                        | 1                              |
|          | White                | 31,094          | 16.12                    | 25.77        | Hourly           | 40                        | 1                              |
| <b>D</b> | Appling              | 18,325          | 12.37                    | 15.54        | Hourly           | 40                        | 1                              |
|          | Burke                | 22,648          | 16.02                    | 24.29        | Hourly           | 40                        | 1                              |
|          | Dade                 | 16,057          | 21.76                    | 21.76        | Hourly           | 40                        | 1                              |
|          | Franklin             | 23,504          | 2,192.31                 | 2,192.31     | Annual           | 40                        | 1                              |
|          | Greene               | 18,837          | 20.30                    | 31.08        | Hourly           | 40                        | 1                              |
|          | Lamar                | 19,261          | 16.39                    | 24.94        | Hourly           | 40                        | 1                              |
|          | Mitchell             | 21,602          | 15.87                    | 15.87        | Hourly           | 40                        | 1                              |
|          | Pike                 | 19,121          | 14.50                    | 25.00        | Hourly           | 40                        | 1                              |
|          | Putnam               | 22,520          | 23.28                    | 23.28        | Hourly           | 40                        | 1                              |
|          | Washington           | 20,150          | 35,000.00                | 50,000.00    | Annual           | 35                        | 1                              |
| <b>E</b> | Bacon                | 11,036          | 12.12                    | 17.40        | Hourly           | 40                        | 1                              |
|          | Bleckley             | 12,955          | 37,440.00                | 37,440.00    | Annual           | 40                        | 1                              |
|          | Candler              | 10,985          | 11.36                    | 15.30        | Hourly           | 40                        | 1                              |
|          | Cusseta-Chattahooche | 10,551          | 26,000.00                | 35,000.00    | Annual           | 40                        | 1                              |
|          | Early                | 10,037          | 14.06                    | 20.40        | Hourly           | 40                        | 1                              |
| <b>F</b> | Atkinson             | 8,393           | 12.00                    | 16.50        | Hourly           | 40                        | 2                              |
|          | Clinch               | 6,582           | 15.82                    | 27.74        | Hourly           | 35                        | 1                              |

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

◆ Chief Deputy Tax Commissioner

| Group | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Lincoln      | 8,031              | 16.20                          | 16.20           | Hourly              | 40                              | 1                                    |
|       | Randolph     | 6,682              | 10.45                          | 17.52           | Hourly              | 40                              | 1                                    |
|       | Talbot       | 6,143              | 35,360.00                      | 50,657.00       | Annual              | 40                              | 1                                    |
|       | Taylor       | 8,074              | 22,063.00                      | 33,572.00       | Annual              | 40                              | 1                                    |
|       | Wilkinson    | 8,812              | 16.29                          | 28.05           | Hourly              | 40                              | 1                                    |

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

## ◆ Chief Registrar

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 56,393                     | 90,000        | 83,473         | 127,399       | 12                            |
| <b>B</b>         | 4                | 44,668                     | 58,349        | 56,292         | 62,684        | 4                             |
| <b>C</b>         | 7                | 43,116                     | 52,645        | 53,044         | 81,494        | 7                             |
| <b>D</b>         | 8                | 35,774                     | 51,626        | 44,210         | 78,229        | 8                             |
| <b>E</b>         | 1                | 23,629                     | 23,629        | 31,824         | 31,824        | 1                             |
| <b>F</b>         | 5                | 24,857                     | 33,883        | 33,978         | 58,344        | 5                             |
| <b>Total/Avg</b> | <b>37</b>        | <b>38,073</b>              | <b>51,689</b> | <b>50,470</b>  | <b>73,329</b> | <b>37</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 77,479.00                | 120,083.00   | Annual           | 40                        | 1                              |
|          | Chatham           | 289,463         | 62,119.00                | 102,496.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 45,305.22                | 69,980.07    | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 13.85                    | 20.75        | Hourly           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 71,908.84                | 109,417.81   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 90,000.00                | 90,000.00    | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 31,688.57                | 48,343.01    | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 18.81                    | 29.16        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 74,941.00                | 127,399.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 76,066.77                | 107,756.39   | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 17.40                    | 27.77        | Hourly           | 40                        | 1                              |
| <b>B</b> | Whitfield         | 103,837         | 43,082.09                | 64,623.66    | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 58,349.00                | 58,349.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 65,765          | 43,632.00                | 47,995.00    | Annual           | 42                        | 1                              |
|          | Floyd             | 98,604          | 16.87                    | 26.99        | Hourly           | 40                        | 1                              |
| <b>C</b> | Walton            | 96,875          | 41,602.75                | 62,684.20    | Annual           | 40                        | 1                              |
|          | Bryan             | 40,755          | 51,061.14                | 51,061.14    | Annual           | 40                        | 1                              |
|          | Butts             | 25,426          | 15.08                    | 21.11        | Hourly           | 40                        | 1                              |
|          | Colquitt          | 45,542          | 35,905.00                | 41,388.00    | Annual           | 40                        | 1                              |
|          | Dawson            | 27,113          | 52,645.00                | 81,494.00    | Annual           | 40                        | 1                              |
|          | Polk              | 42,840          | 43,866.00                | 66,486.00    | Annual           | 40                        | 1                              |
|          | Stephens          | 26,107          | 39,443.73                | 39,443.73    | Annual           | 40                        | 1                              |

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

## ◆ Chief Registrar

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Ware         | 35,826             | 22.85                          | 22.85           | Hourly              | 40                              | 1                                    |
| <b>D</b> | Berrien      | 19,408             | 27,000.00                      | 35,000.00       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,648             | 24.82                          | 37.61           | Annual              | 40                              | 1                                    |
|          | Chattooga    | 24,843             | 35,000.00                      | 35,000.00       | Annual              | 40                              | 1                                    |
|          | Dodge        | 20,452             | 16.65                          | 16.65           | Hourly              | 40                              | 1                                    |
|          | Grady        | 24,491             | 42,230.24                      | 42,230.24       | Annual              | 40                              | 1                                    |
|          | Lamar        | 19,261             | 35,286.88                      | 53,174.39       | Annual              | 40                              | 1                                    |
|          | Pierce       | 19,522             | 12.22                          | 12.22           | Hourly              | 40                              | 1                                    |
|          | Washington   | 20,150             | 35,000.00                      | 50,000.00       | Annual              | 35                              | 1                                    |
| <b>E</b> | Candler      | 10,985             | 11.36                          | 15.30           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Irwin        | 9,387              | 32,240.00                      | 43,754.40       | Annual              | 40                              | 1                                    |
|          | Montgomery   | 9,012              | 18,700.00                      | 26,834.00       | Annual              | 40                              | 1                                    |
|          | Taliaferro   | 1,562              | 12.00                          | 12.00           | Hourly              | 40                              | 1                                    |
|          | Wilkes       | 9,694              | 14,500.00                      | 16,000.00       | Annual              | 40                              | 1                                    |
|          | Wilkinson    | 8,812              | 16.29                          | 28.05           | Hourly              | 40                              | 1                                    |

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

## ◆ Clerk Typist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 5                | 28,072                     | 31,034        | 47,911         | 52,686        | 174                           |
| <b>C</b>         | 4                | 26,860                     | 34,944        | 42,115         | 70,240        | 10                            |
| <b>D</b>         | 3                | 20,453                     | 24,440        | 38,314         | 53,581        | 30                            |
| <b>E</b>         | 2                | 22,495                     | 25,002        | 30,722         | 36,442        | 9                             |
| <b>F</b>         | 1                | 20,800                     | 20,800        | 20,800         | 20,800        | 1                             |
| <b>Total/Avg</b> | <b>15</b>        | <b>23,736</b>              | <b>27,244</b> | <b>35,972</b>  | <b>46,750</b> | <b>224</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Carroll      | 121,633         | 12.17                    | 25.33        | Hourly           | 40                        | 16                             |
|          | Columbia     | 160,377         | 12.12                    | 20.75        | Hourly           | 40                        | 24                             |
|          | Gwinnett     | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 113                            |
|          | Houston      | 160,110         | 14.64                    | 23.44        | Hourly           | 40                        | 3                              |
|          | Macon-Bibb   | 152,737         | 13.63                    | 21.76        | Hourly           | 40                        | 18                             |
| <b>C</b> | Colquitt     | 45,542          | 28,516.00                | 28,516.00    | Annual           | 40                        | 1                              |
|          | Pickens      | 33,127          | 22,843.55                | 34,759.16    | Annual           | 40                        | 3                              |
|          | Stephens     | 26,107          | 16.80                    | 16.80        | Hourly           | 40                        | 1                              |
|          | Wayne        | 30,023          | 21,135.14                | 70,239.97    | Annual           | 40                        | 5                              |
| <b>D</b> | Appling      | 18,325          | 9.00                     | 12.00        | Hourly           | 40                        | 8                              |
|          | Burke        | 22,648          | 11.75                    | 25.76        | Hourly           | 40                        | 18                             |
|          | Washington   | 20,150          | 10.00                    | 20.00        | Hourly           | 35                        | 4                              |
| <b>E</b> | Bacon        | 11,036          | 9.61                     | 17.52        | Hourly           | 40                        | 9                              |
|          | Bleckley     | 12,955          | 25,001.60                | 25,001.60    | Annual           | 40                        | 0                              |
| <b>F</b> | Lincoln      | 8,031           | 10.00                    | 10.00        | Hourly           | 40                        | 1                              |

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

## ◆ Computer Operator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 7                | 37,291                     | 59,779        | 65,976         | 115,021       | 34                            |
| <b>B</b>         | 2                | 43,704                     | 50,034        | 66,214         | 86,898        | 6                             |
| <b>C</b>         | 1                | 30,365                     | 30,365        | 48,588         | 48,588        | 1                             |
| <b>Total/Avg</b> | <b>10</b>        | <b>37,120</b>              | <b>46,726</b> | <b>60,260</b>  | <b>83,502</b> | <b>41</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Clayton           | 292,646         | 35,780.19                | 115,020.61   | Annual           | 40                        | 25                             |
|          | Columbia          | 160,377         | 59,779.20                | 89,668.80    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 34,282.02                | 52,164.14    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 13.73                    | 21.28        | Hourly           | 40                        | 0                              |
|          | Houston           | 160,110         | 15.81                    | 25.37        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 16.57                    | 26.45        | Hourly           | 40                        | 1                              |
|          | Whitfield         | 103,837         | 35,287.66                | 52,932.54    | Annual           | 40                        | 5                              |
| <b>B</b> | Dougherty         | 86,477          | 37,373.44                | 45,529.89    | Annual           | 40                        | 2                              |
|          | Glynn             | 85,568          | 50,034.00                | 86,898.00    | Annual           | 40                        | 4                              |
| <b>C</b> | Lumpkin           | 34,186          | 13.58                    | 21.73        | Hourly           | 43                        | 1                              |

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

## ◆ Computer Programmer

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 8                | 50,243                     | 61,299        | 88,886         | 127,039        | 30                            |
| <b>B</b>         | 1                | 54,310                     | 54,310        | 89,178         | 89,178         | 6                             |
| <b>Total/Avg</b> | <b>9</b>         | <b>52,277</b>              | <b>57,805</b> | <b>89,032</b>  | <b>108,108</b> | <b>36</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 47,565.00                | 73,720.00    | Annual           | 40                        | 2                              |
|          | Clayton           | 292,646         | 44,193.48                | 127,038.64   | Annual           | 40                        | 9                              |
|          | Columbus/Muscogee | 196,442         | 53,468.23                | 81,358.26    | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 61,299.00                | 122,597.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 55,853.00                | 92,157.00    | Annual           | 40                        | 10                             |
|          | Houston           | 160,110         | 20.03                    | 32.08        | Hourly           | 40                        | 3                              |
|          | Lowndes           | 118,268         | 29.09                    | 43.82        | Annual           | 40                        | 1                              |
|          | Paulding          | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 3                              |
| <b>B</b> | Glynn             | 85,568          | 54,310.00                | 89,178.00    | Annual           | 40                        | 6                              |

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

## ◆ County Attorney (Staff Position)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 10               | 108,857                    | 207,599        | 155,517        | 237,142        | 14                            |
| <b>B</b>         | 3                | 95,696                     | 131,747        | 110,086        | 131,747        | 3                             |
| <b>C</b>         | 2                | 54,835                     | 73,227         | 75,555         | 113,501        | 2                             |
| <b>Total/Avg</b> | <b>15</b>        | <b>86,463</b>              | <b>137,524</b> | <b>113,720</b> | <b>160,797</b> | <b>19</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 1.00                     | 170,461.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 75,789.00                | 140,182.00   | Per Occur.       | 37.5                      | 5                              |
|          | Cherokee          | 265,274         | 100,940.00               | 100,940.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 185,895.00               | 185,895.00   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 112,153.25               | 170,654.42   | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 207,599.00               | 207,599.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 72,144.00                | 72,144.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 139,495.00               | 237,142.00   | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 42.19                    | 67.53        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 71,656.00                | 114,358.40   | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 86,342.00                | 129,512.00   | Annual           | 40                        | 1                              |
|          | Glynn             | 85,568          | 131,747.20               | 131,747.20   | Annual           | 40                        | 1                              |
|          | Walker            | 70,116          | 69,000.00                | 69,000.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Dawson            | 27,113          | 73,227.00                | 113,501.00   | Annual           | 40                        | 0                              |
|          | Fannin            | 26,521          | 36,442.29                | 37,609.78    | Annual           | 40                        | 2                              |

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

## ◆ County Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 19               | 61,399                     | 97,850        | 88,378         | 119,130       | 19                            |
| <b>B</b>         | 11               | 59,584                     | 83,404        | 82,329         | 133,447       | 10                            |
| <b>C</b>         | 22               | 47,252                     | 60,353        | 63,134         | 109,550       | 22                            |
| <b>D</b>         | 19               | 46,599                     | 75,920        | 54,864         | 80,866        | 19                            |
| <b>E</b>         | 6                | 34,508                     | 42,141        | 46,927         | 56,784        | 6                             |
| <b>F</b>         | 12               | 29,515                     | 45,000        | 45,542         | 62,400        | 12                            |
| <b>Total/Avg</b> | <b>89</b>        | <b>46,476</b>              | <b>67,445</b> | <b>63,529</b>  | <b>93,696</b> | <b>88</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 1.00                     | 84,099.00    | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 126,725.00               | 126,725.00   | Per Occur.       | 37.5                      | 1                              |
|           | Bartow            | 109,426         | 26.19                    | 39.70        | Annual           | 40                        | 1                              |
|           | Carroll           | 121,633         | 60,384.22                | 98,632.04    | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 77,384.00                | 77,384.00    | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 97,850.00                | 97,850.00    | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 47,613.29                | 66,587.73    | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 65,145.85                | 99,127.12    | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 24.40                    | 37.82        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 92,700.00                | 92,700.00    | Annual           | 40                        | 1                              |
|           | Douglas           | 147,988         | 78,309.00                | 78,309.00    | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 57,315.93                | 87,439.25    | Annual           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 70,076.00                | 119,130.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 67,043.38                | 94,973.83    | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 71,656.00                | 114,358.40   | Annual           | 40                        | 1                              |
| Newton    | 113,295           | 61,037.00       | 91,556.00                | Annual       | 40               | 1                         |                                |
| Paulding  | 173,359           | 55,507.71       | 83,629.31                | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 29,931.17       | 44,896.23                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 22.67                    | 34.00        | Hourly           | 40                        | 1                              |
|           | Camden            | 55,388          | 37,200.00                | 55,800.00    | Annual           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 63,653.00                | 63,653.00    | Annual           | 40                        | 1                              |

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

## ◆ County Clerk

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Dougherty    | 86,477             | 70,099.65                      | 70,099.65       | Annual              | 40                              | 1                                    |
|          | Effingham    | 65,765             | 60,008.00                      | 76,507.00       | Annual              | 42                              | 1                                    |
|          | Floyd        | 98,604             | 83,404.00                      | 133,447.00      | Annual              | 40                              | 1                                    |
|          | Glynn        | 85,568             | 40,056.00                      | 64,089.00       | Annual              | 40                              | 1                                    |
|          | Jackson      | 76,199             | 52,312.00                      | 73,224.00       | Annual              | 40                              | 1                                    |
|          | Rockdale     | 90,939             | 82,082.45                      | 131,331.92      | Annual              | 40                              | 1                                    |
|          | Walker       | 70,116             | 17.50                          | 20.00           | Annual              | 40                              | 1                                    |
|          | Walton       | 96,875             | 83,059.68                      | 125,148.69      | Annual              | 40                              | 0                                    |
| <b>C</b> | Bryan        | 40,755             | 58,000.02                      | 58,000.02       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,542             | 60,353.03                      | 61,258.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 27,113             | 10,612.08                      | 10,612.08       | Annual              | 40                              | 1                                    |
|          | Decatur      | 26,457             | 55,532.00                      | 64,000.00       | Annual              | 40                              | 1                                    |
|          | Fannin       | 26,521             | 42,448.64                      | 42,448.64       | Annual              | 40                              | 1                                    |
|          | Gilmer       | 31,978             | 50,000.00                      | 50,000.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 58,040.36                      | 61,009.21       | Annual              | 40                              | 1                                    |
|          | Harris       | 36,080             | 50,183.21                      | 105,996.80      | Annual              | 40                              | 1                                    |
|          | Hart         | 26,406             | 26.01                          | 42.61           | Hourly              | 40                              | 1                                    |
|          | Lumpkin      | 34,186             | 45,363.00                      | 74,849.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 30,457             | 18.85                          | 24.04           | Hourly              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 28.88                          | 40.44           | Annual              | 40                              | 1                                    |
|          | Peach        | 27,950             | 37,802.00                      | 57,505.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 41,317.71                      | 62,869.78       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 43,866.00                      | 66,486.00       | Annual              | 40                              | 1                                    |
|          | Stephens     | 26,107             | 47,763.58                      | 47,763.58       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 16.70                          | 30.11           | Hourly              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 60,091.00                      | 60,091.00       | Annual              | 40                              | 1                                    |
|          | Toombs       | 26,973             | 43,890.00                      | 43,890.00       | Annual              | 37.5                            | 1                                    |
|          | Ware         | 35,826             | 22.92                          | 22.92           | Hourly              | 40                              | 1                                    |
|          | Wayne        | 30,023             | 48,727.70                      | 109,550.37      | Annual              | 40                              | 1                                    |
|          | White        | 31,094             | 49,775.20                      | 79,573.13       | Annual              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,325             | 18.94                          | 22.38           | Hourly              | 40                              | 1                                    |
|          | Ben Hill     | 16,614             | 50,041.41                      | 50,041.41       | Annual              | 40                              | 1                                    |
|          | Brantley     | 19,202             | 48,235.20                      | 67,080.00       | Annual              | 40                              | 1                                    |
|          | Chattooga    | 24,843             | 60,476.00                      | 60,476.00       | Annual              | 40                              | 1                                    |
|          | Crisp        | 22,034             | 69,984.17                      | 72,098.00       | Annual              | 40                              | 1                                    |
|          | Dade         | 16,057             | 75,920.00                      | 75,920.00       | Annual              | 40                              | 1                                    |
|          | Dodge        | 20,452             | 55,070.08                      | 55,070.88       | Annual              | 40                              | 1                                    |
|          | Elbert       | 19,335             | 20.00                          | 20.00           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 23,504             | 1,370.00                       | 1,370.00        | Annual              | 40                              | 1                                    |

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

## ◆ County Clerk

| Group    | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Grady                | 24,491          | 55,000.00                | 59,193.79    | Annual           | 40                        | 1                              |
|          | Greene               | 18,837          | 15.17                    | 26.80        | Hourly           | 40                        | 1                              |
|          | Jefferson            | 15,267          | 29,690.00                | 44,704.00    | Annual           | 40                        | 1                              |
|          | Lamar                | 19,261          | 51,517.78                | 78,390.40    | Annual           | 40                        | 1                              |
|          | Mitchell             | 21,602          | 52,915.00                | 52,915.00    | Annual           | 40                        | 1                              |
|          | Morgan               | 19,636          | 53,144.00                | 80,866.00    | Annual           | 40                        | 1                              |
|          | Oglethorpe           | 15,383          | 45,000.00                | 55,000.00    | Annual           | 40                        | 1                              |
|          | Pierce               | 19,522          | 45,000.00                | 51,002.00    | Annual           | 40                        | 1                              |
|          | Pike                 | 19,121          | 35,000.00                | 44,000.00    | Annual           | 40                        | 1                              |
|          | Putnam               | 22,520          | 24.29                    | 24.29        | Hourly           | 40                        | 1                              |
|          | Telfair              | 15,781          | 28,947.86                | 43,875.30    | Annual           | 40                        | 1                              |
| <b>E</b> | Bacon                | 11,036          | 15.00                    | 21.72        | Hourly           | 40                        | 1                              |
|          | Bleckley             | 12,955          | 33,280.00                | 33,280.00    | Annual           | 40                        | 1                              |
|          | Candler              | 10,985          | 20.26                    | 27.30        | Hourly           | 40                        | 1                              |
|          | Charlton             | 13,430          | 16.75                    | 22.45        | Hourly           | 40                        | 1                              |
|          | Cusseta-Chattahooche | 10,551          | 30,000.00                | 48,000.00    | Annual           | 40                        | 1                              |
|          | Early                | 10,037          | 17.11                    | 24.82        | Hourly           | 40                        | 1                              |
| <b>F</b> | Atkinson             | 8,393           | 11.00                    | 14.00        | Hourly           | 40                        | 1                              |
|          | Calhoun              | 6,231           | 45,000.00                | 45,000.00    | Annual           | 40                        | 1                              |
|          | Clinch               | 6,582           | 17.44                    | 30.56        | Hourly           | 35                        | 1                              |
|          | Irwin                | 9,387           | 11.50                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Jenkins              | 8,746           | 12.00                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Lincoln              | 8,031           | 25,000.00                | 40,000.00    | Annual           | 40                        | 1                              |
|          | Montgomery           | 9,012           | 19,000.00                | 43,447.00    | Annual           | 40                        | 1                              |
|          | Randolph             | 6,682           | 12.12                    | 19.45        | Hourly           | 40                        | 1                              |
|          | Schley               | 5,196           | 15.00                    | 30.00        | Hourly           | 40                        | 1                              |
|          | Taliaferro           | 1,562           | 19.64                    | 23.00        | Hourly           | 40                        | 1                              |
|          | Terrell              | 8,523           | 18.95                    | 18.95        | Annual           | 40                        | 1                              |
|          | Wilkes               | 9,694           | 25,000.00                | 60,000.00    | Annual           | 40                        | 1                              |

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

## ◆ County Manager/Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 19               | 166,977                    | 344,850        | 202,974        | 344,850        | 18                            |
| <b>B</b>         | 8                | 141,669                    | 181,750        | 163,036        | 194,600        | 8                             |
| <b>C</b>         | 20               | 108,675                    | 167,305        | 139,925        | 201,225        | 22                            |
| <b>D</b>         | 18               | 80,006                     | 145,669        | 94,465         | 145,669        | 18                            |
| <b>E</b>         | 4                | 61,935                     | 75,000         | 82,010         | 115,000        | 4                             |
| <b>F</b>         | 8                | 45,571                     | 74,315         | 64,786         | 81,664         | 8                             |
| <b>Total/Avg</b> | <b>77</b>        | <b>100,805</b>             | <b>164,815</b> | <b>124,533</b> | <b>180,501</b> | <b>78</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 1.00                     | 184,203.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 176,001.00               | 176,001.00   | Per Occur.       | 37.5                      | 0                              |
|           | Bartow            | 109,426         | 88.24                    | 88.24        | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 235,101.00               | 235,101.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 206,000.00               | 206,000.00   | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 183,251.02               | 183,251.02   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 166,545.60               | 249,828.80   | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 136,647.83               | 207,925.84   | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 76.92                    | 76.92        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 265,595.00               | 265,595.00   | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 225,000.00               | 225,000.00   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 95.91                    | 95.91        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 344,850.00               | 344,850.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 180,285.00               | 180,285.00   | Annual           | 40                        | 1                              |
|           | Houston           | 160,110         | 15.63                    | 73.05        | Hourly           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 156,416.00               | 249,641.60   | Annual           | 40                        | 1                              |
|           | Newton            | 113,295         | 137,700.00               | 137,700.00   | Annual           | 40                        | 1                              |
| Paulding  | 173,359           | 100,394.11      | 151,272.50               | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 90,176.50       | 137,917.00               | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Camden            | 55,388          | 111,200.00               | 194,600.00   | Annual           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 132,612.42               | 132,612.42   | Annual           | 40                        | 1                              |
|           | Dougherty         | 86,477          | 173,230.00               | 173,230.00   | Annual           | 40                        | 1                              |

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

◆ County Manager/Administrator

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| C     | Effingham    | 65,765          | 110,000.00               | 145,000.00   | Annual           | 42                        | 1                              |
|       | Glynn        | 85,568          | 181,750.40               | 181,750.40   | Annual           | 40                        | 1                              |
|       | Jackson      | 76,199          | 163,393.00               | 163,393.00   | Annual           | 40                        | 1                              |
|       | Liberty      | 63,004          | 83.46                    | 83.46        | Hourly           | 40                        | 1                              |
|       | Rockdale     | 90,939          | 87,565.87                | 140,105.39   | Annual           | 40                        | 1                              |
|       | Spalding     | 67,414          | 150,000.00               | 150,000.00   | Annual           | 40                        | 1                              |
|       | Bryan        | 40,755          | 167,304.54               | 167,304.54   | Annual           | 40                        | 1                              |
|       | Butts        | 25,426          | 110,000.00               | 110,000.00   | Annual           | 40                        | 1                              |
|       | Colquitt     | 45,542          | 135,617.91               | 140,716.00   | Annual           | 40                        | 1                              |
|       | Dawson       | 27,113          | 120,663.00               | 186,786.00   | Annual           | 40                        | 1                              |
|       | Decatur      | 26,457          | 162,500.00               | 162,500.00   | Annual           | 40                        | 1                              |
|       | Habersham    | 46,047          | 130,147.65               | 136,401.50   | Annual           | 40                        | 1                              |
|       | Harris       | 36,080          | 142,047.75               | 201,225.23   | Annual           | 40                        | 1                              |
|       | Hart         | 26,406          | 36.21                    | 59.35        | Annual           | 40                        | 1                              |
|       | Lee          | 30,234          | 101,779.08               | 101,779.08   | Annual           | 40                        | 2                              |
|       | Lumpkin      | 34,186          | 72,850.00                | 127,488.00   | Annual           | 40                        | 1                              |
|       | Monroe       | 28,042          | 53.95                    | 75.54        | Annual           | 40                        | 1                              |
|       | Peach        | 27,950          | 60,193.00                | 113,977.00   | Annual           | 40                        | 2                              |
|       | Polk         | 42,840          | 110,766.00               | 167,885.00   | Annual           | 40                        | 1                              |
|       | Stephens     | 26,107          | 121,107.90               | 121,107.90   | Annual           | 40                        | 1                              |
|       | Sumter       | 29,282          | 64,147.20                | 117,145.60   | Annual           | 40                        | 1                              |
|       | Thomas       | 44,372          | 125,000.00               | 125,000.00   | Annual           | 40                        | 1                              |
|       | Toombs       | 26,973          | 99,900.00                | 150,000.00   | Annual           | 40                        | 1                              |
|       | Ware         | 35,826          | 56.73                    | 56.73        | Hourly           | 40                        | 1                              |
|       | Wayne        | 30,023          | 62,375.58                | 140,233.75   | Annual           | 40                        | 1                              |
|       | White        | 31,094          | 81,562.46                | 130,389.84   | Annual           | 40                        | 1                              |
| D     | Appling      | 18,325          | 60,000.00                | 82,000.00    | Annual           | 40                        | 1                              |
|       | Ben Hill     | 16,614          | 88,303.00                | 88,303.00    | Annual           | 40                        | 1                              |
|       | Berrien      | 19,408          | 40,000.00                | 72,000.00    | Annual           | 40                        | 1                              |
|       | Brantley     | 19,202          | 54,080.00                | 89,481.60    | Annual           | 40                        | 1                              |
|       | Burke        | 22,648          | 145,669.00               | 145,669.00   | Annual           | 40                        | 1                              |
|       | Crisp        | 22,034          | 108,000.00               | 112,352.00   | Annual           | 40                        | 1                              |
|       | Dodge        | 20,452          | 60,000.20                | 60,000.20    | Annual           | 40                        | 1                              |
|       | Elbert       | 19,335          | 46.95                    | 46.95        | Hourly           | 40                        | 1                              |
|       | Franklin     | 23,504          | 4,038.47                 | 4,038.47     | Annual           | 40                        | 1                              |
|       | Grady        | 24,491          | 90,000.00                | 90,000.00    | Annual           | 40                        | 1                              |
|       | Greene       | 18,837          | 142,500.02               | 142,500.02   | Annual           | 40                        | 1                              |
|       | Jefferson    | 15,267          | 50,000.00                | 95,000.00    | Annual           | 40                        | 1                              |
|       | Lamar        | 19,261          | 81,500.64                | 124,012.86   | Annual           | 40                        | 1                              |

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

## ◆ County Manager/Administrator

| Group    | Jurisdiction          | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Mitchell              | 21,602             | 90,000.00                      | 90,000.00       | Annual              | 40                              | 1                                    |
|          | Morgan                | 19,636             | 95,000.00                      | 130,000.00      | Annual              | 40                              | 1                                    |
|          | Pierce                | 19,522             | 74,000.00                      | 78,000.00       | Annual              | 40                              | 1                                    |
|          | Pike                  | 19,121             | 70,000.00                      | 95,000.00       | Annual              | 40                              | 1                                    |
|          | Putnam                | 22,520             | 47.77                          | 47.77           | Hourly              | 40                              | 1                                    |
|          | Washington            | 20,150             | 60,000.00                      | 100,000.00      | Annual              | 35                              | 1                                    |
| <b>E</b> | Candler               | 10,985             | 64,500.00                      | 114,999.82      | Annual              | 40                              | 1                                    |
|          | Charlton              | 13,430             | 58,240.00                      | 78,041.60       | Annual              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,551             | 50,000.00                      | 60,000.00       | Annual              | 40                              | 1                                    |
|          | Early                 | 10,037             | 75,000.00                      | 75,000.00       | Annual              | 40                              | 1                                    |
| <b>F</b> | Clinch                | 6,582              | 22.26                          | 39.03           | Hourly              | 40                              | 1                                    |
|          | Jenkins               | 8,746              | 45,000.00                      | 75,000.00       | Annual              | 40                              | 1                                    |
|          | Montgomery            | 9,012              | 50,000.00                      | 66,244.00       | Annual              | 40                              | 1                                    |
|          | Schley                | 5,196              | 40,000.00                      | 70,000.00       | Annual              | 40                              | 1                                    |
|          | Talbot                | 6,143              | 53,123.00                      | 67,725.00       | Annual              | 40                              | 1                                    |
|          | Taylor                | 8,074              | 53,669.00                      | 81,664.00       | Annual              | 40                              | 1                                    |
|          | Terrell               | 8,523              | 2,157.69                       | 2,157.69        | Annual              | 40                              | 1                                    |
|          | Wilkinson             | 8,812              | 74,314.80                      | 74,314.80       | Annual              | 40                              | 1                                    |

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

## ◆ Court Reporter

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 11               | 45,502                     | 69,992        | 72,520         | 104,532       | 70                            |
| <b>B</b>         | 2                | 15,868                     | 19,737        | 27,868         | 36,000        | 4                             |
| <b>C</b>         | 3                | 61,719                     | 70,000        | 67,598         | 70,000        | 5                             |
| <b>Total/Avg</b> | <b>16</b>        | <b>41,030</b>              | <b>53,243</b> | <b>55,996</b>  | <b>70,177</b> | <b>79</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 37,571.00                | 56,356.00    | Annual           | 37.5                      | 10                             |
|          | Bartow            | 109,426         | 20.07                    | 20.07        | Hourly           | 40                        | 4                              |
|          | Cherokee          | 265,274         | 51,130.04                | 104,532.48   | Annual           | 40                        | 8                              |
|          | Clayton           | 292,646         | 37,603.02                | 94,287.73    | Annual           | 40                        | 9                              |
|          | Columbus/Muscogee | 196,442         | 53,468.23                | 81,358.26    | Annual           | 40                        | 7                              |
|          | DeKalb            | 762,009         | 44,739.00                | 69,345.00    | Annual           | 40                        | 18                             |
|          | Fayette           | 115,821         | 34,978.25                | 53,361.64    | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 22.18                    | 46.96        | Hourly           | 40                        | 5                              |
|          | Lowndes           | 118,268         | 33.65                    | 33.65        | Annual           | 40                        | 2                              |
|          | Macon-Bibb        | 152,737         | 20.14                    | 32.15        | Hourly           | 40                        | 4                              |
|          | Paulding          | 173,359         | 19.84                    | 29.90        | Hourly           | 40                        | 2                              |
| <b>B</b> | Rockdale          | 90,939          | 19,736.86                | 19,736.86    | Annual           | 40                        | 2                              |
|          | Spalding          | 67,414          | 17.65                    | 27.35        | Hourly           | 40                        | 3                              |
|          | Walker            | 70,116          | 12,000.00                | 36,000.00    | Annual           | 40                        | 2                              |
| <b>C</b> | Colquitt          | 45,542          | 70,000.00                | 70,000.00    | Annual           | 40                        | 1                              |
|          | Habersham         | 46,047          | 21.71                    | 30.19        | Hourly           | 40                        | 2                              |
|          | Thomas            | 44,372          | 70,000.00                | 70,000.00    | Annual           | 40                        | 2                              |

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

## ◆ Custodian (Janitor)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 25,309                     | 31,283        | 38,917         | 50,066        | 148                           |
| <b>B</b>         | 10               | 24,475                     | 31,503        | 36,953         | 50,404        | 57                            |
| <b>C</b>         | 12               | 24,360                     | 31,984        | 32,631         | 40,165        | 33                            |
| <b>D</b>         | 13               | 24,514                     | 32,011        | 32,470         | 41,600        | 35                            |
| <b>E</b>         | 3                | 18,083                     | 22,360        | 24,492         | 29,973        | 4                             |
| <b>F</b>         | 7                | 19,501                     | 22,880        | 26,666         | 37,606        | 8                             |
| <b>Total/Avg</b> | <b>62</b>        | <b>22,707</b>              | <b>28,670</b> | <b>32,021</b>  | <b>41,636</b> | <b>285</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 27,810.00                | 43,103.00    | Annual           | 40                        | 9                              |
|           | Augusta/Richmond  | 202,079         | 22,024.00                | 36,923.00    | Annual           | 37.5                      | 21                             |
|           | Bartow            | 109,426         | 11.33                    | 17.17        | Hourly           | 40                        | 3                              |
|           | Clayton           | 292,646         | 24,344.25                | 38,548.97    | Annual           | 40                        | 10                             |
|           | Columbus/Muscogee | 196,442         | 24,262.31                | 36,917.98    | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 31,200.00                | 39,900.00    | Annual           | 40                        | 19                             |
|           | Douglas           | 147,988         | 19,957.00                | 39,914.00    | Annual           | 40                        | 5                              |
|           | Fayette           | 115,821         | 26,008.28                | 39,677.36    | Annual           | 40                        | 3                              |
|           | Forsyth           | 250,847         | 15.04                    | 24.07        | Hourly           | 40                        | 7                              |
|           | Gwinnett          | 942,627         | 13.73                    | 21.28        | Hourly           | 40                        | 19                             |
|           | Henry             | 239,139         | 12.50                    | 17.71        | Hourly           | 40                        | 1                              |
|           | Houston           | 160,110         | 10.72                    | 17.11        | Hourly           | 40                        | 11                             |
|           | Lowndes           | 118,268         | 12.56                    | 18.93        | Hourly           | 40                        | 10                             |
|           | Macon-Bibb        | 152,737         | 12.74                    | 18.80        | Hourly           | 40                        | 12                             |
|           | Newton            | 113,295         | 11.84                    | 17.76        | Hourly           | 40                        | 4                              |
|           | Paulding          | 173,359         | 12.73                    | 19.18        | Hourly           | 40                        | 4                              |
| Whitfield | 103,837           | 19,215.02       | 28,822.53                | Annual       | 40               | 9                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 10.82                    | 16.22        | Hourly           | 40                        | 5                              |
|           | Dougherty         | 86,477          | 21,850.40                | 38,238.72    | Annual           | 40                        | 17                             |
|           | Effingham         | 65,765          | 10.62                    | 15.40        | Hourly           | 40                        | 3                              |
|           | Floyd             | 98,604          | 10.89                    | 17.43        | Hourly           | 40                        | 2                              |
|           | Glynn             | 85,568          | 31,503.00                | 50,404.00    | Annual           | 40                        | 1                              |

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

◆ Custodian (Janitor)

| Group    | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Jackson              | 76,199          | 11.00                    | 15.40        | Hourly           | 40                        | 3                              |
|          | Liberty              | 63,004          | 12.86                    | 19.86        | Hourly           | 40                        | 6                              |
|          | Rockdale             | 90,939          | 11.51                    | 18.41        | Hourly           | 40                        | 6                              |
|          | Walker               | 70,116          | 11.50                    | 13.00        | Hourly           | 40                        | 5                              |
|          | Walton               | 96,875          | 26,674.26                | 40,190.97    | Annual           | 40                        | 9                              |
| <b>C</b> | Bryan                | 40,755          | 13.00                    | 13.52        | Hourly           | 40                        | 2                              |
|          | Butts                | 25,426          | 13.00                    | 18.21        | Hourly           | 40                        | 1                              |
|          | Fannin               | 26,521          | 31,984.16                | 37,307.90    | Annual           | 40                        | 2                              |
|          | Gilmer               | 31,978          | 21,840.00                | 27,040.00    | Annual           | 40                        | 2                              |
|          | Habersham            | 46,047          | 10.74                    | 17.30        | Hourly           | 40                        | 3                              |
|          | Harris               | 36,080          | 11.90                    | 16.86        | Hourly           | 40                        | 1                              |
|          | Lee                  | 30,234          | 10.65                    | 16.50        | Hourly           | 40                        | 4                              |
|          | Lumpkin              | 34,186          | 12.07                    | 19.31        | Hourly           | 40                        | 3                              |
|          | Madison              | 30,457          | 11.85                    | 16.48        | Hourly           | 40                        | 2                              |
|          | Monroe               | 28,042          | 10.74                    | 15.04        | Hourly           | 40                        | 5                              |
|          | Thomas               | 44,372          | 24,710.00                | 24,710.00    | Annual           | 40                        | 3                              |
|          | Ware                 | 35,826          | 8.83                     | 12.22        | Hourly           | 40                        | 5                              |
| <b>D</b> | Berrien              | 19,408          | 9.00                     | 14.00        | Hourly           | 40                        | 2                              |
|          | Brantley             | 19,202          | 9.68                     | 13.23        | Hourly           | 40                        | 1                              |
|          | Burke                | 22,648          | 10.46                    | 19.82        | Hourly           | 40                        | 11                             |
|          | Chattooga            | 24,843          | 13.84                    | 14.00        | Hourly           | 40                        | 2                              |
|          | Crisp                | 22,034          | 10.55                    | 11.90        | Hourly           | 40                        | 3                              |
|          | Dade                 | 16,057          | 12.49                    | 12.49        | Hourly           | 40                        | 2                              |
|          | Dodge                | 20,452          | 12.00                    | 12.00        | Hourly           | 40                        | 1                              |
|          | Elbert               | 19,335          | 13.00                    | 13.00        | Hourly           | 40                        | 1                              |
|          | Greene               | 18,837          | 13.00                    | 18.96        | Hourly           | 40                        | 3                              |
|          | Lamar                | 19,261          | 11.62                    | 17.68        | Hourly           | 40                        | 2                              |
|          | Morgan               | 19,636          | 25,337.00                | 38,553.00    | Annual           | 40                        | 3                              |
|          | Putnam               | 22,520          | 15.39                    | 17.32        | Hourly           | 40                        | 2                              |
|          | Washington           | 20,150          | 10.00                    | 20.00        | Hourly           | 40                        | 2                              |
| <b>E</b> | Charlton             | 13,430          | 10.75                    | 14.41        | Hourly           | 40                        | 1                              |
|          | Cusseta-Chattahooche | 10,551          | 15,000.00                | 19,000.00    | Annual           | 40                        | 2                              |
|          | Early                | 10,037          | 8.12                     | 11.78        | Hourly           | 40                        | 1                              |
| <b>F</b> | Atkinson             | 8,393           | 11.00                    | 14.25        | Hourly           | 40                        | 1                              |
|          | Irwin                | 9,387           | 8.00                     | 10.56        | Hourly           | 40                        | 1                              |
|          | Jenkins              | 8,746           | 10.00                    | 12.50        | Hourly           | 40                        | 1                              |
|          | Lincoln              | 8,031           | 10.72                    | 11.50        | Hourly           | 40                        | 1                              |
|          | Randolph             | 6,682           | 7.40                     | 10.35        | Hourly           | 40                        | 2                              |
|          | Wilkes               | 9,694           | 8.00                     | 12.50        | Hourly           | 40                        | 1                              |

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

◆ Custodian (Janitor)

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Wilkinson    | 8,812           | 10.51                    | 18.08        | Hourly           | 40                        | 1                              |

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

## ◆ Data Entry Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 4                | 30,607                     | 35,734        | 50,887         | 61,942        | 164                           |
| <b>B</b>         | 4                | 26,085                     | 27,560        | 43,068         | 47,446        | 55                            |
| <b>C</b>         | 2                | 27,986                     | 31,013        | 37,513         | 44,013        | 4                             |
| <b>D</b>         | 1                | 27,622                     | 27,622        | 27,622         | 27,622        | 1                             |
| <b>E</b>         | 1                | 23,629                     | 23,629        | 33,301         | 33,301        | 5                             |
| <b>F</b>         | 3                | 18,544                     | 20,800        | 31,484         | 37,440        | 7                             |
| <b>Total/Avg</b> | <b>15</b>        | <b>25,746</b>              | <b>27,726</b> | <b>37,313</b>  | <b>41,961</b> | <b>236</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Columbia     | 160,377         | 12.12                    | 20.75        | Hourly           | 40                        | 15                             |
|          | Forsyth      | 250,847         | 17.18                    | 29.78        | Hourly           | 40                        | 28                             |
|          | Gwinnett     | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 113                            |
|          | Houston      | 160,110         | 14.64                    | 23.44        | Hourly           | 40                        | 8                              |
| <b>B</b> | Bulloch      | 80,839          | 13.25                    | 19.87        | Hourly           | 40                        | 2                              |
|          | Dougherty    | 86,477          | 26,020.80                | 47,446.20    | Annual           | 40                        | 16                             |
|          | Glynn        | 85,568          | 25,800.00                | 43,562.00    | Annual           | 40                        | 17                             |
|          | Spalding     | 67,414          | 12.32                    | 19.09        | Hourly           | 40                        | 12                             |
| <b>C</b> | Walker       | 70,116          | 12.00                    | 19.20        | Hourly           | 40                        | 20                             |
|          | Bryan        | 40,755          | 14.91                    | 14.91        | Hourly           | 40                        | 1                              |
| <b>D</b> | Decatur      | 26,457          | 12.00                    | 21.16        | Hourly           | 40                        | 3                              |
|          | Putnam       | 22,520          | 13.28                    | 13.28        | Hourly           | 40                        | 1                              |
| <b>E</b> | Candler      | 10,985          | 11.36                    | 16.01        | Hourly           | 40                        | 5                              |
| <b>F</b> | Clinch       | 6,582           | 9.71                     | 17.04        | Hourly           | 35                        | 1                              |
|          | Jenkins      | 8,746           | 10.00                    | 18.00        | Hourly           | 40                        | 5                              |
|          | Wilkes       | 9,694           | 8.25                     | 12.50        | Hourly           | 40                        | 1                              |

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

## ◆ Deputy Registrar

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 36,584                     | 53,468        | 60,866         | 82,980        | 33                            |
| <b>B</b>         | 7                | 30,283                     | 37,204        | 44,677         | 59,527        | 9                             |
| <b>C</b>         | 8                | 30,244                     | 39,437        | 43,078         | 70,240        | 8                             |
| <b>D</b>         | 5                | 25,942                     | 35,339        | 34,461         | 44,533        | 6                             |
| <b>E</b>         | 1                | 21,362                     | 21,362        | 31,013         | 31,013        | 1                             |
| <b>F</b>         | 1                | 26,000                     | 26,000        | 31,200         | 31,200        | 1                             |
| <b>Total/Avg</b> | <b>34</b>        | <b>28,402</b>              | <b>35,468</b> | <b>40,883</b>  | <b>53,249</b> | <b>58</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 27,206.00                | 48,583.00    | Annual           | 37.5                      | 4                              |
|          | Carroll           | 121,633         | 18.82                    | 30.73        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,463         | 46,354.00                | 76,484.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 30,824.94                | 69,980.07    | Annual           | 40                        | 6                              |
|          | Columbia          | 160,377         | 13.83                    | 20.75        | Hourly           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 53,468.23                | 81,358.26    | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 15.31                    | 23.73        | Hourly           | 40                        | 1                              |
|          | Douglas           | 147,988         | 41,490.00                | 82,980.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 17.61                    | 28.24        | Hourly           | 40                        | 11                             |
|          | Macon-Bibb        | 152,737         | 12.87                    | 19.74        | Hourly           | 40                        | 4                              |
|          | Newton            | 113,295         | 39,439.00                | 59,159.00    | Annual           | 40                        | 1                              |
|          | Whitfield         | 103,837         | 37,074.00                | 55,611.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 14.46                    | 21.69        | Hourly           | 40                        | 1                              |
|          | Camden            | 55,388          | 11.30                    | 14.09        | Hourly           | 40                        | 1                              |
|          | Effingham         | 65,765          | 12.91                    | 18.72        | Hourly           | 40                        | 1                              |
|          | Glynn             | 85,568          | 37,204.00                | 59,527.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 15.59                    | 21.84        | Hourly           | 40                        | 2                              |
|          | Liberty           | 63,004          | 14.89                    | 22.99        | Hourly           | 40                        | 3                              |
|          | Walton            | 96,875          | 30,933.97                | 46,609.20    | Annual           | 40                        | 0                              |
|          | <b>C</b>          | Bryan           | 40,755                   | 13.39        | 13.39            | Hourly                    | 40                             |
| Dawson   | 27,113            | 17.13           | 26.52                    | Hourly       | 40               | 1                         |                                |
| Madison  | 30,457            | 17.00           | 23.08                    | Hourly       | 40               | 1                         |                                |

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

◆ Deputy Registrar

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Pickens      | 33,127          | 22,843.55                | 34,759.16    | Annual           | 40                        | 1                              |
|          | Stephens     | 26,107          | 18.96                    | 18.96        | Hourly           | 40                        | 1                              |
|          | Toombs       | 26,973          | 12.00                    | 14.00        | Hourly           | 37.5                      | 1                              |
|          | Wayne        | 30,023          | 31,242.54                | 70,239.97    | Annual           | 40                        | 1                              |
|          | White        | 31,094          | 12.59                    | 20.13        | Hourly           | 40                        | 1                              |
| <b>D</b> | Appling      | 18,325          | 11.00                    | 15.45        | Hourly           | 40                        | 1                              |
|          | Dodge        | 20,452          | 12.00                    | 12.00        | Hourly           | 40                        | 1                              |
|          | Greene       | 18,837          | 16.99                    | 21.41        | Hourly           | 40                        | 1                              |
|          | Lamar        | 19,261          | 12.03                    | 18.30        | Hourly           | 40                        | 1                              |
|          | Telfair      | 15,781          | 10.34                    | 15.68        | Hourly           | 40                        | 2                              |
| <b>E</b> | Early        | 10,037          | 10.27                    | 14.91        | Hourly           | 40                        | 1                              |
| <b>F</b> | Talbot       | 6,143           | 12.50                    | 15.00        | Hourly           | 40                        | 1                              |

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

## ◆ Economic Development Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 9                | 90,104                     | 132,600       | 127,290        | 161,533        | 11                            |
| <b>B</b>         | 4                | 80,757                     | 113,257       | 80,757         | 113,257        | 4                             |
| <b>C</b>         | 4                | 89,929                     | 137,957       | 99,948         | 137,957        | 4                             |
| <b>D</b>         | 4                | 56,518                     | 88,442        | 174,018        | 500,000        | 4                             |
| <b>E</b>         | 1                | 68,578                     | 68,578        | 68,578         | 68,578         | 1                             |
| <b>F</b>         | 1                | 35,000                     | 35,000        | 60,000         | 60,000         | 1                             |
| <b>Total/Avg</b> | <b>23</b>        | <b>70,148</b>              | <b>95,972</b> | <b>101,765</b> | <b>173,554</b> | <b>25</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 85,420.00                | 132,391.00   | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 102,232.00               | 153,358.40   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 71,908.84                | 109,417.81   | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 30.81                    | 47.75        | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 82,119.00                | 139,601.00   | Annual           | 40                        | 3                              |
|          | Henry             | 239,139         | 132,600.00               | 132,600.00   | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 71,656.00                | 114,358.40   | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 103,030.00               | 103,030.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Camden            | 55,388          | 113,257.00               | 113,257.00   | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 72,100.12                | 72,100.12    | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 68,671.20                | 68,671.20    | Annual           | 40                        | 1                              |
|          | Walker            | 70,116          | 69,000.00                | 69,000.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan             | 40,755          | 137,957.04               | 137,957.04   | Annual           | 40                        | 1                              |
|          | Fannin            | 26,521          | 59,818.16                | 59,818.17    | Annual           | 40                        | 1                              |
|          | Pickens           | 33,127          | 95,000.00                | 95,000.00    | Annual           | 40                        | 1                              |
|          | White             | 31,094          | 66,942.11                | 107,017.02   | Annual           | 40                        | 1                              |
| <b>D</b> | Berrien           | 19,408          | 40,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Burke             | 22,648          | 88,441.60                | 88,441.60    | Annual           | 40                        | 1                              |
|          | Dade              | 16,057          | 50,000.00                | 500,000.00   | Annual           | 40                        | 1                              |
|          | Mitchell          | 21,602          | 47,632.00                | 47,632.00    | Annual           | 40                        | 1                              |
|          | Pike              | 19,121          | 48,000.00                | 48,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Economic Development Director

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| E     | Bacon        | 11,036          | 32.97                    | 32.97        | Hourly           | 40                        | 1                              |
| F     | Taylor       | 8,074           | 35,000.00                | 60,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Elections Supervisor/Coordinator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 54,472                     | 78,258        | 82,572         | 115,021       | 22                            |
| <b>B</b>         | 11               | 45,818                     | 57,476        | 68,627         | 93,900        | 13                            |
| <b>C</b>         | 18               | 38,102                     | 57,184        | 53,896         | 71,368        | 21                            |
| <b>D</b>         | 14               | 33,626                     | 51,917        | 42,712         | 78,229        | 15                            |
| <b>E</b>         | 3                | 30,263                     | 39,393        | 34,909         | 39,393        | 3                             |
| <b>F</b>         | 6                | 30,339                     | 46,900        | 44,171         | 81,664        | 6                             |
| <b>Total/Avg</b> | <b>68</b>        | <b>38,770</b>              | <b>55,188</b> | <b>54,481</b>  | <b>79,929</b> | <b>80</b>                     |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Bartow       | 109,426         | 26.19                    | 39.70        | Annual           | 40                        | 1                              |
|          | Carroll      | 121,633         | 48,019.40                | 78,530.92    | Annual           | 40                        | 1                              |
|          | Chatham      | 289,463         | 62,119.00                | 102,496.00   | Annual           | 40                        | 1                              |
|          | Cherokee     | 265,274         | 73,854.82                | 73,854.82    | Annual           | 40                        | 1                              |
|          | Clayton      | 292,646         | 78,258.16                | 115,020.61   | Annual           | 40                        | 1                              |
|          | Columbia     | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|          | DeKalb       | 762,009         | 41,286.00                | 63,993.00    | Annual           | 40                        | 5                              |
|          | Douglas      | 147,988         | 32,508.00                | 65,016.00    | Annual           | 40                        | 1                              |
|          | Fayette      | 115,821         | 57,315.93                | 87,439.25    | Annual           | 40                        | 1                              |
|          | Gwinnett     | 942,627         | 51,358.00                | 84,740.00    | Annual           | 40                        | 4                              |
|          | Henry        | 239,139         | 15.07                    | 21.35        | Hourly           | 40                        | 0                              |
|          | Houston      | 160,110         | 23.44                    | 37.51        | Hourly           | 40                        | 1                              |
|          | Lowndes      | 118,268         | 29.09                    | 43.82        | Annual           | 40                        | 1                              |
|          | Macon-Bibb   | 152,737         | 61,900.80                | 98,800.00    | Annual           | 40                        | 1                              |
|          | Newton       | 113,295         | 53,632.00                | 80,448.00    | Annual           | 40                        | 1                              |
|          | Paulding     | 173,359         | 50,294.40                | 75,776.90    | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch      | 80,839          | 52,207.00                | 78,311.00    | Annual           | 40                        | 1                              |
|          | Camden       | 55,388          | 53,600.00                | 93,900.00    | Annual           | 40                        | 1                              |
|          | Dougherty    | 86,477          | 45,427.20                | 72,104.20    | Annual           | 40                        | 2                              |
|          | Effingham    | 65,765          | 13.54                    | 19.63        | Hourly           | 40                        | 1                              |
|          | Floyd        | 98,604          | 12.88                    | 20.61        | Hourly           | 40                        | 2                              |
|          | Glynn        | 85,568          | 50,034.00                | 80,055.00    | Annual           | 40                        | 1                              |

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

◆ Elections Supervisor/Coordinator

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Jackson      | 76,199          | 46,842.00                | 65,570.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 63,004          | 24.20                    | 33.89        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 90,939          | 57,475.76                | 91,961.22    | Annual           | 40                        | 1                              |
|          | Spalding     | 67,414          | 42,255.00                | 65,495.00    | Annual           | 40                        | 1                              |
|          | Walker       | 70,116          | 20.40                    | 20.40        | Annual           | 40                        | 1                              |
|          | Walton       | 96,875          | 50,688.91                | 76,374.61    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan        | 40,755          | 13.59                    | 13.59        | Hourly           | 40                        | 1                              |
|          | Butts        | 25,426          | 40,147.00                | 56,215.00    | Annual           | 40                        | 1                              |
|          | Decatur      | 26,457          | 15.00                    | 21.75        | Hourly           | 40                        | 2                              |
|          | Fannin       | 26,521          | 31,876.19                | 44,059.69    | Annual           | 40                        | 2                              |
|          | Habersham    | 46,047          | 57,094.96                | 60,020.85    | Annual           | 40                        | 1                              |
|          | Harris       | 36,080          | 21.17                    | 29.99        | Hourly           | 40                        | 1                              |
|          | Hart         | 26,406          | 18.56                    | 30.42        | Hourly           | 40                        | 1                              |
|          | Lee          | 30,234          | 46,043.60                | 71,367.58    | Annual           | 40                        | 1                              |
|          | Lumpkin      | 34,186          | 42,755.00                | 70,546.00    | Annual           | 40                        | 1                              |
|          | Madison      | 30,457          | 10.00                    | 15.00        | Hourly           | 40                        | 1                              |
|          | Monroe       | 28,042          | 14.70                    | 28.86        | Hourly           | 40                        | 2                              |
|          | Peach        | 27,950          | 43,307.00                | 68,391.00    | Annual           | 40                        | 1                              |
|          | Pickens      | 33,127          | 30,722.03                | 46,747.20    | Annual           | 40                        | 1                              |
|          | Polk         | 42,840          | 29,066.00                | 44,054.00    | Annual           | 40                        | 1                              |
|          | Sumter       | 29,282          | 34,736.00                | 62,628.80    | Annual           | 40                        | 1                              |
|          | Thomas       | 44,372          | 57,184.00                | 57,184.00    | Annual           | 40                        | 1                              |
|          | Toombs       | 26,973          | 47,500.00                | 47,500.00    | Annual           | 37.5                      | 1                              |
|          | White        | 31,094          | 31,914.16                | 51,019.57    | Annual           | 40                        | 1                              |
| <b>D</b> | Appling      | 18,325          | 13.73                    | 18.04        | Hourly           | 40                        | 1                              |
|          | Berrien      | 19,408          | 30,000.00                | 37,000.00    | Annual           | 40                        | 1                              |
|          | Brantley     | 19,202          | 14.54                    | 20.07        | Hourly           | 40                        | 1                              |
|          | Burke        | 22,648          | 24.82                    | 37.61        | Annual           | 40                        | 1                              |
|          | Crisp        | 22,034          | 34,479.25                | 40,178.00    | Annual           | 40                        | 1                              |
|          | Dade         | 16,057          | 32,685.00                | 32,685.00    | Annual           | 36                        | 1                              |
|          | Franklin     | 23,504          | 1,986.42                 | 1,986.42     | Annual           | 40                        | 1                              |
|          | Greene       | 18,837          | 23.36                    | 28.32        | Hourly           | 40                        | 1                              |
|          | Jefferson    | 15,267          | 18,720.00                | 36,089.73    | Annual           | 40                        | 1                              |
|          | Mitchell     | 21,602          | 16.45                    | 16.45        | Hourly           | 40                        | 1                              |
|          | Morgan       | 19,636          | 48,147.00                | 73,261.00    | Annual           | 40                        | 1                              |
|          | Oglethorpe   | 15,383          | 12.00                    | 18.00        | Hourly           | 40                        | 2                              |
|          | Pierce       | 19,522          | 16.65                    | 17.69        | Hourly           | 40                        | 1                              |
|          | Putnam       | 22,520          | 24.96                    | 24.96        | Hourly           | 40                        | 1                              |
| <b>E</b> | Bacon        | 11,036          | 11.71                    | 13.99        | Hourly           | 40                        | 1                              |

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

◆ Elections Supervisor/Coordinator

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Charlton     | 13,430          | 27,040.00                | 36,233.60    | Annual           | 40                        | 1                              |
|          | Early        | 10,037          | 39,393.07                | 39,393.07    | Annual           | 35                        | 1                              |
| <b>F</b> | Atkinson     | 8,393           | 11.00                    | 15.00        | Hourly           | 40                        | 1                              |
|          | Lincoln      | 8,031           | 29,000.00                | 36,000.00    | Annual           | 40                        | 1                              |
|          | Randolph     | 6,682           | 46,900.00                | 49,274.00    | Annual           | 40                        | 1                              |
|          | Talbot       | 6,143           | 30,301.00                | 36,000.00    | Annual           | 40                        | 1                              |
|          | Taylor       | 8,074           | 22,063.00                | 81,664.00    | Annual           | 40                        | 1                              |
|          | Terrell      | 8,523           | 14.85                    | 14.85        | Annual           | 40                        | 1                              |

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

◆ Finance Director

*Summary of Data*

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 21               | 101,111                    | 160,294       | 148,337        | 253,362        | 21                            |
| <b>B</b>         | 12               | 78,212                     | 100,785       | 113,470        | 140,105        | 14                            |
| <b>C</b>         | 20               | 68,247                     | 113,322       | 86,984         | 114,670        | 19                            |
| <b>D</b>         | 8                | 67,230                     | 92,573        | 81,376         | 108,756        | 8                             |
| <b>E</b>         | 2                | 43,586                     | 52,333        | 49,514         | 52,333         | 2                             |
| <b>F</b>         | 6                | 34,929                     | 49,920        | 51,690         | 85,987         | 6                             |
| <b>Total/Avg</b> | <b>69</b>        | <b>65,553</b>              | <b>94,871</b> | <b>88,562</b>  | <b>125,869</b> | <b>70</b>                     |

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

*Population Group Data*

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 103,829.00               | 160,922.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 111,121.00               | 166,681.00   | Annual           | 37.5                      | 1                              |
|           | Bartow            | 109,426         | 40.87                    | 61.95        | Annual           | 40                        | 1                              |
|           | Carroll           | 121,633         | 60,384.22                | 98,632.04    | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 110,548.00               | 182,405.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 121,240.00               | 121,240.00   | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 160,293.75               | 160,293.75   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 102,232.00               | 153,358.40   | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 87,613.93                | 133,314.96   | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 36.69                    | 56.87        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 142,095.00               | 220,248.00   | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 93,918.83                | 143,279.40   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 149,037.00               | 253,362.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 92,866.10                | 131,554.38   | Annual           | 40                        | 1                              |
|           | Houston           | 160,110         | 36.07                    | 57.75        | Hourly           | 40                        | 1                              |
|           | Lowndes           | 118,268         | 43.18                    | 65.05        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 105,872.00               | 168,979.20   | Annual           | 40                        | 1                              |
| Newton    | 113,295           | 77,082.00       | 115,623.00               | Annual       | 40               | 1                         |                                |
| Paulding  | 173,359           | 90,962.56       | 137,038.00               | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 90,176.50       | 104,040.00               | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 76,228.00                | 114,342.00   | Annual           | 40                        | 1                              |

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

## ◆ Finance Director

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Camden       | 55,388             | 64,400.00                      | 135,200.00      | Annual              | 40                              | 2                                    |
|          | Catoosa      | 67,996             | 100,785.00                     | 100,785.00      | Annual              | 40                              | 1                                    |
|          | Dougherty    | 86,477             | 55,217.76                      | 89,666.61       | Annual              | 40                              | 2                                    |
|          | Effingham    | 65,765             | 74,984.00                      | 100,000.00      | Annual              | 42                              | 1                                    |
|          | Floyd        | 98,604             | 73,550.10                      | 117,680.16      | Annual              | 40                              | 1                                    |
|          | Glynn        | 85,568             | 69,279.00                      | 110,846.00      | Annual              | 40                              | 1                                    |
|          | Jackson      | 76,199             | 83,826.00                      | 125,694.00      | Annual              | 40                              | 1                                    |
|          | Liberty      | 63,004             | 39.06                          | 54.70           | Hourly              | 40                              | 1                                    |
|          | Rockdale     | 90,939             | 87,565.87                      | 140,105.39      | Annual              | 40                              | 1                                    |
|          | Spalding     | 67,414             | 74,812.00                      | 115,958.00      | Annual              | 40                              | 1                                    |
|          | Walker       | 70,116             | 88,400.00                      | 88,400.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 96,875             | 83,059.68                      | 125,148.69      | Annual              | 40                              | 1                                    |
| <b>C</b> | Bryan        | 40,755             | 113,322.04                     | 113,322.04      | Annual              | 40                              | 1                                    |
|          | Butts        | 25,426             | 59,598.00                      | 83,452.00       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,542             | 49,137.00                      | 49,137.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 27,113             | 74,077.00                      | 114,670.00      | Annual              | 40                              | 1                                    |
|          | Decatur      | 26,457             | 64,000.00                      | 64,000.00       | Annual              | 40                              | 1                                    |
|          | Fannin       | 26,521             | 82,243.82                      | 82,243.82       | Annual              | 40                              | 1                                    |
|          | Gilmer       | 31,978             | 62,000.00                      | 62,000.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 92,700.00                      | 92,700.00       | Annual              | 40                              | 0                                    |
|          | Harris       | 36,080             | 73,268.36                      | 103,792.16      | Annual              | 40                              | 1                                    |
|          | Lee          | 30,234             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 34,186             | 54,181.00                      | 89,399.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 30,457             | 20.85                          | 28.85           | Annual              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 34.95                          | 48.93           | Annual              | 40                              | 1                                    |
|          | Peach        | 27,950             | 46,182.00                      | 72,945.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 99,607.04                      | 99,607.04       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 73,858.00                      | 111,944.00      | Annual              | 40                              | 1                                    |
|          | Stephens     | 26,107             | 61,039.36                      | 61,039.36       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 58,302.40                      | 106,308.80      | Annual              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 73,954.00                      | 73,954.00       | Annual              | 40                              | 1                                    |
|          | White        | 31,094             | 60,646.24                      | 96,952.13       | Annual              | 40                              | 1                                    |
| <b>D</b> | Burke        | 22,648             | 28.75                          | 43.58           | Annual              | 40                              | 1                                    |
|          | Crisp        | 22,034             | 92,573.10                      | 95,369.00       | Annual              | 40                              | 1                                    |
|          | Elbert       | 19,335             | 32.50                          | 32.50           | Hourly              | 40                              | 1                                    |
|          | Grady        | 24,491             | 66,000.00                      | 73,287.50       | Annual              | 40                              | 1                                    |
|          | Greene       | 18,837             | 24.61                          | 31.80           | Hourly              | 40                              | 1                                    |
|          | Morgan       | 19,636             | 71,473.00                      | 108,756.00      | Annual              | 40                              | 1                                    |
|          | Oglethorpe   | 15,383             | 50,000.00                      | 70,000.00       | Annual              | 40                              | 1                                    |

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

◆ Finance Director

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Pike         | 19,121          | 14.50                    | 20.00        | Hourly           | 40                        | 1                              |
|       | Putnam       | 22,520          | 38.08                    | 38.08        | Hourly           | 40                        | 1                              |
| E     | Bleckley     | 12,955          | 52,332.80                | 52,332.80    | Annual           | 40                        | 1                              |
|       | Charlton     | 13,430          | 16.75                    | 22.45        | Hourly           | 40                        | 1                              |
| F     | Atkinson     | 8,393           | 11.00                    | 20.00        | Hourly           | 40                        | 1                              |
|       | Clinch       | 6,582           | 11.81                    | 20.72        | Hourly           | 35                        | 1                              |
|       | Lincoln      | 8,031           | 45,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|       | Randolph     | 6,682           | 15.52                    | 19.45        | Hourly           | 40                        | 1                              |
|       | Talbot       | 6,143           | 38,000.00                | 44,385.00    | Annual           | 40                        | 1                              |
|       | Wilkinson    | 8,812           | 24.00                    | 41.34        | Hourly           | 40                        | 1                              |

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

## ◆ Information Systems/Technology Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 20               | 95,639                     | 142,095       | 141,331        | 220,248        | 20                            |
| <b>B</b>         | 10               | 70,327                     | 82,082        | 100,515        | 131,332        | 10                            |
| <b>C</b>         | 13               | 60,492                     | 85,518        | 84,312         | 100,421        | 14                            |
| <b>D</b>         | 2                | 61,715                     | 71,473        | 80,355         | 108,753        | 2                             |
| <b>F</b>         | 1                | 32,000                     | 32,000        | 39,000         | 39,000         | 1                             |
| <b>Total/Avg</b> | <b>46</b>        | <b>64,035</b>              | <b>82,634</b> | <b>89,103</b>  | <b>119,951</b> | <b>47</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 103,829.00               | 160,922.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 111,121.00               | 166,681.00   | Annual           | 37.5                      | 1                              |
|           | Bartow            | 109,426         | 33.54                    | 50.84        | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 110,548.00               | 182,405.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 122,677.12               | 122,677.12   | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 139,480.34               | 139,480.34   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 102,232.00               | 153,358.40   | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 87,613.93                | 133,314.96   | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 30.81                    | 47.75        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 142,095.00               | 220,248.00   | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 85,085.82                | 129,804.06   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 122,194.00               | 207,729.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 80,648.69                | 114,247.15   | Annual           | 40                        | 1                              |
|           | Houston           | 160,110         | 36.07                    | 57.75        | Hourly           | 40                        | 1                              |
|           | Lowndes           | 118,268         | 39.12                    | 58.94        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 105,872.00               | 168,979.20   | Annual           | 40                        | 1                              |
| Newton    | 113,295           | 72,145.00       | 108,218.00               | Annual       | 40               | 1                         |                                |
| Paulding  | 173,359           | 82,396.46       | 124,167.18               | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 56,718.90       | 85,077.81                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Camden            | 55,388          | 64,400.00                | 112,600.00   | Annual           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 61,799.88                | 61,799.88    | Annual           | 40                        | 1                              |
|           | Effingham         | 65,765          | 67,059.00                | 79,056.00    | Annual           | 42                        | 1                              |

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

**◆ Information Systems/Technology Director**

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Floyd        | 98,604          | 70,916.04                | 113,465.04   | Annual           | 40                        | 1                              |
|          | Glynn        | 85,568          | 80,683.00                | 129,093.00   | Annual           | 40                        | 1                              |
|          | Jackson      | 76,199          | 72,841.00                | 109,284.00   | Annual           | 40                        | 1                              |
|          | Liberty      | 63,004          | 32.28                    | 45.21        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 90,939          | 82,082.45                | 131,331.92   | Annual           | 40                        | 1                              |
|          | Spalding     | 67,414          | 59,096.00                | 91,599.00    | Annual           | 40                        | 1                              |
|          | Walker       | 70,116          | 61,100.00                | 61,100.00    | Annual           | 40                        | 1                              |
|          | Walton       | 96,875          | 75,247.97                | 113,378.53   | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan        | 40,755          | 72,114.06                | 72,114.06    | Annual           | 40                        | 1                              |
|          | Colquitt     | 45,542          | 55,432.00                | 64,614.83    | Annual           | 40                        | 1                              |
|          | Dawson       | 27,113          | 70,532.89                | 94,639.36    | Annual           | 40                        | 1                              |
|          | Habersham    | 46,047          | 85,517.54                | 88,982.38    | Annual           | 40                        | 1                              |
|          | Harris       | 36,080          | 67,239.62                | 95,251.83    | Annual           | 40                        | 1                              |
|          | Hart         | 26,406          | 26.01                    | 42.61        | Annual           | 40                        | 1                              |
|          | Lee          | 30,234          | 50,763.07                | 100,421.34   | Annual           | 40                        | 1                              |
|          | Monroe       | 28,042          | 28.88                    | 40.44        | Annual           | 40                        | 1                              |
|          | Peach        | 27,950          | 41,151.00                | 64,980.00    | Annual           | 40                        | 1                              |
|          | Polk         | 42,840          | 64,224.00                | 97,343.00    | Annual           | 40                        | 1                              |
|          | Ware         | 35,826          | 36.29                    | 36.29        | Hourly           | 40                        | 1                              |
|          | Wayne        | 30,023          | 39,993.09                | 89,913.09    | Annual           | 40                        | 2                              |
|          | White        | 31,094          | 49,775.20                | 79,573.13    | Annual           | 40                        | 1                              |
| <b>D</b> | Dade         | 16,057          | 51,957.00                | 51,957.00    | Annual           | 42                        | 1                              |
|          | Morgan       | 19,636          | 71,473.00                | 108,753.00   | Annual           | 40                        | 1                              |
| <b>F</b> | Lincoln      | 8,031           | 32,000.00                | 39,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Information Systems/Technology Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 15               | 52,581                     | 110,694       | 95,760         | 171,579        | 84                            |
| <b>B</b>         | 9                | 42,902                     | 50,968        | 57,789         | 72,694         | 22                            |
| <b>C</b>         | 9                | 39,653                     | 50,138        | 54,635         | 77,613         | 13                            |
| <b>D</b>         | 4                | 31,664                     | 36,067        | 54,812         | 80,867         | 6                             |
| <b>Total/Avg</b> | <b>37</b>        | <b>41,700</b>              | <b>61,967</b> | <b>65,749</b>  | <b>100,688</b> | <b>125</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Carroll      | 121,633         | 18.82                    | 30.73        | Hourly           | 40                        | 2                              |
|          | Chatham      | 289,463         | 83,057.00                | 137,044.00   | Annual           | 40                        | 1                              |
|          | Clayton      | 292,646         | 38,073.06                | 133,510.68   | Annual           | 40                        | 10                             |
|          | Columbia     | 160,377         | 15.25                    | 32.18        | Hourly           | 40                        | 16                             |
|          | Coweta       | 150,849         | 17.21                    | 26.67        | Hourly           | 40                        | 3                              |
|          | DeKalb       | 762,009         | 110,694.00               | 171,579.00   | Annual           | 40                        | 2                              |
|          | Douglas      | 147,988         | 55,599.36                | 122,597.46   | Annual           | 40                        | 3                              |
|          | Fayette      | 115,821         | 40,564.04                | 61,883.14    | Annual           | 40                        | 2                              |
|          | Forsyth      | 250,847         | 23.61                    | 46.96        | Hourly           | 40                        | 6                              |
|          | Gwinnett     | 942,627         | 60,740.00                | 100,221.00   | Annual           | 40                        | 20                             |
|          | Henry        | 239,139         | 21.82                    | 37.69        | Hourly           | 40                        | 8                              |
|          | Houston      | 160,110         | 24.38                    | 57.75        | Hourly           | 40                        | 4                              |
|          | Macon-Bibb   | 152,737         | 46,196.80                | 73,715.20    | Annual           | 40                        | 3                              |
|          | Newton       | 113,295         | 40,637.00                | 61,010.00    | Annual           | 40                        | 3                              |
|          | Paulding     | 173,359         | 61,283.46                | 92,325.38    | Annual           | 40                        | 1                              |
| <b>B</b> | Camden       | 55,388          | 14.09                    | 19.71        | Hourly           | 40                        | 2                              |
|          | Dougherty    | 86,477          | 50,968.32                | 50,968.32    | Annual           | 40                        | 1                              |
|          | Effingham    | 65,765          | 21.83                    | 26.83        | Hourly           | 40                        | 4                              |
|          | Floyd        | 98,604          | 18.86                    | 30.18        | Hourly           | 40                        | 4                              |
|          | Glynn        | 85,568          | 37,204.00                | 64,089.00    | Annual           | 40                        | 3                              |
|          | Jackson      | 76,199          | 46,842.00                | 65,570.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 63,004          | 21.95                    | 30.74        | Hourly           | 40                        | 4                              |
|          | Walker       | 70,116          | 43,259.00                | 43,259.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Walton       | 96,875          | 48,246.43                | 72,694.45    | Annual           | 40                        | 2                              |
|          | Bryan        | 40,755          | 46,000.24                | 46,000.24    | Annual           | 40                        | 1                              |

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

**◆ Information Systems/Technology Specialist**

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Colquitt     | 45,542          | 32,142.00                | 41,256.05    | Annual           | 40                        | 2                              |
|          | Dawson       | 27,113          | 50,138.00                | 77,613.00    | Annual           | 40                        | 2                              |
|          | Decatur      | 26,457          | 47,595.00                | 47,595.00    | Annual           | 40                        | 1                              |
|          | Habersham    | 46,047          | 17.86                    | 28.76        | Hourly           | 40                        | 2                              |
|          | Harris       | 36,080          | 17.94                    | 25.42        | Hourly           | 40                        | 1                              |
|          | Peach        | 27,950          | 36,840.00                | 58,129.00    | Annual           | 40                        | 1                              |
|          | Polk         | 42,840          | 36,171.00                | 54,823.00    | Annual           | 40                        | 1                              |
|          | White        | 31,094          | 16.12                    | 25.77        | Hourly           | 40                        | 2                              |
| <b>D</b> | Burke        | 22,648          | 16.34                    | 33.66        | Hourly           | 40                        | 2                              |
|          | Crisp        | 22,034          | 17.34                    | 17.86        | Hourly           | 40                        | 1                              |
|          | Jefferson    | 15,267          | 10.00                    | 15.01        | Hourly           | 40                        | 1                              |
|          | Morgan       | 19,636          | 35,800.00                | 80,867.00    | Annual           | 40                        | 2                              |

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

## ◆ Juvenile Court Judge

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 20               | 125,305                    | 175,387        | 135,953        | 180,247        | 33                            |
| <b>B</b>         | 7                | 113,174                    | 139,094        | 113,174        | 139,094        | 7                             |
| <b>C</b>         | 7                | 90,708                     | 112,960        | 97,528         | 119,492        | 8                             |
| <b>D</b>         | 1                | 55,000                     | 55,000         | 59,953         | 59,953         | 1                             |
| <b>Total/Avg</b> | <b>35</b>        | <b>96,047</b>              | <b>120,610</b> | <b>101,652</b> | <b>124,696</b> | <b>49</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 1.00                     | 100,000.00   | Annual           | 40                        | 1                              |
|          | Carroll           | 121,633         | 114,007.92               | 114,007.92   | Annual           | 40                        | 1                              |
|          | Chatham           | 289,463         | 175,387.00               | 180,247.00   | Annual           | 40                        | 3                              |
|          | Cherokee          | 265,274         | 155,500.00               | 155,500.00   | Annual           | 40                        | 2                              |
|          | Clayton           | 292,646         | 169,850.79               | 169,850.79   | Annual           | 40                        | 3                              |
|          | Columbia          | 160,377         | 50,000.00                | 132,000.00   | Annual           | 40                        | 5                              |
|          | Columbus/Muscogee | 196,442         | 130,247.78               | 130,247.78   | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 76.92                    | 76.92        | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 168,751.17               | 168,751.17   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 144,369.00               | 144,369.00   | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 105,000.00               | 125,000.00   | Annual           | 40                        | 2                              |
|          | Forsyth           | 250,847         | 68.04                    | 68.04        | Hourly           | 40                        | 2                              |
|          | Gwinnett          | 942,627         | 163,314.00               | 163,314.00   | Annual           | 40                        | 3                              |
|          | Henry             | 239,139         | 149,275.14               | 149,275.14   | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 154,020.21               | 154,020.21   | Annual           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 32.81                    | 32.81        | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 115,960.00               | 124,134.40   | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 120,116.00               | 120,116.00   | Annual           | 40                        | 1                              |
|          | Paulding          | 173,359         | 118,468.00               | 118,468.00   | Annual           | 40                        | 1                              |
|          | Whitfield         | 103,837         | 100,000.00               | 100,000.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Camden            | 55,388          | 123,597.00               | 123,597.00   | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 60,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 126,980.00               | 126,980.00   | Annual           | 40                        | 1                              |
|          | Glynn             | 85,568          | 112,209.12               | 112,209.12   | Annual           | 40                        | 1                              |
|          | Rockdale          | 90,939          | 139,093.76               | 139,093.76   | Annual           | 40                        | 1                              |

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

**◆ Juvenile Court Judge**

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Spalding     | 67,414          | 90,000.00                | 90,000.00    | Annual           | 40                        | 2                              |
|          | Walker       | 70,116          | 109,620.00               | 109,620.00   | Annual           | 40                        | 1                              |
|          | Walton       | 96,875          | 120,716.62               | 120,716.62   | Annual           | 40                        | 1                              |
| <b>C</b> | Habersham    | 46,047          | 100,000.08               | 119,491.56   | Annual           | 40                        | 1                              |
|          | Madison      | 30,457          | 100,000.00               | 100,000.00   | Annual           | 40                        | 1                              |
|          | Pickens      | 33,127          | 84,754.69                | 113,006.25   | Annual           | 40                        | 2                              |
|          | Polk         | 42,840          | 112,960.00               | 112,960.00   | Annual           | 40                        | 1                              |
|          | Sumter       | 29,282          | 105,991.00               | 105,991.00   | Annual           | 40                        | 1                              |
|          | Ware         | 35,826          | 31,250.00                | 31,250.00    | Annual           | 40                        | 1                              |
|          | White        | 31,094          | 100,000.00               | 100,000.00   | Annual           | 40                        | 1                              |
| <b>D</b> | Appling      | 18,325          | 55,000.00                | 59,953.00    | Annual           | 40                        | 1                              |

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

## ◆ Keep Georgia Beautiful (KGB) Executive Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 7                | 62,639                     | 102,958       | 93,668         | 127,399       | 6                             |
| <b>B</b>         | 2                | 50,804                     | 55,951        | 74,121         | 84,303        | 2                             |
| <b>C</b>         | 1                | 27,040                     | 27,040        | 32,136         | 32,136        | 1                             |
| <b>Total/Avg</b> | <b>10</b>        | <b>46,827</b>              | <b>61,983</b> | <b>66,642</b>  | <b>81,279</b> | <b>9</b>                      |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Columbus/Muscogee | 196,442         | 52,164.13                | 79,373.91    | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 68,055.00                | 105,483.00   | Annual           | 40                        | 0                              |
|          | Douglas           | 147,988         | 102,958.00               | 102,958.00   | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 28.46                    | 46.96        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 74,941.00                | 127,399.00   | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 43,759.00                | 65,638.00    | Annual           | 40                        | 1                              |
|          | Paulding          | 173,359         | 17.98                    | 37.09        | Hourly           | 40                        | 1                              |
| <b>B</b> | Liberty           | 63,004          | 21.95                    | 30.74        | Hourly           | 40                        | 1                              |
|          | Walton            | 96,875          | 55,951.07                | 84,303.28    | Annual           | 40                        | 1                              |
| <b>C</b> | Madison           | 30,457          | 13.00                    | 15.45        | Annual           | 40                        | 1                              |

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

## ◆ Librarian

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 49,973                     | 65,915        | 78,404         | 100,860       | 54                            |
| <b>B</b>         | 4                | 59,724                     | 94,323        | 63,774         | 94,323        | 5                             |
| <b>C</b>         | 3                | 27,392                     | 31,363        | 48,605         | 60,029        | 10                            |
| <b>D</b>         | 2                | 23,899                     | 25,792        | 44,512         | 47,278        | 8                             |
| <b>F</b>         | 1                | 36,000                     | 36,000        | 36,000         | 36,000        | 1                             |
| <b>Total/Avg</b> | <b>19</b>        | <b>39,398</b>              | <b>50,679</b> | <b>54,259</b>  | <b>67,698</b> | <b>78</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 38,866.00                | 81,281.00    | Annual           | 37.5                      | 15                             |
|          | Clayton           | 292,646         | 52,588.23                | 81,229.68    | Annual           | 40                        | 8                              |
|          | Columbia          | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 65,000.00                | 65,000.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 19.33                    | 29.96        | Hourly           | 40                        | 2                              |
|          | DeKalb            | 762,009         | 46,464.00                | 72,024.00    | Annual           | 40                        | 15                             |
|          | Douglas           | 147,988         | 45,743.00                | 100,860.00   | Annual           | 40                        | 2                              |
|          | Fayette           | 115,821         | 49,423.35                | 75,398.59    | Annual           | 40                        | 6                              |
|          | Paulding          | 173,359         | 21.90                    | 33.00        | Hourly           | 40                        | 4                              |
| <b>B</b> | Camden            | 55,388          | 15.53                    | 23.32        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 73,028.00                | 73,028.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 39,241.28                | 39,241.28    | Annual           | 40                        | 2                              |
|          | Glynn             | 85,568          | 94,323.00                | 94,323.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Butts             | 25,426          | 31,363.00                | 43,915.00    | Annual           | 40                        | 1                              |
|          | Monroe            | 28,042          | 11.84                    | 28.86        | Hourly           | 40                        | 4                              |
|          | White             | 31,094          | 12.59                    | 20.13        | Hourly           | 40                        | 5                              |
| <b>D</b> | Brantley          | 19,202          | 10.58                    | 20.07        | Hourly           | 40                        | 3                              |
|          | Burke             | 22,648          | 12.40                    | 22.73        | Hourly           | 40                        | 5                              |
|          | Pike              | 19,121          | 14.00                    | 20.00        | Hourly           | 40                        | 1                              |
| <b>F</b> | Lincoln           | 8,031           | 36,000.00                | 36,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Magistrate Court Chief Judge (Appointed)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 10               | 115,818                    | 163,314       | 131,104        | 163,314       | 10                            |
| <b>B</b>         | 4                | 94,198                     | 119,926       | 94,198         | 119,926       | 4                             |
| <b>C</b>         | 5                | 44,899                     | 65,284        | 58,148         | 65,284        | 5                             |
| <b>D</b>         | 5                | 52,618                     | 61,828        | 63,018         | 75,000        | 5                             |
| <b>F</b>         | 1                | 40,968                     | 40,968        | 62,000         | 62,000        | 1                             |
| <b>Total/Avg</b> | <b>25</b>        | <b>69,700</b>              | <b>90,264</b> | <b>81,694</b>  | <b>97,105</b> | <b>25</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 1.00                     | 110,092.00   | Annual           | 40                        | 1                              |
|          | Cherokee          | 265,274         | 155,511.00               | 155,511.00   | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 140,656.44               | 140,656.44   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 115,334.64               | 115,334.64   | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 159,376.10               | 159,376.10   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 96,801.00                | 96,801.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 163,314.00               | 163,314.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 157,568.21               | 157,568.21   | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 75,233.60                | 120,078.40   | Annual           | 40                        | 1                              |
|          | Whitfield         | 103,837         | 92,305.00                | 92,305.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Catoosa           | 67,996          | 86,074.00                | 86,074.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 119,925.82               | 119,925.82   | Annual           | 40                        | 1                              |
|          | Effingham         | 65,765          | 71,739.00                | 71,740.00    | Annual           | 42                        | 1                              |
|          | Walker            | 70,116          | 99,054.00                | 99,054.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan             | 40,755          | 65,283.66                | 65,283.66    | Annual           | 40                        | 1                              |
|          | Lumpkin           | 34,186          | 56,219.47                | 56,219.47    | Annual           | 40                        | 1                              |
|          | Madison           | 30,457          | 20.00                    | 27.81        | Hourly           | 40                        | 1                              |
|          | Pickens           | 33,127          | 890.24                   | 50,890.24    | Annual           | 40                        | 1                              |
|          | Toombs            | 26,973          | 60,500.00                | 60,500.00    | Annual           | 37.5                      | 1                              |
| <b>D</b> | Appling           | 18,325          | 51,000.00                | 54,500.00    | Annual           | 40                        | 1                              |
|          | Ben Hill          | 16,614          | 61,827.93                | 61,827.93    | Annual           | 40                        | 1                              |
|          | Berrien           | 19,408          | 40,000.00                | 70,000.00    | Annual           | 40                        | 1                              |
|          | Lamar             | 19,261          | 53,763.45                | 53,763.45    | Annual           | 40                        | 1                              |

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

◆ Magistrate Court Chief Judge (Appointed)

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Pike         | 19,121          | 50,000.00                | 80,000.00    | Annual           | 40                        | 1                              |
|       | Washington   | 20,150          | 56,500.00                | 75,000.00    | Annual           | 35                        | 1                              |
| F     | Jenkins      | 8,746           | 40,967.92                | 62,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Magistrate Court Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 46,919                     | 131,776       | 71,124         | 149,165       | 67                            |
| <b>B</b>         | 11               | 30,670                     | 50,749        | 45,077         | 81,199        | 36                            |
| <b>C</b>         | 21               | 27,818                     | 38,792        | 43,051         | 59,717        | 48                            |
| <b>D</b>         | 22               | 28,962                     | 64,792        | 38,661         | 64,792        | 41                            |
| <b>E</b>         | 4                | 27,976                     | 39,417        | 33,353         | 39,417        | 5                             |
| <b>F</b>         | 6                | 25,314                     | 31,200        | 34,878         | 52,894        | 6                             |
| <b>Total/Avg</b> | <b>84</b>        | <b>31,276</b>              | <b>59,454</b> | <b>44,357</b>  | <b>74,531</b> | <b>203</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 32,194.00                | 41,045.00    | Annual           | 40                        | 4                              |
|          | Augusta/Richmond  | 202,079         | 68,269.00                | 102,403.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 3                              |
|          | Carroll           | 121,633         | 12.17                    | 27.79        | Hourly           | 40                        | 5                              |
|          | Chatham           | 289,463         | 79,102.00                | 130,518.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 30,824.94                | 49,421.22    | Annual           | 40                        | 20                             |
|          | Columbia          | 160,377         | 49,192.00                | 73,798.40    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 36,017.54                | 54,804.94    | Annual           | 40                        | 3                              |
|          | Coweta            | 150,849         | 24.40                    | 37.82        | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 131,775.59               | 131,775.59   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 29,487.00                | 58,974.00    | Annual           | 40                        | 5                              |
|          | Fayette           | 115,821         | 30,161.63                | 53,361.64    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 87,744.00                | 149,165.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 24.14                    | 35.25        | Hourly           | 40                        | 1                              |
|          | Houston           | 160,110         | 15.81                    | 25.37        | Hourly           | 40                        | 7                              |
|          | Lowndes           | 118,268         | 21.63                    | 32.59        | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 16.57                    | 26.45        | Hourly           | 40                        | 2                              |
| <b>B</b> | Newton            | 113,295         | 14.81                    | 23.99        | Hourly           | 40                        | 5                              |
|          | Paulding          | 173,359         | 14.76                    | 22.24        | Hourly           | 40                        | 3                              |
|          | Whitfield         | 103,837         | 33,340.00                | 50,010.00    | Annual           | 40                        | 1                              |
|          | Bulloch           | 80,839          | 13.25                    | 21.69        | Hourly           | 40                        | 6                              |
|          | Camden            | 55,388          | 11.29                    | 14.08        | Hourly           | 40                        | 3                              |

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

◆ Magistrate Court Clerk

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Catoosa      | 67,996          | 12.36                    | 19.96        | Hourly           | 40                        | 4                              |
|          | Dougherty    | 86,477          | 26,765.44                | 31,699.20    | Annual           | 40                        | 5                              |
|          | Effingham    | 65,765          | 13.23                    | 15.96        | Hourly           | 40                        | 3                              |
|          | Glynn        | 85,568          | 28,651.00                | 45,842.00    | Annual           | 40                        | 1                              |
|          | Jackson      | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 1                              |
|          | Liberty      | 63,004          | 14.89                    | 27.89        | Hourly           | 40                        | 4                              |
|          | Rockdale     | 90,939          | 50,749.06                | 81,198.50    | Annual           | 40                        | 1                              |
|          | Spalding     | 67,414          | 12.98                    | 23.22        | Hourly           | 40                        | 4                              |
|          | Walker       | 70,116          | 15.00                    | 15.00        | Hourly           | 40                        | 1                              |
|          | Walton       | 96,875          | 30,933.97                | 51,447.84    | Annual           | 40                        | 7                              |
| <b>C</b> | Butts        | 25,426          | 14.97                    | 26.89        | Hourly           | 40                        | 1                              |
|          | Colquitt     | 45,542          | 22,107.00                | 26,145.00    | Annual           | 40                        | 2                              |
|          | Dawson       | 27,113          | 14.09                    | 24.05        | Hourly           | 40                        | 2                              |
|          | Decatur      | 26,457          | 12.00                    | 16.59        | Hourly           | 40                        | 3                              |
|          | Fannin       | 26,521          | 33,542.49                | 37,870.56    | Annual           | 40                        | 2                              |
|          | Gilmer       | 31,978          | 38,792.00                | 38,792.00    | Annual           | 40                        | 1                              |
|          | Harris       | 36,080          | 15.09                    | 28.60        | Hourly           | 40                        | 2                              |
|          | Hart         | 26,406          | 13.86                    | 22.69        | Hourly           | 40                        | 2                              |
|          | Lee          | 30,234          | 11.18                    | 17.33        | Hourly           | 40                        | 2                              |
|          | Lumpkin      | 34,186          | 14.41                    | 23.05        | Hourly           | 40                        | 1                              |
|          | Madison      | 30,457          | 12.50                    | 15.76        | Hourly           | 40                        | 2                              |
|          | Monroe       | 28,042          | 14.00                    | 21.62        | Hourly           | 40                        | 2                              |
|          | Peach        | 27,950          | 25,338.00                | 55,911.00    | Annual           | 40                        | 3                              |
|          | Pickens      | 33,127          | 35,000.00                | 37,459.24    | Annual           | 40                        | 3                              |
|          | Polk         | 42,840          | 27,682.00                | 54,823.00    | Annual           | 40                        | 3                              |
|          | Sumter       | 29,282          | 11.07                    | 28.71        | Hourly           | 40                        | 3                              |
|          | Thomas       | 44,372          | 27,602.00                | 27,602.00    | Annual           | 40                        | 5                              |
|          | Toombs       | 26,973          | 12.00                    | 14.00        | Hourly           | 37.5                      | 2                              |
|          | Ware         | 35,826          | 10.48                    | 14.76        | Hourly           | 40                        | 4                              |
|          | Wayne        | 30,023          | 24,406.63                | 54,871.37    | Annual           | 40                        | 2                              |
|          | White        | 31,094          | 13.23                    | 21.15        | Hourly           | 40                        | 1                              |
| <b>D</b> | Appling      | 18,325          | 10.84                    | 14.94        | Hourly           | 40                        | 3                              |
|          | Ben Hill     | 16,614          | 14.68                    | 14.68        | Hourly           | 40                        | 1                              |
|          | Berrien      | 19,408          | 10.00                    | 15.00        | Hourly           | 40                        | 1                              |
|          | Brantley     | 19,202          | 11.07                    | 18.28        | Hourly           | 40                        | 2                              |
|          | Burke        | 22,648          | 14.37                    | 24.77        | Hourly           | 40                        | 3                              |
|          | Chattooga    | 24,843          | 33,340.00                | 39,678.00    | Annual           | 40                        | 2                              |
|          | Crisp        | 22,034          | 14.75                    | 16.92        | Hourly           | 40                        | 2                              |
|          | Dade         | 16,057          | 18.29                    | 18.29        | Hourly           | 40                        | 2                              |

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

## ◆ Magistrate Court Clerk

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Dodge        | 20,452             | 14.00                          | 14.14           | Hourly              | 40                              | 2                                    |
|          | Elbert       | 19,335             | 31.15                          | 31.15           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 23,504             | 17.51                          | 17.51           | Hourly              | 40                              | 1                                    |
|          | Grady        | 24,491             | 14.95                          | 16.90           | Hourly              | 40                              | 2                                    |
|          | Greene       | 18,837             | 13.61                          | 24.92           | Hourly              | 40                              | 2                                    |
|          | Jefferson    | 15,267             | 11.00                          | 17.18           | Hourly              | 40                              | 2                                    |
|          | Lamar        | 19,261             | 13.33                          | 20.29           | Hourly              | 40                              | 1                                    |
|          | Mitchell     | 21,602             | 10.94                          | 11.28           | Hourly              | 40                              | 2                                    |
|          | Morgan       | 19,636             | 29,383.00                      | 60,129.00       | Annual              | 40                              | 3                                    |
|          | Oglethorpe   | 15,383             | 10.00                          | 19.00           | Hourly              | 40                              | 2                                    |
|          | Pierce       | 19,522             | 10.75                          | 15.00           | Hourly              | 40                              | 2                                    |
|          | Putnam       | 22,520             | 14.09                          | 17.50           | Hourly              | 40                              | 2                                    |
|          | Telfair      | 15,781             | 10.34                          | 15.68           | Hourly              | 40                              | 1                                    |
|          | Washington   | 20,150             | 12.00                          | 20.00           | Hourly              | 35                              | 2                                    |
| <b>E</b> | Bacon        | 11,036             | 12.74                          | 14.77           | Hourly              | 40                              | 2                                    |
|          | Bleckley     | 12,955             | 39,417.20                      | 39,417.20       | Annual              | 40                              | 1                                    |
|          | Candler      | 10,985             | 11.36                          | 16.01           | Hourly              | 40                              | 1                                    |
|          | Charlton     | 13,430             | 10.75                          | 14.41           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Irwin        | 9,387              | 11.00                          | 14.42           | Hourly              | 40                              | 1                                    |
|          | Lincoln      | 8,031              | 12.50                          | 14.50           | Hourly              | 40                              | 1                                    |
|          | Schley       | 5,196              | 15.00                          | 20.00           | Hourly              | 40                              | 1                                    |
|          | Terrell      | 8,523              | 11.26                          | 11.26           | Hourly              | 40                              | 1                                    |
|          | Wilkes       | 9,694              | 8.50                           | 15.00           | Hourly              | 40                              | 1                                    |
|          | Wilkinson    | 8,812              | 14.76                          | 25.43           | Hourly              | 40                              | 1                                    |

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

## ◆ Magistrate Court Judge

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 94,838                     | 181,678       | 106,780        | 181,678       | 33                            |
| <b>B</b>         | 8                | 73,043                     | 119,925       | 74,418         | 119,925       | 10                            |
| <b>C</b>         | 10               | 58,289                     | 78,676        | 59,029         | 83,738        | 12                            |
| <b>D</b>         | 4                | 55,414                     | 67,392        | 56,063         | 69,986        | 4                             |
| <b>E</b>         | 1                | 32,500                     | 32,500        | 32,500         | 32,500        | 1                             |
| <b>F</b>         | 2                | 36,490                     | 53,487        | 44,359         | 54,557        | 2                             |
| <b>Total/Avg</b> | <b>42</b>        | <b>58,429</b>              | <b>88,943</b> | <b>62,191</b>  | <b>90,397</b> | <b>62</b>                     |

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

### Population Group Data

| Group     | Jurisdiction  | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|---------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke | 127,795         | 1.00                     | 83,707.00    | Annual           | 40                        | 2                              |
|           | Bartow        | 109,426         | 46.33                    | 46.33        | Annual           | 40                        | 1                              |
|           | Chatham       | 289,463         | 181,678.00               | 181,678.00   | Annual           | 40                        | 1                              |
|           | Clayton       | 292,646         | 96,407.24                | 101,618.45   | Annual           | 40                        | 3                              |
|           | Columbia      | 160,377         | 25.75                    | 32.18        | Hourly           | 30                        | 5                              |
|           | Coweta        | 150,849         | 76.92                    | 76.92        | Annual           | 40                        | 1                              |
|           | DeKalb        | 762,009         | 126,563.38               | 126,563.38   | Annual           | 40                        | 2                              |
|           | Douglas       | 147,988         | 147,446.00               | 147,446.00   | Annual           | 40                        | 1                              |
|           | Forsyth       | 250,847         | 27.75                    | 27.75        | Hourly           | 40                        | 1                              |
|           | Gwinnett      | 942,627         | 145,168.00               | 145,168.00   | Annual           | 40                        | 6                              |
|           | Henry         | 239,139         | 92,337.32                | 92,337.32    | Annual           | 40                        | 2                              |
|           | Houston       | 160,110         | 37.51                    | 60.06        | Hourly           | 40                        | 1                              |
|           | Lowndes       | 118,268         | 47.66                    | 47.66        | Annual           | 40                        | 1                              |
|           | Macon-Bibb    | 152,737         | 65,000.00                | 103,729.60   | Annual           | 40                        | 1                              |
|           | Newton        | 113,295         | 112,875.00               | 112,875.00   | Annual           | 40                        | 1                              |
|           | Paulding      | 173,359         | 57,741.00                | 57,741.00    | Annual           | 40                        | 1                              |
| Whitfield | 103,837       | 53,542.00       | 74,053.66                | Annual       | 40               | 3                         |                                |
| <b>B</b>  | Camden        | 55,388          | 82,501.55                | 82,501.55    | Annual           | 40                        | 1                              |
|           | Catoosa       | 67,996          | 55,942.00                | 63,973.00    | Annual           | 40                        | 3                              |
|           | Dougherty     | 86,477          | 119,925.00               | 119,925.00   | Annual           | 40                        | 1                              |
|           | Effingham     | 65,765          | 55,120.00                | 58,094.00    | Annual           | 42                        | 1                              |
|           | Jackson       | 76,199          | 53,542.00                | 53,542.00    | Annual           | 40                        | 1                              |

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

## ◆ Magistrate Court Judge

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Liberty      | 63,004             | 33.46                          | 33.46           | Hourly              | 40                              | 1                                    |
|          | Spalding     | 67,414             | 51,463.00                      | 59,036.00       | Annual              | 40                              | 3                                    |
|          | Walker       | 70,116             | 59,157.00                      | 59,157.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 96,875             | 88,556.26                      | 88,556.26       | Annual              | 40                              | 1                                    |
| <b>C</b> | Butts        | 25,426             | 54,433.78                      | 54,433.78       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,542             | 78,675.80                      | 83,738.43       | Annual              | 40                              | 2                                    |
|          | Fannin       | 26,521             | 62,498.09                      | 62,498.09       | Annual              | 40                              | 1                                    |
|          | Gilmer       | 31,978             | 66,620.58                      | 66,620.58       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 56,219.47                      | 58,552.13       | Annual              | 40                              | 1                                    |
|          | Hart         | 26,406             | 65,454.22                      | 65,454.22       | Annual              | 40                              | 1                                    |
|          | Lee          | 30,234             | 58,896.72                      | 58,896.72       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 61,574.00                      | 61,574.00       | Annual              | 40                              | 1                                    |
|          | Stephens     | 26,107             | 22,299.08                      | 22,299.08       | Annual              | 40                              | 2                                    |
|          | Ware         | 35,826             | 56,219.00                      | 56,219.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,325             | 59,140.00                      | 59,140.00       | Annual              | 40                              | 1                                    |
|          | Crisp        | 22,034             | 67,392.00                      | 69,986.29       | Annual              | 40                              | 1                                    |
|          | Grady        | 24,491             | 57,601.97                      | 57,601.97       | Annual              | 40                              | 1                                    |
|          | Mitchell     | 21,602             | 18.04                          | 18.04           | Hourly              | 40                              | 1                                    |
|          | Pike         | 19,121             | 40,000.00                      | 55,000.00       | Annual              | 40                              | 1                                    |
| <b>E</b> | Candler      | 10,985             | 32,500.00                      | 32,500.00       | Annual              | 40                              | 1                                    |
| <b>F</b> | Clinch       | 6,582              | 10.71                          | 18.77           | Hourly              | 35                              | 1                                    |
|          | Irwin        | 9,387              | 53,487.45                      | 54,557.25       | Annual              | 40                              | 1                                    |

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

## ◆ Mapper/Cartographer

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 13               | 39,301                     | 47,227        | 72,653         | 97,677        | 44                            |
| <b>B</b>         | 6                | 39,859                     | 47,151        | 60,488         | 73,213        | 16                            |
| <b>C</b>         | 11               | 34,653                     | 52,636        | 51,058         | 66,498        | 17                            |
| <b>D</b>         | 1                | 32,432                     | 32,432        | 49,350         | 49,350        | 1                             |
| <b>Total/Avg</b> | <b>31</b>        | <b>36,561</b>              | <b>44,862</b> | <b>58,387</b>  | <b>71,684</b> | <b>78</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 202,079         | 38,866.00                | 81,281.00    | Annual           | 37.5                      | 9                              |
|          | Bartow           | 109,426         | 21.51                    | 32.60        | Hourly           | 40                        | 2                              |
|          | Carroll          | 121,633         | 15.52                    | 37.76        | Hourly           | 40                        | 3                              |
|          | Chatham          | 289,463         | 35,696.00                | 57,114.00    | Annual           | 40                        | 2                              |
|          | Clayton          | 292,646         | 34,045.72                | 85,367.95    | Annual           | 40                        | 3                              |
|          | Columbia         | 160,377         | 17.65                    | 22.06        | Hourly           | 40                        | 2                              |
|          | Douglas          | 147,988         | 41,490.00                | 87,128.00    | Annual           | 40                        | 2                              |
|          | Forsyth          | 250,847         | 20.04                    | 46.96        | Hourly           | 40                        | 9                              |
|          | Gwinnett         | 942,627         | 47,227.00                | 77,925.00    | Annual           | 40                        | 4                              |
|          | Henry            | 239,139         | 20.47                    | 37.69        | Hourly           | 40                        | 2                              |
|          | Houston          | 160,110         | 17.82                    | 33.33        | Hourly           | 40                        | 2                              |
|          | Paulding         | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 3                              |
|          | Whitfield        | 103,837         | 41,133.21                | 61,698.76    | Annual           | 40                        | 1                              |
|          | <b>B</b>         | Bulloch         | 80,839                   | 47,151.00    | 70,726.00        | Annual                    | 40                             |
| Glynn    |                  | 85,568          | 37,204.00                | 73,213.00    | Annual           | 40                        | 4                              |
| Jackson  |                  | 76,199          | 20.23                    | 28.30        | Hourly           | 40                        | 2                              |
| Liberty  |                  | 63,004          | 18.09                    | 30.74        | Hourly           | 40                        | 2                              |
| Walker   |                  | 70,116          | 33,500.00                | 33,500.00    | Annual           | 40                        | 4                              |
| Walton   |                  | 96,875          | 41,602.75                | 62,684.20    | Annual           | 40                        | 3                              |
| <b>C</b> | Bryan            | 40,755          | 17.72                    | 27.83        | Hourly           | 40                        | 2                              |
|          | Colquitt         | 45,542          | 27,085.00                | 38,044.00    | Annual           | 40                        | 2                              |
|          | Fannin           | 26,521          | 52,636.08                | 52,636.08    | Annual           | 40                        | 1                              |
|          | Habersham        | 46,047          | 20.69                    | 28.76        | Hourly           | 40                        | 2                              |
|          | Lumpkin          | 34,186          | 14.41                    | 31.97        | Hourly           | 40                        | 2                              |
|          | Monroe           | 28,042          | 20.61                    | 28.86        | Hourly           | 40                        | 1                              |

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

## ◆ Mapper/Cartographer

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Polk         | 42,840             | 30,519.00                      | 46,257.00       | Annual              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 28,330.00                      | 28,330.00       | Annual              | 40                              | 3                                    |
|          | Toombs       | 26,973             | 18.00                          | 18.00           | Hourly              | 37.5                            | 1                                    |
|          | Wayne        | 30,023             | 24,406.63                      | 54,871.37       | Annual              | 40                              | 0                                    |
|          | White        | 31,094             | 14.60                          | 29.89           | Hourly              | 40                              | 2                                    |
| <b>D</b> | Morgan       | 19,636             | 32,432.00                      | 49,350.00       | Annual              | 40                              | 1                                    |

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

## ◆ Marketing Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 7                | 59,622                     | 103,327       | 83,696         | 103,327       | 14                            |
| <b>B</b>         | 4                | 48,106                     | 58,112        | 65,824         | 73,700        | 4                             |
| <b>C</b>         | 1                | 51,782                     | 51,782        | 51,782         | 51,782        | 1                             |
| <b>D</b>         | 1                | 44,075                     | 44,075        | 60,715         | 60,715        | 1                             |
| <b>F</b>         | 1                | 25,000                     | 25,000        | 37,000         | 37,000        | 1                             |
| <b>Total/Avg</b> | <b>14</b>        | <b>45,717</b>              | <b>56,459</b> | <b>59,803</b>  | <b>65,305</b> | <b>21</b>                     |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Chatham      | 289,463         | 53,661.00                | 88,541.00    | Annual           | 40                        | 1                              |
|          | Columbia     | 160,377         | 59,779.20                | 89,668.80    | Annual           | 40                        | 1                              |
|          | Coweta       | 150,849         | 21.72                    | 33.66        | Annual           | 40                        | 1                              |
|          | DeKalb       | 762,009         | 50,784.00                | 78,174.00    | Annual           | 40                        | 2                              |
|          | Douglas      | 147,988         | 103,327.00               | 103,327.00   | Annual           | 40                        | 1                              |
|          | Gwinnett     | 942,627         | 20.88                    | 33.40        | Hourly           | 40                        | 8                              |
|          | Henry        | 239,139         | 29.42                    | 41.67        | Hourly           | 40                        | 0                              |
| <b>B</b> | Bulloch      | 80,839          | 47,151.00                | 70,726.00    | Annual           | 40                        | 1                              |
|          | Camden       | 55,388          | 49,200.00                | 73,700.00    | Annual           | 40                        | 1                              |
|          | Dougherty    | 86,477          | 58,111.54                | 58,111.54    | Annual           | 40                        | 1                              |
|          | Rockdale     | 90,939          | 18.25                    | 29.21        | Hourly           | 40                        | 1                              |
| <b>C</b> | Habersham    | 46,047          | 51,781.81                | 51,781.81    | Annual           | 40                        | 1                              |
| <b>D</b> | Greene       | 18,837          | 21.19                    | 29.19        | Hourly           | 40                        | 1                              |
| <b>F</b> | Wilkes       | 9,694           | 25,000.00                | 37,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Network Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 57,319                     | 67,038        | 91,224         | 135,166       | 50                            |
| <b>B</b>         | 9                | 51,874                     | 57,953        | 75,120         | 91,460        | 15                            |
| <b>C</b>         | 2                | 42,250                     | 50,138        | 65,431         | 77,613        | 3                             |
| <b>D</b>         | 1                | 46,197                     | 46,197        | 70,013         | 70,013        | 1                             |
| <b>Total/Avg</b> | <b>28</b>        | <b>49,410</b>              | <b>55,332</b> | <b>75,447</b>  | <b>93,563</b> | <b>69</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 66,929.00                | 103,732.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 51,371.00                | 81,281.00    | Annual           | 37.5                      | 1                              |
|          | Chatham           | 289,463         | 53,661.00                | 88,541.00    | Annual           | 40                        | 3                              |
|          | Clayton           | 292,646         | 52,588.23                | 81,229.68    | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 54,225.60                | 81,348.80    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 59,018.94                | 89,804.28    | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 54,237.00                | 84,069.00    | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 61,299.00                | 135,166.00   | Annual           | 40                        | 2                              |
|          | Fayette           | 115,821         | 63,266.06                | 96,516.58    | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 30.53                    | 50.37        | Hourly           | 40                        | 10                             |
|          | Gwinnett          | 942,627         | 60,740.00                | 70,610.00    | Annual           | 40                        | 20                             |
|          | Henry             | 239,139         | 32.23                    | 45.66        | Hourly           | 40                        | 2                              |
|          | Houston           | 160,110         | 17.82                    | 39.98        | Hourly           | 40                        | 3                              |
|          | Lowndes           | 118,268         | 29.09                    | 43.82        | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 56,139.20                | 89,606.40    | Annual           | 40                        | 1                              |
| Paulding | 173,359           | 55,507.71       | 83,629.00                | Annual       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 55,388          | 49,200.00                | 73,700.00    | Annual           | 40                        | 2                              |
|          | Dougherty         | 86,477          | 45,777.40                | 45,777.40    | Annual           | 40                        | 1                              |
|          | Effingham         | 65,765          | 57,952.80                | 81,133.92    | Annual           | 42                        | 2                              |
|          | Floyd             | 98,604          | 21.53                    | 34.44        | Annual           | 40                        | 1                              |
|          | Glynn             | 85,568          | 57,162.00                | 91,460.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 55,058.67                | 77,095.83    | Annual           | 40                        | 4                              |
|          | Liberty           | 63,004          | 26.68                    | 37.36        | Hourly           | 40                        | 1                              |
|          | Rockdale          | 90,939          | 50,749.06                | 81,198.50    | Annual           | 40                        | 1                              |
|          | Walton            | 96,875          | 50,688.91                | 76,374.61    | Annual           | 40                        | 2                              |

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

**◆ Network Administrator**

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| C     | Dawson       | 27,113          | 50,138.00                | 77,613.00    | Annual           | 40                        | 2                              |
|       | Lee          | 30,234          | 16.52                    | 25.60        | Hourly           | 40                        | 1                              |
| D     | Burke        | 22,648          | 22.21                    | 33.66        | Hourly           | 40                        | 1                              |

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

## ◆ Payroll/Insurance Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 37,087                     | 46,134        | 60,196         | 82,992        | 45                            |
| <b>B</b>         | 7                | 36,191                     | 42,224        | 48,498         | 58,862        | 9                             |
| <b>C</b>         | 9                | 33,780                     | 42,326        | 44,506         | 77,532        | 9                             |
| <b>D</b>         | 6                | 38,449                     | 52,000        | 43,205         | 66,144        | 6                             |
| <b>F</b>         | 1                | 22,880                     | 22,880        | 29,640         | 29,640        | 1                             |
| <b>Total/Avg</b> | <b>39</b>        | <b>33,677</b>              | <b>41,113</b> | <b>45,209</b>  | <b>63,034</b> | <b>70</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 41,089.00                | 63,650.00    | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 32,389.00                | 48,583.00    | Annual           | 37.5                      | 1                              |
|           | Carroll           | 121,633         | 15.52                    | 25.33        | Hourly           | 40                        | 1                              |
|           | Clayton           | 292,646         | 34,471.29                | 60,288.43    | Annual           | 40                        | 5                              |
|           | Columbia          | 160,377         | 18.53                    | 27.80        | Hourly           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 32,630.11                | 49,650.58    | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 20.49                    | 31.75        | Hourly           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 36,102.00                | 55,962.00    | Annual           | 40                        | 21                             |
|           | Douglas           | 147,988         | 30,961.00                | 61,922.00    | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 22.18                    | 37.78        | Hourly           | 40                        | 2                              |
|           | Gwinnett          | 942,627         | 17.61                    | 28.24        | Hourly           | 40                        | 4                              |
|           | Lowndes           | 118,268         | 17.75                    | 26.74        | Hourly           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 18.27                    | 29.16        | Hourly           | 40                        | 2                              |
|           | Newton            | 113,295         | 41,907.00                | 62,861.00    | Annual           | 40                        | 1                              |
|           | Paulding          | 173,359         | 19.87                    | 39.90        | Hourly           | 40                        | 1                              |
| Whitfield | 103,837           | 31,392.03       | 47,088.05                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Camden            | 55,388          | 17.88                    | 26.83        | Hourly           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 20.30                    | 20.30        | Hourly           | 40                        | 1                              |
|           | Dougherty         | 86,477          | 33,718.88                | 41,203.83    | Annual           | 40                        | 2                              |
|           | Glynn             | 85,568          | 27,226.00                | 48,124.00    | Annual           | 40                        | 2                              |
|           | Jackson           | 76,199          | 42,070.00                | 58,862.00    | Annual           | 40                        | 1                              |
|           | Liberty           | 63,004          | 18.09                    | 25.34        | Hourly           | 40                        | 1                              |
|           | Spalding          | 67,414          | 16.31                    | 25.29        | Hourly           | 40                        | 1                              |

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

## ◆ Payroll/Insurance Technician

| Group | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| C     | Walker       | 70,116          | 16.00                    | 19.50        | Hourly           | 40                        | 1                              |
|       | Colquitt     | 45,542          | 26,260.00                | 29,120.00    | Annual           | 40                        | 1                              |
|       | Dawson       | 27,113          | 16.42                    | 25.45        | Hourly           | 40                        | 1                              |
|       | Gilmer       | 31,978          | 41,600.00                | 41,600.00    | Annual           | 40                        | 1                              |
|       | Habersham    | 46,047          | 13.72                    | 19.08        | Hourly           | 40                        | 1                              |
|       | Harris       | 36,080          | 17.94                    | 25.42        | Hourly           | 40                        | 1                              |
|       | Madison      | 30,457          | 11.03                    | 13.50        | Hourly           | 40                        | 1                              |
|       | Pickens      | 33,127          | 42,325.92                | 42,325.92    | Annual           | 40                        | 1                              |
|       | Ware         | 35,826          | 17.50                    | 17.50        | Hourly           | 40                        | 1                              |
|       | Wayne        | 30,023          | 34,485.93                | 77,531.81    | Annual           | 40                        | 1                              |
| D     | Ben Hill     | 16,614          | 17.89                    | 17.89        | Hourly           | 40                        | 1                              |
|       | Burke        | 22,648          | 13.08                    | 19.82        | Hourly           | 40                        | 1                              |
|       | Chattooga    | 24,843          | 52,000.00                | 52,000.00    | Annual           | 40                        | 1                              |
|       | Dodge        | 20,452          | 14.00                    | 14.00        | Hourly           | 40                        | 1                              |
|       | Franklin     | 23,504          | 16.12                    | 16.12        | Hourly           | 40                        | 1                              |
|       | Greene       | 18,837          | 24.82                    | 31.80        | Hourly           | 40                        | 1                              |
|       | Pike         | 19,121          | 15.00                    | 20.00        | Hourly           | 40                        | 1                              |
| F     | Irwin        | 9,387           | 11.00                    | 14.25        | Hourly           | 40                        | 1                              |

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

## ◆ Personnel Analyst

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 44,881                     | 57,316        | 74,928         | 94,288        | 50                            |
| <b>B</b>         | 4                | 39,658                     | 45,656        | 62,799         | 70,931        | 10                            |
| <b>C</b>         | 4                | 49,428                     | 62,873        | 60,426         | 67,038        | 4                             |
| <b>Total/Avg</b> | <b>24</b>        | <b>44,656</b>              | <b>55,282</b> | <b>66,051</b>  | <b>77,419</b> | <b>64</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 45,300.00                | 70,210.00    | Annual           | 40                        | 3                              |
|           | Augusta/Richmond  | 202,079         | 38,886.00                | 77,056.00    | Annual           | 37.5                      | 9                              |
|           | Carroll           | 121,633         | 43,217.46                | 71,400.00    | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 51,106.00                | 84,324.00    | Annual           | 40                        | 2                              |
|           | Clayton           | 292,646         | 37,603.02                | 94,287.73    | Annual           | 40                        | 7                              |
|           | Columbus/Muscogee | 196,442         | 46,105.49                | 70,154.96    | Annual           | 40                        | 2                              |
|           | DeKalb            | 762,009         | 48,192.00                | 74,697.00    | Annual           | 40                        | 5                              |
|           | Douglas           | 147,988         | 39,513.00                | 79,026.00    | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 57,315.93                | 87,439.25    | Annual           | 40                        | 2                              |
|           | Forsyth           | 250,847         | 22.90                    | 35.49        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 51,358.00                | 84,740.00    | Annual           | 40                        | 12                             |
|           | Houston           | 160,110         | 19.29                    | 30.82        | Hourly           | 40                        | 1                              |
|           | Lowndes           | 118,268         | 22.72                    | 34.24        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 53,476.80                | 85,342.40    | Annual           | 40                        | 1                              |
|           | Newton            | 113,295         | 40,673.00                | 61,010.00    | Annual           | 40                        | 1                              |
| Whitfield | 103,837           | 30,340.00       | 50,010.00                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Dougherty         | 86,477          | 35,593.00                | 50,469.59    | Annual           | 40                        | 4                              |
|           | Glynn             | 85,568          | 35,779.00                | 70,931.00    | Annual           | 40                        | 4                              |
|           | Liberty           | 63,004          | 21.95                    | 30.74        | Hourly           | 40                        | 1                              |
|           | Walton            | 96,875          | 41,602.75                | 65,857.58    | Annual           | 40                        | 1                              |
| <b>C</b>  | Bryan             | 40,755          | 57,794.62                | 57,794.62    | Annual           | 40                        | 1                              |
|           | Dawson            | 27,113          | 20.82                    | 32.23        | Hourly           | 40                        | 1                              |
|           | Lumpkin           | 34,186          | 16.22                    | 25.96        | Hourly           | 40                        | 1                              |
|           | Pickens           | 33,127          | 62,872.68                | 62,872.68    | Annual           | 40                        | 1                              |

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

## ◆ Personnel Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 22               | 89,664                     | 134,244       | 134,480        | 208,080        | 22                            |
| <b>B</b>         | 11               | 73,594                     | 84,718        | 102,111        | 131,332        | 11                            |
| <b>C</b>         | 16               | 52,732                     | 107,380       | 67,171         | 110,014        | 16                            |
| <b>D</b>         | 6                | 48,086                     | 67,038        | 59,239         | 67,038         | 6                             |
| <b>Total/Avg</b> | <b>55</b>        | <b>66,019</b>              | <b>98,345</b> | <b>90,750</b>  | <b>129,116</b> | <b>55</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 103,829.00               | 160,922.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 102,288.00               | 153,432.00   | Annual           | 37.5                      | 1                              |
|           | Bartow            | 109,426         | 33.54                    | 50.84        | Annual           | 40                        | 1                              |
|           | Carroll           | 121,633         | 53,781.78                | 93,840.00    | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 110,548.00               | 182,405.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 97,000.00                | 97,000.00    | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 110,812.96               | 162,868.29   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 80,100.80                | 120,161.60   | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 87,613.93                | 133,314.96   | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 36.69                    | 56.87        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 134,244.00               | 208,080.00   | Annual           | 40                        | 1                              |
|           | Douglas           | 147,988         | 97,624.00                | 97,624.00    | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 85,085.82                | 129,804.06   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 122,194.00               | 207,724.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 86,756.88                | 122,900.03   | Annual           | 40                        | 1                              |
|           | Houston           | 160,110         | 30.82                    | 49.35        | Hourly           | 40                        | 1                              |
|           | Lowndes           | 118,268         | 39.12                    | 58.94        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 105,872.00               | 168,979.20   | Annual           | 40                        | 1                              |
|           | Newton            | 113,295         | 72,145.00                | 108,218.00   | Annual           | 40                        | 1                              |
| Paulding  | 173,359           | 82,396.29       | 124,167.68               | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 50,875.46       | 76,312.66                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 71,171.00                | 106,756.00   | Annual           | 40                        | 1                              |
|           | Camden            | 55,388          | 64,400.00                | 112,600.00   | Annual           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 84,717.57                | 84,717.57    | Annual           | 40                        | 1                              |

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

## ◆ Personnel Director

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Dougherty    | 86,477             | 82,393.17                      | 82,393.17       | Annual              | 40                              | 1                                    |
|          | Effingham    | 65,765             | 64,272.00                      | 75,427.00       | Annual              | 42                              | 1                                    |
|          | Floyd        | 98,604             | 70,916.04                      | 113,465.04      | Annual              | 40                              | 1                                    |
|          | Glynn        | 85,568             | 80,683.00                      | 129,093.00      | Annual              | 40                              | 1                                    |
|          | Jackson      | 76,199             | 72,841.00                      | 109,284.00      | Annual              | 40                              | 1                                    |
|          | Rockdale     | 90,939             | 82,082.45                      | 131,331.92      | Annual              | 40                              | 1                                    |
|          | Spalding     | 67,414             | 69,270.00                      | 107,369.00      | Annual              | 40                              | 1                                    |
|          | Walker       | 70,116             | 53,000.00                      | 53,000.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 96,875             | 83,059.68                      | 125,148.69      | Annual              | 40                              | 1                                    |
| <b>C</b> | Bryan        | 40,755             | 107,380.00                     | 107,380.00      | Annual              | 40                              | 1                                    |
|          | Butts        | 25,426             | 16.64                          | 23.31           | Hourly              | 40                              | 1                                    |
|          | Colquitt     | 45,542             | 37,000.00                      | 45,679.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 27,113             | 67,190.00                      | 104,000.00      | Annual              | 40                              | 1                                    |
|          | Fannin       | 26,521             | 36,788.54                      | 36,788.54       | Annual              | 40                              | 1                                    |
|          | Gilmer       | 31,978             | 44,500.00                      | 44,500.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 75,906.92                      | 80,981.91       | Annual              | 40                              | 1                                    |
|          | Lee          | 30,234             | 34,358.44                      | 53,255.58       | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 34,186             | 64,714.00                      | 110,014.00      | Annual              | 40                              | 1                                    |
|          | Madison      | 30,457             | 15.70                          | 19.01           | Hourly              | 40                              | 1                                    |
|          | Peach        | 27,950             | 39,715.00                      | 62,712.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 61,304.88                      | 61,304.88       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 64,224.00                      | 97,343.00       | Annual              | 40                              | 1                                    |
|          | Stephens     | 26,107             | 43,895.90                      | 43,895.90       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 48,235.20                      | 87,630.40       | Annual              | 40                              | 1                                    |
|          | Ware         | 35,826             | 24.63                          | 24.63           | Hourly              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,325             | 19.00                          | 23.49           | Hourly              | 40                              | 1                                    |
|          | Crisp        | 22,034             | 52,445.95                      | 62,400.00       | Annual              | 40                              | 1                                    |
|          | Dade         | 16,057             | 46,134.00                      | 46,134.00       | Annual              | 40                              | 1                                    |
|          | Lamar        | 19,261             | 43,376.59                      | 66,002.61       | Annual              | 40                              | 1                                    |
|          | Putnam       | 22,520             | 32.23                          | 32.23           | Hourly              | 40                              | 1                                    |
|          | Washington   | 20,150             | 40,000.00                      | 65,000.00       | Annual              | 35                              | 1                                    |

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

## ◆ Personnel Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 35,635                     | 43,430        | 58,305         | 77,292        | 39                            |
| <b>B</b>         | 8                | 34,151                     | 42,070        | 49,070         | 58,862        | 15                            |
| <b>C</b>         | 10               | 34,535                     | 43,306        | 48,363         | 67,038        | 10                            |
| <b>D</b>         | 2                | 34,872                     | 35,799        | 45,010         | 54,473        | 3                             |
| <b>Total/Avg</b> | <b>36</b>        | <b>34,798</b>              | <b>41,151</b> | <b>50,187</b>  | <b>64,416</b> | <b>67</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 36,275.00                | 54,413.00    | Annual           | 37.5                      | 2                              |
|          | Carroll           | 121,633         | 13.15                    | 21.48        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,463         | 32,617.00                | 52,187.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 31,210.26                | 77,292.01    | Annual           | 40                        | 2                              |
|          | Columbia          | 160,377         | 14.52                    | 26.48        | Hourly           | 40                        | 2                              |
|          | Columbus/Muscogee | 196,442         | 32,630.11                | 49,650.58    | Annual           | 40                        | 3                              |
|          | Coweta            | 150,849         | 19.33                    | 29.96        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 36,102.00                | 55,962.00    | Annual           | 40                        | 8                              |
|          | Fayette           | 115,821         | 34,978.25                | 53,361.64    | Annual           | 40                        | 2                              |
|          | Forsyth           | 250,847         | 17.90                    | 33.21        | Hourly           | 40                        | 2                              |
|          | Gwinnett          | 942,627         | 20.88                    | 33.40        | Hourly           | 40                        | 4                              |
|          | Houston           | 160,110         | 17.82                    | 28.49        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 17.75                    | 26.74        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,737         | 16.57                    | 26.45        | Hourly           | 40                        | 1                              |
|          | Newton            | 113,295         | 38,205.00                | 57,307.00    | Annual           | 40                        | 4                              |
| Paulding | 173,359           | 19.84           | 29.90                    | Hourly       | 40               | 4                         |                                |
| <b>B</b> | Bulloch           | 80,839          | 15.68                    | 23.52        | Hourly           | 40                        | 1                              |
|          | Camden            | 55,388          | 15.53                    | 23.32        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 19.38                    | 25.75        | Hourly           | 40                        | 2                              |
|          | Dougherty         | 86,477          | 29,283.00                | 30,983.68    | Annual           | 40                        | 2                              |
|          | Effingham         | 65,765          | 16.47                    | 23.88        | Hourly           | 40                        | 2                              |
|          | Floyd             | 98,604          | 16.21                    | 25.93        | Hourly           | 40                        | 3                              |
|          | Glynn             | 85,568          | 28,651.00                | 48,124.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 42,070.00                | 58,862.00    | Annual           | 40                        | 3                              |
|          | Spalding          | 67,414          | 16.98                    | 26.32        | Hourly           | 40                        | 1                              |

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

## ◆ Personnel Technician

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b> | Bryan        | 40,755             | 16.00                          | 16.00           | Hourly              | 40                              | 1                                    |
|          | Dawson       | 27,113             | 20.82                          | 32.23           | Hourly              | 40                              | 1                                    |
|          | Gilmer       | 31,978             | 41,600.00                      | 41,600.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 19.69                          | 27.39           | Hourly              | 40                              | 1                                    |
|          | Lumpkin      | 34,186             | 14.29                          | 24.46           | Hourly              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 32,277.33                      | 49,113.77       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 36,171.00                      | 54,823.00       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 12.11                          | 21.60           | Hourly              | 40                              | 1                                    |
|          | Ware         | 35,826             | 12.42                          | 12.42           | Hourly              | 40                              | 1                                    |
|          | White        | 31,094             | 37,010.64                      | 59,167.07       | Annual              | 40                              | 1                                    |
| <b>D</b> | Crisp        | 22,034             | 16.32                          | 17.09           | Hourly              | 40                              | 2                                    |
|          | Morgan       | 19,636             | 35,799.00                      | 54,473.00       | Annual              | 40                              | 1                                    |

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

◆ **Planner**

*Summary of Data*

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 44,455                     | 57,034        | 74,727         | 91,291        | 43                            |
| <b>B</b>         | 5                | 46,194                     | 65,000        | 65,575         | 73,213        | 7                             |
| <b>C</b>         | 4                | 45,778                     | 54,181        | 75,377         | 89,399        | 7                             |
| <b>D</b>         | 2                | 39,674                     | 48,147        | 57,431         | 73,261        | 2                             |
| <b>Total/Avg</b> | <b>28</b>        | <b>44,025</b>              | <b>56,090</b> | <b>68,278</b>  | <b>81,791</b> | <b>59</b>                     |

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

*Population Group Data*

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 43,143.00                | 66,866.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 38,866.00                | 72,832.00    | Annual           | 37.5                      | 5                              |
|          | Carroll           | 121,633         | 48,019.40                | 78,530.92    | Annual           | 40                        | 1                              |
|          | Chatham           | 289,463         | 35,696.00                | 60,687.00    | Annual           | 40                        | 4                              |
|          | Clayton           | 292,646         | 36,227.43                | 73,545.22    | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 44,616.00                | 89,668.80    | Annual           | 40                        | 2                              |
|          | Columbus/Muscogee | 196,442         | 41,769.30                | 63,556.94    | Annual           | 40                        | 3                              |
|          | Coweta            | 150,849         | 27.42                    | 42.50        | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 46,464.00                | 72,024.00    | Annual           | 40                        | 2                              |
|          | Douglas           | 147,988         | 41,490.00                | 82,980.00    | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 22.18                    | 40.14        | Hourly           | 40                        | 8                              |
|          | Gwinnett          | 942,627         | 22.70                    | 37.46        | Hourly           | 40                        | 6                              |
|          | Henry             | 239,139         | 20.47                    | 34.20        | Hourly           | 40                        | 4                              |
|          | Houston           | 160,110         | 27.38                    | 43.89        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 21.63                    | 32.59        | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 40,673.00                | 61,010.00    | Annual           | 40                        | 1                              |
| Paulding | 173,359           | 21.09           | 33.00                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 55,388          | 15.53                    | 23.32        | Hourly           | 40                        | 1                              |
|          | Effingham         | 65,765          | 65,000.00                | 66,290.00    | Annual           | 42                        | 1                              |
|          | Glynn             | 85,568          | 40,056.00                | 73,213.00    | Annual           | 40                        | 2                              |
|          | Jackson           | 76,199          | 49,566.00                | 69,397.00    | Annual           | 40                        | 2                              |
|          | Rockdale          | 90,939          | 44,044.76                | 70,471.62    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan             | 40,755          | 19.52                    | 39.84        | Hourly           | 40                        | 3                              |
|          | Dawson            | 27,113          | 51,182.00                | 77,575.00    | Annual           | 40                        | 1                              |
|          | Habersham         | 46,047          | 17.86                    | 24.84        | Hourly           | 40                        | 1                              |

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

◆ Planner

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>D</b> | Lumpkin      | 34,186          | 54,181.00                | 89,399.00    | Annual           | 40                        | 2                              |
|          | Morgan       | 19,636          | 48,147.00                | 73,261.00    | Annual           | 40                        | 1                              |
|          | Oglethorpe   | 15,383          | 15.00                    | 20.00        | Hourly           | 40                        | 1                              |

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

## ◆ Planning and Development Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 17               | 85,065                     | 118,545       | 132,777        | 183,744        | 17                            |
| <b>B</b>         | 6                | 80,542                     | 100,000       | 117,529        | 131,332        | 6                             |
| <b>C</b>         | 12               | 64,057                     | 109,201       | 79,080         | 110,014        | 12                            |
| <b>D</b>         | 4                | 59,173                     | 75,442        | 79,984         | 108,756        | 4                             |
| <b>F</b>         | 1                | 36,153                     | 36,153        | 55,011         | 55,011         | 1                             |
| <b>Total/Avg</b> | <b>40</b>        | <b>64,998</b>              | <b>87,868</b> | <b>92,876</b>  | <b>117,771</b> | <b>40</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 94,176.00                | 145,961.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 102,288.00               | 153,432.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 109,426         | 40.87                    | 61.95        | Annual           | 40                        | 1                              |
|          | Carroll           | 121,633         | 53,781.78                | 94,860.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 110,812.96               | 162,868.29   | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 102,232.00               | 153,358.40   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 79,373.90                | 120,776.78   | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 36.69                    | 56.87        | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 118,545.00               | 183,744.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 64,364.00                | 128,728.00   | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 85,085.82                | 129,804.06   | Annual           | 40                        | 1                              |
|          | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 80,178.00                | 136,304.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 76,066.77                | 107,756.39   | Annual           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 29.09                    | 43.82        | Annual           | 40                        | 1                              |
|          | Newton            | 113,295         | 77,082.00                | 115,623.00   | Annual           | 40                        | 1                              |
| Paulding | 173,359           | 82,396.29       | 124,167.68               | Annual       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 55,388          | 53,600.00                | 93,900.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 65,765          | 100,000.00               | 100,008.00   | Annual           | 42                        | 1                              |
|          | Glynn             | 85,568          | 80,683.00                | 129,093.00   | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 83,826.00                | 125,694.00   | Annual           | 40                        | 1                              |
|          | Rockdale          | 90,939          | 82,082.45                | 131,331.92   | Annual           | 40                        | 1                              |
| Spalding | 67,414            | 74,812.00       | 115,958.00               | Annual       | 40               | 1                         |                                |

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

## ◆ Planning and Development Director

| Group | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| C     | Walton       | 96,875             | 83,059.68                      | 125,148.69      | Annual              | 40                              | 1                                    |
|       | Bryan        | 40,755             | 109,201.42                     | 109,201.42      | Annual              | 40                              | 1                                    |
|       | Dawson       | 27,113             | 70,549.00                      | 109,210.00      | Annual              | 40                              | 1                                    |
|       | Fannin       | 26,521             | 59,597.43                      | 59,597.43       | Annual              | 40                              | 1                                    |
|       | Gilmer       | 31,978             | 50,000.00                      | 50,000.00       | Annual              | 40                              | 1                                    |
|       | Habersham    | 46,047             | 95,422.50                      | 100,094.45      | Annual              | 40                              | 1                                    |
|       | Lee          | 30,234             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 1                                    |
|       | Lumpkin      | 34,186             | 64,714.00                      | 110,014.00      | Annual              | 40                              | 1                                    |
|       | Madison      | 30,457             | 15.00                          | 19.37           | Hourly              | 40                              | 1                                    |
|       | Pickens      | 33,127             | 63,554.92                      | 63,554.92       | Annual              | 40                              | 1                                    |
|       | Thomas       | 44,372             | 63,931.00                      | 63,931.00       | Annual              | 40                              | 1                                    |
| D     | Ware         | 35,826             | 26.35                          | 26.35           | Hourly              | 40                              | 1                                    |
|       | White        | 31,094             | 54,942.50                      | 87,833.84       | Annual              | 40                              | 1                                    |
|       | Berrien      | 19,408             | 40,000.00                      | 60,000.00       | Annual              | 40                              | 1                                    |
|       | Lamar        | 19,261             | 49,775.63                      | 75,739.52       | Annual              | 40                              | 1                                    |
|       | Morgan       | 19,636             | 71,473.00                      | 108,756.00      | Annual              | 40                              | 1                                    |
|       | Pike         | 19,121             | 48,000.00                      | 62,000.00       | Annual              | 40                              | 1                                    |
| F     | Putnam       | 22,520             | 36.27                          | 36.27           | Hourly              | 40                              | 1                                    |
|       | Taylor       | 8,074              | 36,153.00                      | 55,011.00       | Annual              | 40                              | 1                                    |

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

## ◆ Probate Court Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 35,851                     | 79,102        | 58,223         | 130,518       | 79                            |
| <b>B</b>         | 12               | 31,930                     | 50,749        | 48,415         | 81,199        | 38                            |
| <b>C</b>         | 24               | 28,287                     | 47,000        | 41,218         | 59,488        | 68                            |
| <b>D</b>         | 21               | 27,588                     | 35,069        | 38,238         | 60,000        | 42                            |
| <b>E</b>         | 5                | 25,479                     | 35,360        | 32,408         | 35,360        | 9                             |
| <b>F</b>         | 13               | 24,270                     | 32,365        | 35,624         | 52,894        | 17                            |
| <b>Total/Avg</b> | <b>93</b>        | <b>28,901</b>              | <b>46,607</b> | <b>42,354</b>  | <b>69,910</b> | <b>253</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Augusta/Richmond  | 202,079         | 25,911.00                | 42,753.00    | Annual           | 37.5                      | 6                              |
|           | Bartow            | 109,426         | 14.49                    | 24.24        | Hourly           | 40                        | 8                              |
|           | Carroll           | 121,633         | 15.52                    | 27.79        | Hourly           | 40                        | 2                              |
|           | Chatham           | 289,463         | 79,102.00                | 130,518.00   | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 29,330.69                | 54,585.06    | Annual           | 40                        | 9                              |
|           | Columbia          | 160,377         | 12.54                    | 20.75        | Hourly           | 40                        | 5                              |
|           | Columbus/Muscogee | 196,442         | 32,630.11                | 49,650.58    | Annual           | 40                        | 3                              |
|           | Coweta            | 150,849         | 24.40                    | 37.82        | Annual           | 40                        | 1                              |
|           | Douglas           | 147,988         | 29,487.00                | 58,974.00    | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 49,423.35                | 75,398.59    | Annual           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 12                             |
|           | Henry             | 239,139         | 15.07                    | 25.17        | Hourly           | 40                        | 10                             |
|           | Houston           | 160,110         | 15.81                    | 25.37        | Hourly           | 40                        | 5                              |
|           | Lowndes           | 118,268         | 21.63                    | 32.59        | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 12.66                    | 17.94        | Hourly           | 40                        | 1                              |
|           | Newton            | 113,295         | 14.21                    | 23.99        | Hourly           | 40                        | 5                              |
|           | Paulding          | 173,359         | 14.76                    | 22.24        | Hourly           | 40                        | 7                              |
| Whitfield | 103,837           | 33,339.84       | 50,009.77                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 13.86                    | 22.61        | Hourly           | 40                        | 1                              |
|           | Camden            | 55,388          | 11.29                    | 17.79        | Hourly           | 40                        | 6                              |
|           | Catoosa           | 67,996          | 18.60                    | 22.09        | Hourly           | 40                        | 4                              |
|           | Dougherty         | 86,477          | 27,530.88                | 27,530.88    | Annual           | 40                        | 1                              |

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

## ◆ Probate Court Clerk

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Effingham    | 65,765             | 12.91                          | 18.72           | Hourly              | 40                              | 2                                    |
|          | Floyd        | 98,604             | 11.55                          | 18.49           | Hourly              | 40                              | 3                                    |
|          | Glynn        | 85,568             | 34,354.00                      | 54,966.00       | Annual              | 40                              | 1                                    |
|          | Jackson      | 76,199             | 17.59                          | 24.62           | Hourly              | 40                              | 3                                    |
|          | Liberty      | 63,004             | 14.89                          | 33.89           | Hourly              | 40                              | 6                                    |
|          | Rockdale     | 90,939             | 50,749.06                      | 81,198.50       | Annual              | 40                              | 1                                    |
|          | Spalding     | 67,414             | 12.98                          | 23.22           | Hourly              | 40                              | 2                                    |
|          | Walker       | 70,116             | 30,160.00                      | 41,600.00       | Annual              | 40                              | 2                                    |
|          | Walton       | 96,875             | 30,933.97                      | 46,609.20       | Annual              | 40                              | 8                                    |
| <b>C</b> | Bryan        | 40,755             | 12.54                          | 12.92           | Hourly              | 40                              | 3                                    |
|          | Butts        | 25,426             | 11.73                          | 21.07           | Hourly              | 40                              | 3                                    |
|          | Colquitt     | 45,542             | 25,712.00                      | 28,378.00       | Annual              | 40                              | 2                                    |
|          | Dawson       | 27,113             | 14.09                          | 21.82           | Hourly              | 40                              | 3                                    |
|          | Decatur      | 26,457             | 12.00                          | 18.03           | Hourly              | 40                              | 2                                    |
|          | Fannin       | 26,521             | 34,213.33                      | 34,213.33       | Annual              | 40                              | 4                                    |
|          | Gilmer       | 31,978             | 47,000.00                      | 47,000.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 46,047             | 12.44                          | 17.30           | Hourly              | 40                              | 3                                    |
|          | Harris       | 36,080             | 15.09                          | 28.60           | Hourly              | 40                              | 4                                    |
|          | Hart         | 26,406             | 13.86                          | 22.69           | Hourly              | 40                              | 3                                    |
|          | Lee          | 30,234             | 11.18                          | 17.33           | Hourly              | 40                              | 2                                    |
|          | Lumpkin      | 34,186             | 12.07                          | 19.31           | Hourly              | 40                              | 3                                    |
|          | Madison      | 30,457             | 10.00                          | 15.26           | Hourly              | 40                              | 4                                    |
|          | Monroe       | 28,042             | 14.00                          | 27.48           | Hourly              | 40                              | 4                                    |
|          | Peach        | 27,950             | 25,338.00                      | 55,911.00       | Annual              | 40                              | 3                                    |
|          | Pickens      | 33,127             | 29,972.21                      | 40,309.46       | Annual              | 40                              | 5                                    |
|          | Polk         | 42,840             | 27,682.00                      | 41,956.00       | Annual              | 40                              | 5                                    |
|          | Stephens     | 26,107             | 21.42                          | 21.42           | Hourly              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 11.07                          | 19.66           | Hourly              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 27,602.00                      | 27,602.00       | Annual              | 40                              | 2                                    |
|          | Toombs       | 26,973             | 11.00                          | 12.30           | Hourly              | 37.5                            | 2                                    |
|          | Ware         | 35,826             | 14.38                          | 19.05           | Hourly              | 40                              | 2                                    |
|          | Wayne        | 30,023             | 24,406.63                      | 54,871.37       | Annual              | 40                              | 3                                    |
|          | White        | 31,094             | 13.90                          | 23.35           | Hourly              | 40                              | 3                                    |
| <b>D</b> | Appling      | 18,325             | 13.00                          | 18.49           | Hourly              | 40                              | 2                                    |
|          | Ben Hill     | 16,614             | 13.65                          | 13.66           | Hourly              | 40                              | 1                                    |
|          | Berrien      | 19,408             | 10.00                          | 12.00           | Hourly              | 40                              | 1                                    |
|          | Brantley     | 19,202             | 11.07                          | 18.28           | Hourly              | 40                              | 1                                    |
|          | Burke        | 22,648             | 16.34                          | 24.77           | Hourly              | 40                              | 1                                    |
|          | Chattooga    | 24,843             | 22,750.00                      | 60,000.00       | Annual              | 40                              | 2                                    |

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

◆ Probate Court Clerk

| Group | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Crisp                | 22,034          | 13.50                    | 19.20        | Hourly           | 40                        | 4                              |
|       | Dade                 | 16,057          | 14.54                    | 24.29        | Hourly           | 40                        | 3                              |
|       | Dodge                | 20,452          | 16.86                    | 17.61        | Hourly           | 40                        | 2                              |
|       | Elbert               | 19,335          | 13.00                    | 13.00        | Hourly           | 40                        | 1                              |
|       | Franklin             | 23,504          | 16.50                    | 17.50        | Hourly           | 40                        | 3                              |
|       | Grady                | 24,491          | 15.00                    | 16.15        | Hourly           | 40                        | 2                              |
|       | Greene               | 18,837          | 13.61                    | 24.92        | Hourly           | 40                        | 3                              |
|       | Jefferson            | 15,267          | 10.00                    | 14.45        | Hourly           | 40                        | 1                              |
|       | Lamar                | 19,261          | 13.33                    | 20.29        | Hourly           | 40                        | 3                              |
|       | Mitchell             | 21,602          | 13.43                    | 13.43        | Hourly           | 40                        | 1                              |
|       | Morgan               | 19,636          | 29,383.00                | 44,709.00    | Annual           | 40                        | 4                              |
|       | Oglethorpe           | 15,383          | 12.00                    | 17.00        | Hourly           | 40                        | 2                              |
|       | Pierce               | 19,522          | 11.19                    | 13.65        | Hourly           | 40                        | 2                              |
|       | Pike                 | 19,121          | 14.50                    | 16.00        | Hourly           | 40                        | 1                              |
|       | Putnam               | 22,520          | 15.39                    | 15.39        | Hourly           | 40                        | 1                              |
|       | Washington           | 20,150          | 23,000.00                | 45,000.00    | Annual           | 35                        | 2                              |
| E     | Bleckley             | 12,955          | 35,360.00                | 35,360.00    | Annual           | 40                        | 2                              |
|       | Candler              | 10,985          | 11.36                    | 15.30        | Hourly           | 40                        | 1                              |
|       | Charlton             | 13,430          | 10.75                    | 14.41        | Hourly           | 40                        | 1                              |
|       | Cusseta-Chattahooche | 10,551          | 22,000.00                | 30,000.00    | Annual           | 40                        | 3                              |
|       | Early                | 10,037          | 11.56                    | 16.77        | Hourly           | 40                        | 2                              |
| F     | Atkinson             | 8,393           | 11.00                    | 16.50        | Hourly           | 40                        | 2                              |
|       | Clinch               | 6,582           | 10.71                    | 18.77        | Hourly           | 35                        | 1                              |
|       | Irwin                | 9,387           | 11.00                    | 14.82        | Hourly           | 40                        | 1                              |
|       | Jenkins              | 8,746           | 12.00                    | 18.00        | Hourly           | 40                        | 2                              |
|       | Lincoln              | 8,031           | 12.50                    | 14.50        | Hourly           | 40                        | 1                              |
|       | Montgomery           | 9,012           | 16,640.00                | 25,210.00    | Annual           | 40                        | 1                              |
|       | Randolph             | 6,682           | 15.54                    | 16.17        | Hourly           | 40                        | 1                              |
|       | Talbot               | 6,143           | 25,688.00                | 45,810.00    | Annual           | 40                        | 1                              |
|       | Taliaferro           | 1,562           | 11.00                    | 16.00        | Hourly           | 40                        | 3                              |
|       | Taylor               | 8,074           | 22,063.00                | 35,571.00    | Annual           | 40                        | 1                              |
|       | Terrell              | 8,523           | 15.56                    | 15.56        | Hourly           | 40                        | 1                              |
|       | Wilkes               | 9,694           | 8.00                     | 18.00        | Hourly           | 40                        | 1                              |
|       | Wilkinson            | 8,812           | 14.76                    | 25.43        | Hourly           | 40                        | 1                              |

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

## ◆ Purchasing Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 72,076                     | 118,545       | 111,376        | 183,744       | 19                            |
| <b>B</b>         | 9                | 48,650                     | 62,789        | 72,267         | 100,463       | 9                             |
| <b>C</b>         | 6                | 38,645                     | 43,170        | 52,954         | 66,914        | 6                             |
| <b>D</b>         | 3                | 38,218                     | 53,145        | 53,686         | 80,867        | 3                             |
| <b>F</b>         | 1                | 19,988                     | 19,988        | 30,414         | 30,414        | 1                             |
| <b>Total/Avg</b> | <b>37</b>        | <b>43,515</b>              | <b>59,527</b> | <b>64,139</b>  | <b>92,480</b> | <b>38</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 63,742.00                | 98,792.00    | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 102,288.00               | 153,432.00   | Annual           | 37.5                      | 1                              |
|           | Bartow            | 109,426         | 26.19                    | 39.70        | Annual           | 40                        | 1                              |
|           | Carroll           | 121,633         | 32,293.04                | 87,895.08    | Annual           | 40                        | 2                              |
|           | Chatham           | 289,463         | 79,102.00                | 118,653.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 97,884.80                | 97,884.80    | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 39,518.73                | 113,446.11   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 65,145.85                | 99,127.12    | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 118,545.00               | 183,744.00   | Annual           | 40                        | 1                              |
|           | Douglas           | 147,988         | 90,000.00                | 90,000.00    | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 69,833.90                | 106,536.24   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 87,744.00                | 149,165.00   | Annual           | 40                        | 1                              |
|           | Houston           | 160,110         | 28.49                    | 45.63        | Hourly           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 78,998.40                | 126,089.60   | Annual           | 40                        | 1                              |
|           | Newton            | 113,295         | 41,907.00                | 62,861.00    | Annual           | 40                        | 1                              |
| Whitfield | 103,837           | 52,824.00       | 79,236.00                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 40,197.00                | 60,296.00    | Annual           | 40                        | 1                              |
|           | Camden            | 55,388          | 37,200.00                | 55,800.00    | Annual           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 19.71                    | 19.71        | Hourly           | 40                        | 1                              |
|           | Effingham         | 65,765          | 38,000.00                | 58,665.00    | Annual           | 42                        | 1                              |
|           | Floyd             | 98,604          | 60,373.04                | 96,596.24    | Annual           | 40                        | 1                              |

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

**◆ Purchasing Director**

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Glynn        | 85,568          | 50,034.00                | 80,055.00    | Annual           | 40                        | 1                              |
|          | Jackson      | 76,199          | 52,312.00                | 73,224.00    | Annual           | 40                        | 1                              |
|          | Rockdale     | 90,939          | 62,789.35                | 100,462.96   | Annual           | 40                        | 1                              |
|          | Walton       | 96,875          | 55,951.07                | 84,303.28    | Annual           | 40                        | 1                              |
| <b>C</b> | Colquitt     | 45,542          | 36,540.00                | 36,540.00    | Annual           | 40                        | 1                              |
|          | Dawson       | 27,113          | 43,170.00                | 66,914.00    | Annual           | 40                        | 1                              |
|          | Lumpkin      | 34,186          | 37,980.00                | 60,768.00    | Annual           | 40                        | 1                              |
|          | Monroe       | 28,042          | 19.63                    | 27.48        | Annual           | 40                        | 1                              |
|          | Peach        | 27,950          | 39,715.00                | 62,712.00    | Annual           | 40                        | 1                              |
|          | Thomas       | 44,372          | 33,634.00                | 33,634.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Elbert       | 19,335          | 18.42                    | 18.42        | Hourly           | 40                        | 1                              |
|          | Jefferson    | 15,267          | 23,194.00                | 41,878.41    | Annual           | 40                        | 1                              |
|          | Morgan       | 19,636          | 53,145.00                | 80,867.00    | Annual           | 40                        | 1                              |
| <b>F</b> | Taylor       | 8,074           | 19,988.00                | 30,414.00    | Annual           | 40                        | 1                              |

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

## ◆ Receptionist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 5                | 29,782                     | 32,395        | 48,153         | 58,974        | 120                           |
| <b>B</b>         | 7                | 25,212                     | 30,160        | 35,145         | 45,115        | 21                            |
| <b>C</b>         | 4                | 24,814                     | 28,785        | 35,831         | 41,870        | 8                             |
| <b>D</b>         | 7                | 22,871                     | 29,286        | 27,465         | 34,944        | 11                            |
| <b>E</b>         | 3                | 21,310                     | 27,040        | 25,847         | 27,040        | 5                             |
| <b>F</b>         | 1                | 25,126                     | 25,126        | 25,126         | 25,126        | 1                             |
| <b>Total/Avg</b> | <b>27</b>        | <b>24,852</b>              | <b>28,799</b> | <b>32,928</b>  | <b>38,845</b> | <b>166</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Clayton      | 292,646         | 32,395.33                | 47,025.49    | Annual           | 40                        | 1                              |
|          | Douglas      | 147,988         | 29,487.00                | 58,974.00    | Annual           | 40                        | 1                              |
|          | Gwinnett     | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 113                            |
|          | Macon-Bibb   | 152,737         | 12.87                    | 19.74        | Hourly           | 40                        | 4                              |
|          | Paulding     | 173,359         | 14.05                    | 21.16        | Hourly           | 40                        | 1                              |
| <b>B</b> | Bulloch      | 80,839          | 14.46                    | 21.69        | Hourly           | 40                        | 5                              |
|          | Camden       | 55,388          | 10.24                    | 12.84        | Hourly           | 40                        | 3                              |
|          | Dougherty    | 86,477          | 25,161.76                | 30,652.96    | Annual           | 40                        | 5                              |
|          | Effingham    | 65,765          | 11.15                    | 16.17        | Hourly           | 40                        | 2                              |
|          | Floyd        | 98,604          | 10.89                    | 17.43        | Hourly           | 40                        | 3                              |
|          | Rockdale     | 90,939          | 11.51                    | 18.41        | Hourly           | 40                        | 1                              |
|          | Walker       | 70,116          | 14.50                    | 17.00        | Hourly           | 40                        | 2                              |
| <b>C</b> | Butts        | 25,426          | 13.18                    | 19.12        | Hourly           | 42                        | 5                              |
|          | Colquitt     | 45,542          | 24,149.00                | 24,149.00    | Annual           | 40                        | 1                              |
|          | Sumter       | 29,282          | 9.68                     | 17.09        | Hourly           | 40                        | 1                              |
| <b>D</b> | White        | 31,094          | 12.59                    | 20.13        | Hourly           | 40                        | 1                              |
|          | Ben Hill     | 16,614          | 10.65                    | 10.65        | Hourly           | 40                        | 1                              |
|          | Berrien      | 19,408          | 10.00                    | 13.00        | Hourly           | 40                        | 3                              |
|          | Burke        | 22,648          | 11.09                    | 16.80        | Hourly           | 40                        | 2                              |
|          | Elbert       | 19,335          | 10.75                    | 14.50        | Hourly           | 40                        | 2                              |
|          | Franklin     | 23,504          | 14.08                    | 14.08        | Hourly           | 40                        | 1                              |
|          | Mitchell     | 21,602          | 10.40                    | 10.40        | Hourly           | 40                        | 1                              |

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

## ◆ Receptionist

| Group | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Oglethorpe           | 15,383          | 10.00                    | 13.00        | Hourly           | 40                        | 1                              |
| E     | Bleckley             | 12,955          | 27,040.00                | 27,040.00    | Annual           | 40                        | 1                              |
|       | Cusseta-Chattahooche | 10,551          | 20,000.00                | 26,000.00    | Annual           | 40                        | 3                              |
|       | Early                | 10,037          | 8.12                     | 11.78        | Hourly           | 40                        | 1                              |
| F     | Terrell              | 8,523           | 12.08                    | 12.08        | Hourly           | 40                        | 1                              |

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

## ◆ Recreation Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 20               | 85,647                     | 126,396       | 125,892        | 195,912        | 19                            |
| <b>B</b>         | 9                | 69,872                     | 82,082        | 103,415        | 131,332        | 10                            |
| <b>C</b>         | 19               | 50,578                     | 95,294        | 73,224         | 109,550        | 22                            |
| <b>D</b>         | 18               | 46,632                     | 80,977        | 58,865         | 98,528         | 19                            |
| <b>E</b>         | 4                | 34,865                     | 45,000        | 45,829         | 47,713         | 4                             |
| <b>F</b>         | 5                | 27,443                     | 31,175        | 34,670         | 47,436         | 5                             |
| <b>Total/Avg</b> | <b>75</b>        | <b>52,506</b>              | <b>76,821</b> | <b>73,649</b>  | <b>105,079</b> | <b>79</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 94,176.00                | 145,961.00   | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 102,288.00               | 153,432.00   | Annual           | 37.5                      | 0                              |
|           | Bartow            | 109,426         | 37.03                    | 56.13        | Annual           | 40                        | 1                              |
|           | Carroll           | 121,633         | 53,781.78                | 87,895.08    | Annual           | 40                        | 1                              |
|           | Chatham           | 289,463         | 83,057.00                | 137,044.00   | Annual           | 40                        | 1                              |
|           | Cherokee          | 265,274         | 121,500.00               | 121,500.00   | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 110,812.96               | 162,868.29   | Annual           | 40                        | 1                              |
|           | Columbia          | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|           | Columbus/Muscogee | 196,442         | 77,437.95                | 120,776.78   | Annual           | 40                        | 1                              |
|           | Coweta            | 150,849         | 30.81                    | 47.75        | Annual           | 40                        | 1                              |
|           | DeKalb            | 762,009         | 126,396.00               | 195,912.00   | Annual           | 40                        | 1                              |
|           | Douglas           | 147,988         | 125,316.00               | 125,316.00   | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 69,833.90                | 106,536.24   | Annual           | 40                        | 1                              |
|           | Forsyth           | 250,847         | 47.06                    | 77.66        | Hourly           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 80,178.00                | 136,304.00   | Annual           | 40                        | 1                              |
|           | Henry             | 239,139         | 76,066.77                | 107,756.39   | Annual           | 40                        | 1                              |
|           | Macon-Bibb        | 152,737         | 91,457.60                | 145,953.60   | Annual           | 40                        | 1                              |
| Newton    | 113,295           | 72,145.00       | 108,218.00               | Annual       | 40               | 1                         |                                |
| Paulding  | 173,359           | 74,652.03       | 112,486.40               | Annual       | 40               | 1                         |                                |
| Whitfield | 103,837           | 48,925.53       | 73,388.82                | Annual       | 40               | 1                         |                                |
| <b>B</b>  | Bulloch           | 80,839          | 76,228.00                | 114,342.00   | Annual           | 40                        | 1                              |
|           | Catoosa           | 67,996          | 67,980.00                | 67,980.00    | Annual           | 40                        | 1                              |

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

◆ Recreation Director

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Effingham    | 65,765          | 48,470.00                | 76,960.00    | Annual           | 42                        | 2                              |
|          | Floyd        | 98,604          | 70,916.04                | 113,465.04   | Annual           | 40                        | 1                              |
|          | Glynn        | 85,568          | 80,683.00                | 129,093.00   | Annual           | 40                        | 1                              |
|          | Jackson      | 76,199          | 60,100.00                | 90,151.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 63,004          | 32.28                    | 45.21        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 90,939          | 82,082.45                | 131,331.92   | Annual           | 40                        | 1                              |
|          | Spalding     | 67,414          | 65,114.00                | 100,926.00   | Annual           | 40                        | 1                              |
|          | Walton       | 96,875          | 75,247.97                | 113,378.53   | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan        | 40,755          | 95,293.86                | 95,293.86    | Annual           | 40                        | 1                              |
|          | Butts        | 25,426          | 51,391.00                | 71,960.00    | Annual           | 40                        | 1                              |
|          | Dawson       | 27,113          | 63,690.00                | 99,057.00    | Annual           | 40                        | 1                              |
|          | Fannin       | 26,521          | 37,943.59                | 37,943.59    | Annual           | 40                        | 1                              |
|          | Gilmer       | 31,978          | 54,000.00                | 54,000.00    | Annual           | 40                        | 1                              |
|          | Habersham    | 46,047          | 50,025.04                | 67,896.30    | Annual           | 40                        | 2                              |
|          | Harris       | 36,080          | 54,283.15                | 95,251.83    | Annual           | 40                        | 2                              |
|          | Hart         | 26,406          | 23.66                    | 38.80        | Annual           | 40                        | 1                              |
|          | Lee          | 30,234          | 41,762.90                | 67,969.13    | Annual           | 40                        | 1                              |
|          | Lumpkin      | 34,186          | 51,066.00                | 84,259.00    | Annual           | 40                        | 1                              |
|          | Madison      | 30,457          | 18.85                    | 22.84        | Hourly           | 40                        | 1                              |
|          | Monroe       | 28,042          | 26.87                    | 37.62        | Annual           | 40                        | 1                              |
|          | Peach        | 27,950          | 36,840.00                | 82,027.00    | Annual           | 40                        | 2                              |
|          | Pickens      | 33,127          | 41,317.71                | 62,869.78    | Annual           | 40                        | 1                              |
|          | Stephens     | 26,107          | 45,000.00                | 45,000.00    | Annual           | 40                        | 1                              |
|          | Sumter       | 29,282          | 48,235.20                | 87,630.40    | Annual           | 40                        | 1                              |
|          | Ware         | 35,826          | 25.00                    | 25.00        | Hourly           | 40                        | 1                              |
|          | Wayne        | 30,023          | 48,727.70                | 109,550.37   | Annual           | 40                        | 1                              |
|          | White        | 31,094          | 45,093.87                | 72,089.33    | Annual           | 40                        | 1                              |
| <b>D</b> | Appling      | 18,325          | 33.00                    | 36.14        | Hourly           | 40                        | 1                              |
|          | Berrien      | 19,408          | 32,000.00                | 57,000.00    | Annual           | 40                        | 1                              |
|          | Brantley     | 19,202          | 39,956.80                | 55,432.00    | Annual           | 40                        | 1                              |
|          | Burke        | 22,648          | 19.57                    | 37.61        | Annual           | 40                        | 2                              |
|          | Crisp        | 22,034          | 80,976.83                | 83,422.00    | Annual           | 40                        | 1                              |
|          | Dade         | 16,057          | 40,706.00                | 40,706.00    | Annual           | 40                        | 1                              |
|          | Elbert       | 19,335          | 23.00                    | 23.00        | Hourly           | 40                        | 1                              |
|          | Franklin     | 23,504          | 1,938.11                 | 1,938.11     | Annual           | 40                        | 1                              |
|          | Grady        | 24,491          | 55,700.64                | 55,700.64    | Annual           | 40                        | 1                              |
|          | Greene       | 18,837          | 62,462.00                | 78,062.00    | Annual           | 40                        | 1                              |
|          | Jefferson    | 15,267          | 29,690.00                | 45,720.00    | Annual           | 40                        | 1                              |
|          | Lamar        | 19,261          | 44,894.77                | 67,652.68    | Annual           | 40                        | 1                              |

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

## ◆ Recreation Director

| Group    | Jurisdiction         | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Mitchell             | 21,602             | 43,000.00                      | 43,000.00       | Annual              | 40                              | 1                                    |
|          | Morgan               | 19,636             | 64,752.00                      | 98,528.00       | Annual              | 40                              | 1                                    |
|          | Oglethorpe           | 15,383             | 40,000.00                      | 42,000.00       | Annual              | 40                              | 1                                    |
|          | Pierce               | 19,522             | 45,000.00                      | 46,818.00       | Annual              | 40                              | 1                                    |
|          | Pike                 | 19,121             | 55,000.00                      | 66,227.00       | Annual              | 40                              | 1                                    |
|          | Putnam               | 22,520             | 26.98                          | 29.98           | Hourly              | 40                              | 1                                    |
|          | Washington           | 20,150             | 45,000.00                      | 80,000.00       | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon                | 11,036             | 14.99                          | 22.12           | Hourly              | 40                              | 1                                    |
|          | Candler              | 10,985             | 45,000.00                      | 47,713.00       | Annual              | 40                              | 1                                    |
|          | Charlton             | 13,430             | 33,280.00                      | 44,595.20       | Annual              | 40                              | 1                                    |
|          | Cusseta-Chattahooche | 10,551             | 30,000.00                      | 45,000.00       | Annual              | 40                              | 1                                    |
| <b>F</b> | Irwin                | 9,387              | 24,000.00                      | 24,000.00       | Annual              | 40                              | 1                                    |
|          | Jenkins              | 8,746              | 27,040.00                      | 37,440.00       | Annual              | 40                              | 1                                    |
|          | Lincoln              | 8,031              | 25,000.00                      | 32,000.00       | Annual              | 40                              | 1                                    |
|          | Montgomery           | 9,012              | 30,000.00                      | 32,472.00       | Annual              | 40                              | 1                                    |
|          | Taylor               | 8,074              | 31,175.00                      | 47,436.00       | Annual              | 40                              | 1                                    |

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

## ◆ Recreation Maintenance Worker

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 27,227                     | 32,194        | 44,221         | 65,017        | 302                           |
| <b>B</b>         | 8                | 28,859                     | 33,832        | 49,915         | 72,694        | 44                            |
| <b>C</b>         | 18               | 25,291                     | 33,280        | 43,519         | 77,532        | 57                            |
| <b>D</b>         | 16               | 25,550                     | 30,742        | 35,203         | 47,320        | 43                            |
| <b>E</b>         | 2                | 21,382                     | 22,360        | 28,735         | 29,973        | 4                             |
| <b>Total/Avg</b> | <b>61</b>        | <b>25,662</b>              | <b>30,482</b> | <b>40,319</b>  | <b>58,507</b> | <b>450</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 32,194.00                | 49,897.00    | Annual           | 40                        | 5                              |
|           | Augusta/Richmond  | 202,079         | 23,320.00                | 34,980.00    | Annual           | 37.5                      | 41                             |
|           | Bartow            | 109,426         | 13.12                    | 19.89        | Hourly           | 40                        | 3                              |
|           | Chatham           | 289,463         | 27,320.00                | 50,400.00    | Annual           | 40                        | 21                             |
|           | Cherokee          | 265,274         | 11.33                    | 14.96        | Hourly           | 40                        | 10                             |
|           | Clayton           | 292,646         | 26,555.96                | 63,359.85    | Annual           | 40                        | 24                             |
|           | Columbia          | 160,377         | 12.36                    | 18.54        | Hourly           | 40                        | 16                             |
|           | Columbus/Muscogee | 196,442         | 25,490.59                | 38,786.95    | Annual           | 40                        | 22                             |
|           | DeKalb            | 762,009         | 31,200.00                | 42,576.00    | Annual           | 40                        | 30                             |
|           | Douglas           | 147,988         | 28,082.00                | 65,017.00    | Annual           | 40                        | 6                              |
|           | Forsyth           | 250,847         | 15.04                    | 24.07        | Hourly           | 40                        | 48                             |
|           | Gwinnett          | 942,627         | 14.55                    | 22.55        | Hourly           | 40                        | 48                             |
|           | Henry             | 239,139         | 13.72                    | 20.39        | Hourly           | 40                        | 11                             |
|           | Macon-Bibb        | 152,737         | 12.74                    | 18.80        | Hourly           | 40                        | 7                              |
|           | Newton            | 113,295         | 11.84                    | 19.54        | Hourly           | 40                        | 1                              |
|           | Paulding          | 173,359         | 13.37                    | 20.14        | Hourly           | 40                        | 5                              |
| Whitfield | 103,837           | 23,111.71       | 34,667.03                | Annual       | 40               | 4                         |                                |
| <b>B</b>  | Catoosa           | 67,996          | 12.36                    | 17.24        | Hourly           | 40                        | 4                              |
|           | Effingham         | 65,765          | 12.91                    | 18.72        | Hourly           | 40                        | 2                              |
|           | Floyd             | 98,604          | 16.21                    | 25.93        | Hourly           | 40                        | 6                              |
|           | Glynn             | 85,568          | 22,950.00                | 36,719.00    | Annual           | 40                        | 7                              |
|           | Jackson           | 76,199          | 16.27                    | 20.92        | Hourly           | 40                        | 2                              |
|           | Liberty           | 63,004          | 14.89                    | 30.74        | Hourly           | 40                        | 5                              |

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

## ◆ Recreation Maintenance Worker

| Group      | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|------------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| C          | Rockdale     | 90,939             | 13.17                          | 25.83           | Hourly              | 40                              | 6                                    |
|            | Walton       | 96,875             | 29,443.40                      | 72,694.45       | Annual              | 40                              | 12                                   |
|            | Bryan        | 40,755             | 14.28                          | 31.86           | Hourly              | 40                              | 5                                    |
|            | Butts        | 25,426             | 13.00                          | 21.11           | Hourly              | 40                              | 2                                    |
|            | Dawson       | 27,113             | 13.42                          | 20.78           | Hourly              | 40                              | 4                                    |
|            | Fannin       | 26,521             | 25,968.38                      | 25,968.38       | Annual              | 40                              | 2                                    |
|            | Gilmer       | 31,978             | 20,000.00                      | 20,000.00       | Annual              | 40                              | 2                                    |
|            | Harris       | 36,080             | 14.29                          | 22.50           | Hourly              | 40                              | 4                                    |
|            | Hart         | 26,406             | 13.86                          | 22.69           | Hourly              | 40                              | 3                                    |
|            | Lee          | 30,234             | 10.65                          | 16.50           | Hourly              | 40                              | 3                                    |
|            | Lumpkin      | 34,186             | 13.58                          | 25.96           | Hourly              | 40                              | 3                                    |
|            | Madison      | 30,457             | 9.04                           | 21.86           | Hourly              | 40                              | 4                                    |
|            | Monroe       | 28,042             | 11.84                          | 23.34           | Hourly              | 40                              | 3                                    |
|            | Peach        | 27,950             | 22,462.00                      | 37,736.00       | Annual              | 40                              | 2                                    |
|            | Pickens      | 33,127             | 26,479.44                      | 49,121.78       | Annual              | 40                              | 3                                    |
|            | Stephens     | 26,107             | 13.00                          | 15.40           | Hourly              | 40                              | 2                                    |
|            | Sumter       | 29,282             | 9.68                           | 21.60           | Hourly              | 40                              | 2                                    |
|            | Thomas       | 44,372             | 33,280.00                      | 33,280.00       | Annual              | 40                              | 2                                    |
|            | D            | Ware               | 35,826                         | 10.48           | 15.87               | Hourly                          | 40                                   |
| Wayne      |              | 30,023             | 21,045.75                      | 77,531.81       | Annual              | 40                              | 5                                    |
| Appling    |              | 18,325             | 13.00                          | 17.71           | Hourly              | 40                              | 3                                    |
| Brantley   |              | 19,202             | 10.58                          | 14.50           | Hourly              | 40                              | 1                                    |
| Burke      |              | 22,648             | 11.75                          | 17.81           | Hourly              | 40                              | 3                                    |
| Crisp      |              | 22,034             | 11.00                          | 19.00           | Hourly              | 40                              | 7                                    |
| Dade       |              | 16,057             | 14.00                          | 14.50           | Hourly              | 40                              | 2                                    |
| Elbert     |              | 19,335             | 10.00                          | 15.50           | Hourly              | 40                              | 3                                    |
| Franklin   |              | 23,504             | 14.78                          | 14.78           | Hourly              | 40                              | 1                                    |
| Grady      |              | 24,491             | 10.88                          | 14.14           | Hourly              | 40                              | 3                                    |
| Greene     |              | 18,837             | 13.25                          | 22.75           | Hourly              | 40                              | 1                                    |
| Lamar      |              | 19,261             | 12.03                          | 19.60           | Hourly              | 40                              | 2                                    |
| Mitchell   |              | 21,602             | 13.84                          | 13.84           | Hourly              | 40                              | 1                                    |
| Morgan     |              | 19,636             | 27,967.00                      | 42,555.00       | Annual              | 40                              | 3                                    |
| Oglethorpe |              | 15,383             | 14.00                          | 14.00           | Hourly              | 40                              | 1                                    |
| Pierce     |              | 19,522             | 10.20                          | 14.00           | Hourly              | 40                              | 2                                    |
| Pike       |              | 19,121             | 11.00                          | 17.32           | Hourly              | 40                              | 4                                    |
| Putnam     |              | 22,520             | 13.28                          | 16.33           | Hourly              | 40                              | 4                                    |
| E          |              | Washington         | 20,150                         | 12.00           | 25.00               | Hourly                          | 35                                   |
|            | Candler      | 10,985             | 9.81                           | 13.22           | Hourly              | 40                              | 2                                    |
|            | Charlton     | 13,430             | 10.75                          | 14.41           | Hourly              | 40                              | 2                                    |

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

## ◆ Recreation Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 37,648                     | 51,355        | 63,257         | 84,739        | 166                           |
| <b>B</b>         | 9                | 32,588                     | 40,810        | 51,608         | 77,709        | 48                            |
| <b>C</b>         | 13               | 31,653                     | 42,277        | 47,608         | 65,312        | 36                            |
| <b>D</b>         | 10               | 30,742                     | 44,389        | 38,817         | 51,272        | 18                            |
| <b>E</b>         | 1                | 20,800                     | 20,800        | 25,480         | 25,480        | 1                             |
| <b>Total/Avg</b> | <b>51</b>        | <b>30,686</b>              | <b>39,926</b> | <b>45,354</b>  | <b>60,902</b> | <b>269</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 45,300.00                | 70,210.00    | Annual           | 40                        | 18                             |
|           | Augusta/Richmond  | 202,079         | 25,911.00                | 54,413.00    | Annual           | 37.5                      | 33                             |
|           | Bartow            | 109,426         | 17.64                    | 25.48        | Hourly           | 40                        | 1                              |
|           | Carroll           | 121,633         | 27,348.05                | 78,531.18    | Annual           | 40                        | 7                              |
|           | Chatham           | 289,463         | 38,136.00                | 62,924.00    | Annual           | 40                        | 4                              |
|           | Clayton           | 292,646         | 29,330.69                | 60,288.43    | Annual           | 40                        | 21                             |
|           | Columbia          | 160,377         | 36,712.00                | 55,078.40    | Annual           | 40                        | 7                              |
|           | Columbus/Muscogee | 196,442         | 34,282.02                | 52,164.14    | Annual           | 40                        | 4                              |
|           | Coweta            | 150,849         | 20.49                    | 31.76        | Hourly           | 40                        | 5                              |
|           | DeKalb            | 762,009         | 44,739.00                | 69,345.00    | Annual           | 40                        | 2                              |
|           | Douglas           | 147,988         | 37,632.00                | 75,264.00    | Annual           | 40                        | 3                              |
|           | Fayette           | 115,821         | 42,617.60                | 65,015.97    | Annual           | 40                        | 3                              |
|           | Forsyth           | 250,847         | 20.04                    | 36.64        | Hourly           | 40                        | 17                             |
|           | Gwinnett          | 942,627         | 24.69                    | 40.74        | Hourly           | 40                        | 16                             |
|           | Henry             | 239,139         | 16.42                    | 23.26        | Hourly           | 40                        | 7                              |
|           | Macon-Bibb        | 152,737         | 15.03                    | 23.99        | Hourly           | 40                        | 7                              |
|           | Newton            | 113,295         | 38,205.00                | 57,307.00    | Annual           | 40                        | 4                              |
|           | Paulding          | 173,359         | 19.08                    | 28.75        | Hourly           | 40                        | 7                              |
|           | <b>B</b>          | Bulloch         | 80,839                   | 37,669.00    | 56,503.00        | Annual                    | 40                             |
| Catoosa   |                   | 67,996          | 19.62                    | 19.62        | Hourly           | 40                        | 1                              |
| Effingham |                   | 65,765          | 37,346.00                | 47,520.00    | Annual           | 42                        | 5                              |
| Floyd     |                   | 98,604          | 16.87                    | 26.99        | Hourly           | 40                        | 1                              |
| Glynn     |                   | 85,568          | 24,375.00                | 41,280.00    | Annual           | 40                        | 4                              |

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

## ◆ Recreation Specialist

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Jackson      | 76,199             | 15.25                          | 21.20           | Hourly              | 40                              | 4                                    |
|          | Liberty      | 63,004             | 16.42                          | 37.36           | Hourly              | 40                              | 10                                   |
|          | Rockdale     | 90,939             | 12.24                          | 19.59           | Hourly              | 40                              | 1                                    |
|          | Spalding     | 67,414             | 45,718.00                      | 70,863.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 96,875             | 26,674.26                      | 59,663.72       | Annual              | 40                              | 14                                   |
| <b>C</b> | Bryan        | 40,755             | 14.00                          | 19.68           | Hourly              | 40                              | 9                                    |
|          | Butts        | 25,426             | 34,619.00                      | 56,215.00       | Annual              | 40                              | 3                                    |
|          | Dawson       | 27,113             | 14.80                          | 22.93           | Hourly              | 40                              | 3                                    |
|          | Habersham    | 46,047             | 13.72                          | 22.53           | Hourly              | 40                              | 2                                    |
|          | Lumpkin      | 34,186             | 35,796.00                      | 52,274.00       | Annual              | 40                              | 3                                    |
|          | Madison      | 30,457             | 13.50                          | 18.82           | Hourly              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 16.60                          | 23.24           | Hourly              | 40                              | 2                                    |
|          | Pickens      | 33,127             | 22,380.80                      | 27,822.60       | Annual              | 40                              | 4                                    |
|          | Stephens     | 26,107             | 42,277.28                      | 42,277.28       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 33,155.20                      | 59,716.80       | Annual              | 40                              | 2                                    |
|          | Thomas       | 44,372             | 37,440.00                      | 37,440.00       | Annual              | 40                              | 1                                    |
|          | Wayne        | 30,023             | 24,406.63                      | 54,871.37       | Annual              | 40                              | 2                                    |
|          | White        | 31,094             | 14.60                          | 31.40           | Hourly              | 40                              | 3                                    |
| <b>D</b> | Burke        | 22,648             | 15.65                          | 23.72           | Hourly              | 40                              | 6                                    |
|          | Crisp        | 22,034             | 16.97                          | 17.48           | Hourly              | 40                              | 1                                    |
|          | Elbert       | 19,335             | 10.00                          | 14.25           | Hourly              | 40                              | 2                                    |
|          | Franklin     | 23,504             | 15.76                          | 15.76           | Hourly              | 40                              | 1                                    |
|          | Grady        | 24,491             | 44,388.77                      | 44,388.77       | Annual              | 40                              | 1                                    |
|          | Greene       | 18,837             | 15.18                          | 24.65           | Hourly              | 40                              | 1                                    |
|          | Lamar        | 19,261             | 12.03                          | 19.60           | Hourly              | 40                              | 3                                    |
|          | Mitchell     | 21,602             | 25,000.00                      | 25,000.00       | Annual              | 40                              | 1                                    |
|          | Oglethorpe   | 15,383             | 13.00                          | 16.50           | Hourly              | 40                              | 1                                    |
|          | Putnam       | 22,520             | 15.85                          | 21.30           | Hourly              | 40                              | 1                                    |
| <b>E</b> | Bacon        | 11,036             | 10.00                          | 12.25           | Hourly              | 40                              | 1                                    |

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

◆ Secretary

Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 29,726                     | 34,471        | 49,470         | 65,017        | 313                           |
| <b>B</b>         | 7                | 28,482                     | 33,832        | 47,375         | 63,939        | 49                            |
| <b>C</b>         | 10               | 26,310                     | 34,549        | 45,269         | 60,568        | 61                            |
| <b>D</b>         | 5                | 23,791                     | 32,781        | 30,052         | 34,944        | 16                            |
| <b>E</b>         | 2                | 19,680                     | 22,360        | 26,986         | 29,973        | 7                             |
| <b>F</b>         | 5                | 20,317                     | 23,442        | 30,331         | 35,443        | 10                            |
| <b>Total/Avg</b> | <b>41</b>        | <b>24,718</b>              | <b>30,239</b> | <b>38,247</b>  | <b>48,314</b> | <b>456</b>                    |

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

Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 29,201.00                | 45,258.00    | Annual           | 40                        | 1                              |
|           | Augusta/Richmond  | 202,079         | 24,615.00                | 36,923.00    | Annual           | 37.5                      | 13                             |
|           | Chatham           | 289,463         | 31,500.00                | 53,808.00    | Annual           | 40                        | 47                             |
|           | Cherokee          | 265,274         | 13.94                    | 23.99        | Hourly           | 40                        | 20                             |
|           | Clayton           | 292,646         | 34,471.29                | 57,365.90    | Annual           | 40                        | 27                             |
|           | Columbus/Muscogee | 196,442         | 29,561.28                | 44,980.97    | Annual           | 40                        | 28                             |
|           | Coweta            | 150,849         | 14.44                    | 22.39        | Hourly           | 40                        | 7                              |
|           | Douglas           | 147,988         | 25,472.00                | 65,017.00    | Annual           | 40                        | 24                             |
|           | Gwinnett          | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 113                            |
|           | Houston           | 160,110         | 13.53                    | 21.68        | Hourly           | 40                        | 3                              |
|           | Macon-Bibb        | 152,737         | 16.57                    | 26.45        | Hourly           | 40                        | 18                             |
|           | Paulding          | 173,359         | 14.05                    | 21.16        | Hourly           | 40                        | 12                             |
|           | <b>B</b>          | Bulloch         | 80,839                   | 15.68        | 23.52            | Hourly                    | 40                             |
| Catoosa   |                   | 67,996          | 13.77                    | 28.95        | Hourly           | 40                        | 10                             |
| Dougherty |                   | 86,477          | 24,091.00                | 30,353.44    | Annual           | 40                        | 21                             |
| Floyd     |                   | 98,604          | 11.55                    | 19.55        | Hourly           | 40                        | 2                              |
| Jackson   |                   | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 3                              |
| Liberty   |                   | 63,004          | 14.18                    | 30.74        | Hourly           | 40                        | 10                             |
| Walton    |                   | 96,875          | 26,674.26                | 40,190.97    | Annual           | 40                        | 0                              |
| <b>C</b>  | Bryan             | 40,755          | 13.64                    | 21.35        | Hourly           | 40                        | 11                             |
|           | Butts             | 25,426          | 16.61                    | 23.81        | Hourly           | 40                        | 7                              |
|           | Habersham         | 46,047          | 16.20                    | 26.08        | Hourly           | 40                        | 6                              |

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

## ◆ Secretary

| Group    | Jurisdiction          | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Harris                | 36,080             | 14.29                          | 20.25           | Hourly              | 40                              | 1                                    |
|          | Lee                   | 30,234             | 11.18                          | 17.33           | Hourly              | 40                              | 5                                    |
|          | Monroe                | 28,042             | 11.00                          | 19.61           | Hourly              | 40                              | 13                                   |
|          | Pickens               | 33,127             | 23,414.64                      | 34,756.80       | Annual              | 40                              | 3                                    |
|          | Sumter                | 29,282             | 10.58                          | 18.76           | Hourly              | 40                              | 4                                    |
|          | Toombs                | 26,973             | 10.00                          | 24.62           | Hourly              | 40                              | 8                                    |
|          | Wayne                 | 30,023             | 24,406.63                      | 60,567.71       | Annual              | 40                              | 3                                    |
| <b>D</b> | Appling               | 18,325             | 10.00                          | 11.00           | Hourly              | 40                              | 4                                    |
|          | Berrien               | 19,408             | 10.00                          | 13.00           | Hourly              | 40                              | 5                                    |
|          | Burke                 | 22,648             | 11.09                          | 16.80           | Hourly              | 40                              | 1                                    |
|          | Franklin              | 23,504             | 15.76                          | 15.76           | Hourly              | 40                              | 1                                    |
|          | Telfair               | 15,781             | 10.34                          | 15.68           | Hourly              | 40                              | 5                                    |
| <b>E</b> | Charlton              | 13,430             | 10.75                          | 14.41           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,551             | 17,000.00                      | 24,000.00       | Annual              | 40                              | 6                                    |
| <b>F</b> | Clinch                | 6,582              | 9.71                           | 17.04           | Hourly              | 40                              | 1                                    |
|          | Irwin                 | 9,387              | 10.00                          | 13.50           | Hourly              | 40                              | 4                                    |
|          | Taylor                | 8,074              | 19,988.00                      | 30,414.00       | Annual              | 40                              | 1                                    |
|          | Terrell               | 8,523              | 11.27                          | 11.75           | Hourly              | 40                              | 2                                    |
|          | Wilkes                | 9,694              | 8.25                           | 16.00           | Hourly              | 40                              | 2                                    |

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

## ◆ Senior Center Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 13               | 64,810                     | 91,255        | 92,047         | 133,511       | 19                            |
| <b>B</b>         | 4                | 49,093                     | 59,649        | 70,435         | 95,439        | 5                             |
| <b>C</b>         | 9                | 47,902                     | 70,890        | 63,976         | 99,057        | 9                             |
| <b>D</b>         | 12               | 36,119                     | 45,989        | 44,461         | 69,731        | 12                            |
| <b>E</b>         | 2                | 25,698                     | 27,040        | 31,626         | 36,234        | 2                             |
| <b>F</b>         | 6                | 28,228                     | 35,880        | 41,675         | 57,699        | 7                             |
| <b>Total/Avg</b> | <b>46</b>        | <b>41,975</b>              | <b>55,117</b> | <b>57,370</b>  | <b>81,945</b> | <b>54</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 202,079         | 40,162.00                | 60,243.00    | Annual           | 37.5                      | 6                              |
|          | Bartow           | 109,426         | 26.19                    | 39.70        | Annual           | 40                        | 1                              |
|          | Cherokee         | 265,274         | 87,550.00                | 87,550.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 292,646         | 90,838.51                | 133,510.68   | Annual           | 40                        | 1                              |
|          | Columbia         | 160,377         | 44,616.00                | 66,934.40    | Annual           | 40                        | 1                              |
|          | Coweta           | 150,849         | 25.87                    | 40.09        | Annual           | 40                        | 1                              |
|          | DeKalb           | 762,009         | 57,690.00                | 89,421.00    | Annual           | 40                        | 2                              |
|          | Douglas          | 147,988         | 91,255.00                | 91,255.00    | Annual           | 40                        | 1                              |
|          | Forsyth          | 250,847         | 36.73                    | 60.60        | Hourly           | 40                        | 1                              |
|          | Gwinnett         | 942,627         | 65,547.00                | 111,431.00   | Annual           | 40                        | 1                              |
|          | Henry            | 239,139         | 76,066.77                | 107,756.39   | Annual           | 40                        | 1                              |
|          | Newton           | 113,295         | 58,569.00                | 87,854.00    | Annual           | 40                        | 1                              |
|          | Paulding         | 173,359         | 21.90                    | 33.00        | Hourly           | 40                        | 1                              |
| <b>B</b> | Catoosa          | 67,996          | 53,044.97                | 53,044.97    | Annual           | 40                        | 1                              |
|          | Effingham        | 65,765          | 28,620.00                | 56,160.00    | Annual           | 42                        | 2                              |
|          | Jackson          | 76,199          | 55,058.00                | 77,095.00    | Annual           | 40                        | 1                              |
|          | Rockdale         | 90,939          | 59,649.32                | 95,438.91    | Annual           | 40                        | 1                              |
|          | Spalding         | 67,414          | 45,718.00                | 70,863.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan            | 40,755          | 70,890.30                | 70,890.30    | Annual           | 40                        | 1                              |
|          | Butts            | 25,426          | 36,371.00                | 50,928.00    | Annual           | 40                        | 1                              |
|          | Dawson           | 27,113          | 63,990.00                | 99,057.00    | Annual           | 40                        | 1                              |
|          | Habersham        | 46,047          | 59,087.39                | 62,104.05    | Annual           | 40                        | 1                              |

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

## ◆ Senior Center Director

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Hart         | 26,406             | 21.49                          | 35.21           | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 34,186             | 40,297.00                      | 66,490.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 30,457             | 30,000.00                      | 41,600.00       | Annual              | 40                              | 1                                    |
|          | Stephens     | 26,107             | 42,864.28                      | 42,864.28       | Annual              | 40                              | 1                                    |
|          | White        | 31,094             | 42,921.00                      | 68,615.66       | Annual              | 40                              | 1                                    |
| <b>D</b> | Ben Hill     | 16,614             | 17.45                          | 17.45           | Hourly              | 40                              | 1                                    |
|          | Berrien      | 19,408             | 10.00                          | 12.00           | Hourly              | 60                              | 1                                    |
|          | Brantley     | 19,202             | 12.11                          | 16.65           | Hourly              | 40                              | 1                                    |
|          | Dade         | 16,057             | 40,726.00                      | 40,726.00       | Annual              | 40                              | 1                                    |
|          | Elbert       | 19,335             | 21.87                          | 21.87           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 23,504             | 19.25                          | 19.25           | Hourly              | 40                              | 1                                    |
|          | Greene       | 18,837             | 22.11                          | 28.48           | Hourly              | 40                              | 1                                    |
|          | Jefferson    | 15,267             | 23,194.00                      | 33,528.00       | Annual              | 40                              | 1                                    |
|          | Lamar        | 19,261             | 36,521.93                      | 55,572.43       | Annual              | 40                              | 1                                    |
|          | Morgan       | 19,636             | 45,827.00                      | 69,731.00       | Annual              | 40                              | 1                                    |
|          | Oglethorpe   | 15,383             | 38,000.00                      | 43,000.00       | Annual              | 40                              | 1                                    |
|          | Pike         | 19,121             | 28,000.00                      | 30,000.00       | Annual              | 40                              | 1                                    |
|          | Telfair      | 15,781             | 24,961.65                      | 37,833.53       | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon        | 11,036             | 11.71                          | 12.99           | Hourly              | 40                              | 1                                    |
|          | Charlton     | 13,430             | 13.00                          | 17.42           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Clinch       | 6,582              | 15.82                          | 27.74           | Hourly              | 40                              | 1                                    |
|          | Jenkins      | 8,746              | 30,000.00                      | 43,000.00       | Annual              | 40                              | 1                                    |
|          | Lincoln      | 8,031              | 35,880.00                      | 35,880.00       | Annual              | 40                              | 1                                    |
|          | Talbot       | 6,143              | 10.50                          | 15.91           | Hourly              | 40                              | 2                                    |
|          | Wilkes       | 9,694              | 19,500.00                      | 30,000.00       | Annual              | 40                              | 1                                    |
|          | Wilkinson    | 8,812              | 14.06                          | 24.22           | Hourly              | 40                              | 1                                    |

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

## ◆ Senior Center Van Driver

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 5                | 26,069                     | 28,309        | 42,254         | 50,943        | 19                            |
| <b>B</b>         | 3                | 26,662                     | 30,430        | 35,191         | 38,293        | 7                             |
| <b>C</b>         | 4                | 22,699                     | 29,328        | 30,501         | 37,939        | 7                             |
| <b>D</b>         | 4                | 21,343                     | 25,459        | 29,286         | 43,160        | 19                            |
| <b>F</b>         | 1                | 21,494                     | 21,494        | 37,710         | 37,710        | 1                             |
| <b>Total/Avg</b> | <b>17</b>        | <b>23,654</b>              | <b>27,004</b> | <b>34,988</b>  | <b>41,609</b> | <b>53</b>                     |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Columbia     | 160,377         | 12.24                    | 18.36        | Hourly           | 40                        | 6                              |
|          | Douglas      | 147,988         | 25,472.00                | 50,943.00    | Annual           | 40                        | 3                              |
|          | Forsyth      | 250,847         | 13.61                    | 21.78        | Hourly           | 40                        | 3                              |
|          | Newton       | 113,295         | 11.84                    | 17.76        | Hourly           | 40                        | 3                              |
|          | Paulding     | 173,359         | 12.73                    | 19.18        | Hourly           | 40                        | 4                              |
| <b>B</b> | Catoosa      | 67,996          | 14.63                    | 15.02        | Hourly           | 40                        | 2                              |
|          | Jackson      | 76,199          | 12.32                    | 17.33        | Hourly           | 40                        | 2                              |
|          | Rockdale     | 90,939          | 11.51                    | 18.41        | Hourly           | 40                        | 3                              |
| <b>C</b> | Lumpkin      | 34,186          | 11.37                    | 18.20        | Hourly           | 40                        | 1                              |
|          | Madison      | 30,457          | 9.03                     | 10.82        | Hourly           | 30                        | 4                              |
|          | Stephens     | 26,107          | 14.10                    | 14.10        | Hourly           | 40                        | 1                              |
|          | White        | 31,094          | 11.41                    | 18.24        | Hourly           | 40                        | 1                              |
| <b>D</b> | Dade         | 16,057          | 12.24                    | 13.51        | Hourly           | 40                        | 6                              |
|          | Elbert       | 19,335          | 10.75                    | 20.75        | Hourly           | 40                        | 10                             |
|          | Franklin     | 23,504          | 10.30                    | 10.30        | Hourly           | 40                        | 2                              |
|          | Telfair      | 15,781          | 10.34                    | 15.68        | Hourly           | 30                        | 1                              |
| <b>F</b> | Clinch       | 6,582           | 11.81                    | 20.72        | Hourly           | 35                        | 1                              |

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

## ◆ Senior Data Entry Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 2                | 31,959                     | 32,885        | 51,230         | 52,770        | 122                           |
| <b>C</b>         | 1                | 31,200                     | 31,200        | 51,854         | 51,854        | 4                             |
| <b>D</b>         | 2                | 39,967                     | 54,974        | 43,909         | 56,618        | 2                             |
| <b>Total/Avg</b> | <b>5</b>         | <b>34,375</b>              | <b>39,686</b> | <b>48,998</b>  | <b>53,747</b> | <b>128</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Gwinnett     | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 113                            |
|          | Houston      | 160,110         | 15.81                    | 25.37        | Hourly           | 40                        | 9                              |
| <b>C</b> | Decatur      | 26,457          | 15.00                    | 24.93        | Annual           | 40                        | 4                              |
| <b>D</b> | Crisp        | 22,034          | 26.43                    | 27.22        | Hourly           | 40                        | 1                              |
|          | Oglethorpe   | 15,383          | 12.00                    | 15.00        | Hourly           | 40                        | 1                              |

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

## ◆ Solicitor

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 11               | 106,570                    | 168,751        | 131,853        | 168,751        | 13                            |
| <b>B</b>         | 5                | 92,514                     | 115,720        | 99,196         | 115,720        | 5                             |
| <b>C</b>         | 1                | 31,263                     | 31,263         | 31,263         | 31,263         | 1                             |
| <b>Total/Avg</b> | <b>17</b>        | <b>76,782</b>              | <b>105,245</b> | <b>87,437</b>  | <b>105,245</b> | <b>19</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 1.00                     | 127,473.00   | Annual           | 40                        | 1                              |
|          | Carroll           | 121,633         | 53,781.78                | 87,895.08    | Annual           | 40                        | 2                              |
|          | Cherokee          | 265,274         | 130,780.00               | 130,780.00   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 123,952.76               | 123,952.76   | Annual           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 168,751.17               | 168,751.17   | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 61,299.00                | 122,597.00   | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 125,458.45               | 125,458.45   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 146,830.00               | 146,830.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 160,176.10               | 160,176.10   | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 36.07                    | 60.06        | Hourly           | 40                        | 2                              |
|          | Macon-Bibb        | 152,737         | 124,134.40               | 131,542.58   | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 54,736.00                | 82,104.00    | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 98,524.00                | 98,524.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 65,765          | 96,592.00                | 102,634.00   | Annual           | 42                        | 1                              |
|          | Jackson           | 76,199          | 97,000.00                | 97,000.00    | Annual           | 40                        | 1                              |
|          | Walker            | 70,116          | 115,720.00               | 115,720.00   | Annual           | 40                        | 1                              |
| <b>C</b> | Stephens          | 26,107          | 31,262.98                | 31,262.98    | Annual           | 40                        | 1                              |

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

## ◆ State Court Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 84,345                     | 168,883       | 116,100        | 170,300       | 12                            |
| <b>B</b>         | 6                | 37,533                     | 47,548        | 47,716         | 58,000        | 7                             |
| <b>C</b>         | 1                | 54,546                     | 54,546        | 56,744         | 56,744        | 1                             |
| <b>D</b>         | 1                | 32,552                     | 32,552        | 49,338         | 49,338        | 2                             |
| <b>Total/Avg</b> | <b>20</b>        | <b>52,244</b>              | <b>75,882</b> | <b>67,474</b>  | <b>83,595</b> | <b>22</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 70,276.00                | 108,918.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 202,079         | 65,453.00                | 98,179.00    | Annual           | 37.5                      | 1                              |
|          | Chatham           | 289,463         | 83,057.00                | 137,044.00   | Annual           | 40                        | 1                              |
|          | Cherokee          | 265,274         | 107,436.52               | 107,436.52   | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 110,812.96               | 162,868.29   | Annual           | 40                        | 0                              |
|          | Columbus/Muscogee | 196,442         | 168,882.81               | 168,882.81   | Annual           | 40                        | 2                              |
|          | Coweta            | 150,849         | 29.07                    | 45.05        | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 50,430.00                | 100,860.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 100,177.00               | 170,300.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 105,060.00               | 105,060.00   | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 21.68                    | 34.69        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 118,268         | 21.63                    | 32.59        | Hourly           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 36,405.00                | 54,607.00    | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 18.03                    | 18.03        | Hourly           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 32,284.00                | 36,142.08    | Annual           | 40                        | 2                              |
|          | Effingham         | 65,765          | 47,548.00                | 58,000.00    | Annual           | 42                        | 1                              |
|          | Jackson           | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 1                              |
|          | Liberty           | 63,004          | 18.09                    | 25.34        | Hourly           | 40                        | 1                              |
| <b>C</b> | Habersham         | 46,047          | 54,545.50                | 56,744.22    | Annual           | 40                        | 1                              |
| <b>D</b> | Burke             | 22,648          | 15.65                    | 23.72        | Hourly           | 40                        | 2                              |

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

## ◆ State Court Chief Deputy Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 57,485                     | 87,744        | 90,046         | 149,165       | 9                             |
| <b>B</b>         | 2                | 43,770                     | 50,336        | 65,009         | 70,491        | 2                             |
| <b>C</b>         | 4                | 34,367                     | 42,203        | 39,078         | 54,246        | 6                             |
| <b>D</b>         | 3                | 33,155                     | 41,600        | 36,345         | 41,600        | 3                             |
| <b>E</b>         | 1                | 22,360                     | 22,360        | 29,973         | 29,973        | 2                             |
| <b>Total/Avg</b> | <b>19</b>        | <b>38,227</b>              | <b>48,849</b> | <b>52,090</b>  | <b>69,095</b> | <b>22</b>                     |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Chatham      | 289,463         | 53,661.00                | 88,541.00    | Annual           | 40                        | 1                              |
|          | Clayton      | 292,646         | 70,854.83                | 104,139.47   | Annual           | 40                        | 1                              |
|          | Coweta       | 150,849         | 19.33                    | 29.96        | Hourly           | 40                        | 1                              |
|          | DeKalb       | 762,009         | 78,414.00                | 121,545.00   | Annual           | 40                        | 1                              |
|          | Fayette      | 115,821         | 57,315.93                | 87,439.25    | Annual           | 40                        | 1                              |
|          | Gwinnett     | 942,627         | 87,744.00                | 149,165.00   | Annual           | 40                        | 1                              |
|          | Henry        | 239,139         | 24.14                    | 34.20        | Hourly           | 40                        | 1                              |
|          | Houston      | 160,110         | 17.82                    | 28.49        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb   | 152,737         | 20.14                    | 32.15        | Hourly           | 40                        | 1                              |
| <b>B</b> | Glynn        | 85,568          | 37,204.00                | 59,527.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 63,004          | 24.20                    | 33.89        | Hourly           | 40                        | 1                              |
|          | Spalding     | 67,414          | 48,489.00                | 75,158.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Decatur      | 26,457          | 20.29                    | 20.29        | Hourly           | 40                        | 1                              |
|          | Habersham    | 46,047          | 18.76                    | 26.08        | Hourly           | 40                        | 1                              |
|          | Thomas       | 44,372          | 32,656.00                | 32,656.00    | Annual           | 40                        | 1                              |
|          | Ware         | 35,826          | 11.34                    | 13.08        | Hourly           | 40                        | 3                              |
| <b>D</b> | Chattooga    | 24,843          | 41,600.00                | 41,600.00    | Annual           | 40                        | 1                              |
|          | Jefferson    | 15,267          | 10.00                    | 14.60        | Hourly           | 40                        | 1                              |
|          | Mitchell     | 21,602          | 17.82                    | 17.82        | Hourly           | 40                        | 1                              |
| <b>E</b> | Charlton     | 13,430          | 10.75                    | 14.41        | Hourly           | 40                        | 2                              |

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

## ◆ Superior Court Deputy Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 14               | 40,808                     | 87,744        | 69,162         | 149,165       | 172                           |
| <b>B</b>         | 9                | 35,339                     | 60,231        | 50,169         | 64,089        | 71                            |
| <b>C</b>         | 19               | 29,480                     | 82,367        | 44,438         | 82,367        | 100                           |
| <b>D</b>         | 18               | 26,600                     | 33,530        | 37,007         | 51,834        | 75                            |
| <b>E</b>         | 4                | 26,499                     | 30,160        | 32,843         | 40,414        | 6                             |
| <b>F</b>         | 12               | 23,870                     | 32,022        | 33,195         | 58,344        | 16                            |
| <b>Total/Avg</b> | <b>76</b>        | <b>30,433</b>              | <b>54,342</b> | <b>44,469</b>  | <b>74,369</b> | <b>440</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 35,494.00                | 55,011.00    | Annual           | 40                        | 6                              |
|          | Augusta/Richmond  | 202,079         | 25,911.00                | 42,753.00    | Annual           | 37.5                      | 44                             |
|          | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 7                              |
|          | Carroll           | 121,633         | 14.20                    | 27.79        | Hourly           | 40                        | 17                             |
|          | Chatham           | 289,463         | 68,486.00                | 113,002.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 70,854.83                | 104,139.47   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 32,630.11                | 49,650.58    | Annual           | 40                        | 24                             |
|          | Douglas           | 147,988         | 29,487.00                | 71,682.00    | Annual           | 40                        | 8                              |
|          | Fayette           | 115,821         | 30,161.63                | 58,901.26    | Annual           | 40                        | 14                             |
|          | Forsyth           | 250,847         | 15.75                    | 30.92        | Hourly           | 40                        | 15                             |
|          | Gwinnett          | 942,627         | 87,744.00                | 149,165.00   | Annual           | 40                        | 1                              |
|          | Henry             | 239,139         | 15.07                    | 25.17        | Hourly           | 40                        | 19                             |
|          | Houston           | 160,110         | 15.81                    | 25.37        | Hourly           | 40                        | 11                             |
|          | Paulding          | 173,359         | 16.29                    | 24.54        | Hourly           | 40                        | 4                              |
| <b>B</b> | Camden            | 55,388          | 11.29                    | 19.71        | Hourly           | 40                        | 7                              |
|          | Catoosa           | 67,996          | 60,231.00                | 60,231.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 86,477          | 34,159.84                | 55,217.07    | Annual           | 40                        | 3                              |
|          | Effingham         | 65,765          | 12.91                    | 18.72        | Hourly           | 40                        | 10                             |
|          | Glynn             | 85,568          | 40,056.00                | 64,089.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 14                             |
|          | Liberty           | 63,004          | 14.89                    | 25.34        | Hourly           | 40                        | 15                             |
|          | Spalding          | 67,414          | 16.98                    | 28.39        | Hourly           | 40                        | 3                              |

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

## ◆ Superior Court Deputy Clerk

| Group  | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|--------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| C      | Walker       | 70,116          | 16.50                    | 19.50        | Hourly           | 40                        | 5                              |
|        | Walton       | 96,875          | 34,145.31                | 51,447.84    | Annual           | 40                        | 15                             |
|        | Butts        | 25,426          | 10.13                    | 18.20        | Hourly           | 40                        | 1                              |
|        | Colquitt     | 45,542          | 23,504.00                | 32,000.00    | Annual           | 40                        | 9                              |
|        | Decatur      | 26,457          | 15.70                    | 15.70        | Hourly           | 40                        | 1                              |
|        | Fannin       | 26,521          | 82,366.87                | 82,366.87    | Annual           | 40                        | 1                              |
|        | Habersham    | 46,047          | 12.44                    | 17.30        | Hourly           | 40                        | 11                             |
|        | Harris       | 36,080          | 15.09                    | 28.60        | Hourly           | 40                        | 6                              |
|        | Hart         | 26,406          | 13.86                    | 22.69        | Hourly           | 40                        | 4                              |
|        | Lee          | 30,234          | 11.18                    | 17.33        | Hourly           | 40                        | 5                              |
|        | Madison      | 30,457          | 10.00                    | 13.73        | Hourly           | 40                        | 1                              |
|        | Monroe       | 28,042          | 14.00                    | 27.48        | Hourly           | 40                        | 5                              |
|        | Peach        | 27,950          | 28,212.00                | 55,911.00    | Annual           | 40                        | 2                              |
|        | Pickens      | 33,127          | 33,917.52                | 47,261.76    | Annual           | 40                        | 8                              |
|        | Polk         | 42,840          | 27,682.00                | 41,956.00    | Annual           | 40                        | 9                              |
|        | Sumter       | 29,282          | 12.11                    | 21.60        | Hourly           | 40                        | 4                              |
|        | Thomas       | 44,372          | 27,602.00                | 27,602.00    | Annual           | 40                        | 6                              |
|        | Toombs       | 26,973          | 11.33                    | 17.77        | Hourly           | 37.5                      | 6                              |
|        | Ware         | 35,826          | 11.84                    | 18.88        | Hourly           | 40                        | 4                              |
|        | Wayne        | 30,023          | 24,406.63                | 54,871.37    | Annual           | 40                        | 10                             |
| White  | 31,094       | 13.23           | 23.35                    | Hourly       | 40               | 7                         |                                |
| D      | Appling      | 18,325          | 13.48                    | 20.28        | Hourly           | 40                        | 2                              |
|        | Ben Hill     | 16,614          | 12.98                    | 12.98        | Hourly           | 40                        | 5                              |
|        | Berrien      | 19,408          | 10.00                    | 14.00        | Hourly           | 40                        | 1                              |
|        | Brantley     | 19,202          | 11.07                    | 15.18        | Hourly           | 40                        | 5                              |
|        | Burke        | 22,648          | 15.65                    | 23.72        | Hourly           | 40                        | 7                              |
|        | Chattooga    | 24,843          | 29,681.60                | 39,936.00    | Annual           | 40                        | 4                              |
|        | Crisp        | 22,034          | 13.13                    | 19.44        | Hourly           | 40                        | 4                              |
|        | Dade         | 16,057          | 16.12                    | 18.15        | Hourly           | 40                        | 3                              |
|        | Dodge        | 20,452          | 14.58                    | 16.19        | Hourly           | 40                        | 3                              |
|        | Elbert       | 19,335          | 12.50                    | 18.00        | Hourly           | 40                        | 4                              |
|        | Franklin     | 23,504          | 12.50                    | 17.61        | Hourly           | 40                        | 6                              |
|        | Greene       | 18,837          | 13.93                    | 24.92        | Hourly           | 40                        | 6                              |
|        | Jefferson    | 15,267          | 10.00                    | 14.08        | Hourly           | 40                        | 3                              |
|        | Lamar        | 19,261          | 13.33                    | 20.29        | Hourly           | 40                        | 6                              |
|        | Morgan       | 19,636          | 29,383.00                | 44,709.00    | Annual           | 40                        | 5                              |
|        | Oglethorpe   | 15,383          | 11.00                    | 14.00        | Hourly           | 40                        | 3                              |
| Pierce | 19,522       | 11.19           | 15.04                    | Hourly       | 40               | 5                         |                                |
| Pike   | 19,121       | 11.00           | 20.00                    | Hourly       | 40               | 4                         |                                |

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

## ◆ Superior Court Deputy Clerk

| Group     | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| E         | Telfair      | 15,781             | 10.34                          | 15.68           | Hourly              | 40                              | 3                                    |
|           | Bacon        | 11,036             | 12.12                          | 14.00           | Hourly              | 40                              | 1                                    |
|           | Bleckley     | 12,955             | 26,998.34                      | 30,014.40       | Annual              | 40                              | 2                                    |
|           | Candler      | 10,985             | 11.36                          | 15.30           | Hourly              | 40                              | 2                                    |
| F         | Charlton     | 13,430             | 14.50                          | 19.43           | Hourly              | 40                              | 1                                    |
|           | Atkinson     | 8,393              | 11.00                          | 14.50           | Hourly              | 40                              | 2                                    |
|           | Clinch       | 6,582              | 10.71                          | 18.77           | Hourly              | 35                              | 1                                    |
|           | Irwin        | 9,387              | 9.00                           | 11.00           | Hourly              | 40                              | 1                                    |
|           | Lincoln      | 8,031              | 12.00                          | 15.10           | Hourly              | 40                              | 2                                    |
|           | Montgomery   | 9,012              | 22,235.00                      | 24,059.00       | Annual              | 40                              | 1                                    |
|           | Randolph     | 6,682              | 13.00                          | 17.56           | Hourly              | 40                              | 1                                    |
|           | Talbot       | 6,143              | 32,022.00                      | 34,986.00       | Annual              | 40                              | 1                                    |
|           | Taliaferro   | 1,562              | 11.00                          | 14.00           | Hourly              | 40                              | 1                                    |
|           | Taylor       | 8,074              | 22,063.00                      | 35,571.00       | Annual              | 40                              | 1                                    |
|           | Terrell      | 8,523              | 12.39                          | 12.39           | Hourly              | 40                              | 1                                    |
|           | Wilkes       | 9,694              | 8.50                           | 17.00           | Hourly              | 40                              | 1                                    |
| Wilkinson | 8,812        | 14.76              | 28.05                          | Hourly          | 40                  | 3                               |                                      |

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

## ◆ Tag/Tax Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 30,575                     | 37,269        | 49,493         | 65,017        | 272                           |
| <b>B</b>         | 11               | 28,764                     | 32,760        | 43,576         | 58,115        | 72                            |
| <b>C</b>         | 21               | 26,140                     | 36,109        | 39,977         | 57,158        | 99                            |
| <b>D</b>         | 21               | 25,019                     | 33,696        | 36,238         | 54,474        | 74                            |
| <b>E</b>         | 6                | 22,661                     | 33,000        | 30,339         | 34,882        | 11                            |
| <b>F</b>         | 12               | 21,905                     | 29,245        | 32,037         | 50,378        | 16                            |
| <b>Total/Avg</b> | <b>88</b>        | <b>25,844</b>              | <b>33,680</b> | <b>38,610</b>  | <b>53,337</b> | <b>544</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 37,269.00                | 57,762.00    | Annual           | 40                        | 2                              |
|           | Augusta/Richmond  | 202,079         | 27,206.00                | 40,810.00    | Annual           | 37.5                      | 14                             |
|           | Carroll           | 121,633         | 12.17                    | 23.23        | Hourly           | 40                        | 10                             |
|           | Clayton           | 292,646         | 30,824.94                | 47,025.49    | Annual           | 40                        | 11                             |
|           | Columbus/Muscogee | 196,442         | 29,561.28                | 44,980.97    | Annual           | 40                        | 11                             |
|           | Coweta            | 150,849         | 14.44                    | 22.39        | Hourly           | 40                        | 9                              |
|           | DeKalb            | 762,009         | 31,200.00                | 47,931.00    | Annual           | 40                        | 36                             |
|           | Douglas           | 147,988         | 25,472.00                | 65,017.00    | Annual           | 40                        | 10                             |
|           | Fayette           | 115,821         | 30,161.63                | 50,790.37    | Annual           | 40                        | 9                              |
|           | Gwinnett          | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 44                             |
|           | Henry             | 239,139         | 15.07                    | 21.35        | Hourly           | 40                        | 21                             |
|           | Houston           | 160,110         | 14.64                    | 25.37        | Hourly           | 40                        | 17                             |
|           | Lowndes           | 118,268         | 14.57                    | 21.95        | Hourly           | 40                        | 8                              |
|           | Macon-Bibb        | 152,737         | 15.78                    | 25.19        | Hourly           | 40                        | 24                             |
|           | Newton            | 113,295         | 14.21                    | 22.21        | Hourly           | 40                        | 13                             |
|           | Paulding          | 173,359         | 16.29                    | 24.54        | Hourly           | 40                        | 9                              |
| Whitfield | 103,837           | 33,339.84       | 50,009.77                | Annual       | 40               | 24                        |                                |
| <b>B</b>  | Bulloch           | 80,839          | 13.25                    | 19.87        | Hourly           | 40                        | 4                              |
|           | Catoosa           | 67,996          | 15.75                    | 23.69        | Hourly           | 40                        | 9                              |
|           | Dougherty         | 86,477          | 25,296.00                | 28,317.80    | Annual           | 40                        | 4                              |
|           | Effingham         | 65,765          | 12.29                    | 17.82        | Hourly           | 40                        | 5                              |
|           | Floyd             | 98,604          | 11.55                    | 18.49        | Hourly           | 40                        | 6                              |

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

## ◆ Tag/Tax Clerk

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Glynn        | 85,568             | 31,503.00                      | 50,404.00       | Annual              | 40                              | 9                                    |
|          | Jackson      | 76,199             | 15.25                          | 20.92           | Hourly              | 40                              | 5                                    |
|          | Liberty      | 63,004             | 14.18                          | 27.94           | Hourly              | 40                              | 9                                    |
|          | Rockdale     | 90,939             | 13.17                          | 21.07           | Hourly              | 40                              | 3                                    |
|          | Spalding     | 67,414             | 12.98                          | 23.22           | Hourly              | 40                              | 12                                   |
|          | Walker       | 70,116             | 14.50                          | 15.50           | Hourly              | 40                              | 10                                   |
|          | Walton       | 96,875             | 30,933.97                      | 56,788.79       | Annual              | 40                              | 8                                    |
| <b>C</b> | Bryan        | 40,755             | 13.50                          | 16.90           | Hourly              | 40                              | 7                                    |
|          | Butts        | 25,426             | 10.41                          | 18.70           | Hourly              | 40                              | 3                                    |
|          | Colquitt     | 45,542             | 26,099.00                      | 28,167.00       | Annual              | 40                              | 8                                    |
|          | Decatur      | 26,457             | 13.39                          | 19.57           | Hourly              | 40                              | 6                                    |
|          | Fannin       | 26,521             | 25,384.09                      | 44,557.41       | Annual              | 40                              | 6                                    |
|          | Gilmer       | 31,978             | 20,800.00                      | 24,960.00       | Annual              | 40                              | 3                                    |
|          | Harris       | 36,080             | 15.09                          | 21.37           | Hourly              | 40                              | 3                                    |
|          | Hart         | 26,406             | 13.86                          | 22.69           | Hourly              | 40                              | 3                                    |
|          | Lee          | 30,234             | 11.18                          | 17.33           | Hourly              | 40                              | 4                                    |
|          | Lumpkin      | 34,186             | 12.07                          | 19.31           | Hourly              | 40                              | 4                                    |
|          | Madison      | 30,457             | 10.00                          | 11.85           | Hourly              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 14.00                          | 27.48           | Hourly              | 40                              | 4                                    |
|          | Peach        | 27,950             | 25,338.00                      | 44,563.00       | Annual              | 40                              | 3                                    |
|          | Pickens      | 33,127             | 29,241.68                      | 40,309.96       | Annual              | 40                              | 7                                    |
|          | Polk         | 42,840             | 26,364.00                      | 48,570.00       | Annual              | 40                              | 7                                    |
|          | Stephens     | 26,107             | 17.36                          | 20.04           | Hourly              | 40                              | 3                                    |
|          | Sumter       | 29,282             | 12.11                          | 21.60           | Hourly              | 40                              | 4                                    |
|          | Thomas       | 44,372             | 27,602.00                      | 27,602.00       | Annual              | 40                              | 7                                    |
|          | Toombs       | 26,973             | 12.00                          | 17.75           | Hourly              | 37.5                            | 5                                    |
|          | Ware         | 35,826             | 12.13                          | 19.36           | Hourly              | 40                              | 8                                    |
|          | Wayne        | 30,023             | 22,111.20                      | 54,871.37       | Annual              | 40                              | 3                                    |
| <b>D</b> | Appling      | 18,325             | 10.00                          | 14.87           | Hourly              | 40                              | 4                                    |
|          | Ben Hill     | 16,614             | 10.65                          | 12.00           | Hourly              | 40                              | 4                                    |
|          | Berrien      | 19,408             | 10.00                          | 20.00           | Hourly              | 40                              | 4                                    |
|          | Brantley     | 19,202             | 11.07                          | 15.18           | Hourly              | 40                              | 5                                    |
|          | Burke        | 22,648             | 14.99                          | 24.77           | Hourly              | 40                              | 4                                    |
|          | Chattooga    | 24,843             | 29,120.00                      | 38,480.00       | Annual              | 40                              | 5                                    |
|          | Crisp        | 22,034             | 15.22                          | 15.88           | Hourly              | 40                              | 2                                    |
|          | Dade         | 16,057             | 12.80                          | 14.77           | Hourly              | 40                              | 3                                    |
|          | Dodge        | 20,452             | 12.36                          | 17.20           | Hourly              | 40                              | 3                                    |
|          | Elbert       | 19,335             | 11.00                          | 16.69           | Hourly              | 40                              | 2                                    |
|          | Franklin     | 23,504             | 16.20                          | 16.20           | Hourly              | 40                              | 1                                    |

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

◆ Tag/Tax Clerk

| Group    | Jurisdiction         | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Grady                | 24,491          | 11.66                    | 16.60        | Hourly           | 40                        | 4                              |
|          | Greene               | 18,837          | 14.24                    | 22.80        | Hourly           | 40                        | 4                              |
|          | Jefferson            | 15,267          | 10.00                    | 18.47        | Hourly           | 40                        | 4                              |
|          | Lamar                | 19,261          | 11.62                    | 21.73        | Hourly           | 40                        | 3                              |
|          | Mitchell             | 21,602          | 10.50                    | 11.47        | Hourly           | 40                        | 3                              |
|          | Morgan               | 19,636          | 29,383.00                | 54,474.00    | Annual           | 40                        | 3                              |
|          | Oglethorpe           | 15,383          | 11.00                    | 17.00        | Hourly           | 40                        | 4                              |
|          | Pierce               | 19,522          | 11.19                    | 12.36        | Hourly           | 40                        | 3                              |
|          | Pike                 | 19,121          | 11.00                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Telfair              | 15,781          | 10.34                    | 15.68        | Hourly           | 40                        | 4                              |
|          | Washington           | 20,150          | 11.00                    | 20.00        | Hourly           | 35                        | 5                              |
| <b>E</b> | Bacon                | 11,036          | 9.61                     | 11.71        | Hourly           | 40                        | 1                              |
|          | Bleckley             | 12,955          | 33,000.00                | 33,000.00    | Annual           | 40                        | 0                              |
|          | Candler              | 10,985          | 11.36                    | 15.30        | Hourly           | 40                        | 2                              |
|          | Charlton             | 13,430          | 10.75                    | 14.41        | Hourly           | 40                        | 3                              |
|          | Cusseta-Chattahooche | 10,551          | 18,000.00                | 28,000.00    | Annual           | 40                        | 3                              |
|          | Early                | 10,037          | 9.13                     | 16.77        | Hourly           | 40                        | 2                              |
| <b>F</b> | Clinch               | 6,582           | 11.81                    | 20.72        | Hourly           | 35                        | 1                              |
|          | Irwin                | 9,387           | 9.00                     | 11.33        | Hourly           | 40                        | 2                              |
|          | Jenkins              | 8,746           | 10.00                    | 18.00        | Hourly           | 40                        | 1                              |
|          | Lincoln              | 8,031           | 10.00                    | 13.00        | Hourly           | 40                        | 1                              |
|          | Montgomery           | 9,012           | 16,665.00                | 24,473.72    | Annual           | 40                        | 1                              |
|          | Randolph             | 6,682           | 8.58                     | 12.48        | Hourly           | 40                        | 1                              |
|          | Talbot               | 6,143           | 28,500.00                | 35,826.00    | Annual           | 40                        | 2                              |
|          | Taliaferro           | 1,562           | 11.00                    | 14.00        | Hourly           | 40                        | 1                              |
|          | Taylor               | 8,074           | 22,063.00                | 35,571.00    | Annual           | 40                        | 1                              |
|          | Terrell              | 8,523           | 12.58                    | 12.58        | Hourly           | 40                        | 1                              |
|          | Wilkes               | 9,694           | 8.50                     | 15.00        | Hourly           | 40                        | 2                              |
|          | Wilkinson            | 8,812           | 14.06                    | 24.22        | Hourly           | 40                        | 2                              |

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

## ◆ Tax Specialist (Motor Vehicle)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 11               | 33,870                     | 47,882        | 53,875         | 74,214        | 83                            |
| <b>B</b>         | 9                | 32,250                     | 41,603        | 43,000         | 62,684        | 19                            |
| <b>C</b>         | 6                | 27,716                     | 34,694        | 42,883         | 49,150        | 13                            |
| <b>D</b>         | 1                | 33,696                     | 33,696        | 33,696         | 33,696        | 3                             |
| <b>Total/Avg</b> | <b>27</b>        | <b>31,883</b>              | <b>39,469</b> | <b>43,363</b>  | <b>54,936</b> | <b>118</b>                    |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 35,494.00                | 55,011.00    | Annual           | 40                        | 5                              |
|           | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 8                              |
|           | Carroll           | 121,633         | 15.52                    | 25.33        | Hourly           | 40                        | 1                              |
|           | Chatham           | 289,463         | 30,736.00                | 55,464.00    | Annual           | 40                        | 35                             |
|           | Clayton           | 292,646         | 32,395.33                | 49,421.22    | Annual           | 40                        | 2                              |
|           | Columbia          | 160,377         | 13.17                    | 22.88        | Hourly           | 40                        | 14                             |
|           | Columbus/Muscogee | 196,442         | 30,750.31                | 47,258.14    | Annual           | 40                        | 7                              |
|           | Coweta            | 150,849         | 23.02                    | 35.68        | Annual           | 40                        | 1                              |
|           | Gwinnett          | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 8                              |
|           | Houston           | 160,110         | 17.82                    | 28.49        | Hourly           | 40                        | 1                              |
|           | Paulding          | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 1                              |
| <b>B</b>  | Bulloch           | 80,839          | 13.86                    | 20.78        | Hourly           | 40                        | 3                              |
|           | Camden            | 55,388          | 12.40                    | 15.52        | Hourly           | 40                        | 7                              |
|           | Catoosa           | 67,996          | 17.76                    | 17.76        | Hourly           | 40                        | 1                              |
|           | Dougherty         | 86,477          | 27,888.64                | 31,220.80    | Annual           | 40                        | 3                              |
|           | Effingham         | 65,765          | 16.00                    | 16.67        | Hourly           | 40                        | 1                              |
|           | Floyd             | 98,604          | 12.88                    | 20.61        | Hourly           | 40                        | 1                              |
|           | Glynn             | 85,568          | 31,503.00                | 50,404.00    | Annual           | 40                        | 1                              |
|           | Liberty           | 63,004          | 18.09                    | 25.34        | Hourly           | 40                        | 1                              |
|           | Spalding          | 67,414          | 16.31                    | 25.29        | Hourly           | 40                        | 1                              |
|           | Walton            | 96,875          | 41,602.75                | 62,684.20    | Annual           | 40                        | 1                              |
|           | <b>C</b>          | Dawson          | 27,113                   | 14.80        | 22.91            | Hourly                    | 40                             |
| Habersham |                   | 46,047          | 12.44                    | 22.53        | Hourly           | 40                        | 4                              |
| Harris    |                   | 36,080          | 16.68                    | 23.63        | Hourly           | 40                        | 1                              |
| Lumpkin   |                   | 34,186          | 12.80                    | 20.48        | Hourly           | 40                        | 1                              |

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

◆ Tax Specialist (Motor Vehicle)

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Madison      | 30,457          | 10.00                    | 13.00        | Hourly           | 40                        | 1                              |
|          | White        | 31,094          | 13.23                    | 21.15        | Hourly           | 40                        | 3                              |
| <b>D</b> | Franklin     | 23,504          | 16.20                    | 16.20        | Hourly           | 40                        | 3                              |

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

## ◆ Tax Specialist (Property)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 34,428                     | 47,882        | 56,121         | 74,235        | 38                            |
| <b>B</b>         | 9                | 34,898                     | 41,766        | 50,016         | 65,021        | 21                            |
| <b>C</b>         | 4                | 32,464                     | 49,109        | 42,838         | 49,109        | 5                             |
| <b>Total/Avg</b> | <b>25</b>        | <b>33,930</b>              | <b>46,252</b> | <b>49,658</b>  | <b>62,788</b> | <b>64</b>                     |

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

### Population Group Data

| Group     | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke     | 127,795         | 33,804.00                | 52,392.00    | Annual           | 40                        | 2                              |
|           | Bartow            | 109,426         | 14.49                    | 21.96        | Hourly           | 40                        | 4                              |
|           | Carroll           | 121,633         | 14.20                    | 27.79        | Hourly           | 40                        | 3                              |
|           | Chatham           | 289,463         | 35,696.00                | 57,114.00    | Annual           | 40                        | 1                              |
|           | Clayton           | 292,646         | 35,780.19                | 63,359.85    | Annual           | 40                        | 4                              |
|           | Columbia          | 160,377         | 13.83                    | 21.78        | Hourly           | 40                        | 4                              |
|           | Columbus/Muscogee | 196,442         | 31,057.81                | 47,258.14    | Annual           | 40                        | 7                              |
|           | Coweta            | 150,849         | 23.02                    | 35.69        | Annual           | 40                        | 1                              |
|           | Fayette           | 115,821         | 34,978.25                | 65,015.97    | Annual           | 40                        | 4                              |
|           | Gwinnett          | 942,627         | 14.92                    | 23.89        | Hourly           | 40                        | 6                              |
|           | Houston           | 160,110         | 17.82                    | 28.49        | Hourly           | 40                        | 1                              |
|           | Paulding          | 173,359         | 17.98                    | 27.09        | Hourly           | 40                        | 1                              |
|           | <b>B</b>          | Bulloch         | 80,839                   | 13.25        | 20.78            | Hourly                    | 40                             |
| Camden    |                   | 55,388          | 14.08                    | 19.71        | Hourly           | 40                        | 4                              |
| Catoosa   |                   | 67,996          | 20.08                    | 22.66        | Hourly           | 40                        | 3                              |
| Dougherty |                   | 86,477          | 25,296.00                | 32,532.50    | Annual           | 40                        | 6                              |
| Floyd     |                   | 98,604          | 40,638.26                | 65,021.06    | Annual           | 40                        | 1                              |
| Glynn     |                   | 85,568          | 37,204.00                | 59,527.00    | Annual           | 40                        | 1                              |
| Jackson   |                   | 76,199          | 17.59                    | 24.62        | Hourly           | 40                        | 1                              |
| Liberty   |                   | 63,004          | 16.42                    | 22.99        | Hourly           | 40                        | 1                              |
| Walton    |                   | 96,875          | 41,602.75                | 62,684.20    | Annual           | 40                        | 1                              |
| <b>C</b>  |                   | Bryan           | 40,755                   | 23.61        | 23.61            | Hourly                    | 40                             |
|           | Harris            | 36,080          | 15.09                    | 21.37        | Hourly           | 40                        | 1                              |
|           | Madison           | 30,457          | 10.50                    | 16.25        | Hourly           | 40                        | 1                              |
|           | White             | 31,094          | 13.23                    | 21.15        | Hourly           | 40                        | 2                              |

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

## ◆ Transit Driver

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 27,725                     | 33,804        | 41,168         | 52,392        | 153                           |
| <b>B</b>         | 3                | 26,129                     | 26,770        | 30,975         | 36,038        | 17                            |
| <b>C</b>         | 4                | 23,993                     | 26,582        | 33,379         | 41,163        | 20                            |
| <b>D</b>         | 6                | 22,449                     | 27,967        | 30,343         | 42,555        | 23                            |
| <b>F</b>         | 6                | 20,296                     | 25,293        | 29,542         | 43,534        | 14                            |
| <b>Total/Avg</b> | <b>28</b>        | <b>24,118</b>              | <b>28,083</b> | <b>33,082</b>  | <b>43,137</b> | <b>227</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 127,795         | 33,804.00                | 52,392.00    | Annual           | 40                        | 46                             |
|          | Bartow            | 109,426         | 11.90                    | 18.93        | Hourly           | 40                        | 12                             |
|          | Cherokee          | 265,274         | 11.66                    | 13.25        | Hourly           | 40                        | 11                             |
|          | Columbia          | 160,377         | 12.24                    | 18.36        | Hourly           | 40                        | 6                              |
|          | Columbus/Muscogee | 196,442         | 32,630.11                | 49,650.58    | Annual           | 40                        | 40                             |
|          | Forsyth           | 250,847         | 13.61                    | 21.78        | Hourly           | 40                        | 7                              |
|          | Henry             | 239,139         | 15.07                    | 21.35        | Hourly           | 40                        | 16                             |
|          | Paulding          | 173,359         | 13.37                    | 20.14        | Hourly           | 40                        | 4                              |
|          | Whitfield         | 103,837         | 21,162.83                | 31,745.31    | Annual           | 40                        | 11                             |
| <b>B</b> | Catoosa           | 67,996          | 12.87                    | 14.85        | Hourly           | 40                        | 6                              |
|          | Jackson           | 76,199          | 12.32                    | 17.33        | Hourly           | 40                        | 1                              |
|          | Walker            | 70,116          | 12.50                    | 12.50        | Hourly           | 40                        | 10                             |
| <b>C</b> | Dawson            | 27,113          | 12.78                    | 19.79        | Hourly           | 40                        | 3                              |
|          | Habersham         | 46,047          | 10.74                    | 14.95        | Hourly           | 40                        | 2                              |
|          | Lumpkin           | 34,186          | 11.37                    | 18.20        | Hourly           | 40                        | 1                              |
|          | Thomas            | 44,372          | 23,400.00                | 23,400.00    | Annual           | 40                        | 14                             |
| <b>D</b> | Burke             | 22,648          | 11.75                    | 17.81        | Hourly           | 40                        | 5                              |
|          | Chattooga         | 24,843          | 11.00                    | 11.74        | Hourly           | 40                        | 2                              |
|          | Dodge             | 20,452          | 9.11                     | 10.00        | Hourly           | 40                        | 3                              |
|          | Jefferson         | 15,267          | 8.00                     | 12.13        | Hourly           | 40                        | 5                              |
|          | Morgan            | 19,636          | 27,967.00                | 42,555.00    | Annual           | 40                        | 4                              |
|          | Putnam            | 22,520          | 11.45                    | 15.39        | Hourly           | 40                        | 4                              |
| <b>F</b> | Jenkins           | 8,746           | 11.00                    | 16.00        | Hourly           | 40                        | 1                              |

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

## ◆ Transit Driver

| Group | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Talbot       | 6,143              | 10.55                          | 13.68           | Hourly              | 40                              | 5                                    |
|       | Taliaferro   | 1,562              | 8.55                           | 9.00            | Hourly              | 40                              | 1                                    |
|       | Taylor       | 8,074              | 17,235.00                      | 26,226.00       | Annual              | 40                              | 1                                    |
|       | Wilkes       | 9,694              | 8.00                           | 13.00           | Hourly              | 40                              | 3                                    |
|       | Wilkinson    | 8,812              | 12.16                          | 20.93           | Hourly              | 40                              | 3                                    |

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

## ◆ Visitor Center Manager

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 1                | 32,123                     | 32,123        | 48,194         | 48,194        | 1                             |
| <b>B</b>         | 1                | 28,362                     | 28,362        | 34,012         | 34,012        | 1                             |
| <b>Total/Avg</b> | <b>2</b>         | <b>30,243</b>              | <b>30,243</b> | <b>41,103</b>  | <b>41,103</b> | <b>2</b>                      |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Columbia     | 160,377         | 17.65                    | 26.48        | Hourly           | 35                        | 1                              |
| <b>B</b> | Jackson      | 76,199          | 13.64                    | 16.35        | Hourly           | 40                        | 1                              |

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

## ◆ Visitor Center Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>B</b>         | 1                | 33,832                     | 33,832        | 47,338         | 47,338        | 1                             |
| <b>Total/Avg</b> | <b>1</b>         | <b>33,832</b>              | <b>33,832</b> | <b>47,338</b>  | <b>47,338</b> | <b>1</b>                      |

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

### Population Group Data

| Group    | Jurisdiction | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>B</b> | Jackson      | 76,199          | 16.27                    | 22.76        | Hourly           | 40                        | 1                              |

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

## ◆ Zoning Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 57,679                     | 80,227        | 85,620         | 127,039       | 14                            |
| <b>B</b>         | 7                | 52,217                     | 77,250        | 69,776         | 94,881        | 7                             |
| <b>C</b>         | 11               | 39,073                     | 51,934        | 53,200         | 82,027        | 11                            |
| <b>D</b>         | 3                | 47,140                     | 63,130        | 55,985         | 72,613        | 3                             |
| <b>F</b>         | 3                | 17,432                     | 26,000        | 22,928         | 35,000        | 3                             |
| <b>Total/Avg</b> | <b>39</b>        | <b>42,708</b>              | <b>59,708</b> | <b>57,502</b>  | <b>82,312</b> | <b>38</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2020 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 202,079         | 54,187.00                | 81,281.00    | Annual           | 37.5                      | 1                              |
|          | Chatham           | 289,463         | 40,043.00                | 66,070.00    | Annual           | 40                        | 0                              |
|          | Cherokee          | 265,274         | 59,121.13                | 59,121.13    | Annual           | 40                        | 1                              |
|          | Clayton           | 292,646         | 80,226.85                | 127,038.64   | Annual           | 40                        | 1                              |
|          | Columbia          | 160,377         | 65,915.20                | 98,883.20    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 196,442         | 79,373.90                | 120,776.78   | Annual           | 40                        | 1                              |
|          | Coweta            | 150,849         | 21.72                    | 33.66        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 762,009         | 61,143.00                | 94,776.00    | Annual           | 40                        | 1                              |
|          | Douglas           | 147,988         | 41,490.00                | 82,980.00    | Annual           | 40                        | 1                              |
|          | Fayette           | 115,821         | 57,315.93                | 87,439.25    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 942,627         | 38,923.00                | 62,277.00    | Annual           | 40                        | 1                              |
|          | Houston           | 160,110         | 32.08                    | 51.31        | Hourly           | 40                        | 1                              |
|          | Newton            | 113,295         | 40,673.00                | 61,010.00    | Annual           | 40                        | 1                              |
|          | Paulding          | 173,359         | 61,283.46                | 92,325.38    | Annual           | 40                        | 1                              |
|          | Whitfield         | 103,837         | 73,583.86                | 73,583.86    | Annual           | 40                        | 1                              |
| <b>B</b> | Bulloch           | 80,839          | 57,264.00                | 85,896.00    | Annual           | 40                        | 1                              |
|          | Catoosa           | 67,996          | 77,250.00                | 77,250.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 65,765          | 64,272.00                | 67,996.80    | Annual           | 42                        | 1                              |
|          | Glynn             | 85,568          | 59,300.00                | 94,881.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 76,199          | 17.59                    | 24.62        | Hourly           | 40                        | 1                              |
|          | Rockdale          | 90,939          | 36,712.00                | 59,754.24    | Annual           | 40                        | 1                              |
|          | Walton            | 96,875          | 34,145.31                | 51,447.84    | Annual           | 40                        | 1                              |
| <b>C</b> | Butts             | 25,426          | 40,147.00                | 56,215.00    | Annual           | 40                        | 1                              |

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

## ◆ Zoning Administrator

| Group    | Jurisdiction | 2020<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Colquitt     | 45,542             | 49,388.00                      | 54,102.38       | Annual              | 40                              | 1                                    |
|          | Dawson       | 27,113             | 18.87                          | 27.24           | Hourly              | 40                              | 1                                    |
|          | Lee          | 30,234             | 32,722.32                      | 50,719.60       | Annual              | 40                              | 1                                    |
|          | Madison      | 30,457             | 15.00                          | 18.24           | Hourly              | 40                              | 1                                    |
|          | Monroe       | 28,042             | 20.61                          | 28.86           | Annual              | 40                              | 1                                    |
|          | Peach        | 27,950             | 51,934.00                      | 82,027.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 33,127             | 40,316.12                      | 40,316.12       | Annual              | 40                              | 1                                    |
|          | Polk         | 42,840             | 36,171.00                      | 54,823.00       | Annual              | 40                              | 1                                    |
|          | Sumter       | 29,282             | 15.94                          | 28.71           | Annual              | 40                              | 1                                    |
|          | Thomas       | 44,372             | 32,656.00                      | 32,656.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Crisp        | 22,034             | 63,129.57                      | 65,036.00       | Annual              | 40                              | 1                                    |
|          | Greene       | 18,837             | 23.36                          | 34.91           | Hourly              | 40                              | 1                                    |
|          | Pierce       | 19,522             | 14.28                          | 14.57           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Irwin        | 9,387              | 25,000.00                      | 35,000.00       | Annual              | 40                              | 1                                    |
|          | Lincoln      | 8,031              | 12.50                          | 15.62           | Hourly              | 40                              | 1                                    |
|          | Terrell      | 8,523              | 1,295.83                       | 1,295.83        | Annual              | 40                              | 1                                    |

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

|  |  |
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| <b>Building Inspector Director</b>             | Directs municipal building inspection program and conducts complex inspections to determine whether relevant codes and regulations are met.  |
| <b>Cashier/Customer Service Representative</b> | Receives, disburses, and records monetary transactions for public utilities or other services. May also post data to accounts, balance receipts and disbursements, and prepare bank deposit slips.   |
| <b>Chief Appraiser</b>                         | Plans, organizes, supervises, and directs the accurate appraisal of real and personal property and the activities of subordinate personnel.  |
| <b>Chief Deputy Tax Commissioner</b>           | Performs responsible supervisory work in assisting in the direction of the Tax Commission office.  |
| <b>Chief Registrar</b>                         | Responsible for overseeing voter registration operations.  |
| <b>Clerk Typist</b>                            | Performs routine clerical tasks to include compiling data and operating a typewriter or personal computer in maintaining records and reports.  |
| <b>Computer Operator</b>                       | Responsible for day-to-day computer operations and for creating and maintaining back-up files for all mainframe computer-based applications and operating systems.   |
| <b>Computer Programmer</b>                     | Responsible for providing computer-based services by writing or developing computer programs or routines in a computer language or code for the government's departments.  |
| <b>County Attorney (Staff Position)</b>        | Responsible for all legal affairs for the county.  |
| <b>County Clerk</b>                            | Acts as clerk to Commission Chairman or Board or Sole Commissioner; maintains all records and documents; receives and disburses funds; usually supervises other office workers.  |
| <b>County Manager/Administrator</b>            | Directs and coordinates administration of county government in accordance with policies determined by Commission, Board, or other authorized elected official. Appoints department heads and staff as provided by local law or ordinance and prepares annual budget. |
| <b>Court Reporter</b>                          | Records, transcribes, and maintains records of court proceedings.  |
| <b>Custodian (Janitor)</b>                     | Performs routine and light cleaning duties in and/or around government buildings.  |
| <b>Data Entry Clerk</b>                        | Performs responsible detailed clerical work inputting information into the computer. This is an entry level position for which detailed and specific instructions are provided in carrying out responsibilities. Supervision over others is not exercised.           |
| <b>Deputy Registrar</b>                        | Purges and maintains voter registration list, registers citizens to vote, and maintains associated records and files.  |

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| <b>Economic Development Director</b>                   | Coordinates/carries out planning, business and industry recruitment and retention, redevelopment, and other economic development-related activities for a local government.  |
| <b>Elections Supervisor/Coordinator</b>                | Performs specialized and responsible work in preparation for and execution of county elections.  |
| <b>Finance Director</b>                                | Responsible for the overall administration of the finance department and coordinates all financial activities for the county or city manager and/or chief elected official.  |
| <b>Information Systems/Technology Director</b>         | Responsible for managing information systems activities and ensuring government's computers, networks, and information systems are efficient, functional, technically sound, and up to date.   |
| <b>Information Systems/Technology Specialist</b>       | Assists Information Systems Director in ensuring government's computers, networks, and information systems are efficient, functional, technically sound, and up to date.   |
| <b>Juvenile Court Judge</b>                            | Hears all cases involving allegations of deprivation of children under the age of eighteen, or unruly conduct, delinquency, or traffic violations concerning children under the age of seventeen found within a given jurisdiction.                                      |
| <b>Keep Georgia Beautiful (KGB) Executive Director</b> | Manages all aspects of local government's Keep Georgia Beautiful program.  |
| <b>Librarian</b>                                       | Performs routine and complex clerical and administrative work in the operation of a municipal library.   |
| <b>Magistrate Court Chief Judge (Appointed)</b>        | Presides over county magistrate court as specified in Georgia Constitution; where applicable, appoints other magistrate court judges with consent of superior court judges.  |
| <b>Magistrate Court Clerk</b>                          | Performs clerical and fiscal work of a quasi-legal nature relative to the operations and functions of the Magistrate Court.  |
| <b>Magistrate Court Judge</b>                          | Where applicable, appointed by Magistrate Court Chief Judge; presides over county magistrate court cases as specified in Georgia Constitution.   |
| <b>Mapper/Cartographer</b>                             | Prepares and revises maps either manually or with computer-based programs.   |
| <b>Marketing Specialist</b>                            | Responsible for marketing and advertising operations, liaison to media, and coordinator of activities designed to promote government's programs and endeavors.   |
| <b>Medical Examiner</b>                                | In coordination with Coroner, performs post-mortem examinations or autopsies for persons dying 1) as a result of violence, suicide, or casualty; 2) suddenly when in apparent good health; 3) when unattended by a physician; or 4) in any suspicious or unusual manner. |

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| <b>Network Administrator</b>             | Manages computer network; installs and implements shared network resources; maintains, enhances, and monitors software applications and networks computers; provides advanced level network support for file servers and other server/host systems.  |
| <b>Payroll/Insurance Technician</b>      | Performs duties in the preparation of payroll and required reports. Assigns monthly Workers Compensation expenditures to proper departments and assists with COBRA coverage for ex-employees.  |
| <b>Personnel Analyst</b>                 | Performs a variety of routine and complex administrative, technical, and professional work in analyzing and administering various components of the personnel system including job analysis, compensation analysis, applicant screening, examination, selection, labor relations, and training.  |
| <b>Personnel Director</b>                | Formulates and carries out policies relative to personnel administration and conducts programs concerning employee recruitment, selection, training, development, retention, promotion, compensation, benefits, and occupational safety.   |
| <b>Personnel Technician</b>              | Performs routine clerical work in the compilation and maintenance of personnel records. Records may include promotions, discharges, wage scales, training status, and salaries. May also be responsible for conducting orientation session with new employees.   |
| <b>Planner</b>                           | Performs technical work associated with zoning, enforcement of codes and ordinances, historic preservation planning, transportation planning, environmental planning, and/or community planning.   |
| <b>Planning and Development Director</b> | Performs department-head level supervisory and technical work associated with zoning, enforcement of codes and ordinances, and issuing permits and licenses.   |
| <b>Probate Court Clerk</b>               | Performs responsible and independent clerical and fiscal work of a quasi-legal nature relative to the operations and functions of the Probate Court.   |
| <b>Purchasing Director</b>               | Performs specialized administrative duties: including purchasing supplies, materials, and equipment of the desired grade and quality at prices most favorable to the government. Works closely with department heads in figuring cost and selecting vendor.  |
| <b>Receptionist</b>                      | Answers telephone and directs calls to appropriate department or staff, answers or refers inquiries, greets and directs visitors, and notifies personnel of visitors' arrival. May also maintain telecommunications system.  |
| <b>Recreation Director</b>               | Plans, promotes, organizes, and administers public recreation activities and services for entire community under policies established by the board of commissioners or city council. Selects, develops, and supervises paid staff and volunteers. Prepares budget and directs expenditure of department funds and keeping of department records. |

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| <b>Recreation Maintenance Worker</b>  | Performs a wide range of maintenance responsibilities of routine to moderate difficulty, including the operation of various types of equipment in the recreation department.  |
| <b>Recreation Specialist</b>          | Responsible for planning and supervising various recreational programs for youth and adults (entry level professional position).  |
| <b>School Superintendent</b>          | Responsible for the leadership, administration, and management of the total school system   |
| <b>Secretary</b>                      | Performs routine to moderately difficult duties which may include typing, filing, collecting and recording monies, records maintenance, answering the telephone, composing correspondence, or taking dictation in shorthand or by machine.  |
| <b>Senior Center Director</b>         | Administers senior center including selecting and supervising paid staff and volunteers and planning, organizing, and coordinating recreation programs for senior adults.   |
| <b>Senior Center Van Driver</b>       | Operates van to pick up and transport senior citizens to various locations throughout the jurisdiction, performs preventive maintenance on van(s), maintains trip and mileage reports, and assists passengers with getting in and out of vehicle.   |
| <b>Senior Data Entry Clerk</b>        | Performs responsible detailed clerical work inputting and printing real and personal property information into the CRT terminal. Responsible for training and supervision of entry level operators.   |
| <b>Solicitor</b>                      | Presents various government cases information to courts.  |
| <b>State Court Administrator</b>      | Provides administrative support to the State Court including budget formulation and implementation, purchasing, personnel records, and management of the jury system. Also serves as liaison between the court and the other departments of county government, public sector, media and other levels of government. |
| <b>State Court Chief Deputy Clerk</b> | Assists State Court Clerk in performing clerical and fiscal work of a quasi-legal nature relative to the operations and functions of the State Court.   |
| <b>Superior Court Deputy Clerk</b>    | Assists Superior Court Clerk in performing clerical and fiscal work of a quasi-legal nature relative to the operations and functions of the Superior Court.   |
| <b>Tag/Tax Clerk</b>                  | Performs clerical tasks associated with the selling of motor vehicle tags and the collection of property taxes; maintains records of same.  |
| <b>Tax Specialist (Motor Vehicle)</b> | Performs specialized and responsible tasks associated with motor vehicle titles, registrations, insurance compliance, ad valorem taxes, and sales tax collections. Must have GRATIS security access.  |

- Tax Specialist (Property)** Performs specialized and responsible tasks associated with collection of property taxes, homestead exemptions, and mobile homes. Reconciles daily cashbook reports.
- Transit Driver** Operates para-transit or mass transit vans/buses for municipal or county-operated transit system.
- Visitor Center Manager** Administers visitor center including supervising paid staff and volunteers and planning, organizing, and coordinating center programs benefiting tourists and organizations promoting tourism, conventions and trade shows.
- Visitor Center Specialist** Visitor Center staff person responsible for a variety of center duties which may include stocking displays, greeting the public, distributing information, transporting visitors to events, and other such duties as needed to carry out the functions of the
- Zoning Administrator** Performs professional work promoting, facilitating, and coordinating planning, zoning, and development activities for the jurisdiction; and performs related duties as required.