



2021

**County Wage
and Salary Survey**

**Public Works / Solid Waste
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

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

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

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

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

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

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

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

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

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

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

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

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

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

◆ Automotive Mechanic (Public Works)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	17	34,815	41,769	57,400	71,682	83
B	7	31,814	37,440	48,529	62,774	33
C	17	31,269	38,958	44,068	60,568	46
D	16	29,485	38,210	41,589	70,013	45
E	4	30,078	41,912	35,201	41,912	6
F	5	25,634	39,250	37,262	67,538	6
Total/Avg	66	30,516	39,590	44,008	62,414	219

**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*
A	Bartow	109,426	15.52	27.27	Hourly	40	4
	Carroll	121,633	18.82	30.73	Hourly	40	3
	Chatham	289,463	29,860.00	53,808.00	Annual	40	4
	Cherokee	265,274	19.18	29.81	Hourly	40	8
	Clayton	292,646	34,471.29	54,585.06	Annual	40	0
	Columbia	160,377	16.01	26.48	Hourly	40	9
	Columbus/Muscogee	196,442	41,769.30	63,556.94	Annual	40	1
	Coweta	150,849	19.33	29.96	Hourly	40	4
	Douglas	147,988	30,961.00	71,682.00	Annual	40	8
	Fayette	115,821	36,749.02	65,015.97	Annual	40	4
	Gwinnett	942,627	16.74	26.78	Hourly	40	3
	Henry	239,139	17.77	25.17	Hourly	40	11
	Houston	160,110	16.48	26.39	Hourly	40	3
	Lowndes	118,268	16.08	24.23	Hourly	40	3
	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	5	
B	Bulloch	80,839	16.29	24.43	Hourly	40	3
	Camden	55,388	14.08	19.71	Hourly	40	4
	Catoosa	67,996	16.47	23.37	Hourly	40	4
	Dougherty	86,477	24,091.00	43,461.00	Annual	40	4
	Floyd	98,604	16.87	30.18	Hourly	40	5

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Glynn	85,568	28,651.00	50,404.00	Annual	40	8
	Walker	70,116	18.00	20.50	Hourly	40	5
	Bryan	40,755	16.80	19.04	Hourly	40	3
	Butts	25,426	15.08	21.11	Hourly	40	3
	Colquitt	45,542	29,702.00	35,764.00	Annual	40	3
	Dawson	27,113	16.32	25.26	Hourly	40	1
	Fannin	26,521	35,103.59	40,315.96	Annual	40	5
	Gilmer	31,978	27,040.00	27,040.00	Annual	40	1
	Habersham	46,047	16.20	26.08	Hourly	40	2
	Lee	30,234	13.59	21.06	Hourly	40	2
	Lumpkin	34,186	15.29	24.46	Hourly	40	3
	Madison	30,457	11.50	19.10	Annual	40	1
	Monroe	28,042	14.70	27.48	Hourly	40	4
	Pickens	33,127	34,759.16	36,494.64	Annual	40	2
	Polk	42,840	29,066.00	44,054.00	Annual	40	2
	Stephens	26,107	18.73	18.73	Hourly	40	2
	Thomas	44,372	30,493.00	30,493.00	Annual	40	7
	Wayne	30,023	24,406.63	60,567.71	Annual	40	4
	D	White	31,094	16.12	25.77	Hourly	40
Appling		18,325	12.50	20.06	Hourly	40	4
Ben Hill		16,614	14.30	14.30	Hourly	40	3
Berrien		19,408	11.00	21.00	Hourly	40	4
Brantley		19,202	11.11	15.70	Hourly	40	1
Burke		22,648	18.28	33.66	Hourly	40	9
Crisp		22,034	17.64	18.69	Hourly	40	3
Dade		16,057	16.84	18.74	Hourly	40	3
Grady		24,491	13.61	17.00	Hourly	40	4
Greene		18,837	15.48	22.41	Hourly	40	1
Jefferson		15,267	15.00	23.07	Hourly	40	1
Mitchell		21,602	11.00	13.84	Hourly	40	2
Morgan		19,636	30,870.00	46,972.00	Annual	40	2
Oglethorpe		15,383	15.00	20.00	Hourly	40	1
Putnam		22,520	18.37	18.93	Hourly	40	3
E	Telfair	15,781	9.84	14.93	Hourly	40	1
	Washington	20,150	12.00	25.00	Hourly	40	3
	Bleckley	12,955	20.15	20.15	Hourly	40	1
	Charlton	13,430	14.50	19.43	Hourly	40	2
	Cusseta-Chattahoochee	10,551	30,000.00	32,000.00	Annual	40	2
	Early	10,037	8.77	12.73	Hourly	40	1

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Lincoln	8,031	11.42	14.50	Hourly	40	2
	Taylor	8,074	19,024.00	28,949.00	Annual	40	1
	Terrell	8,523	12.73	12.73	Hourly	43	1
	Wilkes	9,694	8.50	15.00	Hourly	40	1
	Wilkinson	8,812	18.87	32.47	Hourly	40	1

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

◆ Civil Engineer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	60,211	89,294	100,032	147,347	44
B	5	48,738	59,649	82,120	95,439	7
C	3	75,469	119,951	75,996	119,951	4
D	1	4,127	4,127	4,127	4,127	1
Total/Avg	22	47,136	68,255	65,568	91,716	56

**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*
A	Augusta/Richmond	202,079	45,738.00	98,179.00	Annual	37.5	1
	Carroll	121,633	48,019.40	78,530.92	Annual	40	1
	Chatham	289,463	56,344.00	113,002.00	Annual	40	7
	Clayton	292,646	52,588.23	99,091.24	Annual	40	10
	DeKalb	762,009	48,192.00	74,697.00	Annual	40	1
	Fayette	115,821	63,266.06	96,516.58	Annual	40	2
	Forsyth	250,847	42.93	70.84	Hourly	40	1
	Gwinnett	942,627	55,853.00	92,157.00	Annual	40	6
	Henry	239,139	25.20	45.66	Hourly	40	6
	Houston	160,110	26.39	42.19	Hourly	40	6
	Newton	113,295	67,208.00	100,813.00	Annual	40	0
	Paulding	173,359	82,396.29	124,167.68	Annual	40	1
	Whitfield	103,837	66,541.77	93,182.03	Annual	40	2
	B	Bulloch	80,839	57,264.00	85,896.00	Annual	40
Dougherty		86,477	30,747.00	64,211.00	Annual	40	3
Floyd		98,604	51,698.14	82,716.14	Annual	40	1
Glynn		85,568	44,333.00	82,336.00	Annual	40	1
Rockdale		90,939	59,649.32	95,438.91	Annual	40	1
C	Bryan	40,755	119,951.00	119,951.00	Annual	40	1
	Thomas	44,372	27,602.00	27,602.00	Annual	40	2
	Ware	35,826	37.91	38.67	Hourly	40	1
D	Franklin	23,504	4,127.09	4,127.09	Annual	40	1

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

◆ Crew Leader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	17	34,824	39,770	57,424	80,850	147
B	5	34,738	39,437	55,735	70,793	47
C	12	35,425	50,045	50,384	70,549	39
D	4	31,590	38,022	50,818	61,714	7
E	1	35,000	35,000	36,400	36,400	1
F	1	24,960	24,960	32,240	32,240	1
Total/Avg	40	32,756	37,872	47,167	58,758	242

**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*
A	Augusta/Richmond	202,079	33,684.00	50,526.00	Annual	37.5	16
	Bartow	109,426	15.99	24.24	Hourly	40	3
	Carroll	121,633	15.98	38.87	Hourly	40	6
	Chatham	289,463	29,860.00	47,776.00	Annual	40	4
	Clayton	292,646	32,395.33	57,365.90	Annual	40	7
	Columbia	160,377	14.52	24.02	Hourly	40	24
	Columbus/Muscogee	196,442	32,630.11	49,650.58	Annual	40	13
	Coweta	150,849	18.23	28.26	Hourly	40	3
	DeKalb	762,009	39,558.00	61,314.00	Annual	40	10
	Fayette	115,821	38,609.44	65,015.97	Annual	40	5
	Gwinnett	942,627	18.24	29.18	Hourly	40	20
	Henry	239,139	19.12	27.09	Hourly	40	5
	Houston	160,110	17.82	38.49	Hourly	40	6
	Lowndes	118,268	16.08	24.23	Hourly	40	4
	Macon-Bibb	152,737	15.78	25.19	Hourly	40	8
	Newton	113,295	17.18	25.78	Hourly	40	6
	Paulding	173,359	16.29	24.54	Hourly	40	7
B	Catoosa	67,996	18.96	24.65	Hourly	40	2
	Dougherty	86,477	33,898.00	70,793.00	Annual	40	9
	Floyd	98,604	16.54	26.17	Hourly	40	16
	Glynn	85,568	30,077.00	48,124.00	Annual	40	7
	Walton	96,875	35,873.92	54,052.39	Annual	40	13

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

◆ Crew Leader

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	16.50	21.81	Hourly	40	5
	Colquitt	45,542	24,440.00	35,057.00	Annual	40	14
	Habersham	46,047	16.70	24.16	Hourly	40	3
	Hart	26,406	17.69	28.98	Hourly	40	2
	Lee	30,234	14.27	22.12	Hourly	40	1
	Lumpkin	34,186	42,755.00	70,549.00	Annual	40	1
	Monroe	28,042	19.63	27.48	Hourly	40	3
	Pickens	33,127	34,759.16	47,915.88	Annual	40	3
	Thomas	44,372	31,221.00	31,221.00	Annual	40	4
	Toombs	26,973	16.48	19.00	Hourly	40	1
	Ware	35,826	24.06	24.54	Hourly	40	1
	Wayne	30,023	31,242.54	70,239.97	Annual	40	1
D	Appling	18,325	18.00	26.52	Hourly	40	1
	Berrien	19,408	25,000.00	47,000.00	Annual	40	1
	Burke	22,648	18.28	29.67	Hourly	40	4
	Lamar	19,261	12.45	18.94	Hourly	40	1
E	Cusseta-Chattahoochee	10,551	35,000.00	36,400.00	Annual	40	1
F	Lincoln	8,031	12.00	15.50	Hourly	40	1

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

◆ Electric Groundworker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	34,282	34,282	52,164	52,164	2
Total/Avg	1	34,282	34,282	52,164	52,164	2

**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*
A	Columbus/Muscogee	196,442	34,282.02	52,164.14	Annual	40	2

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

◆ Electric Lineman

Summary of Data

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

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

Population Group Data

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Walton	96,875	34,145.31	51,447.84	Annual	40	1

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

◆ Electric Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	65,146	65,146	99,127	99,127	1
B	1	55,951	55,951	84,303	84,303	2
Total/Avg	2	60,548	60,548	91,715	91,715	3

**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*
A	Columbus/Muscogee	196,442	65,145.85	99,127.12	Annual	40	1
B	Walton	96,875	55,951.07	84,303.28	Annual	40	2

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

◆ Electric Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	41,089	41,089	63,682	63,682	3
B	1	38,407	38,407	53,770	53,770	1
Total/Avg	2	39,748	39,748	58,726	58,726	4

**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*
A	Athens-Clarke	127,795	41,089.00	63,682.00	Annual	40	3
B	Jackson	76,199	17.59	24.62	Hourly	42	1

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

◆ Gas Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
C	1	56,981	56,981	56,981	56,981	1
Total/Avg	1	56,981	56,981	56,981	56,981	1

**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*
C	Decatur	26,457	56,981.00	56,981.00	Annual	40	1

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

◆ Groundskeeper

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	29,103	33,758	44,382	52,312	156
B	8	28,833	35,755	39,653	50,311	41
C	7	26,791	40,477	36,925	63,634	12
D	3	24,579	32,136	29,973	32,136	6
F	1	22,880	22,880	31,200	31,200	1
Total/Avg	31	26,437	33,001	36,427	45,919	216

**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*
A	Athens-Clarke	127,795	29,201.00	45,258.00	Annual	40	7
	Augusta/Richmond	202,079	24,615.00	36,923.00	Annual	37.5	4
	Bartow	109,426	14.49	21.96	Hourly	40	4
	Chatham	289,463	28,134.00	45,014.00	Annual	40	2
	Columbus/Muscogee	196,442	31,057.81	47,258.14	Annual	40	40
	Coweta	150,849	16.23	25.15	Hourly	40	2
	DeKalb	762,009	31,200.00	42,576.00	Annual	40	30
	Fayette	115,821	30,161.63	48,343.01	Annual	40	8
	Gwinnett	942,627	14.55	22.55	Hourly	40	48
	Lowndes	118,268	12.56	18.93	Hourly	40	2
	Macon-Bibb	152,737	12.87	19.74	Hourly	40	2
	Paulding	173,359	13.37	20.14	Hourly	40	7
B	Bulloch	80,839	12.64	18.96	Hourly	40	7
	Catoosa	67,996	13.83	17.99	Hourly	40	3
	Dougherty	86,477	30,746.56	50,311.00	Annual	40	4
	Effingham	65,765	12.91	18.72	Hourly	40	4
	Floyd	98,604	17.19	21.09	Hourly	40	2
	Glynn	85,568	22,950.00	36,719.00	Annual	40	15
	Liberty	63,004	13.51	18.91	Hourly	40	4
	Spalding	67,414	16.64	25.80	Hourly	40	2
	Walker	70,116	15.00	15.00	Hourly	40	2
	C	Fannin	26,521	21,640.32	25,968.38	Annual	40
Habersham		46,047	11.85	16.48	Hourly	40	1

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

◆ Groundskeeper

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Monroe	28,042	11.84	16.58	Hourly	40	4
	Stephens	26,107	13.00	15.40	Hourly	40	2
	Thomas	44,372	40,477.00	40,477.00	Annual	40	1
	Toombs	26,973	10.00	13.27	Hourly	40	1
	Wayne	30,023	28,304.21	63,633.97	Annual	40	1
D	Chattooga	24,843	15.45	15.45	Hourly	40	1
	Grady	24,491	10.00	13.78	Hourly	40	4
	Oglethorpe	15,383	10.00	14.00	Hourly	40	1
F	Jenkins	8,746	11.00	15.00	Hourly	40	1

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

◆ Heavy Equipment Mechanic

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	36,020	41,267	57,465	66,070	80
B	6	35,100	37,929	49,432	56,789	23
C	9	31,652	41,600	46,253	66,486	24
D	7	32,898	37,440	44,101	53,102	10
E	2	32,240	33,280	39,177	44,595	3
F	2	26,737	29,120	39,329	41,600	2
Total/Avg	39	32,441	36,773	45,959	54,774	142

**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*
A	Athens-Clarke	127,795	39,132.00	60,650.00	Annual	40	4
	Augusta/Richmond	202,079	33,684.00	60,243.00	Annual	37.5	3
	Carroll	121,633	17.02	27.79	Hourly	40	5
	Chatham	289,463	38,136.00	66,070.00	Annual	40	6
	Clayton	292,646	36,227.43	57,365.90	Annual	40	0
	Columbus/Muscogee	196,442	32,630.11	49,650.58	Annual	40	18
	Forsyth	250,847	19.33	30.92	Hourly	40	1
	Gwinnett	942,627	19.84	31.73	Hourly	40	14
	Houston	160,110	19.29	30.82	Hourly	40	2
	Lowndes	118,268	18.65	28.10	Hourly	40	1
	Macon-Bibb	152,737	15.78	25.19	Hourly	40	2
	Paulding	173,359	17.98	27.09	Hourly	40	7
	Whitfield	103,837	22,443.20	33,654.40	Annual	40	17
B	Camden	55,388	14.08	19.71	Hourly	40	2
	Catoosa	67,996	17.98	23.37	Hourly	40	1
	Floyd	98,604	16.54	26.17	Hourly	40	3
	Jackson	76,199	18.24	25.54	Hourly	40	5
	Spalding	67,414	18.00	27.89	Hourly	40	3
	Walker	70,116	18.00	20.50	Hourly	40	5
	Walton	96,875	34,145.31	56,788.79	Annual	40	7
C	Bryan	40,755	20.00	20.00	Hourly	40	1
	Colquitt	45,542	34,715.00	34,715.00	Annual	40	1

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

◆ Heavy Equipment Mechanic

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Decatur	26,457	14.42	23.50	Hourly	40	5
	Hart	26,406	18.56	30.42	Hourly	40	6
	Lee	30,234	13.59	21.06	Hourly	40	1
	Polk	42,840	32,045.00	66,486.00	Annual	40	1
	Sumter	29,282	11.07	19.66	Hourly	40	2
	Toombs	26,973	11.33	17.00	Hourly	40	1
	Ware	35,826	15.89	19.84	Hourly	40	6
D	Chattooga	24,843	18.00	18.00	Hourly	40	2
	Elbert	19,335	17.00	22.00	Hourly	40	3
	Greene	18,837	16.78	25.53	Hourly	40	1
	Lamar	19,261	14.78	21.73	Hourly	40	1
	Oglethorpe	15,383	15.00	20.00	Hourly	40	1
	Telfair	15,781	33,603.25	33,603.25	Annual	40	1
	Washington	20,150	13.00	25.00	Hourly	40	1
E	Bacon	11,036	15.00	16.23	Hourly	40	2
	Charlton	13,430	16.00	21.44	Hourly	40	1
F	Jenkins	8,746	14.00	20.00	Hourly	40	1
	Taylor	8,074	24,354.00	37,057.00	Annual	40	1

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

◆ Heavy Equipment Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	21	33,258	40,206	54,368	71,765	353
B	11	32,314	35,882	47,430	54,052	120
C	23	29,892	38,189	44,387	59,488	191
D	17	28,030	34,986	40,791	53,581	127
E	6	25,971	33,280	33,988	39,125	36
F	13	24,118	33,883	36,149	58,344	59
Total/Avg	91	28,930	36,071	42,852	56,059	886

**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*
A	Athens-Clarke	127,795	33,804.00	52,392.00	Annual	40	20
	Augusta/Richmond	202,079	27,206.00	48,583.00	Annual	37.5	19
	Bartow	109,426	15.52	24.74	Hourly	40	7
	Carroll	121,633	15.52	25.33	Hourly	40	14
	Chatham	289,463	31,500.00	53,808.00	Annual	40	18
	Cherokee	265,274	18.21	22.27	Hourly	40	6
	Clayton	292,646	34,045.72	51,939.00	Annual	40	0
	Columbia	160,377	14.52	21.78	Hourly	40	7
	Columbus/Muscogee	196,442	34,282.02	52,164.14	Annual	40	4
	Coweta	150,849	19.33	29.96	Hourly	40	13
	DeKalb	762,009	37,830.00	58,638.00	Annual	40	89
	Douglas	147,988	28,082.00	61,922.00	Annual	40	24
	Fayette	115,821	31,688.57	71,765.47	Annual	40	9
	Forsyth	250,847	17.18	27.49	Hourly	40	21
	Gwinnett	942,627	16.74	26.78	Hourly	40	3
	Henry	239,139	16.42	25.17	Hourly	40	11
	Houston	160,110	16.48	30.82	Hourly	40	19
	Lowndes	118,268	16.08	24.23	Hourly	40	1
	Macon-Bibb	152,737	15.03	23.99	Hourly	40	24
Newton	113,295	14.21	24.88	Hourly	40	26	
Paulding	173,359	16.29	24.54	Hourly	40	18	
B	Bulloch	80,839	16.29	24.43	Hourly	40	2

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Camden	55,388	14.08	19.71	Hourly	40	18
	Catoosa	67,996	16.47	21.41	Hourly	40	2
	Dougherty	86,477	26,560.00	45,634.00	Annual	40	12
	Floyd	98,604	12.63	19.95	Hourly	40	17
	Glynn	85,568	28,651.00	52,685.00	Annual	40	14
	Jackson	76,199	17.25	24.11	Hourly	40	2
	Liberty	63,004	17.24	24.14	Hourly	40	9
	Rockdale	90,939	16.14	25.83	Hourly	40	8
	Spalding	67,414	18.68	28.96	Hourly	40	10
	Walker	70,116	17.00	18.00	Hourly	40	20
	Walton	96,875	35,873.92	54,052.39	Annual	40	16
C	Bryan	40,755	15.16	24.75	Hourly	40	7
	Butts	25,426	15.08	21.11	Hourly	40	3
	Colquitt	45,542	25,178.00	37,308.00	Annual	40	9
	Dawson	27,113	15.84	24.55	Hourly	40	3
	Decatur	26,457	14.03	14.76	Hourly	40	5
	Gilmer	31,978	31,000.00	44,000.00	Annual	40	7
	Habersham	46,047	14.22	19.58	Hourly	40	8
	Harris	36,080	17.94	28.60	Hourly	40	10
	Hart	26,406	16.03	26.25	Hourly	40	5
	Lee	30,234	10.65	22.19	Hourly	40	19
	Lumpkin	34,186	16.22	25.96	Hourly	40	3
	Madison	30,457	11.59	19.77	Hourly	40	15
	Monroe	28,042	14.70	21.62	Hourly	40	10
	Peach	27,950	33,962.00	53,629.00	Annual	40	7
	Pickens	33,127	32,278.48	32,278.48	Annual	40	2
	Polk	42,840	29,066.00	44,054.00	Annual	40	12
	Stephens	26,107	18.36	18.36	Hourly	40	5
	Sumter	29,282	12.11	21.60	Hourly	40	7
	Thomas	44,372	29,765.00	29,765.00	Annual	40	12
	Toombs	26,973	11.00	16.26	Hourly	40	10
	Ware	35,826	14.13	19.84	Hourly	40	6
	Wayne	30,023	24,406.63	54,871.37	Annual	40	14
	White	31,094	14.60	23.35	Hourly	40	12
D	Appling	18,325	14.98	18.67	Hourly	40	3
	Berrien	19,408	11.00	20.00	Hourly	40	16
	Brantley	19,202	11.07	18.28	Hourly	40	10
	Burke	22,648	14.37	25.76	Hourly	40	21
	Crisp	22,034	14.51	22.51	Hourly	40	4

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Elbert	19,335	12.00	18.50	Hourly	40	10
	Grady	24,491	12.99	13.29	Hourly	40	2
	Greene	18,837	14.85	22.07	Hourly	40	3
	Jefferson	15,267	15.00	20.43	Hourly	40	3
	Lamar	19,261	14.28	22.50	Hourly	40	4
	Mitchell	21,602	10.00	14.70	Hourly	40	8
	Morgan	19,636	34,074.00	51,848.00	Annual	40	2
	Oglethorpe	15,383	13.00	17.00	Hourly	40	8
	Pierce	19,522	15.00	18.00	Hourly	40	11
	Putnam	22,520	16.82	16.82	Hourly	40	2
	Telfair	15,781	9.84	14.93	Hourly	40	12
	Washington	20,150	13.00	25.00	Hourly	40	8
E	Bacon	11,036	13.09	15.45	Hourly	40	7
	Bleckley	12,955	16.00	18.81	Hourly	40	4
	Candler	10,985	11.36	15.30	Hourly	40	13
	Charlton	13,430	13.75	18.43	Hourly	40	5
	Cusseta-Chattahoochee	10,551	20,000.00	29,000.00	Annual	40	2
	Early	10,037	11.10	16.11	Hourly	40	5
F	Atkinson	8,393	11.00	17.50	Hourly	40	10
	Clinch	6,582	11.25	19.75	Hourly	40	10
	Irwin	9,387	13.00	15.00	Hourly	40	4
	Jenkins	8,746	12.00	18.00	Hourly	40	8
	Lincoln	8,031	10.00	14.50	Hourly	40	2
	Montgomery	9,012	12.00	12.62	Hourly	40	3
	Randolph	6,682	9.47	14.87	Hourly	40	3
	Schley	5,196	10.00	20.00	Hourly	40	6
	Talbot	6,143	12.00	15.00	Hourly	40	4
	Taliaferro	1,562	14.87	21.00	Hourly	40	1
	Taylor	8,074	22,063.00	33,572.00	Annual	40	1
	Wilkes	9,694	8.25	13.50	Hourly	40	2
	Wilkinson	8,812	16.29	28.05	Hourly	40	5

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

◆ Laborer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	28,182	36,749	43,203	56,063	322
B	5	24,417	28,101	34,088	39,333	33
C	16	26,234	44,034	39,602	62,379	95
D	13	23,443	32,198	33,378	57,699	68
E	2	17,485	18,970	24,770	27,539	11
F	7	20,675	27,040	27,477	31,200	28
Total/Avg	55	23,406	31,182	33,753	45,702	557

**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*
A	Augusta/Richmond	202,079	20,000.00	29,150.00	Annual	37.5	2
	Bartow	109,426	14.49	21.96	Hourly	40	5
	Chatham	289,463	25,742.00	41,178.00	Annual	40	8
	Cherokee	265,274	13.00	18.99	Hourly	40	23
	DeKalb	762,009	31,200.00	42,576.00	Annual	40	230
	Douglas	147,988	23,103.00	50,943.00	Annual	40	3
	Fayette	115,821	36,749.02	56,063.07	Annual	40	3
	Forsyth	250,847	15.04	24.07	Hourly	40	23
	Gwinnett	942,627	14.18	18.09	Hourly	40	7
	Henry	239,139	13.72	19.43	Hourly	40	9
	Houston	160,110	13.02	20.84	Hourly	40	7
	Paulding	173,359	13.37	20.14	Hourly	40	2
B	Catoosa	67,996	11.82	16.68	Hourly	40	4
	Dougherty	86,477	21,851.00	32,431.00	Annual	40	6
	Floyd	98,604	9.36	14.76	Hourly	40	15
	Liberty	63,004	13.51	18.91	Hourly	40	5
	Walker	70,116	13.50	16.00	Hourly	40	3
C	Bryan	40,755	13.00	14.00	Hourly	40	2
	Decatur	26,457	13.55	29.41	Hourly	40	5
	Fannin	26,521	25,968.38	42,198.62	Annual	40	35
	Gilmer	31,978	20,800.00	30,000.00	Annual	40	12
	Habersham	46,047	11.24	16.98	Hourly	40	2

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

◆ Laborer

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Harris	36,080	21.17	29.99	Hourly	40	1
	Lumpkin	34,186	13.58	21.73	Hourly	40	6
	Monroe	28,042	11.84	16.58	Hourly	40	4
	Peach	27,950	23,897.00	37,736.00	Annual	40	2
	Pickens	33,127	27,832.65	43,409.42	Annual	40	7
	Polk	42,840	21,788.00	33,023.00	Annual	40	1
	Stephens	26,107	12.00	12.00	Hourly	40	4
	Toombs	26,973	11.00	14.32	Hourly	40	8
	Ware	35,826	14.48	14.48	Hourly	40	1
	Wayne	30,023	21,045.75	54,871.37	Annual	40	4
	White	31,094	11.99	19.16	Hourly	40	1
D	Ben Hill	16,614	10.92	13.63	Hourly	40	15
	Berrien	19,408	10.00	13.00	Hourly	40	11
	Brantley	19,202	10.58	14.50	Hourly	40	2
	Burke	22,648	10.46	15.85	Hourly	40	2
	Chattooga	24,843	10.00	19.00	Hourly	40	11
	Crisp	22,034	15.48	27.74	Hourly	40	3
	Elbert	19,335	10.50	12.50	Hourly	40	2
	Greene	18,837	13.16	19.10	Hourly	40	5
	Lamar	19,261	11.62	17.68	Hourly	40	1
	Mitchell	21,602	10.00	10.94	Hourly	40	7
	Pierce	19,522	12.00	15.00	Hourly	40	4
	Putnam	22,520	10.80	13.67	Hourly	40	3
	Washington	20,150	11.00	16.00	Hourly	40	2
E	Cusseta-Chattahooche	10,551	16,000.00	22,000.00	Annual	40	8
	Early	10,037	9.12	13.24	Hourly	40	3
F	Irwin	9,387	8.00	12.50	Hourly	40	4
	Jenkins	8,746	10.00	14.00	Hourly	40	1
	Lincoln	8,031	10.00	12.50	Hourly	40	5
	Montgomery	9,012	12.00	12.00	Hourly	40	2
	Randolph	6,682	8.58	13.47	Hourly	40	8
	Taliaferro	1,562	13.00	15.00	Hourly	40	3
	Wilkes	9,694	8.00	13.00	Hourly	40	5

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

◆ Landfill Inmate Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	34,645	41,532	52,864	63,360	6
B	1	38,694	38,694	46,415	46,415	3
D	2	26,205	28,948	26,205	28,948	2
Total/Avg	7	33,181	36,391	41,828	46,241	11

**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*
A	Clayton	292,646	41,532.01	63,359.85	Annual	40	1
	Columbus/Muscogee	196,442	32,630.11	49,650.58	Annual	40	4
	Coweta	150,849	15.31	23.73	Hourly	40	1
	Paulding	173,359	15.66	23.60	Hourly	40	0
B	Jackson	76,199	18.60	22.32	Hourly	40	3
D	Mitchell	21,602	11.28	11.28	Hourly	40	1
	Telfair	15,781	13.92	13.92	Hourly	40	1

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

◆ Landfill Manager, Certified

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	57,534	77,082	90,236	115,623	12
B	5	52,844	78,000	72,135	112,600	6
C	5	47,003	61,174	54,464	63,024	6
D	5	41,898	47,757	45,172	55,370	6
E	1	35,000	35,000	38,000	38,000	1
Total/Avg	27	46,856	59,803	60,001	76,923	31

**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*
A	Athens-Clarke	127,795	70,276.00	108,918.00	Annual	40	1
	Augusta/Richmond	202,079	62,636.00	93,954.00	Annual	37.5	1
	Bartow	109,426	23.04	34.92	Hourly	40	1
	Clayton	292,646	70,854.83	109,444.89	Annual	40	1
	Columbus/Muscogee	196,442	46,105.49	70,154.96	Annual	40	1
	DeKalb	762,009	68,055.00	105,483.00	Annual	40	1
	Douglas	147,988	34,134.00	68,268.00	Annual	40	1
	Forsyth	250,847	32.60	53.78	Hourly	40	1
	Houston	160,110	19.29	30.82	Hourly	40	2
	Newton	113,295	77,082.00	115,623.00	Annual	40	1
B	Paulding	173,359	47,871.62	72,151.09	Annual	40	1
	Camden	55,388	64,400.00	112,600.00	Annual	40	1
	Catoosa	67,996	19.75	25.67	Hourly	40	1
	Dougherty	86,477	33,898.00	50,311.00	Annual	40	2
	Jackson	76,199	46,842.00	65,570.00	Annual	40	1
	Walker	70,116	78,000.00	78,800.00	Annual	40	1
	C	Colquitt	45,542	43,238.00	49,312.24	Annual	40
Decatur		26,457	61,174.00	61,174.00	Annual	40	1
Habersham		46,047	43,992.00	48,806.46	Annual	40	1
Monroe		28,042	21.64	30.30	Annual	40	1
Toombs		26,973	20.00	24.04	Hourly	40	2
D	Appling	18,325	22.96	26.62	Hourly	40	1
	Crisp	22,034	21.04	21.67	Hourly	40	1

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

◆ Landfill Manager, Certified

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jefferson	15,267	15.00	18.58	Hourly	40	2
	Oglethorpe	15,383	20.00	20.00	Hourly	40	1
	Telfair	15,781	45,170.70	45,170.70	Annual	40	1
E	Candler	10,985	35,000.00	38,000.00	Annual	40	1

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

◆ Light Equipment Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	16	29,905	34,377	46,944	53,490	237
B	8	28,398	35,183	42,933	52,685	63
C	16	27,237	31,741	37,876	51,979	103
D	14	26,803	35,027	35,470	46,972	95
E	4	24,892	32,240	33,405	39,166	19
F	4	22,443	25,293	32,100	43,534	10
Total/Avg	62	26,613	32,310	38,121	47,971	527

**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*
A	Bartow	109,426	14.07	22.38	Hourly	40	6
	Carroll	121,633	14.20	23.23	Hourly	40	1
	Chatham	289,463	28,134.00	45,014.00	Annual	40	19
	Cherokee	265,274	14.50	20.13	Hourly	40	11
	Clayton	292,646	26,887.90	51,939.00	Annual	40	21
	Columbia	160,377	13.17	19.76	Hourly	40	10
	Columbus/Muscogee	196,442	29,561.28	44,980.97	Annual	40	10
	Coweta	150,849	16.23	25.15	Hourly	40	2
	DeKalb	762,009	34,377.00	53,283.00	Annual	40	86
	Douglas	147,988	26,745.00	53,490.00	Annual	40	3
	Forsyth	250,847	15.75	25.21	Hourly	40	15
	Gwinnett	942,627	14.18	18.09	Hourly	40	7
	Henry	239,139	15.07	21.35	Hourly	40	16
	Houston	160,110	14.64	23.44	Hourly	40	14
	Lowndes	118,268	15.31	23.06	Hourly	40	8
	Macon-Bibb	152,737	12.87	19.74	Hourly	40	8
B	Bulloch	80,839	14.46	24.43	Hourly	40	12
	Camden	55,388	12.40	15.53	Hourly	40	5
	Catoosa	67,996	13.83	18.70	Hourly	40	3
	Dougherty	86,477	24,091.00	35,755.00	Annual	40	5
	Floyd	98,604	11.39	17.86	Hourly	40	9
	Glynn	85,568	28,651.00	52,685.00	Annual	40	14

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

◆ Light Equipment Operator

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Jackson	76,199	16.91	23.68	Hourly	40	6
	Spalding	67,414	17.32	26.85	Hourly	40	11
	Walton	96,875	30,933.97	46,609.20	Annual	40	9
	Bryan	40,755	13.39	16.25	Hourly	40	9
	Butts	25,426	11.78	16.49	Hourly	40	9
	Dawson	27,113	14.09	20.78	Hourly	40	6
	Decatur	26,457	12.00	14.15	Hourly	40	4
	Harris	36,080	13.50	22.50	Hourly	40	9
	Hart	26,406	15.26	24.99	Hourly	40	3
	Lumpkin	34,186	14.41	23.06	Hourly	40	5
	Monroe	28,042	12.73	17.83	Hourly	40	5
	Pickens	33,127	27,144.00	33,088.64	Annual	40	6
	Polk	42,840	26,364.00	39,958.00	Annual	40	11
	Stephens	26,107	13.26	13.26	Hourly	40	5
	Thomas	44,372	27,602.00	27,602.00	Annual	40	18
	Toombs	26,973	12.77	12.77	Hourly	40	2
	Ware	35,826	13.47	15.24	Hourly	40	4
Wayne	30,023	22,111.20	50,953.51	Annual	40	6	
D	White	31,094	13.23	21.15	Hourly	40	1
	Appling	18,325	12.00	18.09	Hourly	40	14
	Burke	22,648	13.08	19.82	Hourly	40	10
	Chattooga	24,843	14.61	16.00	Hourly	40	3
	Crisp	22,034	14.51	18.56	Hourly	40	10
	Dade	16,057	16.84	16.84	Hourly	40	7
	Elbert	19,335	11.00	11.00	Hourly	40	1
	Franklin	23,504	12.50	16.75	Hourly	40	10
	Grady	24,491	10.00	15.23	Hourly	40	18
	Greene	18,837	13.92	20.79	Hourly	40	7
	Lamar	19,261	12.45	18.94	Hourly	40	2
	Mitchell	21,602	10.50	13.76	Hourly	40	3
	Morgan	19,636	30,870.00	46,972.00	Annual	40	4
	Putnam	22,520	12.15	18.37	Hourly	40	5
Telfair	15,781	12.01	12.01	Hourly	40	1	
E	Bacon	11,036	11.00	12.50	Hourly	40	6
	Bleckley	12,955	15.50	17.50	Hourly	40	2
	Charlton	13,430	11.50	15.41	Hourly	40	3
F	Early	10,037	9.87	18.83	Hourly	40	8
	Irwin	9,387	11.00	13.50	Hourly	40	2
	Montgomery	9,012	12.00	12.30	Hourly	40	2

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

◆ Light Equipment Operator

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wilkes	9,694	8.00	15.00	Hourly	40	1
	Wilkinson	8,812	12.16	20.93	Hourly	40	5

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

◆ Maintenance Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	52,287	65,146	83,896	102,403	37
B	8	49,316	58,350	64,379	87,525	7
C	18	49,673	72,017	66,233	109,550	21
D	9	45,989	70,928	59,661	107,494	10
E	3	30,930	35,360	38,563	44,096	3
F	2	27,494	35,000	42,707	55,000	2
Total/Avg	50	42,615	56,133	59,240	84,345	80

**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*
A	Augusta/Richmond	202,079	51,371.00	102,403.00	Annual	37.5	19
	Carroll	121,633	48,019.40	78,530.92	Annual	40	2
	Chatham	289,463	53,661.00	88,541.00	Annual	40	1
	Clayton	292,646	52,588.23	81,229.68	Annual	40	2
	Columbus/Muscogee	196,442	65,145.85	99,127.12	Annual	40	1
	Fayette	115,821	49,423.35	75,398.59	Annual	40	2
	Gwinnett	942,627	21.57	34.52	Hourly	40	7
	Houston	160,110	25.37	40.57	Hourly	40	1
	Newton	113,295	56,101.00	84,151.00	Annual	40	1
	Whitfield	103,837	48,925.53	73,388.82	Annual	40	1
B	Camden	55,388	49,200.00	73,700.00	Annual	40	1
	Catoosa	67,996	41,070.00	53,390.00	Annual	40	1
	Effingham	65,765	56,867.00	66,331.00	Annual	42	1
	Floyd	98,604	55,627.00	55,627.00	Annual	40	1
	Glynn	85,568	41,481.00	66,369.00	Annual	40	0
	Jackson	76,199	58,350.00	87,525.00	Annual	40	1
	Liberty	63,004	24.20	33.89	Hourly	40	1
	Spalding	67,414	61,979.00	96,067.00	Annual	40	1
	Walker	70,116	20.00	20.00	Hourly	40	1
C	Bryan	40,755	53,570.40	53,570.40	Annual	40	1
	Colquitt	45,542	63,750.00	70,944.99	Annual	40	1
	Decatur	26,457	22.72	22.72	Hourly	40	1

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

◆ Maintenance Superintendent

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Fannin	26,521	50,348.91	50,348.91	Annual	40	1
	Gilmer	31,978	41,400.00	41,400.00	Annual	40	1
	Habersham	46,047	60,137.17	64,496.85	Annual	40	1
	Harris	36,080	58,383.08	82,705.63	Annual	40	1
	Hart	26,406	26.01	42.61	Annual	40	1
	Lumpkin	34,186	40,297.00	66,490.00	Annual	40	1
	Monroe	28,042	21.64	30.30	Annual	40	1
	Peach	27,950	49,061.00	77,476.00	Annual	40	1
	Pickens	33,127	35,625.72	48,984.00	Annual	40	2
	Stephens	26,107	71,157.40	71,157.40	Annual	40	1
	Sumter	29,282	39,956.80	72,300.80	Annual	40	1
	Thomas	44,372	72,017.00	72,017.00	Annual	40	1
	Ware	35,826	26.01	26.53	Hourly	40	1
	Wayne	30,023	24,406.63	109,550.37	Annual	40	3
	White	31,094	33,529.82	56,665.70	Annual	40	1
D	Appling	18,325	20.00	27.84	Hourly	40	1
	Ben Hill	16,614	44,229.31	44,229.31	Annual	40	1
	Berrien	19,408	32,000.00	45,000.00	Annual	40	1
	Burke	22,648	34.10	51.68	Hourly	40	1
	Crisp	22,034	62,762.68	74,658.00	Annual	40	1
	Franklin	23,504	17.25	17.25	Hourly	40	1
	Greene	18,837	18.33	28.02	Hourly	40	2
	Lamar	19,261	43,376.59	66,002.61	Annual	40	1
	Pierce	19,522	45,000.00	47,500.00	Annual	40	1
E	Bleckley	12,955	17.00	17.00	Hourly	40	1
	Charlton	13,430	13.00	17.42	Hourly	40	1
	Early	10,037	14.61	21.20	Hourly	40	1
F	Talbot	6,143	35,000.00	55,000.00	Annual	40	1
	Taylor	8,074	19,988.00	30,414.00	Annual	40	1

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

◆ Maintenance Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	21	30,128	37,918	50,968	72,155	242
B	11	29,566	33,571	46,586	58,115	57
C	17	28,255	38,314	43,457	65,291	61
D	12	26,560	35,000	40,717	70,013	32
E	1	25,210	25,210	34,445	34,445	1
F	3	22,880	24,960	28,413	29,640	4
Total/Avg	65	27,100	32,495	40,764	54,943	397

**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*
A	Athens-Clarke	127,795	32,194.00	49,897.00	Annual	40	5
	Augusta/Richmond	202,079	22,024.00	48,583.00	Annual	37.5	60
	Bartow	109,426	13.12	19.89	Hourly	40	3
	Carroll	121,633	13.70	30.73	Hourly	40	13
	Chatham	289,463	27,320.00	53,808.00	Annual	40	7
	Cherokee	265,274	15.36	24.00	Hourly	40	9
	Clayton	292,646	36,227.43	63,359.85	Annual	40	22
	Columbia	160,377	12.36	18.54	Hourly	40	34
	Columbus/Muscogee	196,442	31,057.81	47,258.14	Annual	40	3
	Coweta	150,849	18.23	28.26	Hourly	40	13
	DeKalb	762,009	34,377.00	53,283.00	Annual	40	3
	Douglas	147,988	28,082.00	65,017.00	Annual	40	5
	Fayette	115,821	34,978.25	58,901.26	Annual	40	5
	Gwinnett	942,627	14.18	18.09	Hourly	40	7
	Henry	239,139	16.42	29.00	Hourly	40	11
	Houston	160,110	16.48	34.69	Hourly	40	6
	Lowndes	118,268	13.20	19.89	Hourly	40	5
	Macon-Bibb	152,737	12.87	19.74	Hourly	40	16
	Newton	113,295	13.03	19.54	Hourly	40	4
Paulding	173,359	13.37	20.44	Hourly	40	3	
Whitfield	103,837	27,982.30	41,973.45	Annual	40	8	
B	Bulloch	80,839	15.07	22.61	Hourly	40	3

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

◆ Maintenance Worker

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Camden	55,388	14.08	19.71	Hourly	40	4
	Catoosa	67,996	13.83	20.09	Hourly	40	4
	Dougherty	86,477	25,296.00	37,543.00	Annual	40	3
	Effingham	65,765	13.54	19.63	Hourly	40	5
	Floyd	98,604	11.39	17.86	Hourly	40	7
	Glynn	85,568	31,503.00	54,966.00	Annual	40	10
	Jackson	76,199	15.24	20.92	Hourly	40	3
	Liberty	63,004	14.89	27.94	Hourly	40	5
	Rockdale	90,939	16.14	25.83	Hourly	40	3
	Spalding	67,414	16.64	25.80	Hourly	40	5
	Walton	96,875	30,933.97	56,788.79	Annual	40	10
C	Bryan	40,755	13.39	13.39	Hourly	40	2
	Colquitt	45,542	24,960.00	38,496.00	Annual	40	2
	Decatur	26,457	14.50	18.54	Hourly	40	4
	Fannin	26,521	23,804.35	33,953.55	Annual	40	3
	Gilmer	31,978	29,000.00	35,000.00	Annual	40	2
	Habersham	46,047	13.72	19.08	Hourly	40	3
	Harris	36,080	15.88	31.39	Hourly	40	2
	Lumpkin	34,186	13.58	27.54	Hourly	40	4
	Monroe	28,042	14.00	27.48	Hourly	40	6
	Peach	27,950	21,024.00	46,848.00	Annual	40	7
	Pickens	33,127	31,489.64	31,489.64	Annual	40	1
	Polk	42,840	29,066.00	44,054.00	Annual	40	4
	Stephens	26,107	18.42	24.36	Hourly	40	2
	Thomas	44,372	30,493.00	30,493.00	Annual	40	5
	Toombs	26,973	12.36	13.27	Hourly	40	1
	Wayne	30,023	26,940.35	63,300.37	Annual	40	3
	White	31,094	10.86	24.53	Hourly	40	10
D	Appling	18,325	11.00	12.73	Hourly	40	2
	Ben Hill	16,614	35,000.00	35,000.00	Annual	40	1
	Brantley	19,202	13.27	18.28	Hourly	40	1
	Burke	22,648	11.75	33.66	Hourly	40	10
	Crisp	22,034	12.14	20.60	Hourly	40	3
	Elbert	19,335	10.00	20.96	Hourly	40	4
	Franklin	23,504	14.68	14.68	Hourly	40	1
	Greene	18,837	15.48	23.03	Hourly	40	1
	Jefferson	15,267	11.00	17.75	Hourly	40	0
	Lamar	19,261	13.80	21.00	Hourly	40	2
	Morgan	19,636	27,966.00	42,554.00	Annual	40	4

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

◆ Maintenance Worker

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Telfair	15,781	9.84	14.93	Hourly	40	3
E	Bacon	11,036	12.12	16.56	Hourly	40	1
F	Atkinson	8,393	10.00	14.25	Hourly	40	1
	Irwin	9,387	11.00	13.50	Hourly	40	2
	Talbot	6,143	12.00	13.23	Hourly	40	1

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

◆ Meter Reader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	8	30,155	34,978	49,465	57,179	99
B	3	28,410	30,867	46,713	51,448	14
C	2	32,958	34,528	46,394	48,339	2
D	1	33,571	33,571	38,438	38,438	2
E	1	20,000	20,000	23,000	23,000	5
F	2	22,880	24,960	28,860	32,760	3
Total/Avg	17	27,996	29,817	38,812	41,861	125

**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*
A	Augusta/Richmond	202,079	25,911.00	56,356.00	Annual	37.5	14
	Bartow	109,426	14.07	21.33	Hourly	40	6
	DeKalb	762,009	32,649.00	50,607.00	Annual	40	51
	Fayette	115,821	34,978.25	53,361.64	Annual	40	7
	Forsyth	250,847	15.04	27.49	Hourly	40	6
	Houston	160,110	12.54	20.03	Hourly	40	4
	Lowndes	118,268	15.31	23.06	Hourly	40	1
	Paulding	173,359	14.05	21.26	Hourly	40	10
B	Floyd	98,604	11.98	18.90	Hourly	40	3
	Rockdale	90,939	14.84	23.74	Hourly	40	4
	Walton	96,875	29,443.40	51,447.84	Annual	40	7
C	Harris	36,080	15.09	21.37	Hourly	40	1
	Monroe	28,042	16.60	23.24	Hourly	40	1
D	Crisp	22,034	16.14	18.48	Hourly	40	2
E	Cusseta-Chattahooche	10,551	20,000.00	23,000.00	Annual	40	5
F	Lincoln	8,031	10.00	12.00	Hourly	40	1
	Talbot	6,143	12.00	15.75	Hourly	40	2

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

◆ Public Works Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	87,940	142,095	136,813	220,248	13
B	8	76,002	101,500	103,928	134,101	9
C	21	64,875	121,435	83,075	121,435	21
D	12	58,320	101,205	78,587	108,756	13
E	2	37,545	40,089	43,857	47,713	2
F	5	37,240	45,000	61,508	70,138	5
Total/Avg	61	60,320	91,887	84,628	117,065	63

**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*
A	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	91,362.00	150,748.00	Annual	40	1
	Clayton	292,646	58,082.97	89,717.06	Annual	40	1
	Columbus/Muscogee	196,442	87,613.93	133,314.96	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
	Gwinnett	942,627	122,194.00	207,729.00	Annual	40	1
	Henry	239,139	92,866.10	131,554.38	Annual	40	1
	Houston	160,110	45.63	73.05	Hourly	40	1
	Lowndes	118,268	43.18	65.06	Annual	40	1
	Newton	113,295	77,082.00	115,623.00	Annual	40	1
	Whitfield	103,837	56,718.90	85,077.81	Annual	40	1
B	Camden	55,388	53,600.00	93,900.00	Annual	40	1
	Catoosa	67,996	85,682.00	111,387.00	Annual	40	1
	Dougherty	86,477	67,117.00	99,612.00	Annual	40	2
	Floyd	98,604	101,499.84	101,499.84	Annual	40	1
	Glynn	85,568	83,811.00	134,101.00	Annual	40	1
	Liberty	63,004	39.06	54.70	Hourly	40	1
	Spalding	67,414	76,308.00	118,277.00	Annual	40	1
	Walker	70,116	52,000.00	52,000.00	Annual	40	1
	Walton	96,875	83,059.68	125,148.69	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Bryan	40,755	121,435.08	121,435.08	Annual	40	1
	Butts	25,426	59,598.00	83,452.00	Annual	40	1
	Dawson	27,113	70,549.00	109,210.00	Annual	40	1
	Decatur	26,457	70,202.00	70,202.00	Annual	40	1
	Fannin	26,521	56,573.52	56,573.52	Annual	40	1
	Gilmer	31,978	70,000.00	70,000.00	Annual	40	1
	Habersham	46,047	79,468.96	83,116.87	Annual	40	1
	Harris	36,080	67,239.62	95,251.83	Annual	40	1
	Lee	30,234	41,762.90	64,732.50	Annual	40	1
	Madison	30,457	18.85	30.61	Hourly	40	1
	Monroe	28,042	31.77	44.48	Annual	40	1
	Peach	27,950	66,194.00	104,536.00	Annual	40	1
	Pickens	33,127	61,336.37	61,336.37	Annual	40	1
	Polk	42,840	64,224.00	97,343.00	Annual	40	1
	Stephens	26,107	56,500.00	56,500.00	Annual	40	1
	Sumter	29,282	53,019.20	96,512.00	Annual	40	1
	Thomas	44,372	82,366.00	82,366.00	Annual	40	1
	Toombs	26,973	65,000.00	70,000.00	Annual	40	1
	Ware	35,826	29.20	30.53	Hourly	40	1
	Wayne	30,023	55,948.31	114,493.04	Annual	40	1
White	31,094	54,942.50	87,833.84	Annual	40	1	
D	Appling	18,325	25.00	30.70	Hourly	40	1
	Berrien	19,408	35,000.00	65,000.00	Annual	40	1
	Brantley	19,202	48,235.20	67,080.00	Annual	40	1
	Burke	22,648	31.35	47.52	Hourly	40	1
	Chattooga	24,843	71,500.00	71,500.00	Annual	40	1
	Crisp	22,034	101,205.10	104,261.00	Annual	40	1
	Lamar	19,261	51,517.78	78,390.40	Annual	40	1
	Mitchell	21,602	58,822.40	58,822.40	Annual	40	1
	Morgan	19,636	71,473.00	108,756.00	Annual	40	1
	Pierce	19,522	45,000.00	47,500.00	Annual	40	1
	Putnam	22,520	23.98	40.40	Hourly	40	2
	Washington	20,150	50,000.00	95,000.00	Annual	40	1
	E	Candler	10,985	40,089.14	47,713.12	Annual	40
Cusseta-Chattahooche		10,551	35,000.00	40,000.00	Annual	40	1
F	Clinch	6,582	19.23	33.72	Hourly	40	1
	Jenkins	8,746	45,000.00	62,000.00	Annual	40	1
	Lincoln	8,031	45,000.00	65,000.00	Annual	40	1
	Schley	5,196	15.00	30.00	Hourly	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wilkes	9,694	25,000.00	48,000.00	Annual	40	1

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

◆ Recycling Manager/Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	51,122	78,414	76,475	121,545	9
B	3	37,655	41,193	56,470	65,256	3
C	4	50,182	67,712	68,091	73,237	4
E	1	25,000	25,000	32,000	32,000	1
Total/Avg	17	40,990	53,080	58,259	73,009	17

**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*
A	Athens-Clarke	127,795	55,063.00	85,340.00	Annual	40	1
	Bartow	109,426	18.91	28.66	Hourly	40	1
	Chatham	289,463	46,354.00	76,485.00	Annual	40	1
	Cherokee	265,274	44,069.22	44,069.22	Annual	40	1
	Columbia	160,377	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	196,442	46,105.49	70,154.96	Annual	40	1
	DeKalb	762,009	78,414.00	121,545.00	Annual	40	1
	Forsyth	250,847	23.61	37.78	Hourly	40	1
	Newton	113,295	17.18	25.77	Hourly	40	1
B	Floyd	98,604	41,192.84	65,255.68	Annual	40	1
	Liberty	63,004	18.09	25.34	Hourly	40	1
	Walton	96,875	34,145.31	51,447.84	Annual	40	1
C	Hart	26,406	21.49	35.21	Annual	40	1
	Monroe	28,042	21.64	30.30	Annual	40	1
	Peach	27,950	43,307.00	68,391.00	Annual	40	1
	Pickens	33,127	67,712.32	67,712.32	Annual	40	1
E	Cusseta-Chattahooche	10,551	25,000.00	32,000.00	Annual	40	1

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

◆ Refuse/Recycling Collection Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	37,801	47,872	60,587	73,720	9
B	2	36,858	37,960	52,312	60,757	2
C	5	37,625	46,093	47,709	65,291	6
D	1	22,880	22,880	22,880	22,880	1
F	2	19,843	19,988	29,892	30,414	3
Total/Avg	19	31,001	34,958	42,676	50,612	21

**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*
A	Athens-Clarke	127,795	47,565.00	73,720.00	Annual	40	1
	Bartow	109,426	18.91	28.66	Hourly	40	1
	Chatham	289,463	34,665.00	57,114.00	Annual	40	1
	Columbia	160,377	12.24	18.36	Hourly	40	1
	Columbus/Muscogee	196,442	37,840.92	57,579.45	Annual	40	1
	Houston	160,110	13.53	30.82	Hourly	40	1
	Macon-Bibb	152,737	19.18	30.62	Hourly	40	1
	Newton	113,295	18.96	28.44	Hourly	40	1
	Paulding	173,359	47,871.62	72,121.09	Annual	40	1
B	Floyd	98,604	17.19	21.09	Hourly	40	1
	Rockdale	90,939	18.25	29.21	Hourly	40	1
C	Butts	25,426	15.08	21.11	Hourly	40	1
	Colquitt	45,542	37,082.00	37,082.00	Annual	40	1
	Harris	36,080	22.16	31.39	Hourly	40	1
	Pickens	33,127	37,411.92	37,437.92	Annual	40	2
	Polk	42,840	36,171.00	54,823.00	Annual	40	1
D	Franklin	23,504	11.00	11.00	Hourly	40	1
F	Randolph	6,682	9.47	14.12	Hourly	40	1
	Taylor	8,074	19,988.00	30,414.00	Annual	40	2

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

◆ Refuse/Recycling Collector

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	29,306	31,283	46,211	57,179	248
B	2	29,900	31,699	44,720	50,107	3
C	4	25,186	29,973	36,129	47,965	9
D	4	22,880	26,957	29,437	32,968	9
F	2	24,696	32,752	40,519	49,837	3
Total/Avg	19	26,394	30,533	39,403	47,611	272

**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*
A	Athens-Clarke	127,795	30,661.00	47,521.00	Annual	40	6
	Columbia	160,377	12.00	18.00	Hourly	40	5
	Columbus/Muscogee	196,442	26,781.06	40,750.55	Annual	40	3
	DeKalb	762,009	31,200.00	42,576.00	Annual	40	223
	Forsyth	250,847	15.04	27.49	Hourly	40	6
	Newton	113,295	14.21	24.88	Hourly	40	4
	Paulding	173,359	14.76	22.24	Hourly	40	1
B	Floyd	98,604	15.24	24.09	Hourly	40	2
	Liberty	63,004	13.51	18.91	Hourly	40	1
C	Colquitt	45,542	21,428.00	28,733.00	Annual	40	2
	Lumpkin	34,186	14.41	23.06	Hourly	40	0
	Peach	27,950	25,338.00	39,995.00	Annual	40	1
	Pickens	33,127	24,003.20	27,822.60	Annual	40	6
D	Brantley	19,202	10.58	14.50	Hourly	40	1
	Burke	22,648	10.46	15.85	Hourly	40	2
	Dade	16,057	12.96	14.29	Hourly	40	3
	Grady	24,491	10.00	11.97	Hourly	40	3
F	Taylor	8,074	32,752.00	49,837.00	Annual	40	1
	Wilkes	9,694	8.00	15.00	Hourly	40	2

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

◆ Refuse/Recycling Route Supervisor/Lead Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	42,882	47,923	65,107	72,634	2
D	1	35,287	35,287	35,287	35,287	1
F	1	44,049	44,049	67,025	67,025	1
Total/Avg	4	40,739	42,420	55,806	58,315	4

**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*
A	Bartow	109,426	23.04	34.92	Hourly	40	1
	Columbus/Muscogee	196,442	37,840.92	57,579.45	Annual	40	1
D	Telfair	15,781	16.97	16.97	Hourly	40	1
F	Taylor	8,074	44,049.00	67,025.00	Annual	40	1

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

◆ Refuse/Recycling Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	31,901	34,377	48,744	53,283	64
B	1	35,859	35,859	50,211	50,211	6
C	3	28,489	31,387	44,856	57,158	14
D	5	30,169	34,074	37,863	51,848	9
E	2	26,260	27,040	34,757	35,360	4
F	2	20,800	24,960	34,320	37,440	3
Total/Avg	18	28,913	31,283	41,792	47,550	100

**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*
A	Athens-Clarke	127,795	30,661.00	47,521.00	Annual	40	6
	Bartow	109,426	15.52	23.52	Hourly	40	6
	Columbus/Muscogee	196,442	32,630.11	49,650.58	Annual	40	4
	DeKalb	762,009	34,377.00	53,283.00	Annual	40	45
	Newton	113,295	14.21	21.32	Hourly	40	3
B	Liberty	63,004	17.24	24.14	Hourly	40	6
	Spalding	67,414	18.68	28.96	Hourly	40	2
C	Colquitt	45,542	24,960.00	30,610.00	Annual	40	4
	Harris	36,080	15.09	22.50	Hourly	40	7
	Monroe	28,042	14.00	27.48	Hourly	40	3
D	Chattooga	24,843	14.00	17.00	Hourly	40	2
	Elbert	19,335	12.87	18.50	Hourly	40	2
	Grady	24,491	14.79	16.11	Hourly	40	2
	Morgan	19,636	34,074.00	51,848.00	Annual	40	2
	Telfair	15,781	14.48	14.48	Hourly	40	1
E	Bleckley	12,955	13.00	17.00	Hourly	40	2
	Charlton	13,430	12.25	16.42	Hourly	40	2
F	Jenkins	8,746	12.00	18.00	Hourly	40	1
	Wilkes	9,694	8.00	15.00	Hourly	40	2

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

◆ Road Crew Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	13	42,851	56,101	67,811	84,151	185
B	7	37,849	49,566	58,501	70,491	19
C	19	41,245	56,784	57,449	79,581	35
D	13	35,631	67,142	50,656	70,000	24
E	1	30,160	30,160	40,414	40,414	2
F	6	28,696	33,883	37,609	58,344	5
Total/Avg	59	36,072	48,939	52,073	67,164	270

**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*
A	Carroll	121,633	17.02	30.73	Hourly	40	12
	Chatham	289,463	34,665.00	55,464.00	Annual	40	5
	Columbia	160,377	19.46	29.19	Hourly	40	8
	DeKalb	762,009	43,011.00	66,669.00	Annual	40	112
	Douglas	147,988	37,632.00	75,264.00	Annual	40	1
	Fayette	115,821	49,423.35	75,398.59	Annual	40	1
	Forsyth	250,847	22.18	35.49	Hourly	40	4
	Gwinnett	942,627	18.24	29.18	Hourly	40	20
	Henry	239,139	20.47	29.00	Hourly	40	9
	Houston	160,110	18.51	29.65	Hourly	40	10
	Lowndes	118,268	23.87	35.97	Hourly	40	1
	Newton	113,295	56,101.00	84,151.00	Annual	40	1
	Paulding	173,359	21.90	33.00	Hourly	40	1
B	Camden	55,388	15.52	23.32	Hourly	40	3
	Catoosa	67,996	17.00	19.25	Hourly	40	2
	Floyd	98,604	39,840.58	63,071.32	Annual	40	2
	Glynn	85,568	35,779.00	57,246.00	Annual	40	7
	Jackson	76,199	49,566.00	69,397.00	Annual	40	1
	Liberty	63,004	16.42	33.89	Hourly	40	3
	Rockdale	90,939	18.25	29.21	Hourly	40	1
	Spalding	67,414	43,100.00	66,805.00	Annual	40	1
C	Butts	25,426	16.64	23.31	Hourly	40	1

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

◆ Road Crew Supervisor

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	49,177.00	49,419.00	Annual	40	2
	Dawson	27,113	21.86	33.85	Hourly	40	3
	Decatur	26,457	18.51	19.57	Hourly	40	3
	Fannin	26,521	45,911.95	45,911.95	Annual	40	1
	Gilmer	31,978	56,784.00	56,784.00	Annual	40	1
	Habersham	46,047	18.36	26.58	Hourly	40	2
	Harris	36,080	16.68	34.18	Hourly	40	3
	Hart	26,406	20.45	33.50	Hourly	40	1
	Lumpkin	34,186	18.26	29.22	Hourly	40	1
	Monroe	28,042	22.72	31.81	Annual	40	1
	Peach	27,950	39,715.00	62,712.00	Annual	40	1
	Pickens	33,127	33,920.12	44,494.84	Annual	40	6
	Polk	42,840	39,878.00	60,442.00	Annual	40	3
	Sumter	29,282	32,115.20	59,716.80	Annual	40	1
	Thomas	44,372	41,226.00	41,226.00	Annual	40	2
	Ware	35,826	24.76	25.85	Hourly	40	1
	Wayne	30,023	24,406.63	54,871.37	Annual	40	1
	White	31,094	23.93	38.26	Hourly	40	1
D	Berrien	19,408	25,000.00	45,000.00	Annual	40	1
	Brantley	19,202	15.00	17.00	Hourly	40	1
	Burke	22,648	15.65	29.67	Hourly	40	7
	Dade	16,057	67,142.00	67,142.00	Annual	40	1
	Dodge	20,452	23.10	23.10	Hourly	40	1
	Franklin	23,504	2,040.20	2,040.20	Annual	40	1
	Greene	18,837	19.89	30.52	Hourly	40	2
	Jefferson	15,267	25,602.00	47,260.64	Annual	40	2
	Lamar	19,261	20.15	30.36	Hourly	40	1
	Mitchell	21,602	18.53	25.31	Hourly	40	2
	Morgan	19,636	41,516.00	63,172.00	Annual	40	1
	Pierce	19,522	16.00	19.00	Hourly	40	1
	Washington	20,150	35,000.00	70,000.00	Annual	40	3
E	Charlton	13,430	14.50	19.43	Hourly	40	2
F	Irwin	9,387	13.00	14.42	Hourly	40	0
	Randolph	6,682	13.38	18.92	Hourly	40	1
	Talbot	6,143	13.92	15.14	Hourly	40	1
	Terrell	8,523	13.18	13.18	Hourly	43	1
	Wilkes	9,694	25,000.00	37,000.00	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.

◆ Roads and Bridges Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	59,229	84,975	91,476	111,862	21
B	6	60,344	83,060	90,271	125,149	7
C	6	55,126	72,872	71,221	88,629	6
D	9	51,391	66,625	66,356	90,646	11
E	4	46,167	55,960	53,161	57,138	4
F	5	38,241	49,920	51,437	85,987	4
Total/Avg	41	51,750	68,902	70,654	93,235	53

**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*
A	Chatham	289,463	44,147.00	84,324.00	Annual	40	4
	Cherokee	265,274	84,975.00	84,975.00	Annual	40	1
	Columbia	160,377	65,915.20	98,883.20	Annual	40	1
	Coweta	150,849	23.02	35.68	Hourly	40	2
	DeKalb	762,009	61,143.00	94,776.00	Annual	40	5
	Douglas	147,988	43,564.00	87,128.00	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	55,853.00	92,157.00	Annual	40	3
	Houston	160,110	26.39	42.19	Hourly	40	1
	Paulding	173,359	55,507.71	83,629.31	Annual	40	1
B	Bulloch	80,839	49,679.00	74,518.00	Annual	40	3
	Catoosa	67,996	63,867.00	83,027.00	Annual	40	1
	Floyd	98,604	49,331.62	79,154.18	Annual	40	1
	Glynn	85,568	55,736.00	89,178.00	Annual	40	0
	Jackson	76,199	60,393.00	90,601.00	Annual	40	1
	Walton	96,875	83,059.68	125,148.69	Annual	40	1
C	Colquitt	45,542	72,871.73	74,329.16	Annual	40	1
	Dawson	27,113	50,138.00	77,613.00	Annual	40	1
	Habersham	46,047	57,600.85	59,425.60	Annual	40	1
	Hart	26,406	26.01	42.61	Annual	40	1
	Lumpkin	34,186	48,130.00	79,415.00	Annual	40	1

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

◆ Roads and Bridges Superintendent

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Pickens	33,127	47,915.87	47,915.87	Annual	40	1
	Ben Hill	16,614	59,483.51	59,483.51	Annual	40	1
	Burke	22,648	22.86	43.58	Annual	40	3
	Crisp	22,034	65,720.32	67,705.00	Annual	40	1
	Elbert	19,335	27.19	27.19	Hourly	40	1
	Grady	24,491	66,625.00	66,625.00	Annual	40	1
	Greene	18,837	23.36	38.11	Hourly	40	1
	Jefferson	15,267	34,431.00	66,040.00	Annual	40	1
	Oglethorpe	15,383	50,000.00	60,000.00	Annual	40	1
	Telfair	15,781	33,570.65	50,881.89	Annual	40	1
E	Bacon	11,036	17.38	23.86	Hourly	40	1
	Bleckley	12,955	24.00	24.00	Hourly	40	1
	Charlton	13,430	42,640.00	57,137.60	Annual	40	1
F	Early	10,037	55,959.54	55,959.54	Annual	40	1
	Irwin	9,387	15.00	15.00	Hourly	40	0
	Jenkins	8,746	37,500.00	45,000.00	Annual	40	1
	Montgomery	9,012	37,585.00	55,000.00	Annual	40	1
	Talbot	6,143	35,000.00	40,000.00	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.

◆ Sanitation Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	72,160	85,420	110,134	132,391	3
B	1	41,603	41,603	69,684	69,684	1
C	1	58,383	58,383	82,706	82,706	1
Total/Avg	5	57,382	61,802	87,508	94,927	5

**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*
A	Athens-Clarke	127,795	85,420.00	132,391.00	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
B	Walton	96,875	41,602.75	69,684.20	Annual	40	1
C	Harris	36,080	58,383.08	82,705.63	Annual	40	1

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

◆ Scale House Attendant

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	30,167	32,630	48,214	53,490	25
B	3	26,681	30,160	31,291	32,282	8
C	8	23,605	29,585	31,610	39,770	13
D	6	28,404	35,006	33,378	44,708	6
E	1	22,880	22,880	22,880	22,880	1
F	2	18,377	19,760	29,786	37,440	2
Total/Avg	30	25,019	28,337	32,860	38,428	55

**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*
A	Athens-Clarke	127,795	30,661.00	47,521.00	Annual	40	2
	Bartow	109,426	15.52	23.52	Hourly	40	1
	Carroll	121,633	14.20	25.33	Hourly	40	3
	Clayton	292,646	27,908.86	42,576.81	Annual	40	1
	Columbus/Muscogee	196,442	32,630.11	49,650.58	Annual	40	1
	DeKalb	762,009	31,200.00	47,931.00	Annual	40	8
	Douglas	147,988	26,745.00	53,490.00	Annual	40	3
	Houston	160,110	14.64	23.44	Hourly	40	3
	Newton	113,295	14.21	21.32	Hourly	40	1
	Paulding	173,359	14.76	22.24	Hourly	40	2
B	Camden	55,388	12.40	15.52	Hourly	40	3
	Dougherty	86,477	24,091.00	29,350.00	Annual	40	2
	Walker	70,116	14.50	15.50	Hourly	40	3
C	Colquitt	45,542	29,585.00	29,585.00	Annual	40	1
	Decatur	26,457	14.08	14.08	Hourly	40	1
	Gilmer	31,978	17,000.00	17,000.00	Annual	40	1
	Habersham	46,047	11.85	16.48	Hourly	40	1
	Harris	36,080	10.40	19.12	Hourly	40	4
	Lee	30,234	11.18	17.33	Hourly	40	2
	Madison	30,457	9.04	15.59	Hourly	40	2
	Monroe	28,042	11.84	16.58	Hourly	40	1
D	Appling	18,325	12.46	14.44	Hourly	40	1

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

◆ Scale House Attendant

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Chattooga	24,843	15.00	15.00	Hourly	40	1
	Dade	16,057	16.83	16.83	Hourly	40	1
	Morgan	19,636	29,382.00	44,708.00	Annual	40	1
	Oglethorpe	15,383	10.00	15.00	Hourly	40	1
	Telfair	15,781	13.52	13.52	Hourly	40	1
E	Bleckley	12,955	11.00	11.00	Hourly	40	1
F	Randolph	6,682	8.17	10.64	Hourly	40	1
	Wilkes	9,694	9.50	18.00	Hourly	40	1

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

◆ Sewage Treatment Plant Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	61,457	66,054	95,619	108,989	8
B	1	57,476	57,476	91,961	91,961	1
Total/Avg	6	59,467	61,765	93,790	100,475	9

**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*
A	Athens-Clarke	127,795	60,707.00	94,088.00	Annual	40	1
	Columbia	160,377	65,915.20	98,883.20	Annual	40	1
	Columbus/Muscogee	196,442	53,468.23	81,358.26	Annual	40	1
	DeKalb	762,009	61,143.00	94,776.00	Annual	40	2
	Gwinnett	942,627	66,054.00	108,989.00	Annual	40	3
B	Rockdale	90,939	57,475.76	91,961.22	Annual	40	1

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

◆ Sewer System Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	48,417	50,784	74,184	78,714	69
B	1	41,603	41,603	69,192	69,192	1
Total/Avg	6	45,010	46,193	71,688	73,953	70

**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*
A	Athens-Clarke	127,795	47,565.00	73,720.00	Annual	40	3
	Columbia	160,377	48,839.00	70,262.40	Annual	40	1
	Columbus/Muscogee	196,442	46,105.49	70,154.96	Annual	40	1
	DeKalb	762,009	50,784.00	78,714.00	Annual	40	44
	Gwinnett	942,627	48,792.00	78,067.00	Annual	40	20
B	Walton	96,875	41,602.75	69,191.62	Annual	40	1

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

◆ Solid Waste Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	64,415	118,545	104,858	183,744	16
B	6	47,399	60,877	65,670	77,095	8
C	3	63,066	71,865	64,451	72,943	3
D	1	51,626	51,626	78,229	78,229	1
F	1	22,063	22,063	33,572	33,572	1
Total/Avg	21	49,714	64,995	69,356	89,116	29

**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*
A	Bartow	109,426	37.03	56.13	Annual	40	1
	Chatham	289,463	44,147.00	88,541.00	Annual	40	2
	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	61,299.00	122,597.00	Annual	40	1
	Fayette	115,821	69,833.90	106,536.24	Annual	40	1
	Gwinnett	942,627	28.46	46.97	Hourly	40	6
	Houston	160,110	26.39	42.19	Hourly	40	1
	Macon-Bibb	152,737	46,196.80	73,715.20	Annual	40	1
	Paulding	173,359	47,871.62	72,121.08	Annual	40	1
B	Camden	55,388	37,200.00	55,800.00	Annual	40	3
	Catoosa	67,996	19.75	25.67	Hourly	40	1
	Dougherty	86,477	60,877.00	74,167.00	Annual	40	1
	Floyd	98,604	39,840.58	63,071.32	Annual	40	1
	Jackson	76,199	55,058.00	77,095.00	Annual	40	1
	Liberty	63,004	24.20	33.89	Hourly	40	1
C	Colquitt	45,542	71,864.70	72,942.67	Annual	40	1
	Gilmer	31,978	56,784.00	56,784.00	Annual	40	1
	Habersham	46,047	60,548.80	63,627.25	Annual	40	1
D	Burke	22,648	24.82	37.61	Annual	40	1
F	Taylor	8,074	22,063.00	33,572.00	Annual	40	1

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

◆ Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	30,198	32,282	47,256	54,891	209
B	7	29,670	34,154	39,520	47,819	31
C	10	28,349	38,189	39,267	54,871	39
D	13	26,792	34,986	35,550	51,522	64
E	2	24,554	25,480	32,989	34,154	4
F	6	21,878	24,960	32,334	41,600	15
Total/Avg	49	26,907	31,675	37,819	47,476	362

**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*
A	Augusta/Richmond	202,079	28,502.00	48,583.00	Annual	37.5	10
	Bartow	109,426	15.52	23.52	Hourly	40	9
	Carroll	121,633	14.20	23.23	Hourly	40	11
	Chatham	289,463	29,860.00	47,776.00	Annual	40	18
	Cherokee	265,274	14.50	21.07	Hourly	40	14
	Clayton	292,646	30,824.94	51,939.00	Annual	40	10
	DeKalb	762,009	31,200.00	47,931.00	Annual	40	92
	Gwinnett	942,627	14.18	18.09	Hourly	40	29
	Houston	160,110	14.64	26.39	Hourly	40	6
	Lowndes	118,268	14.57	21.95	Hourly	40	7
	Newton	113,295	14.21	21.32	Hourly	40	3
B	Bulloch	80,839	13.25	20.78	Hourly	40	14
	Camden	55,388	12.40	15.53	Hourly	40	4
	Catoosa	67,996	15.45	20.09	Hourly	40	4
	Dougherty	86,477	24,091.00	35,755.00	Annual	40	3
	Jackson	76,199	15.25	20.92	Hourly	40	2
	Liberty	63,004	16.42	22.99	Hourly	40	3
	Walker	70,116	15.50	15.50	Hourly	40	1
	C	Butts	25,426	13.00	18.21	Hourly	40
Decatur	26,457	13.39	17.65	Hourly	40	8	
Gilmer	31,978	32,000.00	32,000.00	Annual	40	1	
Lumpkin	34,186	15.29	24.46	Hourly	40	1	

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

◆ Truck Driver

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Monroe	28,042	11.00	19.61	Hourly	40	6
	Pickens	33,127	27,822.60	32,278.48	Annual	40	5
	Stephens	26,107	18.36	18.36	Hourly	40	4
	Toombs	26,973	12.48	16.50	Hourly	40	3
	Ware	35,826	13.38	16.71	Hourly	40	6
	Wayne	30,023	22,111.20	54,871.37	Annual	40	4
D	Appling	18,325	10.30	18.09	Hourly	40	12
	Ben Hill	16,614	11.47	14.00	Hourly	40	3
	Berrien	19,408	12.00	16.00	Hourly	40	5
	Brantley	19,202	12.11	16.65	Hourly	40	4
	Burke	22,648	16.34	24.77	Hourly	40	12
	Chattooga	24,843	15.79	15.79	Hourly	40	1
	Crisp	22,034	16.75	19.46	Hourly	40	3
	Dodge	20,452	11.92	13.83	Hourly	40	3
	Grady	24,491	11.00	14.00	Hourly	40	3
	Jefferson	15,267	10.00	13.43	Hourly	40	1
	Mitchell	21,602	10.45	16.09	Hourly	40	7
	Putnam	22,520	16.82	20.08	Hourly	40	2
	Washington	20,150	12.50	20.00	Hourly	40	8
E	Candler	10,985	11.36	15.30	Hourly	40	1
	Charlton	13,430	12.25	16.42	Hourly	40	3
F	Jenkins	8,746	12.00	20.00	Hourly	40	1
	Lincoln	8,031	10.50	14.50	Hourly	40	1
	Talbot	6,143	12.00	14.28	Hourly	40	3
	Taliaferro	1,562	11.00	14.87	Hourly	40	2
	Taylor	8,074	19,988.00	30,414.00	Annual	40	5
	Wilkes	9,694	8.00	15.00	Hourly	40	3

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

◆ Water/Wastewater Lab Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	36,907	41,267	58,777	75,399	37
B	2	38,502	41,603	71,582	72,694	3
C	1	29,723	29,723	42,120	42,120	1
D	1	26,000	26,000	34,840	34,840	5
Total/Avg	15	32,783	34,648	51,830	56,263	46

**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*
A	Athens-Clarke	127,795	35,494.00	55,011.00	Annual	40	3
	Augusta/Richmond	202,079	33,684.00	52,469.00	Annual	37.5	4
	Columbia	160,377	16.81	25.22	Hourly	40	1
	DeKalb	762,009	39,558.00	61,314.00	Annual	40	7
	Fayette	115,821	38,609.44	75,398.59	Annual	40	2
	Forsyth	250,847	18.61	29.78	Hourly	40	2
	Gwinnett	942,627	16.23	25.98	Hourly	40	12
	Houston	160,110	19.29	32.08	Hourly	40	1
	Lowndes	118,268	19.59	29.52	Hourly	40	1
	Paulding	173,359	19.84	29.90	Hourly	40	2
	Whitfield	103,837	29,057.60	43,596.80	Annual	40	2
B	Rockdale	90,939	17.02	33.88	Hourly	40	2
	Walton	96,875	41,602.75	72,694.45	Annual	40	1
C	Harris	36,080	14.29	20.25	Hourly	40	1
D	Franklin	23,504	12.50	16.75	Hourly	40	5

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

◆ Water/Wastewater Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	12	68,247	93,434	105,817	146,162	20
B	3	67,729	89,760	88,675	91,961	4
C	4	67,852	76,804	87,270	100,421	4
D	1	2,399	2,399	2,399	2,399	1
E	1	30,000	30,000	38,000	38,000	1
F	1	36,908	36,908	40,684	40,684	1
Total/Avg	22	45,523	54,884	60,474	69,938	31

**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*
A	Athens-Clarke	127,795	60,707.00	94,088.00	Annual	40	1
	Augusta/Richmond	202,079	65,453.00	98,179.00	Annual	37.5	2
	Bartow	109,426	44.92	70.27	Annual	40	1
	Columbia	160,377	65,915.20	98,883.20	Annual	40	1
	DeKalb	762,009	68,055.00	105,483.00	Annual	40	5
	Fayette	115,821	85,085.82	129,804.06	Annual	40	1
	Forsyth	250,847	34.66	57.19	Hourly	40	1
	Gwinnett	942,627	66,054.00	108,989.00	Annual	40	3
	Houston	160,110	25.37	40.57	Hourly	40	1
	Lowndes	118,268	32.10	48.37	Annual	40	1
	Newton	113,295	77,082.00	115,623.00	Annual	40	1
	Paulding	173,359	21.90	33.00	Hourly	40	2
B	Floyd	98,604	89,760.06	89,760.06	Annual	40	1
	Rockdale	90,939	57,475.76	91,961.22	Annual	40	2
	Spalding	67,414	66,416.00	102,945.00	Annual	40	1
	Walton	96,875	55,951.07	84,303.28	Annual	40	1
C	Bryan	40,755	76,804.26	76,804.26	Annual	40	1
	Harris	36,080	67,239.62	95,251.83	Annual	40	1
	Lee	30,234	50,763.07	100,421.34	Annual	40	1
	Pickens	33,127	76,600.72	76,600.72	Annual	40	1
D	Franklin	23,504	2,399.00	2,399.00	Annual	40	1
E	Cusseta-Chattahooche	10,551	30,000.00	38,000.00	Annual	40	1

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

◆ Water/Wastewater Superintendent

Group	Jurisdiction	2020 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Talbot	6,143	36,908.00	40,684.00	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	57,052	72,093	88,632	118,955	21
B	3	61,897	83,060	96,228	125,149	3
C	4	48,001	58,386	67,213	82,701	5
D	1	52,000	52,000	52,000	52,000	1
Total/Avg	19	54,737	66,385	76,018	94,701	30

**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*
A	Athens-Clarke	127,795	52,441.00	81,277.00	Annual	40	1
	Augusta/Richmond	202,079	59,820.00	89,730.00	Annual	37.5	2
	Bartow	109,426	23.04	34.92	Hourly	40	1
	Columbia	160,377	65,915.20	98,883.20	Annual	40	2
	DeKalb	762,009	68,055.00	105,483.00	Annual	40	3
	Fayette	115,821	57,315.93	87,439.25	Annual	40	2
	Forsyth	250,847	34.66	57.19	Hourly	40	1
	Gwinnett	942,627	28.46	46.97	Hourly	40	6
	Houston	160,110	24.38	38.98	Hourly	40	1
	Lowndes	118,268	26.35	39.70	Annual	40	1
B	Paulding	173,359	18.89	28.46	Hourly	40	1
	Floyd	98,604	39,840.58	63,071.32	Annual	40	1
	Rockdale	90,939	62,789.35	100,462.96	Annual	40	1
C	Walton	96,875	83,059.68	125,148.69	Annual	40	1
	Decatur	26,457	19.57	19.57	Hourly	40	1
D	Harris	36,080	28.07	39.76	Hourly	40	1
	Lee	30,234	43,851.05	67,969.13	Annual	40	2
	Peach	27,950	49,061.00	77,476.00	Annual	40	1
D	Chattooga	24,843	52,000.00	52,000.00	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	34,036	39,291	59,333	69,077	170
B	3	39,428	45,922	64,699	70,470	15
C	3	27,102	28,267	47,840	62,379	15
E	1	21,000	21,000	28,000	28,000	2
Total/Avg	18	30,392	33,620	49,968	57,482	202

**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*
A	Athens-Clarke	127,795	33,804.00	52,392.00	Annual	40	20
	Augusta/Richmond	202,079	27,206.00	68,607.00	Annual	37.5	24
	Columbia	160,377	16.01	25.22	Hourly	40	14
	DeKalb	762,009	34,377.00	66,669.00	Annual	40	17
	Fayette	115,821	34,978.25	65,015.97	Annual	40	15
	Forsyth	250,847	15.75	33.21	Hourly	40	39
	Gwinnett	942,627	18.24	29.18	Hourly	40	23
	Houston	160,110	16.48	26.39	Hourly	40	3
	Lowndes	118,268	17.74	26.74	Hourly	40	1
	Newton	113,295	14.21	23.10	Hourly	40	11
	Paulding	173,359	18.89	28.46	Hourly	40	3
B	Floyd	98,604	16.54	26.17	Hourly	40	6
	Rockdale	90,939	18.25	33.88	Hourly	40	8
	Spalding	67,414	18.00	27.89	Hourly	40	1
	Walton	96,875	45,921.65	69,191.62	Annual	40	1
C	Decatur	26,457	12.00	15.79	Hourly	40	2
	Harris	36,080	13.50	29.99	Hourly	40	9
	Lee	30,234	13.59	23.22	Hourly	40	4
E	Cusseta-Chattahooche	10,551	21,000.00	28,000.00	Annual	40	2

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