



**2022**

**County Wage  
and Salary Survey**

**Public Works / Solid Waste  
Positions**

**December 2022**

**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>Automotive Mechanic (Public Works)</b>	Analyzes malfunctions and repairs, rebuilds and maintains fleet automobiles and light trucks.
<b>Civil Engineer</b>	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.)
<b>Crew Leader</b>	Performs skilled and unskilled work of a varied nature in a lead worker capacity.
<b>Electric Groundworker</b>	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.
<b>Electric Lineman</b>	Installs, constructs, and maintains overhead and underground electric lines.
<b>Electric Superintendent/Manager</b>	Performs technical and supervisory work in directing all the operations and maintenance of jurisdiction's electric utility.
<b>Electric Technician</b>	Performs energy audits; reads meters and records data; tests and repairs or replaces meters; other related duties where applicable.
<b>Gas Construction Worker</b>	Installs new gas mains, lines, and taps. Where applicable, duties can include leak detection, maintenance, and repair and installation of new meters and regulators.
<b>Gas Distribution Technician</b>	Maintains gas service mains and lines including cathodic protection, leak detection, installation of residential and commercial regulators and meters, and determining location of lines.
<b>Gas Superintendent/Manager</b>	Performs technical and supervisory work in directing all the operations and maintenance of jurisdiction's gas utility.
<b>Groundskeeper</b>	Performs routine cleaning and maintenance duties around public buildings and parks such as mowing lawns, trimming hedges, weeding flowerbeds, etc.
<b>Heavy Equipment Mechanic</b>	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.
<b>Heavy Equipment Operator</b>	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.

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<b>Laborer</b>	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.
<b>Landfill Inmate Supervisor</b>	Supervises the work of inmates in the operation of light and heavy equipment.
<b>Landfill Manager, Certified</b>	Responsible for the safe operation and supervision of the landfill facility, including equipment and supply maintenance. Must be certified.
<b>Light Equipment Operator</b>	Responsible for the operation of various light equipment such as tractors, moving equipment, trucks, and rubber-tired backhoes.
<b>Maintenance Superintendent</b>	Performs responsible technical and administrative work in repair, cleaning, and remodeling of public buildings.
<b>Maintenance Worker</b>	Performs general maintenance work including repair, cleaning, and remodeling of government buildings.
<b>Meter Reader</b>	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.
<b>Public Works Superintendent</b>	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.
<b>Recycling Manager/Supervisor</b>	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.
<b>Refuse/Recycling Collection Supervisor</b>	Plans, organizes, schedules, assigns, and reviews the work of crews working on assigned routes and inspects routes for problem areas and completion.
<b>Refuse/Recycling Collector</b>	Collects recyclables/refuse on designated routes, starts hoisting device that raises refuse bin attached to rear of truck, and dumps contents.
<b>Refuse/Recycling Route Supervisor/Lead Truck Driver</b>	Plans, organizes, and supervises the work of employees engaged in garbage, trash, and litter pickup. Inspects routes for problem areas and completion.
<b>Refuse/Recycling Truck Driver</b>	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.
<b>Road Crew Supervisor</b>	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	
<b>A</b>	12	38,350	46,341	61,673	75,266	74
<b>B</b>	8	35,420	39,042	56,242	66,789	33
<b>C</b>	18	31,331	35,776	47,079	63,835	61
<b>D</b>	18	31,973	40,435	45,115	62,400	42
<b>E</b>	5	31,212	44,242	37,028	44,242	5
<b>F</b>	5	21,784	27,040	34,819	45,760	5
<b>Total/Avg</b>	<b>66</b>	<b>31,679</b>	<b>38,813</b>	<b>46,993</b>	<b>59,715</b>	<b>220</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	38,760.00	60,072.00	Annual	40	4
	Bartow	110,843	18.89	28.63	Hourly	40	4
	Carroll	121,968	19.82	31.73	Hourly	40	3
	Chatham	296,329	32,846.00	58,650.00	Annual	40	7
	Columbia	159,639	19.29	28.94	Hourly	40	8
	Douglas	145,814	31,200.00	75,266.00	Annual	40	9
	Fayette	120,574	40,588.78	61,920.88	Annual	40	5
	Gwinnett	964,546	46,341.00	74,146.00	Annual	40	16
	Hall	207,369	19.34	29.01	Hourly	40	1
	Henry	245,235	40,907.32	47,043.42	Annual	40	10
	Lowndes	119,276	19.41	29.54	Hourly	40	3
	Newton	115,355	13.62	26.66	Hourly	40	4
	<b>B</b>	Barrow	86,658	16.61	24.92	Hourly	40
Bulloch		82,442	16.94	25.41	Hourly	40	3
Camden		55,664	17.50	25.00	Hourly	40	4
Dougherty		84,844	24,091.00	43,461.00	Annual	40	5
Floyd		98,771	18.27	30.39	Hourly	40	5
Gordon		58,237	17.83	32.11	Hourly	40	6
Spalding		67,909	18.73	29.03	Hourly	40	4
Troup		69,720	18.77	28.56	Hourly	40	5
<b>C</b>	Bryan	46,938	16.00	20.00	Hourly	40	5
	Decatur	29,038	15.59	26.25	Hourly	40	3

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Fannin	25,817	15.00	20.15	Hourly	40	3
	Gilmer	32,026	13.86	19.38	Hourly	40	2
	Grady	25,918	13.61	17.34	Hourly	40	4
	Habersham	46,774	17.20	27.38	Hourly	40	4
	Lee	33,411	13.59	21.06	Hourly	40	2
	Lumpkin	34,278	16.51	26.42	Hourly	40	3
	Madison	30,885	13.50	15.45	Hourly	40	3
	Monroe	28,712	15.00	22.05	Hourly	40	4
	Murray	39,951	16.31	30.69	Hourly	40	4
	Pickens	34,024	15.00	17.98	Hourly	40	3
	Polk	43,496	29,529.00	44,755.00	Annual	40	2
	Sumter	29,283	31,283.20	55,328.00	Annual	40	1
	Thomas	45,842	34,653.00	34,653.00	Annual	40	8
	Union	25,521	15.75	23.10	Hourly	40	4
	Wayne	30,380	24,528.67	60,276.71	Annual	40	5
	White	28,442	16.52	26.41	Hourly	40	1
<b>D</b>	Appling	18,488	15.00	21.00	Hourly	40	4
	Ben Hill	17,158	11.77	15.07	Hourly	40	3
	Berrien	18,147	11.00	21.00	Hourly	40	2
	Burke	24,310	18.72	28.37	Hourly	40	6
	Cook	17,225	12.80	23.18	Hourly	40	1
	Crisp	19,879	17.00	19.00	Hourly	40	2
	Dade	16,326	17.18	18.52	Hourly	40	3
	Franklin	23,785	30,000.00	40,000.00	Annual	40	1
	Jefferson	15,524	17.48	23.76	Hourly	40	2
	Long	17,152	14.00	20.00	Hourly	40	2
	Meriwether	20,793	17.50	19.50	Hourly	40	2
	Mitchell	21,521	12.50	14.34	Hourly	40	2
	Morgan	20,635	19.44	29.57	Hourly	40	1
	Oglethorpe	15,140	18.00	20.00	Hourly	40	1
	Pike	19,477	15.00	22.00	Hourly	40	2
	Putnam	22,585	16.48	20.88	Hourly	40	3
	Washington	19,785	14.00	30.00	Hourly	40	3
	Worth	20,554	14.40	25.00	Hourly	40	2
<b>E</b>	Bleckley	12,607	20.65	20.65	Hourly	40	1
	Charlton	12,766	14.50	19.43	Hourly	40	1
	Early	10,619	8.77	12.73	Hourly	40	1
	McIntosh	11,123	21.27	21.27	Hourly	40	1
	Telfair	12,414	9.84	14.93	Hourly	40	1

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Cusseta-Chattahooche	9,048	13.00	22.00	Hourly	40	1
	Hancock	8,630	22,063.13	31,073.20	Annual	40	1
	Taylor	7,799	19,024.00	28,949.00	Annual	40	1
	Turner	8,966	23,113.75	35,032.73	Annual	40	1
	Wilkes	9,513	8.50	16.00	Hourly	40	1

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

## ◆ Civil Engineer

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	61,643	91,083	102,630	150,280	53
<b>B</b>	6	49,357	86,029	90,161	130,894	12
<b>C</b>	3	40,052	84,094	40,309	84,094	4
<b>Total/Avg</b>	<b>20</b>	<b>50,351</b>	<b>87,069</b>	<b>77,700</b>	<b>121,756</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	54,539.00	84,528.00	Annual	40	7
	Carroll	121,968	50,099.40	80,610.92	Annual	40	1
	Chatham	296,329	56,988.00	116,371.00	Annual	40	6
	Clayton	297,100	52,588.23	99,091.24	Annual	40	9
	DeKalb	757,718	48,192.00	74,697.00	Annual	40	0
	Forsyth	260,206	43.79	72.25	Hourly	40	1
	Gwinnett	964,546	74,192.00	122,417.00	Annual	40	17
	Hall	207,369	59,446.40	89,169.60	Annual	40	2
	Henry	245,235	58,000.01	105,107.54	Annual	40	6
	Houston	166,829	27.18	43.46	Hourly	40	3
<b>B</b>	Paulding	173,780	76,405.63	116,260.20	Annual	40	1
	Bulloch	82,442	29,554.56	89,331.84	Annual	40	1
	Dougherty	84,844	30,747.00	64,211.00	Annual	40	5
	Floyd	98,771	13.94	32.70	Hourly	40	3
	Rockdale	94,082	59,649.32	95,438.91	Annual	40	1
	Troup	69,720	41.36	62.93	Annual	40	1
	Walton	99,853	61,167.43	93,073.48	Annual	40	1
<b>C</b>	Bryan	46,938	4,300.00	5,070.77	Annual	40	1
	Thomas	45,842	31,762.00	31,762.00	Annual	40	2
	Ware	36,033	40.43	40.43	Hourly	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	
<b>A</b>	16	38,029	47,068	59,147	70,591	159
<b>B</b>	8	41,158	51,500	58,291	80,256	43
<b>C</b>	11	31,622	50,045	46,028	69,902	37
<b>D</b>	5	30,426	35,360	48,895	62,400	7
<b>Total/Avg</b>	<b>40</b>	<b>35,309</b>	<b>45,993</b>	<b>53,090</b>	<b>70,787</b>	<b>246</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	38,760.00	60,072.00	Annual	40	6
	Bartow	110,843	16.79	25.45	Hourly	40	3
	Carroll	121,968	18.02	28.79	Hourly	40	1
	Chatham	296,329	32,846.00	52,554.00	Annual	40	7
	Clayton	297,100	32,395.33	57,365.90	Annual	40	6
	Columbia	159,639	19.29	28.94	Hourly	40	32
	Columbus/Muscogee	205,617	33,282.71	57,298.57	Annual	40	28
	DeKalb	757,718	39,558.00	61,314.00	Annual	40	9
	Fayette	120,574	42,643.59	65,055.62	Annual	40	5
	Hall	207,369	21.05	31.57	Hourly	43	5
	Henry	245,235	44,017.28	62,354.99	Annual	40	7
	Houston	166,829	18.35	29.34	Hourly	40	10
	Lowndes	119,276	19.41	29.54	Hourly	40	4
	Macon-Bibb	156,762	15.78	25.19	Hourly	40	19
	Newton	115,355	17.18	25.78	Hourly	40	9
Paulding	173,780	18.40	28.00	Hourly	40	8	
<b>B</b>	Barrow	86,658	38,464.00	57,695.00	Annual	40	2
	Bulloch	82,442	15.67	24.46	Hourly	40	9
	Camden	55,664	18.86	21.25	Hourly	40	2
	Catoosa	68,397	51,499.87	64,754.04	Annual	40	3
	Floyd	98,771	17.55	28.08	Hourly	40	10
	Gordon	58,237	24.39	24.39	Hourly	40	3
	Troup	69,720	18.77	28.56	Hourly	40	1
	Walton	99,853	41,203.91	80,256.48	Annual	40	13
<b>C</b>	Gilmer	32,026	10.00	19.75	Hourly	40	10

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

## ◆ Crew Leader

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Habersham	46,774	18.05	24.88	Hourly	40	3
	Hart	26,409	18.13	28.98	Hourly	40	2
	Lee	33,411	14.27	22.12	Hourly	40	1
	Lumpkin	34,278	1,775.98	2,930.37	Annual	40	1
	Pickens	34,024	17.55	24.19	Hourly	40	10
	Thomas	45,842	35,381.00	35,381.00	Annual	40	5
	Toombs	26,911	16.48	21.00	Hourly	40	1
	Ware	36,033	24.06	24.06	Hourly	40	1
	Wayne	30,380	31,398.76	69,902.49	Annual	40	1
	White	28,442	15.73	26.41	Hourly	40	2
<b>D</b>	Appling	18,488	15.00	21.00	Hourly	40	1
	Berrien	18,147	25,000.00	47,000.00	Annual	40	1
	Lamar	19,080	12.45	18.94	Hourly	40	1
	Washington	19,785	17.00	30.00	Hourly	40	3
	Worth	20,554	16.67	25.00	Hourly	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	
<b>C</b>	1	60,736	60,736	60,736	60,736	1
<b>Total/Avg</b>	<b>1</b>	<b>60,736</b>	<b>60,736</b>	<b>60,736</b>	<b>60,736</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Union	25,521	60,736.00	60,736.00	Annual	40	1

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

## ◆ Electric Technician

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	2	44,900	47,068	68,410	70,591	3
<b>B</b>	1	38,709	38,709	54,193	54,193	1
<b>Total/Avg</b>	<b>3</b>	<b>41,805</b>	<b>42,888</b>	<b>61,301</b>	<b>62,392</b>	<b>4</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	42,733.00	66,229.00	Annual	40	2
	Hall	207,369	21.05	31.57	Hourly	43	1
<b>B</b>	Jackson	80,286	18.61	26.05	Hourly	40	1

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

## ◆ Groundskeeper

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	32,796	43,714	49,661	65,582	144
<b>B</b>	2	24,602	27,352	36,724	41,018	9
<b>C</b>	7	25,155	28,870	40,482	63,328	19
<b>D</b>	2	24,991	25,022	38,272	42,224	3
<b>E</b>	1	24,960	24,960	43,056	43,056	2
<b>F</b>	2	21,840	22,880	28,257	31,200	2
<b>Total/Avg</b>	<b>25</b>	<b>25,724</b>	<b>28,800</b>	<b>39,409</b>	<b>47,735</b>	<b>179</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	30,369.00	47,068.00	Annual	40	9
	Bartow	110,843	15.21	23.05	Hourly	40	7
	Chatham	296,329	30,948.00	49,517.00	Annual	40	3
	DeKalb	757,718	31,200.00	42,576.00	Annual	40	28
	Fayette	120,574	38,632.99	58,937.18	Annual	40	10
	Gwinnett	964,546	33,991.00	52,686.00	Annual	40	48
	Hall	207,369	19.55	29.33	Hourly	43	1
	Houston	166,829	13.41	21.47	Hourly	40	3
	Lowndes	119,276	13.74	20.91	Hourly	40	2
	Macon-Bibb	156,762	14.00	19.74	Hourly	40	27
	Paulding	173,780	16.67	25.36	Hourly	40	6
<b>B</b>	Bulloch	82,442	13.15	19.72	Hourly	40	8
	Dougherty	84,844	21,851.00	32,431.00	Annual	40	1
<b>C</b>	Grady	25,918	10.00	14.56	Hourly	40	4
	Habersham	46,774	11.85	16.48	Hourly	40	1
	Monroe	28,712	12.08	23.71	Hourly	40	6
	Sumter	29,283	27,393.60	48,131.20	Annual	40	4
	Thomas	45,842	28,870.00	28,870.00	Annual	40	2
	Toombs	26,911	10.00	14.02	Hourly	40	1
	Wayne	30,380	28,445.74	63,328.23	Annual	40	1
<b>D</b>	Burke	24,310	12.03	20.30	Hourly	40	3
	Pike	19,477	12.00	16.50	Hourly	40	0

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

## ◆ Groundskeeper

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Early	10,619	12.00	20.70	Hourly	40	2
F	Jenkins	8,639	11.00	15.00	Hourly	40	1
	Lincoln	7,749	10.00	12.17	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	
<b>A</b>	11	39,885	46,654	62,066	69,194	84
<b>B</b>	4	39,200	43,264	56,956	69,205	11
<b>C</b>	10	34,023	43,060	51,552	67,544	27
<b>D</b>	5	35,353	47,299	48,988	71,677	9
<b>E</b>	4	33,959	37,752	38,348	44,595	5
<b>F</b>	6	28,575	47,258	36,239	47,258	9
<b>Total/Avg</b>	<b>40</b>	<b>35,166</b>	<b>44,215</b>	<b>49,025</b>	<b>61,579</b>	<b>145</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Carroll	121,968	18.02	28.79	Hourly	40	4
	Chatham	296,329	41,568.00	69,194.00	Annual	40	9
	Cherokee	274,615	22.43	25.63	Hourly	40	5
	Douglas	145,814	31,200.00	65,018.00	Annual	40	22
	Forsyth	260,206	19.71	31.54	Hourly	40	1
	Gwinnett	964,546	39,107.00	62,571.00	Annual	40	28
	Hall	207,369	19.09	28.63	Hourly	43	5
	Henry	245,235	42,462.87	60,153.03	Annual	40	2
	Houston	166,829	19.87	31.74	Hourly	40	3
	Lowndes	119,276	20.40	31.04	Hourly	40	1
	Macon-Bibb	156,762	15.78	25.19	Hourly	40	4
<b>B</b>	Camden	55,664	17.34	18.36	Hourly	40	2
	Dougherty	84,844	43,264.00	64,211.00	Annual	40	1
	Jackson	80,286	19.30	27.03	Hourly	40	1
	Walton	99,853	37,328.71	69,205.33	Annual	40	7
<b>C</b>	Coffee	43,386	17.09	23.93	Hourly	40	2
	Colquitt	45,812	31,200.00	31,200.00	Annual	40	5
	Hart	26,409	19.02	30.42	Hourly	40	6
	Lee	33,411	13.59	21.06	Hourly	40	1
	Monroe	28,712	20.02	28.03	Hourly	40	1
	Peach	28,417	43,060.00	64,589.00	Annual	40	1
	Polk	43,496	32,555.00	67,544.00	Annual	40	2

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

## ◆ Heavy Equipment Mechanic

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Toombs	26,911	11.33	20.00	Hourly	40	1
	Ware	36,033	15.44	20.74	Hourly	40	7
	White	28,442	15.73	25.14	Hourly	40	1
<b>D</b>	Brantley	18,101	15.04	20.57	Hourly	40	1
	Burke	24,310	22.74	34.46	Hourly	40	5
	Franklin	23,785	30,000.00	40,000.00	Annual	40	1
	Lamar	19,080	14.78	22.50	Hourly	40	1
	Oglethorpe	15,140	18.00	21.00	Hourly	40	1
<b>E</b>	Bacon	11,079	15.00	18.00	Hourly	40	2
	Charlton	12,766	16.00	21.44	Hourly	40	1
	McIntosh	11,123	18.15	18.15	Hourly	40	1
	Telfair	12,414	33,603.25	33,603.25	Annual	40	1
<b>F</b>	Irwin	9,618	10.00	15.00	Hourly	40	1
	Jenkins	8,639	14.00	20.00	Hourly	40	1
	Lincoln	7,749	12.00	14.00	Hourly	40	1
	Talbot	5,742	12.00	15.00	Hourly	40	4
	Taylor	7,799	24,354.00	37,057.00	Annual	40	1
	Twiggs	7,856	22.72	22.72	Hourly	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	
<b>A</b>	18	35,973	44,990	57,146	68,181	360
<b>B</b>	11	35,960	42,952	51,825	68,723	67
<b>C</b>	26	31,500	38,210	47,228	63,710	198
<b>D</b>	21	29,950	37,253	45,319	62,400	175
<b>E</b>	8	27,404	38,168	36,754	43,680	51
<b>F</b>	18	25,904	41,704	35,910	47,840	85
<b>Total/Avg</b>	<b>102</b>	<b>31,115</b>	<b>40,546</b>	<b>45,697</b>	<b>59,089</b>	<b>936</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	35,156.00	54,488.00	Annual	40	16
	Bartow	110,843	16.30	25.98	Hourly	40	7
	Carroll	121,968	16.52	26.33	Hourly	40	13
	Chatham	296,329	34,650.00	58,650.00	Annual	40	23
	Cherokee	274,615	21.63	27.06	Hourly	40	9
	Columbia	159,639	18.28	27.42	Hourly	40	9
	Columbus/Muscogee	205,617	34,967.65	54,537.60	Annual	40	3
	DeKalb	757,718	37,830.00	58,638.00	Annual	40	88
	Fayette	120,574	34,999.58	61,920.88	Annual	40	20
	Forsyth	260,206	14.53	28.04	Hourly	40	18
	Gwinnett	964,546	42,613.00	68,181.00	Annual	40	22
	Hall	207,369	18.18	30.06	Hourly	43	34
	Henry	245,235	37,797.36	57,949.42	Annual	40	11
	Houston	166,829	16.97	27.18	Hourly	40	18
	Lowndes	119,276	16.74	25.47	Hourly	40	1
	Macon-Bibb	156,762	15.03	23.99	Hourly	40	21
	Newton	115,355	14.21	24.88	Hourly	40	30
Paulding	173,780	17.51	26.65	Hourly	40	17	
<b>B</b>	Barrow	86,658	14.92	22.39	Hourly	40	4
	Bulloch	82,442	17.57	26.35	Hourly	40	2
	Camden	55,664	15.00	19.25	Hourly	40	18
	Catoosa	68,397	17.23	20.80	Hourly	40	3

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	84,844	26,560.00	45,634.00	Annual	40	8
	Floyd	98,771	16.11	25.77	Hourly	40	2
	Gordon	58,237	18.91	20.02	Hourly	40	5
	Jackson	80,286	18.44	25.81	Hourly	40	5
	Rockdale	94,082	20.65	33.04	Hourly	40	9
	Troup	69,720	18.77	28.56	Hourly	40	8
	Walton	99,853	41,203.91	62,696.62	Annual	40	3
<b>C</b>	Bryan	46,938	18.37	25.74	Hourly	40	2
	Butts	25,781	15.46	18.87	Hourly	40	5
	Coffee	43,386	14.41	22.60	Hourly	40	14
	Colquitt	45,812	31,200.00	31,200.00	Annual	40	5
	Dawson	28,497	17.54	29.67	Hourly	40	7
	Decatur	29,038	14.00	17.45	Hourly	40	6
	Gilmer	32,026	16.00	22.99	Hourly	40	10
	Grady	25,918	12.99	17.34	Hourly	40	2
	Habersham	46,774	14.65	20.17	Hourly	40	8
	Harris	35,626	18.30	30.63	Hourly	40	10
	Hart	26,409	16.43	26.25	Hourly	40	5
	Lee	33,411	10.65	22.19	Hourly	40	19
	Lumpkin	34,278	17.52	28.03	Hourly	40	4
	Madison	30,885	14.25	19.77	Hourly	40	8
	Monroe	28,712	15.00	22.05	Hourly	40	9
	Murray	39,951	14.79	26.57	Hourly	40	7
	Peach	28,417	34,981.00	55,237.00	Annual	40	1
	Pickens	34,024	16.29	16.70	Hourly	40	3
	Polk	43,496	29,529.00	46,933.00	Annual	40	11
	Sumter	29,283	31,283.20	60,756.80	Annual	40	5
	Thomas	45,842	33,925.00	33,925.00	Annual	40	15
	Toombs	26,911	11.00	16.26	Hourly	40	8
	Union	25,521	18.00	27.00	Hourly	40	4
	Ware	36,033	13.97	20.24	Hourly	40	10
	Wayne	30,380	24,528.67	54,607.73	Annual	40	11
	White	28,442	14.97	23.93	Hourly	40	9
<b>D</b>	Appling	18,488	15.00	19.67	Hourly	40	3
	Banks	18,562	15.79	21.69	Hourly	40	11
	Ben Hill	17,158	17.91	17.91	Hourly	40	1
	Berrien	18,147	11.00	20.00	Hourly	40	10
	Brantley	18,101	12.61	18.78	Hourly	40	9
	Burke	24,310	14.72	26.37	Hourly	40	22

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cook	17,225	12.80	23.18	Hourly	40	18
	Crisp	19,879	15.00	23.00	Hourly	40	7
	Dodge	19,759	16.50	17.00	Hourly	40	3
	Franklin	23,785	15.00	20.00	Hourly	40	1
	Jefferson	15,524	17.51	21.04	Hourly	40	4
	Lamar	19,080	11.62	22.50	Hourly	40	6
	Long	17,152	11.00	20.00	Hourly	40	2
	Meriwether	20,793	14.00	18.17	Hourly	40	12
	Mitchell	21,521	10.90	18.00	Hourly	40	8
	Morgan	20,635	16.76	25.50	Hourly	40	3
	Oglethorpe	15,140	14.00	21.00	Hourly	40	2
	Pierce	19,976	17.55	28.06	Hourly	40	7
	Pike	19,477	15.00	23.00	Hourly	40	17
	Washington	19,785	14.00	30.00	Hourly	40	18
	Worth	20,554	13.71	22.68	Hourly	40	11
<b>E</b>	Bacon	11,079	13.00	17.00	Hourly	40	6
	Bleckley	12,607	13.00	19.31	Hourly	40	6
	Candler	11,037	11.36	15.30	Hourly	40	13
	Charlton	12,766	13.75	18.43	Hourly	40	5
	Early	10,619	11.10	16.11	Hourly	40	5
	Evans	10,672	15.00	21.00	Hourly	40	1
	McIntosh	11,123	18.35	19.28	Hourly	40	3
	Telfair	12,414	9.84	14.93	Hourly	40	12
<b>F</b>	Atkinson	8,391	16.00	16.00	Hourly	40	9
	Baker	2,819	10.30	15.00	Hourly	40	5
	Clinch	6,725	11.25	19.75	Hourly	40	10
	Cusseta-Chattahoochee	9,048	13.00	20.00	Hourly	40	4
	Hancock	8,630	22,063.13	31,073.20	Annual	40	5
	Irwin	9,618	10.00	20.00	Hourly	40	4
	Jenkins	8,639	12.00	18.00	Hourly	40	6
	Lincoln	7,749	12.00	14.33	Hourly	40	7
	Montgomery	8,653	12.00	15.19	Hourly	40	3
	Randolph	6,287	9.47	14.87	Hourly	40	3
	Schley	4,478	12.00	23.00	Hourly	40	6
	Taliaferro	1,558	14.87	22.00	Hourly	40	1
	Taylor	7,799	22,063.00	33,572.00	Annual	40	1
	Turner	8,966	23,113.75	35,032.73	Annual	40	14
	Twiggs	7,856	17.39	17.39	Hourly	40	3
	Warren	5,240	20.05	20.05	Hourly	40	1

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Webster Unified	2,367	13.26	13.26	Hourly	40	1
	Wilkes	9,513	8.25	14.00	Hourly	40	2

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\* 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	
<b>A</b>	10	31,410	38,633	48,258	58,937	291
<b>B</b>	4	26,726	30,160	33,957	41,642	32
<b>C</b>	12	26,130	31,200	42,053	63,606	76
<b>D</b>	13	25,282	31,200	36,502	52,000	61
<b>E</b>	2	24,076	29,182	37,138	38,917	6
<b>F</b>	9	23,758	37,440	30,377	37,440	35
<b>Total/Avg</b>	<b>50</b>	<b>26,230</b>	<b>32,969</b>	<b>38,048</b>	<b>48,757</b>	<b>501</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	110,843	14.06	21.31	Hourly	40	1
	Chatham	296,329	28,316.00	45,306.00	Annual	40	10
	Cherokee	274,615	14.16	21.51	Hourly	40	16
	DeKalb	757,718	31,200.00	42,576.00	Annual	40	226
	Douglas	145,814	31,200.00	53,490.00	Annual	40	6
	Fayette	120,574	38,632.99	58,937.18	Annual	40	3
	Forsyth	260,206	15.34	24.55	Hourly	40	14
	Henry	245,235	31,578.59	44,734.31	Annual	40	4
	Houston	166,829	13.41	21.47	Hourly	40	8
	Paulding	173,780	16.67	25.36	Hourly	40	3
<b>B</b>	Camden	55,664	14.50	14.50	Hourly	40	1
	Catoosa	68,397	12.36	15.19	Hourly	40	5
	Dougherty	84,844	21,851.00	32,431.00	Annual	40	14
	Gordon	58,237	14.03	20.02	Hourly	40	12
<b>C</b>	Decatur	29,038	11.90	14.66	Hourly	40	2
	Fannin	25,817	15.00	24.95	Hourly	40	34
	Gilmer	32,026	14.00	18.00	Hourly	40	3
	Harris	35,626	12.14	30.58	Hourly	40	3
	Lumpkin	34,278	13.82	23.47	Hourly	40	5
	Monroe	28,712	12.08	16.91	Hourly	40	4
	Pickens	34,024	13.71	16.70	Hourly	40	6
	Polk	43,496	22,135.00	33,548.00	Annual	40	1

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

## ◆ Laborer

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>D</b>	Toombs	26,911	11.00	14.32	Hourly	40	2
	Union	25,521	14.00	21.00	Hourly	40	11
	Wayne	30,380	21,150.98	54,607.73	Annual	40	4
	White	28,442	12.29	19.64	Hourly	40	1
	Ben Hill	17,158	13.32	17.05	Hourly	40	13
	Berrien	18,147	10.00	13.00	Hourly	40	8
	Brantley	18,101	11.08	15.00	Hourly	40	1
	Burke	24,310	10.71	16.23	Hourly	40	6
	Cook	17,225	12.80	23.18	Hourly	40	2
	Franklin	23,785	15.00	20.00	Hourly	40	6
	Long	17,152	11.00	14.00	Hourly	40	2
	Meriwether	20,793	13.00	14.52	Hourly	40	4
	Mitchell	21,521	10.70	12.86	Hourly	40	6
	Pierce	19,976	15.00	23.99	Hourly	40	4
	Putnam	22,585	11.56	15.54	Hourly	40	3
	Washington	19,785	12.00	25.00	Hourly	40	4
	Worth	20,554	11.84	17.77	Hourly	40	2
<b>E</b>	Early	10,619	9.12	18.71	Hourly	40	3
	McIntosh	11,123	14.03	17.00	Hourly	40	3
<b>F</b>	Cusseta-Chattahooche	9,048	11.00	15.00	Hourly	40	5
	Irwin	9,618	9.00	15.00	Hourly	40	5
	Montgomery	8,653	12.00	12.24	Hourly	40	4
	Randolph	6,287	8.58	13.47	Hourly	40	8
	Schley	4,478	12.00	18.00	Hourly	40	1
	Taliaferro	1,558	13.00	15.00	Hourly	40	3
	Twiggs	7,856	18.00	18.00	Hourly	40	1
	Webster Unified	2,367	11.22	11.73	Hourly	40	3
Wilkes	9,513	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	
<b>A</b>	3	37,709	41,532	57,580	63,360	4
<b>B</b>	1	39,834	39,834	55,806	55,806	4
<b>C</b>	3	36,088	45,864	36,088	45,864	7
<b>Total/Avg</b>	<b>7</b>	<b>37,877</b>	<b>42,410</b>	<b>49,825</b>	<b>55,010</b>	<b>15</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Clayton	297,100	41,532.01	63,359.85	Annual	40	1
	Columbus/Muscogee	205,617	33,282.71	51,909.68	Annual	40	1
	Hall	207,369	18.42	27.63	Hourly	40	2
<b>B</b>	Jackson	80,286	19.15	26.83	Hourly	40	4
<b>C</b>	Colquitt	45,812	31,200.00	31,200.00	Annual	40	5
	Decatur	29,038	22.05	22.05	Hourly	40	1
	Madison	30,885	15.00	15.00	Hourly	40	1

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

## ◆ Landfill Manager, Certified

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	56,331	77,082	88,844	115,623	13
<b>B</b>	4	46,046	58,265	57,856	81,586	6
<b>C</b>	4	54,524	68,806	64,229	72,779	4
<b>D</b>	6	39,975	52,853	52,920	80,122	7
<b>E</b>	4	42,088	45,171	47,588	63,000	4
<b>F</b>	1	53,851	53,851	53,851	53,851	1
<b>Total/Avg</b>	<b>30</b>	<b>48,803</b>	<b>59,338</b>	<b>60,882</b>	<b>77,827</b>	<b>35</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	44,869.00	69,541.00	Annual	40	1
	Bartow	110,843	24.19	36.66	Hourly	40	1
	Clayton	297,100	70,854.83	109,444.89	Annual	40	1
	Columbus/Muscogee	205,617	66,448.77	103,637.41	Annual	40	1
	DeKalb	757,718	68,055.00	105,483.00	Annual	40	1
	Douglas	145,814	37,633.00	75,266.00	Annual	40	1
	Forsyth	260,206	33.25	54.86	Hourly	40	1
	Hall	207,369	46,571.20	69,867.20	Annual	40	2
	Houston	166,829	19.07	30.54	Hourly	40	2
	Newton	115,355	77,082.00	115,623.00	Annual	40	1
	Paulding	173,780	48,988.69	74,542.08	Annual	40	1
<b>B</b>	Camden	55,664	22.37	25.98	Hourly	40	2
	Catoosa	68,397	21.87	21.87	Hourly	40	1
	Dougherty	84,844	33,898.00	50,311.00	Annual	40	2
	Jackson	80,286	58,265.00	81,586.00	Annual	40	1
<b>C</b>	Colquitt	45,812	51,053.00	51,053.00	Annual	40	1
	Decatur	29,038	33.08	33.08	Hourly	40	1
	Habersham	46,774	52,332.00	72,779.00	Annual	40	1
	Monroe	28,712	45,906.00	64,279.00	Annual	40	1
<b>D</b>	Appling	18,488	20.00	25.00	Hourly	40	1
	Burke	24,310	25.41	38.52	Hourly	40	1
	Cook	17,225	47,032.24	57,195.15	Annual	45	1

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

## ◆ Landfill Manager, Certified

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Crisp	19,879	40,000.00	47,000.00	Annual	40	1
	Jefferson	15,524	15.00	19.45	Hourly	40	2
	Worth	20,554	13.06	19.59	Hourly	40	1
<b>E</b>	Candler	11,037	35,000.00	39,000.00	Annual	40	1
	Evans	10,672	45,000.00	63,000.00	Annual	40	1
	McIntosh	11,123	20.76	20.76	Hourly	40	1
	Telfair	12,414	45,170.70	45,170.70	Annual	40	1
<b>F</b>	Warren	5,240	25.89	25.89	Hourly	40	1

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

## ◆ Light Equipment Operator

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	16	33,766	46,341	53,275	74,146	252
<b>B</b>	8	31,576	35,069	45,200	60,029	74
<b>C</b>	21	28,441	33,467	40,488	51,979	144
<b>D</b>	13	29,704	38,605	40,560	54,241	74
<b>E</b>	6	25,782	33,280	33,433	39,166	21
<b>F</b>	5	22,729	29,120	28,450	31,200	17
<b>Total/Avg</b>	<b>69</b>	<b>28,666</b>	<b>35,980</b>	<b>40,234</b>	<b>51,794</b>	<b>582</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	110,843	15.51	23.51	Hourly	40	7
	Carroll	121,968	15.20	24.23	Hourly	40	3
	Chatham	296,329	30,948.00	49,517.00	Annual	40	38
	Cherokee	274,615	16.60	22.77	Hourly	40	13
	Clayton	297,100	26,887.90	51,939.00	Annual	40	21
	Columbia	159,639	17.40	26.10	Hourly	40	11
	DeKalb	757,718	34,377.00	53,283.00	Annual	40	82
	Douglas	145,814	32,698.00	56,164.00	Annual	40	3
	Forsyth	260,206	16.07	25.71	Hourly	40	9
	Gwinnett	964,546	46,341.00	74,146.00	Annual	40	16
	Hall	207,369	17.74	29.33	Hourly	43	8
	Henry	245,235	34,688.55	49,139.90	Annual	40	10
	Houston	166,829	15.08	24.14	Hourly	40	16
	Lowndes	119,276	15.93	25.25	Hourly	40	6
	Macon-Bibb	156,762	14.00	21.76	Hourly	40	7
	Paulding	173,780	15.87	24.14	Hourly	40	2
<b>B</b>	Bulloch	82,442	15.67	23.51	Hourly	40	14
	Camden	55,664	14.75	17.85	Hourly	40	4
	Catoosa	68,397	14.05	18.08	Hourly	40	6
	Dougherty	84,844	24,091.00	35,755.00	Annual	40	5
	Gordon	58,237	16.14	18.91	Hourly	40	11
Jackson	80,286	16.14	22.14	Hourly	40	3	

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Rockdale	94,082	16.86	28.86	Hourly	40	7
	Walton	99,853	33,817.97	56,800.04	Annual	40	24
	Bryan	46,938	14.42	17.25	Hourly	40	11
	Butts	25,781	13.33	16.27	Hourly	40	6
	Coffee	43,386	13.37	18.72	Hourly	40	3
	Dawson	28,497	16.09	24.96	Hourly	40	6
	Decatur	29,038	14.00	15.30	Hourly	40	4
	Grady	25,918	10.00	15.25	Hourly	40	14
	Habersham	46,774	13.33	18.33	Hourly	40	6
	Harris	35,626	13.77	22.95	Hourly	40	9
	Hart	26,409	15.64	24.99	Hourly	40	3
	Lumpkin	34,278	15.56	24.90	Hourly	40	5
	Madison	30,885	12.50	14.50	Hourly	40	9
	Monroe	28,712	12.99	18.18	Hourly	40	4
	Murray	39,951	13.42	20.82	Hourly	40	3
	Peach	28,417	30,540.00	50,547.00	Annual	40	6
	Pickens	34,024	13.05	21.38	Hourly	40	7
	Polk	43,496	26,784.00	40,594.00	Annual	40	12
	Thomas	45,842	31,762.00	31,762.00	Annual	40	16
	D	Toombs	26,911	12.77	14.00	Hourly	40
Ware		36,033	15.83	15.83	Hourly	40	8
Wayne		30,380	22,221.76	50,708.70	Annual	40	6
White		28,442	13.56	21.68	Hourly	40	1
Burke		24,310	13.39	20.30	Hourly	40	13
Cook		17,225	12.80	23.18	Hourly	45	6
Crisp		19,879	15.00	18.00	Hourly	40	9
Dade		16,326	17.18	19.12	Hourly	40	6
Dodge		19,759	14.00	16.50	Hourly	40	8
Franklin		23,785	15.00	20.00	Hourly	40	3
Long		17,152	13.00	17.00	Hourly	40	6
Mitchell		21,521	10.50	16.59	Hourly	40	5
Morgan		20,635	15.18	23.10	Hourly	40	7
Oglethorpe		15,140	14.00	18.00	Hourly	40	5
Pike		19,477	13.00	18.00	Hourly	40	1
E	Putnam	22,585	18.56	22.15	Hourly	40	4
	Worth	20,554	12.44	18.66	Hourly	40	1
	Bacon	11,079	12.00	15.00	Hourly	40	3
	Bleckley	12,607	16.00	17.00	Hourly	40	2
	Charlton	12,766	11.50	15.41	Hourly	40	3

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Early	10,619	9.87	18.83	Hourly	40	10
	Evans	10,672	13.00	18.20	Hourly	40	2
	Telfair	12,414	12.00	12.00	Hourly	40	1
<b>F</b>	Hancock	8,630	17,235.68	24,274.34	Annual	40	7
	Montgomery	8,653	12.00	15.00	Hourly	40	3
	Twiggs	7,856	14.00	14.00	Hourly	40	4
	Warren	5,240	12.35	12.72	Hourly	40	2
	Wilkes	9,513	8.00	15.00	Hourly	40	1

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

## ◆ Maintenance Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	10	57,672	96,444	83,238	96,444	12
<b>B</b>	8	54,932	73,500	71,674	95,402	13
<b>C</b>	17	43,282	72,017	56,173	97,177	23
<b>D</b>	10	42,707	52,000	55,334	80,122	16
<b>E</b>	4	33,197	40,000	42,922	56,000	4
<b>F</b>	4	32,541	56,098	40,868	56,098	4
<b>Total/Avg</b>	<b>53</b>	<b>44,055</b>	<b>65,010</b>	<b>58,368</b>	<b>80,207</b>	<b>72</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Carroll	121,968	19.82	31.73	Hourly	40	1
	Chatham	296,329	56,988.00	91,181.00	Annual	40	1
	Cherokee	274,615	96,444.00	96,444.00	Annual	40	1
	Clayton	297,100	52,588.23	81,229.68	Annual	40	2
	Fayette	120,574	54,587.40	83,276.69	Annual	40	2
	Gwinnett	964,546	48,777.00	78,042.00	Annual	40	1
	Hall	207,369	75,212.80	75,212.80	Annual	40	1
	Houston	166,829	27.18	43.46	Hourly	40	1
	Newton	115,355	56,101.00	84,151.00	Annual	40	1
	Paulding	173,780	38,269.88	86,445.96	Annual	40	1
<b>B</b>	Bulloch	82,442	54,295.28	81,443.44	Annual	40	1
	Camden	55,664	73,500.00	73,500.00	Annual	40	1
	Catoosa	68,397	26.98	26.98	Hourly	40	1
	Dougherty	84,844	32,284.00	50,311.00	Annual	40	6
	Floyd	98,771	51,500.00	82,400.00	Annual	40	1
	Gordon	58,237	58,192.68	58,192.68	Annual	40	1
	Jackson	80,286	63,601.00	95,402.00	Annual	40	1
	Troup	69,720	24.02	36.55	Annual	40	1
<b>C</b>	Bryan	46,938	2,000.00	2,122.21	Annual	40	1
	Butts	25,781	21.84	26.67	Hourly	40	1
	Decatur	29,038	24.57	24.57	Hourly	40	1
	Fannin	25,817	49,500.00	54,500.00	Annual	40	1

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

## ◆ Maintenance Superintendent

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Harris	35,626	68,598.40	97,176.68	Annual	40	1
	Hart	26,409	55,452.80	55,452.80	Annual	40	1
	Lumpkin	34,278	1,673.88	2,761.89	Annual	40	1
	Madison	30,885	19.85	19.85	Hourly	40	1
	Monroe	28,712	41,638.00	64,279.00	Annual	40	2
	Murray	39,951	18.88	27.90	Annual	40	2
	Peach	28,417	50,534.00	79,798.00	Annual	40	1
	Pickens	34,024	15.14	24.94	Hourly	40	3
	Thomas	45,842	72,017.00	72,017.00	Annual	40	1
	Union	25,521	62,400.00	62,400.00	Annual	40	1
	Ware	36,033	27.71	27.71	Hourly	40	1
	Wayne	30,380	31,398.76	89,481.08	Annual	40	3
	White	28,442	34,368.06	59,534.54	Annual	40	1
<b>D</b>	Banks	18,562	50,496.00	70,586.00	Annual	40	1
	Ben Hill	17,158	48,855.03	48,885.03	Annual	40	1
	Berrien	18,147	32,000.00	45,000.00	Annual	40	1
	Burke	24,310	22.74	38.52	Hourly	40	4
	Crisp	19,879	25.00	28.00	Hourly	40	1
	Franklin	23,785	15.00	20.00	Hourly	40	1
	Lamar	19,080	43,376.59	66,002.61	Annual	40	1
	Meriwether	20,793	19.50	21.86	Hourly	40	4
	Oglethorpe	15,140	16.00	18.00	Hourly	40	1
	Pike	19,477	48,000.00	60,000.00	Annual	40	1
<b>E</b>	Bleckley	12,607	17.00	17.00	Hourly	40	1
	Charlton	12,766	13.00	17.42	Hourly	40	1
	Early	10,619	14.61	21.20	Hourly	40	1
	Evans	10,672	40,000.00	56,000.00	Annual	40	1
<b>F</b>	Cusseta-Chattahooche	9,048	11.00	17.00	Hourly	40	1
	Jenkins	8,639	15.00	20.00	Hourly	40	1
	Taylor	7,799	19,988.00	30,414.00	Annual	40	1
	Twiggs	7,856	26.97	26.97	Hourly	40	1

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

## ◆ Maintenance Worker

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	17	32,967	41,600	54,439	68,267	259
<b>B</b>	11	30,953	34,326	49,269	69,205	50
<b>C</b>	15	30,906	41,891	47,614	69,902	65
<b>D</b>	13	31,649	44,408	42,637	71,011	19
<b>E</b>	2	21,674	22,880	26,967	31,054	4
<b>F</b>	1	24,960	24,960	27,518	27,518	1
<b>Total/Avg</b>	<b>59</b>	<b>28,851</b>	<b>35,011</b>	<b>41,407</b>	<b>56,160</b>	<b>398</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	33,482.00	51,893.00	Annual	40	2
	Bartow	110,843	15.51	23.51	Hourly	40	9
	Carroll	121,968	14.70	28.79	Hourly	40	7
	Chatham	296,329	36,656.00	58,650.00	Annual	40	4
	Cherokee	274,615	20.00	27.83	Hourly	40	8
	Clayton	297,100	36,227.43	63,359.85	Annual	40	19
	Columbia	159,639	16.15	24.23	Hourly	40	59
	Columbus/Muscogee	205,617	26,000.40	44,761.55	Annual	40	53
	DeKalb	757,718	34,377.00	53,283.00	Annual	40	4
	Douglas	145,814	31,200.00	68,267.00	Annual	40	6
	Fayette	120,574	38,632.99	58,937.18	Annual	40	5
	Gwinnett	964,546	39,107.00	62,571.00	Annual	40	46
	Hall	207,369	13.09	27.93	Hourly	40	22
	Houston	166,829	16.97	29.34	Hourly	40	4
	Lowndes	119,276	14.43	21.97	Hourly	40	5
	Newton	115,355	13.03	19.54	Hourly	40	3
	Paulding	173,780	13.02	19.81	Hourly	40	3
<b>B</b>	Barrow	86,658	14.92	22.39	Hourly	40	1
	Bulloch	82,442	15.67	23.51	Hourly	40	5
	Camden	55,664	16.50	21.64	Hourly	40	4
	Catoosa	68,397	14.45	23.69	Hourly	40	11
	Dougherty	84,844	30,747.00	45,634.00	Annual	40	3

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

## ◆ Maintenance Worker

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Floyd	98,771	11.78	18.85	Hourly	40	1
	Gordon	58,237	11.68	18.88	Hourly	40	5
	Jackson	80,286	16.50	24.08	Hourly	40	1
	Rockdale	94,082	15.75	28.86	Hourly	40	6
	Troup	69,720	15.40	23.44	Hourly	40	4
	Walton	99,853	33,817.97	69,205.33	Annual	40	9
<b>C</b>	Bryan	46,938	13.79	22.69	Hourly	40	9
	Butts	25,781	14.00	17.10	Hourly	40	1
	Decatur	29,038	16.69	20.06	Hourly	40	3
	Fannin	25,817	15.00	19.33	Hourly	40	5
	Gilmer	32,026	20.14	20.14	Hourly	40	1
	Habersham	46,774	12.72	17.49	Hourly	40	3
	Harris	35,626	16.20	32.02	Hourly	40	2
	Lumpkin	34,278	14.67	29.74	Hourly	40	4
	Monroe	28,712	14.28	20.00	Hourly	40	4
	Murray	39,951	13.42	19.83	Hourly	40	6
	Peach	28,417	26,099.00	48,254.00	Annual	40	7
	Polk	43,496	29,529.00	49,343.00	Annual	40	4
	Thomas	45,842	40,144.00	40,144.00	Annual	40	5
	Wayne	30,380	27,075.06	69,902.49	Annual	40	3
	White	28,442	12.91	25.14	Hourly	40	8
<b>D</b>	Banks	18,562	15.04	19.76	Hourly	40	1
	Ben Hill	17,158	39,143.63	39,143.63	Annual	40	1
	Brantley	18,101	13.77	18.78	Hourly	40	1
	Burke	24,310	12.03	20.30	Hourly	40	4
	Crisp	19,879	15.00	18.00	Hourly	40	1
	Franklin	23,785	15.00	20.00	Hourly	40	1
	Jefferson	15,524	11.00	18.00	Hourly	40	1
	Lamar	19,080	13.80	21.00	Hourly	40	2
	Meriwether	20,793	19.25	19.75	Hourly	40	2
	Morgan	20,635	13.75	20.93	Hourly	40	2
	Oglethorpe	15,140	14.00	16.00	Hourly	40	1
	Pierce	19,976	21.35	34.14	Hourly	40	1
	Pike	19,477	15.00	21.00	Hourly	40	1
<b>E</b>	Bleckley	12,607	11.00	11.00	Hourly	40	1
	Telfair	12,414	9.84	14.93	Hourly	40	3
<b>F</b>	Talbot	5,742	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	
<b>A</b>	6	31,746	36,914	49,652	57,211	74
<b>B</b>	2	31,283	35,069	52,021	60,029	7
<b>C</b>	2	33,613	35,214	47,330	49,317	2
<b>D</b>	2	29,723	30,326	40,102	41,600	3
<b>F</b>	2	23,512	24,960	31,917	32,760	2
<b>Total/Avg</b>	<b>14</b>	<b>29,975</b>	<b>32,497</b>	<b>44,204</b>	<b>48,183</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	36,914.00	57,211.00	Annual	40	1
	Bartow	110,843	14.77	22.39	Hourly	40	5
	DeKalb	757,718	32,649.00	50,607.00	Annual	40	51
	Forsyth	260,206	15.34	24.55	Hourly	40	4
	Houston	166,829	12.92	21.47	Hourly	40	4
	Paulding	173,780	15.10	22.98	Hourly	40	9
<b>B</b>	Floyd	98,771	13.22	21.16	Hourly	40	3
	Rockdale	94,082	16.86	28.86	Hourly	40	4
<b>C</b>	Harris	35,626	15.39	21.80	Hourly	40	1
	Monroe	28,712	16.93	23.71	Hourly	40	1
<b>D</b>	Banks	18,562	14.58	18.56	Hourly	40	1
	Crisp	19,879	14.00	20.00	Hourly	40	2
<b>F</b>	Hancock	8,630	22,063.13	31,073.20	Annual	40	1
	Talbot	5,742	12.00	15.75	Hourly	40	1

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

## ◆ Public Works Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	13	90,853	142,095	136,590	220,248	14
<b>B</b>	9	80,302	97,253	106,442	136,618	10
<b>C</b>	22	61,946	88,526	80,614	126,434	23
<b>D</b>	13	59,310	100,000	81,930	111,258	13
<b>E</b>	3	53,592	65,686	65,229	77,000	3
<b>F</b>	7	36,703	45,000	55,375	70,138	8
<b>Total/Avg</b>	<b>67</b>	<b>63,784</b>	<b>89,760</b>	<b>87,697</b>	<b>123,616</b>	<b>71</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	113,381.00	175,727.00	Annual	40	1
	Bartow	110,843	42.91	65.04	Hourly	40	1
	Carroll	121,968	62,464.22	100,712.04	Annual	40	1
	Chatham	296,329	101,647.00	162,635.00	Annual	40	1
	Cherokee	274,615	100,630.00	100,630.00	Annual	40	1
	Clayton	297,100	58,082.97	89,717.06	Annual	40	1
	Columbus/Muscogee	205,617	89,366.20	139,380.79	Annual	40	1
	DeKalb	757,718	142,095.00	220,248.00	Annual	40	1
	Fayette	120,574	103,732.03	158,250.09	Annual	40	1
	Hall	207,369	52,104.00	78,666.40	Annual	40	2
	Houston	166,829	47.00	75.24	Hourly	40	1
	Lowndes	119,276	44.95	68.41	Annual	40	1
	Newton	115,355	77,082.00	115,623.00	Annual	40	1
	<b>B</b>	Bulloch	82,442	79,277.12	118,915.68	Annual	40
Camden		55,664	91,800.00	91,800.00	Annual	40	1
Catoosa		68,397	97,252.75	97,252.75	Annual	40	1
Dougherty		84,844	67,117.00	99,612.00	Annual	40	1
Floyd		98,771	55,000.00	88,000.00	Annual	40	2
Gordon		58,237	84,140.16	84,140.16	Annual	40	1
Spalding		67,909	79,391.00	123,056.00	Annual	40	1
Troup		69,720	37.47	57.01	Annual	40	1
Walton		99,853	90,803.40	136,618.11	Annual	40	1

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

## ◆ Public Works Superintendent

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>C</b>	Bryan	46,938	4,050.47	4,810.70	Annual	40	1
	Butts	25,781	59,613.00	59,613.00	Annual	40	1
	Colquitt	45,812	77,856.00	77,856.00	Annual	40	1
	Dawson	28,497	56,804.00	85,829.00	Annual	40	1
	Decatur	29,038	36.50	36.50	Annual	40	1
	Fannin	25,817	53,400.00	61,200.00	Annual	40	1
	Gilmer	32,026	34.61	34.61	Annual	40	1
	Habersham	46,774	69,465.00	100,169.00	Annual	40	1
	Harris	35,626	68,598.40	97,176.68	Annual	40	1
	Lee	33,411	41,762.90	64,732.50	Annual	40	1
	Madison	30,885	63,000.00	63,000.00	Annual	40	1
	Monroe	28,712	67,400.00	94,376.00	Annual	40	1
	Murray	39,951	26.44	40.85	Annual	40	2
	Peach	28,417	68,180.00	107,674.00	Annual	40	1
	Pickens	34,024	66,016.00	66,016.00	Annual	40	1
	Polk	43,496	75,033.00	113,724.00	Annual	40	1
	Sumter	29,283	54,059.20	97,552.00	Annual	40	1
	Thomas	45,842	88,526.00	88,526.00	Annual	40	1
	Toombs	26,911	65,000.00	73,500.00	Annual	40	1
	Ware	36,033	32.71	32.71	Hourly	40	1
Wayne	30,380	56,791.74	126,434.42	Annual	40	1	
White	28,442	56,316.07	90,415.00	Annual	40	1	
<b>D</b>	Berrien	18,147	35,000.00	65,000.00	Annual	40	1
	Burke	24,310	32.11	48.66	Hourly	40	1
	Cook	17,225	48,000.00	87,195.15	Annual	40	1
	Crisp	19,879	100,000.00	107,000.00	Annual	40	1
	Franklin	23,785	50,000.00	60,000.00	Annual	40	1
	Lamar	19,080	46,466.09	70,703.65	Annual	40	1
	Mitchell	21,521	59,820.80	59,820.80	Annual	40	1
	Morgan	20,635	73,117.90	111,257.53	Annual	40	1
	Oglethorpe	15,140	50,000.00	60,000.00	Annual	40	1
	Pike	19,477	48,000.00	68,000.00	Annual	40	1
	Putnam	22,585	87,372.48	87,372.48	Annual	40	1
	Washington	19,785	50,000.00	100,000.00	Annual	40	1
	Worth	20,554	56,468.00	87,525.00	Annual	40	1
<b>E</b>	Candler	11,037	40,089.14	53,000.00	Annual	40	1
	Evans	10,672	55,000.00	77,000.00	Annual	40	1
	McIntosh	11,123	31.58	31.58	Hourly	40	1
<b>F</b>	Baker	2,819	15.00	16.50	Hourly	40	1

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

## ◆ Public Works Superintendent

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Clinch	6,725	19.23	33.72	Hourly	40	1
	Cusseta-Chattahooche	9,048	16.00	25.00	Hourly	40	2
	Jenkins	8,639	45,000.00	62,000.00	Annual	40	1
	Lincoln	7,749	45,000.00	65,165.00	Annual	40	1
	Schley	4,478	18.00	25.00	Annual	40	1
	Wilkes	9,513	25,000.00	52,000.00	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	
<b>A</b>	11	55,778	78,414	83,201	121,545	11
<b>B</b>	3	42,645	45,510	67,252	72,800	3
<b>C</b>	6	47,665	70,098	55,201	71,098	6
<b>F</b>	1	20,800	20,800	37,440	37,440	1
<b>Total/Avg</b>	<b>21</b>	<b>41,722</b>	<b>53,706</b>	<b>60,773</b>	<b>75,721</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	57,266.00	88,754.00	Annual	40	1
	Bartow	110,843	19.86	30.10	Hourly	40	1
	Chatham	296,329	50,062.00	80,100.00	Annual	40	1
	Cherokee	274,615	58,895.00	58,895.00	Annual	40	1
	Columbia	159,639	66,830.00	100,245.00	Annual	40	1
	Columbus/Muscogee	205,617	66,448.77	103,637.41	Annual	40	1
	DeKalb	757,718	78,414.00	121,545.00	Annual	40	1
	Forsyth	260,206	24.09	38.54	Hourly	40	1
	Hall	207,369	47,257.60	78,886.40	Annual	40	1
	Henry	245,235	61,238.93	86,751.24	Annual	40	1
	Newton	115,355	17.18	25.78	Hourly	40	1
<b>B</b>	Floyd	98,771	21.88	35.00	Hourly	40	1
	Rockdale	94,082	21.68	34.69	Hourly	40	1
	Walton	99,853	37,328.71	56,800.04	Annual	40	1
<b>C</b>	Hart	26,409	45,822.40	45,822.40	Annual	40	1
	Madison	30,885	12.00	12.00	Hourly	40	1
	Monroe	28,712	45,906.00	64,279.00	Annual	40	1
	Peach	28,417	44,606.00	70,444.00	Annual	40	1
	Pickens	34,024	70,098.00	71,098.00	Annual	40	1
	Union	25,521	26.25	26.25	Hourly	40	1
<b>F</b>	Cusseta-Chattahooche	9,048	10.00	18.00	Hourly	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	
<b>A</b>	6	41,301	49,468	63,867	76,669	10
<b>C</b>	4	49,498	74,925	59,133	74,925	5
<b>D</b>	1	33,322	33,322	50,502	50,502	1
<b>E</b>	1	35,360	35,360	38,480	38,480	2
<b>F</b>	2	19,843	19,988	29,892	30,414	3
<b>Total/Avg</b>	<b>14</b>	<b>35,865</b>	<b>42,613</b>	<b>48,375</b>	<b>54,198</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	49,468.00	76,669.00	Annual	40	1
	Bartow	110,843	19.86	30.10	Hourly	40	1
	Chatham	296,329	37,785.00	62,253.00	Annual	40	5
	Columbia	159,639	15.76	23.64	Hourly	40	1
	Columbus/Muscogee	205,617	47,027.60	73,347.01	Annual	40	1
	Newton	115,355	18.96	28.44	Hourly	40	1
<b>C</b>	Colquitt	45,812	74,925.00	74,925.00	Annual	40	1
	Harris	35,626	22.60	32.02	Hourly	40	1
	Pickens	34,024	18.90	18.90	Hourly	40	2
	Polk	43,496	36,747.00	55,695.00	Annual	40	1
<b>D</b>	Burke	24,310	16.02	24.28	Hourly	40	1
<b>E</b>	Bleckley	12,607	17.00	18.50	Hourly	40	2
<b>F</b>	Randolph	6,287	9.47	14.12	Hourly	40	1
	Taylor	7,799	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	
<b>A</b>	4	32,105	36,462	49,862	58,323	245
<b>C</b>	2	26,289	26,478	35,961	41,200	7
<b>D</b>	4	26,692	31,200	41,761	62,400	6
<b>F</b>	2	24,696	32,752	40,519	49,837	3
<b>Total/Avg</b>	<b>12</b>	<b>27,445</b>	<b>31,723</b>	<b>42,026</b>	<b>52,940</b>	<b>261</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Columbia	159,639	15.00	22.50	Hourly	40	5
	DeKalb	757,718	31,200.00	42,576.00	Annual	40	227
	Forsyth	260,206	17.53	28.04	Hourly	40	9
	Newton	115,355	14.21	24.88	Hourly	40	4
<b>C</b>	Peach	28,417	26,099.00	41,200.00	Annual	40	1
	Pickens	34,024	12.73	14.77	Hourly	40	6
<b>D</b>	Brantley	18,101	11.08	15.00	Hourly	40	1
	Dade	16,326	13.25	15.31	Hourly	40	2
	Franklin	23,785	15.00	20.00	Hourly	40	1
	Washington	19,785	12.00	30.00	Hourly	40	2
<b>F</b>	Taylor	7,799	32,752.00	49,837.00	Annual	40	1
	Wilkes	9,513	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	
<b>A</b>	2	44,456	50,315	68,226	76,253	3
<b>B</b>	1	40,498	40,498	60,736	60,736	1
<b>C</b>	1	3,120	3,120	37,440	37,440	10
<b>D</b>	1	42,474	42,474	64,626	64,626	1
<b>E</b>	1	35,287	35,287	35,287	35,287	1
<b>F</b>	1	44,049	44,049	67,025	67,025	1
<b>Total/Avg</b>	<b>7</b>	<b>34,981</b>	<b>35,957</b>	<b>55,557</b>	<b>56,894</b>	<b>17</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	110,843	24.19	36.66	Hourly	40	1
	Columbus/Muscogee	205,617	38,597.74	60,199.31	Annual	40	2
<b>B</b>	Bulloch	82,442	19.47	29.20	Hourly	40	1
<b>C</b>	Colquitt	45,812	3,120.00	37,440.00	Annual	40	10
<b>D</b>	Morgan	20,635	20.42	31.07	Hourly	40	1
<b>E</b>	Telfair	12,414	16.97	16.97	Hourly	40	1
<b>F</b>	Taylor	7,799	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	
<b>A</b>	5	33,607	36,914	51,629	57,211	80
<b>B</b>	1	40,414	40,414	62,650	62,650	3
<b>C</b>	3	31,879	33,925	44,214	47,736	13
<b>D</b>	4	28,059	34,861	36,254	53,040	8
<b>E</b>	2	27,799	30,117	32,135	34,154	3
<b>F</b>	1	16,640	16,640	31,200	31,200	2
<b>Total/Avg</b>	<b>16</b>	<b>29,733</b>	<b>32,145</b>	<b>43,014</b>	<b>47,665</b>	<b>109</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	36,914.00	57,211.00	Annual	40	7
	Bartow	110,843	16.30	24.71	Hourly	40	6
	Columbus/Muscogee	205,617	33,282.71	51,909.68	Annual	40	1
	DeKalb	757,718	34,377.00	53,283.00	Annual	40	63
	Newton	115,355	14.21	21.32	Hourly	40	3
<b>B</b>	Spalding	67,909	19.43	30.12	Hourly	40	3
<b>C</b>	Harris	35,626	15.39	22.95	Hourly	40	9
	Monroe	28,712	14.28	20.00	Hourly	40	3
	Murray	39,951	16.31	20.82	Hourly	40	1
<b>D</b>	Burke	24,310	10.71	16.23	Hourly	40	2
	Dodge	19,759	13.50	15.00	Hourly	40	3
	Mitchell	21,521	12.99	12.99	Hourly	40	1
	Morgan	20,635	16.76	25.50	Hourly	40	2
<b>E</b>	Charlton	12,766	12.25	16.42	Hourly	40	2
	Telfair	12,414	14.48	14.48	Hourly	40	1
<b>F</b>	Wilkes	9,513	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	
<b>A</b>	13	46,994	59,446	74,427	89,170	145
<b>B</b>	9	43,884	52,454	63,730	73,440	24
<b>C</b>	15	44,021	56,222	64,431	81,557	25
<b>D</b>	15	41,233	68,515	56,734	71,011	23
<b>E</b>	4	35,350	46,280	45,403	56,000	5
<b>F</b>	5	33,654	46,800	39,466	46,800	5
<b>Total/Avg</b>	<b>61</b>	<b>40,856</b>	<b>54,953</b>	<b>57,365</b>	<b>69,663</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Carroll	121,968	18.02	31.73	Hourly	40	10
	Chatham	296,329	37,785.00	62,253.00	Annual	40	7
	Columbia	159,639	21.72	32.58	Hourly	40	8
	DeKalb	757,718	43,011.00	66,669.00	Annual	40	106
	Douglas	145,814	39,514.00	79,027.00	Annual	40	1
	Fayette	120,574	54,587.40	83,276.99	Annual	40	1
	Forsyth	260,206	22.63	36.20	Hourly	40	4
	Gwinnett	964,546	51,703.00	82,724.00	Annual	40	0
	Hall	207,369	59,446.40	89,169.60	Annual	40	1
	Henry	245,235	45,572.83	68,964.18	Annual	40	1
	Lowndes	119,276	27.43	41.74	Annual	40	1
	Newton	115,355	56,101.00	84,151.00	Annual	40	1
	Paulding	173,780	17.51	26.65	Hourly	40	4
	<b>B</b>	Bulloch	82,442	18.20	27.30	Hourly	40
Camden		55,664	23.72	25.84	Hourly	40	2
Catoosa		68,397	20.60	26.98	Hourly	40	3
Floyd		98,771	18.27	30.39	Hourly	40	5
Jackson		80,286	52,454.00	73,440.00	Annual	40	1
Rockdale		94,082	21.68	34.69	Hourly	40	2
Spalding		67,909	44,841.00	69,504.00	Annual	40	1
Troup		69,720	18.77	28.56	Hourly	40	3
Walton		99,853	45,481.40	69,205.33	Hourly	40	6

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Dawson	28,497	24.96	38.71	Hourly	40	3
	Decatur	29,038	21.17	21.17	Hourly	40	2
	Habersham	46,774	18.36	26.58	Hourly	40	2
	Harris	35,626	17.01	34.86	Hourly	40	2
	Hart	26,409	20.96	33.50	Hourly	40	1
	Lumpkin	34,278	20.92	34.52	Hourly	40	1
	Monroe	28,712	20.02	28.03	Hourly	40	1
	Peach	28,417	40,907.00	64,589.00	Annual	40	2
	Polk	43,496	40,512.00	61,403.00	Annual	40	3
	Sumter	29,283	43,908.80	60,756.80	Annual	40	1
	Thomas	45,842	54,386.00	54,386.00	Annual	40	2
	Union	25,521	21.00	31.50	Hourly	40	2
	Ware	36,033	27.03	27.03	Hourly	40	1
	Wayne	30,380	31,398.76	69,902.49	Annual	40	1
	White	28,442	24.53	39.21	Hourly	40	1
D	Banks	18,562	50,496.00	70,586.00	Annual	40	1
	Berrien	18,147	25,000.00	45,000.00	Annual	40	1
	Brantley	18,101	17.20	23.61	Hourly	40	1
	Burke	24,310	18.72	30.38	Hourly	40	6
	Dade	16,326	68,515.20	68,515.20	Annual	40	1
	Dodge	19,759	24.50	24.50	Annual	40	1
	Franklin	23,785	15.00	20.00	Hourly	40	2
	Jefferson	15,524	18.00	23.40	Hourly	40	2
	Lamar	19,080	19.47	29.62	Hourly	40	1
	Long	17,152	35,000.00	53,664.00	Annual	40	1
	Mitchell	21,521	39,582.40	53,643.20	Annual	40	2
	Morgan	20,635	20.42	31.07	Hourly	40	1
	Pierce	19,976	21.35	34.14	Hourly	40	1
	Pike	19,477	40,000.00	51,500.00	Annual	40	1
	Worth	20,554	18.37	27.56	Hourly	40	1
E	Charlton	12,766	14.50	19.43	Hourly	40	2
	Early	10,619	12.00	18.71	Hourly	40	1
	Evans	10,672	40,000.00	56,000.00	Annual	40	1
	McIntosh	11,123	22.25	22.25	Hourly	40	1
F	Atkinson	8,391	22.50	22.50	Hourly	40	1
	Randolph	6,287	13.38	18.92	Hourly	40	1
	Talbot	5,742	13.92	15.14	Hourly	40	1
	Webster Unified	2,367	19.08	19.08	Hourly	40	1
	Wilkes	9,513	25,000.00	40,000.00	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	12	60,017	85,138	97,618	129,883	24
<b>B</b>	7	63,266	74,527	89,250	113,401	10
<b>C</b>	9	46,607	77,856	51,906	77,856	9
<b>D</b>	10	52,326	68,441	71,334	109,438	11
<b>E</b>	6	45,331	57,099	53,620	57,138	6
<b>F</b>	5	38,848	48,000	49,803	56,099	6
<b>Total/Avg</b>	<b>49</b>	<b>51,066</b>	<b>68,510</b>	<b>68,922</b>	<b>90,636</b>	<b>66</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	63,135.00	97,852.00	Annual	40	1
	Carroll	121,968	50,099.40	80,610.92	Annual	40	2
	Chatham	296,329	47,679.00	86,839.00	Annual	40	6
	Columbia	159,639	66,830.00	100,245.00	Annual	40	1
	Coweta	149,956	22.05	38.59	Hourly	43	2
	DeKalb	757,718	61,143.00	94,776.00	Annual	40	4
	Douglas	145,814	45,742.00	91,484.00	Annual	40	1
	Fayette	120,574	85,137.71	129,883.22	Annual	40	1
	Forsyth	260,206	33.25	54.86	Hourly	40	1
	Gwinnett	964,546	62,734.00	103,511.00	Annual	40	3
	Houston	166,829	27.18	43.46	Hourly	40	1
	Paulding	173,780	62,706.66	95,420.16	Annual	40	1
	<b>B</b>	Bulloch	82,442	51,666.16	77,498.72	Annual	40
Catoosa		68,397	64,754.04	78,331.50	Annual	40	2
Gordon		58,237	59,303.14	59,303.14	Annual	40	1
Jackson		80,286	64,538.00	96,819.00	Annual	40	1
Rockdale		94,082	57,475.76	91,961.22	Annual	40	1
Troup		69,720	33.94	51.65	Annual	40	1
Walton		99,853	74,526.58	113,401.00	Annual	40	1
<b>C</b>		Bryan	46,938	2,406.64	2,674.04	Annual	40
	Coffee	43,386	53,678.00	75,162.00	Annual	40	1
	Colquitt	45,812	77,856.00	77,856.00	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Grady	25,918	66,625.00	70,749.96	Annual	40	1
	Habersham	46,774	53,410.00	73,848.00	Annual	40	1
	Hart	26,409	55,452.80	55,452.80	Annual	40	1
	Lumpkin	34,278	2,121.20	3,499.99	Annual	40	1
	Madison	30,885	19.85	19.85	Hourly	40	1
	Union	25,521	32.03	32.03	Hourly	40	1
<b>D</b>	Appling	18,488	25.00	31.00	Hourly	40	1
	Ben Hill	17,158	65,744.93	65,744.93	Annual	40	1
	Brantley	18,101	23.69	32.75	Annual	40	1
	Burke	24,310	29.44	44.63	Hourly	40	2
	Crisp	19,879	60,000.00	70,000.00	Annual	40	1
	Franklin	23,785	50,000.00	60,000.00	Annual	40	1
	Jefferson	15,524	34,431.00	68,021.00	Annual	40	1
	Pierce	19,976	68,441.44	109,437.86	Annual	45	1
	Pike	19,477	40,000.00	51,500.00	Annual	40	1
	Worth	20,554	42,137.00	63,205.00	Annual	40	1
<b>E</b>	Bacon	11,079	17.38	26.00	Hourly	40	1
	Bleckley	12,607	24.00	24.00	Hourly	40	1
	Charlton	12,766	42,640.00	57,137.60	Annual	40	1
	Early	10,619	57,099.00	57,099.00	Annual	40	1
	McIntosh	11,123	25.29	25.29	Hourly	40	1
	Telfair	12,414	33,570.65	50,881.89	Annual	40	1
<b>F</b>	Calhoun	5,509	48,000.00	48,000.00	Annual	40	1
	Hancock	8,630	36,153.00	50,917.06	Annual	40	2
	Jenkins	8,639	37,500.00	50,000.00	Annual	40	1
	Montgomery	8,653	37,585.00	56,099.00	Annual	40	1
	Talbot	5,742	35,000.00	44,000.00	Annual	40	1

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

## ◆ Sanitation Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	1	66,830	66,830	100,245	100,245	1
<b>B</b>	1	57,949	57,949	88,171	88,171	2
<b>C</b>	1	68,598	68,598	97,177	97,177	1
<b>Total/Avg</b>	<b>3</b>	<b>64,459</b>	<b>64,459</b>	<b>95,198</b>	<b>95,198</b>	<b>4</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Columbia	159,639	66,830.00	100,245.00	Annual	40	1
<b>B</b>	Troup	69,720	27.86	42.39	Annual	40	2
<b>C</b>	Harris	35,626	68,598.40	97,176.68	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	
<b>A</b>	10	31,333	33,904	49,215	56,164	20
<b>B</b>	4	32,530	41,642	38,577	46,046	6
<b>C</b>	9	28,259	51,053	34,721	51,053	17
<b>D</b>	6	27,695	35,734	34,653	45,739	6
<b>E</b>	2	26,539	28,118	31,531	34,944	2
<b>F</b>	2	18,377	19,760	29,786	37,440	2
<b>Total/Avg</b>	<b>33</b>	<b>27,456</b>	<b>35,035</b>	<b>36,414</b>	<b>45,231</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	31,887.00	49,422.00	Annual	40	2
	Bartow	110,843	16.30	24.71	Hourly	40	2
	Carroll	121,968	15.20	24.23	Hourly	40	2
	Clayton	297,100	27,908.86	42,576.81	Annual	40	1
	Columbus/Muscogee	205,617	33,282.71	51,909.68	Annual	40	1
	DeKalb	757,718	31,200.00	47,931.00	Annual	40	8
	Douglas	145,814	31,200.00	56,164.00	Annual	40	1
	Houston	166,829	15.08	24.14	Hourly	40	1
	Newton	115,355	14.21	21.32	Hourly	40	1
	Paulding	173,780	15.10	22.98	Hourly	40	1
<b>B</b>	Camden	55,664	14.82	14.84	Hourly	40	3
	Dougherty	84,844	24,091.00	35,755.00	Annual	40	1
	Gordon	58,237	20.02	20.02	Hourly	40	1
	Jackson	80,286	16.14	22.14	Hourly	40	1
<b>C</b>	Colquitt	45,812	51,053.00	51,053.00	Annual	40	1
	Decatur	29,038	14.00	15.86	Hourly	40	1
	Gilmer	32,026	13.01	14.60	Hourly	40	2
	Habersham	46,774	11.85	16.48	Hourly	40	1
	Harris	35,626	10.61	19.51	Hourly	40	4
	Lee	33,411	11.18	17.33	Hourly	40	2
	Madison	30,885	12.00	12.00	Hourly	40	2
Monroe	28,712	12.08	16.91	Hourly	40	1	

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

## ◆ Scale House Attendant

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Union	25,521	13.00	13.00	Hourly	40	3
<b>D</b>	Appling	18,488	11.00	15.00	Hourly	40	1
	Dade	16,326	17.18	17.18	Hourly	40	1
	Mitchell	21,521	10.20	10.20	Hourly	40	1
	Morgan	20,635	14.45	21.99	Hourly	40	1
	Oglethorpe	15,140	14.00	16.00	Hourly	40	1
	Worth	20,554	13.06	19.59	Hourly	40	1
<b>E</b>	Evans	10,672	12.00	16.80	Hourly	40	1
	Telfair	12,414	13.52	13.52	Hourly	40	1
<b>F</b>	Randolph	6,287	8.17	10.64	Hourly	40	1
	Wilkes	9,513	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	
<b>A</b>	4	60,985	66,830	95,353	109,722	10
<b>Total/Avg</b>	<b>4</b>	<b>60,985</b>	<b>66,830</b>	<b>95,353</b>	<b>109,722</b>	<b>10</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	49,468.00	76,669.00	Annual	40	2
	Columbia	159,639	66,830.00	100,245.00	Annual	40	1
	DeKalb	757,718	61,143.00	94,776.00	Annual	40	1
	Gwinnett	964,546	66,498.00	109,722.00	Annual	40	6

\* 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	
<b>A</b>	3	53,520	54,974	82,953	87,685	63
<b>Total/Avg</b>	<b>3</b>	<b>53,520</b>	<b>54,974</b>	<b>82,953</b>	<b>87,685</b>	<b>63</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbia	159,639	54,974.00	82,461.00	Annual	40	1
	DeKalb	757,718	50,784.00	78,714.00	Annual	40	44
	Gwinnett	964,546	54,803.00	87,685.00	Annual	40	18

\* 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	
<b>A</b>	12	63,370	118,545	101,426	183,744	18
<b>B</b>	6	55,520	93,636	75,907	93,636	9
<b>C</b>	7	53,421	75,005	62,711	75,005	8
<b>F</b>	1	22,063	22,063	33,572	33,572	1
<b>Total/Avg</b>	<b>26</b>	<b>48,594</b>	<b>77,312</b>	<b>68,404</b>	<b>96,489</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	88,837.00	137,687.00	Annual	40	1
	Bartow	110,843	38.88	58.83	Hourly	40	1
	Carroll	121,968	50,099.40	80,610.92	Annual	40	1
	Chatham	296,329	56,988.00	91,181.00	Annual	40	2
	Columbus/Muscogee	205,617	73,347.02	114,396.31	Annual	40	1
	Coweta	149,956	18.78	32.86	Hourly	40	1
	DeKalb	757,718	118,545.00	183,744.00	Annual	40	1
	Douglas	145,814	64,364.00	128,727.00	Annual	40	1
	Fayette	120,574	40,588.78	61,920.88	Annual	40	1
	Hall	207,369	45,011.20	67,516.80	Annual	40	5
	Houston	166,829	27.18	43.46	Hourly	40	1
	Macon-Bibb	156,762	22.21	33.76	Hourly	40	2
	<b>B</b>	Camden	55,664	93,636.00	93,636.00	Annual	40
Dougherty		84,844	33,898.00	50,311.00	Annual	40	4
Floyd		98,771	57,000.00	91,200.00	Annual	40	1
Jackson		80,286	58,266.00	81,587.00	Annual	40	1
Spalding		67,909	44,841.00	69,504.00	Annual	40	1
Walton		99,853	45,481.40	69,205.33	Annual	40	1
<b>C</b>	Butts	25,781	16.24	19.83	Hourly	40	1
	Coffee	43,386	45,761.00	64,076.00	Annual	40	1
	Colquitt	45,812	74,925.00	74,925.00	Annual	40	1
	Gilmer	32,026	29.30	29.30	Hourly	40	1
	Habersham	46,774	52,332.00	72,779.00	Annual	40	1
	Toombs	26,911	15.00	24.04	Hourly	40	2
	Union	25,521	75,005.00	75,005.00	Annual	40	1

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

## ◆ Solid Waste Manager

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Taylor	7,799	22,063.00	33,572.00	Annual	40	1

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\* 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	
<b>A</b>	10	32,946	34,819	51,144	52,978	237
<b>B</b>	7	33,140	39,042	45,816	62,650	54
<b>C</b>	11	29,297	35,630	42,682	55,162	41
<b>D</b>	13	29,730	42,182	40,862	58,365	72
<b>E</b>	5	27,015	31,200	36,804	43,680	8
<b>F</b>	8	25,396	40,477	33,098	41,600	22
<b>Total/Avg</b>	<b>54</b>	<b>29,587</b>	<b>37,225</b>	<b>41,734</b>	<b>52,406</b>	<b>434</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	31,887.00	49,422.00	Annual	40	10
	Bartow	110,843	16.30	24.71	Hourly	40	6
	Carroll	121,968	15.20	24.23	Hourly	40	11
	Chatham	296,329	32,846.00	52,554.00	Annual	40	31
	Cherokee	274,615	16.50	24.42	Hourly	40	13
	Clayton	297,100	30,824.94	51,939.00	Annual	40	11
	Columbus/Muscogee	205,617	33,282.71	51,909.68	Annual	40	45
	DeKalb	757,718	31,200.00	47,931.00	Annual	40	62
	Hall	207,369	16.71	25.06	Hourly	40	41
	Lowndes	119,276	16.74	25.47	Annual	40	7
	<b>B</b>	Bulloch	82,442	13.78	21.61	Hourly	40
Camden		55,664	15.50	16.50	Hourly	40	4
Catoosa		68,397	17.74	18.07	Hourly	40	4
Dougherty		84,844	24,091.00	35,755.00	Annual	40	3
Jackson		80,286	16.14	22.14	Hourly	40	1
Spalding		67,909	18.02	30.12	Hourly	40	22
Troup		69,720	18.77	28.56	Hourly	40	6
<b>C</b>	Coffee	43,386	13.37	18.72	Hourly	40	8
	Dawson	28,497	17.13	26.52	Hourly	40	1
	Decatur	29,038	14.00	19.09	Hourly	40	8
	Grady	25,918	11.00	15.75	Hourly	40	3
	Lumpkin	34,278	16.51	26.42	Hourly	40	1

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

## ◆ Truck Driver

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Monroe	28,712	14.28	20.00	Hourly	40	3
	Murray	39,951	14.79	19.83	Hourly	40	2
	Pickens	34,024	16.70	21.91	Hourly	40	4
	Toombs	26,911	12.48	16.50	Hourly	40	3
	Ware	36,033	13.99	14.73	Hourly	40	4
	Wayne	30,380	22,221.76	54,607.73	Annual	40	4
<b>D</b>	Appling	18,488	14.00	19.00	Hourly	40	24
	Ben Hill	17,158	12.68	12.68	Hourly	40	1
	Berrien	18,147	12.00	16.00	Hourly	40	3
	Brantley	18,101	12.61	18.78	Hourly	40	3
	Burke	24,310	16.73	25.36	Hourly	40	16
	Cook	17,225	12.80	23.18	Hourly	45	2
	Crisp	19,879	17.00	21.00	Hourly	40	3
	Dodge	19,759	15.00	15.00	Hourly	40	1
	Jefferson	15,524	10.00	16.48	Hourly	40	2
	Mitchell	21,521	10.50	12.75	Hourly	40	5
	Pierce	19,976	17.55	28.06	Hourly	40	5
	Putnam	22,585	20.28	21.52	Hourly	40	2
	Worth	20,554	13.06	22.68	Hourly	40	5
<b>E</b>	Candler	11,037	11.36	15.30	Hourly	40	1
	Charlton	12,766	12.25	16.42	Hourly	40	3
	Early	10,619	12.00	18.71	Hourly	40	1
	Evans	10,672	15.00	21.00	Hourly	40	1
	McIntosh	11,123	14.33	17.04	Hourly	40	2
<b>F</b>	Hancock	8,630	22,063.13	31,073.20	Annual	40	4
	Jenkins	8,639	15.00	20.00	Hourly	40	1
	Lincoln	7,749	12.00	13.00	Hourly	40	1
	Talbot	5,742	12.00	14.28	Hourly	40	3
	Taliaferro	1,558	11.00	16.00	Hourly	40	4
	Taylor	7,799	19,988.00	30,414.00	Annual	40	5
	Warren	5,240	19.46	19.46	Hourly	40	1
	Wilkes	9,513	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	
<b>A</b>	10	42,974	62,710	63,664	95,420	48
<b>B</b>	2	45,288	45,481	78,652	93,073	5
<b>C</b>	2	32,302	34,278	39,156	42,952	5
<b>E</b>	1	25,792	25,792	25,792	25,792	1
<b>F</b>	1	31,678	31,678	31,678	31,678	1
<b>Total/Avg</b>	<b>16</b>	<b>35,607</b>	<b>39,988</b>	<b>47,789</b>	<b>57,783</b>	<b>60</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	35,156.00	54,488.00	Annual	40	21
	Columbia	159,639	18.73	28.10	Hourly	40	1
	DeKalb	757,718	39,558.00	61,314.00	Annual	40	8
	Fayette	120,574	42,643.59	65,055.62	Annual	40	2
	Forsyth	260,206	18.98	30.38	Hourly	40	1
	Gwinnett	964,546	37,925.00	60,680.00	Annual	40	11
	Hall	207,369	53,539.20	53,539.20	Annual	40	1
	Houston	166,829	19.87	31.74	Hourly	40	1
	Lowndes	119,276	18.48	28.12	Hourly	40	1
	Paulding	173,780	62,709.66	95,420.16	Annual	40	1
<b>B</b>	Rockdale	94,082	21.68	30.88	Hourly	40	2
	Walton	99,853	45,481.10	93,073.48	Annual	40	3
<b>C</b>	Bryan	46,938	16.48	17.00	Hourly	40	3
	Harris	35,626	14.58	20.65	Hourly	40	2
<b>E</b>	McIntosh	11,123	12.40	12.40	Hourly	40	1
<b>F</b>	Twiggs	7,856	15.23	15.23	Hourly	40	1

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

## ◆ Water/Wastewater Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	77,017	113,468	118,961	175,727	33
<b>B</b>	2	60,408	61,167	94,256	95,439	2
<b>C</b>	4	62,582	80,431	89,457	100,421	4
<b>D</b>	1	50,496	50,496	70,586	70,586	1
<b>E</b>	1	45,365	45,365	45,365	45,365	1
<b>F</b>	4	33,837	36,908	43,164	52,000	4
<b>Total/Avg</b>	<b>23</b>	<b>54,951</b>	<b>64,639</b>	<b>76,965</b>	<b>89,923</b>	<b>45</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	113,468.00	175,727.00	Annual	40	1
	Bartow	110,843	48.68	73.79	Hourly	40	1
	Columbia	159,639	66,830.00	100,245.00	Annual	40	1
	DeKalb	757,718	68,055.00	105,483.00	Annual	40	5
	Fayette	120,574	103,732.03	158,250.09	Annual	40	1
	Forsyth	260,206	35.36	58.34	Hourly	40	1
	Gwinnett	964,546	54,803.00	87,685.00	Annual	40	18
	Houston	166,829	25.11	40.15	Hourly	40	2
	Lowndes	119,276	40.73	61.97	Annual	40	1
	Newton	115,355	77,082.00	115,623.00	Annual	40	1
	Paulding	173,780	51,468.74	78,315.77	Annual	40	1
<b>B</b>	Rockdale	94,082	59,649.32	95,438.91	Annual	40	1
	Walton	99,853	61,167.43	93,073.48	Annual	40	1
<b>C</b>	Harris	35,626	68,598.40	97,176.68	Annual	40	1
	Lee	33,411	50,763.07	100,421.34	Annual	40	1
	Peach	28,417	50,534.00	79,798.00	Annual	40	1
	Pickens	34,024	80,431.00	80,431.00	Annual	40	1
<b>D</b>	Banks	18,562	50,496.00	70,586.00	Annual	40	1
<b>E</b>	McIntosh	11,123	21.81	21.81	Hourly	40	1
<b>F</b>	Cusseta-Chattahooche	9,048	15.00	25.00	Hourly	40	1
	Hancock	8,630	31,174.62	43,905.62	Annual	40	1
	Talbot	5,742	36,908.00	40,684.00	Annual	40	1

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

## ◆ Water/Wastewater Superintendent

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Webster Unified	2,367	17.34	17.34	Hourly	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	
<b>A</b>	10	58,160	73,549	159,963	767,669	19
<b>B</b>	2	53,391	62,789	85,435	100,463	2
<b>C</b>	3	35,117	59,550	51,496	84,365	4
<b>D</b>	1	45,843	45,843	63,877	63,877	3
<b>Total/Avg</b>	<b>16</b>	<b>48,128</b>	<b>60,433</b>	<b>90,193</b>	<b>254,093</b>	<b>28</b>

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

### Population Group Data

Group	Jurisdiction	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	49,468.00	767,669.00	Annual	40	2
	Bartow	110,843	24.19	36.66	Hourly	40	1
	Columbia	159,639	66,830.00	100,245.00	Annual	40	1
	DeKalb	757,718	68,055.00	105,483.00	Annual	40	3
	Fayette	120,574	63,304.64	96,575.43	Annual	40	2
	Forsyth	260,206	35.36	58.34	Hourly	40	1
	Gwinnett	964,546	66,498.00	109,722.00	Annual	40	6
	Houston	166,829	23.20	37.15	Hourly	40	1
	Lowndes	119,276	27.43	41.74	Annual	40	1
	Paulding	173,780	18.40	28.00	Hourly	40	1
<b>B</b>	Floyd	98,771	21.15	33.85	Hourly	40	1
	Rockdale	94,082	62,789.35	100,462.96	Annual	40	1
<b>C</b>	Bryan	46,938	1,950.00	2,154.78	Annual	40	1
	Harris	35,626	28.63	40.56	Hourly	40	1
	Lee	33,411	43,851.05	67,969.13	Annual	40	2
<b>D</b>	Banks	18,562	22.04	30.71	Hourly	40	3

\* 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	
<b>A</b>	10	36,708	46,341	61,574	74,146	113
<b>B</b>	3	39,035	40,144	67,461	81,203	10
<b>C</b>	4	21,467	28,642	36,389	63,606	15
<b>D</b>	2	28,080	29,120	40,768	54,496	8
<b>F</b>	1	24,960	24,960	41,600	41,600	4
<b>Total/Avg</b>	<b>20</b>	<b>30,050</b>	<b>33,841</b>	<b>49,558</b>	<b>63,010</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	2021 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	128,711	35,156.00	54,488.00	Annual	40	8
	Columbia	159,639	16.15	32.58	Hourly	40	12
	DeKalb	757,718	34,377.00	66,669.00	Annual	40	18
	Fayette	120,574	38,632.99	71,809.23	Annual	40	16
	Forsyth	260,206	16.07	25.71	Hourly	40	27
	Gwinnett	964,546	46,341.00	74,146.00	Annual	40	14
	Houston	166,829	16.97	27.18	Hourly	40	4
	Lowndes	119,276	20.40	31.04	Hourly	40	1
	Newton	115,355	14.21	23.10	Hourly	40	11
	Paulding	173,780	18.40	28.00	Hourly	40	2
<b>B</b>	Floyd	98,771	18.27	29.23	Hourly	40	4
	Rockdale	94,082	19.30	39.04	Hourly	40	5
	Spalding	67,909	18.73	29.03	Hourly	40	1
<b>C</b>	Bryan	46,938	2,750.00	3,073.06	Annual	40	1
	Decatur	29,038	12.60	14.70	Hourly	40	2
	Harris	35,626	13.77	30.58	Hourly	40	8
	Lee	33,411	13.59	23.22	Hourly	40	4
<b>D</b>	Banks	18,562	14.00	26.20	Hourly	40	7
	Mitchell	21,521	13.00	13.00	Hourly	40	1
<b>F</b>	Cusseta-Chattahooche	9,048	12.00	20.00	Hourly	40	4

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