



**2017**  
**County Wage**  
**and Salary Survey**

**General and Administrative**  
**Positions**

**October 2017**

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

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

# County Job Descriptions

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

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

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

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

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

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

## ◆ Accountant

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 40,007                     | 49,254        | 70,764         | 114,655       | 124                           |
| <b>B</b>         | 10               | 40,307                     | 60,000        | 57,409         | 67,714        | 28                            |
| <b>C</b>         | 6                | 30,681                     | 34,432        | 52,787         | 77,474        | 11                            |
| <b>D</b>         | 2                | 38,251                     | 39,936        | 58,594         | 60,528        | 2                             |
| <b>E</b>         | 1                | 45,000                     | 45,000        | 63,000         | 63,000        | 1                             |
| <b>F</b>         | 1                | 36,153                     | 36,153        | 55,011         | 55,011        | 1                             |
| <b>Total/Avg</b> | <b>40</b>        | <b>38,400</b>              | <b>44,129</b> | <b>59,594</b>  | <b>73,064</b> | <b>167</b>                    |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 44,462.00                | 71,139.00    | Annual           | 40                        | 3                              |
|          | Augusta/Richmond | 201,647         | 31,909.00                | 114,655.32   | Annual           | 37.5                      | 16                             |
|          | Bartow           | 103,807         | 17.13                    | 23.99        | Hourly           | 40                        | 1                              |
|          | Carroll          | 116,261         | 40,740.55                | 66,497.79    | Annual           | 40                        | 1                              |
|          | Chatham          | 289,082         | 37,500.00                | 91,361.00    | Annual           | 40                        | 4                              |
|          | Cherokee         | 241,689         | 33,560.00                | 52,018.00    | Annual           | 40                        | 2                              |
|          | Clayton          | 279,462         | 34,141.00                | 80,851.00    | Annual           | 40                        | 6                              |
|          | Columbia         | 147,450         | 16.80                    | 25.20        | Hourly           | 40                        | 3                              |
|          | Coweta           | 140,526         | 47,878.00                | 74,211.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 42,938.00                | 66,555.00    | Annual           | 40                        | 6                              |
|          | Douglas          | 142,224         | 19.77                    | 40.46        | Hourly           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 39,487.00                | 61,205.00    | Annual           | 40                        | 5                              |
|          | Fulton           | 1,023,336       | 44,336.00                | 66,505.00    | Annual           | 40                        | 30                             |
|          | Gwinnett         | 907,135         | 48,410.00                | 79,876.00    | Annual           | 40                        | 32                             |
|          | Hall             | 196,637         | 36,797.00                | 60,855.00    | Annual           | 40                        | 5                              |
|          | Henry            | 221,768         | 39,403.63                | 78,544.03    | Annual           | 40                        | 2                              |
|          | Houston          | 152,122         | 17.54                    | 28.34        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 49,254.00                | 82,014.00    | Annual           | 40                        | 3                              |
|          | Newton           | 106,999         | 36,816.00                | 55,286.00    | Annual           | 40                        | 1                              |
| Paulding | 155,825          | 44,320.00       | 68,281.00                | Annual       | 40               | 1                         |                                |
| <b>B</b> | Barrow           | 77,126          | 45,143.00                | 67,714.00    | Annual           | 40                        | 1                              |
|          | Camden           | 53,008          | 14.08                    | 19.71        | Hourly           | 40                        | 3                              |

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

◆ Accountant

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Catoosa      | 66,398          | 54,636.00                | 54,636.00    | Annual           | 40                        | 1                              |
|          | Dougherty    | 90,017          | 29,282.00                | 64,211.00    | Annual           | 40                        | 10                             |
|          | Floyd        | 96,560          | 16.12                    | 25.65        | Hourly           | 40                        | 2                              |
|          | Glynn        | 84,502          | 19.71                    | 31.54        | Annual           | 40                        | 3                              |
|          | Gordon       | 56,904          | 38,615.00                | 55,992.00    | Annual           | 40                        | 1                              |
|          | Jackson      | 64,615          | 38,180.00                | 53,452.00    | Annual           | 40                        | 1                              |
|          | Walker       | 67,896          | 60,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Walton       | 90,184          | 33,407.00                | 58,146.00    | Annual           | 40                        | 5                              |
| <b>C</b> | Baldwin      | 45,144          | 34,432.00                | 77,474.00    | Annual           | 40                        | 4                              |
|          | Bryan        | 36,230          | 11.00                    | 14.50        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 31,445          | 16.22                    | 27.54        | Hourly           | 40                        | 2                              |
|          | Pickens      | 30,832          | 33,911.37                | 51,600.00    | Annual           | 40                        | 2                              |
|          | Sumter       | 30,389          | 14.94                    | 27.71        | Hourly           | 40                        | 1                              |
|          | Tattnell     | 25,092          | 28,050.00                | 42,570.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Burke        | 22,688          | 19.20                    | 29.10        | Hourly           | 40                        | 0                              |
|          | Dawson       | 23,604          | 17.58                    | 27.24        | Hourly           | 40                        | 2                              |
| <b>E</b> | Evans        | 10,670          | 45,000.00                | 63,000.00    | Annual           | 40                        | 1                              |
| <b>F</b> | Taylor       | 8,232           | 36,153.00                | 55,011.00    | Annual           | 40                        | 1                              |

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

## ◆ Accounting Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 30,740                     | 38,202        | 49,392         | 62,795        | 80                            |
| <b>B</b>         | 7                | 29,186                     | 36,421        | 43,262         | 53,343        | 17                            |
| <b>C</b>         | 18               | 26,257                     | 31,803        | 39,141         | 54,584        | 34                            |
| <b>D</b>         | 16               | 26,204                     | 35,163        | 31,979         | 52,478        | 29                            |
| <b>E</b>         | 6                | 20,173                     | 26,728        | 31,532         | 38,771        | 16                            |
| <b>F</b>         | 4                | 20,867                     | 27,307        | 28,750         | 33,613        | 4                             |
| <b>Total/Avg</b> | <b>66</b>        | <b>25,571</b>              | <b>32,604</b> | <b>37,343</b>  | <b>49,264</b> | <b>180</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 201,647         | 23,186.22                | 45,850.16    | Annual           | 37.5                      | 10                             |
|          | Carroll           | 116,261         | 14.63                    | 23.88        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 25,877.00                | 42,697.00    | Annual           | 40                        | 3                              |
|          | Cherokee          | 241,689         | 13.28                    | 20.58        | Hourly           | 40                        | 2                              |
|          | Columbus/Muscogee | 197,485         | 28,271.00                | 43,018.00    | Annual           | 40                        | 10                             |
|          | Coweta            | 140,526         | 17.20                    | 26.66        | Hourly           | 40                        | 5                              |
|          | DeKalb            | 740,321         | 33,363.00                | 51,713.00    | Annual           | 40                        | 16                             |
|          | Douglas           | 142,224         | 14.75                    | 30.19        | Hourly           | 40                        | 0                              |
|          | Fulton            | 1,023,336       | 38,202.00                | 57,303.00    | Annual           | 40                        | 22                             |
|          | Gwinnett          | 907,135         | 12.94                    | 20.05        | Hourly           | 40                        | 1                              |
|          | Henry             | 221,768         | 33,644.00                | 50,465.94    | Annual           | 40                        | 2                              |
|          | Lowndes           | 114,628         | 15.01                    | 22.62        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 30,742.00                | 51,210.00    | Annual           | 40                        | 2                              |
|          | Newton            | 106,999         | 32,094.00                | 48,173.00    | Annual           | 40                        | 2                              |
|          | Paulding          | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 3                              |
| <b>B</b> | Catoosa           | 66,398          | 17.51                    | 17.51        | Hourly           | 40                        | 2                              |
|          | Dougherty         | 90,017          | 25,295.00                | 39,419.00    | Annual           | 40                        | 3                              |
|          | Effingham         | 58,712          | 31,672.16                | 44,341.02    | Annual           | 40                        | 6                              |
|          | Floyd             | 96,560          | 16.12                    | 25.65        | Hourly           | 40                        | 1                              |
|          | Gordon            | 56,904          | 13.72                    | 19.89        | Hourly           | 40                        | 1                              |
|          | Spalding          | 64,806          | 11.93                    | 20.12        | Hourly           | 40                        | 3                              |
|          | Walton            | 90,184          | 24,031.00                | 46,092.00    | Annual           | 40                        | 1                              |

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

## ◆ Accounting Clerk

| Group      | Jurisdiction         | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|------------|----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b>   | Baldwin              | 45,144             | 31,194.00                      | 47,280.00       | Annual              | 40                              | 1                                    |
|            | Bryan                | 36,230             | 11.00                          | 14.50           | Hourly              | 40                              | 1                                    |
|            | Colquitt             | 45,708             | 26,603.20                      | 32,864.00       | Annual              | 40                              | 3                                    |
|            | Decatur              | 26,822             | 12.50                          | 25.58           | Hourly              | 40                              | 3                                    |
|            | Habersham            | 44,246             | 13.32                          | 18.52           | Hourly              | 40                              | 2                                    |
|            | Haralson             | 29,042             | 10.75                          | 19.25           | Hourly              | 40                              | 2                                    |
|            | Jones                | 28,623             | 11.60                          | 14.15           | Hourly              | 40                              | 2                                    |
|            | Lumpkin              | 31,445             | 15.29                          | 24.46           | Hourly              | 40                              | 1                                    |
|            | Murray               | 39,315             | 13.98                          | 22.35           | Hourly              | 40                              | 1                                    |
|            | Oconee               | 36,838             | 28,265.00                      | 40,973.00       | Annual              | 40                              | 1                                    |
|            | Pickens              | 30,832             | 25,215.00                      | 38,367.60       | Annual              | 40                              | 3                                    |
|            | Polk                 | 41,776             | 11.13                          | 19.46           | Hourly              | 40                              | 1                                    |
|            | Stephens             | 25,751             | 10.19                          | 14.25           | Hourly              | 40                              | 1                                    |
|            | Tattnall             | 25,092             | 21,258.00                      | 30,580.00       | Annual              | 40                              | 1                                    |
|            | Thomas               | 45,248             | 23,962.00                      | 23,962.00       | Annual              | 40                              | 4                                    |
|            | Toombs               | 27,196             | 13.91                          | 13.91           | Hourly              | 37.5                            | 1                                    |
|            | Ware                 | 35,738             | 10.94                          | 16.59           | Hourly              | 40                              | 5                                    |
|            | Wayne                | 30,104             | 30,932.44                      | 54,583.71       | Annual              | 40                              | 1                                    |
|            | White                | 28,884             | 13.56                          | 21.68           | Hourly              | 40                              | 1                                    |
|            | <b>D</b>             | Banks              | 18,397                         | 29,120.00       | 35,340.00           | Annual                          | 40                                   |
| Ben Hill   |                      | 17,243             | 11.00                          | 11.00           | Hourly              | 40                              | 1                                    |
| Brooks     |                      | 15,687             | 11.06                          | 14.59           | Hourly              | 40                              | 1                                    |
| Burke      |                      | 22,688             | 12.01                          | 18.20           | Hourly              | 40                              | 7                                    |
| Chattooga  |                      | 24,824             | 13.00                          | 13.00           | Hourly              | 40                              | 1                                    |
| Cook       |                      | 17,167             | 35,162.92                      | 35,162.92       | Annual              | 35                              | 1                                    |
| Crisp      |                      | 22,721             | 34,566.00                      | 43,119.00       | Annual              | 40                              | 4                                    |
| Emanuel    |                      | 22,635             | 15.00                          | 15.00           | Hourly              | 40                              | 1                                    |
| Franklin   |                      | 22,320             | 14.71                          | 14.71           | Hourly              | 40                              | 1                                    |
| Greene     |                      | 17,003             | 16.40                          | 25.23           | Hourly              | 40                              | 2                                    |
| Meriwether |                      | 21,074             | 10.40                          | 19.25           | Hourly              | 40                              | 2                                    |
| Mitchell   |                      | 22,459             | 13.20                          | 16.34           | Hourly              | 40                              | 2                                    |
| Morgan     |                      | 18,170             | 11.81                          | 17.72           | Hourly              | 40                              | 2                                    |
| Pierce     |                      | 19,171             | 12.00                          | 13.00           | Hourly              | 35                              | 1                                    |
| Union      |                      | 22,928             | 14.00                          | 14.00           | Hourly              | 40                              | 1                                    |
| Washington |                      | 20,457             | 1,980.00                       | 1,980.00        | Annual              | 35                              | 1                                    |
| <b>E</b>   | Candler              | 10,910             | 11.36                          | 15.30           | Hourly              | 40                              | 3                                    |
|            | Cusseta-Chattahooche | 10,922             | 15,704.00                      | 34,000.00       | Annual              | 40                              | 1                                    |
|            | Early                | 10,339             | 12.85                          | 18.64           | Hourly              | 40                              | 1                                    |
|            | Heard                | 11,487             | 8.00                           | 12.50           | Hourly              | 40                              | 1                                    |

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

## ◆ Accounting Clerk

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Pulaski      | 11,251             | 15,000.00                      | 28,000.00       | Annual              | 40                              | 9                                    |
|          | Screven      | 14,044             | 11.22                          | 14.71           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Jenkins      | 8,849              | 10.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Lincoln      | 7,828              | 27,306.73                      | 27,306.73       | Annual              | 40                              | 1                                    |
|          | Treutlen     | 6,637              | 9.00                           | 11.00           | Hourly              | 40                              | 1                                    |
|          | Warren       | 5,442              | 8.00                           | 16.16           | Hourly              | 40                              | 1                                    |

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

## ◆ Accounting Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 32,886                     | 40,206        | 54,014         | 69,222        | 153                           |
| <b>B</b>         | 10               | 31,226                     | 43,680        | 44,305         | 63,856        | 31                            |
| <b>C</b>         | 14               | 28,838                     | 38,480        | 43,118         | 52,291        | 33                            |
| <b>D</b>         | 8                | 29,351                     | 49,818        | 37,485         | 52,435        | 15                            |
| <b>E</b>         | 1                | 24,253                     | 24,253        | 33,946         | 33,946        | 0                             |
| <b>F</b>         | 4                | 25,453                     | 32,240        | 35,875         | 61,235        | 5                             |
| <b>Total/Avg</b> | <b>57</b>        | <b>28,668</b>              | <b>38,113</b> | <b>41,457</b>  | <b>55,498</b> | <b>237</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 31,929.00                | 51,087.00    | Annual           | 40                        | 4                              |
|          | Augusta/Richmond  | 201,647         | 26,112.56                | 56,175.82    | Annual           | 37.5                      | 11                             |
|          | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 4                              |
|          | Carroll           | 116,261         | 16.05                    | 26.19        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 28,125.00                | 58,920.00    | Annual           | 40                        | 22                             |
|          | Clayton           | 279,462         | 27,987.00                | 54,062.00    | Annual           | 40                        | 22                             |
|          | Columbus/Muscogee | 197,485         | 31,206.00                | 47,483.00    | Annual           | 40                        | 8                              |
|          | Coweta            | 140,526         | 19.33                    | 29.96        | Hourly           | 40                        | 4                              |
|          | DeKalb            | 740,321         | 36,555.00                | 56,660.00    | Annual           | 40                        | 22                             |
|          | Douglas           | 142,224         | 16.26                    | 33.28        | Hourly           | 40                        | 4                              |
|          | Fayette           | 111,627         | 34,978.25                | 53,223.54    | Annual           | 40                        | 4                              |
|          | Fulton            | 1,023,336       | 38,202.00                | 57,303.00    | Annual           | 40                        | 22                             |
|          | Gwinnett          | 907,135         | 16.64                    | 26.62        | Hourly           | 40                        | 3                              |
|          | Hall              | 196,637         | 35,044.00                | 52,567.00    | Annual           | 40                        | 2                              |
|          | Henry             | 221,768         | 36,523.76                | 54,785.54    | Annual           | 40                        | 4                              |
|          | Houston           | 152,122         | 15.15                    | 24.25        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 15.01                    | 24.97        | Hourly           | 40                        | 4                              |
|          | Macon-Bibb        | 152,760         | 37,419.00                | 62,317.00    | Annual           | 40                        | 5                              |
|          | Newton            | 106,999         | 27,955.00                | 41,995.00    | Annual           | 40                        | 3                              |
|          | Paulding          | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 3                              |
| <b>B</b> | Camden            | 53,008          | 12.40                    | 15.52        | Hourly           | 40                        | 2                              |
|          | Catoosa           | 66,398          | 21.00                    | 21.00        | Hourly           | 40                        | 1                              |

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

## ◆ Accounting Technician

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Dougherty    | 90,017             | 26,560.00                      | 43,460.00       | Annual              | 40                              | 9                                    |
|          | Floyd        | 96,560             | 13.93                          | 21.70           | Hourly              | 40                              | 2                                    |
|          | Glynn        | 84,502             | 12.51                          | 22.11           | Hourly              | 40                              | 8                                    |
|          | Gordon       | 56,904             | 14.93                          | 21.64           | Hourly              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 13.72                          | 19.21           | Hourly              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 15.38                          | 30.70           | Hourly              | 40                              | 4                                    |
|          | Walker       | 67,896             | 20.00                          | 20.00           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 28,049.00                      | 42,074.00       | Annual              | 40                              | 2                                    |
| <b>C</b> | Baldwin      | 45,144             | 28,260.00                      | 42,833.00       | Annual              | 40                              | 2                                    |
|          | Colquitt     | 45,708             | 23,504.00                      | 39,852.80       | Annual              | 40                              | 6                                    |
|          | Habersham    | 44,246             | 17.34                          | 24.12           | Hourly              | 40                              | 3                                    |
|          | Harris       | 33,652             | 18.50                          | 18.50           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 11.74                          | 18.20           | Hourly              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 13.58                          | 21.73           | Hourly              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 31,637.00                      | 45,873.00       | Annual              | 40                              | 1                                    |
|          | Peach        | 26,655             | 26,878.00                      | 42,461.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 33,911.37                      | 51,600.16       | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 11.69                          | 20.45           | Hourly              | 40                              | 3                                    |
|          | Sumter       | 30,389             | 11.67                          | 21.64           | Hourly              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 26,853.00                      | 26,853.00       | Annual              | 40                              | 10                                   |
|          | Wayne        | 30,104             | 24,164.38                      | 42,640.72       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 15.73                          | 25.14           | Hourly              | 40                              | 1                                    |
| <b>D</b> | Chattooga    | 24,824             | 38,098.58                      | 41,411.50       | Annual              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 49,818.00                      | 52,435.00       | Annual              | 40                              | 2                                    |
|          | Dawson       | 23,604             | 15.26                          | 23.66           | Hourly              | 40                              | 4                                    |
|          | Dodge        | 20,563             | 8.50                           | 13.80           | Hourly              | 40                              | 1                                    |
|          | Jefferson    | 15,916             | 14.00                          | 20.79           | Hourly              | 40                              | 2                                    |
|          | Pierce       | 19,171             | 12.00                          | 13.00           | Hourly              | 35                              | 2                                    |
|          | Putnam       | 21,477             | 12.51                          | 14.50           | Hourly              | 40                              | 2                                    |
|          | Telfair      | 15,965             | 9.85                           | 14.93           | Hourly              | 40                              | 1                                    |
| <b>E</b> | Evans        | 10,670             | 11.66                          | 16.32           | Hourly              | 40                              | 0                                    |
| <b>F</b> | Lincoln      | 7,828              | 18,204.92                      | 18,204.92       | Annual              | 40                              | 1                                    |
|          | Terrell      | 8,967              | 29,485.67                      | 30,882.92       | Annual              | 40                              | 1                                    |
|          | Turner       | 8,030              | 10.52                          | 15.95           | Hourly              | 40                              | 1                                    |
|          | Wilkinson    | 9,104              | 15.50                          | 29.44           | Hourly              | 40                              | 2                                    |

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

## ◆ Administrative Secretary

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 29,955                     | 47,688        | 52,459         | 76,901        | 493                           |
| <b>B</b>         | 14               | 26,539                     | 31,200        | 44,428         | 85,883        | 206                           |
| <b>C</b>         | 22               | 24,109                     | 29,414        | 41,212         | 52,188        | 201                           |
| <b>D</b>         | 20               | 22,901                     | 30,285        | 33,295         | 54,059        | 130                           |
| <b>E</b>         | 15               | 23,177                     | 42,224        | 31,337         | 54,038        | 35                            |
| <b>F</b>         | 13               | 21,965                     | 28,059        | 30,360         | 45,718        | 24                            |
| <b>Total/Avg</b> | <b>104</b>       | <b>24,774</b>              | <b>34,812</b> | <b>38,848</b>  | <b>61,465</b> | <b>1089</b>                   |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 31,929.00                | 51,087.00    | Annual           | 40                        | 37                             |
|          | Augusta/Richmond  | 201,647         | 20,975.29                | 76,900.61    | Annual           | 37.5                      | 134                            |
|          | Bartow            | 103,807         | 12.13                    | 16.98        | Hourly           | 40                        | 5                              |
|          | Carroll           | 116,261         | 11.48                    | 34.92        | Hourly           | 40                        | 17                             |
|          | Chatham           | 289,082         | 39,390.00                | 64,994.00    | Annual           | 40                        | 18                             |
|          | Cherokee          | 241,689         | 13.94                    | 21.60        | Annual           | 40                        | 15                             |
|          | Clayton           | 279,462         | 26,630.00                | 48,948.00    | Annual           | 40                        | 53                             |
|          | Columbia          | 147,450         | 13.16                    | 19.74        | Hourly           | 40                        | 12                             |
|          | Columbus/Muscogee | 197,485         | 28,271.00                | 43,018.00    | Annual           | 40                        | 6                              |
|          | DeKalb            | 740,321         | 47,688.00                | 59,134.00    | Annual           | 40                        | 22                             |
|          | Douglas           | 142,224         | 13.38                    | 27.38        | Hourly           | 40                        | 11                             |
|          | Fayette           | 111,627         | 31,688.57                | 48,217.90    | Annual           | 40                        | 6                              |
|          | Fulton            | 1,023,336       | 36,669.00                | 55,003.00    | Annual           | 40                        | 8                              |
|          | Gwinnett          | 907,135         | 16.64                    | 26.62        | Hourly           | 40                        | 41                             |
|          | Hall              | 196,637         | 14.55                    | 24.07        | Hourly           | 40                        | 24                             |
|          | Henry             | 221,768         | 25,004.51                | 72,064.55    | Annual           | 40                        | 61                             |
|          | Houston           | 152,122         | 15.15                    | 24.25        | Hourly           | 40                        | 8                              |
|          | Lowndes           | 114,628         | 13.60                    | 20.50        | Hourly           | 40                        | 4                              |
|          | Newton            | 106,999         | 25,667.00                | 38,501.00    | Annual           | 40                        | 5                              |
| Paulding | 155,825           | 13.08           | 20.15                    | Hourly       | 40               | 6                         |                                |
| <b>B</b> | Barrow            | 77,126          | 12.74                    | 18.06        | Hourly           | 40                        | 2                              |
|          | Camden            | 53,008          | 11.29                    | 14.08        | Hourly           | 40                        | 8                              |

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

## ◆ Administrative Secretary

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Catoosa      | 66,398             | 12.73                          | 25.26           | Hourly              | 40                              | 7                                    |
|          | Dougherty    | 90,017             | 22,943.00                      | 39,419.00       | Annual              | 40                              | 14                                   |
|          | Effingham    | 58,712             | 26,056.76                      | 36,479.47       | Annual              | 40                              | 22                                   |
|          | Floyd        | 96,560             | 12.40                          | 19.73           | Hourly              | 40                              | 14                                   |
|          | Glynn        | 84,502             | 14.47                          | 24.20           | Hourly              | 40                              | 5                                    |
|          | Gordon       | 56,904             | 14.33                          | 20.77           | Hourly              | 40                              | 12                                   |
|          | Jackson      | 64,615             | 14.30                          | 20.02           | Hourly              | 40                              | 16                                   |
|          | Liberty      | 62,570             | 11.08                          | 41.29           | Hourly              | 40                              | 60                                   |
|          | Rockdale     | 89,355             | 10.99                          | 17.89           | Hourly              | 40                              | 4                                    |
|          | Spalding     | 64,806             | 12.90                          | 20.12           | Hourly              | 40                              | 8                                    |
|          | Walker       | 67,896             | 15.00                          | 18.00           | Hourly              | 40                              | 15                                   |
|          | Walton       | 90,184             | 26,710.00                      | 48,101.00       | Annual              | 40                              | 19                                   |
| <b>C</b> | Baldwin      | 45,144             | 28,260.00                      | 52,188.00       | Annual              | 40                              | 8                                    |
|          | Bryan        | 36,230             | 11.00                          | 14.50           | Hourly              | 40                              | 4                                    |
|          | Colquitt     | 45,708             | 22,880.00                      | 37,824.00       | Annual              | 40                              | 8                                    |
|          | Decatur      | 26,822             | 11.33                          | 18.91           | Hourly              | 40                              | 20                                   |
|          | Habersham    | 44,246             | 12.08                          | 21.87           | Hourly              | 40                              | 10                                   |
|          | Haralson     | 29,042             | 11.50                          | 18.60           | Hourly              | 40                              | 4                                    |
|          | Harris       | 33,652             | 11.99                          | 18.59           | Hourly              | 40                              | 8                                    |
|          | Hart         | 25,553             | 11.96                          | 18.18           | Hourly              | 40                              | 4                                    |
|          | Jones        | 28,623             | 10.00                          | 18.28           | Hourly              | 40                              | 7                                    |
|          | Lee          | 29,337             | 12.94                          | 20.06           | Hourly              | 40                              | 8                                    |
|          | Lumpkin      | 31,445             | 11.37                          | 24.46           | Hourly              | 40                              | 22                                   |
|          | Madison      | 28,824             | 10.00                          | 16.50           | Hourly              | 40                              | 14                                   |
|          | Murray       | 39,315             | 12.68                          | 20.27           | Hourly              | 40                              | 2                                    |
|          | Oconee       | 36,838             | 29,414.00                      | 42,650.00       | Annual              | 40                              | 8                                    |
|          | Peach        | 26,655             | 26,878.00                      | 42,461.00       | Annual              | 40                              | 4                                    |
|          | Pickens      | 30,832             | 9.95                           | 25.00           | Hourly              | 40                              | 25                                   |
|          | Polk         | 41,776             | 10.59                          | 24.96           | Hourly              | 40                              | 7                                    |
|          | Sumter       | 30,389             | 11.11                          | 20.60           | Hourly              | 40                              | 5                                    |
|          | Thomas       | 45,248             | 23,234.00                      | 23,234.00       | Annual              | 40                              | 15                                   |
|          | Ware         | 35,738             | 9.17                           | 15.44           | Hourly              | 40                              | 4                                    |
|          | Wayne        | 30,104             | 26,672.95                      | 47,067.37       | Annual              | 40                              | 2                                    |
|          | White        | 28,884             | 11.69                          | 21.68           | Hourly              | 40                              | 12                                   |
| <b>D</b> | Appling      | 18,428             | 13.72                          | 18.05           | Hourly              | 40                              | 3                                    |
|          | Banks        | 18,397             | 29,120.00                      | 38,604.00       | Annual              | 40                              | 10                                   |
|          | Ben Hill     | 17,243             | 11.75                          | 11.75           | Hourly              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 10.00                          | 18.00           | Hourly              | 40                              | 10                                   |
|          | Brooks       | 15,687             | 11.06                          | 14.59           | Hourly              | 40                              | 2                                    |

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

◆ Administrative Secretary

| Group    | Jurisdiction         | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Burke                | 22,688          | 13.20                    | 20.00        | Hourly           | 40                        | 3                              |
|          | Chattooga            | 24,824          | 14.56                    | 17.69        | Hourly           | 40                        | 4                              |
|          | Dawson               | 23,604          | 14.11                    | 21.87        | Hourly           | 40                        | 7                              |
|          | Emanuel              | 22,635          | 11.75                    | 11.75        | Hourly           | 40                        | 1                              |
|          | Fannin               | 24,900          | 10.50                    | 16.50        | Hourly           | 40                        | 2                              |
|          | Greene               | 17,003          | 11.43                    | 25.99        | Hourly           | 40                        | 7                              |
|          | Jefferson            | 15,916          | 9.45                     | 14.02        | Hourly           | 40                        | 9                              |
|          | Lamar                | 18,469          | 10.00                    | 18.00        | Hourly           | 40                        | 5                              |
|          | Meriwether           | 21,074          | 11.00                    | 15.00        | Hourly           | 40                        | 7                              |
|          | Mitchell             | 22,459          | 10.30                    | 16.82        | Hourly           | 40                        | 11                             |
|          | Morgan               | 18,170          | 10.22                    | 17.72        | Hourly           | 40                        | 20                             |
|          | Pierce               | 19,171          | 10.75                    | 11.75        | Hourly           | 40                        | 6                              |
|          | Putnam               | 21,477          | 12.15                    | 16.33        | Hourly           | 40                        | 3                              |
|          | Telfair              | 15,965          | 9.85                     | 14.93        | Hourly           | 40                        | 4                              |
|          | Washington           | 20,457          | 838.00                   | 1,725.00     | Annual           | 40                        | 15                             |
| <b>E</b> | Bleckley             | 12,970          | 12.00                    | 12.00        | Hourly           | 40                        | 1                              |
|          | Candler              | 10,910          | 10.30                    | 13.88        | Hourly           | 40                        | 1                              |
|          | Charlton             | 12,497          | 14.42                    | 15.52        | Hourly           | 40                        | 2                              |
|          | Crawford             | 12,322          | 11.15                    | 16.55        | Hourly           | 40                        | 7                              |
|          | Cusseta-Chattahooche | 10,922          | 20,000.00                | 32,000.00    | Annual           | 40                        | 2                              |
|          | Dooly                | 13,763          | 20.30                    | 25.98        | Hourly           | 40                        | 3                              |
|          | Early                | 10,339          | 9.39                     | 13.62        | Hourly           | 40                        | 2                              |
|          | Evans                | 10,670          | 9.70                     | 13.58        | Hourly           | 40                        | 3                              |
|          | Heard                | 11,487          | 8.00                     | 12.50        | Hourly           | 40                        | 1                              |
|          | Jeff Davis           | 14,877          | 9.00                     | 12.52        | Hourly           | 40                        | 2                              |
|          | Lanier               | 10,399          | 10.00                    | 18.60        | Hourly           | 40                        | 1                              |
|          | Macon                | 13,450          | 14.31                    | 14.31        | Hourly           | 40                        | 1                              |
|          | McIntosh             | 13,927          | 11.77                    | 15.35        | Hourly           | 40                        | 4                              |
|          | Pulaski              | 11,251          | 7.50                     | 12.50        | Hourly           | 40                        | 4                              |
|          | Screven              | 14,044          | 9.69                     | 13.69        | Hourly           | 40                        | 1                              |
| <b>F</b> | Clinch               | 6,829           | 10.91                    | 19.15        | Hourly           | 40                        | 1                              |
|          | Georgetown-Quitman   | 2,335           | 8.00                     | 10.05        | Hourly           | 40                        | 1                              |
|          | Glascocock           | 3,006           | 24,960.00                | 24,960.00    | Annual           | 40                        | 1                              |
|          | Jenkins              | 8,849           | 9.00                     | 14.00        | Hourly           | 40                        | 2                              |
|          | Randolph             | 7,177           | 13.49                    | 13.49        | Hourly           | 40                        | 1                              |
|          | Schley               | 5,098           | 12.36                    | 12.36        | Hourly           | 40                        | 2                              |
|          | Seminole             | 8,468           | 12.00                    | 12.00        | Hourly           | 40                        | 1                              |
|          | Talbot               | 6,171           | 10.64                    | 15.00        | Hourly           | 40                        | 4                              |
|          | Terrell              | 8,967           | 7.75                     | 11.70        | Hourly           | 40                        | 3                              |

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

## ◆ Administrative Secretary

| Group | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Turner       | 8,030              | 11.62                          | 17.61           | Hourly              | 40                              | 1                                    |
|       | Warren       | 5,442              | 8.75                           | 12.19           | Hourly              | 40                              | 1                                    |
|       | Wilkes       | 9,805              | 8.00                           | 18.22           | Hourly              | 40                              | 5                                    |
|       | Wilkinson    | 9,104              | 12.76                          | 21.98           | Hourly              | 40                              | 1                                    |

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

## ◆ Airport Manager

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 7                | 65,529                     | 109,548       | 105,798        | 169,799        | 8                             |
| <b>B</b>         | 4                | 72,795                     | 144,997       | 90,879         | 144,997        | 4                             |
| <b>C</b>         | 3                | 37,149                     | 40,622        | 52,790         | 62,982         | 3                             |
| <b>D</b>         | 1                | 38,272                     | 38,272        | 38,272         | 38,272         | 1                             |
| <b>Total/Avg</b> | <b>15</b>        | <b>53,436</b>              | <b>83,360</b> | <b>71,935</b>  | <b>104,013</b> | <b>16</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 65,855.00                | 105,367.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 39,059.74                | 80,921.17    | Annual           | 37.5                      | 2                              |
|          | Coweta           | 140,526         | 60,445.00                | 93,689.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 109,548.00               | 169,799.00   | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 71,697.00                | 107,545.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 75,576.00                | 128,479.00   | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 36,523.76                | 54,785.54    | Annual           | 40                        | 1                              |
| <b>B</b> | Barrow           | 77,126          | 47,626.00                | 71,438.00    | Annual           | 40                        | 1                              |
|          | Floyd            | 96,560          | 47,733.00                | 75,927.00    | Annual           | 40                        | 1                              |
|          | Glynn            | 84,502          | 69.71                    | 69.71        | Annual           | 40                        | 1                              |
|          | Jackson          | 64,615          | 50,825.00                | 71,155.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Harris           | 33,652          | 19.53                    | 30.28        | Hourly           | 40                        | 1                              |
|          | Polk             | 41,776          | 15.76                    | 27.57        | Hourly           | 40                        | 1                              |
|          | Ware             | 35,738          | 18.29                    | 18.29        | Hourly           | 40                        | 1                              |
| <b>D</b> | Elbert           | 19,143          | 18.40                    | 18.40        | Hourly           | 40                        | 1                              |

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

## ◆ Appraisal Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 30,054                     | 36,691        | 46,830         | 58,698        | 64                            |
| <b>B</b>         | 9                | 25,578                     | 29,494        | 37,903         | 45,198        | 14                            |
| <b>C</b>         | 12               | 25,880                     | 42,755        | 37,657         | 70,546        | 29                            |
| <b>D</b>         | 8                | 26,027                     | 32,677        | 31,628         | 44,387        | 10                            |
| <b>E</b>         | 4                | 19,923                     | 23,920        | 26,453         | 27,702        | 6                             |
| <b>F</b>         | 4                | 20,128                     | 21,882        | 24,253         | 33,176        | 4                             |
| <b>Total/Avg</b> | <b>53</b>        | <b>24,598</b>              | <b>31,237</b> | <b>34,121</b>  | <b>46,618</b> | <b>127</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 35,293.00                | 56,469.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 31,909.00                | 50,748.41    | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 2                              |
|          | Carroll           | 116,261         | 11.48                    | 18.73        | Hourly           | 40                        | 3                              |
|          | Clayton           | 279,462         | 26,630.00                | 42,169.00    | Annual           | 40                        | 2                              |
|          | Columbus/Muscogee | 197,485         | 28,271.00                | 43,018.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 15.31                    | 23.73        | Hourly           | 40                        | 2                              |
|          | Douglas           | 142,224         | 13.38                    | 27.38        | Hourly           | 40                        | 1                              |
|          | Fayette           | 111,627         | 31,688.57                | 48,217.90    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 28,976.00                | 44,912.00    | Annual           | 40                        | 6                              |
|          | Fulton            | 1,023,336       | 35,135.00                | 43,919.00    | Annual           | 40                        | 29                             |
|          | Gwinnett          | 907,135         | 17.64                    | 28.22        | Hourly           | 40                        | 0                              |
|          | Hall              | 196,637         | 11.40                    | 17.10        | Hourly           | 40                        | 2                              |
|          | Houston           | 152,122         | 15.73                    | 25.17        | Hourly           | 40                        | 7                              |
|          | Lowndes           | 114,628         | 15.01                    | 22.62        | Hourly           | 40                        | 1                              |
|          | Paulding          | 155,825         | 13.08                    | 20.15        | Hourly           | 40                        | 5                              |
| <b>B</b> | Barrow            | 77,126          | 14.18                    | 21.27        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 66,398          | 11.50                    | 11.50        | Hourly           | 40                        | 2                              |
|          | Floyd             | 96,560          | 11.16                    | 17.75        | Hourly           | 40                        | 2                              |
|          | Glynn             | 84,502          | 11.85                    | 20.01        | Hourly           | 40                        | 2                              |
|          | Gordon            | 56,904          | 12.50                    | 18.12        | Hourly           | 40                        | 1                              |
| Jackson  | 64,615            | 13.72           | 19.21                    | Hourly       | 40               | 2                         |                                |

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

## ◆ Appraisal Technician

| Group    | Jurisdiction       | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| C        | Liberty            | 62,570             | 13.26                          | 21.73           | Hourly              | 40                              | 3                                    |
|          | Spalding           | 64,806             | 10.95                          | 17.09           | Hourly              | 40                              | 1                                    |
|          | Walton             | 90,184             | 24,031.00                      | 36,046.00       | Annual              | 40                              | 0                                    |
|          | Baldwin            | 45,144             | 25,602.00                      | 38,805.00       | Annual              | 40                              | 2                                    |
|          | Bryan              | 36,230             | 15.00                          | 19.00           | Hourly              | 40                              | 4                                    |
|          | Habersham          | 44,246             | 11.50                          | 16.80           | Hourly              | 40                              | 2                                    |
|          | Jones              | 28,623             | 10.00                          | 13.87           | Hourly              | 40                              | 3                                    |
|          | Lumpkin            | 31,445             | 42,755.00                      | 70,546.00       | Annual              | 40                              | 1                                    |
|          | Murray             | 39,315             | 11.50                          | 18.38           | Hourly              | 40                              | 2                                    |
|          | Peach              | 26,655             | 22,969.00                      | 36,254.00       | Annual              | 40                              | 1                                    |
|          | Pickens            | 30,832             | 21,742.82                      | 33,084.27       | Annual              | 40                              | 5                                    |
|          | Sumter             | 30,389             | 9.58                           | 17.76           | Hourly              | 40                              | 2                                    |
|          | Thomas             | 45,248             | 29,962.00                      | 29,962.00       | Annual              | 40                              | 3                                    |
|          | Ware               | 35,738             | 10.67                          | 11.49           | Hourly              | 40                              | 2                                    |
| D        | White              | 28,884             | 12.29                          | 19.64           | Hourly              | 40                              | 2                                    |
|          | Ben Hill           | 17,243             | 12.15                          | 12.15           | Hourly              | 40                              | 1                                    |
|          | Burke              | 22,688             | 13.20                          | 20.00           | Hourly              | 40                              | 1                                    |
|          | Elbert             | 19,143             | 11.81                          | 11.81           | Hourly              | 40                              | 1                                    |
|          | Emanuel            | 22,635             | 12.00                          | 12.00           | Hourly              | 40                              | 1                                    |
|          | Meriwether         | 21,074             | 11.00                          | 15.11           | Hourly              | 40                              | 2                                    |
|          | Mitchell           | 22,459             | 15.71                          | 15.71           | Hourly              | 40                              | 1                                    |
|          | Telfair            | 15,965             | 8.92                           | 13.52           | Hourly              | 40                              | 1                                    |
|          | Union              | 22,928             | 15.31                          | 21.34           | Hourly              | 40                              | 2                                    |
|          | E                  | Bacon              | 11,372                         | 20,002.00       | 27,702.00           | Annual                          | 40                                   |
| Candler  |                    | 10,910             | 9.81                           | 13.22           | Hourly              | 37.5                            | 1                                    |
| Lanier   |                    | 10,399             | 8.00                           | 11.85           | Hourly              | 40                              | 1                                    |
| McIntosh |                    | 13,927             | 11.50                          | 13.31           | Hourly              | 40                              | 2                                    |
| F        | Georgetown-Quitman | 2,335              | 9.00                           | 10.30           | Hourly              | 40                              | 1                                    |
|          | Lincoln            | 7,828              | 21,191.49                      | 21,191.49       | Annual              | 40                              | 1                                    |
|          | Montgomery         | 9,060              | 18,720.00                      | 21,220.00       | Annual              | 40                              | 1                                    |
|          | Turner             | 8,030              | 10.52                          | 15.95           | Hourly              | 40                              | 1                                    |

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

## ◆ Appraiser (Personal Property)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 35,941                     | 47,195        | 58,342         | 77,854        | 101                           |
| <b>B</b>         | 11               | 31,045                     | 52,898        | 42,860         | 52,898        | 36                            |
| <b>C</b>         | 23               | 29,417                     | 55,000        | 41,473         | 55,000        | 39                            |
| <b>D</b>         | 21               | 26,361                     | 34,070        | 34,678         | 50,274        | 24                            |
| <b>E</b>         | 8                | 26,309                     | 33,280        | 33,194         | 44,000        | 8                             |
| <b>F</b>         | 13               | 27,507                     | 54,300        | 35,998         | 58,323        | 13                            |
| <b>Total/Avg</b> | <b>93</b>        | <b>29,430</b>              | <b>46,124</b> | <b>41,091</b>  | <b>56,392</b> | <b>221</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 38,348.00                | 61,357.00    | Annual           | 40                        | 1                              |
|          | Bartow            | 103,807         | 14.77                    | 20.69        | Hourly           | 40                        | 1                              |
|          | Carroll           | 116,261         | 12.39                    | 26.19        | Hourly           | 40                        | 3                              |
|          | Chatham           | 289,082         | 39,390.00                | 71,623.00    | Annual           | 40                        | 6                              |
|          | Cherokee          | 241,689         | 33,550.00                | 37,481.00    | Annual           | 40                        | 10                             |
|          | Columbia          | 147,450         | 16.00                    | 24.00        | Hourly           | 40                        | 5                              |
|          | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 4                              |
|          | DeKalb            | 740,321         | 34,959.00                | 54,186.00    | Annual           | 40                        | 7                              |
|          | Douglas           | 142,224         | 15.49                    | 31.70        | Hourly           | 40                        | 3                              |
|          | Fayette           | 111,627         | 36,749.02                | 71,579.75    | Annual           | 40                        | 3                              |
|          | Forsyth           | 221,009         | 36,859.00                | 57,131.00    | Annual           | 40                        | 12                             |
|          | Fulton            | 1,023,336       | 44,336.00                | 66,505.00    | Annual           | 40                        | 37                             |
|          | Gwinnett          | 907,135         | 22.69                    | 37.43        | Hourly           | 40                        | 1                              |
|          | Hall              | 196,637         | 14.55                    | 21.83        | Hourly           | 40                        | 1                              |
|          | Houston           | 152,122         | 19.16                    | 34.48        | Hourly           | 40                        | 5                              |
|          | Lowndes           | 114,628         | 19.22                    | 28.96        | Hourly           | 40                        | 1                              |
| Paulding | 155,825           | 15.90           | 24.50                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Barrow            | 77,126          | 34,634.00                | 51,952.00    | Annual           | 40                        | 5                              |
|          | Camden            | 53,008          | 12.40                    | 15.52        | Hourly           | 40                        | 4                              |
|          | Catoosa           | 66,398          | 52,898.00                | 52,898.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 90,017          | 25,295.00                | 45,633.00    | Annual           | 40                        | 4                              |
|          | Effingham         | 58,712          | 28,727.58                | 40,218.61    | Annual           | 40                        | 10                             |

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

◆ Appraiser (Personal Property)

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Floyd        | 96,560          | 11.16                    | 17.75        | Hourly           | 40                        | 4                              |
|          | Gordon       | 56,904          | 14.93                    | 21.64        | Hourly           | 40                        | 1                              |
|          | Jackson      | 64,615          | 14.88                    | 20.83        | Hourly           | 40                        | 1                              |
|          | Spalding     | 64,806          | 13.38                    | 20.87        | Hourly           | 40                        | 1                              |
|          | Walker       | 67,896          | 15.25                    | 15.25        | Hourly           | 40                        | 1                              |
|          | Walton       | 90,184          | 29,388.00                | 48,101.00    | Annual           | 40                        | 4                              |
| <b>C</b> | Baldwin      | 45,144          | 32,773.00                | 49,673.00    | Annual           | 40                        | 1                              |
|          | Bryan        | 36,230          | 15.00                    | 19.00        | Hourly           | 40                        | 3                              |
|          | Coffee       | 43,012          | 12.20                    | 16.81        | Hourly           | 37.5                      | 1                              |
|          | Colquitt     | 45,708          | 26,083.00                | 26,329.00    | Annual           | 40                        | 2                              |
|          | Habersham    | 44,246          | 16.52                    | 22.97        | Hourly           | 40                        | 1                              |
|          | Haralson     | 29,042          | 9.50                     | 10.50        | Hourly           | 40                        | 1                              |
|          | Harris       | 33,652          | 13.88                    | 21.52        | Hourly           | 40                        | 1                              |
|          | Hart         | 25,553          | 14.54                    | 22.09        | Hourly           | 40                        | 4                              |
|          | Jones        | 28,623          | 16.50                    | 17.23        | Hourly           | 40                        | 1                              |
|          | Lee          | 29,337          | 12.94                    | 20.06        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 31,445          | 16.22                    | 25.96        | Hourly           | 40                        | 1                              |
|          | Madison      | 28,824          | 11.50                    | 15.18        | Hourly           | 40                        | 2                              |
|          | Oconee       | 36,838          | 31,637.00                | 45,873.00    | Annual           | 40                        | 4                              |
|          | Peach        | 26,655          | 22,969.00                | 36,254.00    | Annual           | 40                        | 2                              |
|          | Pickens      | 30,832          | 35,628.13                | 54,212.42    | Annual           | 40                        | 1                              |
|          | Polk         | 41,776          | 10.59                    | 24.96        | Hourly           | 40                        | 1                              |
|          | Sumter       | 30,389          | 12.89                    | 23.89        | Hourly           | 40                        | 1                              |
|          | Tattnall     | 25,092          | 24,200.00                | 28,575.00    | Annual           | 40                        | 1                              |
|          | Thomas       | 45,248          | 26,853.00                | 26,853.00    | Annual           | 40                        | 1                              |
|          | Toombs       | 27,196          | 54,999.88                | 54,999.88    | Annual           | 37.5                      | 1                              |
|          | Ware         | 35,738          | 12.66                    | 15.38        | Hourly           | 40                        | 4                              |
|          | Wayne        | 30,104          | 28,023.27                | 49,450.16    | Annual           | 40                        | 1                              |
|          | White        | 28,884          | 14.97                    | 25.14        | Hourly           | 40                        | 3                              |
| <b>D</b> | Banks        | 18,397          | 33,767.00                | 45,110.00    | Annual           | 40                        | 1                              |
|          | Berrien      | 18,993          | 10.00                    | 16.00        | Hourly           | 40                        | 1                              |
|          | Brooks       | 15,687          | 10.56                    | 14.07        | Hourly           | 40                        | 1                              |
|          | Burke        | 22,688          | 15.61                    | 23.65        | Hourly           | 40                        | 1                              |
|          | Chattooga    | 24,824          | 26,400.00                | 33,660.00    | Annual           | 40                        | 1                              |
|          | Crisp        | 22,721          | 31,200.00                | 31,200.00    | Annual           | 40                        | 2                              |
|          | Dawson       | 23,604          | 15.26                    | 23.66        | Hourly           | 40                        | 1                              |
|          | Dodge        | 20,563          | 8.50                     | 10.50        | Hourly           | 40                        | 2                              |
|          | Elbert       | 19,143          | 15.33                    | 15.33        | Hourly           | 40                        | 1                              |
|          | Emanuel      | 22,635          | 13.42                    | 13.42        | Hourly           | 40                        | 1                              |

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

## ◆ Appraiser (Personal Property)

| Group    | Jurisdiction          | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Fannin                | 24,900             | 12.50                          | 21.12           | Hourly              | 40                              | 1                                    |
|          | Franklin              | 22,320             | 14.50                          | 14.50           | Hourly              | 40                              | 1                                    |
|          | Greene                | 17,003             | 13.90                          | 24.17           | Hourly              | 40                              | 1                                    |
|          | Jefferson             | 15,916             | 10.00                          | 15.48           | Hourly              | 40                              | 1                                    |
|          | Lamar                 | 18,469             | 14.68                          | 14.68           | Hourly              | 40                              | 1                                    |
|          | Meriwether            | 21,074             | 11.00                          | 15.50           | Hourly              | 40                              | 1                                    |
|          | Morgan                | 18,170             | 13.85                          | 22.01           | Hourly              | 40                              | 1                                    |
|          | Putnam                | 21,477             | 16.33                          | 21.30           | Hourly              | 40                              | 2                                    |
|          | Telfair               | 15,965             | 9.85                           | 14.93           | Hourly              | 40                              | 1                                    |
|          | Union                 | 22,928             | 16.38                          | 16.38           | Hourly              | 40                              | 1                                    |
|          | Washington            | 20,457             | 1,144.00                       | 1,144.00        | Annual              | 35                              | 1                                    |
| <b>E</b> | Bleckley              | 12,970             | 33,280.00                      | 33,280.00       | Annual              | 40                              | 1                                    |
|          | Candler               | 10,910             | 12.52                          | 16.87           | Hourly              | 37.5                            | 1                                    |
|          | Charlton              | 12,497             | 13.13                          | 13.78           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,922             | 28,000.00                      | 44,000.00       | Annual              | 40                              | 1                                    |
|          | Early                 | 10,339             | 10.56                          | 15.32           | Hourly              | 40                              | 1                                    |
|          | Evans                 | 10,670             | 10.30                          | 15.17           | Hourly              | 40                              | 1                                    |
|          | Heard                 | 11,487             | 10.00                          | 14.43           | Hourly              | 40                              | 1                                    |
|          | McIntosh              | 13,927             | 16.00                          | 16.00           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Calhoun               | 6,324              | 54,300.00                      | 54,300.00       | Annual              | 40                              | 1                                    |
|          | Clinch                | 6,829              | 8.40                           | 14.77           | Hourly              | 35                              | 1                                    |
|          | Jenkins               | 8,849              | 11.00                          | 14.00           | Hourly              | 40                              | 1                                    |
|          | Lincoln               | 7,828              | 24,738.95                      | 24,738.95       | Annual              | 40                              | 1                                    |
|          | Randolph              | 7,177              | 18.38                          | 18.38           | Hourly              | 40                              | 1                                    |
|          | Seminole              | 8,468              | 16.79                          | 16.79           | Hourly              | 40                              | 1                                    |
|          | Talbot                | 6,171              | 28,392.00                      | 32,317.00       | Annual              | 40                              | 1                                    |
|          | Taylor                | 8,232              | 23,180.00                      | 35,271.00       | Annual              | 40                              | 1                                    |
|          | Turner                | 8,030              | 34,143.63                      | 51,750.35       | Annual              | 40                              | 1                                    |
|          | Twiggs                | 8,171              | 7.69                           | 16.00           | Hourly              | 40                              | 1                                    |
|          | Warren                | 5,442              | 8.00                           | 10.46           | Hourly              | 40                              | 1                                    |
|          | Wilkes                | 9,805              | 8.00                           | 13.02           | Hourly              | 40                              | 1                                    |
|          | Wilkinson             | 9,104              | 15.50                          | 28.04           | Hourly              | 40                              | 1                                    |

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

## ◆ Appraiser (Real Property)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 19               | 34,358                     | 47,195        | 61,961         | 85,153        | 177                           |
| <b>B</b>         | 12               | 29,845                     | 41,443        | 48,565         | 77,938        | 59                            |
| <b>C</b>         | 25               | 28,634                     | 37,939        | 43,786         | 69,872        | 63                            |
| <b>D</b>         | 21               | 27,686                     | 44,054        | 37,597         | 56,659        | 52                            |
| <b>E</b>         | 9                | 23,575                     | 41,101        | 31,180         | 45,989        | 14                            |
| <b>F</b>         | 6                | 22,911                     | 32,240        | 33,666         | 58,323        | 7                             |
| <b>Total/Avg</b> | <b>92</b>        | <b>27,835</b>              | <b>40,662</b> | <b>42,793</b>  | <b>65,656</b> | <b>372</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 201,647         | 27,392.18                | 85,153.33    | Annual           | 37.5                      | 24                             |
|          | Bartow            | 103,807         | 14.77                    | 20.69        | Hourly           | 40                        | 1                              |
|          | Carroll           | 116,261         | 16.05                    | 26.19        | Hourly           | 40                        | 2                              |
|          | Chatham           | 289,082         | 35,709.00                | 78,953.00    | Annual           | 40                        | 24                             |
|          | Cherokee          | 241,689         | 28,990.00                | 34,642.00    | Annual           | 40                        | 3                              |
|          | Clayton           | 279,462         | 32,486.00                | 69,310.00    | Annual           | 40                        | 11                             |
|          | Columbia          | 147,450         | 16.00                    | 24.00        | Hourly           | 40                        | 12                             |
|          | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 3                              |
|          | Coweta            | 140,526         | 15.31                    | 31.75        | Hourly           | 40                        | 15                             |
|          | Douglas           | 142,224         | 15.49                    | 31.70        | Hourly           | 40                        | 3                              |
|          | Fayette           | 111,627         | 36,749.02                | 71,579.75    | Annual           | 40                        | 4                              |
|          | Forsyth           | 221,009         | 42,115.00                | 65,278.00    | Annual           | 40                        | 3                              |
|          | Fulton            | 1,023,336       | 44,336.00                | 66,505.00    | Annual           | 40                        | 37                             |
|          | Gwinnett          | 907,135         | 22.69                    | 37.43        | Hourly           | 40                        | 6                              |
|          | Hall              | 196,637         | 13.86                    | 21.83        | Hourly           | 40                        | 7                              |
|          | Houston           | 152,122         | 19.16                    | 34.48        | Hourly           | 40                        | 5                              |
|          | Lowndes           | 114,628         | 15.01                    | 33.58        | Hourly           | 40                        | 7                              |
|          | Newton            | 106,999         | 28,954.00                | 58,219.00    | Annual           | 40                        | 7                              |
|          | Paulding          | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 3                              |
| <b>B</b> | Camden            | 53,008          | 12.40                    | 15.52        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 66,398          | 12.95                    | 18.49        | Hourly           | 40                        | 4                              |
|          | Dougherty         | 90,017          | 32,284.00                | 64,211.00    | Annual           | 40                        | 4                              |

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

## ◆ Appraiser (Real Property)

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Floyd        | 96,560             | 11.16                          | 17.75           | Hourly              | 40                              | 2                                    |
|          | Glynn        | 84,502             | 13.82                          | 24.20           | Hourly              | 40                              | 12                                   |
|          | Gordon       | 56,904             | 14.93                          | 21.64           | Hourly              | 40                              | 3                                    |
|          | Jackson      | 64,615             | 14.88                          | 20.83           | Hourly              | 40                              | 6                                    |
|          | Liberty      | 62,570             | 15.38                          | 37.47           | Hourly              | 40                              | 8                                    |
|          | Rockdale     | 89,355             | 12.59                          | 21.91           | Hourly              | 40                              | 4                                    |
|          | Spalding     | 64,806             | 13.38                          | 20.87           | Hourly              | 40                              | 2                                    |
|          | Walker       | 67,896             | 15.25                          | 20.75           | Hourly              | 40                              | 10                                   |
|          | Walton       | 90,184             | 41,443.00                      | 62,164.00       | Annual              | 40                              | 3                                    |
| <b>C</b> | Baldwin      | 45,144             | 32,773.00                      | 49,673.00       | Annual              | 40                              | 4                                    |
|          | Bryan        | 36,230             | 15.00                          | 19.00           | Hourly              | 40                              | 1                                    |
|          | Coffee       | 43,012             | 12.20                          | 17.45           | Hourly              | 37.5                            | 2                                    |
|          | Colquitt     | 45,708             | 24,440.00                      | 43,281.00       | Annual              | 40                              | 5                                    |
|          | Decatur      | 26,822             | 15.90                          | 19.51           | Hourly              | 40                              | 2                                    |
|          | Habersham    | 44,246             | 15.73                          | 22.97           | Hourly              | 40                              | 4                                    |
|          | Haralson     | 29,042             | 9.50                           | 14.68           | Hourly              | 40                              | 4                                    |
|          | Harris       | 33,652             | 13.88                          | 25.85           | Hourly              | 40                              | 5                                    |
|          | Hart         | 25,553             | 14.54                          | 22.09           | Hourly              | 40                              | 3                                    |
|          | Jones        | 28,623             | 15.00                          | 15.91           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 15.73                          | 24.38           | Hourly              | 40                              | 2                                    |
|          | Lumpkin      | 31,445             | 15.29                          | 24.46           | Hourly              | 40                              | 2                                    |
|          | Madison      | 28,824             | 11.50                          | 12.21           | Hourly              | 40                              | 2                                    |
|          | Murray       | 39,315             | 13.98                          | 22.35           | Hourly              | 40                              | 3                                    |
|          | Oconee       | 36,838             | 31,637.00                      | 45,873.00       | Annual              | 40                              | 1                                    |
|          | Peach        | 26,655             | 36,002.00                      | 56,845.00       | Annual              | 40                              | 4                                    |
|          | Pickens      | 30,832             | 30,722.03                      | 46,747.20       | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 10.59                          | 24.96           | Hourly              | 40                              | 3                                    |
|          | Sumter       | 30,389             | 13.54                          | 25.10           | Hourly              | 40                              | 1                                    |
|          | Tattnall     | 25,092             | 25,850.00                      | 34,163.00       | Annual              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 25,418.00                      | 25,418.00       | Annual              | 40                              | 3                                    |
|          | Toombs       | 27,196             | 10.00                          | 14.00           | Hourly              | 37.5                            | 3                                    |
|          | Ware         | 35,738             | 12.66                          | 15.38           | Hourly              | 40                              | 3                                    |
|          | Wayne        | 30,104             | 26,672.95                      | 69,871.77       | Annual              | 40                              | 2                                    |
|          | White        | 28,884             | 18.24                          | 29.16           | Hourly              | 40                              | 1                                    |
| <b>D</b> | Banks        | 18,397             | 35,624.00                      | 47,711.00       | Annual              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 10.00                          | 16.00           | Hourly              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 11.06                          | 14.59           | Hourly              | 40                              | 1                                    |
|          | Burke        | 22,688             | 17.97                          | 27.24           | Hourly              | 40                              | 1                                    |
|          | Chattooga    | 24,824             | 24,600.00                      | 33,660.00       | Annual              | 40                              | 5                                    |

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

◆ Appraiser (Real Property)

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Cook         | 17,167          | 13.97                    | 19.72        | Hourly           | 40                        | 2                              |
|          | Dawson       | 23,604          | 15.26                    | 23.66        | Hourly           | 40                        | 4                              |
|          | Dodge        | 20,563          | 8.50                     | 13.75        | Hourly           | 40                        | 2                              |
|          | Elbert       | 19,143          | 11.29                    | 16.88        | Hourly           | 40                        | 3                              |
|          | Emanuel      | 22,635          | 19.51                    | 19.51        | Hourly           | 40                        | 1                              |
|          | Fannin       | 24,900          | 11.00                    | 19.00        | Hourly           | 40                        | 8                              |
|          | Franklin     | 22,320          | 15.24                    | 15.24        | Hourly           | 40                        | 1                              |
|          | Greene       | 17,003          | 13.90                    | 24.17        | Hourly           | 40                        | 3                              |
|          | Jefferson    | 15,916          | 10.00                    | 15.48        | Hourly           | 40                        | 3                              |
|          | Lamar        | 18,469          | 9.79                     | 11.85        | Hourly           | 40                        | 2                              |
|          | Mitchell     | 22,459          | 11.03                    | 11.03        | Hourly           | 40                        | 1                              |
|          | Morgan       | 18,170          | 13.85                    | 22.01        | Hourly           | 40                        | 4                              |
|          | Pierce       | 19,171          | 13.00                    | 16.50        | Hourly           | 35                        | 3                              |
|          | Putnam       | 21,477          | 12.89                    | 15.39        | Hourly           | 40                        | 3                              |
|          | Rabun        | 16,559          | 26,528.00                | 40,208.00    | Annual           | 40                        | 2                              |
|          | Union        | 22,928          | 21.18                    | 21.18        | Hourly           | 40                        | 1                              |
| <b>E</b> | Bacon        | 11,372          | 22,063.00                | 24,354.00    | Annual           | 40                        | 1                              |
|          | Candler      | 10,910          | 11.36                    | 15.30        | Hourly           | 37.5                      | 1                              |
|          | Charlton     | 12,497          | 11.42                    | 18.22        | Hourly           | 40                        | 3                              |
|          | Crawford     | 12,322          | 11.72                    | 15.00        | Hourly           | 40                        | 3                              |
|          | Early        | 10,339          | 12.85                    | 18.64        | Hourly           | 40                        | 1                              |
|          | Heard        | 11,487          | 8.00                     | 10.00        | Hourly           | 40                        | 1                              |
|          | Jeff Davis   | 14,877          | 9.00                     | 11.50        | Hourly           | 40                        | 1                              |
|          | Lanier       | 10,399          | 8.00                     | 13.39        | Hourly           | 40                        | 1                              |
|          | McIntosh     | 13,927          | 19.76                    | 22.11        | Hourly           | 40                        | 2                              |
| <b>F</b> | Seminole     | 8,468           | 13.90                    | 13.90        | Hourly           | 40                        | 1                              |
|          | Talbot       | 6,171           | 27,040.00                | 32,000.00    | Annual           | 40                        | 1                              |
|          | Twiggs       | 8,171           | 7.69                     | 16.00        | Hourly           | 40                        | 2                              |
|          | Warren       | 5,442           | 8.00                     | 10.77        | Hourly           | 40                        | 1                              |
|          | Wilkes       | 9,805           | 8.00                     | 13.02        | Hourly           | 40                        | 1                              |
|          | Wilkinson    | 9,104           | 15.50                    | 28.04        | Hourly           | 40                        | 1                              |

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

## ◆ Assistant County Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 10               | 43,629                     | 61,785        | 68,439         | 105,034       | 10                            |
| <b>B</b>         | 1                | 34,815                     | 34,815        | 55,393         | 55,393        | 1                             |
| <b>C</b>         | 6                | 30,720                     | 34,986        | 44,750         | 53,248        | 6                             |
| <b>D</b>         | 2                | 35,084                     | 36,401        | 40,756         | 45,110        | 2                             |
| <b>E</b>         | 3                | 25,809                     | 38,293        | 27,702         | 38,293        | 3                             |
| <b>F</b>         | 4                | 23,346                     | 28,080        | 37,053         | 44,845        | 4                             |
| <b>Total/Avg</b> | <b>26</b>        | <b>32,234</b>              | <b>39,060</b> | <b>45,682</b>  | <b>56,987</b> | <b>26</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 201,647         | 50,994.23                | 73,081.08    | Annual           | 37.5                      | 1                              |
|          | Carroll          | 116,261         | 40,740.55                | 66,497.79    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 34,141.00                | 54,062.00    | Annual           | 40                        | 1                              |
|          | Columbia         | 147,450         | 16.00                    | 24.00        | Hourly           | 40                        | 1                              |
|          | Coweta           | 140,526         | 19.33                    | 29.96        | Hourly           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 41,343.00                | 64,081.00    | Annual           | 40                        | 1                              |
|          | Fayette          | 111,627         | 40,564.04                | 61,722.99    | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 45,870.00                | 68,805.00    | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 61,785.00                | 105,034.00   | Annual           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 47,362.00                | 78,874.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Floyd            | 96,560          | 16.74                    | 26.63        | Hourly           | 40                        | 1                              |
| <b>C</b> | Bryan            | 36,230          | 14.00                    | 19.00        | Hourly           | 40                        | 1                              |
|          | Hart             | 25,553          | 16.82                    | 25.60        | Hourly           | 40                        | 1                              |
|          | Lee              | 29,337          | 14.98                    | 23.22        | Hourly           | 40                        | 1                              |
|          | Lumpkin          | 31,445          | 14.41                    | 23.05        | Hourly           | 40                        | 1                              |
|          | Madison          | 28,824          | 12.35                    | 12.88        | Hourly           | 40                        | 1                              |
|          | Peach            | 26,655          | 33,396.00                | 52,702.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Banks            | 18,397          | 33,767.00                | 45,110.00    | Annual           | 40                        | 1                              |
|          | Cook             | 17,167          | 36,401.34                | 36,401.34    | Annual           | 35                        | 1                              |
| <b>E</b> | Bacon            | 11,372          | 22,495.00                | 24,450.00    | Annual           | 40                        | 1                              |
|          | Lanier           | 10,399          | 8.00                     | 9.79         | Hourly           | 40                        | 1                              |
|          | Macon            | 13,450          | 18.41                    | 18.41        | Hourly           | 40                        | 1                              |

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

## ◆ Assistant County Clerk

| Group | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| F     | Clinch       | 6,829           | 10.91                    | 19.15        | Hourly           | 35                        | 1                              |
|       | Irwin        | 9,422           | 13.50                    | 13.50        | Hourly           | 40                        | 1                              |
|       | Turner       | 8,030           | 12.82                    | 19.44        | Hourly           | 40                        | 1                              |
|       | Twiggs       | 8,171           | 9.03                     | 21.56        | Hourly           | 40                        | 1                              |

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

## ◆ Assistant County Manager

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 10               | 113,402                    | 140,482       | 152,673        | 238,819        | 13                            |
| <b>B</b>         | 4                | 84,906                     | 115,000       | 116,701        | 140,733        | 4                             |
| <b>C</b>         | 2                | 59,446                     | 65,000        | 92,154         | 94,307         | 0                             |
| <b>E</b>         | 2                | 45,604                     | 56,784        | 46,228         | 56,784         | 2                             |
| <b>F</b>         | 1                | 38,612                     | 38,612        | 58,752         | 58,752         | 1                             |
| <b>Total/Avg</b> | <b>19</b>        | <b>68,394</b>              | <b>83,176</b> | <b>93,301</b>  | <b>117,879</b> | <b>20</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 106,550.00               | 111,104.00   | Annual           | 40                        | 2                              |
|          | Augusta/Richmond | 201,647         | 92,310.00                | 153,510.00   | Annual           | 37.5                      | 1                              |
|          | Chatham          | 289,082         | 108,609.00               | 179,205.00   | Annual           | 40                        | 2                              |
|          | Columbia         | 147,450         | 97,354.00                | 146,030.00   | Annual           | 40                        | 2                              |
|          | Forsyth          | 221,009         | 125,817.00               | 125,817.00   | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 90,976.00                | 136,464.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 140,482.00               | 238,819.00   | Annual           | 40                        | 1                              |
|          | Hall             | 196,637         | 135,975.32               | 135,975.32   | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 140,000.00               | 140,000.00   | Annual           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 95,950.00                | 159,806.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Dougherty        | 90,017          | 70,472.00                | 104,592.00   | Annual           | 40                        | 1                              |
|          | Floyd            | 96,560          | 115,000.00               | 115,000.00   | Annual           | 40                        | 1                              |
|          | Liberty          | 62,570          | 41.29                    | 67.66        | Hourly           | 40                        | 1                              |
|          | Spalding         | 64,806          | 68,270.00                | 106,478.00   | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan            | 36,230          | 65,000.00                | 90,000.00    | Annual           | 50                        | 0                              |
|          | Polk             | 41,776          | 25.91                    | 45.34        | Hourly           | 40                        | 0                              |
| <b>E</b> | Crawford         | 12,322          | 16.55                    | 17.15        | Hourly           | 40                        | 1                              |
|          | Macon            | 13,450          | 27.30                    | 27.30        | Hourly           | 40                        | 1                              |
| <b>F</b> | Taylor           | 8,232           | 38,612.00                | 58,752.00    | Annual           | 40                        | 1                              |

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

## ◆ Assistant District Attorney

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 17               | 57,463                     | 109,548       | 91,193         | 169,799        | 144                           |
| <b>B</b>         | 8                | 49,685                     | 61,232        | 74,007         | 102,863        | 47                            |
| <b>C</b>         | 4                | 37,235                     | 61,880        | 37,985         | 64,355         | 9                             |
| <b>D</b>         | 2                | 26,312                     | 50,496        | 35,329         | 68,530         | 2                             |
| <b>Total/Avg</b> | <b>31</b>        | <b>42,674</b>              | <b>70,789</b> | <b>59,628</b>  | <b>101,387</b> | <b>202</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 53,631.00                | 85,809.00    | Annual           | 40                        | 3                              |
|          | Augusta/Richmond  | 201,647         | 50,994.23                | 89,608.24    | Annual           | 37.5                      | 12                             |
|          | Chatham           | 289,082         | 47,838.00                | 101,344.00   | Annual           | 40                        | 30                             |
|          | Cherokee          | 241,689         | 54,500.00                | 70,582.00    | Annual           | 40                        | 9                              |
|          | Clayton           | 279,462         | 56,115.00                | 98,142.00    | Annual           | 40                        | 8                              |
|          | Columbus/Muscogee | 197,485         | 51,135.00                | 77,808.00    | Annual           | 40                        | 13                             |
|          | DeKalb            | 740,321         | 109,548.00               | 169,799.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 52,488.59                | 107,412.45   | Annual           | 40                        | 9                              |
|          | Forsyth           | 221,009         | 59,949.00                | 92,921.00    | Annual           | 40                        | 2                              |
|          | Fulton            | 1,023,336       | 61,318.00                | 91,976.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 53,991.00                | 95,023.00    | Annual           | 40                        | 18                             |
|          | Hall              | 196,637         | 52,000.00                | 88,204.00    | Annual           | 40                        | 7                              |
|          | Henry             | 221,768         | 61,002.03                | 104,462.14   | Annual           | 40                        | 3                              |
|          | Houston           | 152,122         | 26.19                    | 55.22        | Hourly           | 40                        | 4                              |
|          | Macon-Bibb        | 152,760         | 56,888.00                | 61,339.00    | Annual           | 40                        | 12                             |
|          | Newton            | 106,999         | 57,000.00                | 57,000.00    | Annual           | 40                        | 5                              |
|          | Paulding          | 155,825         | 44,000.00                | 44,000.00    | Annual           | 40                        | 7                              |
| <b>B</b> | Barrow            | 77,126          | 47,626.00                | 71,438.00    | Annual           | 40                        | 5                              |
|          | Dougherty         | 90,017          | 45,427.00                | 74,332.00    | Annual           | 40                        | 12                             |
|          | Floyd             | 96,560          | 61,232.00                | 102,863.00   | Annual           | 40                        | 11                             |
|          | Jackson           | 64,615          | 50,825.00                | 71,155.00    | Annual           | 40                        | 3                              |
|          | Liberty           | 62,570          | 23.56                    | 24.15        | Hourly           | 40                        | 2                              |
|          | Rockdale          | 89,355          | 48,110.40                | 78,340.08    | Annual           | 40                        | 2                              |
|          | Walker            | 67,896          | 45,778.93                | 64,456.08    | Annual           | 40                        | 7                              |
|          | Walton            | 90,184          | 49,479.00                | 79,241.00    | Annual           | 40                        | 5                              |

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

## ◆ Assistant District Attorney

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b> | Harris       | 33,652             | 949.60                         | 1,472.06        | Annual              | 40                              | 2                                    |
|          | Jones        | 28,623             | 29.75                          | 30.94           | Hourly              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 19.55                          | 19.55           | Hourly              | 40                              | 1                                    |
|          | Ware         | 35,738             | 21.85                          | 21.85           | Hourly              | 40                              | 5                                    |
| <b>D</b> | Banks        | 18,397             | 50,496.00                      | 68,530.00       | Annual              | 40                              | 1                                    |
|          | Greene       | 17,003             | 2,127.20                       | 2,127.20        | Annual              | 40                              | 1                                    |

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

## ◆ Automotive Mechanic (Administrative)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 33,736                     | 36,669        | 55,011         | 69,222        | 63                            |
| <b>B</b>         | 3                | 36,915                     | 44,046        | 55,221         | 65,143        | 7                             |
| <b>C</b>         | 5                | 37,299                     | 56,867        | 54,218         | 69,430        | 10                            |
| <b>D</b>         | 2                | 43,183                     | 47,403        | 66,118         | 71,843        | 2                             |
| <b>E</b>         | 1                | 25,000                     | 25,000        | 32,000         | 32,000        | 2                             |
| <b>F</b>         | 2                | 22,485                     | 24,170        | 31,314         | 36,629        | 2                             |
| <b>Total/Avg</b> | <b>22</b>        | <b>33,103</b>              | <b>39,026</b> | <b>48,980</b>  | <b>57,378</b> | <b>86</b>                     |

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

### Population Group Data

| Group    | Jurisdiction          | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke         | 124,707         | 31,929.00                | 51,087.00    | Annual           | 40                        | 4                              |
|          | DeKalb                | 740,321         | 36,555.00                | 56,660.00    | Annual           | 40                        | 22                             |
|          | Douglas               | 142,224         | 16.26                    | 33.28        | Hourly           | 40                        | 8                              |
|          | Forsyth               | 221,009         | 32,918.00                | 51,023.00    | Annual           | 40                        | 3                              |
|          | Fulton                | 1,023,336       | 36,669.00                | 55,003.00    | Annual           | 40                        | 4                              |
|          | Gwinnett              | 907,135         | 15.78                    | 25.25        | Hourly           | 40                        | 4                              |
|          | Hall                  | 196,637         | 14.55                    | 26.50        | Hourly           | 40                        | 7                              |
|          | Henry                 | 221,768         | 32,204.02                | 48,306.20    | Annual           | 40                        | 10                             |
|          | Paulding              | 155,825         | 17.52                    | 27.00        | Hourly           | 40                        | 1                              |
| <b>B</b> | Camden                | 53,008          | 14.08                    | 19.71        | Hourly           | 40                        | 5                              |
|          | Floyd                 | 96,560          | 37,414.00                | 59,522.00    | Annual           | 40                        | 1                              |
|          | Gordon                | 56,904          | 44,046.00                | 65,143.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan                 | 36,230          | 32,000.00                | 45,000.00    | Annual           | 40                        | 1                              |
|          | Habersham             | 44,246          | 49,330.00                | 68,591.00    | Annual           | 40                        | 1                              |
|          | Harris                | 33,652          | 13.22                    | 33.38        | Hourly           | 40                        | 4                              |
|          | Thomas                | 45,248          | 56,867.00                | 56,867.00    | Annual           | 40                        | 1                              |
|          | Ware                  | 35,738          | 10.00                    | 15.00        | Hourly           | 40                        | 3                              |
| <b>D</b> | Burke                 | 22,688          | 22.79                    | 34.54        | Hourly           | 40                        | 1                              |
|          | Dawson                | 23,604          | 38,962.00                | 60,392.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Cusseta-Chattahoochee | 10,922          | 25,000.00                | 32,000.00    | Annual           | 40                        | 2                              |
| <b>F</b> | Atkinson              | 8,273           | 10.00                    | 12.50        | Hourly           | 40                        | 1                              |
|          | Turner                | 8,030           | 11.62                    | 17.61        | Hourly           | 40                        | 1                              |

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

## ◆ Budget Analyst

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 13               | 48,619                     | 56,504        | 75,583         | 92,269        | 55                            |
| <b>B</b>         | 5                | 43,246                     | 50,245        | 66,231         | 75,368        | 6                             |
| <b>C</b>         | 2                | 38,142                     | 38,303        | 58,155         | 60,768        | 2                             |
| <b>D</b>         | 1                | 52,788                     | 52,788        | 81,822         | 81,822        | 1                             |
| <b>Total/Avg</b> | <b>21</b>        | <b>45,699</b>              | <b>49,460</b> | <b>70,448</b>  | <b>77,557</b> | <b>64</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 44,462.00                | 71,139.00    | Annual           | 40                        | 3                              |
|          | Augusta/Richmond  | 201,647         | 35,301.14                | 56,175.82    | Annual           | 37.5                      | 1                              |
|          | Carroll           | 116,261         | 50,699.23                | 82,857.41    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 56,115.00                | 80,851.00    | Annual           | 40                        | 2                              |
|          | Columbus/Muscogee | 197,485         | 39,946.00                | 60,783.00    | Annual           | 40                        | 2                              |
|          | DeKalb            | 740,321         | 56,504.00                | 87,581.00    | Annual           | 40                        | 4                              |
|          | Fayette           | 111,627         | 51,925.41                | 79,010.65    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 42,115.00                | 65,278.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 50,939.00                | 76,408.00    | Annual           | 40                        | 4                              |
|          | Gwinnett          | 907,135         | 48,410.00                | 79,876.00    | Annual           | 40                        | 32                             |
|          | Hall              | 196,637         | 49,312.00                | 73,968.00    | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 50,922.71                | 76,384.06    | Annual           | 40                        | 2                              |
|          | Macon-Bibb        | 152,760         | 55,390.00                | 92,269.00    | Annual           | 40                        | 1                              |
|          | <b>B</b>          | Barrow          | 77,126                   | 50,245.00    | 75,368.00        | Annual                    | 40                             |
| Glynn    |                   | 84,502          | 20.37                    | 32.59        | Annual           | 40                        | 2                              |
| Jackson  |                   | 64,615          | 36,976.00                | 51,767.00    | Annual           | 40                        | 1                              |
| Liberty  |                   | 62,570          | 21.73                    | 35.61        | Hourly           | 40                        | 1                              |
| Walton   |                   | 90,184          | 41,443.00                | 62,164.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Lumpkin           | 31,445          | 37,980.00                | 60,768.00    | Annual           | 40                        | 1                              |
|          | Oconee            | 36,838          | 38,303.00                | 55,541.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Dawson            | 23,604          | 52,788.00                | 81,822.00    | Annual           | 40                        | 1                              |

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

## ◆ Building Inspector

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 21               | 37,009                     | 42,803        | 58,502         | 75,203        | 85                            |
| <b>B</b>         | 11               | 35,677                     | 50,045        | 52,880         | 63,856        | 25                            |
| <b>C</b>         | 18               | 34,431                     | 51,958        | 48,728         | 83,054        | 25                            |
| <b>D</b>         | 17               | 38,038                     | 52,580        | 46,699         | 62,024        | 16                            |
| <b>E</b>         | 1                | 34,570                     | 34,570        | 34,570         | 34,570        | 1                             |
| <b>Total/Avg</b> | <b>68</b>        | <b>35,945</b>              | <b>46,391</b> | <b>48,276</b>  | <b>63,741</b> | <b>152</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 35,293.00                | 56,469.00    | Annual           | 40                        | 2                              |
|          | Augusta/Richmond  | 201,647         | 37,132.25                | 65,435.88    | Annual           | 37.5                      | 7                              |
|          | Bartow            | 103,807         | 17.13                    | 23.99        | Hourly           | 40                        | 2                              |
|          | Carroll           | 116,261         | 14.63                    | 23.88        | Hourly           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 38,198.00                | 45,888.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 37,708.00                | 59,711.00    | Annual           | 40                        | 3                              |
|          | Columbia          | 147,450         | 16.80                    | 25.20        | Hourly           | 40                        | 13                             |
|          | Columbus/Muscogee | 197,485         | 38,021.00                | 57,854.00    | Annual           | 40                        | 2                              |
|          | Coweta            | 140,526         | 19.33                    | 29.96        | Hourly           | 40                        | 3                              |
|          | DeKalb            | 740,321         | 41,343.00                | 64,081.00    | Annual           | 40                        | 5                              |
|          | Douglas           | 142,224         | 16.26                    | 33.28        | Hourly           | 40                        | 1                              |
|          | Fayette           | 111,627         | 42,617.60                | 75,203.47    | Annual           | 40                        | 3                              |
|          | Forsyth           | 221,009         | 35,545.00                | 55,095.00    | Annual           | 40                        | 17                             |
|          | Fulton            | 1,023,336       | 42,803.00                | 64,204.00    | Annual           | 40                        | 4                              |
|          | Gwinnett          | 907,135         | 19.18                    | 30.69        | Hourly           | 40                        | 4                              |
|          | Hall              | 196,637         | 15.28                    | 25.27        | Hourly           | 40                        | 4                              |
|          | Henry             | 221,768         | 36,523.76                | 54,785.54    | Annual           | 40                        | 4                              |
|          | Houston           | 152,122         | 17.74                    | 28.34        | Hourly           | 40                        | 2                              |
|          | Macon-Bibb        | 152,760         | 42,099.00                | 70,117.00    | Annual           | 40                        | 2                              |
|          | Newton            | 106,999         | 33,218.00                | 49,858.00    | Annual           | 40                        | 2                              |
| Paulding | 155,825           | 15.90           | 24.50                    | Hourly       | 40               | 3                         |                                |
| <b>B</b> | Camden            | 53,008          | 37,200.00                | 55,800.00    | Annual           | 40                        | 1                              |
|          | Catoosa           | 66,398          | 15.45                    | 15.45        | Hourly           | 40                        | 1                              |

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

## ◆ Building Inspector

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Dougherty    | 90,017             | 17,121.00                      | 50,311.00       | Annual              | 40                              | 8                                    |
|          | Effingham    | 58,712             | 44,565.92                      | 62,392.28       | Annual              | 40                              | 3                                    |
|          | Glynn        | 84,502             | 15.78                          | 25.25           | Hourly              | 40                              | 5                                    |
|          | Gordon       | 56,904             | 18.57                          | 26.40           | Hourly              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 18.74                          | 30.70           | Hourly              | 40                              | 1                                    |
|          | Rockdale     | 89,355             | 16.50                          | 26.85           | Hourly              | 40                              | 1                                    |
|          | Spalding     | 64,806             | 15.33                          | 23.91           | Hourly              | 40                              | 0                                    |
|          | Walker       | 67,896             | 24.06                          | 24.06           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 34,746.00                      | 54,128.00       | Annual              | 40                              | 3                                    |
| <b>C</b> | Bryan        | 36,230             | 17.50                          | 21.50           | Hourly              | 40                              | 2                                    |
|          | Coffee       | 43,012             | 14.12                          | 18.83           | Hourly              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 17.34                          | 24.12           | Hourly              | 40                              | 2                                    |
|          | Haralson     | 29,042             | 13.50                          | 16.21           | Hourly              | 40                              | 1                                    |
|          | Harris       | 33,652             | 19.53                          | 30.28           | Hourly              | 40                              | 1                                    |
|          | Jones        | 28,623             | 16.00                          | 16.87           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 14.27                          | 22.12           | Hourly              | 40                              | 2                                    |
|          | Lumpkin      | 31,445             | 16.22                          | 25.96           | Hourly              | 40                              | 2                                    |
|          | Madison      | 28,824             | 17.31                          | 22.12           | Hourly              | 40                              | 1                                    |
|          | Murray       | 39,315             | 24.98                          | 39.93           | Hourly              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 34,969.00                      | 50,705.00       | Annual              | 40                              | 2                                    |
|          | Pickens      | 30,832             | 15.71                          | 15.71           | Hourly              | 40                              | 1                                    |
|          | Polk         | 41,776             | 17.40                          | 30.45           | Hourly              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 12.89                          | 23.89           | Hourly              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 28,288.00                      | 28,288.00       | Annual              | 40                              | 2                                    |
|          | Ware         | 35,738             | 17.00                          | 19.00           | Hourly              | 40                              | 1                                    |
|          | Wayne        | 30,104             | 34,143.63                      | 60,250.21       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 17.36                          | 27.75           | Hourly              | 40                              | 2                                    |
| <b>D</b> | Banks        | 18,397             | 45,850.00                      | 62,024.00       | Annual              | 40                              | 1                                    |
|          | Ben Hill     | 17,243             | 19,011.20                      | 19,011.20       | Annual              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 35,000.00                      | 47,000.00       | Annual              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 36,128.60                      | 48,294.25       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,688             | 15.61                          | 23.65           | Hourly              | 40                              | 1                                    |
|          | Cook         | 17,167             | 47,488.00                      | 51,022.40       | Annual              | 40                              | 0                                    |
|          | Crisp        | 22,721             | 52,580.00                      | 52,580.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 18.15                          | 28.14           | Hourly              | 40                              | 2                                    |
|          | Dodge        | 20,563             | 12.00                          | 18.65           | Hourly              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 23.05                          | 23.05           | Hourly              | 40                              | 1                                    |
|          | Fannin       | 24,900             | 16.00                          | 20.39           | Hourly              | 40                              | 1                                    |
|          | Greene       | 17,003             | 15.15                          | 23.67           | Hourly              | 40                              | 0                                    |

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

## ◆ Building Inspector

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Meriwether   | 21,074          | 45,000.00                | 55,000.00    | Annual           | 40                        | 1                              |
|          | Mitchell     | 22,459          | 50,026.00                | 50,026.00    | Annual           | 40                        | 1                              |
|          | Morgan       | 18,170          | 11.99                    | 19.29        | Hourly           | 40                        | 1                              |
|          | Putnam       | 21,477          | 18.37                    | 18.37        | Hourly           | 40                        | 1                              |
|          | Union        | 22,928          | 21.39                    | 21.39        | Hourly           | 40                        | 1                              |
| <b>E</b> | McIntosh     | 13,927          | 16.62                    | 16.62        | Hourly           | 40                        | 1                              |

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

## ◆ Building Inspector Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 62,102                     | 98,487        | 93,917         | 148,102       | 24                            |
| <b>B</b>         | 7                | 50,616                     | 66,635        | 73,559         | 104,645       | 7                             |
| <b>C</b>         | 5                | 40,672                     | 65,000        | 55,459         | 100,421       | 4                             |
| <b>D</b>         | 5                | 48,466                     | 59,000        | 64,604         | 75,967        | 5                             |
| <b>E</b>         | 3                | 45,330                     | 56,035        | 45,330         | 56,035        | 3                             |
| <b>F</b>         | 1                | 28,000                     | 28,000        | 31,476         | 31,476        | 1                             |
| <b>Total/Avg</b> | <b>37</b>        | <b>45,864</b>              | <b>62,193</b> | <b>60,724</b>  | <b>86,108</b> | <b>44</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 70,438.00                | 112,701.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 72,802.04                | 108,948.06   | Annual           | 37.5                      | 1                              |
|          | Carroll          | 116,261         | 17.74                    | 28.97        | Hourly           | 40                        | 1                              |
|          | Chatham          | 289,082         | 89,759.00                | 148,102.00   | Annual           | 40                        | 1                              |
|          | Cherokee         | 241,689         | 54,666.00                | 84,733.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 48,344.00                | 76,552.00    | Annual           | 40                        | 1                              |
|          | Columbia         | 147,450         | 53,726.00                | 67,142.00    | Annual           | 40                        | 1                              |
|          | Coweta           | 140,526         | 45,168.00                | 70,010.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 44,534.00                | 69,028.00    | Annual           | 40                        | 6                              |
|          | Fayette          | 111,627         | 69,833.90                | 106,260.52   | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 48,544.00                | 75,243.00    | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 98,487.00                | 147,731.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 82,707.00                | 140,602.00   | Annual           | 40                        | 4                              |
|          | Hall             | 196,637         | 65,878.80                | 65,878.80    | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 69,641.52                | 104,462.14   | Annual           | 40                        | 1                              |
|          | Paulding         | 155,825         | 20.29                    | 31.26        | Hourly           | 40                        | 1                              |
| <b>B</b> | Catoosa          | 66,398          | 43,709.00                | 43,709.00    | Annual           | 40                        | 1                              |
|          | Dougherty        | 90,017          | 32,284.00                | 47,915.00    | Annual           | 40                        | 1                              |
|          | Effingham        | 58,712          | 49,133.92                | 68,787.49    | Annual           | 40                        | 1                              |
|          | Glynn            | 84,502          | 24.95                    | 39.92        | Annual           | 40                        | 1                              |
|          | Gordon           | 56,904          | 66,635.00                | 96,622.00    | Annual           | 40                        | 1                              |
|          | Liberty          | 62,570          | 30.70                    | 50.31        | Hourly           | 40                        | 1                              |

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

## ◆ Building Inspector Director

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b> | Walton       | 90,184             | 46,800.00                      | 70,201.00       | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 65,000.00                      | 85,000.00       | Annual              | 40                              | 0                                    |
|          | Harris       | 33,652             | 1,047.20                       | 1,622.95        | Annual              | 40                              | 1                                    |
|          | Jones        | 28,623             | 25.50                          | 27.03           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 1                                    |
| <b>D</b> | Madison      | 28,824             | 16.11                          | 16.36           | Hourly              | 40                              | 1                                    |
|          | Burke        | 22,688             | 22.79                          | 34.54           | Hourly              | 40                              | 1                                    |
|          | Fannin       | 24,900             | 16.00                          | 26.87           | Hourly              | 40                              | 1                                    |
|          | Meriwether   | 21,074             | 25.00                          | 29.00           | Hourly              | 40                              | 1                                    |
|          | Morgan       | 18,170             | 50,645.00                      | 75,967.00       | Annual              | 40                              | 1                                    |
| <b>E</b> | Union        | 22,928             | 59,000.00                      | 59,000.00       | Annual              | 40                              | 1                                    |
|          | Dooly        | 13,763             | 56,035.00                      | 56,035.00       | Annual              | 40                              | 1                                    |
|          | Macon        | 13,450             | 16.81                          | 16.81           | Hourly              | 40                              | 1                                    |
| <b>F</b> | McIntosh     | 13,927             | 21.63                          | 21.63           | Hourly              | 40                              | 1                                    |
|          | Atkinson     | 8,273              | 28,000.00                      | 31,476.00       | Annual              | 40                              | 1                                    |

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

## ◆ Cashier/Customer Service Representative

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 16               | 28,745                     | 32,219        | 47,525         | 65,936        | 125                           |
| <b>B</b>         | 5                | 24,623                     | 27,310        | 40,086         | 48,090        | 19                            |
| <b>C</b>         | 6                | 24,555                     | 28,265        | 36,533         | 44,762        | 19                            |
| <b>D</b>         | 3                | 23,580                     | 24,981        | 27,872         | 37,856        | 6                             |
| <b>E</b>         | 4                | 22,352                     | 27,019        | 25,278         | 27,019        | 4                             |
| <b>F</b>         | 3                | 26,714                     | 36,462        | 28,673         | 36,462        | 4                             |
| <b>Total/Avg</b> | <b>37</b>        | <b>25,095</b>              | <b>29,376</b> | <b>34,328</b>  | <b>43,354</b> | <b>177</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 30,414.00                | 48,663.00    | Annual           | 40                        | 4                              |
|          | Augusta/Richmond  | 201,647         | 24,379.70                | 62,189.58    | Annual           | 37.5                      | 8                              |
|          | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 3                              |
|          | Chatham           | 289,082         | 25,877.00                | 42,697.00    | Annual           | 40                        | 3                              |
|          | Clayton           | 279,462         | 30,911.00                | 48,948.00    | Annual           | 40                        | 2                              |
|          | Columbia          | 147,450         | 13.16                    | 19.74        | Hourly           | 40                        | 16                             |
|          | Columbus/Muscogee | 197,485         | 26,909.00                | 40,945.00    | Annual           | 40                        | 4                              |
|          | DeKalb            | 740,321         | 25,383.00                | 39,344.00    | Annual           | 40                        | 25                             |
|          | Douglas           | 142,224         | 15.49                    | 31.70        | Hourly           | 40                        | 1                              |
|          | Fayette           | 111,627         | 31,688.57                | 53,223.54    | Annual           | 40                        | 6                              |
|          | Forsyth           | 221,009         | 27,663.00                | 46,949.00    | Annual           | 40                        | 13                             |
|          | Fulton            | 1,023,336       | 31,709.00                | 47,563.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 15.30                    | 24.48        | Hourly           | 40                        | 24                             |
|          | Houston           | 152,122         | 15.15                    | 24.25        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 13.60                    | 20.50        | Hourly           | 40                        | 3                              |
| <b>B</b> | Paulding          | 155,825         | 12.46                    | 19.19        | Hourly           | 40                        | 11                             |
|          | Catoosa           | 66,398          | 13.13                    | 23.12        | Hourly           | 40                        | 3                              |
|          | Floyd             | 96,560          | 10.24                    | 16.76        | Hourly           | 40                        | 1                              |
|          | Glynn             | 84,502          | 12.51                    | 20.01        | Hourly           | 40                        | 2                              |
|          | Rockdale          | 89,355          | 11.76                    | 19.14        | Hourly           | 40                        | 9                              |
| <b>C</b> | Walton            | 90,184          | 24,031.00                | 36,046.00    | Annual           | 40                        | 4                              |
|          | Baldwin           | 45,144          | 25,602.00                | 38,805.00    | Annual           | 40                        | 4                              |

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

◆ Cashier/Customer Service Representative

| Group    | Jurisdiction          | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Harris                | 33,652          | 11.42                    | 21.52        | Hourly           | 40                        | 4                              |
|          | Jones                 | 28,623          | 9.35                     | 13.25        | Hourly           | 40                        | 2                              |
|          | Lee                   | 29,337          | 11.74                    | 18.20        | Hourly           | 40                        | 5                              |
|          | Oconee                | 36,838          | 28,265.00                | 40,973.00    | Annual           | 40                        | 1                              |
|          | Pickens               | 30,832          | 25,845.00                | 29,242.00    | Annual           | 40                        | 3                              |
| <b>D</b> | Burke                 | 22,688          | 12.01                    | 18.20        | Hourly           | 40                        | 4                              |
|          | Chattooga             | 24,824          | 11.50                    | 11.50        | Hourly           | 40                        | 1                              |
|          | Cook                  | 17,167          | 10.50                    | 10.50        | Hourly           | 40                        | 1                              |
| <b>E</b> | Bacon                 | 11,372          | 22,058.00                | 24,859.00    | Annual           | 40                        | 1                              |
|          | Charlton              | 12,497          | 11.65                    | 11.65        | Hourly           | 40                        | 1                              |
|          | Cusseta-Chattahoochee | 10,922          | 16,100.00                | 25,000.00    | Annual           | 40                        | 1                              |
|          | McIntosh              | 13,927          | 12.99                    | 12.99        | Hourly           | 40                        | 1                              |
| <b>F</b> | Lincoln               | 7,828           | 20,800.00                | 26,053.65    | Annual           | 40                        | 2                              |
|          | Schley                | 5,098           | 17.53                    | 17.53        | Hourly           | 40                        | 1                              |
|          | Talbot                | 6,171           | 11.00                    | 11.30        | Hourly           | 40                        | 1                              |

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

## ◆ Chief Appraiser

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 22               | 78,139                     | 116,771       | 111,320        | 169,799        | 22                            |
| <b>B</b>         | 14               | 63,664                     | 87,818        | 89,063         | 109,833        | 14                            |
| <b>C</b>         | 24               | 46,205                     | 62,711        | 68,029         | 100,421        | 26                            |
| <b>D</b>         | 24               | 49,270                     | 81,266        | 59,937         | 98,593         | 24                            |
| <b>E</b>         | 14               | 47,238                     | 69,347        | 52,134         | 69,347         | 14                            |
| <b>F</b>         | 19               | 36,451                     | 57,114        | 48,806         | 81,848         | 18                            |
| <b>Total/Avg</b> | <b>117</b>       | <b>53,495</b>              | <b>79,171</b> | <b>71,548</b>  | <b>104,974</b> | <b>118</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 76,550.00                | 122,480.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 30.99                    | 43.40        | Annual           | 40                        | 1                              |
|          | Carroll           | 116,261         | 50,699.23                | 82,857.41    | Annual           | 40                        | 1                              |
|          | Chatham           | 289,082         | 104,216.00               | 104,216.00   | Annual           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 69,769.00                | 108,143.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 79,459.00                | 125,822.00   | Annual           | 40                        | 1                              |
|          | Columbia          | 147,450         | 65,000.00                | 97,489.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 75,910.00                | 115,506.00   | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 67,916.00                | 105,270.00   | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 109,548.00               | 169,799.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 89,756.00                | 89,756.00    | Annual           | 40                        | 1                              |
|          | Fayette           | 111,627         | 77,083.56                | 117,291.75   | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 71,354.00                | 114,168.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 88,383.00                | 150,235.00   | Annual           | 40                        | 1                              |
|          | Hall              | 196,637         | 94,415.62                | 94,415.62    | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 73,961.00                | 110,941.61   | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 31.89                    | 51.04        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 33.09                    | 49.85        | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 116,771.00               | 116,771.00   | Annual           | 40                        | 1                              |
| Newton   | 106,999           | 56,597.00       | 85,010.00                | Annual       | 40               | 1                         |                                |
| Paulding | 155,825           | 69,939.00       | 95,426.00                | Annual       | 40               | 1                         |                                |

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

## ◆ Chief Appraiser

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>B</b> | Barrow       | 77,126             | 65,312.00                      | 97,968.00       | Annual              | 40                              | 1                                    |
|          | Camden       | 53,008             | 53,600.00                      | 93,900.00       | Annual              | 40                              | 1                                    |
|          | Catoosa      | 66,398             | 67,756.00                      | 67,756.00       | Annual              | 40                              | 1                                    |
|          | Dougherty    | 90,017             | 60,876.00                      | 90,351.00       | Annual              | 40                              | 1                                    |
|          | Effingham    | 58,712             | 62,708.73                      | 87,792.22       | Annual              | 40                              | 1                                    |
|          | Floyd        | 96,560             | 50,306.00                      | 80,055.00       | Annual              | 40                              | 1                                    |
|          | Glynn        | 84,502             | 42.22                          | 42.22           | Annual              | 40                              | 1                                    |
|          | Gordon       | 56,904             | 62,685.00                      | 90,892.00       | Annual              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 64,072.00                      | 96,108.00       | Annual              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 30.70                          | 50.31           | Hourly              | 40                              | 1                                    |
|          | Rockdale     | 89,355             | 67,496.00                      | 109,833.36      | Annual              | 40                              | 1                                    |
|          | Spalding     | 64,806             | 55,132.00                      | 85,987.00       | Annual              | 40                              | 1                                    |
|          | Walker       | 67,896             | 71,500.00                      | 71,500.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 90,184             | 58,185.00                      | 82,278.00       | Annual              | 40                              | 1                                    |
| <b>C</b> | Baldwin      | 45,144             | 62,279.00                      | 94,394.00       | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 15.00                          | 21.00           | Hourly              | 40                              | 1                                    |
|          | Coffee       | 43,012             | 41,230.83                      | 51,612.35       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 52,020.00                      | 52,020.00       | Annual              | 40                              | 1                                    |
|          | Decatur      | 26,822             | 23.66                          | 23.66           | Hourly              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 39,678.00                      | 88,173.00       | Annual              | 40                              | 2                                    |
|          | Haralson     | 29,042             | 18.00                          | 22.25           | Hourly              | 40                              | 1                                    |
|          | Harris       | 33,652             | 1,047.20                       | 1,622.95        | Annual              | 40                              | 1                                    |
|          | Hart         | 25,553             | 25.94                          | 39.46           | Annual              | 40                              | 1                                    |
|          | Jones        | 28,623             | 22.75                          | 23.98           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 2                                    |
|          | Lumpkin      | 31,445             | 54,181.00                      | 89,399.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 28,824             | 20.85                          | 30.01           | Hourly              | 40                              | 1                                    |
|          | Murray       | 39,315             | 24.98                          | 39.93           | Annual              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 59,972.00                      | 86,959.00       | Annual              | 40                              | 1                                    |
|          | Peach        | 26,655             | 54,566.00                      | 86,142.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 45,607.02                      | 71,131.39       | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 21.23                          | 37.17           | Hourly              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 46,146.49                      | 85,553.01       | Annual              | 40                              | 1                                    |
|          | Tattnall     | 25,092             | 33,902.00                      | 55,000.00       | Annual              | 40                              | 1                                    |
| Thomas   | 45,248       | 62,711.00          | 62,711.00                      | Annual          | 40                  | 1                               |                                      |
| Ware     | 35,738       | 22.57              | 22.57                          | Annual          | 40                  | 1                               |                                      |
| Wayne    | 30,104       | 48,244.05          | 85,131.97                      | Annual          | 40                  | 1                               |                                      |
| White    | 28,884       | 51,019.00          | 81,562.00                      | Annual          | 40                  | 1                               |                                      |
| <b>D</b> | Banks        | 18,397             | 50,496.00                      | 68,530.00       | Annual              | 40                              | 1                                    |

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

## ◆ Chief Appraiser

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Ben Hill     | 17,243             | 51,893.00                      | 51,893.00       | Annual              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 32,240.52                      | 43,066.13       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,688             | 22.79                          | 34.54           | Hourly              | 40                              | 1                                    |
|          | Cook         | 17,167             | 70,636.02                      | 70,636.02       | Annual              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 52,000.00                      | 52,000.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 63,609.00                      | 98,593.00       | Annual              | 40                              | 1                                    |
|          | Dodge        | 20,563             | 15.00                          | 21.25           | Hourly              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 31.25                          | 31.25           | Hourly              | 40                              | 1                                    |
|          | Emanuel      | 22,635             | 24.19                          | 24.19           | Hourly              | 40                              | 1                                    |
|          | Fannin       | 24,900             | 19.00                          | 28.39           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 22,320             | 50,128.00                      | 50,128.00       | Annual              | 40                              | 1                                    |
|          | Greene       | 17,003             | 24.17                          | 37.36           | Hourly              | 40                              | 1                                    |
|          | Jefferson    | 15,916             | 41,951.00                      | 63,834.00       | Annual              | 40                              | 1                                    |
|          | Lamar        | 18,469             | 56,398.68                      | 56,398.68       | Annual              | 40                              | 1                                    |
|          | Meriwether   | 21,074             | 45,000.00                      | 55,000.00       | Annual              | 40                              | 1                                    |
|          | Mitchell     | 22,459             | 60,674.00                      | 60,674.00       | Annual              | 40                              | 1                                    |
|          | Morgan       | 18,170             | 50,645.00                      | 75,967.00       | Annual              | 40                              | 1                                    |
|          | Pierce       | 19,171             | 45,760.00                      | 51,680.00       | Annual              | 40                              | 1                                    |
|          | Putnam       | 21,477             | 39.07                          | 39.07           | Hourly              | 40                              | 1                                    |
|          | Rabun        | 16,559             | 52,963.00                      | 80,275.00       | Annual              | 40                              | 1                                    |
|          | Telfair      | 15,965             | 33,570.64                      | 50,881.89       | Annual              | 40                              | 1                                    |
|          | Union        | 22,928             | 57,700.00                      | 57,700.00       | Annual              | 40                              | 1                                    |
|          | Washington   | 20,457             | 1,840.00                       | 1,840.00        | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon        | 11,372             | 43,206.00                      | 44,286.00       | Annual              | 40                              | 1                                    |
|          | Bleckley     | 12,970             | 51,000.00                      | 51,000.00       | Annual              | 40                              | 1                                    |
|          | Candler      | 10,910             | 56,021.68                      | 56,021.68       | Annual              | 37.5                            | 1                                    |
|          | Charlton     | 12,497             | 49,980.00                      | 49,980.00       | Annual              | 40                              | 1                                    |
|          | Crawford     | 12,322             | 52,000.00                      | 65,000.00       | Annual              | 40                              | 1                                    |
|          | Dooly        | 13,763             | 62,599.00                      | 62,599.00       | Annual              | 40                              | 1                                    |
|          | Early        | 10,339             | 58,721.00                      | 58,721.00       | Annual              | 40                              | 1                                    |
|          | Evans        | 10,670             | 35,000.00                      | 45,000.00       | Annual              | 40                              | 1                                    |
|          | Heard        | 11,487             | 40,000.00                      | 51,000.00       | Annual              | 40                              | 1                                    |
|          | Jeff Davis   | 14,877             | 35,000.00                      | 45,000.00       | Annual              | 40                              | 1                                    |
|          | Lanier       | 10,399             | 12.00                          | 16.78           | Hourly              | 40                              | 1                                    |
|          | Macon        | 13,450             | 26.44                          | 26.44           | Hourly              | 40                              | 1                                    |
|          | McIntosh     | 13,927             | 33.34                          | 33.34           | Hourly              | 40                              | 1                                    |
|          | Screven      | 14,044             | 28,500.00                      | 42,025.00       | Annual              | 40                              | 1                                    |
| <b>F</b> | Atkinson     | 8,273              | 24,960.00                      | 39,676.00       | Annual              | 40                              | 1                                    |
|          | Clinch       | 6,829              | 14.95                          | 26.24           | Hourly              | 40                              | 1                                    |

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

## ◆ Chief Appraiser

| Group | Jurisdiction       | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|--------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Georgetown-Quitman | 2,335              | 15.00                          | 19.51           | Hourly              | 40                              | 1                                    |
|       | Glascock           | 3,006              | 11.18                          | 11.18           | Hourly              | 40                              | 0                                    |
|       | Irwin              | 9,422              | 45,000.00                      | 45,000.00       | Annual              | 40                              | 1                                    |
|       | Jenkins            | 8,849              | 35,000.00                      | 46,000.00       | Annual              | 40                              | 1                                    |
|       | Lincoln            | 7,828              | 57,113.80                      | 57,113.80       | Annual              | 40                              | 1                                    |
|       | Montgomery         | 9,060              | 44,000.00                      | 46,675.00       | Annual              | 40                              | 1                                    |
|       | Randolph           | 7,177              | 52,549.76                      | 52,549.76       | Annual              | 40                              | 1                                    |
|       | Seminole           | 8,468              | 30,000.00                      | 50,000.00       | Annual              | 40                              | 1                                    |
|       | Talbot             | 6,171              | 45,000.00                      | 45,000.00       | Annual              | 40                              | 1                                    |
|       | Taylor             | 8,232              | 36,153.00                      | 55,011.00       | Annual              | 40                              | 1                                    |
|       | Terrell            | 8,967              | 38,859.17                      | 40,635.11       | Annual              | 40                              | 1                                    |
|       | Treutlen           | 6,637              | 32,500.00                      | 40,000.00       | Annual              | 40                              | 1                                    |
|       | Turner             | 8,030              | 43,706.73                      | 66,244.82       | Annual              | 40                              | 1                                    |
|       | Twiggs             | 8,171              | 26,145.60                      | 60,000.00       | Annual              | 40                              | 1                                    |
|       | Warren             | 5,442              | 11.31                          | 19.78           | Hourly              | 40                              | 1                                    |
|       | Wilkes             | 9,805              | 25,000.00                      | 42,000.00       | Annual              | 40                              | 1                                    |
|       | Wilkinson          | 9,104              | 22.84                          | 39.35           | Hourly              | 40                              | 1                                    |

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

## ◆ Chief Deputy Tax Commissioner

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 58,372                     | 94,426        | 88,805         | 160,524       | 24                            |
| <b>B</b>         | 11               | 47,858                     | 66,140        | 64,729         | 95,921        | 11                            |
| <b>C</b>         | 12               | 32,200                     | 35,796        | 47,711         | 60,549        | 12                            |
| <b>D</b>         | 12               | 35,055                     | 47,840        | 44,286         | 64,119        | 11                            |
| <b>E</b>         | 10               | 29,147                     | 47,476        | 34,746         | 47,476        | 10                            |
| <b>F</b>         | 9                | 28,118                     | 36,000        | 34,915         | 50,657        | 9                             |
| <b>Total/Avg</b> | <b>72</b>        | <b>38,458</b>              | <b>54,613</b> | <b>52,532</b>  | <b>79,874</b> | <b>77</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 56,684.00                | 90,695.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 71,910.00                | 133,110.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 21.93                    | 30.71        | Hourly           | 40                        | 2                              |
|          | Carroll           | 116,261         | 16.05                    | 26.19        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 61,033.00                | 100,704.00   | Annual           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 69,620.00                | 69,620.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 68,454.00                | 108,397.00   | Annual           | 40                        | 1                              |
|          | Columbia          | 147,450         | 65,000.00                | 97,489.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 51,135.00                | 77,808.00    | Annual           | 40                        | 2                              |
|          | Coweta            | 140,526         | 60,445.00                | 93,689.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 62,888.00                | 97,476.00    | Annual           | 40                        | 5                              |
|          | Douglas           | 142,224         | 57,006.77                | 57,006.77    | Annual           | 40                        | 1                              |
|          | Fayette           | 111,627         | 57,315.93                | 87,212.97    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 67,553.00                | 108,084.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 94,426.00                | 160,524.00   | Annual           | 40                        | 1                              |
|          | Hall              | 196,637         | 46,963.00                | 70,445.00    | Annual           | 40                        | 1                              |
| Houston  | 152,122           | 21.55           | 34.48                    | Hourly       | 40               | 1                         |                                |
| Paulding | 155,825           | 17.52           | 27.00                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Catoosa           | 66,398          | 54,392.00                | 54,392.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 90,017          | 63,920.00                | 94,868.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 58,712          | 34,918.56                | 48,885.98    | Annual           | 40                        | 1                              |
|          | Floyd             | 96,560          | 66,140.00                | 66,140.00    | Annual           | 40                        | 1                              |

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

◆ Chief Deputy Tax Commissioner

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Glynn        | 84,502          | 18.40                    | 29.44        | Annual           | 40                        | 1                              |
|          | Gordon       | 56,904          | 15.53                    | 22.44        | Hourly           | 40                        | 1                              |
|          | Jackson      | 64,615          | 17.78                    | 24.89        | Hourly           | 40                        | 1                              |
|          | Liberty      | 62,570          | 22.83                    | 37.41        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 89,355          | 58,947.20                | 95,921.28    | Annual           | 40                        | 1                              |
|          | Spalding     | 64,806          | 37,952.00                | 59,192.00    | Annual           | 40                        | 1                              |
|          | Walker       | 67,896          | 55,120.00                | 55,120.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan        | 36,230          | 15.00                    | 25.00        | Hourly           | 40                        | 1                              |
|          | Coffee       | 43,012          | 12.81                    | 17.45        | Hourly           | 40                        | 1                              |
|          | Harris       | 33,652          | 16.87                    | 26.15        | Hourly           | 40                        | 1                              |
|          | Hart         | 25,553          | 14.54                    | 22.09        | Hourly           | 40                        | 1                              |
|          | Lee          | 29,337          | 15.73                    | 24.38        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 31,445          | 35,796.00                | 57,274.00    | Annual           | 40                        | 1                              |
|          | Madison      | 28,824          | 16.36                    | 16.36        | Hourly           | 40                        | 1                              |
|          | Murray       | 39,315          | 16.18                    | 25.87        | Hourly           | 40                        | 1                              |
|          | Pickens      | 30,832          | 27,832.64                | 42,350.66    | Annual           | 40                        | 1                              |
|          | Sumter       | 30,389          | 15.70                    | 29.11        | Hourly           | 40                        | 1                              |
|          | Ware         | 35,738          | 17.02                    | 17.02        | Hourly           | 40                        | 1                              |
|          | White        | 28,884          | 14.97                    | 23.93        | Hourly           | 40                        | 1                              |
| <b>D</b> | Banks        | 18,397          | 32,837.00                | 43,809.00    | Annual           | 40                        | 1                              |
|          | Brooks       | 15,687          | 14.15                    | 18.21        | Hourly           | 40                        | 1                              |
|          | Burke        | 22,688          | 15.01                    | 22.76        | Hourly           | 40                        | 0                              |
|          | Cook         | 17,167          | 12.63                    | 12.63        | Hourly           | 40                        | 1                              |
|          | Dawson       | 23,604          | 41,367.00                | 64,119.00    | Annual           | 40                        | 1                              |
|          | Franklin     | 22,320          | 47,840.00                | 47,840.00    | Annual           | 40                        | 1                              |
|          | Greene       | 17,003          | 18.05                    | 29.08        | Hourly           | 40                        | 1                              |
|          | Lamar        | 18,469          | 16.00                    | 16.00        | Hourly           | 40                        | 1                              |
|          | Putnam       | 21,477          | 20.08                    | 20.08        | Hourly           | 40                        | 1                              |
|          | Rabun        | 16,559          | 32,322.00                | 48,989.00    | Annual           | 40                        | 1                              |
|          | Telfair      | 15,965          | 24,961.65                | 37,833.50    | Annual           | 40                        | 1                              |
|          | Union        | 22,928          | 41,820.00                | 41,820.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Bacon        | 11,372          | 30,893.00                | 31,666.07    | Annual           | 40                        | 1                              |
|          | Bleckley     | 12,970          | 40,560.00                | 40,560.00    | Annual           | 40                        | 1                              |
|          | Candler      | 10,910          | 11.71                    | 12.39        | Hourly           | 40                        | 1                              |
|          | Charlton     | 12,497          | 47,476.00                | 47,476.00    | Annual           | 40                        | 1                              |
|          | Early        | 10,339          | 12.85                    | 18.64        | Hourly           | 40                        | 1                              |
|          | Evans        | 10,670          | 11.51                    | 16.11        | Hourly           | 40                        | 1                              |
|          | Heard        | 11,487          | 11.84                    | 14.31        | Hourly           | 40                        | 1                              |
|          | Jeff Davis   | 14,877          | 10.00                    | 12.52        | Hourly           | 40                        | 1                              |

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

## ◆ Chief Deputy Tax Commissioner

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Lanier       | 10,399             | 17,000.00                      | 38,812.80       | Annual              | 40                              | 1                                    |
|          | McIntosh     | 13,927             | 16.87                          | 16.87           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Atkinson     | 8,273              | 12.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Calhoun      | 6,324              | 25,000.00                      | 25,000.00       | Annual              | 40                              | 1                                    |
|          | Clinch       | 6,829              | 10.91                          | 19.15           | Hourly              | 35                              | 1                                    |
|          | Lincoln      | 7,828              | 31,788.18                      | 31,788.18       | Annual              | 40                              | 1                                    |
|          | Randolph     | 7,177              | 16.84                          | 16.84           | Hourly              | 40                              | 1                                    |
|          | Seminole     | 8,468              | 15.24                          | 15.24           | Hourly              | 40                              | 1                                    |
|          | Talbot       | 6,171              | 36,000.00                      | 50,657.00       | Annual              | 40                              | 1                                    |
|          | Taylor       | 8,232              | 22,063.00                      | 33,572.00       | Annual              | 40                              | 1                                    |
|          | Turner       | 8,030              | 12.82                          | 19.44           | Hourly              | 40                              | 1                                    |

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

## ◆ Chief Registrar

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 7                | 54,890                     | 95,039        | 86,687         | 147,311       | 5                             |
| <b>B</b>         | 2                | 32,155                     | 32,242        | 49,697         | 51,292        | 2                             |
| <b>C</b>         | 4                | 40,920                     | 46,134        | 45,819         | 61,194        | 4                             |
| <b>D</b>         | 11               | 30,751                     | 52,788        | 39,662         | 81,822        | 11                            |
| <b>E</b>         | 1                | 16,640                     | 16,640        | 25,480         | 25,480        | 1                             |
| <b>F</b>         | 8                | 19,494                     | 32,240        | 22,960         | 32,739        | 8                             |
| <b>Total/Avg</b> | <b>33</b>        | <b>32,475</b>              | <b>45,847</b> | <b>45,051</b>  | <b>66,640</b> | <b>31</b>                     |

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

### Population Group Data

| Group    | Jurisdiction  | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|---------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke | 124,707         | 65,855.00                | 105,367.00   | Annual           | 40                        | 1                              |
|          | Chatham       | 289,082         | 58,123.00                | 95,903.00    | Annual           | 40                        | 1                              |
|          | Clayton       | 279,462         | 41,649.00                | 65,950.00    | Annual           | 40                        | 1                              |
|          | Coweta        | 140,526         | 19.33                    | 29.96        | Hourly           | 40                        | 0                              |
|          | DeKalb        | 740,321         | 95,039.00                | 147,311.00   | Annual           | 40                        | 0                              |
|          | Henry         | 221,768         | 53,802.53                | 80,703.78    | Annual           | 40                        | 1                              |
|          | Macon-Bibb    | 152,760         | 29,557.00                | 49,254.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Floyd         | 96,560          | 32,242.00                | 51,292.00    | Annual           | 40                        | 1                              |
|          | Walton        | 90,184          | 32,067.00                | 48,101.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Colquitt      | 45,708          | 34,680.00                | 34,680.00    | Annual           | 40                        | 1                              |
|          | Haralson      | 29,042          | 20.00                    | 29.42        | Hourly           | 40                        | 1                              |
|          | Madison       | 28,824          | 19.84                    | 19.84        | Hourly           | 40                        | 1                              |
|          | Stephens      | 25,751          | 26,336.00                | 36,870.00    | Annual           | 40                        | 1                              |
|          | Ware          | 35,738          | 22.18                    | 22.18        | Hourly           | 40                        | 1                              |
|          | <b>D</b>      | Appling         | 18,428                   | 16.97        | 17.48            | Hourly                    | 40                             |
|          | Banks         | 18,397          | 33,767.00                | 45,110.00    | Annual           | 40                        | 1                              |
|          | Ben Hill      | 17,243          | 30,000.00                | 30,000.00    | Annual           | 40                        | 1                              |
|          | Berrien       | 18,993          | 27,000.00                | 35,000.00    | Annual           | 40                        | 1                              |
|          | Burke         | 22,688          | 22.79                    | 34.54        | Hourly           | 40                        | 1                              |
|          | Dawson        | 23,604          | 52,788.00                | 81,822.00    | Annual           | 40                        | 1                              |
|          | Dodge         | 20,563          | 8.50                     | 14.50        | Hourly           | 40                        | 1                              |
|          | Lamar         | 18,469          | 37,080.00                | 37,080.00    | Annual           | 40                        | 1                              |

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

## ◆ Chief Registrar

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Telfair      | 15,965             | 22,614.02                      | 34,275.31       | Annual              | 40                              | 1                                    |
|          | Union        | 22,928             | 33,164.00                      | 33,164.00       | Annual              | 40                              | 1                                    |
|          | Washington   | 20,457             | 1,472.00                       | 1,472.00        | Annual              | 35                              | 1                                    |
| <b>E</b> | Heard        | 11,487             | 8.00                           | 12.25           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Calhoun      | 6,324              | 19,000.00                      | 19,000.00       | Annual              | 40                              | 1                                    |
|          | Glascok      | 3,006              | 4,038.84                       | 4,038.84        | Annual              | 40                              | 1                                    |
|          | Irwin        | 9,422              | 32,240.00                      | 32,240.00       | Annual              | 40                              | 1                                    |
|          | Talbot       | 6,171              | 30,301.00                      | 32,739.00       | Annual              | 40                              | 1                                    |
|          | Treutlen     | 6,637              | 9.00                           | 12.00           | Hourly              | 40                              | 1                                    |
|          | Twiggs       | 8,171              | 9.86                           | 15.68           | Hourly              | 40                              | 1                                    |
|          | Warren       | 5,442              | 8.00                           | 10.62           | Hourly              | 40                              | 1                                    |
|          | Wilkes       | 9,805              | 14,500.00                      | 16,000.00       | Annual              | 40                              | 1                                    |

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

## ◆ Clerk Typist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 7                | 26,165                     | 31,709        | 43,312         | 54,482        | 189                           |
| <b>B</b>         | 1                | 24,648                     | 24,648        | 39,437         | 39,437        | 17                            |
| <b>C</b>         | 4                | 25,482                     | 30,722        | 35,629         | 47,067        | 27                            |
| <b>D</b>         | 2                | 22,152                     | 22,443        | 30,846         | 34,029        | 11                            |
| <b>E</b>         | 2                | 21,434                     | 22,880        | 35,886         | 40,664        | 12                            |
| <b>F</b>         | 1                | 20,702                     | 20,702        | 20,702         | 20,702        | 1                             |
| <b>Total/Avg</b> | <b>17</b>        | <b>23,430</b>              | <b>25,517</b> | <b>34,302</b>  | <b>39,397</b> | <b>257</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Carroll      | 116,261         | 11.48                    | 26.19        | Hourly           | 40                        | 18                             |
|          | DeKalb       | 740,321         | 25,383.00                | 39,344.00    | Annual           | 40                        | 67                             |
|          | Fulton       | 1,023,336       | 31,709.00                | 47,463.00    | Annual           | 40                        | 58                             |
|          | Gwinnett     | 907,135         | 11.90                    | 18.44        | Hourly           | 40                        | 25                             |
|          | Henry        | 221,768         | 22,124.75                | 33,187.00    | Annual           | 40                        | 3                              |
|          | Houston      | 152,122         | 13.46                    | 21.55        | Hourly           | 40                        | 9                              |
|          | Macon-Bibb   | 152,760         | 27,310.00                | 45,531.00    | Annual           | 40                        | 9                              |
| <b>B</b> | Glynn        | 84,502          | 11.85                    | 18.96        | Hourly           | 40                        | 17                             |
| <b>C</b> | Colquitt     | 45,708          | 28,516.00                | 28,516.00    | Annual           | 40                        | 1                              |
|          | Haralson     | 29,042          | 10.00                    | 14.64        | Hourly           | 40                        | 18                             |
|          | Pickens      | 30,832          | 14.77                    | 17.54        | Hourly           | 40                        | 3                              |
|          | Wayne        | 30,104          | 21,891.73                | 47,067.37    | Annual           | 40                        | 5                              |
| <b>D</b> | Burke        | 22,688          | 10.79                    | 16.36        | Hourly           | 40                        | 5                              |
|          | Cook         | 17,167          | 10.51                    | 13.30        | Hourly           | 40                        | 6                              |
| <b>E</b> | Bacon        | 11,372          | 19,988.00                | 31,107.00    | Annual           | 40                        | 6                              |
|          | Dooly        | 13,763          | 11.00                    | 19.55        | Hourly           | 40                        | 6                              |
| <b>F</b> | Lincoln      | 7,828           | 20,701.65                | 20,701.65    | Annual           | 40                        | 1                              |

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

## ◆ Computer Operator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 39,456                     | 61,978        | 61,960         | 98,142        | 35                            |
| <b>B</b>         | 2                | 33,274                     | 35,593        | 51,037         | 52,826        | 4                             |
| <b>D</b>         | 1                | 25,272                     | 25,272        | 25,272         | 25,272        | 1                             |
| <b>Total/Avg</b> | <b>12</b>        | <b>32,667</b>              | <b>40,948</b> | <b>46,090</b>  | <b>58,747</b> | <b>40</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Clayton           | 279,462         | 61,978.00                | 98,142.00    | Annual           | 40                        | 14                             |
|          | Columbus/Muscogee | 197,485         | 31,206.00                | 47,483.00    | Annual           | 40                        | 2                              |
|          | DeKalb            | 740,321         | 50,120.00                | 77,686.00    | Annual           | 40                        | 10                             |
|          | Forsyth           | 221,009         | 42,115.00                | 65,278.00    | Annual           | 40                        | 3                              |
|          | Fulton            | 1,023,336       | 36,669.00                | 55,003.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 12.94                    | 20.05        | Hourly           | 40                        | 0                              |
|          | Hall              | 196,637         | 42,598.00                | 70,445.00    | Annual           | 40                        | 2                              |
|          | Houston           | 152,122         | 14.54                    | 23.32        | Hourly           | 40                        | 2                              |
|          | Macon-Bibb        | 152,760         | 33,259.00                | 53,390.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Dougherty         | 90,017          | 35,593.00                | 52,826.00    | Annual           | 40                        | 2                              |
|          | Floyd             | 96,560          | 14.88                    | 23.68        | Hourly           | 40                        | 2                              |
| <b>D</b> | Putnam            | 21,477          | 12.15                    | 12.15        | Hourly           | 40                        | 1                              |

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

## ◆ Computer Programmer

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 9                | 44,674                     | 66,079        | 71,065         | 102,423       | 36                            |
| <b>B</b>         | 1                | 51,896                     | 51,896        | 83,034         | 83,034        | 9                             |
| <b>C</b>         | 1                | 39,596                     | 39,596        | 69,872         | 69,872        | 1                             |
| <b>Total/Avg</b> | <b>11</b>        | <b>45,389</b>              | <b>52,524</b> | <b>74,657</b>  | <b>85,109</b> | <b>46</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Clayton           | 279,462         | 43,770.00                | 69,310.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 32,786.00                | 49,887.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 66,079.00                | 102,423.00   | Annual           | 40                        | 8                              |
|          | Forsyth           | 221,009         | 52,436.00                | 81,136.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 44,336.00                | 66,505.00    | Annual           | 40                        | 5                              |
|          | Gwinnett          | 907,135         | 52,647.00                | 86,867.00    | Annual           | 40                        | 12                             |
|          | Hall              | 196,637         | 18.58                    | 27.86        | Hourly           | 40                        | 1                              |
|          | Houston           | 152,122         | 18.41                    | 35.84        | Hourly           | 40                        | 6                              |
|          | Paulding          | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 1                              |
| <b>B</b> | Glynn             | 84,502          | 24.95                    | 39.92        | Annual           | 40                        | 9                              |
| <b>C</b> | Wayne             | 30,104          | 39,596.14                | 69,871.77    | Annual           | 40                        | 1                              |

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

## ◆ County Attorney (Staff Position)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 8                | 83,581                     | 168,773        | 141,952        | 223,529        | 15                            |
| <b>B</b>         | 2                | 114,177                    | 123,427        | 114,177        | 123,427        | 2                             |
| <b>D</b>         | 1                | 85,000                     | 85,000         | 90,000         | 90,000         | 1                             |
| <b>E</b>         | 1                | 101,920                    | 101,920        | 101,920        | 101,920        | 1                             |
| <b>Total/Avg</b> | <b>12</b>        | <b>96,169</b>              | <b>119,780</b> | <b>112,012</b> | <b>134,719</b> | <b>19</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 168,773.00               | 168,773.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 71,910.00                | 143,310.00   | Annual           | 37.5                      | 5                              |
|          | Cherokee         | 241,689         | 85,000.00                | 85,000.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 1.00                     | 200,000.00   | Annual           | 40                        | 2                              |
|          | Fulton           | 1,023,336       | 61,318.00                | 73,581.00    | Annual           | 40                        | 3                              |
|          | Gwinnett         | 907,135         | 131,488.00               | 223,529.00   | Annual           | 40                        | 1                              |
|          | Houston          | 152,122         | 38.78                    | 62.09        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 67,413.00                | 112,278.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Glynn            | 84,502          | 59.34                    | 59.34        | Annual           | 40                        | 1                              |
|          | Gordon           | 56,904          | 104,926.00               | 104,926.00   | Annual           | 40                        | 1                              |
| <b>D</b> | Dawson           | 23,604          | 85,000.00                | 90,000.00    | Annual           | 40                        | 1                              |
| <b>E</b> | McIntosh         | 13,927          | 49.00                    | 49.00        | Hourly           | 40                        | 1                              |

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

## ◆ County Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 21               | 56,807                     | 83,854        | 84,100         | 143,310       | 21                            |
| <b>B</b>         | 11               | 48,581                     | 63,239        | 61,546         | 86,048        | 11                            |
| <b>C</b>         | 22               | 39,025                     | 56,639        | 53,683         | 85,132        | 21                            |
| <b>D</b>         | 24               | 39,274                     | 62,174        | 45,986         | 70,667        | 24                            |
| <b>E</b>         | 11               | 32,019                     | 45,656        | 39,965         | 56,784        | 13                            |
| <b>F</b>         | 19               | 29,473                     | 49,800        | 36,864         | 51,750        | 18                            |
| <b>Total/Avg</b> | <b>108</b>       | <b>40,863</b>              | <b>60,227</b> | <b>53,691</b>  | <b>82,282</b> | <b>108</b>                    |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 53,631.00                | 85,809.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|          | Bartow           | 103,807         | 24.21                    | 33.90        | Annual           | 40                        | 1                              |
|          | Carroll          | 116,261         | 56,923.40                | 92,978.87    | Annual           | 40                        | 1                              |
|          | Chatham          | 289,082         | 61,902.00                | 61,902.00    | Annual           | 40                        | 1                              |
|          | Cherokee         | 241,689         | 47,222.00                | 73,195.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 39,630.00                | 62,753.00    | Annual           | 40                        | 1                              |
|          | Columbia         | 147,450         | 48,838.00                | 73,258.00    | Annual           | 40                        | 1                              |
|          | Coweta           | 140,526         | 50,751.00                | 78,663.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 33,363.00                | 51,713.00    | Annual           | 40                        | 2                              |
|          | Douglas          | 142,224         | 67,167.98                | 67,167.98    | Annual           | 40                        | 1                              |
|          | Fayette          | 111,627         | 57,315.93                | 87,212.97    | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 40,801.00                | 63,241.00    | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 75,156.00                | 112,734.00   | Annual           | 40                        | 0                              |
|          | Gwinnett         | 907,135         | 66,054.00                | 112,252.00   | Annual           | 40                        | 1                              |
|          | Hall             | 196,637         | 53,045.72                | 53,045.72    | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 65,321.78                | 97,982.66    | Annual           | 40                        | 1                              |
|          | Lowndes          | 114,628         | 40.31                    | 60.74        | Annual           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 64,813.00                | 107,952.00   | Annual           | 40                        | 1                              |
| Newton   | 106,999          | 54,683.00       | 82,139.00                | Annual       | 40               | 1                         |                                |
| Paulding | 155,825          | 19.23           | 29.78                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Barrow           | 77,126          | 53,009.00                | 66,261.00    | Annual           | 40                        | 1                              |

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

## ◆ County Clerk

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Camden       | 53,008             | 32,300.00                      | 48,500.00       | Annual              | 40                              | 1                                    |
|          | Catoosa      | 66,398             | 50,648.00                      | 50,648.00       | Annual              | 40                              | 1                                    |
|          | Dougherty    | 90,017             | 57,977.00                      | 86,048.00       | Annual              | 40                              | 1                                    |
|          | Effingham    | 58,712             | 49,133.92                      | 68,787.49       | Annual              | 40                              | 1                                    |
|          | Floyd        | 96,560             | 63,239.00                      | 63,239.00       | Annual              | 40                              | 1                                    |
|          | Glynn        | 84,502             | 18.40                          | 29.44           | Annual              | 40                              | 1                                    |
|          | Gordon       | 56,904             | 60,305.00                      | 60,305.00       | Annual              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 46,008.00                      | 64,411.00       | Annual              | 40                              | 1                                    |
|          | Walker       | 67,896             | 17.00                          | 17.00           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 48,140.00                      | 72,210.00       | Annual              | 40                              | 1                                    |
| <b>C</b> | Baldwin      | 45,144             | 41,952.00                      | 63,586.00       | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 45,000.00                      | 65,000.00       | Annual              | 40                              | 1                                    |
|          | Coffee       | 43,012             | 16.35                          | 21.16           | Hourly              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 50,400.00                      | 50,400.00       | Annual              | 40                              | 1                                    |
|          | Decatur      | 26,822             | 48,886.50                      | 48,886.50       | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 49,330.00                      | 68,591.00       | Annual              | 40                              | 1                                    |
|          | Haralson     | 29,042             | 18.50                          | 26.25           | Hourly              | 40                              | 1                                    |
|          | Harris       | 33,652             | 744.00                         | 1,345.60        | Annual              | 40                              | 1                                    |
|          | Hart         | 25,553             | 23.58                          | 35.87           | Hourly              | 40                              | 1                                    |
|          | Jones        | 28,623             | 21.65                          | 22.73           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 39,774.19                      | 61,649.99       | Annual              | 40                              | 0                                    |
|          | Lumpkin      | 31,445             | 45,363.00                      | 74,849.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 28,824             | 18.85                          | 19.42           | Hourly              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 56,639.00                      | 82,127.00       | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 14.27                          | 24.96           | Hourly              | 40                              | 1                                    |
|          | Stephens     | 25,751             | 26,336.00                      | 36,870.00       | Annual              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 13.54                          | 25.10           | Hourly              | 40                              | 1                                    |
|          | Tattnell     | 25,092             | 25,000.00                      | 43,170.00       | Annual              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 32,989.00                      | 32,989.00       | Annual              | 40                              | 1                                    |
|          | Toombs       | 27,196             | 29,979.04                      | 29,979.04       | Annual              | 37.5                            | 1                                    |
|          | Ware         | 35,738             | 16.54                          | 16.54           | Hourly              | 40                              | 1                                    |
|          | Wayne        | 30,104             | 48,244.05                      | 85,131.97       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 46,221.00                      | 73,891.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,428             | 18.94                          | 19.51           | Hourly              | 40                              | 1                                    |
|          | Banks        | 18,397             | 50,496.00                      | 68,530.00       | Annual              | 40                              | 1                                    |
|          | Ben Hill     | 17,243             | 46,500.00                      | 46,500.00       | Annual              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 32,240.52                      | 43,066.13       | Annual              | 40                              | 1                                    |
|          | Chattooga    | 24,824             | 48,760.00                      | 53,000.00       | Annual              | 40                              | 1                                    |
|          | Cook         | 17,167             | 55,056.96                      | 55,056.96       | Annual              | 35                              | 1                                    |

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

**◆ County Clerk**

| Group    | Jurisdiction         | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Crisp                | 22,721          | 62,174.00                | 62,174.00    | Annual           | 40                        | 1                              |
|          | Dawson               | 23,604          | 38,962.00                | 60,392.00    | Annual           | 40                        | 1                              |
|          | Dodge                | 20,563          | 10.00                    | 14.50        | Hourly           | 40                        | 1                              |
|          | Elbert               | 19,143          | 13.75                    | 13.75        | Hourly           | 40                        | 1                              |
|          | Emanuel              | 22,635          | 19.50                    | 19.50        | Hourly           | 40                        | 1                              |
|          | Fannin               | 24,900          | 14.50                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Franklin             | 22,320          | 19.62                    | 19.62        | Hourly           | 40                        | 1                              |
|          | Greene               | 17,003          | 12.67                    | 24.80        | Hourly           | 40                        | 1                              |
|          | Jefferson            | 15,916          | 29,690.00                | 38,463.00    | Annual           | 40                        | 1                              |
|          | Lamar                | 18,469          | 54,141.00                | 54,141.00    | Annual           | 40                        | 1                              |
|          | Meriwether           | 21,074          | 45,000.00                | 55,000.00    | Annual           | 40                        | 1                              |
|          | Mitchell             | 22,459          | 49,254.00                | 49,254.00    | Annual           | 40                        | 1                              |
|          | Morgan               | 18,170          | 47,112.00                | 70,667.00    | Annual           | 40                        | 1                              |
|          | Pierce               | 19,171          | 17.50                    | 18.50        | Hourly           | 40                        | 1                              |
|          | Putnam               | 21,477          | 19.49                    | 19.49        | Hourly           | 40                        | 1                              |
|          | Telfair              | 15,965          | 28,947.86                | 43,875.30    | Annual           | 40                        | 1                              |
|          | Union                | 22,928          | 47,925.00                | 47,925.00    | Annual           | 40                        | 1                              |
|          | Washington           | 20,457          | 2,700.00                 | 2,700.00     | Annual           | 40                        | 1                              |
| <b>E</b> | Bacon                | 11,372          | 36,525.00                | 37,525.00    | Annual           | 40                        | 1                              |
|          | Bleckley             | 12,970          | 33,280.00                | 33,280.00    | Annual           | 40                        | 1                              |
|          | Candler              | 10,910          | 20.26                    | 27.30        | Hourly           | 40                        | 1                              |
|          | Charlton             | 12,497          | 20.09                    | 20.93        | Hourly           | 40                        | 1                              |
|          | Cusseta-Chattahooche | 10,922          | 27,116.00                | 38,000.00    | Annual           | 40                        | 3                              |
|          | Dooly                | 13,763          | 21.95                    | 21.95        | Hourly           | 40                        | 1                              |
|          | Early                | 10,339          | 15.63                    | 22.68        | Hourly           | 40                        | 1                              |
|          | Evans                | 10,670          | 7,000.00                 | 7,000.00     | Annual           | 40                        | 1                              |
|          | Heard                | 11,487          | 28,700.00                | 40,000.00    | Annual           | 40                        | 1                              |
|          | Jeff Davis           | 14,877          | 27,500.00                | 42,735.00    | Annual           | 40                        | 1                              |
|          | Lanier               | 10,399          | 14.42                    | 23.04        | Hourly           | 40                        | 1                              |
| <b>F</b> | Atkinson             | 8,273           | 11.00                    | 13.50        | Hourly           | 40                        | 1                              |
|          | Calhoun              | 6,324           | 17.00                    | 17.00        | Hourly           | 40                        | 1                              |
|          | Clinch               | 6,829           | 13.66                    | 21.95        | Hourly           | 35                        | 1                              |
|          | Georgetown-Quitman   | 2,335           | 15.00                    | 20.27        | Hourly           | 40                        | 1                              |
|          | Glascocock           | 3,006           | 33,006.48                | 33,006.48    | Annual           | 40                        | 1                              |
|          | Irwin                | 9,422           | 11.50                    | 11.50        | Hourly           | 40                        | 1                              |
|          | Jenkins              | 8,849           | 10.00                    | 15.00        | Hourly           | 40                        | 1                              |
|          | Lincoln              | 7,828           | 25,000.00                | 35,000.00    | Annual           | 40                        | 1                              |
|          | Montgomery           | 9,060           | 19,000.00                | 38,605.00    | Annual           | 40                        | 1                              |
|          | Randolph             | 7,177           | 13.91                    | 13.91        | Hourly           | 40                        | 1                              |

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

## ◆ County Clerk

| Group | Jurisdiction    | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|-----------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Schley          | 5,098              | 20.00                          | 20.00           | Hourly              | 40                              | 1                                    |
|       | Talbot          | 6,171              | 24,960.00                      | 32,396.00       | Annual              | 40                              | 1                                    |
|       | Taliaferro      | 1,593              | 19.64                          | 19.64           | Hourly              | 40                              | 1                                    |
|       | Terrell         | 8,967              | 49,799.64                      | 49,799.64       | Annual              | 40                              | 0                                    |
|       | Treutlen        | 6,637              | 10.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|       | Turner          | 8,030              | 34,143.63                      | 51,750.35       | Annual              | 40                              | 1                                    |
|       | Warren          | 5,442              | 11.00                          | 16.16           | Hourly              | 40                              | 1                                    |
|       | Webster Unified | 2,599              | 35,000.00                      | 35,000.00       | Annual              | 40                              | 1                                    |
|       | Wilkes          | 9,805              | 25,000.00                      | 48,000.00       | Annual              | 40                              | 1                                    |

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

## ◆ County Manager/Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 17               | 150,258                    | 261,991        | 179,830        | 261,991        | 17                            |
| <b>B</b>         | 11               | 132,282                    | 170,269        | 143,578        | 194,600        | 11                            |
| <b>C</b>         | 22               | 76,429                     | 127,500        | 103,252        | 140,129        | 23                            |
| <b>D</b>         | 22               | 75,654                     | 127,689        | 88,222         | 128,409        | 22                            |
| <b>E</b>         | 11               | 58,718                     | 90,797         | 73,178         | 100,000        | 11                            |
| <b>F</b>         | 13               | 48,295                     | 64,883         | 64,011         | 108,930        | 13                            |
| <b>Total/Avg</b> | <b>96</b>        | <b>90,273</b>              | <b>140,521</b> | <b>108,678</b> | <b>155,676</b> | <b>97</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 174,442.00               | 174,442.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 173,400.00               | 173,400.00   | Annual           | 37.5                      | 1                              |
|          | Chatham          | 289,082         | 208,889.00               | 208,889.00   | Annual           | 40                        | 1                              |
|          | Cherokee         | 241,689         | 103,081.00               | 159,776.00   | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 1.00                     | 200,000.00   | Annual           | 40                        | 1                              |
|          | Columbia         | 147,450         | 121,693.00               | 182,538.00   | Annual           | 40                        | 1                              |
|          | Coweta           | 140,526         | 129,804.00               | 129,804.00   | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 245,440.00               | 245,440.00   | Annual           | 40                        | 1                              |
|          | Douglas          | 142,224         | 158,393.25               | 158,393.25   | Annual           | 40                        | 1                              |
|          | Fayette          | 111,627         | 182,070.00               | 182,070.00   | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 180,737.00               | 180,737.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 261,991.00               | 261,991.00   | Annual           | 40                        | 1                              |
|          | Hall             | 196,637         | 158,626.52               | 158,626.52   | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 146,160.00               | 146,160.00   | Annual           | 40                        | 1                              |
|          | Houston          | 152,122         | 41.95                    | 67.17        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 126,298.00               | 210,267.00   | Annual           | 40                        | 1                              |
|          | Paulding         | 155,825         | 94,024.00                | 144,857.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Barrow           | 77,126          | 115,000.00               | 115,000.00   | Annual           | 40                        | 1                              |
|          | Camden           | 53,008          | 111,200.00               | 194,600.00   | Annual           | 40                        | 1                              |
|          | Catoosa          | 66,398          | 125,000.00               | 125,000.00   | Annual           | 40                        | 1                              |
|          | Dougherty        | 90,017          | 135,229.97               | 135,229.97   | Annual           | 40                        | 1                              |
|          | Effingham        | 58,712          | 102,145.93               | 143,004.30   | Annual           | 40                        | 1                              |

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

## ◆ County Manager/Administrator

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Floyd        | 96,560             | 144,104.00                     | 144,104.00      | Annual              | 40                              | 1                                    |
|          | Glynn        | 84,502             | 81.86                          | 81.86           | Annual              | 40                              | 1                                    |
|          | Gordon       | 56,904             | 105,946.00                     | 105,946.00      | Annual              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 147,084.00                     | 147,084.00      | Annual              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 76.38                          | 76.38           | Hourly              | 40                              | 1                                    |
|          | Spalding     | 64,806             | 140,250.00                     | 140,250.00      | Annual              | 40                              | 1                                    |
| <b>C</b> | Baldwin      | 45,144             | 94,454.00                      | 140,129.00      | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 90,000.00                      | 125,000.00      | Annual              | 50                              | 1                                    |
|          | Coffee       | 43,012             | 60,000.00                      | 99,000.00       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 110,000.00                     | 110,000.00      | Annual              | 40                              | 1                                    |
|          | Decatur      | 26,822             | 127,500.10                     | 127,500.10      | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 110,647.68                     | 110,647.68      | Annual              | 40                              | 1                                    |
|          | Harris       | 33,652             | 1,923.08                       | 1,923.20        | Annual              | 40                              | 1                                    |
|          | Hart         | 25,553             | 68,257.83                      | 125,747.00      | Annual              | 40                              | 1                                    |
|          | Jones        | 28,623             | 39.85                          | 41.69           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 95,500.00                      | 95,500.00       | Annual              | 40                              | 2                                    |
|          | Lumpkin      | 31,445             | 72,850.00                      | 127,488.00      | Annual              | 40                              | 1                                    |
|          | Murray       | 39,315             | 34.37                          | 54.95           | Annual              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 79,976.00                      | 115,965.00      | Annual              | 40                              | 1                                    |
|          | Peach        | 26,655             | 65,444.00                      | 103,333.00      | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 31.61                          | 55.31           | Hourly              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 62,061.89                      | 115,059.28      | Annual              | 40                              | 1                                    |
|          | Tattnall     | 25,092             | 28,000.00                      | 56,000.00       | Annual              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 85,820.00                      | 85,820.00       | Annual              | 40                              | 1                                    |
|          | Toombs       | 27,196             | 87,550.06                      | 102,489.92      | Annual              | 40                              | 1                                    |
|          | Ware         | 35,738             | 40.30                          | 40.30           | Annual              | 40                              | 1                                    |
|          | Wayne        | 30,104             | 61,756.47                      | 108,976.13      | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 75,738.00                      | 121,079.00      | Annual              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,428             | 48.08                          | 57.70           | Hourly              | 40                              | 1                                    |
|          | Ben Hill     | 17,243             | 69,000.00                      | 69,000.00       | Annual              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 40,000.00                      | 72,000.00       | Annual              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 53,809.15                      | 70,644.17       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,688             | 77,353.54                      | 117,242.15      | Annual              | 40                              | 1                                    |
|          | Cook         | 17,167             | 92,068.68                      | 92,068.68       | Annual              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 101,296.00                     | 101,296.00      | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 82,845.00                      | 128,409.00      | Annual              | 40                              | 1                                    |
|          | Dodge        | 20,563             | 20.00                          | 26.80           | Hourly              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 42.99                          | 42.99           | Hourly              | 40                              | 1                                    |
|          | Emanuel      | 22,635             | 1,782.69                       | 1,782.69        | Annual              | 40                              | 1                                    |

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

◆ County Manager/Administrator

| Group    | Jurisdiction          | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Franklin              | 22,320          | 92,014.00                | 92,014.00    | Annual           | 40                        | 1                              |
|          | Greene                | 17,003          | 127,688.60               | 127,688.60   | Annual           | 40                        | 1                              |
|          | Jefferson             | 15,916          | 50,000.00                | 80,330.00    | Annual           | 40                        | 1                              |
|          | Lamar                 | 18,469          | 77,250.00                | 77,250.00    | Annual           | 40                        | 1                              |
|          | Meriwether            | 21,074          | 55,000.00                | 75,000.00    | Annual           | 40                        | 1                              |
|          | Mitchell              | 22,459          | 89,980.00                | 89,980.80    | Annual           | 40                        | 1                              |
|          | Morgan                | 18,170          | 95,000.00                | 115,000.00   | Annual           | 40                        | 1                              |
|          | Pierce                | 19,171          | 74,000.00                | 75,000.00    | Annual           | 40                        | 1                              |
|          | Putnam                | 21,477          | 43.71                    | 43.71        | Hourly           | 40                        | 1                              |
|          | Rabun                 | 16,559          | 71,230.00                | 107,961.00   | Annual           | 40                        | 1                              |
|          | Union                 | 22,928          | 92,123.00                | 92,123.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Candler               | 10,910          | 56,000.00                | 100,000.00   | Annual           | 40                        | 1                              |
|          | Charlton              | 12,497          | 60,000.00                | 60,520.00    | Annual           | 40                        | 1                              |
|          | Crawford              | 12,322          | 55,000.00                | 70,000.00    | Annual           | 40                        | 1                              |
|          | Cusseta-Chattahoochee | 10,922          | 40,000.00                | 46,000.00    | Annual           | 40                        | 1                              |
|          | Dooly                 | 13,763          | 90,797.00                | 90,797.00    | Annual           | 40                        | 1                              |
|          | Early                 | 10,339          | 66,625.00                | 66,625.00    | Annual           | 40                        | 1                              |
|          | Evans                 | 10,670          | 80,000.00                | 80,000.00    | Annual           | 40                        | 1                              |
|          | Jeff Davis            | 14,877          | 40,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Lanier                | 10,399          | 28,008.24                | 50,104.60    | Annual           | 40                        | 1                              |
|          | Macon                 | 13,450          | 84,469.00                | 84,469.00    | Annual           | 40                        | 1                              |
|          | Screven               | 14,044          | 45,000.00                | 96,446.00    | Annual           | 40                        | 1                              |
| <b>F</b> | Clinch                | 6,829           | 14.43                    | 21.54        | Hourly           | 40                        | 1                              |
|          | Georgetown-Quitman    | 2,335           | 56,650.00                | 56,650.00    | Annual           | 40                        | 1                              |
|          | Jenkins               | 8,849           | 41,200.00                | 64,001.60    | Annual           | 40                        | 1                              |
|          | Montgomery            | 9,060           | 50,000.00                | 61,199.00    | Annual           | 40                        | 1                              |
|          | Randolph              | 7,177           | 50,470.00                | 50,470.00    | Annual           | 40                        | 1                              |
|          | Schley                | 5,098           | 925.51                   | 925.51       | Annual           | 40                        | 1                              |
|          | Seminole              | 8,468           | 63,654.00                | 63,654.00    | Annual           | 40                        | 1                              |
|          | Talbot                | 6,171           | 53,123.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Taylor                | 8,232           | 53,669.00                | 81,664.00    | Annual           | 40                        | 1                              |
|          | Treutlen              | 6,637           | 60,000.00                | 80,000.00    | Annual           | 40                        | 1                              |
|          | Turner                | 8,030           | 64,882.89                | 98,340.81    | Annual           | 40                        | 1                              |
|          | Twiggs                | 8,171           | 19.23                    | 29.57        | Hourly           | 40                        | 1                              |
|          | Wilkinson             | 9,104           | 30.41                    | 52.37        | Annual           | 40                        | 1                              |

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

## ◆ Court Reporter

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 11               | 42,675                     | 84,411        | 61,314         | 94,298        | 76                            |
| <b>B</b>         | 4                | 24,340                     | 31,672        | 42,304         | 46,571        | 14                            |
| <b>C</b>         | 4                | 50,980                     | 70,000        | 57,838         | 70,000        | 9                             |
| <b>Total/Avg</b> | <b>19</b>        | <b>39,332</b>              | <b>62,028</b> | <b>53,819</b>  | <b>70,290</b> | <b>99</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 201,647         | 37,132.25                | 94,297.62    | Annual           | 37.5                      | 9                              |
|          | Bartow            | 103,807         | 10.38                    | 17.15        | Hourly           | 40                        | 4                              |
|          | Chatham           | 289,082         | 84,411.00                | 84,411.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 30,911.00                | 48,948.00    | Annual           | 40                        | 7                              |
|          | Columbus/Muscogee | 197,485         | 51,135.00                | 77,808.00    | Annual           | 40                        | 8                              |
|          | DeKalb            | 740,321         | 41,343.00                | 64,081.00    | Annual           | 40                        | 16                             |
|          | Forsyth           | 221,009         | 30,290.00                | 46,949.00    | Annual           | 40                        | 18                             |
|          | Fulton            | 1,023,336       | 41,269.00                | 61,904.00    | Annual           | 40                        | 0                              |
|          | Hall              | 196,637         | 51,993.00                | 59,737.00    | Annual           | 40                        | 7                              |
|          | Macon-Bibb        | 152,760         | 31,969.00                | 53,269.00    | Annual           | 40                        | 4                              |
|          | Paulding          | 155,825         | 47,382.00                | 47,382.00    | Annual           | 40                        | 2                              |
| <b>B</b> | Effingham         | 58,712          | 31,672.16                | 44,341.02    | Annual           | 40                        | 1                              |
|          | Floyd             | 96,560          | 50,000.00                | 60,000.00    | Per Occur.       | 40                        | 4                              |
|          | Spalding          | 64,806          | 14.35                    | 22.39        | Hourly           | 40                        | 3                              |
|          | Walker            | 67,896          | 11,500.00                | 36,000.00    | Annual           | 40                        | 6                              |
| <b>C</b> | Colquitt          | 45,708          | 70,000.00                | 70,000.00    | Annual           | 40                        | 1                              |
|          | Habersham         | 44,246          | 15.73                    | 25.92        | Hourly           | 40                        | 4                              |
|          | Haralson          | 29,042          | 15.00                    | 18.00        | Hourly           | 40                        | 2                              |
|          | Thomas            | 45,248          | 70,000.00                | 70,000.00    | Annual           | 40                        | 2                              |

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

## ◆ Custodian (Janitor)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 22,425                     | 27,663        | 35,431         | 43,683        | 172                           |
| <b>B</b>         | 8                | 20,807                     | 23,920        | 34,898         | 48,101        | 54                            |
| <b>C</b>         | 7                | 21,856                     | 25,106        | 29,846         | 40,165        | 20                            |
| <b>D</b>         | 15               | 22,078                     | 29,120        | 29,575         | 36,744        | 33                            |
| <b>E</b>         | 7                | 18,863                     | 25,857        | 24,106         | 26,686        | 10                            |
| <b>F</b>         | 9                | 18,029                     | 21,424        | 24,905         | 45,718        | 12                            |
| <b>Total/Avg</b> | <b>66</b>        | <b>20,676</b>              | <b>25,515</b> | <b>29,794</b>  | <b>40,183</b> | <b>301</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 25,873.00                | 41,397.00    | Annual           | 40                        | 5                              |
|          | Augusta/Richmond  | 201,647         | 17,179.11                | 29,085.61    | Annual           | 37.5                      | 10                             |
|          | Bartow            | 103,807         | 10.46                    | 14.64        | Hourly           | 40                        | 4                              |
|          | Clayton           | 279,462         | 21,830.00                | 34,568.00    | Annual           | 40                        | 10                             |
|          | Columbia          | 147,450         | 9.82                     | 14.73        | Hourly           | 40                        | 22                             |
|          | Columbus/Muscogee | 197,485         | 23,203.00                | 35,306.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 12.85                    | 19.92        | Hourly           | 40                        | 6                              |
|          | DeKalb            | 740,321         | 23,797.00                | 36,870.00    | Annual           | 40                        | 21                             |
|          | Douglas           | 142,224         | 9.05                     | 18.53        | Hourly           | 40                        | 4                              |
|          | Fayette           | 111,627         | 26,008.28                | 43,683.04    | Annual           | 40                        | 3                              |
|          | Forsyth           | 221,009         | 27,663.00                | 42,878.00    | Annual           | 40                        | 6                              |
|          | Fulton            | 1,023,336       | 23,746.00                | 35,619.00    | Annual           | 40                        | 18                             |
|          | Gwinnett          | 907,135         | 12.94                    | 20.05        | Hourly           | 40                        | 16                             |
|          | Hall              | 196,637         | 9.85                     | 14.78        | Hourly           | 40                        | 1                              |
|          | Henry             | 221,768         | 15,059.20                | 22,495.20    | Annual           | 32                        | 1                              |
|          | Houston           | 152,122         | 9.85                     | 17.02        | Hourly           | 40                        | 12                             |
|          | Lowndes           | 114,628         | 11.73                    | 17.67        | Hourly           | 40                        | 10                             |
|          | Macon-Bibb        | 152,760         | 23,358.00                | 38,938.00    | Annual           | 40                        | 15                             |
|          | Newton            | 106,999         | 19,490.00                | 29,245.00    | Annual           | 40                        | 3                              |
| Paulding | 155,825           | 10.23           | 15.80                    | Hourly       | 40               | 4                         |                                |
| <b>B</b> | Barrow            | 77,126          | 10.85                    | 16.27        | Hourly           | 40                        | 2                              |
|          | Dougherty         | 90,017          | 16,305.00                | 35,755.00    | Annual           | 40                        | 15                             |

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

## ◆ Custodian (Janitor)

| Group    | Jurisdiction          | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Effingham             | 58,712             | 21,436.96                      | 30,011.74       | Annual              | 40                              | 3                                    |
|          | Gordon                | 56,904             | 8.87                           | 12.86           | Hourly              | 40                              | 2                                    |
|          | Liberty               | 62,570             | 11.44                          | 21.73           | Hourly              | 40                              | 7                                    |
|          | Rockdale              | 89,355             | 9.60                           | 15.62           | Hourly              | 40                              | 11                                   |
|          | Walker                | 67,896             | 11.50                          | 13.00           | Hourly              | 40                              | 5                                    |
|          | Walton                | 90,184             | 20,013.00                      | 48,101.00       | Annual              | 40                              | 9                                    |
| <b>C</b> | Habersham             | 44,246             | 10.43                          | 16.80           | Hourly              | 40                              | 2                                    |
|          | Harris                | 33,652             | 10.36                          | 16.06           | Hourly              | 40                              | 1                                    |
|          | Jones                 | 28,623             | 10.10                          | 10.56           | Hourly              | 40                              | 2                                    |
|          | Lumpkin               | 31,445             | 12.07                          | 19.31           | Hourly              | 40                              | 2                                    |
|          | Madison               | 28,824             | 11.03                          | 11.03           | Hourly              | 40                              | 1                                    |
|          | Oconee                | 36,838             | 23,302.00                      | 33,788.00       | Annual              | 40                              | 7                                    |
|          | Ware                  | 35,738             | 8.36                           | 10.44           | Hourly              | 40                              | 5                                    |
| <b>D</b> | Appling               | 18,428             | 10.93                          | 11.26           | Hourly              | 40                              | 1                                    |
|          | Banks                 | 18,397             | 29,120.00                      | 36,744.00       | Annual              | 40                              | 1                                    |
|          | Berrien               | 18,993             | 9.00                           | 14.00           | Hourly              | 40                              | 2                                    |
|          | Brooks                | 15,687             | 9.60                           | 12.78           | Hourly              | 40                              | 3                                    |
|          | Burke                 | 22,688             | 9.60                           | 14.55           | Hourly              | 40                              | 4                                    |
|          | Chattooga             | 24,824             | 10.00                          | 13.31           | Hourly              | 40                              | 1                                    |
|          | Crisp                 | 22,721             | 19,884.00                      | 30,053.00       | Annual              | 40                              | 3                                    |
|          | Dawson                | 23,604             | 10.64                          | 16.49           | Hourly              | 40                              | 3                                    |
|          | Dodge                 | 20,563             | 8.00                           | 9.85            | Hourly              | 40                              | 1                                    |
|          | Franklin              | 22,320             | 12.50                          | 14.76           | Hourly              | 40                              | 2                                    |
|          | Greene                | 17,003             | 10.50                          | 16.71           | Hourly              | 40                              | 2                                    |
|          | Lamar                 | 18,469             | 11.93                          | 11.93           | Hourly              | 40                              | 1                                    |
|          | Morgan                | 18,170             | 9.51                           | 14.26           | Hourly              | 40                              | 3                                    |
|          | Rabun                 | 16,559             | 22,875.00                      | 34,671.00       | Annual              | 40                              | 4                                    |
|          | Washington            | 20,457             | 12.45                          | 14.60           | Hourly              | 40                              | 2                                    |
| <b>E</b> | Bacon                 | 11,372             | 25,857.00                      | 26,503.00       | Annual              | 40                              | 1                                    |
|          | Charlton              | 12,497             | 10.00                          | 11.20           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,922             | 15,000.00                      | 19,000.00       | Annual              | 40                              | 2                                    |
|          | Dooly                 | 13,763             | 11.17                          | 12.83           | Hourly              | 40                              | 2                                    |
|          | Early                 | 10,339             | 7.42                           | 10.77           | Hourly              | 40                              | 1                                    |
|          | Heard                 | 11,487             | 8.00                           | 12.41           | Hourly              | 40                              | 1                                    |
|          | Lanier                | 10,399             | 7.25                           | 12.04           | Hourly              | 40                              | 2                                    |
| <b>F</b> | Atkinson              | 8,273              | 10.00                          | 12.75           | Hourly              | 40                              | 1                                    |
|          | Georgetown-Quitman    | 2,335              | 8.00                           | 9.57            | Hourly              | 40                              | 1                                    |
|          | Jenkins               | 8,849              | 8.00                           | 10.50           | Hourly              | 40                              | 1                                    |
|          | Lincoln               | 7,828              | 10.30                          | 10.30           | Hourly              | 40                              | 1                                    |

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

**◆ Custodian (Janitor)**

| Group | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Randolph     | 7,177           | 8.46                     | 9.71         | Hourly           | 40                        | 2                              |
|       | Treutlen     | 6,637           | 8.00                     | 10.00        | Hourly           | 40                        | 1                              |
|       | Twiggs       | 8,171           | 7.25                     | 10.55        | Hourly           | 40                        | 3                              |
|       | Wilkes       | 9,805           | 8.00                     | 12.40        | Hourly           | 40                        | 1                              |
|       | Wilkinson    | 9,104           | 10.00                    | 21.98        | Hourly           | 40                        | 1                              |

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

## ◆ Data Entry Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 6                | 26,464                     | 31,709        | 40,826         | 47,463        | 165                           |
| <b>B</b>         | 5                | 23,702                     | 26,021        | 37,969         | 41,621        | 53                            |
| <b>C</b>         | 5                | 21,110                     | 23,920        | 33,981         | 40,477        | 32                            |
| <b>D</b>         | 2                | 23,494                     | 26,187        | 30,243         | 39,686        | 4                             |
| <b>E</b>         | 1                | 20,155                     | 20,155        | 28,226         | 28,226        | 1                             |
| <b>F</b>         | 4                | 18,132                     | 21,882        | 26,974         | 33,176        | 5                             |
| <b>Total/Avg</b> | <b>23</b>        | <b>22,176</b>              | <b>24,979</b> | <b>33,037</b>  | <b>38,441</b> | <b>260</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Carroll      | 116,261         | 12.39                    | 20.25        | Hourly           | 40                        | 1                              |
|          | Columbia     | 147,450         | 11.94                    | 17.91        | Hourly           | 40                        | 67                             |
|          | Fulton       | 1,023,336       | 31,709.00                | 47,463.00    | Annual           | 40                        | 58                             |
|          | Gwinnett     | 907,135         | 11.90                    | 18.44        | Hourly           | 40                        | 25                             |
|          | Hall         | 196,637         | 11.40                    | 17.10        | Hourly           | 40                        | 1                              |
|          | Houston      | 152,122         | 13.46                    | 21.25        | Hourly           | 40                        | 13                             |
| <b>B</b> | Dougherty    | 90,017          | 20,810.00                | 39,419.00    | Annual           | 40                        | 13                             |
|          | Glynn        | 84,502          | 12.51                    | 20.01        | Hourly           | 40                        | 5                              |
|          | Jackson      | 64,615          | 11.99                    | 16.78        | Hourly           | 40                        | 1                              |
|          | Spalding     | 64,806          | 10.47                    | 16.33        | Hourly           | 40                        | 14                             |
|          | Walker       | 67,896          | 12.00                    | 19.20        | Hourly           | 40                        | 20                             |
| <b>C</b> | Coffee       | 43,012          | 9.50                     | 13.98        | Hourly           | 37.5                      | 2                              |
|          | Murray       | 39,315          | 11.50                    | 18.38        | Hourly           | 40                        | 10                             |
|          | Polk         | 41,776          | 10.59                    | 19.46        | Hourly           | 40                        | 9                              |
|          | Sumter       | 30,389          | 10.07                    | 18.66        | Hourly           | 40                        | 1                              |
|          | Ware         | 35,738          | 9.68                     | 12.08        | Hourly           | 40                        | 10                             |
| <b>D</b> | Burke        | 22,688          | 12.59                    | 19.08        | Hourly           | 40                        | 3                              |
|          | Crisp        | 22,721          | 20,800.00                | 20,800.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Evans        | 10,670          | 9.69                     | 13.57        | Hourly           | 40                        | 1                              |
| <b>F</b> | Clinch       | 6,829           | 8.40                     | 14.77        | Hourly           | 35                        | 2                              |
|          | Jenkins      | 8,849           | 9.00                     | 11.00        | Hourly           | 40                        | 1                              |
|          | Turner       | 8,030           | 10.52                    | 15.95        | Hourly           | 40                        | 1                              |

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

## ◆ Data Entry Clerk

| Group | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|       | Wilkes       | 9,805              | 8.00                           | 12.00           | Hourly              | 40                              | 1                                    |

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

## ◆ Deputy Registrar

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 36,525                     | 66,079        | 57,923         | 102,423       | 24                            |
| <b>B</b>         | 6                | 33,641                     | 57,977        | 52,979         | 86,048        | 9                             |
| <b>C</b>         | 9                | 23,830                     | 30,932        | 32,980         | 54,854        | 9                             |
| <b>D</b>         | 9                | 23,435                     | 34,154        | 30,921         | 52,936        | 10                            |
| <b>E</b>         | 3                | 20,818                     | 28,725        | 29,365         | 38,688        | 3                             |
| <b>F</b>         | 3                | 18,325                     | 20,280        | 21,992         | 23,774        | 3                             |
| <b>Total/Avg</b> | <b>42</b>        | <b>26,096</b>              | <b>39,691</b> | <b>37,694</b>  | <b>59,787</b> | <b>58</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 201,647         | 27,392.18                | 45,850.16    | Annual           | 37.5                      | 2                              |
|          | Carroll          | 116,261         | 36,892.18                | 60,259.89    | Annual           | 40                        | 1                              |
|          | Chatham          | 289,082         | 58,123.00                | 95,903.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 27,987.00                | 44,317.00    | Annual           | 40                        | 4                              |
|          | Coweta           | 140,526         | 14.44                    | 22.39        | Hourly           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 66,079.00                | 102,423.00   | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 42,115.00                | 65,278.00    | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 16.64                    | 26.62        | Hourly           | 40                        | 6                              |
|          | Hall             | 196,637         | 13.20                    | 19.80        | Hourly           | 40                        | 1                              |
|          | Houston          | 152,122         | 13.46                    | 21.25        | Hourly           | 40                        | 2                              |
|          | Macon-Bibb       | 152,760         | 25,251.00                | 42,099.00    | Annual           | 40                        | 3                              |
|          | Newton           | 106,999         | 34,362.00                | 51,626.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Dougherty        | 90,017          | 57,977.00                | 86,048.00    | Annual           | 40                        | 1                              |
|          | Glynn            | 84,502          | 17.09                    | 27.35        | Annual           | 40                        | 1                              |
|          | Jackson          | 64,615          | 13.72                    | 19.21        | Hourly           | 40                        | 1                              |
|          | Liberty          | 62,570          | 13.26                    | 26.48        | Hourly           | 40                        | 4                              |
|          | Spalding         | 64,806          | 12.90                    | 20.12        | Hourly           | 40                        | 1                              |
|          | Walton           | 90,184          | 25,370.00                | 38,056.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan            | 36,230          | 14.00                    | 19.00        | Hourly           | 40                        | 1                              |
|          | Habersham        | 44,246          | 12.08                    | 16.80        | Hourly           | 40                        | 1                              |
|          | Jones            | 28,623          | 10.00                    | 11.61        | Hourly           | 40                        | 1                              |
|          | Madison          | 28,824          | 12.36                    | 12.36        | Hourly           | 40                        | 1                              |

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

## ◆ Deputy Registrar

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Pickens      | 30,832             | 22,843.55                      | 37,431.80       | Annual              | 40                              | 1                                    |
|          | Tattnall     | 25,092             | 7.75                           | 10.50           | Hourly              | 40                              | 1                                    |
|          | Toombs       | 27,196             | 10.00                          | 10.00           | Hourly              | 37.5                            | 1                                    |
|          | Wayne        | 30,104             | 30,932.44                      | 54,853.71       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 11.69                          | 18.69           | Hourly              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,428             | 13.73                          | 15.55           | Hourly              | 40                              | 2                                    |
|          | Brooks       | 15,687             | 10.06                          | 13.39           | Hourly              | 40                              | 1                                    |
|          | Burke        | 22,688             | 13.20                          | 20.00           | Hourly              | 35                              | 1                                    |
|          | Cook         | 17,167             | 9.61                           | 9.61            | Hourly              | 35                              | 1                                    |
|          | Dawson       | 23,604             | 16.42                          | 25.45           | Hourly              | 40                              | 1                                    |
|          | Dodge        | 20,563             | 8.00                           | 9.75            | Hourly              | 40                              | 1                                    |
|          | Emanuel      | 22,635             | 12.50                          | 12.50           | Hourly              | 40                              | 1                                    |
|          | Morgan       | 18,170             | 11.81                          | 17.72           | Hourly              | 40                              | 1                                    |
|          | Telfair      | 15,965             | 8.92                           | 13.52           | Hourly              | 40                              | 1                                    |
| <b>E</b> | Candler      | 10,910             | 13.81                          | 18.60           | Hourly              | 40                              | 1                                    |
|          | Early        | 10,339             | 9.39                           | 13.62           | Hourly              | 35                              | 1                                    |
|          | Lanier       | 10,399             | 16,640.00                      | 24,617.32       | Annual              | 40                              | 1                                    |
| <b>F</b> | Irwin        | 9,422              | 9.75                           | 9.75            | Hourly              | 40                              | 1                                    |
|          | Montgomery   | 9,060              | 18,700.00                      | 21,923.00       | Annual              | 40                              | 1                                    |
|          | Twiggs       | 8,171              | 7.69                           | 11.43           | Hourly              | 40                              | 1                                    |

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

## ◆ Economic Development Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 7                | 77,996                     | 115,000       | 140,668        | 200,000        | 7                             |
| <b>B</b>         | 2                | 84,125                     | 98,049        | 84,125         | 98,049         | 2                             |
| <b>C</b>         | 3                | 65,711                     | 75,000        | 95,445         | 100,000        | 3                             |
| <b>D</b>         | 7                | 53,440                     | 95,000        | 59,154         | 115,000        | 7                             |
| <b>E</b>         | 4                | 59,874                     | 85,000        | 63,124         | 85,000         | 4                             |
| <b>F</b>         | 2                | 34,111                     | 43,222        | 55,201         | 74,402         | 2                             |
| <b>Total/Avg</b> | <b>25</b>        | <b>62,543</b>              | <b>85,212</b> | <b>82,953</b>  | <b>112,075</b> | <b>25</b>                     |

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

### Population Group Data

| Group    | Jurisdiction  | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|---------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke | 124,707         | 76,550.00                | 122,480.00   | Annual           | 40                        | 1                              |
|          | Clayton       | 279,462         | 1.00                     | 200,000.00   | Annual           | 40                        | 1                              |
|          | Columbia      | 147,450         | 97,354.00                | 146,030.00   | Annual           | 40                        | 1                              |
|          | Coweta        | 140,526         | 64,072.00                | 99,311.00    | Annual           | 40                        | 1                              |
|          | Fulton        | 1,023,336       | 113,510.00               | 170,265.00   | Annual           | 40                        | 0                              |
|          | Gwinnett      | 907,135         | 77,405.00                | 131,588.00   | Annual           | 40                        | 2                              |
|          | Henry         | 221,768         | 115,000.00               | 115,000.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Barrow        | 77,126          | 98,049.00                | 98,049.00    | Annual           | 40                        | 1                              |
|          | Walker        | 67,896          | 70,200.00                | 70,200.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan         | 36,230          | 75,000.00                | 100,000.00   | Annual           | 40                        | 1                              |
|          | Oconee        | 36,838          | 59,972.00                | 86,959.00    | Annual           | 40                        | 1                              |
|          | White         | 28,884          | 62,162.00                | 99,375.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Banks         | 18,397          | 95,000.00                | 115,000.00   | Annual           | 40                        | 1                              |
|          | Berrien       | 18,993          | 40,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Burke         | 22,688          | 86,563.80                | 86,563.80    | Annual           | 40                        | 1                              |
|          | Chattooga     | 24,824          | 47,000.00                | 47,000.00    | Annual           | 40                        | 1                              |
|          | Mitchell      | 22,459          | 42,432.00                | 42,432.00    | Annual           | 40                        | 1                              |
|          | Putnam        | 21,477          | 28.85                    | 28.85        | Hourly           | 40                        | 1                              |
|          | Washington    | 20,457          | 3,076.00                 | 3,076.00     | Annual           | 40                        | 1                              |
| <b>E</b> | Bacon         | 11,372          | 60,000.00                | 60,000.00    | Annual           | 40                        | 1                              |
|          | Crawford      | 12,322          | 37,000.00                | 50,000.00    | Annual           | 40                        | 1                              |
|          | Dooly         | 13,763          | 57,496.00                | 57,496.00    | Annual           | 40                        | 1                              |

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

**◆ Economic Development Director**

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Early        | 10,339          | 85,000.00                | 85,000.00    | Annual           | 40                        | 1                              |
| <b>F</b> | Wilkes       | 9,805           | 25,000.00                | 36,000.00    | Annual           | 40                        | 1                              |
|          | Wilkinson    | 9,104           | 20.78                    | 35.77        | Hourly           | 40                        | 1                              |

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

## ◆ Elections Supervisor/Coordinator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 54,695                     | 71,910        | 85,375         | 143,310       | 18                            |
| <b>B</b>         | 12               | 41,046                     | 47,819        | 58,954         | 76,502        | 12                            |
| <b>C</b>         | 18               | 35,523                     | 48,304        | 50,228         | 71,368        | 18                            |
| <b>D</b>         | 17               | 32,716                     | 47,507        | 40,790         | 71,843        | 18                            |
| <b>E</b>         | 6                | 30,135                     | 36,215        | 33,835         | 46,000        | 6                             |
| <b>F</b>         | 5                | 27,129                     | 32,240        | 45,097         | 81,664        | 5                             |
| <b>Total/Avg</b> | <b>76</b>        | <b>36,874</b>              | <b>47,333</b> | <b>52,380</b>  | <b>81,781</b> | <b>77</b>                     |

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

### Population Group Data

| Group      | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|------------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>   | Augusta/Richmond  | 201,647         | 71,910.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|            | Bartow            | 103,807         | 24.21                    | 33.90        | Annual           | 40                        | 1                              |
|            | Carroll           | 116,261         | 45,267.25                | 74,029.93    | Annual           | 40                        | 1                              |
|            | Chatham           | 289,082         | 39,390.00                | 64,994.00    | Annual           | 40                        | 1                              |
|            | Cherokee          | 241,689         | 47,222.00                | 73,195.00    | Annual           | 40                        | 1                              |
|            | Clayton           | 279,462         | 68,454.00                | 108,397.00   | Annual           | 40                        | 1                              |
|            | Columbia          | 147,450         | 53,726.00                | 80,579.00    | Annual           | 40                        | 1                              |
|            | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 1                              |
|            | Coweta            | 140,526         | 53,796.00                | 83,383.00    | Annual           | 40                        | 1                              |
|            | DeKalb            | 740,321         | 46,928.00                | 72,739.00    | Annual           | 40                        | 1                              |
|            | Douglas           | 142,224         | 59,977.84                | 59,977.84    | Annual           | 40                        | 1                              |
|            | Fayette           | 111,627         | 49,423.35                | 75,203.47    | Annual           | 40                        | 1                              |
|            | Forsyth           | 221,009         | 59,949.00                | 92,921.00    | Annual           | 40                        | 1                              |
|            | Fulton            | 1,023,336       | 71,796.00                | 107,545.00   | Annual           | 40                        | 1                              |
|            | Gwinnett          | 907,135         | 70,638.00                | 120,085.00   | Annual           | 40                        | 1                              |
|            | Houston           | 152,122         | 21.55                    | 34.88        | Hourly           | 40                        | 1                              |
|            | Lowndes           | 114,628         | 27.16                    | 40.92        | Annual           | 40                        | 1                              |
| Macon-Bibb | 152,760           | 59,925.00       | 99,798.00                | Annual       | 40               | 1                         |                                |
| <b>B</b>   | Barrow            | 77,126          | 47,626.00                | 71,438.00    | Annual           | 40                        | 1                              |
|            | Catoosa           | 66,398          | 42,436.00                | 42,436.00    | Annual           | 40                        | 1                              |
|            | Effingham         | 58,712          | 34,918.56                | 48,885.98    | Annual           | 40                        | 1                              |
|            | Floyd             | 96,560          | 11.78                    | 18.74        | Hourly           | 40                        | 2                              |

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

◆ Elections Supervisor/Coordinator

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Glynn        | 84,502          | 22.99                    | 36.78        | Annual           | 40                        | 0                              |
|          | Gordon       | 56,904          | 47,450.00                | 68,804.00    | Annual           | 40                        | 1                              |
|          | Jackson      | 64,615          | 41,192.00                | 57,669.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 62,570          | 21.73                    | 35.61        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 89,355          | 44,969.60                | 73,185.84    | Annual           | 40                        | 1                              |
|          | Spalding     | 64,806          | 33,909.00                | 52,886.00    | Annual           | 40                        | 1                              |
|          | Walker       | 67,896          | 20.40                    | 20.40        | Hourly           | 40                        | 1                              |
|          | Walton       | 90,184          | 40,103.00                | 60,155.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Baldwin      | 45,144          | 41,952.00                | 63,586.00    | Annual           | 40                        | 1                              |
|          | Bryan        | 36,230          | 35,000.00                | 50,000.00    | Annual           | 40                        | 1                              |
|          | Habersham    | 44,246          | 43,849.00                | 60,970.00    | Annual           | 40                        | 1                              |
|          | Haralson     | 29,042          | 10.50                    | 11.25        | Hourly           | 40                        | 1                              |
|          | Hart         | 25,553          | 16.82                    | 25.60        | Hourly           | 40                        | 1                              |
|          | Jones        | 28,623          | 19.00                    | 19.76        | Hourly           | 40                        | 1                              |
|          | Lee          | 29,337          | 46,043.60                | 71,367.58    | Annual           | 40                        | 1                              |
|          | Lumpkin      | 31,445          | 42,755.00                | 70,546.00    | Annual           | 40                        | 1                              |
|          | Murray       | 39,315          | 13.98                    | 22.35        | Hourly           | 40                        | 1                              |
|          | Oconee       | 36,838          | 48,304.00                | 70,041.00    | Annual           | 40                        | 1                              |
|          | Peach        | 26,655          | 29,485.00                | 46,535.00    | Annual           | 40                        | 1                              |
|          | Pickens      | 30,832          | 30,722.03                | 46,747.20    | Annual           | 40                        | 1                              |
|          | Polk         | 41,776          | 15.00                    | 26.23        | Hourly           | 40                        | 1                              |
|          | Sumter       | 30,389          | 14.94                    | 27.71        | Hourly           | 40                        | 1                              |
|          | Tattnall     | 25,092          | 25,000.00                | 31,000.00    | Annual           | 40                        | 1                              |
|          | Thomas       | 45,248          | 37,648.00                | 37,648.00    | Annual           | 40                        | 1                              |
|          | Toombs       | 27,196          | 33,100.08                | 33,100.08    | Annual           | 37.5                      | 1                              |
|          | Ware         | 35,738          | 18.20                    | 22.18        | Annual           | 40                        | 1                              |
| <b>D</b> | Banks        | 18,397          | 33,767.00                | 45,110.00    | Annual           | 40                        | 1                              |
|          | Berrien      | 18,993          | 30,000.00                | 35,000.00    | Annual           | 40                        | 1                              |
|          | Brooks       | 15,687          | 32,000.00                | 43,066.13    | Annual           | 40                        | 1                              |
|          | Burke        | 22,688          | 22.79                    | 34.54        | Hourly           | 40                        | 1                              |
|          | Chattooga    | 24,824          | 40,000.00                | 40,000.00    | Annual           | 40                        | 1                              |
|          | Cook         | 17,167          | 32,591.00                | 32,591.00    | Annual           | 35                        | 1                              |
|          | Crisp        | 22,721          | 31,250.00                | 31,250.00    | Annual           | 40                        | 1                              |
|          | Emanuel      | 22,635          | 721.15                   | 721.15       | Annual           | 40                        | 1                              |
|          | Fannin       | 24,900          | 12.00                    | 19.50        | Hourly           | 40                        | 2                              |
|          | Franklin     | 22,320          | 16.92                    | 16.92        | Hourly           | 40                        | 1                              |
|          | Greene       | 17,003          | 21.36                    | 26.32        | Hourly           | 40                        | 1                              |
|          | Jefferson    | 15,916          | 18,720.00                | 36,050.00    | Annual           | 40                        | 1                              |
|          | Mitchell     | 22,459          | 30,888.00                | 30,888.00    | Annual           | 40                        | 1                              |

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

## ◆ Elections Supervisor/Coordinator

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Morgan       | 18,170             | 40,132.00                      | 61,152.21       | Annual              | 40                              | 1                                    |
|          | Pierce       | 19,171             | 16.00                          | 17.00           | Hourly              | 35                              | 1                                    |
|          | Putnam       | 21,477             | 22.84                          | 22.84           | Hourly              | 40                              | 1                                    |
|          | Rabun        | 16,559             | 37,483.00                      | 56,812.00       | Annual              | 40                              | 1                                    |
| <b>E</b> | Bacon        | 11,372             | 24,840.00                      | 25,461.00       | Annual              | 40                              | 1                                    |
|          | Charlton     | 12,497             | 31,824.00                      | 32,905.60       | Annual              | 40                              | 1                                    |
|          | Crawford     | 12,322             | 32,000.00                      | 46,000.00       | Annual              | 40                              | 1                                    |
|          | Early        | 10,339             | 36,215.00                      | 36,215.00       | Annual              | 35                              | 1                                    |
|          | Jeff Davis   | 14,877             | 25,000.00                      | 31,500.00       | Annual              | 40                              | 1                                    |
|          | Macon        | 13,450             | 14.87                          | 14.87           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Atkinson     | 8,273              | 11.00                          | 13.00           | Hourly              | 40                              | 1                                    |
|          | Lincoln      | 7,828              | 31,108.03                      | 31,108.03       | Annual              | 40                              | 1                                    |
|          | Randolph     | 7,177              | 13.15                          | 13.15           | Hourly              | 40                              | 1                                    |
|          | Taylor       | 8,232              | 22,063.00                      | 81,664.00       | Annual              | 40                              | 1                                    |
|          | Wilkinson    | 9,104              | 15.50                          | 28.04           | Hourly              | 40                              | 1                                    |

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

## ◆ Finance Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 23               | 85,623                     | 136,044       | 137,427        | 223,529        | 22                            |
| <b>B</b>         | 14               | 71,071                     | 91,844        | 103,036        | 127,504        | 14                            |
| <b>C</b>         | 16               | 57,740                     | 82,110        | 118,343        | 661,113        | 16                            |
| <b>D</b>         | 11               | 57,967                     | 80,187        | 72,523         | 106,047        | 11                            |
| <b>E</b>         | 3                | 40,537                     | 47,000        | 44,384         | 58,543         | 3                             |
| <b>F</b>         | 5                | 33,226                     | 50,500        | 37,159         | 50,500         | 5                             |
| <b>Total/Avg</b> | <b>72</b>        | <b>57,694</b>              | <b>81,281</b> | <b>85,479</b>  | <b>204,539</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      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|------------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>   | Athens-Clarke     | 124,707         | 79,606.00                | 127,369.00   | Annual           | 40                        | 1                              |
|            | Augusta/Richmond  | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|            | Bartow            | 103,807         | 37.76                    | 52.87        | Annual           | 40                        | 1                              |
|            | Carroll           | 116,261         | 56,923.40                | 92,978.87    | Annual           | 40                        | 1                              |
|            | Chatham           | 289,082         | 98,735.00                | 162,913.00   | Annual           | 40                        | 1                              |
|            | Cherokee          | 241,689         | 76,920.00                | 119,228.00   | Annual           | 40                        | 1                              |
|            | Clayton           | 279,462         | 1.00                     | 200,000.00   | Annual           | 40                        | 1                              |
|            | Columbia          | 147,450         | 97,354.00                | 146,030.00   | Annual           | 40                        | 1                              |
|            | Columbus/Muscogee | 197,485         | 83,790.00                | 127,497.00   | Annual           | 40                        | 1                              |
|            | Coweta            | 140,526         | 76,310.00                | 118,281.00   | Annual           | 40                        | 1                              |
|            | DeKalb            | 740,321         | 131,310.00               | 203,521.00   | Annual           | 40                        | 0                              |
|            | Douglas           | 142,224         | 105,772.16               | 105,772.16   | Annual           | 40                        | 1                              |
|            | Fayette           | 111,627         | 85,085.82                | 129,468.14   | Annual           | 40                        | 1                              |
|            | Forsyth           | 221,009         | 75,156.00                | 120,250.00   | Annual           | 40                        | 1                              |
|            | Fulton            | 1,023,336       | 136,044.00               | 204,066.00   | Annual           | 40                        | 1                              |
|            | Gwinnett          | 907,135         | 131,488.00               | 223,529.00   | Annual           | 40                        | 1                              |
|            | Hall              | 196,637         | 113,311.64               | 113,311.64   | Annual           | 40                        | 1                              |
|            | Henry             | 221,768         | 78,280.72                | 117,421.09   | Annual           | 40                        | 1                              |
|            | Houston           | 152,122         | 33.16                    | 53.10        | Hourly           | 40                        | 1                              |
|            | Lowndes           | 114,628         | 40.31                    | 60.74        | Annual           | 40                        | 1                              |
| Macon-Bibb | 152,760           | 85,300.00       | 142,064.00               | Annual       | 40               | 1                         |                                |
| Newton     | 106,999           | 60,632.00       | 91,083.00                | Annual       | 40               | 1                         |                                |

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

## ◆ Finance Director

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>B</b> | Paulding     | 155,825            | 81,760.00                      | 125,963.00      | Annual              | 40                              | 1                                    |
|          | Barrow       | 77,126             | 72,496.00                      | 108,774.00      | Annual              | 40                              | 1                                    |
|          | Camden       | 53,008             | 64,400.00                      | 112,600.00      | Annual              | 40                              | 1                                    |
|          | Catoosa      | 66,398             | 91,844.00                      | 91,844.00       | Annual              | 40                              | 1                                    |
|          | Dougherty    | 90,017             | 60,876.00                      | 90,351.00       | Annual              | 40                              | 1                                    |
|          | Effingham    | 58,712             | 69,136.38                      | 96,790.93       | Annual              | 40                              | 1                                    |
|          | Floyd        | 96,560             | 61,910.00                      | 98,510.00       | Annual              | 40                              | 1                                    |
|          | Glynn        | 84,502             | 31.83                          | 50.92           | Annual              | 40                              | 1                                    |
|          | Gordon       | 56,904             | 70,588.00                      | 102,352.00      | Annual              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 73,706.00                      | 110,559.00      | Annual              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 37.41                          | 61.30           | Hourly              | 40                              | 1                                    |
|          | Rockdale     | 89,355             | 67,496.00                      | 109,833.36      | Annual              | 40                              | 1                                    |
|          | Spalding     | 64,806             | 65,239.00                      | 101,751.00      | Annual              | 40                              | 1                                    |
|          | Walker       | 67,896             | 88,400.00                      | 88,400.00       | Annual              | 40                              | 1                                    |
| <b>C</b> | Walton       | 90,184             | 64,882.00                      | 97,323.00       | Annual              | 40                              | 1                                    |
|          | Baldwin      | 45,144             | 75,881.00                      | 115,010.00      | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 65,000.00                      | 85,000.00       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 82,110.00                      | 82,110.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 70,161.00                      | 98,226.00       | Annual              | 40                              | 1                                    |
|          | Jones        | 28,623             | 26.30                          | 27.54           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 64,714.00                      | 110,014.00      | Annual              | 40                              | 1                                    |
|          | Madison      | 28,824             | 20.85                          | 23.62           | Hourly              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 76,644.00                      | 111,132.00      | Annual              | 40                              | 1                                    |
|          | Peach        | 26,655             | 41,865.00                      | 661,113.00      | Annual              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 81,900.30                      | 81,900.30       | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 23.46                          | 41.05           | Hourly              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 46,146.49                      | 85,553.01       | Annual              | 40                              | 1                                    |
| Tattnell | 25,092       | 35,000.00          | 50,000.00                      | Annual          | 40                  | 1                               |                                      |
| <b>D</b> | Thomas       | 45,248             | 31,179.00                      | 31,179.00       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 55,602.00                      | 90,029.00       | Annual              | 40                              | 1                                    |
|          | Banks        | 18,397             | 50,496.00                      | 68,530.00       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,688             | 22.79                          | 34.54           | Hourly              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 80,187.00                      | 80,187.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 68,418.00                      | 106,047.00      | Annual              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 30.75                          | 30.75           | Hourly              | 40                              | 1                                    |
|          | Greene       | 17,003             | 22.61                          | 33.50           | Hourly              | 40                              | 1                                    |
|          | Lamar        | 18,469             | 54,068.00                      | 54,068.00       | Annual              | 40                              | 1                                    |
|          | Morgan       | 18,170             | 54,444.00                      | 81,665.00       | Annual              | 40                              | 1                                    |

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

◆ Finance Director

| Group    | Jurisdiction       | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Putnam             | 21,477          | 30.37                    | 30.37        | Hourly           | 40                        | 1                              |
|          | Rabun              | 16,559          | 58,461.00                | 88,608.00    | Annual           | 40                        | 1                              |
|          | Union              | 22,928          | 50,000.00                | 50,000.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Bleckley           | 12,970          | 44,013.00                | 44,013.00    | Annual           | 40                        | 1                              |
|          | Heard              | 11,487          | 47,000.00                | 58,542.60    | Annual           | 40                        | 1                              |
|          | McIntosh           | 13,927          | 14.71                    | 14.71        | Hourly           | 40                        | 1                              |
| <b>F</b> | Atkinson           | 8,273           | 11.00                    | 17.50        | Hourly           | 40                        | 1                              |
|          | Georgetown-Quitman | 2,335           | 14.00                    | 16.34        | Hourly           | 40                        | 1                              |
|          | Lincoln            | 7,828           | 50,500.00                | 50,500.00    | Annual           | 40                        | 1                              |
|          | Randolph           | 7,177           | 11.85                    | 11.85        | Hourly           | 40                        | 1                              |
|          | Talbot             | 6,171           | 38,980.00                | 40,260.00    | Annual           | 40                        | 1                              |

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

## ◆ Information Systems/Technology Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 21               | 86,717                     | 136,044       | 130,318        | 204,066       | 21                            |
| <b>B</b>         | 10               | 60,206                     | 67,496        | 90,602         | 109,833       | 10                            |
| <b>C</b>         | 13               | 51,180                     | 72,704        | 71,258         | 101,786       | 14                            |
| <b>D</b>         | 5                | 30,145                     | 47,403        | 40,693         | 71,843        | 5                             |
| <b>E</b>         | 2                | 40,000                     | 40,000        | 51,524         | 56,000        | 2                             |
| <b>F</b>         | 1                | 24,960                     | 24,960        | 37,440         | 37,440        | 1                             |
| <b>Total/Avg</b> | <b>52</b>        | <b>48,868</b>              | <b>64,768</b> | <b>70,306</b>  | <b>96,828</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      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 70,438.00                | 112,701.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 30.99                    | 43.40        | Annual           | 40                        | 1                              |
|          | Chatham           | 289,082         | 89,759.00                | 148,102.00   | Annual           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 66,447.00                | 102,993.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 96,931.00                | 153,489.00   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 83,790.00                | 127,497.00   | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 64,072.00                | 99,311.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 131,310.00               | 203,521.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 121,082.83               | 121,082.83   | Annual           | 40                        | 1                              |
|          | Fayette           | 111,627         | 85,085.82                | 129,468.14   | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 90,364.00                | 144,581.00   | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 136,044.00               | 204,066.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 107,795.00               | 183,252.00   | Annual           | 40                        | 1                              |
|          | Hall              | 196,637         | 97,543.42                | 97,543.42    | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 72,521.07                | 108,781.86   | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 33.16                    | 53.10        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 36.52                    | 55.03        | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 85,300.00                | 142,069.00   | Annual           | 40                        | 1                              |
| Newton   | 106,999           | 56,597.00       | 85,010.00                | Annual       | 40               | 1                         |                                |
| Paulding | 155,825           | 74,457.00       | 114,712.00               | Annual       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 53,008          | 53,600.00                | 93,900.00    | Annual           | 40                        | 1                              |

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

## ◆ Information Systems/Technology Director

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Effingham    | 58,712          | 56,848.66                | 79,630.13    | Annual           | 40                        | 1                              |
|          | Floyd        | 96,560          | 58,051.00                | 92,392.00    | Annual           | 40                        | 1                              |
|          | Glynn        | 84,502          | 31.83                    | 50.92        | Annual           | 40                        | 1                              |
|          | Gordon       | 56,904          | 58,734.00                | 85,163.00    | Annual           | 40                        | 1                              |
|          | Jackson      | 64,615          | 64,072.00                | 96,108.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 62,570          | 27.82                    | 45.58        | Hourly           | 40                        | 1                              |
|          | Rockdale     | 89,355          | 67,496.00                | 109,833.36   | Annual           | 40                        | 1                              |
|          | Walker       | 67,896          | 61,000.00                | 61,000.00    | Annual           | 40                        | 1                              |
|          | Walton       | 90,184          | 58,185.00                | 87,278.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Baldwin      | 45,144          | 41,952.00                | 63,586.00    | Annual           | 40                        | 1                              |
|          | Bryan        | 36,230          | 20.00                    | 30.00        | Hourly           | 40                        | 1                              |
|          | Colquitt     | 45,708          | 51,337.00                | 57,337.00    | Annual           | 40                        | 1                              |
|          | Decatur      | 26,822          | 41,199.86                | 60,000.00    | Annual           | 40                        | 2                              |
|          | Habersham    | 44,246          | 72,704.00                | 101,786.00   | Annual           | 40                        | 1                              |
|          | Jones        | 28,623          | 22.65                    | 24.00        | Hourly           | 40                        | 1                              |
|          | Lee          | 29,337          | 50,763.07                | 100,421.34   | Annual           | 40                        | 1                              |
|          | Oconee       | 36,838          | 52,193.00                | 75,679.00    | Annual           | 40                        | 1                              |
|          | Peach        | 26,655          | 37,304.00                | 58,908.00    | Annual           | 40                        | 1                              |
|          | Polk         | 41,776          | 23.46                    | 41.05        | Hourly           | 40                        | 1                              |
|          | Thomas       | 45,248          | 63,013.00                | 63,013.00    | Annual           | 40                        | 1                              |
|          | Ware         | 35,738          | 31.90                    | 31.90        | Hourly           | 40                        | 1                              |
|          | White        | 28,884          | 51,019.00                | 81,562.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Burke        | 22,688          | 22.79                    | 34.54        | Hourly           | 40                        | 1                              |
|          | Emanuel      | 22,635          | 1,189.04                 | 1,189.04     | Annual           | 40                        | 1                              |
|          | Jefferson    | 15,916          | 10.00                    | 13.50        | Hourly           | 40                        | 1                              |
|          | Lamar        | 18,469          | 41,200.00                | 41,200.00    | Annual           | 40                        | 1                              |
|          | Morgan       | 18,170          | 40,132.00                | 61,152.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Evans        | 10,670          | 40,000.00                | 56,000.00    | Annual           | 40                        | 1                              |
|          | Heard        | 11,487          | 40,000.00                | 47,048.00    | Annual           | 40                        | 1                              |
| <b>F</b> | Lincoln      | 7,828           | 12.00                    | 18.00        | Hourly           | 40                        | 1                              |

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

## ◆ Information Systems/Technology Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 47,426                     | 102,294       | 87,663         | 158,555       | 80                            |
| <b>B</b>         | 11               | 40,393                     | 54,621        | 60,001         | 87,402        | 19                            |
| <b>C</b>         | 9                | 33,095                     | 41,766        | 48,567         | 58,074        | 10                            |
| <b>D</b>         | 4                | 34,353                     | 37,924        | 49,654         | 56,885        | 4                             |
| <b>E</b>         | 1                | 23,000                     | 23,000        | 30,000         | 30,000        | 1                             |
| <b>Total/Avg</b> | <b>42</b>        | <b>35,653</b>              | <b>51,921</b> | <b>55,177</b>  | <b>78,183</b> | <b>114</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 44,462.00                | 71,139.00    | Annual           | 40                        | 9                              |
|          | Augusta/Richmond  | 201,647         | 39,059.74                | 114,655.32   | Annual           | 37.5                      | 35                             |
|          | Carroll           | 116,261         | 17.74                    | 28.97        | Hourly           | 40                        | 2                              |
|          | Chatham           | 289,082         | 70,646.00                | 116,566.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 79,459.00                | 125,822.00   | Annual           | 40                        | 1                              |
|          | Cobb              | 748,150         | 5,467.00                 | 143,120.00   | Annual           | 40                        | 3                              |
|          | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 17.20                    | 26.66        | Hourly           | 40                        | 4                              |
|          | DeKalb            | 740,321         | 102,294.00               | 158,555.00   | Annual           | 40                        | 2                              |
|          | Douglas           | 142,224         | 17.93                    | 36.69        | Hourly           | 40                        | 3                              |
|          | Fayette           | 111,627         | 40,564.04                | 61,722.99    | Annual           | 40                        | 2                              |
|          | Forsyth           | 221,009         | 52,346.00                | 81,136.00    | Annual           | 40                        | 3                              |
|          | Fulton            | 1,023,336       | 32,068.00                | 48,102.00    | Annual           | 40                        | 5                              |
|          | Gwinnett          | 907,135         | 82,707.00                | 140,602.00   | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 16.38                    | 26.19        | Hourly           | 40                        | 1                              |
| Newton   | 106,999           | 32,157.00       | 58,243.00                | Annual       | 40               | 6                         |                                |
| Paulding | 155,825           | 46,536.00       | 71,695.00                | Annual       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 53,008          | 42,800.00                | 64,100.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 90,017          | 35,593.00                | 52,826.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 58,712          | 34,918.56                | 48,885.98    | Annual           | 40                        | 3                              |
|          | Floyd             | 96,560          | 36,101.00                | 57,444.00    | Annual           | 40                        | 1                              |
|          | Glynn             | 84,502          | 26.26                    | 42.02        | Annual           | 40                        | 1                              |
|          | Gordon            | 56,904          | 18.61                    | 26.93        | Hourly           | 40                        | 2                              |

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

**◆ Information Systems/Technology Specialist**

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Jackson      | 64,615          | 41,192.00                | 57,669.00    | Annual           | 40                        | 1                              |
|          | Liberty      | 62,570          | 18.74                    | 33.89        | Hourly           | 40                        | 3                              |
|          | Rockdale     | 89,355          | 36,712.00                | 59,754.24    | Annual           | 40                        | 3                              |
|          | Walker       | 67,896          | 43,259.00                | 43,259.00    | Annual           | 40                        | 1                              |
|          | Walton       | 90,184          | 41,443.00                | 62,164.00    | Annual           | 40                        | 2                              |
| <b>C</b> | Bryan        | 36,230          | 14.00                    | 20.00        | Hourly           | 40                        | 1                              |
|          | Colquitt     | 45,708          | 31,200.00                | 34,403.00    | Annual           | 40                        | 2                              |
|          | Habersham    | 44,246          | 20.08                    | 27.92        | Hourly           | 40                        | 1                              |
|          | Lee          | 29,337          | 16.52                    | 25.60        | Hourly           | 40                        | 1                              |
|          | Oconee       | 36,838          | 34,969.00                | 50,705.00    | Annual           | 40                        | 1                              |
|          | Peach        | 26,655          | 33,396.00                | 52,702.00    | Annual           | 40                        | 1                              |
|          | Polk         | 41,776          | 15.00                    | 26.23        | Hourly           | 40                        | 1                              |
|          | Ware         | 35,738          | 14.00                    | 19.00        | Hourly           | 40                        | 1                              |
|          | White        | 28,884          | 15.73                    | 25.14        | Hourly           | 40                        | 1                              |
| <b>D</b> | Burke        | 22,688          | 16.79                    | 25.45        | Hourly           | 40                        | 1                              |
|          | Chattooga    | 24,824          | 28,000.00                | 32,136.00    | Annual           | 40                        | 1                              |
|          | Dawson       | 23,604          | 17.58                    | 27.24        | Hourly           | 40                        | 1                              |
|          | Morgan       | 18,170          | 37,924.00                | 56,885.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Heard        | 11,487          | 23,000.00                | 30,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Juvenile Court Judge

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |                | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|----------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest        | Average        | Highest        |                               |
| <b>A</b>         | 16               | 120,837                    | 174,196        | 137,547        | 179,056        | 28                            |
| <b>B</b>         | 6                | 94,345                     | 124,091        | 293,587        | 1,253,426      | 7                             |
| <b>C</b>         | 4                | 89,354                     | 136,282        | 89,354         | 136,282        | 4                             |
| <b>D</b>         | 1                | 45,784                     | 45,784         | 46,000         | 46,000         | 1                             |
| <b>Total/Avg</b> | <b>27</b>        | <b>87,580</b>              | <b>120,088</b> | <b>141,622</b> | <b>403,691</b> | <b>40</b>                     |

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

### Population Group Data

| Group    | Jurisdiction  | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|---------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke | 124,707         | 100,168.00               | 100,168.00   | Annual           | 40                        | 1                              |
|          | Carroll       | 116,261         | 56,923.00                | 105,000.00   | Annual           | 40                        | 1                              |
|          | Chatham       | 289,082         | 174,196.00               | 179,056.00   | Annual           | 40                        | 3                              |
|          | Cherokee      | 241,689         | 136,813.46               | 136,813.46   | Annual           | 40                        | 2                              |
|          | Clayton       | 279,462         | 1.00                     | 155,101.00   | Annual           | 40                        | 3                              |
|          | Columbia      | 147,450         | 132,000.00               | 137,000.00   | Annual           | 40                        | 3                              |
|          | Coweta        | 140,526         | 126,575.00               | 126,575.00   | Annual           | 40                        | 1                              |
|          | DeKalb        | 740,321         | 166,478.40               | 166,478.40   | Annual           | 40                        | 1                              |
|          | Forsyth       | 221,009         | 162,900.00               | 162,900.00   | Annual           | 40                        | 1                              |
|          | Gwinnett      | 907,135         | 161,041.00               | 161,041.00   | Annual           | 40                        | 3                              |
|          | Hall          | 196,637         | 163,245.94               | 163,245.94   | Annual           | 40                        | 3                              |
|          | Henry         | 221,768         | 80,000.00                | 136,400.31   | Annual           | 40                        | 2                              |
|          | Houston       | 152,122         | 141,597.00               | 141,597.00   | Annual           | 40                        | 1                              |
|          | Macon-Bibb    | 152,760         | 115,960.00               | 115,960.00   | Annual           | 40                        | 1                              |
|          | Newton        | 106,999         | 106,519.00               | 106,519.00   | Annual           | 40                        | 1                              |
| Paulding | 155,825       | 106,902.00      | 106,902.00               | Annual       | 40               | 1                         |                                |
| <b>B</b> | Dougherty     | 90,017          | 57,977.00                | 1,253,425.50 | Annual           | 40                        | 2                              |
|          | Floyd         | 96,560          | 124,091.00               | 124,091.00   | Annual           | 40                        | 1                              |
|          | Gordon        | 56,904          | 80,384.00                | 80,384.00    | Annual           | 40                        | 1                              |
|          | Spalding      | 64,806          | 90,000.00                | 90,000.00    | Annual           | 40                        | 1                              |
|          | Walker        | 67,896          | 109,620.00               | 109,620.00   | Annual           | 40                        | 1                              |
|          | Walton        | 90,184          | 104,000.00               | 104,000.00   | Annual           | 40                        | 1                              |
| <b>C</b> | Haralson      | 29,042          | 65.52                    | 65.52        | Hourly           | 40                        | 1                              |
|          | Sumter        | 30,389          | 105,991.40               | 105,991.40   | Annual           | 40                        | 1                              |
|          | Ware          | 35,738          | 12.77                    | 12.77        | Hourly           | 40                        | 1                              |

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

## ◆ Juvenile Court Judge

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | White        | 28,884          | 88,580.00                | 88,580.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Appling      | 18,428          | 45,784.00                | 46,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Keep Georgia Beautiful (KGB) Executive Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 4                | 50,693                     | 62,888        | 70,063         | 78,609        | 13                            |
| <b>B</b>         | 3                | 41,365                     | 48,140        | 62,611         | 72,210        | 3                             |
| <b>C</b>         | 1                | 33,509                     | 33,509        | 39,582         | 39,582        | 1                             |
| <b>Total/Avg</b> | <b>8</b>         | <b>41,856</b>              | <b>48,179</b> | <b>57,419</b>  | <b>63,467</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      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Columbus/Muscogee | 197,485         | 51,135.00                | 77,808.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 62,888.00                | 78,609.00    | Annual           | 40                        | 10                             |
|          | Forsyth           | 221,009         | 48,544.00                | 61,894.00    | Annual           | 40                        | 1                              |
|          | Paulding          | 155,825         | 19.33                    | 29.78        | Annual           | 40                        | 1                              |
| <b>B</b> | Jackson           | 64,615          | 36,976.00                | 51,767.00    | Annual           | 40                        | 1                              |
|          | Liberty           | 62,570          | 18.74                    | 30.70        | Hourly           | 40                        | 1                              |
|          | Walton            | 90,184          | 48,140.00                | 72,210.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Madison           | 28,824          | 16.11                    | 19.03        | Hourly           | 40                        | 1                              |

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

## ◆ Librarian

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 10               | 46,481                     | 70,675        | 70,780         | 97,489        | 107                           |
| <b>B</b>         | 3                | 30,575                     | 41,203        | 71,823         | 85,883        | 21                            |
| <b>C</b>         | 3                | 21,972                     | 24,315        | 39,901         | 43,680        | 12                            |
| <b>D</b>         | 1                | 47,403                     | 47,403        | 71,843         | 71,843        | 1                             |
| <b>F</b>         | 2                | 17,680                     | 20,800        | 30,627         | 31,530        | 4                             |
| <b>Total/Avg</b> | <b>19</b>        | <b>32,822</b>              | <b>40,879</b> | <b>56,995</b>  | <b>66,085</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     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 201,647         | 23,186.22                | 65,435.88    | Annual           | 37.5                      | 4                              |
|          | Clayton          | 279,462         | 48,344.00                | 76,552.00    | Annual           | 40                        | 7                              |
|          | Cobb             | 748,150         | 43,214.00                | 69,143.00    | Annual           | 40                        | 21                             |
|          | Columbia         | 147,450         | 65,000.00                | 97,489.00    | Annual           | 40                        | 1                              |
|          | Coweta           | 140,526         | 45,168.00                | 70,010.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 42,939.00                | 66,555.00    | Annual           | 40                        | 20                             |
|          | Douglas          | 142,224         | 70,675.07                | 70,675.07    | Annual           | 40                        | 1                              |
|          | Fayette          | 111,627         | 47,041.85                | 71,579.75    | Annual           | 40                        | 5                              |
|          | Fulton           | 1,023,336       | 42,803.00                | 64,204.00    | Annual           | 40                        | 43                             |
|          | Paulding         | 155,825         | 17.52                    | 27.00        | Hourly           | 40                        | 4                              |
| <b>B</b> | Catoosa          | 66,398          | 11.92                    | 32.90        | Hourly           | 40                        | 9                              |
|          | Dougherty        | 90,017          | 41,203.00                | 61,153.00    | Annual           | 40                        | 1                              |
|          | Glynn            | 84,502          | 12.37                    | 41.29        | Hourly           | 40                        | 11                             |
| <b>C</b> | Bryan            | 36,230          | 11.00                    | 21.00        | Hourly           | 40                        | 4                              |
|          | Jones            | 28,623          | 9.00                     | 17.86        | Hourly           | 40                        | 3                              |
|          | White            | 28,884          | 11.69                    | 18.69        | Hourly           | 40                        | 5                              |
| <b>D</b> | Burke            | 22,688          | 22.79                    | 34.54        | Hourly           | 40                        | 1                              |
| <b>F</b> | Lincoln          | 7,828           | 20,800.00                | 31,530.03    | Annual           | 40                        | 2                              |
|          | Warren           | 5,442           | 7.00                     | 14.29        | Hourly           | 40                        | 2                              |

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

## ◆ Magistrate Court Chief Judge (Appointed)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 8                | 136,607                    | 157,230       | 136,607        | 157,230       | 8                             |
| <b>B</b>         | 4                | 92,294                     | 125,343       | 102,063        | 125,343       | 4                             |
| <b>C</b>         | 7                | 59,073                     | 76,771        | 60,502         | 76,771        | 7                             |
| <b>D</b>         | 5                | 25,246                     | 56,660        | 31,257         | 70,000        | 5                             |
| <b>E</b>         | 3                | 40,386                     | 48,718        | 40,386         | 48,718        | 3                             |
| <b>F</b>         | 2                | 40,967                     | 40,968        | 58,481         | 59,940        | 2                             |
| <b>Total/Avg</b> | <b>29</b>        | <b>65,762</b>              | <b>84,281</b> | <b>71,549</b>  | <b>89,667</b> | <b>29</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 201,647         | 142,258.41               | 142,258.41   | Annual           | 37.5                      | 1                              |
|          | Columbia         | 147,450         | 131,262.00               | 131,262.00   | Annual           | 40                        | 1                              |
|          | Coweta           | 140,526         | 110,901.00               | 110,901.00   | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 157,229.60               | 157,229.60   | Annual           | 40                        | 1                              |
|          | Douglas          | 142,224         | 137,639.01               | 137,639.01   | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 126,443.00               | 126,443.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 143,148.00               | 143,148.00   | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 143,978.10               | 143,978.10   | Annual           | 40                        | 1                              |
| <b>B</b> | Dougherty        | 90,017          | 125,342.50               | 125,342.50   | Annual           | 40                        | 1                              |
|          | Floyd            | 96,560          | 79,270.00                | 79,270.00    | Annual           | 40                        | 1                              |
|          | Rockdale         | 89,355          | 65,510.00                | 104,587.00   | Annual           | 40                        | 1                              |
|          | Walker           | 67,896          | 99,054.00                | 99,054.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan            | 36,230          | 65,000.00                | 75,000.00    | Annual           | 40                        | 1                              |
|          | Lumpkin          | 31,445          | 54,036.39                | 54,036.39    | Annual           | 40                        | 1                              |
|          | Madison          | 28,824          | 22.00                    | 22.00        | Hourly           | 40                        | 1                              |
|          | Pickens          | 30,832          | 58,206.53                | 58,206.53    | Annual           | 40                        | 1                              |
|          | Sumter           | 30,389          | 76,770.88                | 76,770.88    | Annual           | 40                        | 1                              |
|          | Ware             | 35,738          | 54,036.39                | 54,036.39    | Annual           | 40                        | 1                              |
|          | White            | 28,884          | 59,703.00                | 59,703.00    | Annual           | 40                        | 1                              |
| <b>D</b> | Appling          | 18,428          | 1,862.30                 | 1,918.17     | Annual           | 40                        | 1                              |
|          | Ben Hill         | 17,243          | 56,659.53                | 56,659.53    | Annual           | 40                        | 1                              |
|          | Berrien          | 18,993          | 40,000.00                | 70,000.00    | Annual           | 40                        | 1                              |

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

**◆ Magistrate Court Chief Judge (Appointed)**

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Putnam       | 21,477          | 2,862.11                 | 2,862.11     | Annual           | 40                        | 1                              |
|          | Rabun        | 16,559          | 24,846.00                | 24,846.00    | Annual           | 40                        | 1                              |
| <b>E</b> | Candler      | 10,910          | 32,439.96                | 32,439.96    | Annual           | 40                        | 1                              |
|          | Evans        | 10,670          | 48,718.02                | 48,718.02    | Annual           | 40                        | 1                              |
|          | Heard        | 11,487          | 40,000.00                | 40,000.00    | Annual           | 40                        | 1                              |
| <b>F</b> | Atkinson     | 8,273           | 40,967.00                | 59,940.00    | Annual           | 40                        | 1                              |
|          | Jenkins      | 8,849           | 40,967.92                | 57,022.25    | Annual           | 37.5                      | 1                              |

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

## ◆ Magistrate Court Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 22               | 45,387                     | 124,859       | 66,818         | 149,819       | 90                            |
| <b>B</b>         | 12               | 27,884                     | 34,133        | 41,009         | 63,856        | 41                            |
| <b>C</b>         | 23               | 26,997                     | 52,320        | 37,940         | 68,591        | 50                            |
| <b>D</b>         | 23               | 25,601                     | 59,800        | 33,973         | 59,800        | 39                            |
| <b>E</b>         | 11               | 23,019                     | 29,099        | 27,737         | 31,824        | 13                            |
| <b>F</b>         | 7                | 23,170                     | 28,080        | 29,817         | 50,336        | 8                             |
| <b>Total/Avg</b> | <b>98</b>        | <b>28,676</b>              | <b>54,715</b> | <b>39,549</b>  | <b>70,704</b> | <b>241</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 30,414.00                | 48,663.00    | Annual           | 40                        | 4                              |
|          | Augusta/Richmond  | 201,647         | 62,491.39                | 89,608.24    | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 3                              |
|          | Carroll           | 116,261         | 12.39                    | 26.19        | Hourly           | 40                        | 5                              |
|          | Chatham           | 289,082         | 28,125.00                | 46,406.00    | Annual           | 40                        | 5                              |
|          | Clayton           | 279,462         | 26,630.00                | 42,169.00    | Annual           | 40                        | 22                             |
|          | Cobb              | 748,150         | 60,013.00                | 96,021.00    | Annual           | 40                        | 1                              |
|          | Columbia          | 147,450         | 44,387.00                | 66,602.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 60,445.00                | 93,689.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 124,858.80               | 124,858.80   | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 13.38                    | 27.38        | Hourly           | 40                        | 4                              |
|          | Fayette           | 111,627         | 30,161.63                | 53,223.54    | Annual           | 40                        | 4                              |
|          | Forsyth           | 221,009         | 40,801.00                | 63,241.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 32,068.00                | 48,102.00    | Annual           | 40                        | 0                              |
|          | Gwinnett          | 907,135         | 50,491.00                | 83,311.00    | Annual           | 40                        | 23                             |
|          | Hall              | 196,637         | 29.61                    | 29.61        | Hourly           | 40                        | 1                              |
|          | Henry             | 221,768         | 99,879.12                | 149,818.89   | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 14.54                    | 23.32        | Hourly           | 40                        | 7                              |
|          | Lowndes           | 114,628         | 20.19                    | 30.42        | Annual           | 40                        | 1                              |
| Newton   | 106,999           | 32,094.00       | 48,173.00                | Annual       | 40               | 1                         |                                |
| Paulding | 155,825           | 12.46           | 19.19                    | Hourly       | 40               | 2                         |                                |

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

## ◆ Magistrate Court Clerk

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>B</b> | Barrow       | 77,126             | 12.74                          | 19.11           | Annual              | 40                              | 1                                    |
|          | Camden       | 53,008             | 11.29                          | 14.08           | Hourly              | 40                              | 4                                    |
|          | Catoosa      | 66,398             | 16.41                          | 19.51           | Hourly              | 40                              | 2                                    |
|          | Dougherty    | 90,017             | 24,091.00                      | 35,755.00       | Annual              | 40                              | 7                                    |
|          | Effingham    | 58,712             | 28,727.58                      | 40,218.61       | Annual              | 40                              | 3                                    |
|          | Floyd        | 96,560             | 16.12                          | 16.12           | Hourly              | 40                              | 4                                    |
|          | Gordon       | 56,904             | 13.12                          | 19.02           | Hourly              | 40                              | 4                                    |
|          | Jackson      | 64,615             | 13.72                          | 19.21           | Hourly              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 13.93                          | 30.70           | Hourly              | 40                              | 4                                    |
|          | Spalding     | 64,806             | 10.95                          | 19.36           | Hourly              | 40                              | 4                                    |
|          | Walker       | 67,896             | 15.00                          | 15.00           | Hourly              | 40                              | 1                                    |
| Walton   | 90,184       | 25,370.00          | 58,146.00                      | Annual          | 40                  | 6                               |                                      |
| <b>C</b> | Baldwin      | 45,144             | 25,602.00                      | 47,280.00       | Annual              | 40                              | 3                                    |
|          | Bryan        | 36,230             | 11.00                          | 14.50           | Hourly              | 40                              | 0                                    |
|          | Colquitt     | 45,708             | 22,107.00                      | 26,145.00       | Annual              | 40                              | 2                                    |
|          | Decatur      | 26,822             | 52,320.00                      | 52,320.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 49,330.00                      | 68,591.00       | Annual              | 40                              | 1                                    |
|          | Haralson     | 29,042             | 17.75                          | 17.75           | Hourly              | 40                              | 1                                    |
|          | Harris       | 33,652             | 13.22                          | 22.59           | Hourly              | 40                              | 2                                    |
|          | Hart         | 25,553             | 12.56                          | 19.09           | Hourly              | 40                              | 2                                    |
|          | Jones        | 28,623             | 11.70                          | 15.89           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 11.18                          | 17.33           | Hourly              | 40                              | 5                                    |
|          | Lumpkin      | 31,445             | 14.41                          | 23.05           | Hourly              | 40                              | 1                                    |
|          | Madison      | 28,824             | 11.00                          | 14.00           | Hourly              | 40                              | 1                                    |
|          | Murray       | 39,315             | 11.50                          | 18.38           | Hourly              | 40                              | 3                                    |
|          | Peach        | 26,655             | 22,969.00                      | 36,254.00       | Annual              | 40                              | 3                                    |
|          | Pickens      | 30,832             | 14.40                          | 15.90           | Hourly              | 40                              | 3                                    |
|          | Polk         | 41,776             | 10.59                          | 22.60           | Hourly              | 40                              | 3                                    |
|          | Sumter       | 30,389             | 10.07                          | 18.66           | Hourly              | 40                              | 3                                    |
|          | Tattnall     | 25,092             | 20,000.00                      | 25,000.00       | Annual              | 40                              | 3                                    |
|          | Thomas       | 45,248             | 23,962.00                      | 23,962.00       | Annual              | 40                              | 5                                    |
|          | Toombs       | 27,196             | 12.00                          | 12.00           | Hourly              | 37.5                            | 1                                    |
| Ware     | 35,738       | 10.00              | 14.00                          | Hourly          | 40                  | 3                               |                                      |
| Wayne    | 30,104       | 24,164.38          | 42,640.72                      | Annual          | 40                  | 2                               |                                      |
| White    | 28,884       | 12.29              | 19.64                          | Hourly          | 40                  | 1                               |                                      |
| <b>D</b> | Appling      | 18,428             | 9.00                           | 11.33           | Hourly              | 40                              | 1                                    |
|          | Banks        | 18,397             | 32,837.00                      | 43,809.00       | Annual              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 10.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 10.56                          | 14.07           | Hourly              | 40                              | 1                                    |

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

## ◆ Magistrate Court Clerk

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Burke        | 22,688             | 12.59                          | 19.08           | Hourly              | 40                              | 2                                    |
|          | Chattooga    | 24,824             | 31,428.78                      | 38,900.00       | Annual              | 40                              | 2                                    |
|          | Cook         | 17,167             | 13.63                          | 13.63           | Hourly              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 27,812.00                      | 30,972.00       | Annual              | 40                              | 2                                    |
|          | Dawson       | 23,604             | 13.53                          | 20.97           | Hourly              | 40                              | 2                                    |
|          | Dodge        | 20,563             | 8.50                           | 15.15           | Hourly              | 40                              | 2                                    |
|          | Elbert       | 19,143             | 28.75                          | 28.75           | Hourly              | 40                              | 1                                    |
|          | Emanuel      | 22,635             | 12.50                          | 12.50           | Hourly              | 40                              | 1                                    |
|          | Fannin       | 24,900             | 12.00                          | 15.00           | Hourly              | 40                              | 3                                    |
|          | Franklin     | 22,320             | 10.70                          | 16.00           | Hourly              | 40                              | 2                                    |
|          | Greene       | 17,003             | 11.11                          | 22.92           | Hourly              | 40                              | 2                                    |
|          | Jefferson    | 15,916             | 11.88                          | 13.73           | Hourly              | 40                              | 2                                    |
|          | Lamar        | 18,469             | 16.50                          | 16.50           | Hourly              | 40                              | 1                                    |
|          | Mitchell     | 22,459             | 9.50                           | 17.44           | Hourly              | 40                              | 3                                    |
|          | Morgan       | 18,170             | 10.22                          | 17.72           | Hourly              | 40                              | 3                                    |
|          | Pierce       | 19,171             | 10.75                          | 13.75           | Hourly              | 40                              | 2                                    |
|          | Putnam       | 21,477             | 14.08                          | 14.08           | Hourly              | 40                              | 1                                    |
|          | Union        | 22,928             | 26,202.00                      | 47,754.00       | Annual              | 40                              | 2                                    |
|          | Washington   | 20,457             | 890.00                         | 890.00          | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon        | 11,372             | 23,186.00                      | 26,888.00       | Annual              | 40                              | 2                                    |
|          | Bleckley     | 12,970             | 29,099.00                      | 29,099.00       | Annual              | 40                              | 1                                    |
|          | Candler      | 10,910             | 11.36                          | 15.30           | Hourly              | 40                              | 1                                    |
|          | Charlton     | 12,497             | 10.00                          | 10.92           | Hourly              | 40                              | 1                                    |
|          | Crawford     | 12,322             | 10.10                          | 15.00           | Hourly              | 40                              | 2                                    |
|          | Evans        | 10,670             | 9.69                           | 13.57           | Hourly              | 40                              | 1                                    |
|          | Heard        | 11,487             | 13.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Jeff Davis   | 14,877             | 9.00                           | 12.20           | Hourly              | 40                              | 1                                    |
|          | Macon        | 13,450             | 12.76                          | 12.76           | Hourly              | 40                              | 1                                    |
|          | Pulaski      | 11,251             | 11.00                          | 13.50           | Hourly              | 40                              | 1                                    |
|          | Screven      | 14,044             | 9.69                           | 11.52           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Atkinson     | 8,273              | 10.00                          | 10.75           | Hourly              | 40                              | 1                                    |
|          | Irwin        | 9,422              | 12.62                          | 12.62           | Hourly              | 40                              | 1                                    |
|          | Lincoln      | 7,828              | 26,570.53                      | 26,570.53       | Annual              | 40                              | 1                                    |
|          | Seminole     | 8,468              | 13.50                          | 13.50           | Hourly              | 40                              | 1                                    |
|          | Twiggs       | 8,171              | 15,995.20                      | 26,000.00       | Annual              | 40                              | 1                                    |
|          | Wilkes       | 9,805              | 8.00                           | 14.00           | Hourly              | 40                              | 1                                    |
|          | Wilkinson    | 9,104              | 13.39                          | 24.20           | Hourly              | 40                              | 2                                    |

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

## ◆ Magistrate Court Judge

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 14               | 95,976                     | 170,327       | 115,940        | 170,327       | 25                            |
| <b>B</b>         | 9                | 67,407                     | 118,379       | 73,873         | 118,379       | 15                            |
| <b>C</b>         | 7                | 53,565                     | 69,701        | 56,658         | 69,701        | 7                             |
| <b>D</b>         | 9                | 46,595                     | 64,777        | 46,595         | 64,777        | 9                             |
| <b>E</b>         | 4                | 34,875                     | 52,000        | 44,651         | 58,135        | 4                             |
| <b>F</b>         | 2                | 36,147                     | 52,439        | 43,646         | 52,439        | 2                             |
| <b>Total/Avg</b> | <b>45</b>        | <b>55,761</b>              | <b>87,937</b> | <b>63,561</b>  | <b>88,960</b> | <b>62</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 81,300.00                | 81,300.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 142,217.01               | 142,217.01   | Annual           | 37.5                      | 1                              |
|          | Chatham          | 289,082         | 170,327.00               | 170,327.00   | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 35,543.00                | 110,756.00   | Annual           | 40                        | 4                              |
|          | Coweta           | 140,526         | 99,811.00                | 99,811.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 157,229.60               | 157,229.60   | Annual           | 40                        | 1                              |
|          | Douglas          | 142,224         | 87,954.46                | 87,954.46    | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 56,610.00                | 102,962.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 134,101.00               | 134,101.00   | Annual           | 40                        | 6                              |
|          | Hall             | 196,637         | 144,588.86               | 152,621.56   | Annual           | 40                        | 3                              |
|          | Henry            | 221,768         | 40,843.50                | 104,462.14   | Annual           | 40                        | 2                              |
|          | Houston          | 152,122         | 34.48                    | 55.22        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 64,813.00                | 107,952.00   | Annual           | 40                        | 1                              |
|          | Paulding         | 155,825         | 56,609.00                | 56,609.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Camden           | 53,008          | 64,400.00                | 112,600.00   | Annual           | 40                        | 1                              |
|          | Catoosa          | 66,398          | 52,364.00                | 57,361.00    | Annual           | 40                        | 3                              |
|          | Dougherty        | 90,017          | 118,379.03               | 118,379.03   | Annual           | 40                        | 2                              |
|          | Floyd            | 96,560          | 59,182.00                | 59,182.00    | Annual           | 40                        | 2                              |
|          | Gordon           | 56,904          | 50,565.00                | 50,565.00    | Annual           | 40                        | 1                              |
|          | Liberty          | 62,570          | 30.93                    | 30.93        | Hourly           | 40                        | 1                              |
|          | Spalding         | 64,806          | 51,463.00                | 56,463.00    | Annual           | 40                        | 3                              |
|          | Walker           | 67,896          | 59,157.00                | 59,157.00    | Annual           | 40                        | 1                              |

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

## ◆ Magistrate Court Judge

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |   |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|---|
| <b>C</b> | Walton       | 90,184             | 86,819.72                      | 86,819.72       | Annual              | 40                              | 1                                    |   |
|          | Colquitt     | 45,708             | 51,463.00                      | 51,463.00       | Annual              | 40                              | 1                                    |   |
|          | Habersham    | 44,246             | 49,330.00                      | 68,591.00       | Annual              | 40                              | 1                                    |   |
|          | Jones        | 28,623             | 28.79                          | 29.94           | Hourly              | 40                              | 1                                    |   |
|          | Madison      | 28,824             | 55,365.00                      | 55,365.00       | Annual              | 40                              | 1                                    |   |
|          | Polk         | 41,776             | 59,183.00                      | 59,183.00       | Annual              | 40                              | 1                                    |   |
|          | Toombs       | 27,196             | 15.40                          | 15.40           | Hourly              | 37.5                            | 1                                    |   |
| <b>D</b> | Ware         | 35,738             | 33.51                          | 33.51           | Annual              | 40                              | 1                                    |   |
|          | Appling      | 18,428             | 54,260.00                      | 54,260.00       | Annual              | 40                              | 1                                    |   |
|          | Burke        | 22,688             | 54,763.00                      | 54,763.00       | Annual              | 40                              | 1                                    |   |
|          | Cook         | 17,167             | 51,159.00                      | 51,159.00       | Annual              | 40                              | 1                                    |   |
|          | Crisp        | 22,721             | 64,777.00                      | 64,777.00       | Annual              | 40                              | 1                                    |   |
|          | Dawson       | 23,604             | 62,010.76                      | 62,010.76       | Annual              | 40                              | 1                                    |   |
|          | Emanuel      | 22,635             | 14.00                          | 14.00           | Hourly              | 40                              | 1                                    |   |
|          | Fannin       | 24,900             | 1,130.71                       | 1,130.71        | Annual              | 40                              | 1                                    |   |
|          | Lamar        | 18,469             | 51,675.75                      | 51,675.75       | Annual              | 40                              | 1                                    |   |
|          | Mitchell     | 22,459             | 50,460.00                      | 50,460.00       | Annual              | 40                              | 1                                    |   |
|          | <b>E</b>     | Candler            | 10,910                         | 32,499.96       | 32,499.96           | Annual                          | 40                                   | 1 |
|          |              | Jeff Davis         | 14,877                         | 25,000.00       | 58,135.00           | Annual                          | 40                                   | 1 |
|          |              | Lanier             | 10,399                         | 29,999.84       | 32,781.84           | Annual                          | 40                                   | 1 |
| Screven  |              | 14,044             | 52,000.00                      | 55,187.00       | Annual              | 40                              | 1                                    |   |
| <b>F</b> | Clinch       | 6,829              | 10.91                          | 19.15           | Hourly              | 35                              | 1                                    |   |
|          | Irwin        | 9,422              | 52,438.68                      | 52,438.68       | Annual              | 40                              | 1                                    |   |

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

## ◆ Mapper/Cartographer

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 37,925                     | 62,317        | 62,262         | 108,782       | 32                            |
| <b>B</b>         | 7                | 34,120                     | 37,086        | 53,811         | 69,950        | 18                            |
| <b>C</b>         | 12               | 29,697                     | 41,766        | 46,437         | 66,498        | 17                            |
| <b>D</b>         | 6                | 31,808                     | 37,440        | 50,317         | 73,861        | 8                             |
| <b>E</b>         | 1                | 20,800                     | 20,800        | 27,498         | 27,498        | 1                             |
| <b>Total/Avg</b> | <b>41</b>        | <b>30,870</b>              | <b>39,882</b> | <b>48,065</b>  | <b>69,318</b> | <b>76</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 201,647         | 31,909.00                | 53,392.53    | Annual           | 37.5                      | 2                              |
|          | Carroll          | 116,261         | 14.63                    | 35.59        | Hourly           | 40                        | 3                              |
|          | Chatham          | 289,082         | 32,397.00                | 53,455.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 35,881.00                | 59,711.00    | Annual           | 40                        | 3                              |
|          | Cobb             | 748,150         | 38,414.00                | 61,464.00    | Annual           | 40                        | 5                              |
|          | Coweta           | 140,526         | 17.20                    | 26.66        | Hourly           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 36,859.00                | 57,131.00    | Annual           | 40                        | 3                              |
|          | Fulton           | 1,023,336       | 42,803.00                | 64,204.00    | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 21.40                    | 35.31        | Hourly           | 40                        | 2                              |
|          | Hall             | 196,637         | 13.86                    | 20.79        | Hourly           | 40                        | 1                              |
|          | Henry            | 221,768         | 46,603.02                | 108,781.86   | Annual           | 40                        | 4                              |
|          | Houston          | 152,122         | 16.38                    | 30.65        | Hourly           | 40                        | 2                              |
|          | Lowndes          | 114,628         | 18.29                    | 27.56        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb       | 152,760         | 62,317.00                | 62,317.00    | Annual           | 40                        | 1                              |
|          | Paulding         | 155,825         | 14.43                    | 22.22        | Hourly           | 40                        | 2                              |
| <b>B</b> | Effingham        | 58,712          | 36,664.49                | 51,330.28    | Annual           | 40                        | 2                              |
|          | Floyd            | 96,560          | 14.26                    | 22.69        | Hourly           | 40                        | 1                              |
|          | Glynn            | 84,502          | 17.09                    | 33.63        | Annual           | 40                        | 5                              |
|          | Jackson          | 64,615          | 17.78                    | 24.89        | Hourly           | 40                        | 1                              |
|          | Liberty          | 62,570          | 17.83                    | 29.22        | Hourly           | 40                        | 2                              |
|          | Walker           | 67,896          | 33,500.00                | 39,520.00    | Annual           | 40                        | 4                              |
|          | Walton           | 90,184          | 29,388.00                | 56,137.00    | Annual           | 40                        | 3                              |
| <b>C</b> | Baldwin          | 45,144          | 28,260.00                | 42,833.00    | Annual           | 40                        | 1                              |

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

## ◆ Mapper/Cartographer

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Bryan        | 36,230             | 17.50                          | 28.00           | Hourly              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 26,291.00                      | 36,566.00       | Annual              | 40                              | 2                                    |
|          | Habersham    | 44,246             | 20.08                          | 27.92           | Hourly              | 40                              | 1                                    |
|          | Haralson     | 29,042             | 16.00                          | 18.83           | Hourly              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 14.41                          | 31.97           | Hourly              | 40                              | 2                                    |
|          | Murray       | 39,315             | 19.99                          | 31.96           | Hourly              | 40                              | 1                                    |
|          | Polk         | 41,776             | 10.59                          | 18.52           | Hourly              | 40                              | 1                                    |
|          | Tattnall     | 25,092             | 19,000.00                      | 25,090.00       | Annual              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 25,418.00                      | 25,418.00       | Annual              | 40                              | 3                                    |
|          | Wayne        | 30,104             | 24,164.38                      | 42,640.72       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 13.56                          | 27.75           | Hourly              | 40                              | 2                                    |
| <b>D</b> | Appling      | 18,428             | 12.85                          | 13.24           | Hourly              | 40                              | 1                                    |
|          | Banks        | 18,397             | 32,837.00                      | 43,809.00       | Annual              | 40                              | 1                                    |
|          | Fannin       | 24,900             | 18.00                          | 24.32           | Hourly              | 40                              | 1                                    |
|          | Greene       | 17,003             | 17.01                          | 35.51           | Hourly              | 40                              | 1                                    |
|          | Rabun        | 16,559             | 29,282.00                      | 56,812.00       | Annual              | 40                              | 2                                    |
|          | Union        | 22,928             | 29,180.00                      | 49,298.00       | Annual              | 40                              | 2                                    |
| <b>E</b> | Jeff Davis   | 14,877             | 10.00                          | 13.22           | Hourly              | 40                              | 1                                    |

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

## ◆ Marketing Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 5                | 44,061                     | 52,346        | 69,867         | 81,136        | 9                             |
| <b>F</b>         | 1                | 25,000                     | 25,000        | 35,000         | 35,000        | 1                             |
| <b>Total/Avg</b> | <b>6</b>         | <b>34,531</b>              | <b>38,673</b> | <b>52,433</b>  | <b>58,068</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 | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Chatham      | 289,082         | 45,567.00                | 75,186.00    | Annual           | 40                        | 1                              |
|          | Clayton      | 279,462         | 48,344.00                | 76,552.00    | Annual           | 40                        | 2                              |
|          | Forsyth      | 221,009         | 52,346.00                | 81,136.00    | Annual           | 40                        | 1                              |
|          | Gwinnett     | 907,135         | 19.70                    | 31.49        | Hourly           | 40                        | 4                              |
|          | Paulding     | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 1                              |
| <b>F</b> | Wilkes       | 9,805           | 25,000.00                | 35,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Medical Examiner

### 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                | 41,343                     | 41,343        | 64,081         | 64,081        | 0                             |
| <b>Total/Avg</b> | <b>1</b>         | <b>41,343</b>              | <b>41,343</b> | <b>64,081</b>  | <b>64,081</b> | <b>0</b>                      |

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

### Population Group Data

| Group | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| A     | DeKalb       | 740,321         | 41,343.00                | 64,081.00    | Annual           | 40                        | 0                              |

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

## ◆ Network Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 21               | 51,719                     | 63,266        | 82,165         | 107,411       | 41                            |
| <b>B</b>         | 7                | 46,174                     | 54,621        | 68,763         | 87,402        | 9                             |
| <b>C</b>         | 1                | 33,858                     | 33,858        | 49,095         | 49,095        | 1                             |
| <b>D</b>         | 2                | 35,885                     | 43,170        | 48,797         | 66,914        | 3                             |
| <b>Total/Avg</b> | <b>31</b>        | <b>41,909</b>              | <b>48,729</b> | <b>62,205</b>  | <b>77,705</b> | <b>54</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 58,214.00                | 93,143.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 45,472.52                | 76,900.00    | Annual           | 37.5                      | 2                              |
|          | Bartow            | 103,807         | 18.00                    | 25.21        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 50,223.00                | 82,868.00    | Annual           | 40                        | 3                              |
|          | Clayton           | 279,462         | 56,115.00                | 80,851.00    | Annual           | 40                        | 1                              |
|          | Cobb              | 748,150         | 47,214.00                | 75,542.00    | Annual           | 40                        | 2                              |
|          | Columbia          | 147,450         | 53,726.00                | 80,579.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 56,443.00                | 85,885.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 47,878.00                | 74,211.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 53,312.00                | 82,634.00    | Annual           | 40                        | 4                              |
|          | Douglas           | 142,224         | 25.23                    | 51.64        | Hourly           | 40                        | 1                              |
|          | Fayette           | 111,627         | 63,266.06                | 96,266.80    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 56,147.00                | 87,029.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 54,398.00                | 81,597.00    | Annual           | 40                        | 0                              |
|          | Gwinnett          | 907,135         | 52,647.00                | 86,867.00    | Annual           | 40                        | 13                             |
|          | Hall              | 196,637         | 46,963.00                | 70,445.00    | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 58,122.27                | 87,183.26    | Annual           | 40                        | 2                              |
|          | Houston           | 152,122         | 19.16                    | 35.84        | Hourly           | 40                        | 2                              |
|          | Lowndes           | 114,628         | 27.16                    | 40.92        | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 55,390.00                | 92,269.00    | Annual           | 40                        | 1                              |
| Paulding | 155,825           | 44,320.00       | 71,695.00                | Annual       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 53,008          | 49,200.00                | 73,700.00    | Annual           | 40                        | 2                              |
|          | Dougherty         | 90,017          | 41,203.00                | 61,153.00    | Annual           | 40                        | 1                              |
|          | Floyd             | 96,560          | 41,274.00                | 51,292.00    | Annual           | 40                        | 1                              |
|          | Glynn             | 84,502          | 26.26                    | 42.02        | Annual           | 40                        | 1                              |

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

## ◆ Network Administrator

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Jackson      | 64,615             | 48,417.00                      | 67,784.00       | Annual              | 40                              | 2                                    |
|          | Liberty      | 62,570             | 25.20                          | 41.29           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 36,085.00                      | 54,128.00       | Annual              | 40                              | 1                                    |
| <b>C</b> | Oconee       | 36,838             | 33,858.00                      | 49,095.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Dawson       | 23,604             | 43,170.00                      | 66,914.00       | Annual              | 40                              | 2                                    |
|          | Pierce       | 19,171             | 13.75                          | 14.75           | Hourly              | 40                              | 1                                    |

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

## ◆ Payroll/Insurance Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 38,238                     | 57,316        | 60,506         | 96,267        | 30                            |
| <b>B</b>         | 9                | 31,117                     | 36,539        | 45,118         | 57,866        | 9                             |
| <b>C</b>         | 14               | 29,193                     | 34,969        | 39,508         | 60,250        | 14                            |
| <b>D</b>         | 8                | 32,801                     | 49,546        | 41,260         | 61,984        | 8                             |
| <b>Total/Avg</b> | <b>49</b>        | <b>32,837</b>              | <b>44,592</b> | <b>46,598</b>  | <b>69,092</b> | <b>61</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 38,348.00                | 61,357.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 28,737.02                | 48,236.48    | Annual           | 37.5                      | 1                              |
|          | Carroll           | 116,261         | 14.63                    | 23.88        | Hourly           | 40                        | 1                              |
|          | Clayton           | 279,462         | 32,486.00                | 56,817.00    | Annual           | 40                        | 5                              |
|          | Cobb              | 748,150         | 50,414.00                | 80,662.00    | Annual           | 40                        | 2                              |
|          | Columbia          | 147,450         | 53,726.00                | 80,579.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 2                              |
|          | DeKalb            | 740,321         | 41,343.00                | 64,081.00    | Annual           | 40                        | 2                              |
|          | Fayette           | 111,627         | 57,315.93                | 96,266.80    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 36,859.00                | 57,131.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 32,068.00                | 48,102.00    | Annual           | 40                        | 2                              |
|          | Gwinnett          | 907,135         | 16.64                    | 26.62        | Hourly           | 40                        | 4                              |
|          | Henry             | 221,768         | 39,403.63                | 59,105.39    | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 17.74                    | 28.34        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 15.77                    | 23.77        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 42,099.00                | 70,117.00    | Annual           | 40                        | 2                              |
|          | Newton            | 106,999         | 33,218.00                | 49,858.00    | Annual           | 40                        | 1                              |
|          | Paulding          | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 1                              |
| <b>B</b> | Barrow            | 77,126          | 36,539.00                | 54,809.00    | Annual           | 40                        | 1                              |
|          | Dougherty         | 90,017          | 27,888.00                | 41,390.00    | Annual           | 40                        | 1                              |
|          | Floyd             | 96,560          | 30,955.00                | 38,469.00    | Annual           | 40                        | 1                              |
|          | Glynn             | 84,502          | 12.51                    | 22.11        | Hourly           | 40                        | 2                              |
|          | Jackson           | 64,615          | 16.62                    | 23.27        | Hourly           | 40                        | 1                              |
|          | Liberty           | 62,570          | 16.98                    | 27.82        | Hourly           | 40                        | 1                              |
|          | Spalding          | 64,806          | 12.90                    | 20.12        | Hourly           | 40                        | 1                              |

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

## ◆ Payroll/Insurance Technician

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b> | Walker       | 67,896             | 15.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 30,728.00                      | 46,092.00       | Annual              | 40                              | 0                                    |
|          | Bryan        | 36,230             | 12.00                          | 20.00           | Hourly              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 27,040.00                      | 27,040.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 16.52                          | 22.97           | Hourly              | 40                              | 1                                    |
|          | Haralson     | 29,042             | 12.00                          | 14.50           | Hourly              | 40                              | 1                                    |
|          | Harris       | 33,652             | 13.22                          | 20.49           | Hourly              | 40                              | 1                                    |
|          | Jones        | 28,623             | 15.50                          | 16.26           | Hourly              | 40                              | 1                                    |
|          | Madison      | 28,824             | 11.03                          | 12.49           | Hourly              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 34,969.00                      | 50,705.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 32,277.33                      | 49,113.78       | Annual              | 40                              | 1                                    |
|          | Polk         | 41,776             | 14.27                          | 24.96           | Hourly              | 40                              | 1                                    |
|          | Tattnall     | 25,092             | 23,500.00                      | 32,000.00       | Annual              | 40                              | 1                                    |
|          | Toombs       | 27,196             | 14.42                          | 14.42           | Hourly              | 37.5                            | 1                                    |
| Ware     | 35,738       | 15.39              | 15.39                          | Hourly          | 40                  | 1                               |                                      |
| Wayne    | 30,104       | 34,143.63          | 60,250.21                      | Annual          | 40                  | 1                               |                                      |
| <b>D</b> | Ben Hill     | 17,243             | 16.00                          | 16.00           | Hourly              | 40                              | 1                                    |
|          | Brooks       | 15,687             | 11.06                          | 14.59           | Hourly              | 40                              | 1                                    |
|          | Chattooga    | 24,824             | 40,740.54                      | 44,283.20       | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 16.42                          | 25.45           | Hourly              | 40                              | 1                                    |
|          | Dodge        | 20,563             | 8.50                           | 11.50           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 22,320             | 12.75                          | 12.75           | Hourly              | 40                              | 1                                    |
|          | Greene       | 17,003             | 23.82                          | 29.80           | Hourly              | 40                              | 1                                    |
|          | Rabun        | 16,559             | 37,483.00                      | 56,812.00       | Annual              | 40                              | 1                                    |

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

## ◆ Personnel Analyst

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 14               | 43,367                     | 56,115        | 67,935         | 82,868        | 44                            |
| <b>B</b>         | 8                | 35,344                     | 46,189        | 57,278         | 67,704        | 19                            |
| <b>C</b>         | 2                | 29,056                     | 33,738        | 39,186         | 53,997        | 2                             |
| <b>Total/Avg</b> | <b>24</b>        | <b>35,923</b>              | <b>45,347</b> | <b>54,800</b>  | <b>68,190</b> | <b>65</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 42,993.00                | 68,693.00    | Annual           | 40                        | 4                              |
|          | Augusta/Richmond  | 201,647         | 45,472.52                | 76,900.61    | Annual           | 37.5                      | 5                              |
|          | Chatham           | 289,082         | 47,850.00                | 82,868.00    | Annual           | 40                        | 3                              |
|          | Clayton           | 279,462         | 56,115.00                | 80,851.00    | Annual           | 40                        | 2                              |
|          | Cobb              | 748,150         | 41,614.00                | 66,583.00    | Annual           | 40                        | 7                              |
|          | Columbus/Muscogee | 197,485         | 44,093.00                | 67,093.00    | Annual           | 40                        | 2                              |
|          | Coweta            | 140,526         | 17.20                    | 26.66        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 39,747.00                | 61,607.00    | Annual           | 40                        | 3                              |
|          | Fayette           | 111,627         | 49,423.35                | 75,203.47    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 42,115.00                | 65,278.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 48,410.00                | 79,876.00    | Annual           | 40                        | 11                             |
|          | Hall              | 196,637         | 35,044.00                | 52,567.00    | Annual           | 40                        | 2                              |
|          | Lowndes           | 114,628         | 21.21                    | 31.97        | Annual           | 40                        | 1                              |
|          | Newton            | 106,999         | 34,362.00                | 51,626.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Barrow            | 77,126          | 21.70                    | 32.55        | Hourly           | 40                        | 1                              |
|          | Camden            | 53,008          | 15.52                    | 23.31        | Hourly           | 40                        | 2                              |
|          | Dougherty         | 90,017          | 29,282.00                | 67,421.00    | Annual           | 40                        | 5                              |
|          | Glynn             | 84,502          | 16.44                    | 30.49        | Annual           | 40                        | 4                              |
|          | Gordon            | 56,904          | 46,189.00                | 66,973.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 64,615          | 14.88                    | 20.83        | Hourly           | 40                        | 2                              |
|          | Rockdale          | 89,355          | 14.41                    | 23.45        | Hourly           | 40                        | 3                              |
|          | Walton            | 90,184          | 34,746.00                | 52,119.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Lumpkin           | 31,445          | 16.22                    | 25.96        | Hourly           | 40                        | 1                              |
|          | Toombs            | 27,196          | 12.50                    | 12.50        | Hourly           | 37.5                      | 1                              |

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

## ◆ Personnel Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 24               | 83,263                     | 124,056       | 125,591        | 192,287        | 24                            |
| <b>B</b>         | 13               | 60,689                     | 67,496        | 87,698         | 112,600        | 13                            |
| <b>C</b>         | 13               | 47,633                     | 66,792        | 67,716         | 110,014        | 13                            |
| <b>D</b>         | 9                | 35,811                     | 63,609        | 45,421         | 98,593         | 9                             |
| <b>E</b>         | 2                | 38,542                     | 39,416        | 38,542         | 39,416         | 2                             |
| <b>Total/Avg</b> | <b>61</b>        | <b>53,188</b>              | <b>72,274</b> | <b>72,994</b>  | <b>110,582</b> | <b>61</b>                     |

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

### Population Group Data

| Group      | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|------------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>   | Athens-Clarke     | 124,707         | 76,550.00                | 122,480.00   | Annual           | 40                        | 1                              |
|            | Augusta/Richmond  | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|            | Bartow            | 103,807         | 30.99                    | 43.40        | Annual           | 40                        | 1                              |
|            | Carroll           | 116,261         | 50,699.23                | 82,857.41    | Annual           | 40                        | 1                              |
|            | Chatham           | 289,082         | 98,735.00                | 162,913.00   | Annual           | 40                        | 1                              |
|            | Cherokee          | 241,689         | 66,447.00                | 102,993.00   | Annual           | 40                        | 1                              |
|            | Clayton           | 279,462         | 96,931.00                | 153,489.00   | Annual           | 40                        | 1                              |
|            | Cobb              | 748,150         | 117,283.00               | 175,925.00   | Annual           | 40                        | 1                              |
|            | Columbia          | 147,450         | 65,000.00                | 97,489.00    | Annual           | 40                        | 1                              |
|            | Columbus/Muscogee | 197,485         | 85,790.00                | 127,497.00   | Annual           | 40                        | 1                              |
|            | Coweta            | 140,526         | 76,310.00                | 118,281.00   | Annual           | 40                        | 1                              |
|            | DeKalb            | 740,321         | 124,056.00               | 192,287.00   | Annual           | 40                        | 1                              |
|            | Douglas           | 142,224         | 89,756.16                | 89,756.16    | Annual           | 40                        | 1                              |
|            | Fayette           | 111,627         | 85,085.82                | 129,468.14   | Annual           | 40                        | 1                              |
|            | Forsyth           | 221,009         | 75,156.00                | 120,250.00   | Annual           | 40                        | 1                              |
|            | Fulton            | 1,023,336       | 121,021.00               | 181,532.00   | Annual           | 40                        | 1                              |
|            | Gwinnett          | 907,135         | 100,894.00               | 171,520.00   | Annual           | 40                        | 1                              |
|            | Hall              | 196,637         | 108,771.26               | 108,771.26   | Annual           | 40                        | 1                              |
|            | Henry             | 221,768         | 72,521.07                | 108,781.86   | Annual           | 40                        | 1                              |
|            | Houston           | 152,122         | 28.34                    | 45.36        | Hourly           | 40                        | 1                              |
| Lowndes    | 114,628           | 36.52           | 55.03                    | Annual       | 40               | 1                         |                                |
| Macon-Bibb | 152,760           | 85,300.00       | 142,064.00               | Annual       | 40               | 1                         |                                |
| Newton     | 106,999           | 58,594.00       | 88,005.00                | Annual       | 40               | 1                         |                                |

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

◆ Personnel Director

| Group      | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|------------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>B</b>   | Paulding     | 155,825         | 61,939.00                | 95,426.00    | Annual           | 40                        | 1                              |
|            | Barrow       | 77,126          | 65,312.00                | 97,968.00    | Annual           | 40                        | 1                              |
|            | Camden       | 53,008          | 64,400.00                | 112,600.00   | Annual           | 40                        | 1                              |
|            | Catoosa      | 66,398          | 54,636.00                | 54,636.00    | Annual           | 40                        | 1                              |
|            | Dougherty    | 90,017          | 60,876.00                | 90,351.00    | Annual           | 40                        | 1                              |
|            | Effingham    | 58,712          | 56,878.66                | 79,630.13    | Annual           | 40                        | 1                              |
|            | Floyd        | 96,560          | 58,051.00                | 72,154.00    | Annual           | 40                        | 1                              |
|            | Glynn        | 84,502          | 31.83                    | 50.92        | Annual           | 40                        | 1                              |
|            | Gordon       | 56,904          | 62,685.00                | 90,892.00    | Annual           | 40                        | 1                              |
|            | Jackson      | 64,615          | 64,072.00                | 96,108.00    | Annual           | 40                        | 1                              |
|            | Rockdale     | 89,355          | 67,496.00                | 109,833.36   | Annual           | 40                        | 1                              |
|            | Spalding     | 64,806          | 58,164.00                | 90,716.00    | Annual           | 40                        | 1                              |
|            | Walker       | 67,896          | 52,000.00                | 52,000.00    | Annual           | 40                        | 1                              |
|            | Walton       | 90,184          | 58,185.00                | 87,278.00    | Annual           | 40                        | 1                              |
| <b>C</b>   | Bryan        | 36,230          | 65,000.00                | 85,000.00    | Annual           | 40                        | 1                              |
|            | Colquitt     | 45,708          | 48,195.00                | 48,195.00    | Annual           | 40                        | 1                              |
|            | Habersham    | 44,246          | 66,792.00                | 93,509.00    | Annual           | 40                        | 1                              |
|            | Jones        | 28,623          | 19.45                    | 22.61        | Hourly           | 40                        | 1                              |
|            | Lumpkin      | 31,445          | 64,714.00                | 110,014.00   | Annual           | 40                        | 1                              |
|            | Madison      | 28,824          | 15.70                    | 16.17        | Hourly           | 40                        | 1                              |
|            | Murray       | 39,315          | 13.98                    | 22.35        | Hourly           | 40                        | 1                              |
|            | Oconee       | 36,838          | 59,972.00                | 86,959.00    | Annual           | 40                        | 1                              |
|            | Peach        | 26,655          | 37,304.00                | 58,908.00    | Annual           | 40                        | 1                              |
|            | Pickens      | 30,832          | 37,431.81                | 56,956.92    | Annual           | 40                        | 1                              |
|            | Polk         | 41,776          | 23.46                    | 41.05        | Hourly           | 40                        | 1                              |
|            | Sumter       | 30,389          | 46,146.49                | 85,553.01    | Annual           | 40                        | 1                              |
|            | Ware         | 35,738          | 20.52                    | 20.52        | Annual           | 40                        | 1                              |
|            | <b>D</b>     | Appling         | 18,428                   | 19.93        | 20.53            | Hourly                    | 40                             |
| Banks      |              | 18,397          | 50,496.00                | 68,530.00    | Annual           | 40                        | 1                              |
| Burke      |              | 22,688          | 19.20                    | 29.10        | Hourly           | 40                        | 1                              |
| Dawson     |              | 23,604          | 63,609.00                | 98,593.00    | Annual           | 40                        | 1                              |
| Emanuel    |              | 22,635          | 14.25                    | 14.25        | Hourly           | 40                        | 1                              |
| Fannin     |              | 24,900          | 14.00                    | 18.72        | Hourly           | 40                        | 1                              |
| Pierce     |              | 19,171          | 14.00                    | 15.00        | Hourly           | 35                        | 1                              |
| Putnam     |              | 21,477          | 19.49                    | 19.49        | Annual           | 40                        | 1                              |
| Washington |              | 20,457          | 2,020.00                 | 2,020.00     | Annual           | 35                        | 1                              |
| <b>E</b>   |              | Charlton        | 12,497                   | 18.95        | 18.95            | Hourly                    | 40                             |
|            | McIntosh     | 13,927          | 18.11                    | 18.11        | Hourly           | 40                        | 1                              |

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

## ◆ Personnel Technician

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 34,051                     | 40,934        | 55,344         | 73,081        | 55                            |
| <b>B</b>         | 8                | 30,801                     | 36,712        | 47,585         | 59,754        | 13                            |
| <b>C</b>         | 7                | 32,790                     | 38,007        | 49,209         | 57,606        | 8                             |
| <b>D</b>         | 1                | 34,154                     | 34,154        | 52,936         | 52,936        | 1                             |
| <b>Total/Avg</b> | <b>33</b>        | <b>32,949</b>              | <b>37,452</b> | <b>51,268</b>  | <b>60,844</b> | <b>77</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 201,647         | 35,301.14                | 73,081.08    | Annual           | 37.5                      | 5                              |
|          | Chatham           | 289,082         | 29,385.00                | 48,485.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 32,486.00                | 56,817.00    | Annual           | 40                        | 17                             |
|          | Cobb              | 748,150         | 36,815.00                | 58,904.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 31,206.00                | 47,483.00    | Annual           | 40                        | 4                              |
|          | Coweta            | 140,526         | 19.33                    | 29.96        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 33,363.00                | 51,713.00    | Annual           | 40                        | 5                              |
|          | Douglas           | 142,224         | 13.38                    | 27.38        | Hourly           | 40                        | 1                              |
|          | Fayette           | 111,627         | 31,688.57                | 48,217.90    | Annual           | 40                        | 2                              |
|          | Forsyth           | 221,009         | 32,918.00                | 51,023.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 39,736.00                | 59,604.00    | Annual           | 40                        | 3                              |
|          | Gwinnett          | 907,135         | 19.68                    | 31.49        | Hourly           | 40                        | 4                              |
|          | Hall              | 196,637         | 16.05                    | 24.07        | Hourly           | 40                        | 2                              |
|          | Houston           | 152,122         | 16.38                    | 26.19        | Hourly           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 33,259.00                | 55,390.00    | Annual           | 40                        | 2                              |
|          | Newton            | 106,999         | 33,218.00                | 49,858.00    | Annual           | 40                        | 2                              |
|          | Paulding          | 155,825         | 15.90                    | 24.50        | Hourly           | 40                        | 3                              |
| <b>B</b> | Catoosa           | 66,398          | 17.00                    | 17.00        | Hourly           | 40                        | 1                              |
|          | Dougherty         | 90,017          | 18,875.00                | 41,390.00    | Annual           | 40                        | 2                              |
|          | Effingham         | 58,712          | 33,255.77                | 46,558.08    | Annual           | 40                        | 1                              |
|          | Floyd             | 96,560          | 14.26                    | 22.69        | Hourly           | 40                        | 2                              |
|          | Glynn             | 84,502          | 13.16                    | 22.11        | Hourly           | 40                        | 1                              |
|          | Liberty           | 62,570          | 16.98                    | 27.82        | Hourly           | 40                        | 1                              |
|          | Rockdale          | 89,355          | 36,712.00                | 59,754.24    | Annual           | 40                        | 4                              |
|          | Spalding          | 64,806          | 14.35                    | 22.39        | Hourly           | 40                        | 1                              |

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

## ◆ Personnel Technician

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>C</b> | Baldwin      | 45,144          | 38,007.00                | 57,606.00    | Annual           | 40                        | 1                              |
|          | Lee          | 29,337          | 34,358.44                | 53,255.58    | Annual           | 40                        | 1                              |
|          | Lumpkin      | 31,445          | 14.29                    | 24.46        | Hourly           | 40                        | 1                              |
|          | Oconee       | 36,838          | 33,858.00                | 49,095.00    | Annual           | 40                        | 1                              |
|          | Pickens      | 30,832          | 34,987.33                | 54,212.41    | Annual           | 40                        | 2                              |
|          | Ware         | 35,738          | 11.65                    | 11.77        | Hourly           | 40                        | 1                              |
|          | White        | 28,884          | 16.52                    | 26.41        | Hourly           | 40                        | 1                              |
| <b>D</b> | Dawson       | 23,604          | 16.42                    | 25.45        | Hourly           | 40                        | 1                              |

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

## ◆ Planner

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 42,898                     | 52,354        | 68,060         | 83,928        | 42                            |
| <b>B</b>         | 4                | 36,646                     | 39,270        | 58,436         | 69,950        | 2                             |
| <b>C</b>         | 1                | 42,755                     | 42,755        | 70,546         | 70,546        | 1                             |
| <b>D</b>         | 1                | 37,924                     | 37,924        | 56,886         | 56,886        | 1                             |
| <b>E</b>         | 1                | 45,674                     | 45,674        | 45,674         | 45,674        | 1                             |
| <b>Total/Avg</b> | <b>25</b>        | <b>41,180</b>              | <b>43,595</b> | <b>59,920</b>  | <b>65,397</b> | <b>47</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 42,933.00                | 68,693.00    | Annual           | 40                        | 6                              |
|          | Augusta/Richmond  | 201,647         | 45,472.52                | 73,081.08    | Annual           | 37.5                      | 2                              |
|          | Clayton           | 279,462         | 30,911.00                | 48,948.00    | Annual           | 40                        | 1                              |
|          | Cobb              | 748,150         | 47,214.00                | 75,542.00    | Annual           | 40                        | 4                              |
|          | Columbia          | 147,450         | 44,387.00                | 66,602.00    | Annual           | 40                        | 2                              |
|          | Columbus/Muscogee | 197,485         | 39,946.00                | 60,783.00    | Annual           | 40                        | 2                              |
|          | Coweta            | 140,526         | 47,878.00                | 74,211.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 42,938.00                | 66,555.00    | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 18.83                    | 38.53        | Hourly           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 40,801.00                | 67,315.00    | Annual           | 40                        | 7                              |
|          | Fulton            | 1,023,336       | 41,269.00                | 61,904.00    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 21.40                    | 35.31        | Hourly           | 40                        | 6                              |
|          | Hall              | 196,637         | 44,728.00                | 70,445.00    | Annual           | 40                        | 3                              |
|          | Henry             | 221,768         | 39,403.63                | 59,105.64    | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 25.17                    | 40.35        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 20.19                    | 30.42        | Annual           | 40                        | 1                              |
|          | Newton            | 106,999         | 46,051.00                | 69,160.00    | Annual           | 40                        | 1                              |
| Paulding | 155,825           | 19.33           | 29.78                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Glynn             | 84,502          | 18.40                    | 33.63        | Annual           | 40                        | 0                              |
|          | Jackson           | 64,615          | 36,976.00                | 51,767.00    | Annual           | 40                        | 1                              |
|          | Rockdale          | 89,355          | 39,270.40                | 63,925.68    | Annual           | 40                        | 1                              |
|          | Walton            | 90,184          | 32,067.00                | 48,101.00    | Annual           | 40                        | 0                              |
| <b>C</b> | Lumpkin           | 31,445          | 42,755.00                | 70,546.00    | Annual           | 40                        | 1                              |

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

## ◆ Planner

| Group | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| D     | Morgan       | 18,170          | 37,924.00                | 56,885.92    | Annual           | 40                        | 1                              |
| E     | Dooly        | 13,763          | 45,674.00                | 45,674.00    | Annual           | 40                        | 1                              |

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

## ◆ Planning and Development Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 18               | 81,473                     | 113,510       | 121,917        | 183,252        | 18                            |
| <b>B</b>         | 6                | 65,657                     | 77,106        | 104,017        | 123,344        | 6                             |
| <b>C</b>         | 10               | 56,757                     | 66,640        | 80,070         | 110,014        | 10                            |
| <b>D</b>         | 7                | 52,064                     | 63,609        | 63,614         | 98,593         | 7                             |
| <b>F</b>         | 1                | 36,153                     | 36,153        | 55,011         | 55,011         | 1                             |
| <b>Total/Avg</b> | <b>42</b>        | <b>58,421</b>              | <b>71,404</b> | <b>84,926</b>  | <b>114,043</b> | <b>42</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 76,550.00                | 122,480.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|          | Carroll           | 116,261         | 50,699.23                | 82,857.41    | Annual           | 40                        | 1                              |
|          | Cobb              | 748,150         | 65,499.00                | 106,808.00   | Annual           | 40                        | 1                              |
|          | Columbia          | 147,450         | 97,354.00                | 146,030.00   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 85,790.00                | 127,497.00   | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 76,310.00                | 118,281.00   | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 109,548.00               | 169,799.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 79,196.62                | 79,196.62    | Annual           | 40                        | 1                              |
|          | Fayette           | 111,627         | 85,085.82                | 129,468.14   | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 75,156.00                | 120,250.00   | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 113,510.00               | 170,265.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 107,795.00               | 183,252.00   | Annual           | 40                        | 1                              |
|          | Hall              | 196,637         | 102,731.20               | 102,731.20   | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 69,641.52                | 104,462.14   | Annual           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 27.16                    | 40.92        | Annual           | 40                        | 1                              |
|          | Newton            | 106,999         | 58,594.00                | 88,005.00    | Annual           | 40                        | 1                              |
| Paulding | 155,825           | 74,457.00       | 114,712.00               | Annual       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 53,008          | 53,600.00                | 93,900.00    | Annual           | 40                        | 1                              |
|          | Glynn             | 84,502          | 37.07                    | 59.30        | Annual           | 40                        | 1                              |
|          | Jackson           | 64,615          | 73,706.00                | 110,559.00   | Annual           | 40                        | 1                              |
|          | Rockdale          | 89,355          | 67,496.00                | 109,833.36   | Annual           | 40                        | 1                              |
|          | Spalding          | 64,806          | 57,154.00                | 89,141.00    | Annual           | 40                        | 1                              |

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

## ◆ Planning and Development Director

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b> | Walton       | 90,184             | 64,882.00                      | 97,323.00       | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 65,000.00                      | 85,000.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 63,993.00                      | 98,273.00       | Annual              | 40                              | 2                                    |
|          | Lee          | 29,337             | 50,763.07                      | 100,421.34      | Annual              | 40                              | 0                                    |
|          | Lumpkin      | 31,445             | 64,714.00                      | 110,014.00      | Annual              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 66,640.00                      | 96,628.00       | Annual              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 31.05                          | 31.05           | Hourly              | 40                              | 1                                    |
|          | Polk         | 41,776             | 14.27                          | 24.96           | Hourly              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 65,354.00                      | 65,354.00       | Annual              | 40                              | 1                                    |
|          | Ware         | 35,738             | 22.03                          | 22.57           | Annual              | 40                              | 1                                    |
| <b>D</b> | White        | 28,884             | 51,019.00                      | 81,562.00       | Annual              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 40,000.00                      | 60,000.00       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,688             | 22.79                          | 34.54           | Hourly              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 55,839.00                      | 55,839.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 63,609.00                      | 98,593.00       | Annual              | 40                              | 1                                    |
|          | Pierce       | 19,171             | 47,502.00                      | 48,927.00       | Annual              | 40                              | 1                                    |
|          | Putnam       | 21,477             | 30.37                          | 30.37           | Hourly              | 40                              | 1                                    |
|          | Union        | 22,928             | 46,925.00                      | 46,925.00       | Annual              | 40                              | 1                                    |
| <b>F</b> | Taylor       | 8,232              | 36,153.00                      | 55,011.00       | Annual              | 40                              | 1                                    |

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

## ◆ Probate Court Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 20               | 32,462                     | 67,288        | 53,981         | 111,028       | 138                           |
| <b>B</b>         | 11               | 26,700                     | 32,822        | 43,055         | 70,491        | 40                            |
| <b>C</b>         | 24               | 24,824                     | 30,722        | 37,105         | 54,584        | 64                            |
| <b>D</b>         | 24               | 25,078                     | 46,000        | 33,512         | 47,674        | 50                            |
| <b>E</b>         | 10               | 21,539                     | 28,912        | 28,170         | 31,866        | 14                            |
| <b>F</b>         | 20               | 22,529                     | 42,609        | 30,291         | 55,536        | 25                            |
| <b>Total/Avg</b> | <b>109</b>       | <b>25,522</b>              | <b>41,392</b> | <b>37,686</b>  | <b>61,863</b> | <b>331</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 33,440.00                | 53,504.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 36,089.74                | 62,189.58    | Annual           | 37.5                      | 1                              |
|          | Carroll           | 116,261         | 14.63                    | 26.19        | Hourly           | 40                        | 2                              |
|          | Chatham           | 289,082         | 67,288.00                | 111,028.00   | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 26,630.00                | 72,841.00    | Annual           | 40                        | 11                             |
|          | Columbia          | 147,450         | 11.94                    | 17.91        | Hourly           | 40                        | 6                              |
|          | Columbus/Muscogee | 197,485         | 31,206.00                | 47,483.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 14.44                    | 23.73        | Hourly           | 40                        | 6                              |
|          | DeKalb            | 740,321         | 30,171.00                | 46,765.00    | Annual           | 40                        | 63                             |
|          | Douglas           | 142,224         | 11.56                    | 23.65        | Hourly           | 40                        | 1                              |
|          | Fayette           | 111,627         | 30,161.63                | 53,223.54    | Annual           | 40                        | 4                              |
|          | Forsyth           | 221,009         | 28,976.00                | 44,912.00    | Annual           | 40                        | 6                              |
|          | Fulton            | 1,023,336       | 32,068.00                | 48,102.00    | Annual           | 40                        | 8                              |
|          | Gwinnett          | 907,135         | 14.07                    | 22.51        | Hourly           | 40                        | 10                             |
|          | Hall              | 196,637         | 15.28                    | 22.92        | Hourly           | 40                        | 1                              |
|          | Henry             | 221,768         | 39,403.63                | 59,105.39    | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 14.54                    | 23.32        | Hourly           | 40                        | 5                              |
|          | Lowndes           | 114,628         | 20.19                    | 30.42        | Annual           | 40                        | 1                              |
|          | Newton            | 106,999         | 23,962.00                | 41,995.00    | Annual           | 40                        | 4                              |
| Paulding | 155,825           | 13.08           | 20.15                    | Hourly       | 40               | 5                         |                                |
| <b>B</b> | Catoosa           | 66,398          | 14.00                    | 19.14        | Hourly           | 40                        | 6                              |
|          | Dougherty         | 90,017          | 21,851.00                | 39,419.00    | Annual           | 40                        | 2                              |

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

◆ Probate Court Clerk

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Effingham    | 58,712          | 26,056.76                | 36,479.47    | Annual           | 40                        | 1                              |
|          | Floyd        | 96,560          | 10.54                    | 13.09        | Hourly           | 40                        | 6                              |
|          | Glynn        | 84,502          | 15.78                    | 25.25        | Annual           | 40                        | 1                              |
|          | Gordon       | 56,904          | 13.12                    | 19.02        | Hourly           | 40                        | 4                              |
|          | Jackson      | 64,615          | 13.15                    | 15.77        | Hourly           | 40                        | 2                              |
|          | Liberty      | 62,570          | 13.93                    | 33.89        | Hourly           | 40                        | 6                              |
|          | Spalding     | 64,806          | 10.95                    | 17.09        | Hourly           | 40                        | 2                              |
|          | Walker       | 67,896          | 30,160.00                | 41,600.00    | Annual           | 40                        | 2                              |
|          | Walton       | 90,184          | 25,370.00                | 58,146.00    | Annual           | 40                        | 8                              |
| <b>C</b> | Baldwin      | 45,144          | 25,602.00                | 47,280.00    | Annual           | 40                        | 4                              |
|          | Bryan        | 36,230          | 11.00                    | 15.00        | Hourly           | 40                        | 4                              |
|          | Colquitt     | 45,708          | 24,835.00                | 24,835.00    | Annual           | 40                        | 2                              |
|          | Decatur      | 26,822          | 14.70                    | 15.75        | Hourly           | 40                        | 2                              |
|          | Habersham    | 44,246          | 12.08                    | 16.80        | Hourly           | 40                        | 2                              |
|          | Haralson     | 29,042          | 10.75                    | 16.51        | Hourly           | 40                        | 3                              |
|          | Harris       | 33,652          | 13.22                    | 22.59        | Hourly           | 40                        | 3                              |
|          | Hart         | 25,553          | 12.56                    | 19.09        | Hourly           | 40                        | 3                              |
|          | Jones        | 28,623          | 12.35                    | 14.44        | Hourly           | 40                        | 1                              |
|          | Lee          | 29,337          | 11.18                    | 17.33        | Hourly           | 40                        | 1                              |
|          | Lumpkin      | 31,445          | 12.07                    | 19.31        | Hourly           | 40                        | 2                              |
|          | Madison      | 28,824          | 11.00                    | 16.00        | Hourly           | 40                        | 3                              |
|          | Murray       | 39,315          | 11.50                    | 18.38        | Hourly           | 40                        | 3                              |
|          | Oconee       | 36,838          | 29,414.00                | 42,650.00    | Annual           | 40                        | 1                              |
|          | Peach        | 26,655          | 22,969.00                | 36,254.00    | Annual           | 40                        | 4                              |
|          | Pickens      | 30,832          | 14.77                    | 17.31        | Hourly           | 40                        | 4                              |
|          | Polk         | 41,776          | 10.59                    | 22.60        | Hourly           | 40                        | 5                              |
|          | Sumter       | 30,389          | 11.11                    | 20.60        | Hourly           | 40                        | 1                              |
|          | Tattnall     | 25,092          | 22,000.00                | 32,000.00    | Annual           | 40                        | 3                              |
|          | Thomas       | 45,248          | 23,962.00                | 23,962.00    | Annual           | 40                        | 3                              |
|          | Toombs       | 27,196          | 11.03                    | 11.03        | Hourly           | 37.5                      | 2                              |
|          | Ware         | 35,738          | 11.77                    | 18.65        | Hourly           | 40                        | 2                              |
|          | Wayne        | 30,104          | 24,164.38                | 54,583.71    | Annual           | 40                        | 3                              |
|          | White        | 28,884          | 12.29                    | 21.68        | Hourly           | 40                        | 3                              |
| <b>D</b> | Appling      | 18,428          | 16.42                    | 16.92        | Hourly           | 40                        | 1                              |
|          | Banks        | 18,397          | 32,837.00                | 43,809.00    | Annual           | 40                        | 1                              |
|          | Ben Hill     | 17,243          | 30,000.00                | 30,000.00    | Annual           | 40                        | 1                              |
|          | Berrien      | 18,993          | 10.00                    | 12.00        | Hourly           | 40                        | 1                              |
|          | Brooks       | 15,687          | 10.56                    | 14.07        | Hourly           | 40                        | 1                              |
|          | Burke        | 22,688          | 15.01                    | 22.76        | Hourly           | 40                        | 1                              |

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

## ◆ Probate Court Clerk

| Group    | Jurisdiction         | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Chattooga            | 24,824             | 46,000.00                      | 46,000.00       | Annual              | 40                              | 1                                    |
|          | Cook                 | 17,167             | 10.22                          | 14.31           | Hourly              | 40                              | 3                                    |
|          | Crisp                | 22,721             | 27,254.00                      | 34,102.00       | Annual              | 40                              | 4                                    |
|          | Dawson               | 23,604             | 13.53                          | 20.97           | Hourly              | 40                              | 3                                    |
|          | Dodge                | 20,563             | 8.50                           | 16.00           | Hourly              | 40                              | 2                                    |
|          | Elbert               | 19,143             | 12.25                          | 12.25           | Hourly              | 40                              | 1                                    |
|          | Emanuel              | 22,635             | 11.00                          | 13.12           | Hourly              | 40                              | 2                                    |
|          | Fannin               | 24,900             | 12.00                          | 20.00           | Hourly              | 40                              | 4                                    |
|          | Franklin             | 22,320             | 14.00                          | 14.75           | Hourly              | 40                              | 3                                    |
|          | Greene               | 17,003             | 11.11                          | 22.92           | Hourly              | 40                              | 3                                    |
|          | Jefferson            | 15,916             | 10.00                          | 11.00           | Hourly              | 40                              | 1                                    |
|          | Lamar                | 18,469             | 12.48                          | 16.75           | Hourly              | 40                              | 3                                    |
|          | Mitchell             | 22,459             | 9.25                           | 10.55           | Hourly              | 40                              | 2                                    |
|          | Morgan               | 18,170             | 10.99                          | 17.72           | Hourly              | 40                              | 4                                    |
|          | Pierce               | 19,171             | 10.75                          | 13.75           | Hourly              | 40                              | 1                                    |
|          | Putnam               | 21,477             | 2,661.79                       | 2,661.79        | Annual              | 40                              | 1                                    |
|          | Rabun                | 16,559             | 26,528.00                      | 44,382.00       | Annual              | 40                              | 3                                    |
|          | Union                | 22,928             | 24,595.00                      | 42,077.00       | Annual              | 40                              | 3                                    |
| <b>E</b> | Bleckley             | 12,970             | 28,912.00                      | 28,912.00       | Annual              | 40                              | 2                                    |
|          | Candler              | 10,910             | 11.36                          | 15.30           | Hourly              | 40                              | 1                                    |
|          | Charlton             | 12,497             | 11.60                          | 12.30           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahooche | 10,922             | 18,000.00                      | 28,000.00       | Annual              | 40                              | 2                                    |
|          | Early                | 10,339             | 10.56                          | 15.32           | Hourly              | 40                              | 2                                    |
|          | Evans                | 10,670             | 9.69                           | 13.57           | Hourly              | 40                              | 1                                    |
|          | Heard                | 11,487             | 8.00                           | 12.48           | Hourly              | 40                              | 2                                    |
|          | Jeff Davis           | 14,877             | 10.00                          | 14.58           | Hourly              | 40                              | 1                                    |
|          | Lanier               | 10,399             | 8.00                           | 12.73           | Hourly              | 40                              | 1                                    |
|          | Macon                | 13,450             | 11.79                          | 11.79           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Atkinson             | 8,273              | 20,800.00                      | 31,220.00       | Annual              | 40                              | 1                                    |
|          | Clinch               | 6,829              | 10.91                          | 19.15           | Hourly              | 35                              | 1                                    |
|          | Georgetown-Quitman   | 2,335              | 10.00                          | 13.05           | Hourly              | 40                              | 1                                    |
|          | Irwin                | 9,422              | 13.00                          | 13.00           | Hourly              | 40                              | 1                                    |
|          | Jenkins              | 8,849              | 18,720.00                      | 29,120.00       | Annual              | 40                              | 1                                    |
|          | Lincoln              | 7,828              | 21,032.40                      | 21,032.40       | Annual              | 40                              | 1                                    |
|          | Montgomery           | 9,060              | 16,640.00                      | 20,342.00       | Annual              | 40                              | 1                                    |
|          | Schley               | 5,098              | 15.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Seminole             | 8,468              | 12.00                          | 13.00           | Hourly              | 40                              | 2                                    |
|          | Talbot               | 6,171              | 42,609.00                      | 44,247.00       | Annual              | 40                              | 1                                    |
|          | Taliaferro           | 1,593              | 11.00                          | 12.00           | Hourly              | 40                              | 3                                    |

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

## ◆ Probate Court Clerk

| Group | Jurisdiction    | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|-----------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Taylor          | 8,232           | 22,063.00                | 35,571.00    | Annual           | 40                        | 1                              |
|       | Terrell         | 8,967           | 20,601.52                | 21,537.86    | Annual           | 40                        | 1                              |
|       | Treutlen        | 6,637           | 9.00                     | 12.00        | Hourly           | 40                        | 1                              |
|       | Turner          | 8,030           | 10.52                    | 15.95        | Hourly           | 40                        | 1                              |
|       | Twiggs          | 8,171           | 15,995.20                | 29,016.00    | Annual           | 40                        | 3                              |
|       | Warren          | 5,442           | 7.00                     | 14.22        | Hourly           | 40                        | 1                              |
|       | Webster Unified | 2,599           | 11.00                    | 11.00        | Hourly           | 40                        | 1                              |
|       | Wilkes          | 9,805           | 8.00                     | 17.00        | Hourly           | 40                        | 1                              |
|       | Wilkinson       | 9,104           | 14.76                    | 26.70        | Hourly           | 40                        | 1                              |

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

## ◆ Purchasing Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 72,513                     | 110,011       | 110,239        | 169,799       | 18                            |
| <b>B</b>         | 9                | 44,816                     | 84,000        | 60,064         | 84,000        | 9                             |
| <b>C</b>         | 6                | 33,010                     | 38,007        | 43,519         | 60,768        | 6                             |
| <b>D</b>         | 3                | 43,788                     | 65,000        | 55,898         | 66,914        | 3                             |
| <b>E</b>         | 2                | 26,718                     | 32,635        | 30,722         | 32,635        | 2                             |
| <b>F</b>         | 1                | 19,988                     | 19,988        | 30,414         | 30,414        | 1                             |
| <b>Total/Avg</b> | <b>39</b>        | <b>40,139</b>              | <b>58,274</b> | <b>55,143</b>  | <b>74,088</b> | <b>39</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke    | 124,707         | 55,156.00                | 88,250.00    | Annual           | 40                        | 1                              |
|          | Augusta/Richmond | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|          | Bartow           | 103,807         | 24.21                    | 33.90        | Annual           | 40                        | 1                              |
|          | Carroll          | 116,261         | 30,442.05                | 82,857.41    | Annual           | 40                        | 2                              |
|          | Chatham          | 289,082         | 70,646.00                | 116,566.00   | Annual           | 40                        | 1                              |
|          | Cherokee         | 241,689         | 54,666.00                | 84,733.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 87,761.00                | 138,969.00   | Annual           | 40                        | 1                              |
|          | Cobb             | 748,150         | 110,011.00               | 165,017.00   | Annual           | 40                        | 1                              |
|          | Columbia         | 147,450         | 65,000.00                | 97,489.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 109,548.00               | 169,799.00   | Annual           | 40                        | 1                              |
|          | Douglas          | 142,224         | 85,478.22                | 85,478.22    | Annual           | 40                        | 1                              |
|          | Fayette          | 111,627         | 69,833.90                | 106,260.53   | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 71,354.00                | 114,168.00   | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 75,156.00                | 112,734.00   | Annual           | 40                        | 0                              |
|          | Gwinnett         | 907,135         | 82,707.00                | 140,602.00   | Annual           | 40                        | 1                              |
|          | Hall             | 196,637         | 90,966.20                | 90,966.20    | Annual           | 40                        | 1                              |
| Henry    | 221,768          | 59,562.15       | 89,343.22                | Annual       | 40               | 1                         |                                |
| Houston  | 152,122          | 26.19           | 41.95                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Camden           | 53,008          | 37,200.00                | 55,800.00    | Annual           | 40                        | 1                              |
|          | Catoosa          | 66,398          | 17.51                    | 17.51        | Hourly           | 40                        | 1                              |
|          | Effingham        | 58,712          | 38,497.71                | 53,896.80    | Annual           | 40                        | 1                              |
|          | Floyd            | 96,560          | 84,000.00                | 84,000.00    | Annual           | 40                        | 1                              |

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

## ◆ Purchasing Director

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Glynn        | 84,502             | 20.37                          | 32.59           | Annual              | 40                              | 1                                    |
|          | Gordon       | 56,904             | 42,198.00                      | 61,484.00       | Annual              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 46,008.00                      | 64,411.00       | Annual              | 40                              | 1                                    |
|          | Spalding     | 64,806             | 14.35                          | 22.39           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 46,800.00                      | 70,201.00       | Annual              | 40                              | 1                                    |
| <b>C</b> | Baldwin      | 45,144             | 38,007.00                      | 57,606.00       | Annual              | 40                              | 1                                    |
|          | Colquitt     | 45,708             | 32,864.00                      | 32,864.00       | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 37,980.00                      | 60,768.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 28,824             | 14.74                          | 17.35           | Hourly              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 33,858.00                      | 49,095.00       | Annual              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 24,690.00                      | 24,690.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Dawson       | 23,604             | 43,170.00                      | 66,914.00       | Annual              | 40                              | 1                                    |
|          | Jefferson    | 15,916             | 23,194.00                      | 35,781.00       | Annual              | 40                              | 1                                    |
|          | Union        | 22,928             | 65,000.00                      | 65,000.00       | Annual              | 40                              | 1                                    |
| <b>E</b> | Jeff Davis   | 14,877             | 10.00                          | 13.85           | Hourly              | 40                              | 1                                    |
|          | McIntosh     | 13,927             | 15.69                          | 15.69           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Taylor       | 8,232              | 19,988.00                      | 30,414.00       | Annual              | 40                              | 1                                    |

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

## ◆ Receptionist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 11               | 25,987                     | 30,116        | 41,738         | 56,950        | 151                           |
| <b>B</b>         | 6                | 24,083                     | 30,160        | 32,605         | 41,371        | 39                            |
| <b>C</b>         | 8                | 21,944                     | 25,563        | 30,814         | 42,848        | 17                            |
| <b>D</b>         | 9                | 23,100                     | 26,000        | 27,939         | 38,022        | 28                            |
| <b>E</b>         | 4                | 22,077                     | 26,707        | 24,097         | 26,707        | 6                             |
| <b>F</b>         | 1                | 21,882                     | 21,882        | 33,176         | 33,176        | 1                             |
| <b>Total/Avg</b> | <b>39</b>        | <b>23,179</b>              | <b>26,738</b> | <b>31,728</b>  | <b>39,846</b> | <b>242</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Cherokee     | 241,689         | 10.40                    | 16.12        | Hourly           | 40                        | 1                              |
|          | Clayton      | 279,462         | 27,987.00                | 44,317.00    | Annual           | 40                        | 1                              |
|          | Cobb         | 748,150         | 25,616.00                | 40,986.00    | Annual           | 40                        | 42                             |
|          | DeKalb       | 740,321         | 25,383.00                | 39,344.00    | Annual           | 40                        | 67                             |
|          | Douglas      | 142,224         | 13.38                    | 27.38        | Hourly           | 40                        | 1                              |
|          | Forsyth      | 221,009         | 27,663.00                | 42,878.00    | Annual           | 40                        | 9                              |
|          | Fulton       | 1,023,336       | 30,116.00                | 45,175.00    | Annual           | 40                        | 0                              |
|          | Gwinnett     | 907,135         | 11.90                    | 18.44        | Hourly           | 40                        | 25                             |
|          | Hall         | 196,637         | 11.40                    | 17.10        | Hourly           | 40                        | 3                              |
|          | Macon-Bibb   | 152,760         | 25,251.00                | 42,099.00    | Annual           | 40                        | 1                              |
|          | Paulding     | 155,825         | 12.46                    | 19.19        | Hourly           | 40                        | 1                              |
| <b>B</b> | Catoosa      | 66,398          | 12.88                    | 14.31        | Hourly           | 40                        | 2                              |
|          | Dougherty    | 90,017          | 17,121.00                | 29,415.00    | Annual           | 40                        | 5                              |
|          | Floyd        | 96,560          | 10.54                    | 13.09        | Hourly           | 40                        | 6                              |
|          | Gordon       | 56,904          | 13.72                    | 19.89        | Hourly           | 40                        | 20                             |
|          | Rockdale     | 89,355          | 9.60                     | 15.62        | Hourly           | 40                        | 4                              |
|          | Walker       | 67,896          | 14.50                    | 17.00        | Hourly           | 40                        | 2                              |
| <b>C</b> | Bryan        | 36,230          | 11.00                    | 14.50        | Hourly           | 40                        | 4                              |
|          | Colquitt     | 45,708          | 23,441.00                | 23,441.00    | Annual           | 40                        | 1                              |
|          | Haralson     | 29,042          | 8.50                     | 10.25        | Hourly           | 40                        | 1                              |
|          | Polk         | 41,776          | 9.12                     | 17.62        | Hourly           | 40                        | 2                              |
|          | Sumter       | 30,389          | 11.11                    | 20.60        | Hourly           | 40                        | 1                              |

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

## ◆ Receptionist

| Group    | Jurisdiction         | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|----------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Tattnall             | 25,092          | 19,800.00                | 22,000.00    | Annual           | 40                        | 1                              |
|          | Toombs               | 27,196          | 11.59                    | 14.06        | Hourly           | 40                        | 6                              |
|          | White                | 28,884          | 12.29                    | 19.64        | Hourly           | 40                        | 1                              |
| <b>D</b> | Berrien              | 18,993          | 10.00                    | 13.00        | Hourly           | 40                        | 3                              |
|          | Burke                | 22,688          | 10.19                    | 15.44        | Hourly           | 40                        | 2                              |
|          | Cook                 | 17,167          | 13.78                    | 13.78        | Hourly           | 35                        | 1                              |
|          | Dawson               | 23,604          | 11.80                    | 18.28        | Hourly           | 40                        | 1                              |
|          | Elbert               | 19,143          | 11.75                    | 11.75        | Hourly           | 40                        | 1                              |
|          | Franklin             | 22,320          | 12.50                    | 12.50        | Hourly           | 40                        | 1                              |
|          | Mitchell             | 22,459          | 8.75                     | 9.00         | Hourly           | 40                        | 1                              |
|          | Rabun                | 16,559          | 24,033.00                | 36,426.00    | Annual           | 40                        | 17                             |
|          | Union                | 22,928          | 11.35                    | 11.35        | Hourly           | 40                        | 1                              |
| <b>E</b> | Bleckley             | 12,970          | 12.00                    | 12.00        | Hourly           | 40                        | 2                              |
|          | Cusseta-Chattahooche | 10,922          | 20,000.00                | 26,000.00    | Annual           | 40                        | 1                              |
|          | Heard                | 11,487          | 8.00                     | 9.00         | Hourly           | 40                        | 2                              |
|          | McIntosh             | 13,927          | 12.84                    | 12.84        | Hourly           | 40                        | 1                              |
| <b>F</b> | Turner               | 8,030           | 10.52                    | 15.95        | Hourly           | 40                        | 1                              |

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

## ◆ Recreation Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |                | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|----------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest        |                               |
| <b>A</b>         | 22               | 78,070                     | 117,283       | 116,218        | 181,043        | 22                            |
| <b>B</b>         | 10               | 60,370                     | 84,000        | 85,744         | 109,833        | 10                            |
| <b>C</b>         | 17               | 44,110                     | 57,728        | 65,501         | 85,553         | 19                            |
| <b>D</b>         | 17               | 46,051                     | 72,332        | 55,566         | 98,593         | 17                            |
| <b>E</b>         | 12               | 36,271                     | 49,920        | 44,625         | 67,822         | 12                            |
| <b>F</b>         | 8                | 28,223                     | 47,476        | 37,145         | 60,015         | 8                             |
| <b>Total/Avg</b> | <b>86</b>        | <b>48,849</b>              | <b>71,457</b> | <b>67,467</b>  | <b>100,477</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      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 76,550.00                | 122,480.00   | Annual           | 40                        | 1                              |
|          | Augusta/Richmond  | 201,647         | 82,110.00                | 143,310.00   | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 34.21                    | 47.90        | Annual           | 40                        | 1                              |
|          | Carroll           | 116,261         | 50,699.23                | 82,857.41    | Annual           | 40                        | 1                              |
|          | Chatham           | 289,082         | 74,182.00                | 122,400.00   | Annual           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 59,718.53                | 59,718.53    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 96,931.00                | 153,489.00   | Annual           | 40                        | 1                              |
|          | Cobb              | 748,150         | 117,283.00               | 175,925.00   | Annual           | 40                        | 1                              |
|          | Columbia          | 147,450         | 53,726.00                | 80,579.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 85,790.00                | 127,497.00   | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 64,072.00                | 99,311.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 116,802.00               | 181,043.00   | Annual           | 40                        | 1                              |
|          | Douglas           | 142,224         | 87,871.06                | 87,871.06    | Annual           | 40                        | 1                              |
|          | Fayette           | 111,627         | 69,833.90                | 106,260.53   | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 71,354.00                | 114,168.00   | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 78,616.00                | 117,924.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 100,894.00               | 171,520.00   | Annual           | 40                        | 1                              |
|          | Hall              | 196,637         | 90,649.78                | 90,649.78    | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 66,761.69                | 100,142.42   | Annual           | 40                        | 1                              |
|          | Macon-Bibb        | 152,760         | 82,014.00                | 136,594.00   | Annual           | 40                        | 1                              |
| Newton   | 106,999           | 58,594.00       | 88,005.00                | Annual       | 40               | 1                         |                                |
| Paulding | 155,825           | 61,939.00       | 95,426.00                | Annual       | 40               | 1                         |                                |

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

## ◆ Recreation Director

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>B</b> | Catoosa      | 66,398             | 47,476.00                      | 47,476.00       | Annual              | 40                              | 1                                    |
|          | Effingham    | 58,712             | 54,170.15                      | 75,838.21       | Annual              | 40                              | 1                                    |
|          | Floyd        | 96,560             | 84,000.00                      | 84,000.00       | Annual              | 40                              | 1                                    |
|          | Glynn        | 84,502             | 31.83                          | 50.92           | Annual              | 40                              | 1                                    |
|          | Gordon       | 56,904             | 62,685.00                      | 90,892.00       | Annual              | 40                              | 1                                    |
|          | Jackson      | 64,615             | 52,853.00                      | 79,280.00       | Annual              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 27.82                          | 45.58           | Hourly              | 40                              | 1                                    |
|          | Rockdale     | 89,355             | 67,496.00                      | 109,833.36      | Annual              | 40                              | 1                                    |
|          | Spalding     | 64,806             | 50,079.00                      | 78,106.00       | Annual              | 40                              | 1                                    |
|          | Walton       | 90,184             | 60,864.00                      | 91,296.00       | Annual              | 40                              | 1                                    |
| <b>C</b> | Baldwin      | 45,144             | 51,115.00                      | 77,474.00       | Annual              | 40                              | 1                                    |
|          | Bryan        | 36,230             | 50,000.00                      | 70,000.00       | Annual              | 40                              | 1                                    |
|          | Habersham    | 44,246             | 57,728.00                      | 80,820.00       | Annual              | 40                              | 1                                    |
|          | Haralson     | 29,042             | 16.00                          | 18.03           | Hourly              | 40                              | 1                                    |
|          | Harris       | 33,652             | 744.00                         | 1,271.62        | Annual              | 40                              | 2                                    |
|          | Hart         | 25,553             | 44,573.15                      | 67,845.78       | Annual              | 40                              | 1                                    |
|          | Jones        | 28,623             | 21.00                          | 24.49           | Hourly              | 40                              | 1                                    |
|          | Lee          | 29,337             | 41,762.90                      | 67,969.13       | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 51,066.00                      | 84,259.00       | Annual              | 40                              | 1                                    |
|          | Murray       | 39,315             | 19.99                          | 31.96           | Annual              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 56,639.00                      | 82,127.00       | Annual              | 40                              | 1                                    |
|          | Peach        | 26,655             | 49,556.00                      | 74,343.00       | Annual              | 40                              | 2                                    |
|          | Pickens      | 30,832             | 41,317.71                      | 62,869.79       | Annual              | 40                              | 1                                    |
|          | Stephens     | 25,751             | 44,181.00                      | 61,853.00       | Annual              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 46,146.49                      | 85,553.01       | Annual              | 40                              | 1                                    |
|          | Ware         | 35,738             | 24.31                          | 25.00           | Annual              | 40                              | 1                                    |
|          | Wayne        | 30,104             | 48,244.05                      | 85,131.97       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 41,874.00                      | 66,942.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Appling      | 18,428             | 29.71                          | 33.08           | Hourly              | 40                              | 1                                    |
|          | Banks        | 18,397             | 48,638.00                      | 65,928.00       | Annual              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 32,000.00                      | 57,000.00       | Annual              | 40                              | 1                                    |
|          | Burke        | 22,688             | 22.79                          | 34.54           | Hourly              | 40                              | 1                                    |
|          | Crisp        | 22,721             | 72,332.00                      | 72,332.00       | Annual              | 40                              | 1                                    |
|          | Dawson       | 23,604             | 63,609.00                      | 98,593.00       | Annual              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 20.12                          | 20.12           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 22,320             | 47,502.00                      | 47,502.00       | Annual              | 40                              | 1                                    |
|          | Jefferson    | 15,916             | 29,690.00                      | 37,863.00       | Annual              | 40                              | 1                                    |
|          | Lamar        | 18,469             | 51,500.00                      | 51,500.00       | Annual              | 40                              | 1                                    |
|          | Mitchell     | 22,459             | 46,977.00                      | 46,977.00       | Annual              | 40                              | 1                                    |

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

## ◆ Recreation Director

| Group    | Jurisdiction         | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Morgan               | 18,170             | 40,132.00                      | 61,152.21       | Annual              | 40                              | 1                                    |
|          | Pierce               | 19,171             | 47,502.00                      | 48,927.00       | Annual              | 40                              | 1                                    |
|          | Putnam               | 21,477             | 24.69                          | 24.69           | Hourly              | 40                              | 1                                    |
|          | Rabun                | 16,559             | 43,469.00                      | 65,885.00       | Annual              | 40                              | 1                                    |
|          | Union                | 22,928             | 54,781.00                      | 54,781.00       | Annual              | 40                              | 1                                    |
|          | Washington           | 20,457             | 2,325.00                       | 2,325.00        | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon                | 11,372             | 35,809.00                      | 35,809.00       | Annual              | 40                              | 1                                    |
|          | Candler              | 10,910             | 40,799.98                      | 45,000.00       | Annual              | 40                              | 1                                    |
|          | Charlton             | 12,497             | 41,724.28                      | 41,724.28       | Annual              | 40                              | 1                                    |
|          | Cusseta-Chattahooche | 10,922             | 29,000.00                      | 43,000.00       | Annual              | 40                              | 1                                    |
|          | Dooly                | 13,763             | 46,488.00                      | 48,488.00       | Annual              | 40                              | 1                                    |
|          | Heard                | 11,487             | 30,000.00                      | 42,000.00       | Annual              | 40                              | 1                                    |
|          | Jeff Davis           | 14,877             | 25,000.00                      | 34,700.00       | Annual              | 40                              | 1                                    |
|          | Lanier               | 10,399             | 20,000.00                      | 30,529.20       | Annual              | 40                              | 1                                    |
|          | Macon                | 13,450             | 22.36                          | 22.36           | Hourly              | 40                              | 1                                    |
|          | McIntosh             | 13,927             | 24.00                          | 24.00           | Hourly              | 40                              | 1                                    |
|          | Pulaski              | 11,251             | 35,000.00                      | 50,000.00       | Annual              | 40                              | 1                                    |
|          | Screven              | 14,044             | 35,000.00                      | 67,822.20       | Annual              | 40                              | 1                                    |
| <b>F</b> | Glascok              | 3,006              | 21,420.36                      | 21,420.36       | Annual              | 40                              | 1                                    |
|          | Irwin                | 9,422              | 29,000.00                      | 29,000.00       | Annual              | 40                              | 1                                    |
|          | Jenkins              | 8,849              | 27,040.00                      | 37,440.00       | Annual              | 40                              | 1                                    |
|          | Lincoln              | 7,828              | 27,373.10                      | 27,373.10       | Annual              | 40                              | 1                                    |
|          | Montgomery           | 9,060              | 2,700.00                       | 27,000.00       | Annual              | 40                              | 1                                    |
|          | Seminole             | 8,468              | 47,476.00                      | 47,476.00       | Annual              | 40                              | 1                                    |
|          | Taylor               | 8,232              | 31,175.00                      | 47,436.00       | Annual              | 40                              | 1                                    |
|          | Turner               | 8,030              | 39,596.14                      | 60,014.54       | Annual              | 40                              | 1                                    |

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

## ◆ Recreation Maintenance Worker

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 17               | 25,891                     | 33,440        | 42,901         | 54,246        | 233                           |
| <b>B</b>         | 7                | 27,416                     | 34,919        | 46,258         | 67,101        | 41                            |
| <b>C</b>         | 15               | 23,708                     | 28,265        | 39,341         | 60,250        | 52                            |
| <b>D</b>         | 15               | 24,437                     | 28,600        | 32,728         | 44,244        | 41                            |
| <b>E</b>         | 6                | 19,817                     | 23,858        | 26,991         | 34,653        | 14                            |
| <b>Total/Avg</b> | <b>60</b>        | <b>24,254</b>              | <b>29,816</b> | <b>37,644</b>  | <b>52,099</b> | <b>381</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 33,440.00                | 53,504.00    | Annual           | 40                        | 6                              |
|          | Augusta/Richmond  | 201,647         | 20,975.29                | 41,429.49    | Annual           | 37.5                      | 12                             |
|          | Bartow            | 103,807         | 12.13                    | 16.98        | Hourly           | 40                        | 8                              |
|          | Carroll           | 116,261         | 14.63                    | 23.88        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 22,984.00                | 42,697.00    | Annual           | 40                        | 26                             |
|          | Clayton           | 279,462         | 24,111.00                | 42,169.00    | Annual           | 40                        | 17                             |
|          | Cobb              | 748,150         | 31,533.00                | 48,859.00    | Annual           | 40                        | 15                             |
|          | Columbia          | 147,450         | 11.37                    | 17.06        | Hourly           | 40                        | 6                              |
|          | Columbus/Muscogee | 197,485         | 24,378.00                | 37,094.00    | Annual           | 40                        | 13                             |
|          | DeKalb            | 740,321         | 25,383.00                | 39,344.00    | Annual           | 40                        | 34                             |
|          | Douglas           | 142,224         | 12.74                    | 26.08        | Hourly           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 27,663.00                | 42,878.00    | Annual           | 40                        | 31                             |
|          | Gwinnett          | 907,135         | 12.61                    | 19.55        | Hourly           | 40                        | 24                             |
|          | Hall              | 196,637         | 11.40                    | 19.80        | Hourly           | 40                        | 10                             |
|          | Henry             | 221,768         | 26,444.50                | 52,625.91    | Annual           | 40                        | 21                             |
|          | Newton            | 106,999         | 23,962.00                | 35,942.00    | Annual           | 40                        | 1                              |
| Paulding | 155,825           | 11.31           | 17.41                    | Hourly       | 40               | 7                         |                                |
| <b>B</b> | Barrow            | 77,126          | 12.74                    | 19.11        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 66,398          | 12.36                    | 15.69        | Hourly           | 40                        | 4                              |
|          | Effingham         | 58,712          | 34,918.56                | 48,885.98    | Annual           | 40                        | 3                              |
|          | Floyd             | 96,560          | 14.88                    | 23.68        | Hourly           | 40                        | 12                             |
|          | Gordon            | 56,904          | 11.30                    | 16.38        | Hourly           | 40                        | 4                              |
|          | Liberty           | 62,570          | 13.93                    | 32.26        | Hourly           | 40                        | 6                              |

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

## ◆ Recreation Maintenance Worker

| Group      | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|------------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| C          | Walton       | 90,184             | 21,352.00                      | 52,119.00       | Annual              | 40                              | 11                                   |
|            | Baldwin      | 45,144             | 24,369.00                      | 38,805.00       | Annual              | 40                              | 3                                    |
|            | Bryan        | 36,230             | 10.00                          | 15.00           | Hourly              | 40                              | 3                                    |
|            | Haralson     | 29,042             | 10.00                          | 12.25           | Hourly              | 40                              | 1                                    |
|            | Harris       | 33,652             | 11.99                          | 18.59           | Hourly              | 40                              | 4                                    |
|            | Hart         | 25,553             | 12.56                          | 19.09           | Hourly              | 40                              | 4                                    |
|            | Jones        | 28,623             | 9.35                           | 11.18           | Hourly              | 40                              | 5                                    |
|            | Lee          | 29,337             | 10.65                          | 16.50           | Hourly              | 40                              | 2                                    |
|            | Lumpkin      | 31,445             | 13.58                          | 25.96           | Hourly              | 40                              | 2                                    |
|            | Murray       | 39,315             | 12.68                          | 20.27           | Hourly              | 40                              | 4                                    |
|            | Oconee       | 36,838             | 28,265.00                      | 45,873.00       | Annual              | 40                              | 4                                    |
|            | Pickens      | 30,832             | 12.12                          | 19.86           | Hourly              | 40                              | 3                                    |
|            | Sumter       | 30,389             | 11.67                          | 21.64           | Hourly              | 40                              | 1                                    |
|            | Ware         | 35,738             | 9.36                           | 15.00           | Hourly              | 40                              | 5                                    |
| D          | Wayne        | 30,104             | 20,836.86                      | 60,250.21       | Annual              | 40                              | 8                                    |
|            | White        | 28,884             | 11.69                          | 18.69           | Hourly              | 40                              | 3                                    |
|            | Appling      | 18,428             | 13.75                          | 16.20           | Hourly              | 40                              | 2                                    |
|            | Berrien      | 18,993             | 24,000.00                      | 26,000.00       | Annual              | 40                              | 3                                    |
|            | Burke        | 22,688             | 10.79                          | 16.36           | Hourly              | 40                              | 4                                    |
|            | Crisp        | 22,721             | 22,880.00                      | 34,777.00       | Annual              | 40                              | 4                                    |
|            | Dawson       | 23,604             | 12.95                          | 20.08           | Hourly              | 40                              | 4                                    |
|            | Elbert       | 19,143             | 13.75                          | 13.75           | Hourly              | 40                              | 1                                    |
|            | Franklin     | 22,320             | 13.53                          | 13.53           | Hourly              | 40                              | 1                                    |
|            | Lamar        | 18,469             | 10.30                          | 14.57           | Hourly              | 40                              | 3                                    |
|            | Mitchell     | 22,459             | 12.75                          | 12.75           | Hourly              | 40                              | 1                                    |
|            | Morgan       | 18,170             | 10.22                          | 19.29           | Hourly              | 40                              | 3                                    |
|            | Pierce       | 19,171             | 10.00                          | 11.00           | Hourly              | 40                              | 2                                    |
|            | Putnam       | 21,477             | 13.67                          | 13.67           | Hourly              | 40                              | 1                                    |
|            | Rabun        | 16,559             | 24,033.00                      | 40,208.00       | Annual              | 40                              | 4                                    |
|            | Union        | 22,928             | 12.11                          | 15.00           | Hourly              | 40                              | 3                                    |
|            | E            | Washington         | 20,457                         | 9.50            | 24.31               | Hourly                          | 35                                   |
| Candler    |              | 10,910             | 8.90                           | 11.99           | Hourly              | 40                              | 2                                    |
| Charlton   |              | 12,497             | 9.95                           | 10.55           | Hourly              | 40                              | 2                                    |
| Dooly      |              | 13,763             | 11.47                          | 11.47           | Hourly              | 40                              | 1                                    |
| Heard      |              | 11,487             | 8.00                           | 12.00           | Hourly              | 40                              | 6                                    |
| Jeff Davis |              | 14,877             | 20,000.00                      | 31,594.00       | Annual              | 40                              | 1                                    |
|            | Screven      | 14,044             | 9.23                           | 16.66           | Hourly              | 40                              | 2                                    |

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

## ◆ Recreation Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 18               | 36,535                     | 48,610        | 58,512         | 79,872        | 130                           |
| <b>B</b>         | 8                | 31,792                     | 38,615        | 51,694         | 77,813        | 46                            |
| <b>C</b>         | 11               | 27,127                     | 35,796        | 48,726         | 63,586        | 32                            |
| <b>D</b>         | 12               | 25,142                     | 32,011        | 33,204         | 47,507        | 22                            |
| <b>E</b>         | 4                | 30,381                     | 32,989        | 30,381         | 32,989        | 4                             |
| <b>F</b>         | 1                | 15,300                     | 15,300        | 52,722         | 52,722        | 2                             |
| <b>Total/Avg</b> | <b>54</b>        | <b>27,713</b>              | <b>33,887</b> | <b>45,873</b>  | <b>59,081</b> | <b>236</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 42,933.00                | 68,693.00    | Annual           | 40                        | 17                             |
|          | Augusta/Richmond  | 201,647         | 26,112.56                | 53,392.53    | Annual           | 37.5                      | 30                             |
|          | Carroll           | 116,261         | 25,780.56                | 74,030.06    | Annual           | 40                        | 9                              |
|          | Chatham           | 289,082         | 37,500.00                | 61,875.00    | Annual           | 40                        | 2                              |
|          | Clayton           | 279,462         | 35,881.00                | 56,817.00    | Annual           | 40                        | 10                             |
|          | Cobb              | 748,150         | 40,014.00                | 64,023.00    | Annual           | 40                        | 3                              |
|          | Columbia          | 147,450         | 34,944.00                | 52,416.00    | Annual           | 40                        | 6                              |
|          | Columbus/Muscogee | 197,485         | 38,021.00                | 57,854.00    | Annual           | 40                        | 6                              |
|          | Coweta            | 140,526         | 20.49                    | 31.75        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 34,959.00                | 54,186.00    | Annual           | 40                        | 8                              |
|          | Fayette           | 111,627         | 42,617.60                | 64,847.72    | Annual           | 40                        | 4                              |
|          | Forsyth           | 221,009         | 36,859.00                | 57,131.00    | Annual           | 40                        | 7                              |
|          | Fulton            | 1,023,336       | 30,116.00                | 45,175.00    | Annual           | 40                        | 0                              |
|          | Gwinnett          | 907,135         | 23.37                    | 38.40        | Hourly           | 40                        | 12                             |
|          | Hall              | 196,637         | 35,044.00                | 52,067.00    | Annual           | 40                        | 2                              |
|          | Henry             | 221,768         | 39,324.26                | 43,986.47    | Annual           | 40                        | 5                              |
|          | Newton            | 106,999         | 33,218.00                | 49,858.00    | Annual           | 40                        | 4                              |
| Paulding | 155,825           | 15.90           | 24.50                    | Hourly       | 40               | 4                         |                                |
| <b>B</b> | Catoosa           | 66,398          | 16.06                    | 17.79        | Hourly           | 40                        | 2                              |
|          | Effingham         | 58,712          | 34,918.56                | 48,885.98    | Annual           | 40                        | 5                              |
|          | Glynn             | 84,502          | 11.20                    | 22.45        | Hourly           | 40                        | 18                             |
|          | Gordon            | 56,904          | 38,615.00                | 55,992.00    | Annual           | 40                        | 2                              |

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

## ◆ Recreation Specialist

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Jackson      | 64,615             | 15.46                          | 21.65           | Hourly              | 40                              | 1                                    |
|          | Liberty      | 62,570             | 15.38                          | 37.41           | Hourly              | 40                              | 7                                    |
|          | Spalding     | 64,806             | 17.27                          | 26.94           | Hourly              | 40                              | 1                                    |
|          | Walton       | 90,184             | 24,031.00                      | 46,092.00       | Annual              | 40                              | 10                                   |
| <b>C</b> | Baldwin      | 45,144             | 31,194.00                      | 63,586.00       | Annual              | 40                              | 7                                    |
|          | Bryan        | 36,230             | 12.00                          | 18.00           | Hourly              | 40                              | 3                                    |
|          | Habersham    | 44,246             | 13.32                          | 27.92           | Hourly              | 40                              | 3                                    |
|          | Haralson     | 29,042             | 9.00                           | 9.00            | Hourly              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 35,796.00                      | 52,274.00       | Annual              | 40                              | 3                                    |
|          | Murray       | 39,315             | 16.18                          | 25.87           | Hourly              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 27,832.64                      | 42,350.66       | Annual              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 31,085.42                      | 57,630.64       | Annual              | 40                              | 3                                    |
|          | Ware         | 35,738             | 7.25                           | 15.00           | Hourly              | 40                              | 5                                    |
|          | Wayne        | 30,104             | 24,164.38                      | 60,250.21       | Annual              | 40                              | 3                                    |
|          | White        | 28,884             | 13.56                          | 29.16           | Hourly              | 40                              | 2                                    |
| <b>D</b> | Burke        | 22,688             | 14.37                          | 21.78           | Hourly              | 40                              | 2                                    |
|          | Crisp        | 22,721             | 24,401.00                      | 32,062.00       | Annual              | 40                              | 2                                    |
|          | Dawson       | 23,604             | 13.53                          | 20.97           | Hourly              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 12.50                          | 13.00           | Hourly              | 40                              | 2                                    |
|          | Franklin     | 22,320             | 14.01                          | 14.01           | Hourly              | 40                              | 1                                    |
|          | Lamar        | 18,469             | 12.87                          | 14.57           | Hourly              | 40                              | 2                                    |
|          | Mitchell     | 22,459             | 12.00                          | 12.00           | Hourly              | 40                              | 1                                    |
|          | Pierce       | 19,171             | 13.00                          | 14.00           | Hourly              | 40                              | 1                                    |
|          | Putnam       | 21,477             | 15.39                          | 22.84           | Hourly              | 40                              | 2                                    |
|          | Rabun        | 16,559             | 26,528.00                      | 40,208.00       | Annual              | 40                              | 1                                    |
|          | Union        | 22,928             | 11.98                          | 22.73           | Hourly              | 40                              | 6                                    |
|          | Washington   | 20,457             | 1,906.00                       | 1,906.00        | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon        | 11,372             | 30,265.00                      | 30,265.00       | Annual              | 40                              | 1                                    |
|          | Candler      | 10,910             | 29,172.00                      | 29,172.00       | Annual              | 40                              | 1                                    |
|          | Charlton     | 12,497             | 13.99                          | 13.99           | Hourly              | 40                              | 1                                    |
|          | McIntosh     | 13,927             | 15.86                          | 15.86           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Lincoln      | 7,828              | 15,300.00                      | 52,721.84       | Annual              | 40                              | 2                                    |

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

## ◆ Secretary

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 12               | 28,820                     | 36,669        | 45,959         | 55,003        | 308                           |
| <b>B</b>         | 9                | 24,912                     | 37,107        | 42,039         | 59,093        | 84                            |
| <b>C</b>         | 12               | 22,258                     | 27,700        | 35,540         | 47,067        | 65                            |
| <b>D</b>         | 12               | 23,875                     | 29,120        | 31,671         | 38,438        | 38                            |
| <b>E</b>         | 7                | 19,790                     | 25,334        | 28,460         | 42,182        | 35                            |
| <b>F</b>         | 9                | 21,404                     | 28,080        | 29,300         | 33,426        | 11                            |
| <b>Total/Avg</b> | <b>61</b>        | <b>23,510</b>              | <b>30,668</b> | <b>35,495</b>  | <b>45,868</b> | <b>541</b>                    |

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

### Population Group Data

| Group     | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Athens-Clarke    | 124,707         | 28,900.00                | 46,241.00    | Annual           | 40                        | 3                              |
|           | Augusta/Richmond | 201,647         | 20,975.29                | 39,383.52    | Annual           | 37.5                      | 24                             |
|           | Clayton          | 279,462         | 32,486.00                | 54,062.00    | Annual           | 40                        | 24                             |
|           | DeKalb           | 740,321         | 34,959.00                | 54,186.00    | Annual           | 40                        | 27                             |
|           | Fayette          | 111,627         | 31,688.57                | 48,217.90    | Annual           | 40                        | 9                              |
|           | Forsyth          | 221,009         | 28,976.00                | 44,912.00    | Annual           | 40                        | 49                             |
|           | Fulton           | 1,023,336       | 36,669.00                | 55,003.00    | Annual           | 40                        | 8                              |
|           | Gwinnett         | 907,135         | 14.07                    | 22.51        | Hourly           | 40                        | 121                            |
|           | Hall             | 196,637         | 11.97                    | 18.86        | Hourly           | 40                        | 18                             |
|           | Houston          | 152,122         | 12.43                    | 19.92        | Hourly           | 40                        | 5                              |
|           | Macon-Bibb       | 152,760         | 25,251.00                | 42,099.00    | Annual           | 40                        | 1                              |
|           | Paulding         | 155,825         | 12.46                    | 19.19        | Hourly           | 40                        | 19                             |
|           | <b>B</b>         | Camden          | 53,008                   | 10.24        | 12.83            | Hourly                    | 40                             |
| Catoosa   |                  | 66,398          | 7.50                     | 28.41        | Hourly           | 40                        | 11                             |
| Dougherty |                  | 90,017          | 22,943.00                | 58,241.00    | Annual           | 40                        | 32                             |
| Floyd     |                  | 96,560          | 10.24                    | 16.76        | Hourly           | 40                        | 6                              |
| Glynn     |                  | 84,502          | 13.16                    | 22.11        | Hourly           | 40                        | 11                             |
| Jackson   |                  | 64,615          | 14.30                    | 20.02        | Hourly           | 40                        | 1                              |
| Liberty   |                  | 62,570          | 17.84                    | 17.84        | Hourly           | 40                        | 1                              |
| Spalding  |                  | 64,806          | 11.93                    | 18.60        | Hourly           | 40                        | 17                             |
| <b>C</b>  | Walton           | 90,184          | 24,031.00                | 36,046.00    | Annual           | 40                        | 4                              |
|           | Baldwin          | 45,144          | 25,602.00                | 42,833.00    | Annual           | 40                        | 5                              |

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

## ◆ Secretary

| Group    | Jurisdiction          | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|-----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Coffee                | 43,012             | 9.50                           | 13.98           | Hourly              | 40                              | 25                                   |
|          | Habersham             | 44,246             | 27,700.00                      | 38,516.00       | Annual              | 40                              | 2                                    |
|          | Harris                | 33,652             | 10.88                          | 16.86           | Hourly              | 40                              | 1                                    |
|          | Jones                 | 28,623             | 9.50                           | 11.00           | Hourly              | 40                              | 2                                    |
|          | Lee                   | 29,337             | 11.18                          | 17.33           | Hourly              | 40                              | 2                                    |
|          | Murray                | 39,315             | 11.50                          | 18.38           | Hourly              | 40                              | 6                                    |
|          | Polk                  | 41,776             | 10.07                          | 20.45           | Hourly              | 40                              | 8                                    |
|          | Sumter                | 30,389             | 9.58                           | 17.76           | Hourly              | 40                              | 4                                    |
|          | Tattnall              | 25,092             | 20,900.00                      | 24,000.00       | Annual              | 40                              | 1                                    |
|          | Toombs                | 27,196             | 10.00                          | 16.00           | Hourly              | 40                              | 4                                    |
|          | Wayne                 | 30,104             | 21,891.73                      | 47,067.37       | Annual              | 40                              | 5                                    |
| <b>D</b> | Banks                 | 18,397             | 29,120.00                      | 35,340.00       | Annual              | 40                              | 1                                    |
|          | Berrien               | 18,993             | 10.00                          | 13.00           | Hourly              | 40                              | 5                                    |
|          | Brooks                | 15,687             | 11.17                          | 14.07           | Hourly              | 40                              | 1                                    |
|          | Burke                 | 22,688             | 10.79                          | 16.36           | Hourly              | 40                              | 2                                    |
|          | Chattooga             | 24,824             | 10.50                          | 14.23           | Hourly              | 40                              | 3                                    |
|          | Crisp                 | 22,721             | 27,583.00                      | 33,705.00       | Annual              | 40                              | 5                                    |
|          | Dodge                 | 20,563             | 8.50                           | 14.70           | Hourly              | 40                              | 6                                    |
|          | Elbert                | 19,143             | 12.00                          | 14.50           | Hourly              | 40                              | 2                                    |
|          | Emanuel               | 22,635             | 12.25                          | 16.34           | Hourly              | 40                              | 3                                    |
|          | Franklin              | 22,320             | 13.00                          | 14.57           | Hourly              | 40                              | 2                                    |
|          | Putnam                | 21,477             | 13.27                          | 13.27           | Hourly              | 40                              | 1                                    |
|          | Union                 | 22,928             | 9.00                           | 18.48           | Hourly              | 40                              | 7                                    |
| <b>E</b> | Candler               | 10,910             | 10.30                          | 13.88           | Hourly              | 40                              | 8                                    |
|          | Charlton              | 12,497             | 10.20                          | 12.42           | Hourly              | 40                              | 1                                    |
|          | Cusseta-Chattahoochee | 10,922             | 16,000.00                      | 24,000.00       | Annual              | 40                              | 5                                    |
|          | Dooly                 | 13,763             | 12.18                          | 20.28           | Hourly              | 40                              | 10                                   |
|          | Heard                 | 11,487             | 8.00                           | 10.00           | Hourly              | 40                              | 2                                    |
|          | Jeff Davis            | 14,877             | 9.00                           | 14.00           | Hourly              | 40                              | 5                                    |
|          | Screven               | 14,044             | 9.23                           | 13.66           | Hourly              | 40                              | 4                                    |
| <b>F</b> | Clinch                | 6,829              | 8.26                           | 14.52           | Hourly              | 40                              | 1                                    |
|          | Irwin                 | 9,422              | 13.50                          | 13.50           | Hourly              | 40                              | 1                                    |
|          | Schley                | 5,098              | 13.50                          | 13.50           | Hourly              | 40                              | 1                                    |
|          | Taylor                | 8,232              | 19,988.00                      | 30,414.00       | Annual              | 40                              | 1                                    |
|          | Terrell               | 8,967              | 12.87                          | 14.95           | Hourly              | 40                              | 2                                    |
|          | Turner                | 8,030              | 10.52                          | 15.95           | Hourly              | 40                              | 1                                    |
|          | Twiggs                | 8,171              | 7.69                           | 16.07           | Hourly              | 40                              | 1                                    |
|          | Webster Unified       | 2,599              | 18,025.00                      | 18,025.00       | Annual              | 40                              | 1                                    |
|          | Wilkes                | 9,805              | 8.00                           | 15.00           | Hourly              | 40                              | 2                                    |

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

## ◆ Senior Center Director

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 14               | 58,581                     | 110,011       | 84,321         | 165,017       | 20                            |
| <b>B</b>         | 6                | 43,976                     | 48,417        | 61,529         | 78,340        | 6                             |
| <b>C</b>         | 9                | 39,979                     | 50,000        | 56,731         | 70,041        | 9                             |
| <b>D</b>         | 14               | 32,200                     | 63,609        | 40,712         | 98,593        | 14                            |
| <b>E</b>         | 4                | 22,801                     | 31,200        | 28,499         | 40,000        | 4                             |
| <b>F</b>         | 9                | 21,337                     | 26,437        | 31,986         | 47,944        | 11                            |
| <b>Total/Avg</b> | <b>56</b>        | <b>36,479</b>              | <b>54,946</b> | <b>50,630</b>  | <b>83,323</b> | <b>64</b>                     |

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

### Population Group Data

| Group    | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond | 201,647         | 37,132.25                | 65,435.88    | Annual           | 37.5                      | 7                              |
|          | Bartow           | 103,807         | 24.21                    | 33.90        | Annual           | 40                        | 1                              |
|          | Cherokee         | 241,689         | 69,615.00                | 69,615.00    | Annual           | 40                        | 1                              |
|          | Clayton          | 279,462         | 41,649.00                | 65,950.00    | Annual           | 40                        | 1                              |
|          | Cobb             | 748,150         | 110,011.00               | 165,017.00   | Annual           | 40                        | 1                              |
|          | Columbia         | 147,450         | 40,352.00                | 60,528.00    | Annual           | 40                        | 1                              |
|          | DeKalb           | 740,321         | 56,504.00                | 87,581.00    | Annual           | 40                        | 1                              |
|          | Douglas          | 142,224         | 86,064.37                | 86,064.37    | Annual           | 40                        | 1                              |
|          | Forsyth          | 221,009         | 63,751.00                | 98,814.00    | Annual           | 40                        | 1                              |
|          | Fulton           | 1,023,336       | 68,237.00                | 102,355.00   | Annual           | 40                        | 1                              |
|          | Gwinnett         | 907,135         | 61,785.00                | 105,034.00   | Annual           | 40                        | 1                              |
|          | Henry            | 221,768         | 55,242.51                | 82,863.75    | Annual           | 40                        | 1                              |
|          | Newton           | 106,999         | 42,994.00                | 64,563.00    | Annual           | 40                        | 1                              |
|          | Paulding         | 155,825         | 17.52                    | 27.00        | Hourly           | 40                        | 1                              |
| <b>B</b> | Catoosa          | 66,398          | 47,476.00                | 47,476.00    | Annual           | 40                        | 1                              |
|          | Effingham        | 58,712          | 38,497.71                | 53,896.80    | Annual           | 40                        | 1                              |
|          | Gordon           | 56,904          | 47,450.00                | 68,804.00    | Annual           | 40                        | 1                              |
|          | Jackson          | 64,615          | 48,417.00                | 67,784.00    | Annual           | 40                        | 1                              |
|          | Rockdale         | 89,355          | 48,110.40                | 78,340.08    | Annual           | 40                        | 1                              |
|          | Spalding         | 64,806          | 16.30                    | 25.42        | Hourly           | 40                        | 1                              |
| <b>C</b> | Bryan            | 36,230          | 50,000.00                | 65,000.00    | Annual           | 40                        | 1                              |
|          | Habersham        | 44,246          | 49,330.00                | 68,591.00    | Annual           | 40                        | 1                              |

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

## ◆ Senior Center Director

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Haralson     | 29,042             | 10.00                          | 10.00           | Hourly              | 40                              | 1                                    |
|          | Hart         | 25,553             | 40,524.40                      | 61,634.28       | Annual              | 40                              | 1                                    |
|          | Lumpkin      | 31,445             | 40,297.00                      | 66,490.00       | Annual              | 40                              | 1                                    |
|          | Madison      | 28,824             | 16.11                          | 16.76           | Hourly              | 40                              | 1                                    |
|          | Murray       | 39,315             | 17.88                          | 28.58           | Annual              | 40                              | 1                                    |
|          | Oconee       | 36,838             | 48,304.00                      | 70,041.00       | Annual              | 40                              | 1                                    |
|          | Stephens     | 25,751             | 44,181.00                      | 61,853.00       | Annual              | 40                              | 1                                    |
|          | White        | 28,884             | 39,856.00                      | 63,716.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Banks        | 18,397             | 47,708.00                      | 64,626.00       | Annual              | 40                              | 1                                    |
|          | Ben Hill     | 17,243             | 13.53                          | 13.53           | Hourly              | 40                              | 1                                    |
|          | Berrien      | 18,993             | 8.00                           | 11.00           | Hourly              | 30                              | 1                                    |
|          | Chattooga    | 24,824             | 9.60                           | 9.60            | Hourly              | 30                              | 1                                    |
|          | Cook         | 17,167             | 14.67                          | 14.67           | Hourly              | 30                              | 1                                    |
|          | Dawson       | 23,604             | 63,609.00                      | 98,593.00       | Annual              | 40                              | 1                                    |
|          | Elbert       | 19,143             | 20.12                          | 20.12           | Hourly              | 40                              | 1                                    |
|          | Franklin     | 22,320             | 17.81                          | 17.81           | Hourly              | 40                              | 1                                    |
|          | Greene       | 17,003             | 19.86                          | 26.48           | Hourly              | 40                              | 1                                    |
|          | Jefferson    | 15,916             | 23,194.00                      | 29,120.00       | Annual              | 40                              | 1                                    |
|          | Lamar        | 18,469             | 31,363.50                      | 31,363.50       | Annual              | 40                              | 1                                    |
|          | Morgan       | 18,170             | 47,112.00                      | 70,667.68       | Annual              | 40                              | 1                                    |
|          | Rabun        | 16,559             | 37,483.00                      | 56,812.00       | Annual              | 40                              | 1                                    |
|          | Washington   | 20,457             | 1,646.00                       | 1,646.00        | Annual              | 35                              | 1                                    |
| <b>E</b> | Bacon        | 11,372             | 26,361.00                      | 27,020.00       | Annual              | 40                              | 1                                    |
|          | Charlton     | 12,497             | 10.20                          | 11.09           | Hourly              | 35                              | 1                                    |
|          | Heard        | 11,487             | 31,200.00                      | 40,000.00       | Annual              | 40                              | 1                                    |
|          | Lanier       | 10,399             | 7.25                           | 12.88           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Clinch       | 6,829              | 9.40                           | 16.51           | Hourly              | 40                              | 1                                    |
|          | Glascok      | 3,006              | 10.86                          | 16.29           | Hourly              | 40                              | 1                                    |
|          | Jenkins      | 8,849              | 24,960.00                      | 37,980.00       | Annual              | 40                              | 1                                    |
|          | Lincoln      | 7,828              | 24,604.36                      | 24,604.36       | Annual              | 40                              | 1                                    |
|          | Talbot       | 6,171              | 12.71                          | 13.48           | Hourly              | 40                              | 2                                    |
|          | Treutlen     | 6,637              | 9.00                           | 12.00           | Hourly              | 40                              | 1                                    |
|          | Warren       | 5,442              | 8.40                           | 13.52           | Hourly              | 40                              | 1                                    |
|          | Wilkes       | 9,805              | 19,500.00                      | 28,000.00       | Annual              | 40                              | 1                                    |
|          | Wilkinson    | 9,104              | 8.75                           | 23.05           | Hourly              | 40                              | 2                                    |

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

## ◆ Senior Center Van Driver

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 5                | 22,659                     | 25,230        | 36,615         | 42,494        | 18                            |
| <b>B</b>         | 3                | 23,698                     | 26,000        | 30,839         | 33,842        | 9                             |
| <b>C</b>         | 4                | 22,110                     | 23,920        | 33,712         | 38,230        | 7                             |
| <b>D</b>         | 4                | 22,341                     | 29,120        | 31,508         | 37,440        | 13                            |
| <b>F</b>         | 2                | 15,057                     | 15,080        | 23,613         | 26,426        | 2                             |
| <b>Total/Avg</b> | <b>18</b>        | <b>21,173</b>              | <b>23,870</b> | <b>31,257</b>  | <b>35,687</b> | <b>49</b>                     |

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

### Population Group Data

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Bartow       | 103,807         | 12.13                    | 16.98        | Hourly           | 40                        | 1                              |
|          | Douglas      | 142,224         | 9.98                     | 20.43        | Hourly           | 40                        | 2                              |
|          | Forsyth      | 221,009         | 25,035.00                | 38,804.00    | Annual           | 40                        | 6                              |
|          | Newton       | 106,999         | 18,746.00                | 30,243.00    | Annual           | 35                        | 3                              |
|          | Paulding     | 155,825         | 11.31                    | 17.41        | Hourly           | 40                        | 6                              |
| <b>B</b> | Barrow       | 77,126          | 10.85                    | 16.27        | Hourly           | 40                        | 2                              |
|          | Catoosa      | 66,398          | 12.50                    | 13.05        | Hourly           | 40                        | 6                              |
|          | Jackson      | 64,615          | 10.83                    | 15.16        | Hourly           | 40                        | 1                              |
| <b>C</b> | Bryan        | 36,230          | 10.00                    | 15.00        | Hourly           | 40                        | 2                              |
|          | Habersham    | 44,246          | 10.43                    | 14.51        | Hourly           | 40                        | 1                              |
|          | Murray       | 39,315          | 11.50                    | 18.38        | Hourly           | 40                        | 3                              |
|          | White        | 28,884          | 10.59                    | 16.94        | Hourly           | 40                        | 1                              |
| <b>D</b> | Banks        | 18,397          | 29,120.00                | 35,340.00    | Annual           | 40                        | 1                              |
|          | Elbert       | 19,143          | 8.50                     | 18.00        | Hourly           | 40                        | 8                              |
|          | Franklin     | 22,320          | 10.50                    | 10.50        | Hourly           | 40                        | 1                              |
|          | Rabun        | 16,559          | 20,723.00                | 31,410.00    | Annual           | 40                        | 3                              |
| <b>F</b> | Clinch       | 6,829           | 8.26                     | 14.52        | Hourly           | 35                        | 1                              |
|          | Warren       | 5,442           | 7.25                     | 10.00        | Hourly           | 40                        | 1                              |

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

## ◆ Senior Data Entry Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 4                | 31,369                     | 34,362        | 49,031         | 51,626        | 161                           |
| <b>B</b>         | 1                | 24,816                     | 24,816        | 34,742         | 34,742        | 1                             |
| <b>C</b>         | 1                | 26,395                     | 26,395        | 42,203         | 42,203        | 1                             |
| <b>D</b>         | 2                | 28,209                     | 29,890        | 42,755         | 45,302        | 5                             |
| <b>F</b>         | 1                | 18,720                     | 18,720        | 24,960         | 24,960        | 1                             |
| <b>Total/Avg</b> | <b>9</b>         | <b>25,902</b>              | <b>26,837</b> | <b>38,738</b>  | <b>39,767</b> | <b>169</b>                    |

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

### Population Group Data

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Forsyth      | 221,009         | 31,604.00                | 49,170.00    | Annual           | 40                        | 33                             |
|          | Gwinnett     | 907,135         | 14.07                    | 22.51        | Hourly           | 40                        | 121                            |
|          | Houston      | 152,122         | 14.54                    | 23.32        | Hourly           | 40                        | 6                              |
|          | Newton       | 106,999         | 34,362.00                | 51,626.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Effingham    | 58,712          | 24,815.96                | 34,742.35    | Annual           | 40                        | 1                              |
| <b>C</b> | Murray       | 39,315          | 12.69                    | 20.29        | Hourly           | 40                        | 1                              |
| <b>D</b> | Burke        | 22,688          | 14.37                    | 21.78        | Hourly           | 40                        | 3                              |
|          | Rabun        | 16,559          | 26,528.00                | 40,208.00    | Annual           | 40                        | 2                              |
| <b>F</b> | Jenkins      | 8,849           | 9.00                     | 12.00        | Hourly           | 40                        | 1                              |

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

## ◆ Solicitor

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 13               | 105,144                    | 146,830       | 114,881        | 146,830       | 13                            |
| <b>B</b>         | 4                | 98,593                     | 131,435       | 103,676        | 131,435       | 4                             |
| <b>C</b>         | 2                | 64,345                     | 65,000        | 64,345         | 65,000        | 2                             |
| <b>D</b>         | 3                | 22,700                     | 37,885        | 22,700         | 37,885        | 3                             |
| <b>E</b>         | 1                | 20,000                     | 20,000        | 20,000         | 20,000        | 1                             |
| <b>Total/Avg</b> | <b>23</b>        | <b>62,157</b>              | <b>80,230</b> | <b>65,120</b>  | <b>80,230</b> | <b>23</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 120,072.00               | 120,072.00   | Annual           | 40                        | 1                              |
|          | Carroll           | 116,261         | 50,699.23                | 82,857.41    | Annual           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 125,633.00               | 125,633.00   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 51,135.00                | 77,808.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 112,511.00               | 112,511.00   | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 39,747.00                | 61,607.00    | Annual           | 40                        | 0                              |
|          | Douglas           | 142,224         | 142,916.59               | 142,916.59   | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 124,687.00               | 124,687.00   | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 146,830.00               | 146,830.00   | Annual           | 40                        | 1                              |
|          | Hall              | 196,637         | 108,064.84               | 108,064.84   | Annual           | 40                        | 1                              |
|          | Henry             | 221,768         | 145,982.20               | 145,982.20   | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 33.16                    | 55.22        | Hourly           | 40                        | 2                              |
|          | Macon-Bibb        | 152,760         | 129,624.00               | 129,624.00   | Annual           | 40                        | 1                              |
| <b>B</b> | Effingham         | 58,712          | 96,593.00                | 96,593.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 64,615          | 50,825.00                | 71,155.00    | Annual           | 40                        | 1                              |
|          | Spalding          | 64,806          | 131,435.00               | 131,435.00   | Annual           | 40                        | 1                              |
|          | Walker            | 67,896          | 115,520.00               | 115,520.00   | Annual           | 40                        | 1                              |
| <b>C</b> | Bryan             | 36,230          | 65,000.00                | 65,000.00    | Annual           | 40                        | 1                              |
|          | Ware              | 35,738          | 30.62                    | 30.62        | Annual           | 40                        | 1                              |
| <b>D</b> | Appling           | 18,428          | 37,885.00                | 37,885.00    | Annual           | 40                        | 1                              |
|          | Burke             | 22,688          | 25,716.36                | 25,716.36    | Annual           | 40                        | 1                              |
|          | Putnam            | 21,477          | 4,500.00                 | 4,500.00     | Annual           | 40                        | 1                              |
| <b>E</b> | Candler           | 10,910          | 20,000.00                | 20,000.00    | Annual           | 40                        | 1                              |

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

## ◆ State Court Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 13               | 74,187                     | 110,011       | 105,532        | 165,017       | 15                            |
| <b>B</b>         | 3                | 32,385                     | 36,664        | 46,202         | 51,330        | 4                             |
| <b>C</b>         | 3                | 36,198                     | 43,849        | 52,761         | 66,113        | 3                             |
| <b>D</b>         | 1                | 26,187                     | 26,187        | 39,686         | 39,686        | 1                             |
| <b>E</b>         | 1                | 26,728                     | 26,728        | 38,771         | 38,771        | 1                             |
| <b>Total/Avg</b> | <b>21</b>        | <b>39,137</b>              | <b>48,688</b> | <b>56,590</b>  | <b>72,184</b> | <b>24</b>                     |

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

### Population Group Data

| Group     | Jurisdiction     | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-----------|------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b>  | Augusta/Richmond | 201,647         | 65,753.57                | 94,297.62    | Annual           | 37.5                      | 1                              |
|           | Chatham          | 289,082         | 74,182.00                | 122,400.00   | Annual           | 40                        | 1                              |
|           | Cherokee         | 241,689         | 101,269.22               | 101,269.22   | Annual           | 40                        | 1                              |
|           | Clayton          | 279,462         | 96,931.00                | 153,489.00   | Annual           | 40                        | 1                              |
|           | Cobb             | 748,150         | 110,011.00               | 165,017.00   | Annual           | 40                        | 1                              |
|           | Coweta           | 140,526         | 60,445.00                | 93,689.00    | Annual           | 40                        | 1                              |
|           | DeKalb           | 740,321         | 62,888.00                | 97,476.00    | Annual           | 40                        | 4                              |
|           | Fulton           | 1,023,336       | 75,156.00                | 90,187.00    | Annual           | 40                        | 0                              |
|           | Gwinnett         | 907,135         | 94,426.00                | 160,524.00   | Annual           | 40                        | 1                              |
|           | Hall             | 196,637         | 91,887.64                | 91,887.64    | Annual           | 40                        | 1                              |
|           | Henry            | 221,768         | 48,042.89                | 72,064.55    | Annual           | 40                        | 1                              |
|           | Houston          | 152,122         | 19.92                    | 31.89        | Hourly           | 40                        | 1                              |
|           | Lowndes          | 114,628         | 20.19                    | 30.42        | Hourly           | 40                        | 1                              |
|           | <b>B</b>         | Dougherty       | 90,017                   | 30,746.00    | 45,633.00        | Annual                    | 40                             |
| Effingham |                  | 58,712          | 36,664.49                | 51,330.28    | Annual           | 40                        | 1                              |
| Jackson   |                  | 64,615          | 14.30                    | 20.02        | Hourly           | 40                        | 1                              |
| <b>C</b>  | Bryan            | 36,230          | 11.00                    | 15.00        | Hourly           | 40                        | 1                              |
|           | Habersham        | 44,246          | 43,849.00                | 60,970.00    | Annual           | 40                        | 1                              |
|           | Peach            | 26,655          | 41,865.00                | 66,113.00    | Annual           | 40                        | 1                              |
| <b>D</b>  | Burke            | 22,688          | 12.59                    | 19.08        | Hourly           | 40                        | 1                              |
| <b>E</b>  | Early            | 10,339          | 12.85                    | 18.64        | Hourly           | 40                        | 1                              |

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

## ◆ State Court Chief Deputy Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 8                | 50,175                     | 72,463        | 78,315         | 112,318       | 17                            |
| <b>B</b>         | 5                | 39,293                     | 45,198        | 61,594         | 74,069        | 5                             |
| <b>C</b>         | 7                | 28,389                     | 37,877        | 42,589         | 60,250        | 13                            |
| <b>D</b>         | 5                | 27,077                     | 35,942        | 30,826         | 35,942        | 5                             |
| <b>E</b>         | 3                | 20,433                     | 25,459        | 27,699         | 30,597        | 3                             |
| <b>F</b>         | 3                | 24,385                     | 32,552        | 31,616         | 33,176        | 3                             |
| <b>Total/Avg</b> | <b>31</b>        | <b>31,625</b>              | <b>41,582</b> | <b>45,440</b>  | <b>57,725</b> | <b>46</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Clayton           | 279,462         | 61,978.00                | 98,142.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 41,968.00                | 63,860.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 19.33                    | 29.96        | Hourly           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 72,463.00                | 112,318.00   | Annual           | 40                        | 3                              |
|          | Fayette           | 111,627         | 57,315.93                | 87,212.97    | Annual           | 40                        | 1                              |
|          | Gwinnett          | 907,135         | 25.96                    | 42.83        | Hourly           | 40                        | 7                              |
|          | Henry             | 221,768         | 39,403.63                | 59,105.39    | Annual           | 40                        | 2                              |
|          | Houston           | 152,122         | 16.38                    | 26.19        | Hourly           | 40                        | 1                              |
| <b>B</b> | Effingham         | 58,712          | 38,497.71                | 53,896.80    | Annual           | 40                        | 1                              |
|          | Glynn             | 84,502          | 17.09                    | 27.35        | Annual           | 40                        | 1                              |
|          | Liberty           | 62,570          | 21.73                    | 35.61        | Hourly           | 40                        | 1                              |
|          | Rockdale          | 89,355          | 39,270.40                | 63,925.68    | Annual           | 40                        | 1                              |
|          | Spalding          | 64,806          | 37,952.00                | 59,192.00    | Annual           | 40                        | 1                              |
| <b>C</b> | Baldwin           | 45,144          | 28,260.00                | 49,673.00    | Annual           | 40                        | 7                              |
|          | Habersham         | 44,246          | 18.21                    | 25.32        | Hourly           | 40                        | 1                              |
|          | Madison           | 28,824          | 12.00                    | 18.27        | Hourly           | 40                        | 1                              |
|          | Tattnall          | 25,092          | 25,000.00                | 42,000.00    | Annual           | 40                        | 1                              |
|          | Thomas            | 45,248          | 29,016.00                | 29,016.00    | Annual           | 40                        | 1                              |
|          | Ware              | 35,738          | 9.36                     | 12.75        | Hourly           | 40                        | 1                              |
|          | Wayne             | 30,104          | 34,143.63                | 60,250.21    | Annual           | 40                        | 1                              |
| <b>D</b> | Brooks            | 15,687          | 10.56                    | 14.07        | Hourly           | 40                        | 1                              |
|          | Chattooga         | 24,824          | 34,320.00                | 34,320.00    | Annual           | 40                        | 1                              |

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

## ◆ State Court Chief Deputy Clerk

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Jefferson    | 15,916             | 10.00                          | 12.50           | Hourly              | 40                              | 1                                    |
|          | Mitchell     | 22,459             | 17.28                          | 17.28           | Hourly              | 40                              | 1                                    |
|          | Pierce       | 19,171             | 10.75                          | 13.75           | Hourly              | 40                              | 1                                    |
| <b>E</b> | Charlton     | 12,497             | 12.24                          | 12.24           | Hourly              | 40                              | 1                                    |
|          | Lanier       | 10,399             | 8.00                           | 13.00           | Hourly              | 40                              | 1                                    |
|          | Screven      | 14,044             | 9.23                           | 14.71           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Seminole     | 8,468              | 15.65                          | 15.65           | Hourly              | 40                              | 1                                    |
|          | Treutlen     | 6,637              | 9.00                           | 14.00           | Hourly              | 40                              | 1                                    |
|          | Turner       | 8,030              | 10.52                          | 15.95           | Hourly              | 40                              | 1                                    |

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

## ◆ Superior Court Deputy Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 43,197                     | 78,616        | 68,691         | 117,924       | 172                           |
| <b>B</b>         | 11               | 29,734                     | 38,272        | 46,255         | 61,235        | 74                            |
| <b>C</b>         | 19               | 24,702                     | 29,286        | 38,220         | 47,008        | 104                           |
| <b>D</b>         | 23               | 26,197                     | 41,715        | 35,278         | 47,674        | 79                            |
| <b>E</b>         | 11               | 22,575                     | 33,654        | 31,380         | 38,022        | 25                            |
| <b>F</b>         | 17               | 21,127                     | 32,022        | 30,887         | 52,894        | 24                            |
| <b>Total/Avg</b> | <b>96</b>        | <b>27,922</b>              | <b>42,261</b> | <b>41,785</b>  | <b>60,793</b> | <b>478</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 33,440.00                | 53,504.00    | Annual           | 40                        | 7                              |
|          | Augusta/Richmond  | 201,647         | 53,651.30                | 76,900.61    | Annual           | 37.5                      | 1                              |
|          | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 11                             |
|          | Carroll           | 116,261         | 13.39                    | 23.88        | Hourly           | 40                        | 18                             |
|          | Chatham           | 289,082         | 55,370.00                | 91,361.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 61,978.00                | 98,142.00    | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 34,445.00                | 52,413.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 14.44                    | 23.73        | Hourly           | 40                        | 19                             |
|          | DeKalb            | 740,321         | 31,767.00                | 49,239.00    | Annual           | 40                        | 78                             |
|          | Fayette           | 111,627         | 30,161.63                | 53,223.54    | Annual           | 40                        | 10                             |
|          | Forsyth           | 221,009         | 71,354.00                | 114,168.00   | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 78,616.00                | 117,924.00   | Annual           | 40                        | 0                              |
|          | Gwinnett          | 907,135         | 25.96                    | 42.83        | Hourly           | 40                        | 7                              |
|          | Houston           | 152,122         | 14.54                    | 26.19        | Hourly           | 40                        | 13                             |
|          | Paulding          | 155,825         | 13.08                    | 20.15        | Hourly           | 40                        | 4                              |
| <b>B</b> | Camden            | 53,008          | 11.29                    | 14.08        | Hourly           | 40                        | 9                              |
|          | Catoosa           | 66,398          | 17.00                    | 25.50        | Hourly           | 40                        | 7                              |
|          | Dougherty         | 90,017          | 30,746.00                | 52,826.00    | Annual           | 40                        | 4                              |
|          | Effingham         | 58,712          | 26,056.76                | 36,479.47    | Annual           | 40                        | 7                              |
|          | Floyd             | 96,560          | 13.63                    | 21.70        | Hourly           | 40                        | 3                              |
|          | Glynn             | 84,502          | 18.40                    | 29.44        | Annual           | 40                        | 1                              |
|          | Gordon            | 56,904          | 13.12                    | 19.02        | Hourly           | 40                        | 8                              |

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

## ◆ Superior Court Deputy Clerk

| Group     | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|-----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| C         | Liberty      | 62,570             | 13.93                          | 25.20           | Hourly              | 40                              | 14                                   |
|           | Spalding     | 64,806             | 13.87                          | 23.15           | Hourly              | 40                              | 2                                    |
|           | Walker       | 67,896             | 16.50                          | 19.50           | Hourly              | 40                              | 5                                    |
|           | Walton       | 90,184             | 25,370.00                      | 50,110.00       | Annual              | 40                              | 14                                   |
|           | Baldwin      | 45,144             | 25,302.00                      | 42,833.00       | Annual              | 40                              | 7                                    |
|           | Bryan        | 36,230             | 10.00                          | 18.00           | Hourly              | 40                              | 7                                    |
|           | Colquitt     | 45,708             | 20,800.00                      | 30,908.00       | Annual              | 40                              | 9                                    |
|           | Habersham    | 44,246             | 12.08                          | 16.80           | Hourly              | 40                              | 9                                    |
|           | Harris       | 33,652             | 13.22                          | 22.59           | Hourly              | 40                              | 6                                    |
|           | Hart         | 25,553             | 12.56                          | 19.09           | Hourly              | 40                              | 5                                    |
|           | Jones        | 28,623             | 12.35                          | 20.19           | Hourly              | 40                              | 4                                    |
|           | Lee          | 29,337             | 11.18                          | 17.33           | Hourly              | 40                              | 5                                    |
|           | Oconee       | 36,838             | 28,265.00                      | 40,973.00       | Annual              | 40                              | 5                                    |
|           | Peach        | 26,655             | 25,575.00                      | 40,396.00       | Annual              | 40                              | 3                                    |
|           | Pickens      | 30,832             | 29,285.71                      | 39,811.20       | Annual              | 40                              | 8                                    |
|           | Polk         | 41,776             | 12.92                          | 22.60           | Hourly              | 40                              | 1                                    |
|           | Sumter       | 30,389             | 11.11                          | 20.60           | Hourly              | 40                              | 4                                    |
|           | Tattnall     | 25,092             | 20,000.00                      | 30,000.00       | Annual              | 40                              | 5                                    |
|           | Thomas       | 45,248             | 23,962.00                      | 23,962.00       | Annual              | 40                              | 6                                    |
|           | Toombs       | 27,196             | 14.60                          | 18.50           | Hourly              | 37.5                            | 5                                    |
| Ware      | 35,738       | 9.36               | 12.75                          | Hourly          | 40                  | 1                               |                                      |
| Wayne     | 30,104       | 24,164.38          | 42,640.72                      | Annual          | 40                  | 8                               |                                      |
| White     | 28,884       | 12.29              | 21.68                          | Hourly          | 40                  | 6                               |                                      |
| D         | Appling      | 18,428             | 17.53                          | 18.06           | Hourly              | 40                              | 1                                    |
|           | Banks        | 18,397             | 32,837.00                      | 43,809.00       | Annual              | 40                              | 1                                    |
|           | Ben Hill     | 17,243             | 11.00                          | 11.00           | Hourly              | 40                              | 1                                    |
|           | Berrien      | 18,993             | 10.00                          | 14.00           | Hourly              | 40                              | 1                                    |
|           | Brooks       | 15,687             | 10.56                          | 14.59           | Hourly              | 40                              | 3                                    |
|           | Burke        | 22,688             | 11.39                          | 16.36           | Hourly              | 40                              | 5                                    |
|           | Chattooga    | 24,824             | 26,473.51                      | 38,350.00       | Annual              | 40                              | 5                                    |
|           | Cook         | 17,167             | 13.97                          | 13.97           | Hourly              | 40                              | 1                                    |
|           | Crisp        | 22,721             | 41,715.00                      | 41,715.00       | Annual              | 40                              | 1                                    |
|           | Dawson       | 23,604             | 13.53                          | 20.97           | Hourly              | 40                              | 7                                    |
|           | Dodge        | 20,563             | 9.00                           | 15.00           | Hourly              | 40                              | 1                                    |
|           | Elbert       | 19,143             | 10.50                          | 17.19           | Hourly              | 40                              | 5                                    |
|           | Emanuel      | 22,635             | 10.50                          | 13.50           | Hourly              | 40                              | 4                                    |
|           | Franklin     | 22,320             | 12.00                          | 16.00           | Hourly              | 40                              | 5                                    |
|           | Greene       | 17,003             | 11.43                          | 22.92           | Hourly              | 40                              | 6                                    |
| Jefferson | 15,916       | 9.00               | 12.50                          | Hourly          | 40                  | 3                               |                                      |

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

## ◆ Superior Court Deputy Clerk

| Group    | Jurisdiction       | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Lamar              | 18,469             | 12.00                          | 19.01           | Hourly              | 40                              | 6                                    |
|          | Mitchell           | 22,459             | 14.78                          | 14.78           | Hourly              | 40                              | 1                                    |
|          | Morgan             | 18,170             | 10.22                          | 16.48           | Hourly              | 40                              | 5                                    |
|          | Pierce             | 19,171             | 10.75                          | 13.75           | Hourly              | 40                              | 5                                    |
|          | Putnam             | 21,477             | 15.39                          | 21.94           | Hourly              | 40                              | 4                                    |
|          | Rabun              | 16,559             | 26,528.00                      | 44,382.00       | Annual              | 40                              | 5                                    |
|          | Union              | 22,928             | 14.80                          | 17.18           | Hourly              | 40                              | 3                                    |
| <b>E</b> | Bacon              | 11,372             | 24,954.00                      | 24,954.00       | Annual              | 40                              | 1                                    |
|          | Bleckley           | 12,970             | 25,000.00                      | 28,800.00       | Annual              | 40                              | 3                                    |
|          | Candler            | 10,910             | 11.36                          | 15.30           | Hourly              | 40                              | 1                                    |
|          | Charlton           | 12,497             | 16.18                          | 18.28           | Hourly              | 40                              | 1                                    |
|          | Early              | 10,339             | 10.56                          | 15.32           | Hourly              | 40                              | 1                                    |
|          | Evans              | 10,670             | 9.69                           | 16.11           | Hourly              | 40                              | 3                                    |
|          | Heard              | 11,487             | 9.23                           | 17.48           | Hourly              | 40                              | 2                                    |
|          | Jeff Davis         | 14,877             | 10.00                          | 14.89           | Hourly              | 40                              | 3                                    |
|          | Macon              | 13,450             | 11.28                          | 12.30           | Hourly              | 40                              | 2                                    |
|          | McIntosh           | 13,927             | 7.84                           | 15.72           | Hourly              | 40                              | 7                                    |
|          | Screven            | 14,044             | 9.23                           | 14.71           | Hourly              | 40                              | 1                                    |
| <b>F</b> | Calhoun            | 6,324              | 15,000.00                      | 42,000.00       | Annual              | 40                              | 2                                    |
|          | Clinch             | 6,829              | 10.91                          | 19.15           | Hourly              | 35                              | 1                                    |
|          | Georgetown-Quitman | 2,335              | 8.50                           | 9.79            | Hourly              | 40                              | 1                                    |
|          | Jenkins            | 8,849              | 10.00                          | 15.00           | Hourly              | 40                              | 1                                    |
|          | Lincoln            | 7,828              | 24,000.00                      | 27,500.00       | Annual              | 40                              | 2                                    |
|          | Montgomery         | 9,060              | 22,235.00                      | 22,235.00       | Annual              | 40                              | 1                                    |
|          | Schley             | 5,098              | 10.00                          | 10.00           | Hourly              | 40                              | 1                                    |
|          | Seminole           | 8,468              | 12.15                          | 12.15           | Hourly              | 40                              | 1                                    |
|          | Talbot             | 6,171              | 32,022.00                      | 32,323.00       | Annual              | 40                              | 1                                    |
|          | Taylor             | 8,232              | 22,063.00                      | 35,571.00       | Annual              | 40                              | 1                                    |
|          | Terrell            | 8,967              | 7.75                           | 11.47           | Hourly              | 40                              | 2                                    |
|          | Treutlen           | 6,637              | 9.00                           | 12.00           | Hourly              | 40                              | 1                                    |
|          | Turner             | 8,030              | 10.52                          | 15.95           | Hourly              | 40                              | 1                                    |
|          | Twiggs             | 8,171              | 19,489.60                      | 41,600.00       | Annual              | 40                              | 3                                    |
|          | Warren             | 5,442              | 9.00                           | 11.15           | Hourly              | 40                              | 1                                    |
|          | Wilkes             | 9,805              | 8.00                           | 16.00           | Hourly              | 40                              | 1                                    |
|          | Wilkinson          | 9,104              | 13.39                          | 25.43           | Hourly              | 40                              | 3                                    |

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

## ◆ Tag/Tax Clerk

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 19               | 27,475                     | 31,709        | 44,570         | 50,659        | 325                           |
| <b>B</b>         | 11               | 25,770                     | 30,160        | 38,233         | 57,866        | 88                            |
| <b>C</b>         | 20               | 24,201                     | 28,265        | 35,990         | 47,280        | 102                           |
| <b>D</b>         | 25               | 23,547                     | 31,450        | 32,263         | 44,382        | 75                            |
| <b>E</b>         | 15               | 20,870                     | 28,080        | 27,138         | 31,970        | 30                            |
| <b>F</b>         | 15               | 20,230                     | 28,500        | 28,768         | 47,944        | 21                            |
| <b>Total/Avg</b> | <b>105</b>       | <b>23,682</b>              | <b>29,694</b> | <b>34,494</b>  | <b>46,683</b> | <b>641</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Augusta/Richmond  | 201,647         | 20,975.29                | 35,593.35    | Annual           | 37.5                      | 13                             |
|          | Carroll           | 116,261         | 11.48                    | 21.90        | Hourly           | 40                        | 11                             |
|          | Chatham           | 289,082         | 25,877.00                | 42,697.00    | Annual           | 40                        | 7                              |
|          | Clayton           | 279,462         | 27,987.00                | 44,317.00    | Annual           | 40                        | 13                             |
|          | Cobb              | 748,150         | 29,973.00                | 46,509.00    | Annual           | 40                        | 8                              |
|          | Columbus/Muscogee | 197,485         | 28,271.00                | 43,018.00    | Annual           | 40                        | 8                              |
|          | Coweta            | 140,526         | 14.44                    | 23.73        | Hourly           | 40                        | 10                             |
|          | DeKalb            | 740,321         | 28,575.00                | 44,292.00    | Annual           | 40                        | 46                             |
|          | Douglas           | 142,224         | 11.56                    | 23.65        | Hourly           | 40                        | 5                              |
|          | Fayette           | 111,627         | 30,161.63                | 50,658.93    | Annual           | 40                        | 8                              |
|          | Forsyth           | 221,009         | 28,976.00                | 44,912.00    | Annual           | 40                        | 13                             |
|          | Fulton            | 1,023,336       | 31,709.00                | 47,563.00    | Annual           | 40                        | 99                             |
|          | Gwinnett          | 907,135         | 12.94                    | 20.05        | Hourly           | 40                        | 8                              |
|          | Hall              | 196,637         | 12.57                    | 18.86        | Hourly           | 40                        | 10                             |
|          | Henry             | 221,768         | 27,884.48                | 41,826.71    | Annual           | 40                        | 17                             |
|          | Houston           | 152,122         | 13.46                    | 23.32        | Hourly           | 40                        | 16                             |
|          | Lowndes           | 114,628         | 13.60                    | 20.50        | Hourly           | 40                        | 8                              |
|          | Macon-Bibb        | 152,760         | 28,412.00                | 47,361.00    | Annual           | 40                        | 16                             |
|          | Paulding          | 155,825         | 12.46                    | 20.15        | Hourly           | 40                        | 9                              |
| <b>B</b> | Barrow            | 77,126          | 10.85                    | 16.27        | Hourly           | 40                        | 6                              |
|          | Camden            | 53,008          | 12.40                    | 15.52        | Hourly           | 40                        | 8                              |
|          | Effingham         | 58,712          | 24,815.96                | 34,742.35    | Annual           | 40                        | 6                              |

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

◆ Tag/Tax Clerk

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Floyd        | 96,560          | 10.89                    | 16.93        | Hourly           | 40                        | 8                              |
|          | Glynn        | 84,502          | 14.29                    | 18.30        | Hourly           | 40                        | 8                              |
|          | Gordon       | 56,904          | 12.51                    | 18.13        | Hourly           | 40                        | 5                              |
|          | Jackson      | 64,615          | 13.15                    | 18.40        | Hourly           | 40                        | 6                              |
|          | Liberty      | 62,570          | 13.26                    | 27.82        | Hourly           | 40                        | 10                             |
|          | Spalding     | 64,806          | 10.95                    | 19.36        | Hourly           | 40                        | 12                             |
|          | Walker       | 67,896          | 14.50                    | 15.50        | Hourly           | 40                        | 10                             |
|          | Walton       | 90,184          | 24,031.00                | 40,065.00    | Annual           | 40                        | 9                              |
| <b>C</b> | Baldwin      | 45,144          | 28,260.00                | 47,280.00    | Annual           | 40                        | 9                              |
|          | Bryan        | 36,230          | 10.00                    | 18.00        | Hourly           | 40                        | 6                              |
|          | Colquitt     | 45,708          | 24,960.00                | 26,561.00    | Annual           | 40                        | 6                              |
|          | Decatur      | 26,822          | 11.33                    | 14.04        | Hourly           | 40                        | 6                              |
|          | Habersham    | 44,246          | 12.08                    | 16.80        | Hourly           | 40                        | 4                              |
|          | Harris       | 33,652          | 13.22                    | 20.49        | Hourly           | 40                        | 3                              |
|          | Hart         | 25,553          | 12.56                    | 19.09        | Hourly           | 40                        | 4                              |
|          | Lee          | 29,337          | 11.18                    | 17.33        | Hourly           | 40                        | 4                              |
|          | Lumpkin      | 31,445          | 12.07                    | 19.31        | Hourly           | 40                        | 3                              |
|          | Murray       | 39,315          | 11.50                    | 18.38        | Hourly           | 40                        | 6                              |
|          | Oconee       | 36,838          | 28,265.00                | 40,973.00    | Annual           | 40                        | 3                              |
|          | Peach        | 26,655          | 25,575.00                | 40,396.00    | Annual           | 40                        | 4                              |
|          | Pickens      | 30,832          | 27,153.80                | 29,972.71    | Annual           | 40                        | 5                              |
|          | Polk         | 41,776          | 10.07                    | 20.45        | Hourly           | 40                        | 7                              |
|          | Stephens     | 25,751          | 9.77                     | 13.68        | Hourly           | 40                        | 4                              |
|          | Sumter       | 30,389          | 9.58                     | 17.76        | Hourly           | 40                        | 4                              |
|          | Tattnall     | 25,092          | 18,500.00                | 27,000.00    | Annual           | 40                        | 4                              |
|          | Thomas       | 45,248          | 23,962.00                | 23,962.00    | Annual           | 40                        | 8                              |
|          | Toombs       | 27,196          | 12.36                    | 16.72        | Hourly           | 37.5                      | 5                              |
|          | Ware         | 35,738          | 12.06                    | 14.70        | Hourly           | 40                        | 7                              |
|          | Wayne        | 30,104          | 21,891.73                | 42,640.72    | Annual           | 40                        | 4                              |
| <b>D</b> | Appling      | 18,428          | 10.00                    | 14.44        | Hourly           | 40                        | 4                              |
|          | Banks        | 18,397          | 29,120.00                | 38,604.00    | Annual           | 40                        | 4                              |
|          | Ben Hill     | 17,243          | 15.12                    | 15.12        | Hourly           | 40                        | 1                              |
|          | Berrien      | 18,993          | 10.00                    | 18.00        | Hourly           | 40                        | 4                              |
|          | Brooks       | 15,687          | 9.16                     | 12.20        | Hourly           | 40                        | 2                              |
|          | Burke        | 22,688          | 12.01                    | 18.20        | Hourly           | 40                        | 4                              |
|          | Chattooga    | 24,824          | 27,580.80                | 29,120.00    | Annual           | 40                        | 4                              |
|          | Cook         | 17,167          | 11.55                    | 11.55        | Annual           | 40                        | 1                              |
|          | Crisp        | 22,721          | 28,687.00                | 29,064.00    | Annual           | 40                        | 2                              |
|          | Dodge        | 20,563          | 8.50                     | 14.20        | Hourly           | 40                        | 2                              |

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

## ◆ Tag/Tax Clerk

| Group    | Jurisdiction         | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|----------------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
|          | Elbert               | 19,143             | 11.25                          | 15.94           | Hourly              | 40                              | 2                                    |
|          | Emanuel              | 22,635             | 9.50                           | 12.50           | Hourly              | 40                              | 5                                    |
|          | Fannin               | 24,900             | 12.00                          | 20.00           | Hourly              | 40                              | 5                                    |
|          | Franklin             | 22,320             | 13.65                          | 14.43           | Hourly              | 40                              | 2                                    |
|          | Greene               | 17,003             | 11.74                          | 19.82           | Hourly              | 40                              | 1                                    |
|          | Jefferson            | 15,916             | 10.00                          | 15.75           | Hourly              | 40                              | 4                                    |
|          | Lamar                | 18,469             | 10.93                          | 16.45           | Hourly              | 40                              | 3                                    |
|          | Mitchell             | 22,459             | 10.30                          | 10.90           | Hourly              | 40                              | 1                                    |
|          | Morgan               | 18,170             | 10.22                          | 17.72           | Hourly              | 40                              | 3                                    |
|          | Pierce               | 19,171             | 10.75                          | 11.75           | Hourly              | 40                              | 5                                    |
|          | Putnam               | 21,477             | 10.79                          | 17.84           | Hourly              | 40                              | 3                                    |
|          | Rabun                | 16,559             | 26,528.00                      | 44,382.00       | Annual              | 40                              | 4                                    |
|          | Telfair              | 15,965             | 8.90                           | 13.52           | Hourly              | 40                              | 4                                    |
|          | Union                | 22,928             | 11.69                          | 17.95           | Hourly              | 40                              | 3                                    |
|          | Washington           | 20,457             | 12.74                          | 13.28           | Hourly              | 35                              | 2                                    |
| <b>E</b> | Bacon                | 11,372             | 20,800.00                      | 21,320.00       | Annual              | 40                              | 1                                    |
|          | Bleckley             | 12,970             | 28,080.00                      | 28,080.00       | Annual              | 40                              | 2                                    |
|          | Candler              | 10,910             | 11.36                          | 15.30           | Hourly              | 40                              | 2                                    |
|          | Charlton             | 12,497             | 11.20                          | 12.12           | Hourly              | 40                              | 3                                    |
|          | Crawford             | 12,322             | 10.88                          | 15.37           | Hourly              | 40                              | 2                                    |
|          | Cusseta-Chattahooche | 10,922             | 16,000.00                      | 26,000.00       | Annual              | 40                              | 2                                    |
|          | Dooly                | 13,763             | 11.17                          | 15.23           | Hourly              | 40                              | 2                                    |
|          | Early                | 10,339             | 8.35                           | 12.11           | Hourly              | 40                              | 1                                    |
|          | Evans                | 10,670             | 9.69                           | 13.57           | Hourly              | 40                              | 1                                    |
|          | Heard                | 11,487             | 8.00                           | 10.00           | Hourly              | 40                              | 2                                    |
|          | Jeff Davis           | 14,877             | 9.00                           | 12.52           | Hourly              | 40                              | 2                                    |
|          | Lanier               | 10,399             | 8.00                           | 11.20           | Hourly              | 40                              | 1                                    |
|          | Macon                | 13,450             | 12.26                          | 13.10           | Hourly              | 40                              | 2                                    |
|          | McIntosh             | 13,927             | 9.94                           | 13.86           | Hourly              | 40                              | 4                                    |
|          | Screven              | 14,044             | 9.46                           | 15.08           | Hourly              | 40                              | 3                                    |
| <b>F</b> | Clinch               | 6,829              | 8.40                           | 14.77           | Hourly              | 35                              | 1                                    |
|          | Georgetown-Quitman   | 2,335              | 9.00                           | 11.50           | Hourly              | 40                              | 1                                    |
|          | Irwin                | 9,422              | 2.00                           | 10.75           | Hourly              | 40                              | 2                                    |
|          | Lincoln              | 7,828              | 23,296.00                      | 23,296.00       | Annual              | 40                              | 1                                    |
|          | Montgomery           | 9,060              | 16,640.00                      | 22,609.00       | Annual              | 40                              | 1                                    |
|          | Randolph             | 7,177              | 12.00                          | 12.00           | Hourly              | 40                              | 1                                    |
|          | Seminole             | 8,468              | 12.00                          | 12.00           | Hourly              | 40                              | 1                                    |
|          | Talbot               | 6,171              | 28,500.00                      | 32,406.00       | Annual              | 40                              | 2                                    |
|          | Taliaferro           | 1,593              | 11.00                          | 11.00           | Hourly              | 40                              | 1                                    |

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

◆ Tag/Tax Clerk

| Group | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|       | Taylor       | 8,232           | 22,063.00                | 35,571.00    | Annual           | 40                        | 1                              |
|       | Terrell      | 8,967           | 7.75                     | 8.46         | Hourly           | 40                        | 1                              |
|       | Turner       | 8,030           | 10.52                    | 15.95        | Hourly           | 40                        | 1                              |
|       | Twiggs       | 8,171           | 19,489.60                | 43,846.40    | Annual           | 40                        | 2                              |
|       | Wilkes       | 9,805           | 8.00                     | 14.00        | Hourly           | 40                        | 1                              |
|       | Wilkinson    | 9,104           | 13.39                    | 23.05        | Hourly           | 40                        | 4                              |

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

## ◆ Tax Specialist (Motor Vehicle)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 31,544                     | 41,968        | 48,983         | 63,860        | 148                           |
| <b>B</b>         | 8                | 30,343                     | 38,626        | 42,335         | 60,117        | 19                            |
| <b>C</b>         | 8                | 26,528                     | 38,007        | 38,247         | 57,606        | 15                            |
| <b>D</b>         | 5                | 22,038                     | 30,618        | 30,799         | 42,453        | 8                             |
| <b>F</b>         | 1                | 20,861                     | 20,861        | 21,461         | 21,461        | 1                             |
| <b>Total/Avg</b> | <b>37</b>        | <b>26,263</b>              | <b>34,016</b> | <b>36,365</b>  | <b>49,099</b> | <b>191</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 8                              |
|          | Carroll           | 116,261         | 14.63                    | 23.88        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 26,661.00                | 43,991.00    | Annual           | 40                        | 27                             |
|          | Clayton           | 279,462         | 29,413.00                | 46,575.00    | Annual           | 40                        | 2                              |
|          | Cobb              | 748,150         | 32,015.00                | 51,224.00    | Annual           | 40                        | 8                              |
|          | Columbia          | 147,450         | 12.54                    | 18.80        | Hourly           | 40                        | 14                             |
|          | Columbus/Muscogee | 197,485         | 41,968.00                | 63,860.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 38,151.00                | 59,134.00    | Annual           | 40                        | 9                              |
|          | Forsyth           | 221,009         | 40,801.00                | 63,241.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 32,068.00                | 48,102.00    | Annual           | 40                        | 17                             |
|          | Gwinnett          | 907,135         | 14.07                    | 22.51        | Hourly           | 40                        | 50                             |
|          | Henry             | 221,768         | 33,644.00                | 50,465.94    | Annual           | 40                        | 2                              |
|          | Houston           | 152,122         | 16.38                    | 26.19        | Hourly           | 40                        | 2                              |
|          | Newton            | 106,999         | 24,814.00                | 37,190.00    | Annual           | 40                        | 5                              |
|          | Paulding          | 155,825         | 12.46                    | 20.15        | Hourly           | 40                        | 1                              |
| <b>B</b> | Camden            | 53,008          | 13.65                    | 17.06        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 66,398          | 15.45                    | 20.00        | Hourly           | 40                        | 6                              |
|          | Dougherty         | 90,017          | 24,091.00                | 43,460.00    | Annual           | 40                        | 6                              |
|          | Floyd             | 96,560          | 18.41                    | 28.90        | Hourly           | 40                        | 1                              |
|          | Glynn             | 84,502          | 18.57                    | 18.57        | Hourly           | 40                        | 1                              |
|          | Gordon            | 56,904          | 12.51                    | 18.13        | Hourly           | 40                        | 2                              |
|          | Jackson           | 64,615          | 13.15                    | 18.40        | Hourly           | 40                        | 1                              |
|          | Spalding          | 64,806          | 13.38                    | 20.87        | Hourly           | 40                        | 1                              |

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

◆ Tax Specialist (Motor Vehicle)

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>C</b> | Baldwin      | 45,144          | 38,007.00                | 57,606.00    | Annual           | 40                        | 1                              |
|          | Bryan        | 36,230          | 10.00                    | 18.00        | Hourly           | 40                        | 2                              |
|          | Haralson     | 29,042          | 11.50                    | 15.00        | Hourly           | 40                        | 2                              |
|          | Harris       | 33,652          | 13.88                    | 21.52        | Hourly           | 40                        | 1                              |
|          | Jones        | 28,623          | 11.85                    | 13.33        | Hourly           | 40                        | 4                              |
|          | Lumpkin      | 31,445          | 12.80                    | 20.48        | Hourly           | 40                        | 1                              |
|          | Madison      | 28,824          | 11.44                    | 11.44        | Hourly           | 40                        | 1                              |
|          | White        | 28,884          | 12.29                    | 19.64        | Hourly           | 40                        | 3                              |
| <b>D</b> | Burke        | 22,688          | 12.01                    | 18.20        | Hourly           | 40                        | 1                              |
|          | Dawson       | 23,604          | 12.95                    | 20.08        | Hourly           | 40                        | 4                              |
|          | Franklin     | 22,320          | 14.72                    | 14.72        | Hourly           | 40                        | 1                              |
|          | Greene       | 17,003          | 12.67                    | 20.41        | Hourly           | 40                        | 1                              |
|          | Washington   | 20,457          | 1,304.00                 | 1,304.00     | Annual           | 35                        | 1                              |
| <b>F</b> | Terrell      | 8,967           | 20,861.13                | 21,461.13    | Annual           | 40                        | 1                              |

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

## ◆ Tax Specialist (Property)

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 32,323                     | 46,928        | 51,895         | 72,739        | 117                           |
| <b>B</b>         | 8                | 31,176                     | 45,614        | 40,893         | 50,110        | 19                            |
| <b>C</b>         | 8                | 28,564                     | 41,579        | 40,461         | 66,477        | 11                            |
| <b>D</b>         | 4                | 21,474                     | 31,803        | 29,503         | 43,264        | 6                             |
| <b>Total/Avg</b> | <b>35</b>        | <b>28,384</b>              | <b>41,481</b> | <b>40,688</b>  | <b>58,147</b> | <b>153</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Bartow            | 103,807         | 13.39                    | 18.74        | Hourly           | 40                        | 5                              |
|          | Carroll           | 116,261         | 13.39                    | 21.90        | Hourly           | 40                        | 1                              |
|          | Chatham           | 289,082         | 29,385.00                | 48,485.00    | Annual           | 40                        | 9                              |
|          | Clayton           | 279,462         | 29,413.00                | 59,711.00    | Annual           | 40                        | 3                              |
|          | Cobb              | 748,150         | 32,015.00                | 51,224.00    | Annual           | 40                        | 8                              |
|          | Columbus/Muscogee | 197,485         | 41,968.00                | 63,860.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 46,928.00                | 72,739.00    | Annual           | 40                        | 5                              |
|          | Fayette           | 111,627         | 34,978.25                | 64,847.72    | Annual           | 40                        | 4                              |
|          | Forsyth           | 221,009         | 40,801.00                | 63,241.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 31,709.00                | 47,563.00    | Annual           | 40                        | 21                             |
|          | Gwinnett          | 907,135         | 14.07                    | 22.51        | Hourly           | 40                        | 50                             |
|          | Henry             | 221,768         | 27,884.48                | 41,826.71    | Annual           | 40                        | 2                              |
|          | Houston           | 152,122         | 16.38                    | 26.19        | Hourly           | 40                        | 1                              |
|          | Newton            | 106,999         | 24,814.00                | 37,190.00    | Annual           | 40                        | 5                              |
| Paulding | 155,825           | 12.46           | 20.15                    | Hourly       | 40               | 1                         |                                |
| <b>B</b> | Camden            | 53,008          | 13.65                    | 17.06        | Hourly           | 40                        | 1                              |
|          | Catoosa           | 66,398          | 15.70                    | 17.85        | Hourly           | 40                        | 3                              |
|          | Dougherty         | 90,017          | 24,091.00                | 39,419.00    | Annual           | 40                        | 8                              |
|          | Floyd             | 96,560          | 13.01                    | 20.72        | Hourly           | 40                        | 1                              |
|          | Glynn             | 84,502          | 21.93                    | 21.93        | Hourly           | 40                        | 1                              |
|          | Gordon            | 56,904          | 12.51                    | 18.13        | Hourly           | 40                        | 4                              |
|          | Jackson           | 64,615          | 15.46                    | 18.55        | Hourly           | 40                        | 1                              |
| Walton   | 90,184            | 33,407.00       | 50,110.00                | Annual       | 40               | 0                         |                                |
| <b>C</b> | Bryan             | 36,230          | 10.00                    | 18.00        | Hourly           | 40                        | 1                              |
|          | Habersham         | 44,246          | 13.32                    | 18.52        | Hourly           | 40                        | 1                              |

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

◆ Tax Specialist (Property)

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Haralson     | 29,042          | 12.00                    | 15.00        | Hourly           | 40                        | 2                              |
|          | Harris       | 33,652          | 13.22                    | 20.49        | Hourly           | 40                        | 1                              |
|          | Jones        | 28,623          | 17.60                    | 18.62        | Hourly           | 40                        | 1                              |
|          | Madison      | 28,824          | 11.44                    | 13.39        | Hourly           | 40                        | 2                              |
|          | Murray       | 39,315          | 19.99                    | 31.96        | Hourly           | 40                        | 1                              |
|          | White        | 28,884          | 12.29                    | 19.64        | Hourly           | 40                        | 2                              |
| <b>D</b> | Burke        | 22,688          | 12.01                    | 18.20        | Hourly           | 40                        | 3                              |
|          | Chattooga    | 24,824          | 27,580.80                | 35,360.00    | Annual           | 40                        | 1                              |
|          | Greene       | 17,003          | 15.29                    | 20.80        | Hourly           | 40                        | 1                              |
|          | Washington   | 20,457          | 1,532.00                 | 1,532.00     | Annual           | 35                        | 1                              |

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

## ◆ Transit Driver

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 10               | 33,220                     | 76,550        | 51,202         | 122,480       | 80                            |
| <b>B</b>         | 3                | 24,398                     | 29,744        | 32,011         | 41,642        | 12                            |
| <b>C</b>         | 4                | 20,436                     | 23,650        | 30,436         | 37,856        | 19                            |
| <b>D</b>         | 8                | 22,290                     | 29,120        | 30,215         | 39,894        | 33                            |
| <b>E</b>         | 2                | 17,888                     | 18,720        | 24,846         | 24,960        | 3                             |
| <b>F</b>         | 8                | 19,034                     | 24,066        | 29,016         | 41,434        | 18                            |
| <b>Total/Avg</b> | <b>35</b>        | <b>22,878</b>              | <b>33,642</b> | <b>32,954</b>  | <b>51,378</b> | <b>165</b>                    |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Athens-Clarke     | 124,707         | 76,550.00                | 122,480.00   | Annual           | 40                        | 1                              |
|          | Bartow            | 103,807         | 10.99                    | 16.16        | Hourly           | 40                        | 9                              |
|          | Cherokee          | 241,689         | 9.91                     | 15.36        | Hourly           | 40                        | 9                              |
|          | Columbia          | 147,450         | 9.82                     | 14.73        | Hourly           | 40                        | 8                              |
|          | Columbus/Muscogee | 197,485         | 31,206.00                | 47,483.00    | Annual           | 40                        | 16                             |
|          | Coweta            | 140,526         | 57,023.00                | 88,386.00    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 25,035.00                | 38,804.00    | Annual           | 40                        | 8                              |
|          | Fulton            | 1,023,336       | 28,524.00                | 42,786.00    | Annual           | 40                        | 2                              |
|          | Henry             | 221,768         | 26,444.50                | 39,666.75    | Annual           | 40                        | 20                             |
|          | Paulding          | 155,825         | 11.31                    | 17.41        | Hourly           | 40                        | 6                              |
| <b>B</b> | Jackson           | 64,615          | 14.30                    | 20.02        | Hourly           | 40                        | 1                              |
|          | Rockdale          | 89,355          | 8.39                     | 13.65        | Hourly           | 40                        | 1                              |
|          | Walker            | 67,896          | 12.50                    | 12.50        | Hourly           | 40                        | 10                             |
| <b>C</b> | Habersham         | 44,246          | 10.43                    | 14.51        | Hourly           | 40                        | 1                              |
|          | Haralson          | 29,042          | 8.75                     | 17.07        | Hourly           | 40                        | 3                              |
|          | Lumpkin           | 31,445          | 11.37                    | 18.20        | Hourly           | 40                        | 2                              |
|          | Thomas            | 45,248          | 18,200.00                | 18,200.00    | Annual           | 40                        | 13                             |
| <b>D</b> | Banks             | 18,397          | 29,120.00                | 38,604.00    | Annual           | 40                        | 1                              |
|          | Burke             | 22,688          | 10.79                    | 16.36        | Hourly           | 40                        | 8                              |
|          | Chattooga         | 24,824          | 11.23                    | 11.51        | Hourly           | 40                        | 2                              |
|          | Dawson            | 23,604          | 12.37                    | 19.18        | Hourly           | 40                        | 5                              |
|          | Dodge             | 20,563          | 8.00                     | 11.50        | Hourly           | 40                        | 4                              |

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

◆ Transit Driver

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
|          | Jefferson    | 15,916          | 8.00                     | 10.06        | Hourly           | 40                        | 6                              |
|          | Morgan       | 18,170          | 10.22                    | 15.37        | Hourly           | 40                        | 4                              |
|          | Putnam       | 21,477          | 11.12                    | 13.67        | Hourly           | 40                        | 3                              |
| <b>E</b> | Heard        | 11,487          | 8.20                     | 11.89        | Hourly           | 40                        | 2                              |
|          | Pulaski      | 11,251          | 9.00                     | 12.00        | Hourly           | 40                        | 1                              |
| <b>F</b> | Glascoek     | 3,006           | 10.00                    | 17.60        | Hourly           | 40                        | 2                              |
|          | Jenkins      | 8,849           | 9.00                     | 12.00        | Hourly           | 40                        | 1                              |
|          | Talbot       | 6,171           | 10.55                    | 14.92        | Hourly           | 40                        | 5                              |
|          | Taliaferro   | 1,593           | 8.55                     | 11.55        | Hourly           | 40                        | 2                              |
|          | Taylor       | 8,232           | 17,235.00                | 26,226.00    | Annual           | 40                        | 1                              |
|          | Warren       | 5,442           | 7.25                     | 10.00        | Hourly           | 40                        | 1                              |
|          | Wilkes       | 9,805           | 8.00                     | 13.00        | Hourly           | 40                        | 3                              |
|          | Wilkinson    | 9,104           | 11.57                    | 19.92        | Hourly           | 40                        | 3                              |

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

## ◆ Visitor Center Manager

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 1                | 33,758                     | 33,758        | 52,312         | 52,312        | 1                             |
| <b>B</b>         | 1                | 28,538                     | 28,538        | 39,957         | 39,957        | 1                             |
| <b>C</b>         | 1                | 48,304                     | 48,304        | 70,041         | 70,041        | 1                             |
| <b>Total/Avg</b> | <b>3</b>         | <b>36,867</b>              | <b>36,867</b> | <b>54,103</b>  | <b>54,103</b> | <b>3</b>                      |

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

### Population Group Data

| Group    | Jurisdiction | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Coweta       | 140,526         | 16.23                    | 25.15        | Hourly           | 40                        | 1                              |
| <b>B</b> | Jackson      | 64,615          | 13.72                    | 19.21        | Hourly           | 40                        | 1                              |
| <b>C</b> | Oconee       | 36,838          | 48,304.00                | 70,041.00    | Annual           | 40                        | 1                              |

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

## ◆ Visitor Center Specialist

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>C</b>         | 1                | 32,813                     | 32,813        | 47,579         | 47,579        | 1                             |
| <b>Total/Avg</b> | <b>1</b>         | <b>32,813</b>              | <b>32,813</b> | <b>47,579</b>  | <b>47,579</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 | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|-------|--------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| C     | Oconee       | 36,838          | 32,813.00                | 47,579.00    | Annual           | 40                        | 1                              |

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

## ◆ Zoning Administrator

### Summary of Data

| Group            | Number reporting | Minimum entry-level wage** |               | Maximum wage** |               | Number of full-time employees |
|------------------|------------------|----------------------------|---------------|----------------|---------------|-------------------------------|
|                  |                  | Average                    | Highest       | Average        | Highest       |                               |
| <b>A</b>         | 15               | 57,307                     | 113,510       | 86,780         | 170,265       | 16                            |
| <b>B</b>         | 7                | 41,652                     | 56,659        | 59,348         | 90,667        | 6                             |
| <b>C</b>         | 7                | 39,081                     | 51,958        | 54,202         | 85,553        | 7                             |
| <b>D</b>         | 4                | 40,750                     | 44,522        | 56,611         | 68,453        | 4                             |
| <b>E</b>         | 3                | 35,000                     | 52,000        | 48,954         | 65,000        | 3                             |
| <b>F</b>         | 5                | 31,632                     | 39,749        | 35,431         | 51,750        | 5                             |
| <b>Total/Avg</b> | <b>41</b>        | <b>40,904</b>              | <b>59,733</b> | <b>56,888</b>  | <b>88,615</b> | <b>41</b>                     |

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

### Population Group Data

| Group    | Jurisdiction      | 2016 Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
|----------|-------------------|-----------------|--------------------------|--------------|------------------|---------------------------|--------------------------------|
| <b>A</b> | Carroll           | 116,261         | 45,267.25                | 74,029.93    | Annual           | 40                        | 1                              |
|          | Chatham           | 289,082         | 39,390.00                | 64,994.00    | Annual           | 40                        | 1                              |
|          | Cherokee          | 241,689         | 47,222.00                | 73,195.00    | Annual           | 40                        | 1                              |
|          | Clayton           | 279,462         | 75,607.00                | 119,723.00   | Annual           | 40                        | 1                              |
|          | Cobb              | 748,150         | 66,413.00                | 106,260.00   | Annual           | 40                        | 1                              |
|          | Columbus/Muscogee | 197,485         | 28,271.00                | 43,018.00    | Annual           | 40                        | 1                              |
|          | Coweta            | 140,526         | 57,023.00                | 88,386.00    | Annual           | 40                        | 1                              |
|          | DeKalb            | 740,321         | 62,888.00                | 97,476.00    | Annual           | 40                        | 2                              |
|          | Fayette           | 111,627         | 57,315.93                | 87,212.97    | Annual           | 40                        | 1                              |
|          | Forsyth           | 221,009         | 56,147.00                | 87,029.00    | Annual           | 40                        | 1                              |
|          | Fulton            | 1,023,336       | 113,510.00               | 170,265.00   | Annual           | 40                        | 1                              |
|          | Houston           | 152,122         | 29.49                    | 30.65        | Hourly           | 40                        | 1                              |
|          | Lowndes           | 114,628         | 27.16                    | 40.92        | Annual           | 40                        | 1                              |
|          | Newton            | 106,999         | 41,538.00                | 62,379.00    | Annual           | 40                        | 1                              |
|          | Paulding          | 155,825         | 51,189.00                | 78,865.00    | Annual           | 40                        | 1                              |
| <b>B</b> | Catoosa           | 66,398          | 43,709.00                | 43,709.00    | Annual           | 40                        | 1                              |
|          | Effingham         | 58,712          | 54,170.15                | 75,838.21    | Annual           | 40                        | 1                              |
|          | Glynn             | 84,502          | 27.24                    | 43.59        | Annual           | 40                        | 0                              |
|          | Gordon            | 56,904          | 36,092.00                | 52,332.00    | Annual           | 40                        | 1                              |
|          | Jackson           | 64,615          | 15.46                    | 21.65        | Hourly           | 40                        | 1                              |
|          | Rockdale          | 89,355          | 36,712.00                | 59,754.24    | Annual           | 40                        | 1                              |
| Walton   | 90,184            | 32,067.00       | 48,101.00                | Annual       | 40               | 1                         |                                |

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

## ◆ Zoning Administrator

| Group    | Jurisdiction | 2016<br>Population | Minimum<br>entry-level<br>wage | Maximum<br>wage | Wage<br>reported as | Number of<br>scheduled<br>hours | Number of<br>full-time<br>employees* |
|----------|--------------|--------------------|--------------------------------|-----------------|---------------------|---------------------------------|--------------------------------------|
| <b>C</b> | Colquitt     | 45,708             | 47,940.00                      | 47,940.00       | Annual              | 40                              | 1                                    |
|          | Lee          | 29,337             | 15.73                          | 24.38           | Hourly              | 40                              | 1                                    |
|          | Madison      | 28,824             | 16.11                          | 16.36           | Hourly              | 40                              | 1                                    |
|          | Murray       | 39,315             | 24.98                          | 39.93           | Annual              | 40                              | 1                                    |
|          | Pickens      | 30,832             | 32,277.33                      | 49,113.78       | Annual              | 40                              | 1                                    |
|          | Sumter       | 30,389             | 46,146.49                      | 85,553.01       | Annual              | 40                              | 1                                    |
|          | Thomas       | 45,248             | 29,016.00                      | 29,016.00       | Annual              | 40                              | 1                                    |
| <b>D</b> | Dawson       | 23,604             | 17.58                          | 27.24           | Hourly              | 40                              | 1                                    |
|          | Greene       | 17,003             | 21.36                          | 32.91           | Hourly              | 40                              | 1                                    |
|          | Lamar        | 18,469             | 44,521.75                      | 44,521.75       | Annual              | 40                              | 1                                    |
|          | Rabun        | 16,559             | 37,483.00                      | 56,812.00       | Annual              | 40                              | 1                                    |
| <b>E</b> | Crawford     | 12,322             | 52,000.00                      | 65,000.00       | Annual              | 40                              | 1                                    |
|          | Heard        | 11,487             | 25,000.00                      | 40,000.00       | Annual              | 40                              | 1                                    |
|          | Screven      | 14,044             | 28,000.00                      | 41,862.00       | Annual              | 40                              | 1                                    |
| <b>F</b> | Irwin        | 9,422              | 11.75                          | 11.75           | Hourly              | 40                              | 1                                    |
|          | Lincoln      | 7,828              | 30,500.20                      | 30,500.20       | Annual              | 40                              | 1                                    |
|          | Randolph     | 7,177              | 19.11                          | 19.11           | Hourly              | 40                              | 1                                    |
|          | Terrell      | 8,967              | 29,327.51                      | 30,714.40       | Annual              | 40                              | 1                                    |
|          | Turner       | 8,030              | 34,143.63                      | 51,750.35       | Annual              | 40                              | 1                                    |

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