



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

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

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

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

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

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

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

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

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

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

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

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

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

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

## ◆ Automotive Mechanic (Public Works)

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	16	32,712	40,206	54,094	69,222	85
<b>B</b>	6	29,823	37,440	43,982	53,356	19
<b>C</b>	16	29,295	44,138	42,572	52,666	52
<b>D</b>	16	27,174	36,525	37,442	48,339	45
<b>E</b>	9	27,843	40,000	32,843	43,500	10
<b>F</b>	6	31,233	40,830	38,138	64,293	7
<b>Total/Avg</b>	<b>69</b>	<b>29,680</b>	<b>39,857</b>	<b>41,512</b>	<b>55,229</b>	<b>218</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
	Bartow	103,807	13.39	23.99	Hourly	40	7
	Carroll	116,261	17.74	28.97	Hourly	40	3
	Chatham	289,082	26,661.00	64,994.00	Annual	40	10
	Cherokee	241,689	33,945.00	45,659.00	Annual	40	7
	Cobb	748,150	35,215.00	56,344.00	Annual	40	4
	Columbia	147,450	15.24	22.86	Hourly	40	10
	Columbus/Muscogee	197,485	38,021.00	57,854.00	Annual	40	1
	Coweta	140,526	19.33	29.96	Hourly	40	4
	Douglas	142,224	16.26	33.28	Hourly	40	8
	Fayette	111,627	36,749.02	55,917.98	Annual	40	6
	Gwinnett	907,135	15.78	25.25	Hourly	40	4
	Houston	152,122	15.15	24.25	Hourly	40	3
	Lowndes	114,628	15.01	22.62	Hourly	40	3
	Newton	106,999	24,814.00	48,173.00	Annual	40	5
	Paulding	155,825	14.43	22.22	Hourly	40	6
	<b>B</b>	Catoosa	66,398	13.25	17.51	Hourly	40
Dougherty		90,017	22,943.00	41,390.00	Annual	40	3
Floyd		96,560	16.22	25.65	Hourly	40	3
Gordon		56,904	14.94	21.65	Hourly	40	2
Rockdale		89,355	12.59	21.91	Hourly	40	3
Walker		67,896	18.00	20.25	Hourly	40	4

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

## ◆ Automotive Mechanic (Public Works)

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>	Bryan	36,230	32,000.00	45,000.00	Annual	40	1
	Colquitt	45,708	22,880.00	33,967.00	Annual	40	3
	Decatur	26,822	21.22	21.22	Hourly	40	1
	Habersham	44,246	15.73	25.32	Hourly	40	3
	Haralson	29,042	13.75	14.25	Hourly	40	2
	Hart	25,553	14.90	23.21	Hourly	40	6
	Lee	29,337	13.59	21.06	Hourly	40	4
	Lumpkin	31,445	15.29	24.46	Hourly	40	2
	Murray	39,315	12.68	20.27	Hourly	40	2
	Oconee	36,838	31,637.00	45,873.00	Annual	40	4
	Pickens	30,832	27,153.80	45,607.03	Annual	40	2
	Polk	41,776	11.69	20.45	Hourly	40	2
	Thomas	45,248	26,853.00	26,853.00	Annual	40	5
	Ware	35,738	12.35	15.82	Hourly	40	7
	Wayne	30,104	24,164.38	47,067.37	Annual	40	7
	<b>D</b>	White	28,884	14.97	23.93	Hourly	40
Appling		18,428	12.50	17.05	Hourly	40	4
Ben Hill		17,243	9.95	12.50	Hourly	40	3
Berrien		18,993	10.00	21.00	Hourly	40	4
Burke		22,688	13.20	21.78	Hourly	40	8
Cook		17,167	17.56	17.56	Hourly	40	1
Crisp		22,721	32,328.00	48,339.00	Annual	40	3
Dodge		20,563	10.00	14.45	Hourly	40	1
Emanuel		22,635	14.21	21.00	Hourly	40	5
Fannin		24,900	12.00	17.00	Hourly	40	4
Greene		17,003	12.98	20.41	Hourly	40	1
Jefferson		15,916	15.00	19.35	Hourly	40	1
Meriwether		21,074	15.00	17.00	Hourly	40	2
Morgan		18,170	11.99	19.29	Hourly	40	2
Putnam		21,477	15.90	16.33	Hourly	40	3
Telfair		15,965	9.85	14.93	Hourly	40	1
Washington	20,457	13.35	15.13	Hourly	40	2	
<b>E</b>	Bleckley	12,970	19.15	19.15	Hourly	40	1
	Charlton	12,497	13.00	15.12	Hourly	40	1
	Crawford	12,322	10.61	15.00	Hourly	40	1
	Cusseta-Chattahooche	10,922	30,000.00	32,000.00	Annual	40	2
	Early	10,339	8.35	12.11	Hourly	40	1
	Evans	10,670	13.00	18.20	Hourly	40	1
	Heard	11,487	40,000.00	43,500.00	Annual	40	1

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Macon	13,450	11.23	11.23	Annual	40	1
	Screven	14,044	11.48	15.00	Hourly	40	1
<b>F</b>	Lincoln	7,828	11.00	12.37	Hourly	40	2
	Seminole	8,468	19.63	19.63	Hourly	40	1
	Talbot	6,171	29,280.00	31,000.00	Annual	40	1
	Taylor	8,232	19,024.00	28,949.00	Annual	40	1
	Terrell	8,967	38,026.76	38,026.76	Annual	43	1
	Wilkinson	9,104	17.96	30.91	Hourly	40	1

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

## ◆ Civil Engineer

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	17	54,685	75,968	91,581	114,712	77
<b>B</b>	5	47,603	56,879	76,562	79,630	8
<b>C</b>	3	56,907	75,000	61,907	90,000	4
<b>D</b>	1	92,561	92,561	92,561	92,561	1
<b>Total/Avg</b>	<b>26</b>	<b>62,939</b>	<b>75,102</b>	<b>80,653</b>	<b>94,226</b>	<b>90</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	43,224.39	68,853.02	Annual	37.5	1
	Carroll	116,261	45,267.25	74,029.93	Annual	40	1
	Chatham	289,082	52,741.00	105,725.00	Annual	40	8
	Clayton	279,462	48,344.00	93,385.00	Annual	40	13
	Cobb	748,150	60,013.00	96,021.00	Annual	40	9
	Coweta	140,526	67,916.00	105,270.00	Annual	40	1
	DeKalb	740,321	53,312.00	82,634.00	Annual	40	8
	Fayette	111,627	63,266.06	96,266.80	Annual	40	1
	Fulton	1,023,336	50,939.00	76,408.00	Annual	40	2
	Gwinnett	907,135	25.31	41.76	Hourly	40	11
	Hall	196,637	40,570.00	77,667.00	Annual	40	5
	Henry	221,768	46,603.02	95,822.69	Annual	40	5
	Houston	152,122	24.25	45.36	Hourly	40	5
	Lowndes	114,628	36.52	55.03	Annual	40	1
	Macon-Bibb	152,760	49,254.00	92,269.00	Annual	40	4
	<b>B</b>	Newton	106,999	54,683.00	82,139.00	Annual	40
Paulding		155,825	74,457.00	114,712.00	Annual	40	1
Dougherty		90,017	45,427.00	67,421.00	Annual	40	1
Effingham		58,712	56,878.66	79,630.13	Annual	40	2
Floyd		96,560	49,689.64	78,734.76	Annual	40	1
<b>C</b>	Glynn	84,502	20.37	37.83	Annual	40	2
	Rockdale	89,355	43,652.00	78,340.08	Annual	40	2
	Bryan	36,230	75,000.00	90,000.00	Annual	40	1
	Thomas	45,248	23,234.00	23,234.00	Annual	40	2
	Ware	35,738	34.85	34.85	Annual	40	1

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

## ◆ Civil Engineer

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>D</b>	Franklin	22,320	92,561.00	92,561.00	Annual	40	1

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

## ◆ Crew Leader

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	21	32,981	39,998	53,158	74,030	270
<b>B</b>	5	30,825	34,320	52,028	55,848	45
<b>C</b>	14	28,728	42,755	41,695	70,549	58
<b>D</b>	7	25,651	37,856	37,863	56,659	19
<b>E</b>	2	21,060	21,965	30,046	31,866	2
<b>F</b>	1	29,141	29,141	29,141	29,141	1
<b>Total/Avg</b>	<b>50</b>	<b>28,064</b>	<b>34,339</b>	<b>40,655</b>	<b>53,015</b>	<b>395</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	59,105.60	Annual	37.5	1
	Bartow	103,807	15.52	21.74	Hourly	40	4
	Carroll	116,261	14.63	35.59	Hourly	40	5
	Chatham	289,082	26,661.00	53,455.00	Annual	40	6
	Cherokee	241,689	30,425.20	35,747.14	Annual	40	3
	Clayton	279,462	34,141.00	54,062.00	Annual	40	3
	Cobb	748,150	36,815.00	58,904.00	Annual	40	58
	Columbia	147,450	13.16	19.74	Hourly	40	25
	Columbus/Muscogee	197,485	31,206.00	47,483.00	Annual	40	33
	Coweta	140,526	18.23	28.26	Hourly	40	1
	DeKalb	740,321	36,555.00	56,660.00	Annual	40	17
	Fayette	111,627	34,978.25	61,722.99	Annual	40	7
	Forsyth	221,009	32,918.00	51,023.00	Annual	40	11
	Fulton	1,023,336	35,135.00	52,703.00	Annual	40	8
	Gwinnett	907,135	17.19	27.51	Hourly	40	36
	Hall	196,637	19.23	28.84	Hourly	40	5
	Houston	152,122	16.38	26.19	Hourly	40	7
	Lowndes	114,628	15.01	27.56	Hourly	40	8
	Macon-Bibb	152,760	29,557.00	49,254.00	Annual	40	21
Newton	106,999	32,094.00	48,173.00	Annual	40	7	
Paulding	155,825	12.46	19.19	Hourly	40	4	
<b>B</b>	Dougherty	90,017	29,282.00	52,826.00	Annual	40	13

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

## ◆ Crew Leader

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	16.22	25.65	Hourly	40	5
	Glynn	84,502	13.82	22.11	Hourly	40	6
	Rockdale	89,355	16.50	26.85	Hourly	40	11
	Walton	90,184	28,049.00	52,119.00	Annual	40	10
<b>C</b>	Baldwin	45,144	31,194.00	63,586.00	Annual	40	4
	Bryan	36,230	12.00	15.00	Hourly	40	4
	Colquitt	45,708	24,929.00	37,425.00	Annual	40	16
	Habersham	44,246	15.73	21.87	Hourly	40	1
	Hart	25,553	16.82	25.60	Hourly	40	2
	Jones	28,623	27,158.23	32,456.00	Annual	40	9
	Lee	29,337	14.27	22.12	Hourly	40	1
	Lumpkin	31,445	42,755.00	70,549.00	Annual	40	1
	Peach	26,655	19,059.00	30,101.00	Annual	40	1
	Pickens	30,832	13.05	14.77	Hourly	40	5
	Tattnall	25,092	14.38	20.00	Hourly	40	1
	Thomas	45,248	24,690.00	24,690.00	Annual	40	11
	Toombs	27,196	10.61	10.61	Hourly	40	1
	Wayne	30,104	30,932.44	54,583.71	Annual	40	1
<b>D</b>	Appling	18,428	18.20	19.78	Hourly	40	1
	Berrien	18,993	25,000.00	47,000.00	Annual	40	1
	Brooks	15,687	11.29	12.78	Hourly	40	2
	Burke	22,688	16.79	27.24	Hourly	40	6
	Lamar	18,469	15.19	18.25	Hourly	40	2
	Morgan	18,170	11.99	25.65	Hourly	40	3
	Washington	20,457	1,763.00	2,347.00	Annual	40	4
<b>E</b>	Early	10,339	10.56	15.32	Hourly	40	1
	Evans	10,670	9.69	13.57	Hourly	40	1
<b>F</b>	Lincoln	7,828	14.01	14.01	Hourly	40	1

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

## ◆ Electric Lineman

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>B</b>	1	28,049	28,049	42,074	42,074	1
<b>Total/Avg</b>	<b>1</b>	<b>28,049</b>	<b>28,049</b>	<b>42,074</b>	<b>42,074</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*
<b>B</b>	Walton	90,184	28,049.00	42,074.00	Annual	40	1

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

## ◆ Electric Superintendent/Manager

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	1	45,567	45,567	75,186	75,186	1
<b>B</b>	1	38,764	38,764	68,192	68,192	2
<b>Total/Avg</b>	<b>2</b>	<b>42,166</b>	<b>42,166</b>	<b>71,689</b>	<b>71,689</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>	Chatham	289,082	45,567.00	75,186.00	Annual	40	1
<b>B</b>	Walton	90,184	38,764.00	68,192.00	Annual	40	2

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

## ◆ Electric Technician

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	1	36,821	36,821	58,914	58,914	1
<b>B</b>	1	34,570	34,570	48,402	48,402	1
<b>Total/Avg</b>	<b>2</b>	<b>35,695</b>	<b>35,695</b>	<b>53,658</b>	<b>53,658</b>	<b>2</b>

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

### Population Group Data

Group	Jurisdiction	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	36,821.00	58,914.00	Annual	40	1
<b>B</b>	Jackson	64,615	16.62	23.27	Hourly	40	1

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

## ◆ Gas Distribution Technician

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>C</b>	2	21,362	21,923	28,142	31,325	3
<b>D</b>	1	17,680	17,680	21,424	21,424	1
<b>Total/Avg</b>	<b>3</b>	<b>19,521</b>	<b>19,802</b>	<b>24,783</b>	<b>26,374</b>	<b>4</b>

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

### Population Group Data

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>C</b>	Coffee	43,012	10.54	15.06	Hourly	40	1
	Ware	35,738	10.00	12.00	Hourly	40	2
<b>D</b>	Dodge	20,563	8.50	10.30	Hourly	40	1

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

## ◆ Groundskeeper

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	14	26,678	38,085	42,452	57,138	211
<b>B</b>	5	26,308	32,284	40,604	47,915	20
<b>C</b>	7	22,351	28,023	32,374	49,450	12
<b>D</b>	2	23,761	25,080	29,554	34,029	5
<b>E</b>	4	17,436	21,029	27,165	32,781	6
<b>F</b>	1	18,720	18,720	22,880	22,880	1
<b>Total/Avg</b>	<b>33</b>	<b>22,542</b>	<b>27,203</b>	<b>32,505</b>	<b>40,699</b>	<b>255</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	27,387.00	43,819.00	Annual	40	9
	Augusta/Richmond	201,647	19,952.03	35,593.35	Annual	37.5	35
	Chatham	289,082	28,125.00	48,485.00	Annual	40	4
	Cobb	748,150	23,566.00	35,818.00	Annual	40	58
	Columbus/Muscogee	197,485	28,271.00	43,018.00	Annual	40	6
	Douglas	142,224	11.56	23.65	Hourly	40	2
	Fayette	111,627	28,708.28	43,683.04	Annual	40	10
	Fulton	1,023,336	30,116.00	47,157.00	Annual	40	19
	Gwinnett	907,135	13.71	21.26	Hourly	40	35
	Hall	196,637	18.31	27.47	Hourly	40	1
	Henry	221,768	26,444.50	39,666.75	Annual	40	21
	Lowndes	114,628	11.73	17.68	Hourly	40	4
	Newton	106,999	22,360.00	33,550.00	Annual	40	1
	Paulding	155,825	11.31	17.41	Hourly	40	6
<b>B</b>	Dougherty	90,017	32,284.00	47,915.00	Annual	40	1
	Glynn	84,502	10.54	16.87	Hourly	40	9
	Gordon	56,904	11.30	16.38	Hourly	40	2
	Liberty	62,570	12.01	19.69	Hourly	40	5
	Spalding	64,806	13.87	21.63	Hourly	40	3
<b>C</b>	Baldwin	45,144	24,369.00	36,935.00	Annual	40	3
	Habersham	44,246	11.50	16.00	Hourly	40	2
	Haralson	29,042	9.50	13.50	Hourly	40	1

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

## ◆ Groundskeeper

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Madison	28,824	11.03	12.50	Hourly	40	1
	Tattnall	25,092	9.00	12.15	Hourly	40	1
	Toombs	27,196	9.00	13.27	Hourly	40	3
	Wayne	30,104	28,023.27	49,450.16	Annual	40	1
<b>D</b>	Burke	22,688	10.79	16.36	Hourly	40	4
	Cook	17,167	13.78	13.78	Hourly	35	1
<b>E</b>	Crawford	12,322	10.11	15.76	Hourly	40	3
	Early	10,339	7.42	10.77	Hourly	40	1
	Jeff Davis	14,877	8.00	10.00	Hourly	40	1
	Lanier	10,399	8.00	15.71	Hourly	40	1
<b>F</b>	Jenkins	8,849	9.00	11.00	Hourly	40	1

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

## ◆ Heavy Equipment Mechanic

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	15	35,419	40,014	57,942	69,222	129
<b>B</b>	6	31,978	37,440	46,981	50,110	28
<b>C</b>	11	27,828	50,960	39,374	58,240	19
<b>D</b>	8	27,723	37,960	41,660	49,192	39
<b>E</b>	7	29,435	38,334	34,819	41,954	10
<b>F</b>	5	20,495	25,000	34,600	44,117	7
<b>Total/Avg</b>	<b>52</b>	<b>28,813</b>	<b>38,285</b>	<b>42,563</b>	<b>52,139</b>	<b>232</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	4
	Carroll	116,261	16.05	26.19	Hourly	40	4
	Chatham	289,082	37,500.00	64,994.00	Annual	40	8
	Clayton	279,462	34,141.00	62,753.00	Annual	40	6
	Cobb	748,150	40,014.00	64,023.00	Annual	40	2
	Columbus/Muscogee	197,485	32,786.00	49,887.00	Annual	40	10
	DeKalb	740,321	39,474.00	61,607.00	Annual	40	50
	Douglas	142,224	16.26	33.28	Hourly	40	8
	Fulton	1,023,336	38,202.00	57,303.00	Annual	40	3
	Gwinnett	907,135	18.70	29.92	Hourly	40	15
	Hall	196,637	17.44	26.16	Hourly	40	6
	Houston	152,122	17.74	28.34	Hourly	40	3
	Lowndes	114,628	16.57	24.97	Hourly	40	2
	Macon-Bibb	152,760	31,970.00	57,616.00	Annual	40	2
<b>B</b>	Paulding	155,825	14.43	22.22	Hourly	40	6
	Glynn	84,502	13.16	23.16	Hourly	40	9
	Gordon	56,904	14.94	21.65	Hourly	40	2
	Jackson	64,615	16.04	22.46	Hourly	40	4
	Spalding	64,806	15.33	23.91	Hourly	40	3
	Walker	67,896	18.00	20.25	Hourly	40	4
<b>C</b>	Walton	90,184	30,728.00	50,110.00	Annual	40	6
	Baldwin	45,144	24,432.00	52,188.00	Annual	40	1

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

## ◆ Heavy Equipment Mechanic

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Bryan	36,230	24.50	28.00	Hourly	40	1
	Coffee	43,012	12.81	17.45	Hourly	40	1
	Colquitt	45,708	34,715.00	34,715.00	Annual	40	1
	Decatur	26,822	11.55	16.00	Hourly	40	5
	Jones	28,623	11.60	12.07	Hourly	40	2
	Madison	28,824	11.50	12.50	Hourly	40	2
	Polk	41,776	12.92	26.23	Hourly	40	2
	Sumter	30,389	12.27	22.74	Hourly	40	1
	Tattnall	25,092	10.25	17.00	Hourly	40	1
	Toombs	27,196	11.33	14.46	Hourly	40	2
<b>D</b>	Burke	22,688	14.37	23.65	Hourly	40	5
	Cook	17,167	11.01	17.28	Hourly	40	18
	Elbert	19,143	10.50	23.17	Hourly	40	5
	Greene	17,003	14.53	23.53	Hourly	40	1
	Lamar	18,469	18.25	18.25	Hourly	40	1
	Rabun	16,559	26,528.00	40,208.00	Annual	40	4
	Telfair	15,965	22,614.02	34,275.31	Annual	40	1
	Union	22,928	14.34	18.54	Hourly	40	4
<b>E</b>	Bacon	11,372	30,888.00	31,678.00	Annual	40	1
	Charlton	12,497	18.43	19.20	Hourly	40	2
	Crawford	12,322	14.27	20.17	Hourly	40	1
	Dooly	13,763	13.67	13.67	Hourly	40	1
	Heard	11,487	13.50	18.00	Hourly	40	1
	Jeff Davis	14,877	10.00	13.00	Hourly	40	1
	McIntosh	13,927	14.34	17.91	Hourly	40	3
<b>F</b>	Jenkins	8,849	25,000.00	35,000.00	Annual	40	1
	Taylor	8,232	24,354.00	37,057.00	Annual	40	1
	Treutlen	6,637	10.00	12.00	Hourly	40	2
	Twiggs	8,171	8.29	21.21	Hourly	40	2
	Warren	5,442	7.25	15.32	Hourly	40	1

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

## ◆ Heavy Equipment Operator

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	24	30,478	38,896	51,599	73,081	478
<b>B</b>	13	29,675	35,360	44,855	55,078	154
<b>C</b>	25	25,783	36,858	40,699	57,117	233
<b>D</b>	21	26,169	33,592	37,137	51,064	152
<b>E</b>	15	23,827	34,965	32,938	41,954	83
<b>F</b>	18	23,248	29,224	32,190	55,536	66
<b>Total/Avg</b>	<b>116</b>	<b>26,530</b>	<b>34,816</b>	<b>39,903</b>	<b>55,638</b>	<b>1166</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	7
	Augusta/Richmond	201,647	24,979.70	73,081.08	Annual	37.5	31
	Bartow	103,807	13.39	20.69	Hourly	40	10
	Carroll	116,261	14.63	23.88	Hourly	40	14
	Chatham	289,082	28,125.00	50,907.00	Annual	40	17
	Cherokee	241,689	28,162.00	41,579.00	Annual	40	6
	Clayton	279,462	30,911.00	48,948.00	Annual	40	1
	Cobb	748,150	28,558.00	44,179.00	Annual	40	10
	Columbia	147,450	14.51	21.77	Hourly	40	9
	Columbus/Muscogee	197,485	32,786.00	49,887.00	Annual	40	22
	Coweta	140,526	16.23	31.75	Hourly	40	13
	DeKalb	740,321	34,959.00	54,186.00	Annual	40	92
	Douglas	142,224	14.05	28.75	Hourly	40	6
	Fayette	111,627	31,688.57	55,917.98	Annual	40	21
	Forsyth	221,009	31,604.00	49,170.00	Annual	40	10
	Fulton	1,023,336	36,669.00	55,003.00	Annual	40	18
	Gwinnett	907,135	18.70	29.92	Hourly	40	15
	Hall	196,637	16.61	26.16	Hourly	40	39
	Henry	221,768	25,004.51	46,146.26	Annual	40	39
	Houston	152,122	15.15	28.34	Hourly	40	20
Lowndes	114,628	15.77	23.77	Hourly	40	4	
Macon-Bibb	152,760	27,310.00	45,531.00	Annual	40	42	

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Newton	106,999	22,360.00	41,995.00	Annual	40	17
	Paulding	155,825	13.08	20.15	Hourly	40	15
	Barrow	77,126	14.18	21.27	Hourly	40	9
	Camden	53,008	12.40	17.07	Hourly	40	12
	Catoosa	66,398	13.91	19.51	Hourly	40	10
	Dougherty	90,017	25,295.00	43,460.00	Annual	40	15
	Floyd	96,560	12.38	19.56	Hourly	40	18
	Glynn	84,502	13.82	24.20	Hourly	40	20
	Gordon	56,904	14.94	21.65	Hourly	40	6
	Jackson	64,615	16.04	22.46	Hourly	40	5
	Liberty	62,570	15.38	26.48	Hourly	40	9
	Rockdale	89,355	13.47	21.91	Hourly	40	3
	Spalding	64,806	16.30	26.18	Hourly	40	13
	Walker	67,896	17.00	17.00	Hourly	40	20
C	Walton	90,184	28,049.00	46,092.00	Annual	40	14
	Baldwin	45,144	28,260.00	42,833.00	Annual	40	3
	Bryan	36,230	14.50	18.00	Hourly	40	3
	Coffee	43,012	11.62	16.20	Hourly	40	2
	Colquitt	45,708	24,440.00	35,859.00	Annual	40	10
	Decatur	26,822	11.42	21.42	Hourly	40	13
	Habersham	44,246	12.08	21.82	Hourly	40	8
	Haralson	29,042	11.25	15.25	Hourly	40	3
	Harris	33,652	17.72	27.46	Hourly	40	7
	Hart	25,553	14.54	22.09	Hourly	40	7
	Jones	28,623	8.48	12.25	Hourly	40	14
	Lee	29,337	10.65	22.12	Hourly	40	19
	Lumpkin	31,445	16.22	25.96	Hourly	40	3
	Madison	28,824	10.00	18.00	Hourly	40	21
	Murray	39,315	11.50	18.38	Hourly	40	11
	Oconee	36,838	34,969.00	50,705.00	Annual	40	3
Peach	26,655	22,969.00	36,254.00	Annual	40	4	
Pickens	30,832	27,153.80	32,277.33	Annual	40	3	
Polk	41,776	11.13	24.96	Hourly	40	15	
Sumter	30,389	12.89	23.89	Hourly	40	3	
Tattnall	25,092	12.00	20.00	Hourly	40	17	
Thomas	45,248	26,125.00	26,125.00	Annual	40	7	
Toombs	27,196	9.50	15.64	Hourly	40	19	
Ware	35,738	10.41	15.83	Hourly	40	13	
Wayne	30,104	24,164.38	42,640.72	Annual	40	14	

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>D</b>	White	28,884	13.56	21.68	Hourly	40	11
	Appling	18,428	16.15	17.13	Hourly	40	2
	Banks	18,397	32,837.00	43,809.00	Annual	40	6
	Berrien	18,993	10.00	20.00	Hourly	40	16
	Brooks	15,687	9.88	13.39	Hourly	40	9
	Burke	22,688	14.37	23.65	Hourly	40	14
	Dawson	23,604	15.84	24.55	Hourly	40	3
	Dodge	20,563	9.00	14.80	Hourly	40	6
	Elbert	19,143	12.00	16.00	Hourly	40	10
	Emanuel	22,635	11.00	14.50	Hourly	40	18
	Greene	17,003	12.35	19.82	Hourly	40	1
	Jefferson	15,916	15.00	18.61	Hourly	40	4
	Lamar	18,469	14.50	15.45	Hourly	40	3
	Meriwether	21,074	15.00	17.50	Hourly	40	5
	Mitchell	22,459	10.00	15.45	Hourly	40	11
	Morgan	18,170	10.99	20.99	Hourly	40	2
	Pierce	19,171	11.00	12.00	Hourly	40	9
	Putnam	21,477	14.50	14.50	Hourly	40	2
	Rabun	16,559	26,528.00	40,208.00	Annual	40	4
	Telfair	15,965	9.85	14.93	Hourly	40	10
Union	22,928	11.96	19.25	Hourly	40	5	
Washington	20,457	12.28	22.03	Hourly	40	12	
<b>E</b>	Bacon	11,372	22,068.00	29,702.00	Annual	40	9
	Bleckley	12,970	16.81	19.96	Hourly	40	2
	Candler	10,910	11.36	15.30	Hourly	40	10
	Charlton	12,497	15.24	17.16	Hourly	40	4
	Crawford	12,322	14.27	20.17	Hourly	40	5
	Cusseta-Chattahooche	10,922	16,000.00	29,000.00	Annual	40	2
	Dooly	13,763	12.18	19.40	Hourly	40	8
	Early	10,339	10.56	15.32	Hourly	40	5
	Evans	10,670	10.91	15.27	Hourly	40	4
	Heard	11,487	13.00	15.84	Hourly	40	3
	Jeff Davis	14,877	10.50	15.50	Hourly	40	10
	Lanier	10,399	8.00	15.54	Hourly	40	6
	Macon	13,450	9.27	11.18	Hourly	40	5
	McIntosh	13,927	11.00	12.67	Hourly	40	2
Screven	14,044	10.43	16.00	Hourly	40	8	
<b>F</b>	Atkinson	8,273	9.50	16.50	Hourly	40	1
	Clinch	6,829	9.40	16.51	Hourly	40	7

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Georgetown-Quitman	2,335	10.00	15.00	Hourly	40	3
	Glascock	3,006	12.00	18.00	Hourly	40	1
	Jenkins	8,849	10.50	16.00	Hourly	40	6
	Lincoln	7,828	10.00	11.22	Hourly	40	3
	Montgomery	9,060	11.61	11.61	Hourly	40	3
	Randolph	7,177	13.80	14.29	Hourly	40	2
	Schley	5,098	10.00	13.39	Hourly	40	10
	Seminole	8,468	12.93	13.61	Hourly	40	3
	Talbot	6,171	12.00	12.60	Hourly	40	2
	Taliaferro	1,593	13.87	17.88	Hourly	40	2
	Taylor	8,232	22,063.00	33,572.00	Annual	40	1
	Turner	8,030	11.62	17.61	Hourly	40	1
	Twiggs	8,171	8.29	15.50	Hourly	40	11
	Webster Unified	2,599	13.01	13.01	Hourly	40	2
	Wilkes	9,805	8.00	13.00	Hourly	40	2
	Wilkinson	9,104	14.05	26.70	Hourly	40	6

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

## ◆ Laborer

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	12	23,846	28,708	37,486	44,616	378
<b>B</b>	8	21,724	28,080	34,472	42,619	75
<b>C</b>	18	21,524	28,246	32,208	47,067	72
<b>D</b>	16	21,660	27,040	30,412	51,469	123
<b>E</b>	7	18,622	21,736	26,094	31,325	37
<b>F</b>	11	20,403	30,014	25,402	30,014	38
<b>Total/Avg</b>	<b>72</b>	<b>21,297</b>	<b>27,304</b>	<b>31,012</b>	<b>41,185</b>	<b>723</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	19,952.03	33,839.18	Annual	40	1
	Bartow	103,807	11.54	16.16	Hourly	40	13
	Chatham	289,082	22,984.00	37,924.00	Annual	40	14
	Cherokee	241,689	21,634.00	25,529.00	Annual	40	21
	DeKalb	740,321	25,383.00	39,344.00	Annual	40	235
	Douglas	142,224	10.48	21.45	Hourly	40	3
	Fayette	111,627	28,708.28	43,683.04	Annual	40	1
	Gwinnett	907,135	13.37	20.72	Hourly	40	16
	Henry	221,768	22,124.75	33,187.28	Annual	40	14
	Houston	152,122	11.96	19.16	Hourly	40	8
	Macon-Bibb	152,760	23,358.00	38,938.00	Annual	40	45
	Paulding	155,825	11.31	17.41	Hourly	40	7
	<b>B</b>	Catoosa	66,398	10.00	18.24	Hourly	40
Dougherty		90,017	17,121.00	25,410.00	Annual	40	10
Floyd		96,560	9.18	14.47	Hourly	40	1
Glynn		84,502	10.54	16.87	Hourly	40	18
Gordon		56,904	8.33	14.61	Hourly	40	10
Liberty		62,570	12.01	19.69	Hourly	40	6
Rockdale		89,355	11.76	20.49	Hourly	40	13
Walker		67,896	13.50	16.00	Hourly	40	3
<b>C</b>	Baldwin	45,144	24,369.00	36,935.00	Annual	40	1
	Bryan	36,230	10.00	16.00	Hourly	40	10

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

## ◆ Laborer

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Coffee	43,012	10.56	15.06	Hourly	40	8
	Habersham	44,246	10.43	14.51	Hourly	40	1
	Haralson	29,042	13.50	14.75	Hourly	40	6
	Harris	33,652	10.36	20.10	Hourly	40	2
	Hart	25,553	8.09	12.31	Hourly	40	2
	Jones	28,623	8.82	10.54	Hourly	40	7
	Lumpkin	31,445	13.58	21.73	Hourly	40	4
	Oconee	36,838	23,302.00	33,788.00	Annual	40	2
	Peach	26,655	19,059.00	30,101.00	Annual	40	2
	Pickens	30,832	12.12	15.91	Hourly	40	5
	Polk	41,776	9.12	15.96	Hourly	40	3
	Tattnall	25,092	8.00	11.50	Hourly	40	2
	Toombs	27,196	9.46	9.46	Hourly	40	1
	Ware	35,738	9.00	12.00	Hourly	40	2
	Wayne	30,104	20,836.86	47,067.37	Annual	40	12
	White	28,884	11.13	17.79	Hourly	40	2
<b>D</b>	Berrien	18,993	10.00	13.00	Hourly	40	11
	Brooks	15,687	8.44	10.08	Hourly	40	4
	Burke	22,688	9.60	14.55	Hourly	40	6
	Chattooga	24,824	11.00	15.00	Hourly	40	6
	Crisp	22,721	25,002.00	33,728.00	Annual	40	11
	Dodge	20,563	8.00	13.00	Hourly	40	2
	Fannin	24,900	12.00	16.00	Hourly	40	40
	Greene	17,003	10.66	16.85	Hourly	40	5
	Lamar	18,469	11.46	14.65	Hourly	40	3
	Meriwether	21,074	13.00	15.00	Hourly	40	4
	Mitchell	22,459	10.00	12.00	Hourly	40	6
	Morgan	18,170	10.22	15.37	Hourly	40	1
	Pierce	19,171	10.00	11.00	Hourly	40	1
	Rabun	16,559	22,875.00	51,469.00	Annual	40	13
	Union	22,928	10.22	17.48	Hourly	40	8
	Washington	20,457	9.00	9.00	Hourly	40	2
<b>E</b>	Crawford	12,322	9.15	12.93	Hourly	40	1
	Cusseta-Chattahoochee	10,922	14,000.00	21,000.00	Annual	40	8
	Dooly	13,763	10.15	12.55	Hourly	40	6
	Early	10,339	8.68	12.59	Hourly	40	2
	Heard	11,487	8.50	15.00	Hourly	40	9
	Macon	13,450	9.01	9.59	Hourly	40	2
	McIntosh	13,927	10.45	15.06	Hourly	40	9

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

◆ Laborer

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Calhoun	6,324	10.00	12.00	Hourly	40	5
	Georgetown-Quitman	2,335	7.50	11.00	Hourly	40	4
	Glascock	3,006	9.27	13.91	Hourly	40	1
	Jenkins	8,849	9.00	11.00	Hourly	40	4
	Lincoln	7,828	10.20	11.22	Hourly	40	4
	Montgomery	9,060	10.00	10.00	Hourly	40	1
	Schley	5,098	14.43	14.43	Hourly	40	1
	Seminole	8,468	9.00	12.21	Hourly	40	8
	Talbot	6,171	10.00	13.56	Hourly	40	3
	Webster Unified	2,599	10.50	13.01	Hourly	40	2
	Wilkes	9,805	8.00	12.00	Hourly	40	5

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

## ◆ Landfill Inmate Supervisor

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	3	37,390	38,021	57,908	59,711	3
<b>B</b>	1	31,262	31,262	43,763	43,763	2
<b>C</b>	1	24,274	24,274	45,011	45,011	1
<b>D</b>	1	24,980	24,980	31,934	31,934	9
<b>Total/Avg</b>	<b>6</b>	<b>29,477</b>	<b>29,634</b>	<b>44,654</b>	<b>45,105</b>	<b>15</b>

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

### Population Group Data

Group	Jurisdiction	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	37,708.00	59,711.00	Annual	40	1
	Columbus/Muscogee	197,485	38,021.00	57,854.00	Annual	40	1
	Paulding	155,825	17.52	27.00	Hourly	40	1
<b>B</b>	Jackson	64,615	15.03	21.04	Hourly	40	2
<b>C</b>	Sumter	30,389	11.67	21.64	Hourly	40	1
<b>D</b>	Crisp	22,721	24,980.00	31,934.00	Annual	40	9

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

## ◆ Landfill Manager, Certified

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	49,644	63,672	75,920	99,798	11
<b>B</b>	3	48,548	78,000	56,969	78,000	6
<b>C</b>	4	40,977	53,045	46,593	53,045	5
<b>D</b>	7	36,060	49,192	46,592	71,843	8
<b>E</b>	1	26,840	26,840	37,580	37,580	1
<b>F</b>	2	26,437	29,994	36,632	43,264	2
<b>Total/Avg</b>	<b>28</b>	<b>38,084</b>	<b>50,124</b>	<b>50,048</b>	<b>63,922</b>	<b>33</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	52,104.00	83,366.00	Annual	40	1
	Augusta/Richmond	201,647	37,132.25	59,105.60	Annual	37.5	1
	Bartow	103,807	18.91	26.48	Hourly	40	1
	Clayton	279,462	58,974.00	93,385.00	Annual	40	1
	Columbus/Muscogee	197,485	51,135.00	77,808.00	Annual	40	1
	DeKalb	740,321	62,888.00	97,476.00	Annual	40	1
	Douglas	142,224	15.49	31.70	Hourly	40	1
	Hall	196,637	63,672.18	63,672.18	Annual	40	1
	Houston	152,122	23.32	37.29	Hourly	40	1
	Macon-Bibb	152,760	59,925.00	99,798.00	Annual	40	1
	Paulding	155,825	40,199.81	61,933.39	Annual	40	1
<b>B</b>	Catoosa	66,398	17.00	18.00	Hourly	40	2
	Dougherty	90,017	32,284.00	55,467.00	Annual	40	3
	Walker	67,896	78,000.00	78,000.00	Annual	40	1
<b>C</b>	Colquitt	45,708	41,558.00	41,558.00	Annual	40	1
	Decatur	26,822	53,044.94	53,044.94	Annual	40	1
	Habersham	44,246	13.32	24.12	Hourly	40	2
	Toombs	27,196	20.00	20.00	Hourly	40	1
	<b>D</b>	Appling	18,428	23.65	24.36	Hourly	40
	Brooks	15,687	11.06	14.59	Hourly	40	1
	Burke	22,688	22.79	34.54	Hourly	40	1
	Cook	17,167	14.04	14.04	Hourly	40	1

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

## ◆ Landfill Manager, Certified

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	15.00	16.50	Hourly	40	2
	Rabun	16,559	43,469.00	65,885.00	Annual	40	1
	Telfair	15,965	28,947.86	43,875.30	Annual	40	1
<b>E</b>	Evans	10,670	11.47	16.06	Hourly	45	1
<b>F</b>	Jenkins	8,849	22,880.00	30,000.00	Annual	40	1
	Warren	5,442	14.42	20.80	Hourly	40	1

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

## ◆ Light Equipment Operator

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	27,324	29,725	42,864	46,104	261
<b>B</b>	7	26,496	32,157	39,949	46,571	41
<b>C</b>	16	23,692	29,973	35,431	47,965	93
<b>D</b>	11	25,529	31,595	33,866	41,766	76
<b>E</b>	7	20,773	24,107	26,113	33,613	25
<b>F</b>	11	19,705	24,066	27,933	41,434	32
<b>Total/Avg</b>	<b>63</b>	<b>23,920</b>	<b>28,604</b>	<b>34,359</b>	<b>42,909</b>	<b>528</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	25,120.00	41,448.00	Annual	40	30
	Cherokee	241,689	28,121.00	38,367.00	Annual	40	10
	Clayton	279,462	25,340.00	44,317.00	Annual	40	12
	Cobb	748,150	28,815.00	46,104.00	Annual	40	32
	Columbia	147,450	11.94	17.91	Hourly	40	11
	DeKalb	740,321	28,575.00	44,292.00	Annual	40	101
	Forsyth	221,009	28,976.00	44,912.00	Annual	40	14
	Gwinnett	907,135	13.37	20.72	Hourly	40	16
	Houston	152,122	13.46	21.55	Hourly	40	16
	Lowndes	114,628	14.29	21.53	Hourly	40	7
	Macon-Bibb	152,760	25,251.00	42,099.00	Annual	40	12
<b>B</b>	Dougherty	90,017	22,943.00	34,052.00	Annual	40	5
	Floyd	96,560	11.11	17.51	Hourly	40	6
	Glynn	84,502	13.16	21.06	Hourly	40	6
	Gordon	56,904	12.51	18.13	Hourly	40	10
	Jackson	64,615	15.46	21.65	Hourly	40	4
	Spalding	64,806	14.35	22.39	Hourly	40	4
	Walton	90,184	24,031.00	36,046.00	Annual	40	6
<b>C</b>	Baldwin	45,144	24,369.00	36,935.00	Annual	40	1
	Coffee	43,012	9.84	14.33	Hourly	40	6
	Habersham	44,246	12.08	18.15	Hourly	40	11
	Harris	33,652	13.22	20.49	Hourly	40	6

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hart	25,553	13.20	20.06	Hourly	40	4
	Lumpkin	31,445	14.41	23.06	Hourly	40	4
	Oconee	36,838	28,265.00	45,873.00	Annual	40	11
	Pickens	30,832	10.45	12.74	Hourly	40	6
	Polk	41,776	9.59	16.77	Hourly	40	11
	Sumter	30,389	11.67	21.64	Hourly	40	2
	Tattnall	25,092	10.00	15.00	Hourly	40	3
	Thomas	45,248	23,962.00	23,962.00	Annual	40	13
	Toombs	27,196	8.57	10.35	Hourly	40	2
	Ware	35,738	9.58	10.41	Hourly	40	5
	Wayne	30,104	21,891.73	38,630.38	Annual	40	7
	White	28,884	12.29	19.64	Hourly	40	1
<b>D</b>	Appling	18,428	10.00	14.44	Hourly	40	22
	Burke	22,688	12.01	18.20	Hourly	40	13
	Chattooga	24,824	13.00	14.10	Hourly	40	7
	Cook	17,167	12.14	15.90	Hourly	40	4
	Dawson	23,604	12.95	20.08	Hourly	40	3
	Franklin	22,320	11.00	15.09	Annual	40	9
	Greene	17,003	11.42	18.54	Hourly	40	5
	Lamar	18,469	15.19	15.45	Hourly	40	2
	Meriwether	21,074	13.00	15.00	Hourly	40	5
	Morgan	18,170	10.22	16.45	Hourly	40	4
	Putnam	21,477	14.08	15.85	Hourly	40	2
<b>E</b>	Bacon	11,372	20,800.00	23,337.00	Annual	40	5
	Bleckley	12,970	10.00	16.16	Hourly	40	4
	Charlton	12,497	11.59	12.30	Hourly	40	2
	Early	10,339	9.39	13.62	Hourly	40	8
	Jeff Davis	14,877	9.00	11.75	Hourly	40	2
	Macon	13,450	9.50	9.50	Hourly	40	1
	Screven	14,044	10.43	13.33	Hourly	40	3
<b>F</b>	Clinch	6,829	8.26	14.52	Hourly	40	2
	Georgetown-Quitman	2,335	8.50	11.50	Hourly	40	4
	Montgomery	9,060	10.62	10.62	Hourly	40	2
	Randolph	7,177	9.29	12.95	Hourly	40	6
	Seminole	8,468	10.00	14.56	Hourly	40	5
	Treutlen	6,637	9.00	11.00	Hourly	40	4
	Turner	8,030	10.52	15.95	Hourly	40	1
	Warren	5,442	7.25	11.50	Hourly	40	1
	Webster Unified	2,599	11.20	11.20	Hourly	40	1

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wilkes	9,805	8.00	14.00	Hourly	40	1
	Wilkinson	9,104	11.57	19.92	Hourly	40	5

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

## ◆ Maintenance Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	14	50,343	82,733	78,720	96,267	28
<b>B</b>	10	46,994	57,977	66,726	86,048	9
<b>C</b>	19	37,869	62,275	52,293	85,132	21
<b>D</b>	11	40,396	50,496	49,657	71,843	11
<b>E</b>	5	31,990	40,518	40,397	51,106	6
<b>F</b>	4	26,668	34,144	35,756	51,750	4
<b>Total/Avg</b>	<b>63</b>	<b>39,044</b>	<b>54,691</b>	<b>53,925</b>	<b>73,691</b>	<b>79</b>

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

### Population Group Data

Group	Jurisdiction	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	53,651.30	76,900.61	Annual	37.5	1
	Bartow	103,807	28.08	39.31	Annual	40	1
	Carroll	116,261	45,267.25	74,029.93	Annual	40	2
	Chatham	289,082	50,223.00	82,868.00	Annual	40	4
	Clayton	279,462	48,344.00	76,552.00	Annual	40	2
	Cobb	748,150	51,293.00	81,910.00	Annual	40	3
	Columbus/Muscogee	197,485	34,445.00	52,413.00	Annual	40	1
	Douglas	142,224	21.79	44.60	Hourly	40	1
	Fayette	111,627	42,617.60	96,266.80	Annual	40	2
	Forsyth	221,009	48,544.00	75,243.00	Annual	40	1
	Fulton	1,023,336	42,803.00	64,204.00	Annual	40	4
	Gwinnett	907,135	25.31	41.76	Hourly	40	4
	Hall	196,637	82,733.30	82,733.30	Annual	40	1
	Houston	152,122	23.32	37.29	Hourly	40	1
<b>B</b>	Catoosa	66,398	43,500.00	43,500.00	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
	Glynn	84,502	19.06	30.49	Annual	40	1
	Gordon	56,904	46,189.00	66,973.00	Annual	40	1
	Jackson	64,615	52,853.00	79,280.00	Annual	40	1
	Liberty	62,570	21.73	35.61	Hourly	40	1
Spalding	64,806	47,048.00	73,379.00	Annual	40	1	

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

## ◆ Maintenance Superintendent

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Walker	67,896	20.00	20.00	Hourly	40	1
	Walton	90,184	46,800.00	70,201.00	Annual	40	0
	Baldwin	45,144	51,115.00	77,474.00	Annual	40	1
	Bryan	36,230	35,000.00	45,000.00	Annual	40	1
	Colquitt	45,708	58,000.00	58,000.00	Annual	40	1
	Decatur	26,822	19.06	19.06	Hourly	40	1
	Habersham	44,246	49,330.00	68,591.00	Annual	40	1
	Harris	33,652	861.60	1,335.20	Annual	40	1
	Jones	28,623	14.69	23.99	Hourly	40	1
	Lee	29,337	39,774.19	61,649.99	Annual	40	1
	Lumpkin	31,445	40,297.00	66,490.00	Annual	40	1
	Madison	28,824	11.85	14.00	Hourly	40	1
	Murray	39,315	16.18	25.87	Annual	40	1
	Oconee	36,838	38,303.00	55,541.00	Annual	40	1
	Sumter	30,389	18.21	33.76	Hourly	40	1
	Tattnell	25,092	14.00	19.00	Hourly	40	1
	Thomas	45,248	62,275.00	62,275.00	Annual	40	1
	Toombs	27,196	19.50	19.50	Hourly	40	1
	Ware	35,738	14.00	19.00	Hourly	40	1
	Wayne	30,104	48,244.05	85,131.97	Annual	40	3
White	28,884	31,135.00	49,775.00	Annual	40	1	
D	Banks	18,397	50,496.00	68,530.00	Annual	40	1
	Brooks	15,687	38,249.91	51,140.62	Annual	40	1
	Burke	22,688	22.79	34.54	Hourly	40	1
	Chattooga	24,824	45,900.00	45,900.00	Annual	40	1
	Crisp	22,721	47,500.00	47,500.00	Annual	40	1
	Emanuel	22,635	17.13	17.13	Hourly	40	1
	Greene	17,003	16.08	26.02	Hourly	40	1
	Lamar	18,469	41,200.00	41,200.00	Annual	40	1
	Meriwether	21,074	15.00	19.00	Hourly	40	1
	Putnam	21,477	18.93	18.93	Hourly	40	1
E	Rabun	16,559	33,958.00	51,469.00	Annual	40	1
	Charlton	12,497	15.22	15.22	Hourly	40	1
	Crawford	12,322	17.39	24.57	Hourly	40	2
	Early	10,339	13.90	20.16	Hourly	40	1
	Evans	10,670	22,692.80	36,769.92	Annual	40	1
F	Macon	13,450	19.48	19.48	Hourly	40	1
	Jenkins	8,849	12.00	16.00	Hourly	40	1
	Randolph	7,177	13.26	13.26	Hourly	40	1

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

## ◆ Maintenance Superintendent

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	19,988.00	30,414.00	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.

## ◆ 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>	22	27,141	37,918	47,466	76,901	574
<b>B</b>	12	27,233	34,570	44,854	57,866	72
<b>C</b>	17	24,674	31,637	37,854	57,283	68
<b>D</b>	16	24,857	32,000	35,547	49,192	52
<b>E</b>	5	27,718	32,760	32,804	38,950	10
<b>F</b>	5	24,178	33,280	28,866	37,814	5
<b>Total/Avg</b>	<b>77</b>	<b>25,967</b>	<b>33,694</b>	<b>37,899</b>	<b>53,001</b>	<b>781</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	76,900.61	Annual	37.5	19
	Bartow	103,807	12.13	18.74	Hourly	40	3
	Carroll	116,261	12.55	26.19	Hourly	40	10
	Chatham	289,082	24,393.00	50,907.00	Annual	40	40
	Cherokee	241,689	31,200.00	46,808.00	Annual	40	7
	Clayton	279,462	30,911.00	59,711.00	Annual	40	19
	Cobb	748,150	21,320.00	32,323.00	Annual	40	8
	Columbia	147,450	11.37	17.06	Hourly	40	48
	Columbus/Muscogee	197,485	24,378.00	37,094.00	Annual	40	34
	Coweta	140,526	18.23	28.26	Hourly	40	12
	DeKalb	740,321	25,383.00	39,344.00	Annual	40	235
	Fayette	111,627	28,708.28	43,683.04	Annual	40	7
	Forsyth	221,009	27,663.00	42,878.00	Annual	40	6
	Fulton	1,023,336	26,931.00	40,397.00	Annual	40	18
	Gwinnett	907,135	15.78	25.25	Hourly	40	63
	Hall	196,637	12.57	24.92	Hourly	40	1
	Henry	221,768	27,884.48	50,465.94	Annual	40	19
	Houston	152,122	14.00	30.65	Hourly	40	6
	Macon-Bibb	152,760	23,358.00	38,938.00	Annual	40	6
Newton	106,999	22,360.00	33,550.00	Annual	40	6	
Paulding	155,825	13.08	20.15	Hourly	40	1	

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

## ◆ Maintenance Worker

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>	Barrow	77,126	14.18	21.27	Hourly	40	1
	Camden	53,008	14.09	19.71	Hourly	40	3
	Catoosa	66,398	12.00	15.45	Hourly	40	5
	Dougherty	90,017	18,875.00	47,915.00	Annual	40	10
	Effingham	58,712	27,359.60	38,303.44	Annual	40	2
	Glynn	84,502	14.47	25.25	Hourly	40	11
	Gordon	56,904	11.30	16.38	Hourly	40	2
	Jackson	64,615	16.62	23.27	Hourly	40	3
	Liberty	62,570	15.38	27.82	Hourly	40	5
	Rockdale	89,355	10.28	16.73	Hourly	40	14
	Spalding	64,806	16.30	25.42	Hourly	40	5
	Walton	90,184	21,352.00	54,128.04	Annual	40	11
	<b>C</b>	Baldwin	45,144	24,369.00	42,833.00	Annual	40
Bryan		36,230	11.00	15.00	Hourly	40	4
Colquitt		45,708	24,440.00	27,211.00	Annual	40	1
Decatur		26,822	10.82	16.00	Hourly	40	7
Habersham		44,246	13.32	20.35	Hourly	40	4
Harris		33,652	13.88	24.91	Hourly	40	2
Jones		28,623	11.61	14.44	Hourly	40	4
Lee		29,337	10.65	16.50	Hourly	40	2
Lumpkin		31,445	13.58	27.54	Hourly	40	3
Murray		39,315	12.68	20.27	Hourly	40	2
Oconee		36,838	31,637.00	45,873.00	Annual	40	3
Peach		26,655	19,059.00	30,101.00	Annual	40	7
Pickens		30,832	25,215.00	38,367.60	Annual	40	1
Polk		41,776	10.59	19.46	Hourly	40	3
Thomas		45,248	26,853.00	26,853.00	Annual	40	4
Toombs		27,196	10.58	10.58	Hourly	40	1
White		28,884	10.08	22.78	Hourly	40	6
<b>D</b>	Banks	18,397	30,049.00	39,905.00	Annual	40	2
	Berrien	18,993	32,000.00	45,000.00	Annual	40	2
	Brooks	15,687	10.56	14.07	Hourly	40	3
	Burke	22,688	10.79	23.65	Hourly	40	7
	Chattooga	24,824	11.00	15.50	Hourly	40	6
	Crisp	22,721	23,566.00	27,387.00	Annual	40	2
	Elbert	19,143	11.00	20.21	Hourly	40	4
	Emanuel	22,635	12.50	12.50	Hourly	40	1
	Fannin	24,900	12.00	19.09	Hourly	40	4
	Greene	17,003	12.98	21.03	Hourly	40	1

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

## ◆ Maintenance Worker

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	11.00	16.00	Hourly	40	1
	Lamar	18,469	10.00	12.36	Hourly	40	2
	Meriwether	21,074	15.00	19.00	Hourly	40	3
	Morgan	18,170	10.22	15.37	Hourly	40	4
	Pierce	19,171	12.00	14.00	Hourly	40	1
	Rabun	16,559	22,875.00	34,671.00	Annual	40	9
<b>E</b>	Bacon	11,372	32,760.00	33,571.00	Annual	40	1
	Bleckley	12,970	14.00	14.00	Hourly	40	1
	Crawford	12,322	9.86	14.27	Hourly	40	1
	Dooly	13,763	12.02	15.72	Hourly	40	6
	Screven	14,044	31,200.00	38,950.00	Annual	40	1
<b>F</b>	Atkinson	8,273	10.00	12.50	Hourly	40	1
	Talbot	6,171	12.00	12.60	Hourly	40	1
	Turner	8,030	11.62	17.61	Hourly	40	1
	Twiggs	8,171	16.00	18.18	Hourly	40	1
	Webster Unified	2,599	8.50	8.50	Hourly	40	1

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

## ◆ Meter Reader

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	27,462	30,162	44,202	53,393	77
<b>B</b>	3	23,860	24,461	47,960	61,256	17
<b>C</b>	4	24,476	32,240	33,954	39,520	10
<b>E</b>	1	19,000	19,000	21,000	21,000	4
<b>F</b>	2	21,403	24,960	29,266	29,578	3
<b>Total/Avg</b>	<b>21</b>	<b>23,240</b>	<b>26,164</b>	<b>35,276</b>	<b>40,949</b>	<b>111</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	27,387.00	43,819.00	Annual	40	3
	Augusta/Richmond	201,647	26,112.56	53,392.53	Annual	37.5	16
	Bartow	103,807	12.13	16.98	Hourly	40	7
	Cobb	748,150	28,815.00	46,104.00	Annual	40	19
	DeKalb	740,321	26,979.00	41,818.00	Annual	40	9
	Fayette	111,627	30,161.63	50,658.93	Annual	40	3
	Forsyth	221,009	27,663.00	46,949.00	Annual	40	6
	Fulton	1,023,336	30,116.00	45,175.00	Annual	40	0
	Houston	152,122	11.53	18.41	Hourly	40	4
	Lowndes	114,628	14.29	21.53	Hourly	40	1
	Paulding	155,825	12.46	19.19	Hourly	40	9
<b>B</b>	Floyd	96,560	11.74	18.53	Hourly	40	4
	Rockdale	89,355	11.76	29.45	Hourly	40	4
	Walton	90,184	22,692.00	44,083.00	Annual	40	9
<b>C</b>	Baldwin	45,144	25,602.00	38,805.00	Annual	40	3
	Bryan	36,230	15.50	19.00	Hourly	40	3
	Harris	33,652	11.42	17.70	Hourly	40	3
	Jones	28,623	7.84	9.94	Hourly	40	1
<b>E</b>	Cusseta-Chattahoochee	10,922	19,000.00	21,000.00	Annual	40	4
<b>F</b>	Talbot	6,171	12.00	13.92	Hourly	40	2
	Twiggs	8,171	8.58	14.22	Hourly	40	1

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

## ◆ Public Works Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	13	74,799	137,692	112,899	195,805	35
<b>B</b>	9	62,908	77,813	91,620	127,504	10
<b>C</b>	18	51,809	75,881	73,328	115,010	17
<b>D</b>	17	44,029	91,025	53,309	98,593	17
<b>E</b>	3	38,897	62,732	45,832	62,732	2
<b>F</b>	8	35,720	57,630	46,866	81,848	8
<b>Total/Avg</b>	<b>68</b>	<b>51,361</b>	<b>83,796</b>	<b>70,642</b>	<b>113,582</b>	<b>89</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	56,448.21	89,608.24	Annual	37.5	10
	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	39,390.00	82,868.00	Annual	40	7
	Clayton	279,462	48,344.00	76,552.00	Annual	40	1
	Cobb	748,150	56,814.00	90,901.00	Annual	40	8
	Fayette	111,627	85,085.82	129,468.14	Annual	40	1
	Fulton	1,023,336	71,697.00	107,545.00	Annual	40	1
	Gwinnett	907,135	115,179.00	195,805.00	Annual	40	1
	Hall	196,637	137,692.10	137,692.10	Annual	40	1
	Houston	152,122	41.95	67.17	Hourly	40	1
	Lowndes	114,628	40.32	60.74	Annual	40	1
<b>B</b>	Camden	53,008	49,200.00	73,700.00	Annual	40	1
	Catoosa	66,398	61,739.00	61,739.00	Annual	40	1
	Dougherty	90,017	55,217.00	94,868.00	Annual	40	2
	Floyd	96,560	61,644.70	97,775.34	Annual	40	1
	Glynn	84,502	37.07	59.30	Annual	40	1
	Gordon	56,904	70,588.00	102,352.00	Annual	40	1
	Liberty	62,570	37.41	61.30	Hourly	40	1
	Walker	67,896	52,000.00	52,000.00	Annual	40	1
	Walton	90,184	60,864.00	91,296.00	Annual	40	1

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

## ◆ Public Works Superintendent

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	75,881.00	115,010.00	Annual	40	1	
	Bryan	36,230	55,000.00	75,000.00	Annual	40	1	
	Coffee	43,012	41,230.83	51,612.37	Annual	40	1	
	Decatur	26,822	61,742.72	61,742.72	Annual	40	1	
	Habersham	44,246	65,478.00	91,669.00	Annual	40	1	
	Harris	33,652	904.40	1,401.96	Annual	40	1	
	Jones	28,623	25.43	26.45	Hourly	40	1	
	Lee	29,337	50,763.07	100,421.34	Annual	40	0	
	Madison	28,824	18.85	23.00	Hourly	40	1	
	Murray	39,315	27.48	43.93	Annual	40	1	
	Oconee	36,838	66,640.00	96,628.00	Annual	40	1	
	Pickens	30,832	45,607.02	69,396.48	Annual	40	1	
	Polk	41,776	19.22	33.65	Hourly	40	1	
	Sumter	30,389	46,146.49	85,553.01	Annual	40	1	
	Thomas	45,248	72,511.00	72,511.00	Annual	40	1	
	Ware	35,738	26.18	26.18	Annual	40	1	
	Wayne	30,104	55,948.31	98,726.99	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
Berrien		18,993	35,000.00	65,000.00	Annual	40	1	
Brooks		15,687	38,249.91	51,140.62	Annual	40	1	
Burke		22,688	28.80	43.66	Hourly	40	1	
Chattooga		24,824	62,000.00	62,000.00	Annual	40	1	
Cook		17,167	53,664.52	53,664.52	Annual	40	1	
Crisp		22,721	91,025.00	91,025.00	Annual	40	1	
Dawson		23,604	63,609.00	98,593.00	Annual	40	1	
Dodge		20,563	14.00	19.60	Hourly	40	1	
Emanuel		22,635	961.54	961.54	Annual	40	1	
Fannin		24,900	850.00	1,025.00	Annual	40	1	
Lamar		18,469	51,500.00	51,500.00	Annual	40	1	
Meriwether		21,074	45,000.00	55,000.00	Annual	40	1	
Mitchell		22,459	57,678.40	57,678.40	Annual	40	1	
Putnam		21,477	33.19	33.19	Hourly	40	1	
Telfair		15,965	37,055.71	46,164.09	Annual	40	1	
Washington		20,457	3,351.00	3,351.00	Annual	40	1	
<b>E</b>		Cusseta-Chattahoochee	10,922	29,000.00	44,000.00	Annual	40	1
		Dooly	13,763	62,732.00	62,732.00	Annual	40	1
	Jeff Davis	14,877	12.00	14.79	Hourly	40	0	
<b>F</b>	Calhoun	6,324	12.00	14.50	Hourly	40	1	

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

## ◆ Public Works Superintendent

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Clinch	6,829	11.93	20.96	Hourly	40	1
	Georgetown-Quitman	2,335	14.00	16.00	Hourly	40	1
	Jenkins	8,849	34,320.00	46,000.00	Annual	40	1
	Lincoln	7,828	57,630.10	57,630.10	Annual	40	1
	Schley	5,098	20.39	20.39	Hourly	40	1
	Wilkes	9,805	25,000.00	40,000.00	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.

## ◆ Recycling Manager/Supervisor

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	7	40,964	50,575	59,574	80,920	7
<b>B</b>	4	33,604	37,707	53,251	59,694	4
<b>C</b>	2	42,428	45,598	64,914	67,846	2
<b>E</b>	1	34,819	34,819	46,925	46,925	1
<b>Total/Avg</b>	<b>14</b>	<b>37,954</b>	<b>42,175</b>	<b>56,166</b>	<b>63,846</b>	<b>14</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	50,575.00	80,920.00	Annual	40	1
	Bartow	103,807	16.31	22.84	Hourly	40	1
	Cherokee	241,689	35,992.00	35,992.00	Annual	40	1
	Columbia	147,450	40,352.00	60,528.00	Annual	40	1
	Columbus/Muscogee	197,485	36,189.00	55,066.00	Annual	40	1
	Forsyth	221,009	48,544.00	75,243.00	Annual	40	1
	Hall	196,637	41,173.00	61,760.00	Annual	40	1
<b>B</b>	Floyd	96,560	37,706.76	59,693.66	Annual	40	1
	Liberty	62,570	15.38	25.20	Hourly	40	1
	Rockdale	89,355	14.41	23.45	Hourly	40	1
	Walton	90,184	34,746.00	52,119.00	Annual	40	1
<b>C</b>	Hart	25,553	45,598.15	67,845.78	Annual	40	1
	Peach	26,655	39,258.00	61,983.00	Annual	40	1
<b>E</b>	Candler	10,910	16.74	22.56	Hourly	40	1

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

## ◆ Refuse/Recycling Collection Supervisor

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	7	38,936	44,462	61,437	71,139	121
<b>B</b>	1	35,056	35,056	55,469	55,469	1
<b>C</b>	4	22,145	35,817	30,560	47,008	4
<b>D</b>	1	20,010	20,010	32,074	32,074	2
<b>F</b>	3	22,311	28,226	27,173	30,414	4
<b>Total/Avg</b>	<b>16</b>	<b>27,692</b>	<b>32,714</b>	<b>41,343</b>	<b>47,221</b>	<b>132</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	1
	Columbus/Muscogee	197,485	36,189.00	55,066.00	Annual	40	1
	DeKalb	740,321	39,747.00	61,607.00	Annual	40	114
	Forsyth	221,009	31,604.00	49,170.00	Annual	40	1
	Houston	152,122	19.92	31.89	Hourly	40	1
	Macon-Bibb	152,760	38,917.00	64,813.00	Annual	40	2
	Paulding	155,825	40,199.81	61,933.39	Annual	40	1
<b>B</b>	Floyd	96,560	16.85	26.67	Hourly	40	1
<b>C</b>	Colquitt	45,708	35,817.00	35,817.00	Annual	40	1
	Harris	33,652	674.80	1,046.17	Annual	40	1
	Pickens	30,832	25,215.00	38,367.60	Annual	40	1
	Polk	41,776	12.92	22.60	Hourly	40	1
<b>D</b>	Washington	20,457	9.62	15.42	Hourly	40	2
<b>F</b>	Randolph	7,177	13.57	13.57	Hourly	40	1
	Taylor	8,232	19,988.00	30,414.00	Annual	40	2
	Treutlen	6,637	9.00	11.00	Hourly	40	1

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

## ◆ Refuse/Recycling Collector

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	6	27,424	31,206	43,082	48,663	273
<b>B</b>	1	27,581	27,581	45,198	45,198	1
<b>C</b>	4	22,277	29,973	28,590	47,965	12
<b>D</b>	2	19,718	19,968	24,866	30,264	3
<b>E</b>	2	20,021	26,042	27,045	35,090	4
<b>F</b>	3	22,357	32,752	34,986	49,837	5
<b>Total/Avg</b>	<b>18</b>	<b>23,230</b>	<b>27,920</b>	<b>33,961</b>	<b>42,836</b>	<b>298</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	1
	Columbus/Muscogee	197,485	31,206.00	47,483.00	Annual	40	16
	DeKalb	740,321	25,383.00	39,344.00	Annual	40	228
	Forsyth	221,009	27,663.00	42,878.00	Annual	40	5
	Macon-Bibb	152,760	25,251.00	42,099.00	Annual	40	22
	Paulding	155,825	11.84	18.28	Hourly	40	1
<b>B</b>	Liberty	62,570	13.26	21.73	Hourly	40	1
<b>C</b>	Colquitt	45,708	20,800.00	20,800.00	Annual	40	1
	Jones	28,623	8.48	9.18	Hourly	40	5
	Lumpkin	31,445	14.41	23.06	Hourly	40	1
	Pickens	30,832	9.95	12.74	Hourly	40	5
<b>D</b>	Burke	22,688	9.60	14.55	Hourly	40	2
	Franklin	22,320	9.36	9.36	Hourly	40	1
<b>E</b>	Candler	10,910	12.52	16.87	Hourly	40	2
	Cusseta-Chattahoochee	10,922	14,000.00	19,000.00	Annual	40	2
<b>F</b>	Georgetown-Quitman	2,335	8.50	11.50	Hourly	40	2
	Taylor	8,232	32,752.00	49,837.00	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.

## ◆ Refuse/Recycling Route Supervisor/Lead Truck Driver

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	3	34,959	39,747	52,199	61,607	120
<b>D</b>	1	29,890	29,890	45,302	45,302	1
<b>E</b>	1	18,720	18,720	20,800	20,800	1
<b>F</b>	1	44,049	44,049	67,025	67,025	1
<b>Total/Avg</b>	<b>6</b>	<b>31,904</b>	<b>33,101</b>	<b>46,332</b>	<b>48,684</b>	<b>123</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	16.31	22.84	Hourly	40	1
	Columbus/Muscogee	197,485	31,206.00	47,483.00	Annual	40	5
	DeKalb	740,321	39,747.00	61,607.00	Annual	40	114
<b>D</b>	Burke	22,688	14.37	21.78	Hourly	40	1
<b>E</b>	Jeff Davis	14,877	9.00	10.00	Hourly	40	1
<b>F</b>	Taylor	8,232	44,049.00	67,025.00	Annual	40	1

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

## ◆ Refuse/Recycling Truck Driver

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	3	30,994	31,604	47,806	49,170	20
<b>B</b>	1	28,974	28,974	47,486	47,486	4
<b>C</b>	3	25,473	26,520	31,928	38,667	15
<b>D</b>	5	24,448	30,722	34,644	43,659	10
<b>E</b>	2	20,658	24,315	28,550	29,099	4
<b>F</b>	4	21,117	24,960	27,877	31,200	5
<b>Total/Avg</b>	<b>18</b>	<b>25,277</b>	<b>27,849</b>	<b>36,382</b>	<b>39,880</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>	Columbus/Muscogee	197,485	31,206.00	47,483.00	Annual	40	15
	DeKalb	740,321	30,171.00	46,765.00	Annual	40	4
	Forsyth	221,009	31,604.00	49,170.00	Annual	40	1
<b>B</b>	Liberty	62,570	13.93	22.83	Hourly	40	4
<b>C</b>	Colquitt	45,708	24,960.00	28,516.00	Annual	40	5
	Haralson	29,042	12.75	13.75	Hourly	40	2
	Harris	33,652	11.99	18.59	Hourly	40	8
<b>D</b>	Burke	22,688	11.39	17.27	Hourly	40	2
	Chattooga	24,824	14.77	14.77	Hourly	40	1
	Dodge	20,563	8.50	13.50	Hourly	40	3
	Elbert	19,143	12.12	16.75	Hourly	40	2
	Morgan	18,170	11.99	20.99	Hourly	40	2
<b>E</b>	Charlton	12,497	11.69	13.99	Hourly	40	2
	Cusseta-Chattahooche	10,922	17,000.00	28,000.00	Annual	40	2
<b>F</b>	Georgetown-Quitman	2,335	12.00	13.00	Hourly	40	1
	Jenkins	8,849	10.00	15.00	Hourly	40	1
	Taliaferro	1,593	10.61	10.61	Hourly	40	1
	Wilkes	9,805	8.00	15.00	Hourly	40	2

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

## ◆ Road Crew Supervisor

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	17	37,932	49,423	61,192	75,203	183
<b>B</b>	9	34,869	40,560	52,199	70,491	41
<b>C</b>	18	35,358	51,115	53,766	77,474	37
<b>D</b>	13	38,638	57,680	49,092	81,822	19
<b>E</b>	6	33,149	41,226	40,271	51,106	9
<b>F</b>	9	30,558	37,835	36,948	55,536	9
<b>Total/Avg</b>	<b>72</b>	<b>35,084</b>	<b>46,307</b>	<b>48,911</b>	<b>68,605</b>	<b>298</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	28,737.02	53,392.53	Annual	40	2
	Bartow	103,807	19.87	27.82	Hourly	40	1
	Carroll	116,261	16.05	28.97	Hourly	40	11
	Chatham	289,082	32,397.00	56,093.00	Annual	40	11
	Columbia	147,450	40,352.00	60,528.00	Annual	40	6
	Columbus/Muscogee	197,485	34,445.00	52,413.00	Annual	40	2
	Coweta	140,526	17.20	26.66	Hourly	40	9
	DeKalb	740,321	39,747.00	61,607.00	Annual	40	114
	Douglas	142,224	17.08	34.95	Hourly	40	1
	Fayette	111,627	49,423.35	75,203.47	Annual	40	1
	Forsyth	221,009	40,801.00	63,241.00	Annual	40	1
	Fulton	1,023,336	38,202.00	57,303.00	Annual	40	2
	Gwinnett	907,135	20.33	32.53	Hourly	40	11
	Houston	152,122	16.38	26.19	Hourly	40	7
	Lowndes	114,628	18.29	33.58	Hourly	40	2
	Newton	106,999	40,123.00	60,278.00	Annual	40	1
Paulding	155,825	19.33	29.78	Hourly	40	1	
<b>B</b>	Barrow	77,126	17.57	26.35	Hourly	40	1
	Camden	53,008	14.09	19.71	Hourly	40	3
	Catoosa	66,398	19.50	19.67	Hourly	40	2
	Floyd	96,560	16.22	25.65	Hourly	40	3
	Glynn	84,502	16.44	26.30	Hourly	40	7

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Gordon	56,904	18.58	26.93	Hourly	40	3
	Liberty	62,570	18.74	33.89	Hourly	40	2
	Rockdale	89,355	14.41	23.45	Hourly	40	4
	Spalding	64,806	15.33	23.91	Hourly	40	16
	Baldwin	45,144	51,115.00	77,474.00	Annual	40	1
	Bryan	36,230	12.00	16.00	Hourly	40	4
	Coffee	43,012	14.83	21.16	Hourly	40	3
	Colquitt	45,708	25,979.00	47,500.00	Annual	40	3
	Habersham	44,246	17.34	25.32	Hourly	40	2
	Haralson	29,042	17.00	22.25	Hourly	40	1
	Harris	33,652	13.88	26.63	Hourly	40	5
	Lumpkin	31,445	18.26	29.22	Hourly	40	1
	Murray	39,315	19.99	31.96	Annual	40	1
	Oconee	36,838	37,193.00	53,930.00	Annual	40	2
	Peach	26,655	33,396.00	52,702.00	Annual	40	1
	Pickens	30,832	16.30	19.86	Hourly	40	3
	Polk	41,776	15.00	27.57	Hourly	40	2
	Sumter	30,389	28,161.86	52,210.51	Annual	40	1
	Thomas	45,248	32,989.00	32,989.00	Annual	40	3
	Ware	35,738	23.89	23.89	Hourly	40	1
Wayne	30,104	30,932.44	69,871.77	Annual	40	2	
White	28,884	22.22	35.52	Hourly	40	1	
D	Banks	18,397	50,496.00	68,530.00	Annual	40	1
	Berrien	18,993	25,000.00	45,000.00	Annual	40	1
	Brooks	15,687	14.01	18.69	Hourly	40	1
	Burke	22,688	16.79	27.24	Hourly	40	6
	Crisp	22,721	57,680.00	57,680.00	Annual	40	1
	Dawson	23,604	52,788.00	81,822.00	Annual	40	1
	Elbert	19,143	26.44	26.44	Hourly	40	1
	Franklin	22,320	13.81	13.81	Hourly	40	1
	Greene	17,003	17.64	28.52	Hourly	40	1
	Jefferson	15,916	25,602.00	36,176.00	Annual	40	1
	Meriwether	21,074	15.00	17.00	Hourly	40	2
	Mitchell	22,459	16.00	16.00	Hourly	40	1
	Putnam	21,477	20.08	20.08	Hourly	40	1
	E	Charlton	12,497	16.56	18.28	Hourly	40
Crawford		12,322	17.39	24.57	Annual	40	1
Heard		11,487	17.43	20.32	Hourly	40	2
Jeff Davis		14,877	10.00	15.09	Hourly	40	1

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	McIntosh	13,927	19.82	19.82	Hourly	40	1
	Screven	14,044	30,000.00	37,617.50	Annual	40	1
<b>F</b>	Georgetown-Quitman	2,335	12.00	15.00	Hourly	40	1
	Irwin	9,422	13.00	13.00	Hourly	40	1
	Randolph	7,177	18.19	18.19	Hourly	40	1
	Seminole	8,468	15.57	15.57	Hourly	40	1
	Talbot	6,171	15.00	15.60	Hourly	40	1
	Turner	8,030	29,441.94	44,624.16	Annual	40	1
	Webster Unified	2,599	17.53	17.53	Hourly	40	1
	Wilkes	9,805	25,000.00	35,000.00	Annual	40	1
	Wilkinson	9,104	14.76	26.70	Hourly	40	1

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

## ◆ Roads and Bridges Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	14	52,671	69,834	80,663	107,774	81
<b>B</b>	7	52,054	67,496	78,141	109,833	8
<b>C</b>	10	45,385	60,000	62,155	79,415	10
<b>D</b>	14	41,215	61,818	51,557	80,275	15
<b>E</b>	13	41,633	56,493	50,048	63,000	13
<b>F</b>	10	37,536	54,405	43,877	60,015	10
<b>Total/Avg</b>	<b>68</b>	<b>45,082</b>	<b>61,674</b>	<b>61,074</b>	<b>83,385</b>	<b>137</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	19.87	27.82	Hourly	40	1
	Chatham	289,082	47,580.00	78,953.00	Annual	40	1
	Cherokee	241,689	69,769.00	107,774.00	Annual	40	1
	Cobb	748,150	33,615.00	53,786.00	Annual	40	58
	Coweta	140,526	57,023.00	88,386.00	Annual	40	4
	DeKalb	740,321	56,504.00	87,581.00	Annual	40	5
	Douglas	142,224	17.93	36.69	Hourly	40	1
	Fayette	111,627	69,833.90	106,260.53	Annual	40	1
	Forsyth	221,009	59,949.00	92,921.00	Annual	40	1
	Gwinnett	907,135	25.31	41.76	Hourly	40	4
	Hall	196,637	63,971.96	63,971.96	Annual	40	1
	Houston	152,122	23.32	37.29	Hourly	40	1
	Newton	106,999	52,832.00	79,352.00	Annual	40	1
	Paulding	155,825	46,536.29	71,695.60	Annual	40	1
<b>B</b>	Catoosa	66,398	19.93	19.93	Hourly	40	1
	Floyd	96,560	44,360.68	70,284.76	Annual	40	2
	Glynn	84,502	25.60	40.97	Annual	40	1
	Jackson	64,615	52,853.00	79,280.00	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
	Walton	90,184	46,800.00	70,201.00	Annual	40	1
<b>C</b>	Colquitt	45,708	60,000.00	60,000.00	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Habersham	44,246	49,330.00	68,591.00	Annual	40	1
	Haralson	29,042	20.00	26.24	Hourly	40	1
	Hart	25,553	49,044.20	74,600.53	Annual	40	1
	Lumpkin	31,445	48,130.00	79,415.00	Annual	40	1
	Oconee	36,838	52,193.00	75,679.00	Annual	40	1
	Pickens	30,832	33,911.37	51,600.16	Annual	40	1
	Sumter	30,389	28,161.86	52,210.51	Annual	40	1
	Tattnall	25,092	35,000.00	48,400.00	Annual	40	1
	Toombs	27,196	56,477.72	56,477.72	Annual	40	1
<b>D</b>	Appling	18,428	29.72	36.06	Hourly	40	1
	Ben Hill	17,243	55,000.14	55,000.14	Annual	40	1
	Burke	22,688	21.59	32.73	Hourly	40	1
	Emanuel	22,635	807.69	807.69	Annual	40	2
	Fannin	24,900	832.00	1,000.00	Annual	40	1
	Franklin	22,320	57,331.00	57,331.00	Annual	40	1
	Greene	17,003	21.36	36.11	Hourly	40	1
	Jefferson	15,916	34,431.00	57,896.00	Annual	40	1
	Mitchell	22,459	14.00	14.00	Hourly	40	1
	Morgan	18,170	50,645.00	75,967.55	Annual	40	1
	Pierce	19,171	49,400.00	50,882.00	Annual	40	1
	Putnam	21,477	20.08	20.08	Hourly	40	1
	Rabun	16,559	52,963.00	80,275.00	Annual	40	1
	Union	22,928	25.75	25.75	Hourly	40	1
<b>E</b>	Bacon	11,372	44,075.00	44,075.00	Annual	40	1
	Bleckley	12,970	27.16	27.16	Hourly	40	1
	Candler	10,910	16.74	22.56	Hourly	40	1
	Charlton	12,497	51,000.00	52,500.00	Annual	40	1
	Early	10,339	46,852.52	46,852.52	Annual	40	1
	Evans	10,670	45,000.00	63,000.00	Annual	40	1
	Heard	11,487	48,329.00	51,000.00	Annual	40	1
	Jeff Davis	14,877	35,000.00	45,000.00	Annual	40	1
	Lanier	10,399	31,200.00	44,132.92	Annual	40	1
	Macon	13,450	20.85	20.85	Hourly	40	1
	McIntosh	13,927	24.08	24.08	Hourly	40	1
	Pulaski	11,251	30,000.00	52,000.00	Annual	40	1
	Screven	14,044	25,000.00	55,190.10	Annual	40	1
<b>F</b>	Calhoun	6,324	38,000.00	38,000.00	Annual	40	1
	Irwin	9,422	18.50	18.50	Hourly	40	1
	Jenkins	8,849	30,160.00	41,600.00	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Montgomery	9,060	37,585.00	37,585.00	Annual	40	1
	Randolph	7,177	54,405.09	54,405.09	Annual	40	1
	Seminole	8,468	47,476.00	47,476.00	Annual	40	1
	Talbot	6,171	35,000.00	36,908.00	Annual	40	1
	Treutlen	6,637	15.00	18.00	Annual	40	1
	Turner	8,030	39,596.14	60,014.54	Annual	40	1
	Twiggs	8,171	11.28	22.53	Hourly	40	1

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

## ◆ Sanitation Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	5	51,573	68,237	79,904	102,355	10
<b>B</b>	2	51,121	67,496	80,976	109,833	2
<b>C</b>	1	862	862	1,335	1,335	1
<b>D</b>	1	47,403	47,403	71,843	71,843	1
<b>E</b>	2	33,258	41,517	43,821	46,125	2
<b>Total/Avg</b>	<b>11</b>	<b>36,844</b>	<b>45,103</b>	<b>55,576</b>	<b>66,298</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	53,631.00	85,809.00	Annual	40	1
	Columbus/Muscogee	197,485	44,093.00	67,093.00	Annual	40	1
	DeKalb	740,321	56,504.00	87,581.00	Annual	40	2
	Fulton	1,023,336	68,237.00	102,355.00	Annual	40	4
	Houston	152,122	17.02	27.25	Hourly	40	2
<b>B</b>	Rockdale	89,355	67,496.00	109,833.36	Annual	40	1
	Walton	90,184	34,746.00	52,119.00	Annual	40	1
<b>C</b>	Harris	33,652	861.60	1,335.20	Annual	40	1
<b>D</b>	Burke	22,688	22.79	34.54	Hourly	40	1
<b>E</b>	McIntosh	13,927	19.96	19.96	Hourly	40	1
	Screven	14,044	25,000.00	46,125.00	Annual	40	1

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

## ◆ Scale House Attendant

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	9	26,844	28,900	42,398	46,241	23
<b>B</b>	4	26,252	34,570	38,213	48,402	5
<b>C</b>	6	23,012	26,603	29,650	36,046	15
<b>D</b>	7	25,585	37,771	32,065	43,410	9
<b>E</b>	3	24,128	29,390	30,486	31,762	4
<b>F</b>	3	18,228	19,323	25,161	31,200	3
<b>Total/Avg</b>	<b>32</b>	<b>24,008</b>	<b>29,426</b>	<b>32,996</b>	<b>39,510</b>	<b>59</b>

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

### Population Group Data

Group	Jurisdiction	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	2
	Bartow	103,807	13.39	18.74	Hourly	40	2
	Carroll	116,261	13.39	21.90	Hourly	40	2
	Clayton	279,462	25,340.00	40,125.00	Annual	40	3
	DeKalb	740,321	28,575.00	44,292.00	Annual	40	6
	Hall	196,637	11.97	19.80	Hourly	40	2
	Houston	152,122	13.46	21.55	Hourly	40	2
	Macon-Bibb	152,760	24,274.00	40,477.00	Annual	40	3
	Paulding	155,825	12.46	19.19	Hourly	40	1
<b>B</b>	Dougherty	90,017	22,943.00	34,052.00	Annual	40	2
	Jackson	64,615	16.62	23.27	Hourly	40	1
	Walker	67,896	14.50	15.55	Hourly	40	2
	Walton	90,184	17,334.00	38,056.00	Annual	40	0
<b>C</b>	Colquitt	45,708	24,960.00	28,724.00	Annual	40	4
	Habersham	44,246	11.50	16.00	Hourly	40	1
	Harris	33,652	9.87	16.06	Hourly	40	4
	Lee	29,337	11.18	17.33	Hourly	40	2
	Madison	28,824	9.04	9.31	Hourly	40	2
	Toombs	27,196	12.79	13.02	Hourly	40	2
<b>D</b>	Appling	18,428	12.46	13.21	Hourly	40	1
	Burke	22,688	13.77	20.87	Hourly	40	1
	Chattooga	24,824	13.00	13.00	Hourly	40	1

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

## ◆ Scale House Attendant

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	37,771.00	37,771.00	Annual	40	1
	Emanuel	22,635	10.00	14.43	Hourly	40	3
	Morgan	18,170	10.22	15.37	Hourly	40	1
	Telfair	15,965	8.49	12.87	Hourly	40	1
<b>E</b>	Bleckley	12,970	14.13	15.27	Hourly	40	2
	Evans	10,670	9.98	13.97	Hourly	40	1
	Screven	14,044	10.69	14.73	Hourly	40	1
<b>F</b>	Jenkins	8,849	9.00	12.00	Hourly	40	1
	Randolph	7,177	9.29	9.29	Hourly	40	1
	Wilkes	9,805	8.00	15.00	Hourly	40	1

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

## ◆ Sewage Treatment Plant Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	5	60,434	68,237	95,388	102,733	11
<b>Total/Avg</b>	<b>5</b>	<b>60,434</b>	<b>68,237</b>	<b>95,388</b>	<b>102,733</b>	<b>11</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
	Cobb	748,150	60,013.00	96,021.00	Annual	40	4
	DeKalb	740,321	56,504.00	87,581.00	Annual	40	2
	Fulton	1,023,336	68,237.00	102,355.00	Annual	40	4
	Gwinnett	907,135	62,262.00	102,733.00	Annual	40	0

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

## ◆ Sewer System Supervisor

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	7	45,175	61,318	70,821	91,976	146
<b>B</b>	1	33,407	33,407	50,110	50,110	1
<b>C</b>	1	38,007	38,007	63,586	63,586	2
<b>Total/Avg</b>	<b>9</b>	<b>38,863</b>	<b>44,244</b>	<b>61,506</b>	<b>68,557</b>	<b>149</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	50,223.00	82,868.00	Annual	40	1
	Cobb	748,150	47,214.00	75,545.00	Annual	40	5
	Columbus/Muscogee	197,485	36,189.00	55,066.00	Annual	40	1
	DeKalb	740,321	39,747.00	61,607.00	Annual	40	114
	Forsyth	221,009	35,545.00	55,095.00	Annual	40	12
	Fulton	1,023,336	61,318.00	91,976.00	Annual	40	1
	Gwinnett	907,135	22.11	35.38	Hourly	40	12
<b>B</b>	Walton	90,184	33,407.00	50,110.00	Annual	40	1
<b>C</b>	Baldwin	45,144	38,007.00	63,586.00	Annual	40	2

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

## ◆ Solid Waste Manager

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	9	56,824	71,157	86,453	112,701	11
<b>B</b>	3	49,803	57,977	74,774	86,048	3
<b>C</b>	4	39,620	60,720	48,201	60,720	4
<b>D</b>	2	41,514	47,403	59,777	71,843	2
<b>E</b>	1	16,640	16,640	22,506	22,506	1
<b>F</b>	3	28,903	34,486	32,739	34,486	3
<b>Total/Avg</b>	<b>22</b>	<b>38,884</b>	<b>48,064</b>	<b>54,075</b>	<b>64,717</b>	<b>24</b>

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

### Population Group Data

Group	Jurisdiction	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	59,392.32	85,153.33	Annual	37.5	2
	Bartow	103,807	34.21	47.90	Annual	40	1
	Columbus/Muscogee	197,485	62,303.00	94,801.00	Annual	40	1
	Coweta	140,526	18.23	28.26	Hourly	40	2
	Fayette	111,627	69,833.90	106,260.53	Annual	40	1
	Gwinnett	907,135	26.83	44.27	Hourly	40	1
	Newton	106,999	41,538.00	62,379.00	Annual	40	1
	Paulding	155,825	43,029.00	66,292.00	Annual	40	1
<b>B</b>	Dougherty	90,017	57,977.00	86,048.00	Annual	40	1
	Jackson	64,615	48,417.00	67,784.00	Annual	40	1
	Liberty	62,570	20.68	33.89	Hourly	40	1
<b>C</b>	Coffee	43,012	33,997.80	44,017.69	Annual	40	1
	Colquitt	45,708	60,720.00	60,720.00	Annual	40	1
	Habersham	44,246	41,761.00	58,067.00	Annual	40	1
	Tattnall	25,092	22,000.00	30,000.00	Annual	40	1
<b>D</b>	Banks	18,397	35,624.00	47,711.00	Annual	40	1
	Burke	22,688	22.79	34.54	Hourly	40	1
<b>E</b>	Lanier	10,399	8.00	10.82	Hourly	40	1
<b>F</b>	Montgomery	9,060	34,486.00	34,486.00	Annual	40	1
	Seminole	8,468	14.50	14.50	Hourly	40	1
	Taylor	8,232	22,063.00	33,572.00	Annual	40	1

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

## ◆ Truck Driver

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	10	28,168	32,822	44,546	52,520	155
<b>B</b>	7	27,126	32,240	37,803	47,486	30
<b>C</b>	14	24,096	31,803	35,750	50,877	61
<b>D</b>	16	24,051	32,332	30,519	39,306	64
<b>E</b>	5	24,598	27,414	32,598	37,918	21
<b>F</b>	6	21,823	25,667	27,928	31,200	13
<b>Total/Avg</b>	<b>58</b>	<b>24,977</b>	<b>30,380</b>	<b>34,857</b>	<b>43,218</b>	<b>344</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	50,748.41	Annual	37.5	9
	Bartow	103,807	13.39	18.74	Hourly	40	8
	Carroll	116,261	13.39	21.90	Hourly	40	14
	Cherokee	241,689	26,296.00	36,279.00	Annual	40	13
	Clayton	279,462	27,987.00	48,948.00	Annual	40	15
	Cobb	748,150	28,815.00	46,104.00	Annual	40	7
	Columbus/Muscogee	197,485	28,702.00	45,195.00	Annual	40	10
	Gwinnett	907,135	15.78	25.25	Hourly	40	63
	Lowndes	114,628	13.60	20.50	Hourly	40	9
	Newton	106,999	25,667.00	38,501.00	Annual	40	7
<b>B</b>	Camden	53,008	12.40	15.53	Hourly	40	2
	Dougherty	90,017	22,943.00	34,052.00	Annual	40	5
	Gordon	56,904	13.72	19.89	Hourly	40	5
	Jackson	64,615	13.72	19.21	Hourly	40	2
	Liberty	62,570	13.93	22.83	Hourly	40	3
	Rockdale	89,355	10.99	17.89	Hourly	40	12
	Walker	67,896	15.50	15.50	Hourly	40	1
<b>C</b>	Baldwin	45,144	31,194.00	47,280.00	Annual	40	3
	Coffee	43,012	10.18	14.69	Hourly	40	6
	Colquitt	45,708	25,459.00	25,968.00	Annual	40	2
	Decatur	26,822	11.96	15.91	Hourly	40	4
	Haralson	29,042	14.40	17.25	Per Occur.	40	5

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

## ◆ Truck Driver

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hart	25,553	13.84	21.04	Hourly	40	7
	Jones	28,623	10.00	13.00	Hourly	40	9
	Lumpkin	31,445	15.29	24.46	Hourly	40	1
	Murray	39,315	10.96	17.52	Hourly	40	4
	Pickens	30,832	22,838.40	27,153.80	Annual	40	5
	Sumter	30,389	11.67	21.64	Hourly	40	2
	Tattnall	25,092	8.50	12.50	Hourly	40	3
	Toombs	27,196	9.46	13.91	Hourly	40	4
	Wayne	30,104	21,891.73	42,640.72	Annual	40	6
<b>D</b>	Appling	18,428	12.00	14.00	Hourly	40	1
	Ben Hill	17,243	9.95	10.00	Hourly	40	3
	Berrien	18,993	12.00	16.00	Hourly	40	5
	Burke	22,688	11.39	17.27	Hourly	40	16
	Chattooga	24,824	14.79	15.74	Hourly	40	3
	Crisp	22,721	32,332.00	39,306.00	Annual	40	2
	Dodge	20,563	8.50	13.40	Hourly	40	2
	Emanuel	22,635	10.00	14.00	Hourly	40	8
	Fannin	24,900	12.00	16.00	Hourly	40	4
	Jefferson	15,916	8.00	11.00	Hourly	40	1
	Lamar	18,469	11.33	11.33	Hourly	40	1
	Meriwether	21,074	13.00	15.00	Hourly	40	2
	Mitchell	22,459	10.60	12.36	Hourly	40	6
	Putnam	21,477	14.50	17.32	Hourly	40	2
	Rabun	16,559	24,033.00	36,426.00	Annual	40	6
	Telfair	15,965	9.85	14.93	Hourly	40	2
<b>E</b>	Charlton	12,497	13.18	18.23	Hourly	40	4
	Dooly	13,763	12.18	17.74	Hourly	40	5
	Macon	13,450	10.67	14.40	Hourly	40	3
	McIntosh	13,927	12.67	13.64	Hourly	40	3
	Screven	14,044	10.43	14.35	Hourly	40	6
<b>F</b>	Irwin	9,422	11.00	11.00	Hourly	40	1
	Jenkins	8,849	10.00	15.00	Hourly	40	1
	Lincoln	7,828	12.34	12.34	Hourly	40	1
	Talbot	6,171	12.00	12.60	Hourly	40	2
	Taylor	8,232	19,988.00	30,414.00	Annual	40	5
	Wilkes	9,805	8.00	15.00	Hourly	40	3

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

## ◆ Water/Wastewater Lab Technician

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	10	34,756	39,736	55,056	61,464	45
<b>B</b>	2	37,179	38,764	55,486	58,146	2
<b>C</b>	1	28,260	28,260	52,188	52,188	3
<b>D</b>	1	23,920	23,920	28,038	28,038	4
<b>E</b>	1	19,760	19,760	26,000	26,000	2
<b>Total/Avg</b>	<b>15</b>	<b>28,775</b>	<b>30,088</b>	<b>43,354</b>	<b>45,167</b>	<b>56</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	3
	Augusta/Richmond	201,647	27,392.18	50,748.41	Annual	37.5	4
	Cobb	748,150	38,414.00	61,464.00	Annual	40	2
	DeKalb	740,321	36,555.00	56,660.00	Annual	40	7
	Fayette	111,627	38,609.44	58,748.83	Annual	40	2
	Forsyth	221,009	35,545.00	55,095.00	Annual	40	2
	Fulton	1,023,336	39,736.00	59,604.00	Annual	40	10
	Gwinnett	907,135	15.30	24.48	Hourly	40	12
	Houston	152,122	17.74	28.34	Hourly	40	1
	Paulding	155,825	14.01	21.57	Hourly	40	2
<b>B</b>	Dougherty	90,017	35,593.00	52,826.00	Annual	40	1
	Walton	90,184	38,764.00	58,146.00	Annual	40	1
<b>C</b>	Baldwin	45,144	28,260.00	52,188.00	Annual	40	3
<b>D</b>	Franklin	22,320	11.50	13.48	Hourly	40	4
<b>E</b>	McIntosh	13,927	9.50	12.50	Hourly	40	2

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

## ◆ Water/Wastewater Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	10	62,035	85,086	94,928	129,468	18
<b>B</b>	4	49,203	60,319	77,288	95,697	4
<b>C</b>	6	41,314	66,640	65,631	100,421	8
<b>E</b>	3	34,003	41,808	40,961	44,075	3
<b>F</b>	3	34,787	38,687	35,400	38,746	3
<b>Total/Avg</b>	<b>26</b>	<b>44,268</b>	<b>58,508</b>	<b>62,842</b>	<b>81,682</b>	<b>36</b>

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

### Population Group Data

Group	Jurisdiction	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
	Bartow	103,807	37.76	52.87	Annual	40	1
	Cobb	748,150	60,013.00	96,021.00	Annual	40	4
	DeKalb	740,321	62,888.00	97,476.00	Annual	40	4
	Fayette	111,627	85,085.82	129,468.14	Annual	40	1
	Fulton	1,023,336	68,237.00	102,355.00	Annual	40	1
	Gwinnett	907,135	62,262.00	102,733.00	Annual	40	3
	Houston	152,122	24.25	35.84	Hourly	40	1
	Lowndes	114,628	29.98	45.17	Annual	40	1
	Paulding	155,825	17.01	26.21	Hourly	40	1
<b>B</b>	Floyd	96,560	60,319.22	95,696.90	Annual	40	1
	Rockdale	89,355	44,969.60	73,185.84	Annual	40	1
	Spalding	64,806	50,079.00	78,106.00	Annual	40	1
	Walton	90,184	41,443.00	62,164.00	Annual	40	1
<b>C</b>	Baldwin	45,144	46,308.00	77,474.00	Annual	40	2
	Harris	33,652	1,047.20	1,622.95	Annual	40	1
	Jones	28,623	41,808.00	54,767.00	Annual	40	1
	Lee	29,337	50,763.07	100,421.34	Annual	40	2
	Oconee	36,838	66,640.00	96,628.00	Annual	40	1
	Pickens	30,832	41,317.71	62,869.79	Annual	40	1
<b>E</b>	Crawford	12,322	15.00	21.19	Hourly	40	1
	Cusseta-Chattahooche	10,922	29,000.00	37,000.00	Annual	40	1
	McIntosh	13,927	20.10	20.10	Hourly	40	1

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

## ◆ Water/Wastewater Superintendent

Group	Jurisdiction	2016 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Schley	5,098	13.83	13.83	Hourly	40	1
	Talbot	6,171	36,908.00	38,746.00	Annual	40	1
	Webster Unified	2,599	38,687.00	38,687.00	Annual	40	1

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

## ◆ Water/Wastewater Treatment Plant Manager

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	12	52,164	65,000	80,507	97,490	44
<b>B</b>	3	58,400	64,882	89,794	97,323	3
<b>C</b>	5	51,265	62,279	79,241	94,394	5
<b>D</b>	2	44,877	50,409	51,663	52,917	2
<b>Total/Avg</b>	<b>22</b>	<b>51,676</b>	<b>60,643</b>	<b>75,301</b>	<b>85,531</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	44,462.00	71,139.00	Annual	40	1
	Augusta/Richmond	201,647	56,448.21	80,921.17	Annual	37.5	1
	Cobb	748,150	41,614.00	66,583.00	Annual	40	25
	Columbia	147,450	65,000.00	97,490.00	Annual	40	1
	DeKalb	740,321	62,888.00	97,476.00	Annual	40	3
	Fayette	111,627	57,315.93	87,212.94	Annual	40	2
	Forsyth	221,009	59,949.00	92,921.00	Annual	40	1
	Gwinnett	907,135	26.83	44.27	Hourly	40	6
	Houston	152,122	22.41	35.84	Hourly	40	1
	Lowndes	114,628	24.60	37.07	Annual	40	1
	Newton	106,999	49,317.00	74,090.00	Annual	40	1
	Paulding	155,825	17.01	26.21	Hourly	40	1
<b>B</b>	Barrow	77,126	58,839.00	88,259.00	Annual	40	1
	Rockdale	89,355	51,480.00	83,800.08	Annual	40	1
	Walton	90,184	64,882.00	97,323.00	Annual	40	1
<b>C</b>	Baldwin	45,144	62,279.00	94,394.00	Annual	40	1
	Harris	33,652	26.18	40.57	Hourly	40	1
	Jones	28,623	13.50	14.12	Per Occur.	40	1
	Lee	29,337	43,851.05	67,969.13	Annual	40	1
	Peach	26,655	44,474.00	70,216.00	Annual	40	1
<b>D</b>	Banks	18,397	39,344.00	52,917.00	Annual	40	1
	Franklin	22,320	50,409.00	50,409.00	Annual	40	1

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

## ◆ Water/Wastewater Treatment Plant Operator

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	12	32,225	40,014	55,330	68,973	130
<b>B</b>	5	34,619	39,270	54,958	63,918	16
<b>C</b>	3	27,255	30,326	46,578	66,123	14
<b>D</b>	2	30,369	31,908	40,873	52,917	7
<b>E</b>	1	19,000	19,000	25,000	25,000	2
<b>Total/Avg</b>	<b>23</b>	<b>28,694</b>	<b>32,104</b>	<b>44,548</b>	<b>55,386</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>	Athens-Clarke	124,707	31,929.00	51,087.00	Annual	40	6
	Augusta/Richmond	201,647	24,379.70	56,175.82	Annual	37.5	13
	Cobb	748,150	40,014.00	64,023.00	Annual	40	2
	Columbia	147,450	13.16	19.74	Hourly	40	20
	DeKalb	740,321	31,767.00	49,239.00	Annual	40	13
	Fayette	111,627	34,978.25	61,722.99	Annual	40	15
	Forsyth	221,009	31,604.00	49,170.00	Annual	40	21
	Gwinnett	907,135	17.19	27.51	Hourly	40	20
	Houston	152,122	15.15	33.16	Hourly	40	6
	Lowndes	114,628	18.29	27.56	Hourly	40	2
	Newton	106,999	23,962.00	53,435.00	Annual	40	8
	Paulding	155,825	17.01	26.21	Hourly	40	4
<b>B</b>	Barrow	77,126	15.78	26.35	Hourly	40	2
	Floyd	96,560	16.22	25.65	Hourly	40	6
	Rockdale	89,355	18.88	30.73	Hourly	40	6
	Spalding	64,806	14.35	22.39	Hourly	40	1
	Walton	90,184	37,425.00	56,137.00	Annual	40	1
<b>C</b>	Decatur	26,822	11.14	12.17	Hourly	40	2
	Harris	33,652	14.58	31.79	Hourly	40	8
	Lee	29,337	13.59	23.22	Hourly	40	4
<b>D</b>	Banks	18,397	31,908.00	52,917.00	Annual	40	6
	Crisp	22,721	28,829.00	28,829.00	Annual	40	1
<b>E</b>	Cusseta-Chattahooche	10,922	19,000.00	25,000.00	Annual	40	2

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