



**2013 COUNTY
WAGE AND SALARY SURVEY
PUBLIC WORKS/SOLID WASTE POSITIONS**

DECEMBER 2013



GEORGIA DEPARTMENT OF COMMUNITY AFFAIRS
OFFICE OF RESEARCH
60 EXECUTIVE PARK SOUTH
ATLANTA, GEORGIA 30329-2231
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County Job Descriptions

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

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

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

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

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

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

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

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

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

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

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

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

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

◆ Automotive Mechanic (Public Works)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	15	28,546	35,322	48,174	53,955	94
B	5	27,704	30,222	37,522	46,862	13
C	17	25,531	31,200	36,728	49,525	51
D	15	24,867	32,781	32,495	42,948	37
E	5	32,241	40,000	35,241	43,500	7
F	10	27,888	35,256	34,630	50,232	11
Total/Avg	67	27,796	34,130	37,465	47,837	213

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	28,992.00	43,488.00	Annual	40	3
	Bartow	100,661	14.67	25.22	Hourly	40	6
	Carroll	111,580	15.28	24.96	Hourly	40	6
	Cobb	707,442	34,778.00	53,955.00	Annual	40	3
	Douglas	133,971	25,304.00	51,781.00	Annual	40	8
	Fayette	107,524	35,322.01	53,746.62	Annual	40	6
	Forsyth	187,928	13.59	24.52	Hourly	40	10
	Fulton	977,773	23,536.00	45,952.00	Annual	40	0
	Gwinnett	842,046	31,863.00	50,980.00	Annual	40	9
	Henry	209,053	22,124.75	48,306.20	Annual	40	15
	Houston	146,136	13.52	21.64	Hourly	40	3
	Lowndes	114,552	13.90	21.14	Hourly	40	5
	Newton	101,505	11.93	23.16	Hourly	40	8
	Paulding	144,800	13.21	20.34	Hourly	40	6
	Whitfield	103,359	26,376.00	39,564.00	Annual	40	6
B	Barrow	70,169	14.53	22.53	Hourly	40	2
	Camden	51,402	13.77	15.36	Hourly	40	6
	Catoosa	65,046	13.50	16.00	Hourly	40	2
	Dougherty	94,501	21,730.00	32,257.00	Annual	40	1
	Gordon	55,766	14.35	20.80	Hourly	40	2
C	Bryan	32,214	11.63	11.63	Hourly	40	1
	Chattooga	25,725	11.22	11.22	Hourly	40	1

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Colquitt	46,137	23,920.00	36,545.00	Annual	43	4
	Decatur	27,509	11.44	16.01	Hourly	40	3
	Grady	25,440	11.25	12.36	Hourly	40	3
	Haralson	28,400	15.00	16.50	Hourly	40	2
	Harris	32,550	11.64	16.30	Hourly	40	3
	Hart	25,518	13.83	21.02	Hourly	40	6
	Lee	28,746	13.59	21.06	Hourly	40	4
	Lumpkin	30,611	13.66	20.79	Hourly	40	2
	Madison	27,922	14.52	14.52	Hourly	40	1
	Monroe	26,637	11.62	19.78	Hourly	40	6
	Murray	39,392	11.61	18.56	Hourly	40	1
	Oconee	33,619	29,380.00	42,601.00	Annual	40	6
	Pickens	29,268	12.12	19.86	Hourly	40	1
	Thomas	44,724	22,087.00	42,228.00	Annual	40	5
	Ware	35,821	18,594.12	32,752.85	Annual	40	6
	Wayne	30,305	21,924.78	33,361.14	Annual	40	4
	White	27,556	14.89	23.81	Hourly	40	1
D	Appling	18,368	10.00	15.15	Hourly	40	3
	Ben Hill	17,538	24,975.89	25,163.79	Annual	40	2
	Berrien	19,041	9.00	20.00	Hourly	40	4
	Brantley	18,587	12.63	18.75	Hourly	40	4
	Burke	23,125	29,182.00	37,752.00	Annual	40	9
	Cook	16,923	13.37	13.37	Hourly	40	1
	Crisp	23,606	28,584.00	42,948.00	Annual	40	2
	Dawson	22,422	25,635.99	38,855.60	Annual	40	1
	Fannin	23,492	23,171.00	26,852.00	Annual	40	2
	Franklin	21,894	15.76	15.76	Hourly	40	1
	Jefferson	16,432	21,013.00	31,973.00	Annual	40	1
	Putnam	21,198	12.89	20.08	Hourly	40	1
	Telfair	16,349	9.51	9.51	Hourly	40	1
	Union	21,451	11.82	12.20	Hourly	40	2
	Washington	20,879	11.00	11.66	Hourly	40	3
E	Charlton	13,295	16.85	17.01	Hourly	40	2
	Cusseta-Chattahoochee	13,037	29,000.00	30,242.13	Annual	40	2
	Heard	11,633	40,000.00	43,500.00	Annual	40	1
	Pulaski	11,720	16.00	16.00	Hourly	40	1
	Screven	14,202	11.48	16.25	Hourly	40	1
F	Hancock	8,996	8.57	10.71	Hourly	40	1
	Jenkins	9,213	19,240.00	27,200.00	Annual	40	1

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Johnson	9,897	12.00	20.00	Hourly	40	2
	Lincoln	7,737	16.95	16.95	Hourly	40	1
	Schley	4,990	16.67	16.67	Hourly	40	1
	Seminole	8,947	10.50	18.50	Hourly	40	1
	Talbot	6,517	26,568.00	26,568.00	Annual	40	1
	Terrell	9,045	30,358.00	34,837.00	Annual	45	1
	Webster Unified	2,793	16.91	16.91	Hourly	40	1
	Wilkinson	9,577	15.86	24.15	Hourly	40	1

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

◆ Civil Engineer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	56,359	71,698	94,201	137,080	40
B	5	51,841	70,493	81,489	98,690	7
C	3	39,120	51,055	52,434	68,498	4
D	2	63,486	84,964	74,317	84,964	2
Total/Avg	21	52,702	69,553	75,610	97,308	53

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bibb	156,462	71,698.00	137,080.00	Annual	40	1
	Cobb	707,442	51,293.00	81,910.00	Annual	40	7
	Columbus/Muscogee	198,413	53,446.00	81,324.00	Annual	40	4
	Fayette	107,524	60,809.37	92,528.64	Annual	40	1
	Fulton	977,773	48,854.00	69,372.00	Annual	40	2
	Gwinnett	842,046	51,113.00	84,337.00	Annual	40	8
	Henry	209,053	36,523.76	95,822.69	Annual	40	9
	Houston	146,136	21.64	42.12	Hourly	40	5
	Lowndes	114,552	33.80	51.43	Annual	40	1
	Newton	101,505	62,753.60	94,265.60	Annual	40	1
	Paulding	144,800	68,145.00	104,987.00	Annual	40	1
B	Bulloch	72,694	57,153.00	85,729.00	Annual	40	1
	Dougherty	94,501	43,024.00	63,863.00	Annual	40	1
	Effingham	53,293	70,493.21	98,690.49	Annual	40	1
	Rockdale	85,820	46,708.00	74,589.00	Annual	40	2
	Troup	68,468	41,829.00	84,573.00	Annual	40	2
C	Bryan	32,214	51,055.40	51,055.40	Annual	40	1
	Peach	27,622	45,663.00	68,498.00	Annual	40	1
	Thomas	44,724	20,643.00	37,750.00	Annual	40	2
D	Dawson	22,422	42,007.54	63,669.43	Annual	40	1
	Franklin	21,894	84,964.00	84,964.00	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	
A	15	30,315	38,621	51,697	106,622	186
B	5	29,343	31,824	47,356	52,119	26
C	13	26,243	29,910	43,485	64,495	61
D	3	22,616	25,000	32,709	36,546	5
E	1	20,488	20,488	29,723	29,723	1
F	1	23,795	23,795	23,795	23,795	1
Total/Avg	38	25,467	28,273	38,128	52,217	280

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bibb	156,462	22,990.00	39,076.00	Annual	40	4
	Cherokee	221,315	13.00	17.28	Hourly	40	4
	Cobb	707,442	31,533.00	48,859.00	Annual	40	41
	Columbia	131,627	12.54	21.77	Hourly	40	17
	Columbus/Muscogee	198,413	32,616.00	49,629.00	Annual	40	14
	Fayette	107,524	37,110.19	59,326.21	Annual	40	5
	Forsyth	187,928	14.82	21.80	Hourly	40	7
	Fulton	977,773	38,621.00	59,452.00	Annual	40	8
	Gwinnett	842,046	34,719.00	55,551.00	Annual	40	35
	Henry	209,053	30,764.24	106,621.89	Annual	40	23
	Houston	146,136	14.62	23.39	Hourly	40	2
	Lowndes	114,552	13.90	21.14	Hourly	40	7
	Newton	101,505	15.43	28.98	Hourly	40	7
	Paulding	144,800	11.40	17.56	Hourly	40	3
	Whitfield	103,359	27,294.00	40,941.00	Annual	40	9
B	Barrow	70,169	15.30	23.71	Hourly	40	2
	Dougherty	94,501	30,576.00	45,386.00	Annual	40	3
	Rockdale	85,820	13.98	22.32	Hourly	40	10
	Troup	68,468	27,186.00	43,534.00	Annual	40	1
	Walton	84,575	28,049.00	52,119.00	Annual	40	10
C	Baldwin	46,367	28,682.00	43,644.00	Annual	40	2
	Bryan	32,214	14.10	14.10	Hourly	40	2

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

◆ Crew Leader

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Colquitt	46,137	24,440.00	47,299.00	Annual	43	15
	Hart	25,518	15.24	23.19	Hourly	40	2
	Jones	28,577	14.25	27.50	Hourly	40	9
	Lee	28,746	14.27	22.12	Hourly	40	1
	Monroe	26,637	12.33	18.64	Hourly	40	3
	Murray	39,392	11.61	18.56	Hourly	40	2
	Peach	27,622	27,598.00	64,495.00	Annual	40	4
	Pickens	29,268	12.73	19.37	Hourly	40	4
	Tattnall	25,384	14.38	20.00	Hourly	40	1
	Thomas	44,724	22,087.00	42,228.00	Annual	40	14
	Ware	35,821	20,500.01	39,811.30	Annual	40	3
	Wayne	30,305	23,021.01	36,029.22	Annual	40	1
D	Appling	18,368	11.00	17.57	Hourly	40	1
	Berrien	19,041	25,000.00	35,000.00	Annual	40	1
	Brooks	15,403	9.60	12.78	Hourly	40	3
E	Early	10,594	9.85	14.29	Hourly	40	1
F	Glascok	3,142	11.44	11.44	Hourly	40	1

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

◆ Electric Groundworker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	25,896	25,896	39,478	39,478	40
Total/Avg	1	25,896	25,896	39,478	39,478	40

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Cobb	707,442	25,896.00	39,478.00	Annual	40	40

* 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	
A	1	34,778	34,778	53,955	53,955	4
B	1	28,049	28,049	42,074	42,074	1
Total/Avg	2	31,414	31,414	48,015	48,015	5

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Cobb	707,442	34,778.00	53,955.00	Annual	40	4
B	Walton	84,575	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	
A	1	32,616	32,616	49,629	49,629	5
B	1	38,764	38,764	68,192	68,192	2
Total/Avg	2	35,690	35,690	58,911	58,911	7

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	198,413	32,616.00	49,629.00	Annual	40	5
B	Walton	84,575	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	
A	2	39,713	46,809	61,943	74,256	6
B	1	33,571	33,571	46,987	46,987	1
Total/Avg	3	36,642	40,190	54,465	60,622	7

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Cobb	707,442	46,809.00	74,256.00	Annual	40	1
	Columbus/Muscogee	198,413	32,616.56	49,629.95	Annual	40	5
B	Jackson	60,571	16.14	22.59	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	
A	9	25,412	29,578	41,054	51,626	138
B	5	23,065	32,386	33,607	45,344	9
C	7	22,617	27,982	32,618	42,578	14
D	1	12,480	12,480	13,915	13,915	1
E	2	19,136	21,632	26,842	28,600	3
F	1	15,454	15,454	15,454	15,454	1
Total/Avg	25	19,694	23,252	27,248	32,920	166

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	100,661	14.22	21.45	Hourly	40	1
	Cobb	707,442	23,566.00	35,818.00	Annual	40	53
	Columbus/Muscogee	198,413	26,769.00	40,733.00	Annual	40	
	Fayette	107,524	27,593.50	41,986.77	Annual	40	10
	Fulton	977,773	26,536.00	45,952.00	Annual	40	24
	Gwinnett	842,046	27,694.00	42,926.00	Annual	40	38
	Lowndes	114,552	10.33	15.72	Hourly	40	3
	Newton	101,505	11.52	24.82	Hourly	40	3
	Paulding	144,800	10.35	15.93	Hourly	40	6
B	Dougherty	94,501	17,877.00	29,256.00	Annual	40	1
	Gordon	55,766	10.85	15.73	Hourly	40	2
	Jackson	60,571	15.57	21.80	Hourly	40	0
	Liberty	65,471	11.44	18.74	Hourly	40	3
	Walker	68,094	8.99	10.45	Hourly	40	3
C	Baldwin	46,367	23,541.00	35,820.00	Annual	40	6
	Coffee	43,170	10.09	15.00	Hourly	40	1
	Colquitt	46,137	25,792.00	35,221.00	Annual	43	3
	Haralson	28,400	10.00	13.00	Hourly	40	1
	Tattnell	25,384	9.00	12.15	Hourly	40	1
	Ware	35,821	20,500.01	31,193.19	Annual	40	1
	Wayne	30,305	27,982.16	42,578.20	Annual	40	1
D	Jeff Davis	15,156	8.00	8.92	Hourly	30	1

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

◆ Groundskeeper

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Charlton	13,295	10.40	12.06	Hourly	40	2
	Lanier	10,400	8.00	13.75	Hourly	40	1
F	Webster Unified	2,793	7.43	7.43	Hourly	40	1

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

◆ Heavy Equipment Mechanic

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	30,338	38,355	52,448	66,088	48
B	6	29,561	32,386	44,006	50,110	23
C	13	26,013	46,756	36,258	47,008	31
D	11	25,353	31,470	34,180	53,269	20
E	4	28,064	35,048	35,594	36,525	7
F	3	25,549	37,128	28,135	37,128	6
Total/Avg	46	27,480	36,857	38,437	48,355	135

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	30,364.00	45,546.00	Annual	40	3
	Bibb	156,462	22,990.00	49,443.00	Annual	40	4
	Cobb	707,442	38,355.00	60,278.00	Annual	40	1
	Columbus/Muscogee	198,413	29,548.00	44,962.00	Annual	40	10
	Douglas	133,971	32,293.00	66,088.00	Annual	40	6
	Fulton	977,773	30,252.00	50,371.00	Annual	40	1
	Gwinnett	842,046	37,757.00	60,411.00	Annual	40	13
	Houston	146,136	11.54	25.30	Hourly	40	4
	Paulding	144,800	13.21	20.34	Hourly	40	6
B	Dougherty	94,501	23,957.00	39,204.00	Annual	40	4
	Gordon	55,766	14.35	20.80	Hourly	40	2
	Jackson	60,571	15.57	21.80	Hourly	40	1
	Spalding	63,865	15.33	23.90	Hourly	40	3
	Walker	68,094	13.73	17.50	Hourly	40	7
	Walton	84,575	30,728.00	50,110.00	Annual	40	6
C	Bryan	32,214	12.02	12.02	Hourly	40	1
	Coffee	43,170	11.47	18.00	Hourly	40	4
	Colquitt	46,137	46,756.00	46,756.00	Annual	43	1
	Decatur	27,509	11.00	12.84	Hourly	40	1
	Jones	28,577	10.00	17.70	Hourly	40	5
	Laurens	48,041	33,779.00	40,061.00	Annual	40	6
	Lee	28,746	13.59	21.06	Hourly	40	1

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

◆ Heavy Equipment Mechanic

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Polk	41,188	11.69	22.60	Hourly	40	3
	Sumter	31,554	12.27	18.66	Hourly	40	1
	Tattnall	25,384	10.25	17.00	Hourly	40	2
	Toombs	27,315	9.64	11.62	Hourly	40	2
	Ware	35,821	22,601.26	34,390.50	Annual	40	3
	Wayne	30,305	23,021.01	35,029.22	Annual	40	1
D	Appling	18,368	10.00	14.19	Hourly	40	1
	Ben Hill	17,538	22,394.57	22,394.57	Annual	40	2
	Brantley	18,587	12.63	18.75	Hourly	40	3
	Butts	23,524	14.26	25.61	Hourly	40	4
	Dawson	22,422	25,635.99	38,855.60	Annual	40	1
	Fannin	23,492	21,320.00	33,176.00	Annual	40	2
	Jeff Davis	15,156	13.00	13.00	Hourly	40	1
	Meriwether	21,273	25,219.32	35,634.24	Annual	40	2
	Rabun	16,297	13.14	21.10	Hourly	40	2
	Telfair	16,349	10.45	10.45	Hourly	40	1
	Union	21,451	15.13	15.13	Hourly	40	1
E	Charlton	13,295	16.85	17.01	Hourly	40	2
	Heard	11,633	14.35	16.88	Hourly	40	1
	McIntosh	13,839	14.77	17.56	Hourly	40	3
	Wilkes	10,076	8.00	17.00	Hourly	40	1
F	Atkinson	8,284	9.00	10.00	Hourly	40	1
	Miller	5,969	10.00	12.73	Hourly	40	4
	Wilcox	9,068	17.85	17.85	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	
A	19	27,999	33,620	45,606	57,089	323
B	13	27,775	33,904	42,463	54,454	150
C	26	24,064	37,440	37,563	52,416	274
D	21	22,868	28,600	33,389	46,010	180
E	11	20,705	27,997	30,769	37,357	64
F	18	21,854	28,704	26,379	39,333	73
Total/Avg	108	24,211	31,711	36,028	47,776	1064

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	28,992.00	43,488.00	Annual	40	10
	Bartow	100,661	12.85	21.45	Hourly	40	23
	Bibb	156,462	22,990.00	51,421.00	Annual	40	10
	Carroll	111,580	14.63	21.90	Hourly	40	12
	Cherokee	221,315	12.88	16.45	Hourly	40	6
	Cobb	707,442	31,533.00	48,859.00	Annual	40	9
	Columbia	131,627	11.94	18.80	Hourly	40	3
	Columbus/Muscogee	198,413	29,548.00	44,962.00	Annual	40	20
	Douglas	133,971	27,897.00	57,089.00	Annual	40	7
	Fayette	107,524	33,620.00	51,156.81	Annual	40	15
	Forsyth	187,928	14.82	21.80	Hourly	40	11
	Fulton	977,773	30,252.00	50,371.00	Annual	40	23
	Gwinnett	842,046	31,863.00	50,980.00	Annual	40	67
	Henry	209,053	25,004.51	50,465.94	Annual	40	48
	Houston	146,136	13.52	21.64	Hourly	40	20
	Lowndes	114,552	13.90	21.14	Hourly	40	2
	Newton	101,505	10.75	20.19	Hourly	40	15
Paulding	144,800	11.97	18.44	Hourly	40	12	
Whitfield	103,359	26,376.00	39,564.00	Annual	40	10	
B	Bulloch	72,694	11.91	17.86	Hourly	40	25
	Camden	51,402	11.92	16.17	Hourly	40	15
	Catoosa	65,046	14.27	18.39	Hourly	40	4

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	94,501	23,957.00	41,168.00	Annual	40	14
	Effingham	53,293	13.41	19.72	Hourly	40	3
	Gordon	55,766	14.35	20.80	Hourly	40	6
	Jackson	60,571	14.57	20.40	Hourly	42	3
	Liberty	65,471	14.64	25.20	Hourly	40	9
	Rockdale	85,820	12.21	19.50	Hourly	40	3
	Spalding	63,865	16.30	26.18	Hourly	40	15
	Troup	68,468	23,712.00	40,186.00	Annual	40	7
	Walker	68,094	12.88	18.88	Hourly	40	30
	Walton	84,575	28,049.00	46,092.00	Annual	40	16
C	Baldwin	46,367	27,300.00	41,541.00	Annual	40	5
	Bryan	32,214	10.83	10.83	Hourly	40	1
	Chattooga	25,725	12.10	15.50	Hourly	40	2
	Coffee	43,170	9.09	18.00	Hourly	40	16
	Colquitt	46,137	24,440.00	35,276.00	Annual	43	12
	Decatur	27,509	10.40	19.58	Hourly	40	18
	Grady	25,440	9.50	11.09	Hourly	40	9
	Haralson	28,400	12.00	17.00	Hourly	40	4
	Harris	32,550	18.00	25.20	Hourly	40	6
	Hart	25,518	13.16	20.01	Hourly	40	11
	Jones	28,577	10.25	11.75	Hourly	40	18
	Laurens	48,041	23,088.00	35,006.00	Annual	40	30
	Lee	28,746	10.65	22.12	Hourly	40	18
	Lumpkin	30,611	12.38	18.83	Hourly	40	3
	Madison	27,922	9.71	16.56	Hourly	40	17
	Monroe	26,637	13.08	19.78	Hourly	40	10
	Murray	39,392	10.53	16.83	Hourly	40	13
	Oconee	33,619	32,475.00	47,088.00	Annual	40	2
	Peach	27,622	23,584.00	41,415.00	Annual	40	10
	Pickens	29,268	12.12	18.44	Hourly	40	4
	Polk	41,188	9.59	22.60	Hourly	40	13
	Sumter	31,554	11.11	16.91	Hourly	40	3
	Tattnall	25,384	11.00	17.35	Hourly	40	14
	Thomas	44,724	23,531.00	37,750.00	Annual	40	12
	Toombs	27,315	9.84	14.44	Hourly	40	11
	Ware	35,821	20,500.01	32,752.85	Annual	40	6
	Wayne	30,305	21,924.78	33,361.14	Annual	40	14
	White	27,556	13.49	21.57	Hourly	40	12
D	Appling	18,368	10.00	14.00	Hourly	40	16

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Ben Hill	17,538	20,696.01	27,530.14	Annual	40	3
	Berrien	19,041	9.00	20.00	Hourly	40	16
	Brantley	18,587	11.46	17.01	Hourly	40	4
	Brooks	15,403	10.06	13.39	Hourly	40	2
	Burke	23,125	28,600.00	36,358.00	Annual	40	16
	Butts	23,524	12.32	22.12	Hourly	40	9
	Cook	16,923	9.42	13.17	Hourly	40	9
	Crisp	23,606	22,880.00	29,967.00	Annual	40	10
	Dawson	22,422	23,224.93	38,855.60	Annual	40	3
	Fannin	23,492	21,860.00	28,225.00	Annual	40	32
	Franklin	21,894	13.15	14.79	Hourly	40	6
	Jeff Davis	15,156	10.50	14.19	Hourly	40	3
	Jefferson	16,432	21,013.00	31,973.00	Annual	40	2
	Meriwether	21,273	26,480.29	37,415.96	Annual	40	7
	Mitchell	23,144	8.57	15.04	Hourly	40	14
	Putnam	21,198	11.45	18.93	Hourly	40	2
	Rabun	16,297	12.51	19.11	Hourly	40	6
	Telfair	16,349	9.28	10.25	Hourly	40	5
	Union	21,451	12.95	17.11	Hourly	40	3
	Washington	20,879	11.00	17.26	Hourly	40	12
E	Bleckley	12,913	10.00	17.96	Hourly	40	6
	Candler	11,117	21,424.00	27,414.00	Annual	40	7
	Charlton	13,295	11.70	17.01	Hourly	40	9
	Cusseta-Chattahooche	13,037	15,246.40	26,000.00	Annual	40	2
	Early	10,594	9.85	14.29	Hourly	40	8
	Heard	11,633	13.46	15.84	Hourly	40	1
	Lanier	10,400	8.00	14.82	Hourly	40	6
	McIntosh	13,839	12.43	14.06	Hourly	40	3
	Pulaski	11,720	9.00	14.25	Hourly	40	6
	Screven	14,202	10.43	16.00	Hourly	40	13
	Wilkes	10,076	7.00	12.81	Hourly	40	3
F	Atkinson	8,284	12.00	14.00	Hourly	40	9
	Baker	3,366	10.71	11.22	Hourly	40	3
	Clinch	6,718	8.40	9.74	Hourly	40	8
	Glascocock	3,142	9.79	11.33	Hourly	40	2
	Hancock	8,996	10.00	13.41	Hourly	40	2
	Jenkins	9,213	15,704.00	19,200.00	Annual	40	6
	Johnson	9,897	9.00	12.00	Hourly	40	5
	Lincoln	7,737	10.94	11.13	Hourly	40	2

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Montgomery	8,913	10.30	10.51	Hourly	40	4
	Seminole	8,947	10.00	16.50	Hourly	40	6
	Stewart	6,042	12.08	12.13	Hourly	40	2
	Talbot	6,517	22,282.00	26,888.00	Annual	40	4
	Taliaferro	1,680	13.47	17.36	Hourly	40	2
	Treutlen	6,769	10.70	10.70	Hourly	40	2
	Warren	5,578	7.25	13.13	Hourly	40	1
	Webster Unified	2,793	13.80	13.80	Hourly	40	1
	Wilcox	9,068	10.00	10.25	Hourly	40	9
	Wilkinson	9,577	12.42	18.91	Hourly	40	5

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

◆ Laborer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	14	23,324	30,458	36,642	46,967	130
B	4	19,275	23,795	30,285	43,014	28
C	16	20,295	27,934	28,747	36,837	65
D	13	19,541	26,125	25,494	31,054	62
E	6	16,900	20,051	25,140	33,280	31
F	10	19,060	24,960	23,968	29,286	38
Total/Avg	63	19,732	25,554	28,379	36,740	354

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	100,661	11.94	18.02	Hourly	40	8
	Bibb	156,462	22,990.00	34,738.00	Annual	40	17
	Cherokee	221,315	10.10	13.71	Hourly	40	22
	Cobb	707,442	22,443.00	34,174.00	Annual	40	8
	Columbia	131,627	10.31	15.47	Hourly	40	17
	Douglas	133,971	21,858.00	46,967.00	Annual	40	2
	Fayette	107,524	30,458.06	46,345.54	Annual	40	2
	Forsyth	187,928	12.36	20.89	Hourly	40	7
	Fulton	977,773	23,000.00	35,476.00	Annual	40	4
	Gwinnett	842,046	26,995.00	41,842.00	Annual	40	14
	Henry	209,053	22,124.75	33,187.28	Annual	40	9
	Houston	146,136	10.67	17.10	Hourly	40	9
	Paulding	144,800	10.35	15.93	Hourly	40	7
	Whitfield	103,359	19,948.00	29,923.00	Annual	40	4
B	Dougherty	94,501	16,217.00	24,068.00	Annual	40	8
	Gordon	55,766	8.00	14.04	Hourly	40	10
	Liberty	65,471	11.44	20.68	Hourly	40	6
	Walker	68,094	9.83	11.95	Hourly	40	4
C	Baldwin	46,367	22,407.00	34,094.00	Annual	40	1
	Bryan	32,214	9.24	9.24	Hourly	40	5
	Chattooga	25,725	9.50	11.50	Hourly	40	4
	Grady	25,440	7.60	9.68	Hourly	40	4

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

◆ Laborer

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Haralson	28,400	10.00	14.50	Hourly	40	8
	Harris	32,550	10.34	14.47	Hourly	40	1
	Hart	25,518	7.33	11.15	Hourly	40	1
	Jones	28,577	8.00	11.00	Hourly	40	8
	Laurens	48,041	27,934.00	31,283.00	Annual	40	2
	Lumpkin	30,611	10.16	15.45	Hourly	40	3
	Monroe	26,637	8.00	13.18	Hourly	40	5
	Oconee	33,619	21,640.00	31,378.00	Annual	40	2
	Pickens	29,268	10.45	15.90	Hourly	40	3
	Polk	41,188	9.12	15.96	Hourly	40	6
	Tattnall	25,384	8.00	10.50	Hourly	40	3
	Toombs	27,315	9.36	11.35	Hourly	40	7
	Wayne	30,305	17,178.63	28,818.60	Annual	40	6
	White	27,556	11.08	17.71	Hourly	40	1
D	Appling	18,368	8.00	10.00	Hourly	40	
	Ben Hill	17,538	15,533.83	19,626.42	Annual	40	4
	Berrien	19,041	9.00	13.00	Hourly	40	2
	Brantley	18,587	8.98	13.32	Hourly	40	5
	Burke	23,125	19,864.00	20,259.00	Annual	40	4
	Cook	16,923	9.42	9.46	Hourly	40	4
	Crisp	23,606	23,529.00	28,373.00	Annual	40	10
	Fannin	23,492	19,801.00	28,891.00	Annual	40	7
	Franklin	21,894	12.56	14.24	Hourly	40	4
	Jeff Davis	15,156	8.00	9.80	Hourly	40	2
	Rabun	16,297	9.77	14.93	Hourly	40	8
	Union	21,451	10.00	13.56	Hourly	40	9
	Washington	20,879	8.55	14.32	Hourly	40	3
E	Charlton	13,295	9.64	9.64	Hourly	40	1
	Cusseta-Chattahooche	13,037	13,166.40	20,800.00	Annual	40	8
	Early	10,594	7.78	11.29	Hourly	40	2
	Heard	11,633	8.50	16.00	Hourly	40	11
	McIntosh	13,839	9.50	14.06	Hourly	40	6
	Wilkes	10,076	7.00	11.53	Hourly	40	3
F	Georgetown-Quitman	2,404	7.98	14.08	Hourly	40	5
	Hancock	8,996	8.00	9.29	Hourly	40	5
	Irwin	9,600	12,480.00	27,040.00	Annual	40	16
	Jenkins	9,213	16,723.00	23,640.00	Annual	40	2
	Lincoln	7,737	10.00	10.00	Hourly	40	1
	Seminole	8,947	8.50	12.00	Hourly	40	3

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

◆ Laborer

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Talbot	6,517	22,454.00	26,888.00	Annual	40	2
	Taliaferro	1,680	10.82	10.82	Hourly	40	1
	Webster Unified	2,793	12.00	12.00	Hourly	40	1
	Wilcox	9,068	9.50	9.75	Hourly	40	2

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

◆ Landfill Inmate Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	34,683	36,002	53,089	54,782	3
B	3	26,682	30,052	39,920	45,340	5
Total/Avg	5	30,682	33,027	46,505	50,061	8

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Columbus/Muscogee	198,413	36,002.00	54,782.00	Annual	40	2
	Paulding	144,800	16.04	24.71	Hourly	40	1
B	Bulloch	72,694	10.48	16.65	Hourly	43	1
	Effingham	53,293	12.77	17.88	Hourly	40	1
	Jackson	60,571	13.76	20.76	Hourly	42	3

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

◆ Landfill Manager, Certified

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	44,582	56,597	68,247	90,563	7
B	3	33,105	35,397	47,284	52,538	5
C	2	34,528	34,611	44,148	53,685	2
D	8	36,432	55,867	41,864	56,161	9
E	2	30,958	33,960	30,958	33,960	2
F	2	22,477	29,994	27,740	40,518	2
Total/Avg	24	33,680	41,071	43,373	54,571	27

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	47,311.00	70,966.00	Annual	40	1
	Bartow	100,661	48,734.00	48,734.00	Annual	40	1
	Cobb	707,442	56,597.00	90,563.00	Annual	40	1
	Douglas	133,971	41,215.00	84,345.00	Annual	40	1
	Houston	146,136	20.82	33.33	Hourly	40	1
	Newton	101,505	41,537.60	62,379.20	Annual	40	1
	Paulding	144,800	33,371.00	51,413.00	Annual	40	1
B	Catoosa	65,046	15.15	17.98	Hourly	40	3
	Dougherty	94,501	35,397.00	52,538.00	Annual	40	1
	Troup	68,468	32,406.00	51,917.00	Annual	40	1
C	Monroe	26,637	16.56	25.81	Hourly	40	1
	Toombs	27,315	16.64	16.64	Hourly	40	1
D	Appling	18,368	13.00	15.00	Hourly	40	1
	Burke	23,125	47,174.00	47,174.00	Annual	40	1
	Cook	16,923	11.59	14.73	Hourly	40	1
	Crisp	23,606	55,867.00	55,867.00	Annual	40	1
	Jefferson	16,432	25,602.00	38,956.00	Annual	40	2
	Rabun	16,297	36,750.67	56,161.17	Annual	40	1
	Telfair	16,349	29,526.82	29,526.82	Annual	40	1
	Washington	20,879	45,386.00	45,386.00	Annual	40	1
	E	Candler	11,117	33,960.00	33,960.00	Annual	40
	Charlton	13,295	13.44	13.44	Hourly	40	1

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

◆ Landfill Manager, Certified

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Calhoun	6,504	14,960.64	14,960.64	Annual	40	1
	Warren	5,578	14.42	19.48	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	
A	11	25,112	30,458	41,268	51,781	126
B	7	24,162	31,209	36,875	43,702	50
C	13	22,378	27,810	31,854	40,643	70
D	12	20,563	23,400	29,501	39,749	83
E	6	20,017	23,317	26,336	29,910	21
F	13	19,866	23,774	24,998	35,714	40
Total/Avg	62	22,016	26,661	31,805	40,250	390

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Cherokee	221,315	11.68	18.11	Hourly	40	8
	Cobb	707,442	23,566.00	35,818.00	Annual	40	8
	Columbia	131,627	11.37	17.06	Hourly	40	7
	Douglas	133,971	25,304.00	51,781.00	Annual	40	12
	Fayette	107,524	30,458.08	46,345.54	Annual	40	8
	Forsyth	187,928	12.36	19.99	Hourly	40	19
	Fulton	977,773	23,279.00	40,308.00	Annual	40	0
	Gwinnett	842,046	26,995.00	41,842.00	Annual	40	20
	Houston	146,136	12.02	24.33	Hourly	40	20
	Lowndes	114,552	12.59	19.15	Hourly	40	5
	Whitfield	103,359	21,785.00	32,677.00	Annual	40	19
B	Catoosa	65,046	9.55	17.19	Hourly	40	16
	Dougherty	94,501	21,730.00	32,257.00	Annual	40	4
	Effingham	53,293	12.77	19.72	Hourly	40	11
	Gordon	55,766	12.02	17.42	Hourly	40	10
	Jackson	60,571	14.29	20.01	Hourly	42	1
	Rockdale	85,820	9.97	15.92	Hourly	40	2
	Walton	84,575	24,031.00	36,046.00	Annual	40	6
C	Bryan	32,214	10.03	10.03	Hourly	40	6
	Chattooga	25,725	9.50	12.36	Hourly	40	6
	Grady	25,440	8.00	12.23	Hourly	40	6
	Harris	32,550	13.37	18.72	Hourly	40	1

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

◆ Light Equipment Operator

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hart	25,518	11.95	18.17	Hourly	40	4
	Laurens	48,041	21,195.00	29,661.00	Annual	40	4
	Lumpkin	30,611	11.21	17.06	Hourly	40	3
	Madison	27,922	10.70	10.70	Hourly	40	1
	Monroe	26,637	10.95	16.56	Hourly	40	5
	Oconee	33,619	26,241.00	38,050.00	Annual	40	10
	Pickens	29,268	10.45	16.71	Hourly	40	7
	Tattnall	25,384	9.25	15.00	Hourly	40	5
	Thomas	44,724	21,364.00	33,272.00	Annual	40	12
	Wayne	30,305	18,939.44	28,818.60	Annual	40	9
	White	27,556	12.22	19.54	Hourly	40	1
D	Appling	18,368	8.00	11.05	Hourly	40	10
	Ben Hill	17,538	21,691.67	28,340.27	Annual	40	4
	Brooks	15,403	9.16	12.20	Hourly	40	19
	Burke	23,125	23,400.00	25,834.00	Annual	40	15
	Butts	23,524	10.64	19.11	Hourly	40	5
	Cook	16,923	9.46	10.06	Hourly	40	3
	Dawson	22,422	23,224.93	38,855.60	Annual	40	3
	Fannin	23,492	21,944.00	23,691.00	Annual	40	7
	Jeff Davis	15,156	9.50	11.73	Hourly	40	3
	Mitchell	23,144	8.62	15.61	Hourly	40	2
	Putnam	21,198	9.59	17.84	Hourly	40	2
	Rabun	16,297	10.27	16.48	Hourly	40	10
E	Bleckley	12,913	10.30	12.18	Hourly	40	2
	Candler	11,117	20,883.00	26,000.00	Annual	40	4
	Charlton	13,295	11.21	11.21	Hourly	40	1
	Early	10,594	8.76	12.70	Hourly	40	6
	Screven	14,202	10.43	13.00	Hourly	40	3
	Wilkes	10,076	7.00	14.38	Hourly	40	5
F	Baker	3,366	9.50	10.20	Hourly	40	2
	Clinch	6,718	7.26	8.41	Hourly	40	2
	Hancock	8,996	8.00	10.42	Hourly	40	5
	Lincoln	7,737	10.30	10.87	Hourly	40	2
	Miller	5,969	10.00	12.36	Hourly	40	3
	Montgomery	8,913	10.00	10.00	Hourly	40	2
	Schley	4,990	10.35	13.00	Hourly	40	2
	Seminole	8,947	10.00	12.50	Hourly	40	5
	Stewart	6,042	11.43	16.45	Hourly	40	3
	Treutlen	6,769	9.50	10.70	Hourly	40	3

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

◆ Light Equipment Operator

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Warren	5,578	7.25	13.81	Hourly	40	4
	Webster Unified	2,793	10.35	10.35	Hourly	40	1
	Wilkinson	9,577	10.22	17.17	Hourly	40	6

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

◆ Maintenance Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	14	50,510	70,876	69,601	100,948	30
B	11	39,569	47,048	58,490	77,854	15
C	18	38,382	58,500	49,204	68,089	22
D	8	34,597	55,578	46,874	67,974	8
E	2	26,686	28,080	26,686	28,080	2
Total/Avg	53	37,949	52,016	50,171	68,589	77

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	100,661	70,876.00	70,876.00	Annual	40	1
	Carroll	111,580	45,267.00	74,030.00	Annual	40	3
	Cherokee	221,315	52,000.00	52,000.00	Annual	40	1
	Cobb	707,442	51,293.00	81,910.00	Annual	40	3
	Columbia	131,627	17.64	26.46	Hourly	40	2
	Douglas	133,971	62,705.00	62,705.00	Annual	40	1
	Fayette	107,524	60,809.37	92,528.64	Annual	40	1
	Forsyth	187,928	68,645.00	100,948.00	Annual	40	1
	Fulton	977,773	44,201.00	65,427.00	Annual	40	3
	Gwinnett	842,046	41,061.00	53,379.00	Annual	40	10
	Henry	209,053	55,242.51	82,863.75	Annual	40	1
	Houston	146,136	20.82	33.33	Hourly	40	1
	Lowndes	114,552	16.11	24.52	Annual	40	1
	Newton	101,505	41,537.60	62,379.20	Annual	40	1
	B	Catoosa	65,046	43,000.00	43,000.00	Annual	40
Dougherty		94,501	29,121.00	47,654.00	Annual	40	4
Effingham		53,293	35,603.86	49,845.40	Annual	40	1
Gordon		55,766	44,395.00	64,373.00	Annual	40	1
Jackson		60,571	39,992.00	55,989.00	Annual	40	1
Liberty		65,471	20.68	33.89	Hourly	40	1
Rockdale		85,820	33,302.00	53,167.00	Annual	40	1
Spalding		63,865	47,048.00	73,379.00	Annual	40	1
Troup		68,468	35,547.00	77,854.00	Annual	40	2

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

◆ Maintenance Superintendent

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Walker	68,094	18.00	18.00	Hourly	40	1
	Walton	84,575	46,800.00	70,201.00	Annual	40	1
C	Baldwin	46,367	44,735.00	68,089.00	Annual	40	1
	Bryan	32,214	31,643.39	31,643.39	Annual	40	1
	Colquitt	46,137	47,819.00	47,819.00	Annual	43	1
	Grady	25,440	30,000.00	45,000.00	Annual	40	1
	Harris	32,550	33,244.00	46,541.00	Annual	40	1
	Jones	28,577	22.00	22.00	Hourly	40	1
	Laurens	48,041	34,884.00	35,360.00	Annual	40	2
	Lee	28,746	39,774.19	61,649.99	Annual	40	1
	Lumpkin	30,611	32,950.00	50,137.00	Annual	40	3
	Madison	27,922	19.02	19.02	Hourly	40	1
	Monroe	26,637	14.41	22.93	Hourly	40	1
	Murray	39,392	14.81	23.68	Annual	40	1
	Oconee	33,619	44,858.00	65,045.00	Annual	40	1
	Tattnall	25,384	14.00	19.00	Hourly	40	1
	Thomas	44,724	58,500.00	58,500.00	Annual	40	1
	Toombs	27,315	18.38	18.38	Hourly	40	1
	Ware	35,821	42,328.79	64,408.27	Annual	40	1
	Wayne	30,305	35,713.16	46,942.47	Annual	40	2
	White	27,556	14.89	23.81	Hourly	40	1
D	Appling	18,368	10.00	15.45	Hourly	40	1
	Brooks	15,403	12.15	16.21	Hourly	40	1
	Burke	23,125	55,578.00	55,578.00	Annual	40	1
	Butts	23,524	18.20	32.68	Hourly	40	1
	Crisp	23,606	41,739.00	41,739.00	Annual	40	1
	Meriwether	21,273	27,804.30	39,286.75	Annual	40	1
	Putnam	21,198	17.32	26.98	Hourly	40	1
	Rabun	16,297	15.24	23.29	Hourly	40	1
E	Candler	11,117	25,292.00	25,292.00	Annual	40	1
	Charlton	13,295	13.50	13.50	Hourly	40	1

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

◆ Maintenance Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	17	25,657	31,863	42,084	56,930	233
B	12	26,508	33,904	44,145	56,950	55
C	18	22,441	27,830	33,693	42,370	59
D	10	22,087	29,661	35,469	63,669	24
E	3	22,610	27,040	25,778	31,200	3
F	3	22,548	26,481	24,697	26,481	5
Total/Avg	63	23,642	29,463	34,311	46,267	379

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	26,242.00	39,363.00	Annual	40	1
	Bartow	100,661	12.40	18.68	Hourly	40	3
	Carroll	111,580	14.63	23.88	Hourly	40	8
	Cherokee	221,315	14.20	22.02	Hourly	40	9
	Cobb	707,442	21,320.00	32,323.00	Annual	40	7
	Columbia	131,627	10.83	18.80	Hourly	40	8
	Columbus/Muscogee	198,413	23,083.00	35,124.00	Annual	40	60
	Fayette	107,524	27,593.50	41,986.77	Annual	40	7
	Forsyth	187,928	13.59	19.99	Hourly	40	8
	Fulton	977,773	23,279.00	40,308.00	Annual	40	31
	Gwinnett	842,046	31,863.00	50,980.00	Annual	40	42
	Henry	209,053	25,004.51	50,465.94	Annual	40	22
	Houston	146,136	12.50	27.37	Hourly	40	7
	Lowndes	114,552	12.59	19.15	Hourly	40	2
	Newton	101,505	10.75	20.23	Hourly	40	12
	Paulding	144,800	11.97	18.44	Hourly	40	2
	Whitfield	103,359	21,785.00	32,677.00	Annual	40	4
B	Barrow	70,169	13.77	26.07	Hourly	40	1
	Catoosa	65,046	12.00	19.00	Hourly	40	5
	Dougherty	94,501	22,816.00	39,204.00	Annual	40	6
	Effingham	53,293	12.16	17.03	Hourly	40	3
	Gordon	55,766	10.85	15.73	Hourly	40	2

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

◆ Maintenance Worker

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jackson	60,571	14.65	20.52	Hourly	42.5	5
	Liberty	65,471	13.26	26.48	Hourly	40	5
	Rockdale	85,820	10.66	17.03	Hourly	40	7
	Spalding	63,865	16.30	25.42	Hourly	40	3
	Troup	68,468	27,186.00	56,950.00	Annual	40	5
	Walker	68,094	14.06	17.73	Hourly	40	4
	Walton	84,575	21,352.00	46,092.00	Annual	40	9
C	Baldwin	46,367	21,326.00	37,634.00	Annual	40	4
	Bryan	32,214	10.43	10.43	Hourly	40	5
	Colquitt	46,137	25,937.00	36,275.00	Annual	43	4
	Decatur	27,509	10.00	11.00	Hourly	40	2
	Harris	32,550	12.85	18.00	Hourly	40	3
	Jones	28,577	10.25	16.50	Hourly	40	4
	Lee	28,746	10.65	16.50	Hourly	40	2
	Lumpkin	30,611	11.21	17.06	Hourly	40	4
	Madison	27,922	11.88	11.88	Hourly	40	1
	Monroe	26,637	9.45	20.37	Hourly	40	6
	Murray	39,392	11.61	18.56	Hourly	40	1
	Oconee	33,619	21,640.00	31,378.00	Annual	40	3
	Peach	27,622	18,229.00	35,378.00	Annual	40	6
	Pickens	29,268	13.38	20.36	Hourly	40	3
	Polk	41,188	10.59	19.46	Hourly	40	2
	Thomas	44,724	24,253.00	37,750.00	Annual	40	4
	Toombs	27,315	8.32	9.64	Hourly	40	1
	White	27,556	10.03	16.04	Hourly	40	4
D	Appling	18,368	8.00	10.66	Hourly	40	1
	Brantley	18,587	9.89	14.69	Hourly	40	2
	Brooks	15,403	10.56	14.07	Hourly	40	2
	Butts	23,524	14.26	25.61	Hourly	40	3
	Crisp	23,606	23,913.00	23,913.00	Annual	40	1
	Dawson	22,422	23,224.93	63,669.43	Annual	40	7
	Franklin	21,894	13.15	16.32	Hourly	40	2
	Jefferson	16,432	17,246.00	26,242.00	Annual	40	1
	Meriwether	21,273	25,219.32	35,634.24	Annual	40	4
	Putnam	21,198	7.25	17.32	Hourly	40	1
E	Bleckley	12,913	13.00	13.00	Hourly	40	1
	Charlton	13,295	9.18	9.18	Hourly	40	1
	Screven	14,202	10.43	15.00	Hourly	40	1
F	Glascock	3,142	9.79	10.89	Hourly	40	2

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

◆ Maintenance Worker

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lincoln	7,737	10.00	12.00	Hourly	40	2
	Talbot	6,517	26,481.00	26,481.00	Annual	40	1

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

◆ Meter Reader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	24,969	28,990	38,560	44,112	68
B	2	22,432	22,692	39,753	44,083	9
C	4	21,938	23,541	29,869	35,820	7
D	1	27,061	27,061	27,498	27,498	3
E	1	18,000	18,000	20,392	20,392	4
F	4	21,604	27,595	23,934	27,595	5
Total/Avg	22	22,667	24,647	30,001	33,250	96

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	24,868.00	37,301.00	Annual	40	7
	Bartow	100,661	12.40	18.68	Hourly	40	7
	Cobb	707,442	25,896.00	39,478.00	Annual	40	19
	Columbia	131,627	11.37	17.06	Hourly	40	5
	Fayette	107,524	28,990.42	44,112.35	Annual	40	3
	Forsyth	187,928	12.98	20.89	Hourly	40	4
	Fulton	977,773	23,487.00	35,476.00	Annual	40	7
	Houston	146,136	10.28	17.79	Hourly	40	6
	Lowndes	114,552	11.98	18.23	Hourly	40	1
	Paulding	144,800	11.40	17.56	Hourly	40	9
B	Rockdale	85,820	10.66	17.03	Hourly	40	1
	Walton	84,575	22,692.00	44,083.00	Annual	40	8
C	Baldwin	46,367	23,541.00	35,820.00	Annual	40	2
	Harris	32,550	9.74	13.64	Hourly	40	3
	Jones	28,577	10.50	10.50	Hourly	40	1
	Monroe	26,637	10.63	16.08	Hourly	40	1
D	Franklin	21,894	13.01	13.22	Hourly	40	3
E	Cusseta-Chattahooche	13,037	18,000.00	20,392.00	Annual	40	4
F	Georgetown-Quitman	2,404	9.28	10.93	Hourly	40	2
	Hancock	8,996	8.00	10.83	Hourly	40	1
	Lincoln	7,737	11.00	11.00	Hourly	40	1
	Talbot	6,517	27,595.00	27,595.00	Annual	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	
A	15	74,390	111,825	107,134	190,102	15
B	8	62,004	74,069	89,887	121,368	8
C	19	52,441	75,459	70,427	101,049	19
D	12	52,222	80,390	62,373	91,098	11
E	2	34,755	40,509	41,255	42,000	2
F	9	36,666	50,341	42,116	63,918	9
Total/Avg	65	52,080	72,099	68,865	101,589	64

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	50,082.00	75,123.00	Annual	40	1
	Bartow	100,661	76,523.00	76,523.00	Annual	40	1
	Bibb	156,462	54,485.00	104,170.00	Annual	40	1
	Carroll	111,580	56,923.00	92,979.00	Annual	40	1
	Cherokee	221,315	108,000.00	108,000.00	Annual	40	1
	Cobb	707,442	63,669.00	102,049.00	Annual	40	1
	Fayette	107,524	81,781.84	124,440.74	Annual	40	1
	Fulton	977,773	83,256.00	130,713.00	Annual	40	
	Gwinnett	842,046	111,825.00	190,102.00	Annual	40	1
	Henry	209,053	106,663.00	106,663.00	Annual	40	1
	Houston	146,136	37.45	59.97	Hourly	40	1
	Lowndes	114,552	33.80	51.43	Annual	40	1
	Newton	101,505	52,832.00	79,352.00	Annual	40	2
	Paulding	144,800	68,145.00	104,987.00	Annual	40	1
	Whitfield	103,359	53,463.00	80,194.00	Annual	40	1
B	Bulloch	72,694	57,153.00	85,729.00	Annual	40	1
	Catoosa	65,046	56,500.00	56,500.00	Annual	40	1
	Dougherty	94,501	60,539.00	89,859.00	Annual	40	1
	Effingham	53,293	60,894.68	85,252.55	Annual	40	1
	Gordon	55,766	67,847.00	98,377.00	Annual	40	1
	Liberty	65,471	35.61	58.35	Hourly	40	1
	Spalding	63,865	58,164.00	90,716.00	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Walton	84,575	60,864.00	91,296.00	Annual	40	1
	Baldwin	46,367	66,409.00	101,049.00	Annual	40	1
	Bryan	32,214	39,556.45	39,556.45	Annual	40	1
	Decatur	27,509	55,000.00	57,200.00	Annual	40	1
	Harris	32,550	43,005.00	60,206.00	Annual	40	1
	Jones	28,577	25.00	25.00	Hourly	40	1
	Laurens	48,041	67,737.00	67,737.00	Annual	40	1
	Lee	28,746	50,763.07	100,421.34	Annual	40	1
	Madison	27,922	21.36	21.36	Hourly	40	1
	Monroe	26,637	75,458.76	75,458.76	Annual	40	1
	Murray	39,392	22.87	36.56	Annual	40	1
	Oconee	33,619	61,886.00	89,735.00	Annual	40	1
	Peach	27,622	61,612.00	92,438.00	Annual	40	1
	Pickens	29,268	45,607.00	69,396.00	Annual	40	1
	Polk	41,188	19.22	33.65	Hourly	40	1
	Sumter	31,554	46,146.49	70,217.34	Annual	40	1
	Thomas	44,724	66,750.00	66,750.00	Annual	40	1
Ware	35,821	42,328.79	64,408.27	Annual	40	1	
Wayne	30,305	39,373.72	59,911.83	Annual	40	1	
White	27,556	24.41	39.02	Annual	40	1	
D	Appling	18,368	18.00	24.79	Hourly	40	1
	Brooks	15,403	38,249.91	51,140.62	Annual	40	1
	Burke	23,125	77,085.00	77,085.00	Annual	40	1
	Butts	23,524	50,727.00	91,098.00	Annual	40	1
	Cook	16,923	43,000.00	43,000.00	Annual	40	1
	Crisp	23,606	80,390.00	80,390.00	Annual	40	1
	Dawson	22,422	56,495.48	85,628.30	Annual	40	1
	Jeff Davis	15,156	12.00	14.79	Hourly	44	
	Meriwether	21,273	40,933.62	59,844.71	Annual	40	1
	Mitchell	23,144	59,234.50	59,234.50	Annual	40	1
	Telfair	16,349	40,110.29	40,110.29	Annual	40	1
Washington	20,879	75,546.00	75,546.00	Annual	40	1	
E	Charlton	13,295	40,509.04	40,509.04	Annual	40	1
	Cusseta-Chattahoochee	13,037	28,999.98	42,000.00	Annual	40	1
F	Baker	3,366	27,310.00	27,310.00	Annual	40	1
	Clinch	6,718	11.26	18.16	Hourly	40	1
	Georgetown-Quitman	2,404	16.39	16.39	Hourly	40	1
	Hancock	8,996	16.85	19.63	Hourly	40	1
	Irwin	9,600	25,000.00	32,000.00	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lincoln	7,737	50,341.00	50,341.00	Annual	40	1
	Schley	4,990	21.78	21.78	Hourly	40	1
	Stewart	6,042	47,482.00	47,482.00	Annual	40	1
	Wilkinson	9,577	20.19	30.73	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	
A	4	41,682	52,125	52,009	68,884	4
B	2	32,599	34,746	49,803	52,119	2
C	5	31,894	40,308	41,599	60,465	5
D	1	33,294	33,294	50,879	50,879	1
F	1	20,800	20,800	28,309	28,309	1
Total/Avg	13	32,054	36,255	44,520	52,131	13

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	45,923.00	68,884.00	Annual	40	1
	Bartow	100,661	52,125.00	52,125.00	Annual	40	1
	Cherokee	221,315	31,990.40	31,990.40	Annual	40	1
	Columbia	131,627	36,690.00	55,035.00	Annual	40	1
B	Liberty	65,471	14.64	22.83	Hourly	40	1
	Walton	84,575	34,746.00	52,119.00	Annual	40	1
C	Hart	25,518	40,380.00	61,465.00	Annual	40	1
	Jones	28,577	13.40	13.40	Hourly	40	1
	Laurens	48,041	36,334.00	36,334.00	Annual	40	1
	Monroe	26,637	14.29	21.61	Hourly	40	1
	Peach	27,622	40,308.00	60,465.00	Annual	30	1
D	Pickens	29,268	12.13	18.45	Hourly	40	1
	Rabun	16,297	33,294.29	50,879.25	Annual	40	1
F	Montgomery	8,913	10.00	13.61	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	
A	5	34,676	40,372	53,199	60,558	5
B	1	37,086	37,086	60,778	60,778	1
C	6	32,556	48,948	41,965	48,948	6
D	3	26,052	28,297	37,391	43,826	3
Total/Avg	15	32,593	38,676	48,333	53,527	15

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	40,372.00	60,558.00	Annual	40	1
	Bartow	100,661	15.13	22.81	Hourly	40	1
	Columbus/Muscogee	198,413	34,267.00	52,142.00	Annual	40	1
	Houston	146,136	17.79	28.47	Hourly	40	1
	Paulding	144,800	30,268.00	46,633.00	Annual	40	1
B	Liberty	65,471	17.83	29.22	Hourly	40	1
C	Colquitt	46,137	48,948.00	48,948.00	Annual	40	1
	Harris	32,550	12.35	17.30	Hourly	40	1
	Laurens	48,041	43,407.00	43,407.00	Annual	40	1
	Monroe	26,637	14.29	21.61	Hourly	40	1
	Pickens	29,268	9.95	15.14	Hourly	40	1
D	Polk	41,188	12.92	22.60	Hourly	40	1
	Burke	23,125	25,459.00	25,459.00	Annual	40	1
	Butts	23,524	11.73	21.07	Hourly	40	1
	Dawson	22,422	28,297.33	42,889.31	Annual	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	
A	5	23,144	24,868	35,097	37,301	29
B	1	26,250	26,250	43,014	43,014	1
C	6	22,841	28,413	29,910	43,243	18
D	6	20,427	23,837	26,979	35,381	18
E	2	14,820	16,120	24,221	29,910	5
F	1	17,347	17,347	24,010	24,010	1
Total/Avg	21	20,805	22,806	30,539	35,477	72

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	24,868.00	37,301.00	Annual	40	14
	Columbus/Muscogee	198,413	24,252.00	36,902.00	Annual	40	5
	Henry	209,053	23,564.74	35,347.03	Annual	40	3
	Lowndes	114,552	9.83	14.97	Hourly	40	6
	Paulding	144,800	10.86	16.73	Hourly	40	1
B	Liberty	65,471	12.62	20.68	Hourly	40	1
C	Chattooga	25,725	9.00	10.00	Hourly	40	1
	Colquitt	46,137	21,590.00	22,921.00	Annual	40	5
	Jones	28,577	12.50	13.75	Hourly	40	3
	Lumpkin	30,611	13.66	20.79	Hourly	40	1
	Peach	27,622	23,584.00	35,378.00	Annual	40	1
D	Pickens	29,268	9.01	13.71	Hourly	40	7
	Brantley	18,587	11.46	17.01	Hourly	40	2
	Burke	23,125	19,885.00	25,459.00	Annual	40	8
	Crisp	23,606	23,761.00	28,507.00	Annual	40	4
	Franklin	21,894	9.18	9.18	Hourly	40	1
E	Jeff Davis	15,156	8.00	10.00	Hourly	40	1
	Rabun	16,297	9.30	15.69	Hourly	40	2
	Cusseta-Chattahoochee	13,037	13,520.00	18,531.76	Annual	40	2
F	Wilkes	10,076	7.75	14.38	Hourly	40	3
	Jenkins	9,213	17,347.00	24,010.00	Annual	40	1

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

◆ Refuse/Recycling Route Supervisor/Lead Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	42,833	56,118	50,540	56,118	16
C	2	23,494	24,960	32,727	38,522	6
D	1	21,070	21,070	37,856	37,856	1
F	1	27,269	27,269	27,269	27,269	1
Total/Avg	6	28,666	32,354	37,098	39,941	24

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	100,661	56,118.00	56,118.00	Annual	40	1
	Columbus/Muscogee	198,413	29,548.00	44,962.00	Annual	40	15
C	Colquitt	46,137	24,960.00	26,932.00	Annual	40	5
	Polk	41,188	10.59	18.52	Hourly	40	1
D	Butts	23,524	10.13	18.20	Hourly	40	1
F	Georgetown-Quitman	2,404	13.11	13.11	Hourly	40	1

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

◆ Refuse/Recycling Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	27,754	29,549	41,986	44,962	26
B	1	27,581	27,581	45,198	45,198	5
C	7	23,218	27,040	31,861	37,634	20
D	5	22,830	27,664	27,523	36,026	7
E	3	21,202	25,854	25,550	27,251	6
F	4	19,032	21,424	19,949	21,424	4
Total/Avg	24	23,603	26,519	32,011	35,416	68

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	27,616.00	41,425.00	Annual	40	10
	Bartow	100,661	13.30	20.06	Hourly	40	5
	Columbus/Muscogee	198,413	29,548.99	44,962.29	Annual	40	8
	Lowndes	114,552	12.59	19.15	Hourly	40	3
B	Liberty	65,471	13.26	21.73	Hourly	40	5
C	Baldwin	46,367	23,541.00	37,634.00	Annual	40	3
	Chattooga	25,725	13.00	13.25	Hourly	40	2
	Haralson	28,400	11.00	12.50	Hourly	40	2
	Harris	32,550	11.88	16.63	Hourly	40	7
	Laurens	48,041	19,469.00	27,477.00	Annual	40	2
	Monroe	26,637	11.05	16.71	Hourly	40	3
D	Murray	39,392	10.53	16.83	Hourly	40	1
	Ben Hill	17,538	27,664.05	27,664.05	Annual	40	1
	Brantley	18,587	10.91	16.20	Hourly	40	2
	Jeff Davis	15,156	9.49	9.49	Hourly	40	1
	Rabun	16,297	11.33	17.32	Hourly	40	2
	Telfair	16,349	9.85	9.85	Hourly	40	1
E	Charlton	13,295	10.40	11.32	Hourly	40	2
	Cusseta-Chattahoochee	13,037	16,120.00	27,251.33	Annual	40	2
	McIntosh	13,839	12.43	12.43	Hourly	40	2
F	Jenkins	9,213	15,704.00	19,373.00	Annual	40	1
	Montgomery	8,913	10.00	10.00	Hourly	40	1

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

◆ Refuse/Recycling Truck Driver

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Taliaferro	1,680	10.30	10.30	Hourly	40	1
	Treutlen	6,769	8.75	8.75	Hourly	40	1

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

◆ Road Crew Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	15	38,133	62,421	119,335	1,000,048	55
B	11	31,012	42,497	49,843	67,101	38
C	18	34,766	50,018	47,583	73,528	36
D	11	28,582	44,304	43,879	69,035	18
E	4	36,076	40,435	38,879	42,266	4
F	9	27,606	33,000	30,948	41,309	9
Total/Avg	68	32,696	45,446	55,078	215,548	160

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	36,208.00	54,313.00	Annual	40	2
	Bartow	100,661	48,755.00	54,205.00	Annual	40	3
	Carroll	111,580	16.05	26.19	Hourly	40	8
	Cobb	707,442	62,421.00	1,000,048.00	Annual	40	1
	Columbia	131,627	19.40	32.02	Hourly	40	2
	Columbus/Muscogee	198,413	26,769.00	40,733.00	Annual	40	6
	Douglas	133,971	30,755.00	69,390.00	Annual	40	5
	Fayette	107,524	47,504.18	72,283.23	Annual	40	1
	Forsyth	187,928	18.52	27.24	Hourly	40	3
	Fulton	977,773	38,621.00	59,452.00	Annual	40	8
	Gwinnett	842,046	42,125.00	67,401.00	Annual	40	0
	Houston	146,136	14.62	23.39	Hourly	40	9
	Newton	101,505	13.44	20.19	Hourly	40	1
	Paulding	144,800	17.69	27.25	Hourly	40	1
	Whitfield	103,359	31,426.00	47,139.00	Annual	40	5
B	Bulloch	72,694	42,496.65	63,744.84	Annual	40	3
	Camden	51,402	13.26	19.64	Hourly	40	4
	Catoosa	65,046	18.03	18.03	Hourly	40	1
	Dougherty	94,501	30,576.00	42,386.00	Annual	40	2
	Effingham	53,293	17.12	23.96	Hourly	40	4
	Gordon	55,766	17.85	25.88	Hourly	40	3
	Liberty	65,471	17.83	32.26	Hourly	40	2

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

◆ Road Crew Supervisor

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rockdale	85,820	13.98	22.32	Hourly	40	1
	Spalding	63,865	15.33	23.90	Hourly	40	11
	Troup	68,468	27,186.00	46,883.00	Annual	40	6
	Walker	68,094	5,000.00	50,000.00	Annual	40	1
C	Baldwin	46,367	36,716.00	55,867.00	Annual	40	1
	Coffee	43,170	14.14	14.14	Hourly	40	2
	Colquitt	46,137	50,018.00	51,628.00	Annual	40	2
	Decatur	27,509	45,000.00	45,760.00	Annual	40	1
	Grady	25,440	10.50	13.50	Hourly	40	1
	Haralson	28,400	15.00	18.75	Hourly	40	1
	Harris	32,550	16.63	23.28	Hourly	40	9
	Laurens	48,041	43,407.00	43,407.00	Annual	40	4
	Lumpkin	30,611	15.84	22.94	Hourly	40	1
	Madison	27,922	16.08	16.08	Hourly	40	1
	Murray	39,392	18.29	29.24	Hourly	40	1
	Oconee	33,619	34,539.00	50,083.00	Annual	40	2
	Pickens	29,268	14.05	24.80	Hourly	40	3
	Polk	41,188	15.00	27.57	Hourly	40	2
	Sumter	31,554	25,513.26	38,821.44	Annual	40	1
	Thomas	44,724	30,392.00	47,266.00	Annual	40	2
	Ware	35,821	26,163.79	39,811.30	Annual	40	1
	Wayne	30,305	27,982.16	42,578.20	Annual	40	1
	White	27,556	22.11	35.35	Hourly	40	1
D	Berrien	19,041	25,000.00	46,000.00	Annual	40	1
	Brooks	15,403	14.01	18.69	Hourly	40	3
	Burke	23,125	34,736.00	40,290.00	Annual	40	5
	Butts	23,524	15.72	28.23	Hourly	40	1
	Cook	16,923	11.28	11.28	Hourly	40	1
	Dawson	22,422	25,635.99	42,889.31	Annual	40	2
	Fannin	23,492	27,000.00	37,847.00	Annual	40	2
	Jeff Davis	15,156	10.00	13.26	Hourly	40	
	Jefferson	16,432	25,602.00	38,956.00	Annual	40	1
	Putnam	21,198	21.30	33.19	Hourly	40	1
	Rabun	16,297	12.51	28.37	Hourly	40	1
E	Charlton	13,295	36,414.04	36,414.04	Annual	40	1
	Heard	11,633	17.43	20.32	Hourly	40	1
	Lanier	10,400	31,200.00	36,400.00	Annual	40	1
	McIntosh	13,839	19.44	19.44	Hourly	40	1
F	Georgetown-Quitman	2,404	11.86	11.86	Hourly	40	1

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

◆ Road Crew Supervisor

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hancock	8,996	12.00	13.65	Hourly	40	1
	Irwin	9,600	25,000.00	25,000.00	Annual	40	1
	Johnson	9,897	33,000.00	35,000.00	Annual	40	1
	Miller	5,969	27,809.86	27,809.86	Annual	40	1
	Montgomery	8,913	12.00	17.04	Hourly	40	1
	Talbot	6,517	30,916.00	30,916.00	Annual	40	1
	Webster Unified	2,793	14.42	14.42	Hourly	40	1
	Wilkinson	9,577	13.05	19.86	Hourly	40	1

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

◆ Roads and Bridges Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	11	57,268	88,688	80,833	106,808	23
B	9	48,335	61,381	67,151	91,002	9
C	13	42,597	76,260	53,102	79,871	14
D	13	40,597	52,894	54,384	82,430	14
E	9	41,827	54,413	46,858	54,413	9
F	12	34,916	40,000	36,976	45,000	12
Total/Avg	67	44,257	62,273	56,551	76,587	81

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Cherokee	221,315	88,688.06	88,688.06	Annual	40	1
	Cobb	707,442	65,499.00	106,808.00	Annual	40	5
	Columbia	131,627	59,089.00	88,634.00	Annual	40	1
	Douglas	133,971	67,042.00	67,042.00	Annual	40	1
	Fayette	107,524	67,122.16	102,134.31	Annual	40	1
	Forsyth	187,928	58,390.00	85,868.00	Annual	40	1
	Fulton	977,773	44,201.00	65,427.00	Annual	40	7
	Gwinnett	842,046	51,113.00	84,337.00	Annual	40	3
	Houston	146,136	20.82	33.30	Hourly	40	1
	Lowndes	114,552	20.63	31.39	Annual	40	1
	Paulding	144,800	42,591.00	65,671.00	Annual	40	1
B	Barrow	70,169	58,711.00	91,002.00	Annual	40	1
	Bulloch	72,694	57,153.15	85,729.72	Annual	40	1
	Camden	51,402	61,380.80	61,380.80	Annual	40	1
	Catoosa	65,046	18.27	18.27	Hourly	40	1
	Dougherty	94,501	33,710.00	50,034.00	Annual	40	1
	Effingham	53,293	22.94	32.11	Hourly	40	1
	Jackson	60,571	52,853.00	79,280.00	Annual	40	1
	Troup	68,468	38,688.00	61,942.00	Annual	40	1
	Walton	84,575	46,800.00	70,201.00	Annual	40	1
	C	Bryan	32,214	39,556.45	39,556.45	Annual	40
Chattooga		25,725	45,000.00	45,000.00	Annual	40	1

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

◆ Roads and Bridges Superintendent

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Coffee	43,170	32,500.00	44,271.00	Annual	40	2
	Colquitt	46,137	76,260.00	76,260.00	Annual	40	1
	Grady	25,440	35,000.00	50,000.00	Annual	40	1
	Haralson	28,400	20.00	25.50	Hourly	40	1
	Hart	25,518	44,431.00	67,584.00	Annual	40	1
	Lumpkin	30,611	36,370.00	55,342.00	Annual	40	1
	Madison	27,922	11.90	11.90	Hourly	40	1
	Oconee	33,619	48,470.00	70,281.00	Annual	40	1
	Peach	27,622	53,233.00	79,871.00	Annual	40	1
	Sumter	31,554	28,161.86	42,851.60	Annual	40	1
	Tattnall	25,384	35,000.00	44,170.00	Annual	40	1
	Toombs	27,315	50,525.76	50,525.76	Annual	40	1
	Ware	35,821	42,328.79	64,408.27	Annual	40	1
D	Ben Hill	17,538	34,858.06	49,172.24	Annual	40	1
	Brantley	18,587	22.53	33.45	Hourly	40	2
	Burke	23,125	46,114.00	46,114.00	Annual	40	1
	Butts	23,524	36,051.00	64,742.00	Annual	40	1
	Dawson	22,422	38,056.76	57,681.36	Annual	40	1
	Fannin	23,492	37,847.00	41,599.00	Annual	40	1
	Franklin	21,894	48,168.00	48,168.00	Annual	40	1
	Jeff Davis	15,156	35,000.00	40,290.12	Annual	40	1
	Jefferson	16,432	34,431.00	52,391.00	Annual	40	1
	Meriwether	21,273	24,018.40	33,937.38	Annual	40	1
	Putnam	21,198	25.43	39.63	Hourly	40	1
	Rabun	16,297	51,927.73	79,354.27	Annual	40	1
	Union	21,451	41,537.60	41,537.60	Annual	40	1
E	Bleckley	12,913	54,412.80	54,412.80	Annual	40	1
	Candler	11,117	38,533.00	38,533.00	Annual	40	1
	Charlton	13,295	41,615.86	41,615.86	Annual	40	1
	Early	10,594	42,448.00	42,448.00	Annual	40	1
	Heard	11,633	48,329.00	51,000.00	Annual	40	1
	McIntosh	13,839	23.61	23.61	Hourly	40	1
	Pulaski	11,720	25.00	25.00	Hourly	40	1
	Screven	14,202	25,000.00	53,844.00	Annual	40	1
	Wilkes	10,076	25,000.00	38,760.00	Annual	40	1
F	Atkinson	8,284	36,000.00	38,480.00	Annual	40	1
	Calhoun	6,504	35,000.00	35,000.00	Annual	40	1
	Glascocock	3,142	14.94	14.94	Hourly	40	1
	Jenkins	9,213	26,210.00	35,510.00	Annual	40	1

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

◆ Roads and Bridges Superintendent

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lincoln	7,737	36,650.00	36,650.00	Annual	40	1
	Miller	5,969	37,000.00	37,000.00	Annual	40	1
	Seminole	8,947	35,000.00	45,000.00	Annual	40	1
	Talbot	6,517	36,908.00	36,908.00	Annual	40	1
	Taliaferro	1,680	19.07	19.07	Hourly	40	1
	Terrell	9,045	31,969.00	34,920.00	Annual	45	1
	Treutlen	6,769	16.11	16.11	Hourly	40	1
	Wilcox	9,068	40,000.00	40,000.00	Annual	40	1

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

◆ Sanitation Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	42,345	50,082	63,675	75,123	12
B	3	44,341	55,000	55,902	60,587	3
C	1	45,000	45,000	45,000	45,000	1
E	2	32,861	35,000	41,891	47,278	3
F	1	26,000	26,000	34,320	34,320	1
Total/Avg	12	38,109	42,216	48,158	52,462	20

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	50,082.00	75,123.00	Annual	40	1
	Cobb	707,442	44,366.00	69,763.00	Annual	40	5
	Columbus/Muscogee	198,413	29,548.00	44,962.00	Annual	40	3
	Fulton	977,773	48,854.00	69,372.00	Annual	40	2
	Lowndes	114,552	18.69	28.44	Annual	40	1
B	Effingham	53,293	43,276.71	60,587.40	Annual	40	1
	Walker	68,094	55,000.00	55,000.00	Annual	40	1
	Walton	84,575	34,746.00	52,119.00	Annual	40	1
C	Chattooga	25,725	45,000.00	45,000.00	Annual	40	1
E	McIntosh	13,839	14.77	17.55	Hourly	40	2
	Screven	14,202	35,000.00	47,278.00	Annual	40	1
F	Seminole	8,947	12.50	16.50	Hourly	40	1

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

◆ Scale House Attendant

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	23,756	25,792	38,991	49,315	9
B	5	21,813	27,706	33,877	38,792	9
C	8	21,757	24,960	25,527	36,046	14
D	6	23,110	29,682	26,382	34,278	6
E	3	22,076	26,270	27,310	31,013	4
F	1	15,704	15,704	19,200	19,200	1
Total/Avg	28	21,369	25,019	28,548	34,774	43

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	100,661	12.40	18.68	Hourly	40	2
	Douglas	133,971	24,098.00	49,315.00	Annual	40	2
	Houston	146,136	12.02	19.24	Hourly	40	3
	Newton	101,505	9.70	14.54	Hourly	40	1
	Paulding	144,800	11.40	17.56	Hourly	40	1
B	Dougherty	94,501	21,730.00	32,257.00	Annual	40	2
	Jackson	60,571	13.32	18.65	Hourly	40	1
	Troup	68,468	20,039.00	32,094.00	Annual	40	1
	Walker	68,094	10.70	13.55	Hourly	40	3
	Walton	84,575	17,334.00	38,056.00	Annual	40	2
C	Chattooga	25,725	10.00	10.00	Hourly	40	1
	Colquitt	46,137	24,960.00	25,168.00	Annual	43	2
	Decatur	27,509	9.62	9.62	Hourly	40	1
	Harris	32,550	9.55	13.07	Hourly	40	5
	Laurens	48,041	22,568.00	22,568.00	Annual	40	1
	Lee	28,746	11.18	17.33	Hourly	40	2
	Monroe	26,637	9.26	13.99	Hourly	40	1
	Toombs	27,315	11.22	11.22	Hourly	40	1
D	Appling	18,368	8.00	11.75	Hourly	40	1
	Burke	23,125	29,682.00	29,682.00	Annual	40	1
	Cook	16,923	9.74	9.74	Hourly	40	1
	Crisp	23,606	27,231.00	27,231.00	Annual	40	1

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

◆ Scale House Attendant

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rabun	16,297	10.79	16.48	Hourly	40	1
	Telfair	16,349	10.77	10.77	Hourly	40	1
E	Bleckley	12,913	12.63	13.27	Hourly	40	2
	Candler	11,117	23,317.00	23,317.00	Annual	40	1
	Wilkes	10,076	8.00	14.91	Hourly	40	1
F	Jenkins	9,213	15,704.00	19,200.00	Annual	40	1

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

◆ Sewage Treatment Plant Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	53,900	60,449	82,826	99,740	10
C	1	31,242	31,242	40,622	40,622	1
Total/Avg	6	42,571	45,845	61,724	70,181	11

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	50,082.00	75,123.00	Annual	40	1
	Cobb	707,442	53,851.00	86,091.00	Annual	40	4
	Columbia	131,627	48,834.00	73,251.00	Annual	40	1
	Fulton	977,773	56,286.00	79,925.00	Annual	40	0
	Gwinnett	842,046	60,449.00	99,740.00	Annual	40	4
C	Decatur	27,509	15.02	19.53	Hourly	40	1

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

◆ Sewer System Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	39,648	44,651	60,786	71,442	32
B	2	33,355	33,407	51,639	53,167	4
Total/Avg	9	36,501	39,029	56,212	62,305	36

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	36,208.00	54,313.00	Annual	40	2
	Cobb	707,442	44,366.00	69,763.00	Annual	40	5
	Columbia	131,627	16.00	24.00	Hourly	40	3
	Columbus/Muscogee	198,413	34,267.00	52,142.00	Annual	40	1
	Fulton	977,773	44,201.00	65,427.00	Annual	40	5
	Gwinnett	842,046	44,651.00	71,442.00	Annual	40	15
	Paulding	144,800	40,563.00	62,493.00	Annual	40	1
B	Rockdale	85,820	33,302.00	53,167.00	Annual	40	3
	Walton	84,575	33,407.00	50,110.00	Annual	40	1

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

◆ Solid Waste Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	51,102	81,591	69,804	95,938	9
B	4	54,225	74,027	72,861	81,505	4
C	6	33,379	72,720	36,682	72,720	7
D	1	36,751	36,751	56,161	56,161	1
E	1	23,400	23,400	30,529	30,529	1
Total/Avg	22	39,771	57,698	53,207	67,371	22

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	63,959.00	95,938.00	Annual	40	1
	Bartow	100,661	81,591.00	81,591.00	Annual	40	1
	Cobb	707,442	56,597.00	90,563.00	Annual	40	1
	Columbia	131,627	53,718.00	80,576.00	Annual	40	1
	Columbus/Muscogee	198,413	41,751.00	63,530.00	Annual	40	1
	Douglas	133,971	52,449.00	52,449.00	Annual	40	1
	Fulton	977,773	38,621.00	38,621.00	Annual	40	0
	Gwinnett	842,046	45,812.00	75,590.00	Annual	40	1
	Houston	146,136	20.82	33.33	Hourly	40	1
	Newton	101,505	15.97	23.97	Hourly	40	1
B	Camden	51,402	74,027.20	74,027.20	Annual	40	1
	Dougherty	94,501	54,912.00	81,505.00	Annual	40	1
	Jackson	60,571	47,007.00	68,810.00	Annual	40	1
	Liberty	65,471	19.69	32.26	Hourly	40	1
C	Coffee	43,170	35,000.00	35,000.00	Annual	40	1
	Colquitt	46,137	31,304.00	47,731.00	Annual	40	2
	Laurens	48,041	72,720.00	72,720.00	Annual	40	1
	Lee	28,746	1,213.35	1,606.27	Annual	40	1
	Madison	27,922	38,036.00	38,036.00	Annual	40	1
	Tattnall	25,384	22,000.00	25,000.00	Annual	40	1
D	Rabun	16,297	36,750.67	56,161.17	Annual	40	1
E	Lanier	10,400	23,400.00	30,528.68	Annual	40	1

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

◆ Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	9	27,154	31,863	42,301	50,980	158
B	8	24,210	27,666	35,043	45,198	41
C	20	21,931	30,160	30,745	40,477	106
D	12	22,043	28,726	31,047	39,374	64
E	6	20,623	25,854	26,530	29,910	18
F	7	21,436	29,994	25,335	30,160	12
Total/Avg	62	22,899	29,044	31,834	39,350	399

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Bartow	100,661	12.40	19.38	Hourly	40	8
	Bibb	156,462	22,990.00	42,264.00	Annual	40	11
	Carroll	111,580	13.39	21.90	Hourly	40	14
	Cherokee	221,315	12.26	14.35	Hourly	40	11
	Columbus/Muscogee	198,413	29,548.00	44,962.00	Annual	40	8
	Fulton	977,773	30,252.00	50,371.00	Annual	40	23
	Gwinnett	842,046	31,863.00	50,980.00	Annual	40	67
	Lowndes	114,552	11.98	18.23	Hourly	40	7
	Newton	101,505	12.34	18.51	Hourly	40	9
B	Bulloch	72,694	10.48	15.65	Hourly	43	7
	Camden	51,402	11.88	13.28	Hourly	40	4
	Dougherty	94,501	21,730.00	32,257.00	Annual	40	5
	Gordon	55,766	13.18	19.11	Hourly	40	5
	Jackson	60,571	12.46	17.45	Hourly	42.7	2
	Liberty	65,471	13.26	21.73	Hourly	40	5
	Troup	68,468	22,422.00	33,842.00	Annual	40	5
	Walker	68,094	9.00	13.43	Hourly	40	8
	C	Baldwin	46,367	22,407.00	37,634.00	Annual	40
Bryan		32,214	9.64	9.64	Hourly	40	5
Chattooga		25,725	9.50	12.00	Hourly	40	1
Coffee		43,170	9.09	13.71	Hourly	40	9
Colquitt		46,137	24,440.00	24,939.00	Annual	43	3

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

◆ Truck Driver

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Decatur	27,509	10.83	13.00	Hourly	40	9
	Grady	25,440	9.50	10.62	Hourly	40	4
	Haralson	28,400	14.50	17.00	Hourly	40	5
	Harris	32,550	11.88	16.63	Hourly	40	3
	Hart	25,518	12.54	19.05	Hourly	40	6
	Jones	28,577	10.00	13.00	Hourly	40	9
	Laurens	48,041	21,050.00	34,674.00	Annual	40	7
	Lumpkin	30,611	11.21	17.06	Hourly	40	1
	Madison	27,922	10.74	10.74	Hourly	40	1
	Monroe	26,637	10.73	16.71	Hourly	40	6
	Murray	39,392	11.05	17.67	Hourly	40	5
	Pickens	29,268	12.12	19.37	Hourly	40	2
	Polk	41,188	10.59	19.46	Hourly	40	13
	Tattnall	25,384	8.50	12.50	Hourly	40	3
	Toombs	27,315	9.36	12.24	Hourly	40	5
	Ware	35,821	19,523.82	29,708.00	Annual	40	11
	Wayne	30,305	18,939.44	28,818.60	Annual	40	6
D	Ben Hill	17,538	21,487.84	27,407.50	Annual	40	5
	Berrien	19,041	9.00	15.00	Hourly	40	4
	Brantley	18,587	9.89	14.69	Hourly	40	5
	Burke	23,125	23,566.00	30,491.00	Annual	40	11
	Cook	16,923	9.42	9.42	Hourly	40	7
	Crisp	23,606	28,726.00	34,923.00	Annual	40	2
	Fannin	23,492	23,275.00	26,745.00	Annual	40	12
	Jefferson	16,432	19,036.00	28,966.00	Annual	40	1
	Mitchell	23,144	9.93	15.09	Hourly	40	5
	Putnam	21,198	10.79	18.93	Hourly	40	3
	Rabun	16,297	11.33	17.32	Hourly	40	4
	Washington	20,879	11.00	17.26	Hourly	40	5
E	Candler	11,117	20,883.00	24,586.00	Annual	40	3
	Charlton	13,295	10.83	11.20	Hourly	40	2
	Early	10,594	8.76	12.70	Hourly	40	2
	McIntosh	13,839	12.43	12.43	Hourly	40	1
	Screven	14,202	10.43	14.00	Hourly	40	8
	Wilkes	10,076	7.00	14.38	Hourly	40	2
F	Hancock	8,996	8.57	10.32	Hourly	40	2
	Jenkins	9,213	15,704.00	19,200.00	Annual	40	1
	Johnson	9,897	9.00	10.50	Hourly	40	2
	Lincoln	7,737	10.60	13.52	Hourly	40	3

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

◆ Truck Driver

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Seminole	8,947	10.00	14.50	Hourly	40	1
	Talbot	6,517	24,960.00	26,567.00	Annual	40	2
	Taliaferro	1,680	14.42	14.42	Hourly	40	1

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

◆ Water/Wastewater Lab Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	36,098	75,928	48,367	57,221	24
B	2	36,032	38,764	55,655	58,146	2
C	2	24,705	27,300	37,494	41,541	5
F	1	24,648	24,648	24,648	24,648	1
Total/Avg	12	30,371	41,660	41,541	45,389	32

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	30,364.00	45,546.00	Annual	40	3
	Cobb	707,442	36.50	57,221.00	Annual	40	2
	Columbia	131,627	11.94	19.74	Hourly	40	2
	Fulton	977,773	30,252.00	50,371.00	Annual	40	4
	Gwinnett	842,046	30,900.00	49,440.00	Annual	40	11
	Houston	146,136	15.83	25.30	Hourly	40	1
	Paulding	144,800	13.21	20.34	Hourly	40	1
B	Rockdale	85,820	16.01	25.56	Hourly	40	1
	Walton	84,575	38,764.00	58,146.00	Annual	40	1
C	Baldwin	46,367	27,300.00	41,541.00	Annual	40	4
	Monroe	26,637	10.63	16.08	Hourly	40	1
F	Schley	4,990	11.85	11.85	Hourly	40	1

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

◆ Water/Wastewater Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	50,773	81,782	77,533	124,441	31
B	5	43,367	50,079	66,239	78,106	5
C	6	47,357	61,886	70,039	100,421	7
D	2	37,370	46,480	44,740	46,480	2
E	2	34,988	40,997	38,987	40,997	2
F	3	32,928	36,908	34,578	36,908	3
Total/Avg	28	41,131	53,022	55,353	71,225	50

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	50,082.00	75,123.00	Annual	40	1
	Cobb	707,442	53,851.00	86,091.00	Annual	40	1
	Columbia	131,627	48,834.00	73,251.00	Annual	40	2
	Fayette	107,524	81,781.84	124,440.74	Annual	40	1
	Forsyth	187,928	58,390.00	85,868.00	Annual	40	1
	Fulton	977,773	48,854.00	69,372.00	Annual	40	2
	Gwinnett	842,046	44,651.00	71,442.00	Annual	40	16
	Houston	146,136	21.64	34.62	Hourly	40	1
	Lowndes	114,552	20.63	31.89	Annual	40	1
	Paulding	144,800	16.04	24.71	Hourly	40	5
B	Barrow	70,169	46,058.00	71,390.00	Annual	40	1
	Effingham	53,293	35,603.86	49,845.40	Annual	40	1
	Rockdale	85,820	43,652.00	69,691.00	Annual	40	1
	Spalding	63,865	50,079.00	78,106.00	Annual	40	1
	Walton	84,575	41,443.00	62,164.00	Annual	40	1
C	Baldwin	46,367	40,527.00	61,667.00	Annual	40	1
	Harris	32,550	39,729.00	55,621.00	Annual	40	1
	Jones	28,577	24.00	24.00	Hourly	40	1
	Lee	28,746	50,763.07	100,421.34	Annual	40	2
	Oconee	33,619	61,886.00	89,735.00	Annual	40	1
	Pickens	29,268	41,318.00	62,870.00	Annual	40	1
D	Franklin	21,894	46,480.00	46,480.00	Annual	40	1

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

◆ Water/Wastewater Superintendent

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jefferson	16,432	28,259.00	43,000.00	Annual	40	1
E	Cusseta-Chattahooche	13,037	28,980.00	36,977.00	Annual	40	1
	McIntosh	13,839	19.71	19.71	Hourly	40	1
F	Hancock	8,996	12.98	15.36	Hourly	40	1
	Talbot	6,517	36,908.00	36,908.00	Annual	40	1
	Webster Unified	2,793	34,878.00	34,878.00	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	48,034	63,729	74,501	93,682	41
B	2	54,267	64,882	83,507	97,323	2
C	4	40,065	49,379	56,429	75,135	5
D	1	57,319	57,319	87,592	87,592	1
Total/Avg	17	49,921	58,827	75,507	88,433	49

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	36,208.00	54,313.00	Annual	40	2
	Cobb	707,442	36,504.00	57,221.00	Annual	40	24
	Columbia	131,627	59,089.00	88,634.00	Annual	40	1
	Fayette	107,524	55,090.28	83,826.38	Annual	40	1
	Forsyth	187,928	58,390.00	85,868.00	Annual	40	1
	Fulton	977,773	63,729.00	93,682.00	Annual	40	0
	Gwinnett	842,046	54,180.00	89,397.00	Annual	40	4
	Houston	146,136	21.64	32.01	Hourly	40	1
	Newton	101,505	38,771.20	74,089.60	Annual	40	2
	Paulding	144,800	16.04	24.71	Hourly	40	5
B	Rockdale	85,820	43,652.00	69,691.00	Annual	40	1
	Walton	84,575	64,882.00	97,323.00	Annual	40	1
C	Baldwin	46,367	49,379.00	75,135.00	Annual	40	1
	Harris	32,550	38,950.00	54,531.00	Annual	40	1
	Jones	28,577	13.50	13.50	Hourly	40	1
	Lee	28,746	43,851.05	67,969.13	Annual	40	2
D	Rabun	16,297	57,318.50	87,592.26	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	10	28,664	34,719	49,263	61,568	84
B	5	32,632	37,425	49,649	56,137	9
C	4	24,658	28,267	39,146	48,298	18
D	2	37,066	40,831	45,864	50,898	2
E	2	20,748	22,776	24,440	24,960	4
Total/Avg	23	28,754	32,804	41,672	48,372	117

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

Population Group Data

Group	Jurisdiction	2012 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Athens-Clarke	120,266	28,992.00	43,488.00	Annual	40	10
	Cobb	707,442	27,248.00	41,517.00	Annual	40	11
	Columbia	131,627	10.31	19.74	Hourly	40	20
	Fayette	107,524	33,620.00	56,326.21	Annual	40	15
	Fulton	977,773	30,252.00	50,371.00	Annual	40	1
	Gwinnett	842,046	34,719.00	55,551.00	Annual	40	13
	Houston	146,136	13.52	29.60	Hourly	40	6
	Lowndes	114,552	11.98	18.23	Hourly	40	1
	Newton	101,505	11.52	25.69	Hourly	40	6
	Paulding	144,800	16.04	24.71	Hourly	40	1
B	Barrow	70,169	15.30	23.71	Hourly	40	1
	Effingham	53,293	14.79	20.70	Hourly	40	3
	Rockdale	85,820	16.01	25.56	Hourly	40	3
	Spalding	63,865	14.35	22.39	Hourly	40	1
	Walton	84,575	37,425.00	56,137.00	Annual	40	1
C	Decatur	27,509	10.00	17.35	Hourly	40	3
	Harris	32,550	12.85	18.00	Hourly	40	9
	Lee	28,746	13.59	23.22	Hourly	40	5
	Pickens	29,268	10.98	16.71	Hourly	40	1
D	Crisp	23,606	40,831.00	40,831.00	Annual	40	1
	Rabun	16,297	16.01	24.47	Hourly	40	1
E	Cusseta-Chattahooche	13,037	18,720.00	24,960.00	Annual	40	2
	McIntosh	13,839	10.95	11.50	Hourly	40	2

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