



**2014**  
**County Wage**  
**and Salary Survey**

**Public Works / Solid Waste**  
**Positions**

**January 2015**

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

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

# County Job Descriptions

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

<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 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	
<b>A</b>	15	29,869	36,423	48,963	54,608	75
<b>B</b>	7	28,642	32,724	41,111	53,343	16
<b>C</b>	15	26,204	30,971	38,848	49,525	49
<b>D</b>	13	25,666	32,781	33,848	44,237	35
<b>E</b>	7	27,787	36,109	32,398	36,442	9
<b>F</b>	7	25,560	35,735	31,997	59,696	7
<b>Total/Avg</b>	<b>64</b>	<b>27,288</b>	<b>34,124</b>	<b>37,861</b>	<b>49,642</b>	<b>191</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	29,572.00	44,358.00	Annual	40	3
	Bartow	101,273	14.67	25.22	Hourly	40	4
	Carroll	112,355	15.28	24.96	Hourly	40	2
	Cherokee	225,106	14.64	26.25	Hourly	40	7
	Coweta	133,180	36,423.00	54,608.00	Annual	40	4
	Douglas	136,379	25,304.00	51,781.00	Annual	40	8
	Fayette	108,365	35,322.01	53,746.62	Annual	40	6
	Forsyth	195,405	15.44	24.51	Hourly	40	6
	Fulton	984,293	27,332.00	47,331.00	Annual	40	0
	Gwinnett	859,304	32,819.00	52,510.00	Annual	40	8
	Houston	147,658	13.86	22.18	Hourly	40	3
	Lowndes	112,916	13.90	21.14	Hourly	40	3
	Newton	102,446	11.93	23.16	Hourly	40	9
	Paulding	146,950	13.21	20.34	Hourly	40	6
	Whitfield	102,945	26,376.00	39,564.00	Annual	40	6
<b>B</b>	Barrow	71,453	14.53	22.53	Hourly	40	2
	Camden	51,476	14.64	15.36	Hourly	40	3
	Catoosa	65,311	13.50	16.48	Hourly	40	2
	Dougherty	92,969	21,730.00	32,257.00	Annual	40	1
	Floyd	95,821	15.73	25.65	Hourly	40	1
	Glynn	81,508	12.90	21.61	Hourly	40	5
	Gordon	55,757	14.64	21.22	Hourly	40	2

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>C</b>	Bryan	33,157	11.63	16.09	Hourly	40	2
	Colquitt	46,275	23,920.00	36,545.00	Annual	43	4
	Gilmer	28,579	12.36	14.42	Hourly	40	1
	Harris	32,663	11.64	16.30	Hourly	40	3
	Hart	25,446	14.18	21.55	Hourly	40	6
	Lee	29,071	13.59	21.06	Hourly	40	4
	Lumpkin	30,918	14.07	21.41	Hourly	40	2
	Madison	28,057	14.52	14.52	Hourly	40	1
	Murray	39,267	12.07	19.30	Hourly	40	2
	Oconee	34,035	30,261.00	43,879.00	Annual	40	6
	Pickens	29,584	12.12	19.86	Hourly	40	1
	Stephens	25,683	12.25	17.15	Hourly	40	4
	Thomas	44,869	24,167.00	45,348.00	Annual	40	5
	Ware	35,709	18,594.12	32,752.85	Annual	40	6
	Wayne	30,077	21,924.78	33,361.14	Annual	40	5
	White	27,797	14.89	23.81	Hourly	40	1
<b>D</b>	Appling	18,440	10.00	15.87	Hourly	40	4
	Brantley	18,292	12.63	18.75	Hourly	40	4
	Burke	22,923	27,165.00	40,082.00	Annual	40	9
	Crisp	23,336	29,442.00	44,237.00	Annual	40	3
	Dade	16,507	13.84	17.42	Hourly	40	3
	Dawson	22,686	25,635.99	38,855.60	Annual	40	2
	Fannin	23,760	23,171.00	26,852.00	Annual	40	2
	Franklin	22,009	15.76	15.76	Hourly	40	1
	Jefferson	16,320	21,013.00	31,973.00	Annual	40	1
	Pierce	18,938	14.00	15.00	Hourly	40	1
	Putnam	21,371	12.89	20.08	Hourly	40	1
	Telfair	16,591	9.51	9.51	Hourly	40	1
	Washington	20,676	11.00	11.66	Hourly	40	3
<b>E</b>	Charlton	13,255	17.36	17.52	Hourly	40	2
	Cusseta-Chattahoochee	12,842	29,000.00	31,242.13	Annual	40	2
	Early	10,542	7.78	11.29	Hourly	40	1
	Evans	10,833	15.97	15.97	Hourly	40	1
	Oglethorpe	14,548	10.50	16.50	Hourly	40	1
	Pulaski	11,542	16.48	16.48	Hourly	40	1
	Screven	14,240	11.48	16.25	Hourly	40	1
<b>F</b>	Clay	3,045	11.83	11.83	Hourly	40	1
	Hancock	8,879	8.57	10.71	Hourly	40	1
	Marion	8,640	9.85	12.57	Hourly	40	1

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Talbot	6,456	26,568.00	26,568.00	Annual	40	1
	Taylor	8,464	19,024.00	28,949.00	Annual	40	1
	Terrell	9,022	35,735.43	35,735.43	Annual	45	1
	Wilkinson	9,432	16.67	28.70	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>	9	57,926	70,304	92,890	106,974	34
<b>B</b>	4	48,445	57,153	75,193	85,729	4
<b>C</b>	3	39,804	51,055	65,604	87,446	4
<b>D</b>	1	42,008	42,008	63,669	63,669	1
<b>E</b>	1	45,698	45,698	45,698	45,698	1
<b>Total/Avg</b>	<b>18</b>	<b>46,776</b>	<b>53,244</b>	<b>68,611</b>	<b>77,903</b>	<b>44</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Columbus/Muscogee	202,824	54,514.95	82,950.94	Annual	40	4
	Fayette	108,365	60,809.37	92,528.64	Annual	40	1
	Fulton	984,293	50,320.00	71,453.00	Annual	40	7
	Gwinnett	859,304	52,647.00	86,867.00	Annual	40	8
	Houston	147,658	22.18	43.17	Hourly	40	5
	Lowndes	112,916	33.80	51.43	Annual	40	1
	Macon-Bibb	154,721	63,773.00	106,186.00	Annual	40	5
	Newton	102,446	54,683.20	94,265.60	Annual	40	2
	Paulding	146,950	68,145.00	104,987.00	Annual	40	1
<b>B</b>	Bulloch	71,214	57,153.00	85,729.00	Annual	40	1
	Dougherty	92,969	43,024.00	63,863.00	Annual	40	1
	Effingham	54,456	70,493.21	98,690.49	Annual	40	1
	Floyd	95,821	46,553.78	75,926.76	Annual	40	1
	Glynn	81,508	47,048.00	75,253.00	Annual	40	1
<b>C</b>	Bryan	33,157	51,055.40	87,445.62	Annual	40	1
	Peach	27,014	45,633.00	68,497.00	Annual	40	1
	Thomas	44,869	22,723.00	40,870.00	Annual	40	2
<b>D</b>	Dawson	22,686	42,007.54	63,669.43	Annual	40	1
<b>E</b>	Charlton	13,255	21.97	21.97	Hourly	40	1

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

## ◆ Crew Leader

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	16	30,531	39,780	49,905	69,181	186
<b>B</b>	5	29,749	31,824	48,209	52,119	24
<b>C</b>	13	26,827	32,490	42,398	64,489	46
<b>D</b>	2	21,424	22,880	32,115	37,648	4
<b>E</b>	2	23,286	26,083	29,505	29,723	4
<b>F</b>	2	23,858	23,920	29,318	34,840	3
<b>Total/Avg</b>	<b>40</b>	<b>25,946</b>	<b>29,496</b>	<b>38,575</b>	<b>48,000</b>	<b>267</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Carroll	112,355	14.63	33.26	Hourly	40	9
	Cherokee	225,106	12.64	19.59	Hourly	40	5
	Columbia	135,416	13.16	21.77	Hourly	40	26
	Columbus/Muscogee	202,824	33,268.89	50,622.55	Annual	40	14
	Coweta	133,180	32,961.00	49,443.00	Annual	40	5
	DeKalb	713,340	28,080.00	45,648.00	Annual	40	4
	Fayette	108,365	33,620.00	59,326.21	Annual	40	7
	Forsyth	195,405	14.82	21.79	Hourly	40	7
	Fulton	984,293	39,780.00	61,236.00	Annual	40	8
	Gwinnett	859,304	35,761.00	57,218.00	Annual	40	35
	Houston	147,658	14.99	23.04	Hourly	40	7
	Lowndes	112,916	13.90	21.14	Hourly	40	7
	Macon-Bibb	154,721	26,915.00	44,816.00	Annual	40	35
	Newton	102,446	15.43	28.98	Hourly	40	5
	Paulding	146,950	11.40	17.56	Hourly	40	3
Whitfield	102,945	27,294.00	40,941.00	Annual	40	9	
<b>B</b>	Barrow	71,453	15.30	23.71	Hourly	40	2
	Dougherty	92,969	30,576.00	45,386.00	Annual	40	3
	Floyd	95,821	15.13	24.66	Hourly	40	7
	Glynn	81,508	12.90	20.64	Hourly	40	1
	Walton	85,754	28,049.00	52,119.00	Annual	40	11
<b>C</b>	Baldwin	46,039	28,682.00	43,644.00	Annual	40	2

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

## ◆ Crew Leader

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Bryan	33,157	14.10	18.00	Hourly	40	3
	Colquitt	46,275	24,440.00	47,299.00	Annual	43	15
	Hart	25,446	15.62	23.77	Hourly	40	2
	Jones	28,569	27,158.23	32,456.00	Annual	40	9
	Lee	29,071	14.27	22.12	Hourly	40	1
	Murray	39,267	12.07	19.30	Hourly	40	1
	Peach	27,014	27,598.00	64,489.00	Annual	40	4
	Pickens	29,584	12.73	19.37	Hourly	40	4
	Stephens	25,683	11.84	16.57	Hourly	40	1
	Tattnall	25,526	14.38	20.00	Hourly	40	1
	Thomas	44,869	24,167.00	45,348.00	Annual	40	14
	Ware	35,709	20,500.01	39,811.30	Annual	40	3
	Wayne	30,077	23,021.01	36,029.22	Annual	40	1
<b>D</b>	Appling	18,440	11.00	18.10	Hourly	40	1
	Brooks	15,516	9.60	12.78	Hourly	40	3
<b>E</b>	Charlton	13,255	12.54	14.08	Hourly	40	3
	Early	10,542	9.85	14.29	Hourly	40	1
<b>F</b>	Glascock	3,102	11.44	11.44	Hourly	40	1
	Marion	8,640	11.50	16.75	Hourly	40	2

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

## ◆ Electric Lineman

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>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	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>B</b>	Walton	85,754	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	32,616	32,616	49,629	49,629	5
<b>B</b>	1	38,764	38,764	68,192	68,192	2
<b>Total/Avg</b>	<b>2</b>	<b>35,690</b>	<b>35,690</b>	<b>58,911</b>	<b>58,911</b>	<b>7</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Columbus/Muscogee	202,824	32,616.00	49,629.00	Annual	40	5
<b>B</b>	Walton	85,754	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	32,617	32,617	49,630	49,630	5
<b>B</b>	1	33,571	33,571	46,987	46,987	2
<b>Total/Avg</b>	<b>2</b>	<b>33,094</b>	<b>33,094</b>	<b>48,309</b>	<b>48,309</b>	<b>7</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Columbus/Muscogee	202,824	32,616.56	49,629.95	Annual	40	5
<b>B</b>	Jackson	61,044	16.14	22.59	Hourly	40	2

\* 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>	9	25,096	29,578	40,822	51,626	98
<b>B</b>	5	23,161	30,306	33,157	42,432	9
<b>C</b>	6	21,478	27,982	32,142	42,578	14
<b>D</b>	1	12,480	12,480	13,915	13,915	1
<b>E</b>	3	17,943	22,797	25,799	30,680	4
<b>F</b>	2	15,465	15,850	15,465	15,850	2
<b>Total/Avg</b>	<b>26</b>	<b>19,271</b>	<b>23,165</b>	<b>26,883</b>	<b>32,847</b>	<b>128</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	101,273	14.22	21.45	Hourly	40	1
	Carroll	112,355	8.92	14.54	Hourly	40	1
	Columbus/Muscogee	202,824	27,305.33	41,548.27	Annual	40	5
	Fayette	108,365	27,593.50	41,986.77	Annual	40	10
	Fulton	984,293	27,332.00	47,331.00	Annual	40	24
	Gwinnett	859,304	28,525.00	44,214.00	Annual	40	43
	Lowndes	112,916	10.33	15.72	Hourly	40	4
	Newton	102,446	11.52	24.82	Hourly	40	2
	Paulding	146,950	10.35	15.93	Hourly	40	8
<b>B</b>	Dougherty	92,969	17,877.00	29,256.00	Annual	40	1
	Gordon	55,757	11.07	16.05	Hourly	40	2
	Jackson	61,044	14.57	20.40	Hourly	40	1
	Liberty	64,135	11.44	18.74	Hourly	40	3
	Walker	68,198	10.00	10.45	Hourly	40	2
<b>C</b>	Baldwin	46,039	23,541.00	35,820.00	Annual	40	6
	Coffee	43,220	10.09	15.00	Hourly	40	1
	Colquitt	46,275	25,792.00	35,221.00	Annual	43	3
	Gilmer	28,579	8.24	12.88	Hourly	40	4
	Tattnall	25,526	9.00	12.15	Hourly	40	1
	Ware	35,709	20,500.01	31,193.19	Annual	40	1
	Wayne	30,077	27,982.16	42,578.20	Annual	40	1
<b>D</b>	Jeff Davis	15,004	8.00	8.92	Hourly	30	1

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

## ◆ Groundskeeper

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Charlton	13,255	10.96	12.42	Hourly	40	2
	Early	10,542	6.92	10.04	Hourly	40	1
	Lanier	10,408	8.00	14.75	Hourly	40	1
F	Clay	3,045	7.25	7.25	Hourly	40	1
	Webster Unified	2,719	7.62	7.62	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>	12	31,163	38,890	51,723	70,024	62
<b>B</b>	7	29,943	33,363	44,265	50,110	25
<b>C</b>	11	24,845	34,466	38,473	54,558	28
<b>D</b>	9	25,211	29,661	34,732	53,269	16
<b>E</b>	5	28,475	36,109	33,446	36,525	8
<b>F</b>	6	23,226	31,200	32,551	42,328	11
<b>Total/Avg</b>	<b>50</b>	<b>27,144</b>	<b>33,948</b>	<b>39,198</b>	<b>51,136</b>	<b>150</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	30,971.00	46,457.00	Annual	40	3
	Carroll	112,355	16.05	26.19	Hourly	40	3
	Columbus/Muscogee	202,824	29,548.00	44,962.00	Annual	40	10
	Coweta	133,180	36,640.00	70,024.00	Annual	40	6
	DeKalb	713,340	31,560.00	51,276.00	Annual	40	4
	Douglas	136,379	32,293.00	66,088.00	Annual	40	3
	Fulton	984,293	31,160.00	51,882.00	Annual	40	1
	Gwinnett	859,304	38,890.00	62,224.00	Annual	40	17
	Houston	147,658	11.83	18.95	Hourly	40	4
	Lowndes	112,916	13.62	20.73	Hourly	40	2
	Macon-Bibb	154,721	29,099.00	48,452.00	Annual	40	3
	Paulding	146,950	13.21	20.34	Hourly	40	6
	<b>B</b>	Dougherty	92,969	23,957.00	39,204.00	Annual	40
Glynn		81,508	12.90	21.61	Hourly	40	2
Gordon		55,757	14.64	21.22	Hourly	40	2
Jackson		61,044	15.57	21.80	Hourly	40	2
Spalding		63,829	15.33	23.90	Hourly	40	3
Walker		68,198	16.04	17.50	Hourly	40	6
Walton		85,754	30,728.00	50,110.00	Annual	40	6
<b>C</b>		Bryan	33,157	12.02	20.90	Hourly	40
	Coffee	43,220	11.47	18.00	Hourly	40	4
	Colquitt	46,275	46,756.00	46,756.00	Annual	43	1

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

## ◆ Heavy Equipment Mechanic

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jones	28,569	11.60	15.60	Hourly	40	5
	Laurens	47,999	34,466.00	40,851.00	Annual	40	6
	Lee	29,071	13.59	21.06	Hourly	40	1
	Polk	41,183	11.69	26.23	Hourly	40	4
	Sumter	31,364	12.27	18.66	Hourly	40	1
	Tattnall	25,526	10.25	17.00	Hourly	40	1
	Toombs	27,273	10.00	13.00	Hourly	40	2
	Ware	35,709	22,601.26	34,390.50	Annual	40	3
	Wayne	30,077	23,021.01	35,029.22	Annual	40	0
<b>D</b>	Appling	18,440	10.00	15.60	Hourly	40	1
	Brantley	18,292	12.63	18.75	Hourly	40	3
	Butts	23,361	14.26	25.61	Hourly	40	4
	Dawson	22,686	25,635.99	38,855.60	Annual	40	1
	Fannin	23,760	21,320.00	33,176.00	Annual	40	2
	Jeff Davis	15,004	13.00	13.00	Hourly	40	
	Pierce	18,938	14.00	16.35	Hourly	40	1
	Telfair	16,591	10.45	10.45	Hourly	40	1
	Union	21,566	12.17	15.89	Hourly	40	3
<b>E</b>	Bacon	11,216	30,888.00	30,888.00	Annual	40	1
	Charlton	13,255	17.36	17.52	Hourly	40	2
	Dooly	14,304	28,017.00	28,017.00	Annual	40	1
	McIntosh	14,007	14.77	17.56	Hourly	40	3
	Wilkes	10,010	8.00	17.00	Hourly	40	1
<b>F</b>	Atkinson	8,290	11.00	11.00	Hourly	40	1
	Jenkins	9,269	22,880.00	35,360.00	Annual	40	2
	Miller	5,932	10.00	12.73	Hourly	40	4
	Taylor	8,464	24,354.00	37,057.00	Annual	40	1
	Twiggs	8,481	8.29	20.35	Hourly	40	2
	Wilcox	8,960	15.00	15.00	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>	19	28,279	32,961	45,883	57,089	409
<b>B</b>	12	27,602	33,904	43,527	54,454	186
<b>C</b>	24	24,369	37,440	38,536	52,416	262
<b>D</b>	17	23,447	32,698	33,948	46,010	146
<b>E</b>	13	21,981	32,885	31,893	39,748	65
<b>F</b>	17	21,683	28,018	28,740	40,310	73
<b>Total/Avg</b>	<b>102</b>	<b>24,560</b>	<b>32,984</b>	<b>37,088</b>	<b>48,338</b>	<b>1141</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	29,572.00	44,358.00	Annual	40	10
	Bartow	101,273	12.85	21.45	Hourly	40	22
	Carroll	112,355	14.63	21.90	Hourly	40	13
	Cherokee	225,106	12.64	19.59	Hourly	40	6
	Columbia	135,416	13.16	19.74	Hourly	40	7
	Columbus/Muscogee	202,824	29,548.00	44,962.00	Annual	40	20
	Coweta	133,180	32,961.00	49,443.00	Annual	40	3
	DeKalb	713,340	28,080.00	45,648.00	Annual	40	75
	Douglas	136,379	27,897.00	57,089.00	Annual	40	5
	Fayette	108,365	30,458.06	53,746.62	Annual	40	19
	Forsyth	195,405	12.35	21.79	Hourly	40	33
	Fulton	984,293	31,160.00	51,882.00	Annual	40	23
	Gwinnett	859,304	32,819.00	52,510.00	Annual	40	75
	Houston	147,658	13.86	22.18	Hourly	40	20
	Lowndes	112,916	13.90	21.14	Hourly	40	1
	Macon-Bibb	154,721	26,915.00	44,816.00	Annual	40	39
	Newton	102,446	10.75	20.19	Hourly	40	16
Paulding	146,950	11.97	18.44	Hourly	40	12	
Whitfield	102,945	26,376.00	39,564.00	Annual	40	10	
<b>B</b>	Bulloch	71,214	11.91	17.86	Hourly	40	25
	Camden	51,476	11.92	16.17	Hourly	40	15
	Catoosa	65,311	14.70	18.94	Hourly	40	4

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	92,969	23,957.00	41,168.00	Annual	40	14
	Effingham	54,456	13.41	19.72	Hourly	40	3
	Floyd	95,821	10.28	20.72	Hourly	40	25
	Glynn	81,508	12.29	22.58	Hourly	40	25
	Gordon	55,757	14.64	21.22	Hourly	40	6
	Jackson	61,044	14.57	20.40	Hourly	42	1
	Liberty	64,135	14.64	25.20	Hourly	40	9
	Spalding	63,829	16.30	26.18	Hourly	40	15
	Walker	68,198	12.26	18.88	Hourly	40	32
	Walton	85,754	28,049.00	46,092.00	Annual	40	15
<b>C</b>	Baldwin	46,039	27,300.00	41,541.00	Annual	40	5
	Bryan	33,157	10.83	15.75	Hourly	40	1
	Coffee	43,220	9.09	18.00	Hourly	40	16
	Colquitt	46,275	24,440.00	35,276.00	Annual	43	12
	Gilmer	28,579	14.42	16.56	Hourly	40	3
	Harris	32,663	18.00	25.20	Hourly	40	6
	Hart	25,446	13.49	20.51	Hourly	40	7
	Jones	28,569	8.48	10.14	Hourly	40	18
	Laurens	47,999	22,880.00	35,714.00	Annual	40	27
	Lee	29,071	10.65	22.12	Hourly	40	18
	Lumpkin	30,918	12.75	19.39	Hourly	40	3
	Madison	28,057	9.71	16.56	Hourly	40	17
	Murray	39,267	10.95	17.51	Hourly	40	12
	Oconee	34,035	33,449.00	48,501.00	Annual	40	2
	Peach	27,014	23,584.00	41,416.00	Annual	40	8
	Pickens	29,584	12.12	18.44	Hourly	40	6
	Polk	41,183	9.59	24.96	Hourly	40	32
	Stephens	25,683	11.42	15.99	Hourly	40	4
	Sumter	31,364	11.67	17.79	Hourly	40	5
	Tattnall	25,526	11.00	17.35	Hourly	40	17
	Thomas	44,869	25,611.00	40,870.00	Annual	40	9
	Toombs	27,273	9.27	15.00	Hourly	40	13
	Ware	35,709	20,500.01	32,752.85	Annual	40	6
	Wayne	30,077	21,924.78	33,361.14	Annual	40	15
	White	27,797	13.49	21.57	Hourly	40	12
<b>D</b>	Appling	18,440	10.00	15.15	Hourly	40	14
	Brantley	18,292	11.46	17.01	Hourly	40	4
	Brooks	15,516	10.06	13.39	Hourly	40	2
	Burke	22,923	32,698.00	39,062.00	Annual	40	10

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Butts	23,361	12.32	22.12	Hourly	40	9
	Crisp	23,336	23,400.00	30,866.00	Annual	40	12
	Dawson	22,686	23,224.93	38,855.60	Annual	40	3
	Fannin	23,760	21,860.00	28,225.00	Annual	40	32
	Franklin	22,009	13.15	14.79	Hourly	40	6
	Jeff Davis	15,004	10.50	14.19	Hourly	40	4
	Jefferson	16,320	21,013.00	36,629.00	Annual	40	4
	Mitchell	23,045	10.00	15.00	Hourly	40	12
	Pierce	18,938	11.00	18.00	Hourly	40	10
	Putnam	21,371	11.45	18.93	Hourly	40	2
	Telfair	16,591	9.28	10.25	Hourly	40	5
	Union	21,566	12.67	17.62	Hourly	40	5
	Washington	20,676	11.00	17.53	Hourly	40	12
<b>E</b>	Bacon	11,216	22,068.00	29,702.00	Annual	40	8
	Bleckley	12,771	15.81	18.95	Hourly	40	2
	Charlton	13,255	11.33	17.52	Hourly	40	5
	Cusseta-Chattahooche	12,842	15,246.40	28,000.00	Annual	40	2
	Dooly	14,304	24,960.00	39,748.00	Annual	40	9
	Early	10,542	9.85	14.29	Hourly	40	7
	Evans	10,833	10.59	15.26	Hourly	40	1
	Lanier	10,408	8.00	14.59	Hourly	40	6
	McIntosh	14,007	12.43	14.06	Hourly	40	3
	Oglethorpe	14,548	11.00	13.50	Hourly	40	2
	Pulaski	11,542	11.00	15.50	Hourly	40	7
	Screven	14,240	10.43	16.00	Hourly	40	10
	Wilkes	10,010	7.00	12.81	Hourly	40	3
<b>F</b>	Atkinson	8,290	11.50	15.00	Hourly	40	9
	Clay	3,045	12.83	12.83	Hourly	40	1
	Clinch	6,795	8.40	15.23	Hourly	40	8
	Glascok	3,102	9.79	11.33	Hourly	40	2
	Hancock	8,879	10.00	13.41	Hourly	40	2
	Jenkins	9,269	18,720.00	31,200.00	Annual	40	9
	Marion	8,640	9.34	13.08	Hourly	40	2
	Montgomery	9,021	10.30	10.51	Hourly	40	4
	Talbot	6,456	22,282.00	26,888.00	Annual	40	4
	Taliaferro	1,703	13.47	17.36	Hourly	40	2
	Taylor	8,464	22,063.00	33,572.00	Annual	40	4
	Treutlen	6,712	10.70	10.70	Hourly	40	2
	Twiggs	8,481	8.29	15.50	Hourly	40	8

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Warren	5,558	7.25	13.95	Hourly	40	1
	Webster Unified	2,719	12.30	12.30	Hourly	40	1
	Wilcox	8,960	10.00	10.25	Hourly	40	9
	Wilkinson	9,432	12.73	19.38	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	
<b>A</b>	12	23,739	28,383	38,067	49,967	188
<b>B</b>	5	20,470	24,856	32,153	43,014	41
<b>C</b>	15	20,286	28,496	29,012	36,837	58
<b>D</b>	10	20,168	26,125	27,452	33,280	41
<b>E</b>	7	18,390	22,797	25,453	29,245	34
<b>F</b>	9	18,920	25,584	24,502	29,286	45
<b>Total/Avg</b>	<b>58</b>	<b>20,329</b>	<b>26,040</b>	<b>29,440</b>	<b>36,938</b>	<b>407</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	101,273	11.94	18.02	Hourly	40	11
	Cherokee	225,106	10.40	16.12	Hourly	40	22
	Columbia	135,416	10.83	16.24	Hourly	40	19
	Coweta	133,180	28,383.00	42,600.00	Annual	40	2
	Douglas	136,379	21,858.00	49,967.00	Annual	40	1
	Fayette	108,365	27,593.50	41,986.77	Annual	40	1
	Fulton	984,293	23,000.00	36,540.00	Annual	40	4
	Gwinnett	859,304	27,805.00	43,098.00	Annual	40	12
	Houston	147,658	10.94	17.53	Hourly	40	9
	Macon-Bibb	154,721	23,005.00	38,305.00	Annual	40	95
	Paulding	146,950	10.35	15.93	Hourly	40	8
	Whitfield	102,945	19,948.00	29,923.00	Annual	40	4
<b>B</b>	Dougherty	92,969	16,217.00	24,068.00	Annual	40	8
	Glynn	81,508	9.86	15.77	Hourly	40	13
	Gordon	55,757	8.16	14.32	Hourly	40	10
	Liberty	64,135	11.44	20.68	Hourly	40	7
	Walker	68,198	11.95	14.95	Hourly	40	3
<b>C</b>	Baldwin	46,039	22,407.00	34,094.00	Annual	40	1
	Bryan	33,157	9.24	10.90	Hourly	40	5
	Gilmer	28,579	8.50	13.53	Hourly	40	6
	Harris	32,663	10.34	14.47	Hourly	40	1
	Hart	25,446	7.51	11.43	Hourly	40	2

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

## ◆ Laborer

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jones	28,569	8.82	10.54	Hourly	40	8
	Laurens	47,999	28,496.00	31,928.00	Annual	40	2
	Lumpkin	30,918	10.46	15.91	Hourly	40	3
	Oconee	34,035	21,640.00	31,378.00	Annual	40	2
	Pickens	29,584	10.45	15.90	Hourly	40	3
	Polk	41,183	9.12	15.96	Hourly	40	5
	Tattnall	25,526	8.00	10.50	Hourly	40	2
	Toombs	27,273	9.64	11.69	Hourly	40	9
	Wayne	30,077	17,178.63	28,818.60	Annual	40	8
	White	27,797	11.08	17.71	Hourly	40	1
<b>D</b>	Appling	18,440	8.00	10.00	Hourly	40	
	Brantley	18,292	8.98	13.32	Hourly	40	5
	Burke	22,923	19,094.00	25,709.00	Annual	40	4
	Crisp	23,336	24,235.00	29,224.00	Annual	40	9
	Fannin	23,760	19,801.00	28,891.00	Annual	40	7
	Franklin	22,009	12.56	14.24	Hourly	40	4
	Jeff Davis	15,004	8.00	9.80	Hourly	40	2
	Pierce	18,938	10.00	14.00	Hourly	40	1
	Union	21,566	10.07	16.00	Hourly	40	6
	Washington	20,676	9.00	14.32	Hourly	40	3
<b>E</b>	Charlton	13,255	10.96	10.96	Hourly	40	1
	Cusseta-Chattahoochee	12,842	13,166.40	20,800.00	Annual	40	8
	Dooly	14,304	20,800.00	28,891.00	Annual	40	10
	Early	10,542	8.10	12.22	Hourly	40	2
	McIntosh	14,007	9.50	14.06	Hourly	40	6
	Oglethorpe	14,548	10.00	13.00	Hourly	40	4
	Wilkes	10,010	7.00	11.53	Hourly	40	3
<b>F</b>	Georgetown-Quitman	2,367	7.98	14.08	Hourly	40	5
	Hancock	8,879	8.00	9.29	Hourly	40	5
	Irwin	9,427	12,480.00	27,040.00	Annual	40	16
	Jenkins	9,269	16,640.00	24,960.00	Annual	40	1
	Marion	8,640	8.47	11.85	Hourly	40	11
	Talbot	6,456	22,454.00	26,888.00	Annual	40	3
	Taliaferro	1,703	10.82	10.82	Hourly	40	1
	Webster Unified	2,719	12.30	12.30	Hourly	40	1
	Wilcox	8,960	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	
<b>A</b>	3	34,109	36,002	51,874	54,782	4
<b>B</b>	2	26,743	30,052	41,285	45,340	3
<b>Total/Avg</b>	<b>5</b>	<b>30,426</b>	<b>33,027</b>	<b>46,579</b>	<b>50,061</b>	<b>7</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Columbus/Muscogee	202,824	36,002.00	54,782.00	Annual	40	2
	Coweta	133,180	32,961.00	49,443.00	Annual	40	1
	Paulding	146,950	16.04	24.71	Hourly	40	1
<b>B</b>	Bulloch	71,214	10.48	16.65	Hourly	43	1
	Effingham	54,456	12.77	17.88	Hourly	40	1
	Jackson	61,044	13.76	20.76	Hourly	42	2

\* 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>	7	39,573	48,734	59,437	72,385	14
<b>B</b>	2	33,923	35,397	45,530	52,538	5
<b>C</b>	1	35,651	35,651	35,651	35,651	1
<b>D</b>	6	40,482	57,543	44,587	57,543	8
<b>E</b>	1	27,955	27,955	27,955	27,955	1
<b>F</b>	3	21,918	29,994	29,455	42,203	3
<b>Total/Avg</b>	<b>20</b>	<b>33,250</b>	<b>39,212</b>	<b>40,436</b>	<b>48,046</b>	<b>32</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	48,257.00	72,385.00	Annual	40	1
	Bartow	101,273	48,734.00	48,734.00	Annual	40	1
	Douglas	136,379	25,304.00	51,178.00	Annual	40	7
	Houston	147,658	21.34	34.13	Hourly	40	1
	Macon-Bibb	154,721	35,422.00	58,981.00	Annual	40	2
	Newton	102,446	41,537.60	62,379.20	Annual	40	1
	Paulding	146,950	33,371.00	51,413.00	Annual	40	1
<b>B</b>	Catoosa	65,311	15.60	18.52	Hourly	40	3
	Dougherty	92,969	35,397.00	52,538.00	Annual	40	2
<b>C</b>	Toombs	27,273	17.14	17.14	Hourly	40	1
<b>D</b>	Appling	18,440	21.00	22.29	Hourly	40	1
	Burke	22,923	48,838.00	48,838.00	Annual	40	1
	Crisp	23,336	57,543.00	57,543.00	Annual	40	1
	Jefferson	16,320	25,602.00	38,956.00	Annual	40	3
	Telfair	16,591	29,526.82	29,526.82	Annual	40	1
	Washington	20,676	37,700.00	46,293.00	Annual	40	1
	<b>E</b>	Charlton	13,255	13.44	13.44	Hourly	40
<b>F</b>	Calhoun	6,523	14,960.64	14,960.64	Annual	40	1
	Jenkins	9,269	20,800.00	31,200.00	Annual	40	1
	Warren	5,558	14.42	20.29	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>	9	24,642	27,805	40,467	51,875	160
<b>B</b>	5	24,588	31,209	37,161	43,702	42
<b>C</b>	13	23,111	27,810	33,868	40,643	65
<b>D</b>	9	21,129	24,523	30,491	39,749	73
<b>E</b>	6	20,537	24,024	27,217	29,910	24
<b>F</b>	9	18,454	22,069	24,424	36,608	28
<b>Total/Avg</b>	<b>51</b>	<b>22,077</b>	<b>26,240</b>	<b>32,271</b>	<b>40,415</b>	<b>392</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Cherokee	225,106	11.68	18.11	Hourly	40	9
	Columbia	135,416	11.37	17.06	Hourly	40	10
	DeKalb	713,340	23,580.00	40,632.00	Annual	40	68
	Fulton	984,293	23,977.00	41,517.00	Annual	40	0
	Gwinnett	859,304	27,805.00	43,098.00	Annual	40	10
	Houston	147,658	12.32	24.94	Hourly	40	20
	Lowndes	112,916	12.59	19.15	Hourly	40	6
	Macon-Bibb	154,721	24,877.00	41,422.00	Annual	40	18
	Whitfield	102,945	21,785.00	32,677.00	Annual	40	19
<b>B</b>	Catoosa	65,311	9.84	17.71	Hourly	40	17
	Dougherty	92,969	21,730.00	32,257.00	Annual	40	4
	Effingham	54,456	12.77	19.72	Hourly	40	11
	Gordon	55,757	12.26	17.77	Hourly	40	10
	Jackson	61,044	14.29	20.01	Hourly	42	4
	Walton	85,754	24,031.00	36,046.00	Annual	40	7
<b>C</b>	Bryan	33,157	10.03	15.23	Hourly	40	5
	Harris	32,663	13.37	18.72	Hourly	40	1
	Hart	25,446	12.25	18.62	Hourly	40	4
	Laurens	47,999	22,152.00	30,264.00	Annual	40	4
	Lumpkin	30,918	11.55	17.57	Hourly	40	3
	Madison	28,057	10.70	10.70	Hourly	40	1
	Oconee	34,035	27,036.00	39,191.00	Annual	40	10

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Pickens	29,584	10.45	16.71	Hourly	40	6
	Stephens	25,683	10.60	14.84	Hourly	40	7
	Tattnall	25,526	9.25	15.00	Hourly	40	1
	Thomas	44,869	23,444.00	36,392.00	Annual	40	12
	Wayne	30,077	18,939.44	28,818.60	Annual	40	10
	White	27,797	12.22	19.54	Hourly	40	1
<b>D</b>	Appling	18,440	8.00	12.64	Hourly	40	11
	Brooks	15,516	9.16	12.20	Hourly	40	19
	Burke	22,923	22,942.00	31,221.00	Annual	40	16
	Butts	23,361	10.64	19.11	Hourly	40	5
	Dade	16,507	11.79	13.33	Hourly	40	7
	Dawson	22,686	23,224.93	38,855.60	Annual	40	3
	Fannin	23,760	21,944.00	23,691.00	Annual	40	7
	Jeff Davis	15,004	9.50	11.73	Hourly	40	3
	Putnam	21,371	9.59	17.84	Hourly	40	2
<b>E</b>	Bacon	11,216	20,800.00	23,337.00	Annual	40	4
	Bleckley	12,771	11.50	14.16	Hourly	40	4
	Charlton	13,255	11.55	13.05	Hourly	40	2
	Early	10,542	8.76	12.70	Hourly	40	6
	Screven	14,240	10.43	13.00	Hourly	40	3
	Wilkes	10,010	7.00	14.38	Hourly	40	5
<b>F</b>	Clay	3,045	7.25	10.82	Hourly	40	1
	Clinch	6,795	7.26	8.80	Hourly	40	2
	Hancock	8,879	8.00	10.42	Hourly	40	5
	Miller	5,932	10.00	12.36	Hourly	40	3
	Montgomery	9,021	10.00	10.00	Hourly	40	2
	Treutlen	6,712	9.00	10.70	Hourly	40	4
	Warren	5,558	7.25	14.37	Hourly	40	4
	Webster Unified	2,719	10.61	10.61	Hourly	40	1
	Wilkinson	9,432	10.48	17.60	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	
<b>A</b>	13	49,172	70,876	71,542	100,948	28
<b>B</b>	8	41,212	47,048	57,727	73,379	10
<b>C</b>	17	37,580	60,590	50,425	68,089	21
<b>D</b>	7	36,919	53,123	46,918	67,974	7
<b>E</b>	2	25,782	30,160	30,514	30,867	2
<b>F</b>	1	19,988	19,988	30,414	30,414	1
<b>Total/Avg</b>	<b>48</b>	<b>35,109</b>	<b>46,964</b>	<b>47,923</b>	<b>61,945</b>	<b>69</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	101,273	70,876.00	70,876.00	Annual	40	1
	Carroll	112,355	45,267.00	74,030.00	Annual	40	1
	Cherokee	225,106	47,222.00	73,195.00	Annual	40	1
	Columbia	135,416	17.64	26.46	Hourly	40	2
	Coweta	133,180	59,620.00	81,301.00	Annual	40	1
	Douglas	136,379	62,705.00	62,705.00	Annual	40	1
	Fayette	108,365	40,962.71	92,528.64	Annual	40	2
	Forsyth	195,405	68,644.00	100,948.00	Annual	40	1
	Fulton	984,293	45,527.00	67,390.00	Annual	40	3
	Gwinnett	859,304	42,293.00	67,668.00	Annual	40	12
	Houston	147,658	21.34	34.13	Hourly	40	1
	Lowndes	112,916	16.11	24.52	Annual	40	1
	Newton	102,446	41,537.60	62,379.20	Annual	40	1
	<b>B</b>	Catoosa	65,311	41,000.00	41,000.00	Annual	40
Dougherty		92,969	29,121.00	47,654.00	Annual	40	4
Effingham		54,456	35,603.86	49,845.40	Annual	40	1
Gordon		55,757	45,283.00	65,660.00	Annual	40	1
Jackson		61,044	39,992.00	55,989.00	Annual	40	1
Liberty		64,135	20.68	33.89	Hourly	40	1
Spalding		63,829	47,048.00	73,379.00	Annual	40	1
Walker		68,198	18.00	18.00	Hourly	40	1
Walton		85,754	46,800.00	70,201.00	Annual	40	

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

## ◆ Maintenance Superintendent

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>C</b>	Baldwin	46,039	44,735.00	68,089.00	Annual	40	1
	Bryan	33,157	31,643.39	31,643.39	Annual	40	1
	Colquitt	46,275	47,819.00	47,819.00	Annual	43	1
	Harris	32,663	33,244.00	46,541.00	Annual	40	1
	Jones	28,569	14.69	17.55	Hourly	40	1
	Laurens	47,999	36,067.00	38,000.00	Annual	40	2
	Lee	29,071	39,774.19	61,649.99	Annual	40	1
	Lumpkin	30,918	33,938.50	51,641.11	Annual	40	3
	Madison	28,057	19.02	19.02	Hourly	40	1
	Murray	39,267	15.40	24.62	Annual	40	1
	Oconee	34,035	46,204.00	66,996.00	Annual	40	1
	Sumter	31,364	18.21	27.71	Hourly	40	1
	Tattnall	25,526	14.00	19.00	Hourly	40	1
	Thomas	44,869	60,590.00	60,590.00	Annual	40	1
	Toombs	27,273	18.93	18.93	Hourly	40	1
	Ware	35,709	42,328.79	64,408.27	Annual	40	1
Wayne	30,077	30,850.36	54,341.79	Annual	40	2	
White	27,797	14.89	23.81	Hourly	40	1	
<b>D</b>	Appling	18,440	10.00	15.45	Hourly	40	1
	Brooks	15,516	12.15	16.21	Hourly	40	1
	Burke	22,923	53,123.00	53,123.00	Annual	40	1
	Butts	23,361	18.20	32.68	Hourly	40	1
	Crisp	23,336	42,561.00	42,561.00	Annual	40	1
	Dade	16,507	42,794.00	42,794.00	Annual	40	1
	Putnam	21,371	17.32	26.98	Hourly	40	1
<b>E</b>	Charlton	13,255	14.50	14.50	Hourly	40	1
	Evans	10,833	10.29	14.84	Hourly	40	1
<b>F</b>	Taylor	8,464	19,988.00	30,414.00	Annual	40	1

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

## ◆ Maintenance Worker

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	18	26,133	32,961	41,985	58,344	302
<b>B</b>	10	26,720	33,904	43,139	55,078	42
<b>C</b>	16	23,812	31,075	34,365	47,299	49
<b>D</b>	10	21,717	29,661	35,177	63,669	23
<b>E</b>	7	26,223	32,760	30,308	38,000	11
<b>F</b>	4	23,941	33,280	24,513	33,280	5
<b>Total/Avg</b>	<b>65</b>	<b>24,758</b>	<b>32,274</b>	<b>34,914</b>	<b>49,279</b>	<b>432</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	26,767.00	40,150.00	Annual	40	1
	Bartow	101,273	12.40	18.68	Hourly	40	2
	Carroll	112,355	14.63	23.88	Hourly	40	8
	Cherokee	225,106	14.64	22.68	Hourly	40	8
	Columbia	135,416	11.37	17.06	Hourly	40	34
	Columbus/Muscogee	202,824	23,083.00	35,124.00	Annual	40	60
	Coweta	133,180	32,961.00	49,443.00	Annual	40	12
	DeKalb	713,340	23,580.00	38,328.00	Annual	40	8
	Fayette	108,365	27,593.50	41,986.77	Annual	40	7
	Forsyth	195,405	11.74	17.26	Hourly	40	42
	Fulton	984,293	23,977.00	41,517.00	Annual	40	31
	Gwinnett	859,304	32,819.00	52,510.00	Annual	40	40
	Houston	147,658	12.81	28.05	Hourly	40	11
	Lowndes	112,916	12.59	19.15	Hourly	40	5
	Macon-Bibb	154,721	23,005.00	38,305.00	Annual	40	11
	Newton	102,446	10.75	20.23	Hourly	40	16
Paulding	146,950	11.97	18.44	Hourly	40	2	
Whitfield	102,945	21,785.00	32,677.00	Annual	40	4	
<b>B</b>	Barrow	71,453	13.77	26.07	Hourly	40	1
	Catoosa	65,311	11.00	13.50	Hourly	40	6
	Dougherty	92,969	22,816.00	39,204.00	Annual	40	6
	Effingham	54,456	12.16	17.03	Hourly	40	3

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

## ◆ Maintenance Worker

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Glynn	81,508	13.51	21.62	Hourly	40	2
	Gordon	55,757	11.07	16.05	Hourly	40	2
	Jackson	61,044	14.65	20.52	Hourly	42.5	4
	Liberty	64,135	13.26	26.48	Hourly	40	5
	Spalding	63,829	16.30	25.42	Hourly	40	3
	Walker	68,198	12.75	15.45	Hourly	40	4
	Walton	85,754	21,352.00	46,092.00	Annual	40	9
<b>C</b>	Baldwin	46,039	21,326.00	37,634.00	Annual	40	4
	Bryan	33,157	10.43	10.43	Hourly	40	5
	Colquitt	46,275	25,937.00	36,275.00	Annual	43	4
	Gilmer	28,579	10.80	10.80	Hourly	40	1
	Harris	32,663	12.85	18.00	Hourly	40	3
	Jones	28,569	11.61	13.87	Hourly	40	4
	Lee	29,071	10.65	16.50	Hourly	40	2
	Lumpkin	30,918	11.55	17.57	Hourly	40	4
	Madison	28,057	11.88	11.88	Hourly	40	1
	Murray	39,267	12.07	19.30	Hourly	40	1
	Oconee	34,035	22,289.00	32,319.00	Annual	40	3
	Peach	27,014	18,229.00	29,354.00	Annual	40	5
	Pickens	29,584	13.38	20.36	Hourly	40	3
	Polk	41,183	10.59	19.46	Hourly	40	3
	Sumter	31,364	14.94	22.74	Hourly	40	1
	Thomas	44,869	26,333.00	40,870.00	Annual	40	4
	White	27,797	10.03	16.04	Hourly	40	5
<b>D</b>	Appling	18,440	8.00	10.66	Hourly	40	1
	Brantley	18,292	9.89	14.69	Hourly	40	2
	Brooks	15,516	10.56	14.07	Hourly	40	2
	Butts	23,361	14.26	25.61	Hourly	40	3
	Crisp	23,336	24,630.00	24,630.00	Annual	40	1
	Dade	16,507	10.00	15.38	Hourly	40	3
	Dawson	22,686	23,224.93	63,669.43	Annual	40	7
	Franklin	22,009	13.15	16.32	Hourly	40	2
	Jefferson	16,320	17,246.00	26,242.00	Annual	40	1
	Putnam	21,371	7.25	17.32	Hourly	40	1
<b>E</b>	Bacon	11,216	32,760.00	32,760.00	Annual	40	1
	Bleckley	12,771	12.00	12.00	Hourly	40	1
	Charlton	13,255	12.42	12.42	Hourly	40	1
	Dooly	14,304	24,273.00	32,219.00	Annual	40	5
	Evans	10,833	9.41	13.57	Hourly	40	1

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

## ◆ Maintenance Worker

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Oglethorpe	14,548	12.00	14.50	Hourly	40	1
	Screven	14,240	31,200.00	38,000.00	Annual	40	1
<b>F</b>	Glascock	3,102	9.79	10.89	Hourly	40	2
	Talbot	6,456	24,960.00	24,960.00	Annual	40	1
	Twiggs	8,481	16.00	16.00	Hourly	40	1
	Webster Unified	2,719	8.25	8.25	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>	10	24,791	28,990	39,122	48,692	69
<b>B</b>	2	22,672	22,692	40,502	44,083	13
<b>C</b>	3	20,036	23,541	27,894	35,820	6
<b>D</b>	1	27,061	27,061	27,498	27,498	3
<b>E</b>	1	18,000	18,000	20,392	20,392	4
<b>F</b>	5	20,309	24,960	24,985	29,286	7
<b>Total/Avg</b>	<b>22</b>	<b>22,145</b>	<b>24,207</b>	<b>30,065</b>	<b>34,295</b>	<b>102</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	25,365.00	38,047.00	Annual	40	7
	Bartow	101,273	12.40	19.38	Hourly	40	7
	Columbia	135,416	11.37	17.91	Hourly	40	7
	DeKalb	713,340	23,580.00	38,328.00	Annual	40	18
	Fayette	108,365	28,990.42	48,691.78	Annual	40	3
	Forsyth	195,405	12.97	19.08	Hourly	40	4
	Fulton	984,293	23,000.00	36,540.00	Annual	40	7
	Houston	147,658	10.54	18.23	Hourly	40	6
	Lowndes	112,916	11.98	18.23	Hourly	40	1
	Paulding	146,950	11.40	17.56	Hourly	40	9
<b>B</b>	Floyd	95,821	10.89	17.75	Hourly	40	4
	Walton	85,754	22,692.00	44,083.00	Annual	40	9
<b>C</b>	Baldwin	46,039	23,541.00	35,820.00	Annual	40	2
	Harris	32,663	9.74	13.64	Hourly	40	3
	Jones	28,569	7.84	9.37	Hourly	40	1
<b>D</b>	Franklin	22,009	13.01	13.22	Hourly	40	3
<b>E</b>	Cusseta-Chattahooche	12,842	18,000.00	20,392.00	Annual	40	4
<b>F</b>	Clay	3,045	10.96	10.96	Hourly	40	1
	Georgetown-Quitman	2,367	9.28	10.93	Hourly	40	2
	Hancock	8,879	8.00	10.83	Hourly	40	1
	Talbot	6,456	24,960.00	27,581.00	Annual	40	2
	Twiggs	8,481	8.58	14.08	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	70,272	115,179	107,795	195,805	29
<b>B</b>	9	61,822	74,069	92,048	121,368	9
<b>C</b>	17	51,412	69,092	73,044	101,049	17
<b>D</b>	11	51,564	82,802	64,570	100,436	12
<b>E</b>	4	43,380	61,796	46,880	61,796	4
<b>F</b>	7	31,809	43,056	41,446	65,520	7
<b>Total/Avg</b>	<b>61</b>	<b>51,710</b>	<b>74,332</b>	<b>70,964</b>	<b>107,662</b>	<b>78</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	51,084.00	76,626.00	Annual	40	1
	Bartow	101,273	76,528.00	76,528.00	Annual	40	1
	Carroll	112,355	56,923.00	92,979.00	Annual	40	1
	Cherokee	225,106	76,920.00	119,228.00	Annual	40	1
	DeKalb	713,340	44,772.00	81,732.00	Annual	40	18
	Fayette	108,365	81,781.84	124,440.74	Annual	40	1
	Fulton	984,293	85,754.00	134,634.00	Annual	40	0
	Gwinnett	859,304	115,179.00	195,805.00	Annual	40	1
	Houston	147,658	38.39	61.47	Hourly	40	1
	Lowndes	112,916	33.80	51.43	Annual	40	1
	Newton	102,446	52,832.00	79,352.00	Annual	40	1
	Paulding	146,950	68,145.00	104,987.00	Annual	40	1
	Whitfield	102,945	53,463.00	80,194.00	Annual	40	1
	<b>B</b>	Bulloch	71,214	57,153.00	85,729.00	Annual	40
Catoosa		65,311	58,195.08	58,195.08	Annual	40	1
Dougherty		92,969	60,539.00	89,859.00	Annual	40	1
Effingham		54,456	60,894.68	85,252.55	Annual	40	1
Floyd		95,821	57,890.56	94,409.12	Annual	40	1
Glynn		81,508	60,321.00	96,514.00	Annual	40	1
Gordon		55,757	69,204.00	100,345.00	Annual	40	1
Liberty		64,135	35.61	58.35	Hourly	40	1
Spalding		63,829	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	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>C</b>	Walton	85,754	60,864.00	91,296.00	Annual	40	1
	Baldwin	46,039	66,409.00	101,049.00	Annual	40	1
	Bryan	33,157	39,556.45	55,454.00	Annual	40	1
	Harris	32,663	43,005.00	60,206.00	Annual	40	1
	Jones	28,569	25.43	30.40	Hourly	40	1
	Laurens	47,999	69,092.00	69,092.00	Annual	40	1
	Lee	29,071	50,763.07	100,421.34	Annual	40	1
	Madison	28,057	21.36	21.36	Hourly	40	1
	Murray	39,267	23.78	38.02	Annual	40	1
	Oconee	34,035	63,743.00	92,427.00	Annual	40	1
	Peach	27,014	61,612.00	92,440.00	Annual	40	1
	Pickens	29,584	45,607.00	69,396.00	Annual	40	1
	Polk	41,183	19.22	33.65	Hourly	40	1
	Sumter	31,364	46,146.49	70,217.34	Annual	40	1
	Thomas	44,869	68,830.00	68,830.00	Annual	40	1
	Ware	35,709	42,328.79	64,408.27	Annual	40	1
Wayne	30,077	39,373.72	59,911.83	Annual	40	1	
White	27,797	24.41	39.02	Annual	40	1	
<b>D</b>	Appling	18,440	18.00	28.85	Hourly	40	2
	Brooks	15,516	38,249.91	51,140.62	Annual	40	1
	Burke	22,923	78,250.00	78,250.00	Annual	40	1
	Butts	23,361	55,926.00	100,436.00	Annual	40	1
	Crisp	23,336	82,802.00	82,802.00	Annual	40	1
	Dawson	22,686	56,495.48	85,628.30	Annual	40	1
	Jeff Davis	15,004	12.00	14.79	Hourly	44	1
	Mitchell	23,045	56,000.00	56,000.00	Annual	40	1
	Pierce	18,938	17,420.00	45,000.00	Annual	40	1
	Telfair	16,591	40,110.29	40,110.29	Annual	40	1
Washington	20,676	77,057.00	77,057.00	Annual	40	1	
<b>E</b>	Charlton	13,255	41,724.28	41,724.48	Annual	40	1
	Cusseta-Chattahoochee	12,842	28,999.98	43,000.00	Annual	40	1
	Dooly	14,304	61,796.00	61,796.00	Annual	40	1
	Oglethorpe	14,548	41,000.00	41,000.00	Annual	40	1
<b>F</b>	Clay	3,045	32,923.65	32,923.65	Annual	40	1
	Clinch	6,795	11.26	20.75	Hourly	40	1
	Georgetown-Quitman	2,367	16.39	16.39	Hourly	40	1
	Hancock	8,879	16.85	19.63	Hourly	40	1
	Irwin	9,427	25,000.00	32,000.00	Annual	40	1
	Jenkins	9,269	29,120.00	41,600.00	Annual	40	1

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

## ◆ Public Works Superintendent

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wilkinson	9,432	20.70	31.50	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>	6	41,951	52,125	56,436	70,262	6
<b>B</b>	3	34,311	37,736	53,726	61,572	3
<b>C</b>	5	34,982	41,390	47,157	63,002	5
<b>F</b>	1	20,800	20,800	28,309	28,309	1
<b>Total/Avg</b>	<b>15</b>	<b>33,011</b>	<b>38,013</b>	<b>46,407</b>	<b>55,786</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	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	46,841.00	70,262.00	Annual	40	1
	Bartow	101,273	52,125.00	52,125.00	Annual	40	1
	Cherokee	225,106	31,990.40	31,990.40	Annual	40	1
	Columbia	135,416	40,359.00	60,538.00	Annual	40	1
	DeKalb	713,340	35,460.00	57,624.00	Annual	40	1
	Forsyth	195,405	44,932.00	66,077.00	Annual	40	1
<b>B</b>	Floyd	95,821	18.14	29.60	Hourly	40	1
	Liberty	64,135	14.64	22.83	Hourly	40	1
	Walton	85,754	34,746.00	52,119.00	Annual	40	1
<b>C</b>	Hart	25,446	41,390.00	63,002.00	Annual	40	1
	Jones	28,569	14.69	17.55	Hourly	40	1
	Laurens	47,999	37,424.00	37,434.00	Annual	40	1
	Peach	27,014	40,308.00	60,468.00	Annual	30	1
	Pickens	29,584	12.13	18.45	Hourly	40	1
<b>F</b>	Montgomery	9,021	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	
<b>A</b>	8	34,640	41,179	51,388	61,769	9
<b>B</b>	2	34,905	37,086	57,060	60,778	2
<b>C</b>	3	24,419	26,874	38,161	47,008	3
<b>D</b>	2	26,348	28,297	43,357	43,826	2
<b>F</b>	1	19,988	19,988	30,414	30,414	2
<b>Total/Avg</b>	<b>16</b>	<b>28,060</b>	<b>30,685</b>	<b>44,076</b>	<b>48,759</b>	<b>18</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	41,179.00	61,769.00	Annual	40	1
	Bartow	101,273	15.13	22.81	Hourly	40	1
	Cherokee	225,106	32,950.00	32,950.00	Annual	40	1
	Columbus/Muscogee	202,824	34,953.13	53,185.32	Annual	40	1
	Coweta	133,180	32,961.00	49,443.00	Annual	40	1
	Houston	147,658	18.23	29.18	Hourly	40	1
	Macon-Bibb	154,721	35,422.00	58,981.00	Annual	40	2
	Paulding	146,950	30,268.00	46,633.00	Annual	40	1
<b>B</b>	Floyd	95,821	15.73	25.65	Hourly	40	1
	Liberty	64,135	17.83	29.22	Hourly	40	1
<b>C</b>	Colquitt	46,275	48,948.00	48,948.00	Annual	40	1
	Harris	32,663	12.35	17.30	Hourly	40	1
	Pickens	29,584	9.95	15.14	Hourly	40	1
	Polk	41,183	12.92	22.60	Hourly	40	1
<b>D</b>	Butts	23,361	11.73	21.07	Hourly	40	1
	Dawson	22,686	28,297.33	42,889.31	Annual	40	1
<b>F</b>	Taylor	8,464	19,988.00	30,414.00	Annual	40	2

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

## ◆ Refuse/Recycling Collector

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	6	24,459	25,990	38,389	41,421	278
<b>B</b>	1	26,250	26,250	43,014	43,014	1
<b>C</b>	4	24,398	29,266	34,255	44,533	8
<b>D</b>	5	22,356	26,125	27,052	35,381	12
<b>E</b>	2	14,820	16,120	24,221	29,910	5
<b>F</b>	2	24,145	32,752	32,687	49,837	3
<b>Total/Avg</b>	<b>20</b>	<b>22,738</b>	<b>26,084</b>	<b>33,270</b>	<b>40,683</b>	<b>307</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	25,365.00	38,047.00	Annual	40	14
	Columbus/Muscogee	202,824	25,989.60	37,640.70	Annual	40	5
	DeKalb	713,340	22,248.00	40,632.00	Annual	40	227
	Forsyth	195,405	12.35	18.17	Hourly	40	4
	Macon-Bibb	154,721	24,877.00	41,421.00	Annual	40	27
	Paulding	146,950	10.86	16.73	Hourly	40	1
<b>B</b>	Liberty	64,135	12.62	20.68	Hourly	40	1
<b>C</b>	Colquitt	46,275	21,590.00	22,921.00	Annual	40	5
	Jones	28,569	12.50	13.75	Hourly	40	3
	Lumpkin	30,918	14.07	21.41	Hourly	40	
	Peach	27,014	23,584.00	35,372.00	Annual	40	1
	Pickens	29,584	9.01	13.71	Hourly	40	4
<b>D</b>	Brantley	18,292	11.46	17.01	Hourly	40	2
	Burke	22,923	26,083.00	33,342.00	Annual	40	6
	Dade	16,507	12.56	12.81	Hourly	40	2
	Franklin	22,009	9.18	9.18	Hourly	40	1
	Jeff Davis	15,004	8.00	10.00	Hourly	40	1
<b>E</b>	Cusseta-Chattahoochee	12,842	13,520.00	18,531.76	Annual	40	2
	Wilkes	10,010	7.75	14.38	Hourly	40	3
<b>F</b>	Clay	3,045	7.47	7.47	Hourly	40	2
	Taylor	8,464	32,752.00	49,837.00	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	
<b>A</b>	3	38,113	56,118	49,209	56,118	27
<b>D</b>	1	21,070	21,070	37,856	37,856	1
<b>F</b>	2	35,659	44,049	47,147	67,025	2
<b>Total/Avg</b>	<b>6</b>	<b>31,614</b>	<b>40,412</b>	<b>44,737</b>	<b>53,666</b>	<b>30</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	101,273	56,118.00	56,118.00	Annual	40	1
	Columbus/Muscogee	202,824	30,139.97	45,861.54	Annual	40	15
	DeKalb	713,340	28,080.00	45,648.00	Annual	40	11
<b>C</b>	Colquitt	46,275	24,960.00	26,932.00	Annual	40	5
<b>D</b>	Butts	23,361	10.13	18.20	Hourly	40	1
<b>F</b>	Georgetown-Quitman	2,367	13.11	13.11	Hourly	40	1
	Taylor	8,464	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>	4	28,040	30,140	42,418	45,862	26
<b>B</b>	1	27,581	27,581	45,198	45,198	5
<b>C</b>	3	23,676	24,710	36,215	37,634	11
<b>D</b>	3	20,973	22,693	24,641	33,696	4
<b>E</b>	3	21,590	25,854	25,786	27,251	6
<b>F</b>	5	19,356	21,424	20,696	24,960	6
<b>Total/Avg</b>	<b>19</b>	<b>23,536</b>	<b>25,400</b>	<b>32,492</b>	<b>35,767</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	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	28,169.00	42,253.00	Annual	40	10
	Bartow	101,273	13.30	20.06	Hourly	40	5
	Columbus/Muscogee	202,824	30,139.97	45,861.54	Annual	40	8
	Lowndes	112,916	12.59	19.15	Hourly	40	3
<b>B</b>	Liberty	64,135	13.26	21.73	Hourly	40	5
<b>C</b>	Baldwin	46,039	23,541.00	37,634.00	Annual	40	3
	Harris	32,663	11.88	16.63	Hourly	40	7
	Murray	39,267	10.95	17.51	Hourly	40	1
<b>D</b>	Brantley	18,292	10.91	16.20	Hourly	40	2
	Jeff Davis	15,004	9.49	9.49	Hourly	40	1
	Telfair	16,591	9.85	9.85	Hourly	40	1
<b>E</b>	Charlton	13,255	10.96	11.66	Hourly	40	2
	Cusseta-Chattahoochee	12,842	16,120.00	27,251.33	Annual	40	2
	McIntosh	14,007	12.43	12.43	Hourly	40	2
<b>F</b>	Clay	3,045	7.98	8.20	Hourly	40	2
	Jenkins	9,269	18,720.00	24,960.00	Annual	40	1
	Montgomery	9,021	10.00	10.00	Hourly	40	1
	Taliaferro	1,703	10.30	10.30	Hourly	40	1
	Treutlen	6,712	9.25	9.25	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	
<b>A</b>	17	36,232	47,840	56,981	72,283	68
<b>B</b>	10	37,079	50,000	52,817	73,876	34
<b>C</b>	15	33,767	45,989	46,888	73,528	31
<b>D</b>	10	33,290	59,808	44,774	69,035	17
<b>E</b>	5	38,977	53,248	42,432	53,248	5
<b>F</b>	8	27,671	34,549	31,225	42,349	8
<b>Total/Avg</b>	<b>65</b>	<b>34,503</b>	<b>48,572</b>	<b>45,853</b>	<b>64,053</b>	<b>163</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	36,933.00	55,399.00	Annual	40	2
	Bartow	101,273	47,840.00	54,205.00	Annual	40	3
	Carroll	112,355	16.05	26.19	Hourly	40	8
	Cherokee	225,106	36,999.00	53,480.00	Annual	40	6
	Columbia	135,416	19.40	32.02	Hourly	40	2
	Columbus/Muscogee	202,824	27,305.33	41,548.27	Annual	40	6
	Coweta	133,180	32,961.00	60,333.00	Annual	40	7
	Douglas	136,379	30,755.00	69,390.00	Annual	40	1
	Fayette	108,365	47,504.18	72,283.23	Annual	40	1
	Forsyth	195,405	18.52	27.23	Hourly	40	3
	Fulton	984,293	39,780.00	61,236.00	Annual	40	8
	Gwinnett	859,304	43,389.00	69,423.00	Annual	40	
	Houston	147,658	14.99	23.97	Hourly	40	9
	Lowndes	112,916	15.80	27.88	Annual	40	5
	Newton	102,446	13.44	20.19	Hourly	40	1
	Paulding	146,950	17.69	27.25	Hourly	40	1
	Whitfield	102,945	31,426.00	47,139.00	Annual	40	5
<b>B</b>	Bulloch	71,214	42,496.65	63,744.84	Annual	40	3
	Camden	51,476	13.26	19.64	Hourly	40	3
	Catoosa	65,311	18.57	18.57	Hourly	40	1
	Dougherty	92,969	30,576.00	42,386.00	Annual	40	2
	Effingham	54,456	17.12	23.96	Hourly	40	4

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Floyd	95,821	21.78	35.52	Hourly	40	1
	Glynn	81,508	14.12	22.58	Hourly	40	7
	Gordon	55,757	18.21	26.40	Hourly	40	3
	Liberty	64,135	17.83	32.26	Hourly	40	2
	Spalding	63,829	15.33	23.90	Hourly	40	11
	Walker	68,198	50,000.00	50,000.00	Annual	40	1
<b>C</b>	Baldwin	46,039	36,716.00	55,867.00	Annual	40	1
	Coffee	43,220	14.14	14.14	Hourly	40	2
	Colquitt	46,275	50,018.00	51,628.00	Annual	40	2
	Gilmer	28,579	20.10	20.10	Hourly	40	1
	Harris	32,663	16.63	23.28	Hourly	40	9
	Laurens	47,999	44,275.00	44,275.00	Annual	40	3
	Lumpkin	30,918	16.32	23.63	Hourly	40	1
	Madison	28,057	16.08	16.08	Hourly	40	1
	Oconee	34,035	35,576.00	51,585.00	Per Occur.	40	2
	Pickens	29,584	14.05	24.80	Hourly	40	3
	Polk	41,183	15.00	27.57	Hourly	40	2
	Sumter	31,364	25,513.26	38,821.44	Annual	40	1
	Thomas	44,869	32,472.00	50,386.00	Annual	40	2
	Ware	35,709	26,163.79	39,811.30	Annual	40	1
	Wayne	30,077	27,982.16	42,578.20	Annual	40	1
	White	27,797	22.11	35.35	Hourly	40	1
<b>D</b>	Brooks	15,516	14.01	18.69	Hourly	40	3
	Burke	22,923	35,589.00	41,704.00	Annual	40	5
	Butts	23,361	15.72	28.23	Hourly	40	1
	Dade	16,507	59,808.00	59,808.00	Annual	40	1
	Dawson	22,686	25,635.99	42,889.31	Annual	40	2
	Fannin	23,760	27,000.00	37,847.00	Annual	40	2
	Jeff Davis	15,004	10.00	13.26	Hourly	40	
	Jefferson	16,320	25,602.00	38,956.00	Annual	40	1
	Mitchell	23,045	15.54	15.54	Hourly	40	1
	Putnam	21,371	21.30	33.19	Hourly	40	1
<b>E</b>	Charlton	13,255	40,000.00	40,000.00	Annual	40	1
	Dooly	14,304	53,248.00	53,248.00	Annual	40	1
	Lanier	10,408	31,200.00	41,776.80	Annual	40	1
	McIntosh	14,007	19.44	19.44	Hourly	40	1
	Screven	14,240	30,000.00	36,700.00	Annual	40	1
<b>F</b>	Georgetown-Quitman	2,367	11.86	11.86	Hourly	40	1
	Hancock	8,879	12.00	13.65	Hourly	40	1

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Irwin	9,427	25,000.00	25,000.00	Annual	40	1
	Miller	5,932	27,809.86	27,809.86	Annual	40	1
	Montgomery	9,021	12.00	17.04	Hourly	40	1
	Talbot	6,456	31,591.00	31,591.00	Annual	40	1
	Webster Unified	2,719	16.61	16.61	Hourly	40	1
	Wilkinson	9,432	13.38	20.36	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>	10	55,025	69,769	85,180	108,143	18
<b>B</b>	8	51,824	68,619	67,701	91,002	8
<b>C</b>	11	41,163	53,233	56,687	79,875	12
<b>D</b>	10	43,046	57,533	55,803	82,430	11
<b>E</b>	9	43,480	54,413	48,213	54,413	9
<b>F</b>	11	34,118	41,077	37,995	44,596	11
<b>Total/Avg</b>	<b>59</b>	<b>44,776</b>	<b>57,441</b>	<b>58,597</b>	<b>76,743</b>	<b>69</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Cherokee	225,106	69,769.00	108,143.00	Annual	40	1
	Columbia	135,416	64,998.00	97,497.00	Annual	40	1
	Coweta	133,180	69,215.00	94,385.00	Annual	40	1
	Douglas	136,379	35,603.00	72,859.00	Annual	40	1
	Fayette	108,365	67,122.16	102,134.31	Annual	40	1
	Forsyth	195,405	58,390.00	85,868.00	Annual	40	1
	Fulton	984,293	45,527.00	67,390.00	Annual	40	7
	Gwinnett	859,304	52,647.00	86,867.00	Annual	40	3
	Houston	147,658	21.34	34.13	Hourly	40	1
	Paulding	146,950	42,591.00	65,671.00	Annual	40	1
<b>B</b>	Barrow	71,453	58,711.00	91,002.00	Annual	40	1
	Bulloch	71,214	57,153.15	85,729.72	Annual	40	1
	Camden	51,476	68,619.20	68,619.20	Annual	40	1
	Catoosa	65,311	18.82	18.82	Hourly	40	1
	Dougherty	92,969	33,710.00	50,034.00	Annual	40	1
	Effingham	54,456	22.94	32.11	Hourly	40	1
	Jackson	61,044	52,853.00	79,280.00	Annual	40	1
	Walker	68,198	57,600.00	57,600.00	Annual	40	1
	Walton	85,754	46,800.00	70,201.00	Annual	40	1
	<b>C</b>	Coffee	43,220	32,500.00	44,271.00	Annual	40
Colquitt		46,275	76,260.00	76,260.00	Annual	40	1
Hart		25,446	45,542.00	69,274.00	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lumpkin	30,918	37,461.10	57,002.26	Annual	40	1
	Madison	28,057	11.90	11.90	Hourly	40	1
	Oconee	34,035	49,924.00	72,390.00	Annual	40	1
	Peach	27,014	53,233.00	79,875.00	Annual	40	1
	Stephens	25,683	51,673.00	72,342.00	Annual	40	1
	Sumter	31,364	28,161.86	42,851.60	Annual	40	1
	Tattnall	25,526	35,000.00	44,170.00	Annual	40	1
	Toombs	27,273	52,221.52	52,221.52	Annual	40	1
	Ware	35,709	42,328.79	64,408.27	Annual	40	1
<b>D</b>	Brantley	18,292	22.53	33.45	Hourly	40	2
	Burke	22,923	57,533.00	57,533.00	Annual	40	1
	Butts	23,361	36,051.00	64,742.00	Annual	40	1
	Dawson	22,686	38,056.76	57,681.36	Annual	40	1
	Fannin	23,760	37,847.00	41,599.00	Annual	40	1
	Franklin	22,009	48,168.00	48,168.00	Annual	40	1
	Jeff Davis	15,004	35,000.00	40,290.12	Annual	40	1
	Jefferson	16,320	34,431.00	52,391.00	Annual	40	1
	Putnam	21,371	25.43	39.63	Hourly	40	1
	Union	21,566	20.97	20.97	Hourly	40	1
<b>E</b>	Bacon	11,216	44,075.00	44,075.00	Annual	40	1
	Bleckley	12,771	54,412.80	54,412.80	Annual	40	1
	Charlton	13,255	50,000.00	50,000.00	Annual	40	1
	Early	10,542	43,720.56	43,720.56	Annual	40	1
	Evans	10,833	48,000.00	48,000.00	Annual	40	1
	McIntosh	14,007	23.61	23.61	Hourly	40	1
	Pulaski	11,542	25.00	25.00	Hourly	40	1
	Screven	14,240	25,000.00	53,844.00	Annual	40	1
	Wilkes	10,010	25,000.00	38,760.00	Annual	40	1
<b>F</b>	Atkinson	8,290	39,540.00	39,540.00	Annual	40	1
	Calhoun	6,523	35,000.00	35,000.00	Annual	40	1
	Glascock	3,102	14.94	14.94	Hourly	40	1
	Jenkins	9,269	26,210.00	36,000.00	Annual	40	1
	Marion	8,640	31,849.00	44,596.00	Annual	40	1
	Miller	5,932	37,000.00	37,000.00	Annual	40	1
	Talbot	6,456	36,908.00	36,908.00	Annual	40	1
	Taliaferro	1,703	19.07	19.07	Hourly	40	1
	Treutlen	6,712	16.11	16.11	Hourly	40	1
	Twiggs	8,481	11.28	20.95	Hourly	40	1
	Wilcox	8,960	41,076.84	41,076.84	Annual	40	1

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

## ◆ Sanitation Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	4	45,459	51,084	68,918	81,732	7
<b>B</b>	1	34,746	34,746	52,119	52,119	1
<b>C</b>	1	26,208	26,208	36,691	36,691	1
<b>E</b>	2	27,861	30,722	42,853	45,000	3
<b>Total/Avg</b>	<b>8</b>	<b>33,568</b>	<b>35,690</b>	<b>50,145</b>	<b>53,886</b>	<b>12</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	51,084.00	76,626.00	Annual	40	1
	Columbus/Muscogee	202,824	30,139.97	45,861.54	Annual	40	3
	DeKalb	713,340	50,292.00	81,732.00	Annual	40	1
	Fulton	984,293	50,320.00	71,453.00	Annual	40	2
<b>B</b>	Effingham	54,456	43,276.71	60,587.40	Annual	40	1
	Walton	85,754	34,746.00	52,119.00	Annual	40	1
<b>C</b>	Harris	32,663	12.60	17.64	Hourly	40	1
<b>E</b>	McIntosh	14,007	14.77	19.57	Hourly	40	2
	Screven	14,240	25,000.00	45,000.00	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>	7	24,955	31,364	40,404	49,315	12
<b>B</b>	4	21,903	27,706	34,322	38,792	7
<b>C</b>	6	21,251	23,254	26,066	36,046	12
<b>D</b>	5	24,679	30,722	26,385	30,722	5
<b>E</b>	5	22,009	26,270	30,498	31,777	6
<b>F</b>	2	17,139	17,638	19,219	20,800	2
<b>Total/Avg</b>	<b>29</b>	<b>21,989</b>	<b>26,159</b>	<b>29,482</b>	<b>34,575</b>	<b>44</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	101,273	12.40	18.68	Hourly	40	2
	Coweta	133,180	31,364.00	47,047.00	Annual	40	1
	Douglas	136,379	24,098.00	49,315.00	Annual	40	2
	Houston	147,658	12.32	19.72	Hourly	40	3
	Macon-Bibb	154,721	23,920.00	39,829.00	Annual	40	2
	Newton	102,446	9.70	14.54	Hourly	40	1
	Paulding	146,950	11.40	17.56	Hourly	40	1
<b>B</b>	Dougherty	92,969	21,730.00	32,257.00	Annual	40	2
	Jackson	61,044	13.32	18.65	Hourly	40	1
	Walker	68,198	10.02	13.55	Hourly	40	2
	Walton	85,754	17,334.00	38,056.00	Annual	40	2
<b>C</b>	Colquitt	46,275	24,960.00	25,168.00	Annual	43	2
	Gilmer	28,579	8.60	8.60	Hourly	40	1
	Harris	32,663	9.55	13.07	Hourly	40	5
	Laurens	47,999	23,254.00	23,254.00	Annual	40	1
	Lee	29,071	11.18	17.33	Hourly	40	2
	Stephens	25,683	9.77	13.68	Hourly	40	1
	Toombs	27,273	11.02	11.33	Hourly	40	2
<b>D</b>	Appling	18,440	8.00	12.10	Hourly	40	1
	Burke	22,923	30,722.00	30,722.00	Annual	40	1
	Crisp	23,336	28,048.00	28,048.00	Annual	40	1
	Dade	16,507	12.30	12.30	Hourly	40	1

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

## ◆ Scale House Attendant

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>E</b>	Telfair	16,591	10.77	10.77	Hourly	40	1
	Bleckley	12,771	12.63	14.27	Hourly	40	2
	Evans	10,833	9.41	13.58	Hourly	45	1
	Oglethorpe	14,548	10.00	12.84	Hourly	44	1
	Screven	14,240	10.69	14.73	Hourly	40	1
<b>F</b>	Wilkes	10,010	8.00	14.91	Hourly	40	1
	Clay	3,045	8.48	8.48	Hourly	40	1
	Jenkins	9,269	16,640.00	20,800.00	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	
<b>A</b>	4	55,039	62,262	83,733	102,733	4
<b>Total/Avg</b>	<b>4</b>	<b>55,039</b>	<b>62,262</b>	<b>83,733</b>	<b>102,733</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	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	51,084.00	76,626.00	Annual	40	1
	Columbia	135,416	48,834.00	73,251.00	Annual	40	1
	Fulton	984,293	57,975.00	82,323.00	Annual	40	0
	Gwinnett	859,304	62,262.00	102,733.00	Annual	40	2

\* 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>	6	39,541	45,991	60,329	73,586	27
<b>B</b>	1	33,407	33,407	50,110	50,110	1
<b>Total/Avg</b>	<b>7</b>	<b>36,474</b>	<b>39,699</b>	<b>55,219</b>	<b>61,848</b>	<b>28</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	36,933.00	55,399.00	Annual	40	2
	Columbia	135,416	16.00	24.00	Hourly	40	3
	Columbus/Muscogee	202,824	34,953.13	53,185.32	Annual	40	1
	Fulton	984,293	45,527.00	67,390.00	Annual	40	5
	Gwinnett	859,304	45,991.00	73,586.00	Annual	40	15
	Paulding	146,950	40,563.00	62,493.00	Annual	40	1
<b>B</b>	Walton	85,754	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	
<b>A</b>	9	49,241	81,591	71,377	97,857	9
<b>B</b>	5	52,439	74,027	73,064	81,505	5
<b>C</b>	7	34,150	74,902	36,606	74,902	7
<b>E</b>	2	24,794	28,787	24,794	28,787	2
<b>F</b>	1	22,063	22,063	33,572	33,572	1
<b>Total/Avg</b>	<b>24</b>	<b>36,537</b>	<b>56,274</b>	<b>47,882</b>	<b>63,325</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	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	65,238.00	97,857.00	Annual	40	1
	Bartow	101,273	81,591.00	81,591.00	Annual	40	1
	Columbia	135,416	53,718.00	80,576.00	Annual	40	1
	Columbus/Muscogee	202,824	42,586.99	64,801.14	Annual	40	1
	DeKalb	713,340	35,460.00	57,624.00	Annual	40	2
	Fulton	984,293	39,780.00	61,236.00	Annual	40	0
	Gwinnett	859,304	47,187.00	77,858.00	Annual	40	1
	Houston	147,658	21.34	34.13	Hourly	40	1
	Newton	102,446	15.97	23.97	Hourly	40	1
<b>B</b>	Camden	51,476	74,027.20	74,027.20	Annual	40	1
	Dougherty	92,969	54,912.00	81,505.00	Annual	40	1
	Floyd	95,821	21.78	35.52	Hourly	40	1
	Jackson	61,044	47,007.00	68,810.00	Annual	40	1
	Liberty	64,135	19.69	32.26	Hourly	40	1
<b>C</b>	Coffee	43,220	35,000.00	35,000.00	Annual	40	1
	Colquitt	46,275	31,304.00	47,731.00	Annual	40	2
	Gilmer	28,579	33,411.00	33,411.00	Annual	40	1
	Laurens	47,999	74,902.00	74,902.00	Annual	40	1
	Lee	29,071	1,213.35	1,606.27	Annual	40	1
	Madison	28,057	38,036.00	38,036.00	Annual	40	1
	Stephens	25,683	34,491.00	48,287.00	Annual	40	1
	Tattnell	25,526	22,000.00	25,000.00	Annual	40	1
<b>E</b>	Charlton	13,255	13.84	13.84	Hourly	40	1

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

## ◆ Solid Waste Manager

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lanier	10,408	20,800.00	20,800.00	Annual	40	1
<b>F</b>	Taylor	8,464	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	27,665	32,819	46,473	70,024	220
<b>B</b>	7	25,318	27,976	36,950	45,198	30
<b>C</b>	16	22,181	28,142	31,624	40,622	81
<b>D</b>	8	22,721	29,588	31,748	39,374	43
<b>E</b>	6	22,329	26,644	30,041	36,580	16
<b>F</b>	5	22,713	29,994	27,928	31,200	11
<b>Total/Avg</b>	<b>52</b>	<b>23,821</b>	<b>29,194</b>	<b>34,127</b>	<b>43,833</b>	<b>401</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	101,273	12.40	19.38	Hourly	40	8
	Carroll	112,355	13.39	21.90	Hourly	40	15
	Cherokee	225,106	12.04	19.59	Hourly	40	11
	Columbus/Muscogee	202,824	30,139.97	45,861.54	Annual	40	10
	Coweta	133,180	28,383.00	70,024.00	Annual	40	52
	Fulton	984,293	31,160.00	51,882.00	Annual	40	23
	Gwinnett	859,304	32,819.00	52,510.00	Annual	40	75
	Lowndes	112,916	11.98	18.23	Hourly	40	7
	Macon-Bibb	154,721	24,877.00	41,422.00	Annual	40	11
	Newton	102,446	12.34	18.51	Hourly	40	8
<b>B</b>	Bulloch	71,214	10.48	15.65	Hourly	43	7
	Camden	51,476	11.88	13.28	Hourly	40	4
	Dougherty	92,969	21,730.00	32,257.00	Annual	40	5
	Gordon	55,757	13.45	19.50	Hourly	40	5
	Jackson	61,044	12.46	17.45	Hourly	42.7	2
	Liberty	64,135	13.26	21.73	Hourly	40	4
	Walker	68,198	11.60	18.88	Hourly	40	3
	<b>C</b>	Baldwin	46,039	22,407.00	37,634.00	Annual	40
Bryan	33,157	9.64	15.23	Hourly	40	5	
Coffee	43,220	9.09	13.71	Hourly	40	9	
Colquitt	46,275	24,440.00	24,939.00	Annual	43	3	
Gilmer	28,579	13.53	16.49	Hourly	40	3	

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

## ◆ Truck Driver

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Harris	32,663	11.88	16.63	Hourly	40	3
	Hart	25,446	12.85	19.53	Hourly	40	9
	Jones	28,569	10.00	13.00	Hourly	40	9
	Laurens	47,999	21,486.00	24,669.00	Annual	40	9
	Lumpkin	30,918	11.55	17.57	Hourly	40	1
	Madison	28,057	10.74	10.74	Hourly	40	1
	Murray	39,267	11.49	18.37	Hourly	40	4
	Pickens	29,584	12.12	19.37	Hourly	40	2
	Tattnall	25,526	8.50	12.50	Hourly	40	3
	Toombs	27,273	9.64	11.34	Hourly	40	3
	Ware	35,709	19,523.82	29,708.00	Annual	40	11
	Wayne	30,077	18,939.44	30,259.56	Annual	40	7
<b>D</b>	Brantley	18,292	9.89	14.69	Hourly	40	5
	Burke	22,923	22,547.00	30,950.00	Annual	40	8
	Crisp	23,336	29,588.00	35,970.00	Annual	40	2
	Fannin	23,760	23,275.00	26,745.00	Annual	40	12
	Jefferson	16,320	19,036.00	28,966.00	Annual	40	1
	Mitchell	23,045	10.30	12.00	Hourly	40	7
	Putnam	21,371	10.79	18.93	Hourly	40	3
	Washington	20,676	11.00	17.53	Hourly	40	5
<b>E</b>	Charlton	13,255	11.15	13.00	Hourly	40	3
	Dooly	14,304	26,644.00	36,580.00	Annual	40	3
	Evans	10,833	10.59	15.26	Hourly	40	1
	McIntosh	14,007	12.43	12.43	Hourly	40	1
	Screven	14,240	10.43	14.00	Hourly	40	6
	Wilkes	10,010	7.00	14.38	Hourly	40	2
<b>F</b>	Hancock	8,879	8.57	10.32	Hourly	40	2
	Jenkins	9,269	20,800.00	31,200.00	Annual	40	1
	Talbot	6,456	24,960.00	26,567.00	Annual	40	2
	Taliaferro	1,703	14.42	14.42	Hourly	40	1
	Taylor	8,464	19,988.00	30,414.00	Annual	40	5

\* 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>	7	29,730	33,758	48,263	53,934	37
<b>B</b>	1	38,764	38,764	58,146	58,146	1
<b>C</b>	1	27,300	27,300	41,541	41,541	4
<b>Total/Avg</b>	<b>9</b>	<b>31,931</b>	<b>33,274</b>	<b>49,317</b>	<b>51,207</b>	<b>42</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	30,971.00	46,457.00	Annual	40	3
	Columbia	135,416	11.94	19.74	Hourly	40	2
	DeKalb	713,340	28,080.00	51,276.00	Annual	40	14
	Fulton	984,293	31,160.00	51,882.00	Annual	40	4
	Gwinnett	859,304	31,827.00	50,923.00	Annual	40	12
	Houston	147,658	16.23	25.93	Hourly	40	1
	Paulding	146,950	13.21	20.34	Hourly	40	1
<b>B</b>	Walton	85,754	38,764.00	58,146.00	Annual	40	1
<b>C</b>	Baldwin	46,039	27,300.00	41,541.00	Annual	40	4

\* 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>	9	53,149	81,782	80,606	124,441	29
<b>B</b>	3	45,860	50,079	70,553	78,106	3
<b>C</b>	6	46,315	63,743	71,296	100,421	7
<b>D</b>	2	37,370	46,480	44,740	46,480	2
<b>E</b>	2	34,988	40,997	38,987	40,997	2
<b>F</b>	4	33,100	36,908	37,524	44,596	4
<b>Total/Avg</b>	<b>26</b>	<b>41,797</b>	<b>53,331</b>	<b>57,284</b>	<b>72,507</b>	<b>47</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	51,084.00	76,626.00	Annual	40	1
	Columbia	135,416	48,834.00	73,251.00	Annual	40	2
	Fayette	108,365	81,781.84	124,440.74	Annual	40	1
	Forsyth	195,405	58,390.00	85,868.00	Annual	40	1
	Fulton	984,293	50,320.00	71,453.00	Annual	40	2
	Gwinnett	859,304	45,991.00	73,586.00	Annual	40	15
	Houston	147,658	22.18	35.49	Hourly	40	1
	Lowndes	112,916	30.02	45.68	Annual	40	1
	Paulding	146,950	16.04	24.71	Hourly	40	5
<b>B</b>	Barrow	71,453	46,058.00	71,390.00	Annual	40	1
	Effingham	54,456	35,603.86	49,845.40	Annual	40	1
	Spalding	63,829	50,079.00	78,106.00	Annual	40	1
	Walton	85,754	41,443.00	62,164.00	Annual	40	1
<b>C</b>	Baldwin	46,039	40,527.00	61,667.00	Annual	40	1
	Harris	32,663	39,729.00	55,621.00	Annual	40	1
	Jones	28,569	41,808.00	54,767.00	Annual	40	1
	Lee	29,071	50,763.07	100,421.34	Annual	40	2
	Oconee	34,035	63,743.00	92,427.00	Annual	40	1
	Pickens	29,584	41,318.00	62,870.00	Annual	40	1
<b>D</b>	Franklin	22,009	46,480.00	46,480.00	Annual	40	1
	Jefferson	16,320	28,259.00	43,000.00	Annual	40	1
<b>E</b>	Cusseta-Chattahooche	12,842	28,980.00	36,977.00	Annual	40	1

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

## ◆ Water/Wastewater Superintendent

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	McIntosh	14,007	19.71	19.71	Hourly	40	1
<b>F</b>	Hancock	8,879	12.98	15.36	Hourly	40	1
	Marion	8,640	31,849.00	44,596.00	Annual	40	1
	Talbot	6,456	36,908.00	36,908.00	Annual	40	1
	Webster Unified	2,719	36,643.75	36,643.75	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>	10	50,778	65,641	79,256	97,497	18
<b>B</b>	2	50,679	64,882	78,422	97,323	2
<b>C</b>	4	40,065	49,379	56,429	75,135	5
<b>Total/Avg</b>	<b>16</b>	<b>47,174</b>	<b>59,967</b>	<b>71,369</b>	<b>89,985</b>	<b>25</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	36,933.00	55,399.00	Annual	40	2
	Columbia	135,416	64,998.00	97,497.00	Annual	40	1
	DeKalb	713,340	57,588.00	93,576.00	Annual	40	1
	Fayette	108,365	55,090.28	83,826.38	Annual	40	2
	Fulton	984,293	65,641.00	96,492.00	Annual	40	0
	Gwinnett	859,304	55,806.00	92,079.00	Annual	40	3
	Houston	147,658	22.18	35.49	Hourly	40	1
	Lowndes	112,916	20.63	31.89	Annual	40	1
	Newton	102,446	49,316.80	82,139.20	Annual	40	2
	Paulding	146,950	16.04	24.71	Hourly	40	5
<b>B</b>	Floyd	95,821	17.54	28.62	Hourly	40	1
	Walton	85,754	64,882.00	97,323.00	Annual	40	1
<b>C</b>	Baldwin	46,039	49,379.00	75,135.00	Annual	40	1
	Harris	32,663	38,950.00	54,531.00	Annual	40	1
	Jones	28,569	13.50	13.50	Hourly	40	1
	Lee	29,071	43,851.05	67,969.13	Annual	40	2

\* 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>	11	29,816	35,761	50,511	59,326	117
<b>B</b>	4	32,640	37,425	50,829	56,137	9
<b>C</b>	3	25,945	28,267	40,165	48,298	15
<b>D</b>	1	42,056	42,056	42,056	42,056	1
<b>E</b>	2	20,748	22,776	24,440	24,960	4
<b>Total/Avg</b>	<b>21</b>	<b>30,241</b>	<b>33,257</b>	<b>41,600</b>	<b>46,155</b>	<b>146</b>

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

### Population Group Data

Group	Jurisdiction	2013 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	121,265	29,572.00	44,358.00	Annual	40	10
	Columbia	135,416	10.83	19.74	Hourly	40	15
	DeKalb	713,340	33,444.00	54,360.00	Annual	40	28
	Fayette	108,365	33,620.00	59,326.21	Annual	40	15
	Forsyth	195,405	14.82	28.14	Hourly	40	19
	Fulton	984,293	31,160.00	51,882.00	Annual	40	1
	Gwinnett	859,304	35,761.00	57,218.00	Annual	40	11
	Houston	147,658	13.86	22.18	Hourly	40	6
	Lowndes	112,916	11.98	18.23	Hourly	40	5
	Newton	102,446	11.52	25.69	Hourly	40	6
	Paulding	146,950	16.04	24.71	Hourly	40	1
<b>B</b>	Barrow	71,453	15.30	23.71	Hourly	40	1
	Effingham	54,456	14.79	20.70	Hourly	40	3
	Floyd	95,821	15.13	24.66	Hourly	40	6
	Spalding	63,829	14.35	22.39	Hourly	40	1
	Walton	85,754	37,425.00	56,137.00	Annual	40	1
<b>C</b>	Harris	32,663	12.85	18.00	Hourly	40	9
	Lee	29,071	13.59	23.22	Hourly	40	5
	Pickens	29,584	10.98	16.71	Hourly	40	1
<b>D</b>	Crisp	23,336	42,056.00	42,056.00	Annual	40	1
<b>E</b>	Cusseta-Chattahooche	12,842	18,720.00	24,960.00	Annual	40	2
	McIntosh	14,007	10.95	11.50	Hourly	40	2

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