



**2012 COUNTY  
WAGE AND SALARY SURVEY  
PUBLIC WORKS/SOLID WASTE POSITIONS**

**OCTOBER 2012**



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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.

<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>	16	28,513	35,322	48,131	65,697	106
<b>B</b>	4	26,152	30,222	38,121	46,862	13
<b>C</b>	18	25,599	31,200	36,976	48,090	61
<b>D</b>	21	24,898	32,136	34,052	42,523	49
<b>E</b>	6	27,057	34,362	32,808	35,271	10
<b>F</b>	9	24,716	35,173	30,820	38,480	10
<b>Total/Avg</b>	<b>74</b>	<b>26,156</b>	<b>33,069</b>	<b>36,818</b>	<b>46,154</b>	<b>249</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	28,705.00	43,057.00	Annual	40	3
	Bartow	100,421	14.67	25.22	Hourly	40	6
	Bibb	156,433	10.45	19.65	Hourly	40	1
	Carroll	111,159	15.28	24.96	Hourly	40	5
	Coweta	129,629	33,132.00	49,711.00	Annual	40	1
	Douglas	133,355	24,880.00	50,764.00	Annual	40	8
	Fayette	107,784	35,322.01	45,215.16	Annual	40	6
	Forsyth	181,840	13.32	24.52	Hourly	40	10
	Fulton	949,599	23,536.00	45,952.00	Annual	40	0
	Gwinnett	824,941	29,357.00	65,697.00	Annual	40	25
	Hall	183,052	31,902.00	47,892.00	Annual	40	4
	Henry	207,360	32,204.02	52,625.91	Annual	40	13
	Houston	143,925	13.13	21.01	Hourly	40	3
	Newton	100,814	11.93	23.16	Hourly	40	8
	Paulding	143,542	12.95	19.95	Hourly	40	5
<b>B</b>	Whitfield	103,184	26,376.00	39,564.00	Annual	40	8
	Barrow	69,912	14.53	22.53	Hourly	40	2
	Catoosa	64,530	13.50	14.50	Hourly	40	2
	Dougherty	94,788	21,730.00	32,257.00	Annual	40	1
	Glynn	80,386	24,574.00	43,206.00	Annual	40	8
<b>C</b>	Bryan	31,377	11.92	11.92	Hourly	40	1
	Colquitt	45,645	23,920.00	36,545.00	Annual	43	4

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Grady	25,255	11.25	12.36	Hourly	40	3
	Haralson	28,638	15.00	16.50	Hourly	40	2
	Harris	32,265	11.66	16.30	Hourly	40	3
	Hart	25,305	13.49	20.51	Hourly	40	6
	Lee	28,575	10.44	16.68	Hourly	40	4
	Lumpkin	30,031	13.66	20.79	Hourly	40	2
	Madison	27,921	14.52	14.52	Hourly	40	1
	Monroe	26,625	13.58	21.81	Hourly	40	6
	Murray	39,557	11.61	18.56	Hourly	40	2
	Oconee	33,366	29,380.00	42,601.00	Annual	40	6
	Pickens	29,415	12.12	19.86	Hourly	40	1
	Stephens	25,960	12.25	17.15	Hourly	40	4
	Thomas	44,702	22,087.00	42,228.00	Annual	40	5
	Ware	36,474	18,594.12	32,752.85	Annual	40	6
	Wayne	30,327	21,600.77	32,868.12	Annual	40	4
	White	27,273	14.46	23.12	Hourly	40	1
<b>D</b>	Appling	18,420	10.00	14.71	Hourly	40	3
	Ben Hill	17,673	24,975.89	25,163.79	Annual	40	2
	Berrien	19,372	9.00	20.00	Hourly	40	3
	Brantley	18,367	12.27	18.21	Hourly	40	4
	Burke	23,504	30,867.00	36,275.00	Annual	40	9
	Cook	17,125	13.37	13.37	Hourly	40	1
	Crisp	23,710	28,301.00	42,523.00	Annual	40	3
	Dade	16,570	13.50	17.00	Hourly	40	3
	Dawson	22,459	25,635.99	38,855.60	Annual	40	1
	Elbert	19,886	12.65	20.42	Hourly	40	4
	Fannin	23,708	23,171.00	26,852.00	Annual	40	2
	Franklin	21,864	15.45	15.45	Hourly	40	1
	Greene	16,031	21,856.00	36,023.00	Annual	40	1
	Jefferson	16,675	21,013.00	31,973.00	Annual	40	2
	Long	15,136	25,000.00	38,000.00	Annual	40	1
	McDuffie	21,673	24,645.13	38,214.13	Annual	40	1
	Pike	17,751	28,132.00	33,620.00	Annual	40	1
	Putnam	21,345	12.89	20.08	Hourly	40	1
	Telfair	16,057	9.51	13.37	Hourly	40	1
	Union	21,134	10.92	12.00	Hourly	40	2
	Washington	21,111	9.89	12.12	Hourly	40	3
<b>E</b>	Charlton	13,422	16.52	16.68	Hourly	40	2
	Cusseta-Chattahooche	11,749	29,000.00	29,120.00	Annual	40	2

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

## ◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jasper	13,885	22,063.13	35,271.22	Annual	40	2
	Oglethorpe	14,686	10.50	16.00	Hourly	40	2
	Pulaski	11,735	15.00	15.00	Hourly	40	1
	Screven	14,367	11.48	16.00	Hourly	40	1
<b>F</b>	Echols	4,129	14.10	14.10	Hourly	40	1
	Hancock	9,400	8.57	10.71	Hourly	40	1
	Jenkins	8,148	19,240.00	27,200.00	Annual	40	1
	Lincoln	7,862	11.10	16.95	Hourly	40	2
	Seminole	8,791	10.50	18.50	Hourly	40	1
	Talbot	6,751	26,567.00	26,567.00	Annual	40	1
	Taylor	8,499	19,024.00	28,949.00	Annual	40	1
	Terrell	9,319	30,358.00	34,154.00	Annual	45	1
	Webster Unified	2,791	16.91	16.91	Hourly	40	1

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

## ◆ Civil Engineer

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	11	56,184	72,283	88,068	108,077	36
<b>B</b>	6	50,538	70,493	83,374	98,690	10
<b>C</b>	3	44,367	60,126	55,014	74,961	4
<b>D</b>	2	65,104	88,200	75,935	88,200	2
<b>Total/Avg</b>	<b>22</b>	<b>54,048</b>	<b>72,776</b>	<b>75,598</b>	<b>92,482</b>	<b>52</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bibb	156,433	31.77	51.96	Hourly	40	1
	Chatham	271,544	51,961.00	82,104.00	Annual	40	3
	Coweta	129,629	54,258.00	85,896.00	Annual	40	2
	Fayette	107,784	72,283.23	72,283.23	Annual	40	1
	Fulton	949,599	48,854.00	69,372.00	Annual	40	2
	Gwinnett	824,941	60,449.00	99,740.00	Annual	40	8
	Hall	183,052	44,267.00	73,209.00	Annual	40	7
	Henry	207,360	46,603.02	95,822.69	Annual	40	5
	Houston	143,925	21.01	40.89	Hourly	40	5
	Newton	100,814	62,753.60	94,265.60	Annual	40	1
	Paulding	143,542	66,809.00	102,929.00	Annual	40	1
<b>B</b>	Bulloch	72,881	57,153.00	85,729.00	Annual	40	1
	Dougherty	94,788	43,024.00	63,863.00	Annual	40	1
	Effingham	52,655	70,493.21	98,690.49	Annual	40	1
	Glynn	80,386	44,022.00	92,802.00	Annual	40	3
	Rockdale	85,765	46,708.00	74,589.00	Annual	40	2
	Troup	67,764	41,829.00	84,573.00	Annual	40	2
<b>C</b>	Bryan	31,377	52,331.79	52,331.79	Annual	40	1
	Habersham	43,279	60,126.00	74,960.98	Annual	40	1
	Thomas	44,702	20,643.00	37,750.00	Annual	40	2
<b>D</b>	Dawson	22,459	42,007.54	63,669.43	Annual	40	1
	Franklin	21,864	88,200.00	88,200.00	Annual	40	1

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

## ◆ Crew Leader

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	14	31,205	41,061	46,876	59,452	143
<b>B</b>	7	30,547	41,325	45,624	52,119	30
<b>C</b>	16	26,280	34,840	41,857	63,385	64
<b>D</b>	6	26,766	32,802	36,197	42,140	12
<b>E</b>	1	18,762	18,762	27,227	27,227	1
<b>F</b>	3	27,116	29,536	31,789	42,037	3
<b>Total/Avg</b>	<b>47</b>	<b>26,779</b>	<b>33,054</b>	<b>38,262</b>	<b>47,727</b>	<b>253</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bibb	156,433	9.28	14.90	Hourly	40	3
	Chatham	271,544	25,017.00	39,536.00	Annual	40	2
	Columbia	128,112	11.94	21.77	Hourly	40	17
	Fayette	107,784	40,962.71	48,691.78	Annual	40	4
	Forsyth	181,840	14.53	21.80	Hourly	40	7
	Fulton	949,599	38,621.00	59,452.00	Annual	40	8
	Gwinnett	824,941	41,061.00	50,242.00	Annual	40	50
	Hall	183,052	36,962.00	55,443.00	Annual	40	6
	Henry	207,360	39,403.63	59,105.39	Annual	40	11
	Houston	143,925	14.19	22.71	Hourly	40	10
	Lowndes	111,885	13.62	24.04	Hourly	40	5
	Newton	100,814	15.43	23.16	Hourly	40	8
	Paulding	143,542	11.18	17.22	Hourly	40	3
	Whitfield	103,184	27,294.00	40,941.00	Annual	40	9
<b>B</b>	Barrow	69,912	15.30	23.71	Hourly	40	2
	Dougherty	94,788	30,576.00	45,386.00	Annual	40	3
	Glynn	80,386	25,788.00	41,262.00	Annual	40	2
	Rockdale	85,765	13.98	22.32	Hourly	40	10
	Troup	67,764	27,186.00	43,534.00	Annual	40	1
	Walker	68,848	41,325.18	41,325.18	Annual	40	1
	Walton	84,580	28,049.00	52,119.00	Annual	40	11
<b>C</b>	Baldwin	44,417	28,398.00	43,211.00	Annual	40	2

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

## ◆ Crew Leader

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Bryan	31,377	14.45	14.45	Hourly	40	2
	Colquitt	45,645	24,440.00	36,691.00	Annual	43	14
	Habersham	43,279	20,866.00	23,413.21	Annual	40	2
	Hart	25,305	14.87	22.62	Hourly	40	1
	Jones	28,516	14.25	27.50	Hourly	40	9
	Lee	28,575	16.75	26.78	Hourly	40	3
	Monroe	26,625	12.07	19.95	Hourly	40	2
	Murray	39,557	11.61	18.56	Hourly	40	2
	Peach	27,823	25,767.00	63,385.00	Annual	40	4
	Pickens	29,415	12.73	19.37	Hourly	40	3
	Stephens	25,960	11.84	16.57	Hourly	40	1
	Tattnall	25,688	14.38	20.00	Hourly	40	1
	Thomas	44,702	22,087.00	42,228.00	Annual	40	14
	Ware	36,474	20,500.01	39,811.30	Annual	40	3
	Wayne	30,327	22,680.80	34,511.55	Annual	40	1
<b>D</b>	Appling	18,420	11.00	17.00	Hourly	40	1
	Banks	18,251	28,786.00	40,301.00	Annual	40	1
	Brooks	15,889	9.60	12.78	Hourly	40	3
	Elbert	19,886	15.77	15.77	Hourly	40	1
	Long	15,136	30,000.00	40,000.00	Annual	40	1
	McDuffie	21,673	26,162.10	42,139.73	Annual	40	5
<b>E</b>	Early	10,778	9.02	13.09	Hourly	40	1
<b>F</b>	Echols	4,129	14.20	14.20	Hourly	40	1
	Glascocock	3,084	11.44	11.44	Hourly	40	1
	Twiggs	8,779	13.47	20.21	Hourly	40	1

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

## ◆ Electric Lineman

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>B</b>	1	28,049	28,049	50,110	50,110	1
<b>Total/Avg</b>	<b>1</b>	<b>28,049</b>	<b>28,049</b>	<b>50,110</b>	<b>50,110</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>B</b>	Walton	84,580	28,049.00	50,110.00	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>B</b>	1	38,764	38,764	68,192	68,192	2
<b>Total/Avg</b>	<b>1</b>	<b>38,764</b>	<b>38,764</b>	<b>68,192</b>	<b>68,192</b>	<b>2</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>B</b>	Walton	84,580	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	38,808	38,808	61,311	61,311	1
<b>B</b>	1	33,571	33,571	46,987	46,987	1
<b>Total/Avg</b>	<b>2</b>	<b>36,190</b>	<b>36,190</b>	<b>54,149</b>	<b>54,149</b>	<b>2</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Chatham	271,544	38,808.00	61,311.00	Annual	40	1
<b>B</b>	Jackson	61,257	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	
<b>A</b>	10	25,874	32,753	39,702	51,626	166
<b>B</b>	5	22,352	32,386	33,005	45,344	8
<b>C</b>	8	23,609	31,200	32,252	41,949	17
<b>D</b>	2	14,082	15,683	21,455	28,995	2
<b>E</b>	1	16,640	16,640	28,600	28,600	1
<b>F</b>	2	18,980	22,506	18,980	22,506	2
<b>Total/Avg</b>	<b>28</b>	<b>20,256</b>	<b>25,195</b>	<b>28,999</b>	<b>36,503</b>	<b>196</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	24,621.00	36,932.00	Annual	40	14
	Bartow	100,421	14.22	21.45	Hourly	40	1
	Chatham	271,544	27,574.00	43,560.00	Annual	40	2
	Fayette	107,784	27,593.50	36,205.06	Annual	40	11
	Forsyth	181,840	11.51	17.27	Hourly	40	28
	Fulton	949,599	26,536.00	45,952.00	Annual	40	24
	Gwinnett	824,941	32,753.00	37,666.00	Annual	40	74
	Lowndes	111,885	10.13	15.41	Hourly	40	3
	Newton	100,814	11.52	24.82	Hourly	40	3
	Paulding	143,542	10.15	15.62	Hourly	40	6
<b>B</b>	Dougherty	94,788	17,877.00	29,256.00	Annual	40	1
	Glynn	80,386	19,712.00	31,538.00	Annual	40	3
	Jackson	61,257	15.57	21.80	Hourly	40	0
	Liberty	65,451	11.10	18.19	Hourly	40	1
	Walker	68,848	8.99	10.12	Hourly	40	3
<b>C</b>	Baldwin	44,417	23,307.00	34,465.00	Annual	40	6
	Coffee	42,864	10.09	15.00	Hourly	40	1
	Colquitt	45,645	25,792.00	35,221.00	Annual	43	2
	Habersham	43,279	15.00	15.23	Hourly	40	4
	Haralson	28,638	10.00	13.00	Hourly	40	1
	Tattnell	25,688	9.00	12.15	Hourly	40	1
	Ware	36,474	20,500.01	31,193.19	Annual	40	1

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

## ◆ Groundskeeper

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Wayne	30,327	27,568.63	41,948.97	Annual	40	1
<b>D</b>	Jeff Davis	15,162	8.00	8.92	Hourly	30	1
	Pierce	18,770	15,683.00	28,995.00	Annual	40	1
<b>E</b>	Lanier	10,404	8.00	13.75	Hourly	40	1
<b>F</b>	Echols	4,129	10.82	10.82	Hourly	40	1
	Webster Unified	2,791	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	
<b>A</b>	10	30,738	36,946	50,921	65,697	46
<b>B</b>	5	29,503	32,386	44,154	50,110	20
<b>C</b>	13	23,505	30,160	35,634	46,756	32
<b>D</b>	16	25,203	34,478	36,250	52,256	34
<b>E</b>	4	23,452	28,808	33,602	36,525	7
<b>F</b>	6	24,433	37,128	30,991	37,128	13
<b>Total/Avg</b>	<b>54</b>	<b>26,139</b>	<b>33,318</b>	<b>38,592</b>	<b>48,079</b>	<b>152</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	30,063.00	45,095.00	Annual	40	3
	Bibb	156,433	10.45	19.65	Hourly	40	2
	Chatham	271,544	36,946.00	61,311.00	Annual	40	3
	Coweta	129,629	34,838.00	52,232.00	Annual	40	4
	Douglas	133,355	31,754.00	50,764.00	Annual	40	6
	Fulton	949,599	30,252.00	50,371.00	Annual	40	1
	Gwinnett	824,941	29,357.00	65,697.00	Annual	40	15
	Hall	183,052	33,525.00	50,289.00	Annual	40	4
	Houston	143,925	15.37	24.56	Hourly	40	3
	Paulding	143,542	12.95	19.95	Hourly	40	5
	<b>B</b>	Dougherty	94,788	23,957.00	39,204.00	Annual	40
Jackson		61,257	15.57	21.80	Hourly	40	1
Spalding		64,033	15.33	23.90	Hourly	40	3
Walker		68,848	13.73	17.50	Hourly	40	7
Walton		84,580	30,728.00	50,110.00	Annual	40	5
<b>C</b>	Bryan	31,377	12.32	12.32	Hourly	40	1
	Coffee	42,864	11.47	18.00	Hourly	40	4
	Colquitt	45,645	23,920.00	46,756.00	Annual	43	2
	Habersham	43,279	21,933.00	30,570.18	Annual	40	2
	Jones	28,516	10.00	17.50	Hourly	40	5
	Laurens	47,949	30,160.00	39,270.00	Annual	40	5
	Lee	28,575	10.44	16.68	Hourly	40	1

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

## ◆ Heavy Equipment Mechanic

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Polk	41,211	12.57	22.19	Hourly	40	3
	Sumter	32,511	12.27	18.66	Hourly	40	1
	Tattnall	25,688	10.25	17.00	Hourly	40	2
	Toombs	27,434	9.27	11.18	Hourly	40	2
	Ware	36,474	22,601.26	34,390.50	Annual	40	3
	Wayne	30,327	22,680.83	34,511.55	Annual	40	1
<b>D</b>	Appling	18,420	10.00	14.00	Hourly	40	1
	Ben Hill	17,673	22,394.57	22,394.57	Annual	40	2
	Berrien	19,372	9.00	20.00	Hourly	40	9
	Brantley	18,367	12.27	18.21	Hourly	40	3
	Butts	23,504	29,024.00	45,026.00	Annual	40	4
	Dawson	22,459	34,477.55	52,256.46	Annual	40	1
	Fannin	23,708	21,320.00	33,176.00	Annual	40	2
	Greene	16,031	24,809.00	41,931.00	Annual	40	1
	Jeff Davis	15,162	13.00	13.00	Hourly	40	1
	Long	15,136	30,000.00	44,000.00	Annual	40	1
	Meriwether	21,617	25,219.32	35,634.24	Annual	40	2
	Pierce	18,770	16,890.00	33,342.00	Annual	40	1
	Pike	17,751	32,240.00	39,300.00	Annual	40	1
	Rabun	16,274	13.14	21.10	Hourly	40	2
	Telfair	16,057	9.51	9.51	Hourly	40	1
	Union	21,134	13.31	16.17	Hourly	40	2
<b>E</b>	Bacon	11,203	28,808.00	29,661.00	Annual	40	1
	McIntosh	14,170	12.75	17.56	Hourly	40	4
	Oglethorpe	14,686	10.50	16.00	Hourly	40	1
	Wilkes	10,211	8.00	16.80	Hourly	40	1
<b>F</b>	Atkinson	8,413	9.00	10.00	Hourly	40	1
	Echols	4,129	10.30	13.57	Hourly	40	5
	Miller	6,141	10.00	12.73	Hourly	40	4
	Taylor	8,499	24,354.00	37,057.00	Annual	40	1
	Twiggs	8,779	11.62	17.43	Hourly	40	1
	Wilcox	9,298	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	
<b>A</b>	20	27,968	37,110	44,731	50,980	349
<b>B</b>	12	27,553	33,904	43,352	54,454	154
<b>C</b>	28	23,750	37,440	35,944	52,416	296
<b>D</b>	27	22,795	28,132	32,349	39,749	202
<b>E</b>	13	20,569	29,453	29,680	37,357	83
<b>F</b>	19	21,556	28,704	27,355	36,625	88
<b>Total/Avg</b>	<b>119</b>	<b>24,032</b>	<b>32,457</b>	<b>35,568</b>	<b>45,264</b>	<b>1172</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	28,705.00	43,057.00	Annual	40	8
	Bartow	100,421	12.85	21.45	Hourly	40	22
	Bibb	156,433	8.92	20.42	Hourly	40	12
	Carroll	111,159	14.63	21.90	Hourly	40	10
	Chatham	271,544	27,574.00	48,025.00	Annual	40	18
	Cherokee	218,286	26,806.00	41,549.00	Annual	40	7
	Columbia	128,112	11.94	17.91	Hourly	40	4
	Coweta	129,629	31,527.00	47,292.00	Annual	40	2
	Douglas	133,355	27,431.00	43,852.00	Annual	40	7
	Fayette	107,784	37,110.19	47,504.18	Annual	40	10
	Forsyth	181,840	14.53	21.80	Hourly	40	11
	Fulton	949,599	30,252.00	50,371.00	Annual	40	23
	Gwinnett	824,941	31,863.00	50,980.00	Annual	40	76
	Hall	183,052	33,525.00	50,289.00	Annual	40	26
	Henry	207,360	25,004.51	50,465.94	Annual	40	51
	Houston	143,925	13.13	21.01	Hourly	40	20
	Lowndes	111,885	13.62	20.73	Hourly	40	2
	Newton	100,814	10.75	20.19	Hourly	40	17
	Paulding	143,542	11.74	18.09	Hourly	40	10
Whitfield	103,184	26,376.00	39,564.00	Annual	40	13	
<b>B</b>	Bulloch	72,881	11.91	17.86	Hourly	40	25
	Catoosa	64,530	14.27	18.74	Hourly	40	5

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dougherty	94,788	23,957.00	41,168.00	Annual	40	15
	Effingham	52,655	13.41	19.72	Hourly	40	3
	Glynn	80,386	24,574.00	45,152.00	Annual	40	24
	Jackson	61,257	14.57	20.40	Hourly	42.7	4
	Liberty	65,451	14.21	24.47	Hourly	40	8
	Rockdale	85,765	12.21	19.50	Hourly	40	3
	Spalding	64,033	16.30	26.18	Hourly	40	15
	Troup	67,764	23,712.00	40,186.00	Annual	40	7
	Walker	68,848	12.88	18.88	Hourly	40	30
	Walton	84,580	28,049.00	46,092.00	Annual	40	15
<b>C</b>	Baldwin	44,417	27,030.00	41,129.00	Annual	40	5
	Bryan	31,377	11.10	11.10	Hourly	40	1
	Coffee	42,864	9.09	18.00	Hourly	40	16
	Colquitt	45,645	24,440.00	36,337.00	Annual	43	13
	Grady	25,255	9.50	11.09	Hourly	40	9
	Habersham	43,279	24,181.00	36,262.68	Annual	40	16
	Haralson	28,638	12.00	17.00	Hourly	40	4
	Harris	32,265	18.00	25.20	Hourly	40	6
	Hart	25,305	12.84	19.52	Hourly	40	11
	Jones	28,516	10.25	11.75	Hourly	40	18
	Laurens	47,949	22,069.00	34,320.00	Annual	40	31
	Lee	28,575	12.01	19.20	Hourly	40	15
	Lumpkin	30,031	12.38	18.83	Hourly	40	2
	Madison	27,921	9.71	17.03	Hourly	40	17
	Monroe	26,625	10.73	16.22	Hourly	40	10
	Murray	39,557	10.53	16.83	Hourly	40	11
	Oconee	33,366	32,475.00	47,088.00	Annual	40	2
	Peach	27,823	22,019.00	40,699.00	Annual	40	7
	Pickens	29,415	12.12	18.44	Hourly	40	11
	Polk	41,211	9.35	16.50	Hourly	40	14
	Stephens	25,960	11.42	15.99	Hourly	40	4
	Sumter	32,511	11.11	16.91	Hourly	40	3
	Tattnall	25,688	11.00	17.35	Hourly	40	13
	Thomas	44,702	23,531.00	37,750.00	Annual	40	13
	Toombs	27,434	8.74	12.88	Hourly	40	12
	Ware	36,474	20,500.01	32,752.85	Annual	40	6
	Wayne	30,327	21,600.77	32,868.12	Annual	40	15
	White	27,273	13.10	20.94	Hourly	40	11
<b>D</b>	Appling	18,420	10.00	14.00	Hourly	40	14

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Banks	18,251	25,350.00	35,491.00	Annual	40	5
	Ben Hill	17,673	20,696.01	27,530.14	Annual	40	3
	Brantley	18,367	11.13	16.52	Hourly	40	4
	Brooks	15,889	10.06	13.39	Hourly	40	2
	Burke	23,504	27,498.00	33,592.00	Annual	40	11
	Butts	23,504	25,072.00	30,475.00	Annual	40	9
	Cook	17,125	9.42	13.17	Hourly	40	9
	Crisp	23,710	24,023.00	29,670.00	Annual	40	10
	Dawson	22,459	23,224.93	38,855.60	Annual	40	3
	Elbert	19,886	11.50	14.67	Hourly	40	5
	Fannin	23,708	21,860.00	28,225.00	Annual	40	32
	Franklin	21,864	12.84	13.96	Hourly	40	6
	Greene	16,031	20,676.00	34,864.00	Annual	40	5
	Jeff Davis	15,162	10.50	14.19	Hourly	40	4
	Jefferson	16,675	21,013.00	31,973.00	Annual	40	2
	Long	15,136	21,000.00	38,000.00	Annual	40	8
	McDuffie	21,673	24,645.13	38,214.13	Annual	40	5
	Meriwether	21,617	26,480.29	37,415.96	Annual	40	7
	Mitchell	23,462	8.57	15.04	Hourly	40	14
	Pierce	18,770	16,890.00	25,334.00	Annual	40	5
	Pike	17,751	28,132.00	33,620.00	Annual	40	7
	Putnam	21,345	11.45	18.93	Hourly	40	2
	Rabun	16,274	12.51	19.11	Hourly	40	6
	Telfair	16,057	9.28	10.25	Hourly	40	9
	Union	21,134	12.27	17.00	Hourly	40	3
	Washington	21,111	9.37	16.96	Hourly	40	12
E	Bacon	11,203	19,240.00	27,518.00	Annual	40	10
	Bleckley	13,290	14.16	17.96	Hourly	40	3
	Candler	11,276	21,424.00	27,414.00	Annual	40	7
	Charlton	13,422	11.03	16.68	Hourly	40	8
	Cusseta-Chattahoochee	11,749	15,246.40	24,960.00	Annual	40	2
	Early	10,778	9.02	13.09	Hourly	40	8
	Jasper	13,885	22,063.13	35,271.22	Annual	40	8
	Lanier	10,404	8.00	14.82	Hourly	40	7
	McIntosh	14,170	12.43	13.72	Hourly	40	3
	Oglethorpe	14,686	9.00	12.00	Hourly	40	5
	Pulaski	11,735	10.00	13.25	Hourly	40	7
	Screven	14,367	10.43	16.00	Hourly	40	12
	Wilkes	10,211	7.00	12.61	Hourly	40	3

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

## ◆ Heavy Equipment Operator

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Atkinson	8,413	12.00	14.00	Hourly	40	9
	Clay	3,111	12.45	12.45	Hourly	40	1
	Clinch	6,777	8.40	9.74	Hourly	40	8
	Glascocock	3,084	9.79	11.33	Hourly	40	2
	Hancock	9,400	8.00	12.00	Hourly	40	1
	Jenkins	8,148	15,704.00	19,200.00	Annual	40	5
	Johnson	9,975	8.50	11.00	Hourly	40	5
	Lincoln	7,862	10.94	11.13	Hourly	40	2
	Marion	8,746	10.41	13.09	Hourly	40	3
	Montgomery	9,065	8.17	10.46	Hourly	40	4
	Seminole	8,791	10.00	16.50	Hourly	40	6
	Talbot	6,751	23,055.00	26,888.00	Annual	40	4
	Taliaferro	1,703	13.47	17.36	Hourly	40	2
	Taylor	8,499	22,063.00	33,572.00	Annual	40	4
	Treutlen	6,825	10.00	14.00	Hourly	40	3
	Turner	8,875	24,164.28	36,625.13	Annual	40	11
	Twiggs	8,779	11.62	17.43	Hourly	40	8
	Webster Unified	2,791	13.80	13.80	Hourly	40	1
	Wilcox	9,298	8.50	9.68	Hourly	40	9

\* 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>	15	22,669	30,458	34,135	41,842	144
<b>B</b>	3	19,917	23,088	30,230	41,766	19
<b>C</b>	17	19,541	27,394	27,410	35,755	70
<b>D</b>	19	19,092	25,667	24,951	31,054	86
<b>E</b>	6	16,781	19,760	23,427	28,949	21
<b>F</b>	14	17,593	24,960	23,316	33,883	68
<b>Total/Avg</b>	<b>74</b>	<b>19,265</b>	<b>25,221</b>	<b>27,245</b>	<b>35,542</b>	<b>408</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	100,421	11.94	18.02	Hourly	40	9
	Bibb	156,433	7.62	12.23	Hourly	40	19
	Chatham	271,544	21,609.00	34,145.00	Annual	40	6
	Cherokee	218,286	21,003.00	35,892.00	Annual	40	20
	Columbia	128,112	10.31	15.47	Hourly	40	15
	Coweta	129,629	23,403.00	35,092.00	Annual	40	6
	Douglas	133,355	21,493.00	36,077.00	Annual	40	3
	Fayette	107,784	30,458.06	30,458.06	Annual	40	2
	Forsyth	181,840	12.12	18.18	Hourly	40	6
	Fulton	949,599	23,000.00	35,476.00	Annual	40	4
	Gwinnett	824,941	26,995.00	41,842.00	Annual	40	16
	Henry	207,360	22,124.75	33,187.28	Annual	40	13
	Houston	143,925	10.36	16.60	Hourly	40	10
	Paulding	143,542	10.15	15.62	Hourly	40	7
	Whitfield	103,184	19,948.00	29,923.00	Annual	40	8
<b>B</b>	Dougherty	94,788	16,217.00	24,068.00	Annual	40	9
	Liberty	65,451	11.10	20.08	Hourly	40	6
	Walker	68,848	9.83	11.95	Hourly	40	4
<b>C</b>	Baldwin	44,417	22,185.00	33,757.00	Annual	40	1
	Bryan	31,377	9.47	9.47	Hourly	40	5
	Grady	25,255	7.60	9.68	Hourly	40	4
	Habersham	43,279	14,332.00	15,306.20	Annual	40	6

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

## ◆ Laborer

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Haralson	28,638	10.00	14.50	Hourly	40	8
	Harris	32,265	10.35	14.47	Hourly	40	1
	Jones	28,516	8.00	11.00	Hourly	40	8
	Laurens	47,949	27,394.00	30,680.00	Annual	40	2
	Lumpkin	30,031	10.16	15.45	Hourly	40	2
	Monroe	26,625	8.00	13.18	Hourly	40	5
	Oconee	33,366	21,640.00	31,378.00	Annual	40	2
	Pickens	29,415	10.45	15.90	Hourly	40	2
	Polk	41,211	8.90	13.54	Hourly	40	5
	Tattnall	25,688	8.00	11.65	Hourly	40	3
	Toombs	27,434	8.76	10.92	Hourly	40	8
	Wayne	30,327	16,924.76	28,392.71	Annual	40	7
	White	27,273	10.75	17.19	Hourly	40	1
<b>D</b>	Appling	18,420	8.00	10.00	Hourly	40	4
	Banks	18,251	19,337.00	27,073.00	Annual	40	3
	Ben Hill	17,673	15,533.83	19,626.42	Annual	40	4
	Berrien	19,372	9.00	13.00	Hourly	40	4
	Brantley	18,367	8.72	12.94	Hourly	40	5
	Burke	23,504	19,094.00	19,094.00	Annual	40	4
	Cook	17,125	9.42	9.46	Hourly	40	4
	Crisp	23,710	23,424.00	28,092.00	Annual	40	8
	Elbert	19,886	11.00	11.50	Hourly	40	2
	Fannin	23,708	19,801.00	28,891.00	Annual	40	7
	Franklin	21,864	12.34	14.08	Hourly	40	4
	Greene	16,031	18,313.00	30,116.00	Annual	40	4
	Jeff Davis	15,162	8.00	9.80	Hourly	40	3
	Long	15,136	18,000.00	28,000.00	Annual	40	1
	McDuffie	21,673	19,340.25	29,940.34	Annual	40	8
	Pierce	18,770	14,560.00	21,840.00	Annual	40	1
	Rabun	16,274	9.77	14.93	Hourly	40	8
	Union	21,134	8.32	11.00	Hourly	40	9
	Washington	21,111	9.35	9.35	Hourly	40	3
<b>E</b>	Charlton	13,422	9.45	9.45	Hourly	40	1
	Cusseta-Chattahoochee	11,749	13,166.40	20,800.00	Annual	40	8
	Early	10,778	7.42	10.76	Hourly	40	2
	Jasper	13,885	18,108.23	28,948.73	Annual	40	2
	McIntosh	14,170	9.50	12.12	Hourly	40	5
	Wilkes	10,211	7.00	11.33	Hourly	40	3
<b>F</b>	Clay	3,111	7.85	10.64	Hourly	40	8

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

# ◆ Laborer

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Georgetown-Quitman	2,464	7.47	13.67	Hourly	40	9
	Hancock	9,400	8.00	8.67	Hourly	40	2
	Irwin	9,679	12,480.00	27,040.00	Annual	40	16
	Jenkins	8,148	16,723.00	23,640.00	Annual	40	4
	Lincoln	7,862	9.27	9.27	Hourly	40	2
	Marion	8,746	7.30	10.00	Hourly	40	6
	Randolph	7,558	8.23	16.29	Hourly	40	10
	Seminole	8,791	8.50	12.00	Hourly	40	3
	Talbot	6,751	20,140.00	26,888.00	Annual	40	3
	Taliaferro	1,703	10.82	10.85	Hourly	40	1
	Treutlen	6,825	8.00	9.00	Hourly	40	1
	Webster Unified	2,791	12.00	12.00	Hourly	40	1
	Wilcox	9,298	7.25	7.25	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>	1	32,718	32,718	50,606	50,606	1
<b>B</b>	2	28,307	30,052	41,265	45,340	4
<b>D</b>	1	24,960	24,960	24,960	24,960	1
<b>Total/Avg</b>	<b>4</b>	<b>28,662</b>	<b>29,243</b>	<b>38,944</b>	<b>40,302</b>	<b>6</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Paulding	143,542	15.73	24.33	Hourly	40	1
<b>B</b>	Effingham	52,655	12.77	17.88	Hourly	40	1
	Jackson	61,257	13.76	20.76	Hourly	42	3
<b>D</b>	Elbert	19,886	12.00	12.00	Hourly	40	1

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

## ◆ Landfill Manager, Certified

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	7	40,560	48,734	58,730	70,263	8
<b>B</b>	3	33,105	35,397	47,284	52,538	5
<b>C</b>	3	29,650	33,738	38,319	51,022	4
<b>D</b>	8	35,724	55,314	41,156	56,161	10
<b>E</b>	2	30,687	33,960	30,687	33,960	2
<b>F</b>	1	19,500	19,500	27,200	27,200	1
<b>Total/Avg</b>	<b>24</b>	<b>31,538</b>	<b>37,774</b>	<b>40,563</b>	<b>48,524</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	46,842.00	70,263.00	Annual	40	1
	Bartow	100,421	48,734.00	48,734.00	Annual	40	1
	Coweta	129,629	31,527.00	47,292.00	Annual	40	1
	Douglas	133,355	40,527.00	64,789.00	Annual	40	1
	Houston	143,925	20.21	32.33	Hourly	40	2
	Newton	100,814	41,537.60	62,379.20	Annual	40	1
	Paulding	143,542	32,717.00	50,405.00	Annual	40	1
<b>B</b>	Catoosa	64,530	31,512.00	37,398.00	Annual	40	3
	Dougherty	94,788	35,397.00	52,538.00	Annual	40	1
	Troup	67,764	32,406.00	51,917.00	Annual	40	1
<b>C</b>	Habersham	43,279	21,933.00	30,654.62	Annual	40	2
	Monroe	26,625	16.22	24.53	Hourly	40	1
	Toombs	27,434	16.00	16.00	Hourly	40	1
<b>D</b>	Appling	18,420	13.00	15.00	Hourly	40	1
	Burke	23,504	45,344.00	45,344.00	Annual	40	1
	Cook	17,125	11.59	14.73	Hourly	40	1
	Crisp	23,710	55,314.00	55,314.00	Annual	40	1
	Jefferson	16,675	25,602.00	38,956.00	Annual	40	3
	Rabun	16,274	36,750.67	56,161.17	Annual	40	1
	Telfair	16,057	27,809.60	27,809.60	Annual	40	1
	Washington	21,111	43,824.00	43,824.00	Annual	40	1
	<b>E</b>	Candler	11,276	33,960.00	33,960.00	Annual	40

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

## ◆ Landfill Manager, Certified

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Charlton	13,422	13.18	13.18	Hourly	40	1
<b>F</b>	Jenkins	8,148	19,500.00	27,200.00	Annual	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>	13	24,898	31,928	38,944	47,892	166
<b>B</b>	6	22,916	26,562	36,705	41,018	53
<b>C</b>	15	21,927	27,810	31,311	38,938	87
<b>D</b>	20	20,973	24,759	29,438	41,600	114
<b>E</b>	7	19,329	21,694	25,204	29,494	29
<b>F</b>	8	18,879	21,528	21,702	26,000	22
<b>Total/Avg</b>	<b>69</b>	<b>21,487</b>	<b>25,713</b>	<b>30,551</b>	<b>37,490</b>	<b>471</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bibb	156,433	8.92	20.42	Hourly	40	4
	Chatham	271,544	22,679.00	35,832.00	Annual	40	44
	Cherokee	218,286	24,314.00	37,686.00	Annual	40	8
	Columbia	128,112	11.37	17.06	Hourly	40	7
	Douglas	133,355	24,880.00	39,775.00	Annual	40	13
	Fayette	107,784	30,458.08	32,800.00	Annual	40	8
	Forsyth	181,840	12.12	19.99	Hourly	40	22
	Fulton	949,599	23,279.00	40,308.00	Annual	40	0
	Gwinnett	824,941	26,995.00	41,842.00	Annual	40	6
	Hall	183,052	31,928.00	47,892.00	Annual	40	9
	Houston	143,925	11.67	18.68	Hourly	40	18
	Lowndes	111,885	12.34	18.78	Hourly	40	5
	Whitfield	103,184	21,785.00	32,677.00	Annual	40	22
<b>B</b>	Catoosa	64,530	9.55	18.50	Hourly	40	16
	Dougherty	94,788	21,730.00	32,257.00	Annual	40	4
	Effingham	52,655	12.77	19.72	Hourly	40	11
	Glynn	80,386	24,574.00	39,318.00	Annual	40	8
	Rockdale	85,765	9.97	15.92	Hourly	40	4
	Walton	84,580	24,031.00	36,046.00	Annual	40	10
<b>C</b>	Bryan	31,377	10.28	10.28	Hourly	40	6
	Grady	25,255	8.00	12.23	Hourly	40	6
	Habersham	43,279	20,866.00	29,936.82	Annual	40	5

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Harris	32,265	13.37	18.72	Hourly	40	1
	Hart	25,305	11.66	17.73	Hourly	40	4
	Laurens	47,949	20,779.00	29,078.00	Annual	40	4
	Lumpkin	30,031	11.21	17.06	Hourly	40	5
	Madison	27,921	10.70	10.70	Hourly	40	1
	Monroe	26,625	10.73	16.22	Hourly	40	5
	Oconee	33,366	26,241.00	38,050.00	Annual	40	10
	Pickens	29,415	10.45	16.71	Hourly	40	7
	Stephens	25,960	10.60	14.84	Hourly	40	8
	Tattnall	25,688	9.25	15.00	Hourly	40	5
	Thomas	44,702	21,364.00	33,272.00	Annual	40	11
	Wayne	30,327	18,659.55	28,392.71	Annual	40	9
<b>D</b>	Appling	18,420	8.00	11.91	Hourly	40	8
	Banks	18,251	21,914.00	30,680.00	Annual	40	3
	Ben Hill	17,673	21,691.67	28,340.27	Annual	40	4
	Berrien	19,372	9.00	20.00	Hourly	40	10
	Brooks	15,889	9.16	12.20	Hourly	40	11
	Burke	23,504	22,942.00	24,835.00	Annual	40	12
	Butts	23,504	21,658.00	23,878.00	Annual	40	5
	Cook	17,125	9.46	10.06	Hourly	40	3
	Dade	16,570	9.00	13.38	Hourly	40	9
	Dawson	22,459	23,224.93	38,855.60	Annual	40	3
	Elbert	19,886	11.50	11.50	Hourly	40	5
	Fannin	23,708	21,944.00	23,691.00	Annual	40	7
	Greene	16,031	18,902.00	32,432.00	Annual	40	3
	Jeff Davis	15,162	9.50	11.73	Hourly	40	3
	McDuffie	21,673	22,364.90	34,657.73	Annual	40	6
	Mitchell	23,462	8.62	15.61	Hourly	40	2
	Pike	17,751	24,759.00	29,589.00	Annual	40	4
	Putnam	21,345	9.59	17.84	Hourly	40	2
	Rabun	16,274	10.27	16.48	Hourly	40	10
	Union	21,134	11.70	14.00	Hourly	40	4
<b>E</b>	Bacon	11,203	19,240.00	21,840.00	Annual	40	3
	Bleckley	13,290	10.30	12.99	Hourly	40	5
	Candler	11,276	20,883.00	26,000.00	Annual	40	4
	Charlton	13,422	10.01	10.01	Hourly	40	1
	Early	10,778	8.02	11.64	Hourly	40	9
	Screven	14,367	10.43	13.00	Hourly	40	2
	Wilkes	10,211	7.00	14.18	Hourly	40	5

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

## ◆ Light Equipment Operator

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Clinch	6,777	7.26	8.41	Hourly	40	2
	Hancock	9,400	8.00	9.10	Hourly	40	5
	Lincoln	7,862	10.30	10.87	Hourly	40	2
	Miller	6,141	10.00	12.36	Hourly	40	3
	Montgomery	9,065	7.70	9.38	Hourly	40	2
	Seminole	8,791	10.00	12.50	Hourly	40	5
	Treutlen	6,825	9.00	10.50	Hourly	40	2
	Webster Unified	2,791	10.35	10.35	Hourly	40	1

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

## ◆ Maintenance Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	16	50,857	70,876	72,685	109,121	22
<b>B</b>	11	38,427	47,048	57,263	77,854	15
<b>C</b>	20	36,757	58,500	48,887	67,395	24
<b>D</b>	14	34,445	53,123	43,535	56,118	14
<b>E</b>	1	22,173	22,173	22,173	22,173	1
<b>F</b>	2	24,715	29,442	37,289	44,163	2
<b>Total/Avg</b>	<b>64</b>	<b>34,562</b>	<b>46,860</b>	<b>46,972</b>	<b>62,804</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	100,421	70,876.00	70,876.00	Annual	40	1
	Bibb	156,433	26.43	43.71	Hourly	40	1
	Carroll	111,159	45,267.00	74,030.00	Annual	40	3
	Chatham	271,544	47,143.00	74,485.00	Annual	40	2
	Cherokee	218,286	45,847.00	71,063.00	Annual	40	1
	Columbia	128,112	16.80	25.20	Hourly	40	2
	Douglas	133,355	63,484.00	63,484.00	Annual	40	1
	Fayette	107,784	56,467.54	56,467.54	Annual	40	1
	Forsyth	181,840	67,299.00	100,948.00	Annual	40	1
	Fulton	949,599	44,201.00	65,427.00	Annual	40	3
	Gwinnett	824,941	64,130.00	109,121.00	Annual	40	1
	Hall	183,052	42,160.00	63,240.00	Annual	40	1
	Henry	207,360	55,242.51	82,863.75	Annual	40	1
	Houston	143,925	20.21	32.33	Hourly	40	1
	Lowndes	111,885	18.32	27.88	Annual	40	1
	Newton	100,814	41,537.60	62,379.20	Annual	40	1
<b>B</b>	Catoosa	64,530	43,000.00	43,000.00	Annual	40	1
	Dougherty	94,788	29,121.00	47,654.00	Annual	40	4
	Effingham	52,655	35,603.86	49,845.40	Annual	40	1
	Glynn	80,386	33,082.00	52,931.00	Annual	40	1
	Jackson	61,257	39,992.00	55,989.00	Annual	40	1
	Liberty	65,451	20.08	32.90	Hourly	40	1

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

## ◆ Maintenance Superintendent

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rockdale	85,765	33,302.00	53,167.00	Annual	40	1
	Spalding	64,033	47,048.00	73,379.00	Annual	40	1
	Troup	67,764	35,547.00	77,854.00	Annual	40	2
	Walker	68,848	18.00	18.00	Hourly	40	1
	Walton	84,580	46,800.00	70,201.00	Annual	40	1
<b>C</b>	Baldwin	44,417	44,292.00	67,395.00	Annual	40	1
	Bryan	31,377	32,434.48	32,434.48	Annual	40	1
	Colquitt	45,645	43,472.00	43,472.00	Annual	43	1
	Grady	25,255	30,000.00	45,000.00	Annual	40	1
	Habersham	43,279	29,365.00	44,936.08	Annual	40	1
	Harris	32,265	33,244.00	46,541.00	Annual	40	1
	Jones	28,516	22.00	22.00	Hourly	40	1
	Laurens	47,949	34,200.00	40,310.00	Annual	40	2
	Lee	28,575	41,210.00	65,880.00	Annual	40	1
	Lumpkin	30,031	32,950.00	50,137.00	Annual	40	3
	Madison	27,921	17.02	17.02	Hourly	40	1
	Monroe	26,625	14.41	21.81	Hourly	40	1
	Murray	39,557	14.81	23.68	Hourly	40	1
	Oconee	33,366	44,858.00	65,045.00	Annual	40	1
	Tattnall	25,688	14.00	19.00	Hourly	40	1
	Thomas	44,702	58,500.00	58,500.00	Annual	40	1
	Toombs	27,434	17.67	17.67	Hourly	40	1
	Ware	36,474	42,328.79	64,408.27	Annual	40	1
	Wayne	30,327	30,394.44	53,538.71	Annual	40	2
	White	27,273	14.46	23.12	Hourly	40	1
<b>D</b>	Appling	18,420	10.00	14.71	Hourly	40	1
	Banks	18,251	29,645.00	41,504.00	Annual	40	1
	Brooks	15,889	12.15	16.21	Hourly	40	1
	Burke	23,504	53,123.00	53,123.00	Annual	40	1
	Butts	23,504	37,043.00	42,882.00	Annual	40	1
	Crisp	23,710	41,326.00	41,326.00	Annual	40	1
	Dade	16,570	20.00	20.00	Hourly	40	1
	Elbert	19,886	20.42	20.42	Hourly	40	1
	Greene	16,031	27,763.00	44,362.00	Annual	40	1
	McDuffie	21,673	34,657.74	53,830.37	Annual	40	1
	Meriwether	21,617	27,804.30	39,286.75	Annual	40	1
	Pike	17,751	33,000.00	40,227.00	Annual	40	1
	Putnam	21,345	17.32	26.98	Hourly	40	1
	Rabun	16,274	15.24	23.29	Hourly	40	1

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

## ◆ Maintenance Superintendent

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Candler	11,276	22,173.00	22,173.00	Annual	40	1
F	Taylor	8,499	19,988.00	30,414.00	Annual	40	1
	Twiggs	8,779	29,442.00	44,163.00	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>	17	25,767	33,620	41,759	55,266	211
<b>B</b>	12	26,553	32,885	44,856	56,950	58
<b>C</b>	17	22,422	27,830	32,303	42,349	55
<b>D</b>	14	23,286	34,382	32,541	46,679	25
<b>E</b>	3	24,565	27,040	30,507	33,280	3
<b>F</b>	3	21,862	26,481	22,624	26,481	4
<b>Total/Avg</b>	<b>66</b>	<b>24,076</b>	<b>30,373</b>	<b>34,098</b>	<b>43,501</b>	<b>356</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	30,063.00	45,095.00	Annual	40	9
	Bartow	100,421	12.40	18.68	Hourly	40	3
	Bibb	156,433	9.28	15.35	Hourly	40	6
	Carroll	111,159	14.63	23.88	Hourly	40	6
	Chatham	271,544	21,609.00	34,145.00	Annual	40	12
	Cherokee	218,286	29,554.00	45,808.00	Annual	40	9
	Columbia	128,112	10.83	17.91	Hourly	40	9
	Fayette	107,784	33,620.00	40,962.71	Annual	40	7
	Forsyth	181,840	13.32	19.99	Hourly	40	7
	Fulton	949,599	23,279.00	40,308.00	Annual	40	31
	Gwinnett	824,941	31,863.00	50,980.00	Annual	40	56
	Hall	183,052	23,474.00	35,211.00	Annual	40	4
	Henry	207,360	25,004.51	50,465.94	Annual	40	25
	Houston	143,925	12.14	26.57	Hourly	40	7
	Newton	100,814	10.75	20.23	Hourly	40	13
	Paulding	143,542	11.74	18.09	Hourly	40	3
	Whitfield	103,184	21,785.00	32,677.00	Annual	40	4
<b>B</b>	Barrow	69,912	13.77	26.07	Hourly	40	
	Catoosa	64,530	11.00	17.73	Hourly	40	5
	Dougherty	94,788	22,816.00	39,204.00	Annual	40	6
	Effingham	52,655	12.16	17.03	Hourly	40	3
	Glynn	80,386	27,004.00	47,098.00	Annual	40	11

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

## ◆ Maintenance Worker

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jackson	61,257	14.65	20.52	Hourly	42.5	5
	Liberty	65,451	12.88	25.70	Hourly	40	5
	Rockdale	85,765	10.66	17.03	Hourly	40	6
	Spalding	64,033	15.81	24.66	Hourly	40	1
	Troup	67,764	27,186.00	56,950.00	Annual	40	5
	Walker	68,848	14.06	17.73	Hourly	40	4
	Walton	84,580	21,352.00	46,092.00	Annual	40	7
<b>C</b>	Baldwin	44,417	21,116.00	37,261.00	Annual	40	4
	Bryan	31,377	10.69	10.69	Hourly	40	5
	Colquitt	45,645	25,729.00	27,892.00	Annual	43	3
	Habersham	43,279	20,866.00	23,392.10	Annual	40	5
	Harris	32,265	12.85	18.00	Hourly	40	3
	Jones	28,516	10.25	16.50	Hourly	40	4
	Lumpkin	30,031	11.21	17.06	Hourly	40	4
	Madison	27,921	11.88	11.88	Hourly	40	1
	Monroe	26,625	9.26	19.95	Hourly	40	5
	Murray	39,557	11.61	18.56	Hourly	40	1
	Oconee	33,366	21,640.00	31,378.00	Annual	40	3
	Peach	27,823	17,019.00	28,846.00	Annual	40	4
	Pickens	29,415	13.38	20.36	Hourly	40	2
	Polk	41,211	10.32	16.50	Hourly	40	2
	Thomas	44,702	24,253.00	37,750.00	Annual	40	4
	Toombs	27,434	9.27	9.27	Hourly	40	1
	White	27,273	9.74	15.57	Hourly	40	4
<b>D</b>	Banks	18,251	22,773.00	31,883.00	Annual	40	1
	Brantley	18,367	9.61	14.27	Hourly	40	2
	Brooks	15,889	10.56	14.07	Hourly	40	2
	Butts	23,504	29,024.00	30,472.00	Annual	40	3
	Crisp	23,710	23,676.00	23,676.00	Annual	40	1
	Dade	16,570	10.00	10.00	Hourly	40	2
	Dawson	22,459	20,026.79	30,353.92	Annual	40	1
	Elbert	19,886	16.53	18.96	Hourly	40	2
	Franklin	21,864	12.89	16.00	Hourly	40	2
	Greene	16,031	21,856.00	46,679.00	Annual	40	2
	Jefferson	16,675	17,246.00	26,242.00	Annual	40	1
	McDuffie	21,673	27,162.10	42,139.73	Annual	40	1
	Meriwether	21,617	25,219.32	35,634.24	Annual	40	4
	Putnam	21,345	7.25	17.32	Hourly	40	1
<b>E</b>	Bleckley	13,290	13.00	13.00	Hourly	40	1

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

## ◆ Maintenance Worker

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Oglethorpe	14,686	12.00	16.00	Hourly	40	1
	Screven	14,367	10.43	15.00	Hourly	40	1
<b>F</b>	Glascocock	3,084	9.79	10.89	Hourly	40	2
	Lincoln	7,862	9.01	9.01	Hourly	40	1
	Talbot	6,751	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	
<b>A</b>	9	24,536	28,990	37,312	43,451	47
<b>B</b>	2	22,432	22,692	39,753	44,083	11
<b>C</b>	3	21,802	23,307	28,225	34,465	6
<b>D</b>	3	22,117	26,000	28,668	31,973	5
<b>E</b>	1	18,000	18,000	20,392	20,392	4
<b>F</b>	4	22,707	27,872	25,307	27,872	7
<b>Total/Avg</b>	<b>22</b>	<b>21,932</b>	<b>24,477</b>	<b>29,943</b>	<b>33,706</b>	<b>80</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	24,621.00	36,932.00	Annual	40	10
	Bartow	100,421	12.40	18.68	Hourly	40	5
	Chatham	271,544	23,814.00	37,629.00	Annual	40	1
	Columbia	128,112	11.37	17.06	Hourly	40	4
	Fayette	107,784	28,990.42	38,988.89	Annual	40	3
	Forsyth	181,840	12.72	20.89	Hourly	40	5
	Fulton	949,599	23,487.00	35,476.00	Annual	40	7
	Houston	143,925	9.98	15.95	Hourly	40	4
	Paulding	143,542	11.18	17.22	Hourly	40	8
<b>B</b>	Rockdale	85,765	10.66	17.03	Hourly	40	1
	Walton	84,580	22,692.00	44,083.00	Annual	40	10
<b>C</b>	Baldwin	44,417	23,307.00	34,465.00	Annual	40	2
	Harris	32,265	9.74	13.64	Hourly	40	3
	Jones	28,516	10.50	10.50	Hourly	40	1
<b>D</b>	Banks	18,251	19,337.00	27,073.00	Annual	40	1
	Franklin	21,864	12.50	12.96	Hourly	40	3
	Jefferson	16,675	21,013.00	31,973.00	Annual	40	1
<b>E</b>	Cusseta-Chattahooche	11,749	18,000.00	20,392.00	Annual	40	4
<b>F</b>	Hancock	9,400	8.00	9.50	Hourly	40	1
	Lincoln	7,862	13.40	13.40	Hourly	40	1
	Marion	8,746	9.00	12.50	Hourly	40	4
	Talbot	6,751	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	
<b>A</b>	15	72,957	111,825	103,950	190,102	16
<b>B</b>	7	60,860	71,906	88,169	117,832	7
<b>C</b>	18	53,138	75,459	71,096	100,048	18
<b>D</b>	17	49,663	79,594	59,906	85,628	17
<b>E</b>	3	30,012	34,411	44,043	55,011	3
<b>F</b>	7	35,439	50,341	42,289	72,366	7
<b>Total/Avg</b>	<b>67</b>	<b>50,345</b>	<b>70,589</b>	<b>68,242</b>	<b>103,498</b>	<b>68</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	49,586.00	74,380.00	Annual	40	1
	Bartow	100,421	76,523.00	76,523.00	Annual	40	1
	Bibb	156,433	26.43	43.71	Hourly	40	1
	Carroll	111,159	56,923.00	92,979.00	Annual	40	1
	Chatham	271,544	49,480.00	78,189.00	Annual	40	1
	Cherokee	218,286	74,680.00	115,755.00	Annual	40	1
	Fayette	107,784	107,304.86	107,304.86	Annual	40	1
	Fulton	949,599	83,256.00	130,713.00	Annual	40	1
	Gwinnett	824,941	111,825.00	190,102.00	Annual	40	1
	Hall	183,052	75,468.00	113,202.00	Annual	40	1
	Henry	207,360	105,607.20	105,607.20	Annual	40	1
	Houston	143,925	36.36	58.22	Hourly	40	1
	Newton	100,814	52,832.00	79,352.00	Annual	40	2
	Paulding	143,542	66,809.00	102,929.00	Annual	40	1
	Whitfield	103,184	53,463.00	80,194.00	Annual	40	1
<b>B</b>	Bulloch	72,881	57,153.00	85,729.00	Annual	40	1
	Catoosa	64,530	56,500.00	56,500.00	Annual	40	1
	Dougherty	94,788	60,539.00	89,859.00	Annual	40	1
	Effingham	52,655	60,894.68	85,252.55	Annual	40	1
	Liberty	65,451	34.57	56.65	Hourly	40	1
	Spalding	64,033	58,164.00	90,716.00	Annual	40	1
	Walton	84,580	60,864.00	91,296.00	Annual	40	1

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

## ◆ Public Works Superintendent

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>C</b>	Baldwin	44,417	65,751.00	100,048.00	Annual	40	1
	Bryan	31,377	40,545.36	40,545.36	Annual	40	1
	Harris	32,265	43,005.00	60,206.00	Annual	40	1
	Jones	28,516	24.75	24.75	Hourly	40	1
	Laurens	47,949	66,408.00	66,408.00	Annual	40	1
	Lee	28,575	55,290.00	88,389.00	Annual	40	1
	Madison	27,921	22.32	22.32	Hourly	40	1
	Monroe	26,625	75,458.76	75,458.76	Annual	40	1
	Murray	39,557	22.87	36.56	Annual	40	1
	Oconee	33,366	61,886.00	89,735.00	Annual	40	1
	Peach	27,823	57,525.00	90,852.00	Annual	40	1
	Pickens	29,415	45,607.00	69,396.00	Annual	40	1
	Polk	41,211	27.03	41.13	Hourly	40	1
	Sumter	32,511	46,146.49	70,217.34	Annual	40	1
	Thomas	44,702	66,750.00	66,750.00	Annual	40	1
	Ware	36,474	42,328.79	64,408.27	Annual	40	1
Wayne	30,327	38,791.84	59,026.43	Annual	40	1	
White	27,273	49,287.00	78,793.00	Annual	40	1	
<b>D</b>	Appling	18,420	18.00	24.00	Hourly	40	1
	Banks	18,251	41,672.00	58,340.00	Annual	40	1
	Brooks	15,889	38,249.91	51,140.62	Annual	40	1
	Burke	23,504	74,090.00	74,090.00	Annual	40	1
	Butts	23,504	45,026.00	62,466.00	Annual	40	1
	Cook	17,125	43,000.00	43,000.00	Annual	40	1
	Crisp	23,710	79,594.00	79,594.00	Annual	40	1
	Dade	16,570	58,349.00	58,349.00	Annual	40	1
	Dawson	22,459	56,495.48	85,628.30	Annual	40	1
	Jeff Davis	15,162	12.00	14.79	Hourly	44	1
	Long	15,136	38,000.00	58,000.00	Annual	40	1
	McDuffie	21,673	48,805.29	79,717.69	Annual	40	1
	Meriwether	21,617	40,933.62	59,844.71	Annual	40	1
	Mitchell	23,462	59,234.50	59,234.50	Annual	40	1
	Pike	17,751	47,733.00	57,048.00	Annual	40	1
	Telfair	16,057	37,705.00	37,705.00	Annual	40	1
Washington	21,111	70,486.00	70,486.00	Annual	40	1	
<b>E</b>	Cusseta-Chattahooche	11,749	28,999.98	37,080.00	Annual	40	1
	Jasper	13,885	34,410.95	55,011.06	Annual	40	1
	Oglethorpe	14,686	26,624.00	40,037.14	Annual	40	1
<b>F</b>	Clay	3,111	15.83	15.83	Annual	40	1

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

## ◆ Public Works Superintendent

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Clinch	6,777	11.26	18.16	Hourly	40	1
	Georgetown-Quitman	2,464	15.91	15.91	Hourly	40	1
	Hancock	9,400	16.85	18.04	Hourly	40	1
	Irwin	9,679	25,000.00	32,000.00	Annual	40	1
	Lincoln	7,862	50,341.00	50,341.00	Annual	40	1
	Twiggs	8,779	48,244.00	72,366.00	Annual	40	1

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

## ◆ Recycling Manager/Supervisor

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	6	41,966	52,125	59,444	68,202	6
<b>B</b>	2	32,151	34,746	50,281	52,119	2
<b>C</b>	5	33,862	39,395	45,322	59,966	5
<b>D</b>	1	33,294	33,294	50,879	50,879	1
<b>F</b>	1	20,800	20,800	28,309	28,309	1
<b>Total/Avg</b>	<b>15</b>	<b>32,415</b>	<b>36,072</b>	<b>46,847</b>	<b>51,895</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	45,468.00	68,202.00	Annual	40	1
	Bartow	100,421	52,125.00	52,125.00	Annual	40	1
	Chatham	271,544	42,767.00	67,561.00	Annual	40	1
	Cherokee	218,286	32,583.00	50,503.00	Annual	40	1
	Columbia	128,112	36,690.00	55,035.00	Annual	40	1
	Hall	183,052	42,160.00	63,240.00	Annual	40	1
<b>B</b>	Liberty	65,451	14.21	23.29	Hourly	40	1
	Walton	84,580	34,746.00	52,119.00	Annual	40	1
<b>C</b>	Hart	25,305	39,395.00	59,966.00	Annual	40	1
	Jones	28,516	13.25	13.25	Hourly	40	1
	Laurens	47,949	35,621.00	35,621.00	Annual	40	1
	Monroe	26,625	13.99	21.17	Hourly	40	1
	Peach	27,823	37,635.00	59,430.00	Annual	30	1
<b>D</b>	Rabun	16,274	33,294.29	50,879.25	Annual	40	1
<b>F</b>	Montgomery	9,065	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>	5	37,472	50,319	51,741	59,958	5
<b>B</b>	1	36,026	36,026	59,010	59,010	1
<b>C</b>	6	31,516	48,948	38,089	48,948	7
<b>D</b>	3	25,878	28,297	32,455	42,889	3
<b>Total/Avg</b>	<b>15</b>	<b>32,723</b>	<b>40,897</b>	<b>45,324</b>	<b>52,701</b>	<b>16</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	39,972.00	59,958.00	Annual	40	1
	Bartow	100,421	15.13	22.81	Hourly	40	1
	Douglas	133,355	50,319.00	50,319.00	Annual	40	1
	Houston	143,925	17.27	26.57	Hourly	40	1
	Paulding	143,542	29,675.00	45,718.00	Annual	40	1
<b>B</b>	Liberty	65,451	17.32	28.37	Hourly	40	1
<b>C</b>	Colquitt	45,645	48,948.00	48,948.00	Annual	40	1
	Habersham	43,279	8.00	8.28	Hourly	40	2
	Harris	32,265	12.36	17.30	Hourly	40	1
	Laurens	47,949	42,556.00	42,556.00	Annual	40	1
	Monroe	26,625	13.99	21.17	Hourly	40	1
	Polk	41,211	12.57	19.13	Hourly	40	1
<b>D</b>	Burke	23,504	25,459.00	25,459.00	Annual	40	1
	Butts	23,504	23,878.00	29,016.00	Annual	40	1
	Dawson	22,459	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	
<b>A</b>	3	21,928	24,621	33,312	36,932	24
<b>B</b>	1	25,480	25,480	41,766	41,766	1
<b>C</b>	7	21,393	28,413	28,807	43,243	25
<b>D</b>	8	20,290	24,960	26,196	34,362	22
<b>E</b>	2	14,820	16,120	24,013	29,494	5
<b>F</b>	2	16,214	17,347	19,961	24,010	3
<b>Total/Avg</b>	<b>23</b>	<b>20,021</b>	<b>22,823</b>	<b>29,009</b>	<b>34,968</b>	<b>80</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
<b>A</b>	Athens-Clarke	117,344	24,621.00	36,932.00	Annual	40	14	
	Lowndes	111,885	9.64	14.67	Hourly	40	8	
	Paulding	143,542	10.15	15.62	Hourly	40	2	
<b>B</b>	Liberty	65,451	12.25	20.08	Hourly	40	1	
<b>C</b>	Colquitt	45,645	21,590.00	22,921.00	Annual	40	5	
	Habersham	43,279	8.00	8.39	Hourly	40	3	
	Jones	28,516	12.50	13.75	Hourly	40	3	
	Lumpkin	30,031	13.66	20.79	Hourly	40	1	
	Murray	39,557	7.86	12.57	Hourly	40	2	
	Peach	27,823	22,019.00	34,773.00	Annual	40	1	
	Pickens	29,415	9.01	13.71	Hourly	40	10	
	<b>D</b>	Banks	18,251	16,096.00	21,845.00	Annual	40	1
		Brantley	18,367	11.13	16.52	Hourly	40	2
Burke		23,504	19,885.00	27,498.00	Annual	40	8	
Crisp		23,710	23,525.00	28,225.00	Annual	40	4	
Dade		16,570	12.00	12.25	Hourly	40	3	
Franklin		21,864	9.00	9.00	Hourly	40	1	
Jeff Davis		15,162	8.00	10.00	Hourly	40	1	
Rabun		16,274	9.30	15.69	Hourly	40	2	
<b>E</b>	Cusseta-Chattahoochee	11,749	13,520.00	18,531.76	Annual	40	2	
	Wilkes	10,211	7.75	14.18	Hourly	40	3	
<b>F</b>	Clay	3,111	7.25	7.65	Hourly	40	2	

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

## ◆ Refuse/Recycling Collector

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jenkins	8,148	17,347.00	24,010.00	Annual	40	1

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\* 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>	1	56,118	56,118	56,118	56,118	1
<b>C</b>	2	23,213	24,960	29,794	32,656	6
<b>D</b>	1	20,627	20,627	35,279	35,279	
<b>F</b>	1	26,478	26,478	26,478	26,478	1
<b>Total/Avg</b>	<b>5</b>	<b>31,609</b>	<b>32,046</b>	<b>36,917</b>	<b>37,633</b>	<b>8</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	100,421	56,118.00	56,118.00	Annual	40	1
<b>C</b>	Colquitt	45,645	24,960.00	26,932.00	Annual	40	5
	Polk	41,211	10.32	15.70	Hourly	40	1
<b>D</b>	Butts	23,504	20,627.00	35,279.00	Annual	40	
<b>F</b>	Georgetown-Quitman	2,464	12.73	12.73	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	
<b>A</b>	3	26,891	27,664	40,600	41,725	19
<b>B</b>	1	26,790	26,790	43,888	43,888	5
<b>C</b>	6	22,480	24,710	32,425	37,261	18
<b>D</b>	6	22,651	27,664	27,459	36,026	10
<b>E</b>	2	20,987	25,854	26,553	27,251	4
<b>F</b>	6	18,273	21,424	22,438	30,414	9
<b>Total/Avg</b>	<b>24</b>	<b>23,012</b>	<b>25,685</b>	<b>32,227</b>	<b>36,094</b>	<b>65</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
<b>A</b>	Athens-Clarke	117,344	27,343.00	41,014.00	Annual	40	10	
	Bartow	100,421	13.30	20.06	Hourly	40	5	
	Lowndes	111,885	12.34	18.78	Hourly	40	4	
<b>B</b>	Liberty	65,451	12.88	21.10	Hourly	40	5	
<b>C</b>	Baldwin	44,417	23,307.00	37,261.00	Annual	40	3	
	Haralson	28,638	11.00	12.50	Hourly	40	2	
	Harris	32,265	11.88	16.63	Hourly	40	7	
	Laurens	47,949	19,094.00	26,936.00	Annual	40	2	
	Monroe	26,625	11.05	16.71	Hourly	40	3	
	Murray	39,557	10.53	16.83	Hourly	40	1	
	<b>D</b>	Ben Hill	17,673	27,664.05	27,664.05	Annual	40	1
		Brantley	18,367	10.60	15.73	Hourly	40	2
Elbert		19,886	11.37	13.86	Hourly	40	2	
Jeff Davis		15,162	9.49	9.49	Hourly	40	1	
Rabun		16,274	11.33	17.32	Hourly	40	2	
Telfair		16,057	9.25	9.51	Hourly	40	2	
<b>E</b>	Cusseta-Chattahooche	11,749	16,120.00	27,251.33	Annual	40	2	
	McIntosh	14,170	12.43	12.43	Hourly	40	2	
<b>F</b>	Clay	3,111	7.75	7.97	Hourly	40	2	
	Jenkins	8,148	15,704.00	19,373.00	Annual	40	1	
	Montgomery	9,065	8.50	9.61	Hourly	40	1	
	Taliaferro	1,703	10.30	11.21	Hourly	40	2	

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

## ◆ Refuse/Recycling Truck Driver

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Taylor	8,499	19,988.00	30,414.00	Annual	40	2
	Treutlen	6,825	9.00	12.00	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>	15	37,498	75,943	55,365	75,943	58
<b>B</b>	9	33,778	50,000	47,885	65,146	34
<b>C</b>	18	33,266	50,018	45,877	71,386	34
<b>D</b>	16	29,286	44,304	40,927	69,035	24
<b>E</b>	4	32,922	40,435	37,867	40,435	5
<b>F</b>	10	27,871	32,752	32,420	49,837	10
<b>Total/Avg</b>	<b>72</b>	<b>32,437</b>	<b>48,909</b>	<b>43,390</b>	<b>61,964</b>	<b>165</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	35,850.00	53,775.00	Annual	40	2
	Bartow	100,421	48,755.00	54,205.00	Annual	40	3
	Bibb	156,433	11.76	24.87	Hourly	40	7
	Carroll	111,159	16.05	26.19	Hourly	40	7
	Columbia	128,112	19.40	32.02	Hourly	40	2
	Coweta	129,629	29,999.00	45,000.00	Annual	40	1
	Douglas	133,355	30,242.00	53,302.00	Annual	40	6
	Fayette	107,784	75,942.57	75,942.57	Annual	40	1
	Forsyth	181,840	18.16	27.24	Hourly	40	3
	Fulton	949,599	38,621.00	59,452.00	Annual	40	9
	Gwinnett	824,941	42,125.00	67,401.00	Annual	40	0
	Houston	143,925	14.19	22.71	Hourly	40	10
	Newton	100,814	13.44	20.19	Hourly	40	1
	Paulding	143,542	17.34	26.71	Hourly	40	1
	Whitfield	103,184	31,426.00	47,139.00	Annual	40	5
<b>B</b>	Catoosa	64,530	17.03	17.03	Hourly	40	1
	Dougherty	94,788	30,576.00	42,386.00	Annual	40	2
	Effingham	52,655	17.12	23.96	Hourly	40	4
	Glynn	80,386	28,220.00	45,152.00	Annual	40	5
	Liberty	65,451	17.32	31.32	Hourly	40	2
	Rockdale	85,765	13.98	22.32	Hourly	40	1
Spalding	64,033	15.33	23.90	Hourly	40	12	

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Troup	67,764	27,186.00	46,883.00	Annual	40	6
	Walker	68,848	50,000.00	50,000.00	Annual	40	1
	Baldwin	44,417	36,352.00	55,314.00	Annual	40	1
	Coffee	42,864	14.14	14.14	Hourly	40	2
	Colquitt	45,645	50,018.00	51,628.00	Annual	40	2
	Grady	25,255	10.50	13.50	Hourly	40	1
	Haralson	28,638	15.00	18.75	Hourly	40	1
	Harris	32,265	16.63	23.28	Hourly	40	9
	Laurens	47,949	42,556.00	42,556.00	Annual	40	4
	Lumpkin	30,031	15.84	22.94	Hourly	40	1
	Madison	27,921	16.08	16.08	Hourly	40	1
	Murray	39,557	18.29	29.24	Annual	40	1
	Oconee	33,366	34,539.00	50,083.00	Annual	40	2
	Pickens	29,415	14.05	24.80	Hourly	40	1
	Polk	41,211	14.58	23.31	Hourly	40	2
	Sumter	32,511	25,513.26	38,821.44	Annual	40	1
	Thomas	44,702	30,392.00	47,266.00	Annual	40	2
	Ware	36,474	26,163.79	39,811.30	Annual	40	1
	Wayne	30,327	27,568.63	41,948.97	Annual	40	1
D	White	27,273	21.47	34.32	Hourly	40	1
	Berrien	19,372	25,000.00	46,000.00	Annual	40	1
	Brooks	15,889	14.01	18.69	Hourly	40	3
	Burke	23,504	33,405.00	38,730.00	Annual	40	5
	Butts	23,504	31,999.00	37,043.00	Annual	40	1
	Cook	17,125	11.28	11.28	Hourly	40	1
	Dade	16,570	36,079.00	36,079.00	Annual	40	1
	Dawson	22,459	25,635.99	42,889.31	Annual	40	2
	Elbert	19,886	12.38	12.38	Hourly	40	1
	Fannin	23,708	27,000.00	37,847.00	Annual	40	2
	Greene	16,031	30,717.00	51,428.00	Annual	40	1
	Jeff Davis	15,162	10.00	13.26	Hourly	40	1
	Jefferson	16,675	25,602.00	38,956.00	Annual	40	1
	McDuffie	21,673	27,162.10	42,139.73	Annual	40	1
	Putnam	21,345	21.30	33.19	Hourly	40	1
	Rabun	16,274	12.51	28.37	Hourly	40	1
	Union	21,134	36,500.00	40,000.00	Annual	40	1
E	Charlton	13,422	35,700.08	35,700.08	Annual	40	1
	Jasper	13,885	24,353.56	38,932.83	Annual	40	2
	Lanier	10,404	31,200.00	36,400.00	Annual	40	1

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

## ◆ Road Crew Supervisor

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	McIntosh	14,170	19.44	19.44	Hourly	40	1
<b>F</b>	Georgetown-Quitman	2,464	11.51	11.51	Hourly	40	1
	Hancock	9,400	12.00	12.24	Hourly	40	1
	Irwin	9,679	25,000.00	25,000.00	Annual	40	1
	Johnson	9,975	29,755.00	32,000.00	Annual	40	1
	Miller	6,141	26,988.00	26,988.00	Annual	40	1
	Montgomery	9,065	12.00	17.04	Hourly	40	1
	Talbot	6,751	30,916.00	30,916.00	Annual	40	1
	Taylor	8,499	32,752.00	49,837.00	Annual	40	1
	Turner	8,875	29,441.94	44,624.16	Annual	40	1
	Webster Unified	2,791	14.42	14.42	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>	15	52,167	67,737	75,338	104,993	23
<b>B</b>	9	42,618	58,711	62,766	91,002	10
<b>C</b>	15	41,990	76,260	53,848	76,260	16
<b>D</b>	18	38,633	52,894	51,664	82,430	19
<b>E</b>	10	37,978	54,413	41,942	54,413	10
<b>F</b>	16	36,525	49,088	41,282	67,025	16
<b>Total/Avg</b>	<b>83</b>	<b>41,652</b>	<b>59,851</b>	<b>54,473</b>	<b>79,354</b>	<b>94</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bibb	156,433	18.98	30.44	Hourly	40	2
	Chatham	271,544	47,143.00	74,485.00	Annual	40	1
	Cherokee	218,286	67,737.00	104,993.00	Annual	40	1
	Columbia	128,112	59,089.00	88,634.00	Annual	40	1
	Coweta	129,629	66,203.00	90,277.00	Annual	40	1
	Douglas	133,355	65,921.00	65,921.00	Annual	40	1
	Fayette	107,784	53,746.62	53,746.62	Annual	40	1
	Forsyth	181,840	57,245.00	85,868.00	Annual	40	1
	Fulton	949,599	44,201.00	65,427.00	Annual	40	7
	Gwinnett	824,941	51,113.00	84,337.00	Annual	40	2
	Hall	183,052	49,530.00	74,295.00	Annual	40	1
	Henry	207,360	55,242.51	82,863.75	Annual	40	1
	Houston	143,925	20.21	32.33	Hourly	40	1
	Lowndes	111,885	20.22	30.77	Annual	40	1
	Paulding	143,542	41,756.00	64,661.00	Annual	40	1
<b>B</b>	Barrow	69,912	58,711.00	91,002.00	Annual	40	1
	Bulloch	72,881	38,499.00	57,750.00	Annual	40	2
	Catoosa	64,530	31,075.00	31,075.00	Annual	40	1
	Dougherty	94,788	33,710.00	50,034.00	Annual	40	1
	Effingham	52,655	22.94	32.11	Hourly	40	1
	Glynn	80,386	35,514.00	56,822.00	Annual	40	1
	Jackson	61,257	52,853.00	79,280.00	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Troup	67,764	38,688.00	61,942.00	Annual	40	1
	Walton	84,580	46,800.00	70,201.00	Annual	40	1
	Bryan	31,377	40,545.36	40,545.36	Annual	40	1
	Coffee	42,864	32,500.00	44,271.00	Annual	40	2
	Colquitt	45,645	76,260.00	76,260.00	Annual	40	1
	Grady	25,255	35,000.00	50,000.00	Annual	40	1
	Habersham	43,279	45,262.00	54,933.42	Annual	40	1
	Haralson	28,638	20.00	25.50	Hourly	40	1
	Hart	25,305	43,347.00	65,936.00	Annual	40	1
	Lumpkin	30,031	36,370.00	55,342.00	Annual	40	1
	Madison	27,921	11.90	11.90	Hourly	40	1
	Oconee	33,366	48,470.00	70,281.00	Annual	40	1
	Stephens	25,960	51,673.00	72,342.00	Annual	40	1
	Sumter	32,511	28,161.86	42,851.60	Annual	40	1
	Tattnall	25,688	35,000.00	44,170.00	Annual	40	1
	Toombs	27,434	48,582.56	48,582.56	Annual	40	1
Ware	36,474	42,328.79	64,408.27	Annual	40	1	
D	Banks	18,251	41,672.00	58,340.00	Annual	40	1
	Ben Hill	17,673	34,858.06	49,172.24	Annual	40	1
	Brantley	18,367	21.88	32.48	Hourly	40	2
	Burke	23,504	51,334.00	51,334.00	Annual	40	1
	Butts	23,504	35,279.00	42,882.00	Annual	40	1
	Dawson	22,459	34,477.55	63,669.43	Annual	40	1
	Elbert	19,886	20.00	20.00	Hourly	40	1
	Fannin	23,708	37,847.00	41,599.00	Annual	40	1
	Franklin	21,864	47,223.00	47,223.00	Annual	40	1
	Greene	16,031	37,807.00	65,877.00	Annual	40	1
	Jeff Davis	15,162	35,000.00	40,290.12	Annual	40	1
	Jefferson	16,675	34,431.00	52,391.00	Annual	40	1
	Meriwether	21,617	24,018.40	33,937.38	Annual	40	1
	Pierce	18,770	25,334.00	38,840.00	Annual	40	1
	Pike	17,751	34,680.00	41,445.00	Annual	40	1
	Putnam	21,345	25.43	39.63	Hourly	40	1
Rabun	16,274	51,927.73	79,354.27	Annual	40	1	
Union	21,134	29,500.00	32,000.00	Annual	40	1	
E	Bacon	11,203	39,583.00	40,768.00	Annual	40	1
	Bleckley	13,290	54,413.00	54,413.00	Annual	40	1
	Candler	11,276	38,533.00	38,533.00	Annual	40	1
	Charlton	13,422	40,799.98	40,799.98	Annual	40	1

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

## ◆ Roads and Bridges Superintendent

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Early	10,778	40,000.00	40,000.00	Annual	40	1
	Jasper	13,885	24,353.56	38,932.83	Annual	40	1
	McIntosh	14,170	23.61	23.61	Hourly	40	1
	Pulaski	11,735	20.67	20.67	Hourly	40	1
	Screven	14,367	25,000.00	35,875.00	Annual	40	1
	Wilkes	10,211	25,000.00	38,000.00	Annual	40	1
<b>F</b>	Atkinson	8,413	36,000.00	38,480.00	Annual	40	1
	Echols	4,129	17.30	17.30	Hourly	40	1
	Glascoek	3,084	14.94	14.94	Hourly	40	1
	Jenkins	8,148	26,210.00	35,510.00	Annual	40	1
	Lincoln	7,862	36,650.00	36,650.00	Annual	40	1
	Marion	8,746	40,998.00	41,518.00	Annual	40	1
	Miller	6,141	30,000.00	34,000.00	Annual	40	1
	Randolph	7,558	23.60	23.60	Hourly	40	1
	Seminole	8,791	35,000.00	45,000.00	Annual	40	1
	Talbot	6,751	36,908.00	36,908.00	Annual	40	1
	Taliaferro	1,703	19.07	19.07	Hourly	40	1
	Taylor	8,499	44,049.00	67,025.00	Annual	40	1
	Terrell	9,319	31,969.00	34,235.00	Annual	45	1
	Treutlen	6,825	15.00	17.00	Hourly	40	1
	Turner	8,875	39,596.14	60,014.54	Annual	40	1
	Wilcox	9,298	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	
<b>A</b>	4	45,368	49,586	64,475	74,380	5
<b>B</b>	3	44,341	55,000	55,902	60,587	3
<b>E</b>	2	32,861	35,000	40,752	45,000	3
<b>F</b>	1	26,000	26,000	34,320	34,320	1
<b>Total/Avg</b>	<b>10</b>	<b>37,142</b>	<b>41,397</b>	<b>48,862</b>	<b>53,572</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	49,586.00	74,380.00	Annual	40	1
	Fulton	949,599	48,854.00	69,372.00	Annual	40	2
	Hall	183,052	44,926.00	56,158.00	Annual	40	1
	Lowndes	111,885	18.32	27.88	Annual	40	1
<b>B</b>	Effingham	52,655	43,276.71	60,587.40	Annual	40	1
	Walker	68,848	55,000.00	55,000.00	Annual	40	1
	Walton	84,580	34,746.00	52,119.00	Annual	40	1
<b>E</b>	McIntosh	14,170	14.77	17.55	Hourly	40	2
	Screven	14,367	35,000.00	45,000.00	Annual	40	1
<b>F</b>	Seminole	8,791	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	
<b>A</b>	6	24,532	29,999	39,814	51,085	9
<b>B</b>	5	21,813	27,706	33,877	38,792	10
<b>C</b>	8	23,565	43,192	28,490	46,066	16
<b>D</b>	9	22,401	26,962	25,804	34,278	9
<b>E</b>	4	22,732	26,270	28,842	33,852	5
<b>F</b>	3	18,567	20,800	21,119	24,960	3
<b>Total/Avg</b>	<b>35</b>	<b>22,268</b>	<b>29,155</b>	<b>29,658</b>	<b>38,172</b>	<b>52</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	100,421	12.40	18.68	Hourly	40	2
	Coweta	129,629	29,999.00	45,000.00	Annual	40	1
	Douglas	133,355	23,696.00	37,881.00	Annual	40	1
	Houston	143,925	11.67	24.56	Hourly	40	3
	Newton	100,814	9.70	14.54	Hourly	40	1
	Paulding	143,542	11.18	17.22	Hourly	40	1
<b>B</b>	Dougherty	94,788	21,730.00	32,257.00	Annual	40	3
	Jackson	61,257	13.32	18.65	Hourly	40	1
	Troup	67,764	20,039.00	32,094.00	Annual	40	1
	Walker	68,848	10.70	13.55	Hourly	40	3
	Walton	84,580	17,334.00	38,056.00	Annual	40	2
<b>C</b>	Colquitt	45,645	24,960.00	25,168.00	Annual	43	2
	Habersham	43,279	43,192.00	46,066.38	Annual	40	2
	Harris	32,265	9.55	13.07	Hourly	40	5
	Laurens	47,949	22,131.00	22,131.00	Annual	40	1
	Lee	28,575	8.86	14.16	Hourly	40	2
	Monroe	26,625	9.26	13.99	Hourly	40	1
	Stephens	25,960	9.77	13.68	Hourly	40	1
	Toombs	27,434	9.79	9.79	Hourly	40	2
<b>D</b>	Appling	18,420	8.00	11.41	Hourly	40	1
	Burke	23,504	26,707.00	26,707.00	Annual	40	1
	Cook	17,125	9.74	9.74	Hourly	40	1

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

## ◆ Scale House Attendant

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Crisp	23,710	26,962.00	26,962.00	Annual	40	1
	Dade	16,570	10.35	10.35	Hourly	40	1
	Elbert	19,886	12.00	12.00	Hourly	40	1
	McDuffie	21,673	21,306.50	33,007.02	Annual	40	1
	Rabun	16,274	10.79	16.48	Hourly	40	1
	Telfair	16,057	10.00	10.00	Hourly	40	1
<b>E</b>	Bleckley	13,290	12.63	13.27	Hourly	40	2
	Candler	11,276	23,317.00	23,317.00	Annual	40	1
	Oglethorpe	14,686	9.50	13.02	Hourly	50	1
	Wilkes	10,211	8.00	14.71	Hourly	40	1
<b>F</b>	Jenkins	8,148	15,704.00	19,200.00	Annual	40	1
	Randolph	7,558	9.23	9.23	Hourly	40	1
	Seminole	8,791	10.00	12.00	Hourly	40	1

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

## ◆ Sewage Treatment Plant Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	4	53,789	60,449	81,824	99,740	6
<b>Total/Avg</b>	<b>4</b>	<b>53,789</b>	<b>60,449</b>	<b>81,824</b>	<b>99,740</b>	<b>6</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	49,586.00	74,380.00	Annual	40	1
	Columbia	128,112	48,834.00	73,251.00	Annual	40	1
	Fulton	949,599	56,286.00	79,925.00	Annual	40	0
	Gwinnett	824,941	60,449.00	99,740.00	Annual	40	4

\* 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>	5	39,550	44,651	60,366	71,442	25
<b>B</b>	2	33,355	33,407	54,652	56,137	4
<b>D</b>	1	27,926	27,926	39,097	39,097	1
<b>Total/Avg</b>	<b>8</b>	<b>33,610</b>	<b>35,328</b>	<b>51,372</b>	<b>55,559</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	35,850.00	53,775.00	Annual	40	2
	Columbia	128,112	16.00	24.00	Hourly	40	3
	Fulton	949,599	44,201.00	65,427.00	Annual	40	4
	Gwinnett	824,941	44,651.00	71,442.00	Annual	40	15
	Paulding	143,542	39,767.00	61,267.00	Annual	40	1
<b>B</b>	Rockdale	85,765	33,302.00	53,167.00	Annual	40	3
	Walton	84,580	33,407.00	56,137.00	Annual	40	1
<b>D</b>	Banks	18,251	27,926.00	39,097.00	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>	11	52,601	81,591	71,985	117,421	10
<b>B</b>	3	47,223	54,912	71,820	81,505	3
<b>C</b>	7	37,667	71,294	45,112	71,294	8
<b>D</b>	2	35,704	36,751	54,996	56,161	2
<b>E</b>	2	28,905	34,411	42,770	55,011	2
<b>F</b>	1	22,063	22,063	33,572	33,572	1
<b>Total/Avg</b>	<b>26</b>	<b>37,361</b>	<b>50,170</b>	<b>53,376</b>	<b>69,161</b>	<b>26</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	63,325.00	94,988.00	Annual	40	1
	Bartow	100,421	81,591.00	81,591.00	Annual	40	1
	Chatham	271,544	38,808.00	61,311.00	Annual	40	1
	Columbia	128,112	53,718.00	80,576.00	Annual	40	1
	Coweta	129,629	51,625.00	70,400.00	Annual	40	1
	Douglas	133,355	51,573.00	51,573.00	Annual	40	1
	Fulton	949,599	38,621.00	38,621.00	Annual	40	0
	Gwinnett	824,941	45,812.00	75,590.00	Annual	40	1
	Henry	207,360	78,280.72	117,421.00	Annual	40	1
	Houston	143,925	20.21	33.61	Hourly	40	1
	Newton	100,814	15.97	23.97	Hourly	40	1
<b>B</b>	Dougherty	94,788	54,912.00	81,505.00	Annual	40	1
	Jackson	61,257	47,007.00	68,810.00	Annual	40	1
	Liberty	65,451	19.11	31.32	Hourly	40	1
<b>C</b>	Coffee	42,864	35,000.00	35,000.00	Annual	40	1
	Colquitt	45,645	31,304.00	47,731.00	Annual	40	2
	Laurens	47,949	71,294.00	71,294.00	Annual	40	1
	Lee	28,575	31,547.00	50,433.00	Annual	40	1
	Madison	27,921	38,036.00	38,036.00	Annual	40	1
	Stephens	25,960	34,491.00	48,287.00	Annual	40	1
	Tattnall	25,688	22,000.00	25,000.00	Annual	40	1
<b>D</b>	McDuffie	21,673	34,657.74	53,830.37	Annual	40	1

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

## ◆ Solid Waste Manager

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rabun	16,274	36,750.67	56,161.17	Annual	40	1
<b>E</b>	Jasper	13,885	34,410.95	55,011.06	Annual	40	1
	Lanier	10,404	23,400.00	30,528.68	Annual	40	1
<b>F</b>	Taylor	8,499	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>	9	26,588	30,458	41,716	50,371	95
<b>B</b>	6	23,188	27,666	34,870	43,888	32
<b>C</b>	20	21,990	30,160	30,725	40,290	108
<b>D</b>	15	21,523	28,442	30,379	39,374	75
<b>E</b>	6	19,940	25,854	25,979	29,494	19
<b>F</b>	9	20,805	29,994	25,553	30,414	18
<b>Total/Avg</b>	<b>65</b>	<b>22,339</b>	<b>28,762</b>	<b>31,537</b>	<b>38,972</b>	<b>347</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Bartow	100,421	12.40	19.38	Hourly	40	8
	Bibb	156,433	9.28	16.76	Hourly	40	11
	Carroll	111,159	13.39	21.90	Hourly	40	15
	Cherokee	218,286	25,530.00	39,571.00	Annual	40	11
	Coweta	129,629	29,999.00	45,000.00	Annual	40	1
	Fayette	107,784	30,458.06	44,112.35	Annual	40	8
	Fulton	949,599	30,252.00	50,371.00	Annual	40	23
	Lowndes	111,885	11.75	17.87	Hourly	40	9
	Newton	100,814	12.34	18.51	Hourly	40	9
<b>B</b>	Bulloch	72,881	10.48	15.65	Hourly	40	7
	Dougherty	94,788	21,730.00	32,257.00	Annual	40	5
	Jackson	61,257	12.46	17.45	Hourly	42.7	2
	Liberty	65,451	12.88	21.10	Hourly	40	5
	Troup	67,764	22,422.00	33,842.00	Annual	40	5
	Walker	68,848	9.00	13.43	Hourly	40	8
	<b>C</b>	Baldwin	44,417	22,185.00	37,261.00	Annual	40
Bryan	31,377	9.88	9.88	Hourly	40	5	
Coffee	42,864	9.09	13.71	Hourly	40	9	
Colquitt	45,645	24,440.00	24,939.00	Annual	43	5	
Grady	25,255	9.50	10.62	Hourly	40	4	
Haralson	28,638	14.50	17.00	Hourly	40	5	
Harris	32,265	11.88	16.63	Hourly	40	3	

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

## ◆ Truck Driver

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hart	25,305	12.23	18.59	Hourly	40	6
	Jones	28,516	10.00	13.00	Hourly	40	9
	Laurens	47,949	20,634.00	33,987.00	Annual	40	8
	Lumpkin	30,031	11.21	17.06	Hourly	40	1
	Madison	27,921	10.74	10.74	Hourly	40	1
	Monroe	26,625	10.73	16.71	Hourly	40	6
	Murray	39,557	11.05	17.67	Hourly	40	5
	Pickens	29,415	12.12	19.37	Hourly	40	1
	Polk	41,211	10.32	16.50	Hourly	40	13
	Tattnall	25,688	8.50	12.50	Hourly	40	4
	Toombs	27,434	9.00	10.59	Hourly	40	4
	Ware	36,474	19,523.82	29,708.00	Annual	40	11
	Wayne	30,327	18,659.55	29,812.37	Annual	40	6
<b>D</b>	Ben Hill	17,673	21,487.84	27,407.50	Annual	40	5
	Berrien	19,372	9.00	15.00	Hourly	40	6
	Brantley	18,367	9.61	14.27	Hourly	40	5
	Burke	23,504	22,651.00	29,890.00	Annual	40	11
	Cook	17,125	9.42	9.42	Hourly	40	7
	Crisp	23,710	28,442.00	34,577.00	Annual	40	2
	Elbert	19,886	10.92	10.92	Hourly	40	2
	Fannin	23,708	23,275.00	26,745.00	Annual	40	12
	Jefferson	16,675	19,036.00	28,966.00	Annual	40	1
	McDuffie	21,673	23,476.87	36,395.03	Annual	40	6
	Mitchell	23,462	9.93	15.09	Hourly	40	5
	Pierce	18,770	16,120.00	31,200.00	Annual	40	1
	Putnam	21,345	10.79	18.93	Hourly	40	3
	Rabun	16,274	11.33	17.32	Hourly	40	4
	Washington	21,111	9.94	14.68	Hourly	40	5
<b>E</b>	Candler	11,276	20,883.00	24,586.00	Annual	40	3
	Charlton	13,422	9.60	10.87	Hourly	40	4
	Early	10,778	8.02	11.64	Hourly	40	1
	McIntosh	14,170	12.43	12.43	Hourly	40	1
	Screven	14,367	10.43	14.00	Hourly	40	8
	Wilkes	10,211	7.00	14.18	Hourly	40	2
<b>F</b>	Hancock	9,400	8.57	9.50	Hourly	40	2
	Jenkins	8,148	15,704.00	19,200.00	Annual	40	1
	Johnson	9,975	8.50	11.00	Hourly	40	2
	Lincoln	7,862	10.60	13.52	Hourly	40	4
	Seminole	8,791	10.00	14.50	Hourly	40	1

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

## ◆ Truck Driver

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Talbot	6,751	26,567.00	26,567.00	Annual	40	1
	Taliaferro	1,703	14.42	14.42	Hourly	40	1
	Taylor	8,499	19,988.00	30,414.00	Annual	40	4
	Treutlen	6,825	8.00	11.00	Hourly	40	2

\* 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>	6	29,159	31,970	45,755	50,877	20
<b>B</b>	2	33,354	33,407	55,655	58,146	2
<b>C</b>	2	24,352	27,030	36,945	41,129	5
<b>D</b>	1	37,377	37,377	52,327	52,327	1
<b>F</b>	1	18,179	18,179	19,448	19,448	1
<b>Total/Avg</b>	<b>12</b>	<b>28,484</b>	<b>29,593</b>	<b>42,026</b>	<b>44,385</b>	<b>29</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	30,063.00	45,095.00	Annual	40	3
	Columbia	128,112	11.94	17.91	Hourly	40	2
	Fulton	949,599	30,252.00	50,371.00	Annual	40	3
	Gwinnett	824,941	30,900.00	49,440.00	Annual	40	9
	Houston	143,925	15.37	24.46	Hourly	40	2
	Paulding	143,542	12.95	19.95	Hourly	40	1
<b>B</b>	Rockdale	85,765	16.01	25.56	Hourly	40	1
	Walton	84,580	33,407.00	58,146.00	Annual	40	1
<b>C</b>	Baldwin	44,417	27,030.00	41,129.00	Annual	40	4
	Monroe	26,625	10.42	15.75	Hourly	40	1
<b>D</b>	Banks	18,251	37,377.00	52,327.00	Annual	40	1
<b>F</b>	Hancock	9,400	8.74	9.35	Hourly	40	1

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

## ◆ Water/Wastewater Superintendent

### Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
<b>A</b>	8	56,043	118,444	77,960	118,444	17
<b>B</b>	5	43,367	50,079	66,239	78,106	5
<b>C</b>	6	47,647	61,886	67,296	89,735	7
<b>D</b>	2	36,914	45,568	44,284	45,568	2
<b>E</b>	1	28,980	28,980	36,977	36,977	1
<b>F</b>	4	33,276	36,908	34,535	37,440	4
<b>Total/Avg</b>	<b>26</b>	<b>41,038</b>	<b>56,978</b>	<b>54,548</b>	<b>67,712</b>	<b>36</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	49,586.00	74,380.00	Annual	40	1
	Columbia	128,112	40,359.00	60,538.00	Annual	40	2
	Fayette	107,784	118,444.48	118,444.48	Annual	40	1
	Forsyth	181,840	57,245.00	85,868.00	Annual	40	1
	Fulton	949,599	48,854.00	69,372.00	Annual	40	2
	Gwinnett	824,941	60,449.00	99,740.00	Annual	40	4
	Houston	143,925	17.95	28.74	Hourly	40	1
	Paulding	143,542	17.34	26.71	Hourly	40	5
<b>B</b>	Barrow	69,912	46,058.00	71,390.00	Annual	40	1
	Effingham	52,655	35,603.86	49,845.40	Annual	40	1
	Rockdale	85,765	43,652.00	69,691.00	Annual	40	1
	Spalding	64,033	50,079.00	78,106.00	Annual	40	1
	Walton	84,580	41,443.00	62,164.00	Annual	40	1
<b>C</b>	Baldwin	44,417	40,126.00	61,056.00	Annual	40	1
	Harris	32,265	39,729.00	55,621.00	Annual	40	1
	Jones	28,516	24.00	24.00	Hourly	40	1
	Lee	28,575	52,905.00	84,576.00	Annual	40	2
	Oconee	33,366	61,886.00	89,735.00	Annual	40	1
	Pickens	29,415	41,318.00	62,870.00	Annual	40	1
<b>D</b>	Franklin	21,864	45,568.00	45,568.00	Annual	40	1
	Jefferson	16,675	28,259.00	43,000.00	Annual	40	1
<b>E</b>	Cusseta-Chattahooche	11,749	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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Hancock	9,400	12.98	13.90	Hourly	40	1
	Marion	8,746	16.50	18.00	Hourly	40	1
	Talbot	6,751	36,908.00	36,908.00	Annual	40	1
	Webster Unified	2,791	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	
<b>A</b>	9	48,629	63,729	72,682	93,682	19
<b>B</b>	2	54,267	64,882	83,507	97,323	2
<b>C</b>	5	35,997	48,889	51,439	74,391	5
<b>D</b>	2	47,348	57,319	69,960	87,592	2
<b>Total/Avg</b>	<b>18</b>	<b>46,560</b>	<b>58,705</b>	<b>69,397</b>	<b>88,247</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	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	35,850.00	53,775.00	Annual	40	2
	Columbia	128,112	59,089.00	88,634.00	Annual	40	1
	Fayette	107,784	55,090.28	55,090.28	Annual	40	1
	Forsyth	181,840	52,847.00	79,271.00	Annual	40	1
	Fulton	949,599	63,729.00	93,682.00	Annual	40	0
	Gwinnett	824,941	54,180.00	89,397.00	Annual	40	6
	Houston	143,925	20.21	31.08	Hourly	40	1
	Newton	100,814	38,771.20	74,089.60	Annual	40	2
	Paulding	143,542	17.34	26.71	Hourly	40	5
<b>B</b>	Rockdale	85,765	43,652.00	69,691.00	Annual	40	1
	Walton	84,580	64,882.00	97,323.00	Annual	40	1
<b>C</b>	Baldwin	44,417	48,889.00	74,391.00	Annual	40	1
	Harris	32,265	38,950.00	54,531.00	Annual	40	1
	Jones	28,516	13.50	13.50	Hourly	40	1
	Lee	28,575	16.75	26.78	Hourly	40	1
	Pickens	29,415	14.05	21.39	Hourly	40	1
<b>D</b>	Banks	18,251	37,377.00	52,327.00	Annual	40	1
	Rabun	16,274	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	
<b>A</b>	8	29,528	37,110	49,995	59,779	64
<b>B</b>	5	32,632	37,425	49,649	56,137	9
<b>C</b>	4	26,253	29,362	36,688	41,683	16
<b>D</b>	3	34,512	38,872	44,560	50,898	6
<b>E</b>	1	18,720	18,720	24,960	24,960	2
<b>F</b>	1	25,397	25,397	38,085	38,085	1
<b>Total/Avg</b>	<b>22</b>	<b>27,840</b>	<b>31,148</b>	<b>40,656</b>	<b>45,257</b>	<b>98</b>

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

### Population Group Data

Group	Jurisdiction	2011 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
<b>A</b>	Athens-Clarke	117,344	28,705.00	43,057.00	Annual	40	10
	Columbia	128,112	10.31	17.91	Hourly	40	19
	Fayette	107,784	37,110.19	49,909.08	Annual	40	8
	Fulton	949,599	30,252.00	50,371.00	Annual	40	1
	Gwinnett	824,941	34,719.00	55,551.00	Annual	40	13
	Houston	143,925	13.13	28.74	Hourly	40	6
	Newton	100,814	11.52	25.69	Hourly	40	6
	Paulding	143,542	15.73	24.33	Hourly	40	1
<b>B</b>	Barrow	69,912	15.30	23.71	Hourly	40	1
	Effingham	52,655	14.79	20.70	Hourly	40	3
	Rockdale	85,765	16.01	25.56	Hourly	40	3
	Spalding	64,033	14.35	22.39	Hourly	40	1
	Walton	84,580	37,425.00	56,137.00	Annual	40	1
<b>C</b>	Habersham	43,279	29,362.00	32,871.38	Annual	40	1
	Harris	32,265	12.85	18.00	Hourly	40	9
	Lee	28,575	12.54	20.04	Hourly	40	5
	Pickens	29,415	10.98	16.71	Hourly	40	1
<b>D</b>	Banks	18,251	31,364.00	43,909.00	Annual	40	4
	Crisp	23,710	38,872.00	38,872.00	Annual	40	1
	Rabun	16,274	16.01	24.47	Hourly	40	1
<b>E</b>	Cusseta-Chattahoochee	11,749	18,720.00	24,960.00	Annual	40	2
<b>F</b>	Twiggs	8,779	12.21	18.31	Hourly	40	1

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