



OFFICIAL MINUTES OF THE OXFORD MAYOR AND COUNCIL MEETING
Oxford Mayor and Council Regular Meeting
Monday, February 7, 2022 – 7:00 PM
Via Teleconference
Meeting Recording Available at
<https://www.youtube.com/channel/UCatIP9h21Eyp0LkbfVjNJQ>

ELECTED OFFICIALS PRESENT:

David Eady – Mayor
George Holt – Councilmember
Jeff Wearing – Councilmember
Laura McCanless – Councilmember
Avis Williams – Councilmember
Jim Windham – Councilmember
Lynn Bohanan – Councilmember

APPOINTED/STAFF PRESENT:

Bill Andrew – City Manager
Marcia Brooks – City Clerk/Treasurer
C. David Strickland – City Attorney

1. Call to order: Hon. David S. Eady, Mayor
2. Invocation – Rev. Beverly Casstevens, Allen Memorial United Methodist Church
3. Agenda Adoption
Motion to adopt agenda – Mike Ready
Second – Jeff Wearing
Approved unanimously 7/0
4. Consent Agenda
 - a. Minutes of the Work Session December 20, 2021
 - b. Minutes of the Regular Session January 3, 2022
 - c. Minutes of the Work Session January 17, 2022**Motion to approve Consent Agenda – Mike Ready**
Second – Jeff Wearing
Approved unanimously 7/0
5. Mayor's Announcements
Mayor Eady announced that the Friends of Trees Award will be presented along with the Arbor Day Proclamation.
6. Citizen Concerns
None.
7. Approve Annual Arbor Day Proclamation
Motion to approve – Laura McCanless

Second – Mike Ready**Approved unanimously 7/0**

The Friends of Trees Award was presented to Goldie Emerson.

8. Approve Proclamation Acknowledging the Passing of Timothy K. “TK” Adams

Motion to approve – Jeff Wearing**Second – Lynn Bohanan****Approved unanimously 7/0**

9. Approve Estimated 20% Match for ARC Living Centers Initiative Application (\$37,000)

Motion to approve – Mike Ready**Second – Jeff Wearing****Approved unanimously 7/0**

10. Approve One-Year Agreement with the Oxford Historical Cemetery Association and Associated Vendor for Landscape Maintenance

Motion to approve – Jeff Wearing**Second – Laura McCanless****Approved unanimously 7/0**

11. Approve 14.1% Increase in Hourly Pay Rate for all Hourly-Paid City Staff

Motion to approve – Mike Ready**Second – Laura McCanless****Motion carried 6/1 with Jim Windham voting Nay**

11. Invoices \geq \$1000

No votes taken.

12. Executive Session

Real estate acquisition matters were discussed.

The City Council entered Executive Session at 7:21 p.m. and exited Executive Session at 9:02 p.m.

13. Adjourn 9:03 p.m.

Motion – Laura McCanless**Second – Jim Windham****Approved unanimously 7/0**

Respectfully Submitted,



Marcia Brooks
City Clerk/Treasurer

**OXFORD MAYOR AND COUNCIL
REGULAR SESSION
MONDAY, FEBRUARY 7, 2022 – 7:00 P.M.
VIA TELECONFERENCE
A G E N D A**

1. Call to Order, Mayor David S. Eady
2. Invocation
3. Motion to accept the Agenda for the February 7, 2022 Mayor and Council Regular Meeting.
4. **CONSENT AGENDA**
 - a. *Minutes of the Work Session December 20, 2021
 - b. *Minutes of the Regular Session January 3, 2022
 - c. *Minutes of the Work Session January 17, 2022
5. Mayor’s Announcements – Ms. Cheryl Ready, Chair of the Oxford Trees, Parks and Recreation Committee, will be presenting our Friends of Trees Award
6. Citizen Concerns
7. ***Consider the Annual Arbor Day Proclamation**
8. ***Consider the Proclamation for Mr. Timothy K. “TK” Adams**
9. ***Livable Centers Initiative with the Atlanta Regional Commission** – The LCI application is due on February 28. The cost of the study is estimated to be in the \$185,000 range and so at least 20% (\$37,000) would need to be matched by the City.
10. ***Cemetery Association Agreement and Landscape Maintenance** – The Memorandum of Agreement with the Cemetery Association will be for one year and they will be contracting with Mr. Ross for the landscape maintenance.
11. ***Increase in Compensation for City Staff to be Considered** – Our current starting pay for the lowest classification we hire at is \$27,343/year or \$13.15/hour. The City is proposing an increase to a minimum salary of \$31,200/year or \$15.00/hour. This would be an increase of 14.1%. To distribute this increase equitably, the proposal asks the Council to consider applying this increase to the pay scale for all hourly workers to bring the City somewhat closer to market conditions. This will be an incremental step as we await the findings of the Carl Vinson Institute of Government Compensation Study, which was to be available by December 2022. Now due to staffing issues at CVIOG, it is unclear when that Compensation Study will be completed.
12. ***Invoices** – Council will review the city’s recently paid invoices over \$1,000

13. **Executive Session**

14. Adjourn

*Attachments



**DRAFT MINUTES OF THE OXFORD MAYOR AND COUNCIL MEETING
WORK SESSION
MONDAY, DECEMBER 20, 2021 – 6:30 PM
VIA TELECONFERENCE
DRAFT**

ELECTED OFFICIALS PRESENT:

David Eady – Mayor
George Holt – Councilmember
Lynn Bohanan – Councilmember
Laura McCanless – Councilmember
Avis Williams – Councilmember

STAFF PRESENT:

Marcia Brooks – City Clerk/Treasurer
Stacey Mullen – Deputy City Clerk
Bill Andrew – City Manager
Jody Reid – Utilities/Maintenance
Supervisor

ELECTED OFFICIALS ABSENT:

Jim Windham – Councilmember
Jeff Wearing – Councilmember

OTHERS PRESENT: Mike Ready, Cheryl Ready, Art Vinson, Robert Jordan (Jordan Engineering)

Agenda (Attachment A)

1. Mayor's Announcements

Mayor Eady announced that the City of Oxford is now officially the owner of 13.78 acres of land behind Palmer Stone Elementary and containing part of Dried Indian Creek. The purchase of this property closed today.

2. Committee Reports

- a. Trees, Parks, and Recreation Board – Cheryl Ready reported that the board is finishing its drive to encourage homeowners on Emory Street to agree to trees being planted on their property. Ms. Ready reported that response was slightly better than last time but not a tremendous response. The board is also working on a Master Plan and continuing to review bids for invasive species eradication.
- b. Planning Commission – No report.
- c. Downtown Development Authority (DDA) – No report.
- d. Sustainability Committee – Laura McCanless stated that a Special Called Meeting was held on December 6, 2021 to discuss large and small, short-term and long-term projects. She reported that the second right-of-way meadow is underway thanks to support provided by Oxford College Farm staff and students. The committee is working on compiling their minutes from previous meetings so that they can be posted on the City website.

- e. Committee on Race – Avis Williams reported that the Baskerville Architectural Firm was at Oxford College on December 17th. They also toured Rust Chapel United Methodist Church and Mt. Zion First Baptist Church. An announcement will be forthcoming early in January concerning community meetings about the twin memorials, one on the Atlanta campus, and one on the Oxford campus. The memorial here will acknowledge the contributions of formerly enslaved people who lived in and around Oxford. She is unsure about Watch Night services due to the increase of COVID-19 cases. She has also spoken with a student at Oxford College who wanted to do an article in the Emory Wheel.

3. **Next Steps for Asbury Street Park Ponding** (Attachment B)

The City Council previously discussed the problem with water ponding at Asbury Street Park. The staff and Council would like to discuss the next steps for this issue along with Robert Jordan of Jordan Engineering, who has examined the issue.

Mr. Jordan stated that this issue came to his attention about eighteen months ago. He conducted a quick asbuilt examination of the greenspace area inside the track in August of 2020. He identified three contributing factors: 1) The overall slope between the track and the inlets is supposed to be 1.5-1.8%. The slope varied a lot, but the average slope was .5% - 1.5%. The inlets are slightly higher than designed. He does not think that is the primary cause of the ponding. 2) There are undulations in the surface of the greenspace as depicted on the diagram he provided. 3) He does not know what instructions the landscape contractors were provided as far as installing the sod, but typically there would be three to six inches of granular high-permeable material beneath the sod for a project like this. It appears to him there is a lack of sub-surface drainage between two and eight inches deep.

The third factor is important because the presence of the sub-surface drainage materials allows adequate drainage from the undulations in the field. The absence of sub-surface drainage allows ponding to occur. It would be a simple matter to do a couple of borings to determine if the sub-surface material is missing. He believes this is the greatest contributor to the problem.

Mayor Eady stated the remedy would likely be to pull up the sod, remove some of the clay, then apply the sub-surface drainage material, then reseed or resod the area, which would be costly.

Mr. Jordan agreed with Mayor Eady's statement. He also suggested a less expensive remedy that involves removing the sod in narrow radial strips out from the inlets to the track, filling the strips in with sub-surface material, and putting the removed sod back down. This would cut the cost of repair considerably and would achieve some improvement in the current conditions.

Mayor Eady mentioned a way to level the surface would be to spread sand over the area to level out the undulations and let the grass grow through it over time. Mr. Jordan agreed that sand would level the area in that way and the grass would grow level over time, but the undulations would still be there. The ponding may not be as noticeable,

but it would still occur. It is an inexpensive short-term solution. The radial drains would be an intermediate solution, and a complete rework of the field would be the permanent fix.

Laura McCanless appreciated the information about the sand option since she and Jody had discussed this option previously. She also likes the radial drain option because it would focus on the problem areas. Not all of the area has the ponding problem. She asked if the grates are too high or if they have lips that may be preventing drainage.

Mr. Jordan stated that the elevation of the grates is about .2 higher than designed. If radial drains or replacement of the sod is undertaken, there would need to be some mechanism for the sub-surface drainage to get into the inlets. An approach that may be as cost-effective is to run one-inch PVC pipe from the inlets to the areas that are problematic or add sub-surface material and replace the sod along the path, and level the areas off with sand.

Ms. McCanless stated she hopes to use a less expensive approach. Mr. Jordan advised he may have some names of people with turf expertise. Mayor Eady also asked Bill Andrew to check with Laura Gafnea to see who they consulted for their soccer field at Oxford College.

Mr. Jordan recommended going to the field and doing some plugs to see what is under the sod before undertaking any major repair work.

George Holt would like to know if there are any specifications that address whether the sub-surface materials were included.

Lynn Bohanan stated that she does not want to spend money on something they are not sure will work. Ms. McCanless added that sand and French drains would be more likely to have a positive impact than sand alone.

Ms. Bohanan requested that the locations of the plugs be recorded when they are taken.

Art Vinson stated he was stunned when he saw the design plans, and the extent of the drainage system underneath the sod. He believes if it is not draining, it is a design problem.

Mayor Eady agreed and stated that it would be a good idea to go back to the landscape architect and see if there are any specifications that detail the sub-surface material requirements. However, taking a few plugs is an easy first step.

Mr. Vinson recommended that the current situation be documented before any steps are taken to address the problem.

Mayor Eady asked Jody Reid to work with the Trees, Parks and Recreation Board and go ahead with taking the samples. There are also some specialists at the University of Georgia who may be able to help with this issue.

4. **Next Steps for Coke Street Multi-Use Trail from Watson Street to W. Richardson Street** (Attachment C)

The FY2022 Capital Budget includes \$300,000 set aside for multi-use trails. Previous discussions centered around extending the Oxford Trail from its current northern terminus to W. Richardson Street. Robert Jordan had drafted an estimate at one time estimating costs for various segments.

There is a fairly significant drainage ravine just before W. Richardson Street. Mr. Jordan suggested that it would need to have a culvert or something similar installed if the trail is extended over it. Mayor Eady stated he would prefer to leave it natural and bridge it rather than putting a culvert in it. Ms. McCanless agreed.

Jody Reid recommended using an aluminum bridge like the one installed at George Street Park to minimize maintenance requirements.

Bill Andrew suggested routing the trail down Collingsworth to Hull to W. Richardson to bypass the ravine. He is not sure if there is a ravine on that route. He does know there is a substantial amount of dumped material at W. Richardson St. Some of the dumping is behind the house, but in the 1960s, the City of Oxford used the area as a sanitation landfill.

Mayor Eady suggested an environmental site assessment in the area of the dump. He asked Mr. Jordan if he could find the pins for the property and flag them.

George Holt stated a few years ago there were estimates for five or six different routes to take with the trail, and George Street was selected.

Mr. Jordan stated \$63,000 was the average bridge bid for the George Street Park bridge.

Laura McCanless stated she would like to see this project moving forward. Mayor Eady stated he will meet Bill and Jody on the site to look at the possible landfill site. Staff will work on updating the estimates obtained previously.

5. **Next Steps for Whatcoat Street Improvements** (Attachment D)

The FY2022 Capital Budget includes \$300,000 set aside for improvements to Whatcoat Street. The Mayor and City Council had previously considered adding a sidewalk to the right side of the street coming from the college toward Emory Street. The design included trees to try to achieve symmetry between the left and right side. There is a clear path that would allow avoidance of removal of any trees. Adjusting the route of the sidewalk slightly would also allow avoidance of disruption of the drain underneath.

Mr. Jordan added that aesthetically, sometimes some gentle bends in the sidewalk are preferred. It just depends on how rigid the desire for symmetry is.

Laura McCanless stated that she likes the new path of Whatcoat Street joining George Street. Her concern is what will happen to the sidewalk if the changes to the old City Hall building which are being discussed come to fruition. Will the sidewalk be chopped off to accommodate the building? She also stated that every tree died where the curbing and paving work was completed on Pierce Street very soon after the work was completed. She understands from Beryl Budd that installation of the porous parking area resulted in a lot of the root systems of the trees being stripped off during the grading.

Mayor Eady stated that his thought is a porous material will be used for the sidewalk. Ms. McCanless asked if it could be installed only on top to avoid grading down to the root systems of the trees. This will require further investigation.

Mayor Eady also indicated that the sidewalk could be postponed, and the work could focus for now on realignment of Whatcoat street into George Street to create a safer intersection. Ms. McCanless agreed with this approach.

Art Vinson asked if the traffic volume on Whatcoat Street is known. Mayor Eady stated the City has equipment to do that and can conduct one. Mr. Vinson stated the other northbound streets from campus work well without sidewalks.

Mr. Holt stated he does not think the sidewalks will be used on Whatcoat Street. He also cautioned against spending any money on Whatcoat Street for something that would have to be torn out if the building plans being discussed by the Downtown Development Authority (DDA) move forward. Mayor Eady stated that they are currently conducting an assessment of alternatives and possibly constructing some other buildings in the Town Center area.

Mike Ready commented that changing the alignment of Whatcoat Street coming into George Street benefits anything the DDA is looking at and would only have to be done once. Also, at the Pierce Street location, everything was dug up and redone, and some damage was done in the process. Whatcoat Street would only get a cover over after the work is complete and there would not be digging down into the tree root systems. Mr. Holt stated that Mr. Ready answered part of his concerns, and he does not have a problem with moving forward with the realignment.

Staff will conduct a traffic count on Whatcoat Street.

6. Consider a Final Plat for the Minor Subdivision of 202 Fletcher Street (Attachment E)

Lynn Bohanan has submitted a request to reconfigure her property at 202 Fletcher Street. Mayor Eady asked Ms. Bohanan to stand by to answer any questions but recuse herself from discussion.

The property owned by Ms. Bohanan consists of two lots. The request is to turn the large lot into two lots that both comply with the minimum requirements for lots of their size. The other existing lot would have the small wedge of property where a workshop used to be added to it. The change would be from two lots to three lots. The Planning Commission has recommended approval of the request.

No objections were raised by any Councilmembers. This item will be included on the agenda for the January organizational meeting and regular session.

7. Candidates for the Oxford Planning Commission

Mike Ready will be vacating the Planning Commission due to his election as a City Councilmember. Mayor Eady asked for recommendations to fill the vacancy. He emphasized the importance of this commission and the decisions they make. He stated that the members should be representative of the town in terms of geography and racial diversity.

He stated that the resident who is building a home on Emory Street was recommended to him as a possible candidate. Mike Ready stated that they had provided excellent material to the Planning Commission for their application, however they do not yet live in the City. Mayor Eady asked Bill to locate their development permit application and reach out to them.

Mike Ready also mentioned a resident on Longstreet Circle who came before the Planning Commission regarding a fence around the home and some interior work in March or April and had expressed an interest in being involved with the City.

8. Increase in Compensation for City Staff to be Considered (Attachment F)

A proposal by Mayor Eady to raise the City's minimum salary to \$31,200/year or \$15.00/hour and to raise all other salaries by the same proportional amount of 14.1% has been presented to the City Council for consideration. The goal with this proposal is to give employees of the City of Oxford a livable wage. Mayor Eady presented information documenting that the City's operating budget can support such an increase now and, in the future, based on revenue and expenditure trends.

The main points from the presentation regarding revenue are that Local Option Sales Tax (LOST) and Title Ad Valorem Tax (TAVT) are far outpacing previous predictions. To a lesser extent property values have continued to increase, resulting in an increase in property tax revenue. Over time, electric and water/sewer revenue sales have increased. This increase is mostly due to Oxford College increasing their square footage being serviced by the City of Oxford through capital projects.

The rate of increase for employee salaries has not kept pace with the rate of increase of revenue or expenditures. George Holt observed that perhaps the City should look at decreasing expenditures. Mayor Eady pointed out that total revenues was converging with total expenditures by FY2020, and in FY2021, revenues exceeded expenditures in

the general fund. Mayor Eady stated that it is time for an adjustment to the employee salaries.

Mr. Holt stated he does not have an issue with raising employee salaries. He and Matt Pepper tried last year to determine how salaries could be raised to \$15/hour but could not make it work. They did make some incremental changes to salaries but not to the level being proposed now.

Mayor Eady stated that the Carl Vinson Institute of Government (Institute) will be working with the Council in 2022 to conduct a classification and compensation study, but in the meantime, this is an interim step that can be taken toward right sizing the City's salaries and allowing the City to attract and retain qualified employees.

Mr. Holt observed that the City is not waiting for the results of the compensation and classification study it is paying for to increase salaries. Mayor Eady stated that the study is about more than salary – it is about the classification system as a whole and whether positions should be classified differently and whether compensation should be adjusted in relation to those changes.

Mr. Holt stated that the study seems to be the same thing the Institute did in 2006, from which the pay chart the City is currently using came about.

Mayor Eady presented data showing the impact to the budget of the 14.1% increase. The City has been banking money for several years.

Laura McCanless stated that the data and graphs presented by Mayor Eady are irrefutable, making the decision to go forward with the increases a complete no-brainer.

Mr. Holt asked if the cost for insurance for the City's police officer is for one year. Marcia Brooks confirmed that it is, and that the City pays 95% of his cost and 70% of the cost for his spouse and three dependents.

Mayor Eady stated that there is a push to bring minimum wage up to \$15.00/hour in the private sector, and he wants to be sure the City of Oxford is paying its employees enough for a more livable wage and ensure that no employees have a need to rely on any type of public assistance such as Peach Care to get by. The proposal includes all employees so that no employees will be leap-frogged by the increases on the lower levels.

Mr. Holt stated that when he and Matt Pepper raised the beginning pay scale to 11 and raised a couple of people in proportion, but they did not raise salaries across the board, because some of the employees are already paid more fairly and are not 14.1% behind what they should be paid.

Art Vinson stated that he believes a good argument can be made for bringing the lowest paid workers up to \$15/hour, but he sees no connection between those increases and

increases for all other employees. Mr. Holt agreed with Mr. Vinson. Ms. McCanless stated that Mr. Holt made a fair point. Mr. Holt added that he has always been a champion for paying people more but raising the lowest paid person's salary up to a certain level does not mean the boss's salary must be increased to \$100,000/year.

Mayor Eady stated that no one is getting rich from these raises, and the proposed increases are still significantly lower across the board than a lot of comparable cities that Oxford employees may go work for. One example is an employee that recently left Public Works.

Mr. Holt stated that there will always be situations where employees move on for better pay. Oxford does not have enough work to pay full-time lineman's pay when an employee may do lineman's work once a month.

Mayor Eady stated that in the particular situation he mentioned, it was not so much about paying a lineman's wage as paying a livable wage. He believes if the City could have paid this individual \$2 more per hour, he may have stayed. There is nothing in the proposal saying that the position being discussed would be paid a lineman's wage.

Bill Andrew stated when a lineman is needed, we need to pay someone a lineman's wage. Also, if the person is being asked to work on water and sewer issues, there is a specific skill set required for those tasks as well. He believes the Institute will see those individuals as even more valuable.

Mr. Holt stated that he does not like it being said that the City is losing employees because it will not pay them a lineman's wage. He can advocate for paying a lineman's wage when lineman tasks are being performed, but employees should not be paid a lineman's wage for mowing the grass.

Mr. Holt asked Jody Reid what a lineman does when he/she is not doing lineman's work. Mr. Reid stated that they do a lot more lineman work than one would think. They do some type of line work every day. There are also service orders, reconnects, meter changeouts, water main repairs and other things.

Mr. Holt stated he tried a long time ago to get proper work orders showing exactly what people are doing and has not ever received anything. This information would help the Council to know how much of each type of work is being done. Mayor Eady stated that one project being worked on is an update to the City's accounting and billing system that would have a better interface for work orders to manage workflow processes.

Lynn Bohanan asked if Mr. Holt is talking about a fluctuating pay rate based on what the employee is working on. Mr. Holt stated he was not; he just wants to know what tasks are being worked on if a raise is being asked for.

Mayor Eady asked Mr. Holt if he does not have a problem fundamentally with the 14.1% increase to bring the lowest-paid employees up to a living wage and bring the other

employees closer to par. He gave the example of Emory Police, which pays their starting officers \$46,000 per year, which is the same amount in the proposal for police officers.

Mr. Holt stated that what he said was if it takes a 14.1% increase to bring the lowest-paid employee up to parity, that does not mean everyone up the line should also get a 14.1% increase. Mayor Eady observed that it becomes an issue of how to implement it fairly.

Bill Andrew pointed out that increasing the grade 11 and 12 positions by 14.1% will make them bump right up against the starting pay for the grade 14 position. He believes that when the inflation rate is taken into consideration, the Institute's compensation and classification study will recommend increases beyond the 14.1% at all position levels to be competitive. Waiting for their recommendations is an option, but the City is in danger of losing employees and is unable to attract highly qualified employees at the current rates.

Mayor Eady challenged the Councilmembers to look at the Pay column on the attachment showing the increase and look at comparable cities of their choice, and he believes they will find that each one is comparable with the raise included. He also agreed with Mr. Andrew that the Institute's study will likely recommend further increases.

Mr. Holt asked if that is true, why not wait for completion of the study. Mayor Eady advised he believes the employees are owed increases now rather than waiting twelve months. This proposal is leveling the pay to where it should be. The employees have not benefited from the increase in revenue and expenditures by the City over time.

Ms. McCanless stated that raising the pay will result in the City drawing from a pool that will not even consider working for Oxford now.

Avis Williams thanked Mayor Eady, Mr. Andrew, and Ms. Brooks for putting the numbers together. She believes it looks reasonable to treat the City's people fair as rates of inflation have gone up and not their rates of pay.

Mayor Eady stated he spoke with James Windham and he does not have any issues with the proposal. He would like to have a vote on this proposal in January.

Mr. Holt asked if the proposal will move forward without demonstrating how it will impact the budget. Usually when changes such as this are proposed, the impact to the specific budget is shown. Mayor Eady stated he will work with Mr. Andrew and Ms. Brooks to come up with data showing how the raise will impact the FY 2022 budget and determine if any budget amendments are necessary.

Mike Ready pointed out that the change for FY 2022 is about \$65,000. He stated that he is in favor of an across-the-board raise. Changing only selected employees sends

the wrong message to employees. It needs to be done now to make the changes more incremental rather than making huge changes based on the Institute's recommendations.

Lynn Bohanan stated that she is in favor of the increase for all employees.

Mr. Holt clarified that he is not against raising pay but does not feel that all employees are 14.1% below their proper pay level. Mr. Vinson agreed with Mr. Holt's statement.

Mayor Eady disagreed and reiterated that the comparable positions from the competitive market demonstrate that a 14.1% increase of all positions brings all employees up to parity. He feels highly confident that the Institute's study, which will benchmark Oxford's salaries against those of other cities for comparable positions, will validate the 14.1% increase for all employees.

9. Contract with Carter & Sloope Consulting Engineers for the CDBG Water Line Replacement Project (Attachment G)

Carter & Sloope assisted the City of Oxford with the application for the CDBG Water Line Replacement Project. Staff proposes contracting with Carter & Sloope to complete the Final Design, Permitting Assistance, Bidding Supervision, Construction Contract Administration, Construction Observation, and any necessary Preliminary or Permanent Easement Drawings.

Mayor Eady stated that the firm has been a great partner throughout the City's two-year attempt to get the grant and he feels confident of their ability to handle completion of the listed tasks for the project.

There was no discussion. Approval of the contract will be put to a vote in the January regular session.

10. GDOT Local Maintenance Improvement Grant (LMIG) Application (Attachment H)

The City of Oxford must submit its LMIG application by February 1, 2022. Staff recommends banking the funds for one year, which is allowed by the Georgia Department of Transportation (GDOT), so that the funds can be applied to the roads where they are most needed based on the paving analysis recently contracted for. However, the City must list an intended use for the funds in the application.

Bill Andrew recommended using the manual rating list Jody Reid had compiled about one year ago to select a road that is rated as needing repairs soon. Mr. Andrew stated that E. Clark Street is most in need of repair and widening, but easements must be obtained from property owners to complete the work.

Mayor Eady stated that a project had been discussed to relocate E. Clark Street slightly north and align it with W. Clark Street. Laura McCanless reminded Mayor Eady that the E. Clark Street property had been deeded to the Downtown Development Authority

(DDA). Mayor Eady acknowledged this fact but felt that the City could work with the DDA to facilitate obtaining the easements.

Ms. McCanless asked how a turnaround for emergency vehicles at the end of the street would be handled. Mayor Eady stated there are several proposed ways to handle this and a decision would have to be made as to which one is chosen. He believes another road should be listed for the LMIG grant because the E. Clark Street project would require a much larger financial investment.

After discussion, it was determined that E. Richardson St. would be listed on the application.

11. Discussion to Provide Clarity on the Personnel to be Supervised by the City Manager

The City Charter states that the City Manager shall have the power and it shall be his duty to exercise supervision and control of all departments and all divisions created in this charter. The Code of Ordinances states that the Chief of Police and all other police officers shall be under the control of the City Manager.

Mayor Eady asked if it is more a matter of the City Council from a policy perspective to recognize that the Police Chief and all police officers report to the City Manager or does the City Council wish to amend its charter to remove any ambiguity.

George Holt stated that the Charter supersedes the handbook and ordinances. He also stated that the Charter does not say that the police officers are supervised by the City Manager. The City Manager's job description states that the City Manager has the power to appoint and employ all employees required by the City with the exception of those employees appointed by the Charter. The Charter specifies that the City Council will appoint the Police Chief at the first meeting of the year. It also states that appointed employees are not considered employees of the City, and the Mayor is the only one who has the authority to suspend or remove an appointed official. He believes there are conflicting provisions within the Charter, and it needs to be amended.

Bill Andrew stated he believes the Charter is referring to the judges and attorney not being employees. He believes the Police Chief is an employee. Mr. Holt asked how the Police Chief can be supervised by the City Manager if he gets all his orders from the Mayor and City Council. Mr. Andrew stated he does not believe the Police Chief gets all his order from the Mayor and City Council. He believes David Strickland needs to review these issues.

Mayor Eady stated that the appointment of the Police Chief by the Mayor and City Council does not preclude the City Manager's authority of oversight of the Police Department. Mr. Andrew added that the Police Department has a set of SOPs, but they are superseded by the Employee Handbook policies, which are administered by the City Manager.

Mr. Holt pointed out that the employees of the City Clerk are under the City Manager, but the City Clerk reports to the Mayor and City Council.

Mayor Eady stated that the legal points raised need to be clarified, but this is also an opportunity to clarify the ordinances as well.

Mr. Andrew asked if a Zoom meeting with Ms. Brooks, Mr. Strickland and Mr. Holt may be appropriate. Mayor Eady asked Mr. Andrew to set the meeting up.

12. Other Business

Bill Andrew stated that the new police chief is ready to start with Oxford. A vote will be taken at the January regular session to approve the appointment.

13. Work Session Meeting Review

14. Executive Session

The City Council went into Executive Session at 9:18 p.m. to discuss personnel matters. The City Council ended Executive Session and returned to open session at 9:25 p.m.

15. Adjourn

The meeting was adjourned by Mayor Eady at 9:26 p.m.

Respectfully Submitted,

Marcia Brooks
City Clerk/Treasurer



**DRAFT MINUTES OF THE OXFORD MAYOR AND COUNCIL MEETING
ORGANIZATIONAL MEETING AND REGULAR SESSION
MONDAY, JANUARY 3, 2022 – 7:00 PM
Via Teleconference
DRAFT**

ELECTED OFFICIALS PRESENT:

David Eady – Mayor
George Holt – Councilmember
Jeff Wearing – Councilmember
Laura McCanless – Councilmember
Avis Williams – Councilmember
Jim Windham – Councilmember

APPOINTED/STAFF PRESENT:

Bill Andrew – City Manager
Marcia Brooks – City Clerk/Treasurer
C. David Strickland – City Attorney
Cheryl Freeman – Municipal Solicitor

ELECTED OFFICIALS ABSENT:

Lynn Bohanan – Councilmember

OTHERS PRESENT: Mike Ready, Mark Anglin, Laura Gafnea (Oxford College), Mary Glenn Landt, Art Vinson, Kevin Wilhite (Oxford Baptist Church)

1. The meeting was called to order by the Hon. David Eady, Mayor.
2. Invocation – Rev. Kevin Wilhite, Oxford Baptist Church

Organizational Meeting

Marcia Brooks, City Clerk, administered the Oath of Office to C. David Strickland, City Attorney.

C. David Strickland administered the Oath of Office to Mayor David S. Eady and Councilmembers George Holt, Jeff Wearing, Laura McCanless, Jim Windham, and Mike Ready.

C. David Strickland administered the Oath of Office to Cheryl Freeman, Municipal Court Solicitor, and Marcia Brooks, City Clerk/Treasurer.

Jeff Wearing made a motion to approve the appointment of Mark Anglin as Chief of Police. Laura McCanless seconded the motion. The motion was approved unanimously (6/0).

C. David Strickland administered the Oath of Office to Mark Anglin, Chief of Police.

3. Pledge of Allegiance

4. **Jim Windham made a motion to amend the agenda for the January 3, 2022 Mayor and Council Regular Meeting to add an item for appointment of a new member to the Planning Commission. Jeff Wearing seconded the motion. The motion was approved unanimously (6/0).** (Attachment A)

Laura McCanless made a motion to approve the amended Consent Agenda. Mike Ready seconded the motion. The motion was approved unanimously (6/0).

Laura McCanless made a motion to nominate Mary Glenn Landt to the Oxford Planning Commission. George Holt seconded the motion. The motion was approved unanimously (6/0).
5. **Laura McCanless made a motion to accept the Consent Agenda. Mike Ready seconded the motion. The motion was approved unanimously (6/0).** (Attachment B)
6. Mayor's Announcements
None
7. **Mayor Pro-Tem for 2022**
Gorge Holt made a motion to nominate Mike Ready as Mayor Pro Tem for 2022. Jeff Wearing seconded the motion. The motion was approved unanimously (6/0).
8. **Citizen Concerns**
None.
9. **Consider a Final Plat for the Minor Subdivision of 202 Fletcher Street** (Attachment C)
Lynn Bohanan has requested approval for a minor subdivision of 202 Fletcher Street. The Oxford Planning Commission recommends approval of the request.

Mike Ready stated that when the issue came up in the Planning Commission meeting, he recused himself because he knew he would be voting in tonight's meeting.

George Holt made a motion to approve the final plat for the minor subdivision of 202 Fletcher Street. Mike Ready seconded the motion. The motion was approved unanimously (6/0).
10. **Contract with Carter & Sloope Consulting Engineers for the CDBG Water Line Replacement Project** (Attachment D)
Carter & Sloope assisted the City of Oxford with the application for this project. The present contract is for performance of all engineering responsibilities associated with completion of the project. Staff recommends approval of the contract.

Mike Ready made a motion to approve the contract with Carter & Sloope Engineers for the CDBG Water Line Replacement Project. Jeff Wearing seconded the motion. The motion was approved unanimously (6/0).
11. **GDOT Local Maintenance Improvement Grant (LMIG) Application** (Attachment E)
The City of Oxford recently signed an agreement for completion of a paving analysis. Staff recommends setting aside this year's LMIG grant to combine it with next year's grant to perform

roadwork based on the priorities identified in the paving analysis. East Richardson Street will be listed as the next work to be performed on the application. The road(s) actually paved may change depending on the results of the paving analysis.

Laura McCanless made a motion to approve the LMIG application. Mike Ready seconded the motion. The motion was approved unanimously (6/0).

12. **Invoices** (Attachment F)

Mary Glenn Landt asked what property was purchased by the City. Mayor Eady stated it is the property behind Palmer Stone Elementary.

George Holt asked if Rayford Tree Care is who the City is using for pruning trees near electric lines now. Bill Andrew stated this was work performed during the Christmas break on the campus of Oxford College at the request of Beryl Budd. There had been some damage to vehicles necessitating this work. Mr. Budd obtained two bids and wanted an arborist available to ensure the trees were not damaged.

Mr. Holt asked what was done with the old rifles when new ones were purchased for the Police Department. Mr. Andrew stated that they were sold to a local purchaser by Chief Harvey. Mr. Holt asked if bids were received. Mr. Andrew stated he does not think bids can be obtained for firearms.

Mr. Windham requested that the sign for the Farmers Market be used as a jumping off point for coming up with a sign identity for the City of Oxford. He would like this topic added to the January Work Session agenda.

13. **Executive Session**

Jim Windham made a motion to enter Executive Session at 7:27 p.m. to discuss personnel and real estate matters. Jeff Wearing seconded the motion. The motion was approved unanimously (6/0).

14. **Adjourn**

Jim Windham made a motion to adjourn at 8:06 p.m. Laura McCanless seconded the motion. The motion was approved unanimously (6/0).

Respectfully Submitted,

Marcia Brooks
City Clerk/Treasurer



**DRAFT MINUTES OF THE OXFORD MAYOR AND COUNCIL MEETING
WORK SESSION
MONDAY, JANUARY 17, 2022 – 6:30 PM
VIA TELECONFERENCE
DRAFT**

ELECTED OFFICIALS PRESENT:

David Eady – Mayor
George Holt – Councilmember
Lynn Bohanan – Councilmember
Laura McCanless – Councilmember
Mike Ready – Councilmember
Jim Windham – Councilmember
Jeff Wearing – Councilmember

STAFF PRESENT:

Marcia Brooks – City Clerk/Treasurer
Stacey Mullen – Deputy City Clerk
Bill Andrew – City Manager
Mark Anglin – Police Chief
Jody Reid – Utilities/Maintenance
Supervisor

OTHERS PRESENT: Cheryl Ready, Art Vinson, Anderson Wright, Alexa Devetter, Laura Gafnea (Oxford College)

Agenda (Attachment A)

1. Mayor's Announcements

Mayor Eady welcomed Mark Anglin, who began his duties as Chief of Police on January 10, 2022.

2. Committee Reports

- a. Trees, Parks, and Recreation Board – Cheryl Ready reported that trees for the Emory Street Restoration Project have been ordered. They should be picked up next week, so planting will start soon. The board needs to have a few more discussions about bids for invasive species before finalizing their recommendation. Arbor Day will be recognized at the next City Council Meeting. The Tree City USA program of the Arbor Day Foundation has authorized cities not to have full-blown Arbor Day celebrations due to the COVID-19 pandemic.
- b. Planning Commission – The Planning Commission did not meet in January. Mayor Eady noted that there has been increased interest in undeveloped properties in the City. As a result of this interest, it is likely that the Planning Commission will see an increase in requests for rezoning of these properties.

- c. Downtown Development Authority (DDA) – Mike Ready reported that the Authority did not meet in December. They will have several RFP submissions to review at their meeting next week.

Mayor Eady stated that Jim Windham and Jeff Wearing were appointed in December to attend DDA meetings as liaisons from the City Council along with Laura McCanless to have a continuing free flow of dialogue between the City Council and DDA. They will be attending the meeting on January 25, 2022.

- d. Sustainability Committee – Laura McCanless reported that she and Melissa Hage had a successful meeting with the Northeast Georgia Regional Commission (NEGRC), Bill Andrew and Mayor Eady to identify projects to work on other than the DNR GOSP Grant. In a month or so they will be working on the complete streets and trails plan with the Trees, Parks and Recreation Board.

Mayor Eady shared that the Georgia Department of Transportation (GDOT) will check to see if a safety audit has been completed on Emory Street. If not, the City of Oxford can initiate one to determine a baseline for improvements needed. GDOT advised that there has been no guidance yet on the infrastructure funding, but the money may come directly from the federal government. GDOT recommended that the City of Oxford work closely with the Cities of Covington and Porterdale so that there is a unified voice regarding the future of State Highway 81. They did not indicate a lot of promise for using the cattle tunnel as a throughway for a path. It would be very expensive because another hole would have to be bored under the interstate, as the present one is not sufficient.

Jim Windham thanked Mayor Eady for pursuing this option to its engineering conclusion.

Ms. McCanless asked Mayor Eady if he showed the cracks in the revetment to GDOT. He advised that he did, and they did not think they were structural cracks. However, they did indicate that the bridge will probably need to be replaced within five-ten years.

Mr. Windham commented that Oxford College should be included in discussions about the bridge. They may have some clout that the City does not have, and they also should have a vested interest since they only allow a certain number of vehicles on campus. Mr. Windham also commented that replacement of the bridge should include discussions about the realignment of the Geiger Street/Emory Street intersection.

Mayor Eady stated that they also discussed whether to pursue a pedestrian bridge separately, or to include it in the replacement of the bridge. The Geiger Street/Emory Street intersection as well as the North Street/Emory Street intersection might also be included with the project to replace the bridge. GDOT recommended that the cities and the county work on a unified request that

includes everything that is wanted. They are open to the ideas if the funding can be obtained.

Jim Windham stated that pedestrians, bicyclists, and others who use pedestrian paths usually want to be separated from vehicle traffic, and he does not think the pedestrian bridge should have to wait for the replacement of the I-20 bridge. Mayor Eady acknowledged Mr. Windham's points as valid. He would like to see if the infrastructure funding can be leveraged to take on the whole project sooner than five to ten years out. GDOT stated that the bridge will probably have to be raised when it is replaced.

Mayor Eady also stated that they discussed the rerouting of State Highway 81 looping around Oxford and Covington. GDOT indicated that there is a section between State Highway 36 and Flat Shoals Road that is county-owned. It will have to be evaluated to determine if it meets State Highway standards, and if not, it will have to be brought up to those standards before it can be designated as a state route. The cities of Oxford, Covington, and Porterdale would have to be in agreement on this approach.

- e. Committee on Race – Avis Williams, who chaired this committee is no longer on City Council. Mayor Eady would like to reconstitute this committee and change it to a Diversity, Equity, and Inclusion Committee. He would like for this committee to focus on some broader issues like the committee at Emory University is looking at. Examples include more accurate signage for landmarks and memorials and ways to acknowledge the role of enslaved persons in the history of Oxford. He requested names of potential people to lead this committee.

3. **Discussion on Next Steps for City Signage** (Attachment B)

The City Council has shown recent interest in developing a sign and wayfinding plan for the City of Oxford. The sign recently installed for the Oxford Farmers Market has been well-received and kick-started these discussions. Bill Andrew provided a handout to help facilitate the conversation. He advised he had contacted the vendor for the farmer's market sign. They asked what size a new sign near City Hall would need to be, which he did not know the answer to. It may be worthwhile to engage with a company to help the City come up with a plan. He has identified two such companies in the Atlanta area.

Mayor Eady stated that parking for the farmer's market and for court is a challenge. The standardized signs that many cities use to designate public parking may be helpful. Another example is there is no sign in front of Old Church. Mr. Andrew added that there is no sign for Asbury Street Park. There is also no address for the park on GPS applications.

Jim Windham stated that "Street" could be dropped from the Asbury Street Park designation. The round farmers market sign is a round sign that would go a long way toward the City of Oxford distinguishing itself from Oxford College. A similar sign could be used for Old Church and for the Park, and street signs could be smaller versions of

it. He does not feel that it's necessary to engage with a company to come up with a plan.

Jeff Wearing stated that before a sign plan is developed, a listing of where signs are needed should be developed. He will be glad to assist with this effort. Mr. Wearing advised a listing was compiled at one time and it used to be on the City's website.

George Holt stated that a wayfinding map was already developed with Kay Lee about five years ago.

Mayor Eady asked those who were on the City Council then to see if they can find any of the documentation.

Mr. Windham asked that the DDA look at the signs at the corner of West Clark Street and Emory Street as it is becoming an area of sign pollution. It is visually unappealing and confusing.

4. Livable Cities Initiative with the Atlanta Regional Commission (Attachment C)

Jared Lombard with the Atlanta Regional Commission spoke to the Council at the retreat in October 2021 about applying for a grant through the Livable Cities Initiative (LCI). The LCI application is due on February 28, 2022. The cost of the study is estimated to be around \$185,000. At least 20% of this cost (\$37,000) would need to be matched by the City.

Mike Ready stated that at the retreat, all City Council members were in favor of it and were just waiting to find out the cost. He thinks the City should move forward on it.

The proposal will be prepared by Mr. Andrew and voted on at the February Regular Session or at a called meeting during the February Work Session.

5. Next Steps for the Yarbrough House

During the retreat in October 2021, there was discussion regarding requesting proposals to move or dismantle Yarbrough House. Since that time, at least one Council member has expressed reservations about getting rid of Yarbrough House and would like to see if there is any interest in rehabilitating the building for a commercial or community purpose.

One option is the proposal from Melvin Baker's committee to make minor repairs to the building and lease it to the Oxford Historical Society. It could also be a meeting facility. Another option is to put out a request for proposals to have a business there with a lease arrangement.

Laura McCanless appreciated that this item was placed back on the agenda, and she does not feel that the City has seriously pursued marketing the building's potential as a commercial site. She recommends working with the Chamber of Commerce to

determine if there is any interest from anyone looking for a place to open a business in the area.

Mike Ready commented that the City has discussed the options several times, and he agrees that the site has not been adequately marketed. His thought is there should be an attempt to find out if there is any interest, and if there is none, the City should move forward with removal of the structure from the property.

Lynn Bohanan stated if there was a commercial commitment from someone, it would make her more inclined to support a larger investment in rehabilitation of the structure. She supports putting out a request for proposals to gauge interest.

Art Vinson asked if the Oxford Historical Society is interested in using the facility. Mayor Eady stated they are interested in having a place where people can come to learn about the history of Oxford. Ms. McCanless stated she would support this type of use of the structure. She feels the old houses and buildings are part of the identity of Oxford.

James Windham pointed out that the historical significance of the structure is not what it once was thought to be, and old for the sake of old is no better than new for the sake of new. The only architecturally significant feature of the structure is possible the floor-to-ceiling windows. Previously the City Council had allotted a large amount of money to work on the structure before they knew the structure did not have the historical significance once thought. A large amount has already been spent on it, and he does not agree with throwing good money after bad.

Mr. Vinson asked if there is a vision, or problem statement, or goal of the town for Yarbrough House. Mayor Eady stated that ideas have been shared but there is not a grand vision on paper for the property. The fundamental question being discussed is whether the City wants to use it as a public facility or a commercial facility. He has heard someone mention that a survey was done but he does not have any information about that survey.

Jeff Wearing, George Holt, and Jim Windham, all feel it will cost several hundred thousand dollars to repair it, and they do not feel that it is worth it.

Marcia Brooks advised she has begun working on a request for proposals, and also has a couple of contacts at the Chamber of Commerce she can reach out to.

6. **Cemetery Association Agreement and Landscape Maintenance** (Attachment D)

A discussion is needed regarding the renewal of the agreement with the Oxford Historical Cemetery Foundation and a decision as to whether the City of Oxford or the Foundation will be responsible for landscape maintenance going forward.

Anderson Wright and Alexa Devetter from the Foundation were in attendance. Mr. Wright reported that the Foundation is in the process of getting a new contractor for landscape maintenance due to the complaints received regarding maintenance by the

previous contractor. The previous contractor's agreement expired this month. They received three bids for annual maintenance from Roger Ross, Naturescapes Landscape Services, and Great Estates Landscaping. Roger Ross is the low bidder. He has already been doing the maintenance in January, and the improvement is noticeable. The Foundation would like to renew the five-year agreement with the Council and would also like to award the contract for maintenance to Roger Ross.

Mayor Eady stated that there had been some discussions by the City Council regarding whether renewing the agreement with the Foundation was desired or necessary, in part because of frustration with previous grounds maintenance and repeated communication about it without any resolution. There was some belief that there may be more direct accountability if the grounds maintenance was handled directly by the City. All other aspects of management of the Cemetery, such as marking of graves, selling burial rights, and opening graves for burial are already handled by the City. If the City took over grounds maintenance, the question would be what role the Foundation would play – would they still retain ownership of the contributed funds and proceeds from sales of burial rights and contribute each year to the maintenance cost, or would they dissolve their 501(c)(3) and turn all their funds over to the City?

Laura McCanless observed that based on the most recent agreement, it appears that the Foundation is the caretaker of the cemetery's legacy and history as well as grounds maintenance. She wanted to know who would take care of that aspect if the agreement were not renewed. She also asked if the agreement is still necessary if the City contracts directly for grounds maintenance.

Mr. Wright stated that he would like to have an opportunity with the new contractor for the Foundation to continue managing the grounds maintenance at the cemetery. He believes Roger Ross can be relied upon to perform the maintenance duties correctly. He and Rev. Johnson recently completed mapping of the graves where there are no markers. They have a map at the wellhouse where families can look up specific plots to easily locate them. They also get questions such as permissibility of seats or other items within plots.

George Holt stated that the reimbursement to the Foundation started during an economic recession. Prior to that, the Foundation was making enough money to fund the maintenance costs, but since the recession, the City Council has been supplementing their maintenance costs each year. He also stated that the City would have to hire one or two more staff members to perform the work.

Mayor Eady stated that the question was who would hold the contract. The City cannot take on the maintenance of the cemetery by employees. He commented that he believes Mr. Ross will do a great job, and he lives in Oxford. He also mentioned that he believes the City paid for the ground-penetrating radar to map the graves and the data is stored in a computer at City Hall to be converted to GIS at some point so that it could be accessed by the public online.

Mr. Wright agreed that the City paid for the mapping project, but the Foundation came up with the numbering system to be used to designate the plots.

Jeff Wearing stated he would like to continue the arrangement with the Foundation because he feels that management of the grounds maintenance contractor by the City would put too much of a burden on Public Works staff.

Jim Windham suggested renewing the agreement with the Foundation for one year and reevaluating the grounds maintenance contractor's performance at the end of the one-year term.

Mr. Wright asked if the Council members who have been working with the Foundation could continue to do so. This would give the Council some participation in oversight of the grounds maintenance.

Alexa Devetter stated that she understands Mayor Eady's perspective. She knows there was a long-term relationship with the previous vendor. That vendor did an excellent job for a number of years, but their performance started falling off. She expressed sympathy for the staff who have been fielding the complaints as well as for Mr. Wright who has been hearing the complaints. She believes Mr. Ross will do an excellent job and feels like they are back on track. She concurs with a one-year agreement if that works for everyone else.

Mike Ready suggested adding a 30-day termination clause to the contract with Mr. Ross. He feels a one-year contract is in the best interest of both parties.

Mr. Wright stated they do have that clause in the contract. He clarified that even though Mr. Ross provided the lowest bid, that is not the only reason they selected him. He also has relatives buried in the cemetery, so he has a vested interest in maintaining it adequately.

Ms. McCanless stated that she liked that the Council is "shopping locally."

A vote will be taken at the February regular session to authorize Mayor Eady to sign a new one-year agreement with the Foundation. The Foundation can move forward with the contract with Mr. Ross.

7. Increase in Compensation for City Staff to be Considered (Attachment E)

A proposal by Mayor Eady to raise the City's minimum salary to \$31,200/year or \$15.00/hour and to raise all other salaries by the same proportional amount of 14.1% has been presented to the City Council for consideration. The goal with this proposal is to give employees of the City of Oxford a livable wage. Since the last work session, Mayor Eady has provided additional data and supporting documentation for the data he provided in the last meeting. His analysis demonstrates that the proposed increase brings all the positions up to the range of the comparable positions at other cities and counties within the area. Marcia Brooks also provided a spreadsheet showing the fully

burdened cost of labor if all employees were to take advantage of health and life insurance offerings at the baseline and adjusted salary amounts. Also provided was an analysis of the projected costs for the remainder of FY 2022 at the baseline amount and adjusted salary amounts.

George Holt stated that he is not against giving employees raises. Last year he worked with Matt Pepper to analyze whether it was possible to have the City's pay start at \$15 per hour. Mr. Pepper was unable to find a way to do this without it having too much of a ripple effect. They came up with some job description changes and increased the lowest-paid employees to over \$13 per hour. He mentioned at that time that the appointed positions also needed to be reviewed for increases.

The City went through the same compensation and classification study with the University of Georgia (UGA) in 2006 that a contract has been signed for this year. He has conducted his own research using the materials Mayor Eady sent out. They interviewed employees and they reviewed and evaluated job descriptions. They concluded that the system used to classify the jobs in the City of Oxford was an adaptive version of the evaluation system which was developed by the Civil Service Commission, which is now the Office of Personnel Management of the federal government, which is considered to be the state-of-the-art system in personnel administration. He is very familiar with this system due to his background with the federal government.

UGA made a chart for the City of Oxford and classified the employees. Some wage adjustments were made at that time because some employees were not being paid at the level they were placed on the chart. UGA advised that in order to keep the schedule up to date, the City needs to consider an annual cost-of-living adjustment to the chart.

Mr. Holt stated that the current chart is not 14% off. Every year the City has looked at the cost of living and made adjustments to the chart. He has reviewed the amounts the positions at paygrades 10, 11, 12, 13, 14, 15 and 23 were paid beginning in 2007. In 2007, paygrade 11 was \$22,000. In 2021, the same position was \$27,443. On the GS scale for federal government, someone who was paid \$22,000 in 2007 is now being paid \$27,184 at the same level. He reviewed each paygrade and found that the City of Oxford pay chart has increased more than the federal pay chart over the last fourteen years. He reiterated that the City of Oxford pay chart is not 14% off. He also stated that he reviewed the materials sent out by Mayor Eady, and the City of Oxford is not off compared to any City that is comparable to the City of Oxford.

In 2006, UGA advised that police officers should be on paygrade 14, which was \$25,513. At that time, James Windham raised the question of increasing police officer pay. A survey was conducted of the cities of Covington, Conyers, and other nearby jurisdictions. Based on this survey, police officers were moved to paygrade 17 with starting pay of \$29,587. Now police officers are being paid \$40,591.

In conclusion he stated that if Mayor Eady wishes to increase the pay chart by 14.1% that's fine, but not to provide documentation claiming that it supports the proposal, because the information provided does not support it. The City of Oxford has increased its salaries 24% since 2007, and the federal government has increased its salaries 19% since 2007.

Mayor Eady stated that he provided comparables, source data for the comparables, and a spreadsheet that could be used to create an alternative spreadsheet so that the Councilmembers could see where each position falls relative to those various items.

Mr. Holt stated that when one compares cities that are comparable to the City of Oxford across the board, Oxford is not that far off. He does not see why it is necessary to pay UGA to conduct the study again. It is not possible that they are going to recommend increasing the chart by 14%.

Art Vinson asked if there is a caveat at the end of 2022 based on findings from UGA. Mayor Eady stated that is what Mr. Holt is referring to. Part of that study is to benchmark the City's positions against the market without telling the City what each position should be paid.

Mr. Holt contended that UGA will tell the City in the study how each employee should be classified on the chart, which will determine how much they will be paid. Mayor Eady agreed.

Mr. Vinson asked if any change made now would be subject to being altered at the end of the year. Mayor Eady stated that the City does not know how the study will impact the proposed changes. This discussion started with the fact that the City of Oxford is not paying its lowest-paid employees a livable wage. Raising the lowest paid employee to \$15 per hour raises their hourly wage by 14.1%. From there, the issue becomes one of parity for other employees, hence the proposal to make an adjustment across the board of 14.1%. The documents distributed show what the impact of that would be. In his opinion, the proposed salaries fall within the range for all employees at the City of Oxford when looking at the comparables.

James Windham stated that the incumbents in the appointed positions have advantages over the lowest paid employees, have negotiating skills, and have their ears to the ground. Discussions of parity do not equate across the board to include these positions with those paid under \$30,000. He can support raising the wages of those making under \$30,000 but cannot support raising them across the board for those already making a lot more. However, he does understand that a few higher-paid positions may need to be looked at.

Mr. Holt stated that he was not even considering the appointed positions because the previous UGA study stated they were not included, and the City's charter states they are not employees for the purpose of this discussion. This would include the City Clerk,

City Manager, and Police Chief. Mr. Windham stated he was referring to the spreadsheet sent out showing the impact of the increases.

Mayor Eady agreed that those positions are not on the chart and are exempt employees. Mr. Holt stated that whenever the chart has been increased, the City Council has always looked separately at increases for the appointed positions. Mr. Eady stated that he is recommending increases for the appointed positions, but if the City Council wants to focus on the pay of the employees on the chart and look at the appointed positions separately, that is fine with him. He does stand by the numbers that suggest that the City of Oxford is not paying its people aligned with the market.

Mr. Holt stated that if one looks at the numbers hard enough, he does not see how it works out to what Mayor Eady is saying. Mr. Windham agreed. He stated that someone making \$85,000 a year is making a living wage. He added that 14% of \$85,000 is a lot more than 14% of \$27,000. Mr. Holt added that when the minimum wage increases, the manager wages do not increase. Only a few people making below or just a little above minimum wage have their wages increased. He agrees that there is some rippling effect, but not 14.1% across the board.

Mayor Eady asked Mr. Holt what he proposes. Mr. Holt stated that it cannot be determined in two work sessions. He has been working on his analysis for four days. UGA used the federal pay scale as their model for developing the City of Oxford pay scale and assigned employees to where they should be on that scale in 2006.

Mayor Eady stated that the University System of Georgia itself is conducting a compensation study and looking at changing their pay scale based on changes in the market. Many organizations are looking at changes to their compensation structure. The UGA study for the City of Oxford was conducted seventeen years ago.

Mr. Holt stated that normally an organization should look at the cost-of-living index annually to make adjustments to their scale. This was UGA's recommendation when they conducted the study in 2006. The City of Oxford has done this.

Mayor Eady stated that there are CPI-adjusted increases and there are merit increases. People don't typically just ride out the annual steps in their pay scale. They jump in the pay scale to stay on pace with their qualifications.

Mr. Holt stated that the salary information for the cities used as comparables comes from each city's pay chart. Adjustments are made to that chart based on the cost of living. Mayor Eady concurred and stated that he provided information from cities not only that are comparable in population levels, but also cities that are in the same market area. He calculated averages based on population levels and averages based on market area.

Mr. Holt stated that when he takes the information provided by Mayor Eady, some of which is different than at the last meeting, he still does not come up with a 14.1% difference.

Mr. Windham proposed that those making less than \$30,000 per year or \$15 per hour should get an increase up to \$15 per hour at this time. Since the new UGA study will be available in December, he proposes that they wait until the outcome of the study to determine how much those in other positions should get. If all positions are increased now, then the UGA study says a position's pay is too high, there is no way to get it back. Getting people up to a living wage is how this conversation started.

Ms. McCanless agreed with Mr. Windham because a chunk is being invested in the UGA study, and it is supposed to be quite comprehensive and definitive. It would be nice to use the study to make data-driven decisions.

Bill Andrew asked what the use of the pay chart is. The steps should be 2.5% but they are only 1.25% and they are being done every other year instead of every year. He does not understand why Mr. Holt says that the City is not 14% off – it is at least 16% off. He also stated he advised Mayor Eady earlier today that he wants his name taken out of consideration so that he does not become a lightning rod for this situation. He also said that if only those under \$15 per hour receive raises, the effect will be that they are pitted against people who have been with the City longer, and they may leapfrog those people in some instances, which is not fair to the longer-term employees.

Mr. Holt stated that was exactly what he and Matt encountered when they tried to get employees to \$15 an hour last year. They made some adjustments on a couple of levels above the lowest level because of that ripple effect. He stated that an employee does not have to move up the chart every year.

Mr. Andrew stated that UGA's intention was that employees move up each year. Mr. Holt stated that was not mentioned anywhere in the UGA study from 2006. He also mentioned that a few years ago it came to the City Council's attention that employees were not moving across the chart, so a move across every other year was started. Mr. Andrew stated he has worked with UGA with these charts in the past and they will tell us an employee should move across the chart each year if they are asked.

Marcia Brooks stated there are two different kinds of increases. Moving across the chart is an increase based on performance. Cost of living increases result in a change to the entire chart. Mr. Holt stated moving across the chart is not for employees that do not come to work half the time. He reiterated his comment from earlier that this discussion is only for employees who are on the chart, not for appointed employees.

Marcia Brooks stated that she has concerns with stopping at \$30,000 because she has one person in her office who would not get a raise under this plan and is afraid it could cause some animosity between employees.

Mr. Holt stated that it is impossible to stop at \$30,000, and much more time is needed to research the issue.

Mayor Eady stated that this matter was first brought before the City Council one month ago, and data was provided a couple of weeks ago. He is not trying to rush a decision, but he is sensitive to the fact that the City is trying to rebuild its Police Department. There is currently one officer plus the Chief. If the City is not paying its officers competitive wages, Chief Anglin will be challenged to find qualified officers. The City is losing people because it is not paying a livable or competitive wage. He is not as interested in looking at the GS schedule or the state schedule as he is looking at the schedules of the City's competitors. He believes something must be done in the shorter term.

Ms. McCanless stated that she agrees with Mayor Eady's approach of looking at market forces that don't necessarily follow a chart. It is obviously a complex situation.

Jeff Wearing stated that there is a crunch for labor everywhere. The rate of inflation has everyone concerned and worried. The trends are not going to stop for a long time and the City has to do something. He stated he is in agreement with George looking at the charts. However, he contended that the charts need to be thrown out the window. The rate of inflation and labor force are at unprecedented levels. He agrees with Mayor Eady's position. The City has to attract qualified police officers and has to give its employees a living wage so they are not struggling daily. The economic situation is a disaster. He believes something needs to be done fairly quick. He contends that a 14.1% increase is not going to kill the City.

Mike Ready stated that a 6% cost of living adjustment was just made for Social Security. Increases before this were never over about 2%. So there is already a big jump that the federal government has had to accept. The City has lost people year after year over the last five years over \$1 or \$2 per hour to another city. Now, COVID-19 has thrown any chart for all companies out the window. When a raise is given to non-exempt employees, it has to be given to all employees for it to flow correctly. He strongly disagrees with capping the raise at \$30,000. If the lowest paid employee is raised to \$15, which is 14.1%, then all non-exempt employees should receive that same proportional increase. This needs to happen sooner rather than later, and the exempt employees can be reviewed after the new study by UGA is completed.

Lynn Bohanan asked for clarification on exempt employees – are they the appointed positions and are they the ones Mr. Ready is suggesting waiting on until December for increases? Mayor Eady advised that is correct. Ms. Bohanan advised that Mr. Ready's comments most closely align with her thoughts. She agrees with considering the appointed positions for raises separately.

Mr. Holt advised that the appointed positions can be considered anytime for increases – they do not have to wait until December.

Mayor Eady asked if there is consensus on increasing all non-exempt employee wages by 14.1%.

Mr. Holt stated that the lowest paid position and a few above it are different from what they were last year. The lowest paid position was on paygrade 10 last year but is now at 11. Ms. Brooks stated those changes were part of Mr. Pepper's realignment of positions that were effective for FY 2022. Three levels were adjusted up in her office, but Stacey Mullen's pay grade did not change. Also, a couple of positions changed in this way in Public Works.

Mr. Holt commented that there is already \$30,000 difference between the beginning salaries for the lowest paid person's paygrade and the highest paid person's paygrade. He reiterated that just because the lowest paid person is getting a raise to get them up to a living wage does not mean the highest paid person should also get a raise. However, he does recommend consideration of a raise for the City Clerk.

Mr. Windham commented that Stacey Mullen has been short-changed in the past when she received a 2.5% increase rather than being paid for the work she was doing. He wanted the appointed employees to know that he is not criticizing them and feels they have been and will do a great job. He just feels it is not the same issue with them.

Mark Anglin stated that he is fine with not including the appointed employees or considering them separately for an increase. He feels that everything the City Council has talked about tonight is important, and he is focused on attracting highly qualified police officers and believes including them in the pay increase is a good incentive to get officers to come to Oxford rather than to work for other law enforcement agencies. He has not taken offense to anything said.

Mr. Holt stated that the City needs to make sure that it pays so that it can get highly qualified, decent police officers.

Ms. Bohanan asked if it would be possible to revisit individuals after a 14.1% increase for the full pay chart is approved. She is asking specifically in relation to Ms. Mullen's position. Mayor Eady stated that UGA will be looking at each position and will be asking employees what they actually do. They will be providing recommendations for how specific positions should be classified, and their study may result in some changes. That being said, individual positions can always be reviewed by the City Council. She reiterated that she is in favor of the 14.1% increase for non-exempt employees and would like to come back and look at some positions individually.

Ms. McCanless stated she will support a 14.1% increase for all non-exempt employees and reassessment of the appointed positions when the UGA study is completed.

Mayor Eady asked if there is a consensus vote if the issue is placed on the agenda for the February regular session, or if further discussion is needed. There was no

comment. Mayor Eady stated the appointed positions can be considered separately, as well as looking at any other positions the Council wants to review.

Mr. Holt stated that the City Council should look at the appointed positions prior to the results of the study, since they are not included in it anyway.

Marcia Brooks expressed her support for the proposal of increasing the non-exempt employees' wages by 14.1% and has no issues with considering the appointed positions separately.

Ms. Bohanan reiterated her support for this proposal. She commented that the City has a good team, and it would be a shame to lose someone because the City is not willing to help them.

Mr. Holt stated that the City Clerk's salary needs to be reviewed by February 1, because if all non-exempt employees receive a 14.1% increase, someone in her office will end up making more than her if she does not receive an increase.

8. Other Business

None.

9. Work Session Meeting Review

- a. Search for wayfinding information compiled by Kay Lee and form a committee to review and provide recommendations
- b. Work on LCI application which will be presented to the City Council before submission
- c. Actively and aggressively seek proposal for use of Yarbrough House that would be the basis for deciding whether to proceed with any activities related to the property
- d. Vote on 1-year agreement with Cemetery Foundation in February regular session
- e. Vote on 14.1% increase for all employees on the pay schedule in February regular session

10. Executive Session

None.

11. Adjourn

The meeting was adjourned by Mayor Eady at 8:59 p.m.

Respectfully Submitted,

Marcia Brooks
City Clerk/Treasurer



Whereas, In 1872, J. Sterling Morton proposed to the Nebraska Board of Agriculture that a special day be set aside for the planting of trees, and

Whereas, the first Arbor Day in Oxford was celebrated by the students of Emory College by planting a tree on February 27, 1891, and

Whereas, Arbor Day is now observed throughout the nation and the world, and

Whereas, trees can reduce the erosion of our precious topsoil by wind and water, cut heating and cooling costs, moderate the temperature, clean the air, produce life-giving oxygen, and provide habitat for wildlife, and

Whereas, trees are a renewable resource giving us paper, wood for our homes, fuel for our fires and countless other wood products, and

Whereas, trees in our city increase property values, enhance the economic vitality of business areas, and beautify our community, and

Whereas, trees, wherever they are planted, are a source of joy and spiritual renewal.

Now, Therefore, I, David S. Eady, Mayor of the City of Oxford, Georgia, do hereby proclaim Monday, February 7, 2022 as

Arbor Day

in the City of Oxford, and I urge all citizens to celebrate Arbor Day and to support efforts to protect our trees and woodlands, and

Further, I urge all citizens to plant trees to gladden the heart and promote the well-being of this and future generations.

Dated this 7th day of February 2022.

BY: _____
David S. Eady, Mayor

PROCLAMATION

WHEREAS, the citizens of Oxford desire to identify and thank those whose service has gone beyond the call of duty in serving Oxford and Newton County, and;

WHEREAS, Timothy K. “TK” Adams has served Oxford and Newton County as an educator, mentor and citizen volunteer, and;

WHEREAS, he served as high school band director at R.L. Cousins Elementary and High School and Cousins Middle School for thirty-six years, and;

WHEREAS, he touched the lives of countless students in the Oxford community who attended the Cousins schools, and;

WHEREAS, he was an encourager for students and parents in the Oxford community, and maintained contact with his students after their education at the Cousins schools was completed; and;

WHEREAS, on January 25, 2022, T.K. Adams passed away at the age of 87, and;

WHEREAS, the City of Oxford and the residents of Oxford are blessed to have known him and been a part of his life, and;

NOW, THEREFORE, I, David S. Eady, Mayor of the City of Oxford, on behalf of the entire City Council, in recognition of T.K. Adams’ many contributions to our City and its citizens, do hereby express our deep appreciation for his dedication to the education of the children of our community and extend to his family our sincere sympathy upon his passing.

Given under my hand and seal of office
this 7th day of February 2022.

David S. Eady, Mayor



2022 APPLICATION GUIDEBOOK



LCI PROGRAM GOALS

- Encourage a diversity of housing, employment, commercial, shopping and recreation land uses at the transit station, local and regional center level accessible by people of all ages, abilities and income levels;
- Enhance access to a range of travel modes including transit, roadways, walking and biking and increase roadway connectivity to provide optimal access to all uses within the study area; and,
- Foster public-private partnerships and sustained community support through an outreach process that promotes the involvement of all stakeholders, including those historically underserved or underrepresented.

PROGRAM OVERVIEW

- **Reimbursable grant program**
- **ARC pays up to 80% of the study amount**
- **Applicant must be a CID or local government**
- **Total grant funds available - \$1.8 Million**



2022-23 LCI SCHEDULE



LCI STUDY TYPES

CATALYTIC

FOCUS ON VISIONS

Study funds may be used to create long term master plans or visioning plans for an LCI area.

TACTICAL

FOCUS ON IMPLEMENTATION

Study funds may be used to prepare detailed studies that foster specific LCI plan implementation for an LCI area that has a completed catalytic plan.

What is a Catalytic LCI Study



CATALYTIC

- **You are looking to develop your community's first LCI Plan or an update to your LCI Plan**
- **You must examine connections between land use and transportation**
- **Develop recommendations for economic development and housing**
- **Identify and/or write new zoning and design guidelines for implementation.**
- **Develop a 100 Day Action Plan, 5 Year Work Program and long-term work program**



CATALYTIC STUDY LOCATIONS

Study Areas need to meet one of the following:



MAIN STREETS & DOWNTOWNS

These areas are the region's traditional Main Street and downtown communities. These are identified on The Atlanta Region's Plan [Unified Growth Policy Map](#).



TRANSIT AREAS

These are areas that have a direct connection to the high-capacity regional transit system. These centers will have a fixed-guideway or bus rapid transit stop existing or planned within ¼-mile of the LCI study area.

2022 CHANGES



TRANSIT CREATIVE PLACEMAKING



We will be incorporating Transit Creative Placemaking into 2022 Studies. Applicants will need a letter of support from the transit agency.

PILOT LCI COMMUNITY VEHICLE CHARGING



In 2022, applications will be accepted for to pilot how to prepare LCI areas for community vehicle charging.

2022 LCI Studies are expected to illustrate how Electric Vehicle Charging can be incorporated throughout the study

PILOT LCI COMMUNITY VEHICLE CHARGING

- LCI Areas will apply within LCI Program and for this pilot are the only areas eligible
- Only LCI eligible applicants can apply
- Project can be incorporated into other studies or be a stand-alone study process
- Projects would identify infrastructure needs, location(s) and other related planning for Community Vehicle Charging



LCI PRIORITY ISSUES



LCI PRIORITY ISSUES

HOW DOES THE STUDY ADVANCE THE FOLLOWING IN THE LCI AREA?

Each application should state how the requested study will address one or more of the following critical issues.

- **AFFORDABLE HOUSING**
- **CREATIVE PLACEMAKING**
- **GREEN INFRASTRUCTURE**
- **SMART CITY TECHNOLOGY**



AFFORDABLE HOUSING

- HOW WILL THE STUDY ADDRESS HOUSING CHALLENGES IDENTIFIED BY THE REGIONAL HOUSING STRATEGY FOR THIS AREA?
- WHAT HOUSING SOLUTIONS WILL BE EXPLORED FURTHER?

CREATIVE PLACEMAKING

- **WHAT TYPE OF INVESTMENTS ARE YOU LOOKING TO MAKE?**
- **HOW WILL THE ARTS COMMUNITY BE INVOLVED IN THE PLANNING PROCESS?**

CLIMATE RESILIENCY

- **HOW WILL THE STUDY INCORPORATE GREEN INFRASTRUCTURE OR OTHER CLIMATE RESILIENCY COMPONENTS INTO TRANSPORTATION PROJECTS?**

SMART CITY TECHNOLOGY

- **WHAT SPECIFIC ISSUES WILL BE ADDRESSED BY TECHNOLOGY?**
- **HOW WILL TECHNOLOGY ENHANCE MOBILITY AND SAFETY IN THE STUDY AREA?**
- **HOW COULD TECHNOLOGY BE INTEGRATED WITH OTHER PROJECTS?**

BRINGING IT ALL TOGETHER

Housing



Creative Placemaking

Proposed streetscape improvements and development along Capitol Avenue.
Artistic illustration of planning recommendations for the Turner Field Stadium Neighborhood Livable Centers Initiative.

PERKINS+WILL

Potential Smart City Technology

Potential Green Infrastructure



EVALUATION CRITERIA

EVALUATION CRITERIA

- **Study Need and Innovation**

- Does the application clearly identify the need of the study along with outcomes? Is the project innovative in its deliverables and approach?

- **LCI Program Goals**

- Does the application and study support the LCI Goals?

- **LCI Priority Issues**

- Does the application explain how the study would impact one or more LCI Priorities Issues?

- **Commitment and Ability to Implement**

- Has this Sponsor demonstrated the commitment, willingness and ability to implement LCI study recommendations, and can complete a study on time. For new LCI studies, has the sponsor shown project discussion and implementation of the goals of LCI.

- **Geographic Diversity**



The background image shows a public event, possibly a community meeting or a fair, with several people gathered around informational displays. The scene is overlaid with a semi-transparent green filter. In the center, a large blue banner contains the text "PROJECT EXAMPLES".

PROJECT EXAMPLES

SPRING ROAD CORRIDOR-SMYRNA LCI



Catalytic LCI Plan

This study examined options to better connect SunTrust Park to the Smyrna LCI, focusing on reimagining Spring Road.

Cost:
\$125,000

Sponsors:
City of Smyrna

Lead Consultant:
Sizemore Group

TURNER FIELD NEIGHBORHOODS LCI STUDY



Catalytic LCI Plan

This study planned the redevelopment of the Turner Field site and surrounding parking lots, making transportation improvements conducive with the new uses at the Turner Field site.

Cost:
\$287,000

Sponsors:
City of Atlanta

Lead Consultant:
Perkins and Will



FREQUENTLY ASKED QUESTIONS

FREQUENTLY ASKED QUESTIONS

Q WILL I STILL BE ABLE TO REQUEST ASSISTANCE FROM ARC'S COMMUNITY DEVELOPMENT GROUP OUTSIDE THE CALL FOR PROJECTS?

A Yes, ARC is still a resource for local governments at all times of the year. The annual call for projects will be the primary way to source technical assistance from the Community Development Group. However, communities should reach out to ARC with questions or ideas anytime. Staff capacity and resources will determine the ability to respond to any specific request.

Q I MAY NOT BE ABLE TO OBTAIN A LETTER OF COMMITMENT FROM MY CHIEF ELECTED OFFICIAL. IS A LETTER STILL REQUIRED?

A A letter of commitment from your chief elected official is a requirement. The letter must also acknowledge a commitment of funding from your local government. If a resolution is required by your local procedures, you may submit the application and submit the resolution once approved but before the award announcement. Please state the meeting on which action will be taken in the application and contact ARC Staff to make us aware of the pending resolution.



FREQUENTLY ASKED QUESTIONS

Q I AM A CID, DO I NEED A LETTER OF SUPPORT FROM THE LOCAL GOVERNMENT?

A Yes, A letter of support from the local government is still required to ensure that your project is not in conflict with any local government actions and will be supported by the local government once completed.

Q IF I WANT TO UPDATE OUR COMMUNITIES LCI PLAN, DO I NEED TO INCLUDE ALL THE FOCUS AREAS IN MY SCOPE OF WORK

A. No, select focus areas that you think will have the greatest impact in your community. In addition, creativity in how you are applying those focus areas is strongly encouraged.



FREQUENTLY ASKED QUESTIONS

Q MY QUALIFIED LOCAL GOVERNMENT STATUS HAS LAPSED, AND WE HAVE NOT COMPLETED OUR NEEDED UPDATE. ARE WE STILL ELIGIBLE FOR FUNDS?

A No, unless you have already submitted your update to ARC to be approved by DCA.

Q. MY LCI AREA DOES NOT HAVE PLANNED TRANSIT NOR IS IT A TOWN CENTER ARE WE STILL ELIGIBLE FOR LCI FUNDS?

A Unfortunately, at this time, no. However, CDAP can provide assistance at the same levels as LCI, or your community can apply for general TIP funds to conduct a transportation study.



FREQUENTLY ASKED QUESTIONS

Q HOW MANY PROJECTS WILL BE SELECTED?

A There is no set number of projects that will be selected. Once all requests have been received, funding resources and grant amounts will determine the final list of projects.

Q WE ALREADY HAVE A CONSULTANT UNDER CONTRACT TO DO PLANNING, CAN WE USE THEM?

A Maybe, depending on the method of procurement and it *may* be possible but prior approval from ARC is needed and in writing from ARC. However ARC, *cannot pay* for any work undertaken before entering into a contract with ARC.

Consultants who prepare applications for selected studies are precluded for bidding on that selected study.



APPLICATION CHECKLIST

- Completed Application
- Letter of Support from host local government if applicable
- Funding Resolution or letter from Chief Elected Official or CID Board Chair/Director
- Letter(s) of Support from local businesses, stakeholder groups, impacted parties, etc.
- If entities other than the applicant are providing matching funds, please include letters of commitment to the matching fund from those funders which includes when those funds will be available





QUESTIONS?

CONTACT

JARED LOMBARD

jlombard@atlantaregional.org

ARC

2022 LCI Call for Ideas

DISCLAIMER: We strongly recommend you reference the guidebook while filling out this application.

1. Prior to starting your application, did you review the application guidebook, and do you have a clear understanding of the LCI Program?
 Yes, I acknowledge that I reviewed the guidebook and fully understand the program as explained.

SECTION I. APPLICANT INFORMATION:

1. **Name of organization**
(eligible applicants include governmental entities, or CIDs)
2. **Name of primary contact person:**
3. **Title:**
4. **Department:**

Address/City/State/Zip:

Telephone:

E-mail:

SECTION II. TYPE OF ASSISTANCE:

5. **Please select the type of assistance you are seeking. You may check multiple boxes if your project requires multiple types of assistance.**
 Catalytic: Promotes the creation of transit-oriented development around and existing or planned ART, BRT, LRT, or HRT station.
 Catalytic: Supports the revitalization of the community's existing or planned downtown district.
 Tactical: Advances the implementation of a priority action identified in a study within the LCI area.

Section III. PROJECT INFORMATION:

Please be brief and specific. Responses are limited to 1,400 characters

6. **Name of project:**
7. **Name of LCI area and last plan adoption date:**
8. **Study Project Cost:**

9. Proposed Local Match (Minimum 20% of Project Cost):

10. Project location/extents:

11. Has this project been identified in a previous LCI Study, Comprehensive Plan or another recently completed study? (please check one) YES NO

12. If YES, please name the study, and reference the section or page that relates to this project:

13. Is the project within an existing LCI area? If yes please include your report of accomplishment of your LCI work program with your application. (please check one) YES NO

14. Provide a brief study goal and description. In your project description, please briefly describe the specific products and deliverables that this study will result in.

15. How does this LCI Study address a need in your community?

16. How does your LCI Study advance or address one or more of the following LCI Priorities. If the application is selected, the answers provided will be incorporated within the LCI Study scope. Not all projects need to advance all the LCI Priorities.

- a. Smart Technology
 - i. What specific issues will be addressed through the use of technology?
 - ii. How will technology improve mobility and safety?
- b. Creative Placemaking
 - i. What types of investments are you looking to make?
 - ii. How will the arts community be involved?
- c. Housing
 - i. How would the study address housing challenges identified by the Regional Housing Strategy for this area?
 - ii. What housing solutions will be explored further?
- d. Climate Resiliency
 - i. How will the study incorporate green infrastructure into transportation projects?
 - ii. How will the study incorporate community electric vehicle charging?
 - iii. How will the study prepare the community for climate resiliency?

17. LCI encourages applicants to engage stakeholders and community groups prior to submitting an application in the formation of a project. List potential stakeholders (e.g., Community Based Organizations (CBOs), businesses and/or institutions, and local officials) identified for this project, and how were they included in the development of the nominated project. How will these individuals or groups continue to be included in this planning process?

18. Who in your community has been historically under-represented in local planning processes? How will these individuals or groups be included in this planning process?

Section IV. COMMITMENT:

- **All applications should include a letter of commitment from the Chief Elected Official, or a Council/Commission Resolution, indicating commitment to the implementation of the project and the matching funds.**
- **Non-governmental organizations applying for assistance shall include a letter of commitment to the implementation of the project and for matching funds (if applicable) from its Executive Director or Board Chairperson, as well as a letter of support from the underlying jurisdiction.**
- **If entities other than the applicant are providing matching funds, please include letters of commitment to the matching fund from those funders.**
- **Other letters of support are encouraged**

How does the study advance the following in the LCI area?

(Just sort of some brainstorming...)

Each application should state how the requested study will address one or more of the following critical issues:

1. Affordable Housing

- a. The City has a fund from in the Electric Utility which could be used to create a revolving loan fund to insulate homes and sponsor the purchase of energy wise electric appliances.
- b. The City could seek to participate in the Community HOME Invest Program (CHIP) for down-payment assistance and homeowner rehab.

2. Creative Placemaking

- a. Oxford has one of the most loved and best used parks in Newton County, Asbury Street Park. We would like to understand how to build on this success with our existing parks and to plan new pocket parks
- b. The City has assembled property and has a DDA poised to serve as the catalyst for a small, attractive downtown commercial area with a combination of open public space and right-sized commercial activities.
- c. Emory University's Oxford College has spent millions of dollars over the past few years in infrastructure and building development. The City would like to learn how we can work together to bring forward the campus as one of the most beautiful places in Newton County.
- d. One of the striking features in the City of Oxford is its division by Emory Street (State Route 81). This division is compounded by a lack of good pedestrian/bicycle connectivity within the City and between Oxford and Covington. We are working to make improvements with a \$1.1 M sidewalk and lighting project on the northern end of SR 81. However, we are wondering what more can be done to make Emory Street a more "complete street."

3. Green Infrastructure

- a. Oxford is deeply invested in the Dried Indian Creek corridor with over 40 acres of land which has been recently purchased and an in-depth health assessment of the watershed and riparian environment. The City is taking the steps necessary to learn what needs to be done to rebuild this environment and open it up for the public to learn from it and enjoy what it has to offer through the development of an low-impact bike/pedestrian trail.
- b. Oxford has an outstanding Tree program where we are documenting our existing canopy, and taking active steps to plant, prune, and care for our trees for today and the future.

4. Smart City Technology

- a. With almost half of Oxford's population being first- and second-year college students, the City wishes to learn how we can better connect our population into a vibrant and active community.

MEMORANDUM OF AGREEMENT

THIS AGREEMENT, entered into this _____ day of _____, 2022, and between the **CITY OF OXFORD**, a municipal corporation chartered by the State of Georgia (hereinafter referred to as “the City”) and the **OXFORD HISTORICAL CEMETERY FOUNDATION, INC.**, a U.S. Internal Revenue Code (501)(C)(3) organization incorporated in the State of Georgia (hereinafter referred to as “the Foundation”).

Therefore, the parties agree as follows:

That Oxford’s City Cemetery, often referred to as Oxford Historical Cemetery (hereinafter “the Cemetery”), was created by the City and is owned by the City along with individuals owning certain lots or burial rights located therein.

That the Foundation’s object and efforts have been and continue to be, “to discover, procure, and preserve whatever may relate to the natural, civic, literary, and ecclesiastical history of the Oxford Cemetery in general and to the maintenance, care and preservation thereof.”

That both parties enter into this agreement for the purpose of the administration of the Cemetery to best serve the citizens of the City, the persons owning plots or burial rights therein, and the beautification preservation of the Cemetery itself.

The parties hereto agree as follows:

1. The term of this Agreement will be for an initial period of one year. At the end of the initial period, the City and Foundation may, by mutual agreement, execute a new instrument extending the terms of this Agreement.
2. That the City has the responsibility to ensure that the Cemetery is adequately maintained; and the City specifically sets forth that it is the City’s intent and purpose to ensure the perpetual care of all plots and property located within the boundaries of the Cemetery.
3. It is the City’s desire to contract with the Foundation for the purpose of providing the maintenance and care of the Cemetery; however, it is understood and is agreed between the parties hereto, that the City shall be responsible for the upkeep of the streets and paved paths throughout the Cemetery and for major improvements. The City shall also be responsible for the removal of trees and bushes fifteen (15) feet tall or taller.

4. That it is the express purpose of this Agreement, by both parties, to provide perpetual care to all plots in the Cemetery.
5. That the Foundation agrees, according to the terms set out hereafter, to direct, manage, maintain, and keep said Cemetery in a good state of upkeep, showing no favoritism toward any one section, location, or portion of said Cemetery, and in doing so, the Foundation agrees to take such action and measures as to maintain the Cemetery as per this Agreement. Actions of the Foundation shall include but are not necessarily limited to: mowing, trimming, and blowing as necessary; removing old flower arrangements; applying fire ant poison; and cutting trees under fifteen (15) feet tall and bushes as needed. At any time, if the City feels that the Cemetery is not being properly maintained, the City shall notify the Foundation in writing of such concerns in accordance with Section 9 of this Agreement.
6. That the City shall be responsible for the sale of burial rights in the Cemetery under the terms and conditions of Chapter 10 of the Municipal Code of the City of Oxford . The City shall maintain accurate records showing the location in the Cemetery of plots for which burial rights are sold, designating the length and width of said plots and the number of grave sites located within each plot. The City will notify the Foundation of such sales and will provide the Foundation with records relating to the sales thereof on an annual basis, or more often at the Foundation's request.
7. That as payment thereof it is agreed that the City shall pay the Foundation two-thirds of such amounts collected by the City for burial rights in each gravesite for the maintenance as set forth above upon execution of the deeds for such purchases. It is anticipated by both parties that the sums of the Foundation's portion of sales plus the earnings from the Foundation's current assets and future anticipated funds from gifts, donations, grants, and burial rights sales will eventually produce sufficient earnings to pay the then current and future annual maintenance obligations. If the Foundation's annual income should not be sufficient to pay the maintenance cost of the Cemetery, the City shall make a direct contribution for maintenance to the Foundation based on a request from the Foundation to the City as part of the City's annual budget process. The proceeds of these payments shall be added to the Foundation's operations account upon receipt for maintenance obligations.
8. That in addition to the terms above, the Foundation agrees to maintain records relating to its operations in the performance of this Agreement in a business-like manner, suitable for

auditing. The City or its duly authorized representative shall, at the City's expense, have the right, at reasonable times, to examine or audit the records of the Foundation relating to the performance of this Agreement, including records relating to income and expenditures and to make and preserve copies thereof.

9. The parties agree to use their best efforts to resolve any dispute as to the interpretation or application of this Agreement. Any dispute must be reported in writing by one party to the other within ninety (90) days after the complaining party becomes aware of facts giving rise to the dispute. The parties shall have sixty (60) days to resolve the dispute. Any dispute left unresolved after this period shall be decided by a panel of three (3) persons, one appointed by the City, one by the Foundation, and one by the two representatives. If the panel cannot resolve the dispute, the Chief Judge of Newton County shall appoint the third part panel member. The panel shall receive written submissions from the parties within thirty (30) days after the panel is selected, and shall render its decision, without opinion, within thirty (30) days after submission of such written material. Each party shall bear its own costs.
10. The City and Foundation shall not discriminate based on race, color, religion, sex, sexual orientation, or national origin in the performance of this agreement. In addition, neither party shall discriminate on any basis in the selections of persons dealing with the administration and maintenance of the Cemetery nor the appointment of members to any committee, board, director or trustee.
11. No officer or member of the Foundation, nor the City, shall serve in the future hereafter with compensation for Cemetery work or business unless agreed to by both parties. It is understood that City employees will receive no compensation beyond their City salaries for any work related to the Cemetery.
12. This Agreement shall supersede all prior agreements or understandings of the parties and will be effective when signed by an authorized representative of the Foundation and by the Mayor of the City. Unless such execution occurs, the provisions of this memorandum are not binding.

SIGNED, SEALED, AND DELIVERED, this _____ day of _____, 2022.

David S. Eady, Mayor

City of Oxford

Anderson Wright, President
Oxford Historical Cemetery Foundation, Inc.

ROGER ROSS

126 OXFORDWAY
 OXFORD, GA. 30054
 770-722-3583

EstimateNumber: **E101**Date: **August 31, 2021****Bill To:**

OXFORD CEMETERY

Ship To:

Date	Description	Amount
	CUT GRASS ALONG HWY 81 WEEDEAT BANK ALONG HWY81 CUT VINES OFF ALL TREES LIMB UP ALL TREES CUT AND REMOVE UNDER BRUSH OFF BANK ON HWY81 APPLY PRE-EMERGENT WEED CONTROL IN SPRING AND FALL CUT AND REMOVE SMALL DEAD TREES TRIM HEDGES CUT AND WEEDEAT GRASS BI-WEEK DOING SEASON MULCH LEAVES IN FALL PICK UP TRASH BI -WEEK REMOVE DEAD FLOWERS	22,000.00

ROGER ROSS

126 OXFORDWAY
 OXFORD, GA. 30054
 770-722-3583

EstimateNumber: **E101**Date: **August 31, 2021****Bill To:**

OXFORD CEMETERY

Ship To:

--

Date	Description	Amount
	PRICE PER YEAR CUT GRASS EVERY OTHER WEEK CUT GRASS ALONG WEST RICHARD ST & COLLINGSWORTH ST EVERY OTHER WEEK AND ALSO WEEDEAT THE BANKS ANDDITCHES EVERY TWO WEEKS DO MECHANICAL EDGING AROUND HEADSTONES, TOMBSTONES, AND GRAVESTONES	
	Total	\$22,000.00

FY 2022 Cost
14.1% Increase
Effective 1/1/2022

Cost Type	Current Annual Amount
Pay	\$ 697,238.46
FICA	\$ 53,338.74
Life Insurance	\$ 2,325.60
ST/LT Disability	\$ 8,538.00
Retirement	\$ 27,679.90
2% Match	\$ 10,844.15
Medical Insurance	\$ 68,297.63
Totals	\$ 868,262.48

July-Dec total cost cost = 434,131.24

Fund	% Spent thru Dec. 2021
100 - Council	43%
100 - Election Employees	0%
100 - Administration	49%
100 - Police Dept.	36%
100 - Streets	23%
100 - Parks	39%
505 - Water/Sewer	18%
510 - Electric	46%
540 - Sanitation	46%

Cost Type	14.1% Increase Annual Amount
Pay	\$ 813,195.76
FICA	\$ 62,209.48
Life Insurance	\$ 2,325.60
ST/LT Disability	\$ 8,538.00
Retirement	\$ 31,443.82
2% Match	\$ 12,726.11
Medical Insurance	\$ 68,297.63
Totals	\$ 998,736.39

Jan-June 2022 cost = 499,368.20

Budgeted for Personal Services FY 2022	\$ 1,113,041.00
July - December 2021 cost	\$ 442,572.40
January - June 2022 cost with increase	\$ 499,368.20
Balance Remaining for Fiscal Year	\$ 171,100.40

City of Oxford Pay Plan, effective 2/10/2022

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$19,039.91	\$19,515.90	\$20,003.80	\$20,503.90	\$21,016.50	\$21,541.91	\$22,080.46	\$22,632.47	\$23,198.28	\$23,778.24	\$24,372.69	\$24,982.01	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47
2	\$20,003.80	\$20,503.90	\$21,016.50	\$21,541.91	\$22,080.46	\$22,632.47	\$23,198.28	\$23,778.24	\$24,372.69	\$24,982.01	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15
3	\$21,016.50	\$21,541.91	\$22,080.46	\$22,632.47	\$23,198.28	\$23,778.24	\$24,372.69	\$24,982.01	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08
4	\$22,080.46	\$22,632.47	\$23,198.28	\$23,778.24	\$24,372.69	\$24,982.01	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02
5	\$23,198.28	\$23,778.24	\$24,372.69	\$24,982.01	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92
6	\$24,372.69	\$24,982.01	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93
7	\$25,606.56	\$26,246.72	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41
8	\$26,902.89	\$27,575.46	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93
9	\$28,264.85	\$28,971.47	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31
10	\$29,695.76	\$30,438.15	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61
11	\$31,199.11	\$31,979.08	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13
12	\$32,778.56	\$33,598.02	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46
13	\$34,437.97	\$35,298.92	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45
14	\$36,181.40	\$37,085.93	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27
15	\$38,013.08	\$38,963.41	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27	\$56,430.63	\$57,841.40
16	\$39,937.49	\$40,935.93	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27	\$56,430.63	\$57,841.40	\$59,287.43	\$60,769.62
17	\$41,959.33	\$43,008.31	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27	\$56,430.63	\$57,841.40	\$59,287.43	\$60,769.62	\$62,288.86	\$63,846.08
18	\$44,083.52	\$45,185.61	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27	\$56,430.63	\$57,841.40	\$59,287.43	\$60,769.62	\$62,288.86	\$63,846.08	\$65,442.23	\$67,078.29
19	\$46,315.25	\$47,473.13	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27	\$56,430.63	\$57,841.40	\$59,287.43	\$60,769.62	\$62,288.86	\$63,846.08	\$65,442.23	\$67,078.29	\$68,755.24	\$70,474.13
20	\$48,659.96	\$49,876.46	\$51,123.37	\$52,401.45	\$53,711.49	\$55,054.27	\$56,430.63	\$57,841.40	\$59,287.43	\$60,769.62	\$62,288.86	\$63,846.08	\$65,442.23	\$67,078.29	\$68,755.24	\$70,474.13	\$72,235.98	\$74,041.88
21	\$53,710.86	\$55,053.63	\$56,429.97	\$57,840.72	\$59,286.74	\$60,768.91	\$62,288.13	\$63,845.33	\$65,441.47	\$67,077.50	\$68,754.44	\$70,473.30	\$72,235.13	\$74,041.01	\$75,892.04	\$77,789.34	\$79,734.07	\$81,727.42
22	\$59,286.05	\$60,768.20	\$62,287.40	\$63,844.59	\$65,440.70	\$67,076.72	\$68,753.64	\$70,472.48	\$72,234.29	\$74,040.15	\$75,891.15	\$77,788.43	\$79,733.14	\$81,726.47	\$83,769.63	\$85,863.87	\$88,010.47	\$90,210.73
23	\$65,439.94	\$67,075.94	\$68,752.84	\$70,471.66	\$72,233.45	\$74,039.28	\$75,890.27	\$77,787.52	\$79,732.21	\$81,725.52	\$83,768.65	\$85,862.87	\$88,009.44	\$90,209.68	\$92,464.92	\$94,776.54	\$97,145.96	\$99,574.61

Mullen	15L	\$49,876.46
Stubbs	13K	\$44,083.52
Sumner	12A	\$32,778.56
Reynolds	11A	\$31,199.11

Johnson	19A	\$46,315.25
Vacant	19A	\$46,315.25
Vacant	19A	\$46,315.25

Reid	23G	\$75,890.27
Croy	15M	\$51,123.37
Brown	12A/13A	\$34,437.97
Ballard	12A	\$32,778.56
Walker	11A	\$31,199.11
Gibbs	11A	\$31,199.11
Vacant	11A	\$31,199.11

(13A - certified lineman)

City of Oxford Pay Plan, effective 2/10/2022

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$9.15	\$9.38	\$9.62	\$9.86	\$10.10	\$10.36	\$10.62	\$10.88	\$11.15	\$11.43	\$11.72	\$12.01	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93
2	\$9.62	\$9.86	\$10.10	\$10.36	\$10.62	\$10.88	\$11.15	\$11.43	\$11.72	\$12.01	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63
3	\$10.10	\$10.36	\$10.62	\$10.88	\$11.15	\$11.43	\$11.72	\$12.01	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37
4	\$10.62	\$10.88	\$11.15	\$11.43	\$11.72	\$12.01	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15
5	\$11.15	\$11.43	\$11.72	\$12.01	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97
6	\$11.72	\$12.01	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83
7	\$12.31	\$12.62	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73
8	\$12.93	\$13.26	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68
9	\$13.59	\$13.93	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68
10	\$14.28	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72
11	\$15.00	\$15.37	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82
12	\$15.76	\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98
13	\$16.56	\$16.97	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19
14	\$17.39	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47
15	\$18.28	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81
16	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22
17	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70
18	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25
19	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88
20	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60
21	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.69	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60	\$36.49	\$37.40	\$38.33	\$39.29
22	\$28.50	\$29.22	\$29.95	\$30.69	\$31.46	\$32.25	\$33.05	\$33.88	\$34.73	\$35.60	\$36.49	\$37.40	\$38.33	\$39.29	\$40.27	\$41.28	\$42.31	\$43.37
23	\$31.46	\$32.25	\$33.05	\$33.88	\$34.73	\$35.60	\$36.49	\$37.40	\$38.33	\$39.29	\$40.27	\$41.28	\$42.31	\$43.37	\$44.45	\$45.57	\$46.70	\$47.87

Mullen	15L	\$23.98
Stubbs	13K	\$21.19
Sumner	12A	\$15.76
Reynolds	11A	\$15.00

Johnson	19A	\$22.27
Vacant	19A	\$22.27
Vacant	19A	\$22.27

Reid	23G	\$36.49
Croy	15M	\$24.58
Brown	12A/13A	\$16.56
Ballard	12A	\$15.76
Walker	11A	\$15.00
Gibbs	11A	\$15.00
Vacant	11A	\$15.00

(13A - certified lineman)

Annualized Personal Services Cost
Current Pay Rates

Position	Grade/Step	Pay	FICA (7.65%)	Retirement	2% Match ¹	Life Insurance	Short Term/Long Term Disability ²	Health/Vision/Dental Insurance ³
Administrative Clerk	11A	\$ 27,343.65	\$ 2,091.79	\$ 1,093.75	\$ 546.87	\$ 136.80	\$ 390.00	\$ 9,585.84
Associate Clerk	12A	\$ 28,727.92	\$ 2,197.69	\$ 1,149.12	\$ 574.56	\$ 136.80	\$ 420.00	\$ 9,585.84
Billing Clerk/Court Clerk	13K	\$ 38,635.86	\$ 2,955.64	\$ 1,545.43	\$ 772.72	\$ 136.80	\$ 624.00	\$ 16,187.04
Deputy City Clerk	15L	\$ 43,712.93	\$ 3,344.04	\$ 1,677.65		\$ 136.80	\$ 600.00	\$ 9,585.84
City Clerk/Treasurer	Non-Classified	\$ 47,765.00	\$ 3,654.02	\$ 1,910.60	\$ 955.30	\$ 136.80	\$ 624.00	\$ 101.04
City Manager	Non-Classified	\$ 85,000.00	\$ 6,502.50	\$ 3,400.00	\$ 1,700.00	\$ 136.80	\$ 624.00	\$ 16,190.76
Police Chief	Non-Classified	\$ 52,018.75	\$ 3,979.43	\$ 2,080.75	\$ 1,040.38	\$ 136.80	\$ 648.00	
Police Officer	19A	\$ 40,591.80	\$ 3,105.27	\$ 1,623.67	\$ 811.84	\$ 136.80	\$ 420.00	\$ 23,043.96
Police Officer	19A	\$ 40,591.80	\$ 3,105.27	\$ 1,623.67	\$ 811.84	\$ 136.80	\$ 420.00	
Police Officer	19A	\$ 40,591.80	\$ 3,105.27	\$ 1,623.67	\$ 811.84	\$ 136.80	\$ 420.00	
Utilities and Maintenance Supervisor	23G	\$ 66,512.06	\$ 5,088.17	\$ 2,156.97		\$ 136.80	\$ 660.00	\$ 9,761.16
Assistant Public Works Supervisor	15M	\$ 44,805.75	\$ 3,427.64	\$ 2,156.97		\$ 136.80	\$ 600.00	\$ 9,585.84
Public Works/Utility Maintenance Worker I	13A	\$ 30,182.27	\$ 2,308.94	\$ 1,207.29	\$ 603.65	\$ 136.80	\$ 480.00	
Equipment Operator I/Meter Reader	12A	\$ 28,727.92	\$ 2,197.69	\$ 1,149.12	\$ 574.56	\$ 136.80	\$ 420.00	\$ 9,585.84
Equipment Operator I/Recycle & Refuse Collection Worker	11A	\$ 27,343.65	\$ 2,091.79	\$ 1,093.75	\$ 546.87	\$ 136.80	\$ 396.00	\$ 9,484.80
Groundskeeper	11A	\$ 27,343.65	\$ 2,091.79	\$ 1,093.75	\$ 546.87	\$ 136.80	\$ 396.00	
Groundskeeper - Landscape Technician	11A	\$ 27,343.65	\$ 2,091.79	\$ 1,093.75	\$ 546.87	\$ 136.80	\$ 396.00	
Totals		\$ 697,238.46	\$ 53,338.74	\$ 27,679.90	\$ 10,844.15	\$ 2,325.60	\$ 8,538.00	\$ 122,697.96

¹ if all eligible participate

² estimates based on October 2021 billing statement - monthly premium is based on age, sworn status, and possibly salary

³ costs for employees currently enrolled in these products are listed

Annualized Personal Services Costs
14.1% Increase

Position	Grade/Step	Pay	FICA (7.65%)	Retirement	2% Match ¹	Life Insurance	Short Term/Long Term Disability ²	Health/Vision/Dental Insurance ³
Administrative Clerk	11A	\$ 31,199.11	\$ 2,386.73	\$ 1,247.96	\$ 623.98	\$ 136.80	\$ 390.00	\$ 9,585.84
Associate Clerk	12A	\$ 32,778.56	\$ 2,507.56	\$ 1,311.14	\$ 655.57	\$ 136.80	\$ 420.00	\$ 9,585.84
Billing Clerk/Court Clerk	13K	\$ 44,083.52	\$ 3,372.39	\$ 1,763.34	\$ 881.67	\$ 136.80	\$ 624.00	\$ 16,187.04
Deputy City Clerk	15L	\$ 49,876.46	\$ 3,815.55	\$ 1,677.65		\$ 136.80	\$ 600.00	\$ 9,585.84
City Clerk/Treasurer	Non-Classified	\$ 54,499.86	\$ 4,169.24	\$ 2,179.99	\$ 1,090.00	\$ 136.80	\$ 624.00	\$ 101.04
City Manager	Non-Classified	\$ 98,985.00	\$ 7,572.35	\$ 3,959.40	\$ 1,979.70	\$ 136.80	\$ 624.00	\$ 16,190.76
Police Chief	Non-Classified	\$ 75,000.00	\$ 5,737.50	\$ 3,000.00	\$ 1,500.00	\$ 136.80	\$ 648.00	
Police Officer	19A	\$ 46,315.25	\$ 3,543.12	\$ 1,852.61	\$ 926.31	\$ 136.80	\$ 420.00	\$ 23,043.96
Police Officer	19A	\$ 46,315.25	\$ 3,543.12	\$ 1,852.61	\$ 926.31	\$ 136.80	\$ 420.00	
Police Officer	19A	\$ 46,315.25	\$ 3,543.12	\$ 1,852.61	\$ 926.31	\$ 136.80	\$ 420.00	
Utilities and Maintenance Supervisor	23G	\$ 75,890.27	\$ 5,805.61	\$ 2,156.97		\$ 136.80	\$ 660.00	\$ 9,761.16
Assistant Public Works Supervisor	15M	\$ 51,123.37	\$ 3,910.94	\$ 2,156.97		\$ 136.80	\$ 600.00	\$ 9,585.84
Public Works/Utility Maintenance Worker I	13A	\$ 34,437.97	\$ 2,634.50	\$ 1,377.52	\$ 688.76	\$ 136.80	\$ 480.00	
Equipment Operator I/Meter Reader	12A	\$ 32,778.56	\$ 2,507.56	\$ 1,311.14	\$ 655.57	\$ 136.80	\$ 420.00	\$ 9,585.84
Equipment Operator I/Recycle & Refuse Collection Worker	11A	\$ 31,199.11	\$ 2,386.73	\$ 1,247.96	\$ 623.98	\$ 136.80	\$ 396.00	\$ 9,484.80
Groundskeeper	11A	\$ 31,199.11	\$ 2,386.73	\$ 1,247.96	\$ 623.98	\$ 136.80	\$ 396.00	
Groundskeeper - Landscape Technician	11A	\$ 31,199.11	\$ 2,386.73	\$ 1,247.96	\$ 623.98	\$ 136.80	\$ 396.00	
Totals		\$ 813,195.76	\$ 62,209.48	\$ 31,443.82	\$ 12,726.11	\$ 2,325.60	\$ 8,538.00	\$ 122,697.96

¹ if all eligible participate

² estimates based on October 2021 billing statement - monthly premium is based on age, sworn status, and possibly salary

³ costs for employees currently enrolled in these products are listed

Annualized Personal Services Cost Summary
Current Pay Rate vs. 14.1% Increase

Cost Type	Current	14.1% Increase	Difference
Pay	\$ 697,238.46	\$ 813,195.76	\$ 115,957.30
FICA	\$ 53,338.74	\$ 62,209.48	\$ 8,870.73
Life Insurance	\$ 2,325.60	\$ 2,325.60	\$ -
ST/LT Disability	\$ 8,538.00	\$ 8,538.00	\$ -
Health/Dental/Vision	\$ 122,697.96	\$ 122,697.96	\$ -
Retirement	\$ 27,679.90	\$ 31,443.82	\$ 3,763.92
2% Match	\$ 10,844.15	\$ 12,726.11	\$ 1,881.96
Totals	\$ 922,662.82	\$ 1,053,136.73	\$ 130,473.91

City Manager Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
McDonough	26,768	\$ 79,039	\$ 120,975	3.806		
Winder	17,937	\$ 120,000	\$ 165,000	3.000		
Conyers	16,256	\$ 194,250	\$ 194,250	15.284		
Covington	14,206	\$ 115,128	\$ 169,041	7.186		
Monroe	13,673	\$ 117,549	\$ 160,250	7.588		
Loganville	12,880	\$ 91,512	\$ 128,353	11.838		
Locust Grove	8,243	\$ 98,067	\$ 164,299	-		
Auburn	7,660	\$ 69,411	\$ 101,130	4.931		
Bremen	6,638	\$ 52,000	\$ 84,989	8.417		
Dacula	6,350	\$ 95,000	\$ 104,000	6.551		
Stone Mountain	6,281	\$ 95,860	\$ 110,734	0.044		
Jonesboro	4,962	\$ 71,843	\$ 115,000	6.000		
Palmetto	4,851	\$ 77,686	\$ 121,191	8.500		
Social Circle	4,544	\$ 129,765	\$ 129,765	7.900	\$ 18,558,443	\$ 5,609,482
Hiram	4,437	\$ 80,000	\$ 95,000	-	\$ 5,074,169	\$ 3,607,880
Senoia	4,412	\$ 85,000	\$ 115,000	5.006	\$ 9,111,082	\$ 4,338,776
Harlem	3,371	\$ 73,960	\$ 112,539	9.350	\$ 3,613,170	\$ 3,613,170
Chattahoochee Hills/Serenbe	3,318	\$ 80,000	\$ 120,000	10.000	\$ 7,448,037	\$ 3,625,372
Lula	2,961	\$ 81,141	\$ 99,840	-	\$ 2,273,025	\$ 1,342,025
Lake City	2,829	\$ 89,724	\$ 99,225	7.500	\$ 4,249,600	
Donalsonville	2,466	\$ 92,600	\$ 92,600	17.319	\$ 6,230,124	\$ 3,353,680
Sylvania	2,463	\$ 82,514	\$ 103,043	7.577	\$ 3,504,764	\$ 1,529,884
Ball Ground	2,195	\$ 60,000	\$ 94,668	8.292	\$ 4,732,510	\$ 1,399,810
Bekeley Lake	2,147	\$ 130,000	\$ 170,000	1.755	\$ 2,737,356	\$ 1,034,800
Oxford	2,346	\$ 65,000	\$ 85,000	6.622	\$ 4,801,861	\$ 1,409,245
Average Overall		\$ 94,252	\$ 123,787	6.577		
Average with Pop. <10,000		\$ 85,810	\$ 112,946			
Average with Pop. <5,000		\$ 87,249	\$ 112,913	6.861		
Average with Pop. <4,000		\$ 86,242	\$ 111,489	7.724	\$ 4,348,573	\$ 2,271,249
Average with Pop. <3,000		\$ 89,330	\$ 109,896	7.074	\$ 3,954,563	\$ 1,732,040
Average of Select Cohort		\$ 86,552	\$ 113,390	4.650	\$ 5,089,397	\$ 2,192,666
Average of Select Cohort, Excludng Berkeley Lake		\$ 79,311	\$ 103,956	5.133		
		Current	Proposed			
Oxford		\$ 85,000	\$ 96,985			

City Clerk Salaries			
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage
Winder	17,937	\$ 46,342	\$ 72,197
Conyers	16,256	\$ 44,277	\$ 68,688
Covington	14,206	\$ 60,133	\$ 88,358
Monroe	13,673	\$ 53,648	\$ 83,636
Locust Grove	8,243	\$ 47,172	\$ 105,909
Auburn	7,660	\$ 36,275	\$ 53,602
Bremen	6,638	\$ 35,360	\$ 50,669
Blakely	4,571	\$ 45,000	\$ 77,000
Social Circle	4,544	\$ 86,419	\$ 86,419
Hiram	4,437	\$ 40,000	\$ 52,000
Senoia	4,412	\$ 45,000	\$ 67,000
Dawson	4,126	\$ 54,059	\$ 54,059
Chattahoochee Hills/Serenbe	3,318	\$ 40,000	\$ 55,000
Lula	2,961	\$ 47,216	\$ 58,240
Statham	2,839	\$ 34,278	\$ 34,278
Lake City	2,829	\$ 51,517	\$ 71,849
Pembroke	2,626	\$ 37,700	\$ 51,585
Claxton	2,204	\$ 32,905	\$ 62,046
Clayton	2,193	\$ 30,000	\$ 42,423
Ball Ground	2,195	\$ 45,000	\$ 56,000
Wrens	1,939	\$ 31,283	\$ 52,377
Union Point	1,899	\$ 42,640	\$ 50,960
Brooklet	1,834	\$ 37,000	\$ 41,225
Clarkesville	1,821	\$ 36,000	\$ 55,000
Remerton	1,079	\$ 32,000	\$ 50,000
Tyrone	737	\$ 39,728	\$ 52,125
Average	5,276	\$ 43,498	\$ 61,256
Average <10,000 pop.		\$ 42,116	\$ 58,171
Average <5,000 pop.		\$ 42,513	\$ 56,294
Average <4,000 pop.		\$ 38,376	\$ 52,365
Average <3,000 pop.	2,481	\$ 38,251	\$ 52,162
Average for Selected Cohort	3,560	\$ 43,002	\$ 56,395
Georgia Average		\$ 46,553	\$ 65,270
Oxford (survey)	2,346	\$ 41,000	\$ 50,116
		Current	Proposed
Oxford		\$ 47,765	\$ 54,500

Assistant City Clerk Salaries			
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage
Stockbridge	29,904	\$ 40,645	\$ 64,999
Locust Grove	8,243	\$ 38,813	\$ 58,968
Stone Mountain	6,281	\$ 37,274	\$ 46,592
Jonesboro	4,962	\$ 33,758	\$ 42,203
Blakely	4,571	\$ 31,200	\$ 51,189
Social Circle	4,544	\$ 52,739	\$ 52,739
Dawson	4,126	\$ 34,008	\$ 34,008
Jasper	3,974	\$ 36,899	\$ 36,899
Lula	2,961	\$ 32,240	\$ 40,560
Statham	2,839	\$ 31,200	\$ 37,939
Pembroke	2,626	\$ 26,000	\$ 44,429
Bekeley Lake	2,147	\$ 41,600	\$ 62,400
Wrens	1,939	\$ 28,371	\$ 47,502
Union Point	1,899	\$ 29,120	\$ 37,440
Clarkesville	1,821	\$ 27,040	\$ 45,760
Remerton	1,079	\$ 25,000	\$ 32,000
Average	5,245	\$ 34,119	\$ 45,977
Average <10,000 pop.	3,601	\$ 33,684	\$ 44,709
Average <5,000 pop.	3,038	\$ 33,014	\$ 43,467
Average <4,000 pop.	2,365	\$ 30,830	\$ 42,770
Average <3,000 pop.	2,164	\$ 30,071	\$ 43,504
Average <2,000 pop.	1,685	\$ 27,383	\$ 40,675
Average for Selected Cohort	2,493	\$ 36,400	\$ 50,170
Oxford (survey)	2,346	\$ 30,937	\$ 47,074
		Current	Proposed
Oxford (Deputy Clerk)	2,346	\$ 43,713	\$ 49,876

Administrative Secretary Salaries			
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage
Stockbridge	29,904	\$ 30,953	\$ 47,978
McDonough	26,768	\$ 27,040	\$ 43,430
Covington	14,206	\$ 33,301	\$ 48,880
Loganville	12,880	\$ 27,726	\$ 42,536
Auburn	7,660	\$ 32,906	\$ 48,610
Morrow	7,192	\$ 24,003	\$ 39,998
Dacula	6,350	\$ 24,000	\$ 32,000
Stone Mountain	6,281	\$ 33,592	\$ 38,418
Jonesboro	4,962	\$ 29,827	\$ 36,941
Statham	2,839	\$ 36,691	\$ 39,104
Average	11,904	\$ 30,004	\$ 41,789
Average <10,000 pop.	5,881	\$ 30,170	\$ 39,178
Average <5,000 pop.	3,901	\$ 33,259	\$ 38,022
Average <3,000 pop.	2,839	\$ 36,691	\$ 39,104
Oxford (survey)	2,346	\$ 30,937	\$ 47,074
		Current	Proposed
Oxford (Deputy Clerk)	2,346	\$ 43,713	\$ 49,876

Police Chief Salaries								
City	2019 Population		Minimum Entry-Level Wage		Maximum Wage	2020 Millage Rate	Annual Revenue	General Fund Revenue
McDonough	26,768		\$ 71,717		\$ 109,728	3.806		
Winder	17,937		\$ 76,319		\$ 118,893	3.000		
Conyers	16,256		\$ 159,335		\$ 159,335	15.284		
Covington	14,206		\$ 85,654		\$ 125,798	7.186		
Monroe	13,673		\$ 77,086		\$ 132,366	7.588		
Loganville	12,880		\$ 56,761		\$ 80,408	11.838		
Locust Grove	8,243		\$ 80,680		\$ 122,602	-		
Auburn	7,660		\$ 53,602		\$ 79,186	4.931		
Bremen	6,638		\$ 63,482		\$ 63,482	8.417		
Dacula	6,350		\$ 99,320		\$ 155,837	6.551		
Stone Mountain	6,281		\$ 58,448		\$ 76,261	0.044		
Social Circle	4,544		\$ 91,664		\$ 91,664	7.900	\$ 18,558,443	\$ 5,609,482
Hiram	4,437		\$ 60,000		\$ 75,000	-	\$ 5,074,169	\$ 3,607,880
Senoia	4,412		\$ 75,000		\$ 87,000	5.006	\$ 9,111,082	\$ 4,338,776
Chattahoochee Hills/Serenbe	3,318		\$ 55,000		\$ 80,000	10.000	\$ 7,448,037	\$ 3,625,372
Statham	2,839		\$ 55,000		\$ 63,668	4.003	\$ 5,146,515	\$ 1,614,936
Lake City	2,829		\$ 69,670		\$ 87,225	7.500	\$ 3,597,680	
Oxford	2,346		\$ 41,000		\$ 47,730	6.622	\$ 5,024,805	\$ 1,462,767
Average Overall			\$ 75,808		\$ 97,566	6.855		
Average with Pop. <10,000			\$ 69,260		\$ 89,266			
Average with Pop. <5,000			\$ 67,722		\$ 80,759	6.839		
Average with Pop. <4,000			\$ 59,890		\$ 76,964			
Average with Pop. <3,000			\$ 62,335		\$ 75,447			
Average (select)			\$ 62,934		\$ 78,579	6.627	\$ 6,075,497	\$ 3,296,741
Oxford (current and proposed)			\$ 52,019		\$ 75,000			
		Minimum Entry-Level Wage (Average)	Minimum Entry-Level Wage (Highest)	Maximum Wage - Average	Maximum Wage - Highest			
Georgia (DCA)		\$ 62,941	\$ 96,102	\$ 87,187	\$ 123,649			
Georgia (salary.com)	10%	25%	50% (Median)	75%	90%			
	\$ 97,346	\$ 102,900	\$ 109,000	\$ 115,600	\$ 121,609			

Police Patrol Officer Salaries								
City	2019 Population		Minimum Entry-Level Wage		Maximum Wage	2020 Millage Rate	Annual Revenue	General Fund Revenue
McDonough	26,768		\$ 42,973		\$ 68,702	3.806		
Winder	17,937		\$ 35,360		\$ 55,099	3.000		
Conyers	16,256		\$ 42,908		\$ 56,656	15.284		
Covington	14,206		\$ 35,006		\$ 56,181	7.186		
Monroe	13,673		\$ 36,358		\$ 54,080	7.588		
Loganville	12,880		\$ 28,787		\$ 40,373	11.838		
Locust Grove	8,243		\$ 42,787		\$ 65,019	-		
Auburn	7,660		\$ 29,848		\$ 44,096	4.931		
Bremen	6,638		\$ 27,040		\$ 39,520	8.417		
Stone Mountain	6,281		\$ 39,624		\$ 51,709	0.044		
Social Circle	4,544		\$ 39,998		\$ 45,032	7.900	\$ 18,558,443	\$ 5,609,482
Hiram	4,437		\$ 35,000		\$ 44,000	-	\$ 5,074,169	\$ 3,607,880
Senoia	4,412		\$ 40,500		\$ 45,000	5.006	\$ 9,111,082	\$ 4,338,776
Chattahoochee Hills/Serenbe	3,318		\$ 28,496		\$ 42,848	10.000	\$ 7,448,037	\$ 3,625,372
Statham	2,839		\$ 38,563		\$ 44,138	4.003	\$ 5,146,515	\$ 1,614,936
Oxford	2,346		\$ 37,694		\$ 57,355	6.622	\$ 5,024,805	\$ 1,462,767
Average Overall			\$ 36,309		\$ 50,613	6.830		
Average with Pop. <10,000			\$ 35,762		\$ 46,818			
Average with Pop. <5,000			\$ 36,512		\$ 44,204	6.706		
Average with Pop. <4,000			\$ 33,530		\$ 43,493	7.002		
Average with Pop. <3,000			\$ 38,563		\$ 44,138			
Average (select)			\$ 36,512		\$ 44,204	6.706		
		Minimum Entry-Level Wage (Average)	Minimum Entry-Level Wage (Highest)	Maximum Wage - Average	Maximum Wage - Highest			
Georgia (DCA)		\$ 34,740	\$ 47,383	\$ 50,661	\$ 67,360			
US (salary.com)	10%	25%	50% (Median)	75%	90%			
	\$ 52,238	\$ 55,806	\$ 59,725	\$ 65,033	\$ 69,865			
		Current	Proposed					
Oxford		\$ 40,592	\$ 46,315					
Gwinnett County			Base	2-Year Degree	4-Year Degree			
Master Police Officer			\$ 52,976	\$ 54,565	\$ 56,155			
Police Officer Senior (≥5 yrs.)			\$ 50,051	\$ 51,553	\$ 53,054			
Police Officer Senior (<5 yrs.)			\$ 48,055	\$ 49,497	\$ 50,938			
Police Officer Trainee			\$ 42,985	\$ 44,275	\$ 45,564			

Public Works Superintendent Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
McDonough	26,768	\$ 65,050	\$ 104,503	3.806		
Conyers	16,256	\$ 44,277	\$ 68,688	15.284		
Covington	14,206	\$ 85,654	\$ 125,798	7.186		
Loganville	12,880	\$ 49,046	\$ 69,285	11.838		
Locust Grove	8,243	\$ 73,179	\$ 111,204	-		
Auburn	7,660	\$ 51,043	\$ 75,421	4.931		
Bremen	6,638	\$ 70,221	\$ 70,221	8.417		
Dacula	6,350	\$ 33,000	\$ 63,000	6.551		
Stone Mountain	6,281	\$ 57,962	\$ 75,627	0.044		
Jonesboro	4,962	\$ 53,144	\$ 67,413	6.000		
Social Circle	4,544	\$ 103,253	\$ 103,253	7.900	\$ 18,558,443	\$ 5,609,482
Hiram	4,437	\$ 35,000	\$ 46,000	-	\$ 5,074,169	\$ 3,607,880
Senoia	4,412	\$ 65,000	\$ 70,000	5.006	\$ 9,111,082	\$ 4,338,776
Harlem	3,371	\$ 48,110	\$ 73,205	9.350	\$ 3,613,170	\$ 3,613,170
Chattahoochee Hills/Serenbe	3,318	\$ 55,000	\$ 80,000	10.000	\$ 7,448,037	\$ 3,625,372
Lula	2,961	\$ 36,358	\$ 58,240	-	\$ 2,273,025	\$ 1,342,025
Lake City	2,829	\$ 66,157	\$ 75,910	7.500	\$ 4,249,600	
Donalsonville	2,466	\$ 50,000	\$ 54,050	17.319	\$ 6,230,124	\$ 3,353,680
Sylvania	2,463	\$ 37,440	\$ 46,592	7.577	\$ 3,504,764	\$ 1,529,884
Oxford	2,346	\$ 55,954	\$ 85,141	6.622	\$ 4,801,861	\$ 1,409,245
Average Overall		\$ 56,784	\$ 75,706	6.774		
Average with Pop. <10,000		\$ 55,658	\$ 71,342	6.040		
Average with Pop. <5,000		\$ 54,946	\$ 67,466	7.065		
Average with Pop. <4,000		\$ 48,844	\$ 64,666	8.624	\$ 4,553,120	\$ 2,692,826
Average with Pop. <3,000		\$ 47,489	\$ 58,698	8.099	\$ 4,064,378	\$ 2,075,196
Average of Select Cohort		\$ 51,503	\$ 66,030	\$ 5		
		Current	Proposed			
Oxford		\$ 66,512	\$ 75,890			

Maintenance Superintendent Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
Milledgeville	18,704	\$ 44,842	\$ 68,052	3.806		
Conyers	16,256	\$ 44,277	\$ 68,688	15.284		
Covington	14,206	\$ 55,037	\$ 80,850	7.186		
Monroe	13,673	\$ 26,555	\$ 80,894			
Loganville	12,880	\$ 49,046	\$ 69,285	11.838		
Auburn	7,660	\$ 32,906	\$ 48,610	4.931		
Morrow	7,192	\$ 59,615	\$ 65,526			
Bremen	6,638			8.417		
Dacula	6,350			6.551		
Stone Mountain	6,281			0.044		
Jonesboro	4,962			6.000		
Social Circle	4,544			7.900	\$ 18,558,443	\$ 5,609,482
Hartwell	4,437	\$ 45,469	\$ 55,016	-	\$ 5,074,169	\$ 3,607,880
Senoia	4,412			5.006	\$ 9,111,082	\$ 4,338,776
Elberton	4,329	\$ 52,781	\$ 80,658			
Chatsworth	4,290	\$ 32,469	\$ 61,256			
West Point	3,737	\$ 29,786	\$ 44,283			
Harlem	3,371			9.350	\$ 3,613,170	\$ 3,613,170
Chattahoochee Hills/Serenbe	3,318			10.000	\$ 7,448,037	\$ 3,625,372
Chickamauga	3,256	\$ 42,890	\$ 42,890			
Lula	2,961			-	\$ 2,273,025	\$ 1,342,025
Lake City	2,829			7.500	\$ 4,249,600	
Pembroke	2,626	\$ 37,700	\$ 51,584			
Donalsonville	2,466			17.319	\$ 6,230,124	\$ 3,353,680
Sylvania	2,463			7.577	\$ 3,504,764	\$ 1,529,884
Mount Vernon	2,371	\$ 31,200	\$ 52,000			
Tyrone	737	\$ 39,728	\$ 52,125			
Mountain Park	568	\$ 41,600	\$ 62,400			
Oxford	2,346	\$ 55,954	\$ 85,141	6.622	\$ 4,801,861	\$ 1,409,245
Georgia Average		\$ 36,425	\$ 54,674			
Average Overall		\$ 41,619	\$ 61,507			
Average with Pop. <10,000		\$ 40,558	\$ 56,032			
Average with Pop. <5,000		\$ 39,291	\$ 55,801			
Average with Pop. <4,000		\$ 37,151	\$ 50,880			
Average with Pop. <3,000		\$ 37,557	\$ 54,527			
Average of Select Cohort		\$ 37,557	\$ 54,527			
		Current	Proposed			
Oxford		\$ 44,806	\$ 51,123			

Electric Lineman Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
McDonough	26,768			3.806		
Conyers	16,256			15.284		
Covington	14,206	\$ 55,037	\$ 80,849	7.186		
Monroe	13,673	\$ 32,947	\$ 75,005			
Loganville	12,880			11.838		
Locust Grove	8,243			-		
Auburn	7,660			4.931		
Bremen	6,638			8.417		
Dacula	6,350			6.551		
Stone Mountain	6,281			0.044		
Jonesboro	4,962			6.000		
Social Circle	4,544			7.900	\$ 18,558,443	\$ 5,609,482
Hiram	4,437			-	\$ 5,074,169	\$ 3,607,880
Elberton	4,329	\$ 37,911	\$ 60,602			
Senoia	4,412			5.006	\$ 9,111,082	\$ 4,338,776
Harlem	3,371			9.350	\$ 3,613,170	\$ 3,613,170
Chattahoochee Hills/Serenbe	3,318			10.000	\$ 7,448,037	\$ 3,625,372
Lula	2,961			-	\$ 2,273,025	\$ 1,342,025
Lake City	2,829			7.500	\$ 4,249,600	
Monticello	2,719	\$ 43,680	\$ 43,680			
Donalsonville	2,466			17.319	\$ 6,230,124	\$ 3,353,680
Sylvania	2,463	\$ 24,606	\$ 51,605	7.577	\$ 3,504,764	\$ 1,529,884
Oxford	2,346	\$ 28,027	\$ 42,647	6.622	\$ 4,801,861	\$ 1,409,245
Georgia Average		\$ 42,633	\$ 63,374			
Average Overall		\$ 38,836	\$ 62,348	6.774		
Average with Pop. <10,000		\$ 35,399	\$ 51,962			
Average with Pop. <5,000		\$ 35,399	\$ 51,962	7.065		
Average with Pop. <4,000		\$ 34,143	\$ 47,642	8.624		
Average with Pop. <3,000		\$ 34,143	\$ 47,642	8.099		
Average of Select Cohort		\$ 34,143	\$ 47,642	\$ 5		
		Current	Proposed			
Oxford			\$ -			

Groundskeeper Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
McDonough	26,768			3.806		
Milledgeville	18,704	\$ 22,401	\$ 34,086			
Conyers	16,256			15.284		
Holly Springs	15,442	\$ 36,566	\$ 54,850			
Covington	14,206			7.186		
Monroe	13,673	\$ 24,898	\$ 37,357			
Loganville	12,880			11.838		
Auburn	7,660			4.931		
Morrow	7,192	\$ 22,880	\$ 31,720			
Bremen	6,638			8.417		
Cumming	6,547	\$ 26,395	\$ 35,443			
Dacula	6,350			6.551		
Stone Mountain	6,281			0.044		
Jonesboro	4,962			6.000		
Social Circle	4,544			7.900	\$ 18,558,443	\$ 5,609,482
Hiram	4,437			-	\$ 5,074,169	\$ 3,607,880
Senoia	4,412			5.006	\$ 9,111,082	\$ 4,338,776
Harlem	3,371	\$ 26,790	\$ 41,184	9.350	\$ 3,613,170	\$ 3,613,170
Chattahoochee Hills/Serenbe	3,318			10.000	\$ 7,448,037	\$ 3,625,372
Chickamauga	3,256	\$ 41,933	\$ 41,933			
Dawsonville	3,246	\$ 26,998	\$ 47,008			
Lula	2,961			-	\$ 2,273,025	\$ 1,342,025
Lake City	2,829	\$ 33,964	\$ 38,092	7.500	\$ 4,249,600	
Royston	2,571	\$ 22,693	\$ 31,512			
Donalsonville	2,466			17.319	\$ 6,230,124	\$ 3,353,680
Sylvania	2,463	\$ 21,216	\$ 33,904	7.577	\$ 3,504,764	\$ 1,529,884
Clayton	2,193	\$ 20,800	\$ 34,507			
Ellaville	1,867	\$ 14,560	\$ 35,360			
Butler	1,759	\$ 20,800	\$ 28,662			
Young Harris	1,661	\$ 29,120	\$ 31,242			
McCaysville	1,204	\$ 29,120	\$ 35,880			
Oxford	2,346	\$ 25,391	\$ 38,636	6.622	\$ 4,801,861	\$ 1,409,245
Georgia Average		\$ 24,013	\$ 35,139			
Average Overall		\$ 26,321	\$ 37,046	7.151		
Average with Pop. <10,000		\$ 25,944	\$ 35,881			
Average with Pop. <5,000		\$ 26,181	\$ 36,299	7.065		
Average with Pop. <4,000		\$ 26,181	\$ 36,299	8.624	\$ 4,553,120	\$ 2,692,826
Average with Pop. <3,000		\$ 24,034	\$ 33,645	8.099	\$ 4,064,378	\$ 2,075,196
Average of Select Cohort		\$ 24,034	\$ 33,645	\$ 5		
		Current	Proposed			
Oxford		\$ 27,344	\$ 31,199			

Maintenance Worker Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
Stockbridge	29,904			3.806		
McDonough	26,768	\$ 25,397	\$ 39,458			
Winder	17,937	\$ 29,203	\$ 45,490			
Conyers	16,256	\$ 29,969	\$ 46,491	15.284		
Monroe	13,673	\$ 24,253	\$ 36,379			
Loganville	12,880	\$ 27,186	\$ 47,445	11.838		
Locust Grove	8,243	\$ 28,662	\$ 41,912			
Auburn	7,660	\$ 25,168	\$ 36,275	4.931		
Bremen	6,638	\$ 21,840	\$ 43,222	8.417		
Dacula	6,350	\$ 31,000	\$ 45,000	6.551		
Hiram	4,437	\$ 26,000	\$ 30,000	-	\$ 5,074,169	\$ 3,607,880
Chattahoochee Hills/Serenbe	3,318	\$ 19,968	\$ 34,944	10.000	\$ 7,448,037	\$ 3,625,372
Statham	2,839	\$ 27,040	\$ 43,410			
Lake City	2,829	\$ 36,355	\$ 46,097	7.500	\$ 4,249,600	
Monticello	2,719	\$ 50,710	\$ 50,710			
Pembroke	2,626	\$ 20,800	\$ 35,547			
Hoschton	2,180	\$ 27,040	\$ 37,440			
Walnut Grove	1,357	\$ 28,080	\$ 28,080			
Remerton	1,079	\$ 20,988	\$ 33,552			
Oxford	2,346			6.622	\$ 4,801,861	\$ 1,409,245
Georgia Average		\$ 26,001	\$ 37,848			
Average Overall		\$ 27,759	\$ 40,081	8.065		
Average with Pop. <10,000		\$ 27,973	\$ 38,938			
Average with Pop. <5,000		\$ 28,553	\$ 37,753	5.833		
Average with Pop. <4,000		\$ 28,873	\$ 38,723	8.750	\$ 5,848,819	\$ 3,625,372
Average with Pop. <3,000		\$ 30,145	\$ 39,262	7.500	\$ 4,249,600	#DIV/0!
Average of Select Cohort		\$ 30,742	\$ 40,434			
		Current	Proposed			
Oxford		\$ 30,182	\$ 34,438			

Meter Reader Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
McDonough	26,768	\$ 28,392	\$ 45,594	3.806		
Covington	14,206	\$ 29,578	\$ 48,880	7.186		
Dallas	13,981	\$ 30,805	\$ 45,906			
Monroe	13,673	\$ 28,350	\$ 42,515			
Auburn	7,660	\$ 27,061	\$ 39,998	4.931		
Barnesville	6,659	\$ 32,940	\$ 45,408			
Cumming	6,547	\$ 26,395	\$ 39,416			
Adairsville	4,963	\$ 31,346	\$ 46,530			
Baxley	4,659	\$ 25,584	\$ 37,357			
Blakely	4,571	\$ 20,800	\$ 32,656			
Social Circle	4,544	\$ 32,822	\$ 32,822	7.900	\$ 18,558,443	\$ 5,609,482
Elberton	4,329	\$ 31,210	\$ 43,693			
Jasper	3,974	\$ 27,352	\$ 44,907			
Harlem	3,371	\$ 24,294	\$ 36,941	9.350	\$ 3,613,170	\$ 3,613,170
Monticello	2,719	\$ 31,200	\$ 31,200			
Clayton	2,193	\$ 25,604	\$ 31,075			
Union Point	1,899	\$ 24,960	\$ 31,200			
Butler	1,759	\$ 22,880	\$ 31,699			
Lincolnton	1,503	\$ 31,200	\$ 33,280			
Oxford	2,346	\$ 26,677	\$ 40,592	6.622	\$ 4,801,861	\$ 1,409,245
Georgia Average		\$ 27,240	\$ 38,907			
Average Overall		\$ 28,041	\$ 39,004	6.635		
Average with Pop. <10,000		\$ 27,710	\$ 37,212			
Average with Pop. <5,000		\$ 27,438	\$ 36,113	8.625		
Average with Pop. <4,000		\$ 26,784	\$ 34,329	9.350	\$ 3,613,170	\$ 3,613,170
Average with Pop. <3,000		\$ 27,169	\$ 31,691			
Average of Select Cohort		\$ 26,784	\$ 34,329			
		Current	Proposed			
Oxford		\$ 28,728	\$ 32,779			

Laborer Salaries						
City	2019 Population	Minimum Entry-Level Wage	Maximum Wage	2020 Millage Rate	City's Annual Revenue	City's General Fund Revenue
McDonough	26,768	\$ 24,523	\$ 39,395	3.806		
Conyers	16,256	\$ 24,655	\$ 38,248	15.284		
Covington	14,206	\$ 26,291	\$ 44,741	7.186		
Monroe	13,673	\$ 24,190	\$ 62,275			
Loganville	12,880	\$ 27,186	\$ 47,445	11.838		
Barnesville	6,659	\$ 27,922	\$ 38,491			
Cumming	6,547	\$ 26,395	\$ 45,988			
Stone Mountain	6,281	\$ 24,336	\$ 27,830	0.044		
Social Circle	4,544	\$ 26,395	\$ 27,477	7.900	\$ 18,558,443	\$ 5,609,482
Senoia	4,412	\$ 32,000	\$ 38,000	5.006	\$ 9,111,082	\$ 4,338,776
Elberton	4,329	\$ 25,657	\$ 35,921			
Jasper	3,974	\$ 21,424	\$ 34,029			
Lula	2,961	\$ 24,960	\$ 39,520	-	\$ 2,273,025	\$ 1,342,025
Monticello	2,719	\$ 24,960	\$ 27,040			
Ball Ground	2,195	\$ 20,800	\$ 36,379			
Clayton	2,193	\$ 20,800	\$ 36,608			
Pine Mountain	1,417	\$ 27,040	\$ 40,440			
Oxford	2,346			6.622	\$ 4,801,861	\$ 1,409,245
Georgia Average		\$ 22,361	\$ 34,423			
Average Overall		\$ 25,267	\$ 38,813	6.383		
Average with Pop. <10,000		\$ 25,224	\$ 35,644			
Average with Pop. <5,000		\$ 24,893	\$ 35,046	4.302		
Average with Pop. <4,000		\$ 23,331	\$ 35,669	-	\$ 2,273,025	\$ 1,342,025
Average with Pop. <3,000		\$ 23,712	\$ 35,997	-	\$ 2,273,025	\$ 1,342,025
Average of Select Cohort		\$ 24,705	\$ 35,992			
		Current	Proposed			
Oxford		\$ 27,344	\$ 31,199			

	<i>City Manager</i>	<i>City Clerk</i>	<i>Assistant City Clerk</i>	<i>Administrative Secretary</i>	<i>Police Chief</i>
Georgia Average					
Minimum	\$ 93,743	\$ 46,553	\$ 32,381	\$ 28,716	\$ 62,941
Maximum	\$ 127,213	\$ 65,270	\$ 47,644	\$ 44,884	\$ 87,187
Average Overall					
Minimum	\$ 94,252	\$ 43,498	\$ 34,119	\$ 30,004	\$ 75,808
Maximum	\$ 123,787	\$ 61,256	\$ 45,977	\$ 41,789	\$ 100,497
Average with Pop. <10,000					
Minimum	\$ 85,810	\$ 42,116	\$ 33,684	\$ 30,170	\$ 69,260
Maximum	\$ 112,946	\$ 58,171	\$ 44,709	\$ 39,178	\$ 89,266
Average with Pop. <5,000					
Minimum	\$ 87,249	\$ 42,513	\$ 33,014	\$ 33,259	\$ 67,722
Maximum	\$ 112,913	\$ 56,294	\$ 43,467	\$ 38,022	\$ 80,759
Average with Pop. <4,000					
Minimum	\$ 86,242	\$ 38,376	\$ 30,830	\$ 36,691	\$ 59,890
Maximum	\$ 111,489	\$ 52,365	\$ 42,770	\$ 39,104	\$ 76,964
Average with Pop. <3,000					
Minimum	\$ 89,330	\$ 38,251	\$ 30,071	\$ 36,691	\$ 62,335
Maximum	\$ 109,896	\$ 52,162	\$ 43,504	\$ 39,104	\$ 75,447
Average of Select Cohort					
Minimum	\$ 86,552	\$ 43,002	\$ 36,400	\$ 36,691	\$ 62,934
Maximum	\$ 113,390	\$ 56,395	\$ 50,170	\$ 39,104	\$ 78,579
Oxford (Posted/DCA Survey)					
Minimum	\$ 65,000	\$ 41,000	\$ 30,937	\$ 27,344	\$ 41,000
Maximum	\$ 85,000	\$ 50,116	\$ 47,074	\$ 41,607	\$ 47,730
Oxford					
Current	\$ 85,000	\$ 47,765	\$ 43,713	\$ 27,344	\$ 52,019
Proposed	\$ 96,985	\$ 54,500	\$ 49,876	\$ 31,199	\$ 75,000

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<i>Police Patrol Officer</i>	<i>Public Works Superintendent</i>	<i>Maintenance Superintendent</i>	<i>Electric Lineman</i>	<i>Groundskeeper</i>	<i>Maintenance Worker</i>	<i>Meter Reader</i>
\$ 34,740	\$ 54,295	\$ 36,425	\$ 31,672	\$ 24,013	\$ 26,001	\$ 27,240
\$ 50,661	\$ 101,407	\$ 54,674	\$ 42,969	\$ 35,139	\$ 37,848	\$ 38,907
\$ 36,309	\$ 56,784	\$ 41,619	\$ 38,836	\$ 35,139	\$ 27,759	\$ 28,041
\$ 50,613	\$ 75,706	\$ 61,507	\$ 62,348	\$ 37,046	\$ 40,081	\$ 39,004
\$ 35,762	\$ 55,658	\$ 40,558	\$ 35,399	\$ 25,944	\$ 27,973	\$ 27,710
\$ 46,818	\$ 71,342	\$ 56,032	\$ 51,962	\$ 35,881	\$ 38,938	\$ 37,212
\$ 36,512	\$ 54,946	\$ 39,291	\$ 35,399	\$ 26,181	\$ 28,553	\$ 27,438
\$ 44,204	\$ 67,466	\$ 55,801	\$ 51,962	\$ 36,299	\$ 37,753	\$ 36,113
\$ 33,530	\$ 48,844	\$ 37,151	\$ 34,143	\$ 26,181	\$ 28,873	\$ 26,784
\$ 43,493	\$ 64,666	\$ 50,880	\$ 47,642	\$ 36,299	\$ 38,723	\$ 34,329
\$ 38,563	\$ 47,489	\$ 37,557	\$ 34,143	\$ 24,034	\$ 30,145	\$ 27,169
\$ 44,138	\$ 58,698	\$ 54,527	\$ 47,642	\$ 33,645	\$ 39,262	\$ 31,691
\$ 36,512	\$ 51,503	\$ 37,557	\$ 34,143	\$ 33,645	\$ 30,742	\$ 26,784
\$ 44,204	\$ 66,030	\$ 54,527	\$ 47,642	\$ 33,645	\$ 40,434	\$ 34,329
\$ 37,694	\$ 55,954		\$ 28,027	\$ 25,391		\$ 26,677
\$ 57,355	\$ 85,141		\$ 42,647	\$ 38,636		\$ 40,592
\$ 40,592	\$ 66,512	\$ 44,806	\$ 30,182	\$ 27,344	\$ 30,182	\$ 28,728
\$ 46,315	\$ 75,890	\$ 51,123	\$ 34,438	\$ 31,199	\$ 34,438	\$ 32,779

Laborer

\$ 22,361	
\$ 34,423	
\$ 25,267	
\$ 38,813	
\$ 25,224	
\$ 35,644	
\$ 24,893	
\$ 35,046	
\$ 23,331	
\$ 35,669	
\$ 23,712	
\$ 35,997	
\$ 24,705	
\$ 35,992	
\$ 27,344	
\$ 31,199	



2020

**Municipal Wage
and Salary Survey**

**General and Administrative
Positions**

January 2021

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

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

Municipal Job Descriptions

Accountant	Responsible for maintaining accounting systems; requires bachelor's degree (entry level professional).
Accounting Clerk	Responsible for performing routine clerical accounting and bookkeeping tasks.
Accounting Technician	Performs responsible accounting work in maintaining all governmental financial records. Balances books and compiles reports to show such information as cash receipts and expenditures and accounts payable and receivable.
Administrative Secretary	Performs responsible and some complex clerical work of an administrative nature. Work requires the use of independent judgment, initiative, and discretion based on knowledge of administrative procedure. Supervision over others may be exercised.
Airport Manager	Performs technical, administrative, and supervisory work in the operation of a airport.
Assistant City Clerk	Helps perform the duties of City Clerk.
Assistant City Manager	Assists City Manager in administration of city government which may include managing certain departments, functions, and special projects.
Automotive Mechanic (Administrative)	Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.
Budget Analyst	Responsible for maintaining accounting records and assists in developing expenditure and revenue estimates for department. Submits annual budget requests and assists in planning and developing budget for department.
Building Inspector	Performs technical work by inspecting new and existing buildings and structures to enforce conformance to building codes, grading, and zoning laws. Approves plans, specifications, and standards.
Building Inspector Director	Directs municipal building inspection program and conducts complex inspections to determine whether relevant codes and regulations are met.
Cashier/Customer Service Representative	Receives, disburses, and records monetary transactions for public utilities or other services. May also post data to accounts, balance receipts and disbursements, and prepare bank deposit slips.
Chief Registrar	Responsible for overseeing voter registration operations.
City Attorney (Staff Position)	Responsible for all legal affairs for the city.

City Clerk	Acts as clerk to City Council or Mayor, maintains all records and documents, receives and disburses funds, usually supervises other office workers.
City Manager/Administrator	Directs and coordinates administration of city government in accordance with policies determined by city council or other authorized elected official. Appoints department heads and staff as provided by local ordinance. Prepares annual budget and submits estimates to authorized elected officials for approval.
Clerk Typist	Performs routine clerical tasks to include compiling data and operating a typewriter or personal computer in maintaining records and reports.
Computer Operator	Responsible for day-to-day computer operations and for creating and maintaining back-up files for all mainframe computer-based applications and operating systems.
Computer Programmer	Responsible for providing computer-based services by writing or developing computer programs or routines in a computer language or code for the government's departments.
Custodian (Janitor)	Performs routine and light cleaning duties in and/or around government buildings.
Data Entry Clerk	Performs responsible detailed clerical work inputting information into the computer. This is an entry level position for which detailed and specific instructions are provided in carrying out responsibilities. Supervision over others is not exercised.
Deputy Registrar	Purges and maintains voter registration list, registers citizens to vote, and maintains associated records and files.
Downtown/Better Hometown/Main Street Manager	Directs and coordinates downtown development, Better Hometown, and/or Main Street program.
Economic Development Director	Coordinates/carries out planning, business and industry recruitment and retention, redevelopment, and other economic development-related activities for a local government.
Finance Director	Responsible for the overall administration of the finance department and coordinates all financial activities for the county or city manager and/or chief elected official.
Information Systems/Technology Director	Responsible for managing information systems activities and ensuring government's computers, networks, and information systems are efficient, functional, technically sound, and up to date.
Information Systems/Technology Specialist	Assists Information Systems Director in ensuring government's computers, networks, and information systems are efficient, functional, technically sound, and up to date.

Keep Georgia Beautiful (KGB) Executive Director	Manages all aspects of local government's Keep Georgia Beautiful program.
Librarian	Performs routine and complex clerical and administrative work in the operation of a municipal library.
Magistrate Court Clerk	Performs clerical and fiscal work of a quasi-legal nature relative to the operations and functions of the Magistrate Court.
Mapper/Cartographer	Prepares and revises maps either manually or with computer-based programs.
Marketing Specialist	Responsible for marketing and advertising operations, liaison to media, and coordinator of activities designed to promote government's programs and endeavors.
Municipal Court Clerk	Performs clerical and fiscal work of a quasi-legal nature relative to the operations and functions of the Municipal Court.
Municipal Court Judge (Appointed)	Presides over cases involving state traffic offenses, city ordinance violations, and misdemeanors which occur within the city limits.
Municipal Court Solicitor	Represents the municipality in all cases involving state traffic offenses, city ordinance violations, and misdemeanors which occur within the city limits.
Network Administrator	Manages computer network; installs and implements shared network resources; maintains, enhances, and monitors software applications and networks computers; provides advanced level network support for file servers and other server/host systems.
Payroll/Insurance Technician	Performs duties in the preparation of payroll and required reports. Assigns monthly Workers Compensation expenditures to proper departments and assists with COBRA coverage for ex-employees.
Personnel Analyst	Performs a variety of routine and complex administrative, technical, and professional work in analyzing and administering various components of the personnel system including job analysis, compensation analysis, applicant screening, examination, selection, labor relations, and training.
Personnel Director	Formulates and carries out policies relative to personnel administration and conducts programs concerning employee recruitment, selection, training, development, retention, promotion, compensation, benefits, and occupational safety.
Personnel Technician	Performs routine clerical work in the compilation and maintenance of personnel records. Records may include promotions, discharges, wage scales, training status, and salaries. May also be responsible for conducting orientation session with new employees.

Planner	Performs technical work associated with zoning, enforcement of codes and ordinances, historic preservation planning, transportation planning, environmental planning, and/or community planning.
Planning and Development Director	Performs department-head level supervisory and technical work associated with zoning, enforcement of codes and ordinances, and issuing permits and licenses.
Purchasing Director	Performs specialized administrative duties: including purchasing supplies, materials, and equipment of the desired grade and quality at prices most favorable to the government. Works closely with department heads in figuring cost and selecting vendor.
Receptionist	Answers telephone and directs calls to appropriate department or staff, answers or refers inquiries, greets and directs visitors, and notifies personnel of visitors' arrival. May also maintain telecommunications system.
Recreation Director	Plans, promotes, organizes, and administers public recreation activities and services for entire community under policies established by the board of commissioners or city council. Selects, develops, and supervises paid staff and volunteers. Prepares budget and directs expenditure of department funds and keeping of department records.
Recreation Maintenance Worker	Performs a wide range of maintenance responsibilities of routine to moderate difficulty, including the operation of various types of equipment in the recreation department.
Recreation Specialist	Responsible for planning and supervising various recreational programs for youth and adults (entry level professional position).
School Superintendent	Responsible for the leadership, administration, and management of the total school system
Secretary	Performs routine to moderately difficult duties which may include typing, filing, collecting and recording monies, records maintenance, answering the telephone, composing correspondence, or taking dictation in shorthand or by machine.
Senior Center Director	Administers senior center including selecting and supervising paid staff and volunteers and planning, organizing, and coordinating recreation programs for senior adults.
Senior Center Van Driver	Operates van to pick up and transport senior citizens to various locations throughout the jurisdiction, performs preventive maintenance on van(s), maintains trip and mileage reports, and assists passengers with getting in and out of vehicle.
Senior Data Entry Clerk	Performs responsible detailed clerical work inputting and printing real and personal property information into the CRT terminal. Responsible for training and supervision of entry level operators.
Solicitor	Presents various government cases information to courts.

Transit Driver Operates para-transit or mass transit vans/buses for municipal or county-operated transit system.

Visitor Center Manager Administers visitor center including supervising paid staff and volunteers and planning, organizing, and coordinating center programs benefiting tourists and organizations promoting tourism, conventions and trade shows.

Visitor Center Specialist Visitor Center staff person responsible for a variety of center duties which may include stocking displays, greeting the public, distributing information, transporting visitors to events, and other such duties as needed to carry out the functions of the

Zoning Administrator Performs professional work promoting, facilitating, and coordinating planning, zoning, and development activities for the jurisdiction; and performs related duties as required.

◆ Accountant

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	46,296	65,978	77,879	105,581	27
B	14	47,503	66,366	73,222	99,995	13
C	21	47,054	59,634	70,328	92,861	30
D	8	54,942	82,148	69,586	102,514	10
E	5	50,824	68,000	64,236	104,150	5
G	1	31,200	31,200	39,520	39,520	1
Total/Avg	56	46,303	62,221	65,795	90,770	86

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	18.61	27.49	Hourly	40	13
	Alpharetta	67,213	42,000.00	100,140.00	Annual	40	3
	Brookhaven	55,554	31.72	50.76	Hourly	40	1
	Johns Creek City	84,579	49,583.09	82,352.02	Annual	40	2
	Marietta	60,867	42,660.80	66,643.20	Annual	40	2
	Roswell	94,763	44,979.00	71,966.00	Annual	40	5
	Warner Robins	77,617	19.31	29.47	Hourly	40	1
B	Canton	30,528	58,220.87	87,331.31	Annual	40	0
	Chamblee	30,307	40,738.23	63,144.26	Annual	40	1
	Dalton	33,665	22.06	34.52	Hourly	40	1
	Douglasville	33,992	21.21	33.93	Hourly	40	1
	Duluth	29,609	55,307.00	85,654.00	Annual	40	1
	East Point	34,875	55,843.00	87,096.00	Annual	40	1
	Kennesaw	34,077	44,509.15	66,763.73	Annual	40	1
	LaGrange	30,305	46,633.00	69,652.00	Annual	40	1
	Lawrenceville	30,834	66,366.00	99,995.00	Annual	40	1
	McDonough	26,768	41,932.00	67,364.00	Annual	40	1
	Newnan	41,581	21.95	34.22	Hourly	40	1
	Rome	36,716	18.03	28.37	Hourly	40	1
	Statesboro	32,954	20.04	30.07	Annual	40	1
Stockbridge	29,904	40,644.76	62,999.38	Annual	40	1	
C	Acworth	22,818	20.88	31.33	Hourly	40	2

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

◆ Accountant

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Americus	15,108	48,275.00	74,183.00	Annual	40	1
	Bainbridge	12,081	25.38	35.29	Hourly	40	1
	Calhoun	17,271	28.67	35.19	Hourly	40	3
	Cartersville	21,760	27.99	42.60	Hourly	40	3
	Covington	14,206	24.21	35.57	Hourly	40	1
	Doraville	10,265	24.06	37.06	Annual	40	1
	Fayetteville	17,991	19.91	31.87	Hourly	40	1
	Grovetown	15,152	20.95	27.45	Hourly	40	1
	Holly Springs	15,442	20.38	30.58	Hourly	40	1
	Lilburn	12,810	43,465.53	65,198.28	Annual	40	1
	Milledgeville	18,704	49,366.51	75,116.97	Annual	40	1
	Monroe	13,673	53,230.00	85,029.00	Annual	40	1
	Norcross	16,592	58,026.00	92,861.00	Annual	40	1
	Perry	17,894	21.63	33.22	Hourly	40	1
	Powder Springs	15,758	21.24	32.92	Hourly	40	1
	Richmond Hill	13,839	46,707.00	64,943.00	Annual	40	1
	Snellville	20,077	41,068.00	74,669.00	Annual	40	1
	Tifton	16,838	13.95	20.93	Hourly	40	4
	Union	22,399	37,907.17	47,383.97	Annual	40	1
	Winder	17,937	50,049.00	77,979.00	Annual	40	2
D	Auburn	7,660	51,043.20	75,420.80	Annual	40	1
	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
	Centerville	7,884	82,148.00	82,148.00	Annual	40	1
	Dahlonega	7,294	64,071.33	102,514.12	Annual	40	1
	Garden City	8,713	49,140.00	78,624.00	Annual	40	3
	Hapeville	6,534	21.66	33.29	Hourly	40	2
	Hawkinsville	5,270	24.89	24.89	Hourly	40	1
	Morrow	7,192	22.00	22.00	Hourly	40	1
	Sylvester	5,776	39,000.00	42,078.40	Annual	40	1
E	Elberton	4,329	63,629.00	104,150.00	Annual	40	1
	Monticello	2,719	18.49	18.49	Hourly	40	1
	Ringgold	3,630	42,429.69	56,572.91	Annual	40	1
	Soperton	3,148	41,600.00	52,000.00	Annual	40	1
	Statham	2,839	68,000.00	70,000.00	Annual	40	1
F	Meigs	1,031	12.00	16.00	Hourly	40	0
G	Mountain Park	568	15.00	19.00	Hourly	40	1

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

◆ Accounting Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	31,343	36,026	50,431	57,637	8
B	9	33,388	38,064	51,423	59,010	8
C	14	30,487	35,006	45,179	53,934	27
D	13	32,322	67,662	45,099	70,054	15
E	18	27,152	47,736	37,742	47,736	23
F	5	25,688	31,720	35,393	45,760	6
Total/Avg	63	30,063	42,702	44,211	55,688	87

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Brookhaven	55,554	17.32	27.71	Hourly	40	1	
	Marietta	60,867	31,767.60	49,566.40	Annual	40	2	
	Roswell	94,763	15.90	27.46	Hourly	40	4	
	Warner Robins	77,617	11.78	17.98	Hourly	40	1	
B	Carrollton	27,259	37,047.00	50,843.00	Annual	40	1	
	Chamblee	30,307	18.30	28.37	Hourly	40	0	
	Dalton	33,665	15.68	24.54	Hourly	40	1	
	East Point	34,875	15.00	23.32	Hourly	40	1	
	Lawrenceville	30,834	36,692.00	55,285.00	Annual	40	1	
	McDonough	26,768	14.33	23.02	Hourly	40	1	
	Rome	36,716	14.42	24.52	Hourly	40	1	
	Statesboro	32,954	15.66	23.49	Hourly	40	1	
	Stockbridge	29,904	32,501.07	50,376.66	Annual	40	1	
	C	Americus	15,108	29,636.00	45,542.00	Annual	40	1
		Calhoun	17,271	16.19	19.23	Hourly	40	5
Conyers		16,256	29,968.52	46,491.01	Annual	40	1	
Doraville		10,265	16.83	25.93	Hourly	40	1	
Douglas		11,695	14.88	22.70	Hourly	40	1	
Fayetteville		17,991	14.88	25.24	Hourly	40	0	
Grovetown		15,152	13.79	17.68	Hourly	40	4	
Kingsland		17,949	11.23	19.07	Hourly	40	3	
Monroe		13,673	13.63	22.61	Hourly	40	4	

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

◆ Accounting Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Moultrie	14,211	32,000.00	33,999.00	Annual	40	2
	Powder Springs	15,758	15.85	24.57	Hourly	40	2
	Richmond Hill	13,839	33,707.00	46,867.00	Annual	40	1
	Rincon	10,361	12.00	20.79	Hourly	40	1
	Vidalia	10,402	32,614.40	48,131.20	Annual	40	1
	Waycross	13,480	11.21	17.05	Hourly	40	2
D	Auburn	7,660	29,848.00	44,096.00	Annual	40	1
	Byron	5,226	33,238.40	55,452.80	Annual	40	1
	Camilla	5,012	12.50	16.92	Hourly	40	1
	Cumming	6,547	67,662.00	70,054.00	Annual	40	2
	Dacula	6,350	38,000.00	40,000.00	Annual	40	1
	Eastman	5,067	14.00	18.49	Hourly	40	1
	Fitzgerald	8,662	7.25	19.23	Hourly	40	1
	Glennville	5,020	12.66	17.60	Hourly	40	1
	Hawkinsville	5,270	16.00	16.00	Hourly	40	1
	LaFayette	7,339	13.65	23.89	Hourly	40	1
	Morrow	7,192	11.54	16.83	Hourly	40	1
	Toccoa	8,336	31,147.00	47,393.00	Annual	40	1
	Tybee Island	7,506	18.31	29.35	Hourly	40	2
E	Alma	3,380	22,371.00	40,996.00	Annual	40	2
	Baldwin	3,414	14.50	17.50	Hourly	40	1
	Blakely	4,571	10.00	19.21	Hourly	40	1
	Cornelia	4,683	13.63	20.45	Hourly	40	2
	Hahira	3,029	36,358.00	36,358.00	Annual	40	1
	Jasper	3,974	22.95	22.95	Hourly	40	1
	Lyons	4,233	10.00	19.00	Hourly	40	1
	Millen	2,766	9.00	15.00	Hourly	40	2
	Ocilla	3,732	11.25	11.25	Hourly	40	1
	Palmetto	4,851	14.11	22.02	Hourly	40	1
	Royston	2,571	13.15	17.68	Hourly	40	1
	Social Circle	4,544	15.16	15.16	Hourly	40	1
	Springfield	4,084	12.00	15.00	Hourly	40	1
	Summerville	4,243	12.68	16.65	Hourly	40	1
	Sylvania	2,463	11.83	17.56	Hourly	40	1
	Thunderbolt	2,623	13.47	21.79	Hourly	40	1
	Unadilla	3,525	9.00	18.00	Hourly	40	1
	Vienna	3,549	29,120.00	42,016.00	Annual	40	3
F	Clarkesville	1,821	12.00	22.00	Hourly	40	1
	Colquitt	1,834	10.00	17.62	Hourly	40	1

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

◆ Accounting Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Oglethorpe	1,156	15.25	15.25	Hourly	40	1
	Sparta	1,230	11.50	15.50	Hourly	40	2
	Trion	1,893	13.00	14.71	Hourly	40	1

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

◆ Accounting Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	38,754	51,650	60,889	77,043	7
B	11	35,248	45,942	54,282	71,654	13
C	21	34,636	43,659	51,718	80,000	33
D	10	33,059	57,740	45,233	57,740	17
E	5	31,984	38,657	45,368	53,055	5
F	1	24,960	24,960	36,587	36,587	1
G	1	33,259	33,259	43,638	43,638	1
Total/Avg	55	33,129	42,267	48,245	59,960	77

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	11.83	17.47	Hourly	40	1
	Alpharetta	67,213	19.10	37.82	Hourly	37	1
	Johns Creek City	84,579	51,649.58	69,178.27	Annual	40	1
	Marietta	60,867	49,441.60	77,043.20	Annual	40	1
	Roswell	94,763	20.03	32.03	Hourly	40	1
	Warner Robins	77,617	13.66	20.85	Hourly	40	2
B	Canton	30,528	18.86	28.28	Hourly	40	1
	Dalton	33,665	13.54	21.19	Hourly	40	1
	Duluth	29,609	17.14	26.56	Hourly	40	1
	East Point	34,875	45,942.00	71,654.00	Annual	40	1
	Kennesaw	34,077	15.67	23.51	Hourly	40	1
	LaGrange	30,305	14.79	22.70	Hourly	40	2
	Newnan	41,581	15.47	23.98	Hourly	40	2
	Peachtree City	36,223	17.57	26.35	Hourly	40	1
	Rome	36,716	15.38	25.00	Hourly	40	1
	Statesboro	32,954	15.66	23.49	Hourly	40	1
C	Woodstock	33,039	20.24	31.56	Hourly	40	1
	Acworth	22,818	16.32	24.47	Hourly	40	1
	Americus	15,108	28,225.00	43,374.00	Annual	40	1
	Bainbridge	12,081	15.69	21.81	Hourly	40	2

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

◆ Accounting Technician

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Buford	15,522	35,000.00	80,000.00	Annual	40	2
	Cartersville	21,760	17.08	25.99	Hourly	40	1
	Conyers	16,256	34,692.31	53,819.16	Annual	40	1
	Covington	14,206	16.01	26.46	Hourly	40	3
	Doraville	10,265	16.83	25.93	Hourly	40	1
	Fayetteville	17,991	17.72	28.36	Hourly	40	3
	Grovetown	15,152	20.99	24.91	Hourly	40	1
	Holly Springs	15,442	20.38	30.58	Hourly	40	1
	Kingsland	17,949	12.62	22.72	Hourly	40	3
	Loganville	12,880	17.97	25.96	Hourly	40	1
	Milledgeville	18,704	27,293.53	41,530.33	Annual	40	1
	Monroe	13,673	15.07	22.61	Hourly	40	1
	Moultrie	14,211	39,000.00	39,000.00	Annual	40	1
	Perry	17,894	16.11	24.81	Hourly	40	1
	Sugar Hill	24,617	41,000.00	51,000.00	Annual	40	2
	Suwanee	20,907	20.92	31.96	Hourly	40	1
	Tifton	16,838	12.02	18.03	Hourly	40	0
	Union	22,399	31,827.59	39,784.49	Annual	40	5
	Waycross	13,480	12.35	18.79	Hourly	40	2
D	Cumming	6,547	57,740.00	57,740.00	Annual	40	1
	Dahlonega	7,294	41,300.95	52,658.71	Annual	40	3
	Fitzgerald	8,662	7.25	16.83	Hourly	40	1
	Fort Oglethorpe	9,994	15.00	23.50	Hourly	40	2
	Fort Valley	8,962	11.39	17.09	Hourly	40	1
	Garden City	8,713	15.71	25.14	Hourly	40	3
	Glennville	5,020	17.41	24.21	Hourly	40	1
	Hawkinsville	5,270	15.00	15.00	Hourly	40	1
	LaFayette	7,339	12.37	18.74	Hourly	40	1
	Thomaston	8,752	14.33	19.29	Hourly	40	3
	Toccoa	8,336	14.25	21.68	Hourly	40	1
E	Adairsville	4,963	15.83	23.49	Hourly	40	1
	Dawsonville	3,246	15.14	24.76	Hourly	40	1
	Elberton	4,329	38,657.00	53,055.00	Annual	40	1
	Pelham	3,466	12.05	12.05	Hourly	40	1
	Tallapoosa	3,185	31,781.48	48,359.28	Annual	40	1
F	Clayton	2,193	12.00	17.59	Hourly	40	1
G	Tyrone	737	15.99	20.98	Hourly	40	1

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

◆ Administrative Secretary

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	34,523	45,165	61,789	100,140	80
B	16	32,642	38,210	52,634	72,301	92
C	24	33,061	47,798	50,779	69,222	91
D	15	27,662	35,568	46,746	66,144	44
E	23	27,416	42,786	39,333	60,000	37
F	5	21,902	22,880	30,331	38,563	5
G	1	29,640	29,640	46,259	46,259	2
H	1	22,880	22,880	31,200	31,200	1
Total/Avg	92	28,716	35,616	44,884	60,479	352

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.81	21.88	Hourly	40	22
	Alpharetta	67,213	42,000.00	100,140.00	Annual	40	4
	Brookhaven	55,554	17.32	27.71	Hourly	40	11
	Johns Creek City	84,579	45,165.11	65,850.63	Annual	40	4
	Marietta	60,867	28,849.60	57,470.40	Annual	40	17
	Roswell	94,763	15.90	32.03	Hourly	40	13
	Warner Robins	77,617	12.38	18.89	Hourly	40	9
B	Canton	30,528	17.08	26.92	Hourly	40	6
	Carrollton	27,259	29,259.00	50,843.00	Annual	40	10
	Chamblee	30,307	15.99	34.76	Hourly	40	9
	Dalton	33,665	15.68	24.54	Hourly	40	8
	Dunwoody	49,356	18.37	31.74	Hourly	40	4
	East Point	34,875	16.48	25.71	Hourly	40	10
	Kennesaw	34,077	17.31	25.97	Hourly	40	2
	LaGrange	30,305	14.79	22.70	Hourly	40	6
	Lawrenceville	30,834	33,241.00	50,085.00	Annual	40	1
	McDonough	26,768	13.00	20.88	Hourly	40	1
	Newnan	41,581	14.60	22.63	Hourly	40	6
	Peachtree City	36,223	17.57	26.35	Hourly	40	3

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

◆ Administrative Secretary

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rome	36,716	11.30	19.00	Hourly	40	5
	Statesboro	32,954	15.66	23.49	Hourly	40	15
	Stockbridge	29,904	30,953.40	47,977.77	Annual	40	2
	Woodstock	33,039	18.33	28.60	Hourly	40	4
C	Americus	15,108	24,382.00	47,819.00	Annual	40	11
	Bainbridge	12,081	12.91	25.25	Hourly	40	10
	Brunswick	16,256	36,184.55	56,086.05	Annual	40	1
	Buford	15,522	45,000.00	66,462.00	Annual	40	1
	Calhoun	17,271	20.01	28.09	Hourly	40	2
	Cartersville	21,760	22.98	33.28	Hourly	40	1
	Covington	14,206	16.01	23.50	Hourly	40	2
	Douglas	11,695	13.48	29.06	Hourly	40	7
	Dublin	15,881	28,926.25	58,873.53	Annual	40	7
	Fayetteville	17,991	14.88	25.24	Hourly	40	8
	Grovetown	15,152	19.97	23.71	Hourly	40	1
	Holly Springs	15,442	16.73	27.70	Hourly	40	3
	Kingsland	17,949	12.62	20.22	Hourly	40	3
	Lilburn	12,810	18.02	27.03	Per Occur.	40	1
	Loganville	12,880	13.33	20.45	Hourly	40	6
	Milledgeville	18,704	27,293.53	41,530.33	Annual	40	8
	Moultrie	14,211	32,000.00	34,200.00	Annual	40	5
	Norcross	16,592	18.93	21.42	Hourly	40	2
	Perry	17,894	15.34	25.29	Hourly	40	1
	Richmond Hill	13,839	33,707.00	46,867.00	Annual	40	1
	Snellville	20,077	14.73	26.79	Hourly	40	1
	Sugar Hill	24,617	39,000.00	50,700.00	Annual	40	2
	Tifton	16,838	12.02	18.03	Hourly	40	5
	Vidalia	10,402	28,121.60	41,496.00	Annual	40	2
	Waycross	13,480	12.35	18.79	Hourly	40	4
D	Auburn	7,660	32,905.60	48,609.60	Annual	40	1
	Byron	5,226	11.53	22.34	Hourly	40	7
	Centerville	7,884	12.90	26.22	Hourly	40	2
	Cumming	6,547	27,456.00	66,144.00	Annual	40	7
	Dacula	6,350	24,000.00	32,000.00	Annual	40	1
	Eatonton	6,725	10.00	18.54	Hourly	40	1
	Fitzgerald	8,662	7.25	20.00	Hourly	40	5
	Flowery Branch	8,325	14.05	25.00	Hourly	40	3
	Fort Oglethorpe	9,994	16.50	23.50	Hourly	40	0
	Fort Valley	8,962	11.39	17.09	Hourly	40	3

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

◆ Administrative Secretary

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Garden City	8,713	35,457.00	61,555.00	Annual	40	4
	Hapeville	6,534	15.00	33.29	Hourly	40	5
	LaFayette	7,339	12.37	19.88	Hourly	40	4
	Morrow	7,192	11.54	19.23	Hourly	40	4
	Stone Mountain	6,281	16.15	18.47	Hourly	40	1
	Sylvester	5,776	35,568.00	49,171.20	Annual	40	1
	Toccoa	8,336	11.69	17.79	Hourly	40	3
	Tybee Island	7,506	14.85	27.35	Hourly	40	3
E	Adairsville	4,963	13.67	20.29	Annual	40	1
	Alma	3,380	24,727.00	29,120.00	Annual	40	2
	Avondale Estates	3,129	20.57	28.80	Hourly	40	1
	Baxley	4,659	11.37	15.38	Hourly	40	2
	Blackshear	3,527	10.00	15.00	Hourly	40	1
	Blakely	4,571	10.00	15.45	Hourly	40	2
	Chatsworth	4,290	30,929.00	55,598.00	Annual	40	2
	Chattahoochee Hills C	3,318	9.60	19.20	Hourly	40	1
	Cornelia	4,683	14.00	22.14	Hourly	40	1
	Dawsonville	3,246	15.14	24.76	Hourly	40	2
	Donalsonville	2,466	10.00	13.92	Hourly	40	2
	Elberton	4,329	37,911.00	51,631.00	Annual	40	1
	Grantville	3,296	17.47	17.47	Hourly	40	1
	Harlem	3,371	11.68	17.76	Hourly	40	2
	Hazlehurst	4,137	10.00	12.00	Hourly	40	1
	Jonesboro	4,962	14.34	17.76	Hourly	40	5
	Lyons	4,233	9.00	13.00	Hourly	40	2
	Millen	2,766	12.00	17.00	Hourly	40	1
	Pelham	3,466	13.08	13.08	Hourly	40	1
	Statham	2,839	17.64	18.80	Hourly	40	1
	Summerville	4,243	12.68	18.72	Hourly	40	3
	Unadilla	3,525	25,000.00	60,000.00	Annual	40	1
	West Point	3,737	13.91	20.00	Hourly	40	1
F	Colquitt	1,834	10.00	11.31	Hourly	40	1
	Nahunta	1,141	10.50	11.00	Hourly	40	1
	Nicholson	1,869	11.00	18.54	Hourly	40	1
	Sparta	1,230	10.90	14.90	Hourly	40	1
	Wrens	1,939	10.25	17.16	Hourly	40	1
G	Tyrone	737	14.25	22.24	Hourly	40	2
H	Mansfield	442	11.00	15.00	Hourly	40	1

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

◆ Airport Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	76,800	76,800	131,957	131,957	1
B	1	50,586	50,586	79,165	79,165	1
C	4	53,762	67,246	74,290	85,779	4
D	2	18,783	35,259	26,193	50,000	2
E	1	30,000	30,000	42,000	42,000	1
Total/Avg	9	45,986	51,978	70,721	77,780	9

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
B	Dalton	33,665	24.32	38.06	Annual	40	1
C	Calhoun	17,271	32.33	32.33	Hourly	40	1
	Covington	14,206	58,385.60	85,779.20	Annual	40	1
	Douglas	11,695	14.17	29.06	Annual	40	2
	Vidalia	10,402	59,945.00	83,696.80	Annual	40	0
D	Camilla	5,012	35,259.00	50,000.00	Annual	40	1
	Fitzgerald	8,662	2,307.69	2,386.80	Annual	40	1
E	Hazlehurst	4,137	30,000.00	42,000.00	Annual	40	1

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

◆ Assistant City Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	43,076	55,271	67,473	74,028	6
B	10	43,324	60,965	67,643	94,453	10
C	9	39,291	45,490	59,606	70,262	9
D	7	36,307	52,366	52,258	61,381	7
E	13	31,190	52,739	40,950	52,739	13
F	23	26,202	41,600	34,707	62,400	24
G	14	19,845	29,120	28,353	33,280	14
H	4	19,812	24,960	30,160	41,600	4
Total/Avg	87	32,381	45,314	47,644	61,268	87

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	38,700.48	57,177.12	Annual	40	1
	Alpharetta	67,213	19.10	37.82	Hourly	37	1
	Brookhaven	55,554	20.39	32.62	Hourly	40	1
	Johns Creek City	84,579	55,270.68	74,028.29	Annual	40	1
	Marietta	60,867	36,836.80	57,470.40	Annual	40	1
	Roswell	94,763	21.63	34.59	Hourly	40	1
	Warner Robins	77,617	22.39	34.17	Hourly	40	0
B	Dalton	33,665	18.15	28.40	Hourly	40	1
	Douglasville	33,992	39,259.62	62,815.39	Annual	40	1
	Duluth	29,609	60,965.00	94,453.00	Annual	40	1
	East Point	34,875	39,688.00	61,896.00	Annual	40	1
	Lawrenceville	30,834	40,501.27	61,024.57	Annual	40	1
	Peachtree City	36,223	17.57	26.35	Hourly	40	1
	Rome	36,716	55,000.00	90,000.00	Annual	40	1
	Statesboro	32,954	19.08	28.62	Hourly	40	1
	Stockbridge	29,904	40,644.76	64,999.38	Annual	40	1
	Woodstock	33,039	43,201.60	67,828.80	Annual	40	1
C	Acworth	22,818	18.01	27.01	Hourly	40	1
	Brunswick	16,256	28,351.54	43,994.89	Annual	40	1

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

◆ Assistant City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cartersville	21,760	21.87	33.28	Hourly	40	1
	Dallas	13,981	39,774.70	59,278.68	Annual	40	1
	Doraville	10,265	16.83	25.93	Hourly	40	1
	Dublin	15,881	19.36	30.29	Hourly	40	1
	Fayetteville	17,991	21.11	33.78	Hourly	40	1
	Holly Springs	15,442	20.38	30.58	Hourly	40	1
	Richmond Hill	13,839	40,971.00	56,967.00	Annual	40	1
D	Byron	5,226	13.38	22.34	Hourly	40	1
	Camilla	5,012	52,366.00	61,000.00	Annual	40	1
	Eastman	5,067	15.00	19.84	Hourly	40	1
	Jesup	9,841	15.43	24.10	Annual	40	1
	Locust Grove	8,243	18.66	28.35	Hourly	40	1
	McRae-Helena	8,277	16.62	29.51	Hourly	40	1
	Stone Mountain	6,281	17.92	22.40	Hourly	40	1
E	Blakely	4,571	15.00	24.61	Hourly	40	1
	Dawson	4,126	16.35	16.35	Hourly	40	1
	Grantville	3,296	17.88	17.88	Hourly	40	1
	Gray	3,274	24,960.00	45,000.00	Annual	40	1
	Hazlehurst	4,137	32,000.00	42,600.00	Annual	40	1
	Jasper	3,974	17.74	17.74	Hourly	40	1
	Jonesboro	4,962	16.23	20.29	Hourly	40	1
	Lakeland	1,207	8.00	18.50	Hourly	40	1
	Lula	2,961	15.50	19.50	Hourly	40	1
	Pembroke	2,626	12.50	21.36	Hourly	40	1
	Social Circle	4,544	52,738.73	52,738.73	Annual	40	1
	Soperton	3,148	8.00	14.00	Hourly	40	1
	Statham	2,839	15.00	18.24	Hourly	40	1
F	Arlington	1,326	26,000.00	30,000.00	Annual	40	1
	Berkeley Lake	2,147	41,600.00	62,400.00	Annual	40	1
	Buchanan	1,176	14.50	14.50	Hourly	40	1
	Clarkesville	1,821	13.00	22.00	Hourly	40	1
	Comer	1,178	8.95	13.00	Hourly	40	1
	Edison	1,396	12.00	12.00	Hourly	40	1
	Gordon	1,857	15.20	15.20	Hourly	40	1
	Hamilton	1,117	17.50	17.50	Hourly	40	1
	Lincolnton	1,503	14.00	15.00	Hourly	40	1
	Lumber City	1,257	12.00	16.00	Hourly	40	2
	McCaysville	1,204	12.00	19.25	Hourly	40	1
	Mount Airy	1,265	9.00	15.00	Hourly	35	1

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

◆ Assistant City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Mount Vernon	2,371	8.00	13.00	Hourly	40	1
	Mount Zion	1,813	10.00	23.00	Hourly	30	1
	Oxford	2,346	30,936.83	47,074.05	Annual	40	1
	Ray City	1,094	11.50	11.50	Hourly	40	1
	Remerton	1,079	25,000.00	32,000.00	Annual	40	1
	Union Point	1,899	14.00	18.00	Hourly	40	1
	Wadley	1,858	11.73	15.73	Hourly	40	1
	Willacoochee	1,354	13.95	13.95	Hourly	40	1
	Wrens	1,939	28,371.20	47,501.92	Annual	40	1
	Young Harris	1,661	13.00	16.50	Hourly	40	1
	Zebulon	1,228	10.00	15.00	Hourly	40	1
G	Bowman	808	8.00	12.00	Hourly	40	1
	Flovilla	660	8.00	15.50	Hourly	40	1
	Hagan	965	14.00	16.00	Hourly	40	1
	Hiawassee	911	10.94	15.47	Hourly	40	1
	Hoboken	536	8.23	13.91	Hourly	40	1
	McIntyre	605	10.00	13.93	Hourly	40	1
	Norman Park	962	8.00	15.00	Hourly	40	1
	Odum	503	9.00	15.00	Hourly	40	1
	Plains	716	9.00	9.00	Hourly	40	1
	Reynolds	960	10.00	15.98	Hourly	40	1
	Rutledge	842	11.00	14.00	Hourly	40	1
	Sardis	960	8.75	10.30	Hourly	40	1
	Shellman	933	18,000.00	18,200.00	Annual	35	1
	Woodbury	902	10.00	16.00	Hourly	40	1
H	Cecil	283	9.00	15.00	Hourly	36	1
	Morganton	323	12.50	16.00	Hourly	32	1
	Sky Valley	273	12.00	20.00	Hourly	40	1
	Whigham	464	8.00	11.70	Hourly	40	1

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

◆ Assistant City Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	107,769	138,108	156,097	196,267	6
B	14	97,443	126,307	152,669	190,311	17
C	14	90,453	161,162	125,790	164,099	13
D	5	70,639	93,398	101,413	142,189	5
E	1	93,645	93,645	131,104	131,104	2
F	1	15,000	15,000	22,000	22,000	1
Total/Avg	41	79,158	104,603	114,845	140,995	44

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	108,199.52	185,908.32	Annual	40	2
	Alpharetta	67,213	138,108.00	138,108.00	Annual	40	1
	Brookhaven	55,554	122,004.00	196,267.00	Annual	40	1
	Johns Creek City	84,579	111,195.94	148,933.30	Annual	40	1
	Marietta	60,867	66,747.20	106,787.20	Annual	40	0
	Roswell	94,763	100,360.00	160,576.00	Annual	40	1
B	Canton	30,528	86,429.20	129,643.81	Annual	40	1
	Chamblee	30,307	98,172.83	152,167.88	Annual	40	2
	Douglasville	33,992	99,540.89	164,242.47	Annual	40	1
	Dunwoody	49,356	103,915.00	171,460.00	Annual	40	1
	East Point	34,875	82,505.00	128,682.00	Annual	40	1
	Kennesaw	34,077	101,486.26	152,229.39	Annual	40	1
	LaGrange	30,305	81,848.00	144,248.00	Annual	40	1
	Lawrenceville	30,834	126,307.31	190,311.27	Annual	40	2
	Newnan	41,581	41.67	64.59	Hourly	40	1
	Peachtree Corners	43,905	115,000.00	185,000.00	Annual	40	1
	Rome	36,716	80,000.00	120,000.00	Annual	40	1
	Statesboro	32,954	53.37	80.05	Annual	40	1
	Stockbridge	29,904	92,581.93	143,501.98	Annual	40	1
	Woodstock	33,039	98,737.60	155,022.40	Annual	40	2
C	Bainbridge	12,081	44.67	62.12	Hourly	40	1
	Brunswick	16,256	64,982.25	100,722.49	Annual	40	1

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

◆ Assistant City Manager

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cartersville	21,760	105,319.08	160,255.43	Annual	40	2
	Conyers	16,256	161,162.00	161,162.00	Annual	40	1
	Dublin	15,881	92,364.20	143,164.51	Annual	40	0
	Monroe	13,673	67,764.00	112,940.00	Annual	40	1
	Moultrie	14,211	37,800.00	37,800.00	Annual	40	1
	Norcross	16,592	60,839.00	123,531.00	Annual	40	1
	Perry	17,894	91,900.00	143,700.00	Annual	40	1
	Powder Springs	15,758	65,272.22	101,172.00	Annual	40	0
	Richmond Hill	13,839	93,996.00	130,696.00	Annual	40	1
	Sugar Hill	24,617	141,000.00	141,000.00	Annual	40	1
	Suwanee	20,907	105,870.00	164,099.00	Annual	40	1
	Union	22,399	85,163.26	111,603.00	Annual	40	1
D	Barnesville	6,659	65,641.00	90,486.00	Annual	40	1
	Garden City	8,713	45,290.00	72,464.00	Annual	40	1
	Locust Grove	8,243	93,397.56	141,927.68	Annual	40	1
	Sylvester	5,776	60,000.00	60,000.00	Annual	40	1
	Tybee Island	7,506	88,868.00	142,189.00	Annual	40	1
E	Avondale Estates	3,129	93,645.00	131,104.00	Annual	40	2
F	Mount Vernon	2,371	15,000.00	22,000.00	Annual	40	1

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

◆ Automotive Mechanic (Administrative)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	31,840	33,342	53,934	63,440	23
B	5	31,533	36,005	47,745	54,018	12
C	9	41,602	56,803	65,273	89,715	16
D	1	31,242	31,242	45,011	45,011	2
E	2	33,800	36,400	55,026	62,213	2
G	1	20,800	20,800	31,200	31,200	1
Total/Avg	21	31,803	35,765	49,698	57,599	56

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	14.81	21.88	Hourly	40	7	
	Marietta	60,867	33,342.40	63,440.00	Annual	40	9	
	Warner Robins	77,617	15.08	25.41	Hourly	40	7	
B	Dalton	33,665	14.93	23.37	Hourly	40	1	
	East Point	34,875	15.70	24.48	Hourly	40	5	
	Kennesaw	34,077	17.31	25.97	Hourly	40	2	
	Rome	36,716	12.98	20.77	Hourly	40	2	
	Stockbridge	29,904	30,953.40	41,977.77	Annual	40	2	
	C	Bainbridge	12,081	21.97	30.55	Hourly	40	1
		Brunswick	16,256	28,323.08	41,834.84	Annual	40	1
Cartersville		21,760	22.97	36.96	Hourly	40	1	
Douglas		11,695	15.63	43.13	Hourly	40	5	
Dublin		15,881	16.25	26.70	Hourly	40	4	
Grovetown		15,152	26.18	26.18	Hourly	40	1	
Kingsland		17,949	56,803.00	85,833.00	Annual	40	1	
Lilburn		12,810	20.89	32.91	Hourly	40	1	
Perry		17,894	15.19	24.62	Hourly	40	1	
Waycross		13,480	12.97	17.02	Hourly	40	5	
D	Sylvester	5,776	31,241.60	45,011.20	Annual	40	2	
E	Millen	2,766	15.00	23.00	Hourly	40	1	
	Pembroke	2,626	17.50	29.91	Hourly	40	1	
G	Cadwell	540	10.00	15.00	Hourly	40	1	

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

◆ Budget Analyst

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	45,992	49,442	76,376	93,560	8
B	6	54,803	65,021	84,263	98,966	6
C	2	48,482	50,473	75,178	78,233	2
E	1	36,941	36,941	36,941	36,941	1
Total/Avg	13	46,555	50,469	68,189	76,925	17

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	38,700.48	57,177.12	Annual	40	1
	Alpharetta	67,213	47,250.00	93,560.00	Annual	40	3
	Marietta	60,867	49,441.60	77,043.20	Annual	40	2
	Roswell	94,763	48,577.00	77,723.00	Annual	40	2
B	Douglasville	33,992	21.21	33.93	Hourly	40	1
	East Point	34,875	53,183.00	82,948.00	Annual	40	1
	Lawrenceville	30,834	51,845.05	78,116.60	Annual	40	1
	Peachtree City	36,223	51,628.00	77,443.00	Annual	40	1
	Statesboro	32,954	31.26	46.89	Annual	40	1
	Woodstock	33,039	63,024.00	98,966.40	Annual	40	1
C	Conyers	16,256	46,491.01	72,122.82	Annual	40	1
	Suwanee	20,907	50,473.00	78,233.00	Annual	40	1
	Waycross	13,480	20.07	27.78	Annual	40	1
E	Social Circle	4,544	17.76	17.76	Hourly	40	1

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

◆ Building Inspector

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	37,651	40,664	66,894	72,766	13
B	13	42,268	58,053	65,032	89,939	30
C	22	42,920	61,110	60,193	80,267	31
D	10	40,918	60,453	60,054	78,770	15
E	8	38,353	43,326	53,347	62,837	7
G	1	37,835	37,835	49,629	49,629	1
Total/Avg	58	39,991	50,240	59,191	72,368	97

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	19.10	37.82	Hourly	37	4
	Marietta	60,867	40,664.00	70,012.80	Annual	40	5
	Roswell	94,763	18.54	34.59	Hourly	40	2
	Warner Robins	77,617	16.65	25.41	Hourly	40	2
B	Canton	30,528	20.81	34.46	Hourly	40	6
	Carrollton	27,259	37,047.00	50,843.00	Annual	40	1
	Douglasville	33,992	21.21	33.93	Hourly	40	1
	Duluth	29,609	27.91	43.24	Hourly	40	1
	East Point	34,875	20.03	31.24	Hourly	40	2
	Kennesaw	34,077	20.58	30.87	Hourly	40	2
	LaGrange	30,305	19.09	28.48	Hourly	40	3
	Lawrenceville	30,834	44,705.82	67,359.70	Annual	40	1
	McDonough	26,768	18.29	29.38	Hourly	40	2
	Newnan	41,581	19.54	30.28	Hourly	40	4
	Rome	36,716	17.07	25.96	Hourly	40	4
	Statesboro	32,954	19.08	28.62	Hourly	40	1
	Woodstock	33,039	21.26	33.16	Hourly	40	2
	C	Acworth	22,818	19.88	32.91	Hourly	40
Buford		15,522	40,000.00	79,500.00	Annual	40	1
Calhoun		17,271	23.66	23.66	Hourly	40	1
Cartersville		21,760	25.36	38.59	Hourly	40	1
Covington		14,206	18.01	33.52	Hourly	40	1

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

◆ Building Inspector

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Douglas	11,695	17.25	26.33	Hourly	40	1
	Dublin	15,881	19.36	30.00	Hourly	40	2
	Fayetteville	17,991	19.92	31.87	Hourly	40	3
	Grovetown	15,152	29.38	29.38	Hourly	40	1
	Holly Springs	15,442	22.50	33.75	Hourly	40	2
	Kingsland	17,949	15.93	24.08	Hourly	40	2
	Lilburn	12,810	19.89	29.83	Hourly	40	0
	Loganville	12,880	14.75	20.86	Hourly	40	2
	Milledgeville	18,704	34,938.04	53,162.33	Annual	40	1
	Moultrie	14,211	60,000.00	60,000.00	Annual	40	1
	Perry	17,894	19.23	29.57	Hourly	40	1
	Richmond Hill	13,839	43,019.00	59,816.00	Annual	40	3
	Rincon	10,361	23.76	24.54	Hourly	40	1
	Sugar Hill	24,617	56,300.00	56,300.00	Annual	40	1
	Suwanee	20,907	20.92	32.43	Hourly	40	1
	Tifton	16,838	14.65	21.98	Hourly	40	2
	Vidalia	10,402	35,110.40	51,812.80	Annual	40	1
	Waycross	13,480	16.56	20.02	Hourly	40	1
D	Camilla	5,012	60,453.00	67,500.00	Annual	40	1
	Centerville	7,884	18.63	37.87	Hourly	40	1
	Cumming	6,547	43,950.00	70,033.00	Annual	40	6
	Dahlonega	7,294	41,300.95	64,016.47	Annual	40	1
	Eastman	5,067	20.00	26.91	Hourly	40	1
	Flowery Branch	8,325	30.00	35.55	Annual	40	1
	Fort Oglethorpe	9,994	14.00	21.50	Hourly	40	1
	Garden City	8,713	21.77	34.84	Hourly	40	1
	Jesup	9,841	20.41	31.84	Annual	40	1
	LaFayette	7,339	13.00	20.00	Hourly	40	1
	Sylvester	5,776	39,228.80	39,228.80	Annual	40	1
E	Baxley	4,659	43,326.40	58,572.80	Annual	40	0
	Chatsworth	4,290	34,091.20	62,836.80	Annual	45	1
	Cornelia	4,683	36,342.00	54,513.00	Annual	40	1
	Donalsonville	2,466	20.67	22.40	Hourly	40	1
	Elberton	4,329	39,371.00	56,667.00	Annual	40	1
	Harlem	3,371	17.26	26.26	Hourly	40	1
	Jasper	3,974	19.07	19.07	Hourly	40	1
	West Point	3,737	16.89	25.63	Hourly	40	1
G	Tyrone	737	18.19	23.86	Hourly	40	1

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

◆ Building Inspector Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	68,703	78,686	111,033	125,736	4
B	8	60,156	74,273	100,209	142,459	8
C	12	53,706	67,621	80,043	99,413	12
D	2	59,249	64,418	71,729	79,040	2
Total/Avg	26	60,453	71,250	90,753	111,662	26

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	1	
	Marietta	60,867	78,686.40	125,736.00	Annual	40	1	
	Roswell	94,763	66,088.00	105,741.00	Annual	40	1	
	Warner Robins	77,617	33.24	50.73	Hourly	40	1	
B	Canton	30,528	64,264.94	96,397.42	Annual	40	1	
	East Point	34,875	47,293.00	75,238.00	Annual	40	1	
	Kennesaw	34,077	74,273.31	111,409.97	Annual	40	1	
	McDonough	26,768	50,968.00	81,881.00	Annual	40	1	
	Newnan	41,581	33.00	51.15	Hourly	40	1	
	Rome	36,716	55,000.00	82,000.00	Annual	40	1	
	Statesboro	32,954	25.66	68.49	Annual	40	1	
	Woodstock	33,039	67,433.60	105,892.80	Annual	40	1	
	C	Americus	15,108	64,692.00	99,413.00	Annual	40	1
		Brunswick	16,256	43,982.55	68,172.95	Annual	40	1
Calhoun		17,271	32.51	32.51	Hourly	40	1	
Cartersville		21,760	52,751.00	80,268.00	Annual	40	1	
Dublin		15,881	51,793.29	80,279.60	Annual	40	1	
Fayetteville		17,991	61,588.82	98,542.11	Annual	40	1	
Holly Springs		15,442	54,272.20	81,408.31	Annual	40	1	
Kingsland		17,949	20.07	30.33	Hourly	40	1	
Monroe		13,673	54,686.00	90,500.00	Annual	40	1	
Perry		17,894	61,300.00	94,400.00	Annual	40	1	
D	Suwanee	20,907	25.12	38.94	Hourly	40	1	
	Vidalia	10,402	37,793.60	55,827.20	Annual	40	1	
	Fort Oglethorpe	9,994	54,080.00	79,040.00	Annual	40	1	

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

◆ Building Inspector Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	LaFayette	7,339	30.97	30.97	Annual	40	1

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

◆ Cashier/Customer Service Representative

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	30,100	40,352	52,419	72,766	44
B	11	29,966	33,241	46,143	53,290	57
C	29	27,910	45,011	44,099	65,874	125
D	20	24,878	30,888	40,089	56,888	67
E	30	24,741	33,280	35,143	52,998	58
F	14	23,820	45,427	33,880	45,427	16
G	2	24,097	24,960	27,726	30,493	4
Total/Avg	112	26,502	36,166	39,929	53,962	371

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	11.83	17.47	Hourly	40	8
	Alpharetta	67,213	19.10	37.82	Hourly	37	2
	Johns Creek City	84,579	19.40	29.04	Hourly	40	5
	Marietta	60,867	23,774.40	54,704.00	Annual	40	17
	Roswell	94,763	14.72	25.43	Hourly	40	10
	Warner Robins	77,617	11.78	17.98	Hourly	40	2
B	Canton	30,528	15.48	25.62	Hourly	40	9
	Carrollton	27,259	29,259.00	40,155.00	Annual	40	5
	East Point	34,875	15.70	24.48	Hourly	40	15
	LaGrange	30,305	13.60	20.32	Hourly	40	6
	Lawrenceville	30,834	33,241.29	50,085.71	Annual	40	7
	McDonough	26,768	13.00	20.88	Hourly	40	1
	Peachtree City	36,223	15.91	23.87	Hourly	40	1
	Rome	36,716	12.00	18.61	Hourly	40	4
	Statesboro	32,954	14.19	21.28	Hourly	40	6
	Stockbridge	29,904	28,075.65	43,517.25	Annual	40	1
C	Woodstock	33,039	15.05	24.66	Hourly	40	2
	Acworth	22,818	14.78	22.17	Hourly	40	3
	Americus	15,108	28,225.00	43,374.00	Annual	40	5
	Bainbridge	12,081	12.91	19.78	Hourly	40	3

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

◆ Cashier/Customer Service Representative

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Brunswick	16,256	28,351.54	43,944.89	Annual	40	1
	Buford	15,522	32,000.00	56,000.00	Annual	40	8
	Calhoun	17,271	11.75	17.25	Hourly	40	7
	Cartersville	21,760	15.47	31.67	Hourly	40	7
	Conyers	16,256	33,040.29	51,256.34	Annual	40	1
	Covington	14,206	14.65	24.94	Hourly	40	7
	Dallas	13,981	26,416.00	39,416.00	Annual	40	3
	Douglas	11,695	12.21	22.70	Hourly	40	8
	Dublin	15,881	13.25	20.53	Hourly	40	3
	Fayetteville	17,991	14.88	23.81	Hourly	40	4
	Grovetown	15,152	21.64	25.00	Hourly	40	1
	Kingsland	17,949	10.60	16.33	Hourly	40	2
	Loganville	12,880	13.33	19.85	Hourly	40	4
	Milledgeville	18,704	23,535.11	35,811.49	Annual	40	2
	Monroe	13,673	11.66	31.18	Hourly	40	10
	Moultrie	14,211	27,040.00	33,780.00	Annual	40	14
	Norcross	16,592	12.91	16.16	Hourly	40	2
	Perry	17,894	14.33	22.50	Hourly	40	1
	Powder Springs	15,758	13.69	21.22	Hourly	40	1
	Richmond Hill	13,839	29,183.00	40,578.00	Annual	40	3
	Rincon	10,361	11.00	14.50	Hourly	40	3
	Snellville	20,077	10.99	19.98	Hourly	40	2
	Sugar Hill	24,617	25,800.00	48,900.00	Annual	40	7
	Tifton	16,838	12.02	18.03	Hourly	40	5
	Vidalia	10,402	23,088.00	34,112.00	Annual	40	2
	Waycross	13,480	11.21	17.05	Hourly	40	2
	Winder	17,937	14.04	21.87	Hourly	40	6
D	Auburn	7,660	11.80	17.44	Hourly	40	2
	Barnesville	6,659	29,320.00	40,419.00	Annual	40	1
	Byron	5,226	10.86	18.18	Hourly	40	1
	Camilla	5,012	10.50	22.00	Hourly	40	9
	Centerville	7,884	12.43	25.27	Hourly	40	6
	Cumming	6,547	26,395.00	49,732.00	Annual	40	6
	Dahlonega	7,294	29,351.81	45,459.31	Annual	40	3
	Eastman	5,067	10.00	12.00	Hourly	40	3
	Eatonton	6,725	10.00	15.19	Hourly	40	1
	Fort Oglethorpe	9,994	11.00	20.00	Hourly	40	3
	Glennville	5,020	11.37	17.60	Hourly	40	2
	Hapeville	6,534	15.00	30.54	Hourly	40	2

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

◆ Cashier/Customer Service Representative

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hawkinsville	5,270	12.24	12.24	Hourly	40	1
	Jackson	5,239	11.23	22.00	Hourly	40	3
	LaFayette	7,339	11.20	15.69	Hourly	40	2
	Locust Grove	8,243	13.78	20.15	Hourly	40	1
	McRae-Helena	8,277	12.40	22.02	Hourly	40	3
	Sylvester	5,776	19,760.00	35,568.00	Annual	40	6
	Thomaston	8,752	12.87	17.34	Hourly	40	2
	Toccoa	8,336	12.28	18.70	Hourly	40	5
	Tybee Island	7,506	14.85	27.35	Hourly	40	7
E	Adairsville	4,963	12.40	23.49	Hourly	40	2
	Ashburn	3,704	12.50	14.75	Hourly	40	2
	Baldwin	3,414	10.00	12.50	Hourly	40	3
	Blakely	4,571	9.50	15.06	Hourly	40	3
	Chickamauga	3,256	15.00	21.42	Hourly	40	2
	Dawsonville	3,246	15.87	25.48	Hourly	40	1
	Elberton	4,329	27,015.00	43,693.00	Annual	40	7
	Gray	3,274	22,880.00	35,000.00	Annual	40	1
	Harlem	3,371	11.68	17.76	Hourly	40	1
	Hartwell	4,437	24,523.00	30,118.00	Annual	40	3
	Hazlehurst	4,137	9.53	17.52	Hourly	40	2
	Hiram	4,223	27,000.00	35,000.00	Annual	40	2
	Jasper	3,974	12.36	16.33	Hourly	40	2
	Monticello	2,719	16.00	16.00	Hourly	40	2
	Nicholls	3,333	8.00	13.00	Hourly	40	1
	Ocilla	3,732	9.50	9.50	Hourly	40	1
	Palmetto	4,851	11.61	18.11	Hourly	40	1
	Pelham	3,466	10.30	12.62	Hourly	40	2
	Pembroke	2,626	10.00	17.09	Hourly	40	1
	Ringgold	3,630	26,669.41	37,230.87	Annual	40	3
	Royston	2,571	10.63	15.04	Hourly	40	2
	Senoia	4,412	25,500.00	33,000.00	Annual	40	1
	Social Circle	4,544	15.47	15.47	Hourly	40	1
	Springfield	4,084	10.00	14.25	Hourly	40	1
	Statham	2,839	13.00	16.00	Hourly	40	1
	Summerville	4,243	13.13	15.61	Hourly	40	3
	Tallapoosa	3,185	31,781.48	48,359.28	Annual	40	1
	Thunderbolt	2,623	9.62	14.61	Hourly	40	1
	Unadilla	3,525	9.00	20.00	Hourly	40	1
	West Point	3,737	12.62	19.11	Hourly	40	4

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

◆ Cashier/Customer Service Representative

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Clarkesville	1,821	10.00	20.00	Hourly	40	1
	Claxton	2,204	8.31	14.35	Hourly	40	1
	Clayton	2,193	11.00	14.50	Hourly	40	1
	Colquitt	1,834	10.00	11.31	Hourly	40	1
	Ellaville	1,867	9.50	15.00	Hourly	40	1
	Midway	2,061	12.12	15.52	Hourly	40	2
	Mount Zion	1,813	10.00	20.00	Hourly	40	1
	Oxford	2,346	26,676.73	40,591.80	Annual	40	1
	Pine Mountain	1,417	45,427.00	45,427.00	Annual	40	1
	Sparta	1,230	11.98	15.38	Hourly	40	1
	Trion	1,893	13.00	14.71	Hourly	40	1
	Union Point	1,899	11.00	15.50	Hourly	40	2
	Wadley	1,858	8.50	13.25	Hourly	40	1
	Wrens	1,939	10.25	17.16	Hourly	40	1
G	Jeffersonville	939	12.00	12.00	Hourly	40	1
	Tyrone	737	11.17	14.66	Hourly	40	3

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

◆ City Attorney (Staff Position)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	91,058	100,360	147,617	165,805	3
B	3	94,178	105,299	132,606	164,268	3
C	3	65,055	92,364	96,655	143,165	3
D	1	133,783	133,783	133,783	133,783	1
E	1					1
Total/Avg	11	96,019	107,952	127,665	151,755	11

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	96,499.52	165,805.12	Annual	40	1
	Roswell	94,763	100,360.00	160,576.00	Annual	40	1
	Warner Robins	77,617	36.69	56.00	Hourly	40	1
B	Douglasville	33,992	86,942.87	143,255.74	Annual	40	1
	East Point	34,875	105,299.00	164,268.00	Annual	40	1
	Statesboro	32,954	43.41	43.41	Annual	40	1
C	Douglas	11,695	30,000.00	30,000.00	Annual	40	1
	Dublin	15,881	92,364.20	143,164.51	Annual	40	1
	Perry	17,894	72,800.00	116,800.00	Annual	40	1
D	Centerville	7,884	133,783.00	133,783.00	Annual	40	1
E	Monticello	2,719	500.00	1,000.00	Per Occur.	40	1

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

◆ City Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	70,293	80,018	94,214	112,752	7
B	19	67,110	94,557	102,936	146,536	19
C	29	58,961	108,000	81,339	134,684	29
D	24	47,535	122,844	67,052	122,844	24
E	50	42,865	86,419	60,026	91,347	50
F	41	34,707	67,704	46,024	67,704	41
G	47	26,790	45,500	36,676	63,744	47
H	28	24,161	45,000	33,893	60,000	28
Total/Avg	245	46,553	81,255	65,270	99,951	245

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	54,500.16	80,520.96	Annual	40	1
	Alpharetta	67,213	80,000.00	80,000.00	Annual	40	1
	Brookhaven	55,554	70,471.00	112,752.00	Annual	40	1
	Johns Creek City	84,579	76,752.40	102,800.49	Annual	40	1
	Marietta	60,867	80,017.60	80,017.60	Annual	40	1
	Roswell	94,763	61,193.00	97,909.00	Annual	40	1
	Warner Robins	77,617	33.23	50.72	Hourly	40	1
B	Canton	30,528	58,220.87	87,331.31	Annual	40	1
	Carrollton	27,259	60,411.00	82,908.00	Annual	40	1
	Chamblee	30,307	69,995.87	108,493.60	Annual	40	1
	Dalton	33,665	26.81	41.96	Annual	40	1
	Douglasville	33,992	70,971.28	117,102.61	Annual	40	1
	Duluth	29,609	94,557.00	146,536.00	Annual	40	1
	Dunwoody	49,356	76,381.00	126,028.00	Annual	40	1
	East Point	34,875	71,270.00	111,159.00	Annual	40	1
	Kennesaw	34,077	62,367.65	93,551.47	Annual	40	1
	LaGrange	30,305	23.75	38.64	Hourly	40	1
	Lawrenceville	30,834	60,124.37	90,591.32	Annual	40	1
	McDonough	26,768	65,050.00	104,503.00	Annual	40	1

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

◆ City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Newnan	41,581	24.67	38.23	Hourly	40	1
	Peachtree City	36,223	51,628.00	77,442.00	Annual	40	1
	Peachtree Corners	43,905	85,000.00	125,000.00	Annual	40	1
	Rome	36,716	80,000.00	110,000.00	Annual	40	1
	Statesboro	32,954	31.26	46.89	Annual	40	1
	Stockbridge	29,904	66,009.63	102,314.93	Annual	40	1
	Woodstock	33,039	81,598.40	128,128.00	Annual	40	1
C	Americus	15,108	48,275.00	74,183.00	Annual	40	1
	Bainbridge	12,081	18.16	27.78	Hourly	40	1
	Brunswick	16,256	68,494.40	68,494.40	Annual	40	1
	Calhoun	17,271	23.92	23.92	Hourly	40	1
	Cartersville	21,760	22.97	34.96	Hourly	40	1
	Conyers	16,256	44,277.15	68,688.40	Annual	40	1
	Covington	14,206	60,132.80	88,358.40	Annual	40	1
	Dallas	13,981	62,569.13	93,250.62	Annual	40	1
	Doraville	10,265	28.77	44.30	Annual	40	1
	Douglas	11,695	23.20	35.41	Annual	40	1
	Dublin	15,881	73,321.68	113,648.60	Annual	40	1
	Grovetown	15,152	55,765.00	63,000.00	Annual	40	1
	Holly Springs	15,442	76,685.20	115,027.80	Annual	40	1
	Kingsland	17,949	56,803.00	85,833.00	Annual	40	1
	Lilburn	12,810	59,927.66	59,927.66	Annual	40	1
	Milledgeville	18,704	33,254.50	50,600.68	Annual	40	1
	Monroe	13,673	53,648.00	83,636.00	Annual	40	1
	Moultrie	14,211	50,000.00	50,000.00	Annual	40	1
	Norcross	16,592	62,969.00	98,009.00	Annual	40	1
	Perry	17,894	66,700.00	97,700.00	Annual	40	1
	Powder Springs	15,758	62,164.00	96,354.00	Annual	40	1
	Richmond Hill	13,839	65,275.00	90,762.00	Annual	40	1
	Rincon	10,361	14.00	20.64	Hourly	40	1
	Snellville	20,077	72,500.22	72,500.22	Annual	40	1
	Sugar Hill	24,617	108,000.00	108,000.00	Annual	40	1
	Suwanee	20,907	86,893.20	134,684.00	Annual	40	1
	Tifton	16,838	22.86	34.29	Annual	40	1
	Union	22,399	75,795.00	113,692.50	Annual	40	1
	Waycross	13,480	20.07	30.54	Hourly	40	1
	Winder	17,937	22.28	34.71	Hourly	40	1
D	Auburn	7,660	36,275.20	53,601.60	Annual	40	1
	Barnesville	6,659	65,641.00	90,486.00	Annual	40	1

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

◆ City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Bremen	6,638	17.00	24.36	Hourly	40	1
	Byron	5,226	42,099.20	70,283.20	Annual	40	1
	Camilla	5,012	45,500.00	61,190.00	Annual	40	1
	Centerville	7,884	57,818.00	57,818.00	Annual	40	1
	Cumming	6,547	122,844.00	122,844.00	Annual	40	1
	Dahlonega	7,294	52,711.64	84,338.62	Annual	40	1
	Eastman	5,067	18.00	24.12	Hourly	40	1
	Eatonton	6,725	47,112.00	47,112.00	Annual	40	1
	Fitzgerald	8,662	7.25	21.93	Hourly	40	1
	Flowery Branch	8,325	28.85	40.00	Annual	40	1
	Fort Oglethorpe	9,994	34,320.00	48,880.00	Annual	40	1
	Glennville	5,020	42,519.00	59,121.00	Annual	40	1
	Hapeville	6,534	64,768.00	101,655.00	Annual	40	1
	Hawkinsville	5,270	18.21	18.21	Hourly	40	1
	Jackson	5,239	18.33	34.13	Hourly	40	1
	Jesup	9,841	23.86	37.22	Annual	40	1
	LaFayette	7,339	24.69	31.37	Annual	40	1
	Locust Grove	8,243	47,172.11	105,908.62	Annual	40	1
	McRae-Helena	8,277	42,012.32	74,607.35	Annual	40	1
	Morrow	7,192	35,000.00	55,000.00	Annual	40	1
	Sylvester	5,776	55,000.00	55,000.00	Annual	40	1
	Thomaston	8,752	42,047.74	56,653.06	Annual	40	1
	Toccoa	8,336	53,621.00	81,591.00	Annual	40	1
	Tybee Island	7,506	54,268.00	86,829.00	Annual	40	1
E	Adairsville	4,963	20.20	36.45	Annual	40	1
	Alma	3,380	45,000.00	65,416.00	Annual	40	1
	Ashburn	3,704	65,000.00	65,000.00	Annual	40	1
	Avondale Estates	3,129	65,248.00	91,347.00	Annual	40	1
	Baldwin	3,414	30,160.00	36,400.00	Annual	40	1
	Baxley	4,659	58,968.00	79,726.40	Annual	40	1
	Blackshear	3,527	15.00	25.00	Annual	40	1
	Blakely	4,571	45,000.00	77,000.00	Annual	40	1
	Chatsworth	4,290	39,478.40	72,696.00	Annual	40	1
	Chattahoochee Hills C	3,318	40,000.00	55,000.00	Annual	40	1
	Chickamauga	3,256	21.42	21.42	Hourly	40	1
	Cornelia	4,683	45,427.00	82,000.00	Annual	40	1
	Cuthbert	3,417	38,888.00	40,000.00	Annual	40	1
	Dawson	4,126	25.99	25.99	Hourly	40	1
	Dawsonville	3,246	45,000.00	65,000.00	Annual	40	1

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

◆ City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Donalsonville	2,466	1.00	51,740.00	Annual	40	1
	Elberton	4,329	52,781.00	80,658.00	Annual	40	1
	Grantville	3,296	19.36	19.36	Hourly	40	1
	Gray	3,274	32,000.00	56,000.00	Annual	40	1
	Hahira	3,029	43,742.00	43,742.00	Annual	40	1
	Harlem	3,371	45,819.29	69,719.46	Annual	40	1
	Hartwell	4,437	22,000.00	56,950.00	Annual	40	1
	Hazlehurst	4,137	42,500.00	52,000.00	Annual	40	1
	Hephzibah	3,944	32,110.00	33,110.00	Annual	40	1
	Hiram	4,223	40,000.00	52,000.00	Annual	40	1
	Lake City	2,829	51,517.00	71,849.24	Annual	40	1
	Lakeland	1,207	8.00	22.00	Annual	40	1
	Lula	2,961	22.70	28.00	Hourly	40	1
	Lyons	4,233	32,000.00	50,000.00	Annual	40	1
	Millen	2,766	30,000.00	60,000.00	Annual	40	1
	Monticello	2,719	19.23	19.23	Annual	40	1
	Nicholls	3,333	14.00	19.50	Hourly	40	1
	Ocilla	3,732	66,560.00	66,560.00	Annual	40	1
	Palmetto	4,851	43,259.00	67,483.00	Annual	40	1
	Pelham	3,466	57,680.00	57,680.00	Annual	40	1
	Pembroke	2,626	37,700.00	51,584.55	Annual	40	1
	Ringgold	3,630	43,561.14	57,309.54	Annual	40	1
	Senoia	4,412	45,000.00	67,000.00	Annual	40	1
	Social Circle	4,544	86,418.55	86,418.55	Annual	40	1
	Soperton	3,148	41,600.00	52,000.00	Annual	40	1
	Springfield	4,084	24,960.00	39,482.00	Annual	40	1
	Statham	2,839	16.48	16.48	Hourly	40	1
	Summerville	4,243	20.00	28.00	Annual	40	1
	Sylvania	2,463	15.56	31.77	Annual	40	1
	Tallapoosa	3,185	54,714.09	83,253.96	Annual	40	1
	Thunderbolt	2,623	35,000.00	56,000.00	Annual	40	1
	Ty Ty	3,063	74,419.00	74,419.00	Annual	27	1
	Unadilla	3,525	25,000.00	60,000.00	Annual	40	1
	Vienna	3,549	52,439.00	78,658.00	Annual	40	1
	West Point	3,737	56,904.95	86,244.39	Annual	40	1
F	Alto	1,198	19.10	21.00	Hourly	40	1
	Arlington	1,326	31,200.00	40,000.00	Annual	40	1
	Ball Ground	2,195	45,000.00	56,000.00	Annual	40	1
	Brooklet	1,815	37,000.00	41,225.60	Annual	40	1

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

◆ City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Buchanan	1,176	24.04	24.04	Hourly	40	1
	Butler	1,759	18.00	29.24	Annual	40	1
	Chester	1,564	8.00	15.00	Hourly	35	1
	Clarkesville	1,821	36,000.00	55,000.00	Annual	40	1
	Claxton	2,204	32,905.00	62,046.00	Annual	40	1
	Clayton	2,193	30,000.00	42,423.00	Annual	40	1
	Colquitt	1,834	10.00	27.18	Hourly	40	1
	Davisboro	1,958	18.07	18.07	Hourly	40	1
	Edison	1,396	15.89	15.89	Annual	40	1
	Ellaville	1,867	15.00	25.00	Hourly	40	1
	Ellijay	1,714	17.00	17.00	Hourly	40	1
	Gordon	1,857	26.98	26.98	Annual	40	1
	Hamilton	1,117	18.50	18.50	Hourly	40	1
	Lincolnton	1,503	23.50	23.50	Annual	40	1
	McCaysville	1,204	52,000.00	54,080.00	Annual	40	1
	Meigs	1,031	13.00	13.00	Hourly	40	1
	Midway	2,061	17.13	32.28	Hourly	40	1
	Morgan	1,835	14.00	14.00	Hourly	40	1
	Mount Airy	1,265	12.00	26.00	Hourly	40	1
	Mount Vernon	2,371	25,000.00	40,000.00	Annual	40	1
	Mount Zion	1,813	10.00	25.00	Hourly	40	1
	Nahunta	1,141	12.88	17.00	Hourly	40	1
	Nelson	1,377	10.00	25.00	Annual	40	1
	Nicholson	1,869	40,000.00	48,817.60	Annual	40	1
	Oglethorpe	1,156	19.83	19.83	Hourly	40	1
	Omega	1,230	44,493.80	44,493.80	Annual	35	1
	Oxford	2,346	41,000.00	50,116.26	Annual	40	1
	Pine Mountain	1,417	67,704.00	67,704.00	Annual	40	1
	Ray City	1,094	15.00	15.00	Hourly	40	1
	Remerton	1,079	32,000.00	50,000.00	Annual	40	1
	Trion	1,893	31,000.00	54,976.00	Annual	40	1
	Union Point	1,899	20.50	24.50	Annual	40	1
	Wadley	1,858	1,562.97	1,760.00	Annual	40	1
	Walnut Grove	1,357	43,816.50	43,816.50	Annual	36	1
	Willacoochee	1,354	15.68	15.68	Hourly	40	1
	Wrens	1,939	31,283.20	52,377.49	Annual	40	1
	Young Harris	1,661	15.00	26.44	Hourly	40	1
	Zebulon	1,228	10.00	20.00	Hourly	40	1
G	Ailey	536	10.00	10.00	Annual	40	1

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

◆ City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Alapaha	675	11.25	11.80	Annual	40	1
	Arabi	564	10.00	16.00	Hourly	35	1
	Baconton	827	18.00	18.00	Hourly	40	1
	Bethlehem	725	10.00	18.00	Hourly	30	1
	Bowman	808	12.00	18.00	Hourly	40	1
	Cadwell	540	9.00	15.00	Hourly	40	1
	Carnesville	601	40,555.38	40,555.38	Annual	40	1
	Clermont	1,039	15.00	21.00	Hourly	40	1
	Collins	571	7.25	17.25	Hourly	40	1
	Crawford	836	10.00	23.00	Hourly	35	1
	Fairmount	736	30,000.00	45,000.00	Annual	40	1
	Flemington	717	16.00	16.81	Hourly	40	1
	Flovilla	660	12.00	20.50	Hourly	40	1
	Franklin	971	17.75	17.75	Hourly	36	1
	Glenwood	651	9.00	13.84	Hourly	40	1
	Greenville	845	36,000.00	45,000.00	Annual	40	1
	Hagan	965	16.00	20.00	Hourly	40	1
	Hiawassee	911	12.17	17.22	Annual	40	1
	Hoboken	536	10.21	21.02	Hourly	40	1
	Homeland	941	14.98	14.98	Hourly	40	1
	Jeffersonville	939	32,000.00	32,000.00	Annual	40	1
	Kingston	679	12.00	19.50	Hourly	40	1
	Leary	559	28,620.80	28,620.80	Annual	40	1
	Luthersville	831	31,500.00	49,300.80	Annual	40	1
	Lyerly	514	10.00	24.00	Hourly	36	1
	McIntyre	605	26,800.00	48,900.00	Annual	40	1
	Morven	549	15.00	20.58	Hourly	40	1
	Newborn	783	10.00	22.00	Hourly	40	1
	Newton	575	15.00	15.00	Hourly	40	1
	Norman Park	962	10.00	25.00	Hourly	40	1
	Ochlocknee	680	25.00	25.00	Hourly	35	1
	Odum	503	12.00	18.00	Hourly	40	1
	Pavo	604	12.00	16.00	Hourly	40	1
	Pendergrass	562	25,000.00	32,000.00	Annual	40	1
	Plains	716	23,000.00	27,242.00	Annual	40	1
	Poulan	870	17.50	17.50	Hourly	40	1
	Reynolds	960	525.00	839.58	Annual	40	1
	Riceboro	778	19.99	21.95	Hourly	40	1
	Rutledge	842	37,499.00	63,744.00	Annual	40	1

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

◆ City Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Sardis	960	500.00	886.00	Annual	40	1
	Shellman	933	31,850.00	35,000.00	Annual	35	1
	Smithville	636	15.75	15.75	Hourly	40	1
	Tunnel Hill	910	12.00	15.00	Hourly	40	1
	Tyrone	737	19.10	25.06	Hourly	40	1
	Uvalda	582	26,250.00	26,250.00	Annual	35	1
	Waverly Hall	807	15.00	15.00	Hourly	37	1
	White	725	16.00	17.14	Hourly	40	1
	Williamson	514	8.00	16.00	Hourly	40	1
	Woodbury	902	16.00	30.00	Hourly	40	1
H	Attapulgus	425	14.02	14.72	Hourly	40	1
	Barwick	372	12.00	15.00	Hourly	40	1
	Bowersville	485	12.00	15.00	Hourly	30	1
	Brinson	202	10.00	16.00	Hourly	40	1
	Cecil	283	9.00	15.00	Hourly	40	1
	Centralhatchee	377	16.32	16.32	Hourly	40	1
	Climax	262	10.00	15.03	Hourly	40	1
	Cobbtown	357	10.00	15.00	Hourly	40	1
	Concord	384	32,000.00	39,520.00	Annual	40	1
	Dillard	377	12.00	30.00	Hourly	30	1
	Ellenton	282	9.00	16.32	Hourly	40	1
	Fargo	316	15,100.00	26,000.00	Annual	40	1
	Graham	290	8.00	9.00	Hourly	40	1
	Harrison	442	8.50	16.15	Hourly	40	1
	Hiltonia	324	9.00	15.31	Hourly	30	1
	Morganton	323	14.50	20.00	Annual	35	1
	Oconee	243	10.75	10.75	Hourly	40	1
	Offerman	441	8.50	8.50	Hourly	35	1
	Plainville	318	16.00	16.00	Hourly	40	1
	Rentz	285	6.80	17.00	Hourly	40	1
	Scotland	337	9.50	14.00	Hourly	40	1
	Sharpsburg	361	14.61	20.00	Hourly	35	1
	Shiloh	486	12.00	18.00	Hourly	36	1
	Sky Valley	273	37,000.00	50,000.00	Annual	40	1
	Tallulah Falls	171	40,000.00	60,000.00	Annual	30	1
	Talmo	257	10.00	17.00	Hourly	40	1
	Tignall	496	9.50	14.00	Hourly	32	1
	Warm Springs	405	45,000.00	45,000.00	Annual	40	1
	Whigham	464	41,600.00	55,903.64	Annual	40	1

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

◆ City Manager/Administrator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	184,116	228,259	210,071	228,259	5
B	19	139,712	205,638	177,502	243,986	19
C	32	121,917	243,000	155,623	257,000	32
D	25	90,449	173,992	113,991	173,992	25
E	39	73,274	140,000	99,236	160,000	42
F	17	48,471	130,000	123,621	1,000,000	17
G	5	47,007	82,597	70,162	108,368	5
H	2	45,000	50,000	67,500	70,000	2
Total/Avg	144	93,743	156,686	127,213	280,201	147

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	212,110.00	212,110.00	Annual	40	1
	Brookhaven	55,554	190,000.00	190,000.00	Annual	40	1
	Johns Creek City	84,579	170,170.23	227,922.12	Annual	40	1
	Marietta	60,867	228,259.20	228,259.20	Annual	40	1
	Roswell	94,763	120,039.00	192,062.00	Annual	40	1
B	Canton	30,528	150,236.42	150,236.42	Annual	40	1
	Carrollton	27,259	174,412.00	174,412.00	Annual	40	1
	Chamblee	30,307	125,000.00	175,000.00	Annual	40	1
	Dalton	33,665	47.63	74.55	Annual	40	1
	Douglasville	33,992	106,508.75	175,739.44	Annual	40	1
	Duluth	29,609	172,419.00	172,419.00	Annual	40	1
	Dunwoody	49,356	205,638.16	205,638.16	Annual	40	1
	East Point	34,875	132,407.00	209,652.00	Annual	40	1
	Kennesaw	34,077	115,092.73	172,639.10	Annual	40	1
	LaGrange	30,305	125,598.00	225,208.00	Annual	40	1
	Lawrenceville	30,834	161,930.67	243,986.14	Annual	40	1
	McDonough	26,768	79,039.00	120,975.00	Annual	40	1
	Newnan	41,581	76.84	76.84	Hourly	40	1
	Peachtree Corners	43,905	155,000.00	225,000.00	Annual	40	1

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

◆ City Manager/Administrator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rome	36,716	125,000.00	175,000.00	Annual	40	1
	Statesboro	32,954	76.44	76.44	Annual	40	1
	Stockbridge	29,904	99,062.66	153,547.12	Annual	40	1
	Tucker	36,395	170,000.00	170,000.00	Annual	40	1
	Woodstock	33,039	139,283.59	149,197.36	Annual	40	1
C	Americus	15,108	105,377.00	161,933.00	Annual	40	1
	Bainbridge	12,081	50.05	76.26	Hourly	40	1
	Brunswick	16,256	96,075.20	96,075.20	Annual	40	1
	Buford	15,522	125,000.00	257,000.00	Annual	40	1
	Calhoun	17,271	53.22	53.22	Hourly	40	1
	Cartersville	21,760	128,321.00	195,255.68	Annual	40	1
	Conyers	16,256	194,250.00	194,250.00	Annual	40	1
	Covington	14,206	115,128.00	169,041.60	Annual	40	1
	Dallas	13,981	92,442.15	137,772.21	Annual	40	1
	Doraville	10,265	41.13	63.35	Annual	40	1
	Douglas	11,695	41.97	64.03	Annual	40	1
	Dublin	15,881	107,733.60	166,987.08	Annual	40	1
	Fayetteville	17,991	133,705.00	156,373.94	Annual	40	1
	Grovetown	15,152	109,013.00	110,000.00	Annual	40	1
	Holly Springs	15,442	113,839.62	170,759.42	Annual	40	1
	Kingsland	17,949	86,231.00	130,301.00	Annual	40	1
	Lilburn	12,810	169,075.40	169,075.40	Annual	40	1
	Loganville	12,880	91,512.30	128,353.04	Annual	40	1
	Monroe	13,673	117,549.00	160,250.00	Annual	40	1
	Moultrie	14,211	125,000.00	125,000.00	Annual	40	1
	Norcross	16,592	106,692.00	181,326.00	Annual	40	1
	Perry	17,894	135,400.00	166,100.00	Annual	40	1
	Powder Springs	15,758	121,240.61	121,240.61	Annual	40	1
	Richmond Hill	13,839	122,390.00	172,373.00	Annual	40	1
	Rincon	10,361	81,450.00	100,000.00	Annual	40	1
	Snellville	20,077	166,863.58	166,863.58	Annual	40	1
	Sugar Hill	24,617	243,000.00	243,000.00	Annual	40	1
	Suwanee	20,907	173,472.00	173,472.00	Annual	40	1
	Tifton	16,838	67.50	67.50	Annual	40	1
	Union	22,399	107,516.66	187,459.00	Annual	40	1
	Vidalia	10,402	85,000.00	100,000.00	Annual	40	1
	Waycross	13,480	55.29	62.50	Annual	40	1
	Winder	17,937	120,000.00	165,000.00	Annual	40	1
D	Auburn	7,660	68,411.20	101,129.60	Annual	40	1

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◆ City Manager/Administrator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Barnesville	6,659	101,507.00	135,752.28	Annual	40	1
	Bremen	6,638	25.00	40.86	Hourly	40	1
	Byron	5,226	67,558.40	112,756.80	Annual	40	1
	Camilla	5,012	173,992.00	173,992.00	Annual	40	1
	Cumming	6,547	135,200.00	135,200.00	Annual	40	1
	Dacula	6,350	95,000.00	104,000.00	Annual	40	1
	Dahlonega	7,294	114,620.00	156,217.00	Annual	40	1
	Eastman	5,067	30.00	36.23	Hourly	40	1
	Eatonton	6,725	60,008.00	65,000.00	Annual	40	1
	Fitzgerald	8,662	1,000.00	2,956.39	Annual	40	2
	Flowery Branch	8,325	40.00	60.58	Annual	40	1
	Fort Oglethorpe	9,994	80,080.00	124,800.00	Annual	40	0
	Fort Valley	8,962	50,050.00	95,000.00	Annual	40	1
	Garden City	8,713	95,088.00	156,895.00	Annual	40	1
	Glennville	5,020	71,472.00	99,378.00	Annual	40	1
	Hapeville	6,534	76,511.00	120,853.00	Annual	40	1
	Hawkinsville	5,270	70,000.00	70,000.00	Annual	40	1
	Jesup	9,841	57.83	57.83	Annual	40	1
	LaFayette	7,339	72.00	75.00	Annual	40	1
	Locust Grove	8,243	98,067.44	164,299.03	Annual	40	1
	McRae-Helena	8,277	48,634.51	86,367.33	Annual	40	1
	Morrow	7,192	97,000.00	115,365.00	Annual	40	1
	Stone Mountain	6,281	95,860.00	110,734.00	Annual	40	1
	Sylvester	5,776	100,000.00	100,000.00	Annual	40	1
	Thomaston	8,752	141,291.93	141,291.93	Annual	40	1
	Toccoa	8,336	66,639.00	104,443.00	Annual	40	1
	Tybee Island	7,506	95,355.00	152,568.00	Annual	40	1
E	Adairsville	4,963	44.09	65.45	Annual	40	1
	Alma	3,380	80,000.00	86,528.00	Annual	40	1
	Ashburn	3,704	78,999.96	78,999.96	Annual	40	1
	Avondale Estates	3,129	140,000.00	160,000.00	Annual	40	1
	Baldwin	3,414	45,000.00	85,000.00	Annual	40	1
	Baxley	4,659	75,171.20	103,708.80	Annual	40	1
	Chattahoochee Hills C	3,318	80,000.00	120,000.00	Annual	40	1
	Chickamauga	3,256	98,550.00	98,550.00	Annual	40	1
	Cornelia	4,683	79,497.00	122,000.00	Annual	40	1
	Dawson	4,126	36.05	36.05	Hourly	40	1
	Dawsonville	3,246	60,000.00	90,000.00	Annual	40	1
	Donalsonville	2,466	1.00	92,600.00	Annual	40	1

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

◆ City Manager/Administrator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Elberton	4,329	67,697.00	121,105.00	Annual	40	1
	Grantville	3,296	70,000.00	70,000.00	Annual	60	1
	Hahira	3,029	74,856.00	74,856.00	Annual	40	1
	Harlem	3,371	73,960.14	112,539.09	Annual	40	1
	Hartwell	4,437	55,000.00	97,850.00	Annual	40	1
	Hiram	4,223	80,000.00	95,000.00	Annual	40	1
	Jasper	3,974	111,240.00	111,240.00	Annual	40	1
	Jonesboro	4,962	71,843.00	115,000.00	Annual	40	1
	Lake City	2,829	89,724.00	99,225.00	Annual	40	4
	Lula	2,961	39.01	48.00	Hourly	40	1
	Lyons	4,233	53,000.00	75,000.00	Annual	40	1
	Millen	2,766	35,000.00	85,000.00	Annual	40	1
	Monticello	2,719	35.00	35.00	Annual	40	1
	Palmetto	4,851	77,686.00	121,191.00	Annual	40	1
	Pelham	3,466	85,000.00	85,000.00	Annual	40	1
	Pembroke	2,626	48,000.00	60,000.00	Annual	40	1
	Ringgold	3,630	76,240.25	102,574.94	Annual	40	1
	Royston	2,571	42,500.00	72,519.79	Annual	40	1
	Senoia	4,412	85,000.00	115,000.00	Annual	40	1
	Social Circle	4,544	129,765.26	129,765.26	Annual	40	1
	Springfield	4,084	68,000.00	110,000.00	Annual	40	1
	Summerville	4,243	30.00	40.11	Annual	40	1
	Sylvania	2,463	39.67	49.54	Annual	40	1
	Tallapoosa	3,185	73,584.37	111,967.32	Annual	40	1
	Thunderbolt	2,623	60,000.00	85,000.00	Annual	40	1
	Vienna	3,549	63,892.00	95,838.00	Annual	40	1
	West Point	3,737	60,836.01	116,928.92	Annual	40	1
F	Ball Ground	2,195	60,000.00	94,668.00	Annual	40	1
	Berkeley Lake	2,147	130,000.00	170,000.00	Annual	40	1
	Brooklet	1,815	37,000.00	41,225.60	Annual	40	1
	Clarksville	1,821	60,000.00	1,000,000.00	Annual	40	1
	Clayton	2,193	55,000.00	67,823.00	Annual	40	1
	Colquitt	1,834	10.00	34.59	Hourly	40	1
	Comer	1,178	36,000.00	50,000.00	Annual	40	1
	Davisboro	1,958	19.50	19.50	Hourly	40	1
	Ellaville	1,867	40,000.00	95,000.00	Annual	60	1
	Mount Vernon	2,371	60,000.00	75,000.00	Annual	40	1
	Nahunta	1,141	50,000.00	55,000.00	Annual	40	1
	Oxford	2,346	45,246.66	68,848.15	Annual	40	1

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

◆ City Manager/Administrator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Remerton	1,079	50,000.00	70,000.00	Annual	40	1
	Sparta	1,230	40,314.00	64,314.00	Annual	40	1
	Wadley	1,858	2,550.00	2,630.00	Annual	40	1
	Wrens	1,939	41,537.60	69,546.44	Annual	40	1
	Zebulon	1,228	55,000.00	65,000.00	Annual	40	1
G	Dexter	562	30,000.00	55,000.00	Annual	40	1
	Dudley	561	20.00	20.00	Hourly	36	1
	Mountain Park	568	45,000.00	80,000.00	Annual	40	1
	Tunnel Hill	910	40,000.00	70,000.00	Annual	40	1
	Tyrone	737	82,597.00	108,368.00	Annual	40	1
	White	725	16.00	17.14	Hourly	40	1
H	Mansfield	442	40,000.00	65,000.00	Annual	40	1
	Sky Valley	273	50,000.00	70,000.00	Annual	40	1

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

◆ Clerk Typist

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	2	35,974	36,005	53,976	54,018	5
C	2	29,962	30,160	41,610	48,547	8
Total/Avg	4	32,968	33,082	47,793	51,282	13

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Kennesaw	34,077	17.31	25.97	Hourly	40	3
	Statesboro	32,954	17.28	25.93	Hourly	40	2
C	Grovetown	15,152	14.50	16.67	Hourly	40	1
	Monroe	13,673	14.31	23.34	Hourly	40	7

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

◆ Computer Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	42,852	53,550	72,949	100,140	6
B	2	41,588	53,183	66,476	82,948	3
C	1	31,118	31,118	47,819	47,819	1
D	1	43,077	43,077	49,920	49,920	1
E	3	28,805	45,614	43,091	52,458	4
F	1	17,451	17,451	32,906	32,906	1
Total/Avg	11	34,148	40,666	52,193	61,032	16

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	53,550.00	100,140.00	Annual	40	2
	Marietta	60,867	33,342.40	52,083.20	Annual	40	1
	Roswell	94,763	20.03	32.03	Hourly	40	3
B	East Point	34,875	53,183.00	82,948.00	Annual	40	1
	Rome	36,716	14.42	24.04	Hourly	40	2
C	Americus	15,108	31,118.00	47,819.00	Annual	40	1
D	Camilla	5,012	20.71	24.00	Hourly	40	1
E	Dawson	4,126	21.93	21.93	Hourly	40	1
	Hartwell	4,437	20,000.00	52,458.00	Annual	40	1
	Lyons	4,233	10.00	15.00	Hourly	40	2
F	Claxton	2,204	8.39	15.82	Hourly	40	1

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

◆ Computer Programmer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	57,954	62,358	99,938	100,140	3
B	1	45,942	45,942	71,654	71,654	1
C	1	50,731	50,731	50,731	50,731	1
D	1	41,600	41,600	41,600	41,600	1
Total/Avg	5	49,057	50,158	65,981	66,031	6

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	53,550.00	100,140.00	Annual	40	2
	Marietta	60,867	62,358.40	99,736.00	Annual	40	1
B	East Point	34,875	45,942.00	71,654.00	Annual	40	1
C	Calhoun	17,271	24.39	24.39	Hourly	40	1
D	Bremen	6,638	20.00	20.00	Hourly	40	1

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

◆ Custodian (Janitor)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	23,773	30,784	36,261	46,195	12
B	7	24,746	31,200	37,200	43,243	16
C	12	24,152	33,000	36,636	47,220	21
D	7	22,135	28,787	33,154	46,051	8
E	3	20,620	29,328	22,187	32,552	3
F	1	17,680	17,680	17,680	17,680	1
Total/Avg	34	22,184	28,463	30,520	38,824	61

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	9.42	13.92	Hourly	40	2	
	Alpharetta	67,213	16.00	24.01	Hourly	37	4	
	Roswell	94,763	10.82	17.31	Hourly	40	3	
	Warner Robins	77,617	10.67	16.29	Hourly	40	3	
B	Carrollton	27,259	23,418.00	38,606.40	Annual	40	3	
	Dalton	33,665	11.70	18.31	Hourly	40	3	
	Duluth	29,609	13.43	20.79	Hourly	40	0	
	East Point	34,875	15.00	17.40	Hourly	40	4	
	Kennesaw	34,077	10.77	16.15	Hourly	40	4	
	Rome	36,716	8.89	15.63	Hourly	40	1	
	Statesboro	32,954	12.23	18.35	Hourly	40	1	
	C	Acworth	22,818	12.75	19.12	Hourly	40	2
		Brunswick	16,256	17,405.39	26,978.35	Annual	40	1
		Dallas	13,981	22,713.60	33,848.34	Annual	40	2
Douglas		11,695	11.06	22.70	Hourly	40	4	
Dublin		15,881	12.01	18.62	Hourly	40	1	
Kingsland		17,949	11.23	16.97	Hourly	40	2	
Milledgeville		18,704	22,401.06	34,085.87	Annual	40	1	
Moultrie		14,211	23,500.00	29,500.00	Annual	40	2	
Perry		17,894	10.67	17.02	Hourly	40	2	
Snellville		20,077	10.99	19.98	Hourly	40	1	
Sugar Hill	24,617	33,000.00	34,000.00	Annual	40	1		

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

◆ Custodian (Janitor)

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Suwanee	20,907	13.41	20.79	Hourly	40	2
	Auburn	7,660	10.20	15.07	Hourly	40	1
	Barnesville	6,659	27,922.00	38,491.00	Annual	40	1
	Camilla	5,012	9.50	15.00	Hourly	40	1
	Eatonton	6,725	9.50	13.00	Hourly	40	1
	Glennville	5,020	10.78	14.99	Hourly	40	1
	Hapeville	6,534	11.74	18.36	Hourly	40	2
	McRae-Helena	8,277	7.25	12.87	Hourly	40	1
	Tybee Island	7,506	13.84	22.14	Hourly	40	2
E	Dawsonville	3,246	13.64	15.65	Hourly	40	1
	Jasper	3,974	14.10	14.10	Hourly	40	1
	Soperton	3,148	4,160.00	4,680.00	Annual	40	1
F	Ray City	1,094	8.50	8.50	Hourly	40	1

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

◆ Data Entry Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	24,508	24,508	37,404	37,404	9
C	7	27,232	31,118	45,365	64,854	23
D	2	21,320	21,840	31,928	32,656	3
E	5	22,470	28,080	35,228	44,512	12
F	3	22,693	28,933	35,623	49,920	6
Total/Avg	18	23,645	26,896	37,110	45,869	53

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Warner Robins	77,617	11.78	17.98	Hourly	40	9
C	Americus	15,108	31,118.00	47,819.00	Annual	40	1
	Calhoun	17,271	12.00	27.06	Hourly	40	8
	Conyers	16,256	28,541.51	44,277.15	Annual	40	1
	Kingsland	17,949	11.91	17.99	Hourly	40	1
	Loganville	12,880	13.07	18.51	Hourly	40	3
	Monroe	13,673	12.33	31.18	Hourly	40	8
	Moultrie	14,211	28,400.00	28,400.00	Annual	40	1
D	Camilla	5,012	10.50	15.00	Hourly	40	2
	Eatonton	6,725	10.00	15.70	Hourly	40	1
E	Ashburn	3,704	13.50	15.98	Hourly	40	2
	Baldwin	3,414	10.00	14.50	Hourly	40	7
	Cuthbert	3,417	11.30	12.00	Per Occur.	40	1
	Hartwell	4,437	16,000.00	44,512.00	Annual	40	1
	Senoia	4,412	25,000.00	33,000.00	Annual	40	1
F	Mount Airy	1,265	9.00	24.00	Hourly	40	4
	Oglethorpe	1,156	13.91	13.91	Hourly	40	1
	Sparta	1,230	9.82	13.47	Hourly	40	1

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

◆ Downtown/Better Hometown/Main Street Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	83,050	86,100	113,968	147,936	2
B	10	43,627	55,000	70,678	90,000	11
C	14	47,154	63,877	68,497	94,679	15
D	11	42,860	53,621	61,531	102,514	11
E	11	32,410	51,501	45,196	57,949	10
F	3	32,137	40,000	41,542	60,000	3
Total/Avg	51	46,873	58,350	66,902	92,180	52

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	86,099.52	147,935.84	Annual	40	1
	Alpharetta	67,213	80,000.00	80,000.00	Annual	40	1
B	Canton	30,528	52,745.23	79,117.85	Annual	40	1
	Carrollton	27,259	38,158.41	66,130.12	Annual	40	2
	Dalton	33,665	16.46	25.76	Hourly	40	1
	Douglasville	33,992	38,438.00	61,526.00	Annual	40	1
	East Point	34,875	45,942.00	71,654.00	Annual	40	1
	McDonough	26,768	36,222.00	58,191.00	Annual	40	1
	Newnan	41,581	23.27	36.06	Hourly	40	1
	Rome	36,716	55,000.00	90,000.00	Annual	40	1
	Stockbridge	29,904	45,668.45	70,786.10	Annual	40	1
	Woodstock	33,039	41,459.20	80,787.20	Annual	40	1
C	Americus	15,108	61,612.00	94,679.00	Annual	40	1
	Bainbridge	12,081	30.71	42.70	Hourly	40	1
	Calhoun	17,271	18.22	18.22	Hourly	40	1
	Cartersville	21,760	43,296.00	65,880.00	Annual	40	1
	Covington	14,206	50,356.80	71,822.40	Annual	40	1
	Fayetteville	17,991	50,274.82	80,439.71	Annual	40	1
	Kingsland	17,949	14.18	21.43	Hourly	40	1
	Milledgeville	18,704	60,151.42	91,522.75	Annual	40	1
	Monroe	13,673	44,463.00	65,088.00	Annual	40	1
	Perry	17,894	22.79	34.33	Hourly	40	1

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

◆ Downtown/Better Hometown/Main Street Manager

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Sugar Hill	24,617	43,300.00	53,000.00	Annual	40	2
	Suwanee	20,907	53,028.00	82,194.00	Annual	40	1
	Tifton	16,838	18.76	28.14	Annual	40	1
	Vidalia	10,402	35,984.00	53,102.40	Annual	40	1
D	Auburn	7,660	36,275.20	53,601.60	Annual	40	1
	Camilla	5,012	39,000.00	44,500.00	Annual	40	1
	Cumming	6,547	50,960.00	50,960.00	Annual	40	1
	Dahlonega	7,294	37,461.18	102,514.12	Annual	40	2
	Eatonton	6,725	40,705.60	43,680.00	Annual	40	0
	Hapeville	6,534	19.32	30.94	Hourly	40	1
	Jesup	9,841	20.41	31.84	Annual	40	1
	Locust Grove	8,243	52,007.25	79,030.64	Annual	40	1
	Sylvester	5,776	44,012.80	44,012.80	Annual	40	1
	Thomaston	8,752	17.70	23.85	Hourly	40	1
	Toccoa	8,336	53,621.00	81,591.00	Annual	40	1
	Tybee Island	7,506	18.34	29.38	Hourly	40	1
E	Blackshear	3,527	10.00	25.00	Annual	40	1
	Cornelia	4,683	35,000.00	52,500.00	Annual	40	1
	Elberton	4,329	38,657.00	53,055.00	Annual	40	1
	Hahira	3,029	51,501.00	51,501.00	Annual	40	1
	Hartwell	4,437	15,000.00	57,949.00	Annual	40	1
	Lyons	4,233	25,000.00	38,000.00	Annual	40	1
	Pelham	3,466	33,000.00	33,000.00	Annual	40	0
	Pembroke	2,626	27,500.00	37,954.09	Annual	40	1
	Royston	2,571	35,568.00	38,915.14	Annual	40	1
	Social Circle	4,544	20.81	20.81	Hourly	40	1
	Summerville	4,243	15.00	18.75	Annual	40	1
F	Ball Ground	2,195	12.00	15.95	Hourly	40	1
	Clarksville	1,821	40,000.00	60,000.00	Annual	40	1
	Oglethorpe	1,156	15.12	15.12	Hourly	40	1

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

◆ Economic Development Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	68,617	76,800	110,778	131,957	4
B	9	79,271	98,521	124,012	148,444	8
C	13	60,936	77,584	90,070	124,135	11
D	5	46,085	77,002	53,291	89,045	5
E	5	54,054	71,760	75,878	92,870	5
Total/Avg	36	61,793	80,333	90,806	117,290	33

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1	
	Brookhaven	55,554	61,782.00	98,852.00	Annual	40	1	
	Marietta	60,867	66,747.20	106,787.20	Annual	40	1	
	Warner Robins	77,617	33.24	50.73	Hourly	40	1	
B	Chamblee	30,307	80,138.27	124,214.32	Annual	40	1	
	Douglasville	33,992	81,942.02	134,070.00	Annual	40	0	
	Duluth	29,609	70,595.00	109,366.00	Annual	40	1	
	Dunwoody	49,356	89,090.00	146,999.00	Annual	40	1	
	East Point	34,875	71,270.00	111,159.00	Annual	40	1	
	Kennesaw	34,077	74,273.31	111,409.97	Annual	40	1	
	Lawrenceville	30,834	98,520.78	148,444.42	Annual	40	1	
	Stockbridge	29,904	66,009.63	102,314.93	Annual	40	1	
	Woodstock	33,039	81,598.40	128,128.00	Annual	40	1	
	C	Brunswick	16,256	58,940.82	91,358.27	Annual	40	1
		Covington	14,206	60,132.80	88,358.40	Annual	40	1
Doraville		10,265	35.97	55.41	Annual	40	1	
Dublin		15,881	51,793.29	80,279.60	Annual	40	0	
Fayetteville		17,991	77,584.17	124,134.67	Annual	40	1	
Monroe		13,673	58,185.00	89,500.00	Annual	40	1	
Moultrie		14,211	66,500.00	66,500.00	Annual	40	1	
Norcross		16,592	61,007.00	96,545.00	Annual	40	1	
Perry		17,894	71,300.00	108,600.00	Annual	40	1	
Powder Springs		15,758	62,164.00	96,354.00	Annual	40	0	

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

◆ Economic Development Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Snellville	20,077	40,000.00	80,500.16	Annual	40	1
	Sugar Hill	24,617	62,200.00	62,200.00	Annual	40	1
	Tifton	16,838	22.86	34.29	Annual	40	1
D	Byron	5,226	53,310.40	89,044.80	Annual	40	1
	Centerville	7,884	48,223.00	48,223.00	Annual	40	1
	Fitzgerald	8,662	2,884.62	3,180.29	Annual	40	1
	Hapeville	6,534	67,893.00	105,093.00	Annual	40	1
	Hawkinsville	5,270	23.56	23.56	Hourly	40	1
	LaFayette	7,339	37.02	37.02	Annual	40	1
E	Adairsville	4,963	25.78	38.27	Annual	40	1
	Cornelia	4,683	39,000.00	58,500.00	Annual	40	1
	Jonesboro	4,962	71,760.00	92,870.00	Annual	40	1
	Vienna	3,549	43,039.00	63,559.00	Annual	40	1
	West Point	3,737	62,848.51	84,858.83	Annual	40	1

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

◆ Finance Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	110,264	189,228	155,801	189,228	7
B	18	90,378	130,000	132,075	171,460	18
C	31	77,238	163,034	109,259	163,034	32
D	11	61,477	84,500	88,013	124,607	11
E	19	46,337	80,000	65,761	85,572	19
F	3	35,176	45,000	57,097	71,032	3
G	2	43,295	61,630	58,646	80,891	2
Total/Avg	91	66,309	107,627	95,236	126,546	92

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	86,099.52	147,935.84	Annual	40	1
	Alpharetta	67,213	189,228.00	189,228.00	Annual	40	1
	Brookhaven	55,554	99,772.00	159,636.00	Annual	40	1
	Johns Creek City	84,579	134,440.18	180,066.11	Annual	40	1
	Marietta	60,867	96,928.00	154,772.80	Annual	40	1
	Roswell	94,763	89,067.00	142,507.00	Annual	40	1
	Warner Robins	77,617	36.69	55.99	Hourly	40	1
B	Canton	30,528	78,300.60	117,450.90	Annual	40	1
	Carrollton	27,259	111,390.38	111,390.38	Annual	40	1
	Chamblee	30,307	98,172.83	152,167.88	Annual	40	1
	Dalton	33,665	42.39	66.35	Annual	40	1
	Douglasville	33,992	86,942.87	143,255.74	Annual	40	1
	Duluth	29,609	90,043.00	139,568.00	Annual	40	1
	Dunwoody	49,356	103,915.00	171,460.00	Annual	40	1
	East Point	34,875	78,577.00	122,552.00	Annual	40	1
	Kennesaw	34,077	87,879.79	131,819.68	Annual	40	1
	Lawrenceville	30,834	98,520.78	148,444.42	Annual	40	1
	McDonough	26,768	65,050.00	104,503.00	Annual	40	1
	Newnan	41,581	37.08	57.48	Hourly	40	1
	Peachtree City	36,223	88,882.00	133,323.00	Annual	40	1

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

◆ Finance Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rome	36,716	85,000.00	115,000.00	Annual	40	1
	Statesboro	32,954	39.68	59.52	Annual	40	1
	Stockbridge	29,904	86,525.16	134,114.00	Annual	40	1
	Tucker	36,395	130,000.00	130,000.00	Annual	40	1
	Woodstock	33,039	89,772.80	140,940.80	Annual	40	1
C	Americus	15,108	82,566.00	126,879.00	Annual	40	1
	Bainbridge	12,081	38.85	54.02	Hourly	40	1
	Brunswick	16,256	53,461.06	82,864.65	Annual	40	1
	Buford	15,522	75,000.00	110,000.00	Annual	40	1
	Calhoun	17,271	49.79	49.79	Hourly	40	1
	Cartersville	21,760	86,440.00	131,529.00	Annual	40	1
	Conyers	16,256	163,034.00	163,034.00	Annual	40	1
	Covington	14,206	85,654.40	125,798.41	Annual	40	1
	Dallas	13,981	56,623.64	84,389.70	Annual	40	1
	Doraville	10,265	37.61	57.93	Annual	40	1
	Douglas	11,695	23.20	47.62	Annual	40	2
	Fayetteville	17,991	90,494.18	144,790.68	Annual	40	1
	Grovetown	15,152	82,867.00	92,706.00	Annual	40	1
	Holly Springs	15,442	76,685.20	115,027.80	Annual	40	1
	Kingsland	17,949	63,051.00	92,275.00	Annual	40	1
	Lilburn	12,810	103,771.20	103,771.20	Annual	40	1
	Loganville	12,880	52,418.25	74,988.40	Annual	40	1
	Milledgeville	18,704	60,151.42	91,522.75	Annual	40	1
	Monroe	13,673	74,223.00	120,514.00	Annual	40	1
	Moultrie	14,211	101,000.00	101,000.00	Annual	40	1
	Norcross	16,592	37,950.00	127,750.00	Annual	40	1
	Perry	17,894	86,200.00	122,500.00	Annual	40	1
	Powder Springs	15,758	62,164.00	96,354.00	Annual	40	1
	Richmond Hill	13,839	78,330.00	108,913.00	Annual	40	1
	Rincon	10,361	62,000.00	76,328.47	Annual	40	1
	Sugar Hill	24,617	90,000.00	90,500.00	Annual	40	1
	Suwanee	20,907	95,913.00	148,666.00	Annual	40	1
	Tifton	16,838	25.23	37.85	Annual	40	1
	Union	22,399	80,342.70	120,514.05	Annual	40	1
	Vidalia	10,402	44,928.00	86,590.00	Annual	40	1
	Waycross	13,480	31.25	44.71	Annual	40	1
	Winder	17,937	85,775.00	133,640.00	Annual	40	1
D	Camilla	5,012	84,500.00	97,500.00	Annual	40	1
	Dacula	6,350	48,000.00	66,000.00	Annual	40	1

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

◆ Finance Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dahlonega	7,294	77,879.10	124,606.56	Annual	40	1
	Fitzgerald	8,662	7.25	27.00	Hourly	40	1
	Flowery Branch	8,325	36.00	39.53	Annual	40	1
	Fort Oglethorpe	9,994	62,400.00	108,160.00	Annual	40	1
	Fort Valley	8,962	15.65	27.54	Hourly	40	1
	Garden City	8,713	71,202.00	117,483.00	Annual	40	1
	Hapeville	6,534	70,780.00	112,617.00	Annual	40	1
	Jackson	5,239	27.75	34.52	Hourly	40	1
	Morrow	7,192	71,968.00	84,802.00	Annual	40	1
	Sylvester	5,776	59,920.64	59,920.64	Annual	32	1
	Thomaston	8,752	71,239.59	95,984.74	Annual	40	1
	Toccoa	8,336	56,336.00	85,721.00	Annual	40	1
E	Baldwin	3,414	50,000.00	80,000.00	Annual	40	1
	Baxley	4,659	18.90	25.59	Hourly	40	1
	Chattahoochee Hills C	3,318	60,000.00	80,000.00	Annual	40	1
	Dawsonville	3,246	34,500.00	69,680.00	Annual	40	1
	Elberton	4,329	43,287.00	60,602.00	Annual	40	1
	Hahira	3,029	54,642.00	54,642.00	Annual	40	1
	Hartwell	4,437	25,000.00	85,572.00	Annual	40	1
	Hiram	4,223	35,000.00	55,000.00	Annual	40	1
	Jasper	3,974	80,000.00	80,000.00	Annual	40	1
	Jonesboro	4,962	52,228.00	66,238.00	Annual	40	1
	Lake City	2,829	70,001.00	84,339.01	Annual	40	1
	Millen	2,766	13.00	19.00	Hourly	40	1
	Ringgold	3,630	62,738.18	80,858.02	Annual	40	1
	Royston	2,571	38,619.78	53,584.22	Annual	40	1
	Social Circle	4,544	55,926.03	55,926.03	Annual	40	1
	Springfield	4,084	20,800.00	52,520.00	Annual	40	1
	Summerville	4,243	20.00	28.12	Annual	40	1
	Tallapoosa	3,185	54,714.09	83,253.96	Annual	40	1
	Thunderbolt	2,623	35,000.00	56,000.00	Annual	40	1
F	Alto	1,198	19.10	21.00	Hourly	40	1
	Ball Ground	2,195	45,000.00	56,580.00	Annual	40	1
	Colquitt	1,834	10.00	34.15	Hourly	40	1
G	Kingston	679	12.00	17.50	Hourly	40	1
	Tyrone	737	61,630.00	80,891.00	Annual	40	1

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

◆ Information Systems/Technology Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	93,402	129,579	135,290	165,805	7
B	13	71,330	85,758	108,500	157,571	13
C	14	59,133	92,310	81,830	124,135	14
D	5	67,582	81,536	84,825	115,098	5
E	2	57,500	60,000	85,750	89,000	2
Total/Avg	41	69,790	89,837	99,239	130,322	41

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	96,499.52	165,805.12	Annual	40	1
	Alpharetta	67,213	129,579.00	129,579.00	Annual	40	1
	Brookhaven	55,554	89,132.00	142,613.00	Annual	40	1
	Johns Creek City	84,579	111,195.94	148,933.30	Annual	40	1
	Marietta	60,867	96,928.00	154,772.80	Annual	40	1
	Roswell	94,763	83,907.00	134,251.00	Annual	40	1
	Warner Robins	77,617	22.39	34.17	Hourly	40	1
B	Canton	30,528	64,264.94	96,397.42	Annual	40	1
	Carrollton	27,259	58,212.51	79,890.92	Annual	40	1
	Dalton	33,665	35.93	56.24	Annual	40	1
	Douglasville	33,992	26.77	42.84	Annual	40	1
	Duluth	29,609	85,758.00	132,891.00	Annual	40	1
	East Point	34,875	71,270.00	111,159.00	Annual	40	1
	LaGrange	30,305	81,448.00	157,571.00	Annual	40	1
	Lawrenceville	30,834	80,860.58	121,835.25	Annual	40	1
	McDonough	26,768	65,050.00	104,503.00	Annual	40	1
	Newnan	41,581	33.00	51.15	Hourly	40	1
	Rome	36,716	65,000.00	100,000.00	Annual	40	1
	Statesboro	32,954	35.95	53.93	Annual	40	1
	Woodstock	33,039	81,598.40	81,598.40	Annual	40	1
C	Americus	15,108	58,678.00	90,170.00	Annual	40	1
	Calhoun	17,271	44.38	44.38	Hourly	40	1
	Conyers	16,256	46,491.12	72,122.82	Annual	40	1

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

◆ Information Systems/Technology Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Covington	14,206	61,942.20	91,000.00	Annual	40	1
	Fayetteville	17,991	77,584.17	124,134.67	Annual	40	1
	Holly Springs	15,442	24.84	37.25	Hourly	40	1
	Kingsland	17,949	56,803.00	85,833.00	Annual	40	1
	Loganville	12,880	52,942.43	74,998.40	Annual	40	1
	Monroe	13,673	22.43	35.83	Hourly	40	1
	Moultrie	14,211	60,000.00	60,000.00	Annual	40	1
	Sugar Hill	24,617	67,000.00	67,000.00	Annual	40	1
	Tifton	16,838	25.23	37.85	Annual	40	1
	Vidalia	10,402	44,928.00	66,352.00	Annual	40	1
	Winder	17,937	58,377.00	90,958.00	Annual	40	1
D	Cumming	6,547	81,536.00	81,536.00	Annual	40	1
	Garden City	8,713	66,234.00	109,286.00	Annual	40	1
	LaFayette	7,339	37.02	37.02	Annual	40	1
	Morrow	7,192	19.81	19.81	Hourly	40	1
	Tybee Island	7,506	71,936.00	115,098.00	Annual	40	1
E	Blakely	4,571	60,000.00	89,000.00	Annual	40	1
	Cornelia	4,683	55,000.00	82,500.00	Annual	40	1

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

◆ Information Systems/Technology Specialist

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	51,899	61,193	80,808	107,140	15
B	12	44,611	93,817	71,774	105,953	18
C	17	39,260	50,794	59,564	86,070	24
D	3	42,460	45,282	63,786	72,467	5
E	3	42,401	53,622	71,051	80,658	6
Total/Avg	42	44,126	60,942	69,396	90,458	68

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	20.87	30.83	Hourly	40	6
	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	4
	Brookhaven	55,554	57,849.00	92,558.00	Annual	40	1
	Johns Creek City	84,579	59,127.56	79,194.24	Annual	40	1
	Marietta	60,867	40,664.00	63,440.00	Annual	40	1
	Roswell	94,763	61,193.00	97,909.00	Annual	40	1
	Warner Robins	77,617	19.31	29.47	Hourly	40	1
B	Canton	30,528	17.08	25.62	Hourly	40	1
	Carrollton	27,259	40,163.82	70,433.79	Annual	40	2
	Dalton	33,665	18.50	28.91	Hourly	40	1
	Douglasville	33,992	17.98	28.76	Hourly	40	1
	East Point	34,875	19.08	31.24	Hourly	40	2
	Kennesaw	34,077	62,367.65	93,551.47	Annual	40	1
	LaGrange	30,305	93,817.00	105,953.00	Annual	40	1
	Lawrenceville	30,834	4,255.66	70,769.80	Annual	40	2
	McDonough	26,768	41,931.00	67,363.00	Annual	40	1
	Newnan	41,581	23.27	36.06	Hourly	40	2
	Peachtree City	36,223	24.82	37.23	Hourly	40	1
	Statesboro	32,954	20.04	30.07	Hourly	40	3
	C	Acworth	22,818	47,944.00	71,926.40	Annual	40
Brunswick		16,256	31,257.58	48,449.24	Annual	40	1
Calhoun		17,271	19.73	22.69	Hourly	40	2
Cartersville		21,760	45,487.00	69,215.00	Annual	40	3

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

◆ Information Systems/Technology Specialist

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Conyers	16,256	40,160.38	62,302.40	Annual	40	1
	Covington	14,206	19.68	38.87	Hourly	40	2
	Dublin	15,881	17.23	26.70	Hourly	40	1
	Fayetteville	17,991	50,794.06	86,070.49	Annual	40	2
	Grovetown	15,152	22.00	27.00	Hourly	40	1
	Kingsland	17,949	11.91	17.99	Hourly	40	1
	Loganville	12,880	18.33	24.46	Hourly	40	2
	Monroe	13,673	20.29	32.08	Hourly	40	1
	Norcross	16,592	40,432.00	63,962.00	Annual	40	1
	Snellville	20,077	17.05	31.01	Hourly	40	1
	Sugar Hill	24,617	37,000.00	44,000.00	Annual	40	1
	Tifton	16,838	14.65	21.87	Annual	40	1
	Waycross	13,480	26.72	40.64	Annual	40	1
	Winder	17,937	19.10	29.76	Hourly	40	2
D	Cumming	6,547	43,950.00	57,844.00	Annual	40	3
	Garden City	8,713	21.77	34.84	Hourly	40	1
	Tybee Island	7,506	18.34	29.35	Annual	40	1
E	Adairsville	4,963	25.78	38.27	Annual	40	1
	Blakely	4,571	10.00	25.43	Hourly	40	4
	Elberton	4,329	52,781.00	80,658.00	Annual	40	1

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

◆ Keep Georgia Beautiful (KGB) Executive Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	47,429	61,100	76,840	104,982	2
B	1	36,150	36,150	56,056	56,056	1
Total/Avg	4	41,790	48,625	66,448	80,519	3

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	61,100.00	104,981.76	Annual	40	1
	Marietta	60,867	44,803.20	70,012.80	Annual	40	0
	Warner Robins	77,617	17.49	26.70	Hourly	40	1
B	Newnan	41,581	17.38	26.95	Hourly	40	1

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

◆ Librarian

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	2	54,622	57,616	83,390	89,336	4
C	1	57,242	57,242	86,382	86,382	1
E	1	38,723	38,723	58,921	58,921	1
F	4	23,611	28,600	31,626	38,563	4
G	1	35,693	35,693	46,842	46,842	1
H	1	15,600	15,600	22,880	22,880	1
Total/Avg	10	37,582	38,912	55,007	57,154	12

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Newnan	41,581	27.70	42.95	Hourly	40	1
	Peachtree City	36,223	51,628.00	77,443.00	Annual	40	3
C	Doraville	10,265	27.52	41.53	Annual	40	1
E	Tallapoosa	3,185	38,722.65	58,921.09	Annual	40	1
F	Gordon	1,857	12.78	12.78	Hourly	40	1
	Mount Zion	1,813	9.00	18.00	Hourly	35	1
	Nicholson	1,869	11.00	18.54	Hourly	40	1
	Oglethorpe	1,156	13.75	13.75	Hourly	40	1
G	Tyrone	737	17.16	22.52	Hourly	40	1
H	Talmo	257	7.50	11.00	Hourly	40	1

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

◆ Magistrate Court Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
G	1	25,314	25,314	35,818	35,818	1
Total/Avg	1	25,314	25,314	35,818	35,818	1

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
G	Hiawassee	911	12.17	17.22	Hourly	40	1

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

◆ Mapper/Cartographer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	47,012	65,984	71,217	105,574	7
B	3	57,836	74,194	89,398	116,480	3
C	5	39,181	49,442	61,768	76,731	10
D	1	38,522	38,522	64,314	64,314	1
Total/Avg	14	45,638	57,035	71,674	90,775	21

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	16.59	24.51	Hourly	40	1
	Brookhaven	55,554	65,984.00	105,574.00	Annual	40	1
	Johns Creek City	84,579	54,060.00	72,406.73	Annual	40	1
	Marietta	60,867	44,803.20	70,012.80	Annual	40	3
	Roswell	94,763	17.17	27.46	Hourly	40	1
B	East Point	34,875	45,942.00	71,654.00	Annual	40	1
	Statesboro	32,954	25.66	38.49	Annual	40	1
	Woodstock	33,039	74,193.60	116,480.00	Annual	40	1
C	Americus	15,108	41,701.00	64,082.00	Annual	40	1
	Calhoun	17,271	23.77	36.89	Hourly	40	3
	Conyers	16,256	44,277.26	68,688.40	Annual	40	1
	Kingsland	17,949	12.62	19.07	Hourly	40	1
	Monroe	13,673	16.46	28.69	Hourly	40	4
D	Byron	5,226	38,521.60	64,313.60	Annual	40	1

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

◆ Marketing Specialist

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	57,833	65,984	93,224	105,574	10
B	6	48,722	72,250	73,039	99,156	6
C	10	42,606	59,340	64,914	95,275	16
E	4	38,853	45,053	50,614	62,358	4
F	1	20,800	20,800	76,482	76,482	4
Total/Avg	25	41,763	52,686	71,654	87,769	40

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Brookhaven	55,554	65,984.00	105,574.00	Annual	40	1	
	Johns Creek City	84,579	62,044.78	102,192.13	Annual	40	3	
	Marietta	60,867	58,323.20	93,163.20	Annual	40	2	
	Roswell	94,763	44,979.00	71,966.00	Annual	40	4	
B	Carrollton	27,259	72,250.38	99,156.04	Annual	40	1	
	Duluth	29,609	47,757.00	74,006.00	Annual	40	1	
	Kennesaw	34,077	44,509.15	66,763.73	Annual	40	1	
	Newnan	41,581	24.67	38.23	Hourly	40	1	
	Peachtree City	36,223	21.40	32.11	Hourly	40	1	
	Rome	36,716	15.38	25.00	Hourly	40	1	
	C	Cartersville	21,760	27.99	42.60	Annual	40	1
		Douglas	11,695	18.13	27.66	Annual	40	1
Fayetteville		17,991	24.17	38.67	Hourly	40	2	
Kingsland		17,949	33,144.00	95,275.00	Annual	40	2	
Lilburn		12,810	59,340.32	59,340.32	Annual	40	1	
Loganville		12,880	42,112.62	60,253.43	Annual	40	2	
Moultrie		14,211	33,000.00	33,000.00	Annual	40	1	
Perry		17,894	19.66	30.96	Hourly	40	1	
Snellville		20,077	17.05	31.01	Hourly	40	1	
Sugar Hill		24,617	35,900.00	45,800.00	Annual	40	4	
E	Adairsville	4,963	20.20	29.98	Annual	40	1	
	Elberton	4,329	34,162.00	48,808.00	Annual	40	1	
	Ringgold	3,630	34,179.47	46,236.57	Annual	40	1	

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

◆ Marketing Specialist

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Social Circle	4,544	21.66	21.66	Hourly	40	1
F	Colquitt	1,834	10.00	36.77	Hourly	40	4

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

◆ Municipal Court Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	49,313	84,000	67,596	95,465	11
B	16	42,950	65,484	66,512	108,049	28
C	29	38,428	62,164	57,425	96,354	43
D	21	35,934	69,009	49,573	79,040	26
E	31	31,048	46,592	41,429	60,000	35
F	13	28,068	40,560	33,444	45,000	13
G	8	29,133	39,728	36,223	52,125	8
H	3	25,653	41,600	35,707	46,800	3
Total/Avg	126	35,066	56,142	48,488	72,854	167

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	11.83	17.47	Hourly	40	2
	Alpharetta	67,213	84,000.00	84,000.00	Annual	40	1
	Johns Creek City	84,579	71,275.47	95,464.74	Annual	40	1
	Marietta	60,867	30,305.60	66,643.20	Annual	40	6
	Warner Robins	77,617	17.49	26.70	Hourly	40	1
B	Canton	30,528	50,203.67	75,305.51	Annual	40	1
	Chamblee	30,307	22.42	34.76	Hourly	40	1
	Dalton	33,665	26.81	41.96	Annual	40	1
	Douglasville	33,992	14.08	21.83	Hourly	40	6
	Duluth	29,609	58,053.00	89,939.00	Annual	40	1
	Dunwoody	49,356	65,484.00	108,049.00	Annual	40	1
	East Point	34,875	15.00	21.53	Hourly	40	3
	Kennesaw	34,077	47,910.77	71,866.16	Annual	40	1
	LaGrange	30,305	13.98	20.65	Hourly	40	2
	Lawrenceville	30,834	33,241.29	55,285.26	Annual	40	5
	McDonough	26,768	36,222.00	58,191.00	Annual	40	1
	Newnan	41,581	20.70	32.09	Hourly	40	1
	Peachtree City	36,223	15.91	23.87	Hourly	40	1
	Statesboro	32,954	22.12	33.19	Annual	40	1

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

◆ Municipal Court Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Stockbridge	29,904	45,668.45	70,786.10	Annual	40	1
	Woodstock	33,039	17.45	27.22	Hourly	40	1
	Acworth	22,818	47,944.00	71,926.40	Annual	40	1
	Americus	15,108	32,674.00	50,210.00	Annual	40	1
	Bainbridge	12,081	15.69	24.05	Hourly	40	2
	Brunswick	16,256	22,214.18	50,871.71	Annual	40	2
	Calhoun	17,271	16.85	31.05	Hourly	40	3
	Cartersville	21,760	22.98	34.96	Hourly	40	1
	Conyers	16,256	34,692.39	53,819.16	Annual	40	1
	Covington	14,206	51,875.20	76,211.20	Annual	40	1
	Dallas	13,981	44,060.68	65,666.33	Annual	40	1
	Doraville	10,265	23.85	26.00	Annual	40	1
	Douglas	11,695	14.88	29.06	Hourly	40	2
	Fayetteville	17,991	14.88	26.76	Hourly	40	3
	Grovetown	15,152	22.04	23.71	Hourly	40	1
	Holly Springs	15,442	46,798.76	70,198.13	Annual	40	1
	Kingsland	17,949	29,498.00	52,122.81	Annual	40	1
	Lilburn	12,810	53,304.32	53,304.32	Annual	40	1
	Loganville	12,880	14.44	20.45	Hourly	40	2
	Milledgeville	18,704	30,126.94	45,841.71	Annual	40	2
	Monroe	13,673	14.31	21.47	Hourly	40	1
	Moultrie	14,211	41,800.00	41,800.00	Annual	40	1
	Norcross	16,592	60,404.00	92,011.00	Annual	40	1
	Perry	17,894	19.57	29.81	Hourly	40	1
	Powder Springs	15,758	62,164.00	96,354.00	Annual	40	1
	Richmond Hill	13,839	37,162.00	51,671.00	Annual	40	1
Rincon	10,361	12.00	16.64	Hourly	40	1	
Snellville	20,077	13.36	28.13	Hourly	40	3	
Suwanee	20,907	17.17	26.62	Hourly	40	3	
Tifton	16,838	11.45	17.18	Annual	40	1	
Winder	17,937	16.38	25.51	Hourly	40	2	
D	Auburn	7,660	36,275.20	53,601.60	Annual	40	1
	Byron	5,226	34,236.80	57,158.40	Annual	40	1
	Camilla	5,012	15.00	20.53	Hourly	40	1
	Centerville	7,884	56,150.00	56,150.00	Annual	40	1
	Cumming	6,547	47,424.00	47,424.00	Annual	40	1
	Dacula	6,350	34,000.00	45,000.00	Annual	40	1
	Dahlonega	7,294	33,978.39	43,322.45	Annual	40	1
	Eastman	5,067	13.00	16.10	Hourly	40	1

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

◆ Municipal Court Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Fitzgerald	8,662	7.25	17.34	Hourly	40	2
	Flowery Branch	8,325	17.84	19.77	Hourly	40	1
	Fort Oglethorpe	9,994	54,080.00	79,040.00	Annual	40	1
	Fort Valley	8,962	12.56	18.84	Hourly	40	1
	Garden City	8,713	18.50	29.59	Hourly	40	1
	Glennville	5,020	12.66	17.60	Hourly	40	1
	Hapeville	6,534	17.30	25.74	Hourly	40	2
	Jackson	5,239	12.41	20.73	Hourly	40	1
	LaFayette	7,339	12.37	18.74	Hourly	40	1
	Locust Grove	8,243	16.92	25.72	Hourly	40	2
	Morrow	7,192	69,009.00	77,972.00	Annual	40	1
	Stone Mountain	6,281	14.21	23.38	Hourly	40	2
	Sylvester	5,776	37,440.00	40,227.20	Annual	40	3
	Thomaston	8,752	14.33	19.30	Hourly	40	1
	Toccoa	8,336	12.91	19.64	Hourly	40	1
	Tybee Island	7,506	19.68	31.49	Hourly	40	1
E	Adairsville	4,963	16.62	24.67	Hourly	40	1
	Alma	3,380	22,709.00	30,160.00	Annual	40	1
	Ashburn	3,704	14.73	14.73	Hourly	40	1
	Avondale Estates	3,129	45,000.00	60,000.00	Annual	40	1
	Baldwin	3,414	27,040.00	36,400.00	Annual	40	1
	Blakely	4,571	30,000.00	32,000.00	Annual	40	1
	Chattahoochee Hills C	3,318	16.80	24.00	Hourly	40	1
	Cornelia	4,683	13.63	20.45	Hourly	40	1
	Elberton	4,329	32,984.00	46,422.00	Annual	40	1
	Grantville	3,296	18.59	18.59	Hourly	40	1
	Gray	3,274	30,000.00	48,500.00	Annual	40	1
	Hahira	3,029	46,592.00	46,592.00	Annual	40	1
	Harlem	3,371	14.20	21.61	Hourly	40	1
	Hiram	4,223	29,000.00	58,000.00	Annual	40	3
	Jasper	3,974	21.24	21.24	Hourly	40	1
	Jonesboro	4,962	18.77	23.81	Hourly	40	1
	Lake City	2,829	33,964.24	55,895.00	Annual	40	1
	Lakeland	1,207	8.00	12.00	Hourly	40	1
	Lyons	4,233	10.00	14.50	Hourly	40	1
	Millen	2,766	12.00	19.00	Hourly	40	1
	Ocilla	3,732	11.50	11.50	Hourly	40	1
	Palmetto	4,851	12.80	24.27	Hourly	40	2
	Pelham	3,466	14.63	14.63	Hourly	40	1

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

◆ Municipal Court Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Pembroke	2,626	12.50	21.36	Hourly	40	1
	Ringgold	3,630	42,429.69	56,572.91	Annual	40	1
	Senoia	4,412	29,000.00	38,000.00	Annual	40	1
	Social Circle	4,544	16.41	16.41	Hourly	40	1
	Soperton	3,148	13.00	15.00	Hourly	40	1
	Springfield	4,084	12.00	15.00	Hourly	40	1
	Summerville	4,243	14.58	18.55	Hourly	40	2
	Thunderbolt	2,623	13.47	21.64	Hourly	40	1
F	Alto	1,198	10.50	11.75	Hourly	40	1
	Brooklet	1,815	14.78	14.78	Hourly	40	1
	Buchanan	1,176	16.00	16.00	Hourly	40	1
	Butler	1,759	12.00	13.65	Hourly	40	1
	Clarkesville	1,821	14.00	20.00	Hourly	40	1
	Ellijay	1,714	19.50	19.50	Hourly	40	1
	Lincolnton	1,503	14.00	15.00	Hourly	40	1
	Midway	2,061	12.12	15.70	Hourly	40	1
	Oxford	2,346	28,027.24	42,646.76	Annual	40	1
	Remerton	1,079	32,000.00	45,000.00	Annual	40	1
	Sparta	1,230	10.90	14.90	Hourly	40	1
	Wadley	1,858	8.16	11.00	Hourly	40	1
	Walnut Grove	1,357	30,379.44	30,379.44	Annual	36	1
G	Fairmount	736	14.00	17.00	Hourly	40	1
	Franklin	971	17.57	17.57	Hourly	42	1
	Greenville	845	12.50	15.50	Hourly	40	1
	Kingston	679	12.00	19.50	Hourly	40	1
	Luthersville	831	24,960.00	29,993.60	Annual	40	1
	Poulan	870	16.50	16.50	Hourly	40	1
	Reynolds	960	9.00	14.39	Hourly	40	1
	Tyrone	737	19.10	25.06	Hourly	40	1
	Waverly Hall	807	15.00	15.00	Hourly	40	1
H	Dillard	377	12.00	30.00	Hourly	30	1
	Graham	290	8.00	9.00	Hourly	40	1
	Warm Springs	405	41,600.00	41,600.00	Annual	40	1

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

◆ Municipal Court Judge (Appointed)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	76,800	76,800	131,957	131,957	1
B	5	87,003	126,714	119,150	196,331	5
C	2	28,484	30,967	28,484	30,967	2
Total/Avg	8	64,096	78,160	93,197	119,752	8

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
B	Duluth	29,609	126,714.00	196,331.00	Annual	40	1
	East Point	34,875	105,299.00	164,268.00	Annual	40	1
	LaGrange	30,305	51,000.00	51,000.00	Annual	40	1
	Rome	36,716	38,000.00	38,000.00	Per Occur.	30	1
	Statesboro	32,954	31.25	31.25	Annual	40	1
C	Douglas	11,695	26,000.00	26,000.00	Annual	40	1
	Moultrie	14,211	30,967.00	30,967.00	Annual	40	1
D	Flowery Branch	8,325	400.00	450.00	Per Occur.	40	1

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

◆ Municipal Court Solicitor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	61,193	61,193	97,909	97,909	1
B	2	52,545	66,089	69,067	99,133	2
Total/Avg	3	56,869	63,641	83,488	98,521	3

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Roswell	94,763	61,193.00	97,909.00	Annual	40	1
B	LaGrange	30,305	39,000.00	39,000.00	Annual	40	1
	Peachtree City	36,223	66,089.00	99,133.00	Annual	40	1
D	Flowery Branch	8,325	333.33	333.33	Per Occur.	40	1

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

◆ Network Administrator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	56,826	78,604	88,781	105,281	18
B	7	56,104	67,434	85,825	105,893	8
C	6	62,475	111,668	87,024	111,668	9
Total/Avg	20	58,468	85,902	87,210	107,614	35

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	23.37	34.52	Hourly	40	4
	Alpharetta	67,213	53,550.00	100,140.00	Annual	40	4
	Brookhaven	55,554	57,849.00	92,558.00	Annual	40	3
	Johns Creek City	84,579	78,604.40	105,280.94	Annual	40	1
	Marietta	60,867	62,358.40	99,736.00	Annual	40	1
	Roswell	94,763	56,660.00	90,656.00	Annual	40	2
	Warner Robins	77,617	19.31	29.47	Hourly	40	3
B	Duluth	29,609	58,053.00	89,939.00	Annual	40	1
	East Point	34,875	53,183.00	82,948.00	Annual	40	2
	Kennesaw	34,077	55,564.41	83,346.62	Annual	40	1
	Lawrenceville	30,834	60,124.37	90,591.32	Annual	40	1
	Rome	36,716	45,000.00	68,000.00	Annual	40	1
	Statesboro	32,954	25.66	38.49	Annual	40	1
	Woodstock	33,039	67,433.60	105,892.80	Annual	40	1
C	Acworth	22,818	67,745.60	101,628.80	Annual	40	1
	Cartersville	21,760	64,273.00	97,799.00	Annual	40	3
	Conyers	16,256	111,668.00	111,668.00	Annual	40	1
	Dublin	15,881	40,261.90	66,150.30	Annual	40	1
	Kingsland	17,949	45,092.00	68,137.00	Annual	40	1
	Monroe	13,673	45,808.00	76,759.00	Annual	40	2

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

◆ Payroll/Insurance Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	43,428	47,250	72,179	93,560	5
B	9	39,341	53,183	59,937	82,948	11
C	10	39,289	49,336	58,141	76,221	11
D	8	31,543	47,091	46,165	61,048	8
E	11	30,068	36,355	36,675	48,719	11
Total/Avg	43	36,734	46,643	54,620	72,499	46

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	47,250.00	93,560.00	Annual	40	1
	Brookhaven	55,554	22.12	35.39	Hourly	40	1
	Marietta	60,867	40,664.00	63,440.00	Annual	40	1
	Roswell	94,763	21.63	34.59	Hourly	40	1
	Warner Robins	77,617	18.38	28.05	Hourly	40	1
B	Carrollton	27,259	52,614.35	72,218.15	Annual	40	1
	Dalton	33,665	16.46	25.76	Hourly	40	1
	Douglasville	33,992	16.30	25.27	Hourly	40	1
	Duluth	29,609	18.91	29.27	Hourly	40	1
	East Point	34,875	53,183.00	82,948.00	Annual	40	1
	Kennesaw	34,077	18.13	27.19	Hourly	40	1
	Lawrenceville	30,834	34,924.12	52,621.29	Annual	40	3
	Rome	36,716	15.38	25.00	Hourly	40	1
	Stockbridge	29,904	36,173.69	56,069.22	Annual	40	1
	C	Americus	15,108	31,118.00	47,819.00	Annual	40
Bainbridge		12,081	18.16	25.25	Hourly	40	1
Brunswick		16,256	28,351.54	43,944.89	Annual	40	1
Conyers		16,256	46,491.01	72,122.82	Annual	40	1
Covington		14,206	21.51	31.59	Hourly	40	1
Fayetteville		17,991	21.11	33.78	Hourly	40	1
Monroe		13,673	41,465.00	64,856.00	Annual	40	1
Moultrie		14,211	36,000.00	41,097.00	Annual	40	2
Norcross		16,592	49,336.00	76,221.00	Annual	40	1

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

◆ Payroll/Insurance Technician

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Richmond Hill	13,839	33,707.00	46,867.00	Annual	40	1
	Centerville	7,884	14.40	29.27	Hourly	40	1
	Cumming	6,547	47,091.00	47,091.00	Annual	40	1
	Eastman	5,067	12.00	14.22	Hourly	40	1
	Eatonton	6,725	11.00	16.16	Hourly	40	1
	Fitzgerald	8,662	7.25	19.75	Hourly	40	1
	Sylvester	5,776	39,332.80	49,000.00	Annual	40	1
	Thomaston	8,752	16.78	22.61	Hourly	40	1
E	Tybee Island	7,506	18.34	29.35	Hourly	40	1
	Ashburn	3,704	15.38	15.38	Hourly	40	1
	Baxley	4,659	16.06	21.71	Hourly	40	1
	Dawson	4,126	16.82	16.82	Hourly	40	1
	Donalsonville	2,466	10.00	13.39	Hourly	40	1
	Hiram	4,223	30,000.00	38,500.00	Annual	40	1
	Lake City	2,829	36,354.93	48,719.08	Annual	40	1
	Pelham	3,466	13.32	13.32	Hourly	40	1
	Senoia	4,412	29,000.00	43,000.00	Annual	40	1
	Social Circle	4,544	17.08	17.08	Hourly	40	1
	Summerville	4,243	12.68	16.09	Hourly	40	1
Sylvania	2,463	11.83	17.56	Hourly	40	1	

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

◆ Personnel Analyst

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	47,583	60,900	79,979	107,140	6
B	6	45,101	49,608	69,970	76,877	5
C	6	43,030	49,731	69,772	77,083	7
Total/Avg	17	45,238	53,413	73,241	87,033	18

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	1
	Brookhaven	55,554	22.12	35.39	Hourly	40	1
	Johns Creek City	84,579	43,910.65	82,352.02	Annual	40	2
	Roswell	94,763	52,463.00	83,941.00	Annual	40	1
	Warner Robins	77,617	16.65	25.41	Hourly	40	1
B	Canton	30,528	18.86	28.28	Hourly	40	1
	Chamblee	30,307	46,641.20	72,293.86	Annual	40	0
	Douglasville	33,992	46,758.83	74,814.13	Annual	40	1
	Dunwoody	49,356	44,567.00	71,308.00	Annual	40	1
	Newnan	41,581	23.85	36.96	Hourly	40	1
	Statesboro	32,954	21.06	31.59	Annual	40	1
C	Covington	14,206	19.68	36.64	Hourly	40	2
	Douglas	11,695	23.20	35.41	Annual	40	1
	Dublin	15,881	18.26	28.30	Hourly	40	1
	Fayetteville	17,991	18.79	30.06	Hourly	40	1
	Perry	17,894	42,200.00	70,300.00	Annual	40	1
	Suwanee	20,907	49,731.00	77,083.00	Annual	40	1

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

◆ Personnel Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	88,338	113,000	128,673	148,933	7
B	15	76,232	89,090	117,631	146,999	15
C	21	68,819	103,771	97,653	132,366	20
D	7	59,174	67,042	79,565	109,286	7
E	5	39,998	57,782	56,630	76,660	5
Total/Avg	55	66,512	86,137	96,031	122,849	54

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
	Alpharetta	67,213	113,000.00	113,000.00	Annual	40	1
	Brookhaven	55,554	84,256.00	138,719.00	Annual	40	1
	Johns Creek City	84,579	111,195.94	148,933.30	Annual	40	1
	Marietta	60,867	86,569.60	138,257.60	Annual	40	1
	Roswell	94,763	83,907.00	134,251.00	Annual	40	1
	Warner Robins	77,617	30.11	45.96	Hourly	40	1
B	Canton	30,528	64,264.94	96,397.42	Annual	40	1
	Chamblee	30,307	74,895.58	116,088.15	Annual	40	1
	Dalton	33,665	37.73	59.05	Annual	40	1
	Douglasville	33,992	86,942.87	143,255.74	Annual	40	1
	Dunwoody	49,356	89,090.00	146,999.00	Annual	40	1
	East Point	34,875	71,270.00	111,159.00	Annual	40	1
	Kennesaw	34,077	81,076.55	121,614.83	Annual	40	1
	Lawrenceville	30,834	80,860.58	121,835.25	Annual	40	1
	McDonough	26,768	65,050.00	104,503.00	Annual	40	1
	Newnan	41,581	33.00	51.15	Hourly	40	1
	Peachtree City	36,223	80,523.00	120,784.00	Annual	40	1
	Rome	36,716	80,000.00	110,000.00	Annual	40	1
	Statesboro	32,954	35.95	53.93	Annual	40	1
Stockbridge	29,904	66,009.63	102,314.93	Annual	40	1	
Woodstock	33,039	81,598.40	128,128.00	Annual	40	1	
C	Americus	15,108	74,890.00	115,083.00	Annual	40	1

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

◆ Personnel Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Brunswick	16,256	41,888.14	64,926.62	Annual	40	1
	Calhoun	17,271	37.90	37.90	Hourly	40	1
	Cartersville	21,760	86,440.00	131,529.00	Annual	40	1
	Conyers	16,256	90,629.00	90,629.00	Annual	40	1
	Covington	14,206	85,654.40	125,798.40	Annual	40	1
	Douglas	11,695	31.21	47.62	Annual	40	1
	Dublin	15,881	63,449.01	98,345.97	Annual	40	1
	Fayetteville	17,991	77,584.17	124,134.67	Annual	40	1
	Grovetown	15,152	70,948.80	84,219.00	Annual	40	1
	Lilburn	12,810	103,771.20	103,771.20	Annual	40	1
	Loganville	12,880	55,092.11	79,612.31	Annual	40	1
	Milledgeville	18,704	60,151.42	91,522.75	Annual	40	1
	Monroe	13,673	66,643.00	112,008.00	Annual	40	1
	Moultrie	14,211	68,600.00	68,600.00	Annual	40	1
	Norcross	16,592	55,090.00	132,366.00	Annual	40	0
	Powder Springs	15,758	62,164.00	96,354.00	Annual	40	1
	Richmond Hill	13,839	65,275.00	90,761.00	Annual	40	1
	Tifton	16,838	18.76	28.14	Annual	40	1
	Union	22,399	75,795.00	113,692.50	Annual	40	1
	Waycross	13,480	29.39	44.71	Annual	40	1
	Winder	17,937	58,377.00	90,958.00	Annual	40	1
D	Camilla	5,012	46,100.00	55,296.58	Annual	40	1
	Cumming	6,547	65,041.00	65,041.00	Annual	40	1
	Fort Valley	8,962	18.36	22.91	Hourly	40	1
	Garden City	8,713	66,234.00	109,286.00	Annual	40	1
	Hapeville	6,534	64,768.00	101,655.00	Annual	40	1
	Sylvester	5,776	52,000.00	52,000.00	Annual	40	1
	Thomaston	8,752	64,179.82	86,472.74	Annual	40	1
	Toccoa	8,336	53,621.00	81,591.00	Annual	40	1
	Tybee Island	7,506	67,042.00	107,267.00	Annual	40	1
E	Cornelia	4,683	51,106.00	76,660.00	Annual	40	1
	Dawsonville	3,246	15.87	25.48	Hourly	40	1
	Jasper	3,974	27.78	27.78	Hourly	40	1
	Royston	2,571	35,568.00	45,353.78	Annual	40	1
	Sylvania	2,463	10.83	24.21	Hourly	40	1

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

◆ Personnel Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	32,512	38,700	53,573	72,766	4
B	8	39,120	52,163	60,089	78,244	8
C	12	39,570	62,699	55,584	72,717	12
Total/Avg	24	37,067	51,187	56,415	74,576	24

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	18.61	27.49	Hourly	40	1	
	Alpharetta	67,213	19.10	37.82	Hourly	37	1	
	Marietta	60,867	28,849.60	45,052.80	Annual	40	1	
	Warner Robins	77,617	12.38	18.89	Hourly	40	1	
B	East Point	34,875	20.03	31.24	Hourly	40	1	
	Kennesaw	34,077	52,162.79	78,244.19	Annual	40	1	
	Lawrenceville	30,834	36,692.15	55,285.26	Annual	40	1	
	McDonough	26,768	15.79	25.38	Hourly	32	1	
	Newnan	41,581	16.39	25.42	Hourly	40	1	
	Peachtree City	36,223	19.39	29.09	Hourly	40	1	
	Statesboro	32,954	20.04	30.07	Annual	40	1	
	Woodstock	33,039	19.26	30.79	Hourly	40	1	
	C	Acworth	22,818	45,329.96	67,994.94	Annual	40	1
		Americus	15,108	36,023.00	55,357.00	Annual	40	1
Calhoun		17,271	17.75	17.75	Hourly	40	1	
Cartersville		21,760	22.98	34.96	Hourly	40	1	
Covington		14,206	18.01	26.46	Hourly	40	1	
Dublin		15,881	13.90	21.56	Hourly	40	1	
Loganville		12,880	16.10	25.96	Hourly	40	1	
Monroe		13,673	41,465.00	64,856.00	Annual	40	1	
Perry		17,894	17.26	26.54	Hourly	40	1	
Rincon		10,361	14.00	17.06	Hourly	40	1	
Snellville		20,077	62,699.00	62,699.00	Annual	40	1	
Waycross		13,480	15.01	22.85	Hourly	40	1	
Winder		17,937	19.10	29.76	Hourly	40	1	

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

◆ Planner

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	44,996	61,485	79,989	106,787	17
B	12	47,862	58,221	74,252	91,505	19
C	16	52,010	90,850	76,852	90,850	19
D	2	34,560	40,000	50,360	56,000	2
E	2	45,609	46,218	65,641	71,282	2
Total/Avg	39	45,007	59,355	69,419	83,285	59

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	16.59	24.51	Hourly	40	4
	Alpharetta	67,213	42,000.00	83,220.00	Annual	40	1
	Brookhaven	55,554	42,406.00	86,665.00	Annual	40	3
	Johns Creek City	84,579	61,485.31	82,352.02	Annual	40	1
	Marietta	60,867	49,441.60	106,787.20	Annual	40	2
	Roswell	94,763	38,562.00	77,723.00	Annual	40	5
	Warner Robins	77,617	22.39	34.71	Hourly	40	1
B	Canton	30,528	58,220.87	87,331.31	Annual	40	1
	Douglasville	33,992	21.21	33.93	Hourly	40	1
	Duluth	29,609	47,757.00	74,006.00	Annual	40	1
	East Point	34,875	43,755.00	71,654.00	Annual	40	3
	LaGrange	30,305	55,034.00	91,505.00	Annual	40	1
	Lawrenceville	30,834	46,969.06	70,769.80	Annual	40	2
	Newnan	41,581	24.67	38.23	Hourly	40	2
	Peachtree City	36,223	51,628.00	77,443.00	Annual	40	1
	Rome	36,716	45,000.00	63,000.00	Annual	40	2
	Statesboro	32,954	20.04	30.07	Hourly	40	2
	Stockbridge	29,904	45,668.45	70,786.10	Annual	40	1
	Woodstock	33,039	43,201.60	71,884.80	Annual	40	2
C	Bainbridge	12,081	30.71	42.70	Hourly	40	1
	Brunswick	16,256	37,993.78	58,890.36	Annual	40	0
	Cartersville	21,760	52,751.00	80,268.00	Annual	40	1
	Conyers	16,256	90,850.00	90,850.00	Annual	40	1

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

◆ Planner

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Covington	14,206	51,875.20	76,211.20	Annual	40	1
	Doraville	10,265	24.06	37.06	Annual	40	1
	Fayetteville	17,991	50,274.82	80,439.71	Annual	40	2
	Kingsland	17,949	48,700.00	85,833.00	Annual	40	2
	Milledgeville	18,704	49,366.51	75,116.97	Annual	40	2
	Norcross	16,592	43,955.00	67,669.00	Annual	40	1
	Perry	17,894	23.56	36.15	Hourly	40	0
	Powder Springs	15,758	20.23	31.35	Hourly	40	1
	Richmond Hill	13,839	59,341.00	82,510.00	Annual	40	1
	Snellville	20,077	35,476.00	64,502.00	Annual	40	1
	Sugar Hill	24,617	56,100.00	82,800.00	Annual	40	3
	Suwanee	20,907	50,473.00	78,233.00	Annual	40	1
D	Dacula	6,350	40,000.00	56,000.00	Annual	40	1
	Fort Oglethorpe	9,994	14.00	21.50	Hourly	40	1
E	Chattahoochee Hills C	3,318	45,000.00	60,000.00	Annual	40	1
	West Point	3,737	22.22	34.27	Hourly	40	1

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

◆ Planning and Development Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	97,350	148,362	139,900	158,002	7
B	15	84,424	155,000	124,076	185,000	15
C	27	72,107	143,931	100,377	153,000	26
D	4	62,139	76,838	93,268	116,764	4
E	8	48,450	60,000	65,712	84,587	8
F	1	85,000	85,000	105,000	105,000	1
G	1	37,835	37,835	49,629	49,629	1
Total/Avg	63	69,615	100,995	96,852	121,712	62

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	86,099.52	147,935.84	Annual	40	1
	Alpharetta	67,213	148,362.00	148,362.00	Annual	40	1
	Brookhaven	55,554	84,246.00	138,719.00	Annual	40	1
	Johns Creek City	84,579	117,968.78	158,002.01	Annual	40	1
	Marietta	60,867	86,569.60	138,257.60	Annual	40	1
	Roswell	94,763	89,067.00	142,507.00	Annual	40	1
	Warner Robins	77,617	33.24	50.73	Hourly	40	1
B	Canton	30,528	86,429.20	129,643.81	Annual	40	1
	Carrollton	27,259	105,901.51	105,901.51	Annual	40	1
	Douglasville	33,992	81,255.02	134,070.38	Annual	40	1
	Duluth	29,609	81,702.00	126,568.00	Annual	40	1
	Dunwoody	49,356	89,090.00	146,999.00	Annual	40	1
	East Point	34,875	71,270.00	111,159.00	Annual	40	1
	Lawrenceville	30,834	89,254.96	134,483.31	Annual	40	1
	McDonough	26,768	65,050.00	104,503.00	Annual	40	1
	Newnan	41,581	33.00	51.15	Hourly	40	1
	Peachtree City	36,223	80,523.00	120,784.00	Annual	40	1
	Peachtree Corners	43,905	155,000.00	185,000.00	Annual	40	1
	Rome	36,716	55,000.00	90,000.00	Annual	40	1
	Statesboro	32,954	35.95	53.93	Annual	40	1

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

◆ Planning and Development Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Stockbridge	29,904	80,864.64	125,340.19	Annual	40	1
	Woodstock	33,039	81,598.40	128,128.00	Annual	40	1
C	Brunswick	16,256	58,940.82	91,358.27	Annual	40	1
	Buford	15,522	80,000.00	153,000.00	Annual	40	1
	Cartersville	21,760	86,440.00	131,529.00	Annual	40	1
	Conyers	16,256	143,931.00	143,931.00	Annual	40	1
	Covington	14,206	65,707.20	96,532.80	Annual	40	1
	Dallas	13,981	56,623.64	84,389.70	Annual	40	1
	Doraville	10,265	31.46	48.45	Annual	40	1
	Douglas	11,695	31.21	47.62	Annual	40	1
	Dublin	15,881	51,794.00	80,279.00	Annual	40	0
	Fayetteville	17,991	77,584.17	124,134.67	Annual	40	1
	Grovetown	15,152	60,902.00	92,706.00	Annual	40	1
	Holly Springs	15,442	76,685.20	115,027.80	Annual	40	1
	Lilburn	12,810	73,555.04	73,555.04	Annual	40	1
	Loganville	12,880	44,708.40	62,699.96	Annual	40	1
	Milledgeville	18,704	60,151.42	91,522.75	Annual	40	1
	Monroe	13,673	69,155.00	96,782.00	Annual	40	1
	Moultrie	14,211	55,000.00	55,000.00	Annual	40	1
	Norcross	16,592	66,153.00	117,763.00	Annual	40	1
	Perry	17,894	83,000.00	119,100.00	Annual	40	1
	Powder Springs	15,758	62,164.00	96,354.00	Annual	40	1
	Richmond Hill	13,839	78,330.00	108,913.00	Annual	40	1
	Rincon	10,361	70,000.00	80,192.59	Annual	40	1
	Snellville	20,077	73,840.00	73,840.00	Annual	40	1
	Sugar Hill	24,617	91,100.00	91,200.00	Annual	40	1
	Suwanee	20,907	86,893.00	110,788.00	Annual	40	1
	Union	22,399	75,795.00	113,692.50	Annual	40	1
	Winder	17,937	68,091.00	106,080.00	Annual	40	1
D	Auburn	7,660	51,043.20	75,420.80	Annual	40	1
	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
	Dahlonega	7,294	64,071.33	102,514.12	Annual	40	1
	Flowery Branch	8,325	35.00	41.93	Annual	40	1
	Locust Grove	8,243	76,838.41	116,764.25	Annual	40	1
E	Chattahoochee Hills C	3,318	55,000.00	80,000.00	Annual	40	1
	Dawsonville	3,246	45,000.00	65,000.00	Annual	40	1
	Harlem	3,371	48,110.26	73,205.45	Annual	40	1
	Hiram	4,223	35,000.00	46,000.00	Annual	40	1
	Jasper	3,974	60,000.00	60,000.00	Annual	40	1

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

◆ Planning and Development Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Senoia	4,412	48,000.00	55,000.00	Annual	40	1
	Tallapoosa	3,185	40,682.99	61,903.97	Annual	40	1
	West Point	3,737	55,807.68	84,586.87	Annual	40	1
F	Berkeley Lake	2,147	85,000.00	105,000.00	Annual	40	1
G	Tyrone	737	18.19	23.86	Hourly	40	1

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

◆ Purchasing Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	66,264	76,800	107,107	131,957	5
B	7	56,647	71,270	90,565	111,159	8
C	10	49,169	75,000	68,161	121,000	10
D	1	47,133	47,133	75,421	75,421	1
E	4	27,898	35,000	38,094	49,000	4
Total/Avg	27	49,422	61,041	75,869	97,707	28

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
	Brookhaven	55,554	75,262.00	120,419.00	Annual	40	1
	Marietta	60,867	71,489.60	114,171.20	Annual	40	1
	Roswell	94,763	61,193.00	97,909.00	Annual	40	1
	Warner Robins	77,617	22.39	34.17	Hourly	40	1
B	Carrollton	27,259	38,411.86	85,395.24	Annual	40	2
	East Point	34,875	71,270.00	111,159.00	Annual	40	1
	LaGrange	30,305	18.71	27.39	Hourly	40	1
	Lawrenceville	30,834	66,366.05	99,995.86	Annual	40	1
	Peachtree City	36,223	59,873.00	89,810.00	Annual	40	1
	Rome	36,716	60,000.00	95,000.00	Annual	40	1
	Stockbridge	29,904	61,691.25	95,621.43	Annual	40	1
	C	Bainbridge	12,081	21.97	30.55	Hourly	40
B	Brunswick	16,256	31,257.58	48,449.24	Annual	40	1
	Buford	15,522	75,000.00	121,000.00	Annual	40	1
	Calhoun	17,271	26.17	26.17	Hourly	40	1
	Covington	14,206	55,036.80	80,849.60	Annual	40	1
	Douglas	11,695	20.61	32.07	Annual	40	1
	Dublin	15,881	63,449.01	80,897.49	Annual	40	1
	Milledgeville	18,704	30,126.94	45,841.71	Annual	40	1
	Monroe	13,673	13.23	25.76	Hourly	40	1
	Moultrie	14,211	66,300.00	66,300.00	Annual	40	1
	Waycross	13,480	16.56	25.20	Annual	40	1

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

◆ Purchasing Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Tybee Island	7,506	22.66	36.26	Hourly	40	1
E	Elberton	4,329	25,257.00	35,921.00	Annual	40	1
	Hiram	4,223	35,000.00	49,000.00	Annual	40	1
	Lyons	4,233	12.00	14.00	Hourly	40	1
	Summerville	4,243	12.68	18.43	Hourly	40	1

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

◆ Receptionist

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	28,326	28,422	44,612	45,344	4
B	6	25,832	31,200	42,767	55,990	15
C	7	25,271	30,160	35,172	54,000	9
D	6	23,871	26,915	35,076	42,702	9
E	8	24,077	32,282	29,884	42,536	9
F	3	21,433	25,391	28,864	38,636	3
Total/Avg	33	24,802	29,062	36,062	46,535	49

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Brookhaven	55,554	13.56	21.69	Hourly	40	1
	Roswell	94,763	13.63	21.80	Hourly	40	2
	Warner Robins	77,617	13.66	20.85	Hourly	40	1
B	Carrollton	27,259	19,772.58	55,990.16	Annual	40	10
	Douglasville	33,992	12.17	18.86	Hourly	40	1
	East Point	34,875	15.00	20.14	Hourly	40	1
	Kennesaw	34,077	12.40	18.61	Hourly	40	1
	Lawrenceville	30,834	28,663.85	43,188.75	Annual	40	1
	Stockbridge	29,904	24,252.80	37,591.84	Annual	40	1
	C	Buford	15,522	30,000.00	54,000.00	Annual	40
D	Grovetown	15,152	14.50	17.67	Hourly	40	1
	Kingsland	17,949	10.00	15.11	Hourly	40	1
	Monroe	13,673	9.99	14.98	Hourly	40	1
	Moultrie	14,211	23,180.00	23,180.00	Annual	40	1
	Norcross	16,592	13.16	15.17	Hourly	40	2
	Powder Springs	15,758	11.83	18.33	Hourly	40	2
	D	Cumming	6,547	26,395.00	42,702.00	Annual	40
D	Fitzgerald	8,662	7.25	15.30	Hourly	40	1
	Hapeville	6,534	12.17	19.18	Hourly	40	1
	Jackson	5,239	12.52	17.87	Hourly	40	1
	Stone Mountain	6,281	12.94	14.80	Hourly	40	1
	Thomaston	8,752	12.87	17.34	Hourly	40	3

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

◆ Receptionist

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Toccoa	8,336	10.59	15.34	Hourly	40	1
	Blackshear	3,527	10.00	15.00	Hourly	40	1
	Cornelia	4,683	13.63	20.45	Hourly	40	1
	Dawson	4,126	9.00	9.00	Hourly	40	1
	Elberton	4,329	25,657.00	35,921.00	Annual	40	2
	Hahira	3,029	27,602.00	27,602.00	Annual	40	1
	Jasper	3,974	15.52	15.52	Hourly	40	1
	Lyons	4,233	9.00	12.00	Hourly	40	1
F	Sylvania	2,463	9.85	12.43	Hourly	40	1
	Colquitt	1,834	10.00	14.35	Hourly	40	1
	Omega	1,230	9.95	9.95	Hourly	35	1
	Oxford	2,346	25,391.30	38,635.86	Annual	40	1

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

◆ Recreation Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	90,269	135,795	132,125	142,507	6
B	10	74,825	89,090	117,115	146,999	10
C	16	63,996	131,005	87,855	131,529	20
D	8	52,082	69,596	70,497	109,286	11
E	5	44,722	55,000	62,494	80,000	5
F	3	27,574	41,121	48,166	51,500	3
G	1	35,693	35,693	46,842	46,842	1
H	1	15,100	15,100	26,000	26,000	1
Total/Avg	50	50,533	71,550	73,887	91,833	57

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
	Alpharetta	67,213	135,795.00	135,795.00	Annual	40	1
	Brookhaven	55,554	84,246.00	138,719.00	Annual	40	1
	Marietta	60,867	86,569.60	138,257.60	Annual	40	1
	Roswell	94,763	89,067.00	142,507.00	Annual	40	1
	Warner Robins	77,617	33.24	50.73	Hourly	40	1
B	Chamblee	30,307	74,895.58	116,088.15	Annual	40	1
	Dalton	33,665	35.93	56.24	Annual	40	1
	Douglasville	33,992	70,971.28	117,102.61	Annual	40	1
	Duluth	29,609	85,758.00	132,891.00	Annual	40	1
	Dunwoody	49,356	89,090.00	146,999.00	Annual	40	1
	East Point	34,875	71,270.00	111,159.00	Annual	40	1
	Kennesaw	34,077	81,076.55	121,614.83	Annual	40	1
	Newnan	41,581	18.43	28.56	Hourly	40	1
	Peachtree City	36,223	80,523.00	120,784.00	Annual	40	1
	Woodstock	33,039	81,598.40	128,128.00	Annual	40	1
	C	Buford	15,522	55,000.00	121,000.00	Annual	40
Calhoun		17,271	28.20	32.25	Hourly	40	3
Cartersville		21,760	86,440.00	131,529.00	Annual	40	1

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

◆ Recreation Director

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Conyers	16,256	131,005.00	131,005.00	Annual	40	1
	Dallas	13,981	44,060.68	65,666.33	Annual	40	1
	Douglas	11,695	20.61	32.07	Annual	40	2
	Grovetown	15,152	53,102.40	66,227.00	Annual	40	1
	Monroe	13,673	19.94	31.18	Hourly	40	1
	Perry	17,894	75,100.00	111,300.00	Annual	40	1
	Powder Springs	15,758	62,164.00	96,354.00	Annual	40	1
	Richmond Hill	13,839	53,946.00	75,009.00	Annual	40	1
	Rincon	10,361	57,000.00	64,658.41	Annual	40	1
	Snellville	20,077	62,500.00	62,500.00	Annual	40	1
	Sugar Hill	24,617	67,300.00	83,200.00	Annual	40	2
	Union	22,399	75,795.00	113,692.50	Annual	40	1
	Vidalia	10,402	57,512.00	84,884.80	Annual	40	1
D	Auburn	7,660	41,995.20	62,046.40	Annual	40	1
	Bremen	6,638	24.36	24.36	Hourly	40	1
	Cumming	6,547	69,596.00	88,628.00	Annual	40	4
	Fitzgerald	8,662	2,036.00	2,036.00	Annual	40	1
	Fort Oglethorpe	9,994	54,080.00	79,040.00	Annual	40	1
	Garden City	8,713	66,234.00	109,286.00	Annual	40	1
	Hapeville	6,534	70,780.00	112,617.00	Annual	40	1
	LaFayette	7,339	31.25	31.25	Annual	40	1
	Tybee Island	7,506	67,042.00	107,267.00	Annual	40	1
E	Chattahoochee Hills C	3,318	55,000.00	80,000.00	Annual	40	1
	Lyons	4,233	40,000.00	50,000.00	Annual	40	1
	Ringgold	3,630	36,592.07	46,062.14	Annual	40	1
	Summerville	4,243	22.65	32.73	Annual	40	1
	Tallapoosa	3,185	44,906.40	68,330.40	Annual	40	1
F	Colquitt	1,834	10.00	24.71	Hourly	40	1
	Mount Zion	1,813	10.00	20.00	Annual	40	1
	Trion	1,893	41,120.88	51,500.00	Annual	40	1
G	Tyrone	737	17.16	22.52	Hourly	40	1
H	Fargo	316	15,100.00	26,000.00	Annual	40	1

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

◆ Recreation Maintenance Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	24,977	30,784	50,335	72,766	44
B	6	29,106	32,656	46,086	51,542	28
C	13	24,027	32,198	35,918	48,984	52
D	7	25,091	30,888	42,887	65,020	19
E	3	21,951	25,085	31,124	34,944	6
F	3	18,599	21,424	34,452	44,512	4
G	1	31,720	31,720	31,720	31,720	1
H	1	18,720	18,720	31,200	31,200	1
Total/Avg	38	24,274	27,934	37,965	47,586	155

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	9.42	13.92	Hourly	40	15	
	Alpharetta	67,213	16.00	37.82	Hourly	37	14	
	Marietta	60,867	23,774.40	60,320.00	Annual	40	14	
	Warner Robins	77,617	12.38	18.89	Hourly	40	1	
B	Chamblee	30,307	13.96	24.78	Hourly	40	1	
	Douglasville	33,992	12.78	19.80	Hourly	40	5	
	Duluth	29,609	14.80	22.93	Hourly	40	3	
	East Point	34,875	15.70	24.48	Hourly	40	5	
	Kennesaw	34,077	12.40	18.61	Hourly	40	8	
	Woodstock	33,039	14.32	22.34	Hourly	40	6	
	C	Acworth	22,818	11.36	17.70	Hourly	40	5
		Brunswick	16,256	18,275.66	28,327.62	Annual	40	2
Calhoun		17,271	11.00	15.43	Hourly	40	8	
Cartersville		21,760	15.48	23.55	Hourly	40	10	
Dallas		13,981	27,800.48	41,432.76	Annual	40	2	
Douglas		11,695	11.06	22.70	Hourly	40	3	
Grovetown		15,152	10.77	15.20	Hourly	40	6	
Norcross		16,592	9.41	10.22	Hourly	40	1	
Perry	17,894	13.13	20.91	Hourly	40	1		

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

◆ Recreation Maintenance Worker

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Richmond Hill	13,839	27,794.00	38,645.00	Annual	40	3
	Snellville	20,077	10.47	19.04	Hourly	40	5
	Sugar Hill	24,617	25,300.00	27,300.00	Annual	40	4
	Vidalia	10,402	20,404.80	30,139.20	Annual	40	2
D	Bremen	6,638	14.15	14.15	Hourly	40	1
	Cumming	6,547	26,395.00	65,020.00	Annual	40	5
	Fitzgerald	8,662	7.25	13.75	Hourly	40	5
	Fort Oglethorpe	9,994	12.00	19.00	Hourly	40	2
	Garden City	8,713	13.35	21.35	Hourly	40	2
	LaFayette	7,339	10.15	17.47	Hourly	40	1
	Tybee Island	7,506	14.85	27.35	Hourly	40	3
E	Chattahoochee Hills C	3,318	9.60	16.80	Hourly	40	1
	Lyons	4,233	10.00	14.00	Hourly	40	3
	Summerville	4,243	12.06	14.09	Hourly	40	2
F	Colquitt	1,834	10.00	21.40	Hourly	40	2
	Mount Zion	1,813	9.00	18.00	Hourly	29	1
	Trion	1,893	10.30	15.24	Hourly	40	1
G	Smithville	636	15.25	15.25	Hourly	40	1
H	Cecil	283	9.00	15.00	Hourly	40	1

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

◆ Recreation Specialist

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	37,092	49,998	62,542	72,766	44
B	7	38,367	46,634	65,114	75,835	43
C	13	34,468	48,911	54,883	88,608	34
D	7	35,182	56,602	55,045	78,371	19
F	1	31,678	31,678	36,691	36,691	1
Total/Avg	35	35,358	46,765	54,855	70,454	141

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	16.59	24.51	Hourly	40	13
	Alpharetta	67,213	19.10	37.82	Hourly	37	6
	Brookhaven	55,554	18.79	30.06	Hourly	40	3
	Johns Creek City	84,579	49,998.26	66,966.53	Annual	40	1
	Marietta	60,867	26,124.80	70,012.80	Annual	40	9
	Roswell	94,763	38,562.00	61,699.00	Annual	40	9
	Warner Robins	77,617	16.65	25.41	Hourly	40	3
B	Carrollton	27,259	21,074.68	75,835.07	Annual	40	36
	Chamblee	30,307	22.42	34.76	Hourly	40	2
	Duluth	29,609	43,326.00	67,122.00	Annual	40	1
	East Point	34,875	19.08	29.76	Hourly	40	1
	Kennesaw	34,077	46,209.96	69,314.94	Annual	40	1
	Peachtree City	36,223	19.39	29.09	Hourly	40	1
	Woodstock	33,039	15.05	23.47	Hourly	40	1
C	Acworth	22,818	48,910.94	61,257.04	Annual	40	3
	Buford	15,522	15.00	27.00	Hourly	40	1
	Calhoun	17,271	12.00	16.97	Hourly	40	4
	Cartersville	21,760	21.87	42.60	Hourly	40	10
	Dallas	13,981	30,804.80	45,905.60	Annual	40	1
	Douglas	11,695	12.21	29.06	Hourly	40	4
	Grovetown	15,152	15.99	25.00	Hourly	40	1
	Perry	17,894	17.40	30.24	Hourly	40	1
	Richmond Hill	13,839	40,971.00	56,976.00	Annual	40	1

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

◆ Recreation Specialist

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Rincon	10,361	14.00	17.12	Hourly	40	3
	Snellville	20,077	13.70	25.24	Hourly	40	1
	Sugar Hill	24,617	35,500.00	50,000.00	Annual	40	3
	Vidalia	10,402	37,793.60	55,827.20	Annual	40	1
D	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
	Bremen	6,638	18.12	18.12	Hourly	40	2
	Cumming	6,547	36,129.00	70,366.00	Annual	40	12
	Fitzgerald	8,662	7.25	18.27	Hourly	40	1
	Fort Oglethorpe	9,994	17.00	24.00	Hourly	40	0
	Garden City	8,713	14.48	29.59	Hourly	40	2
	LaFayette	7,339	16.97	23.76	Hourly	40	1
F	Trion	1,893	15.23	17.64	Hourly	40	1

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

◆ Secretary

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	32,096	39,042	57,170	72,766	23
B	3	32,857	39,686	49,296	59,530	6
C	10	29,264	35,526	42,622	56,633	22
D	5	25,326	27,061	37,357	41,038	8
E	4	30,741	37,911	40,738	51,631	5
F	1	20,197	20,197	38,085	38,085	1
Total/Avg	26	28,413	33,237	44,211	53,280	65

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	16.37	37.82	Hourly	37	10
	Johns Creek City	84,579	18.77	28.58	Hourly	40	4
	Warner Robins	77,617	12.38	18.89	Hourly	40	9
B	Kennesaw	34,077	12.40	18.61	Hourly	40	2
	Peachtree City	36,223	15.91	23.87	Hourly	40	3
	Statesboro	32,954	19.08	28.62	Hourly	40	1
C	Brunswick	16,256	34,431.68	56,633.38	Annual	40	2
	Calhoun	17,271	12.00	15.29	Hourly	40	2
	Cartersville	21,760	17.08	25.99	Hourly	40	6
	Covington	14,206	16.01	23.50	Hourly	40	2
	Kingsland	17,949	11.91	17.99	Hourly	40	1
	Moultrie	14,211	29,500.00	34,514.00	Annual	40	2
	Perry	17,894	12.93	19.52	Hourly	40	0
	Richmond Hill	13,839	33,707.00	46,867.00	Annual	40	1
	Snellville	20,077	12.72	25.17	Hourly	40	5
	Vidalia	10,402	23,088.00	23,088.00	Annual	40	1
D	Auburn	7,660	13.01	19.23	Hourly	40	1
	Camilla	5,012	12.00	15.50	Hourly	40	1
	Eatonton	6,725	10.00	19.73	Hourly	40	1
	Fort Oglethorpe	9,994	13.00	18.00	Hourly	40	2
	Thomaston	8,752	12.87	17.34	Hourly	40	3
E	Baxley	4,659	14.19	19.20	Hourly	40	1

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

◆ Secretary

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dawson	4,126	15.87	15.87	Hourly	40	1
	Elberton	4,329	37,911.00	51,631.00	Annual	40	2
	Sylvania	2,463	10.83	18.45	Hourly	40	1
F	Claxton	2,204	9.71	18.31	Hourly	40	1

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

◆ Senior Center Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	36,383	36,383	55,526	55,526	1
B	2	47,320	48,173	73,934	75,400	2
C	3	32,526	34,461	52,777	58,505	3
D	3	31,454	38,472	46,324	61,555	3
E	2	25,865	30,098	25,865	30,098	2
F	2	17,594	20,446	17,594	20,446	2
Total/Avg	13	31,857	34,672	45,337	50,255	13

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Warner Robins	77,617	17.49	26.70	Hourly	40	1
B	Dalton	33,665	23.16	36.25	Annual	40	1
	Woodstock	33,039	22.34	34.84	Hourly	40	1
C	Brunswick	16,256	34,461.48	53,415.29	Annual	40	1
	Snellville	20,077	32,177.00	58,505.00	Annual	40	1
	Tifton	16,838	17.00	25.50	Annual	35	1
D	Bremen	6,638	18.12	18.12	Hourly	40	1
	Eatonton	6,725	18,200.00	39,728.00	Annual	40	1
	Garden City	8,713	38,472.00	61,555.00	Annual	40	1
E	Ashburn	3,704	13.00	13.00	Hourly	32	1
	Grantville	3,296	14.47	14.47	Hourly	40	1
F	Ray City	1,094	9.45	9.45	Hourly	30	1
	Willacoochee	1,354	9.83	9.83	Hourly	40	1

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

◆ Senior Center Van Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
C	1	23,774	23,774	23,774	23,774	1
E	1	22,880	22,880	22,880	22,880	1
Total/Avg	2	23,327	23,327	23,327	23,327	2

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Calhoun	17,271	11.43	11.43	Hourly	40	1
E	Grantville	3,296	11.00	11.00	Hourly	40	1

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

◆ Senior Data Entry Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	1	35,942	35,942	53,934	53,934	1
C	4	37,094	41,701	54,252	64,082	13
E	3	41,434	49,774	48,533	49,774	3
Total/Avg	8	38,157	42,473	52,240	55,930	17

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Statesboro	32,954	17.28	25.93	Hourly	40	1
C	Americus	15,108	41,701.00	64,082.00	Annual	40	1
	Buford	15,522	18.00	25.00	Hourly	40	1
	Cartersville	21,760	17.08	25.99	Hourly	40	8
	Richmond Hill	13,839	33,707.00	46,867.00	Annual	40	3
E	Adairsville	4,963	15.83	23.49	Hourly	40	1
	Blakely	4,571	20.00	22.58	Hourly	40	1
	Jasper	3,974	23.93	23.93	Hourly	40	1

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

◆ Transit Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	27,498	27,498	40,622	40,622	31
B	1	28,662	28,662	43,992	43,992	36
E	1	25,126	25,126	25,126	25,126	1
Total/Avg	3	27,095	27,095	36,580	36,580	68

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	13.22	19.53	Hourly	40	31
B	Rome	36,716	13.78	21.15	Hourly	40	36
E	Social Circle	4,544	12.08	12.08	Hourly	40	1

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

◆ Visitor Center Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	56,745	56,745	86,603	86,603	1
B	3	55,660	70,000	78,199	110,000	3
C	7	42,941	55,090	63,551	82,983	8
D	1	1,652	1,652	1,867	1,867	1
E	1	52,781	52,781	80,658	80,658	1
Total/Avg	13	41,956	47,254	62,176	72,422	14

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Warner Robins	77,617	27.28	41.64	Hourly	40	1
B	Carrollton	27,259	51,178.19	52,713.34	Annual	40	1
	Rome	36,716	70,000.00	110,000.00	Annual	40	1
	Woodstock	33,039	45,801.60	71,884.80	Annual	40	1
C	Americus	15,108	50,688.00	74,893.00	Annual	40	2
	Conyers	16,256	36,426.92	56,510.12	Annual	40	1
	Covington	14,206	50,356.80	73,985.60	Annual	40	1
	Kingsland	17,949	14.18	21.43	Hourly	40	1
	Norcross	16,592	55,090.00	82,983.00	Annual	40	1
	Richmond Hill	13,839	46,707.00	64,943.00	Annual	30	1
	Vidalia	10,402	31,824.00	46,966.40	Annual	40	1
Waycross	13,480	20.07	30.54	Annual	40	1	
D	Fitzgerald	8,662	1,652.40	1,866.75	Annual	40	1
E	Elberton	4,329	52,781.00	80,658.00	Annual	40	1

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

◆ Visitor Center Specialist

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	31,373	31,373	47,880	47,880	2
B	1	24,003	24,003	37,502	37,502	2
C	3	26,445	28,541	40,024	44,277	3
D	1	1,200	1,200	1,224	1,224	1
E	2	26,581	34,162	36,624	48,808	2
Total/Avg	8	21,920	23,856	32,651	35,938	10

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Warner Robins	77,617	15.08	23.02	Hourly	40	2
B	Rome	36,716	11.54	18.03	Hourly	40	2
C	Conyers	16,256	28,541.45	44,277.15	Annual	40	1
	Kingsland	17,949	11.23	16.97	Hourly	40	1
	Vidalia	10,402	27,435.20	40,497.60	Annual	40	1
D	Fitzgerald	8,662	1,200.00	1,224.00	Annual	40	1
E	Elberton	4,329	34,162.00	48,808.00	Annual	40	1
	Lyons	4,233	19,000.00	24,440.00	Annual	40	1

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

◆ Zoning Administrator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	55,668	76,298	88,661	105,741	5
B	5	57,045	74,273	89,211	111,410	5
C	6	48,495	71,323	75,196	109,603	6
D	5	51,070	95,388	60,599	95,388	5
E	5	43,221	61,145	57,154	64,401	5
F	3	30,649	34,986	42,441	55,000	3
Total/Avg	29	47,691	68,902	68,877	90,257	29

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	53,550.00	100,140.00	Annual	40	1
	Johns Creek City	84,579	76,298.25	102,192.13	Annual	40	1
	Marietta	60,867	49,441.60	84,926.40	Annual	40	1
	Roswell	94,763	66,088.00	105,741.00	Annual	40	1
	Warner Robins	77,617	15.85	24.18	Hourly	40	1
B	Canton	30,528	50,203.67	79,117.85	Annual	40	1
	Douglasville	33,992	55,690.52	89,104.83	Annual	40	1
	Kennesaw	34,077	74,273.31	111,409.97	Annual	40	1
	Rome	36,716	50,000.00	80,000.00	Annual	40	1
	Woodstock	33,039	55,057.60	86,424.00	Annual	40	1
C	Americus	15,108	71,323.00	109,603.00	Annual	40	1
	Douglas	11,695	18.13	27.66	Hourly	40	1
	Powder Springs	15,758	20.23	31.35	Hourly	40	1
	Richmond Hill	13,839	46,707.00	64,943.00	Annual	40	1
	Snellville	20,077	35,476.00	64,502.00	Annual	40	1
D	Suwanee	20,907	57,673.00	89,393.00	Annual	40	1
	Bremen	6,638	16.00	17.27	Hourly	40	1
	Camilla	5,012	40,000.00	70,000.00	Annual	40	1
	Cumming	6,547	95,388.00	95,388.00	Annual	40	1
	Morrow	7,192	45,000.00	60,000.00	Annual	40	1
E	Sylvester	5,776	41,683.20	41,683.20	Annual	40	1
	Chatsworth	4,290	29,452.00	55,598.40	Annual	40	1

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

◆ Zoning Administrator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Chickamauga	3,256	61,145.00	61,145.00	Annual	40	1
	Dawsonville	3,246	16.59	26.20	Hourly	40	1
	Elberton	4,329	46,002.00	64,401.00	Annual	40	1
	Springfield	4,084	45,000.00	50,127.88	Annual	40	1
F	Butler	1,759	12.00	16.95	Hourly	40	1
	Clarkesville	1,821	32,000.00	55,000.00	Annual	40	1
	Clayton	2,193	16.82	17.82	Hourly	40	1

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



2020
**Municipal Wage
and Salary Survey**

**Public Safety
Positions**

January 2021

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

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

County Job Descriptions

Animal Control Director	Performs professional and skilled work in supervising and coordinating work activities of other workers who are responsible for the apprehension and care of animals.
Animal Control Officer	Performs skilled work in the apprehension and care of animals found in violation of animal control ordinances.
Animal Shelter Administrator	Administers animal shelter and animal care operations including supervising paid staff and volunteers and planning, organizing, and coordinating the shelter programs.
Assistant Chief, Fire Department	Performs highly responsible technical, supervisory, and administrative work in assisting the direction of the Fire Department.
Assistant Chief, Police Department	Performs highly responsible technical, supervisory, and administrative work in directing the activities of the Police Department.
Automotive Mechanic (Public Safety)	Analyzes malfunctions and repairs, rebuilds and maintains fleet automobiles.
Bailiff	Responsible for duties related to processing of persons under court direction.
Captain, Fire Officer	Directs and coordinates activities of firefighters during an assigned shift by conducting roll call, relaying orders and messages from superiors, recording information, and participating in training. Also leads subordinates in performance of duties at a fire.
Captain, Police Department	Directs and coordinates activities of police patrol officers by conducting roll call, relaying orders and messages from superiors, and recording information; identifies arrested suspects in logbook and advises prisoner of charges. Also assists subordinates in performance of duties during an assigned shift.
Captain, Sheriffs Office	Directs and coordinates activities of county sheriff's deputies by conducting roll call, relaying orders and messages from superiors, and recording information; identifies arrested suspects in logbook and advises prisoner of charges. Also assists subordinates in performance of duties during an assigned shift.
Chief Deputy Sheriff	Directs and coordinates activities of county sheriff's office, which may include scheduling work assignments and deployment of manpower in patrol division and transmitting orders to subordinate officers for execution; develops office procedures to serve as guidelines for proper conduct of patrol division activities, based on legal information and previous law enforcement experience.
Chief Jailer/Jail Administrator	Supervises and coordinates the work activities of jail staff.
Chief, Fire Department	Plans, directs, organizes, and coordinates the activities of a fire department.

Chief, Police Department	Plans, directs, organizes, and coordinates the activities of municipal police department in accordance with authority delegated by Mayor and Council.
Code Enforcement Officer	Performs technical level work in ensuring that all codes and ordinances are adhered to throughout jurisdiction.
Communications Director	Directs the operations, development, and implementation of policies and procedures and the administration and management of the Communications Department.
Corporal, Police Department	Performs law enforcement and some routine investigative work. May train entry-level police officers and serve as a lead officer on special assignments.
Corporal, Sheriffs Office	Performs law enforcement and some routine investigative work. May train entry-level deputies and serve as a lead officer on special assignments.
Corrections Officer	Supervises inmates in county penal institution in accordance with established policies, regulations, and procedures, which may include preparing written reports concerning incidences of inmate disturbances or injuries.
Deputy Sheriff	Maintains law and order throughout the county and serves legal processes of courts. Also transports or escorts prisoners between courtrooms, prison, and medical facilities. May operate radio to deliver instructions to patrol unit.
Deputy Warden	Assists in the administration and operation of employees and inmates at a county penal facility.
Detention Officer	Supervises prisoners in station or jail, assuming responsibilities for all needs of prisoners during detention. May prepare arrest records identifying prisoner and charge assigned.
Dispatcher	Operates radio and telephone equipment to receive, process, and dispatch calls to police, fire, emergency ambulance, or civil defense services. Usually required to maintain a log of calls for service.
Dispatcher/Jailer	Maintains security of prisoners during their detention and operates radio and telephone receiving and dispatching calls to the appropriate department and/or person.
E-911 Director	Manages E-911 system/call center and supervises E-911 operators.
E-911 Operator	Responsible for answering emergency calls and dispatching appropriate personnel to the correct location.
Emergency Management Director	Responsible for organization, administration, and operation of the county emergency management unit.
Emergency Medical Services Director	Directs emergency medical service program, coordinates activities of persons involved in rescue, care, and transportation of catastrophe/accident victims.

Emergency Medical Technician (EMT)	Provides emergency care and operates specialized medical equipment before, during, and after the transport of patients to emergency facilities. This title covers all certification levels including EMT-Basic, EMT, Cardiac Technician, and Paramedic.
Engine Operator/Driver, Fire Department	Drives fire fighting vehicle to fire scene and conducts pumping operations to assist in fire fighting.
Evidence Clerk/Technician	Responsible for securing, organizing, and storing crime evidence and/or seized property.
Fire Marshal	Plans, manages, and coordinates fire prevention and fire investigation activities of the fire department.
Firefighter	Controls and extinguishes fires, protects life and property, and maintains equipment. Performs assigned duties in maintaining apparatus, quarters, buildings, equipment, grounds, and hydrants. Note: This is an entry level position and does not include Engine Driver.
Firefighter/EMT	Controls and extinguishes fires, protects life and property, maintains fire equipment and facilities, and provides emergency care and operates specialized medical equipment before, during, and after the transport of patients to emergency facilities.
Investigator/Detective, Police Department	Performs investigations in the police department to solve or prevent crimes. Examines crime scenes to obtain clues and gather evidence that may lead to a conviction.
Investigator/Detective, Sheriffs Office	Performs investigations in the sheriff's office to solve or prevent crimes. Examines crime scenes to obtain clues and gather evidence that may lead to a conviction.
Lieutenant, Fire Officer	Performs fire fighting responsibilities according to NFPA 1021 and emergency care duties. Responsible for the daily operation of a fire station, supervising a shift with activities associated with hydrant maintenance, fire pre-plans, and inspection of industrial complexes and record keeping.
Lieutenant, Police Department	Directs and coordinates activities of police patrol officers by conducting roll call, relaying orders and messages from superiors, and recording information; identifies arrested suspects in logbook and advises prisoner of charges. Also assists subordinates in performance of duties during an assigned shift.
Lieutenant, Sheriffs Office	Directs and coordinates activities of county sheriff's deputies by conducting roll call, relaying orders and messages from superiors, and recording information; identifies arrested suspects in logbook and advises prisoner of charges. Also assists subordinates in performance of duties during an assigned shift.
Major, Police Department	Directs and coordinates activities of police patrol officers by conducting roll call, relaying orders and messages from superiors, and recording information; identifies arrested suspects in logbook and advises prisoner of charges. Also assists subordinates in performance of duties during an assigned shift.

Major, Sheriffs Office	Directs and coordinates activities of county sheriff's deputies by conducting roll call, relaying orders and messages from superiors, and recording information; identifies arrested suspects in logbook and advises prisoner of charges. Also assists subordinates in performance of duties during an assigned shift.
Patrol Officer, Police Department	Patrols assigned area on foot, using motorcycle, car, or on horseback, to control traffic, prevent crimes or disturbances of peace, and arrest violators.
Patrol Officer, Sheriffs Office	As a member of the county sheriff's office, patrols assigned area on foot, using motorcycle, car, or on horseback to control traffic, prevent crimes or disturbances of peace, and arrest violators.
Probation Officer	Manages a caseload of probationers; identifies and monitors risk, ensures compliance with sentence, encourages positive behavioral change; provides direction, service, and information to court.
Public Safety Director	Responsible for providing leadership and direction to the Public Safety Department in the development and provision of quality police, fire, emergency medical, and emergency management services to facilitate the protection and well-being of residents.
Records Clerk	Maintains records for monthly statistical reports; enters all citations written by police officers into computer; and provides authorized personnel with information from NCIC/GCIC computer network.
School Resource Officer	Responsible for performing tasks and operations related to assuring student safety in the processes of conducting school classes and special events.
Sergeant, Police Department	Responsible for the direction and supervision of law enforcement activities performed by a group of county police officers during a particular shift or assignment.
Sergeant, Sheriffs Office	Responsible for the direction and supervision of law enforcement activities performed by a group of deputies during a particular shift or assignment.
Warden	Directs the administration and operation of employees and inmates at a county penal facility.

◆ Animal Control Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	35,037	38,700	52,529	57,177	2
B	1	36,296	36,296	50,523	50,523	1
C	2	27,914	34,902	39,697	48,506	2
D	3	33,286	37,707	47,986	58,698	3
E	2	24,586	28,371	41,267	43,014	2
Total/Avg	10	31,424	35,195	46,400	51,584	10

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	18.61	27.49	Hourly	40	1
	Warner Robins	77,617	15.08	23.02	Hourly	40	1
B	LaGrange	30,305	17.45	24.29	Hourly	40	1
C	Perry	17,894	16.78	23.32	Hourly	40	1
	Vidalia	10,402	20,924.80	30,888.00	Annual	40	1
D	Barnesville	6,659	37,707.00	51,980.00	Annual	40	1
	Centerville	7,884	13.88	28.22	Hourly	40	1
	Hawkinsville	5,270	16.00	16.00	Hourly	40	1
E	Blackshear	3,527	10.00	19.00	Hourly	40	1
	West Point	3,737	13.64	20.68	Hourly	40	1

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

◆ Animal Control Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	25,175	25,749	37,822	39,297	7
B	2	32,022	34,944	45,469	54,184	5
C	8	29,222	33,821	43,265	51,584	9
D	6	26,555	31,845	41,527	49,608	10
E	7	24,709	31,210	32,156	43,693	7
Total/Avg	25	27,536	31,514	40,048	47,673	38

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	11.83	17.47	Hourly	40	2	
	Warner Robins	77,617	12.38	18.89	Hourly	40	5	
B	LaGrange	30,305	13.99	17.67	Hourly	40	3	
	Newnan	41,581	16.80	26.05	Hourly	40	2	
C	Americus	15,108	26,881.00	41,308.00	Annual	40	1	
	Bainbridge	12,081	14.23	19.78	Hourly	40	2	
	Calhoun	17,271	15.18	21.89	Hourly	40	2	
	Cartersville	21,760	16.26	24.74	Hourly	40	1	
	Doraville	10,265	16.10	24.80	Hourly	40	1	
	Douglas	11,695	12.83	19.57	Hourly	40	1	
	Perry	17,894	14.81	20.91	Hourly	40	0	
	Vidalia	10,402	20,924.80	30,888.00	Annual	40	1	
	D	Fitzgerald	8,662	7.25	17.34	Hourly	40	4
		Hawkinsville	5,270	12.50	12.50	Hourly	40	1
Jesup		9,841	15.31	23.85	Hourly	40	2	
LaFayette		7,339	12.37	23.05	Hourly	40	1	
Thomaston		8,752	14.32	19.30	Hourly	40	1	
Tybee Island		7,506	14.85	23.75	Annual	40	1	
E	Alma	3,380	27,040.00	29,702.00	Annual	40	1	
	Ashburn	3,704	11.85	11.85	Hourly	40	1	
	Baxley	4,659	12.30	16.58	Hourly	40	1	
	Elberton	4,329	31,210.00	43,693.00	Annual	40	1	
	Lyons	4,233	13.00	15.50	Hourly	40	1	

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

◆ Animal Control Officer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Soperton	3,148	8.00	11.00	Hourly	40	1
	Unadilla	3,525	10.00	18.00	Hourly	40	1

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

◆ Animal Shelter Administrator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
E	1	17,659	17,659	20,800	20,800	1
Total/Avg	1	17,659	17,659	20,800	20,800	1

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Hazlehurst	4,137	8.49	10.00	Hourly	40	1

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

◆ Assistant Chief, Fire Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	68,790	86,466	106,377	117,695	14
B	7	70,757	86,133	100,489	111,969	11
C	10	57,980	75,795	87,935	119,499	18
D	6	44,730	61,614	64,901	101,662	6
E	12	43,583	65,279	57,344	82,027	11
F	1	32,760	32,760	48,048	48,048	1
Total/Avg	41	53,100	68,008	77,516	96,817	61

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	68,500.64	117,694.72	Annual	40	1
	Johns Creek City	84,579	86,465.50	115,809.92	Annual	40	2
	Marietta	60,867	71,489.60	114,179.52	Annual	56	3
	Roswell	94,763	66,088.00	105,741.00	Annual	40	2
	Warner Robins	77,617	24.72	37.72	Hourly	40	6
B	Dalton	33,665	41.41	44.14	Annual	40	1
	East Point	34,875	67,878.00	105,867.00	Annual	40	2
	McDonough	26,768	61,952.63	99,526.92	Annual	40	1
	Peachtree City	36,223	75,495.00	111,969.00	Annual	40	2
	Rome	36,716	77,500.00	100,000.00	Annual	40	1
	Statesboro	32,954	28.32	42.48	Annual	40	3
	Woodstock	33,039	67,433.60	105,892.80	Annual	40	1
C	Americus	15,108	61,612.00	94,679.00	Annual	40	3
	Brunswick	16,256	43,758.00	70,013.00	Annual	40	1
	Calhoun	17,271	28.00	31.80	Hourly	40	2
	Cartersville	21,760	58,228.00	109,752.00	Annual	40	4
	Covington	14,206	67,683.20	99,424.00	Annual	40	1
	Fayetteville	17,991	74,686.92	119,499.08	Annual	40	1
	Loganville	12,880	45,601.94	64,599.93	Annual	53	3
	Milledgeville	18,704	54,491.39	82,915.09	Annual	40	1
	Union	22,399	75,795.00	113,692.50	Annual	40	1
	Vidalia	10,402	39,707.20	58,635.20	Annual	40	1

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

◆ Assistant Chief, Fire Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
D	Centerville	7,884	58,573.00	58,573.00	Annual	40	1
	Eastman	5,067	15.00	17.75	Hourly	30	1
	Garden City	8,713	61,614.00	101,662.00	Annual	40	1
	Jesup	9,841	18.53	28.88	Annual	40	1
	McRae-Helena	8,277	13.74	24.40	Hourly	56	1
	Toccoa	8,336	46,237.00	70,355.00	Annual	40	1
E	Baldwin	3,414	14.00	17.75	Hourly	42	1
	Blakely	4,571	15.00	20.97	Hourly	48	1
	Chatsworth	4,290	33,274.00	59,716.00	Annual	45	1
	Chattahoochee Hills C	3,318	21.60	28.80	Annual	40	0
	Cornelia	4,683	37,128.00	59,623.00	Annual	40	1
	Hahira	3,029	53,040.00	53,040.00	Annual	40	1
	Hartwell	4,437	35,000.00	68,309.00	Annual	40	1
	Hazlehurst	4,137	36,010.00	38,640.00	Annual	48	1
	Jasper	3,974	65,279.00	65,279.00	Annual	40	1
	Palmetto	4,851	52,581.00	82,027.00	Annual	40	1
	Social Circle	4,544	64,225.84	64,225.84	Annual	40	1
	Summerville	4,243	16.11	22.24	Hourly	40	1
	F	Clarkesville	1,821	15.00	22.00	Hourly	42

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

◆ Assistant Chief, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	75,186	79,628	122,875	136,000	6
B	13	75,529	89,943	114,776	146,999	14
C	13	67,014	90,787	92,071	119,499	14
D	3	44,041	54,670	62,414	71,055	3
E	11	49,338	70,000	66,146	97,404	11
F	7	34,542	47,733	41,839	50,640	8
G	3	25,511	34,944	36,900	54,514	3
H	1	32,000	32,000	32,000	32,000	1
Total/Avg	56	50,395	62,463	71,128	88,514	60

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
	Brookhaven	55,554	79,628.00	136,000.00	Annual	40	1
	Marietta	60,867	78,686.40	125,736.00	Annual	40	2
	Roswell	94,763	78,182.00	125,091.00	Annual	40	1
	Warner Robins	77,617	30.11	45.96	Hourly	40	1
B	Canton	30,528	72,518.34	106,676.28	Annual	43	1
	Carrollton	27,259	66,234.15	90,899.56	Annual	40	1
	Chamblee	30,307	74,895.58	116,088.15	Annual	40	1
	Dalton	33,665	34.22	53.56	Annual	40	1
	Douglasville	33,992	89,942.87	143,255.74	Annual	40	1
	Duluth	29,609	85,758.00	132,891.00	Annual	40	1
	Dunwoody	49,356	89,090.00	146,999.00	Annual	40	1
	East Point	34,875	67,878.00	105,867.00	Annual	40	1
	Newnan	41,581	31.14	48.26	Hourly	40	2
	Peachtree City	36,223	75,495.00	111,969.00	Annual	40	1
	Rome	36,716	77,500.00	100,000.00	Annual	40	1
	Statesboro	32,954	31.26	46.89	Annual	40	1
	Woodstock	33,039	81,598.40	128,128.00	Annual	40	1
	C	Bainbridge	12,081	33.78	46.97	Hourly	40

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

◆ Assistant Chief, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cartersville	21,760	70,945.00	107,952.00	Annual	40	2
	Covington	14,206	71,739.20	105,352.00	Annual	40	1
	Dallas	13,981	56,623.64	84,389.70	Annual	40	1
	Douglas	11,695	28.27	43.13	Annual	40	1
	Fayetteville	17,991	74,686.92	119,499.08	Annual	40	1
	Grovetown	15,152	61,110.40	65,000.00	Annual	40	1
	Holly Springs	15,442	76,685.20	115,027.80	Annual	40	1
	Loganville	12,880	50,372.91	71,358.40	Annual	40	1
	Moultrie	14,211	65,000.00	65,000.00	Annual	40	1
	Snellville	20,077	90,787.00	90,787.00	Annual	40	1
	Union	22,399	75,795.00	113,692.50	Annual	40	1
	Vidalia	10,402	48,380.80	71,448.00	Annual	40	1
D	Camilla	5,012	54,670.00	65,000.00	Annual	40	1
	Eastman	5,067	18.00	24.61	Hourly	40	1
	McRae-Helena	8,277	40,011.73	71,054.62	Annual	40	1
E	Adairsville	4,963	24.55	36.45	Annual	40	1
	Avondale Estates	3,129	69,574.00	97,404.00	Annual	40	1
	Blakely	4,571	40,000.00	50,000.00	Annual	40	1
	Chatsworth	4,290	35,798.80	65,958.80	Annual	45	1
	Cornelia	4,683	38,613.00	59,623.00	Annual	40	1
	Harlem	3,371	16.88	23.87	Hourly	43	1
	Hartwell	4,437	35,000.00	69,505.00	Annual	40	1
	Hiram	4,223	50,000.00	65,000.00	Annual	40	1
	Jasper	3,974	63,257.00	63,257.00	Annual	40	1
	Pelham	3,466	51,665.09	51,665.09	Annual	40	1
	Senoia	4,412	70,000.00	76,000.00	Annual	40	1
F	Butler	1,759	15.00	22.01	Hourly	40	1
	Clayton	2,193	47,732.62	50,640.00	Annual	40	1
	Davisboro	1,958	16.50	16.50	Hourly	40	1
	Gordon	1,857	21.26	21.26	Hourly	40	1
	Lumber City	1,257	14.00	14.50	Hourly	40	3
	Mount Zion	1,813	12.00	18.00	Hourly	43	0
	Wrens	1,939	28,371.20	47,501.92	Annual	40	1
G	Flovilla	660	7,200.00	7,200.00	Annual	35	1
	McIntyre	605	16.00	22.43	Hourly	42	1
	Reynolds	960	15.38	24.38	Hourly	43	1
H	Warm Springs	405	32,000.00	32,000.00	Annual	40	1

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

◆ Automotive Mechanic (Public Safety)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	1	27,498	27,498	43,992	43,992	1
C	2	31,294	39,229	50,378	59,675	7
D	1	31,200	31,200	46,800	46,800	1
Total/Avg	4	29,997	32,642	47,057	50,156	9

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Rome	36,716	13.22	21.15	Hourly	40	1
C	Cartersville	21,760	18.86	28.69	Hourly	40	5
	Kingsland	17,949	11.23	19.75	Hourly	40	2
D	Fort Oglethorpe	9,994	15.00	22.50	Hourly	40	1

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

◆ Captain, Fire Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	55,473	72,069	87,211	106,787	56
B	7	58,936	73,615	81,568	93,213	49
C	20	45,108	66,227	65,955	118,591	71
D	12	40,457	57,315	58,074	94,570	29
E	12	37,393	55,000	45,291	61,045	20
F	3	19,058	28,392	29,805	47,507	3
Total/Avg	60	42,737	58,770	61,317	86,952	228

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.90	22.02	Hourly	56	15
	Alpharetta	67,213	17.14	33.94	Hourly	53	18
	Johns Creek City	84,579	26.15	35.02	Hourly	53	8
	Marietta	60,867	66,743.04	106,787.20	Annual	56	9
	Roswell	94,763	61,193.00	97,909.00	Annual	60	3
	Warner Robins	77,617	20.29	30.96	Hourly	40	3
B	Carrollton	27,259	64,788.97	77,138.76	Annual	40	3
	Dalton	33,665	25.28	26.95	Hourly	56	3
	Newnan	41,581	17.67	27.38	Hourly	56	3
	Peachtree City	36,223	62,418.00	92,355.00	Annual	54	3
	Rome	36,716	50,000.00	70,000.00	Annual	56	30
	Statesboro	32,954	25.66	38.49	Annual	40	4
	Woodstock	33,039	19.54	32.01	Hourly	56	3
	C	Americus	15,108	45,976.00	70,651.00	Annual	40
Brunswick	16,256	36,160.80	56,633.38	Annual	40	5	
Calhoun	17,271	19.27	20.23	Hourly	53	3	
Cartersville	21,760	52,752.00	80,268.00	Annual	40	5	
Covington	14,206	18.75	27.52	Hourly	53	6	
Douglas	11,695	16.58	35.41	Hourly	28	4	
Dublin	15,881	48,404.95	75,027.67	Annual	40	3	
Fayetteville	17,991	20.29	43.03	Hourly	53	3	
Grovetown	15,152	66,227.00	66,227.00	Annual	40	1	

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

◆ Captain, Fire Officer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Kingsland	17,949	14.15	17.27	Hourly	56	1
	Loganville	12,880	13.97	23.35	Hourly	53	3
	Milledgeville	18,704	38,565.04	58,681.25	Annual	40	1
	Monroe	13,673	15.57	30.75	Hourly	48	6
	Moultrie	14,211	50,445.80	50,445.80	Annual	40	1
	Perry	17,894	19.25	26.48	Hourly	56	3
	Richmond Hill	13,839	49,042.00	68,190.00	Annual	40	4
	Rincon	10,361	46,054.70	58,780.37	Annual	40	1
	Tifton	16,838	18.76	28.14	Hourly	37.23	3
	Vidalia	10,402	31,087.68	44,564.52	Annual	40	4
	Winder	17,937	20.03	31.21	Hourly	40	4
D	Byron	5,226	42,099.20	70,283.20	Annual	40	0
	Camilla	5,012	14.50	22.28	Hourly	54	3
	Eastman	5,067	11.00	14.16	Hourly	30	2
	Fitzgerald	8,662	7.25	17.52	Hourly	43	3
	Garden City	8,713	57,315.00	94,570.00	Annual	40	3
	Hapeville	6,534	27.21	45.45	Hourly	56	3
	Jackson	5,239	22.63	24.96	Hourly	40	0
	LaFayette	7,339	13.65	20.69	Hourly	40	6
	McRae-Helena	8,277	11.87	21.08	Hourly	56	1
	Morrow	7,192	20.32	20.39	Hourly	53	3
	Sylvester	5,776	42,322.00	42,322.00	Annual	44	3
	Thomaston	8,752	17.91	24.14	Hourly	53	4
	Tybee Island	7,506	54,268.00	86,829.00	Annual	40	1
E	Baldwin	3,414	13.00	16.56	Hourly	42	1
	Blakely	4,571	15.00	18.66	Hourly	48	1
	Chatsworth	4,290	29,489.20	57,242.12	Annual	53	3
	Chattahoochee Hills C	3,318	40,000.00	55,000.00	Annual	53	1
	Cuthbert	3,417	10.50	11.50	Hourly	53	1
	Dawson	4,126	13.45	13.45	Hourly	56	2
	Donalsonville	2,466	20.00	22.05	Hourly	40	1
	Elberton	4,329	39,371.00	56,667.00	Annual	42	3
	Hahira	3,029	46,174.00	46,174.00	Annual	40	1
	Hartwell	4,437	55,000.00	61,045.00	Annual	53	3
	Hazlehurst	4,137	13.50	15.40	Hourly	48	1
	Pelham	3,466	14.16	14.16	Hourly	40	2
F	Clarkesville	1,821	13.00	19.00	Hourly	42	1
	Edison	1,396	412.00	412.00	Annual	40	1
	Wrens	1,939	13.64	22.84	Hourly	40	1

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

◆ Captain, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	63,096	84,769	96,525	113,537	20
B	13	62,132	69,996	93,980	109,442	40
C	23	58,321	82,614	81,818	112,177	50
D	16	50,227	75,712	68,542	100,865	28
E	15	41,499	58,000	50,696	69,909	22
F	8	35,459	54,250	40,793	58,500	8
G	1	31,908	31,908	48,544	48,544	1
H	1	32,448	32,448	39,936	39,936	1
Total/Avg	82	46,886	61,212	65,104	81,614	170

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	48,599.20	71,803.68	Annual	40	5
	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	4
	Johns Creek City	84,579	84,768.55	113,537.06	Annual	40	1
	Roswell	94,763	69,805.00	111,688.00	Annual	40	4
	Warner Robins	77,617	24.72	37.72	Hourly	40	6
B	Canton	30,528	66,093.28	97,038.69	Annual	43	2
	Carrollton	27,259	62,223.33	85,395.24	Annual	40	3
	Chamblee	30,307	69,995.87	108,493.60	Annual	40	2
	Dalton	33,665	28.89	40.52	Annual	40	4
	Douglasville	33,992	66,328.30	109,441.69	Annual	40	4
	Duluth	29,609	67,205.00	104,125.00	Annual	40	3
	East Point	34,875	53,183.00	82,948.00	Annual	40	6
	Kennesaw	34,077	65,769.27	98,653.90	Annual	40	2
	LaGrange	30,305	57,644.00	95,536.00	Annual	42	2
	Lawrenceville	30,834	66,366.05	99,995.86	Annual	40	3
	Rome	36,716	55,000.00	75,000.00	Annual	40	6
	Statesboro	32,954	28.32	42.48	Annual	40	2
	Woodstock	33,039	58,905.60	92,476.80	Annual	40	1
C	Acworth	22,818	74,784.90	112,177.40	Annual	40	2

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

◆ Captain, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Bainbridge	12,081	24.17	33.61	Hourly	42	5
	Brunswick	16,256	50,676.75	81,082.79	Annual	40	3
	Calhoun	17,271	26.52	26.52	Hourly	42.75	1
	Cartersville	21,760	58,288.00	88,601.00	Annual	40	2
	Conyers	16,256	66,845.90	96,825.46	Annual	40	3
	Covington	14,206	60,132.80	88,358.40	Annual	40	3
	Dallas	13,981	51,251.20	76,377.60	Annual	40	2
	Doraville	10,265	30.09	46.33	Hourly	42	2
	Douglas	11,695	20.61	32.07	Annual	42	2
	Dublin	15,881	55,418.82	85,899.18	Annual	40	3
	Fayetteville	17,991	64,032.00	102,451.20	Annual	40	3
	Kingsland	17,949	51,490.76	62,828.51	Annual	42	1
	Lilburn	12,810	82,613.55	82,613.55	Annual	40	2
	Monroe	13,673	20.90	33.04	Hourly	40	2
	Moultrie	14,211	61,000.00	61,000.00	Annual	40	1
	Norcross	16,592	29.96	34.00	Hourly	40	2
	Perry	17,894	58,700.00	89,600.00	Annual	40	2
	Richmond Hill	13,839	59,341.00	82,510.00	Annual	40	3
	Tifton	16,838	22.86	34.29	Annual	40	0
	Union	22,399	64,043.37	96,065.06	Annual	40	2
	Vidalia	10,402	45,012.24	64,559.04	Annual	40	2
	Winder	17,937	61,942.00	96,512.00	Annual	40	2
D	Barnesville	6,659	47,490.00	65,465.00	Annual	40	2
	Bremen	6,638	25.65	25.65	Hourly	40	1
	Byron	5,226	47,748.38	79,740.78	Annual	40	1
	Camilla	5,012	18.50	26.00	Hourly	40	3
	Centerville	7,884	50,429.00	50,429.00	Annual	40	1
	Cumming	6,547	75,712.00	75,712.00	Annual	42	1
	Fitzgerald	8,662	7.25	26.79	Hourly	43	5
	Fort Oglethorpe	9,994	25.00	32.50	Hourly	40	2
	Garden City	8,713	57,315.00	94,570.00	Annual	40	2
	Glennville	5,020	42,519.00	59,121.00	Annual	40	1
	Hapeville	6,534	27.21	45.45	Hourly	40	3
	Jackson	5,239	23.33	25.00	Hourly	42	1
	Jesup	9,841	21.47	33.49	Annual	40	3
	Locust Grove	8,243	66,375.91	100,865.35	Annual	40	1
	Sylvester	5,776	52,500.00	52,500.00	Annual	40	1
	Thomaston	8,752	23.98	32.31	Hourly	43	2
	Tybee Island	7,506	54,268.00	86,829.00	Annual	40	1

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

◆ Captain, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Ashburn	3,704	40,040.00	42,478.28	Annual	40	2
	Baldwin	3,414	34,320.00	39,520.00	Annual	40	1
	Blackshear	3,527	15.00	22.00	Hourly	40	1
	Chatsworth	4,290	34,091.20	62,836.80	Annual	42.75	2
	Elberton	4,329	39,371.00	51,631.00	Annual	42	4
	Gray	3,274	50,000.00	50,000.00	Annual	40	1
	Hartwell	4,437	51,000.00	54,997.00	Annual	40	2
	Jasper	3,974	54,982.00	54,982.00	Annual	40	1
	Lakeland	1,207	10.00	16.00	Hourly	40	1
	Lyons	4,233	35,000.00	44,000.00	Annual	40	1
	Ringgold	3,630	40,690.07	49,501.30	Annual	40	1
	Royston	2,571	35,568.00	41,081.38	Annual	40	1
	Senoia	4,412	58,000.00	63,000.00	Annual	40	1
	Summerville	4,243	24.68	27.63	Annual	40	1
West Point	3,737	22.16	33.61	Hourly	40	2	
F	Clarkesville	1,821	40,000.00	55,000.00	Annual	42	1
	Clayton	2,193	43,500.00	46,147.00	Annual	40	1
	Edison	1,396	865.38	865.38	Annual	40	1
	Ellijay	1,714	21.01	21.01	Hourly	42	1
	McCaysville	1,204	14.19	19.00	Hourly	42	1
	Remerton	1,079	54,250.00	58,500.00	Annual	40	1
	Sparta	1,230	31,509.00	39,989.00	Annual	43	1
	Trion	1,893	17.63	18.49	Hourly	40	1
G	Reynolds	960	14.27	21.71	Hourly	43	1
H	Newington	262	13.00	16.00	Hourly	48	1

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

◆ Chief Jailer/Jail Administrator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
C	2	49,921	61,381	75,635	92,061	2
E	1	25,000	25,000	29,182	29,182	1
Total/Avg	3	37,460	43,190	52,408	60,621	3

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Acworth	22,818	29.51	44.26	Hourly	40	1
	Doraville	10,265	17.61	27.11	Hourly	42	1
E	Hartwell	4,437	25,000.00	29,182.00	Annual	40	1

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

◆ Chief, Fire Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	87,879	117,967	138,218	158,002	6
B	10	84,629	105,902	124,797	140,941	10
C	20	72,238	95,414	103,271	145,184	20
D	17	53,921	80,350	69,923	117,483	17
E	24	49,541	83,043	62,261	104,689	24
F	5	36,296	48,235	54,324	70,000	5
H	1	5,720	5,720	5,720	5,720	1
Total/Avg	83	55,746	76,661	79,788	106,003	83

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	86,099.50	147,935.84	Annual	40	1
	Alpharetta	67,213	60,900.00	109,620.00	Annual	40	1
	Johns Creek City	84,579	117,966.67	158,001.87	Annual	40	1
	Marietta	60,867	96,928.00	154,772.80	Annual	40	1
	Roswell	94,763	89,067.00	142,507.00	Annual	40	1
	Warner Robins	77,617	36.69	56.00	Hourly	40	1
B	Carrollton	27,259	105,901.51	105,901.51	Annual	40	1
	Dalton	33,665	42.39	66.35	Annual	40	1
	East Point	34,875	78,577.00	122,552.00	Annual	40	1
	LaGrange	30,305	79,475.00	139,219.00	Annual	40	1
	McDonough	26,768	68,302.78	107,115.85	Annual	40	1
	Newnan	41,581	37.08	57.48	Hourly	40	1
	Peachtree City	36,223	91,427.00	135,868.00	Annual	40	1
	Rome	36,716	85,000.00	115,000.00	Annual	40	1
	Statesboro	32,954	39.68	59.52	Annual	40	1
	Woodstock	33,039	89,772.80	140,940.80	Annual	40	1
C	Americus	15,108	82,566.00	126,879.00	Annual	40	1
	Bainbridge	12,081	30.71	42.70	Hourly	40	1
	Brunswick	16,256	53,461.06	82,864.65	Annual	40	1
	Calhoun	17,271	39.86	39.86	Hourly	40	1

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

◆ Chief, Fire Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cartersville	21,760	95,414.00	145,184.00	Annual	40	1
	Covington	14,206	85,654.40	125,798.40	Annual	40	1
	Douglas	11,695	31.21	47.62	Annual	40	1
	Dublin	15,881	79,187.41	122,740.49	Annual	40	1
	Fayetteville	17,991	87,114.83	139,383.73	Annual	40	1
	Kingsland	17,949	69,356.60	84,628.23	Annual	40	1
	Loganville	12,880	54,546.64	76,505.67	Annual	40	1
	Milledgeville	18,704	60,151.42	91,522.75	Annual	40	1
	Monroe	13,673	67,764.00	112,940.00	Annual	40	1
	Moultrie	14,211	80,000.00	80,000.00	Annual	40	1
	Perry	17,894	83,200.00	112,100.00	Annual	40	1
	Richmond Hill	13,839	78,330.00	108,913.00	Annual	40	1
	Tifton	16,838	27.85	41.78	Annual	40	1
	Union	22,399	80,342.70	120,514.05	Annual	40	1
	Vidalia	10,402	49,587.20	71,115.20	Annual	40	1
	Winder	17,937	68,459.00	106,662.00	Annual	40	1
D	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
	Bremen	6,638	27.72	27.72	Hourly	40	1
	Byron	5,226	53,110.40	89,044.80	Annual	40	1
	Camilla	5,012	64,000.00	69,000.00	Annual	40	1
	Centerville	7,884	70,329.00	70,329.00	Annual	40	1
	Eastman	5,067	18.00	28.25	Hourly	40	1
	Eatonton	6,725	13.00	14.42	Hourly	40	1
	Fitzgerald	8,662	1,000.00	2,728.00	Annual	40	1
	Garden City	8,713	71,202.00	117,483.00	Annual	40	1
	Hapeville	6,534	70,780.00	112,617.00	Annual	40	1
	Jackson	5,239	27.75	34.13	Hourly	40	1
	Jesup	9,841	23.69	36.96	Annual	40	1
	LaFayette	7,339	31.88	31.88	Annual	40	1
	McRae-Helena	8,277	44,112.93	78,337.72	Annual	48	1
	Morrow	7,192	80,350.00	90,621.60	Annual	40	1
	Sylvester	5,776	60,000.00	60,000.00	Annual	40	1
	Thomaston	8,752	64,179.82	86,472.74	Annual	40	1
	Toccoa	8,336	56,336.00	85,721.00	Annual	40	1
E	Ashburn	3,704	52,999.96	52,999.96	Annual	40	1
	Baldwin	3,414	45,000.00	49,556.40	Annual	40	1
	Blackshear	3,527	15.00	25.00	Annual	40	1
	Blakely	4,571	50,000.00	68,500.00	Annual	40	1
	Chatsworth	4,290	37,585.60	69,243.20	Annual	45	1

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

◆ Chief, Fire Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Chattahoochee Hills C	3,318	55,000.00	80,000.00	Annual	40	1
	Cornelia	4,683	50,000.00	75,000.00	Annual	40	1
	Cuthbert	3,417	37,859.00	39,000.00	Annual	40	1
	Donalsonville	2,466	52,000.00	56,500.00	Annual	40	1
	Elberton	4,329	56,849.00	83,966.00	Annual	40	1
	Hahira	3,029	64,893.00	64,893.00	Annual	40	1
	Hartwell	4,437	45,000.00	90,416.00	Annual	40	1
	Hazlehurst	4,137	58,010.00	61,699.00	Annual	48	1
	Hephzibah	3,944	48,089.00	48,600.00	Annual	54	1
	Jasper	3,974	75,000.00	75,000.00	Annual	40	1
	Lyons	4,233	35,000.00	44,000.00	Annual	40	1
	Ocilla	3,732	42,016.00	42,016.00	Annual	40	1
	Palmetto	4,851	67,108.00	104,689.00	Annual	40	1
	Pelham	3,466	46,350.00	46,350.00	Annual	40	1
	Pembroke	2,626	33,100.00	42,249.00	Annual	40	1
	Social Circle	4,544	83,042.65	83,042.65	Annual	40	1
	Soperton	3,148	6,500.00	6,500.00	Annual	40	1
	Thunderbolt	2,623	55,000.00	65,000.00	Annual	40	1
	West Point	3,737	61,387.37	93,044.41	Annual	40	1
F	Butler	1,759	15.00	25.91	Annual	40	1
	Clarksville	1,821	45,000.00	70,000.00	Annual	42	1
	Claxton	2,204	22,706.00	41,995.00	Annual	40	1
	Ellijay	1,714	23.19	23.19	Hourly	40	1
	Wrens	1,939	34,340.80	57,496.83	Annual	40	1
H	Plainville	318	5,720.00	5,720.00	Annual	40	1

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

◆ Chief, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	96,240	117,967	149,566	160,576	6
B	17	92,189	128,717	136,913	173,886	17
C	28	84,169	159,335	115,287	159,335	28
D	25	60,993	83,200	82,811	132,515	25
E	46	55,726	91,664	70,724	121,183	55
F	36	40,278	63,502	49,128	80,000	38
G	24	37,173	75,296	49,353	98,800	24
H	11	36,761	49,135	43,711	62,897	11
Total/Avg	193	62,941	96,102	87,187	123,649	204

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	86,099.52	147,935.84	Annual	40	1
	Brookhaven	55,554	99,772.00	159,636.00	Annual	40	1
	Johns Creek City	84,579	117,966.67	158,001.87	Annual	40	1
	Marietta	60,867	96,928.00	154,772.80	Annual	40	1
	Roswell	94,763	100,360.00	160,576.00	Annual	40	1
	Warner Robins	77,617	36.69	56.00	Hourly	40	1
B	Canton	30,528	87,438.72	129,056.86	Annual	43	1
	Carrollton	27,259	105,901.51	105,901.51	Annual	40	1
	Chamblee	30,307	98,172.83	152,167.88	Annual	40	1
	Dalton	33,665	42.39	66.35	Annual	40	1
	Douglasville	33,992	93,028.87	153,497.64	Annual	40	1
	Duluth	29,609	99,320.00	155,837.00	Annual	40	1
	Dunwoody	49,356	103,915.00	171,460.00	Annual	40	1
	East Point	34,875	78,577.00	122,552.00	Annual	40	1
	Kennesaw	34,077	87,879.79	131,819.68	Annual	40	1
	LaGrange	30,305	128,717.00	173,886.00	Annual	40	1
	Lawrenceville	30,834	98,520.78	148,444.42	Annual	40	1
	McDonough	26,768	71,717.00	109,728.00	Annual	40	1
	Newnan	41,581	37.08	57.48	Hourly	40	1

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

◆ Chief, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Peachtree City	36,223	91,427.00	135,868.00	Annual	40	1
	Rome	36,716	85,000.00	115,000.00	Annual	40	1
	Statesboro	32,954	39.68	59.52	Annual	40	1
	Woodstock	33,039	89,772.80	140,940.80	Annual	40	1
	Americus	15,108	82,566.00	126,879.00	Annual	40	1
	Brunswick	16,256	61,887.86	95,926.18	Annual	40	1
	Calhoun	17,271	39.79	39.79	Hourly	40	1
	Cartersville	21,760	95,414.00	145,184.00	Annual	40	1
	Conyers	16,256	159,335.00	159,335.00	Annual	40	1
	Covington	14,206	85,654.40	125,798.40	Annual	40	1
	Dallas	13,981	69,139.20	103,043.20	Annual	40	1
	Douglas	11,695	34.45	52.56	Annual	40	1
	Dublin	15,881	85,522.40	132,559.73	Annual	40	1
	Fayetteville	17,991	87,114.83	139,383.73	Annual	40	1
	Holly Springs	15,442	93,433.48	140,150.22	Annual	40	1
	Kingsland	17,949	69,356.60	84,628.23	Annual	40	1
	Lilburn	12,810	132,600.00	132,600.00	Annual	40	1
	Loganville	12,880	56,761.46	80,408.43	Annual	40	1
	Milledgeville	18,704	66,393.50	101,023.99	Annual	40	1
	Monroe	13,673	77,086.00	132,366.00	Annual	40	1
	Moultrie	14,211	85,000.00	85,000.00	Annual	40	1
	Norcross	16,592	77,086.00	132,366.00	Annual	40	1
	Perry	17,894	87,100.00	125,600.00	Annual	40	1
	Powder Springs	15,758	65,272.00	101,173.00	Annual	40	1
	Richmond Hill	13,839	78,330.00	108,913.00	Annual	40	1
	Rincon	10,361	70,000.00	72,650.53	Annual	40	1
Snellville	20,077	140,000.12	140,000.12	Annual	40	1	
Suwanee	20,907	95,913.00	148,666.00	Annual	40	1	
Tifton	16,838	27.85	41.78	Annual	40	1	
Union	22,399	85,163.26	127,744.89	Annual	40	1	
Vidalia	10,402	61,942.40	88,753.60	Annual	40	1	
Winder	17,937	76,319.00	118,893.00	Annual	40	1	
D	Auburn	7,660	53,601.60	79,185.60	Annual	40	1
	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
	Bremen	6,638	30.52	30.52	Hourly	40	1
	Byron	5,226	64,169.82	107,164.94	Annual	40	1
	Camilla	5,012	68,000.00	74,000.00	Annual	40	1
	Centerville	7,884	67,512.00	67,512.00	Annual	40	1
	Cumming	6,547	83,200.00	83,200.00	Annual	40	1

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

◆ Chief, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dahlonega	7,294	67,274.89	107,639.83	Annual	40	1
	Eastman	5,067	18.00	29.18	Hourly	40	1
	Eatonton	6,725	54,080.00	76,731.20	Annual	40	1
	Fitzgerald	8,662	3,307.23	3,308.23	Annual	40	1
	Fort Oglethorpe	9,994	60,008.00	89,440.00	Annual	40	1
	Garden City	8,713	71,202.00	117,483.00	Annual	40	1
	Glennville	5,020	55,270.00	76,849.00	Annual	40	1
	Hapeville	6,534	70,780.00	112,617.00	Annual	40	1
	Jackson	5,239	27.75	34.13	Hourly	40	1
	Jesup	9,841	29.44	41.58	Annual	40	1
	LaFayette	7,339	27.25	41.30	Annual	40	1
	Locust Grove	8,243	80,680.34	122,602.46	Annual	40	1
	McRae-Helena	8,277	44,112.93	78,337.72	Annual	40	1
	Morrow	7,192	80,400.00	80,400.00	Annual	40	1
	Stone Mountain	6,281	58,448.00	76,261.38	Annual	40	1
	Sylvester	5,776	70,000.00	70,000.00	Annual	40	1
	Thomaston	8,752	71,239.59	95,984.74	Annual	40	1
	Toccoa	8,336	56,336.00	85,721.00	Annual	40	1
	Tybee Island	7,506	82,822.00	132,515.00	Annual	40	1
E	Adairsville	4,963	31.41	45.67	Annual	40	1
	Alma	3,380	53,000.00	56,672.00	Annual	42	1
	Ashburn	3,704	68,980.08	68,980.08	Annual	40	1
	Avondale Estates	3,129	86,560.00	121,183.00	Annual	40	1
	Baldwin	3,414	41,600.00	45,760.00	Annual	40	1
	Baxley	4,659	51,147.20	69,222.40	Annual	40	1
	Blackshear	3,527	15.00	31.25	Annual	40	1
	Blakely	4,571	50,000.00	64,500.00	Annual	40	1
	Chatsworth	4,290	39,478.40	72,696.00	Annual	45	1
	Chattahoochee Hills C	3,318	55,000.00	80,000.00	Annual	40	1
	Chickamauga	3,256	68,021.00	68,021.00	Annual	40	1
	Cornelia	4,683	50,000.00	75,000.00	Annual	40	1
	Cuthbert	3,417	46,000.00	48,000.00	Annual	40	1
	Donalsonville	2,466	48,000.00	59,786.00	Annual	40	1
	Elberton	4,329	56,849.00	83,966.00	Annual	40	1
	Grantville	3,296	63,273.60	63,273.60	Annual	40	1
	Gray	3,274	70,000.00	70,000.00	Annual	40	1
	Hahira	3,029	69,628.00	69,628.00	Annual	40	1
	Harlem	3,371	48,110.26	73,205.45	Annual	40	1
	Hartwell	4,437	40,000.00	78,462.00	Annual	40	1

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

◆ Chief, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hazlehurst	4,137	58,000.00	61,000.00	Annual	48	1
	Hephzibah	3,944	47,338.00	47,338.00	Annual	40	1
	Hiram	4,223	60,000.00	75,000.00	Annual	40	1
	Jasper	3,974	75,000.00	75,000.00	Annual	40	1
	Jonesboro	4,962	60,125.00	82,816.00	Annual	40	1
	Lake City	2,829	69,670.23	87,225.33	Annual	40	10
	Lakeland	1,207	14.00	22.00	Annual	40	1
	Lyons	4,233	45,000.00	65,000.00	Annual	40	1
	Millen	2,766	17.00	28.00	Annual	40	1
	Nicholls	3,333	16.00	25.00	Hourly	50	1
	Ocilla	3,732	75,129.60	75,129.60	Annual	40	1
	Palmetto	4,851	67,108.00	104,689.00	Annual	40	1
	Pelham	3,466	65,920.00	65,920.00	Annual	40	1
	Pembroke	2,626	37,700.00	51,584.00	Annual	40	1
	Ringgold	3,630	55,201.02	78,934.54	Annual	40	1
	Royston	2,571	45,066.00	53,899.32	Annual	40	1
	Senoia	4,412	75,000.00	87,000.00	Annual	40	1
	Social Circle	4,544	91,663.56	91,663.56	Annual	40	1
	Soperton	3,148	39,000.00	46,800.00	Annual	40	1
	Springfield	4,084	45,000.00	59,173.09	Annual	40	1
	Statham	2,839	55,000.00	63,668.00	Annual	40	1
	Sylvania	2,463	30.07	33.47	Annual	40	1
	Tallapoosa	3,185	60,394.12	91,896.80	Annual	40	1
	Thunderbolt	2,623	55,000.00	65,000.00	Annual	40	1
	Vienna	3,549	48,880.00	64,558.00	Annual	40	1
	West Point	3,737	61,387.37	93,044.41	Annual	40	1
F	Alto	1,198	17.00	21.00	Hourly	42	1
	Arlington	1,326	34,000.00	48,000.00	Annual	40	1
	Ball Ground	2,195	60,000.00	64,827.00	Annual	40	1
	Brooklet	1,815	47,500.00	47,500.00	Annual	60	1
	Buchanan	1,176	50,003.02	50,003.02	Annual	40	1
	Butler	1,759	20.00	22.86	Annual	40	1
	Clarksville	1,821	45,000.00	70,000.00	Annual	42	1
	Claxton	2,204	31,345.00	59,092.00	Annual	40	1
	Clayton	2,193	54,009.80	57,299.00	Annual	40	1
	Colquitt	1,834	10.00	23.60	Hourly	40	1
	Comer	1,178	38,000.00	48,000.00	Annual	40	1
	Davisboro	1,958	18.03	18.03	Hourly	40	1
	Ellaville	1,867	40,000.00	80,000.00	Annual	70	1

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

◆ Chief, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Ellijay	1,714	29.35	29.35	Hourly	40	1
	Gordon	1,857	26.71	26.71	Annual	40	1
	Hamilton	1,117	24.00	24.00	Annual	40	1
	Lincolnton	1,503	18.25	18.25	Annual	40	1
	Lumber City	1,257	14.00	600.00	Annual	40	3
	McCaysville	1,204	18.50	23.00	Hourly	42	1
	Midway	2,061	41,317.71	58,822.40	Annual	40	1
	Mount Airy	1,265	50,000.00	72,000.00	Annual	40	1
	Mount Vernon	2,371	40,000.00	50,000.00	Annual	40	1
	Mount Zion	1,813	15.00	25.00	Annual	43	1
	Mountain City	1,108	14.00	20.00	Hourly	40	1
	Nahunta	1,141	30,000.00	36,000.00	Annual	40	1
	Oglethorpe	1,156	19.83	19.83	Annual	40	1
	Omega	1,230	44,493.80	44,493.80	Annual	40	1
	Oxford	2,346	41,000.00	47,729.53	Annual	40	1
	Pine Mountain	1,417	63,502.00	63,502.00	Annual	40	1
	Ray City	1,094	36,101.00	36,101.00	Annual	42	1
	Sparta	1,230	33,949.00	50,925.00	Annual	43	1
	Trion	1,893	40,000.00	52,000.00	Annual	40	1
	Wadley	1,858	1,476.00	1,734.40	Annual	40	1
	Willacoochee	1,354	16.36	16.36	Hourly	40	1
	Wrens	1,939	34,340.80	57,496.83	Annual	40	1
	Zebulon	1,228	45,000.00	65,000.00	Annual	40	1
G	Alapaha	675	15.00	16.00	Annual	40	1
	Cohutta	637	33,000.00	46,000.00	Annual	40	1
	Fairmount	736	20.00	27.00	Hourly	43	1
	Franklin	971	56,369.04	56,369.04	Annual	42	1
	Greenville	845	48,000.00	60,000.00	Annual	40	1
	Hagan	965	20.00	27.00	Hourly	40	1
	Hiawassee	911	20.40	29.34	Annual	40	1
	Hoboken	536	12.55	21.02	Hourly	40	1
	Jeffersonville	939	38,000.00	38,000.00	Annual	42	1
	Kingston	679	15.00	30.00	Hourly	40	1
	Leary	559	30,000.00	30,000.00	Annual	40	1
	McIntyre	605	45,000.00	63,839.00	Annual	40	1
	Morven	549	15.75	23.50	Hourly	40	1
	Newton	575	17.00	17.00	Hourly	60	1
	Norman Park	962	16.00	25.00	Hourly	42	1
	Pavo	604	14.25	19.00	Annual	44	1

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

◆ Chief, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Pendergrass	562	40,000.00	50,000.00	Annual	40	1
	Plains	716	35,000.00	38,000.00	Annual	40	1
	Reynolds	960	850.00	1,358.85	Annual	40	1
	Sardis	960	989.00	1,200.00	Annual	43	1
	Tunnel Hill	910	40,000.00	55,000.00	Annual	40	1
	Tyrone	737	75,296.00	98,800.00	Annual	40	1
	Waverly Hall	807	20.00	35.00	Annual	40	1
	White	725	20.00	23.69	Hourly	40	1
	Woodbury	902	18.00	27.00	Hourly	40	1
H	Cecil	283	15.00	20.00	Hourly	40	1
	Dillard	377	45,000.00	55,000.00	Annual	40	1
	Garfield	201	25,000.00	30,000.00	Annual	40	1
	Graham	290	12.25	14.00	Hourly	40	1
	Jacksonville	133	16.00	18.00	Hourly	40	1
	Rocky Ford	137	34,000.00	34,000.00	Annual	40	1
	Shiloh	486	16.00	22.00	Hourly	40	1
	Sky Valley	273	45,000.00	55,000.00	Annual	40	1
	Tallulah Falls	171	38,000.00	45,000.00	Annual	40	1
	Warm Springs	405	45,000.00	45,000.00	Annual	40	1
	Whigham	464	49,135.32	62,896.60	Annual	45	1

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

◆ Code Enforcement Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	38,516	45,094	70,009	102,211	20
B	12	36,584	40,643	57,160	62,982	36
C	25	36,806	52,000	56,719	80,306	42
D	18	37,800	50,835	52,287	80,922	18
E	24	34,564	51,479	45,147	72,071	26
F	3	36,220	44,699	47,625	62,400	3
G	1	29,000	29,000	36,000	36,000	1
Total/Avg	88	35,641	44,822	52,135	70,985	146

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	18.61	27.49	Hourly	40	3
	Alpharetta	67,213	19.10	37.82	Hourly	37	4
	Johns Creek City	84,579	21.68	49.14	Hourly	40	2
	Marietta	60,867	40,664.00	70,012.80	Annual	40	7
	Warner Robins	77,617	15.08	23.02	Hourly	40	4
B	Canton	30,528	17.08	25.62	Hourly	40	3
	Douglasville	33,992	17.12	26.54	Hourly	40	2
	Duluth	29,609	18.91	29.27	Hourly	40	3
	East Point	34,875	15.70	29.76	Hourly	40	8
	Kennesaw	34,077	18.95	28.42	Hourly	40	1
	LaGrange	30,305	14.52	23.02	Hourly	40	2
	Lawrenceville	30,834	40,501.27	61,024.57	Annual	40	7
	McDonough	26,768	16.59	26.64	Hourly	40	2
	Newnan	41,581	19.54	30.28	Hourly	40	2
	Peachtree City	36,223	17.57	26.35	Hourly	40	2
	Statesboro	32,954	17.28	25.93	Hourly	40	2
	Woodstock	33,039	18.33	28.60	Hourly	40	2
	C	Acworth	22,818	18.01	27.01	Hourly	40
Americus		15,108	31,118.00	47,819.00	Annual	40	1
Bainbridge		12,081	17.30	35.29	Hourly	40	3

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

◆ Code Enforcement Officer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Brunswick	16,256	28,351.54	43,944.89	Annual	40	3
	Buford	15,522	20.00	35.00	Hourly	40	1
	Calhoun	17,271	21.44	21.44	Hourly	40	1
	Cartersville	21,760	20.82	31.67	Hourly	40	3
	Conyers	16,256	38,248.27	59,335.62	Annual	40	1
	Covington	14,206	18.01	31.59	Hourly	40	1
	Douglas	11,695	17.25	30.53	Hourly	40	2
	Dublin	15,881	19.36	30.00	Hourly	40	1
	Fayetteville	17,991	18.79	30.07	Hourly	40	2
	Grovetown	15,152	16.37	24.91	Hourly	40	2
	Kingsland	17,949	15.03	22.72	Hourly	40	1
	Lilburn	12,810	18.93	28.39	Hourly	40	1
	Loganville	12,880	14.44	20.86	Hourly	40	1
	Milledgeville	18,704	34,938.04	53,162.33	Annual	40	1
	Moultrie	14,211	52,000.00	52,000.00	Annual	40	1
	Norcross	16,592	17.43	19.65	Hourly	40	3
	Powder Springs	15,758	19.32	36.77	Hourly	42	2
	Sugar Hill	24,617	35,300.00	55,200.00	Annual	40	2
	Suwanee	20,907	20.92	32.43	Hourly	40	1
	Tifton	16,838	12.64	18.96	Hourly	40	2
	Union	22,399	16.22	27.34	Hourly	40	2
	Winder	17,937	13.38	25.51	Hourly	40	3
D	Auburn	7,660	14.35	21.20	Hourly	40	1
	Bremen	6,638	23.75	28.80	Hourly	40	1
	Byron	5,226	16.85	28.14	Hourly	40	1
	Camilla	5,012	18.00	25.00	Hourly	40	1
	Centerville	7,884	17.31	35.19	Hourly	40	1
	Cumming	6,547	42,265.00	42,265.00	Annual	42	1
	Dacula	6,350	38,000.00	48,000.00	Annual	40	2
	Eatonton	6,725	14.75	19.25	Hourly	40	0
	Fitzgerald	8,662	7.25	20.01	Hourly	43	1
	Hapeville	6,534	17.30	25.74	Hourly	40	2
	Hawkinsville	5,270	16.58	16.58	Hourly	40	1
	LaFayette	7,339	20.94	25.00	Annual	40	1
	Locust Grove	8,243	40,749.11	61,922.67	Annual	40	1
	Morrow	7,192	13.02	16.82	Hourly	40	1
	Stone Mountain	6,281	18.79	24.52	Hourly	40	1
	Sylvester	5,776	49,500.00	49,500.00	Annual	40	1
	Thomaston	8,752	24.44	32.92	Hourly	40	1

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

◆ Code Enforcement Officer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Toccoa	8,336	14.25	21.68	Hourly	40	1
	Tybee Island	7,506	50,576.00	80,922.00	Annual	40	1
E	Adairsville	4,963	15.83	25.90	Hourly	40	2
	Alma	3,380	38,272.00	55,993.00	Annual	40	1
	Ashburn	3,704	38,000.00	38,000.00	Annual	40	1
	Avondale Estates	3,129	51,479.00	72,071.00	Annual	40	1
	Baldwin	3,414	16.50	18.00	Hourly	40	1
	Blakely	4,571	40,000.00	50,000.00	Annual	40	1
	Cornelia	4,683	18.50	29.14	Hourly	42	1
	Dawson	4,126	20.26	20.26	Hourly	40	1
	Grantville	3,296	16.82	16.82	Hourly	40	1
	Harlem	3,371	18.12	27.58	Hourly	40	1
	Hartwell	4,437	30,000.00	44,054.00	Annual	40	1
	Hiram	4,223	30,000.00	36,000.00	Annual	40	1
	Jonesboro	4,962	16.50	20.93	Hourly	40	2
	Lake City	2,829	36,354.93	38,091.87	Annual	40	1
	Lakeland	1,207	8.00	12.00	Hourly	40	1
	Millen	2,766	11.00	16.00	Hourly	40	1
	Palmetto	4,851	15.56	24.27	Hourly	40	1
	Pelham	3,466	41,303.00	41,303.00	Annual	40	1
	Ringgold	3,630	35,358.07	47,886.61	Annual	40	1
	Royston	2,571	35,568.00	43,010.11	Annual	40	1
	Senoia	4,412	40,000.00	46,000.00	Annual	40	1
	Springfield	4,084	17.00	19.54	Hourly	40	1
	Unadilla	3,525	10.00	22.00	Hourly	40	1
	West Point	3,737	13.64	20.68	Hourly	40	1
F	Berkeley Lake	2,147	20.00	30.00	Hourly	40	1
	Colquitt	1,834	10.00	16.00	Hourly	43	1
	Ellijay	1,714	21.49	21.49	Hourly	40	1
G	Cohutta	637	29,000.00	36,000.00	Annual	40	1

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

◆ Communications Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	92,948	101,651	137,434	138,719	2
B	2	38,314	41,683	58,365	62,546	2
C	5	43,158	57,560	67,103	92,095	5
D	1	37,274	37,274	47,216	47,216	1
E	2	40,553	56,728	51,898	79,419	2
G	1	42,494	42,494	55,744	55,744	1
Total/Avg	13	49,124	56,232	69,627	79,290	13

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Brookhaven	55,554	84,246.00	138,719.00	Annual	40	1
	Johns Creek City	84,579	101,650.58	136,148.46	Annual	40	1
B	Newnan	41,581	16.80	26.05	Hourly	40	1
	Statesboro	32,954	20.04	30.07	Hourly	40	1
C	Conyers	16,256	48,815.56	75,728.96	Annual	40	1
	Fayetteville	17,991	57,559.64	92,095.43	Annual	40	1
	Grovetown	15,152	17.20	26.15	Hourly	40	1
	Milledgeville	18,704	30,126.94	45,841.71	Annual	40	1
D	Suwanee	20,907	20.92	32.43	Hourly	40	1
	Hapeville	6,534	16.05	25.30	Hourly	40	1
E	Stone Mountain	6,281	17.92	22.70	Hourly	40	1
	Avondale Estates	3,129	56,728.00	79,419.00	Annual	40	1
G	Dawson	4,126	11.72	11.72	Hourly	40	1
	Tyrone	737	20.43	26.80	Hourly	40	1

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

◆ Corporal, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	45,642	55,736	63,587	74,649	47
B	7	45,275	50,149	67,994	79,310	73
C	16	42,311	48,499	60,939	70,866	76
D	12	34,662	45,282	52,728	75,941	36
E	15	35,272	51,479	43,666	72,071	31
F	4	29,692	31,200	44,075	52,000	6
G	4	33,037	44,996	41,918	59,051	7
Total/Avg	60	37,984	46,763	53,558	69,127	276

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	17.09	25.25	Hourly	40	35
	Johns Creek City	84,579	25.52	34.18	Hourly	42	12
B	Canton	30,528	20.52	29.85	Hourly	43	4
	Carrollton	27,259	44,174.64	60,624.77	Annual	40	19
	Douglasville	33,992	23.83	38.13	Annual	40	3
	Duluth	29,609	24.11	37.37	Hourly	40	6
	Newnan	41,581	19.54	30.28	Hourly	40	8
	Peachtree City	36,223	21.55	31.74	Hourly	40	25
	Statesboro	32,954	20.04	30.07	Hourly	40	8
	C	Acworth	22,818	21.94	32.91	Hourly	40
	Brunswick	16,256	40,041.46	54,499.16	Annual	43	4
	Cartersville	21,760	19.48	29.64	Hourly	42	3
	Conyers	16,256	47,669.73	64,533.67	Annual	40	4
	Dallas	13,981	39,774.70	59,278.68	Annual	40	4
	Doraville	10,265	21.04	32.41	Hourly	42	4
	Douglas	11,695	17.25	26.33	Hourly	42	11
	Dublin	15,881	19.36	31.80	Hourly	40	9
	Holly Springs	15,442	20.40	30.59	Hourly	42	4
	Moultrie	14,211	39,312.00	41,496.00	Annual	40	4
	Perry	17,894	20.14	30.53	Hourly	40	2

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

◆ Corporal, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Richmond Hill	13,839	43,019.00	59,816.00	Annual	42	5
	Rincon	10,361	21.69	23.82	Hourly	43	4
	Suwanee	20,907	21.98	34.07	Hourly	40	6
	Vidalia	10,402	31,100.16	45,885.84	Annual	40	6
	Winder	17,937	19.83	30.89	Hourly	42	2
D	Auburn	7,660	15.14	22.37	Hourly	43	1
	Barnesville	6,659	35,246.00	48,587.00	Annual	40	2
	Byron	5,226	15.88	26.53	Hourly	42	3
	Centerville	7,884	17.96	36.51	Hourly	40	3
	Eastman	5,067	14.00	16.03	Hourly	40	3
	Garden City	8,713	21.77	34.84	Hourly	40	6
	Hapeville	6,534	27.21	45.45	Hourly	40	3
	Jesup	9,841	16.08	25.06	Hourly	42	4
	LaFayette	7,339	14.34	23.99	Hourly	42	4
	McRae-Helena	8,277	10.13	17.99	Hourly	54	2
	Sylvester	5,776	32,825.52	33,153.12	Annual	42	2
	Thomaston	8,752	17.88	24.09	Hourly	43	2
	Toccoa	8,336	15.73	23.93	Hourly	40	4
E	Ashburn	3,704	14.00	14.00	Hourly	40	1
	Avondale Estates	3,129	51,479.00	72,071.00	Annual	43	4
	Cuthbert	3,417	15.76	17.00	Hourly	43	1
	Dawson	4,126	9.24	15.25	Hourly	40	5
	Hahira	3,029	38,563.00	38,563.00	Annual	40	1
	Hartwell	4,437	45,906.00	59,488.00	Annual	40	2
	Hazlehurst	4,137	16.15	17.00	Hourly	48	1
	Jasper	3,974	17.63	17.63	Hourly	42	1
	Lake City	2,829	39,317.86	58,680.34	Annual	40	1
	Millen	2,766	13.00	16.00	Hourly	43	2
	Palmetto	4,851	17.97	28.03	Hourly	43	3
	Pelham	3,466	15.79	15.79	Hourly	40	1
	Pembroke	2,626	15.45	22.10	Hourly	40	2
	Royston	2,571	13.85	17.49	Hourly	40	3
	Soperton	3,148	13.00	15.00	Hourly	42	3
F	Clarkesville	1,821	14.00	20.00	Hourly	42	1
	Comer	1,178	15.00	18.00	Hourly	40	1
	Wrens	1,939	12.40	20.76	Hourly	40	2
	Zebulon	1,228	15.00	25.00	Hourly	40	2
G	Sardis	960	12.00	14.16	Hourly	43	1
	Tunnel Hill	910	14.00	17.00	Hourly	40	1

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

◆ Corporal, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Tyrone	737	20.36	26.72	Hourly	42.5	4
	Waverly Hall	807	15.00	20.00	Hourly	40	1

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

◆ Corrections Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	1	33,010	33,010	48,006	48,006	10
C	1	31,118	31,118	47,819	47,819	7
Total/Avg	2	32,064	32,064	47,913	47,913	17

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Rome	36,716	15.87	23.08	Hourly	40	10
C	Americus	15,108	31,118.00	47,819.00	Annual	40	7

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

◆ Detention Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	2	33,634	34,611	60,122	68,245	17
C	2	39,531	42,305	60,044	63,458	16
E	1	35,360	35,360	42,640	42,640	1
Total/Avg	5	36,175	37,425	54,269	58,114	34

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	East Point	34,875	15.70	32.81	Hourly	40	16
	Kennesaw	34,077	16.64	25.00	Hourly	40	1
C	Acworth	22,818	18.92	28.38	Hourly	43	12
	Doraville	10,265	16.83	25.93	Hourly	42	4
E	Lula	2,961	17.00	20.50	Hourly	40	1

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

◆ Dispatcher

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	3	35,249	37,440	54,066	57,990	19
C	9	28,927	35,714	42,291	55,370	48
D	5	23,182	29,806	35,065	45,802	9
E	6	25,408	30,000	35,920	46,000	17
F	3	20,322	29,307	28,219	29,307	14
Total/Avg	26	26,618	32,453	39,112	46,894	107

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Duluth	29,609	18.00	27.88	Hourly	40	9
	Newnan	41,581	16.39	25.42	Hourly	40	5
	Statesboro	32,954	16.45	24.68	Hourly	40	5
C	Americus	15,108	25,601.00	39,341.00	Annual	40	1
	Calhoun	17,271	14.65	15.40	Hourly	42	4
	Cartersville	21,760	14.73	22.42	Hourly	42	5
	Conyers	16,256	31,466.95	48,815.56	Annual	40	8
	Dallas	13,981	30,804.80	45,905.60	Annual	40	6
	Grovetown	15,152	11.31	16.80	Hourly	40	5
	Milledgeville	18,704	25,978.37	39,529.16	Annual	40	8
	Suwanee	20,907	17.17	26.62	Hourly	40	6
	Vidalia	10,402	23,088.00	34,112.00	Annual	40	5
	D	Auburn	7,660	10.71	15.82	Hourly	42
Eatonton		6,725	10.00	12.62	Hourly	42	4
Fitzgerald		8,662	7.25	13.11	Hourly	40	1
Hapeville		6,534	15.00	23.81	Hourly	40	6
McRae-Helena		8,277	12.40	22.02	Hourly	40	1
Thomaston		8,752	14.33	19.30	Hourly	40	1
E	Dawson	4,126	8.90	15.49	Hourly	40	5
	Hazlehurst	4,137	12.87	14.00	Hourly	40	1
	Hiram	4,223	30,000.00	46,000.00	Annual	40	2
	Royston	2,571	12.63	16.62	Hourly	40	1
	Sylvania	2,463	10.83	14.71	Hourly	40	2

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

◆ Dispatcher

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	West Point	3,737	13.64	20.68	Hourly	40	6
	Claxton	2,204	7.25	13.67	Hourly	40	6
	Gordon	1,857	14.09	14.09	Hourly	40	4
	Sparta	1,230	7.97	12.94	Hourly	40	4

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

◆ Dispatcher/Jailer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	1	32,968	32,968	51,126	51,126	1
D	1	15,080	15,080	26,728	26,728	1
E	3	23,130	25,085	28,801	31,221	8
Total/Avg	5	23,726	24,378	35,552	36,358	10

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Newnan	41,581	15.85	24.58	Hourly	40	1
D	Fitzgerald	8,662	7.25	12.85	Hourly	40	1
E	Cuthbert	3,417	9.76	12.00	Hourly	40	4
	Hartwell	4,437	25,085.00	30,222.00	Annual	40	3
	Royston	2,571	11.54	15.01	Hourly	40	1

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

◆ E-911 Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	61,047	61,193	102,525	107,140	2
B	4	53,816	69,171	82,107	103,756	4
C	4	42,245	61,942	65,593	91,000	4
D	1	47,135	47,135	75,416	75,416	1
E	1	45,000	45,000	56,700	56,700	1
Total/Avg	12	49,848	56,888	76,468	86,802	12

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	1
	Roswell	94,763	61,193.00	97,909.00	Annual	40	1
B	Chamblee	30,307	20.96	32.48	Hourly	40	1
	East Point	34,875	50,651.00	78,998.00	Annual	40	1
	Kennesaw	34,077	69,170.89	103,756.33	Annual	40	1
	Lawrenceville	30,834	51,845.05	78,116.60	Annual	40	1
	Covington	14,206	61,942.40	91,000.00	Annual	40	1
C	Dallas	13,981	39,769.60	59,280.00	Annual	40	1
	Doraville	10,265	17.61	27.11	Hourly	40	1
	Snellville	20,077	14.73	26.78	Hourly	40	1
	Tybee Island	7,506	47,135.00	75,416.00	Annual	40	1
E	Blakely	4,571	45,000.00	56,700.00	Annual	40	1

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

◆ E-911 Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	32,342	34,726	64,501	83,220	69
B	4	34,445	36,692	55,952	61,901	46
C	4	34,587	37,967	51,638	60,931	41
D	1	28,787	28,787	46,051	46,051	5
E	1	24,960	24,960	47,424	47,424	12
Total/Avg	13	31,024	32,626	53,113	59,905	173

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.81	21.88	Hourly	40	28
	Alpharetta	67,213	31,500.00	83,220.00	Annual	40	19
	Roswell	94,763	15.90	29.66	Hourly	42	22
B	Chamblee	30,307	17.11	26.52	Hourly	40	14
	East Point	34,875	15.00	29.76	Hourly	40	9
	Kennesaw	34,077	16.49	24.74	Hourly	40	12
	Lawrenceville	30,834	36,692.15	55,285.26	Annual	40	11
C	Covington	14,206	16.98	27.25	Hourly	43	15
	Doraville	10,265	16.83	25.93	Hourly	40	9
	Norcross	16,592	17.01	19.08	Hourly	40	9
	Snellville	20,077	14.42	25.00	Hourly	40	8
D	Tybee Island	7,506	13.84	22.14	Hourly	40	5
E	Blakely	4,571	10.00	19.00	Hourly	48	12

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

◆ Emergency Management Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
C	1	61,000	61,000	75,000	75,000	1
Total/Avg	1	61,000	61,000	75,000	75,000	1

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Buford	15,522	61,000.00	75,000.00	Annual	40	1

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

◆ Emergency Medical Services Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	55,660	55,660	90,656	90,656	1
B	1	55,843	55,843	87,096	87,096	1
Total/Avg	2	55,752	55,752	88,876	88,876	2

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Roswell	94,763	55,660.00	90,656.00	Annual	40	1
B	East Point	34,875	55,843.00	87,096.00	Annual	40	1

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

◆ Engine Operator/Driver, Fire Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	43,225	52,254	63,488	77,052	112
B	6	44,177	52,154	62,302	73,766	86
C	12	34,120	43,269	47,355	63,526	95
D	4	36,492	38,832	46,158	52,336	15
E	2	28,192	35,184	38,489	39,705	6
Total/Avg	28	37,241	44,339	51,559	61,277	314

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	12.57	18.57	Hourly	56	37	
	Johns Creek City	84,579	18.96	25.39	Hourly	53	18	
	Marietta	60,867	49,416.64	77,051.52	Annual	56	33	
	Warner Robins	77,617	16.65	25.41	Hourly	40	24	
B	Carrollton	27,259	38,158.41	52,368.29	Annual	40	14	
	Dalton	33,665	17.91	19.58	Hourly	56	21	
	East Point	34,875	20.03	31.24	Hourly	40	12	
	LaGrange	30,305	17.55	26.27	Hourly	54	1	
	Rome	36,716	13.74	20.60	Hourly	56	32	
	Statesboro	32,954	15.04	22.56	Hourly	56	6	
	C	Americus	15,108	36,023.00	55,357.00	Annual	40	12
		Bainbridge	12,081	16.47	22.90	Hourly	42	2
Brunswick		16,256	29,213.04	43,819.56	Annual	53	7	
Calhoun		17,271	15.68	15.68	Hourly	53	2	
Cartersville		21,760	12.82	19.51	Hourly	59	11	
Covington		14,206	15.70	23.05	Hourly	53	8	
Douglas		11,695	11.16	17.90	Hourly	28	9	
Loganville		12,880	11.12	15.27	Hourly	53	7	
Monroe		13,673	13.20	21.54	Hourly	48	5	
Moultrie		14,211	33,000.00	38,000.00	Annual	40	15	
D	Perry	17,894	13.67	19.01	Hourly	56	10	
	Tifton	16,838	15.39	19.24	Hourly	37.2	7	
	Barnesville	6,659	35,246.00	48,587.00	Annual	42	1	

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

◆ Engine Operator/Driver, Fire Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Bremen	6,638	15.00	17.03	Hourly	48	3
	Fitzgerald	8,662	12.50	14.95	Hourly	53	10
	Thomaston	8,752	14.09	18.99	Hourly	53	1
E	Dawson	4,126	7.28	12.80	Hourly	56	2
	Summerville	4,243	16.11	18.18	Hourly	42	4

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

◆ Evidence Clerk/Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	35,513	43,326	56,966	72,766	7
B	11	37,365	44,326	57,007	71,302	14
C	13	34,101	38,635	52,640	65,707	17
D	2	29,869	32,677	46,145	52,291	2
E	1	33,964	33,964	48,286	48,286	1
Total/Avg	32	34,162	38,586	52,209	62,071	41

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	19.10	37.82	Hourly	37	1
	Brookhaven	55,554	17.32	27.70	Hourly	40	1
	Johns Creek City	84,579	20.83	27.90	Hourly	40	2
	Roswell	94,763	17.17	27.46	Hourly	40	2
	Warner Robins	77,617	12.38	18.89	Hourly	40	1
B	Carrollton	27,259	44,326.26	60,624.77	Annual	40	1
	Dalton	33,665	12.90	20.19	Hourly	40	1
	Duluth	29,609	18.91	29.27	Hourly	40	0
	Dunwoody	49,356	18.37	34.28	Hourly	40	3
	East Point	34,875	15.00	19.18	Hourly	40	1
	Kennesaw	34,077	19.76	29.64	Hourly	40	1
	LaGrange	30,305	20.32	29.74	Hourly	40	1
	Lawrenceville	30,834	40,501.27	64,113.93	Annual	40	3
	Newnan	41,581	17.38	26.95	Hourly	40	1
	Peachtree City	36,223	17.57	26.35	Hourly	40	1
	Woodstock	33,039	16.61	25.91	Hourly	40	1
	C	Acworth	22,818	16.32	24.47	Hourly	40
Brunswick		16,256	30,979.10	49,566.57	Annual	53	1
Conyers		16,256	28,541.45	44,277.15	Annual	40	1
Covington		14,206	18.01	31.59	Hourly	40	2
Doraville		10,265	16.83	25.93	Hourly	40	2
Douglas		11,695	15.63	23.85	Hourly	40	1
Fayetteville		17,991	17.73	28.37	Hourly	40	2

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

◆ Evidence Clerk/Technician

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Monroe	13,673	17.48	26.00	Hourly	40	2
	Perry	17,894	17.69	26.59	Hourly	40	1
	Richmond Hill	13,839	33,707.00	46,867.00	Annual	40	1
	Suwanee	20,907	17.17	26.62	Hourly	40	1
	Vidalia	10,402	26,769.60	39,520.00	Annual	40	1
	Winder	17,937	17.69	27.55	Hourly	42	1
D	Auburn	7,660	13.01	19.23	Hourly	40	1
	Garden City	8,713	15.71	25.14	Hourly	40	1
	Hapeville	6,534	15.29	23.38	Hourly	40	1
E	Lake City	2,829	33,964.24	48,286.40	Annual	40	1

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

◆ Fire Marshal

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	65,401	81,665	121,996	190,376	4
B	5	55,701	75,495	82,840	111,969	4
C	11	49,012	64,043	71,680	96,056	12
D	3	54,392	62,596	81,703	94,570	3
E	5	37,766	51,798	45,768	53,956	5
Total/Avg	28	52,454	67,119	80,797	109,385	28

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	1
	Brookhaven	55,554	27.81	44.50	Hourly	40	1
	Johns Creek City	84,579	81,664.84	190,376.00	Annual	40	1
	Roswell	94,763	61,193.00	97,909.00	Annual	40	1
B	East Point	34,875	58,637.00	91,450.00	Annual	40	0
	Newnan	41,581	19.85	30.77	Hourly	40	1
	Peachtree City	36,223	75,495.00	111,969.00	Annual	40	1
	Rome	36,716	60,000.00	80,000.00	Annual	40	1
C	Stockbridge	29,904	43,083.45	66,779.34	Annual	40	1
	Americus	15,108	48,275.00	74,183.00	Annual	40	1
	Calhoun	17,271	23.38	26.77	Hourly	40	2
	Cartersville	21,760	58,228.00	88,601.00	Annual	40	1
	Fayetteville	17,991	21.71	46.04	Hourly	40	1
	Loganville	12,880	45,601.94	60,253.43	Annual	40	1
	Milledgeville	18,704	40,517.40	61,652.00	Annual	40	1
	Monroe	13,673	23.10	36.90	Hourly	40	1
	Moultrie	14,211	44,000.00	44,000.00	Annual	40	1
	Perry	17,894	20.52	29.10	Hourly	40	1
D	Richmond Hill	13,839	53,946.00	75,009.00	Annual	40	1
	Union	22,399	64,043.37	96,056.06	Annual	40	1
	Centerville	7,884	20.80	42.28	Annual	40	1
	Garden City	8,713	57,315.00	94,570.00	Annual	40	1
	Hapeville	6,534	58,346.00	84,991.00	Annual	40	2

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

◆ Fire Marshal

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Morrow	7,192	62,596.00	62,596.00	Annual	40	1
E	Chattahoochee Hills C	3,318	12.60	18.10	Hourly	53	1
	Cornelia	4,683	35,470.00	53,956.00	Annual	40	1
	Hazlehurst	4,137	10.65	13.00	Hourly	48	1
	Hephzibah	3,944	40,252.00	40,752.00	Annual	54	1
	Jasper	3,974	51,798.00	51,798.00	Annual	40	1

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

◆ Firefighter

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	40,350	49,804	66,576	76,010	127
B	8	38,781	48,410	56,575	69,723	182
C	20	32,594	52,266	48,443	85,712	271
D	14	27,796	35,568	44,012	77,688	100
E	21	26,922	33,925	40,055	56,653	115
F	2	25,241	27,040	33,966	39,250	6
Total/Avg	68	31,947	41,169	48,271	67,506	801

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	11.85	17.50	Hourly	56	43	
	Alpharetta	67,213	13.33	26.40	Hourly	53	27	
	Warner Robins	77,617	15.08	23.02	Hourly	63.5	57	
B	Carrollton	27,259	44,174.64	60,624.77	Annual	40	40	
	Dalton	33,665	13.20	14.59	Hourly	56	24	
	East Point	34,875	16.48	25.71	Hourly	40	15	
	LaGrange	30,305	17.24	24.83	Hourly	54	6	
	McDonough	26,768	13.14	21.11	Hourly	53	2	
	Newnan	41,581	14.00	21.70	Hourly	56	6	
	Rome	36,716	10.99	17.51	Hourly	56	77	
	Statesboro	32,954	12.35	18.52	Hourly	56	12	
	C	Americus	15,108	34,308.00	52,721.00	Annual	40	20
		Bainbridge	12,081	16.47	22.90	Hourly	42	1
Brunswick		16,256	26,508.72	37,118.21	Annual	53	15	
Calhoun		17,271	11.25	16.00	Hourly	53	12	
Cartersville		21,760	12.82	19.51	Hourly	59	13	
Covington		14,206	12.77	18.75	Hourly	53	3	
Douglas		11,695	10.63	16.21	Hourly	28	10	
Dublin		15,881	35,832.95	62,404.94	Annual	40	28	
Fayetteville		17,991	14.67	31.10	Hourly	53	9	
Grovetown		15,152	11.89	16.80	Hourly	52	20	
Kingsland	17,949	9.89	13.56	Hourly	56	12		

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

◆ Firefighter

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Milledgeville	18,704	28,675.27	43,632.80	Annual	53	13
	Monroe	13,673	11.73	21.54	Hourly	48	7
	Moultrie	14,211	32,000.00	34,000.00	Annual	40	12
	Perry	17,894	11.81	16.77	Hourly	56	26
	Richmond Hill	13,839	17.87	24.84	Hourly	38.5	12
	Rincon	10,361	13.96	15.72	Hourly	72	14
	Tifton	16,838	16.00	24.18	Hourly	37.2	21
	Vidalia	10,402	28,138.76	41,588.04	Annual	40	8
	Winder	17,937	11.50	17.92	Hourly	42.46	15
D	Barnesville	6,659	35,246.00	48,587.00	Annual	42	3
	Bremen	6,638	11.00	14.10	Hourly	48	9
	Byron	5,226	11.34	20.07	Hourly	60	6
	Camilla	5,012	9.50	15.00	Hourly	54	5
	Eastman	5,067	8.40	13.00	Hourly	30	6
	Fitzgerald	8,662	7.25	11.94	Hourly	53	6
	Garden City	8,713	12.87	20.59	Hourly	53	5
	Jackson	5,239	11.73	21.00	Hourly	40	8
	Jesup	9,841	13.50	21.03	Hourly	40	9
	McRae-Helena	8,277	10.25	18.21	Hourly	56	1
	Sylvester	5,776	27,207.00	27,872.06	Annual	44	6
	Thomaston	8,752	11.41	15.37	Hourly	53	11
	Toccoa	8,336	9.27	14.11	Hourly	40	13
	Tybee Island	7,506	17.10	37.35	Hourly	40	12
E	Ashburn	3,704	12.00	12.88	Hourly	40	6
	Baldwin	3,414	10.00	12.50	Hourly	42	4
	Blakely	4,571	9.00	19.00	Hourly	48	10
	Chatsworth	4,290	25,493.00	54,541.24	Annual	45	3
	Chattahoochee Hills C	3,318	10.80	16.30	Hourly	53	1
	Cornelia	4,683	9.50	25.94	Hourly	42	10
	Cuthbert	3,417	10.51	12.00	Hourly	53	8
	Dawson	4,126	7.28	10.85	Hourly	56	9
	Donalsonville	2,466	10.00	13.85	Hourly	43	7
	Elberton	4,329	31,210.00	46,422.00	Annual	42	9
	Hahira	3,029	11.83	15.22	Hourly	53	5
	Harlem	3,371	12.27	17.92	Hourly	53	2
	Hazlehurst	4,137	9.10	14.00	Hourly	48	5
	Hephzibah	3,944	30,000.00	37,600.00	Annual	54	3
	Jasper	3,974	11.67	13.99	Hourly	53	7
	Millen	2,766	11.00	16.00	Hourly	48	8

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

◆ Firefighter

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Ocilla	3,732	11.65	11.65	Hourly	56	1
	Pelham	3,466	10.00	12.02	Hourly	40	4
	Pembroke	2,626	11.00	18.80	Hourly	40	3
	Sylvania	2,463	10.83	18.22	Hourly	54	6
	Thunderbolt	2,623	10.16	17.14	Hourly	56	4
F	Ellijay	1,714	13.00	13.79	Hourly	40	3
	Wrens	1,939	11.27	18.87	Hourly	40	3

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

◆ Firefighter/EMT

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	38,127	38,915	67,688	72,758	106
B	7	40,445	50,881	63,065	73,205	145
C	8	35,026	42,856	54,924	97,204	86
D	3	38,425	41,753	74,098	82,345	48
E	9	32,207	39,958	45,264	55,515	47
Total/Avg	30	36,846	42,873	61,008	76,205	432

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	13.33	26.40	Hourly	53	12
	Johns Creek City	84,579	14.12	21.89	Hourly	53	34
	Marietta	60,867	38,729.60	69,975.36	Annual	56	60
B	East Point	34,875	17.31	26.99	Hourly	40	21
	LaGrange	30,305	18.12	26.07	Hourly	54	20
	McDonough	26,768	13.80	22.17	Hourly	53	20
	Newnan	41,581	14.00	21.70	Hourly	56	31
	Peachtree City	36,223	14.68	21.59	Hourly	54	20
	Statesboro	32,954	13.63	20.44	Hourly	56	13
	Woodstock	33,039	12.54	23.24	Hourly	56	20
	C	Brunswick	16,256	29,226.78	40,118.20	Annual	53
	Calhoun	17,271	12.29	15.92	Hourly	53	9
	Covington	14,206	13.15	21.10	Hourly	53	22
	Fayetteville	17,991	15.55	35.27	Hourly	53	20
	Kingsland	17,949	12.22	15.66	Hourly	56	8
	Loganville	12,880	11.45	15.90	Hourly	53	6
	Monroe	13,673	13.20	21.54	Hourly	48	6
	Union	22,399	13.76	20.63	Hourly	53	12
D	Centerville	7,884	17.31	35.19	Hourly	45	12
	Garden City	8,713	15.15	24.23	Hourly	53	4
	Morrow	7,192	11.98	26.55	Hourly	53	32
E	Ashburn	3,704	12.88	12.88	Hourly	40	1
	Blakely	4,571	13.00	15.00	Hourly	48	1

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

◆ Firefighter/EMT

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Chatsworth	4,290	25,493.00	54,541.24	Annual	45	4
	Chattahoochee Hills C	3,318	10.80	16.30	Hourly	53	5
	Hartwell	4,437	39,273.00	55,506.00	Annual	40	6
	Jasper	3,974	11.67	14.08	Hourly	53	3
	Palmetto	4,851	17.11	26.69	Hourly	40	11
	Social Circle	4,544	14.23	18.05	Hourly	54	10
	West Point	3,737	10.81	16.44	Hourly	50.5	6

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

◆ Investigator/Detective, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	41,616	48,506	67,566	79,144	54
B	14	45,331	52,067	66,810	75,026	108
C	28	39,751	47,986	59,016	73,362	131
D	22	36,949	56,160	54,282	82,708	52
E	29	37,139	56,000	49,022	72,071	40
F	8	30,542	40,435	43,800	62,400	8
G	1	44,996	44,996	59,051	59,051	2
Total/Avg	107	39,475	49,450	57,078	71,966	395

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	17.66	34.98	Hourly	40	18
	Brookhaven	55,554	23.32	34.52	Hourly	40	8
	Johns Creek City	84,579	22.01	29.46	Hourly	40	4
	Roswell	94,763	20.40	38.05	Hourly	40	12
	Warner Robins	77,617	16.65	25.41	Hourly	40	12
B	Canton	30,528	19.63	28.50	Hourly	43	5
	Chamblee	30,307	21.36	33.10	Hourly	42	7
	Douglasville	33,992	22.48	35.97	Annual	40	5
	Duluth	29,609	22.96	35.58	Hourly	40	7
	Dunwoody	49,356	21.43	34.28	Hourly	40	9
	East Point	34,875	22.88	22.88	Hourly	40	17
	Kennesaw	34,077	21.40	32.10	Hourly	40	8
	LaGrange	30,305	23.84	32.95	Hourly	42	12
	Lawrenceville	30,834	44,705.82	67,359.70	Annual	40	7
	McDonough	26,768	21.74	34.58	Hourly	40	7
	Newnan	41,581	23.27	36.07	Hourly	40	10
	Peachtree City	36,223	21.55	31.74	Hourly	40	2
	Rome	36,716	17.31	24.04	Hourly	40	6
	Statesboro	32,954	20.04	30.07	Hourly	40	6
C	Acworth	22,818	21.94	32.91	Hourly	40	4

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

◆ Investigator/Detective, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Americus	15,108	39,716.00	61,031.00	Annual	40	3
	Bainbridge	12,081	23.07	32.08	Hourly	40	5
	Brunswick	16,256	30,979.10	49,566.57	Annual	56	4
	Calhoun	17,271	19.72	29.58	Hourly	42.75	10
	Cartersville	21,760	17.95	27.31	Hourly	40	7
	Conyers	16,256	42,908.29	60,311.79	Annual	40	8
	Covington	14,206	16.83	27.01	Hourly	43	6
	Doraville	10,265	21.04	32.41	Hourly	42	7
	Douglas	11,695	15.63	23.85	Hourly	42	1
	Fayetteville	17,991	19.44	35.27	Hourly	40	11
	Grovetown	15,152	17.20	26.15	Hourly	40	3
	Holly Springs	15,442	21.42	32.12	Hourly	40	3
	Kingsland	17,949	15.60	23.10	Hourly	42	4
	Lilburn	12,810	21.95	32.93	Hourly	40	4
	Loganville	12,880	14.99	20.40	Hourly	43	4
	Milledgeville	18,704	33,254.50	50,600.68	Annual	40	6
	Monroe	13,673	17.48	33.04	Hourly	40	7
	Moultrie	14,211	43,680.00	44,680.00	Annual	40	4
	Norcross	16,592	19.01	21.40	Hourly	42	4
	Perry	17,894	20.58	31.06	Hourly	40	1
	Powder Springs	15,758	19.32	28.44	Hourly	40	2
	Richmond Hill	13,839	43,019.00	59,816.00	Annual	42	4
	Rincon	10,361	19.48	22.67	Hourly	40	2
	Snellville	20,077	16.83	28.83	Hourly	42	5
	Suwanee	20,907	19.92	30.87	Hourly	40	4
	Tifton	16,838	16.00	24.18	Hourly	40	4
	Winder	17,937	18.36	28.60	Hourly	42	4
D	Auburn	7,660	15.82	23.37	Hourly	40	2
	Barnesville	6,659	35,246.00	48,587.00	Annual	40	1
	Bremen	6,638	19.00	22.64	Hourly	42	4
	Byron	5,226	15.88	26.53	Hourly	40	2
	Camilla	5,012	16.00	28.00	Hourly	40	4
	Centerville	7,884	18.63	37.87	Hourly	42	2
	Cumming	6,547	56,160.00	56,160.00	Annual	42	1
	Eastman	5,067	15.00	18.00	Hourly	40	1
	Eatonton	6,725	15.00	22.00	Hourly	40	1
	Fitzgerald	8,662	7.25	22.68	Hourly	43	4
	Fort Oglethorpe	9,994	17.00	27.00	Hourly	40	4
	Garden City	8,713	20.07	32.11	Hourly	40	2

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

◆ Investigator/Detective, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Glennville	5,020	17.41	24.21	Hourly	42	1
	Jackson	5,239	18.50	25.00	Hourly	40	2
	Jesup	9,841	16.89	26.33	Hourly	40	1
	LaFayette	7,339	14.34	23.99	Hourly	40	2
	Locust Grove	8,243	47,172.11	71,638.12	Annual	40	4
	Morrow	7,192	18.99	21.06	Hourly	42.75	3
	Stone Mountain	6,281	19.66	24.90	Hourly	40	1
	Sylvester	5,776	34,322.60	36,036.00	Annual	43	3
	Toccoa	8,336	16.52	25.15	Hourly	40	4
	Tybee Island	7,506	21.12	33.79	Hourly	40	3
E	Adairsville	4,963	17.45	25.90	Hourly	40	2
	Alma	3,380	32,670.00	36,188.00	Annual	42	2
	Ashburn	3,704	14.42	16.00	Hourly	40	1
	Avondale Estates	3,129	51,479.00	72,071.00	Annual	43	1
	Baxley	4,659	17.01	22.98	Hourly	40	1
	Blackshear	3,527	15.00	25.00	Annual	40	2
	Blakely	4,571	18.00	23.00	Hourly	40	1
	Chatsworth	4,290	30,929.60	58,302.40	Annual	45	1
	Chattahoochee Hills C	3,318	16.00	22.80	Hourly	42	1
	Donalsonville	2,466	15.00	20.02	Hourly	40	1
	Elberton	4,329	37,911.00	56,667.00	Annual	42	2
	Grantville	3,296	19.29	19.29	Hourly	40	1
	Hartwell	4,437	30,867.00	57,020.00	Annual	40	1
	Hazlehurst	4,137	14.55	17.50	Hourly	40	1
	Hiram	4,223	38,000.00	55,000.00	Annual	40	2
	Jasper	3,974	18.73	20.14	Hourly	40	2
	Jonesboro	4,962	17.90	22.70	Hourly	40	1
	Lake City	2,829	43,414.93	58,684.08	Annual	40	1
	Lakeland	1,207	10.00	16.00	Hourly	40	1
	Millen	2,766	14.00	21.00	Hourly	40	1
	Ocilla	3,732	22.05	23.61	Hourly	42	2
	Pelham	3,466	43,458.79	43,458.79	Annual	40	1
	Ringgold	3,630	36,509.57	45,990.24	Annual	40	2
	Royston	2,571	35,568.00	40,864.00	Annual	40	1
	Senoia	4,412	56,000.00	58,000.00	Annual	40	2
	Summerville	4,243	20.79	24.68	Hourly	40	2
	Sylvania	2,463	20.36	27.07	Annual	40	1
	Tallapoosa	3,185	40,682.99	61,903.97	Annual	40	1
	West Point	3,737	15.79	23.78	Hourly	40	2

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

◆ Investigator/Detective, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Clayton	2,193	40,435.00	42,895.00	Annual	40	1
	Colquitt	1,834	10.00	22.10	Hourly	40	1
	Ellijay	1,714	15.58	15.58	Hourly	40	1
	McCaysville	1,204	14.19	18.50	Hourly	42	1
	Remerton	1,079	30,160.00	45,125.00	Annual	40	1
	Trion	1,893	15.65	18.28	Hourly	40	1
	Wrens	1,939	12.40	20.76	Hourly	40	1
	Zebulon	1,228	15.00	30.00	Hourly	40	1
G	Tyrone	737	20.36	26.72	Hourly	42.5	2

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

◆ Lieutenant, Fire Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	52,140	61,018	81,578	93,184	86
B	8	50,413	64,268	76,162	93,732	89
C	18	40,986	53,797	60,296	110,819	110
D	12	36,694	50,021	52,454	78,629	32
E	12	34,748	45,012	43,787	64,459	21
F	1	26,208	26,208	39,312	39,312	1
Total/Avg	56	40,198	50,054	58,932	80,022	339

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	13.29	19.64	Hourly	56	27	
	Alpharetta	67,213	15.23	30.19	Hourly	53	4	
	Johns Creek City	84,579	22.14	29.65	Hourly	53	10	
	Marietta	60,867	58,327.36	93,184.00	Annual	56	21	
	Warner Robins	77,617	18.38	28.05	Hourly	63.5	24	
B	Carrollton	27,259	50,190.87	68,882.28	Annual	40	17	
	Dalton	33,665	22.07	24.17	Hourly	56	15	
	East Point	34,875	21.04	32.81	Hourly	40	11	
	McDonough	26,768	15.98	34.01	Hourly	53	6	
	Newnan	41,581	17.67	27.39	Hourly	56	15	
	Peachtree City	36,223	17.70	26.12	Hourly	54	12	
	Statesboro	32,954	16.60	24.91	Hourly	56	7	
	Woodstock	33,039	17.70	28.30	Hourly	56	6	
	C	Brunswick	16,256	31,813.81	44,551.75	Annual	40	1
		Calhoun	17,271	16.50	17.44	Hourly	53	8
Cartersville		21,760	14.87	24.97	Hourly	59	29	
Covington		14,206	17.16	25.18	Hourly	53	8	
Douglas		11,695	13.60	20.76	Hourly	28	3	
Dublin		15,881	42,677.61	66,150.30	Annual	40	3	
Fayetteville		17,991	18.97	40.21	Hourly	53	6	
Grovetown		15,152	15.19	21.49	Hourly	52	4	
Kingsland		17,949	13.48	16.44	Hourly	56	2	

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

◆ Lieutenant, Fire Officer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Loganville	12,880	12.28	17.39	Hourly	53	8
	Milledgeville	18,704	36,706.77	55,853.46	Annual	53	6
	Monroe	13,673	15.93	23.59	Hourly	48	3
	Moultrie	14,211	44,000.00	50,123.00	Annual	40	9
	Perry	17,894	16.18	23.14	Hourly	56	5
	Richmond Hill	13,839	45,170.00	62,807.00	Annual	38.5	3
	Tifton	16,838	19.00	28.38	Hourly	37.2	5
	Union	22,399	19.52	29.27	Hourly	53	3
	Winder	17,937	15.99	24.91	Hourly	42.46	4
D	Bremen	6,638	15.00	17.63	Hourly	48	3
	Camilla	5,012	10.50	18.00	Hourly	54	3
	Fitzgerald	8,662	7.25	16.25	Hourly	53	2
	Garden City	8,713	17.83	28.53	Hourly	53	3
	Jackson	5,239	20.30	25.00	Hourly	40	1
	Jesup	9,841	14.74	23.01	Annual	40	2
	LaFayette	7,339	17.47	26.48	Hourly	42	3
	Morrow	7,192	18.15	18.15	Hourly	53	3
	Sylvester	5,776	30,230.00	30,985.75	Annual	44	2
	Thomaston	8,752	16.10	21.69	Hourly	53	2
	Toccoa	8,336	11.87	18.07	Hourly	40	5
	Tybee Island	7,506	21.12	36.26	Hourly	40	3
E	Ashburn	3,704	15.95	15.95	Hourly	40	1
	Baldwin	3,414	13.00	16.32	Hourly	42	2
	Chattahoochee Hills C	3,318	12.60	18.10	Hourly	53	1
	Cornelia	4,683	15.90	25.04	Hourly	42	3
	Cuthbert	3,417	10.51	11.00	Hourly	53	1
	Dawson	4,126	10.85	12.80	Hourly	56	2
	Elberton	4,329	37,911.00	51,631.00	Annual	42	3
	Hephzibah	3,944	38,340.00	38,340.00	Annual	54	1
	Jasper	3,974	14.08	18.60	Hourly	53	2
	Ocilla	3,732	10.65	10.65	Hourly	56	1
	Social Circle	4,544	16.03	17.01	Hourly	54	3
	Sylvania	2,463	16.50	30.99	Annual	40	1
F	Clarkesville	1,821	12.00	18.00	Hourly	42	1

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

◆ Lieutenant, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	59,035	79,432	91,340	106,404	65
B	17	54,724	60,965	81,600	100,048	82
C	29	50,781	62,939	75,194	95,763	134
D	15	44,441	57,338	63,113	87,132	34
E	26	41,392	59,335	50,004	71,744	43
F	7	35,636	42,016	39,894	43,986	7
G	2	51,515	56,576	60,344	74,234	3
Total/Avg	103	48,218	59,800	65,927	82,759	368

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	20.87	30.83	Hourly	40	21
	Alpharetta	67,213	25.74	48.14	Hourly	40	7
	Brookhaven	55,554	33.56	50.48	Hourly	40	6
	Johns Creek City	84,579	36.37	48.72	Hourly	42	8
	Marietta	60,867	58,323.20	93,163.20	Annual	40	8
	Roswell	94,763	62,326.00	99,722.00	Annual	42	8
	Warner Robins	77,617	20.29	30.96	Hourly	44	7
B	Canton	30,528	26.22	38.42	Hourly	43	4
	Carrollton	27,259	52,196.28	71,634.44	Annual	40	3
	Chamblee	30,307	26.16	40.55	Hourly	42	5
	Dalton	33,665	24.66	38.59	Hourly	40	6
	Douglasville	33,992	26.77	42.84	Hourly	40	3
	Duluth	29,609	29.31	45.41	Hourly	40	3
	Dunwoody	49,356	29.15	48.10	Hourly	40	4
	East Point	34,875	25.22	25.22	Hourly	40	9
	Kennesaw	34,077	58,966.03	88,449.05	Annual	40	4
	LaGrange	30,305	25.26	37.87	Hourly	42	2
	Lawrenceville	30,834	54,469.72	82,071.26	Annual	40	6
	McDonough	26,768	26.76	41.33	Hourly	40	6
	Newnan	41,581	24.67	38.23	Hourly	40	7

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

◆ Lieutenant, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Peachtree City	36,223	56,787.00	83,908.00	Annual	40	6
	Rome	36,716	45,000.00	65,000.00	Annual	40	6
	Statesboro	32,954	23.24	34.87	Hourly	40	4
	Woodstock	33,039	25.17	38.29	Hourly	42.5	4
	Acworth	22,818	29.51	44.26	Hourly	40	5
	Americus	15,108	48,275.00	74,183.00	Annual	40	5
	Brunswick	16,256	46,232.99	73,972.79	Annual	40	3
	Calhoun	17,271	23.31	23.81	Hourly	42.75	3
	Cartersville	21,760	23.73	36.10	Hourly	42	7
	Conyers	16,256	58,378.32	84,606.61	Annual	40	6
	Covington	14,206	24.00	35.25	Hourly	43	6
	Doraville	10,265	26.32	40.52	Hourly	42	5
	Dublin	15,881	48,404.95	75,027.67	Annual	40	6
	Fayetteville	17,991	21.71	46.04	Hourly	40	6
	Grovetown	15,152	18.98	28.85	Hourly	40	3
	Holly Springs	15,442	62,939.11	94,408.68	Annual	40	3
	Kingsland	17,949	22.09	26.95	Hourly	42	4
	Lilburn	12,810	25.46	38.19	Hourly	43	3
	Loganville	12,880	20.40	28.33	Hourly	43	6
	Milledgeville	18,704	40,517.40	61,652.00	Annual	42	7
	Monroe	13,673	17.33	31.18	Hourly	40	7
	Moultrie	14,211	51,500.00	56,784.00	Annual	40	3
	Norcross	16,592	25.90	29.45	Hourly	42	3
	Perry	17,894	25.00	37.79	Hourly	40	3
	Powder Springs	15,758	25.09	36.77	Hourly	42	3
	Richmond Hill	13,839	53,946.00	75,009.00	Annual	40	1
	Rincon	10,361	57,679.44	63,081.37	Annual	40	1
Snellville	20,077	21.63	37.70	Hourly	42	10	
Suwanee	20,907	28.14	43.62	Hourly	40	6	
Tifton	16,838	19.00	38.38	Hourly	42	6	
Union	22,399	26.10	39.15	Hourly	43	7	
Vidalia	10,402	29,556.80	43,596.80	Annual	40	5	
Winder	17,937	26.83	41.80	Hourly	42	1	
D	Auburn	7,660	46,300.80	68,432.00	Annual	40	2
	Byron	5,226	45,007.43	75,163.35	Annual	40	1
	Camilla	5,012	14.00	22.00	Hourly	43	2
	Centerville	7,884	43,264.00	43,264.00	Annual	40	1
	Fort Oglethorpe	9,994	21.00	30.00	Hourly	42	5
	Garden City	8,713	25.63	41.01	Hourly	40	1

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

◆ Lieutenant, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jesup	9,841	19.02	29.68	Annual	40	3
	Locust Grove	8,243	57,338.01	87,132.28	Annual	40	4
	McRae-Helena	8,277	11.17	19.84	Hourly	56	2
	Morrow	7,192	23.17	25.45	Hourly	42.75	4
	Stone Mountain	6,281	22.66	29.57	Hourly	40	1
	Sylvester	5,776	43,500.00	43,500.00	Annual	40	1
	Thomaston	8,752	21.55	29.03	Hourly	43	3
	Toccoa	8,336	15.01	22.01	Hourly	40	2
	Tybee Island	7,506	24.32	38.90	Hourly	40	2
E	Ashburn	3,704	40,040.00	40,040.00	Annual	40	2
	Baldwin	3,414	16.50	18.00	Hourly	42	2
	Baxley	4,659	18.90	25.59	Hourly	40	1
	Chattahoochee Hills C	3,318	18.30	25.10	Hourly	42	1
	Chickamauga	3,256	53,269.00	53,269.00	Annual	40	1
	Cornelia	4,683	20.00	31.50	Hourly	42	3
	Cuthbert	3,417	14.00	15.00	Hourly	43	1
	Dawson	4,126	15.75	15.75	Hourly	40	2
	Elberton	4,329	37,911.00	51,631.00	Annual	42	4
	Grantville	3,296	20.12	20.12	Hourly	40	1
	Hahira	3,029	47,742.00	47,742.00	Annual	40	1
	Hazlehurst	4,137	18.57	20.00	Hourly	48	1
	Hephzibah	3,944	38,340.00	38,750.00	Annual	42	1
	Hiram	4,223	45,000.00	60,000.00	Annual	44	1
	Jasper	3,974	18.94	19.72	Hourly	42	2
	Jonesboro	4,962	21.82	30.66	Annual	40	2
	Lake City	2,829	46,367.57	71,744.40	Annual	40	1
	Lyons	4,233	32,240.00	38,000.00	Annual	40	2
	Palmetto	4,851	21.84	34.07	Hourly	40	1
	Pelham	3,466	18.54	18.54	Hourly	40	1
	Pembroke	2,626	16.90	23.10	Hourly	40	1
	Royston	2,571	16.02	18.43	Hourly	40	0
	Senoia	4,412	49,000.00	58,000.00	Annual	40	4
	Social Circle	4,544	59,334.75	62,966.61	Annual	40	0
	Summerville	4,243	19.49	24.34	Hourly	42	1
	Sylvania	2,463	15.53	21.94	Hourly	42	6
F	Brooklet	1,815	39,180.96	39,180.96	Annual	42	1
	Claxton	2,204	10.71	20.19	Hourly	40	1
	Gordon	1,857	20.20	20.20	Hourly	40	1
	Midway	2,061	15.52	20.14	Hourly	42	1

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

◆ Lieutenant, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Oglethorpe	1,156	16.73	16.73	Hourly	43	1
	Omega	1,230	15.81	15.81	Hourly	40	1
	Pine Mountain	1,417	41,787.00	41,787.00	Annual	40	1
G	Franklin	971	21.27	21.27	Hourly	42	1
	Tyrone	737	25.60	33.59	Hourly	42.5	2

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

◆ Major, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	68,097	87,865	107,223	121,500	16
B	7	70,667	80,861	109,103	126,028	18
C	9	57,511	66,900	84,041	103,900	14
D	5	49,277	65,000	78,461	99,970	6
E	4	45,582	55,000	54,206	62,502	4
F	1	35,360	35,360	45,760	45,760	1
G	1	68,444	68,444	89,770	89,770	1
Total/Avg	32	56,420	65,633	81,224	92,776	60

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	54,500.16	80,520.96	Annual	40	4	
	Alpharetta	67,213	60,900.00	109,620.00	Annual	40	2	
	Brookhaven	55,554	70,471.00	121,500.00	Annual	40	3	
	Johns Creek City	84,579	87,865.21	117,684.66	Annual	40	2	
	Marietta	60,867	66,747.20	106,787.20	Annual	40	5	
B	Douglasville	33,992	34.12	56.30	Hourly	40	1	
	Duluth	29,609	74,090.00	114,795.00	Annual	40	1	
	Dunwoody	49,356	76,381.00	126,028.00	Annual	40	2	
	East Point	34,875	58,637.00	91,450.00	Annual	40	3	
	Lawrenceville	30,834	80,860.58	121,835.25	Annual	40	1	
	McDonough	26,768	63,728.00	102,512.00	Annual	40	4	
	Rome	36,716	70,000.00	90,000.00	Annual	40	6	
	C	Americus	15,108	61,612.00	94,679.00	Annual	40	2
		Brunswick	16,256	53,210.58	85,136.93	Annual	40	1
		Calhoun	17,271	29.90	29.90	Hourly	42.75	2
Cartersville		21,760	64,273.17	97,799.23	Annual	40	2	
Grovetown		15,152	24.20	36.82	Annual	40	1	
Loganville		12,880	49,046.40	69,284.80	Annual	40	1	
Milledgeville		18,704	49,366.51	75,116.97	Annual	40	3	
Perry	17,894	66,900.00	103,900.00	Annual	40	1		

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

◆ Major, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Powder Springs	15,758	56,385.00	87,398.00	Annual	40	1
D	Barnesville	6,659	43,175.00	59,517.00	Annual	40	1
	Fitzgerald	8,662	7.25	32.48	Hourly	43	1
	Morrow	7,192	65,000.00	80,000.00	Annual	40	1
	Thomaston	8,752	59,520.23	80,194.64	Annual	40	1
	Tybee Island	7,506	62,481.00	99,970.00	Annual	40	2
E	Ashburn	3,704	51,482.08	51,482.08	Annual	40	1
	Elberton	4,329	44,645.00	62,502.00	Annual	40	1
	Gray	3,274	55,000.00	55,000.00	Annual	40	1
	Millen	2,766	15.00	23.00	Hourly	40	1
F	Ellaville	1,867	17.00	22.00	Hourly	40	1
G	Tyrone	737	30.97	40.62	Hourly	42.5	1

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

◆ Patrol Officer, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	40,933	48,506	66,243	83,101	463
B	16	40,890	47,109	62,371	71,308	625
C	32	37,701	46,710	55,719	73,362	643
D	25	34,191	50,202	50,789	78,502	248
E	46	31,881	46,276	42,508	64,725	295
F	34	30,156	58,240	47,157	335,714	117
G	16	29,924	42,498	37,195	55,780	44
H	4	32,240	39,520	43,311	62,400	12
Total/Avg	180	34,740	47,383	50,661	103,111	2447

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	16.59	24.51	Hourly	40	80
	Alpharetta	67,213	17.66	34.98	Hourly	40	30
	Brookhaven	55,554	23.32	34.52	Hourly	40	49
	Johns Creek City	84,579	22.01	29.46	Hourly	42	39
	Marietta	60,867	38,729.60	66,643.20	Annual	40	105
	Roswell	94,763	20.40	38.05	Hourly	42	95
	Warner Robins	77,617	15.85	24.18	Hourly	43	65
B	Canton	30,528	18.77	27.22	Hourly	43	29
	Carrollton	27,259	40,163.82	55,120.45	Annual	40	42
	Chamblee	30,307	18.65	28.91	Hourly	42	40
	Dalton	33,665	17.44	27.29	Hourly	40	50
	Douglasville	33,992	20.20	32.32	Hourly	40	47
	Duluth	29,609	21.86	33.89	Hourly	40	34
	Dunwoody	49,356	20.41	32.65	Hourly	42	38
	East Point	34,875	16.48	26.99	Hourly	40	37
	Kennesaw	34,077	19.76	29.64	Hourly	43	37
	LaGrange	30,305	21.57	28.67	Hourly	42	48
	Lawrenceville	30,834	42,551.66	67,359.70	Annual	40	43
McDonough	26,768	20.66	33.03	Hourly	40	26	

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

◆ Patrol Officer, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Peachtree City	36,223	19.63	28.87	Hourly	40	20
	Rome	36,716	15.87	24.52	Hourly	40	61
	Statesboro	32,954	18.16	28.62	Hourly	40	35
	Woodstock	33,039	18.04	27.44	Hourly	43	38
	Acworth	22,818	20.88	31.33	Hourly	43	23
	Americus	15,108	34,308.00	52,721.00	Annual	40	21
	Bainbridge	12,081	16.47	22.90	Hourly	42	20
	Brunswick	16,256	30,970.10	49,566.57	Annual	56	38
	Calhoun	17,271	16.93	20.96	Hourly	42.75	17
	Cartersville	21,760	16.79	25.56	Hourly	42	17
	Conyers	16,256	42,908.29	56,655.77	Annual	40	32
	Covington	14,206	16.83	27.01	Hourly	43	28
	Dallas	13,981	39,770.64	59,273.76	Annual	42	24
	Doraville	10,265	20.13	31.00	Hourly	42	19
	Douglas	11,695	15.63	23.85	Hourly	42	17
	Dublin	15,881	35,832.95	62,405.94	Annual	40	40
	Fayetteville	17,991	19.44	35.27	Hourly	40	24
	Grovetown	15,152	15.97	23.71	Hourly	42	13
	Holly Springs	15,442	19.41	29.12	Hourly	42	17
	Kingsland	17,949	14.44	19.46	Hourly	42	20
	Lilburn	12,810	20.89	31.34	Hourly	43	9
	Loganville	12,880	13.84	19.41	Hourly	43	11
	Milledgeville	18,704	31,652.13	48,162.44	Annual	42	18
	Monroe	13,673	17.48	26.00	Hourly	40	18
	Moultrie	14,211	36,036.00	39,812.00	Annual	40	12
	Norcross	16,592	19.01	21.40	Hourly	42	24
	Perry	17,894	18.99	28.27	Hourly	40	11
	Powder Springs	15,758	19.32	28.44	Hourly	42	19
	Richmond Hill	13,839	39,020.00	54,255.00	Annual	42	13
	Rincon	10,361	16.00	21.37	Hourly	43	9
	Snellville	20,077	16.83	28.83	Hourly	42	24
	Suwanee	20,907	19.92	30.87	Hourly	40	17
Tifton	16,838	16.00	24.18	Hourly	42	25	
Union	22,399	18.40	27.60	Hourly	43	39	
Vidalia	10,402	29,593.20	43,680.00	Annual	42	10	
Winder	17,937	17.00	26.49	Hourly	42	14	
D	Auburn	7,660	14.35	21.20	Hourly	43	7
	Barnesville	6,659	35,246.00	48,587.00	Annual	40	9
	Bremen	6,638	13.00	19.00	Hourly	42	13

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

◆ Patrol Officer, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Byron	5,226	14.97	25.00	Hourly	43	9
	Camilla	5,012	13.50	19.00	Hourly	43	10
	Centerville	7,884	17.31	35.19	Hourly	42.9	9
	Cumming	6,547	47,590.00	58,406.00	Annual	42	12
	Dahlonega	7,294	50,201.56	64,006.99	Annual	40	1
	Eastman	5,067	14.00	15.00	Hourly	40	5
	Eatonton	6,725	12.00	19.86	Hourly	42	12
	Fitzgerald	8,662	7.25	19.64	Hourly	43	11
	Fort Oglethorpe	9,994	16.00	23.75	Hourly	42	16
	Garden City	8,713	19.03	29.87	Hourly	43	14
	Glennville	5,020	14.83	20.61	Hourly	42	4
	Jackson	5,239	15.25	17.84	Hourly	42	10
	Jesup	9,841	15.31	23.85	Hourly	42	11
	LaFayette	7,339	12.99	19.69	Hourly	42	16
	Locust Grove	8,243	42,786.50	65,018.70	Annual	42	14
	McRae-Helena	8,277	9.65	17.14	Hourly	56	2
	Morrow	7,192	18.75	25.95	Hourly	42.8	13
	Stone Mountain	6,281	19.05	24.86	Hourly	40	5
	Sylvester	5,776	24,024.00	31,493.28	Annual	43	8
	Thomaston	8,752	16.95	22.84	Hourly	43	11
	Toccoa	8,336	15.73	23.42	Hourly	40	13
	Tybee Island	7,506	17.10	29.35	Hourly	40	13
E	Adairsville	4,963	16.62	24.67	Hourly	42	8
	Alma	3,380	27,040.00	33,415.00	Annual	42	6
	Ashburn	3,704	13.50	15.45	Hourly	40	6
	Avondale Estates	3,129	46,232.00	64,725.00	Annual	43	6
	Baldwin	3,414	16.00	16.50	Hourly	42	4
	Baxley	4,659	15.14	20.47	Hourly	40	5
	Blackshear	3,527	12.00	18.30	Hourly	42	10
	Blakely	4,571	11.00	23.00	Hourly	40	11
	Chatsworth	4,290	29,452.80	55,598.40	Annual	42.75	8
	Chattahoochee Hills C	3,318	13.70	20.60	Hourly	42	7
	Chickamauga	3,256	17.26	18.04	Hourly	42	3
	Cornelia	4,683	17.00	26.78	Hourly	42	6
	Cuthbert	3,417	10.39	15.76	Hourly	43	6
	Dawson	4,126	12.50	14.75	Hourly	40	6
	Donalsonville	2,466	10.00	15.79	Hourly	42	5
	Elberton	4,329	31,210.00	43,693.00	Annual	42	7
	Grantville	3,296	17.71	17.71	Hourly	40	6

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

◆ Patrol Officer, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Gray	3,274	11.06	19.77	Hourly	42	7
	Hahira	3,029	15.65	16.12	Hourly	42	6
	Harlem	3,371	14.92	21.18	Hourly	43	4
	Hartwell	4,437	33,758.00	46,717.00	Annual	40	9
	Hazlehurst	4,137	13.26	17.00	Hourly	48	9
	Hephzibah	3,944	30,000.00	37,000.00	Annual	42	2
	Hiram	4,223	35,000.00	44,000.00	Annual	44	7
	Jasper	3,974	15.22	18.17	Hourly	42	8
	Jonesboro	4,962	16.90	21.43	Hourly	42	15
	Lakeland	1,207	10.00	15.00	Hourly	40	7
	Lyons	4,233	26,208.00	30,576.00	Annual	40	8
	Millen	2,766	13.00	17.00	Hourly	43	3
	Nicholls	3,333	12.75	16.50	Hourly	40	1
	Ocilla	3,732	17.40	22.50	Hourly	42	11
	Palmetto	4,851	17.11	26.69	Hourly	40	12
	Pelham	3,466	14.76	14.76	Hourly	40	5
	Pembroke	2,626	15.00	21.78	Hourly	40	5
	Ringgold	3,630	30,888.81	41,162.69	Annual	42	6
	Royston	2,571	13.44	17.16	Hourly	40	4
	Senoia	4,412	40,500.00	45,000.00	Annual	42	4
	Social Circle	4,544	19.23	21.65	Hourly	42	10
	Soperton	3,148	13.00	15.00	Hourly	42	2
	Springfield	4,084	15.45	19.00	Hourly	40	6
	Statham	2,839	18.54	21.22	Hourly	48	3
	Summerville	4,243	16.11	19.49	Hourly	42	8
	Tallapoosa	3,185	31,781.48	48,359.28	Annual	42	5
	Thunderbolt	2,623	12.82	20.61	Hourly	42	7
	Vienna	3,549	28,992.00	43,488.00	Annual	40	5
	West Point	3,737	15.79	23.78	Hourly	44	6
F	Alto	1,198	14.00	16.25	Hourly	42	1
	Arlington	1,326	25,000.00	30,000.00	Annual	44	3
	Ball Ground	2,195	18.00	22.00	Hourly	43	3
	Brooklet	1,815	31,000.00	34,400.00	Annual	42	4
	Buchanan	1,176	14.50	14.50	Hourly	42	7
	Butler	1,759	10.00	16.05	Hourly	40	6
	Clarkesville	1,821	13.50	20.00	Hourly	42	2
	Claxton	2,204	9.71	18.31	Hourly	40	4
	Clayton	2,193	14.50	19.76	Hourly	42	3
	Colquitt	1,834	10.00	20.00	Hourly	43	5

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

◆ Patrol Officer, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Comer	1,178	14.00	17.00	Hourly	40	1
	Davisboro	1,958	14.00	14.00	Hourly	80	2
	Ellaville	1,867	14.00	22.00	Hourly	40	4
	Ellijay	1,714	15.28	15.82	Hourly	42	7
	Gordon	1,857	19.68	19.68	Hourly	40	2
	Lincolnton	1,503	13.25	15.00	Hourly	42	4
	McCaysville	1,204	14.19	18.50	Hourly	42	5
	Midway	2,061	13.38	18.23	Hourly	42	3
	Mount Vernon	2,371	25,000.00	35,000.00	Annual	40	3
	Mount Zion	1,813	12.00	18.00	Hourly	43	4
	Mountain City	1,108	12.00	18.00	Hourly	40	2
	Nahunta	1,141	13.50	16.00	Hourly	40	3
	Oglethorpe	1,156	13.25	14.40	Hourly	43	3
	Omega	1,230	13.75	13.75	Hourly	40	1
	Oxford	2,346	37,693.52	57,355.15	Annual	40	3
	Pine Mountain	1,417	32,240.00	335,714.00	Annual	40	5
	Ray City	1,094	14.00	14.50	Hourly	42	1
	Remerton	1,079	29,560.00	39,000.00	Annual	40	5
	Sparta	1,230	11.00	15.00	Hourly	43	1
	Trion	1,893	15.65	17.40	Hourly	40	5
	Wadley	1,858	12.00	17.00	Hourly	43	5
	Willacoochee	1,354	14.00	14.00	Hourly	42	4
	Wrens	1,939	11.27	14.86	Hourly	40	5
	Zebulon	1,228	15.00	25.00	Hourly	40	1
G	Fairmount	736	17.00	17.00	Hourly	43	3
	Franklin	971	16.33	17.29	Hourly	42	4
	Greenville	845	13.50	16.50	Hourly	42	5
	Hagan	965	14.00	16.25	Hourly	40	2
	Hiawassee	911	14.26	20.17	Hourly	40	2
	McIntyre	605	16.00	17.30	Hourly	42	3
	Morven	549	13.00	13.93	Hourly	40	1
	Newton	575	11.00	11.00	Hourly	30	2
	Norman Park	962	12.00	18.00	Hourly	42	1
	Pendergrass	562	25,000.00	45,000.00	Annual	40	3
	Reynolds	960	12.00	19.19	Hourly	43	3
	Sardis	960	12.50	14.16	Hourly	43	3
	Tunnel Hill	910	13.00	16.00	Hourly	40	2
	Tyrone	737	19.23	25.24	Hourly	42.5	4
	Waverly Hall	807	15.00	20.00	Hourly	40	1

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

◆ Patrol Officer, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	White	725	16.00	16.75	Hourly	40	1
	Woodbury	902	14.89	16.39	Hourly	40	5
H	Cecil	283	15.00	15.00	Hourly	40	4
	Dillard	377	19.00	30.00	Hourly	40	2
	Sky Valley	273	19.00	22.00	Hourly	40	4
	Whigham	464	9.00	16.29	Hourly	40	2

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

◆ Probation Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	38,646	38,730	66,134	71,947	3
B	2	35,464	39,624	51,740	53,206	6
C	5	38,478	46,800	55,493	70,200	7
D	1	45,840	45,840	45,840	45,840	1
E	4	37,635	41,558	50,137	63,642	6
F	2	24,400	28,000	38,179	40,000	2
Total/Avg	16	36,744	40,092	51,254	57,473	25

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Marietta	60,867	38,729.60	60,320.00	Annual	40	1
	Roswell	94,763	18.54	34.59	Hourly	40	2
B	LaGrange	30,305	19.05	25.58	Hourly	40	4
	McDonough	26,768	15.05	24.17	Hourly	40	2
C	Conyers	16,256	33,040.29	51,256.34	Annual	40	3
	Holly Springs	15,442	22.50	33.75	Hourly	40	1
	Rincon	10,361	19.08	22.22	Hourly	40	1
	Vidalia	10,402	29,556.80	42,328.00	Annual	40	1
	Winder	17,937	19.83	30.89	Hourly	42	1
D	Centerville	7,884	45,840.00	45,840.00	Annual	40	1
E	Cornelia	4,683	18.50	29.14	Hourly	42	1
	Donalsonville	2,466	17.97	20.02	Hourly	40	1
	Jonesboro	4,962	19.98	26.74	Hourly	40	3
	Summerville	4,243	15.00	19.06	Hourly	40	1
F	Colquitt	1,834	10.00	17.48	Hourly	40	1
	Remerton	1,079	28,000.00	40,000.00	Annual	40	1

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

◆ Public Safety Director

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	145,847	145,847	145,847	145,847	1
C	2	70,398	75,795	98,439	101,878	2
E	2	58,729	59,987	68,266	76,544	2
Total/Avg	5	91,658	93,876	104,184	108,090	5

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	145,847.00	145,847.00	Annual	40	1
C	Buford	15,522	65,000.00	95,000.00	Annual	40	1
	Grovetown	15,152	75,795.00	101,878.00	Annual	40	1
E	Dawson	4,126	28.84	28.84	Hourly	40	1
	Summerville	4,243	27.63	36.80	Annual	40	1
H	Barwick	372	12.00	17.00	Hourly	40	1

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

◆ Records Clerk

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	6	30,969	41,704	52,016	72,766	43
B	14	32,441	44,138	51,110	68,411	40
C	23	28,997	40,934	42,001	60,133	41
D	13	30,255	38,813	40,760	58,968	22
E	19	27,373	46,821	37,724	51,631	25
F	9	24,865	32,698	32,145	41,101	11
H	1	16,640	16,640	24,107	24,107	1
Total/Avg	85	27,363	37,392	39,981	53,874	183

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	11.83	17.47	Hourly	40	4
	Alpharetta	67,213	16.37	37.82	Hourly	37	5
	Brookhaven	55,554	15.96	27.71	Hourly	40	3
	Johns Creek City	84,579	20.05	26.86	Hourly	40	3
	Marietta	60,867	30,305.60	52,083.20	Annual	40	18
	Warner Robins	77,617	11.78	17.98	Hourly	40	10
B	Canton	30,528	15.48	23.21	Hourly	40	2
	Carrollton	27,259	32,142.18	44,111.81	Annual	40	3
	Chamblee	30,307	15.99	32.48	Hourly	40	4
	Dalton	33,665	12.90	20.19	Hourly	40	4
	Duluth	29,609	15.54	24.07	Hourly	40	1
	Dunwoody	49,356	16.20	25.92	Annual	42	6
	East Point	34,875	15.00	19.18	Hourly	40	1
	Kennesaw	34,077	17.31	25.97	Hourly	40	3
	Lawrenceville	30,834	33,241.29	61,024.57	Annual	40	5
	McDonough	26,768	13.00	20.88	Hourly	40	3
	Newnan	41,581	21.22	32.89	Hourly	40	3
	Rome	36,716	12.00	19.23	Hourly	40	2
	Statesboro	32,954	15.66	23.49	Hourly	40	1
	Woodstock	33,039	15.81	24.66	Hourly	40	2

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

◆ Records Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Acworth	22,818	14.78	22.17	Hourly	40	2
	Americus	15,108	23,221.00	35,684.00	Annual	40	1
	Brunswick	16,256	21,156.36	32,792.35	Annual	40	1
	Calhoun	17,271	15.12	18.16	Hourly	40	3
	Conyers	16,256	28,541.45	44,277.15	Annual	40	2
	Covington	14,206	19.68	28.91	Hourly	40	1
	Doraville	10,265	16.83	25.93	Hourly	40	2
	Douglas	11,695	13.48	25.06	Hourly	40	3
	Grovetown	15,152	14.00	17.67	Hourly	40	1
	Kingsland	17,949	13.10	15.99	Hourly	40	2
	Lilburn	12,810	15.54	23.31	Hourly	40	1
	Loganville	12,880	13.07	20.45	Hourly	40	3
	Milledgeville	18,704	23,535.11	35,811.49	Annual	40	1
	Monroe	13,673	14.31	21.47	Hourly	40	1
	Moultrie	14,211	27,540.00	27,540.00	Annual	40	1
	Norcross	16,592	14.78	16.42	Hourly	40	2
	Powder Springs	15,758	11.83	18.33	Hourly	40	1
	Richmond Hill	13,839	29,183.00	40,578.00	Annual	40	2
	Snellville	20,077	12.12	22.04	Hourly	40	2
	Tifton	16,838	12.02	14.81	Hourly	40	5
Union	22,399	14.44	21.65	Hourly	40	2	
Vidalia	10,402	29,556.80	42,328.00	Annual	40	1	
Winder	17,937	17.69	27.55	Hourly	40	1	
D	Auburn	7,660	13.01	19.23	Hourly	40	1
	Barnesville	6,659	35,246.00	48,587.00	Annual	40	2
	Camilla	5,012	12.50	15.00	Hourly	40	1
	Cumming	6,547	33,404.00	37,585.00	Annual	40	2
	Eatonton	6,725	13.75	15.71	Hourly	40	2
	Fort Oglethorpe	9,994	13.00	19.00	Hourly	40	5
	Garden City	8,713	14.48	23.17	Hourly	40	3
	Glennville	5,020	11.37	15.82	Hourly	40	1
	LaFayette	7,339	15.07	19.50	Hourly	40	1
	Locust Grove	8,243	18.66	28.35	Hourly	40	1
	Morrow	7,192	11.00	12.00	Hourly	40	1
	Stone Mountain	6,281	16.15	18.19	Hourly	40	1
	Tybee Island	7,506	17.10	27.35	Hourly	40	1
E	Adairsville	4,963	15.07	23.49	Hourly	40	2
	Ashburn	3,704	11.85	11.85	Hourly	40	1
	Baxley	4,659	12.30	16.58	Hourly	40	1

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

◆ Records Clerk

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Blackshear	3,527	10.00	15.00	Hourly	40	3
	Blakely	4,571	13.25	15.00	Hourly	40	2
	Chatsworth	4,290	23,088.00	43,513.60	Annual	40	1
	Cornelia	4,683	12.49	18.74	Hourly	40	1
	Dawson	4,126	16.34	16.34	Hourly	40	1
	Elberton	4,329	37,911.00	51,631.00	Annual	40	1
	Hartwell	4,437	22,000.00	42,474.00	Annual	40	1
	Hazlehurst	4,137	14.50	16.00	Hourly	40	1
	Ocilla	3,732	7.69	15.52	Hourly	40	3
	Social Circle	4,544	22.51	22.51	Hourly	40	1
	Soperton	3,148	8.00	13.50	Hourly	40	1
	Statham	2,839	16.00	20.00	Hourly	40	1
	Sylvania	2,463	14.71	19.38	Hourly	40	1
	Tallapoosa	3,185	27,405.07	41,700.06	Annual	42	1
	Thunderbolt	2,623	9.62	15.53	Hourly	40	1
	Vienna	3,549	26,268.00	39,398.00	Annual	40	1
F	Alto	1,198	10.00	12.25	Hourly	40	2
	Claxton	2,204	7.61	14.35	Hourly	40	1
	Clayton	2,193	14.50	19.76	Hourly	40	1
	Colquitt	1,834	10.00	17.81	Hourly	40	1
	Gordon	1,857	15.72	15.72	Hourly	40	1
	Oglethorpe	1,156	14.64	14.64	Annual	40	1
	Pine Mountain	1,417	30,056.00	35,090.00	Annual	40	2
	Sparta	1,230	18,035.00	30,035.00	Annual	40	1
	Trion	1,893	12.00	13.25	Hourly	40	1
H	Whigham	464	8.00	11.59	Hourly	40	1

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

◆ School Resource Officer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	4	42,403	45,656	61,959	70,762	17
C	7	36,192	44,638	48,495	55,203	15
D	2	46,051	59,467	55,162	59,467	2
E	8	34,312	41,998	42,828	55,598	14
F	1	32,552	32,552	35,922	35,922	1
Total/Avg	22	38,302	44,862	48,873	55,390	49

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
B	Carrollton	27,259	42,066.23	46,971.94	Annual	40	1	
	Douglasville	33,992	21.21	33.93	Hourly	40	2	
	Newnan	41,581	21.95	34.02	Hourly	40	12	
	Statesboro	32,954	18.16	28.62	Hourly	40	2	
C	Calhoun	17,271	20.08	20.08	Hourly	42.75	2	
	Kingsland	17,949	16.54	20.18	Hourly	42	2	
	Loganville	12,880	14.84	20.81	Hourly	43	2	
	Monroe	13,673	17.33	26.54	Hourly	40	1	
	Richmond Hill	13,839	39,020.00	54,255.00	Annual	42	2	
	Tifton	16,838	16.00	24.18	Hourly	40	5	
	Vidalia	10,402	31,054.40	44,470.40	Annual	40	1	
	D	Jesup	9,841	15.69	24.45	Hourly	40	1
		LaFayette	7,339	28.59	28.59	Hourly	40	1
	E	Chatsworth	4,290	29,452.80	55,598.40	Annual	42.75	2
Donalsonville		2,466	13.91	21.39	Hourly	40	2	
Elberton		4,329	37,911.00	51,631.00	Annual	40	1	
Grantville		3,296	17.71	17.71	Hourly	40	1	
Hartwell		4,437	30,000.00	39,624.00	Annual	40	3	
Hazlehurst		4,137	14.88	16.00	Hourly	40	1	
Ocilla		3,732	18.47	18.83	Hourly	40	2	
Social Circle		4,544	19.23	19.23	Hourly	42	2	
F	Trion	1,893	15.65	17.27	Hourly	40	1	

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

◆ Sergeant, Police Department

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	7	52,021	67,922	81,035	93,558	121
B	17	49,995	56,151	74,322	89,828	144
C	32	45,191	55,598	65,921	83,637	168
D	21	40,286	58,489	58,149	84,480	79
E	31	37,174	56,728	47,198	79,419	78
F	9	35,410	41,867	44,872	62,400	12
G	5	36,159	51,427	46,465	67,471	7
Total/Avg	122	42,319	55,455	59,709	80,113	609

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	18.61	27.49	Hourly	40	27
	Alpharetta	67,213	22.71	44.98	Hourly	40	15
	Brookhaven	55,554	29.36	44.23	Hourly	40	13
	Johns Creek City	84,579	31.10	41.65	Hourly	42	10
	Marietta	60,867	49,441.60	77,043.20	Annual	40	16
	Roswell	94,763	27.75	44.39	Hourly	40	22
	Warner Robins	77,617	18.38	28.05	Hourly	44	18
B	Canton	30,528	23.50	34.31	Hourly	43	7
	Carrollton	27,259	46,180.05	64,407.96	Annual	40	17
	Chamblee	30,307	22.85	35.42	Hourly	42	11
	Dalton	33,665	21.21	33.20	Hourly	40	9
	Douglasville	33,992	25.26	40.41	Hourly	40	9
	Duluth	29,609	26.59	41.18	Hourly	40	6
	Dunwoody	49,356	25.71	41.13	Annual	42	9
	East Point	34,875	24.02	24.02	Hourly	40	1
	Kennesaw	34,077	23.85	35.78	Hourly	43	9
	LaGrange	30,305	24.93	34.50	Hourly	42	10
	Lawrenceville	30,834	49,346.87	74,352.51	Annual	40	8
	McDonough	26,768	23.34	37.49	Hourly	40	4
	Newnan	41,581	24.67	38.24	Hourly	40	11

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

◆ Sergeant, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Peachtree City	36,223	23.67	34.92	Hourly	40	8
	Rome	36,716	19.23	28.84	Hourly	40	8
	Statesboro	32,954	22.12	33.19	Hourly	40	10
	Woodstock	33,039	22.80	34.69	Hourly	43	7
	Acworth	22,818	26.73	40.10	Hourly	40	9
	Americus	15,108	41,701.00	64,082.00	Annual	40	8
	Bainbridge	12,081	21.97	30.55	Hourly	42	5
	Brunswick	16,256	42,055.31	67,288.50	Annual	40	4
	Calhoun	17,271	22.10	22.76	Hourly	42.75	4
	Cartersville	21,760	20.46	31.14	Hourly	42	7
	Conyers	16,256	50,994.85	73,874.43	Annual	40	9
	Covington	14,206	21.32	31.31	Hourly	43	7
	Dallas	13,981	44,054.40	65,665.60	Annual	40	4
	Doraville	10,265	23.01	35.43	Hourly	42	5
	Douglas	11,695	19.04	29.06	Hourly	42	7
	Dublin	15,881	42,677.61	66,150.30	Annual	40	5
	Fayetteville	17,991	18.97	40.21	Hourly	40	7
	Grovetown	15,152	18.98	26.15	Hourly	42	4
	Holly Springs	15,442	23.65	37.25	Hourly	42	4
	Kingsland	17,949	18.26	28.08	Hourly	42	5
	Lilburn	12,810	23.05	31.34	Hourly	43	5
	Loganville	12,880	14.84	20.81	Hourly	43	5
	Milledgeville	18,704	36,706.77	55,853.46	Annual	42	5
	Monroe	13,673	17.33	26.54	Hourly	40	6
	Moultrie	14,211	43,680.00	45,296.00	Annual	40	3
	Norcross	16,592	23.11	26.28	Hourly	42	6
	Perry	17,894	22.64	34.18	Hourly	40	5
	Powder Springs	15,758	21.91	32.51	Hourly	43	4
	Richmond Hill	13,839	46,707.00	64,943.00	Annual	42	4
	Rincon	10,361	23.85	23.85	Hourly	43	0
Snellville	20,077	19.23	34.19	Hourly	40	6	
Suwanee	20,907	24.27	37.61	Hourly	40	6	
Tifton	16,838	17.00	25.50	Hourly	42	4	
Union	22,399	24.63	36.93	Hourly	43	6	
Vidalia	10,402	34,332.48	50,690.64	Annual	40	5	
Winder	17,937	23.13	36.03	Hourly	42	4	
D	Auburn	7,660	16.61	24.54	Hourly	43	7
	Barnesville	6,659	40,352.00	55,626.00	Annual	40	4
	Byron	5,226	16.85	29.85	Hourly	43	3

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

◆ Sergeant, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Centerville	7,884	18.63	37.87	Hourly	42.9	2
	Cumming	6,547	58,489.00	67,496.00	Annual	42	4
	Eastman	5,067	16.00	17.00	Hourly	40	1
	Fitzgerald	8,662	7.25	21.15	Hourly	43	5
	Fort Oglethorpe	9,994	17.00	27.00	Hourly	42	4
	Garden City	8,713	21.98	35.16	Hourly	43	7
	Glennville	5,020	17.41	24.21	Hourly	42	1
	Jackson	5,239	17.32	20.34	Hourly	42	0
	Jesup	9,841	16.89	26.33	Hourly	42	4
	LaFayette	7,339	25.87	30.00	Hourly	40	4
	Locust Grove	8,243	22.68	25.00	Hourly	42	1
	McRae-Helena	8,277	10.64	18.89	Hourly	56	2
	Morrow	7,192	21.63	28.84	Hourly	42.75	6
	Stone Mountain	6,281	21.45	27.99	Hourly	40	3
	Sylvester	5,776	33,677.28	41,627.04	Annual	43	6
	Thomaston	8,752	19.36	26.08	Hourly	43	6
	Toccoa	8,336	16.52	25.15	Hourly	40	5
	Tybee Island	7,506	21.12	33.79	Hourly	40	4
E	Adairsville	4,963	17.45	25.90	Hourly	42	4
	Alma	3,380	32,760.00	38,613.00	Annual	42	1
	Ashburn	3,704	15.00	15.45	Hourly	40	2
	Avondale Estates	3,129	56,728.00	79,419.00	Annual	43	2
	Baxley	4,659	17.01	22.98	Hourly	40	3
	Chatsworth	4,290	32,468.60	61,256.00	Annual	42.75	3
	Chattahoochee Hills C	3,318	16.00	22.80	Hourly	42	2
	Chickamauga	3,256	20.09	20.09	Hourly	42	1
	Cornelia	4,683	18.50	29.14	Hourly	42	6
	Dawson	4,126	14.75	14.75	Hourly	40	1
	Grantville	3,296	19.29	19.29	Hourly	40	3
	Gray	3,274	12.44	22.24	Hourly	42	3
	Hahira	3,029	40,914.00	40,914.00	Annual	40	1
	Harlem	3,371	16.06	22.69	Hourly	43	1
	Hiram	4,223	43,000.00	54,000.00	Annual	44	6
	Jasper	3,974	16.90	16.90	Hourly	42	1
	Jonesboro	4,962	19.58	24.83	Hourly	40	4
	Lake City	2,829	42,150.42	66,312.70	Annual	40	1
	Lyons	4,233	13.00	15.50	Hourly	40	4
	Millen	2,766	15.00	19.00	Hourly	43	3
	Pelham	3,466	16.94	16.94	Hourly	40	2

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

◆ Sergeant, Police Department

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Pembroke	2,626	16.40	22.76	Hourly	40	1
	Ringgold	3,630	37,763.60	47,379.82	Annual	42	2
	Royston	2,571	15.00	17.97	Hourly	40	1
	Senoia	4,412	45,000.00	50,000.00	Annual	42	3
	Social Circle	4,544	22.30	24.14	Hourly	42	4
	Soperton	3,148	13.00	15.00	Hourly	42	3
	Springfield	4,084	17.00	23.15	Hourly	40	1
	Summerville	4,243	18.18	19.46	Hourly	42	1
	Tallapoosa	3,185	36,856.78	56,081.94	Annual	42	6
	Thunderbolt	2,623	16.50	21.00	Hourly	42	2
F	Ball Ground	2,195	20.00	22.81	Hourly	40	1
	Clarkesville	1,821	14.00	20.00	Hourly	42	1
	Claxton	2,204	10.20	19.23	Hourly	40	1
	Clayton	2,193	19.17	20.34	Hourly	42	3
	Ellijay	1,714	17.00	18.55	Hourly	42	2
	Gordon	1,857	20.04	20.04	Hourly	40	1
	Midway	2,061	14.93	19.64	Hourly	42	1
	Pine Mountain	1,417	40,810.00	40,810.00	Annual	40	1
	Zebulon	1,228	15.00	30.00	Hourly	40	1
G	Franklin	971	19.52	19.52	Hourly	42	1
	Hiawassee	911	15.87	22.45	Hourly	40	2
	Hoboken	536	10.94	18.32	Hourly	40	1
	Tyrone	737	23.27	30.53	Hourly	42.5	2
	White	725	16.75	18.03	Hourly	40	1
	Woodbury	902	14.89	17.99	Hourly	40	1

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



2020

**Municipal Wage
and Salary Survey**

**Public Works / Solid Waste
Positions**

January 2021

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

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

Municipal Job Descriptions

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

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

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

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

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

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

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

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

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

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

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

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

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

◆ Automotive Mechanic (Public Works)

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	29,862	31,373	50,387	52,894	13
B	12	34,385	40,501	53,783	62,108	41
C	16	32,882	43,296	48,430	65,874	28
D	10	29,255	36,400	46,253	61,048	17
E	15	30,466	45,000	43,629	54,080	21
F	1	29,931	29,931	34,320	34,320	1
Total/Avg	56	31,130	37,750	46,134	55,054	121

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Roswell	94,763	13.63	25.43	Hourly	40	7
	Warner Robins	77,617	15.08	23.02	Hourly	40	6
B	Carrollton	27,259	38,798.04	62,107.97	Annual	40	4
	Chamblee	30,307	18.30	28.37	Hourly	40	2
	Dalton	33,665	14.93	23.37	Hourly	40	1
	East Point	34,875	15.70	24.48	Hourly	40	5
	Kennesaw	34,077	17.31	25.97	Hourly	40	2
	LaGrange	30,305	15.44	23.88	Hourly	40	3
	Lawrenceville	30,834	40,501.27	61,024.57	Annual	40	5
	Newnan	41,581	17.82	27.62	Hourly	40	3
	Peachtree City	36,223	19.39	29.09	Hourly	40	4
	Rome	36,716	12.98	25.00	Hourly	40	5
	Statesboro	32,954	13.50	20.25	Hourly	40	5
C	Stockbridge	29,904	14.88	23.06	Hourly	40	2
	Acworth	22,818	16.32	24.47	Hourly	40	1
	Americus	15,108	31,118.00	47,819.00	Annual	40	1
	Bainbridge	12,081	15.69	21.91	Hourly	40	5
	Brunswick	16,256	34,461.48	53,415.29	Annual	40	3
	Calhoun	17,271	20.22	20.22	Hourly	40	1
	Cartersville	21,760	20.82	31.67	Hourly	40	1
	Conyers	16,256	29,968.59	46,491.01	Annual	40	2
	Grovetown	15,152	17.63	26.15	Hourly	40	1

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

◆ Automotive Mechanic (Public Works)

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Kingsland	17,949	11.23	16.97	Hourly	40	1
	Loganville	12,880	13.07	22.81	Hourly	40	2
	Milledgeville	18,704	29,392.15	43,632.80	Annual	40	3
	Monroe	13,673	15.31	23.14	Hourly	40	3
	Perry	17,894	15.19	24.62	Hourly	40	1
	Powder Springs	15,758	14.38	22.28	Hourly	40	1
	Snellville	20,077	12.68	25.96	Hourly	40	1
	Sugar Hill	24,617	42,300.00	42,300.00	Annual	40	1
D	Camilla	5,012	11.50	22.00	Hourly	40	2
	Eatonton	6,725	12.07	24.00	Hourly	40	2
	Fitzgerald	8,662	7.25	20.00	Hourly	40	3
	Fort Oglethorpe	9,994	15.00	22.50	Hourly	40	1
	Garden City	8,713	15.71	25.14	Hourly	40	1
	Hawkinsville	5,270	17.50	17.50	Hourly	40	1
	Jackson	5,239	16.31	22.58	Hourly	40	1
	LaFayette	7,339	13.65	15.37	Hourly	40	1
	Toccoa	8,336	15.73	23.93	Hourly	40	3
	Tybee Island	7,506	15.93	29.35	Hourly	40	2
E	Ashburn	3,704	17.00	19.23	Hourly	40	2
	Blackshear	3,527	10.00	20.00	Hourly	40	1
	Blakely	4,571	12.00	25.50	Hourly	40	2
	Chatsworth	4,290	26,728.00	50,440.00	Annual	40	1
	Cornelia	4,683	14.20	26.00	Hourly	40	1
	Dawson	4,126	13.31	13.31	Hourly	40	1
	Elberton	4,329	31,210.00	51,631.00	Annual	40	2
	Jasper	3,974	15.00	15.00	Hourly	40	1
	Jonesboro	4,962	18.50	23.46	Hourly	40	1
	Pelham	3,466	12.36	14.85	Hourly	40	2
	Ringgold	3,630	31,320.18	41,452.62	Annual	40	1
	Royston	2,571	15.75	21.30	Hourly	40	1
	Senoia	4,412	45,000.00	52,000.00	Annual	40	2
	Sylvania	2,463	14.41	23.04	Annual	40	2
	Vienna	3,549	26,265.00	39,398.00	Annual	40	1
F	Trion	1,893	14.39	16.50	Annual	40	1

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

◆ Civil Engineer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	62,967	78,686	112,362	125,736	6
B	8	65,605	105,902	94,809	110,000	11
C	2	86,205	94,099	106,629	119,159	2
D	2	80,351	82,822	128,561	132,515	2
G	1	61,630	61,630	80,891	80,891	1
Total/Avg	18	71,351	84,628	104,650	113,660	22

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	68,500.64	117,694.72	Annual	40	1
	Alpharetta	67,213	53,550.00	107,140.00	Annual	40	1
	Marietta	60,867	78,686.40	125,736.00	Annual	40	1
	Roswell	94,763	44,979.00	105,741.00	Annual	40	2
	Warner Robins	77,617	33.23	50.72	Hourly	40	1
B	Canton	30,528	52,745.23	106,404.71	Annual	40	2
	Carrollton	27,259	105,901.51	105,901.51	Annual	40	1
	East Point	34,875	55,843.00	87,096.00	Annual	40	1
	Lawrenceville	30,834	60,124.37	90,591.32	Annual	40	3
	Newnan	41,581	30.10	46.66	Hourly	40	1
	Peachtree City	36,223	54,242.00	81,363.00	Annual	40	1
	Rome	36,716	80,000.00	110,000.00	Annual	40	1
	Statesboro	32,954	25.66	38.49	Annual	40	1
	C	Calhoun	17,271	45.24	45.24	Hourly	40
	Cartersville	21,760	78,310.00	119,159.00	Annual	40	1
D	Dahlonega	7,294	77,879.10	124,606.56	Annual	40	1
	Tybee Island	7,506	82,822.00	132,515.00	Annual	40	1
G	Tyrone	737	61,630.00	80,891.00	Annual	40	1

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

◆ Crew Leader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	33,802	38,730	55,891	72,766	35
B	13	34,572	40,799	55,611	87,230	65
C	16	35,082	52,749	57,266	83,637	72
D	14	32,294	56,602	49,682	78,371	39
E	18	34,822	47,840	46,433	64,401	34
F	5	30,948	37,066	38,668	47,074	5
G	1	17,118	17,118	23,504	23,504	1
Total/Avg	72	31,234	41,558	46,722	65,283	251

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	13.22	19.53	Hourly	40	3
	Alpharetta	67,213	19.10	37.82	Hourly	37	6
	Marietta	60,867	38,729.60	60,320.00	Annual	40	4
	Roswell	94,763	15.90	25.43	Hourly	40	12
	Warner Robins	77,617	15.85	25.41	Hourly	40	10
B	Canton	30,528	16.26	24.39	Hourly	40	3
	Carrollton	27,259	40,799.04	87,229.67	Annual	40	3
	Chamblee	30,307	15.99	24.78	Hourly	40	4
	Dalton	33,665	16.46	25.76	Hourly	40	4
	Douglasville	33,992	17.98	28.76	Hourly	40	4
	East Point	34,875	16.48	25.71	Hourly	40	10
	LaGrange	30,305	13.87	22.31	Hourly	40	3
	Lawrenceville	30,834	36,692.15	55,285.26	Annual	40	5
	Newnan	41,581	15.85	24.58	Hourly	40	4
	Peachtree City	36,223	19.39	29.09	Hourly	40	7
	Rome	36,716	13.64	23.53	Hourly	40	7
	Statesboro	32,954	17.28	25.93	Hourly	40	9
	Stockbridge	29,904	15.62	24.21	Hourly	40	2
	C	Americus	15,108	31,118.00	47,819.00	Annual	40
Bainbridge		12,081	14.23	19.78	Hourly	40	4

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

◆ Crew Leader

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Brunswick	16,256	23,324.88	36,153.57	Annual	40	6
	Buford	15,522	19.00	34.00	Hourly	40	5
	Calhoun	17,271	18.06	25.58	Hourly	40	9
	Cartersville	21,760	25.36	38.59	Hourly	40	3
	Conyers	16,256	34,692.31	53,819.16	Annual	40	4
	Covington	14,206	19.68	31.59	Hourly	40	6
	Douglas	11,695	17.25	29.06	Hourly	40	4
	Fayetteville	17,991	17.73	28.37	Hourly	40	3
	Kingsland	17,949	14.18	24.08	Hourly	40	3
	Loganville	12,880	14.73	25.45	Hourly	40	4
	Milledgeville	18,704	30,126.94	45,841.71	Annual	40	3
	Monroe	13,673	16.57	40.21	Hourly	40	7
	Suwanee	20,907	18.04	27.97	Hourly	40	3
	Winder	17,937	17.69	27.55	Hourly	40	4
D	Barnesville	6,659	56,602.00	78,371.00	Annual	40	2
	Byron	5,226	13.78	23.02	Hourly	40	1
	Camilla	5,012	13.00	18.00	Hourly	40	3
	Cumming	6,547	30,888.00	60,840.00	Annual	40	9
	Fitzgerald	8,662	7.25	21.00	Hourly	40	4
	Fort Oglethorpe	9,994	15.00	22.50	Hourly	40	1
	Garden City	8,713	14.48	23.17	Hourly	40	7
	Hawkinsville	5,270	18.01	20.40	Hourly	40	2
	Jackson	5,239	18.62	26.88	Hourly	40	2
	LaFayette	7,339	12.37	18.74	Hourly	40	1
	Locust Grove	8,243	16.12	24.49	Hourly	40	1
	Stone Mountain	6,281	19.05	24.13	Hourly	40	1
	Toccoa	8,336	11.69	17.79	Hourly	40	2
	Tybee Island	7,506	15.93	27.35	Hourly	40	3
E	Adairsville	4,963	15.83	23.49	Hourly	40	3
	Alma	3,380	26,320.00	41,626.00	Annual	40	3
	Avondale Estates	3,129	20.57	28.80	Hourly	40	1
	Baxley	4,659	16.06	21.71	Hourly	40	3
	Chattahoochee Hills C	3,318	16.80	24.00	Hourly	40	1
	Cornelia	4,683	13.63	20.45	Hourly	40	3
	Dawson	4,126	13.31	13.31	Hourly	40	1
	Dawsonville	3,246	18.75	28.37	Hourly	40	1
	Elberton	4,329	46,002.00	64,401.00	Annual	40	2
	Hahira	3,029	16.30	16.30	Hourly	40	1
	Hazlehurst	4,137	16.50	20.20	Hourly	40	2

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

◆ Crew Leader

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jasper	3,974	18.03	23.33	Hourly	40	3
	Monticello	2,719	23.00	23.00	Hourly	40	1
	Ringgold	3,630	31,830.51	55,710.51	Annual	40	1
	Senoia	4,412	36,000.00	42,000.00	Annual	40	1
	Social Circle	4,544	14.87	14.87	Hourly	40	2
	Tallapoosa	3,185	31,781.48	48,359.28	Annual	40	1
	West Point	3,737	15.03	22.79	Hourly	40	4
F	Ball Ground	2,195	15.00	20.75	Hourly	40	1
	Claxton	2,204	11.70	15.75	Hourly	40	1
	Gordon	1,857	17.82	17.82	Hourly	40	1
	Oxford	2,346	30,936.83	47,074.05	Annual	40	1
	Trion	1,893	15.00	16.00	Hourly	40	1
G	Glenwood	651	8.23	11.30	Hourly	40	1

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

◆ Electric Groundworker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	34,507	34,507	50,981	50,981	13
B	3	35,471	38,522	47,001	55,285	16
C	7	32,314	37,461	46,112	56,181	23
D	2	28,413	29,786	34,632	40,144	4
E	7	27,657	37,440	36,122	47,840	8
Total/Avg	20	31,672	35,543	42,969	50,086	64

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	16.59	24.51	Hourly	40	13	
B	East Point	34,875	15.00	17.40	Hourly	40	9	
	LaGrange	30,305	18.52	23.81	Hourly	40	5	
	Lawrenceville	30,834	36,692.15	55,285.26	Annual	40	2	
C	Acworth	22,818	18.01	27.01	Hourly	40	3	
	Calhoun	17,271	16.50	20.63	Hourly	40	5	
	Cartersville	21,760	16.26	24.74	Hourly	40	6	
	Covington	14,206	16.98	24.94	Hourly	40	4	
	Douglas	11,695	12.83	19.57	Hourly	40	2	
	Monroe	13,673	16.46	25.22	Hourly	40	1	
	Norcross	16,592	11.71	13.07	Hourly	40	2	
	D	Sylvester	5,776	27,040.00	29,120.00	Annual	40	2
		Thomaston	8,752	14.32	19.30	Hourly	40	2
E	Blakely	4,571	11.50	13.37	Hourly	40	1	
	Cornelia	4,683	14.20	23.00	Hourly	40	1	
	Elberton	4,329	27,015.00	37,821.00	Annual	40	1	
	Grantville	3,296	13.50	14.63	Hourly	40	0	
	Monticello	2,719	18.00	18.00	Hourly	40	1	
	Palmetto	4,851	11.06	17.25	Hourly	40	2	
	Sylvania	2,463	11.83	17.13	Hourly	40	2	

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

◆ Electric Lineman

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	47,210	57,770	81,936	85,353	37
B	3	49,010	54,470	70,427	82,071	14
C	9	42,103	55,037	68,966	83,200	49
D	6	39,996	48,173	52,646	65,465	23
E	6	36,427	43,680	51,662	60,602	14
F	2	41,054	54,080	54,603	66,560	2
Total/Avg	28	42,633	52,202	63,374	73,875	139

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	27.77	41.04	Hourly	40	8
	Marietta	60,867	36,650.00	78,520.00	Annual	40	29
B	East Point	34,875	19.08	29.76	Hourly	40	5
	LaGrange	30,305	25.42	32.36	Hourly	40	2
	Lawrenceville	30,834	54,469.72	82,071.26	Annual	40	7
C	Acworth	22,818	23.05	34.58	Hourly	40	2
	Buford	15,522	15.00	40.00	Hourly	40	8
	Calhoun	17,271	24.76	33.30	Hourly	40	6
	Cartersville	21,760	24.14	36.73	Hourly	40	4
	Covington	14,206	26.46	38.87	Hourly	40	7
	Douglas	11,695	14.17	27.66	Hourly	40	3
	Monroe	13,673	15.84	36.06	Hourly	40	10
	Moultrie	14,211	27,040.00	47,870.00	Annual	40	5
	Norcross	16,592	25.76	28.20	Hourly	40	4
	D	Barnesville	6,659	47,490.00	65,465.00	Annual	40
Camilla		5,012	22.00	28.00	Hourly	40	4
Jackson		5,239	18.73	25.92	Hourly	40	2
LaFayette		7,339	13.65	20.26	Hourly	40	6
Sylvester		5,776	31,200.00	31,200.00	Annual	40	3
Thomaston		8,752	23.16	31.21	Hourly	40	5
E	Blakely	4,571	16.00	26.00	Hourly	40	4
	Elberton	4,329	37,911.00	60,602.00	Annual	40	4

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

◆ Electric Lineman

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Grantville	3,296	20.05	20.05	Hourly	40	0
	Monticello	2,719	21.00	21.00	Hourly	40	1
	Palmetto	4,851	17.97	28.03	Hourly	40	1
	Sylvania	2,463	11.83	24.81	Hourly	40	4
F	Ellaville	1,867	26.00	32.00	Hourly	40	1
	Oxford	2,346	28,027.24	42,646.76	Annual	40	1

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

◆ Electric Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	74,229	86,100	123,836	147,936	3
B	3	77,905	93,810	106,477	134,483	3
C	9	70,659	100,318	107,648	145,183	18
D	5	63,683	71,240	77,240	95,985	5
E	5	54,751	65,270	71,918	91,083	6
F	1	66,560	66,560	79,040	79,040	1
H	1	41,600	41,600	57,820	57,820	1
Total/Avg	26	64,198	74,985	89,140	107,361	37

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	86,099.52	147,935.84	Annual	40	1	
	Marietta	60,867	62,358.40	99,736.00	Annual	40	2	
B	East Point	34,875	50,651.00	78,998.00	Annual	40	1	
	LaGrange	30,305	93,810.00	105,951.00	Annual	40	1	
C	Lawrenceville	30,834	89,254.96	134,483.31	Annual	40	1	
	Acworth	22,818	55,598.40	83,408.00	Annual	40	2	
	Buford	15,522	70,000.00	121,000.00	Annual	40	1	
	Calhoun	17,271	48.23	48.23	Hourly	40	1	
	Cartersville	21,760	47,790.00	145,183.00	Annual	40	9	
	Covington	14,206	85,654.40	125,798.40	Annual	40	1	
	Douglas	11,695	34.45	52.56	Annual	40	1	
	Monroe	13,673	71,924.00	119,873.00	Annual	40	1	
	Moultrie	14,211	72,307.00	72,307.00	Annual	40	1	
	Norcross	16,592	60,681.00	91,622.00	Annual	40	1	
	D	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
		Camilla	5,012	63,500.00	71,500.00	Annual	40	1
Jackson		5,239	27.75	34.13	Hourly	40	1	
Sylvester		5,776	69,355.00	69,355.00	Annual	40	1	
Thomaston		8,752	71,239.59	95,984.74	Annual	40	1	
E	Blakely	4,571	20.00	27.00	Hourly	40	1	

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

◆ Electric Superintendent/Manager

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Chickamauga	3,256	59,880.00	59,880.00	Annual	40	1
	Elberton	4,329	52,781.00	87,195.00	Annual	40	2
	Monticello	2,719	31.38	31.38	Hourly	40	1
	Sylvania	2,463	26.07	43.79	Annual	40	1
F	Ellaville	1,867	32.00	38.00	Hourly	40	1
H	Whigham	464	41,600.00	57,819.84	Annual	40	1

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

◆ Electric Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	33,727	36,650	62,015	78,520	23
B	2	37,390	40,501	57,251	61,025	5
C	6	34,943	46,176	61,946	80,891	23
E	2	34,124	43,287	52,578	60,602	8
Total/Avg	12	35,046	41,654	58,447	70,259	59

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.81	21.88	Hourly	40	15
	Marietta	60,867	36,650.00	78,520.00	Annual	40	8
B	East Point	34,875	16.48	25.71	Hourly	40	2
	Lawrenceville	30,834	40,501.27	61,024.57	Annual	40	3
C	Acworth	22,818	16.32	24.47	Hourly	40	1
	Calhoun	17,271	22.20	29.49	Hourly	40	4
	Cartersville	21,760	17.08	25.99	Hourly	40	3
	Covington	14,206	19.68	33.52	Hourly	40	2
	Douglas	11,695	12.83	26.33	Hourly	40	5
E	Monroe	13,673	12.69	38.89	Hourly	40	8
	Chickamauga	3,256	12.00	21.42	Hourly	40	4
	Elberton	4,329	43,287.00	60,602.00	Annual	40	4

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

◆ Gas Construction Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	29,613	30,805	44,444	45,510	8
B	1	38,646	38,646	57,283	57,283	3
C	9	28,066	33,821	47,344	62,275	64
D	2	24,440	25,730	39,135	43,035	13
E	5	31,818	41,600	45,394	64,401	15
F	1	28,829	28,829	34,965	34,965	1
Total/Avg	20	30,236	33,238	44,761	51,245	104

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	14.81	21.88	Hourly	40	5	
	Warner Robins	77,617	13.66	20.85	Hourly	40	3	
B	LaGrange	30,305	18.58	27.54	Hourly	40	3	
	C	Americus	15,108	24,382.00	37,468.00	Annual	40	4
C	Bainbridge	12,081	14.23	19.78	Hourly	40	2	
	Buford	15,522	12.00	28.00	Hourly	40	20	
	Cartersville	21,760	16.26	24.74	Hourly	40	13	
	Covington	14,206	14.65	24.94	Hourly	40	6	
	Dublin	15,881	14.60	26.70	Hourly	40	7	
	Monroe	13,673	12.69	29.94	Hourly	40	7	
	Moultrie	14,211	20,800.00	20,800.00	Annual	40	1	
	Sugar Hill	24,617	31,800.00	47,300.00	Annual	40	4	
	D	LaFayette	7,339	12.37	20.69	Hourly	40	5
		Toccoa	8,336	11.13	16.94	Hourly	40	8
E	Ashburn	3,704	13.50	18.00	Hourly	40	3	
	Elberton	4,329	34,162.00	64,401.00	Annual	40	6	
	Monticello	2,719	20.00	20.00	Hourly	40	1	
	Tallapoosa	3,185	30,250.07	46,029.06	Annual	40	4	
	Vienna	3,549	25,000.00	37,500.00	Annual	40	1	
F	Trion	1,893	13.86	16.81	Hourly	40	1	

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

◆ Gas Distribution Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	24,554	24,600	36,875	37,404	10
B	2	34,592	35,942	57,479	61,025	14
C	7	41,173	53,223	57,759	81,787	14
D	3	28,413	32,718	38,979	49,774	7
E	8	26,673	37,440	38,945	50,440	14
F	2	27,529	33,738	36,462	37,232	4
Total/Avg	24	30,489	36,277	44,417	52,944	63

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	11.83	17.47	Hourly	40	4	
	Warner Robins	77,617	11.78	17.98	Hourly	40	6	
B	Lawrenceville	30,834	33,241.29	61,024.57	Annual	40	10	
	Statesboro	32,954	17.28	25.93	Hourly	40	4	
C	Americus	15,108	53,223.00	81,787.00	Annual	40	1	
	Cartersville	21,760	18.86	28.69	Hourly	40	2	
	Covington	14,206	16.98	24.94	Hourly	40	1	
	Douglas	11,695	14.17	26.33	Hourly	40	6	
	Dublin	15,881	19.36	30.29	Hourly	40	1	
	Moultrie	14,211	40,705.00	40,705.00	Annual	40	1	
	Sugar Hill	24,617	50,000.00	52,500.00	Annual	40	2	
	D	Eatonton	6,725	11.00	16.50	Hourly	40	2
		Sylvester	5,776	29,640.00	32,843.20	Annual	40	2
Toccoa		8,336	15.73	23.93	Hourly	40	3	
E	Blakely	4,571	12.00	15.00	Hourly	40	1	
	Hartwell	4,437	25,000.00	50,440.00	Annual	40	1	
	Millen	2,766	11.00	17.00	Hourly	40	1	
	Monticello	2,719	18.00	18.00	Hourly	40	1	
	Royston	2,571	11.96	20.04	Hourly	40	5	
	Social Circle	4,544	15.78	18.12	Hourly	40	2	
	Sylvania	2,463	11.83	17.38	Hourly	40	1	
	Unadilla	3,525	10.00	20.00	Hourly	40	2	

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

◆ Gas Distribution Technician

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
F	Trion	1,893	16.22	17.90	Hourly	40	1
	Wrens	1,939	10.25	17.16	Hourly	40	3

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

◆ Gas Superintendent/Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	50,630	61,100	83,136	104,982	2
B	3	70,150	89,255	108,226	134,483	3
C	9	58,820	85,654	99,817	145,183	16
D	3	49,668	53,200	61,045	66,955	4
E	15	40,353	65,000	52,471	80,658	15
F	3	35,221	47,091	52,586	63,243	3
G	1	24,960	24,960	37,440	37,440	1
Total/Avg	36	47,115	60,894	70,674	90,421	44

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	61,100.00	104,981.76	Annual	40	1	
	Warner Robins	77,617	19.31	29.47	Hourly	40	1	
B	LaGrange	30,305	62,290.00	101,837.00	Annual	40	1	
	Lawrenceville	30,834	89,254.96	134,483.31	Annual	40	1	
	Statesboro	32,954	28.32	42.48	Annual	40	1	
C	Americus	15,108	71,323.00	109,603.00	Annual	40	1	
	Bainbridge	12,081	21.97	30.03	Hourly	40	1	
	Buford	15,522	70,000.00	127,000.00	Annual	40	1	
	Cartersville	21,760	43,296.00	145,183.00	Annual	40	7	
	Covington	14,206	85,654.40	125,798.40	Annual	40	1	
	Douglas	11,695	23.20	35.41	Annual	40	1	
	Dublin	15,881	73,321.68	113,648.60	Annual	40	1	
	Monroe	13,673	16.57	40.21	Hourly	40	2	
	Moultrie	14,211	57,372.00	57,372.00	Annual	40	1	
	D	Camilla	5,012	53,200.00	59,500.00	Annual	40	1
		Eatonton	6,725	51,812.80	56,680.00	Annual	40	1
Toccoa		8,336	21.15	32.19	Hourly	40	2	
E	Adairsville	4,963	16.62	24.67	Annual	40	1	
	Ashburn	3,704	65,000.00	65,000.00	Annual	40	1	
	Blakely	4,571	45,000.00	48,800.00	Annual	40	1	

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

◆ Gas Superintendent/Manager

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Cuthbert	3,417	37,000.00	39,000.00	Annual	40	1
	Dawson	4,126	15.00	15.00	Hourly	40	1
	Elberton	4,329	52,781.00	80,658.00	Annual	40	1
	Hartwell	4,437	30,000.00	75,140.00	Annual	40	1
	Millen	2,766	17.00	25.00	Annual	40	1
	Ocilla	3,732	19.00	19.00	Hourly	40	1
	Pelham	3,466	14.42	14.42	Hourly	40	1
	Royston	2,571	38,849.79	57,843.97	Annual	40	1
	Social Circle	4,544	57,072.25	57,072.25	Annual	40	1
	Summerville	4,243	15.63	21.86	Hourly	40	1
	Sylvania	2,463	18.91	28.07	Annual	40	1
	Vienna	3,549	37,113.00	55,669.00	Annual	40	1
F	Colquitt	1,834	10.00	17.99	Hourly	40	1
	Trion	1,893	47,091.29	57,094.86	Annual	40	1
	Wrens	1,939	37,772.80	63,243.03	Annual	40	1
G	Bowman	808	12.00	18.00	Hourly	40	1

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

◆ Groundskeeper

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	23,236	26,250	39,920	47,880	48
B	7	28,639	31,512	42,075	48,173	66
C	11	26,887	36,566	44,254	54,850	49
D	10	25,512	29,910	36,212	49,421	30
E	15	25,054	41,933	34,024	47,008	41
F	9	21,191	29,120	30,587	38,636	18
G	4	28,270	61,360	34,070	65,520	6
H	1	13,312	13,312	19,968	19,968	1
Total/Avg	61	24,013	33,745	35,139	46,432	259

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	9.42	13.92	Hourly	40	10	
	Marietta	60,867	23,774.40	40,872.00	Annual	40	11	
	Roswell	94,763	12.62	20.18	Hourly	40	18	
	Warner Robins	77,617	11.22	23.02	Hourly	40	9	
B	Carrollton	27,259	26,125.95	35,855.33	Annual	40	8	
	Chamblee	30,307	13.96	23.16	Hourly	40	3	
	Dalton	33,665	12.90	20.19	Hourly	40	12	
	East Point	34,875	15.00	17.40	Hourly	40	9	
	Newnan	41,581	13.31	20.64	Hourly	40	12	
	Peachtree City	36,223	15.15	22.72	Hourly	40	16	
	Statesboro	32,954	13.50	20.25	Hourly	40	6	
	C	Bainbridge	12,081	11.73	16.03	Hourly	40	12
		Buford	15,522	12.00	24.00	Hourly	40	13
Calhoun		17,271	11.00	23.92	Hourly	40	8	
Douglas		11,695	14.17	21.61	Hourly	40	2	
Holly Springs		15,442	17.58	26.37	Hourly	40	1	
Lilburn		12,810	15.53	23.30	Hourly	40	1	
Milledgeville		18,704	22,401.06	34,085.87	Annual	40	5	
Monroe	13,673	11.97	17.96	Hourly	40	1		

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

◆ Groundskeeper

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Moultrie	14,211	24,295.00	40,823.00	Annual	40	2
	Perry	17,894	12.64	20.00	Hourly	40	1
	Sugar Hill	24,617	27,300.00	51,650.00	Annual	40	3
D	Barnesville	6,659	27,922.00	38,491.00	Annual	40	1
	Camilla	5,012	12.00	16.00	Hourly	40	2
	Cumming	6,547	26,395.00	35,443.00	Annual	40	2
	Dahlonega	7,294	26,622.96	41,265.59	Annual	40	3
	Eatonton	6,725	10.77	13.00	Hourly	40	1
	Hawkinsville	5,270	14.38	20.00	Hourly	40	7
	LaFayette	7,339	10.15	15.07	Hourly	40	1
	Morrow	7,192	11.00	15.25	Hourly	40	8
	Thomaston	8,752	11.60	15.63	Hourly	40	1
	Tybee Island	7,506	13.84	23.76	Hourly	40	4
E	Chickamauga	3,256	20.16	20.16	Hourly	40	1
	Cornelia	4,683	12.50	17.85	Hourly	40	5
	Dawsonville	3,246	12.98	22.60	Hourly	40	2
	Grantville	3,296	13.00	13.26	Hourly	40	2
	Hahira	3,029	10.80	12.02	Hourly	40	2
	Harlem	3,371	12.88	19.80	Hourly	40	1
	Hazlehurst	4,137	9.80	14.58	Hourly	40	5
	Jasper	3,974	10.30	10.93	Hourly	40	2
	Lake City	2,829	33,964.24	38,091.87	Annual	40	1
	Ocilla	3,732	12.00	12.00	Hourly	40	1
	Ringgold	3,630	34,505.94	43,641.29	Annual	40	1
	Royston	2,571	10.91	15.15	Hourly	40	1
	Sylvania	2,463	10.20	16.30	Hourly	40	7
	Vienna	3,549	2,100.00	30,000.00	Annual	40	3
	West Point	3,737	11.22	17.00	Hourly	40	7
F	Arlington	1,326	17,650.00	19,000.00	Annual	40	2
	Butler	1,759	10.00	13.78	Hourly	40	1
	Chester	1,564	8.00	12.00	Hourly	40	1
	Clayton	2,193	10.00	16.59	Hourly	40	4
	Ellaville	1,867	7.00	17.00	Hourly	40	5
	McCaysville	1,204	14.00	17.25	Hourly	40	1
	Mount Vernon	2,371	8.00	13.00	Hourly	40	2
	Oxford	2,346	25,391.30	38,635.86	Annual	40	1
	Young Harris	1,661	14.00	15.02	Hourly	40	1
G	Bowman	808	7.25	10.00	Hourly	40	1
	Norman Park	962	8.00	12.00	Hourly	40	1

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

◆ Groundskeeper

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Pendergrass	562	20,000.00	25,000.00	Annual	40	2
	Riceboro	778	29.50	31.50	Hourly	40	2
H	Hiltonia	324	8.00	12.00	Hourly	32	1

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

◆ Heavy Equipment Mechanic

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	34,565	34,630	51,912	52,851	3
B	6	41,318	61,391	58,533	70,491	14
C	6	33,737	41,701	55,851	65,770	9
D	5	46,251	78,811	60,099	78,811	5
E	1	20,800	20,800	41,600	41,600	2
Total/Avg	20	35,334	47,467	53,599	61,905	33

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	16.59	24.51	Hourly	40	2
	Warner Robins	77,617	16.65	25.41	Hourly	40	1
B	Carrollton	27,259	61,391.45	61,391.45	Annual	40	2
	Dalton	33,665	16.46	25.76	Hourly	40	4
	Duluth	29,609	21.86	33.89	Hourly	40	1
	East Point	34,875	16.48	25.71	Hourly	40	1
	LaGrange	30,305	15.64	25.12	Hourly	40	3
	Rome	36,716	19.23	28.85	Hourly	40	3
	C	Americus	15,108	41,701.00	64,082.00	Annual	40
Conyers		16,256	33,040.29	51,256.34	Annual	40	1
Covington		14,206	16.98	27.25	Hourly	40	3
Milledgeville		18,704	28,675.27	43,632.80	Annual	40	3
Monroe		13,673	12.74	31.62	Hourly	40	1
Perry		17,894	17.88	25.81	Hourly	40	0
D	Cumming	6,547	78,811.00	78,811.00	Annual	40	1
	Fort Oglethorpe	9,994	19.50	28.00	Hourly	40	1
	Garden City	8,713	18.50	29.59	Hourly	40	1
	Hawkinsville	5,270	15.61	17.50	Hourly	40	1
	Tybee Island	7,506	19.68	31.49	Annual	40	1
E	Blackshear	3,527	10.00	20.00	Hourly	40	2

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

◆ Heavy Equipment Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	29,768	31,496	52,654	72,766	90
B	11	32,035	36,546	50,100	55,245	112
C	22	30,754	40,500	47,207	59,218	70
D	18	31,150	67,329	46,412	75,941	68
E	20	26,776	35,277	39,236	53,952	60
F	4	26,619	33,280	39,655	49,130	4
Total/Avg	79	29,517	40,738	45,877	61,042	404

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.81	21.88	Hourly	40	54
	Alpharetta	67,213	16.37	37.82	Hourly	37	10
	Roswell	94,763	13.63	23.54	Hourly	40	21
	Warner Robins	77,617	13.66	20.85	Hourly	40	5
B	Canton	30,528	15.48	23.21	Hourly	40	2
	Carrollton	27,259	28,959.60	41,359.65	Annual	40	4
	Chamblee	30,307	14.94	23.16	Hourly	40	2
	Dalton	33,665	14.93	23.37	Hourly	40	12
	Duluth	29,609	17.14	26.56	Hourly	40	2
	LaGrange	30,305	15.64	25.12	Hourly	40	27
	Lawrenceville	30,834	33,241.29	50,085.71	Annual	40	6
	Newnan	41,581	15.85	24.58	Hourly	40	5
	Peachtree City	36,223	17.57	26.35	Hourly	40	6
	Rome	36,716	12.30	25.15	Hourly	40	36
	Statesboro	32,954	15.66	23.49	Hourly	40	10
C	Acworth	22,818	15.53	23.29	Hourly	40	2
	Americus	15,108	29,636.00	45,542.00	Annual	40	3
	Bainbridge	12,081	16.47	22.90	Hourly	40	1
	Brunswick	16,256	22,214.18	34,431.97	Annual	40	1
	Calhoun	17,271	13.39	28.47	Hourly	40	10
	Cartersville	21,760	16.26	24.74	Hourly	40	4
	Conyers	16,256	29,968.52	46,491.01	Annual	40	3

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Covington	14,206	15.54	24.94	Hourly	40	6
	Doraville	10,265	16.83	25.93	Hourly	40	1
	Dublin	15,881	16.25	25.19	Hourly	40	1
	Fayetteville	17,991	15.78	25.25	Hourly	40	2
	Grovetown	15,152	14.52	22.54	Hourly	40	3
	Kingsland	17,949	11.91	17.99	Hourly	40	3
	Loganville	12,880	14.73	25.45	Hourly	40	1
	Milledgeville	18,704	27,293.53	41,530.33	Annual	40	4
	Monroe	13,673	12.50	25.45	Hourly	40	7
	Moultrie	14,211	24,295.00	33,163.00	Annual	40	6
	Perry	17,894	14.66	22.74	Hourly	40	1
	Powder Springs	15,758	14.38	22.28	Hourly	40	0
	Rincon	10,361	16.70	19.85	Hourly	40	3
	Sugar Hill	24,617	40,500.00	44,200.00	Annual	40	5
	Union	22,399	16.22	24.33	Hourly	40	3
D	Barnesville	6,659	37,707.00	51,980.00	Annual	40	4
	Byron	5,226	11.19	20.45	Hourly	40	3
	Camilla	5,012	13.50	18.50	Hourly	40	1
	Centerville	7,884	17.96	36.51	Hourly	40	2
	Cumming	6,547	67,329.00	75,753.00	Annual	40	2
	Dahlonega	7,294	33,978.39	52,666.51	Annual	40	2
	Eatonton	6,725	13.75	19.00	Hourly	40	2
	Fitzgerald	8,662	7.25	15.00	Hourly	40	2
	Fort Oglethorpe	9,994	14.00	19.50	Hourly	40	5
	Garden City	8,713	15.71	25.14	Hourly	40	4
	Jackson	5,239	17.83	20.06	Hourly	40	2
	Jesup	9,841	14.12	22.01	Hourly	40	15
	LaFayette	7,339	11.20	18.74	Hourly	40	5
	McRae-Helena	8,277	11.25	19.97	Hourly	40	1
	Sylvester	5,776	20,945.60	27,123.20	Annual	40	10
	Thomaston	8,752	14.32	19.30	Hourly	40	3
	Toccoa	8,336	15.73	23.93	Hourly	40	2
	Tybee Island	7,506	14.85	23.76	Hourly	40	3
E	Ashburn	3,704	13.19	15.24	Hourly	40	4
	Baxley	4,659	14.19	19.20	Hourly	40	6
	Blakely	4,571	12.00	19.00	Hourly	40	4
	Chatsworth	4,290	26,728.00	50,440.00	Annual	40	3
	Chattahoochee Hills C	3,318	9.60	21.60	Hourly	40	1
	Cornelia	4,683	13.57	20.36	Hourly	40	3

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

◆ Heavy Equipment Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Elberton	4,329	29,727.00	41,617.00	Annual	40	7
	Hartwell	4,437	20,000.00	43,160.00	Annual	40	4
	Hephzibah	3,944	30,000.00	39,430.00	Annual	40	1
	Jasper	3,974	16.96	18.01	Hourly	40	3
	Lakeland	1,207	10.00	18.00	Hourly	40	1
	Lyons	4,233	8.00	11.00	Hourly	40	2
	Ocilla	3,732	15.30	15.30	Hourly	40	1
	Pelham	3,466	14.00	14.00	Hourly	40	1
	Pembroke	2,626	12.50	21.36	Hourly	40	1
	Ringgold	3,630	31,830.51	53,951.70	Annual	40	4
	Royston	2,571	13.69	16.59	Hourly	40	1
	Summerville	4,243	14.34	17.03	Hourly	40	4
	Unadilla	3,525	10.00	20.00	Hourly	40	1
	West Point	3,737	13.64	20.68	Hourly	40	8
F	Claxton	2,204	11.70	15.75	Hourly	40	1
	Clayton	2,193	16.00	23.62	Hourly	40	1
	McCaysville	1,204	14.00	21.00	Hourly	40	1
	Wrens	1,939	9.49	15.89	Hourly	40	1

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

◆ Laborer

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	23,551	23,774	38,237	40,872	11
B	9	26,275	31,200	40,439	51,542	75
C	16	24,616	29,266	41,948	62,275	191
D	18	22,681	30,888	36,077	49,421	112
E	31	22,159	32,000	32,599	46,530	168
F	17	22,337	29,120	32,174	41,600	56
G	13	19,200	28,080	26,923	41,600	22
H	4	18,070	20,800	26,988	31,200	4
Total/Avg	110	22,361	28,141	34,423	45,630	639

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Marietta	60,867	23,774.40	40,872.00	Annual	40	8
	Warner Robins	77,617	11.22	17.12	Hourly	40	3
B	Carrollton	27,259	25,029.19	38,607.49	Annual	40	3
	Chamblee	30,307	13.96	24.78	Hourly	40	11
	Dalton	33,665	11.70	18.31	Hourly	40	4
	Douglasville	33,992	13.41	20.79	Hourly	40	9
	East Point	34,875	15.00	19.18	Hourly	40	2
	LaGrange	30,305	12.43	16.97	Hourly	40	21
	Lawrenceville	30,834	30,114.95	45,375.18	Annual	40	12
	McDonough	26,768	11.79	18.94	Hourly	40	10
	Rome	36,716	8.89	15.63	Hourly	40	3
C	Acworth	22,818	14.07	21.10	Hourly	40	10
	Bainbridge	12,081	12.91	17.95	Hourly	40	11
	Brunswick	16,256	16,576.56	25,693.67	Annual	40	4
	Buford	15,522	12.00	23.00	Hourly	40	36
	Calhoun	17,271	10.66	22.55	Hourly	40	27
	Conyers	16,256	24,655.18	38,248.27	Annual	40	4
	Covington	14,206	12.64	21.51	Hourly	40	5
	Kingsland	17,949	11.23	16.97	Hourly	40	20

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

◆ Laborer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Loganville	12,880	13.07	22.81	Hourly	40	16
	Monroe	13,673	11.63	29.94	Hourly	40	15
	Moultrie	14,211	22,289.00	27,615.00	Annual	40	2
	Perry	17,894	11.59	17.07	Hourly	40	1
	Powder Springs	15,758	12.42	19.25	Hourly	40	3
	Rincon	10,361	11.00	22.38	Hourly	40	6
	Sugar Hill	24,617	28,000.00	49,300.00	Annual	40	16
	Union	22,399	12.13	20.43	Hourly	40	15
D	Barnesville	6,659	27,922.00	38,491.00	Annual	40	3
	Byron	5,226	10.54	20.45	Hourly	40	4
	Camilla	5,012	9.25	16.00	Hourly	40	8
	Centerville	7,884	11.13	22.62	Hourly	40	7
	Cumming	6,547	26,395.00	45,988.00	Annual	40	24
	Dahlonega	7,294	25,355.20	32,327.88	Annual	40	2
	Eastman	5,067	9.50	14.00	Hourly	40	10
	Eatonton	6,725	9.00	14.50	Hourly	40	6
	Fitzgerald	8,662	7.25	12.00	Hourly	40	6
	Fort Oglethorpe	9,994	12.00	17.00	Hourly	40	5
	Hawkinsville	5,270	11.43	17.75	Hourly	40	5
	Jackson	5,239	10.50	18.73	Hourly	40	7
	Jesup	9,841	9.88	15.42	Hourly	40	1
	LaFayette	7,339	10.15	16.98	Hourly	40	7
	McRae-Helena	8,277	10.20	18.12	Hourly	40	3
	Stone Mountain	6,281	11.70	13.38	Hourly	40	2
	Toccoa	8,336	10.59	15.34	Hourly	40	9
	Tybee Island	7,506	14.85	23.76	Hourly	40	3
E	Adairsville	4,963	12.40	22.37	Hourly	40	11
	Ashburn	3,704	11.00	14.49	Hourly	40	3
	Blackshear	3,527	10.00	15.00	Hourly	40	7
	Blakely	4,571	12.00	16.46	Hourly	40	7
	Chatsworth	4,290	22,006.40	41,454.40	Annual	40	3
	Cuthbert	3,417	8.00	11.00	Hourly	40	6
	Dawson	4,126	7.25	8.71	Hourly	40	10
	Donalsonville	2,466	8.75	21.99	Hourly	40	8
	Elberton	4,329	25,657.00	35,921.00	Annual	40	6
	Grantville	3,296	14.50	14.50	Hourly	40	1
	Hahira	3,029	11.50	13.71	Hourly	40	2
	Harlem	3,371	10.09	15.36	Hourly	40	3
	Hartwell	4,437	22,900.00	42,474.00	Annual	40	15

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

◆ Laborer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hazlehurst	4,137	8.00	12.00	Hourly	40	6
	Hephzibah	3,944	24,300.00	25,400.00	Annual	40	1
	Jasper	3,974	10.30	16.36	Hourly	40	5
	Jonesboro	4,962	14.63	18.55	Hourly	40	9
	Lakeland	1,207	7.25	11.00	Hourly	40	4
	Lula	2,961	12.00	19.00	Hourly	40	4
	Lyons	4,233	8.00	15.00	Hourly	40	6
	Millen	2,766	9.00	15.00	Hourly	40	8
	Monticello	2,719	12.00	13.00	Hourly	40	2
	Palmetto	4,851	10.54	16.43	Hourly	40	7
	Pelham	3,466	10.00	13.00	Hourly	40	8
	Pembroke	2,626	9.75	16.67	Hourly	40	3
	Ringgold	3,630	22,487.73	41,233.40	Annual	40	3
	Royston	2,571	9.80	13.12	Hourly	40	4
	Senoia	4,412	32,000.00	38,000.00	Annual	40	6
	Social Circle	4,544	12.69	13.21	Hourly	40	5
	Soperton	3,148	9.00	17.00	Hourly	40	4
	Thunderbolt	2,623	10.00	15.00	Hourly	40	1
F	Ball Ground	2,195	10.00	17.49	Hourly	40	2
	Brooklet	1,815	11.00	17.00	Hourly	40	3
	Claxton	2,204	8.04	14.60	Hourly	40	8
	Clayton	2,193	10.00	17.60	Hourly	40	3
	Colquitt	1,834	10.00	16.96	Hourly	40	10
	Comer	1,178	13.00	15.50	Hourly	40	1
	Davisboro	1,958	14.00	16.90	Hourly	40	2
	Gordon	1,857	10.75	10.75	Hourly	40	4
	McCaysville	1,204	14.00	15.00	Hourly	40	1
	Meigs	1,031	10.00	15.00	Hourly	40	5
	Midway	2,061	10.98	12.12	Hourly	40	2
	Morgan	1,835	10.00	10.00	Hourly	40	1
	Mount Airy	1,265	9.00	15.00	Hourly	40	1
	Oglethorpe	1,156	12.69	15.45	Hourly	40	2
	Omega	1,230	8.31	14.22	Hourly	40	4
	Pine Mountain	1,417	27,040.00	40,440.00	Annual	40	4
	Sparta	1,230	7.79	14.93	Hourly	40	5
	Zebulon	1,228	10.00	20.00	Hourly	40	3
G	Baconton	827	11.50	11.50	Hourly	40	1
	Crawford	836	8.00	13.50	Hourly	40	1
	Dexter	562	9.00	12.00	Hourly	40	2

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

◆ Laborer

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Franklin	971	13.50	15.00	Hourly	40	1
	Glenwood	651	7.25	9.00	Hourly	40	2
	Greenville	845	10.00	13.00	Hourly	40	1
	Hoboken	536	7.25	12.13	Hourly	40	1
	Homeland	941	9.00	12.15	Hourly	40	4
	Lyerly	514	9.00	20.00	Hourly	40	2
	McIntyre	605	10.00	13.19	Hourly	40	1
	Odum	503	7.25	13.00	Hourly	40	1
	Sardis	960	8.25	11.80	Hourly	40	3
	Woodbury	902	10.00	12.00	Hourly	40	2
H	Harrison	442	7.75	11.00	Hourly	40	1
	Mansfield	442	8.00	15.00	Hourly	40	1
	Tignall	496	9.00	11.00	Hourly	40	1
	Whigham	464	10.00	14.90	Hourly	40	1

* 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	
E	1	29,349	29,349	32,302	32,302	1
Total/Avg	1	29,349	29,349	32,302	32,302	1

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
E	Summerville	4,243	14.11	15.53	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	3	49,191	50,000	76,756	85,000	3
C	1	29,016	29,016	43,534	43,534	1
Total/Avg	4	39,103	39,508	60,145	64,267	4

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	LaGrange	30,305	23.67	34.97	Hourly	40	1
	Rome	36,716	50,000.00	85,000.00	Annual	40	1
	Statesboro	32,954	23.24	34.87	Annual	40	1
C	Tifton	16,838	13.95	20.93	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	
A	4	28,272	30,784	44,685	47,195	38
B	5	30,839	32,968	45,788	52,790	42
C	14	27,920	35,714	40,986	55,370	77
D	8	27,858	35,940	38,709	47,880	31
E	13	26,584	48,734	36,676	65,562	33
F	5	25,368	31,200	35,614	41,600	5
H	1	31,200	31,200	41,600	41,600	2
Total/Avg	50	28,292	35,220	40,580	50,285	228

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	16.00	24.01	Hourly	37	3
	Marietta	60,867	30,305.60	47,195.20	Annual	40	6
	Roswell	94,763	12.62	20.18	Hourly	40	13
	Warner Robins	77,617	12.38	20.85	Hourly	40	16
B	Carrollton	27,259	28,959.60	39,762.18	Annual	40	3
	East Point	34,875	15.00	20.14	Hourly	40	7
	LaGrange	30,305	13.57	21.43	Hourly	40	21
	McDonough	26,768	15.79	25.38	Hourly	40	1
	Newnan	41,581	15.85	24.00	Hourly	40	10
C	Americus	15,108	28,225.00	43,374.00	Annual	40	4
	Bainbridge	12,081	13.55	18.84	Hourly	40	12
	Brunswick	16,256	19,189.44	29,743.63	Annual	40	1
	Calhoun	17,271	16.23	16.26	Hourly	40	2
	Conyers	16,256	27,182.33	42,168.72	Annual	40	9
	Covington	14,206	14.65	21.51	Hourly	40	5
	Doraville	10,265	16.10	24.80	Hourly	40	3
	Grovetown	15,152	10.51	15.20	Hourly	40	13
	Kingsland	17,949	11.23	16.97	Hourly	40	3
	Monroe	13,673	12.50	23.67	Hourly	40	5
Norcross	16,592	13.79	15.73	Hourly	40	5	

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

◆ Light Equipment Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Perry	17,894	12.64	19.62	Hourly	40	4
	Powder Springs	15,758	13.69	21.22	Hourly	40	2
	Suwanee	20,907	17.17	26.62	Hourly	40	9
D	Barnesville	6,659	35,940.00	45,408.00	Annual	40	2
	Camilla	5,012	12.50	18.50	Hourly	40	5
	Dahlonega	7,294	30,819.40	47,880.08	Annual	40	9
	Eatonton	6,725	13.75	16.25	Hourly	40	2
	Fitzgerald	8,662	7.25	15.30	Hourly	40	5
	Jackson	5,239	16.31	17.31	Hourly	40	1
	Jesup	9,841	12.37	19.33	Hourly	40	5
	Thomaston	8,752	12.87	17.34	Hourly	40	2
E	Ashburn	3,704	11.85	13.00	Hourly	40	4
	Baxley	4,659	13.27	17.45	Hourly	40	6
	Chatsworth	4,290	22,006.40	41,454.40	Annual	40	3
	Cornelia	4,683	12.72	19.08	Hourly	40	1
	Elberton	4,329	28,372.00	39,722.00	Annual	40	2
	Hahira	3,029	14.27	14.27	Hourly	40	2
	Hazlehurst	4,137	15.00	16.56	Hourly	40	1
	Lakeland	1,207	8.00	12.00	Hourly	40	1
	Ocilla	3,732	11.00	11.00	Hourly	40	1
	Pembroke	2,626	11.25	19.23	Hourly	40	1
	Social Circle	4,544	23.43	31.52	Hourly	40	2
	Unadilla	3,525	10.00	18.00	Hourly	40	2
	West Point	3,737	11.14	18.09	Hourly	40	7
F	Hoschton	2,180	15.00	20.00	Hourly	40	1
	McCaysville	1,204	14.00	16.75	Hourly	40	1
	Midway	2,061	10.98	13.52	Hourly	40	1
	Nahunta	1,141	8.50	20.00	Hourly	40	1
	Wadley	1,858	12.50	15.34	Hourly	40	1
H	Sky Valley	273	15.00	20.00	Hourly	40	2

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

◆ Maintenance Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	49,730	68,501	80,875	117,695	4
B	9	47,687	60,124	72,179	90,591	11
C	20	42,808	57,429	62,363	80,894	25
D	8	37,464	59,615	54,117	65,526	11
E	7	37,711	52,781	53,007	80,658	9
F	4	29,240	40,000	47,064	52,000	4
G	10	25,958	39,728	35,812	54,600	10
H	3	20,800	24,960	31,977	35,027	3
Total/Avg	65	36,425	50,392	54,674	72,124	77

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	68,500.64	117,694.72	Annual	40	1
	Marietta	60,867	58,323.20	93,163.20	Annual	40	1
	Roswell	94,763	17.17	27.46	Hourly	40	1
	Warner Robins	77,617	17.49	26.70	Hourly	40	1
B	Canton	30,528	45,482.05	68,223.08	Annual	40	2
	Carrollton	27,259	46,055.65	54,307.74	Annual	40	1
	East Point	34,875	20.03	31.24	Hourly	40	1
	Lawrenceville	30,834	60,124.37	90,591.32	Annual	40	1
	Newnan	41,581	27.70	42.95	Hourly	40	1
	Peachtree City	36,223	22.49	33.73	Hourly	40	1
	Rome	36,716	45,000.00	80,000.00	Annual	40	1
	Statesboro	32,954	23.24	34.87	Annual	40	2
	Woodstock	33,039	18.33	28.60	Hourly	40	1
	C	Bainbridge	12,081	18.16	25.25	Hourly	40
Brunswick		16,256	23,324.88	36,153.57	Annual	40	1
Buford		15,522	20.00	34.00	Hourly	40	1
Calhoun		17,271	27.61	27.61	Hourly	40	1
Cartersville		21,760	24.14	36.73	Hourly	40	2
Conyers		16,256	44,277.26	68,688.40	Annual	40	3

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

◆ Maintenance Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Covington	14,206	55,036.80	80,849.60	Annual	40	1
	Dallas	13,981	44,060.68	65,666.13	Annual	40	1
	Doraville	10,265	21.04	32.41	Annual	40	1
	Douglas	11,695	18.13	27.66	Annual	40	1
	Grovetown	15,152	24.30	26.15	Hourly	40	1
	Loganville	12,880	49,046.00	69,285.00	Annual	40	1
	Milledgeville	18,704	44,841.71	68,052.27	Annual	40	1
	Monroe	13,673	26,555.00	80,894.00	Annual	40	2
	Moultrie	14,211	44,177.00	44,177.00	Annual	40	1
	Perry	17,894	21.58	32.21	Hourly	40	0
	Powder Springs	15,758	19.26	29.86	Hourly	40	1
	Snellville	20,077	12.72	23.14	Hourly	40	1
	Sugar Hill	24,617	56,500.00	63,000.00	Annual	40	2
	Union	22,399	37,907.17	56,860.76	Annual	40	2
D	Auburn	7,660	32,905.60	48,609.60	Annual	40	1
	Byron	5,226	15.51	25.91	Hourly	40	1
	Camilla	5,012	18.50	24.50	Hourly	40	1
	Glennville	5,020	14.83	20.61	Hourly	40	1
	LaFayette	7,339	15.07	26.48	Hourly	40	3
	Morrow	7,192	59,615.00	65,526.00	Annual	40	1
	Toccoa	8,336	17.36	26.42	Hourly	40	1
	Tybee Island	7,506	18.34	29.35	Hourly	40	2
E	Chatsworth	4,290	32,468.80	61,256.00	Annual	40	1
	Chickamauga	3,256	20.62	20.62	Hourly	40	1
	Elberton	4,329	52,781.00	80,658.00	Annual	40	1
	Hartwell	4,437	45,469.00	55,016.00	Annual	40	3
	Millen	2,766	11.00	17.00	Hourly	40	1
	Pembroke	2,626	37,700.00	51,584.00	Annual	40	1
	West Point	3,737	14.32	21.29	Hourly	40	1
F	Mount Vernon	2,371	15.00	25.00	Hourly	40	1
	Nelson	1,377	10.00	20.00	Annual	40	1
	Nicholson	1,869	12.00	21.47	Hourly	40	1
	Trion	1,893	40,000.00	50,000.00	Annual	40	1
G	Alapaha	675	11.15	11.70	Annual	40	1
	Clermont	1,039	12.00	21.00	Hourly	32	1
	Hagan	965	8.50	12.00	Hourly	40	1
	Mountain Park	568	20.00	30.00	Hourly	35	1
	Ochlocknee	680	8.00	14.00	Hourly	40	1
	Reynolds	960	10.00	16.79	Hourly	40	1

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

◆ Maintenance Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Sardis	960	11.50	14.00	Hourly	40	1
	Shellman	933	35,000.00	47,737.00	Annual	40	1
	Tyrone	737	19.10	25.06	Hourly	40	1
	Uvalda	582	26,250.00	26,250.00	Annual	40	1
H	Brinson	202	12.00	15.00	Hourly	40	1
	Climax	262	20,800.00	35,027.20	Annual	40	1
	Surrency	202	8.00	14.28	Hourly	40	1

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

◆ Maintenance Worker

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	30,430	39,354	47,386	52,707	41
B	11	29,206	36,150	44,572	70,762	68
C	22	26,994	35,020	41,608	58,240	104
D	14	27,512	37,440	39,855	46,467	75
E	23	28,386	50,710	38,409	53,952	73
F	15	24,859	32,760	33,990	41,600	30
G	17	21,593	29,661	30,487	41,954	25
H	6	19,032	22,880	26,478	33,280	7
Total/Avg	113	26,001	35,497	37,848	49,870	423

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.81	21.88	Hourly	40	14
	Johns Creek City	84,579	18.92	25.34	Hourly	40	2
	Marietta	60,867	30,305.60	52,083.20	Annual	40	4
	Roswell	94,763	13.63	21.80	Hourly	40	3
	Warner Robins	77,617	11.22	19.85	Hourly	40	18
B	Canton	30,528	14.73	22.09	Hourly	40	9
	Carrollton	27,259	28,959.60	39,762.18	Annual	40	1
	Chamblee	30,307	15.99	24.78	Annual	40	1
	Duluth	29,609	14.80	22.93	Hourly	40	6
	East Point	34,875	15.00	19.18	Hourly	40	5
	Kennesaw	34,077	12.40	18.61	Hourly	40	20
	LaGrange	30,305	13.98	17.67	Hourly	40	1
	Newnan	41,581	17.38	34.02	Hourly	40	2
	Peachtree City	36,223	15.15	22.72	Hourly	40	11
	Rome	36,716	8.89	15.63	Hourly	40	3
	Stockbridge	29,904	12.21	18.97	Hourly	40	9
	C	Bainbridge	12,081	12.91	17.95	Hourly	40
Brunswick		16,256	19,189.44	29,743.63	Annual	40	1
Buford		15,522	13.00	28.00	Hourly	40	3

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

◆ Maintenance Worker

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Calhoun	17,271	11.15	16.33	Hourly	40	6
	Cartersville	21,760	15.47	23.55	Hourly	40	15
	Conyers	16,256	29,968.52	46,491.01	Annual	40	3
	Doraville	10,265	12.86	19.83	Hourly	40	4
	Douglas	11,695	11.06	16.87	Hourly	40	4
	Fayetteville	17,991	13.50	21.60	Hourly	40	13
	Grovetown	15,152	11.04	16.80	Hourly	40	4
	Kingsland	17,949	15.03	24.08	Hourly	40	6
	Lilburn	12,810	14.78	22.18	Hourly	40	5
	Loganville	12,880	13.07	22.81	Hourly	40	6
	Milledgeville	18,704	22,401.08	34,085.87	Annual	40	1
	Monroe	13,673	11.66	17.49	Hourly	40	3
	Moultrie	14,211	35,020.00	35,020.00	Annual	40	1
	Perry	17,894	13.37	20.87	Hourly	40	1
	Powder Springs	15,758	12.42	19.25	Hourly	40	1
	Snellville	20,077	10.99	19.99	Hourly	40	7
	Sugar Hill	24,617	34,300.00	39,700.00	Annual	40	2
	Union	22,399	11.44	21.65	Hourly	40	2
	Winder	17,937	14.04	21.87	Hourly	40	15
D	Auburn	7,660	12.10	17.44	Hourly	40	3
	Bremen	6,638	10.50	20.78	Hourly	40	9
	Byron	5,226	11.88	22.34	Hourly	40	3
	Camilla	5,012	15.50	18.50	Hourly	40	1
	Cumming	6,547	26,395.00	30,888.00	Annual	40	3
	Dacula	6,350	31,000.00	45,000.00	Annual	40	2
	Dahlonega	7,294	29,351.81	45,495.31	Annual	40	6
	Fort Oglethorpe	9,994	13.00	18.00	Hourly	40	1
	Garden City	8,713	13.35	21.35	Hourly	40	3
	Glennville	5,020	11.37	15.82	Hourly	40	5
	LaFayette	7,339	10.15	15.38	Hourly	40	11
	Locust Grove	8,243	13.78	20.15	Hourly	40	21
	Sylvester	5,776	37,440.00	37,440.00	Annual	40	1
	Tybee Island	7,506	13.84	22.14	Hourly	40	6
E	Avondale Estates	3,129	14.67	23.30	Hourly	40	8
	Baldwin	3,414	12.50	16.32	Hourly	40	6
	Blakely	4,571	13.00	18.00	Hourly	40	3
	Chattahoochee Hills C	3,318	9.60	16.80	Hourly	40	4
	Chickamauga	3,256	19.10	19.10	Hourly	40	1
	Cornelia	4,683	12.72	19.08	Hourly	40	4

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

◆ Maintenance Worker

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dawson	4,126	11.00	11.00	Hourly	40	1
	Elberton	4,329	32,984.00	51,631.00	Annual	40	2
	Gray	3,274	10.00	17.84	Hourly	40	7
	Hartwell	4,437	20,000.00	36,525.00	Annual	40	2
	Hiram	4,223	26,000.00	30,000.00	Annual	40	3
	Jasper	3,974	21.00	21.00	Hourly	40	1
	Lake City	2,829	36,354.93	46,097.38	Annual	40	1
	Monticello	2,719	24.38	24.38	Hourly	40	1
	Nicholls	3,333	9.72	16.00	Hourly	40	1
	Ocilla	3,732	14.25	14.25	Hourly	40	1
	Pembroke	2,626	10.00	17.09	Hourly	40	2
	Ringgold	3,630	31,830.51	53,951.70	Annual	40	1
	Springfield	4,084	9.50	15.93	Hourly	40	2
	Statham	2,839	13.00	20.87	Hourly	40	5
	Summerville	4,243	12.47	15.63	Hourly	40	8
	Ty Ty	3,063	15.00	16.22	Hourly	40	1
	West Point	3,737	11.22	17.00	Hourly	40	8
F	Alto	1,198	10.00	13.50	Hourly	40	1
	Buchanan	1,176	15.75	19.50	Hourly	40	3
	Butler	1,759	12.00	19.76	Hourly	40	1
	Ellijay	1,714	12.00	15.00	Hourly	40	3
	Hamilton	1,117	12.00	16.03	Hourly	40	2
	Hoschton	2,180	13.00	18.00	Hourly	40	1
	McCaysville	1,204	14.00	17.00	Hourly	40	2
	Mount Vernon	2,371	10.00	20.00	Hourly	40	2
	Nahunta	1,141	8.50	14.00	Hourly	40	3
	Nicholson	1,869	10.00	17.49	Hourly	40	1
	Ray City	1,094	10.00	10.50	Hourly	40	2
	Remerton	1,079	20,987.50	33,551.67	Annual	40	2
	Trion	1,893	13.43	15.31	Hourly	40	5
	Walnut Grove	1,357	28,080.00	28,080.00	Annual	40	1
	Young Harris	1,661	15.00	19.40	Hourly	40	1
G	Bowman	808	12.00	18.00	Hourly	40	1
	Cohutta	637	10.00	15.00	Hourly	40	2
	Collins	571	7.25	20.00	Hourly	40	2
	Fairmount	736	12.00	17.00	Hourly	40	1
	Flovilla	660	10.00	13.00	Hourly	40	1
	Hiawassee	911	14.26	20.17	Hourly	40	4
	Jeffersonville	939	11.50	11.50	Hourly	40	1

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

◆ Maintenance Worker

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Kingston	679	12.00	18.00	Hourly	40	2
	Leary	559	9.00	9.00	Hourly	40	2
	Morven	549	8.75	10.50	Hourly	40	0
	Newborn	783	9.00	15.00	Hourly	40	1
	Odum	503	10.00	16.00	Hourly	40	1
	Reynolds	960	9.00	14.49	Hourly	40	2
	Shellman	933	22,710.00	25,000.00	Annual	40	1
	Tyrone	737	11.80	15.49	Hourly	40	2
	Uvalda	582	9.00	9.00	Hourly	40	1
	Woodbury	902	10.00	15.00	Hourly	40	1
H	Cobbtown	357	9.00	12.00	Hourly	40	1
	Ellenton	282	9.00	12.38	Hourly	40	1
	Pinehurst	355	10.00	13.00	Hourly	40	1
	Rebecca	165	8.00	10.00	Hourly	32	1
	Scotland	337	9.50	16.00	Hourly	40	1
	Sky Valley	273	11.00	15.00	Hourly	40	2

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

◆ Meter Reader

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	28,128	30,805	44,456	49,566	23
B	8	30,751	34,216	45,888	55,285	36
C	20	27,459	35,651	41,871	53,643	52
D	15	25,799	32,940	38,252	46,051	36
E	24	24,307	32,822	34,133	46,530	40
F	11	23,804	31,200	31,329	40,592	17
G	3	30,430	35,090	36,421	41,600	3
Total/Avg	85	27,240	33,246	38,907	47,610	207

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Albany	72,130	14.81	21.88	Hourly	40	15	
	Marietta	60,867	28,849.60	49,566.40	Annual	40	3	
	Roswell	94,763	13.63	21.80	Hourly	40	1	
	Warner Robins	77,617	11.78	17.98	Hourly	40	4	
B	Canton	30,528	14.73	22.09	Hourly	40	2	
	Carrollton	27,259	34,216.21	46,971.94	Annual	40	2	
	East Point	34,875	15.00	18.27	Hourly	40	8	
	LaGrange	30,305	14.50	21.57	Hourly	40	8	
	Lawrenceville	30,834	33,241.29	55,285.26	Annual	40	6	
	McDonough	26,768	13.65	21.92	Hourly	40	6	
	Rome	36,716	12.30	19.99	Hourly	40	2	
	Statesboro	32,954	15.66	23.49	Hourly	40	2	
	C	Acworth	22,818	17.14	25.71	Hourly	40	1
		Americus	15,108	28,225.00	43,374.00	Annual	40	1
Bainbridge		12,081	12.91	17.95	Hourly	40	1	
Buford		15,522	12.00	24.00	Hourly	40	7	
Calhoun		17,271	11.41	19.89	Hourly	40	5	
Cartersville		21,760	16.26	24.74	Hourly	40	5	
Covington		14,206	14.22	23.50	Hourly	40	4	
Dallas		13,981	30,804.80	45,905.60	Annual	40	1	

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

◆ Meter Reader

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dublin	15,881	13.26	20.52	Hourly	40	4
	Fayetteville	17,991	13.50	21.60	Hourly	40	2
	Grovetown	15,152	11.04	16.80	Hourly	40	3
	Kingsland	17,949	10.60	16.01	Hourly	40	3
	Milledgeville	18,704	24,726.59	37,624.44	Annual	40	2
	Monroe	13,673	13.63	20.44	Hourly	40	4
	Moultrie	14,211	27,958.00	32,308.00	Annual	40	3
	Norcross	16,592	13.59	16.15	Hourly	40	1
	Powder Springs	15,758	13.69	21.22	Hourly	40	0
	Rincon	10,361	11.00	13.47	Hourly	40	1
	Sugar Hill	24,617	25,900.00	38,000.00	Annual	40	3
	Union	22,399	13.62	25.79	Hourly	40	1
D	Auburn	7,660	13.01	19.23	Hourly	40	4
	Barnesville	6,659	32,940.00	45,408.00	Annual	40	2
	Camilla	5,012	15.00	19.00	Hourly	40	1
	Cumming	6,547	26,395.00	39,416.00	Annual	40	4
	Dahlonega	7,294	29,351.81	45,495.31	Annual	40	1
	Eastman	5,067	10.00	12.00	Hourly	40	1
	Eatonton	6,725	10.00	16.50	Hourly	40	1
	Glennville	5,020	12.00	16.69	Hourly	40	2
	Jesup	9,841	12.37	19.33	Hourly	40	2
	LaFayette	7,339	11.20	18.74	Hourly	40	3
	McRae-Helena	8,277	10.20	18.12	Hourly	40	2
	Sylvester	5,776	22,131.20	32,052.80	Annual	40	3
	Thomaston	8,752	12.87	17.34	Hourly	40	3
	Toccoa	8,336	12.28	18.70	Hourly	40	6
	Tybee Island	7,506	13.84	22.14	Hourly	40	1
E	Adairsville	4,963	15.07	22.37	Hourly	40	1
	Alma	3,380	24,960.00	29,702.00	Annual	40	1
	Ashburn	3,704	11.00	12.50	Hourly	40	3
	Baldwin	3,414	12.50	17.14	Hourly	40	2
	Baxley	4,659	12.30	17.96	Hourly	40	2
	Blackshear	3,527	12.00	20.00	Hourly	40	1
	Blakely	4,571	10.00	15.70	Hourly	40	1
	Cuthbert	3,417	8.00	10.00	Hourly	40	1
	Donalsonville	2,466	11.00	11.65	Hourly	40	2
	Elberton	4,329	31,210.00	43,693.00	Annual	40	2
	Harlem	3,371	11.68	17.76	Hourly	40	2
	Hartwell	4,437	25,000.00	36,296.00	Annual	40	1

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

◆ Meter Reader

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Jasper	3,974	13.15	21.59	Hourly	40	4
	Millen	2,766	9.00	14.00	Hourly	40	2
	Monticello	2,719	15.00	15.00	Hourly	40	1
	Nicholls	3,333	8.50	16.00	Hourly	40	1
	Ocilla	3,732	11.00	11.00	Hourly	40	1
	Palmetto	4,851	11.06	20.62	Hourly	40	1
	Pelham	3,466	11.21	11.21	Hourly	40	1
	Pembroke	2,626	9.75	16.67	Hourly	40	3
	Royston	2,571	10.69	15.30	Hourly	40	1
	Social Circle	4,544	15.78	15.78	Hourly	40	1
	Summerville	4,243	13.13	17.22	Hourly	40	3
	Thunderbolt	2,623	9.62	21.64	Hourly	40	2
F	Alto	1,198	11.00	14.50	Hourly	40	1
	Arlington	1,326	17,000.00	23,000.00	Annual	40	1
	Butler	1,759	11.00	15.24	Hourly	40	1
	Claxton	2,204	7.99	15.07	Hourly	40	1
	Clayton	2,193	12.31	14.94	Hourly	40	1
	Lincolnton	1,503	15.00	16.00	Hourly	40	1
	McCaysville	1,204	14.00	16.00	Hourly	40	1
	Oxford	2,346	26,676.73	40,591.80	Annual	40	1
	Sparta	1,230	8.16	12.78	Hourly	40	3
	Trion	1,893	13.43	15.58	Hourly	40	1
	Union Point	1,899	12.00	15.00	Hourly	40	5
G	Riceboro	778	16.87	19.55	Hourly	40	1
	Shellman	933	25,000.00	27,000.00	Annual	40	1
	Waverly Hall	807	15.00	20.00	Hourly	40	1

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

◆ Public Works Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	5	89,515	152,797	325,650	1,152,797	4
B	16	84,113	135,000	124,365	190,311	18
C	24	67,654	91,998	99,592	131,529	26
D	24	56,545	134,492	76,647	134,492	27
E	45	47,360	103,253	62,182	103,253	51
F	25	36,070	55,994	49,448	125,000	25
G	12	25,451	41,600	33,948	46,355	12
H	5	27,649	37,440	39,422	50,000	5
Total/Avg	156	54,295	94,072	101,407	241,717	168

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	76,799.84	131,957.28	Annual	40	1
	Alpharetta	67,213	152,797.00	1,152,797.00	Annual	40	1
	Marietta	60,867	78,686.40	125,736.00	Annual	40	1
	Roswell	94,763	70,152.00	112,243.00	Annual	40	1
	Warner Robins	77,617	33.24	50.73	Hourly	40	0
B	Canton	30,528	50,203.67	75,305.51	Annual	40	1
	Carrollton	27,259	105,901.51	105,901.51	Annual	40	1
	Chamblee	30,307	69,995.87	132,909.32	Annual	40	2
	Duluth	29,609	81,702.00	126,568.00	Annual	40	1
	Dunwoody	49,356	96,218.00	158,759.00	Annual	40	1
	Kennesaw	34,077	87,879.79	131,819.68	Annual	40	1
	LaGrange	30,305	62,281.00	101,840.00	Annual	40	1
	Lawrenceville	30,834	126,307.31	190,311.27	Annual	40	1
	McDonough	26,768	65,050.00	104,503.00	Annual	40	1
	Newnan	41,581	37.08	57.78	Hourly	40	1
	Peachtree City	36,223	59,873.00	89,809.00	Annual	40	1
	Peachtree Corners	43,905	135,000.00	160,000.00	Annual	40	1
	Rome	36,716	80,000.00	110,000.00	Annual	40	1
	Statesboro	32,954	43.80	65.70	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
C	Stockbridge	29,904	75,574.43	117,140.37	Annual	40	1
	Woodstock	33,039	81,598.40	128,128.00	Annual	40	2
	Americus	15,108	71,323.00	109,603.00	Annual	40	1
	Bainbridge	12,081	25.38	62.12	Hourly	40	3
	Brunswick	16,256	37,993.78	58,890.36	Annual	40	1
	Calhoun	17,271	44.21	44.21	Hourly	40	1
	Cartersville	21,760	86,440.00	131,529.00	Annual	40	1
	Conyers	16,256	44,277.15	68,688.40	Annual	40	1
	Covington	14,206	85,654.40	125,798.40	Annual	40	1
	Dallas	13,981	62,569.13	93,250.62	Annual	40	1
	Doraville	10,265	35.97	55.41	Annual	40	1
	Dublin	15,881	73,321.68	113,648.60	Annual	40	1
	Fayetteville	17,991	77,584.17	124,134.67	Annual	40	1
	Grovetown	15,152	70,000.00	101,898.00	Annual	40	1
	Kingsland	17,949	63,051.00	95,275.00	Annual	40	1
	Lilburn	12,810	21.95	32.77	Hourly	40	1
	Loganville	12,880	49,046.00	69,285.00	Annual	40	1
	Milledgeville	18,704	60,151.42	91,522.75	Annual	40	1
	Norcross	16,592	66,841.00	119,929.00	Annual	40	1
	D	Perry	17,894	79,600.00	115,500.00	Annual	40
Powder Springs		15,758	62,164.00	96,354.00	Annual	40	1
Rincon		10,361	50,686.13	80,192.59	Annual	40	2
Snellville		20,077	91,998.40	91,998.40	Annual	40	1
Sugar Hill		24,617	86,900.00	86,900.00	Annual	40	1
Suwanee		20,907	58,533.00	90,726.00	Annual	40	1
Union		22,399	80,342.70	120,514.05	Annual	40	1
Auburn		7,660	51,043.20	75,420.80	Annual	40	1
Bremen		6,638	33.76	33.76	Hourly	40	1
Byron		5,226	63,668.80	106,288.00	Annual	40	1
Camilla		5,012	55,200.00	58,500.00	Annual	40	1
Centerville		7,884	74,885.68	74,885.68	Annual	45	1
Cumming		6,547	134,492.00	134,492.00	Annual	40	1
Dacula		6,350	33,000.00	63,000.00	Annual	40	1
Eastman		5,067	18.00	23.00	Hourly	40	1
Eatonton		6,725	30,000.00	54,600.00	Annual	40	1
Fitzgerald		8,662	2,520.00	2,520.00	Annual	40	1
Fort Oglethorpe		9,994	52,000.00	89,440.00	Annual	40	3
Garden City		8,713	66,234.00	109,826.00	Annual	40	1
Glennville		5,020	55,270.00	76,849.00	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Hawkinsville	5,270	67,000.00	67,000.00	Annual	40	1
	Jackson	5,239	27.75	34.13	Hourly	40	1
	Jesup	9,841	23.69	36.96	Annual	40	1
	LaFayette	7,339	24.69	37.42	Annual	40	1
	Locust Grove	8,243	73,179.44	111,204.05	Annual	40	1
	McRae-Helena	8,277	44,112.93	78,337.72	Annual	40	1
	Morrow	7,192	67,722.00	87,559.00	Annual	40	1
	Stone Mountain	6,281	57,962.00	75,627.00	Annual	40	1
	Sylvester	5,776	51,745.72	55,993.60	Annual	40	1
	Toccoa	8,336	21.15	32.19	Hourly	40	2
	Tybee Island	7,506	67,042.00	107,267.00	Annual	40	1
E	Adairsville	4,963	15.83	45.67	Annual	40	3
	Alma	3,380	56,000.00	64,480.00	Annual	40	1
	Ashburn	3,704	65,000.00	65,000.00	Annual	40	1
	Avondale Estates	3,129	69,574.00	97,404.00	Annual	40	1
	Baldwin	3,414	45,000.00	48,672.00	Annual	40	1
	Blackshear	3,527	15.00	25.00	Annual	40	2
	Chatsworth	4,290	37,585.60	69,243.20	Annual	40	1
	Chattahoochee Hills C	3,318	55,000.00	80,000.00	Annual	40	1
	Chickamauga	3,256	46,383.00	46,383.00	Annual	40	1
	Cornelia	4,683	55,648.00	83,472.00	Annual	40	1
	Cuthbert	3,417	45,174.00	48,000.00	Annual	40	1
	Dawsonville	3,246	39,000.00	67,787.20	Annual	40	1
	Donalsonville	2,466	50,000.00	54,050.00	Annual	40	1
	Elberton	4,329	56,849.00	83,966.00	Annual	40	1
	Grantville	3,296	26.80	26.80	Hourly	40	0
	Gray	3,274	56,000.00	56,000.00	Annual	40	1
	Hahira	3,029	67,635.00	67,635.00	Annual	40	1
	Harlem	3,371	48,110.26	73,205.45	Annual	40	1
	Hartwell	4,437	40,000.00	87,818.00	Annual	40	2
	Hephzibah	3,944	47,840.00	48,540.00	Annual	40	1
	Hiram	4,223	35,000.00	46,000.00	Annual	40	1
	Jasper	3,974	60,000.00	60,000.00	Annual	40	1
	Jonesboro	4,962	25.55	32.41	Annual	40	1
	Lake City	2,829	66,157.00	75,909.52	Annual	40	3
	Lakeland	1,207	13.00	21.00	Annual	40	1
	Lula	2,961	17.48	28.00	Hourly	40	1
	Lyons	4,233	50,000.00	60,000.00	Annual	40	1
	Millen	2,766	14.00	25.00	Annual	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Nicholls	3,333	12.00	19.50	Hourly	40	1
	Ocilla	3,732	18.00	18.00	Hourly	40	1
	Pelham	3,466	14.00	14.00	Hourly	40	1
	Pembroke	2,626	37,700.00	51,584.00	Annual	40	1
	Ringgold	3,630	36,342.20	60,485.87	Annual	40	2
	Royston	2,571	36,254.40	47,771.10	Annual	40	1
	Senoia	4,412	65,000.00	70,000.00	Annual	40	1
	Social Circle	4,544	103,253.11	103,253.11	Annual	40	1
	Soperton	3,148	39,520.00	42,640.00	Annual	40	1
	Statham	2,839	18.00	22.00	Hourly	40	1
	Summerville	4,243	21.86	33.16	Annual	40	1
	Sylvania	2,463	18.00	21.40	Hourly	40	1
	Thunderbolt	2,623	40,000.00	60,000.00	Annual	40	1
	Ty Ty	3,063	28.94	28.94	Hourly	40	1
	Unadilla	3,525	35,000.00	65,000.00	Annual	40	1
	Vienna	3,549	52,439.00	78,658.00	Annual	40	1
	West Point	3,737	56,125.17	84,585.84	Annual	40	1
F	Arlington	1,326	23,000.00	30,000.00	Annual	40	1
	Brooklet	1,815	13.00	17.00	Hourly	40	1
	Buchanan	1,176	26.92	26.92	Hourly	40	1
	Butler	1,759	15.00	25.91	Annual	40	1
	Clayton	2,193	55,000.00	67,980.00	Annual	40	1
	Colquitt	1,834	10.00	33.36	Hourly	40	1
	Edison	1,396	730.00	730.00	Annual	40	1
	Ellaville	1,867	19.00	24.00	Hourly	40	1
	Gordon	1,857	22.50	22.50	Hourly	40	1
	Hamilton	1,117	25.00	25.00	Annual	40	1
	Lumber City	1,257	10.00	11.00	Hourly	40	1
	Midway	2,061	49,887.99	54,000.44	Annual	40	1
	Morgan	1,835	13.00	13.00	Hourly	40	1
	Mount Airy	1,265	15.00	25.00	Hourly	40	1
	Mount Zion	1,813	12.00	25.00	Hourly	40	1
	Oglethorpe	1,156	16.60	16.60	Annual	40	1
	Omega	1,230	44,493.80	44,493.80	Annual	40	1
	Oxford	2,346	55,954.29	85,141.07	Annual	40	1
	Pine Mountain	1,417	53,610.00	53,610.00	Annual	40	1
	Sparta	1,230	48,000.00	125,000.00	Annual	40	1
	Union Point	1,899	21.00	32.00	Annual	40	1
	Wadley	1,858	9.00	21.68	Hourly	40	1

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

◆ Public Works Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Walnut Grove	1,357	38,880.00	38,880.00	Annual	40	1
	Willacoochee	1,354	15.82	15.82	Hourly	40	1
	Zebulon	1,228	25,000.00	40,000.00	Annual	40	1
G	Alapaha	675	14.42	14.42	Annual	40	1
	Baconton	827	20.00	20.00	Hourly	40	1
	Franklin	971	17.50	17.50	Hourly	40	1
	Hagan	965	10.00	16.00	Hourly	40	1
	Hoboken	536	10.94	18.32	Hourly	40	1
	Homeland	941	9.00	18.50	Hourly	40	1
	Newborn	783	10.00	20.00	Hourly	40	1
	Plains	716	10.00	25,000.00	Annual	40	1
	Reynolds	960	725.00	1,159.05	Annual	40	1
	Rutledge	842	11.00	19.81	Hourly	45	1
	Smithville	636	15.25	15.25	Hourly	40	1
	Woodbury	902	17.00	21.00	Hourly	40	1
H	Attapulgus	425	13.24	13.90	Hourly	40	1
	Mansfield	442	30,000.00	50,000.00	Annual	40	1
	Rhine	375	20,800.00	35,000.00	Annual	40	1
	Shiloh	486	12.00	20.00	Hourly	36	1
	Sky Valley	273	18.00	22.00	Hourly	40	1

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

◆ Recycling Manager/Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	44,979	44,979	71,966	71,966	1
B	1	48,339	48,339	72,530	72,530	1
C	1	46,904	46,904	46,904	46,904	1
D	2	39,418	47,490	56,476	65,465	2
E	1	37,911	37,911	51,631	51,631	1
Total/Avg	6	43,510	45,125	59,901	61,699	6

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Roswell	94,763	44,979.00	71,966.00	Annual	40	1
B	Statesboro	32,954	23.24	34.87	Annual	40	1
C	Calhoun	17,271	22.55	22.55	Hourly	40	1
D	Barnesville	6,659	47,490.00	65,465.00	Annual	40	1
	LaFayette	7,339	15.07	22.83	Hourly	40	1
E	Elberton	4,329	37,911.00	51,631.00	Annual	40	1

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

◆ Refuse/Recycling Collection Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	46,987	52,312	73,746	80,870	3
B	8	42,738	57,331	60,989	73,258	9
C	7	41,098	47,944	61,387	71,926	7
E	1	37,440	37,440	46,821	46,821	1
Total/Avg	18	42,066	48,757	60,736	68,219	20

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Marietta	60,867	52,312.00	80,870.40	Annual	40	1
	Roswell	94,763	20.03	32.03	Hourly	40	2
B	Carrollton	27,259	57,330.63	57,330.63	Annual	40	1
	Chamblee	30,307	20.96	32.48	Hourly	40	2
	Dalton	33,665	16.46	25.76	Hourly	40	1
	Douglasville	33,992	22.02	35.22	Hourly	40	1
	East Point	34,875	15.00	20.14	Hourly	40	1
	Newnan	41,581	20.70	32.09	Hourly	40	1
	Rome	36,716	45,000.00	65,000.00	Annual	40	1
	Statesboro	32,954	20.04	30.07	Hourly	40	1
C	Acworth	22,818	47,944.00	71,926.40	Annual	40	1
	Bainbridge	12,081	21.97	30.55	Hourly	40	1
	Buford	15,522	20.00	27.00	Hourly	40	1
	Dublin	15,881	18.26	28.31	Hourly	40	1
	Kingsland	17,949	14.18	24.08	Hourly	40	2
	Perry	17,894	21.59	32.21	Hourly	40	0
	Powder Springs	15,758	19.26	29.86	Hourly	40	1
E	Blakely	4,571	18.00	22.51	Hourly	40	1

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

◆ Refuse/Recycling Collector

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	3	23,330	24,315	38,761	45,053	40
B	9	27,970	37,066	41,490	57,450	65
C	10	24,742	29,266	39,806	49,920	51
D	5	26,659	31,000	38,467	49,421	12
E	9	24,430	40,830	32,286	48,464	23
F	3	22,573	27,040	30,212	38,636	5
H	1	24,960	24,960	37,440	37,440	2
Total/Avg	40	24,952	30,640	36,923	46,626	198

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	10.53	15.56	Hourly	40	3
	Marietta	60,867	23,774.40	45,052.80	Annual	40	22
	Roswell	94,763	11.69	18.69	Hourly	40	15
B	Canton	30,528	14.73	22.09	Hourly	40	3
	Carrollton	27,259	23,702.98	32,552.41	Annual	40	12
	Chamblee	30,307	13.96	21.64	Hourly	40	12
	Douglasville	33,992	11.25	17.43	Hourly	40	7
	East Point	34,875	15.00	17.40	Hourly	40	9
	Lawrenceville	30,834	30,114.95	45,375.18	Annual	40	4
	Newnan	41,581	17.82	27.62	Hourly	40	1
	Rome	36,716	8.89	15.63	Hourly	40	15
	Statesboro	32,954	13.50	20.25	Hourly	40	2
	C	Acworth	22,818	14.07	21.10	Hourly	40
Buford		15,522	12.00	24.00	Hourly	40	8
Conyers		16,256	28,541.45	44,277.15	Annual	40	2
Dublin		15,881	12.01	18.62	Hourly	40	8
Kingsland		17,949	11.23	16.97	Hourly	40	6
Milledgeville		18,704	22,401.08	34,085.87	Annual	40	5
Monroe		13,673	11.81	19.25	Hourly	40	6
Perry		17,894	12.31	18.85	Hourly	40	1

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

◆ Refuse/Recycling Collector

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Powder Springs	15,758	12.42	19.25	Hourly	40	5
	Snellville	20,077	8.61	15.66	Hourly	40	2
D	Dacula	6,350	31,000.00	37,000.00	Annual	40	4
	Fort Oglethorpe	9,994	12.00	17.00	Hourly	40	1
	LaFayette	7,339	11.20	16.98	Hourly	40	4
	Toccoa	8,336	11.13	16.94	Hourly	40	2
	Tybee Island	7,506	14.85	23.76	Hourly	40	1
E	Alma	3,380	24,960.00	30,243.00	Annual	40	2
	Avondale Estates	3,129	14.67	23.30	Hourly	40	6
	Cornelia	4,683	12.50	17.85	Hourly	40	3
	Hartwell	4,437	19,000.00	32,968.00	Annual	40	4
	Hazlehurst	4,137	9.06	11.00	Hourly	40	1
	Jasper	3,974	10.61	10.93	Hourly	40	3
	Millen	2,766	9.00	14.00	Hourly	40	2
	Monticello	2,719	19.63	19.63	Hourly	40	1
	Royston	2,571	9.10	12.60	Hourly	40	1
F	Oxford	2,346	25,391.30	38,635.86	Annual	40	1
	Trion	1,893	13.00	13.00	Hourly	40	2
	Wadley	1,858	7.35	12.00	Hourly	40	2
H	Sky Valley	273	12.00	18.00	Hourly	40	2

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

◆ Refuse/Recycling Route Supervisor/Lead Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	38,730	38,730	66,643	66,643	3
B	1	33,405	33,405	54,995	54,995	1
C	5	35,348	39,083	53,776	56,638	8
E	4	33,777	47,736	44,819	59,904	5
F	1	29,723	29,723	33,925	33,925	1
Total/Avg	12	34,196	37,735	50,832	54,421	18

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Marietta	60,867	38,729.60	66,643.20	Annual	40	3
B	Rome	36,716	16.06	26.44	Hourly	40	1
C	Acworth	22,818	17.14	25.71	Hourly	40	1
	Cartersville	21,760	16.26	24.70	Hourly	40	2
	Dublin	15,881	16.25	25.19	Hourly	40	2
	Monroe	13,673	18.79	27.23	Hourly	40	1
	Perry	17,894	16.53	26.44	Hourly	40	2
	E	Avondale Estates	3,129	20.57	28.80	Hourly	40
	Hartwell	4,437	20,000.00	40,269.00	Annual	40	1
	Jasper	3,974	22.95	22.95	Hourly	40	1
	Royston	2,571	11.82	15.08	Hourly	40	1
F	Trion	1,893	14.29	16.31	Hourly	40	1

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

◆ Refuse/Recycling Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	29,328	30,306	50,523	52,083	25
B	8	31,903	37,066	47,815	57,450	65
C	8	30,183	32,302	47,791	52,936	50
D	7	25,411	37,707	38,064	51,980	12
E	11	24,176	35,880	33,292	45,698	19
F	2	20,519	23,754	24,731	26,187	3
Total/Avg	38	26,920	32,836	40,369	47,722	174

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Marietta	60,867	30,305.60	52,083.20	Annual	40	10	
	Roswell	94,763	13.63	23.54	Hourly	40	15	
B	Carrollton	27,259	28,959.60	39,762.18	Annual	40	11	
	Chamblee	30,307	14.94	23.16	Hourly	40	4	
	Douglasville	33,992	14.79	22.92	Hourly	40	6	
	East Point	34,875	15.00	21.15	Hourly	40	6	
	Lawrenceville	30,834	34,924.12	52,621.29	Annual	40	5	
	Newnan	41,581	17.82	27.62	Hourly	40	1	
	Rome	36,716	13.78	21.15	Hourly	40	20	
	Statesboro	32,954	15.66	23.49	Hourly	40	12	
	C	Acworth	22,818	15.53	23.29	Hourly	40	4
		Bainbridge	12,081	13.55	18.84	Hourly	40	12
Buford		15,522	15.00	25.00	Hourly	40	4	
Cartersville		21,760	15.47	23.55	Hourly	40	9	
Dublin		15,881	15.33	23.77	Hourly	40	10	
Monroe		13,673	12.50	25.45	Hourly	40	6	
Perry		17,894	14.33	21.63	Hourly	40	2	
Powder Springs		15,758	14.38	22.28	Hourly	40	3	
D		Barnesville	6,659	37,707.00	51,980.00	Annual	40	1
		Fitzgerald	8,662	7.25	15.00	Hourly	40	2
	Fort Oglethorpe	9,994	14.00	19.00	Hourly	40	1	
	Hawkinsville	5,270	12.00	14.37	Hourly	40	1	

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

◆ Refuse/Recycling Truck Driver

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	LaFayette	7,339	11.20	16.98	Hourly	40	4
	McRae-Helena	8,277	11.25	19.97	Hourly	40	2
	Toccoa	8,336	11.69	17.79	Hourly	40	1
E	Blakely	4,571	13.00	16.00	Hourly	40	4
	Chatsworth	4,290	24,252.80	45,697.80	Annual	40	1
	Chickamauga	3,256	17.25	21.22	Hourly	40	2
	Cuthbert	3,417	10.00	13.00	Hourly	40	2
	Hartwell	4,437	19,000.00	27,331.00	Annual	40	1
	Hazlehurst	4,137	9.00	12.50	Hourly	40	2
	Jasper	3,974	13.69	13.69	Hourly	40	1
	Millen	2,766	10.00	15.00	Hourly	40	2
	Monticello	2,719	12.00	13.71	Hourly	40	2
	Ringgold	3,630	25,210.30	41,248.73	Annual	40	1
	Unadilla	3,525	10.00	16.00	Hourly	40	1
F	Claxton	2,204	8.31	11.19	Hourly	40	1
	Oglethorpe	1,156	11.42	12.59	Hourly	40	2

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

◆ Road Crew Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	4	43,412	53,550	73,567	100,140	15
B	8	40,380	46,779	62,122	70,158	16
C	15	42,418	60,008	59,489	80,000	16
D	10	46,191	81,993	63,547	81,993	11
E	9	36,715	55,000	47,542	64,401	10
F	3	28,080	33,010	33,481	37,440	3
G	1	30,368	30,368	31,803	31,803	1
Total/Avg	50	38,224	51,530	53,079	66,562	72

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
A	Alpharetta	67,213	53,550.00	100,140.00	Annual	40	5	
	Marietta	60,867	38,729.60	66,643.20	Annual	40	4	
	Roswell	94,763	21.63	34.59	Hourly	40	1	
	Warner Robins	77,617	17.49	26.70	Hourly	40	5	
B	Carrollton	27,259	39,472.83	54,181.69	Annual	40	4	
	Duluth	29,609	19.85	30.73	Hourly	40	2	
	LaGrange	30,305	17.99	28.88	Hourly	40	1	
	McDonough	26,768	20.16	32.39	Hourly	40	1	
	Newnan	41,581	20.70	32.09	Hourly	40	3	
	Peachtree City	36,223	22.49	33.73	Hourly	40	1	
	Rome	36,716	16.06	26.44	Hourly	40	3	
	Statesboro	32,954	19.08	28.62	Hourly	40	1	
	C	Acworth	22,818	47,944.00	71,926.40	Annual	40	1
		Bainbridge	12,081	25.38	34.67	Hourly	40	1
Brunswick		16,256	28,351.54	43,944.89	Annual	40	1	
Calhoun		17,271	25.16	25.16	Hourly	40	1	
Conyers		16,256	46,491.01	72,122.82	Annual	40	1	
Covington		14,206	21.51	31.59	Hourly	40	2	
Dublin		15,881	18.26	28.31	Hourly	40	1	
Grovetown		15,152	28.85	28.85	Hourly	40	1	

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

◆ Road Crew Supervisor

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Kingsland	17,949	14.18	21.43	Hourly	40	2
	Loganville	12,880	14.73	25.45	Hourly	40	1
	Milledgeville	18,704	30,126.94	45,841.71	Annual	40	1
	Monroe	13,673	46,768.00	80,000.00	Annual	40	1
	Moultrie	14,211	45,950.00	45,950.00	Annual	40	1
	Powder Springs	15,758	19.26	29.86	Hourly	40	0
	Union	22,399	42,592.50	63,888.75	Annual	40	1
D	Centerville	7,884	19.33	39.29	Hourly	40	1
	Cumming	6,547	81,993.00	81,993.00	Annual	40	1
	Dahlonega	7,294	45,534.30	70,578.16	Annual	40	1
	Eastman	5,067	15.00	17.33	Hourly	40	1
	Garden City	8,713	45,290.00	72,465.00	Annual	40	1
	McRae-Helena	8,277	40,011.73	71,054.62	Annual	40	1
	Morrow	7,192	54,228.00	60,101.00	Annual	40	1
	Sylvester	5,776	43,680.00	43,680.00	Annual	40	1
	Thomaston	8,752	18.67	25.16	Hourly	40	2
	Tybee Island	7,506	19.68	31.49	Hourly	40	1
E	Ashburn	3,704	20.00	20.00	Hourly	40	1
	Baldwin	3,414	15.00	18.00	Hourly	40	1
	Blakely	4,571	55,000.00	62,500.00	Annual	40	1
	Elberton	4,329	46,002.00	64,401.00	Annual	40	1
	Lake City	2,829	39,407.31	56,932.14	Annual	40	1
	Social Circle	4,544	16.41	16.41	Hourly	40	1
	Springfield	4,084	10.00	21.90	Hourly	40	1
	Summerville	4,243	15.63	19.73	Hourly	40	1
	West Point	3,737	14.32	21.29	Hourly	40	2
F	Claxton	2,204	9.63	12.95	Hourly	40	1
	Ellijay	1,714	15.87	17.34	Hourly	40	1
	Union Point	1,899	15.00	18.00	Hourly	40	1
G	Riceboro	778	14.60	15.29	Hourly	40	1

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

◆ Roads and Bridges Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	56,606	60,900	94,005	107,140	2
B	3	49,170	53,373	76,157	80,059	3
C	7	48,694	67,764	76,937	112,940	6
D	3	49,522	71,988	60,543	71,988	3
E	4	35,862	46,002	52,074	64,401	4
F	1	24,960	24,960	52,000	52,000	1
G	1	20,800	20,800	20,800	20,800	1
Total/Avg	21	40,802	49,398	61,788	72,761	20

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Alpharetta	67,213	60,900.00	107,140.00	Annual	40	1
	Marietta	60,867	52,312.00	80,870.40	Annual	40	1
B	Newnan	41,581	21.22	32.89	Hourly	40	1
	Rome	36,716	50,000.00	80,000.00	Annual	40	1
	Statesboro	32,954	25.66	38.49	Annual	40	1
C	Americus	15,108	53,223.00	81,787.00	Annual	40	1
	Covington	14,206	55,036.80	80,849.60	Annual	40	1
	Dublin	15,881	45,238.27	70,119.32	Annual	40	1
	Milledgeville	18,704	36,706.77	55,853.46	Annual	40	1
	Monroe	13,673	67,764.00	112,940.00	Annual	40	1
	Perry	17,894	21.35	32.21	Hourly	40	0
D	Snellville	20,077	18.50	33.66	Hourly	40	1
	Auburn	7,660	36,275.20	53,601.60	Annual	40	1
	Cumming	6,547	71,988.00	71,988.00	Annual	40	1
E	Glennville	5,020	40,303.00	56,039.00	Annual	40	1
	Baxley	4,659	43,326.40	58,572.80	Annual	40	1
	Elberton	4,329	46,002.00	64,401.00	Annual	40	1
F	Hartwell	4,437	25,000.00	47,882.00	Annual	40	1
	Lyons	4,233	14.00	18.00	Hourly	40	1
	Mount Zion	1,813	12.00	25.00	Hourly	40	1

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

◆ Roads and Bridges Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
G	Ailey	536	10.00	10.00	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	3	67,804	105,902	84,791	105,902	3
C	4	48,395	60,000	69,917	84,000	4
E	2	42,404	56,728	55,050	79,419	2
F	1	23,340	23,340	40,315	40,315	1
Total/Avg	10	45,486	61,492	62,518	77,409	10

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Carrollton	27,259	105,901.51	105,901.51	Annual	40	1
	Newnan	41,581	21.22	32.89	Hourly	40	1
	Statesboro	32,954	25.66	38.49	Annual	40	1
C	Bainbridge	12,081	21.97	30.55	Hourly	40	1
	Buford	15,522	60,000.00	84,000.00	Annual	40	1
	Dublin	15,881	48,405.00	75,028.00	Annual	40	1
	Grovetown	15,152	18.98	27.45	Hourly	40	1
E	Avondale Estates	3,129	56,728.00	79,419.00	Annual	40	1
	Soperton	3,148	28,080.00	30,680.00	Annual	40	1
F	Sparta	1,230	23,340.00	40,315.00	Annual	40	1

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

◆ Scale House Attendant

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
B	4	27,082	29,515	41,122	44,262	5
C	1	29,224	29,224	42,266	42,266	1
E	2	24,721	26,562	28,662	29,120	2
Total/Avg	7	27,009	28,434	37,350	38,549	8

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
B	Dalton	33,665	12.90	20.19	Hourly	40	2
	LaGrange	30,305	13.60	20.30	Hourly	40	1
	Rome	36,716	11.39	17.31	Hourly	40	1
	Statesboro	32,954	14.19	21.28	Hourly	40	1
C	Monroe	13,673	14.05	20.32	Hourly	40	1
E	Blakely	4,571	11.00	13.56	Hourly	40	1
	Hazlehurst	4,137	12.77	14.00	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	3	61,609	81,454	95,811	127,375	3
C	7	57,250	87,360	78,802	113,861	7
D	6	48,389	57,720	65,270	80,922	6
E	5	49,706	72,364	62,740	73,251	5
F	4	29,493	34,320	37,662	46,966	4
G	1	24,960	24,960	33,280	33,280	1
Total/Avg	26	45,234	59,696	62,261	79,276	26

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*	
B	LaGrange	30,305	81,454.00	127,375.00	Annual	40	1	
	Rome	36,716	50,000.00	80,000.00	Annual	40	1	
	Statesboro	32,954	25.66	38.49	Annual	40	1	
C	Americus	15,108	53,223.00	81,787.00	Annual	40	1	
	Bainbridge	12,081	25.38	35.29	Hourly	40	1	
	Calhoun	17,271	42.00	42.00	Hourly	40	1	
	Dallas	13,981	76,398.40	113,861.33	Annual	40	1	
	Kingsland	17,949	29,494.40	46,738.92	Annual	40	1	
	Loganville	12,880	56,761.46	80,408.43	Annual	40	1	
	Milledgeville	18,704	44,723.61	68,052.27	Annual	40	1	
	D	Bremen	6,638	25.67	25.67	Hourly	40	1
	Eastman	5,067	17.00	20.42	Hourly	40	1	
Jackson	5,239	27.75	34.13	Hourly	40	1		
Jesup	9,841	23.69	36.96	Annual	40	1		
Toccoa	8,336	44,009.00	66,965.00	Annual	40	1		
Tybee Island	7,506	50,576.00	80,922.00	Annual	40	1		
E	Blakely	4,571	50,000.00	64,000.00	Annual	40	1	
	Cornelia	4,683	48,834.00	73,251.00	Annual	40	1	
	Dawson	4,126	25.16	25.16	Hourly	40	1	
	Hartwell	4,437	25,000.00	51,750.00	Annual	40	1	
	Social Circle	4,544	72,363.85	72,363.85	Annual	40	1	
F	Claxton	2,204	11.70	15.75	Hourly	40	1	

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

◆ Sewage Treatment Plant Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Lincolnton	1,503	16.50	16.50	Hourly	40	1
	Sparta	1,230	28,114.00	36,602.00	Annual	40	1
	Young Harris	1,661	15.00	22.58	Hourly	40	1
G	Hagan	965	12.00	16.00	Hourly	40	1

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

◆ Sewer System Supervisor

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	56,706	61,100	92,926	104,982	4
B	5	49,077	57,331	69,115	80,000	5
C	6	47,981	81,890	70,848	83,637	7
D	6	46,998	60,000	59,518	72,465	8
E	7	38,184	49,721	51,810	73,317	8
F	1	45,760	45,760	58,240	58,240	1
G	1	29,661	29,661	41,954	41,954	1
Total/Avg	28	44,910	55,066	63,487	73,513	34

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	61,100.00	104,981.76	Annual	40	1
	Marietta	60,867	52,312.00	80,870.40	Annual	40	3
B	Carrollton	27,259	57,330.63	57,330.63	Annual	40	1
	East Point	34,875	20.03	31.24	Hourly	40	1
	LaGrange	30,305	52,586.00	77,559.00	Annual	40	1
	Rome	36,716	50,000.00	80,000.00	Annual	40	1
	Statesboro	32,954	21.06	31.59	Annual	40	1
	Calhoun	17,271	39.37	39.37	Hourly	40	1
C	Dallas	13,981	37,790.69	56,326.40	Annual	40	1
	Fayetteville	17,991	22.59	36.15	Hourly	40	1
	Grovetown	15,152	24.91	36.00	Hourly	40	1
	Milledgeville	18,704	34,938.04	53,162.33	Annual	40	1
	Monroe	13,673	16.57	40.21	Hourly	40	2
	D	Cumming	6,547	58,676.00	58,676.00	Annual	40
D	Dahlonega	7,294	45,534.30	70,578.16	Annual	40	2
	Garden City	8,713	45,290.00	72,465.00	Annual	40	1
	Hawkinsville	5,270	60,000.00	60,000.00	Annual	40	1
	Sylvester	5,776	34,340.80	34,340.80	Annual	40	1
	Tybee Island	7,506	18.34	29.35	Hourly	40	2
E	Elberton	4,329	46,002.00	64,401.00	Annual	40	1

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

◆ Sewer System Supervisor

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Palmetto	4,851	14.82	23.12	Hourly	40	1
	Ringgold	3,630	49,720.52	73,317.32	Annual	40	1
	Royston	2,571	16.76	20.04	Hourly	40	1
	Senoia	4,412	45,000.00	52,000.00	Annual	40	1
	Summerville	4,243	15.63	19.72	Hourly	40	1
	West Point	3,737	13.64	20.27	Hourly	40	2
F	Ellaville	1,867	22.00	28.00	Hourly	40	1
G	Hiawassee	911	14.26	20.17	Annual	40	1

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

◆ Solid Waste Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	47,680	56,660	73,917	90,656	4
B	5	59,945	71,178	87,426	111,405	5
C	8	49,475	65,790	71,574	109,658	10
D	3	68,448	84,801	79,293	84,801	3
Total/Avg	18	56,387	69,607	78,053	99,130	22

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	38,700.48	57,177.12	Annual	40	3
	Roswell	94,763	56,660.00	90,656.00	Annual	40	1
B	Carrollton	27,259	57,330.63	57,330.63	Annual	40	1
	Dalton	33,665	34.22	53.56	Annual	40	1
	East Point	34,875	67,878.00	105,867.00	Annual	40	1
	Rome	36,716	55,000.00	90,000.00	Annual	40	1
	Statesboro	32,954	23.24	34.87	Annual	40	1
	C	Americus	15,108	41,701.00	64,082.00	Annual	40
	Cartersville	21,760	47,790.00	72,719.00	Annual	40	3
	Conyers	16,256	46,491.01	72,122.82	Annual	40	1
	Dallas	13,981	37,793.60	56,326.40	Annual	40	1
	Monroe	13,673	65,790.00	109,658.00	Annual	40	1
	Moultrie	14,211	42,456.00	42,456.00	Annual	40	1
	Perry	17,894	61,300.00	76,500.00	Annual	40	1
	Tifton	16,838	25.23	37.85	Annual	40	1
D	Camilla	5,012	75,000.00	82,500.00	Annual	40	1
	Cumming	6,547	84,801.00	84,801.00	Annual	40	1
	Dahlonega	7,294	45,543.30	70,578.16	Annual	40	1

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

◆ Truck Driver

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	1	25,749	25,749	39,297	39,297	1
B	1	36,546	36,546	54,808	54,808	7
C	1	33,821	33,821	41,995	41,995	2
D	5	25,582	31,616	37,084	45,781	7
E	3	24,749	25,657	32,973	35,958	7
F	2	22,495	29,702	29,068	32,781	4
Total/Avg	13	28,157	30,515	39,204	41,770	28

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Warner Robins	77,617	12.38	18.89	Hourly	40	1
B	Peachtree City	36,223	17.57	26.35	Hourly	40	7
C	Calhoun	17,271	16.26	20.19	Hourly	40	2
D	Barnesville	6,659	27,922.00	38,491.00	Annual	40	1
	Eatonton	6,725	11.50	16.25	Hourly	40	3
	Fitzgerald	8,662	7.25	15.00	Hourly	40	1
	Jesup	9,841	14.12	22.01	Hourly	40	1
	Stone Mountain	6,281	15.20	17.38	Hourly	40	1
E	Blakely	4,571	12.00	13.00	Hourly	40	1
	Elberton	4,329	25,657.00	35,921.00	Annual	40	4
	Tallapoosa	3,185	23,631.31	35,957.83	Annual	40	2
F	Trion	1,893	14.28	15.76	Hourly	40	3
	Wadley	1,858	7.35	12.19	Hourly	40	1

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

◆ Water/Wastewater Lab Technician

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	37,374	47,250	57,956	70,405	3
B	7	34,530	40,501	52,140	61,025	16
C	11	33,174	39,229	54,497	72,717	25
D	8	34,115	49,338	50,522	78,811	17
E	8	30,096	46,000	45,659	55,453	16
F	3	29,314	33,280	44,519	46,197	4
Total/Avg	39	33,100	42,600	50,882	64,101	81

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	13.22	21.88	Hourly	40	2
	Alpharetta	67,213	47,250.00	70,405.00	Annual	40	1
B	Carrollton	27,259	36,844.52	50,588.88	Annual	40	3
	East Point	34,875	15.00	21.15	Hourly	40	1
	LaGrange	30,305	16.48	24.75	Hourly	40	1
	Lawrenceville	30,834	40,501.27	61,024.57	Annual	40	1
	Rome	36,716	15.38	26.92	Hourly	40	3
	Statesboro	32,954	17.28	25.93	Hourly	40	2
	Stockbridge	29,904	14.88	23.06	Hourly	40	5
C	Bainbridge	12,081	15.69	21.81	Hourly	40	1
	Buford	15,522	12.00	30.00	Hourly	40	5
	Calhoun	17,271	18.41	20.06	Hourly	40	2
	Cartersville	21,760	18.86	34.96	Hourly	40	6
	Covington	14,206	18.01	26.46	Hourly	40	2
	Dublin	15,881	18.26	28.30	Hourly	40	1
	Fayetteville	17,991	13.50	21.60	Hourly	40	1
	Loganville	12,880	14.73	25.45	Hourly	40	2
	Milledgeville	18,704	33,254.50	50,600.68	Annual	40	3
	Monroe	13,673	15.99	34.96	Hourly	40	1
	Rincon	10,361	14.00	20.28	Hourly	40	1
D	Bremen	6,638	19.51	20.00	Hourly	40	2
	Cumming	6,547	32,136.00	78,811.00	Annual	40	4

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

◆ Water/Wastewater Lab Technician

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Dahlonega	7,294	37,461.18	58,064.83	Annual	40	3
	Hawkinsville	5,270	12.00	18.15	Hourly	40	1
	Jackson	5,239	23.72	25.72	Hourly	40	1
	Sylvester	5,776	20,945.60	29,120.00	Annual	40	4
	Toccoa	8,336	16.52	25.15	Hourly	40	1
	Tybee Island	7,506	15.93	25.49	Annual	40	1
E	Adairsville	4,963	15.83	23.49	Hourly	40	5
	Cornelia	4,683	13.92	26.00	Hourly	40	1
	Hazlehurst	4,137	8.49	13.00	Hourly	40	1
	Senoia	4,412	46,000.00	54,000.00	Annual	40	3
	Springfield	4,084	9.50	17.50	Hourly	40	1
	Statham	2,839	20.00	25.00	Hourly	40	1
	Sylvania	2,463	15.90	26.66	Hourly	40	3
	Unadilla	3,525	10.00	18.00	Hourly	40	1
F	Hoschton	2,180	16.00	20.00	Annual	40	1
	Lincolnton	1,503	12.00	22.00	Hourly	40	2
	Trion	1,893	14.28	22.21	Hourly	40	1
G	White	725	13.00	14.42	Hourly	40	1

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

◆ Water/Wastewater Superintendent

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	59,509	62,358	95,196	99,736	2
B	7	59,721	78,922	89,114	110,377	8
C	14	50,610	72,384	74,754	125,174	21
D	12	51,179	95,388	67,287	95,388	15
E	14	40,970	90,000	52,912	90,000	17
F	15	38,590	52,000	50,919	73,542	16
G	7	26,691	37,519	43,760	65,000	8
H	4	30,545	46,800	41,465	49,920	4
Total/Avg	75	44,727	66,921	64,426	88,642	91

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Marietta	60,867	62,358.40	99,736.00	Annual	40	1
	Roswell	94,763	56,660.00	90,656.00	Annual	40	1
B	Carrollton	27,259	78,921.53	92,063.06	Annual	40	2
	East Point	34,875	50,651.00	78,998.00	Annual	40	1
	LaGrange	30,305	62,281.00	101,840.00	Annual	40	1
	Lawrenceville	30,834	73,255.70	110,376.71	Annual	40	1
	Rome	36,716	50,000.00	80,000.00	Annual	40	1
	Stockbridge	29,904	54,391.86	84,307.38	Annual	40	1
	Woodstock	33,039	48,547.20	76,211.20	Annual	40	1
C	Americus	15,108	53,223.00	81,787.00	Annual	40	0
	Bainbridge	12,081	17.30	24.05	Hourly	40	4
	Buford	15,522	25.00	34.00	Hourly	42	1
	Calhoun	17,271	34.80	34.80	Hourly	40	1
	Cartersville	21,760	25.36	38.59	Hourly	40	3
	Dallas	13,981	44,060.68	65,666.33	Annual	40	1
	Doraville	10,265	24.06	37.06	Annual	40	1
	Dublin	15,881	51,794.00	80,280.00	Annual	40	1
	Grovetown	15,152	19.94	30.34	Hourly	40	1
	Kingsland	17,949	48,700.00	73,588.00	Annual	40	1

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

◆ Water/Wastewater Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Loganville	12,880	18.88	31.37	Hourly	40	4
	Milledgeville	18,704	44,723.61	68,052.27	Annual	40	1
	Monroe	13,673	58,532.00	125,174.00	Annual	40	1
	Rincon	10,361	61,000.00	69,630.03	Annual	40	1
D	Auburn	7,660	36,275.20	53,601.60	Annual	40	1
	Barnesville	6,659	56,602.00	78,371.00	Annual	40	1
	Byron	5,226	17.98	30.02	Hourly	40	1
	Camilla	5,012	60,500.00	63,500.00	Annual	40	1
	Cumming	6,547	95,388.00	95,388.00	Annual	40	3
	Fort Oglethorpe	9,994	15.00	22.50	Hourly	40	1
	Glennville	5,020	16.50	22.94	Hourly	40	1
	Jackson	5,239	27.75	34.13	Hourly	40	1
	Jesup	9,841	23.69	36.96	Annual	40	1
	LaFayette	7,339	27.25	43.27	Annual	40	1
	Sylvester	5,776	54,800.00	54,800.00	Annual	40	1
	Toccoa	8,336	21.15	32.19	Hourly	40	2
E	Baxley	4,659	43,326.40	58,572.80	Annual	40	1
	Blakely	4,571	40,000.00	50,300.00	Annual	40	1
	Dawsonville	3,246	16.59	27.68	Hourly	40	1
	Elberton	4,329	43,287.00	60,602.00	Annual	40	2
	Grantville	3,296	15.94	15.94	Hourly	40	1
	Harlem	3,371	12.88	26.27	Hourly	40	2
	Hephzibah	3,944	30,000.00	39,430.00	Annual	40	1
	Jasper	3,974	90,000.00	90,000.00	Annual	40	1
	Millen	2,766	11.00	17.00	Hourly	40	1
	Pelham	3,466	56,650.00	56,650.00	Annual	40	1
	Royston	2,571	38,849.79	57,843.97	Annual	40	1
	Soperton	3,148	39,520.00	44,720.00	Annual	40	1
	Summerville	4,243	23.74	29.62	Annual	40	2
	Sylvania	2,463	12.13	19.38	Annual	40	1
F	Alto	1,198	13.27	16.50	Hourly	40	1
	Arlington	1,326	30,000.00	40,000.00	Annual	44	1
	Buchanan	1,176	23.79	23.79	Hourly	40	1
	Chester	1,564	8.00	18.00	Hourly	40	1
	Comer	1,178	14.50	17.50	Hourly	40	1
	Ellaville	1,867	22.00	28.00	Hourly	40	1
	Hoschtton	2,180	25.00	32.00	Hourly	40	2
	Lincolnton	1,503	22.00	22.00	Hourly	40	1
	McCaysville	1,204	24.00	25.00	Hourly	40	1

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

◆ Water/Wastewater Superintendent

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Mount Vernon	2,371	25,000.00	45,000.00	Annual	40	1
	Sparta	1,230	46,800.00	54,800.00	Annual	40	1
	Trion	1,893	49,189.50	73,542.00	Annual	40	1
	Wrens	1,939	34,340.80	57,496.83	Annual	40	1
	Young Harris	1,661	15.00	22.95	Hourly	40	1
	Zebulon	1,228	45,000.00	65,000.00	Annual	40	1
G	Bowman	808	9.50	18.00	Hourly	40	1
	Carnesville	601	37,519.37	43,101.16	Annual	40	2
	Crawford	836	25,000.00	49,000.00	Annual	40	1
	Lyerly	514	24,000.00	65,000.00	Annual	40	1
	McIntyre	605	17.73	19.94	Hourly	40	1
	Odum	503	12.00	18.00	Hourly	40	1
	Pavo	604	9.00	15.80	Hourly	40	1
	White	725	16.50	18.14	Hourly	40	1
H	Concord	384	46,800.00	46,800.00	Annual	40	1
	Morganton	323	11.00	24.00	Hourly	40	1
	Rentz	285	6.00	14.00	Hourly	40	1
	Tignall	496	19.24	19.24	Hourly	40	1

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

◆ Water/Wastewater Treatment Plant Manager

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	55,580	56,660	85,588	90,656	2
B	6	54,229	92,283	75,014	92,283	7
C	9	47,852	67,309	80,946	145,183	14
D	7	54,052	67,042	70,511	107,267	9
E	15	44,118	66,310	59,841	87,195	17
F	5	35,864	46,800	43,043	51,605	9
G	3	38,286	51,147	50,516	54,829	3
Total/Avg	47	47,140	63,936	66,494	89,860	61

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	54,500.16	80,520.96	Annual	40	1
	Roswell	94,763	56,660.00	90,656.00	Annual	40	1
B	Carrollton	27,259	92,282.85	92,282.85	Annual	40	1
	McDonough	26,768	48,541.00	77,981.00	Annual	40	2
	Rome	36,716	60,000.00	90,000.00	Annual	40	1
	Statesboro	32,954	20.04	30.07	Annual	40	1
	Stockbridge	29,904	20.58	30.40	Hourly	40	1
	Woodstock	33,039	19.26	30.79	Hourly	40	1
	C	Calhoun	17,271	32.36	33.89	Hourly	40
	Cartersville	21,760	45,487.87	145,183.00	Annual	40	4
	Covington	14,206	55,036.80	80,849.60	Annual	40	1
	Fayetteville	17,991	57,559.36	92,095.43	Annual	40	1
	Grovetown	15,152	23.13	35.00	Hourly	40	1
	Kingsland	17,949	41,752.00	63,090.00	Annual	40	1
	Loganville	12,880	14.73	25.45	Hourly	40	2
	Milledgeville	18,704	38,565.04	58,681.25	Annual	40	1
	Monroe	13,673	46,210.00	92,387.00	Annual	40	1
D	Bremen	6,638	26.11	26.11	Hourly	40	1
	Cumming	6,547	55,619.00	55,619.00	Annual	40	3
	Dahlonega	7,294	45,534.30	70,578.16	Annual	40	1

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

◆ Water/Wastewater Treatment Plant Manager

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Eastman	5,067	17.00	25.22	Hourly	40	1
	Hawkinsville	5,270	27.54	27.54	Hourly	40	1
	Locust Grove	8,243	63,215.15	96,062.24	Annual	40	1
	Tybee Island	7,506	67,042.00	107,267.00	Annual	40	1
E	Adairsville	4,963	20.20	29.98	Hourly	40	1
	Baxley	4,659	39,312.00	53,227.20	Annual	40	1
	Cornelia	4,683	48,834.00	73,251.00	Annual	40	3
	Dawsonville	3,246	40,500.00	82,698.00	Annual	40	1
	Elberton	4,329	59,560.00	87,195.00	Annual	40	1
	Hartwell	4,437	30,000.00	48,734.00	Annual	40	1
	Hazlehurst	4,137	49,920.00	52,000.00	Annual	40	1
	Millen	2,766	13.00	18.00	Hourly	40	1
	Monticello	2,719	31.88	31.88	Hourly	40	1
	Palmetto	4,851	19.81	30.90	Hourly	40	1
	Ringgold	3,630	48,407.56	66,772.78	Annual	40	1
	Royston	2,571	16.94	20.70	Hourly	40	1
	Senoia	4,412	46,000.00	56,000.00	Annual	40	1
	Social Circle	4,544	20.40	20.40	Hourly	40	1
	Springfield	4,084	45,000.00	61,861.26	Annual	40	1
F	Clayton	2,193	21.00	24.81	Hourly	40	1
	Hamilton	1,117	17.00	17.00	Hourly	40	1
	McCaysville	1,204	22.50	23.00	Hourly	40	1
	Sparta	1,230	22,279.00	40,888.00	Annual	40	5
	Union Point	1,899	15.00	19.00	Hourly	40	1
G	Hiawassee	911	18.63	26.36	Annual	40	1
	Norman Park	962	12.00	21.00	Hourly	40	1
	Riceboro	778	24.59	25.50	Hourly	40	1

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

◆ Water/Wastewater Treatment Plant Operator

Summary of Data

Group	Number reporting	Minimum entry-level wage**		Maximum wage**		Number of full-time employees
		Average	Highest	Average	Highest	
A	2	31,938	33,072	56,066	66,622	18
B	8	32,560	44,706	52,935	67,360	70
C	14	29,734	38,522	49,946	69,826	96
D	12	33,000	43,992	51,315	75,941	41
E	31	28,344	44,179	41,461	58,552	92
F	9	25,161	31,200	37,872	52,000	27
G	4	27,695	31,200	42,120	52,000	6
H	1	24,960	24,960	31,200	31,200	1
Total/Avg	81	29,174	36,479	45,364	59,188	351

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

Population Group Data

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
A	Albany	72,130	14.81	21.88	Hourly	40	14
	Roswell	94,763	15.90	32.03	Hourly	40	4
B	Carrollton	27,259	27,657.50	48,780.40	Annual	40	12
	East Point	34,875	15.00	29.76	Hourly	40	10
	LaGrange	30,305	16.58	22.40	Annual	40	7
	Lawrenceville	30,834	44,705.82	67,359.70	Annual	40	1
	McDonough	26,768	14.33	27.98	Hourly	40	12
	Rome	36,716	15.38	26.92	Hourly	40	17
	Statesboro	32,954	15.66	23.49	Hourly	40	8
	Stockbridge	29,904	13.49	17.21	Hourly	40	3
C	Bainbridge	12,081	13.55	18.84	Hourly	40	2
	Buford	15,522	13.35	28.00	Hourly	40	3
	Calhoun	17,271	13.36	26.08	Hourly	40	12
	Cartersville	21,760	14.73	22.42	Hourly	40	28
	Covington	14,206	16.01	27.25	Hourly	40	4
	Dallas	13,981	34,114.63	53,326.40	Annual	40	4
	Dublin	15,881	16.25	26.70	Hourly	40	17
	Fayetteville	17,991	16.72	31.87	Hourly	40	4
Grovetown	15,152	18.52	22.54	Hourly	40	2	

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

◆ Water/Wastewater Treatment Plant Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Kingsland	17,949	11.23	17.49	Hourly	40	4
	Loganville	12,880	13.33	18.88	Hourly	40	3
	Milledgeville	18,704	27,293.53	45,841.71	Annual	40	3
	Monroe	13,673	10.17	33.57	Hourly	40	9
	Rincon	10,361	13.39	14.86	Hourly	40	1
D	Bremen	6,638	19.22	20.46	Hourly	40	3
	Camilla	5,012	12.00	16.00	Hourly	40	1
	Centerville	7,884	17.96	36.51	Hourly	40	1
	Cumming	6,547	26,395.00	57,824.00	Annual	40	10
	Dahlonega	7,294	30,819.40	58,064.83	Annual	40	4
	Fort Oglethorpe	9,994	13.00	18.00	Hourly	40	5
	Hawkinsville	5,270	21.15	21.15	Hourly	40	1
	Jesup	9,841	12.37	19.33	Hourly	40	2
	Locust Grove	8,243	19.59	31.26	Hourly	40	4
	McRae-Helena	8,277	14.35	25.49	Hourly	40	3
	Toccoa	8,336	13.56	20.64	Hourly	40	6
	Tybee Island	7,506	19.68	31.49	Annual	40	1
E	Alma	3,380	33,280.00	36,192.00	Annual	40	1
	Ashburn	3,704	21.24	21.24	Hourly	40	1
	Baldwin	3,414	13.26	21.50	Hourly	40	6
	Baxley	4,659	15.14	22.98	Hourly	40	1
	Blakely	4,571	13.00	15.75	Hourly	40	2
	Cornelia	4,683	13.92	26.00	Hourly	40	9
	Cuthbert	3,417	9.00	17.00	Hourly	40	1
	Dawson	4,126	9.10	12.00	Hourly	40	2
	Dawsonville	3,246	13.70	23.32	Hourly	40	3
	Donalsonville	2,466	12.85	16.69	Hourly	40	2
	Elberton	4,329	31,210.00	51,631.00	Annual	40	7
	Grantville	3,296	14.79	14.79	Hourly	40	1
	Gray	3,274	11.06	28.15	Hourly	40	3
	Harlem	3,371	12.88	21.61	Hourly	40	2
	Hartwell	4,437	25,000.00	36,525.00	Annual	40	4
	Jasper	3,974	13.76	21.47	Hourly	42	5
	Lakeland	1,207	9.00	11.00	Hourly	40	1
	Lula	2,961	15.00	23.00	Hourly	40	2
	Lyons	4,233	32,000.00	45,000.00	Annual	40	1
	Monticello	2,719	16.55	16.55	Hourly	40	1
	Nicholls	3,333	10.00	16.50	Hourly	40	1
	Palmetto	4,851	13.44	20.97	Hourly	40	3

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

◆ Water/Wastewater Treatment Plant Operator

Group	Jurisdiction	2019 Population	Minimum entry-level wage	Maximum wage	Wage reported as	Number of scheduled hours	Number of full-time employees*
	Pelham	3,466	17.51	17.51	Hourly	40	1
	Ringgold	3,630	32,921.90	44,643.10	Annual	40	1
	Royston	2,571	12.04	16.76	Hourly	40	4
	Social Circle	4,544	14.29	20.40	Hourly	40	6
	Springfield	4,084	10.00	22.87	Hourly	40	1
	Summerville	4,243	12.48	18.44	Hourly	40	10
	Tallapoosa	3,185	30,250.07	46,029.06	Annual	40	2
	Vienna	3,549	26,265.00	39,398.00	Annual	40	1
	West Point	3,737	16.33	26.40	Hourly	40	7
F	Clayton	2,193	12.00	16.50	Hourly	40	1
	Colquitt	1,834	10.00	25.00	Hourly	40	1
	Ellaville	1,867	10.00	18.00	Hourly	40	1
	Gordon	1,857	10.75	10.75	Hourly	40	1
	McCaysville	1,204	14.50	17.50	Hourly	40	3
	Sparta	1,230	9.94	14.00	Hourly	40	3
	Trion	1,893	14.28	22.36	Hourly	40	14
	Union Point	1,899	15.00	19.00	Hourly	40	1
	Wrens	1,939	12.40	20.76	Hourly	40	2
G	Crawford	836	10.00	17.57	Hourly	40	2
	Hiawassee	911	14.26	20.17	Hourly	40	2
	Kingston	679	14.00	25.00	Hourly	40	1
	McIntyre	605	15.00	18.26	Annual	40	1
H	Concord	384	24,960.00	31,200.00	Annual	40	1

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

City of Oxford
Invoices >=\$1,000
Paid in January 2022

VENDOR	DESCRIPTION	AMOUNT
RECURRING CHARGES		
City of Oxford Utilities	November – December 2021 services	1,680.73
City of Covington	2022 Dispatch Service Fees	16,202.97
City of Covington	Quarterly Sewer Charges – October-December 2021	9,636.00
Newton County Board of Commissioners	Landfill Fees – December 2021	1,206.24
Newton County Board of Commissioners	Purchase of water for resale December 2021; Invoice #2917	13,669.00
Newton County Water & Sewerage Authority	Sewer Treatment Fees, 11/29/2021 – 12/29/2021	5,414.03
Georgia Municipal Association	GMEBS Life and Health Insurance Program billing for February, 2022 – Invoice #318958	17,422.54
Georgia Municipal Association	GMEBS Life and Health Insurance Program billing for January, 2022 – Invoice #319770	21,550.96
Georgia Municipal Association	GMEBS Retirement Trust Fund Employer Contributions December 2021	5,784.75
Georgia Municipal Association	2022 Workers Compensation Self-Insurance Fund Estimated Annual Premium – Invoice # 317805	16,782.00
Georgia Municipal Association	2022 Annual Dues for City of Oxford	1,446.22
Georgia Environmental Finance Authority (GEFA)	Monthly Payment on Loan 2016L06WQ January 2022	4,556.05
Southeastern Power Administration (SPA)	SEPA Energy Cost (December 2021) Inv. #B-22-0641	2,841.15
Municipal Electric Authority of Georgia (MEAG)	Monthly Electric Purchases for December 2021	96,542.70
Electric Cities of Georgia	Consulting and planning services for January 2022	5,087.00
IRS	Federal Payroll Taxes, January 2022	11,969.08
Latham Home Sanitation	Commercial Waste Removal Services December 2021	7,361.18
VC3, Inc. (formerly Sophicity)	January 2022 charges for software and hardware support; invoice #69899	2,279.60

VENDOR	DESCRIPTION	AMOUNT
PURCHASES/CONTRACT LABOR		
Mauldin & Jenkins	Final billing – FY 2021 audit and MEAG documents	6,000.00
C. David Strickland, P.C.	City legal services, December 2021	1,425.00
McNair McLemore Middlebrooks & Co.	Professional financial services in support of FY2021 audit and Local Government Finance Report	1,260.00
Beryl Budd	Arborist Services November – December 2021	1,612.50
Utility Service Co., Inc.	Quarterly Water Tank Maintenance – Invoice #550249	3,122.62
Pi-Jon, Inc.	Fuel for City vehicles – P. O. 14271	3,076.77
Anixter, Inc.	Electric supplies – Invoice # 5150563-00	1,063.50
Scarborough Tree, Inc.	Removal of trees on Stone St., Asbury St. and Oxford Dr. on 12/14/2021, P.O. 14288	3,000.00
Jordan Engineering	Final balance of original proposed amount for Oxford ROW Survey	2,705.00