# IGeorgia ${ }^{\circ}$ Department of $\uparrow \sqrt{ } \downarrow \downarrow$ Community Affairs 

2017

# Municipal Wage and Salary Survey 

## General and Administrative

## Positions

October 2017

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 Directs and coordinates downtown development, Better Hometown, and/or Main Manager Steet 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, fuctional, 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, fuctional, technically sound, and up to date.

## Keep Georgia Beautiful (KGB) Executive

 DirectorManages 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 appplications and networks computers; provides advanced level network support for fileservers 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 countyoperated 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 <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 43,820 | 57,942 | 71,673 | 97,906 | Number of <br> full-time <br> employees |
| B | 13 | 44,001 | 56,812 | 68,308 | 85,218 | 29 |
| C | 23 | 43,183 | 64,273 | 68,243 | 97,799 | 16 |
| D | 8 | 41,606 | 76,658 | 55,929 | 76,658 | 39 |
| E | 4 | 42,529 | 58,229 | 62,768 | 95,312 | 9 |
| F | 1 | 26,000 | 26,000 | 27,435 | 27,435 | 4 |
| G | 1 | 29,994 | 29,994 | 32,074 | 32,074 | 1 |
| Total/Avg | $\mathbf{5 8}$ | $\mathbf{3 8 , 7 3 3}$ | $\mathbf{5 2 , 8 4 4}$ | $\mathbf{5 5 , 2 0 4}$ | $\mathbf{7 3 , 2 0 0}$ | 1 |

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

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 18.61 | 27.49 | Hourly | 40 | 9 |
|  | Alpharetta | 65,338 | $42,000.00$ | $83,220.00$ | Annual | 40 | 4 |
|  | Brookhaven | 52,444 | $44,671.00$ | $71,474.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $57,942.35$ | $77,606.66$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $40,208.00$ | $60,974.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | $44,990.40$ | $97,905.60$ | Annual | 40 | 5 |
|  | Savannah | 146,763 | $39,230.00$ | $60,807.00$ | Annual | 40 | 4 |
|  | Baldosta | 56,474 | $42,813.00$ | $64,219.00$ | Annual | 40 | 3 |
|  | Canton | 26,340 | $53,368.71$ | $80,053.07$ | Annual | 40 | 1 |
|  | Dalton | 34,077 | 20.78 | 32.48 | Hourly | 40 | 1 |
|  | Douglasville | 33,252 | 15.07 | 27.90 | Hourly | 40 | 3 |
|  | Duluth | 29,331 | $47,709.00$ | $73,969.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $37,793.60$ | $60,465.60$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $38,107.00$ | $56,502.00$ | Annual | 40 | 2 |
|  | Kennesaw | 33,627 | $42,797.00$ | $64,196.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $43,950.00$ | $65,645.00$ | Annual | 40 | 1 |
|  | 30,782 | $50,359.50$ | $82,589.57$ | Annual | 40 | 1 |  |
|  | Lawrenceville | 37,912 | 21.20 | 32.86 | Hourly | 40 | 1 |
| Newnan | 35,186 | $56,812.00$ | $85,218.00$ | Annual | 40 | 1 |  |
| Peachtree City | 36,407 | 18.03 | 28.37 | Hourly | 40 | 1 |  |

[^0]
## - Accountant



[^1]
## - Accounting Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 4 | 30,316 | 33,072 | 50,192 | 66,622 | Number of <br> full-time <br> employees |
| B | 7 | 29,566 | 34,085 | 45,424 | 55,900 | 11 |
| C | 22 | 28,688 | 37,357 | 42,689 | 54,059 | 6 |
| D | 16 | 30,086 | 56,683 | 41,166 | 61,017 | 39 |
| E | 18 | 27,543 | 38,438 | 38,367 | 61,152 | 23 |
| F | 6 | 30,007 | 55,056 | 39,148 | 55,056 | 26 |
| Total/Avg | $\mathbf{7 3}$ | $\mathbf{2 9 , 3 6 8}$ | $\mathbf{4 2 , 4 4 9}$ | $\mathbf{4 2 , 8 3}$ | $\mathbf{5 8}$ | 7 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Marietta | 60,941 | $29,917.00$ | $45,348.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | 15.90 | 32.03 | Hourly | 40 | 5 |
|  | Savannah | 146,763 | 13.45 | 20.84 | Hourly | 40 | 2 |
|  | Valdosta | 56,474 | $30,300.00$ | $45,450.00$ | Annual | 40 | 2 |
|  | Carrollton | 26,562 | $31,955.44$ | $43,848.03$ | Annual | 40 | 1 |
|  | Dalton | 34,077 | 11.57 | 18.08 | Hourly | 40 | 1 |
|  | East Point | 35,471 | $29,742.00$ | $46,389.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | 13.81 | 21.41 | Hourly | 40 | 0 |
|  | Lawrenceville | 30,782 | $34,085.29$ | $55,899.87$ | Annual | 40 | 1 |
|  | Rome | 36,407 | 12.69 | 19.23 | Hourly | 40 | 1 |
|  | Stockbridge | 28,677 | 15.38 | 23.89 | Hourly | 40 | 1 |
|  | Acworth | 22,418 | 16.98 | 25.21 | Hourly | 40 | 2 |
|  | Americus | 15,854 | $25,021.00$ | $35,029.00$ | Annual | 40 | 1 |
|  | Bainbridge | 12,274 | 12.78 | 20.23 | Hourly | 40 | 1 |
|  | Calhoun | 16,445 | 14.28 | 18.13 | Hourly | 40 | 5 |
|  | Cartersville | 20,753 | 17.96 | 25.99 | Hourly | 40 | 1 |
|  | Conyers | 15,919 | $33,040.37$ | $46,491.12$ | Annual | 40 | 1 |
|  | Cordele | 10,856 | 14.95 | 22.78 | Hourly | 40 | 2 |
|  | Covington | 13,977 | 14.20 | 22.54 | Hourly | 40 | 2 |
| Decatur | 22,813 | 14.10 | 23.10 | Hourly | 40 | 1 |  |
| Douglas | 11,727 | 14.02 | 21.39 | Hourly | 40 | 1 |  |
|  | Dublin | 16,104 | 14.36 | 18.33 | Hourly | 40 | 3 |

[^2]- Accounting Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Fayetteville | 17,519 | 14.81 | 24.50 | Hourly | 40 | 4 |
|  | Griffin | 22,928 | 13.66 | 20.49 | Hourly | 40 | 1 |
|  | Grovetown | 13,463 | 11.60 | 17.67 | Hourly | 40 | 4 |
|  | Jefferson | 10,486 | 30,542.00 | 45,813.00 | Annual | 40 | 1 |
|  | Kingsland | 16,720 | 11.23 | 16.97 | Hourly | 40 | 2 |
|  | McDonough | 23,964 | 14.33 | 23.02 | Hourly | 40 | 1 |
|  | Pooler | 23,744 | 14.28 | 21.42 | Hourly | 40 | 1 |
|  | St. Marys | 18,088 | 12.88 | 17.40 | Hourly | 40 | 2 |
|  | Thomasville | 18,826 | 12.08 | 17.40 | Hourly | 40 | 0 |
|  | Tifton | 16,836 | 11.45 | 17.18 | Hourly | 40 | 1 |
|  | Waycross | 14,089 | 10.88 | 16.55 | Hourly | 40 | 2 |
| D | Auburn | 7,603 | 29,848.00 | 44,096.00 | Annual | 40 | 1 |
|  | Barnesville | 6,696 | 36,573.00 | 50,417.00 | Annual | 40 | 1 |
|  | Byron | 5,133 | 12.59 | 21.02 | Hourly | 40 | 1 |
|  | Cairo | 9,570 | 10.00 | 15.38 | Hourly | 40 | 1 |
|  | Camilla | 5,170 | 11.41 | 16.43 | Hourly | 40 | 1 |
|  | Cedartown | 9,799 | 10.36 | 15.22 | Hourly | 40 | 5 |
|  | Cumming | 6,225 | 56,682.76 | 61,016.52 | Annual | 40 | 2 |
|  | Dacula | 5,632 | 31,000.00 | 35,000.00 | Annual | 40 | 1 |
|  | Eastman | 5,157 | 16,000.00 | 36,000.00 | Annual | 40 | 1 |
|  | Fitzgerald | 8,927 | 20.50 | 20.50 | Hourly | 40 | 1 |
|  | LaFayette | 7,159 | 13.65 | 20.69 | Hourly | 40 | 1 |
|  | Morrow | 7,276 | 15.38 | 22.60 | Hourly | 40 | 2 |
|  | Port Wentworth | 7,933 | 13.88 | 24.00 | Hourly | 40 | 1 |
|  | Rincon | 9,935 | 16.48 | 16.48 | Hourly | 40 | 1 |
|  | Thomaston | 8,962 | 11.15 | 13.75 | Hourly | 40 | 2 |
|  | Toccoa | 8,412 | 14.25 | 21.68 | Hourly | 40 | 1 |
| E | Alma | 3,556 | 20,714.00 | 31,942.00 | Annual | 40 | 3 |
|  | Baxley | 4,741 | 15.13 | 19.89 | Hourly | 40 | 1 |
|  | Blakely | 4,702 | 10.00 | 17.70 | Hourly | 40 | 1 |
|  | Cornelia | 4,267 | 12.48 | 18.50 | Hourly | 40 | 2 |
|  | Hahira | 2,937 | 16.00 | 16.00 | Hourly | 40 | 1 |
|  | Jasper | 3,819 | 18.48 | 18.48 | Hourly | 40 | 1 |
|  | Lyons | 4,369 | 10.30 | 17.69 | Hourly | 40 | 3 |
|  | Metter | 4,076 | 10.19 | 15.28 | Hourly | 40 | 2 |
|  | Ocilla | 3,604 | 11.00 | 11.00 | Hourly | 40 | 1 |
|  | Palmetto | 4,707 | 14.12 | 22.02 | Hourly | 40 | 1 |
|  | Pelham | 3,649 | 10.82 | 10.82 | Hourly | 40 | 1 |
|  | Ringgold | 4,378 | 27,638.97 | 38,755.20 | Annual | 40 | 1 |

[^3]
## - Accounting Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Rockmart | 4,299 | $35,942.00$ | $44,907.00$ | Annual | 40 | 1 |
|  | Sylvania | 2,526 | 11.26 | 18.91 | Hourly | 40 | 1 |
|  | Thunderbolt | 2,683 | 13.47 | 21.64 | Hourly | 40 | 1 |
|  | Tybee Island | 3,113 | 18.35 | 29.40 | Hourly | 40 | 2 |
|  | Vienna | 3,699 | $26,265.00$ | $39,398.00$ | Annual | 40 | 2 |
|  | Washington | 3,978 | $28,281.00$ | $41,949.00$ | Annual | 40 | 1 |
| F | Clarkesville | 1,770 | 10.00 | 18.00 | Hourly | 40 | 2 |
|  | Colquitt | 1,910 | 10.00 | 16.00 | Hourly | 40 | 1 |
|  | Demorest | 2,061 | $55,056.00$ | $55,056.00$ | Annual | 40 | 1 |
|  | 1,112 | $37,500.00$ | $48,000.00$ | Annual | 40 | 1 |  |
|  | Rochelle | 1,281 | 9.06 | 15.38 | Hourly | 40 | 1 |

[^4]
## - Accounting Technician

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 33,430 | 41,662 | 53,310 | 72,770 | Number of <br> full-time <br> employees |
| B | 9 | 32,234 | 38,272 | 48,857 | 57,408 | 13 |
| C | 21 | 33,637 | 50,211 | 51,194 | 80,000 | 16 |
| D | 10 | 30,887 | 50,285 | 42,768 | 55,078 | 37 |
| E | 6 | 29,436 | 40,934 | 44,517 | 65,499 | 14 |
| Total/Avg | $\mathbf{5 4}$ | $\mathbf{3 1 , 9 2 5}$ | $\mathbf{4 4 , 2 7 3}$ | $\mathbf{4 8 , 1 2 9}$ | $\mathbf{6 6 , 1 5 1}$ | 6 |
| $* *$ Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employes* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 13.22 | 19.53 | Hourly | 40 | 1 |
|  | Alpharetta | 65,338 | $36,750.00$ | $72,770.00$ | Annual | 37 | 1 |
|  | Brookhaven | 52,444 | 16.81 | 26.90 | Hourly | 40 | 1 |
|  | Johns Creek City | 83,873 | $38,022.40$ | $50,918.40$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | 20.03 | 34.59 | Hourly | 40 | 3 |
|  | Savannah | 146,763 | 14.23 | 22.05 | Hourly | 40 | 3 |
|  | Smyrna | 56,664 | 13.77 | 20.65 | Hourly | 40 | 1 |
|  | Baldosta | 56,474 | $30,300.00$ | $45,450.00$ | Annual | 40 | 1 |
|  | Dalton | 34,077 | 17.10 | 26.71 | Hourly | 40 | 2 |
|  | Duluth | 29,331 | 17.13 | 26.53 | Hourly | 40 | 1 |
|  | Gainesville | 40,000 | 13.81 | 21.41 | Hourly | 40 | 4 |
|  | Hinesville | 33,577 | $29,129.00$ | $39,129.00$ | Annual | 40 | 2 |
|  | LaGrange | 30,771 | $28,995.00$ | $44,470.00$ | Annual | 40 | 2 |
|  | Newnan | 37,912 | 14.94 | 23.16 | Hourly | 40 | 2 |
|  | Peachtree City | 35,186 | 18.40 | 27.60 | Hourly | 40 | 1 |
|  | Rome | 36,407 | 12.69 | 19.23 | Hourly | 40 | 1 |
|  | Woodstock | 30,929 | 17.46 | 26.57 | Hourly | 40 | 1 |
|  | Americus | 15,854 | $23,988.00$ | $33,584.00$ | Annual | 40 | 1 |
|  | Bainbridge | 12,274 | 13.42 | 21.26 | Hourly | 40 | 1 |
|  | Buford | 14,356 | $35,000.00$ | $80,000.00$ | Annual | 40 | 2 |
| Conyers | 15,919 | $48,815.68$ | $68,688.56$ | Annual | 40 | 1 |  |
|  | Covington | 13,977 | 14.20 | 24.84 | Hourly | 40 | 2 |
|  | Doraville | 10,501 | 15.50 | 22.39 | Hourly | 40 | 1 |

[^5]
## - Accounting Technician

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Douglas | 11,727 | 24.14 | 36.82 | Annual | 40 | 1 |
|  | Fayetteville | 17,519 | 20.83 | 34.47 | Hourly | 40 | 1 |
|  | Grovetown | 13,463 | 15.58 | 23.71 | Hourly | 40 | 3 |
|  | Holly Springs | 11,281 | 17.84 | 26.76 | Hourly | 40 | 1 |
|  | Kingsland | 16,720 | 12.62 | 19.07 | Hourly | 40 | 4 |
|  | Loganville | 11,674 | 37,377.60 | 54,121.60 | Annual | 40 | 1 |
|  | Milledgeville | 18,933 | 27,293.53 | 41,530.33 | Annual | 40 | 1 |
|  | Monroe | 13,478 | 14.63 | 23.07 | Hourly | 40 | 3 |
|  | Perry | 16,200 | 14.71 | 22.02 | Hourly | 40 | 3 |
|  | Pooler | 23,744 | 18.28 | 27.41 | Hourly | 40 | 1 |
|  | St. Marys | 18,088 | 19.01 | 19.01 | Hourly | 40 | 1 |
|  | Sugar Hill | 22,197 | 35,880.00 | 46,675.00 | Annual | 40 | 2 |
|  | Thomasville | 18,826 | 13.05 | 18.79 | Hourly | 40 | 2 |
|  | Union | 20,919 | 13.63 | 22.95 | Hourly | 40 | 3 |
|  | Waycross | 14,089 | 11.99 | 18.24 | Hourly | 40 | 2 |
| D | Byron | 5,133 | 12.59 | 21.02 | Hourly | 40 | 1 |
|  | Cumming | 6,225 | 50,285.31 | 50,285.31 | Annual | 40 | 1 |
|  | Dahlonega | 6,437 | 16.63 | 24.58 | Hourly | 40 | 2 |
|  | Fitzgerald | 8,927 | 14.34 | 14.34 | Hourly | 40 | 1 |
|  | Fort Oglethorpe | 9,839 | 15.00 | 20.86 | Hourly | 40 | 2 |
|  | Garden City | 8,900 | 14.06 | 26.48 | Hourly | 40 | 2 |
|  | LaFayette | 7,159 | 12.37 | 18.74 | Hourly | 40 | 1 |
|  | Sandersville | 5,700 | 12.95 | 18.24 | Hourly | 40 | 1 |
|  | Tyrone | 7,215 | 15.99 | 20.98 | Hourly | 40 | 1 |
|  | Waynesboro | 5,701 | 10.39 | 16.20 | Hourly | 40 | 2 |
| E | Adairsville | 4,816 | 15.07 | 22.37 | Hourly | 40 | 1 |
|  | Chickamauga | 3,101 | 9.50 | 17.00 | Hourly | 40 | 1 |
|  | Elberton | 4,420 | 30,185.00 | 42,482.00 | Annual | 40 | 1 |
|  | Royston | 2,563 | 11.96 | 15.54 | Hourly | 40 | 1 |
|  | Tallapoosa | 3,187 | 29,512.26 | 44,906.40 | Annual | 40 | 1 |
|  | Tybee Island | 3,113 | 19.68 | 31.49 | Hourly | 40 | 1 |

[^6]
## - Administrative Secretary

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 9 | 36,725 | 46,332 | 61,105 | 93,560 | Number of <br> full-time <br> employees |
| B | 15 | 30,755 | 38,147 | 49,670 | 64,480 | 82 |
| C | 32 | 30,140 | 45,000 | 46,874 | 66,664 | 84 |
| D | 20 | 26,351 | 42,922 | 41,714 | 61,808 | 121 |
| E | 19 | 26,599 | 43,190 | 36,453 | 50,502 | 52 |
| F | 5 | 22,368 | 24,565 | 26,300 | 31,990 | 24 |
| G | 3 | 25,827 | 31,720 | 30,833 | 40,040 | 5 |
| H | 1 | 20,800 | 20,800 | 20,800 | 20,800 | 4 |
| Total/Avg | $\mathbf{1 0 4}$ | $\mathbf{2 7 , 4 4 6}$ | $\mathbf{3 6 , 5 8 5}$ | $\mathbf{3 9 , 2 1 8}$ | $\mathbf{5 3 , 7 3 1}$ | 1 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". | $\mathbf{3 7 3}$ |  |  |  |  |  |
|  |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employes** |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Alpharetta | 65,338 | $42,000.00$ | $93,560.00$ | Annual | 40 | 3 |
|  | Brookhaven | 52,444 | 19.79 | 31.67 | Hourly | 40 | 2 |
|  | Johns Creek City | 83,873 | $46,332.07$ | $62,056.12$ | Annual | 40 | 3 |
|  | Marietta | 60,941 | $27,159.00$ | $52,560.00$ | Annual | 40 | 16 |
|  | Roswell | 94,598 | 15.90 | 34.59 | Hourly | 40 | 21 |
|  | Sandy Springs | 105,703 | $45,000.00$ | $58,803.00$ | Annual | 40 | 3 |
|  | Savannah | 146,763 | 14.23 | 22.05 | Hourly | 40 | 25 |
|  | Smyrna | 56,664 | 17.26 | 25.88 | Hourly | 40 | 4 |
|  | Baldosta | 56,474 | $30,300.00$ | $45,450.00$ | Annual | 40 | 5 |
|  | Canton | 26,340 | 15.66 | 23.49 | Hourly | 40 | 8 |
|  | Carrollton | 26,562 | $28,116.11$ | $47,359.61$ | Annual | 40 | 9 |
|  | Dalton | 34,077 | 12.75 | 19.93 | Hourly | 40 | 8 |
|  | Douglasville | 33,252 | 12.39 | 21.18 | Hourly | 40 | 7 |
|  | Duluth | 29,331 | 17.13 | 26.53 | Hourly | 40 | 4 |
|  | Dunwoody | 48,884 | 16.83 | 29.86 | Hourly | 40 | 4 |
|  | Gainesville | 40,000 | 13.81 | 21.41 | Hourly | 40 | 5 |
|  | Hinesville | 33,577 | $31,369.00$ | $46,568.00$ | Annual | 40 | 7 |
|  | LaGrange | 30,771 | $28,995.00$ | $44,470.00$ | Annual | 40 | 5 |
| Lawrenceville | 30,782 | $28,042.05$ | $45,988.96$ | Annual | 40 | 5 |  |

[^7]
## - Administrative Secretary



[^8]
## - Administrative Secretary

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Cairo | 9,570 | 11.54 | 17.31 | Hourly | 40 | 3 |
|  | Camilla | 5,170 | 42,922.00 | 61,808.00 | Annual | 40 | 1 |
|  | Cumming | 6,225 | 33,706.98 | 55,375.76 | Annual | 40 | 7 |
|  | Eatonton | 6,555 | 10.00 | 17.43 | Hourly | 40 | 1 |
|  | Fitzgerald | 8,927 | 7.25 | 19.23 | Hourly | 40 | 4 |
|  | Fort Valley | 8,643 | 11.39 | 17.09 | Hourly | 40 | 4 |
|  | Garden City | 8,900 | 15.25 | 26.48 | Hourly | 40 | 3 |
|  | Hampton | 7,532 | 29,427.97 | 39,237.27 | Annual | 40 | 3 |
|  | LaFayette | 7,159 | 12.37 | 18.74 | Hourly | 40 | 5 |
|  | Locust Grove | 5,940 | 13.50 | 19.74 | Hourly | 40 | 1 |
|  | Lovejoy | 6,367 | 17,845.34 | 31,815.00 | Annual | 40 | 4 |
|  | Morrow | 7,276 | 11.54 | 15.87 | Hourly | 40 | 1 |
|  | Port Wentworth | 7,933 | 12.59 | 19.15 | Hourly | 40 | 1 |
|  | Sandersville | 5,700 | 12.95 | 18.24 | Hourly | 40 | 1 |
|  | Thomaston | 8,962 | 15.25 | 24.24 | Hourly | 40 | 1 |
|  | Toccoa | 8,412 | 11.69 | 17.79 | Hourly | 40 | 4 |
|  | Tyrone | 7,215 | 14.25 | 18.70 | Hourly | 40 | 1 |
|  | Waynesboro | 5,701 | 10.39 | 16.20 | Hourly | 40 | 1 |
| E | Abbeville | 2,761 | 8.00 | 15.36 | Hourly | 32 | 1 |
|  | Adairsville | 4,816 | 10.00 | 18.00 | Hourly | 40 | 1 |
|  | Alma | 3,556 | 23,910.00 | 23,910.00 | Annual | 40 | 1 |
|  | Ashburn | 3,737 | 13.50 | 13.50 | Hourly | 40 | 1 |
|  | Avondale Estates | 3,150 | 22,375.00 | 46,406.00 | Annual | 40 | 1 |
|  | Baxley | 4,741 | 27,809.60 | 36,566.40 | Annual | 40 | 1 |
|  | Blackshear | 3,595 | 10.00 | 15.00 | Hourly | 40 | 1 |
|  | Cornelia | 4,267 | 13.52 | 19.50 | Hourly | 40 | 1 |
|  | Elberton | 4,420 | 34,694.00 | 47,250.00 | Annual | 40 | 2 |
|  | Harlem | 3,018 | 10.12 | 15.40 | Hourly | 40 | 1 |
|  | Hiram | 3,898 | 28,000.00 | 40,000.00 | Annual | 40 | 2 |
|  | Jonesboro | 4,729 | 14.34 | 18.18 | Hourly | 40 | 2 |
|  | Oakwood | 4,161 | 43,190.00 | 43,190.00 | Annual | 40 | 1 |
|  | Palmetto | 4,707 | 15.56 | 24.28 | Hourly | 40 | 1 |
|  | Pelham | 3,649 | 11.74 | 11.74 | Hourly | 40 | 1 |
|  | Soperton | 2,986 | 10.00 | 10.00 | Hourly | 40 | 1 |
|  | Tybee Island | 3,113 | 14.85 | 23.76 | Hourly | 40 | 3 |
|  | Washington | 3,978 | 27,673.00 | 38,243.00 | Annual | 40 | 1 |
|  | West Point | 3,766 | 13.11 | 18.85 | Hourly | 40 | 1 |
| F | Colquitt | 1,910 | 10.00 | 10.50 | Hourly | 40 | 1 |
|  | Emerson | 1,565 | 11.81 | 15.00 | Hourly | 40 | 1 |

[^9]- Administrative Secretary

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Maysville | 1,889 | $23,587.20$ | $23,587.20$ | Annual | 40 | 1 |
|  | Nicholson | 1,724 | 11.00 | 11.00 | Hourly | 40 | 1 |
|  | Sparta | 1,281 | 9.62 | 15.38 | Hourly | 40 | 1 |
| G | Helen | 542 | 15.25 | 19.25 | Hourly | 40 | 2 |
|  | Pine Lake | 762 | 12.00 | 15.22 | Hourly | 40 | 1 |
|  | Whitesburg | 604 | 10.00 | 10.00 | Hourly | 40 | 1 |
| H | Warwick | 409 | 10.00 | 10.00 | Hourly | 40 | 1 |

[^10]
## - Airport Manager

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employees |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| B | 1 | 41,766 | 41,766 | 66,851 | 66,851 | 1 |
| C | 6 | 48,677 | 60,944 | 69,637 | 92,206 | 7 |
| D | 3 | 18,285 | 28,392 | 26,757 | 43,035 | 3 |
| E | 1 | 29,952 | 29,952 | 30,865 | 30,865 | 1 |
| G | 1 | 26,761 | 26,761 | 36,459 | 36,459 | 2 |
| Total/Avg | $\mathbf{1 2}$ | $\mathbf{3 3 , 0 8 8}$ | $\mathbf{3 7 , 5 6 3}$ | $\mathbf{4 6 , 1 1 4}$ | $\mathbf{5 3 , 8 8 3}$ | $\mathbf{1 4}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| B | Gainesville | 40,000 | $41,766.40$ | $66,851.20$ | Annual | 40 | 1 |
| C | Calhoun | 16,445 | 27.26 | 27.26 | Hourly | 40 | 1 |
|  | Covington | 13,977 | 29.30 | 44.33 | Annual | 40 | 1 |
|  | Douglas | 11,727 | 13.35 | 27.38 | Annual | 40 | 2 |
|  | Griffin | 22,928 | $56,725.00$ | $85,088.00$ | Annual | 40 | 1 |
|  | Thomasville | 18,826 | $47,476.00$ | $71,214.00$ | Annual | 40 | 1 |
|  | Vidalia | 10,703 | $42,446.00$ | $55,660.00$ | Annual | 40 | 1 |
| D | Camilla | 5,170 | $24,486.00$ | $35,259.00$ | Annual | 40 | 1 |
|  | Fitzgerald | 8,927 | $1,976.80$ | $1,976.80$ | Annual | 40 | 1 |
| E | LaFayette | 7,159 | 13.65 | 20.69 | Hourly | 40 | 1 |
| G | Blairsvillehurst | 4,186 | $29,952.44$ | $30,865.40$ | Annual | 40 | 1 |
|  |  | 576 | $26,761.00$ | $36,459.00$ | Annual | 40 | 2 |

[^11]
## - Assistant City Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Mighest |  | Muximum wager of <br> full-time <br> employees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 39,494 | 52,086 | 60,680 | 71,947 | 8 |
| B | 9 | 39,802 | 58,024 | 60,656 | 89,893 | 9 |
| C | 11 | 35,606 | 43,306 | 52,313 | 68,286 | 50 |
| D | 11 | 34,616 | 47,935 | 51,650 | 73,662 | 11 |
| E | 11 | 29,641 | 46,827 | 37,176 | 46,827 | 12 |
| F | 26 | 25,204 | 37,500 | 33,141 | 48,000 | 26 |
| G | 15 | 21,603 | 31,200 | 26,318 | 31,387 | 54 |
| H | 2 | 20,800 | 24,960 | 32,729 | 41,600 | 2 |
| Total/Avg | $\mathbf{9 3}$ | $\mathbf{3 0 , 8 4 6}$ | $\mathbf{4 2 , 7 3 0}$ | $\mathbf{4 4 , 3 3 3}$ | $\mathbf{5 8 , 9 5 0}$ | $\mathbf{1 7 2}$ |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employes* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $38,700.00$ | $57,178.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $31,500.00$ | $58,910.00$ | Annual | 37 | 1 |
|  | Brookhaven | 52,444 | 19.79 | 31.67 | Hourly | 40 | 1 |
|  | Johns Creek City | 83,873 | $52,085.83$ | $69,762.57$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $34,691.00$ | $52,560.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | 21.63 | 34.59 | Hourly | 40 | 1 |
|  | Smyrna | 56,664 | 17.26 | 25.88 | Hourly | 40 | 1 |
|  | Baldosta | 56,474 | $36,917.00$ | $55,376.00$ | Annual | 40 | 1 |
|  | Dalton | 34,077 | 14.76 | 23.07 | Hourly | 40 | 1 |
|  | Duluth | 29,331 | $58,024.00$ | $89,893.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $37,962.00$ | $59,205.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | 15.99 | 24.79 | Hourly | 40 | 1 |
|  | Kennesaw | 33,627 | 18.21 | 27.33 | Hourly | 40 | 1 |
|  | Peachtree City | 35,186 | 18.40 | 27.60 | Hourly | 40 | 1 |
|  | Rome | 36,407 | $50,000.00$ | $70,000.00$ | Annual | 40 | 1 |
|  | Stockbridge | 28,677 | 14.63 | 23.82 | Hourly | 40 | 1 |
|  | Woodstock | 30,929 | $41,694.53$ | $63,459.60$ | Annual | 40 | 1 |
|  | Acworth | 22,418 | 15.11 | 21.50 | Hourly | 40 | 1 |
|  | Brunswick | 16,346 | $28,351.54$ | $43,994.89$ | Annual | 40 | 1 |

[^12]
## - Assistant City Clerk



[^13]- Assistant City Clerk

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Homer | 1,136 | 8.00 | 16.00 | Hourly | 40 | 1 |
|  | Lavonia | 2,167 | 13.50 | 18.00 | Hourly | 40 | 1 |
|  | Lincolnton | 1,520 | 12.48 | 12.48 | Hourly | 40 | 1 |
|  | Ludowici | 2,162 | 36,504.00 | 36,504.00 | Annual | 40 | 1 |
|  | Mount Vernon | 2,278 | 8.00 | 15.00 | Hourly | 40 | 1 |
|  | Oxford | 2,224 | 30,029.20 | 38,439.91 | Annual | 40 | 1 |
|  | Pearson | 2,083 | 1.00 | 15.00 | Hourly | 40 | 1 |
|  | Pembroke | 2,484 | 12.50 | 18.14 | Hourly | 40 | 1 |
|  | Ray City | 1,053 | 12.49 | 12.49 | Hourly | 40 | 1 |
|  | Remerton | 1,123 | 14.40 | 14.40 | Hourly | 40 | 1 |
|  | Reynolds | 1,025 | 10.00 | 15.98 | Hourly | 40 | 1 |
|  | Rochelle | 1,112 | 37,500.00 | 48,000.00 | Annual | 40 | 1 |
|  | Twin City | 1,699 | 10.00 | 11.25 | Hourly | 40 | 1 |
|  | Union Point | 1,746 | 15.00 | 17.85 | Hourly | 40 | 1 |
|  | Varnell | 1,795 | 10.00 | 13.00 | Hourly | 40 | 1 |
|  | Walnut Grove | 1,387 | 22,776.00 | 26,000.00 | Annual | 36.5 | 1 |
|  | Willacoochee | 1,370 | 13.17 | 13.17 | Hourly | 40 | 1 |
|  | Wrens | 2,042 | 28,371.20 | 37,440.00 | Annual | 40 | 1 |
|  | Young Harris | 1,431 | 13.00 | 16.00 | Hourly | 40 | 1 |
| G | Coolidge | 528 | 9.00 | 14.00 | Hourly | 40 | 1 |
|  | Doerun | 770 | 14.50 | 14.50 | Hourly | 40 | 1 |
|  | Eton | 897 | 12.50 | 18.33 | Hourly | 32 | 1 |
|  | Flovilla | 640 | 8.50 | 12.04 | Hourly | 40 | 1 |
|  | Glenwood | 742 | 12.12 | 12.12 | Hourly | 40 | 40 |
|  | Hoboken | 526 | 8.23 | 13.91 | Hourly | 40 | 1 |
|  | Morven | 533 | 10.00 | 13.00 | Hourly | 40 | 1 |
|  | Norman Park | 969 | 8.00 | 12.00 | Hourly | 40 | 1 |
|  | Odum | 505 | 13.45 | 13.45 | Hourly | 40 | 1 |
|  | Plains | 734 | 9.00 | 9.00 | Hourly | 40 | 1 |
|  | Roberta | 992 | 11.50 | 11.50 | Hourly | 40 | 1 |
|  | Shellman | 985 | 23,000.00 | 25,000.00 | Annual | 35 | 1 |
|  | White | 725 | 10,600.00 | 15,600.00 | Annual | 30 | 1 |
|  | Whitesburg | 604 | 15.00 | 15.00 | Hourly | 40 | 1 |
|  | Woodbury | 900 | 21,507.00 | 31,387.00 | Annual | 40 | 1 |
| H | Sky Valley | 269 | 12.00 | 20.00 | Hourly | 40 | 1 |
|  | Whigham | 473 | 8.00 | 11.47 | Hourly | 40 | 1 |

[^14]
## - Assistant City Manager

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 9 | 108,703 | 144,461 | 154,917 | 190,550 | Number of <br> full-time <br> employees |
| B | 9 | 88,435 | 116,013 | 132,729 | 146,374 | 15 |
| C | 17 | 80,088 | 114,230 | 110,579 | 160,255 | 2 |
| D | 2 | 77,241 | 94,989 | 88,500 | 94,989 | 2 |
| E | 2 | 31,423 | 35,000 | 40,681 | 52,500 | 2 |
| F | 2 | 39,140 | 45,000 | 66,620 | 75,000 | 2 |
| Total/Avg | $\mathbf{4 1}$ | $\mathbf{7 0 , 8 3 8}$ | $\mathbf{9 1 , 6 1 6}$ | $\mathbf{9 9 , 0 0 4}$ | $\mathbf{1 1 9 , 9 4 5}$ | $\mathbf{5 1}$ |
| $* *$ Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $96,500.00$ | $165,805.00$ | Annual | 40 | 2 |
|  | Alpharetta | 65,338 | $123,981.00$ | $123,981.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $118,450.00$ | $190,550.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $104,788.53$ | $168,788.62$ | Annual | 40 | 4 |
|  | Roswell | 94,598 | $100,360.00$ | $160,576.00$ | Annual | 40 | 1 |
|  | Sandy Springs | 105,703 | $144,461.00$ | $144,461.00$ | Annual | 40 | 2 |
|  | Savannah | 146,763 | $108,230.00$ | $167,757.00$ | Annual | 40 | 2 |
|  | Smyrna | 56,664 | $91,754.00$ | $137,631.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $89,803.00$ | $134,705.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $92,200.00$ | $138,700.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $75,918.00$ | $123,087.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $87,193.60$ | $143,852.80$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $116,013.00$ | $116,013.00$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $97,583.00$ | $146,374.00$ | Annual | 40 | 0 |
|  | LaGrange | 30,771 | $76,752.00$ | $135,928.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $78,124.10$ | $128,123.53$ | Annual | 40 | 1 |
|  | Newnan | 37,912 | 40.24 | 62.38 | Hourly | 40 | 1 |
|  | Rome | 36,407 | $75,000.00$ | $120,000.00$ | Per Occur. | 40 | 1 |
|  | Acworth | 22,418 | $90,055.68$ | $90,055.68$ | Annual | 40 | 1 |
|  | Bainbridge | 12,274 | 34.31 | 54.33 | Hourly | 40 | 1 |
| Brunswick | 16,346 | $64,982.25$ | $100,722.49$ | Annual | 40 | 1 |  |
|  | Calhoun | 16,445 | 30.95 | 30.95 | Hourly | 40 | 1 |

[^15]
## - Assistant City Manager

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Cartersville | 20,753 | $105,319.00$ | $160,255.00$ | Annual | 40 | 2 |
|  | Conyers | 15,919 | $114,230.00$ | $114,230.00$ | Annual | 40 | 1 |
|  | Covington | 13,977 | 35.60 | 53.85 | Annual | 40 | 1 |
|  | Decatur | 22,813 | $74,984.00$ | $122,866.00$ | Annual | 40 | 3 |
|  | Dublin | 16,104 | $69,000.00$ | $69,000.00$ | Annual | 40 | 1 |
|  | Jefferson | 10,486 | $71,707.00$ | $107,560.00$ | Annual | 40 | 1 |
|  | Norcross | 16,787 | $65,283.00$ | $106,973.00$ | Annual | 40 | 1 |
|  | Pooler | 23,744 | $72,235.55$ | $108,353.35$ | Annual | 40 | 1 |
|  | Rowder Springs | 14,956 | $65,272.00$ | $101,172.00$ | Annual | 40 | 1 |
|  | Rugar Hill | 12,482 | $91,004.37$ | $128,168.48$ | Annual | 40 | 1 |
|  | Suwanee | 22,197 | $89,024.00$ | $108,451.00$ | Annual | 40 | 1 |
| D | 19,421 | $94,503.34$ | $146,480.18$ | Annual | 40 | 1 |  |
|  | Barnesville | 18,826 | $84,107.00$ | $126,160.50$ | Annual | 40 | 3 |
| E | 6,696 | $59,493.00$ | $82,011.00$ | Annual | 40 | 1 |  |
|  | Cumming | 6,225 | $94,989.11$ | $94,989.11$ | Annual | 40 | 1 |
|  | Grayson | 4,267 | $35,000.00$ | $52,500.00$ | Annual | 40 | 1 |
|  | Clarkesville | 3,742 | $27,846.00$ | $28,861.00$ | Annual | 40 | 1 |
|  | Emerson | 1,770 | $45,000.00$ | $75,000.00$ | Annual | 40 | 1 |
|  | 1,565 | 16.00 | 28.00 | Annual | 40 | 1 |  |

[^16]
## - Automotive Mechanic (Administrative)

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employes |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 2 | 31,158 | 31,533 | 46,405 | 47,299 | 6 |
| B | 3 | 26,937 | 28,042 | 43,153 | 45,989 | 11 |
| C | 11 | 31,162 | 41,205 | 51,932 | 84,531 | 29 |
| E | 2 | 26,811 | 32,822 | 40,841 | 41,600 | 2 |
| F | 2 | 27,040 | 31,200 | 41,600 | 52,000 | 2 |
| Total/Avg | $\mathbf{2 0}$ | $\mathbf{2 8 , 6 2 2}$ | $\mathbf{3 2 , 9 6 0}$ | $\mathbf{4 4 , 7 8 6}$ | $\mathbf{5 4 , 2 8 4}$ | $\mathbf{5 0}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| A | Albany | 73,801 | 14.80 | 21.88 | Hourly | 40 | 5 |
|  | Bmyrna | Balton | 56,664 | 15.16 | 22.74 | Hourly | 40 |
|  | Lawrenceville | 34,077 | 12.15 | 18.98 | Hourly | 40 | 1 |
|  | Rome | 30,782 | $28,042.05$ | $45,988.96$ | Annual | 40 | 5 |
|  | Bainbridge | 36,407 | 13.22 | 21.15 | Hourly | 40 | 4 |
|  | Cartersville | 12,274 | 14.10 | 22.33 | Hourly | 40 | 1 |
|  | Cordele | 20,753 | 19.81 | 30.15 | Hourly | 40 | 5 |
|  | Covington | 10,856 | 12.92 | 19.68 | Hourly | 40 | 1 |
|  | Decatur | 13,977 | 15.65 | 24.84 | Hourly | 40 | 4 |
|  | Doraville | 22,813 | 16.35 | 26.79 | Hourly | 40 | 1 |
|  | Douglas | 10,501 | 16.00 | 23.11 | Hourly | 40 | 1 |
|  | Grovetown | 11,727 | 12.09 | 40.64 | Hourly | 40 | 6 |
|  | Kingsland | 13,463 | 16.37 | 24.91 | Hourly | 40 | 2 |
|  | Powder Springs | 16,720 | 11.91 | 17.99 | Hourly | 40 | 3 |
|  | Thomasville | 14,956 | 14.38 | 22.28 | Hourly | 40 | 1 |
|  | Blackshear | 18,826 | 15.22 | 21.92 | Hourly | 40 | 4 |
|  | Rockmart | 3,595 | 10.00 | 20.00 | Hourly | 40 | 1 |
|  | Lavonia | 4,299 | $32,822.00$ | $40,081.00$ | Annual | 40 | 1 |
|  | Louisville | 2,167 | 11.00 | 15.00 | Hourly | 40 | 1 |
|  | 2,383 | 15.00 | 25.00 | Hourly | 40 | 1 |  |

[^17]
## - Budget Analyst

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 43,379 | 48,589 | 71,792 | 97,906 | Number of <br> full-time <br> employees |
| B | 3 | 53,051 | 61,908 | 81,633 | 94,206 | 13 |
| C | 6 | 44,243 | 60,973 | 67,013 | 100,891 | 3 |
| Total/Avg | $\mathbf{1 6}$ | $\mathbf{4 6 , 8 9 1}$ | $\mathbf{5 7 , 1 5 7}$ | $\mathbf{7 3 , 4 7 9}$ | $\mathbf{9 7 , 6 6 8}$ | 7 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $38,700.00$ | $57,178.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $42,000.00$ | $83,220.00$ | Annual | 40 | 3 |
|  | Marietta | 60,941 | $46,574.00$ | $70,481.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | $48,588.80$ | $97,905.60$ | Annual | 40 | 3 |
|  | Savannah | 146,763 | $41,505.00$ | $64,333.00$ | Annual | 40 | 2 |
|  | Smyrna | 56,664 | $47,500.00$ | $71,249.00$ | Annual | 40 | 1 |
|  | Baldosta | 56,474 | $38,786.00$ | $58,179.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $48,256.00$ | $77,209.60$ | Annual | 40 | 1 |
|  | Peachtree City | 35,186 | $48,989.00$ | $73,483.00$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $61,908.08$ | $94,206.04$ | Annual | 40 | 1 |
|  | Americus | 15,854 | $37,925.00$ | $53,095.00$ | Annual | 40 | 2 |
|  | Conyers | 15,919 | $34,692.39$ | $48,815.68$ | Annual | 40 | 1 |
|  | Fayetteville | 17,519 | $60,973.00$ | $100,891.00$ | Annual | 40 | 1 |
|  | Griffin | 22,928 | $42,178.00$ | $63,267.00$ | Annual | 40 | 1 |
|  | Kingsland | 16,720 | 21.68 | 32.76 | Hourly | 40 | 1 |
|  | Waycross | 14,089 | $44,595.20$ | $67,870.40$ | Annual | 40 | 1 |

[^18]
## $\bullet$ Building Inspector

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 37,775 | 39,229 | 61,281 | 72,770 | Number of <br> full-time <br> employees |
| B | 10 | 38,798 | 43,285 | 59,165 | 69,118 | 17 |
| C | 27 | 38,468 | 62,670 | 56,316 | 72,404 | 28 |
| D | 16 | 38,763 | 51,542 | 52,538 | 80,392 | 39 |
| E | 7 | 37,472 | 47,590 | 48,220 | 53,664 | 18 |
| F | 2 | 36,920 | 42,640 | 47,276 | 49,540 | 7 |
| Total/Avg | $\mathbf{6 9}$ | $\mathbf{3 8 , 0 3 3}$ | $\mathbf{4 7 , 8 2 6}$ | $\mathbf{5 4 , 1 3 3}$ | $\mathbf{6 6 , 3 1 5}$ | 2 |
| $* *$ Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 18.61 | 27.49 | Hourly | 40 | 1 |
|  | Alpharetta | 65,338 | $36,750.00$ | $72,770.00$ | Annual | 37 | 4 |
|  | Marietta | 60,941 | $38,314.00$ | $58,024.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | 17.17 | 32.03 | Hourly | 40 | 3 |
|  | Savannah | 146,763 | 18.86 | 29.23 | Hourly | 40 | 4 |
|  | Smyrna | 56,664 | 18.65 | 27.98 | Hourly | 40 | 2 |
|  | Valdosta | 56,474 | $36,917.00$ | $55,376.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | 20.04 | 30.06 | Hourly | 40 | 5 |
|  | Carrollton | 26,562 | $31,955.44$ | $43,848.03$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 20.77 | 33.23 | Hourly | 40 | 2 |
|  | Duluth | 29,331 | 20.81 | 32.25 | Hourly | 40 | 1 |
|  | Gainesville | 40,000 | 15.99 | 24.79 | Hourly | 40 | 3 |
|  | Hinesville | 33,577 | $36,292.00$ | $43,140.00$ | Annual | 40 | 3 |
|  | Lawrenceville | 30,782 | $41,430.88$ | $67,946.64$ | Annual | 40 | 1 |
|  | Newnan | 37,912 | 18.87 | 32.86 | Hourly | 40 | 4 |
|  | Rome | 36,407 | 17.07 | 25.96 | Hourly | 40 | 5 |
|  | Woodstock | 30,929 | 20.25 | 30.81 | Hourly | 40 | 3 |
|  | Acworth | 22,418 | 20.94 | 27.89 | Hourly | 40 | 2 |
|  | Americus | 15,854 | $29,150.00$ | $40,810.00$ | Annual | 40 | 1 |
| Brunswick | 16,346 | $41,888.14$ | $64,926.62$ | Annual | 40 | 1 |  |
| Buford | 14,356 | $39,750.00$ | $72,000.00$ | Annual | 40 | 1 |  |
|  | Calhoun | 16,445 | 22.29 | 22.29 | Hourly | 40 | 1 |
|  |  |  |  |  |  |  |  |

[^19]- Building Inspector

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Cartersville | 20,753 | 20.81 | 31.67 | Hourly | 40 | 2 |
|  | Conyers | 15,919 | 36,427.01 | 51,256.46 | Annual | 40 | 3 |
|  | Covington | 13,977 | 16.42 | 28.73 | Hourly | 40 | 1 |
|  | Douglas | 11,727 | 16.26 | 24.81 | Hourly | 40 | 1 |
|  | Fayetteville | 17,519 | 17.14 | 28.36 | Hourly | 40 | 3 |
|  | Griffin | 22,928 | 42,178.00 | 63,267.00 | Annual | 40 | 1 |
|  | Grovetown | 13,463 | 15.58 | 23.71 | Hourly | 40 | 1 |
|  | Holly Springs | 11,281 | 19.69 | 29.54 | Hourly | 40 | 2 |
|  | Kingsland | 16,720 | 15.93 | 24.08 | Hourly | 40 | 2 |
|  | McDonough | 23,964 | 16.59 | 26.64 | Hourly | 40 | 2 |
|  | Milledgeville | 18,933 | 34,938.04 | 53,162.33 | Annual | 40 | 1 |
|  | Monroe | 13,478 | 18.59 | 28.74 | Hourly | 40 | 1 |
|  | Norcross | 16,787 | 44,179.00 | 72,404.00 | Annual | 40 | 1 |
|  | Perry | 16,200 | 18.17 | 25.43 | Hourly | 40 | 0 |
|  | Pooler | 23,744 | 18.28 | 27.41 | Hourly | 40 | 1 |
|  | Richmond Hill | 12,482 | 17.99 | 26.61 | Hourly | 40 | 3 |
|  | St. Marys | 18,088 | 18.48 | 18.48 | Hourly | 40 | 1 |
|  | Sugar Hill | 22,197 | 62,670.00 | 62,670.00 | Annual | 40 | 0 |
|  | Suwanee | 19,421 | 20.62 | 31.96 | Hourly | 40 | 1 |
|  | Thomasville | 18,826 | 15.22 | 21.92 | Hourly | 40 | 1 |
|  | Tifton | 16,836 | 14.65 | 28.14 | Hourly | 40 | 3 |
|  | Vidalia | 10,703 | 34,258.00 | 49,109.00 | Annual | 40 | 2 |
| D | Byron | 5,133 | 12.59 | 21.02 | Hourly | 40 | 1 |
|  | Cairo | 9,570 | 14.42 | 20.19 | Hourly | 40 | 1 |
|  | Cedartown | 9,799 | 35,000.00 | 46,000.00 | Annual | 40 | 1 |
|  | Centerville | 7,615 | 22.56 | 22.56 | Hourly | 40 | 1 |
|  | Commerce | 6,788 | 18.75 | 26.90 | Hourly | 40 | 1 |
|  | Cumming | 6,225 | 38,292.97 | 60,993.59 | Annual | 40 | 2 |
|  | Dahlonega | 6,437 | 17.02 | 23.76 | Hourly | 40 | 1 |
|  | Fort Oglethorpe | 9,839 | 23.99 | 25.45 | Hourly | 40 | 1 |
|  | Garden City | 8,900 | 21.14 | 33.82 | Hourly | 40 | 1 |
|  | Jesup | 10,170 | 18.04 | 28.14 | Annual | 40 | 1 |
|  | LaFayette | 7,159 | 13.00 | 20.00 | Annual | 40 | 2 |
|  | Rincon | 9,935 | 22.40 | 22.40 | Hourly | 40 | 1 |
|  | Sandersville | 5,700 | 39,992.00 | 56,324.00 | Annual | 40 | 1 |
|  | Sylvester | 6,064 | 35,006.40 | 39,228.80 | Annual | 40 | 1 |
|  | Tyrone | 7,215 | 18.19 | 23.87 | Hourly | 40 | 1 |
|  | Waynesboro | 5,701 | 24.78 | 38.65 | Hourly | 40 | 1 |
| E | Avondale Estates | 3,150 | 42,000.00 | 48,610.00 | Annual | 40 | 1 |

[^20]$\bullet$ Building Inspector

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees** |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Baxley | 4,741 | $40,830.40$ | $53,664.00$ | Annual | 40 | 1 |
|  | Cornelia | 4,267 | $32,000.00$ | $48,000.00$ | Annual | 40 | 1 |
|  | Elberton | 4,420 | $36,030.00$ | $51,858.00$ | Annual | 40 | 1 |
|  | Jasper | 3,819 | 22.88 | 22.88 | Hourly | 40 | 1 |
|  | Rockmart | 4,299 | $30,742.00$ | $37,564.00$ | Annual | 40 | 1 |
|  | West Point | 3,766 | 15.92 | 24.16 | Hourly | 40 | 1 |
|  | Blue Ridge | 1,391 | 14.28 |  | Hourly | 30 | 0 |
|  | Lavonia | 2,167 | $42,640.00$ | $49,540.00$ | Annual | 40 | 1 |

[^21]
## - 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 | 57,100 | 61,588 | 91,841 | 100,140 | 4 |
| B | 8 | 61,049 | 93,540 | 86,986 | 103,938 | 9 |
| C | 12 | 55,984 | 75,402 | 76,868 | 109,658 | 12 |
| D | 2 | 49,910 | 59,819 | 78,351 | 98,701 | 2 |
| E | 3 | 45,641 | 50,000 | 58,677 | 60,851 | 3 |
| G | 1 | 40,000 | 40,000 | 49,500 | 49,500 | 1 |
| Total/Avg | 30 | 51,614 | 63,391 | 73,704 | 87,131 | 31 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $54,500.00$ | $80,521.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $53,550.00$ | $100,140.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $58,760.00$ | $91,243.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $61,588.00$ | $95,461.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $58,909.07$ | $88,363.61$ | Annual | 40 | 2 |
|  | Douglasville | 33,252 | 31.23 | 49.97 | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $41,766.40$ | $66,851.20$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $93,540.00$ | $93,540.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $51,854.00$ | $73,091.00$ | Annual | 40 | 1 |
|  | Newnan | 37,912 | 31.87 | 49.41 | Hourly | 40 | 1 |
| Rome | 36,407 | $55,000.00$ | $82,000.00$ | Annual | 40 | 1 |  |
|  | Woodstock | 30,929 | $56,073.46$ | $85,333.93$ | Annual | 40 | 1 |
|  | Acworth | 22,418 | $75,401.82$ | $75,401.82$ | Annual | 40 | 1 |
|  | Americus | 15,854 | $39,989.00$ | $55,985.00$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 30.63 | 30.63 | Hourly | 40 | 1 |
| Cartersville | 20,753 | $52,752.00$ | $80,268.00$ | Annual | 40 | 1 |  |
| Conyers | 15,919 | $44,277.26$ | $62,302.55$ | Annual | 40 | 1 |  |
|  | Decatur | 22,813 | $55,723.00$ | $91,354.00$ | Annual | 40 | 1 |
| Dublin | 16,104 | $58,500.00$ | $58,500.00$ | Annual | 40 | 1 |  |
| McDonough | 23,964 | $50,968.00$ | $81,881.00$ | Annual | 40 | 1 |  |
| Monroe | 13,478 | 31.63 | 52.72 | Hourly | 40 | 1 |  |
|  | 16,200 | $60,100.00$ | $85,700.00$ | Annual | 40 | 1 |  |

[^22]- Building Inspector Director

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
|  | Thomasville | 18,826 | $69,510.00$ | $104,265.00$ | Annual | 40 | 1 |
|  | Waycross | 14,089 | $35,089.60$ | $53,393.60$ | Annual | 40 | 1 |
| D | Cairo | 9,570 | $40,000.00$ | $58,000.00$ | Annual | 40 | 1 |
|  | Garden City | 8,900 | $59,819.00$ | $98,701.00$ | Annual | 40 | 1 |
| E | Avondale Estates | 3,150 | $50,000.00$ | $58,500.00$ | Annual | 40 | 1 |
|  | Rockmart | 4,299 | $46,218.00$ | $56,680.00$ | Annual | 40 | 1 |
|  | Washington | 3,978 | $40,704.00$ | $60,851.00$ | Annual | 40 | 1 |
| G | Helen | 542 | $40,000.00$ | $49,500.00$ | Annual | 40 | 1 |

[^23]
## - Cashier/Customer Service Representative

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 28,442 | 39,312 | 49,789 | 72,770 | Number of <br> full-time <br> employees |
| B | 10 | 29,374 | 38,272 | 44,559 | 57,408 | 64 |
| C | 28 | 26,143 | 31,800 | 42,288 | 62,962 | 51 |
| D | 28 | 24,017 | 36,573 | 35,540 | 55,078 | 172 |
| E | 37 | 24,244 | 35,000 | 33,097 | 56,888 | 65 |
| F | 20 | 24,181 | 42,037 | 31,557 | 52,000 | 71 |
| G | 2 | 25,753 | 34,866 | 29,605 | 38,971 | 21 |
| Total/Avg | $\mathbf{1 3 2}$ | $\mathbf{2 6 , 0 2 2}$ | $\mathbf{3 6 , 8 3 7}$ | $\mathbf{3 8 , 0 6 2}$ | $\mathbf{5 6 , 5 8 2}$ | 3 |

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

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 11.83 | 17.47 | Hourly | 40 | 9 |
|  | Alpharetta | 65,338 | $26,500.00$ | $72,770.00$ | Annual | 37 | 5 |
|  | Johns Creek City | 83,873 | $39,312.00$ | $56,929.69$ | Annual | 40 | 4 |
|  | Marietta | 60,941 | $21,324.00$ | $43,163.00$ | Annual | 40 | 18 |
|  | Roswell | 94,598 | 14.72 | 25.43 | Hourly | 40 | 9 |
|  | Savannah | 146,763 | 12.71 | 19.70 | Hourly | 40 | 9 |
|  | Baldosta | 56,474 | $30,300.00$ | $45,450.00$ | Annual | 40 | 10 |
|  | Canton | 26,340 | 14.19 | 21.28 | Hourly | 40 | 7 |
|  | Carrollton | 26,562 | $26,851.94$ | $36,848.26$ | Annual | 40 | 5 |
|  | East Point | 35,471 | $31,230.00$ | $48,709.00$ | Annual | 40 | 7 |
|  | Gainesville | 40,000 | 13.16 | 20.40 | Hourly | 40 | 8 |
|  | Hinesville | 33,577 | $26,437.00$ | $33,841.00$ | Annual | 40 | 4 |
|  | LaGrange | 30,771 | $26,645.00$ | $39,832.00$ | Annual | 40 | 5 |
|  | Lawrenceville | 30,782 | $34,085.29$ | $55,899.87$ | Annual | 40 | 9 |
|  | Peachtree City | 35,186 | 18.40 | 27.60 | Hourly | 40 | 1 |
|  | Rome | 36,407 | 10.58 | 18.61 | Hourly | 40 | 4 |
|  | Woodstock | 30,929 | 15.06 | 22.91 | Hourly | 40 | 1 |
|  | Acworth | 22,418 | 14.33 | 29.60 | Hourly | 40 | 8 |
|  | Americus | 15,854 | $25,021.00$ | $35,089.00$ | Annual | 40 | 5 |
|  | Bainbridge | 12,274 | 12.16 | 19.26 | Hourly | 40 | 2 |

[^24]- Cashier/Customer Service Representative

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Buford | 14,356 | 31,800.00 | 52,000.00 | Annual | 40 | 7 |
|  | Calhoun | 16,445 | 10.97 | 15.44 | Hourly | 40 | 7 |
|  | Conyers | 15,919 | 31,467.02 | 44,277.26 | Annual | 40 | 1 |
|  | Cordele | 10,856 | 13.55 | 20.67 | Hourly | 40 | 2 |
|  | Covington | 13,977 | 13.53 | 22.54 | Hourly | 40 | 9 |
|  | Dallas | 13,108 | 25,276.32 | 37,670.85 | Annual | 40 | 40 |
|  | Douglas | 11,727 | 11.50 | 28.77 | Hourly | 40 | 9 |
|  | Dublin | 16,104 | 12.89 | 16.45 | Hourly | 40 | 4 |
|  | Griffin | 22,928 | 10.68 | 18.56 | Hourly | 40 | 11 |
|  | Kingsland | 16,720 | 10.60 | 16.01 | Hourly | 40 | 2 |
|  | Lilburn | 12,675 | 14.22 | 21.33 | Hourly | 40 | 1 |
|  | Loganville | 11,674 | 27,727.78 | 41,267.20 | Annual | 40 | 4 |
|  | McDonough | 23,964 | 12.38 | 19.88 | Hourly | 40 | 3 |
|  | Milledgeville | 18,933 | 23,535.11 | 35,811.49 | Annual | 40 | 2 |
|  | Monroe | 13,478 | 11.97 | 30.27 | Hourly | 40 | 14 |
|  | Norcross | 16,787 | 15.10 | 24.73 | Hourly | 40 | 4 |
|  | Perry | 16,200 | 13.56 | 19.42 | Hourly | 40 | 3 |
|  | Powder Springs | 14,956 | 13.69 | 21.22 | Hourly | 40 | 2 |
|  | Richmond Hill | 12,482 | 13.37 | 18.84 | Hourly | 40 | 3 |
|  | Snellville | 19,738 | 10.99 | 19.98 | Hourly | 40 | 1 |
|  | St. Marys | 18,088 | 11.57 | 16.20 | Hourly | 40 | 3 |
|  | Sugar Hill | 22,197 | 25,700.00 | 42,410.00 | Annual | 40 | 5 |
|  | Thomasville | 18,826 | 11.18 | 16.10 | Hourly | 40 | 9 |
|  | Tifton | 16,836 | 12.02 | 18.96 | Hourly | 40 | 7 |
|  | Vidalia | 10,703 | 20,925.00 | 33,946.00 | Annual | 40 | 4 |
| D | Auburn | 7,603 | 11.80 | 17.44 | Hourly | 40 | 2 |
|  | Barnesville | 6,696 | 36,573.00 | 50,417.00 | Annual | 40 | 1 |
|  | Byron | 5,133 | 10.21 | 17.11 | Hourly | 40 | 1 |
|  | Cairo | 9,570 | 12.00 | 16.35 | Hourly | 40 | 1 |
|  | Camilla | 5,170 | 11.41 | 16.42 | Hourly | 40 | 7 |
|  | Centerville | 7,615 | 11.02 | 22.52 | Hourly | 40 | 6 |
|  | Commerce | 6,788 | 11.99 | 17.20 | Hourly | 40 | 2 |
|  | Cumming | 6,225 | 25,376.00 | 43,314.62 | Annual | 40 | 4 |
|  | Dahlonega | 6,437 | 10.90 | 15.84 | Hourly | 40 | 1 |
|  | Eastman | 5,157 | 16,000.00 | 29,000.00 | Annual | 40 | 2 |
|  | Eatonton | 6,555 | 10.00 | 10.51 | Hourly | 40 | 1 |
|  | Folkston | 4,788 | 10.00 | 16.00 | Hourly | 40 | 1 |
|  | Fort Oglethorpe | 9,839 | 10.50 | 14.06 | Hourly | 40 | 2 |
|  | Garden City | 8,900 | 14.06 | 26.48 | Hourly | 40 | 2 |

[^25]$\bullet$ Cashier/Customer Service Representative

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | $\begin{aligned} & \text { Maximum } \\ & \text { wage } \end{aligned}$ | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Glennville | 5,098 | 10.42 | 17.09 | Hourly | 40 | 1 |
|  | Hampton | 7,532 | 26,692.03 | 36,479.16 | Annual | 40 | 1 |
|  | Hawkinsville | 5,409 | 14.36 | 15.00 | Hourly | 40 | 2 |
|  | Jesup | 10,170 | 9.58 | 14.94 | Hourly | 40 | 2 |
|  | LaFayette | 7,159 | 11.20 | 16.98 | Hourly | 40 | 1 |
|  | Locust Grove | 5,940 | 12.86 | 17.32 | Hourly | 40 | 6 |
|  | McRae-Helena | 8,338 | 12.40 | 22.02 | Hourly | 40 | 3 |
|  | Port Wentworth | 7,933 | 12.59 | 24.00 | Hourly | 40 | 2 |
|  | Rincon | 9,935 | 11.00 | 11.22 | Hourly | 40 | 3 |
|  | Sandersville | 5,700 | 10.63 | 14.97 | Hourly | 40 | 2 |
|  | Sylvester | 6,064 | 20,800.00 | 24,960.00 | Annual | 40 | 2 |
|  | Thomaston | 8,962 | 11.15 | 13.75 | Hourly | 40 | 2 |
|  | Toccoa | 8,412 | 12.28 | 18.70 | Hourly | 40 | 4 |
|  | Tyrone | 7,215 | 10.64 | 13.96 | Annual | 40 | 1 |
| E | Adairsville | 4,816 | 12.40 | 18.41 | Hourly | 40 | 1 |
|  | Ashburn | 3,737 | 12.06 | 14.71 | Hourly | 40 | 2 |
|  | Baldwin | 3,304 | 12.00 | 14.00 | Hourly | 40 | 2 |
|  | Blakely | 4,702 | 10.00 | 12.75 | Hourly | 40 | 3 |
|  | Bloomingdale | 2,717 | 12.50 | 20.51 | Hourly | 40 | 1 |
|  | Chickamauga | 3,101 | 9.50 | 20.50 | Hourly | 40 | 2 |
|  | Elberton | 4,420 | 28,561.00 | 39,986.00 | Annual | 40 | 6 |
|  | Gray | 3,268 | 35,000.00 | 35,000.00 | Annual | 40 | 1 |
|  | Harlem | 3,018 | 10.63 | 16.17 | Hourly | 40 | 2 |
|  | Hartwell | 4,505 | 19,285.00 | 24,107.00 | Annual | 40 | 3 |
|  | Hazlehurst | 4,186 | 9.53 | 16.52 | Hourly | 40 | 3 |
|  | Hephzibah | 3,898 | 30,610.00 | 30,610.00 | Annual | 40 | 1 |
|  | Hiram | 3,898 | 28,000.00 | 32,000.00 | Annual | 40 | 1 |
|  | Hogansville | 3,139 | 8.50 | 14.00 | Hourly | 40 | 1 |
|  | Jackson | 5,071 | 11.23 | 17.14 | Hourly | 40 | 2 |
|  | Jasper | 3,819 | 14.94 | 14.94 | Hourly | 40 | 1 |
|  | Jonesboro | 4,729 | 10.50 | 12.32 | Hourly | 40 | 2 |
|  | Lyons | 4,369 | 9.50 | 13.92 | Hourly | 40 | 3 |
|  | Manchester | 4,061 | 21,871.70 | 30,635.85 | Annual | 40 | 1 |
|  | Nicholls | 3,331 | 7.50 | 11.00 | Hourly | 40 | 1 |
|  | Palmetto | 4,707 | 11.61 | 18.12 | Hourly | 40 | 1 |
|  | Pelham | 3,649 | 12.49 | 12.49 | Hourly | 40 | 1 |
|  | Quitman City | 3,888 | 8.00 | 9.50 | Hourly | 40 | 2 |
|  | Ringgold | 4,378 | 25,131.18 | 35,083.48 | Annual | 40 | 2 |
|  | Rockmart | 4,299 | 28,683.00 | 40,164.00 | Annual | 40 | 3 |

[^26]- Cashier/Customer Service Representative


[^27]
## - City Attorney (Staff Position)

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 3 | 119,598 | 196,192 | 210,152 | 304,076 | Number of <br> full-time <br> employees |
| B | 2 | 86,854 | 100,721 | 136,949 | 157,126 | 4 |
| C | 2 | 79,470 | 89,825 | 96,748 | 103,671 | 2 |
| D | 1 | 124,843 | 124,843 | 124,843 | 124,843 | 2 |
| Total/Avg | $\mathbf{8}$ | $\mathbf{1 0 2 , 6 9 1}$ | $\mathbf{1 2 7 , 8 9 5}$ | $\mathbf{1 4 2 , 1 7 3}$ | $\mathbf{1 7 2 , 4 2 9}$ | $\mathbf{9}$ |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $96,500.00$ | $165,805.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $66,102.40$ | $160,576.00$ | Annual | 40 | 2 |
|  | Savannah | 146,763 | $196,192.00$ | $304,076.00$ | Annual | 40 | 1 |
| B | Douglasville | 33,252 | 35.09 | 56.14 | Annual | 40 | 1 |
|  | East Point | 35,471 | $100,721.00$ | $157,126.00$ | Annual | 40 | 1 |
| C | Dublin | 16,104 | $89,825.01$ | $89,825.01$ | Annual | 40 | 1 |
|  | Griffin | 22,928 | $69,114.00$ | $103,671.00$ | Annual | 40 | 1 |
| D | Centerville | 7,615 | $124,843.00$ | $124,843.00$ | Annual | 40 | 1 |

[^28]
## - City Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employes |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 10 | 65,940 | 77,167 | 90,965 | 119,609 | 10 |
| B | 15 | 64,258 | 98,275 | 96,800 | 135,000 | 15 |
| C | 29 | 54,384 | 91,874 | 78,213 | 120,223 | 68 |
| D | 30 | 47,265 | 113,707 | 65,601 | 113,707 | 29 |
| E | 53 | 41,204 | 78,266 | 54,246 | 86,829 | 53 |
| F | 53 | 29,659 | 53,414 | 38,683 | 58,240 | 54 |
| G | 49 | 29,595 | 64,276 | 36,753 | 64,276 | 49 |
| H | 37 | 22,736 | 41,600 | 31,576 | 52,000 | 36 |
| Total/Avg | $\mathbf{2 7 6}$ | $\mathbf{4 4 , 3 8 0}$ | $\mathbf{7 7 , 3 2 2}$ | $\mathbf{6 1 , 6 0 4}$ | $\mathbf{9 3 , 7 3 5}$ | $\mathbf{3 1 4}$ |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $54,500.00$ | $80,521.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $75,812.00$ | $75,812.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $68,418.00$ | $109,468.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $72,329.72$ | $96,876.86$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $64,890.00$ | $64,890.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $61,193.60$ | $97,905.60$ | Annual | 40 | 1 |
|  | Sandy Springs | 105,703 | $70,000.00$ | $91,930.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $77,167.00$ | $119,609.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $74,342.00$ | $111,513.00$ | Annual | 40 | 1 |
|  | Baldosta | 56,474 | $40,750.00$ | $61,125.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $58,909.07$ | $88,363.61$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 33.10 | 52.96 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $74,053.00$ | $114,691.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $67,900.00$ | $102,100.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $68,172.00$ | $106,326.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $43,763.20$ | $70,012.80$ | Annual | 40 | 1 |
|  | 33,577 | $98,275.00$ | $98,275.00$ | Annual | 40 | 1 |  |
|  | Hinesville | 33,627 | $59,969.00$ | $89,953.00$ | Annual | 40 | 1 |
| Kennesaw | 30,782 | $58,297.41$ | $95,607.74$ | Annual | 40 | 1 |  |

[^29]
## - City Clerk



[^30]
## - City Clerk

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Camilla | 5,170 | 35,525.00 | 59,408.00 | Annual | 40 | 1 |
|  | Cedartown | 9,799 | 35,360.00 | 55,000.00 | Annual | 40 | 1 |
|  | Centerville | 7,615 | 53,954.00 | 53,954.00 | Annual | 40 | 1 |
|  | Commerce | 6,788 | 39,000.00 | 56,760.00 | Annual | 40 | 1 |
|  | Cumming | 6,225 | 113,706.84 | 113,706.84 | Annual | 40 | 1 |
|  | Dahlonega | 6,437 | 44,763.95 | 59,994.54 | Annual | 40 | 1 |
|  | Eastman | 5,157 | 30,000.00 | 48,000.00 | Annual | 40 | 1 |
|  | Eatonton | 6,555 | 53,185.60 | 60,881.78 | Annual | 40 | 1 |
|  | Fitzgerald | 8,927 | 19.19 | 19.19 | Hourly | 40 | 1 |
|  | Folkston | 4,788 | 21,350.00 | 62,000.00 | Annual | 40 | 1 |
|  | Fort Oglethorpe | 9,839 | 54,000.00 | 68,264.00 | Annual | 40 | 1 |
|  | Glennville | 5,098 | 36,442.00 | 50,232.00 | Annual | 40 | 1 |
|  | Hampton | 7,532 | 61,178.62 | 81,571.52 | Annual | 40 | 1 |
|  | Hapeville | 6,627 | 31.13 | 48.87 | Hourly | 40 | 1 |
|  | Jesup | 10,170 | 21.09 | 32.90 | Annual | 40 | 1 |
|  | LaFayette | 7,159 | 24.69 | 37.42 | Annual | 40 | 1 |
|  | Locust Grove | 5,940 | 65,035.71 | 98,828.77 | Annual | 40 | 1 |
|  | Lovejoy | 6,367 | 41,317.71 | 73,661.98 | Annual | 40 | 1 |
|  | McRae-Helena | 8,338 | 42,012.32 | 74,607.35 | Annual | 40 | 1 |
|  | Morrow | 7,276 | 21.63 | 28.85 | Hourly | 40 | 1 |
|  | Port Wentworth | 7,933 | 64,008.00 | 97,395.00 | Annual | 40 | 1 |
|  | Rincon | 9,935 | 15.00 | 15.30 | Hourly | 40 | 1 |
|  | Sandersville | 5,700 | 53,785.00 | 75,749.00 | Annual | 40 | 1 |
|  | Stone Mountain | 6,328 | 44,632.00 | 50,561.00 | Annual | 40 | 1 |
|  | Sylvester | 6,064 | 44,657.60 | 52,000.00 | Annual | 40 | 0 |
|  | Toccoa | 8,412 | 53,621.00 | 81,591.00 | Annual | 40 | 1 |
|  | Tyrone | 7,215 | 19.10 | 25.06 | Hourly | 40 | 1 |
| E | Abbeville | 2,761 | 10.00 | 15.00 | Hourly | 40 | 1 |
|  | Adairsville | 4,816 | 17.45 | 25.90 | Annual | 40 | 1 |
|  | Alma | 3,556 | 61,093.00 | 61,093.00 | Annual | 40 | 1 |
|  | Ashburn | 3,737 | 60,000.00 | 60,000.00 | Annual | 40 | 1 |
|  | Avondale Estates | 3,150 | 39,775.00 | 54,800.00 | Annual | 40 | 1 |
|  | Baldwin | 3,304 | 15.00 | 15.00 | Hourly | 40 | 1 |
|  | Baxley | 4,741 | 40,830.40 | 53,664.00 | Annual | 40 | 1 |
|  | Blackshear | 3,595 | 15.00 | 25.00 | Annual | 40 | 1 |
|  | Blakely | 4,702 | 50,000.00 | 66,000.00 | Annual | 40 | 1 |
|  | Bloomingdale | 2,717 | 23.36 | 38.38 | Hourly | 40 | 1 |
|  | Chattahoochee Hills C | 2,804 | 40,000.00 | 55,000.00 | Annual | 40 | 1 |
|  | Cornelia | 4,267 | 41,600.00 | 72,800.00 | Annual | 40 | 1 |

[^31]
## - City Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Cuthbert | 3,664 | 35,000.00 | 37,015.00 | Annual | 40 | 1 |
|  | Dawson | 4,291 | 25.23 | 25.23 | Annual | 40 | 1 |
|  | Dawsonville | 2,634 | 45,000.00 | 65,000.00 | Annual | 40 | 1 |
|  | Donalsonville | 2,637 | 47,500.00 | 47,500.00 | Annual | 40 | 1 |
|  | Elberton | 4,420 | 48,302.00 | 73,813.00 | Annual | 40 | 1 |
|  | Grantville | 3,202 | 18.21 | 18.21 | Annual | 40 | 1 |
|  | Gray | 3,268 | 56,000.00 | 56,000.00 | Annual | 40 | 1 |
|  | Hahira | 2,937 | 19.25 | 19.25 | Hourly | 40 | 1 |
|  | Harlem | 3,018 | 41,499.14 | 63,145.84 | Annual | 40 | 1 |
|  | Hartwell | 4,505 | 22,000.00 | 60,767.00 | Annual | 40 | 1 |
|  | Hazlehurst | 4,186 | 48,000.00 | 48,000.00 | Annual | 40 | 1 |
|  | Hephzibah | 3,898 | 30,000.00 | 42,710.00 | Annual | 30 | 1 |
|  | Hiram | 3,898 | 40,000.00 | 45,000.00 | Annual | 40 | 1 |
|  | Hogansville | 3,139 | 16.00 | 24.00 | Hourly | 40 | 1 |
|  | Jackson | 5,071 | 27.75 | 34.13 | Hourly | 40 | 1 |
|  | Lakeland | 3,295 | 7.25 | 23.00 | Annual | 40 | 1 |
|  | Lula | 2,882 | 13.00 | 25.00 | Hourly | 40 | 1 |
|  | Lyons | 4,369 | 44,844.80 | 44,844.80 | Annual | 40 | 1 |
|  | Manchester | 4,061 | 47,407.43 | 67,513.97 | Annual | 40 | 1 |
|  | Metter | 4,076 | 18.42 | 27.63 | Hourly | 40 | 1 |
|  | Nicholls | 3,331 | 14.00 | 16.60 | Hourly | 40 | 1 |
|  | Oakwood | 4,161 | 45,323.00 | 45,323.00 | Annual | 40 | 1 |
|  | Ocilla | 3,604 | 58,240.00 | 58,240.00 | Annual | 40 | 1 |
|  | Palmetto | 4,707 | 41,304.00 | 64,435.00 | Annual | 40 | 1 |
|  | Pelham | 3,649 | 51,789.92 | 51,789.92 | Annual | 40 | 1 |
|  | Quitman City | 3,888 | 50,544.00 | 50,544.00 | Annual | 40 | 1 |
|  | Reidsville | 2,613 | 12.02 | 17.31 | Hourly | 40 | 1 |
|  | Ringgold | 4,378 | 41,048.64 | 54,004.06 | Annual | 40 | 1 |
|  | Rockmart | 4,299 | 35,942.00 | 44,904.00 | Annual | 40 | 1 |
|  | Social Circle | 4,452 | 78,266.21 | 78,266.21 | Annual | 40 | 1 |
|  | Soperton | 2,986 | 860.00 | 860.00 | Annual | 40 | 1 |
|  | Springfield | 4,027 | 25,000.00 | 37,542.00 | Annual | 40 | 1 |
|  | Statham | 2,647 | 16.50 | 16.50 | Hourly | 40 | 1 |
|  | Sylvania | 2,526 | 15.91 | 26.72 | Annual | 40 | 1 |
|  | Tallapoosa | 3,187 | 50,807.47 | 77,309.57 | Annual | 40 | 1 |
|  | Thunderbolt | 2,683 | 35,000.00 | 55,000.00 | Annual | 40 | 1 |
|  | Tybee Island | 3,113 | 54,268.00 | 86,829.00 | Annual | 40 | 1 |
|  | Vienna | 3,699 | 52,439.00 | 78,658.00 | Annual | 40 | 1 |
|  | Washington | 3,978 | 48,815.00 | 73,193.00 | Annual | 40 | 1 |

[^32]
## - City Clerk



[^33]- City Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Pine Mountain | 1,374 | 53,414.00 | 53,414.00 | Annual | 40 | 1 |
|  | Porterdale | 1,495 | 24,798.27 | 49,596.39 | Annual | 40 | 1 |
|  | Ray City | 1,053 | 16.16 | 16.16 | Hourly | 40 | 1 |
|  | Remerton | 1,123 | 45,066.00 | 45,066.00 | Annual | 40 | 1 |
|  | Reynolds | 1,025 | 525.00 | 839.28 | Annual | 40 | 1 |
|  | Richland | 1,411 | 10.00 | 12.00 | Hourly | 40 | 2 |
|  | Tennille | 1,854 | 45,000.00 | 45,000.00 | Annual | 40 | 1 |
|  | Trion | 1,780 | 31,000.00 | 47,476.00 | Annual | 40 | 1 |
|  | Twin City | 1,699 | 12.00 | 15.45 | Hourly | 40 | 1 |
|  | Varnell | 1,795 | 35,000.00 | 47,500.00 | Annual | 40 | 1 |
|  | Walnut Grove | 1,387 | 26,000.00 | 40,000.00 | Annual | 36.5 | 1 |
|  | Willacoochee | 1,370 | 15.37 | 15.37 | Hourly | 40 | 1 |
|  | Winterville | 1,197 | 30,000.00 | 43,515.00 | Annual | 35 | 1 |
|  | Woodbine | 1,322 | 17.41 | 17.41 | Hourly | 40 | 1 |
|  | Wrens | 2,042 | 31,283.20 | 41,288.00 | Annual | 40 | 1 |
|  | Young Harris | 1,431 | 15.00 | 28.00 | Hourly | 40 | 1 |
| G | Ailey | 556 | 8.00 | 9.00 | Annual | 40 | 1 |
|  | Alapaha | 662 | 11.25 | 11.25 | Annual | 40 | 1 |
|  | Arabi | 562 | 10.00 | 16.00 | Hourly | 35 | 1 |
|  | Baconton | 857 | 17.00 | 17.00 | Hourly | 40 | 1 |
|  | Berlin | 560 | 12.00 | 12.00 | Hourly | 40 | 1 |
|  | Bethlehem | 688 | 17.00 | 17.00 | Hourly | 30 | 1 |
|  | Blairsville | 576 | 58,240.00 | 58,240.00 | Annual | 40 | 1 |
|  | Blythe | 694 | 26,500.00 | 34,966.19 | Annual | 40 | 1 |
|  | Carnesville | 578 | 39,956.00 | 39,956.00 | Annual | 40 | 1 |
|  | Clermont | 947 | 12.50 | 16.22 | Hourly | 76 | 1 |
|  | Cohutta | 635 | 18,000.00 | 23,000.00 | Annual | 40 | 1 |
|  | Collins | 577 | 10,000.00 | 28,576.00 | Annual | 40 | 1 |
|  | Coolidge | 528 | 13.00 | 19.75 | Hourly | 40 | 1 |
|  | Crawford | 828 | 16,640.00 | 34,395.00 | Annual | 40 | 1 |
|  | Doerun | 770 | 16.48 | 16.48 | Hourly | 40 | 1 |
|  | Eton | 897 | 45,000.00 | 56,000.00 | Annual | 37 | 1 |
|  | Fairmount | 738 | 31,000.00 | 42,000.00 | Annual | 40 | 1 |
|  | Flovilla | 640 | 12.00 | 18.50 | Hourly | 40 | 1 |
|  | Franklin | 964 | 15.00 | 15.50 | Hourly | 36 | 1 |
|  | Gibson | 646 | 18.32 | 18.32 | Hourly | 32.5 | 1 |
|  | Glenwood | 742 | 15.17 | 15.17 | Hourly | 40 | 1 |
|  | Greenville | 855 | 36,000.00 | 44,000.00 | Annual | 40 | 1 |
|  | Helen | 542 | 40,000.00 | 52,000.00 | Annual | 40 | 1 |

[^34]
## - City Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Hoboken | 526 | 10.21 | 21.02 | Hourly | 40 | 1 |
|  | Homeland | 864 | 7.25 | 14.33 | Hourly | 40 | 1 |
|  | Kingston | 654 | 15.00 | 25.00 | Hourly | 40 | 1 |
|  | Lake Park | 726 | 21,000.00 | 21,740.00 | Annual | 40 | 1 |
|  | Leary | 579 | 28,620.80 | 28,620.80 | Annual | 40 | 1 |
|  | Luthersville | 817 | 31,500.00 | 46,927.06 | Annual | 40 | 1 |
|  | Lyerly | 528 | 10.00 | 19.00 | Hourly | 36 | 1 |
|  | Milner | 615 | 12.00 | 20.00 | Hourly | 35 | 1 |
|  | Morven | 533 | 15.00 | 19.06 | Hourly | 40 | 1 |
|  | Newborn | 745 | 10.00 | 20.00 | Hourly | 40 | 1 |
|  | Norman Park | 969 | 12.00 | 24.00 | Hourly | 40 | 1 |
|  | Ochlocknee | 680 | 21.46 | 21.46 | Hourly | 30 | 1 |
|  | Odum | 505 | 16.06 | 16.06 | Hourly | 32 | 1 |
|  | Patterson | 754 | 16.00 | 16.00 | Hourly | 32 | 1 |
|  | Pavo | 621 | 12.00 | 14.00 | Hourly | 40 | 1 |
|  | Plains | 734 | 27,242.00 | 27,242.00 | Annual | 40 | 1 |
|  | Riceboro | 765 | 18.59 | 19.15 | Hourly | 40 | 1 |
|  | Roberta | 992 | 13.50 | 13.50 | Hourly | 40 | 1 |
|  | Rutledge | 800 | 60,089.00 | 60,089.00 | Annual | 40 | 1 |
|  | Shellman | 985 | 30,000.00 | 33,000.00 | Annual | 40 | 1 |
|  | Smithville | 587 | 13.75 | 13.75 | Hourly | 40 | 1 |
|  | Tignall | 510 | 9.50 | 10.50 | Hourly | 40 | 1 |
|  | Tunnel Hill | 876 | 13.65 | 13.65 | Hourly | 40 | 1 |
|  | Ty Ty | 726 | 64,276.00 | 64,276.00 | Annual | 27 | 1 |
|  | Waverly Hall | 759 | 12.00 | 20.00 | Hourly | 40 | 1 |
|  | Woodbury | 900 | 29,473.00 | 45,385.00 | Annual | 40 | 1 |
| H | Attapulgus | 432 | 14.02 | 14.72 | Hourly | 40 | 1 |
|  | Avera | 233 | 12,480.00 | 25,500.00 | Annual | 30 | 0 |
|  | Brinson | 208 | 10.00 | 14.00 | Hourly | 40 | 1 |
|  | Centralhatchee | 389 | 14.00 | 14.00 | Hourly | 40 | 1 |
|  | Climax | 271 | 10.00 | 15.03 | Hourly | 32 | 1 |
|  | Concord | 379 | 32,000.00 | 33,600.00 | Annual | 40 | 1 |
|  | Dillard | 337 | 15.00 | 30.00 | Hourly | 30 | 1 |
|  | Ellenton | 284 | 9.00 | 12.74 | Hourly | 40 | 1 |
|  | Ephesus | 419 | 20,800.00 | 40,000.00 | Annual | 40 | 1 |
|  | Fargo | 320 | 10.00 | 12.50 | Hourly | 40 | 1 |
|  | Graham | 299 | 8.00 | 9.00 | Hourly | 40 | 1 |
|  | Harrison | 461 | 8.00 | 15.54 | Hourly | 40 | 1 |
|  | Hiltonia | 323 | 9.00 | 14.29 | Hourly | 28 | 1 |

[^35]
## - City Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Jenkinsburg | 371 | 15.00 | 19.00 | Hourly | 40 | 1 |  |
| Leslie | 384 | 10.00 | 15.00 | Hourly | 40 | 1 |  |
| Menlo | 468 | 11.08 | 11.08 | Hourly | 40 | 1 |  |
| Molena | 371 | $26,000.00$ | $26,000.00$ | Annual | 40 | 1 |  |
| Morganton | 315 | 10.00 | 20.00 | Annual | 34 | 1 |  |
| Oconee | 256 | 10.75 | 10.75 | Hourly | 40 | 1 |  |
| Offerman | 438 | 8.50 | 8.50 | Hourly | 35 | 1 |  |
| Pendergrass | 463 | $23,000.00$ | $28,000.00$ | Annual | 40 | 1 |  |
| Pinehurst | 328 | 10.50 | 15.00 | Hourly | 40 | 1 |  |
| Plainville | 323 | 670.00 | 670.00 | Annual | 40 | 1 |  |
| Rebecca | 168 | 12.00 | 25.00 | Hourly | 40 | 1 |  |
| Rentz | 292 | 6.80 | 14.00 | Hourly | 40 | 1 |  |
| Rhine | 371 | $20,800.00$ | $35,000.00$ | Annual | 40 | 1 |  |
| Sale City | 348 | 12.00 | 12.20 | Hourly | 40 | 1 |  |
| Sharpsburg | 366 | 14.61 | 20.00 | Hourly | 40 | 1 |  |
| Shiloh | 460 | 10.50 | 15.00 | Hourly | 36 | 1 |  |
| Sky Valley | 269 | $40,000.00$ | $50,000.00$ | Annual | 40 | 1 |  |
| Tallulah Falls | 170 | $35,000.00$ | $35,000.00$ | Annual | 40 | 1 |  |
| Talmo | 192 | 8.00 | 17.87 | Hourly | 40 | 1 |  |
| Turin | 342 | 15.00 | 25.00 | Hourly | 32 | 1 |  |
| Warm Springs | 401 | $30,000.00$ | $35,000.00$ | Annual | 40 | 1 |  |
| Warwick | 409 | 14.00 | 18.50 | Hourly | 40 | 1 |  |
| Whigham | 473 | $41,600.00$ | $49,655.84$ | Annual | 40 | 1 |  |
| Williamson | 459 | 8.00 | 16.00 | Hourly | 40 | 1 |  |

[^36]
## - City Manager/Administrator

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** <br> Humber of <br> full-time <br> employes |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 164,678 | 206,876 | 201,980 | 289,312 | 8 |
| B | 16 | 128,713 | 181,260 | 160,882 | 225,000 | 16 |
| C | 37 | 113,984 | 218,270 | 144,233 | 245,000 | 76 |
| D | 33 | 78,747 | 154,811 | 101,911 | 154,811 | 33 |
| E | 43 | 74,358 | 160,092 | 96,094 | 170,622 | 43 |
| F | 25 | 48,298 | 130,000 | 63,956 | 170,000 | 25 |
| G | 9 | 40,919 | 75,000 | 56,488 | 110,000 | 9 |
| H | 4 | 36,878 | 50,000 | 47,624 | 70,000 | 4 |
| Total/Avg | $\mathbf{1 7 5}$ | $\mathbf{8 5 , 8 2 2}$ | $\mathbf{1 4 7 , 0 3 9}$ | $\mathbf{1 0 9 , 1 4 6}$ | $\mathbf{1 7 9 , 3 4 3}$ | $\mathbf{2 1 4}$ |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employes** |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Alpharetta | 65,338 | $177,838.00$ | $177,838.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $180,000.00$ | $180,000.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $206,876.00$ | $206,876.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $120,057.60$ | $192,046.40$ | Annual | 40 | 1 |
|  | Sandy Springs | 105,703 | $160,000.00$ | $235,000.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $186,666.00$ | $289,312.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $97,558.00$ | $146,337.00$ | Annual | 40 | 1 |
|  | Baldosta | 56,474 | $188,432.00$ | $188,432.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $120,000.00$ | $120,000.00$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $164,400.34$ | $164,400.34$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 48.83 | 80.58 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $125,000.00$ | $125,000.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $181,260.00$ | $181,260.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $128,550.00$ | $200,538.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $145,600.00$ | $145,600.00$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $155,130.00$ | $155,130.00$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $110,666.00$ | $165,999.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $118,352.00$ | $212,222.00$ | Annual | 40 | 1 |
| Lawrenceville | 30,782 | $94,960.33$ | $155,734.95$ | Annual | 40 | 1 |  |

[^37]- City Manager/Administrator


[^38]$\bullet$ City Manager/Administrator


[^39]- City Manager/Administrator

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Ashburn | 3,737 | 77,000.00 | 77,000.00 | Annual | 40 | 1 |
|  | Avondale Estates | 3,150 | 132,300.00 | 170,622.00 | Annual | 40 | 1 |
|  | Baldwin | 3,304 | 23.93 | 23.93 | Annual | 40 | 1 |
|  | Baxley | 4,741 | 88,566.40 | 88,566.40 | Annual | 40 | 1 |
|  | Bloomingdale | 2,717 | 72,059.00 | 122,957.00 | Annual | 40 | 1 |
|  | Chattahoochee Hills C | 2,804 | 70,000.00 | 115,000.00 | Annual | 40 | 1 |
|  | Chickamauga | 3,101 | 85,000.00 | 85,000.00 | Annual | 40 | 1 |
|  | Cornelia | 4,267 | 72,000.00 | 109,200.00 | Annual | 40 | 1 |
|  | Dawson | 4,291 | 36.11 | 36.11 | Annual | 40 | 1 |
|  | Dawsonville | 2,634 | 60,000.00 | 90,000.00 | Annual | 40 | 1 |
|  | Donalsonville | 2,637 | 72,500.00 | 72,500.00 | Annual | 40 | 1 |
|  | Elberton | 4,420 | 61,953.00 | 110,828.00 | Annual | 40 | 1 |
|  | Grantville | 3,202 | 39.50 | 39.50 | Annual | 60 | 1 |
|  | Grayson | 3,742 | 58,905.00 | 60,672.00 | Annual | 40 | 1 |
|  | Hahira | 2,937 | 1,317.23 | 1,317.23 | Annual | 40 | 1 |
|  | Harlem | 3,018 | 50,213.96 | 80,000.00 | Annual | 40 | 1 |
|  | Hartwell | 4,505 | 55,000.00 | 105,965.00 | Annual | 40 | 1 |
|  | Hiram | 3,898 | 80,000.00 | 90,000.00 | Annual | 40 | 1 |
|  | Hogansville | 3,139 | 80,000.00 | 80,000.00 | Annual | 40 | 1 |
|  | Jasper | 3,819 | 108,475.00 | 108,475.00 | Annual | 40 | 1 |
|  | Jonesboro | 4,729 | 34.54 | 43.81 | Annual | 40 | 1 |
|  | Lula | 2,882 | 50,000.00 | 85,000.00 | Annual | 40 | 1 |
|  | Lyons | 4,369 | 60,236.80 | 60,236.80 | Annual | 40 | 1 |
|  | Manchester | 4,061 | 73,000.00 | 82,259.22 | Annual | 40 | 1 |
|  | Metter | 4,076 | 33.31 | 49.97 | Annual | 40 | 1 |
|  | Oakwood | 4,161 | 160,092.00 | 160,902.00 | Annual | 40 | 1 |
|  | Palmetto | 4,707 | 74,177.00 | 115,716.00 | Annual | 40 | 1 |
|  | Pelham | 3,649 | 98,000.24 | 98,000.24 | Annual | 40 | 1 |
|  | Quitman City | 3,888 | 72,000.00 | 72,000.00 | Annual | 40 | 1 |
|  | Ringgold | 4,378 | 7,184.89 | 96,658.66 | Annual | 40 | 1 |
|  | Rockmart | 4,299 | 93,392.00 | 116,917.00 | Annual | 40 | 1 |
|  | Royston | 2,563 | 62,160.21 | 72,519.79 | Annual | 40 | 1 |
|  | Social Circle | 4,452 | 112,964.00 | 112,964.00 | Annual | 40 | 1 |
|  | Springfield | 4,027 | 68,000.00 | 80,355.00 | Annual | 40 | 1 |
|  | Sylvania | 2,526 | 35.06 | 58.89 | Annual | 40 | 1 |
|  | Tallapoosa | 3,187 | 68,330.40 | 103,972.78 | Annual | 40 | 1 |
|  | Thunderbolt | 2,683 | 55,000.00 | 65,000.00 | Annual | 40 | 1 |
|  | Tybee Island | 3,113 | 95,355.00 | 152,568.00 | Annual | 40 | 1 |
|  | Vienna | 3,699 | 63,892.00 | 95,838.00 | Annual | 40 | 1 |

[^40]- City Manager/Administrator


[^41]
## - City Manager/Administrator

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Woodland | 358 | 17.45 | 17.45 | Hourly | 40 | 1 |

[^42]
## - Clerk Typist

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| C | 3 | 25,702 | 28,912 | 35,838 | 43,347 | Number of <br> full-time <br> employees |
| D | 2 | 20,363 | 20,800 | 32,178 | 33,280 | 8 |
| F | 1 | 24,960 | 24,960 | 33,280 | 33,280 | 3 |
| Total/Avg | $\mathbf{6}$ | $\mathbf{2 3 , 6 7 5}$ | $\mathbf{2 4 , 8 9 1}$ | $\mathbf{3 3 , 7 6 5}$ | $\mathbf{3 6 , 6 3 6}$ | 1 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| $\mathbf{C}$ | Grovetown | 13,463 | 11.60 | 16.67 | Hourly | 40 | 1 |
|  | Monroe | 13,478 | 13.90 | 20.84 | Hourly | 40 | 4 |
|  | St. Marys | 18,088 | 11.57 | 14.18 | Hourly | 40 | 3 |
| D | Folkston | 4,788 | 10.00 | 16.00 | Hourly | 40 | 1 |
|  | Jesup | 10,170 | 9.58 | 14.94 | Hourly | 40 | 2 |
| F | Emerson | 1,565 | 12.00 | 16.00 | Hourly | 40 | 1 |

[^43]
## - Computer Operator

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employees |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 1 | 38,563 | 38,563 | 77,709 | 77,709 | 5 |
| B | 1 | 24,710 | 24,710 | 43,992 | 43,992 | 1 |
| C | 2 | 31,283 | 33,238 | 46,571 | 50,918 | 3 |
| E | 2 | 30,270 | 40,539 | 44,741 | 48,942 | 2 |
| F | 1 | 17,451 | 17,451 | 32,906 | 32,906 | 1 |
| Total/Avg | $\mathbf{7}$ | $\mathbf{2 8 , 4 5 6}$ | $\mathbf{3 0 , 9 0 0}$ | $\mathbf{4 9 , 1 8 4}$ | $\mathbf{5 0 , 8 9 3}$ | $\mathbf{1 2}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Roswell | 94,598 | 18.54 | 37.36 | Hourly | 40 | 5 |
| B | Rome | 36,407 | 11.88 | 21.15 | Hourly | 40 | 1 |
| C | Monroe | 13,478 | 15.98 | 24.48 | Hourly | 40 | 1 |
|  | Thomasville | 18,826 | 14.10 | 20.30 | Hourly | 40 | 2 |
| E | Dawson | 4,291 | 19.49 | 19.49 | Annual | 40 | 1 |
|  | Hartwell | 4,505 | $20,000.00$ | $48,942.00$ | Annual | 40 | 1 |
| F | Claxton | 2,297 | 8.39 | 15.82 | Hourly | 40 | 1 |

[^44]
## - Computer Programmer

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 3 | 53,794 | 58,760 | 84,372 | 91,243 | Number of <br> full-time <br> employees |
| C | 1 | 31,658 | 31,658 | 45,594 | 45,594 | 4 |
| E | 1 | 54,506 | 54,506 | 79,796 | 79,796 | 2 |
| Total/Avg | $\mathbf{5}$ | $\mathbf{4 6 , 6 5 3}$ | $\mathbf{4 8 , 3 0 8}$ | $\mathbf{6 9 , 9 2 1}$ | $\mathbf{7 2 , 2 1 1}$ | 1 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Brookhaven | 52,444 | $56,164.00$ | $89,862.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $58,760.00$ | $91,243.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $46,459.00$ | $72,011.00$ | Annual | 40 | 2 |
| C | Thomasville | 18,826 | 15.22 | 21.92 | Hourly | 40 | 2 |
| E | Elberton | 4,420 | $54,506.00$ | $79,796.00$ | Annual | 40 | 1 |

[^45]
## - Custodian (Janitor)

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 5 | 23,107 | 26,250 | 36,614 | 46,200 | Number of <br> full-time <br> employees |
| B | 6 | 22,212 | 26,603 | 35,586 | 43,222 | 19 |
| C | 14 | 23,290 | 29,702 | 36,282 | 46,883 | 14 |
| D | 9 | 21,189 | 31,720 | 30,791 | 50,773 | 57 |
| E | 3 | 23,621 | 26,832 | 28,457 | 32,872 | 9 |
| Total/Avg | $\mathbf{3 7}$ | $\mathbf{2 2 , 6 8 4}$ | $\mathbf{2 8 , 2 2}$ | $\mathbf{3 3 , 5 4 6}$ | $\mathbf{4 3 , 9 9 0}$ | $\mathbf{1 0 3}$ |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 9.42 | 13.92 | Annual | 40 | 2 |
|  | Alpharetta | 65,338 | 26,250.00 | 46,200.00 | Annual | 37 | 4 |
|  | Roswell | 94,598 | 10.82 | 17.31 | Hourly | 40 | 5 |
|  | Savannah | 146,763 | 10.73 | 16.64 | Hourly | 40 | 6 |
|  | Valdosta | 56,474 | 24,868.00 | 37,302.00 | Annual | 40 | 2 |
| B | Carrollton | 26,562 | 23,012.60 | 37,606.40 | Annual | 40 | 3 |
|  | Duluth | 29,331 | 12.79 | 20.78 | Hourly | 40 | 1 |
|  | East Point | 35,471 | 22,195.00 | 34,617.00 | Annual | 40 | 5 |
|  | Gainesville | 40,000 | 10.31 | 15.99 | Hourly | 40 | 1 |
|  | Kennesaw | 33,627 | 10.35 | 15.53 | Hourly | 40 | 3 |
|  | Rome | 36,407 | 8.89 | 15.63 | Hourly | 40 | 1 |
| C | Covington | 13,977 | 12.27 | 22.54 | Hourly | 40 | 2 |
|  | Dallas | 13,108 | 21,733.49 | 32,390.75 | Annual | 40 | 40 |
|  | Doraville | 10,501 | 12.00 | 17.32 | Hourly | 40 | 1 |
|  | Douglas | 11,727 | 10.42 | 21.39 | Hourly | 40 | 3 |
|  | Dublin | 16,104 | 11.34 | 14.48 | Hourly | 40 | 2 |
|  | Jefferson | 10,486 | 25,127.00 | 37,690.00 | Annual | 40 | 1 |
|  | Milledgeville | 18,933 | 22,401.06 | 34,085.87 | Annual | 40 | 2 |
|  | Monroe | 13,478 | 11.97 | 17.96 | Hourly | 40 | 1 |
|  | Perry | 16,200 | 10.14 | 11.92 | Hourly | 40 | 0 |
|  | Pooler | 23,744 | 14.28 | 21.42 | Hourly | 40 | 1 |
|  | Snellville | 19,738 | 10.99 | 19.98 | Hourly | 40 | 0 |
|  | Suwanee | 19,421 | 13.22 | 20.49 | Hourly | 40 | 1 |

[^46]
## - Custodian (Janitor)

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| D | Tifton | 16,836 | 8.51 | 14.10 | Hourly | 35 | 2 |
|  | Waycross | Barnesville | 14,089 | 9.39 | 14.29 | Hourly | 40 |
|  |  |  |  |  |  |  |  |
|  | Byron | 6,696 | $25,307.00$ | $34,886.00$ | Annual | 40 | 1 |
|  | Camilla | 5,133 | 9.91 | 16.61 | Hourly | 40 | 1 |
|  | Eatonton | 5,170 | 9.11 | 13.12 | Hourly | 40 | 1 |
|  | Garden City | 6,555 | 9.50 | 10.38 | Hourly | 40 | 2 |
|  | Glennville | 8,900 | 15.25 | 24.41 | Hourly | 40 | 1 |
|  | Hampton | 5,098 | 8.77 | 12.08 | Hourly | 40 | 1 |
|  | Hapeville | 7,532 | $21,959.60$ | $29,279.45$ | Annual | 40 | 0 |
|  | McRae-Helena | 6,627 | 11.74 | 18.36 | Hourly | 40 | 0 |
| E | 8,338 | 7.25 | 12.87 | Hourly | 40 | 1 |  |
|  | Sandersville | 5,700 | 9.17 | 12.91 | Hourly | 40 | 1 |
|  | Elberton | 4,420 | $23,480.00$ | $32,872.00$ | Annual | 40 | 1 |
|  | Jasper | 3,819 | 12.90 | 12.90 | Hourly | 40 | 1 |
| Rockmart | 4,299 | $20,550.00$ | $25,667.00$ | Annual | 40 | 2 |  |

[^47]
## - Data Entry Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 1 | 35,714 | 35,714 | 57,117 | 57,117 | Number of <br> full-time <br> employees |
| B | 2 | 32,438 | 36,443 | 40,249 | 44,054 | 2 |
| C | 7 | 28,814 | 37,107 | 43,711 | 53,581 | 7 |
| D | 4 | 24,248 | 26,187 | 34,809 | 39,832 | 20 |
| E | 11 | 23,245 | 33,010 | 33,033 | 52,998 | 8 |
| F | 3 | 25,459 | 31,200 | 31,928 | 43,160 | 12 |
| Total/Avg | $\mathbf{2 8}$ | $\mathbf{2 8 , 3 2 0}$ | $\mathbf{3 3 , 2 7 7}$ | $\mathbf{4 0 , 1 4 1}$ | $\mathbf{4 8 , 4 5 7}$ | 3 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Roswell | 94,598 | 17.17 | 27.46 | Hourly | 40 | 2 |
| B | Douglasville | 33,252 | 13.67 | 21.18 | Hourly | 40 | 6 |
|  | Hinesville | 33,577 | $36,443.00$ | $36,443.00$ | Annual | 40 | 1 |
| C | Americus | 15,854 | $23,988.00$ | $33,584.00$ | Annual | 40 | 1 |
|  | Bainbridge | 12,274 | 12.78 | 24.68 | Hourly | 40 | 3 |
|  | Calhoun | 16,445 | 17.84 | 20.16 | Hourly | 40 | 2 |
|  | Cartersville | 20,753 | 15.48 | 23.55 | Hourly | 40 | 1 |
|  | Conyers | 15,919 | $27,182.40$ | $38,248.36$ | Annual | 40 | 5 |
|  | Loganville | 11,674 | $27,123.20$ | $38,313.60$ | Annual | 40 | 1 |
| Donroe | 13,478 | 13.23 | 25.76 | Hourly | 40 | 7 |  |
|  | Cairo | 9,570 | 12.50 | 18.67 | Hourly | 40 | 3 |
|  | Eatonton | 6,555 | 10.00 | 13.25 | Hourly | 40 | 1 |
|  | Morrow | 7,276 | 11.54 | 15.87 | Hourly | 40 | 1 |
|  | Port Wentworth | 7,933 | 12.59 | 19.15 | Hourly | 40 | 3 |
|  | Ashburn | 3,737 | 11.00 | 11.00 | Hourly | 40 | 1 |
|  | Chattahoochee Hills C | 2,804 | 9.62 | 16.83 | Hourly | 40 | 1 |
|  | Cuthbert | 3,664 | 10.00 | 10.75 | Hourly | 40 | 1 |
|  | Dawsonville | 2,634 | 15.87 | 25.48 | Hourly | 40 | 2 |
|  | Elberton | 4,420 | $27,205.00$ | $38,086.00$ | Annual | 40 | 1 |
| Grantville | 3,202 | 12.88 | 12.88 | Hourly | 40 | 1 |  |
|  | Hartwell | 4,505 | $16,000.00$ | $39,458.00$ | Annual | 40 | 1 |
|  | Hogansville | 3,139 | 10.00 | 16.00 | Hourly | 40 | 1 |

[^48]- Data Entry Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Palmetto | 4,707 | 12.80 | 19.97 | Hourly | 40 | 1 |
|  | Pelham | 3,649 | 11.33 | 11.33 | Hourly | 40 | 1 |
|  | Tallapoosa | 3,187 | $18,010.48$ | $27,405.07$ | Annual | 40 | 1 |
| F | Blue Ridge | 1,391 | 12.50 | 20.75 | Hourly | 40 | 1 |
|  | Ludowici | 2,162 | $31,200.00$ | $31,200.00$ | Annual | 40 | 1 |
|  | Sparta | 1,281 | 9.22 | 10.30 | Hourly | 40 | 1 |

[^49]
## - Downtown/Better Hometown/Main Street Manager

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 2 | 65,525 | 86,100 | 107,703 | 147,936 | Number of <br> full-time <br> employees |
| B | 8 | 43,113 | 48,349 | 66,354 | 80,000 | 2 |
| C | 19 | 42,795 | 64,646 | 61,888 | 102,378 | 18 |
| D | 10 | 38,075 | 55,546 | 52,243 | 83,665 | 10 |
| E | 9 | 32,847 | 45,900 | 45,673 | 61,048 | 10 |
| F | 3 | 29,627 | 40,000 | 41,417 | 60,000 | 3 |
| Total/Avg | $\mathbf{5 1}$ | $\mathbf{4 1 , 9 9 7}$ | $\mathbf{5 6 , 7 5 7}$ | $\mathbf{6 2 , 5 4 7}$ | $\mathbf{8 9 , 1 7 1}$ | $\mathbf{5 2}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $86,100.00$ | $147,936.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $44,950.00$ | $67,470.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $48,349.42$ | $72,524.13$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $38,323.13$ | $52,603.58$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $41,766.40$ | $66,851.20$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $38,129.00$ | $56,502.00$ | Annual | 40 | 2 |
|  | Newnan | 37,912 | 22.47 | 34.83 | Hourly | 40 | 1 |
|  | Rome | 36,407 | $45,000.00$ | $80,000.00$ | Annual | 40 | 1 |
|  | Stockbridge | 28,677 | 20.58 | 30.40 | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $43,792.37$ | $66,671.92$ | Annual | 40 | 1 |
|  | Americus | 15,854 | $39,989.00$ | $55,985.00$ | Annual | 40 | 1 |
|  | Bainbridge | 12,274 | 31.08 | 49.22 | Hourly | 40 | 1 |
|  | Calhoun | 16,445 | 17.17 | 17.17 | Hourly | 40 | 1 |
|  | Cartersville | 20,753 | $45,487.00$ | $69,215.00$ | Annual | 40 | 1 |
|  | Douglas | 11,727 | 16.26 | 24.81 | Hourly | 40 | 1 |
| Fayetteville | 17,519 | 20.83 | 34.47 | Hourly | 40 | 1 |  |
| Griffin | 22,928 | $36,370.00$ | $54,555.00$ | Annual | 40 | 1 |  |
|  | Holly Springs | 11,281 | 20.69 | 31.04 | Hourly | 40 | 1 |
| Jefferson | 10,486 | $42,606.00$ | $63,909.00$ | Annual | 40 | 1 |  |
| Kingsland | 16,720 | $35,795.60$ | $54,089.60$ | Annual | 40 | 0 |  |
| McDonough | 23,964 | $36,222.00$ | $58,191.00$ | Annual | 40 | 1 |  |
| Milledgeville | 18,933 | $60,151.42$ | $91,522.75$ | Annual | 40 | 1 |  |
|  |  |  |  |  |  | 1 |  |

[^50]- Downtown/Better Hometown/Main Street Manager


[^51]
## $\bullet$ 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 | 6 | 72,958 | 115,479 | 104,771 | 131,957 | 6 |
| B | 9 | 63,078 | 85,100 | 96,481 | 128,000 | 10 |
| C | 13 | 61,150 | 110,000 | 89,365 | 122,866 | 13 |
| D | 4 | 42,019 | 77,002 | 49,252 | 77,002 | 4 |
| E | 7 | 45,221 | 59,224 | 64,745 | 79,707 | 7 |
| F | 1 | 27,500 | 27,500 | 37,594 | 37,594 | 1 |
| Total/Avg | 40 | 51,987 | 79,051 | 73,701 | 96,188 | 41 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $76,800.00$ | $131,957.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $115,479.00$ | $115,479.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $59,983.00$ | $95,973.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $62,899.00$ | $97,690.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $72,937.00$ | $113,052.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $49,650.00$ | $74,475.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $53,368.71$ | $80,053.07$ | Annual | 40 | 1 |
|  | Duluth | 29,331 | $50,104.00$ | $77,646.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $85,100.00$ | $128,000.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $68,172.00$ | $106,326.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $66,601.60$ | $109,907.20$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $36,292.00$ | $44,113.00$ | Annual | 40 | 2 |
|  | Kennesaw | 33,627 | $71,417.00$ | $107,125.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $61,212.28$ | $100,388.14$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $75,434.76$ | $114,769.22$ | Annual | 40 | 1 |
|  | Americus | 15,854 | $48,129.00$ | $67,381.00$ | Annual | 40 | 1 |
|  | Brunswick | 16,346 | $58,940.82$ | $91,358.27$ | Annual | 40 | 1 |
|  | Decatur | 22,813 | $74,984.00$ | $122,866.00$ | Annual | 40 | 1 |
|  | Doraville | 10,501 | 28.92 | 41.76 | Annual | 40 | 1 |
|  | Fayetteville | 17,519 | $70,582.00$ | $116,794.00$ | Annual | 40 | 1 |
| Griffin | 22,928 | $56,725.00$ | $85,088.00$ | Annual | 40 | 1 |  |
|  | Monroe | 13,478 | 19.35 | 30.27 | Hourly | 40 | 1 |

[^52]
## $\bullet$ Economic Development Director

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Norcross | 16,787 | $48,719.00$ | $79,824.00$ | Annual | 40 | 1 |
|  | Perry | 16,200 | $62,400.00$ | $97,400.00$ | Annual | 40 | 1 |
|  | Powder Springs | 14,956 | $62,164.00$ | $96,354.00$ | Annual | 40 | 1 |
|  | Snellville | 19,738 | $40,000.00$ | $71,113.45$ | Annual | 40 | 1 |
|  | Sugar Hill | 22,197 | $61,900.00$ | $63,750.00$ | Annual | 40 | 1 |
|  | Thomasville | 18,826 | $110,000.00$ | $120,000.00$ | Annual | 40 | 1 |
| D | Byron | 5,133 | $43,284.80$ | $72,217.60$ | Annual | 40 | 1 |
|  | Centerville | 7,615 | $45,000.00$ | $45,000.00$ | Annual | 40 | 1 |
|  | Fitzgerald | 8,927 | $2,788.46$ | $2,788.46$ | Annual | 40 | 1 |
|  | Hapeville | 6,627 | 32.64 | 50.53 | Hourly | 40 | 0 |
| E | LaFayette | 7,159 | 37.02 | 37.02 | Annual | 40 | 1 |
|  | Adairsville | 4,816 | 23.56 | 35.56 | Annual | 40 | 1 |
|  | Cornelia | 4,267 | $36,400.00$ | $54,600.00$ | Annual | 40 | 1 |
|  | Elberton | 4,420 | $42,099.00$ | $58,936.00$ | Annual | 40 | 1 |
|  | Metter | 4,076 | 16.54 | 26.55 | Annual | 40 | 1 |
|  | Rockmart | 4,299 | $52,374.00$ | $66,227.00$ | Annual | 40 | 1 |
|  | Vienna | 3,699 | $43,039.00$ | $64,559.00$ | Annual | 40 | 1 |
|  | West Point | 3,766 | $59,223.56$ | $79,707.11$ | Annual | 40 | 1 |
|  | 2,484 | $27,500.00$ | $37,594.00$ | Annual | 40 | 1 |  |

[^53]
## - Finance Director

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average | Maximum wage** <br> Highest |  | Number of <br> fullltime <br> employes |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 10 | 100,034 | 174,698 | 145,022 | 174,968 | 11 |
| B | 15 | 79,503 | 101,938 | 114,375 | 144,600 | 15 |
| C | 37 | 71,815 | 125,573 | 99,491 | 132,704 | 76 |
| D | 15 | 54,968 | 75,000 | 71,802 | 114,061 | 14 |
| E | 18 | 46,414 | 90,040 | 65,791 | 142,189 | 18 |
| F | 5 | 33,346 | 44,978 | 48,374 | 65,000 | 5 |
| G | 1 | 40,560 | 40,560 | 48,880 | 48,880 | 1 |
| Total/Avg | $\mathbf{1 0 1}$ | $\mathbf{6 0 , 9 4 9}$ | $\mathbf{9 3 , 2 5 5}$ | $\mathbf{8 4 , 8 1 9}$ | $\mathbf{1 1 7 , 4 8 6}$ | $\mathbf{1 4 0}$ |

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

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $86,100.00$ | $147,936.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $174,698.00$ | $174,968.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $96,866.00$ | $154,986.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $126,693.38$ | $169,690.22$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $91,354.00$ | $141,634.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $70,158.40$ | $142,500.80$ | Annual | 40 | 2 |
|  | Sandy Springs | 105,703 | $110,000.00$ | $152,341.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $77,167.00$ | $119,609.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $85,950.00$ | $124,522.00$ | Annual | 40 | 1 |
|  | Baldosta | 56,474 | $81,357.00$ | $122,036.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $79,226.15$ | $118,839.23$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $101,938.46$ | $101,938.71$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 35.09 | 56.14 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $70,524.00$ | $109,242.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $96,100.00$ | $144,600.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $75,161.00$ | $117,224.00$ | Annual | 40 | 1 |
| Gainesville | 40,000 | $73,444.80$ | $121,160.00$ | Annual | 40 | 1 |  |
|  | 33,577 | $97,936.00$ | $97,936.00$ | Annual | 40 | 1 |  |
|  | Hinesville | 33,627 | $84,500.00$ | $126,750.00$ | Annual | 40 | 1 |
| Kennesaw | 30,782 | $61,212.28$ | $100,388.14$ | Annual | 40 | 1 |  |

[^54]- Finance Director


[^55]- Finance Director


[^56]- Finance Director

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Clayton | 2,266 | 9.00 | 20.00 | Hourly | 40 | 1 |
|  | Colquitt | 1,910 | 10.00 | 31.25 | Hourly | 40 | 1 |
|  | Midway | 1,997 | $41,317.71$ | $49,378.49$ | Annual | 40 | 1 |
| G | Helen | 542 | 19.50 | 23.50 | Hourly | 40 | 1 |

[^57]
## - Information Systems/Technology Director

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Mighest |  | Maximum wage** |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Average | Highest | Number of <br> full-time <br> employees |  |  |  |  |
| A | 7 | 84,736 | 122,141 | 129,605 | 147,936 | 8 |
| B | 12 | 66,151 | 76,752 | 101,441 | 148,470 | 12 |
| C | 21 | 56,487 | 86,965 | 80,028 | 116,794 | 21 |
| D | 4 | 53,249 | 71,037 | 72,485 | 98,701 | 4 |
| E | 3 | 68,844 | 100,000 | 98,994 | 130,000 | 3 |
| Total/Avg | $\mathbf{4 7}$ | $\mathbf{6 5 , 8 9 3}$ | $\mathbf{9 1 , 3 7 9}$ | $\mathbf{9 6 , 5 1 1}$ | $\mathbf{1 2 8 , 3 8 0}$ | $\mathbf{4 8}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $86,100.00$ | $147,936.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $122,141.00$ | $122,141.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $86,536.00$ | $138,459.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $91,354.00$ | $141,634.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $61,193.60$ | $134,243.20$ | Annual | 40 | 2 |
|  | Savannah | 146,763 | $81,643.00$ | $126,547.00$ | Annual | 40 | 1 |
|  | Bmyrna | 56,664 | $64,186.00$ | $96,278.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $65,024.59$ | $97,536.89$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $44,714.22$ | $61,359.14$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 33.10 | 52.96 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $70,524.00$ | $109,242.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $68,172.00$ | $106,326.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $50,668.80$ | $81,078.40$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $74,900.00$ | $74,900.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $76,752.00$ | $148,470.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $67,486.53$ | $110,677.92$ | Annual | 40 | 1 |
|  | Newnan | 37,912 | 31.87 | 49.41 | Hourly | 40 | 1 |
|  | Rome | 36,407 | $65,000.00$ | $100,000.00$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $75,434.76$ | $114,769.22$ | Annual | 40 | 1 |
|  | Acworth | 22,418 | $83,279.82$ | $83,279.82$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 41.81 | 41.81 | Hourly | 40 | 1 |
|  | Conyers | 15,919 | $44,277.26$ | $62,302.55$ | Annual | 40 | 1 |
|  | 13,977 | 27.92 | 42.23 | Annual | 40 | 1 |  |

[^58]$\bullet$ Information Systems/Technology Director

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Dublin | 16,104 | 50,000.00 | 50,000.00 | Annual | 40 | 1 |
|  | Fayetteville | 17,519 | 70,582.00 | 116,794.00 | Annual | 40 | 1 |
|  | Griffin | 22,928 | 62,614.00 | 93,921.00 | Annual | 40 | 1 |
|  | Holly Springs | 11,281 | 21.74 | 32.61 | Hourly | 40 | 1 |
|  | Kingsland | 16,720 | 56,803.11 | 85,833.40 | Annual | 40 | 1 |
|  | Loganville | 11,674 | 52,942.43 | 74,998.00 | Annual | 40 | 1 |
|  | McDonough | 23,964 | 65,050.00 | 104,503.00 | Annual | 40 | 1 |
|  | Monroe | 13,478 | 22.43 | 35.83 | Hourly | 40 | 1 |
|  | Norcross | 16,787 | 62,174.00 | 101,879.00 | Annual | 40 | 1 |
|  | Pooler | 23,744 | 59,287.09 | 88,930.63 | Annual | 40 | 1 |
|  | Snellville | 19,738 | 17.05 | 31.01 | Hourly | 40 | 1 |
|  | Sugar Hill | 22,197 | 54,975.00 | 56,150.00 | Annual | 40 | 1 |
|  | Thomasville | 18,826 | 57,446.00 | 86,169.00 | Annual | 40 | 1 |
|  | Tifton | 16,836 | 25.23 | 37.85 | Annual | 40 | 1 |
|  | Union | 20,919 | 53,772.05 | 80,658.07 | Annual | 40 | 1 |
|  | Vidalia | 10,703 | 28,829.00 | 44,500.00 | Annual | 40 | 1 |
|  | Waycross | 14,089 | 59,342.40 | 90,292.80 | Annual | 40 | 1 |
| D | Cumming | 6,225 | 71,036.89 | 71,036.89 | Annual | 40 | 1 |
|  | Garden City | 8,900 | 59,819.00 | 98,701.00 | Annual | 40 | 1 |
|  | LaFayette | 7,159 | 20.26 | 30.71 | Annual | 40 | 1 |
|  | Sandersville | 5,700 | 19.23 | 27.08 | Hourly | 40 | 1 |
| E | Blakely | 4,702 | 100,000.00 | 130,000.00 | Annual | 40 | 1 |
|  | Elberton | 4,420 | 48,302.00 | 73,813.00 | Annual | 40 | 1 |
|  | Tybee Island | 3,113 | 58,230.00 | 93,168.00 | Annual | 40 | 1 |

[^59]
## - Information Systems/Technology Specialist

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 48,727 | 60,900 | 76,983 | 107,140 | Number of <br> full-time <br> employees |
| B | 12 | 47,006 | 88,400 | 68,464 | 99,840 | 13 |
| C | 17 | 39,330 | 47,773 | 57,244 | 80,999 | 16 |
| D | 4 | 33,512 | 38,201 | 42,337 | 45,000 | 19 |
| E | 3 | 35,634 | 39,614 | 66,070 | 81,598 | 4 |
| Total/Avg | $\mathbf{4 3}$ | $\mathbf{4 0 , 8 4 2}$ | $\mathbf{5 4 , 9 7 8}$ | $\mathbf{6 2 , 2 2 0}$ | $\mathbf{8 2 , 9 1 5}$ | 8 |
| **Figures |  | $\mathbf{6 0}$ |  |  |  |  |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 20.87 | 30.83 | Hourly | 40 | 4 |
|  | Alpharetta | 65,338 | $60,900.00$ | $107,140.00$ | Annual | 40 | 3 |
|  | Brookhaven | 52,444 | 25.28 | 40.45 | Hourly | 40 | 1 |
|  | Johns Creek City | 83,873 | $55,720.56$ | $74,630.85$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $31,403.00$ | $58,024.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $52,478.40$ | $83,928.00$ | Annual | 40 | 2 |
|  | Bmyrna | 56,664 | $44,598.00$ | $66,896.00$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $37,460.80$ | $45,603.82$ | Annual | 40 | 2 |
|  | Dalton | 34,077 | 17.10 | 26.71 | Hourly | 40 | 1 |
|  | Douglasville | 33,252 | 17.44 | 27.90 | Hourly | 40 | 1 |
|  | Duluth | 29,331 | $55,251.00$ | $85,587.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $50,871.00$ | $79,342.00$ | Annual | 40 | 2 |
|  | Gainesville | 40,000 | $43,763.20$ | $70,012.80$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $39,059.00$ | $39,059.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $88,400.00$ | $99,840.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $50,359.50$ | $82,589.57$ | Annual | 40 | 1 |
|  | Newnan | 37,912 | 19.99 | 34.83 | Hourly | 40 | 2 |
|  | Peachtree City | 35,186 | 23.55 | 35.33 | Hourly | 40 | 2 |
|  | Rome | 36,407 | 17.55 | 28.85 | Hourly | 40 | 1 |
|  | Acworth | 22,418 | $47,476.00$ | $59,615.66$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 22.86 | 22.86 | Hourly | 40 | 1 |
|  | Conyers | 15,919 | $25,888.00$ | $36,427.01$ | Annual | 40 | 1 |
|  | 10,856 | 18.21 | 27.68 | Hourly | 40 | 1 |  |

[^60]
## $\bullet$ Information Systems/Technology Specialist

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Covington | 13,977 | 20.89 | 36.49 | Hourly | 40 | 2 |
|  | Douglas | 11,727 | 21.86 | 33.36 | Hourly | 40 | 1 |
|  | Fayetteville | 17,519 | $47,773.00$ | $79,051.00$ | Annual | 40 | 1 |
|  | Griffin | 22,928 | $42,178.00$ | $63,267.00$ | Annual | 40 | 1 |
|  | Kingsland | 16,720 | 15.93 | 24.08 | Hourly | 40 | 1 |
|  | McDonough | 23,964 | $41,931.00$ | $67,363.00$ | Annual | 40 | 1 |
|  | Monroe | 13,478 | 20.29 | 32.08 | Hourly | 40 | 1 |
|  | Norcross | 16,787 | $42,082.00$ | $80,999.00$ | Annual | 40 | 1 |
|  | Pooler | 23,744 | 16.56 | 24.84 | Hourly | 40 | 1 |
|  | St. Marys | 18,088 | 17.55 | 17.55 | Hourly | 40 | 1 |
|  | Sugar Hill | 22,197 | $36,000.00$ | $36,100.00$ | Annual | 40 | 1 |
|  | Thomasville | 18,826 | 16.43 | 23.66 | Hourly | 40 | 2 |
|  | Tifton | 16,836 | 14.65 | 21.98 | Annual | 40 | 1 |
| D | 6,696 | $29,855.00$ | $41,155.00$ | Annual | 40 | 1 |  |
|  | Barnesville | 9,799 | $36,000.00$ | $45,000.00$ | Annual | 40 | 1 |
|  | Cedartown | 6,225 | $38,201.25$ | $38,201.25$ | Annual | 40 | 1 |
|  | Cumming | 7,276 | 14.42 | 21.63 | Hourly | 40 | 1 |
|  | Eorrow | 4,702 | 14.00 | 39.23 | Hourly | 40 | 3 |
|  | Blakely | 4,420 | $39,614.00$ | $55,460.00$ | Annual | 40 | 4 |
|  | 3,113 | 18.35 | 29.40 | Hourly | 40 | 1 |  |

[^61]
## - Keep Georgia Beautiful (KGB) Executive Director

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 3 | 55,837 | 64,186 | 88,431 | 104,981 | Number of <br> full-time <br> employees |
| B | 1 | 45,000 | 45,000 | 80,000 | 80,000 | 3 |
| Total/Avg | $\mathbf{4}$ | $\mathbf{5 0 , 4 1 8}$ | $\mathbf{5 4 , 5 9 3}$ | $\mathbf{8 4 , 2 1 6}$ | $\mathbf{9 2 , 4 9 1}$ | $\mathbf{4}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $61,100.00$ | $104,981.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $42,224.00$ | $64,034.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $64,186.00$ | $96,278.00$ | Annual | 40 | 1 |
| B | Rome | 36,407 | $45,000.00$ | $80,000.00$ | Annual | 40 | 1 |

[^62]
## $\bullet$ Librarian

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 1 | 39,230 | 39,230 | 60,807 | 60,807 | Number of <br> full-time <br> employees |
| B | 2 | 52,325 | 55,661 | 78,881 | 86,278 | 1 |
| C | 4 | 42,748 | 69,930 | 57,867 | 69,930 | 4 |
| D | 2 | 23,190 | 23,234 | 40,036 | 46,842 | 7 |
| E | 2 | 29,283 | 35,958 | 44,017 | 54,714 | 3 |
| F | 4 | 22,870 | 31,200 | 26,286 | 34,112 | 3 |
| H | 2 | 19,760 | 20,800 | 25,480 | 29,120 | 5 |
| Total/Avg | $\mathbf{1 7}$ | $\mathbf{3 2 , 7 7 2}$ | $\mathbf{3 9 , 4 3 0}$ | $\mathbf{4 7 , 6 2 5}$ | $\mathbf{5 4 , 5 4 3}$ | 2 |

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

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Savannah | 146,763 | $39,230.00$ | $60,807.00$ | Annual | 40 | 1 |
| B | Newnan | 37,912 | 26.76 | 41.48 | Hourly | 40 | 1 |
|  | Peachtree City | 35,186 | $48,989.00$ | $71,483.00$ | Annual | 40 | 3 |
| C | Calhoun | 16,445 | 11.22 | 22.44 | Hourly | 40 | 4 |
|  | Doraville | 10,501 | 15.00 | 21.67 | Hourly | 40 | 1 |
|  | Jefferson | 10,486 | $46,526.00$ | $69,789.00$ | Annual | 40 | 1 |
|  | St. Marys | 18,088 | 33.62 | 33.62 | Annual | 40 | 1 |
| D | Commerce | 6,788 | 13.91 | 19.97 | Hourly | 32 | 1 |
|  | Tyrone | 7,215 | 11.17 | 22.52 | Hourly | 40 | 2 |
| E | Tallapoosa | 3,187 | $35,957.83$ | $54,714.09$ | Annual | 40 | 1 |
|  | Washington | 3,978 | $22,609.00$ | $33,319.00$ | Annual | 40 | 2 |
| F | Bowdon | 2,097 | 10.14 | 15.31 | Hourly | 40 | 2 |
|  | Maysville | 1,889 | $25,459.20$ | $25,459.20$ | Annual | 40 | 1 |
|  | Nicholson | 1,724 | 15.00 | 16.40 | Hourly | 40 | 1 |
|  | Ray City | 1,053 | 8.00 | 8.00 | Hourly | 33 | 1 |
|  | Ephesus | 419 | $20,800.00$ | $29,120.00$ | Annual | 40 | 1 |
|  | Talmo | 192 | 9.00 | 10.50 | Hourly | 40 | 1 |

[^63]
## - Magistrate Court Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| H | 1 | 36,222 | 36,222 | 58,191 | 58,191 | Number of <br> full-time <br> employees |
| E | 1 | 31,990 | 31,990 | 39,832 | 39,832 | 1 |
| F | 1 | 31,200 | 31,200 | 31,200 | 31,200 | 1 |
| Total/Avg | $\mathbf{3}$ | $\mathbf{3 3 , 1 3 7}$ | $\mathbf{3 3 , 1 3 7}$ | $\mathbf{4 3 , 0 7 4}$ | $\mathbf{4 3 , 0 7 4}$ | 1 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| C | McDonough | 23,964 | $36,222.00$ | $58,191.00$ | Annual | 40 | 1 |
| E | Rockmart | 4,299 | $31,990.00$ | $39,832.00$ | Annual | 40 | 1 |
| F | Ludowici | 2,162 | $31,200.00$ | $31,200.00$ | Annual | 40 | 1 |

[^64]
## - Mapper/Cartographer

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 4 | 49,493 | 64,062 | 84,060 | 102,499 | Number of <br> full-time <br> employees |
| B | 3 | 45,938 | 56,073 | 66,267 | 85,334 | 6 |
| C | 8 | 43,354 | 64,273 | 64,214 | 97,799 | 4 |
| D | 1 | 33,987 | 33,987 | 36,046 | 36,046 | 12 |
| Total/Avg | $\mathbf{1 6}$ | $\mathbf{4 3 , 1 9 3}$ | $\mathbf{5 4 , 5 9 9}$ | $\mathbf{6 2 , 6 4 7}$ | $\mathbf{8 0 , 4 2 0}$ | 1 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Alpharetta | 65,338 | $47,250.00$ | $93,560.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $64,062.00$ | $102,499.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $50,944.91$ | $68,234.45$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | 17.17 | 34.59 | Hourly | 40 | 3 |
| B | Duluth | 29,331 | 21.85 | 33.86 | Hourly | 40 | 1 |
|  | Hinesville | 33,577 | $36,292.00$ | $43,037.00$ | Annual | 40 | 2 |
|  | Woodstock | 30,929 | $56,073.46$ | $85,333.93$ | Annual | 40 | 1 |
| C | Acworth | 22,418 | 16.73 | 25.66 | Hourly | 40 | 1 |
|  | Americus | 15,854 | $35,860.00$ | $50,204.00$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 24.55 | 34.48 | Hourly | 40 | 2 |
|  | Cartersville | 20,753 | $64,273.00$ | $97,799.00$ | Annual | 40 | 1 |
|  | Conyers | 15,919 | $44,277.26$ | $62,302.55$ | Annual | 40 | 1 |
|  | Douglas | 11,727 | 21.86 | 33.36 | Hourly | 40 | 1 |
|  | Griffin | 22,928 | $42,178.00$ | $63,267.00$ | Annual | 40 | 1 |
| D | Monroe | 13,478 | 13.90 | 21.95 | Hourly | 40 | 4 |
|  | Fort Oglethorpe | 9,839 | 16.34 | 17.33 | Hourly | 40 | 1 |

[^65]
## - 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 | 51,621 | 71,905 | 86,880 | 97,906 | 10 |
| B | 4 | 40,922 | 45,678 | 64,380 | 74,911 | 4 |
| C | 9 | 35,686 | 50,000 | 56,904 | 93,330 | 13 |
| D | 4 | 44,200 | 69,128 | 66,394 | 114,061 | 4 |
| E | 2 | 31,736 | 32,208 | 44,118 | 44,666 | 2 |
| F | 1 | 20,800 | 20,800 | 58,698 | 58,698 | 4 |
| Total/Avg | 24 | 37,494 | 48,286 | 62,896 | 80,595 | 37 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |
| A | Johns Creek City | 83,873 | $71,904.74$ | $96,303.55$ | Annual | 40 | 2 |
|  | Marietta | 60,941 | $54,955.00$ | $85,246.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | $35,713.60$ | $97,905.60$ | Annual | 40 | 5 |
|  | Savannah | 146,763 | $43,912.00$ | $68,064.00$ | Annual | 40 | 1 |
|  | Duluth | 29,331 | 17.99 | 27.86 | Hourly | 40 | 1 |
|  | Gainesville | 40,000 | $37,793.60$ | $60,465.60$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $42,797.00$ | $64,196.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $45,677.55$ | $74,911.18$ | Annual | 40 | 1 |
|  | Clarkston | 12,742 | $50,000.00$ | $65,000.00$ | Annual | 40 | 1 |
|  | Cordele | 10,856 | 14.27 | 21.68 | Hourly | 40 | 1 |
|  | Douglas | 11,727 | 17.06 | 44.87 | Annual | 40 | 2 |
|  | Griffin | 22,928 | $42,178.00$ | $63,267.00$ | Annual | 40 | 1 |
|  | Kingsland | 16,720 | 11.91 | 17.99 | Hourly | 40 | 1 |
|  | Loganville | 11,674 | $42,112.62$ | $60,253.43$ | Annual | 40 | 2 |
|  | Snellville | 19,738 | 17.05 | 31.01 | Hourly | 40 | 1 |
|  | Sugar Hill | 22,197 | $32,150.00$ | $41,050.00$ | Annual | 40 | 3 |
|  | Thomasville | 18,826 | 14.10 | 20.30 | Hourly | 40 | 1 |
|  | Cedartown | 9,799 | $35,000.00$ | $38,000.00$ | Annual | 40 | 1 |
|  | Dahlonega | 6,437 | 10.90 | 20.92 | Hourly | 40 | 1 |
|  | Garden City | 8,900 | $69,128.00$ | $114,061.00$ | Annual | 40 | 1 |
|  | Morrow | 7,276 | $50,000.00$ | $70,000.00$ | Annual | 40 | 1 |
|  | 4,420 | $31,263.00$ | $44,666.00$ | Annual | 40 | 1 |  |

[^66]- Marketing Specialist

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| F | Ringgold | Colquitt | 4,378 | $32,208.08$ | $43,569.75$ | Annual | 40 |

## - Municipal Court Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 9 | 50,436 | 103,886 | 68,990 | 103,886 | Number of <br> full-time <br> employees |
| B | 13 | 38,156 | 57,984 | 56,247 | 78,700 | 18 |
| C | 33 | 34,057 | 51,151 | 53,141 | 83,817 | 26 |
| D | 25 | 33,636 | 55,162 | 44,345 | 67,000 | 86 |
| E | 36 | 29,783 | 48,000 | 37,488 | 70,283 | 27 |
| F | 16 | 26,721 | 48,682 | 34,626 | 58,240 | 38 |
| G | 7 | 29,586 | 40,901 | 31,532 | 40,901 | 17 |
| H | 2 | 15,063 | 30,000 | 17,563 | 35,000 | 7 |
| Total/Avg | $\mathbf{1 4 1}$ | $\mathbf{3 2 , 1 8 0}$ | $\mathbf{5 4 , 4 7 1}$ | $\mathbf{4 2 , 9 9 2}$ | $\mathbf{6 7 , 2 2 8}$ | 2 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |
|  |  |  |  | $\mathbf{2 2 1}$ |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 18.61 | 27.49 | Hourly | 40 | 1 |
|  | Alpharetta | 65,338 | $103,886.00$ | $103,886.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $48,468.00$ | $77,549.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $67,168.38$ | $89,963.81$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $28,538.00$ | $47,643.00$ | Annual | 40 | 5 |
|  | Sandy Springs | 105,703 | $65,000.00$ | $89,903.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | 15.05 | 23.33 | Hourly | 40 | 4 |
|  | Smyrna | 56,664 | 14.47 | 21.70 | Hourly | 40 | 3 |
|  | Valdosta | 56,474 | $40,750.00$ | $61,125.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $46,019.67$ | $69,029.51$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 13.67 | 21.18 | Hourly | 40 | 7 |
|  | Duluth | 29,331 | $50,104.00$ | $77,646.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $52,300.00$ | $78,700.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | 12.54 | 19.44 | Hourly | 40 | 4 |
|  | Hinesville | 33,577 | $57,984.00$ | $57,984.00$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $46,068.00$ | $69,102.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $27,414.00$ | $40,477.00$ | Annual | 40 | 3 |
| Newnan | 37,912 | 14.10 | 21.86 | Hourly | 40 | 1 |  |
| Peachtree City | 35,186 | 15.10 | 22.65 | Hourly | 40 | 2 |  |

[^67]$\bullet$ Municipal Court Clerk


[^68]$\bullet$ Municipal Court Clerk

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Centerville | 7,615 | 51,391.00 | 51,391.00 | Annual | 40 | 1 |
|  | Commerce | 6,788 | 13.91 | 19.97 | Hourly | 40 | 1 |
|  | Cumming | 6,225 | 41,319.72 | 41,319.72 | Annual | 40 | 1 |
|  | Dacula | 5,632 | 34,000.00 | 37,000.00 | Annual | 40 | 1 |
|  | Dahlonega | 6,437 | 13.86 | 20.92 | Hourly | 40 | 1 |
|  | Eastman | 5,157 | 16,000.00 | 32,000.00 | Annual | 40 | 1 |
|  | Fitzgerald | 8,927 | 21.90 | 21.90 | Hourly | 40 | 1 |
|  | Fort Oglethorpe | 9,839 | 54,000.00 | 63,484.00 | Annual | 40 | 1 |
|  | Fort Valley | 8,643 | 12.56 | 18.84 | Hourly | 40 | 1 |
|  | Garden City | 8,900 | 15.25 | 24.41 | Hourly | 40 | 1 |
|  | Glennville | 5,098 | 12.38 | 17.09 | Hourly | 40 | 1 |
|  | Hampton | 7,532 | 30,899.36 | 41,184.16 | Annual | 40 | 1 |
|  | Hapeville | 6,627 | 17.30 | 25.74 | Hourly | 40 | 1 |
|  | LaFayette | 7,159 | 12.37 | 18.74 | Hourly | 40 | 1 |
|  | Locust Grove | 5,940 | 15.79 | 21.95 | Hourly | 40 | 1 |
|  | Morrow | 7,276 | 55,162.00 | 67,000.00 | Annual | 40 | 1 |
|  | Port Wentworth | 7,933 | 15.30 | 23.28 | Hourly | 40 | 1 |
|  | Rincon | 9,935 | 13.75 | 13.75 | Hourly | 40 | 1 |
|  | Stone Mountain | 6,328 | 17.92 | 23.38 | Hourly | 40 | 1 |
|  | Sylvester | 6,064 | 26,915.20 | 38,147.20 | Annual | 40 | 3 |
|  | Thomaston | 8,962 | 11.62 | 13.88 | Hourly | 40 | 1 |
|  | Toccoa | 8,412 | 12.91 | 19.64 | Hourly | 40 | 1 |
|  | Tyrone | 7,215 | 19.10 | 25.06 | Hourly | 40 | 1 |
| E | Adairsville | 4,816 | 15.83 | 23.49 | Hourly | 40 | 1 |
|  | Alma | 3,556 | 26,881.00 | 26,881.00 | Annual | 40 | 1 |
|  | Ashburn | 3,737 | 13.80 | 13.80 | Hourly | 40 | 1 |
|  | Avondale Estates | 3,150 | 27,549.00 | 44,138.00 | Annual | 40 | 1 |
|  | Baldwin | 3,304 | 16.03 | 16.03 | Annual | 40 | 1 |
|  | Bloomingdale | 2,717 | 13.77 | 22.60 | Hourly | 40 | 3 |
|  | Chattahoochee Hills C | 2,804 | 16.83 | 24.04 | Hourly | 40 | 1 |
|  | Cornelia | 4,267 | 12.48 | 18.72 | Hourly | 40 | 1 |
|  | Donalsonville | 2,637 | 11.67 | 11.67 | Hourly | 40 | 1 |
|  | Elberton | 4,420 | 30,185.00 | 42,482.00 | Annual | 40 | 1 |
|  | Grantville | 3,202 | 17.69 | 17.69 | Annual | 40 | 1 |
|  | Gray | 3,268 | 48,000.00 | 48,000.00 | Annual | 40 | 1 |
|  | Hahira | 2,937 | 20.50 | 20.50 | Hourly | 40 | 1 |
|  | Hiram | 3,898 | 45,000.00 | 52,000.00 | Annual | 40 | 1 |
|  | Hogansville | 3,139 | 10.00 | 18.00 | Hourly | 40 | 1 |
|  | Jackson | 5,071 | 12.41 | 20.73 | Hourly | 40 | 1 |

[^69]$\bullet$ Municipal Court Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Jasper | 3,819 | 19.44 | 19.44 | Hourly | 40 | 1 |
|  | Jonesboro | 4,729 | 18.77 | 23.81 | Hourly | 40 | 1 |
|  | Lakeland | 3,295 | 7.25 | 10.50 | Annual | 40 | 1 |
|  | Lyons | 4,369 | 12.13 | 12.13 | Hourly | 40 | 1 |
|  | Manchester | 4,061 | 23,053.72 | 33,816.25 | Annual | 40 | 1 |
|  | Metter | 4,076 | 12.41 | 18.61 | Hourly | 40 | 1 |
|  | Oakwood | 4,161 | 29,215.00 | 29,215.00 | Annual | 40 | 1 |
|  | Ocilla | 3,604 | 13.00 | 13.00 | Hourly | 40 | 1 |
|  | Palmetto | 4,707 | 12.80 | 19.97 | Hourly | 40 | 1 |
|  | Pelham | 3,649 | 12.00 | 12.00 | Hourly | 40 | 1 |
|  | Quitman City | 3,888 | 10.50 | 11.25 | Hourly | 40 | 1 |
|  | Rockmart | 4,299 | 31,990.00 | 39,832.00 | Annual | 40 | 1 |
|  | Royston | 2,563 | 12.95 | 17.43 | Hourly | 40 | 1 |
|  | Social Circle | 4,452 | 14.29 | 14.29 | Hourly | 40 | 1 |
|  | Soperton | 2,986 | 11.00 | 11.00 | Hourly | 40 | 1 |
|  | Statham | 2,647 | 15.00 | 15.00 | Hourly | 40 | 1 |
|  | Thunderbolt | 2,683 | 13.47 | 21.64 | Hourly | 40 | 1 |
|  | Tybee Island | 3,113 | 21.12 | 33.79 | Annual | 40 | 1 |
|  | Washington | 3,978 | 25,846.00 | 38,242.00 | Annual | 40 | 1 |
|  | Watkinsville | 2,863 | 10.00 | 17.22 | Hourly | 40 | 1 |
| F | Aragon | 1,242 | 14.63 | 14.63 | Hourly | 40 | 1 |
|  | Blue Ridge | 1,391 | 12.50 | 18.35 | Hourly | 40 | 1 |
|  | Bowdon | 2,097 | 12.10 | 13.36 | Hourly | 40 | 2 |
|  | Brooklet | 1,523 | 11.00 | 12.10 | Hourly | 40 | 1 |
|  | Buchanan | 1,141 | 16.40 | 16.40 | Hourly | 40 | 1 |
|  | Clarkesville | 1,770 | 14.00 | 18.50 | Hourly | 40 | 1 |
|  | Clayton | 2,266 | 9.00 | 18.08 | Hourly | 40 | 1 |
|  | Emerson | 1,565 | 15.00 | 28.00 | Annual | 40 | 1 |
|  | Midway | 1,997 | 12.12 | 12.86 | Hourly | 40 | 1 |
|  | Pembroke | 2,484 | 11.75 | 17.05 | Hourly | 40 | 1 |
|  | Porterdale | 1,495 | 13.02 | 17.49 | Hourly | 40 | 1 |
|  | Remerton | 1,123 | 48,682.00 | 48,682.00 | Annual | 40 | 1 |
|  | Reynolds | 1,025 | 9.00 | 14.39 | Hourly | 40 | 1 |
|  | Sparta | 1,281 | 9.62 | 15.38 | Hourly | 40 | 1 |
|  | Tennille | 1,854 | 12.00 | 14.00 | Hourly | 40 | 1 |
|  | Twin City | 1,699 | 10.00 | 12.36 | Hourly | 40 | 1 |
| G | Berlin | 560 | 12.00 | 12.00 | Hourly | 40 | 1 |
|  | Blairsville | 576 | 40,901.00 | 40,901.00 | Annual | 40 | 1 |
|  | Fairmount | 738 | 13.00 | 16.00 | Hourly | 40 | 1 |

[^70]- Municipal Court Clerk

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Franklin | 964 | 15.29 | 15.29 | Hourly | 42 | 1 |
|  | Greenville | 855 | 13.50 | 15.30 | Hourly | 40 | 1 |
|  | Patterson | 754 | 12.00 | 12.00 | Hourly | 32 | 1 |
|  | Pine Lake | 762 | 15.75 | 17.50 | Hourly | 40 | 1 |
| H | Ideal | 456 | 125.00 | 125.00 | Annual | 125 | 1 |
|  | Warm Springs | 401 | $30,000.00$ | $35,000.00$ | Annual | 40 | 1 |

[^71]
## $\bullet$ 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 | 2 | 98,605 | 143,559 | 138,076 | 222,501 | 2 |
| B | 3 | 87,037 | 109,389 | 125,873 | 169,493 | 3 |
| C | 4 | 24,833 | 36,492 | 26,566 | 36,492 | 7 |
| E | 2 | 10,800 | 15,000 | 10,800 | 15,000 | 2 |
| H | 1 | 300 | 300 | 300 | 300 | 1 |
| Total/Avg | 12 | 44,315 | 60,948 | 60,323 | 88,757 | 15 |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Savannah | 146,763 | $143,559.00$ | $222,501.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $53,650.00$ | $53,650.00$ | Annual | 40 | 1 |
| B | Duluth | 29,331 | $109,389.00$ | $169,493.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $100,721.00$ | $157,126.00$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $51,000.00$ | $51,000.00$ | Annual | 40 | 1 |
| C | Cordele | 10,856 | $13,707.24$ | $13,707.24$ | Annual | 40 | 1 |
|  | Dublin | 16,104 | $36,492.00$ | $36,492.00$ | Annual | 40 | 1 |
|  | Perry | 16,200 | $24,300.00$ | $29,500.00$ | Annual | 40 | 1 |
| E | Avondale Estates | 19,421 | 475.00 | 475.00 | Per Occur. | 40 | 4 |
|  | Ocilla | 3,150 | $15,000.00$ | $15,000.00$ | Annual | 40 | 1 |
| H | Ideal | 3,604 | $6,600.00$ | $6,600.00$ | Annual | 40 | 1 |

[^72]
## - Municipal Court Solicitor

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 1 | 54,352 | 54,352 | 54,352 | 54,352 | Number of <br> full-time <br> employees |
| C | 2 | 30,584 | 30,584 | 57,917 | 57,917 | 1 |
| E | 1 | 9,600 | 9,600 | 9,600 | 9,600 | 5 |
| Total/Avg | $\mathbf{4}$ | $\mathbf{3 1 , 5 1 2}$ | $\mathbf{3 1 , 5 1 2}$ | $\mathbf{4 0 , 6 2 3}$ | $\mathbf{4 0 , 6 2 3}$ | 1 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Smyrna | 56,664 | $54,352.00$ | $54,352.00$ | Annual | 40 | 1 |
| C | Clarkston | 12,742 | $30,584.00$ | $57,917.00$ | Annual | 40 | 2 |
|  | Suwanee | 19,421 | 375.00 | 375.00 | Per Occur. | 40 | 3 |
| E | Avondale Estates | 3,150 | $9,600.00$ | $9,600.00$ | Annual | 40 | 1 |

[^73]
## - Network Administrator

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 52,932 | 61,588 | 85,479 | 100,140 | Number of <br> full-time <br> employees |
| B | 6 | 48,185 | 61,908 | 71,893 | 94,206 | 11 |
| C | 6 | 44,143 | 51,390 | 68,386 | 85,088 | 7 |
| E | 1 | 36,030 | 36,030 | 51,858 | 51,858 | 12 |
| Total/Avg | $\mathbf{2 0}$ | $\mathbf{4 5 , 3 2 3}$ | $\mathbf{5 2 , 7 2 9}$ | $\mathbf{6 9 , 4 0 4}$ | $\mathbf{8 2 , 8 2 3}$ | 1 |

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

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 20.86 | 30.82 | Hourly | 40 | 1 |
|  | Alpharetta | 65,338 | $53,550.00$ | $100,140.00$ | Annual | 40 | 2 |
|  | Brookhaven | 52,444 | $56,164.00$ | $89,862.00$ | Annual | 40 | 2 |
|  | Marietta | 60,941 | $58,760.00$ | $91,243.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $52,478.40$ | $90,646.40$ | Annual | 40 | 3 |
|  | Savannah | 146,763 | $61,588.00$ | $95,461.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $44,598.00$ | $66,896.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | 19.40 | 30.46 | Hourly | 40 | 2 |
|  | Hinesville | 33,577 | $43,063.00$ | $43,063.00$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $53,427.00$ | $80,141.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $50,359.50$ | $82,589.57$ | Annual | 40 | 1 |
| C | Rome | 36,407 | $40,000.00$ | $68,000.00$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $61,908.08$ | $94,206.04$ | Annual | 40 | 1 |
|  | Acworth | 22,418 | 19.45 | 28.39 | Hourly | 40 | 1 |
|  | Fayetteville | 17,519 | 18.90 | 31.27 | Hourly | 40 | 1 |
|  | Griffin | 22,928 | $51,390.00$ | $85,088.00$ | Annual | 40 | 6 |
|  | Monroe | 13,478 | 21.38 | 33.80 | Hourly | 40 | 1 |
|  | Thomasville | 18,826 | 24.14 | 34.76 | Hourly | 40 | 2 |
|  | Tifton | 16,836 | 18.76 | 28.14 | Annual | 40 | 1 |
|  | Elberton | 4,420 | $36,030.00$ | $51,858.00$ | Annual | 40 | 1 |

[^74]
## - Payroll/Insurance Technician

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 6 | 40,888 | 47,250 | 63,737 | 93,560 | Number of <br> full-time <br> employees |
| B | 10 | 32,818 | 38,323 | 49,860 | 54,392 | 6 |
| C | 13 | 31,688 | 48,069 | 47,302 | 76,128 | 11 |
| D | 9 | 30,017 | 40,248 | 38,760 | 50,627 | 14 |
| E | 13 | 29,902 | 57,720 | 38,100 | 70,990 | 9 |
| F | 1 | 25,646 | 25,646 | 31,179 | 31,179 | 13 |
| Total/Avg | $\mathbf{5 2}$ | $\mathbf{3 1 , 8 2 7}$ | $\mathbf{4 2 , 8 7 6}$ | $\mathbf{4 4 , 8 2 3}$ | $\mathbf{6 2 , 8 1 3}$ | 1 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". | $\mathbf{5 4}$ |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :--- | :---: | :---: | :---: | :---: | :---: |
| A | Alpharetta | 65,338 | $47,250.00$ | $93,560.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | 16.81 | 26.90 | Hourly | 40 | 1 |
|  | Marietta | 60,941 | $34,691.00$ | $52,560.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | 21.63 | 34.59 | Hourly | 40 | 1 |
|  | Sandy Springs | 105,703 | $42,680.00$ | $47,278.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $40,750.00$ | $61,125.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | 17.28 | 25.93 | Hourly | 40 | 1 |
|  | Carrollton | 26,562 | $38,323.13$ | $52,603.58$ | Annual | 40 | 1 |
|  | Dalton | 34,077 | 13.39 | 20.93 | Hourly | 40 | 1 |
|  | Duluth | 29,331 | 16.31 | 25.27 | Hourly | 40 | 1 |
|  | East Point | 35,471 | $31,230.00$ | $48,709.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | 15.23 | 23.61 | Hourly | 40 | 1 |
|  | Kennesaw | 33,627 | 17.43 | 26.15 | Hourly | 40 | 1 |
|  | LaGrange | 30,771 | $28,995.00$ | $44,479.00$ | Annual | 40 | 2 |
|  | Rome | 36,407 | 15.38 | 25.00 | Hourly | 40 | 1 |
|  | Ctockbridge | 28,677 | 15.38 | 22.73 | Hourly | 40 | 1 |
|  | Americus | 15,854 | $23,988.00$ | $33,584.00$ | Annual | 40 | 1 |
|  | Bainbridge | 12,274 | 23.11 | 36.60 | Hourly | 40 | 1 |
|  | Brunswick | 16,346 | $23,324.88$ | $36,153.57$ | Annual | 40 | 1 |
| Cordele | 10,856 | 18.21 | 27.68 | Hourly | 35 | 1 |  |
|  | Covington | 13,977 | 14.20 | 24.84 | Hourly | 40 | 1 |
|  | Decatur | 22,813 | 17.18 | 28.15 | Hourly | 40 | 1 |

[^75]- Payroll/Insurance Technician


[^76]
## - Personnel Analyst

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 6 | 48,182 | 60,900 | 81,935 | 107,140 | Number of <br> full-time <br> employees |
| B | 5 | 42,535 | 48,256 | 61,292 | 77,210 | 15 |
| C | 5 | 35,963 | 43,306 | 50,704 | 59,758 | 5 |
| Total/Avg | $\mathbf{1 6}$ | $\mathbf{4 2 , 2 6}$ | $\mathbf{5 0 , 8 2 1}$ | $\mathbf{6 4 , 6 4 4}$ | $\mathbf{8 1 , 3 6 9}$ | 4 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Alpharetta | 65,338 | $60,900.00$ | $107,140.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | 21.48 | 34.36 | Hourly | 40 | 1 |
|  | Roswell | 94,598 | $41,662.40$ | $97,905.60$ | Annual | 40 | 6 |
|  | Savannah | 146,763 | $46,459.00$ | $72,011.00$ | Annual | 40 | 5 |
|  | Smyrna | 56,664 | $52,578.00$ | $78,867.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $42,813.00$ | $64,219.00$ | Annual | 40 | 1 |
|  | Duluth | 29,331 | 17.99 | 27.86 | Hourly | 40 | 1 |
|  | Dunwoody | 48,884 | $44,000.00$ | $66,000.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $39,860.00$ | $62,163.00$ | Annual | 40 | 1 |
| C | Gainesville | 40,000 | $48,256.00$ | $77,209.60$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $43,140.00$ | $43,140.00$ | Annual | 40 | 1 |
|  | Covington | 13,977 | 18.99 | 28.73 | Hourly | 40 | 0 |
|  | Dublin | 16,104 | 15.28 | 19.52 | Hourly | 40 | 1 |
|  | Griffin | 22,928 | $36,370.00$ | $54,555.00$ | Annual | 40 | 1 |
|  | Perry | 16,200 | 20.82 | 26.30 | Hourly | 40 | 1 |
|  | Waycross | 14,089 | 13.87 | 21.11 | Hourly | 40 | 1 |

[^77]
## - Personnel Director

Summary of Data

|  | Number <br> Group <br> reporting |  |  | Minimum entry-level wage** <br> Average |  | Highest |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $76,800.00$ | $131,957.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $81,792.00$ | $134,679.00$ | Annual | 40 | 1 |
|  | Johns Creek City | 83,873 | $104,788.53$ | $140,351.37$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $81,578.00$ | $126,530.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $83,907.20$ | $134,243.20$ | Annual | 40 | 1 |
|  | Sandy Springs | 105,703 | $70,000.00$ | $91,930.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $81,643.00$ | $126,547.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $80,146.00$ | $120,219.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $81,357.00$ | $122,036.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $58,909.07$ | $88,363.61$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $85,000.24$ | $85,000.24$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 35.09 | 56.14 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $55,251.00$ | $85,587.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $85,100.00$ | $128,000.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $68,172.00$ | $106,326.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $79,268.80$ | $130,769.60$ | Annual | 40 | 1 |
|  | 33,577 | $75,160.00$ | $75,160.00$ | Annual | 40 | 1 |  |
|  | Hinesville | 33,627 | $77,958.00$ | $116,937.00$ | Annual | 40 | 1 |
| Kennesaw | 30,782 | $58,297.41$ | $95,607.74$ | Annual | 40 | 1 |  |
| Lawrenceville | 37,912 | 31.87 | 49.41 | Hourly | 40 | 1 |  |
| Newnan | 35,186 | $76,405.00$ | $114,608.00$ | Annual | 40 | 1 |  |
| Peachtree City | 36,407 | $80,000.00$ | $110,000.00$ | Annual | 40 | 1 |  |
| Rome |  |  |  |  |  | 1 |  |

[^78]- Personnel Director


[^79]- Personnel Director

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| F | Tybee Island | Lavonia | 3,113 | $54,268.00$ | $86,829.00$ | Annual | 40 |
|  |  |  |  |  |  |  |  |

[^80]
## - Personnel Technician

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employes |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 34,373 | 41,380 | 56,506 | 77,607 | 13 |
| B | 7 | 33,661 | 38,272 | 49,405 | 58,053 | 7 |
| C | 18 | 34,099 | 53,549 | 46,985 | 72,720 | 17 |
| D | 1 | 30,618 | 30,618 | 42,266 | 42,266 | 1 |
| E | 1 | 52,874 | 52,874 | 52,874 | 52,874 | 1 |
| Total/Avg | $\mathbf{3 4}$ | $\mathbf{3 7 , 1 2 5}$ | $\mathbf{4 3 , 3 3 9}$ | $\mathbf{4 9 , 6 0 7}$ | $\mathbf{6 0 , 7 0 4}$ | $\mathbf{3 9}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employes* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 13.22 | 19.53 | Hourly | 40 | 1 |
|  | Alpharetta | 65,338 | $36,750.00$ | $72,770.00$ | Annual | 37 | 1 |
|  | Johns Creek City | 83,873 | $41,380.39$ | $77,606.66$ | Annual | 40 | 2 |
|  | Marietta | 60,941 | $27,159.00$ | $41,196.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | 15.93 | 24.68 | Hourly | 40 | 6 |
|  | Smyrna | 56,664 | 17.26 | 25.88 | Hourly | 40 | 1 |
|  | Baldosta | 56,474 | $38,786.00$ | $58,179.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $31,230.00$ | $48,709.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | 15.23 | 23.61 | Hourly | 40 | 1 |
|  | Hinesville | 33,577 | $27,098.00$ | $27,098.00$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | 17.43 | 26.15 | Hourly | 40 | 1 |
|  | Newnan | 37,912 | 15.84 | 24.55 | Hourly | 40 | 1 |
|  | Peachtree City | 35,186 | 18.40 | 27.60 | Hourly | 40 | 1 |
|  | Woodstock | 30,929 | 18.34 | 27.91 | Hourly | 40 | 1 |
|  | Acworth | 22,418 | $50,944.14$ | $64,741.30$ | Annual | 40 | 1 |
|  | Americus | 15,854 | $30,182.00$ | $42,255.00$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 14.53 | 14.53 | Hourly | 40 | 1 |
|  | Cartersville | 20,753 | $47,790.00$ | $72,720.00$ | Annual | 40 | 1 |
|  | Conyers | 15,919 | $40,160.78$ | $56,510.25$ | Annual | 40 | 1 |
|  | Covington | 13,977 | 16.42 | 24.84 | Hourly | 40 | 1 |
|  | Douglas | 11,727 | 13.35 | 20.36 | Hourly | 40 | 1 |
|  | Dublin | 16,104 | 13.02 | 16.62 | Hourly | 40 | 1 |
| McDonough | 23,964 | 15.79 | 25.38 | Hourly | 32 | 1 |  |

[^81]- Personnel Technician

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Milledgeville | 18,933 | $30,126.94$ | $45,841.71$ | Annual | 40 | 1 |
|  | Monroe | 13,478 | 19.35 | 30.27 | Hourly | 40 | 1 |
|  | Perry | 16,200 | 15.67 | 21.88 | Hourly | 40 | 0 |
|  | Pooler | 23,744 | 15.76 | 23.64 | Hourly | 40 | 1 |
|  | Snellville | 19,738 | $53,549.00$ | $53,549.00$ | Annual | 40 | 1 |
|  | St. Marys | 18,088 | 11.97 | 11.97 | Hourly | 40 | 1 |
|  | Thomasville | 18,826 | 13.05 | 18.79 | Hourly | 40 | 1 |
|  | Tifton | 16,836 | 13.95 | 20.93 | Hourly | 40 | 1 |
|  | Waycross | 14,089 | 13.87 | 21.11 | Hourly | 40 | 1 |
| D | Glennville | 5,098 | 14.72 | 20.32 | Hourly | 40 | 1 |
| E | Jasper | 3,819 | 25.42 | 25.42 | Hourly | 40 | 1 |

[^82]
## - Planner

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 44,655 | 53,550 | 73,705 | 100,140 | Number of <br> full-time <br> employees |
| B | 11 | 46,730 | 56,073 | 71,891 | 86,216 | 18 |
| C | 14 | 45,244 | 54,105 | 65,443 | 78,336 | 12 |
| D | 1 | 40,000 | 40,000 | 43,000 | 43,000 | 18 |
| E | 2 | 43,290 | 45,000 | 63,582 | 67,163 | 1 |
| F | 1 | 27,500 | 27,500 | 37,594 | 37,594 | 2 |
| Total/Avg | $\mathbf{3 7}$ | $\mathbf{4 1 , 2 3 6}$ | $\mathbf{4 6 , 0 3 8}$ | $\mathbf{5 9 , 2 0 2}$ | $\mathbf{6 8 , 7 4 2}$ | 1 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $43,400.00$ | $64,122.00$ | Annual | 40 | 3 |
|  | Alpharetta | 65,338 | $53,550.00$ | $100,140.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $52,588.00$ | $84,141.00$ | Annual | 40 | 3 |
|  | Marietta | 60,941 | $40,208.00$ | $77,705.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | $44,990.40$ | $77,708.80$ | Annual | 40 | 6 |
|  | Savannah | 146,763 | $41,505.00$ | $64,333.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $40,245.00$ | $60,367.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $40,750.00$ | $61,125.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $53,368.71$ | $80,053.07$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 20.77 | 33.23 | Hourly | 40 | 1 |
|  | Duluth | 29,331 | $45,440.00$ | $70,435.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $45,237.00$ | $71,967.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $41,766.40$ | $66,851.20$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $51,854.00$ | $86,216.00$ | Annual | 40 | 1 |
|  | Newnan | 37,912 | 23.82 | 36.92 | Hourly | 40 | 2 |
|  | Peachtree City | 35,186 | $48,989.00$ | $71,483.00$ | Annual | 40 | 1 |
|  | Rome | 36,407 | $45,000.00$ | $63,000.00$ | Annual | 40 | 1 |
|  | Stockbridge | 28,677 | 16.13 | 23.82 | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $56,073.46$ | $85,333.93$ | Annual | 40 | 1 |
|  | Conyers | 15,919 | $44,277.26$ | $62,302.55$ | Annual | 40 | 1 |
|  | Covington | 13,977 | 20.89 | 36.49 | Annual | 40 | 1 |
|  | Doraville | 10,501 | 21.64 | 31.25 | Annual | 40 | 1 |

[^83]
## - Planner

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Fayetteville | 17,519 | 17.14 | 28.36 | Hourly | 40 | 2 |
|  | Griffin | 22,928 | $42,178.00$ | $63,267.00$ | Annual | 40 | 1 |
|  | Lilburn | 12,675 | $54,105.00$ | $54,105.00$ | Annual | 40 | 1 |
|  | Milledgeville | 18,933 | $49,366.51$ | $75,116.97$ | Annual | 40 | 2 |
|  | Perry | 16,200 | $47,400.00$ | $70,100.00$ | Annual | 40 | 0 |
|  | Powder Springs | 14,956 | 20.80 | 31.35 | Hourly | 40 | 1 |
|  | Snellville | 19,738 | 17.05 | 31.01 | Hourly | 40 | 1 |
|  | St. Marys | 18,088 | 18.64 | 18.64 | Hourly | 40 | 1 |
|  | Sugar Hill | 22,197 | $52,520.00$ | $67,520.00$ | Annual | 40 | 3 |
|  | Suwanee | 19,421 | $49,730.94$ | $77,082.95$ | Annual | 40 | 1 |
| Dhomasville | Dacula | 18,826 | $52,224.00$ | $78,336.00$ | Annual | 40 | 2 |
| E | Chattahoochee Hills C | 2,632 | $40,000.00$ | $43,000.00$ | Annual | 40 | 1 |
|  | West Point | $35,000.00$ | $60,000.00$ | Annual | 40 | 1 |  |
| F | Pembroke | 3,766 | 19.99 | 32.29 | Hourly | 40 | 1 |
|  |  | 2,484 | $27,500.00$ | $37,594.00$ | Annual | 40 | 1 |

[^84]
## - Planning and Development Director

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 81,667 | 115,479 | 125,579 | 147,936 | Number of <br> full-time <br> employees |
| B | 15 | 74,929 | 135,000 | 108,506 | 180,000 | 11 |
| C | 31 | 66,823 | 113,300 | 92,511 | 143,000 | 72 |
| D | 11 | 47,216 | 71,702 | 66,627 | 108,959 | 11 |
| E | 8 | 45,319 | 67,042 | 66,777 | 107,267 | 8 |
| F | 1 | 85,000 | 85,000 | 105,000 | 105,000 | 1 |
| Total/Avg | $\mathbf{7 4}$ | $\mathbf{6 6 , 8 2 6}$ | $\mathbf{9 7 , 9 2 0}$ | $\mathbf{9 4 , 1 6 7}$ | $\mathbf{1 3 2 , 0 2 7}$ | $\mathbf{1 1 8}$ |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $86,100.00$ | $147,936.00$ | Annual | 40 | 1 |
|  | Alpharetta | 65,338 | $115,479.00$ | $115,479.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $81,792.00$ | $134,679.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $81,578.00$ | $126,530.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $66,102.40$ | $142,500.80$ | Annual | 40 | 4 |
|  | Savannah | 146,763 | $81,643.00$ | $126,547.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $80,146.00$ | $120,219.00$ | Annual | 40 | 1 |
|  | Baldosta | 56,474 | $60,493.00$ | $90,740.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $79,226.15$ | $118,839.23$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $96,907.20$ | $96,907.20$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 31.23 | 49.97 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $70,524.00$ | $109,242.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $85,100.00$ | $128,000.00$ | Annual | 40 | 1 |
|  | East Point | 35,471 | $68,172.00$ | $106,326.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $54,808.00$ | $90,417.60$ | Annual | 40 | 1 |
|  | Hinesville | 33,577 | $46,374.00$ | $46,374.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $67,486.53$ | $110,677.92$ | Annual | 40 | 1 |
| Newnan | 37,912 | 31.87 | 49.41 | Hourly | 40 | 1 |  |
|  | 35,186 | $76,405.00$ | $114,608.00$ | Annual | 40 | 1 |  |
|  | Peachtree City | 42,773 | $135,000.00$ | $180,000.00$ | Annual | 40 | 1 |
| Peachtree Corners | 36,407 | $55,000.00$ | $90,000.00$ | Annual | 40 | 1 |  |
| Rome | 28,677 | 39.54 | 55.15 | Annual | 40 | 1 |  |
| Stockbridge |  |  |  |  |  | 1 |  |

[^85]- Planning and Development Director


[^86]$\bullet$ Planning and Development Director

| Group | Jurisciction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Rincon | 9,935 | 31.93 | 31.93 | Annual | 40 | 1 |
|  | Toccoa | 8,412 | $53,621.00$ | $81,591.00$ | Annual | 40 | 1 |
|  | Tyrone | 7,215 | 18.19 | 23.87 | Hourly | 40 | 1 |
|  | Waynesboro | 5,701 | 16.12 | 25.14 | Hourly | 40 | 1 |
| E | Avondale Estates | 3,150 | $44,912.00$ | $89,029.00$ | Annual | 40 | 1 |
|  | Harlem | 3,018 | $41,499.14$ | $63,145.84$ | Annual | 40 | 1 |
|  | Hiram | 3,898 | $30,000.00$ | $35,000.00$ | Annual | 40 | 1 |
|  | Jasper | 3,819 | 17.48 | 17.48 | Hourly | 40 | 1 |
|  | Rockmart | 4,299 | $52,374.00$ | $66,227.00$ | Annual | 40 | 1 |
|  | Tallapoosa | 3,187 | $37,778.19$ | $57,483.99$ | Annual | 40 | 1 |
|  | Tybee Island | 3,113 | $67,042.00$ | $107,267.00$ | Annual | 40 | 1 |
| Fest Point | 3,766 | $52,588.82$ | $79,707.11$ | Annual | 40 | 1 |  |
| F | 2,062 | $85,000.00$ | $105,000.00$ | Annual | 40 | 1 |  |

[^87]
## - Purchasing Director

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 60,521 | 76,800 | 101,551 | 131,957 | Number of <br> full-time <br> employees |
| B | 5 | 50,216 | 61,212 | 74,131 | 100,388 | 10 |
| C | 10 | 42,305 | 75,000 | 63,152 | 112,000 | 14 |
| D | 1 | 28,933 | 28,933 | 41,538 | 41,538 | 1 |
| E | 4 | 33,573 | 41,850 | 43,322 | 47,250 | 4 |
| Total/Avg | $\mathbf{2 7}$ | $\mathbf{4 3 , 1 1 0}$ | $\mathbf{5 6 , 7 5 9}$ | $\mathbf{6 4 , 7 3 9}$ | $\mathbf{8 6 , 6 2 7}$ | $\mathbf{3 4}$ |
| $* *$ Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employes** |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $76,800.00$ | $131,957.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $73,070.00$ | $116,912.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $62,899.00$ | $97,690.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $35,713.60$ | $97,905.60$ | Annual | 40 | 4 |
|  | Savannah | 146,763 | $72,937.00$ | $113,052.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $52,578.00$ | $78,867.00$ | Annual | 40 | 1 |
|  | Baldosta | 56,474 | $49,650.00$ | $74,475.00$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $36,386.80$ | $36,386.80$ | Annual | 40 | 1 |
|  | LaGrange | 30,771 | $36,670.00$ | $53,664.00$ | Annual | 40 | 1 |
|  | Lawrenceville | 30,782 | $61,212.28$ | $100,388.14$ | Annual | 40 | 1 |
| C | Roachtree City | 35,186 | $56,812.00$ | $85,218.00$ | Annual | 40 | 1 |
|  | Acworth | 36,407 | $60,000.00$ | $95,000.00$ | Annual | 40 | 1 |
|  | Bainbridge | 22,418 | 14.66 | 27.13 | Hourly | 40 | 2 |
|  | Buford | 12,274 | 19.93 | 31.56 | Hourly | 40 | 1 |
|  | Calhoun | 14,356 | $75,000.00$ | $112,000.00$ | Annual | 40 | 1 |
|  | Douglas | 16,445 | 24.65 | 24.65 | Hourly | 40 | 1 |
|  | Dublin | 11,727 | 13.35 | 30.22 | Hourly | 40 | 3 |
|  | Kingsland | 16,104 | $58,510.00$ | $58,510.00$ | Annual | 40 | 1 |
|  | Milledgeville | 16,720 | 15.03 | 22.72 | Hourly | 40 | 1 |
|  | Monroe | 18,933 | $30,126.94$ | $45,841.71$ | Annual | 40 | 1 |
|  | Thomasville | 13,478 | 19.35 | 37.76 | Hourly | 40 | 2 |
|  | Commerce | 18,826 | 17.75 | 25.56 | Hourly | 40 | 1 |
|  | 6,788 | 13.91 | 19.97 | Hourly | 40 | 1 |  |

[^88]
## - Purchasing Director

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| E | Elberton | 4,420 | $34,694.00$ | $47,250.00$ | Annual | 40 | 1 |
|  | Manchester | 4,061 | $31,934.84$ | $45,479.09$ | Annual | 40 | 1 |
|  | Metter | 4,076 | 12.41 | 18.61 | Hourly | 40 | 1 |
|  | Quitman City | 3,888 | $41,849.60$ | $41,849.60$ | Annual | 40 | 1 |

[^89]
## - Receptionist

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 5 | 27,327 | 28,642 | 41,454 | 45,344 | Number of <br> full-time <br> employees |
| B | 7 | 24,021 | 29,911 | 38,491 | 51,500 | 33 |
| C | 9 | 24,945 | 30,992 | 43,157 | 88,005 | 15 |
| D | 8 | 22,429 | 26,915 | 34,266 | 52,418 | 12 |
| E | 6 | 23,476 | 29,536 | 27,692 | 36,712 | 18 |
| F | 5 | 18,668 | 21,840 | 25,846 | 36,400 | 7 |
| Total/Avg | $\mathbf{4 0}$ | $\mathbf{2 3 , 4 7 8}$ | $\mathbf{2 7 , 9 7 3}$ | $\mathbf{3 5 , 1 5 1}$ | $\mathbf{5 1 , 7 3 0}$ | 6 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Brookhaven | 52,444 | 13.16 | 21.06 | Hourly | 40 | 1 |
|  | Johns Creek City | 83,873 | 13.77 | 18.44 | Hourly | 40 | 1 |
|  | Roswell | 94,598 | 13.63 | 21.80 | Hourly | 40 | 2 |
|  | Savannah | 146,763 | 13.45 | 20.84 | Hourly | 40 | 28 |
|  | Smyrna | 56,664 | 11.68 | 17.51 | Hourly | 40 | 1 |
|  | Carrollton | 26,562 | $16,640.00$ | $51,500.02$ | Annual | 40 | 9 |
|  | Douglasville | 33,252 | 11.80 | 18.30 | Hourly | 40 | 2 |
|  | Gainesville | 40,000 | 10.82 | 16.78 | Hourly | 40 | 0 |
|  | Hinesville | 33,577 | $29,911.00$ | $29,911.00$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | 12.00 | 18.00 | Hourly | 40 | 1 |
| C | Lawrenceville | 30,782 | $26,706.71$ | $43,799.01$ | Annual | 40 | 1 |
|  | Stockbridge | 28,677 | 11.00 | 16.26 | Hourly | 40 | 1 |
|  | Buford | 14,356 | $30,000.00$ | $48,000.00$ | Annual | 40 | 1 |
|  | Covington | 13,977 | 14.90 | 22.54 | Hourly | 40 | 2 |
|  | Doraville | 10,501 | 12.50 | 17.90 | Hourly | 40 | 1 |
|  | Griffin | 22,928 | 10.68 | 16.00 | Hourly | 40 | 1 |
|  | Grovetown | 13,463 | 11.60 | 17.67 | Hourly | 40 | 1 |
|  | Kingsland | 16,720 | 10.00 | 15.11 | Hourly | 40 | 2 |
| Dorcross | 16,787 | 12.42 | 42.31 | Hourly | 40 | 2 |  |
|  | Powder Springs | 14,956 | 11.83 | 18.33 | Hourly | 40 | 1 |
| Thomasville | 18,826 | 9.58 | 13.80 | Hourly | 40 | 1 |  |
|  | Commerce | 6,788 | 12.60 | 18.08 | Hourly | 40 | 1 |
|  |  |  |  |  |  | 1 |  |

[^90]
## $\bullet$ Receptionist

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Cumming | 6,225 | $19,398.71$ | $52,417.80$ | Annual | 40 | 3 |
|  | Dacula | 5,632 | $25,000.00$ | $27,000.00$ | Annual | 40 | 1 |
|  | Fitzgerald | 8,927 | 7.25 | 13.00 | Hourly | 40 | 6 |
|  | Garden City | 8,900 | 11.94 | 19.11 | Hourly | 40 | 1 |
|  | Hapeville | 6,627 | 12.17 | 19.18 | Hourly | 40 | 1 |
|  | Stone Mountain | 6,328 | 12.94 | 14.80 | Hourly | 40 | 1 |
|  | Thomaston | 8,962 | 9.60 | 12.50 | Hourly | 40 | 4 |
|  | Toccoa | 8,412 | 10.59 | 16.12 | Hourly | 40 | 1 |
|  | Blackshear | 3,595 | 10.00 | 15.00 | Hourly | 40 | 1 |
|  | Donalsonville | 2,637 | 12.50 | 12.50 | Hourly | 40 | 1 |
|  | Jackson | 5,071 | 12.52 | 17.65 | Hourly | 40 | 1 |
|  | Jasper | 3,819 | 14.20 | 16.23 | Hourly | 40 | 2 |
|  | Ocilla | 3,604 | 9.50 | 9.50 | Hourly | 40 | 1 |
| F | 3,649 | 9.00 | 9.00 | Hourly | 40 | 1 |  |
|  | Celham | 1,910 | 10.00 | 13.13 | Hourly | 40 | 1 |
|  | Hamilton | 1,077 | 9.00 | 20.00 | Hourly | 35 | 1 |
|  | 2,383 | 10.50 | 15.00 | Hourly | 40 | 1 |  |
|  | Louisville | 1,048 | 8.50 | 8.50 | Hourly | 40 | 2 |
|  | Nahunta | 1,053 | 8.00 | 8.00 | Hourly | 40 | 1 |

[^91]
## - Recreation Director

Summary of Data

|  | Number <br> Group <br> reporting |  | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  | Number of <br> full-time <br> employees |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 6 | 78,010 | 81,792 | 130,405 | 142,501 | 7 |  |  |
| B | 9 | 72,562 | 96,915 | 105,837 | 128,000 | 9 |  |  |
| C | 17 | 62,911 | 101,847 | 85,832 | 131,259 | 57 |  |  |
| D | 11 | 43,749 | 65,000 | 64,466 | 98,701 | 15 |  |  |
| E | 8 | 38,745 | 67,042 | 54,653 | 107,267 | 8 |  |  |
| F | 4 | 27,747 | 42,827 | 30,325 | 49,355 | 4 |  |  |
| Total/Avg | $\mathbf{5 5}$ | $\mathbf{5 3 , 9 5 4}$ | $\mathbf{7 5 , 9 0 4}$ | $\mathbf{7 8 , 5 8 7}$ | $\mathbf{1 0 9 , 5 1 4}$ | $\mathbf{1 0 0}$ |  |  |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | $76,800.00$ | $131,957.00$ | Annual | 40 | 1 |
|  | Brookhaven | 52,444 | $81,792.00$ | $134,679.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $81,578.00$ | $126,530.00$ | Annual | 40 | 1 |
|  | Roswell | 94,598 | $66,102.40$ | $142,500.80$ | Annual | 40 | 2 |
|  | Savannah | 146,763 | $81,643.00$ | $126,547.00$ | Annual | 40 | 1 |
|  | Smyrna | 56,664 | $80,146.00$ | $120,219.00$ | Annual | 40 | 1 |
|  | Canton | 26,340 | $53,368.71$ | $80,053.07$ | Annual | 40 | 1 |
|  | Carrollton | 26,562 | $96,915.26$ | $96,915.26$ | Annual | 40 | 1 |
|  | Douglasville | 33,252 | 29.47 | 47.14 | Annual | 40 | 1 |
|  | Duluth | 29,331 | $67,163.00$ | $104,074.00$ | Annual | 40 | 1 |
|  | Dunwoody | 48,884 | $85,100.00$ | $128,000.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $66,601.60$ | $109,907.20$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $77,958.00$ | $116,937.00$ | Annual | 40 | 1 |
|  | Peachtree City | 35,186 | $69,220.00$ | $103,830.00$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $75,434.76$ | $114,769.22$ | Annual | 40 | 1 |
|  | Acworth | 22,418 | $97,531.98$ | $97,531.98$ | Annual | 40 | 1 |
|  | Buford | 14,356 | $55,000.00$ | $110,000.00$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 29.09 | 29.09 | Hourly | 40 | 1 |
| Cartersville | 20,753 | $86,440.00$ | $131,259.00$ | Annual | 40 | 1 |  |
| Conyers | 15,919 | $101,847.00$ | $101,847.00$ | Annual | 40 | 1 |  |
|  | Dallas | 13,108 | $42,163.33$ | $62,838.60$ | Annual | 40 | 40 |
|  | Douglas | 11,727 | 26.63 | 40.64 | Annual | 40 | 1 |
|  |  |  |  |  |  | 1 |  |

[^92]- Recreation Director


[^93]
## - Recreation Maintenance Worker

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** <br> Highest |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 2 | 23,098 | 24,294 | 34,382 | 36,421 | Number of <br> full-time <br> employees |
| B | 6 | 30,136 | 45,802 | 48,436 | 73,258 | 14 |
| C | 14 | 25,747 | 47,476 | 38,612 | 59,460 | 23 |
| D | 7 | 22,564 | 29,120 | 32,784 | 56,637 | 72 |
| E | 7 | 24,500 | 34,482 | 33,864 | 56,888 | 24 |
| F | 2 | 11,752 | 21,424 | 27,820 | 30,763 | 13 |
| H | 2 | 15,080 | 15,080 | 27,737 | 37,440 | 6 |
| Total/Avg | $\mathbf{4 0}$ | $\mathbf{2 1 , 8 3 9}$ | $\mathbf{3 1 , 0 9 7}$ | $\mathbf{3 4 , 8 0 5}$ | $\mathbf{5 0 , 1 2 4}$ | 2 |

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

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :--- | :--- | :---: | :--- | :---: | :---: |
| A | Albany | 73,801 | 10.53 | 15.55 | Hourly | 40 | 12 |
|  | Bmyrna | Douglasville | 36,664 | 11.68 | 17.51 | Hourly | 40 |
|  | Duluth | 23,252 | 22.02 | 35.22 | Hourly | 40 | 1 |
|  | Gainesville | 40,000 | 10.82 | 16.78 | Hourly | 40 | 3 |
|  | Kennesaw | 33,627 | 12.00 | 18.00 | Hourly | 40 | 7 |
|  | Peachtree City | 35,186 | 14.37 | 25.00 | Hourly | 40 | 8 |
|  | Woodstock | 30,929 | 13.64 | 21.81 | Hourly | 40 | 3 |
|  | Acworth | 22,418 | $47,476.00$ | $59,459.92$ | Annual | 40 | 2 |
|  | Calhoun | 16,445 | 12.06 | 16.07 | Hourly | 40 | 3 |
|  | Covington | 13,977 | 12.27 | 20.46 | Hourly | 40 | 1 |
|  | Dallas | 13,108 | $25,276.32$ | $37,670.85$ | Annual | 40 | 40 |
|  | Douglas | 11,727 | 10.42 | 21.39 | Hourly | 40 | 3 |
|  | Grovetown | 13,463 | 10.00 | 15.20 | Hourly | 40 | 5 |
|  | Norcross | 16,787 | 13.69 | 22.43 | Hourly | 40 | 2 |
|  | Perry | 16,200 | 12.36 | 19.18 | Hourly | 40 | 0 |
|  | Pooler | 23,744 | 12.31 | 18.47 | Hourly | 40 | 3 |
|  | Richmond Hill | 12,482 | 12.73 | 17.93 | Hourly | 40 | 3 |
|  | Snellville | 19,738 | 10.47 | 19.04 | Hourly | 40 | 4 |
| Sugar Hill | 22,197 | $25,625.00$ | $29,120.00$ | Annual | 40 | 3 |  |

[^94]- Recreation Maintenance Worker

| Group | Jurisdiction | $\begin{gathered} 2016 \\ \text { Population } \end{gathered}$ | Minimum entry-level wage | Maximum wage | Wage reported as | Number of scheduled hours | Number of full-time employees* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| D | Union | 20,919 | 11.44 | 17.20 | Hourly | 40 | 1 |
|  | Vidalia | 10,703 | 17,160.00 | 24,586.00 | Annual | 40 | 2 |
|  | Cedartown | 9,799 | 9.01 | 10.19 | Hourly | 40 | 2 |
|  | Cumming | 6,225 | 25,864.95 | 56,636.90 | Annual | 40 | 7 |
|  | Fitzgerald | 8,927 | 7.25 | 8.41 | Hourly | 40 | 3 |
| E | Fort Oglethorpe | 9,839 | 10.50 | 13.60 | Hourly | 40 | 2 |
|  | LaFayette | 7,159 | 10.15 | 17.47 | Hourly | 40 | 6 |
|  | Port Wentworth | 7,933 | 12.59 | 19.15 | Hourly | 40 | 1 |
|  | Rincon | 9,935 | 14.00 | 14.28 | Hourly | 40 | 3 |
|  | Chattahoochee Hills C | 2,804 | 9.62 | 16.83 | Annual | 40 | 1 |
|  | Hahira | 2,937 | 10.00 | 11.00 | Hourly | 40 | 2 |
|  | Lyons | 4,369 | 11.00 | 11.00 | Hourly | 40 | 2 |
|  | Manchester | 4,061 | 20,475.51 | 29,159.64 | Annual | 40 | 1 |
|  | Ringgold | 4,378 | 34,481.52 | 43,405.38 | Annual | 40 | 1 |
|  | Rockmart | 4,299 | 21,964.00 | 26,832.00 | Annual | 40 | 3 |
| F | Tybee Island | 3,113 | 14.85 | 27.35 | Hourly | 40 | 3 |
|  | Pearson | 2,083 | 1.00 | 11.96 | Hourly | 40 | 5 |
|  | Trion | 1,780 | 10.30 | 14.79 | Hourly | 40 | 1 |
| H | Aldora | 105 | 7.25 | 18.00 | Hourly | 40 | 1 |
|  | Fargo | 320 | 7.25 | 8.67 | Hourly | 40 | 1 |

[^95]
## $\bullet$ Recreation Specialist

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 7 | 33,632 | 47,117 | 58,371 | 97,906 | Number of <br> full-time <br> employees |
| B | 6 | 34,242 | 42,245 | 60,014 | 71,871 | 62 |
| C | 11 | 34,922 | 47,476 | 51,711 | 69,215 | 46 |
| D | 7 | 31,005 | 51,301 | 48,311 | 71,031 | 61 |
| E | 2 | 36,145 | 40,934 | 51,948 | 65,499 | 21 |
| F | 3 | 27,893 | 31,678 | 32,344 | 35,630 | 2 |
| Total/Avg | $\mathbf{3 6}$ | $\mathbf{3 2 , 9 7 3}$ | $\mathbf{4 3 , 4 5 9}$ | $\mathbf{5 0 , 4 5 0}$ | $\mathbf{6 8 , 5 2 5}$ | 4 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 11.83 | 17.47 | Hourly | 40 | 5 |
|  | Brookhaven | 52,444 | 18.24 | 29.19 | Hourly | 40 | 3 |
|  | Johns Creek City | 83,873 | $47,117.22$ | $63,107.73$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $24,613.00$ | $55,183.00$ | Annual | 40 | 2 |
|  | Roswell | 94,598 | $38,563.20$ | $97,905.60$ | Annual | 40 | 40 |
|  | Savannah | 146,763 | 14.23 | 22.05 | Hourly | 40 | 10 |
|  | Smyrna | 56,664 | 15.86 | 23.79 | Hourly | 40 | 1 |
|  | Carrollton | 26,562 | $19,196.68$ | $71,870.50$ | Annual | 40 | 39 |
|  | Douglasville | 33,252 | 18.48 | 29.58 | Hourly | 40 | 1 |
|  | Duluth | 29,331 | $41,239.00$ | $63,864.00$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $33,009.60$ | $51,812.80$ | Annual | 40 | 1 |
|  | Peachtree City | 35,186 | 20.31 | 30.46 | Hourly | 40 | 3 |
|  | Woodstock | 30,929 | 15.06 | 22.91 | Hourly | 40 | 1 |
|  | Acworth | 22,418 | $47,476.00$ | $63,705.20$ | Annual | 40 | 7 |
|  | Buford | 14,356 | 15.00 | 25.00 | Hourly | 40 | 1 |
|  | Calhoun | 16,445 | 15.52 | 15.52 | Hourly | 40 | 1 |
|  | Cartersville | 20,753 | $45,487.00$ | $69,215.00$ | Annual | 40 | 1 |
|  | Dallas | 13,108 | $29,470.00$ | $43,920.95$ | Annual | 40 | 40 |
|  | Douglas | 11,727 | 11.50 | 27.38 | Hourly | 40 | 5 |
| Perry | 16,200 | 15.82 | 25.77 | Hourly | 40 | 0 |  |
| Richmond Hill | 12,482 | 17.99 | 25.33 | Hourly | 40 | 1 |  |
|  | Snellville | 19,738 | 13.70 | 25.24 | Hourly | 40 | 1 |

[^96]- Recreation Specialist

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| D | Sugar Hill | 22,197 | $41,225.00$ | $42,850.00$ | Annual | 40 | 2 |
|  | Vidalia | 10,703 | $34,258.00$ | $49,109.00$ | Annual | 40 | 2 |
|  | Carnesville | 6,696 | $51,301.00$ | $71,031.00$ | Annual | 40 | 1 |
|  | Cumming | 9,799 | 11.58 | 13.01 | Hourly | 40 | 1 |
|  | Fitzgerald | 6,225 | $27,974.50$ | $61,016.52$ | Annual | 40 | 12 |
|  | Garden City | 8,927 | 7.25 | 12.48 | Hourly | 40 | 3 |
|  | LaFayette | 8,900 | 16.55 | 28.73 | Hourly | 40 | 2 |
|  | Port Wentworth | 7,159 | 16.97 | 23.76 | Hourly | 40 | 1 |
| F | Tybee Island | 7,933 | 13.88 | 21.12 | Hourly | 40 | 1 |
|  | Bowdon | 4,299 | $31,356.00$ | $38,396.00$ | Annual | 40 | 1 |
|  | Lavonia | 3,113 | 19.68 | 31.49 | Hourly | 40 | 1 |
|  | Trion | 2,097 | 12.50 | 15.02 | Hourly | 40 | 2 |
|  |  | 2,167 | 12.50 | 14.50 | Hourly | 40 | 1 |

[^97]
## - Secretary

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 8 | 31,895 | 37,378 | 51,967 | 72,770 | Number of <br> full-time <br> employees |
| B | 3 | 27,491 | 31,408 | 41,420 | 47,112 | 94 |
| C | 14 | 28,101 | 40,173 | 42,254 | 56,086 | 6 |
| D | 6 | 23,084 | 37,351 | 35,594 | 59,762 | 41 |
| E | 9 | 26,286 | 35,377 | 30,825 | 48,553 | 10 |
| F | 2 | 23,358 | 26,520 | 33,998 | 38,085 | 9 |
| Total/Avg | $\mathbf{4 2}$ | $\mathbf{2 6 , 7 0 3}$ | $\mathbf{3 4 , 7 0 1}$ | $\mathbf{3 9 , 3 4 3}$ | $\mathbf{5 3 , 7 2 8}$ | 3 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 13.22 | 19.53 | Hourly | 40 | 3 |
|  | Alpharetta | 65,338 | $31,500.00$ | $72,770.00$ | Annual | 37 | 8 |
|  | Brookhaven | 52,444 | 16.81 | 26.90 | Hourly | 40 | 2 |
|  | Johns Creek City | 83,873 | 17.97 | 26.95 | Hourly | 40 | 3 |
|  | Roswell | 94,598 | 14.72 | 23.54 | Hourly | 40 | 25 |
|  | Savannah | 146,763 | 15.05 | 23.33 | Hourly | 40 | 48 |
|  | Smyrna | 56,664 | 16.56 | 24.84 | Hourly | 40 | 1 |
|  | Valdosta | 56,474 | $27,450.00$ | $41,175.00$ | Annual | 40 | 4 |
|  | Gainesville | 40,000 | 11.37 | 17.63 | Hourly | 40 | 3 |
|  | LaGrange | 30,771 | $27,414.00$ | $40,477.00$ | Annual | 40 | 1 |
| Ceachtree City | 35,186 | 15.10 | 22.65 | Hourly | 40 | 2 |  |
|  | Americus | 15,854 | $21,924.00$ | $30,693.00$ | Annual | 40 | 2 |
|  | Brunswick | 16,346 | $36,184.55$ | $56,086.05$ | Annual | 40 | 1 |
|  | Calhoun | 16,445 | 10.50 | 17.12 | Hourly | 40 | 3 |
|  | Covington | 13,977 | 14.90 | 22.54 | Hourly | 40 | 3 |
|  | Douglas | 11,727 | 12.70 | 19.38 | Hourly | 40 | 9 |
|  | Dublin | 16,104 | 13.02 | 16.62 | Hourly | 40 | 3 |
|  | Griffin | 22,928 | 11.21 | 18.56 | Hourly | 40 | 8 |
|  | Holly Springs | 11,281 | 14.64 | 24.25 | Hourly | 40 | 1 |
|  | Lilburn | 12,675 | 19.31 | 24.74 | Hourly | 40 | 1 |
| Perry | 16,200 | 12.93 | 22.21 | Hourly | 40 | 0 |  |
|  | Richmond Hill | 12,482 | 18.24 | 25.44 | Hourly | 40 | 1 |

[^98]
## - Secretary

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| D | Snellville | 19,738 | 12.72 | 23.14 | Hourly | 40 | 5 |
|  | St. Marys | 18,088 | 10.97 | 13.53 | Hourly | 40 | 2 |
|  | Vidalia | 10,703 | $20,925.00$ | $31,512.00$ | Annual | 40 | 2 |
|  | Camilla | 5,170 | 10.44 | 15.04 | Hourly | 40 | 1 |
|  | Eatonton | 5,157 | $16,000.00$ | $18,000.00$ | Annual | 40 | 1 |
|  | Folkston | 6,555 | 10.00 | 17.50 | Hourly | 40 | 1 |
|  | Fort Oglethorpe | 9,788 | 10.00 | 16.00 | Hourly | 40 | 1 |
|  | Garden City | 9,839 | 10.50 | 16.75 | Hourly | 40 | 4 |
|  | Alma | 8,900 | $37,351.00$ | $59,762.00$ | Annual | 40 | 2 |
|  | Bloomingdale | 2,556 | $22,880.00$ | $22,880.00$ | Annual | 40 | 1 |
|  | Dawson | 2,717 | 10.71 | 17.57 | Hourly | 40 | 1 |
|  | Donalsonville | 2,291 | 14.62 | 14.62 | Annual | 40 | 1 |
|  | Elberton | 2,637 | 13.00 | 13.00 | Hourly | 40 | 1 |
|  | Gray | 4,420 | $35,377.00$ | $48,553.00$ | Annual | 40 | 1 |
|  | Lyons | 3,268 | $35,000.00$ | $35,000.00$ | Annual | 40 | 1 |
|  | Manchester | 4,369 | 9.50 | 9.50 | Hourly | 40 | 1 |
|  | 4,061 | $21,511.80$ | $30,635.85$ | Annual | 40 | 1 |  |
|  | Quitman City | 3,888 | 10.73 | 12.79 | Hourly | 40 | 1 |
|  | Claxton | 2,297 | 9.71 | 18.31 | Hourly | 40 | 1 |
|  | Union Point | 1,746 | 12.75 | 14.38 | Hourly | 40 | 2 |

[^99]
## - Senior Center Director

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employes |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| B | 3 | 41,553 | 48,240 | 55,739 | 64,085 | 3 |
| C | 3 | 34,632 | 38,022 | 49,738 | 58,505 | 3 |
| D | 2 | 27,776 | 37,351 | 44,441 | 59,762 | 2 |
| E | 3 | 25,794 | 31,935 | 30,309 | 45,479 | 3 |
| F | 3 | 20,701 | 29,474 | 21,291 | 31,242 | 3 |
| Total/Avg | $\mathbf{1 4}$ | $\mathbf{3 0 , 0 9 1}$ | $\mathbf{3 7 , 0 0 4}$ | $\mathbf{4 0 , 3 0 3}$ | $\mathbf{5 1 , 8 1 4}$ | $\mathbf{1 4}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| B | Carrollton | 26,562 | $48,240.14$ | $48,240.14$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $34,299.20$ | $54,891.20$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | 20.25 | 30.81 | Hourly | 40 | 1 |
| C | Pooler | 23,744 | 18.28 | 27.41 | Hourly | 40 | 1 |
|  | Snellville | 19,738 | $32,177.00$ | $58,505.00$ | Annual | 40 | 1 |
|  | St. Marys | 18,088 | 16.20 | 16.20 | Hourly | 40 | 1 |
| D | Eatonton | 6,555 | $18,200.00$ | $29,120.00$ | Annual | 40 | 1 |
|  | Garden City | 8,900 | $37,351.00$ | $59,762.00$ | Annual | 40 | 1 |
|  | Ashburn | 3,737 | 11.00 | 11.00 | Hourly | 32 | 1 |
|  | Grantville | 3,202 | 13.05 | 13.05 | Hourly | 40 | 1 |
|  | Manchester | Bowdon | 4,061 | $31,934.84$ | $45,479.09$ | Annual | 40 |
| 1 |  |  |  |  |  |  |  |

[^100]
## - Senior Center Van Driver

Summary of Data

|  | $\begin{array}{c}\text { Number } \\ \text { Group }\end{array}$ | $\begin{array}{c}\text { Minimum entry-level wage** } \\ \text { reporting }\end{array}$ |  | Average | Highest | $\begin{array}{c}\text { Maximum wage** } \\ \text { Average }\end{array}$ |  | $\begin{array}{c}\text { Humber of } \\ \text { full-time }\end{array}$ | employes |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |$]$

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| $\mathbf{C}$ | Calhoun | 16,445 | 10.77 | 10.77 | Hourly | 40 | 1 |
|  | Pooler | 23,744 | 11.15 | 16.73 | Hourly | 40 | 0 |
| D | Garden City | 8,900 | 11.94 | 19.11 | Hourly | 40 | 1 |
| E | Grantville | 3,202 | 9.65 | 9.65 | Hourly | 40 | 1 |

[^101]
## - Senior Data Entry Clerk

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| B | 1 | 30,640 | 30,640 | 35,533 | 35,533 | Number of <br> full-time <br> employees |
| C | 3 | 32,653 | 37,440 | 44,814 | 49,920 | 3 |
| E | 3 | 33,294 | 43,576 | 40,089 | 46,530 | 5 |
| Total/Avg | $\mathbf{7}$ | $\mathbf{3 2 , 1 9 6}$ | $\mathbf{3 7 , 2 1 9}$ | $\mathbf{4 0 , 1 4 5}$ | $\mathbf{4 3 , 9 9 4}$ | 3 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| $\mathbf{B}$ | Hinesville | 33,577 | $30,640.00$ | $35,533.00$ | Annual | 40 | 3 |
| C | Americus | 15,854 | $26,053.00$ | $36,474.00$ | Annual | 40 | 1 |
|  | Buford | 14,356 | 18.00 | 24.00 | Hourly | 40 | 1 |
|  | Richmond Hill | 12,482 | 16.57 | 23.10 | Hourly | 40 | 3 |
| E | Adairsville | 4,816 | 15.07 | 22.37 | Hourly | 40 | 1 |
|  | Blakely | 4,702 | 12.00 | 14.50 | Hourly | 40 | 1 |
|  | Jasper | 3,819 | 20.95 | 20.95 | Hourly | 40 | 1 |

[^102]
## - Solicitor

## Summary of Data

| Group | Number reporting | Minimum entry-level wage** |  | Maximum wage** |  | Number of full-time employees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Average | Highest | Average | Highest |  |
| A | 1 | 61,194 | 61,194 | 97,906 | 97,906 | 1 |
| Total/Avg | 1 | 61,194 | 61,194 | 97,906 | 97,906 | 1 |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Roswell | 94,598 | $61,193.60$ | $97,905.60$ | Annual | 40 | 1 |

[^103]
## - Transit Driver

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 1 | 27,498 | 27,498 | 40,622 | 40,622 | Number of <br> full-time <br> employees |
| B | 2 | 26,156 | 28,662 | 40,331 | 43,992 | 21 |
| C | 1 | 19,859 | 19,859 | 27,803 | 27,803 | 38 |
| E | 1 | 22,755 | 22,755 | 22,755 | 22,755 | 1 |
| Total/Avg | $\mathbf{5}$ | $\mathbf{2 4 , 0 6 7}$ | $\mathbf{2 4 , 6 9 4}$ | $\mathbf{3 2 , 8 7 8}$ | $\mathbf{3 3 , 7 9 3}$ | $\mathbf{6 3}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 13.22 | 19.53 | Hourly | 40 | 21 |
| B | Gainesville | 40,000 | 11.37 | 17.63 | Hourly | 40 | 9 |
|  | Rome | 36,407 | 13.78 | 21.15 | Hourly | 40 | 29 |
| C | Americus | 15,854 | $19,859.00$ | $27,803.00$ | Annual | 40 | 3 |
| E | Social Circle | 4,452 | 10.94 | 10.94 | Hourly | 40 | 1 |

[^104]
## - Visitor Center Manager

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Maximum wage** |  | Number of <br> full-time <br> employees |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| B | 4 | 45,333 | 60,000 | 68,160 | 90,000 | 4 |
| C | 7 | 45,904 | 59,213 | 67,831 | 97,027 | 7 |
| D | 1 | 2,208 | 2,208 | 2,208 | 2,208 | 1 |
| E | 1 | 37,600 | 37,600 | 37,600 | 37,600 | 1 |
| F | 1 | 21,840 | 21,840 | 30,160 | 30,160 | 1 |
| Total/Avg | $\mathbf{1 4}$ | $\mathbf{3 0 , 5 7 7}$ | $\mathbf{3 6 , 1 7 2}$ | $\mathbf{4 1 , 1 9 2}$ | $\mathbf{5 1 , 3 9 9}$ | $\mathbf{1 4}$ |
| **Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| B | Carrollton | 26,562 | $35,771.37$ | $49,115.41$ | Annual | 40 | 1 |
|  | Gainesville | 40,000 | $41,766.40$ | $66,851.20$ | Annual | 40 | 1 |
|  | Rome | 36,407 | $60,000.00$ | $90,000.00$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $43,792.37$ | $66,671.92$ | Annual | 40 | 1 |
| C | Americus | 15,854 | $48,129.00$ | $67,381.00$ | Annual | 40 | 1 |
|  | Conyers | 15,919 | $31,467.02$ | $44,277.26$ | Annual | 40 | 1 |
|  | Decatur | 22,813 | 24.27 | 34.79 | Hourly | 40 | 1 |
|  | Kingsland | 16,720 | $29,498.00$ | $44,573.00$ | Annual | 40 | 1 |
|  | Norcross | 16,787 | $59,213.00$ | $97,027.00$ | Annual | 40 | 1 |
| D | Thomasville Hill | 12,482 | $50,314.07$ | $70,861.20$ | Annual | 30 | 1 |
| E | Chickamauga | 18,826 | $52,224.00$ | $78,336.00$ | Annual | 40 | 1 |
| F | Lavonia | 8,927 | $2,208.09$ | $2,208.09$ | Annual | 40 | 1 |
|  |  | 3,101 | $37,600.00$ | $37,600.00$ | Annual | 40 | 1 |
|  | 2,167 | 10.50 | 14.50 | Hourly | 40 | 1 |  |

[^105]
## - Visitor Center Specialist

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| B | 2 | 28,163 | 36,317 | 43,888 | 55,266 | Number of <br> full-time <br> employees |
| C | 5 | 29,945 | 44,187 | 45,314 | 72,404 | 2 |
| H | 1 | 12,480 | 12,480 | 15,600 | 15,600 | 5 |
| Total/Avg | $\mathbf{8}$ | $\mathbf{2 3 , 5 3 0}$ | $\mathbf{3 0 , 9 9 5}$ | $\mathbf{3 4 , 9 3 4}$ | $\mathbf{4 7 , 7 5 7}$ | 1 |

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

## Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| $\mathbf{B}$ | Rome | 36,407 | 9.62 | 15.63 | Hourly | 40 | 1 |
|  | Woodstock | 30,929 | 17.46 | 26.57 | Hourly | 40 | 1 |
| C | Americus | 15,854 | $29,150.00$ | $40,810.00$ | Annual | 40 | 1 |
|  | Conyers | 15,919 | $25,888.00$ | $40,160.78$ | Annual | 40 | 1 |
|  | Kingsland | 16,720 | 11.23 | 16.40 | Hourly | 40 | 1 |
|  | Norcross | 16,787 | $44,187.00$ | $72,404.00$ | Annual | 40 | 1 |
|  | Thomasville | 18,826 | 13.05 | 18.79 | Hourly | 40 | 1 |
| H | Sky Valley | 269 | 8.00 | 10.00 | Hourly | 30 | 1 |

[^106]
## - Zoning Administrator

Summary of Data

| Group | Number <br> reporting | Minimum entry-level wage** <br> Average |  | Highest | Maximum wage** <br> Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A | 5 | 45,887 | 61,588 | 74,838 | 100,140 | Number of <br> full-time <br> employees |
| B | 3 | 53,743 | 71,417 | 80,942 | 107,125 | 5 |
| C | 8 | 45,160 | 58,228 | 67,275 | 88,600 | 3 |
| D | 5 | 50,267 | 87,175 | 66,604 | 87,175 | 8 |
| E | 3 | 46,952 | 55,000 | 52,399 | 57,198 | 5 |
| F | 1 | 32,000 | 32,000 | 43,000 | 43,000 | 3 |
| Total/Avg | $\mathbf{2 5}$ | $\mathbf{4 5 , 6 6 8}$ | $\mathbf{6 0 , 9 0 1}$ | $\mathbf{6 4 , 1 7 6}$ | $\mathbf{8 0 , 5 4 0}$ | 1 |
| $* *$ Figures calculated using annual salaries and annualized hourly wages, excluding amounts reported as paid "Per Occurance". |  |  |  |  |  |  |

Population Group Data

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :--- | :--- | ---: | :---: | :---: | :---: | :---: | :---: |
| A | Albany | 73,801 | 14.81 | 21.88 | Hourly | 40 | 1 |
|  | Alpharetta | 65,338 | $53,550.00$ | $100,140.00$ | Annual | 40 | 1 |
|  | Marietta | 60,941 | $46,574.00$ | $77,705.00$ | Annual | 40 | 1 |
|  | Savannah | 146,763 | $61,588.00$ | $95,461.00$ | Annual | 40 | 1 |
|  | Valdosta | 56,474 | $36,917.00$ | $55,376.00$ | Annual | 40 | 1 |
| B | Canton | 26,340 | $46,019.67$ | $69,029.51$ | Annual | 40 | 1 |
|  | Kennesaw | 33,627 | $71,417.00$ | $107,125.00$ | Annual | 40 | 1 |
|  | Woodstock | 30,929 | $43,792.37$ | $66,671.92$ | Annual | 40 | 1 |
|  | Cartersville | 20,753 | $58,228.00$ | $88,600.00$ | Annual | 40 | 1 |
|  | Fayetteville | 17,519 | $45,499.00$ | $75,287.00$ | Annual | 40 | 1 |
|  | Pooler | 23,744 | $48,659.67$ | $72,989.51$ | Annual | 40 | 1 |
|  | Powder Springs | 14,956 | 20.80 | 31.35 | Hourly | 40 | 1 |
|  | Richmond Hill | 12,482 | 20.86 | 29.38 | Hourly | 40 | 1 |
|  | Snellville | 19,738 | $35,476.00$ | $64,502.00$ | Annual | 40 | 1 |
|  | St. Marys | 18,088 | 18.89 | 18.89 | Hourly | 40 | 1 |
|  | Thomasville | 18,826 | $47,476.00$ | $71,214.00$ | Annual | 40 | 1 |
|  | Dyron | 5,133 | $50,148.80$ | $83,699.20$ | Annual | 40 | 1 |
|  | Camilla | 5,170 | $41,981.00$ | $60,453.00$ | Annual | 40 | 1 |
|  | Cumming | 6,225 | $87,174.54$ | $87,174.54$ | Annual | 40 | 1 |
|  | Morrow | 7,276 | 21.63 | 28.85 | Hourly | 40 | 1 |
|  | Chickamauga | 6,064 | $27,040.00$ | $41,683.20$ | Annual | 40 | 1 |
|  | 3,101 | $55,000.00$ | $55,000.00$ | Annual | 40 | 1 |  |

[^107]$\bullet$ Zoning Administrator

| Group | Jurisdiction | 2016 <br> Population | Minimum <br> entry-level <br> wage | Maximum <br> wage | Wage <br> reported as | Number of <br> scheduled <br> hours | Number of <br> full-time <br> employees* |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| F | Elberton | 4,420 | $40,856.00$ | $57,198.00$ | Annual | 40 | 1 |
|  | Springfield | Blue Ridge | 4,027 | $45,000.00$ | $45,000.00$ | Annual | 40 |
|  |  |  |  |  |  |  |  |
|  | Clarkesville | 1,391 | 12.50 |  | Hourly | 30 | 0 |
|  | 1,770 | $32,000.00$ | $43,000.00$ | Annual | 40 | 1 |  |

[^108]
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