



# STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

## 2017 Average Annual County Wage Data

Effective January 1, 2019

|                  | Average Annual Wage <sup>2</sup> | Hourly Wage    | 115% of Avg. Annual Wage | Hourly Wage    | 125% of Avg. Annual Wage | Hourly Wage    | 150% of Avg. Annual Wage | Hourly Wage    | 200% of Avg. Annual Wage | Hourly Wage    |
|------------------|----------------------------------|----------------|--------------------------|----------------|--------------------------|----------------|--------------------------|----------------|--------------------------|----------------|
| <b>STATEWIDE</b> | <b>\$47,775</b>                  | <b>\$22.97</b> | <b>\$54,941</b>          | <b>\$26.41</b> | <b>\$59,719</b>          | <b>\$28.71</b> | <b>\$71,663</b>          | <b>\$34.45</b> | <b>\$95,550</b>          | <b>\$45.94</b> |
| ALACHUA          | \$39,741                         | \$19.11        | \$45,702                 | \$21.97        | \$49,676                 | \$23.88        | \$59,612                 | \$28.66        | \$79,482                 | \$38.21        |
| BAKER            | \$31,021                         | \$14.91        | \$35,674                 | \$17.15        | \$38,776                 | \$18.64        | \$46,532                 | \$22.37        | \$62,042                 | \$29.83        |
| BAY              | \$37,485                         | \$18.02        | \$43,108                 | \$20.72        | \$46,856                 | \$22.53        | \$56,228                 | \$27.03        | \$74,970                 | \$36.04        |
| BRADFORD         | \$35,811                         | \$17.22        | \$41,183                 | \$19.80        | \$44,764                 | \$21.52        | \$53,717                 | \$25.83        | \$71,622                 | \$34.43        |
| BREVARD          | \$47,795                         | \$22.98        | \$54,964                 | \$26.43        | \$59,744                 | \$28.72        | \$71,693                 | \$34.47        | \$95,590                 | \$45.96        |
| BROWARD          | \$50,355                         | \$24.21        | \$57,908                 | \$27.84        | \$62,944                 | \$30.26        | \$75,533                 | \$36.31        | \$100,710                | \$48.42        |
| CALHOUN          | \$30,367                         | \$14.60        | \$34,922                 | \$16.79        | \$37,959                 | \$18.25        | \$45,551                 | \$21.90        | \$60,734                 | \$29.20        |
| CHARLOTTE        | \$36,423                         | \$17.51        | \$41,886                 | \$20.14        | \$45,529                 | \$21.89        | \$54,635                 | \$26.27        | \$72,846                 | \$35.02        |
| CITRUS           | \$36,189                         | \$17.40        | \$41,617                 | \$20.01        | \$45,236                 | \$21.75        | \$54,284                 | \$26.10        | \$72,378                 | \$34.80        |
| CLAY             | \$37,022                         | \$17.80        | \$42,575                 | \$20.47        | \$46,278                 | \$22.25        | \$55,533                 | \$26.70        | \$74,044                 | \$35.60        |
| COLLIER          | \$45,565                         | \$21.91        | \$52,400                 | \$25.19        | \$56,956                 | \$27.38        | \$68,348                 | \$32.86        | \$91,130                 | \$43.81        |
| COLUMBIA         | \$34,827                         | \$16.74        | \$40,051                 | \$19.26        | \$43,534                 | \$20.93        | \$52,241                 | \$25.12        | \$69,654                 | \$33.49        |
| DESOTO           | \$34,199                         | \$16.44        | \$39,329                 | \$18.91        | \$42,749                 | \$20.55        | \$51,299                 | \$24.66        | \$68,398                 | \$32.88        |
| DIXIE            | \$34,090                         | \$16.39        | \$39,204                 | \$18.85        | \$42,613                 | \$20.49        | \$51,135                 | \$24.58        | \$68,180                 | \$32.78        |
| DUVAL            | \$51,285                         | \$24.66        | \$58,978                 | \$28.35        | \$64,106                 | \$30.82        | \$76,928                 | \$36.98        | \$102,570                | \$49.31        |
| ESCAMBIA         | \$42,118                         | \$20.25        | \$48,436                 | \$23.29        | \$52,648                 | \$25.31        | \$63,177                 | \$30.37        | \$84,236                 | \$40.50        |
| FLAGLER          | \$32,551                         | \$15.65        | \$37,434                 | \$18.00        | \$40,689                 | \$19.56        | \$48,827                 | \$23.47        | \$65,102                 | \$31.30        |
| FRANKLIN         | \$28,872                         | \$13.88        | \$33,203                 | \$15.96        | \$36,090                 | \$17.35        | \$43,308                 | \$20.82        | \$57,744                 | \$27.76        |
| GADSDEN          | \$35,006                         | \$16.83        | \$40,257                 | \$19.35        | \$43,758                 | \$21.04        | \$52,509                 | \$25.24        | \$70,012                 | \$33.66        |
| GILCHRIST        | \$32,708                         | \$15.73        | \$37,614                 | \$18.08        | \$40,885                 | \$19.66        | \$49,062                 | \$23.59        | \$65,416                 | \$31.45        |
| GLADES           | \$41,756                         | \$20.08        | \$48,019                 | \$23.09        | \$52,195                 | \$25.09        | \$62,634                 | \$30.11        | \$83,512                 | \$40.15        |
| GULF             | \$33,307                         | \$16.01        | \$38,303                 | \$18.41        | \$41,634                 | \$20.02        | \$49,961                 | \$24.02        | \$66,614                 | \$32.03        |
| HAMILTON         | \$45,773                         | \$22.01        | \$52,639                 | \$25.31        | \$57,216                 | \$27.51        | \$68,660                 | \$33.01        | \$91,546                 | \$44.01        |
| HARDEE           | \$32,582                         | \$15.66        | \$37,469                 | \$18.01        | \$40,728                 | \$19.58        | \$48,873                 | \$23.50        | \$65,164                 | \$31.33        |
| HENDRY           | \$35,858                         | \$17.24        | \$41,237                 | \$19.83        | \$44,823                 | \$21.55        | \$53,787                 | \$25.86        | \$71,716                 | \$34.48        |
| HERNANDO         | \$34,435                         | \$16.56        | \$39,600                 | \$19.04        | \$43,044                 | \$20.69        | \$51,653                 | \$24.83        | \$68,870                 | \$33.11        |
| HIGHLANDS        | \$32,364                         | \$15.56        | \$37,219                 | \$17.89        | \$40,455                 | \$19.45        | \$48,546                 | \$23.34        | \$64,728                 | \$31.12        |
| HILLSBOROUGH     | \$52,317                         | \$25.15        | \$60,165                 | \$28.93        | \$65,396                 | \$31.44        | \$78,476                 | \$37.73        | \$104,634                | \$50.30        |
| HOLMES           | \$26,869                         | \$12.92        | \$30,899                 | \$14.86        | \$33,586                 | \$16.15        | \$40,304                 | \$19.38        | \$53,738                 | \$25.84        |
| INDIAN RIVER     | \$40,756                         | \$19.59        | \$46,869                 | \$22.53        | \$50,945                 | \$24.49        | \$61,134                 | \$29.39        | \$81,512                 | \$39.19        |
| JACKSON          | \$31,789                         | \$15.28        | \$36,557                 | \$17.58        | \$39,736                 | \$19.10        | \$47,684                 | \$22.92        | \$63,578                 | \$30.57        |
| JEFFERSON        | \$32,288                         | \$15.52        | \$37,131                 | \$17.85        | \$40,360                 | \$19.40        | \$48,432                 | \$23.28        | \$64,576                 | \$31.05        |
| LAFAYETTE        | \$26,684                         | \$12.83        | \$30,687                 | \$14.75        | \$33,355                 | \$16.04        | \$40,026                 | \$19.24        | \$53,368                 | \$25.66        |
| LAKE             | \$35,604                         | \$17.12        | \$40,945                 | \$19.68        | \$44,505                 | \$21.40        | \$53,406                 | \$25.68        | \$71,208                 | \$34.23        |



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|                  | Average Annual Wage <sup>2</sup> | Hourly Wage    | 115% of Avg. Annual Wage | Hourly Wage    | 125% of Avg. Annual Wage | Hourly Wage    | 150% of Avg. Annual Wage | Hourly Wage    | 200% of Avg. Annual Wage | Hourly Wage    |
|------------------|----------------------------------|----------------|--------------------------|----------------|--------------------------|----------------|--------------------------|----------------|--------------------------|----------------|
| <b>STATEWIDE</b> | <b>\$47,775</b>                  | <b>\$22.97</b> | <b>\$54,941</b>          | <b>\$26.41</b> | <b>\$59,719</b>          | <b>\$28.71</b> | <b>\$71,663</b>          | <b>\$34.45</b> | <b>\$95,550</b>          | <b>\$45.94</b> |
| LEE              | \$41,391                         | \$19.90        | \$47,600                 | \$22.88        | \$51,739                 | \$24.87        | \$62,087                 | \$29.85        | \$82,782                 | \$39.80        |
| LEON             | \$41,732                         | \$20.06        | \$47,992                 | \$23.07        | \$52,165                 | \$25.08        | \$62,598                 | \$30.10        | \$83,464                 | \$40.13        |
| LEVY             | \$30,611                         | \$14.72        | \$35,203                 | \$16.92        | \$38,264                 | \$18.40        | \$45,917                 | \$22.08        | \$61,222                 | \$29.43        |
| LIBERTY          | \$37,578                         | \$18.07        | \$43,215                 | \$20.78        | \$46,973                 | \$22.58        | \$56,367                 | \$27.10        | \$75,156                 | \$36.13        |
| MADISON          | \$30,954                         | \$14.88        | \$35,597                 | \$17.11        | \$38,693                 | \$18.60        | \$46,431                 | \$22.32        | \$61,908                 | \$29.76        |
| MANATEE          | \$40,772                         | \$19.60        | \$46,888                 | \$22.54        | \$50,965                 | \$24.50        | \$61,158                 | \$29.40        | \$81,544                 | \$39.20        |
| MARION           | \$36,700                         | \$17.64        | \$42,205                 | \$20.29        | \$45,875                 | \$22.06        | \$55,050                 | \$26.47        | \$73,400                 | \$35.29        |
| MARTIN           | \$40,762                         | \$19.60        | \$46,876                 | \$22.54        | \$50,953                 | \$24.50        | \$61,143                 | \$29.40        | \$81,524                 | \$39.19        |
| MIAMI-DADE       | \$51,829                         | \$24.92        | \$59,603                 | \$28.66        | \$64,786                 | \$31.15        | \$77,744                 | \$37.38        | \$103,658                | \$49.84        |
| MONROE           | \$37,870                         | \$18.21        | \$43,551                 | \$20.94        | \$47,338                 | \$22.76        | \$56,805                 | \$27.31        | \$75,740                 | \$36.41        |
| NASSAU           | \$36,730                         | \$17.66        | \$42,240                 | \$20.31        | \$45,913                 | \$22.07        | \$55,095                 | \$26.49        | \$73,460                 | \$35.32        |
| OKALOOSA         | \$41,126                         | \$19.77        | \$47,295                 | \$22.74        | \$51,408                 | \$24.72        | \$61,689                 | \$29.66        | \$82,252                 | \$39.54        |
| OKEECHOBEE       | \$38,927                         | \$18.71        | \$44,766                 | \$21.52        | \$48,659                 | \$23.39        | \$58,391                 | \$28.07        | \$77,854                 | \$37.43        |
| ORANGE           | \$47,605                         | \$22.89        | \$54,746                 | \$26.32        | \$59,506                 | \$28.61        | \$71,408                 | \$34.33        | \$95,210                 | \$45.77        |
| OSCEOLA          | \$35,488                         | \$17.06        | \$40,811                 | \$19.62        | \$44,360                 | \$21.33        | \$53,232                 | \$25.59        | \$70,976                 | \$34.12        |
| PALM BEACH       | \$52,745                         | \$25.36        | \$60,657                 | \$29.16        | \$65,931                 | \$31.70        | \$79,118                 | \$38.04        | \$105,490                | \$50.72        |
| PASCO            | \$37,315                         | \$17.94        | \$42,912                 | \$20.63        | \$46,644                 | \$22.42        | \$55,973                 | \$26.91        | \$74,630                 | \$35.88        |
| PINELLAS         | \$47,273                         | \$22.73        | \$54,364                 | \$26.14        | \$59,091                 | \$28.41        | \$70,910                 | \$34.09        | \$94,546                 | \$45.45        |
| POLK             | \$41,047                         | \$19.73        | \$47,204                 | \$22.69        | \$51,309                 | \$24.67        | \$61,571                 | \$29.60        | \$82,094                 | \$39.47        |
| PUTNAM           | \$34,601                         | \$16.64        | \$39,791                 | \$19.13        | \$43,251                 | \$20.79        | \$51,902                 | \$24.95        | \$69,202                 | \$33.27        |
| SANTA ROSA       | \$35,303                         | \$16.97        | \$40,598                 | \$19.52        | \$44,129                 | \$21.22        | \$52,955                 | \$25.46        | \$70,606                 | \$33.95        |
| SARASOTA         | \$44,557                         | \$21.42        | \$51,241                 | \$24.63        | \$55,696                 | \$26.78        | \$66,836                 | \$32.13        | \$89,114                 | \$42.84        |
| SEMINOLE         | \$46,754                         | \$22.48        | \$53,767                 | \$25.85        | \$58,443                 | \$28.10        | \$70,131                 | \$33.72        | \$93,508                 | \$44.96        |
| ST JOHNS         | \$43,063                         | \$20.70        | \$49,522                 | \$23.81        | \$53,829                 | \$25.88        | \$64,595                 | \$31.06        | \$86,126                 | \$41.41        |
| ST LUCIE         | \$38,130                         | \$18.33        | \$43,850                 | \$21.08        | \$47,663                 | \$22.91        | \$57,195                 | \$27.50        | \$76,260                 | \$36.66        |
| SUMTER           | \$38,099                         | \$18.32        | \$43,814                 | \$21.06        | \$47,624                 | \$22.90        | \$57,149                 | \$27.48        | \$76,198                 | \$36.63        |
| SUWANNEE         | \$31,429                         | \$15.11        | \$36,143                 | \$17.38        | \$39,286                 | \$18.89        | \$47,144                 | \$22.67        | \$62,858                 | \$30.22        |
| TAYLOR           | \$39,870                         | \$19.17        | \$45,851                 | \$22.04        | \$49,838                 | \$23.96        | \$59,805                 | \$28.75        | \$79,740                 | \$38.34        |
| UNION            | \$34,155                         | \$16.42        | \$39,278                 | \$18.88        | \$42,694                 | \$20.53        | \$51,233                 | \$24.63        | \$68,310                 | \$32.84        |
| VOLUSIA          | \$37,740                         | \$18.14        | \$43,401                 | \$20.87        | \$47,175                 | \$22.68        | \$56,610                 | \$27.22        | \$75,480                 | \$36.29        |
| WAKULLA          | \$34,088                         | \$16.39        | \$39,201                 | \$18.85        | \$42,610                 | \$20.49        | \$51,132                 | \$24.58        | \$68,176                 | \$32.78        |
| WALTON           | \$36,560                         | \$17.58        | \$42,044                 | \$20.21        | \$45,700                 | \$21.97        | \$54,840                 | \$26.37        | \$73,120                 | \$35.15        |
| WASHINGTON       | \$31,933                         | \$15.35        | \$36,723                 | \$17.66        | \$39,916                 | \$19.19        | \$47,900                 | \$23.03        | \$63,866                 | \$30.70        |

<sup>1</sup> All incentives applications received on or after January 1, 2019 will be subject to the new 2017 wages.

<sup>2</sup> Florida Department of Economic Opportunity, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.