



STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

2021 Average Annual County Wage Data
Effective January 1, 2023²

	Average Annual Wage ¹	Hourly Wage	115% of Average Annual Wage	Hourly Wage I	125% of Average Annual Wage	Hourly Wage II	150% of Average Annual Wage	Hourly Wage III	200% of Average Annual Wage	Hourly Wage IIII
STATEWIDE	\$60,176	\$28.93	\$69,202	\$33.27	\$75,220.00	\$36.16	\$90,264	\$43.40	\$120,352	\$57.86
ALACHUA	\$50,129	\$24.10	\$57,648	\$27.72	\$62,661.25	\$30.13	\$75,194	\$36.15	\$100,258	\$48.20
BAKER	\$36,564	\$17.58	\$42,049	\$20.22	\$45,705.00	\$21.97	\$54,846	\$26.37	\$73,128	\$35.16
BAY	\$47,163	\$22.67	\$54,237	\$26.08	\$58,953.75	\$28.34	\$70,745	\$34.01	\$94,326	\$45.35
BRADFORD	\$41,615	\$20.01	\$47,857	\$23.01	\$52,018.75	\$25.01	\$62,423	\$30.01	\$83,230	\$40.01
BREVARD	\$57,927	\$27.85	\$66,616	\$32.03	\$72,408.75	\$34.81	\$86,891	\$41.77	\$115,854	\$55.70
BROWARD	\$62,881	\$30.23	\$72,313	\$34.77	\$78,601.25	\$37.79	\$94,322	\$45.35	\$125,762	\$60.46
CALHOUN	\$32,781	\$15.76	\$37,698	\$18.12	\$40,976.25	\$19.70	\$49,172	\$23.64	\$65,562	\$31.52
CHARLOTTE	\$47,193	\$22.69	\$54,272	\$26.09	\$58,991.25	\$28.36	\$70,790	\$34.03	\$94,386	\$45.38
CITRUS	\$45,734	\$21.99	\$52,594	\$25.29	\$57,167.50	\$27.48	\$68,601	\$32.98	\$91,468	\$43.98
CLAY	\$45,739	\$21.99	\$52,600	\$25.29	\$57,173.75	\$27.49	\$68,609	\$32.98	\$91,478	\$43.98
COLLIER	\$59,860	\$28.78	\$68,839	\$33.10	\$74,825.00	\$35.97	\$89,790	\$43.17	\$119,720	\$57.56
COLUMBIA	\$41,439	\$19.92	\$47,655	\$22.91	\$51,798.75	\$24.90	\$62,159	\$29.88	\$82,878	\$39.85
DESOTO	\$42,153	\$20.27	\$48,476	\$23.31	\$52,691.25	\$25.33	\$63,230	\$30.40	\$84,306	\$40.53
DIXIE	\$38,357	\$18.44	\$44,111	\$21.21	\$47,946.25	\$23.05	\$57,536	\$27.66	\$76,714	\$36.88
DUVAL	\$61,644	\$29.64	\$70,891	\$34.08	\$77,055.00	\$37.05	\$92,466	\$44.45	\$123,288	\$59.27
ESCAMBIA	\$51,269	\$24.65	\$58,959	\$28.35	\$64,086.25	\$30.81	\$76,904	\$36.97	\$102,538	\$49.30
FLAGLER	\$40,760	\$19.60	\$46,874	\$22.54	\$50,950.00	\$24.50	\$61,140	\$29.39	\$81,520	\$39.19
FRANKLIN	\$36,160	\$17.38	\$41,584	\$19.99	\$45,200.00	\$21.73	\$54,240	\$26.08	\$72,320	\$34.77
GADSDEN	\$49,207	\$23.66	\$56,588	\$27.21	\$61,508.75	\$29.57	\$73,811	\$35.49	\$98,414	\$47.31
GILCHRIST	\$41,863	\$20.13	\$48,142	\$23.15	\$52,328.75	\$25.16	\$62,795	\$30.19	\$83,726	\$40.25
GLADES	\$47,220	\$22.70	\$54,303	\$26.11	\$59,025.00	\$28.38	\$70,830	\$34.05	\$94,440	\$45.40
GULF	\$43,415	\$20.87	\$49,927	\$24.00	\$54,268.75	\$26.09	\$65,123	\$31.31	\$86,830	\$41.75
HAMILTON	\$53,126	\$25.54	\$61,095	\$29.37	\$66,407.50	\$31.93	\$79,689	\$38.31	\$106,252	\$51.08
HARDEE	\$38,667	\$18.59	\$44,467	\$21.38	\$48,333.75	\$23.24	\$58,001	\$27.88	\$77,334	\$37.18
HENDRY	\$44,549	\$21.42	\$51,231	\$24.63	\$55,686.25	\$26.77	\$66,824	\$32.13	\$89,098	\$42.84
HERNANDO	\$42,186	\$20.28	\$48,514	\$23.32	\$52,732.50	\$25.35	\$63,279	\$30.42	\$84,372	\$40.56
HIGHLANDS	\$39,705	\$19.09	\$45,661	\$21.95	\$49,631.25	\$23.86	\$59,558	\$28.63	\$79,410	\$38.18
HILLSBOROUGH	\$64,891	\$31.20	\$74,625	\$35.88	\$81,113.75	\$39.00	\$97,337	\$46.80	\$129,782	\$62.40
HOLMES	\$31,061	\$14.93	\$35,720	\$17.17	\$38,826.25	\$18.67	\$46,592	\$22.40	\$62,122	\$29.87
INDIAN RIVER	\$50,454	\$24.26	\$58,022	\$27.90	\$63,067.50	\$30.32	\$75,681	\$36.39	\$100,908	\$48.51
JACKSON	\$39,003	\$18.75	\$44,853	\$21.56	\$48,753.75	\$23.44	\$58,505	\$28.13	\$78,006	\$37.50
JEFFERSON	\$37,909	\$18.23	\$43,595	\$20.96	\$47,386.25	\$22.78	\$56,864	\$27.34	\$75,818	\$36.45
LAFAYETTE	\$35,059	\$16.86	\$40,318	\$19.38	\$43,823.75	\$21.07	\$52,589	\$25.28	\$70,118	\$33.71
LAKE	\$44,978	\$21.62	\$51,725	\$24.87	\$56,222.50	\$27.03	\$67,467	\$32.44	\$89,956	\$43.25
LEE	\$51,232	\$24.63	\$58,917	\$28.33	\$64,040.00	\$30.79	\$76,848	\$36.95	\$102,464	\$49.26
LEON	\$51,103	\$24.57	\$58,768	\$28.25	\$63,878.75	\$30.71	\$76,655	\$36.85	\$102,206	\$49.14

LEVY	\$36,705	\$17.65	\$42,211	\$20.29	\$45,881.25	\$22.06	\$55,058	\$26.47	\$73,410	\$35.29
LIBERTY	\$42,569	\$20.47	\$48,954	\$23.54	\$53,211.25	\$25.58	\$63,854	\$30.70	\$85,138	\$40.93
MADISON	\$36,554	\$17.57	\$42,037	\$20.21	\$45,692.50	\$21.97	\$54,831	\$26.36	\$73,108	\$35.15
MANATEE	\$51,014	\$24.53	\$58,666	\$28.20	\$63,767.50	\$30.66	\$76,521	\$36.79	\$102,028	\$49.05
MARION	\$45,016	\$21.64	\$51,768	\$24.89	\$56,270.00	\$27.05	\$67,524	\$32.46	\$90,032	\$43.28
MARTIN	\$50,358	\$24.21	\$57,912	\$27.84	\$62,947.50	\$30.26	\$75,537	\$36.32	\$100,716	\$48.42
MIAMI-DADE	\$65,848	\$31.66	\$75,725	\$36.41	\$82,310.00	\$39.57	\$98,772	\$47.49	\$131,696	\$63.32
MONROE	\$49,704	\$23.90	\$57,160	\$27.48	\$62,130.00	\$29.87	\$74,556	\$35.84	\$99,408	\$47.79
NASSAU	\$45,638	\$21.94	\$52,484	\$25.23	\$57,047.50	\$27.43	\$68,457	\$32.91	\$91,276	\$43.88
OKALOOSA	\$53,156	\$25.56	\$61,129	\$29.39	\$66,445.00	\$31.94	\$79,734	\$38.33	\$106,312	\$51.11
OKEECHOBEE	\$40,372	\$19.41	\$46,428	\$22.32	\$50,465.00	\$24.26	\$60,558	\$29.11	\$80,744	\$38.82
ORANGE	\$60,467	\$29.07	\$69,537	\$33.43	\$75,583.75	\$36.34	\$90,701	\$43.61	\$120,934	\$58.14
OSCEOLA	\$43,772	\$21.04	\$50,338	\$24.20	\$54,715.00	\$26.31	\$65,658	\$31.57	\$87,544	\$42.09
PALM BEACH	\$68,105	\$32.74	\$78,321	\$37.65	\$85,131.25	\$40.93	\$102,158	\$49.11	\$136,210	\$65.49
PASCO	\$47,721	\$22.94	\$54,879	\$26.38	\$59,651.25	\$28.68	\$71,582	\$34.41	\$95,442	\$45.89
PINELLAS	\$58,299	\$28.03	\$67,044	\$32.23	\$72,873.75	\$35.04	\$87,449	\$42.04	\$116,598	\$56.06
POLK	\$48,325	\$23.23	\$55,574	\$26.72	\$60,406.25	\$29.04	\$72,488	\$34.85	\$96,650	\$46.47
PUTNAM	\$43,327	\$20.83	\$49,826	\$23.95	\$54,158.75	\$26.04	\$64,991	\$31.25	\$86,654	\$41.66
ST JOHNS	\$52,796	\$25.38	\$60,715	\$29.19	\$65,995.00	\$31.73	\$79,194	\$38.07	\$105,592	\$50.77
ST LUCIE	\$45,796	\$22.02	\$52,665	\$25.32	\$57,245.00	\$27.52	\$68,694	\$33.03	\$91,592	\$44.03
SANTA ROSA	\$42,696	\$20.53	\$49,100	\$23.61	\$53,370.00	\$25.66	\$64,044	\$30.79	\$85,392	\$41.05
SARASOTA	\$55,272	\$26.57	\$63,563	\$30.56	\$69,090.00	\$33.22	\$82,908	\$39.86	\$110,544	\$53.15
SEMINOLE	\$57,624	\$27.70	\$66,268	\$31.86	\$72,030.00	\$34.63	\$86,436	\$41.56	\$115,248	\$55.41
SUMTER	\$48,148	\$23.15	\$55,370	\$26.62	\$60,185.00	\$28.94	\$72,222	\$34.72	\$96,296	\$46.30
SUWANNEE	\$37,943	\$18.24	\$43,634	\$20.98	\$47,428.75	\$22.80	\$56,915	\$27.36	\$75,886	\$36.48
TAYLOR	\$43,815	\$21.06	\$50,387	\$24.22	\$54,768.75	\$26.33	\$65,723	\$31.60	\$87,630	\$42.13
UNION	\$41,573	\$19.99	\$47,809	\$22.99	\$51,966.25	\$24.98	\$62,360	\$29.98	\$83,146	\$39.97
VOLUSIA	\$46,385	\$22.30	\$53,343	\$25.65	\$57,981.25	\$27.88	\$69,578	\$33.45	\$92,770	\$44.60
WAKULLA	\$45,811	\$22.02	\$52,683	\$25.33	\$57,263.75	\$27.53	\$68,717	\$33.04	\$91,622	\$44.05
WALTON	\$48,528	\$23.33	\$55,807	\$26.83	\$60,660.00	\$29.16	\$72,792	\$35.00	\$97,056	\$46.66
WASHINGTON	\$35,724	\$17.18	\$41,083	\$19.75	\$44,655.00	\$21.47	\$53,586	\$25.76	\$71,448	\$34.35

¹ 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.

² All incentives applications received on or after January 1, 2023 will be subject to the new 2021 wages