



STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

2017 Average Annual County Wage Data

Effective January 1, 2019

	Average Annual Wage ²	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
STATEWIDE	\$47,775	\$22.97	\$54,941	\$26.41	\$59,719	\$28.71	\$71,663	\$34.45	\$95,550	\$45.94
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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STATEWIDE	\$47,775	\$22.97	\$54,941	\$26.41	\$59,719	\$28.71	\$71,663	\$34.45	\$95,550	\$45.94
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

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

² 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.