



# STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

## 2016 Average Annual County Wage Data

Effective January 1, 2018

|                  | 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>\$46,346</b>                  | <b>\$22.28</b> | <b>\$53,298</b>          | <b>\$25.62</b> | <b>\$57,933</b>          | <b>\$27.85</b> | <b>\$69,519</b>          | <b>\$33.42</b> | <b>\$92,692</b>          | <b>\$44.56</b> |
| ALACHUA          | \$38,439                         | \$18.48        | \$44,205                 | \$21.25        | \$48,049                 | \$23.10        | \$57,659                 | \$27.72        | \$76,878                 | \$36.96        |
| BAKER            | \$29,697                         | \$14.28        | \$34,152                 | \$16.42        | \$37,121                 | \$17.85        | \$44,546                 | \$21.42        | \$59,394                 | \$28.55        |
| BAY              | \$37,035                         | \$17.81        | \$42,590                 | \$20.48        | \$46,294                 | \$22.26        | \$55,553                 | \$26.71        | \$74,070                 | \$35.61        |
| BRADFORD         | \$35,960                         | \$17.29        | \$41,354                 | \$19.88        | \$44,950                 | \$21.61        | \$53,940                 | \$25.93        | \$71,920                 | \$34.58        |
| BREVARD          | \$45,778                         | \$22.01        | \$52,645                 | \$25.31        | \$57,223                 | \$27.51        | \$68,667                 | \$33.01        | \$91,556                 | \$44.02        |
| BROWARD          | \$48,687                         | \$23.41        | \$55,990                 | \$26.92        | \$60,859                 | \$29.26        | \$73,031                 | \$35.11        | \$97,374                 | \$46.81        |
| CALHOUN          | \$26,386                         | \$12.69        | \$30,344                 | \$14.59        | \$32,983                 | \$15.86        | \$39,579                 | \$19.03        | \$52,772                 | \$25.37        |
| CHARLOTTE        | \$35,061                         | \$16.86        | \$40,320                 | \$19.38        | \$43,826                 | \$21.07        | \$52,592                 | \$25.28        | \$70,122                 | \$33.71        |
| CITRUS           | \$35,166                         | \$16.91        | \$40,441                 | \$19.44        | \$43,958                 | \$21.13        | \$52,749                 | \$25.36        | \$70,332                 | \$33.81        |
| CLAY             | \$35,592                         | \$17.11        | \$40,931                 | \$19.68        | \$44,490                 | \$21.39        | \$53,388                 | \$25.67        | \$71,184                 | \$34.22        |
| COLLIER          | \$44,610                         | \$21.45        | \$51,302                 | \$24.66        | \$55,763                 | \$26.81        | \$66,915                 | \$32.17        | \$89,220                 | \$42.89        |
| COLUMBIA         | \$32,974                         | \$15.85        | \$37,920                 | \$18.23        | \$41,218                 | \$19.82        | \$49,461                 | \$23.78        | \$65,948                 | \$31.71        |
| DESOTO           | \$32,839                         | \$15.79        | \$37,765                 | \$18.16        | \$41,049                 | \$19.73        | \$49,259                 | \$23.68        | \$65,678                 | \$31.58        |
| DIXIE            | \$32,810                         | \$15.77        | \$37,732                 | \$18.14        | \$41,013                 | \$19.72        | \$49,215                 | \$23.66        | \$65,620                 | \$31.55        |
| DUVAL            | \$50,035                         | \$24.06        | \$57,540                 | \$27.66        | \$62,544                 | \$30.07        | \$75,053                 | \$36.08        | \$100,070                | \$48.11        |
| ESCAMBIA         | \$40,704                         | \$19.57        | \$46,810                 | \$22.50        | \$50,880                 | \$24.46        | \$61,056                 | \$29.35        | \$81,408                 | \$39.14        |
| FLAGLER          | \$31,597                         | \$15.19        | \$36,337                 | \$17.47        | \$39,496                 | \$18.99        | \$47,396                 | \$22.79        | \$63,194                 | \$30.38        |
| FRANKLIN         | \$28,251                         | \$13.58        | \$32,489                 | \$15.62        | \$35,314                 | \$16.98        | \$42,377                 | \$20.37        | \$56,502                 | \$27.16        |
| GADSDEN          | \$33,118                         | \$15.92        | \$38,086                 | \$18.31        | \$41,398                 | \$19.90        | \$49,677                 | \$23.88        | \$66,236                 | \$31.84        |
| GILCHRIST        | \$32,585                         | \$15.67        | \$37,473                 | \$18.02        | \$40,731                 | \$19.58        | \$48,878                 | \$23.50        | \$65,170                 | \$31.33        |
| GLADES           | \$40,680                         | \$19.56        | \$46,782                 | \$22.49        | \$50,850                 | \$24.45        | \$61,020                 | \$29.34        | \$81,360                 | \$39.12        |
| GULF             | \$32,756                         | \$15.75        | \$37,669                 | \$18.11        | \$40,945                 | \$19.69        | \$49,134                 | \$23.62        | \$65,512                 | \$31.50        |
| HAMILTON         | \$39,183                         | \$18.84        | \$45,060                 | \$21.66        | \$48,979                 | \$23.55        | \$58,775                 | \$28.26        | \$78,366                 | \$37.68        |
| HARDEE           | \$31,621                         | \$15.20        | \$36,364                 | \$17.48        | \$39,526                 | \$19.00        | \$47,432                 | \$22.80        | \$63,242                 | \$30.40        |
| HENDRY           | \$36,141                         | \$17.38        | \$41,562                 | \$19.98        | \$45,176                 | \$21.72        | \$54,212                 | \$26.06        | \$72,282                 | \$34.75        |
| HERNANDO         | \$32,614                         | \$15.68        | \$37,506                 | \$18.03        | \$40,768                 | \$19.60        | \$48,921                 | \$23.52        | \$65,228                 | \$31.36        |
| HIGHLANDS        | \$31,724                         | \$15.25        | \$36,483                 | \$17.54        | \$39,655                 | \$19.06        | \$47,586                 | \$22.88        | \$63,448                 | \$30.50        |
| HILLSBOROUGH     | \$50,768                         | \$24.41        | \$58,383                 | \$28.07        | \$63,460                 | \$30.51        | \$76,152                 | \$36.61        | \$101,536                | \$48.82        |
| HOLMES           | \$25,702                         | \$12.36        | \$29,557                 | \$14.21        | \$32,128                 | \$15.45        | \$38,553                 | \$18.54        | \$51,404                 | \$24.71        |
| INDIAN RIVER     | \$40,043                         | \$19.25        | \$46,049                 | \$22.14        | \$50,054                 | \$24.06        | \$60,065                 | \$28.88        | \$80,086                 | \$38.50        |
| JACKSON          | \$31,356                         | \$15.08        | \$36,059                 | \$17.34        | \$39,195                 | \$18.84        | \$47,034                 | \$22.61        | \$62,712                 | \$30.15        |
| JEFFERSON        | \$32,469                         | \$15.61        | \$37,339                 | \$17.95        | \$40,586                 | \$19.51        | \$48,704                 | \$23.42        | \$64,938                 | \$31.22        |
| LAFAYETTE        | \$26,015                         | \$12.51        | \$29,917                 | \$14.38        | \$32,519                 | \$15.63        | \$39,023                 | \$18.76        | \$52,030                 | \$25.01        |
| LAKE             | \$35,036                         | \$16.84        | \$40,291                 | \$19.37        | \$43,795                 | \$21.06        | \$52,554                 | \$25.27        | \$70,072                 | \$33.69        |



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|------------|----------------------------------|-------------|--------------------------|-------------|--------------------------|-------------|--------------------------|-------------|--------------------------|-------------|
| LEE        | \$39,933                         | \$19.20     | \$45,923                 | \$22.08     | \$49,916                 | \$24.00     | \$59,900                 | \$28.80     | \$79,866                 | \$38.40     |
| LEON       | \$40,109                         | \$19.28     | \$46,125                 | \$22.18     | \$50,136                 | \$24.10     | \$60,164                 | \$28.92     | \$80,218                 | \$38.57     |
| LEVY       | \$29,954                         | \$14.40     | \$34,447                 | \$16.56     | \$37,443                 | \$18.00     | \$44,931                 | \$21.60     | \$59,908                 | \$28.80     |
| LIBERTY    | \$34,569                         | \$16.62     | \$39,754                 | \$19.11     | \$43,211                 | \$20.77     | \$51,854                 | \$24.93     | \$69,138                 | \$33.24     |
| MADISON    | \$30,884                         | \$14.85     | \$35,517                 | \$17.08     | \$38,605                 | \$18.56     | \$46,326                 | \$22.27     | \$61,768                 | \$29.70     |
| MANATEE    | \$40,086                         | \$19.27     | \$46,099                 | \$22.16     | \$50,108                 | \$24.09     | \$60,129                 | \$28.91     | \$80,172                 | \$38.54     |
| MARION     | \$36,581                         | \$17.59     | \$42,068                 | \$20.23     | \$45,726                 | \$21.98     | \$54,872                 | \$26.38     | \$73,162                 | \$35.17     |
| MARTIN     | \$40,120                         | \$19.29     | \$46,138                 | \$22.18     | \$50,150                 | \$24.11     | \$60,180                 | \$28.93     | \$80,240                 | \$38.58     |
| MIAMI-DADE | \$50,087                         | \$24.08     | \$57,600                 | \$27.69     | \$62,609                 | \$30.10     | \$75,131                 | \$36.12     | \$100,174                | \$48.16     |
| MONROE     | \$36,332                         | \$17.47     | \$41,782                 | \$20.09     | \$45,415                 | \$21.83     | \$54,498                 | \$26.20     | \$72,664                 | \$34.93     |
| NASSAU     | \$35,839                         | \$17.23     | \$41,215                 | \$19.81     | \$44,799                 | \$21.54     | \$53,759                 | \$25.85     | \$71,678                 | \$34.46     |
| OKALOOSA   | \$40,146                         | \$19.30     | \$46,168                 | \$22.20     | \$50,183                 | \$24.13     | \$60,219                 | \$28.95     | \$80,292                 | \$38.60     |
| OKEECHOBEE | \$33,122                         | \$15.92     | \$38,090                 | \$18.31     | \$41,403                 | \$19.91     | \$49,683                 | \$23.89     | \$66,244                 | \$31.85     |
| ORANGE     | \$46,424                         | \$22.32     | \$53,388                 | \$25.67     | \$58,030                 | \$27.90     | \$69,636                 | \$33.48     | \$92,848                 | \$44.64     |
| OSCEOLA    | \$34,627                         | \$16.65     | \$39,821                 | \$19.14     | \$43,284                 | \$20.81     | \$51,941                 | \$24.97     | \$69,254                 | \$33.30     |
| PALM BEACH | \$51,098                         | \$24.57     | \$58,763                 | \$28.25     | \$63,873                 | \$30.71     | \$76,647                 | \$36.85     | \$102,196                | \$49.13     |
| PASCO      | \$36,365                         | \$17.48     | \$41,820                 | \$20.11     | \$45,456                 | \$21.85     | \$54,548                 | \$26.22     | \$72,730                 | \$34.97     |
| PINELLAS   | \$46,496                         | \$22.35     | \$53,470                 | \$25.71     | \$58,120                 | \$27.94     | \$69,744                 | \$33.53     | \$92,992                 | \$44.71     |
| POLK       | \$39,963                         | \$19.21     | \$45,957                 | \$22.09     | \$49,954                 | \$24.02     | \$59,945                 | \$28.82     | \$79,926                 | \$38.43     |
| PUTNAM     | \$33,950                         | \$16.32     | \$39,043                 | \$18.77     | \$42,438                 | \$20.40     | \$50,925                 | \$24.48     | \$67,900                 | \$32.64     |
| SANTA ROSA | \$34,939                         | \$16.80     | \$40,180                 | \$19.32     | \$43,674                 | \$21.00     | \$52,409                 | \$25.20     | \$69,878                 | \$33.60     |
| SARASOTA   | \$43,066                         | \$20.70     | \$49,526                 | \$23.81     | \$53,833                 | \$25.88     | \$64,599                 | \$31.06     | \$86,132                 | \$41.41     |
| SEMINOLE   | \$44,552                         | \$21.42     | \$51,235                 | \$24.63     | \$55,690                 | \$26.77     | \$66,828                 | \$32.13     | \$89,104                 | \$42.84     |
| ST JOHNS   | \$40,303                         | \$19.38     | \$46,348                 | \$22.28     | \$50,379                 | \$24.22     | \$60,455                 | \$29.06     | \$80,606                 | \$38.75     |
| ST LUCIE   | \$36,762                         | \$17.67     | \$42,276                 | \$20.33     | \$45,953                 | \$22.09     | \$55,143                 | \$26.51     | \$73,524                 | \$35.35     |
| SUMTER     | \$36,247                         | \$17.43     | \$41,684                 | \$20.04     | \$45,309                 | \$21.78     | \$54,371                 | \$26.14     | \$72,494                 | \$34.85     |
| SUWANNEE   | \$30,215                         | \$14.53     | \$34,747                 | \$16.71     | \$37,769                 | \$18.16     | \$45,323                 | \$21.79     | \$60,430                 | \$29.05     |
| TAYLOR     | \$38,737                         | \$18.62     | \$44,548                 | \$21.42     | \$48,421                 | \$23.28     | \$58,106                 | \$27.94     | \$77,474                 | \$37.25     |
| UNION      | \$34,291                         | \$16.49     | \$39,435                 | \$18.96     | \$42,864                 | \$20.61     | \$51,437                 | \$24.73     | \$68,582                 | \$32.97     |
| VOLUSIA    | \$36,558                         | \$17.58     | \$42,042                 | \$20.21     | \$45,698                 | \$21.97     | \$54,837                 | \$26.36     | \$73,116                 | \$35.15     |
| WAKULLA    | \$32,905                         | \$15.82     | \$37,841                 | \$18.19     | \$41,131                 | \$19.77     | \$49,358                 | \$23.73     | \$65,810                 | \$31.64     |
| WALTON     | \$34,712                         | \$16.69     | \$39,919                 | \$19.19     | \$43,390                 | \$20.86     | \$52,068                 | \$25.03     | \$69,424                 | \$33.38     |
| WASHINGTON | \$30,460                         | \$14.64     | \$35,029                 | \$16.84     | \$38,075                 | \$18.31     | \$45,690                 | \$21.97     | \$60,920                 | \$29.29     |

<sup>1</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.

<sup>2</sup> All incentives applications received on or after January 1, 2018 will be subject to the new 2016 wages