



# Appendix D

# 2023 Compensation

# Study Results

Budget FY 2023-2024



In January 2023, the City contracted with Slavin Management Consultants to conduct an analysis of the current pay system to determine if it provided fair and equitable pay internally and was competitive externally. As part of the analysis, a compensation survey questionnaire was designed to solicit information about salaries and pay practices and it was sent to 18 comparable jurisdictions in February 2023.

## Appendix D Salary Survey

The following data was collected during that process by Slavin Management Consultants.

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Marietta	Accountant	\$47,549	\$47,549	\$74,298
Woodstock	Accountant	\$50,092	\$48,591	\$76,263
Athens-Clarke	Accountant	\$53,270	\$44,869	\$69,541
Stockbridge	Accountant	\$55,000	\$52,288	\$81,046
Roswell	Accountant	\$60,356	\$49,046	\$78,416
Alpharetta	Accountant	\$61,562	\$51,780	\$90,098
Brookhaven	Accountant	\$64,189	\$56,333	\$90,132
Suwanee	Accountant	\$68,134	\$50,822	\$93,918
Sandy Springs	Accountant	\$79,200	\$65,835	\$110,602
Johns Creek	Accountant	\$89,780	\$67,031	\$89,780
Gainesville	Accountant		\$46,904	\$75,026
Douglasville	Accountant		\$61,531	\$98,467
	<b>Average Pay</b>	<b>\$62,913</b>		
Decatur FY23-24			\$71,822	\$117,686
Decatur FY22-23			\$67,912	\$111,301

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Accounting Specialist	\$44,748	\$39,333	\$60,944
Woodstock	Accounting Specialist	\$45,760	\$44,678	\$69,659
Brookhaven	Accounting Specialist	\$47,882	\$44,102	\$70,564
Suwanee	Accounting Specialist	\$63,627	\$48,401	\$77,442
Sandy Springs	Accounting Specialist	\$65,452	\$42,438	\$67,900
Johns Creek	Accounting Specialist	\$72,400	\$54,055	\$72,400
Doraville	Accounting Specialist		\$42,640	\$64,480
Douglasville	Accounting Specialist		\$36,400	\$57,364
	<b>Average Pay</b>	<b>\$56,645</b>		
Decatur FY23-24			\$41,746	\$68,370
Decatur FY22-23			\$39,437	\$64,626

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Assistant City Manager	\$123,215	\$104,751	\$164,463
Brookhaven	Assistant City Manager	\$132,204	\$109,781	\$175,650
Athens-Clarke	Assistant City Manager	\$134,242		
Chamblee	Assistant City Manager	\$147,852	\$117,362	\$175,905
Suwanee	Assistant City Manager	\$149,468	\$114,387	\$183,020
Alpharetta	Assistant City Manager	\$156,951		
Sandy Springs	Assistant City Manager	\$168,000		
Gainesville	Assistant City Manager	\$175,000	\$108,222	\$178,485
Johns Creek	Assistant City Manager	\$187,910	\$146,566	\$196,307
Douglasville	Assistant City Manager		\$116,252	\$191,802
	<b>Average Pay</b>	<b>\$152,760</b>		
Decatur FY23-24			\$106,621	\$174,699
Decatur FY22-23			\$100,838	\$165,235



Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Athens-Clarke	Administrative Assistant	\$44,038	\$33,482	\$60,072
Stockbridge	Administrative Assistant	\$47,000	\$39,820	\$61,722
Brookhaven	Administrative Assistant	\$49,187	\$37,464	\$59,942
Woodstock	Administrative Assistant	\$51,147	\$41,600	\$63,107
Suwanee	Administrative Assistant	\$51,854	\$39,820	\$63,712
Sandy Springs	Administrative Assistant	\$52,504	\$44,560	\$78,603
Johns Creek	Administrative Assistant	\$53,581	\$43,243	\$57,907
Roswell	Administrative Assistant	\$54,549	\$38,938	\$62,254
Alpharetta	Administrative Assistant	\$63,542	\$38,903	\$68,081
Dunwoody	Administrative Assistant	\$74,256	\$47,312	\$75,698
Douglasville	Administrative Assistant		\$36,400	\$57,364
	<b>Average Pay</b>	<b>\$54,166</b>		
Decatur FY23-24			\$41,746	\$68,370
Decatur FY22-23			\$39,437	\$64,626

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Athens-Clarke	Fire Captain	\$84,112	\$68,091	\$92,123
Gainesville	Fire Captain	\$85,561	\$63,471	\$101,614
Roswell	Fire Captain	\$89,598	\$66,706	\$106,725
Sandy Springs	Fire Captain	\$110,440	\$95,003	\$147,254
Johns Creek	Fire Captain	\$121,149	\$90,452	\$121,149
Alpharetta	Fire Captain	\$120,710	\$75,811	\$131,154
	<b>Average Pay</b>	<b>\$101,928</b>		
Decatur FY23-24			\$75,442	\$123,635
Decatur FY22-23			\$67,912	\$111,301

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Athens-Clarke	Building Inspector	\$38,760	\$38,760	\$66,229
Woodstock	Building Inspector	\$48,173	\$46,925	\$73,154
Roswell	Building Inspector	\$51,396	\$42,037	\$67,246
Suwanee	Building Inspector	\$53,372	\$50,822	\$81,314
Alpharetta	Building Inspector	\$55,463	\$47,073	\$81,436
Lawrenceville	Building Inspector	\$57,826		
Gainesville	Building Inspector	\$65,884	\$47,798	\$74,048
Sandy Springs	Building Inspector	\$76,891	\$59,714	\$100,320
Johns Creek	Building Inspector		\$57,200	\$76,627
Douglasville	Building Inspector		\$48,149	\$77,033
	<b>Average Pay</b>	<b>\$55,971</b>		
Decatur FY23-24			\$53,435	\$87,506
Decatur FY22-23			\$50,482	\$82,763

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
DeKalb	Building Maintenance Specialist	\$35,752	\$35,752	\$55,414
Woodstock	Building Maintenance Specialist	\$44,075	\$41,600	\$64,896
Suwanee	Building Maintenance Specialist	\$46,363	\$43,902	\$70,242
Gainesville	Building Maintenance Specialist	\$46,717	\$39,333	\$60,944
Athens-Clarke	Building Maintenance Specialist	\$48,706	\$40,697	\$63,076
Stockbridge	Building Maintenance Specialist	\$50,000	\$39,830	\$50,779
Chamblee	Building Maintenance Specialist	\$50,378	\$46,765	\$65,230
Sandy Springs	Building Maintenance Specialist	\$55,779	\$46,788	\$82,533
Johns Creek	Building Maintenance Specialist	\$68,078	\$65,894	\$88,254
	<b>Average Pay</b>	<b>\$49,539</b>		
Decatur FY23-24			\$37,814	\$61,693
Decatur FY22-23			\$35,734	\$58,552

## Appendix D Salary Survey

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Suwanee	Building Official	\$84,718	\$71,026	\$113,641
Woodstock	Building Official	\$86,666	\$71,540	\$112,342
Gainesville	Building Official	\$89,946	\$57,013	\$91,270
Alpharetta	Building Official	\$100,804	\$75,811	\$131,154
DeKalb	Building Official	\$103,976	\$81,551	\$126,407
Johns Creek	Building Official	\$112,284	\$95,459	\$127,855
Sandy Springs	Building Official	\$115,000	\$103,740	\$165,984
Roswell	Building Official	\$116,813	\$76,482	\$122,345
Athens-Clarke	Building Official	\$142,141	\$97,943	\$151,799
Douglasville	Building Official		\$72,394	\$119,453
	<b>Average Pay</b>	<b>\$105,816</b>		
Decatur FY23-24			\$75,442	\$123,635
Decatur FY22-23			\$71,365	\$116,938

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Chief Court Clerk	\$49,296	\$49,296	\$76,898
Gainesville	Chief Court Clerk	\$55,648	\$46,904	\$75,026
Roswell	Chief Court Clerk	\$72,467		
Brookhaven	Chief Court Clerk	\$73,290	\$68,623	\$109,797
Suwanee	Chief Court Clerk	\$83,512	\$58,699	\$93,918
Dunwoody	Chief Court Clerk	\$90,372	\$75,077	\$123,878
Chamblee	Chief Court Clerk	\$93,952	\$75,826	\$112,078
Lawrenceville	Chief Court Clerk	\$100,901		
Johns Creek	Chief Court Clerk	\$104,075	\$77,704	\$104,075
Marietta	Chief Court Clerk	\$111,841	\$91,853	\$146,702
DeKalb	Chief Court Clerk	\$116,875	\$98,795	\$159,060
Alpharetta	Chief Court Clerk	\$131,758		
Athens-Clarke	Chief Court Clerk	\$141,701		
Doraville	Chief Court Clerk		\$60,320	\$92,560
Sandy Springs	Chief Court Clerk	\$152,250		
Douglasville	Chief Court Clerk		\$51,032	\$81,656
	<b>Average Pay</b>	<b>\$98,424</b>		
Decatur FY23-24			\$71,822	\$117,686
Decatur FY22-23			\$53,040	\$86,944

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	City Clerk	\$82,735	\$78,712	\$123,574
Suwanee	City Clerk	\$83,262	\$71,026	\$113,641
Gainesville	City Clerk	\$86,948	\$54,309	\$86,882
Marietta	City Clerk	\$87,381		
Alpharetta	City Clerk	\$90,346		
Athens-Clarke	City Clerk	\$93,501	\$73,087	\$113,275
Stockbridge	City Clerk	\$100,000	\$84,919	\$131,624
Johns Creek	City Clerk	\$100,646	\$83,675	\$112,072
Lawrenceville	City Clerk	\$103,381		
Chamblee	City Clerk	\$104,257	\$83,695	\$124,818
Roswell	City Clerk	\$107,994	\$72,051	\$115,232
Brookhaven	City Clerk	\$113,272	\$73,290	\$117,262
Sandy Springs	City Clerk	\$136,500		
Dunwoody	City Clerk	\$141,764	\$87,570	\$144,490
DeKalb	City Clerk			
Doraville	City Clerk		\$71,760	\$110,240
Douglasville	City Clerk		\$77,456	\$127,807
	<b>Average Pay</b>	<b>\$102,285</b>		
Decatur FY23-24			\$83,283	\$136,469
Decatur FY22-23			\$78,770	\$129,085



Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Code Enforcement Officer	\$41,600	\$41,600	\$63,107
DeKalb	Code Enforcement Officer	\$44,722	\$41,140	\$63,767
Stockbridge	Code Enforcement Officer	\$47,000	\$43,902	\$68,048
Roswell	Code Enforcement Officer	\$52,790	\$45,406	\$72,613
Lawrenceville	Code Enforcement Officer	\$53,491		
Alpharetta	Code Enforcement Officer	\$55,106	\$47,073	\$81,436
Suwanee	Code Enforcement Officer	\$55,390	\$48,401	\$77,422
Chamblee	Code Enforcement Officer	\$56,451	\$56,929	\$79,910
Athens-Clarke	Code Enforcement Officer	\$57,002	\$40,697	\$73,018
Gainesville	Code Enforcement Officer	\$59,847	\$43,805	\$67,954
Sandy Springs	Code Enforcement Officer	\$64,112	\$49,127	\$82,533
Johns Creek	Code Enforcement Officer	\$65,853	\$49,171	\$65,853
Doraville	Code Enforcement Officer		\$39,520	\$60,320
Douglasville	Code Enforcement Officer		\$38,864	\$60,249
	<b>Average Pay</b>	<b>\$54,447</b>		
Decatur FY23-24			\$46,072	\$75,442
Decatur FY22-23			\$43,534	\$71,365

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Communication Manager	\$69,836	\$58,411	\$91,687
Suwanee	Communication Manager	\$85,342	\$64,569	\$103,310
Gainesville	Communication Manager	\$85,800	\$98,363	\$162,302
Marietta	Communication Manager	\$91,998		
Brookhaven	Communication Manager	\$92,770	\$64,222	\$102,536
Athens-Clarke	Communication Manager	\$98,223	\$73,087	\$113,275
Johns Creek	Communication Manager	\$104,405	\$83,180	\$111,409
Sandy Springs	Communication Manager	\$129,641	\$96,953	\$155,126
Dunwoody	Communication Manager	\$136,768	\$102,142	\$168,534
DeKalb	Communication Manager	\$161,299	\$106,957	\$172,200
Douglasville	Communication Manager		\$61,531	\$98,467
	<b>Average Pay</b>	<b>\$105,608</b>		
Decatur FY23-24			\$65,083	\$106,621
Decatur FY22-23			\$61,506	\$100,383

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Roswell	Communications Officer I, II	\$39,912	\$36,046	\$57,658
DeKalb	Communications Officer I, II	\$42,241	\$41,140	\$63,767
Suwanee	Communications Officer I, II	\$42,588	\$41,808	\$66,898
Athens-Clarke	Communications Officer I, II	\$43,150	\$38,760	\$63,076
Chamblee	Communications Officer I, II	\$51,230	\$46,765	\$65,230
Alpharetta	Communications Officer I, II	\$56,206	\$42,794	\$74,033
Doraville	Communications Officer I, II		\$39,520	\$60,320
Woodstock	Communications Officer I, II			
	<b>Average Pay</b>	<b>\$45,888</b>		
Decatur FY23-24			\$39,728	\$68,370
Decatur FY22-23			\$37,544	\$64,626

## Appendix D Salary Survey

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Sandy Springs	Court Clerk	\$46,788	\$46,788	\$74,860
Dunwoody	Court Clerk	\$53,851	\$43,806	\$70,091
Lawrenceville	Court Clerk	\$54,511		
Chamblee	Court Clerk	\$54,725	\$54,607	\$74,681
Johns Creek	Court Clerk	\$57,859	\$45,469	\$60,902
Suwanee	Court Clerk	\$61,443	\$48,401	\$77,422
Stockbridge	Court Clerk	\$65,000	\$58,751	\$91,064
Doraville	Court Clerk		\$34,320	\$54,080
Douglasville	Court Clerk		\$36,400	\$57,364
	<b>Average Pay</b>	<b>\$56,311</b>		
Decatur FY23-24			\$41,746	\$68,370
Decatur FY22-23			\$39,437	\$64,626

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
DeKalb	Crew Worker	\$35,717	\$30,364	\$47,065
Athens-Clarke	Crew Worker	\$37,104	\$32,448	\$51,893
Roswell	Crew Worker	\$38,474		
Brookhaven	Crew Worker	\$38,948	\$36,068	\$46,928
Suwanee	Crew Worker	\$40,218	\$36,118	\$57,789
Woodstock	Crew Worker	\$42,058	\$41,600	\$64,896
Stockbridge	Crew Worker	\$45,000	\$41,811	\$64,808
Chamblee	Crew Worker	\$49,483	\$41,990	\$56,973
Douglasville	Crew Worker		\$36,400	\$57,364
	<b>Average Pay</b>	<b>\$40,875</b>		
Decatur FY23-24			\$36,005	\$58,968
Decatur FY22-23			\$32,365	\$53,040

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Deputy Fire Chief	\$94,500	\$71,427	\$117,853
Athens-Clarke	Deputy Fire Chief	\$106,242	\$90,306	\$122,178
Roswell	Deputy Fire Chief	\$109,366		
DeKalb	Deputy Fire Chief	\$124,489	\$121,084	\$194,945
Johns Creek	Deputy Fire Chief	\$128,276	\$95,773	\$128,276
	<b>Average Pay</b>	<b>\$112,575</b>		
Decatur FY23-24			\$87,506	\$143,374
Decatur FY22-23			\$78,770	\$129,085

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Deputy Police Chief	\$101,088	\$86,568	\$135,931
Athens-Clarke	Deputy Police Chief	\$108,197	\$104,114	\$140,860
Gainesville	Deputy Police Chief	\$112,273	\$71,427	\$117,853
Chamblee	Deputy Police Chief	\$116,500	\$87,078	\$135,375
Roswell	Deputy Police Chief	\$124,156	\$108,368	\$176,093
Brookhaven	Deputy Police Chief	\$127,000	\$101,920	\$156,918
Dunwoody	Deputy Police Chief	\$131,096	\$102,142	\$168,534
DeKalb	Deputy Police Chief	\$136,751	\$121,084	\$194,945
Sandy Springs	Deputy Police Chief	\$168,000	\$139,033	\$225,929
Doraville	Deputy Police Chief		\$93,600	\$145,600
Douglasville	Deputy Police Chief		\$101,542	\$167,534
	<b>Average Pay</b>	<b>\$125,007</b>		
Decatur FY23-24			\$87,506	\$143,374
Decatur FY22-23			\$78,770	\$129,085



Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Equipment Operator	\$33,821	\$30,826	\$47,757
DeKalb	Equipment Operator	\$36,383	\$32,158	\$49,848
Marietta	Equipment Operator	\$38,307		
Athens-Clarke	Equipment Operator	\$43,084	\$35,156	\$60,072
Roswell	Equipment Operator	\$45,289		
Woodstock	Equipment Operator	\$45,635	\$43,285	\$67,517
Chamblee	Equipment Operator	\$57,540	\$44,457	\$60,693
Doraville	Equipment Operator		\$42,640	\$64,480
Douglasville	Equipment Operator		\$40,817	\$65,288
	<b>Average Pay</b>	<b>\$42,866</b>		
Decatur FY23-24			\$37,814	\$61,963
Decatur FY22-23			\$35,734	\$58,552

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Facilities Operation Manager	\$53,539	\$49,691	\$77,730
Sandy Springs	Facilities Operation Manager	\$54,162	\$54,162	\$86,660
DeKalb	Facilities Operation Manager	\$58,210	\$52,815	\$81,863
Gainesville	Facilities Operation Manager	\$63,233	\$46,904	\$75,026
Athens-Clarke	Facilities Operation Manager	\$68,584	\$54,539	\$69,533
Brookhaven	Facilities Operation Manager	\$77,868	\$56,333	\$90,132
Suwanee	Facilities Operation Manager	\$85,321	\$64,569	\$103,310
	<b>Average Pay</b>	<b>\$65,845</b>		
Decatur FY23-24			\$58,968	\$96,595
Decatur FY22-23			\$53,040	\$86,944

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Fire Apparatus Operator	\$54,889	\$47,651	\$73,888
Athens-Clarke	Fire Apparatus Operator	\$61,117	\$49,475	\$66,937
DeKalb	Fire Apparatus Operator	\$62,385	\$52,715	\$81,708
Marietta	Fire Apparatus Operator	\$65,283	\$56,479	\$88,107
Sandy Springs	Fire Apparatus Operator	\$68,836	\$67,582	\$104,752
Alpharetta	Fire Apparatus Operator	\$69,350	\$47,073	\$81,436
Johns Creek	Fire Apparatus Operator	\$76,289	\$57,888	\$77,511
Woodstock	Fire Apparatus Operator	\$101,974	\$71,540	\$112,342
	<b>Average Pay</b>	<b>\$70,015</b>		
Decatur FY23-24			\$53,435	\$87,506
Decatur FY22-23			\$48,048	\$78,770

# Appendix D Salary Survey

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Chamblee	Finance Director	\$122,074	\$97,416	\$146,731
Woodstock	Finance Director	\$123,022	\$95,240	\$149,524
Athens-Clarke	Finance Director	\$128,801	\$107,982	\$167,359
Brookhaven	Finance Director	\$131,250	\$109,781	\$175,650
Gainesville	Finance Director	\$136,500	\$98,363	\$162,302
Roswell	Finance Director	\$139,277	\$97,940	\$155,334
Marietta	Finance Director	\$142,854		
Dunwoody	Finance Director	\$143,500	\$119,138	\$196,578
Suwanee	Finance Director	\$152,318	\$103,989	\$166,382
Lawrenceville	Finance Director	\$167,104		
Johns Creek	Finance Director	\$184,678	\$146,566	\$196,307
Sandy Springs	Finance Director	\$185,000		
Alpharetta	Finance Director	\$215,046		
DeKalb	Finance Director	\$224,890	\$147,779	\$229,058
Doraville	Finance Director		\$93,600	\$145,600
Douglasville	Finance Director		\$94,891	\$156,343
	<b>Average Pay</b>	<b>\$156,880</b>		
Decatur FY23-24			\$96,595	\$158,267
Decatur FY22-23			\$91,353	\$149,328

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Fire Captain	\$70,708	\$57,821	\$92,491
Athens-Clarke	Fire Captain	\$72,304	\$59,847	\$80,971
DeKalb	Fire Captain	\$75,118	\$63,106	\$97,815
Sandy Springs	Fire Captain	\$86,084	\$83,600	\$129,580
Woodstock	Fire Captain	\$88,408	\$63,394	\$103,842
Johns Creek	Fire Captain	\$105,703	\$79,834	\$106,902
Marietta	Fire Captain (LT)	\$84,950	\$72,649	\$116,204
Alpharetta	Fire Captain (LT)	\$97,738	\$62,654	\$109,018
	<b>Average Pay</b>	<b>\$85,127</b>		
Decatur FY23-24			\$75,442	\$123,635
Decatur FY22-23			\$67,912	\$111,301

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Stockbridge	Fire Chief	\$92,000	\$97,224	\$150,697
Gainesville	Fire Chief	\$105,023	\$91,125	\$150,363
Athens-Clarke	Fire Chief	\$128,911	\$106,575	\$156,729
Woodstock	Fire Chief	\$128,922	\$95,240	\$149,524
Marietta	Fire Chief	\$142,002		
Johns Creek	Fire Chief	\$154,211	\$128,607	\$172,253
Roswell	Fire Chief	\$154,378	\$97,094	\$155,334
DeKalb	Fire Chief	\$175,426	\$146,845	\$236,420
Sandy Springs	Fire Chief	\$197,431		
	<b>Average Pay</b>	<b>\$142,034</b>		
Decatur FY23-24			\$101,483	\$166,275
Decatur FY22-23			\$91,353	\$149,328

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Fire SGT	\$44,429	\$52,067	\$83,196
Athens-Clarke	Fire SGT	\$67,286	\$53,114	\$71,861
Johns Creek	Fire SGT	\$75,844	\$61,193	\$81,978
DeKalb	Fire SGT			
	<b>Average Pay</b>	<b>\$62,520</b>		
Decatur FY23-24			\$61,963	\$101,483
Decatur FY22-23			\$55,723	\$91,354



Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Firefighter I,II	\$46,943	\$43,297	\$67,026
Marietta	Firefighter I,II	\$48,752	\$45,020	\$70,425
DeKalb	Firefighter I,II	\$48,919	\$45,161	\$69,998
Woodstock	Firefighter I,II	\$50,611	\$47,174	\$75,392
Athens-Clarke	Firefighter I,II	\$51,698	\$46,028	\$62,273
Alpharetta	Firefighter I,II	\$57,487	\$47,073	\$81,436
Johns Creek	Firefighter I,II	\$61,083	\$43,118	\$66,821
Sandy Springs	Firefighter I,II	\$61,974	\$50,600	\$78,430
	<b>Average Pay</b>	<b>\$53,433</b>		
Decatur FY23-24			\$48,402	\$83,283
Decatur FY22-23			\$41,434	\$71,365

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Stockbridge	HR Director	\$90,000	\$84,919	\$131,624
Suwanee	HR Director	\$96,740	\$71,026	\$113,641
Woodstock	HR Director	\$106,118	\$86,568	\$135,931
Marietta	HR Director	\$115,523	\$91,853	\$146,702
Chamblee	HR Director	\$116,787	\$87,078	\$135,375
Roswell	HR Director	\$118,019	\$91,458	\$146,328
Lawrenceville	HR Director	\$122,000		
Athens-Clarke	HR Director	\$131,590	\$107,982	\$167,359
Alpharetta	HR Director	\$136,111		
Gainesville	HR Director	\$141,750	\$98,363	\$162,302
Dunwoody	HR Director	\$144,108	\$102,142	\$168,534
Brookhaven	HR Director	\$146,002	\$103,762	\$166,021
Sandy Springs	HR Director	\$152,250		
Johns Creek	HR Director	\$152,453	\$121,225	\$162,366
DeKalb	HR Director	\$186,428	\$139,613	\$224,778
Doraville	HR Director		\$79,040	\$120,640
Douglasville	HR Director		\$94,891	\$156,343
	<b>Average Pay</b>	<b>\$130,392</b>		
Decatur FY23-24			\$91,936	\$150,634
Decatur FY22-23			\$82,762	\$135,616

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	HR Generalist	\$45,760		
Gainesville	HR Generalist	\$46,301	\$39,333	\$60,944
Stockbridge	HR Generalist	\$53,000	\$46,596	\$72,131
Athens-Clarke	HR Generalist	\$53,146	\$47,112	\$73,018
Suwanee	HR Generalist	\$57,075	\$43,902	\$70,242
Brookhaven	HR Generalist	\$60,000	\$44,102	\$70,564
Johns Creek	HR Generalist	\$64,965	\$58,936	\$78,938
Sandy Springs	HR Generalist	\$66,607	\$59,714	\$77,628
DeKalb	HR Generalist	\$67,496	\$50,119	\$77,684
Lawrenceville	HR Generalist	\$70,723		
Dunwoody	HR Generalist	\$75,712	\$51,096	\$81,754
Roswell	HR Generalist	\$106,785	\$66,706	\$106,725
Douglasville	HR Generalist		\$48,149	\$77,033
	<b>Average Pay</b>	<b>\$63,964</b>		
Decatur FY23-24			\$53,435	\$87,506
Decatur FY22-23			\$50,482	\$82,763

# Appendix D Salary Survey

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
DeKalb	Permit and Zoning Tech	\$43,238	\$37,546	\$58,200
Woodstock	Permit and Zoning Tech	\$43,680	\$41,600	\$54,413
Athens-Clarke	Permit and Zoning Tech	\$45,744	\$33,482	\$54,488
Stockbridge	Permit and Zoning Tech	\$49,000	\$46,536	\$72,131
Chamblee	Permit and Zoning Tech	\$49,920	\$47,784	\$67,716
Gainesville	Permit and Zoning Tech	\$51,626	\$41,288	\$63,960
Roswell	Permit and Zoning Tech	\$51,715	\$38,938	\$42,254
Alpharetta	Permit and Zoning Tech	\$52,047	\$42,794	\$74,033
Johns Creek	Permit and Zoning Tech	\$58,989	\$45,469	\$60,902
Suwanee	Permit and Zoning Tech	\$62,358	\$41,811	\$66,898
Sandy Springs	Permit and Zoning Tech	\$63,850	\$62,700	\$100,320
Doraville	Permit and Zoning Tech		\$39,520	\$60,320
Douglasville	Permit and Zoning Tech		\$38,864	\$60,249
	<b>Average Pay</b>	<b>\$52,015</b>		
Decatur FY23-24			\$46,072	\$75,442
Decatur FY22-23			\$43,534	\$71,365

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Woodstock	Planner	\$45,833	\$45,833	\$71,960
DeKalb	Planner	\$48,323	\$48,323	\$74,905
Suwanee	Planner	\$50,003	\$48,401	\$77,442
Stockbridge	Planner	\$53,000	\$55,425	\$85,909
Athens-Clarke	Planner	\$56,523	\$44,869	\$80,502
Gainesville	Planner	\$60,236	\$51,834	\$82,930
Brookhaven	Planner	\$65,023	\$51,922	\$83,070
Sandy Springs	Planner	\$66,607	\$59,714	\$105,336
Lawrenceville	Planner	\$66,799		
Johns Creek	Planner	\$74,901	\$58,936	\$89,780
Chamblee	Planner	\$80,617	\$64,227	\$95,871
Doraville	Planner		\$49,920	\$76,960
Douglasville	Planner		\$48,149	\$77,033
	<b>Average Pay</b>	<b>\$60,715</b>		
Decatur FY23-24			\$53,435	\$84,506
Decatur FY22-23			\$50,482	\$82,763

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Stockbridge	Planning And Economic Development Director	\$85,000	\$74,171	\$114,966
Suwanee	Planning And Economic Development Director	\$96,439	\$58,699	\$151,256
Woodstock	Planning And Economic Development Director	\$106,566	\$86,568	\$135,931
Brookhaven	Planning And Economic Development Director	\$107,427	\$103,762	\$166,021
Lawrenceville	Planning And Economic Development Director	\$110,789		
Johns Creek	Planning And Economic Development Director	\$114,476	\$110,819	\$148,428
Marietta	Planning And Economic Development Director	\$119,704	\$102,835	\$164,217
Roswell	Planning And Economic Development Director	\$134,929	\$97,940	\$155,334
Gainesville	Planning And Economic Development Director	\$137,258	\$98,363	\$162,302
Athens-Clarke	Planning And Economic Development Director	\$144,818	\$97,943	\$151,799
Dunwoody	Planning And Economic Development Director	\$152,405	\$102,142	\$168,534
Sandy Springs	Planning And Economic Development Director	\$162,750		
DeKalb	Planning And Economic Development Director			
Doraville	Planning And Economic Development Director		\$86,320	\$132,080
Douglasville	Planning And Economic Development Director		\$94,891	\$156,343
	<b>Average Pay</b>	<b>\$122,713</b>		
Decatur FY23-24			\$96,595	\$158,267
Decatur FY22-23			\$91,353	\$149,328



Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Stockbridge	Police Captain	\$90,000	\$74,171	\$114,966
Athens-Clarke	Police Captain	\$90,509	\$77,579	\$104,961
Gainesville	Police Captain	\$91,152	\$75,304	\$116,735
DeKalb	Police Captain	\$95,613	\$78,218	\$121,237
Suwanee	Police Captain	\$95,669	\$78,128	\$125,005
Lawrenceville	Police Captain	\$96,293		
Woodstock	Police Captain	\$97,028	\$62,493	\$98,109
Chamblee	Police Captain	\$109,247	\$83,695	\$124,818
Brookhaven	Police Captain	\$115,098	\$87,121	\$131,040
Dunwoody	Police Captain	\$119,579	\$87,570	\$144,490
Alpharetta	Police Captain	\$120,722	\$75,811	\$131,154
Johns Creek	Police Captain	\$123,778	\$92,414	\$123,778
Sandy Springs	Police Captain	\$127,629	\$109,873	\$178,740
Doraville	Police Captain		\$79,040	\$120,640
Douglasville	Police Captain		\$77,456	\$127,807
	<b>Average Pay</b>	<b>\$105,563</b>		
Decatur FY23-24			\$75,442	\$123,635
Decatur FY22-23			\$67,912	\$111,301

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Police Chief	\$121,654	\$91,125	\$150,363
Athens-Clarke	Police Chief	\$128,915	\$106,575	\$156,729
Woodstock	Police Chief	\$129,709	\$95,240	\$149,524
Stockbridge	Police Chief	\$140,000	\$111,311	\$172,533
Suwanee	Police Chief	\$140,379	\$103,989	\$166,382
Brookhaven	Police Chief	\$142,418	\$103,762	\$166,021
Lawrenceville	Police Chief	\$151,637		
Johns Creek	Police Chief	\$161,736	\$128,607	\$172,253
Roswell	Police Chief	\$180,419	\$143,021	\$232,419
Dunwoody	Police Chief	\$192,372	\$119,138	\$196,578
Sandy Springs	Police Chief	\$208,950		
DeKalb	Police Chief	\$249,950	\$155,429	\$250,240
Chamblee	Police Chief		\$117,362	\$175,905
Doraville	Police Chief		\$102,960	\$158,080
Douglasville	Police Chief		\$108,648	\$179,249
	<b>Average Pay</b>	<b>\$162,345</b>		
Decatur FY23-24			\$101,483	\$166,275
Decatur FY22-23			\$91,353	\$149,328

# Appendix D Salary Survey

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Athens-Clarke	Police LT	\$80,116	\$69,116	\$93,510
Gainesville	Police LT	\$80,324	\$68,337	\$105,924
Marietta	Police LT	\$82,196	\$67,896	\$108,599
Stockbridge	Police LT	\$85,000	\$69,973	\$108,458
Lawrenceville	Police LT	\$86,210		
Brookhaven	Police LT	\$87,363	\$72,598	\$109,200
DeKalb	Police LT	\$89,493	\$70,661	\$109,526
Woodstock	Police LT	\$89,552	\$70,345	\$106,926
Suwanee	Police LT	\$89,556	\$64,569	\$103,310
Chamblee	Police LT	\$95,179	\$72,308	\$112,077
Dunwoody	Police LT	\$97,630	\$69,515	\$114,702
Alpharetta	Police LT	\$101,455	\$62,654	\$109,018
Roswell	Police LT	\$110,183	\$87,714	\$142,542
Johns Creek	Police LT	\$110,925	\$86,600	\$115,994
Sandy Springs	Police LT	\$117,595	\$96,494	\$156,803
Douglasville	Police LT		\$64,425	\$103,086
	<b>Average Pay</b>	<b>\$93,518</b>		
Decatur FY23-24			\$68,370	\$112,008
Decatur FY22-23			\$61,506	\$100,838

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Marietta	Police Officer	\$48,157	\$45,011	\$70,443
Gainesville	Police Officer	\$49,997	\$48,660	\$75,479
Suwanee	Police Officer	\$50,799	\$48,401	\$77,442
Athens-Clarke	Police Officer	\$51,137	\$50,218	\$53,172
DeKalb	Police Officer	\$52,739	\$47,048	\$72,924
Stockbridge	Police Officer	\$53,000	\$49,328	\$76,459
Woodstock	Police Officer	\$56,548	\$52,591	\$79,937
Lawrenceville	Police Officer	\$60,675		
Dunwoody	Police Officer	\$60,685	\$51,096	\$81,754
Johns Creek	Police Officer	\$62,943	\$52,395	\$70,151
Roswell	Police Officer	\$63,554	\$55,765	\$90,626
Chamblee	Police Officer	\$65,738	\$55,779	\$79,910
Brookhaven	Police Officer	\$65,920	\$50,440	\$74,664
Alpharetta	Police Officer	\$68,752	\$51,780	\$90,098
Sandy Springs	Police Officer	\$74,268	\$61,341	\$118,421
	<b>Average Pay</b>	<b>\$58,994</b>		
Decatur FY23-24			\$53,435	\$91,936
Decatur FY22-23			\$48,048	\$82,763

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Suwanee	Police SGT	\$64,497	\$58,699	\$93,918
Stockbridge	Police SGT	\$65,000	\$66,012	\$102,319
Marietta	Police SGT	\$67,345	\$56,479	\$88,107
Athens-Clarke	Police SGT	\$69,048	\$59,434	\$80,411
Lawrenceville	Police SGT	\$71,515		
Gainesville	Police SGT	\$72,268	\$61,982	\$96,052
Woodstock	Police SGT	\$74,526	\$64,419	\$97,914
DeKalb	Police SGT	\$77,579	\$63,106	\$97,815
Dunwoody	Police SGT	\$79,080	\$64,367	\$102,986
Chamblee	Police SGT	\$79,476	\$62,568	\$91,489
Brookhaven	Police SGT	\$82,409	\$63,519	\$95,680
Alpharetta	Police SGT	\$84,843	\$56,958	\$99,107
Johns Creek	Police SGT	\$90,964	\$74,046	\$99,155
Roswell	Police SGT	\$98,401	\$75,524	\$122,720
Sandy Springs	Police SGT	\$100,815	\$83,070	\$134,989
Douglasville	Police SGT		\$61,531	\$98,467
	<b>Average Pay</b>	<b>\$78,518</b>		
Decatur FY23-24			\$61,963	\$101,483
Decatur FY22-23			\$55,723	\$91,354



Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Gainesville	Program Supervisor	\$40,955	\$40,955	\$64,293
DeKalb	Program Supervisor	\$48,027	\$46,529	\$72,119
Woodstock	Program Supervisor	\$54,766	\$49,296	\$76,898
Brookhaven	Program Supervisor	\$55,000	\$44,102	\$70,564
Athens-Clarke	Program Supervisor	\$55,256	\$47,112	\$73,018
Roswell	Program Supervisor	\$58,781		
Chamblee	Program Supervisor	\$64,503	\$58,524	\$83,712
Sandy Springs	Program Supervisor	\$72,000	\$65,835	\$105,336
Douglasville	Program Supervisor		\$51,032	\$81,656
	<b>Average Pay</b>	<b>\$56,161</b>		
Decatur FY23-24			\$50,856	\$83,283
Decatur FY22-23			\$48,048	\$78,770

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
DeKalb	Sanitation Equipment Operator 1	\$39,755	\$35,752	\$55,414
Gainesville	Sanitation Equipment Operator 1	\$41,153	\$33,946	\$52,666
Athens-Clarke	Sanitation Equipment Operator 1	\$41,356	\$32,448	\$57,211
Woodstock	Sanitation Equipment Operator 1	\$42,099	\$41,600	\$64,896
Roswell	Sanitation Equipment Operator 1	\$43,141		
Chamblee	Sanitation Equipment Operator 1	\$53,227	\$44,457	\$60,693
Douglasville	Sanitation Equipment Operator 1		\$40,817	\$65,288
	<b>Average Pay</b>	<b>\$43,455</b>		
Decatur FY23-24			\$36,005	\$58,968
Decatur FY22-23			\$32,365	\$53,040

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Athens-Clarke	Sr. Engineer	\$74,037	\$73,087	\$113,275
DeKalb	Sr. Engineer	\$80,580	\$67,183	\$104,133
Woodstock	Sr. Engineer	\$84,813	\$78,712	\$123,574
Gainesville	Sr. Engineer	\$91,745	\$79,477	\$119,226
Suwanee	Sr. Engineer	\$93,017	\$64,569	\$103,310
	<b>Average Pay</b>	<b>\$84,838</b>		
Decatur FY23-24			\$79,269	\$129,896
Decatur FY22-23			\$74,984	\$122,866

Participant	Job Title	Average Salary	Range Minimum	Range Maximum
Sandy Springs	Transportation Engineer	\$74,970	\$69,126	\$110,602
DeKalb	Transportation Engineer	\$78,942	\$67,183	\$104,133
Gainesville	Transportation Engineer	\$79,952	\$75,670	\$113,526
Roswell	Transportation Engineer	\$110,531		
Athens-Clarke	Transportation Engineer	\$126,033	\$113,381	\$175,727
Woodstock	Transportation Engineer			
	<b>Average Pay</b>	<b>\$94,086</b>		
Decatur FY23-24			\$79,269	\$129,896
Decatur FY22-23			\$74,984	\$122,866