

STATE OF FLORIDA
INCENTIVES AVERAGE WAGE REQUIREMENTS
2023 Private Average Annual County Wage Data
Effective January 1, 2025

	Average Annual Wage ¹	Hourly Wage	115% of Avg Annual Wage	Hourly Wage	150% of Avg Annual Wage	Hourly Wage	200% of Avg Annual Wage	Hourly Wage
STATEWIDE	\$66,284	\$31.87	\$76,227	\$36.65	\$99,426	\$47.80	\$132,568	\$63.73
ALACHUA	\$55,120	\$26.50	\$63,388	\$30.48	\$82,680	\$39.75	\$110,240	\$53.00
BAKER	\$39,930	\$19.20	\$45,920	\$22.08	\$59,895	\$28.80	\$79,860	\$38.39
BAY	\$49,590	\$23.84	\$57,029	\$27.42	\$74,385	\$35.76	\$99,180	\$47.68
BRADFORD	\$45,602	\$21.92	\$52,442	\$25.21	\$68,403	\$32.89	\$91,204	\$43.85
BREVARD	\$65,001	\$31.25	\$74,751	\$35.94	\$97,502	\$46.88	\$130,002	\$62.50
BROWARD	\$68,536	\$32.95	\$78,816	\$37.89	\$102,804	\$49.43	\$137,072	\$65.90
CALHOUN	\$38,443	\$18.48	\$44,209	\$21.25	\$57,665	\$27.72	\$76,886	\$36.96
CHARLOTTE	\$51,294	\$24.66	\$58,988	\$28.36	\$76,941	\$36.99	\$102,588	\$49.32
CITRUS	\$46,617	\$22.41	\$53,610	\$25.77	\$69,926	\$33.62	\$93,234	\$44.82
CLAY	\$51,396	\$24.71	\$59,105	\$28.42	\$77,094	\$37.06	\$102,792	\$49.42
COLLIER	\$64,713	\$31.11	\$74,420	\$35.78	\$97,070	\$46.67	\$129,426	\$62.22
COLUMBIA	\$46,695	\$22.45	\$53,699	\$25.82	\$70,043	\$33.67	\$93,390	\$44.90
DESOTO	\$44,186	\$21.24	\$50,814	\$24.43	\$66,279	\$31.86	\$88,372	\$42.49
DIXIE	\$42,424	\$20.40	\$48,788	\$23.46	\$63,636	\$30.59	\$84,848	\$40.79
DUVAL	\$68,503	\$32.93	\$78,778	\$37.87	\$102,755	\$49.40	\$137,006	\$65.87
ESCAMBIA	\$55,971	\$26.91	\$64,367	\$30.95	\$83,957	\$40.36	\$111,942	\$53.82
FLAGLER	\$47,075	\$22.63	\$54,136	\$26.03	\$70,613	\$33.95	\$94,150	\$45.26
FRANKLIN	\$39,893	\$19.18	\$45,877	\$22.06	\$59,840	\$28.77	\$79,786	\$38.36
GADSDEN	\$46,754	\$22.48	\$53,767	\$25.85	\$70,131	\$33.72	\$93,508	\$44.96
GILCHRIST	\$44,552	\$21.42	\$51,235	\$24.63	\$66,828	\$32.13	\$89,104	\$42.84
GLADES	\$56,241	\$27.04	\$64,677	\$31.09	\$84,362	\$40.56	\$112,482	\$54.08
GULF	\$49,408	\$23.75	\$56,819	\$27.32	\$74,112	\$35.63	\$98,816	\$47.51
HAMILTON	\$56,839	\$27.33	\$65,365	\$31.43	\$85,259	\$40.99	\$113,678	\$54.65
HARDEE	\$44,416	\$21.35	\$51,078	\$24.56	\$66,624	\$32.03	\$88,832	\$42.71
HENDRY	\$51,990	\$25.00	\$59,789	\$28.74	\$77,985	\$37.49	\$103,980	\$49.99
HERNANDO	\$46,165	\$22.19	\$53,090	\$25.52	\$69,248	\$33.29	\$92,330	\$44.39
HIGHLANDS	\$45,429	\$21.84	\$52,243	\$25.12	\$68,144	\$32.76	\$90,858	\$43.68
HILLSBOROUGH	\$71,576	\$34.41	\$82,312	\$39.57	\$107,364	\$51.62	\$143,152	\$68.82
HOLMES	\$37,770	\$18.16	\$43,436	\$20.88	\$56,655	\$27.24	\$75,540	\$36.32
INDIAN RIVER	\$55,448	\$26.66	\$63,765	\$30.66	\$83,172	\$39.99	\$110,896	\$53.32
JACKSON	\$43,010	\$20.68	\$49,462	\$23.78	\$64,515	\$31.02	\$86,020	\$41.36
JEFFERSON	\$42,189	\$20.28	\$48,517	\$23.33	\$63,284	\$30.42	\$84,378	\$40.57
LAFAYETTE	\$40,648	\$19.54	\$46,745	\$22.47	\$60,972	\$29.31	\$81,296	\$39.08
LAKE	\$50,031	\$24.05	\$57,536	\$27.66	\$75,047	\$36.08	\$100,062	\$48.11
LEE	\$58,119	\$27.94	\$66,837	\$32.13	\$87,179	\$41.91	\$116,238	\$55.88
LEON	\$59,101	\$28.41	\$67,966	\$32.68	\$88,652	\$42.62	\$118,202	\$56.83
LEVY	\$40,782	\$19.61	\$46,899	\$22.55	\$61,173	\$29.41	\$81,564	\$39.21
LIBERTY	\$47,603	\$22.89	\$54,743	\$26.32	\$71,405	\$34.33	\$95,206	\$45.77
MADISON	\$40,372	\$19.41	\$46,428	\$22.32	\$60,558	\$29.11	\$80,744	\$38.82
MANATEE	\$57,688	\$27.73	\$66,341	\$31.89	\$86,532	\$41.60	\$115,376	\$55.47

	Average Annual Wage ¹	Hourly Wage	115% of Avg Annual Wage	Hourly Wage	150% of Avg Annual Wage	Hourly Wage	200% of Avg Annual Wage	Hourly Wage
MARION	\$49,576	\$23.83	\$57,012	\$27.41	\$74,364	\$35.75	\$99,152	\$47.67
MARTIN	\$56,107	\$26.97	\$64,523	\$31.02	\$84,161	\$40.46	\$112,214	\$53.95
MIAMI-DADE	\$73,568	\$35.37	\$84,603	\$40.67	\$110,352	\$53.05	\$147,136	\$70.74
MONROE	\$54,296	\$26.10	\$62,440	\$30.02	\$81,444	\$39.16	\$108,592	\$52.21
NASSAU	\$50,645	\$24.35	\$58,242	\$28.00	\$75,968	\$36.52	\$101,290	\$48.70
OKALOOSA	\$56,849	\$27.33	\$65,376	\$31.43	\$85,274	\$41.00	\$113,698	\$54.66
OKEECHOBEE	\$44,444	\$21.37	\$51,111	\$24.57	\$66,666	\$32.05	\$88,888	\$42.73
ORANGE	\$64,667	\$31.09	\$74,367	\$35.75	\$97,001	\$46.63	\$129,334	\$62.18
OSCEOLA	\$49,144	\$23.63	\$56,516	\$27.17	\$73,716	\$35.44	\$98,288	\$47.25
PALM BEACH	\$74,551	\$35.84	\$85,734	\$41.22	\$111,827	\$53.76	\$149,102	\$71.68
PASCO	\$51,734	\$24.87	\$59,494	\$28.60	\$77,601	\$37.31	\$103,468	\$49.74
PINELLAS	\$64,324	\$30.93	\$73,973	\$35.56	\$96,486	\$46.39	\$128,648	\$61.85
POLK	\$53,249	\$25.60	\$61,236	\$29.44	\$79,874	\$38.40	\$106,498	\$51.20
PUTNAM	\$47,608	\$22.89	\$54,749	\$26.32	\$71,412	\$34.33	\$95,216	\$45.78
ST JOHNS	\$59,268	\$28.49	\$68,158	\$32.77	\$88,902	\$42.74	\$118,536	\$56.99
ST LUCIE	\$49,612	\$23.85	\$57,054	\$27.43	\$74,418	\$35.78	\$99,224	\$47.70
SANTA ROSA	\$47,969	\$23.06	\$55,164	\$26.52	\$71,954	\$34.59	\$95,938	\$46.12
SARASOTA	\$61,488	\$29.56	\$70,711	\$34.00	\$92,232	\$44.34	\$122,976	\$59.12
SEMINOLE	\$63,188	\$30.38	\$72,666	\$34.94	\$94,782	\$45.57	\$126,376	\$60.76
SUMTER	\$54,968	\$26.43	\$63,213	\$30.39	\$82,452	\$39.64	\$109,936	\$52.85
SUWANNEE	\$43,779	\$21.05	\$50,346	\$24.20	\$65,669	\$31.57	\$87,558	\$42.10
TAYLOR	\$48,855	\$23.49	\$56,183	\$27.01	\$73,283	\$35.23	\$97,710	\$46.98
UNION	\$48,679	\$23.40	\$55,981	\$26.91	\$73,019	\$35.11	\$97,358	\$46.81
VOLUSIA	\$51,247	\$24.64	\$58,934	\$28.33	\$76,871	\$36.96	\$102,494	\$49.28
WAKULLA	\$44,425	\$21.36	\$51,089	\$24.56	\$66,638	\$32.04	\$88,850	\$42.72
WALTON	\$53,937	\$25.93	\$62,028	\$29.82	\$80,906	\$38.90	\$107,874	\$51.86
WASHINGTON	\$40,653	\$19.54	\$46,751	\$22.48	\$60,980	\$29.32	\$81,306	\$39.09

¹ Florida Department of Commerce, 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, 2025 will be subject to the new 2023 wages