



**STATE OF FLORIDA**  
**INCENTIVES AVERAGE WAGE REQUIREMENTS**  
 2024 Private Average Annual County Wage Data  
 Effective January 1, 2026\*

	Average Annual Wage <sup>1</sup>	Hourly Wage	115% of Avg Annual Wage	Hourly Wage	150% of Avg Annual Wage	Hourly Wage	200% of Avg Annual Wage	Hourly Wage
<b>STATEWIDE</b>	\$69,296	\$33.32	\$79,690	\$38.31	\$103,943	\$49.97	\$138,591	\$66.63
Miami-Dade	\$76,986	\$37.01	\$88,534	\$42.56	\$115,479	\$55.52	\$153,972	\$74.02
Palm Beach	\$76,839	\$36.94	\$88,365	\$42.48	\$115,258	\$55.41	\$153,678	\$73.88
Hillsborough	\$75,438	\$36.27	\$86,754	\$41.71	\$113,157	\$54.40	\$150,877	\$72.54
Duval	\$71,573	\$34.41	\$82,309	\$39.57	\$107,360	\$51.62	\$143,147	\$68.82
Broward	\$70,781	\$34.03	\$81,399	\$39.13	\$106,172	\$51.04	\$141,563	\$68.06
<b>Brevard</b>	<b>\$68,052</b>	<b>\$32.72</b>	<b>\$78,259</b>	<b>\$37.62</b>	<b>\$102,077</b>	<b>\$49.08</b>	<b>\$136,103</b>	<b>\$65.43</b>
Orange	\$67,605	\$32.50	\$77,746	\$37.38	\$101,407	\$48.75	\$135,210	\$65.00
Collier	\$67,563	\$32.48	\$77,698	\$37.35	\$101,345	\$48.72	\$135,127	\$64.96
Pinellas	\$67,362	\$32.39	\$77,466	\$37.24	\$101,043	\$48.58	\$134,724	\$64.77
Seminole	\$65,954	\$31.71	\$75,848	\$36.47	\$98,932	\$47.56	\$131,909	\$63.42
Sarasota	\$64,592	\$31.05	\$74,281	\$35.71	\$96,888	\$46.58	\$129,184	\$62.11
Leon	\$60,725	\$29.19	\$69,833	\$33.57	\$91,087	\$43.79	\$121,449	\$58.39
Manatee	\$60,329	\$29.00	\$69,378	\$33.35	\$90,493	\$43.51	\$120,657	\$58.01
Escambia	\$60,221	\$28.95	\$69,254	\$33.30	\$90,332	\$43.43	\$120,442	\$57.90
St. Johns	\$60,085	\$28.89	\$69,097	\$33.22	\$90,127	\$43.33	\$120,170	\$57.77
Hamilton	\$59,792	\$28.75	\$68,761	\$33.06	\$89,688	\$43.12	\$119,584	\$57.49
Lee	\$59,645	\$28.68	\$68,592	\$32.98	\$89,468	\$43.01	\$119,290	\$57.35
Martin	\$58,821	\$28.28	\$67,645	\$32.52	\$88,232	\$42.42	\$117,643	\$56.56
Okaloosa	\$58,488	\$28.12	\$67,262	\$32.34	\$87,733	\$42.18	\$116,977	\$56.24
Sumter	\$57,681	\$27.73	\$66,333	\$31.89	\$86,522	\$41.60	\$115,362	\$55.46
Indian River	\$57,409	\$27.60	\$66,020	\$31.74	\$86,113	\$41.40	\$114,818	\$55.20
Glades	\$57,364	\$27.58	\$65,969	\$31.72	\$86,046	\$41.37	\$114,728	\$55.16
Alachua	\$57,000	\$27.40	\$65,550	\$31.51	\$85,500	\$41.11	\$114,000	\$54.81
Monroe	\$55,966	\$26.91	\$64,360	\$30.94	\$83,948	\$40.36	\$111,931	\$53.81
Polk	\$55,633	\$26.75	\$63,977	\$30.76	\$83,449	\$40.12	\$111,265	\$53.49
Hendry	\$55,421	\$26.64	\$63,734	\$30.64	\$83,131	\$39.97	\$110,841	\$53.29
Walton	\$55,054	\$26.47	\$63,312	\$30.44	\$82,581	\$39.70	\$110,109	\$52.94
Pasco	\$54,511	\$26.21	\$62,688	\$30.14	\$81,767	\$39.31	\$109,023	\$52.41
Clay	\$54,450	\$26.18	\$62,617	\$30.10	\$81,675	\$39.27	\$108,900	\$52.36
Nassau	\$54,072	\$26.00	\$62,183	\$29.90	\$81,108	\$38.99	\$108,144	\$51.99
Volusia	\$53,373	\$25.66	\$61,379	\$29.51	\$80,059	\$38.49	\$106,745	\$51.32
Charlotte	\$52,853	\$25.41	\$60,781	\$29.22	\$79,280	\$38.12	\$105,707	\$50.82
Lake	\$52,817	\$25.39	\$60,739	\$29.20	\$79,225	\$38.09	\$105,634	\$50.79
Gadsden	\$52,439	\$25.21	\$60,305	\$28.99	\$78,659	\$37.82	\$104,878	\$50.42
Marion	\$52,033	\$25.02	\$59,838	\$28.77	\$78,049	\$37.52	\$104,065	\$50.03
Osceola	\$51,600	\$24.81	\$59,341	\$28.53	\$77,401	\$37.21	\$103,201	\$49.62
Bay	\$51,326	\$24.68	\$59,025	\$28.38	\$76,989	\$37.01	\$102,653	\$49.35
St. Lucie	\$51,189	\$24.61	\$58,867	\$28.30	\$76,783	\$36.92	\$102,378	\$49.22
Gulf	\$50,338	\$24.20	\$57,888	\$27.83	\$75,507	\$36.30	\$100,675	\$48.40

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Santa Rosa	\$49,804	\$23.94	\$57,275	\$27.54	\$74,706	\$35.92	\$99,609	\$47.89
Union	\$49,534	\$23.81	\$56,964	\$27.39	\$74,301	\$35.72	\$99,068	\$47.63
Liberty	\$49,475	\$23.79	\$56,897	\$27.35	\$74,213	\$35.68	\$98,951	\$47.57
Flagler	\$49,346	\$23.72	\$56,748	\$27.28	\$74,019	\$35.59	\$98,692	\$47.45
Putnam	\$49,263	\$23.68	\$56,652	\$27.24	\$73,894	\$35.53	\$98,526	\$47.37
Hernando	\$49,186	\$23.65	\$56,564	\$27.19	\$73,780	\$35.47	\$98,373	\$47.29
Citrus	\$48,739	\$23.43	\$56,050	\$26.95	\$73,108	\$35.15	\$97,478	\$46.86
Columbia	\$48,488	\$23.31	\$55,761	\$26.81	\$72,732	\$34.97	\$96,975	\$46.62
Jefferson	\$47,249	\$22.72	\$54,337	\$26.12	\$70,874	\$34.07	\$94,499	\$45.43
Bradford	\$47,226	\$22.70	\$54,310	\$26.11	\$70,839	\$34.06	\$94,453	\$45.41
Highlands	\$47,026	\$22.61	\$54,080	\$26.00	\$70,539	\$33.91	\$94,052	\$45.22
Wakulla	\$46,970	\$22.58	\$54,016	\$25.97	\$70,456	\$33.87	\$93,941	\$45.16
DeSoto	\$46,927	\$22.56	\$53,966	\$25.95	\$70,391	\$33.84	\$93,854	\$45.12
Gilchrist	\$46,410	\$22.31	\$53,371	\$25.66	\$69,614	\$33.47	\$92,819	\$44.62
Hardee	\$46,197	\$22.21	\$53,126	\$25.54	\$69,295	\$33.31	\$92,393	\$44.42
Taylor	\$46,133	\$22.18	\$53,053	\$25.51	\$69,200	\$33.27	\$92,266	\$44.36
Suwannee	\$46,026	\$22.13	\$52,929	\$25.45	\$69,038	\$33.19	\$92,051	\$44.26
Okeechobee	\$45,611	\$21.93	\$52,452	\$25.22	\$68,416	\$32.89	\$91,222	\$43.86
Jackson	\$44,157	\$21.23	\$50,780	\$24.41	\$66,235	\$31.84	\$88,313	\$42.46
Dixie	\$43,434	\$20.88	\$49,949	\$24.01	\$65,152	\$31.32	\$86,869	\$41.76
Lafayette	\$43,212	\$20.78	\$49,694	\$23.89	\$64,818	\$31.16	\$86,424	\$41.55
Madison	\$42,777	\$20.57	\$49,194	\$23.65	\$64,166	\$30.85	\$85,554	\$41.13
Levy	\$42,390	\$20.38	\$48,749	\$23.44	\$63,586	\$30.57	\$84,781	\$40.76
Baker	\$42,369	\$20.37	\$48,724	\$23.43	\$63,553	\$30.55	\$84,738	\$40.74
Franklin	\$42,353	\$20.36	\$48,706	\$23.42	\$63,530	\$30.54	\$84,707	\$40.72
Washington	\$42,239	\$20.31	\$48,575	\$23.35	\$63,359	\$30.46	\$84,478	\$40.61
Calhoun	\$40,018	\$19.24	\$46,021	\$22.13	\$60,027	\$28.86	\$80,036	\$38.48
Holmes	\$38,531	\$18.52	\$44,310	\$21.30	\$57,796	\$27.79	\$77,062	\$37.05