### STATEWIDE

<table>
<thead>
<tr>
<th>City/Region</th>
<th>Average Annual Wage</th>
<th>Hourly Wage</th>
<th>115% of Avg. Annual Wage</th>
<th>Hourly Wage</th>
<th>125% of Avg. Annual Wage</th>
<th>Hourly Wage</th>
<th>150% of Avg. Annual Wage</th>
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<td>STATEWIDE</td>
<td>$51,192</td>
<td>$24.61</td>
<td>$58,871</td>
<td>$28.30</td>
<td>$63,990</td>
<td>$30.76</td>
<td>$76,788</td>
<td>$36.92</td>
<td>$102,384</td>
<td>$49.22</td>
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</tbody>
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### Regional Wage Data

#### Cape Coral-Fort Myers MSA (Lee)
- Average Annual Wage: $44,486
- Hourly Wage: $21.39
- 115% of Avg. Annual Wage: $51,159
- Hourly Wage: $24.60
- 125% of Avg. Annual Wage: $58,871
- Hourly Wage: $28.30
- 150% of Avg. Annual Wage: $63,990
- Hourly Wage: $30.76
- 200% of Avg. Annual Wage: $76,788
- Hourly Wage: $36.92

#### Crestview-Ft. Walton Beach-Destin (Okaloosa & Walton)
- Average Annual Wage: $43,520
- Hourly Wage: $20.92
- 115% of Avg. Annual Wage: $50,048
- Hourly Wage: $24.06
- 125% of Avg. Annual Wage: $54,400
- Hourly Wage: $26.15
- 150% of Avg. Annual Wage: $65,280
- Hourly Wage: $31.38

#### Deltona-Daytona Beach-Ormond Beach MSA (Flagler & Volusia)
- Average Annual Wage: $39,805
- Hourly Wage: $19.14
- 115% of Avg. Annual Wage: $45,776
- Hourly Wage: $22.01
- 125% of Avg. Annual Wage: $49,756
- Hourly Wage: $23.92
- 150% of Avg. Annual Wage: $59,708
- Hourly Wage: $28.71

#### Fort Lauderdale-Pompano Beach Metropolitan Division (Broward)
- Average Annual Wage: $53,916
- Hourly Wage: $25.92
- 115% of Avg. Annual Wage: $62,003
- Hourly Wage: $29.81
- 125% of Avg. Annual Wage: $67,395
- Hourly Wage: $32.40
- 150% of Avg. Annual Wage: $80,874
- Hourly Wage: $38.88

#### Gainesville MSA (Alachua, Gilchrist)
- Average Annual Wage: $42,877
- Hourly Wage: $20.61
- 115% of Avg. Annual Wage: $49,309
- Hourly Wage: $23.71
- 125% of Avg. Annual Wage: $53,596
- Hourly Wage: $25.77
- 150% of Avg. Annual Wage: $64,316
- Hourly Wage: $28.71

#### Homosassa Springs MSA (Citrus)
- Average Annual Wage: $37,872
- Hourly Wage: $18.21
- 115% of Avg. Annual Wage: $43,553
- Hourly Wage: $20.94
- 125% of Avg. Annual Wage: $47,340
- Hourly Wage: $22.76
- 150% of Avg. Annual Wage: $56,808
- Hourly Wage: $27.31

#### Jacksonville MSA (Baker, Clay, Duval, Nassau & St. Johns)
- Average Annual Wage: $51,667
- Hourly Wage: $24.84
- 115% of Avg. Annual Wage: $59,417
- Hourly Wage: $28.57
- 125% of Avg. Annual Wage: $64,316
- Hourly Wage: $31.05
- 150% of Avg. Annual Wage: $77,501
- Hourly Wage: $37.26

#### Lakeland-Winter Haven MSA (Polk)
- Average Annual Wage: $43,365
- Hourly Wage: $20.85
- 115% of Avg. Annual Wage: $49,870
- Hourly Wage: $23.98
- 125% of Avg. Annual Wage: $54,206
- Hourly Wage: $26.06
- 150% of Avg. Annual Wage: $65,048
- Hourly Wage: $28.58

#### Miami-Miami Beach-Kendall Metropolitan Division (Miami-Dade)
- Average Annual Wage: $55,508
- Hourly Wage: $26.69
- 115% of Avg. Annual Wage: $63,834
- Hourly Wage: $30.69
- 125% of Avg. Annual Wage: $69,385
- Hourly Wage: $33.36
- 150% of Avg. Annual Wage: $83,262
- Hourly Wage: $40.03

#### Naples-Immokalee-Marco Island MSA (Collier)
- Average Annual Wage: $49,547
- Hourly Wage: $23.82
- 115% of Avg. Annual Wage: $56,979
- Hourly Wage: $27.39
- 125% of Avg. Annual Wage: $61,934
- Hourly Wage: $29.78
- 150% of Avg. Annual Wage: $74,321
- Hourly Wage: $35.73

#### North Port-Bradenton-Sarasota MSA (Manatee & Sarasota)
- Average Annual Wage: $45,625
- Hourly Wage: $21.94
- 115% of Avg. Annual Wage: $52,469
- Hourly Wage: $25.23
- 125% of Avg. Annual Wage: $57,031
- Hourly Wage: $27.42
- 150% of Avg. Annual Wage: $68,438
- Hourly Wage: $32.90

#### Ocala MSA (Marion)
- Average Annual Wage: $38,967
- Hourly Wage: $18.73
- 115% of Avg. Annual Wage: $44,812
- Hourly Wage: $21.54
- 125% of Avg. Annual Wage: $48,709
- Hourly Wage: $23.42
- 150% of Avg. Annual Wage: $58,451
- Hourly Wage: $28.10

#### Orlando-Kissimmee-Sanford MSA (Lake, Orange, Osceola & Seminole)
- Average Annual Wage: $48,930
- Hourly Wage: $23.52
- 115% of Avg. Annual Wage: $56,270
- Hourly Wage: $27.05
- 125% of Avg. Annual Wage: $61,163
- Hourly Wage: $29.41
- 150% of Avg. Annual Wage: $73,395
- Hourly Wage: $35.29

#### Palm Bay-Melbourne-Titusville MSA (Brevard)
- Average Annual Wage: $51,177
- Hourly Wage: $24.60
- 115% of Avg. Annual Wage: $58,854
- Hourly Wage: $28.29
- 125% of Avg. Annual Wage: $63,971
- Hourly Wage: $30.76
- 150% of Avg. Annual Wage: $76,766
- Hourly Wage: $36.91

**Effective January 1, 2021**
### STATE OF FLORIDA INCENTIVES

#### AVERAGE WAGE REQUIREMENTS

<table>
<thead>
<tr>
<th>State/MSA Name</th>
<th>Average Annual Wage¹</th>
<th>115% of Avg. Annual Wage</th>
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<td>$63,990</td>
<td>$76,788</td>
<td>$102,384</td>
<td>$24.61</td>
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<tr>
<td>Panama City MSA (Bay &amp; Gulf)</td>
<td>$41,762</td>
<td>$48,026</td>
<td>$52,203</td>
<td>$62,643</td>
<td>$83,524</td>
<td>$20.08</td>
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<td>Pensacola-Ferry Pass-Brent MSA (Escambia &amp; Santa Rosa)</td>
<td>$43,470</td>
<td>$49,991</td>
<td>$54,338</td>
<td>$65,205</td>
<td>$86,940</td>
<td>$20.90</td>
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<tr>
<td>Port St. Lucie MSA (Martin &amp; St. Lucie)</td>
<td>$41,794</td>
<td>$48,063</td>
<td>$52,243</td>
<td>$62,691</td>
<td>$83,588</td>
<td>$20.09</td>
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<td>Punta Gorda MSA (Charlotte)</td>
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<td>$45,098</td>
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<td>$58,824</td>
<td>$78,432</td>
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<td>Sebastian-Vero Beach MSA (Indian River)</td>
<td>$43,178</td>
<td>$49,655</td>
<td>$53,973</td>
<td>$64,767</td>
<td>$86,356</td>
<td>$20.76</td>
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<tr>
<td>Sebring MSA (Highlands)</td>
<td>$34,518</td>
<td>$39,696</td>
<td>$43,148</td>
<td>$51,777</td>
<td>$69,036</td>
<td>$16.60</td>
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<td>Tallahassee MSA (Gadsden, Jefferson, Leon &amp; Wakulla)</td>
<td>$43,030</td>
<td>$49,485</td>
<td>$53,788</td>
<td>$64,545</td>
<td>$86,060</td>
<td>$20.69</td>
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<td>Tampa-St. Petersburg-Clearwater MSA (Hernando, Hillsborough, Pasco &amp; Pinellas)</td>
<td>$52,145</td>
<td>$59,967</td>
<td>$65,181</td>
<td>$78,218</td>
<td>$104,290</td>
<td>$25.07</td>
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<td>The Villages MSA (Sumter)</td>
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<td>$47,446</td>
<td>$51,571</td>
<td>$61,886</td>
<td>$82,514</td>
<td>$19.84</td>
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<td>West Palm Beach-Boca Raton-Boynton Beach MSA (Palm Beach)</td>
<td>$55,649</td>
<td>$63,996</td>
<td>$69,561</td>
<td>$83,474</td>
<td>$111,298</td>
<td>$26.75</td>
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¹ All incentives applications received on or after January 1, 2021 will be subject to the new 2019 wages.