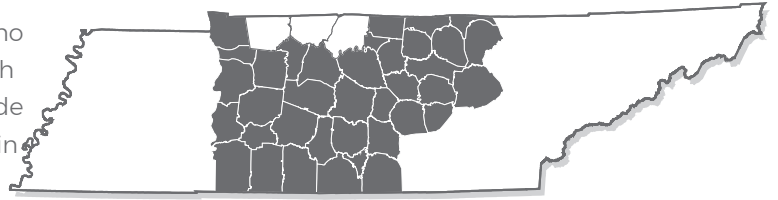


# 2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **42 industries** who employ over **8,642 Tennesseans** in the mid-state. With a **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.\*



## Average Time Off Based on 40 hour work week (typical)



## Insurance



Cost sharing is a common practice among the companies.

**79%** of companies surveyed indicated the cost of health insurance is shared between employer and employee. However, vision insurance is primarily offered on an employee-paid basis (75% of companies).

Disability insurance is offered by **90%**, with employers usually paying for this coverage.



## Who pays?



### EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

**\$1,040**  
for health insurance

**\$117**  
for dental insurance

**\$45**  
for vision insurance

Employer's share for each employee is significantly higher:

**\$2,851**  
for health insurance

**\$626**  
for dental insurance

**\$27**  
for vision insurance

### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$3,964, dental increases to \$404, and vision increases to \$144. Similarly, the cost to employers of insuring dependents increases significantly for health (\$7,496), dental (\$354), and vision (\$21).

## Retirement & Other Benefits

### RETIREMENT

**95%** of companies offer defined contribution plans

**33%** of companies offer profit sharing

**8%** of companies offer traditional pension plans

**13%** of companies offer employee stock ownership

**49%** offer career development opportunities  
**48%** offer tuition payment  
**60%** offer other forms of incentives and bonuses

These incentives and bonuses include safety, production, and sales performance bonuses, discretionary bonuses, attendance bonuses, holiday bonuses, and other.

Overall, total employee benefits equal **24%** of wages and salaries.



# Select Occupation Details

Title	Educational Requirement	Licensing	Difficulty of Filling (1=Easy; 10=Difficult)	Entry Level Wage (Hourly) Average (Mean)	Annualized Wages Weighted (by Job) Average (Mean)
General & Operations Managers	Bachelor	No	6	\$31.33	\$109,533
Sales Manager	Bachelor	No	6	\$29.73	\$109,221
Computer & Information Systems Managers	Bachelor	No	4	\$32.31	\$79,518
Controller (Comptroller)	Bachelor	Yes	5	\$30.97	\$91,042
Plant Manager	Bachelor	No	6	\$25.29	\$118,607
Quality Control Engineer	Bachelor	No	5	\$38.01	\$77,196
Purchasing Manager	Bachelor	No	5	\$33.03	\$88,333
Human Resources Manager	Bachelor	No	6	\$32.76	\$85,515
Engineering Manager	Bachelor	No	6	\$35.07	\$96,469
Accountant, Auditor	Bachelor	No	4	\$24.97	\$70,208
Network & Computer Systems Administrators	Bachelor	No	5	N/A	\$60,226
Industrial Engineer	Bachelor	No	5	\$28.56	\$73,800
Mechanical Engineer	Bachelor	No	6	\$25.77	\$80,012
Customer Service Manager	High School	No	7	\$13.21	\$34,412
Department Supervisor	High School	No	5	\$14.00	\$34,559
Customer Service Representative	High School	No	5	\$19.81	\$59,912
Electrician	High School	No	4	\$15.76	\$54,725
Maintenance Mechanic	High School	Yes/No	6	\$17.78	\$45,464
First-Line Supervisor of Production Workers	High School	No	6	\$21.37	\$52,645
Assembler	High School	No	6	\$12.40	\$30,849
Cutting, Punching, & Press Machine Operators	High School	No	6	\$15.25	\$34,806
Heavy & Tractor-Trailer Truck Drivers	High School	Yes/No	6	\$17.06	\$37,412
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	5	\$12.78	\$35,825
Tool & Die Makers	High School	Yes	9	\$18.32	\$54,948
Welder	Varies	No	6	\$15.09	\$36,892
Extruding, Forming, Pressing	High School	No	6	\$14.32	\$34,479
General Production Labor	High School	No	4.3	\$12.60	\$31,010
Industrial Truck & Tractor Operators	High School	No	4.4	\$12.61	\$31,576
Material Moving Workers	High School	No	3.1	\$12.73	\$28,120

 The median hourly wage across occupations in the study market area is \$26.52.

Overall, companies pay an average hourly wage of \$26.52 in the study market area. The median establishment wage is \$23.37. Annualized average and median establishment wages are \$55,164 and \$48,608, respectively.

A Regional Economic Development Partnership Project

USDA, Rural Development  
 Middle TN Industrial Development Association  
 Nashville Area Chamber of Commerce  
 Greater Nashville Regional Council  
 Upper Cumberland Development District  
 South Central Tennessee Development District  
 Tennessee Central Economic Authority  
 The Highlands Economic Partnership

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