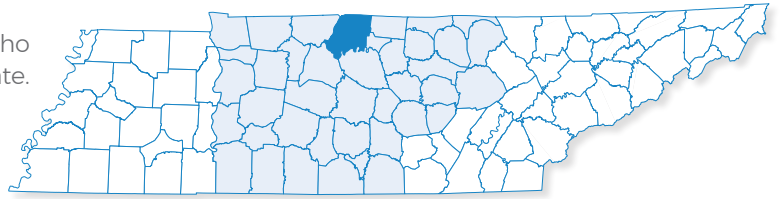


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 3

Information based on a survey of over **300 industries** who **employ more than 86,000 Tennesseans** in the mid-state. With an email **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the summer of 2019.*



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



Many companies have graduated vacation days that change with employee's tenure at a given company.



Companies commonly offer 6 to 7 days of sick leave. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Insurance



100% offer health insurance
100% offer dental insurance

Cost sharing is a common practice among the companies.

98% of companies surveyed indicated the cost of health insurance is shared between employer and employee (55% of companies).

Disability insurance is offered by 96%, with 26% of employers paying for this coverage, while 65% share this cost with the employee.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,582
for health insurance
\$157
for dental insurance
\$90
for vision insurance

Employer's share for each employee is significantly higher:

\$5,021
for health insurance
\$269
for dental insurance
\$249
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,740, dental increases to \$400, and vision increases to \$246. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,858), dental (\$633), and vision (\$379).

Retirement & Other Benefits



RETIREMENT

96% of companies offer defined contribution plans

21% of companies offer profit sharing

4% of companies offer traditional pension plans

8% of companies offer employee stock ownership

50% offer career development opportunities
71% offer tuition payment
74% 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 **34%** of wages and salaries.

Select Occupation Details

TITLE

TITLE	Typical Educational Requirement	Typical Licensing Requirement	Difficulty of Filling (1=Easy; 10= Difficult)	Entry Level Wage (Hourly) Average (Mean)	Annualized Wages Weighted (by Job) Average (Mean)
Chief Executives	Bachelor	No	7	N/A	\$125,493
General and Operations Managers	Bachelor	No	6	\$41.81	\$107,721
Sales Managers	Bachelor	No	5	N/A	\$110,087
Facilities Managers	Bachelor	No	6	\$39.85	\$87,223
Computer and Information Systems Managers	Bachelor	No	4	N/A	\$78,394
Industrial Production Managers	Varies	No	6	\$33.92	\$88,432
Purchasing Managers	Bachelor	NA	4	N/A	\$74,183
Human Resources Managers	Bachelor	Varies	5	\$35.98	\$68,297
Buyers and Purchasing Agents	Varies	No	5	\$20.65	\$50,745
Accountants	Bachelor	Varies	6	\$22.12	\$51,316
Computer Systems Analysts	Bachelor	No	4	N/A	\$66,961
Network and Computer Systems Administrators	Bachelor	NA	6	N/A	\$61,223
Industrial Engineers, Including Health and Safety	Bachelor	No	7	\$32.18	\$78,591
Mechanical Engineers	Bachelor	No	10	N/A	\$76,278
Engineers, All Other	Bachelor	No	8	\$31.42	\$61,939
Quality Control Analysts	High School	Yes	6	\$16.34	\$38,295
Customer Service Representatives	High School	No	4	N/A	\$39,002
First-Line Supervisors of Mechanics, Installers, & Repairers	High School	Varies	8	\$30.39	\$60,433
Industrial Machinery Installation, Repair, & Maintenance	High School	Varies	8	\$19.33	\$51,664
Maintenance and Repair Workers, General	High School	No	6	\$18.57	\$53,773
Assemblers and Fabricators	High School	No	4	\$13.50	\$32,598
Machinists	High School	Varies	6	N/A	\$30,950
Molding Machine Setters, Operators, & Tenders, Metal & Plastic	High School	NA	5	N/A	\$50,363
Tool and Die Makers	High School	Varies	9	\$18.77	\$59,575
Welding, Soldering, and Brazing Workers	High School	Varies	7	\$14.69	\$37,685
Production Workers, All Other	High School	NA	6	N/A	\$32,487
Laborers and Material Movers	High School	No	4	\$14.65	\$37,103

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
 Tennessee Dept of Labor & Workforce Development
 Tennessee Chamber of Commerce & Industry

*For more information, please contact:



Dr. Murat Arik, Director
 Business & Economic Research Center
 Murat.Arik@mtsu.edu
 615-898-2610



Kendrick J. Curtis, PhD
 Assistant Executive Director
 kjcurtis@mtida.org
 615-944-5728