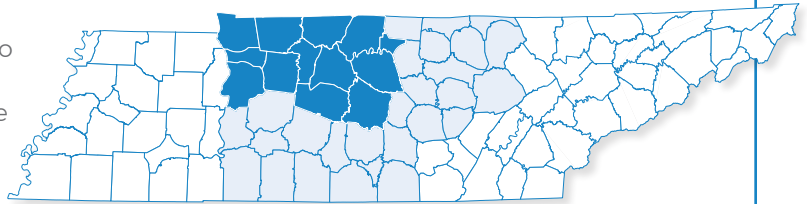


2021

MIDDLE TENNESSEE
INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **141 industries** who **employ 32,000 Tennesseans** in the mid-state. With a **response rate of 22.5%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2021.*

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.

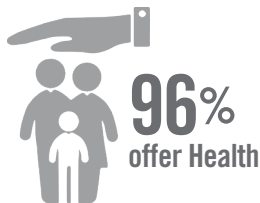
Offer PTO that combines vacation, sick leave and personal days

32%

Offer vacation, sick leave, personal day separately

68%

INSURANCE



Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,599

for annual health insurance



Employer's share for each employee is significantly higher:

\$4,502

for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,828, dental increases to \$646, and vision increases to \$236. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,955), dental (\$507), and vision (\$138).

RETIREMENT & OTHER BENEFITS



93% offer 401(k) Plans

86% offer career development

57% offer tuition payment

Overall, total employee benefits equal 26% of wages and salaries.

Did COVID Impact:

Training Needs? YES, 65%

Human Resource Practices? YES, 85%

Overall Business? YES, 90%

Most Common On-Site Training:

- ✓ Health & Safety
- ✓ Forklift Operations
- ✓ Leadership

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 3.0% \$

Select Occupation Details

TITLE

	Difficulty of Filling (1=Easy; 10=Difficult)	Typical Licensing Requirement	Typical Education Requirement	Entry Level Wage	Annual Salary (Average)
General and Operations Managers	7	Yes	Bachelor's	\$60.15	\$124,673
Sales Managers	6	N/A	Bachelor's	\$44.52	\$106,941
Computer and Information Systems Managers	5	No	Bachelor's	\$39.34	\$101,695
Industrial Production Managers	7	No	HS/Bachelor's	\$33.91	\$87,168
Purchasing Managers	5	No	Bachelor's	\$33.11	\$84,696
Human Resources Specialists	5	No	HS/Bachelor's	\$25.08	\$61,864
Accountants and Auditors	5	No	Bachelor's	\$27.90	\$67,608
Computer Systems Analysts	6	No	Bachelor's	\$26.19	\$67,642
Network and Computer Systems Administrators	6	No	Bachelor's	\$30.30	\$68,957
Industrial Engineers	6	No	Bachelor's	\$29.68	\$79,211
Materials Engineers	N/A	No	HS/Bachelor's	N/A	\$98,044
Mechanical Engineers	6	No	Bachelor's	\$32.09	\$81,913
Industrial Engineering Technologists and Technicians	6	No	HS or less	\$23.85	\$66,641
Occupational Health and Safety Specialists	6	No	Bachelor's	\$25.83	\$65,621
Grounds Maintenance Workers	4	No	HS or less	\$18.41	\$41,280
Customer Service Representatives	4	No	HS or less	\$17.67	\$45,015
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$16.84	\$40,873
Industrial Machinery Mechanics	7	No	Voc/Assoc	\$22.10	\$54,699
Supervisors of Production and Operating Workers	6	No	HS or less	\$25.11	\$61,550
Miscellaneous Assemblers and Fabricators	5	No	HS or less	\$14.23	\$35,014
Extruding/Drawing Machine Operators	6	No	HS or less	\$15.27	\$38,082
Machinists	7	No	HS or less	\$19.59	\$49,389
Metal-Refining Furnace Operators and Tenders	4	No	HS or less	\$14.08	\$39,795
Multiple Machine Tool Operators	5	No	HS or less	\$17.70	\$45,457
Tool and Die Makers	7	No	HS or less	\$20.35	\$56,633
Welders, Cutters, Solderers, and Brazers	6	No	HS or less	\$18.27	\$44,681
Chemical Equipment Operators and Tenders	8	N/A	N/A	N/A	\$46,197
Mixing/Blending Machine Operators and Tenders	N/A	N/A	HS or less	\$13.71	\$37,079
Inspectors, Testers, Sorters, Samplers, and Weighers	5	No	HS or less	\$15.85	\$40,881

A Regional Economic Development Partnership Project

USDA, Rural Development
 Middle TN Industrial Development Association
 Tennessee Valley Authority
 TN Dept. of Labor & Workforce Development
 Middle Tennessee Regional Workforce Boards
 Nashville Area Chamber of Commerce
 Greater Nashville Regional Council
 South Central Tennessee Development District
 Upper Cumberland Development District

Tennessee Central Economic Authority
 The Highlands Economic Partnership
 Tennessee Chamber of Commerce & Industry

**For more information, please contact:*

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