

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

REGION 3

SUMMARY TABLES



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Northern Middle Tennessee Workforce Board
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Greater Nashville Regional Council
South Central Tennessee Development District
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REGION 3

COUNTY

Sumner

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

SUMMARY TABLES

Region 3

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2023 Wage and Benefit Survey

Summary Table I: Average and Median Hourly Wages (Unweighted) for the Covered Occupations

SOC Code & Title		Minimum Hourly		Maximum Hourly		Current Wages	
		Average	Median	Average	Median	Average	Median
11-0000	Management Occupations						
11-1011	Chief Executive	\$84.21	\$74.64	\$127.24	\$120.19	\$120.10	\$120.19
11-1021	General and Operations Managers	\$65.31	\$69.84	\$97.24	\$110.58	\$78.06	\$75.72
11-2021	Marketing Managers	\$38.46	\$40.87	\$56.09	\$55.29	\$46.96	\$47.12
11-2022	Sales Managers	\$52.56	\$57.69	\$66.51	\$72.12	\$60.14	\$62.50
11-3010	Administrative Service and Facilities Managers	N/A	N/A	N/A	N/A	\$57.61	\$57.45
11-3021	Computer & Information Systems Managers	\$45.97	\$45.07	\$65.12	\$68.40	\$53.71	\$55.96
11-3031	Financial Managers	\$44.51	\$42.79	\$60.65	\$60.10	\$53.16	\$60.57
11-3051	Industrial Production Manager	\$42.02	\$44.43	\$55.81	\$58.17	\$49.27	\$49.18
11-3061	Purchasing Manager	\$39.09	\$39.66	\$56.40	\$52.88	\$45.62	\$45.65
11-3071	Transportation, Storage & Distribution Managers	\$37.64	\$38.46	\$51.79	\$43.27	\$42.13	\$40.87
11-3121	Human Resource Managers	\$48.95	\$47.07	\$65.46	\$63.04	\$53.79	\$50.28
13-0000	Business and Financial Occupations						
13-1020	Buyers and Purchasing Agents	\$26.64	\$28.37	\$36.80	\$37.26	\$31.56	\$33.65
13-1071	Human Resource Specialists	\$25.92	\$26.44	\$38.20	\$36.06	\$31.48	\$31.49
13-2011	Accountants and Auditors	\$29.34	\$31.01	\$43.42	\$40.87	\$33.40	\$35.58
15-0000	Computer Occupations						
15-1231	Computer Network Support Specialists	N/A	N/A	N/A	N/A	\$27.63	\$31.25
17-0000	Engineering Occupations						
17-2112	Industrial Engineers	\$29.81	\$30.78	\$43.12	\$43.27	\$35.22	\$36.78
17-2141	Mechanical Engineers	\$32.67	\$33.65	\$46.04	\$48.08	\$39.25	\$40.87
19-0000	Life, Physical, and Social Science Occupations						
19-5011	Occupational Health and Safety Specialists	\$31.32	\$27.64	\$46.49	\$45.57	\$34.45	\$34.52
37-0000	Building and Grounds Cleaning and Maintenance Occupations						
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	\$25.13	\$24.95	\$36.00	\$34.38	\$30.64	\$31.25
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	\$15.86	\$15.75	\$18.26	\$18.39	\$16.85	\$16.50
43-0000	Office & Administrative Support Occupations						
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$24.28	\$24.04	\$36.31	\$33.65	\$30.47	\$28.61
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$20.87	\$20.47	\$26.57	\$25.96	\$21.18	\$21.03
43-4051	Customer Service Representatives	\$21.49	\$20.00	\$29.16	\$29.86	\$25.51	\$23.00
43-5061	Production, Planning and Expediting Clerks	N/A	N/A	N/A	N/A	\$25.45	\$27.10
43-5071	Shipping, Receiving, and Inventory Clerks	\$19.76	\$19.00	\$30.02	\$27.26	\$23.67	\$21.00
49-0000	Installation, Maintenance, and Repair Occupations						
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	N/A	N/A	N/A	N/A	\$40.12	\$39.18
49-9041	Industrial Machinery Mechanics	\$25.74	\$26.47	\$31.59	\$31.62	\$29.82	\$29.97
49-9071	Maintenance and Repair Workers, General	\$26.21	\$26.50	\$30.94	\$33.63	\$29.21	\$31.56

2023 Wage and Benefit Survey

Summary Table I: Average and Median Hourly Wages (Unweighted) for the Covered Occupations

SOC Code & Title		Minimum Hourly		Maximum Hourly		Current Wages	
51-0000	Production Occupations	Average	Median	Average	Median	Average	Median
51-1011	First-Line Supervisors of Production and Operating Workers	\$28.48	\$27.92	\$37.47	\$39.16	\$31.91	\$33.04
51-2090	Miscellaneous Assemblers and Fabricators	\$18.12	\$17.88	\$22.49	\$21.34	\$20.06	\$19.47
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$18.83	\$17.75	\$24.85	\$24.27	\$22.38	\$23.00
51-4041	Machinists	\$21.55	\$20.00	\$24.91	\$28.00	\$24.85	\$25.22
51-4111	Tool and Die Makers	\$29.11	\$31.25	\$35.87	\$34.84	\$34.04	\$32.87
51-4121	Welders, Cutters, Solderers, and Brazers	\$19.74	\$18.25	\$24.71	\$24.91	\$22.12	\$21.74
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	N/A	N/A	N/A	N/A	\$20.95	\$21.00
53-0000	Transportation and Material Moving Occupations						
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	\$23.72	\$22.92	\$37.14	\$36.54	\$28.20	\$29.24
53-7051	Industrial Truck and Tractor Operators	\$17.08	\$16.00	\$20.03	\$19.69	\$18.98	\$19.79
53-7064	Packers and Packagers, Hand	N/A	N/A	N/A	N/A	\$17.26	\$18.18
53-7190	Material Moving Workers, All Other	\$17.49	\$17.75	\$22.78	\$20.23	\$19.78	\$19.00

2023 Wage and Benefit Survey

Summary Table II: Average and Median Annualized Wages for the Covered Occupations

SOC Code & Title		Weighted (by Job)		Unweighted (by Company)	
		Average	Median	Average	Median
11-0000	Management Occupations				
11-1011	Chief Executive	N/A	N/A	\$249,798	\$250,000
11-1021	General and Operations Managers	\$139,325	\$122,900	\$162,362	\$157,500
11-2021	Marketing Managers	\$97,667	\$98,000	\$97,667	\$98,000
11-2022	Sales Managers	\$134,438	\$149,500	\$125,100	\$130,000
11-3010	Administrative Service and Facilities Managers	\$97,900	\$65,000	\$119,833	\$119,500
11-3021	Computer and Information Systems Managers	\$114,547	\$107,806	\$111,719	\$116,403
11-3031	Financial Managers	\$110,298	\$125,988	\$110,568	\$125,977
11-3051	Industrial Production Manager	\$93,647	\$99,580	\$102,485	\$102,290
11-3061	Purchasing Manager	\$99,342	\$100,000	\$94,885	\$94,950
11-3071	Transportation, Storage, and Distribution Managers	\$91,442	\$93,942	\$87,628	\$85,000
11-3121	Human Resource Managers	\$111,735	\$105,000	\$111,880	\$104,579
13-0000	Business and Financial Occupations				
13-1020	Buyers and Purchasing Agents	\$66,349	\$70,000	\$65,643	\$70,000
13-1071	Human Resource Specialists	\$65,675	\$65,500	\$65,476	\$65,500
13-2011	Accountants and Auditors	\$64,092	\$57,240	\$69,463	\$74,000
15-0000	Computer Occupations				
15-1231	Computer Network Support Specialists	\$57,467	\$65,000	\$57,467	\$65,000
17-0000	Engineering Occupations				
17-2112	Industrial Engineers	\$76,230	\$78,024	\$73,256	\$76,512
17-2141	Mechanical Engineers	\$84,881	\$85,764	\$81,645	\$85,000
19-0000	Life, Physical, and Social Science Occupations				
19-5011	Occupational Health and Safety Specialists	\$72,767	\$75,000	\$71,650	\$71,800
37-0000	Building and Grounds Cleaning and Maintenance Occupations				
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	\$62,671	\$65,000	\$63,731	\$65,000
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	\$33,338	\$31,200	\$35,048	\$34,320
43-0000	Office and Administrative Support Occupations				
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$64,668	\$59,504	\$63,377	\$59,504
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$44,289	\$43,747	\$44,056	\$43,747
43-4051	Customer Service Representatives	\$51,762	\$47,840	\$53,070	\$47,840
43-5061	Production, Planning and Expediting Clerks	\$55,507	\$56,364	\$52,935	\$56,364
43-5071	Shipping, Receiving, and Inventory Clerks	\$56,378	\$45,544	\$49,237	\$43,680
49-0000	Installation, Maintenance, and Repair Occupations				
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$87,685	\$93,930	\$83,443	\$81,500
49-9041	Industrial Machinery Mechanics	\$61,590	\$62,275	\$62,027	\$62,338
49-9071	Maintenance and Repair Workers, General	\$68,255	\$68,890	\$60,749	\$65,645
51-0000	Production Occupations				
51-1011	First-Line Supervisors of Production and Operating Workers	\$68,216	\$67,000	\$66,371	\$68,730
51-2090	Miscellaneous Assemblers and Fabricators	\$39,626	\$40,498	\$41,726	\$40,498
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$45,943	\$44,450	\$46,552	\$47,840
51-4041	Machinists	\$45,786	\$36,816	\$51,678	\$52,448

2023 Wage and Benefit Survey

Summary Table II: Average and Median Annualized Wages for the Covered Occupations

SOC Code & Title		Weighted (by Job)		Unweighted (by Company)	
51-0000	Production Occupations (<i>Continued</i>)	Average	Median	Average	Median
51-4111	Tool and Die Makers	\$69,013	\$66,726	\$70,812	\$68,363
51-4121	Welders, Cutters, Solderers, and Brazers	\$45,709	\$41,558	\$46,010	\$45,219
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$44,178	\$45,053	\$43,578	\$43,680
53-0000	Transportation and Material Moving Occupations				
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	\$47,921	\$37,000	\$58,659	\$60,818
53-7051	Industrial Truck and Tractor Operators	\$35,234	\$31,200	\$39,483	\$41,174
53-7064	Packers and Packagers, Hand	\$29,623	\$26,000	\$35,902	\$37,804
53-7190	Material Moving Workers, All Other	\$40,032	\$40,061	\$41,142	\$39,520

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Summary Table III: Characteristics of the Covered Occupations

SOC Code & Title		Number Companies Reporting	Number Jobs	Number Current Openings
11-0000	Management Occupations			
11-1011	Chief Executive	6	N/A	N/A
11-1021	General and Operations Managers	12	21	N/A
11-2021	Marketing Managers	3	3	N/A
11-2022	Sales Managers	5	8	N/A
11-3010	Administrative Service and Facilities Managers	4	5	N/A
11-3021	Computer and Information Systems Managers	6	9	N/A
11-3031	Financial Managers	8	10	N/A
11-3051	Industrial Production Manager	9	33	N/A
11-3061	Purchasing Manager	9	9	N/A
11-3071	Transportation, Storage, and Distribution Managers	3	4	N/A
11-3121	Human Resource Managers	12	13	N/A
13-0000	Business and Financial Occupations			
13-1020	Buyers and Purchasing Agents	8	11	N/A
13-1071	Human Resource Specialists	6	10	N/A
13-2011	Accountants and Auditors	8	13	N/A
15-0000	Computer Occupations			
15-1231	Computer Network Support Specialists	3	3	N/A
17-0000	Engineering Occupations			
17-2112	Industrial Engineers	4	14	N/A
17-2141	Mechanical Engineers	7	26	N/A
19-0000	Life, Physical, and Social Science Occupations			
19-5011	Occupational Health and Safety Specialists	4	6	N/A
37-0000	Building and Grounds Cleaning and Maintenance Occupations			
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	7	30	N/A
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	5	9	N/A
43-0000	Office and Administrative Support Occupations			
43-1011	First-Line Supervisors of Office and Administrative Support Workers	4	6	N/A
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5	9	N/A
43-4051	Customer Service Representatives	5	16	N/A
43-5061	Production, Planning and Expediting Clerks	3	12	N/A
43-5071	Shipping, Receiving, and Inventory Clerks	6	11	N/A
49-0000	Installation, Maintenance, and Repair Occupations			
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	3	13	N/A
49-9044	Millwrights	N/A	N/A	N/A
49-9071	Maintenance and Repair Workers, General	5	66	7
51-0000	Production Occupations			
51-1011	First-Line Supervisors of Production and Operating Workers	8	50	N/A
51-2090	Miscellaneous Assemblers and Fabricators	5	298	N/A
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	7	104	13

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Summary Table III: Characteristics of the Covered Occupations

51-0000	Production Occupations (<i>Continued</i>)	Companies	Jobs	Openings
51-4041	Machinists	4	9	N/A
51-4111	Tool and Die Makers	4	56	N/A
51-4121	Welders, Cutters, Solderers, and Brazers	4	34	N/A
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3	26	N/A
53-0000	Transportation and Material Moving Occupations			
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	4	25	N/A
53-7051	Industrial Truck and Tractor Operators	4	53	N/A
53-7064	Packers and Packagers, Hand	4	135	N/A
53-7190	Material Moving Workers, All Other	5	39	N/A

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Summary Table IV: Minimum Education Requirement for the Covered Occupations

SOC Code & Title		High			
		School or	Voc/Assoc	Bachelor's	Graduate
		Less	Degree	Degree	Degree
11-0000	Management Occupations				
11-1011	Chief Executive	0%	0%	67%	33%
11-1021	General and Operations Managers	0%	0%	88%	12%
11-2021	Marketing Managers	N/A	N/A	N/A	N/A
11-2022	Sales Managers	0%	0%	100%	0%
11-3010	Administrative Service and Facilities Managers	25%	25%	50%	0%
11-3021	Computer and Information Systems Managers	0%	0%	100%	0%
11-3031	Financial Managers	0%	0%	86%	14%
11-3051	Industrial Production Manager	0%	17%	83%	0%
11-3061	Purchasing Manager	0%	12%	88%	0%
11-3071	Transportation, Storage, and Distribution Managers	67%	0%	33%	0%
11-3121	Human Resource Managers	0%	0%	92%	8%
13-0000	Business and Financial Occupations				
13-1020	Buyers and Purchasing Agents	14%	43%	43%	0%
13-1071	Human Resource Specialists	0%	0%	100%	0%
13-2011	Accountants and Auditors	0%	14%	86%	0%
15-0000	Computer Occupations				
15-1231	Computer Network Support Specialists	33%	33%	33%	0%
17-0000	Engineering Occupations				
17-2112	Industrial Engineers	0%	0%	100%	0%
17-2141	Mechanical Engineers	0%	12%	75%	12%
19-0000	Life, Physical, and Social Science Occupations				
19-5011	Occupational Health and Safety Specialists	N/A	N/A	N/A	N/A
37-0000	Building and Grounds Cleaning and Maintenance Occupations				
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	33%	67%	0%	0%
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	100%	0%	0%	0%
43-0000	Office and Administrative Support Occupations				
43-1011	First-Line Supervisors of Office and Administrative Support Workers	25%	50%	0%	25%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	50%	50%	0%	0%
43-4051	Customer Service Representatives	67%	33%	0%	0%
43-5061	Production, Planning and Expediting Clerks	67%	33%	0%	0%
43-5071	Shipping, Receiving, and Inventory Clerks	75%	25%	0%	0%
49-0000	Installation, Maintenance, and Repair Occupations				
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	67%	0%	0%	33%
49-9041	Industrial Machinery Mechanics	25%	75%	0%	0%
49-9071	Maintenance and Repair Workers, General	N/A	N/A	N/A	N/A
51-0000	Production Occupations				
51-1011	First-Line Supervisors of Production and Operating Workers	71%	14%	0%	14%
51-2090	Miscellaneous Assemblers and Fabricators	33%	33%	33%	0%
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	60%	20%	20%	0%

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Summary Table IV: Minimum Education Requirement for the Covered Occupations

51-0000	Production Occupations (<i>Continued</i>)	HS/Less	Voc/Assoc	Bachelor's	Graduate
51-4041	Machinists	100%	0%	0%	0%
51-4111	Tool and Die Makers	N/A	N/A	N/A	N/A
51-4121	Welders, Cutters, Solderers, and Brazers	N/A	N/A	N/A	N/A
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	67%	0%	33%	0%
53-0000	Transportation and Material Moving Occupations				
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	33%	33%	33%	0%
53-7051	Industrial Truck and Tractor Operators	N/A	N/A	N/A	N/A
53-7064	Packers and Packagers, Hand	N/A	N/A	N/A	N/A
53-7190	Material Moving Workers, All Other	N/A	N/A	N/A	N/A