

MIDDLE TENNESSEE
2021 INDUSTRIAL
WAGE & BENEFIT SURVEY

GUIDE

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USDA, Rural Development

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Tennessee Valley Authority

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

TN Dept. of Labor & Workforce Development

American Job Centers of Middle Tennessee



Survey conducted by:

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MIDDLE TENNESSEE

2021 INDUSTRIAL WAGE & BENEFIT SURVEY

The Business and Economic Research Center (BERC) in the Jones College of Business at Middle Tennessee State University (MTSU) is conducting the 2021 MTSU Industrial Wage and Benefit Survey for the 40-county Middle Tennessee and Upper Cumberland regions. The survey is contracted by the Middle Tennessee Industrial Development Association (MTIDA). BERC will collect and analyze the data and submit resulting reports to MTIDA. BERC will also send detailed reports to survey respondents

MTIDA has requested that your company be invited to the study. Your participation will be critical to the success of the project. Your input will help us develop a detailed analysis of wages and benefits offered by companies within your county and region, particularly in the manufacturing sector.

BERC assures you that:

- survey responses remain confidential and individual company responses will be released only to the company survey respondent.
- in our reporting, responses are combined such that no data is included that can be associated with an individual company.

Participating companies have been asked to identify a primary survey contact email address to MTIDA. That contact will receive an email from Murat.Arik@mtsu.edu with a link to the survey and a SurveyID number.

Important Dates:

- February 1, 2021: Murat Arik will send email invites to survey contacts.
- March 15, 2021: The survey is scheduled to close.
- Mid-May to June 30, 2021: BERC will send summary tables and detailed reports.

I hope the following pages in this guide will be a helpful tool for you as you gather the data to be entered in the survey. At any time during the survey process, please contact **Murat. Arik@mtsu.edu** or call **1-615-898-5424** for assistance.

Murat Arik, Ph.D., PDBP
Director, Business and Economic Research Center
Jennings A. Jones College of Business
Middle Tennessee State University

**MIDDLE
TENNESSEE**
STATE UNIVERSITY

SURVEY FORMAT

The survey has four parts.

Part 1. Informed Consent and ID. In the first part of the survey you will be asked to:

- Give your informed consent to participate. The first page of the survey contains legal text and an explanation of informed consent for the MTSU Institutional Review Board (IRB)
- Provide your SurveyID. You'll receive this SurveyID number in the email invitation.
- Select the County in which your company is located.

The survey instrument will not allow you to continue without completing Part 1. For Parts 2 and 3 you may skip questions that are not applicable to your company.

Part 2. Company profile, workforce profile, benefits. This part of the survey includes several blocks of questions about your company, your employees, and your benefit packages. All questions relate only to the company location in the County you selected in Part 1. For responses requiring a dollar amount or percentage, you do not need to "\$" or "%" symbols. (See Appendix A for full list of questions).

Part 3. Occupation-specific data. For this part of the survey, you will enter the details listed below for occupations at your company. You will SKIP occupations your company does not have. You can also skip details you do not have access to. (See Appendix B for full list of occupations).

When completing this section, please remember:

- Occupations are grouped by blocks, corresponding to SOC codes from the Bureau of Labor Statistics. Hovering over occupation titles will reveal brief descriptions. You can find full descriptions at the United States Bureau of Labor Statistics Site https://www.bls.gov/oes/current/oes_stru.htm

MIDDLE TENNESSEE
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Company Annual Revenue and Benefits Costs The following questions apply to the company operations in the County you identified at the beginning of the survey.

What was your company's annual revenue last year?

What was your company's cost of benefits last year, expressed as a percentage of total wages?

Company Employees at this County Location. The following questions and the questions throughout the survey apply to the company operations in the County you identified at the beginning of the survey.

What is the total number of employees?

What percentage of your employees are part-time?

What percentage of your employees are unionized?

Approximately what percentage of your employees live in the county where the company is located?

How many hours in the regular workweek for a full-time employee?

SOC Group 11-0000: MANAGEMENT OCCUPATIONS (Set 1 of 2)
Hover over occupation title for a short description

Enter all data in numerical form WITHOUT \$ or % symbols
Minimum Educational Requirement: 0=None; 1=High School; 2=Vocational School or Trade School; 3=Associate's Degree; 4=Bachelor's Degree; 5=Master's Degree; 6=Doctorate or other professional degree

	11-1011 Chief Executive	11-1021 General and Operations Managers	11-2021 Marketing Managers	11-2022 Sales Managers	11-3010 Administrative Services and Facilities Managers
Average Current Hourly Wage	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Minimum Hourly Wage	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Maximum Hourly Wage	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Number of Current Employees	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Number of Openings	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Minimum Educational Requirement	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Certification Required; 0=No; 1=Yes	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Difficulty of Filling (from 1=Easy to 10=Difficult)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
% Women	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
% Part-time	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

- The symbols “\$” and “%” are not required.
- You should enter hourly rates for both hourly and salaried, exempt and non-exempt, occupations.
- You should skip entirely occupations and blocks of occupations that are not applicable. Leave those blank, do not enter “0” or “n/a” or “x”.

Part 4. Complete and Submit. At the end of the survey you will be given instructions for how to submit it. You'll be asked to enter an email address if you want to receive an email with the summary of your responses.

SURVEY NAVIGATION

Once you have completed Part 1 of the survey, you will be able to navigate within the survey.

- **The survey will allow you to skip responses.**

However, the more complete your survey responses the greater will be the value of the final survey analysis and reports.

- **To navigate screen by screen,** use the forward and backward arrows at the bottom right and left of each screen.

- **To navigate between sections or blocks,** use the Table of Contents. When the Table of Contents is hidden, click the three stacked horizontal lines at the top left of the screen. There is also a Return to Table of Contents button at the bottom of each screen.

- **To leave the survey without submitting your final data,** close your browser window. You can return to the survey using your link and SurveyID.
- When you have completed your entries and choose to submit the survey, you'll find instructions in the **Survey Complete and Submit** at the end. Once you have submitted the survey, you will not be able to return to make changes.

MIDDLE TENNESSEE 2021 INDUSTRIAL WAGE & BENEFIT SURVEY

You have reached the end of the 2021 MTSU Industrial Wage and Benefit Survey.

NEXT: If you have NOT completed survey responses.

- If you exit now without submitting the survey, by closing your browser, you can return to make changes. Use the original link sent and your SurveyID
- If you exit now without submitting the survey, by closing your browser, and do not return to complete the survey, your responses will automatically be submitted in one month or on March 15, whichever is sooner.

NEXT: If you have completed the survey and want to submit your responses now.

- Indicate below whether you would like to receive a summary of your responses via email.
 - If yes, you'll be taken to an email screen. Enter your email, then click on the submit button at the bottom of the page. You'll be then asked once more to confirm your submission. Click the forward button at the bottom right of the page.
 - If no, click on the submit button at the bottom right of this page. You'll be then asked once more to confirm your submission. Click the forward button at the bottom right of the page.

If you have any questions about the survey process, contact MTSU's BERC Director Murat Arlik at Murat.Arik@mtsu.edu or call 1-615-898-5424.

Thank you!

☐ Yes, I would like to receive a summary of my responses via email.

☐ No, I do not want to receive an email summary of my responses.

SUBMIT SURVEY

Survey Completion 0% 100%

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APPENDIX A

COMPANY PROFILE AND PAY PRACTICES QUESTIONS

Company Annual Revenue and Benefits Costs.

- ▶ What was your company's annual revenue last year?
- ▶ What was your company's cost of benefits last year, expressed as a percentage of total wages?

Company Employees at this County location.

- ▶ What is the total number of employees?
- ▶ What percentage of your employees are part-time?
- ▶ What percentage of your employees are unionized?
- ▶ Approximately what percentage of your employees live in the county where your company is located?
- ▶ How many hours in the regular workweek for a full-time employee?

Company Pay Practices. Please select all that apply.

- ▶ Cost of living increases
- ▶ Merit pay increases
- ▶ Longevity-based increases
- ▶ Bonus/incentive pay
- ▶ Second shift differential pay
 - For second shift, how would you like to specify the differential pay?
 - As a dollar amount
 - For second shift, please specify the differential pay as a dollar amount.
 - As a percentage
 - For second shift, please specify the differential pay as a percentage.
- ▶ Third shift differential pay

- For third shift, how would you like to specify the differential pay?
 - As a dollar amount
 - For third shift, please specify the differential pay as a dollar amount.
 - As a percentage
 - For third shift, please specify the differential pay as a percentage.
- ▶ Other

General Pay Increases

- ▶ In what year did you make your most recent general pay increase?
- ▶ What was the average percentage of your most recent general pay increase?
- ▶ In what year do you expect to make your next general pay increase?
- ▶ What do you expect to be the average percentage of your next general pay increase?
- ▶ Please add additional comments about your company's profile and pay practices.

Absenteeism and Turnover

- ▶ How often does your management team review the following?
(Select from: Annually, Biannually, Quarterly, Monthly, Weekly, Daily, Never)
 - Turnover rates
 - Absenteeism rates
- ▶ Please rate the extent to which your management team would agree to the following statements.
(Select from: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree)
 - Turnover is a challenge in our company's normal operations.
 - Absenteeism is a challenge in our company's normal operations.
 - Drug or addiction-related issues have represented a significant challenge to our employees or their families over the last 12 months.
- ▶ List up to four causes or reasons for employee

absenteeism, as most commonly reported by your employees.

- ▶ How many employees left your company voluntarily within the last 12 months?
- ▶ List up to four causes or reasons for employee turnover, as most commonly reported by your employees.

Please add any additional comments regarding absenteeism and turnover.

HOLIDAYS AND LEAVE TIME

Choose what best applies to your company (A or B)

- ▶ A. We offer a PTO package that combines vacation days, sick leave, and personal days.
 - Please enter the average number of PTO days earned after:
 - The first year of employment
 - The fifth year of employment
 - The tenth year of employment
 - On average, how many days are carried over to the next year? (select)
 - *We do not allow days to be carried over to next year*
 - 1, 2, 3, 4, 5, 6, 7, 8 9, or 10
 - *More than 10*
 - What is the maximum number of PTO days that can be accumulated by a full-time employee?
 - Please select what applies for each. Choose from: *Employees can use PTO; Paid, separate from PTO; Unpaid, separate from PTO; Not offered*
 - Personal Leave
 - Bereavement Leave
 - Jury duty time off
 - Time off to vote
 - Maternity Leave
 - Paternity Leave
 - Adoption Leave
- ▶ B. We offer vacation days, sick leave, and/or

personal days separately.

- ▶ Do you offer paid vacation days? Yes or No
 - *If yes, please enter the average number of vacation days earned after:*
 - The first year of employment
 - The fifth year of employment
 - The tenth year of employment
- Do you offer paid sick leave? Yes or No
 - *If yes, please enter the average number of sick leave days earned after:*
 - The first year of employment
 - The fifth year of employment
 - The tenth year of employment
- Please select what applies for each. Choose from: *Paid; Unpaid; Not offered*
 - Personal Leave
 - Bereavement Leave
 - Jury duty time off
 - Time off to vote
 - Maternity Leave
 - Paternity Leave
 - Adoption Leave

How many paid holidays does your company offer?

Choose your policy regarding working holiday pay.

- ▶ No employee works on a paid holiday
- ▶ Compensatory time
- ▶ Straight time
- ▶ Time and one half
- ▶ Double time

Please add any additional comments about your company's holiday and leave time.

INSURANCE BENEFITS

Select all that apply to your company's medical insurance benefit package:

- ▶ We offer a traditional plan.
- ▶ We offer a high deductible plan.
- ▶ We make contributions to an HSA account.
- ▶ We make contributions to an HRA account.
- ▶ We do not offer medical insurance (skip to dental insurance question).
- ▶ Other
 - How much per year does the average individual medical insurance plan cost the employee?
 - How much per year does the average individual medical insurance plan cost the employer?
- ▶ Do you offer a family plan for medical insurance?
 - How much per year does the average family medical insurance plan cost the employee?
 - How much per year does the average family medical insurance plan cost the employer?
 - What percentage of your employees chose the family medical insurance plan?
- ▶ Do you offer a dental insurance plan? *(If no, skip to vision insurance)*
 - How much per year does the average individual dental insurance plan cost the employee?
 - How much per year does the average individual dental insurance plan cost the employer?
- ▶ Do you offer a family plan for dental insurance?
 - How much per year does the average individual dental insurance plan cost the employee?
 - How much per year does the average individual dental insurance plan cost the employer?
 - What percentage of your employees choose

the family dental insurance plan?

- ▶ Do you offer a vision insurance plan? *(If no, skip to group life insurance)*
 - How much per year does the average individual vision insurance plan cost the employee?
 - How much per year does the average individual insurance plan cost the employer?
- ▶ Do you offer a family plan for vision insurance?
 - How much per year does the average family vision insurance plan cost the employee?
 - How much per year does the average family vision insurance plan cost the employer?
 - What percentage of your employees choose the family vision insurance plan?
- ▶ Do you offer a group life insurance plan? *(If no, skip to disability insurance)*
 - How much per year does the average group life insurance plan cost the employee?
 - How much per year does the average group life insurance plan cost the employer?
- ▶ Do you offer disability insurance? *(If no, skip to wellness plan)*
 - How much per year does the average disability insurance plan cost the employee?
 - How much per year does the average disability insurance plan cost the employer?
- ▶ Do you offer a wellness plan? Yes or No
- ▶ Do you offer a prescription drug plan? Yes or No
- ▶ Please add any comments regarding your company's insurance plan.

RETIREMENT AND PROFIT SHARING

Select all that apply to your company's retirement and profit-sharing benefits:

- ▶ Traditional IRA
- ▶ Roth IRA
- ▶ Traditional 401(k)
- ▶ Roth 401(k)
- ▶ Savings Incentive Match Plan IRA (SIMPLE IRA)
- ▶ Simplified Employee Pension (SEP) Plan
- ▶ Profit-Sharing
- ▶ Other
- ▶ None of the above

Please add any comments regarding your company's retirement and profit-sharing benefits.

TRAINING AND PROFESSIONAL DEVELOPMENT

Training

- ▶ List up to 4 of your organization's top training needs:
- ▶ Do you offer training onsite?
 - List up to 4 of the most common training programs you offer onsite.
 - Estimate the percentage of employees who participate in onsite training.
- ▶ Do you offer training offsite?
 - List up to 4 of the most common training programs you offer offsite:
 - Estimate the percentage of employees who participate in offsite training.

Please add any additional comments regarding training, onsite and offsite.

Tuition Reimbursement

- ▶ Do you offer tuition reimbursement? (If no, skip to comments)
 - How long must an employee work to be eligible for tuition reimbursement? (select from drop down)
 - Less than 30 days

- Between one and three months
 - Between three and six months
 - Between six months and one year
 - One year
 - Two years
 - Other
 - If other, please explain.
- Does eligibility for tuition reimbursement depend on the course(s) in which the employee enrolls? Yes or No
 - Does eligibility for tuition reimbursement depend on the grade earned? Yes or No
 - What is the minimum grade or standard required for tuition reimbursement eligibility? (select from drop down)
 - Employee must earn a minimum "C"
 - Employee must earn a minimum "B"
 - Employee must earn a passing grade
 - Other
 - If other, please explain.
 - How would you like to express the maximum amount of tuition reimbursement, per employee, per year?
 - As a dollar amount
 - What is the maximum amount of tuition reimbursement, per employee, per year, in dollars?
 - As a percentage
 - What is the maximum amount of tuition reimbursement, per employee, per year, as a percentage of the total tuition cost?
 - In the past 5 years, how many employees have taken advantage of tuition reimbursement?
 - Of those employees who took advantage of tuition reimbursement over the last 5 years, how many are still employed in your company?

Of those employees who took advantage of tuition reimbursement over the last 5 years,

how many advanced their position in your company?

- Indicate those colleges or universities for which your employees are eligible to receive tuition reimbursement? (Select from list or add)
 - *Austin Peay State University; Bethel University; Columbia State Community College; DeVry University; Lipscomb University; Middle Tennessee State University; Motlow State Community College; Nashville State Community College; Purdue University; Roane State Community College; Tennessee College of Applied Technology (TCAT); Tennessee State University; Tennessee Tech University; Trevecca Nazarene University; University of Phoenix; University of Tennessee at Knoxville; Volunteer State Community College; Western Governors University; Western Kentucky University; Other*

Please add any additional comments about your

tuition reimbursement plan.

- ▶ **Please add any additional comments about professional development opportunities offered by your company.**

CHILDCARE ASSISTANCE

- ▶ Do you offer childcare assistance? Yes or No
 - If yes, please provide a brief description of your childcare assistance benefit.

COVID-19 IMPACT

- ▶ How has COVID-19 impacted your training needs?
- ▶ How has COVID-19 impacted your HR practices?
- ▶ How has COVID-19 impacted your overall business practices?

APPENDIX B

Occupations

On the survey, occupations are grouped by SOC codes. SOC Codes, full occupation definitions, and examples are available at the Federal Bureau of Labor Statistics site: https://www.bls.gov/oes/current/oes_stru.htm

Within the survey, hovering over an occupation title will bring up a short definition.

Enter ALL data in numerical form WITHOUT \$ or % symbols.

For each Occupation you will be asked to provide:

Average Current Hourly Wage

Maximum Hourly Wage

Minimum Hourly Wage

Number of Current Employees

Number of Openings

Minimal Educational Requirement

0=None; 1=High School; 2=Vocational School or Trade School; 3=Associate's Degree; 4=Bachelor's Degree; 5=Master's Degree; 6=Doctorate or other professional degree

Certification Required

0=No; 1=Yes

Difficulty of Filling

from 1=Easy to 10=Very Difficult

% Women

% Part-time

SOC Code	Occupation
11-0000	Management Occupations
11-1011	Chief Executive
11-1021	General and Operations Managers
11-2021	Marketing Managers
11-2022	Sales Managers
11-3010	Administrative Services and Facilities Managers
11-3021	Computer and Information Systems Managers
11-3031	Financial Managers
11-3051	Industrial Production Managers
11-3061	Purchasing Managers
11-3071	Transportation, Storage, and Distribution Managers
13-0000	Business and Financial Occupations
13-1020	Buyers and Purchasing Agents
13-1031	Claims Adjusters, Examiners, and Investigators
13-1041	Compliance Officers
13-1051	Cost Estimators
13-1071	Human Resources Specialists
13-1081	Logisticians
13-1111	Management Analysts
13-1141	Compensation, Benefits, and Job Analysis Specialists
13-1151	Training and Development Specialists
13-1161	Market Research Analysts and Marketing Specialists
13-1198	Project Management Specialists and Business Operations Specialists, All Other
13-2011	Accountants and Auditors
13-2031	Budget Analysts
13-2072	Loan Officers
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other

SOC Code	Occupation
15-0000	Computer Occupations
15-1211	Computer Systems Analysts
15-1231	Computer Network Support Specialists
15-1232	Computer User Support Specialists
15-1244	Network and Computer Systems Administrators
15-1251	Computer Programmers
15-1256	Software Developers and Software Quality Assurance Analysts and Testers
15-1299	Computer Occupations, All Others
17-0000	Engineering Occupations
17-2011	Aerospace Engineers
17-2031	Bioengineers and Biomedical Engineers
17-2041	Chemical Engineers
17-2051	Civil Engineers
17-2061	Computer Hardware Engineers
17-2071	Electrical Engineers
17-2072	Electronics Engineers, Except Computer Engineers
17-2111	Health and Safety Engineers, Except Mining Safety
17-2112	Industrial Engineers
17-2131	Materials Engineers
17-2141	Mechanical Engineers
17-2199	Engineers, All Other
17-3013	Mechanical Drafters
17-3023	Electrical and Electronic Engineering Technologists and Technicians
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
17-3026	Industrial Engineering Technologists and Technicians
17-3027	Mechanical Engineering Technologists and Technicians
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians Except Drafters, All Other

SOC Code	Occupation
19-0000	Life, Physical, and Social Science Occupations
19-1012	Food Scientists and Technologists
19-1042	Medical Scientists, Except Epidemiologists
19-2030	Chemists and Materials Scientists
19-4010	Agricultural and Food Science Technicians
19-4031	Chemical Technicians
19-5011	Occupational Health and Safety Specialists
27-0000	Arts, Design, and Media Occupations
27-1021	Commercial and Industrial Designers
27-1024	Graphic Designers
27-1026	Merchandise Displayers and Window Trimmers
27-3042	Technical Writers
29-0000	Healthcare Practitioners and Technical Occupations
29-1123	Physical Therapists
29-1126	Respiratory Therapists
29-1141	Registered Nurses
29-1171	Nurse Practitioners
29-2010	Clinical Laboratory Technologists and Technicians
29-2034	Radiologic Technologists and Technicians
29-2040	Emergency Medical Technicians and Paramedics
29-2061	Licensed Practical and Licensed Vocational Nurses
31-0000	Healthcare Support Occupations
31-1131	Nursing Assistants
31-2021	Physical Therapy Assistants
33-0000	Protective Service Occupations
33-9032	Security Guards

SOC Code	Occupation
35-0000	Food Preparation and Serving Related Occupations
35-1012	First-Line Supervisors of Food Preparation and Serving Workers
35-2021	Food Preparation Workers
35-3011	Bartenders
35-3023	Fast Food and Counter Workers
35-3031	Waiters and Waitresses
37-0000	Building and Grounds Cleaning and Maintenance Occupations
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers
37-3010	Grounds Maintenance Workers
41-0000	Sales and Related Occupations
41-1012	First-Line Supervisors of Non-Retail Sales Workers
41-2011	Cashiers
41-2021	Counter and Rental Clerks
41-2031	Retail Sales Persons
41-3091	Sales Representatives of Services
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products
41-9011	Demonstrators and Product Promoters
41-9031	Sales Engineers

SOC Code	Occupation
43-0000	Office and Administrative Support Occupations
43-1011	First-Line Supervisors of Office and Administrative Support Workers
43-3011	Bill and Account Collectors
43-3021	Billing and Posting Clerks
43-3031	Bookkeeping, Accounting, and Auditing Clerks
43-3051	Payroll and Timekeeping Clerks
43-3061	Procurement Clerks
43-4051	Customer Service Representatives
43-4151	Order Clerks
43-4161	Human Resources Assistants, Except Payroll and Timekeeping
43-4171	Receptionists and Information Clerks
43-4199	Information and Records Clerks, All Other
43-5061	Production, Planning and Expediting Clerks
43-5071	Shipping, Receiving, and Inventory Clerks
43-5111	Weighers, Measurers, Checkers, and Samplers Recordkeeping
43-6011	Executive Secretaries and Executive Administrative Assistants
43-6014	Secretaries and Administrative Assistants Except Executive
43-9061	Office Clerks, General
43-9199	Office and Administrative Support Workers, All Other
45-0000	Farming, Fishing, and Forestry Occupations
45-2041	Graders and Sorters of Agricultural Products
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse

SOC Code	Occupation
47-0000	Construction and Extraction Occupations
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2031	Carpenters
47-2061	Construction Laborers
47-2073	Operating Engineers and Other Construction Equipment Operators
47-2111	Electricians
47-2152	Plumbers, Pipefitters, and Steamfitters
47-2211	Sheet Metal Workers
47-3013	Helpers-Electricians
49-0000	Installation, Maintenance, and Repair Occupations
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-2091	Avionics Technicians
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
49-3011	Aircraft Mechanics and Service Technicians
49-3021	Automotive Body and Related Repairers
49-3023	Automotive Service Technicians and Mechanics
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
49-9041	Industrial Machinery Mechanics
49-9043	Maintenance Workers, Machinery
49-9044	Millwrights
49-9071	Maintenance and Repair Workers, General
49-9099	Installation, Maintenance and Repair Workers, All Other

SOC Code	Occupation
51-0000	Production Occupations
51-1011	First-Line Supervisors of Production and Operating Workers
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
51-2021	Coil Winders, Tapers, and Finishers
51-2028	Electrical, Electronic, and Electromechanical Assemblers
51-2031	Engine and Other Machine Assemblers
51-2041	Structural Metal Fabricators and Fitters
51-2051	Fiberglass Laminators and Fabricators
51-2090	Miscellaneous Assemblers and Fabricators
51-3011	Bakers
51-3021	Butchers and Meat Cutters
51-3022	Meat, Poultry, and Fish Cutters and Trimmers
51-3023	Slaughterers and Meat Packers
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3092	Food Batchmakers
51-3093	Food Cooking Machine Operators and Tenders
51-3099	Food Processing Workers, All Other
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic

SOC Code	Occupation
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4041	Machinists
51-4051	Metal-Refining Furnace Operators and Tenders
51-4052	Pourers and Casters, Metal
51-4071	Foundry Mold and Coremakers
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4111	Tool and Die Makers
51-4121	Welders, Cutters, Solderers, and Brazers
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
51-4199	Metal Workers and Plastic Workers, All Other
51-5111	Prepress Technicians and Workers
51-5112	Printing Press Operators
51-5113	Print Binding and Finishing Workers
51-6031	Sewing Machine Operators
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders
51-6062	Textile Cutting Machine Setters, Operators, and Tenders
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
51-6093	Upholsterers
51-6099	Textile, Apparel, and Furnishings Workers, All Other
51-7011	Cabinetmakers and Bench Carpenters
51-7021	Furniture Finishers

SOC Code	Occupation
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-7042	Woodworking Machine Setters, Operators, and Tenders, Wood
51-8031	Water and Wastewater Treatment Plant and System Operators
51-8091	Chemical Plant and System Operators
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
51-9011	Chemical Equipment Operators and Tenders
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9022	Grinding and Polishing Workers, Hand
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-9031	Cutters and Trimmers, Hand
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-9081	Dental Laboratory Technicians
51-9082	Medical Appliance Technicians
51-9083	Ophthalmic Laboratory Technicians
51-9111	Packaging and Filling Machine Operators and Tenders
51-9123	Painting, Coating and Decorating Workers
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
51-9141	Semiconductor Processing Technicians
51-9161	Computer Numerically Controlled Tool Operators
51-9162	Computer Numerically Controlled Tool Programmers
51-9191	Adhesive Bonding Machine Operators and Tenders
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders

SOC Code	Occupation
51-9193	Cooling and Freezing Equipment Operators and Tenders
51-9195	Molders, Shapers, and Casters, Except Metal and Plastics
51-9196	Paper Goods Machine Setters, Operators, and Tenders
51-9197	Tire Builders
51-9198	Helpers—Production Workers
51-9199	Production Workers, All Other
53-0000	Transportation and Material Moving Occupations
53-1047	First-Line Supervisors of Transportation and Material Moving Workers
53-3031	Driver/Sales Workers
53-3032	Heavy and Tractor-Trailer Truck Drivers
53-3033	Light Truck Drivers
53-7011	Conveyor Operators and Tenders
53-7021	Crane and Tower Operators
53-7051	Industrial Truck and Tractor Operators
53-7061	Cleaners of Vehicles and Equipment
53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-7063	Machine Feeders and Offbearers
53-7064	Packers and Packagers, Hand
53-7065	Stockers and Order Fillers
53-7190	Material Moving Workers, All Other

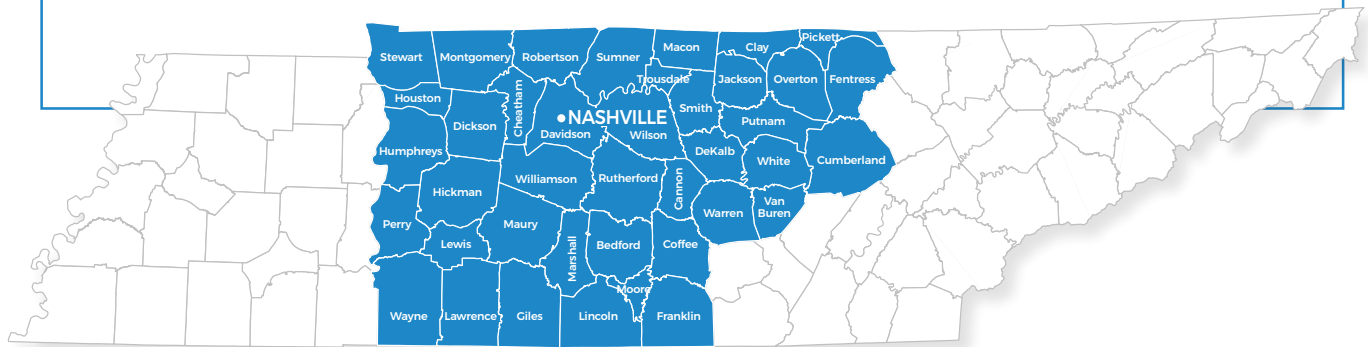
ADDITIONAL OCCUPATIONS

For occupations not included in the survey, you may either list occupational details below or submit a list via email to Murat.Arik@mtsu.edu.

2019

MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

SUMMARY REPORT



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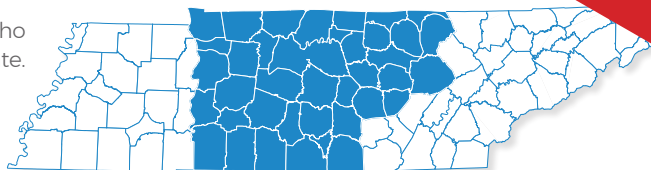


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

2019 Report Sample

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



92% offer health insurance
90% 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 80%, with 33% 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:

\$1,580
for health insurance
\$243
for dental insurance
\$81
for vision insurance

Employer's share for each employee is significantly higher:

\$5,324
for health insurance
\$500
for dental insurance
\$140
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,437, dental increases to \$677, and vision increases to \$220. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,769), dental (\$885), and vision (\$354).

Retirement & Other Benefits



RETIREMENT

81%
of companies offer defined contribution plans

12%
of companies offer profit sharing

7%
of companies offer traditional pension plans

9%
of companies offer employee stock ownership

43% offer career development opportunities
52% offer tuition payment
68% 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 **30%** of wages and salaries.

Select Occupation Details

TITLE

TITLE	Typical Educational Requirement	Typical Licensing Requirement	Difficulty of Filling (1=Easy; 10=Difficult)	(Hourly) Average (Mean)	Annualized
General and Operations Managers	Bachelor	No	6	\$42.56	\$106,144
Sales Managers	Bachelor	No	6	\$35.94	\$99,598
Computer and Information Systems Managers	Bachelor	No	6	\$33.77	\$88,035
Industrial Production Managers	High School	No	6	\$34.11	\$73,258
Purchasing Managers	Bachelor	No	6	\$29.01	\$74,258
Human Resources Managers	Bachelor	No	6	\$35.25	\$86,499
Buyers and Purchasing Agents	High School	No	5	\$20.90	\$58,208
Accountants	Bachelor	No	6	\$24.60	\$63,701
Computer Systems Analysts	Either HS or BA/BS	No	6	\$24.80	\$69,877
Network and Computer Systems Administrators	Bachelor	No	6	\$28.10	\$60,237
Chemical Engineers	Bachelor	No	5	\$31.80	\$75,326
Industrial Engineers, Including Health and Safety	Bachelor	No	7	\$30.30	\$77,462
Mechanical Engineers	Bachelor	No	7	\$26.60	\$84,818
Quality Control Analysts	High School	No	5	\$21.10	\$40,249
Registered Nurses	Bachelor	Yes	7	N/A	\$76,246
Customer Service Representatives	High School	No	5	\$16.50	\$39,405
Receptionists and Information Clerks	High School	NO	3	\$14.50	\$37,272
Electricians	High School	Yes	6	\$20.20	\$47,543
Supervisors of Mechanics, Installers, and Repairers	High School	Yes	7	\$28.20	\$73,586
Assemblers and Fabricators	High School	No	5	\$13.60	\$34,057
Food Processing Workers	High School	No	7	\$10.30	\$26,062
Machinists	High School	No	7	\$16.60	\$45,355
Machine Tool Setters/Operators (Metal & Plastic)	High School		10	\$15.20	N/A
Tool and Die Makers	High School	Varies	8	\$21.20	\$57,988
Welding, Soldering, and Brazing Workers	High School	No	6	\$15.50	\$40,035
Extruding, Forming, Pressing	High School	No	2	\$13.40	\$33,294
Industrial Truck and Tractor Operators	High School	Yes	6	\$14.20	\$32,974
Packers and Packagers	High School	No	5	\$13.10	\$31,117
Material Moving Workers, All Other	High School	No	4	\$14.40	\$32,377

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:

**MIDDLE
TENNESSEE**
STATE UNIVERSITY.

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2019 Report Sample

Insurance. What kinds of medical insurance do area companies offer their employees? How much do they pay for it? What portion of the insurance premiums? The table below provides the percent of area companies offering health, dental, vision, life, and disability insurance to their employees.

Table 6: Wage and Benefit Survey: Insurance

Type of Insurance	Insurance to Employees		Who Pays?					
	Number of Responses	Percent of Companies	Employee	Percent of Companies	Employer	Percent of Companies	Cost Shared	Percent of Companies
Health	259	92.3%	0	0.0%	5	2.1%	234	97.9%
Dental	259	90.3%	1	0.4%	2	0.9%	231	98.7%
Vision	263	84.8%	3	1.3%	1	0.4%	219	98.2%
Life	262	84.4%	1	0.5%	55	24.9%	165	74.7%
Disability	263	79.8%	10	4.8%	63	30.0%	137	65.2%

Only a fraction of companies reported cost data.

One highlight from the above table is that more than 79 percent of the companies offer all types of insurance.

When companies offer insurance benefits to dependents, who pays?

Table 7 presents findings from the wage and benefit survey. As shown in Table 7, more than 90 percent of companies indicated the cost of health, dental, and vision insurance is shared between employer and employee.

Table 7: Wage and Benefit Survey: Insurance for Dependents

Type of Insurance	Who Pays?					
	Employee	Percent of Companies	Employer	Percent of Companies	Cost Shared	Percent of Companies
Health	1	0.4%	1	0.4%	237	99.2%
Dental	1	0.4%	2	0.9%	231	98.7%
Vision	4	1.8%	0	0.0%	219	98.2%

What is the average cost of providing medical insurance?

Overall, employees are expected to pay on average of \$1,580 for health insurance, \$243 for dental, and \$81 for vision. The employer's share for each employee is significantly higher for health (\$5,324) and dental insurance (\$500) while relatively lower for vision insurance (\$140). These costs are for insuring an employee. When dependents become part of the benefit plan, individual cost for employees' health insurance increases to \$5,437, dental to \$677, and vision to \$220. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,769) and vision insurance (\$885) but decreases for dental (\$354). Of course, the cost of insurance to both employees and employers varies by establishment size. Table 8 provides detailed cost figures by establishment size.

Table 8: Wage and Benefit Survey: Average Cost of Insurance

Employment Size	Insurance for Employees					
	Health Insurance		Dental Insurance		Vision Insurance	
	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost
Less Than 100	\$1,808	\$4,982	\$280	\$740	\$88	\$131
100-350	\$1,370	\$5,547	\$222	\$396	\$74	\$154
Over 350	\$1,408	\$5,998	\$166	\$277	\$73	\$111
Regional	\$1,580	\$5,324	\$243	\$500	\$81	\$140

Employment Size	Insurance for Dependents					
	Health Insurance		Dental Insurance		Vision Insurance	
	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost
Less Than 100	\$6,444	\$10,834	\$782	\$574	\$222	\$295
100-350	\$4,701	\$13,394	\$635	\$1,182	\$218	\$424
Over 350	\$4,282	\$16,760	\$310	\$781	\$215	\$268
Regional	\$5,437	\$12,769	\$677	\$885	\$220	\$354

Only a fraction of companies reported cost data.

Retirement and Other Benefits. Nearly 82 percent of companies in the study offer defined contribution plans to their employees (Table 9). Profit sharing is offered by 12.34 percent of the companies. Traditional pension plans are offered by 6.81 percent and employee stock ownership plans by 8.9 percent of the companies.

Table 9: Wage and Benefit Survey: Types of Retirement Plans

Type of Plan	Number of Companies	Percent of Companies
Traditional Pension Plan	235	6.81%
Defined Contribution (401K, 403K, IRA, etc.)	237	81.43%
Profit Sharing	235	12.34%
Employee Stock Ownership Plan	235	8.94%

Some other benefits the surveyed companies offer their employees include career development, tuition payment, and other benefits and incentives. Table 10 provides the number and percent of companies offering these benefits. Overall, 43 percent offer career development, 52 percent offer tuition payment, and 68 percent offer incentives and bonuses.

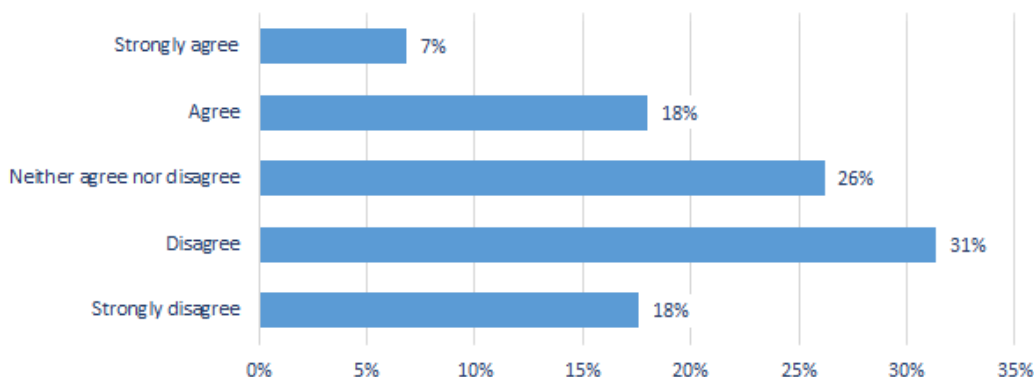
Table 10: Wage and Benefit Survey: Types of Incentives and Bonuses

Type of Bonus and Incentive	Number of Companies	Percent of Companies
Career Development	226	43.36%
Tuition Payment	262	51.53%
Incentives and Bonuses*	229	67.69%

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

Educational Reimbursement Benefits. The table below provides data on the number of employees taking advantage of educational reimbursement. Corporations with employee size more than 350 have the highest percentage of employees taking advantage of educational benefits (80 percent). The companies with employee size between 100 and 350 have the highest percentage of employees completing educational programs (70 percent). The companies with less than 100 employees have the highest retention rate (75.9 percent).

Region 14: Drug or addiction-related issues have represented a significant challenge to our employees or their families over the last 12 months
(N=233)



III.E. Wages by Occupation

This section provides wage data for manufacturing companies and selected occupations surveyed in the study market area. The wage data will be presented in two general formats: (1) average wage by establishment size and cumulative wage distribution and (2) average wage by selected occupation. In presenting wage data, BERC will use both weighted (by jobs) and unweighted (by establishment) data. However, in the next section, in which we profile 136 occupations, BERC will use establishment-level (unweighted) wage data.

As previously stated, BERC, in consultation with local economic development officials, originally identified occupations for the wage and benefit survey. The 210 companies responding to the survey provided data for 136 occupations listed. If fewer than three companies reported on a given occupation, BERC excluded that occupation from the list.

Wages by Establishment Size. Throughout this section, BERC uses establishment size and company size interchangeably. How do wages vary by establishment size? Table 12 presents aggregate wage data by both hourly and annualized wage. Unweighted wage data is the establishment data, whereas weighted wage data is employment adjusted. Overall, companies pay an average hourly wage of \$30.57 in the study market area. The median establishment wage

is \$25.68. Annualized average and median establishment wages are \$63,583 and \$53,414, respectively. Table 12 illustrates slight variations in wage by employment size.

Table 12: Wage and Benefit Survey: Average Wages by Employment Size

Employment Size	Unweighted Hourly Wages		Weighted Hourly Wages		Number of Jobs
	Average (Mean)	Median	Average (Mean)	Median	
Less than 100	\$27.52	\$22.23	\$28.75	\$23.91	1,256
100-350	\$30.42	\$26.00	\$31.24	\$26.42	1,202
Over 350	\$34.66	\$31.18	\$34.26	\$31.00	781
Regional	\$30.57	\$25.68	\$33.42	\$29.25	3,239

Employment Size	Unweighted Annual Wages		Weighted Annual Wages		Number of Jobs
	Average (Mean)	Median	Average (Mean)	Median	
Less than 100	\$57,243	\$46,238	\$59,799	\$49,733	1,256
100-350	\$63,278	\$54,080	\$64,971	\$54,954	1,202
Over 350	\$72,089	\$64,854	\$71,264	\$64,480	781
Regional	\$63,583	\$53,414	\$69,513	\$60,840	3,239

Chart 7 presents average compensation (wages + benefits) by establishment size. Although average compensation varies by establishment size, overall compensation in the study market area is \$82,377 (\$63,583+ \$18,795). The total compensation figures in Chart 7 represent unweighted establishment wages and benefits.

Profile 104 51-4030 Machine Tool Cutting Setters, Operators, & Tenders, Metal & Plastic

Minimum education level: No
 Licensing requirement: 3
 Number of vacancies: 171
 Current occupational employment reported: 6
 Difficulty of filling position (1 easy–10 difficult): \$15.3
 Average trainee-level wage (hourly): \$15.8
 Average entry-level wage (hourly): \$17.5
 Average current wage (hourly): 27%
 Annual employee turnover rate: 8%
 Employee absentee rate:

Benefits

Paid holidays: 9.2
 Annual vacation days: 10.2
 Days of sick leave: 4.0
 Paid jury duty: Yes
 Time off to vote: No

Insurance

Health insurance: Yes
 Average employee share: \$1,868
 Average employer share: \$7,413
 Dependent employee share: \$6,572
 Dependent employer share: \$15,450
 Dental insurance: Yes
 Vision insurance: Yes
 Life insurance: Yes
 Disability insurance: Yes

Retirement and Other

Traditional pension: No
 Defined contribution: Yes
 Profit sharing: No
 Career development: No
 Tuition payment: Yes
 Other incentives: Yes
 Value of benefits as a percent of wages: 37%

General Demographics

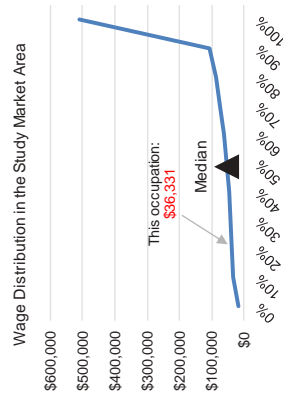
Number of companies reporting: 10
 Current employment of reporting companies: 1,795
 Part-time workers: 2%
 Average sales: \$46,550,000

Wages

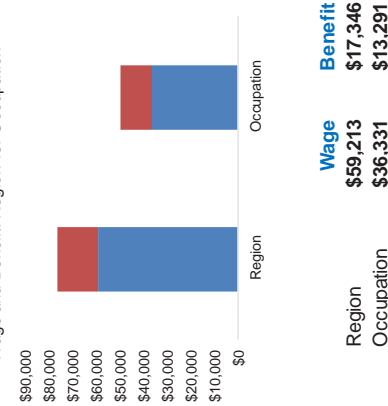
Average wage: \$36,331
 Median wage: N/A
 Average benefit: \$13,291
 Total compensation: \$49,622

Second and Third Shift

Second shift: 63%
 Pay differential: 5% or less
 Third shift: 13%
 Pay differential: N/A



Wage and Benefit: Region vs. Occupation



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2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY SUMMARY REPORT