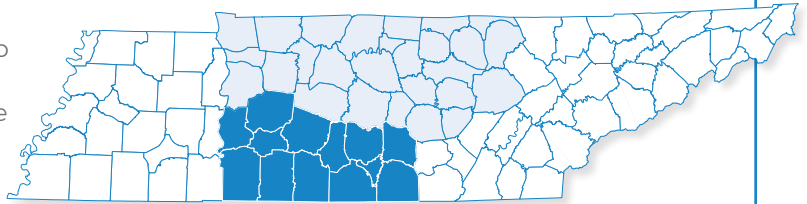


# 2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **97 industries** who employ **12,000 Tennesseans** in the mid-state. With a **response rate of 25.7%**, 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.

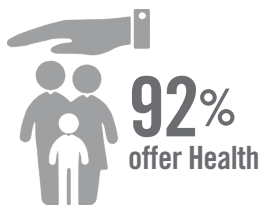


Companies commonly offer 6 to 7 days of sick leave. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **37%**

Offer vacation, sick leave, personal day separately **63%**

## INSURANCE



## Who pays?

**EMPLOYEE ONLY** (Cost to insure)

Employees are expected to pay an average of: **\$1,724** for annual health insurance



Employer's share for each employee is significantly higher: **\$4,446** for annual health insurance

**DEPENDENTS** (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,480, dental increases to \$647, and vision increases to \$192. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,091), dental (\$337), and vision (\$70).

## RETIREMENT & OTHER BENEFITS



**91%** offer 401(k) Plans

**74%** offer career development

**47%** offer tuition payment

Overall, total employee benefits equal **20%** 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

**\$ 100% expect to give a pay increase in 2021 or 2022** Average expected increase 3.6% **\$**

# Select Occupation Details

## TITLE

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	\$42.58	\$109,755
Sales Managers	6	N/A	Bachelor's	\$49.02	\$100,410
Computer and Information Systems Managers	6	No	Bachelor's	\$46.83	\$86,042
Industrial Production Managers	6	No	Bachelor's	\$29.51	\$73,517
Purchasing Managers	5	No	Bachelor's	\$29.16	\$69,895
Human Resources Specialists	6	No	Bachelor's	\$27.06	\$61,403
Accountants and Auditors	6	No	Bachelor's	\$29.72	\$64,482
Computer Systems Analysts	5	No	HS/Bachelor's	\$26.35	\$57,803
Network and Computer Systems Administrators	6	No	Bachelor's	\$24.96	\$55,967
Industrial Engineers	5	No	Bachelor's	\$32.62	\$80,967
Materials Engineers	6	No	Bachelor's	N/A	\$72,946
Mechanical Engineers	5	No	Bachelor's	\$35.31	\$83,339
Industrial Engineering Technologists and Technicians	6	No	Voc/Assoc	N/A	\$61,748
Occupational Health and Safety Specialists	4	No	Bachelor's	\$40.53	\$91,173
Supervisors of Food Preparation and Serving Workers	N/A	N/A	N/A	\$26.54	\$60,216
Supervisors of Building, Maintenance Workers	5	Yes	Voc/Assoc	\$24.79	\$62,179
Customer Service Representatives	4	No	HS	\$16.66	\$42,300
Shipping, Receiving, and Inventory Clerks	4	No	HS	\$17.07	\$40,558
Industrial Machinery Mechanics	7	No	HS	\$20.80	\$55,245
Millwrights	6	Yes	HS/Voc/Assoc	\$19.00	\$54,496
Supervisors of Production and Operating Workers	6	No	HS	\$22.79	\$55,750
Machinists	7	No	HS	\$16.70	\$46,310
Pourers and Casters, Metal	5	No	HS	\$16.83	\$39,444
Foundry Mold and Coremakers	N/A	No	HS	N/A	\$46,030
Multiple Machine Tool Operators	N/A	No	HS	N/A	\$40,414
Tool and Die Makers	7	No	HS	\$23.58	\$52,341
Welders, Cutters, Solderers, and Brazers	6	No	HS	\$15.81	\$38,680
Mixing and Blending Machine Setters, Operators, and Tenders	5	No	HS	N/A	\$48,707
Inspectors, Testers, Sorters, Samplers, and Weighers	5	No	HS	\$18.54	\$42,284

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

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