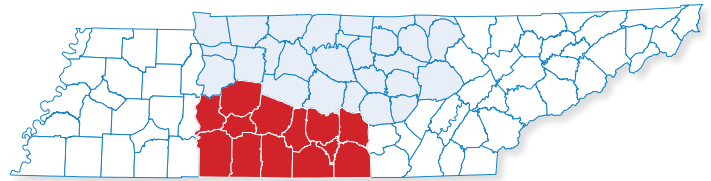


# 2023

Information based on a survey of over **102 industries** who **employ 14,393 Tennesseans** in the mid-state. With a **response rate of 34.3%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2023.\*

## MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY SOUTHERN MIDDLE REGION



### 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.

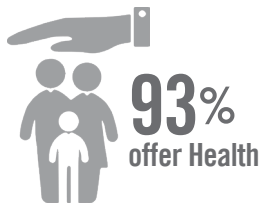


Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **40%**

Offer vacation, sick leave, personal day separately **60%**

### INSURANCE



#### Who pays?



#### EMPLOYEE ONLY (Cost to insure annually)

	HEALTH	DENTAL	VISION
EMPLOYEE share	\$1,644	\$180	\$72
EMPLOYER share	\$5,952	\$168	\$72

#### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,540, dental increases to \$672, and vision increases to \$192. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,480), dental (\$624), and vision (\$120).

### RETIREMENT & OTHER BENEFITS



**84%**  
offer 401(k) Plans

**81%**  
offer career development

**39%**  
offer tuition payment

Overall, total employee benefits equal 21% of wages and salaries.

#### Adjustments Post COVID

Workweek Adjustments 35%  
Scheduling Adjustments 42%  
Allow Hybrid & Remote Work 33%

Health Benefits Implemented:  
COVID time off, COVID tests, and onsite COVID vaccinations

Pay Practices Implemented:  
Overtime, sign on bonus, retention incentive, merit pay, hazard pay, home office funding

**\$** On average, pay increased by 6% in 2022 and is forecast to increase by 4.1% in 2023 **\$**

# Select Occupation Details

## TITLE

TITLE	Minimum Education Level	Average Minimum Hourly	Annualized Unweighted Average
General and Operations Managers	Bachelor's Degree	\$49.51	\$129,756
Financial Managers	Bachelor's Degree	\$41.87	\$111,130
Industrial Production Manager	Voc/Assoc Degree	\$35.79	\$87,489
Purchasing Manager	Bachelor's Degree	\$29.55	\$79,064
Human Resource Managers	Bachelor's Degree	\$40.17	\$91,836
Buyers and Purchasing Agents	Bachelor's Degree	\$26.45	\$66,683
Human Resource Specialists	Bachelor's Degree	\$27.04	\$62,935
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's Degree	\$35.73	\$83,394
Accountants and Auditors	Bachelor's Degree	\$29.95	\$74,981
Network and Computer Systems Administrators	Voc/Assoc Degree	\$26.52	\$68,447
Industrial Engineers	Bachelor's Degree	\$38.18	\$87,453
Mechanical Engineers	Bachelor's Degree	\$38.14	\$98,831
Occupational Health and Safety Specialists	Bachelor's Degree	\$33.99	\$79,857
Supervisors of Building and Maintenance Workers	Voc/Assoc Degree	\$25.67	\$63,210
Bookkeeping, Accounting, and Auditing Clerks	High School or Less	\$23.23	\$50,319
Customer Service Representatives	High School or Less	\$16.95	\$43,345
Shipping, Receiving, and Inventory Clerks	High School or Less	\$18.52	\$44,557
Electricians	Voc/Assoc Degree	\$23.02	\$57,120
Supervisors of Mechanics, Installers, & Repairers	Voc/Assoc Degree	\$35.55	\$82,567
Maintenance Workers, Machinery	Voc/Assoc Degree	\$22.76	\$54,071
Maintenance and Repair Workers, General	High School or Less Voc/Assoc Degree	\$23.40	\$54,956
Supervisors of Production and Operating Workers	High School or Less	\$27.60	\$62,826
Miscellaneous Assemblers and Fabricators	High School or Less	\$16.72	\$37,828
Machinists	Voc/Assoc Degree	\$19.89	\$50,764
Production Workers, All Other	High School or Less	\$15.23	\$36,554
Supervisors of Transportation and Material Moving Workers	High School or Less	\$25.44	\$63,399
Laborers and Freight, Stock, and Material Movers, Hand	High School or Less	\$18.17	\$41,443
Material Moving Workers, All Other	High School or Less	\$17.01	\$39,896

A Regional Economic Development Partnership Project

USDA, Rural Development  
 Middle TN Industrial Development Association  
 Tennessee Valley Authority  
 Northern Middle Tennessee Workforce Board  
 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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**TENNESSEE**  
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