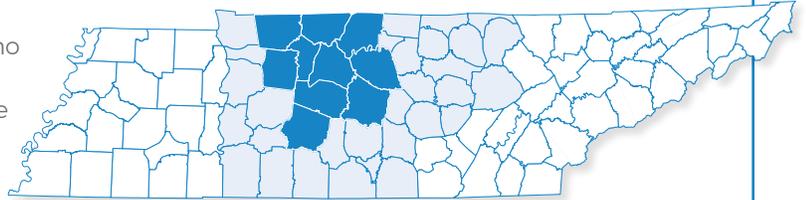


2021

MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **155 industries** who employ **34,000 Tennesseans** in the mid-state. With a **response rate of 23.7%**, 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.

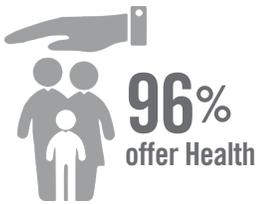


Companies commonly offer 6 to 7 days of sick leave. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **36%**

Offer vacation, sick leave, personal day separately **64%**

INSURANCE



Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of: **\$1,647** for annual health insurance



Employer's share for each employee is significantly higher: **\$4,295** for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,722, dental increases to \$641, and vision increases to \$224. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,737), dental (\$484), and vision (\$134).

RETIREMENT & OTHER BENEFITS



94% offer 401(k) Plans

86% offer career development

54% offer tuition payment

Overall, total employee benefits equal **25%** 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 3.1% **\$**

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	\$60.44	\$124,381
Sales Managers	6	Yes	Bachelor's	\$42.17	\$103,780
Computer and Information Systems Managers	6	No	Bachelor's	\$40.58	\$98,975
Industrial Production Managers	6	No	Voc/Assoc/Bachelor's	\$34.41	\$87,048
Purchasing Managers	5	No	Bachelor's	\$33.71	\$83,965
Transportation, Storage, and Distribution Managers	5	No	Bachelor's	\$33.61	\$85,978
Human Resources Specialists	5	No	Bachelor's	\$27.18	\$64,490
Accountants and Auditors	6	No	Bachelor's	\$28.86	\$69,630
Computer Systems Analysts	6	No	Bachelor's	\$26.60	\$66,657
Network and Computer Systems Administrators	6	No	Bachelor's	\$30.90	\$69,581
Industrial Engineers	6	No	Bachelor's	\$29.21	\$80,157
Mechanical Engineers	6	No	Bachelor's	\$33.65	\$82,393
Industrial Engineering Technologists and Technicians	6	No	HS or less	\$23.85	\$66,641
Occupational Health and Safety Specialists	6	No	Bachelor's	\$25.68	\$65,467
Production, Planning, and Expediting Clerks	6	No	HS or less	\$20.52	\$52,746
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$17.02	\$40,484
Weighers, Measurers, Checkers, and Samplers Recordkeeping	4	No	HS or less	\$15.32	\$35,911
Industrial Machinery Mechanics	7	No	HS/Voc/Assoc	\$22.48	\$55,092
Maintenance Workers, Machinery	7	No	HS/Voc/Assoc	\$21.16	\$54,603
Supervisors of Production and Operating Workers	6	No	HS or less	\$25.23	\$61,711
Miscellaneous Assemblers and Fabricators	5	No	HS or less	\$14.33	\$35,401
Extruding/Drawing Machine Operators	6	No	HS or less	\$15.49	\$38,501
Machinists	7	No	HS/Voc/Assoc	\$19.29	\$49,399
Metal-Refining Furnace Operators and Tenders	4	No	HS or less	\$15.31	\$40,032
Tool and Die Makers	7	Yes	HS or less	\$20.77	\$57,230
Welders, Cutters, Solderers, and Brazers	6	No	HS or less	\$18.66	\$45,359
Extruding, Forming, Pressing, Compacting Machine Operators	5	No	HS or less	\$13.05	\$40,596
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	4	No	HS or less	\$14.30	\$32,625
Inspectors, Testers, Sorters, Samplers, and Weighers	5	No	HS or less	\$16.56	\$41,699

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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