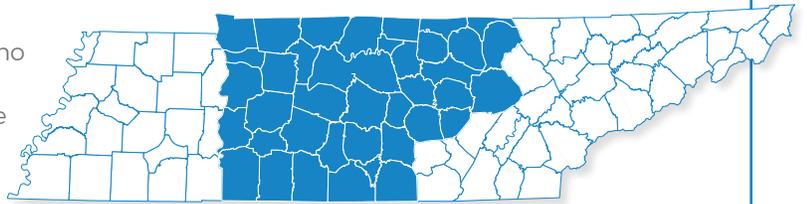


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **309 industries** who employ **54,000 Tennesseans** in the mid-state. With a **response rate of 24.4%**, 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.



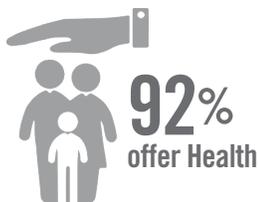
40% of employers in the study area offer sick leave

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 **32%**

Offer vacation, sick leave, personal day separately **68%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,662

for annual health insurance



Employer's share for each employee is significantly higher:

\$4,530

for annual health insurance



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,582, dental increases to \$650, and vision increases to \$218. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,267), dental (\$465), and vision (\$144).

RETIREMENT & OTHER BENEFITS



90% offer 401(k) Plans

80% offer career development

50% offer tuition payment

Overall, total employee benefits equal **24%** 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
- ✓ OJT

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 3.4% **\$**

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	\$50.24	\$112,954
Sales Managers	6	Yes	Bachelor's	\$44.06	\$103,192
Computer and Information Systems Managers	6	No	Bachelor's	\$40.54	\$92,175
Industrial Production Managers	6	No	HS/Bachelor's	\$31.76	\$79,275
Purchasing Managers	6	No	Bachelor's	\$31.84	\$76,768
Human Resources Specialists	5	No	Bachelor's	\$25.08	\$60,758
Accountants and Auditors	6	No	Bachelor's	\$27.85	\$66,974
Computer Systems Analysts	6	No	Bachelor's	\$27.60	\$67,561
Network and Computer Systems Administrators	6	No	Bachelor's	\$29.06	\$66,898
Industrial Engineers	6	No	Bachelor's	\$31.37	\$77,860
Materials Engineers	6	No	Bachelor's	\$31.28	\$79,521
Mechanical Engineers	6	No	Bachelor's	\$33.02	\$81,654
Industrial Engineering Technologists and Technicians	7	No	HS or less	\$23.76	\$60,907
Occupational Health and Safety Specialists	5	No	Bachelor's	\$30.35	\$71,187
Security Guards	4	No	HS or less	\$10.51	\$26,725
Customer Service Representatives	4	No	HS or less	\$17.30	\$42,801
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$16.32	\$39,487
Industrial Machinery Mechanics	7	No	HS/Voc/Assoc	\$21.24	\$52,778
Millwrights	6	No	HS or less	\$21.20	\$53,783
Supervisors of Production and Operating Workers	6	No	HS or less	\$23.60	\$57,297
Miscellaneous Assemblers and Fabricators	5	No	HS or less	\$13.96	\$34,899
Extruding and Drawing Machine Setters, Operator	5	No	HS or less	\$14.89	\$37,817
Machinists	7	No	HS/Voc/Assoc	\$17.90	\$46,978
Metal-Refining Furnace Operators and Tenders	5	No	HS or less	\$15.57	\$37,403
Pourers and Casters, Metal	5	No	HS or less	\$16.05	\$39,666
Tool and Die Makers	7	No	HS or less	\$20.76	\$55,058
Welders, Cutters, Solderers, and Brazers	6	No	HS or less	\$16.77	\$40,790
Crushing, Grinding, and Polishing Machine Operators	5	No	HS or less	\$13.38	\$32,954
Extruding, Forming, Pressing/Compacting Machine Operators	7	No	HS or less	\$12.43	\$37,907

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:*

MIDDLE
TENNESSEE
 STATE UNIVERSITY.

Dr. Murat Arik, Director
 Business & Economic Research Center
 Murat.Arik@mtsu.edu
 615-898-2610