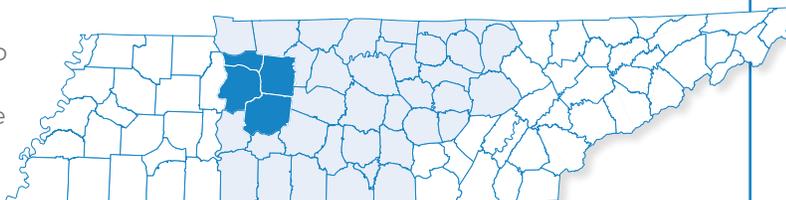


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **25 industries** who employ **3,586 Tennesseans** in the mid-state. With a **response rate of 42.4%**, 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.

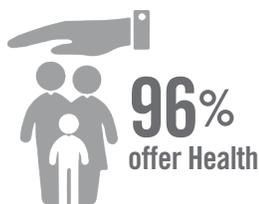


Companies commonly offer 6 to 7 days of sick leave. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **16%**

Offer vacation, sick leave, personal day separately **84%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,520

for annual health insurance

Employer's share for each employee is significantly higher:

\$3,885

for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,996, dental increases to \$754, and vision increases to \$226. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,953), dental (\$469), and vision (\$221).

RETIREMENT & OTHER BENEFITS



91%
offer 401(k) Plans

92%
offer career development

58%
offer tuition payment

Overall, total employee benefits equal **31%** 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
- ✓ Job-related Skills
- ✓ Company Policy

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 3.5% **\$**

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	N/A	Bachelor's	\$53.83	\$129,445
Sales Managers	4	N/A	Bachelor's	\$65.82	\$129,659
Computer and Information Systems Managers	N/A	N/A	N/A	N/A	\$81,439
Financial Managers	8	Yes	Bachelor's	\$79.01	\$136,070
Industrial Production Managers	7	No	Bachelor's	\$40.98	\$97,212
Purchasing Managers	5	Yes	Voc/Assoc/Bachelor's	\$33.08	\$89,966
Human Resources Specialists	4	No	Bachelor's	\$25.79	\$60,731
Accountants and Auditors	6	Yes	HS or less	N/A	\$83,970
Industrial Engineers	7	No	Bachelor's	\$28.59	\$80,056
Industrial Engineering Technologists and Technicians	5	No	HS/Voc/Assoc	N/A	\$62,520
Occupational Health and Safety Specialists	6	No	HS/Voc/Assoc	N/A	\$54,323
Customer Service Representatives	3	No	HS or less	\$15.88	\$42,887
Order Clerks	4	No	HS or less	\$13.58	\$29,529
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$15.36	\$41,438
Industrial Machinery Mechanics	N/A	Yes	N/A	\$22.39	\$50,911
Maintenance Workers, Machinery	8	Yes	HS or less	\$23.66	\$59,829
Maintenance and Repair Workers, General	6	Yes	Voc/Assoc	\$18.77	\$40,066
Supervisors of Production and Operating Workers	6	No	HS or less	\$24.60	\$59,195
Miscellaneous Assemblers and Fabricators	7	No	HS or less	\$13.00	\$32,344
Cutting, Punching, and Press Machine Operators	6	No	HS or less	\$14.65	\$35,056
Machinists	8	Yes	HS/Voc/Assoc	\$19.17	\$47,635
Metal-Refining Furnace Operators and Tenders	5	No	HS or less	\$13.93	\$34,431
Molding, Coremaking, and Casting Machine Operators	6	No	HS or less	\$14.59	\$37,066
Multiple Machine Tool Operators	5	No	HS or less	\$17.82	\$51,709
Tool and Die Makers	7	Yes	Voc/Assoc	\$17.82	\$52,994
Welders, Cutters, Solderers, and Brazers	4	Yes	HS or less	\$22.27	\$58,150
Inspectors, Testers, Sorters, Samplers, and Weighers	3	No	HS or less	\$16.27	\$42,324
Packaging and Filling Machine Operators and Tenders	N/A	No	HS or less	N/A	\$31,996
Production Workers, All Other	N/A	No	HS or less	N/A	\$32,663

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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