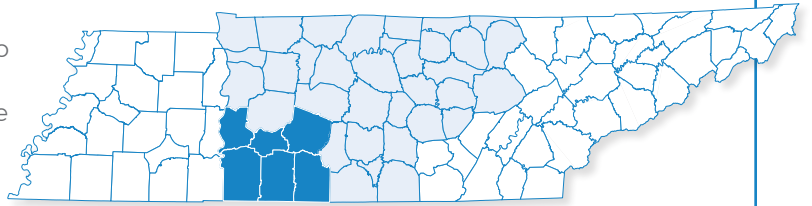


2021

MIDDLE TENNESSEE
INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **52 industries** who **employ 5,787 Tennesseans** in the mid-state. With a **response rate of 33.5%**, 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.

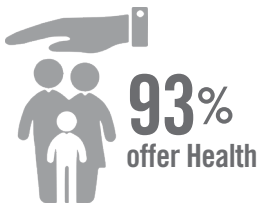


Companies commonly offer 6 to 7 days of sick leave. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **38%**

Offer vacation, sick leave, personal day separately **62%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,921

for annual health insurance



Employer's share for each employee is significantly higher:

\$4,200

for annual health insurance



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,049, dental increases to \$658, and vision increases to \$191. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,174), dental (\$316), and vision (\$75).

RETIREMENT & OTHER BENEFITS



93%
offer 401(k) Plans

76%
offer career development

38%
offer tuition payment

Overall, total employee benefits equal **21%** 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
- ✓ Welding
- ✓ Leadership

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

Select Occupation Details

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	\$47.50	\$111,639
Sales Managers	6	N/A	Bachelor's	\$56.25	\$103,891
Computer and Information Systems Managers	6	No	Bachelor's	\$51.50	\$90,126
Industrial Production Managers	6	No	Bachelor's	\$28.81	\$73,464
Purchasing Managers	6	No	Bachelor's	\$27.74	\$64,867
Human Resources Specialists	6	No	Bachelor's	\$30.90	\$64,489
Accountants and Auditors	6	No	Bachelor's	\$26.35	\$58,954
Computer Systems Analysts	N/A	N/A	HS or less	N/A	\$58,781
Network and Computer Systems Administrators	N/A	N/A	Bachelor's	N/A	\$64,480
Industrial Engineers	5	No	Bachelor's	N/A	\$85,973
Mechanical Engineers	6	No	Bachelor's	\$32.57	\$75,324
Industrial Engineering Technologists and Technicians	7	N/A	Voc/Assoc	N/A	\$60,122
Occupational Health and Safety Specialists	5	No	Bachelor's	\$44.02	\$89,632
Customer Service Representatives	4	No	HS or less	\$15.07	\$41,460
Shipping, Receiving, and Inventory Clerks	3	No	HS or less	\$16.71	\$37,072
Industrial Machinery Mechanics	6	No	HS or less	\$22.50	\$56,156
Millwrights	6	Yes	HS/Voc/Assoc	N/A	\$53,560
Supervisors of Production and Operating Workers	6	No	HS or less	\$21.93	\$53,824
Miscellaneous Assemblers and Fabricators	4	No	HS or less	\$12.98	\$33,036
Machinists	8	No	Voc/Assoc	\$15.72	\$43,726
Pourers and Casters, Metal	5	No	HS or less	\$16.83	\$39,444
Tool and Die Makers	6	Yes	HS or less	\$23.15	\$51,303
Welders, Cutters, Solderers, and Brazers	7	No	HS or less	\$14.80	\$35,137
Welding, Soldering, and Brazing Machine Operators	N/A	No	HS or less	N/A	\$36,435
Sawing Machine Setters Operators	N/A	N/A	HS or less	\$13.33	\$31,318
Furnace, Kiln, Oven, Drier, and Kettle Operators	5	No	HS or less	N/A	\$40,997
Inspectors, Testers, Sorters, Samplers, and Weighers	4	NO	HS or less	\$19.55	\$42,848
Coating, Painting, and Spraying Machine Operators	N/A	N/A	HS or less	\$12.42	\$31,028
Production Workers, All Other	4	No	HS or less	\$13.12	\$31,307

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