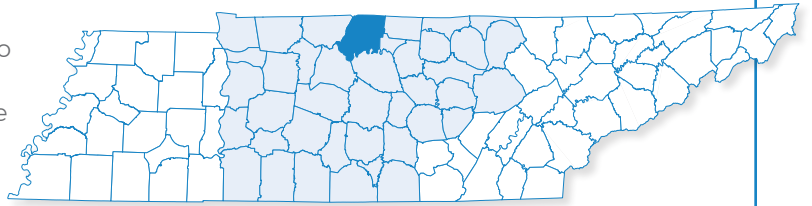


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **30 industries** who **employ 4,816 Tennesseans** in the mid-state. With a **response rate of 33.3%**, 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:

\$1,490

for annual health insurance



Employer's share for each employee is significantly higher:

\$4,983

for annual health insurance



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,400, dental increases to \$586, and vision increases to \$196. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,810), dental (\$490), and vision (\$137).

RETIREMENT & OTHER BENEFITS



96%
offer
401(k)
Plans

90%
offer
career
development

61%
offer
tuition
payment

Overall, total employee benefits equal **26% 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
- ✓ Leadership
- ✓ Forklift Operations
- ✓ Job-related Skills

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 3.0% **\$**

Select Occupation Details

TITLE

	Difficulty of Filling (1=Easy; 10=Difficult)	Typical Licensing Requirement	Typical Education Requirement	Entry Level Wage	Annual Salary (Average)
Marketing Managers	4	N/A	Bachelor's	N/A	\$58,240
Sales Managers	8	N/A	Bachelor's	\$40.03	\$104,952
Computer and Information Systems Managers	5	Yes	Bachelor's	\$36.19	\$110,596
Industrial Production Managers	7	No	HS or less	\$33.29	\$86,131
Purchasing Managers	6	No	Bachelor's	\$30.98	\$75,707
Human Resources Specialists	4	No	HS or less	\$27.67	\$66,075
Accountants and Auditors	5	No	Bachelor's	\$29.02	\$63,627
Network and Computer Systems Administrators	6	No	HS or less	\$26.49	\$57,642
Industrial Engineers	7	Yes	Bachelor's	N/A	\$73,549
Mechanical Engineers	7	No	Bachelor's	\$29.03	\$79,862
Engineers, All Other	6	No	Bachelor's	\$29.30	\$73,763
Occupational Health and Safety Specialists	N/A	No	Bachelor's	N/A	\$80,427
Supervisors of Office and Administrative Support Workers	4	No	HS/Bachelor's	\$28.79	\$64,487
Bookkeeping, Accounting, and Auditing Clerks	6	No	HS or less	\$22.41	\$45,233
Customer Service Representatives	4	No	HS or less	\$21.72	\$53,075
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$20.40	\$45,000
Supervisors of Mechanics, Installers, and Repairers	8	Yes	HS or less	\$31.87	\$72,370
Industrial Machinery Mechanics	7	No	HS/Voc/Assoc	\$22.91	\$55,312
Maintenance Workers, Machinery	7	No	HS or less	\$20.91	\$51,539
Maintenance and Repair Workers, General	10	Yes	Voc/Assoc	\$22.54	\$56,867
Installation, Maintenance and Repair Workers, All Other	N/A	No	HS or less	N/A	\$40,820
Supervisors of Production and Operating Workers	6	No	HS or less	\$24.46	\$59,202
Miscellaneous Assemblers and Fabricators	5	No	HS or less	\$15.34	\$37,076
Cutting, Punching, and Press Machine Setters Operators	7	No	HS or less	\$15.82	\$40,092
Machinists	6	No	HS or less	\$19.79	\$43,955
Tool and Die Makers	7	Yes	HS or less	\$20.34	\$60,965
Inspectors, Testers, Sorters, Samplers, and Weighers	6	No	HS or less	\$16.87	\$40,102
Production Workers, All Other	3	No	HS or less	\$14.22	\$32,339
Supervisors of Transportation and Material Moving Workers	7	No	HS or less	\$23.60	\$60,947

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