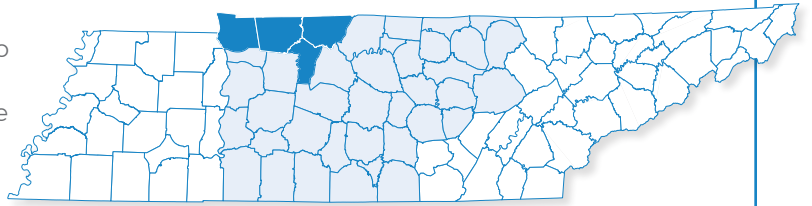


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **29 industries** who **employ 9,777 Tennesseans** in the mid-state. With a **response rate of 28.4%**, 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

31%

Offer vacation, sick leave, personal day separately

69%

INSURANCE



90% offer Vision



39% offer Wellness Plan



75% offer Prescription Drug



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,461

for annual health insurance



Employer's share for each employee is significantly higher:

\$4,700

for annual health insurance



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,163, dental increases to \$621, and vision increases to \$232. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,271), dental (\$918), and vision (\$235).

RETIREMENT & OTHER BENEFITS



96%
offer 401(k) Plans

79%
offer career development

46%
offer tuition payment

Overall, total employee benefits equal **20% 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
- ✓ Workplace Harassment
- ✓ Leadership

\$ 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)
General and Operations Managers	6	N/A	Bachelor's	\$55.22	\$121,121
Sales Managers	5	N/A	Bachelor's	\$35.27	\$106,687
Computer and Information Systems Managers	4	No	Bachelor's	N/A	\$104,520
Industrial Production Managers	6	No	Voc/Assoc	\$31.65	\$85,889
Purchasing Managers	4	No	Bachelor's	\$30.36	\$85,300
Human Resources Specialists	5	No	HS/Bachelor's	\$23.93	\$60,519
Accountants and Auditors	5	No	Bachelor's	N/A	\$61,991
Network and Computer Systems Administrators	5	No	Bachelor's	N/A	\$62,935
Industrial Engineers	7	No	Bachelor's	\$30.47	\$82,342
Mechanical Engineers	7	No	Bachelor's	\$35.23	\$80,721
Industrial Engineering Technologists and Technicians	N/A	N/A	N/A	\$28.92	\$80,538
Occupational Health and Safety Specialists	6	No	Bachelor's	\$25.32	\$62,993
Customer Service Representatives	5	No	HS or less	\$15.73	\$44,751
Receptionists and Information Clerks	2	No	HS or less	N/A	\$35,145
Production, Planning, and Expediting Clerks	6	No	HS/Voc/Assoc	\$17.81	\$48,327
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$14.32	\$39,146
Executive Secretaries/Executive Administrative Assistants	4	N/A	HS or less	\$16.88	\$43,014
Supervisors of Mechanics, Installers, and Repairers	6	No	HS or less	N/A	\$74,334
Industrial Machinery Mechanics	6	No	HS or less	\$18.93	\$55,982
Maintenance Workers, Machinery	6	No	Voc/Assoc	N/A	\$53,451
Maintenance and Repair Workers, General	7	No	HS or less	\$20.16	\$53,791
Supervisors of Production and Operating Workers	5	No	HS or less	\$24.78	\$59,517
Miscellaneous Assemblers and Fabricators	5	No	HS or less	\$13.48	\$32,326
Extruding and Drawing Machine Operators	6	No	HS or less	\$14.00	\$38,529
Cutting, Punching, and Press Machine Operators	4	No	HS or less	\$15.19	\$38,888
Tool and Die Makers	9	No	HS or less	\$21.93	\$58,152
Welders, Cutters, Solderers, and Brazers	7	Yes	HS or less	\$17.20	\$42,065
Inspectors, Testers, Sorters, Samplers, and Weighers	5	No	HS or less	\$14.91	\$40,579
Production Workers, All Other	5	No	HS or less	\$14.99	\$36,837

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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