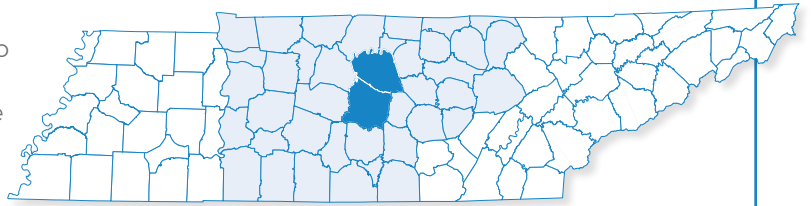


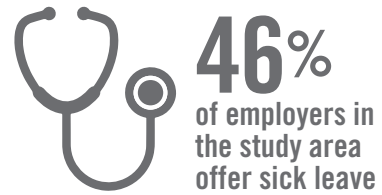
2021

MIDDLE TENNESSEE
INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **39 industries** who **employ 11,683 Tennesseans** in the mid-state. With a **response rate of 19.4%**, 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.

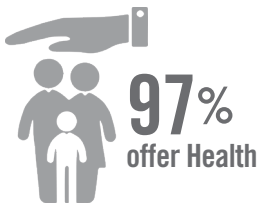
Offer PTO that combines vacation, sick leave and personal days

30%

Offer vacation, sick leave, personal day separately

70%

INSURANCE



91% offer Vision



54% offer Wellness Plan



81% offer Prescription Drug



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,596

for annual health insurance



Employer's share for each employee is significantly higher:

\$4,187

for annual health insurance



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,221, dental increases to \$618, and vision increases to \$290. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,639), dental (\$339), and vision (\$66).

RETIREMENT & OTHER BENEFITS



88% offer 401(k) Plans

89% offer career development

71% offer tuition payment

Overall, total employee benefits equal 27% 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

\$ 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	7	N/A	Bachelor's	\$94.60	\$126,399
Sales Managers	7	N/A	Bachelor's	\$33.49	\$88,996
Computer and Information Systems Managers	6	No	Bachelor's	\$43.65	\$99,387
Industrial Production Managers	6	No	HS or less	\$28.20	\$75,472
Purchasing Managers	5	No	Bachelor's	\$35.70	\$93,452
Human Resources Specialists	5	No	Bachelor's	\$22.83	\$61,056
Accountants and Auditors	5	No	Bachelor's	\$24.80	\$65,881
Computer Systems Analysts	6	No	Bachelor's	\$26.92	\$67,387
Network and Computer Systems Administrators	7	No	Bachelor's	\$32.77	\$87,246
Industrial Engineers	5	No	Bachelor's	N/A	\$73,060
Engineers, All Other	6	No	Bachelor's	\$24.90	\$68,812
Mechanical Engineering Technologists and Technicians	N/A	N/A	HS/Voc/Assoc/Bachelor's	N/A	\$49,920
Occupational Health and Safety Specialists	6	Yes	Voc/Assoc	\$30.49	\$66,847
Payroll and Timekeeping Clerks	5	No	HS/Voc/Assoc/Bachelor's	N/A	\$47,932
Shipping, Receiving, and Inventory Clerks	4	No	HS or less	\$16.80	\$37,239
Executive Secretaries/Executive Administrative Assistants	4	No	Voc/Assoc	\$19.82	\$56,934
Office and Administrative Support Workers, All Other	6	No	HS or less	\$16.49	\$40,035
Supervisors of Mechanics, Installers, and Repairers	7	No	HS or less	\$26.59	\$77,767
Industrial Machinery Mechanics	8	No	Voc/Assoc	\$24.16	\$55,415
Maintenance Workers, Machinery	7	Yes	HS or less	\$18.06	\$55,590
Maintenance and Repair Workers, General	5	No	HS or less	\$19.01	\$49,687
Supervisors of Production and Operating Workers	6	No	HS or less	\$25.41	\$62,990
Miscellaneous Assemblers and Fabricators	N/A	N/A	HS or less	N/A	\$43,167
Cutting, Punching, and Press Machine Setters Operators	5	No	HS or less	\$15.38	\$36,639
Machinists	7	N/A	HS or less	\$24.67	\$61,194
Welders, Cutters, Solderers, and Brazers	7	Yes	HS or less	\$17.27	\$45,365
Inspectors, Testers, Sorters, Samplers, and Weighers	5	No	HS or less	\$15.49	\$37,580
Packaging and Filling Machine Operators and Tenders	N/A	N/A	HS or less	N/A	\$29,987
Production Workers, All Other	4	No	HS or less	\$16.29	\$41,480

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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