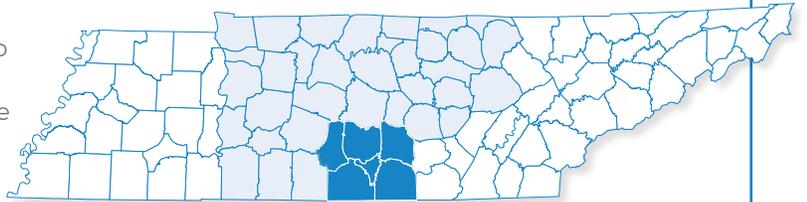


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **43 industries** who employ **5,943 Tennesseans** in the mid-state. With a **response rate of 20.8%**, 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)



Offer PTO that combines vacation, sick leave and personal days **37%**

Offer vacation, sick leave, personal day separately **63%**

INSURANCE



Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:
\$1,497
for annual health insurance



Employer's share for each employee is significantly higher:
\$4,914
for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,832, dental increases to \$639, and vision increases to \$191. Similarly, the cost to employers of insuring dependents increases significantly for health (\$10,994), dental (\$378), and vision (\$64).

RETIREMENT & OTHER BENEFITS



90%
offer 401(k) Plans

71%
offer career development

60%
offer tuition payment

Overall, total employee benefits equal **19%** 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
- ✓ OJT

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 3.6% **\$**

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	Yes	Bachelor's	\$37.30	\$105,006
Sales Managers	6	N/A	Bachelor's	\$41.78	\$95,188
Computer and Information Systems Managers	5	No	Bachelor's	\$37.50	\$81,448
Industrial Production Managers	6	No	Bachelor's	\$30.12	\$73,574
Purchasing Managers	5	No	Bachelor's	\$29.88	\$74,084
Human Resources Specialists	6	No	Bachelor's	\$21.57	\$59,752
Accountants and Auditors	5	No	Bachelor's	\$33.09	\$69,457
Computer Network Support Specialists	5	No	Voc/Assoc/Bachelor's	\$22.00	\$54,080
Network and Computer Systems Administrators	6	No	Voc/Assoc/Bachelor's	\$22.94	\$54,548
Industrial Engineers	6	No	Bachelor's	\$27.14	\$78,465
Materials Engineers	6	No	Bachelor's	N/A	\$72,946
Mechanical Engineers	2	No	Bachelor's	\$38.74	\$95,361
Customer Service Representatives	3	No	HS or less	\$19.45	\$43,261
Production, Planning, and Expediting Clerks	5	No	HS or less	\$26.21	\$67,337
Shipping, Receiving, and Inventory Clerks	5	No	HS or less	\$17.85	\$44,678
Industrial Machinery Mechanics	7	No	HS/Voc/Assoc	\$17.33	\$53,735
Maintenance Workers, Machinery	5	No	Voc/Assoc	N/A	\$44,465
Maintenance and Repair Workers, General	6	No	Voc/Assoc	\$22.95	\$50,557
Supervisors of Production and Operating Workers	5	No	HS or less	\$24.62	\$58,832
Miscellaneous Assemblers and Fabricators	5	No	HS or less	\$16.79	\$41,900
Rolling Machine Setters Operators	5	No	HS or less	\$15.14	\$38,383
Cutting, Punching, and Press Machine Setters Operators	4	No	HS or less	\$14.89	\$35,831
Drilling and Boring Machine Tool Setters, Operators	7	No	HS or less	N/A	\$49,338
Machinists	6	No	HS or less	\$17.82	\$48,635
Welders, Cutters, Solderers, and Brazers	6	No	HS or less	\$18.32	\$44,585
Coating, Painting, and Spraying Machine Operators	4	No	HS or less	\$15.37	\$35,159
Helpers-Production Workers	6	No	HS or less	\$11.17	\$26,014
Production Workers, All Other	4	No	HS or less	\$14.44	\$31,620
Supervisors of Transportation and Material Moving Workers	5	No	HS or less	\$20.86	\$53,803

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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