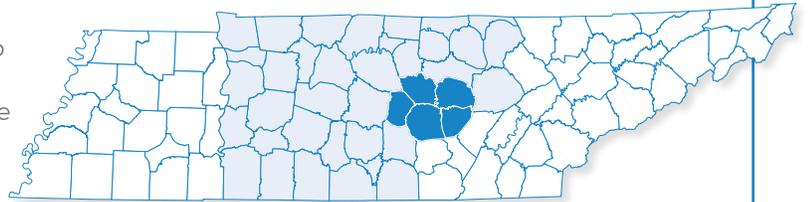


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **31 industries** who employ **3,265 Tennesseans** in the mid-state. With a **response rate of 30.7%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2021.*



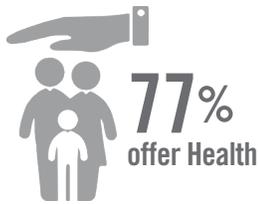
AVERAGE TIME OFF Based on 40 hour work week (typical)



Offer PTO that combines vacation, sick leave and personal days **14%**

Offer vacation, sick leave, personal day separately **68%**

INSURANCE



Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:
\$1,989
for annual health insurance



Employer's share for each employee is significantly higher:
\$4,727
for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,074, dental increases to \$786, and vision increases to \$278. Similarly, the cost to employers of insuring dependents increases significantly for health (\$11,384), dental (\$523), and vision (\$440).

RETIREMENT & OTHER BENEFITS



77%
offer 401(k) Plans

76%
offer career development

32%
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
- ✓ Job-related Skills
- ✓ Leadership

\$ 92% expect to give a pay increase in 2021 or 2022 Average expected increase 4.4% **\$**

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	N/A	Bachelor's	\$32.91	\$92,586
Sales Managers	6	N/A	Bachelor's	N/A	\$107,757
Administrative Services and Facilities Managers	6	N/A	HS/Bachelor's	N/A	\$66,461
Computer and Information Systems Managers	6	No	Bachelor's	N/A	\$52,926
Industrial Production Managers	6	No	HS/Bachelor's	\$28.09	\$75,936
Purchasing Managers	7	No	HS/Bachelor's	\$30.28	\$67,777
Transportation, Storage, and Distribution Managers	6	No	HS/Bachelor's	N/A	\$56,316
Buyers and Purchasing Agents	6	N/A	N/A	N/A	\$49,953
Human Resources Specialists	6	No	HS/Voc/Assoc/Bachelor's	\$22.59	\$54,152
Accountants and Auditors	5	No	HS/Bachelor's	\$27.15	\$63,742
Industrial Engineers	7	No	Bachelor's	N/A	\$64,676
Mechanical Engineers	5	No	Bachelor's	N/A	\$86,657
Industrial Engineering Technologists and Technicians	8	No	HS or less	N/A	\$52,073
Supervisors of Office and Administrative Support Workers	N/A	N/A	HS or less	N/A	\$50,487
Billing and Posting Clerks	N/A	N/A	HS or less	N/A	\$31,359
Bookkeeping, Accounting, and Auditing Clerks	N/A	N/A	HS or less	N/A	\$41,189
Customer Service Representatives	6	N/A	HS or less	N/A	\$37,116
Human Resources Assistants, Except Payroll/Timekeeping	8	N/A	HS or less	\$16.62	\$46,956
Receptionists and Information Clerks	4	No	HS or less	\$12.00	\$26,499
Production, Planning, and Expediting Clerks	N/A	N/A	HS or less	N/A	\$38,376
Shipping, Receiving, and Inventory Clerks	5	No	HS or less	\$14.12	\$33,266
Supervisors of Mechanics, Installers, and Repairers	9	Yes	HS or less	\$23.50	\$60,969
Maintenance Workers, Machinery	N/A	N/A	HS or less	N/A	\$46,647
Supervisors of Production and Operating Workers	6	No	HS or less	\$21.06	\$48,992
Miscellaneous Assemblers and Fabricators	6	No	HS or less	\$12.00	\$31,854
Machinists	N/A	N/A	HS or less	\$19.00	\$46,172
Sawing Machine Setters, Operators, and Tenders, Wood	7	No	HS or less	\$12.28	\$29,989
Woodworking Machine Setters Operators	N/A	N/A	HS or less	N/A	\$29,834
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	N/A	N/A	HS or less	N/A	\$31,949

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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