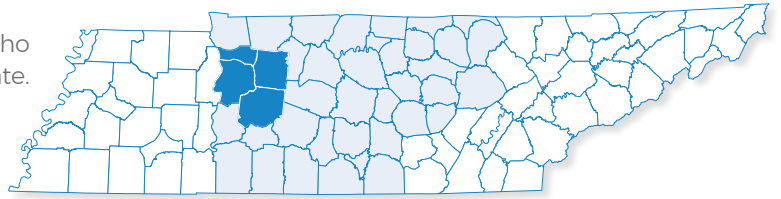


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 1

Information based on a survey of over **300 industries** who **employ more than 86,000 Tennesseans** in the mid-state. With an email **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the summer of 2019.*



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.

Insurance



86% offer health insurance
91% offer dental insurance

Cost sharing is a common practice among the companies.

98% of companies surveyed indicated the cost of health insurance is shared between employer and employee (55% of companies).

Disability insurance is offered by 81%, with 53% of employers paying for this coverage, while 65% share this cost with the employee.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

- \$1,268** for health insurance
- \$347** for dental insurance
- \$93** for vision insurance

Employer's share for each employee is significantly higher:

- \$4,537** for health insurance
- \$252** for dental insurance
- \$56** for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,143, dental increases to \$930, and vision increases to \$277. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,077), dental (\$811), and vision (\$143).

Retirement & Other Benefits

RETIREMENT

84% of companies offer defined contribution plans

16% of companies offer profit sharing

0% of companies offer traditional pension plans

11% of companies offer employee stock ownership

33% offer career development opportunities
52% offer tuition payment
62% offer other forms of incentives and bonuses

These incentives and bonuses include safety, production, and sales performance bonuses, discretionary bonuses, attendance bonuses, holiday bonuses, and other.

Overall, total employee benefits equal **29%** of wages and salaries.



Select Occupation Details

TITLE

TITLE	Typical Educational Requirement	Typical Licensing Requirement	Difficulty of Filling (1=Easy; 10= Difficult)	Entry Level Wage (Hourly) Average (Mean)	Annualized Wages Weighted (by Job) Average (Mean)
Chief Executives	Master/Bachelor	No	6	\$36.48	N/A
General and Operations Managers	Bachelor	No	6	N/A	\$106,456
Sales Managers	Bachelor	No	1	N/A	N/A
Facilities Managers	Bachelor/Assoc	Varies	6	\$28.96	N/A
Industrial Production Managers	High School	No	6	N/A	\$69,500
Purchasing Managers	Bachelor	No	5	\$24.88	N/A
Human Resources Managers	Bachelor	Varies	6	\$38.28	\$89,892
Managers, All Other	Bachelor	No	6	\$27.26	\$116,667
Financial Analysts	High School	No	7	\$17.52	N/A
Electrical Engineers	Bachelor	Yes	9	N/A	\$81,927
Industrial Engineers, Including Health and Safety	Bachelor	No	9	\$24.83	N/A
Engineers, All Other	Bachelor	No	6	\$26.58	N/A
Chemical Technicians	High School	Yes	7	\$13.81	N/A
Quality Control Analysts	HS / Assoc	No	6	N/A	N/A
Sales Representatives, Wholesale and Manufacturing	High School	No	5	N/A	N/A
Production, Planning, and Expediting Clerks	High School	No	7	\$17.14	N/A
Electricians		Yes		N/A	N/A
Supervisors of Mechanics, Installers, and Repairers	High School	Varies	7	N/A	\$78,324
Industrial Machinery Installation, Repair, & Maintenance	High School	Varies	8	\$22.72	\$44,771
Supervisors of Production and Operating Workers	High School	No	7	\$18.33	\$62,109
Assemblers and Fabricators	High School	No	6	\$12.50	\$30,661
Machine Tool Setters, Operators, & Tenders, Metal & Plastic	High School	No		\$14.62	N/A
Tool and Die Makers	High School	Yes	8	\$19.68	N/A
Welding, Soldering, and Brazing Workers	High School	Yes	5	\$14.54	N/A
Inspectors, Testers, Sorters, Samplers, and Weighers	High School	No	8	\$15.56	N/A
Production Workers, All Other	High School	No	3	N/A	N/A
Heavy and Tractor-Trailer Truck Drivers	High School	Yes	6	\$16.99	N/A

A Regional Economic Development Partnership Project

USDA, Rural Development
 Middle TN Industrial Development Association
 Nashville Area Chamber of Commerce
 Greater Nashville Regional Council
 Upper Cumberland Development District
 South Central Tennessee Development District
 Tennessee Central Economic Authority
 The Highlands Economic Partnership
 Tennessee Dept of Labor & Workforce Development
 Tennessee Chamber of Commerce & Industry

*For more information, please contact:



Dr. Murat Arik, Director
 Business & Economic Research Center
 Murat.Arik@mtsu.edu
 615-898-2610



Kendrick J. Curtis, PhD
 Assistant Executive Director
 kjcurtis@mtida.org
 615-944-5728