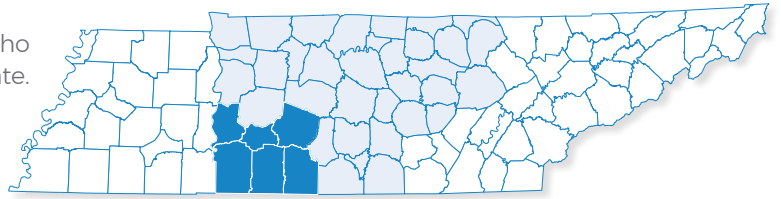


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 2

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



90% offer health insurance
85% 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 77%, with 33% 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:

\$1,428
for health insurance
\$235
for dental insurance
\$74
for vision insurance

Employer's share for each employee is significantly higher:

\$4,882
for health insurance
\$373
for dental insurance
\$158
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,064, dental increases to \$808, and vision increases to \$213. Similarly, the cost to employers of insuring dependents increases significantly for health (\$10,859), dental (\$748), and vision (\$338).

Retirement & Other Benefits

RETIREMENT

88%

of companies offer defined contribution plans

3%

of companies offer profit sharing

6%

of companies offer traditional pension plans

9%

of companies offer employee stock ownership

28% offer career development opportunities

36% offer tuition payment

61% 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 **30%** of wages and salaries.



Select Occupation Details

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 | \$56.00 | \$125,273 |
| General and Operations Managers | Bachelor | No | 5 | \$36.60 | \$109,374 |
| Marketing Managers | Bachelor | No | 5 | N/A | \$107,467 |
| Sales Managers | Bachelor | No | 5 | N/A | \$102,849 |
| Administrative Services Managers | Associate | No | 5 | N/A | \$112,125 |
| Facilities Managers | Bachelor | No | 5 | N/A | \$96,825 |
| Purchasing Managers | HS / Assoc | No | 2 | N/A | \$45,370 |
| Transportation, Storage, and Distribution Managers | High School | No | 5 | N/A | \$39,458 |
| Human Resources Managers | Bachelor | Varies | 5 | \$28.68 | \$55,409 |
| Buyers and Purchasing Agents | High School | No | 4 | \$15.50 | \$37,636 |
| Accountants | Bachelor | Varies | 6 | \$20.88 | \$51,288 |
| Industrial Engineers, Including Health and Safety | Bachelor | Varies | 7 | \$29.76 | \$71,379 |
| Quality Control Analysts | Bachelor | Varies | 5 | N/A | \$71,895 |
| Sales and Related , All Other | Bachelor | No | 6 | N/A | \$85,126 |
| Bookkeeping, Accounting, and Auditing Clerks | High School | No | 5 | \$16.25 | \$37,024 |
| Customer Service Representatives | High School | No | 5 | \$14.75 | \$33,107 |
| Shipping, Receiving, and Inventory Clerks | High School | No | 5 | \$14.23 | \$30,980 |
| Industrial Machinery Installation, Repair, & Maintenance | High School | No | 6 | N/A | \$48,100 |
| Maintenance and Repair Workers, General | High School | No | 6 | \$17.61 | \$45,579 |
| Supervisors of Productionand Operating Workers | High School | Varies | 5 | \$21.94 | \$51,094 |
| Assemblers and Fabricators | High School | No | 4 | \$12.69 | \$27,954 |
| Forming Machine Setters, Operators, & Tenders, Metal & Plastic | High School | No | 5 | N/A | \$34,766 |
| Machinists | High School | Yes | 5 | \$16.45 | \$41,002 |
| Welding, Soldering, and Brazing Workers | High School | Varies | 5 | \$14.27 | \$38,102 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | High School | No | 5 | \$14.40 | \$38,125 |
| Production Workers, All Other | High School | No | 4 | \$14.24 | \$31,778 |
| Laborers and Material Movers | High School | No | 5 | \$12.86 | \$32,690 |

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

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