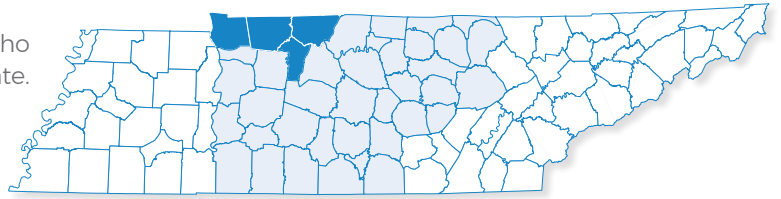


# 2019

## MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 4

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



**100%** offer health insurance  
**100%** 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 94%**, with 20% 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:

**\$1,113**  
for health insurance  
**\$172**  
for dental insurance  
**\$85**  
for vision insurance

**Employer's** share for each employee is significantly higher:

**\$5,738**  
for health insurance  
**\$306**  
for dental insurance  
**\$90**  
for vision insurance

#### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,375, dental increases to \$543, and vision increases to \$323. Similarly, the cost to employers of insuring dependents increases significantly for health (\$16,698), dental (\$793), and vision (\$395).

### Retirement & Other Benefits

#### RETIREMENT

**93%** of companies offer defined contribution plans

**20%** of companies offer profit sharing

**7%** of companies offer traditional pension plans

**13%** of companies offer employee stock ownership

**75%** offer career development opportunities  
**88%** offer tuition payment  
**75%** 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 **23%** 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	Varies	6	\$64.05	\$213,712
General and Operations Managers	Bachelor	No	6	\$48.59	\$80,246
Facilities Managers	Bachelor	No	6	\$32.77	\$97,888
Industrial Production Managers	Bachelor	No	5	\$41.00	\$94,222
Transportation, Storage, and Distribution Managers	Bachelor	No	6	\$31.61	\$71,094
Human Resources Managers	Master/Bachelor	Varies	7	\$46.62	\$106,652
Architectural and Engineering Managers	Master/Bachelor	No	7	N/A	\$113,429
Buyers and Purchasing Agents	Varies	No	7	\$19.82	\$50,707
Logisticians and Project Management Specialists	High School	No	8	\$25.85	\$54,531
Accountants	Bachelor	No	6	\$29.19	\$57,766
Network and Computer Systems Administrators	Bachelor	No	6	\$29.15	\$66,584
Industrial Engineers, Including Health and Safety	Bachelor	No	6	\$30.68	\$77,709
Mechanical Engineers	Bachelor	No	5	N/A	\$54,965
Quality Control Analysts	HS / Bachelor	No	6	\$21.85	\$35,038
Payroll and Timekeeping Clerks	High School	No	4	\$19.28	\$45,342
Shipping, Receiving, and Inventory Clerks	High School	No	4	\$14.49	\$35,865
First-Line Supervisors of Mechanics, Installers, & Repairers	HS / Bachelor	No	6	\$29.49	\$66,829
Electrical & Electronic Equipment Mechanics, Installers, & Repairers	High School	No	9	\$21.37	\$52,022
Maintenance and Repair Workers, General	High School	No	8	\$17.77	\$42,527
Assemblers and Fabricators	High School	No	5	N/A	\$30,433
Forming Machine Setters, Operators, & Tenders, Metal & Plastic	High School	No	6	N/A	N/A
Machine Tool Cutting Setters, Operators, & Tenders, Metal & Plastic	High School	No	6	N/A	\$32,487
Tool and Die Makers	High School	No	10	\$22.03	N/A
Welding, Soldering, and Brazing Workers	High School	No	7	\$15.31	\$41,983
Inspectors, Testers, Sorters, Samplers, and Weighers	HS / Bachelor	No	4	\$14.71	\$39,145
Industrial Truck and Tractor Operators	High School	No	5	\$13.81	N/A
Laborers and Material Movers	High School	No	4	\$14.13	\$27,887

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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