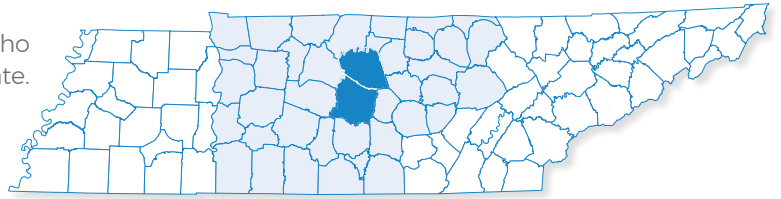


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 5

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



98% 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 88%, with 30% 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:

\$1,584
for health insurance
\$231
for dental insurance
\$78
for vision insurance

Employer's share for each employee is significantly higher:

\$5,375
for health insurance
\$310
for dental insurance
\$127
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,479, dental increases to \$585, and vision increases to \$178. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,253), dental (\$1,034), and vision (\$378).

Retirement & Other Benefits

RETIREMENT

85% of companies offer defined contribution plans

13% of companies offer profit sharing

16% of companies offer traditional pension plans

8% of companies offer employee stock ownership

70% offer career development opportunities
64% offer tuition payment
86% 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 **34%** 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	Bachelor	No	6	\$66.70	\$125,241
General and Operations Managers	Varies	No	7	\$43.80	\$99,744
Sales Managers	HS / Bachelor	No	7	\$32.68	\$112,538
Facilities Managers	HS / Bachelor	No	6	\$32.85	\$89,621
Industrial Production Managers	Varies	No	5	\$38.91	\$82,732
Purchasing Managers	Varies	No	6	\$27.74	\$87,211
Human Resources Managers	Varies	No	6	\$35.82	\$87,099
Architectural and Engineering Managers	Bachelor	No	7	N/A	\$124,842
Logisticians and Project Management Specialists	Varies	No	6	\$24.66	\$73,927
Accountants	Bachelor/Assoc	No	5	N/A	\$62,981
Computer Systems Analysts	Varies	No	8	\$23.32	\$60,209
Network and Computer Systems Administrators	Varies	Varies	9	N/A	\$73,977
Industrial Engineers, Including Health and Safety	Varies	No	7	\$37.64	\$75,374
Mechanical Engineers	Bachelor	Varies	6	N/A	\$89,409
Quality Control Analysts	HS / Bachelor	No	7	\$20.43	\$35,832
Sales Representatives, Wholesale and Manufacturing	HS / Bachelor	No	6	\$27.86	\$63,091
Customer Service Representatives	High School	No	5	\$16.80	\$43,334
Receptionists and Information Clerks	High School	No	4	\$14.53	N/A
Electrical & Electronic Equipment Mechanics, Installers, & Repairers	High School	No	8	\$22.83	\$54,211
Industrial Machinery Installation, Repair, & Maintenance	High School	Varies	7	\$18.51	\$51,570
Assemblers and Fabricators	High School	No	6	\$14.95	\$38,577
Forming Machine Setters, Operators, & Tenders, Metal & Plastic	High School	No	6	\$13.62	\$34,584
Machinists	HS / Assoc	No	7	\$18.26	\$41,997
Welding, Soldering, and Brazing Workers	High School	Yes	8	N/A	\$45,602
Industrial Truck and Tractor Operators	High School	Yes	8	N/A	\$32,731
Laborers and Material Movers	High School	No	6	\$13.86	\$32,299
Packers and Packagers	High School	No	6	\$12.39	\$30,273

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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