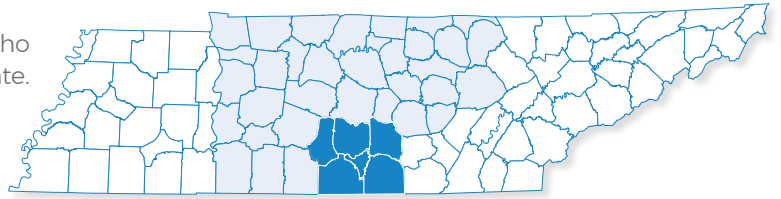


# 2019

## MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 6

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



**89%** offer health insurance  
**89%** 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 84%**, 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:

**\$1,964**  
for health insurance  
**\$299**  
for dental insurance  
**\$88**  
for vision insurance

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

**\$5,082**  
for health insurance  
**\$1,095**  
for dental insurance  
**\$166**  
for vision insurance

#### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,181, dental increases to \$645, and vision increases to \$208. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,852), dental (\$1,129), and vision (\$550).

### Retirement & Other Benefits



#### RETIREMENT

**86%** of companies offer defined contribution plans

**10%** of companies offer profit sharing

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

**7%** of companies offer employee stock ownership

**37%** offer career development opportunities  
**60%** offer tuition payment  
**74%** 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	Varies	No	7	\$93.73	\$182,510
General and Operations Managers	Varies	No	6	\$41.99	\$109,658
Sales Managers	Varies	Varies	5	N/A	\$124,148
Facilities Managers	HS / Bachelor	Varies	7	\$38.99	\$90,545
Computer and Information Systems Managers	Varies	Varies	6	\$30.22	\$69,086
Industrial Production Managers	Varies	No	6	\$31.64	\$88,139
Purchasing Managers	Varies	No	6	\$30.97	\$82,574
Human Resources Managers	Varies	Varies	6	\$32.89	\$90,836
Buyers and Purchasing Agents	Varies	No	5	\$24.36	\$67,211
Accountants	Varies	No	5	\$22.04	\$70,775
Computer Systems Analysts	High School	NA	6	\$31.46	\$87,563
Network and Computer Systems Administrators	High School	NA	6	\$32.60	\$58,194
Mechanical Engineers	Bachelor	No	7	\$28.40	\$99,510
Quality Control Analysts	High School	Varies	5	\$19.79	\$45,782
Bookkeeping, Accounting, and Auditing Clerks	HS / Bachelor	No	5	N/A	\$50,844
Customer Service Representatives	High School	No	5	N/A	\$46,466
Shipping, Receiving, and Inventory Clerks	High School	No	4	\$16.11	\$50,081
Electrical & Electronic Equipment Mechanics, Installers, & Repairers	HS / Assoc	NA	5	N/A	\$65,441
Industrial Machinery Installation, Repair, & Maintenance	HS / Assoc	Varies	7	\$18.79	\$59,367
Supervisors of Production and Operating Workers	High School	Varies	6	\$21.46	\$61,709
Forming Machine Setters, Operators, & Tenders, Metal & Plastic	High School	No	4	N/A	\$41,467
Machinists	HS / Assoc	Varies	6	N/A	\$60,100
Tool and Die Makers	HS / Assoc	No	6	\$28.51	\$62,192
Welding, Soldering, and Brazing Workers	HS / Assoc	Varies	8	N/A	\$48,360
First-Line Supervisors of Transportation and Material Moving Workers	High School	No	4	\$23.35	\$55,634
Heavy and Tractor-Trailer Truck Drivers	High School	Yes	4	N/A	\$48,023
Laborers and Material Movers	High School	No	3	\$12.73	\$34,694

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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