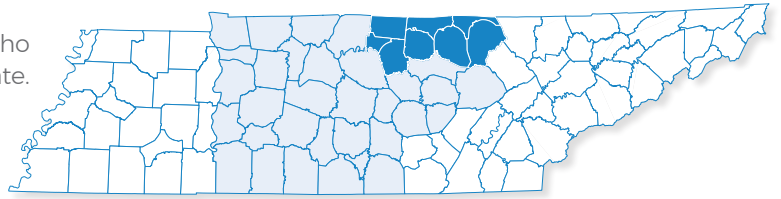


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 7

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.



32%
of employers in
the study area
offer sick leave

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



94% 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 63%, with 25% 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:

\$1,452
for health insurance
\$259
for dental insurance
\$50
for vision insurance

Employer's share for each employee is significantly higher:

\$7,406
for health insurance
\$363
for dental insurance
\$104
for vision insurance



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,599, dental increases to \$519, and vision increases to \$164. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,186), dental (\$1,087), and vision (\$164).

Retirement & Other Benefits

RETIREMENT

73%

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

33% offer career development opportunities
37% offer tuition payment
60% 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

	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)
General and Operations Managers	Bachelor	No	6	\$42.56	\$106,117
Sales Managers	Bachelor	No	6	\$35.94	\$99,598
Computer and Information Systems Managers	Bachelor	No	6	\$33.77	\$88,035
Industrial Production Managers	High School	No	6	\$34.11	\$73,258
Purchasing Managers	Bachelor	No	6	\$29.01	\$74,258
Human Resources Managers	Bachelor	No	6	\$35.25	\$86,499
Buyers and Purchasing Agents	High School	No	5	\$20.90	\$58,208
Accountants	Bachelor	No	6	\$24.60	\$63,701
Computer Systems Analysts	Either HS or BA/BS	No	6	\$24.80	\$69,877
Network and Computer Systems Administrators	Bachelor	No	6	\$28.10	\$60,237
Chemical Engineers	Bachelor	No	5	\$31.80	\$75,326
Industrial Engineers, Including Health and Safety	Bachelor	No	7	\$30.30	\$77,462
Mechanical Engineers	Bachelor	No	7	\$26.60	\$84,818
Quality Control Analysts	High School	No	5	\$21.10	\$40,249
Registered Nurses	Bachelor	Yes	7	N/A	\$76,246
Customer Service Representatives	High School	No	5	\$16.50	\$39,405
Receptionists and Information Clerks	High School	NO	3	\$14.50	\$37,272
Electricians	High School	Yes	6	\$20.20	\$47,543
Supervisors of Mechanics, Installers, and Repairers	High School	Yes	7	\$28.20	\$73,586
Assemblers and Fabricators	High School	No	5	\$13.60	\$34,057
Food Processing Workers	High School	No	7	\$10.30	\$26,062
Machinists	High School	No	7	\$16.60	\$45,355
Machine Tool Setters/Operators (Metal & Plastic)	High School		10	\$15.20	N/A
Tool and Die Makers	High School	Varies	8	\$21.20	\$57,988
Welding, Soldering, and Brazing Workers	High School	No	6	\$15.50	\$40,035
Extruding, Forming, Pressing	High School	No	2	\$13.40	\$33,294
Industrial Truck and Tractor Operators	High School	Yes	6	\$14.20	\$32,974
Packers and Packagers	High School	No	5	\$13.10	\$31,117
Material Moving Workers, All Other	High School	No	4	\$14.40	\$32,377

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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