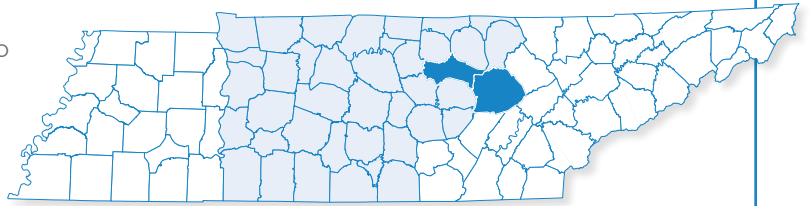


2021

MIDDLE TENNESSEE
INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **25 industries** who **employ 4,479 Tennesseans** in the mid-state. With a **response rate of 26%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2021.*

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.

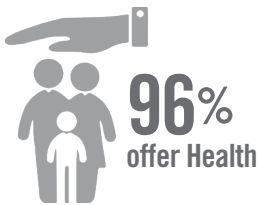
Offer PTO that combines vacation, sick leave and personal days

40%

Offer vacation, sick leave, personal day separately

40%

INSURANCE



Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,704

for annual health insurance



Employer's share for each employee is significantly higher:

\$3,698

for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,755, dental increases to \$584, and vision increases to \$203. Similarly, the cost to employers of insuring dependents increases significantly for health (\$8,997), dental (\$313), and vision (\$142).

RETIREMENT & OTHER BENEFITS



78% offer 401(k) Plans

83% offer career development

46% offer tuition payment

Overall, total employee benefits equal 25% of wages and salaries.

Did COVID Impact:

Training Needs? YES, 65%

Human Resource Practices? YES, 85%

Overall Business? YES, 90%

Most Common On-Site Training:

- ✓ Forklift Operations
- ✓ Health & Safety

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 3.2% \$

Select Occupation Details

TITLE

	Difficulty of Filling (1=Easy; 10=Difficult)	Typical Licensing Requirement	Typical Education Requirement	Entry Level Wage	Annual Salary (Average)
General and Operations Managers	7	N/A	Bachelor's	\$40.12	\$86,615
Sales Managers	7	N/A	HS or less	\$45.24	\$102,001
Computer and Information Systems Managers	5	No	Bachelor's	\$37.52	\$97,793
Industrial Production Managers	6	No	Voc/Assoc	\$33.13	\$68,960
Purchasing Managers	6	No	Bachelor's	\$39.77	\$79,206
Human Resources Specialists	5	No	Bachelor's	\$22.02	\$59,541
Accountants and Auditors	4	N/A	HS/Bachelor's	\$23.97	\$60,809
Computer Network Support Specialists	N/A	N/A	HS/Bachelor's	\$24.25	\$64,771
Network and Computer Systems Administrators	N/A	N/A	HS/Bachelor's	N/A	\$77,307
Computer Occupations, All Other	N/A	N/A	HS/Bachelor's	N/A	\$47,077
Industrial Engineers	6	No	Bachelor's	\$34.24	\$77,698
Mechanical Engineers	8	No	Bachelor's	N/A	\$78,340
Electrical/Electronic Engineering Technologists/Technicians	N/A	N/A	N/A	N/A	\$43,846
Occupational Health and Safety Specialists	7	N/A	N/A	\$35.03	\$80,538
Supervisors of Building/Groundskeeping/Maintenance	5	No	HS or less	\$20.57	\$49,499
Supervisors of Office and Administrative Support Workers	5	No	HS or less	\$18.12	\$40,927
Payroll and Timekeeping Clerks	4	N/A	HS or less	\$19.11	\$42,614
Customer Service Representatives	4	No	HS or less	\$17.51	\$39,149
Human Resources Assistants, Except Payroll/Timekeeping	5	N/A	HS or less	\$16.21	\$36,608
Production, Planning, and Expediting Clerks	6	No	HS or less	\$18.02	\$41,740
Shipping, Receiving, and Inventory Clerks	5	No	HS or less	\$15.08	\$34,538
Industrial Machinery Mechanics	7	No	HS or less	\$19.91	\$44,574
Maintenance Workers, Machinery	N/A	No	HS or less	\$19.29	\$44,879
Maintenance and Repair Workers, General	3	No	HS or less	\$15.27	\$33,696
Supervisors of Production and Operating Workers	6	No	HS or less	\$19.70	\$47,198
Miscellaneous Assemblers and Fabricators	N/A	N/A	HS or less	N/A	\$34,202
Cutting, Punching, and Press Machine Setters Operators	6	No	HS or less	\$12.65	\$31,429
Welding, Soldering, and Brazing Machine Setters Operators	N/A	N/A	HS or less	\$13.95	\$33,391
Helpers-Production Workers	6	No	HS or less	\$12.45	\$31,262

A Regional Economic Development Partnership Project

USDA, Rural Development
Middle TN Industrial Development Association
Tennessee Valley Authority
TN Dept. of Labor & Workforce Development
Middle Tennessee Regional Workforce Boards
Nashville Area Chamber of Commerce
Greater Nashville Regional Council
South Central Tennessee Development District
Upper Cumberland Development District

Tennessee Central Economic Authority
The Highlands Economic Partnership
Tennessee Chamber of Commerce & Industry

**For more information, please contact:*

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