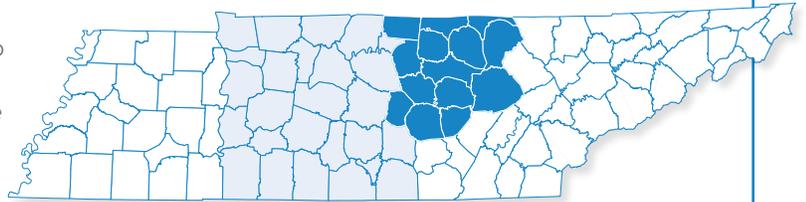


2021 MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY

Information based on a survey of over **71 industries** who employ **9,440 Tennesseans** in the mid-state. With a **response rate of 27.1%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2021.*



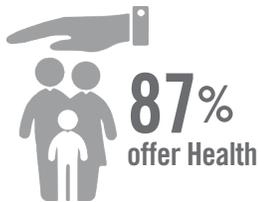
AVERAGE TIME OFF Based on 40 hour work week (typical)



Offer PTO that combines vacation, sick leave and personal days **25%**

Offer vacation, sick leave, personal day separately **75%**

INSURANCE



Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,717
for annual health insurance



Employer's share for each employee is significantly higher:

\$4,710
for annual health insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,181, dental increases to \$662, and vision increases to \$219. Similarly, the cost to employers of insuring dependents increases significantly for health (\$10,015), dental (\$566), and vision (\$295).

RETIREMENT & OTHER BENEFITS



81%
offer 401(k) Plans

79%
offer career development

36%
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:

- ✓ Health & Safety
- ✓ Forklift Operations

\$ 100% expect to give a pay increase in 2021 or 2022 Average expected increase 4.0% **\$**

Select Occupation Details

TITLE

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	\$38.27	\$91,121
Sales Managers	6	N/A	Bachelor's	\$39.27	\$97,508
Computer and Information Systems Managers	6	No	Bachelor's	\$34.29	\$76,555
Industrial Production Managers	5	No	HS or less	\$29.35	\$69,746
Purchasing Managers	6	No	HS/Bachelor's	\$31.16	\$68,872
Human Resources Specialists	5	No	Bachelor's	\$23.12	\$56,345
Accountants and Auditors	5	No	Bachelor's	\$25.66	\$68,608
Computer Systems Analysts	6	No	N/A	N/A	\$77,106
Network and Computer Systems Administrators	N/A	No	N/A	N/A	\$77,307
Industrial Engineers	7	No	Bachelor's	\$34.66	\$71,417
Mechanical Engineers	6	No	Bachelor's	N/A	\$78,686
Engineers, All Other	6	No	Bachelor's	\$33.70	\$78,645
Industrial Engineering Technologists and Technicians	8	No	HS/Voc/Assoc	\$21.21	\$51,886
Occupational Health and Safety Specialists	6	No	N/A	\$34.56	\$69,959
Supervisors of Building and Maintenance Workers	5	No	HS or less	\$20.65	\$57,926
Janitors/Cleaners, Maids/Housekeeping	4	No	HS or less	\$14.73	\$29,614
Supervisors of Office and Administrative Support Workers	5	No	HS or less	\$17.67	\$46,390
Shipping, Receiving, and Inventory Clerks	5	No	HS or less	\$14.43	\$35,355
Supervisors of Production and Operating Workers	6	No	HS or less	\$20.65	\$47,226
Miscellaneous Assemblers and Fabricators	6	No	HS or less	\$13.03	\$32,057
Extruding/Drawing Machine Operators	N/A	No	HS/Voc/Assoc	\$13.77	\$37,918
Machinists	6	No	Voc/Assoc	\$16.38	\$42,765
Tool and Die Makers	7	Yes	HS or less	\$19.32	\$50,180
Welders, Cutters, Solderers, and Brazers	6	Yes	HS or less	N/A	\$32,587
Sawing Machine Setters, Operators, and Tenders, Wood	6	No	HS or less	\$12.21	\$29,498
Inspectors, Testers, Sorters, Samplers, and Weighers	6	No	HS or less	\$12.53	\$29,588
Packaging and Filling Machine Operators and Tenders	2	No	HS or less	\$15.12	\$33,680
Helpers-Production Workers	6	No	HS or less	\$11.68	\$28,346
Production Workers, All Other	6	No	HS or less	\$13.86	\$29,933

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:*

MIDDLE
TENNESSEE
 STATE UNIVERSITY.

Dr. Murat Arik, Director
 Business & Economic Research Center
 Murat.Arik@mtsu.edu
 615-898-2610