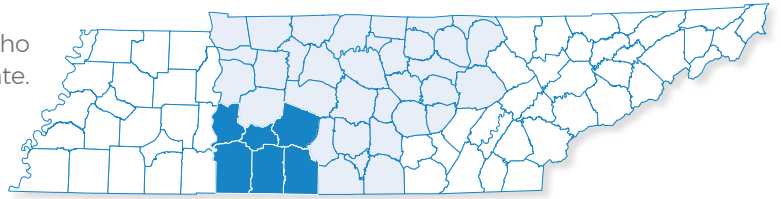


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 2

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



90% offer health insurance
85% 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 77%, with 33% 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:

\$1,428
for health insurance
\$235
for dental insurance
\$74
for vision insurance

Employer's share for each employee is significantly higher:

\$4,882
for health insurance
\$373
for dental insurance
\$158
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,064, dental increases to \$808, and vision increases to \$213. Similarly, the cost to employers of insuring dependents increases significantly for health (\$10,859), dental (\$748), and vision (\$338).

Retirement & Other Benefits

RETIREMENT

88% of companies offer defined contribution plans

3% of companies offer profit sharing

6% of companies offer traditional pension plans

9% of companies offer employee stock ownership

28% offer career development opportunities
36% offer tuition payment
61% 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 **30%** 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	Master/Bachelor	No	6	\$56.00	\$125,273
General and Operations Managers	Bachelor	No	5	\$36.60	\$109,374
Marketing Managers	Bachelor	No	5	N/A	\$107,467
Sales Managers	Bachelor	No	5	N/A	\$102,849
Administrative Services Managers	Associate	No	5	N/A	\$112,125
Facilities Managers	Bachelor	No	5	N/A	\$96,825
Purchasing Managers	HS / Assoc	No	2	N/A	\$45,370
Transportation, Storage, and Distribution Managers	High School	No	5	N/A	\$39,458
Human Resources Managers	Bachelor	Varies	5	\$28.68	\$55,409
Buyers and Purchasing Agents	High School	No	4	\$15.50	\$37,636
Accountants	Bachelor	Varies	6	\$20.88	\$51,288
Industrial Engineers, Including Health and Safety	Bachelor	Varies	7	\$29.76	\$71,379
Quality Control Analysts	Bachelor	Varies	5	N/A	\$71,895
Sales and Related , All Other	Bachelor	No	6	N/A	\$85,126
Bookkeeping, Accounting, and Auditing Clerks	High School	No	5	\$16.25	\$37,024
Customer Service Representatives	High School	No	5	\$14.75	\$33,107
Shipping, Receiving, and Inventory Clerks	High School	No	5	\$14.23	\$30,980
Industrial Machinery Installation, Repair, & Maintenance	High School	No	6	N/A	\$48,100
Maintenance and Repair Workers, General	High School	No	6	\$17.61	\$45,579
Supervisors of Production and Operating Workers	High School	Varies	5	\$21.94	\$51,094
Assemblers and Fabricators	High School	No	4	\$12.69	\$27,954
Forming Machine Setters, Operators, & Tenders, Metal & Plastic	High School	No	5	N/A	\$34,766
Machinists	High School	Yes	5	\$16.45	\$41,002
Welding, Soldering, and Brazing Workers	High School	Varies	5	\$14.27	\$38,102
Inspectors, Testers, Sorters, Samplers, and Weighers	High School	No	5	\$14.40	\$38,125
Production Workers, All Other	High School	No	4	\$14.24	\$31,778
Laborers and Material Movers	High School	No	5	\$12.86	\$32,690

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

*For more information, please contact:

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