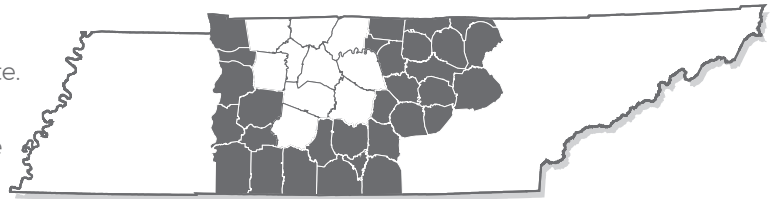


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **176 industries** who **employ over 46,056 Tennesseans** in the mid-state. With a **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.*



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.



Mid-size companies offer the most sick leave with an average of 3 days. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Insurance



99% offer health insurance
95% offer dental insurance

Cost sharing is a common practice among the companies.

78% of companies surveyed indicated the cost of health insurance is shared between employer and employee. However, vision insurance is primarily offered on an employee-paid basis (70% of companies).

Disability insurance is offered by **91%**, with employers usually paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,017
for health insurance
\$151
for dental insurance
\$54
for vision insurance

Employer's share for each employee is significantly higher:

\$4,015
for health insurance
\$306
for dental insurance
\$25
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,589, dental increases to \$579, and vision increases to \$161. Similarly, the cost to employers of insuring dependents increases significantly for health (\$8,493), dental (\$481), and vision (\$62).

Retirement & Other Benefits



RETIREMENT

89% of companies offer defined contribution plans

25% of companies offer profit sharing

16% of companies offer traditional pension plans

10% of companies offer employee stock ownership


55% offer career development opportunities
54% offer tuition payment
42% 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 **26%** of wages and salaries.

Select Occupation Details

Title	Educational Requirement	Licensing	Difficulty of Filling (1=Easy; 10=Difficult)	Entry Level Wage (Hourly) Average (Mean)	Annualized Wages Weighted (by Job) Average (Mean)
General & Operations Managers	Bachelor	No	7	\$38.33	\$109,364
Sales Manager	Bachelor	No	7	\$32.29	\$104,562
Computer & Information Systems Managers	Bachelor	No	6	\$33.23	\$83,861
Controller (Comptroller)	Bachelor	No	7	\$33.84	\$97,451
Plant Manager	Bachelor	No	7	\$40.56	\$96,312
Quality Control Engineer	Bachelor	No	6	\$41.92	\$71,520
Purchasing Manager	Bachelor	No	7	\$26.19	\$113,280
Human Resources Manager	Bachelor	No	6	\$31.13	\$82,022
Engineering Manager	Bachelor	No	7	\$36.12	\$103,685
Accountant, Auditor	Bachelor	No	5	\$21.75	\$58,791
Network & Computer Systems Administrators	Bachelor	No	6	\$27.89	\$70,656
Industrial Engineer	Bachelor	No	6	\$28.96	\$77,702
Mechanical Engineer	Bachelor	No	7	\$27.27	\$76,572
Customer Service Manager	Associate	No	5	\$25.03	\$64,303
Department Supervisor	High School	No	6	\$24.21	\$67,482
Customer Service Representative	High School	No	4.5	\$14.39	\$38,270
Electrician	Vocational	No	6.6	\$20.16	\$52,912
Maintenance Mechanic	High School	No	7.3	\$17.72	\$45,685
First-Line Supervisor of Production Workers	High School	No	6.4	\$21.60	\$53,201
Assembler	N/A	No	5.1	\$12.77	\$30,745
Cutting, Punching, & Press Machine Operators	High School	No	6.6	\$14.18	\$33,496
Molding, Coremaking, & Casting Machine Setters & Operators	High School	No	5.5	\$13.29	\$34,752
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	6.6	\$13.79	\$36,509
Tool & Die Makers	Vocational	No	8.2	\$18.62	\$52,462
Welder	High School	No	5.7	\$14.98	\$38,310
Extruding, Forming, Pressing	High School	No	5.8	\$14.54	\$38,278
General Production Labor	High School	No	4.8	\$13.11	\$31,540
Industrial Truck & Tractor Operators	High School	No	5.1	\$12.82	\$33,026
Material Moving Workers	High School	No	3.8	\$13.35	\$32,016

 The median hourly wage across occupations in the study market area is \$23.99.

Overall, companies pay an average hourly wage of \$26.71 in the study market area. The median establishment wage is \$23.99. Annualized average and median establishment wages are \$55,551 and \$49,909, respectively.

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

*For more information, please contact:

MIDDLE TENNESSEE
 STATE UNIVERSITY.

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

 Nashville
 AREA CHAMBER OF COMMERCE

Courtney Ross
 Chief Economic Development Officer
 cross@nashvillechamber.com
 615-743-3022