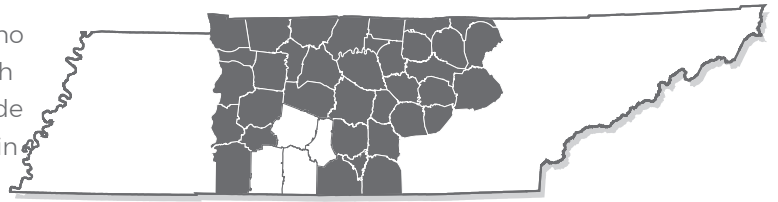


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

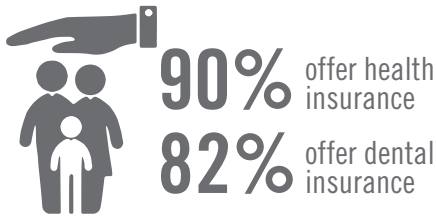
Information based on a survey of over **52 industries** who employ over **9,222 Tennesseans** in the mid-state. With a **response rate of 27%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.*



Average Time Off Based on 40 hour work week (typical)



Insurance



Cost sharing is a common practice among the companies.

74% 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 (81% of companies).

Disability insurance is offered by **79%**, with employers usually paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

- \$1,194** for health insurance
- \$172** for dental insurance
- \$55** for vision insurance

Employer's share for each employee is significantly higher:

- \$4,132** for health insurance
- \$148** for dental insurance
- \$9** for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,164, dental increases to \$610, and vision increases to \$185. Similarly, the cost to employers of insuring dependents increases significantly for health (\$7,742), dental (\$364), and vision (\$30).

Retirement & Other Benefits



RETIREMENT

- 79%** of companies offer defined contribution plans
- 27%** of companies offer profit sharing
- 9%** of companies offer traditional pension plans
- 45%** of companies offer employee stock ownership


- 46%** offer career development opportunities
- 38%** offer tuition payment
- 73%** 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 **18%** 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	\$29.40	\$102,421
Sales Manager	Bachelor	No	7	\$20.75	\$86,010
Computer & Information Systems Managers	Bachelor	No	6	\$29.23	\$75,390
Controller (Comptroller)	Bachelor	No	6	\$31.74	\$94,762
Plant Manager	High School	No	7	\$34.69	89,837
Quality Control Engineer	Bachelor	No	6	\$34.57	\$70,015
Purchasing Manager	Bachelor/HS	No	6	\$19.96	\$58,573
Human Resources Manager	Bachelor	No	6	\$27.26	\$69,043
Engineering Manager	Bachelor	No	7	\$36.42	\$100,715
Accountant, Auditor	Bachelor	No	6	\$22.45	\$54,489
Computer Network Support Specialists	Bachelor/Assoc	No	5	\$16.43	\$42,780
Industrial Engineer	Bachelor	No	7	\$29.02	\$70,678
Mechanical Engineer	Bachelor	No	7	\$35.02	\$76,327
Customer Service Manager	Bachelor	No	4	\$23.34	\$49,002
Department Supervisor	Bachelor/HS	No	6	\$20.00	\$61,874
Customer Service Representative	High School	No	4	\$13.40	\$32,687
Electrician	Vocational	Yes	8	\$19.91	\$51,083
Maintenance Mechanic	Vocational	Yes	8	\$19.89	\$51,849
First-Line Supervisor of Production Workers	High School	No	6	\$20.86	\$48,254
Assembler	High School	No	4	\$13.30	\$30,042
Cutting, Punching, & Press Machine Operators	High School/<HS	No	5	\$14.77	\$33,583
Molding, Coremaking, & Casting Machine Setters & Operators	High School	No	6	\$13.00	\$37,076
Machine Tool Setters/Operators (Metal & Plastic)	Vocational/HS	No	7	\$14.63	\$35,627
Tool & Die Makers	Varies	Yes	8	\$22.61	\$55,469
Welder	High School	No	7	\$14.59	\$34,969
Inspectors, Testers, Sorters, Samplers & Weighers	High School	No	7.3	\$12.31	\$30,574
General Production Labor	High School	No	6.2	\$12.51	\$29,060
Industrial Truck & Tractor Operators	High School	Yes	4	\$13.97	\$34,245
Material Moving Workers	High School	No	4.6	\$12.55	\$29,636

 The median hourly wage across occupations in the study market area is \$21.87.

Overall, companies pay an average hourly wage of \$24.41 in the study market area. The median establishment wage is \$21.87. Annualized average and median establishment wages are \$50,781 and \$45,489, 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:

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