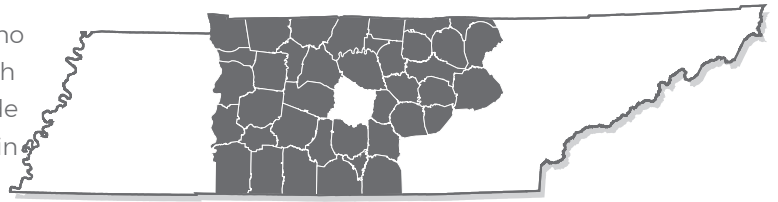


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

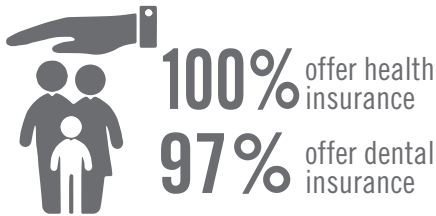
Information based on a survey of over **38 industries** who employ over **8,366 Tennesseans** in the mid-state. With a **response rate of 17%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.*



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



Insurance



Cost sharing is a common practice among the companies.

83% 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 (60% 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:

\$1,089
for health insurance

\$125
for dental insurance

\$61
for vision insurance

Employer's share for each employee is significantly higher:

\$3,543
for health insurance

\$626
for dental insurance

\$28
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,280, dental increases to \$550, and vision increases to \$170. Similarly, the cost to employers of insuring dependents increases significantly for health (\$7,950), dental (\$449), and vision (\$75).

Retirement & Other Benefits



RETIREMENT

82% of companies offer defined contribution plans

19% of companies offer profit sharing

19% of companies offer traditional pension plans

6% of companies offer employee stock ownership


53% offer career development opportunities
55% offer tuition payment
63% 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	\$42.21	\$99,572
Sales Manager	Bachelor/HS	No	8	\$34.88	\$90,019
Computer & Information Systems Managers	Bachelor	Yes	7	\$32.33	\$87,910
Controller (Comptroller)	Bachelor	No	7	\$38.53	\$105,388
Plant Manager	Bachelor	No	7	\$44.42	\$111,979
Quality Control Engineer	Bachelor	No	5	\$23.97	\$69,059
Purchasing Manager	Bachelor	No	6	\$34.49	\$85,441
Human Resources Manager	Bachelor	No	6	\$32.73	\$82,688
Engineering Manager	Bachelor	No	7	\$35.39	\$107,765
Bookkeeping, Accounting, & Auditing Clerk	High School	No	5	\$16.25	\$41,542
Network & Computer Systems Administrators	Bachelor/Assoc	Yes	9	\$29.03	\$73,700
Industrial Engineer	Bachelor	No	8	\$26.47	\$74,242
Mechanical Engineer	Bachelor	No	8	\$31.73	\$71,136
Customer Service Manager	Associate	No	4	\$28.52	\$69,207
Department Supervisor	High School	No	6	\$26.61	\$62,472
Customer Service Representative	High School	No	4	\$14.28	\$36,822
Electrician	Vocational/HS	Yes/No	8	N/A	\$55,671
Maintenance Mechanic	High School	No	9	\$19.57	\$50,752
First-Line Supervisor of Production Workers	High School	No	6	\$22.61	\$59,758
Assembler	High School	No	5	\$12.70	\$29,950
Cutting, Punching, & Press Machine Operators	High School	No	N/A	\$15.21	\$36,254
Machinist	Associate/HS	Yes/No	9	\$21.63	\$48,533
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	7	\$11.75	\$39,577
Tool & Die Makers	High School	No	7	\$17.12	\$48,136
Welder	High School	Yes	5	\$15.79	\$45,042
Inspectors, Testers, Sorters, Samplers & Weighers	High School	No	4.9	\$14.94	\$36,837
General Production Labor	High School	No	5.1	\$13.88	\$33,715
Industrial Truck & Tractor Operators	High School	No	7	\$12.40	\$35,391
Material Moving Workers	High School	No	5	\$13.26	\$33,795

 The median hourly wage across occupations in the study market area is \$25.27.

Overall, companies pay an average hourly wage of \$28.48 in the study market area. The median establishment wage is \$25.27. Annualized average and median establishment wages are \$59,247 and \$52,556, 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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