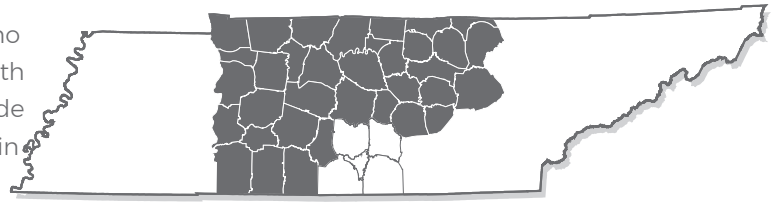


# 2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **51 industries** who employ over **13,963 Tennesseans** in the mid-state. With a **response rate of 32%**, 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



**86%** offer health insurance  
**77%** offer dental insurance

Cost sharing is a common practice among the companies.

**71%** 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 (48% of companies).

Disability insurance is offered by **71%**, with 50% of employers paying for this coverage.



## Who pays?



### EMPLOYEE ONLY (Cost to insure)

**Employees** are expected to pay an average of:

- \$1,666** for health insurance
- \$258** for dental insurance
- \$65** for vision insurance

**Employer's** share for each employee is significantly higher:

- \$4,860** for health insurance
- \$552** for dental insurance
- \$53** for vision insurance

### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,266, dental increases to \$596, and vision increases to \$167. Similarly, the cost to employers of insuring dependents increases significantly for health (\$10,333), dental (\$958), and vision (\$66).

## Retirement & Other Benefits



### RETIREMENT

- 63%** of companies offer defined contribution plans
- 20%** of companies offer profit sharing
- 10%** of companies offer traditional pension plans
- 17%** of companies offer employee stock ownership


- 53%** offer career development opportunities
- 44%** offer tuition payment
- 81%** 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 **28%** 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	6	\$30.50	\$85,301
Sales Manager	Associate/HS	No	7	\$27.24	\$80,475
Computer & Information Systems Managers	Bachelor	No	6	\$34.95	\$78,208
Controller (Comptroller)	Bachelor	No	5	\$38.74	\$112,050
Plant Manager	Bachelor	No	6	\$44.21	\$76,731
Quality Control Engineer	Bachelor	No	6	\$32.48	\$102,274
Purchasing Manager	Bachelor	No	4	\$30.42	\$68,515
Human Resources Manager	Bachelor	No	5	\$30.69	\$75,582
Engineering Manager	Bachelor	No	8	\$42.67	\$102,981
Accountant, Auditor	Bachelor	No	5	\$22.33	\$61,901
Computer Network Support Specialists	Bachelor	Yes/No	3	\$25.90	\$65,183
Industrial Engineer	Bachelor	No	5	\$34.44	\$78,541
Mechanical Engineer	Bachelor	No	6	\$35.70	\$106,621
Customer Service Manager	High School	No	7	\$26.93	\$55,640
Department Supervisor	Bachelor/Voca	No	6	\$25.60	\$62,234
Customer Service Representative	High School	No	6	\$18.22	\$41,080
Electrician	Vocational	Yes	1	\$21.95	\$56,659
Maintenance Mechanic	Vocational	No	5	\$21.83	\$51,584
First-Line Supervisor of Production Workers	High School	No	5	\$20.27	\$50,835
Assembler	High School	No	5	\$12.29	\$30,077
Cutting, Punching, & Press Machine Operators	High School	No	6	\$13.35	\$39,520
Heavy & Tractor-Trailer Truck Drivers	High School	Yes	5	\$17.11	\$36,816
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	5	\$16.18	\$41,662
Tool & Die Makers	Vocational	Yes	8	\$18.81	\$56,493
Welder	<High School	Yes	9	\$17.50	\$45,510
Inspectors, Testers, Sorters, Samplers, & Weighers	High School	No	5	\$17.24	\$40,227
General Production Labor	High School/<HS	No	5	\$13.41	\$33,842
Industrial Truck & Tractor Operators	<High School	Yes	5.8	\$17.02	\$38,813
Material Moving Workers	High School	N/A	2.3	\$15.62	\$30,222

 The median hourly wage across occupations in the study market area is \$21.54.

Overall, companies pay an average hourly wage of \$23.58 in the study market area. The median establishment wage is \$21.54. Annualized average and median establishment wages are \$49,037 and \$44,799, 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

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