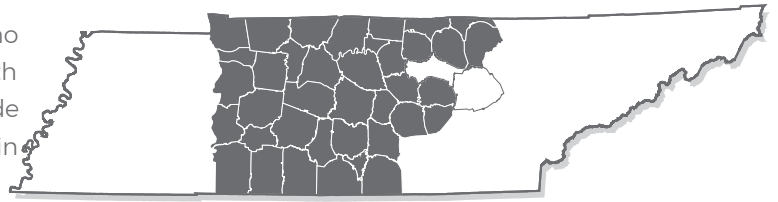


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **21 industries** who employ over **9,062 Tennesseans** in the mid-state. With a **response rate of 19%**, 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



100% offer health insurance
84% offer dental insurance

Cost sharing is a common practice among the companies.

80% 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 **44%**, with employers usually paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

- \$904** for health insurance
- \$147** for dental insurance
- \$122** for vision insurance

Employer's share for each employee is significantly higher:

- \$3,025** for health insurance
- \$222** for dental insurance
- \$37** for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,986, dental increases to \$595, and vision increases to \$216. Similarly, the cost to employers of insuring dependents increases significantly for health (\$5,415), dental (\$83), and vision (\$402).

Retirement & Other Benefits



RETIREMENT

68% of companies offer defined contribution plans

17% of companies offer profit sharing

6% of companies offer traditional pension plans

0% of companies offer employee stock ownership


50% offer career development opportunities
67% offer tuition payment
47% 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 **19%** 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	\$36.70	\$94,890
Sales Manager	Bachelor/Assoc	No	7	\$21.50	\$71,864
Computer & Information Systems Managers	Bachelor	No	7	\$16.50	\$44,990
Controller (Comptroller)	Master	No	7	N/A	\$67,018
Plant Manager	Bachelor	No	8	\$33.69	\$91,270
Quality Control Engineer	Bachelor	No	5	\$36.71	\$70,450
Purchasing Manager	Bachelor	No	6	\$26.61	\$66,830
Human Resources Manager	Bachelor	Yes/No	5	\$23.18	\$68,058
Engineering Manager	Bachelor	N/A	9	\$17.28	\$48,859
Accountant, Auditor	Bachelor	Yes/No	6	\$22.56	\$62,442
Computer Network Support Specialists	Bachelor	No	6	\$14.09	\$37,398
Quality Assurance Manager	Bachelor	No	6	\$34.25	\$68,307
Mechanical Engineer	Bachelor	No	6	\$30.37	\$67,829
Customer Service Manager	Bachelor	No	5	\$30.00	\$65,749
Department Supervisor	High School	No	6	\$18.00	\$47,258
Customer Service Representative	High School	No	4	\$11.65	\$33,322
Electrician	Vocational	Yes/No	7	\$11.83	\$30,222
Maintenance Mechanic	Vocational	Yes/No	7	\$18.00	\$49,213
First-Line Supervisor of Production Workers	High School	No	6	\$26.78	\$53,914
Assembler	High School	No	7	\$14.60	\$36,670
Cutting, Punching, & Press Machine Operators	<High School	No	5	\$17.58	\$39,624
Molding, Coremaking, & Casting Machine Setters & Operators	High School	No	5	\$10.53	\$24,482
Machine Tool Setters/Operators (Metal & Plastic)	Vocational/HS	No	7	\$10.00	\$34,798
Tool & Die Makers	Vocational	No	8	\$11.99	\$32,677
Welder	Vocational	Yes/No	6	\$15.18	\$29,827
Inspectors, Testers, Sorters, Samplers, & Weighers	High School	No	5	\$12.50	\$38,854
General Production Labor	High School /<HS	No	4	\$12.05	\$32,864
Industrial Truck & Tractor Operators	High School /<HS	No	5	\$10.40	\$25,064
Material Moving Workers	High School /<HS	No	3	\$11.10	\$27,518

 The median hourly wage across occupations in the study market area is \$20.21.

Overall, companies pay an average hourly wage of \$24.07 in the study market area. The median establishment wage is \$20.21. Annualized average and median establishment wages are \$50,061 and \$42,035, 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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