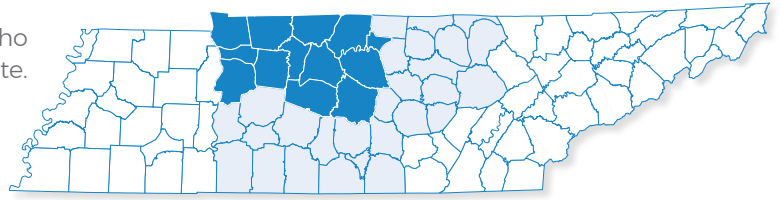


# 2019

## MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY GREATER NASHVILLE REGIONAL COUNCIL

Information based on a survey of over **300 industries** who **employ more than 86,000 Tennesseans** in the mid-state. With an email **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the summer of 2019.\*



### 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.



Companies commonly offer 6 to 7 days of sick leave. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

### Insurance



**98%** offer health insurance  
**100%** offer dental insurance

Cost sharing is a common practice among the companies.

**98%** of companies surveyed indicated the cost of health insurance is shared between employer and employee (55% of companies).

**Disability insurance is offered by 89%**, with 32% of employers paying for this coverage, while 65% share this cost with the employee.



### Who pays?



#### EMPLOYEE ONLY (Cost to insure)

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

**\$1,544**  
for health insurance  
**\$223**  
for dental insurance  
**\$82**  
for vision insurance

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

**\$5,278**  
for health insurance  
**\$292**  
for dental insurance  
**\$124**  
for vision insurance

#### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,223, dental increases to \$600, and vision increases to \$227. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,794), dental (\$804), and vision (\$300).

### Retirement & Other Benefits



#### RETIREMENT

**88%** of companies offer defined contribution plans

**16%** of companies offer profit sharing

**7%** of companies offer traditional pension plans

**9%** of companies offer employee stock ownership

**56%** offer career development opportunities  
**63%** 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 **31%** of wages and salaries.

# Select Occupation Details

## TITLE

TITLE	Typical Educational Requirement	Typical Licensing Requirement	Difficulty of Filling (1=Easy; 10= Difficult)	Entry Level Wage (Hourly) Average (Mean)	Annualized Wages Weighted (by Job) Average (Mean)
Chief Executives	Bachelor/Masters	No	7	\$79.27	\$163,009
General and Operations Managers	Varies	No	7	\$43.63	\$106,029
Sales Managers	Bachelor	No	7	\$35.97	\$102,882
Computer and Information Systems Managers	Bachelor	No	6	\$34.79	\$99,291
Financial Managers	Bachelor	No	6	\$33.51	\$103,824
Industrial Production Managers	Varies	No	6	\$37.02	\$90,396
Purchasing Managers	Varies	No	6	\$28.99	\$84,064
Human Resources Managers	Bachelor	No	6	\$37.52	\$94,189
Architectural and Engineering Managers	Bachelor	No	7	\$40.90	\$113,981
Buyers and Purchasing Agents	Varies	No	5	\$21.43	\$57,304
Compliance Officers	Bachelor	Varies	8	N/A	\$97,474
Logisticians and Project Management Specialists	Varies	No	6	\$26.76	\$60,875
Compensation, Benefits, and Job Analysis Specialists	Varies	No	7	\$24.39	\$69,038
Training and Development Specialists	HS / Bachelor	No	5	\$22.46	\$51,723
Market Research Analysts and Marketing Specialists	HS / Bachelor	No	5	\$21.35	\$56,835
Accountants	Bachelor	No	6	\$23.70	\$61,498
Auditors	Bachelor	No	6	\$25.32	\$47,095
Computer Systems Analysts	Bachelor/Assoc	No	6	\$23.17	\$66,887
Software Developers, Applications	Bachelor	Varies	10	\$38.31	\$84,601
Web Developers	Bachelor	No	6	N/A	\$52,418
Network and Computer Systems Administrators	Bachelor	Varies	7	\$27.96	\$66,414
Electrical Engineers	Bachelor	Varies	6	\$28.39	\$72,862
Mechanical Engineers	Bachelor	Varies	6	\$26.31	\$72,530
Quality Control Analysts	Varies	No	6	\$23.41	\$38,376
Sales Representatives, Wholesale and Manufacturing	HS / Bachelor	No	6	\$24.18	\$64,745
Assemblers and Fabricators	High School	No	5	\$14.06	\$36,373
Model Makers and Patternmakers, Metal and Plastic	High School	NA	5	\$15.85	\$35,184

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  
 Tennessee Dept of Labor & Workforce Development  
 Tennessee Chamber of Commerce & Industry

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