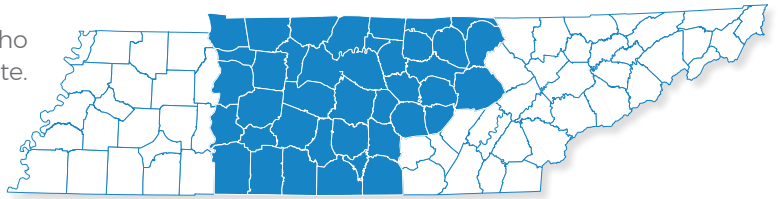


# 2019

## MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

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



**92%** offer health insurance  
**90%** 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 80%**, with 33% 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:

**\$1,580**  
for health insurance  
**\$243**  
for dental insurance  
**\$81**  
for vision insurance

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

**\$5,324**  
for health insurance  
**\$500**  
for dental insurance  
**\$140**  
for vision insurance

#### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,437, dental increases to \$677, and vision increases to \$220. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,769), dental (\$885), and vision (\$354).

### Retirement & Other Benefits

#### RETIREMENT

**81%** of companies offer defined contribution plans

**12%** of companies offer profit sharing

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

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

**43%** offer career development opportunities  
**52%** offer tuition payment  
**68%** 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 **30%** 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)
General and Operations Managers	Bachelor	No	6	\$42.56	\$106,117
Sales Managers	Bachelor	No	6	\$35.94	\$99,598
Computer and Information Systems Managers	Bachelor	No	6	\$33.77	\$88,035
Industrial Production Managers	High School	No	6	\$34.11	\$73,258
Purchasing Managers	Bachelor	No	6	\$29.01	\$74,258
Human Resources Managers	Bachelor	No	6	\$35.25	\$86,499
Buyers and Purchasing Agents	High School	No	5	\$20.90	\$58,208
Accountants	Bachelor	No	6	\$24.60	\$63,701
Computer Systems Analysts	Either HS or BA/BS	No	6	\$24.80	\$69,877
Network and Computer Systems Administrators	Bachelor	No	6	\$28.10	\$60,237
Chemical Engineers	Bachelor	No	5	\$31.80	\$75,326
Industrial Engineers, Including Health and Safety	Bachelor	No	7	\$30.30	\$77,462
Mechanical Engineers	Bachelor	No	7	\$26.60	\$84,818
Quality Control Analysts	High School	No	5	\$21.10	\$40,249
Registered Nurses	Bachelor	Yes	7	N/A	\$76,246
Customer Service Representatives	High School	No	5	\$16.50	\$39,405
Receptionists and Information Clerks	High School	NO	3	\$14.50	\$37,272
Electricians	High School	Yes	6	\$20.20	\$47,543
Supervisors of Mechanics, Installers, and Repairers	High School	Yes	7	\$28.20	\$73,586
Assemblers and Fabricators	High School	No	5	\$13.60	\$34,057
Food Processing Workers	High School	No	7	\$10.30	\$26,062
Machinists	High School	No	7	\$16.60	\$45,355
Machine Tool Setters/Operators (Metal & Plastic)	High School		10	\$15.20	N/A
Tool and Die Makers	High School	Varies	8	\$21.20	\$57,988
Welding, Soldering, and Brazing Workers	High School	No	6	\$15.50	\$40,035
Extruding, Forming, Pressing	High School	No	2	\$13.40	\$33,294
Industrial Truck and Tractor Operators	High School	Yes	6	\$14.20	\$32,974
Packers and Packagers	High School	No	5	\$13.10	\$31,117
Material Moving Workers, All Other	High School	No	4	\$14.40	\$32,377

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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