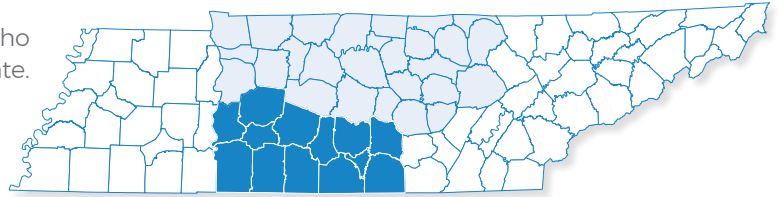


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY SOUTH CENTRAL TN DEVELOPMENT DISTRICT

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



87% offer health insurance
85% 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 79%, with 31% 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:

\$1,702
for health insurance
\$275
for dental insurance
\$83
for vision insurance

Employer's share for each employee is significantly higher:

\$4,982
for health insurance
\$821
for dental insurance
\$162
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,123, dental increases to \$765, and vision increases to \$215. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,293), dental (\$958), and vision (\$452).

Retirement & Other Benefits

RETIREMENT

86% of companies offer defined contribution plans

8% of companies offer profit sharing

7% of companies offer traditional pension plans

8% of companies offer employee stock ownership

34% offer career development opportunities
48% 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 **29%** of wages and salaries.



Select Occupation Details

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	\$40.41	\$109,585
Sales Managers	Bachelor/Assoc	No	5	\$40.92	\$109,602
Facilities Managers	HS / Bachelor	No	6	\$36.02	\$90,919
Computer and Information Systems Managers	Bachelor	Varies	5	\$30.22	\$65,143
Industrial Production Managers	Varies	No	5	\$31.64	\$83,606
Purchasing Managers	Varies	No	5	\$29.98	\$74,306
Human Resources Managers	Varies	Varies	5	\$31.63	\$79,500
Architectural and Engineering Managers	Bachelor/Assoc	No	8	\$50.82	\$123,443
Logisticians and Project Management Specialists	Varies	No	6	\$21.92	\$61,756
Accountants	Bachelor/Assoc	No	5	\$21.54	\$63,351
Network and Computer Systems Administrators	HS / Bachelor	No	6	\$30.95	\$58,498
Aerospace Engineers	Bachelor	Varies	8	N/A	\$110,478
Electrical Engineers	Bachelor	No	6	N/A	\$88,999
Industrial Engineers, Including Health and Safety	Bachelor	No	7	\$28.45	\$76,637
Mechanical Engineers	Bachelor	No	7	\$27.55	\$98,968
Quality Control Analysts	HS / Bachelor	Varies	5	\$22.94	\$48,531
Sales Representatives, Wholesale and Manufacturing	HS / Bachelor	No	3	\$20.57	\$47,677
Customer Service Representatives	High School	No	5	\$17.13	\$39,496
Maintenance and Repair Workers, General	High School	Varies	6	\$17.51	\$50,631
Assemblers and Fabricators	High School	No	4	\$13.43	\$32,238
Machinists	HS / Assoc	Varies	5	\$18.47	\$58,457
Tool and Die Makers	HS / Assoc	Varies	6	\$26.45	\$57,096
Welding, Soldering, and Brazing Workers	HS / Assoc	Varies	6	\$16.62	\$39,812
Production Workers, All Other	High School	No	3	\$15.07	\$33,349
Heavy and Tractor-Trailer Truck Drivers	High School	Yes	4	\$18.42	\$45,432
Laborers and Material Movers	High School	No	4	\$12.92	\$34,130
Packers and Packagers	High School	No	4	N/A	\$31,412

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

*For more information, please contact:

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