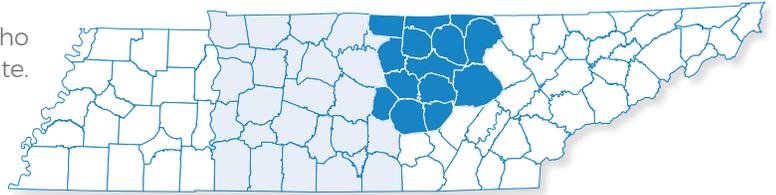


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY UPPER CUMBERLAND DEVELOPMENT DISTRICT

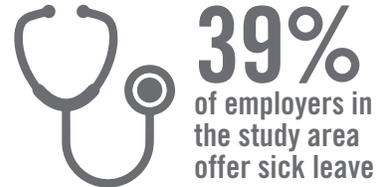
Information based on a survey of over **300 industries** who **employ more than 86,000 Tennesseans** in the mid-state. With an email **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the summer of 2019.*



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



89% offer health insurance
80% 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 65%, with 23% 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:

- \$1,457** for health insurance
- \$228** for dental insurance
- \$76** for vision insurance

Employer's share for each employee is significantly higher:

- \$5,945** for health insurance
- \$361** for dental insurance
- \$135** for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,589, dental increases to \$667, and vision increases to \$211. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,668), dental (\$889), and vision (\$301).

Retirement & Other Benefits

RETIREMENT

61% of companies offer defined contribution plans

12% of companies offer profit sharing

6% of companies offer traditional pension plans

10% of companies offer employee stock ownership

34% offer career development opportunities
34% offer tuition payment
57% 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

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	HS / Bachelor	No	6	\$41.56	\$107,665
Sales Managers	HS / Bachelor	No	7	\$36.29	\$83,917
Facilities Managers	HS / Bachelor	No	7	\$38.42	\$73,355
Computer and Information Systems Managers	Bachelor	Yes	8	\$33.72	\$81,617
Purchasing Managers	HS / Bachelor	No	6	\$28.94	\$57,751
Transportation, Storage, and Distribution Managers	HS / Bachelor	No	7	\$33.88	\$65,489
Human Resources Managers	HS / Bachelor	No	6	\$29.85	\$77,483
Construction Managers	High School	Varies	8	\$20.51	\$41,680
Buyers and Purchasing Agents	HS / Bachelor	No	6	\$20.00	\$49,472
Accountants	HS / Bachelor	No	6	\$28.29	\$65,680
Computer User Support Specialists	HS / Bachelor	Yes	5	N/A	\$34,290
Computer Network Support Specialists	Varies	Varies	5	N/A	\$58,106
Electrical Engineers	Bachelor/Assoc	Varies	7	N/A	\$92,101
Mechanical Engineers	Bachelor/Master	Varies	7	N/A	\$87,553
Quality Control Analysts	High School	No	4	\$17.74	\$42,769
Sales Representatives, Wholesale & Manufacturing	HS / Bachelor	NA	5	N/A	\$45,094
Bookkeeping, Accounting, and Auditing Clerks	HS / Bachelor	No	5	\$15.22	\$42,338
Customer Service Representatives	High School	No	5	\$16.20	\$39,589
Shipping, Receiving, and Inventory Clerks	High School	No	5	\$13.88	\$31,214
Secretaries & Administrative Assistants (Except Executive)	HS / Assoc	No	3	\$16.60	\$37,723
Construction Laborers	High School	No	3	\$14.55	\$25,882
Vehicle and Mobile Equipment Mechanics	High School	Varies	7	N/A	\$57,229
Assemblers and Fabricators	High School	No	5	\$13.16	\$28,330
Machinists	High School	No	8	\$14.31	\$44,930
Tool and Die Makers	High School	No	9	\$20.01	\$49,620
Welding, Soldering, and Brazing Workers	High School	No	6	\$15.40	\$33,338
Laborers and Material Movers	High School	No	6	\$12.45	\$29,225

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:

MIDDLE TENNESSEE
 STATE UNIVERSITY.

Dr. Murat Arik, Director
 Business & Economic Research Center
 Murat.Arik@mtsu.edu
 615-898-2610



Mark Farley, Executive Director
 Upper Cumberland Development District
 mfarley@ucdd.org
 931-476-4169