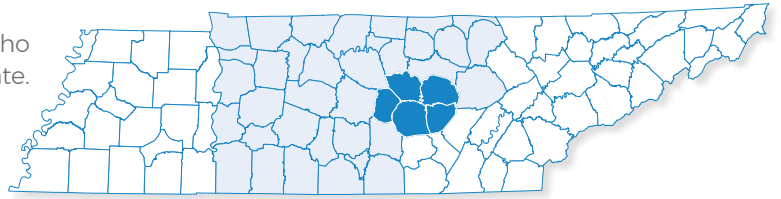


2019

MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 8

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



82% offer health insurance
77% 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 70%, 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:

\$1,678
for health insurance
\$200
for dental insurance
\$87
for vision insurance

Employer's share for each employee is significantly higher:

\$3,705
for health insurance
\$198
for dental insurance
\$87
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,335, dental increases to \$553, and vision increases to \$204. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,179), dental (\$729), and vision (\$283).

Retirement & Other Benefits

RETIREMENT

53% of companies offer defined contribution plans

5% of companies offer profit sharing

5% of companies offer traditional pension plans

5% of companies offer employee stock ownership

23% offer career development opportunities
26% offer tuition payment
50% 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 **25%** 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	Varies	No	6	\$63.15	\$114,764
General and Operations Managers	Varies	No	6	\$38.82	\$79,666
Sales Managers	HS / Bachelor	No	6	\$38.84	\$67,710
Administrative Services Managers	HS / Assoc	No	6	\$21.33	\$64,480
Facilities Managers	HS / Bachelor	No	7	N/A	\$90,050
Financial Managers	Bachelor/Assoc	Varies	7	\$28.85	\$73,750
Industrial Production Managers	HS / Assoc	No	6	\$27.70	\$52,889
Purchasing Managers	Varies	No	6	\$32.42	\$47,024
Transportation, Storage, and Distribution Managers	HS / Bachelor	No	6	\$32.64	\$61,136
Human Resources Managers	HS / Bachelor	No	6	\$31.34	\$84,172
Managers, All Other	Varies	No	5	\$39.27	\$85,425
Buyers and Purchasing Agents	HS / Bachelor	No	6	\$24.00	\$53,011
Human Resources Workers	HS / Bachelor	No	6	N/A	\$52,400
Accountants	HS / Bachelor	No	5	\$28.29	\$70,008
Engineers, All Other	HS / Bachelor	No	6	\$34.05	\$63,909
Engineering Technologists & Technicians, Except Drafters	Bachelor	No	6	N/A	\$54,512
Building Cleaning Workers	High School	No	6	N/A	\$28,592
Customer Service Representatives	High School	No	6	N/A	\$31,680
Shipping, Receiving, and Inventory Clerks	High School	No	4	N/A	\$26,948
First-Line Supervisors of Production & Operating Workers	High School	No	5	\$21.26	\$47,886
Assemblers and Fabricators	High School	No	5	\$13.27	\$26,888
Machinists	High School	Varies	7	\$13.25	\$34,611
Molders & Molding Machine Setters, Operators, & Tenders, Metal & Plastic	High School	No	8	\$15.16	\$34,716
Welding, Soldering, and Brazing Workers	High School	No	6	N/A	\$31,199
Production Workers, All Other	High School	No	8	N/A	\$34,936

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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