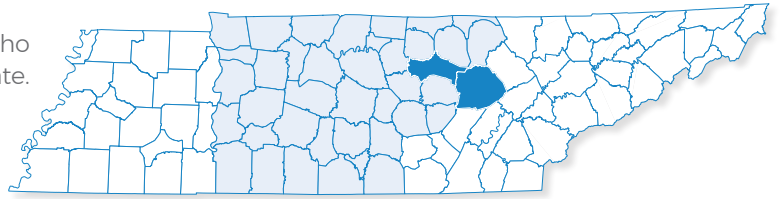


# 2019

## MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY REGION 9

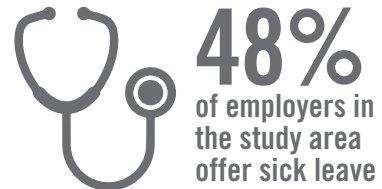
Information based on a survey of over **300 industries** who **employ more than 86,000 Tennesseans** in the mid-state. With an email **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the summer of 2019.\*



### 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



**91%** offer health insurance  
**78%** 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 57%**, with 15% 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:

**\$1,527**  
for health insurance

**\$252**  
for dental insurance

**\$91**  
for vision insurance

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

**\$6,819**  
for health insurance

**\$451**  
for dental insurance

**\$500**  
for vision insurance

#### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,833, dental increases to \$929, and vision increases to \$279. Similarly, the cost to employers of insuring dependents increases significantly for health (\$14,762), dental (\$946), and vision (\$800).

### Retirement & Other Benefits



#### RETIREMENT

**58%** of companies offer defined contribution plans

**16%** of companies offer profit sharing

**5%** of companies offer traditional pension plans

**11%** of companies offer employee stock ownership

**50%** offer career development opportunities  
**39%** offer tuition payment  
**63%** 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/Master	No	9	\$122.27	\$174,990
General and Operations Managers	Varies	No	7	\$43.88	\$121,001
Sales Managers	HS / Bachelor	No	9	\$34.08	\$91,182
Facilities Managers	High School	No	8	N/A	\$55,910
Computer and Information Systems Managers	Bachelor/Assoc	Yes	8	N/A	\$81,266
Industrial Production Managers	HS / Assoc	NA	7	\$36.72	N/A
Purchasing Managers	HS / Bachelor	No	7	\$26.33	\$71,543
Transportation, Storage, and Distribution Managers	HS / Bachelor	No	7	\$35.52	\$74,164
Human Resources Managers	HS / Bachelor	No	6	\$27.59	\$72,467
Architectural and Engineering Managers	Bachelor/Assoc	Varies	4	\$36.08	\$87,770
Buyers and Purchasing Agents	HS / Bachelor	No	6	N/A	\$47,806
Logisticians and Project Management Specialists	HS / Bachelor	No	6	N/A	\$68,102
Market Research Analysts and Marketing Specialists	High School	No	7	\$17.89	\$43,363
Accountants	Bachelor	No	7	\$28.40	\$64,686
Quality Control Analysts	High School	No	5	\$15.02	N/A
Security Guards	High School	No	5	\$12.74	\$29,834
Sales and Related , All Other	Bachelor	NA	8	N/A	\$93,575
Bookkeeping, Accounting, and Auditing Clerks	HS / Bachelor	No	6	\$16.45	\$46,539
Payroll and Timekeeping Clerks	High School	No	4	N/A	\$37,128
Customer Service Representatives	High School	No	5	\$13.88	\$42,805
Shipping, Receiving, and Inventory Clerks	High School	Varies	5	\$13.70	\$34,606
Industrial Machinery Installation, Repair, & Maintenance	High School	No	7	\$14.75	\$36,422
Supervisors of Production and Operating Workers	HS / Assoc	No	6	\$24.11	\$42,841
Machinists	High School	No	8	\$13.44	\$52,270
Welding, Soldering, and Brazing Workers	High School	Varies	6	\$15.25	\$42,781
Heavy and Tractor-Trailer Truck Drivers	High School	Yes	6	N/A	\$45,614
Laborers and Material Movers	High School	No	5	\$12.83	\$29,517

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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