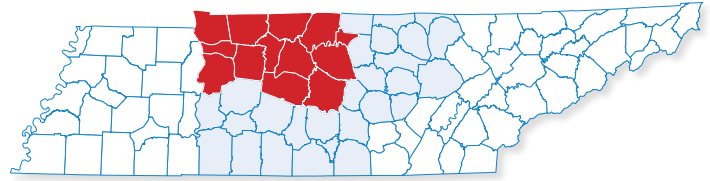


2023

Information based on a survey of over **143 industries** who **employ 32,298 Tennesseans** in the mid-state. With a **response rate of 23.7%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2023.*

MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY NORTHERN MIDDLE REGION



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.

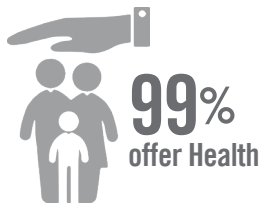


Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **41%**

Offer vacation, sick leave, personal day separately **59%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure annually)

	HEALTH	DENTAL	VISION
EMPLOYEE share	\$1,596	\$192	\$72
EMPLOYER share	\$6,288	\$156	\$72

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,012, dental increases to \$708, and vision increases to \$228. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,548), dental (\$624), and vision (\$84).

RETIREMENT & OTHER BENEFITS



85%
offer
401(k)
Plans

82%
offer
career
development

56%
offer
tuition
payment

Overall, total
employee
benefits
equal
23% of
wages and
salaries.

Adjustments Post COVID

Workweek Adjustments 35%
Scheduling Adjustments 42%
Allow Hybrid & Remote Work 33%

Health Benefits Implemented:
COVID time off, COVID tests,
and onsite COVID vaccinations

Pay Practices Implemented:
Overtime, sign on bonus, retention incentive,
merit pay, hazard pay, home office funding

\$ On average, pay increased by 5% in 2022 and is forecast to increase by 4.1% in 2023 \$

Select Occupation Details

TITLE

TITLE	Minimum Education Level	Average Minimum Hourly	Annualized Unweighted Average
General and Operations Managers	Bachelor's Degree	\$52.80	\$128,663
Financial Managers	Bachelor's Degree	\$43.92	\$119,113
Industrial Production Manager	Bachelor's Degree	\$38.96	\$100,090
Purchasing Manager	Bachelor's Degree	\$35.64	\$91,736
Human Resource Managers	Bachelor's Degree	\$41.58	\$102,335
Buyers and Purchasing Agents	Voc/Assoc Degree	\$28.08	\$67,690
	Bachelor's Degree		
Human Resource Specialists	Bachelor's Degree	\$25.21	\$64,504
Accountants and Auditors	Bachelor's Degree	\$29.23	\$72,323
Network and Computer Systems Administrators	Bachelor's Degree	\$32.60	\$78,206
Industrial Engineers	Bachelor's Degree	\$32.77	\$88,885
Mechanical Engineers	Bachelor's Degree	\$36.32	\$89,061
Occupational Health and Safety Specialists	Bachelor's Degree	\$31.27	\$74,059
Supervisors of Building and Maintenance Workers	High School or Less	\$26.18	\$67,230
Customer Service Representatives	High School or Less	\$20.24	\$50,768
Production, Planning and Expediting Clerks	High School or Less	\$24.32	\$58,204
Shipping, Receiving, and Inventory Clerks	High School or Less	\$19.02	\$46,913
Electricians	Bachelor's Degree	\$28.50	\$72,193
Supervisors of Mechanics, Installers, and Repairers	Bachelor's Degree	\$34.10	\$84,279
Maintenance and Repair Workers, General	Bachelor's Degree	\$24.22	\$57,785
Supervisors of Production and Operating Workers	High School or Less	\$27.34	\$66,900
Miscellaneous Assemblers and Fabricators	High School or Less	\$17.05	\$41,063
Cutting, Punching, and Press Machine Operators	High School or Less	\$17.48	\$43,039
Machinists	High School or Less	\$22.60	\$54,731
Inspectors, Testers, Sorters, Samplers, and Weighers	High School or Less	\$18.94	\$44,417
Production Workers, All Other	High School or Less	\$17.67	\$43,227
Supervisors of Transportation and Material Moving Workers	High School or Less	\$26.27	\$64,434
Industrial Truck and Tractor Operators	High School or Less	\$17.84	\$40,959
Material Moving Workers, All Other	High School or Less	\$17.74	\$40,946

A Regional Economic Development Partnership Project

USDA, Rural Development
 Middle TN Industrial Development Association
 Tennessee Valley Authority
 Northern Middle Tennessee Workforce Board
 Nashville Area Chamber of Commerce
 Greater Nashville Regional Council
 South Central Tennessee Development District
 Upper Cumberland Development District

Tennessee Central Economic Authority
 The Highlands Economic Partnership
 Tennessee Chamber of Commerce & Industry

**For more information, please contact:*

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TENNESSEE
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