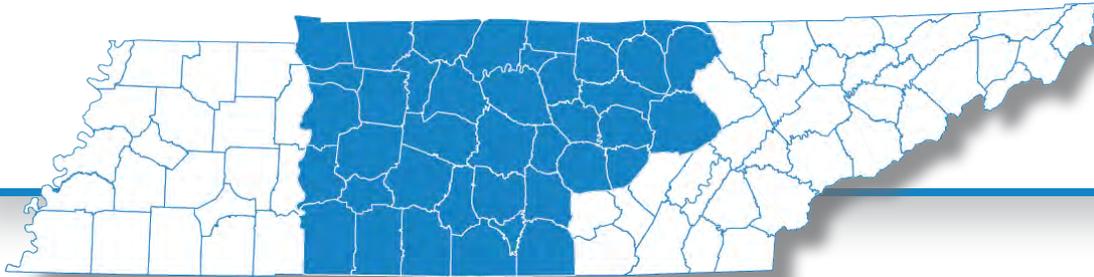


2026

MIDDLE TENNESSEE WAGE & BENEFIT



SURVEY GUIDE

**MIDDLE
TENNESSEE**
STATE UNIVERSITY.



Project Partners:

USDA Rural Development
Middle TN Industrial Development Association
Tennessee Valley Authority
Nashville Area Chamber of Commerce
Greater Nashville Regional Council
South Central Tennessee Development District
Middle Tennessee Workforce Boards
Upper Cumberland Development District
Tennessee Central Economic Authority
The Highlands Economic Partnership
Tennessee Chamber of Commerce & Industry

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2026 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

Table of Contents

Introduction Letter.....	2
Checklist.....	3
Survey Navigation.....	4
Survey by Section.....	5
Appendix.....	7
2023 Sample Summary Reports.....	20

2026 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

The Business and Economic Research Center (BERC) in the Jones College of Business at Middle Tennessee State University (MTSU) is conducting the 2026 Middle Tennessee Wage & Benefit Survey for a 40-county Middle Tennessee and Upper Cumberland region, sponsored by the Middle Tennessee Industrial Development Association (MTIDA) and its partners. BERC will collect and analyze the data and submit resulting reports to MTIDA and to survey respondents.

MTIDA has requested that your company be invited to the study. Your participation will be critical to the success of the project. Your input will help us develop a detailed analysis of wages and benefits offered by companies within your county and region, particularly in the manufacturing sector, and also with attention to the effects of artificial intelligence.

BERC assures you that:

- survey responses remain confidential and individual company responses will be released only to the company survey respondent.
- in our reporting, responses are combined such that no data is included that can be associated with an individual company.

Participating companies have been asked to identify a primary survey contact email address to MTIDA. In March, that contact will receive an email from Murat.Arik@mtsu.edu with a link to the survey and a SurveyID number.

Important Dates:

- March 1, 2026: Survey link sent via email.
- April 10, 2026: The survey is scheduled to close.
- June-July 2026: BERC will send summary tables and detailed reports.

I hope this guide will be a helpful tool for you to gather the data to be entered in the survey. At any time before or during the survey process, if you have questions please contact **Murat.Arik@mtsu.edu** or **BERC@mtsu.edu** or call **1-615-898-2610** for assistance.

Murat Arik, Ph.D., PDBP
Director, Business and Economic Research Center
Jennings A. Jones College of Business
Middle Tennessee State University



The following is an overview of the information you will need to complete the survey. Please note: at the beginning of the survey you'll be asked to identify the Tennessee county in which your company is located. Respond to all questions about company operations at that specific location only.

SURVEY USER INFORMATION

- Company's five-digit Survey ID. You will receive this SurveyID in an email from BEREC along with the survey link. Contact BEREC@mtsu.edu or Murat.Arik@mtsu.edu if you do not receive the link by March 1, 2026.

COMPANY PROFILE & PAY PRACTICES

- Annual revenue
- Annual cost of benefits (expressed as % of wages)
- Employee demographics (including total number of employees, % of employees working in same county as company operation, part-time %, unionized %, and % employees with flexible work schedule.)
- Company pay practices including shift premiums, general increases, overtime, and others
- Absenteeism and turnover data and practices

HOLIDAYS & LEAVE TIME

- PTO, Annual Leave, Sick Leave
- Paid holidays

INSURANCE BENEFITS

- Medical, Dental, and Vision insurance benefits: monthly costs to employee and employer for individual and family plans chosen by greatest number of employees
- Group life insurance costs (monthly) to employee and employer
- Disability insurance costs (monthly) to employer and employee for long- and short-term plans
- List of additional benefits offered to employees

MENTAL HEALTH BENEFITS

- Company mental health offerings and services

RETIREMENT & PROFIT SHARING

- List of retirement and profit-sharing plans, employer match %, vest-in requirements

TRAINING & PROFESSIONAL DEVELOPMENT

- Top 4 training needs; onsite and offsite training programs; participation rates
- Tuition reimbursement policies

CHILDCARE ASSISTANCE

- List of childcare assistance programs or benefits

ARTIFICIAL INTELLIGENCE

- Questions regarding changes to human resource practices due to AI.

OCCUPATION SPECIFIC

- Occupations are identified by Standard Occupational Classification (SOC) code with descriptions included (see Appendix at end of this Survey Guide or visit www.bls.gov/soc).
- Survey users will select applicable occupations from the following groups:
11-0000 Management; 13-0000 Business and Financial
15-0000 Computer; 17-0000 Engineering
19-0000 Life, Physical, and Social Science
27-0000 Arts, Design, and Media
37-0000 Building, Grounds, Maintenance
41-0000 Sales; 43-0000 Office and Administrative Support
47-0000 Construction; 49-0000 Installation
51-0000 Production; 53-0000 Transportation
- For each selected occupation, user will provide:
Current average hourly wage or annual salary
Minimum of salary range
Maximum of salary range
Number of employees in this occupation
Number of openings
Minimum education requirement
License requirement (Y/N)

At the beginning of the survey

- FIRST, read the terms of participation, approved by the MTSU Institutional Review Board.
- THEN, you will be asked to indicate your understanding and consent to participate.
- NEXT, you will enter your SurveyID and indicate the Tennessee county in which your company operation is located.

To participate in the survey, you MUST answer these initial questions (Consent, SurveyID, County). After this initial section, the survey DOES NOT REQUIRE you to answer every question.

To navigate screen by screen, use the forward and back arrows at the bottom right and left of each screen.



To navigate between sections or blocks, use the Table of Contents. When the Table of Contents is hidden, click the three stacked horizontal lines at the top left of the screen. There is also a Return to Table of Contents button at the bottom of each screen.

2026 Wage & Benefit Survey

- [Survey Navigation Instructions](#)
- [Company Profile and Pay Practices](#)
- [Holidays and Leave Time](#)
- [Insurance Benefits](#)
- [Mental Health Benefits](#)
- [Retirement and Profit Sharing](#)
- [Training and Professional Development](#)
- [Childcare Assistance](#)
- [Miscellaneous Benefits](#)
- [Artificial Intelligence](#)
- [11-0000 Management Occupations](#)
- [13-0000 Business and Financial Occupations](#)
- [15-0000 Computer Occupations](#)
- [17-0000 Engineering Occupations](#)
- [19-0000 Life, Physical, and Social Science Occupations](#)
- [27-0000 Arts, Design, and Media Occupations](#)
- [37-0000 Building, Grounds, Cleaning, and Maintenance Occupations](#)
- [41-0000 Sales and Related Occupations](#)
- [43-0000 Office and Administrative Support Occupations](#)
- [47-0000 Construction and Extraction Occupations](#)
- [49-0000 Installation, Maintenance, and Repair Occupations](#)
- [51-0000 Production Occupations](#)
- [53-0000 Transportation and Material Moving Occupations](#)
- [Additional Occupations](#)
- [Survey Completion and Submission](#)

The survey will allow you to skip responses. Remember, however, the more complete your survey responses the greater will be the value of the final survey analysis and reports.

To leave the survey without submitting your final responses, close your browser window. You can return to the survey using your link and SurveyID.

Survey Completion and Submission

You have reached the end of the 2026 Middle Tennessee Industrial Wage & Benefit Survey.

NEXT: If you HAVE NOT completed your survey responses.

- If you exit now without submitting the survey by closing your browser, you can return to make changes. Use the original link and SurveyID sent to you.
- If you exit now without submitting the survey by closing your browser and do not return to complete the survey, your responses will automatically be submitted on the survey closing day.

NEXT: If you HAVE completed the survey and want to submit your responses now.

- Indicate below whether you would like to receive a summary of your responses via email. If yes, enter your email address in the box provided. Once you are ready to submit your responses, click the "Submit Survey" button at the bottom right of the page.

Thank you!

Yes, I would like to receive a summary of my responses via email.

No, I do not want to receive an email summary of my responses.

[Return to Table of Contents](#)

[SUBMIT SURVEY](#)

To Submit At the end of the survey you will be given instructions for how to submit your responses. If you would like to receive a PDF with your survey responses, you can enter your email address. You are not required to do this.

The survey includes three data collection sections and a final prompt to submit.

Secton I. Required Responses

In the first part of the survey you will be asked to

- Give your informed consent to participate. The first page of the survey contains legal text and an explanation of informed consent for the MTSU Institutional Review Board (IRB).
- Provide your SurveyID. You'll receive this SurveyID number in the email invitation on March 1 (or contact BERC@mtsu.edu).
- Select the County in which your company is located.

Company Profile and Pay Practices

The following questions apply to the company operations in the Tennessee county you identified at the beginning of the survey.

Company Annual Revenue and Benefits Cost

Company's annual revenue last year (Example: 100000):

Cost of benefits expressed as percentage of total wages (Example: 50):

Current Company Employees

Total number of employees at this location (Example: 10):

Percentage of total employees who are part-time (Example: 50):

Percentage of total employees who are unionized (Example: 50):

Percentage of employees working at this location who also live in this Tennessee county (Example: 50):

Section II. Company Profile, Workforce Profile, Benefits.

This section of the survey includes several blocks of questions about your company, your employees, and your benefit packages. All questions relate only to company operations in the Tennessee county location you indicated at the beginning of the survey.

Use the Checklist page in this Survey Guide for an overview of the detailed data you will need to complete this section OR contact BERC@mtsu.edu.

Section III. Occupation-Specific Data.

- Each question block corresponds to a group by SOC code.
- Within each group, select the occupations of employees in your company.
- If you hover over the occupation title within the survey, you will see a description of the occupation. You can also check the list of occupations and their descriptions in the Appendix of this Survey Guide.
- If there is an occupation title at your company for which you cannot find an exact match in the survey list you may either 1) choose the title that most closely matches your company's job or 2) add that occupation and corresponding data in space provided at the end of the survey or 3) contact BERC@mtsu.edu to have that information added after you have submitted your survey.
- Enter either hourly rate or annual salary, as it applies to the occupation.

Group 51-0000 Production Occupations (Set 1 of 3)
 Hover over occupation title for a short description
 Choose all occupations that apply

- 51-1011 First-Line Supervisors of Production and Operating Workers
- 51-2028 Electrical, Electronic, and Electromechanical Assemblers
- 51-2031 Engine and Other Machine Assemblers
- 51-2041 Structural Metal Fabricators and Fitters
- 51-2090 Miscellaneous Assemblers and Fabricators
- 51-3099 Food Processing Workers
- 51-4021 Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
- 51-4022 Forging Machine Setters, Operators, and Tenders, Metal and Plastic
- 51-4023 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic

First, select all occupations in the group that correspond to occupations in your company.

Next, enter the data for each occupation, as in the example below. If you do not know every data point for a given occupation, fill in as much as possible.

51-0000 Production Occupations (Set 1 of 3)
 Hover over occupation title for a short description
 Enter all data in numerical form WITHOUT \$ or % symbols
 Minimum Educational Requirement:
 0=None; 1=High School; 2=Vocational School or Trade School; 3=Associate's Degree; 4=Bachelor's Degree; 5=Master's Degree; 6=Doctorate or professional degree

	Annual Salary or Hourly Wage			Employment		Requirements	
	Current Average	Minimum of Range	Maximum of Range	Number of Current Employees	Number of Openings	Minimum Education: 0-6	Certification: 0=no; 1=yes
51-1011 First-Line Supervisors of Production and Operating Workers	58,240	49,088	67,204	2	0	3	0
51-2041 Structural Metal Fabricators and Fitters	21.14	16.27	25.10	20	8	1	0
51-2090 Miscellaneous Assemblers and Fabricators	16.50	13.96	19.67	23	10	1	0

SOC Code	Occupation
11-0000	Management Occupations
11-1011	Chief Executive
	Determine and formulate policies and provide overall direction of companies. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.
11-1021	General and Operations Managers
	Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors. Excludes First-Line Supervisors.
11-2021	Marketing Managers
	Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.
11-2022	Sales Managers
	Plan, direct, or coordinate the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.
11-3012	Administrative Services Managers
	Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, and other office support services. Medical records administrators are included in "Medical and Health Services Managers". Excludes "Facilities Managers" and "Purchasing Managers."
11-3013	Facilities Managers
	Plan, direct, or coordinate operations and functionalities of facilities and buildings. May include surrounding grounds or multiple facilities of an organization's campus. Excludes "Administrative Services Managers", "Property, Real Estate, and Community Association Managers", "First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers", "First-Line Supervisors of Mechanics and Repairers", and "Maintenance and Repair Workers, General."
11-3021	Computer and Information Systems Managers
	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Excludes "Computer Occupations" (15-1211 to 15-1299).
11-3031	Financial Managers
	Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Excludes "Financial Risk Specialists."
11-3051	Industrial Production Managers
	Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.
11-3061	Purchasing Managers
	Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes wholesale or retail trade merchandising managers and procurement managers.

SOC Code	Occupation
11-3071	Transportation, Storage, and Distribution Managers
	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.
11-3121	Human Resource Managers
	Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits and training and development.
Group 13-0000	Business and Financial Occupations
13-1020	Buyers and Purchasing Agents
	Purchase goods or services for further processing, resale, or to enable operation of an establishment. May analyze past buying trends, sales records, price, and quality of goods or services. May select, order, and authorize payment according to contractual agreements. May conduct meetings with sales personnel and introduce new products. Includes wholesale and retail buyers and purchasing agents for farm products, equipment, and raw materials. This occupation includes the 2018 SOC occupations 13-1021 Buyers and Purchasing Agents, Farm Products; 13-1022 Wholesale and Retail Buyers, Except Farm Products; and 13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products.
13-1031	Claims Adjusters, Examiners, and Investigators
	Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims. Fire Inspectors and Investigators.
13-1041	Compliance Officers
	Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere. Excludes "Financial Examiners", "Tax Examiners and Collectors, and Revenue Agents", "Occupational Health and Safety Specialists", "Occupational Health and Safety Technicians", "Transportation Security Screeners", "Agricultural Inspectors", "Construction and Building Inspectors", and "Transportation Inspectors."
13-1051	Cost Estimators
	Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.
13-1071	Human Resource Specialists
	Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes "Compensation, Benefits, and Job Analysis Specialists" and "Training and Development Specialists."
13-1081	Logisticians
	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Excludes "Transportation, Storage, and Distribution Managers" and "Project Management Specialists."
13-1082	Project Management Specialists
	Analyze and coordinate the schedule, timeline, procurement, staffing, and budget of a product or service on a per project basis. Lead and guide the work of technical staff. May serve as a point of contact for the client or customer. Excludes "Management Occupations", "Logisticians", "Meeting, Convention, and Event Planners", and "Production, Planning, and Expediting Clerks."
13-1111	Management Analysts
	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Excludes "Computer Systems Analysts" and "Operations Research Analysts."

SOC Code	Occupation
13-1141	Compensation, Benefits, and Job Analysis Specialists
	Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.
13-1151	Training and Development Specialists
	Design or conduct work-related training and development programs to improve individual skills or organizational performance. May analyze organizational training needs or evaluate training effectiveness.
13-1161	Market Research Analysts and Marketing Specialists
	Research conditions in local, regional, national, or online markets. Gather information to determine potential sales of a product or service, or plan a marketing or advertising campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution. May employ search marketing tactics, analyze web metrics, and develop recommendations to increase search engine ranking and visibility to target markets. Excludes "Web and Digital Interface Designers", "Art Directors", "Graphic Designers", and "Public Relations Specialists."
13-1199	Business Operations Specialists, All Other
	All business operations specialists not listed separately.
13-2011	Accountants and Auditors
	Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes "Tax Examiners and Collectors, and Revenue Agents."
13-2031	Budget Analysts
	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Excludes "Financial and Investment Analysts."
13-2051	Financial and Investment Analysts
	Conduct quantitative analyses of information involving investment programs or financial data of public or private institutions, including valuation of businesses. Excludes "Budget Analysts", "Financial Risk Specialists", and "Securities, Commodities, and Financial Services Sales Agents."
13-2072	Loan Officers
	Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and payment methods. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, loan underwriters, and payday loan officers.
13-2099	Financial Specialists, All Other
	All financial specialists not listed separately.
Group 15-0000	Computer Occupations
15-1211	Computer Systems Analysts
	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.
15-1231	Computer Network Support Specialists
	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes "Computer Network Architects" and "Network and Computer Systems Administrators."
15-1232	Computer User Support Specialists
	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes "Network and Computer Systems Administrators"

SOC Code	Occupation
15-1244	Network and Computer Systems Administrators
	Install, configure, and maintain an organization's local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. Excludes "Information Security Analysts", "Computer Network Support Specialists", and "Computer User Support Specialists".
15-1251	Computer Programmers
	Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
15-1256	Software Developers and Software Quality Assurance Analysts and Testers
	Research, design, develop and test operating systems-level software. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. May develop and execute software test plans in order to identify software problems and their causes.
15-1299	Computer Occupations, All Others
	All Computer Occupations not listed separately.
Group 17-0000	Engineering Occupations
17-2011	Aerospace Engineers
	Perform engineering duties in designing, constructing, and testing aircraft, missiles, and spacecraft. May conduct basic and applied research to evaluate adaptability of materials and equipment to aircraft design and manufacture. May recommend improvements in testing equipment and techniques.
17-2041	Chemical Engineers
	Design chemical plant equipment and devise processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.
17-2051	Civil Engineers
	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes "Hydrologists."
17-2061	Computer Hardware Engineers
	Research, design, develop, or test computer or computer-related equipment for commercial, industrial, military, or scientific use. May supervise the manufacturing and installation of computer or computer-related equipment and components. Excludes "Software Developers" and "Web Developers."
17-2071	Electrical Engineers
	Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Excludes "Computer Hardware Engineers."
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
	Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws. Includes industrial product safety engineers.

SOC Code	Occupation
17-2112	Industrial Engineers
	Design, develop, test, and evaluate integrated systems for managing industrial production processes, including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination. "Health and Safety Engineers, Except Mining Safety Engineers and Inspectors."
17-2131	Materials Engineers
	Evaluate materials and develop machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications. Develop new uses for known materials. Includes those engineers working with composite materials or specializing in one type of material, such as graphite, metal and metal alloys, ceramics and glass, plastics and polymers, and naturally occurring materials. Includes metallurgists and metallurgical engineers, ceramic engineers, and welding engineers.
17-2141	Mechanical Engineers
	Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.
17-2199	Engineers, All Other
	All Engineers not listed separately.
17-3013	Mechanical Drafters
	Prepare detailed working diagrams of machinery and mechanical devices, including dimensions, fastening methods, and other engineering information.
17-3023	Electrical and Electronic Engineering Technologists and Technicians
	Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, adjust, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions. Excludes "Broadcast Technicians."
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
	Operate, test, maintain, or adjust unmanned, automated, servomechanical, or electromechanical equipment. May operate unmanned submarines, aircraft, or other equipment to observe or record visual information at sites such as oil rigs, crop fields, buildings, or for similar infrastructure, deep ocean exploration, or hazardous waste removal. May assist engineers in testing and designing robotics equipment.
17-3026	Industrial Engineering Technologists and Technicians
	Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May perform time and motion studies on worker operations in a variety of industries for purposes such as establishing standard production rates or improving efficiency.
17-3027	Mechanical Engineering Technologists and Technicians
	Apply theory and principles of mechanical engineering to modify, develop, test, or adjust machinery and equipment under direction of engineering staff or physical scientists.
17-3028	Calibration Technologists and Technicians
	Execute or adapt procedures and techniques for calibrating measurement devices, by applying knowledge of measurement science, mathematics, physics, chemistry, and electronics, sometimes under the direction of engineering staff. Determine measurement standard suitability for calibrating measurement devices. May perform preventive maintenance on equipment. May perform corrective actions to address identified calibration problems. Excludes "Medical Equipment Preparers" and "Timing Device Assemblers and Adjusters."
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
	All engineering technologists and technicians, except drafters, not listed separately.

SOC Code	Occupation
Group 19-0000	Life, Physical, and Social Science Occupations
19-2030	Chemists and Materials Scientists
	Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge. OR Research and study the structures and chemical properties of various natural and synthetic or composite materials, including metals, alloys, rubber, ceramics, semiconductors, polymers, and glass. Determine ways to strengthen or combine materials or develop new materials with new or specific properties for use in a variety of products and applications. Includes glass scientists, ceramic scientists, metallurgical scientists, and polymer scientists.
19-4010	Agricultural and Food Science Technicians
	Work with agricultural scientists in plant, fiber, and animal research, or assist with animal breeding and nutrition. Set up or maintain laboratory equipment and collect samples from crops or animals. Prepare specimens or record data to assist scientists in biology or related life science experiments. OR Work with food scientists or technologists to perform standardized qualitative and quantitative tests to determine physical or chemical properties of food or beverage products. Includes technicians who assist in research and development of production technology, quality control, packaging, processing, and use of foods.
19-5011	Occupational Health and Safety Specialists
	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.
Group 27-0000	Arts, Design, and Media Occupations
27-1024	Graphic Designers
	Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.
Group 37-0000	Building, Grounds, Cleaning, and Maintenance Occupations
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers
	Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments. OR Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.
37-2010	Building Cleaning Workers (Incl. Janitors, House Keeping, Pest Control, & Grounds Maintenance)
	Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. OR Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming. OR All building cleaning workers.
37-3010	Grounds Maintenance Workers
	All grounds maintenance workers.
Group 41-0000	Sales and Related Occupations
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
	Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of postsecondary education. Excludes "Sales Engineers."
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products
	Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

SOC Code	Occupation
41-9031	Sales Engineers
	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering.
Group 43-0000	Office and Administrative Support Occupations
43-1011	First-Line Supervisors of Office and Administrative Support Workers
	Directly supervise and coordinate the activities of clerical and administrative support workers.
43-3011	Bill and Account Collectors
	Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account, preparing statements to credit department if customer fails to respond, initiating repossession proceedings or service disconnection, and keeping records of collection and status of accounts.
43-3021	Billing and Posting Clerks
	Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods.
43-3031	Bookkeeping, Accounting, and Auditing Clerks
	Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.
43-3051	Payroll and Timekeeping Clerks
	Compile and record employee time and payroll data. May compute employees' time worked, production and commission. May compute and post wages and deductions, or prepare paychecks.
43-3061	Procurement Clerks
	Compile information and records to draw up purchase orders for procurement of materials and services.
43-4051	Customer Service Representatives
	Interact with customers to provide basic or scripted information in response to routine inquiries about products and services. May handle and resolve general complaints. Excludes individuals whose duties are primarily installation, sales, repair, and technical support.
43-4151	Order Clerks
	Receive and process incoming orders for materials, merchandise, classified ads, or services such as repairs, installations, or rental of facilities. Generally receives orders via mail, phone, fax, or other electronic means. Duties include informing customers of receipt, prices, shipping dates, and delays; preparing contracts; and handling complaints.
43-4161	Human Resources Assistants, Except Payroll and Timekeeping
	Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination. May prepare reports for employment records, file employment records, or search employee files and furnish information to authorized persons.
43-4171	Receptionists and Information Clerks
	Answer inquiries and provide information to the general public, customers, visitors, and other interested parties regarding activities conducted at establishment and location of departments, offices, and employees within the organization.
43-4199	Information and Records Clerks, All Other
	All information and record clerks not listed separately.

SOC Code	Occupation
43-5061	Production, Planning and Expediting Clerks
	Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems.
43-5071	Shipping, Receiving, and Inventory Clerks
	Verify and maintain records on incoming and outgoing shipments involving inventory. Duties include verifying and recording incoming merchandise or material and arranging for the transportation of products. May prepare items for shipment.
43-6011	Executive Secretaries and Executive Administrative Assistants
	Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff.
43-6014	Secretaries and Administrative Assistants Except Executive
	Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Excludes legal, medical, and executive secretaries.
43-9061	Office Clerks, General
	Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.
43-9199	Office and Administrative Support Workers, All Other
	All office and administrative support workers not listed separately.
Group 47-0000	Construction and Extraction Occupations
47-2111	Electricians
	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.
Group 49-0000	Installation, Maintenance, and Repair Occupations
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
	Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
	Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas.
49-9041	Industrial Machinery Mechanics
	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans.
49-9043	Maintenance Workers, Machinery
	Lubricate machinery, change parts, or perform other routine machinery maintenance.
49-9044	Millwrights
	Install, dismantle, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings.

SOC Code	Occupation
49-9071	Maintenance and Repair Workers, General
	Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.
49-9099	Installation, Maintenance, and Repair Workers, All Other
	All installation, maintenance, and repair workers not listed separately.
Group 51-0000	Production Occupations
51-1011	First-Line Supervisors of Production and Operating Workers
	Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders. Illustrative examples: Assembly Line Supervisor, Machinist Supervisor, Printing Worker Supervisor.
51-2028	Electrical, Electronic, and Electromechanical Assemblers
	Assemble or modify electrical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, and batteries. Illustrative examples: Anode Builder, Battery Builder, Circuit Board Assembler, Electric Motor Controls Assembler.
51-2031	Engine and Other Machine Assemblers
	Construct, assemble, or rebuild machines, such as engines, turbines, and similar equipment used in such industries as construction, extraction, textiles, and paper manufacturing. Illustrative examples: Gas Turbine Assembler, Machine Builder, Steam Turbine Assembler.
51-2041	Structural Metal Fabricators and Fitters
	Fabricate, position, align, and fit parts of structural metal products. Illustrative examples: Mill Beam Fitter, Protector Plate Attacher.
51-2090	Miscellaneous Assemblers and Fabricators
	Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them, rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Includes team leaders who work as part of the team. OR All assemblers and fabricators not listed separately.
51-3099	Food Processing Workers
	All food processing workers not listed separately.
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend machines to extrude or draw thermoplastic or metal materials into tubes, rods, hoses, wire, bars, or structural shapes.
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend forging machines to taper, shape, or form metal or plastic parts. Illustrative examples: Cold Header Operator, Forging Roll Operator, Spike Machine Operator, Swager Operator.
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend machines to roll steel or plastic forming bends, beads, knurls, rolls, or plate, or to flatten, temper, or reduce gauge of material. Illustrative examples: Brass Roller, Forming Roll Operator, Plastic Straightening Roll Operator, Steel Roller.
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend machines to saw, cut, shear, slit, punch, crimp, notch, bend, or straighten metal or plastic material. Illustrative examples: Crimping Machine Operator for Metal, Metal Punch Press Operator, Metal Slitter.

SOC Code	Occupation
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend drilling machines to drill, bore, ream, mill, or countersink metal or plastic work pieces. Illustrative examples: Boring Mill Operator for Metal, Drill Press Operator for Metal, Radial Drill Press Operator for Plastic.
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish metal or plastic work pieces.
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend lathe and turning machines to turn, bore, thread, form, or face metal or plastic materials, such as wire, rod, or bar stock.
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend milling or planing machines to mill, plane, shape, groove, or profile metal or plastic work pieces. Illustrative examples: Metal Milling Machine Operator, Plastic Thread Milling Machine Setup Operator.
51-4041	Machinists
	Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. Illustrative examples: Automotive Machinist, Gear Machinist, Production Machinist.
51-4051	Metal-Refining Furnace Operators and Tenders
	Operate or tend furnaces, such as gas, oil, coal, electric-arc or electric induction, open-hearth, or oxygen furnaces, to melt and refine metal before casting or to produce specified types of steel. Illustrative examples: Electric Arc Furnace Operator, Smelter Operator.
51-4052	Pourers and Casters, Metal
	Operate hand-controlled mechanisms to pour and regulate the flow of molten metal into molds to produce castings or ingots. Illustrative examples: Ingot Caster, Molten Iron Pourer, Steel Pourer.
51-4071	Foundry Mold and Coremakers
	Make or form wax or sand cores or molds used in the production of metal castings in foundries.
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts or products.
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend more than one type of cutting or forming machine tool or robot.
51-4111	Tool and Die Makers
	Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures, gauges, and machinists' hand tools. Illustrative examples: Jig Bore Tool Maker, Metal Die Finisher, Metal Gauge Maker.
51-4121	Welders, Cutters, Solderers, and Brazers
	Use hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products. Illustrative examples: Arc Welder, Cutting Torch Operator, Pipe Welder, Silver Solderer.
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
	Set up, operate, or tend welding, soldering, or brazing machines or robots that weld, braze, solder, or heat treat metal products, components, or assemblies. Includes workers who operate laser cutters or laser-beam machines.

SOC Code	Occupation
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
	Set up, operate, or tend heating equipment, such as heat-treating furnaces, flame-hardening machines, induction machines, soaking pits, or vacuum equipment to temper, harden, anneal, or heat treat metal or plastic objects. Illustrative examples: Annealing Furnace Operator, Induction Machine Setter, Wire Temperer.
51-4199	Metal Workers and Plastic Workers, All Other
	All metal workers and plastic workers not listed separately.
51-6031	Sewing Machine Operators
	Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.
51-6099	Textile, Apparel, and Furnishing Workers, All Other
	All textile, apparel, and furnishings workers not listed separately.
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
	Set up, operate, or tend wood sawing machines. May operate computer numerically controlled (CNC) equipment. Includes lead sawyers.
51-7042	Woodworking Machine Setters, Operators, and Tenders, Wood
	Set up, operate, or tend woodworking machines, such as drill presses, lathes, shapers, routers, sanders, planers, and wood nailing machines. May operate computer numerically controlled (CNC) equipment.
51-8031	Water and Wastewater Treatment Plant and System Operators
	Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.
51-8091	Chemical Plant and System Operators
	Control or operate entire chemical processes or system of machines.
51-9011	Chemical Equipment Operators and Tenders
	Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devulcanizers, steam-jacketed kettles, and reactor vessels.
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
	Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.
51-9022	Grinding and Polishing Workers, Hand
	Grind, sand, or polish, using hand tools or hand-held power tools, a variety of metal, wood, stone, clay, plastic, or glass objects. Includes chippers, buffers, and finishers.
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
	Set up, operate, or tend machines to mix or blend materials, such as chemicals, tobacco, liquids, color pigments, or explosive ingredients.
51-9031	Cutters and Trimmers, Hand
	Use hand tools or hand-held power tools to cut and trim a variety of manufactured items, such as carpet, fabric, stone, glass, or rubber.
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
	Set up, operate, or tend machines that cut or slice materials, such as glass, stone, cork, rubber, tobacco, food, paper, or insulating material.

SOC Code	Occupation
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
	Set up, operate, or tend machines, such as glass-forming machines, plodder machines, and tuber machines, to shape and form products such as glassware, food, rubber, soap, brick, tile, clay, wax, tobacco, or cosmetics.
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
	Operate or tend heating equipment other than basic metal, plastic, or food processing equipment. Includes activities such as annealing glass, drying lumber, curing rubber, removing moisture from materials, or boiling soap.
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
	Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.
51-9111	Packaging and Filling Machine Operators and Tenders
	Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products.
51-9123	Painting, Coating and Decorating Worker
	Paint, coat, or decorate articles, such as furniture, glass, plateware, pottery, jewelry, toys, books, or leather.
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
	Set up, operate, or tend spraying or rolling machines to coat or paint any of a wide variety of products, including glassware, cloth, ceramics, metal, plastic, paper, or wood, with lacquer, silver, copper, rubber, varnish, glaze, enamel, oil, or rust-proofing materials. Includes painters of transportation vehicles such as painters in auto body repair facilities.
51-9161	Computer Numerically Controlled Tool Operators
	Operate computer-controlled tools, machines, or robots to machine or process parts, tools, or other work pieces made of metal, plastic, wood, stone, or other materials. May also set up and maintain equipment.
51-9162	Computer Numerically Controlled Tool Programmers
	Develop programs to control machining or processing of materials by automatic machine tools, equipment, or systems. May also set up, operate, or maintain equipment.
51-9195	Molders, Shapers, and Casters, Except Metal and Plastics
	Mold, shape, form, cast, or carve products such as food products, figurines, tile, pipes, and candles consisting of clay, glass, plaster, concrete, stone, or combinations of materials.
51-9196	Paper Goods Machine Setters, Operators, and Tenders
	Set up, operate, or tend paper goods machines that perform a variety of functions, such as converting, sawing, corrugating, banding, wrapping, boxing, stitching, forming, or sealing paper or paper-board sheets into products.
51-9198	Helpers--Production Workers
	Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment.
51-9199	Production Workers, All Other
	All production workers not listed separately.
Group 53-0000	Transportation and Material Moving Occupations
53-1047	First-Line Supervisors of Transportation and Material Moving Workers
	Directly supervise and coordinate the activities of helpers, laborers, or material movers OR Directly supervise and coordinate activities of material-moving machine and vehicle operators and helpers. OR All first-line supervisors of transportation workers not listed separately.

SOC Code	Occupation
53-3031	Driver/Sales Workers
	Drive truck or other vehicle over established routes or within an established territory and sell or deliver goods, such as food products, including restaurant take-out items, or pick up or deliver items such as commercial laundry. May also take orders, collect payment, or stock merchandise at point of delivery.
53-3032	Heavy and Tractor-Trailer Truck Drivers
	Drive a tractor-trailer combination or a truck with a capacity of at least 26,001 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial driver's license. Includes tow truck drivers.
53-3033	Light Truck Drivers
	Drive a light vehicle, such as a truck or van, with a capacity of less than 26,001 pounds Gross Vehicle Weight (GVW), primarily to pick up merchandise or packages from a distribution center and deliver. May load and unload vehicle.
53-7011	Conveyor Operators and Tenders
	Control or tend conveyors or conveyor systems that move materials or products to and from stockpiles, processing stations, departments, or vehicles. May control speed and routing of materials or products. Illustrative examples: Conveyor Belt Operator, Grain Elevator Operator.
53-7051	Industrial Truck and Tractor Operators
	Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Illustrative examples: Forklift Operator, Stacker Operator.
53-7062	Laborers and Freight, Stock, and Material Movers, Hand
	Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified.
53-7063	Machine Feeders and Offbearers
	Feed materials into or remove materials from machines or equipment that is automatic or tended by other workers. Illustrative examples: Hopper Filler, Spinning Doffer.
53-7064	Packers and Packagers, Hand
	Pack or package by hand a wide variety of products and materials.
53-7065	Stockers and Order Fillers
	Receive, store, and issue merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers' orders. May operate power equipment to fill orders. May mark prices on merchandise and set up sales displays.
53-7199	Material Moving Workers, All Other
	All material moving workers not listed separately.
	Additional Occupations
	This is the section that will allow you to add occupations not listed in the survey. You may also email additional occupations to BERC@mtsu.edu .

The following pages are a sampling of the 2023 Report

2026 UPDATE

2023

MIDDLE TENNESSEE WAGE & BENEFIT SURVEY



MIDDLE TENNESSEE REGION SUMMARY REPORT

In partnership with:



Also supported by:

- Northern Middle Tennessee Workforce Board
- South Central Tennessee Development District
- Nashville Area Chamber of Commerce
- Greater Nashville Regional Council
- Upper Cumberland Development District
- Tennessee Central Economic Authority
- The Highlands Economic Partnership
- Tennessee Chamber of Commerce & Industry



Murat Arik, Ph.D., PDBP
Director, Business & Economic Research Center
Jones College of Business

2023

Information based on a survey of over **307 industries** who **employ 56,042 Tennesseans** in the mid-state. With a **response rate of 25.2%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2023.*

MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFITS



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 **40%**

Offer vacation, sick leave, personal day **separately** **60%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure annually)

	HEALTH	DENTAL	VISION
EMPLOYEE share	\$1,596	\$192	\$72
EMPLOYER share	\$6,096	\$156	\$60

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,216, dental increases to \$684, and vision increases to \$216. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,116), dental (\$576), and vision (\$96).

RETIREMENT & OTHER BENEFITS



80%
offer 401(k) Plans

83%
offer career development

47%
offer tuition payment

Overall, total employee benefits equal **21%** 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 5.6% in 2022 and is forecast to increase by 4.1% in 2023 \$

Select Occupation Details

TITLE	Minimum Education Level	Average Minimum Hourly	
General and Operations Managers	Bachelor's Degree	\$51.50	\$131,616
Sales Managers	Bachelor's Degree	\$47.39	\$125,758
Industrial Production Manager	Bachelor's Degree	\$39.36	\$98,465
Purchasing Manager	Bachelor's Degree	\$35.51	\$90,518
Human Resource Managers	Bachelor's Degree	\$41.17	\$102,959
Accountants and Auditors	Bachelor's Degree	\$29.31	\$72,796
Network and Computer Systems Administrators	Bachelor's Degree	\$30.66	\$79,284
Industrial Engineers	Bachelor's Degree	\$33.60	\$89,068
Mechanical Engineers	Bachelor's Degree	\$36.15	\$89,802
Occupational Health and Safety Specialists	Bachelor's Degree	\$30.65	\$73,863
Supervisors of Building and Maintenance Workers	Voc/Assoc Degree	\$25.86	\$65,849
Bookkeeping, Accounting, and Auditing Clerks	High School or Less	\$22.59	\$53,038
Customer Service Representatives	High School or Less	\$19.55	\$48,636
Shipping, Receiving, and Inventory Clerks	High School or Less	\$18.79	\$46,543
Supervisors of Mechanics, Installers, and Repairers	Voc/Assoc Degree	\$33.70	\$83,807
Maintenance Workers, Machinery	Voc/Assoc Degree	\$23.46	\$59,340
Maintenance and Repair Workers, General	Voc/Assoc Degree	\$24.23	\$57,693
Supervisors of Production and Operating Workers	High School or Less	\$27.32	\$67,349
Miscellaneous Assemblers and Fabricators	High School or Less	\$17.06	\$41,160
Cutting, Punching, and Press Machine Operators	High School or Less	\$17.69	\$43,556
Machinists	High School or Less	\$22.16	\$53,944
Welders, Cutters, Solderers, and Brazers	Voc/Assoc Degree	\$19.59	\$45,426
Inspectors, Testers, Sorters, Samplers, and Weighers	High School or Less	\$19.26	\$45,149
Production Workers, All Other	High School or Less	\$16.95	\$40,164
Supervisors of Transportation and Material Moving Workers	High School or Less	\$26.25	\$65,464
Industrial Truck and Tractor Operators	High School or Less	\$17.89	\$41,567
Packers and Packers, Hand	High School or Less	\$16.38	\$38,843
Material Moving Workers, All Other	High School or Less	\$17.66	\$40,426

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:*

**MIDDLE
 TENNESSEE**
 STATE UNIVERSITY.

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Key Highlights

95%

Companies Offer Medical Insurance

81%

Companies Offer Traditional 401(k)

9

Paid Holidays

\$26.24

Median Hourly Wage

\$74,297

Average Annual Total Compensation

I. Executive Summary

The Business and Economic Research Center (BERC) at Middle Tennessee State University conducted a wage and benefit survey from February 1 to March 29, 2023. Participants represented primarily manufacturing and distribution companies, all from a 40-county Middle Tennessee and Upper Cumberland region. The survey was sponsored by the Middle Tennessee Industrial Development Association (MTIDA) with funding and support from USDA Rural Development, and Tennessee Valley Authority (TVA), along with regional partners that included Northern Middle Tennessee Workforce Board, South Central Tennessee Development District, Nashville Area Chamber of Commerce, Greater Nashville Regional Council, Upper Cumberland Development District, Tennessee Central Economic Authority, The Highlands Economic Partnership, and Tennessee Chamber of Commerce and Industry. The purpose of the survey project was to provide human resource practitioners from regional companies and local economic development officials with an additional, focused tool to understand the compensation structure of key occupations in the region, an overview of the changes to compensation and other practices predicated by COVID-19 related measures, and a glimpse into differences in these structures and practices between companies in rural and urban communities.

In the full 40-county region a total of 1,219 companies were sent invitations to participate and 311 surveys were submitted with 307 sufficiently complete for an overall response rate of 25.2%. The 307 participating companies reported a total employment of 56,042.

Key Highlights

- Average annual sales/revenue of covered companies is \$61,351,011.
- On average, covered companies offer nine paid holidays per year.
- Approximately 95% of covered companies offer medical insurance and 42% also offer a wellness plan.
- In retirement plans, 81% of covered companies offer traditional 401(k) plans.
- For paid leave, companies with PTO plans offer, on average, 14.8 days annually after five years; companies with annual leave plus sick leave plans offer 15.8 days annually, on average after five years.
- The median wage reported by covered companies in the region is \$26.24 hourly or \$54,586 annually.
- The average annual total compensation (wage + benefits) is \$74,297.

Employment Size



51.5%
less than
100
employees

36.2%
between
100-350
employees

12.3%
more than
350
employees

IV. Survey Results: Employees, Company Practices, Workplace

This section provides a comprehensive analysis of the 2023 Middle Tennessee Wage and Benefit Survey results.

- BERC first grouped responding companies by employment size using the categories: Less than 100; 100-350; More than 350. Most data is presented using employment size categories. When no significant differences among the three employment size categories were found, data is not presented in this way.
- For the COVID-19 measures, data is presented for the full 40-county region and is not reported by company size.
- Differences between counties that represented rural or urban communities were noted when significant.
- Occupational wages reported include both hourly and annualized wages; the calculation assumes a 40-hour workweek and 52 workweeks annually. For wage data, BERC presents findings using both average and median, and both weighted and unweighted for annualized wages.
- For data points reported as N/A the number or quality of responses are insufficient to report on that item.

A. Total Employment at Surveyed Companies

Of the companies surveyed, approximately half (51.5%) reported an employment size of less than 100, companies with employment size between 100-350 comprised 36.2% of respondents and companies of 350 or more employees 12.3%. Overall, the responding companies account for a total of more than 56,000 employees in the region.

Table 2. Companies by Employment Size and Revenue

Employment Size	Number of Companies	Sales Revenue		Number of Employees		
		Average	Median	Total	Average	Median
Less than 100	158	\$17,466,889	\$10,767,961	7,641	48	45
100-350	111	\$82,101,960	\$41,420,000	20,543	185	165
More than 350	38	\$186,495,225	\$117,950,085	27,858	733	545
Region	307	\$61,351,011	\$22,141,257	56,042	183	95

As shown in Table 3, fewer than 10% of employees from all companies surveyed, regardless of size, were part-time and 6% regionally were unionized, while 13% of employees at large companies belonged to unions. At companies of all sizes and across the region, between 65% and 70% of employees lived in the same county where they worked.

Medical Insurance Plans



72%

of companies offer a traditional medical insurance plan

\$518

average monthly cost to *employee* of most popular family medical insurance plan

\$1,093

average monthly cost to *employer* of most popular family medical insurance plan

1. Medical Insurance Plans

a. Overview of Medical Insurance Offerings

As mentioned above, approximately 95% of companies responding in the 40-county region offer medical insurance. The table that follows shows the percentage of companies that offer each type of option. Companies may offer more than one option. Regionally, 72% of companies offer a traditional plan. Not shown in Table 19 is that 42% of companies in the region also offer a Wellness plan.

Table 19. Types of Medical Insurance Plans Offered by Company Size

Employment Size	Medical Insurance Plans				
	Traditional	High Deductible	HSA	HRA	None
Less than 100	63%	56%	32%	16%	7%
100-350	80%	73%	51%	18%	0%
More than 350	86%	68%	54%	11%	0%
Region	72%	64%	42%	16%	4%

b. Medical Insurance Costs

Regarding the medical insurance plans offered, companies were asked the average monthly cost to both the employee and the employer for the individual and family plan option chosen by the greatest number of non-exempt employees. Region-wide, the average monthly cost to an employee for a family plan was \$518 and to the employer for that plan the average was \$1,093 (slightly more than twice the cost to employee). For companies that offer a Wellness plan, some include rebate to or discounted monthly amount for employee medical cost.

Table 20. Monthly Medical Insurance Costs to Employee and Employer

Employment Size	Individual Medical		Family Medical	
	Monthly Cost		Monthly Cost	
	Employee	Employer	Employee	Employer
Less than 100	\$126	\$516	\$588	\$1,049
100 - 350	\$135	\$452	\$459	\$1,109
More than 350	\$155	\$681	\$432	\$1,243
Region	\$133	\$508	\$518	\$1,093

2. Dental and Vision Insurance plans

Table 21 shows average monthly costs to employee and employer for individual and family dental and vision insurance plans at the regional level. While the table shows average totals, it can be noted that it was common for employer to pay only the individual rate for family vision plans, with employee making up the difference in cost. Costs for prescription drug plans are not shown as almost all companies offering them (98%) indicated they were included in the medical insurance coverage.

2023 Wage and Benefit Survey

Summary Table I: Average and Median Hourly Wages (Unweighted) for the Covered Occupations

SOC Code & Title		Minimum Hourly		Maximum Hourly		Current	
		Average	Median	Average	Median	Average	Median
11-0000	Management Occupations						
11-1011	Chief Executive	\$73.53	\$71.63	\$110.45	\$120.19	\$95.60	\$84.11
11-1021	General and Operations Managers	\$50.03	\$46.56	\$75.87	\$72.12	\$60.29	\$55.22
11-2021	Marketing Managers	\$39.52	\$38.46	\$59.42	\$54.33	\$49.99	\$44.71
11-2022	Sales Managers	\$47.64	\$44.47	\$70.49	\$70.19	\$59.52	\$52.16
11-3010	Administrative Service and Facilities Managers	\$35.54	\$33.65	\$51.09	\$48.08	\$41.34	\$38.74
11-3021	Computer and Information Systems Managers	\$44.43	\$43.27	\$64.57	\$64.78	\$51.91	\$52.88
11-3031	Financial Managers	\$42.86	\$40.27	\$66.34	\$64.90	\$54.40	\$55.29
11-3051	Industrial Production Manager	\$36.88	\$36.06	\$52.71	\$48.32	\$44.03	\$40.87
11-3061	Purchasing Manager	\$34.59	\$33.27	\$52.08	\$52.52	\$41.49	\$40.87
11-3071	Transportation, Storage, and Distribution Managers	\$33.16	\$32.56	\$49.16	\$43.27	\$40.53	\$37.54
11-3121	Human Resource Managers	\$40.03	\$38.46	\$58.77	\$54.57	\$45.57	\$43.27
11-9199	Managers, All Others	N/A	N/A	N/A	N/A	\$46.08	\$44.94
13-0000	Business and Financial Occupations						
13-1020	Buyers and Purchasing Agents	\$26.10	\$24.67	\$38.63	\$36.06	\$31.40	\$31.25
13-1031	Claims Adjusters, Examiners, and Investigators	N/A	N/A	N/A	N/A	\$26.46	\$22.60
13-1041	Compliance Officers	\$31.26	\$33.65	\$48.57	\$50.48	\$39.43	\$39.37
13-1051	Cost Estimators	\$26.92	\$24.02	\$37.75	\$34.86	\$35.71	\$33.65
13-1071	Human Resource Specialists	\$25.54	\$25.12	\$37.13	\$33.65	\$29.99	\$28.85
13-1081	Logisticians	\$22.65	\$21.97	\$36.97	\$32.83	\$31.18	\$28.85
13-1111	Management Analysts	\$35.74	\$27.88	\$66.83	\$57.69	\$40.04	\$36.06
13-1141	Compensation, Benefits, and Job Analysis Specialists	\$32.71	\$31.70	\$49.68	\$50.37	\$39.08	\$38.68
13-1151	Training and Development Specialists	\$29.52	\$24.94	\$44.38	\$40.90	\$36.98	\$34.33
13-1161	Market Research Analysts and Marketing Specialists	\$26.42	\$26.37	\$41.37	\$38.94	\$33.38	\$33.03
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$34.43	\$31.25	\$55.48	\$53.32	\$41.33	\$38.05
13-2011	Accountants and Auditors	\$29.45	\$28.85	\$43.45	\$41.46	\$34.47	\$34.39
13-2031	Budget Analysts	N/A	N/A	\$52.21	\$50.37	\$41.64	\$49.16
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	\$23.69	\$21.63	\$43.14	\$38.46	\$36.11	\$36.06
15-0000	Computer Occupations						
15-1211	Computer Systems Analysts	\$31.84	\$30.03	\$47.09	\$44.25	\$40.57	\$42.21
15-1231	Computer Network Support Specialists	\$25.70	\$26.53	\$35.37	\$36.06	\$28.49	\$28.91
15-1232	Computer User Support Specialists	\$24.16	\$22.53	\$36.46	\$36.06	\$30.56	\$28.85
15-1244	Network and Computer Systems Administrators	\$29.26	\$26.30	\$44.58	\$39.45	\$35.13	\$31.25
15-1251	Computer Programmers	\$36.69	\$33.26	\$51.73	\$50.18	\$39.21	\$38.46
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$33.61	\$35.00	\$59.45	\$55.72	\$42.25	\$43.56
15-1299	Computer Occupations, All Others	\$27.39	\$26.35	\$46.04	\$38.46	\$33.44	\$33.37
17-0000	Engineering Occupations						
17-2041	Chemical Engineers	\$35.85	\$28.85	\$53.32	\$50.99	\$40.57	\$37.02
17-2051	Civil Engineers	\$30.45	\$33.65	\$60.10	\$57.69	\$40.56	\$39.90
17-2071	Electrical Engineers	\$41.07	\$39.42	\$59.32	\$52.88	\$46.49	\$45.67
17-2111	Health and Safety Engineers, Except Mining Safety	\$36.09	\$36.06	\$46.19	\$44.37	\$39.33	\$40.87
17-2112	Industrial Engineers	\$33.16	\$33.39	\$53.57	\$50.48	\$41.35	\$39.66
17-2131	Materials Engineers	N/A	N/A	N/A	N/A	\$55.40	\$49.76
17-2141	Mechanical Engineers	\$35.48	\$33.65	\$54.78	\$52.28	\$42.77	\$40.87

2023 Wage and Benefit Survey

Summary Table II: Average and Median Annualized Wages for the Covered Occupations

SOC Code & Title	Weighted (by Job)		Unweighted (by Job)	
	Average	Median	Average	Median
17-0000 Engineering Occupations (Continued)				
17-3024 Electro-Mechanical and Mechatronics Technologists and Technicians	\$72,039	\$70,600	\$75,401	\$70,000
17-3026 Industrial Engineering Technologists and Technicians	\$70,222	\$71,579	\$69,021	\$68,120
17-3027 Mechanical Engineering Technologists and Technicians	\$60,358	\$51,000	\$68,114	\$61,428
17-3098 Calibration Technologists and Technicians and Engineering Technologists and Technicians Except Drafters, All Other	\$59,530	\$58,000	\$54,586	\$55,162
19-0000 Life, Physical, and Social Science Occupations				
19-2030 Chemists and Materials Scientists	\$68,041	\$73,632	\$65,440	\$63,841
19-4010 Agricultural and Food Science Technicians	\$34,387	\$32,000	\$42,624	\$42,840
19-4099 Quality Control Analyst	\$53,770	\$48,024	\$55,747	\$49,566
19-5011 Occupational Health and Safety Specialists	\$76,565	\$75,000	\$75,950	\$75,000
27-0000 Arts, Design, and Media Occupations				
27-1024 Graphic Designers	\$55,421	\$59,109	\$59,722	\$62,400
37-0000 Building and Grounds Cleaning and Maintenance Occupations				
37-1010 First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	\$61,020	\$62,400	\$64,261	\$61,680
37-2010 Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	\$33,853	\$31,252	\$34,412	\$33,280
37-3010 Grounds Maintenance Workers	\$49,535	\$52,000	\$47,548	\$48,880
41-0000 Sales and Related Occupations				
41-4011 Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$68,831	\$61,035	\$70,747	\$65,277
41-4012 Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products	\$67,956	\$70,000	\$67,491	\$65,000
41-9031 Sales Engineers	\$87,070	\$82,200	\$88,694	\$83,200
43-0000 Office and Administrative Support Occupations				
43-1011 First-Line Supervisors of Office and Administrative Support Workers	\$63,923	\$64,000	\$64,313	\$62,400
43-3011 Bill and Account Collectors	\$52,206	\$47,675	\$51,683	\$47,238
43-3021 Billing and Posting Clerks	\$46,117	\$42,000	\$47,417	\$46,296
43-3031 Bookkeeping, Accounting, and Auditing Clerks	\$50,505	\$47,290	\$50,540	\$47,045
43-3051 Payroll and Timekeeping Clerks	\$53,264	\$50,000	\$54,094	\$53,040
43-3061 Procurement Clerks	\$52,246	\$50,000	\$52,564	\$50,000
43-4051 Customer Service Representatives	\$44,419	\$43,763	\$45,418	\$43,500
43-4151 Order Clerks	\$36,860	\$35,360	\$37,897	\$37,440
43-4161 Human Resources Assistants, Except Payroll and Timekeeping	\$49,634	\$47,320	\$49,232	\$47,840
43-4171 Receptionists and Information Clerks	\$48,785	\$44,880	\$39,292	\$39,650
43-4199 Information and Records Clerks, All Other	\$42,018	\$41,704	\$40,452	\$39,114
43-5061 Production, Planning and Expediting Clerks	\$51,344	\$48,173	\$55,802	\$52,000
43-5071 Shipping, Receiving, and Inventory Clerks	\$42,876	\$40,706	\$44,381	\$43,680
43-6011 Executive Secretaries and Executive Administrative Assistants	\$67,665	\$67,494	\$67,722	\$67,500
43-6014 Secretaries and Administrative Assistants Except Executive	\$49,550	\$48,500	\$48,368	\$48,500
43-9061 Office Clerks, General	\$39,816	\$37,440	\$39,102	\$38,480
43-9199 Office and Administrative Support Workers, All Other	\$51,795	\$52,230	\$49,576	\$44,980

2023 Wage and Benefit Survey

Summary Table IV: Minimum Education Requirement for the Covered Occupations

17-0000	Engineering Occupations (Continued)	HS/Less	Voc/Assoc	Bachelor's	Master's
17-3023	Electrical and Electronic Engineering Technologists and Technicians	30%	50%	20%	0%
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	17%	50%	33%	0%
17-3026	Industrial Engineering Technologists and Technicians	29%	14%	57%	0%
17-3027	Mechanical Engineering Technologists and Technicians	17%	58%	25%	0%
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians Except Drafters, All Other	36%	45%	9%	9%
19-0000 Life, Physical, and Social Science Occupations					
19-2030	Chemists and Materials Scientists	17%	8%	58%	17%
19-4010	Agricultural and Food Science Technicians	67%	0%	33%	0%
19-4099	Quality Control Analyst	N/A	N/A	N/A	N/A
19-5011	Occupational Health and Safety Specialists	13%	24%	60%	2%
27-0000 Arts, Design, and Media Occupations					
27-1024	Graphic Designers	23%	27%	45%	5%
37-0000 Building and Grounds Cleaning and Maintenance Occupations					
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	48%	45%	7%	0%
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	88%	4%	8%	0%
37-3010	Grounds Maintenance Workers	62%	38%	0%	0%
41-0000 Sales and Related Occupations					
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	45%	14%	36%	5%
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products	55%	17%	24%	3%
41-9031	Sales Engineers	0%	0%	100%	0%
43-0000 Office and Administrative Support Occupations					
43-1011	First-Line Supervisors of Office and Administrative Support Workers	48%	29%	19%	3%
43-3011	Bill and Account Collectors	56%	31%	6%	6%
43-3021	Billing and Posting Clerks	70%	20%	10%	0%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	46%	26%	26%	2%
43-3051	Payroll and Timekeeping Clerks	33%	38%	29%	0%
43-3061	Procurement Clerks	74%	11%	16%	0%
43-4051	Customer Service Representatives	81%	13%	6%	0%
43-4151	Order Clerks	100%	0%	0%	0%
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	57%	19%	24%	0%
43-4171	Receptionists and Information Clerks	91%	5%	5%	0%
43-4199	Information and Records Clerks, All Other	100%	0%	0%	0%
43-5061	Production, Planning and Expediting Clerks	74%	17%	9%	0%
43-5071	Shipping, Receiving, and Inventory Clerks	89%	9%	1%	0%
43-6011	Executive Secretaries and Executive Administrative Assistants	50%	42%	8%	0%
43-6014	Secretaries and Administrative Assistants Except Executive	70%	20%	10%	0%
43-9061	Office Clerks, General	79%	14%	7%	0%
43-9199	Office and Administrative Support Workers, All Other	70%	22%	9%	0%

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

[Back to TOC](#)

Region A: Middle Tennessee 40-County Occupation: 11-3121 Human Resource Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	159
Total Employment:	30,699
Average Sales:	\$69,808,048
Annual Employee Turnover Rate:	50%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$126
Average employer share (Indiv):	\$481
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) /ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	No/No
Profit Sharing:	No
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	No

Time Off

Paid Holidays:	9.3
PTO (5 yr):	15.2
OR Annual Leave + Sick Leave (5 yr):	16.6
Paid Jury Duty:	No
Time Off to Vote:	No

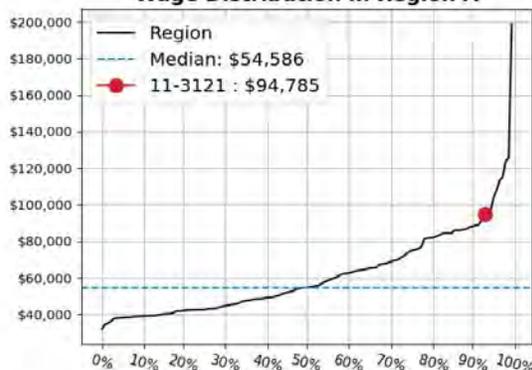
Occupations Most Difficult To Fill In Region:

Maintenance-including mechanical/electrical
Production-especially 2nd/3rd/other shifts
Technicians
Welders/Cutters/Solderers/Brazers

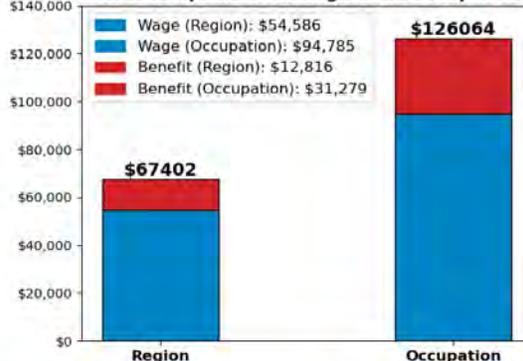
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	158
Average Total Compensation:	\$126,064
Average Hourly:	\$45.57
Average Annualized:	\$94,785
Education Required:	76% Bachelor's
Certification Required:	No

Wage Distribution in Region A



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	10%	Retention Incentives:	14%
Hazard Pay:	6%	Supplemental Sick Leave:	41%
Overtime:	18%	More Flexible PTO:	32%
Sign-on Bonus:	15%	Adjusted Leave Eligibility:	32%
Home Office Funding:	2%	Mental Health Days:	4%

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

[Back to TOC](#)

Region A: Middle Tennessee 40-County Occupation: 17-2112 Industrial Engineers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	57
Total Employment:	17,537
Average Sales:	\$107,857,072
Annual Employee Turnover Rate:	52%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$148
Average employer share (Indiv):	\$488
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) /ROTH 401(K):	Yes/No
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	No
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.0
PTO (5 yr):	13.3
OR Annual Leave + Sick Leave (5 yr):	16.2
Paid Jury Duty:	No
Time Off to Vote:	No

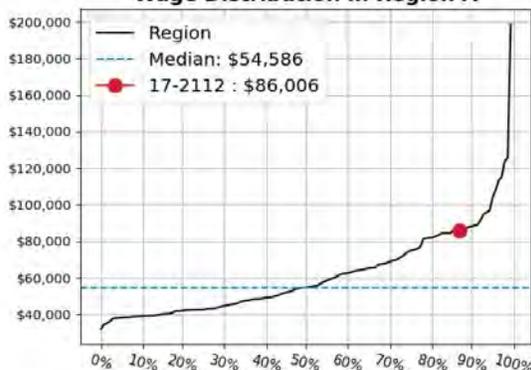
Occupations Most Difficult To Fill In Region:

Maintenance-including mechanical/electrical
Production-especially 2nd/3rd/other shifts
Technicians
Welders/Cutters/Solderers/Brazers

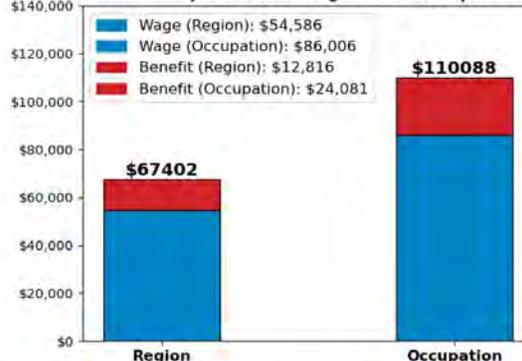
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	242
Average Total Compensation:	\$110,087
Average Hourly:	\$41.35
Average Annualized:	\$86,006
Education Required:	88% Bachelor's
Certification Required:	No

Wage Distribution in Region A



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	10%	Retention Incentives:	14%
Hazard Pay:	6%	Supplemental Sick Leave:	41%
Overtime:	18%	More Flexible PTO:	32%
Sign-on Bonus:	15%	Adjusted Leave Eligibility:	32%
Home Office Funding:	2%	Mental Health Days:	4%

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

2023 Report Sample

Region A: Middle Tennessee 40-County
Occupation: 49-9043 Maintenance Workers, Machinery

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	50
Total Employment:	8,741
Average Sales:	\$72,898,283
Annual Employee Turnover Rate:	43%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$134
Average employer share (Indiv):	\$531
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) /ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	No/No
Profit Sharing:	No
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.4
PTO (5 yr):	14.8
OR Annual Leave + Sick Leave (5 yr):	15.8
Paid Jury Duty:	No
Time Off to Vote:	No

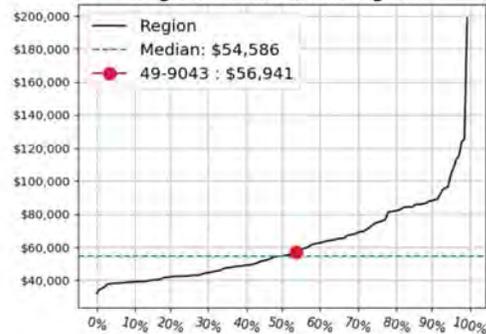
Occupations Most Difficult To Fill In Region:

Maintenance-including mechanical/electrical
Production-especially 2nd/3rd/other shifts
Technicians
Welders/Cutters/Solderers/Brazers

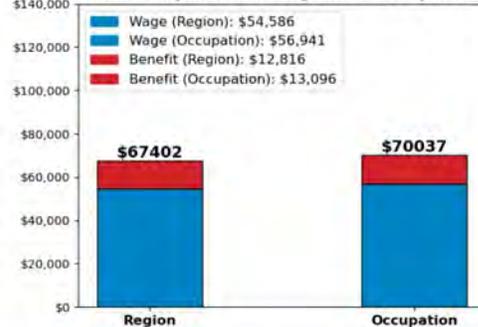
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	270
Average Total Compensation:	\$70,037
Average Hourly:	\$27.38
Average Annualized:	\$56,941
Education Required:	65% Voc/Trade or Associate
Certification Required:	No

Wage Distribution in Region A



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	10%	Retention Incentives:	14%
Hazard Pay:	6%	Supplemental Sick Leave:	41%
Overtime:	18%	More Flexible PTO:	32%
Sign-on Bonus:	15%	Adjusted Leave Eligibility:	32%
Home Office Funding:	2%	Mental Health Days:	4%

Coming Spring 2026

Reports prepared by MTSU will be sent to participating industries beginning June 2026

2026 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY SUMMARY REPORTS