PAID HOLIDAYS
Mid-size companies offer the most sick leave with an average of 3 days. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Many companies have graduated vacation days that change with employee's tenure at a given company.

VACATION DAYS
Based on 40 hour work week (typical)

43% of employers in the study area offer sick leave

Average Time Off

Insurance

99% of companies surveyed indicated the cost of health insurance is shared between employer and employee. However, vision insurance is primarily offered on an employee-paid basis (70% of companies).

Disability insurance is offered by 91%, with employers usually paying for this coverage.

Cost sharing is a common practice among the companies.

Who pays?

Employees are expected to pay an average of:

- $1,017 for health insurance
- $151 for dental insurance
- $54 for vision insurance

Employer’s share for each employee is significantly higher:

- $4,015 for health insurance
- $306 for dental insurance
- $25 for vision insurance

When dependents become part of the benefit plan, individual cost for health insurance increases to $4,589, dental increases to $579, and vision increases to $161. Similarly, the cost to employers of insuring dependents increases significantly for health ($8,493), dental ($481), and vision ($62).

Insurance

95% offer dental insurance

Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees

Employer's

Who pays?

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, individual cost for health insurance increases to $4,589, dental increases to $579, and vision increases to $161. Similarly, the cost to employers of insuring dependents increases significantly for health ($8,493), dental ($481), and vision ($62).

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### Select Occupation Details

<table>
<thead>
<tr>
<th>Title</th>
<th>Educational Requirement</th>
<th>Licensing</th>
<th>Difficulty of Filling (1=Easy; 10=Difficult)</th>
<th>Entry Level Wage (Hourly Average) (Mean)</th>
<th>Annualized Wages Weighted (by Job) Average (Mean)</th>
</tr>
</thead>
<tbody>
<tr>
<td>General &amp; Operations Managers</td>
<td>Bachelor</td>
<td>No</td>
<td>7</td>
<td>$38.33</td>
<td>$109,364</td>
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<tr>
<td>Sales Manager</td>
<td>Bachelor</td>
<td>No</td>
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<td>$32.29</td>
<td>$104,562</td>
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<tr>
<td>Computer &amp; Information Systems Managers</td>
<td>Bachelor</td>
<td>No</td>
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<td>$33.23</td>
<td>$83,861</td>
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<tr>
<td>Controller (Comptroller)</td>
<td>Bachelor</td>
<td>No</td>
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<td>$33.84</td>
<td>$97,451</td>
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<tr>
<td>Plant Manager</td>
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<td>No</td>
<td>7</td>
<td>$40.56</td>
<td>$96,312</td>
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<tr>
<td>Quality Control Engineer</td>
<td>Bachelor</td>
<td>No</td>
<td>6</td>
<td>$41.92</td>
<td>$71,520</td>
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<tr>
<td>Purchasing Manager</td>
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<td>No</td>
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<td>$26.19</td>
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<td>Human Resources Manager</td>
<td>Bachelor</td>
<td>No</td>
<td>6</td>
<td>$31.13</td>
<td>$82,022</td>
</tr>
<tr>
<td>Engineering Manager</td>
<td>Bachelor</td>
<td>No</td>
<td>7</td>
<td>$36.12</td>
<td>$103,685</td>
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<tr>
<td>Accountant, Auditor</td>
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<td>No</td>
<td>5</td>
<td>$21.75</td>
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<tr>
<td>Network &amp; Computer Systems Administrators</td>
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<td>No</td>
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<td>$27.89</td>
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<tr>
<td>Industrial Engineer</td>
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<td>No</td>
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<td>$28.96</td>
<td>$77,702</td>
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<tr>
<td>Mechanical Engineer</td>
<td>Bachelor</td>
<td>No</td>
<td>7</td>
<td>$27.27</td>
<td>$76,572</td>
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<tr>
<td>Customer Service Manager</td>
<td>Associate</td>
<td>No</td>
<td>5</td>
<td>$25.03</td>
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<tr>
<td>Department Supervisor</td>
<td>High School</td>
<td>No</td>
<td>6</td>
<td>$24.21</td>
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<tr>
<td>Customer Service Representative</td>
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<td>No</td>
<td>4.5</td>
<td>$14.39</td>
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<td>Electrician</td>
<td>Vocational</td>
<td>No</td>
<td>6.6</td>
<td>$20.16</td>
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<tr>
<td>Maintenance Mechanic</td>
<td>High School</td>
<td>No</td>
<td>7.3</td>
<td>$17.72</td>
<td>$45,685</td>
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<tr>
<td>First-Line Supervisor of Production Workers</td>
<td>High School</td>
<td>No</td>
<td>6.4</td>
<td>$21.60</td>
<td>$53,201</td>
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<tr>
<td>Assembler</td>
<td>N/A</td>
<td>No</td>
<td>5.1</td>
<td>$12.77</td>
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<tr>
<td>Cutting, Punching, &amp; Press Machine Operators</td>
<td>High School</td>
<td>No</td>
<td>6.6</td>
<td>$14.18</td>
<td>$33,496</td>
</tr>
<tr>
<td>Molding, Coremaking, &amp; Casting Machine Setters &amp; Operators</td>
<td>High School</td>
<td>No</td>
<td>5.5</td>
<td>$13.29</td>
<td>$34,752</td>
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<tr>
<td>Machine Tool Setters/Operators (Metal &amp; Plastic)</td>
<td>High School</td>
<td>No</td>
<td>6.6</td>
<td>$13.79</td>
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</tr>
<tr>
<td>Tool &amp; Die Makers</td>
<td>Vocational</td>
<td>No</td>
<td>8.2</td>
<td>$18.62</td>
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</tr>
<tr>
<td>Welder</td>
<td>High School</td>
<td>No</td>
<td>5.7</td>
<td>$14.98</td>
<td>$38,310</td>
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<tr>
<td>Extruding, Forming, Pressing</td>
<td>High School</td>
<td>No</td>
<td>5.8</td>
<td>$14.54</td>
<td>$38,278</td>
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<tr>
<td>General Production Labor</td>
<td>High School</td>
<td>No</td>
<td>4.8</td>
<td>$13.11</td>
<td>$31,540</td>
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<tr>
<td>Industrial Truck &amp; Tractor Operators</td>
<td>High School</td>
<td>No</td>
<td>5.1</td>
<td>$12.82</td>
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<tr>
<td>Material Moving Workers</td>
<td>High School</td>
<td>No</td>
<td>3.8</td>
<td>$13.35</td>
<td>$32,016</td>
</tr>
</tbody>
</table>

| The median hourly wage across occupations in the study market area is $23.99. Overall, companies pay an average hourly wage of $26.71 in the study market area. The median establishment wage is $23.99. Annualized average and median establishment wages are $55,551 and $49,909, respectively. |

*For more information, please contact:*

**MIDDLE TENNESSEE STATE UNIVERSITY.**

**USDA, Rural Development**
**Middle TN Industrial Development Association**
**Nashville Area Chamber of Commerce**
**Greater Nashville Regional Council**
**Upper Cumberland Development District**
**South Central Tennessee Development District**
**Tennessee Central Economic Authority**
**The Highlands Economic Partnership**

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