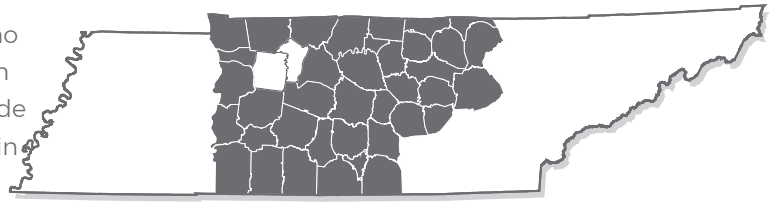


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **17 industries** who employ over **3,991 Tennesseans** in the mid-state. With a **response rate of 40%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.*



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.



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.

Insurance



100% offer health insurance
100% offer dental insurance

Cost sharing is a common practice among the companies.

86% 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 (71% of companies).

Disability insurance is offered by **100%**, with employers usually paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

- \$1,157** for health insurance
- \$180** for dental insurance
- \$55** for vision insurance

Employer's share for each employee is significantly higher:

- \$4,929** for health insurance
- \$111** for dental insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,819, dental increases to \$647, and vision increases to \$164. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,273) and dental (\$354).

Retirement & Other Benefits



RETIREMENT

100% of companies offer defined contribution plans

12% of companies offer profit sharing

6% of companies offer traditional pension plans

6% of companies offer employee stock ownership

76% offer career development opportunities
71% offer tuition payment
75% offer other forms of incentives and bonuses

These incentives and bonuses include safety, production, and sales performance bonuses, discretionary bonuses, attendance bonuses, holiday bonuses, and other.

Overall, total employee benefits equal **30%** of wages and salaries.

Select Occupation Details

Title	Educational Requirement	Licensing	Difficulty of Filling (1=Easy; 10=Difficult)	Entry Level Wage (Hourly) Average (Mean)	Annualized Wages Weighted (by Job) Average (Mean)
General & Operations Managers	Associate	No	5	\$38.56	\$103,938
Sales Representative	Bachelor	No	9	\$56.25	\$96,346
Computer & Information Systems Managers	Bachelor	N/A	8	\$31.25	\$84,490
Controller (Comptroller)	Bachelor	No	7	\$32.55	\$95,451
Plant Manager	Bachelor	No	8	\$46.86	\$125,757
Quality Control Engineer	Bachelor/Assoc	No	7	\$23.13	\$69,056
Purchasing Manager	Bachelor	No	4	\$29.93	\$71,698
Human Resources Manager	Bachelor	No	7	\$26.50	\$72,634
Engineering Manager	Associate/HS	No	7	\$33.75	\$86,486
Accountant, Auditor	Bachelor	No	3	\$19.92	\$50,648
Training Specialists	Associates	Yes	3	\$17.16	\$65,062
Quality Assurance Manager	Bachelor	No	8	\$30.16	\$79,477
Human Resources Specialists	High School	No	5	\$15.67	\$39,562
Quality Assurance Specialist	Associate/HS	No	6	\$16.39	\$38,272
Department Supervisor	High School	No	7	\$26.40	\$55,723
Customer Service Representative	Associate/HS	N/A	8	\$14.75	\$37,107
Electrician	Vocational	Yes/No	8	\$20.00	\$44,845
Maintenance Mechanic	High School	No	9	\$18.70	\$47,778
First-Line Supervisor of Production Workers	High School	No	6	\$19.08	\$46,883
Assembler	High School	No	4	\$13.52	\$33,958
Cutting, Punching, & Press Machine Operators	High School	No	8	\$13.83	\$34,445
Heavy & Tractor-Trailer Truck Drivers	<High School	Yes	N/A	\$18.00	\$39,894
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	7	\$16.37	\$33,571
Tool & Die Makers	Vocational	No	8	\$20.35	\$48,739
Welder	High School	No	3	\$15.00	\$33,800
Inspectors, Testers, Sorters, Samplers & Weighers	High School	No	6	\$13.34	\$30,493
General Production Labor	High School	No	5	\$12.78	\$30,106
Industrial Truck & Tractor Operators	High School	Yes/No	6	\$14.21	\$33,779
Material Moving Workers	High School	No	4	\$13.25	\$31,034

 The median hourly wage across occupations in the study market area is \$20.74.

Overall, companies pay an average hourly wage of \$25.04 in the study market area. The median establishment wage is \$20.74. Annualized average and median establishment wages are \$52,079 and \$43,131, respectively.

A Regional Economic Development Partnership Project

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

*For more information, please contact:

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