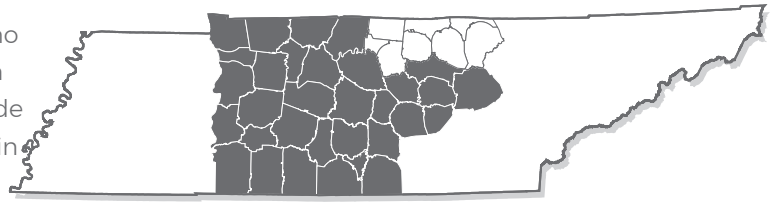


# 2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **21 industries** who employ over **1,719 Tennesseans** in the mid-state. With a **response rate of 27%**, 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)

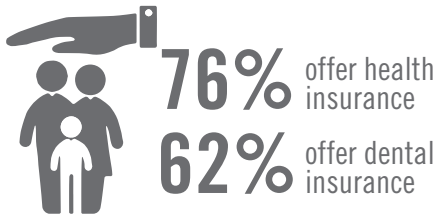


Many companies have graduated vacation days that change with employee's tenure at a given company.



**29%** of employers in the study area offer sick leave  
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



Cost sharing is a common practice among the companies.

**85%** 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 (50% of companies).

Disability insurance is offered by **63%**, with 44% of employers paying for this coverage.



## Who pays?



### EMPLOYEE ONLY (Cost to insure)

**Employees** are expected to pay an average of:

- \$1,044** for health insurance
- \$175** for dental insurance
- \$51** for vision insurance

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

- \$4,127** for health insurance
- \$89** for dental insurance
- \$43** for vision insurance

### DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,321, dental increases to \$646, and vision increases to \$197. Similarly, the cost to employers of insuring dependents increases significantly for health (\$7,837) and vision (\$110).

## Retirement & Other Benefits



### RETIREMENT

**68%** of companies offer defined contribution plans

**11%** of companies offer profit sharing

**6%** of companies offer traditional pension plans

**6%** of companies offer employee stock ownership

**15%** offer career development opportunities  
**15%** offer tuition payment  
**94%** 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 **16%** 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

High School

No

7

\$36.61

\$136,594

Sales Manager

Bachelor

Yes/No

4

\$48.13

\$105,477

Computer & Information Systems Managers

Bachelor

No

8

\$30.63

\$94,349

Controller (Comptroller)

Bachelor

No

5

\$38.74

\$112,050

Plant Manager

Bachelor/HS

No

10

\$45.68

\$93,974

Quality Assurance Specialist

Vocational/HS

No

6

%15.52

\$32,885

Purchasing Manager

Bachelor

No

7

\$35.48

\$93,621

Human Resources Manager

Bachelor/HS

No

4

\$30.81

\$72,322

Engineering Manager

Bachelor

Yes

7

N/A

\$127,400

Accountant, Auditor

Bachelor

No

4

\$17.45

\$71,510

Web Developer

Vocational

No

3

N/A

\$37,086

Quality Assurance Manager

Bachelor

No

6

\$36.03

\$88,192

Supervisor of Machine Maintenance

Vocational

No

5

\$25.00

\$60,840

Customer Service Manager

Bachelor

No

5

\$37.50

\$91,520

Department Supervisor

High School

No

5

\$19.25

\$45,178

Customer Service Representative

High School

No

2

\$13.00

\$27,373

Electrician

Vocational

Yes

9

\$21.50

\$42,286

Maintenance Mechanic

Vocational

No

7

\$16.67

\$41,267

First-Line Supervisor of Production Workers

High School

No

4

\$15.25

\$36,442

Assembler

High School

No

5

\$11.49

\$33,259

Cutting, Punching, & Press Machine Operators

<High School

No

6

\$10.97

\$27,248

Heavy & Tractor-Trailer Truck Drivers

High School

Yes

5

\$14.00

\$51,917

Packers & Packagers

<High School

No

3

\$9.45

\$23,088

Tool & Die Makers

Vocational

No

7

\$15.66

\$37,253

Welder

Vocational

Yes

1

\$15.50

\$36,400

Inspectors, Testers, Sorters, Samplers, & Weighers

High School/<HS

No

5

\$11.77

\$26,894

General Production Labor

High School/<HS

No

5

\$10.26

\$25,958

Industrial Truck & Tractor Operators

High School

Yes/No

3

\$9.69

\$24,253

Material Moving Workers

High School/<HS

No

5

\$9.10

\$22,984



The median hourly wage across occupations in the study market area is \$19.65.

Overall, companies pay an average hourly wage of \$23.39 in the study market area. The median establishment wage is \$19.65. Annualized average and median establishment wages are \$48,652 and \$40,878, 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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