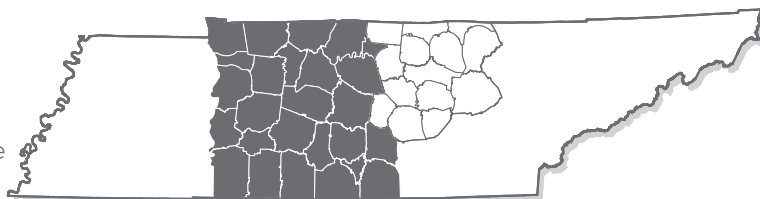


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **73 industries** who **employ over 15,955 Tennesseans** in the mid-state. With a **response rate of 26%**, 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



80% offer health insurance

70% offer dental 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 (60% of companies).

Disability insurance is offered by **56%**, with employers usually paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,069
for health insurance

\$178
for dental insurance

\$84
for vision insurance

Employer's share for each employee is significantly higher:

\$2,970
for health insurance

\$161
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 \$5,460, dental increases to \$572, and vision increases to \$217. Similarly, the cost to employers of insuring dependents increases significantly for health (\$5,614), dental (\$271), and vision (\$87).

Retirement & Other Benefits



RETIREMENT

61% of companies offer defined contribution plans

16% of companies offer profit sharing

5% of companies offer traditional pension plans

3% of companies offer employee stock ownership


30% offer career development opportunities
25% offer tuition payment
63% 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 **19%** 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	Bachelor	No	7	\$36.45	\$105,116
Sales Manager	Bachelor	No	7	\$33.85	\$85,870
Computer & Information Systems Managers	Bachelor	No	6	\$31.97	\$77,467
Controller (Comptroller)	Bachelor	Yes/No	8	\$29.83	\$102,531
Plant Manager	Bachelor	No	8	\$42.94	\$102,763
Quality Control Engineer	Bachelor	No	6	\$29.73	\$70,701
Purchasing Manager	Bachelor	No	6	\$25.93	\$78,704
Human Resources Manager	Bachelor	No	6	\$30.97	\$79,217
Engineering Manager	Bachelor	No	7	\$31.69	\$93,870
Accountant, Auditor	Bachelor	No	5	\$20.39	\$63,351
Computer Network Support Specialists	Bachelor/Assoc	No	6	\$20.54	\$55,655
Industrial Engineer	Bachelor	No	6	\$30.37	\$63,436
Mechanical Engineer	Bachelor	No	7	\$27.07	\$71,336
Customer Service Manager	Bachelor	No	6	\$30.46	\$70,979
Department Supervisor	High School	No	6	\$18.00	\$50,496
Customer Service Representative	High School	No	4	\$12.75	\$30,022
Electrician	Vocational	Yes	8	\$16.50	\$41,855
Maintenance Mechanic	Vocational	No	7	\$15.54	\$41,185
First-Line Supervisor of Production Workers	High School	No	6	\$15.81	\$39,987
Assembler	High School	No	5	\$10.90	\$28,574
Cutting, Punching, & Press Machine Operators	<High School	No	5	\$11.43	\$29,166
Molding, Coremaking, & Casting Machine Setters & Operators	High School	No	3	\$10.31	\$26,068
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	6.7	\$12.68	\$30,959
Tool & Die Makers	Vocational	No	7.8	\$19.64	\$47,352
Welder	High School	No	6	\$12.57	\$37,726
Inspectors, Testers, Sorters, Samplers & Weighers	High School	No	4.4	\$11.90	\$29,886
General Production Labor	<High School	No	5.7	\$10.29	\$25,329
Industrial Truck & Tractor Operators	High School	No	5	\$10.94	\$27,807
Material Moving Workers	<High School	No	4.3	\$10.72	\$27,947

 The median hourly wage across occupations in the study market area is \$19.33.

Overall, companies pay an average hourly wage of \$22.69 in the study market area. The median establishment wage is \$19.23. Annualized average and median establishment wages are \$47,185 and \$40,203, 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

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