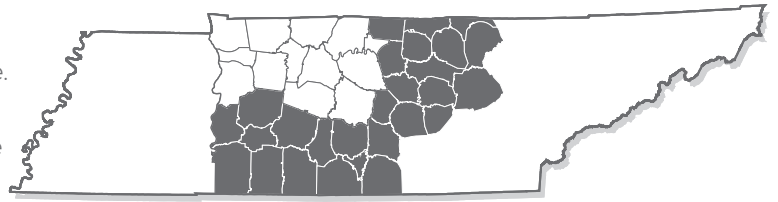


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

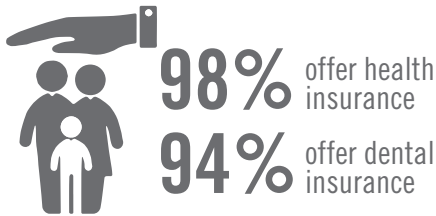
Information based on a survey of over **167 industries** who **employ over 41,701 Tennesseans** in the mid-state. With a **response rate of 22%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.*



Average Time Off Based on 40 hour work week (typical)



Insurance



Cost sharing is a common practice among the companies.

80% 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 (69% of companies).

Disability insurance is offered by 89%, with employers usually paying for this coverage.

Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,010
for health insurance

\$148
for dental insurance

\$54
for vision insurance

Employer's share for each employee is significantly higher:

\$4,077
for health insurance

\$306
for dental insurance

\$26
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,667, dental increases to \$576, and vision increases to \$158. Similarly, the cost to employers of insuring dependents increases significantly for health (\$9,143), dental (\$444), and vision (\$64).

Retirement & Other Benefits



RETIREMENT

88% of companies offer defined contribution plans

24% of companies offer profit sharing

15% of companies offer traditional pension plans

11% of companies offer employee stock ownership

55% offer career development opportunities
56% offer tuition payment
69% 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 **26%** 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	6	\$37.92	\$111,230
Sales Manager	Bachelor	No	7	\$33.82	\$100,989
Computer & Information Systems Managers	Bachelor	No	6	\$32.92	\$84,012
Controller (Comptroller)	Bachelor	No	7	\$34.09	\$96,459
Plant Manager	Bachelor	No	7	\$24.68	\$72,217
Quality Control Engineer	Bachelor	No	6	\$41.61	\$118,411
Purchasing Manager	High School	No	5	\$32.33	\$82,210
Human Resources Manager	Bachelor	No	6	\$31.63	\$82,917
Engineering Manager	Bachelor	No	7	\$35.99	\$106,277
Accountant, Auditor	Bachelor	No	5	\$21.49	\$58,438
Network & Computer Systems Administrators	Bachelor	No	6	\$27.89	\$70,272
Industrial Engineer	Bachelor	No	6	\$28.31	\$75,814
Mechanical Engineer	Bachelor	No	6	\$27.43	\$74,647
Customer Service Manager	Associate	No	5	\$24.03	\$67,300
Department Supervisor	High School	No	5	\$23.67	\$65,126
Customer Service Representative	High School	No	4.3	\$14.45	\$38,422
Electrician	Vocational	No	6.6	\$20.18	\$52,122
Maintenance Mechanic	High School	No	7.2	\$17.47	\$45,235
First-Line Supervisor of Production Workers	High School	No	6.1	\$20.85	\$52,370
Assembler	High School	No	5.2	\$12.51	\$30,161
Cutting, Punching, & Press Machine Operators	High School	No	6.2	\$14.35	\$34,038
Molding, Coremaking, & Casting Machine Setters & Operators	High School	No	5.5	\$13.44	\$35,485
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	6.3	\$13.51	\$36,371
Tool & Die Makers	High School	No	8	\$18.68	\$50,539
Welder	High School	No	5.1	\$15.26	\$40,859
Extruding, Forming, Pressing	High School	No	6	\$14.43	\$38,236
General Production Labor	High School	No	5.1	\$12.89	\$32,048
Industrial Truck & Tractor Operators	High School	No	5.6	\$12.75	\$33,178
Material Moving Workers	High School	No	4	\$13.27	\$31,573

 The median hourly wage across occupations in the study market area is \$26.79.

Overall, companies pay an average hourly wage of \$26.79 in the study market area. The median establishment wage is \$23.95. Annualized average and median establishment wages are \$55,720 and \$49,825, 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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