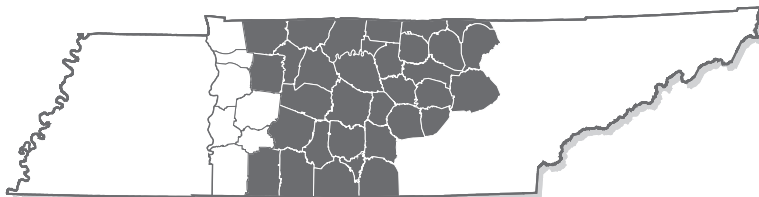


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

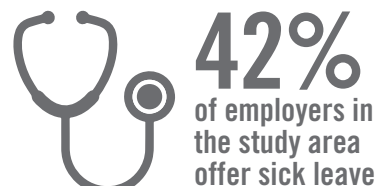
Information based on a survey of over **21 industries** who **employ over 1,691 Tennesseans** in the mid-state. With a **response rate of 20%**, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.*



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



85% offer health insurance

80% offer dental insurance

Cost sharing is a common practice among the companies.

77% 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 (87% of companies).

Disability insurance is offered by **80%**, with 54% of employers paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,022
for health insurance

\$190
for dental insurance

\$67
for vision insurance

Employer's share for each employee is significantly higher:

\$4,070
for health insurance

\$6
for dental insurance

\$10
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,720, dental increases to \$716, and vision increases to \$182. Similarly, the cost to employers of insuring dependents increases significantly for health (\$12,434), dental (\$9), and vision (\$19).

Retirement & Other Benefits



RETIREMENT

88% of companies offer defined contribution plans

25% of companies offer profit sharing

19% of companies offer traditional pension plans

6% of companies offer employee stock ownership


44% offer career development opportunities
38% 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 **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	5	\$28.62	\$85,197
Sales Manager	Bachelor	No	6	\$19.33	\$66,950
Computer & Information Systems Managers	Associate	No	6	\$13.00	\$80,600
Controller (Comptroller)	Master/Bachelor	Yes	3	\$27.33	\$78,347
Plant Manager	High School	No	8	\$33.00	\$70,905
Quality Control Engineer	Bachelor	N/A	7	\$16.75	\$41,600
Purchasing Manager	High School	No	4	\$15.67	\$73,840
Human Resources Manager	Bachelor	No	6	\$19.30	\$62,884
Engineering Manager	Master/Bachelor	Yes	7	\$26.11	\$84,205
Accountant, Auditor	Bachelor	Yes	3	\$22.00	\$37,440
Computer Network Support Specialists	High School	N/A	N/A	\$13.00	\$53,525
Training Specialists	Bachelor/Assoc	No	2	\$13.00	\$71,933
Mechanical Engineer	Bachelor	Yes	6	\$23.64	\$72,051
Customer Service Manager	Associate	No	3	\$13.50	\$30,843
Department Supervisor	High School	No	5	\$14.21	\$32,370
Customer Service Representative	High School	No	3	\$13.00	\$25,070
Electrician	High School	Yes	8	\$17.61	\$70,782
Maintenance Mechanic	Vocational/HS	No	8	\$14.60	\$63,249
First-Line Supervisor of Production Workers	High School	No	6	\$18.74	\$68,251
Assembler	<High School	No	5	\$9.93	\$24,216
Cutting, Punching, & Press Machine Operators	High School	No	5	\$14.12	\$29,313
Molding, Coremaking, & Casting Machine Setters & Operators	High School	N/A	N/A	N/A	\$24,960
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	6	\$10.79	\$23,888
Supervisor of Machine Maintenance	Bachelor/HS	Yes	8	\$27.64	\$66,539
Welder	Vocational	N/A	N/A	\$13.70	\$26,000
Inspectors, Testers, Sorters, Samplers & Weighers	High School	No	8	\$11.35	\$26,260
General Production Labor	High School	No	8	\$10.36	\$33,912
Industrial Truck & Tractor Operators	High School	Yes/No	7	\$12.29	\$40,559
Material Moving Workers	High School	Yes/No	4	\$11.41	\$29,709

 The median hourly wage across occupations in the study market area is \$17.63.

Overall, companies pay an average hourly wage of \$20.60 in the study market area. The median establishment wage is \$17.63. Annualized average and median establishment wages are \$42,843 and \$36,665, 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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