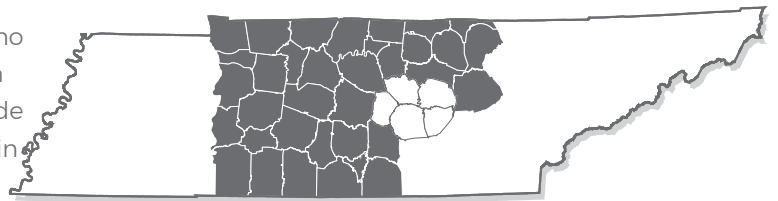


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **34 industries** who employ over **5,411 Tennesseans** in the mid-state. With a **response rate of 34%**, 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)

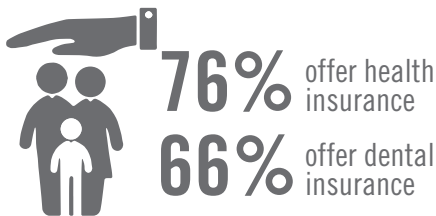


Many companies have graduated vacation days that change with employee's tenure at a given company.



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



Cost sharing is a common practice among the companies.

91% 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 (59% of companies).

Disability insurance is offered by **60%**, with 57% of employees paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

- \$1,163** for health insurance
- \$207** for dental insurance
- \$76** for vision insurance

Employer's share for each employee is significantly higher:

- \$2,260** for health insurance
- \$150** for dental insurance
- \$76** for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$5,674, dental increases to \$568, and vision increases to \$227. Similarly, the cost to employers of insuring dependents increases significantly for health (\$5,288), dental (\$78), and vision (\$237).

Retirement & Other Benefits



RETIREMENT

- 52%** of companies offer defined contribution plans
- 20%** of companies offer profit sharing
- 3%** of companies offer traditional pension plans
- 3%** of companies offer employee stock ownership

- 28%** offer career development opportunities
- 28%** offer tuition payment
- 55%** 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 **21%** 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	\$36.70	\$94,890
Sales Manager	Varies	No	9	\$21.50	\$71,864
Computer & Information Systems Managers	High School	No	5	\$36.71	\$70,450
Controller (Comptroller)	Bachelor	Yes	7	\$33.69	\$91,270
Plant Manager	Bachelor	No	8	\$40.78	\$100,381
Quality Control Engineer	Bachelor	No	6	\$26.61	\$66,830
Purchasing Manager	High School	No	6	\$23.18	\$68,058
Human Resources Manager	Bachelor	No	7	\$34.25	\$68,307
Engineering Manager	Bachelor	No	8	\$32.72	\$86,965
Accountant, Auditor	Bachelor	No	6	\$21.23	\$63,190
Business Operations Specialist	High School	Yes/No	6	\$31.25	\$78,790
Industrial Engineer	Bachelor	No	7	\$30.37	\$67,829
Mechanical Engineer	Bachelor	No	8	\$28.27	\$79,206
Customer Service Manager	High School	No	6	\$18.00	\$47,258
Department Supervisor	High School	No	7	\$17.06	\$47,632
Customer Service Representative	High School	No	6	\$10.95	\$28,163
Electrician	N/A	N/A	N/A	\$18.00	\$49,213
Maintenance Mechanic	High School	No	8	\$16.66	\$45,011
First-Line Supervisor of Production Workers	High School	No	8	\$17.58	\$39,624
Assembler	High School<HS	No	4	\$10.53	\$24,482
Cutting, Punching, & Press Machine Operators	High School	No	5	\$11.99	\$32,677
Heavy & Tractor-Trailer Truck Drivers	High School	No	6	\$12.40	\$30,534
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	8	\$15.18	\$29,827
Tool & Die Makers	Vocational	No	9	\$22.23	\$50,939
Welder	High School	No	7	\$12.50	\$38,854
Inspectors, Testers, Sorters, Samplers, & Weighers	High School	No	4	\$12.05	\$32,864
General Production Labor	<High School	No	8	\$10.40	\$25,064
Industrial Truck & Tractor Operators	<High School	No	6	\$11.59	\$27,602
Material Moving Workers	<High School	No	5	\$11.19	\$29,349

 The median hourly wage across occupations in the study market area is \$19.95.

Overall, companies pay an average hourly wage of \$22.68 in the study market area. The median establishment wage is \$19.95. Annualized average and median establishment wages are \$47,174 and \$41,496, 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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