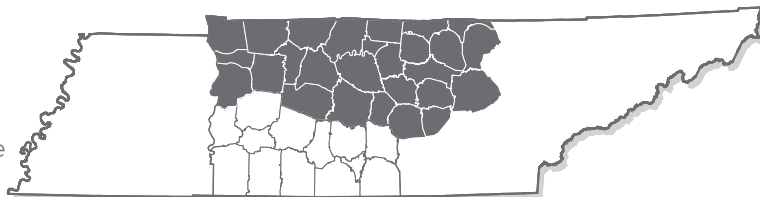


2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over **115 industries** who **employ over 23,894 Tennesseans** in the mid-state. With a **response rate of 28%**, 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



88% offer health insurance

80% offer dental insurance

Cost sharing is a common practice among the companies.

73% 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 (70% of companies).

Disability insurance is offered by **77%**, with employers usually paying for this coverage.



Who pays?



EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,339
for health insurance

\$204
for dental insurance

\$58
for vision insurance

Employer's share for each employee is significantly higher:

\$4,261
for health insurance

\$277
for dental insurance

\$21
for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$4,477, dental increases to \$593, and vision increases to \$173. Similarly, the cost to employers of insuring dependents increases significantly for health (\$8,472), dental (\$365), and vision (\$37).

Retirement & Other Benefits



RETIREMENT

74% of companies offer defined contribution plans

24% of companies offer profit sharing

10% of companies offer traditional pension plans

9% of companies offer employee stock ownership


46% offer career development opportunities
40% offer tuition payment
72% 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	\$28.98	\$89,105
Sales Manager	Bachelor	No	6	\$23.42	\$80,138
Computer & Information Systems Managers	Bachelor	No	6	\$31.61	\$72,227
Controller (Comptroller)	Bachelor	No	5	\$34.70	\$99,338
Plant Manager	High School	No	7	\$37.38	\$86,581
Quality Control Engineer	Bachelor	No	6	\$28.45	\$70,544
Purchasing Manager	Bachelor	No	5	\$24.82	\$61,122
Human Resources Manager	High School	No	6	\$26.85	\$69,274
Engineering Manager	Bachelor	No	8	\$36.70	\$96,751
Accountant, Auditor	Bachelor	No	6	\$22.87	\$60,127
Network & Computer Systems Administrators	Bachelor/Assoc	No	6	N/A	\$74,599
Industrial Engineer	Bachelor	No	6	\$32.63	\$74,965
Mechanical Engineer	Bachelor	No	6	\$32.22	\$83,521
Customer Service Manager	High School	No	5	\$21.56	\$48,100
Department Supervisor	High School	No	6	\$21.73	\$57,360
Customer Service Representative	High School	No	5	\$14.93	\$33,223
Electrician	Vocational	Yes	6.6	\$20.37	\$48,094
Maintenance Mechanic	Vocational	No	6.5	\$20.01	\$50,808
First-Line Supervisor of Production Workers	High School	No	6.9	\$20.81	\$49,427
Assembler	High School	No	4.7	\$12.27	\$29,457
Cutting, Punching, & Press Machine Operators	High School	No	5.8	\$13.50	\$34,296
Molding, Coremaking, & Casting Machine Setters & Operators	High School	No	4.5	\$13.00	\$29,806
Machine Tool Setters/Operators (Metal & Plastic)	High School	No	6	\$13.86	\$33,545
Tool & Die Makers	Vocational	Yes	8.1	\$20.44	\$56,061
Welder	Vocational	No	7.2	\$15.23	\$35,245
Inspectors, Testers, Sorters, Samplers & Weighers	High School	No	6.7	\$13.30	\$33,493
General Production Labor	High School	No	5.5	\$12.42	\$29,956
Industrial Truck & Tractor Operators	High School	Yes	5	\$14.83	\$35,218
Material Moving Workers	High School	Yes/No	3.1	\$13.57	\$31,193

 The median hourly wage across occupations in the study market area is \$21.03.

Overall, companies pay an average hourly wage of \$23.39 in the study market area. The median establishment wage is \$21.03. Annualized average and median establishment wages are \$48,644 and \$43,736, 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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