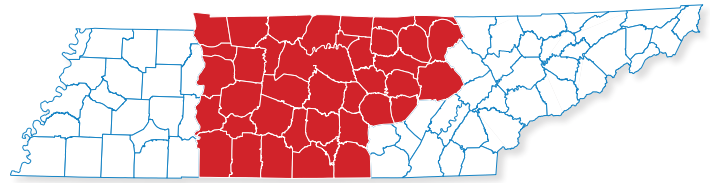


2023

Information based on a survey of over **307 industries** who **employ 56,042 Tennesseans** in the mid-state. With a **response rate of 25.2%**, the results of this survey provide a picture of the compensation structure in the region in the spring of 2023.*

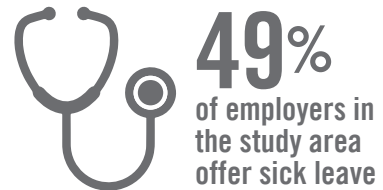
MIDDLE TENNESSEE INDUSTRIAL WAGE & BENEFIT SURVEY



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.

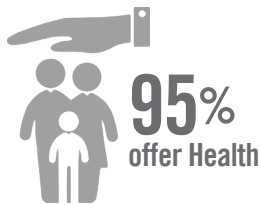


Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **40%**

Offer vacation, sick leave, personal day separately **60%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure annually)

	HEALTH	DENTAL	VISION
EMPLOYEE share	\$1,596	\$192	\$72
EMPLOYER share	\$6,096	\$156	\$60



DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,216, dental increases to \$684, and vision increases to \$216. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,116), dental (\$576), and vision (\$96).

RETIREMENT & OTHER BENEFITS



80% offer 401(k) Plans

83% offer career development

47% offer tuition payment

Overall, total employee benefits equal 21% of wages and salaries.

Adjustments Post COVID

Workweek Adjustments 35%
Scheduling Adjustments 42%
Allow Hybrid & Remote Work 33%

Health Benefits Implemented:
COVID time off, COVID tests, and onsite COVID vaccinations

Pay Practices Implemented:
Overtime, sign on bonus, retention incentive, merit pay, hazard pay, home office funding

\$ On average, pay increased by 5.6% in 2022 and is forecast to increase by 4.1% in 2023 \$

Select Occupation Details

TITLE

TITLE	Minimum Education Level	Average Minimum Hourly	Annualized Unweighted Average
General and Operations Managers	Bachelor's Degree	\$51.50	\$131,616
Sales Managers	Bachelor's Degree	\$47.39	\$125,758
Industrial Production Manager	Bachelor's Degree	\$39.36	\$98,465
Purchasing Manager	Bachelor's Degree	\$35.51	\$90,518
Human Resource Managers	Bachelor's Degree	\$41.17	\$102,959
Accountants and Auditors	Bachelor's Degree	\$29.31	\$72,796
Network and Computer Systems Administrators	Bachelor's Degree	\$30.66	\$79,284
Industrial Engineers	Bachelor's Degree	\$33.60	\$89,068
Mechanical Engineers	Bachelor's Degree	\$36.15	\$89,802
Occupational Health and Safety Specialists	Bachelor's Degree	\$30.65	\$73,863
Supervisors of Building and Maintenance Workers	Voc/Assoc Degree	\$25.86	\$65,849
Bookkeeping, Accounting, and Auditing Clerks	High School or Less	\$22.59	\$53,038
Customer Service Representatives	High School or Less	\$19.55	\$48,636
Shipping, Receiving, and Inventory Clerks	High School or Less	\$18.79	\$46,543
Supervisors of Mechanics, Installers, and Repairers	Voc/Assoc Degree	\$33.70	\$83,807
Maintenance Workers, Machinery	Voc/Assoc Degree	\$23.46	\$59,340
Maintenance and Repair Workers, General	Voc/Assoc Degree	\$24.23	\$57,693
Supervisors of Production and Operating Workers	High School or Less	\$27.32	\$67,349
Miscellaneous Assemblers and Fabricators	High School or Less	\$17.06	\$41,160
Cutting, Punching, and Press Machine Operators	High School or Less	\$17.69	\$43,556
Machinists	High School or Less	\$22.16	\$53,944
Welders, Cutters, Solderers, and Brazers	Voc/Assoc Degree	\$19.59	\$45,426
Inspectors, Testers, Sorters, Samplers, and Weighers	High School or Less	\$19.26	\$45,149
Production Workers, All Other	High School or Less	\$16.95	\$40,164
Supervisors of Transportation and Material Moving Workers	High School or Less	\$26.25	\$65,464
Industrial Truck and Tractor Operators	High School or Less	\$17.89	\$41,567
Packers and Packagers, Hand	High School or Less	\$16.38	\$38,843
Material Moving Workers, All Other	High School or Less	\$17.66	\$40,426

A Regional Economic Development Partnership Project

USDA, Rural Development
 Middle TN Industrial Development Association
 Tennessee Valley Authority
 Northern Middle Tennessee Workforce Board
 Nashville Area Chamber of Commerce
 Greater Nashville Regional Council
 South Central Tennessee Development District
 Upper Cumberland Development District

Tennessee Central Economic Authority
 The Highlands Economic Partnership
 Tennessee Chamber of Commerce & Industry

**For more information, please contact:*

MIDDLE
TENNESSEE
 STATE UNIVERSITY.

Dr. Murat Arik, Director
 Business & Economic Research Center
 Murat.Arik@mtsu.edu
 615-898-2610