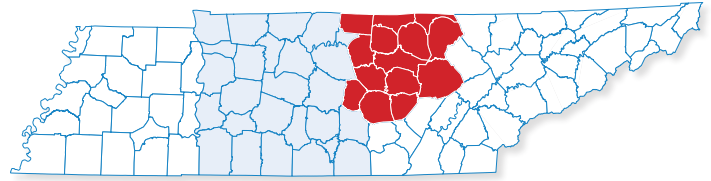


2023

Information based on a survey of over **62 industries** who **employ 9,351 Tennesseans** in the mid-state. With a **response rate of 25.9%**, 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 UPPER CUMBERLAND REGION



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.

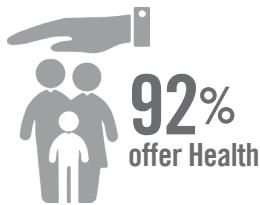


Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Offer PTO that combines vacation, sick leave and personal days **38%**

Offer vacation, sick leave, personal day separately **62%**

INSURANCE



Who pays?



EMPLOYEE ONLY (Cost to insure annually)

	HEALTH	DENTAL	VISION
EMPLOYEE share	\$1,488	\$228	\$84
EMPLOYER share	\$5,868	\$132	\$24

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, **individual cost for health insurance increases** to \$6,216, dental increases to \$648, and vision increases to \$204. Similarly, the cost to employers of insuring dependents increases significantly for health (\$13,092), dental (\$396), and vision (\$60).

RETIREMENT & OTHER BENEFITS



66%
offer 401(k) Plans

89%
offer career development

40%
offer tuition payment

Overall, total employee benefits equal **17% 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 6.6% in 2022 and is forecast to increase by 4.3% in 2023 \$

Select Occupation Details

TITLE

TITLE	Minimum Education Level	Average Minimum Hourly	Annualized Unweighted Average
General and Operations Managers	Bachelor's Degree	\$42.88	\$110,709
Financial Managers	Bachelor's Degree	\$40.64	\$101,050
Industrial Production Manager	High School or Less	\$33.53	\$74,638
Purchasing Manager	Bachelor's Degree	\$38.93	\$83,352
Human Resource Managers	Bachelor's Degree	\$34.12	\$76,528
Buyers and Purchasing Agents	High School or Less	\$21.97	\$57,102
Human Resource Specialists	Bachelor's Degree	\$24.40	\$55,383
Accountants and Auditors	Bachelor's Degree	\$29.63	\$65,628
Network and Computer Systems Administrators	Voc/Assoc Degree	\$25.73	\$63,657
Industrial Engineers	Bachelor's Degree	\$30.64	\$68,235
Mechanical Engineers	Bachelor's Degree	\$28.13	\$71,097
Occupational Health and Safety Specialists	High School or Less	\$37.02	\$72,311
Supervisors of Building and Maintenance Workers	High School or Less	\$23.87	\$57,300
Bookkeeping, Accounting, and Auditing Clerks	High School or Less	\$19.42	\$46,488
Customer Service Representatives	High School or Less	\$15.34	\$38,789
Production, Planning and Expediting Clerks	High School or Less	\$20.46	\$43,068
Shipping, Receiving, and Inventory Clerks	High School or Less	\$16.63	\$38,146
Electricians	Voc/Assoc Degree	\$21.62	\$54,925
Maintenance and Repair Workers, General	Voc/Assoc Degree	\$21.94	\$47,335
Supervisors of Production and Operating Workers	High School or Less	\$22.25	\$50,340
Miscellaneous Assemblers and Fabricators	High School or Less	\$15.25	\$34,373
Cutting, Punching, and Press Machine Operators	High School or Less	\$15.82	\$40,058
Machinists	Voc/Assoc Degree	\$20.53	\$47,686
Inspectors, Testers, Sorters, Samplers, and Weighers	High School or Less	\$16.23	\$35,219
Production Workers, All Other	High School or Less	\$14.13	\$33,580
Industrial Truck and Tractor Operators	High School or Less	\$16.21	\$35,689
Laborers and Freight, Stock, and Material Movers, Hand	High School or Less	\$15.79	\$36,908
Material Moving Workers, All Other	High School or Less	\$15.19	\$34,135

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:*

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