

Industrial Wage and Employee Benefits

Information based on a survey of over **30 industries**, who **employee over 5,300 Tennesseans in McMinn County**. With a **response rate of 33%**, the result of this survey provides a picture of the compensation structure in McMinn County in the spring of 2025.

Average Time Off

Based on 40 hour work week

80% of respondents offer additional vacation days based on seniority



10
Paid Holidays



9
Vacation Days
1 year of service

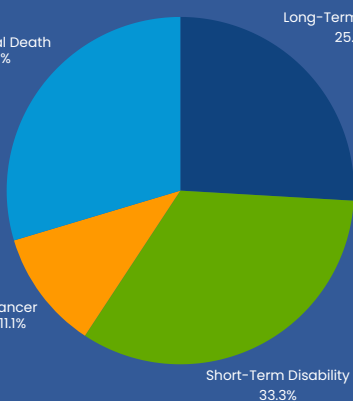


20%
Offer Sick Leave

Majority of companies do not offer sick leave, but instead provide set amount of days for illness, PTO, and vacation

Additional Insurance Related Benefits

- Short-Term Disability
- Long-Term Disability
- Accidental Death
- Cancer Insurance



90% of respondents offer Medical, Dental, Vision, and Life Insurance, along with Prescription Drug Coverage

Who Pays??


The average percentage of premiums paid by employers for healthcare

Insurance Type	Employee Only	Employee + Dependents
Medical	67%	64%
Dental	56%	46%
Vision	56%	39%

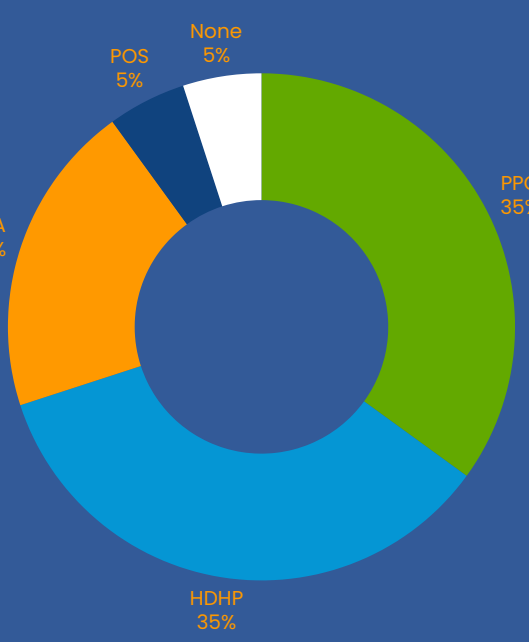
Retirement & Other Benefits

- Offers 401(k) Plans 90%
- Offers Tuition Reimbursement 60%
- Offers Fitness/Wellness Programs 50%
- Offers Employee Assistance Programs 80%

What Type of Plans?



● PPO
 ● HDHP
 ● HSA
 ● POS
 ● None




Performance Reviews




60% of organizations conduct performance reviews on new employees quarterly, after 90 days, and annually



77% of organizations conduct performance reviews on existing employees annually



90% of organizations primary basis for a pay increase is based on merit pay and employee performance.



66% of companies review the base pay structure on an annual basis.

Select Occupation Details



Displayed are the average annual wages for various occupational codes within McMinn County.

Occupations	Entry Wage	Mid. Wage	Max. Wage
11-1021 General & Operations Manager	\$99,880	\$129,080	\$157,280
11-2022 Sales Manager	\$80,000	\$100,000	\$130,000
11-3061 Purchasing Manager	\$94,550	\$113,850	\$132,850
11-3121 Human Resource Manager	\$96,100	\$118,850	\$142,850
11-3501 Industrial Production Manager	\$94,800	\$120,133	\$142,133
13-1020 Buyers & Purchasing Agents	\$54,483	\$65,000	\$96,133
13-1071 Human Resource Specialist	\$59,566	\$65,000	\$86,133
17-2112 Industrial Engineer	\$83,750	\$102,675	\$112,540
17-3024 Electro-Mechanical Technician	\$55,245	\$62,101	\$71,381
17-3027 Mechanical Engineering Technician	\$55,328	\$62,061	\$73,078
43-4171 Receptionist & Information Clerks	\$40,333	\$44,925	\$53,525
43-5071 Shipping, Receiving, & Traffic Clerks	\$41,428	\$46,776	\$52,830
51-1011 First-Line Supervisors of Production & Operations	\$62,960	\$68,850	\$84,552
51-4031 Cutting, Punching, & Press Machine Setters	\$41,422	\$46,329	\$51,868
51-4041 Machinists	\$47,540	\$50,287	\$55,118
51-4111 Tool & Die Makers	\$57,659	\$65,514	\$73,554
51-4121 Welders, Cutters, Solderers, & Brazers	\$45,149	\$48,920	\$56,654
51-9198 Helpers- Production Workers	\$39,019	\$40,300	\$48,081
53-7062 Laborers & Freight, Stock, & Material Movers	\$38,078	\$45,800	\$54,465

