

WAGES AND SALARIES

Median wages and salaries in the Dallas-Fort Worth region generally track below other major metro markets, thanks to Texas' pro-business labor environment and low taxes. An abundance of affordable housing compared to major metropolitan areas means employees can still enjoy a high standard of living at lower costs than in other major markets.

TYPICAL WORKERS' COMPENSATION COSTS

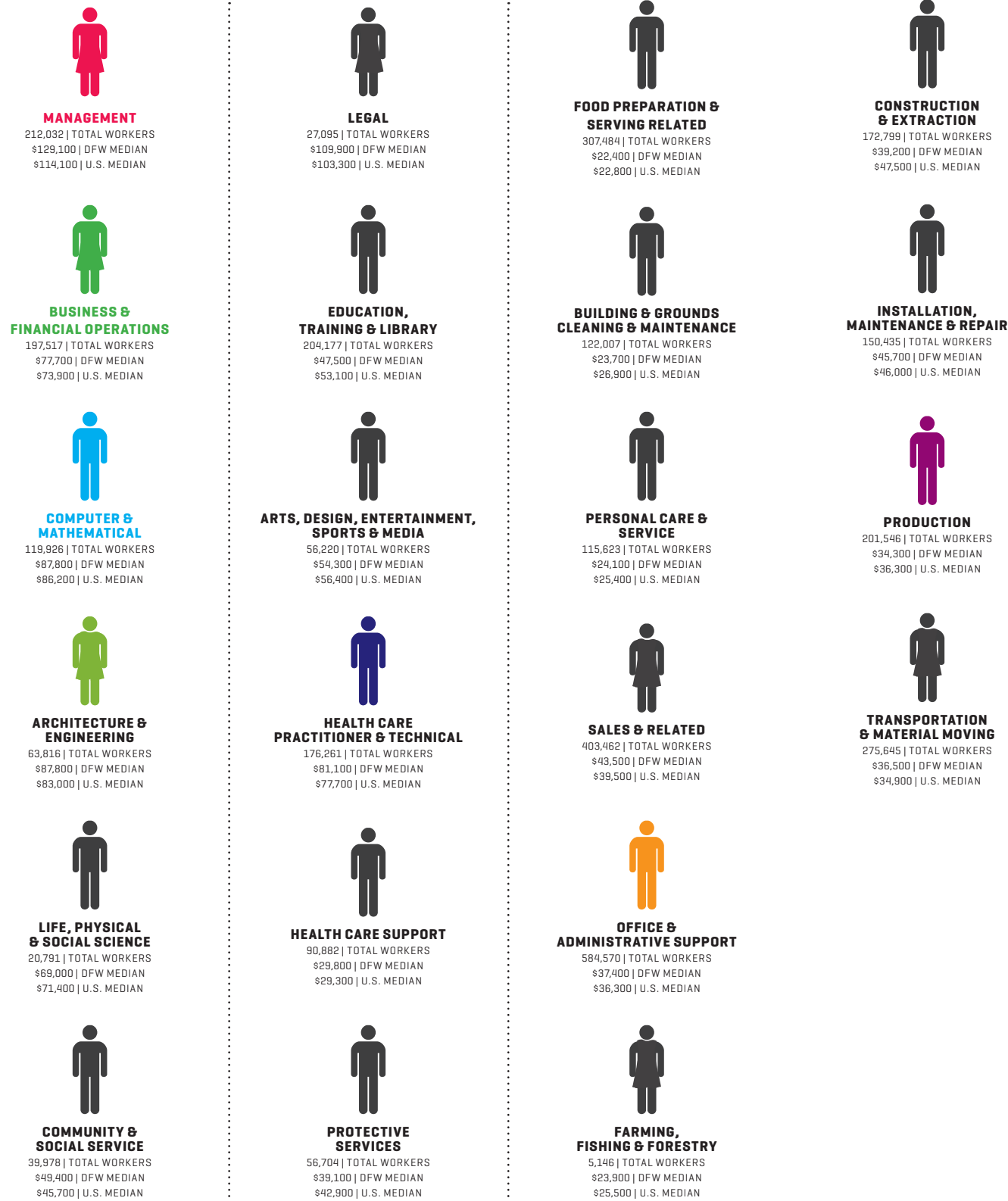
OCCUPATION	INSURANCE RATES
Electronic Apparatus Manufacturing	\$1.30
Fabricated Products	\$3.72
Machinery Manufacturing	\$3.95
Metal Goods Manufacturing	\$5.00
Sales and Service	\$2.72
Hospital Professional Employees	\$1.08
Office Workers	\$0.23

Basis of Rates per \$100 Payroll

UNEMPLOYMENT INSURANCE TAX RATE

New employers who do not acquire an existing business start at a tax rate of 2.7 percent, or the NAICS industry average rate, whichever is higher. The employer will keep the entry level tax rate until the employer's account is chargeable with claims for unemployment benefits for four complete quarters. After these conditions have been met, the effective tax rate is calculated as the sum of five components multiplied by taxable wages. For 2016, the average tax rate is 1.64 percent.

WHAT PEOPLE IN DFW EARN



KEY OCCUPATIONS IN DFW TARGET INDUSTRIES

OCCUPATION	2016 JOBS	2017 JOBS	2018 JOBS	2019 JOBS	DFW MEDIAN
General and Operations Managers	54,383	55,284	56,200	57,131	\$138,800
Computer and Information Systems Managers	9,728	9,962	10,201	10,446	\$149,700
Financial Managers	14,616	14,856	15,099	15,347	\$145,000
Accountants and Auditors	35,107	35,831	36,570	37,325	\$79,600
Financial Analysts	8,389	8,556	8,727	8,901	\$92,400
Loan Officers	12,662	12,893	13,129	13,369	\$77,600
Computer Systems Analysts	16,964	17,464	17,979	18,508	\$94,500
Computer Programmers	9,962	9,938	9,915	9,891	\$87,700
Software Developers, Applications	22,262	22,860	23,475	24,105	\$102,400
Software Developers, Systems Software	13,208	13,495	13,787	14,086	\$103,000
Database Administrators	3,335	3,403	3,473	3,544	\$86,000
Network and Computer Systems Administrators	10,805	10,998	11,195	11,396	\$85,900
Computer Support Specialists	17,027	17,404	17,789	18,182	\$51,300
Mechanical Engineers	6,174	6,272	6,373	6,474	\$100,200
Registered Nurses	55,789	57,230	58,709	60,226	\$72,900
First-Line Supervisors of Non-Retail Sales Workers	12,378	12,561	12,746	12,934	\$82,900
First-Line Supervisors of Office and Administrative Support Workers	38,204	38,862	39,532	40,212	\$61,800
Bill and Account Collectors	12,715	12,871	13,029	13,188	\$40,500
Bookkeeping, Accounting, and Auditing Clerks	45,176	45,271	45,366	45,461	\$40,900
Customer Service Representatives	76,912	78,288	79,689	81,115	\$35,900
Loan Interviewers and Clerks	9,394	9,566	9,742	9,921	\$46,100
Receptionists and Information Clerks	25,507	25,981	26,464	26,956	\$27,200
Executive Secretaries and Executive Administrative Assistants	17,678	17,765	17,853	17,941	\$56,900
Office Clerks, General	75,250	76,207	77,175	78,157	\$34,300
First-Line Supervisors of Production and Operating Workers	12,904	12,994	13,084	13,175	\$61,700
Electrical and Electronic Equipment Assemblers	6,380	6,405	6,429	6,454	\$28,100
Team Assemblers	26,977	27,242	27,510	27,781	\$29,400
Inspectors, Testers, Sorters, Samplers, and Weighers	11,848	11,957	12,067	12,178	\$40,900
Semiconductor Processors	1,231	1,232	1,233	1,234	\$36,500

SOURCE: QCEW Employees, Non-QCEW Employees & Self-Employed - JobsEQ 2016Q3; OES, 2015