

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 higher standard of living at lower costs than in other major markets.

TYPICAL WORKERS' COMPENSATION COSTS

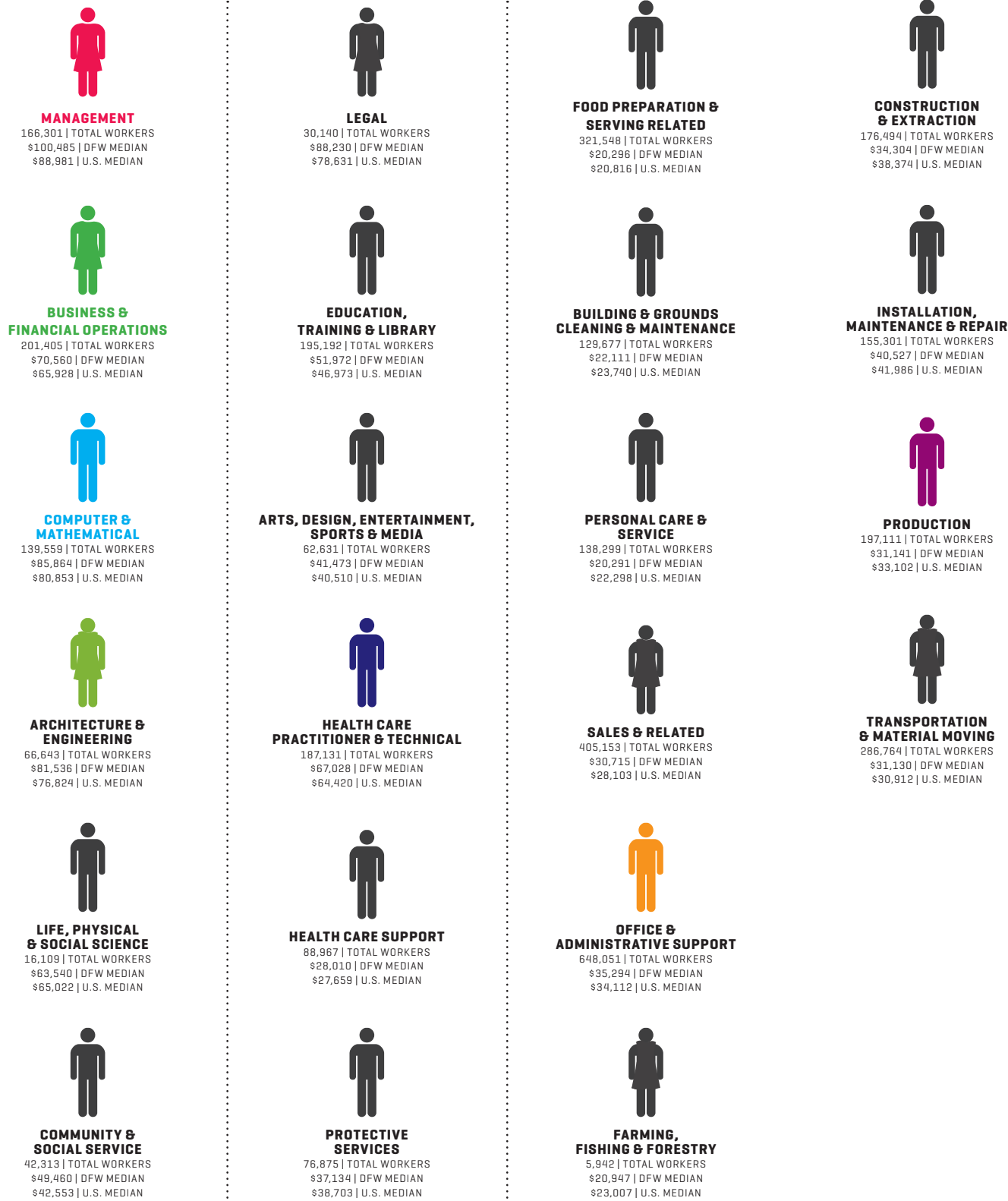
OCCUPATION	INSURANCE RATES
Electronic Apparatus Manufacturing	\$1.15
Fabricated Products	\$3.47
Machinery Manufacturing	\$3.69
Metal Goods Manufacturing	\$4.41
Sales and Service	\$2.47
Hospital Professional Employees	\$0.93
Office Worker	\$0.19

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 2017, the average tax rate is 1.64 percent.

WHAT PEOPLE IN DFW EARN



KEY OCCUPATIONS IN DFW TARGET INDUSTRIES

OCCUPATION	2017 JOBS	2018 JOBS	2019 JOBS	2020 JOBS	DFW MEDIAN SALARY
General and Operations Managers	54,383	52,420	53,814	55,038	\$116,020
Computer and Information Systems Managers	9,728	8,561	8,893	9,188	\$146,230
Financial Managers	14,616	11,250	11,580	11,871	\$130,151
Accountants and Auditors	35,107	42,551	43,715	44,747	\$71,770
Financial Analysts	8,389	9,114	9,374	9,604	\$80,867
Loan Officers	12,662	9,574	9,725	9,865	\$67,165
Computer Systems Analysts	16,964	25,486	26,358	27,131	\$88,745
Computer Programmers	9,962	8,384	8,459	8,502	\$81,973
Software Developers, Applications	22,262	25,805	26,733	27,548	\$106,851
Software Developers, Systems Software	13,208	12,815	13,198	13,534	\$105,389
Database Administrators	3,335	4,135	4,236	4,324	\$91,859
Network and Computer Systems Administrators	10,805	12,177	12,470	12,725	\$86,815
Computer User Support Specialists	17,027	22,298	22,936	23,499	\$51,809
Mechanical Engineers	6,174	5,574	5,654	5,725	\$87,255
Registered Nurses	55,789	61,212	63,414	65,390	\$71,950
First-Line Supervisors of Non-Retail Sales Workers	12,378	12,267	12,411	12,537	\$56,822
First-Line Supervisors of Office and Administrative Support Workers	38,204	40,038	41,042	41,931	\$59,863
Bill and Account Collectors	12,715	12,614	12,708	12,777	\$37,767
Bookkeeping, Accounting, and Auditing Clerks	45,176	43,383	43,869	44,236	\$40,210
Customer Service Representatives	76,912	88,393	90,387	92,137	\$33,622
Loan Interviewers and Clerks	9,394	13,122	13,218	13,312	\$44,955
Receptionists and Information Clerks	25,507	19,599	20,265	20,853	\$26,118
Executive Secretaries and Executive Administrative Assistants	17,678	11,880	12,098	12,276	\$57,871
Office Clerks, General	75,250	107,312	109,261	110,934	\$33,599
First-Line Supervisors of Production and Operating Workers	12,904	13,483	13,570	13,641	\$60,447
Electrical and Electronic Equipment Assemblers	6,380	6,610	6,566	6,526	\$29,154
Team Assemblers	26,977	19,048	19,298	19,505	\$26,509
Inspectors, Testers, Sorters, Samplers, and Weighers	11,848	15,070	15,181	15,273	\$38,077
Semiconductor Processors	1,231	2,090	2,030	1,979	\$37,667

SOURCE: EMSI, Q42017 QCEW