

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	\$1.01
Fabricated Products	\$2.87
Machinery Manufacturing	\$3.13
Metal Goods Manufacturing	\$3.91
Sales and Service	\$2.10
Hospital Professional Employees	\$0.71
Office Worker	\$0.15

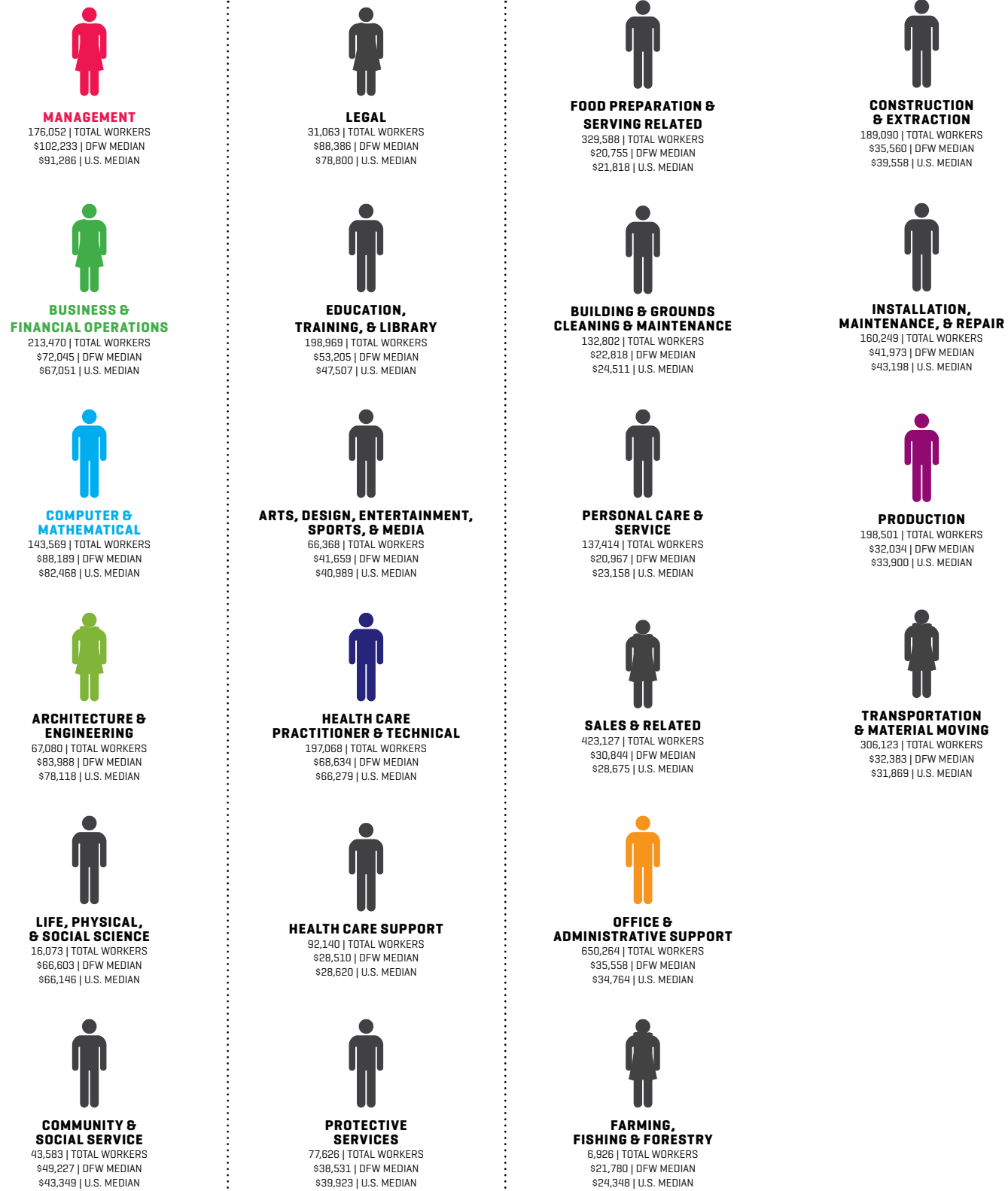
Basis of Rates per \$100 Payroll

SOURCE: Texas Department of Insurance

UNEMPLOYMENT INSURANCE TAX RATE

New employers who do not acquire an existing business start at a tax rate of 2.7%, 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 2018, the average tax rate is 1.37%.

WHAT PEOPLE IN DFW EARN



SOURCE: 2018 Q4 - QCEW Employees, Non-QCEW Employees, and Self-Employed

KEY OCCUPATIONS IN DFW TARGET INDUSTRIES

OCCUPATION	2018 JOBS	2019 JOBS	2020 JOBS	2021 JOBS	DFW MEDIAN
General and Operations Managers	54,383	51,377	53,036	54,457	\$115,506.82
Computer and Information Systems Managers	9,728	7,724	8,027	8,287	\$151,940.79
Financial Managers	14,616	13,566	14,177	14,711	\$133,130.20
Accountants and Auditors	35,107	43,721	44,906	45,915	\$73,809.40
Financial Analysts	8,389	10,411	10,730	11,001	\$82,725.10
Loan Officers	12,662	8,185	8,369	8,533	\$69,450.65
Computer Systems Analysts	16,964	22,420	23,048	23,565	\$91,736.13
Computer Programmers	9,962	8,385	8,479	8,536	\$81,659.85
Software Developers, Applications	22,262	29,849	31,264	32,506	\$109,657.98
Software Developers, Systems Software	13,208	9,823	10,125	10,387	\$107,889.91
Database Administrators	3,335	4,182	4,291	4,383	\$94,434.40
Network and Computer Systems Administrators	10,805	11,991	12,281	12,523	\$90,409.40
Computer User Support Specialists	17,027	22,072	22,713	23,255	\$51,300.19
Mechanical Engineers	6,174	5,588	5,711	5,816	\$90,753.40
Registered Nurses	55,789	61,063	63,420	65,475	\$73,688.12
First-Line Supervisors of Non-Retail Sales Workers	12,378	11,283	11,459	11,606	\$57,245.95
First-Line Supervisors of Office and Administrative Support Workers	38,204	37,344	38,273	39,058	\$59,571.56
Bill and Account Collectors	12,715	11,153	11,335	11,483	\$38,104.41
Bookkeeping, Accounting, and Auditing Clerks	45,176	43,412	44,245	44,932	\$41,915.64
Customer Service Representatives	76,912	88,013	89,848	91,351	\$34,130.48
Loan Interviewers and Clerks	9,394	11,307	11,434	11,553	\$45,306.63
Receptionists and Information Clerks	25,507	19,932	20,699	21,361	\$27,116.34
Executive Secretaries and Executive Administrative Assistants	17,678	10,932	11,008	11,053	\$59,841.33
Office Clerks, General	75,250	104,912	106,632	108,007	\$33,897.79
First-Line Supervisors of Production and Operating Workers	12,904	13,766	13,972	14,134	\$61,017.36
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	6,380	10,430	10,270	10,103	\$30,066.78
Assemblers and Fabricators, All Other, Including Team Assemblers	26,977	23,069	23,105	23,113	\$29,415.98
Inspectors, Testers, Sorters, Samplers, and Weighers	11,848	15,204	15,214	15,200	\$38,160.24
Semiconductor Processors	1,231	2,183	2,166	2,147	\$38,074.53

SOURCE: 2018 Q4 - QCEW Employees, Non-QCEW Employees, and Self-Employed