

Everything Within Reach

Labor is one of our strong points!

- Abundant, diverse labor supply
- Right-to-Work state
- Lower costs than metro areas
- Coordinated workforce development system

Labor Shed

Hillsboro lies between the Dallas-Fort Worth-Arlington Metropolitan Statistical Area (MSA) and the Waco MSA, 30 minutes from the outer edges of each. The two MSAs combined have a civilian workforce of 3.2 million. Hillsboro companies draw labor from both, as well as from neighboring non-metro counties.

Monthly Employment by Place of Residence – November 2009

| Location | Civilian workforce | Employed | Unemployed | % |
|---------------------------------|--------------------|-----------|------------|-----|
| Hill County | 17,075 | 15,685 | 1,390 | 8.1 |
| Dallas-Fort Worth-Arlington MSA | 3,236,208 | 2,978,963 | 257,245 | 7.9 |
| Waco MSA | 113,960 | 106,107 | 7,853 | 6.9 |

Source: Texas Workforce Commission

www.tracer2.com/cgi/dataanalysis/areaselection.asp?tablename=Labforce

Right to Work

Texas is one of 22 states with a comprehensive Right-To-Work law. Good labor relations and a strict enforcement of this law have contributed to a positive labor climate locally.

Employer/Employment Services

Heart of Texas Worksource Office – Local office for Heart of Texas Division of the Texas Workforce Commission is located at 233 E. Elm Street in Hillsboro, 254-582-9587. It serves as a “one stop shop” for individuals and companies in this area who are seeking workforce-related services.

- Job seeker services: Register the job seeker. Notify automatically by computer when job match occurs
- Unemployment claims: Process here. Some training available for laid-off workers
- Company services:
 - Company can provide information about openings by phone or in person
 - Worksource advises as to what requirements can be posted and enters into State system
 - Will provide location for interviews if company wants to advertise for positions and provide staff to manage interview process.

- Can keep a supply of company applications at office
- Will accept applications on behalf of company
- Can prescreen applications for company
- Hiring from certain targeted populations can provide company with tax benefits
- Worksource will host job fairs

Local Private Employment Agencies

- Top Notch Temporaries (industrial, clerical, warehousing, fabricators, welders) 226 S. Waco St., Hillsboro, TX, 254-582-0955
- Burleson, Cleburne, Waco, and Waxahachie are all within 30 miles of Hillsboro and each offers additional staffing agencies.

Wages

Hillsboro is located in a Non-Metropolitan Statistical Area (non-MSA) between two large MSAs. Overall, wages in Waco tend to be lower than in Dallas/Fort Worth, and wages in Hillsboro tend to be slightly lower than those in the Waco MSA.

Quarterly Employment and Wages by Place of Employment –2nd Quarter 2009

| <i>Location</i> | <i>Establishments</i> | <i>Employment</i> | <i>Average Weekly Pay Per Employee</i> |
|--|-----------------------|-------------------|--|
| Hill County | 749 | 9,375 | \$527 |
| Dallas-Fort Worth-Arlington MSA | 146,308 | 2,816,713 | \$917 |
| Waco MSA | 4,850 | 101,648 | \$665 |

Source: Texas Workforce Commission

<http://www.tracer2.com/cgi/dataanalysis/industryReport.asp?tableName=Industry>

MSA 2008 Salary by Selected Occupation

| | | DFW-Arlington | | Waco | |
|--------------------------------|---------------|------------------------|---------------|------------------------|---------------|
| Occupation | BLS SOC # | # of Covered Employees | Median Hourly | # of Covered Employees | Median Hourly |
| Production | | | | | |
| Electrician | 47-2111 | 10,850 | \$19.16 | 340 | \$21.49 |
| Electronics Assembler | 51-2023-2022* | 3160 | \$11.82 | 380* | \$19.41* |
| Fork Lift Operator | 53-7062 | 61,360 | \$10.48 | 1,600 | \$9.35 |
| Janitor, any Industry | 37-2011 | 34,480 | \$8.73 | 1,760 | \$8.64 |
| Machinist/ Related Occupations | 51-4041 | 7,290 | \$15.28 | 390 | \$15.19 |
| Maintenance, General | 49-9042 | 27,180 | \$14.22 | 1,320 | \$13.23 |
| Mechanic(Maintenance) | 49-9043 | 920 | \$16.69 | 70 | \$14.79 |
| Molding Machine Op | 51-4072 | 2,330 | \$11.65 | 40 | \$9.95 |
| Packers and Packagers, Hand | 53-7064 | 15,300 | \$8.37 | 160 | \$8.01 |

| | | DFW- Arlington | | Waco | |
|---------------------------------|-----------|---------------------------|---------------|------------------------|---------------|
| Occupation | BLS SOC # | # of Covered Employees | Median Hourly | # of Covered Employees | Median Hourly |
| Sewing Machine (Garment) | 51-6031 | 3,030 | \$9.41 | 150 | \$8.69 |
| Sheet Metal Worker | 51-4031 | 5,180 | \$11.43 | 230 | \$13.93 |
| Truck Driver, Heavy | 53-3032 | 41,340 | \$18.13 | 1,310 | \$14.33 |
| Warehouse Worker | 53-7062 | 61,360 | \$10.48 | 1,600 | \$9.35 |
| Welder, Production | 51-4121 | 9,940 | \$15.06 | 470 | \$13.72 |
| Office, Clerical and Technical | | | | | |
| Accountant/Auditor | 13-2011 | 31,080 | \$29.04 | 680 | \$22.15 |
| Computer Operator | 43-9011 | 3,110 | \$17.14 | 90 | \$8.57 |
| Computer Programmer | 15-1021 | 15,130 | \$37.02 | 180 | \$29.66 |
| Customer Service Representative | 43-4051 | 81,220 | \$14.71 | 1,850 | \$11.80 |
| Electronic Technician | 17-3023 | 6,660 | \$27.73 | 60 | \$27.36 |
| General Office Clerk | 43-9061 | 54,340 | \$11.68 | 1,850 | \$11.39 |
| Key Data Entry Op | 43-9021 | 7,440 | \$12.89 | 180 | \$8.88 |
| Secretarial | 43-6014 | 46,940 | \$13.66 | 1,950 | \$11.68 |
| Shipping and Receiving Clerk | 43-5071 | 18,900 | \$12.84 | 500 | \$12.81 |

Source: US Department of Labor, Bureau of Labor Statistics, National Occupational Employment and Wage Estimates www.bls.gov/oes/2008/may/oesrcma

Occupational Categories for Hill County for 2005-2008

| Occupation | # Employed | County % | Statewide % |
|-----------------------------------|-------------------|-----------------|--------------------|
| Management/Professional | 3,641 | 23.7 | 32.9 |
| Service Occupations | 2,677 | 17.4 | 16.6 |
| Sales and Office | 3,267 | 21.2 | 25.8 |
| Farming, Fishing, Forestry | 316 | 2.1 | 0.6 |
| Construction/Extraction | 2,657 | 17.3 | 11.7 |
| Production/Transportation | 2,828 | 18.4 | 12.5 |

The mean travel time to work is reported to be 29.4 minutes.

Source: US Census, American Community Survey 2005-2008, www.factfinder.census.gov (Economic Characteristics – show more>>)

Top Ten Employers

| <u>Employer</u> | <u>Size</u> | <u>Sector</u> |
|------------------------|--------------------|----------------------|
| Outlets at Hillsboro | B | Retail |
| Hillsboro ISD | C | Education |
| Hill College | C | Education |
| Hill County | C | Government |
| Hill Regional Hospital | C | Healthcare |
| Wal-Mart Super Center | C | Retail |

| |
|---|
| A=500+, B=300-499, C=200-299, D=100-299, E=1-99 |
|---|

| | | |
|--------------------|---|---------------|
| Hillsboro, City of | D | Government |
| L. B. Foster | D | Manufacturing |
| Gate Precast | D | Manufacturing |
| Brandom Cabinets | D | Manufacturing |

Unemployment Insurance - January 2010

Average unemployment insurance rate is 1.83% up to \$9000 per employee. Newly liable employers pay the higher of the applicable average rate for their NAICS code or 2.7% until they establish an experience rating. The minimum rate of 0.72% equates to \$64.80 per employee per year.

| <i>Year</i> | <i>Taxable Wage Base</i> | <i>Minimum Tax Rate</i> | <i>Maximum Tax Rate</i> | <i>Average Tax Rate</i> | <i>Average Experience Tax Rate</i> |
|-------------|--------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|
| 2010 | \$9,000 | 0.72% | 8.6% | 1.83% | 1.74% |

Source: www.twc.state.tx.us/ui/tax/uitaxrates.html

Call the TWC Experience Rating Section at 512-463-2887 or 512-463-2756 for assistance in determining the rate for your business.

Worker’s Compensation Insurance

Based on the type of business, Texas employers are assigned one or more classifications, of which there are approximately 400. Insurance companies must use these, which are specific to Texas businesses, in calculating a rate; however, the rate may vary from one insurance company to another, so rate shopping is encouraged.

Please link to the Texas Insurance Department web site at <http://www.tdi.state.tx.us/wc/regulation/rcomp.html> for a general explanation on how worker’s compensation rates are set in Texas, or call 512-322-3495 for the Workforce Commission Classification/Premium Calculation Division.