

Everything Within Reach

Labor is one of our strong points!

- Abundant, diverse labor supply
- Right-to-Work state
- Favorable labor rates
- 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 – April 2010

Location	Civilian workforce	Employed	Unemployed	%
Hill County	16,834	15,471	1,363	8.1
Dallas-Fort Worth-Arlington MSA	3,241,587	2,975,454	266,133	8.2
Waco MSA	118,196	109,972	8,224	7.0

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 Nonmetropolitan Area between two large Metropolitan Statistical Areas (MSAs). Overall, wages in Hill County, for which Hillsboro is the County Seat, are favorable compared to the neighboring metro areas.

Quarterly Employment and Wages by Place of Employment –4th Quarter 2009

<i>Location</i>	<i>Establishments</i>	<i>Average Employment</i>	<i>Average Weekly Pay Per Employee</i>
Hill County	754	9,349	\$566
Dallas-Fort Worth-Arlington MSA	146,666	2,803,951	\$1,030
Waco MSA	4,857	100,043	\$782

Source: Texas Workforce Commission

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

MSA 2009 Estimated Wages For Hill County and Contiguous Counties

Occupation	BLS OES #	(Fort Worth/ Arlington MSA) Johnson Co.	(Dallas/ Plano/ Irving MSA) Ellis Co.	(Waco MSA) McLennan Co.	(North Central Texas Nonmetro Area) Navarro Co.	(Central Texas Nonmetro Area) Hill Co.
Office, Clerical and Technical		Median Hourly	Median Hourly	Median Hourly	Median Hourly	Median Hourly
Accountant/Auditor	13-2011	\$29.59	\$29.69	\$21.65	\$23.12	\$22.51
Computer Programmer	15-1021	\$35.51	\$38.53	\$29.18	N/A	\$38.15
Electronic Technician	17-3023	\$29.57	\$27.21	\$27.53	\$26.89	\$24.16
Customer Service Representative	43-4051	\$14.04	\$15.71	\$11.26	\$10.92	\$11.82
Shipping and Receiving Clerk	43-5071	\$13.55	\$13.23	\$12.85	\$12.21	\$11.99
Secretarial	43-6014	\$14.30	\$14.28	\$11.67	\$12.15	\$11.18
Computer Operator	43-9011	\$17.02	\$17.49	\$11.83	N/A	\$10.95
Key Data Entry Op	43-9021	\$13.08	\$12.87	\$11.41	\$11.11	\$10.07
General Office Clerk	43-9061	\$12.20	\$13.52	\$11.95	\$11.02	\$10.89

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Production		Median Hourly	Median Hourly	Median Hourly	Median Hourly	Median Hourly
Janitor, any Industry	37-2011	\$10.11	\$9.00	\$8.90	\$8.95	\$9.20
Electrician	47-2111	\$18.79	\$19.83	\$19.95	\$14.62	\$16.86
Maintenance, General	49-9042	\$14.83	\$14.99	\$13.38	\$12.78	\$12.63
Mechanic (Maint.)	49-9043	\$14.24	\$18.32	\$15.29	\$12.00	N/A
Electronics Assembler	51-2022	\$11.70	\$14.49	\$21.23	\$11.08	\$11.56
Sheet Metal Worker	51-4031	\$12.04	\$12.17	\$15.03	\$10.64	\$11.94
Machinist/ Related Occupations	51-4041	\$16.73	\$17.23	\$16.01	\$14.75	\$14.18
Molding Machine Op	51-4072	\$10.41	\$12.61	\$10.56	\$11.56	\$13.02
Welder, Production	51-4121	\$15.83	\$14.14	\$14.09	\$15.86	\$14.91
Sewing Machine (Garment)	51-6031	\$9.05	\$9.41	\$8.39	\$7.49	\$8.86
Truck Driver, Heavy	53-3032	\$17.80	\$18.65	\$15.18	\$15.92	\$15.07
Warehouse Worker	53-7062	\$10.70	\$10.68	\$10.03	\$8.82	\$8.53
Packers and Packagers, Hand	53-7064	\$8.79	N/A	\$10.12	\$8.77	\$7.63

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 2006-2008

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

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

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.