



Labor

Labor is one of Hillsboro's strong points! Located on Interstate 35, and connected by it to neighboring metropolitan areas on the north and south, Hillsboro draws labor from both directions, as well as from more rural counties to the east and west. Access to an abundant labor supply combines here with a traditional rural work ethic and the fact that Texas is a right-to-work State to create a positive local labor climate.



Labor Shed

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For more information, contact:

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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 – June 2011

Location	Civilian workforce	Employed	Unemployed	%
Hill County	16,269	14,750	1,519	9.3
Dallas-Fort Worth-Arlington MSA	3,266,435	2,982,403	284,032	8.7
Waco MSA	118,722	118,744	9,978	8.4

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 Work source Office – Workforce Solutions, the 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 can be filed online 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
 - Workforce Solutions 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
- Additional staffing agencies are located within 30 miles of Hillsboro, in Burleson, Cleburne, Waco, and Waxahachie.

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Wages

Hillsboro is located in a Nonmetropolitan Area between two large Metropolitan Statistical Areas (MSAs). It's companies draw labor from a 7-county area.

Quarterly Employment and Wages by Place of Employment –4th Quarter 2010

Location	Establishments	Average Employment	Average Weekly Pay Per Employee
<i>Hill County</i>	674	9,202	\$597
<i>Dallas-Fort Worth-Arlington MSA</i>	148,427	2,848,860	\$1,059
<i>Waco MSA</i>	4,220	100,201	\$791

Source: Texas Workforce Commission

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

May 2010 Estimated Wages For Sample Areas of Hillsboro Labor Market

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.
		Median Hourly	Median Hourly	Median Hourly	Median Hourly	Median Hourly
Office, Clerical and Technical						
Accountant/ Auditor	13-2011	\$30.14	\$31.01	\$23.84	\$23.78	\$22.58
Computer Programmer	15-1131	\$31.80	\$38.83	\$30.30	\$25.68	\$40.06
Electronic Eng Technician	17-3023	\$30.37	\$26.99	\$29.31	\$32.19	\$26.04
Customer Service Representative	43-4051	\$14.29	\$15.26	\$11.25	\$11.22	\$11.85
Shipping and Receiving Clerk	43-5071	\$13.69	\$12.94	\$12.81	\$13.47	\$13.07
Secretarial	43-6014	\$15.04	\$14.90	\$12.01	\$12.49	\$12.01
Computer Operator	43-9011	\$17.52	\$20.16	\$10.43	N/A	\$10.91
Key Data Entry Op	43-9021	\$12.94	\$13.01	\$12.04	\$11.14	\$10.70
General Office Clerk	43-9061	\$13.06	\$13.84	\$11.83	\$12.05	\$11.08
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		Median Hourly	Median Hourly	Median Hourly	Median Hourly	Median Hourly
Production						
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
Mechanic (Maint.)	49-9043	\$15.99	\$18.01	\$16.38	\$17.64	17.38
Electronics	51-2022	\$12.24	\$15.46	\$21.45	N/A	\$12.78

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Assembler						
Sheet Metal Worker	51-4031	\$12.35	\$12.55	\$16.57	\$11.17	\$12.37
Machinist/ Related Occupations	51-4041	\$17.59	\$18.05	\$17.70	\$16.27	\$14.94
Molding Machine Op	51-4072	\$11.18	\$13.17	\$10.60	\$12.82	\$10.84
Welder, Production	51-4121	\$15.37	\$15.69	\$14.00	\$16.94	\$16.57
Sewing Machine (Garment)	51-6031	\$9.80	\$10.31	\$8.54	\$8.06	\$8.15
Truck Driver, Heavy	53-3032	\$18.12	\$19.19	\$14.61	\$16.11	\$15.09
Warehouse Worker	53-7062	\$10.89	\$10.29	\$10.10	\$9.55	\$10.08
Packers and Packagers, Hand	53-7064	\$8.93	\$9.44	\$9.06	\$10.22	\$8.49

Source: US Department of Labor, Bureau of Labor Statistics, National Occupational Employment and Wage Estimates <http://www.bls.gov/oes/current>

Hill County Occupational Categories 2005-2009 – Civilian Population Age 16+

Occupation	# Employed	County %	Statewide %
Management/Professional	3,769	25.3	33.2
Service Occupations	2,684	18.0	16.8
Sales and Office	3,014	20.2	25.8
Farming, Fishing, Forestry	253	1.7	0.6
Construction/Extraction	2,534	17.0	11.4
<i>Production/Transportation</i>	2,647	17.8	12.2

The mean travel time to work is reported to be 30 minutes.

Source: US Census, American Community Survey, www.factfinder.census.gov, Hill County, TX 2005-2009 (Economic Characteristics – show more>>>)

Top Ten Employers

	Size	Sector
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

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Unemployment Insurance - January 2011

The Texas Unemployment Compensation Act is found in Title 4, Subtitle A of the Texas Labor Code. It provides that designated employers contribute to a fund, from which payments may be made to unemployed individuals under certain circumstances.

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Newly liable employers pay the higher of the applicable average rate for their NAICS code or 2.7% until they establish an experience rating. Call the TWC Experience Rating Section at 512-463-2887 or 512-463-2756 for assistance in determining the rate for your business.

Year	Taxable Wage Base	Minimum Tax Rate	Maximum Tax Rate	Average Tax Rate	Average Experience Tax Rate
2011	\$9,000	0.78%	8.25%	2.03%	1.96%

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

Worker's Compensation Insurance

Texas does not require worker's compensation insurance, but it does administer a system by which an employer's insurance company or self-certified insurance plan pays scheduled benefits for work-related injuries or illness.

Based on the type of business, Texas employers are assigned one or more classifications, of which there are approximately 400. Insurance companies providing worker's compensation insurance 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.

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