



Q1 2024

Wage Report – Texas Market

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Quarterly Market Overview: U.S. Wage Trends in Q1 2024 Reflect Economic Stabilization Amid Challenges

Wage Trends and Economic Stabilization in Q1

2024 In Q1 of 2024, wage trends across the U.S. showed slight increases, aligning with broader economic stabilization. This reflects a broader economic strategy to manage wage inflation amidst multiple economic headwinds.

Challenges in Key Sectors: Hospitality, Transportation, and Industrial

In the hospitality, transportation, and industrial sectors, wages have not seen significant growth. These segments are those most impacted by a decrease in consumer spending. These trends correlate with the tightening conditions that are driving up unemployment rates.

Navigating Economic Challenges: The Cost of High Employee Turnover

As businesses navigate these economic waters, they face the dilemma of balancing the rising costs associated with high employee turnover, which includes retraining, recruiting, and rehiring staff. With wage growth tapering off and job security becoming more uncertain in some sectors, companies must strategically manage these costs to maintain workforce stability and ensure operational efficiency in a challenging economic landscape.



- **Matt Gorman**,
Executive VP at Upshift



Texas Market Overview

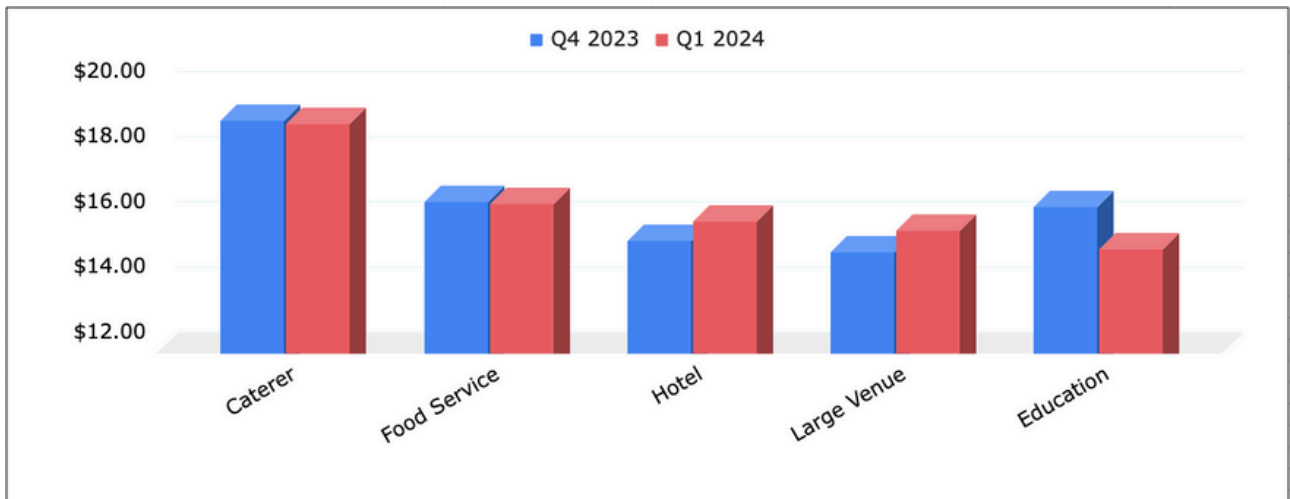
Overview of industries

Industry	Q4 2023	Q1 2024
Caterer	\$18.97	\$18.87
Food Service	\$16.50	\$16.43
Hotel	\$15.31	\$15.89
Large Venue	\$14.94	\$15.60
Education	\$16.34	\$15.03

The table and the graph represent **average hourly wages** in a given industry, observed in the fourth quarter of 2022 and the first quarter of 2024.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

The data is collected and analyzed in partnership with **Upshift**.



Highest paid industries



Caterer
\$18.87/hr on average



Food Service
\$16.43/hr on average



Hotel
\$15.89/hr on average

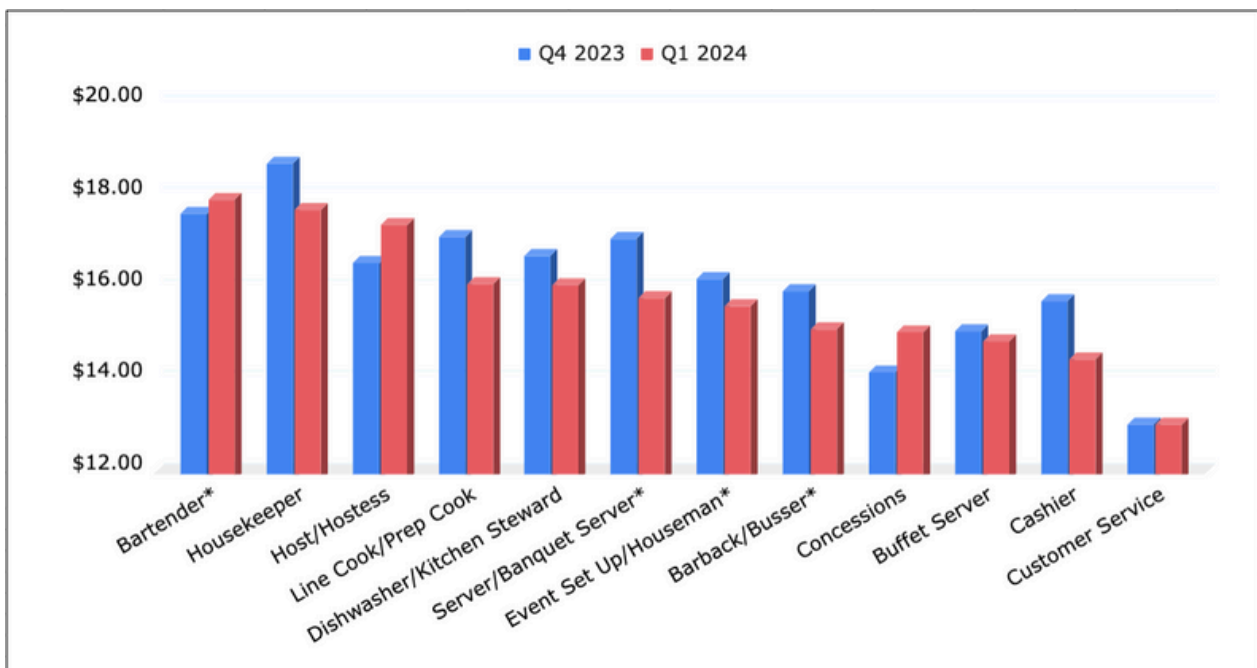
Overview of hourly wages per job type

Job Type	Q4 2023	Q1 2024
Bartender*	\$17.58	\$17.90
Housekeeper	\$18.68	\$17.67
Host/Hostess	\$16.51	\$17.34
Line Cook/Prep Cook	\$17.09	\$16.06
Dishwasher/Kitchen Steward	\$16.66	\$16.04
Server/Banquet Server*	\$17.03	\$15.74
Event Set Up/Houseman*	\$16.16	\$15.57
Barback/Busser*	\$15.91	\$15.06
Concessions	\$14.13	\$15.00
Buffet Server	\$15.02	\$14.81
Cashier	\$15.68	\$14.42
Customer Service	\$13.00	\$13.00

The table and the graph represent **average hourly wages** in a given position, observed in the fourth quarter of 2022 and the first quarter of 2024.

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Highest paid jobs



Bartender
\$17.58/hr on average*



**Line Cook/
Prep Cook**
\$17.09/hr on average



**Server/
Banquet Server**
\$17.03/hr on average*

* presented wages are non-tipped



Individual cities -

Dallas, TX

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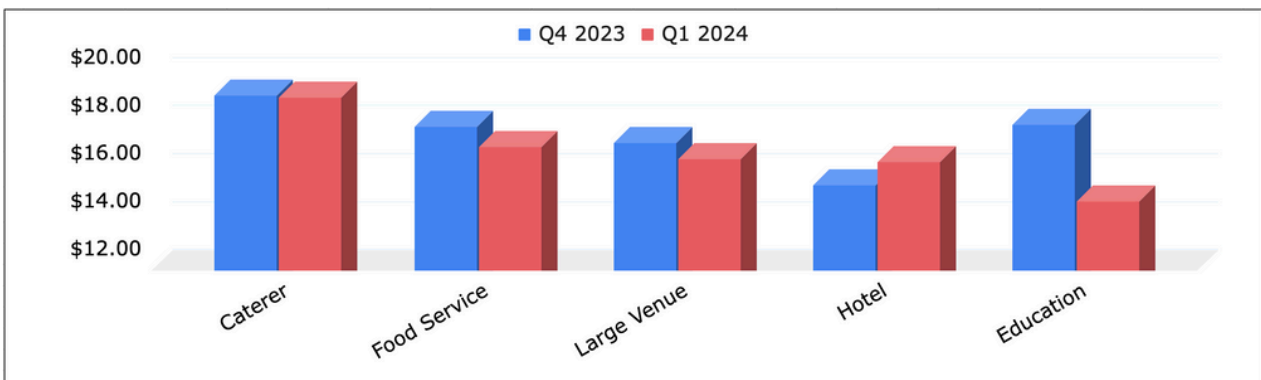
Overview of industries

Industry	Q4 2023	Q1 2024
Caterer	\$19.10	\$19.00
Food Service	\$17.80	\$16.96
Large Venue	\$17.10	\$16.43
Hotel	\$15.35	\$16.32
Education	\$17.85	\$14.66

The table and the graph represent **average hourly wages** in a given industry, observed in Q4 and Q1 of 2024.

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Highest paid industries



Caterer
\$19/hr on average



Food Service
\$16.96/hr on average



Large Venue
\$16.43/hr on average

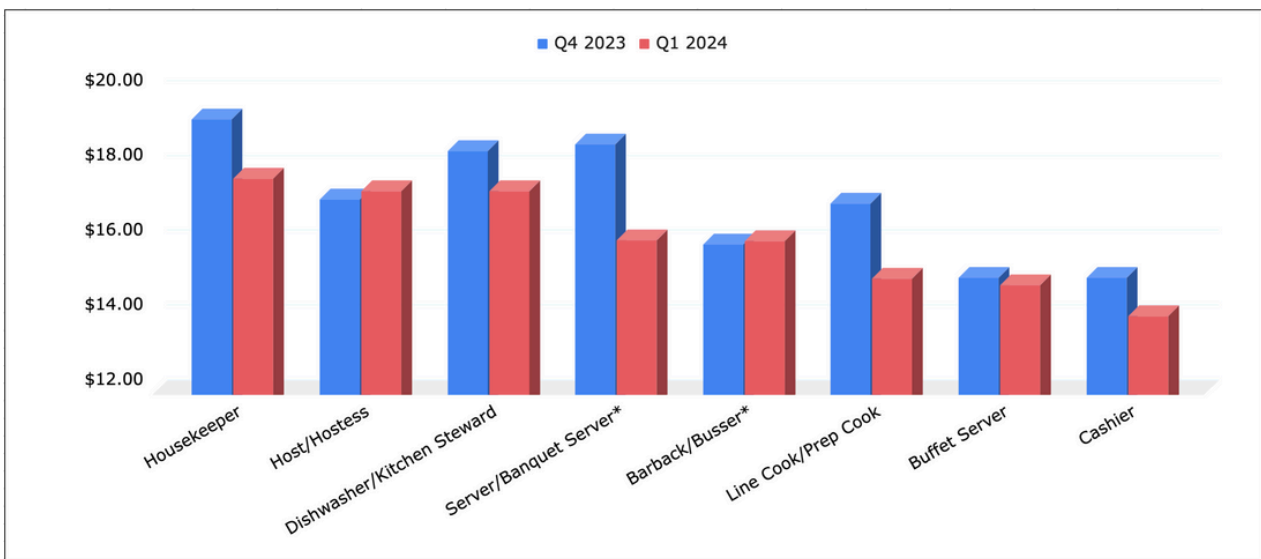
Overview of hourly wages per job type

Job Type	Q4 2023	Q1 2024
Housekeeper	\$19.25	\$17.67
Host/Hostess	\$17.11	\$17.34
Dishwasher/Kitchen Steward	\$18.41	\$17.33
Server/Banquet Server*	\$18.59	\$16.01
Barback/Busser*	\$15.91	\$16.00
Line Cook/Prep Cook	\$17.00	\$15.00
Buffet Server	\$15.02	\$14.81
Cashier	\$15.01	\$14.00

The table and the graph represent **average hourly wages** in a given position, observed in Q4 and Q1 of 2024.

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Highest paid jobs



Housekeeper
\$17.67/hr on average

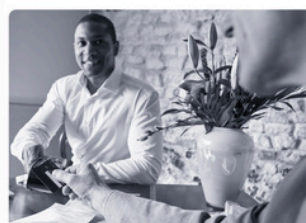


Host/Hostess
\$17.34/hr on average



Dishwasher/Kitchen Steward
\$17.33/hr on average

* presented wages are non-tipped





Individual cities -

Houston, TX

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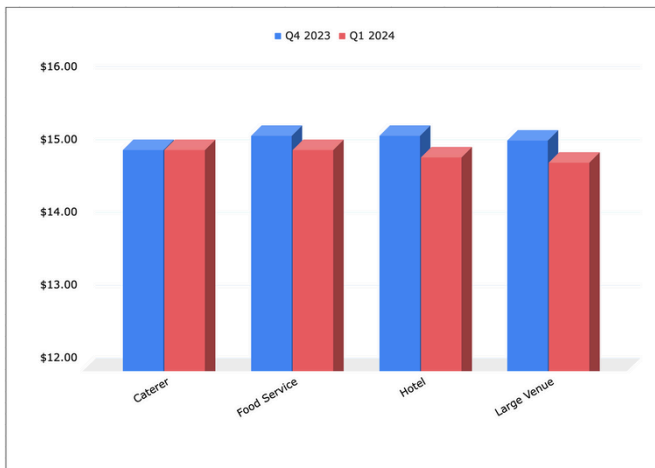


Overview of industries

Industry	Q4 2023	Q1 2024
Caterer	\$15.00	\$15.00
Food Service	\$15.20	\$15.00
Hotel	\$15.20	\$14.90
Large Venue	\$15.13	\$14.83

The table and the graph represent **average hourly wages** in a given industry, observed in Q4 and Q1 of 2024.

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Highest paid industries



Caterer
\$15/hr on average



Food Service
\$15/hr on average



Hotel
\$14.90/hr on average

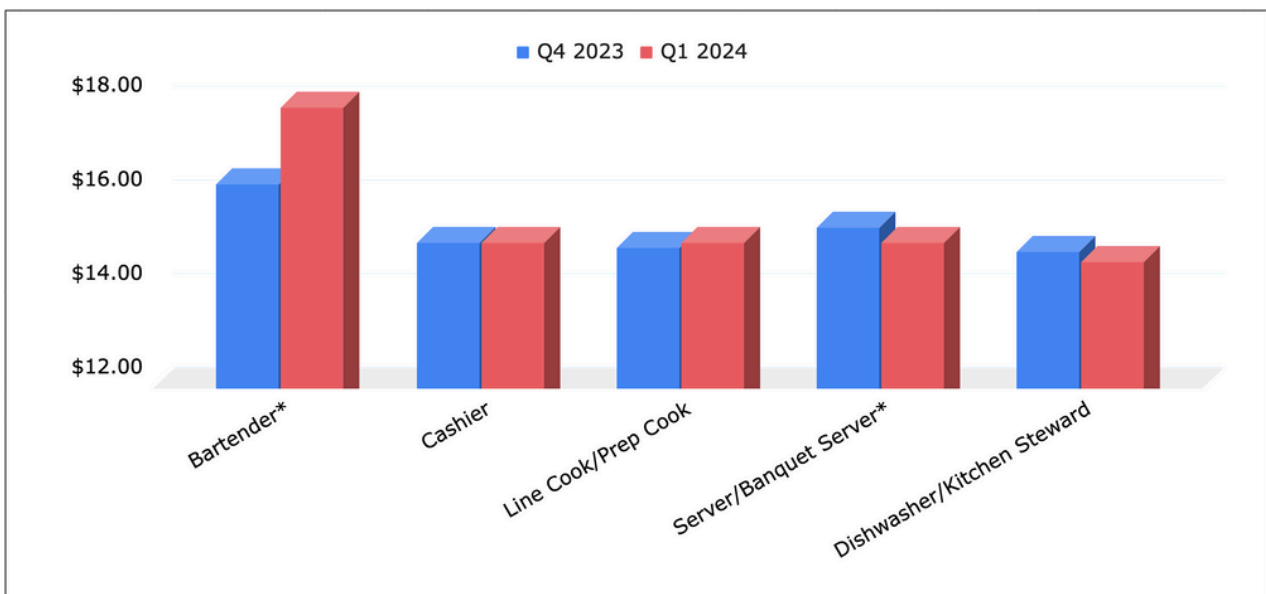
Overview of hourly wages per job type

Job Type	Q4 2023	Q1 2024
Bartender*	\$16.25	\$17.88
Cashier	\$15.00	\$15.00
Line Cook/Prep Cook	\$14.88	\$15.00
Server/Banquet Server*	\$15.33	\$15.00
Dishwasher/Kitchen Steward	\$14.81	\$14.58

The table and the graph represent **average hourly wages** in a given position, observed in Q4 and Q1 of 2024.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

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Highest paid jobs



Bartender

\$17.88/hr on average*



Cashier

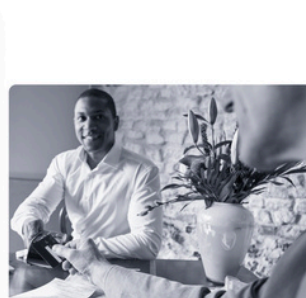
\$15/hr on average



Line Cook/ Prep Cook

\$15/hr on average

* presented wages are non-tipped



How have we collected this data?

Thanks to **our partnership with Upshift**, a leading labor marketplace, **we are able to collect real-time, supporting data for workers in various industries and positions.** These are verified rates being paid today to Upshift workers in a wide variety of positions.

Offering accurate and attractive wages helps fill the applicant pool

As companies begin to compete for a scarce pool of labor, wages are rising quickly and many hourly workers are aware of this and are no longer wary of changing jobs for a better-paid position.

With more transparency on the current market rates, offering **competitive wages and accurate data** is one of the best ways to make sure you can attract enough job candidates.

How to best use the information given in the report

The Wage Report is a resource giving transparency on the wages set by companies in specific markets. **Its purpose is to help make informed decisions** on setting wages for workers looking for jobs on the market. Accurate wages help keep the labor markets competitive while maximizing worker satisfaction from the positions and minimizing overspending on the employer side.

