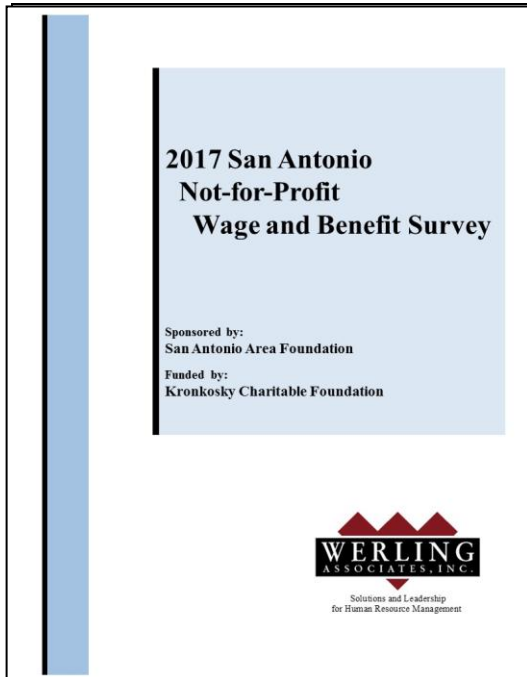


2017 San Antonio Not-for-Profit Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the **2017 San Antonio Not-for-Profit Wage and Benefit Survey**. Please take a moment to review this brochure outlining highlights from the survey. The 2017 San Antonio Not-for-Profit Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the not-for-profit agencies of San Antonio. To purchase the survey, complete the attached order form and mail or fax it to Werling Associates, Inc., or email it to *christy@werling.com*. Please contact us if you need additional information.

SPONSORSHIP

Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the **San Antonio Area Foundation** for sponsoring and the **Kronkosky Charitable Foundation** for funding this year's survey.

AGENCIES SURVEYED

The 2017 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information on 94 staff and 15 executive jobs in the San Antonio area. A total of 93 agencies participated in this year's survey.

TIMING OF SURVEY

Wage data was reported as of April 1, 2017. The survey was published on June 27, 2017.

REPORT

The survey report provides the job number, job title, job description, experience, minimum education or certification, and exempt or nonexempt status. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for hourly base pay and hourly total cash compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. Benefit results are not provided where fewer than four organizations reported information. All individual participants' data is kept confidential.

METHOD OF DATA COLLECTION

The survey data was gathered from questionnaires submitted by fax, mail or e-mail. Participants were asked to report data where at least 80% of the duties described were performed by the incumbent(s).

DATA INTERPRETATION

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of seniority and experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

2017 SURVEY PARTICIPANTS

Alpha Home, Inc.
American Indians of Texas Spanish Colonial Missions
Animal Defense League
Any Baby Can of San Antonio
Arthur Nagel Community Clinic
Artpace, Inc.
AVANCE-San Antonio, Inc.
Big Brothers Big Sisters of South Texas
Bihl Haus Arts, Inc.
Blue Skies of Texas
Blue Star Contemporary
Boys and Girls Club of San Antonio
Boysville, Inc.
Brighton Center
Catholic Charities, Archdiocese of San Antonio, Inc.
Center for New Communities
Children's Association for Maximum Potential
Children's Chorus of San Antonio
Christian Senior Services
Clarity Child Guidance Center
CommuniCare Health Centers
Communities In Schools of San Antonio
Community Council of South Central Texas, Inc.
Community Foundation of the Texas Hill Country
Connections Individual and Family Services, Inc.
Converse Animal Shelter, Inc.
Daedalians
Daughters of Charity San Antonio
Dietert Center
EdenHill Communities
Epilepsy Foundation Central & South Texas
Family Endeavors, Inc.
Family Service Association of San Antonio
Family Violence Prevention Services, Inc.
Fiesta San Antonio Commission
Fisher House Inc.
Golden Manor Jewish Senior Services
Good Samaritan Community Services
Goodwill Industries of San Antonio
Greater Randolph Area Services Program, Inc.
Hallmark University
Haven for Hope of Bexar County
Hays-Caldwell Women's Center
Healthy Futures of Texas
Healy Murphy Center, Inc.
Hill Country CASA
Hill Country Family Services, Inc.
Jewish Family Service of San Antonio, Texas, Inc.
KLRN
McKenna Foundation
Merced Housing Texas
Mi Casa for Children and Elderly
Mission Road Ministries
Oblate Missions
Primarily Primates, Inc.
Project MEND
Project QUEST, Inc.
Reaching Maximum Independence, Inc.
Respite Care of San Antonio, Inc.
Roy Maas Youth Alternatives
SA Youth
San Antonio Area Foundation
San Antonio Bike Share
San Antonio Chamber of Commerce
San Antonio Clubhouse
San Antonio Council on Alcohol and Drug Abuse
San Antonio Education Partnership
San Antonio Food Bank
San Antonio Humane Society
San Antonio Metropolitan Ministry, Inc. dba SAMMinistries
San Antonio Museum of Art
San Antonio Symphony
San Antonio Youth For Christ
San Antonio Zoo
Seton Home
Society of St. Vincent de Paul
St. Peter St. Joseph Children's Home
Sunshine Cottage School for Deaf Children
Texas Diaper Bank
The Arc of San Antonio, Inc.
The Children's Shelter
The DoSeum
The King William Association
The Salvation Army
ThriveWell Cancer Foundation
United Way of San Antonio & Bexar County
Vet TRIIP, Inc.
Whitby Road Alliance, Inc. dba Providence Place
Wildlife Rescue & Rehabilitation
Witte Museum
YMCA of Greater San Antonio
YOSA (YOUTH Orchestras of San Antonio)
YWCA San Antonio

SECTIONS AND NUMBER OF JOBS REPORTED

Executive (15)
Accounting/Financial (12)
Administration (13)
Agency (23)
General Services/Maintenance (15)
Information Systems (5)
Marketing/Sales (8)
Medical Professionals (9)
Multi-Skilled Positions (9)

To see a full list of positions surveyed, visit our website.

SAMPLE SURVEY PAGE

Job # : 0100	Job Title: Administrative Assistant															
Job Description:	Provides administrative support for mid-level managers to include scheduling, tracking, reporting information, and analyzing data. Also provides clerical support to include typing, answering calls, and opening mail.															
Experience:	2-3 years															
Education:	Associate's Degree preferred															
Status:	Nonexempt															
Hourly Base Wage																
	No. of Orgs	No. of Empl.	Hourly Base Wage						Hourly Total Cash Compensation						Pay Range	
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg Min	Avg Max
Not-for-Profit Agencies	39	73	15.68	12.47	13.98	15.29	17.30	19.35	15.75	12.47	14.00	15.39	17.30	19.47	12.88	18.39
			32,614	25,938	29,078	31,803	35,984	40,248	32,760	25,938	29,120	32,011	35,984	40,498	26,790	38,251
2017 San Antonio Survey Data	57	931	17.92	13.60	15.23	17.31	19.86	23.22	17.96	13.71	15.23	17.34	19.86	23.42		
			37,274	28,288	31,678	36,005	41,309	48,298	37,357	28,517	31,678	36,067	41,309	48,714		
Percent Difference Above/Below San Antonio Survey			-14.3%	-9.1%	-9.0%	-13.2%	-14.8%	-20.0%	-14.0%	-10.0%	-8.8%	-12.7%	-14.8%	-20.3%		
BUDGET REVENUE																
\$0 to \$500,000																
\$500,001 to \$1,000,000																
\$1,000,001 to \$3,000,000	9	11	15.48		14.42	15.29	16.38		15.48		14.42	15.29	16.38			
			32,198		29,994	31,803	34,070		32,198		29,994	31,803	34,070			
\$3,000,001 to \$10,000,000	14	24	15.37	12.00	13.15	14.75	17.28	20.01	15.39	12.00	13.15	14.75	17.28	20.12	11.66	17.53
			31,970	24,960	27,352	30,680	35,942	41,621	32,011	24,960	27,352	30,680	35,942	41,850	24,253	36,462
More than \$10,000,000	13	33	15.76	12.76	14.05	15.16	17.30	19.86	15.89	12.76	14.17	15.50	17.30	19.86	14.62	20.24
			32,781	26,541	29,203	31,533	35,984	41,309	33,051	26,541	29,474	32,240	35,984	41,309	30,410	42,099
			Pay Grade			Min	Mid	Max								
RECOMMENDED PAY GRADE AND RANGE			8			12.43	15.53	18.64								
						25,854	32,302	38,771								
Administration																
46																
2017 San Antonio Not-for-Profit Wage and Benefit Survey																

2017 San Antonio Not-for-Profit Wage and Benefit Survey Order Form

Please e-mail, fax, or mail this form to:



Werling Associates, Inc.
11845 IH-10 West, Suite 407
San Antonio, TX 78230
Phone: (210) 697-8232
Fax: (210) 697-8892
christy@werling.com

**Your organization will be invoiced at the appropriate rate, plus sales tax.
Please include your Texas Sales Tax Exemption Certificate.**

Name:	
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Organization:	
Address:	
City State & Zip:	
Phone Number:	
E-mail Address:	

Tax Exempt: Yes No Tax Exempt ID #: _____
Please include a copy of your tax exemption certificate with your order form.

Check the appropriate box when ordering the survey. Surveys are subject to 8.25% sales tax.
Please make checks payable to Werling Associates, Inc. TIN 74-2833524.

DELIVERY

Please select your preferred method of delivery:

Email - \$120

Print, Mail - \$140

PAYMENT METHOD

Enclosed is a check for \$_____

Please bill me in the amount of \$_____