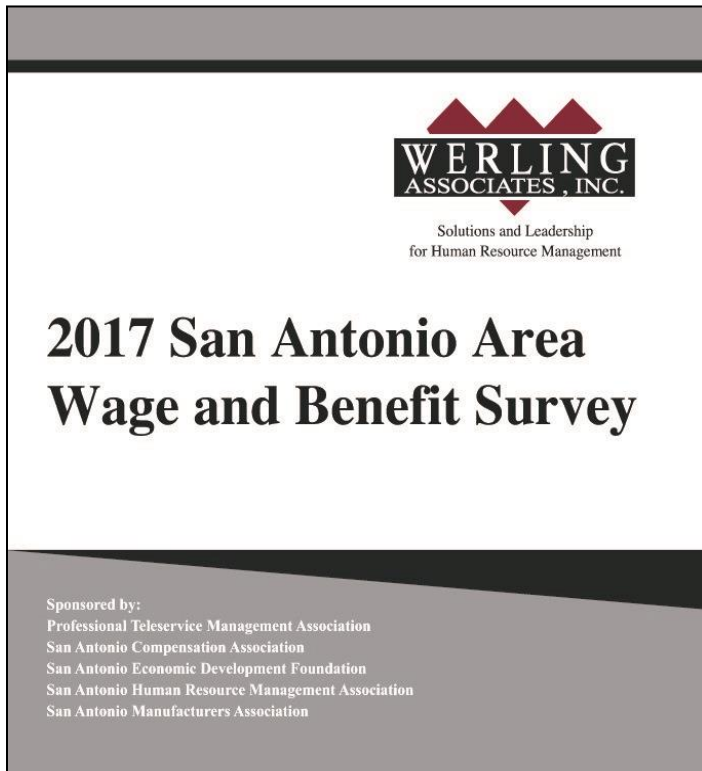


# 2017 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 22<sup>nd</sup> Annual San Antonio Area Wage and Benefit Survey. The 2017 San Antonio Area Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the San Antonio area business community. Please take a moment to review this brochure outlining highlights from the survey. To purchase the survey, complete the attached order form and mail, fax or e-mail to Werling Associates, Inc. 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 survey sponsors: the Professional Teleservice Management Association, San Antonio Compensation Association, San Antonio Economic Development Foundation, San Antonio Human Resource Management Association, and San Antonio Manufacturers Association.

### TIMING OF SURVEY

Wage data is reported as of January 1, 2017 and published on April 18, 2017.

### EMPLOYERS SURVEYED

The 2017 San Antonio Area Wage and Benefit Survey provides comprehensive information on 226 general industry positions, 57 healthcare positions, and 8 manufacturing positions from 81 organizations in the San Antonio area.

### 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, 10<sup>th</sup> percentile, 25<sup>th</sup> percentile, median, 75<sup>th</sup> percentile, and 90<sup>th</sup> percentile. In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. All individual participants' data is kept confidential.

### METHOD OF DATA COLLECTION AND ANALYSIS

The survey data was gathered from questionnaires submitted by traditional or electronic mail. Participants were asked to report data where at least 80% of the duties described are 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

Baker Engineering & Risk Consultants, Inc.  
Bexar Appraisal District  
Bexar County  
Big Brothers Big Sisters of South Texas, Inc.  
BioBridge Global  
Brundage Management  
Business Financial Group, LLC  
CCC Group  
Christian Senior Services  
Chromalloy  
City of Converse  
City of Fair Oaks Ranch  
City of San Antonio  
Clarity Child Guidance Center  
Coilplus Texas Division of Coilplus, Inc.  
Comal County  
Commercial Kitchen Parts & Service  
CommuniCare Health Centers  
Communities In Schools of San Antonio  
Conceptual Mindworks, Inc.  
Cox Manufacturing Company  
CPS Energy  
Cullen/Frost Bankers, Inc.  
Detex Corporation  
Education Service Center - Region 20  
Edwards Aquifer Authority  
Family Service Association of San Antonio  
FBD Partnership, LP  
Goodwill Industries of San Antonio  
Guadalupe Regional Medical Center  
HCA / Methodist Healthcare System  
Health Texas Medical Group  
HEP Services, LLC  
Hope Hospice  
Hyatt Regency San Antonio  
Johnson Controls  
Kiolbassa Provision Company  
Labatt Food Service  
Lancer Corporation  
Liberto Management/ Ricos Products Co., Inc.  
Lucifer Lighting Company  
Martin Marietta Materials  
McNay Art Museum  
Mission Pharmacal  
Morningside Ministries  
Neopod Systems  
New Braunfels Utilities  
NuStar Energy  
Oblate Missions  
O'Reilly Auto Parts, Inc.  
Our Lady of the Lake University  
Pedernales Electric Cooperative  
Peripheral Vascular Associates, P.A.  
Peterson Health  
San Antonio AIDS Foundation  
San Antonio Federal Credit Union  
San Antonio Food Bank  
San Antonio River Authority  
San Antonio Water System  
San Antonio Wings  
SeeKing HR  
Southwest Research Institute  
St. Mary's University  
SWBC  
Tenet Health  
Texas Biomedical Research Institute  
Texas Lutheran University  
Texas MedClinic  
Texas State University  
The San Antonio Orthopaedic Group  
The Witte Museum  
Ultrafryer Systems  
University Health System  
University of Texas at San Antonio  
UT Health Science Center at San Antonio  
Uvalde Memorial Hospital  
Valero Energy Corporation  
Vulcan Materials Company  
Werling Associates, Inc.  
Zachry  
Zachry Construction Corporation

## SECTIONS AND NUMBER OF JOBS REPORTED

<p><b>General Industry</b></p> <ul style="list-style-type: none"> <li>Accounting/Financial (36)</li> <li>Administration (28)</li> <li>Call Center (7)</li> <li>Engineering/Research &amp; Development (12)</li> <li>Executive Management (7)</li> <li>General Services (23)</li> <li>Human Resources (23)</li> <li>Information Systems (29)</li> <li>Legal (2)</li> <li>Maintenance/Construction (17)</li> <li>Marketing/Sales (21)</li> <li>Retail Management (1)</li> <li>Transportation/Warehouse (20)</li> </ul>	<p><b>Healthcare Industry</b></p> <ul style="list-style-type: none"> <li>Clinical Support (6)</li> <li>Clinics (2)</li> <li>Laboratory (5)</li> <li>Management/Directors (9)</li> <li>Nursing (10)</li> <li>Office Occupations - Clerical &amp; Professional (5)</li> <li>Pharmacy (3)</li> <li>Psychiatric/Social Services (2)</li> <li>Radiology (5)</li> <li>Rehabilitation (6)</li> <li>Respiratory Care (1)</li> <li>Surgical (3)</li> </ul> <p><b>Manufacturing Industry</b></p> <ul style="list-style-type: none"> <li>Manufacturing (8)</li> </ul>
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**To see a full list of positions surveyed visit our website at [www.werling.com](http://www.werling.com)**

## SAMPLE SURVEY PAGE

<b>Job # :</b> 0100	<b>Job Title:</b> Administrative Assistant															
<b>Job Description:</b>	Provides administrative support for mid-level managers to include scheduling, tracking, and reporting information. Also provides clerical support to include typing, answering calls, and opening mail.															
	<b>Status:</b> Nonexempt															
	<b>Education:</b> High School Diploma															
	<b>Experience:</b> 2-4 years															
	<b>Hourly Base Wage</b>								<b>Hourly Total Cash Compensation</b>							
	No. of Orgs	No. of Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile		
<b>All Firms</b>	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		
<b>Industry Type</b>																
Banking and Financial																
Manufacturing	5	25	21.47	12.50	16.22	19.31	26.77	35.95	21.62	13.13	16.46	19.31	26.77	35.95		
Healthcare	10	122	16.72	13.62	14.88	16.47	18.46	20.15	16.73	13.63	14.96	16.47	18.50	20.24		
Other	38	659	17.34	13.46	15.23	16.81	19.09	21.76	17.38	13.46	15.23	16.81	19.21	21.87		
<b>Status</b>																
Profit	22	285	20.02	14.92	16.63	19.19	22.60	26.43	20.12	15.02	16.72	19.24	23.11	26.43		
Not-for-Profit	24	205	17.52	13.45	14.82	16.46	19.17	24.25	17.55	13.50	14.86	16.58	19.17	24.25		
Government	11	441	16.75	13.09	15.23	16.79	18.40	20.25	16.76	13.09	15.23	16.79	18.40	20.25		
<b>Annual Revenue</b>																
<10 Million	6	10	14.91		11.48	15.15	17.51		15.07		11.53	15.17	17.61			
10 - 50 Million	15	48	16.25	12.74	13.93	15.48	17.56	20.02	16.37	12.74	14.19	15.50	17.62	20.43		
50 - 250 Million	16	140	17.61	13.70	14.75	16.51	18.65	21.95	17.72	13.82	14.75	16.51	18.81	22.91		
250 - 500 Million	5	31	19.75	15.23	17.68	19.47	21.50	24.50	19.99	15.98	17.68	19.47	22.00	24.60		
> 500 Million	14	698	18.09	13.86	15.39	17.63	20.24	23.73	18.10	13.87	15.39	17.63	20.25	23.76		
<b>Organizational Size</b>																
1 - 99 employees	9	15	15.31		12.00	15.60	16.72		16.22		12.00	15.93	19.28			
100 - 249 employees	9	24	18.44	14.66	15.69	17.65	19.93	24.71	18.85	14.72	16.37	17.81	20.43	25.81		
250 - 499 employees	11	67	15.40	12.74	13.53	15.20	16.28	19.19	15.50	12.74	13.76	15.27	16.46	19.32		
500 - 999 employees	12	117	19.03	14.20	15.23	17.47	21.47	27.50	19.04	14.20	15.23	17.47	21.47	27.50		
1,000 or more	16	708	18.01	13.87	15.39	17.63	20.00	23.07	18.02	13.89	15.40	17.63	20.02	23.11		
Administration									60							
2017 San Antonio Area Wage and Benefit Survey																

# 2017 San Antonio Area Wage and Benefit Survey Order Form



**Please return 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

22nd Annual Survey

**ORDER**

Please send me a copy of the following 2017 San Antonio Area Wage and Benefit Survey reports.

**General**

Plus one industry:

**Healthcare**

**Manufacturing**

-OR-

Please only send me wage information on the following jobs (includes the benefit report). Please indicate survey job title (or call for additional information).

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**SURVEY PARTICIPANT COST**

**General Survey, one industry**

Email \$435

Print and CD \$495

Print and Email \$495

**Individual positions only** \$35 plus \$20 per job

**SURVEY NON-PARTICIPANT COST**

**General Survey, one industry**

Email \$795

Print and CD \$855

Print and Email \$855

**Individual positions only** \$50 plus \$25 per job

**All surveys subject to 8.25% sales tax and  
\$10 shipping & handling**

**PAYMENT METHOD**

**Enclosed is a check for** \$ \_\_\_\_\_

**Please bill me in the amount of** \$ \_\_\_\_\_

Please make check payable to:  
Werling Associates, Inc.  
TIN 74-2833524

<hr/> <p>Contact Name</p>	<hr/> <p>Street Address</p>
<hr/> <p>Job Title</p>	<hr/> <p>City, State Zip Code</p>
<hr/> <p>Company Name</p>	<hr/> <p>Phone Number</p>
<hr/> <p>E-mail address</p>	<hr/> <p>Fax Number</p>

Please contact Werling Associates, Inc. at (210) 697-8232 if you have any questions concerning the survey or any other human resource management issue.