

2018 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

Participation & Purchasing Information

New in 2018

Municipality/Public Works survey section.

In addition, the following 22 positions were added:

Chief Medical Officer	Manufacturing Technician
Community Development Director	Marketing Assistant
Delivery Helper	Plant Helper/Laborer
Detective	Plant Operator
Engineering Director	Radiology Assistant
Finisher	Research Engineer
Forklift Operator (Manuf.)	Tool Crib Specialist
Industrial Painter	Utility Engineer
Library Assistant/Aide	Utilization Review (LVN)
Library Director	Utilization Review (RN)
Logistics Director	Welding Supervisor

2018 Survey Includes

Base Pay and Total Cash Compensation

Benefit Information

Pay System Design and FLSA Information

Visit Our Website at www.werling.com for

Complete listing of jobs to be surveyed in 2018

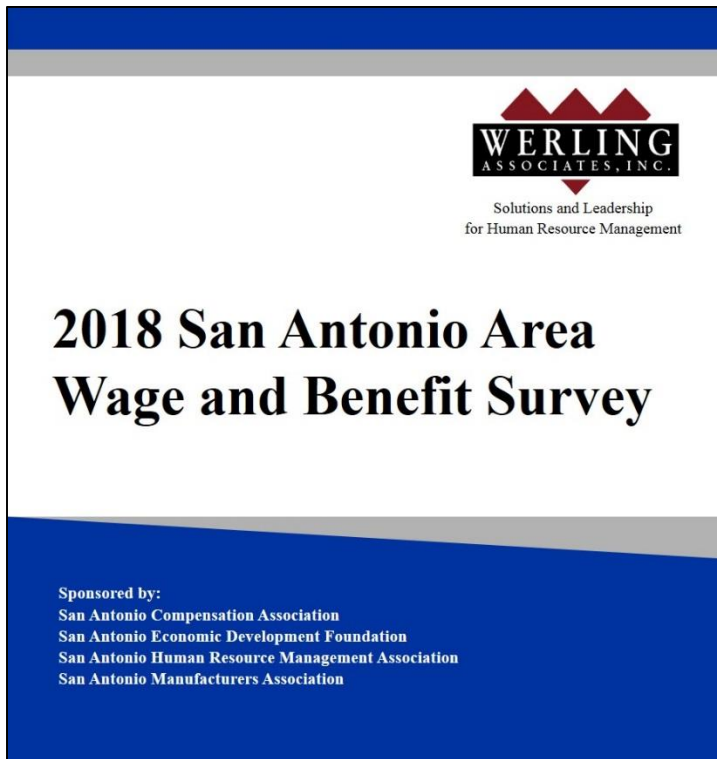
Information to participate in the 2018 survey

Important Dates

January 5th Questionnaires available at werling.com

February 16th Participation deadline

April 17th Final report published



The image shows the cover of a brochure for the 2018 San Antonio Area Wage and Benefit Survey. At the top center is the Werling Associates, Inc. logo, which consists of three red triangles above the text 'WERLING ASSOCIATES, INC.' and the tagline 'Solutions and Leadership for Human Resource Management'. Below the logo, the title '2018 San Antonio Area Wage and Benefit Survey' is written in a large, bold, black serif font. At the bottom left, there is a blue box containing the text 'Sponsored by:' followed by four organization names: San Antonio Compensation Association, San Antonio Economic Development Foundation, San Antonio Human Resource Management Association, and San Antonio Manufacturers Association.

All organizations must pay competitive wages in the market place if they intend to attract and retain qualified employees. The wage survey is still the most effective way to determine wage levels. Since 1995, Werling Associates, Inc. has conducted the most comprehensive wage and benefit surveys available in San Antonio. Last year's survey provided comprehensive wage data for 291 jobs from 81 organizations in the San Antonio area.

We are inviting you to participate in this year's San Antonio Area Wage and Benefit Survey. The survey reports job-specific compensation data, thus providing organizations the ability to make reliable and equitable financial decisions regarding wages and benefits.

How to Participate

The survey questionnaire is now available online at www.werling.com. Simply select *Surveys, San Antonio Survey*, and then *Questionnaire*. The survey questionnaire is an Excel file that can easily be downloaded. Participation in the survey does not create an obligation to purchase.

Purchasing Information

Participate by **Friday, February 16, 2018** to be included in the 2018 San Antonio Area Wage and Benefit Survey. All participants receive a discount from the non-participant cost. To purchase the survey without participating, please visit werling.com and select *Surveys, San Antonio Survey*, and then *Order Form*, or complete the order form on the last page of this brochure. The survey will be published on April 17, 2018 and presented at the San Antonio Compensation Association's monthly meeting.



Please visit our website for additional information
and to download the questionnaire:
www.werling.com

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 SURVEYED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (7) Accounting/Financial (36) Administration (32) Banking (5) Call Center (12) Engineering/Research & Development (15) General Services (23) Human Resources (23) Information Systems (33) Legal (2) Maintenance/Construction (23) Marketing/Sales (25) Retail Management (3) Transportation/Warehouse (26) <p>Healthcare Industry</p> <ul style="list-style-type: none"> Cardiology (4) Clinical Support (12) Clinics (5) Laboratory (6) 	<ul style="list-style-type: none"> Management/Directors (20) Nursing (17) Office Occupations - Clerical & Professional (9) Pharmacy (3) Psychiatric/Social Services (4) Radiology (9) Rehabilitation (6) Respiratory Care (2) Surgical (4) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (48) <p>Municipality/Public Works</p> <ul style="list-style-type: none"> City Administration (6) General Administration (8) Economic Development (2) Facilities (13) Fire Department (11) Police Department (14) Public Works (16)
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To see a full list of positions visit our website at www.werling.com

SAMPLE SURVEY PAGE

Job # : 0100	Job Title: Administrative Assistant														
Job Description:	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.														
	Status: Nonexempt														
	Education: High School Diploma														
	Experience: 2-4 years														
	Hourly Base Wage								Hourly Total Cash Compensation						
	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	
All Firms	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	
Industry Type															
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	
Status															
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	
Annual Revenue															
<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	
Organizational Size															
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						

2018 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
 christy@werling.com

23rd Annual Survey

ORDER

Please send me a copy of the following *2018 San Antonio Area Wage and Benefit Survey* reports.

General

Plus one industry:

Healthcare

Manufacturing

Municipality/Public Works

-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).

SURVEY PARTICIPANT COST

General Survey, one industry

Email \$450

Print and CD \$525

Print and Email \$525

Individual positions only \$50 plus \$20 per job

SURVEY NON-PARTICIPANT COST

General Survey, one industry

Email \$825

Print and CD \$875

Print and Email \$875

Individual positions only \$60 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

Contact Name

Street Address

Job Title

City, State Zip Code

Company Name

Phone Number

E-mail address

Fax Number

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