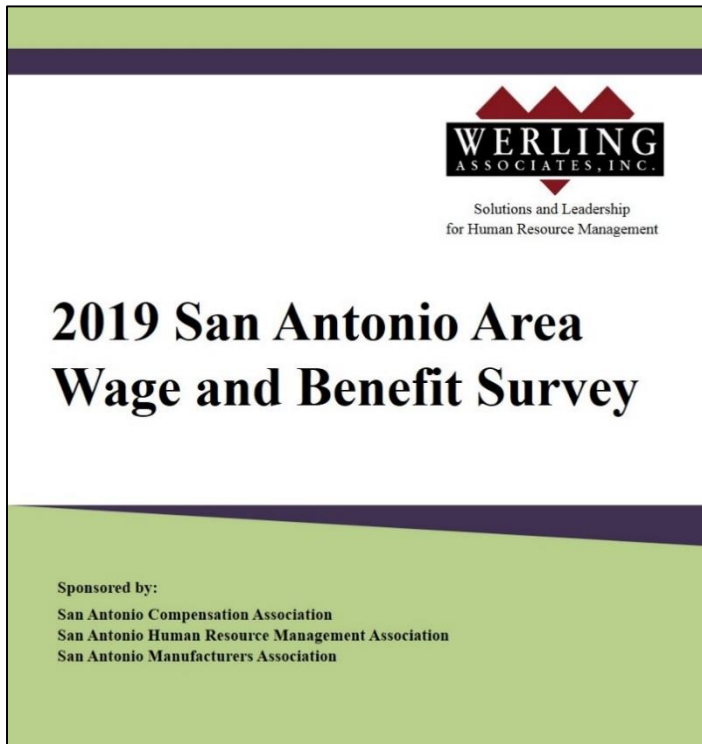


2019 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

Participation & Purchasing Information



New in 2019

The following 13 positions are new in 2019:

Clinical Informatics Associate (LVN)	Patient Care Technician
Clinical Informatics Specialist (RN)	Payroll Coordinator
Data Analyst	Production Worker Lead
Dentist	Sales Assistant
Endoscopy Technician	Sales Rep. High Commission
Mental Health/Psychiatric Counselor	Sales Rep. Technical Engineering
Parking Attendant	

2019 Survey Includes

Base Pay and Total Cash Compensation
Benefits Information
Pay System Design and FLSA Information

Visit Our Website at www.werling.com

Complete listing of jobs to be surveyed in 2019
Information to participate in the 2019 survey

Important Dates

January 7 th	Questionnaires available at werling.com
February 15 th	Participation deadline
April 16 th	Final report published

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 343 jobs from 90 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 15, 2019** to be included in the 2019 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 16, 2019 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

2018 SURVEY PARTICIPANTS

Ace Mart Restaurant Supply
Baker Engineering & Risk Consultants, Inc.
Bexar Appraisal District
Bexar County
Big Brothers Big Sisters of South Texas, Inc.
BioBridge Global
Blue Skies of Texas
Brighton Center
Brundage Management Company, Inc.
Business Financial Group
Christian Senior Services
Chromalloy
City of Alamo Heights
City of Balcones Heights
City of Castroville
City of Converse
City of Fair Oaks Ranch
City of Hondo
City of Leon Valley
City of Live Oak
City of Pearsall
City of San Antonio
City of San Marcos
City of Schertz
City of Selma
City of Shavano Park
Clarity Child Guidance Center
Comal County
Comet Signs LLC
Commercial Kitchen Parts & Service
CommuniCare Health Centers
Connally Memorial Medical Center
Cox Manufacturing
CPS Energy
Credit Human Federal Credit Union
Detex Corporation
DOCUmentation, Inc.
Education Service Center, Region 20
Edwards Aquifer Authority
Family Service Association of San Antonio, Inc.
FBD Partnership, LP
Goodwill Industries of San Antonio
Guadalupe Regional Medical Center
HCA / Methodist Healthcare System
Hill Country Memorial Hospital
HOLT CAT
Hope Hospice
Johnson Controls
Kiolbassa Provision Company
Labatt Food Service
Lancer Corporation
Martin Marietta
McNay Art Museum
Methodist Healthcare Ministries of South Texas Inc.
Mission Pharmacal
NuStar Energy L.P.
Oblate Missions
O'Reilly Auto Parts, Inc.
Our Lady of the Lake University
Peterson Health
Rackspace
San Antonio Museum of Art
San Antonio River Authority
SAWS
SeeKing HR
Southwest Research Institute
St. Mary's University
Sterling BV
SWBC
Takata
Tenet Healthcare
Texas Air Products
Texas Biomedical Research Institute
Texas Lutheran University
Texas MedClinic
Texas State University
Texas Utility Engineering, Inc.
The Nature's Bounty Co.
TSAOG Orthopaedics (SMMG)
United Allergy Services
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.
Witte Museum
Zachry Group
Undisclosed Participant

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 (10) Engineering/Research & Development (15) General Services (24) Human Resources (23) Information Systems (34) Legal (2) Maintenance/Construction (22) Marketing/Sales (28) Retail Management (3) Transportation/Warehouse (26) <p>Healthcare Industry</p> <ul style="list-style-type: none"> Cardiology (4) Clinical Support (12) Clinics (6) Laboratory (6) 	<ul style="list-style-type: none"> Management/Directors (20) Nursing (21) Office Occupations - Clerical & Professional (9) Pharmacy (3) Psychiatric/Social Services (5) Radiology (9) Rehabilitation (6) Respiratory Care (2) Surgical (4) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (47) <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/Certification: 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		55	918	18.18	14.15	16.00	17.83	19.93	22.50	18.23	14.27	16.00	17.83	20.04	22.50
Industry Type															
Municipality/Public Works		6	136	17.60	16.16	16.16	17.28	18.55	18.84	17.60	16.16	16.16	17.28	18.55	18.84
Manufacturing		5	18	17.80		14.50	17.53	19.67		18.38		15.21	18.41	19.98	
Healthcare		13	209	19.14	15.07	16.15	18.46	21.64	25.24	19.14	15.07	16.15	18.46	21.64	25.24
Other		31	555	17.97	13.46	15.52	17.74	19.99	22.54	18.04	13.46	15.53	17.74	20.14	22.87
Status															
Profit		17	132	18.91	15.17	16.58	18.01	20.09	23.56	19.12	15.36	16.58	18.07	20.22	24.32
Not-for-Profit		24	331	19.14	14.87	15.86	18.54	21.75	24.98	19.16	14.88	15.97	18.54	21.75	24.98
Government		14	455	17.27	13.30	15.73	17.17	18.79	21.13	17.30	13.30	15.73	17.18	18.82	21.15
Annual Revenue															
<10 Million		5	23	19.00	14.75	16.54	19.38	21.41	22.04	19.51	14.75	17.60	19.71	22.41	23.08
10 - 50 Million		15	77	18.25	14.71	15.70	17.76	19.41	21.66	18.34	14.82	15.75	17.77	19.41	21.85
50 - 250 Million		20	123	17.34	13.90	15.09	16.48	19.12	21.63	17.45	14.14	15.34	16.48	19.43	21.63
250 - 500 Million															
> 500 Million		12	543	18.83	15.14	16.16	18.53	20.93	23.52	18.86	15.17	16.16	18.53	20.95	23.54
Organizational Size															
1 - 99 employees		7	9	16.92		15.25	18.00	18.20		17.42		16.71	18.00	18.39	
100 - 249 employees		8	27	18.67	14.25	15.91	18.19	19.80	24.69	18.75	14.25	15.91	18.19	19.80	25.04
250 - 499 employees		16	109	17.50	14.00	15.89	17.28	19.09	20.51	17.60	14.14	15.89	17.28	19.25	20.60
500 - 999 employees		8	108	17.90	14.75	15.49	17.04	19.25	22.46	17.92	14.75	15.49	17.04	19.25	22.46
1,000 or more		16	665	18.33	14.03	16.16	18.10	20.31	22.50	18.37	14.03	16.16	18.10	20.44	22.87
Administration				61				2018 San Antonio Area Wage and Benefit Survey							

2019 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

24th Annual Survey

ORDER

Please send me a copy of the following *2019 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

PDF \$450

Excel \$450

Print \$525

Print and Email (Excel) \$550

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

SURVEY NON-PARTICIPANT COST

General Survey, one industry

Email

PDF \$825

Excel \$825

Print \$875

Print and Email (Excel) \$900

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

Job Title

Company Name

E-mail address

Street Address

City, State Zip Code

Phone Number

Fax Number

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