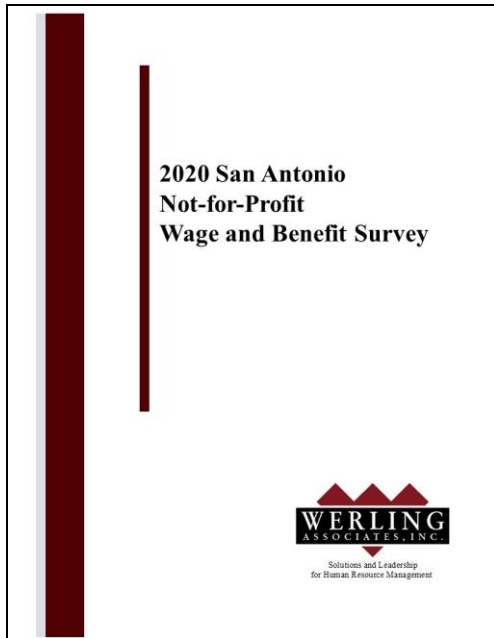


2020 San Antonio Not-for-Profit Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the **2020 San Antonio Not-for-Profit Wage and Benefit Survey**. Please take a moment to review this brochure outlining highlights from the survey. The 2020 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 send to Werling Associates, Inc. Please contact us if you need additional information.

2020 SURVEY INCLUDES

Base Pay and Total Cash Compensation
Benefits Information
Section Addressing Agencies COVID-19 Responses
Pay System Design and FLSA Information

TIMING OF SURVEY

Wage data was reported as of July 1, 2020. The survey was published on October 8, 2020.

AGENCIES SURVEYED

The 2020 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information on 76 staff and 15 executive jobs in the San Antonio area. A total of 65 agencies participated in this year's survey.

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 AND ANALYSIS

The survey data was gathered from questionnaires submitted by e-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. Organizations should be especially careful given the current business environment due to COVID-19.

2020 SURVEY PARTICIPANTS

Alamo Area Rape Crisis Center
Animal Defense League of Texas
Any Baby Can of San Antonio
AVANCE-San Antonio, Inc.
Big Brothers Big Sisters of South Texas
Boys & Girls Clubs of San Antonio
Boysville, Inc.
Brighton Center
Catholic Charities, Archdiocese of San Antonio, Inc.
Children's Association for Maximum Potential
Children's Bereavement Center of South Texas
Chosen Care
Communities In Schools of San Antonio
Community Council of South Central Texas, Inc.
Connections Individual and Family Services
Converse Animal Shelter, Inc.
Crosspoint, Inc.
Dietert Center
Endeavors
EPIcenter
Family Service Association of San Antonio, Inc.
Fiesta San Antonio Commission
Fisher House, Inc.
Girl Scouts of Southwest Texas
Good Samaritan Community Services
Greater Randolph Area Services Program, Inc.
Hallmark University
Haven For Hope of Bexar County
Hill Country CASA
Jewish Family Service of San Antonio, Texas, Inc.
Kendall County Women's Shelter
Lifetime Recovery
Madonna Neighborhood Center, Inc.
McKenna Foundation
McNay Art Museum
Meals on Wheels San Antonio
Merced Housing Texas
Methodist Healthcare Ministries
Mission Road Ministries
Oblate Missions
Pay It Forward, Clean & Sober Living
Project QUEST, Inc.
Providence Place
Respite Care of San Antonio, Inc.
Roy Maas Youth Alternatives
SAMMinistries
San Antonio Council on Alcohol and Drug Awareness
San Antonio Food Bank
San Antonio Humane Society
San Antonio Museum of Art
San Antonio Youth for Christ
Seton Home
SJRC Texas
Society of St. Vincent de Paul, Southwest Texas
St. PJ's Children's Home
Texas Diaper Bank
The ARC of San Antonio, Inc.
The Children's Shelter
The San Antonio Lighthouse for the Blind
United Way of San Antonio & Bexar County
Vet TRIIP, Inc.
Wildlife Rescue & Rehabilitation, Inc.
Witte Museum
YMCA of Greater San Antonio
YWCA San Antonio

SECTIONS AND NUMBER OF JOBS REPORTED

Executive (15)
Accounting/Financial (8)
Administration (11)
Agency (21)
Counseling (5)
General Services/Maintenance (11)
Information Systems (3)
Marketing and Public Relations (7)
Medical Professionals (3)
Multi-Skilled Positions (7)

**To see a full list of positions surveyed, visit our website.
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, 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													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
All Organizations	26	60	16.67	13.25	14.50	16.54	19.07	20.35	17.13	13.25	14.50	16.54	20.03	23.26	14.21	21.19
			34,674	27,560	30,160	34,403	39,666	42,328	35,630	27,560	30,160	34,403	41,662	48,381	29,557	44,075
2020 San Antonio Survey Data	52	692	18.28	14.22	15.72	17.41	19.60	23.19	18.33	14.30	15.76	17.41	19.77	23.33		
			38,022	29,578	32,698	36,213	40,768	48,235	38,126	29,744	32,781	36,213	41,122	48,526		
Percent Difference Above/Below San Antonio Survey			-9.6%	-7.3%	-8.4%	-5.3%	-2.8%	-14.0%	-7.0%	-7.9%	-8.7%	-5.3%	1.3%	-0.3%		
Budget Revenue																
\$0 to \$500,000																
\$500,001 to \$1,000,000																
\$1,000,001 to \$3,000,000																
\$3,000,001 to \$10,000,000																
	13	23	16.65	12.49	14.42	16.59	17.83	22.00	16.83	12.49	14.42	16.59	17.83	23.57	14.98	18.77
			34,632	25,958	29,994	34,507	37,086	45,760	35,006	25,958	29,994	34,507	37,086	49,026	31,158	39,042
More than \$10,000,000	10	33	17.00	13.84	14.50	17.52	19.86	20.34	17.70	13.84	14.50	17.52	21.10	23.26	13.67	22.85
			35,360	28,787	30,160	36,442	41,309	42,307	36,816	28,787	30,160	36,442	43,888	48,381	28,434	47,528
Budget revenue and annual additional cash compensation categories are not reported when less than 5 organizations provided data.																
			Pay Grade			Min			Mid			Max				
RECOMMENDED PAY GRADE AND RANGE			9			13.42			16.77			20.13				
						27,914			34,882			41,870				
<hr/>																
ADMINISTRATION					44					2020 San Antonio Not-for-Profit Wage and Benefit Survey						

2020 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
www.werling.com

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

Name:	
Title:	
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.

Survey Non-Participant Cost

- Email - \$250
- Print, Mail - \$300

Survey Participant Cost

- Email - \$125
- Print, Mail - \$150

Payment Method

- Enclosed is a check for \$_____
- Please bill me in the amount of \$_____