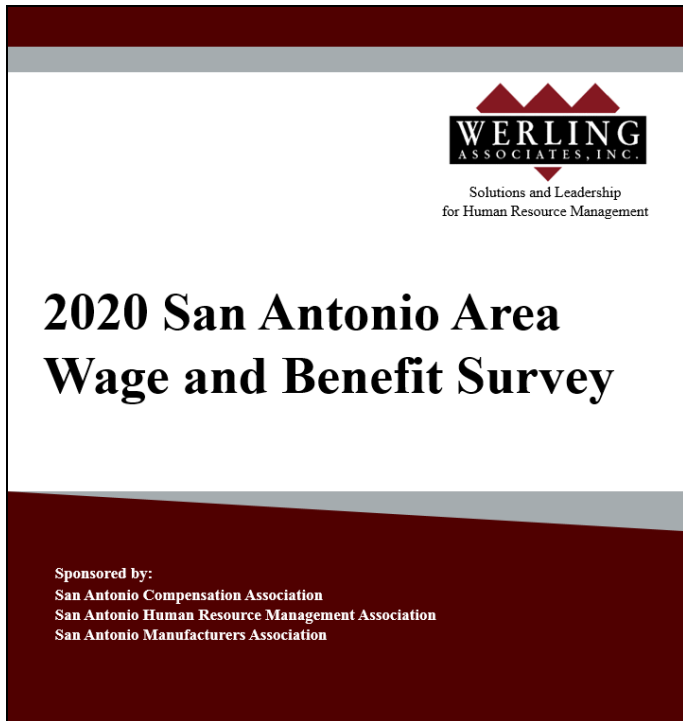


2020 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 25th Annual San Antonio Area Wage and Benefit Survey. The 2020 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 San Antonio Compensation Association, San Antonio Human Resource Management Association, and San Antonio Manufacturers Association.

TIMING OF SURVEY

Wage data is reported as of January 1, 2020 and published on May 5, 2020.

EMPLOYERS SURVEYED

The 2020 San Antonio Area Wage and Benefit Survey provides comprehensive information on 218 general industry positions, 57 healthcare positions, 38 municipality/public works positions, and 4 manufacturing positions from 78 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, 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. All individual participants' data is kept confidential.

METHOD OF DATA COLLECTION AND ANALYSIS

The survey data was gathered from questionnaires submitted by 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.

2020 SURVEY PARTICIPANTS

Ace Mart Restaurant Supply
Alamo District Colleges
Bexar Appraisal District
Bexar County
BioBridge Global
Brighton Center
Brundage Management
Business Financial Group
Cal-Tex Protective Coatings, Inc.
CCC Group
Christus Health System - Santa Rosa
City of Alamo Heights
City of Cibolo
City of Converse
City of Fair Oaks Ranch
City of Helotes
City of Leon Valley
City of New Braunfels
City of San Antonio
City of San Marcos
City of Selma
City of Shavano Park
City of Universal City
City of Windcrest
Clarios
Clarity Child Guidance Center
Comal County
Comet Signs LLC
Commercial Kitchen Parts & Service
CommuniCare Health Centers
Connally Memorial Medical Center
Cox Manufacturing
CPS Energy
Detex Corporation
DOCUmation
Dykema Gossett PLLC
Education Service Center, Region 20
Edwards Aquifer Authority
Family Service Association
Gonzaba Medical Group
Goodwill Industries San Antonio
Guadalupe Regional Medical Center
HCA Healthcare
Health Texas Medical Group
Holt CAT
IDEA Public Schools
JSR, Inc.
Kiolbassa Provision Company
La Hacienda Treatment Center
Labatt Food Service
Liberto Management
Lucifer Lighting Company
Meals on Wheels San Antonio
Methodist Healthcare Ministries
Neopod Systems
New Braunfels Pediatrics
NuStar Energy L.P.
Oblate Service Corporation
O'Reilly Auto Parts, Inc.
Our Lady of the Lake University
Peterson Health
Rackspace
San Antonio River Authority
San Antonio Water System
SeeKing HR
St. Mary's University
SWBC
Tenet Healthcare
Texas Biomedical Research Institute
Texas MedClinic
Texas State University
The Children's Shelter
Trinity University
Uvalde Memorial Hospital
Valero Energy Corporation
Werling Associates, Inc.
Witte Museum
Zachry Construction Corporation

SECTIONS AND NUMBER OF JOBS REPORTED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (8) Accounting/Financial (34) Administration (29) Call Center (6) Engineering/Research & Development (10) General Services (18) Human Resources (22) Information Systems (30) Legal (1) Maintenance/Construction (20) Marketing/Sales (20) Retail Management (1) Transportation/Warehouse (19) <p>Municipality</p> <ul style="list-style-type: none"> Municipality (39) 	<p>Healthcare</p> <ul style="list-style-type: none"> Clinical Support (7) Clinics (1) Laboratory (4) Management/Directors (10) Nursing (10) Office Occupations - Clerical & Professional (6) Pharmacy (2) Psychiatric/Social Services (2) Radiology (7) Rehabilitation (5) Respiratory Care (1) Surgical (2) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (4)
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To see a full list of positions surveyed 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	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	
Industry Type															
Municipality/Public Works	13	151	19.25	16.74	17.41	18.48	19.60	23.38	19.25	16.74	17.41	18.48	19.60	23.38	
Manufacturing															
Healthcare	12	58	17.86	15.09	16.93	17.52	19.13	21.47	17.87	15.11	16.93	17.52	19.13	21.47	
Other	24	462	17.85	13.46	15.00	16.92	19.48	23.19	17.92	13.46	15.02	16.99	19.52	23.50	
Status															
Profit	15	98	21.32	15.09	17.05	19.13	25.13	30.06	21.42	15.11	17.05	19.33	25.63	30.06	
Not-for-Profit	18	235	16.92	12.87	15.00	16.26	18.59	21.12	17.03	12.88	15.00	16.36	18.64	21.37	
Government	19	359	18.33	14.84	16.64	17.74	19.60	22.65	18.34	14.84	16.64	17.74	19.60	22.65	
Annual Revenue															
<10 Million															
10 - 50 Million	15	94	18.91	15.11	16.43	18.20	20.50	23.11	19.18	15.21	16.54	18.45	20.61	23.95	
50 - 250 Million	18	179	19.49	14.29	15.81	17.75	22.59	28.17	19.54	14.29	15.81	17.75	22.59	28.53	
250 - 500 Million	7	76	17.15	12.50	12.69	15.00	20.85	24.75	17.15	12.50	12.69	15.00	20.85	24.75	
> 500 Million	9	339	17.71	14.42	16.33	17.41	19.21	20.65	17.72	14.42	16.33	17.41	19.21	20.65	
Organizational Size															
1 - 99 employees	7	13	20.17	16.83			18.10	24.58	20.66			16.83	19.06	25.47	
100 - 249 employees	11	29	19.17	13.63	17.34	18.83	20.83	25.00	20.14	15.56	17.75	19.27	21.55	25.03	
250 - 499 employees	11	27	17.50	13.23	15.00	15.88	20.53	24.50	17.53	13.23	15.00	15.88	20.53	24.50	
500 - 999 employees	12	246	19.47	14.88	16.07	17.97	22.21	27.97	19.47	14.88	16.07	17.97	22.21	27.97	
1,000 or more	11	377	17.42	13.46	15.45	17.41	19.38	20.68	17.42	13.46	15.45	17.41	19.39	20.68	
Administration									59						
2020 San Antonio Area Wage and Benefit Survey															

2020 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

25th Annual Survey

ORDER

Please send me a copy of the following 2020 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 are subject to 8.25% sales tax and an additional \$15 Shipping & Handling on all prints

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.