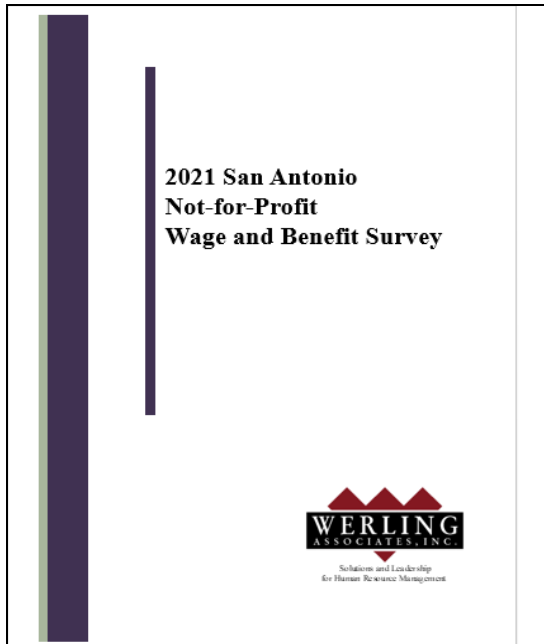


2021 San Antonio Not-for-Profit Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the **2021 San Antonio Not-for-Profit Wage and Benefit Survey**. Please take a moment to review this brochure outlining highlights from the survey. The 2021 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.

2021 SURVEY INCLUDES

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

TIMING OF SURVEY

Wage data was reported as of May 1, 2021. The survey was published on July 22, 2021.

AGENCIES SURVEYED

The 2021 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information on 82 staff and 16 executive jobs in the San Antonio area. A total of 68 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.

2021 SURVEY PARTICIPANTS

Alpha Home, Inc.
Animal Defense League of Texas
Any Baby Can
AVANCE - San Antonio, Inc.
Boys & Girls Clubs of San Antonio
Boysville, Inc.
Brighton Center
Bulverde Spring Branch Activity Center
Catholic Charities, Archdiocese of San Antonio, Inc.
Child Advocates San Antonio
Children's Association for Maximum Potential
Children's Bereavement Center of South Texas
Children's Chorus of San Antonio
Chosen Care, Inc.
CommuniCare Health Centers
Communities In Schools of San Antonio
Community Council of South Central Texas, Inc.
Connections Individual and Family Services
Crosspoint, Inc.
Daedalians
Dietert Center
Down Syndrome Association of South Texas
Endeavors
EPIcenter
Family Service Association of San Antonio, Inc.
Fisher House, Inc.
Good Samaritan Community Services
Greater Randolph Area Services Program, Inc.
Hallmark University
Haven For Hope of Bexar County
Hemisfair Conservancy
Hill Country CASA
Jewish Family Service of San Antonio Texas, Inc.
KLRN
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 Service Corporation
Project MEND
Project QUEST, Inc.
Providence Place
Respite Care of San Antonio, Inc.
Roy Maas Youth Alternatives
SA Youth
SAMMinistries
San Antonio Christian Dental Clinic
San Antonio Council on Alcohol and Drug Awareness
San Antonio Education Partnership
San Antonio Food Bank
San Antonio Humane Society
San Antonio Museum of Art
San Antonio Zoo
Seton Home
St. PJ's Children's Home
Texas Diaper Bank
The ARC of San Antonio, Inc.
The San Antonio Lighthouse for the Blind
ThriveWell Cancer Foundation
United Way of San Antonio & Bexar County
Vet TRIIP, Inc.
Wildlife Rescue & Rehabilitation, Inc.
Witte Museum
YWCA San Antonio

SECTIONS AND NUMBER OF JOBS REPORTED

- Executive (16)
- Accounting/Financial (9)
- Administration (12)
- Agency (22)
- Counseling (5)
- General Services/Maintenance (13)
- Information Technology (3)
- Marketing and Public Relations (7)
- Medical Professionals (4)
- 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

	No. of Orgs	No. of Empl	Hourly Base Wage						Hourly Total Cash Compensation						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	31	72	17.49	13.19	14.94	16.78	19.64	21.98	17.54	13.19	14.97	16.82	19.64	21.98	14.58	22.69
			36,379	27,435	31,075	34,902	40,851	45,718	36,483	27,435	31,138	34,986	40,851	45,718	30,326	47,195
2021 San Antonio Survey Data	54	676	18.13	14.47	16.00	17.41	19.60	22.44	18.15	14.47	16.00	17.41	19.60	22.50		
			37,710	30,098	33,280	36,213	40,768	46,675	37,752	30,098	33,280	36,213	40,768	46,800		
Percent Difference Above/Below San Antonio Survey			-3.7%	-9.7%	-7.1%	-3.7%	0.2%	-2.1%	-3.5%	-9.7%	-6.9%	-3.5%	0.2%	-2.4%		

Budget Revenue

\$0 to \$500,000																
\$500,001 to \$1,000,000																
\$1,000,001 to \$3,000,000	5	5	15.43		13.45	14.00	18.13		16.08		13.45	17.26	18.13			
			32,094		27,976	29,120	37,690		33,446		27,976	35,901	37,690			
\$3,000,001 to \$10,000,000	13	17	18.88		16.30	16.87	21.17		18.88		16.30	16.87	21.17	14.41	20.53	
			39,270		33,904	35,090	44,013		39,270		33,904	35,090	44,013	29,973	42,702	
More than \$10,000,000	12	49	17.35	13.12	14.94	16.65	19.68	21.49	17.35	13.12	14.94	16.65	19.68	21.49	14.66	23.58
			36,088	27,290	31,075	34,632	40,934	44,699	36,088	27,290	31,075	34,632	40,934	44,699	30,493	49,046

Budget revenue and annual additional cash compensation categories are not reported when less than 5 organizations provided data.

RECOMMENDED PAY GRADE AND RANGE	Pay Grade	Min	Mid	Max
	10	14.49	18.12	21.74
		30,139	37,690	45,219

2021 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 - \$260
- Print, Mail - \$310

Survey Participant Cost

- Email - \$135
- Print, Mail - \$160

Payment Method

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