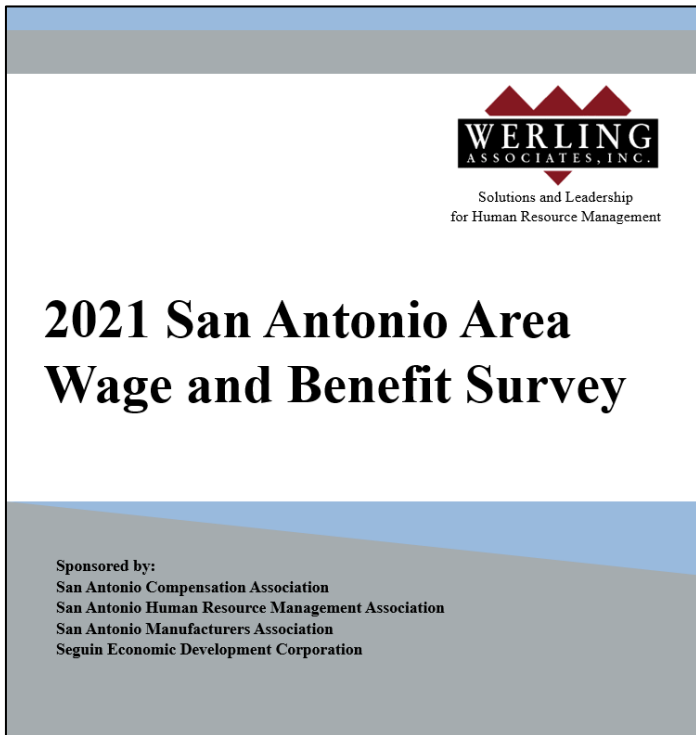


2021 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

Participation & Purchasing Information



New in 2021

*NEW Section Addressing Organizations COVID-19 Responses

*NEW Sponsor - Seguin Economic Development Corporation

The following 19 positions are new in 2021:

Assembler II	Machine Operator II
Chief Sales and Marketing Officer	Maintenance Mechanic II
CMM Programmer	Maintenance Worker (Skilled)
CNC Programmer	Manufacturing Technician II
Contract Administrator	Medical Laboratory Manager
Counselor (Non-Degreed)	Production Technician
Equipment Operator	Registered Nurse - Graduate
Furnace Operator	School Resource Officer
Gas Maintenance Technician	Warehouse Materials Handler II
Gas Supervisor	

2021 Survey Includes

Base Pay and Total Cash Compensation

Benefits Information

Pay System Design and FLSA Information

[Visit Our Website at www.werling.com](http://www.werling.com)

Complete listing of jobs to be surveyed in 2021

Information to participate in the 2021 survey

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 317 jobs from 78 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 12, 2021** to be included in the 2021 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 20, 2021 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

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
DOCUmentation
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 SURVEYED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (9) Accounting/Financial (36) Administration (32) Banking (4) Call Center (9) Engineering/Research & Development (15) General Services (24) Human Resources (23) Information Systems (31) Legal (2) Maintenance/Construction (23) Marketing/Sales (30) Retail Management (3) Transportation/Warehouse (25) <p>Healthcare Industry</p> <ul style="list-style-type: none"> Cardiology (4) Clinical Support (12) Clinics (6) Laboratory (7) 	<ul style="list-style-type: none"> Management/Directors (20) Nursing (21) Office Occupations - Clerical & Professional (10) Pharmacy (3) Psychiatric/Social Services (6) Radiology (9) Rehabilitation (6) Respiratory Care (2) Surgical (4) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (53) <p>Municipality/Public Works</p> <ul style="list-style-type: none"> City Administration (7) General Administration (9) Economic Development (2) Facilities (8) Fire Department (11) Police Department (18) Public Works (18)
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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															
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> Hourly Base Wage </div> <div style="text-align: center;"> Hourly Total Cash Compensation </div> </div>															
	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	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	
Healthcare	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	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	
10 - 50 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	
50 - 250 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	
250 - 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	
> 500 Million															
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	
<div style="display: flex; justify-content: space-between;"> Administration 59 2020 San Antonio Area Wage and Benefit Survey </div>															

2021 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

26th Annual Survey

ORDER

Please send me a copy of the following *2021 San Antonio Area Wage and Benefit Survey* reports.

General

Plus one industry:

Healthcare

Manufacturing

Municipality/Public Works

-OR-

Individual Positions Only Option - Please only send me wage information on the following individual positions (this includes the benefit report). Please indicate the survey job title and/or number.

SURVEY PARTICIPANT COST

General Survey, one industry

Email

PDF \$470

Excel \$470

Print \$545

Print and Email (Excel) \$570

Individual positions only \$50, plus \$25 per job

SURVEY NON-PARTICIPANT COST

General Survey, one industry

Email

PDF \$845

Excel \$845

Print \$895

Print and Email (Excel) \$920

Individual positions only \$60, plus \$30 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.