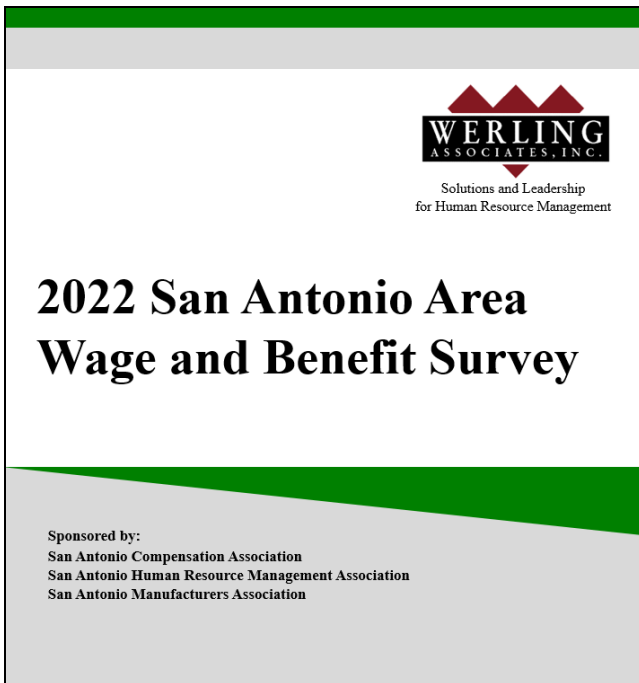


2022 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 27th Annual San Antonio Area Wage and Benefit Survey. The 2022 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 or e-mail to Werling Associates, Inc. Please contact us if you need additional information.

2022 SURVEY INCLUDES

New Section Addressing COVID-19 Impact
Base Pay and Total Cash Compensation
Benefits Information
Pay System Design and FLSA 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 the San Antonio Manufacturers Association.

TIMING OF SURVEY

Wage data is reported as of January 1, 2022 and published on April 19, 2022.

EMPLOYERS SURVEYED

The 2022 San Antonio Area Wage and Benefit Survey provides comprehensive information on 224 general industry positions, 56 healthcare positions, 43 municipality/public works positions, and 10 manufacturing positions from 83 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 by emailing. 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, experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

2022 SURVEY PARTICIPANTS

Ace Mart Restaurant Supply, Inc.
Alamo District Colleges
Alterman, Inc.
Bexar Appraisal District
Bexar County
BioBridge Global
Blue Skies of Texas
Brighton Center
Brundage Management Company
Business Financial Group
Cadillac Products Automotive Company
Cal-Tex Protective Coatings, Incorporated
Caterpillar Inc.
CCC Group
CGT U.S. Limited
City of Alamo Heights
City of Balcones Heights
City of Boerne
City of Converse
City of Fair Oaks Ranch
City of Floresville
City of Helotes
City of Kenedy
City of Pearsall
City of San Antonio
City of Schertz
City of Shavano Park
City of Universal City
Clarios
Clarity Child Guidance Center
Comal County
Comet Signs LLC.
Commercial Kitchen Parts & Service
CommuniCare
Conceptual MindWorks, Inc.
Connally Memorial Medical Center
CPS Energy
Credit Human Federal Credit Union
DOCUmentation Inc.
Dykema Gossett PLLC
Education Service Center, Region 20
Family Service Association of San Antonio, Inc.
GM Financial
Goodwill Industries San Antonio
Guadalupe Regional Medical Center
HCA Healthcare
Hope Hospice
Insko Distributing, Inc.
JSR, Inc.
Kiolbassa Provision Company
La Hacienda Treatment Center
Labatt Food Service
Lancer Worldwide
Lucifer Lighting Company
McNay Art Museum
Methodist Healthcare Ministries
Neopod Systems
New Braunfels Utilities
NuStar Energy L.P.
Oak Hills Church
Oblate Service Corporation
O'Reilly Auto Parts, Inc.
Our Lady of the Lake University
Peterson Health
Rackspace Technology
San Antonio River Authority
SeeKing HR
Southwest Research Institute
SWBC
Tenet Healthcare
Texas Biomedical Research Institute
Texas MedClinic
The Center for Health Care Services
The Levy Company, Inc.
Trinity University
TSAOG Orthopaedics & Spine
University Health
UT Health San Antonio
Valero Energy Corporation
VIA Metropolitan Transit
Vulcan Materials Company
Werling Associates, Inc.
Witte Museum

SECTIONS AND NUMBER OF JOBS REPORTED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (9) Accounting/Financial (33) Administration (29) Call Center (7) Engineering/Research & Development (9) General Services (20) Human Resources (23) Information Systems (31) Legal (2) Maintenance/Construction (21) Marketing/Sales (18) Transportation/Warehouse (22) <p>Municipality</p> <ul style="list-style-type: none"> Municipality (43) 	<p>Healthcare</p> <ul style="list-style-type: none"> Clinical Support (7) Clinics (2) Laboratory (5) Management/Directors (7) Nursing (9) Office Occupations - Clerical & Professional (7) Pharmacy (2) Psychiatric/Social Services (2) Radiology (6) Rehabilitation (5) Respiratory Care (1) Surgical (3) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (10)
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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.													
<p>Status: Nonexempt Education/Certification: High School Diploma Experience: 2-4 years</p>														
			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	50	474	19.46	16.00	16.92	18.42	20.82	24.95	19.52	16.00	16.96	18.50	20.83	25.00
Industry Type														
Municipality/Public Works	11	147	19.12	16.55	17.58	18.10	20.38	22.79	19.14	16.55	17.58	18.10	20.38	23.17
Manufacturing														
Healthcare	11	144	19.36	16.50	17.72	18.62	20.71	22.58	19.39	16.50	17.72	18.69	20.71	22.66
Other	24	179	19.81	14.59	16.29	17.70	23.56	27.15	19.93	14.93	16.33	17.70	23.56	27.33
Status														
Profit	16	87	21.43	16.55	18.00	19.54	25.00	29.17	21.66	16.77	18.00	19.54	25.00	29.73
Not-for-Profit	20	314	18.56	16.00	16.90	18.10	19.99	21.91	18.57	16.00	16.90	18.10	19.99	21.91
Government	14	73	20.99	15.96	16.96	20.49	24.06	27.14	21.07	16.16	17.04	20.49	24.07	27.17
Annual Revenue														
<10 Million														
10 - 50 Million	11	66	18.90	15.93	16.43	18.11	20.08	23.80	18.93	15.93	16.43	18.11	20.08	23.80
50 - 250 Million	16	63	19.85	15.42	16.60	19.87	22.82	25.06	19.94	15.42	16.60	19.87	22.82	25.27
250 - 500 Million	5	26	22.34	17.91	20.04	21.70	24.52	27.23	22.34	17.91	20.04	21.70	24.52	27.23
> 500 Million	13	308	19.27	16.00	16.90	18.10	20.38	25.01	19.33	16.00	16.90	18.10	20.38	25.01
Organizational Size														
1 - 99 employees														
100 - 249 employees	12	71	18.90	16.03	16.47	18.08	19.91	23.70	18.92	16.03	16.47	18.08	19.91	23.79
250 - 499 employees	10	49	19.58	15.23	16.39	19.22	21.90	24.90	19.63	15.23	16.39	19.34	21.90	24.90
500 - 999 employees	8	26	19.82	16.13	17.23	19.30	22.61	24.97	20.08	16.13	17.23	19.98	22.64	26.06
1,000 or more	16	322	19.52	16.00	16.92	18.46	20.43	25.82	19.58	16.00	17.00	18.50	20.43	25.82
Administration			60						2022 San Antonio Area Wage and Benefit Survey					

2022 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

27th Annual Survey

ORDER

Please send me a copy of the following 2022 *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

- | | |
|---|-------------------------|
| <input type="checkbox"/> Email - Excel | \$495 |
| <input type="checkbox"/> Email - PDF | \$495 |
| <input type="checkbox"/> Email - Excel and PDF | \$520 |
| <input type="checkbox"/> Print | \$575 |
| <input type="checkbox"/> Print and Email - Excel | \$595 |
|
 | |
| <input type="checkbox"/> Individual positions only | \$50, plus \$25 per job |
| <input type="checkbox"/> Additional Industry | \$50 |
- (General and one industry are included with survey purchase)

SURVEY NON-PARTICIPANT COST

- | | |
|---|-------------------------|
| <input type="checkbox"/> Email - Excel | \$875 |
| <input type="checkbox"/> Email - PDF | \$875 |
| <input type="checkbox"/> Email - Excel and PDF | \$895 |
| <input type="checkbox"/> Print | \$925 |
| <input type="checkbox"/> Print and Email - Excel | \$975 |
|
 | |
| <input type="checkbox"/> Individual positions only | \$60, plus \$30 per job |
| <input type="checkbox"/> Additional Industry | \$100 |
- (General and one industry are included with survey purchase)

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

Street Address

Job Title

City, State Zip Code

Company Name

Phone Number

E-mail address

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