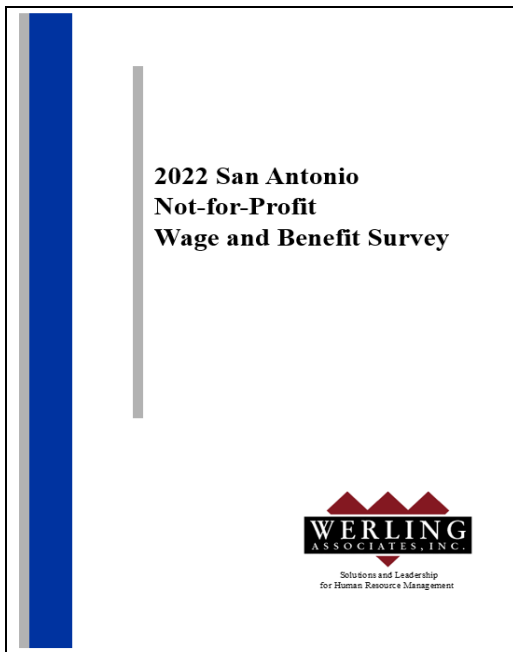


# 2022 San Antonio Not-for-Profit Wage and Benefit Survey

## NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the **2022 San Antonio Not-for-Profit Wage and Benefit Survey**.

Please take a moment to review this brochure outlining highlights from the survey. The 2022 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.

### **2022 SURVEY INCLUDES**

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

### **TIMING OF SURVEY**

Wage data was reported as of March 1, 2022. The survey was published on July 1, 2022.

### **AGENCIES SURVEYED**

The 2022 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information on 82 staff and 18 executive jobs in the San Antonio area. A total of 70 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, 10<sup>th</sup> percentile, 25<sup>th</sup> percentile, median, 75<sup>th</sup> percentile, and 90<sup>th</sup> 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 labor market conditions.

# 2022 SURVEY PARTICIPANTS

Alpha Home, Inc.  
American GI Forum National Veterans  
Outreach Program  
Animal Defense League of Texas  
Any Baby Can of San Antonio, Inc.  
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  
Child Advocates San Antonio  
Children's Association for Maximum Potential  
Children's Bereavement Center of South Texas  
Cibolo Center for Conservation  
CommuniCare Health Centers  
Communities In Schools of San Antonio  
Community Council of South Central Texas, Inc.  
Congregation of Divine Providence  
Connections Individual and Family Services  
Crosspoint, Inc.  
Daedalian Foundation  
Dietert Center  
Endeavors  
EPIcenter  
Family Service Association of San Antonio, Inc.  
Fisher House Inc.  
Girl Scouts of Southwest Texas  
Good Samaritan Community Services  
Greater Randolph Area Services Program  
Hallmark University  
Haven for Hope  
Hill Country CASA  
Hope Hospice  
Jewish Federation of San Antonio  
KLRN  
Lifetime Recovery  
Madonna Center, Inc.  
McKenna Foundation  
McNay Art Museum  
Merced Housing Texas  
Morgan's Inclusion Initiative  
Oblate Service Corporation  
Pay It Forward SA  
Project MEND  
Project QUEST, Inc.  
Providence Place  
Rainbow Senior Center  
Respite Care of San Antonio  
Roy Maas Youth Alternatives  
SA Youth  
San Antonio Area Foundation  
San Antonio Council on Alcohol and Drug Awareness  
San Antonio Education Partnership  
San Antonio Food Bank  
San Antonio Humane Society  
San Antonio Metropolitan Ministry, Inc.  
San Antonio Museum of Art  
San Antonio Zoo  
Seton Home  
Society of St. Vincent de Paul Southwest Texas Council  
South Alamo Regional Alliance for the Homeless  
St. PJ's Children's Home  
The Arc of San Antonio, Inc.  
The Children's Shelter  
The Greater San Antonio Chamber of Commerce  
The Salvation Army  
United Way of San Antonio & Bexar County  
Vet TRIIP, Inc.  
Witte Museum  
YWCA San Antonio

# SECTIONS AND NUMBER OF JOBS REPORTED

- Executive (18)
- Accounting/Financial (9)
- Administration (10)
- Agency (24)
- Counseling (5)
- General Services/Maintenance (11)
- Information Technology (5)
- Marketing and Public Relations (8)
- Medical Professionals (3)
- Multi-Skilled Positions (7)

**To see a full list of positions surveyed, visit our website.  
www.werling.com**

## SAMPLE SURVEY PAGE

<b>Job # :</b> 0100	<b>Job Title:</b> Administrative Assistant																
<b>Job Description:</b>	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.																
<b>Experience:</b>	2-3 years																
<b>Education:</b>	Associate's Degree preferred																
<b>Status:</b>	Nonexempt																
		Hourly Base Wage							Hourly Total Cash Compensation					Pay Range			
	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	Avg Min	Avg Max	
<b>All Organizations</b>	33	65	16.69	13.85	15.00	16.33	18.56	20.13	16.75	13.85	15.00	16.33	18.56	20.13	14.19	20.73	
			34,715	28,808	31,200	33,966	38,605	41,870	34,840	28,808	31,200	33,966	38,605	41,870	29,515	43,118	
<b>2022 San Antonio Survey Data</b>	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			
			40,477	33,280	35,194	38,314	43,306	51,896	40,602	33,280	35,277	38,480	43,326	52,000			
<b>Percent Difference Above/Below San Antonio Survey</b>			-16.6%	-15.6%	-12.8%	-12.8%	-12.2%	-24.0%	-16.6%	-15.6%	-13.1%	-13.3%	-12.3%	-24.2%			
<b>Budget Revenue</b>																	
\$0 to \$500,000																	
\$500,001 to \$1,000,000																	
\$1,000,001 to \$3,000,000																	
\$3,000,001 to \$10,000,000																	
	16	24	17.09	13.87	15.00	16.66	18.88	20.93	17.09	13.87	15.00	16.65	18.88	20.93	15.44	21.04	
			35,547	28,829	31,200	34,653	39,270	43,534	35,547	28,829	31,200	34,632	39,270	43,534	32,115	43,763	
<b>More than \$10,000,000</b>	12	34	16.79	13.78	14.75	16.66	18.60	20.17	16.82	13.78	14.86	16.66	18.60	20.17	13.51	21.18	
			34,923	28,662	30,680	34,653	38,688	41,954	34,986	28,662	30,909	34,653	38,688	41,954	28,101	44,054	
Budget revenue and annual additional cash compensation categories are not reported when less than 5 organizations provided data.																	
			<b>Pay Grade</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>											
<b>RECOMMENDED PAY GRADE AND RANGE</b>				9	13.42	16.77	20.13										
					27,914	34,882	41,870										
ADMINISTRATION										47			2022 San Antonio Not-for-Profit Wage and Benefit Survey				

# 2022 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 - \$270  
 Print, Mail - \$325

### **Survey Participant Cost**

- Email - \$145  
 Print, Mail - \$170

### **Payment Method**

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