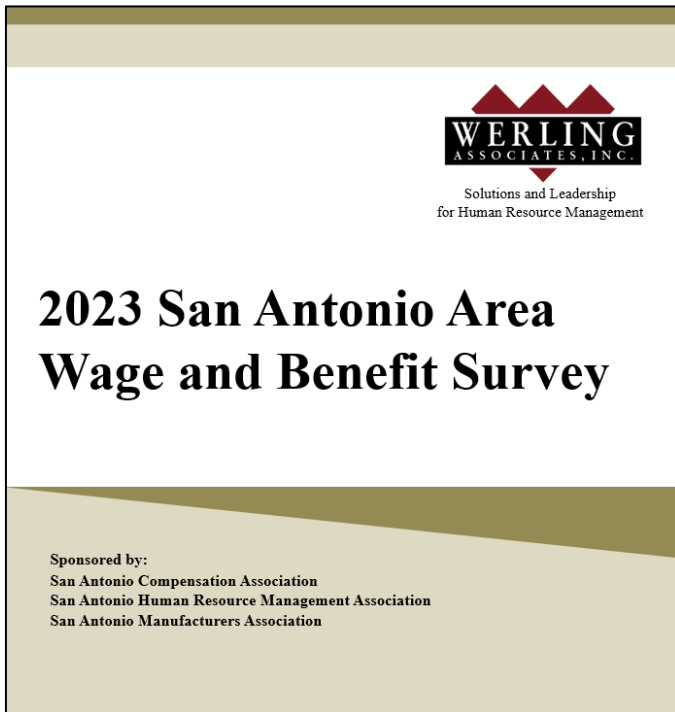


SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

Participation & Purchasing Information



New in 2023

The following 14 positions are new in 2023:

Behavioral Health Care Manager	Parks and Recreation Director
Clinic RN Supervisor	Payroll Manager
Critical Care Nurse	Quality Assurance Director
Environmental Service Manager	Recreation Therapist
Event Manager	Registered Nurse First Assistant
Human Resources Business Partner	Sales Director
IS Programming Analyst Manager	Trauma Register

2023 Survey Includes

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

Visit Our Website at www.werling.com

Complete listing of jobs to be surveyed in 2023
Information to participate in the 2023 survey

Important Dates

January 5 th	Questionnaires available at werling.com
February 15 th	Participation deadline
Mid-April	Final report published

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 333 jobs from 83 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 **Wednesday, February 15, 2023** to be included in the 2023 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 in mid-April 2023 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

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
DOCUation 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 (38) Administration (32) Banking (4) Call Center (7) Engineering/Research & Development (16) General Services (25) Human Resources (24) Information Systems (35) Legal (2) Maintenance/Construction (23) Marketing/Sales (30) Retail Management (3) Transportation/Warehouse (25) <p>Healthcare</p> <ul style="list-style-type: none"> Cardiology (2) Clinical Support (10) Clinics (7) Laboratory (6) 	<ul style="list-style-type: none"> Management/Directors (16) Nursing (22) Office Occupations - Clerical & Professional (10) Pharmacy (3) Psychiatric/Social Services (10) Radiology (10) Rehabilitation (6) Respiratory Care (2) Surgical (4) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (42) <p>Municipality</p> <ul style="list-style-type: none"> City Administration (8) General Administration (9) Economic Development (1) Facilities (9) Fire Department (11) Police Department (17) Public Works (16)
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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.																																																																																																																																																																																																																																																																																																																																																																																							
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<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">No. of Orgs</th> <th rowspan="2">No. of Empl</th> <th colspan="6">Hourly Base Wage</th> <th colspan="6">Hourly Total Cash Compensation</th> </tr> <tr> <th>Avg</th> <th>10th %tile</th> <th>25th %tile</th> <th>Med</th> <th>75th %tile</th> <th>90th %tile</th> <th>Avg</th> <th>10th %tile</th> <th>25th %tile</th> <th>Med</th> <th>75th %tile</th> <th>90th %tile</th> </tr> </thead> <tbody> <tr> <td>All Firms</td> <td>50</td> <td>474</td> <td>19.46</td> <td>16.00</td> <td>16.92</td> <td>18.42</td> <td>20.82</td> <td>24.95</td> <td>19.52</td> <td>16.00</td> <td>16.96</td> <td>18.50</td> <td>20.83</td> <td>25.00</td> </tr> <tr> <td colspan="16">Industry Type</td> </tr> <tr> <td>Municipality/Public Works</td> <td>11</td> <td>147</td> <td>19.12</td> <td>16.55</td> <td>17.58</td> <td>18.10</td> <td>20.38</td> <td>22.79</td> <td>19.14</td> <td>16.55</td> <td>17.58</td> <td>18.10</td> <td>20.38</td> <td>23.17</td> </tr> <tr> <td>Manufacturing</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Healthcare</td> <td>11</td> <td>144</td> <td>19.36</td> <td>16.50</td> <td>17.72</td> <td>18.62</td> <td>20.71</td> <td>22.58</td> <td>19.39</td> <td>16.50</td> <td>17.72</td> <td>18.69</td> <td>20.71</td> <td>22.66</td> </tr> <tr> <td>Other</td> <td>24</td> <td>179</td> <td>19.81</td> <td>14.59</td> <td>16.29</td> <td>17.70</td> <td>23.56</td> <td>27.15</td> <td>19.93</td> <td>14.93</td> <td>16.33</td> <td>17.70</td> <td>23.56</td> <td>27.33</td> </tr> <tr> <td colspan="16">Status</td> </tr> <tr> <td>Profit</td> <td>16</td> <td>87</td> <td>21.43</td> <td>16.55</td> <td>18.00</td> <td>19.54</td> <td>25.00</td> <td>29.17</td> <td>21.66</td> <td>16.77</td> <td>18.00</td> <td>19.54</td> <td>25.00</td> <td>29.73</td> </tr> <tr> <td>Not-for-Profit</td> <td>20</td> <td>314</td> <td>18.56</td> <td>16.00</td> <td>16.90</td> <td>18.10</td> <td>19.99</td> <td>21.91</td> <td>18.57</td> <td>16.00</td> <td>16.90</td> <td>18.10</td> <td>19.99</td> <td>21.91</td> </tr> <tr> <td>Government</td> <td>14</td> <td>73</td> <td>20.99</td> <td>15.96</td> <td>16.96</td> <td>20.49</td> <td>24.06</td> <td>27.14</td> <td>21.07</td> <td>16.16</td> <td>17.04</td> <td>20.49</td> <td>24.07</td> <td>27.17</td> </tr> <tr> <td colspan="16">Annual Revenue</td> </tr> <tr> <td><10 Million</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>10 - 50 Million</td> <td>11</td> <td>66</td> <td>18.90</td> <td>15.93</td> <td>16.43</td> <td>18.11</td> <td>20.08</td> <td>23.80</td> <td>18.93</td> <td>15.93</td> <td>16.43</td> <td>18.11</td> <td>20.08</td> <td>23.80</td> </tr> <tr> <td>50 - 250 Million</td> <td>16</td> <td>63</td> <td>19.85</td> <td>15.42</td> <td>16.60</td> <td>19.87</td> <td>22.82</td> <td>25.06</td> <td>19.94</td> <td>15.42</td> <td>16.60</td> <td>19.87</td> <td>22.82</td> <td>25.27</td> </tr> <tr> <td>250 - 500 Million</td> <td>5</td> <td>26</td> <td>22.34</td> <td>17.91</td> <td>20.04</td> <td>21.70</td> <td>24.52</td> <td>27.23</td> <td>22.34</td> <td>17.91</td> <td>20.04</td> <td>21.70</td> <td>24.52</td> <td>27.23</td> </tr> <tr> <td>> 500 Million</td> <td>13</td> <td>308</td> <td>19.27</td> <td>16.00</td> <td>16.90</td> <td>18.10</td> <td>20.38</td> <td>25.01</td> <td>19.33</td> <td>16.00</td> <td>16.90</td> <td>18.10</td> <td>20.38</td> <td>25.01</td> </tr> <tr> <td colspan="16">Organizational Size</td> </tr> <tr> <td>1 - 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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
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2023 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

28th Annual Survey

ORDER

Please send me a copy of the following *2023 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

- Email - Excel** \$520
- Email - PDF** \$520
- Email - Excel and PDF** \$545
- Print** \$595
- Print and Email - Excel** \$620

- Individual positions only** \$50, plus \$30 per job

- Additional Industry** \$50
(General and one industry is included with survey purchase)

SURVEY NON-PARTICIPANT COST

- Email - Excel** \$910
- Email - PDF** \$910
- Email - Excel and PDF** \$930
- Print** \$960
- Print and Email - Excel** \$985

- Individual positions only** \$60, plus \$35 per job

- Additional Industry** \$100
(General and one industry is 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 contact our office if you would like to set up ACH payment.

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