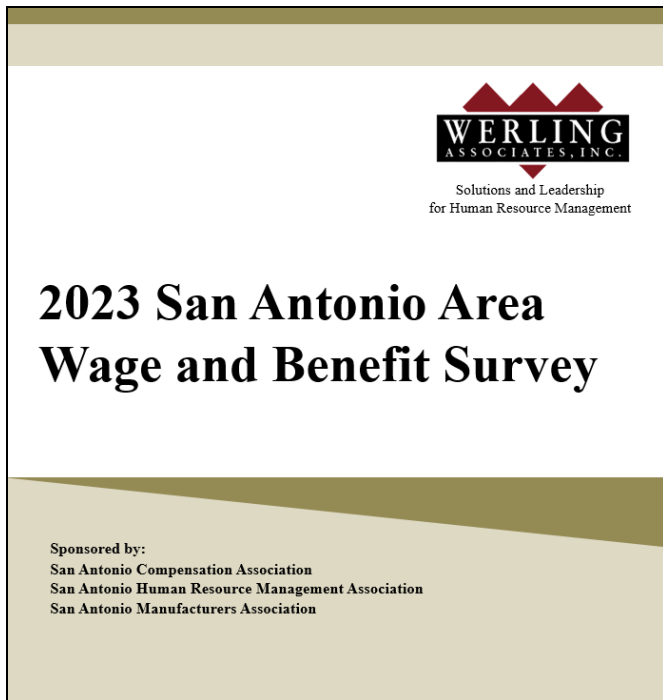


2023 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 28th Annual San Antonio Area Wage and Benefit Survey. The 2023 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. Otherwise visit our website at werling.com and purchase online. Please contact us if you need additional information.

2023 SURVEY INCLUDES

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, 2023 and published on April 18, 2023.

EMPLOYERS SURVEYED

The 2023 San Antonio Area Wage and Benefit Survey provides comprehensive information on 229 general industry positions, 66 healthcare positions, 44 municipality/public works positions, and 8 manufacturing positions from 81 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.

2023 SURVEY PARTICIPANTS

Alamo Area Council of Governments
Alterman, Inc.
Bexar Appraisal District
Bexar County
BioBridge Global
Blue Skies of Texas
Brighton Center
Brundage Management Company
Business Financial Group
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 Pearsall
City of San Antonio
City of San Marcos
City of Schertz
City of Selma
City of Shavano Park
City of Windcrest
Clarios
Clarity Child Guidance Center
Comal County
CommuniCare Health Centers
Conceptual MindWorks, Inc.
Connally Memorial Medical Center
CPS Energy
Dykema Gossett PLLC
Education Service Center, Region 20
Edwards Aquifer Authority
Family Service Association of San Antonio, Inc.
FBD Partnership, LP
Gonzaba Medical Group
Goodwill Industries San Antonio
Guadalupe Regional Medical Center
Guadalupe-Blanco River Authority
Haven for Hope
HCA Healthcare
HealthTexas
HOLT CAT
Hope Hospice
Kiolbassa Provision Company
La Hacienda Treatment Center
Labatt Food Service
Laurel Ridge Treatment Center
Lucifer Lighting Company
Methodist Healthcare Ministries
Neopod Systems
New Braunfels Utilities
NuStar Energy
Oak Hills Church
Oblate Service Corporation
O'Reilly Auto Parts
Our Lady of the Lake University
Peterson Health
Pure & Gentle, Inc.
Rackspace Technology
San Antonio Lighthouse for the Blind
San Antonio River Authority
San Antonio Water Systems
SeeKing HR
Southwest Research Institute
SWBC
Tenet Healthcare
Texas Biomedical Research Institute
The Center for Health Care Services
The DoSeum
The Levy Company, Inc.
University Health
University of Texas at San Antonio
UT Health San Antonio
Valero Energy Corporation
VIA Metropolitan Transit
Werling Associates, Inc.
Whataburger Restaurants
Witte Museum

SECTIONS AND NUMBER OF JOBS REPORTED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (9) Accounting/Financial (36) Administration (31) Call Center (6) Engineering/Research & Development (10) General Services (19) Human Resources (22) Information Systems (31) Legal (2) Maintenance/Construction (18) Marketing/Sales (21) Retail Management (2) Transportation/Warehouse (22) <p>Municipality</p> <ul style="list-style-type: none"> Municipality (44) 	<p>Healthcare</p> <ul style="list-style-type: none"> Clinical Support (10) Clinics (2) Laboratory (5) Management/Directors (11) Nursing (9) Office Occupations - Clerical & Professional (7) Pharmacy (2) Psychiatric/Social Services (4) Radiology (7) Rehabilitation (5) Respiratory Care (1) Surgical (3) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (8)
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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.													
Status: Nonexempt		Education/Certification: High School Diploma													
Experience: 2-4 years															
		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	55	505	20.77	17.26	18.66	19.48	22.04	26.59	20.86	17.36	18.86	19.58	22.06	26.72	
Industry Type															
Municipality/Public Works	10	45	22.26	18.21	20.15	21.91	23.74	27.31	22.29	18.21	20.15	21.91	24.05	27.31	
Manufacturing	6	10	19.25		15.17	18.57	22.83		19.49		15.32	19.11	22.83		
Healthcare	15	263	19.92	18.10	18.93	19.39	20.66	21.88	19.97	18.17	18.93	19.39	20.82	21.90	
Other	24	187	21.69	16.55	18.00	20.27	24.93	28.02	21.84	16.89	18.04	20.27	24.95	28.05	
Status															
Profit	15	81	21.80	16.67	18.18	19.65	24.81	30.46	22.05	16.67	18.36	19.65	25.11	31.31	
Not-for-Profit	20	186	20.08	17.00	18.24	19.26	21.20	25.43	20.17	17.14	18.47	19.37	21.27	25.43	
Government	20	238	20.96	17.77	18.93	19.96	22.17	25.78	20.99	17.87	18.93	19.96	22.17	25.78	
Annual Revenue															
<10 Million	5	9	21.05		20.08	20.56	22.58		21.05		20.08	20.56	22.58		
10 - 50 Million	9	32	20.05	16.67	17.71	19.36	22.41	24.41	20.10	16.67	17.71	19.36	22.41	24.64	
50 - 250 Million	19	122	20.62	16.35	18.32	19.72	22.35	25.87	20.68	16.67	18.44	19.80	22.39	25.87	
250 - 500 Million	7	23	20.42	17.26	18.00	20.15	21.91	25.18	20.42	17.26	18.00	20.15	21.91	25.18	
> 500 Million	14	314	20.86	17.58	18.93	19.39	21.83	27.25	20.97	17.93	18.93	19.39	21.83	27.25	
Organizational Size															
1 - 99 employees	6	10	21.76		20.16	21.60	23.17		21.76		20.16	21.60	23.17		
100 - 249 employees	11	49	19.59	16.94	17.69	19.07	21.06	23.85	19.64	16.94	17.69	19.07	21.06	24.24	
250 - 499 employees	12	55	20.15	15.27	17.41	19.50	22.32	26.64	20.17	15.28	17.48	19.50	22.32	26.64	
500 - 999 employees	7	40	20.05	17.92	18.35	19.39	20.86	24.01	20.09	17.92	18.37	19.54	20.90	24.01	
1,000 or more	19	351	21.09	17.79	18.93	19.39	22.17	27.38	21.20	18.04	18.93	19.48	22.22	27.41	
Administration			61						2023 San Antonio Area Wage and Benefit Survey						

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

- | | |
|---|-------------------------|
| <input type="checkbox"/> Email - Excel | \$520 |
| <input type="checkbox"/> Email - PDF | \$520 |
| <input type="checkbox"/> Email - Excel and PDF | \$545 |
| <input type="checkbox"/> Print | \$595 |
| <input type="checkbox"/> Print and Email - Excel | \$620 |
|
 | |
| <input type="checkbox"/> Individual positions only | \$50, plus \$30 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 | \$910 |
| <input type="checkbox"/> Email - PDF | \$910 |
| <input type="checkbox"/> Email - Excel and PDF | \$930 |
| <input type="checkbox"/> Print | \$960 |
| <input type="checkbox"/> Print and Email - Excel | \$985 |
|
 | |
| <input type="checkbox"/> Individual positions only | \$60, plus \$35 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.