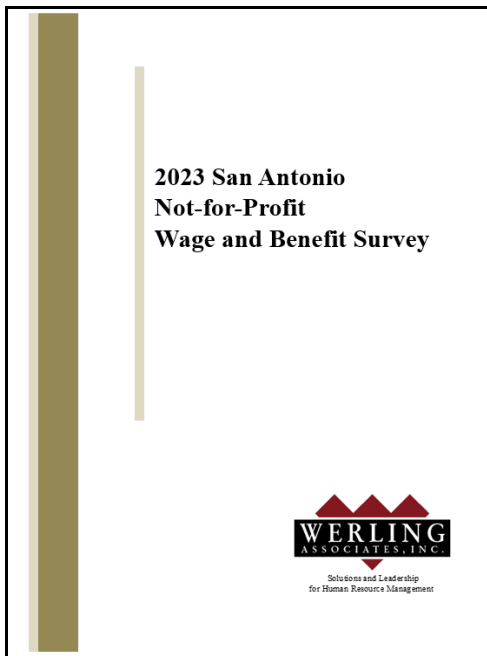


2023 San Antonio Not-for-Profit Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the **2023 San Antonio Not-for-Profit Wage and Benefit Survey**.

Please take a moment to review this brochure outlining highlights from the survey. The 2023 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, select “Buy Now” on the website. 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

TIMING OF SURVEY

Wage data was reported as of March 1, 2023. The survey was published on July 1, 2023.

AGENCIES SURVEYED

The 2023 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information on 86 staff and 18 executive jobs in the San Antonio area. A total of 69 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, 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. 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.

2023 SURVEY PARTICIPANTS

ACTS Missions
Alpha Home, Inc.
American GI Forum National Veterans Outreach Program
Animal Defense League of Texas
AVANCE San Antonio, Inc.
Big Brothers Big Sisters of South Texas
Boys & Girls Clubs of San Antonio
Boysville, Inc.
Brighton Center
Catholic Charities
Child Advocates San Antonio
Children's Association for Maximum Potential
CommuniCare Health Centers
Communities In Schools of San Antonio
Community Council of South Central Texas, Inc.
Connections Individual and Family Services, Inc.
Crosspoint, Inc.
Daedalian Foundation
Dietert Center
EPIcenter
Family Service Association of San Antonio, Inc.
Fisher House, Inc.
Girl Scouts of Southwest Texas
Girls on the Run Bexar County
Good Samaritan Community Services
Greater Randolph Area Services Program Inc.
Hallmark University
Haven for Hope
Hemisfair Conservancy
Hill Country CASA
Hope Hospice
Jewish Federation of San Antonio
Jolt Action
KLRN
Lifetime Recovery
Madonna Center, Inc.
Magik Childrens Theatre of San Antonio
McKenna Foundation
McNay Art Museum
Merced Housing Texas
Methodist Healthcare Ministries
Mission Road Ministries
Oblate Service Corporation
Project MEND
Project QUEST, Inc.
Providence Place
Respite Care of San Antonio, Inc.
Roy Maas Youth Alternatives
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 Lighthouse for the Blind and Vision Impaired
San Antonio Metropolitan Ministry, Inc.
San Antonio Museum of Art
San Antonio Youth For Christ
San Antonio Zoo
Seton Home
Society of St. Vincent de Paul Southwest Texas Council
South Alamo Regional Alliance for the Homeless
St. Peter St. Joseph Children's Home
Texas Diaper Bank
The Arc of San Antonio, Inc.
The Center
The Doseum
United Way of San Antonio and Bexar County
Witte Museum
YWCA San Antonio

SECTIONS AND NUMBER OF JOBS REPORTED

- Executive (18)
- Accounting/Financial (10)
- Administration (12)
- Agency (24)
- Counseling (3)
- General Services/Maintenance (12)
- Information Technology (5)
- Marketing and Public Relations (9)
- Medical Professionals (4)
- Multi-Skilled Positions (7)

SAMPLE SURVEY PAGE

Job #: 0100	Job Title: Administrative Assistant
Job Description:	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.
Experience:	2-3 years
Education:	Associate's Degree preferred
Status:	Nonexempt

	No. of Orgs	No. of Empl	Hourly Base Wage					Hourly Total Cash Compensation					Pay Range			
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg Min	Avg Max
All Organizations	29	67	18.02	14.97	16.00	17.33	19.50	21.57	18.03	14.97	16.00	17.33	19.50	21.94	15.76	20.85
			37,482	31,138	33,280	36,046	40,560	44,866	37,502	31,138	33,280	36,046	40,560	45,635	32,781	43,368
2023 San Antonio Survey Data	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		
			43,202	35,901	38,813	40,518	45,843	55,307	43,389	36,109	39,229	40,726	45,885	55,578		
Percent Difference Above/Below San Antonio Survey			-15.3%	-15.3%	-16.6%	-12.4%	-13.0%	-23.3%	-15.7%	-16.0%	-17.9%	-13.0%	-13.1%	-21.8%		

Budget Revenue																
\$0 to \$500,000																
\$500,001 to \$1,000,000																
\$1,000,001 to \$3,000,000																
\$3,000,001 to \$10,000,000	12	21	18.58	15.00	16.58	18.19	20.90	21.57	18.62	15.00	16.58	18.19	20.90	21.94	16.05	20.85
			38,646	31,200	34,486	37,835	43,472	44,845	38,730	31,200	34,486	37,835	43,472	45,635	33,384	43,368
More than \$10,000,000	13	36	17.80	14.37	15.38	17.30	19.48	22.79	17.80	14.37	15.38	17.30	19.48	22.79	15.51	20.52
			37,024	29,869	31,990	35,984	40,518	47,382	37,024	29,869	31,990	35,984	40,518	47,382	32,261	42,682

Budget revenue and annual additional cash compensation categories are not reported when less than 5 organizations provided data.

	Pay Grade	Min	Mid	Max
RECOMMENDED PAY GRADE AND RANGE	10	14.49	18.12	21.74
		30,139	37,690	45,219

ADMINISTRATION	46	2023 San Antonio Not-for-Profit Wage and Benefit Survey
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