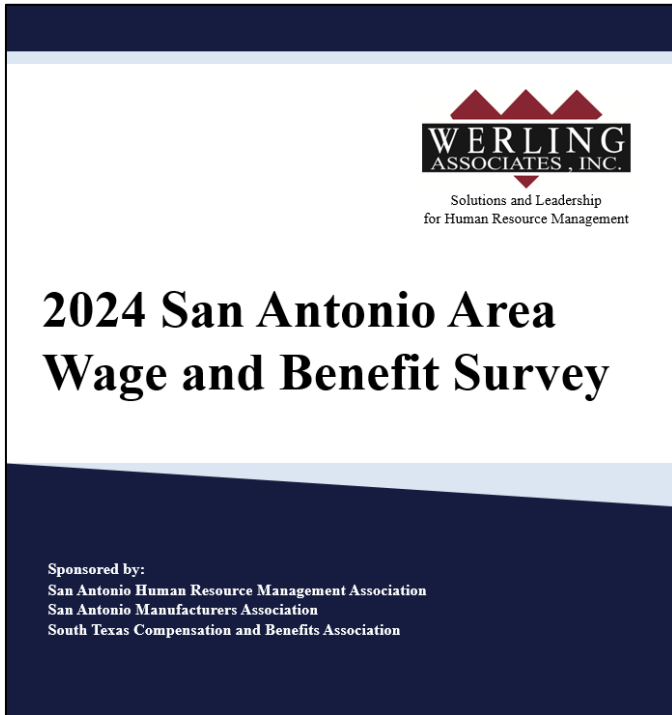


SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

Participation & Purchasing Information



New in 2024

The following 6 positions are new in 2024:

Client Navigator (Degreed)	Dental Laboratory Technician
Client Navigator (Non-degreed)	Nurse Navigator (RN)
Clinic Director (RN)	Utility Billing Manager

2024 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 2024
Information to participate in the 2024 survey
Purchase and order

Important Dates

January 4 th	Questionnaires available at werling.com
February 15 th	Participation deadline
April 16 th	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 347 jobs from 81 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. 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 **Thursday, February 15, 2024** to be included in the 2024 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 *Purchase Survey*. The survey will be published on April 16, 2024 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

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 (38) Administration (32) Banking (4) Call Center (7) Engineering/Research & Development (15) General Services (25) Human Resources (24) Information Systems (34) Legal (2) Maintenance/Construction (22) Marketing/Sales (30) Retail Management (3) Transportation/Warehouse (25) <p>Healthcare</p> <ul style="list-style-type: none"> Cardiology (2) Clinical Support (10) Clinics (8) Laboratory (6) 	<ul style="list-style-type: none"> Management/Directors (17) Nursing (23) Office Occupations - Clerical & Professional (10) Pharmacy (3) Psychiatric/Social Services (9) Radiology (9) Rehabilitation (6) Respiratory Care (2) Surgical (4) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (39) <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 (16) Public Works (17)
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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.													
Status: Nonexempt														
Education/Certification: High School Diploma														
Experience: 2-4 years														
<hr/>														
Hourly Base Wage														
<hr/>														
	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	19.97	18.17	18.93	19.39
Healthcare	15	263	19.92	18.10	18.93	19.39	20.66	21.88	21.84	16.89	18.04	20.27	24.95	28.05
Other	24	187	21.69	16.55	18.00	20.27	24.93	28.02	20.99	17.87	18.93	19.96	22.17	25.78
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	20.10	16.67	17.71	19.36
10 - 50 Million	9	32	20.05	16.67	17.71	19.36	22.41	24.41	20.68	16.67	18.44	19.80	22.39	25.87
50 - 250 Million	19	122	20.62	16.35	18.32	19.72	22.35	25.87	20.42	17.26	18.00	20.15	21.91	25.18
250 - 500 Million	7	23	20.42	17.26	18.00	20.15	21.91	25.18	20.97	17.93	18.93	19.39	21.83	27.25
> 500 Million	14	314	20.86	17.58	18.93	19.39	21.83	27.25	21.20	18.04	18.93	19.48	22.22	27.41
Organizational Size														
1 - 99 employees	6	10	21.76	20.16	21.60	23.17	21.76	20.16	21.60	23.17	19.64	16.94	17.69	19.07
100 - 249 employees	11	49	19.59	16.94	17.69	19.07	21.06	23.85	20.17	15.28	17.48	19.50	22.32	26.64
250 - 499 employees	12	55	20.15	15.27	17.41	19.50	22.32	26.64	20.09	17.92	18.37	19.54	20.90	24.01
500 - 999 employees	7	40	20.05	17.92	18.35	19.39	20.86	24.01	21.20	18.04	18.93	19.48	22.22	27.41
1,000 or more	19	351	21.09	17.79	18.93	19.39	22.17	27.38						
<hr/>														
Administration 61 2023 San Antonio Area Wage and Benefit Survey														

2024 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

29th Annual Survey

ORDER

Please send me a copy of the following *2024 San Antonio Area Wage and Benefit Survey* reports.

General

Plus one industry, if needed:

Healthcare

Manufacturing

Municipality/Public Works

The survey results will be published on April 16th. Payment is due prior to delivery of the survey. Please select the method of payment below. Call our office if you need an additional payment option.

To order the survey, please return this form or order online.

PAYMENT OPTIONS: Complete this order form

Enclosed is a check

Please send me an invoice

ADDITIONAL PAYMENT OPTION:

Visit our website to order and pay online at www.werling.com

Please make check payable to:
Werling Associates, Inc. TIN 74-2833524

SURVEY PARTICIPANT COST

Email - Excel \$540

Email - PDF \$540

Email - Excel and PDF \$565

Print \$625

Print and Email - Excel \$650

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 \$930

Email - PDF \$930

Email - Excel and PDF \$950

Print \$985

Print and Email - Excel \$999

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

Contact Name

Street Address

Job Title

City, State Zip Code

Company Name

Phone Number

E-mail address