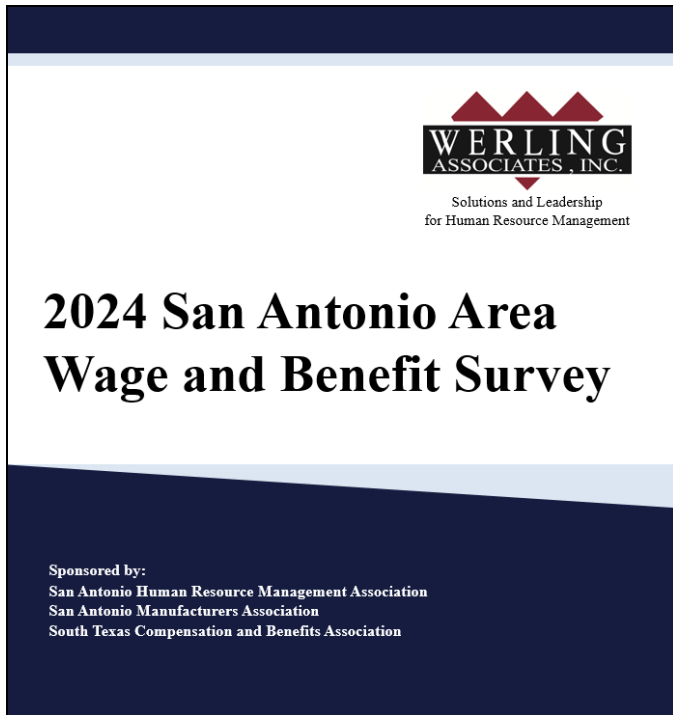


# 2024 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 29<sup>th</sup> Annual San Antonio Area Wage and Benefit Survey. The 2024 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](http://werling.com) and purchase online. Please contact us if you need additional information.

## 2024 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 South Texas Compensation and Benefits Association, San Antonio Human Resource Management Association, and the San Antonio Manufacturers Association.

## TIMING OF SURVEY

Wage data is reported as of January 1, 2024 and published on April 16, 2024.

## EMPLOYERS SURVEYED

The 2024 San Antonio Area Wage and Benefit Survey provides comprehensive information on 223 general industry positions, 64 healthcare positions, 35 municipality/public works positions, and 12 manufacturing positions from 84 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, 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. 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.

## 2024 SURVEY PARTICIPANTS

Alamo College District  
Alterman Management Group, Inc.  
BD HOLT Company  
Bexar Appraisal District  
Bexar County  
BFG Human Resource Management  
BioBridge Global  
Brighton Center  
Brundage Management  
Cadillac Products Automotive Company  
Caterpillar Inc.  
CCC Group  
CGT US Ltd  
City of Alamo Heights  
City of Boerne  
City of Converse  
City of Fair Oaks Ranch  
City of Floresville  
City of Pearsall  
City of San Antonio  
City of Shavano Park  
City of Terrell Hills  
City of Universal City  
City of Windcrest  
Clarios  
Clarity Child Guidance Center  
Comal County  
CommuniCare  
Communities In Schools of San Antonio  
Connally Memorial Medical Center  
Continental  
CPS Energy  
Dykema Gossett PLLC  
Education Service Center, Region 20  
Family Service Association of San Antonio, Inc.  
FBD Partnership, LP  
Gonzaba Medical Group  
Goodwill Industries of San Antonio  
Guadalupe Regional Medical Center  
Guadalupe-Blanco River Authority  
Haven for Hope  
HCA Healthcare  
HealthTexas  
Hope Hospice  
Howard Energy Partners, LLC  
InSCO Distributing, Inc.  
King William Association  
Kiolbassa Provision Company  
Knight Aerospace  
La Familia Cortez Restaurants  
La Hacienda Treatment Center  
Labatt Food Service  
Lucifer Lighting Company  
McNay Art Museum  
Methodist Healthcare Ministries  
Neopod Systems  
NuStar Energy  
Oak Hills Church  
Oblate Service Corporation  
O'Reilly Auto Parts  
Our Lady of the Lake University  
Pedernales Electric Cooperative, Inc.  
Peterson Health  
Rackspace Technology  
Rush Enterprises  
San Antonio River Authority  
San Antonio Water System  
SeeKing HR  
Southwest Research Institute  
SWBC  
TD Industries  
Team Housing Solutions  
Tenet Healthcare  
The Center for Health Care Services - Bexar County  
The DoSeum  
Trinity University  
TSAOG Orthopaedics & Spine  
University Health  
Uvalde Memorial Hospital  
Valero Energy Corporation  
VIA Metropolitan Transit  
Vibrant Works  
Werling Associate Inc.  
Whataburger Restaurants

## SECTIONS AND NUMBER OF JOBS REPORTED

<p><b>General Industry</b></p> <ul style="list-style-type: none"> <li>Executive Management (9)</li> <li>Accounting/Financial (34)</li> <li>Administration (29)</li> <li>Call Center (6)</li> <li>Engineering/Research &amp; Development (8)</li> <li>General Services (21)</li> <li>Human Resources (20)</li> <li>Information Systems (31)</li> <li>Legal (2)</li> <li>Maintenance/Construction (18)</li> <li>Marketing/Sales (20)</li> <li>Retail Management (3)</li> <li>Transportation/Warehouse (22)</li> </ul> <p><b>Municipality</b></p> <ul style="list-style-type: none"> <li>Municipality (35)</li> </ul>	<p><b>Healthcare</b></p> <ul style="list-style-type: none"> <li>Clinical Support (8)</li> <li>Clinics (2)</li> <li>Laboratory (5)</li> <li>Management/Directors (9)</li> <li>Nursing (10)</li> <li>Office Occupations - Clerical &amp; Professional (8)</li> <li>Pharmacy (2)</li> <li>Psychiatric/Social Services (3)</li> <li>Radiology (8)</li> <li>Rehabilitation (5)</li> <li>Respiratory Care (1)</li> <li>Surgical (3)</li> </ul> <p><b>Manufacturing Industry</b></p> <ul style="list-style-type: none"> <li>Manufacturing (12)</li> </ul>
--	--

## SAMPLE SURVEY PAGE

<b>Job #:</b> 0122	<b>Job Title:</b> Receptionist (Clerk)															
<b>Job Description:</b>	Receives visitors and determines nature of business and directs person to desired location. Answers calls to receive incoming messages and gives general information. May perform routine clerical duties.															
<p>Status: Nonexempt          Education/Certification: High School Diploma          Experience: 0-1 year</p>																
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <b>Hourly Base Wage</b> </div> <div style="text-align: center;"> <b>Hourly Total Cash Compensation</b> </div> </div>																
	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		
<b>All Firms</b>	26	125	17.37	14.00	15.00	16.50	19.26	21.73	17.50	14.00	15.00	16.50	19.69	21.73		
<b>Industry Type</b>																
Municipality/Public Works																
Manufacturing																
Healthcare	8	79	16.06	13.56	14.42	15.45	17.19	19.82	16.20	13.56	14.42	15.46	17.51	20.19		
Other	14	42	19.82	16.50	17.55	19.35	21.30	23.40	19.95	16.50	17.55	19.69	21.58	23.40		
<b>Status</b>																
Profit	13	54	17.49	14.00	14.60	16.25	19.31	23.02	17.80	14.02	14.91	16.50	20.00	23.02		
Not-for-Profit	7	42	18.46	15.30	15.93	17.97	21.00	22.81	18.46	15.30	15.93	17.97	21.00	22.81		
Government	6	29	15.56	12.03	13.47	15.45	17.55	19.02	15.56	12.03	13.47	15.45	17.55	19.02		
<b>Annual Revenue</b>																
<10 Million																
10 - 50 Million																
50 - 250 Million	7	58	15.55	13.02	14.00	15.00	17.09	19.02	15.79	13.02	14.02	15.16	17.27	19.73		
250 - 500 Million	8	26	19.64	15.48	17.51	18.93	21.05	25.04	19.71	15.48	17.51	19.41	21.05	25.04		
> 500 Million	8	29	19.29	15.25	16.00	19.18	21.31	23.44	19.31	15.25	16.00	19.18	21.59	23.44		
<b>Organizational Size</b>																
1 - 99 employees																
100 - 249 employees																
250 - 499 employees	10	46	16.72	12.62	14.61	16.50	18.26	21.96	16.78	12.62	14.61	16.50	18.53	21.97		
500 - 999 employees																
1,000 or more	8	31	19.95	15.50	17.55	19.96	21.61	23.40	19.98	15.50	17.55	19.96	21.61	23.40		
<div style="display: flex; justify-content: space-between;"> <span>Administration</span> <span>83</span> <span>2024 San Antonio Area Wage and Benefit Survey</span> </div>																

# 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**  
(Example: Accounting, HR, Maintenance, etc.)  
Plus one industry, if needed:
- Healthcare**
- Manufacturing**
- Municipality/Public Works**

**The survey results was published on April 16th. Payment is due prior to the 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](http://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**

<hr/> <p>Contact Name</p>	<hr/> <p>Street Address</p>
<hr/> <p>Job Title</p>	<hr/> <p>City, State Zip Code</p>
<hr/> <p>Company Name</p>	<hr/> <p>Phone Number</p>
<hr/> <p>E-mail address</p>	