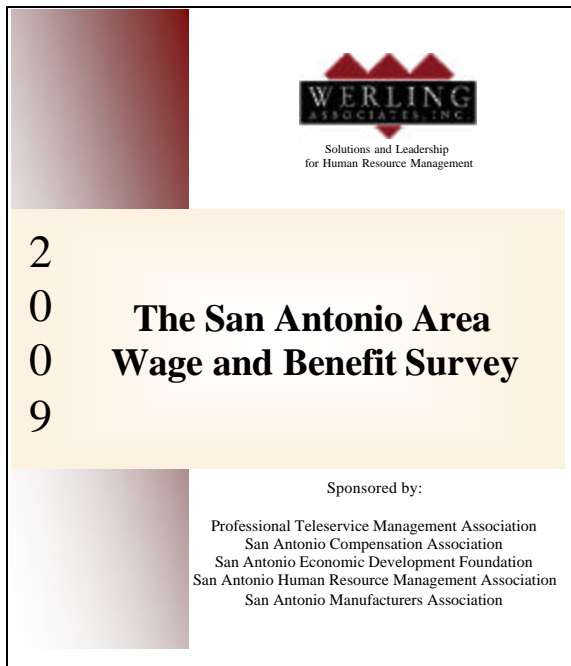


# 2009 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY



## **New in 2009**

Executive Management section  
12 new positions

## **Published:**

April 21, 2009

## **This Year's Survey Includes:**

Comprehensive wage data on 308 jobs  
Participation from 93 organizations

## **To Purchase:**

Complete the order form located on the last page

## **Visit Our Website at [www.werling.com](http://www.werling.com) for:**

Listing of jobs reported in 2009  
Additional Information

Werling Associates, Inc. is proud to announce the publication of the 14<sup>th</sup> Annual San Antonio Area Wage and Benefit Survey. Please take a moment to review this brochure outlining highlights from the survey. The 2009 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 business community. To purchase the survey, complete the attached order form and mail or fax it to Werling Associates, Inc. Please contact us if you need additional 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 Professional Teleservice Management Association, the San Antonio Compensation Association, the San Antonio Economic Development Foundation, the San Antonio Human Resource Management Association and the San Antonio Manufacturers Association.

## **EMPLOYERS SURVEYED**

The 2009 San Antonio Area Wage and Benefit Survey provides comprehensive information for 308 different jobs in the San Antonio area. Ninety-three participating organizations submitted data for 211 general industry positions, 82 healthcare positions and 15 manufacturing positions.

## **TIMING OF SURVEY**

Wage data is reported as of **January 1, 2009**.

## **REPORT**

The report provides the job number, job title, job description, experience, minimum education or certification and exempt or nonexempt status for each position. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for base pay and total compensation includes 25<sup>th</sup> percentile, median, 75<sup>th</sup> percentile, minimum pay, weighted average and maximum pay. 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 submitted by traditional or electronic mail. Participants were asked to report data where at least 80% of the duties described were 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 factors including seniority, experience, job responsibility, organizational size, geographical differences, and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

## 2009 SURVEY PARTICIPANTS

Ace Mart Restaurant Supply  
AllianceBerstein  
Army Residence Community  
Baptist Health System  
Bartlett Cocke General Contractors  
Bexar Appraisal District  
Bexar County  
Bexar Metropolitan Water District  
Biodynamic Research Corporation  
Brundage Management Company, Inc.  
CCC Group, Inc.  
Center for Healthcare Services  
Cintas Rental Location #87  
City of San Antonio  
City Public Service Energy  
Comal County  
Conceptual MindWorks, Inc.  
Congregation of Divine Providence  
Cott Beverages  
Detex Corporation  
DeWied International, Inc.  
DOCUation, Inc.  
Dynapac USA  
Education Service Center, Region 20  
Edvance Research Inc.  
Emivest Aerospace Corporation  
Family Service Association of San Antonio, Inc.  
Farm Bureau Bank  
FBD Partnership, LP  
Frost National Bank  
Goodwill Industries  
Guadalupe Regional Medical Center  
Hill Country Memorial Hospital  
Housing and Community Services, Inc.  
Kimberly-Clarke Corporation  
KLRN TV  
Kraft Foods  
Labatt Food Service  
Lancer Corporation  
LifeCare Hospitals of San Antonio  
Lucifer Lighting Company  
Martin Marietta Materials  
McNay Art Museum  
MedaPhase, Inc.  
Methodist Healthcare  
Methodist Healthcare Ministries  
Mission Pharmacal Company  
Morningside Ministries  
Nix Health Care System  
Norwood Productions, Inc.  
NuStar Energy, L.P.  
Oblate Missions  
Our Lady of the Lake University  
Padgett, Stratemann & Co., L.L.P.  
Port Authority of San Antonio  
Quantum Components, Ltd.  
Rackspace  
Radiology Association of San Antonio, P.A.  
San Antonio Express-News  
San Antonio Family Endeavors  
San Antonio Federal Credit Union  
San Antonio Housing Authority  
San Antonio Lighthouse for the Blind  
San Antonio River Authority  
San Antonio Water System  
San Antonio Wings  
Sea Island Shrimp House  
Security Service Federal Credit Union  
Sirius Computer Solutions  
South Texas Blood & Tissue Center  
Southwest Foundation for Bio medical Research  
Southwest Mental Health Center  
Southwest Research Institute  
St. Mary's University  
Sysco San Antonio, Inc.  
TETCO  
Texas MedClinic  
Texas State University - San Marcos  
TexSan Heart Hospital  
The Capital Group Companies  
The Start Center for Cancer Care  
The Sygma Network  
TK Holding Inc.  
Tower Life Insurance Company  
University Health System  
University of Texas at San Antonio  
University of Texas Health Science Center at San Antonio  
UT Medicine San Antonio  
Vulcan Materials Company  
Warm Springs  
Werling Associates, Inc.  
Witte Museum  
Zachry

## SECTIONS AND NUMBER OF JOBS REPORTED

<p><b>General Industry</b></p> <ul style="list-style-type: none"> <li>Executive Management (6)</li> <li>Accounting/Financial/Legal (34)</li> <li>Administration (23)</li> <li>Banking and Financial Services (1)</li> <li>Call Center (9)</li> <li>Engineering/Research &amp; Development (9)</li> <li>General Services (18)</li> <li>Human Resources (23)</li> <li>Information Systems (33)</li> <li>Maintenance/Construction (15)</li> <li>Marketing/Sales (16)</li> <li>Retail Management (1)</li> <li>Transportation/Warehouse (23)</li> </ul> <p><b>Manufacturing Industry</b></p> <ul style="list-style-type: none"> <li>Manufacturing (15)</li> </ul>	<p><b>Healthcare Industry</b></p> <ul style="list-style-type: none"> <li>Cardiology (1)</li> <li>Clinical Support (7)</li> <li>Clinics (2)</li> <li>Laboratory (5)</li> <li>Management/Directors (20)</li> <li>Nursing (10)</li> <li>Office Occupations-Clinical &amp; Professional (11)</li> <li>Pharmacy (4)</li> <li>Psychiatric/Social Services (2)</li> <li>Radiology (6)</li> <li>Rehabilitation Services (6)</li> <li>Respiratory Care (3)</li> <li>Surgical Services (5)</li> </ul>
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**To see a full list of positions surveyed visit our website at [www.werling.com](http://www.werling.com)**

### SAMPLE SURVEY PAGE

<b>Job #:</b> 0006		<b>Job Title:</b> Accounts Payable Clerk I												
<b>Job Description:</b>		Maintains accounts payable records, assesses invoices from vendors, makes payments, and posts payments to general ledger.												
<b>Status:</b> Nonexempt														
<b>Education:</b> High School Diploma														
<b>Experience:</b> 0-1 year														
		Hourly Base Wage							Hourly Total Compensation					
	No. of Orgs	No. of Empl.	25th %tile	Med	75th %tile	Wtd Min	Wtd Avg	Wtd Max	25th %tile	Med	75th %tile	Wtd Min	Wtd Avg	Wtd Max
<b>All Firms</b>	33	92	12.28	13.19	15.02	12.26	13.14	13.98	12.31	13.50	15.03	12.35	13.24	14.09
<b>Classification</b>														
Banking Service	5	11	10.91	12.08	16.36	12.91	13.75	14.31	10.91	12.20	16.36	12.95	13.79	14.36
Manufacturing	10	44	13.19	14.81	15.05	11.93	12.89	13.91	13.19	14.81	15.05	11.93	12.89	13.91
Healthcare	16	35	12.52	12.96	14.31	12.30	13.11	13.87	12.52	13.06	14.54	12.51	13.37	14.15
Other														
<b>Structure</b>														
Profit	18	50	11.77	13.19	16.58	12.13	13.12	14.11	11.77	14.62	16.36	12.28	13.26	14.80
Not-for-profit	16	34	13.28	13.12	14.80	12.34	13.03	13.63	13.51	13.20	14.80	12.36	13.03	13.65
Government														
<b>Organizational Size</b>														
0 - 59 employees														
60 - 249 employees														
250 - 499 employees	8	15	11.59	12.77	15.03	12.29	12.91	13.53	12.03	12.77	15.03	12.40	13.02	13.64
500 - 999 employees	8	13	13.85	14.80	15.43	13.98	14.53	14.66	14.06	14.59	15.43	14.04	14.72	15.25
1,000 or more	10	55	12.13	12.59	13.12	11.53	12.67	13.79	12.13	12.59	13.10	11.62	12.75	13.87
<b>Accounting/Financial/Legal</b>														
		34							2009 San Antonio Area Wage and Benefit Survey					

# 2009 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  
 Fax: (210) 697-8892  
[christy@werling.com](mailto:christy@werling.com)

14th Annual Survey

**ORDER**

Please send me a copy of the following 2009 San Antonio Area Wage and Benefit Survey reports.

**General**

Plus one industry:

**Healthcare**

**Manufacturing**

**-OR-**

Please only send me wage information on the following jobs (includes the benefit report). Please indicate survey job title (or call for additional information).

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

**SURVEY PARTICIPANT COST**

- General Survey, one industry (Hard Copy) and CD** \$395
- General Survey, one industry (CD only)** \$375
- Additional industry** \$125 each
- Only individual positions** \$20 plus \$15 per job, up to 20 jobs

**SURVEY NON-PARTICIPANT COST**

- General Survey, one industry (Hard Copy) and CD** \$795
- General Survey, one industry (CD only)** \$750
- Additional industry** \$250 each
- Only individual positions** \$25 plus \$20 per job, up to 20 jobs

All surveys subject to 8.125% sales tax and \$10 Shipping & Handling

**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/Fax Number**

\_\_\_\_\_  
**E-mail address**

\_\_\_\_\_  
**Please send me information about participating in the 2010 survey.**

Please contact Werling Associates, Inc. at (210) 697-8232 if you have any questions concerning the survey or any other human resource management issue.