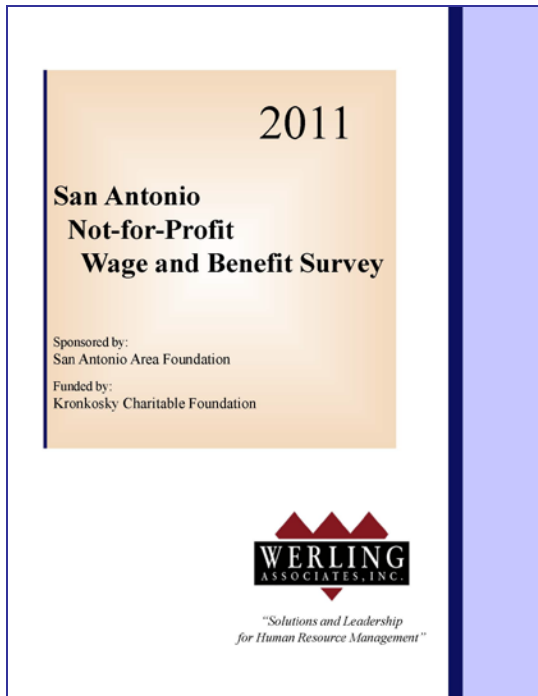


2011 San Antonio Not-for-Profit Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 2011 San Antonio Not-for-Profit Wage and Benefit Survey. Please take a moment to review this brochure outlining highlights from the survey. The 2011 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, 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 San Antonio Area Foundation for sponsoring and the Kronkosky Charitable Foundation for funding this year's survey.

AGENCIES SURVEYED

The 2011 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information for 86 different jobs in the San Antonio area. A total of 79 agencies participated in this year's survey.

TIMING OF SURVEY

Wage data was reported as of March 1, 2011. The survey was published on June 1, 2011.

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 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

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 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.

2011 SURVEY PARTICIPANTS

Alamo Area Rape Crisis Center
Alamo Public Telecommunications Council dba KLRN
Alpha Home, Inc.
American Red Cross
Any Baby Can of San Antonio, Inc.
Arthur Nagel Community Clinic
Artpace San Antonio
Autism Community Network
Avance - San Antonio, Inc.
Avenida Guadalupe Association
Bandera Independent School District
Bexar County Detention Ministries
Bexar Land Trust, Inc. dba Green Space Alliance
Big Brothers Big Sisters of South Texas
Bihl Haus Arts
Boysville, Inc.
Brighton Center
Catholic Charities, Archdiocese of San Antonio, Inc.
Center for Nonprofit Support
Child Advocates San Antonio
Children's Association for Maximum Potential, Inc.
Children's Chorus of San Antonio
Christian Senior Services
Clarity Child Guidance Center
Communities In Schools of San Antonio
Connections Family and Individual Services, Inc.
Crosspoint, Inc.
Daughters of Charity Services of San Antonio
Family Service Association of San Antonio, Inc.
Family Violence Prevention Services, Inc.
Fisher House, Inc.
Gemini Ink
Good Samaritan Community Services
Greater Randolph Area Services Program, Inc. (GRASP)
Haven for Hope
Healy Murphy Center
Hill Country CASA
Hill Country Family Services, Inc.
Jewish Family Service of San Antonio, Texas, Inc.
Lifetime Recovery
Low Vision Resource Center
McNay Art Museum
Merced Housing Texas
Mission Road Ministries
Morningside Ministries
Oblate Missions
Palmer Drug Abuse Program - San Antonio, Inc.
Project MEND
Project QUEST, Inc.
Rainbow Senior Center/Kronkosky Place
Respite Care of San Antonio, Inc.
Roy Maas' Youth Alternative, Inc.
SA Youth
SAMMinstries
San Antonio Children's Museum
San Antonio Conservation Society
San Antonio Education Partnership
San Antonio Family Endeavors, Inc.
San Antonio Food Bank
San Antonio Humane Society
San Antonio Lighthouse for the Blind
San Antonio Museum of Art
San Antonio Symphony Society
San Antonio Youth Literacy
San Antonio Zoo
SER Jobs for Progress
Seton Home
South Texas Blood and Tissue Center and Affiliates
Spay-Neuter Assistance Program, Inc.
Texas Wildlife Association
The Arc of San Antonio
The Children's Bereavement Center of South Texas
The Children's Shelter of San Antonio
The Magik Theatre
The Salvation Army
Triple H Equitherapy Center
Witte Museum
Youth Orchestras of San Antonio
YWCA of San Antonio

SECTIONS AND NUMBER OF JOBS REPORTED

Executive (15)
 Accounting/Financial (11)
 Administration (12)
 Agency (16)
 General Services/Maintenance (12)
 Information Systems (3)
 Marketing/Sales (4)
 Medical Professions (6)
 Multi-Skilled Positions (7)

To see a full list of positions surveyed visit our website

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 Compensation						Pay Range	
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Wtd Min	Wtd Max
Not-for-Profit Agencies	37	88	13.49	10.43	11.39	13.00	15.56	16.75	13.52	10.43	11.39	13.14	15.56	16.75	11.71	17.27
			28,059	21,674	23,691	27,040	32,365	34,840	28,122	21,674	23,691	27,331	32,365	34,840	24,357	35,922
2011 San Antonio General Data Survey	63	968	15.04	11.90	12.94	14.57	16.64	18.59	15.15	11.94	13.00	14.60	16.88	18.96		
			31,283	24,752	26,915	30,306	34,611	38,667	31,512	24,835	27,040	30,368	35,110	39,437		
Percent Difference Above/Below San Antonio General Survey			-11.5%	-14.1%	-13.6%	-12.1%	-6.9%	-11.0%	-12.0%	-14.5%	-14.1%	-11.1%	-8.5%	-13.2%		

BUDGET REVENUE

\$0 to \$500,000																
\$50,001 to \$1,000,000																
\$1,000,001 to \$3,000,000	10	15	12.36		10.59	11.78	15.00		12.37		10.69	11.78	15.00			
			25,709		22,027	24,502	31,200		25,730		22,235	24,502	31,200			
\$3,000,001 to \$10,000,000	13	27	13.71	10.50	12.49	13.32	15.75	16.50	13.72	10.50	12.49	13.32	15.75	16.50	11.34	16.57
			28,517	21,840	25,979	27,706	32,760	34,320	28,538	21,840	25,979	27,706	32,760	34,320	23,587	34,466
More than \$10,000,000	9	41	13.65	10.48	11.11	13.46	15.44	17.73	13.71	10.48	11.11	13.73	15.44	17.73	12.73	19.01
			28,392	21,798	23,088	27,997	32,115	36,878	28,517	21,798	23,088	28,558	32,115	36,878	26,478	39,541

	Pay Grade	Min	Mid	Max
RECOMMENDED PAY GRADE AND RANGE	6	10.65	13.32	15.98
		22,152	27,706	33,238

2011 San Antonio Not-for-Profit Wage and Benefit Survey Order Form



Please e-mail, fax, or mail 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

**Your organization will be invoiced at the appropriate rate, plus sales tax.
Please include your Texas Sales Tax Exemption Certificate.**

Name:	
Title:	
Organization:	
Address:	
City State & Zip:	
Phone Number:	
Fax Number:	
E-mail Address:	

I am interested in participating next year.

Please check the box when ordering the survey.

2011 Not-for-Profit Wage and Benefit Survey **\$100**

All surveys are subject to a \$7.00 shipping and handling fee

PAYMENT METHOD

Enclosed is a check for \$_____

Please bill me in the amount of \$_____