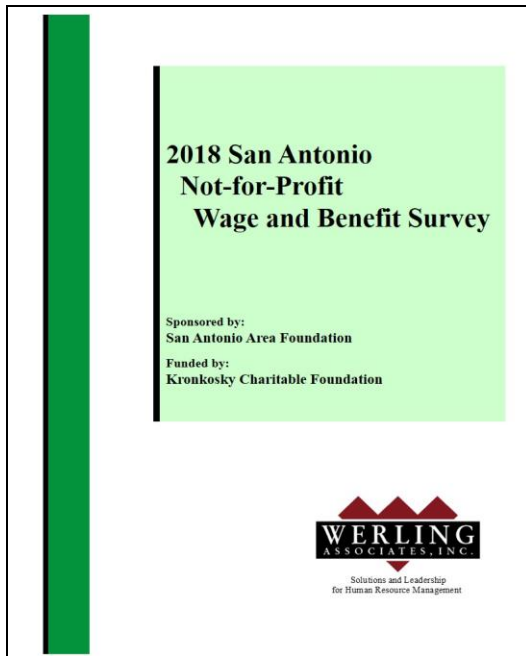


2018 San Antonio Not-for-Profit Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the **2018 San Antonio Not-for-Profit Wage and Benefit Survey**. Please take a moment to review this brochure outlining highlights from the survey. The 2018 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., or email it to *christy@werling.com*. 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 2018 San Antonio Not-for-Profit Wage and Benefit Survey provides comprehensive information on 93 staff and 16 executive jobs in the San Antonio area. A total of 93 agencies participated in this year's survey.

TIMING OF SURVEY

Wage data was reported as of April 1, 2018. The survey was published on June 28, 2018.

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

The survey data was gathered from questionnaires submitted by fax, mail or e-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.

2018 SURVEY PARTICIPANTS

Alpha Home Inc.
American GI Forum-National Veteran Outreach Program
Animal Defense League of Texas
Any Baby Can of San Antonio
Arthur Nagel Community Clinic
Atascosa Family Crisis Center, Inc.
Avance - San Antonio
Baptist Health Foundation of San Antonio
Big Brothers Big Sisters of South Texas
Blue Skies of Texas
Boys and Girls Clubs of San Antonio
Boysville, Inc.
Brighton Center
Catholic Charities, Archdiocese of San Antonio, Inc.
Center for New Communities
Children's Association for Maximum Potential
Children's Bereavement Center of South Texas
Children's Chorus of San Antonio
Christian Senior Services
Clarity Child Guidance Center
CommuniCare Health Centers
Communities in Schools
Community Council of South Central Texas, Inc.
Community Foundation of the Texas Hill Country
Congregation of Divine Providence
Connections Individual and Family Services, Inc.
Contemporary Art for SA dba Blue Star Contemporary
Converse Animal Shelter, Inc.
Daedalians
Dietert Center
EPIcenter
Family Service Association of San Antonio, Inc.
Family Violence Prevention Services, Inc.
Fiesta San Antonio Commission
Fisher House Inc.
Girl Scouts of Southwest Texas
Girls on the Run of Bexar County
Good Samaritan Community Services
Greater Randolph Area Services Program, Inc.
Greater San Antonio Chamber of Commerce
Green Spaces Alliance of South Texas
Haven For Hope
Healthy Futures of Texas
Healy-Murphy Center, Inc.
Hill Country CASA
Hope Hospice
Housing First Community Coalition (HFCC)
Jewish Family Service of San Antonio, Texas, Inc.
Kendall County Women's Shelter
KLRN
Martinez Street Women's Center
McKenna Foundation
McNay Art Museum
Merced Housing Texas
Mi Casa for Children and Elderly
Mission Road Ministries
Oblate Missions
Primarily Primates, Inc.
Project MEND
Project QUEST, Inc.
Reaching Maximum Independence, Inc.
Respite Care of San Antonio, Inc.
Roy Maas Youth Alternatives
SA Youth
SAGE
San Antonio Area Foundation
San Antonio Bike Share
San Antonio Children's Museum dba The DoSeum
San Antonio Christian Dental Clinic
San Antonio Clubhouse
San Antonio Council on Alcohol and Drug Abuse
San Antonio Education Partnership, Inc.
San Antonio Food Bank
San Antonio Humane Society
San Antonio Metropolitan Ministry Inc. dba SAMMinistries
San Antonio Museum of Art
San Antonio Parks Foundation
San Antonio Youth For Christ
San Antonio Zoo
Seton Home
SJRC Texas
Society of St. Vincent de Paul
St. Peter-St. Joseph Children's Home
The Arc of San Antonio
The Children's Shelter
United Way of San Antonio & Bexar County
Vet TRIIP, Inc.
Whitby Road Alliance, Inc. dba Providence Place
Wildlife Rescue & Rehabilitation, Inc.
Witte Museum
YMCA of Greater San Antonio
Youth Orchestras of San Antonio
YWCA San Antonio

SECTIONS AND NUMBER OF JOBS REPORTED

Executive (16)
Accounting/Financial (12)
Administration (12)
Agency (27)
General Services/Maintenance (15)
Information Systems (4)
Marketing/Sales (7)
Medical Professionals (9)
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 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
Not-for-Profit Agencies	39	72	15.30	12.51	13.72	15.00	16.78	18.50	15.48	12.66	13.72	15.32	16.92	18.50	13.13	18.35
			31,824	26,021	28,538	31,200	34,902	38,480	32,198	26,333	28,538	31,866	35,194	38,480	27,310	38,168
2018 San Antonio Survey Data	55	918	18.18	14.15	16.00	17.83	19.93	22.50	18.23	14.27	16.00	17.83	20.04	22.50		
			37,814	29,432	33,280	37,086	41,454	46,800	37,918	29,682	33,280	37,086	41,683	46,800		
Percent Difference Above/Below San Antonio Survey			-18.8%	-13.1%	-16.7%	-18.9%	-18.7%	-21.6%	-17.8%	-12.8%	-16.7%	-16.4%	-18.5%	-21.6%		

BUDGET REVENUE

\$0 to \$500,000																
\$500,001 to \$1,000,000																
\$1,000,001 to \$3,000,000	13	16	14.71		13.72	14.91	15.69		14.83		13.72	14.91	15.87		13.45	19.43
			30,597		28,538	31,013	32,635		30,846		28,538	31,013	33,010		27,976	40,414
\$3,000,001 to \$10,000,000	11	21	15.37	12.23	13.00	15.00	17.18	19.71	15.43	12.23	13.00	15.30	17.18	19.91	12.62	17.58
			31,970	25,438	27,040	31,200	35,734	40,997	32,094	25,438	27,040	31,824	35,734	41,392	26,250	36,566
More than \$10,000,000	13	33	15.53	13.07	14.01	14.86	17.35	19.00	15.82	13.07	14.07	15.66	17.46	19.00	13.77	18.73
			32,302	27,165	29,141	30,909	36,088	39,520	32,906	27,165	29,245	32,573	36,317	39,520	28,642	38,958

RECOMMENDED PAY GRADE AND RANGE	Pay Grade	Min	Mid	Max
	8	12.43	15.53	18.64
		25,854	32,302	38,771

2018 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:	
E-mail Address:	

Tax Exempt: Yes No Tax Exempt ID #: _____
Please include a copy of your tax exemption certificate with your order form.

Check the appropriate box when ordering the survey. Surveys are subject to 8.25% sales tax.
Please make checks payable to Werling Associates, Inc. TIN 74-2833524.

DELIVERY

Please select your preferred method of delivery:

Email - \$125

Print, Mail - \$150

PAYMENT METHOD

Enclosed is a check for \$_____

Please bill me in the amount of \$_____