

# SGA 2008 Energy Compensation Survey

The Southern Gas Association (SGA) and the Hay Group are pleased to invite your company to participate in the Southern Gas Association 2008 Energy Compensation Survey.

For over 20 years, the SGA Energy Compensation Survey has provided industry-specific compensation and benefits information for approximately 170 exempt and non-exempt managerial, professional, technical and clerical jobs from natural gas distribution, transmission and pipeline companies in the SGA Region.

Utilizing a PC-based spreadsheet input format facilitates e-mail distribution, collection and return of each company's compensation information as well as compilation of results. The Hay Group collects, tabulates, analyzes the survey data and develops a comprehensive report. A listing of surveyed jobs and a sample job data page are shown on the reverse.

## Compensation Information

Company Job Title, Number Of Employees, Base Salary, Bonus/Other Incentive, Total Cash, Salary Structure, FLSA Status, Job Level Indicator.

In addition to the compensation information, the Survey offers additional related information that is not otherwise available for our region, including:

- ◆ Basic financial, pipeline, operations, employee and union information listed for each company, with averages calculated.
- ◆ Salary merit and structure budgets for current year and projections for following year listed for each company, with averages calculated.
- ◆ Compensation and Benefits program prevalence.
- ◆ Retention employment practices.

## 2008 Survey Schedule

January 14	Questionnaires and data submission package mailed to participants
March 1	Effective date of data
April 1	Data submissions due to Hay Group
June 6	Survey Results mailed to participants
June 25-27	Round Table discussion of results (half-day afternoon meeting in conjunction with the SGA Human Resources Conference in Charlotte, North Carolina)

## 2007 Participants

AGL Resources	Energy Corporation	Piedmont Natural Gas
Alabama Gas Corp. (Energex)	J-W Operating Company	PNM Resources
Alliance Pipeline Inc.	Laclede Gas Company	Questar Corporation
Arkansas Western Gas Company	MidAmerican Energy Holdings Company	Scana Corporation
Atmos Energy Corporation	Mobile Gas Service Corp. (Energysouth)	Southern Union Company – Missouri Gas Energy
CenterPoint Energy	OGE Energy Corp.	TECO Peoples Gas
Crosstex Energy Services	ONEOK, Inc.	

## Survey Cost

SGA Member Participant	\$1,450	Survey Summary Results on Diskette	\$100
Non-SGA Member Participant	\$2,250	Custom cut excluding own company data	\$300
Non-Participant	\$2,900 <sup>1</sup>		

<sup>1</sup> With Committee's approval and commitment to participate in following year Survey.

**To participate:** Return the Participation Form to Patti Bert, Hay Group / Suite 800 West, 5001 Spring Valley Rd, Dallas, TX 75244-8220 / Fax: 972-392-5620 or email: patti.bert@yahoo.com

**Questions? Call:** Bob Dill: 469-232-3824 (Hay Group), Patti Bert: 469-232-3831 (Hay Group), Tonya Crump: 972-855-9702 (Survey Committee Chair – Atmos), Lori Harris: 972-620-4028 (SGA)

## SGA 2008 Energy Compensation Survey – Listing of Survey Jobs and Sample Data Page

<b>DISTRIBUTION</b> <u>Construction &amp; Maintenance</u> Distribution C & M Manager C & M Foreman C & M Supervisor Crew Leader, C & M Utility Worker, C & M Welder (Distrib. or Transmission) Sr. Welder (Distrib. or Trans.) Meter Shop Superintendent Meter Repair Technician Construction Inspector Equipment Operator Distribution Superintendent Distribution Mechanic Distribution Operator <u>Customer Service</u> Call Center Supervisor Call Center Manager Apprentice Service Specialist Meter Reading Supervisor Meter Reader Service Supervisor Service Superintendent Service Technician Service Specialist Collector Dispatcher Sr. Customer Svc. Rep. (Call Ctr.) Customer Service Rep. (Call Ctr.) <u>Management and Staff</u> Office Manager, Division Town Agent Distribution Manager, Large Distribution Manager, Medium Distribution Manager, Small Distribution Engineering Assistant Senior Field Clerk Field Clerk	<b>TRANSMISSION</b> <u>Compressor</u> Compressor Plant Superintendent Senior Compressor Operator Compressor Operator Plant Mechanic <u>Pipeline</u> Electronics Technician Measurement & Regulation Supv. Senior Corrosion Technician Corrosion Technician Senior Measurement Technician Measurement Technician Pipeline Operator Inspector Measurement Analyst/Clerk Line Locator Leak Survey Technician Sr. Pipeline Tech (Multi-Skilled) <u>Pipeline Management</u> Transportation & Exchange Mgr. Pipeline Operations Manager Regional Pipeline Ops. Sup't. District Supervisor – Pipeline Gas Meas./Chart Integr. Manager <u>Right-of-Way</u> Right-of-Way Manager Right-of-Way Agent <b>GENERAL ENGINEERING</b> Drafting Supervisor Senior Drafter Drafter Engineering Manager Senior Engineer Engineer	<b>GAS SUPPLY/TRANSPORTATION &amp; EXCHANGE</b> <u>Gas Supply</u> Gas Purchase & Sales Director Gas Supply Representative LNG Operations Director <u>Gas Contract Administration</u> Gas Contracts Administration Mgr. Senior Contract Analyst Contract Analyst <u>Gas Control Administration</u> Gas Control Manager Gas Control Supervisor - First Line Senior Gas Controller Gas Controller <u>Transportation &amp; Exchange</u> Senior Trans. & Exchange Rep. Transportation & Exchange Rep. <b>FINANCE</b> <u>Accounting and Tax</u> Gas Accounting Manager Risk Manager Accounting Supervisor Revenue Accounting Mgr General Accounting Manager Plant Accounting Manager Income & Corporate Tax Manager Tax Accountant Budget Manager Senior Accountant Accountant Associate Accountant <u>Auditing</u> Internal Auditing Manager Senior Internal Auditor Internal Auditor Sarbanes-Oxley Analyst <b>LEGAL</b> Senior Attorney Attorney Paralegal Legal Secretary	<b>GENERAL OFFICE STAFF</b> <u>HR/Employee Relations</u> Benefits Manager Payroll Supervisor Payroll Specialist Training Manager Affirmative Action Manager Employment Specialist Human Resources Manager/Dir. HRIS Manager Compensation Manager Human Resources Generalist Compensation Analyst Benefits Assistant Technical Training Manager Employee Development Manager Technical Skills Trainer Employee Development Trainer HRIS Specialist <u>Rates</u> Rates Manager Senior Rate Analyst Rate Analyst <u>Marketing</u> Commercial Marketing Manager Residential Marketing Manager Marketing Representative Commercial Marketing Rep Industrial Marketing Representative Market Research Analyst <u>Public Rel./Communications</u> Public Relations Manager Government Affairs Manager Consumer Affairs Representative Communications Specialist <u>Environmental/Safety</u> Environmental Manager Environmental Specialist Safety Manager Safety Compliance Specialist	<b>GENERAL OFFICE, cont'd.</b> <u>Purchasing/Facilities</u> Purchasing Manager Senior Purchasing Agent Purchasing Agent Inventory/Warehouse Supervisor Facilities Manager Warehouse <u>Information Systems</u> GIS (Geographic Info Sys) Mgr. GIS Technician Information Systems Manager Systems Analysis & Prog. Mgr. Information Center Manager Senior Systems Analyst Systems Analyst Senior Computer Programmer Systems Programmer Senior Computer Operator Computer Operator SCADA Analyst Telecommunications Analyst Information Technology Auditor Network Administrator Information Center Consultant Senior Communications Tech. Communications Technician LAN Application Specialist <u>Secretarial/Office</u> Graphics Specialist Executive Secretary III Executive Secretary II Executive Secretary I Senior Secretary Secretary Billing Analyst Mail Clerk <u>Transportation</u> Garage Foreman Automobile Mechanic <u>Miscellaneous</u> Process Improvement Manager Pipeline Integrity Manager Construction Inspector
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### D04 C & M SUPERVISOR

Supervises (second-line) all construction and maintenance crews through Foreman - C & M (Small and Large) (25-75 employees) in a major district, but is not responsible for appliance and air conditioning service. Plans, orders and schedules manpower and equipment for construction and maintenance activities. Operates construction machinery as required. Completes service orders, main orders, requisitions on stores, time reports and other records necessary in the execution of the work.

Company Job Title	Modifier (1,2,3)	#	Actual Base Salary			Index to Wtd Average	Salary Structure			Bonus/Other Incentive Payment			Scope Question Number 1, Reports to What Position	FLSA	Union Status	Job Level
			Average	Low	High		Min	Mid	Max	Code	Average	Tgt %				
Supv. Field	2	45	69,590	58,405	94,302	111%	55,459	70,680	85,971		5,513	9.7%	Supv. Operations	E	N	1 of 1
Supv. Gas Network Construction	2	5	68,873	64,221	73,027	110%	58,803	73,504	88,205	Y	4,563	7.0%	Mgr. Gas Network	E	N	1 of 1
Supv. Operations	2	15	68,822	62,400	69,665	110%	57,211	71,514	85,817		4,818	7.0%	Mgr. Operations	E	N	1 of 1
District Superintendent	2	3	67,255	61,062	70,951	107%					1,000	5.0%	Mgr. Construction	E	N	1 of 3
Distribution Supervisor	2	32	65,152	52,913	72,515	104%	52,640	65,800	78,960	Y	5,218	6.0%	Operations Manager	E	N	1 of 1
C&M Supervisor	1	20	58,478	50,999	65,592	93%		59,314		Y	6,244	10.0%	District Ops Mgr or Area Mgr	E	N	1 of 1
Supv IV Oper Svcs Field Oper	2	74	58,227	45,144	68,423	93%	40,100		80,300	Y	4,466	5.0%	Mgr II Area Mgmt	E	N	1 of 1
Field Supv Construction	2	4	57,165	54,703	60,854	91%	47,626	59,532	65,485	Y	4,106	6.5%	Division Supt	E	N	1 of 1
Operations Supervisor	2	6	54,677	48,082	59,256	87%	46,838	58,548	70,258	Y	7,750	10.0%	Local Operations Manager	E	N	1 of 1
Senior Construction Supervisor	1	3	51,210	50,290	51,670	82%	36,750	46,200	55,650	Y	700		Manager of Construction	E	N	2 of 2
<b>Total</b>	<b>10</b>	<b>207</b>														

	Actual Base Salary			Salary Structure			Bonus/Other Incentive Payment		Total Cash	
	Average	Low	High	Min	Mid	Max	Average	Tgt %	All	Bonus
<b>Weighted Average</b>	62,723	52,080	73,991	48,269	66,467	81,067	4,993	7.1%	67,716	67,716
<b>High</b>	69,590	64,221	94,302	58,803	73,504	88,205	7,750	10.0%	75,103	75,103
<b>75th Percentile</b>	68,835	61,397	72,643	56,773	71,306	85,933	5,696	9.9%	73,487	73,487
<b>Median</b>	61,815	53,808	69,044	50,133	62,666	79,630	4,691	7.0%	66,489	66,489
<b>25th Percentile</b>	56,543	49,738	60,454	41,785	58,740	66,678	3,330	5.5%	62,139	62,139
<b>Low</b>	51,210	45,144	51,670	36,750	46,200	55,650	700	5.0%	51,910	51,910
<b>Average</b>	61,945	54,822	68,626	49,428	63,137	76,331	4,438	7.4%	66,383	66,383

	Total Matches	Total Ees	Weighted Average
<b>Modifier 1 (Lower)</b>	2	23	
<b>Modifier 2 (Similar)</b>	8	184	63,372 52,227 75,268
<b>Modifier 3 (Higher)</b>	0	0	

Modifier Explanation
Smaller scope of responsibility in org.
Supervises less than 25 employees

Please note that the actual data pages are 8 1/2" x 11".