



Representing America's Natural Gas Utilities

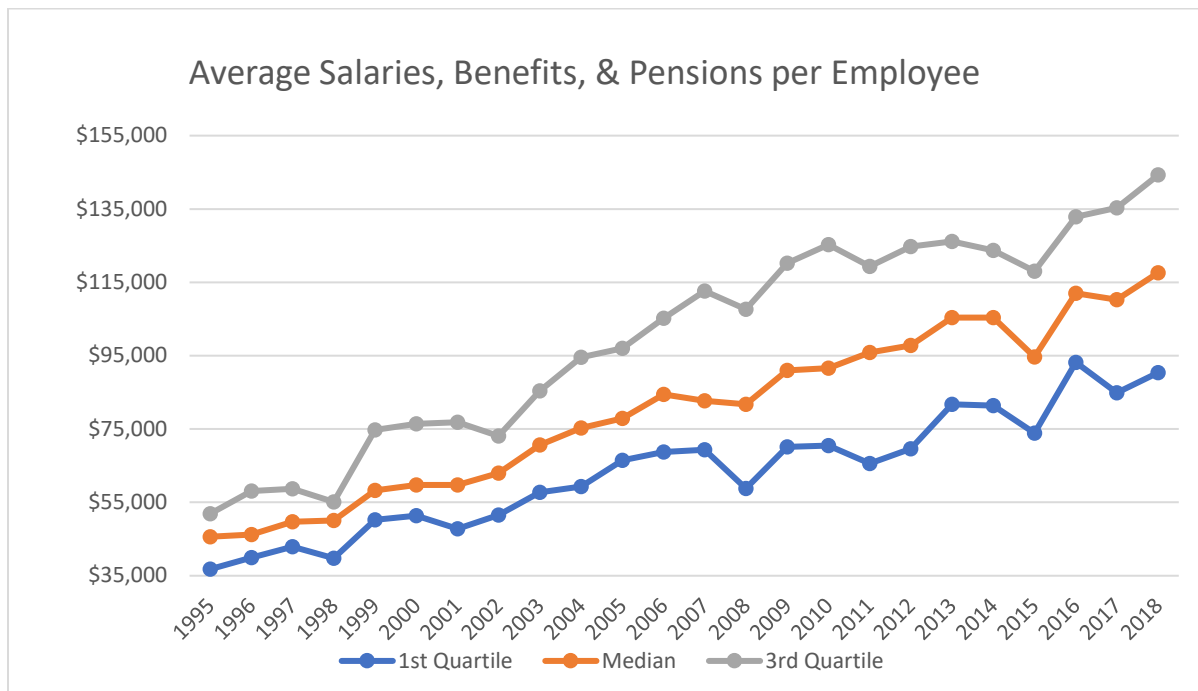
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GROWTH IN NATURAL GAS UTILITY EMPLOYEE COMPENSATION

Findings

- The average compensation amongst natural gas utilities has more than doubled over the last 24 years, with a total increase of 158%.
- Growth has averaged approximately a 3.9% compound every year since 1995.
- The difference between the bottom and upper quartiles has remained steady with an average spread of 20% +/- the median total average wage, benefit, and pension per employee
- Growth since the last recession has grown at a slightly lower compound average of 3.6% every year since 2008, with the total compensation growing by 44% in the previous ten years. However, the bottom quartile grew more since 2008, with a compound rate of 4.1% compared to 2.9% in the upper quartile.



*Average salaries, benefits, and pensions are reported in nominal dollars and reflect the total compensation provided to employees in that year.

Source: American Gas Association, *Uniform Statistical Report 1995-2018*

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