



NGA

NATIONAL GLASS ASSOCIATION with GANA

2023 COMPENSATION & BENEFITS STUDY FOR CONTRACT GLAZING COMPANIES

Vault
Accounting. Analytics. Research.

Conducted by:

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2023 COMPENSATION & BENEFITS STUDY FOR CONTRACT GLAZING COMPANIES

A note from NGA:

The information collected in this survey and reported in the aggregate is for informational purposes only.

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APRIL 2024

Dear Members,

We invite you to review the 2023 NGA Compensation & Benefits Study for Contract Glazing Companies. This new NGA resource, in partnership with Vault Consulting, provides data for your hiring and workforce management decisions.

This first-of-its-kind NGA study is being offered exclusively to NGA member companies as we commemorate and close out NGA's 75th anniversary celebration.

This 2023 study is the first step in a series of studies. As we undertake future research – and engage more stakeholders to participate – you can expect more granular data points by company region, employee size and revenue.

If your company contributed data for this research last year, thank you for your valuable input. For those contract glazing companies that did not participate, we ask that you “answer the call” to contribute to future studies to build more insightful reports.

We hope you will find the 2023 NGA Compensation & Benefits Study for Contract Glazing Companies Report useful in your next hiring decisions.

Thank you for your continued support of NGA.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nicole Harris".

Nicole Harris
NGA President & CEO



APRIL 2024

NGA Compensation & Benefits Study for Contract Glazing Companies

The National Glass Association (NGA) requested Vault Consulting, LLC to act as a confidential agent in compiling this 2023 Compensation & Benefits Study.

The survey was distributed to member contract glazing company contacts and achieved a 9% response rate. In the report that follows, data is presented in aggregate and by relevant segments. Compensation is reported by mean and median. Further definition of these terms can be found on pages 15 and 16.

Not all participants reported on every item; consequently, the number of companies responding when analyzed per sort may not equal the composite number. Additionally, in some cases, data was excluded where they unnecessarily skewed the results.

The source data used to compile the report was not audited by our firm. However, the submissions were reviewed for obvious clerical errors, missing data and outliers. Vault Consulting, LLC staff either contacted the participant regarding questionable items or removed the outliers from the dataset. Agreed upon edits to data were incorporated into the final database and report.

Should you have any questions, please contact:

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OBJECTIVE

The purpose of this study is to compile salary and compensation benchmarks for contract glazing companies to arm member companies with information to help them attract and retain employees. The job titles included in this study are divided into three general categories: Field Personnel, Shop Personnel and Office Personnel. The job titles are further segmented by annual salary vs. hourly roles.

FINDINGS

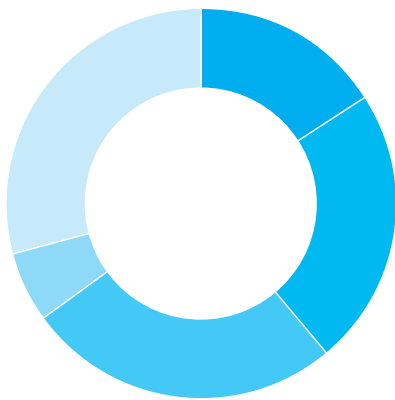
Participation

The 2023 Compensation & Benefits Study represents a range of companies across Revenue Size, Region and Number of full-time employees (FTE). Recorded responses come from each of the regions where the respondents' core employee base is located, the West recorded the most responses (29%), and the Southwest recorded the least (6%). Just under 60% of these companies have an annual revenue of less than \$10 Million. Very few (6%) have revenues in excess of \$50 Million.

Just under 60% of these companies have an annual revenue of less than \$10 Million. Very few (6%) have revenues in excess of \$50 Million.

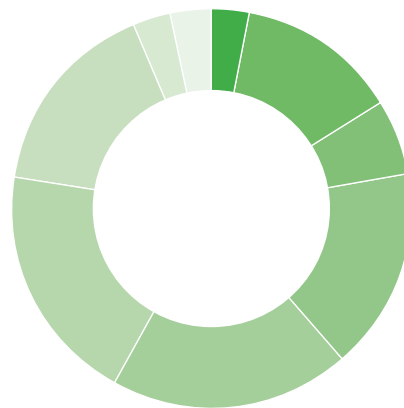
The most common company size by number of employees is 51-100 FTEs (26%). That said, most responses (61%) came from companies with 50 or fewer employees.

Region



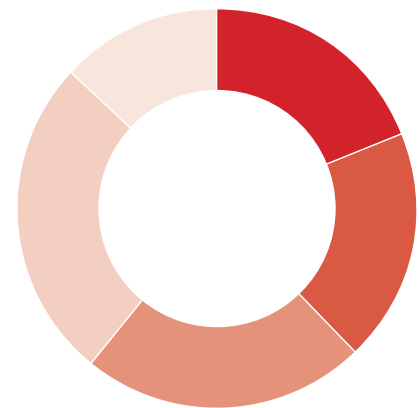
- Northeast **16%**
- Southeast **23%**
- Midwest **26%**
- Southwest **6%**
- West **29%**

Annual revenue



- Under 1 million **3%**
- 1-2 million **13%**
- 2-3 million **6%**
- 3-5 million **16%**
- 5-10 million **19%**
- 10-20 million **19%**
- 20-50 million **16%**
- 50-100 million **3%**
- 100-500 million **3%**

Total Full-time U.S. Employees
(as of 1/1/2023)



- 1-10 **19%**
- 11-25 **19%**
- 26-50 **23%**
- 51-100 **26%**
- 101-250 **13%**

FINDINGS

Position Highlights

As the first Compensation & Benefits Study for contract glazing companies, these results are helpful in determining which roles are most prevalent for companies and whether they tend to be salaried or hourly.

Field Personnel Roles

Field Superintendent

Crew Lead

Glazier

Journeymen Glazier

Apprentice Glazier

Glazier Helper

For Field Personnel, the most prevalent salaried position is Field Superintendent. For all other Field Personnel, it is more common for positions to be paid hourly.

Shop Personnel Roles

Shop Manager

Production Planner

CNC Machinists

Operations

Assembler

Fabricator

According to the participants, all Shop Personnel roles are more likely to be hourly than salaried. Shop Managers are more likely than other roles to be salaried, although it appears to still be less common than hourly pay. Very few participants report having either maintenance or inventory specialists on payroll in either salaried or hourly roles.

Office Personnel Roles

General Manager

Logistics Manager

Inventory Manager

Project Engineer

Project Manager

Construction Manager

Estimators

Draftspeople

Most Office Personnel roles are more likely to be salaried than hourly, especially General Manager; while Logistics, Inventory and Construction Manager are least common.

FINDINGS

Compensation Highlights

Top 5: Highest Paying Salaried Roles	Annual Salary		Minimum Salary		Maximum Salary	
	Mean	Median	Mean	Median	Mean	Median
General Manager	119,589.38	109,500.00	114,600.00	100,000.00	124,937.50	109,500.00
Project Engineer	107,178.11	82,000.00	98,675.00	78,700.00	120,550.00	78,700.00
Field Superintendent	102,159.23	90,000.00	90,167.67	85,000.00	121,500.00	97,500.00
Project Manager	97,593.74	100,000.00	83,807.33	82,500.00	121,411.11	114,700.00
Estimators	95,553.94	91,200.00	87,902.94	85,000.00	103,600.00	92,700.00

Four of the five highest paying salaried roles are Office Personnel. Field Superintendent is also among the highest paying salaried roles.

Top 5: Highest Paying Hourly Roles	Hourly Rate		Minimum Hourly		Maximum Hourly	
	Mean	Median	Mean	Median	Mean	Median
Field Superintendent	37.66	36.00	32.55	30.00	35.19	32.00
Crew Lead	34.67	35.06	31.10	28.00	35.25	35.06
Draftspeople	32.24	30.20	29.84	28.00	35.04	30.20
Journeymen Glazier	31.72	29.00	28.38	25.36	31.19	31.00
Shop Manager	31.30	28.00	29.54	26.00	31.96	28.00

Across personnel types, the highest paying hourly positions are a mix of Field, Shop and Office Personnel and include Field Superintendent, Crew Lead, Draftspeople, Journeymen Glazier and Shop Manager.

FINDINGS

Benefits & Wage Increases

In addition to salary and bonus, dynamic benefits are a critical component to a competitive compensation package. Organizations that can offer superior benefits are better positioned to keep their employee satisfaction levels high and their turnover rates low. Employee satisfaction is particularly important given the current economic pressures of inflation and labor shortages.

All companies reporting benefits offer Medical (100%), followed by Dental (97%), and Vision (87%). All companies reporting offer Paid Leave and the majority (70%) offer Paid Sick Leave. Other benefits most offer include a cellular phone or phone allowance (83%), company vehicle or

vehicle allowance (79%) and paid training/certification or reimbursement (79%). Among retirement benefits, 401 (k) is most popular and offered by 77% of companies reporting.

For most (71%), wage increases are determined using a hybrid model of both performance and cost of living. For just under 1 in 4, some increases are either performance only or cost of living only increases. Among those who use another determining factor, it is most commonly union dictated. It is also important to note the determination of wage increases varies by position as many use more than one approach to determine raises.

Medical and Special Coverage Benefits

Medical insurance	100%
Dental insurance	97%
Vision insurance	87%
Life insurance	73%
Disability insurance	67%
Long-term insurance	50%
Other insurance	10%







Paid Leave Benefits

Paid vacation leave	100%
Paid sick leave	70%
Paid bereavement leave	57%
Paid maternity leave	47%
Paid paternity leave	33%
Unlimited leave	0%





FINDINGS

Benefits & Wage Increases (cont'd)





Other Benefits

Cellular phone or allowance		83%
Company vehicle or vehicle allowance		79%
Paid training/certification or reimbursement		79%
Conference/trade show travel		62%
Tools or tool allowance		59%
Tuition reimbursement		21%

Retirement and Profit Sharing Benefits

401(k) plan		77%
Other retirement plan (non 401(k))		27%
Profit sharing/stock benefits		20%
ESOP		10%

Determination of Wage Increases

Hybrid basis of performance and inflation based		71%
Performance only		23%
Cost of living/inflation-based only		23%
Other		13%

Summary of All Field Personnel Positions

	Annual Salary/Hourly Rate		Minimum Salary/Hourly		Maximum Salary/Hourly		Number of Companies Reporting Bonus	Bonus	
	Mean	Median	Mean	Median	Mean	Median		Mean	Median
SALARIED FIELD PERSONNEL									
Field Superintendent	102,159.23	90,000.00	90,167.67	85,000.00	121,500.00	97,500.00	11	14,666.64	7,200.00
Crew Lead	80,600.00	75,000.00	70,000.00	60,000.00	90,000.00	75,000.00	4	7,125.00	5,250.00
Glazier	63,466.67	62,400.00	56,200.00	56,200.00	62,200.00	62,200.00	2	N/A	N/A
Journeyman Glazier	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Apprentice Glazier	-	-	-	-	-	-	-	-	-
Glazier Helper	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
HOURLY FIELD PERSONNEL									
Field Superintendent	37.66	36	32.55	30	35.19	32	8	5,714.46	4,200.00
Crew Lead	34.67	35.06	31.1	28	35.25	35.06	14	5,023.79	3,200.00
Glazier	26.43	26	22.79	22	27.4	26	12	2,970.00	2,250.00
Journeyman Glazier	31.72	29	28.38	25.36	31.19	31	12	2,691.67	850
Apprentice Glazier	23.33	21.83	19.55	19	24.75	23	12	666.67	250
Glazier Helper	19.33	19.5	17.67	16.5	20.83	21	5	600	1000

Summary of All Shop Personnel Positions

	Annual Salary/Hourly Rate		Minimum Salary/Hourly		Maximum Salary/Hourly		Number of Companies Reporting Bonus	Bonus	
	Mean	Median	Mean	Median	Mean	Median		Mean	Median
SALARIED SHOP PERSONNEL									
Shop Manager	85,857.14	84,000.00	79,000.00	79,500.00	86,500.00	85,000.00	5	3400.00	5000.00
Production Planner	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
CNC Machinists	-	-	-	-	-	-	-	-	-
Operations	N/A	N/A	-	-	N/A	N/A	1	N/A	N/A
Assembler	-	-	-	-	-	-	-	-	-
Fabricator	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Maintenance	-	-	-	-	-	-	-	-	-
Truck Drivers	-	-	-	-	-	-	-	-	-
Inventory Specialists	-	-	-	-	-	-	-	-	-
HOURLY SHOP PERSONNEL									
Shop Manager	31.30	28.00	29.54	26.00	31.96	28.00	10	4540.00	2500.00
Production Planner	N/A	N/A	N/A	N/A	N/A	N/A	2	N/A	N/A
CNC Machinists	29.90	24.90	28.40	23.40	29.70	24.90	6	1750.00	1250.00
Operations	N/A	N/A	N/A	N/A	N/A	N/A	2	N/A	N/A
Assembler	25.29	24.90	19.33	20.00	25.93	25.00	4	1500.00	1250.00
Fabricator	24.44	24.00	22.45	21.00	26.99	27.00	13	1033.85	1040.00
Maintenance	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Truck Drivers	30.72	27.06	24.11	25.00	26.72	27.00	8	1937.50	1750.00
Inventory Specialists	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A

Summary of All Office Personnel Positions

	Annual Salary/Hourly Rate		Minimum Salary/Hourly		Maximum Salary/Hourly		Number of Companies Reporting Bonus	Bonus	
	Mean	Median	Mean	Median	Mean	Median		Mean	Median
SALARIED OFFICE PERSONNEL									
General Manager	119,589.38	109,500.00	114,600.00	100,000.00	124,937.50	109,500.00	13	17,369.23	12,000.00
Logistics Manager	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Inventory Manager	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Project Engineer	107,178.11	82,000.00	98,675.00	78,700.00	12,0550.00	78,700.00	7	50,774.9	35,000.00
Project Manager	97,593.74	100,000.00	83,807.33	82,500.00	12,1411.11	114,700.00	17	79,95.67	50,000.00
Construction Manager	N/A	N/A	N/A	N/A	N/A	N/A	3	N/A	N/A
Estimators	95,553.94	91,200.00	87,902.94	85,000.00	103,600.00	92,700.00	16	89,61.56	50,000.00
Draftspeople	79,933.33	78,000.00	76,600.00	78,000.00	87,433.33	78,000.00	5	68,000.00	55,000.00
HOURLY SHOP PERSONNEL									
General Manager	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Logistics Manager	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Inventory Manager	N/A	N/A	N/A	N/A	N/A	N/A	3	N/A	N/A
Project Engineer	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Project Manager	30.86	31.00	30.29	31.00	31.43	31.00	7	3,285.71	3,500.00
Manager	-	-	-	-	-	-	-	-	-
Estimators	25.58	25.50	23.67	24.50	27.17	26.50	6	2,533.33	2,350.00
Draftspeople	32.24	30.20	29.84	28.00	35.04	30.20	5	2,300.00	3,000.00

Data assumptions

CLASSIFICATION DATA

Analysis of individual questions was only performed for respondents who answered that particular question. Non-responses were excluded from the analysis.

COMPENSATION DATA

The source data used to compile the report were not audited by our firm. However, the individual reports were reviewed for obvious clerical errors and missing data. Vault Consulting, LLC staff contacted the reporting companies on questionable items. Agreed upon edits to data were incorporated into the final database and report.

OUTLIERS

Base salaries and bonuses that fell outside of 3 standard deviations from the mean were excluded from the data set.

DEFINITIONS

Number of Responses (N) is the number of included responses for any given statistic.

Average Annual Base Salary as of 1-January-2023: The average base compensation paid to all staff reported for a position. This does not include incentive compensation, deferred compensation, commission/bonus nor profit sharing.

Average Hourly Wage as of 1-January-2023: The average hourly wage paid to all staff reported for a position. This does not include incentive compensation, deferred compensation, commission/bonus nor profit sharing.

Minimum/Maximum Base Salary as of 1-January-2023: The Minimum or Maximum base compensation paid for a specific position. This does not include incentive compensation, deferred compensation, commission/bonus nor profit sharing.

Minimum/Maximum Hourly Wage as of 1-January-2023: The Minimum or Maximum hourly wage paid for a specific position. This does not include incentive compensation, deferred compensation, commission/bonus nor profit sharing.

Most Recent Average Bonus:

The Average ANNUAL bonus awarded for all staff reported for a position for work done in 2022, regardless of whether the bonus was paid in 2022 or 2023. Leave blank if no bonus was established. Bonus does not include salary, hiring bonuses, stock options, unusual ownership bonuses, non-cash perquisites or payments made to employees to purchase medical/dental coverage themselves.

Median (50th Percentile) is the value at which 50 percent of the sequentially arrayed data points lie below and at which 50 percent lie above.

NA means the data is not shown to avoid the disclosure of individual respondent data. At least four unique respondents must be present for a line to be displayed.

Profile of participants by revenue size, region and number of FTEs

By Revenue Size		Region Definitions	
NET <\$10M	58%	Northeast	Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
NET >\$10M	42%	Southeast	Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
By Geographic Region		Midwest	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
Northeast	16%	Southwest	Arizona, New Mexico, Oklahoma, Texas
Southeast	23%	West	Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
Midwest	26%		
Southwest	6%		
West	29%		
By Number of FTEs			
NET 1-50	61%		
NET 51+	39%		

More workforce development resources from NGA!



New Hires Toolkit



A Guide to Recruiting at High School Career Fairs



MyGlassClass.com