



# NGA

NATIONAL GLASS ASSOCIATION with GANA

## 2023 FABRICATOR COMPENSATION & BENEFITS STUDY

***Vault***  
Accounting. Analytics. Research.

**Conducted by:**  
Vault Consulting, LLC  
8401 Greensboro Dr., Suite #500  
McLean, VA 22102  
[www.VaultConsulting.com](http://www.VaultConsulting.com)

# 2023 FABRICATOR COMPENSATION & BENEFITS STUDY

**A note from NGA:**

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

© July 2024

National Glass Association (NGA)

All rights reserved. No part of this publication may be reproduced for outside distribution or transmitted in any form or by any means without written permission.

# Contents

## Introduction

Letter from NGA .....	4
Letter from Vault Consulting, LLC.....	5
Objective.....	6
Participation.....	7

## Findings

Position Highlights.....	8
Compensation Highlights.....	9
Benefits & Wage Increases.....	10
Summary of All Salaried Personnel Positions .....	12
Summary of All Hourly Personnel Positions .....	13

## Summary

Data Assumptions.....	14
Profile of Participants.....	15



JULY 2024

Dear Members,

We invite you to review the **2023 NGA Compensation & Benefits Study** for Fabricating 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 fabricating 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 Fabricating 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



## JULY 2024

### NGA Compensation & Benefits Study for Fabricating Companies

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

The survey was distributed to fabricating 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 page 14.

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 Laura Clark at [lclark@vaultconsulting.com](mailto:lclark@vaultconsulting.com).

#### **Vault Consulting, LLC**

[www.VaultConsulting.com](http://www.VaultConsulting.com)  
8401 Greensboro Drive, Suite 500  
McLean, Virginia 22102

## OBJECTIVE

The purpose of this study is to compile salary and compensation benchmarks for fabricating companies to arm members with information to help them attract and retain employees. This report examines seven job titles that are segmented by annual salary vs. hourly roles.

FINDINGS

# Participation

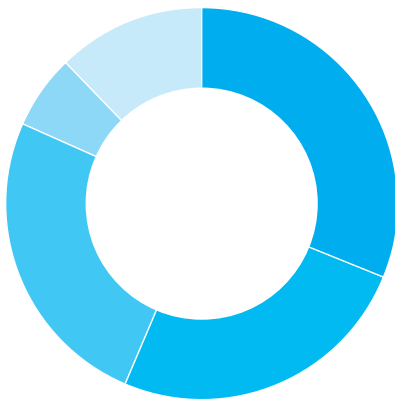
The 2023 Compensation & Benefits Study for fabricating companies represents a range of companies across Revenue Size, Region, and Number of FTEs.

Recorded responses come from each of the regions where the respondents' core employee base is located. The Northeast recorded the most responses (31%), and the Southwest recorded the least (6%).

Over half (55%) of these companies have annual revenues in excess of \$10 million, nearly 20% in excess of \$50 million.

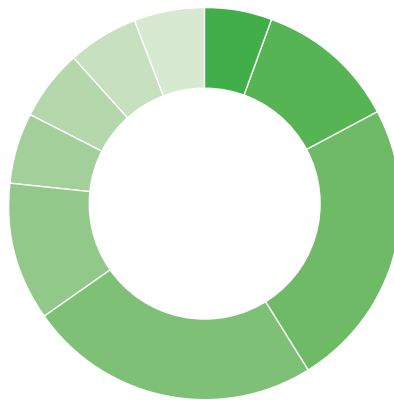
The most common company size by number of employees is 26-50 FTEs (44%).

Region



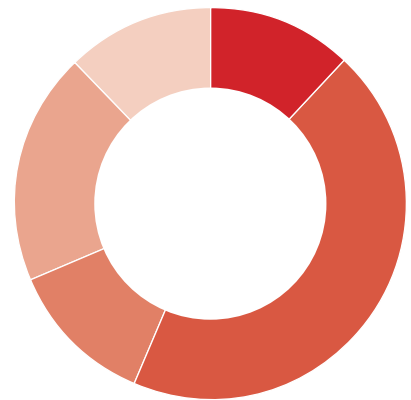
- Northeast **31%**
- Southeast **25%**
- Midwest **25%**
- Southwest **6%**
- West **12%**

Annual revenue



- Under 1 million **6%**
- 1-2 million **12%**
- 2-3 million **25%**
- 3-5 million **25%**
- 5-10 million **12%**
- 10-20 million **6%**
- 20-50 million **6%**
- 50-100 million **6%**
- 100-500 million **6%**

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



- 1-10 **12%**
- 11-25 **0%**
- 26-50 **44%**
- 51-100 **12%**
- 101-250 **19%**
- 251-500 **12%**

FINDINGS

# Position Highlights

As the first Compensation Benchmarking study for fabricating companies, these results are helpful in determining which roles are most prevalent for companies and whether they tend to be salaried or hourly.

Plant manager, assistant plant manager and engineer are more commonly salaried roles while entry-level production personnel, machine operators, team lead / product line lead and shift leader / supervisor are more commonly hourly.

<b>Fabricator Positions</b>	<b>Full-Time Salaried</b>	<b>Hourly</b>
Plant Manager	Majority Full-Time Salaried	
Assistant Plant Manager/ Production Supervisor	Majority Full-Time Salaried	
Shift leader/ supervisor		Majority Hourly
Engineer	Majority Full-Time Salaried	
Team Lead/ Product Line Leader		Majority Hourly
Machine Operator		Majority Hourly
Entry-level Production Personnel		Majority Hourly



FINDINGS

# Compensation Highlights

Highest Paying Salaried Roles	Annual Salary		Minimum Salary		Maximum Salary	
	Mean	Median	Mean	Median	Mean	Median
Plant Manager	113,636.36	110,000.00	110,720.00	110,000.00	119,280.00	115,000.00
Assistant Plant Manager / Production Supervisor	85,745.71	85,000.00	77,536.67	68,000.00	94,203.33	93,000.00
Engineer	88,744.50	87,500.00	70,693.40	60,000.00	91,293.40	90,000.00

Not surprisingly, the plant manager is the highest paying salaried role followed by engineer and assistant plant manager, whose salaries are rather comparable.

Highest Paying Hourly Roles	Hourly Rate		Minimum Hourly		Maximum Hourly	
	Mean	Median	Mean	Median	Mean	Median
Shift leader/ supervisor	28.26	26.44	30.40	30.00	34.07	36.50
Team Lead/ Product Line Leader	22.94	23.50	21.66	21.50	24.76	25.28
Machine Operator	21.93	21.25	18.64	18.00	24.65	22.00
Entry-level Production Personnel	17.18	17.00	17.07	17.00	18.46	18.50

Among the most prevalent hourly roles, shift leader / supervisor is the highest paid. Entry-level production personnel hourly rates are among the lowest.

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 offer medical insurance (100%). Most also offer dental, and vision, as well as disability and life insurance.

All companies reporting offer paid leave and the majority offer paid bereavement leave (88%) and sick leave (69%). Other popular benefits include paid training / certification or reimbursement (87%) and conference / trade show travel (73%). Just over half also offer

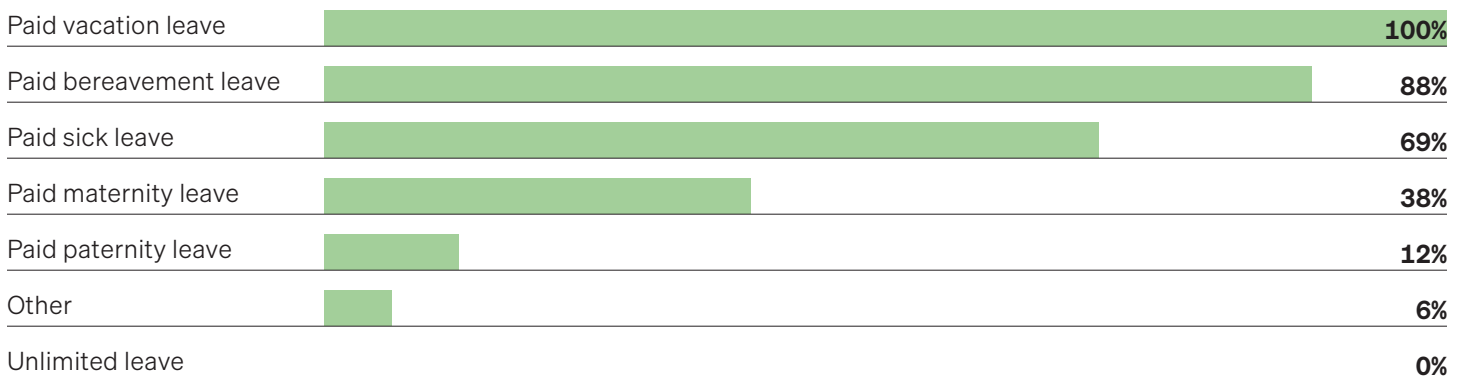
cellular phone or allowance and tuition reimbursement. Among retirement benefits, 401(k) is most popular and offered by 87% of companies reporting.

For most (75%), 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.

## Medical and Special Coverage Benefits



## Paid Leave Benefits



FINDINGS

# Benefits & Wage Increases (cont'd)

## Other Benefits

Paid training/certification or reimbursement	87%
Conference/trade show travel	73%
Cellular phone or allowance	53%
Tuition reimbursement	53%
Company vehicle or vehicle allowance	33%
Tools or tool allowance	33%

## Retirement and Profit Sharing Benefits

401(k) plan	87%
Other retirement plan (non 401(k) plan)	20%
Profit sharing/stock benefits	13%
ESOP	0%

## Determination of Wage Increases

Hybrid of performance- and inflation-based	75%
Cost of living/inflation-based only	31%
Performance only	25%

## Summary of All Salaried Positions

	Annual Salary Rate		Minimum Salary		Maximum Salary		Number of Companies Reporting Bonus	Bonus	
	Mean	Median	Mean	Median	Mean	Median		Mean	Median
<b>Plant Manager</b>	113,636.36	110,000.00	110,720.00	110,000.00	119,280.00	115,000.00	8	36,575.00	11,500.00
<b>Assistant Plant Manager/ Production Supervisor</b>	85,745.71	85,000.00	77,536.67	68,000.00	94,203.33	93,000.00	7	16,042.86	5,000.00
<b>Shift leader/ supervisor</b>	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
<b>Engineer</b>	88,744.50	87,500.00	70,693.40	60,000.00	91,293.40	90,000.00	5	38,806.60	5,000.00
<b>Team Lead/ Product Line Leader</b>	N/A	N/A	N/A	N/A	N/A	N/A	-	-	-
<b>Machine Operator</b>	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
<b>Entry-level Production Personnel</b>	-	-	-	-	-	-	1	N/A	N/A

NA - Data is not shown for a breakout if fewer than four responses were recorded.

\*Annual Bonus: Most recently received

## Summary of All Hourly Positions

	Hourly Rate		Hourly		Hourly		Number of Companies Reporting Bonus	Bonus	
	Mean	Median	Mean	Median	Mean	Median		Mean	Median
<b>Plant Manager</b>	N/A	N/A	N/A	N/A	N/A	N/A	-	-	-
<b>Assistant Plant Manager/ Production Supervisor</b>	N/A	N/A	N/A	N/A	N/A	N/A	-	-	-
<b>Shift leader/ supervisor</b>	28.26	26.44	30.40	30.00	34.07	36.50	4	3,950.00	2,500.00
<b>Engineer</b>	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
<b>Team Lead/ Product Line Leader</b>	22.94	23.50	21.66	21.50	24.76	25.28	4	2,150.00	1,950.00
<b>Machine Operator</b>	21.93	21.25	18.64	18.00	24.65	22.00	6	1,197.17	900.00
<b>Entry-level Production Personnel</b>	17.18	17.00	17.07	17.00	18.46	18.50	5	380.80	404.00

NA - Data is not shown for a breakout if fewer than four responses were recorded.

\*Annual Bonus: Most recently received

# 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 Geographic Region		Region Definitions	
Northeast	31%	Northeast	Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
Southeast	25%	Southeast	Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Midwest	25%	Midwest	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
Southwest	6%	Southwest	Arizona, New Mexico, Oklahoma, Texas
West	13%	West	Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming

## More workforce development resources from NGA!



New Hires Toolkit



A Guide to Recruiting at High School Career Fairs



MyGlassClass.com, including MyGlassFAB - core training for production personnel