

Thirsty

THURSDAY

QUENCH YOUR THIRST FOR **BUSINESS INSIGHTS**

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BUSINESS INSIGHTS

NGA Compensation & Benefits Report



Laura Clark
Vault Consulting



Ian Santo Domingo
Vault Consulting

NGA UPCOMING EVENTS

NGA Glass Conference: Carlsbad
Feb 3-6, 2025

BEC Conference
March 2-4, 2025

NGA Glass & Glazing Advocacy Days
May 13-14, 2025

GlassBuild America
Nov 4-6, 2025



NGA Glass Conference: Carlsbad

February 3-6, 2025



Learn more &
save the date!



BEC Conference

March 2-4, 2025 | Horseshoe/Paris Hotel, Las Vegas



Learn more &
save the date!



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About Benchmarking

Benchmark

A standard of excellence or achievement against which similar things must or should be measured or judged.



About Compensation & Benefits Studies

Vault's industry specific compensation and benefits surveys provide vital information that takes the guesswork out of the hiring and promotional process, including:

- Compensation (annual salary or hourly rate)
- Bonuses
- Medical and Special Coverage
- Paid leave
- Other benefits (e.g., cell phone or company vehicle)
- Retirement and Profit Sharing
- Determination of Wage Increases



Our Fiduciary Role



2023 NGA Compensation & Benefits Study

- Members only
- Pilot program to commemorate 75th Anniversary
- Among 2 audiences – fabricators and contract glazing companies



2025 Compensation & Benefits Study

- Growing program in 2025
 - Encourage membership
 - Invite industry to participate
- Goal is to provide more granular data by:
 - company region,
 - employee size,
 - and revenue

Study Methodology

- Online survey delivered to members
- Just under 10% response rate
- For each position captured:
 - # of salaried / hourly FTEs
 - Average base pay
 - Minimum & maximum base pay
 - Most recent bonus



Fabricator Results

Compensation and Benefits

Job Titles

Fabricator Positions	Full-Time Salaried	Hourly
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

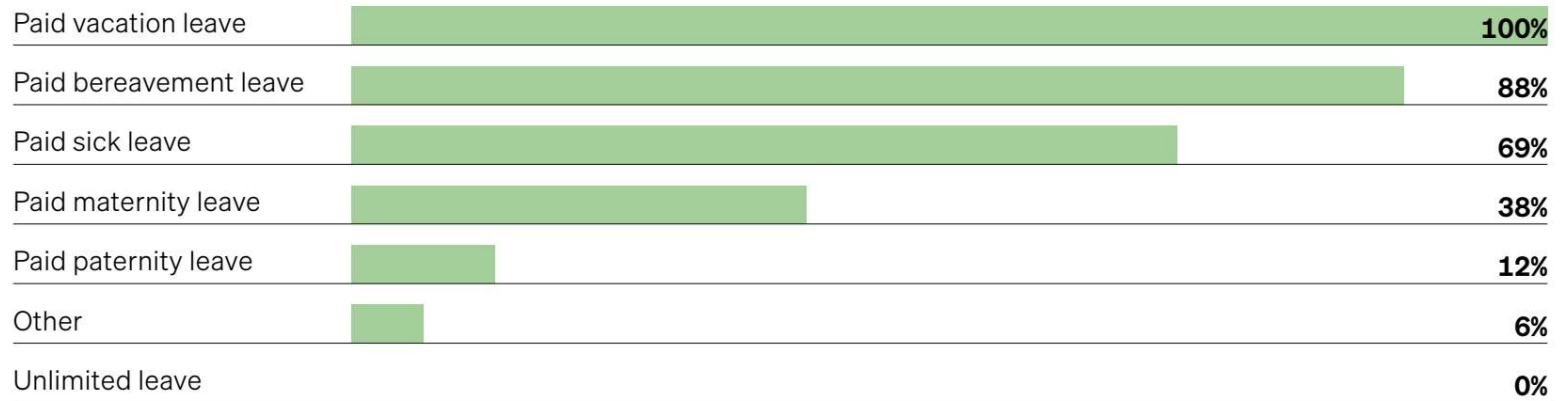
Highest Paying Salaried Roles	Annual Salary		Minimum Salary		Maximum Salary	
	Mean	Median	Mean	Median	Mean	Median
Plant Manager	113,636.36	110,000.00	110,720.00	110,000.00	119,280.00	115,000.00
Engineer	88,744.50	87,500.00	70,693.40	60,000.00	91,293.40	90,000.00
Assistant Plant Manager/ Production Supervisor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

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







Medical and Special Coverage Benefits






Paid Leave Benefits



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%

Contract Glazing Results

Compensation and Benefits

Job Titles

Field Personnel Roles

Field Superintendent

Crew Lead

Glazier

Journeymen Glazier

Apprentice Glazier

Glazier Helper

Field Superintendent most likely salaried, all others hourly.

Shop Personnel Roles

Shop Manager

Production Planner

CNC Machinists

Operations

Assembler

Fabricator

All positions more commonly hourly, Shop Managers by smallest margin.

Office Personnel Roles

General Manager

Logistics Manager

Inventory Manager

Project Engineer

Project Manager

Construction Manager

Estimators

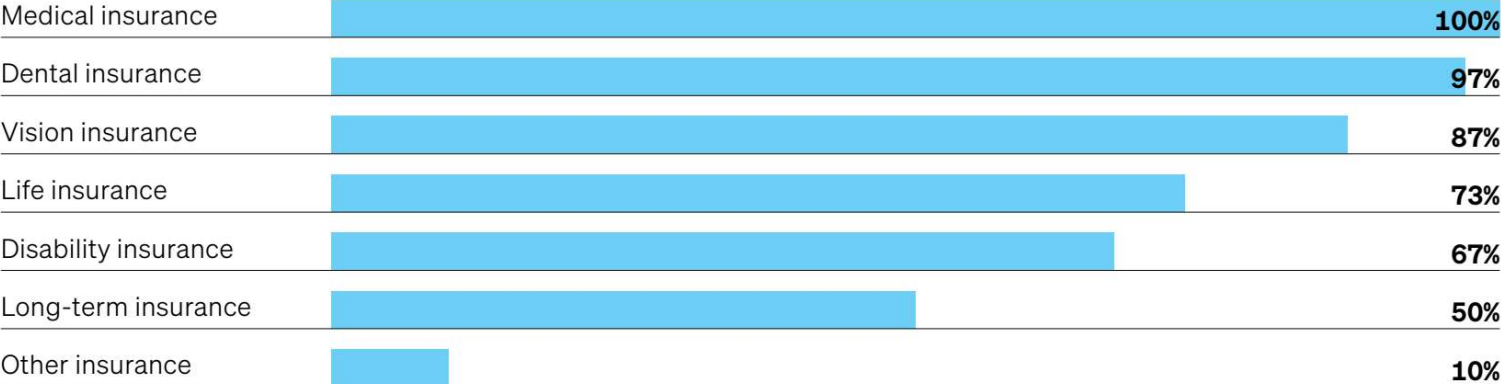
Draftspeople

All positions more commonly salaried, Draftspeople by smallest margin.

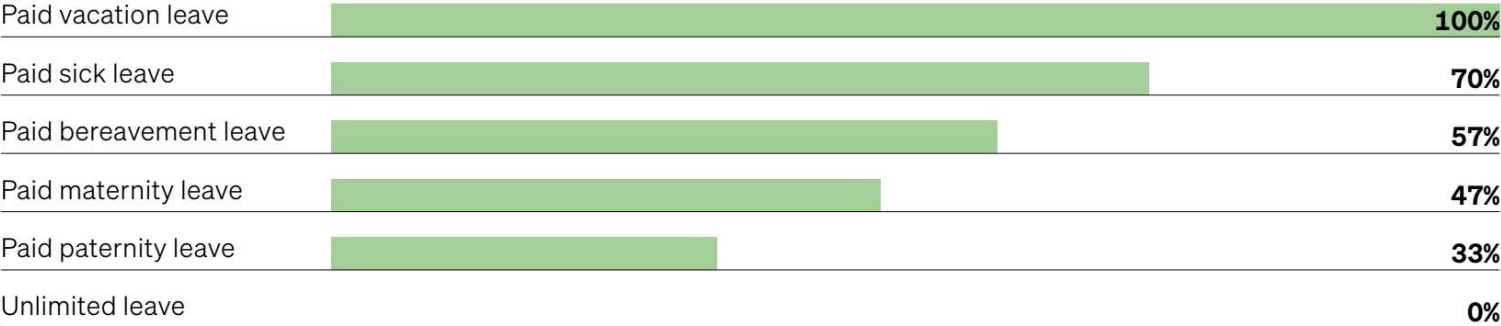
Top 5: Highest Paying Salaried Roles	Annual Salary		Minimum Salary		Maximum Salary	
	Mean	Median	Mean	Median	Mean	Median
General Manager	119,589.38	109,500.00	114,600.00	100,000.00	124,937.50	109,500.00
Project Engineer	107,178.11	82,000.00	98,675.00	78,700.00	120,550.00	78,700.00
Field Superintendent	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

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

Medical and Special Coverage Benefits



Paid Leave Benefits



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%



“Answer the Call”

- High level results from pilot year
- More participation = more value
- Regular cadence = relevant data

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Q&A



Laura Clark
Vault Consulting



Ian Santo Domingo
Vault Consulting



Nicole Harris
National Glass Association



Agenda

- Introduction to Vault
- Value of Benchmarking
- Inaugural NGA Compensation & Benefits Study
- Fabricator Results
- Glazing Company Results