



2019-2020 Salary Budget Survey

Oregon and SW Washington

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Cascade Employers Association
www.cascadeemployers.com

2019/2020 Salary Budget Survey REGIONAL REPORT Oregon & SW Washington

Cascade Employers Association and United Employers Association join forces each year to conduct this important annual survey. By working together, we attract a significant number of participants to strengthen the validity of the survey. Cascade Employers Association and United Employers Association appreciate your participation and continuing support of our market survey programs. Please call us if you have any questions or comments.

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**** Confidential Information ****

This survey is provided to assist you in administering your pay programs; it is, however, considered confidential information. To preserve this confidentiality, it may not be duplicated or used to support specific actions in discussions with any third party.

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Introduction

Overview

Cascade Employers Association and United Employers Association provide the most comprehensive pay data available in the **Oregon and Southwestern Washington** region. This study is of average pay change and variable/bonus award data for **employers** in the region. Some employers provided responses for more than one geographic area.

- **Geographic region covered by survey data ----- Oregon & Southwestern Washington**
- **Number of regional survey responses ----- 117**

- **Respondents projecting pay increases during 2018-2019¹:**
 - Non-Executive* (PMMS-NU, OCT, & SMP) ----- 89%**
 - Executive ----- 67%**
- **Respondents projecting either zeros or negative pay adjustments during 2018-2019:**
 - Non-Executive* (PMMS-NU, OCT, & SMP)----- 11%**
 - Executive ----- 33%**

- **Data reflected in report provided between ----- July to September 2019**
- **Publication Date ----- October 2019**

* See page 4 for employee category clarification
¹ Projected increases are from July 1, 2019 to June 30, 2020

Report Layout

The following sections include four reports each by geographic area with summaries by company size, organization type, and specific industry.

SECTION ONE: Actual & Projected Pay Change Data – Excluding Zeros and Negatives

This section pertains to average actual and projected changes to wages and salaries, while excluding zeros and negative adjustments. Use this section to determine how much actual pay *has* or *is* projected to change if you do not want to consider the affect of zero and negative adjustments.

SECTION TWO: Actual & Projected Pay Change Data – Including Zeros and Negatives

This section pertains to average actual and projected changes to wages and salaries, while including zeros and negative adjustments. Use this section to determine how much actual pay *has* or *is* projected to change if you want to consider the affect of zero and negative adjustments.

SECTION THREE: Actual & Projected Variable/Bonus Award Reports – Excluding Zeros

This section pertains to the average short-term incentive awards paid to employees as a percent of base pay. Use this section to determine how much short-term variable/bonus awards *have* or *are* projected to change if you do not want to consider the affect of zeros.

SECTION FOUR: Actual & Projected Variable/Bonus Award Reports – Including Zeros

This section pertains to the average short-term incentive awards paid to employees as a percent of base pay. Use this section to determine how much short-term variable/bonus awards *have* or *are* projected to change if you want to consider the impact of zeros.

Report Layout *(continued . . .)*

Employee Categories

Each of the above reports includes data for each of the following employee groups, along with totals for all non-union positions combined:

- **PMMS Union:** Production, Maintenance, Material Handling & Service employees working in a UNION environment
- **PMMS – NU:** Production, Maintenance, Material Handling & Service employees working in a NON-UNION environment
- **OCT:** Non-Exempt Office, Clerical & Technical employees Exempt
- **SMP:** Supervisory, Managerial & Professional employees
- **EXEC:** Executive

Respondent Counties by Area

Portland Metro Area	Mid-Willamette Area	Surrounding Area ¹	
Clackamas	Benton	Coquille	Josephine
Clark	Lane	Deschutes	Klamath
Columbia	Linn	Douglas	Lincoln
Multnomah	Marion	Harney	Malheur
Washington	Polk	Hood River	Tillamook
	Yamhill	Jackson	Union

¹ Includes all Coastal, Southern, Central and Eastern Oregon survey participants
Note: Some respondents reported data for more than one area