



Cascade Employers Association

Building better workplaces through
compliance, culture, connection

REGIONAL BENEFITS SURVEY

2021
FULL REPORT



REGIONAL BENEFITS SURVEY



A JOINT MARKET SURVEY EFFORT

Archbright™ and Cascade Employers Association conducted the 2021 Regional Benefits Survey. For the sixth year, this collaborative effort has enabled our organizations to reach more participants, resulting in a more well-rounded assessment of benefits and policies amongst Pacific Northwest organizations.

We hope you find the survey data helpful in making your benefits and policy practice decisions. To help with those decisions, the survey data is structured to meet the requirements of a variety of users. Please contact your association if you have any questions or comments.

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NOTE OF APPRECIATION

Archbright and Cascade Employers Association appreciate the 381 organizations that contributed to this survey, and the continuing support of all our members who make our surveys successful. We welcome any suggestions and comments to make this survey more useful in the future.

CONFIDENTIAL INFORMATION

We provide you with these survey results to assist you in determining your benefits and policy practices. Still, all content and statistics are confidential and proprietary to Archbright and Cascade Employers Association and should solely be used as an internal resource. Quotation from, or reproduction of, any material contained in this survey, in any form or by any other means, without prior written permission from Archbright and/or Cascade Employers Association is prohibited.

We require your cooperation in not duplicating or forwarding any part of this survey to any third party. Sharing information represented in the survey or the survey itself with other organizations is prohibited. Other organizations may purchase copies of these survey results so they too can reevaluate their benefits and policy practices.

Moreover, we do not disclose participant identities in the survey aside from the list of participating organizations provided at the beginning of this report from those who allowed us to publish their names.

We appreciate your cooperation, which allows us to continue to bring you a comprehensive, quality report each year.



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INTRODUCTION

SURVEY PROFILE

Number of Participating Organizations	381
Data Collection Period	JUNE-JULY 2021
Data Publication Date	AUGUST 2021
Tentative Next Publication Date	SUMMER 2022

SURVEY SUMMARY

The 2021 Regional Benefits Survey is a detailed look at our region's current benefit and policy practices. This report represents the sixth edition after a significant overhaul by Archbright and Cascade Employers Association of our HR practices surveys in 2019. The reliability of the survey results was further enhanced by the increase in the number of participants. The organizational mix represents data from 381 organizations including, 226 (59%) for-profit, 139 (37%) nonprofit, and 16 (4%) public sector organizations across Washington and Oregon.

DATA COLLECTION

Archbright and Cascade Employers Association's 2021 Regional Benefits Survey included 167 questions administered through the secure online survey platform, SoGoSurvey. The survey was comprised of multiple-choice, forced-choice (choose one), and fill-in-the-blank questions. The survey was open for data collection between June 1 and July 30, 2021.

PARTICIPANT INFORMATION

All participants have completed the survey in its entirety. We have not included incomplete/partial responses in the report results this year. The response rates to individual items will vary because: (1) some items were logic/ branching items, thus creating a subset of responses, and (2) some items allowed multiple selections.

The list of participating organizations found on pages 11 and 12 of this report reflects only those organizations who chose to be listed as named survey participant.

The section that follows summarizes demographic information for the 381 participating organizations in industry, region, annual revenue, organization size, ownership, and union status.

REPORTING OF DATA

The survey results are presented in graphs and data tables. In all graphs "N=" is used to denote the number of respondents. The graphs show two pieces of information:

- Percent of total responses to a question.
- Number of total responses to a question.

Percentages are printed as a whole number with a % at the end. Counts are presented as whole numbers. In some instances, participant responses may not total 100% due to rounding, the ability to select multiple responses, and/or due to participant omissions.

USE OF REGIONAL BENEFITS SURVEY

The survey is one tool in creating, modifying, and evaluating benefits and policy plan practices. When making decisions regarding benefits and policy plan practices, consideration should be given not only to one or several surveys, but to your organization's philosophy, resources, and the environment, both internal and external, in which you operate.

PARTICIPATING ORGANIZATIONS

A-America, Inc.	Commstructure Consulting, LLC	Heiberg Garbage & Recycling, LLC
ABC House, Inc.	Community Action of Skagit County	Highline Water District
Abused Deaf Women's Advocacy Services	Community Action Team, Inc.	Homewoods on the Willamette
African Community Housing & Development (ACHD)	ConAgra Brands	Housing Authority of Island County
Alderwood Water District	Copiers Northwest Inc.	Housing Authority of Snohomish County
Algas-SDI International	Council on Aging of Central Oregon	Housing Opportunities of SW Washington
Alpha Supported Living Services	CSNW Benefits	Humane Society for Seattle/King County
Ames Research Laboratories, Inc.	Currence, LLC dba Member Access Pacific, LLC	Hydraulic Repair & Design
Amplio Network	Denise Louie Education Center	Instrument Sales and Service, Inc.
API Chaya	Domestic Violence Resource Center	Integrated Supports for Living (IS Living)
Archbright	Doty Pruett Wilson, P.C.	Ioka Farms, Inc.
Atlantic Street Center	DP, Inc. General Contractors	J. Newell Corp.
AtWork!	Ed Staub & Sons Petroleum, Inc.	Joe's Garage Coffee
Automatic Products Co., Inc.	EDCO, INC.	Key Knife, Inc.
Avtech Tyee	Environmental Works	KeyTronicEMS
Azure Northwest LLC	Evergreen Social Impact	Kitsap Bank
BCCA DbA Meydenbauer Center	Evluma	Kitsap Credit Union
Bellmont Cabinets	Family Solutions	LAIKA, LLC
Benchmade Knife Company, Inc.	Far Bank	Lake Stevens Sewer District
Boyer Children's Clinic	Farwest Steel Corporation	Lakehaven Water & Sewer District
Brands on Fire dba Legwork	Finest Accessories, Inc.	Laserfab, Inc.
BSQUARE Corporation	Formost Fuji	Latino Community Fund of Washington State
Building Changes	Franke Tobey Jones	Legacy Group Inc
Burley Design, LLC	Frye Art Museum	Liberty House
C&J Industries, Inc.	Gensco, Inc.	Life Science Washington
Cablecraft Motion Controls	Girl Scouts of Western Washington	LifeWire
Career Path Services	Global TBM Company	LifeSource Natural Foods
CareOregon, Inc.	Globe Machine Mfg. Co.	Little Bit Therapeutic Riding Center
Cascade Health	GSBA (Greater Seattle Business Association)	Lunde Marine Electronics, Inc.
Cascade Park Communities	Haakon Industries	MacKay Manufacturing, Inc.
Cascade Public Media	Habitat for Humanity Portland Region	Marion Soil and Water Conservation District
Cat Adoption Team	Harbor Island Machine Works	Measurement Technology Northwest
Catholic Community Services of the Mid Willamette Valley	Hartung Glass Industries	Mennonite Village
Child Care Aware of WA	Healthy Pet	Mighty Oaks Children's Therapy Center
ChildStrive	Heatcon, Inc./Heatcon Composite Systems	
Children's Institute		
Colmac Industries Inc		
Columbia Helicopters, Inc.		

PARTICIPATING ORGANIZATIONS

Mockingbird Society
 Molbak's Garden + Home
 Morningside
 Museum of Pop Culture
 NACM Northwest Service Co.
 National Products, Inc.
 New Buildings Institute
 North Cascades Institute
 Northwest Justice Project
 Numerica Credit Union
 Ocean Beauty Seafoods, LLC
 Ocular Instruments, Inc.
 Odyssey Enterprises, Inc.
 OFD Foods, LLC. (Oregon Freeze Dry)
 Olympic Mountain Products
 Oregon Dental Association
 Oregon Soap Company
 Oroville Reman & Reload, Inc.
 Outdoor Research, Inc.
 Pacific Aero Tech LLC
 Pacific Northwest Ballet
 Pacific NW Title of Kitsap Co., Inc.
 Pacific Seafood Processors
 Panorama Global
 Pathology Consultants, PC & Northwest Pathology Services
 PAWS
 PayTrace
 Pearl Buck Center, Inc.
 PetroCard, Inc.
 Planned Parenthood Columbia/Willamette
 Positive Futures Network dba YES Media
 Port Ludlow Associates, LLC
 Precision Analytical, Inc.
 Project Access NW
 Propel Insurance
 Puget Sound Pipe & Supply Co.

Rainier Richlite Company
 RedDOT Corporation
 Redhawk Group, LLC
 RENA Technologies North America
 Renewal By Andersen of Washington
 Revere Group
 Rice Fergus Miller
 Richardson Sports, Inc.
 Rippl, Inc
 Salem Area Chamber of Commerce
 Salem Electric
 Sandpoint Police Department
 Screen SPE USA, LLC
 SCTC (Stayton Cooperative Telephone Company)
 SeaTac Packaging Mfg. Corp.
 Seattle Aquarium
 Seattle Art Museum
 Seattle Opera
 Seattle Symphony
 Sherwood Community Services Skills, Inc.
 Smith Berger Marine, Inc.
 SnoTemp Cold Storage
 Sonderen Packaging
 Sound Outreach
 South Whidbey Physical Therapy
 Specialty Metals Corp.
 Spectralux Corporation
 Spokane County Human Resources
 Sportworks Northwest, Inc.
 Starfire Sports
 Streich Bros., Inc.
 Surain Industries, Inc
 Tacoma Community House
 The Arc of King County
 The Arc of Washington State
 The Arc Oregon
 The Lighthouse for the Blind, Inc.

The Math Learning Center
 The Museum of Flight
 Tillamook Family Counseling Center
 Town Hall Seattle
 Trailblazer Foods
 Tri-City Construction Council
 Trojan Lithograph Corp.
 Uresco Construction Materials
 Vanport Marine, Inc.
 Visit Spokane
 Washington Environmental Council
 Washington Rock Quarries, Inc.
 Washington Society of Certified Public Accountants (WSCPAs)
 Washington State Fair
 Washington Trails Association
 Washington Women's Foundation
 West Salem Machinery Co.
 Western Cascade Truck, Inc
 Wilco Farmers
 Wildwood | Mahonia, Inc.
 Wilson Oil dba Wilcox and Flegel
 WithinReach
 Wonderland Child & Family Services
 Workforce Snohomish
 Worldwide Distributors
 Young Corporation
 Zak Designs, Inc

REGIONAL BENEFITS SURVEY

FULL REPORT

