



Cascade Employers Association

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REGIONAL BENEFITS SURVEY

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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. | loka 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 | Rainier Richlite Company | The Math Learning Center |
| Molbak's Garden + Home | RedDOT Corporation | The Museum of Flight |
| Morningside | Redhawk Group, LLC | Tillamook Family Counseling Center |
| Museum of Pop Culture | RENA Technologies North America | Town Hall Seattle |
| NACM Northwest Service Co. | Renewal By Andersen of Washington | Trailblazer Foods |
| National Products, Inc. | Revere Group | Tri-City Construction Council |
| New Buildings Institute | Rice Fergus Miller | Trojan Lithograph Corp. |
| North Cascades Institute | Richardson Sports, Inc. | Uresco Construction Materials |
| Northwest Justice Project | Ripl, Inc | Vanport Marine, Inc. |
| Numerica Credit Union | Salem Area Chamber of Commerce | Visit Spokane |
| Ocean Beauty Seafoods, LLC | Salem Electric | Washington Environmental Council |
| Ocular Instruments, Inc. | Sandpoint Police Department | Washington Rock Quarries, Inc. |
| Odyssey Enterprises, Inc. | Screen SPE USA, LLC | Washington Society of Certified Public Accountants (WSCPA) |
| OFD Foods, LLC. (Oregon Freeze Dry) | SCTC (Stayton Cooperative Telephone Company) | Washington State Fair |
| Olympic Mountain Products | SeaTac Packaging Mfg. Corp. | Washington Trails Association |
| Oregon Dental Association | Seattle Aquarium | Washington Women's Foundation |
| Oregon Soap Company | Seattle Art Museum | West Salem Machinery Co. |
| Oroville Reman & Reload, Inc. | Seattle Opera | Western Cascade Truck, Inc |
| Outdoor Research, Inc. | Seattle Symphony | Wilco Farmers |
| Pacific Aero Tech LLC | Sherwood Community Services | Wildwood Mahonia, Inc. |
| Pacific Northwest Ballet | Skills, Inc. | Wilson Oil dba Wilcox and Flegel |
| Pacific NW Title of Kitsap Co., Inc. | Smith Berger Marine, Inc. | WithinReach |
| Pacific Seafood Processors | SnoTemp Cold Storage | Wonderland Child & Family Services |
| Panorama Global | Sonderen Packaging | Workforce Snohomish |
| Pathology Consultants, PC & Northwest Pathology Services | Sound Outreach | Worldwide Distributors |
| PAWS | South Whidbey Physical Therapy | Young Corporation |
| PayTrace | Specialty Metals Corp. | Zak Designs, Inc |
| Pearl Buck Center, Inc. | Spectralux Corporation | |
| PetroCard, Inc. | Spokane County Human Resources | |
| Planned Parenthood Columbia/Willamette | Sportworks Northwest, Inc. | |
| Positive Futures Network dba YES Media | Starfire Sports | |
| Port Ludlow Associates, LLC | Streich Bros., Inc. | |
| Precision Analytical, Inc. | Surain Industries, Inc | |
| Project Access NW | Tacoma Community House | |
| Propel Insurance | The Arc of King County | |
| Puget Sound Pipe & Supply Co. | The Arc of Washington State | |
| | The Arc Oregon | |
| | The Lighthouse for the Blind, Inc. | |

REGIONAL BENEFITS SURVEY



FULL REPORT

