



2022-2023 Salary Budget Survey

Oregon and SW Washington



Cascade Employers Association

Published: October 2022
Next Publication: October 2023

Cascade Employers Association
www.cascadeemployers.com

2022/2023 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.

****** Contacts ******

Cascade Employers Association

4068 Hudson Avenue NE
Salem, Oregon 97301

McKenna Arnold

marnold@cascadeemployers.com
503.585.4320

United Employers Association

906 NE 19th Avenue
Portland, Oregon 97232

Becca Wiegand

bwiegand@ueainc.com
503.595.2178

**** 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.

Table of Contents

Section	Page
Introduction	
Overview.....	3
Report Layout.....	4
Listing of Respondents by Area.....	6
Historical Pay Change Summary.....	15
SECTION ONE: Actual & Projected Pay Change Data - <u>Excluding</u> Zeros and Negatives.....	17
SECTION TWO: Actual & Projected Pay Change Data - <u>Including</u> Zeros and Negatives.....	30
SECTION THREE: Actual & Projected Variable/Bonus Award Data - <u>Excluding</u> Zeros.....	43
SECTION FOUR: Actual & Projected Variable/Bonus Award Data - <u>Including</u> Zeros.....	56

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 ----- 162**
- **Respondents projecting pay increases during 2022-2023¹:**
 - Non-Executive* (PMMS-NU, OCT, & SMP) ----- _%**
 - Executive ----- _%**
- **Respondents projecting either zeros or negative pay adjustments during 2022-2023:**
 - Non-Executive* (PMMS-NU, OCT, & SMP)----- _%**
 - Executive ----- _%**
- **Data reflected in report provided between ----- *July to September 2022***
- **Publication Date ----- *October 2022***

** See page 5 for employee category clarification*

¹ Projected increases are from July 1, 2022 to June 30, 2023

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
- **SMP:** Exempt 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

Listing of Respondents by Area

Portland Metro Area

(38 organizations elected to not be included on this participant list)

Albertina Kerr	Metropolitan Pediatrics LLC
Asian Pacific American Network of Oregon	Neurotherapeutic Pediatric Therapies
CASA For Children	Northwest Housing Alternatives
Children's Health Alliance	Oregon Dental Association
Commstructure Consulting	Oregon Soap Company
COMPASS Science Communication Inc.	Partners for a Hunger-Free Oregon
Domestic Violence Resource Center	Pinnacle Exhibits, Inc
EE Schenck Company	Premier Gear and Machine Works, Inc.
FCTG	Sheldon Manufacturing Inc.
IFG	Skutt Ceramic Products, Inc
Instrument Sales and Service, Inc.	South Tabor Family Physicians LLP
Key Knife, Inc.	Stimson Lumber Company
Kinship House	Vanport Marine Inc.
LAIKA, LLC	Warne Scope Mounts
McCoy Foat & Company CPAs PC	West Multnomah Soil & Water Conservation District
Merchants Exchange	Western Energy Institute

Listing of Respondents by Area

Mid-Willamette Area

(27 organizations elected to not be included on this participant list)

ABC House	McMinnville Water & Light
Barenbrug USA	MEI Rigging & Crating, LLC
Bi-Mart Corporation	Mennonite Village
Burley Design	Mid-Valley Literacy Center
Cascade Health	NIRSA: Leaders in Collegiate Recreation
Corvallis Gastroenterology PC, dba Mid-Valley GI	Northwest Human Services
Eugene Ballet	Options Pregnancy Resource Center
Eugene Water & Electric Board	Oregon Association of Relief Nurseries
Fall Creek Farm & Nursery	Oregon Community Programs
Freres Engineered Wood Products	Oregon Imaging Centers
G. Christianson Construction	Pioneer Truckweld Inc.
GloryBee	Polk Community Development Corporation
Habitat for Humanity of Lincoln County	Salem Keizer Coalition for Equality
Harvest House Publishers	Systems West Engineers
Housing Independence	The Purlin Mill LLC.
JAJ Enterprise	Timber Products Co.
Jerry's Home Improvement Center	Truss T Structures Inc dba Pacific Building Systems
Jones & Roth	Turell Group, LLC
Juliette's House	Wildwood Inc.
Lane County History Museum	Willamette Valley Rehabilitation Center, Inc.
Liberty House	Wine by Joe LLC
Marion Soil and Water Conservation District	Woodburn Pediatric Clinic

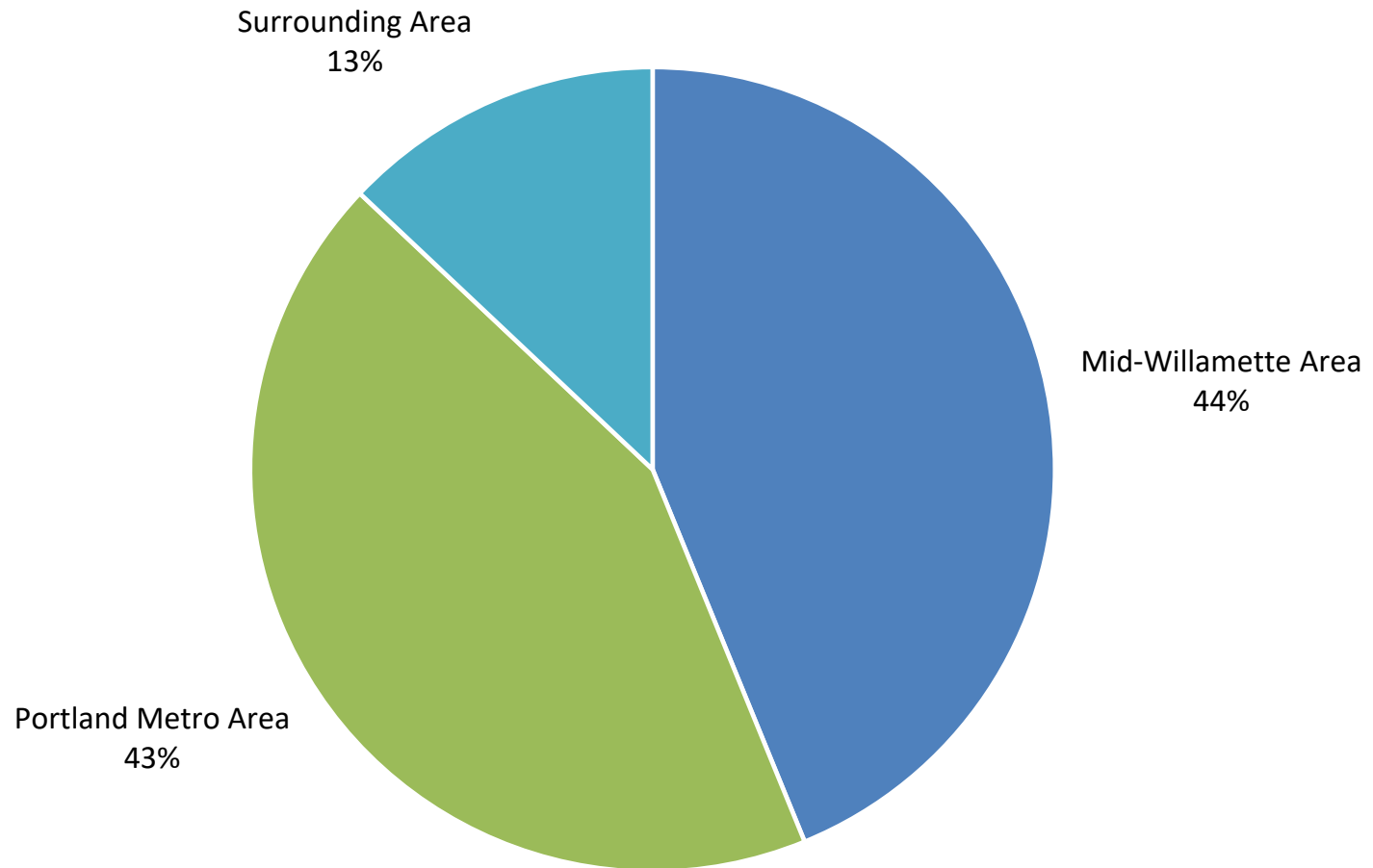
Listing of Respondents by Area

Surrounding Area

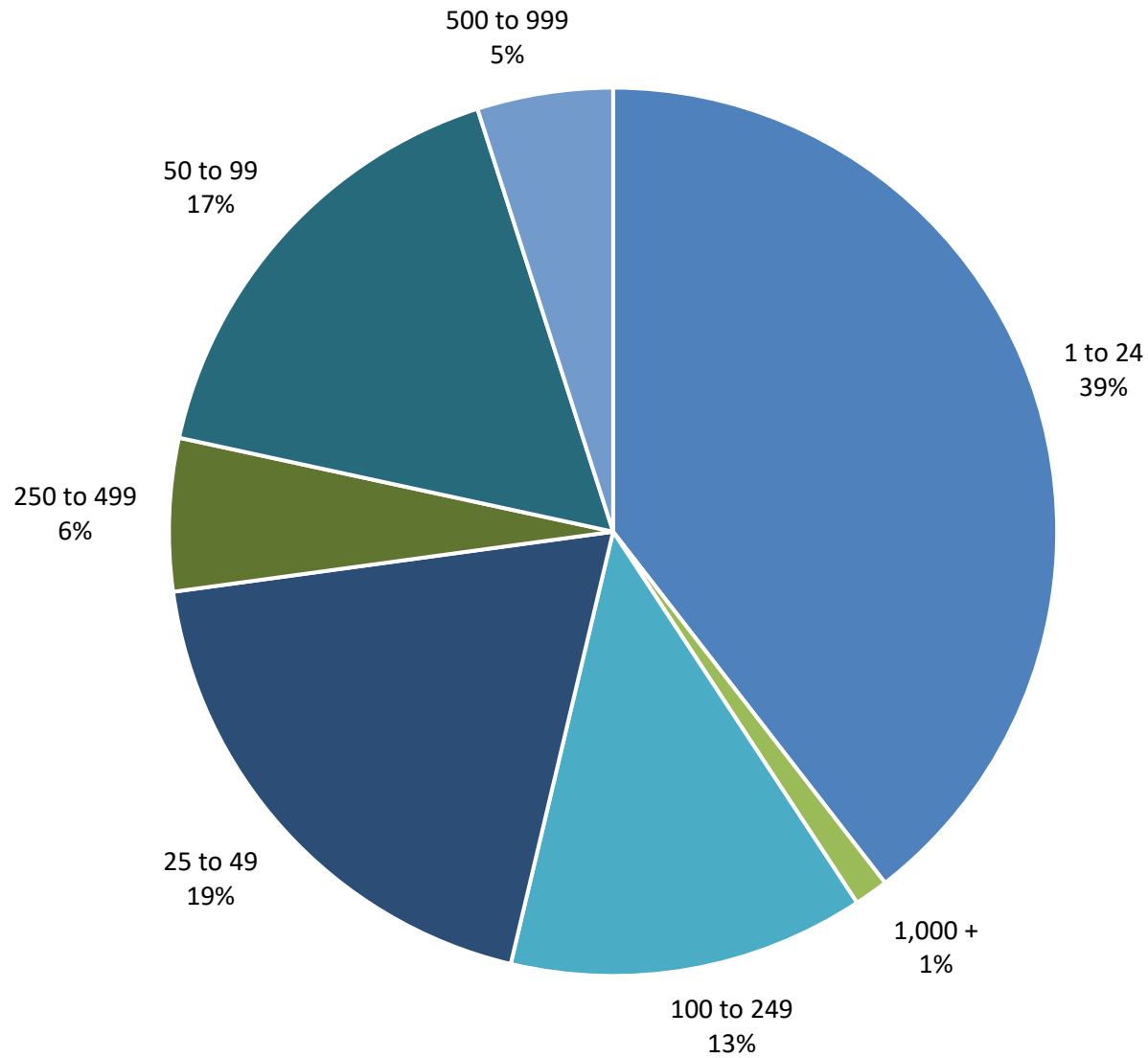
(9 organizations elected to not be included on this participant list)

Bend-Redmond Habitat for Humanity
Con-Vey, LLC
Ed Staub & Sons Petroleum
LTM, Incorporated dba Knife River Materials
Met One Instruments, Inc.
North Lincoln Sanitary Service
Oregon Ice Cream LLC
Red Dog Fabrication, LLC
Seal Rock Water District
Sutherlin Sanitary Service, LLC
Tidewater Barge Lines
Tillamook Family Counseling Center

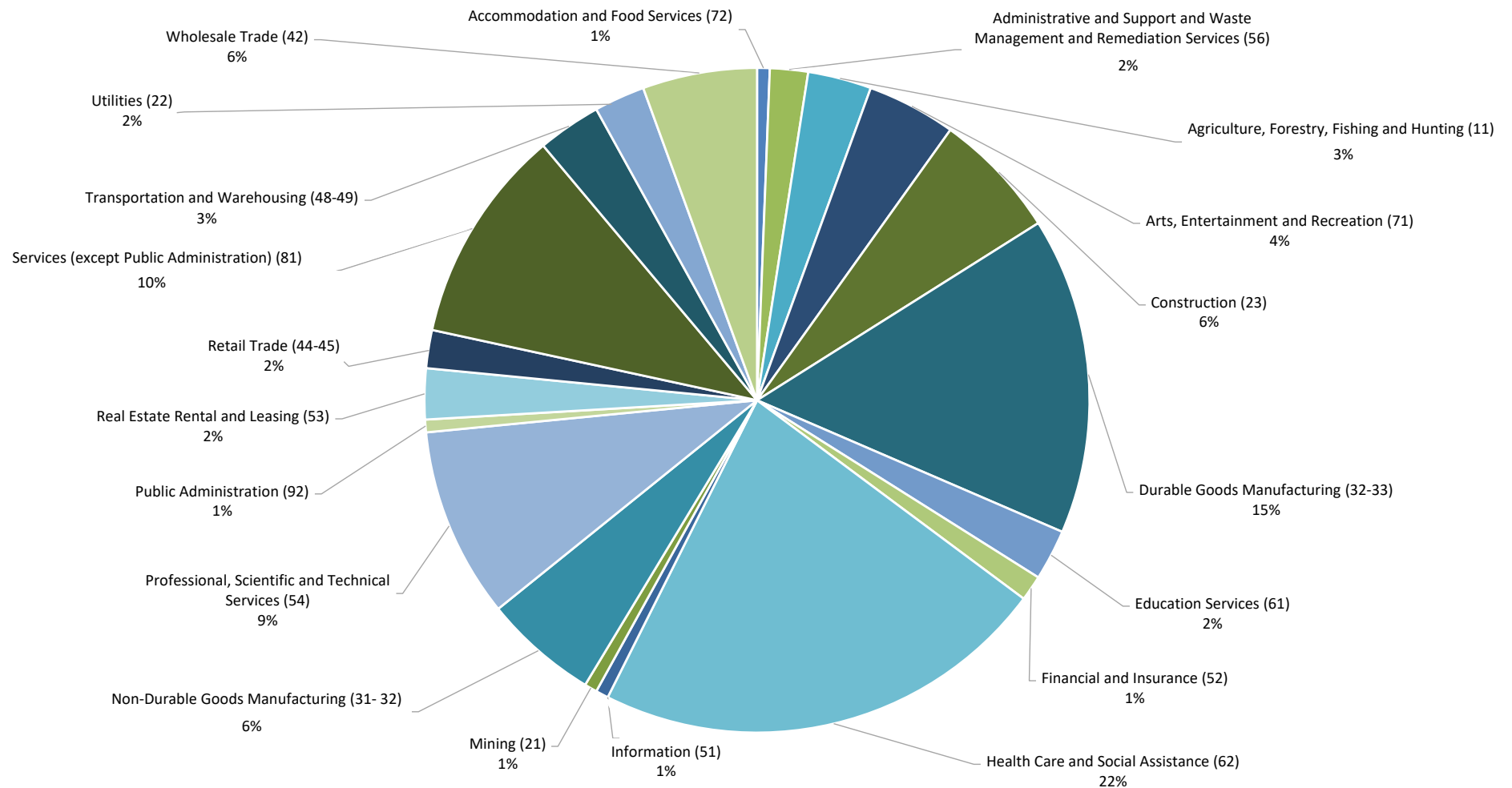
Participant Distribution by Geographic Area



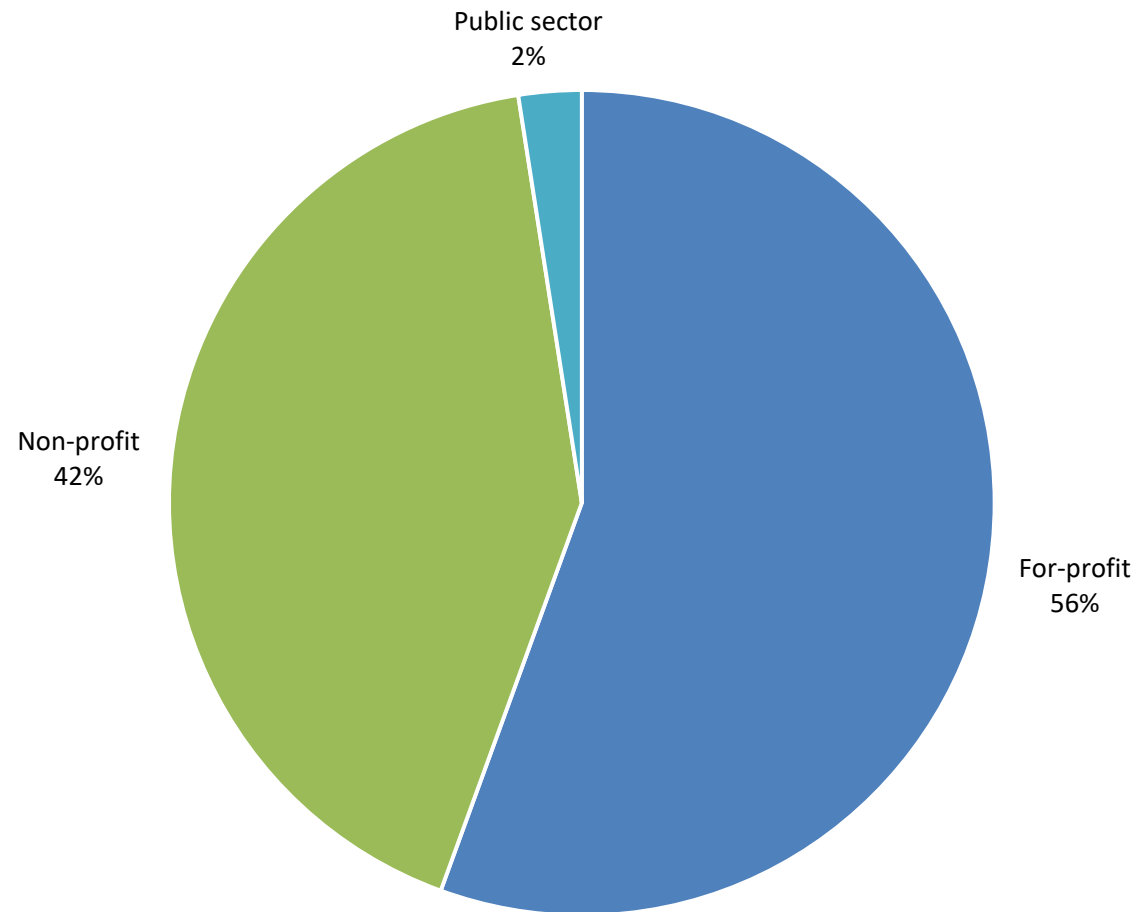
Participant Distribution by Employee Count



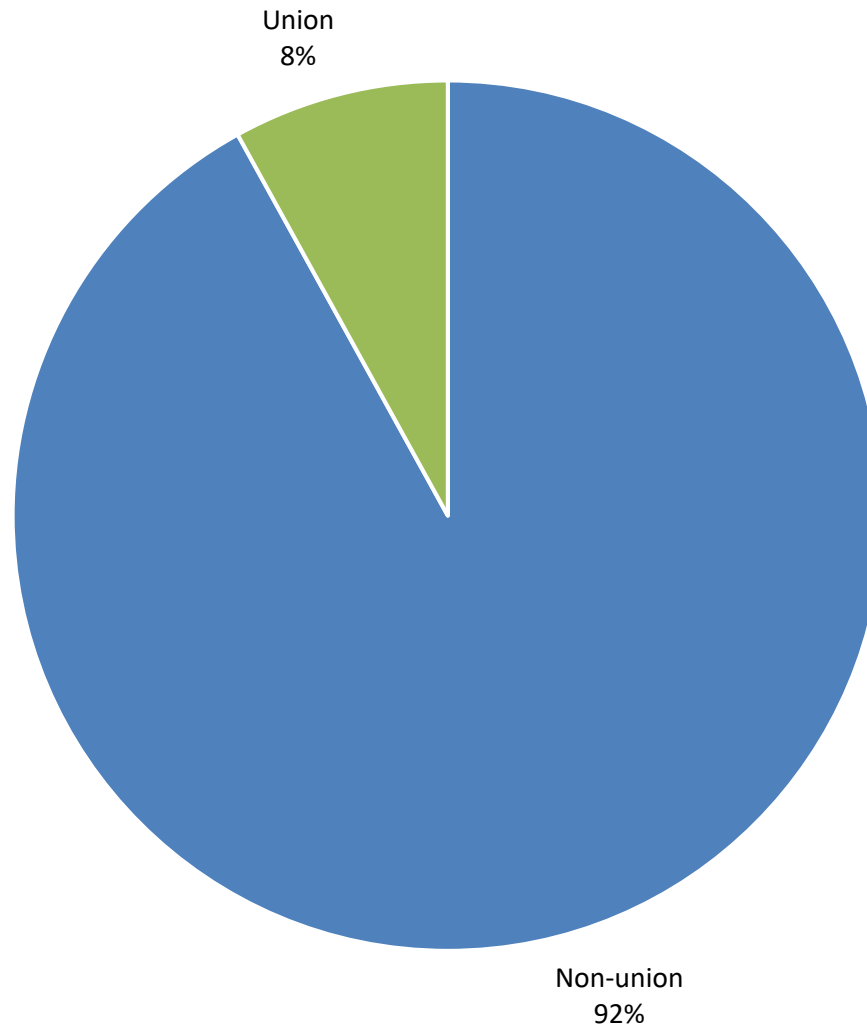
Participant Distribution by Industry



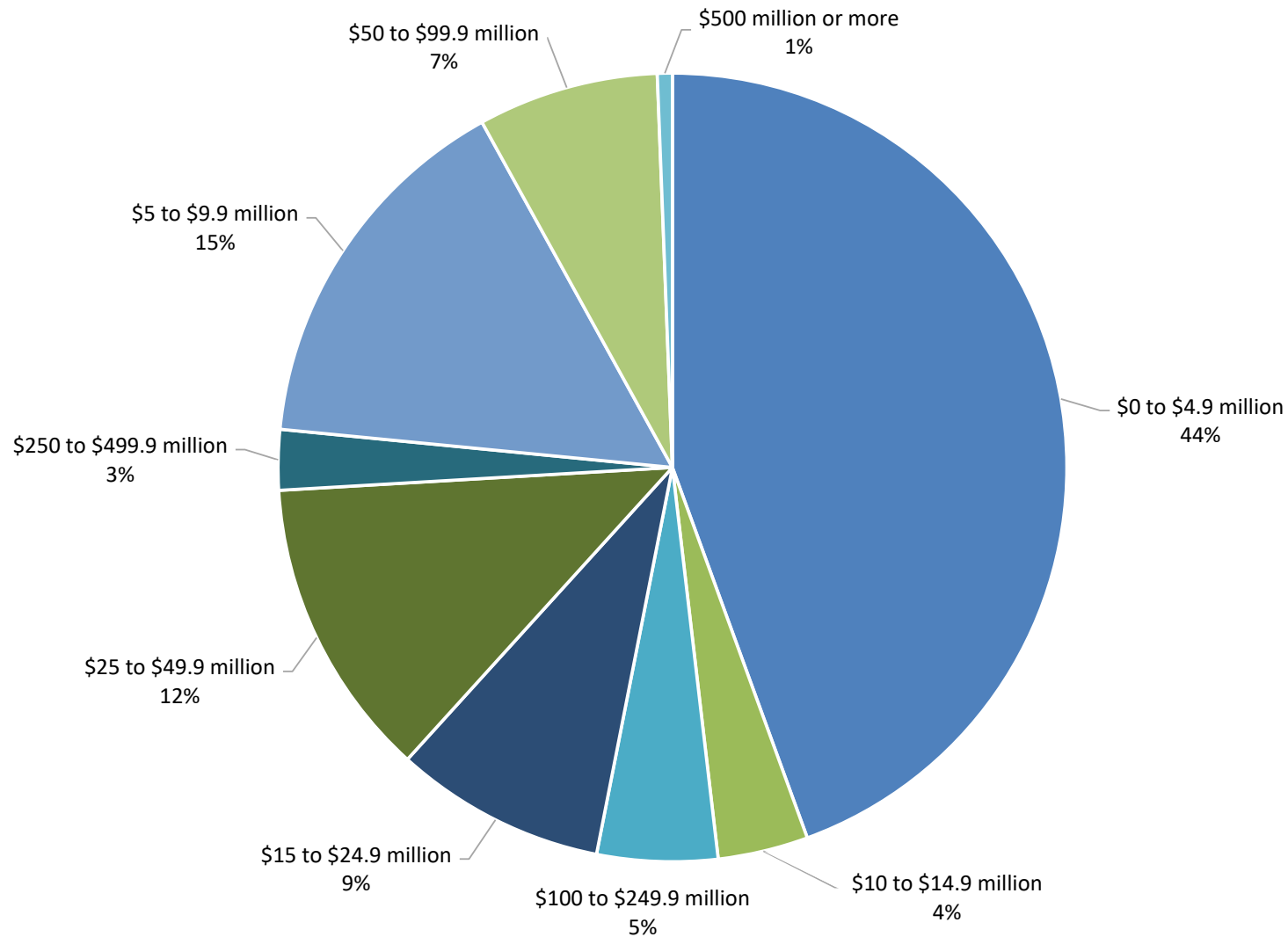
Participant Distribution by Profit Status



Participant Distribution by Union Status



Participant Distribution by Revenue



Historical Pay Change Summary

Oregon & Southwestern Washington