



Cascade Employers  
Association

2022

# Northwest Employee Benefits Survey



Full  
Report

# 2022 Northwest Employee Benefits Survey

## NOTE of APPRECIATION

Cascade Employers Association appreciates the 123 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.

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## CONFIDENTIAL INFORMATION

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# Table of Contents

<b>Introduction</b>	<b>1</b>
<b>Participant List</b>	<b>2</b>
<b>Participant Demographics</b>	<b>4</b>
<b>Health and Welfare Practices</b>	<b>6</b>
Health & Welfare Practices	6
Medical Benefits	9
Dental Benefits	17
Vision Benefits	22
<b>Life Insurance, Disability, &amp; Retirement Benefits and Practices</b>	<b>26</b>
Life Insurance	26
AD&D Insurance	27
Short-Term Disability	28
Long-Term Disability	29
Retirement Plans	30
<b>Time-Off Practices</b>	<b>34</b>
Paid Sick	34
Paid Vacation	39
PTO (Pooled) Leave	44
Time-Off Benefits	49
Holidays	52
<b>Compensation Benefits Practices</b>	<b>59</b>
Shift Differentials	60
Salary Increases	63
Incentive Plans	64
<b>Diversity, Equity &amp; Inclusion</b>	<b>67</b>
<b>Other Policies and Practices</b>	<b>71</b>
Work Arrangements	71
Turnover	72
Miscellaneous Policies	73
Employee Resources	75
Creative Benefits	77
Areas of Concern for Businesses	79

# Introduction

Number of Participants: 123  
Geographic Region: Oregon & Washington  
Data Collection Window: June and July 2022  
Report Publication: September 2022

## **SURVEY SUMMARY**

The 2022 Northwest Employee Benefits Survey is a detailed look at Oregon and Washington's current benefit and policy practices. We hope you find the survey valuable in your benefit and policy decision-making processes.

## **PARTICIPANT INFORMATION**

All participants in this survey are completed responses; no incomplete responses were included in the data set. A listing of participants can be found on pages 2 and 3. These listed participants are those who chose to be listed as a named survey participant.

## **REPORTING of the DATA**

The survey results are broken out by both data tables and graphs. In each data table, the answer choices are listed first, followed by the "n" value (number of respondents) and then the response percentage for that answer.

## **USE of the 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.

## Participant List

ABC House	Jubilee Women's Center
Advantis Credit Union	Juliette's House
Aggregate Resource Drilling, LLC	Jungmaven
Albertina Kerr Centers	Kanto Corporation
AM Equipment	Kendal Floral
Ames Research Laboratories, Inc.	Key Knife
Around the Clock Support Services, LLC.	Klamath & Lake Community Action Services
Benchmade Knife Company	Knife River Corporation Northwest
Bob's Red Mill	Krownlab
Cabinet Door Service Co. LLC	La Clínica de Guadalupe
Canby Drywall, Inc.	Mennonite Village
Capital Manor	Met One Instruments, Inc.
CARDV	Moshi Moshi Sushi & Izakaya
CareOregon	NACM Northwest Service Co.
Cascade Health	Natural Plant Products LLC
Cat Adoption Team	Neurotherapeutic Pediatric Therapies, Inc
Catholic Community Services	NIRSA: Leaders in Collegiate Recreation
Central Willamette Credit Union	Options Pregnancy Resource Center
Chehalem Park and Recreation District	Oregon Agricultural Trust
Children's Cancer Association	Oregon Community Foundation
Children's Health Alliance	Oregon Dental Association
City of Troutdale	Oregon Medical Association
College Housing Northwest	Oregon School of Massage
Columbia Empire Volleyball Association	Oregon Soap Company
Columbia Helicopter	Oregon Society of Certified Public Accountants
Community Action Team, Inc	Oxford Collection
Con-Vey, LLC	Pearl Buck Center
CSC	Portland Bottling Company
CSNW Benefits	Power Equipment Systems, LLC
Direction Service	Precision Analytical, Inc.
Domestic Violence Resource Center	PS Trucking, Inc.
Doty Pruett Wilson, PC	ReCraft LLC
Douglas CARES	RENA Technologies North America
EE Schenck Company	Resers Fine Foods
Elk Creek Forest Products	Richardson Sports
Eugene Water & Electric Board	Salem Electric
Family Building Blocks	Salem Keizer Coalition for Equality
GloryBee	Salem Psychiatric Associates & DBA Valley Mental
Habitat for Humanity of Central Lane	SELCO Community Credit Union
Harvest House Publishers	Sheldon Manufacturing Inc.
Herzog Meier	South Tabor Family Physicians LLP
Instrument Sales and Service, Inc.	Spirit Mountain Casino
Ioka Farms, Inc.	Springfield Area Chamber of Commerce
Jerry's Home Improvement Center	Systems West Engineers
Jones & Roth	TFCC
JR Merit, Inc.	The Gilbert House Children's Museum

## Participant List

The Math Learning Center  
Turell Group, LLC  
Tyree Oil, Inc.  
United Community Action Network  
Vanport Marine Inc.  
Warne Scope Mounts  
Western Energy Institute  
White Bird Clinic

Wilco Farmers  
Wilcox and Flegel  
Wildwood Inc.  
Willamette Valley Rehabilitation Center Inc.  
Willamette Vital Health  
Wine by Joe  
WMSWCD

# Participant Demographics

## Industry Breakout

Accommodation and Food Services	3	2%	<div></div>
Administrative and Support and Waste Management and Remediation Services	0	0%	
Agriculture, Forestry, Fishing and Hunting	4	3%	<div></div>
Arts, Entertainment, and Recreation	5	4%	<div></div>
Construction	6	5%	<div></div>
Durable Goods Manufacturing	14	11%	<div></div>
Educational Services	4	3%	<div></div>
Finance and Insurance	6	5%	<div></div>
Health Care and Social Assistance	25	20%	<div></div>
Information	1	1%	<div></div>
Management of Companies and Enterprises	0	0%	
Mining, Quarrying, and Oil and Gas Extraction	0	0%	
Non-Durable Goods Manufacturing	12	10%	<div></div>
Other Services (except Public Administration)	15	12%	<div></div>
Professional, Scientific, and Technical Services	7	6%	<div></div>
Public Administration	3	2%	<div></div>
Real Estate and Rental and Leasing	3	2%	<div></div>
Retail Trade	4	3%	<div></div>
Transportation and Warehousing	4	3%	<div></div>
Utilities	2	2%	<div></div>
Wholesale Trade	6	5%	<div></div>



## Ownership Structure Breakout

For Profit	67	54%	<div></div>
Non-Profit	51	41%	<div></div>
Public Sector	6	5%	<div></div>

## Union Status Breakout

Union	5	4%	<div></div>
Non-Union	119	96%	<div></div>

## Participant Demographics



### State Breakout

Oregon	118	95%	<div><div></div></div>
Washington	6	5%	<div><div></div></div>

### Employee Count Breakout

1 to 24 employees	34	27%	<div><div></div></div>
25 to 49 employees	23	19%	<div><div></div></div>
50 to 99 employees	22	18%	<div><div></div></div>
100 to 149 employees	16	13%	<div><div></div></div>
150 to 249 employees	10	8%	<div><div></div></div>
250 to 499 employees	8	6%	<div><div></div></div>
500 or more employees	11	9%	<div><div></div></div>

### Annual Gross Revenue Breakout

Less than \$1 million	11	9%	<div><div></div></div>
\$1 million to \$2.9 million	20	16%	<div><div></div></div>
\$3 million to \$4.9 million	18	15%	<div><div></div></div>
\$5 million to \$9.9 million	16	13%	<div><div></div></div>
\$10 million to \$14.9 million	10	8%	<div><div></div></div>
\$15 million to \$24.9 million	11	9%	<div><div></div></div>
\$25 million to \$49.9 million	17	14%	<div><div></div></div>
\$50 million to \$149.9 million	13	10%	<div><div></div></div>
\$150 million to \$249.9 million	2	2%	<div><div></div></div>
\$250 million or more	6	5%	<div><div></div></div>