



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.

CONTACT INFORMATION

McKenna Arnold
marnold@cascadeemployers.com
503.585.4320

Cascade Employers Association
4068 Hudson Ave NE
Salem, OR 97301

CONFIDENTIAL INFORMATION

This survey is provided to assist you in determining your benefit packages and internal policies; all content and format is confidential and proprietary to Cascade Employers Association. This survey is provided to the recipient to use as an internal benefit resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from Cascade Employers Association is prohibited. We ask and require your cooperation in not duplicating or forwarding any part of this survey to any third party.

This survey is intended for individual organization use only. Use across multiple organizations is prohibited. Additional copies of this survey may be purchased to assist each individual organization in meeting their compensation needs.

© 2022 by Cascade Employers Association.

Table of Contents

Introduction	1
Participant List	2
Participant Demographics	4
Health and Welfare Practices	6
Health & Welfare Practices	6
Medical Benefits	9
Dental Benefits	17
Vision Benefits	22
Life Insurance, Disability, & Retirement Benefits and Practices	26
Life Insurance	26
AD&D Insurance	27
Short-Term Disability	28
Long-Term Disability	29
Retirement Plans	30
Time-Off Practices	34
Paid Sick	34
Paid Vacation	39
PTO (Pooled) Leave	44
Time-Off Benefits	49
Holidays	52
Compensation Benefits Practices	59
Shift Differentials	60
Salary Increases	63
Incentive Plans	64
Diversity, Equity & Inclusion	67
Other Policies and Practices	71
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
Advantis Credit Union
Aggregate Resource Drilling, LLC
Albertina Kerr Centers
AM Equipment
Ames Research Laboratories, Inc.
Around the Clock Support Services, LLC.
Benchmade Knife Company
Bob's Red Mill
Cabinet Door Service Co. LLC
Canby Drywall, Inc.
Capital Manor
CARDV
CareOregon
Cascade Health
Cat Adoption Team
Catholic Community Services
Central Willamette Credit Union
Chehalem Park and Recreation District
Children's Cancer Association
Children's Health Alliance
City of Troutdale
College Housing Northwest
Columbia Empire Volleyball Association
Columbia Helicopter
Community Action Team, Inc
Con-Vey, LLC
CSC
CSNW Benefits
Direction Service
Domestic Violence Resource Center
Doty Pruett Wilson, PC
Douglas CARES
EE Schenck Company
Elk Creek Forest Products
Eugene Water & Electric Board
Family Building Blocks
GloryBee
Habitat for Humanity of Central Lane
Harvest House Publishers
Herzog Meier
Instrument Sales and Service, Inc.
Ioka Farms, Inc.
Jerry's Home Improvement Center
Jones & Roth
JR Merit, Inc.
Jubilee Women's Center
Juliette's House
Jungmaven
Kanto Corporation
Kendal Floral
Key Knife
Klamath & Lake Community Action Services
Knife River Corporation Northwest
Krownlab
La Clínica de Guadalupe
Mennonite Village
Met One Instruments, Inc.
Moshi Moshi Sushi & Izakaya
NACM Northwest Service Co.
Natural Plant Products LLC
Neurotherapeutic Pediatric Therapies, Inc
NIRSA: Leaders in Collegiate Recreation
Options Pregnancy Resource Center
Oregon Agricultural Trust
Oregon Community Foundation
Oregon Dental Association
Oregon Medical Association
Oregon School of Massage
Oregon Soap Company
Oregon Society of Certified Public Accountants
Oxford Collection
Pearl Buck Center
Portland Bottling Company
Power Equipment Systems, LLC
Precision Analytical, Inc.
PS Trucking, Inc.
ReCraft LLC
RENA Technologies North America
Resers Fine Foods
Richardson Sports
Salem Electric
Salem Keizer Coalition for Equality
Salem Psychiatric Associates & DBA Valley Mental
SELCO Community Credit Union
Sheldon Manufacturing Inc.
South Tabor Family Physicians LLP
Spirit Mountain Casino
Springfield Area Chamber of Commerce
Systems West Engineers
TFCC
The Gilbert House Children's Museum

Participant List

The Math Learning Center	Wilco Farmers
Turell Group, LLC	Wilcox and Flegel
Tyree Oil, Inc.	Wildwood Inc.
United Community Action Network	Willamette Valley Rehabilitation Center Inc.
Vanport Marine Inc.	Willamette Vital Health
Warne Scope Mounts	Wine by Joe
Western Energy Institute	WMSWCD
White Bird Clinic	

Participant Demographics

Industry Breakout



Accommodation and Food Services	3	2%	<div style="width: 2%; background-color: #5cb85c;"></div>
Administrative and Support and Waste Management and Remediation Services	0	0%	
Agriculture, Forestry, Fishing and Hunting	4	3%	<div style="width: 3%; background-color: #5cb85c;"></div>
Arts, Entertainment, and Recreation	5	4%	<div style="width: 4%; background-color: #5cb85c;"></div>
Construction	6	5%	<div style="width: 5%; background-color: #5cb85c;"></div>
Durable Goods Manufacturing	14	11%	<div style="width: 11%; background-color: #5cb85c;"></div>
Educational Services	4	3%	<div style="width: 3%; background-color: #5cb85c;"></div>
Finance and Insurance	6	5%	<div style="width: 5%; background-color: #5cb85c;"></div>
Health Care and Social Assistance	25	20%	<div style="width: 20%; background-color: #5cb85c;"></div>
Information	1	1%	<div style="width: 1%; background-color: #5cb85c;"></div>
Management of Companies and Enterprises	0	0%	
Mining, Quarrying, and Oil and Gas Extraction	0	0%	
Non-Durable Goods Manufacturing	12	10%	<div style="width: 10%; background-color: #5cb85c;"></div>
Other Services (except Public Administration)	15	12%	<div style="width: 12%; background-color: #5cb85c;"></div>
Professional, Scientific, and Technical Services	7	6%	<div style="width: 6%; background-color: #5cb85c;"></div>
Public Administration	3	2%	<div style="width: 2%; background-color: #5cb85c;"></div>
Real Estate and Rental and Leasing	3	2%	<div style="width: 2%; background-color: #5cb85c;"></div>
Retail Trade	4	3%	<div style="width: 3%; background-color: #5cb85c;"></div>
Transportation and Warehousing	4	3%	<div style="width: 3%; background-color: #5cb85c;"></div>
Utilities	2	2%	<div style="width: 2%; background-color: #5cb85c;"></div>
Wholesale Trade	6	5%	<div style="width: 5%; background-color: #5cb85c;"></div>

Ownership Structure Breakout

For Profit	67	54%	<div style="width: 54%; background-color: #5cb85c;"></div>
Non-Profit	51	41%	<div style="width: 41%; background-color: #5cb85c;"></div>
Public Sector	6	5%	<div style="width: 5%; background-color: #5cb85c;"></div>

Union Status Breakout

Union	5	4%	<div style="width: 4%; background-color: #5cb85c;"></div>
Non-Union	119	96%	<div style="width: 96%; background-color: #5cb85c;"></div>

Participant Demographics



State Breakout

Oregon	118	95%	<div style="width: 95%; background-color: #6aa84f;"></div>
Washington	6	5%	<div style="width: 5%; background-color: #6aa84f;"></div>

Employee Count Breakout

1 to 24 employees	34	27%	<div style="width: 27%; background-color: #6aa84f;"></div>
25 to 49 employees	23	19%	<div style="width: 19%; background-color: #6aa84f;"></div>
50 to 99 employees	22	18%	<div style="width: 18%; background-color: #6aa84f;"></div>
100 to 149 employees	16	13%	<div style="width: 13%; background-color: #6aa84f;"></div>
150 to 249 employees	10	8%	<div style="width: 8%; background-color: #6aa84f;"></div>
250 to 499 employees	8	6%	<div style="width: 6%; background-color: #6aa84f;"></div>
500 or more employees	11	9%	<div style="width: 9%; background-color: #6aa84f;"></div>

Annual Gross Revenue Breakout

Less than \$1 million	11	9%	<div style="width: 9%; background-color: #6aa84f;"></div>
\$1 million to \$2.9 million	20	16%	<div style="width: 16%; background-color: #6aa84f;"></div>
\$3 million to \$4.9 million	18	15%	<div style="width: 15%; background-color: #6aa84f;"></div>
\$5 million to \$9.9 million	16	13%	<div style="width: 13%; background-color: #6aa84f;"></div>
\$10 million to \$14.9 million	10	8%	<div style="width: 8%; background-color: #6aa84f;"></div>
\$15 million to \$24.9 million	11	9%	<div style="width: 9%; background-color: #6aa84f;"></div>
\$25 million to \$49.9 million	17	14%	<div style="width: 14%; background-color: #6aa84f;"></div>
\$50 million to \$149.9 million	13	10%	<div style="width: 10%; background-color: #6aa84f;"></div>
\$150 million to \$249.9 million	2	2%	<div style="width: 2%; background-color: #6aa84f;"></div>
\$250 million or more	6	5%	<div style="width: 5%; background-color: #6aa84f;"></div>