



Cascade Employers
Association

2023



NORTHWEST EMPLOYEE BENEFITS SURVEY

FULL REPORT

2023 Northwest Employee Benefits Survey

NOTE of APPRECIATION

Cascade Employers Association appreciates the 133 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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Introduction

Number of Participants: 133

Geographic Region: Oregon & Washington

Data Collection Window: June 2023

Report Publication: August 2023

SURVEY SUMMARY

The 2023 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

Albertina Kerr Centers
AM Equipment
Ames Research Laboratories, Inc.
Around the Clock Support Services, LLC.
Astronics-PECO
Barenbrug USA
Benchmade Knife Company
Biamp Systems, LLC
Canby Drywall, Inc.
Capital Community Media/ CC:TV
CareOregon
Cat Adoption team
Catholic Community Services
Children's Health Alliance
City of Newberg
Clackamas River Basin Council
Coalition of Communities of Color
College Housing Northwest
Columbia Empire Volleyball Association
Columbia Excavating LLC
Columbia Helicopters Inc.
Columbia Riverkeeper
Community Action Team Inc
COMPASS Science Communication
Con-Vey, LLC
Cowlitz Family Health Center
Cranston Machinery Co Inc
CSNW Benefits
Direction Service
Douglas CARES
DPW
EE Schenck Company
Elk Creek Forest Products
Eugene Ballet
Eugene Water & Electric Board
Familias en Acción
Family Building Blocks
Family Solutions
Firestone pacific foods
First Alternative Co-op
Forth
Framers' Inventory, Inc
Freres Engineered Wood
Full Access
GK Machine
Greenbelt Land Trust
Harvest House Publishers
Herb Pharm, LLC
HomePlate Youth Services
Homewoods Corporation
Hope Village, Inc.
Hummingbird Wholesale
Industrial Seating, Inc
Influentes Innovation
Innovative Care Management
Institute for Applied Ecology
Instrument Sales and Service, Inc.
JAJ Enterprises
Jerry's Home Improvement Center
Juliette's House
Kanto Corporation
Key Knife Inc.
KIDS Center
Klamath & Lake Community Action Services
Krownlab
Landmark Ford Inc
Lane Transit District
Liberty House
Marion Polk Food Share
Mennonite Village
Metal Products Company
Metco Investment Realty, Inc.
MJ Hughes Construction, Inc
NACM Northwest Service Co.
Natural Plant Products LLC
Neurotherapeutic Pediatric Therapies, Inc.
Northwest Pathology Services LLC
Northwest Senior and Disability Services
OKTA Holdings LLC
Olalla Center
Oregon Agricultural Trust
Oregon Equipment Sales
Oregon School of Massage
Oregon Screw Machine Products, Inc.
Oregon Society of CPAs
Oregon State Fair Council
Pacific Nutritional Foods, Inc.
PacificSource
Polk SWCD
Portland Bottling Company
Portland Mental Health and Wellness
Precision Analytical, Inc.

Participant List

Pride Northwest, Inc.
ReCraft LLC
RENA Technologies North America
Reynolds Defense Firm
RiverBend Materials
Rogue Climate
RVK Inc.
Salem Area Chamber of Commerce
Salem Electric
Salem Keizer Coalition for Equality
ScanlanKemperBard Companies LLC
Sheldon Manufacturing Inc.
Signature Graphics, Inc.
SnoTemp
Softstar Shoes
SphereMD
Springfield Area Chamber of Commerce
Springfield Creamery
STAR Autism Support
Starker Forests, Inc
Systems West Engineers
The International Wildlife Rehabilitation Council
The Next Door, Inc.
Tidewater Barge Lines
Tillamook Coast Visitors Association
Tillamook Family Counseling Center
Truss T Structures Inc dba Pacific Building System
Tyree Oil
United Way of the Mid-Willamette Valley
Vanport Marine Inc.
Vina Moses Center
Wagner Electronic Products Inc.
Warne Scope Mounts
West Salem Machinery
Western Energy Institute
Wilco Farmers
Wilcox and Flegel
Wildwood Inc
Willamette Valley Vineyards
Wine by Joe
WorkSharp

Participant Demographics

Industry Breakout



Accommodation and Food Services	1	1%	<div style="width: 10px; height: 10px; background-color: #6aa84f;"></div>
Administrative and Support and Waste Management and Remediation Services	1	1%	<div style="width: 10px; height: 10px; background-color: #6aa84f;"></div>
Agriculture, Forestry, Fishing and Hunting	2	2%	<div style="width: 20px; height: 10px; background-color: #6aa84f;"></div>
Arts, Entertainment, and Recreation	4	3%	<div style="width: 30px; height: 10px; background-color: #6aa84f;"></div>
Construction	4	3%	<div style="width: 30px; height: 10px; background-color: #6aa84f;"></div>
Durable Goods Manufacturing	21	16%	<div style="width: 160px; height: 10px; background-color: #6aa84f;"></div>
Educational Services	4	3%	<div style="width: 30px; height: 10px; background-color: #6aa84f;"></div>
Finance and Insurance	4	3%	<div style="width: 30px; height: 10px; background-color: #6aa84f;"></div>
Health Care and Social Assistance	24	18%	<div style="width: 180px; height: 10px; background-color: #6aa84f;"></div>
Information	1	1%	<div style="width: 10px; height: 10px; background-color: #6aa84f;"></div>
Management of Companies and Enterprises	0	0%	
Mining, Quarrying, and Oil and Gas Extraction	1	1%	<div style="width: 10px; height: 10px; background-color: #6aa84f;"></div>
Non-Durable Goods Manufacturing	13	10%	<div style="width: 130px; height: 10px; background-color: #6aa84f;"></div>
Other Services (except Public Administration)	24	18%	<div style="width: 180px; height: 10px; background-color: #6aa84f;"></div>
Professional, Scientific, and Technical Services	5	4%	<div style="width: 50px; height: 10px; background-color: #6aa84f;"></div>
Public Administration	2	2%	<div style="width: 20px; height: 10px; background-color: #6aa84f;"></div>
Real Estate and Rental and Leasing	5	4%	<div style="width: 50px; height: 10px; background-color: #6aa84f;"></div>
Retail Trade	3	2%	<div style="width: 30px; height: 10px; background-color: #6aa84f;"></div>
Transportation and Warehousing	6	5%	<div style="width: 60px; height: 10px; background-color: #6aa84f;"></div>
Utilities	2	2%	<div style="width: 20px; height: 10px; background-color: #6aa84f;"></div>
Wholesale Trade	6	5%	<div style="width: 60px; height: 10px; background-color: #6aa84f;"></div>

Ownership Structure Breakout

For Profit	76	57%	<div style="width: 570px; height: 20px; background-color: #6aa84f;"></div>
Non-Profit	51	38%	<div style="width: 380px; height: 20px; background-color: #6aa84f;"></div>
Public Sector	6	5%	<div style="width: 60px; height: 20px; background-color: #6aa84f;"></div>

Union Status Breakout

Union	7	5%	<div style="width: 50px; height: 20px; background-color: #6aa84f;"></div>
Non-Union	126	95%	<div style="width: 950px; height: 20px; background-color: #6aa84f;"></div>

Participant Demographics



State Breakout

Oregon	128	96%	<div style="width: 96%; background-color: #6aa84f;"></div>
Washington	5	4%	<div style="width: 4%; background-color: #6aa84f;"></div>

Employee Count Breakout

1 to 24 employees	37	28%	<div style="width: 28%; background-color: #6aa84f;"></div>
25 to 49 employees	28	21%	<div style="width: 21%; background-color: #6aa84f;"></div>
50 to 99 employees	24	18%	<div style="width: 18%; background-color: #6aa84f;"></div>
100 to 149 employees	14	11%	<div style="width: 11%; background-color: #6aa84f;"></div>
150 to 249 employees	13	10%	<div style="width: 10%; background-color: #6aa84f;"></div>
250 to 499 employees	9	7%	<div style="width: 7%; background-color: #6aa84f;"></div>
500 or more employees	8	6%	<div style="width: 6%; background-color: #6aa84f;"></div>

Annual Gross Revenue Breakout

Less than \$1 million	12	9%	<div style="width: 9%; background-color: #6aa84f;"></div>
\$1 million to \$2.9 million	24	18%	<div style="width: 18%; background-color: #6aa84f;"></div>
\$3 million to \$4.9 million	20	15%	<div style="width: 15%; background-color: #6aa84f;"></div>
\$5 million to \$9.9 million	17	13%	<div style="width: 13%; background-color: #6aa84f;"></div>
\$10 million to \$14.9 million	9	7%	<div style="width: 7%; background-color: #6aa84f;"></div>
\$15 million to \$24.9 million	17	13%	<div style="width: 13%; background-color: #6aa84f;"></div>
\$25 million to \$49.9 million	17	13%	<div style="width: 13%; background-color: #6aa84f;"></div>
\$50 million to \$149.9 million	9	7%	<div style="width: 7%; 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>