



Cascade Employers
Association

2025

**NORTHWEST
EMPLOYEE
BENEFITS
SURVEY**

FULL REPORT



2025 Northwest Employee Benefits Survey

NOTE of APPRECIATION

Cascade Employers Association appreciates the 95 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

Introduction	1
Participant List	2
Participant Demographics	3
Health and Welfare Practices	5
Health & Welfare Practices	5
Medical Benefits	8
Dental Benefits	16
Vision Benefits	21
Life Insurance, Disability, & Retirement Benefits and Practices	25
Life Insurance	25
AD&D Insurance	26
Short-Term Disability	27
Long-Term Disability	28
Retirement Plans	29
Time-Off Practices	33
Paid Sick	33
Paid Vacation	38
PTO (Pooled) Leave	43
Time-Off Benefits	48
Holidays	52
Compensation Benefits Practices	59
Shift Differentials	60
Salary Increases	63
Incentive Plans	65
Diversity, Equity & Inclusion	67
Other Policies and Practices	69
Work Arrangements	69
Turnover	71
Miscellaneous Policies	72
Employee Resources	74
Creative Benefits	76
Areas of Concern for Businesses	78

Introduction

Number of Participants: 95

Geographic Region: Oregon & Washington

Data Collection Window: June & July 2025

Report Publication: July 2025

SURVEY SUMMARY

The 2025 Northwest Employee Benefits Survey is a detailed look at Oregon'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 page 2. 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
Ames Research Laboratories, Inc.
Around the Clock Support Services, LLC.
Barenbrug USA
Bob's Red Mill
Canby Drywall, Inc.
Cat Adoption Team
Catholic Community Services
Cherriots
Children's Health Alliance
Columbia Helicopters
Community Action
Community Action Team Inc
Cranston Machinery Co Inc
CSNW Benefits
Deschutes Public Library District
End of Life Choices Oregon
Eugene Water & Electric Board
Falcon Plastics DBA Poly-Cast
Family Building Blocks
Fanconi Cancer Foundation
Forth
Freres Engineered Wood
Fresh Start Surgical Gifts
Greenbelt Land Trust
Hill Meat Company
Hi-Tek Electronics
Influents Innovations
Institute for Applied Ecology
Jerry's Home Improvement
Key Knife Inc.
Kimwood Machinery Inc
Klamath & Lake Community Action Services
Maginnis & Carey LLP
Marie Mills Center, Inc
Marion Resource Recovery Facility, LLC
Mennonite Village
Mercy Housing
Metropolitan Pediatrics LLC
NACM Northwest Service Co.
Natural Plant Products / Oregon Meadowfoam
Northwest Human Services, Inc.
Options Pregnancy Resource Center
Oregon Academy of Family Physicians
Oregon Bankers Association
Oregon Ice Cream
Oregon Primary Care Association
Oregon Resource Association
Pacific Nutritional Foods
Pacific University
Pearl Buck Center
Precision Analytical, Inc.
Reser's Fine Foods, Inc.
Rogue Climate
Salem Area Chamber of Commerce
Salem Electric
Salem Keizer Coalition for Equality
Salem Psychiatric Associates
SCTC
Sponsors, Inc.
Springfield Area Chamber of Commerce
Springfield Utility Board
Starker Forests, Inc
Systems West Engineers
The CHP Group
The International Wildlife Rehabilitation Council
Tillamook Family Counseling Center
Union Gospel Mission
United Community Action Network
West Salem Machinery
Western Energy Institute
Western Pulp Products
Wilco Farmers
Wildwood Inc
Willamette Valley Bank
Work Sharp
ZCS, Inc

Participant Demographics

Industry Breakout



Accommodation and Food Services	1	1%	<div style="width: 5px; background-color: #6aa84f;"></div>
Administrative and Support and Waste Management and Remediation Services	0	0%	
Agriculture, Forestry, Fishing and Hunting	2	2%	<div style="width: 10px; background-color: #6aa84f;"></div>
Arts, Entertainment, and Recreation	0	0%	
Construction	1	1%	<div style="width: 5px; background-color: #6aa84f;"></div>
Durable Goods Manufacturing	10	11%	<div style="width: 110px; background-color: #6aa84f;"></div>
Educational Services	3	3%	<div style="width: 30px; background-color: #6aa84f;"></div>
Finance and Insurance	3	3%	<div style="width: 30px; background-color: #6aa84f;"></div>
Health Care and Social Assistance	24	25%	<div style="width: 240px; background-color: #6aa84f;"></div>
Information	1	1%	<div style="width: 5px; background-color: #6aa84f;"></div>
Management of Companies and Enterprises	0	0%	
Mining, Quarrying, and Oil and Gas Extraction	0	0%	
Non-Durable Goods Manufacturing	10	11%	<div style="width: 110px; background-color: #6aa84f;"></div>
Other Services (except Public Administration)	18	19%	<div style="width: 180px; background-color: #6aa84f;"></div>
Professional, Scientific, and Technical Services	8	8%	<div style="width: 80px; background-color: #6aa84f;"></div>
Public Administration	2	2%	<div style="width: 20px; background-color: #6aa84f;"></div>
Real Estate and Rental and Leasing	2	2%	<div style="width: 20px; background-color: #6aa84f;"></div>
Retail Trade	3	3%	<div style="width: 30px; background-color: #6aa84f;"></div>
Transportation and Warehousing	2	2%	<div style="width: 20px; background-color: #6aa84f;"></div>
Utilities	3	3%	<div style="width: 30px; background-color: #6aa84f;"></div>
Wholesale Trade	2	2%	<div style="width: 20px; background-color: #6aa84f;"></div>

Ownership Structure Breakout

For Profit	45	47%	<div style="width: 450px; background-color: #6aa84f;"></div>
Non-Profit	44	46%	<div style="width: 440px; background-color: #6aa84f;"></div>
Public Sector	6	6%	<div style="width: 60px; background-color: #6aa84f;"></div>

Union Status Breakout

Union	3	3%	<div style="width: 30px; background-color: #6aa84f;"></div>
Non-Union	92	97%	<div style="width: 920px; background-color: #6aa84f;"></div>

Participant Demographics



State Breakout

Oregon	92	100%	<div style="width: 100%; background-color: #6aa84f;"></div>
Washington	0	0%	<div style="width: 0%; background-color: #6aa84f;"></div>

Employee Count Breakout

1 to 24 employees	32	34%	<div style="width: 34%; background-color: #6aa84f;"></div>
25 to 49 employees	15	16%	<div style="width: 16%; background-color: #6aa84f;"></div>
50 to 99 employees	13	14%	<div style="width: 14%; background-color: #6aa84f;"></div>
100 to 149 employees	10	11%	<div style="width: 11%; background-color: #6aa84f;"></div>
150 to 249 employees	9	9%	<div style="width: 9%; background-color: #6aa84f;"></div>
250 to 499 employees	6	6%	<div style="width: 6%; background-color: #6aa84f;"></div>
500 or more employees	10	11%	<div style="width: 11%; background-color: #6aa84f;"></div>

Annual Gross Revenue Breakout

Less than \$1 million	8	8%	<div style="width: 8%; background-color: #6aa84f;"></div>
\$1 million to \$2.9 million	11	12%	<div style="width: 12%; background-color: #6aa84f;"></div>
\$3 million to \$4.9 million	13	14%	<div style="width: 14%; background-color: #6aa84f;"></div>
\$5 million to \$9.9 million	20	21%	<div style="width: 21%; background-color: #6aa84f;"></div>
\$10 million to \$14.9 million	8	8%	<div style="width: 8%; background-color: #6aa84f;"></div>
\$15 million to \$24.9 million	9	9%	<div style="width: 9%; background-color: #6aa84f;"></div>
\$25 million to \$49.9 million	13	14%	<div style="width: 14%; background-color: #6aa84f;"></div>
\$50 million to \$149.9 million	8	8%	<div style="width: 8%; background-color: #6aa84f;"></div>
\$150 million to \$249.9 million	1	1%	<div style="width: 1%; background-color: #6aa84f;"></div>
\$250 million or more	4	4%	<div style="width: 4%; background-color: #6aa84f;"></div>