

MULTNOMAH COUNTY

FY 2024 Budget Work Session Follow Up

Library

May 25, 2023



Question 1: Employee Turnover

Commissioner Jayapal (District 2): Please provide more details on the rates of employee turnover at the Library including job classifications and demographics.

Response:

Approximately 86% of library employees are represented. Of these employees, approximately 70% are in one of four (4) job profiles: Access Services Assistant (ASA), Library Clerk, Library Assistant and Librarian. Therefore, the charts below show the turnover rates for the four job profiles and all library employees. A summary of the rates is also included.

Society of Human Resources Management (SHRM) describes turnover rates as the number of separations divided by the average number of employees during that same time period. The time period used for the turnover rates below is July 1, 2022 to May 30, 2023.

Note: Separations are defined as employees who’ve left Multnomah County employment. Employees who have transferred into a different classification within the library or county are not included in the separation data.

All Library Employees					
Race/Ethnicity	# of EEs 7/1/2022	# of EEs 5/30/2023	Average # of EEs in period	Separations between 7/1/22 - 5/30/23	Turnover Rate
All	550	543	546.5	38	7%

White	332	328	330	21	6%
Black	54	50	52	5	10%
Asian	45	48	46.5	0	0%
Hispanic/Latino	63	61	62	7	11%
Native American	12	10	11	2	18%
Two or More	15	13	14	2	14%
Other (African, Slavic, decline, Mid-Eastern, blank)	29	33	31	1	3%

Summary of Turnover Rates by Job Profile & Race/Ethnicity				
	ASA	Library Clerk	Library Assistant	Librarian
All	7%	4%	6%	10%
White	7%	7%	4%	8%
Black	0%	0%	22%	0%
Asian	0%	0%	0%	0%
Hispanic/Latino	24%	0%	0%	22%
Native American	0%	0%	0%	0%
Two or more	20%	0%	40%	0%
Other (African, Slavic, decline, Mid-Eastern, blank)	0%	0%	0%	25%

Access Services Assistant (ASA)					
Race/Ethnicity	# of ASAs 7/1/2022	#of ASAs 5/30/2023	Average # of ASAs in period	Separations between 7/1/22 - 5/30/23	Turnover Rate
All	151	147	149	11	7%
White	95	93	94	7	7%
Black	13	13	13	0	0%
Asian	13	11	12	0	0%
Hispanic/Latino	13	12	12.5	3	24%

Native American	4	4	4	0	0%
Two or more	5	5	5	1	20%
Other (African, Slavic, decline, Mid-Eastern, blank)	8	8	8	0	0%

Library Clerk					
Race/Ethnicity	# of Clerks 7/1/2022	#of Clerks 5/30/2023	Average # of Clerks in period	Separations between 7/1/22 - 5/30/23	Turnover Rate
All	51	42	46.5	2	4%
White	33	27	30	2	7%
Black	2	1	1.5	0	0%
Asian	8	7	7.5	0	0%
Hispanic/Latino	2	2	2	0	0%
Native American	0	0	0	0	0%
Two or More	0	0	0	0	0%
Other (African, Slavic, decline, Mid-Eastern, blank)	6	8	7	0	0%

Library Assistant					
Race/Ethnicity	# of LAs 7/1/2022	#of LAs 5/30/2023	Average # of LAs in period	Separations between 7/1/22 - 5/30/23	Turnover Rate
All	114	110	112	7	6%
White	54	53	53.5	2	4%
Black	20	17	18.5	4	22%
Asian	14	14	14	0	0%
Hispanic/Latino	14	16	15	0	0%

Native American	3	2	2.5	0	0%
Two or more	3	2	2.5	1	40%
Other (African, Slavic, decline, Mid-Eastern, blank)	6	6	6	0	0%

Librarian					
Race/Ethnicity	# of Librarians 7/1/2022	#of Librarians 5/30/2023	Average # of Librarians in period	Separations between 7/1/22 - 5/30/23	Turnover Rate
All	55	60	57.5	6	10%
White	36	40	38	3	8%
Black	4	3	3.5	0	0%
Asian	1	3	2	0	0%
Hispanic/Latino	10	8	9	2	22%
Native American	0	0	0	0	0%
Two or more	1	1	1	0	0%
Other (African, Slavic, decline, Mid-Eastern, blank)	3	5	4	1	25%

The library also tracks FY22 Library Retention Rates. Retention rates are defined as those employees who were employed on both the first and last day of the period.