

# Multnomah County Employment Trends: FY 2020 - FY 2022

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## District Attorney's Office Summary

Multnomah County  
Department of County Management  
Research and Evaluation Unit in collaboration with  
Office of Diversity and Equity  
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## Introduction

This departmental report provides a summary of separations and hires for Regular Represented and Non-represented employees between fiscal year (FY) 2020 and FY 2022, which spans the period of July 2019 through June 2022. Whereas the full Multnomah County Employment Trends report examines countywide trends, this departmental report focuses on trends within the District Attorney’s (DA) Office .

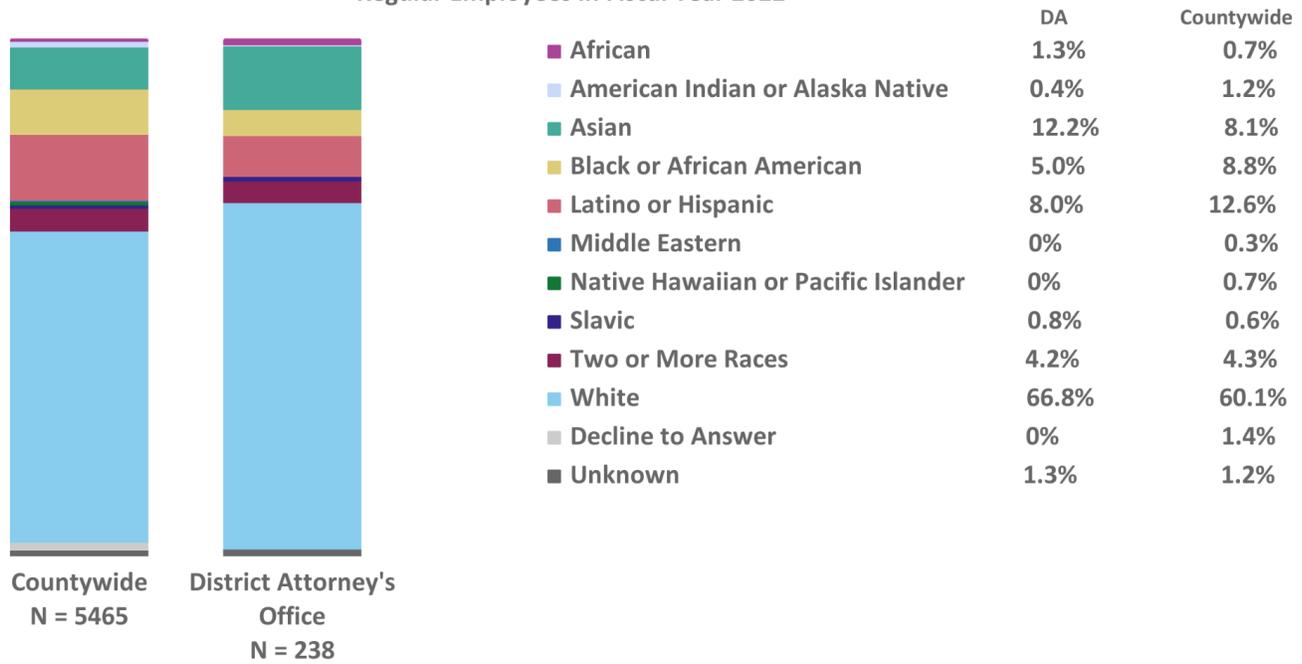
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally and locally in our communities, as well within the countywide workplace, including at the department, division and work unit levels. For example, the extent of the impacts that the COVID-19 pandemic, social justice movements and extreme weather events had on employees during this reporting period cannot be overstated. We encourage you to think about the relevant context of what was happening within the District Attorney’s Office during this time period when reviewing these results.

Visit the [Evaluation and Research Unit webpage](#) for the Multnomah County Employment Trends executive summary, full report, department summaries, and dashboards where you can explore the data on your own. For questions or feedback, please contact the Evaluation and Research Unit at [eru@multco.us](mailto:eru@multco.us).

## Overall Demographics

In FY 2022 at the countywide level, the majority of Regular employees identified as White at 60.1%, while 12.6% of Regular employees identified as Latino or Hispanic, 8.8% as Black or African American, and 8.1% as Asian. In comparison, the District Attorney’s Office has a greater percentage of Regular employees in FY 2022 identifying as either White (66.8%) or Asian (12.2%). However, the percentage of Regular employees of color in the District Attorney’s Office was lower than the countywide proportion in FY 2022.

Race and Ethnicity of Countywide and District Attorneys Office  
Regular Employees in Fiscal Year 2022

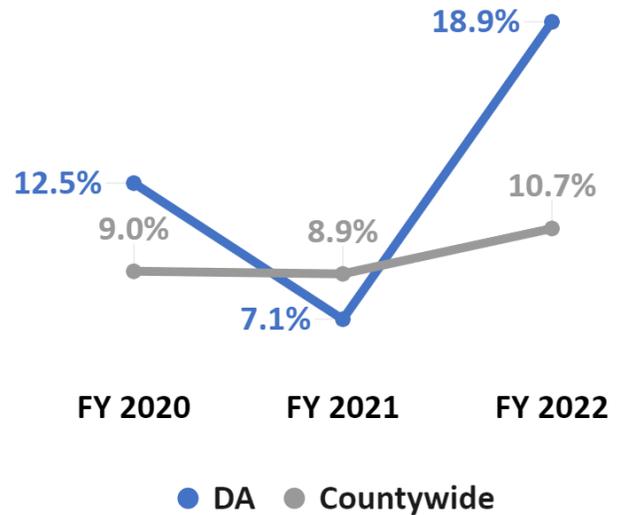


## Separations

At the countywide level, there was a statistically significant increase in the separation rate for Regular Represented and Regular Non-represented employees between FY 2020 and FY 2022: from around 9% in both FY 2020 and FY 2021, to 10.7% in FY 2022.

The District Attorney’s Office also had statistically significant differences in the separation rate between FY 2020 and FY 2022, but it was a different pattern of change than what we saw countywide. In FY 2020, the separation rate was 12.5%, which then dropped to 7.1% in FY 2021, a statistically significant decrease. The separation rate then statistically significantly increased to 18.9%.

Countywide and District Attorney's Separation Rate



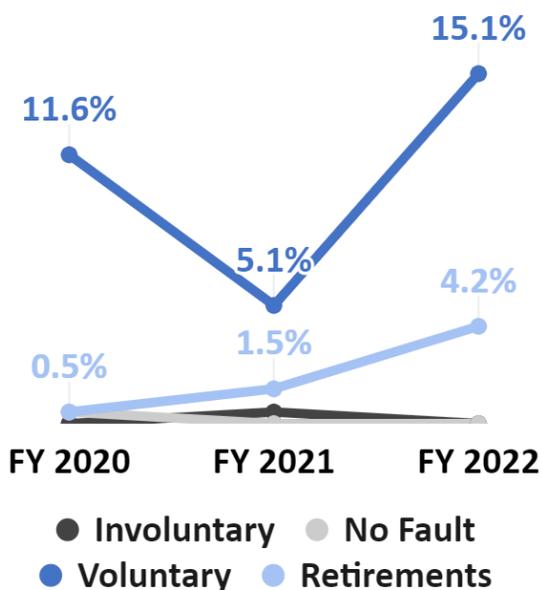
There were differences in the rates across the type of separations of all Regular employees in the DA’s Office, as well.

Similar to what we saw at the countywide level, most separations were voluntary separations. In the District Attorney's Office, the voluntary separation rate for all Regular employees was 11.6% in FY 2020. After a statistically significant decrease in FY 2021 to 5.1%, the rate significantly increased to 15.1% in FY 2022.

Retirements had a steady increase between FY 2020 and FY 2022, rising from 0.5% in FY 2020 to 1.5% in FY 2021 (1.5%), then a statistically significant increase to 4.2% in FY 2022.

Involuntary and no fault separations were relatively uncommon and steady, with involuntary and no fault separation rates below 1% in all fiscal years.

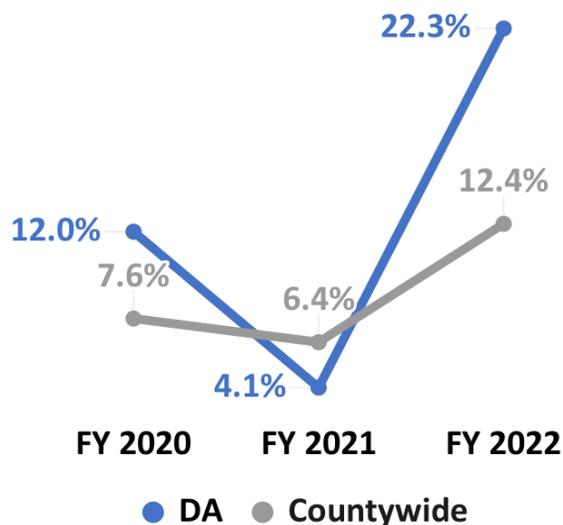
**Separation Rate by Type for District Attorney's Office**



## Hires

The countywide hiring rate in FY 2020 was 7.6% in FY 2020, fell to 6.4% in FY 2021, then statistically significantly increased to 12.4% in FY 2022. The District Attorney's Office had a similar, yet more pronounced, pattern compared to countywide results. The hiring rate for Regular employees in the DA's Office was 12.0% in FY 2020, statistically significantly decreased to 4.1% in FY 2021, then statistically significantly increased to 22.3% in FY 2022.

**Hire Rate for District Attorney's Office**

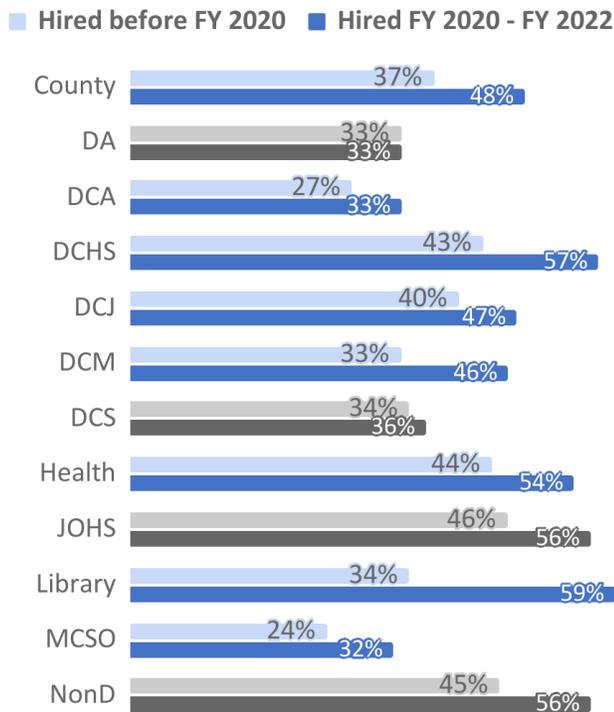


We also saw countywide that the proportion of Black, Indigenous and other people of color who were newly hired as Regular Represented employees between FY 2020 and FY 2023 was higher than the proportion of BIPOC employees hired before FY 2020. However, there was no difference in the District Attorney's Office between the racial and ethnic diversity of

Regular Represented employees hired between FY 2020 and FY 2022 (33%) and that of Regular Represented employees hired before FY 2020 (also 33%).

### Percentage of Regular Represented Employees who Identify as People of Color

\*Blue bars indicate significant difference



## Other Employee Movement

In addition to separations and hires, we also examined other types of employee movements, including Promotions, Reclassifications, Limited Duration Assignments, Temporary and Work out of

Class Assignments, and Demotions. These types of employee movement were evaluated by employee demographics and across bargaining units, several of which line up with a single department (e.g., the Prosecuting Attorney’s bargaining unit is only in the DA’s Office). Because these other types of employee movements occur relatively infrequently, we combined their total instances between FY 2020 and FY 2022 for analyses.

The countywide Work out of Class rate for all Regular employees was 9.4% between FY 2020 and FY 2022. The Work out of Class rate for Regular employees in the Prosecuting Attorney bargaining unit was significantly higher at 43.4%.

The Prosecuting Attorney bargaining unit uses Work out of Class designations as a method of allowing employees to gain experience and providing them opportunities for professional growth before moving toward promotions. Given that the separation rates for the District Attorney’s Office were significantly higher than the countywide rates in FY 2020 and FY 2022, there were many positions that became vacant. As the DA’s Office aims to promote employees from within the organization rather than make external hires, Work out of Class designations provide a popular pathway to fill vacant positions.

### Work Out of Class Rate for Regular Employees by Bargaining Unit

Gray line indicates the countywide rate of 9.4%

