

Multnomah County Employment Trends: FY 2020 - FY 2022

Department of County Human Services 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 Department of County Human Services.

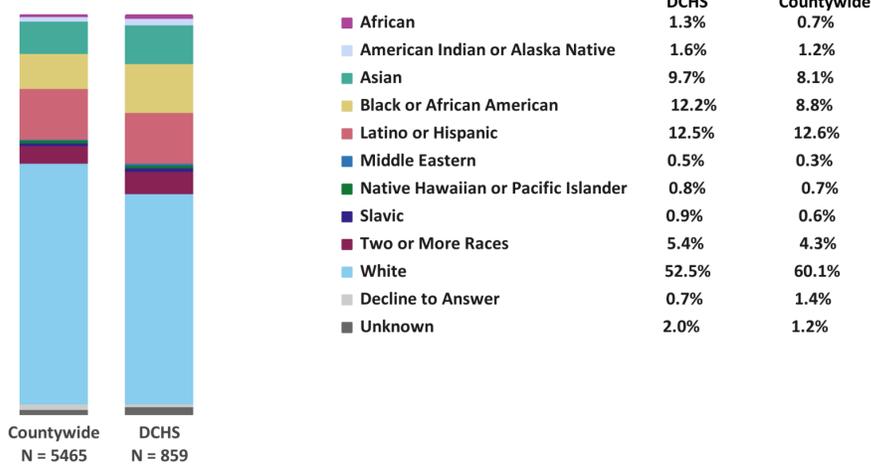
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally, and locally in our communities, as well as within the countywide workplace, including department, division, and work unit levels. For example, the extent of the impacts that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

Overall Demographics

In FY 2022 at the countywide level, the majority of Regular employees identified as White at almost 60%, while 13% of Regular employees identified as Latino or Hispanic, 8.8% as Black or African American, and 8.2% as Asian. In comparison, the Department of County Human Services has a lower percentage of Regular employees in FY 2022 identifying as White (52.5%) and a higher proportion of Regular employees identifying as Black or African American (12.2%), Asian (9.7%) or Two or More Races (5.4%). Overall, the percentage of Regular employees of color in the Department of County Human Services was higher than the countywide proportion in FY 2022.

Race and Ethnicity of Countywide and Department of County Human Services Regular Employees in Fiscal Year 2022

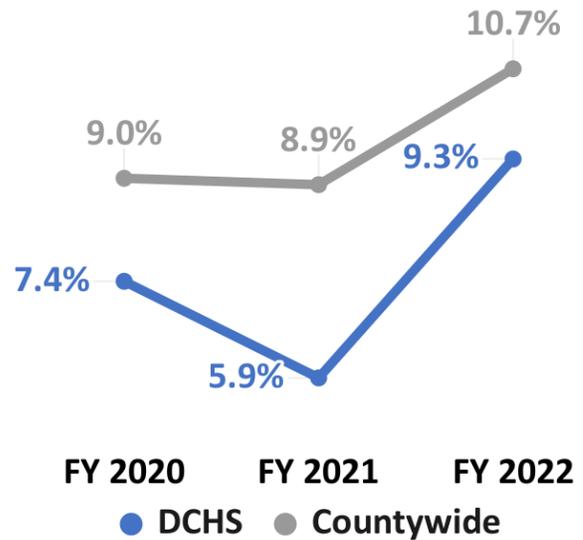


Separations

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 Department of County Human Services had separation rates lower than the countywide rate between FY 2020 and FY 2022. The separation rate was 7.4% in FY 2020, fell to 5.9% in FY 2021 and statistically significantly increased to 9.3% in FY 2022.

Countywide and Department of County Human Services Separation

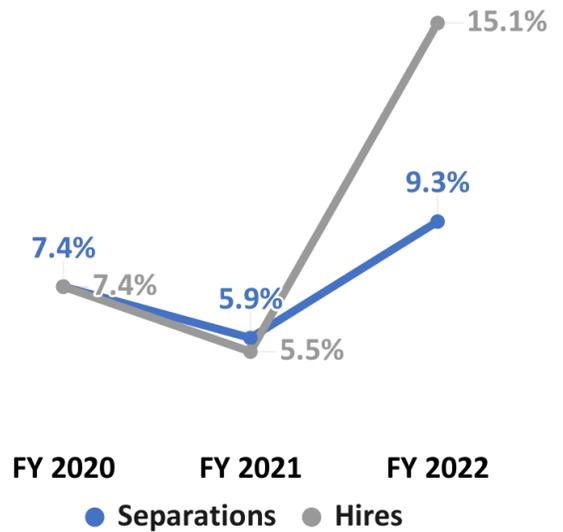


There were differences in the type of separations of all Regular employees in the Department of County Human Services. Similar to what we saw at the countywide

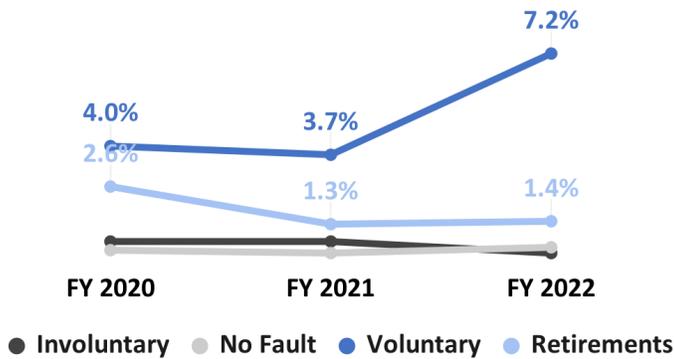
level, most separations were voluntary separations or retirements. In the Department of County Human Services, the voluntary separation rate for all Regular employees was around 4% in FY 2020 and FY 2021 and significantly increased to 7.2% in FY 2022. The retirement rate was 2.6% in FY 2020, and fell to 1.3% in FY 2021 and 1.4% in FY 2022, but these were not statistically significant differences. Involuntary and no fault separations were relatively uncommon and steady, with involuntary and no fault separation rates below 1% in all fiscal years.

rate then statistically significantly increased to 15.1% in FY 2022.

Hire Rate for Department of County Human Services



Separation Rate by Type for Department of County Human Services



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. Similar to what we saw countywide, Regular Represented hires in the Department of County Human Services between FY 2020 and FY 2022 were more racially and ethnically diverse (57% of hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (43% identify as BIPOC).

Hires

The countywide hiring rate was 7.6% in FY 2020, fell to 6.4% in FY 2021, and statistically significantly increased to 12.4% in FY 2022. In the Department of County Human Services, the hiring rate trended similarly to countywide rates. The hiring rate for regular employees was 7.4% in FY 2020 and fell to 5.5% in FY 2021. The hiring

Percentage of Regular Represented Employees who Identify as People of Color

*Blue bars indicate significant difference

■ Hired before FY 2020 ■ Hired FY 2020 - FY 2022

