

# Multnomah County Employment Trends: FY 2020 - FY 2022

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## Department of Community Justice 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 Community Justice.

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

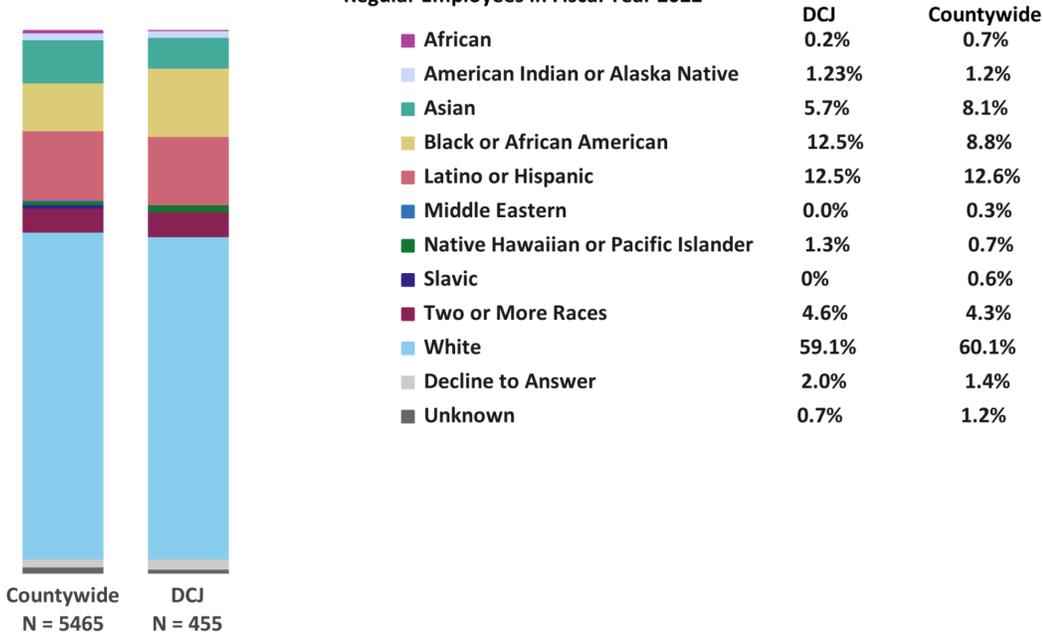
Community Justice during this time period when reviewing these results.

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 Department of Community Justice has a lower percentage of Regular employees in FY 2022 identifying as White (59.1%) and a greater proportion of Regular employees identifying as Black or African American (12.5%). The percentage of Regular employees of color in the Department of Community Justice was similar to the countywide proportion in FY 2022.

Race and Ethnicity of Countywide and Department of Community Justice Regular Employees in Fiscal Year 2022

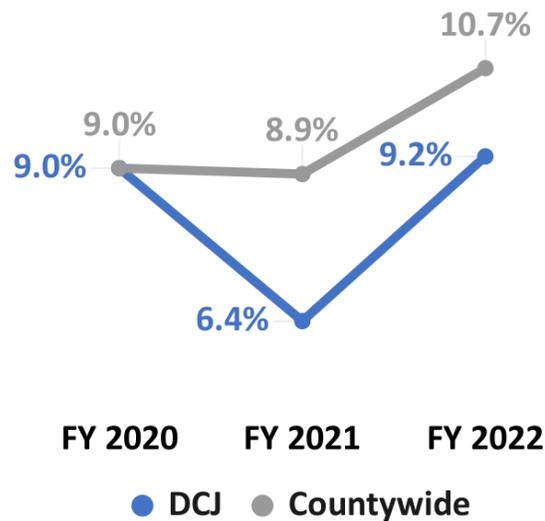


## Separations

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.

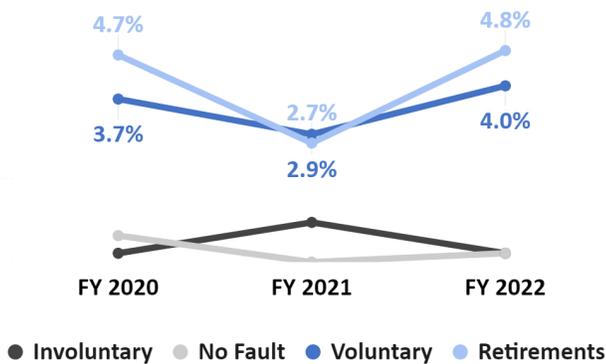
The Department of Community Justice had separation rates that trended similarly to countywide rates between FY 2020 and FY 2022. In FY 2020, the separation rate was 9.0% and after falling to 6.4% in FY 2021, increased to 9.2% in FY 2022.

Countywide and Department of Community Justice Separation Rates



There were differences in the type of separations of all Regular employees in the Department of Community Justice, as well. Similar to what we saw at the countywide level, most separations were voluntary separations or retirements. In the Department of Community Justice, the voluntary separation rate for all Regular employees was 3.7% in FY 2020, fell to 2.9% in FY 2021, and increased to 4.8% in FY 2022. The retirement rate was 4.7% in FY 2020, fell to 2.9% in FY 2021, but increased to 4.8% 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 by Type for Department of Community Justice

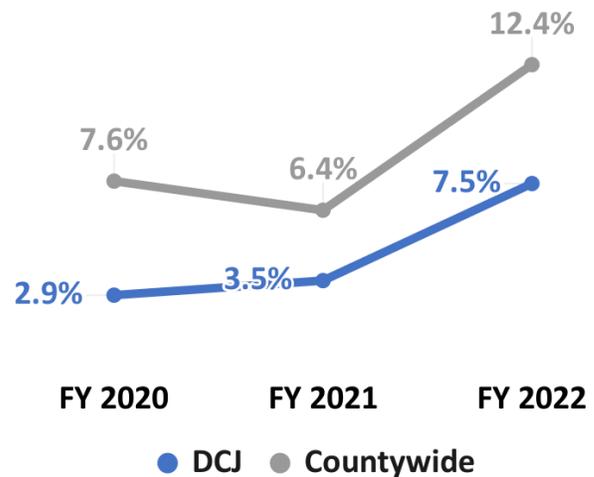


## Hires

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 Community Justice the hiring rate trended upwards between FY 2020 and FY 2022. The hiring rate for regular employees was 2.9% in FY 2020, increased to 3.5% in FY 2021, and statistically significantly

increased to 7.5% in FY 2022. Although trending in a similar pattern with countywide hiring rates, the hiring rate for the Department of Community Justice was lower than the countywide rate.

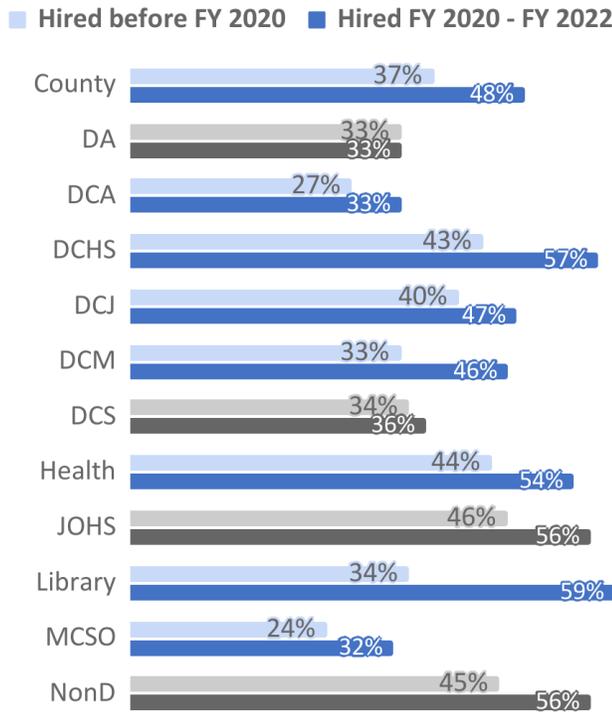
Hire Rate for Department of Community Justice



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 Community Justice between FY 2020 and FY 2022 were more racially and ethnically diverse (47% of hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (40% identify as BIPOC).

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

\*Blue bars indicate significant difference



movements, including Promotions, Reclassifications, Limited Duration Assignments, Temporary and Work out of Class Assignments, and Demotions. These types of employee movement were evaluated against employee demographics and across bargaining units, several of which line up with departments (e.g., the FOPPO and Juvenile Custody bargaining units are only in DCJ). 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 voluntary demotion rate for all regular employees was 1.4% between FY 2020 and FY 2022. The Juvenile Custody Bargaining Unit had a significantly higher voluntary demotion rate of 4.4% between FY 2020 and FY 2022.

## Other Employee Movement

In addition to separations and hires, we also examined other types of employee

