

Multnomah County Employment Trends: FY 2020 - FY 2022

Department of County Management Summary

Multnomah County
Department of County Management
Research and Evaluation Unit in collaboration with
Office of Diversity and Equity
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Table of Contents

| | |
|-----------------------------|----------|
| Introduction | 1 |
| Overall Demographics | 1 |
| Separations | 2 |
| Hires | 3 |

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 Management.

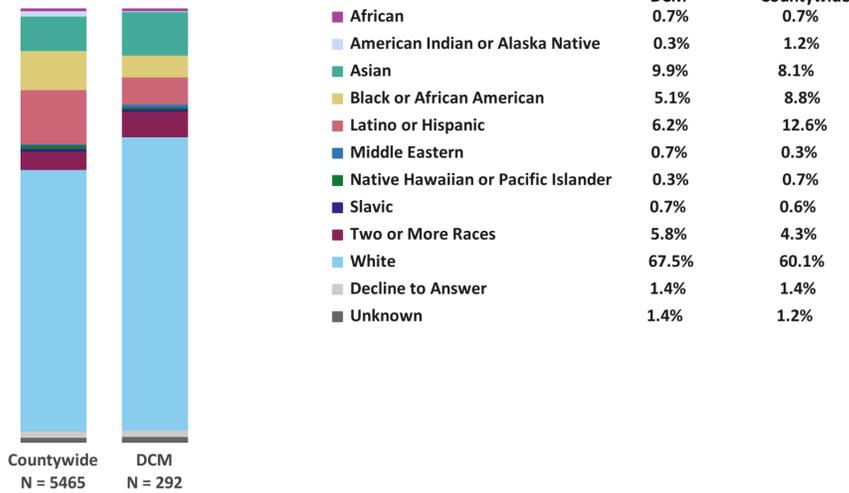
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally, and locally in our communities, as well as within the countywide workplace, including department, division, and work unit levels. For example, the extent of the impacts that 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 Management 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 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 County Management has a higher percentage of Regular employees in FY 2022 identifying as White (67.5%) and a lower proportion of Regular employees identifying as Black or African American (5.1%) or Latino or Hispanic (6.2%). Overall, the percentage of Regular employees of color in the Department of County Management was lower than the countywide proportion in FY 2022.

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

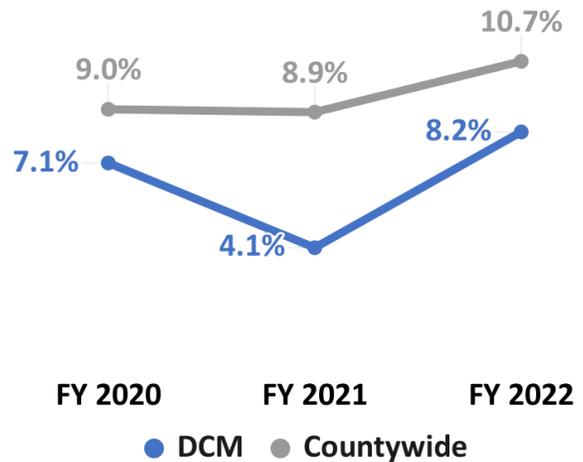


Separations

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 Management had separation rates lower than the countywide rate between FY 2020 and FY 2022. The separation rate was 7.1% in FY 2020, fell to 4.1% in FY 2021 and increased to 8.2% in FY 2022.

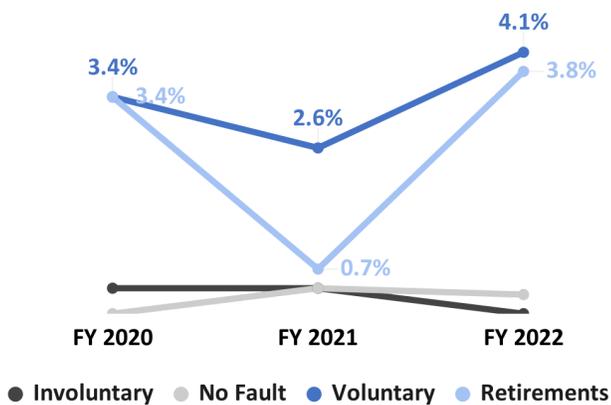
Countywide and Department of County Management Separation Rates



There were differences in the type of separations of all Regular employees in the Department of County Management, as well. Similar to what we saw at the countywide level, most separations were voluntary separations or retirements. In

the Department of County Management, the voluntary separation rate for all Regular employees was around 3% in FY 2020 and FY 2021 and increased in FY 2022 to 4.1%. The retirement rate was 3.4% in FY 2020, fell to 0.7% in FY 2021, and rose to 2.8% in FY 2022. Involuntary and no fault separations were relatively uncommon, with involuntary and no fault separation rates below 1% in all fiscal years.

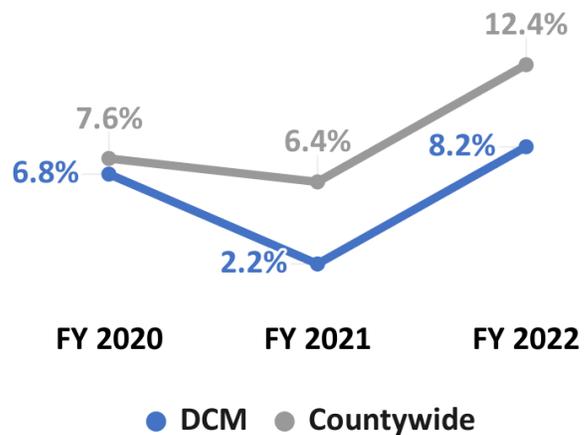
Separation Rate by Type for Department of County Management



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 Management, the hiring rate trended similarly to countywide rates. The hiring rate for regular employees was 6.8% in FY 2020 and fell to 2.2% in FY 2021. The hiring rate significantly increased to 8.2% in FY 2022.

Hire Rate for Department of County Management



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 Management between FY 2020 and FY 2022 were more racially and ethnically diverse (46% of hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (33% identify as BIPOC).

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

