

Multnomah County Employment Trends: FY 2020 - FY 2022

Health Department 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
Other Employee Movement	4

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 Health Department.

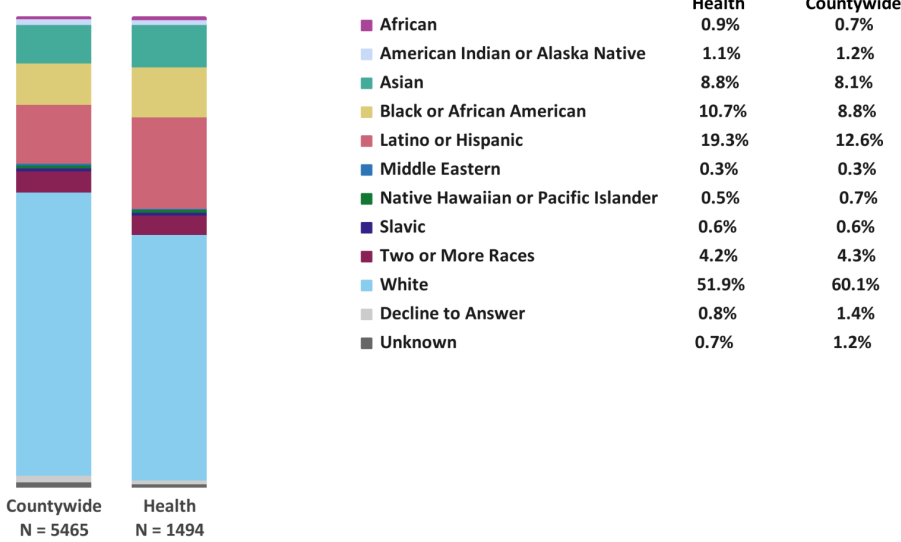
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally, and locally in our communities, as well as within the countywide workplace, including department, division, and work unit levels. For example, the extent of the impacts that 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 Health Department 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 Health Department has a lower percentage of Regular employees in FY 2022 identifying as White (51.9%) and a higher percentage of Regular employees identifying as Latino or Hispanic (19.3%). Overall, the Health Department has a higher percentage of Regular employees of color than the countywide proportion in FY 2022.

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

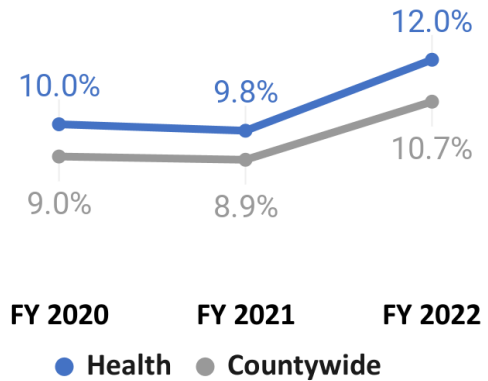


Separations

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 Health Department had separation rates lower than but trending similarly to the countywide rate between FY 2020 and FY 2022. The separation rate was around 10.0% in FY 2020 and FY 2021, and increased to 12.0% in FY 2022.

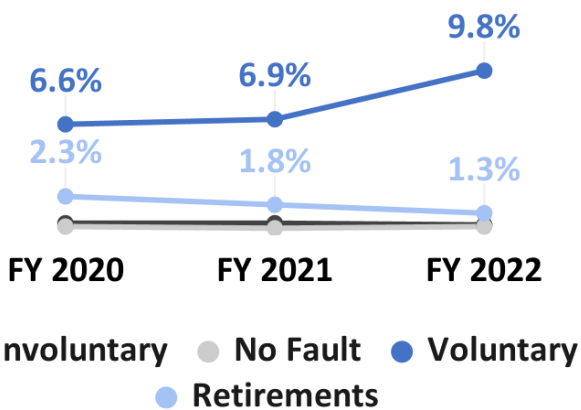
Countywide and Health Department Separation Rates



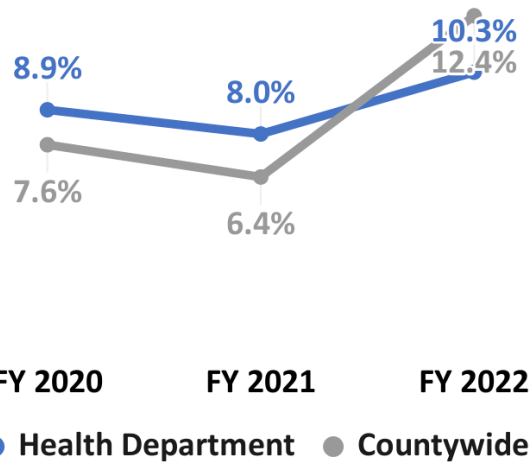
There were differences in the type of separations of all Regular employees in the Health Department, as well. Similar to what we saw at the countywide level, most separations were voluntary separations or retirements. In the Health Department, the

voluntary separation rate for all Regular employees was 6.6% in FY 2020 and 6.9% in FY 2021. The voluntary separation rate statistically significantly increased to 9.8% in FY 2022. The retirement rate was 2.3% in FY 2020 and fell to 1.8% in FY 2021 and 1.3% in FY 2022, but this was not a statistically significant difference. 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 Health Department



Hire Rate for Health Department



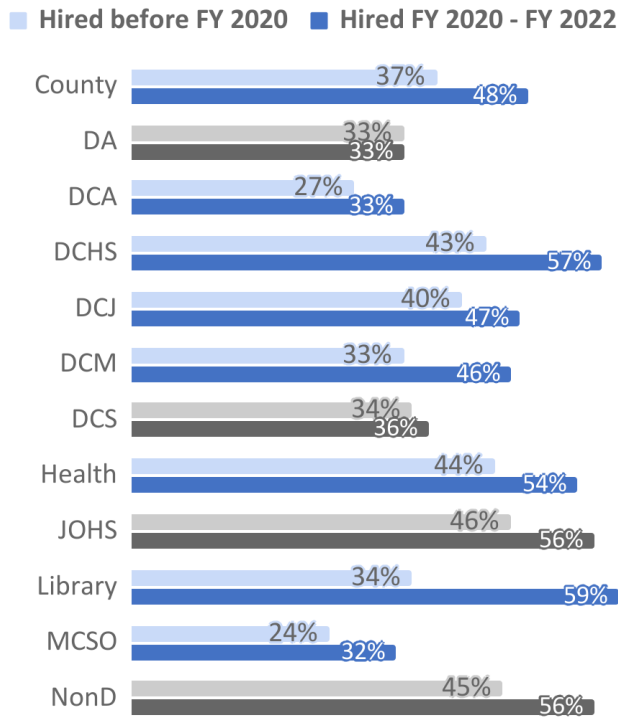
We also saw countywide that the proportion of Black, Indigenous and other people of color who were newly hired as Regular Represented employees between FY 2020 and FY 2022 was higher than the proportion of BIPOC employees hired before FY 2020. Similar to what we saw countywide, Regular Represented hires in the Health Department between FY 2020 and FY 2022 were more racially and ethnically diverse (54% of hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (44% 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 Health Department, the hiring rate trended similarly to countywide rates. The hiring rate for regular employees was 8.9% in FY 2020, fell to 8.0% in FY 2021, and rose to 10.3% in FY 2022.

Percentage of Regular Represented Employees who Identify as People of Color

*Blue bars indicate significant difference



Oregon Nurses Association bargaining unit employees are only in the Health Department). 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 Oregon Nurses Association bargaining unit was 2.6%, which was significantly lower than the Countywide rate. The Health Department is unable to use work out of class assignments for Oregon Nurses Association positions because job profiles within ONA are defined by their licensure and scope of practice. Additionally, there are a limited number of management positions that require a registered nurse or nurse practitioner license and other generic management positions have similar salary ranges as the Registered Nurse (RN) and Nurse Practitioner (NP) job profiles.

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 against employee demographics and across bargaining units, several of which line up with departments (e.g.,

Work Out of Class Rate for Regular Employees by Bargaining Unit

Gray line indicates the countywide rate of 9.4%

