

# Multnomah County Employment Trends: FY 2020 - FY 2022

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## Library Summary

Multnomah County  
Department of County Management  
Research and Evaluation Unit in collaboration with  
Office of Diversity and Equity  
March 23, 2023



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## Introduction

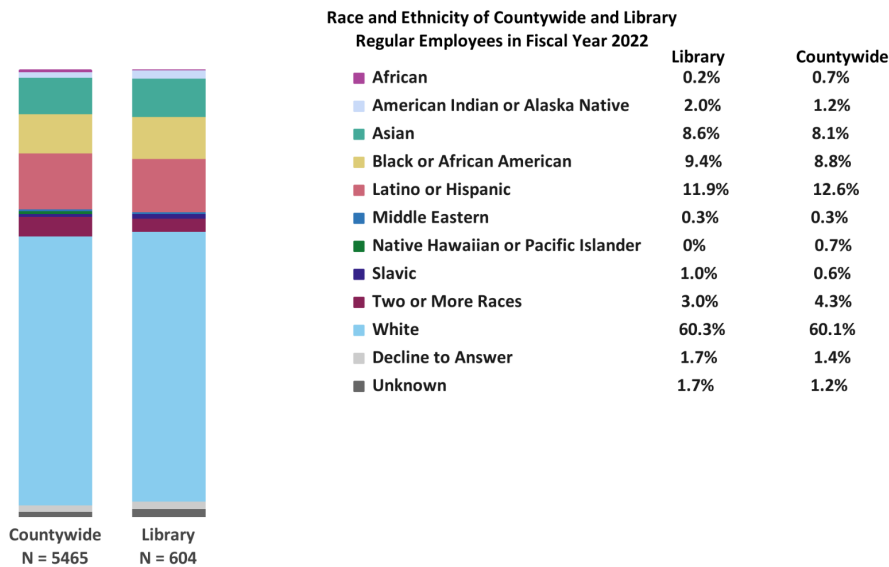
This departmental report provides a summary of separations and hires for Regular Represented and Non-represented employees between fiscal year (FY) 2020 and FY 2022 (which spans the period of July 2019 through June 2022). Whereas the full Multnomah County Employment Trends report examines countywide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

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 Library 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 Library has a similar percentage of Regular employees in FY 2022 identifying as White (60.3%), a higher percentage of Regular employees identifying as Black or African American (9.4%), and a lower percentage of Regular employees identifying as Hispanic or Latino (11.9%). The percentage of Regular employees of color in the Library was similar to the countywide proportion in FY 2022.

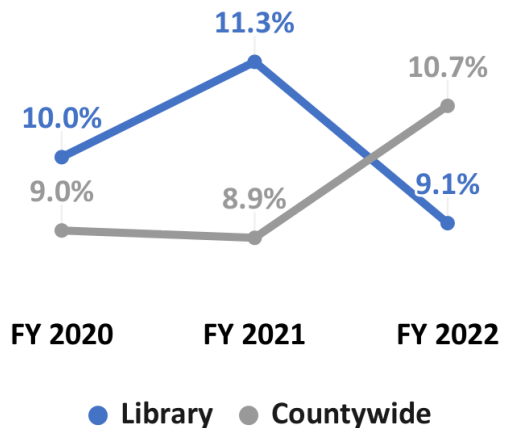


## Separations

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 Library separation rate was 10.0% in FY 2020 and after increasing to 11.3% in FY 2021, fell to 9.1% in FY 2022.

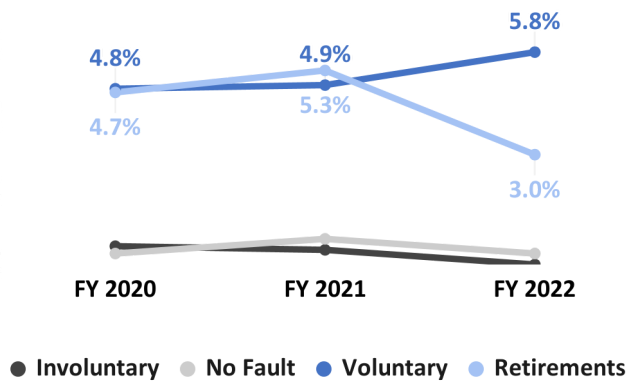
**Countywide and Library Separation Rates**



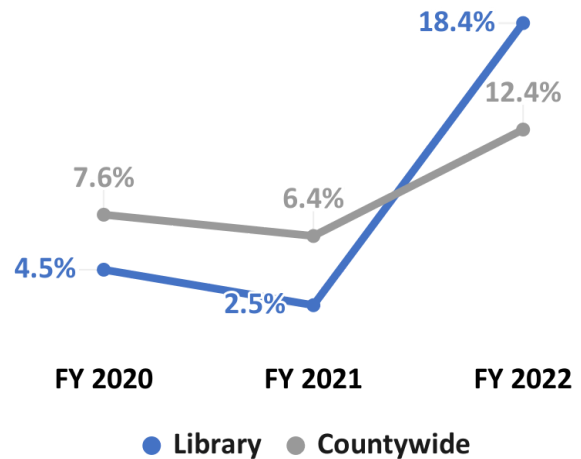
There were differences in the type of separations of all Regular employees in the Library, as well. Similar to what we saw at the countywide level, most separations were voluntary separations or retirements. In the Library, the voluntary separation rate for all Regular employees was 4.8% in FY 2020 and 4.9% in FY 2021. The voluntary

separation rate rose to 5.8% in FY 2022. The retirement rate was 4.7% in FY 2020 and 5.3% in FY 2021 and then fell to 3.0% 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 Library



Hire Rate for Library



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 Library employees hired between FY 2020 and FY 2022 were more racially and ethnically diverse (59% of hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (34% 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. Similar to countywide trends, the Library hiring rate for regular employees was 4.5% in FY 2020, fell to 2.5% in FY 2021, and statistically significantly increased to 18.4% in FY 2022.

### 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

