

# Multnomah County Employment Trends: FY 2020 - FY 2022

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## Non-Departmental 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 for Non-Departmental employees.

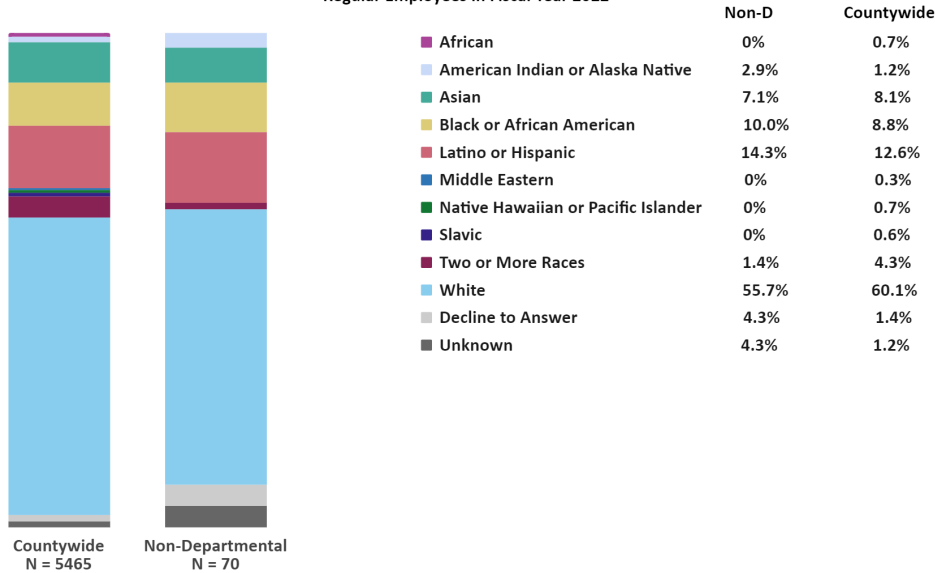
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally, and locally in our communities, as well as within the countywide workplace, including department, division, and work unit levels. For example, the extent of the impacts that 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 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, a lower percentage of Regular Non-departmental employees in FY 2022 identified as White (55.7%) and a higher proportion of Regular Non-Departmental employees identified as Latino or Hispanic (14.3%) or Black or African American (10.0%) Overall, Non-departmental Regular employees has a greater percentage of Regular employees of color than the countywide proportion in FY 2022.

Race and Ethnicity of Countywide and Non-Departmental Regular Employees in Fiscal Year 2022

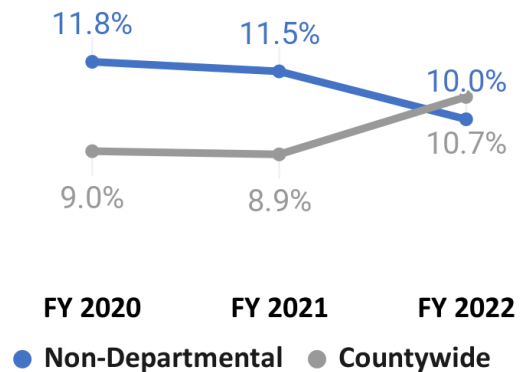


# Separations

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.

In FY 2020 the separation rate for Non-Departmental employees was 11.8% in FY 2020 and 11.5% in FY 2022. In FY 2022, the separation rate fell to 10.0%.

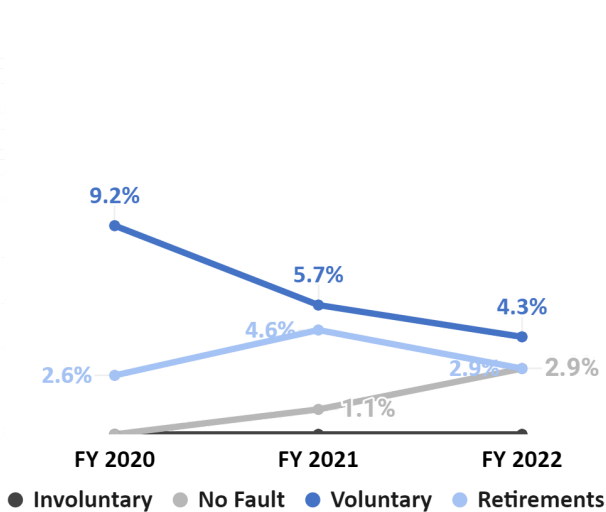
Countywide and Non-Departmental Separation Rates



There were differences in the type of separations for all Regular Non-Departmental employees. Similar to what we saw at the countywide level, most separations were voluntary separations and retirements. Non-departmental Regular Employees had a downward trend in voluntary separation rates between FY 2020 and FY 2022. The voluntary

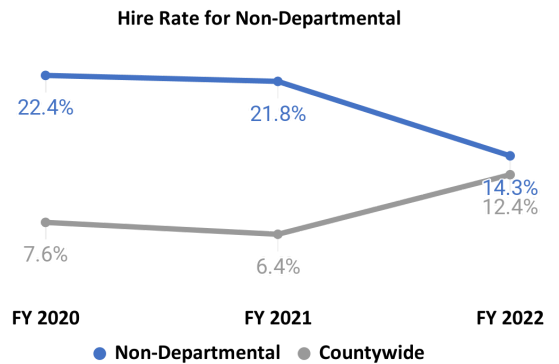
separation rate was 9.2% in FY 2020 and decreased to 5.7% in FY 2021 and 4.2% in FY 2022. The retirement rate was 2.6% in FY 2020, rose to 4.6% in FY 2021, and fell to 2.9% in FY 2022. The no fault separation rate rose from 0.0% in FY 2020 to 1.1% in FY 2021 and 2.9% in FY 2022. There were not any no fault separations for Non-departmental Regular employees between FY 2020 and FY 2022.

Separation Rate by Type for Non-Departmental



## Hires

The countywide hiring rate was 7.6% in FY 2020, decreased to 6.4% in FY 2021, and statistically significantly increased to 12.4% in FY 2022. The hiring rate for Non-departmental Regular employees between FY 2020 and FY 2022 was higher than the countywide rate during the same period. The hiring rate for Regular employees was around 22% in both FY 2020 and FY 2021, and fell to 14.3% in FY 2022.



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, but not statistically significant, Non-departmental Regular employees between FY 2020 and FY 2022 had a greater percentage identify as BIPOC (56% of hires identify as BIPOC) as Regular Represented employees hired before FY 2020 (45% identify as BIPOC). This difference did not reach statistical significance because NonD has fewer employees than other departments.

# 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

