

# Multnomah County Employment Trends: FY 2020 - FY 2022

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## Sheriff's Office 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 Sheriff’s Office.

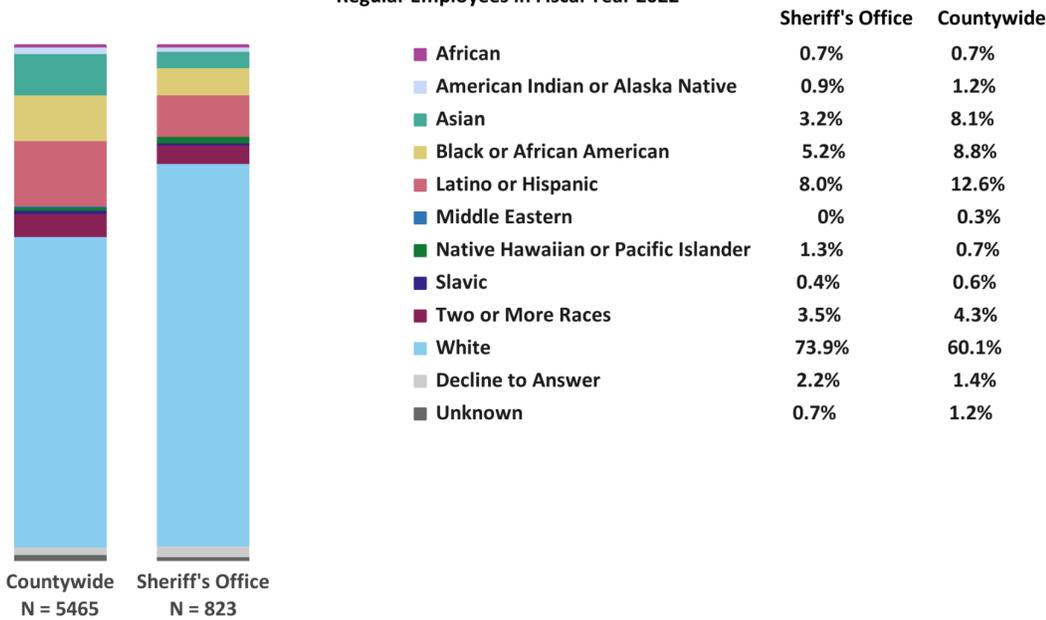
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally, and locally in our communities, as well as within the countywide workplace, including department, division, and work unit levels. For example, the extent of the impacts that 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 Sheriff’s Office 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 Sheriff’s Office has a greater percentage of Regular employees in FY 2022 identifying as White (73.9%). Overall, the Sheriff’s Office has a lower percentage of Regular employees of color than the countywide proportion in FY 2022.

Race and Ethnicity of Countywide and Sheriff's Office Regular Employees in Fiscal Year 2022

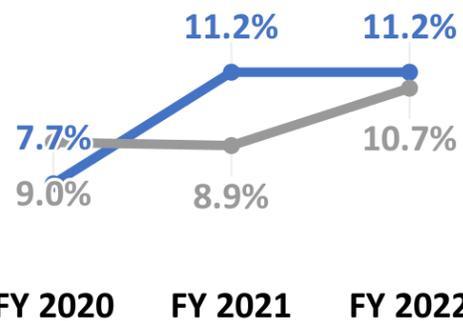


## Separations

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 Sheriff's Office also had statistically significant differences in the separation rate between FY 2020 and FY 2022, but it was a different pattern of results than what we saw at the countywide level. In FY 2020, the separation rate was 7.7% and statistically significantly increased to 11.2% in FY 2021. The separation rate remained steady at 11.2% in FY 2022.

Countywide and Sheriff's Office Separation Rates

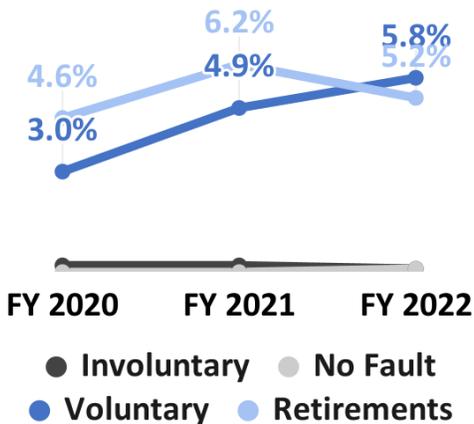


● Sheriff's Office ● Countywide

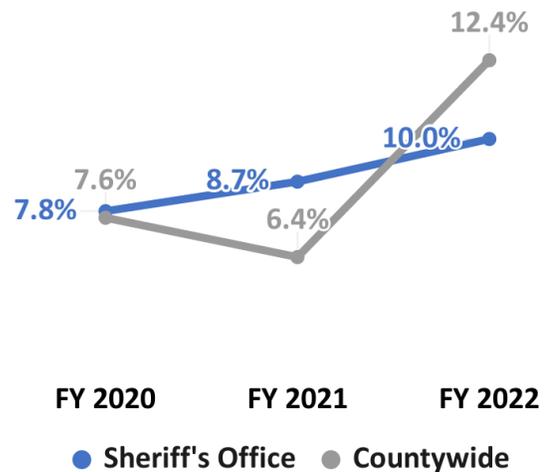
There were some differences in the type of separations of all Regular employees in the Sheriff's Office compared to what we saw

countywide, as well. The retirement rate for Regular Sheriff’s Office employees was higher than what we saw countywide. The retirement rate rose from 4.6% in FY 2020 to 6.2% in FY 2021 and remained consistent at 5.2% in FY 2022. In the Sheriff’s Office, the voluntary separation rate for all Regular employees had a statistically significant upward trend from 3.0% in FY 2020, to 4.9% in FY 2021, and 5.8% in FY 2022. involuntary and no fault separations were relatively uncommon, with both involuntary and no fault separation rates below 1% in all fiscal years.

**Separation Rate by Type for Sherriff's Office**



**Hire Rate for Sherriff's Office**



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 Sheriff’s Office between FY 2020 and FY 2022 were more racially and ethnically diverse (32% of newer hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (24% of employees hired before FY 2020 identify as BIPOC).

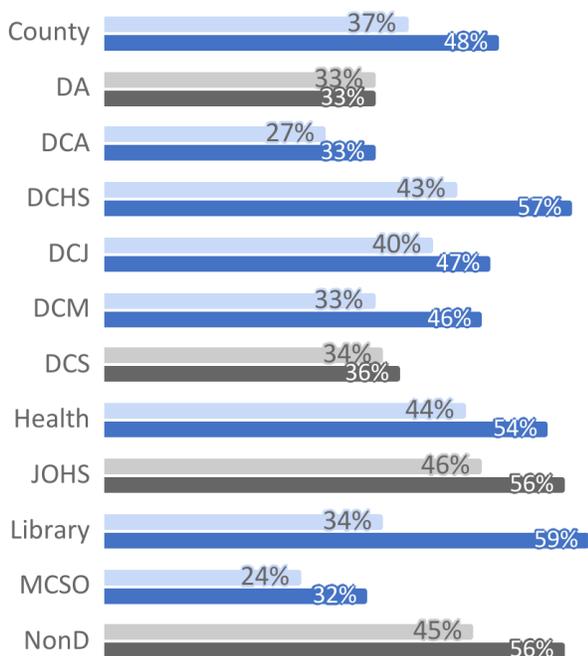
## Hires

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. The Sheriff’s Office hiring rate trended upwards from 7.8% in FY 2020 to 8.7% in FY 2021 and 10.0% 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



## 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., the Corrections and Deputy Sheriff’s bargaining units are only in the Sheriff’s Office). Because these other types of

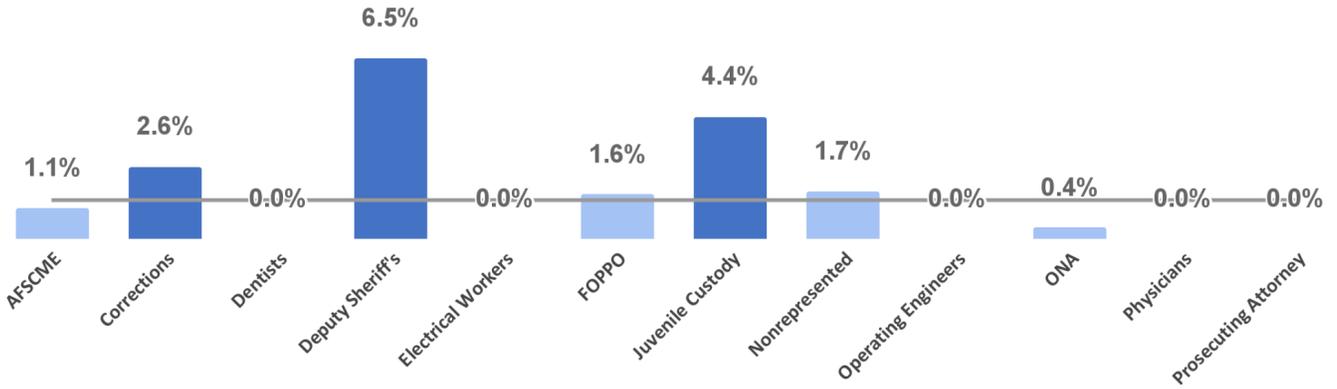
employee movements occur relatively infrequently, we combined their total instances between FY 2020 and FY 2022 for analyses.

The countywide rate for voluntary demotions for all regular employees was 1.4% between FY 2020 and FY 2022. The Deputy Sheriff’s (6.5%) Bargaining Unit had a significantly higher voluntary demotion rate between FY 2020 and FY 2022. The Deputy Sheriff’s allow for voluntary demotions for sworn members as a method for retaining employees within the Sheriff’s Office. In these cases sworn members who want to try civilian roles move from a front line first responder to an administrative or support function which also traditionally results in a lower salary range. These positions may be considered as voluntary demotions, but are more aligned with the desired roles and career paths of employees.

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 the Deputy Sheriff’s Bargaining Unit was 3.9%, which was significantly lower than the countywide rate. The Deputy Sheriff’s Bargaining Unit very rarely uses Work Out of Class assignments, instead they use Special Assignments, which have similar functions, but are not tracked the same way as Work Out of Class assignments.

### Voluntary Demotion Rate for All Regular Employees

Gray line indicates the countywide rate of 1.4%



### Work Out of Class Rate for Regular Employees by Bargaining Unit

Gray line indicates the countywide rate of 9.4%

