

# Multnomah County Employment Trends: FY 2022 - FY 2024

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## District Attorney's Office Summary

Multnomah County  
Department of County Management  
Evaluation and Research Unit  
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## Introduction

This departmental report provides a summary of separations and hires for regular represented and non-represented employees between fiscal years (FY) 2022 and 2024, which spans the period of July 2021 through June 2024. Whereas the full Multnomah County Employment Trends report examines countywide trends, this departmental report focuses on trends within the District Attorney's (DA) Office .

When interpreting these results, it is important to keep in mind the broader context of what was happening during that period globally, nationally, and locally in our communities, as well within the countywide workplace, including at the department, division, and work unit levels. That could include events and conditions like the response to and recovery from the COVID-19 pandemic emergency, or economic shifts and uncertainty that impact employees. We also encourage you to consider how the wider contexts

affected the District Attorney's Office and its employees during the reporting period.

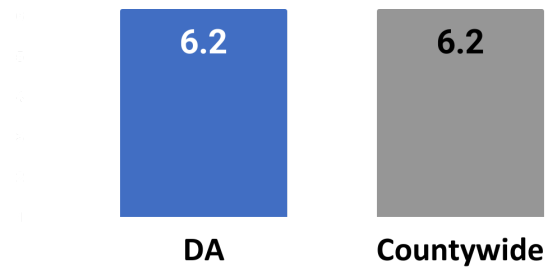
Visit the [Evaluation and Research Unit webpage](#) for the Multnomah County Employment Trends executive summary, full report, other department summaries, and dashboards where you can explore the data on your own. For questions or feedback, please contact the Evaluation and Research Unit at [eru@multco.us](mailto:eru@multco.us).

## Overall Demographics

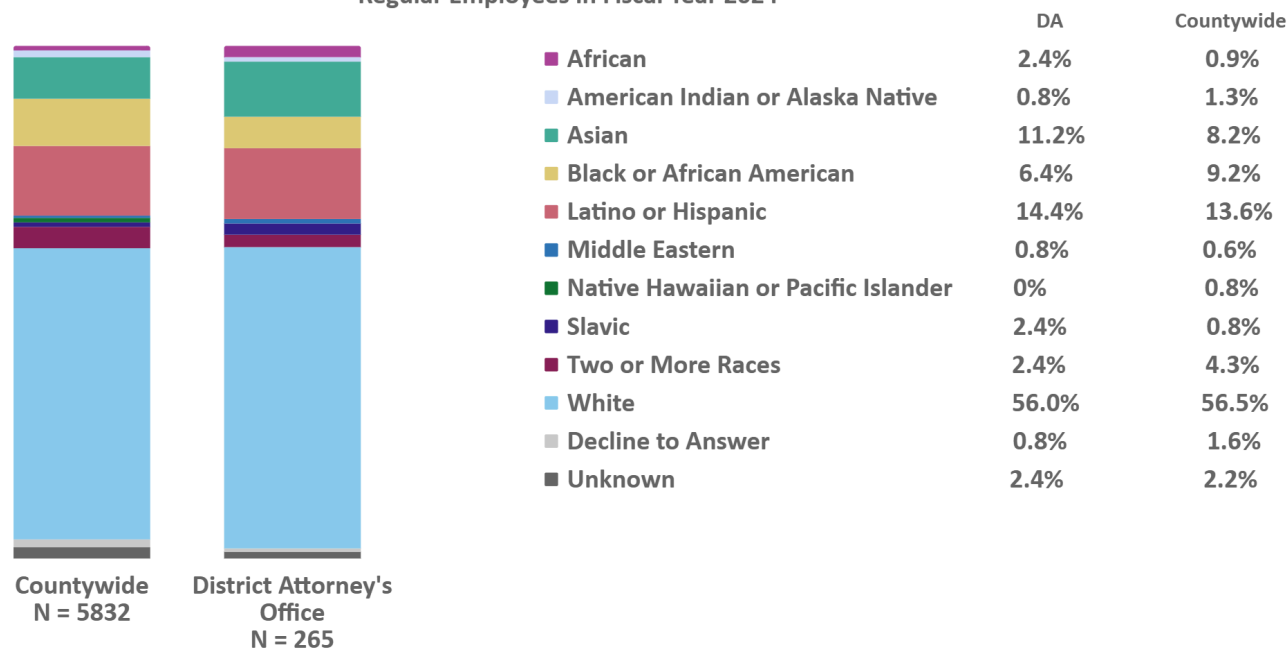
In FY 2024 at the countywide level, the majority of regular employees identified as White (56.5%), while 13.6% of Regular employees identified as Latino or Hispanic, 9.2% as Black or African American, and 8.2% as Asian. In comparison, the District Attorney's Office had a similar percentage of regular employees, 56%, identified as White (56%) and employees of color overall (40%) in FY 2024.

A diversity index is a measure used to summarize the ethnic diversity of a location or workplace. Scores range from 0 to 10, with higher scores indicating a greater probability that two randomly selected employees from within a group will be from two different race or ethnicity groups. In FY 2024, both the countywide and District Attorney’s Office diversity indexes were 6.2.

Diversity Index of District Attorney's Office and Countywide Regular Employees



Race and Ethnicity of Countywide and District Attorneys Office Regular Employees in Fiscal Year 2024



# Separations

At the countywide level, there was a statistically significant decrease in the separation rate for regular represented and regular non-represented employees within the period we analyzed: from around 11% in both FY 2022 and FY 2023, down to 8.4% in FY 2024.

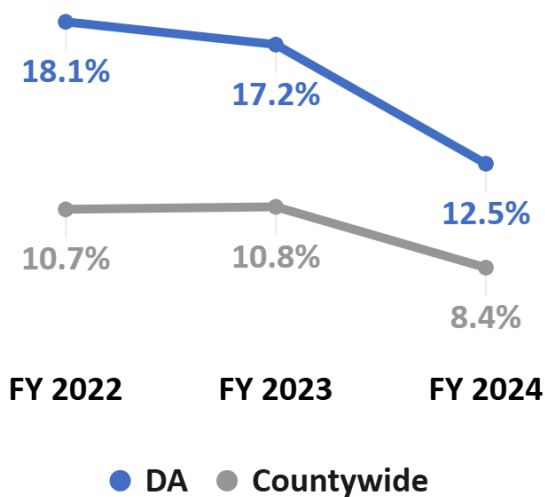
The District Attorney’s Office also saw decreases in separation rates between FY 2022 and FY 2024: from 18.1% in FY 2022, to 17.2% in FY 2023, and then to 12.5% in FY 2024.

14.3% in FY 2022, 13.4% in FY 2023, and decreased to 9.8% in FY 2024. However, the FY 2024 separation rate was higher for female employees (16.0%) compared to male employees (6.5%).

Retirements steadily decreased between FY 2022 and FY 2024, dropping from 3.9% in FY 2022 to 2.7% in FY 2023, to 1.5% in FY 2024.

Involuntary and no fault separations were relatively uncommon and steady, with involuntary and no fault separation rates below 1% in all fiscal years.

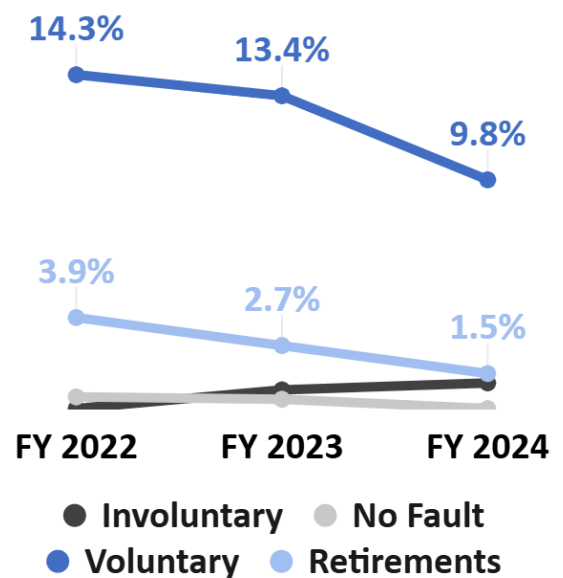
Countywide and District Attorney's Separation Rate



There were differences in the rates across the type of separations of all regular DA’s Office employees, as well.

Similar to what we saw countywide, most separations were voluntary. The departmental voluntary separation rate for all regular DA’s Office employees was

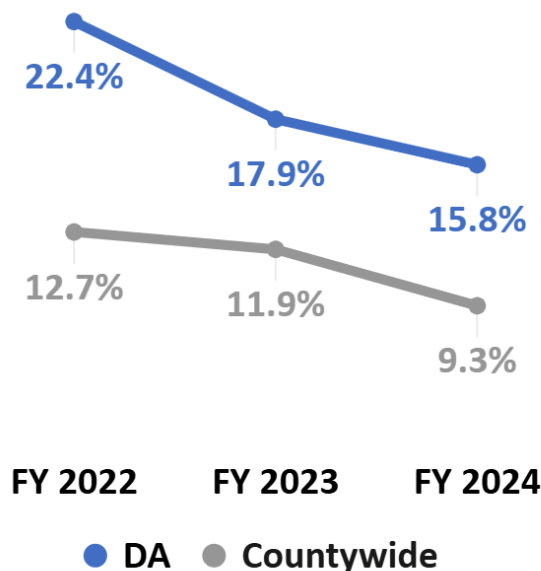
Separation Rate by Type for District Attorney's Office



## Hires

The countywide hiring rate was 12.7% in FY 2022, decreased slightly to 11.9% in FY 2023, then statistically significantly decreased to 9.3% in FY 2024. The District Attorney's Office hiring rates showed a similar pattern to countywide results, falling from 22.4% in FY 2022 to 17.9% in FY 2023, then again to 15.8% in FY 2024.

### Hire Rate for District Attorney's Office



## 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 bargaining units, several of which are associated with specific departments (e.g., the Prosecuting Attorney's bargaining unit is only in the District Attorney's Office). Because these other types of employee movements occur relatively infrequently, we combined their total instances between FY 2022 and FY 2024 for analyses.

The countywide work out of class rate for regular employees was 9.9% between FY 2022 and FY 2024. However, the work out of class rate for regular employees in the Prosecuting Attorney bargaining unit was significantly higher, at 54.0%. The District Attorney's Office uses work out of class designations as a method of allowing employees to gain experience and providing them opportunities for professional growth before moving toward promotions. Given that the separation rates for the District Attorney's Office were significantly higher than the countywide rates in FY 2022 and FY 2024, there were many positions that became vacant. As the District Attorney's Office aims to promote internally rather than make external hires, work out of class designations allow the office to meet immediate business needs while also providing important opportunities for training and development. There is also some additional evidence for this pattern due to the high 31% overall promotion rate within the District Attorney's Office as compared to the 16% countywide overall promotion rate across all three fiscal years.

Work out of Class/Temporary Assignment Rates by Bargaining Unit

Gray line indicates Countywide rate of 9.9%

