

Multnomah County Employment Trends: FY 2022 - FY 2024

Department of Community Justice 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 Department of Community Justice (DCJ).

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 Department of Community Justice and its employees during the reporting period.

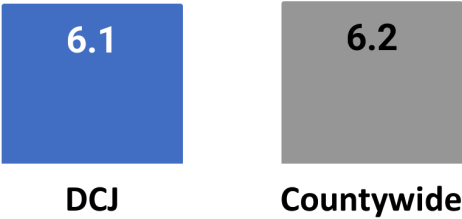
Visit the [Evaluation and Research Unit webpage](#) for the Multnomah County Employment Trends executive summary, full report, other department summaries, and dashboards where you can explore the data on your own. For questions or feedback, please contact the Evaluation and Research Unit at eru@multco.us.

Overall Demographics

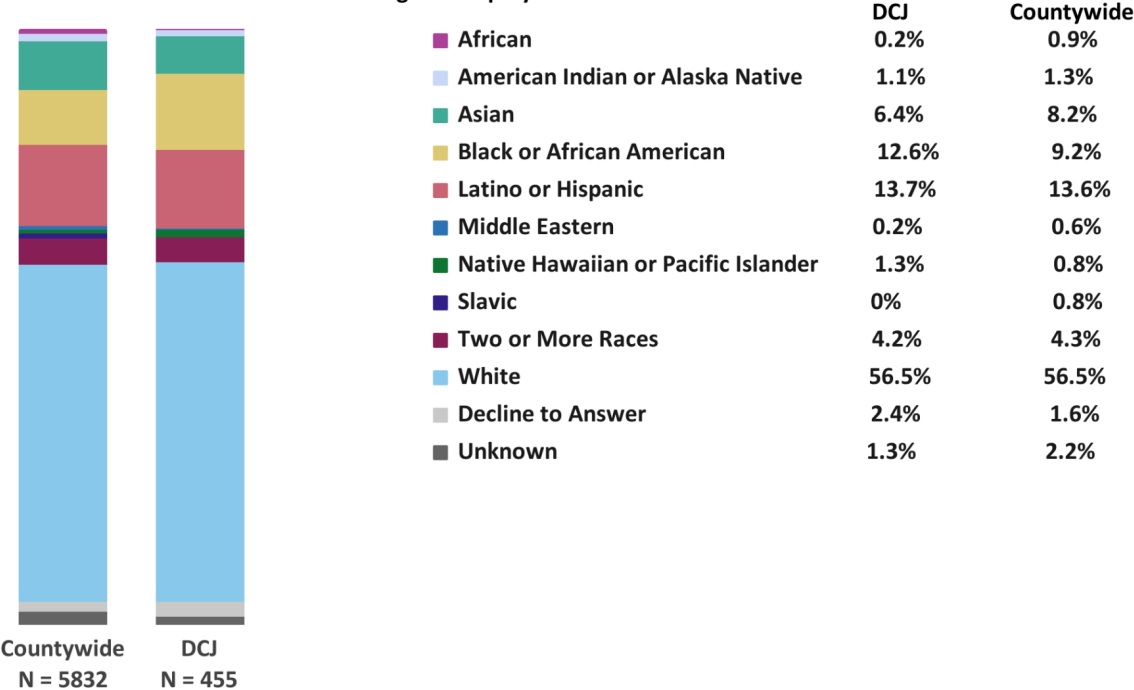
In FY 2024 at the countywide level, the majority of regular employees identified as White (56.5%), while 13.6% of Regular employees identified as Latino or Hispanic, 9.1% as Black or African American, and 8.2% as Asian. In comparison, the Department of Community Justice had a greater percentage of regular employees than the County in FY 2024 identifying as Black (12.6%). The percentage of regular employees of color in DCJ is similar to the countywide proportion 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, the diversity index countywide was 6.2, while the diversity index at the Department of Community Justice was similar, at 6.1.

Diversity Index of Department of Community Justice and Countywide Regular Employees



Race and Ethnicity of Countywide and Department of Community Justice Regular Employees in Fiscal Year 2024

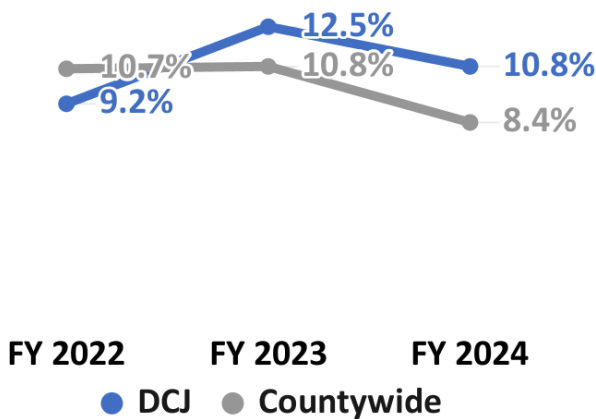


Separations

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 Department of Community Justice saw fluctuations in its separation rates between FY 2022 and FY 2024. In FY 2022, the separation rate was 9.2%, which then increased to 12.5% in FY 2023, then dropped to 10.8% in FY 2024.

Countywide and Department of Community Justice Separation Rates



There were differences in the rates across the type of separations of all regular DCJ employees, as well.

Similar to what we saw countywide, most separations were voluntary. The

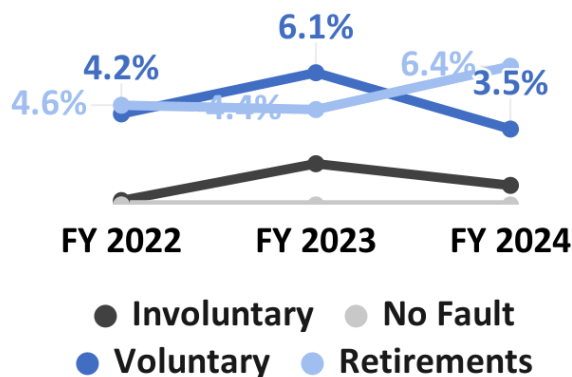
departmental voluntary separation rate for all regular DCJ employees was 4.2% in FY 2022, increased to 6.1% in FY 2023, and dropped to 3.5% in FY 2024.

Retirements fluctuated between FY 2022 and FY 2024, increasing from 4.6% in FY 2022 and 4.4% in FY 2023, to 6.4% in FY 2024.

Involuntary separations increased from 1.4% in FY 2022 and FY 2023, to 3.0% in FY 2024.

The involuntary separation rate reached a peak of 1.9% in FY 2023, while no fault separations were relatively uncommon and steady, with rates below 1% in all fiscal years.

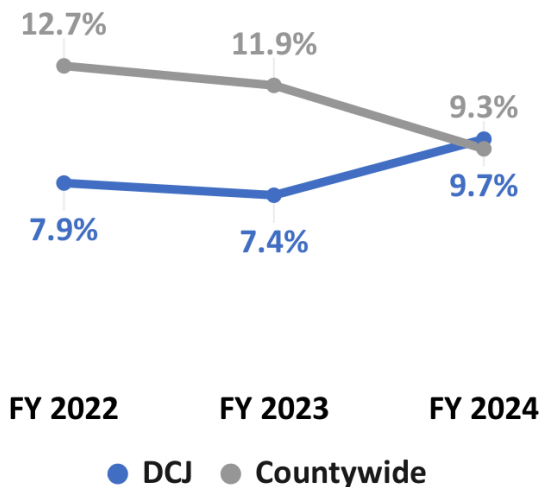
Separation by Type for Department of Community Justice



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 Department of Community Justice had similar hiring rates of 7.9% in FY 2022 and 7.4% in FY 2023, before increasing to 9.7% in FY 2024.

Hire Rate for Department of Community Justice



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 movements were evaluated against employee demographics and bargaining units, several of which are associated with specific departments (e.g., the Federation of Oregon Parole and Probation Officers (FOPPO) and Juvenile Custody Services Specialist (JCSS) bargaining units are only in DCJ). 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 limited duration assignment rate for all regular employees was 5.7% between FY 2022 and FY 2024. FOPPO members had a statistically significant lower limited duration assignment rate of 0.8%.

Additionally, 29.5% of promotions within DCJ were from represented to non-represented positions, which is relatively high compared to the 19.9% rate among promotions countywide.

Limited Duration Assignment Rates by Bargaining Unit

Gray line indicates Countywide ate of 5.7%

