

Multnomah County Employment Trends: FY 2022 - FY 2024

Health Department 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 Health Department.

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 Health Department and its employees during the reporting period.

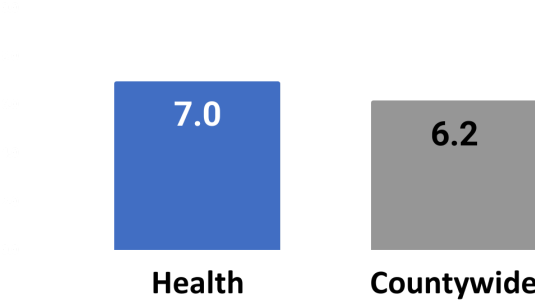
Visit the [Evaluation and Research Unit webpage](#) for the Multnomah County Employment Trends executive summary, full report, other department summaries, and dashboards where you can explore the data on your own. For questions or feedback, please contact the Evaluation and Research Unit at eru@multco.us.

Overall Demographics

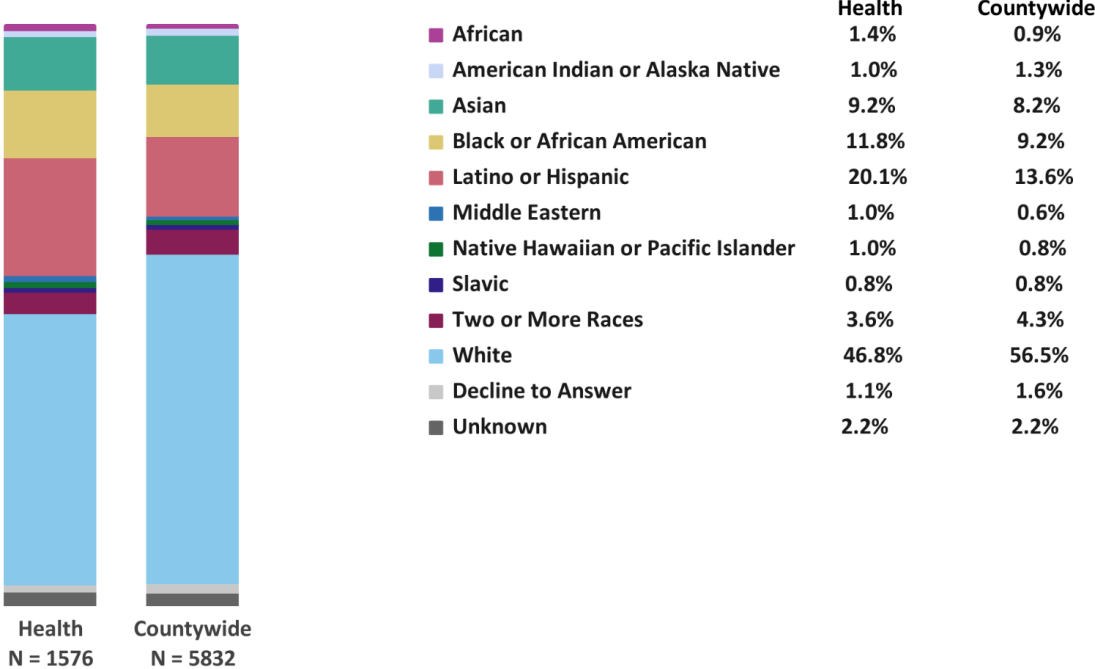
In FY 2024 at the countywide level, the majority of regular employees identified as White (56.6%), while 13.6% of regular employees identified as Latino or Hispanic, 9.1% as Black or African American, and 8.2% as Asian. In comparison, the Health Department had a lower percentage of regular employees in FY 2024 identifying as White (46.8%). The percentage of regular employees of color in the Health Department was higher than 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 for the Health Department was higher, at 7.0.

Diversity Index for Health Department and Countywide Regular Employees



Race and Ethnicity of Countywide and Health Department 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.

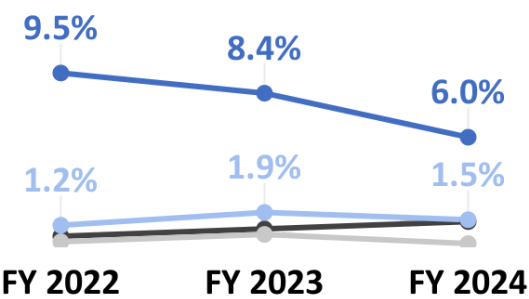
The Health Department also had decreases in the separation rate between FY 2022 and FY 2024. Though the separation rate jumped up from 11.6% in FY 2022 to 12.1% in FY 2023, it then made a statistically significant drop to 9.1% in FY 2024. Additionally, the overall separation rate for the Health Department (all fiscal years combined) was relatively low for Latino and Hispanic employees, as well as Asian employees.

Similar to what we saw countywide, most separations in the Health Department were voluntary. The departmental voluntary separation rate for all regular Health Department employees was 9.5% in FY 2022, and 8.4% in FY 2023, then statistically significantly dropped to 6.0% in FY 2024.

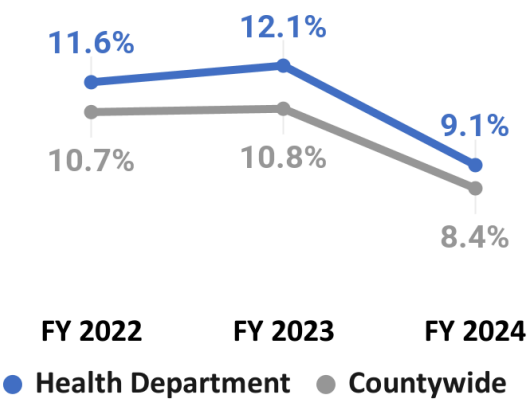
The retirement rate was 1.2% in FY 2022, increased to 1.9% in FY 2023, but decreased to 1.5% in FY 2024.

Involuntary separations and no fault separations were relatively infrequent, with rates of less than 1.5% for all years.

Separation Rate by Type for Health Department



Countywide and Health Department Separation Rates

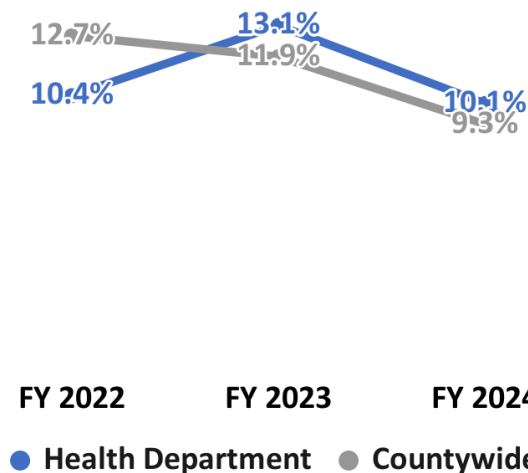


There were differences in the rates across the type of separations among regular Health Department employees, as well.

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 Health Department had a hiring rate of 10.4% in FY 2022, 13.1% in FY 2023 and 10.1% in FY 2024. The Health Department also had an overall hiring rate (across all fiscal years combined) higher than the countywide rate for African, American Indian or Alaska Native, Black or African American, Middle Eastern, and Slavic employees.

Hire Rate for Health Department



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., Oregon Nurses Association (ONA), which is only in the Health Department). Because these other types of employee movements occur relatively infrequently, we combined their total instances between FY 2022 and FY 2024 for analyses.

No statistically significant differences between the Health Department and countywide rates of these other employee movements were found. One of the major reasons for this is the size of the Health Department. Since the department accounts for such a large proportion of the overall County workforce, many trends tend to overlap between the Health Department and the overall County results.