

Multnomah County Employment Trends: FY 2022 - FY 2024

Library 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 Library.

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 Library and its employees during the reporting period.

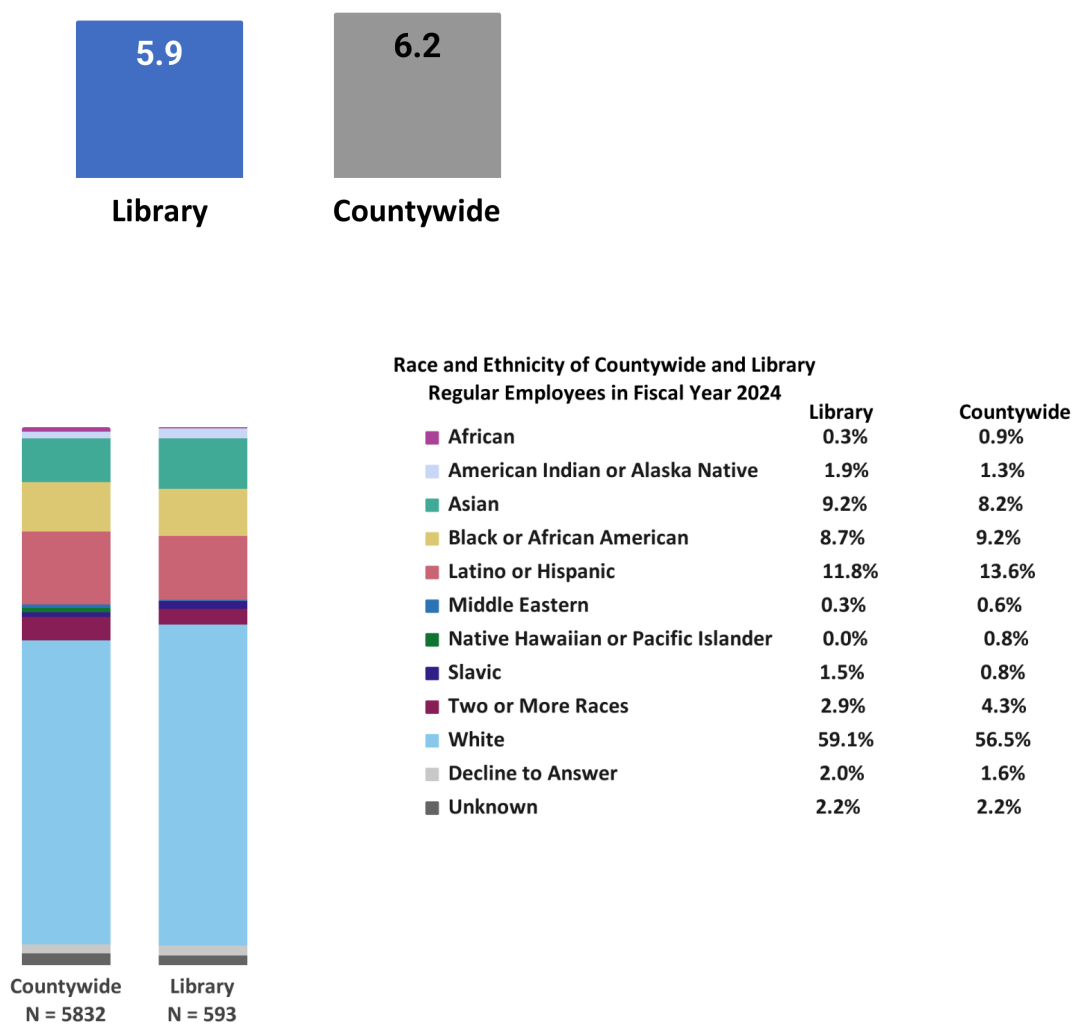
Visit the [Evaluation and Research Unit webpage](#) for the Multnomah County Employment Trends executive summary, full report, other department summaries, and dashboards where you can explore the data on your own. For questions or feedback, please contact the Evaluation and Research Unit at eru@multco.us.

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, 9.2% as Black or African American, and 8.2% as Asian. In comparison, the Library had a higher percentage of regular employees than the County in FY 2024 identifying as White (59.1%). The percentage of regular employees of color in the Library was lower 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 at the Library was lower, at 5.9.

Diversity Index for Library and Countywide

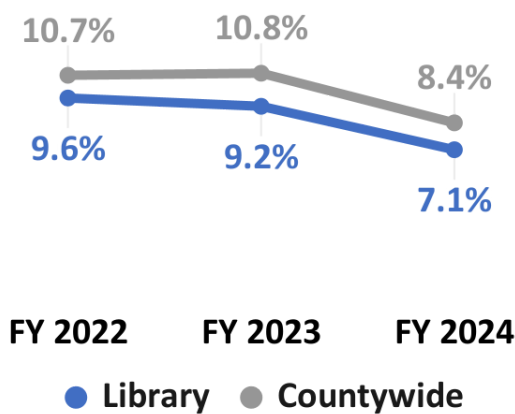


Separations

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 Library also saw decreases in the separation rate: from 9.6% in FY 2022 to 9.2% in FY 2023, which then dropped to 7.1% in FY 2024.

Countywide and Library Separation Rates



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

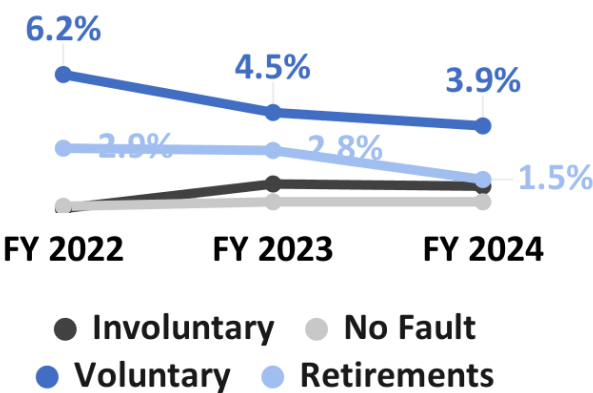
Similar to what we saw countywide, most separations were voluntary. The departmental voluntary separation rate for all regular Library employees was 6.2% in

FY 2022, 4.5% in FY 2023, and 3.9% in FY 2024.

Involuntary separations also saw an increase between FY 2022 and FY 2024. The FY 2022 involuntary separation rate of 0.2% saw a statistically significant increase to 1.3% in FY 2023, then dipped to 1.2% in FY 2024.

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

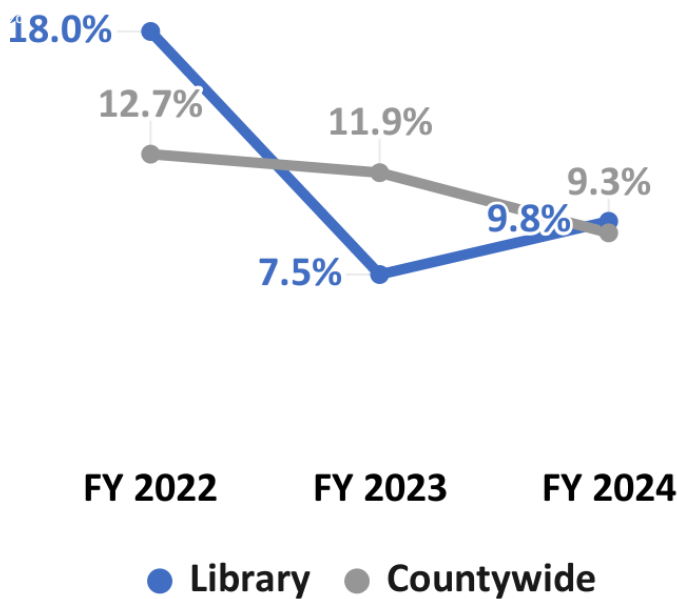
Separation Rate by Type for Library



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 Library had a hiring rate of 18.0% in FY 2022, 7.5% in FY 2023, and 9.8% in FY 2024. The overall hiring rate (across all three fiscal years) was relatively high for employees who identify as Black or African American, Latino or Hispanic, and Two or More Races.

Hire Rate for Library



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 bargaining units are only in the Department of Community Justice). Because these other types of employee movements occur relatively infrequently, we combined their total instances between FY 2022 and FY 2024 for analyses.

At 10.5%, the proportion of Library employee promotions that moved people from represented positions into non-represented positions was relatively low, compared to the 19.9% of this kind of promotion countywide. No additional statistically significant results were found for other employee movement actions in the Library.