

Multnomah County Employment Trends: FY 2022 - FY 2024

Sheriff's Office Summary

Multnomah County
Department of County Management
Evaluation and Research Unit
August 2025



Table of Contents

| | |
|-------------------------|---|
| Introduction | 1 |
| Overall Demographics | 1 |
| Separations | 2 |
| Hires | 3 |
| Other Employee Movement | 4 |

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 Sheriff's 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 Sheriff'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.

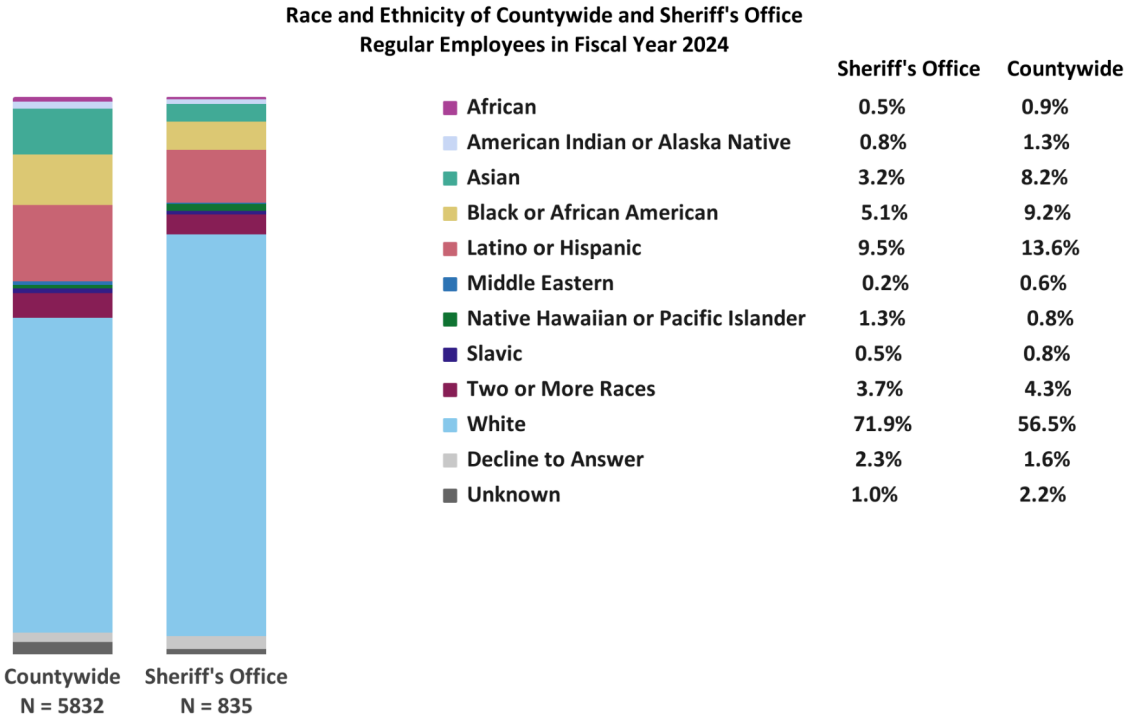
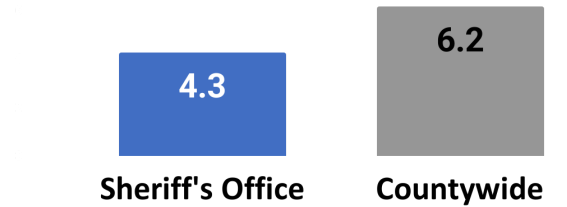
Overall Demographics

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 Sheriff's Office had a greater percentage of regular employees than the County in FY 2024 identifying as White (71.9%). Accordingly, the percentage of regular employees of color in the Sheriff's Office 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 Sheriff’s Office was lower, at 4.3.

Diversity Index for Sheriff's Office and Countywide Regular Employees

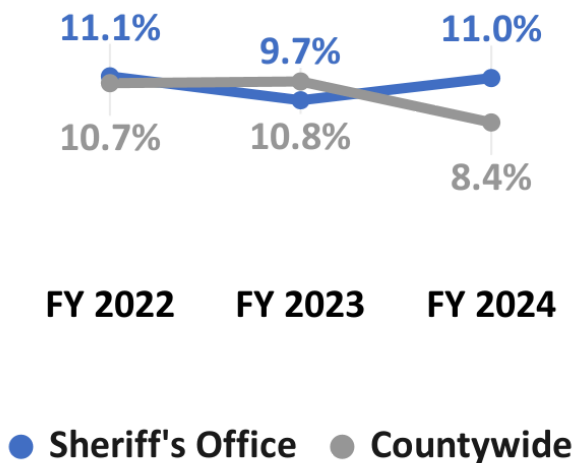


Separations

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 Sheriff’s Office saw fluctuations in its separation rates between FY 2022 and FY 2024. In FY 2022, the separation rate was 11.1%, which then dropped to 9.7% in FY 2023, then increased to 11.0% in FY 2024.

Countywide and Sheriff's Office Separation Rates



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

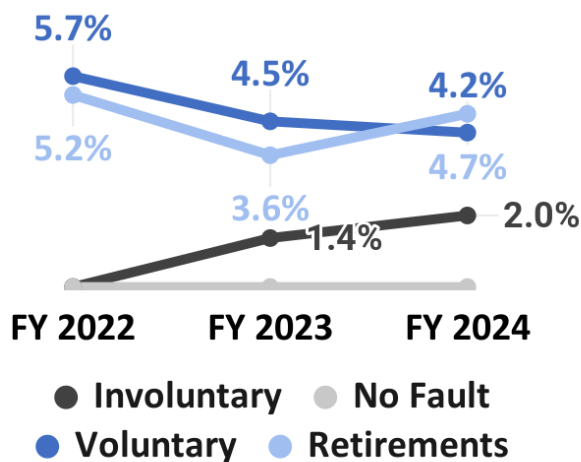
Similar to what we saw countywide, most separations were voluntary. The departmental voluntary separation rate for all regular Sheriff’s Office employees was 5.7% in FY 2022, decreased to 4.5% in FY 2023, and dropped again to 4.2% in FY 2024.

Retirements fluctuated between FY 2022 and FY 2024, dropping from 5.2% in FY 2022 to 3.6% in FY 2023, before increasing to 4.7% in FY 2024.

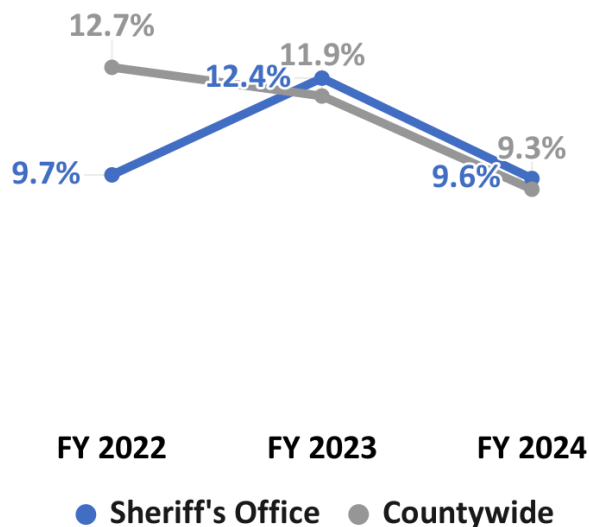
The involuntary separation rate also saw subsequent statistically significant increases from its 0.1% rate in FY 2022: to 1.4% in FY 2023 and 2.0% in FY 2024. However, in FY 2024, the involuntary separation rate was higher for BIPOC employees (5.3%) than the total involuntary separation rate for the Sheriff’s Office (2.0%). This may be related to increased hiring of BIPOC employees during this time period, as trial service separations are categorized as involuntary separations.

No fault separations were relatively uncommon rates at 0.1% in all fiscal years.

Separation Rate by Type for Sheriff's Office



Hire Rate for Sheriff'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 hiring rate for regular employees in the Sheriff's Office was 9.7% in FY 2022, increased to 12.4% in FY 2023, then decreased to 9.6% in FY 2024.

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 Deputy Sheriff's Association's bargaining unit is only in the Sheriff'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 all regular employees was 9.9% between FY

2022 and FY 2024, whereas the rate among regular employees in the Deputy Sheriff’s Association bargaining unit was significantly lower, at 1.5%.

