

# Multnomah County Employment Trends: FY 2022 - FY 2024

---

## Non-Departmental Summary

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



# Table of Contents

Introduction	1
Overall Demographics	1
Separations	3
Hires	4
Other Employee Movement	4

## Introduction

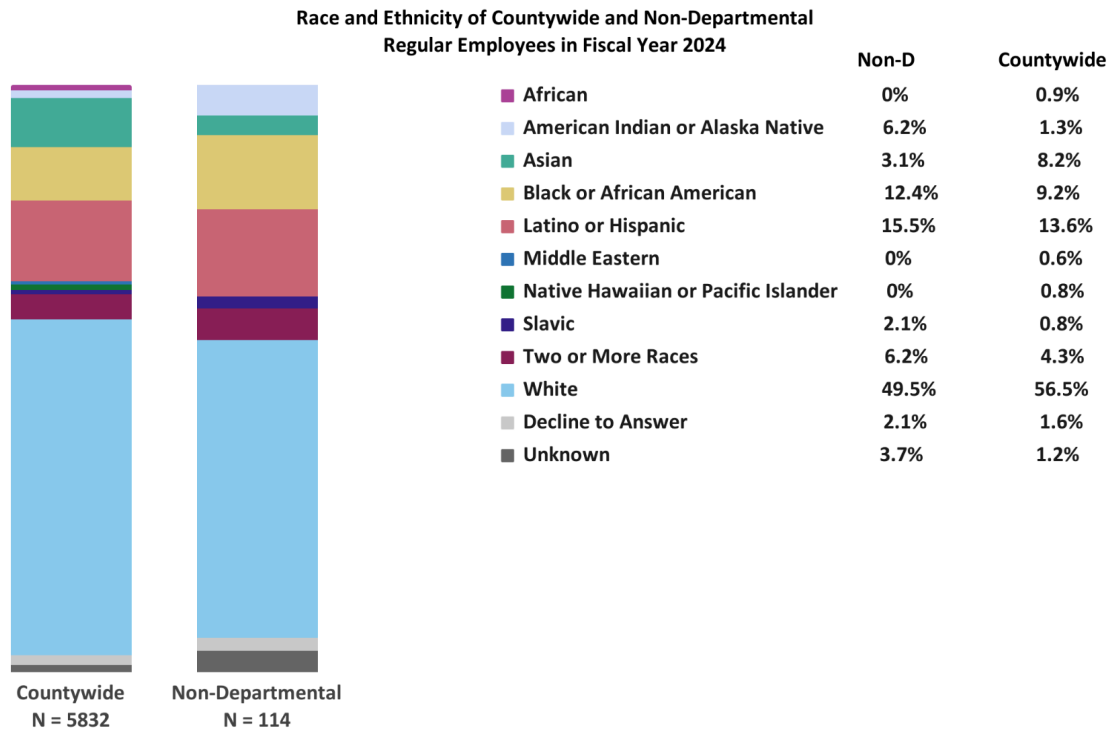
This departmental report provides a summary of separations and hires for regular represented and non-represented employees between fiscal years (FY) 2022 and 2024, which spans the period of July 2021 through June 2024. Whereas the full Multnomah County Employment Trends report examines countywide trends,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

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 Non-departmental Offices 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).

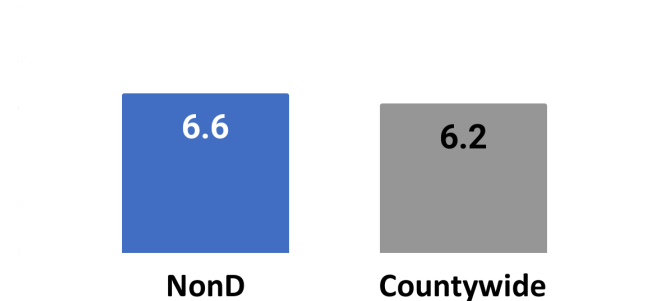
## Overall Demographics

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, Non-departmental regular employees in FY 2024 had a lower share than the countywide rate of employees identifying as White (49.5%). Accordingly, the percentage of Non-departmental regular employees of color 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 Non-departmental employees was higher, at 6.6.

**Diversity Index for Non-Departmental 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 separation rate of Non-departmental regular fluctuated between FY 2022 and FY 2024. The FY 2022 separation rate of 8.0% increased to 13.4% in FY 2023, then dropped to 8.8% in FY 2024.

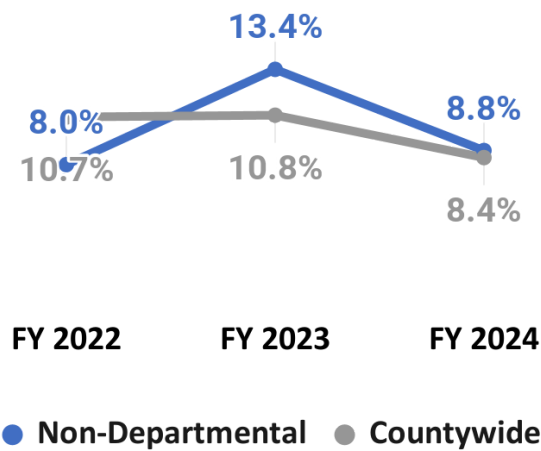
was 5.0% in FY 2022, 9.2% in FY 2023, and 5.3% in FY 2024.

Retirements fluctuated between FY 2022 and FY 2024, decreasing from 2.0% in FY 2022 to 0.0% in FY 2023 then jumping up to 2.6% in FY 2024.

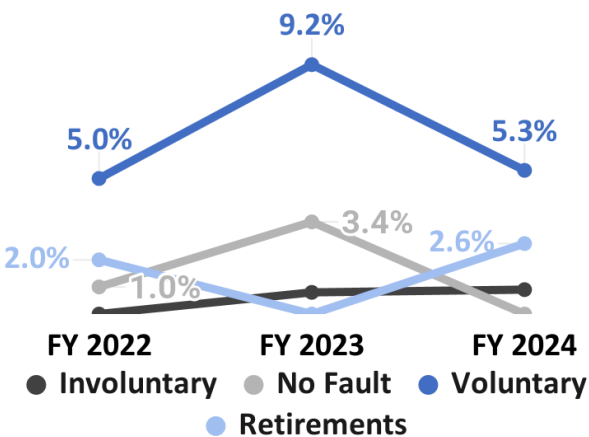
The no fault separations rate increased from 1.0% in FY 2022 to 3.4% in FY 2023, then decreased to 0.0% in FY 2024.

Involuntary separations were relatively infrequent and had a rate of less than 1% in all years.

Countywide and Non-Departmental Separation Rates



Separation Rate by Type for Non-Departmental



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

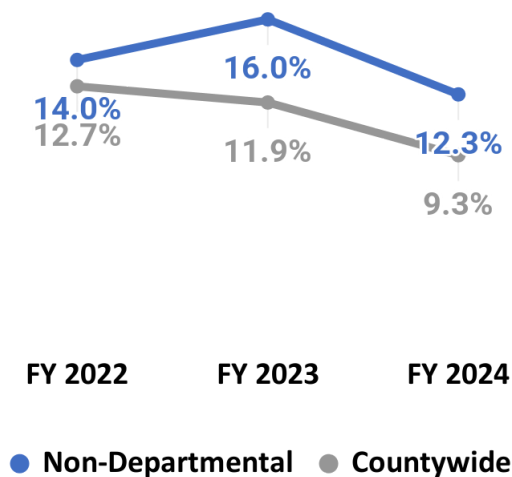
Similar to what we saw countywide, most separations were voluntary. The departmental voluntary separation rate for all regular Non-departmental employees

## 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.

Non-departmental regular employees had a hiring rate of 14.0% in FY 2022, 16.0% in FY 2023, and 12.3% in FY 2024.

**Hire Rate for Non-Departmental**



## 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. No statistically significant results were found for other employee movement actions among Non-departmental staff.