

JJYS Recidivism Reduction Support

The mission of **Juvenile Justice and Youth Services (JJYS)** is to change young lives and keep communities safe. Achieving this requires a stable, well-trained workforce. Currently, high turnover and staffing shortages are directly compromising the safety and rehabilitation of the youth we serve.

\$2,800,000
Ongoing General Fund

Solution: Investing in Youth Through Staff

Differential Pay Strategy designed to stabilize 24/7 residential operations by targeting retention.

Targeted Differential Pay Rates:

- **Day Shifts:** +\$1.80/hr.
- **Swing/Weekend Shifts:** +\$2.50/hr.
- **Graveyard Shifts:** +\$1.20/hr.

The Goal: A Path to Better Outcomes This investment will stabilize the direct-care workforce, leading to safer facilities, **lower criminogenic risk**, and better youth outcomes. By retaining experienced staff, JJYS ensures youth can internalize risk-reduction behaviors and successfully transition home.

Human Cost of Instability with 39.8% Turnover:

Loss of mentors essential for development.

Stalled Progress:

Youth struggle to apply coping and decision-making strategies.

Unsafe Environments:

New staff are often assigned before completing full training.

