



**Program #30005D - Equity-Focused System Development & Capacity Building - Hiring & Retention** 3/7/2022

**Department:** Joint Office of Homeless Services      **Program Contact:** Marc Jolin  
**Program Offer Type:** Innovative/New Program      **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** One-Time-Only Request, In Target

**Executive Summary**

The Joint Office of Homeless Services (JOHS) relies on an extensive network of community-based organizations to provide homeless services. In FY 2022, in an effort to address critical workforce shortages across its system of care, the City of Portland and Multnomah County made a mid-year allocation of one-time resources to fund hiring and retention bonuses for frontline workers. This program offer provides one-time funding for the retention bonuses committed in FY 2022 that will not be paid until FY 2023.

**Program Summary**

The JOHS relies on an extensive network of community-based organizations to provide homeless services. In FY 2022, in an effort to address critical workforce shortages across its system of care, the City of Portland and Multnomah County made a one-time mid-year allocation of \$1.0 million to fund hiring and retention bonuses for frontline workers. Organizations were given the latitude to structure the hiring and retention bonuses in whatever way would best allow them to address staffing shortages, with a maximum payment of up to \$3,000 per new hire.

Based on the way some organizations chose to structure the retention bonus, the payment will be made in FY 2023, meaning that the related costs will not be incurred in FY 2022, when the one-time resources were allocated. This program offer provides one-time funding for the retention bonuses committed in FY 2022 that will not be paid until FY 2023.

**Performance Measures**

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Fund retention bonuses at provider organizations	N/A	N/A	N/A	170
Outcome	Increase rates of recruitment and retention at provider organizations	N/A	N/A	N/A	Yes

**Performance Measures Descriptions**

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Contractual Services	\$0	\$0	\$250,000	\$0
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$250,000</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$250,000</b>	
<b>Program FTE</b>	0.00	0.00	0.00	0.00

Program Revenues				
Beginning Working Capital	\$0	\$0	\$250,000	\$0
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$250,000</b>	<b>\$0</b>

Explanation of Revenues

Significant Program Changes

Last Year this program was: