

STEVE ADAMI

EDUCATION

San Francisco State University
Master of Public Administration (MPA)
Degree Conferred 2014

San Francisco, CA

California State University East Bay
Bachelor of Science Kinesiology
Degree Conferred 1992

Hayward, CA

AWARDS

- 2024: Pardon, Governor Gavin Newsom
- 2023: Recognition of Commendation, San Francisco Board of Supervisors
- 2022: Certificate of Honor, San Francisco Board of Supervisors
- 2020: Chief Probation Officers of California (CPOC) - California Employee of the Year
- 2020: Chief Probation Officers of California (CPOC) - Bay Regions Employee of the Year
- 2016: San Francisco Adult Probation Department - Outstanding Employee 2nd Quarter
- 2015: Certificate of Congressional Recognition, Congresswoman Pelosi
- 2015: Certificate of Recognition, In the Trenches Award, Cal. State Senate, Senator Leno
- 2014: San Francisco State University Barbara Jordan Award for Student Excellence
- 2013: Pi Alpha Alpha, a National Honor Society for Public Affairs and Administration

AREAS OF EXPERTISE

- **Reentry & Criminal Justice, Policy and Initiatives**
 - Managed San Francisco's Reentry Council & Community Corrections Partnership.
 - Oversaw the ongoing implementation and evaluation of Public Safety Realignment (AB 109) and the Community Corrections Performance Incentives Act (SB 678).
 - San Francisco's Justice Reinvestment Initiative: Racial and Ethnic Disparities Analysis.
 - Served on the National Institute of Corrections Advisory Committee.
 - Collaborated with elected and appointed officials on reentry, recovery, and justice initiatives.
- **Recovery and Reentry Programs**
 - Designed and implemented more than 50 recovery and reentry programs.
 - Research: Drug Addiction and the Treatment Needs of San Francisco's Reentry Community.
- **Creating Systems of Care**
 - Designed and implemented San Francisco's Reentry Care and Treatment Network.
 - Designed and implemented The Salvation Army's Recovery System of Care.
- **Housing**
 - Opened over 1,000 units of housing across 30 sites specializing in recovery and reentry housing, therapeutic teaching communities, recovery residences, independent living, and rapid rehousing.
 - Advisory committee that co-sponsored Assemblymember Haney's AB2479 Recovery Housing & AB255 The Supportive Recovery Residence Program.
 - Research: Housing Needs of Justice Involved Adults.

PROFESSIONAL EXPERIENCE

5/2023 – current The Salvation Army San Francisco

San Francisco, CA

Executive Director, The Way Out

- Oversee all aspects of The Way Out, a recovery-focused homeless initiative, including strategic planning, program development, property acquisition, budgeting, public relations, and fundraising.
- Designed and implemented a comprehensive 550-bed Recovery System of Care, integrating nine programs and \$24 million in recovery-focused services, including an abstinence-based pretreatment shelter and stabilization center; state-licensed withdrawal management & residential drug treatment; recovery housing, recovery residence, and independent living; life skills & workforce development; and a robust alumni support network.
- Designed and implemented abstinence-based programs, including Hope House, San Francisco's first drug-free shelter; the Joseph McFee Center and Wells Place recovery housing programs.
- Created San Francisco's first Drug Treatment on Demand model at the Harbor Light Center.

2/2020 – 5/2023 San Francisco Adult Probation Department

San Francisco, CA

Director, Reentry Division

- Directed citywide collaborative efforts to develop policy, operational practices, and supportive services for justice involved adults in San Francisco.

- Developed the Adult Probation Department's Reentry Care and Treatment Network and managed \$25 million of reentry and rehabilitative services, 30 professional service contracts, and 50 reentry and recovery-focused programs.
- Developed and managed the Reentry Division's annual operating budget, monitored expenditures and financial reports, and produced statistical performance data to evaluate the effectiveness of departmental reentry programs.
- Led the Reentry Divisions' procurement efforts including developing public solicitations such as Request for Proposals (RFP), Request for Qualifications (RFQ), and Notice of Funds Available (NOFA), oversaw the review process, develop contracts, and monitored the contract development work of staff.
- Directed a multidisciplinary division of professional staff, including a Reentry Policy Planner, Reentry Services Manager, Reentry Services Coordinators, a Women's Gender Responsive Coordinator, Probation Assistants, Public Service Aides, interns, and independent consultants.
- Provided policy direction and supervised operations of San Francisco's Reentry Council, Reentry Council Subcommittees, and the Community Corrections Partnership, working closely with elected and appointed officials to set agendas and establish priorities.
- Designed and implemented over 50 reentry and rehabilitative programs to address the criminogenic needs of justice-involved adults, including 23 supportive, drug-free housing programs and therapeutic communities that offer safe and stable residences for more than 650 individuals. Notable projects include the design and implementation of the TRP Academy, Billie Holiday Center, Minna Project, FoF TAYA Program, HER House, and a Pretrial Pilot Project.
- Designed and implemented San Francisco's Reentry Care and Treatment network, coordinating the reentry and recovery services funded by the San Francisco Adult Probation Department.
- Co-led the San Francisco Adult Probation Department's Community Advisory Board.
- Designed and managed the Community Assessment and Services Center, a comprehensive reentry center providing behavioral health and employment services to over 3,500 justice-involved adults annually.

1/2017 - 2/2020 San Francisco Adult Probation Department

San Francisco, CA

Reentry Services Manager

- Direct oversight of approximately \$15 million dollars of reentry services, 24 professional service contracts, and 38 reentry programs funded by the San Francisco Adult Probation Department.
- Provided supervision and coaching to the Reentry Division's Reentry Services Coordinators, Probation Assistants, and Public Service Aide positions.
- Integral part of the Reentry Division's coalition building with public safety, behavioral health, and community partners.
- Led the Reentry Divisions' procurement efforts including developing public solicitations such as Request for Proposals (RFP), Request for Qualifications (RFQ), and Notice of Funds Available (NOFA), oversee the review process, develop contracts, and monitor the contract development work of staff.
- Managed and monitored the contract for the Community Assessment and Services Center (CASC), a behavioral health, multi-services one-stop reentry center, and coordinated closely with the CASC's lead service provider to ensure alignment between the CASC and all reentry services funded by the San Francisco Adult Probation Department.
- Ensured the successful implementation of all realignment and reentry services, routinely monitor program utility and efficacy, and analyzed/evaluated program data.
- Annually reviewed the San Francisco Adult Probation Department's portfolio of reentry services, identify services gaps and solutions, and update the Reentry Division's budget to reflect comprehensive expenses.
- Oversaw the CASC's drug testing program for the San Francisco Superior Court's Collaborative Courts.
- Coordinated the Annual Recovery Summit with community partners.

9/2014 - 1/2017 San Francisco Adult Probation Department

San Francisco, CA

Reentry Services Coordinator

- Designed, implemented, and monitored a portfolio of reentry services and programs, and monitored programmatic activities for performance and compliance.
- Responsible for the direct oversight of the department's housing programs, CASC employment services, the In-Custody Reentry Program, and Cameo House – a gender responsive residential program for pregnant and parenting women.
- Monitored detailed and complex budgets, analyzed existing and proposed administrative policies and procedures, as well as organizational problems related to the delivery of reentry services.

- Developed grants, reentry service contracts, and program budgets in accordance with CCSF procurement policies and procedures, coordinated activities related to the application for, and modification of, state and local grants and contracts.
- Worked closely with community-based organizations to develop scopes of work, produce annual operating budgets, review invoices, monitor budget balances, streamline processes, and promote program efficacy.
- Cultivated partnerships across public, private, and nonprofit organizations to streamline services and resources for reentry population and improve outcomes for individuals under community supervision.

7/2015 – 5/2023 The Reentry Council of the City & County of San Francisco

San Francisco, CA

Subcommittees: Policy & Operational Practices; Direct Services

- Worked collaboratively with other subcommittee members to develop local policy and shape state and federal policy and law to better reflect the Reentry Council's shared vision.
- Developed, promoted, and expanded effective reentry programs, services, and systems. Advise the Reentry Council on reentry programming efforts, gaps in services, and the needs of justice involved adults in San Francisco.

KEY SKILLS AND QUALITIES

- Multi-task talented with the ability to quickly apply new skills
- Highly skilled at building and sustaining productive relationships and partnerships
- Adept problem-solving ability and professional demeanor
- Creative, resourceful, collaborative approach to problem-solving and project management
- Stakeholder relationship cultivation, multi-agency collaboration, program design and implementation, and budgeting
- Detail-oriented, conscientious, and authentic; preference for demanding, multi-faceted, high-stakes workload
- Quantitative and qualitative research

PROFESSIONAL ORGANIZATIONS

- San Francisco District Attorney's Office Community Advisory Board (2024 – Current)
- Drug Free Sidewalks Advisory Board (2024 – Current)
- SOMA West Community Benefits District Board of Directors
- Human Services Agency Prop F Oversight Committee (2024 – 2025)
- National Institute of Corrections/Justice System Partners Advisory Committee (2021 – 2023)
- National League of Cities Municipal Reentry Leaders Network
- American Probation and Parole Association
- Pi Alpha Alpha Honor Society

PRESENTATIONS, TRAININGS, CONFERENCES

- Panel Discussion: San Francisco's Drug and Homeless Crisis, Commonwealth Club 2026
- Panel Discussion: Homelessness and Drug Addiction, American Enterprise Institute 2026
- Presentation: The Way Out, the Superior Court of California, San Francisco 2026
- Keynote: 5th Annual Survivors' Breakfast, Napa County District Attorney's Office 2025
- Panel Discussion: Recovery Journey, St. Anthony's/UC Law 2025
- Panel Discussion: Prop 36 and Mental Health Diversion, CA District Attorney's Association Annual Conference 2025
- Presentation: San Francisco's Drug and Homeless Crisis, LeadershipSF 2025
- Presentation: Centers for Disease Control Overdose Response Strategies 2024
- Presentation: Ending San Francisco's Drug and Homeless Crisis, Pacific Union Club 2024
- Presentation: Restorative Justice Reentry Conference, San Francisco Archdiocese 2024
- Presentation: A new type of shelter, SF Next Initiative 2023
- Presentation: National Overdose Prevention Leadership Summit 2023
- Presentation: Northern Calif. High Intensity Drug Trafficking Areas Communities in Crisis 2023
- Presentation: Restorative Justice Reentry Conference, San Francisco Archdiocese 2023
- Presentation: SAMHSA Community of Practices, Engaging Clients in Successful Reentry 2021
- Presentation: American Probation and Parole Association, New York Training Institute 2017
- Training: Kaleidoscope Leadership Group 2022 – 2023
- Training: National League of Cities Justice Initiatives 2022
- Training: SAMHSA Community of Practices, Diversity, Equity, and Inclusion 2021
- Training: City and County of San Francisco, 24 PLUS Management Training 2019
- Training: City and County of San Francisco, 7 Habits for Managers 2018
- Training: Blue Courage Leadership Training 2018 – 2019

- Conference: Restorative Justice Reentry Conference, San Francisco Archdiocese 2015-2024
- Conference: San Francisco Recovery Summit 2018 – 2019, 2024
- Conference: Checkr Forward, Reentry/Fair Chance Employment Initiative Conference 2019
- Conference: American Probation and Parole Association, San Francisco Training Institute 2019
- Conference: American Probation and Parole Association, Los Angeles Training Institute 2015