

STEVE ADAMI

EDUCATION

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

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

AWARDS

- 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
- 2006: Manager of the Year, The Fairmont Hotel San Francisco

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. Responsibilities include strategic planning, program development and implementation, property acquisition, project management, budgeting, public relations, program evaluation, advocacy, fundraising, and board development.
- Developed a comprehensive Recovery System of Care, encompassing approximately \$20 million in services. The continuum includes state-licensed withdrawal management and residential drug treatment, a dedicated women's recovery program, recovery housing, independent living, life skills, workforce development, and a robust alumni support network.
- Designed and implemented the Joseph McFee Center, a recovery housing and transformational living community for adults who have completed residential drug treatment.
- Created San Francisco's first Drug Treatment on Demand model at the Harbor Light Center, ensuring San Franciscans struggling with addiction have real-time access to withdrawal management and social model detox, and residential drug treatment.
- Created Pathway to Independence, a tool incentivizing drug treatment with recovery housing.
- Expanded The Salvation Army San Francisco's donor base by engaging local officials and community members through pragmatic solutions addressing San Francisco's drug and homelessness, and overdose epidemic.

4/2021 – 5/2023 San Francisco Adult Probation Department San Francisco, CA
Director, Reentry Division

- Lead collaborative efforts to develop policy, operational practices, and supportive services for justice involved adults in San Francisco.
- Provide policy direction and supervise 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.
- Contractual oversight of \$23 million of reentry and rehabilitative services, 29 professional service contracts, and 50 reentry programs.
- Designed and implemented over 50 reentry and rehabilitative programs which addressed the criminogenic needs of justice involved adults.
- Created a Reentry Care and Treatment network, coordinating local reentry services funded by the San Francisco Adult Probation Department.

- Designed and implemented seventeen supportive, drug free housing programs which provide a safe residence for over 500 adults. Highlights include the TRP Academy, the Billie Holiday Center, the Minna Project, TAYA Program, HER House, and a Pretrial Pilot Project.
- Develop the Reentry Division's annual operating budget, monitor expenditures and financial reports, and create statistical performance data for the department's reentry programs.
- Design, implement, evaluate and advocate for reentry and rehabilitative services lead the department's public solicitation process (RFP, RFQ, NOFA).
- Direct a division of professional staff (Reentry Policy Planner, Reentry Services Manager, Reentry Services Coordinators, Women's Gender Responsive Coordinator), Probation Assistants, Public Service Aides, and interns, and work collaboratively with independent consultants.
- Co-lead the department's Community Advisory Board.
- Oversee the Community Assessment and Services Center, a comprehensive reentry center providing behavioral health and employment services to over 3,500 justice-involved adults annually.

2/2020 – 4/2021 San Francisco Adult Probation Department San Francisco, CA

Interim Director, Reentry Division

- Provide policy direction and supervise 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.
- Contractual oversight of \$23 million of reentry and rehabilitative services, 29 professional service contracts, and 50 reentry programs.
- Design, implement, evaluate and advocate for reentry and rehabilitative services.
- Lead 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.
- Development and oversight of the Reentry Division's annual operating budget.
- Direct a division of professional staff (Reentry Policy Planner, Reentry Services Coordinators, Women's Gender Responsive Services Coordinator), Probation Assistants, Public Service Aides, and interns, and work collaboratively with independent consultants.

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 Adult Probation Department.
- Provide 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.
- Lead 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.
- Oversee and monitor the contract for the Community Assessment and Services Center (CASC – a behavioral health, multi-services one-stop reentry center), and coordinate 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.
- Ensure the successful implementation of all realignment and reentry services, routinely monitor program utility and efficacy, and analyze/evaluate program data.
- Annually review the department's portfolio of reentry services, identify services gaps and solutions, and update the Reentry Division's budget to reflect comprehensive expenses.
- Oversee the CASC's drug testing program for the Collaborative Courts.
- Coordinate 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.
 - Monitor detailed and complex budgets, analyzed existing and proposed administrative policies and procedures, as well as organizational problems related to the delivery of reentry services.
 - Develop 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 vendors to produce annual budgets, reviewed invoices, monitored 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
Subcommittee: Direct Services
- Develop, promote, and expand 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.
- 8/2014 – 5/2023 The Reentry Council of the City & County San Francisco San Francisco, CA
Subcommittee: Policy and Operational Practices
- Work 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.
- 1/2014 - 9/2014 America Works San Francisco, CA
Workforce and Community Development
- Work in partnership with San Francisco Adult Probation and Leaders in Community Alternatives to place clients in jobs with local and national companies.
 - Highly skilled at building and sustaining productive relationships with employers and community partners.
 - Monitor programmatic activities and make logical recommendations to America Works for improvements.
 - Collaborated with case managers and other partners ensuring a holistic approach to employment services to meet the individual needs of clients.
- 8/2005 - 12/2007 The Fairmont Hotel San Francisco San Francisco, CA
General Manager: The Tonga Room Restaurant and Hurricane Bar
- Monitored the performance of the restaurant through verification and analysis of customer satisfaction systems and financial reports.
 - Maintained product and service quality standards through conducting ongoing evaluations and investigating complaints.
 - Managed entertainment contract.
 - Scheduling, budgeting, forecasting, P&L accountability, event planning, menu engineering.
- 9/2000 - 8/2005 Delancey Street Foundation San Francisco, CA
Institute for Social Renewal/ Procurement and Community Relations/Education Administrator/ Private Dining Manager & Maître d' Delancey Street Restaurant
- Seminars and trainings as part of the Institute for Social Renewal a "Think and Action" tank.
 - Developed rapport and built lasting relationships with community leaders, as well as local and national corporations.
 - Designed, managed, and implemented an educational curriculum for Delancey residents.
 - Planned large public, as well as private events at the Delancey Street Restaurant.
 - Managed front of house restaurant operations.

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)
- Human Services Agency Prop F Oversight Committee (2024 – Current)
- National Institute of Corrections/Justice System Partners Advisory Committee (2021-2023)
- National League of Cities Municipal Reentry Leaders Network
- American Probation and Parole Association
- California Reentry Council Network
- Pi Alpha Alpha Honor Society

PRESENTATIONS, TRAININGS, CONFERENCES

- Presentation: Centers for Disease Control Overdose Response Strategies 2024
- Presentation: National Overdose Prevention Leadership Summit 2023
- Presentation: Northern Calif. High Intensity Drug Trafficking Areas Communities in Crisis 2023
- Presentation: SAMHSA Community of Practices, Engaging Clients in Successful Reentry 2021
- 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, New York Training Institute 2017
- Conference: American Probation and Parole Association, Los Angeles Training Institute 2015