AGENDA ITEM REQUEST

Community Corrections Partnership Executive Committee (CCPEC)

Note: This agenda item request is due at least eight (8) weeks prior to CCPEC meeting.
Email requests to ProbationCommunityPrograms@acgov.org.

TO: Community Corrections Partnership Executive Committee (CCPEC)
c/o Alameda County Probation Department
Brian K. Ford, Chief Probation Officer
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FROM: **Name**: Ron Germann
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This agenda item is being submitted for consideration by the Community Corrections Partnership Executive Committee (CCPEC) at their meeting on November 16, 2026.

Title: Off the Street (OTS) Reentry Services, Inc

Subject/Description: OTS Re-entry Services: A 90-day drug treatment, housing, job training and placement reentry program.

Background Information: OTS has been in business for 11 years providing drug treatment and sober living housing. CEO is a licensed general contractor for the last 21 years.

Fiscal Impact*, if any: Proposed budget for 2nd year is $315,000 which would fund 26-32 individuals.

Recommended action to be taken: Approve OTS funding request for the continuation of 1 year to support clients on probation and in the pre apprentice program with supportive housing.

**When requesting funding, please answer the questions in either Section 1 or 2 below. If requesting funding for a new program idea, answer the questions in Section 1. If requesting funding for a program with an existing AB 109-funded contract, answer the questions in section 2.*

Signature: _____

Print Name and Title: _____

Section 1: Requesting Funding for a New Idea

** * A logic model from the Programs and Services Workgroup may be attached in lieu of answering the following questions.*

A. **Program Description**

1. What part of the AB 109 population do you propose to serve? (For example: unhoused individuals, clients disengaged from Probation services etc.)
2. Which client needs are being addressed? (For example: housing, employment, substance abuse etc.)
3. What are the objectives and benchmarks for success of the proposed program/activity?
4. What are the resources and activities required by an organization to make the program successful? (For example: staffing, development of workshops etc.)
5. How will Probation Officers inform clients about the program/activity?
6. If referrals don't come from Probation, how will clients be informed of the program/activity?

B. **Background Research**

1. Is the initiative evidence-based or a promising new idea?
2. If this is an evidence-based program, what does the research say about it?
3. If there is existing research, was the research done on a population similar to the population the program anticipates serving?
4. Is Probation funding any similar activities?
5. If Probation is funding similar activities, what is unique about this program/activity, why is it necessary?
6. Lived experience can often provide a layer of knowledge often not captured by traditional research methods. Please provide any anecdotal knowledge based upon lived experiences that contributes to or strengthens your proposed program/activity.

C. **Fiscal Impact**

1. What is your proposed annual budget for this program/activity?
2. What is the total proposed budget for this program/activity? Please include a complete budget breakdown.

Section 2: Request to Renew or Extend an Existing Contract

A. **Provider Information**

1. **Contractor Name:** OTS Reentry Services, Inc.
2. **Program Name:** Residential Recovery & Employment Readiness Program
3. **City and Board of Supervisors District:** Oakland, District 4

B. **Information About the Program**

1. **Please provide a summary of the program.** OTS Reentry Services (OTS) is a nonprofit organization dedicated to helping justice-involved men break destructive cycles and build meaningful, responsible lives free from drugs, alcohol, and crime. Our Residential Recovery & Employment Readiness Program combines structured residential recovery support, stable housing, daily necessities, life-skills development, employment readiness, and individualized guidance within a supportive community. Through consistent expectations, meaningful relationships, and coordinated services, we help each Client build the foundation for lasting recovery, successful community reintegration, and long-term self-sufficiency.
2. **What part of the AB 109 population was served under the contract? (For example: unhoused individuals, clients disengaged from Probation Services, etc.)** Justice-involved men experiencing homelessness or housing instability who also have substance use disorders and need a structured, supportive residential environment. Priority populations are those who are in or are interested in joining the construction trades, participants in the Santa Rita Jail Vocational Program, and those transitioning out of residential substance use treatment and/or recovery residence.
3. **What client needs were addressed? (For example: housing, employment, substance abuse etc.)** OTS addresses interconnected needs, including stable housing, meals and daily necessities; substance use recovery and relapse-prevention support; programming addressing criminal and addictive thinking; life skills and independent living; healthy relationships and family reconnection; personal and financial responsibility; job training, employment readiness, career coaching, and employment-search assistance. Services are individualized to each Client's needs, goals, and court or Probation requirements.
4. **Please provide a list of the objectives for this program/activity:** Our overarching objective is to help each Client establish a sustainable foundation for life after OTS. Specific objectives are to: (1) support sustained sobriety through recovery programming, peer support, and drug and alcohol screening; (2) provide stable housing, daily necessities, and a safe, structured community; (3) strengthen personal responsibility, sound decision-making, and compliance with court and Probation requirements; (4) develop independent-living, communication, relationship,

and financial-management skills; (5) improve employment readiness through individualized coaching, optional construction training, job-search assistance, and connections to education or employment; (6) strengthen healthy family, peer, and community relationships; and (7) develop individualized transition plans supporting stable housing, continued recovery, employment or further training, and long-term community reintegration. Clients will receive educational and vocational training in the construction trades to support long-term employment and be equipped to achieve independence and stable housing within 90 days. Clients successfully completing this program are expected to maintain sobriety, obtain employment in a skilled trade, and transition to independent, affordable housing.

5. **Did your organization invest any resources specific to this contract to make the program/activity successful? (For example: staffing, development of workshops etc.)** Yes. OTS committed staff time and operational resources, developed and refined program curricula, and invested in establishing a hands-on job-training center. These investments expanded our ability to provide coordinated recovery, life-skills, and employment-readiness services.

6. **Did you do any outreach to the target population, outside of referrals by Probation? If so, what were the results of your outreach?** Yes. OTS conducted outreach to prospective participants beyond direct Probation referrals. This outreach resulted in additional program enrollments, including Clients who successfully completed the program. Approximately half of our Clients were initially referred through OTS outreach rather than directly by Probation. For outreach, OTS partners with the Santa Rita Jail Vocational Program, Alameda County Collaborative Courts, and Horizon Treatment Services to identify additional eligible clients.

C. **<u>Background Research</u>**

1. **Is the program/activity evidence-based or a promising new idea?** OTS is an established program informed by evidence-based practices and supported by more than a decade of direct operational experience. Its integrated approach incorporates research-supported elements of substance use recovery, structured reentry support, recovery housing, social support, and employment readiness.

2. **If the program/activity is an evidence-based program, what does the research say about it?** There are several relevant studies and publications from the U.S. Department of Justice's National Institute of Justice (NIJ) and the Substance Abuse and Mental Health Services Administration (SAMHSA) indicating: addressing multiple reentry needs through coordinated interventions rather than relying on a single service improves outcomes; structured interventions, counseling, and coordinated services can improve outcomes and reduce reoffending; social support is an important contributor to successful reentry and sustained

recovery; recovery housing as an important strategy for supporting recovery and reducing risks associated with substance use; education and employment programming improve post-release employment outcomes. Additionally, there is a strong return on investment for re-entry resources when compared to the cost of incarceration, treatment, and victim restitution. Investments in prison education yield $5–$14 per dollar spent, substance-abuse treatment yields $4–$12, supportive housing yields $1.50–$3.00+, and combined reentry models yield up to $15 (Washington State Institute for Public Policy, 2024; National Institute on Drug Abuse, 2020; Thomas & Dosa, 2015; Pleace et al., 2019).

3. **If there is existing research, was the research done on a population similar to the population served?** Yes. Relevant reentry and recovery research includes justice-involved adults, people returning to the community after incarceration, and individuals with substance use disorders—populations sharing important characteristics with OTS Clients.
4. **How do milestones/contract deliverables compare to the outcomes of similar work in other jurisdictions?** OTS tracks participation, program completion, recovery engagement, employment readiness, and transition planning as meaningful indicators of progress.
5. **Is Probation funding any similar activities?** Per Alameda County Probation (2025), allocation to similar activities in FY ’24-25 is listed as follows: $429k was allocated to Alameda County Behavioral Health for Recovery Residence/Transitional Housing Facility. $15.9M was allocated to housing ($2.9M to Oakland Housing Continuum of Care & $13M to Probation). There was no standalone “employment” category in FY ’24-25 allocations, but such allocations existed in earlier years ($1.5M was set aside for employment services contract extensions in FY ’23-24. A total of $9M was allocated to employment and contract extensions in FY ’22-23.)
6. **If Probation is funding similar activities, what is unique about this program/activity, why is it necessary?** OTS distinguishes itself by bringing recovery support, housing, daily necessities, life skills, employment readiness, and a strong sense of community together in one coordinated program. Rather than requiring Clients to navigate disconnected services on their own, we provide continuity, personal relationships, and individualized guidance from entry through transition planning. When appropriate, our founder and CEO, Ron Germann, begins building relationships with prospective Clients during court proceedings; following release, OTS can help coordinate transportation to our residential program. Our staff and peers draw on lived experience to establish trust, foster belonging, and reinforce responsibility. This integrated, relationship-centered approach addresses the practical and personal challenges of reentry while helping Clients build lasting connections beyond program completion

7. **Lived experience can often provide a layer of knowledge often not captured by traditional research methods. Please provide any anecdotal knowledge based upon lived experiences that contributes to or strengthens your proposed program/activity.** For more than 11 years, lived experience has helped shape the OTS community and its approach to recovery and reentry. Staff members and peers who have navigated similar challenges bring credibility, practical insight, and an ability to relate to Clients without judgment. These relationships help create an environment where men feel welcomed, understood, and comfortable being honest about their struggles, accepting support, and taking responsibility for change. Founder and CEO Ron Germann brings more than two decades of personal sobriety and experience in the construction industry. Our experience reinforces a central lesson: lasting change is strengthened by belonging, mutual support, meaningful opportunity, and each person's consistent good-faith effort.

D. **<u>Program Data</u>**

1. **How many people was your organization able to serve under the contract?** OTS projects serving a total of 32 Clients by the end of the initial contract term (end of January 2027).
2. **How many people was your organization expected to serve under the contract?** 25 clients.
3. **What factors impact the number of people you are able to serve?** Program participation depends on identifying and enrolling eligible men who are ready and willing to engage in a structured residential recovery program. Referrals, Client readiness, available residential beds, and each Client's ability to participate consistently in recovery and community expectations can affect enrollment and retention.
4. **How has your capacity changed over time?** OTS has expanded program capacity by allocating additional residential beds to the program.
5. **How many people were referred to the program/activity by Probation?** Approximately 50% of Clients were initially referred by Probation; approximately 50% entered following OTS outreach.
6. **How do you define successful completion for this program/activity?** Successful completion reflects meaningful engagement and progress across recovery, personal responsibility, community participation, and preparation for life after OTS. Clients are expected to maintain sobriety, participate consistently in required recovery programming, demonstrate good-faith adherence to Community Standards & Guidelines, and make progress toward individualized employment or education goals. These goals may include job training, employment-readiness activities, an active job search, employment, or continued education or training. Completion also includes a practical transition plan supporting continued recovery, stable housing, and long-term self-sufficiency.

7. Please provide program milestones and other contract deliverable data.

During the initial eight months of OTS' AB109 program:

- 25 clients were enrolled in the program
- 6 clients are currently active in the program
- 9 clients successfully completed the program and moved into stable housing (6 of which transitioned into an OTS sober living home)
- 10 clients quit the program
- 1 client was expelled (relapsed) from the program

8. Describe how successfully your organization achieved your contract milestones and the other contract deliverables.

Since launching our AB 109 program in February 2026, OTS has successfully implemented our Residential Recovery & Employment Readiness Program, providing comprehensive, individualized services that address the interconnected challenges of recovery, housing stability, personal responsibility, employment readiness, and successful community reintegration. We have accepted all qualified Probation referrals involving individuals interested in participating, promptly initiated outreach, and worked to engage prospective Clients in our program and community.

OTS maintains a strong, collaborative relationship with Alameda County Probation, including regular communication, ongoing development of our proficiency with the Enterprise Supervision system, and participation in Department activities. While recognizing the challenges associated with recovery and reentry, we remain committed to strengthening Client engagement and retention, continuously improving our services and outcomes, and fulfilling our contractual responsibilities.

9. Is there a waitlist for this program/activity? No, not currently.

10. **If known, how many clients were reincarcerated while in your program?** One Client was reincarcerated during program participation. He was subsequently OR'd to OTS, returned to the program, and is currently making positive progress.

11. **What are some mechanisms your program used to mitigate and address recidivism?** OTS addresses factors associated with reoffending through coordinated recovery and reentry support. Key mechanisms include regular drug and alcohol screening; structured substance use recovery programming; Overcoming Criminal & Addictive Thinking; stable housing and daily necessities; individualized case management and employment-readiness support; and clear expectations for personal responsibility and community participation. Equally important, our peer relationships and shared lived experience foster trust, belonging, honesty, and mutual support. For program graduates, transition to affordable OTS sober living housing can provide continued stability and connection to a recovery-oriented community after program completion.

E. **Contract Information**

1. Contract Term:

	Start Date	End Date	Budget Allocation
Original Contract Term:	2/1/2026	1/31/2027	$250,000
1st Amendment:	N/A	N/A	N/A
2nd Amendment:	N/A	N/A	N/A
3rd Amendment:	N/A	N/A	N/A
4th Amendment:	N/A	N/A	N/A

2. Budget:

	Budget Allocated	Percentage of Total Budget	Total Expenditures as of DATE
Personnel:	N/A	N/A	N/A
Program Costs:	$250,000	46.4%	$115,900 (8 Months)
Direct Participant Support:	N/A	N/A	N/A
Indirect Cost:	N/A	N/A	N/A
Other: Click here to enter text.	N/A	N/A	N/A
Total:	$250,000	46.4%	$115,900 (8 Months)

3. Direct Participant Support and Cost per Client

a. **What percentage of the expenditures goes to the Contractor vs. the Participants?** N/A

b. **Total Expenditures vs. Successfully Completed:** $12,877.78 per successful completion (Based on 8 Months)

(Total Expenditures / # of Successful Completions = Cost per Successfully Completed):

$115,900 / 9 clients = $12,877.78 per client

c. T**otal Expenditures vs. Total Active Clients:** $4,636 per client (Based on 8 Months)

(Total Expenditures / # of Active Clients = Cost per Active Client):

$115,900 / 25 clients = $4,636 per client

4. Does this contract have an extension available? Yes

5. **Why should the contract be extended/renewed?** The program should be renewed based on the value of its recovery and vocational oriented programming and its demonstrated positive outcomes over the past 8 months of service delivery. During these 8 months, OTS has served a total of 25 clients, 9 of whom have successfully completed the program. The program's emphasis on vocational training, paired with highly structured support throughout the recovery process, is unique within ACPD's housing portfolio and provides meaningful value by helping participants build the skills, stability, and accountability needed to transition to employment and permanent housing. Approving the extension will support continued service delivery at a fiscally and operationally sustainable funding level.

F. **Fiscal Impact**

1. **What is your proposed annual budget for this program/activity?** $315,000 for an additional Year

2. **What is the total proposed budget for the requested program/activity?**

Category	Monthly Client Cost
Rent, utilities, repairs & maintenance	$ 1,400
Food	600
Transportation	500
Clothing, hygiene and daily incidentals	400
Staff	700
Training tools, supplies & equipment	100
Insurance & misc.	50
Monthly Cost per Client	$ 3,750
Daily Cost per Client	$ 125

3. **Have you exhausted all of your previous AB 109 funding? If not, how much unspent AB 109 funding do you have remaining?** Projected to have approximately $40,000 remaining (Based on 8 Months of Services)

4. **What is your total budget for the program/activity under the contract?** $565,000 (current contract of $250,000 + requested extension of $315,000).

a. **If the proposed annual budget is higher than that of the previous year, please justify the increase.** At the initial Contract Term, the daily bed-rate was $100, which included all of the costs associated as an estimate for the first year of services. Based on real world economics, and actual costs associated with running the program, there is a higher cost of living and as such an increase in the daily bed rate to compensate. Increasing to $125 for the daily bed-rate is warranted. The Housing Vendor Pool Median Bed Rate is $130.80 for comparison.

b. **If the proposed annual budget is lower than that of the previous year, please explain.** N/A

5. **Staff Salaries**

a. **How much does your highest paid staff member allocated to this contract make?** $30 per hour

b. **How much does your lowest paid staff member allocated to this contract make?** $30 per hour

c. **What is your average staff salary?** $3,800/month

d. **Do you offer living wages based on the MIT Living Wage Calculator (for a single person $29.95 per hour)?** Yes