



DST-Salinas Alisal Proposal

Who: [Downtown Streets Team](#) (DST) operates Streets Team Volunteer Program, a work experience program in which unhoused Team Members (clients) beautify their community, attend a weekly employment focused workshop and the weekly Success Meeting in exchange for case management, employment services, and a basic needs stipend. Through their consistent attendance at the weekly gatherings and volunteer work, Team Members rebuild effective work habits and take on leadership opportunities to prepare themselves to re-enter the workforce through the support of a positive community. In addition, DST offers termed part-time paid positions for Team Members that are ready for the next step towards permanent employment. These employees are either given the title of Shift Supervisor or Volunteer Lead (depending on responsibilities). It's a win for the community, a win for the environment, and a win for the increased self-sufficiency of the Team Members.

In addition to the case management services provided, DST is also committed to combating the stigma against those experiencing homelessness and utilize their impact on the local environment to highlight their exceptional contribution to the community. DST-Salinas has collected 4,443,459 gallons of debris, 329,033 cigarette butts and safely removed 13,068 syringes since operations began in 2019. Collectively we have placed 167 individuals into employment and 142 individuals into permanent housing.



DST Salinas' STE model functions by hiring six part-time employees (1 Shift Supervisor and 5 Volunteer Leads) who go out on shift Monday-Friday to ensure DST can meet their debris removal numbers. The Shift Supervisor is in a managerial role supervising the Volunteer Leads and working closely with the DST Program Manager to execute programming. They are tracking debris and syringes removed, Team Member attendance, and more. The two Alisal Teams will be led by Volunteer Leads with one Lead supporting Team 1 and one Lead supporting Team 2. Additionally, a 3rd Volunteer Lead will rotate between the two Teams to provide additional support.

Programmatic details:

- Shift is purely volunteer with no stipends attached to participation
- Shifts are led by Streets Team Enterprises (STE) employees who can meet contract objectives

- Team Members earn stipends by attending meetings and workshops.
- The stipends are \$50 for 11 weeks and \$25 in the twelfth week.
- Team Members can volunteer and receive services for one year

The current DST program has yielded positive results when compared to previous years. In particular, the following figures display the strength of DST's present model.



Since July 2019, Downtown Streets Team as a whole organization has removed over 27,500 barriers to self-sufficiency impeding Team Members' progress! The agency as a whole have placed over 1500 individuals into employment (lasting over 90 days) and over 1,751 individuals placed into permanent housing. One person at a time, DST is ending homelessness through the dignity of work.

Since July 2024, DST-Salinas has collected 1,028,835 gallons of debris, 46,078 cigarette butts and safely removed 1,160 needles. We have removed over 1,441 barriers impeding Team Member goal achievement with 7 individuals entering into employment (lasting at least 90 days) and 47 into permanent housing.

In the past year, DST Salinas has seen a large uptick in Team Member engagement with Case Managers and Employment Specialists, noticeably a substantial increase in appointments being made. Team Members are highly motivated to obtain permanent employment and remove barriers along the way of their 12 weeks of receiving basic needs stipends. Employment Specialists work hand in hand with Case Managers to ensure a holistic approach towards barrier removal is being performed and any missing gaps are avoided along each Team Members' journey towards self-sufficiency. As Team Members can participate with the program for one year, there is a noticeable increase in engagement with DST staff in order to exit survival mode and enter goal-setting mode.



DST project is a “gateway program” for those living on the street who have lost hope and motivation. We provide an individualized approach to employment, housing, and barrier removal for each Team Member. Our goal is to change the perception of homelessness in each community we work.

What: With the City’s partnership, DST will use funds to continue operating two Teams of 1 STE Volunteer Lead each, with an additional STE Volunteer Lead rotating between the two teams. In addition, 4-6 volunteers per team will assist with debris removal, syringe

removal, and maintenance of the designated areas in the Alisal neighborhood. Team Members will act as ambassadors with current residents and business owners in the area to build awareness about our program and to show community members the value of DST. DST Case Managers and Employment Specialists will provide work readiness training, Case Management and Employment Services to all Team Members and STE employees. As with every other Downtown Streets Team, the staff will work with existing housing and shelter providers, service providers (medical, legal, etc.), and local government agencies to remove barriers to self-sufficiency for every Team Member and STE employee. We consider ourselves professional problem solvers working to support Team Members in achieving any goals they set for themselves.

Downtown Streets Team has proven to contribute to the local community in the following ways:

- Cleaner/safer streets, communities, encampments and natural environments
- A cost-effective solution to homelessness with savings to local government
- An individualized case management model and gateway program for the “service resistant”
- Immediate results
- An intervention with positive behavioral changes
- A highly visible model which provides good PR for the unhoused community and project partners

When: DST staff work Monday through Friday (40 hours per week) for 49 weeks per year. STE employees work, and DST Team Members volunteer, Monday-Friday (maximum 4 hours per shift) and follow the same holiday schedule as DST staff. A list of the holidays can be provided to our partners annually.



DST Team Members do not volunteer in inclement

weather (heat, cold, or rain) due to the increased health risks. Without stable housing, those experiencing homelessness are more prone to illness since it’s more difficult to stay warm and keep their clothing dry. Team Members receive their stipends at the weekly Success Meetings with

supportive service staff, attending interviews, trainings and other employment readiness activities. DST-Salinas holds their weekly workshops and Success Meetings on Wednesdays at the PAL (100 Howard Ave Salinas, CA). The workshop begins at 11am and the Success Meeting begins at 12:30pm which allows participants to take a 30-minute break between meetings.

Schedules:

Alisal Team 1 Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
8am-12pm	8am-12pm	8am-12pm	8am-12pm	8am-12pm

Alisal Team 2 Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
8am-12pm	8am-12pm	8am-12pm	8am-12pm	8am-12pm

Where: The full map of all DST-Salinas routes can be found using [this link](#). The images provided below represent the route that will be covered by both Alisal Teams.

Alisal Team 1:



Alisal Team 2:



Impact and Methodology: This project will utilize DST's custom data impact system to measure human service results. This new system utilizes Clarity software, the industry leader in Homeless Management Information Systems (HMIS), which can integrate into existing HMIS data systems in Salinas. Furthermore, user data will be collected twice annually through an anonymous and optional feedback survey. The survey also captures qualitative data such as improved health, increased dignity and more positive interactions with the criminal justice system.

DST is committed to achieving the following outcomes throughout the duration of the annual contract tied to the two Alisal Teams. These metrics were determined with the same methodology as the other two contracts that DST has with the City of Salinas. The metrics below are in proportion to the funding provided by the contract as compared to the other two contracts.

Proposed Outcomes:

- Serve 10 unduplicated individuals
- Transitioning 2 individuals into employment lasting at least 90 days or job currently held at the time of the final report
- Placing 5 individuals into permanent housing
- 720 Cubic Yards of debris removed
- 500 syringes removed
- 30 Barriers removed

Budget:



Annual Budget

OPERATIONAL BUDGET		Budget
Supplies-Program	\$	6,000.00
Rent-Programs	\$	9,042.66
Insurance-Professional Liability	\$	1,400.00
Waste Processing Costs	\$	15,000.00
Telephone & Internet	\$	1,831.43
Meals & Entertainment	\$	1,500.00
Gas-Program Vehicles	\$	3,804.12
License & Insurance-Project Vehicles	\$	2,000.00
Non-Cash Basic Needs Stipends		\$ 23,000.00
STE Workforce Development Wages		
Salaries & Wages	\$	62,475.00
Benefits & Associated Costs	\$	15,618.75
TOTAL STE WAGES & Benefits	\$	78,093.75
TOTAL OPERATIONAL COSTS		\$ 141,671.96
PERSONNEL COSTS		
Salaries & Wages	\$	61,735.81
Benefits	\$	15,433.95
TOTAL PERSONNEL COSTS	\$	77,169.76
INDIRECT COSTS		
Overhead %		10%
TOTAL INDIRECT COSTS	\$	21,884.17
GRAND TOTAL	\$	240,725.90

The largest expenses reflected above are for staffing (DST & STE) and basic needs stipends, which are used to incentivize Team Members and help them transition out of survival mode into goal-setting mode. We will be providing comprehensive case management services to the Team Members on the Alisal Teams and we need to cover a portion of the salaries of our direct service staff.

We have included a line item to reflect associated hiring costs such as benefits, payroll taxes and workers compensation. Communications covers a phone for the staff member, Computer Equipment covers the computer for staff member. All other line items are essential expenses for the successful execution of this program. "G&A, Management, Legal" is adjusted to meet the ESG required 10% and

will cover accounting, legal expenses, program support, and other critical back-end functions essential to the smooth execution of this program.

This proposal is meant to act as the continuation of our expansion conversation. All matters of project area, schedule, days and hours volunteered, number of Team Members, etc. can be adjusted to meet priorities identified. We welcome any opportunity to discuss this project in greater detail.

Thank you!

Gustavo Esparza, Director – Monterey & Santa Cruz Counties