



**FreshStart Employment Initiative:** The program is designed to create initiatives and strategies that generate employment opportunities for justice-impacted individuals. In collaboration with community partners and advocates, the FreshStart Employment Program will ensure participants are supported in coordinated programs and training (case management, budgeting skills, job skills training and soft skills, etc.), and other comprehensive services.

**FreshStart Employment Staff:** will work with multiple City departments to create an inventory of City job opportunities available exclusively for FreshStart Employment candidates. This curated list includes, a varied set of opportunities, tailored to different skills, interests, and abilities, and generally includes entry-level positions with career growth potential. FreshStart Employment also supports the candidate throughout the application and interview process, before the process handoff to Human Resources for new hire onboarding. To prevent background checks from becoming a barrier, the City of Dallas has adjusted its background check process for FreshStart Employment clients, who have completed all eligibility, readiness, and training requirements.

**FreshStart Employment Case Management Resources:** In addition to providing job readiness and training sessions, CMR will provide regular check-ins with clients for the first year of employment. This service will provide emotional support, and practical advice and help resolve any issues that may arise. This is also an opportunity for new employees to receive guidance on dealing with potential personality disputes, handling supervisor feedback and criticism and otherwise navigating the social environment of their new professional life.

[Visit the FreshStart Employment Page](#)

## Contact Information

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Hello Applicant

Thank you for expressing interest in the FreshStart Employment Program! The primary requirement for the FreshStart Employment Program is: that you must have been formally incarcerated or have arrests or offenses on your background that are a barrier to stable and/or full-time employment.

- Pre-screening is required to determine program eligibility
- Program eligibility does not guarantee employment

The City of Dallas – Small Business Center FreshStart Employment Program is seeking qualified candidates to fill vacancies in the following departments: Aviation, Code Compliance, Dallas Water Utilities, Management Services, Park and Recreation, Public Works, and Sanitation. If you are interested in positions other than what's listed below, please let us know.

### Compensation Range

- Laborer B: \$15.50-\$16.28/hr.
- Laborer II/IIC: \$15.50-\$17.00/hr. (pay varies depending on department/position)
- Maintenance Worker I \$15.50 16.28/hr.
- Maintenance Worker II \$15.50 - \$17.00/hr
- Truck Driver II: \$17.11/hr. (except sanitation)
- Sanitation Truck Driver II
  - ❖ Class A \$20.50
  - ❖ Class B \$20.00
- 311 Customer Service Agent: (Management Services only)
  - ❖ \$16.82 per/hr. Temp-to-perm.
  - ❖ Upon successful completion of six months of temporary employment, you are eligible for permanent employment with an increase to \$18.69 per/hr.

### Incarceration/Release

- If you were previously incarcerated/detained in prison and/or county jail for a **non-aggravated** offense, the release time requirement is a minimum of six (6) months ago or less (from today)\*\*
- If you were previously incarcerated/detained in prison and/or county jail for an **aggravated offense**, the release time requirement is a minimum of two (2) years ago (from today)\*\*
- The release date is indicative of anyone who was detained in prison, state, or county jail

- Other arrests or offenses on your background report will be assessed accordingly on a case by case basis

### **Eligibility Guidelines**

FreshStart clients are considered eligible, by meeting all criteria below: The initial step to pre-determine program eligibility is to [complete and submit the online pre-eligibility form](#).

- Must be at least 18 years of age
- Considered after pre-eligibility is determined
- Released from incarceration a minimum of "upon release" to six (6) months ago (if applicable)\*\*
- Have other arrests on criminal background report (without incarceration)\*\*
- A minimum of 6 months of stable housing
- Have attended or agree to attend workforce development training and/or a job readiness workshop
- Apply via the [City of Dallas Employment site](#)
- Must be coachable and willing to learn

### **Criminal Background Considerations**

- Misdemeanors Charges – Non-Aggravated - NO Waiting Period\*\*
- Felony Charges – Non-Aggravated – 6-month Waiting Period \*\*
- Felony Charges – Aggravated - 2-year minimum Waiting Period \*\*
- Other Felony Charges – 5-year minimum Waiting Period \*\*
- Pending cases will not be considered until the case is dissolved
- Deferred Adjudication allowed

\*\* from the latter of either the release from prison/jail or the date of the disposition/conviction of a crime (for eligible charges).

### **Driving License Requirement(s)**

- ✓ Must have a valid driver's license for all laborer positions
- ✓ CDL may be required for some laborer II positions
- ✓ Must have a class A or B CDL for Sanitation driving positions
  - Including a minimum of two (2) years of DOT driving experience

If you believe you qualify, based on meeting all eligibility requirements above, please [visit the program's employment website](#) to learn more about the program, guidelines, restrictions, and available positions.