

# CITY OF LITTLE ROCK PUBLIC WORKS DEPARTMENT



## RE-ENTRY SIDEWALK PROGRAM

- As part of the passage of the 2011 Sales Tax, Community Programs began developing a Re-Entry Program for the City.
- Public Works was asked to start a Sidewalk Replacement Program that would employ up to 10 individuals providing them with training that could be applied to obtaining jobs in the construction industry utilizing the skills learned in the program.

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- The labor force consists of four full time employees which are responsible to supervise and train up to 10 temporary employees in the construction of concrete sidewalks and other duties.
- The 10 temporary Laborer positions were selected from a list of applicants provided by the Community Programs Department.
- The four full time employees are a Leader, one Equipment Operator IV, one Equipment Operator I and one Skilled Laborer.

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- In July 2012 the Sidewalk Program started with training the 10 new laborers hired through an interview process established by Community Programs and Human Resources
- Of the original 10 workers, 6 still remain in the program with the other leaving for other employment or being terminated for attendance/discipline issues.
- The temporary employees who leave the sidewalk program are replaced with new applicants from the list provide by Community Services

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- The in-house Sidewalk Program has completed 40,461 square feet (approximately 10,115 linear feet) of new sidewalks since July 2012.
- In addition to working on constructing sidewalks the Sidewalk laborers assisted other Public Works crews in the city-wide cleanup of storm debris following the winter storm in late December 2012. The Sidewalks crew has also assisted the department with backlogs of ditch cleaning requests this summer.

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- Public Works policy is to hire full time laborers from the current temporary laborers in Public Works based on seniority barring attendance or disciplinary issues
- The temporary sidewalk program laborers have not been hired in full time laborer positions yet because there have been other temporary laborers in Public Works with more seniority. Public Works will offer full time employment to the temporary sidewalk laborers as they reach the top of the seniority list
- The sidewalk laborers are receiving the same opportunity for full time employment as any of the other temporary workers in Public Works