

## **Tupelo Municipal Court Community Work Program**

An individual, upon conviction of a crime, may be ordered by the Court or volunteer to perform community service in lieu of incarceration. Work days carry a designation of mandatory days or fine days. In the event that an individual has both mandatory days and fine days, credit for the mandatory days is deducted from the total days to be worked prior to any credit being given toward satisfaction of the fines. The following is an overview of the Community Work Program

### **Not Inmate Labor**

Individuals that are assigned or volunteer for the work program are not considered inmates as they are not incarcerated. They report to the Court daily for work assignments much like regular employment. Workers are under the supervision of a Field Supervisor for transportation to and from the work site as well as the accounting of hours worked.

### **Types of work performed**

Workers are assigned non-hazardous duties which can include litter pick-up, working with the Animal Shelter, building and grounds maintenance or clerical duties.

### **Credit for work performed**

Workers do not receive monetary compensation for work performed. Any non-mandatory work time is credited toward the individual's unpaid fine amount at the current rate of \$75.00 per day.

### **Worker Requirements**

Reasonable accommodations will be made for an individual with mandated work days. Individuals that volunteer for work must be physically able to perform non-hazardous manual labor consisting of standing, walking, reaching above the head, bending at the waist, grasping and holding with the hands and/or lifting items weighing less than forty (40) pounds.

### **Restrictions**

Workers are:

- 1) To dress appropriately for the weather conditions, furnish their own work gloves and provide their own lunch and/or snack monies.
- 2) Not permitted to have in their possession any electronic device, including cell phones, Walkmans, I-Pods, radios, etc. during work hours.
- 3) Not permitted to have visitors or items brought to them during the work day.

### **Community Savings**

The Work program provides labor to 12 City Departments, Commissions and Agencies along with regular litter pick-up along City streets. A contract with the MS Department of Transportation reimburses the City of Tupelo for litter pick-up along state aid roads within the City limits. The Work Program also participates in a metal recycling program.