

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2023 Legislative Session

Bill No. CB-006-2024

Chapter No. 75

Proposed and Presented by Council Members Oriadha, Blegay, Burroughs, and Hawkins

Introduced by Council Members Oriadha, Blegay, Burroughs, Hawkins and Dernoga

Co-Sponsors

Date of Introduction October 22, 2024

BILL

1 AN ACT concerning

2 Prince George's County Re-Entry Employment Incentive Program

3 For the purpose of expanding the Re-Entry Employment Incentive Program to County
4 government agencies; providing for regulations and qualifications to the Re-Entry Employment
5 Incentive Program for County agencies; establishing the Re-Entry Employment Incentive
6 Program Fund; requiring a minimum annual appropriation; ; providing an exception to the hiring
7 preference requirement; requiring reporting requirements; and generally relating to re-entry
8 hiring.

9 BY repealing and reenacting with amendments:

10 SUBTITLE 10. FINANCE AND TAXATION.

11 Section 10-334

12 The Prince George's County Code

13 (2023 Edition).

14 BY adding:

15 SUBTITLE 10. FINANCE AND TAXATION.

16 Sections 10-334.01 and 10-334.02

17 Prince George's County Code

18 (2023 Edition)

19
20 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
21 Maryland, that Section 10-334 of the Prince George's County Code be and the same is hereby

1 repealed and reenacted with amendments:

2 **SUBTITLE 10. FINANCE AND TAXATION.**

3 **DIVISION 27. PRINCE GEORGE’S COUNTY RE-ENTRY EMPLOYMENT**
4 **INCENTIVE PROGRAM**

5 **Sec. 10-334. Prince George’s County Re-entry Employment Incentive Program**

6 **(a) Establishment of Program.**

7 The Prince George’s County Re-Entry Employment Incentive Program (“REIP”) shall:

8 (1) promote the employment of returning citizens of the County who have been
9 incarcerated for or convicted of a criminal offense and face obstacles in reentering
10 the workforce;

11 (2) promote the effective re-entry of citizens transitioning from incarceration or
12 conviction back into society in a manner fostering positive rehabilitation that is
13 beneficial to the County; and

14 (3) incentivize both private sector and government employers of such citizens subject
15 to the Fund described below.

16 **(b) Definitions.** In this Division, the following words shall have the following meanings:

17 (1) **Confinement** means to be detained for any period of time in a facility or
18 environment that is intended to restrict a person’s movement and freedom, including but not
19 limited to a federal, state, or local correctional facility; home detention; or electronic monitoring
20 as a form of punishment following a criminal conviction.

21 (2) **Non-violent offense** means an offense that does not result in the Serious Bodily
22 Harm to the victim(s).

23 (3) **Qualifying Employee** is a resident domiciled in Prince George’s County (a
24 “county resident”) who:

25 (A) was confined for a total time of six (6) months or more for a criminal
26 conviction during the five (5) years prior to becoming employed in a Qualified Position;

27 (B) was released from confinement within the 36 months prior to becoming
28 employed in a Qualified Position;

29 (C) was a county resident prior to the most recent period of incarceration;

30 (D) is eligible for employment with a Qualifying Employer; and

31 (E) has been a county resident continuously since being released from the most

1 recent period of confinement.

2 (4) **Qualifying Employer** is a government agency or private sector commercial or
3 non-profit business entity that:

4 (A) conducts business within Prince George’s County and complies with all
5 federal, state, and local requirements;

6 (B) employs a Qualifying Employee in a Qualifying Position; and

7 (C) has signed and is in compliance with the Re-entry Employment Incentive
8 Program Agreement in accordance with Section 10-334.01(b).

9 (5) **Qualifying Position** is an employment position located within Prince George’s
10 County for which the employer is required to pay the Maryland Unemployment Insurance Tax
11 and in which a Qualifying Employee:

12 (A) works a minimum of 21 hours per week,

13 (B) is paid a minimum of \$15.00 per hour, and

14 (C) is hired by a Qualifying Employer after the Qualifying Employer signs a Re-
15 entry Employment Incentive Program Agreement in accordance with Section 10-334.01(b).

16 (6) **Program** means the creation and adoption of methods and procedures to
17 implement
18 the mandates of this Division.

19 (7) **Program Agreement** means Re-entry Employment Incentive Program
20 Agreement (Agreement) approved by Employ Prince George’s (unless another agency or entity
21 is designated for such purpose by the County Executive), the Office of Law, and the Director of
22 Finance.

23 (c) Prince George’s County Re-entry Employment Incentive Program Fund.

24 The employment of a qualified employee by a qualified employer in a qualified position subject
25 to an approved Agreement.

26 SECTION 2. BE IT ENACTED by the County Council of Prince George's County,
27 Maryland, that Sections 10-334.01, and 10-334.02 of the Prince George's County Code be and
28 the same are hereby added:

29 **SUBTITLE 10. FINANCE AND TAXATION.**

30 **DIVISION 27. PRINCE GEORGE’S COUNTY RE-ENTRY EMPLOYMENT**

31 **INCENTIVE PROGRAM**

1 **10-334.01 Private Sector Employment and Incentive.**

2 (a) Employ Prince George's (unless another agency or entity is designated for such
3 purpose by the County Executive), in consultation with the Director of Finance, may establish
4 additional rules and procedures for the Prince George's County Re-entry Employment
5 Reimbursement Program which are consistent with this Section.

6 (b) A Qualifying Employer shall sign a Re-entry Employment Incentive Program
7 Agreement (Agreement) approved by Employ Prince George's (unless another agency or entity
8 is designated for such purpose by the County Executive), the Office of Law, and the Director of
9 Finance, prior to reimbursement, for each Qualifying Employee as a condition of eligibility for
10 reimbursement under this Section.

11 (c) Employ Prince George's (unless another agency or entity is designated for such
12 purpose by the County Executive) shall consult with both the Office of Law and the Director of
13 Finance to establish the form and content of the Agreement.

14 (d) Employ Prince George's shall administer oversight over the Qualifying Employer's
15 compliance with the Agreement.

16 (e) Prior to the end of every 12-month period after the date of hiring a Qualifying
17 Employee in a Qualifying Position, a Qualifying Employer shall re-submit the Agreement for
18 approval as a condition of continued receipt of reimbursement.

19 (f) The Director of Finance, in consultation with Employ Prince George's (unless another
20 agency or entity is designated for such purpose by the County Executive), shall reimburse a
21 Qualifying Employer for each Qualifying Employee working in a Qualifying Position that has an
22 approved Agreement, in addition to the following provisions:

23 (1) Each Qualifying Employee shall complete a minimum post-hire probationary
24 period of ninety (90) days prior to the Qualifying Position becoming eligible for reimbursement.

25 (2) Once eligible, the Qualifying Position shall be reimbursed at a rate of five dollars
26 (\$5.00) per hour, up to 40 hours per week, and a maximum of 1,000 hours for each 12-month
27 period of employment following the date of hire of a Qualified Employee up to a maximum of
28 24 months after the date of hire.

29 **Sec. 10-334.02. Reporting.**

30 (a) Employ Prince George's shall provide an annual report to the County Executive and
31 County Council on the Program and the Fund as it applies to Section 10-334.01 on or before

1 December 31st of each year for the previous fiscal year.

2 (b) Each report shall contain the following:

3 (1) The amount of money allocated to the Fund from the annual budget;

4 (2) The amount of money carried forward from the previous year, if applicable;

5 (3) The number of individuals hired through and under the Program during the fiscal
6 year;

7 (4) The number of individuals that no longer participate in the Program from the
8 previous year;

9 (5) The number of individuals that applied for employment through and under the
10 Program;

11 (6) The itemization of the sector of employment sought by each individual seeking
12 employment through and under the Program; and

13 (7) Any other reporting criteria that Employ Prince George's or the Director of
14 Human Resources Management consider pertinent and beneficial to the County Executive and/or
15 County Council.

16 SECTION 3. BE IT FURTHER ENACTED that the provisions of this Act are hereby
17 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
18 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
19 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining
20 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this
21 Act, since the same would have been enacted without the incorporation in this Act of any such
22 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,
23 or section.

24 SECTION 4. BE IT FURTHER ENACTED that this Act shall take effect on forty-five (45)
25 calendar days after it becomes law.

Adopted this 19th day of November, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: Jolene Ivey
Jolene Ivey
Chair

ATTEST:

Donna J. Brown
Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: Angela D. Alsobrooks
County Executive

KEY:

Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks *** indicate intervening existing Code provisions that remain unchanged.

THE COUNTY EXECUTIVE HAVING FAILED TO RETURN THIS BILL WITH EITHER HER APPROVAL OR VETO WITHIN TEN (10) DAYS AFTER THE DATE OF ITS PRESENTATION TO HER, THIS BILL BECAME LAW ON DECEMBER 20, 2024.