

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2020 Legislative Session

Bill No. CB-28-2020

Chapter No. _____

Proposed and Presented by Council Members Franklin and Hawkins

Introduced by _____

Co-Sponsors _____

Date of Introduction _____

BILL

1 AN ACT concerning

2 Prince George’s County Re-entry Employment Incentive Program

3 For the purpose of establishing an incentive program to encourage employers to hire Prince
4 George’s County residents who are returning from incarceration and related requirements.

5 BY adding:

6 SUBTITLE 10. FINANCE AND TAXATION.
7 Section 10-334,
8 The Prince George's County Code
9 (2019 Edition).

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

13 **SUBTITLE 10. FINANCE AND TAXATION.**

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

15 **INCENTIVE PROGRAM**

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

17 (a) Definitions. In this Division, the following words shall have the following meanings:

18 (1) **Qualifying Employee** is a resident domiciled in Prince George’s County (a “county
19 resident”) who

20 (A) was previously convicted of a felony, or who was incarcerated for any conviction,
21 or who is currently on probation or parole for any conviction.

1 (B) was a county resident for the immediate twelve (12) months prior to the
2 conviction referenced above,

3 (C) is employed in a Qualifying Position,

4 (D) has been a county resident either

5 (i) continuously since being released from incarceration or, if not incarcerated,
6 since being placed on probation or parole or

7 (ii) for at least three years prior to the date of being hired in a Qualifying Position,

8 and

9 (E) is not listed in any government-maintained sex offender registry.

10 (2) **Qualifying Employer** is a commercial or non-profit business entity that

11 (A) operates legally in Prince George’s County,

12 (B) employs a Qualifying Employee in a Qualifying Position, and

13 (C) has signed the Re-entry Employment Reimbursement Program Agreement in
14 accordance with Subsection (b)(2), below.

15 (3) **Qualifying Position** is an employment position located within Prince George’s
16 County for which the employer is required to pay the Maryland Unemployment Insurance Tax
17 and in which a Qualifying Employee

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

19 (B) is paid the greater of

20 (a) \$15.00 per hour or

21 (b) the Maryland Minimum Wage, and

22 (C) is hired by a Qualifying Employer after the Qualifying Employer signs a Re-
23 entry Employment Reimbursement Program Agreement in accordance with Subsection (b)(2),
24 below.

25 (b) Prince George’s County Re-entry Employment Reimbursement Program.

26 (1) Subject to Paragraph (3), below, the Director of Finance, in consultation with Employ
27 Prince George’s (unless another agency or entity is designated for such purpose by the County
28 Executive), shall reimburse a Qualifying Employer five dollars (\$5) per hour for each hour
29 worked in a Qualifying Position by a Qualifying Employee, every sixty (60) days, up to a
30 maximum of forty (40) hours per week and one thousand (1000) hours per 12-month period (the
31 “Prince George’s County Re-entry Employment Reimbursement Program”) after the date of hire

1 in a Qualifying Position. A minimum post-hire probationary period of ninety (90) days shall be
2 required for each new Qualifying Employee prior to the Qualifying Position being eligible for
3 reimbursement under this Section.

4 (2) A Qualifying Employer shall sign a Re-entry Employment Reimbursement Program
5 Agreement approved by Employ Prince George's (unless another agency or entity is designated
6 for such purpose by the County Executive) and the Director of Finance, prior to reimbursement,
7 for each Qualifying Employee as a condition of eligibility for reimbursement under this Section.
8 Employ Prince George's (unless another agency or entity is designated for such purpose by the
9 County Executive), in consultation with the Director of Finance, shall establish the content and
10 form of the Re-entry Employment Reimbursement Program Agreement and shall administer
11 oversight over the Qualifying Employer's compliance with the agreement. Prior to the end of
12 every 12-month period after the date of hiring a Qualifying Employee in a Qualifying Position, a
13 Qualifying Employer shall re-submit the Re-entry Employment Reimbursement Program
14 Agreement for approval as a condition of continued receipt of reimbursement.

15 (3) Reimbursement under this Section is dependent on the availability and allocation of
16 funds in the County budget. Funds for reimbursement under this Section shall be maintained by
17 the Director of Finance in a nonlapsing fund. Prior to the approval of a Re-entry Employment
18 Reimbursement Program Agreement, the Director of Finance, in consultation with Employ
19 Prince George's (unless another agency or entity is designated for such purpose by the County
20 Executive), shall determine whether approval for reimbursement of work hours during the
21 subsequent 12-month period for the Qualifying Employee would exceed the allocated and
22 available county funds for the Prince George's County Re-entry Employment Reimbursement
23 Program. If sufficient funds are not available, the Director of Finance shall not approve the Re-
24 entry Employment Reimbursement Program Agreement for the Qualifying Employee.

25 (c) The Director of Finance, in consultation with Employ Prince George's (unless another
26 agency or entity is designated for such purpose by the County Executive), may establish
27 additional rules and procedures to facilitate the implementation of this Section.

28 SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)
29 calendar days after it becomes law.

Adopted this ____ day of _____, 2020.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Todd M. Turner
Council Chair

ATTEST:

Donna 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.