

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2023 Legislative Session

Bill No. CB-006-2024

Chapter No. _____

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

Introduced by _____

Co-Sponsors _____

Date of Introduction _____

BILL

1 AN ACT concerning

2 Re-Entry Preferred Hiring Program

3 For the purpose of establishing the Re-Entry Preferred Hiring Program; establishing the Re-Entry
4 Preferred Hiring Program Fund; providing for the administration of the Re-Entry Preferred Hiring
5 Program and Re-Entry Preferred Hiring Program Fund; requiring a certain appropriation; requiring
6 County agencies, departments and offices to provide a preference for hiring non-violent ex-
7 offenders; providing an exception to the hiring preference requirement; requiring reporting
8 requirements; and generally relating to re-entry hiring.

9 BY adding:

10 SUBTITLE 16. PERSONNEL.

11 Sections 16-150.01 through 16-150.05

12 The Prince George's County Code

13 (2019 Edition; 2022 Supplement).

14 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
15 Maryland, that Sections 16-150.01 through 16-150.05 of the Prince George's County Code be and
16 the same are hereby added:

17 SUBTITLE 16. PERSONNEL.

18 DIVISION 5. METHODS OF FILLING POSITIONS.

19 **Sec. 16-150.01. Purpose.**

20 The establishment of the Re-Entry Preferred Hiring Program will promote the employment
21 of returning citizens of the County who were previously incarcerated for or convicted of a

1 non-violent offense(s) and face obstacles in reentering the workforce. By promoting the
 2 effective re-entry of persons transitioning from incarceration or conviction back into society
 3 in a manner that fosters their positive rehabilitation is beneficial to the County. The increase
 4 in economic and service benefits from employment opportunities with the County will
 5 highlight the County's commitment to promoting restorative justice.

6 **Sec. 16-150.02. Definitions.**

- 7 (a) In this Division the following words and terms shall have the denoted meanings.
 8 (b) **Fund** means the Re-Entry Preferred Hiring Fund.
 9 (c) **Non-violent offense** means an offense that does not result in the Serious Bodily Harm
 10 to the victim(s).
 11 (d) **Program** means the creation and adoption of methods and procedures to implement the
 12 mandates of this Division.
 13 (e) **Serious Bodily Harm** means physical injury that: (i) creates a substantial risk of death
 14 or (ii) causes permanent or protracted serious: (A) disfigurement; (B) loss of the function
 15 of any bodily member or organ; or (C) impairment of the function of any bodily member
 16 or organ.

17 **Sec. 16-150.03. Re-Entry Preferred Hiring Program.**

- 18 (a) There is hereby established the Re-Entry Preferred Hiring Program for the purpose of
 19 providing for the County hiring of non-violent ex offender(s).
 20 (b) Notwithstanding Section 16-109 of the County Code, the Director of Human Resources
 21 Management shall establish and administer the Program.
 22 (c) The Program shall apply to all County agencies, departments, and offices.
 23 (d) Each County agency, department and office shall use best efforts to hire County residents
 24 who were previously convicted or incarcerated of a non-violent offense(s).
 25 (e) The Director of Human Resources Management may waive Subsection (d) of this
 26 Section, if the Director makes a determination that hiring County residents who were
 27 previously incarcerated or convicted of a non-violent offense would compromise public
 28 safety and security.
 29 (f) The Program shall require that an employee must be employed for a probationary period
 30 of at least one year.
 31

1 **Sec. 16-150.04. Re-Entry Preferred Hiring Program Fund.**

- 2 (a) There is hereby established the Re-Entry Preferred Hiring Program Fund for the purpose
 3 of providing funding of the Program for County hiring of non-violent ex-offenders.
- 4 (b) For Fiscal Year 2025, and for each fiscal year thereafter, the County shall appropriate a
 5 minimum of \$500,000 to the Fund, as provided for in the County's approved current
 6 expense budget.
- 7 (c) Funding shall be for the employment of twenty individuals. After the probation period,
 8 the employee's position and funding shall be placed in the corresponding agency,
 9 department, or office's budget.
- 10 (d) At the end of each fiscal year, unexpended funds from the Fund shall not automatically
 11 lapse into the general fund, but shall accumulate within the Fund and be available for
 12 appropriation to the Fund in subsequent fiscal years.

13 **Sec. 16-150.05. Reporting.**

- 14 (a) The Director of Human Resources Management shall provide an annual report to the
 15 County Executive and County Council on the Program and the Fund on or before
 16 December 31st of each year for the previous fiscal year.
- 17 (b) Each report shall contain the following:
- 18 (1) The amount of money allocated to the Fund from the annual budget;
- 19 (2) The amount of money carried forward from the previous year, if applicable;
- 20 (3) The number of individuals hired through and under the Program during the fiscal
 21 year;
- 22 (4) The number of individuals that no longer participate in the Program from the
 23 previous year;
- 24 (5) The number of individuals that applied for employment through and under the
 25 Program;
- 26 (6) The itemization of the offenses of each individual hired through and under the
 27 Program;
- 28 (7) The itemization of the offenses of each individual that sought employment through
 29 and under the Program;
- 30 (8) The itemization of the sector of employment sought by each individual seeking
 31 employment through and under the Program; and

1 (9) Any other reporting criteria the Director of Human Resources Management
2 considers pertinent and beneficial to the County Executive and/or County Council.

3 SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby
4 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
5 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
6 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words,
7 phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since
8 the same would have been enacted without the incorporation in this Act of any such invalid or
9 unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

10 SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect on forty-five (45)
11 calendar days after it becomes law.

Adopted this _____ day of _____, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Jolene Ivey
Chair

ATTEST:

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.