



October 10, 2025

FISCAL AND POLICY NOTE

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THRU: Lavinia Baxter 
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FROM: Caleb Callender 
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RE: Policy Analysis and Fiscal Impact Statement
CB-096-2025 Returning Citizens Employment Opportunities Act of 2025

CB-096-2025 (*Proposed by:* Council Member Hawkins)

Assigned to the Committee of the Whole (COW).

AN ACT CONCERNING RETURNING CITIZEN EMPLOYMENT OPPORTUNITIES ACT OF 2025 For the purpose of reducing recidivism and improving public safety by requiring that a certain percentage of the work hours on certain public procurement projects be worked by returning citizens, subject to certain conditions; and generally relating to the employment of returning citizens.

Fiscal Summary

Direct Impact

Expenditures: No expenditure impact.

Revenues: No anticipated revenue impact.

Indirect Impact

Likely Favorable.

Legislative Summary:

CB-096-2025¹, proposed by Council Member Hawkins, and introduced by Council Members Fisher, Oriadha, Burroughs, Blegay, Watson, Adams-Stafford, and Harrison on October 7th, 2025, and referred to the Committee of the Whole (COW). CB-096-2025 seeks to provide employment opportunities for reentering citizens by placing a minimum number (five percent) of hours on certain procurement projects to be completed by reentering citizens.

Background/Current Law

The overall employment rate for individuals released from incarceration four years later hovers around 34.9% and 37.9%. This means that roughly two thirds of reentering citizens are still unemployed four years post-release.² Some of this population may not be looking for jobs, but the vast majority struggle to find work due to their record.

Prince George's County seeks to provide reentering citizens opportunities for employment. The County previously enacted [CB-078-2014](#)³, which prohibited certain employees from conducting a criminal background check or otherwise inquiring into an applicant's criminal record until the conclusion of a first interview. This also requires certain employers to provide notice prior to taking an adverse action that concerns the applicant's status.

CB-019-2024⁴, previously enacted in May 2024, builds upon CB-078-2012, prohibiting all employees in Prince George's County from inquiring or considering certain past criminal records of prospective job applicants. This includes non-violent felonies from at least five years ago, crimes related to possession of Cannabis/marijuana, as well as arrests that didn't result in conviction.

In 2019, Prince George's County established the Reentry Advisory Board in response to persistently high and rising recidivism rates, which placed significant pressure on the local government to address the challenges faced by formerly incarcerated individuals. The board was created with the goal of countering these trends and improving outcomes of these citizens through aspects such as housing instability and hardships finding employment.

Maryland Law:

¹ [CB-096-2025](#)

² [Prison Policy Initiative](#)

³ [CB-078-2014](#)

⁴ [CB-019-2024](#)

Md. Crim. Proc. Code § 1-209(d)⁵: outlines protections for those with nonviolent convictions, stating:

Except as provided in subsection (f) of this section, a department may not deny an occupational license or certificate to an applicant solely on the basis that the applicant has previously been convicted of a crime, unless the department determines that:

- (1) there is a direct relationship between the applicant's previous conviction and the specific occupational license or certificate sought; or*
- (2) the issuance of the license or certificate would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.*

Discussion/Policy Analysis:

CB-096-2025:

If enacted, the proposed Bill would amend the Prince George's County Code Subtitle 10A. *Purchasing. Division 7. Economic Development.* to add section 10A-172.01.

The proposed bill adds §10A-172.01 provides a definition for the term Returning citizen, which states:

- (a) **Returning citizen** means a citizen of the United States who has previously been confined for any period of time in a facility or environment that is intended to restrict a person's movement and freedom, including but not limited to: a federal, state, or local correctional facility; home detention; or electronic monitoring, as a form of punishment as a result of a criminal conviction.

The bill also seeks to require that any new construction or public works, roadway maintenance, or property maintenance contract or procurement or otherwise administered by any County Agency or quasi-County agency maintain that at least five percent of the work hours in performing said contract, as stated in **§10A-172.01(c)**. Any existing contracts, this item would take effect at the time of renewal or extension of said contract.

According to **§10A-172.01(d)**, qualified individuals who receive referrals from Employ Prince George's will receive first preference by the entity and subcontractors.

§10A-172.01(e) establishes a waiver in which the Director of the Office of Procurement may waive and either reduce or entirely remove the requirement if the requirement violates federal or state law, if the requirement creates an unreasonable liability risk, or if there is an insufficient number of qualified returning citizens available to fulfill the requirement.

⁵ [Restoration of Rights Project](#)

Fiscal Impact:

- *Direct Impact*

Enactment of CB-096-2025 is not likely to have any direct fiscal impact on the County.

- *Indirect Impact*

Enactment of CB-096-2025 is not likely to have any indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget*

No.

Effective Date of Proposed Legislation:

The Act shall take effect forty-five (45) days after it becomes law.

If you require additional information or have questions about this fiscal impact statement, please reach out to me via phone or email.