

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2021 Legislative Session

Bill No. CB-19-2021

Chapter No. 15

Proposed and Presented by Council Members Franklin and Hawkins

Introduced by Council Members Franklin, Hawkins, Davis, Ivey, Turner, Anderson-Walker,
Glaros, Dernoga and Taveras

Co-Sponsor Council Member Streeter

Date of Introduction April 27, 2021

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, 2020 Supplement).

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) has

1 (i) been confined for a total time of six (6) months or more for criminal conviction
2 during the five (5) years prior to becoming employed in a Qualified Position; and

3 (ii) been released from confinement within the 36 months prior to becoming
4 employed in a Qualified Position;

5 (B) was a county resident prior to the most recent period of incarceration;

6 (C) is eligible for employment with a Qualifying Employer; and

7 (D) has been a county resident continuously since being released from the most recent
8 period of confinement.

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

10 (A) conducts business within Prince George's County and complies with all federal,
11 state, and local requirements;

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

13 (C) has signed and is in compliance with the Re-entry Employment Reimbursement
14 Program Agreement in 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 a minimum of \$15.00 per hour, and

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

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

27 (b) Prince George's County Re-entry Employment Reimbursement Program.

28 (1) Subject to Paragraph (3), below, the Director of Finance, in consultation with
29 Employ Prince George's (unless another agency or entity is designated for such purpose by the
30 County Executive), shall reimburse a Qualifying Employer for each Qualifying Employee
31 working in a Qualifying Position that has an approved Agreement subject to paragraph (2) of this

1 section. Each Qualifying Employee shall complete a minimum post-hire probationary period of
2 ninety (90) days prior to the Qualifying Position becoming eligible for reimbursement. Once
3 eligible, the Qualifying Position shall be reimbursed at a rate of five dollars (\$5.00) per hour, up
4 to 40 hours per week, and a maximum of 1,000 hours for each 12-month period of employment
5 following the date of hire of a Qualified Employee up to a maximum of 24 months after the date
6 of hire.

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

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

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

1 SECTION 2. BE IT FURTHER ENACTED that, beginning in 2022, Employ Prince
2 George’s (unless another agency or entity is designated for such purpose by the County
3 Executive) shall annually transmit a written report to the County Executive and County Council
4 by December 31st of each year concerning the progress of the Prince George’s County Re-entry
5 Employment Reimbursement Program during the most recently completed fiscal year.

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

Adopted this 18th day of May, 2021.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Calvin S. Hawkins II
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.