A BILL TO BE ENTITLED

1   AN ACT

2 relating to the employment of certain executive heads of state

3 agencies and employees reporting to those executive heads.

4   BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5   SECTION 1. The heading to Chapter 669, Government Code, is

6 amended to read as follows:

7 CHAPTER 669. RESTRICTIONS [ON CERTAIN ACTIONS] INVOLVING CERTAIN

8   STATE EMPLOYEES [EXECUTIVE HEAD OF STATE AGENCY]

9   SECTION 2. Chapter 669, Government Code, is amended by

10 adding Section 669.005 to read as follows:

11   Sec. 669.005. LIMITATION ON EMPLOYMENT DURATION FOR CERTAIN

12 POSITIONS; DUTY TO REVIEW. (a) This section applies only to:

13   (1) the executive head of a state agency that is

14 governed by a governing body; and

15   (2) an employee in a position that reports directly to

16 the executive head described by Subdivision (1).

17   (b) An individual may not serve as the executive head of a

18 state agency, or in a position that reports directly to the

19 executive head of the state agency, for a period that exceeds 10

20 years.

21   (c) Not later than the fifth anniversary of the date an

22 individual is employed:

23   (1) as the executive head of a state agency, the

24 governing body of the state agency shall review the individual's

1 performance and determine whether to terminate the individual's

2 employment; or

3   (2) in a position that reports directly to the

4 executive head of the state agency, the executive head shall review

5 the individual's performance and determine whether to terminate the

6 individual's employment.

7   SECTION 3. The change in law made by this Act applies only

8 to a contract entered into on or after the effective date of this

9 Act. A contract entered into before the effective date of this Act

10 is governed by the law in effect on the date the contract was

11 entered into, and the former law is continued in effect for that

12 purpose.

13   SECTION 4. This Act takes effect September 1, 2025.