

By: Lopez of Bexar

H.B. No. 4175

A BILL TO BE ENTITLED

AN ACT

relating to the adoption of a mental health leave policy for certain  
qualified employees.

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

SECTION 1. Section 614.015, Government Code, is amended to  
read as follows:

Sec. 614.015. MENTAL HEALTH LEAVE FOR QUALIFIED EMPLOYEES  
OF CERTAIN AGENCIES [~~PEACE OFFICERS AND TELECOMMUNICATORS~~]. (a)  
In this section:

(1) "Jailer" means:

(A) a county jailer as defined by Section  
1701.001, Occupations Code; or

(B) an employee of the Texas Department of  
Criminal Justice who performs a security, custodial, or supervisory  
function over the admittance, confinement, or discharge of  
prisoners.

(2) "Peace officer" means an individual described by  
Article 2A.001, Code of Criminal Procedure.

(3) "Qualified agency" [~~"Law enforcement agency"~~]  
means an agency of the state or of a political subdivision of the  
state authorized [~~by law~~] to employ a peace officer, including the  
Texas Department of Criminal Justice [~~officers~~].

(4) "Qualified employee" means:

(A) a peace officer;

1                    (B) a jailer;

2                    (C) a telecommunicator; or

3                    (D) a parole officer.

4                    (5) ~~[(2)]~~ "Telecommunicator" means a person  
5 authorized to act as a telecommunicator under Section 1701.405,  
6 Occupations Code.

7                    (b) Each qualified agency ~~[law enforcement agency, and each~~  
8 ~~agency of the state or of a political subdivision of the state]~~ that  
9 employs a qualified employee ~~[a full-time telecommunicator,]~~ shall  
10 develop and adopt a policy allowing the use of mental health leave  
11 by the qualified employee ~~[peace officers and full-time~~  
12 ~~telecommunicators, as applicable, employed by the agency]~~ who  
13 experiences ~~[experience]~~ a traumatic event in the scope of that  
14 employment.

15                    (c) A mental health leave policy adopted under this section  
16 must:

17                    (1) provide clear and objective guidelines  
18 establishing the circumstances under which a qualified employee  
19 ~~[peace officer or telecommunicator]~~ is granted and may use mental  
20 health leave;

21                    (2) entitle a qualified employee ~~[peace officer or~~  
22 ~~telecommunicator]~~ to mental health leave without a deduction in  
23 salary or other compensation;

24                    (3) enumerate the number of mental health leave days  
25 available to a qualified employee ~~[peace officer or~~  
26 ~~telecommunicator]~~; and

27                    (4) detail the level of anonymity for a qualified

1 employee [~~peace officer or telecommunicator~~] who takes mental  
2 health leave.

3 (d) A mental health leave policy adopted under this section  
4 may provide a list of mental health services available to a  
5 qualified employee [~~peace officers and telecommunicators in the~~  
6 ~~area of the law enforcement or employing agency~~].

7 SECTION 2. As soon as practicable after the effective date  
8 of this Act, each agency required to adopt a mental health leave  
9 policy under Section [614.015](#), Government Code, as amended by this  
10 Act, shall adopt a mental health leave policy as prescribed by that  
11 section.

12 SECTION 3. This Act takes effect September 1, 2025.