

1-1 By: Hefner, et al. (Senate Sponsor - King) H.B. No. 15  
1-2 (In the Senate - Received from the House September 2, 2025;  
1-3 September 2, 2025, read first time and referred to Committee on  
1-4 State Affairs; September 2, 2025, reported adversely, with  
1-5 favorable Committee Substitute by the following vote: Yeas 6,  
1-6 Nays 2; September 2, 2025, sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8 Hughes	X			
1-9 Paxton	X			
1-10 Bettencourt	X			
1-11 Birdwell			X	
1-12 Hall		X		
1-13 Hinojosa of Nueces	X			
1-14 Middleton			X	
1-15 Parker			X	
1-16 Perry	X			
1-17 Schwertner	X			
1-18 Zaffirini		X		

1-20 COMMITTEE SUBSTITUTE FOR H.B. No. 15 By: Hughes

1-21 A BILL TO BE ENTITLED  
1-22 AN ACT

1-23 relating to certain files maintained by a law enforcement agency  
1-24 regarding certain employees of the agency.

1-25 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-26 SECTION 1. Subchapter J, Chapter 1701, Occupations Code, is  
1-27 amended by adding Section 1701.45351 to read as follows:

1-28 Sec. 1701.45351. DEPARTMENT FILE. (a) In this section,  
1-29 "department file" means a file a law enforcement agency maintains  
1-30 for agency use for each license holder the agency employs.

1-31 (b) The head of a law enforcement agency or the head's  
1-32 designee shall maintain a department file on each license holder  
1-33 the agency employs.

1-34 (c) A department file must contain any letter, memorandum,  
1-35 or document relating to the license holder not included in a  
1-36 personnel file maintained as required under a policy adopted under  
1-37 Section 1701.4535, including any letter, memorandum, or document  
1-38 relating to alleged license holder misconduct for which the agency  
1-39 determines there is insufficient evidence to sustain the charge of  
1-40 misconduct.

1-41 (d) In accordance with Section 1701.451, a law enforcement  
1-42 agency hiring a license holder is entitled to review the contents of  
1-43 the license holder's department file maintained by each previous  
1-44 law enforcement agency employer.

1-45 (e) A law enforcement agency shall provide the contents from  
1-46 a license holder's department file to the commission in accordance  
1-47 with:

1-48 (1) the law enforcement agency's policy adopted in  
1-49 compliance with Section 1701.4522(b)(1)(D); or

1-50 (2) a request by the commission as part of an ongoing  
1-51 investigation relating to the license holder.

1-52 (f) A department file maintained under this section is  
1-53 subject to disclosure only as required by law, including Chapter 2B  
1-54 and Article 39.14, Code of Criminal Procedure, and Section 511.021,  
1-55 Government Code.

1-56 (g) Except as provided by Subsections (d), (e), and (f), a  
1-57 law enforcement agency may not release any information contained in  
1-58 a license holder's department file to any other agency or person  
1-59 requesting information relating to the license holder. The agency  
1-60 shall refer the person or agency requesting the information to the

2-1 agency head or the head's designee. A department file maintained  
2-2 under this section is confidential and not subject to disclosure  
2-3 under Chapter 552, Government Code.

2-4 SECTION 2. This Act takes effect on the 91st day after the  
2-5 last day of the legislative session.

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