

**SENATE AMENDMENTS**  
**2<sup>nd</sup> Printing**

By: Hefner, Ashby, Cook

H.B. No. 15

A BILL TO BE ENTITLED

AN ACT

relating to certain files maintained by a law enforcement agency  
regarding certain employees of the agency.

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

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

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

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

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

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

(e) A law enforcement agency shall provide the contents from

a license holder's department file to the commission in accordance with:

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

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

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

(f-1) On completion of an investigation relating to alleged license holder misconduct, a law enforcement agency shall permit the following individuals to view any letter, memorandum, or document placed in the license holder's department file relating to the alleged misconduct:

(1) the individual who submitted the complaint of alleged misconduct that was the subject of the investigation;

(2) any individual to whom the alleged misconduct that was the subject of the investigation was directed; or

(3) the immediate family of an individual described by Subdivision (2) if the individual is now deceased.

(f-2) A person permitted to view a letter, memorandum, or document under Subsection (f-1) may not duplicate, record, capture, or otherwise memorialize the letter, memorandum, or document. A permitted viewing of a letter, memorandum, or document under Subsection (f-1) is not considered to be a release of public information for purposes of Chapter 552, Government Code.

1        (g) Except as provided by this subsection and Subsections  
2 (d), (e), (f), (f-1), and (f-2), a law enforcement agency may not  
3 release any information contained in a license holder's department  
4 file to any other agency or person requesting information relating  
5 to the license holder. The agency shall refer the person or agency  
6 requesting the information to the agency head or the head's  
7 designee. Except for information, records, or notations described  
8 by Section 552.108(c-1), Government Code, that are contained in a  
9 license holder's department file, a department file maintained  
10 under this section is confidential and not subject to disclosure  
11 under Chapter 552, Government Code.

12        SECTION 2. This Act takes effect on the 91st day after the  
13 last day of the legislative session.

ADOPTED

SEP 02 2025

*Latey Law*  
Secretary of the Senate

By: Phil King

H.B. No. 15

Substitute the following for H.B. No. 15:

By: Bryan Hughes

C.S. H.B. No. 15

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(b) The head of a law enforcement agency or the head's  
designee shall maintain a department file on each license holder  
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(c) A department file must contain any letter, memorandum,  
or document relating to the license holder not included in a  
personnel file maintained as required under a policy adopted under  
Section 1701.4535, including any letter, memorandum, or document  
relating to alleged license holder misconduct for which the agency  
determines there is insufficient evidence to sustain the charge of  
misconduct.

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

(e) A law enforcement agency shall provide the contents from

1 a license holder's department file to the commission in accordance  
2 with:

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

5 (2) a request by the commission as part of an ongoing  
6 investigation relating to the license holder.

7 (f) A department file maintained under this section is  
8 subject to disclosure only as required by law, including Chapter 2B  
9 and Article 39.14, Code of Criminal Procedure, and Section 511.021,  
10 Government Code.

11 (g) Except as provided by Subsections (d), (e), and (f), a  
12 law enforcement agency may not release any information contained in  
13 a license holder's department file to any other agency or person  
14 requesting information relating to the license holder. The agency  
15 shall refer the person or agency requesting the information to the  
16 agency head or the head's designee. A department file maintained  
17 under this section is confidential and not subject to disclosure  
18 under Chapter 552, Government Code.

19 SECTION 2. This Act takes effect on the 91st day after the  
20 last day of the legislative session.

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 89TH LEGISLATURE 2nd CALLED SESSION 2025**

**September 2, 2025**

**TO:** Honorable Dustin Burrows, Speaker of the House, House of Representatives

**FROM:** Jerry McGinty, Director, Legislative Budget Board

**IN RE: HB15** by Hefner (Relating to certain files maintained by a law enforcement agency regarding certain employees of the agency.), **As Passed 2nd House**

<b>No significant fiscal implication to the State is anticipated.</b>
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It is assumed that any costs associated with the bill could be absorbed using existing resources.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 302 Office of the Attorney General, 405 Department of Public Safety, 407 Commission on Law Enforcement, 458 Alcoholic Beverage Commission, 696 Department of Criminal Justice, 802 Parks and Wildlife Department

**LBB Staff:** JMc, SD, CMA, CSh, KVEL

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 89TH LEGISLATURE 2nd CALLED SESSION 2025**

**September 2, 2025**

**TO:** Honorable Bryan Hughes, Chair, Senate Committee on State Affairs

**FROM:** Jerry McGinty, Director, Legislative Budget Board

**IN RE: HB15** by Hefner (relating to certain files maintained by a law enforcement agency regarding certain employees of the agency.), **Committee Report 2nd House, Substituted**

<b>No significant fiscal implication to the State is anticipated.</b>
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**Local Government Impact**

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**LBB Staff:** JMc, CMA, CSh, KVEL

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

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**FROM:** Jerry McGinty, Director, Legislative Budget Board

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**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 89TH LEGISLATURE 2nd CALLED SESSION 2025**  
**Revision 1**

**August 26, 2025**

**TO:** Honorable Cole Hefner, Chair, House Committee on Homeland Security, Public Safety & Veterans' Affairs

**FROM:** Jerry McGinty, Director, Legislative Budget Board

**IN RE: HB15** by Hefner (relating to certain files maintained by a law enforcement agency regarding certain employees of the agency.), **Committee Report 1st House, Substituted**

<b>No significant fiscal implication to the State is anticipated.</b>
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It is assumed that any costs associated with the bill could be absorbed using existing resources.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 302 Office of the Attorney General, 405 Department of Public Safety, 407 Commission on Law Enforcement, 458 Alcoholic Beverage Commission, 696 Department of Criminal Justice, 802 Parks and Wildlife Department

**LBB Staff:** JMc, CMA, CSh, KVEL

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 89TH LEGISLATURE 2nd CALLED SESSION 2025**

**August 25, 2025**

**TO:** Honorable Cole Hefner, Chair, House Committee on Homeland Security, Public Safety & Veterans' Affairs

**FROM:** Jerry McGinty, Director, Legislative Budget Board

**IN RE: HB15** by Hefner (relating to certain files maintained by a law enforcement agency regarding certain employees of the agency.), **Committee Report 1st House, Substituted**

<b>No significant fiscal implication to the State is anticipated.</b>
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It is assumed that any costs associated with the bill could be absorbed using existing resources.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 302 Office of the Attorney General, 405 Department of Public Safety, 407 Commission on Law Enforcement, 458 Alcoholic Beverage Commission, 696 Department of Criminal Justice, 802 Parks and Wildlife Department

**LBB Staff:** JMc, CMA, CSh, KVEL

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 89TH LEGISLATURE 2nd CALLED SESSION 2025**

**August 26, 2025**

**TO:** Honorable Cole Hefner, Chair, House Committee on Homeland Security, Public Safety & Veterans' Affairs

**FROM:** Jerry McGinty, Director, Legislative Budget Board

**IN RE: HB15** by Hefner (Relating to certain files maintained by a law enforcement agency regarding certain employees of the agency.), **As Introduced**

<b>No significant fiscal implication to the State is anticipated.</b>
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It is assumed that any costs associated with the bill could be absorbed using existing resources.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 302 Office of the Attorney General, 405 Department of Public Safety, 407 Commission on Law Enforcement, 458 Alcoholic Beverage Commission, 696 Department of Criminal Justice, 802 Parks and Wildlife Department

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