

Amend **HB 1896** (house committee report) by striking all below the enacting clause and substituting the following:

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

Sec. 614.015. MENTAL HEALTH LEAVE FOR PUBLIC SAFETY EMPLOYEES [~~PEACE OFFICERS AND TELECOMMUNICATORS~~]. (a) In this section, "public safety employee" means a peace officer, fire fighter, detention officer, county jailer, or emergency medical services employee of this state or a political subdivision of this state. The term includes a person[+]

[+1) "Law enforcement agency" means an agency of the state or of a political subdivision of the state authorized by law to employ peace officers.

[+2) "Telecommunicator" means a person] authorized to act as a telecommunicator under Section 1701.405, Occupations Code, or a person acting in a similar capacity under Chapter 773, Health and Safety Code.

(b) Each entity [~~law enforcement agency, and each agency~~] of the state or of a political subdivision of the state that employs a public safety employee [~~full-time telecommunicator,~~] shall develop and adopt a policy allowing the use of mental health leave by the public safety employees [~~peace officers and full-time telecommunicators, as applicable,~~] employed by the entity [~~agency~~] who experience a traumatic event in the scope of that employment.

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

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

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

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

(4) detail the level of anonymity for a public safety

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

(d) A mental health leave policy adopted under this section may provide a list of mental health services available to public safety employees [~~peace officers and telecommunicators~~] in the area of the [~~law enforcement or~~] employing entity [~~agency~~].

SECTION 2. This Act takes effect September 1, 2025.