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| BILL ANALYSIS |

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| H.B. 1232 |
| By: Turner |
| State Affairs |
| Committee Report (Unamended) |

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| **BACKGROUND AND PURPOSE**  Under the Texas Whistleblower Act, state and local governmental entities are prohibited from taking adverse actions, such as suspension or termination, against a public employee who in good faith reports a violation of law by their employing governmental entity or another public employee. H.B. 1232 seeks to close a loophole in current law by extending this protection to public employees who report violations by an elected officer of the employing governmental entity so that employees can make these reports without fear of retaliation. |
| **CRIMINAL JUSTICE IMPACT**  It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision. |
| **RULEMAKING AUTHORITY**  It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution. |
| **ANALYSIS**  H.B. 1232 amends the Government Code to prohibit a state or local governmental entity from suspending or terminating the employment of, or taking other adverse personnel action against, a public employee who in good faith reports a violation of law by an elected officer of the employing governmental entity to an appropriate law enforcement authority. |
| **EFFECTIVE DATE**  On passage, or, if the bill does not receive the necessary vote, September 1, 2025. |