

BILL ANALYSIS

Senate Research Center
89R31764 CJD-D

C.S.H.B. 4263
By: Cook (Perry)
Criminal Justice
5/20/2025
Committee Report (Substituted)

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

The Texas Juvenile Justice Department (TJJD), in its agency strategic plan, has identified several statutory barriers that limit its ability to manage personnel effectively and maintain safe, well-staffed facilities. Some of the issues identified in this plan include the ability for juvenile correctional officers to receive compensation for unused vacation leave, the makeup of the release review panel, and the statutory requirement for independent dismissal mediation.

H.B. 4263 seeks to address these issues by revising applicable statutory provisions to give TJJD greater operational flexibility and to improve workforce retention and decision-making processes. The bill authorizes the agency to adopt a policy allowing juvenile correctional officers (JCOs) to receive a one-time annual lump-sum payment for up to 40 hours of unused vacation leave, providing a retention tool that rewards staff without compromising facility coverage.

It also expands eligibility for the Release Review Panel to include staff outside the central office who are involved in youth supervision, provided they are not making decisions about youth under their direct supervision. This change allows the panel to benefit from the current, on-the-ground knowledge of staff who work closely with youth and are familiar with the agency's evolving programs and practices.

Finally, the bill removes the requirement for independent dismissal mediation, streamlining the agency's disciplinary process and allowing resources to be focused on the comprehensive grievance procedures that are already in place. These updates reflect TJJD's ongoing efforts to improve efficiency and better support the staff responsible for caring for Texas' most vulnerable youth.

Committee Substitute:

Fixes a drafting error and ensures that all juvenile correctional officers are eligible to receive a one-time annual lump-sum payment for up to 40 hours of unused vacation leave, if the JCO requests the payment. The house of representatives language did not include juvenile correctional officers who serve as dormitory supervisors.

C.S.H.B. 4263 amends current law relating to the procedures and practices of the Texas Juvenile Justice Department regarding grievances submitted by department employees and former department employees and to the eligibility of a person to be appointed to the department's release review panel and the authority of a panel member.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Section 242.004(c), Human Resources Code, to require the Texas Juvenile Justice Department (TJJD) to establish procedures and practices governing certain matters, including grievances challenging disciplinary termination of employment, rather than disciplinary actions within TJJD, including a procedure allowing a TJJD employee to elect to participate in an independent dismissal mediation if the employee is recommended for dismissal.

SECTION 2. Amends Section 245.101(c), Human Resources Code, as follows:

(c) Prohibits a member of the panel to review and determine whether a child who has completed the child's minimum length of stay should be discharged from the custody of TJJD from being involved in any determination under Chapter 245 (Release) concerning a child, rather than supervisory determinations concerning children, in the custody of TJJD for whom that panel member has made a supervisory decision. Deletes existing text requiring a person appointed to the panel to be a TJJD employee who works at TJJD's central office.

SECTION 3. Requires TJJD, as soon as practicable after the effective date of this Act, to establish the procedures and practices required by Section 242.004(c), Human Resources Code, as amended by this Act.

SECTION 4. Effective date: September 1, 2025.