

By: Cole, Plesa

H. B. No. 1896

A BILL TO BE ENTITLED

1 AN ACT

2 relating to a mental health leave policy for certain public safety
3 employees.

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

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

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

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

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

20 (b) Each entity [~~law enforcement agency, and each agency~~] of
21 the state or of a political subdivision of the state that employs a
22 public safety employee [~~full-time telecommunicator,~~] shall develop
23 and adopt a policy allowing the use of mental health leave by the
24 public safety employees [~~peace officers and full-time~~

1 ~~telecommunicators, as applicable,~~] employed by the entity [agency]
2 who experience a traumatic event in the scope of that employment.

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

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

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

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

15 (4) detail the level of anonymity for a public safety
16 employee [~~peace officer or telecommunicator~~] who takes mental
17 health leave.

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

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