

By: Cole, Plesa

H.B. No. 1896

A BILL TO BE ENTITLED

AN ACT

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

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

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~~

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.