

By: Campos, LaHood

H.B. No. 3420

Substitute the following for H.B. No. 3420:

By: Hefner

C.S.H.B. No. 3420

A BILL TO BE ENTITLED

AN ACT

relating to certain mental health policies and services for peace officers, fire fighters, and telecommunicators.

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

SECTION 1. The heading to Subchapter A-1, Chapter 614, Government Code, is amended to read as follows:

SUBCHAPTER A-1. MENTAL HEALTH OF PEACE OFFICERS, FIRE FIGHTERS,
AND TELECOMMUNICATORS ~~[LEAVE]~~

SECTION 2. Subchapter A-1, Chapter 614, Government Code, is amended by adding Section 614.014 to read as follows:

Sec. 614.014. DEFINITIONS. In this subchapter:

(1) "Employer" means a governmental entity that employs or appoints a peace officer, fire fighter, or telecommunicator or that the peace officer or fire fighter is elected to serve.

(2) "Fire fighter" and "peace officer" have the meanings assigned by Section 614.001.

(3) "Telecommunicator" means a person authorized to act as a telecommunicator under Section 1701.405, Occupations Code.

SECTION 3. Section 614.015, Government Code, is amended to read as follows:

Sec. 614.015. MENTAL HEALTH LEAVE FOR PEACE OFFICERS, FIRE FIGHTERS, AND TELECOMMUNICATORS. (a) [In this section:

~~(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.~~

~~[(b)] Each employer [law enforcement agency, and each agency of the state or of a political subdivision of the state that employs a full-time telecommunicator,] shall develop and adopt a policy allowing the use of mental health leave by the employer's peace officers, fire fighters, and full-time telecommunicators, as applicable, [employed by the agency] who experience a traumatic event in the scope of performing their duties as peace officers, fire fighters, and telecommunicators for the employer [that employment].~~

(b) ~~[(c)]~~ A mental health leave policy adopted under this section must:

(1) provide clear and objective guidelines establishing the circumstances under which a peace officer, fire fighter, or telecommunicator is granted and may use mental health leave;

(2) entitle a peace officer, fire fighter, 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 peace officer, fire fighter, or telecommunicator; and

(4) detail the level of anonymity for a peace officer, fire fighter, or telecommunicator who takes mental health leave.

1 (c) [~~(d)~~] A mental health leave policy adopted under this
2 section may provide a list of mental health services available to
3 peace officers, fire fighters, and telecommunicators in the area
4 where the employer is located [~~of the law enforcement or employing~~
5 ~~agency~~].

6 SECTION 4. As soon as practicable after the effective date
7 of this Act, each employer, as defined by Section 614.014,
8 Government Code, as added by this Act, shall develop a mental health
9 leave policy required by Section [614.015](#), Government Code, as
10 amended by this Act.

11 SECTION 5. This Act takes effect September 1, 2025.