

By: Campos

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~~

1 ~~state or of a political subdivision of the state authorized by law~~  
2 ~~to employ peace officers.~~

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

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

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

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

20 (2) entitle a peace officer, fire fighter, or  
21 telecommunicator to mental health leave without a deduction in  
22 salary or other compensation;

23 (3) enumerate the number of mental health leave days  
24 available to a peace officer, fire fighter, or telecommunicator;  
25 and

26 (4) detail the level of anonymity for a peace officer,   
27 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. Subchapter A-1, Chapter 614, Government Code, is  
7 amended by adding Section 614.016 to read as follows:

8        Sec. 614.016. MENTAL HEALTH EVALUATIONS FOR PEACE OFFICERS  
9 AND FIRE FIGHTERS. (a) In this section, "peer support advisor"  
10 means an individual appointed by the individual's employer to  
11 provide confidential support and assistance to a peace officer or  
12 fire fighter who experiences a traumatic event in the scope of  
13 performing their duties as a peace officer or fire fighter for the  
14 employer.

15        (b) Each employer shall ensure that a mental health  
16 professional or peer support advisor performs an annual mental  
17 health evaluation of each of the employer's peace officers and fire  
18 fighters as part of the peace officer's or fire fighter's  
19 performance review.

20        (c) Each employer shall provide a peace officer or fire  
21 fighter who experiences a traumatic event in the scope of  
22 performing their duties as a peace officer or fire fighter for the  
23 employer:

24                (1) a mental health evaluation performed by a mental  
25 health professional or peer support advisor; and

26                (2) an opportunity to receive mental health  
27 counseling.

1           SECTION 5. (a) As soon as practicable after the effective  
2 date of this Act, each employer, as defined by Section 614.014,  
3 Government Code, as added by this Act, shall develop a mental health  
4 leave policy required by Section 614.015, Government Code, as  
5 amended by this Act.

6           (b) Section 614.016(b), Government Code, as added by this  
7 Act, applies only to a performance review of a peace officer or fire  
8 fighter conducted on or after the effective date of this Act.

9           (c) Section 614.016(c), Government Code, as added by this  
10 Act, applies only to a traumatic event that occurs on or after the  
11 effective date of this Act.

12           SECTION 6. This Act takes effect September 1, 2025.