

AN ACT

relating to compensation and employment benefits for law enforcement personnel in certain counties.

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

SECTION 1. Sections 174.003(3), (4), and (5), Local Government Code, are amended to read as follows:

(3) "Police officer" means a paid employee who is sworn, certified or licensed by the Texas Commission on Law Enforcement, and full-time, and who regularly serves in a professional law enforcement capacity in the police department of a political subdivision, the office of a district attorney as an investigator, or the office of the county fire marshal. The term does not include the chief of the department.

(4) "Political subdivision" includes a municipality and a county.

(5) "Public employer" means the official or group of officials of a political subdivision whose duty is to establish the compensation, hours, and other conditions of employment of fire fighters, police officers, or both, and may include the mayor, city manager, town manager, town administrator, municipal governing body, director of personnel, personnel board, commissioners, commissioners court, or another official or combination of those persons.

SECTION 2. Section 174.005, Local Government Code, is

1 amended to read as follows:

2 Sec. 174.005. PREEMPTION OF OTHER LAW. This chapter
3 preempts all contrary local ordinances, executive orders,
4 legislation, or rules adopted by the state or by a political
5 subdivision or agent of the state, including a personnel board,
6 civil service commission, commissioners court, or home-rule
7 municipality.

8 SECTION 3. Subchapter 2, Chapter 152, Local Government
9 Code, is amended by adding Section 152.908 to read as follows:

10 Sec. 152.908. COMPENSATION PARITY FOR POLICE OFFICERS IN
11 CERTAIN COUNTIES. (a) In this section, "police officer" has the
12 meaning assigned by Section 174.003.

13 (b) This section applies only to a county with a population
14 of 3.3 million or more.

15 (c) If the commissioners court of a county increases the
16 compensation or employment benefits for a class of police officers,
17 the commissioners court must increase by the same amount the
18 compensation or employment benefits to all police officers that are
19 within that class and who receive their compensation and employment
20 benefits primarily through county funding.

21 (d) The commissioners court of a county:

22 (1) shall provide funding to each law enforcement
23 agency, office, or department of the county necessary to provide
24 the increase in compensation or employment benefits required by
25 Subsection (c); and

26 (2) may not reduce a component of the budget of a law
27 enforcement agency, office, or department as a result of the

1 increase in compensation or employment benefits required by
2 Subsection (c).

3 SECTION 4. Section 152.908, Local Government Code, as added
4 by this Act, applies only to an increase in the compensation or
5 employment benefits for a class of police officers, as defined by
6 that section, that is adopted by the commissioners court of the
7 county on or after the effective date of this Act.

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

H.B. No. 4205

President of the Senate

Speaker of the House

I certify that H.B. No. 4205 was passed by the House on May 10, 2025, by the following vote: Yeas 103, Nays 27, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 4205 was passed by the Senate on May 21, 2025, by the following vote: Yeas 25, Nays 6.

Secretary of the Senate

APPROVED: _____

Date

Governor