

By: Cook

H.B. No. 4263

A BILL TO BE ENTITLED

AN ACT

relating to the employment practices of the Texas Juvenile Justice Department and to the eligibility of a person to be appointed to the Texas Juvenile Justice Department's release review panel and the authority of a panel member.

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

SECTION 1. Section 242.004(c), Human Resources Code, is amended to read as follows:

(c) The department shall establish procedures and practices governing:

(1) employment-related grievances submitted by department employees; and

(2) grievances challenging disciplinary termination of employment ~~[disciplinary actions within the department, including a procedure allowing a department employee to elect to participate in an independent dismissal mediation if the employee is recommended for dismissal]~~.

SECTION 2. Subchapter A, Chapter 242, Human Resources Code, is amended by adding Section 242.012 to read as follows:

Sec. 242.012. PAYMENT FOR VACATION LEAVE FOR JUVENILE CORRECTIONAL OFFICERS. (a) In this section, "juvenile correctional officer" has the meaning assigned by Section 242.009.

(b) The department may adopt a policy allowing juvenile correctional officers, one time during a fiscal year, to elect to

1 receive a lump-sum payment for the officer's accumulated vacation
2 leave in lieu of taking the leave.

3 (c) The number of hours of accumulated vacation leave for
4 which a juvenile correctional officer may be paid under a policy
5 authorized by this section may not exceed all of the officer's
6 accumulated vacation leave or 40 hours of accumulated vacation
7 leave, whichever is less.

8 (d) If the department pays a juvenile correctional officer
9 for the officer's accumulated vacation leave under a policy
10 authorized by this section, the department shall:

11 (1) compute the amount of the payment by multiplying
12 the officer's hourly rate of compensation on the date the officer
13 notifies the department of an election by the number of hours of
14 accumulated vacation leave for which the officer elects to be paid;
15 and

16 (2) on making the payment, deduct the number of hours
17 for which the officer received payment from the officer's
18 accumulated vacation leave balance.

19 SECTION 3. Section [245.101\(c\)](#), Human Resources Code, is
20 amended to read as follows:

21 (c) The executive director shall determine the size of the
22 panel described by Subsection (b) and the length of the members'
23 terms of service on the panel. The panel must consist of an odd
24 number of members and the terms of the panel's members must last for
25 at least two years. The executive director shall adopt policies
26 that ensure the transparency, consistency, and objectivity of the
27 panel's composition, procedures, and decisions. The executive

1 director shall appoint persons to serve as members of the panel. A
2 person appointed to the panel must be a department employee [~~who~~
3 ~~works at the department's central office~~]. A member of the panel
4 may not be involved in any determination under this chapter
5 [~~supervisory decisions~~] concerning a child [~~children~~] in the
6 custody of the department for whom that panel member has made a
7 supervisory decision.

8 SECTION 4. As soon as practicable after the effective date
9 of this Act, the Texas Juvenile Justice Department shall establish
10 the procedures and practices required by Section 242.004(c), Human
11 Resources Code, as amended by this Act.

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