

By: Hinojosa of Nueces

S. B. No. 1604

A BILL TO BE ENTITLED

# 1 AN ACT

2 relating to the adoption of a mental health leave policy for certain  
3 qualified employees.

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

5 SECTION 1. Section 614.015, Government Code, is amended to  
6 read as follows:

7 Sec. 614.015. MENTAL HEALTH LEAVE FOR QUALIFIED EMPLOYEES  
8 OF CERTAIN AGENCIES [~~PEACE OFFICERS AND TELECOMMUNICATORS~~]. (a)

## 9 In this section:

10 (1) "Peace officer" means an individual described by  
11 Article 2A.001, Code of Criminal Procedure.

15 (3) "Qualified employee" means:

16 (A) a peace officer;

17 (B) a telecommunicator;

18 (C) a criminal intelligence analyst; or

19 (D) a crime analyst.

23 (b) Each qualified agency [law enforcement agency, and each  
24 agency of the state or of a political subdivision of the state] that

1 employs a qualified employee [~~a full-time telecommunicator,~~] shall  
2 develop and adopt a policy allowing the use of mental health leave  
3 by the qualified employee [~~peace officers and full-time~~  
4 ~~telecommunicators, as applicable, employed by the agency~~] who  
5 experiences [~~experience~~] a traumatic event in the scope of that  
6 employment.

7 (c) A mental health leave policy adopted under this section  
8 must:

9 (1) provide clear and objective guidelines  
10 establishing the circumstances under which a qualified employee  
11 [~~peace officer or telecommunicator~~] is granted and may use mental  
12 health leave;

13 (2) entitle a qualified employee [~~peace officer or~~  
14 ~~telecommunicator~~] to mental health leave without a deduction in  
15 salary or other compensation;

16 (3) enumerate the number of mental health leave days  
17 available to a qualified employee [~~peace officer or~~  
18 ~~telecommunicator~~]; and

19 (4) detail the level of anonymity for a qualified  
20 employee [~~peace officer or telecommunicator~~] who takes mental  
21 health leave.

22 (d) A mental health leave policy adopted under this section  
23 may provide a list of mental health services available to a  
24 qualified employee [~~peace officers and telecommunicators in the~~  
25 ~~area of the law enforcement or employing agency~~].

26 SECTION 2. As soon as practicable after the effective date  
27 of this Act, each agency required to adopt a mental health leave

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1 policy under Section [614.015](#), Government Code, as amended by this  
2 Act, shall adopt a mental health leave policy as prescribed by that  
3 section.

4 SECTION 3. This Act takes effect September 1, 2025.