

By: Hinojosa of Nueces

S.B. No. 1604

A BILL TO BE ENTITLED

AN ACT

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

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

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

Sec. 614.015. MENTAL HEALTH LEAVE FOR QUALIFIED EMPLOYEES OF CERTAIN AGENCIES [~~PEACE OFFICERS AND TELECOMMUNICATORS~~]. (a) In this section:

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

(2) "Qualified agency" [~~"Law enforcement agency"~~] means an agency of the state or of a political subdivision of the state authorized [~~by law~~] to employ a peace officer [~~officers~~].

(3) "Qualified employee" means:

(A) a peace officer;

(B) a telecommunicator;

(C) a criminal intelligence analyst; or

(D) a crime analyst.

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

(b) Each qualified agency [~~law enforcement agency, and each 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

S.B. No. 1604

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.