

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 89TH LEGISLATIVE REGULAR SESSION

April 29, 2025

TO: Honorable Cole Hefner, Chair, House Committee on Homeland Security, Public Safety & Veterans' Affairs

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: HB3420 by Campos (Relating to certain mental health policies and services for peace officers, fire fighters, and telecommunicators.), **As Introduced**

Estimated Two-year Net Impact to General Revenue Related Funds for HB3420, As Introduced: a negative impact of (\$2,674,162) through the biennium ending August 31, 2027.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

General Revenue-Related Funds, Five- Year Impact:

<i>Fiscal Year</i>	<i>Probable Net Positive/(Negative) Impact to General Revenue Related Funds</i>
2026	(\$1,546,469)
2027	(\$1,127,693)
2028	(\$1,127,693)
2029	(\$1,127,693)
2030	(\$1,127,693)

All Funds, Five-Year Impact:

<i>Fiscal Year</i>	<i>Probable Savings/(Cost) from General Revenue Fund 1</i>	<i>Change in Number of State Employees from FY 2025</i>
2026	(\$1,546,469)	9.0
2027	(\$1,127,693)	9.0
2028	(\$1,127,693)	9.0
2029	(\$1,127,693)	9.0
2030	(\$1,127,693)	9.0

Fiscal Analysis

The bill would expand mental health leave to include fire fighters. The bill would also require employers, as defined by the bill, to conduct mental health evaluations on peace officers and fire fighters annually and after certain traumatic events.

Methodology

According to the Department of Public Safety (DPS), the duties and responsibilities associated with

implementing the provisions of the bill could not be absorbed within existing resources. DPS states that 9.0 full-time equivalent positions would be needed to provide mental health evaluations including 7.0 Health Specialist IV (6.0 first responder counselors and 1.0 Peer Support Advisor), 1.0 Manager III, and 1.0 Psychologist II.

This analysis includes \$833,423 in fiscal year 2026 and \$833,423 in fiscal year 2027 for salary and benefits. Other costs including consumables supplies, travel, fuel, rent, other operating expenses, and capital expenditures would total \$713,045 in fiscal year 2026 and \$294,269 in fiscal year 2027.

It is assumed that any cost associated with the provisions of the bill for the Texas Alcoholic Beverage Commission could be absorbed using existing resources.

According to the Texas Commission on Law Enforcement, the Texas Commission on Fire Protection, and the Texas Parks and Wildlife Department, any costs associated with the bill could be absorbed using existing resources.

Local Government Impact

There may be costs for local governments to provide annual mental health evaluations; however, the fiscal implications of the bill to units of local government cannot be determined at this time.

Source Agencies: 405 Department of Public Safety, 407 Commission on Law Enforcement, 411 Commission on Fire Protection, 458 Alcoholic Beverage Commission, 802 Parks and Wildlife Department

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