

House Bill 4263
Senate Amendments
Section-by-Section Analysis

HOUSE VERSION	SENATE VERSION (CS)	CONFERENCE
<p>SECTION 1. Section 242.004(c), Human Resources Code, is amended to read as follows:</p> <p>(c) The department shall establish procedures and practices governing:</p> <p>(1) employment-related grievances submitted by department employees; and</p> <p>(2) <u>grievances challenging disciplinary termination of employment</u> [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].</p> <p>SECTION 2. Subchapter A, Chapter 242, Human Resources Code, is amended by adding Section 242.012 to read as follows:</p> <p><u>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.</u></p> <p><u>(b) The department may adopt a policy allowing juvenile correctional officers, one time during a fiscal year, to elect to receive a lump-sum payment for the officer's accumulated vacation leave in lieu of taking the leave.</u></p> <p><u>(c) The number of hours of accumulated vacation leave for which a juvenile correctional officer may be paid under a policy authorized by this section may not exceed all of the officer's accumulated vacation leave or 40 hours of accumulated vacation leave, whichever is less.</u></p> <p><u>(d) If the department pays a juvenile correctional officer for the officer's accumulated vacation leave under a policy authorized by this section, the department shall:</u></p>	<p>SECTION 1. Same as House version.</p> <p>No equivalent provision.</p>	

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(1) compute the amount of the payment by multiplying the officer's hourly rate of compensation on the date the officer notifies the department of an election by the number of hours of accumulated vacation leave for which the officer elects to be paid; and
(2) on making the payment, deduct the number of hours for which the officer received payment from the officer's accumulated vacation leave balance.

SECTION 3. Section 245.101(c), Human Resources Code, is amended to read as follows:
(c) The executive director shall determine the size of the panel described by Subsection (b) and the length of the members' terms of service on the panel. The panel must consist of an odd number of members and the terms of the panel's members must last for at least two years. The executive director shall adopt policies that ensure the transparency, consistency, and objectivity of the panel's composition, procedures, and decisions. The executive director shall appoint persons to serve as members of the panel. A person appointed to the panel must be a department employee ~~[who works at the department's central office]~~. A member of the panel may not be involved in any determination under this chapter ~~[supervisory decisions]~~ concerning a child ~~[children]~~ in the custody of the department for whom that panel member has made a supervisory decision.

SECTION 2. Same as House version.

SECTION 4. As soon as practicable after the effective date of this Act, the Texas Juvenile Justice Department shall establish the procedures and practices required by Section 242.004(c),

SECTION 3. Same as House version.

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Human Resources Code, as amended by this Act.		
SECTION 5. This Act takes effect September 1, 2025.	SECTION 4. Same as House version.	