



FLOOR AMENDMENT NO. _____

BY: Cole

1 Amend H.B. No. 1896 (house committee report) by striking all
2 below the enacting clause and substituting the following:

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

5 Sec. 614.015. MENTAL HEALTH LEAVE FOR PUBLIC SAFETY
6 EMPLOYEES [~~PEACE OFFICERS AND TELECOMMUNICATORS~~]. (a) In this
7 section, "public safety employee" means a peace officer, fire
8 fighter, detention officer, county jailer, or emergency medical
9 services employee of this state or a political subdivision of this
10 state. The term includes a person [+

11 [~~(1) "Law enforcement agency" means an agency of the~~
12 ~~state or of a political subdivision of the state authorized by law~~
13 ~~to employ peace officers.~~

14 [~~(2) "Telecommunicator" means a person~~] authorized to
15 act as a telecommunicator under Section 1701.405, Occupations Code,
16 or a person acting in a similar capacity under Chapter 773, Health
17 and Safety Code.

18 (b) Each entity [~~law enforcement agency, and each agency~~] of
19 the state or of a political subdivision of the state that employs a
20 public safety employee [~~full-time telecommunicator,~~] shall develop
21 and adopt a policy allowing the use of mental health leave by the
22 public safety employees [~~peace officers and full-time~~
23 ~~telecommunicators, as applicable,~~] employed by the entity [~~agency~~]
24 who experience a traumatic event in the scope of that employment.

25 (c) A mental health leave policy adopted under this section
26 must:

27 (1) provide clear and objective guidelines
28 establishing the circumstances under which a public safety employee
29 [~~peace officer or telecommunicator~~] is granted and may use mental

1 health leave;

2 (2) entitle a public safety employee [~~peace officer or~~
3 ~~telecommunicator~~] to mental health leave without a deduction in
4 salary or other compensation;

5 (3) enumerate the number of mental health leave days
6 available to a public safety employee [~~peace officer or~~
7 ~~telecommunicator~~]; and

8 (4) detail the level of anonymity for a public safety
9 employee [~~peace officer or telecommunicator~~] who takes mental
10 health leave.

11 (d) A mental health leave policy adopted under this section
12 may provide a list of mental health services available to public
13 safety employees [~~peace officers and telecommunicators~~] in the area
14 of the [~~law enforcement or~~] employing entity [~~agency~~].

15 SECTION 2. This Act takes effect September 1, 2025.