

1-1 By: Harless (Senate Sponsor - Bettencourt) H.B. No. 4205
1-2 (In the Senate - Received from the House May 12, 2025;
1-3 May 13, 2025, read first time and referred to Committee on Local
1-4 Government; May 16, 2025, reported favorably by the following
1-5 vote: Yeas 6, Nays 0, 1 present not voting; May 16, 2025, sent to
1-6 printer.)

1-7	COMMITTEE VOTE			
1-8		Yea	Nay	Absent
1-9	Bettencourt	X		PNV
1-10	Middleton	X		
1-11	Cook			X
1-12	Gutierrez	X		
1-13	Nichols	X		
1-14	Paxton	X		
1-15	West	X		

1-16 A BILL TO BE ENTITLED
1-17 AN ACT

1-18 relating to compensation and employment benefits for law
1-19 enforcement personnel in certain counties.

1-20 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:
1-21 SECTION 1. Sections 174.003(3), (4), and (5), Local
1-22 Government Code, are amended to read as follows:

1-23 (3) "Police officer" means a paid employee who is
1-24 sworn, certified or licensed by the Texas Commission on Law
1-25 Enforcement, and full-time, and who regularly serves in a
1-26 professional law enforcement capacity in the police department of a
1-27 political subdivision, the office of a district attorney as an
1-28 investigator, or the office of the county fire marshal. The term
1-29 does not include the chief of the department.

1-30 (4) "Political subdivision" includes a municipality
1-31 and a county.

1-32 (5) "Public employer" means the official or group of
1-33 officials of a political subdivision whose duty is to establish the
1-34 compensation, hours, and other conditions of employment of fire
1-35 fighters, police officers, or both, and may include the mayor, city
1-36 manager, town manager, town administrator, municipal governing
1-37 body, director of personnel, personnel board, commissioners,
1-38 commissioners court, or another official or combination of those
1-39 persons.

1-40 SECTION 2. Section 174.005, Local Government Code, is
1-41 amended to read as follows:

1-42 Sec. 174.005. PREEMPTION OF OTHER LAW. This chapter
1-43 preempts all contrary local ordinances, executive orders,
1-44 legislation, or rules adopted by the state or by a political
1-45 subdivision or agent of the state, including a personnel board,
1-46 civil service commission, commissioners court, or home-rule
1-47 municipality.

1-48 SECTION 3. Subchapter 2, Chapter 152, Local Government
1-49 Code, is amended by adding Section 152.908 to read as follows:

1-50 Sec. 152.908. COMPENSATION PARITY FOR POLICE OFFICERS IN
1-51 CERTAIN COUNTIES. (a) In this section, "police officer" has the
1-52 meaning assigned by Section 174.003.

1-53 (b) This section applies only to a county with a population
1-54 of 3.3 million or more.

1-55 (c) If the commissioners court of a county increases the
1-56 compensation or employment benefits for a class of police officers,
1-57 the commissioners court must increase by the same amount the
1-58 compensation or employment benefits to all police officers that are
1-59 within that class and who receive their compensation and employment
1-60 benefits primarily through county funding.

1-61 (d) The commissioners court of a county:

(1) shall provide funding to each law enforcement agency, office, or department of the county necessary to provide the increase in compensation or employment benefits required by Subsection (c); and

(2) may not reduce a component of the budget of a law enforcement agency, office, or department as a result of the increase in compensation or employment benefits required by Subsection (c).

SECTION 4. Section 152.908, Local Government Code, as added by this Act, applies only to an increase in the compensation or employment benefits for a class of police officers, as defined by that section, that is adopted by the commissioners court of the county on or after the effective date of this Act.

SECTION 5. This Act takes effect September 1, 2025.

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