

MEMORANDUM

TO: Donna Barron, City Manager

FROM: Matt Grebliunas, Director of Human Resources

DATE: August 12, 2021

**SUBJECT: APPROVAL OF ADMINISTRATIVE POLICY 2.0, HUMAN RESOURCES
- SECTION XVIII – MENTAL HEALTH LEAVE FOR PEACE OFFICERS**

BACKGROUND

Texas Senate Bill 1359 requires all law enforcement agencies to develop and adopt a policy allowing use of paid mental health leave by peace officers employed by the agency who experience a traumatic event in the scope of employment. For purposes of this bill “law enforcement agency” includes a political subdivision authorized to employ peace officers, including colleges and school districts.

The leave policy must be implemented by September 1, 2021 and must provide clear and objective guidelines for granting and use of mental health leave, make the leave available without a deduction in compensation, state the number of leave days available, and detail the limit of anonymity for a peace officer taking such leave.

ANALYSIS

The proposed policy establishes three days of mental health leave for peace officers that experience a traumatic event in the scope of employment. An extension can be provided by the department Chief if the peace officer provides documentation from a mental health professional who is counseling the officer. A corresponding administrative directive will also be signed by the city manager after this policy is adopted by the City Council. The administrative directive will set forth the detailed process and guidelines for using this mental health leave.

RECOMMENDATION

It is City staff’s recommendation that the City Council approve the policy as set forth in the caption above.