



HUMAN RESOURCES

To: Mayor and Town Council

From: James Edwards, Human Resources Director

Through: Mario Canizares, Town Manager
Bob Scott, Deputy Town Manager

Re: Town Council Meeting – August 22, 2023

Strategic Visioning Priority: 4. Provide Excellent Municipal Services

Agenda Item:

Consider and act upon an ordinance adopting new personnel policies regarding mental health leave for certain personnel as required by recent legislation and injury and illness leave for certain personnel as required by recent legislation.

Description of Agenda Item:

The State Legislature passed House Bill 471 and House Bill 1486 during the 88th Texas Legislative Session. House Bill 471 requires the Town to provide police officers and fire fighters leave of absence for an illness or injury related to the person's line of duty with full pay for up to one year. House Bill 1486 requires that each city that employs a full-time telecommunicator, shall adopt a policy allowing the use of mental health leave by a full-time telecommunicator employed by the agency who experienced a traumatic event in the scope of that employment. The Town currently has mental health leave for police officers only. The adoption of the proposed ordinance would then include fire fighters and telecommunicators as part of the policy update.

Budget Impact:

Budget may be impacted by department need to backfill vacant position due to injury or illness leave. In the event this would occur, cost would be unpredictable but prospectively covered through department salary savings.

Legal Obligations and Review:

Terrence Welch of Brown & Hofmeister, L.L.P., has approved the attached documents as to form and legality.

Attached Documents:

1. Ordinance
2. Exhibit A
3. Exhibit B

Town Staff Recommendation:

Town Staff recommends that the Town Council approve an ordinance adopting new personnel policies regarding mental health leave and injury leave for certain personnel as required by recent legislation.

Proposed Motion:

I move to approve an ordinance adopting new personnel policies regarding mental health leave and injury leave for certain personnel as required by recent legislation.