



89th Regular Legislative Session

By the Numbers

Year	Total Bills Introduced	Total Bills Passed	City-Related Bills Introduced	City-Related Bills Passed
2011	6303	1410	1500+	160+
2013	6061	1437	1700+	220+
2015	6476	1329	1600+	220+
2017	6800	1220	2000+	290+
2019	7541	1437	2000+	330+
2021	6927	1073	2000+	240+
2023	8344	1258	1800+	230
2025	9014	1231	2189	262



Sine Die – June 2, 2025





Gov. Greg Abbott orders special legislative session after vetoing 26 bills

Abbott will call lawmakers back to Austin to tackle Senate Bill 3, a propose vetoed, as well as five others from his veto list.

BY HAYDEN BETTS JUNE 23, 2025 1 AM CENTRAL

LOCAL NEWS

Texas Gov. Greg Abbott calls lawmakers to special session after vetoing THC ban, several other bills

Gov. Abbott calls special session on THC and other vetoed bills. Here's a look at what to expect.

The Texas Newsroom | By Blaise Gainey, Andrew Schneider
Published June 23, 2025 at 3:28 PM CDT



5 Austin American-Statesman

Abbott vetoes THC ban, but calls special session to revisit the issue

The proposed ban on products containing intoxicating cannabinoids was considered must-pass legislation by Lt. Gov. Patrick, even as veteran...

July 16, 2025



Cutting Room Floor

- Minimum Wage Increase
- Whistleblower Expansion
- Salary Limitations
- E-Verify Program
- Drug Testing
- Paid Family Medical Leave
- Unemployment Benefits
- Discrimination





VETOED BILLS



Consumable Hemp – S.B. 3

- **VETOED** S.B. 3 (Perry/King) – Consumable Hemp: among other things, creates criminal offenses for the: (1) manufacture, delivery, or possession with intent to deliver certain consumable hemp products; (2) possession of certain consumable hemp products; (3) sale or distribution of certain consumable hemp products to persons younger than 21 years of age; (4) manufacture, distribution, or sale of consumable hemp products for smoking; (5) sale or delivery of certain consumable hemp products near a school; and (6) the provision of certain consumable hemp product by courier, delivery, or mail service.



Personnel Exception to TOMA – H.B. 2520

- **VETOED** Notice of Meetings: among other things, provides that: (1) the notice of each meeting of a governmental body must include an agenda for the meeting that is the subject of the notice that: (a) is sufficiently specific to inform the public of each subject to be considered in the open portion of the meeting, including any matter: (i) that is special or unusual; or (ii) in which the public may have a particular interest; and (b) describes any subject to be considered in the closed portion of the meeting, if applicable; (2) a governmental body may meet in a closed meeting under the personnel exception to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a specific public officer or employee; and (3) a governmental body may not meet in a closed meeting under the personnel exception if the governmental body's deliberations concern operational issues that generally impact a class or group of employees, including changes in the duties or compensation of a class or group of employees. (Effective September 1, 2025.)



Public Safety



First Responder Peer Support Network Services – H.B. 35

- Establishes a peer support network program for emergency medical services personnel and firefighters;
- Tasks TDEM to develop and administer the network for personnel in urban and rural jurisdictions, including peer-to-peer support, suicide prevention training, technical assistance, and identifying, retaining, and screening participating licensed mental health professionals, and connecting first responders with clinical resources at no cost to the first responders; and
- Information relating to a first responder's participation in the peer support network program or services is confidential and not subject to disclosure under the PIA.
- Effective September 1, 2025



Firefighter Cancer Screenings – H.B. 198

- Cities that employ firefighters must offer an occupational cancer screening to each firefighter at no cost in the fifth year of the firefighter's employment, and once every year following the initial screening;
- Occupational cancer screening must be confidential, and in addition to testing for cancer, include: (a) a urine test; (b) a pulmonary function test; (c) an electrocardiogram; (d) an infectious disease screening; (e) breast cancer screening; (f) a blood test; and (g) a chest x-ray once every five years
- TCFP must adopt rules establishing minimum standards for the screening using standards developed by the National Fire Protection Association (NFPA); and
- Exception – cities are not required to offer a screening if they offer an annual occupational medical examination under a plan submitted to the TCFP no later than February 1 of each year that is endorsed by a physician and is in substantial compliance with standards developed by the NFPA.
- Effective June 1, 2026



Civil Service Repeal Limitations – H.B. 2713

- The ability for voters to petition for an election to repeal civil service only applies in a city with a population of less than 50,000 that has operated under civil service for its police officers or firefighters for at least one year.
- Effective Immediately



First Responder Disease Presumption – H.B. 331

- Removes the requirement that a firefighter, peace officer, or EMT who suffers an acute heart attack or stroke must have been engaging in a situation or participating in a training exercise that involved “**nonroutine**” stressful or strenuous physical activity involving fire suppression, rescue, hazardous material response, emergency medical services, or other emergency response activity for the disease presumption to apply
- Adds law enforcement activities to the list of emergency response activities
- Expands the duration from which the acute heart attack or stroke must have occurred to **not later than eight hours after the end of a shift** in which the firefighter, peace officer, or EMT was engaging in the activity
- Effective immediately



Supplemental Income Benefits – H.B. 4144

- Cities must provide to a firefighter or peace officer who retires from a fire department or law enforcement agency with at least 50 firefighters or peace officers, a critical illness supplemental income benefit or comparable health benefit plan coverage if the firefighter or peace officer is diagnosed with certain types of cancer or an acute heart attack or stroke not later than the third anniversary of the date the firefighter or peace officer retires
- The value of the supplemental income benefit must be the lesser of: (a) the firefighter's or peace officer's final year salary; or (b) \$100,000
- A city providing a supplemental income benefit may provide the benefit in a lump sum payment or equal payments over three consecutive months
- Exception: cities that provide a firefighter or peace officer who retires from the city a health benefit plan that is comparable in coverage and cost to the retiree as the health benefit plan provided to the retiree on the day before the date the retiree retired
- Effective September 1, 2025



Volunteer Firefighter Compensation – H.B. 5424

- A fire department may not, in a calendar year, compensate, reimburse, or provide benefits to an individual designated as a volunteer or auxiliary firefighter that exceeds 20 percent of the highest total compensation paid to full-time fire protection personnel by a local government:
 - in the county in which the department is located; or
 - if the county does not have a local government that pays compensation to full-time fire protection personnel, an adjacent county to the county in which the department is located
- Effective September 1, 2026



Collective Bargaining Process – S.B. 777

- In settling disputes relating to compensation, hours, and other conditions of employment, an arbitration board shall consider the city's charter or collective bargaining agreement (CBA);
- If a city's charter or CBA provides for the resolution of an impasse in the collective bargaining process, the city and the employee association that is the bargaining agent for the city's firefighters shall submit to the impasse resolution mechanism contained in the charter or the CBA if the parties:
 - reach an impasse in collective bargaining; or
 - are unable to settle after the 61st day after the date the city council fails to approve a contract reached through collective bargaining; and
- A provision in state law relating to collective bargaining arbitration does not apply to the impasse resolution mechanism unless the charter or agreement, as applicable, provides otherwise.
- Effective September 1, 2025



Uvalde Strong Act – H.B. 33

- Each city, county, and ISD must employ or appoint a public information officer who must obtain certification in emergency communications from TDEM, and complete continuing education on emergency communications.
- The chief administrative officer of an agency may be appointed or employed as a public information officer.



Military Leave – H.B. 2513

- For purposes of calculating the payment amount for a paid military leave of absence for a fire protection employee, a 24-hour or 48-hour work shift constitutes one workday.
- Effective September 1, 2025



Tuition Exemption – H.B. 1105

- An institution of higher education must exempt from the payment of tuition and laboratory fees any student who is enrolled in one or more courses offered as part of an emergency medical services curriculum and is employed as a paramedic by a political subdivision (city).
- Effective September 1, 2025



General Personnel



Unemployment Benefits – H.B. 3699

- removes from the meaning the last person for whom the claimant actually worked, if the claimant worked for that person for at least 30 hours during a week; and
- with respect to those terms referring to the employer for whom the claimant last worked:
 - removes the specification that employer is defined by the unemployment law of any other state as an alternative to being defined by the Texas Unemployment Compensation Act; and
 - specifies that this meaning applies unless otherwise provided by state or federal law.
- Effective January 1, 2026



Severance Pay Limitations – H.B. 762/S.B. 2237

- A city that enters into a contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, that contains a provision for severance pay with an employee or independent contractor must include:
 - a requirement that severance pay that is paid from *public money* may not exceed the amount of compensation the employee or independent contractor would have been paid for 20 weeks, excluding paid time off or accrued vacation leave; and
 - a prohibition of severance pay if the employee or independent contractor is terminated for misconduct.
- A city must post each severance agreement in a prominent place on its website.
- Effective September 1, 2025



Severance Pay Limitations – H.B. 762/S.B. 2237

- Seems clear that:
 - You can make changes up until the effective date of September 1
 - Any change after September 1 will be subject to the limitations and disclosures but agreements before that date are not subject to them



Code Construction Act

- Government Code § 311.025(b) provides: “. . . if amendments to the same statute are enacted at the same session of the legislature, one amendment without reference to another, **the amendments shall be harmonized, if possible, so that effect may be given to each.** If the amendments are irreconcilable, the latest in date of enactment prevails.”



Cybersecurity Training – H.B. 150

- Establishes the Texas Cyber Command (TCC) as a state agency
- Requires each elected or appointed official and employee of a local governmental entity who has access to the entity's information resources or information resources technologies to annually complete a state-certified cybersecurity training program
- Requires a local governmental entity to verify and report on the entity's compliance to TCC and periodically audit compliance
- Allows a governmental entity or the governing body's designee to deny an employee or official access to the entity's information resources or information resources technologies who do not complete the annual training
- Effective September 1, 2025



AI Training Requirements – H.B. 3512

- City employees and elected and appointed officials who have access to city computer systems or databases and the use of a computer to perform at least 25 percent of the employee's or official's required duties must complete a certified artificial intelligence (AI) training program
- The city council may select the most appropriate certified AI training program for employees and officials to complete
- DIR must annually certify at least five AI training programs for state and local governmental employees and update standards for maintenance of certification by the AI training programs
- To apply for a criminal justice related state grant, a city must submit with the grant application a written certification of the city's compliance with certified AI training
- Effective September 1, 2025



Gender Identification – H.B. 229

- Provides that a governmental entity that collects vital statistics information that identifies the sex of an individual for the purpose of complying with antidiscrimination laws or for the purpose of gathering public health, crime, economic, or other data must identify each individual as either male or female.
- Effective September 1, 2025



Compassionate Use Program – H.B. 46

- Expands who a physician may prescribe low-THC cannabis to:
 - Condition that causes chronic pain
 - Traumatic brain injury
 - Crohn's disease or other inflammatory bowel disease
 - Terminal illness or a condition for which a patient is receiving hospice or palliative care
- Allows for administration of low-THC cannabis by pulmonary inhalation (inhalers) if medically necessary based on patient's condition



Election Worker Personal Information – S.B. 1540

- Protects from public disclosure under PIA information that relates to the home address, home telephone number, emergency contact information, date of birth, social security number, or family member information of a current or former election official or employee, volunteer, or designee of an election official who performs duties relating to elections if the individual:
 - chooses to restrict public access to the information; and
 - notifies the governmental body of their choice on a form provided by the governmental body, accompanied by evidence of the individual's status.
- Effective September 1, 2025.



Competitive Bidding Threshold – S.B. 1173

- Increases the threshold at which competitive bidding is required for purchases from \$50,000 to \$100,000; and
- Increases the threshold at which a city must contact at least two historically underutilized businesses to an expenditure of more than \$3,000 but less than \$100,000.
- Effective September 1, 2025



Stay Informed

- [TML Legislative Update](#)
- Post-Session Update articles
- Full list of passed bills:
<https://www.tml.org/DocumentCenter/View/5434/City-Related-Bills-Passed-89th-Session>



Questions

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[TML Employment Law Manual](#)

