

# 89th Regular Session Legislative Update

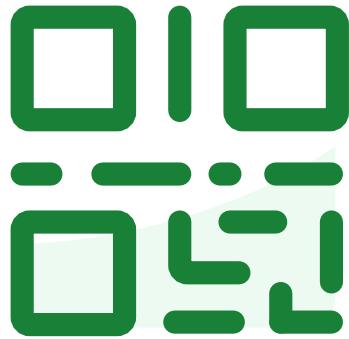
TMHRA Labor Relations Workshop  
January 28, 2026

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**Which HR-related bills have been  
the most concerning for you or your  
city?**

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# 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
<b>2025</b>	<b>9014</b>	<b>1231</b>	<b>2189</b>	<b>262</b>

# Special Sessions

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

Abbott will call lawmakers back to Austin to tackle Senate Bill 3, a proposed ban on THC that he vetoed, as well as five others from his veto list.

BY HAYDEN BETTS JUNE 23, 2025 1 AM CENTRAL

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

LOCAL NEWS

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

The Texas Newsroom | By Blaise Gainey, Andrew Schneider

Published June 23, 2025 at 3:28 PM CDT



 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...

# 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.

# 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 June 20, 2025**

# 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 May 24, 2025**

# 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

# 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

# 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 CBA;
- If a city's charter or CBA provides for the resolution of an impasse in the collective bargaining process, the city and 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 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 provides otherwise.



**Effective September 1, 2025**

# Uvalde Strong Act – H.B. 33

- Standard crisis response policies and practices – new requirements (training, exercises, agreements, reporting, etc.)
- Each city police dept. must employ/appoint a public information officer (PIO) 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 PIO

# 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.

# Code Enforcement Officers – H.B. 4765 / S.B. 1376

## **H.B. 4765 – Code Enforcement Officers**

- Only licensed code enforcement officers will be permitted to perform code enforcement duties
- All code enforcement officers must be licensed in Texas
- Exemption – person who holds a similar license from another state is exempt from the Texas license requirement and can perform code enforcement duties under their out-of-state license
- Only applies to code enforcement officers

## **S.B. 1376 – Code Enforcement Officers In Training**

- Provides exception to the requirement that a code enforcement officer in training can only perform code enforcement duties if they are supervised by licensed code enforcement officer.
- Now, someone in training to receive their code enforcement license can perform code enforcement duties with or without supervision while in training.



**Effective September 1, 2025 (H.B. 4765) /  
June 20, 2025 (S.B. 1376)**

# 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).

# General Personnel



# TMRS Contributions – H.B. 3161

- Cities that participate in the Texas Municipal Retirement System may designate a new 8% employee contribution rate (in addition to the current TMRS 5%, 6%, and 7% rate options)
- Does not impact any retiree's current benefit
- Cities will need to adopt an ordinance to offer the new rate



**Effective September 1, 2025**

# 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 could have made changes up until the effective date of September 1
  - Any change after September 1 is now subject to the limitations and disclosures
    - Agreements before September 1 are not subject to them



**Effective September 1, 2025**

# 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.

# Texas Women's Privacy Act – 2 S.B. 8

- Passed in Second Special Session
- Requires cities to designate each multiple-occupancy private space for use only by one sex
- Take reasonable steps to ensure opposite sex are excluded
- “Male” and “female” defined based on reproductive anatomy
- “Sex” = individual’s biological sex, either male or female
- “Multiple Occupancy Private Space” includes facilities such as restrooms, locker rooms, changing rooms, shower rooms designed for simultaneous use by more than one person
- “Single Occupancy Private Space” means restroom or sleeping quarters designed for use by one person



**Effective December 4, 2025**

# Texas Women's Privacy Act – 2 S.B. 8

- “Reasonable steps” might include –
  - Clear signage designating facilities by sex
  - Written policies instructing staff on how to handle violation or complaint
  - Periodic staff monitoring of facilities
  - Prompt response to complaints or violations
- **Permits accommodations such as** family restrooms, unisex single-stall facilities, and policies that help children, elderly individuals, and people with disabilities.
- **Expressly prohibits** any accommodation that allows a person to use a multi-use facility designated for the opposite sex.
- Narrow exceptions:
  - Cleaning and maintenance
  - Medical or other emergency
  - Law enforcement duties
  - Providing assistance to someone in need
  - For children under 10 when accompanied by a caregiver



**Effective December 4, 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



**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**

# Resources

- [\*\*TML Legislative Updates\*\*](#)
- [\*\*Full List of Bills Passed\*\*](#)
- [\*\*TML Legal Resources\*\*](#)

# Contact Us!

TML Legal Department

(512) 231-7400

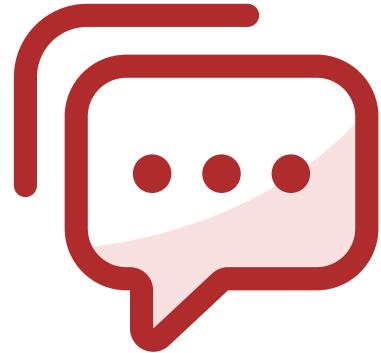
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# Questions?



## Audience Q&A

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