

FY 2027 Department Funding Request for a GRANT Position(s)

Department/Program #	Department Name / Program	Priority #	Department Improvement Title
50060-0001	50060 - SHERIFF'S OFFICE FUSION CENTER/0001 - ADMIN	1	Research Analyst
Budget Category, FINAL Recommendation and Comments			
FINAL Budget Department Category	FINAL RECOMMENDATION for Funding	Comments (if any)	
E-Workshop Discussion	Neutral	Request to make a UASI funded grant position a county funded employee so that the county is not reliant on the grant. County has been notified we will receive the grant through 8/31/2026. County has applied for funding for the term 9/1/2026 - 8/31/2027 and award is usually awarded by November. No confirmation of award as of 6/11/2026.	

What is the current grant's name?	UASI Regional	When will the grant expire?	8/31/2026
Are you going to apply for the grant to be renewed?	Yes	Renewal Grant Start Date?	9/1/2026
Is this a request to move the position from grant funded to fully 100% county funded?	Yes	Renewal Grant End Date?	8/31/2027

WHY does this position need to be 100% county funded?

Despite its critical mission, the greatest threat to the North Texas Fusion Center's (NTFC) continued effectiveness is funding instability. For more than a decade, key NTFC positions have been funded through the Urban Area Security Initiative (UASI) grant program. While grants are valuable for capability development, they are not intended to serve as long-term staffing solutions. Recent federal-level changes have introduced significant uncertainty regarding the future and timing of UASI funding. As of this submission, UASI funds have not yet been received and are more than five months delayed compared to previous years. Although approval has been indicated, there is no confirmed timeline or funding level, creating operational risk for positions that are essential to the fusion center's mission.

Transitioning this critical role from grant-funded to county-funded billet will eliminate funding uncertainty, ensure continuity of operations, and allow for deliberate long-term planning. Stable staffing is essential to maintaining and strengthening the NTFC's ability to support threat detection, intelligence analysis, and information sharing at the local, regional, and national levels. Accordingly, this request seeks the addition of a Research Analyst to secure the NTFC's operational capacity and reinforce the county's overall security posture.

HOW will this position benefit the County by being 100% county funded?

The North Texas Fusion Center (NTFC) is one of the longest-standing fusion centers within the national network of 80 centers created in the wake of 9-11, operating continuously since its establishment in 2006. For nearly two decades, the NTFC has served as a critical intelligence and information-sharing hub, supporting more than 600 mission partners and functioning as a vital link in both regional and national security efforts. The NTFC's area of responsibility spans 13 counties and supports approximately 5.6 million residents, 1.15 million K-12 students, and nearly 300,000 university students. Within Collin County alone, the NTFC supports 1.2 million residents, 300,000 K-12 students, and 67,000 university students, underscoring its direct and substantial impact on the county's safety and resilience.

The NTFC supports a broad and increasingly complex set of mission areas, including domestic violent extremism, critical infrastructure and key resource protection, election security, counterterrorism, detention intelligence, threat assessment and threat management, narcotics, and human trafficking. To extend its reach and effectiveness, the NTFC trains and manages regional force-multiplier programs such as the Fusion Liaison Officer (FLO) and the School Safety Liaison (SLO) programs. These programs enhance real-time information sharing across jurisdiction and disciplines, enabling early identification of emerging threats and rapid response to incidents affecting schools, communities, and critical systems.

Operational demand for NTFC services remains high and continues to grow. In FY 2025, the NTFC processed 2,041 requests for information, produced 92 serialized intelligence products for local regional and national partners, reviewed and processed 302 vetted tips, and validated 184 gang members. The center also processed 148 threats to life across educational, faith-based, and general community settings, conducted 19 trainings, and provided timely intelligence support to partner agencies across its region. These outputs reflect the NTFC's essential role in providing capabilities and access to intelligence that many partner agencies cannot generate independently.

What are the job duties of this position?

No changes to job scope, classification, or day-to-day responsibilities are anticipated as a result of the funding source transition from grant-funded to budget-funded.

This position is not new operational roles within the County, as it has existed as a grant-funded billet within the County's organizational structure for more than a decade. The requested action represents a change in funding source rather than a change in job function.

This position will continue to perform the duties of a Research Analyst. Core responsibilities include collecting, analyzing, and disseminating criminal intelligence and information related to violent crime, emerging threats, and public safety risks. A Research Analyst supports threat identification, crime trend analysis, and intelligence-led policing by integrating data from local, state, and federal sources.

Additional duties include preparing intelligence products, analytical reports, bulletins, and briefings for law enforcement leadership, partner agencies, and authorized stakeholders. An analyst ensures compliance with privacy, civil liberties, and data-sharing standards while maintaining data accuracy and integrity across multiple intelligence and information systems.

A Research Analyst collaborates with operational units, regional task forces, and federal partners to support investigations, situational awareness, and coordinated responses to criminal activity and critical incidents. The position also supports grant reporting, performance measurement, and strategic planning functions associated with fusion center operations.

CURRENT POSITION(S) ON THIS GRANT - ANNUAL FUNDING

Current Employee Name	Current Employee Position Number	Current Grade	Part-Time (20 hrs.) Full-Time (40 hrs.)	Current Salary	Estimated Amount with Current Benefits	Current Employee Title	Updated Amount with Next Year Benefits	
Vacant (Malcolm McLaughlin)	00300323	557	Full-Time	\$112,523.00	\$155,929.00	Research Analyst	\$155,929.00	
Current Position(s) on Grant Subtotal:						\$155,929.00	Updated Position(s) on Grant Subtotal:	\$155,929.00

FUNDING COVERED UNDER EXISTING GRANT FOR FY 2027

Current Employee Name	Current Salary	# Of MONTHS Remaining on Grant	Part-Time (20 hrs.) Full-Time (40 hrs.)	% of Grant Funding (if not a flat rate)	Remaining Grant Funding with Benefits	If Flat Rate, how much does the grant cover?	Current Employee Title	Updated Amount with Next Year Benefits	OR Flat Rate Amount Updated	
Vacant (Malcolm McLaughlin)	\$112,523.00	0	Full-Time	100.0%	\$0.00		Research Analyst	\$0.00	\$0.00	
Current Grant Covered Position(s) Subtotal:					\$0.00	\$0.00	Updated Grant Covered Position(s) Subtotal:		\$0.00	\$0.00

REQUESTED COUNTY FUNDING FOR FY 2027 (ENDING GRANT - REQUEST FOR 100% FUNDED COUNTY POSITION)

Current Employee Title	Current Salary	# Of MONTHS County Funded	Part-Time (20 hrs.) Full-Time (40 hrs.)	County Funding Needed with Benefits	County Funding Needed with Flat Rate	Current Employee Name	Updated Amount with Next Year Benefits	Updated County Funding Needed with Flat Rate	Recommendation
Vacant (Malcolm McLaughlin)	\$112,523.00	12	Full-Time	\$155,929.00	\$0.00	Research Analyst	\$155,929.00	\$0.00	Neutral
Requested ADD Position(s) Subtotal:				\$155,929.00	\$0.00	Updated County Funded Position(s) Subtotal:		\$155,929.00	\$0.00

Total Estimated Department Request: \$155,929.00

Updated Total Department Request: \$155,929.00

NEUTRAL Total Department Request Utilizing FY 2027 Funds: \$155,929.00

RECOMMENDED Total Department Request Utilizing FY 2026 Funds: \$0.00

Notes to Purchasing Department (part numbers, equipment specifications, where you found the item, etc.)

FY 2027 Department Funding Request for a GRANT Position(s)

Department/Program #	Department Name / Program	Priority #	Department Improvement Title
50060-0001	50060 - SHERIFF'S OFFICE FUSION CENTER/0001 - ADMIN	1	Research Analyst

ANALYSIS

Q & A Discussions with Department					
Sent To:	Date Sent	Comment	Date Received	Responder's Name	Comment
Shannon Poe	3/11/2026	Due 3/23/26	3/23/2026	Shannon Poe	

Questions TO Department	Response From Department
I show the FY 2026 Grant included 2 positions, this form only includes 1 position. What is the Sheriff's Office intent for the 2nd analyst position in FY 2027?	The SO asks the County to fund the Fusion Center's Director's position (Research Analyst, 557) in the FY27 budget. If the County funds the Director's position, the SO will continue to pursue UASI funding for another position in the Fusion Center, likely a Research Specialist (532), depending on the UASI amount.
Is the Sheriff asking for the position to become a County position, but still seek grant funds to cover it, or if the position were converted to a County position, discontinue going for the grant or go after additional positions?	If the County adds the Director's position to the FY27 budget, then the SO would continue to pursue UASI funds for another position in the Fusion Center, likely a Research Specialist (532).

Q & A Discussions with Human Resources					
Sent To:	Date Sent	Comment	Date Received	Responder's Name	Comment
HR					

Questions to Human Resources	Response From Human Resources
If this position became a County Employee, would the title change?	No, we have not been provided any information or changes in duties that would require a name change. The position title is Research Analyst.