

Collin County Going the Extra Mile (GEM) Recognition Form

Honoree's Name: Forrest Haynes

Honoree's Job Title: IT Security Analyst

Department: IT

Years of Service with the County: 4

Why the Honoree is receiving a GEM Award including dates:

Forrest Haynes has gone well beyond the scope of his role as a Security Analyst this year, taking on projects that improved the security team's capabilities, supported other departments, and delivered measurable value to the county.

Forrest took on a significant project to evaluate the county's endpoint security tools. He built a sandboxed enterprise environment from the ground up, including Active Directory, DNS, and workstations, and coordinated with the network team to ensure proper segmentation. He used the environment to run controlled malware testing against the county's endpoint solutions. This project, which he planned, executed, and documented independently, is on track to drive a tooling decision that will improve the county's security posture and identify cost savings. This work goes well beyond what a traditional security analyst does.

He also reached out to the Elastic vendor on his own initiative and arranged a free, on-site machine learning training class held in the commissioners' court. Rather than limiting the opportunity to the security team, Forrest extended the invitation to neighboring counties that use the same platform. The county received professional vendor training at no cost to the department, and Forrest built peer relationships with other jurisdictions doing the same work.

Forrest's contributions extended beyond IT. When the Odyssey SaaS project team needed a solution to deploy a usable application icon for 1,400 county users ahead of the June go-live, Forrest stepped in. He carved the icon from the application executable and worked with Operations to deploy it through Group Policy, a task entirely outside his responsibilities, but a critical step to the project's success.

Forrest's willingness to take on work outside his role, invest his own time in improving the team, and solve problems for departments that had no expectation of his help sets a standard for how we hope all team members operate. He is a deserving recipient of the GEM Award.

Approved by elected official or department head on the 8th day of Sep, 2026

Caren R. Skipworth

Signature of Elected Official
or Department Head

Printed Name