



COLLIN COUNTY

Health Care Services
825 N. McDonald Street
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McKinney, Texas 75069
www.collincountytx.gov

972 548-5532/fax 972 548-5550

TO: Collin County Health Care Board of Trustees

FROM: Candy Blair, Public Health Director, Health Care Services

DATE: September 29, 2025

RE: Contingency Plan for Federal Shutdown-Health Care Services Grants

The Texas Department of State Health Services (DSHS) has notified us of possible disruptions to grant funding in case of a federal government shutdown beginning October 1, 2025. Previously, grant funds were distributed annually in advance, but are now issued in daily increments. If the federal employees responsible for processing these payments are furloughed, payments to the State from CDC and, in turn, to Collin County may temporarily stop.

Health Care Services has developed a 60-day contingency bridge plan to ensure the uninterrupted delivery of critical public health services. If federal grant payments are delayed, we will pause hiring for four vacant or newly approved FY26 County-funded positions and redirect those funds to maintain 18 existing grant-funded staff positions. This temporary hiring freeze will comprehensively cover the projected cost of \$356,850, with a \$43,000 cushion in available funds. For context, the most extended federal government shutdown lasted 35 days (Dec. 22, 2018 – Jan. 25, 2019).

We respectfully request the support of the Board of Trustees/Collin County Commissioners' Court in contacting the Collin County delegation to ask Congress to classify the federal staff responsible for issuing payments to the State of Texas as *essential employees* during any government shutdown. Without this advocacy, local health services face unnecessary risk from avoidable funding delays.

Proposed Response Scenarios:

1. **No Shutdown or Grant Impact:** Proceed with normal hiring in October.
2. **Shutdown with Grant Disruption:** Pause hiring of four County-funded positions; redirect savings to protect grant-funded staff.
 - If federal funds are later reimbursed, hiring resumes.
 - If not reimbursed, we will maintain the hiring freeze to offset costs.



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Grant-Funded Positions Protected by This Plan (18 total):

- Community Health Specialist – Position ID: 300456
- Epidemiologist – Position IDs: 300285, 300579, 300580, 300581, 300582
- Financial Analyst – Position ID: 300516
- Functional Analyst – Position IDs: 300517, 300589, 300621
- Health Care Analyst – Position IDs: 300467, 300527
- Medical Assistant – Position ID: 300176
- Nurse (RN) – Position ID: 201274
- PHEP Coordinator – Position ID: 300288
- PHEP Planners – Position IDs: 200243, 300177
- Program Coordinator – Position ID: 300578

County-Funded Positions on Temporary Hiring Freeze (4 total):

- Epidemiologist – New FY26 position
- Nurse (RN) – Position change in FY26 from Nurse (LVN), Position ID: 201264
- Nurse (RN) – Position ID: 201475
- Tech I – Position ID: 201467

Action Requested:

Approval of this contingency bridge plan and support in contacting our elected officials to advocate for continued funding operations during any federal shutdown.