TEXAS
STATEWIDE COMMUNICATION INTEROPERABILITY PLAN

November 18, 2025

The Texas SWIC and the Texas Interoperable Communications Coalition

Developed with support from the Cybersecurity and Infrastructure Agency, Emergency Communications Division

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TABLE OF CONTENTS

LETTER FROM THE STATEWIDE INTEROPERABILITY COORDINATOR ii
INTRODUCTION 3
Interoperability and Emergency Communications Overview 4
GOVERNANCE AND LEADERSHIP 5
PLANNING AND PROCEDURES 6
TRAINING, EXERCISES, AND EVALUATION 6
COMMUNICATIONS COORDINATION 7
TECHNOLOGY AND INFRASTRUCTURE 7
CYBERSECURITY 9
IMPLEMENTATION PLAN 9
Governance and Leadership 10
Planning and Procedures 13
Training, Exercises, and Evaluation 14
Communications Coordination 15
Technology and Infrastructure 16
Cybersecurity 17
APPENDIX A: STATE MARKERS 19
APPENDIX B: ACRONYMS 27

LETTER FROM THE STATEWIDE INTEROPERABILITY COORDINATOR

Greetings,

As the Statewide Interoperability Coordinator (SWIC) for Texas, I am pleased to present the 2025 Texas Statewide Communication Interoperability Plan (SCIP). The SCIP outlines the State's plan to enhance emergency communications interoperability and support public safety practitioners throughout Texas.

This update complies with the current U.S. Department of Homeland Security grant guidelines. Representatives from the Texas Interoperable Communications Coalition (TxICC) collaborated to update the SCIP with actionable and measurable goals and objectives, and assigning champions to ensure these tasks are completed. The goals and objectives focus on Governance, Technology, Cybersecurity, and Funding. They are designed to assist the State in planning for emerging technologies and managing the evolving landscape of emergency communications. Furthermore, they incorporate the National Council of SWICs (NCSWIC) State Interoperability Markers, which measure Texas's level of interoperability maturity against 30 markers.

Efforts to enhance interoperability will continue, focusing on improving communication across different disciplines and jurisdictional boundaries. With the support of public safety practitioners statewide, we will work to achieve the goals outlined in the SCIP and become a model for statewide interoperability.

Sincerely,

Aaron Slaughter
Texas Statewide Interoperability Coordinator
Texas Department of Public Safety

INTRODUCTION

The SCIP is a one-to-three-year strategic planning document that contains the following components:

- **Introduction** – Provides the context necessary to understand what the SCIP is and how it was developed. It also provides an overview of the current emergency communications landscape.
- **Vision and Mission** – Articulates Texas' vision and mission for improving emergency and public safety communications interoperability over the next one-to-three-years.
- **Implementation Plan** – Describes Texas' plan to implement, maintain, and update the SCIP to enable continued evolution of and progress toward the State's interoperability goals.

The Emergency Communications Ecosystem consists of many inter-related components and functions, including communications for incident response operations, notifications, alerts and warnings, requests for assistance and reporting, and public information exchange. The primary functions are depicted in the National Emergency Communications Plan (NECP).[1] The Interoperability Continuum, developed by the U.S. Department of Homeland Security's SAFECOM program and shown in Figure 1, serves as a framework to address challenges and continue improving operable/interoperable and public safety communications.[2] It is designed to assist the public safety agencies and policy makers with planning and implementing interoperability solutions for communications across technologies.

[1] 2019 National Emergency Communications Plan
[2] Interoperability Continuum Brochure

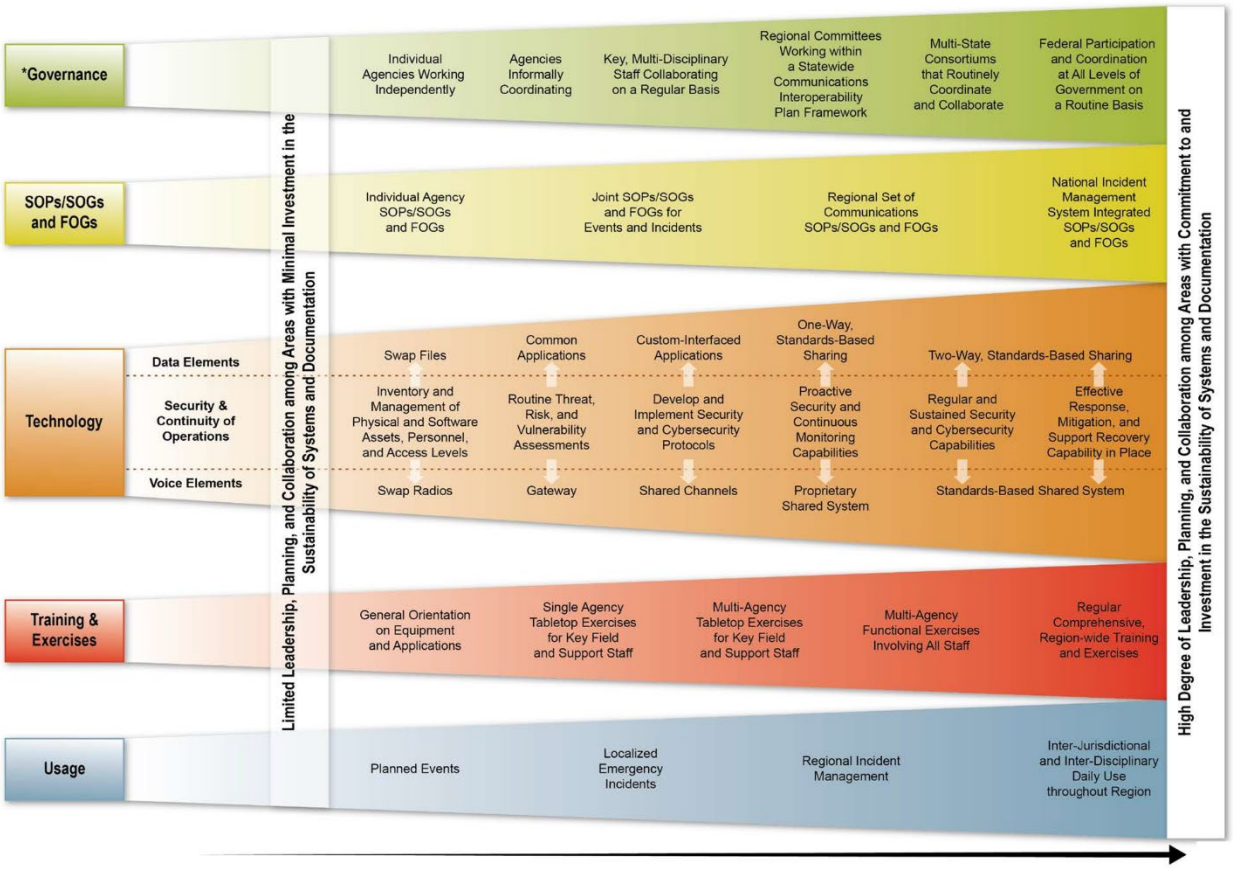

Figure 1: Interoperability Continuum

Interoperability and Emergency Communications Overview

Interoperability is the ability of emergency response providers and relevant government officials to communicate across jurisdictions, disciplines, and levels of government as needed and as authorized. Reliable, timely communications among public safety responders and between public safety agencies and citizens is critical to effectively carry out public safety missions, and in many cases, saving lives.

Traditional voice capabilities, such as land mobile radio (LMR) and landline 9-1-1 services have long been and continue to be critical tools for communications. However, the advancement of internet protocol-based technologies in public safety has increased the type and amount of information responders receive, the tools they communicate with, and complexity of new and interdependent systems. Emerging technologies increase the need for coordination across public safety disciplines, communications functions, and levels of government to ensure emergency communications capabilities are interoperable, reliable, and secure.

VISION AND MISSION

This section describes Texas' vision and mission for improving emergency and public safety communications interoperability:

Vision:

All public safety and incident response entities in Texas will implement and utilize standards-based sustainable wireless interoperable voice and data communications.

Mission:

Through the unified voice and collaborative efforts of the Texas Interoperable Communications Coalition and the Statewide Interoperability Coordinator Office, promote standards-based voice and data communications interoperability throughout Texas.

GOVERNANCE AND LEADERSHIP

Goal: All public safety and incident response entities in Texas will have access to effective and sustainable wireless interoperable voice and data communications.

The Texas Interoperable Communications Coalition (TxICC) is the current governance body in place for emergency communications in the State of Texas and is housed in the Texas Department of Public Safety (DPS). The TxICC is comprised of public safety communications representatives from public safety and incident response entities across the state and maintains chartered responsibility of the Statewide Communication Interoperability Plan (SCIP). TxICC is a voluntary organization of federal, state, local, tribal, and non-profit entities, including traditional emergency communications disciplines as well as public utilities, critical infrastructure/key resources providers, and transportation agencies. TxICC owns and manages the SCIP as a strategic planning tool to help Texas public safety agencies prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.

TxICC established the SCIP Executive Council (SEC) to serve as the official voting entity of the TxICC. The Statewide Interoperability Coordinator (SWIC) chairs both the SEC and the TxICC and oversees the implementation of all SCIP goals and initiatives. The SWIC is supported by ad-hoc Strategic Advisory Groups (SAGs), which advise the SWIC on key issues such as public safety broadband, developing a system of systems, improving training and exercises, and updating the Texas Statewide Interoperability Channel Plan. The SWIC provides oversight and leadership to the TxICC SAGs, as they address key issues such as the Texas Public Safety Broadband Program, training and exercises, and funding.

Texas' governance structure is depicted in Figure 2.

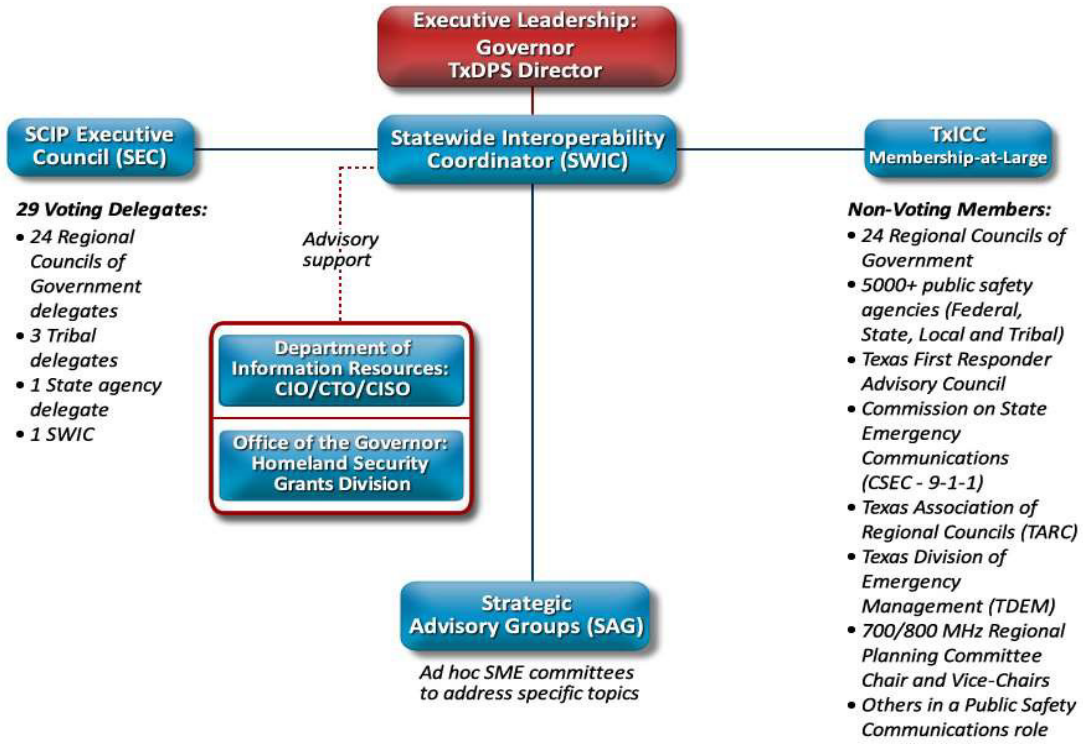

Figure 2: Texas' Governance Structure

PLANNING AND PROCEDURES

Goal: Develop and update comprehensive emergency communications plans, procedures, and tools that address the evolution of risks, capabilities, and technologies.

Texas is committed to robust planning and the establishment of comprehensive procedures that guide the deployment and use of emergency communication systems. This involves the development of standardized protocols and guidelines that ensure consistency across various jurisdictions and disciplines. The focus is on creating a cohesive approach to emergency communications that can adapt to evolving threats and challenges. Emphasis is placed on continuous improvement through regular updates to the SCIP and the incorporation of feedback from public safety communications stakeholders.

TRAINING, EXERCISES, AND EVALUATION

Goal: Develop and deliver training curriculum, exercise templates, and evaluation methods that target gaps in all emergency communications technologies.

Regular training, exercises, and evaluations are critical to ensuring the effectiveness of emergency communications systems. By engaging in ongoing training and realistic simulations, public safety agencies can enhance their readiness and response capabilities. These activities help identify strengths and areas for improvement, fostering a culture of continuous learning and adaptation. Through rigorous evaluation processes, lessons learned can be integrated into future planning, ensuring that communication strategies remain robust and resilient in the face of changing circumstances.

COMMUNICATIONS COORDINATION

Goal: Provide public safety and incident response agencies with best practices to address interoperability opportunities and challenges posed by technological advancements related to incident response.

Effective communication is fundamental to successful emergency response efforts. In Texas, there is a strong emphasis on coordination among local, regional, Tribal, and State agencies. This coordination entails establishing clear communication channels, forming mutual aid agreements, and integrating communication systems to ensure seamless interoperability. Regular meetings, joint exercises, and collaboration platforms are utilized to build relationships and trust among stakeholders. By collaborating, agencies can leverage their collective resources and expertise to improve overall preparedness and response capabilities.

TECHNOLOGY AND INFRASTRUCTURE

Goal: Identify funding sources available to local, regional, Tribal, and State agencies for communications equipment, training, and maintenance of systems.

Land Mobile Radio

Texas advocates for the adoption of P25 Land Mobile Radio (LMR) systems and encourages sharing infrastructure and resources with existing Regional Public Safety Radio Systems.

A regional radio system must meet these criteria:

- Coverage in three or more counties or at least 2000 square miles.
- Primary communication for two or more public safety agencies in 75% of the coverage area.
- A common core interconnected infrastructure network, ideally with the same system ID and Wide Area Communication Network (WACN) ID.

The following 9 systems have been identified as a regional radio system:

- Amarillo-Potter-Randall Regional Radio System (APRRRS)
- Coastal Bend Public Safety Radio System (CBPSRS)
- Granbury Regional Radio System (GRRN)
- Greater Austin Travis Regional Radio System (GATRRS)
- Lower Colorado River Authority 700MHz Radio System (LCRA)
- North Texas Interoperable Radio Network (NTIRN)
- Rio Grande Valley Regional Radio System (RGVRRS)
- SouthEast Texas Regional Radio System (SETRRS)
- Texas Wide Area Radio Network (TxWARN)

The state of Texas is implementing a uniform standard for the distribution of any state or federal funds allocated to emergency radio communications. Grant funding will be authorized exclusively for the procurement of P25 voice radio equipment, contingent upon these radios incorporating Multi-band capability (VHF, UHF, 7/800MHz) and AES multikey encryption. If the Trunking feature is enabled, Phase 2 with time division multiple access (TDMA), and multi-system over-the-air (OTAR) rekeying capabilities are also required. Additionally, a standardized SSID will be established for WiFi-enabled radio connectivity.

Broadband

Texas continues to support the buildout and adoption at the agency level for the implementation of FirstNet, the National Public Safety Broadband Network (NPSBN) as well as the adoption of mobile broadband applications that enable interoperable data and information sharing between agencies.

To guide Texas emergency communications agencies in selecting and implementing applications that ensure interoperability for situational awareness, TxDPS has adopted two technologies that are available at no cost for basic subscriptions.

1) Team Awareness Kit (TAK). DPS has established a server that agencies can join. Team Awareness Kit provides situational awareness, puts 'dots-on-a-map' of locations for personnel, aircraft, UAS and deployable equipment. TAK is used to coordinate teams and operations involving multiple jurisdictions.

   Bridge4PublicSafety (Bridge4PS). Bridge4PS is available to download from the website: https://www.bridge4ps.com/. Bridge4PS is a public safety communications platform that provides messaging and collaboration features tailored to the unique requirements of first responders. Bridge4PS complies with the *Public Safety Messaging – Position Paper* the TxICC adopted in July 2019.

9-1-1/Next Generation 9-1-1

The Texas 9-1-1 program is overseen by the Commission on State Emergency Communications (CSEC), Emergency Communications Districts as well as Municipal Emergency Communications Districts.[3] Texas operates 455 Primary Public Safety Answering Points (PSAPs). In 2023, approximately 18.5 million 9-1-1 calls were received by Texas PSAPs, of which almost 85.7% were made from wireless devices.[4] The Texas Next Generation 9-1-1 (NG9-1-1) environment is comprised of interconnected and interoperable Next Generation 9-1-1 (NG9-1-1) systems of local, regional, and other emergency services networks (ESInets). The CSEC, with the assistance of its Emergency Communications Advisory Committee (ECAC), coordinates the identification and development of policies in support of interconnectivity and interoperability; and is used for communications between and among public safety and 9-1-1 entities that will be part of the Texas Next Generation Emergency Communications System. As NG9-1-1 is implemented by the Regional Planning Commissions (RPCs) and Emergency Communications Districts, CSEC and its ECAC will work to ensure that appropriate policies are adopted in the *Strategic Plan for Statewide 9-1-1 Service and Next Generation 9-1-1 Master Plans.* The 9-1-1 community establishes, trains, and deploys the Telecommunication Emergency Response Teams (TERT) in Texas to support PSAPs in impacted areas.

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[3] Texas 911

[4] 2023 16th Annual FCC Fee Report Texas Filings

Alerts and Warnings

Alerts and Warnings in Texas are supported by the Texas Division of Emergency Management (TDEM) Alerts and Warnings program including the Integrated Public Alerts and Warnings System (IPAWS).

State agencies and other organizations in the State Operations Center (SOC) constantly monitor developing and ongoing situations within Texas.[5] These organizations have created the Texas Emergency Alert System (EAS) Plan, a plan for alerting the public about an imminent risk to life and property that details systems for governmental agencies and media to cooperate in disseminating this information. The Texas Emergency Communications Committee, per the President of the United States, the Federal Communications Committee, and DHS, has adopted the Texas EAS Plan.

National emergency messages are disseminated across the state through a web (also called a "daisy chain") emanating over the air from Texas' four national PEP stations, KTRH Houston, WBAP Dallas-Fort Worth, KLBJ Austin, and KROD El Paso. As a secondary EAS distribution method Texas uses the Integrated Public Alert and Warning System (IPAWS) – the Internet-based system for communicating alerts developed and operated by the Federal Emergency Management Agency (FEMA).

CYBERSECURITY

Goal: Offer outreach support to provide updates, best practices, and monitoring of industry developments, and direction to current resources.

The Office of the Chief Information Security Officer (OCISO) within the Texas Department of Information Resources (DIR) provides information security program guidance to the Texas public sector. Led by the State of Texas Chief Information Security Officer the team works to set state information security policies and standards and publish guidance on best practices, improve incident response preparedness, monitor, analyze incidents, coordinate security services, and promote information sharing throughout the public sector cybersecurity community.[6] Information is distributed through the Texas Information Sharing and Analysis Organization (TX-ISAO).

IMPLEMENTATION PLAN

Each goal and its associated objectives have a timeline with a target completion date, and one or multiple owners that will be responsible for overseeing and coordinating its completion. Accomplishing goals and objectives will require support and cooperation from numerous individuals, groups, or agencies, and will be added as formal agenda items for review during regular governance body meetings. The Cybersecurity and Infrastructure Security Agency's (CISA) Interoperable Communications Technical Assistance Program (ICTAP) has a catalog of technical assistance[5] (TA) available to assist with the implementation of the SCIP. TA requests are to be coordinated through SWIC.

Texas' implementation plan is shown in the table below.

[5] Technical Assistance Catalog

Governance and Leadership

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
1.1 Maintain the Statewide Interoperability Coordinator (SWIC) Office and the Texas Interoperable Communications Coalition (TxICC) by maintaining the Statewide Communication Interoperability Plan (SCIP), inclusive stakeholder engagements, and reviewing governance documents	SWIC	Ongoing in odd numbered years	Tactical (T)	SCIP evaluated biannually, TxICC charter evaluated every four years	1.1
1.2 Maintain Regional Interoperable Communications Committees (RICCs) in all 24 Council of Governments (COGs) including the three Tribes and conduct meetings annually at a minimum	COGs, Tribes	Ongoing	Strategic (S)	Verified through Focus Group (FG) report	1.2
1.3 Review and revise local and tribal points of contact lists including emergency communications stakeholders, SCIP Executive Committee (SEC) delegates, radio programmers, ID plan contacts, cyber security stakeholders, 9-1-1 stakeholders, and Communications Unit contacts, and any new subject matter experts identified in the annual Focus Group (FG) Report	COGs, Tribes, SWIC	April 30, annually	T	Updates contact lists submitted to TXSWIC@dps.texas.gov with annual FG report	1.2

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
1.4 Educate state, local, tribal, and regional decision makers, and elected officials on the importance of all aspects of interoperable communications and the need to fund and sustain systems	SWIC, COGs, Tribes, Texas Association of Regional Councils	April 30, annually	S	Verified through FG reports	1.2
1.5 Locally or regionally hold at least one information exchange/demonstration session with stakeholders and the public (possibly in conjunction with an existing regional public event) to share agency mission, initiatives, deployable assets, and any other available resources that could be used for regional or statewide response	COGs, Tribes, and all stake holders	April 30, annually	T	Verified through FG report	1.3
1.6 Develop legislative report of statewide progress towards interoperability and SCIP initiatives based on RICC Focus Group Reports	SWIC	June 30, annually	T	Completed report	1.3
1.7 Maintain the Texas Statewide Interoperability Channel Plan (TSICP), eTXFOG and affiliated Memoranda of Understanding (MOUs) and post to a shared location	Tx DPS	Ongoing	T	This is a living document. Updated eTXFOG in Fall awaiting access to library.	1.3

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
1.8 Inform stakeholders on new technology and cybersecurity updates (including urgent notices as required)	SWIC	Ongoing	T	TxICC Newsletters and notices	1.3
1.9 SWIC Office represents the State of Texas at the Federal level and at industry conferences	SWIC	Ongoing	S	SWIC Office attend per year: 2 NCSWIC meetings 4 NCSWIC/SAFECOM/ Federal committee meetings (virtual or in-person) Fire Marshals, Texas Police Chiefs etc. At least one conference per discipline	1.3
1.10 Increase public safety Government Emergency Telecommunications Service (GETS) GETS/Wireless Priority Service (WPS) adoption rate by 2%	SWIC, TDEM, COGs/Regional Planning Commissions (RPCs), Emergency Support Function (ESF) partners	February 2027	T	Verified in Cybersecurity and Infrastructure Security Agency (CISA) Priority Telecommunications Services (PTS) reporting	1.3
1.11 SWIC Office maintains SOP for team awareness kit	SWIC	Ongoing		Updated as needed with Strategic Advisory Group (SAG) input. Posted on SWIC website.	1.3

Planning and Procedures

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
2.1 Engage RICC to complete annual Focus Group and Interoperability Level reports, using surveys, webinars, or meetings	COGs, Tribes, SWIC	April 30, annually	S	>85% completed FG and Interoperability Level surveys	2.1
2.2 Identify and prioritize needs and plans for interoperability for each of the COGs and Tribes. Review and Update Regional SOPs as needed. Determine if tools or best practices need to be developed	COGs, Tribes, SWIC	In-person COG/regional workshop, biannually	S	>85% of the total of COGs and tribes have a biannual meeting, Review or Update Regional SOPs	2.1
2.3 Review, update, and maintain resources in common collaboration platforms	SWIC	Ongoing maintenance	S	Annual review of information and files on shared sites to ensure information is up to date (Communications Assets Survey and Mapping Tool [CASM],	2.1
2.4 COGs engage appropriate stakeholders to update the technology capabilities and migration sections of Regional Interoperable Communication Plans (RICPs), in addition to any other RICP sections or information requiring updates as needed outside Technical Assistance (TA)	COGs, Tribes	Ongoing/Annually *Update no less than 5 years	S	Updated RICP reports, verified through FG report	2.2
2.5 Develop a single unified communications database	TxDOT, TxDPS, TPWD, TDEM	August 2027	T		2.2

Training, Exercises, and Evaluation

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
3.1 Promote awareness and participation for the basic interoperable radio training curriculum available online. Also, engage accredited or organizations as appropriate to adopt interoperable radio communications curriculum as part of continuing education programs	Texas on Law Enforcement (TCOLE); Texas Commission on Fire Protection (TCFP); Texas Health and Human Services (THHSC); State Firefighters' and Fire Marshals of Texas (SSFMA)	Annually/April 30	S	Training available online. Compile list of and contact accrediting organizations and points of contact (POCs)	3.1
3.2 Agencies conduct regular drills to practice use of interoperability channels/talk groups; examples include: • Regular roll calls on interoperability channels/talk groups • Parking lot drill (TXSWIC webpage) • Regular communications drill integrated with annual required training	SWIC	Annually/April 30/Every 2 Years	T	SWIC is working on conducting radio reviews. TTX focused on county and public entities verified naming conventions and radio programming.	3.1
3.4 Identify the effectiveness and use of Regional Standard Operating Procedures (RSOPs) during exercises or real-world events, in compliance with the National Incident Management (NIMS)/Incident Command System (ICS)	COGs, Tribe	Ongoing	S	All COGs and tribes conduct multi-agency exercise every two years, verified through FG report	3.1
3.5 Identify a Communications Unit single POC for each COG and Tribe, POCs will maintain the list of Communications Unit personnel.	COGs, Tribes, SWIC	Ongoing		Data uploaded, maintained and verified through FG report.	3.3

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
3.6 Measure the usage of Team awareness Kit (TAK) on multi-agency events	SWIC	Ongoing/Annually		Annual report with number of agencies hosted and number of multi-agency events supported.	3.2
3.7 Measure the usage of Bridge4PS on multi-agency events	SWIC	Ongoing/Annually		Implement into state exercise	3.2

Communications Coordination

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
4.1 Monitor and share industry and government advancements and best practices in communications during the annual TxICC Conference	SWIC, COGs, Tribes	Quarter Four (Q4) Calendar Year (CY) 2023, annually	T	At least one SWIC presentation or message to TxICC annually, RICCs share with local stakeholders	4.2
4.2 Regularly review and update local, tribal, and regional asset inventories in the CASM database-review relevancy and incentives	SWIC, COGs, Tribes	Ongoing	T	Verified through FG reports	4.2
4.3 Coordinate with emergency alerts and warnings and Next Generation 9- 1-1 (NG9-1-1) organizations to provide updates and best practices to stakeholders	SWIC, Commission on State Emergency Communication, 9-1-1 Districts statewide, Texas Division of Emergency Management (TDEM)	Ongoing	T	NG9-1-1 and Alerts & Warnings updates provided to stakeholders annually at minimum, generally at TxICC annual conference. SWIC Office, CSEC Executive Director and TDEM Alerts and Warning Unit Chief meet quarterly	4.2, 4.3

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
4.4 Update RSOPs as needed; distribute to all local, tribal, and mutual aid responder agencies in the region	COGs, Tribes	January, biannually	T	Updated RSOPs uploaded to HSIN, verified through FG report	4.2
4.5 Share resources and best practices among federal, state, tribal, regional, and local entities that highlight interoperability improvements and cost savings	System Owners, SWIC	Every two years	S	Conduct annual TRUNK managers meetings	4.2

Technology and Infrastructure

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
5.1 Transition public safety voice radio systems to comply with Project 25 (P25) standards for statewide interoperability	COGs, Tribes, SWIC	Ongoing	T	Verified through technology interoperability levels identified annually by counties and Tribes through the level of interoperability survey	5.2
5.2 Program all public safety and incident response subscriber radios with TSICP-designated interoperability channels and applicable interoperability talk groups	COGs, Tribes, system managers, state agencies	Ongoing	S	Verified through FG reports	5.2
5.3 Verify public safety agencies have executed the TSICP MOU	COGs, Tribes, local entities, SWIC, state agencies	Ongoing, biannually	T	Verified during grant process with SWIC approval, verified through FG reports	5.2

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
5.4 Enforce standards to regulate grant funding distribution	SWIC in collaboration with Office of the Governor	Ongoing	T	Verified during grant process with SWIC approval. 7/800 UHF/VHF adding all three bands and AES multi-key encryption for required grant required radios. For TRUNK Radios: Phase 2 DMA, Time division multiple access, Multi-system Over the radio (OTAR) rekeying	5.3
5.5 Implement the Team Awareness Kit (TAK)	DPS, TDEM, state agencies, local entities	Ongoing	T	Used during training exercise/event, verified through FG reports	5.3
5.6 Evaluate and implement Bridge4Public Safety	DPS, TDEM, state agencies, local entities	2027	T	Used during training exercise/event, verified through FG reports	5.3
5.7 Establish a statewide standard for state or federal administrated grant funding for emergency radio communications	TSICP Advisory Group	July 2026	T	Establish a standard feature set from each manufacturer	5.2
5.8 Establish a standard SSID for wifi-enabled radio connectivity	TSICP Advisory Group	Dec 2026	T		5.3

Cybersecurity

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
6.1 Promote a cybersecurity awareness month webinar series further.	DIR, UTSA Cyber Command	Ongoing	T	Completion of webinar, can be in conjunction with TxICC Conference or CISA Cyber Awareness Month	6.1

Initiatives	Owners	Date	Tactical/ Strategic	Metric	NECP Alignment
6.2 Encourage agencies to conduct cybersecurity threat assessments, maturity assessments, or vulnerability assessments utilizing best practice guidance	SWIC, COG	Ongoing	T	Provide best practice documents via TxICC newsletters or presentations/webinars, verified through FG report	6.1
6.3 Actively share best practices, standards, and frameworks for cybersecurity from National Institute of Standards and Technology (NIST) and CISA on Bridge 4PS	SWIC	Ongoing, monthly uploads	S	Best practices and standards uploaded to platform, share Texas DPS Cyber Newsletter	6.2
6.4 Create a working group to use common cybersecurity collaboration platform Bridge 4PS	SWIC	2027	T	Create working group to use Bridge 4PS	6.3
6.5 Implement Bridge 4PS	SWIC	2027	T	Go-live of platform	6.3

APPENDIX A: STATE MARKERS

In 2019, CISA supported States and Territories in establishing an initial picture of interoperability nationwide by measuring progress against 30 markers. These markers describe a State or Territory's level of interoperability maturity. Below is Texas' assessment (highlighted in yellow) of their progress against the markers.

Marker #	Best Practices / Performance Markers	Initial	Defined	Optimized
1	**State-level Emergency Communications Governing Body Established (e.g., SIEC, SIGB):** Governance framework is in place to sustain all emergency communications.	Emergency communications governing body does or does not exist, but the body has not been formalized by legislative or executive actions.	Emergency communications governing body is established through an executive order	Emergency communications governing body is codified through a state law
2	**Emergency Communications Governing Body Inclusion:** Statewide governance body is comprised of all components of the emergency communications ecosystem (Communication Champion/SWIC, LMR, Broadband/LTE, 911, and AWN) and invites other relevant emergency communications partners to participate in the meetings.	Initial (1-5) Governance body participation includes: ☐ Communications Champion/SWIC ☐ LMR ☐ Broadband/LTE ☐ 911 ☐ Alerts, Warnings, and Notifications ☐ Federal components representatives ☐ CISA (ECC, CSA, etc.) ☐ Federal Law Enforcement ☐ Federal Land Management ☐ FEMA ☐ US Dept. of Health and Human Services ☐ Military (including Coast Guard) ☐ State Cyber Representatives ☐ State Chief Information Officer ☐ State Legislative Liaison ☐ State Emergency Management Agency ☐ State Homeland Security Advisor or representative ☐ State Administrative Agency Representative ☐ National Guard ☐ Local or County Representatives ☐ Tribal Representatives ☐ Other (Please Specify)	Defined (6-10) Governance body participation includes: ☒ Communications Champion/SWIC ☒ LMR ☐ Broadband/LTE ☒ 911 ☒ Alerts, Warnings, and Notifications ☒ Federal components representatives ☒ CISA (ECC, CSA, etc.) ☐ Federal Law Enforcement ☐ Federal Land Management ☐ FEMA ☐ US Dept. of Health and Human Services ☐ Military (including Coast Guard) ☐ State Cyber Representatives ☐ State Chief Information Officer ☐ State Legislative Liaison ☒ State Emergency Management Agency ☐ State Homeland Security Advisor or representative ☐ State Administrative Agency Representative ☐ National Guard ☒ Local or County Representatives ☒ Tribal Representatives ☐ Other (Please Specify)	Optimized (10+) Governance body participation includes: ☐ Communications Champion/SWIC ☐ LMR ☐ Broadband/LTE ☐ 911 ☐ Alerts, Warnings, and Notifications ☐ Federal components representatives ☐ CISA (ECC, CSA, etc.) ☐ Federal Law Enforcement ☐ Federal Land Management ☐ FEMA ☐ US Dept. of Health and Human Services ☐ Military (including Coast Guard) ☐ State Cyber Representatives ☐ State Chief Information Officer ☐ State Legislative Liaison ☐ State Emergency Management Agency ☐ State Homeland Security Advisor or representative ☐ State Administrative Agency Representative ☐ National Guard ☐ Local or County Representatives ☐ Tribal Representatives ☐ Other (Please Specify)

3	**SWIC Position Established:** A full-time employee, either a SWIC or an employee that performs the duties of a SWIC, is in place to promote the performance of all Interoperability Markers	A SWIC position or an employee performing the duties of the SWIC position does not exist	A full-time SWIC position with collateral duties or a full-time employee with the duties of the SWIC position as part of their collateral duties. Also, the SWIC position appears in the Administrative Rule of the state/territory agency that the SWIC serves in or is established through Executive Order.	A full-time SWIC position established through state law
4	**SWIC Office established**: The SWIC has a dedicated office, that includes a deputy SWIC and support staff	A SWIC, or full-time employee performing the duties of a SWIC as collateral duties, is the only person in place to promote the performance of all Interoperability Markers	A SWIC and deputy SWIC are the only two people in place to promote the performance of all Interoperability Markers	A SWIC has a deputy SWIC as well as one or more additional full-time employee/s in place to promote the performance of all Interoperability Markers
5	**SWIC and/or SWIC Office State/Territory Level Coordination:** A state/territory coordination across all emergency communications technologies is at the core of successful emergency communications interoperability. If the SWIC and/or SWIC office is not the primary lead for a specific governance, policy, technology, training & exercise, or usage role, the SWIC and/or SWIC office should play a significant coordinating role in bringing the responsible leads together to further enhance a state or territory ability to improve interoperable emergency communications.	The SWIC and/or its office has coordinated with 1-4 state/territory agencies responsible for the following emergency communications governance, policy, technology, training & exercise, or usage role at the state/territory level (check all that apply): ☐ 911-Telephone, CAD, and NG911 ☐ Governance ☐ Training and Exercises ☐ Cybersecurity ☐ Radio Communications Systems ☐ Broadband and Data Systems ☐ Alerts and Warnings ☐ State-level Emergency Management Agency ☐ Priority Telecommunications Services ☐ UASI Involvement ☐ Tribal Engagement ☐ IMT Coordinator	The SWIC and/or its office has coordinated with 5-8 state/territory agencies responsible for the following emergency communications governance, policy, technology, training & exercise, or usage role at the state/territory level (check all that apply): ☐ 911-Telephone, CAD, and NG911 ☐Governance ☐Training and Exercises ☐ Cybersecurity ☐Radio Communications Systems ☐Broadband and Data Systems ☐ Alerts and Warnings ☐State-level Emergency Management Agency ☐Priority Telecommunications Services ☐UASI Involvement ☐Tribal Engagement ☐ IMT Coordinator	The SWIC and/or its office has coordinated with 9-12 state/territory agencies responsible for the following emergency communications governance, policy, technology, training & exercise, or usage role at the state level (check all that apply): ☒ 911-Telephone, CAD, and NG911 ☒ Governance ☒ Training and Exercises ☐ Cybersecurity ☒ Radio Communications Systems ☒ Broadband and Data Systems ☐ Alerts and Warnings ☒ State-level Emergency Management Agency ☒ Priority Telecommunications Services ☒ UASI Involvement ☒ Tribal Engagement ☐ IMT Coordinator
6	**Statewide Communication Interoperability Plan (SCIP) Refresh:** SCIP is a planning document that continues to be executed in a timely manner. Updated SCIPs are reviewed and approved by SIGB/SIEC.	The state/territory does not have a SCIP	The state/territory has a SCIP, but it is older than three years	The state/territory has a SCIP that has been updated within the past three years.

7	**Completion of SCIP goals**: The state/territory is on track to accomplish the goals laid out in the SCIP and/or has completed the goals within the desired timeframe	<50% of the SCIP goals are completed or on track for completion	>51%<79% of the SCIP goals are completed or on track for completion	>80% of the SCIP goals are completed or on track for completion
8	**Utilization of the Emergency Communications Governing Body to discuss SCIP Progress**: SCIP progress updates are a regular topic for discussion during for emergency communications governing body meetings.	SCIP progress updates are not included as a meeting agenda topic for the emergency communications governing body meetings	SCIP progress updates are included one to two times a year as a meeting agenda topic for the emergency communications governing body meetings	SCIP progress updates are regularly included as a meeting agenda topic for the emergency communications governing body meetings
9	**Integrated Emergency Communication Grant Coordination:** For Federal grants funds, the state / territory is tracking and optimizing emergency communications grant proposals with the assistance of the SWIC to ensure compliance and interoperability with national and state/territory standards, alignment with the SCIP, and there is strategic visibility into how grant money is being spent.	No explicit approach or only informal emergency communications grant coordination between localities, agencies, SAA and/or the SWIC within a state / territory	SWIC and/or the emergency communications governing body provides guidance to agencies and localities for emergency communications grant funding but does not review proposals or make recommendations	SWIC and/or the emergency communications governing body provides guidance to agencies and localities for emergency communications grant funding and reviews grant proposals for alignment with the SCIP and complies with appropriate standards such as P25. SWIC and/or the emergency communications governing body provides recommendations to the SAA.
10	**TICP (or equivalent) Developed:** Tactical Interoperable Communications Plans (TICPs) are established at the statewide or regional level and are periodically reviewed, validated, and updated (if needed). TICPs are socialized with the appropriate public safety stakeholders and are used during exercises.	No statewide or regional TICP in place	Statewide or Regional TICP(s) have been reviewed, validated, and updated (if needed) within the past 2-5 years but has not been socialized with the appropriate public safety stakeholders or used during exercises	Statewide or Regional TICP(s) have been reviewed, validated, and updated (if needed) within the past 2 years and has been socialized with the appropriate public safety stakeholders and are used during exercises
11	**Field Operations Guides (FOGs) Developed:** Field Operations Guides are established at the statewide or regional level and are periodically reviewed, validated, and updated (if needed). FOGs are socialized with the appropriate public safety stakeholders and are used during exercises	No statewide or regional FOG in place	Statewide or regional FOG(s) have been reviewed, validated, and updated (if needed) within the past 2-5 years but has not been socialized with the appropriate public safety stakeholders or used during exercises	Statewide or regional FOG(s) have been reviewed, validated, and updated (if needed) within the past 2 years and has been socialized with the appropriate public safety stakeholders and are used during exercises
12	**Statewide AWN plan**: State/Territory has a statewide Alerts, Warnings, and Notifications plan that highlights the roles and responsibilities of each relevant entities.	No statewide or territory-wide AWN plan	Statewide or territory-wide coordinated AWN plan is in place and is older than 2 years	Statewide or territory-wide coordinated AWN plan is in place and has been reviewed within the last 2 years and describes how all Alerts, warnings and notifications are handled across all alerting authorities.

13	**Outreach to Entities not covered in AWN plan**: State/Territory understand and know who is not covered by the statewide/territory-wide AWN plan and has an outreach plan in place to build partnerships with these entities.	State/Territory knows which entities are not covered in the statewide/territory-wide AWN plan but has not conducted outreach to such entities	State/Territory knows which entities are not covered in the statewide/territory-wide coordinated AWN plan and has conducted outreach to such entities	State/Territory knows which entities are not covered in the statewide/territory-wide coordinates AWN plan, conducted outreach to such entities, and have incorporated these entities into the overall statewide / territory-wide coordinated plan (e.g., MOU)
14	**Radio Programming:** State-owned/state-controlled radios are programmed for National/Federal, SLTT interoperability channels and channel nomenclature consistency across a state / territory.	<49% of state-owned/state-controlled radios are programed for interoperability and consistency	>50%<74% of state-owned/state-controlled radios are programed for interoperability and consistency	>75%<100% of state-owned/state-controlled radios are programmed for interoperability and consistency
15	**Sustainment of Radio Programming:** State/Territory has a radio programming plan developed to ensure radios are programmed for National/Federal, SLTT interoperability channels and channel nomenclature are consist across a state/territory	State/Territory has a radio programming plan or are in the process of developing a radio programming plan	State/Territory has a radio programming plan in place and provide trainings to the radio users to help with compliance	State/Territory has a radio programming plan, provides training to the radio users, and has a sustainability mechanism in place.
16	**Continuous Education of Radio Programming:** State/Territory has a plan in place to continuously educate radio users on National/Federal, SLTT interoperability channels and channel nomenclature consistency across a state/territory	There is no plan in place for continuous education for radio users on radio programming and channel nomenclature	State/Territory is developing a continuous education plan for radio users on radio programming and channel nomenclature	State/Territory has a continuous education plan in place for radio users on radio programming and channel nomenclature
17	**Radio Encryption Plan:** The state/territory has an encryption plan that promotes Advanced Encryption Standard (AES) in place for the radio systems within the state/territory	There is no encryption plan that promotes AES in place for the radio systems within the state/territory	The state/territory is developing an encryption plan that promotes AES for radio systems within the state/territory	The state/territory has an encryption plan that promotes AES in place for radio systems within the state/territory

18	**Cybersecurity Assessment Awareness:** Public safety communications network owners have conducted a cybersecurity assessment and developed a cyber incident response plan.	Public safety communications network owners, specifically LMR, 911, and A&W, have completed a cyber security assessment. (check the box by for the public safety communication networks that completed a cybersecurity assessment) ☐ LMR ☐ 911 ☐ Alerts and Warnings	Public safety communications network owners, specifically LMR, 911, and A&W, have completed a cyber security assessment. (check the box by for the public safety communication networks that completed a cybersecurity assessment) ☒ LMR ☒ 911 ☐ Alerts and Warnings	Public safety communications network owners, specifically LMR, 911, and A&W, have a cyber incident response plan. (check the box by for the public safety communication networks that have a cyber incident response plan) ☐ LMR ☐ 911 ☐ Alerts and Warnings Further, the state/territory has contacted its LTE providers to see if they have a cyber incident plan in place. ☐ Yes ☐ No
19	**NG911 Implementation**: NG911 implementation is underway to serve state / territory population.	The state/territory NG911 implementation is in the Legacy or Foundational (Phase I) stages where the ESInet is ready to receive 911 calls from the Originating Service Providers (OSP) via a Legacy Network Gateway	The state/territory NG911 implementation is in the Transitional or Intermediate stages (Phase II) where the ESInet is ready to receive 911 calls in SIP format	The state/territory NG911 implementation is in the End State (Phase III) where the ESInet is ready to receive 911 calls in NG911 format
20	**Artificial Intelligence/Machine Learning Incorporation into 911 Call Centers:** The state/territory is incorporating Artificial Intelligence/Machine Learning (AI/ML) tools into 911 call centers to assist with analyzing the numerous data streams coming into the center.	The state/territory has not or is not considering incorporating AI/ML tools into 911 call centers within the state/territory	The state/territory is currently considering/researching possible AI/ML tools that could be incorporated into the 911 centers within the state/territory	The state/territory has identified AI/ML tools to utilize in their 911 call centers and has begun implementations
21	**Data Operability / Interoperability:** Ability of agencies within a region to exchange data on demand, and as needed, and as authorized. Examples of systems would be: - CAD to CAD - Chat - GIS - Critical Incident Management Tool (i.e. Web EOC) - Patient Care Records (i.e. Transfer of patient from one jurisdiction to the next)	Agencies are able to share data only by email. Systems are not touching or talking.	Systems are able to touch but with limited capabilities. One way information sharing.	Full system to system integration. Able to fully consume and manipulate data. Two-way information sharing

22	**Communications Exercise Objectives:** States/Territories have exercised and successfully tested their capabilities against all of FEMA's Operational Communications Core Capabilities standard capability targets	State/Territory has not exercised and tested their capabilities against the standardized capability targets for Operational Communications as outlined in the FEMA Operational Communications Core Capability Development Sheet.	State/Territory has exercised and tested their capabilities against 1 to 2 of the standardized capability targets for Operational Communications as outlined in the FEMA Operational Communications Core Capability Development Sheet. (Check the ones that have been tested in an exercise) ☒ Ensure the capacity to communicate with both the emergency response community and the affected populations and establish interoperable voice and data communications between federal, tribal, state, and local first responders. ☒ Re-establish sufficient communications infrastructure within the affected areas to support ongoing life-sustaining activities, provide basic human needs, and a transition to recovery. ☒ Re-establish critical information networks, including cybersecurity information sharing networks, to inform situational awareness, enable incident response, and support the resilience of key systems.	State/Territory has successfully exercised and tested their capabilities against all 3 of the standardized capability targets for Operational Communications as outlined in the FEMA Operational Communications Core Capability Development Sheet.
23	**Information and Communications Technology Position Resource Plan:** States/Territories have an Information and Communications Technology Position Resource Plan in place and a process for reviewing and refreshing the plan, as needed.	State/Territory is conducting a communications unit needs assessment and/or developing an Information and Communications Technology Position Resource Plan	State/Territory has an Information and Communications Technology Position Resource Plan	State/Territory has an Information and Communications Technology Position Resource Plan and a process for reviewing and refreshing their Information and Communications Technology Position Resource Plan, when needed

24	**Incident Communications Resource Coordination Process:** Process to develop, maintain, and deploy emergency communications capabilities is implemented and active in state/territory.	☐ State/Territory does not have an active program/process to develop, maintain, and deploy emergency communications resources to support incident communications. OR ☐ State/Territory offers courses in the relevant Information and Communications Technology (ICT) positions and has active enrollment in these courses.	State/territory has an incident communications resource plan, facilitates resource supports an established process for qualification and has an actively engaged resource qualification review board (QRB)	State/territory has an incident communications resource plan, actively engaged QRB, and the state/territory has the ability to deploy/facilitate deployment of incident communications resources
25	**Communications Usage Best Practices/Lessons Learned:** Thorough after-action reporting, capability and mechanism exists within the state/territory to capture emergency communications best practices/lessons learned activities and share these activities with the appropriate stakeholders and partners.	Does not capture emergency communications best practices/lessons learned activities through after-action reporting	Does capture emergency communications best practices/lessons learned activities through after-action reporting	Does capture emergency communications best practices/lessons learned activities through after-action reporting and proactively shares these activities with stakeholders and partners.
26	**Promoting Priority Telecommunications Services Best Practices:** SWIC and/or the emergency communications governing body are actively promoting the use of Priority Telecommunications Services (PTS) within the state/territory.	SWIC and/or the emergency communications governing body are promoting Priority Telecommunications Services by the following 1-2 activities (check all that apply): ☐ Promoting PTS by distributing relevant information to stakeholders ☐ Incorporating GETS and WPS into trainings and exercises ☐ Requesting annual training and education on PTS ☐ Including PTS programs and products updates on the emergency communications governing body's meeting agenda	SWIC and/or the emergency communications governing body are promoting Priority Telecommunications Services by the following 3 activities (check all that apply): ☐ Promoting PTS by distributing relevant information to stakeholders ☐ Incorporating GETS and WPS into trainings and exercises ☐ Requesting annual training and education on PTS ☐ Including PTS programs and products updates on the emergency communications governing body's meeting agenda	SWIC and/or the emergency communications governing body are promoting Priority Telecommunications Services by the following 4 activities (check all that apply): ☒ Promoting PTS by distributing relevant information to stakeholders ☒ Incorporating GETS and WPS into trainings and exercises ☒ Requesting annual training and education on PTS ☒ Including PTS programs and products updates on the emergency communications governing body's meeting agenda

27	**Outreach:** The SWIC and/or the SWIC's office has outreach mechanisms in place to share information across state.	The SWIC and/or the SWIC office's electronic communication (e.g. SWIC email, newsletter, social media, etc.) is distributed to relevant stakeholders on regular basis	Initial plus the SWIC and/or the SWIC office attends in-person/webinar conference/meeting attendance and is an active participant.	Defined plus the SWIC and/or the SWIC office maintains a current and up-to-date web presence that contains information about emergency communications interoperability, the state PACE plan (if one is in place), SCIP, trainings, interoperable radio programming, etc.
28	**Sustainment Management/Planning Cycle:** As the technologies' life cycles are getting shorter, states/territories have adapted interoperable component system's sustainment through updated policies and other activities. For example, having an accurate inventory of equipment subject to lifecycle management.	A sustainment assessment plan is in place and includes establishing an end-of-life date for state/territory owned or leased interoperable component systems (e.g. communications infrastructure, equipment, programs, management) that need sustainment funding.	Meets criteria for Initial, plus established a tool that allows the state/territory to track the sustainment plan for the components of the state/territory owned or leased interoperable system.	Meets the criteria for Defined, plus the state/territory has the administration and support needed to maintain a sustainment management system for the components of their owned or leased interoperable systems.
29	**Risk Management and Mitigation *(PACE Focus)*:** The state/territory has a Primary, Alternative, Contingency, Emergency (PACE) plan in place that has been socialized and exercised.	The state/territory does not have a PACE plan in place	The state/territory is developing a PACE plan	The state/territory has completed a PACE plan within the last two years, and it has been socialized and exercised.
30	**Risk Management and Mitigation (Cybersecurity Focus):** The state/territory has a cybersecurity plan that includes emergency communications technologies in place that has been socialized and exercised.	The state/territory does not have a cybersecurity plan that includes emergency communications technologies in place	The state/territory is developing a cybersecurity plan that includes emergency communications technologies	The state/territory has completed a cybersecurity plan that includes emergency communications technologies within the last two years, and it has been socialized and exercised.

APPENDIX B: ACRONYMS

Acronym	Definition
A&W	Alerts and Warnings
Bridge4PS	Bridge 4 Public Safety
CASM	Communication Assets Survey and Mapping
CISA	Cybersecurity and Infrastructure Security Agency
COG	Council of Government
CSEC	Commission on State Emergency Communications
CY	Calander Year
DIR	Department of Information Resources
DHS	Department of Homeland Security
DPS	Department of Public Safety
EAS	Emergency Alert System
ESInet	Emergency Services Internal Protocol Network
FEMA	Federal Emergency Management Agency
FG	Focus Group
FOG	Field Operations Guide
GETS	Government Emergency Communications Service
GIS	Geospatial Information System
HSIN	Homeland Security Information Network
ICS	Incident Command System
ICTAP	Interoperable Communications Technical Assistance Program
IPAWS	Integrated Public Alert and Warnings System
LMR	Land Mobile Radio
LTE	Long-Term Evolution
MOU	Memorandum of Understanding
NCSWIC	National Council of Statewide Interoperability Coordinators
NECP	National Emergency Communications Plan
NG9-1-1	Next Generation 9-1-1
OCISO	Office of Chief Information Security Officer
POC	Point of Contact
PSAP	Public Safety Answering Point
PTS	Priority Telecommunications Service
P25	Project 25
RICC	Regional Interoperable Communications Committee
RICP	Regional Interoperable Communication Plan
RSOP	Regional Standard Operating Procedure
SAG	Strategic Advisory Group
SCIP	Statewide Communications Interoperability Plan
SEC	Statewide Interoperable Communication Plan Executive Committee

Acronym	Definition
SOC	State Operations Center
SOP	Standard Operating Procedure
SWIC	Statewide Interoperability Coordinator
TA	Technical Assistance
TAK	Team Awareness Kit
TDEM	Texas Division of Emergency Management
TERT	Telecommunications Emergency Response Team
TICP	Tactical Interoperable Communications Plan
TSICP	Texas Statewide Interoperability Channel Plan
TXeFOG	Texas electronic Field Operations Guide
TxICC	Texas Interoperable Communications Coalition
TX-ISAO	Texas Information Sharing and Analysis Organization
WPS	Wireless Priority Services