Appendix A

HHHCNSS Taskforce Membership

Chair

- M'Lissa Quintanilla, LVN - Training Specialist IV, Texas Cancer Registry

Members

- Suzy Brown, RN, - Administrator, Legacy of Love Hospice
- Patti Shaw, RN - Director, Hendrick Housecalls
- Ellen Martin, RN, PhD(c) - Director of Clinical Practice & Regulatory Affairs, Texas Association for Home Care and Hospice
- Jettie Eddleman, RN, BSN - Director of Operations, TAMHSC Rural & Community Health Institute
- Mona Dawson, DNP, GNP-BC, RN - Gerontological Nurse Practitioner, Gentiva Hospice
- Susan Markland, RN, BSN - Administrative Director Patient of Care (CNO), Memorial Hermann - Home Based Programs

Home Health and Hospice Care Nurse Staffing Survey
(HHHCNSS)
Survey Instrument

Texas Center for Nursing Workforce Studies
Department of State Health Services

Fax: 512-776-7344 • Phone: 512-776-6723 • www.dshs.state.tx.us/chs/cnws

Welcome to the 2015 Home Health and Hospice Care Nurse Staffing Survey (HHHCNSS)

Purpose: The primary purpose of this survey is to assess the size and effects of the nursing shortage in home health and hospice agencies in Texas. We are asking administrators in each of our state's licensed and certified home health and hospice agencies to complete this brief survey describing your current and future need for nursing personnel. The information in this survey will serve as a guide in developing policy recommendations by the Texas Center for Nursing Workforce Studies' Advisory Committee. The data you provide will also be instrumental in developing projections for the number of nurses needed in Texas. Your participation in this study is completely voluntary but highly encouraged.

Access to the Survey Link

http://www.dshs.state.tx.us/chs/cnws/HHHCNSS

Due Date: Your completed survey is due by Friday, July 10, 2015.

Confidentiality Agreement: Your responses are completely confidential. We will report aggregate findings (statewide and regional results) only.

If you have questions at any time about the survey or the procedures, you may contact Cate Campbell by phone at 512-776-2365 or by email at TCNWS@dshs.state.tx.us.

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

Please complete one survey per agency license number.
Questions with an "*" are required.

1. **Please provide the following information about your agency. ***

Agency Name:
License #:
Name of administrator:
E-mail address of administrator:
Phone number of administrator (xxx-xxx-xxxx):
Name of person submitting survey:
Title of person submitting survey:
Phone number of person submitting survey (xxx-xxx-xxxx):
E-mail address of person submitting survey:

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

2. **County where parent agency is located: ***

3. **Please provide the following information for all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites whose data are included in this survey.**

	Address	Name of Contact Person	Email Address
1			
2			
3			
4			
5			
6			
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13			
14			
15			
16			

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

4. **Please enter the total number of billable and non-billable nursing visits during January 1, 2014- December 31, 2014 regardless of length of time of the visit or payment source. Include all visits made during the reporting period, including visits for patients already on service at the beginning of the reporting period. ***

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5. **If your agency declined any patients during January 1, 2014- December 31, 2014 due to not having available staff to provide the necessary care, please enter the number of patients declined. Enter "0" if applicable. ***

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6. **Does your agency's board have any RN members?* If no, skip to question 8.**
   o Yes
   o No

7. **If "yes" to question 6, does that RN board member have voting privileges?**
   o Yes
   o No

Staffing

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

Questions 8 through 11 will help us understand the current and future need for nursing personnel in the licensed and certified home health and hospice agencies in Texas. The data collected in this section will be used to calculate vacancy and turnover rates to indicate the severity of a shortage regionally and statewide.

8. **Please note that you are to report FTEs (full-time equivalents) in this question. Only include regularly scheduled direct patient care staff. Enter "0" if you have no positions of a given type. ***

	Total number of FTEs currently occupied as of April 30, 2015	Total number of vacant FTEs currently being recruited as of April 30, 2015	Total number of vacant FTEs on hold or frozen as of April 30, 2015
Registered Nurses (RNs)			
Advanced Practice Registered Nurses (APRNs) (Only include nurses practicing in an APRN role)			
Licensed Vocational Nurses (LVNs)			
Home Health or Nursing Aides (HHAs/NAs/CNAs)			

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

9. **If you could hire as many direct patient care nursing staff as needed to meet patient demand, how many <u>additional</u> FTEs would you hire in the next fiscal year? Enter "0" if no additional staff are needed. ***

	FTEs
RNs	
APRNs (Only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

10. **Please report the total number of full-time and part-time direct patient care staff employed in this agency. This is the <u>head count</u> of all full- and part-time direct patient care staff employed in this agency. Only include <u>regularly scheduled</u> direct patient care staff. Do NOT include contract/agency nurses in these counts. Enter "0" if you have no employees of a given type. ***

	Full-time workers employed as of <u>01/01/14</u>	Full-time workers employed as of <u>12/31/14</u>	Part-time workers employed as of <u>01/01/14</u>	Part-time workers employed as of <u>12/31/14</u>
RNs				
APRNs (Only include nurses practicing in an APRN role)				
LVNs				
HHAs/NAs/CNAs				

11. **Please provide the total number of separations during January 1, 2014 - December 31, 2014. Only include voluntary and involuntary terminations or separations of <u>regularly scheduled</u> direct patient care staff. Do NOT include contract/agency nurses in these counts. Enter "0" if you have no employees of a given type. Please note that you are to report a <u>head count</u> in this question. ***

	Head count
RNs	
APRNs (Only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

12. **How many non-regularly scheduled nursing staff did your agency employ as of April 30, 2015? Please note that you are to report FTEs in this question. Include any temporary staff employed on an as needed basis or used as a method of interim staffing. Only include direct patient care staff. Enter "0" if none. ***

	FTEs
RNs	
APRNs (Only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

13. **Please report the average number of weeks it currently takes to fill these positions. Enter "N/A" if your agency does not recruit the particular type of nursing personnel.**

	Number of weeks
RNs licensed **less than** 1 year	
RNs licensed **more than** 1 year with **NO** home health or hospice experience	
RNs licensed **more than** 1 year **with** home health experience	
RNs licensed **more than** 1 year **with** hospice care experience	
APRNs (Only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

14. **Where do you currently focus your RN recruitment efforts? Select all that apply.**
    - [ ] Within Texas
    - [ ] In states outside of Texas
    - [ ] Internationally
    - [ ] Other (Please Specify) _____

15. **If you focus your RN recruitment efforts outside of Texas, please describe why.**

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

16. **Over the next 2 years, do you expect your agency to need fewer, more, or about the same number of the following types of nursing personnel? Please note, if you do not employ a certain nurse type and do not plan on hiring any please select "same." ***

	Fewer	Same	More
RNs licensed **less than** 1 year	☐	☐	☐
RNs licensed **more than** 1 year with **NO** home health or hospice experience	☐	☐	☐
RNs licensed **more than** 1 year **with** home health experience	☐	☐	☐
RNs licensed **more than** 1 year **with** hospice care experience	☐	☐	☐
APRNs (Only include nurses practicing in an APRN role)	☐	☐	☐
LVNs	☐	☐	☐
HHAs/NAs/CNAs	☐	☐	☐

17. **Please specify why you expect your agency to need fewer, more, or about the same number of nursing personnel in the next 2 years.**

18. **Please rate your experience in the past year with recruiting these types of nursing personnel: ***

	Easy to Recruit				Difficult to Recruit	N/A
RNs licensed **less than** 1 year	1	2	3	4	5	
RNs licensed **more than** 1 year with **NO** home health or hospice experience	1	2	3	4	5	
RNs licensed **more than** 1 year **with** home health experience	1	2	3	4	5	
RNs licensed **more than** 1 year **with** hospice care experience	1	2	3	4	5	
APRNs (Only include nurses practicing in an APRN role)	1	2	3	4	5	
LVNs	1	2	3	4	5	
HHAs/NAs/CNAs	1	2	3	4	5	

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

19. **Please describe your experiences recruiting nursing personnel in the past year.**

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20. **On a scale from 1 (most important) to 4 (least important), please rank in order of importance when hiring RNs, the weight you assign the following attributes. *Use each number only once.* ***

_____ Past relevant (home health or hospice) nursing experience

_____ Past non-relevant nursing experience

_____ Bilingual

_____ Bachelor's in nursing or higher education

21. **Please state any other key attributes you look for when hiring RN staff.**

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22. **In your opinion, how important is bachelor's in nursing education for RN staff at your agency? ***

    a. Unimportant
    b. Of little importance
    c. Moderately important
    d. Important
    e. Very important

Hiring of Newly Licensed RN Graduates

In the report, *The Future of Nursing: Leading Change, Advancing Health*, which was published by the Committee on the Robert Wood Johnson Foundation Initiative in the Institute of Medicine, there is a section that discusses the issues involved in the transition of newly licensed RNs from school to professional nursing practice. The following questions are intended to inform stakeholders of current trends regarding transition into practice type programs for newly licensed RNs in Texas.

23. **How has the recent economic recession affected your nurse staffing and hiring practices in regard to newly licensed RNs? Please indicate no effect if appropriate.**

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Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

24. Please indicate the number of newly licensed RNs, by degree, that were hired by your organization during your organization's last fiscal year.

	Number of newly licensed RN applicants hired
Diploma	
ADN	
BSN	
MSN Alt. Entry	

25. Please provide the following information on the transition to practice programs your organization uses.

Please select all of the types of transition to practice programs used by your agency.	Please indicate whether your transition to practice program is an employment or non-employment model.	Length of program in weeks.	Number of new nursing graduates that participated in program during last fiscal year.
☐ Residency	○ Employment Model ○ Non-employment Model		
☐ Internship	○ Employment Model ○ Non-employment Model		
☐ Orientation for new nursing graduates	○ Employment Model ○ Non-employment Model		
☐ Mentoring or Preceptor Program	○ Employment Model ○ Non-employment Model		
☐ Fellowship	○ Employment Model ○ Non-employment Model		
☐ Other (Please describe below) _____	○ Employment Model ○ Non-employment Model		

26. Please select up to 3 main outcomes that have resulted in your organization as a result of your transition to practice program.
    ☐ **In**creased number of new graduates applying for RN positions in your organization.
    ☐ Decreased turnover of newly licensed RNs in the first year of employment.
    ☐ Improved clinical decision making abilities among first year nurses.
    ☐ Improved clinical competence in patient care among first year nurses.
    ☐ Improved communication skills among first year nurses with physicians, other health professionals, staff, patients, and families.
    ☐ Improved organization and prioritizing skills in clinical practice among first year nurses.
    ☐ Improved ability to incorporate research-based evidence in clinical practice among first year nurses.
    ☐ Other (Please specify) _____

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

27. **Please provide the following information regarding nursing informaticists within your agency as of <u>April 30, 2015</u>. Enter "0" as applicable.***

Number of <u>nursing informaticists</u> employed as of **April 30, 2015**	
Number of vacant <u>nursing informaticists</u> positions as of **April 30, 2015**	

28. **Which of these nursing staff retention/recruitment strategies are used by this agency?** *Select all that apply.* *

☐ NONE
☐ Health insurance
☐ Retirement plan
☐ Paid vacation days
☐ Employee recognition programs (employee of the month, staff dinners/luncheons, etc.)
☐ Reimbursement for workshops/conferences
☐ Sign-on bonus
☐ Bonus for recruiting nursing staff to the organization
☐ Career ladder positions for RNs/LVNs/APRNs
☐ Career ladder positions for HHAs/NAs/CNAs

☐ Flexible scheduling or job sharing
☐ Shift differential
☐ Merit bonus
☐ Sabbatical
☐ Tuition (reimbursement or direct payment for employees/new hires)
☐ Payback for unused sick/vacation time
☐ Mileage reimbursement
☐ Cell phone allowance
☐ Other *(Please specify in the box below)*

Other:

| |
| |

29. **What consequences has your agency experienced in the past year as a result of an inadequate supply of nursing personnel?** *Select all that apply.* *

☐ NONE – We had an adequate supply of nursing personnel.
☐ Increased workloads
☐ Low nursing staff morale
☐ Declined referrals
☐ Inability to expand services
☐ Increase in voluntary overtime
☐ Delayed admissions
☐ Wage increases
☐ Increased nursing staff turnover

☐ Increased use of temporary/agency nurses
☐ Delays in providing care
☐ Increased patient/family complaints
☐ Increased absenteeism
☐ Increased number of incident reports
☐ Difficulty in completing required documentation on time
☐ Using administrative staff to cover nursing visits
☐ Other *(Please specify in the box below)*

Other:

| |
| |

Only include data for the LICENSED AND CERTIFIED parent agency and all LICENSED AND CERTIFIED branch offices and/or alternative delivery sites operating under the parent agency.

Additional Comments and Suggestions

Please use the space below to make comments about this survey, including any circumstances that have affected your staffing numbers.

You have reached the end of the 2015 Home Health and Hospice Care Nurse Staffing Survey. Thank you for your participation. Please contact TCNWS@dshs.state.tx.us if you have any questions regarding this survey or if you need any corrections made to your survey.

Home Health and Hospice Care Nurse Staffing Survey
(HHHCNSS)
Operational Definitions

2015 Home Health and Hospice Care Nurse Staffing Study
OPERATIONAL DEFINITIONS

Administrator - The person who is responsible for the day-to-day operations of an agency.

Advanced Practice Registered Nurse (APRN) - A registered nurse approved by the Board of Nursing to practice as an advanced practice nurse based on completing an advanced educational program acceptable to the Board. The term includes a nurse practitioner, nurse-midwife, nurse anesthetist, and a clinical nurse specialist.

Agency - A home and community support services agency.

Alternate Delivery Site - A facility or site, including a residential unit or an inpatient unit:
- (A) that is owned or operated by an agency providing hospice services;
- (B) that is not the hospice's principal place of business. For the purposes of this definition, the hospice's principal place of business is the parent office for the hospice;
- (C) that is located in the geographical area served by the hospice; and
- (D) from which the hospice provides hospice services.

Branch Office - A facility or site in the service area of a parent agency from which home health or personal assistance services are delivered or where active client records are maintained. This does not include inactive records that are stored at an unlicensed site.

Experienced RN - an RN who has one or more years of nursing experience involving direct patient care.

Full-time - a nurse who works a full work week and full work year, as defined by the employer.

Full-time Equivalents (FTEs) - the equivalent of one (1) full-time employee working for one year or a staff position budgeted for 2,080 hours per year. This is generally calculated as 40 hours per week for 52 weeks (or other variations such as 80 hours in a 14 day time frame), for a total of 2,080 paid hours per year. This includes both productive and non-productive (vacation, sick, holiday, education, etc.) time. Two employees each working 20 hours per week for one year would be the same as one FTE.

Home Health Aide (HHA) - An individual working for an agency who meets at least one of the requirements for home health aides as defined in §97.701 of the Texas Administration Code.

Licensed and Certified Home Health / Hospice Agency – a home and community support services agency, or portion of the agency that is licensed to provide home health/hospice services through the Department of Aging and Disability Services (DADS) and is certified by an official of the Department of Health and Human Services as in compliance with conditions of participation in Social Security Act, Title XVIII (42 United States Code (USC) §1395 et seq.).

Licensed Vocational Nurse (LVN) - an individual who holds a current license to practice as a practical or vocational nurse in Texas or a compact state.

Newly Licensed RNs - an RN who has been licensed for less than one year.

Nurse Aide (NA) - individuals who assist nursing staff in the provision of basic care to clients and who work under the supervision of licensed nursing personnel. Included in, but not limited to, this category are certified nurse aides, nurse aides, nursing assistants, orderlies, attendants, personal care aides, medication technicians, unlicensed assistive personnel and home health aides.

Nurse Informaticist – a registered nurse who integrates nursing science, computer science, and information science in identifying, collecting, processing, and managing data and information to support nursing practice, administration, education, research, and the expansion of nursing knowledge.

Parent Agency — an agency that develops and maintains administrative controls and provides supervision of branch offices and alternate delivery sites.

Part-time – a nurse who works less than full-time, as defined by the employer.

Registered Nurse (RN) - an individual who holds a current license to practice within the scope of professional nursing in Texas or a compact state.

Separations - the number of people (head count) who left your organization in the specified time frame. Include voluntary and involuntary terminations or separations. Do NOT count contract/temporary labor, students in training, travelers or separations due to illness or death in the termination or separation numbers. Do not include within-organization transfers.

Visits - direct face-to-face contact with a client for the purpose of delivering service regardless of length of time of the visit or payment source. Include all visits made during the report year, including visits for patients already on service at the beginning of the reporting year.

Texas County and HHHCNSS Designations

Texas County Designation – Metropolitan

This study designates each of the 254 Texas counties as "Metropolitan" or "Non-metropolitan."

Metropolitan statistical areas are defined by the United States Office of Management and Budget (OMB) according to published standards applied to 2000 Census Bureau data. Conceptually, a metropolitan statistical area is a core area containing a substantial population nucleus, together with adjacent communities having a high degree of economic and social integration with that core.

Each metropolitan statistical area must have at least one urbanized area of 50,000 or more inhabitants.

The Metropolitan and Non-metropolitan Statistical Area Standards do not equate to an urban-rural classification; all counties included in Metropolitan and Non-metropolitan Statistical Areas and many other counties contain both urban and rural territory and populations.

Texas has 77 Metropolitan and 177 Non-Metropolitan counties based on this designation.

Texas County Designation – Border

This study uses the Border/Non-border designation for Texas counties defined by the "La Paz Agreement," which states that the border region is 100 kilometers north and south of the U.S. – Mexico border.
This border designation includes 32 Texas counties:

Brewster, Brooks, Cameron, Crockett, Culberson, Dimmit, Duval, Edwards, El Paso, Frio, Hidalgo, Hudspeth, Jeff Davis, Jim Hogg, Kenedy, Kinney, La Salle, Maverick, McMullen, Pecos, Presidio, Real, Reeves, Starr, Sutton, Terrell, Uvalde, Val Verde, Webb, Willacy, Zapata, and Zavala.

The remaining 222 counties are Non-Border.

Four of the 32 border counties are designated as Metropolitan.

Panhandle

North Texas

East Texas

West Texas

Central Texas

Gulf Coast

South Texas
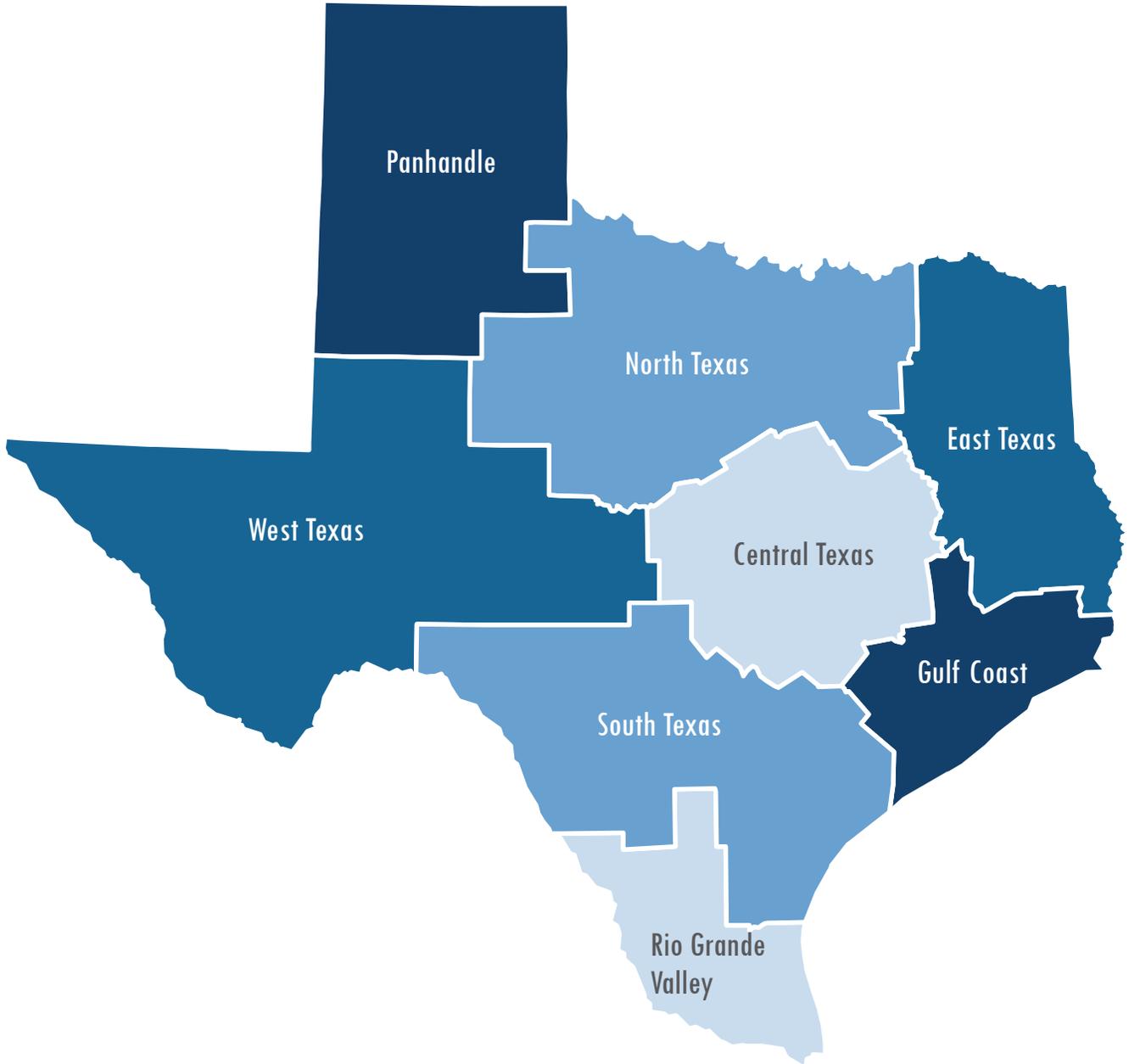
Rio Grande
Valley

2015 Texas Counties, Alphabetical Order

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Anderson	East Texas	Non-Metro	Non-Border
Andrews	West Texas	Non-Metro	Non-Border
Angelina	East Texas	Non-Metro	Non-Border
Aransas	Rio Grande Valley	Metro	Non-Border
Archer	North Texas	Metro	Non-Border
Armstrong	Panhandle	Metro	Non-Border
Atascosa	South Texas	Metro	Non-Border
Austin	Gulf Coast	Metro	Non-Border
Bailey	Panhandle	Non-Metro	Non-Border
Bandera	South Texas	Metro	Non-Border
Bastrop	Central Texas	Metro	Non-Border
Baylor	North Texas	Non-Metro	Non-Border
Bee	Rio Grande Valley	Non-Metro	Non-Border
Bell	Central Texas	Metro	Non-Border
Bexar	South Texas	Metro	Non-Border
Blanco	Central Texas	Non-Metro	Non-Border
Borden	West Texas	Non-Metro	Non-Border
Bosque	Central Texas	Non-Metro	Non-Border
Bowie	East Texas	Metro	Non-Border
Brazoria	Gulf Coast	Metro	Non-Border
Brazos	Central Texas	Metro	Non-Border
Brewster	West Texas	Non-Metro	Border
Briscoe	Panhandle	Non-Metro	Non-Border
Brooks	Rio Grande Valley	Non-Metro	Border
Brown	North Texas	Non-Metro	Non-Border
Burleson	Central Texas	Metro	Non-Border
Burnet	Central Texas	Non-Metro	Non-Border
Caldwell	Central Texas	Metro	Non-Border
Calhoun	South Texas	Metro	Non-Border
Callahan	North Texas	Metro	Non-Border
Cameron	Rio Grande Valley	Metro	Border
Camp	East Texas	Non-Metro	Non-Border
Carson	Panhandle	Metro	Non-Border
Cass	East Texas	Non-Metro	Non-Border
Castro	Panhandle	Non-Metro	Non-Border
Chambers	Gulf Coast	Metro	Non-Border
Cherokee	East Texas	Non-Metro	Non-Border
Childress	Panhandle	Non-Metro	Non-Border
Clay	North Texas	Metro	Non-Border
Cochran	Panhandle	Non-Metro	Non-Border
Coke	West Texas	Non-Metro	Non-Border
Coleman	North Texas	Non-Metro	Non-Border
Collin	North Texas	Metro	Non-Border
Collingsworth	Panhandle	Non-Metro	Non-Border
Colorado	Gulf Coast	Non-Metro	Non-Border
Comal	South Texas	Metro	Non-Border
Comanche	North Texas	Non-Metro	Non-Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Concho	West Texas	Non-Metro	Non-Border
Cooke	North Texas	Non-Metro	Non-Border
Coryell	Central Texas	Metro	Non-Border
Cottle	North Texas	Non-Metro	Non-Border
Crane	West Texas	Non-Metro	Non-Border
Crockett	West Texas	Non-Metro	Border
Crosby	Panhandle	Metro Non-	Border
Culberson	West Texas	Non-Metro	Border
Dallam	Panhandle	Non-Metro	Non-Border
Dallas	North Texas	Metro	Non-Border
Dawson	West Texas	Non-Metro	Non-Border
Deaf Smith	Panhandle	Non-Metro	Non-Border
Delta	East Texas	Metro	Non-Border
Denton	North Texas	Metro	Non-Border
DeWitt	South Texas	Non-Metro	Non-Border
Dickens	Panhandle	Non-Metro	Non-Border
Dimmit	South Texas	Non-Metro	Border
Donley	Panhandle	Non-Metro	Non-Border
Duval	Rio Grande Valley	Non-Metro	Border
Eastland	North Texas	Non-Metro	Non-Border
Ector	West Texas	Metro	Non-Border
Edwards	South Texas	Non-Metro	Border
Ellis	North Texas	Metro	Non-Border
El Paso	West Texas	Metro	Border
Erath	North Texas	Non-Metro	Non-Border
Falls	Central Texas	Non-Metro	Non-Border
Fannin	North Texas	Non-Metro	Non-Border
Fayette	Central Texas	Non-Metro	Non-Border
Fisher	North Texas	Non-Metro	Non-Border
Floyd	Panhandle	Non-Metro	Non-Border
Foard	North Texas	Non-Metro	Non-Border
Fort Bend	Gulf Coast	Metro	Non-Border
Franklin	East Texas	Non-Metro	Non-Border
Freestone	Central Texas	Non-Metro	Non-Border
Frio	South Texas	Non-Metro	Border
Gaines	West Texas	Non-Metro	Non-Border
Galveston	Gulf Coast	Metro	Non-Border
Garza	Panhandle	Non-Metro	Non-Border
Gillespie	South Texas	Non-Metro	Non-Border
Glasscock	West Texas	Non-Metro	Non-Border
Goliad	South Texas	Metro	Non-Border
Gonzales	South Texas	Non-Metro	Non-Border
Gray	Panhandle	Non-Metro	Non-Border
Grayson	North Texas	Metro	Non-Border
Gregg	East Texas	Metro	Non-Border
Grimes	Central Texas	Non-Metro	Non-Border
Guadalupe	South Texas	Metro	Non-Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Hale	Panhandle	Non-Metro	Non-Border
Hall	Panhandle	Non-Metro	Non-Border
Hamilton	Central Texas	Non-Metro	Non-Border
Hansford	Panhandle	Non-Metro	Non-Border
Hardeman	North Texas	Non-Metro	Non-Border
Hardin	Gulf Coast	Metro	Non-Border
Harris	Gulf Coast	Metro	Non-Border
Harrison	East Texas	Non-Metro	Non-Border
Hartley	Panhandle	Non-Metro	Non-Border
Haskell	North Texas	Non-Metro	Non-Border
Hays	Central Texas	Metro	Non-Border
Hemphill	Panhandle	Non-Metro	Non-Border
Henderson	East Texas	Non-Metro	Non-Border
Hidalgo	Rio Grande Valley	Metro	Border
Hill	Central Texas	Non-Metro	Non-Border
Hockley	Panhandle	Non-Metro	Non-Border
Hood	North Texas	Non-Metro	Non-Border
Hopkins	East Texas	Non-Metro	Non-Border
Houston	East Texas	Non-Metro	Non-Border
Howard	West Texas	Non-Metro	Non-Border
Hudspeth	West Texas	Non-Metro	Non-Metro
Hunt	North Texas	Metro	Non-Border
Hutchinson	Panhandle	Non-Metro	Non-Border
Irion	West Texas	Metro	Non-Border
Jack	North Texas	Non-Metro	Non-Border
Jackson	South Texas	Non-Metro	Non-Border
Jasper	East Texas	Non-Metro	Non-Border
Jeff Davis	West Texas	Non-Metro	Border
Jefferson	Gulf Coast	Metro	Non-Border
Jim Hogg	Rio Grande Valley	Non-Metro	Border
Jim Wells	Rio Grande	Valley	Non-Metro
Johnson	North Texas	Metro	Non-Border
Jones	North Texas	Metro	Non-Border
Karnes	South Texas	Non-Metro	Non-Border
Kaufman	North Texas	Metro	Non-Border
Kendall	South Texas	Metro	Non-Border
Kenedy	Rio Grande Valley	Non-Metro	Border
Kent	North Texas	Non-Metro	Non-Border
Kerr	South Texas	Non-Metro	Non-Border
Kimble	West Texas	Non-Metro	Non-Border
King	Panhandle	Non-Metro	Non-Border
Kinney	South Texas	Non-Metro	Border
Kleberg	Rio Grande Valley	Non-Metro	Non-Border
Knox	North Texas	Non-Metro	Non-Border
Lamar	East Texas	Non-Metro	Non-Border
Lamb	Panhandle	Non-Metro	Non-Border
Lampasas	Central Texas	Metro	Non-Border
La Salle	South Texas	Non-Metro	Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Lavaca	South Texas	Non-Metro	Non-Border
Lee	Central Texas	Non-Metro	Non-Border
Leon	Central Texas	Non-Metro	Non-Border
Liberty	Gulf Coast	Metro	Non-Border
Limestone	Central Texas	Non-Metro	Non-Border
Lipscomb	Panhandle	Non-Metro	Non-Border
Live Oak	Rio Grande Valley	Non-Metro	Non-Border
Llano	Central Texas	Non-Metro	Non-Border
Loving	West Texas	Non-Metro	Non-Border
Lubbock	Panhandle	Metro	Non-Border
Lynn	Panhandle	Non-Metro	Non-Border
McCulloch	West Texas	Non-Metro	Non-Border
McLennan	Central Texas	Metro	Non-Border
McMullen	Rio Grande Valley	Non-Metro	Border
Madison	Central Texas	Non-Metro	Non-Border
Marion	East Texas	Non-Metro	Non-Border
Martin	West Texas	Non-Metro	Non-Border
Mason	West Texas	Non-Metro	Non-Border
Matagorda	Gulf Coast	Non-Metro	Non-Border
Maverick	South Texas	Non-Metro	Border
Medina	South Texas	Metro	Non-Border
Menard	West Texas	Non-Metro	Non-Border
Midland	West Texas	Metro	Non-Border
Milam	Central Texas	Non-Metro	Non-Border
Mills	Central Texas	Non-Metro	Non-Border
Mitchell	North Texas	Non-Metro	Non-Border
Montague	North Texas	Non-Metro	Non-Border
Montgomery	Gulf Coast	Metro	Non-Border
Moore	Panhandle	Non-Metro	Non-Border
Morris	East Texas	Non-Metro	Non-Border
Motley	Panhandle	Non-Metro	Non-Border
Nacogdoches	East Texas	Non-Metro	Non-Border
Navarro	North Texas	Non-Metro	Non-Border
Newton	East Texas	Non-Metro	Non-Border
Nolan	North Texas	Non-Metro	Non-Border
Nueces	Rio Grande Valley	Metro	Non-Border
Ochiltree	Panhandle	Non-Metro	Non-Border
Oldham	Panhandle	Non-Metro	Non-Border
Orange	Gulf Coast	Metro	Non-Border
Palo Pinto	North Texas	Non-Metro	Non-Border
Panola	East Texas	Non-Metro	Non-Border
Parker	North Texas	Metro	Non-Border
Parmer	Panhandle	Non-Metro	Non-Border
Pecos	West Texas	Non-Metro	Border
Polk	East Texas	Non-Metro	Non-Border
Potter	Panhandle	Metro	Non-Border
Presidio	West Texas	Non-Metro	Border
Rains	East Texas	Non-Metro	Non-Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Randall	Panhandle	Metro	Non-Border
Reagan	West Texas	Non-Metro	Non-Border
Real	South Texas	Non-Metro	Border
Red River	East Texas	Non-Metro	Non-Border
Reeves	West Texas	Non-Metro	Border
Refugio	Rio Grande Valley	Non-Metro	Non-Border
Roberts	Panhandle	Non-Metro	Non-Border
Robertson	Central Texas	Metro	Non-Border
Rockwall	North Texas	Metro	Non-Border
Runnels	North Texas	Non-Metro	Non-Border
Rusk	East Texas	Metro	Non-Border
Sabine	East Texas	Non-Metro	Non-Border
San Augustine	East Texas	Non-Metro	Non-Border
San Jacinto	East Texas	Metro	Non-Border
San Patricio	Rio Grande Valley	Metro	Non-Border
San Saba	Central Texas	Non-Metro	Non-Border
Schleicher	West Texas	Non-Metro	Non-Border
Scurry	North Texas	Non-Metro	Non-Border
Shackelford	North Texas	Non-Metro	Non-Border
Shelby	East Texas	Non-Metro	Non-Border
Sherman	Panhandle	Non-Metro	Non-Border
Smith	East Texas	Metro	Non-Border
Somervell	North Texas	Non-Metro	Non-Border
Starr	Rio Grande Valley	Non-Metro	Border
Stephens	North Texas	Non-Metro	Non-Border
Sterling	West Texas	Non-Metro	Non-Border
Stonewall	North Texas	Non-Metro	Non-Border
Sutton	West Texas	Non-Metro	Border
Swisher	Panhandle	Non-Metro	Non-Border
Tarrant	North Texas	Metro	Non-Border
Taylor	North Texas	Metro	Non-Border
Terrell	West Texas	Non-Metro	Border
Terry	Panhandle	Non-Metro	Non-Border
Throckmorton	North Texas	Non-Metro	Non-Border
Titus	East Texas	Non-Metro	Non-Border
Tom Green	West Texas	Metro	Non-Border
Travis	Central Texas	Metro	Non-Border
Trinity	East Texas	Non-Metro	Non-Border
Tyler	East Texas	Non-Metro	Non-Border
Upshur	East Texas	Metro	Non-Border
Upton	West Texas	Non-Metro	Non-Border
Uvalde	South Texas	Non-Metro	Border
Wilbarger	North Texas	Non-Metro	Non-Border
Willacy	Rio Grande Valley	Non-Metro	Border
Williamson	Central Texas	Metro	Non-Border
Wilson	South Texas	Metro	Non-Border
Winkler	West Texas	Non-Metro	Non-Border
Wise	North Texas	Metro	Non-Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Wood	East Texas	Non-Metro	Non-Border
Yoakum	Panhandle	Non-Metro	Non-Border
Young	North Texas	Non-Metro	Non-Border
Zapata	Rio Grande Valley	Non-Metro	Border
Zavala	South Texas	Non-Metro	Border