Appendix A

TGPHNSS Taskforce Membership

Chair

- Cindy Zolnierek, PhD, RN - Executive Director, Texas Nurses Association

Members

- Lisa Campbell, DNP, RN, APHN-BC - Founder, Population Health Consultants
- Monica Hughes, MSN, RN, NE-BC, Clinical Assistant Professor, Texas State University
- Lisette K. Osborne, RN-BC, MSN, CHEP - Preparedness Branch Manager, Health Emergency Preparedness and Response Section, Texas Department of State Health Services
- Debra Seamans, MSN, RN - Communicable Disease Program Manager, Texas Department of Health Services, Health Services Region 7

Texas Governmental Public Health Nurse Staffing Survey
(TGPHNSS)
Survey Instrument

Texas Department of State Health Services

Texas Center for Nursing Workforce Studies

TEXAS
Health and Human Services

Welcome to the 2019 Texas Governmental Public Health Nurse Staffing Survey (TGPHNSS)

Purpose: The primary purpose of this survey is to assess nurse staffing and related issues in Texas governmental public health agencies. The information in this survey will serve as a guide for the development of 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.

Due Date: Your completed survey is due by **Friday, May 31st, 2019**.

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 the Texas Center for Nursing Workforce Studies by:

- phone at 512-776-2365
- email at TCNWS@dshs.texas.gov.

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1. **Please provide the following information about your division/section/agency.**

   Official agency name:

   [   ]

   Main office city:

   [   ]

   Main office zip code:

   [   ]

   Name of person submitting survey:

   [   ]

   Title of person submitting survey:

   [   ]

   Email of person submitting survey:

   [   ]

   Phone # of person submitting survey (xxx-xxx-xxxx):

   [   ]

2. **Which of the following best characterizes your division/section/agency? Select all that apply.**
   - ☐ Local health department - city
   - ☐ Local health department - county
   - ☐ Local health department - health district
   - ☐ DSHS - public health region
   - ☐ DSHS - central office in Austin
   - ☐ Texas Health and Human Services
   - ☐ Other (Please specify):

   [   ]

3. **Please list the counties or Public Health Regions served by your division/section/agency. If you provide service statewide, please list "Texas."**

   [   ]

4. **Does your division/section/agency have a position designated with overall administrative responsibility for nursing services?**
   - ○ Yes
   - ○ No

5. **Is the person with overall administrative responsibility for nursing services a registered nurse?**

   ○ Yes
   ○ No

6. **What types of nurses are used to staff programs in your division/section/agency? Select all that apply.**

   ☐ LVNs
   ☐ RNs
   ☐ APRNs

7. **Does your organization's board have any RN members?**

   ○ No
   ○ Yes, and they have voting privileges
   ○ Yes, but they do not have voting privileges
   ○ Not applicable or unknown

8. **For each of the following categories, how many people are currently employed by your division/section/agency? Please do NOT include contract or temporary staff. Please report this as a headcount by full- and part-time employees.**

	Full-time headcount	Part-time headcount
Total number of employees		
Number of positions that require an LVN, RN, or APRN license		
Number of licensed vocational nurses (LVNs) (including those in positions that do not require a nursing license)		
Number of registered nurses (RNs) (including those in positions that do not require a nursing license)		
Number of advanced practice registered nurses (APRNs) (including those in positions that do not require a nursing license)		

Nurse Staffing

In questions 9 and 10, please provide staffing numbers for all registered nurses (RNs), licensed vocational nurses (LVNs), and adavanced practice RNs (APRNs). ONLY include direct patient care staff. Please enter "N/A" if your division/section/agency does not employ the particular type of nurse.

9. **Please report FTEs (full-time equivalents) in this question.**

	On **1/25/2019**:				In the next fiscal year:
	Total number of occupied **FTE** positions	Total number of vacant **FTE** positions being recruited or on hold/frozen	Contract, agency, and traveling staff **FTEs** employed	Per diem **FTEs** employed	Additional number of **FTEs** your organization expects to budget
RNs					
LVNs					
APRNs					

10. **Please report a head count in this question. Do not include agency, contract, or traveling nurses.**

	Number of workers employed 1/1/18:		Number of workers employed 12/31/18:		Total number of **separations** during 1/1/2018 - 12/31/2018
	Full-time	Part-time	Full-time	Part-time	
RNs					
LVNs					
APRNs					

11. Please indicate the number of newly licensed RNs, by degree, that were hired by your organization during your organization's last fiscal year, and the total number of RNs, by degree, employed by your organization during the last fiscal year. Newly licensed RNs are those who have been licensed for less than 1 year.

	Number of newly licensed RN applicants **hired**	Number of **all** RNs employed
ADN or Diploma in Nursing		
BSN or higher		

12. How many nursing informaticist FTEs were actively employed at your agency on 1/25/2019?

13. Please indicate the type of change, if any, in the number of budgeted nurse FTEs on staff in the past two years, for each type of nurse.

	Increased	Decreased	No change
LVN	○	○	○
RN	○	○	○
APRN	○	○	○

14. Please indicate the reasons your division/section/agency has increased budgeted positions for each type of nurse during the past two years. Select all that apply.

	Opening of new programs or departments	Increase in funding	Changes in policy	Other
LVN	☐	☐	☐	☐
RN	☐	☐	☐	☐
APRN	☐	☐	☐	☐

15. If "Other", please specify the reasons your division/section/agency has increased budgeted nurse positions.

16. Please indicate the reasons your division/section/agency has decreased budgeted positions for each type of nurse during the past two years. Select all that apply.

	Closing of programs or departments	Reduced funding	Changes in policy	Inability to fill existing nurse positions	Other
LVN	☐	☐	☐	☐	☐
RN	☐	☐	☐	☐	☐
APRN	☐	☐	☐	☐	☐

17. If "Other", please specify the reasons your division/section/agency has decreased budgeted nurse positions.

18. Has your division/section/agency replaced budgeted positions for RNs with budgeted positions for LVNs in the last fiscal year?

○ Yes
○ No

19. How many budgeted positions for RNs were replaced with budgeted positions for LVNs in the last fiscal year?

20. Please explain why your division/section/agency replaced budgeted positions for RNs with budgeted positions for LVNs in the last fiscal year.

21. Once a vacant nursing position is posted, how many days does it typically take to fill that position?

	1-30 days	31-60 days	61-90 days	91 days or more	N/A
LVN positions	○	○	○	○	○
RN positions	○	○	○	○	○
APRN positions	○	○	○	○	○

22. Please describe the issues your division/section/ agency faces in filling vacant nursing positions.

23. Please describe any issues resulting from vacant nursing positions in your division/section/agency.

24. Which of these nursing staff recruitment and retention strategies are used by your division/ section/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
- ☐ Flexible scheduling or job sharing
- ☐ Merit bonus
- ☐ Tuition (reimbursement or direct payment for employees/new hires)
- ☐ Financial assistance in receiving certifications or further education
- ☐ Payback for unused sick/vacation time
- ☐ Other (Please specify):

25. On a scale from 1 to 4, where 1=most impactful and 4=least impactful, please rank which interventions would have the greatest impact on retention of nurses and other direct patient care staff in your organization. Use each number only once.

- __ Pay increase
- __ Employee recognition
- __ Adequate staffing
- __ Effective management/leadership
- ☐ Other (Please specify):

26. What consequences has your organization 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
- ☐ Inability to expand services
- ☐ Increase in voluntary overtime
- ☐ Wage increases
- ☐ Increased nursing staff turnover
- ☐ Increased use of temporary/agency nurses
- ☐ Increased patient/family complaints
- ☐ Increased absenteeism
- ☐ Increased number of incident reports
- ☐ Difficulty completing required documentation on time
- ☐ Other (Please specify):

27. Please indicate the methods of interim staffing used by your division/section/agency to fill in for vacant or absent nurse staff positions. Select all that apply.

- ☐ We do not use these methods of interim staffing
- ☐ Voluntary overtime
- ☐ Increased workload (but not work hours) of existing staff
- ☐ Identified other providers of services in the community for client referrals
- ☐ In-house staffing pool/per diem
- ☐ Temporary nurses such as contract or staffing agency nurses
- ☐ Other interim staffing methods (Please specify):

Transition to Practice

The Institute of Medicine's Future of Nursing: Leading Change, Advancing Health report made 8 recommendations for the field of nursing. Recommendation 3 from this report is "Implement nurse residency programs." In response to this recommendation, the Texas Center for Nursing Workforce Studies and its Advisory Committee are gathering information on transition to practice programs in nurse employment settings. For the purpose of this survey, transition to practice programs are defined as formal programs of active learning for:

- newly licensed registered nurses (RNs) and licensed vocational nurses (VNs) designed to support their progression from education to practice
- experienced nurses who transition to a new practice setting or specialty
- newly licensed advanced practice registered nurses (APRNs) transitioning to a new practice setting, specialty, or role.

Nurse residency – a series of learning sessions and work experiences that occurs continuously over a predetermined period of time and is designed to assist new employees as they transition to their first professional nursing role. For the purpose of this survey, nurse residency programs are geared toward newly licensed nurses, or nurses licensed for less than one year.

Nurse fellowship – a series of learning sessions and work experiences that occurs continuously over a predetermined period of time and is designed to assist experienced nurses to master new clinical settings or newly certified or licensed advanced practice nurses to master new settings, specialties, or roles.

Student Nurse internship/externship – a training program designed for upper-level nursing students to further develop nursing skills and assist in the successful transfer from educational to clinical settings.

Preceptorship/Mentorship – a formal, one-on-one teaching-learning relationship of predetermined length between a competent preceptor or mentor and a newly licensed nurse that facilitates transition to practice.

Please tell us about your transition to practice program by answering the following questions.

28. **Does your division/section/agency have a transition to practice program for nurses? Please note that we are not asking about new job orientation programs that all staff must complete.**
    - ○ Yes
    - ○ No

29. **If your division/section/agency has a transition to practice program for nurses, please describe it below.**

Additional Comments and Suggestions

Please use this space to make any comments or suggestions regarding this survey.

You have reached the end of the 2019 Texas Governmental Public Health Nurse Staffing Survey! Thank you for your participation. If you have any questions or concerns, please contact the Texas Center for Nursing Workforce Studies at (512) 776-2365 or by email at TCNWS@dshs.texas.gov.

Texas Governmental Public Health Nurse Staffing Survey
(TGPHNSS)
Operational Definitions

2019 Texas Governmental Public Health Nurse Staffing Study
Operational Definitions

Administrator - The person who is responsible for the day-to-day operations of the local health department.

Advanced Practice Registered Nurse (APRN) – a registered nurse approved by the Texas Board of Nursing (BON) to practice as an advanced practice nurse based on completing an advanced educational program acceptable to the BON. The term includes a nurse practitioner, nurse-midwife, nurse anesthetist, and a clinical nurse specialist. The advanced practice nurse is prepared to practice in an expanded role to provide health care to individuals, families, and/or groups in a variety of settings including but not limited to homes, hospitals, institutions, offices, industry, schools, community agencies, public and private clinics, and private practice. The advanced practice nurse acts independently and/or in collaboration with other health care professionals in the delivery of health care services (Texas BON).

Full-Time – an employee who works a full work week and full work year, as defined by the employer.

Full-Time Equivalent (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.

Public Health Regions - eight regions designated by DSHS in Texas that provide preventive, protective, regulatory, and preparedness health services in areas without local health departments. Additionally, each region carries out required state governmental functions and assists local health departments (Texas DSHS).

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 (Texas BON).

Local Health Department (LHD) – a governmental body serving a jurisdiction or group of jurisdictions geographically smaller than a health region or state and recognized as having the primary statutory authority to promote and protect the public's health and prevent disease in humans. This authority is defined by the state's constitution, statute, or regulations or established by local ordinance or through formal local cooperative agreement or mutual aid. (Public Health Accreditation Board. *Guide to National Public Health Department Accreditation.* Alexandria, VA. May 2011).

Nursing Informaticist – a registered nurse whose main job function is to process and manage data and information to support nursing practice, administration, education, research, and the expansion of nursing knowledge.

2019 Texas Governmental Public Health Nurse Staffing Study
Operational Definitions

Part-Time – an employee who works less than full-time, as defined by the employer.

Per Diem – an arrangement wherein a nurse is employed directly on an as needed basis and usually has no benefits.

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

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

Texas County and TGPHNSS 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 82 Metropolitan and 172 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.

Five of the 32 border counties are designated as Metropolitan.

TGPHNSS Region Map

Panhandle

North Texas

East Texas

West Texas

Central Texas

Gulf Coast

South Texas
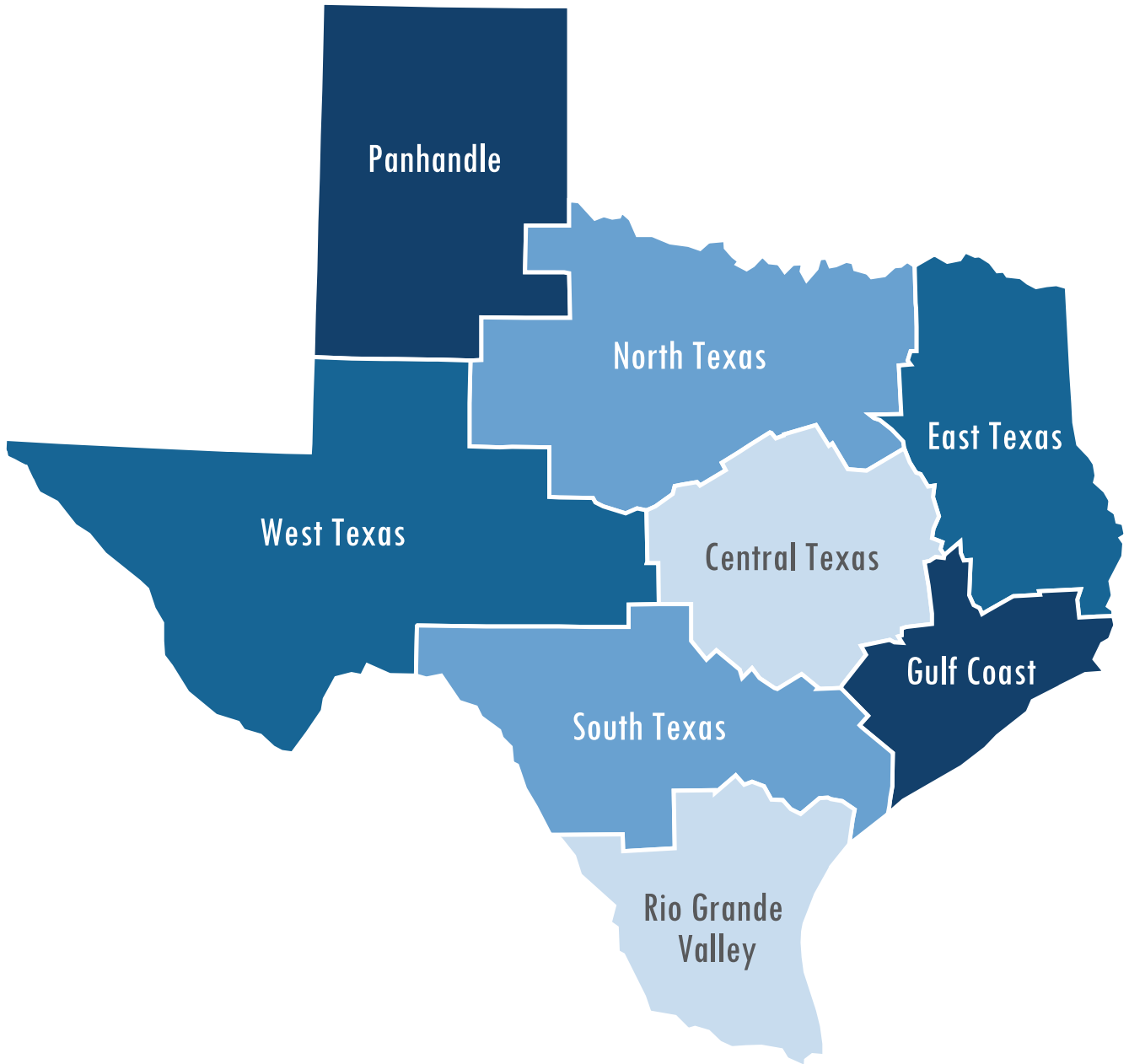
Rio Grande
Valley

2019 Texas Counties, Alphabetical Order

County Name	TGPHNSS Region	Metropolitan Status	Border Status	County Name	TGPHNSS Region	Metropolitan Status	Border Status
Anderson	East Texas	Non-Metro	Non-Border	Concho	West Texas	Non-Metro	Non-Border
Andrews	West Texas	Non-Metro	Non-Border	Cooke	North Texas	Non-Metro	Non-Border
Angelina	East Texas	Non-Metro	Non-Border	Coryell	Central Texas	Metro	Non-Border
Aransas	Rio Grande Valley	Metro	Non-Border	Cottle	North Texas	Non-Metro	Non-Border
Archer	North Texas	Metro	Non-Border	Crane	West Texas	Non-Metro	Non-Border
Armstrong	Panhandle	Metro	Non-Border	Crockett	West Texas	Non-Metro	Border
Atascosa	South Texas	Metro	Non-Border	Crosby	Panhandle	Metro Non-	Border
Austin	Gulf Coast	Metro	Non-Border	Culberson	West Texas	Non-Metro	Border
Bailey	Panhandle	Non-Metro	Non-Border	Dallam	Panhandle	Non-Metro	Non-Border
Bandera	South Texas	Metro	Non-Border	Dallas	North Texas	Metro	Non-Border
Bastrop	Central Texas	Metro	Non-Border	Dawson	West Texas	Non-Metro	Non-Border
Baylor	North Texas	Non-Metro	Non-Border	Deaf Smith	Panhandle	Non-Metro	Non-Border
Bee	Rio Grande Valley	Non-Metro	Non-Border	Delta	East Texas	Metro	Non-Border
Bell	Central Texas	Metro	Non-Border	Denton	North Texas	Metro	Non-Border
Bexar	South Texas	Metro	Non-Border	DeWitt	South Texas	Non-Metro	Non-Border
Blanco	Central Texas	Non-Metro	Non-Border	Dickens	Panhandle	Non-Metro	Non-Border
Borden	West Texas	Non-Metro	Non-Border	Dimmit	South Texas	Non-Metro	Border
Bosque	Central Texas	Non-Metro	Non-Border	Donley	Panhandle	Non-Metro	Non-Border
Bowie	East Texas	Metro	Non-Border	Duval	Rio Grande Valley	Non-Metro	Border
Brazoria	Gulf Coast	Metro	Non-Border	Eastland	North Texas	Non-Metro	Non-Border
Brazos	Central Texas	Metro	Non-Border	Ector	West Texas	Metro	Non-Border
Brewster	West Texas	Non-Metro	Border	Edwards	South Texas	Non-Metro	Border
Briscoe	Panhandle	Non-Metro	Non-Border	Ellis	North Texas	Metro	Non-Border
Brooks	Rio Grande Valley	Non-Metro	Border	El Paso	West Texas	Metro	Border
Brown	North Texas	Non-Metro	Non-Border	Erath	North Texas	Non-Metro	Non-Border
Burleson	Central Texas	Metro	Non-Border	Falls	Central Texas	Non-Metro	Non-Border
Burnet	Central Texas	Non-Metro	Non-Border	Fannin	North Texas	Non-Metro	Non-Border
Caldwell	Central Texas	Metro	Non-Border	Fayette	Central Texas	Non-Metro	Non-Border
Calhoun	South Texas	Metro	Non-Border	Fisher	North Texas	Non-Metro	Non-Border
Callahan	North Texas	Metro	Non-Border	Floyd	Panhandle	Non-Metro	Non-Border
Cameron	Rio Grande Valley	Metro	Border	Foard	North Texas	Non-Metro	Non-Border
Camp	East Texas	Non-Metro	Non-Border	Fort Bend	Gulf Coast	Metro	Non-Border
Carson	Panhandle	Metro	Non-Border	Franklin	East Texas	Non-Metro	Non-Border
Cass	East Texas	Non-Metro	Non-Border	Freestone	Central Texas	Non-Metro	Non-Border
Castro	Panhandle	Non-Metro	Non-Border	Frio	South Texas	Non-Metro	Border
Chambers	Gulf Coast	Metro	Non-Border	Gaines	West Texas	Non-Metro	Non-Border
Cherokee	East Texas	Non-Metro	Non-Border	Galveston	Gulf Coast	Metro	Non-Border
Childress	Panhandle	Non-Metro	Non-Border	Garza	Panhandle	Non-Metro	Non-Border
Clay	North Texas	Metro	Non-Border	Gillespie	South Texas	Non-Metro	Non-Border
Cochran	Panhandle	Non-Metro	Non-Border	Glasscock	West Texas	Non-Metro	Non-Border
Coke	West Texas	Non-Metro	Non-Border	Goliad	South Texas	Metro	Non-Border
Coleman	North Texas	Non-Metro	Non-Border	Gonzales	South Texas	Non-Metro	Non-Border
Collin	North Texas	Metro	Non-Border	Gray	Panhandle	Non-Metro	Non-Border
Collingsworth	Panhandle	Non-Metro	Non-Border	Grayson	North Texas	Metro	Non-Border
Colorado	Gulf Coast	Non-Metro	Non-Border	Gregg	East Texas	Metro	Non-Border
Comal	South Texas	Metro	Non-Border	Grimes	Central Texas	Non-Metro	Non-Border
Comanche	North Texas	Non-Metro	Non-Border	Guadalupe	South Texas	Metro	Non-Border

County Name	TGPHNSS 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	TGPHNSS 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	TGPHNSS 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	TGPHNSS 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