



Appendix A

HHHCNSS Taskforce Membership

Members

- Suzy Brown, RN - Administrator, Legacy of Love Hospice
- Patti Shaw, RN - Director, Hendrick Housecalls
- Ellen Martin, RN, PhD - Director of Practice, Texas Nurses Association
- Molly Tomlin, RN, CLNC - Director of Clinical Practice and Regulatory Affairs, Texas Association for Home Care and Hospice
- April Ernst, MSN, RN, CNE - Consultant, April Ernst Consulting



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



Texas Center for Nursing Workforce Studies
Department of State Health Services



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Welcome to the 2017 Home Health and Hospice Care Nurse Staffing Survey (HHHCNSS)

Purpose: The primary purpose of this survey is to assess nurse staffing and related issues in Texas home health and hospice 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, July 21st, 2017**.

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](tel:512-776-2365) or by email at TCNWS@dshs.texas.gov.

1. Please provide the following information about your agency.

Agency Name:

License # (for tracking purposes only):

Name of administrator:

Email address of administrator:

Phone # of administrator (xxx-xxx-xxxx):

Name of person submitting survey:

Title of person submitting survey:

Email address of person submitting survey:

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

2. Please enter the total number of billable and non-billable nursing visits during 1/1/2016 - 12/31/2016 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.

3. If your agency declined any patients during 1/1/2016 - 12/31/2016 due to not having available staff to provide the necessary care, please enter the number of patients declined. Enter "0" if applicable.

4. Does your agency'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

Survey responses are strictly confidential. Individual facilities will not be identified when survey results are reported.

5. Please provide the following information for all 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			
7			
8			
9			
10			

Staffing

The next four questions 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.

6. 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 occupied as of January 27, 2017	Total number of vacant FTEs being recruited as of January 27, 2017	Total number of vacant FTEs on hold or frozen as of January 27, 2017
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)			

7. Please report the total number of full-time and part-time direct patient care staff employed in this agency. This is the head count of all full- and part- time workers employed in this agency. Only include regularly scheduled direct patient care staff. Do NOT include temporary staff (agency, contract, or traveling nurses) in these counts. Enter "0" if you have no employees of a given type.

	Full-time workers employed as of 1/1/2016	Full-time workers employed as of 12/31/2016	Part-time workers employed as of 1/1/2016	Part-time workers employed as of 12/31/2016
RNs				
APRNs (only include nurses practicing in an APRN role)				
LVNs				
HHAs/NAs/CNAs				



8. Please provide the total number of separations during January 1, 2016 - December 31, 2016. Only include voluntary and involuntary terminations or separations of regularly scheduled direct patient care staff. Do NOT include temporary staff (agency, contract, or traveling nurses) in these counts. Enter "0" if you have no employees of a given type. Please note that you are to report a head count in this question, not FTEs.

	Total number of separations during 1/1/2016-12/31/2016
RNs	
APRNs (only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

9. How many non-regularly scheduled nursing staff did your agency employ as of January 27, 2017? 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.

	Non-regularly scheduled staff FTEs employed on 1/27/2017
RNs	
APRNs (only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

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

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

11. Where do you currently focus your RN recruitment efforts? Select all that apply.

- Within Texas
- In states outside of Texas
- Internationally
- Other (Please specify):

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

13. Which of these nursing staff recruitment and retention strategies are used by your agency? Select all that apply.

Strategy	Full-time employees	Part-time employees
NONE	<input type="checkbox"/>	<input type="checkbox"/>
Health insurance	<input type="checkbox"/>	<input type="checkbox"/>
Retirement plan	<input type="checkbox"/>	<input type="checkbox"/>
Paid time off	<input type="checkbox"/>	<input type="checkbox"/>
Employee recognition programs (employee of the month, staff dinners/luncheons, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
Reimbursement for workshops/conferences	<input type="checkbox"/>	<input type="checkbox"/>
Sign-on bonus	<input type="checkbox"/>	<input type="checkbox"/>
Bonus for recruiting nursing staff to the organization	<input type="checkbox"/>	<input type="checkbox"/>
Career ladder positions for RNs/LVNs/APRNs	<input type="checkbox"/>	<input type="checkbox"/>
Career ladder positions for HHAs/NAs/CNAs	<input type="checkbox"/>	<input type="checkbox"/>
Flexible scheduling or job sharing	<input type="checkbox"/>	<input type="checkbox"/>
Shift differential	<input type="checkbox"/>	<input type="checkbox"/>
Merit bonus	<input type="checkbox"/>	<input type="checkbox"/>
Sabbatical	<input type="checkbox"/>	<input type="checkbox"/>
Tuition (reimbursement or direct payment for employees/new hires)	<input type="checkbox"/>	<input type="checkbox"/>
Financial assistance in receiving certifications or further education	<input type="checkbox"/>	<input type="checkbox"/>
Payback for unused sick/vacation time	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify:	<input type="checkbox"/>	<input type="checkbox"/>

14. In your opinion, what interventions would have the greatest impact on retention of nurses and other direct patient care staff at your agency?

- Pay increase
- Employee recognition
- Adequate staffing
- Other (Please specify):

Survey responses are strictly confidential. Individual facilities will not be identified when survey results are reported.

15. 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with no home health or hospice experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with home health experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with hospice experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
APRNs (only include nurses practicing in an APRN role)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LVNs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HHAs/NAs/CNAs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Please specify why your agency will need fewer, more, or about the same number of each type of nursing personnel over the next 2 years. Select all that apply.

	Patient Census	Patient Acuity	Budget Concerns	Other (Please specify):
RNs licensed less than 1 year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
RNs licensed more than 1 year, with no home health or hospice experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
RNs licensed more than 1 year, with home health experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
RNs licensed more than 1 year, with hospice experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
APRNs (only include nurses practicing in an APRN role)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
LVNs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
HHAs/NAs/CNAs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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

	Very easy to recruit	Easy to recruit	Neither easy nor difficult to recruit	Difficult to recruit	Very difficult to recruit	N/A
RNs licensed less than 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with no home health or hospice experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with home health experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with hospice experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
APRNs (only include nurses practicing in an APRN role)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LVNs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HHAs/NAs/CNAs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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

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 experience	
APRNs (only include nurses practicing in an APRN role)	
LVNs	
HHAs/NAs/CNAs	

19. Please indicate the average number of days it currently takes your organization to fill direct patient care positions (from when the job requisition is posted until the job offer is accepted):

	1-30 days	31-60 days	61-90 days	91 days or more	N/A
RNs licensed less than 1 year	<input type="radio"/>				
RNs licensed more than 1 year, with no home health or hospice experience	<input type="radio"/>				
RNs licensed more than 1 year, with home health experience	<input type="radio"/>				
RNs licensed more than 1 year, with hospice experience	<input type="radio"/>				
APRNs (only include nurses practicing in an APRN role)	<input type="radio"/>				
LVNs	<input type="radio"/>				
HHAs/NAs/CNAs	<input type="radio"/>				

20. On a scale from 1 to 4, where 1=most 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 nursing experience in a setting other than home health or hospice
- ___ Bilingual
- ___ Bachelor's in nursing or higher education

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

22. 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 completing required documentation on time
- Use of administrative staff to cover nursing visits
- Other (Please specify):



23. 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.

	Number of newly licensed RN applicants hired	Number of all RNs employed
Diploma		
ADN		
BSN		
MSN Alternate Entry		

24. Please provide the following information regarding nursing informaticists within your agency as of January 27, 2017. Enter “0” where applicable.

	Headcount as of January 27, 2017
Number of nursing informaticists employed	
Number of vacant nursing informaticist positions	

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.



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

Does your agency offer the following program type?	Please identify the nurses who are eligible for the transition to practice program offered by your agency.	Please indicate whether your transition to practice program is an employment or non-employment model.		Length of program in <u>weeks</u>	Number of participants in program during last fiscal year
		Employment Model	Non-employment Model		
<input type="checkbox"/> Nurse Residency	<input type="checkbox"/> Newly licensed VN <input type="checkbox"/> Newly licensed RN	<input type="radio"/>	<input type="radio"/>		
<input type="checkbox"/> Nurse Fellowship	<input type="checkbox"/> Experienced VNs transitioning to new setting or specialty <input type="checkbox"/> Experienced RNs transitioning to new setting or specialty <input type="checkbox"/> Newly licensed/certified APRNs <input type="checkbox"/> Experienced APRNs transitioning to new setting or specialty	<input type="radio"/>	<input type="radio"/>		
<input type="checkbox"/> Student Nurse Internship/ Externship	<input type="checkbox"/> VN Students <input type="checkbox"/> RN Students	<input type="radio"/>	<input type="radio"/>		
<input type="checkbox"/> Preceptorship/ Mentorship (independent of a residency, fellowship, or internship/ externship)	<input type="checkbox"/> Newly licensed VNs <input type="checkbox"/> Newly licensed RNs <input type="checkbox"/> Newly licensed/certified APRNs <input type="checkbox"/> Experienced VNs transitioning to new setting or specialty <input type="checkbox"/> Experienced RNs transitioning to new setting or specialty <input type="checkbox"/> Experienced APRNs transitioning to new setting or specialty	<input type="radio"/>	<input type="radio"/>		
<input type="checkbox"/> Other program (Please describe in question 26)	<input type="checkbox"/> Newly licensed VNs <input type="checkbox"/> Newly licensed RNs <input type="checkbox"/> Newly licensed/certified APRNs <input type="checkbox"/> Experienced VNs transitioning to new setting or specialty <input type="checkbox"/> Experienced RNs transitioning to new setting or specialty <input type="checkbox"/> Experienced APRNs transitioning to new setting or specialty <input type="checkbox"/> VN Students <input type="checkbox"/> RN Students	<input type="radio"/>	<input type="radio"/>		

26. If "Other" transition to practice models are offered, please describe them below.

27. Please identify how the transition to practice program is coordinated in your agency.

- There is dedicated transition to practice program coordinator position.
- Coordination of the transition to practice program is done by the Chief Nursing Officer or Director of Nursing.
- Coordination of the transition to practice program is done by a nurse manager.
- Other (Please specify):

- I am unsure.

Survey responses are strictly confidential. Individual facilities will not be identified when survey results are reported.

28. Please select up to 3 main outcomes that have resulted in your organization as a result of your transition into practice program.

- Increased 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):

Additional Comments and Suggestions

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

You have reached the end of the 2017 Home Health and Hospice Care Nurse Staffing Survey! Thank you for your participation. If you have any questions or concerns, contact Cate Campbell by phone at [512-776-2365](tel:512-776-2365) or by email at TCNWS@dshs.texas.gov.



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

2017 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.

Employment model – Under this model, transition to practice programs hire nurses as permanent employees of the health care organization prior to entry into the program.

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 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.

2017 Home Health and Hospice Care Nurse Staffing Study Operational Definitions

Non-employment model – Under this model, organizations engage nurses for the duration of the transition to practice program without a commitment for continued employment.

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.

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.

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

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.

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.

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.

2017 Home Health and Hospice Care Nurse Staffing Study Operational Definitions

Transition to Practice Program – 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.

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 HHCNSS 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.

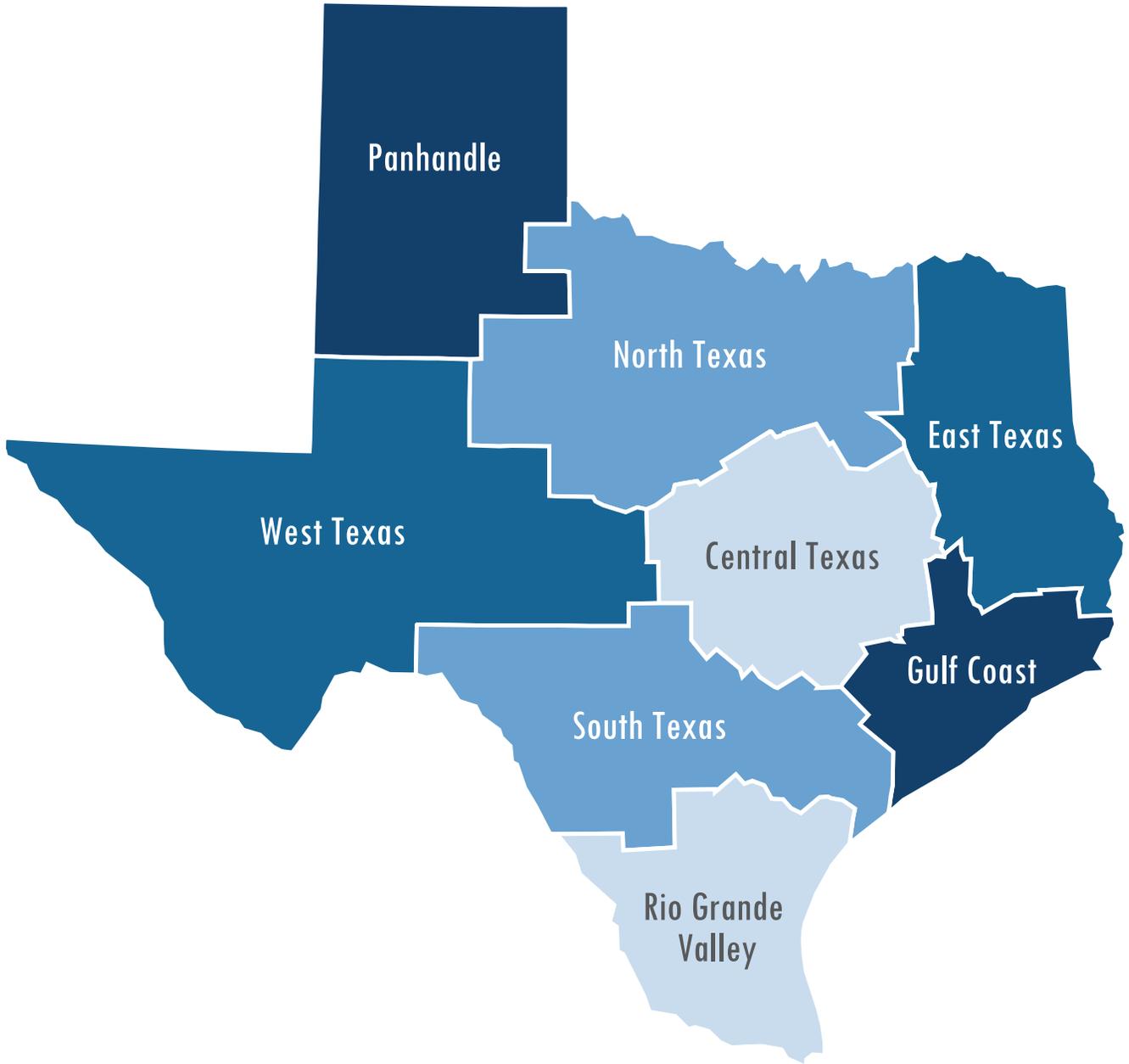
This border designation includes 32 Texas counties:

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.

HHHCNSS Region Map



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	Non-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

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Comanche	North Texas	Non-Metro	Non-Border
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
De Witt	South Texas	Non-Metro	Non-Border
Deaf Smith	Panhandle	Non-Metro	Non-Border
Delta	East Texas	Non-Metro	Non-Border
Denton	North Texas	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
El Paso	West Texas	Metro	Border
Ellis	North Texas	Metro	Non-Border
Erath	North Texas	Non-Metro	Non-Border
Falls	Central Texas	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

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Grimes	Central Texas	Non-Metro	Non-Border
Guadalupe	South Texas	Metro	Non-Border
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	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	Metro	Border
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	Non-Border
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
La Salle	South Texas	Non-Metro	Border
Lamar	East Texas	Non-Metro	Non-Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Lamb	Panhandle	Non-Metro	Non-Border
Lampasas	Central Texas	Metro	Non-Border
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	Metro	Non-Border
Madison	Central Texas	Non-Metro	Non-Border
Marion	East Texas	Non-Metro	Non-Border
Martin	West Texas	Metro	Non-Border
Mason	West Texas	Non-Metro	Non-Border
Matagorda	Gulf Coast	Non-Metro	Non-Border
Maverick	South Texas	Non-Metro	Border
McCulloch	West Texas	Non-Metro	Non-Border
McLennan	Central Texas	Metro	Non-Border
McMullen	Rio Grande Valley	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	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	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



County Name	HHHCNSS Region	Metropolitan Status	Border Status
Presidio	West Texas	Non-Metro	Border
Rains	East Texas	Non-Metro	Non-Border
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	Non-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	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
Val Verde	South Texas	Non-Metro	Border
Van Zandt	East Texas	Non-Metro	Non-Border
Victoria	South Texas	Metro	Non-Border
Walker	Gulf Coast	Non-Metro	Non-Border

County Name	HHHCNSS Region	Metropolitan Status	Border Status
Waller	Gulf Coast	Metro	Non-Border
Ward	West Texas	Non-Metro	Non-Border
Washington	Central Texas	Non-Metro	Non-Border
Webb	Rio Grande Valley	Metro	Border
Wharton	Gulf Coast	Non-Metro	Non-Border
Wheeler	Panhandle	Non-Metro	Non-Border
Wichita	North Texas	Metro	Non-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
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