

**BCY'25 and BCY'26 Local Workforce Development Board Targets  
Discussion Paper**

**Background**

The Workforce Innovation and Opportunity Act (WIOA) requires the Texas Workforce Commission (TWC) to negotiate two years of targets using a statistical model based on the Local Workforce Development Boards' (Boards) best available assumptions of the case mix and economy. Then, at the end of each year, the model is applied to the Boards' actual case mix and economy.

WIOA §116(c) identifies the following 15 measures to be used for local Board performance accountability:

<b>Adult</b>	<b>Dislocated Worker (DW)</b>	<b>Youth</b>
Employed Q2	Employed Q2	Employed/Enrolled Q2
Median Earnings Q2	Median Earnings Q2	Median Earnings Q2
Employed Q4	Employed Q4	Employed/Enrolled Q4
Credential Rate	Credential Rate	Credential Rate
Measurable Skill Gains (MSG)	Measurable Skill Gains (MSG)	Measurable Skill Gains (MSG)

States are required to implement an objective statistical model for use in local negotiations. In previous years negotiations, TWC used adapted versions of DOL's statistical adjustment models (SAMs), and while these models perform well at the state level, they tended to produce targets greater than 100 percent or less than 0 percent and even negative earnings values when applied to Board level data.

This is the first year TWC will be using models developed using Texas Board level data by TWC's Information Innovation & Insight (I3) staff, in consultation with the Workforce Development Division (WDD), to negotiate targets for all the required 15 measures. These performance assessment models (PAMs) more effectively account for specific demographic, social, and economic conditions in Texas.

The negotiated targets will be applied to performance being reported in Board Contract Years 2025 (BCY'25) and 2026 (BCY'26). Negotiations last occurred in the wake of the COVID-19 pandemic. Data from this period was heavily influenced by the pandemic, particularly by higher unemployment rates and unemployment insurance (UI) claims; however, the Texas economy and labor market has since recovered. While there are continued concerns of potential economic issues related to efforts to control inflation and high prices reversing economic and job growth, the PAMs can account for these factors.

**Negotiation Process**

TWC's Information Innovation & Insight (I3), in coordination with the Workforce Development Division (WDD), has responsibility for developing and applying statistical models for WIOA negotiations.

The negotiation process is conducted jointly between I3 and WDD, with I3 presenting the model and target proposals to Boards, providing a tool for Boards to use to evaluate their performance. Boards have the opportunity to respond with counterproposals for instances in which a Board is concerned about one or more specific target proposals. I3 then consolidates the responses and makes recommendations to WDD based on whether the Boards provided evidence to support their target counterproposal. If the

1 Board's justification does not meet that threshold, staff replies to either rebut the argument, or, in some  
2 instances, ask that the Board provide more details or evidence.

3 This occurs when the Board's request for an alternate target is based on factors that the statistical models  
4 already account for, such as citing how Boards serve more individuals who are statistically shown to have  
5 significant barriers to employment and are considered harder to serve. The models address such cases and  
6 allows for shifts in case mixes, whether toward or away from working with a population with greater  
7 challenges.

## 8 **Developing the Performance Assessment Models**

9 Due to the limitations associated with adapting DOL's statistical models to the Board level data and the  
10 issues that approach presented during target setting, I|3 developed Texas local area specific statistical  
11 models. These performance assessment models (PAMs) perform better than the previous approach,  
12 providing predicted performance that is more accurate and reliable. Additionally, minimum, and  
13 maximum targets are set for each measure to further ensure that Board targets are both high enough to  
14 enable TWC to reach the statewide WIOA targets while also being reasonable given each Board's case  
15 mix and economic conditions. The minimum and maximum levels are established using the following  
16 methodology:

- 17 • The minimum is generally set at the seventh lowest level of performance achieved in the prior  
18 complete year (thus setting an expectation for improvement on those who achieved the lowest  
19 levels of performance).
- 20 • The maximum is generally set to the lesser of one of the following:
  - 21 ➤ The seventh highest level of performance achieved in the prior complete year (which  
22 provides some flexibility for higher performers and ensures that the reward for being a  
23 leading performer is not an ever-increasing target).
  - 24 ➤ 85 percent of the measure. This was an adjustment made to our original model, when one  
25 Board observed that the original maximum target for a measure was set to 92.5 percent,  
26 meaning it was not mathematically possible to rate a Board at +P (Positive Performance)  
27 even if they hit 100 percent. WDD and I|3 agreed that was problematic and decided that  
28 85 percent was still an appropriate target that allowed a reasonable chance of achieving at  
29 least 110 percent of a target resulting in a +P rating.

## 30 **Summary of Negotiations**

31 Of the 840 targets proposed by TWC (28 Boards × 15 measures × 2 years), Boards accepted 811 target  
32 proposals and considered negotiations on 29 target proposals. There were 21 Boards that accepted all  
33 TWC's proposals and seven that requested to negotiate on one or more of the target proposals.

34 Of the seven Boards that offered target counterproposals, two (East Texas and West Central) provided an  
35 explanation regarding their requests that was logical, supported by data, and related to factors that the  
36 models cannot currently fully account for (specifically high adult/youth co-enrollments impacting  
37 performance and a trend toward serving a higher percentage of rural job seekers and data showing that  
38 outcomes for rural customers tended to be lower). Therefore, staff included their requested targets on two  
39 measures (× 2 years) in the recommendations on pages 4–5 and 7–8.

40 The other five Boards were not able to provide explanations or data to support their target  
41 counterproposals. Among the reasons given but not accepted were:

- 1 • concerns about the current economic conditions and layoffs (recent performance indicated that
- 2 they were hitting or trending strongly toward the new targets);
- 3 • concerns about the impact of severe weather events, such as hurricanes (a factor that is now
- 4 accounted for in the PAMs);
- 5 • concerns about higher enrollments in programs such as Registered Apprenticeship (RA) and the
- 6 PROWD grant that might impact case mix (case mix is addressed in the models);
- 7 • concerns about their targets being higher than the statewide DOL targets;
- 8 • arguments that did not seem to align with the data; and
- 9 • arguments related to factors that were accounted for in the models.

10 **Decision Point**

11 Staff recommends approval of the initial targets for BCY'25 and BCY'26 for the WIOA statutorily  
12 prescribed performance measures negotiated with the 28 Boards, as listed on pages 4–9.

**BCY'25 Targets on WIOA Exit-Based Measures Focusing on the 2nd Quarter Post-Exit**

<b>Board</b>	<b>Adult Employed Q2 Post- Exit</b>	<b>DW Employed Q2 Post- Exit</b>	<b>Youth Employed / Enrolled Q2 Post- Exit</b>	<b>Adult Median Earnings Q2 Post- Exit</b>	<b>DW Median Earnings Q2 Post- Exit</b>	<b>Youth Median Earnings Q2 Post- Exit</b>
<b>1-Panhandle</b>	83.00%	81.20%	77.60%	\$8,980	\$9,500	\$5,200
<b>2-South Plains</b>	83.10%	82.40%	81.80%	\$7,610	\$10,750	\$3,900
<b>3-North</b>	81.00%	82.40%	78.80%	\$7,210	\$9,670	\$3,900
<b>4-North Central</b>	74.00%	77.80%	77.00%	\$7,000	\$9,850	\$3,900
<b>5-Tarrant</b>	74.00%	77.80%	75.30%	\$7,000	\$9,650	\$3,900
<b>6-Dallas</b>	74.00%	79.40%	76.30%	\$7,090	\$10,390	\$4,270
<b>7-North East</b>	83.60%	82.40%	81.80%	\$8,080	\$9,640	\$4,100
<b>8-East</b>	74.40%	79.10%	78.90%	\$6,500	\$9,500	\$3,900
<b>9-West Central</b>	82.80%	82.40%	78.20%	\$6,890	\$9,500	\$4,630
<b>10-Borderplex</b>	79.70%	77.80%	79.20%	\$9,200	\$9,640	\$3,900
<b>11-Permian Basin</b>	77.50%	82.40%	76.20%	\$8,250	\$11,500	\$4,890
<b>12-Concho Valley</b>	80.40%	82.40%	77.80%	\$7,490	\$11,180	\$4,710
<b>13-Heart</b>	83.20%	82.40%	76.80%	\$7,720	\$10,230	\$3,900
<b>14-Capital Area</b>	74.00%	80.40%	78.50%	\$9,030	\$11,500	\$3,900
<b>15-Rural Capital</b>	74.10%	77.80%	78.10%	\$7,830	\$11,100	\$4,150
<b>16-Brazos Valley</b>	74.00%	79.70%	75.20%	\$7,000	\$9,720	\$3,900
<b>17-Deep East</b>	81.60%	82.40%	78.30%	\$7,000	\$9,530	\$4,310
<b>18-Southeast</b>	76.80%	77.80%	73.40%	\$7,000	\$9,500	\$3,900
<b>19-Golden Crescent</b>	82.50%	79.60%	73.20%	\$8,850	\$10,630	\$5,200
<b>20-Alamo</b>	74.20%	78.40%	73.20%	\$7,150	\$10,250	\$3,900
<b>21-South</b>	74.00%	81.10%	76.30%	\$7,030	\$11,090	\$3,900
<b>22-Coastal Bend</b>	76.60%	79.40%	73.40%	\$7,000	\$10,180	\$3,900
<b>23-Lower Rio</b>	75.90%	82.40%	74.10%	\$7,750	\$9,810	\$4,190
<b>24-Cameron</b>	78.50%	82.20%	79.10%	\$7,920	\$9,660	\$3,900
<b>25-Texoma</b>	83.60%	79.50%	77.50%	\$8,240	\$9,500	\$5,200
<b>26-Central</b>	83.60%	80.70%	75.40%	\$9,200	\$10,290	\$3,900
<b>27-Middle Rio</b>	79.20%	82.40%	81.80%	\$8,620	\$10,180	\$3,900
<b>28-Gulf Coast</b>	74.00%	77.80%	73.20%	\$7,000	\$10,130	\$3,900
<b>Min</b>	74.00%	77.80%	73.20%	\$7,000	\$9,500	\$3,900
<b>Max</b>	83.60%	82.40%	81.80%	\$9,200	\$11,500	\$5,200

**BCY'25 Targets on WIOA Exit-Based Measures Requiring Measurement in 4th Quarter Post-Exit**

<b>Board</b>	<b>Adult Employed Q4 Post-Exit</b>	<b>DW Employed Q4 Post-Exit</b>	<b>Youth Employed/Enrolled Q4 Post-Exit</b>	<b>Adult Credential Rate</b>	<b>DW Credential Rate</b>	<b>Youth Credential Rate</b>
<b>1-Panhandle</b>	80.10%	80.40%	75.50%	81.70%	85.00%	77.10%
<b>2-South Plains</b>	82.30%	85.00%	80.60%	85.00%	85.00%	69.10%
<b>3-North</b>	82.30%	84.70%	81.10%	81.60%	85.00%	79.30%
<b>4-North Central</b>	72.70%	78.30%	74.60%	73.00%	76.10%	62.20%
<b>5-Tarrant</b>	72.70%	78.80%	74.60%	72.20%	77.40%	65.30%
<b>6-Dallas</b>	72.70%	80.10%	74.60%	78.60%	82.40%	69.90%
<b>7-North East</b>	82.30%	85.00%	83.10%	78.10%	79.20%	75.90%
<b>8-East</b>	72.70%	78.30%	76.90%	76.10%	76.00%	67.80%
<b>9-West Central</b>	76.70%	85.00%	75.40%	77.90%	85.00%	72.10%
<b>10-Borderplex</b>	81.00%	78.80%	76.20%	80.20%	82.80%	61.60%
<b>11-Permian Basin</b>	73.30%	80.20%	77.10%	73.30%	85.00%	61.90%
<b>12-Concho Valley</b>	78.70%	85.00%	78.00%	71.10%	85.00%	68.90%
<b>13-Heart</b>	82.20%	80.90%	79.40%	74.00%	76.00%	67.10%
<b>14-Capital Area</b>	74.40%	80.90%	78.00%	75.70%	80.50%	71.10%
<b>15-Rural Capital</b>	76.80%	78.50%	80.70%	82.00%	85.00%	76.50%
<b>16-Brazos Valley</b>	74.90%	78.30%	79.90%	71.10%	77.90%	58.80%
<b>17-Deep East</b>	77.10%	80.30%	74.60%	77.00%	84.00%	74.20%
<b>18-Southeast</b>	74.40%	78.30%	75.60%	77.70%	79.50%	63.80%
<b>19-Golden Crescent</b>	81.70%	79.60%	77.00%	74.20%	85.00%	81.20%
<b>20-Alamo</b>	72.70%	80.50%	74.60%	75.90%	81.40%	56.10%
<b>21-South</b>	75.40%	78.30%	78.90%	85.00%	85.00%	78.90%
<b>22-Coastal Bend</b>	74.70%	78.50%	75.00%	71.10%	76.00%	56.60%
<b>23-Lower Rio</b>	75.50%	82.50%	74.60%	85.00%	85.00%	67.10%
<b>24-Cameron</b>	77.00%	82.80%	77.50%	85.00%	85.00%	74.80%
<b>25-Texoma</b>	82.30%	85.00%	77.60%	78.20%	81.00%	66.30%
<b>26-Central</b>	79.40%	81.90%	77.70%	83.40%	82.30%	62.80%
<b>27-Middle Rio</b>	81.20%	85.00%	80.50%	81.00%	85.00%	56.10%
<b>28-Gulf Coast</b>	72.70%	78.30%	74.60%	71.10%	76.60%	59.00%
<b>Min</b>	72.70%	78.30%	74.60%	71.10%	76.00%	56.10%
<b>Max</b>	82.30%	85.00%	83.30%	85.00%	85.00%	85.00%

**BCY'25 Measurable Skill Gains Targets**

<b>Board</b>	<b>Adult MSG</b>	<b>DW MSG</b>	<b>Youth MSG</b>
<b>1-Panhandle</b>	69.70%	75.00%	64.30%
<b>2-South Plains</b>	69.70%	75.00%	73.10%
<b>3-North</b>	69.70%	75.00%	64.30%
<b>4-North Central</b>	69.70%	75.00%	64.30%
<b>5-Tarrant</b>	69.70%	75.00%	64.30%
<b>6-Dallas</b>	69.70%	75.00%	64.30%
<b>7-North East</b>	69.70%	80.30%	64.30%
<b>8-East</b>	69.70%	75.00%	64.30%
<b>9-West Central</b>	69.70%	75.00%	64.30%
<b>10-Borderplex</b>	69.70%	75.00%	64.30%
<b>11-Permian Basin</b>	69.70%	75.00%	64.30%
<b>12-Concho Valley</b>	71.00%	75.00%	64.30%
<b>13-Heart</b>	69.70%	75.00%	64.30%
<b>14-Capital Area</b>	72.60%	75.00%	64.30%
<b>15-Rural Capital</b>	69.70%	75.00%	64.30%
<b>16-Brazos Valley</b>	69.70%	75.00%	64.30%
<b>17-Deep East</b>	69.70%	75.00%	64.90%
<b>18-Southeast</b>	69.70%	75.00%	64.30%
<b>19-Golden Crescent</b>	69.70%	75.00%	64.30%
<b>20-Alamo</b>	69.70%	75.00%	64.30%
<b>21-South</b>	69.70%	75.00%	64.30%
<b>22-Coastal Bend</b>	69.70%	75.00%	64.30%
<b>23-Lower Rio</b>	69.70%	75.00%	67.30%
<b>24-Cameron</b>	69.70%	84.60%	75.20%
<b>25-Texoma</b>	69.70%	78.20%	64.30%
<b>26-Central</b>	69.70%	75.00%	64.30%
<b>27-Middle Rio</b>	69.70%	75.00%	64.30%
<b>28-Gulf Coast</b>	69.70%	75.00%	64.30%
<b>Min</b>	69.70%	75.00%	64.30%
<b>Max</b>	85.00%	84.60%	84.60%

**BCY'26 Targets on WIOA Exit-Based Measures Focusing on the 2nd Quarter Post-Exit**

<b>Board</b>	<b>Adult Employed Q2 Post-Exit</b>	<b>DW Employed Q2 Post-Exit</b>	<b>Youth Employed/Enrolled Q2 Post-Exit</b>	<b>Adult Median Earnings Q2 Post-Exit</b>	<b>DW Median Earnings Q2 Post-Exit</b>	<b>Youth Median Earnings Q2 Post-Exit</b>
<b>1-Panhandle</b>	83.00%	81.20%	77.60%	\$8,980	\$9,600	\$5,300
<b>2-South Plains</b>	83.10%	83.40%	82.00%	\$7,610	\$10,750	\$4,000
<b>3-North</b>	81.00%	83.40%	78.80%	\$7,210	\$9,670	\$4,000
<b>4-North Central</b>	75.00%	78.80%	77.00%	\$7,100	\$9,850	\$4,000
<b>5-Tarrant</b>	75.00%	78.80%	75.30%	\$7,100	\$9,650	\$4,000
<b>6-Dallas</b>	75.00%	79.40%	76.30%	\$7,100	\$10,390	\$4,270
<b>7-North East</b>	84.60%	83.40%	82.80%	\$8,080	\$9,640	\$4,100
<b>8-East</b>	75.00%	79.10%	78.90%	\$6,800	\$9,600	\$4,000
<b>9-West Central</b>	82.80%	83.40%	78.20%	\$7,140	\$9,600	\$4,630
<b>10-Borderplex</b>	79.70%	78.80%	79.20%	\$9,300	\$9,640	\$4,000
<b>11-Permian Basin</b>	77.50%	82.60%	76.20%	\$8,250	\$11,600	\$4,890
<b>12-Concho Valley</b>	80.40%	83.40%	77.80%	\$7,490	\$11,180	\$4,710
<b>13-Heart</b>	83.20%	83.40%	76.80%	\$7,720	\$10,230	\$4,000
<b>14-Capital Area</b>	75.00%	80.40%	78.50%	\$9,030	\$11,600	\$4,000
<b>15-Rural Capital</b>	75.00%	78.80%	78.10%	\$7,830	\$11,100	\$4,150
<b>16-Brazos Valley</b>	75.00%	79.70%	75.20%	\$7,100	\$9,720	\$4,000
<b>17-Deep East</b>	81.60%	82.80%	78.30%	\$7,100	\$9,600	\$4,310
<b>18-Southeast</b>	76.80%	78.80%	74.20%	\$7,100	\$9,600	\$4,000
<b>19-Golden Crescent</b>	82.50%	79.60%	74.20%	\$8,850	\$10,630	\$5,300
<b>20-Alamo</b>	75.00%	78.80%	74.20%	\$7,150	\$10,250	\$4,000
<b>21-South</b>	75.00%	81.10%	76.30%	\$7,100	\$11,090	\$4,000
<b>22-Coastal Bend</b>	76.60%	79.40%	74.20%	\$7,100	\$10,180	\$4,000
<b>23-Lower Rio</b>	75.90%	83.30%	74.20%	\$7,750	\$9,810	\$4,190
<b>24-Cameron</b>	78.50%	82.20%	79.10%	\$7,920	\$9,660	\$4,000
<b>25-Texoma</b>	84.60%	79.50%	77.50%	\$8,240	\$9,600	\$5,200
<b>26-Central</b>	84.50%	80.70%	75.40%	\$9,300	\$10,290	\$4,000
<b>27-Middle Rio</b>	79.20%	83.40%	82.80%	\$8,620	\$10,180	\$4,000
<b>28-Gulf Coast</b>	75.00%	78.80%	74.20%	\$7,100	\$10,130	\$4,000
<b>Min</b>	75.00%	78.80%	74.20%	\$7,100	\$9,600	\$4,000
<b>Max</b>	84.60%	83.40%	82.80%	\$9,300	\$11,600	\$5,300

**BCY'26 Targets on WIOA Exit-Based Measures Requiring Measurement in 4th Quarter Post-Exit**

<b>Board</b>	<b>Adult Employed Q4 Post-Exit</b>	<b>DW Employed Q4 Post-Exit</b>	<b>Youth Employed / Enrolled Q4 Post-Exit</b>	<b>Adult Credential Rate</b>	<b>DW Credential Rate</b>	<b>Youth Credential Rate</b>
<b>1-Panhandle</b>	80.10%	80.40%	75.60%	81.70%	85.00%	77.10%
<b>2-South Plains</b>	83.30%	85.00%	80.60%	85.00%	85.00%	69.10%
<b>3-North</b>	83.30%	84.70%	81.10%	81.60%	85.00%	79.30%
<b>4-North Central</b>	73.70%	79.30%	75.60%	73.00%	77.00%	62.20%
<b>5-Tarrant</b>	73.70%	79.30%	75.60%	72.20%	77.40%	65.30%
<b>6-Dallas</b>	73.70%	80.10%	75.60%	78.60%	82.40%	69.90%
<b>7-North East</b>	83.30%	85.10%	83.10%	78.10%	79.20%	75.90%
<b>8-East</b>	73.70%	79.30%	76.90%	76.10%	77.00%	67.80%
<b>9-West Central</b>	76.70%	85.00%	75.60%	77.90%	85.00%	72.10%
<b>10-Borderplex</b>	81.00%	79.30%	76.20%	80.20%	82.80%	61.60%
<b>11-Permian Basin</b>	73.70%	80.20%	77.10%	73.30%	85.00%	61.90%
<b>12-Concho Valley</b>	78.70%	85.00%	78.00%	72.10%	85.00%	68.90%
<b>13-Heart</b>	82.20%	80.90%	79.40%	74.00%	77.00%	67.10%
<b>14-Capital Area</b>	74.40%	80.90%	78.00%	75.70%	80.50%	71.10%
<b>15-Rural Capital</b>	76.80%	79.30%	80.70%	82.00%	85.00%	76.50%
<b>16-Brazos Valley</b>	74.90%	79.30%	79.90%	72.10%	77.90%	58.80%
<b>17-Deep East</b>	77.10%	80.30%	75.60%	77.00%	84.00%	74.20%
<b>18-Southeast</b>	74.40%	79.30%	75.60%	77.70%	79.50%	63.80%
<b>19-Golden Crescent</b>	81.70%	79.60%	77.00%	74.20%	85.80%	81.20%
<b>20-Alamo</b>	73.70%	80.50%	75.60%	75.90%	81.40%	57.10%
<b>21-South</b>	75.40%	79.30%	78.90%	85.00%	85.00%	78.90%
<b>22-Coastal Bend</b>	74.70%	79.30%	75.60%	72.10%	77.00%	57.10%
<b>23-Lower Rio</b>	75.50%	82.50%	75.60%	85.00%	85.00%	67.10%
<b>24-Cameron</b>	77.00%	82.80%	77.50%	85.00%	85.00%	74.80%
<b>25-Texoma</b>	83.30%	85.00%	77.60%	78.20%	81.00%	66.30%
<b>26-Central</b>	79.40%	81.90%	77.70%	83.40%	82.30%	62.80%
<b>27-Middle Rio</b>	81.20%	85.00%	80.50%	81.00%	85.00%	57.10%
<b>28-Gulf Coast</b>	73.70%	79.30%	75.60%	72.10%	77.00%	59.00%
<b>Min</b>	73.70%	79.30%	75.60%	72.10%	77.00%	57.10%
<b>Max</b>	83.30%	85.00%	84.30%	85.00%	85.00%	85.00%



**BCY'26 Measurable Skill Gains Targets**

<b>Board</b>	<b>Adult MSG</b>	<b>DW MSG</b>	<b>Youth MSG</b>
<b>1-Panhandle</b>	70.70%	76.00%	65.30%
<b>2-South Plains</b>	70.70%	76.00%	73.10%
<b>3-North</b>	70.70%	76.00%	65.30%
<b>4-North Central</b>	70.70%	76.00%	65.30%
<b>5-Tarrant</b>	70.70%	76.00%	65.30%
<b>6-Dallas</b>	70.70%	76.00%	65.30%
<b>7-North East</b>	70.70%	80.30%	65.30%
<b>8-East</b>	70.70%	76.00%	65.30%
<b>9-West Central</b>	70.70%	76.00%	65.30%
<b>10-Borderplex</b>	70.70%	76.00%	65.30%
<b>11-Permian Basin</b>	70.70%	76.00%	65.30%
<b>12-Concho Valley</b>	71.00%	76.00%	65.30%
<b>13-Heart</b>	70.70%	76.00%	65.30%
<b>14-Capital Area</b>	72.60%	76.00%	65.30%
<b>15-Rural Capital</b>	70.70%	76.00%	65.30%
<b>16-Brazos Valley</b>	70.70%	76.00%	65.30%
<b>17-Deep East</b>	70.70%	76.00%	65.30%
<b>18-Southeast</b>	70.70%	76.00%	65.30%
<b>19-Golden Crescent</b>	70.70%	76.00%	65.30%
<b>20-Alamo</b>	70.70%	76.00%	65.30%
<b>21-South</b>	70.70%	76.00%	65.30%
<b>22-Coastal Bend</b>	70.70%	76.00%	65.30%
<b>23-Lower Rio</b>	70.70%	76.00%	67.30%
<b>24-Cameron</b>	70.70%	85.60%	75.20%
<b>25-Texoma</b>	70.70%	78.20%	65.30%
<b>26-Central</b>	70.70%	76.00%	65.30%
<b>27-Middle Rio</b>	70.70%	76.00%	65.30%
<b>28-Gulf Coast</b>	70.70%	76.00%	65.30%
<b>Min</b>	70.70%	76.00%	65.30%
<b>Max</b>	85.00%	85.00%	85.00%