

An aerial photograph of a wastewater treatment plant. In the foreground, there are two large, circular aeration tanks with metal walkways and railings. To the left of these tanks is a parking lot with several vehicles. Further back, there are more circular tanks and some industrial buildings. A river or lake is visible on the left side of the image, and a grassy area with some trees is in the foreground. The sun is low in the sky, creating long shadows and a warm glow.

# Workforce Concerns in the Texas Water Industry



## Table of Contents

Workforce Survey Overview.....	3
Summary of Findings.....	3
Survey Design .....	3
Data Limitations .....	4
Workforce Survey Results .....	4
Organization Characteristics .....	5
Workforce - Challenges and Risks .....	7
Workforce - Hiring and Retention .....	11
Conclusions .....	14
Appendix A. Workforce Survey Questions .....	15
Appendix B. Reference Tables and Additional Survey Responses.....	19

Prepared by the Houston Advanced Research Center for the Texas Water Foundation



## Workforce Survey Overview

### Summary of Findings

- Most survey responses reflect workers from water/wastewater providers, local or government agencies, and/or nonprofits.
- Most survey responses were from smaller organizations with 50 employees or less.
- Most respondents were in executive or managerial positions.
- Most respondents reported that they did not record or did not know the number of retirements in their organization in the last 5 years.
- A majority (63%) of the respondents reported that their organization was experiencing workforce-related challenges. Survey respondents reported that the four top challenges experienced by their organizations were talent attraction, providing competitive wages, talent retention, and staffing shortages within their organizations.
- When asked to rank issues as low, medium, or high risk to their organization, survey respondents reported that hiring and retaining qualified employees, infrastructure vulnerabilities, population growth, financing uncertainty, and extreme weather were the top high risk concerns. While hiring and retaining qualified employees was ranked as the highest risk posed to survey respondent's organizations, note that most survey respondents reported that their organization does not monitor retention and retirements.
- Respondents were asked to rank their levels of agreement/disagreement with a series of statements on organizational diversity. Most survey respondents reported a "neither agree nor disagree" ranking for the statements that their organization has a policy goal of a diverse workforce and that a lack of diversity in hiring was a concern for their organization.

### Survey Design

The Texas Water Foundation (TWF) and the Houston Advanced Research Center (HARC) conducted a survey of organizations in the water industry to understand workforce related issues and other major concerns facing the industry. The survey was administered online via Pollfish from January 31 to March 27, 2023, with the option to enter a raffle for a gift card as an incentive to participate (272 respondents). The survey questions are presented in Appendix A. Workforce Survey Questions.

A link to the survey was distributed throughout the TWF network which includes partners, trade groups, and stakeholders from the public sector, private industry, water utilities, water service providers, state government, groundwater districts and river authorities, and others. The number of responses by county is shown in (Figure 1). The workforce data were used to identify trends related to workforce attrition and retention, climate planning and gaps, equitable workforce pipeline and recruitment, and options for flexible work schedules.

Only responses from individuals located in Texas counties or in counties that border Texas were included in the final survey results, unless the respondent mentioned that they work remotely for or were recently retired from a utility, company, or organization located within Texas. Two survey responses were excluded because they were obtained from individuals outside of the United States (Ukraine and The Netherlands). Five additional survey responses were excluded because they were from respondents in Iowa (1 respondent), Ohio (1 respondent), California (1 respondent), Oregon (1 respondent), and Kansas (1 respondent). One survey response did not include any location information and was also excluded. The results shown in this report were obtained from the responses from 264 survey respondents.

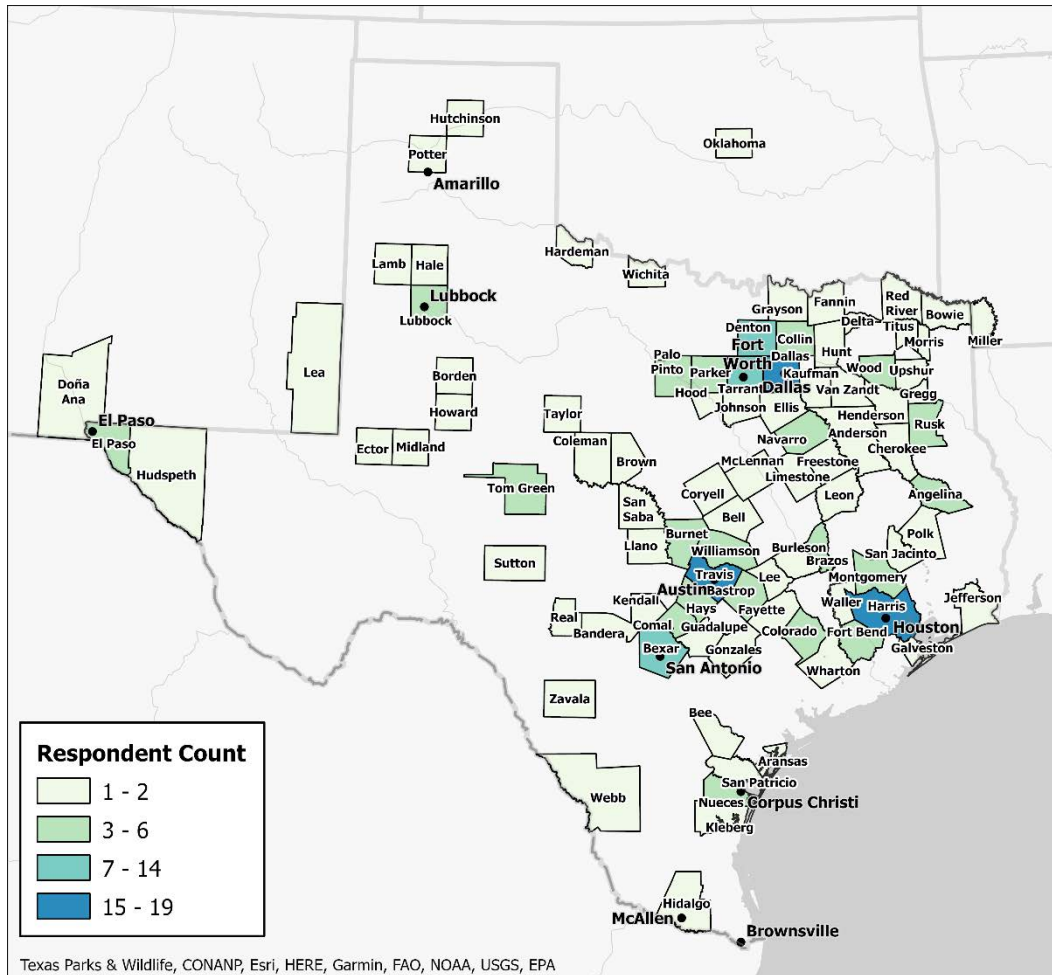


Figure 1. Map of response counts by county. There were 7 responses from Texas that lacked the county-level precision to apply spatial analysis. These are excluded from this map but included in the discussion of results. The respondent counts by county and state are shown in Appendix B. Reference Tables and Additional Survey Responses.

## Data Limitations

- The dataset was obtained using an online survey, and the survey results were dependent on the experiences of the individuals that responded.
- While respondents could not complete the survey more than once from the same device, due to the anonymous nature of the survey, we were not able to prevent multiple respondents from the same organization from completing the survey.
- The response rate is low compared to the substantial number of employees across the water sector and related industries included in the survey (agriculture and energy). Therefore, the survey should not be considered representative of the full scope of issues impacting all entities in the Texas water industry.

## Workforce Survey Results

Dallas (19), Travis (19) and Harris (18) counties had the highest number of survey respondents (Figure 1). Bexar (12) and Tarrant (14) counties also had more than 10 survey respondents. In total, 32% of survey

responses with county-level data were from these five counties. These counties are home to the most populous cities in the state and each have population sizes above 1 million people.

While not all survey respondents work at water districts, this sector did comprise a large proportion, therefore, Figure 2 was included to provide an understanding of the number of water districts by county with survey responses. Harris county had the second highest number of responses (18) and has the most water districts (601) when compared to the other counties with survey responses. In contrast, Travis (19) and Dallas (19) counties had the highest number of survey responses, but only have 101 and 22 water districts, respectively (Figure 2).

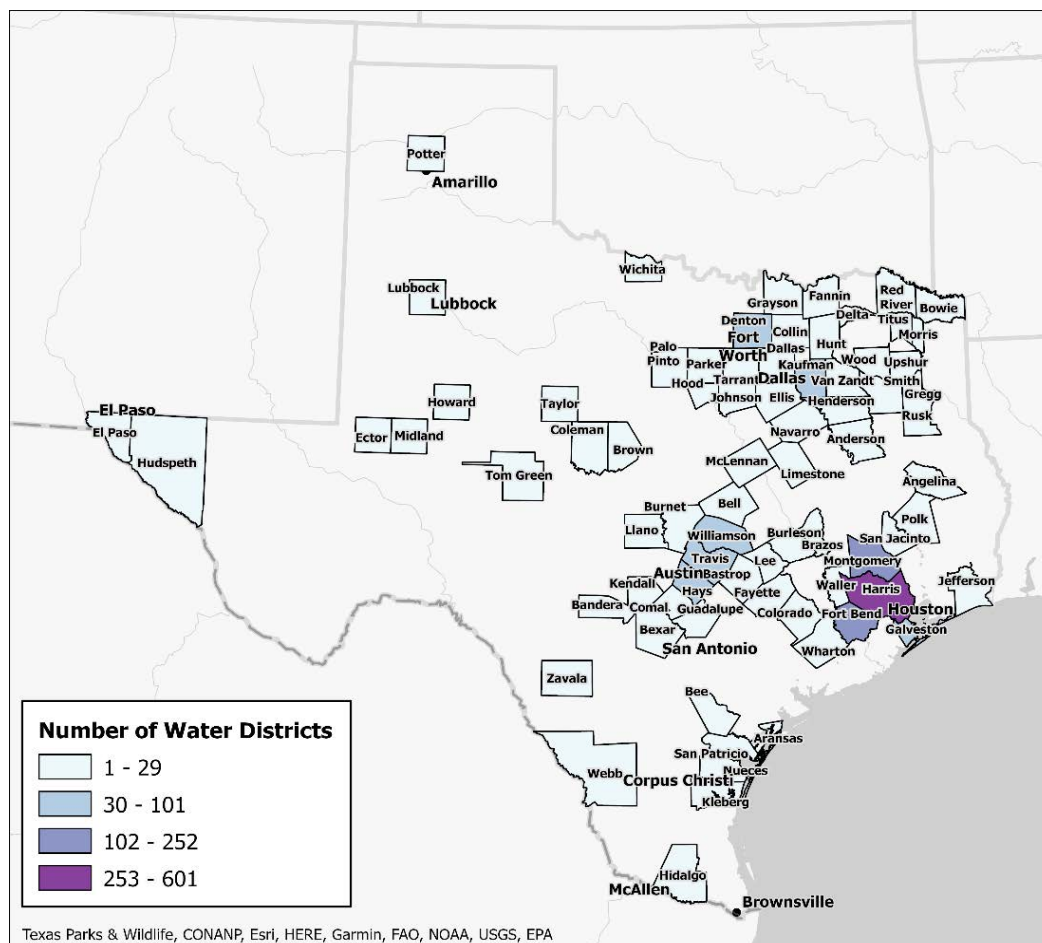


Figure 2. Number of Texas water districts by counties with survey responses. Counties with survey responses that do not have water districts are not included in this map.

The following discussion of survey results includes all respondents in the state maps as well as the seven Texas respondents for which county-level information was unavailable.

### Organization Characteristics

Over one-third of respondents (39%) reported that their organization was a water/wastewater provider (Figure 3). The next most common organization types were local or regional government agencies and nonprofits (16% and 15%, respectively). There was overlap between these three sectors; 20% of the water/wastewater respondents also selected nonprofit and 22% selected local or regional government

agencies. Only 1 respondent reported that they worked for an energy production or generation company. The survey responses mainly reflect workers from water/wastewater providers, local or government agencies, and/or nonprofits.

Which category describes your organization?

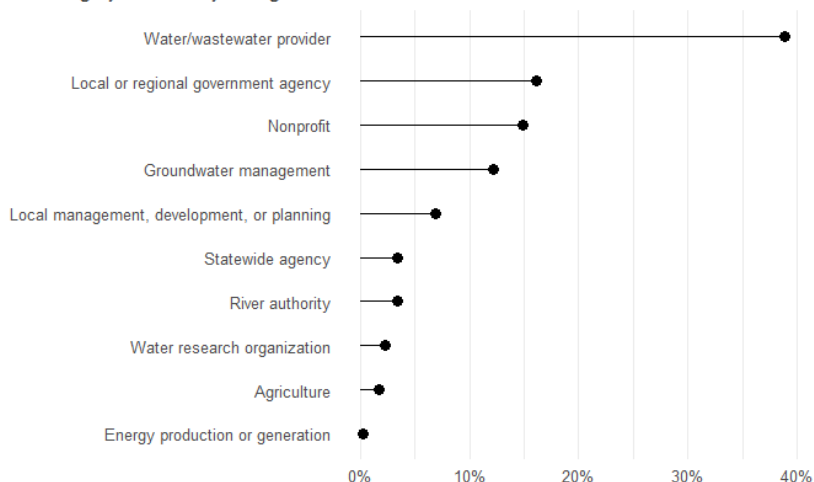


Figure 3. Percentage of responses by category as reported by survey respondents for provided descriptions. Multiple responses were provided for this question. Therefore, the percentage of responses rather than the number of respondents is shown. Respondents were only allowed to choose from the provided organization types listed in the figure.

Most (50%) of the survey respondents were from organizations with 10 or less employees and a plurality of respondents (28%) reported organizational budgets of \$500,00 or less (Figure 4). About 19% of the respondents reported that their organization had 11-50 employees. Conversely, 14% of the respondents were from organizations with more than 500 employees and with organizational average annual budgets of more than \$150M. Most of the respondents were knowledgeable about the size of their organization and only 3% of the respondents reported that they did not know (Figure 4).

Unlike the number of employees reported by survey respondents, the average annual budget reported was more evenly distributed across the different budget size classes and ranged from 10-28% of respondents for the following budget classes: \$500,000 or less, \$500,000 - \$1M, \$1.1M - \$5M, \$10.1 - \$50M, and more than \$150 M (Figure 5). However, there were 38 respondents that reported an organizational average annual budget of more than \$150M, with most (21 respondents) being workers from water/wastewater providers, 9 of which identified as local or regional governments as well.

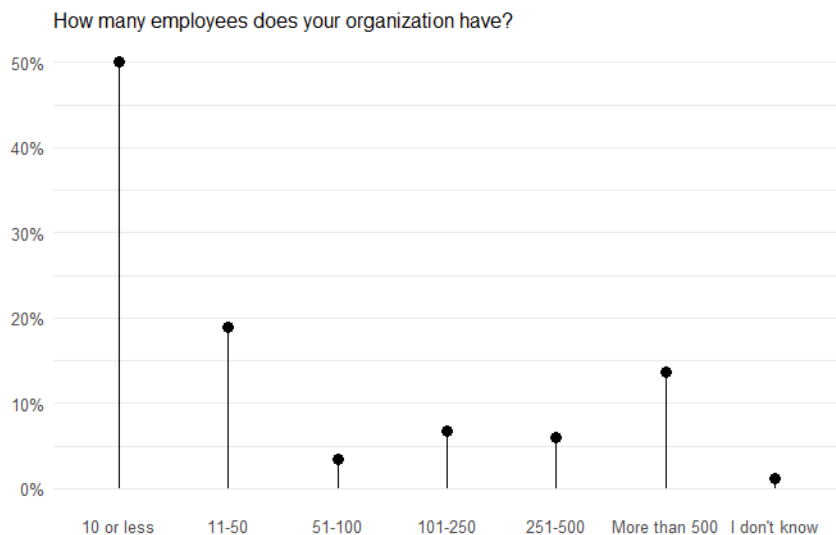


Figure 4. Number of employees as reported by percentage of survey respondents.

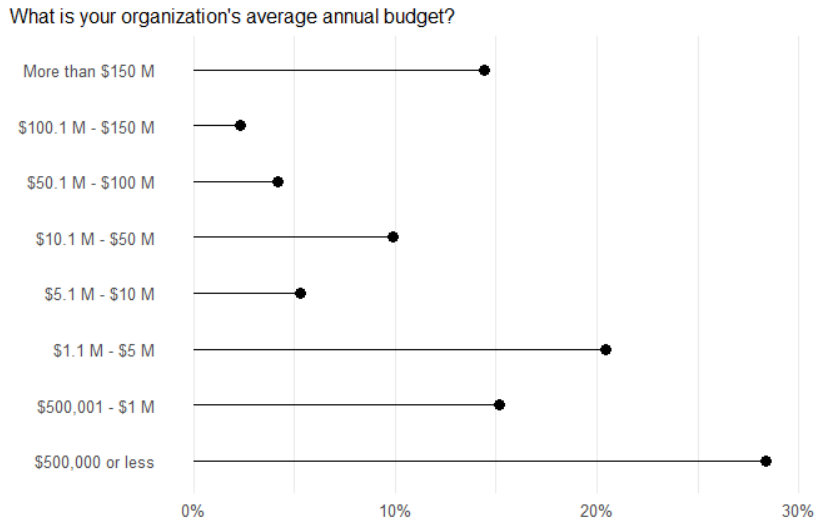


Figure 5. Organizational average annual budget by percentage of survey respondents.

Also, 27 out of the 38 respondents reported that their organization had an average annual budget of more than \$150M and that their organization had more than 500 employees. The remaining 11 respondents reported that their organization had 251-500 employees. Most of the survey respondents come from small organizations (10 or less, or 11-50 ranges), with varying ranges of annual budgets.

Most survey responses to this question (68%) were from respondents that reported they had an executive or managerial role within their organization. No responses to this question were from respondents with a driver role (Table 1).

Table 1. Reported roles from survey respondents. Response count and percentages were reported as multiple selections were possible for this question.

What is your role in the organization?		
Role	Response Count	Percent Responses (%)
Executive or managerial	192	68
Professional occupation (e.g., engineer, hydrologist)	34	12
Other	18	6
Board	15	5
Trade-level occupation	11	4
Entry-level role	8	3
Custodial and support staff	5	2
Driver (commercial driver's license carriers)	0	0

## Workforce - Challenges and Risks

Most respondents (63%) reported that their organization was experiencing workforce-related challenges (Figure 6). Talent attraction was reported as one of the major workforce-related challenges faced by 20% of respondents' organizations (Table 2). Providing competitive wages (16% of responses), talent retention (15%), and staffing shortages within my organization (14%) were also reported as some of the top workforce-related challenges faced by the organizations of survey respondents (Table 2). The water sector is increasingly challenged by a shortage of qualified professionals due to several factors, such as increasing retirements, job changes due to the COVID-19 pandemic, and attracting/retaining young professionals. These challenges are reflected in this survey's top answers of workforce-related changes, talent attraction/ retention and providing competitive wages. With increasing job vacancy rates and hiring still proving difficult, increasing staffing shortages could lead to burnout among remaining employees.

Table 2. Workforce-related challenges experienced by survey respondents. Response counts and percent of responses are provided because respondents could select more than one answer for this question.

Which of the following workforce-related challenges are applicable for your organization?		
Challenge	Response Count	Percent Responses (%)
Talent attraction	146	20
Providing competitive wages	121	16
Talent retention	109	15
Staffing shortages within my organization	106	14
Employee certification and training	77	10
High number of retirements	52	7
None of the above	52	7
Introducing or implementing new technology with employees	46	6
Staffing shortages at state agencies	33	4

When asked about the number of retirements in their organization in the last 5 years, most respondents did not answer (212) or did not know (24) (Table 3). However, there were some respondents that provided additional information that provided a look into the current state of their specific organizations. For example, one respondent mentioned that while they did not know the exact number of retirements experienced by their organization in the last five years, that 30% of their workforce will be eligible for retirement within the next 5 years. One respondent stated that while there were only 3 retirements in executive management in the last five years there were also 3 deaths in executive and uppermost management during the same period. Another reported that 20% of the 175 retirements experienced in the last five years occurred in just 2022. Of those that reported retirements, 16 respondents reported that there were 1-6 retirements within their organization in the last 5 years (Table 3). Most (10) of the respondents that reported 6 or fewer retirements were from organizations that had 50 employees or less (Table 3).

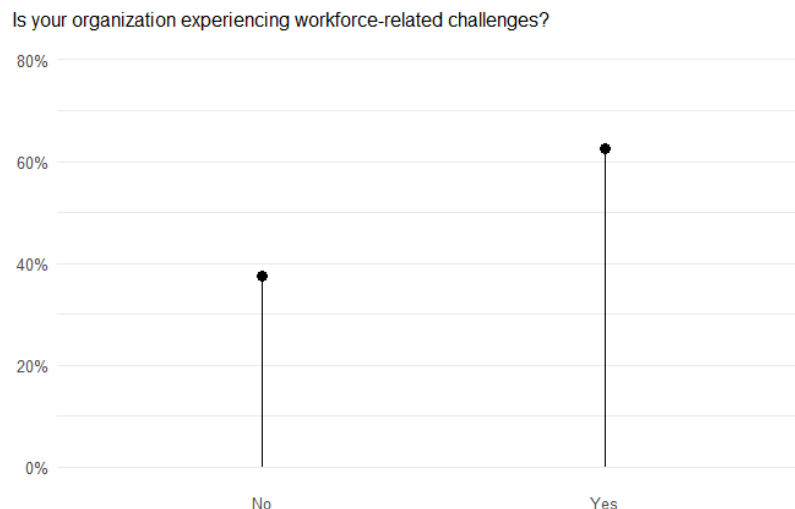


Figure 6. Percentage of respondents from organizations that are and are not experiencing workforce-related challenges.



Table 3. Two tables regarding the number of retirements in respondent organizations. (left) Number of retirements experienced by the organization. (right) Number of respondents by size of organization that reported 6 or fewer retirements in their organization in the last 5 years.

Response	Respondent Count	Size of the organization	Respondent Count
No answer	212	10 or less	4
I don't know	24	11-50	6
1-6	16	51-100	2
7-19	3	101-250	2
0	3	251-500	1
A lot/Multiple	2	More than 500	1
Greater than 150	2		
40%	1		
More than 20 (unspecified)	1		

Survey respondents reported that their organizations were experiencing the most employment difficulties relating to open positions, employee turnover, or increasing retirements in trade-level occupations requiring state certifications (32%) (Figure 7). This high response could indicate a need for more focus on requirements to receive state certification, such as assessing opportunities and barriers to receiving these certifications.

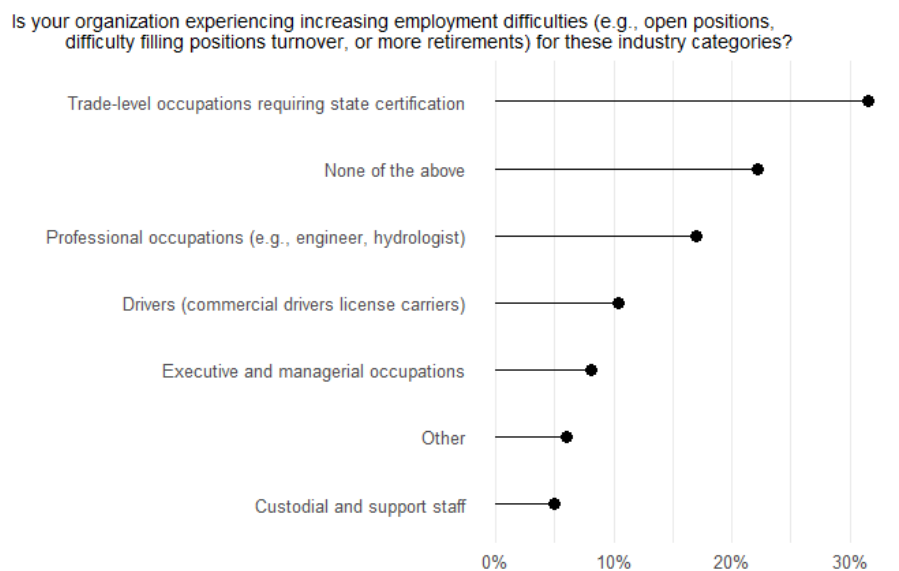


Figure 7. Percentage of respondents that are experiencing the above employment difficulties by industry category. Respondents could select more than one answer for this question.

Most survey respondents reported that their organization does offer employee development and training opportunities for job advancement for completing additional training or certifications (14% of responses), professional development (13% of responses), and rewards for completing additional training or certificates (11% of responses) (Figure 8). The survey responses indicate that additional focus given to

providing innovative methods (i.e., educational funds) for employees to obtain these certifications could be beneficial.

Does your organization offer the following employee development or training opportunities?

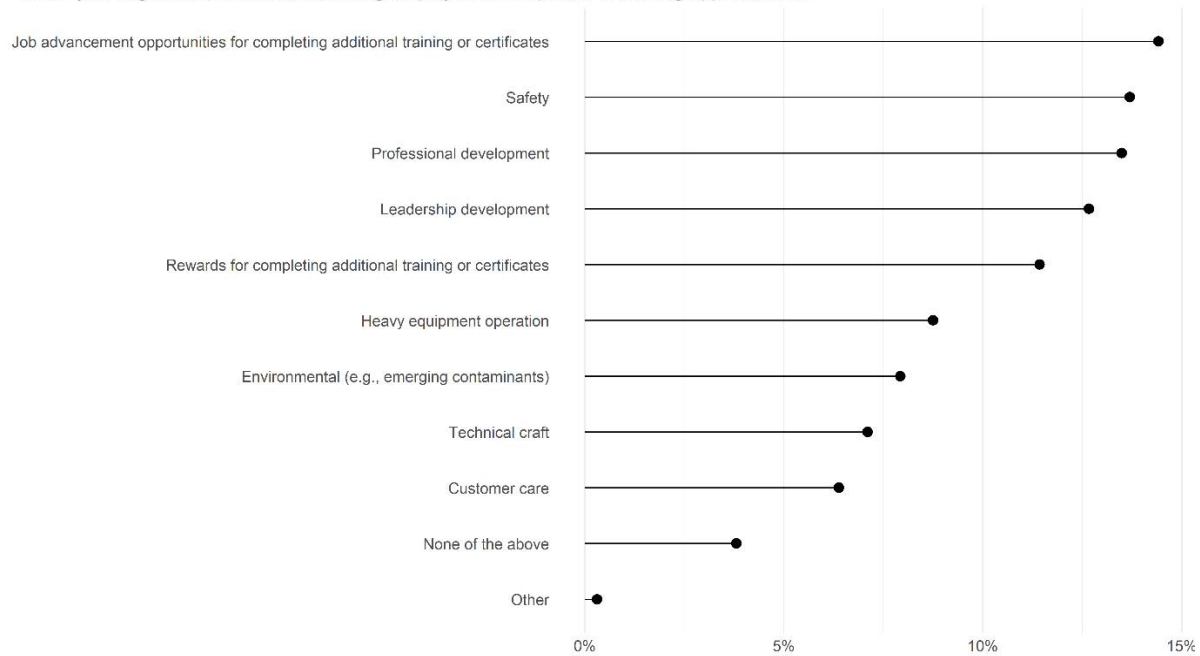


Figure 8. Employee development opportunities offered by respondents' organizations.

Does your agency rely on external labor such as contractors or consultants? If so, what kind of external labor does your agency hire?

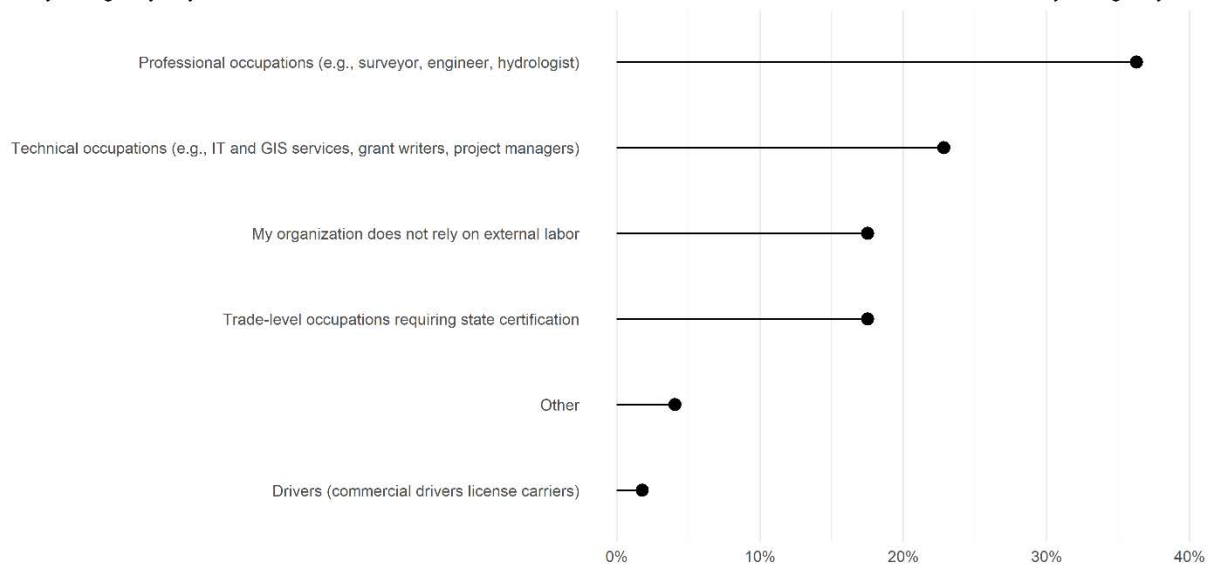


Figure 9. External labor relied upon by the organizations of survey respondents. Respondents could select more than one answer for this question.

While 17% of the responses were related to employment difficulties in the organization with professional occupation, many organizations rely on external labor, as well. Figure 9 shows the type of external labor most often relied upon by the respondent's organizations. Hiring and retaining qualified employees was rated by 44% of survey respondents as being a high risk posed to their organizations, while only 8% ranked this choice as being of no risk to their organizations.

Population growth, infrastructure vulnerability (aging and maintaining/replacing), and financing were also rated as high risk to the organizations of survey respondents. While extreme weather was ranked as a high risk by 33% of survey respondents, 46% ranked it as medium (the highest percentage in the medium ranking for this question), though only 5% ranked it as being of no risk to their organizations. In contrast, 21% of survey respondents ranked climate risk as being of high concern, while 16% reported it as posing no risk to their organizations (Table 4).

*Table 4. Risks to survey respondent's organization.*

<b>Please rate the risk the following issues pose to your organization:</b>	<b>None</b>	<b>Low</b>	<b>Medium</b>	<b>High</b>
Aging infrastructure	9%	13%	39%	39%
Extreme weather (e.g., heatwave, freeze, storm, flood, drought, etc.)	5%	17%	46%	33%
Climate risk (long term changes in average weather patterns)	16%	32%	32%	21%
Compliance with current regulations	13%	26%	34%	27%
Compliance with future regulations (including contaminants of emerging concern)	9%	24%	41%	26%
Customer, constituent, and community relationships and communications	14%	27%	31%	29%
Financing for capital improvements	10%	22%	30%	38%
Hiring and retaining qualified employees	8%	16%	32%	44%
Maintaining and replacing infrastructure	7%	19%	36%	39%
Managing rate stability	17%	26%	38%	19%
Population decline	49%	38%	11%	2%
Population growth	11%	21%	28%	39%
Technology automation	15%	33%	41%	11%

### Workforce - Hiring and Retention

Hiring and retaining qualified employees was ranked as the highest risk posed to survey respondent's organizations (Table 4). However, most survey respondents reported that their organization does not



monitor retention and retirements (31% of responses), nor do they track leadership and development accomplishments (38% of responses) (Figures 10 and 11).

Which of the following measures does your organization use to monitor retention and retirements?

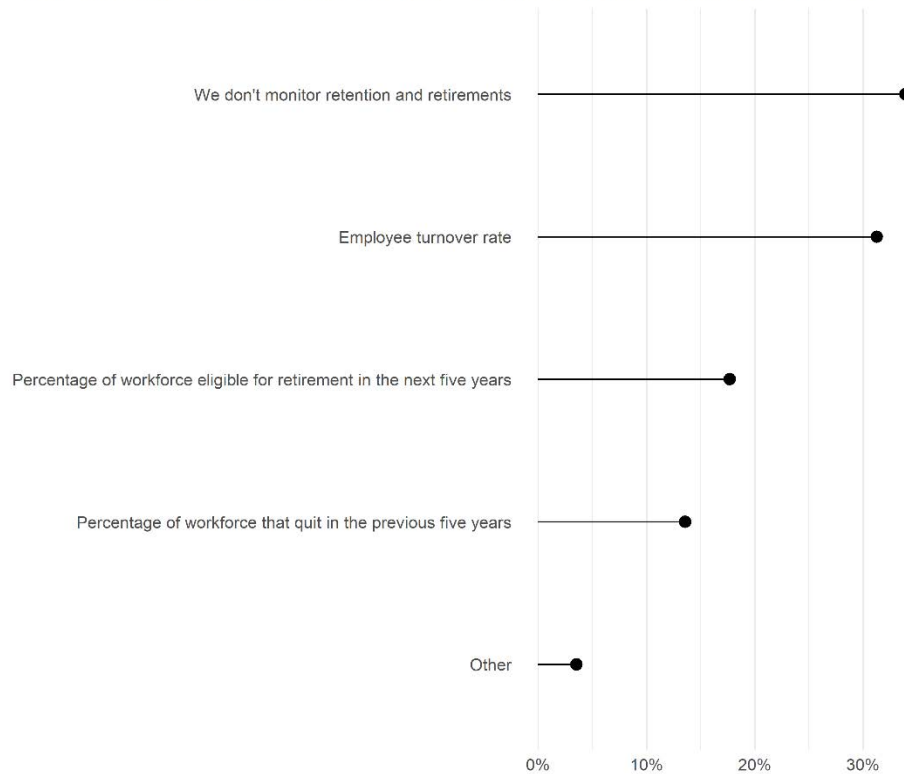


Figure 10. Methods that survey respondent's organizations use to monitor retention and retirements.

Which of the following measures does your organization use to track employee and leadership development accomplishments?

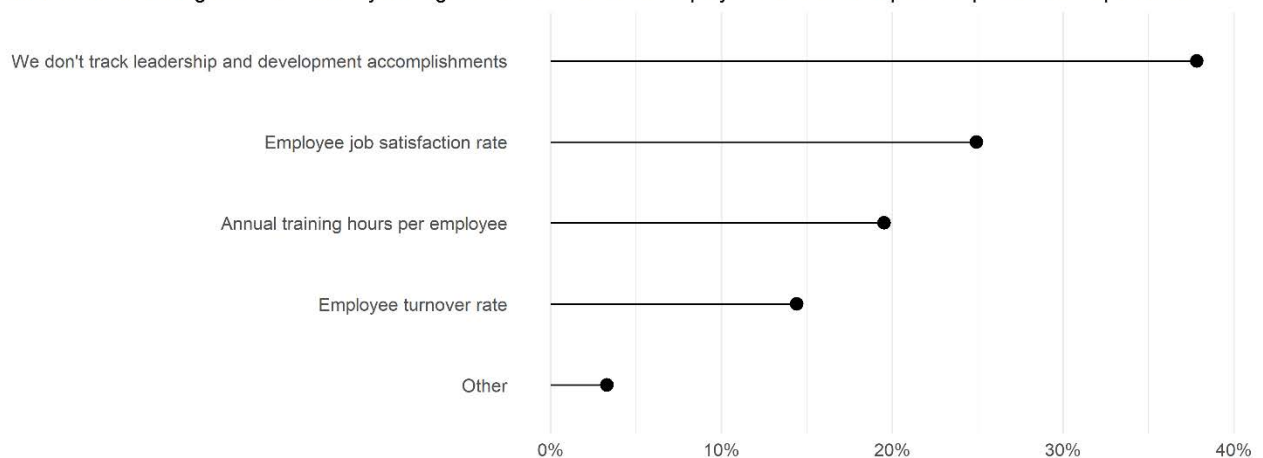


Figure 11. Methods that survey respondent's organizations use to track employee and leadership development accomplishments.

Slightly more respondents (142) stated that their organizations track retention. Out of these respondents, 56% reported that hiring and retaining qualified employees is of high concern to their organization, while only 3% reported it being of no concern (Table 5). In contrast, 27% of the 115 respondents that stated their organization does not track retention also reported that hiring and retaining qualified employees is of high concern to their organization and 17% reported it as being of no concern to their organization.

*Table 5. Level of organizational risk from hiring and retaining qualified employees perceived by survey respondents compared to the number of respondents that reported their organizations do or don't track retention.*

<b>Level of risk that hiring and retaining qualified employees poses to survey respondent's organizations</b>	<b>Track Retention (142 respondents)</b>	<b>Don't Track Retention (115 respondents)</b>
High	80 (56%)	31 (27%)
Medium	46 (32%)	36 (25%)
Low	13 (9%)	29 (31%)
None	3 (2%)	19 (17%)

While most (32%) of survey respondents strongly agreed that their organization actively shares job opportunities to attract a diverse applicant pool, 20% strongly disagreed (Table 6). Most survey respondents reported a “neither agree nor disagree” ranking for the statements that their organization has a policy goal of a diverse workforce (35%) but also that a lack of diversity in hiring was a concern for their organization (42%). Some of these contrasting viewpoints suggest that diversity is becoming a workable goal in the survey respondent's organizations with need for future progress.

*Table 6. Importance of diversity within the workforce of respondent's organizations.*

<b>How much is diversity a workforce concern for your organization?</b>	<b>Strongly disagree</b>	<b>Moderately disagree</b>	<b>Neither agree nor disagree</b>	<b>Moderately agree</b>	<b>Strongly agree</b>	<b>I don't know</b>
My organization has a policy goal of a diverse workforce	8%	4%	35%	20%	24%	9%
A diverse workforce helps my organization better serve our community	6%	3%	33%	17%	33%	7%
My organization represents the diversity of my community	7%	10%	26%	28%	23%	6%
When we recruit, we actively share the announcement to attract a diverse applicant pool	10%	4%	30%	15%	32%	9%
Lack of diversity in hiring and retention is a concern for my organization	20%	14%	42%	13%	4%	8%

Routine salary audits/adjustments to ensure salaries are competitive (28% of responses) and flexible work schedules (21% of survey responses) were the top two compensation and benefits strategies used by the organizations of survey respondents (Figure 12).

Does your organization use any of the following compensation or benefits strategies?

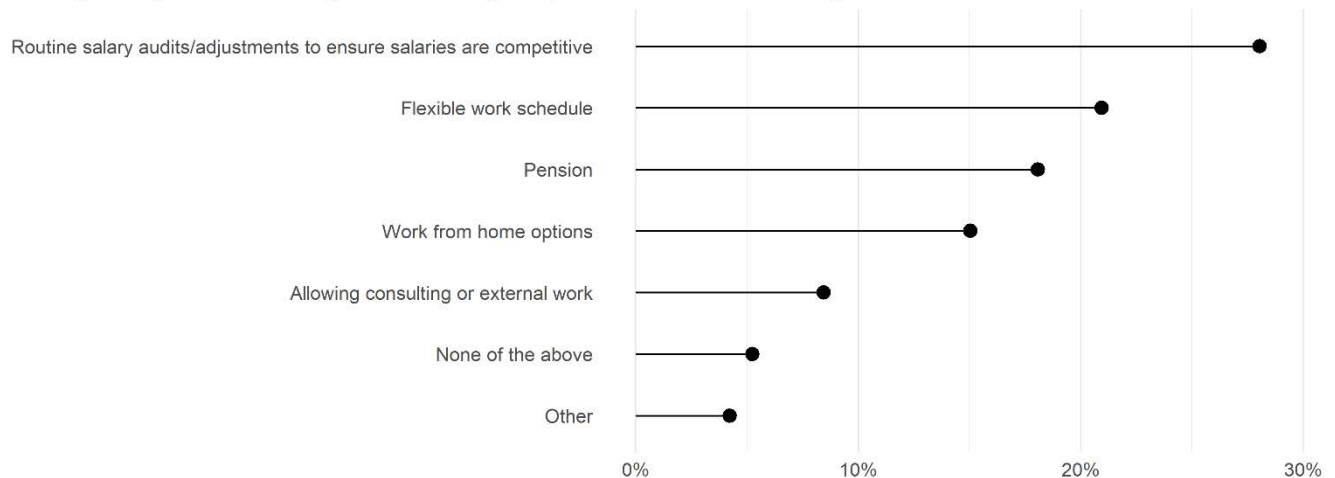


Figure 12. Compensation and benefits strategies offered by the organizations of survey respondents.

## Conclusions

The Texas water industry has experienced multiple workforce related challenges. TWF and HARC conducted a survey of organizations in the water industry to understand types of workforce related issues in the context of other major concerns facing the industry. Providing competitive wages, talent attraction and retention, and staffing shortages were reported as some of the top workforce related challenges. Hiring and retaining qualified employees, infrastructure vulnerabilities, population growth, financing uncertainty, and extreme weather were reported as top risks in the high category to survey respondent's organizations. Hiring and retaining qualified employees was ranked as the highest risk posed to survey respondent's organizations. However, most survey respondents reported that their organization does not monitor retention and retirements. When asked whether their organization has a policy goal of a diverse workforce and whether diversity in hiring was a concern for their organization, most respondents reported a neutral response. The survey data results showed that most respondents reported that their organization was experiencing numerous workforce-related challenges. This report does not focus on solutions to these concerns. However, reported weaknesses in the workforce pipeline point to opportunities for policymakers to intervene to support and better prepare the Texas water workforce for a challenging future.



## Appendix A. Workforce Survey Questions

1. Which category describes your organization?
  - a. Water/wastewater provider
  - b. Groundwater management
  - c. River authority
  - d. Statewide agency
  - e. Local or regional government agency
  - f. Nonprofit
  - g. Water research organization
  - h. Local management, development, or planning
  - i. Agriculture
  - j. Energy production or generation
  - k. My organization does not do anything related to water
2. How many employees does your organization have?
  - a. 10 or less
  - b. 11-50
  - c. 51-100
  - d. 101-250
  - e. 251-500
  - f. 251-500
  - g. More than 500
  - h. I don't know
3. What is your organization's average annual budget?
  - a. \$500,000 or less
  - b. \$500,001 to \$1 million
  - c. \$1.1 million to \$5 million
  - d. \$5.1 million to \$10 million
  - e. \$10.1 million to \$50 million
  - f. \$50.1 million to \$100 million
  - g. \$100.1 million to \$150 million
  - h. More than \$150 million
4. What is your organization's NAICS code? (If you do not know it, please enter "I don't know")  
Examples: Water or sewer utility: 237110 Nonprofit: 813410 Water control and quality program administration: 924110 Environmental consulting services: 541620 Environmental protection program administration 924110 Civil engineering services 541330
5. What is your role in the organization?
  - a. Entry-level role
  - b. Trade-level occupation
  - c. Professional occupation (e.g., engineer, hydrologist)
  - d. Driver (commercial drivers license carriers)
  - e. Custodial and support staff
  - f. Executive or managerial
  - g. Board
  - h. Other

6. Is your organization experiencing workforce-related challenges?
  - a. Yes
  - b. No
7. Which of the following workforce-related challenges are applicable for your organization?
  - a. Talent attraction
  - b. Talent retention
  - c. Staffing shortages at state agencies
  - d. Staffing shortages within my organization
  - e. Providing competitive wages
  - f. Employee certification and training
  - g. Introducing or implementing new technology with employees
  - h. High number of retirements
  - i. None of the above
8. How many retirements has your organization experienced in the last five years? (If you do not know, please enter "I don't know")
9. Is your organization experiencing increasing employment difficulties (e.g., open positions, difficulty filling positions, turnover, or more retirements) for these industry categories?
  - a. Trade-level occupations requiring state certification
  - b. Professional occupations (e.g., engineer, hydrologist)
  - c. Drivers (commercial drivers license carriers)
  - d. Custodial and support staff
  - e. Executive and managerial occupations
  - f. Other
  - g. None of the above
10. Does your agency rely on external labor such as contractors or consultants? If so, what kind of external labor does your agency hire?
  - a. Trade-level occupations requiring state certification
  - b. Technical occupations (e.g., IT and GIS services, grant writers, project managers)
  - c. Professional occupations (e.g., surveyor, engineer, hydrologist)
  - d. Drivers (commercial drivers license carriers)
  - e. Other
  - f. My organization does not rely on external labor
11. What demonstrated knowledge, skills, and abilities do you look for when hiring new employees?
  - a. Ability to work in and lead teams
  - b. Analytical skills
  - c. Can learn on the job
  - d. Coaching and mentoring
  - e. Communication and interpersonal skills
  - f. Computing skills
  - g. Knowledge of water regulations
  - h. Project management
  - i. Technical competency/certifications
  - j. Other
  - k. None of the above

12. Which of the following measures does your organization use to monitor retention and retirements?
- Employee turnover rate
  - Percentage of workforce eligible for retirement in the next five years
  - Percentage of workforce that quit in the previous five years
  - Other
  - We don't monitor retention and retirements
13. Does your organization offer the following employee development or training opportunities?
- Customer care
  - Environmental (e.g., emerging contaminants)
  - Heavy equipment operation
  - Job advancement opportunities for completing additional training or certificates
  - Leadership development
  - Professional development
  - Rewards for completing additional training or certificates
  - Safety
  - Technical craft
  - Other
  - None of the above
14. How much is diversity a workforce concern for your organization? ("Strongly agree", "Moderately agree", "Neither agree nor disagree", "Moderately disagree", "Strongly disagree", "I don't know" in response to the following statements)
- My organization has a policy goal of a diverse workforce
  - A diverse workforce helps my organization better serve our community
  - My organization represents the diversity of my community
  - When we recruit, we actively share the announcement to attract a diverse applicant pool
  - Lack of diversity in hiring and retention is a concern for my organization
15. Please rate the risk the following issue pose to your organization: (selection of "High", "Moderate", "Low", "None")
- Aging Infrastructure
  - Extreme weather (e.g., heatwave, freeze, storm, flood, drought, etc.)
  - Climate risk (long term changes in average weather patterns)
  - Compliance with current regulations
  - Compliance with future regulations (including contaminants of emerging concern)
  - Customer, constituent, and community relationships and communications
  - Financing for capital improvements
  - Hiring and retaining qualified employees
  - Maintaining and replacing infrastructure
  - Managing rate stability
  - Population decline
  - Population growth
  - Technology automation



16. Does your organization participate in the state regional water planning and flood planning process?
- a. Yes
  - b. No
17. Which of the following measures does your organization use to track employee and leadership development accomplishments?
- a. Employee turnover rate
  - b. Employee job satisfaction rate
  - c. Annual training hours per employee
  - d. Other
  - e. We don't track leadership and development accomplishments
18. Does your organization use any of the following compensation or benefits strategies?
- a. Routine salary audits/adjustments to ensure salaries are competitive
  - b. Flexible work schedule
  - c. Work from home options
  - d. Allowing consulting or external work
  - e. Pension
  - f. Other
  - g. None of the above

## Appendix B. Reference Tables and Additional Survey Responses

Table 7. Respondent counts by county and state.

County	State	Respondent Count	County	State	Respondent Count
Anderson	Texas	1	Hale	Texas	1
Angelina	Texas	3	Hardeman	Texas	2
Aransas	Texas	1	Harris	Texas	18
Bandera	Texas	2	Hays	Texas	4
Bastrop	Texas	3	Henderson	Texas	2
Bee	Texas	1	Hidalgo	Texas	2
Bell	Texas	1	Hood	Texas	2
Bexar	Texas	12	Howard	Texas	1
Borden	Texas	1	Hudspeth	Texas	2
Bowie	Texas	1	Hunt	Texas	2
Brazos	Texas	3	Hutchinson	Texas	2
Brown	Texas	1	Jefferson	Texas	2
Burleson	Texas	1	Johnson	Texas	2
Burnet	Texas	4	Kaufman	Texas	2
Cherokee	Texas	1	Kendall	Texas	2
Coleman	Texas	1	Kleberg	Texas	1
Collin	Texas	6	Lamb	Texas	1
Colorado	Texas	3	Lea	New Mexico	1
Comal	Texas	3	Lee	Texas	2
Coryell	Texas	1	Leon	Texas	2
Dallas	Texas	19	Limestone	Texas	1
Delta	Texas	1	Llano	Texas	1
Denton	Texas	8	Lubbock	Texas	3
Doña Ana	New Mexico	2	McLennan	Texas	1
Ector	Texas	2	Midland	Texas	2
El Paso	Texas	4	Miller	Arkansas	1
Ellis	Texas	1	Montgomery	Texas	5
Fannin	Texas	1	Morris	Texas	1
Fayette	Texas	1	Navarro	Texas	3
Fort Bend	Texas	4	Nueces	Texas	3
Freestone	Texas	1	Oklahoma	Oklahoma	1
Galveston	Texas	1	Palo Pinto	Texas	3
Gonzales	Texas	1	Parker	Texas	6
Grayson	Texas	2	Polk	Texas	2
Gregg	Texas	2	Potter	Texas	2

County	State	Respondent Count
Red River	Texas	1
Rusk	Texas	5
San Jacinto	Texas	1
San Patricio	Texas	2
San Saba	Texas	1
Smith	Texas	2
Sutton	Texas	1
Tarrant	Texas	14
Taylor	Texas	1
Titus	Texas	1

County	State	Respondent Count
Travis	Texas	19
Unknown	Texas	7
Upshur	Texas	1
Van Zandt	Texas	1
Waller	Texas	1
Webb	Texas	1
Wharton	Texas	2
Wichita	Texas	1
Williamson	Texas	3
Wood	Texas	4
Zavala	Texas	1

Most respondents (59% of the responses to this question) did not know or reported an invalid entry for the NAICS Code of their organization. Out of these, in 146 of the responses the respondent explicitly stated that they did not know the NAICS Code for their organization. Of the respondents that knew the NAICS code for their organization, most (25% of the responses) were from water or sewer utility or sewage treatment facilities (Table 7). The remaining responses were either “NA” or included typos and the NAICS Code provided was not able to be determined. There were also 3 respondents that provided two NAICS codes for their organization.

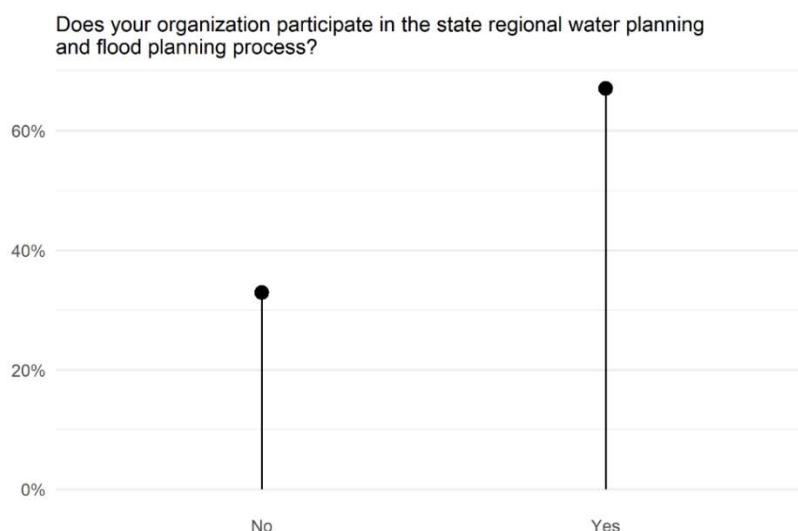


Figure 13. Percentage of respondents whose organizations do and do not participate in the state regional water and flood planning processes.

Table 8. NAICS codes and descriptions as reported by survey respondents. Response counts are provided instead of the count of respondents for this question because individual survey responses could include multiple NAICS numbers.

<b>What is your organization's NAICS code?</b>		
<b>NAICS Code</b>	<b>NAICS Description</b>	<b>Response Count</b>
541330	Civil engineering services	6
236220	Commercial and Institutional Building Construction	1
813312	Environment, Conservation and Wildlife Organizations	1
924110	Environmental protection program administration	4
541620	Environmental consulting services	3
NA	Unknown/NA	158
335312	Motor and Generator Manufacturing	1
813410	Nonprofit	14
541690	Other Scientific and Technical Consulting Services	1
926130	Regulation and Administration of Communications, Electric, Gas, and Other Utilities	1
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	1
221310	Water Supply and Irrigation Systems	9
237110/221320	Water or sewer utility/Sewage Treatment Facilities	67