

Revised
AGENDA
BOARD OF PSYCHOLOGY
NOVEMBER 10, 2015- BOARD ROOM 1

10:00 a.m.

CALL TO ORDER–Herbert Stewart, Ph.D., Chair

- Ordering of Agenda
- Public Comment
- Approval of August 25, 2015 Minutes

DHP DIRECTOR’S REPORT- David E. Brown, DC

EXECUTIVE DIRECTOR’S REPORT – Jaime Hoyle, Esq.

LEGISLATIVE UPDATE & REGULATORY REPORT- Elaine Yeatts

DISCIPLINARY CASE UPDATE – Jennifer Lang

BOARD OFFICE UPDATE - Deborah Harris

BOARD COUNSEL UPDATE – Jim Rutkowski, Esq.

COMMITTEE REPORTS:

- Board of Health Professions –Virginia VanDeWater, Ed.D.-No Report
- Regulatory Committee – Herbert Stewart Ph.D.
- ASPPB conference highlights – Herb Stewart, Ph.D., William Hathaway, Ph.D.
Jaime Hoyle, Esq.

NEW BUSINESS:

- Sanction Reference Points Update – Neal Kauder
- Amendments to regulations for one-time fee reduction – Elaine Yeatts

OLD BUSINESS:

- Medicaid reimbursement for unlicensed providers under supervision – Jaime Hoyle, Esq.

ADJOURN:

**Virginia Board of Psychology
Quarterly Board Meeting
Draft Minutes
August 25, 2015**

Call to Order

Virginia Van de Water Ed. D., Chair, called the meeting to order at 10:10 a.m. on August 25, 2015, Board Room 2, at the Department of Health Professions (DHP) at 9960 Mayland Drive, Richmond, Virginia. She read aloud the DHP mission statement to emphasize the board's responsibility in rendering its decisions that day.

Ordering of Agenda

The agenda was accepted as presented.

Attendance

Board Members Present

Virginia Van de Water, Ed.D. Chair
Thomas Ryan, Ph.D.
Herbert Stewart, Ph.D.
Russell Leonard, Ph.D.
James Werth, Ph.D. ABPP
Barbara Peery, Ph.D., Citizen Member

Board Members Absent:

Bill Hathaway, Ph.D.
Giordana de Altin Poplilek, Psy.D.

Staff Present:

Jaime Hoyle, Acting Executive Director, DHP Deputy Director
Jim Rutkowski, Asst. Atty. General, Board Counsel
Elaine Yeatts, DHP Senior Policy Analyst
Jennifer Lang, Deputy Executive Director
Deborah Harris, Licensing Manager
Dr. David Brown, DC, DHP Director

Approval of Minutes

The minutes of the May 19, 2015 minutes were approved as written. (See Reg. Update) During the regulatory update, Dr. Werth discovered a mistake in the May 19, 2015 minutes. At that time, a motion, seconded and a unanimous vote was taken to rescind

the vote to approve the minutes. A motion, seconded and a unanimous vote then was taken and approved to amend the minutes. A motion was seconded and voted unanimously to accept the amended minutes.

Public Comment

Jennifer Morgan, Psy.D, VPA/VACP liaison, updated the Board about Clinical Psychology (VACP) Conversation Hour which will be held next Spring.

Director's Report

Dr. Brown reported that the Prescription Drug Taskforce will be wrapping up in October as it has been in full force for almost a year. He reported that data shows that many prescription drug overdoses are not the result of taking the medication illicitly. Some are overdosing on what has been legally prescribed to them. The highest rate of overdoses on prescription drugs are the ages of 45-60. This tells us that there needs to be more aftercare from our practitioners possibly offering educational programs to keep abreast of techniques. Dr. Brown also discussed the HPMP Citizen Advocacy audit. The Citizen Advocacy Center audited the performance and efficiencies of the HPMP program and DHP's response will be forthcoming. Dr. Brown also mentioned two meetings at DHP in the upcoming months. Board Member Development Day, for new and current board members to discuss the disciplinary process, is scheduled for September 28th. Board member orientation, for new board appointees, is scheduled for October 16th.

Executive Director's Report

Jaime Hoyle, Acting Executive Director reported to the Board some changes with the Behavioral Sciences Boards. She stated that a new licensing manager for the Board of Counseling has been hired. Next, DHP will be advertising for two positions: one a licensing specialist (administrative assistant) for the Board of Counseling, and the other, a Discipline Specialist to help Jennifer Lang, the Deputy Director. Also, the Executive Director position was posted and closed just last week. The interview process will be beginning soon.

Also, she shared that the Boards are going green by scanning documents rather than microfilming. We also will be getting laptops for Board members to use during the Board meetings rather than printing the documentation to mail out or present at the board meeting. Some other changes include the agency's new database, MLO. Next board meeting will include the President of Visual Research, Inc., Neil Kauder, who conducted the audit for all of the Boards at DHP to determine if the Sanctioning Referencing Points need to be updated. He will discuss recommended changes to the sanctioning reference points system for the Board of Psychology. We will also discuss

how the HPMP process works at our next board meeting. There still has not been any update on new board members. We should hear soon about 2 new appointments.

Legislative & Regulatory Update

Elaine Yeatts, Sr. Policy Analyst reported on two bills that will change our regulations. The first is the Continuing Education Carryover bill which became effective July 1st, and will need to be added into regulation. Seven continuing education units can be carried over from 2016 and can be used towards the June, 2017 renewal. It will be the licensee's responsibility to maintain the carried over CE's for the year in which they will be used, in case of a random audit. After a motion and seconded, the board voted and adopted the CE carryover proposed regulation by a unanimous vote. The revised Sex Offender Treatment Provider regulations are in the governor's office awaiting his signature. These items will be added into the new regulations. There is also a change in upcoming regulations regarding a renewal fee decrease due to a surplus of the Board of Psychology budget. This is an exempt action that requires no voting Board member vote. During the regulatory update, Dr. Werth discovered a mistake in the May 19, 2015 minutes. At that time, a motion, seconded and a unanimous vote was taken to rescind the vote to approve the minutes. A motion, seconded and a unanimous vote then was taken and approved to amend the minutes. A motion was seconded and voted unanimously to accept the amended minutes.

Disciplinary Report

Jennifer Lang, Deputy Executive Director, reported that the Board currently has 52 cases in probable cause review. An additional 16 cases are being investigated and the Board has 8 cases in active compliance tracking. Ms. Lang also noted that the 2014 CE audit was completed on 26 licensees and there was a compliance rate of 100%. She noted that the 2015 audit will be completed within the next few months.

Ms. Lang discussed board staff's efforts to "go green", particularly with disciplinary reviews. She explained the new probable cause review process, which is now done completely by electronic means. In addition, the Behavioral Science Boards have received approval to purchase laptops for board member use at hearings and meetings. She expects this process to save the board members and staff time and money, compared to the old process of copying and mailing the documents necessary for review.

Board Office Update

Deborah Harris reported information on licensing activity, noting that the Board regulated the following licensees and certificate holders since our May 19, 2015 meeting:

- Applied Psychologist 0
- Clinical Psychologist 51
- School Psychologist 1
- School Psychologist Ltd. 14
- CSOTP 3

Board Counsel Report

Mr. Rutkowski gave an update on the Attorney General Taskforce recommendations and indicated they will be forthcoming.

Committee Reports

Board of Health Professions. Dr. Van de Water spoke about Board of Health Professions. She stated how the workforce survey shows the lack of availability of the various workforces in rural areas in our state, particularly dentists. The Board held an open forum for both sides showing how important dentistry is to your overall health.

Regulatory Report. Dr. Herb Stewart reported on the Regulatory Committee meeting held on June 16. He talked about how Kevin Doyle, the chair of the Board of Counseling, attended to speak on behalf of Counseling for their insight towards the use of a name other than psychological assessments. He stated there is going to be a Counseling Regulatory Committee meeting in October and he will report back after that meeting with their findings. Dr. Stewart also mentioned the Interstate COMPACT Model developed by ASPPB. The Compact will need to go through the General Assembly before approval. This involves reciprocity between all the COMPACT states for licensees who enter into the COMPACT. Dr. Stewart said Telehealth was discussed in the Regulatory Committee meeting and staff will be researching the other boards and their Telehealth rules and regulations. He mentioned the podcast on Ethics in Social Media that was presented at the meeting. He mentioned guidance documents and revamping the standards of practice. He stated how The Spanish EPPP exam taken after April 2014 could be used as a valid exam. Dr. Brown indicated that the Board of Health Professions is going to be working with Wilder School interns who will research compacts and telehealth rules and regulations impacting all the Boards. This information will inform the work of this Board.

New Business

The Board reviewed and discussed documentation from psychologists working with Telemental Health through the VA Health Administration, regarding the Federal Supremacy Clause. Specifically, they asked the Board to make a statement indicating that for full-time employees of the Veterans Health Administration (e.g., Veterans Affairs Medical Centers), who are not contract workers and who are serving in their role as a provider for the VHA, the Virginia Board of Psychology recognizes and defers to the Federal Supremacy Clause regardless of the physical location of the provider and/or the patient (e.g., whether in a Veterans Affairs facility or in their homes). Board Counsel advised that the Board cannot make such a statement. There is an exemption of licensure statute that shows they are exempt to hold a license if they are providing services in a government setting.

The Board reviewed and discussed documentation regarding DMAS rules for a QMHP (unlicensed person) that can be reimbursed for clinical services while they are under supervision. This topic is deferred to the next board meeting due to an upcoming meeting with DMAS that could have impact on the discussion. Mr. Werth asked that the upcoming meeting with DMAS include a discussion on reimbursement for psychology interns, as it is a workforce as well as public safety issue.

There was a Board election for the Chair and Vice Chair position. There was a motion that seconded and carried by unanimous vote for Dr. Herb Stewart as Chairperson. There was a motion that was seconded and carried by unanimous vote for Dr. James Werth as Vice-Chair. There will be more appointments for the Board committees before the next meeting.

Adjournment

The Board meeting was adjourned at 12:15 p.m.

Herbert Stewart, Chair

Jaime Hoyle, Acting Executive Director

Virginia Department of Health Professions
Revenue and Expenditures Summary
Department 10800 - Psychology
For the Period Beginning July 1, 2015 and Ending September 30, 2015

Account Number	Account Description	Amount	Budget	Amount		% of Budget
				Under/(Over) Budget		
4002400	Fee Revenue					
4002401	Application Fee	19,655.00	63,225.00	43,570.00		31.09%
4002406	License & Renewal Fee	57,455.00	441,455.00	384,000.00		13.01%
4002407	Dup. License Certificate Fee	85.00	270.00	185.00		31.48%
4002409	Board Endorsement - Out	775.00	2,415.00	1,640.00		32.09%
4002421	Monetary Penalty & Late Fees	3,320.00	7,650.00	4,330.00		43.40%
	Total Fee Revenue	81,290.00	515,015.00	433,725.00		15.78%
	Total Revenue	81,290.00	515,015.00	433,725.00		15.78%
5011110	Employer Retirement Contrib.	1,868.53	7,038.00	5,169.47		26.55%
5011120	Fed Old-Age Ins. - Sal St Emp	1,254.82	4,275.00	3,020.18		29.35%
5011140	Group Insurance	169.07	589.00	419.93		28.70%
5011150	Medical/Hospitalization Ins.	1,893.50	6,519.00	4,625.50		29.05%
5011160	Retiree Medical/Hospitalizatn	149.22	520.00	370.78		28.70%
5011170	Long term Disability Ins	93.81	327.00	233.19		28.69%
	Total Employee Benefits	5,428.95	19,268.00	13,839.05		28.18%
5011200	Salaries					
5011230	Salaries, Classified	14,981.35	49,488.00	34,506.65		30.27%
5011250	Salaries, Overtime	1,623.35	6,200.00	4,576.65		26.18%
	Total Salaries	16,604.70	55,688.00	39,083.30		29.82%
5011300	Special Payments					
5011380	Deferred Compnsln Match Pmts	140.00	480.00	340.00		29.17%
	Total Special Payments	140.00	480.00	340.00		29.17%
5011930	Turnover/Vacancy Benefits					
	Total Personal Services	22,173.65	75,436.00	53,262.35		29.39%
5012000	Contractual Svs					
5012100	Communication Services					
5012110	Express Services	-	172.00	172.00		0.00%
5012140	Postal Services	4,144.13	4,560.00	415.87		90.88%
5012150	Printing Services	21.22	82.00	60.78		25.89%
5012160	Telecommunications Svcs (VITA)	83.48	425.00	341.52		19.64%
	Total Communication Services	4,248.83	5,239.00	990.17		81.10%

Virginia Department of Health Professions

Revenue and Expenditures Summary

Department 10800 - Psychology

For the Period Beginning July 1, 2015 and Ending September 30, 2015

Account Number	Account Description	Amount	Budget	Amount		% of Budget
				Under/(Over) Budget		
5012200	Employee Development Services	-	5,500.00	5,500.00		0.00%
5012210	Organization Memberships	-	5,500.00	5,500.00		0.00%
	Total Employee Development Services	-	5,500.00	5,500.00		0.00%
5012400	Mgmt and Informational Svcs	-	8,270.00	3,867.83		53.23%
5012420	Fiscal Services	4,402.17	8,270.00	3,867.83		53.23%
5012440	Management Services	27.31	330.00	302.69		8.28%
5012460	Public Infrmtl & Relatn Svcs	129.00	-	(129.00)		0.00%
5012470	Legal Services	-	250.00	250.00		0.00%
	Total Mgmt and Informational Svcs	4,558.48	8,850.00	4,291.52		51.51%
5012500	Repair and Maintenance Svcs	7.13	-	(7.13)		0.00%
5012510	Custodial Services	7.13	-	(7.13)		0.00%
	Total Repair and Maintenance Svcs	105.96	432.00	326.04		24.53%
5012600	Support Services	-	427.00	427.00		0.00%
5012640	Food & Dietary Services	-	935.00	779.44		16.64%
5012660	Manual Labor Services	155.56	13,815.00	9,583.02		30.63%
5012670	Production Services	4,231.98	15,809.00	11,115.50		28.79%
5012680	Skilled Services	4,493.50	2,822.00	1,355.15		51.98%
	Total Support Services	1,466.85	101.00	6.96		93.11%
5012800	Transportation Services	94.04	139.00	88.00		36.69%
5012820	Travel, Personal Vehicle	51.00	3,062.00	1,450.11		52.64%
5012850	Travel, Subsistence & Lodging	1,611.89	38,260.00	23,340.17		39.00%
5012880	Trvl, Meal Reimb- Not Rptble	14,919.83	97.74	250.26		28.09%
	Total Contractual Svcs	97.74	1,554.00	1,554.00		0.00%
5013000	Supplies And Materials	-	1,902.00	1,804.26		5.14%
5013100	Administrative Supplies	97.74	2.00	2.00		0.00%
5013120	Office Supplies	-	2.00	2.00		0.00%
5013130	Stationery and Forms	-	2.00	2.00		0.00%
	Total Administrative Supplies	-	2.00	2.00		0.00%
5013500	Repair and Maint. Supplies	-	2.00	2.00		0.00%
5013520	Custodial Repair & Maint Maint	-	2.00	2.00		0.00%
	Total Repair and Maint. Supplies	-	2.00	2.00		0.00%

Virginia Department of Health Professions
 Revenue and Expenditures Summary
 Department 10800 - Psychology
 For the Period Beginning July 1, 2015 and Ending September 30, 2015

Account Number	Account Description	Amount	Budget	Amount		% of Budget
				Under/(Over) Budget		
5013600	Residential Supplies	26.71	26.00	(0.71)		102.73%
5013620	Food and Dietary Supplies	-	100.00	100.00		0.00%
5013630	Food Service Supplies	26.71	126.00	99.29		21.20%
	Total Residential Supplies					
5013700	Specific Use Supplies	1.49	10.00	8.51		14.90%
5013730	Computer Operating Supplies	1.49	10.00	8.51		14.90%
	Total Specific Use Supplies					
	Total Supplies And Materials	125.94	2,040.00	1,914.06		6.17%
5015000	Continuous Charges					
5015100	Insurance-Fixed Assets		32.00	32.00		0.00%
5015160	Property Insurance		32.00	32.00		0.00%
	Total Insurance-Fixed Assets					
5015300	Operating Lease Payments	88.16	-	(88.16)		0.00%
5015340	Equipment Rentals	1.89	-	(1.89)		0.00%
5015350	Building Rentals	805.36	3,071.00	2,265.64		26.22%
5015390	Building Rentals - Non State	895.41	3,071.00	2,175.59		29.16%
	Total Operating Lease Payments					
5015500	Insurance-Operations		120.00	120.00		0.00%
5015510	General Liability Insurance		8.00	8.00		0.00%
5015540	Surety Bonds		128.00	128.00		0.00%
	Total Insurance-Operations					
	Total Continuous Charges	895.41	3,231.00	2,335.59		27.71%
5022200	Educational & Cultural Equip		52.00	52.00		0.00%
5022240	Reference Equipment		52.00	52.00		0.00%
	Total Educational & Cultural Equip					
5022600	Office Equipment		70.00	70.00		0.00%
5022610	Office Appurtenances		70.00	70.00		0.00%
	Total Office Equipment					
	Total Equipment		122.00	122.00		0.00%
	Total Expenditures	38,114.83	119,089.00	80,974.17		32.01%

Virginia Department of Health Professions
 Revenue and Expenditures Summary
 Department 10800 - Psychology
 For the Period Beginning July 1, 2015 and Ending September 30, 2015

Account Number	Account Description	Amount	Budget	Amount		% of Budget
				Under/(Over) Budget		
Allocated Expenditures						
20100 Behavioral Science Exec		2,597.66	120,961.80	118,364.15		2.15%
30100 Data Center		11,870.36	69,813.64	57,943.28		17.00%
30200 Human Resources		436.18	3,385.83	2,949.65		12.88%
30300 Finance		5,872.32	17,244.89	11,372.57		34.05%
30400 Director's Office		2,583.50	10,295.32	7,711.82		25.09%
30500 Enforcement		16,009.34	79,767.47	63,758.13		20.07%
30600 Administrative Proceedings		472.42	15,034.29	14,561.87		3.14%
30700 Impaired Practitioners		315.75	844.57	528.82		37.39%
30800 Attorney General		2,594.74	12,686.91	10,092.17		20.45%
30900 Board of Health Professions		1,392.15	5,701.51	4,309.36		24.42%
31100 Maintenance and Repairs		-	315.52	315.52		0.00%
31300 Emp. Recognition Program		16.43	136.49	120.06		12.04%
31400 Conference Center		13.94	165.90	151.96		8.41%
31500 Pgm Devlpmt & Implemnt		1,099.98	6,005.08	4,905.09		18.32%
Total Allocated Expenditures		45,274.78	342,359.23	297,084.45		13.22%
Net Revenue in Excess (Shortfall) of Expenditures		<u>\$ (2,099.61)</u>	<u>\$ 53,566.77</u>	<u>\$ 55,666.38</u>		<u>3.92%</u>

Project 4553 - none

BOARD OF PSYCHOLOGY

Renewal fee reduction

18VAC125-20-30. Fees required by the board.

A. The board has established fees for the following:

	Applied psychologists, Clinical psychologists, School psychologists	School psychologists-limited
1. Registration of residency (per residency request)	\$50	--
2. Add or change supervisor	\$25	--
3. Application processing and initial licensure	\$200	\$85
4. Annual renewal of active license	\$140	\$70
5. Annual renewal of inactive license	\$70	\$35
6. Late renewal	\$50	\$25
7. Verification of license to another jurisdiction	\$25	\$25
8. Duplicate license	\$5	\$5
9. Additional or replacement wall certificate	\$15	\$15
10. Returned check	\$35	\$35
11. Reinstatement of a lapsed license	\$270	\$125
12. Reinstatement following revocation or suspension	\$500	\$500

B. Fees shall be made payable to the Treasurer of Virginia and forwarded to the board. All fees are nonrefundable.

C. Between ~~April 30, 2014, and June 30, 2014~~ April 30, 2016 and June 30, 2016, the following renewal fees shall be in effect:

1. For an active license as a clinical, applied, or school psychologist, it shall be ~~\$95~~ \$84.
For an inactive license as a clinical, applied, or school psychologist, it shall be ~~\$45~~ \$42.
2. For an active license as a school psychologist-limited, it shall be ~~\$45~~ \$42. For an inactive license as a school psychologist-limited, it shall be ~~\$23~~ \$21.

18VAC125-30-20. Fees required by the board.

A. The board has established the following fees applicable to the certification of sex offender treatment providers:

Registration of supervision	\$50
Add or change supervisor	\$25
Application processing and initial certification fee	\$90
Certification renewal	\$75
Duplicate certificate	\$5
Late renewal	\$25
Reinstatement of an expired certificate	\$125
Replacement of or additional wall certificate	\$15
Returned check	\$35
Reinstatement following revocation or suspension	\$500
One-time reduction in fee for renewal on June 30, 2014 <u>June 30, 2016</u>	\$52 <u>\$45</u>

B. Fees shall be paid by check or money order made payable to the Treasurer of Virginia and forwarded to the Board of Psychology. All fees are nonrefundable.

DHP
 Board of Psychology
 Draft One-time Renewal Fee Decrease
 Effective FY16

	Count (11/2/15)	One Time Fee Reduction	Renewal Revenue with Fee Decrease	Existing Fees	Amount of Decrease	Percentage Decrease	Renewal Fee Revenue Existing Fees
Applied Psychologist							
Current Active	27	84.00	2,268	140	56	40.0%	3,780
Current Inactive	3	42.00	126	70	28	40.0%	210
Clinical Psychologist							
Current Active	2,997	84.00	251,748	140	56	40.0%	419,580
Current Inactive	132	42.00	5,544	70	28	40.0%	9,240
School Psychologist							
Current Active	94	84.00	7,896	140	56	40.0%	13,160
Current Inactive	5	42.00	210	70	28	40.0%	350
School Psychologist-Limited							
Current Active	418	42.00	17,556	70	28	40.0%	29,260
Current Inactive	-	21.00	-	35	14	40.0%	-
Sex Offender Treatment Provider							
Current Active	401	45.00	18,045	75	30	40.0%	30,075
Total	<u>4,077</u>		<u>303,393</u>				<u>505,655</u>
Total Renewal Fee Reduction		202,262					

CASES RECEIVED, OPEN, & CLOSED REPORT

SUMMARY BY BOARD

FISCAL YEAR 2016, QUARTER ENDING 09/30/2015

Quarter Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

The table below shows the number of received and closed cases during the quarters specified and a "snapshot" of the cases still open at the end of the quarter.

Q2 2013	Q3 2013	Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016
10	12	5	5	4	8	9	11	14	10	10	6
20	22	16	14	15	20	21	17	27	21	28	27
8	11	11	8	4	3	8	17	4	19	6	7
122	120	105	194	142	224	133	133	143	132	148	126
265	279	285	332	310	360	274	320	345	312	326	363
89	100	103	146	161	178	210	88	123	164	128	94
8	9	23	9	8	12	8	14	7	10	3	14
25	20	31	26	23	22	23	19	19	24	17	28
8	11	11	12	10	8	6	11	8	5	8	4
15	12	23	21	24	10	19	23	16	19	8	19
24	23	35	34	41	28	33	44	61	65	64	78
15	12	12	23	16	26	13	15	4	16	13	8

COUNT OF CURRENT LICENSES *
 FISCAL YEAR 2016, QUARTER ENDING 9/30/15

Quarter Breakdown	
Quarter 1	July 1st - September 30th
Quarter 2	October 1st - December 31st
Quarter 3	January 1st - March 31st
Quarter 4	April 1st - June 30th

*CURRENT LICENSES BY BOARD AND OCCUPATION AS OF THE LAST DAY OF THE QUARTER**
 ** LICENSE COUNTS AS OF 7-13-15, DUE TO TECHNICAL ISSUES ON THE LAST DAY OF THE QUARTER

Board	Occupation	CURRENT															
		Q2 2013	Q3 2013	Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016				
Psychology	Applied Psychologist	41	41	35	34	35	35	26	31	31	31	29	29				
	Clinical Psychologist	2793	2849	2764	2858	2929	2983	2831	2985	3047	3104	3003	3104				
	School Psychologist	104	105	98	97	98	100	92	98	100	102	97	99				
	School Psychologist-Limited	319	339	344	310	332	361	310	384	436	448	365	406				
	Sex Offender Treatment Provider	407	409	415	397	405	409	365	395	403	408	382	390				
Total		3664	3743	3656	3696	3799	3888	3624	3893	4017	4093	3876	4028				
Social Work	Associate Social Worker	2	2	3	1	1	1	1	1	1	1	0	1				
	Licensed Clinical Social Worker	5605	5687	5515	5502	5622	5736	5814	5903	5986	6104	5781	5948				
	Licensed Social Worker	455	466	469	403	436	488	518	560	596	619	525	583				
	Registered Social Worker	21	21	21	17	17	17	17	17	17	17	0	12				
Total		6083	6176	6008	5923	6076	6242	6350	6481	6590	6741	6306	6544				
Veterinary Medicine	Equine Dental Technician	25	23	23	24	25	24	23	24	25	24	24	24				
	Full Service Veterinary Facility	737	740	744	751	751	747	750	756	753	760	768	771				
	Restricted Veterinary Facility	277	279	284	295	295	297	298	304	304	308	317	324				
	Veterinarian	3960	3811	3640	4044	4074	3899	4038	4119	4164	3966	4157	4221				
	Veterinary Technician	1667	1621	1657	1719	1737	1684	1788	1826	1862	1810	1921	1964				
Total		6666	6474	6348	6833	6882	6657	6897	7029	7108	6888	7187	7304				
AGENCY TOTAL		357071	356499	354471	365518	367561	365502	367251	374927	377140	371343	376988	381960				