

**Vermont Secretary of State
Office of Professional Regulation
THIRTY SEVENTH
ANNUAL REPORT ON
PROFESSIONAL LICENSING**

Pursuant to 26 V.S.A. §3106, the Director of the Office of Professional Regulation is pleased to present the Thirty Seventh Annual Report on Professional Regulation, covering Fiscal Year 2018.

Respectfully submitted to the House and Senate Committees on Government Operations.

STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION



S. Lauren Hibbert, Director

April 24, 2019



**Secretary of State
Office of Professional Regulation**

**Thirty Seventh Annual Report
on
Professional Licensing**



Jim Condos, Secretary of State

S. Lauren Hibbert, Director

As of: July 2018

**Vermont Secretary of State
Office of Professional Regulation**

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on
Professional Licensing**

Published by:

Jim Condos, Secretary of State

S. Lauren Hibbert, Director

A note to the reader:

This Director's Annual Report for the Office of Professional Regulation (OPR, Office) covers Fiscal Year 2017—July 1, 2017, through June 30, 2018. It contains the Director's report as well as a summary of the activity of the regulatory programs for 50 professions and occupations with over 155 license types, supported and managed by OPR. You will also find data tables and charts providing a report on the activities, revenues, and expenditures for all regulatory programs administered under the jurisdiction of OPR.

Information relating to specific professions and occupations may be accessed via our web page: <https://www.sec.state.vt.us>. Comments and suggestions are welcome. Write or call the Office of Professional Regulation, Secretary of State, 89 Main Street, 3rd Floor, Montpelier, Vermont 05620-3402; OPR.Comment@sec.state.vt.us; (802) 828-1505.

TABLE OF CONTENTS

Director's Report	1
Trends in Licensure	3
Trends in Conduct Enforcement	6
Board-Specific Trends	7

Appendices:

Appendix A: Licensees by Profession 2012 - 2017	53
Appendix B: New Cases Received 2012 - 2017	57
Appendix C: Receipts/Expenditures by Profession	58

This report contains information regarding the following professions and occupations:

Accountants Acupuncturists Alcohol & Drug Counselors Architects Athletic Trainers Audiologists Auctioneers Applied Behavior Analysts Barbers & Cosmetologists Body Piercers Boxing Chiropractors Clinical Mental Health Counselors Clinical Social Workers Crematoriums Dental Examiners Dietitians Electrologists Foresters Funeral Service Hearing Aid Dispensers Landscape Architects Land Surveyors Marriage & Family Therapists Midwives Motor Vehicle Racing	Naturopaths Nursing Nursing Home Administrators Occupational Therapists Opticians Optometrists Osteopathic Physicians and Surgeons Pharmacists Physical Therapists Pollution Abatement Facility Operators Private Investigative & Security Services Professional Engineers Property Inspectors Psychoanalysts Psychologists Psychotherapists, Non-licensed Radiologic Technologists Real Estate Appraisers Real Estate Brokers, Salespersons and Brokerage Firms Respiratory Care Practitioners Speech Language Pathologists Tattooists Veterinarians Potable Water & Water System Designers
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Director's Report

Fiscal Year 2018

As the newest Director of the Office of Professional Regulation (OPR) appointed in June 2018, I am pleased to submit the 2018 Annual Report. With over eight years of engagement at OPR, including as Chief Prosecuting Attorney and General Counsel, it's an exciting time to lead the Division in its next phase of innovation.

Evidence of OPR's leadership is shown in a U.S. Department of Labor regulatory reform grant for which Vermont was awarded \$450,000 over 3 years. The U.S. Department of Labor's June 25, 2018, award announcement stated that as part of its ongoing efforts to encourage occupational licensing reform, they were awarding recipients of \$7 million in grants to help states review and streamline their occupational licensing rules. The awards ranged from \$240,000 to \$1 million each – to nine states and two associations of state governments. These investments support selected states' analysis of relevant licensing criteria, potential portability issues, and whether licensing requirements are overly broad or burdensome.

The grant offers the resources of the National Conference of State Legislatures, the National Governors Association and The Council of State Governments. This presents an exceptional opportunity to share best practices, problem-solve common challenges, and build the future of professional and occupational licensing. Vermont is proud to be a leader among our partner states.

OPR has regulatory responsibility over one-hundred and fifty-five license types within fifty professional programs. For this grant opportunity, we focused on professions ripe for substantive reform. This comes after several years of focused legislative efforts to “unlock” rigid, statutory barriers to mobility and market entry. Sub-baccalaureate professions and occupations within the scope of the project include barbers, cosmetologists, estheticians, and nail technicians; registered nurses, practical nurses, and nursing assistants; security guards and private investigators; pharmacy technicians; funeral directors; real estate brokers/firms and salespeople.

Following several years of legislative and litigation effort that modernized Vermont's occupational-regulation governance structures, we are poised to directly implement reformed regulations that eliminate unnecessary barriers to entry, promote the rehabilitation of persons who otherwise would be barred from occupational licensure as a result of irrelevant past transgressions, recognize relevant military training, and promote license portability.

With approximately 35% of Vermont's workforce now subject to occupational licensing requirements, they are also among the oldest in the country. As older workers leave the professional ranks, those available to replace them—young Vermonters and would-be immigrants to the State—can confront an intimidating and expensive array of occupational-licensing requirements. Barriers to market entry prevent rational resource allocation and distort professional-service markets, to the net detriment of professionals, consumers, and businesses.

Despite unmet demand for professional services, substantially qualified aspirants to professional and occupational roles too often must incur educational debt and the opportunity costs of deferred employment while working to satisfy idiosyncratic licensing requirements with dubious relevance to public protection.

Because Vermont is among a fortunate minority of states to have very clear legislative policy on occupational licensing, mechanisms for review and analysis are particularly concrete and rooted directly in criteria set out at 26 V.S.A. § 3101-3107 (ch. 57). Federal support will allow OPR to employ the chapter-57 analytical structure and work processes that have driven sunrise review, but for the first time, to turn these highly-effective tools toward analysis and reform of *existing* programs.

OPR is aware that workers and service members can respond favorably to licensing reforms only if they are aware of those reforms. For this reason, a significant part of our project will not only develop and implement recommendations, but also evaluate public awareness and the quality of our public communications and business processes.

The viability of the State economy is tied directly to its ability to attract and retain younger workers and working-age immigrants. Our schools, hospitals, nursing homes, engineering firms, and even our municipal wastewater plants, compete for talent in the national and international markets for qualified labor. These federal funds have a transformative potential to drive reform. OPR is proud to have been awarded this opportunity to build on years of innovative, right-sized, smart government.

Respectfully submitted,



S. Lauren Hibbert

Annual Licensure Data: 1999-2018

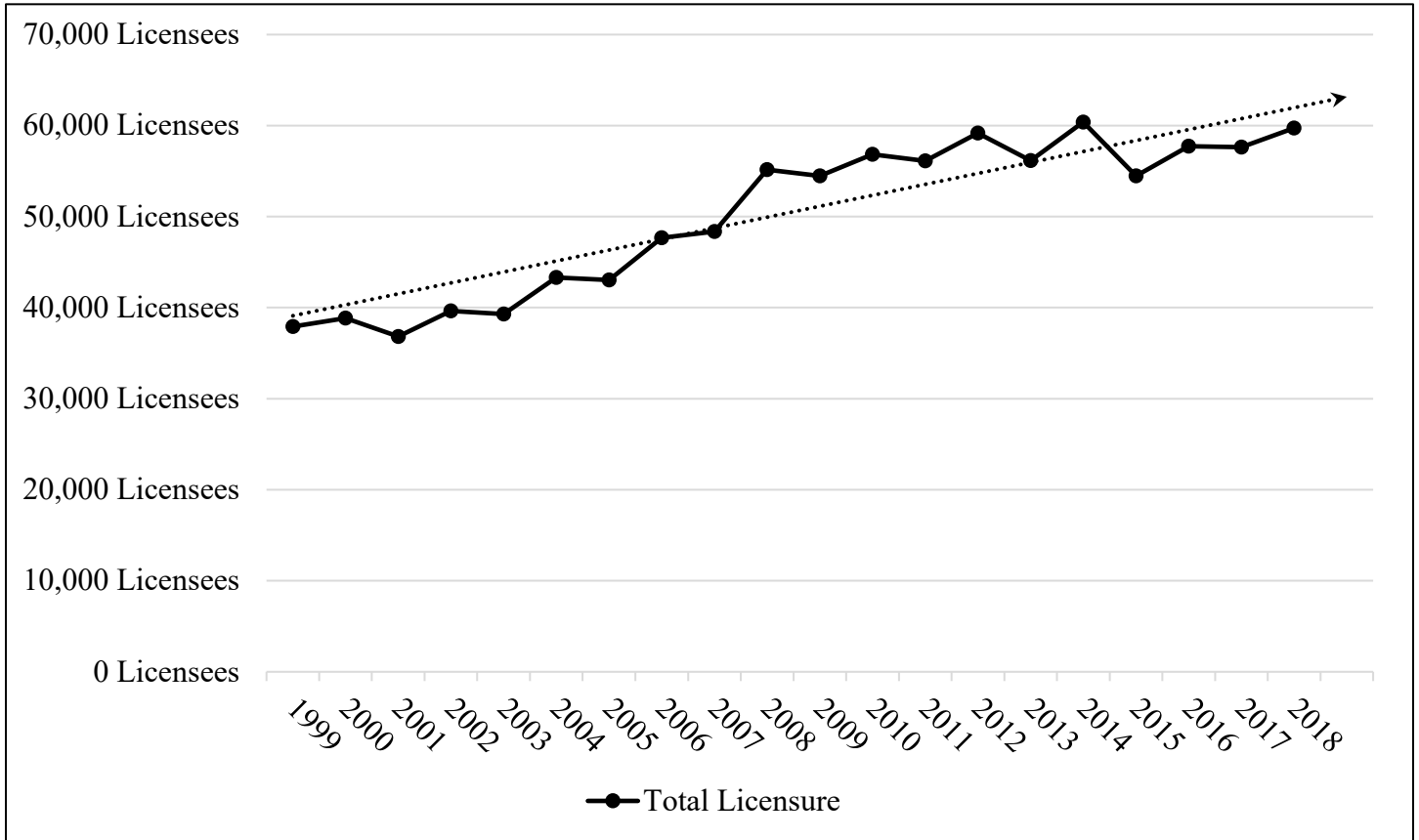


Figure 1: Trend in total annual licensure.

Overall, OPR’s total licensure is increasing at an average rate of 2% or 1,300 additional licenses per year.

Each professional license is issued in accordance with a pre-existing odd or even year (biennial) renewal cycle. Nursing comprises approximately 40% of the total licensure population and is OPR’s single largest profession. Consequently, OPR’s total annual licensure is heavily influenced by the Nursing renewal cycle. Specifically, this impact manifests as a growth in OPR’s overall licensure during even years, and a decrease during odd years.

In 2015 a new policy adding a social security number requirement had a significant impact on 2,785 international registered nurses (IRN). This resulted in an irregularly steep decline in both the nursing population and overall licensure. As a result of the loss of IRN, the total licensure population was about 3% lower at the end of 2016.

Similarly, in 2018 a nursing union strike resulted in the additional licensure of approximately 2,000 “traveling” nurses from out of state. It is assumed that the majority of these licenses will only remain active until the following renewal period. Despite this, we expect OPR’s total licensure to continue to grow at a rate of at least 1% per year.

Average Annual Initial License Application Duration Data: 2010-2018

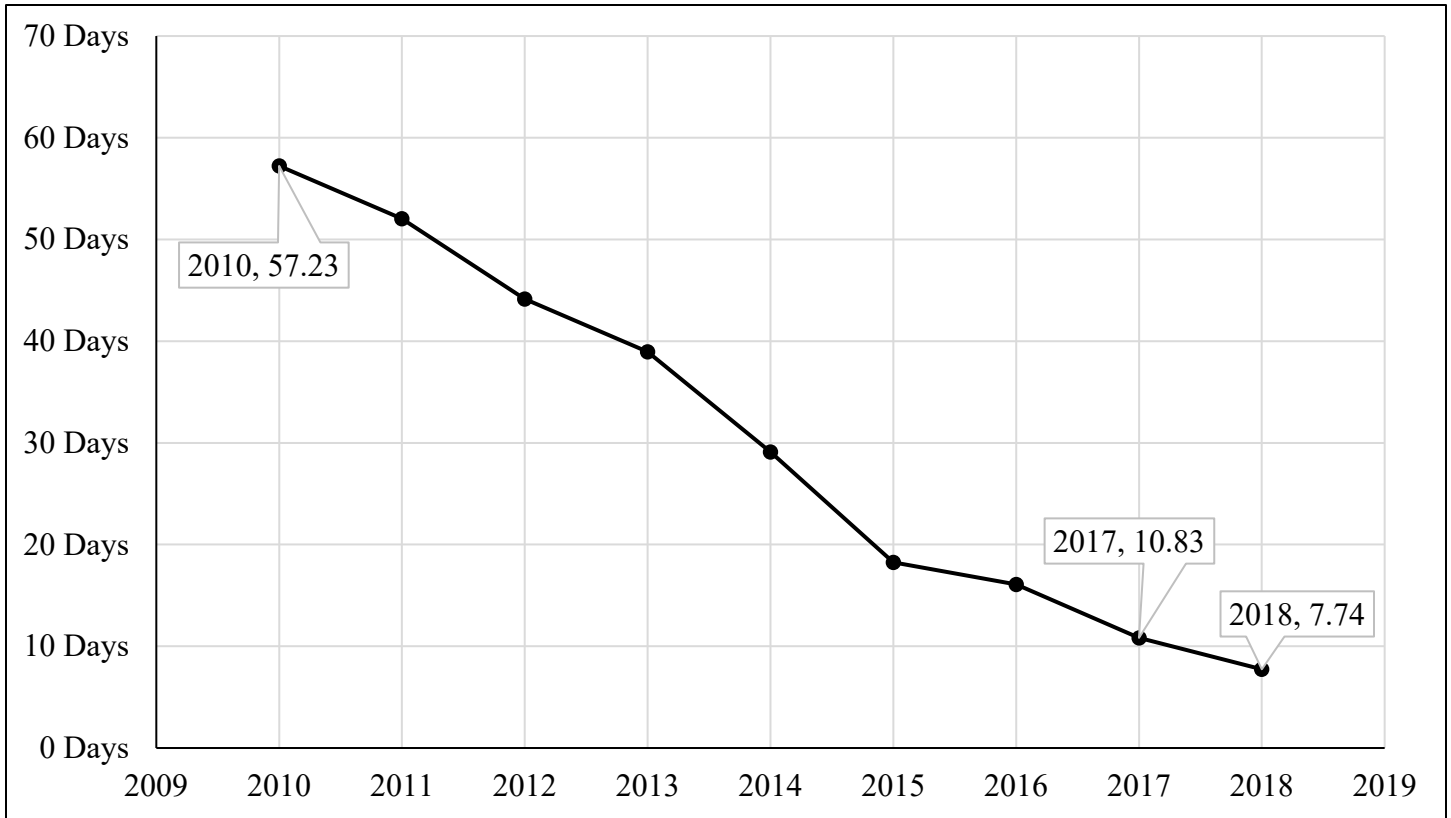


Figure 2: Trend in mean initial license application duration, across all professions.

The average initial license application processing time continues to decrease each year. However, the above graph **does not** fully represent OPR's operational efficiency, but rather that of all application processes. These metrics and any increase in efficiency therein, are highly dependent on external factors. For example, applications by endorsement require other state agencies and licensing boards to provide OPR with the requisite information. Similarly, applications by examination require the applicant wait for an exam date. The same can be said for those select applications which require board approval, and will remain pending until the following board meeting.

In fact, nearly all of OPR's professions have multiple application pathways (i.e. registration, endorsement, and examination). While applications by registration are very quick (often same-day turnaround), applications by endorsement or exam can require considerably longer durations. As such, measurements of the average initial license application processing duration reflect the average duration across all pathways, rather than OPR's individual performance.

It is important to acknowledge that the majority of initial applications submitted to OPR are incomplete. As such, it is assumed that only those applications which are processed same-day, were submitted to OPR in a complete fashion (ready for approval). OPR is currently in the process of designing a new application tracking system in order to better measure application processing times (i.e. how long a complete application sits before being approved). We estimate that nearly all complete and qualified applications are processed same-day.

Initial Licensure Application Data: 2013-2018

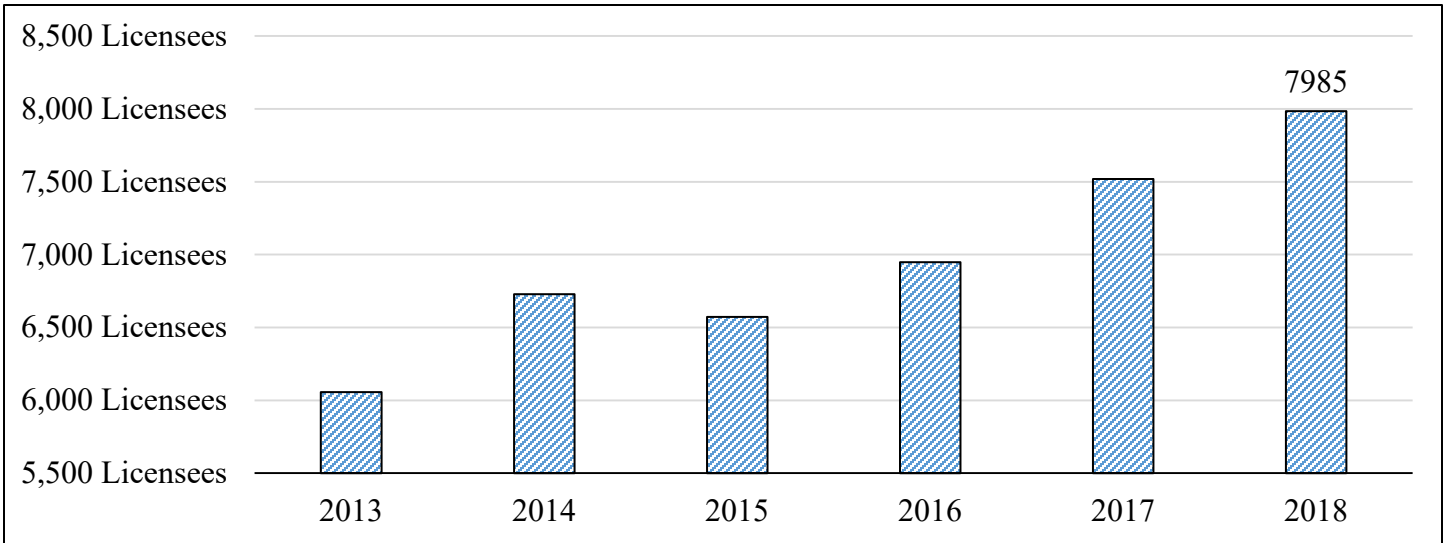


Figure 3: Trend in frequency of initial licensure applications.

In 2018, there were almost 8,000 new applications for professional licensure, of which 2,239 were processed same-day and 4,427 were processed in 5 business days or less. Certain professions build in processing times longer than 1 week (e.g. architects have 5 years to complete all exams after their initial application submission). As a result, there will never be a point in which 100% of applications are processed in 5 days or less. Overall, the number of new applications is increasing at a rate of roughly 350 additional new applications each year.

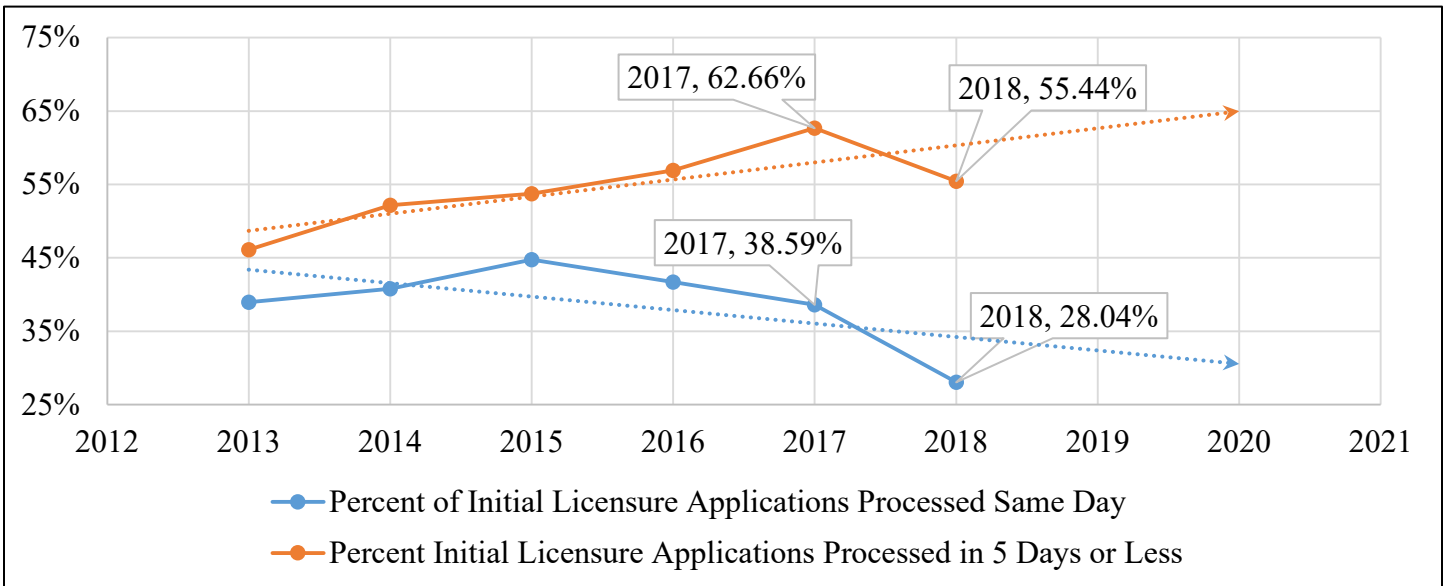
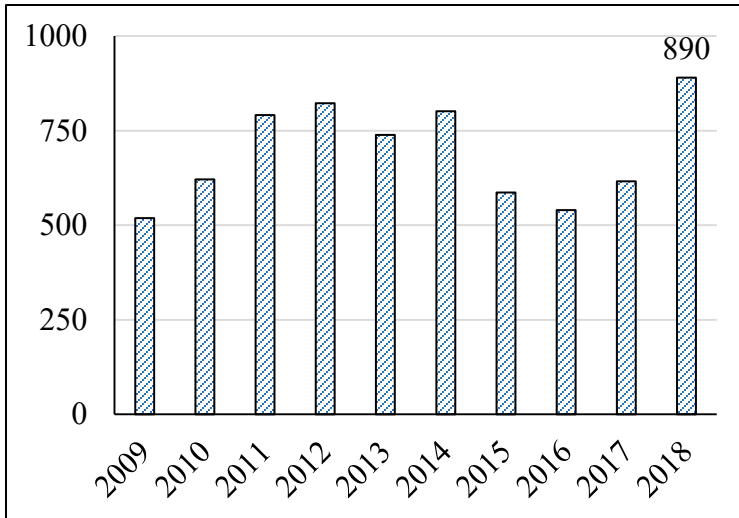


Figure 4: Trends in initial licensure processing duration.

The proportion of applications processed same-day was significantly lower for 2018. The proportion of license applications processed in 5 business days or less, is also in slight decline. Nevertheless it is both possible and likely that OPR is processing all applications same-day, if said applications are considered complete at the time of submission.

OPR’s overall efficiency remains noteworthy, considering the increasing volume of both new applicants and total licensees. Further, all license renewals are performed online and considered same-day. Thus, the initial application for licensure is the longest process any licensee will experience (discipline not included).

Complaint Resolution Data



In 2018 OPR received 890 misconduct complaints.

It is hypothesized that a recent emphasis on enhanced screening and investigative procedures will reduce the proportion of cases dismissed by the hearing authority or by the prosecutor, as well as an increase in the proportion of cases resulting in discipline by stipulation and consent, or by contested hearing. However, at the time of this report’s writing, there is still a large number of pending complaint cases. The high number of pending cases limits any reliable analysis. Cases which result in discipline require the most time. Accordingly, no statistical inference may be made at this juncture.

Figure 5: Total complaints received per annum.

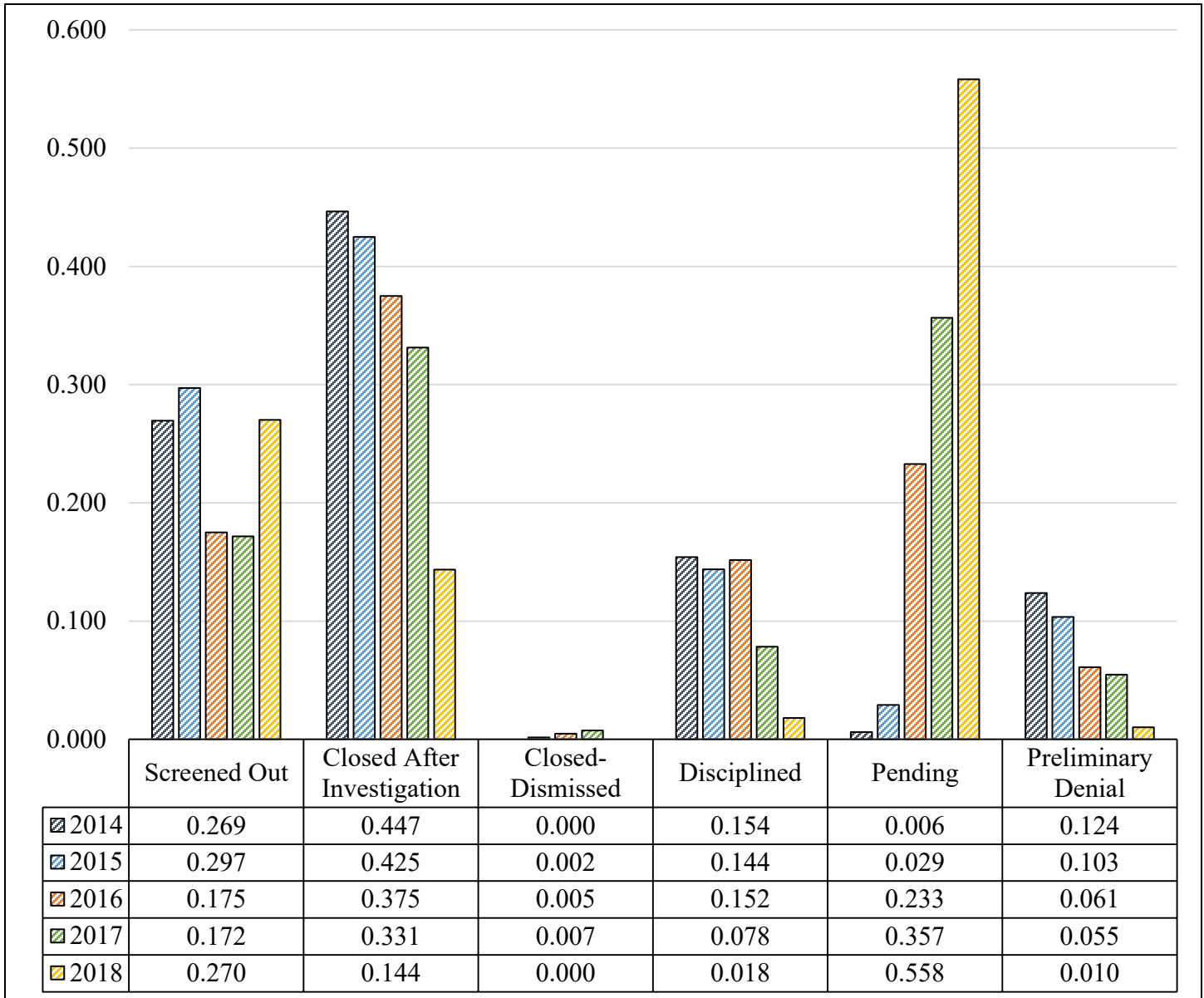
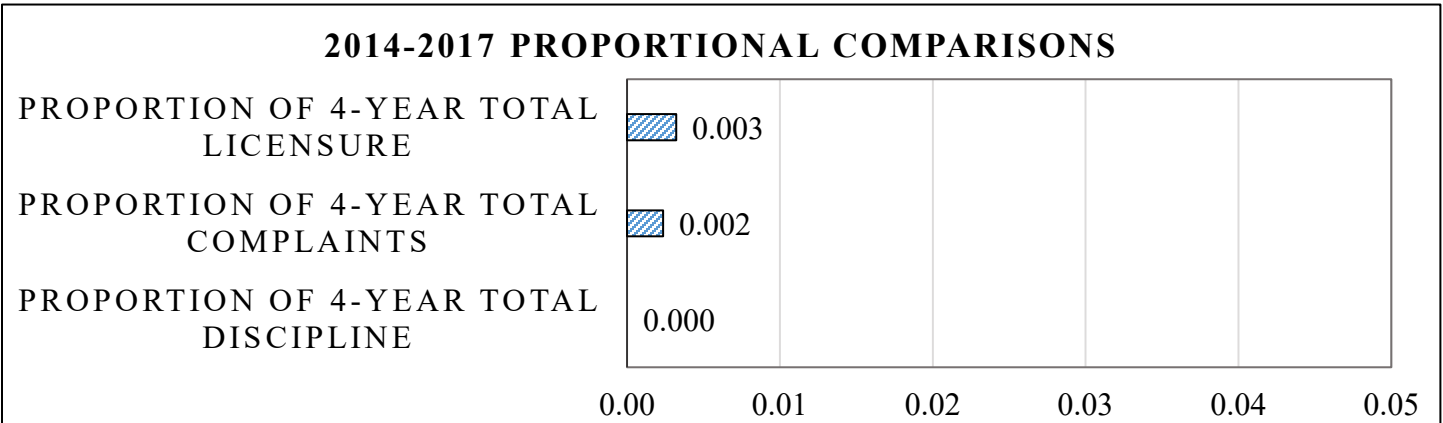
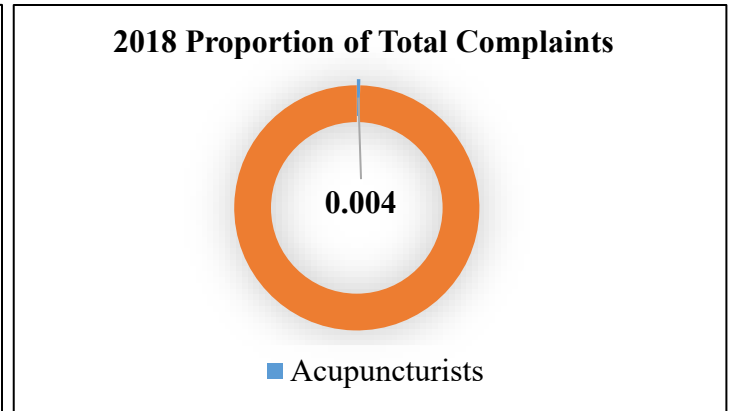
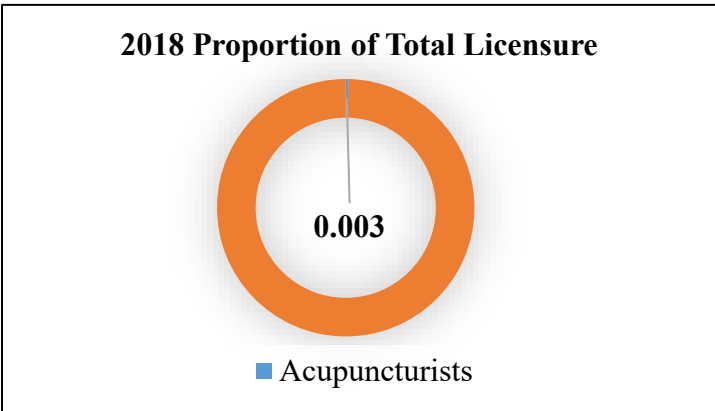
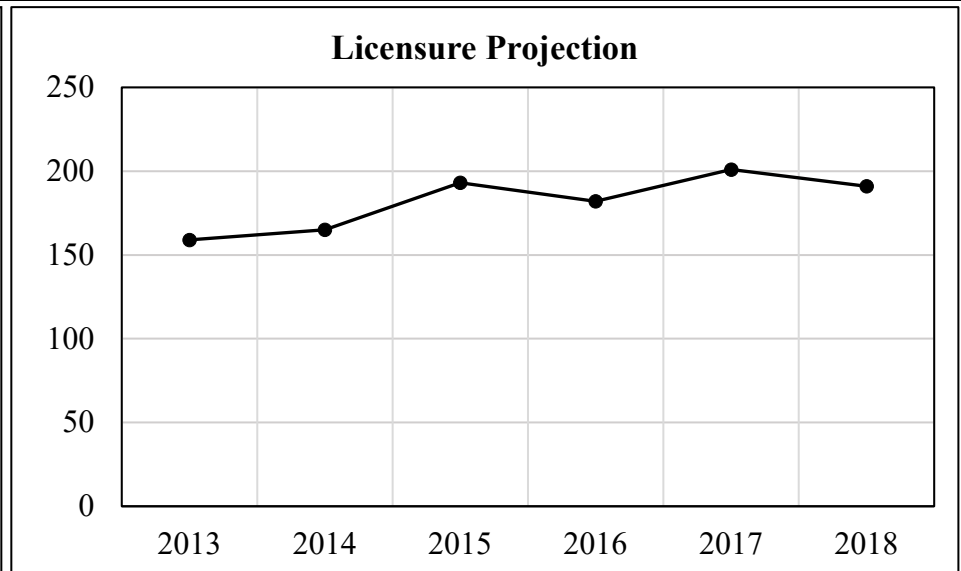


Figure 6: Proportional trends in annual complaint case resolution, by fiscal year.

Acupuncturists

Regulatory Model: Advisor	Renewal Cycles: Even Years
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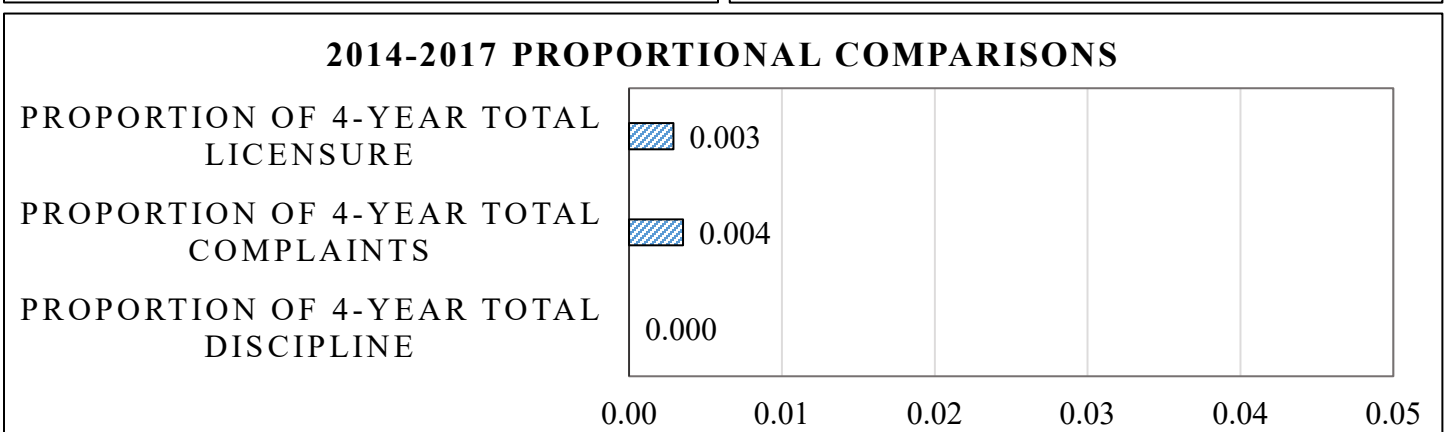
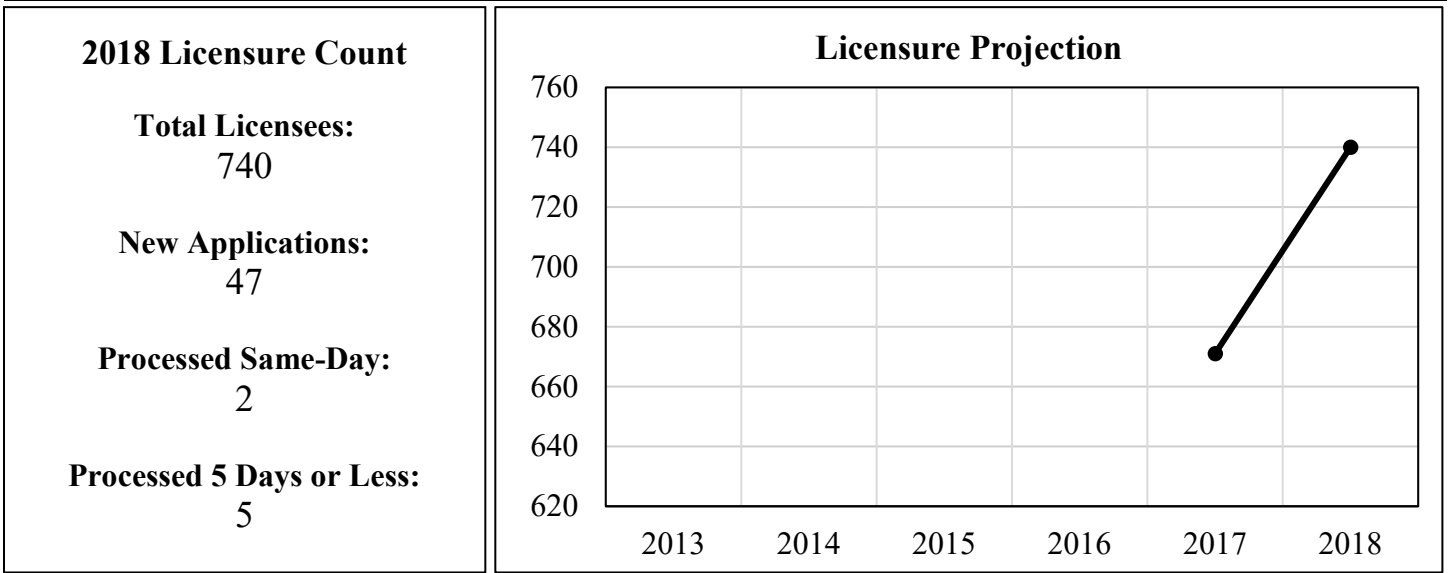
2018 Licensure Count Total Licensees: 191 New Applications: 20 Processed Same-Day: 0 Processed 5 Days or Less: 3



Acupuncturists comprise less than 1% of OPR’s total licensure. The number of Acupuncturists in Vermont is increasing by an average of approximately 7 individuals per year. This profession was responsible for less than 1% of total discipline over the last 4 years.

Alcohol and Drug Abuse Counselors

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Alcohol and Drug Abuse Counselors are a new profession under OPR jurisdiction. Alcohol and Drug Abuse Counselors make up approximately 1% of the total licensure and the same proportion of total complaints.

Applied Behavior Analysts

Regulatory Model: Advisor	Renewal Cycles: Even Years
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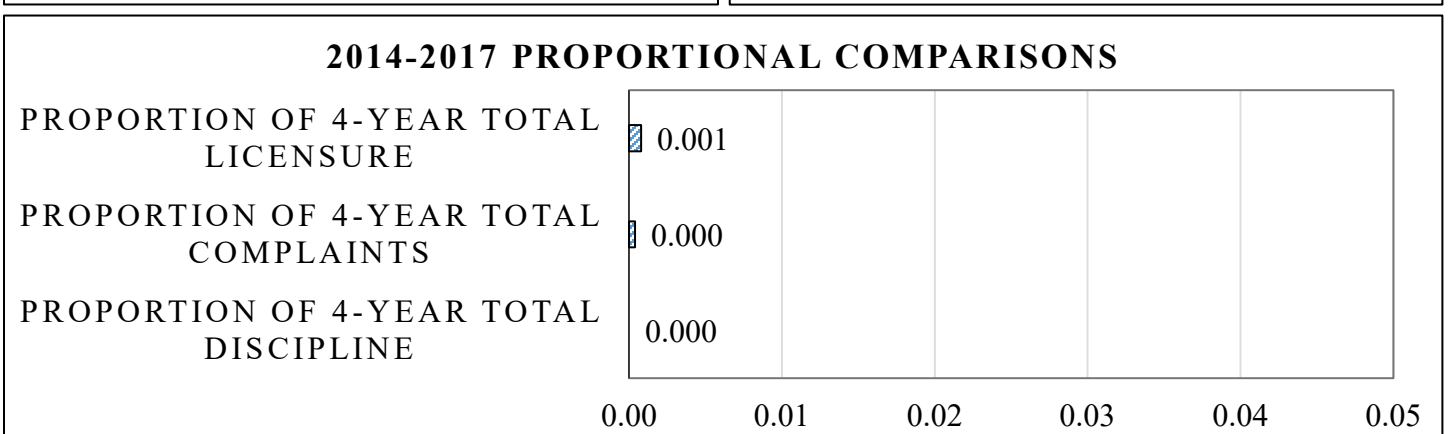
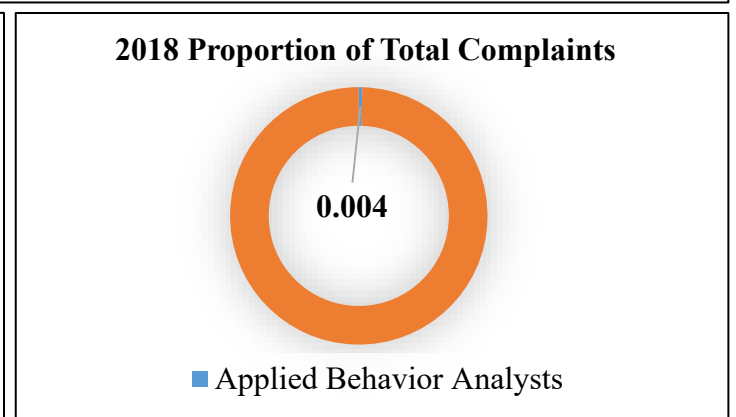
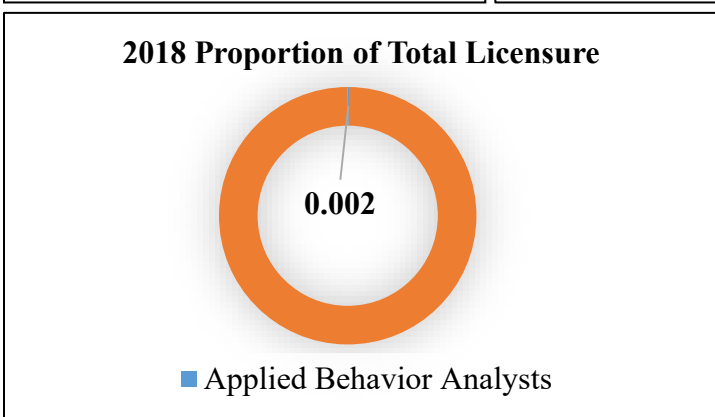
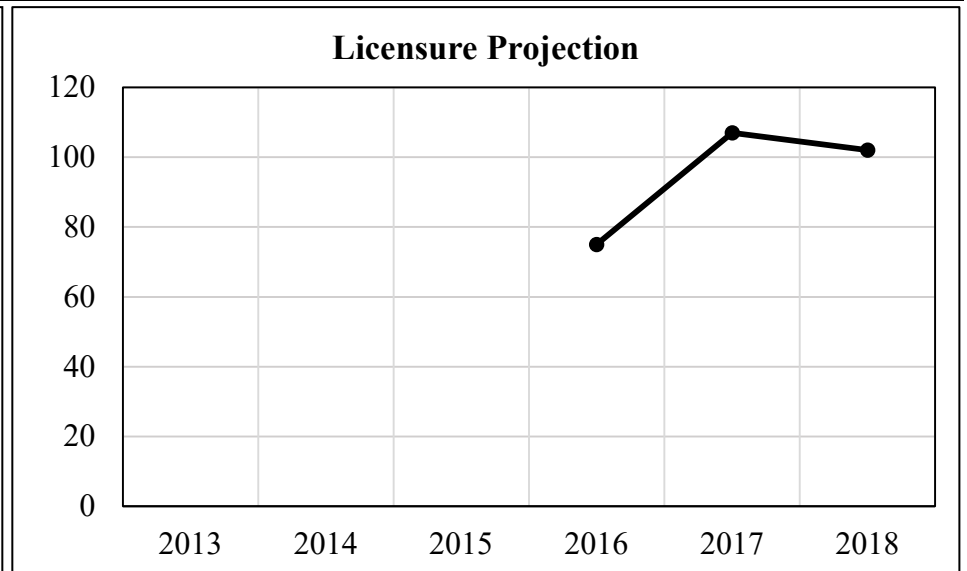
2018 Licensure Count

Total Licensees:
102

New Applications:
27

Processed Same-Day:
8

Processed 5 Days or Less:
14

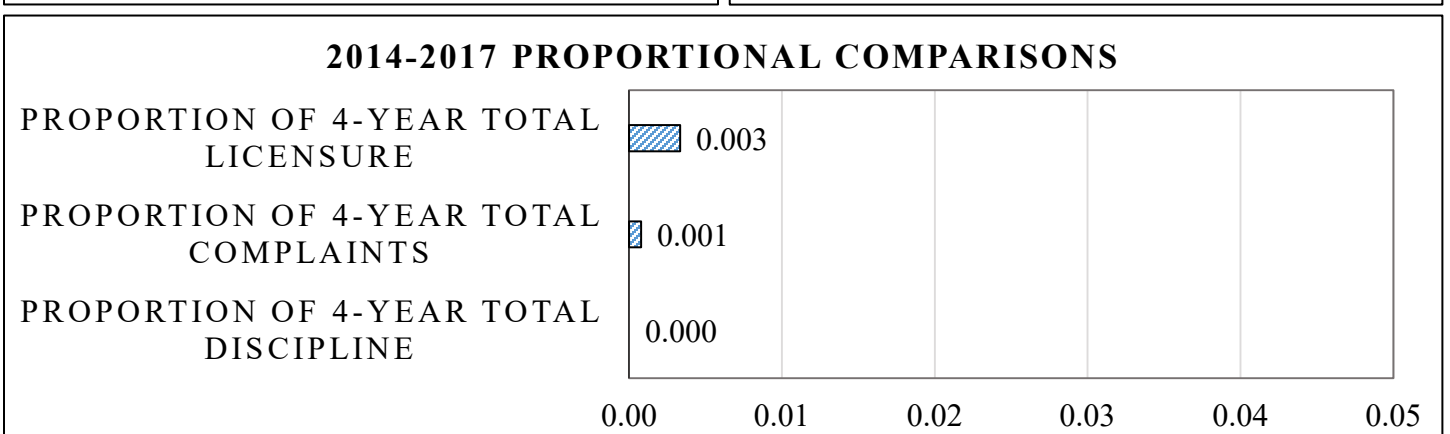
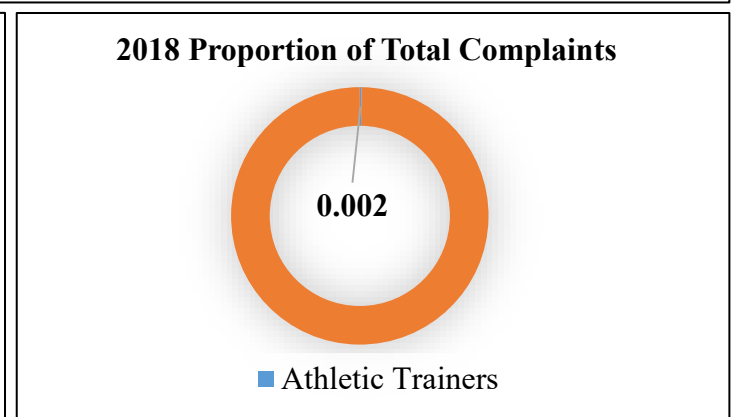
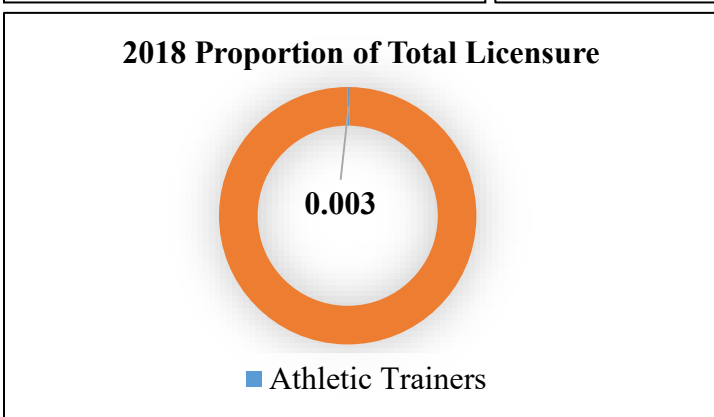
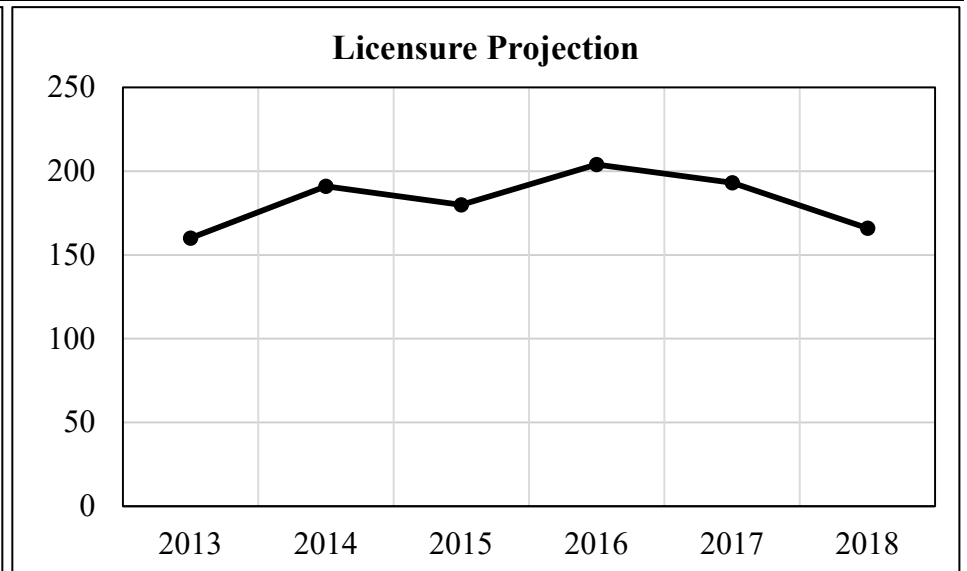


Applied Behavior Analysts were a new profession under OPR jurisdiction in 2016. This profession is relatively small in number and there have been no disciplinary actions at this time.

Athletic Trainers

Regulatory Model: Advisor	Renewal Cycles: Even Years
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2018 Licensure Count
Total Licensees: 166
New Applications: 36
Processed Same-Day: 7
Processed 5 Days or Less: 19



Athletic Trainers make up less than 1% of OPR’s total licensure. The profession is growing at an average rate of 2 new licensees per year. Athletic Trainers are responsible for few misconduct complaints and received no discipline over the past four years.

Auctioneers

Regulatory Model: Advisor	Renewal Cycles: Even Years
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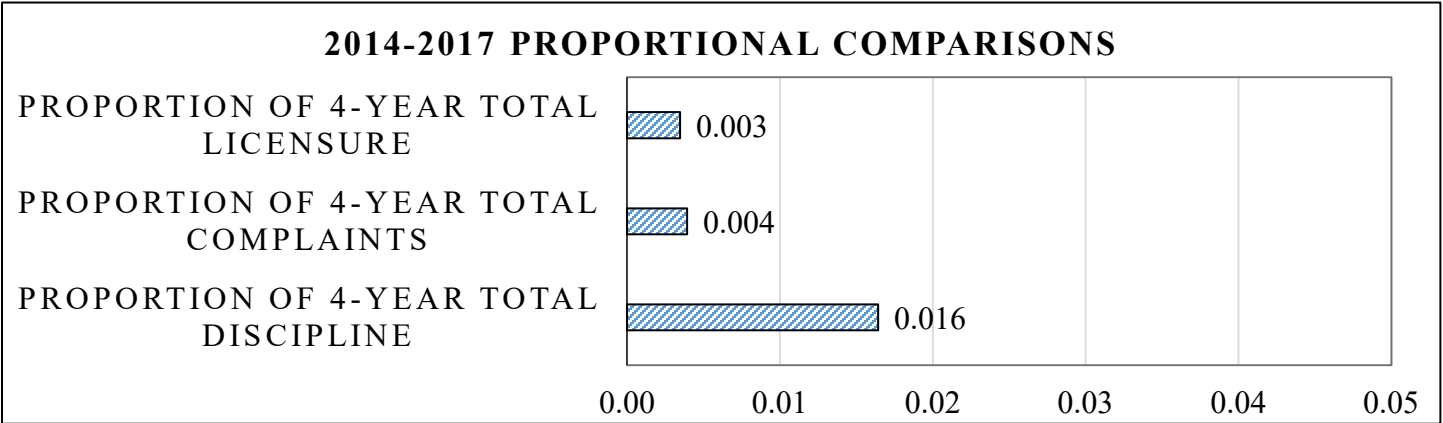
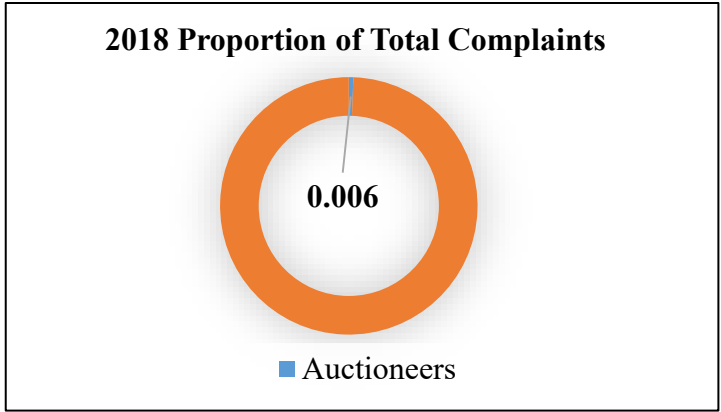
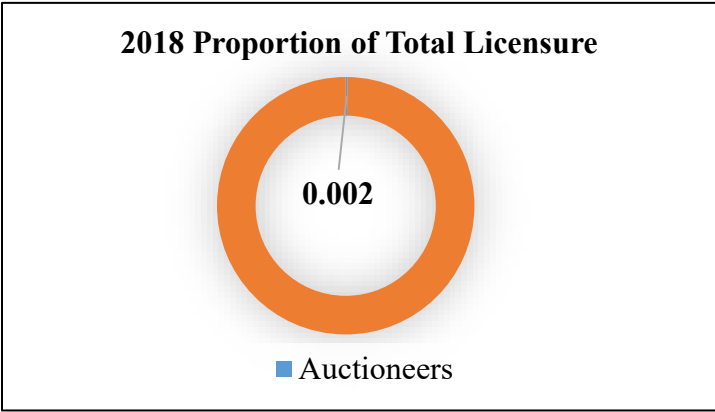
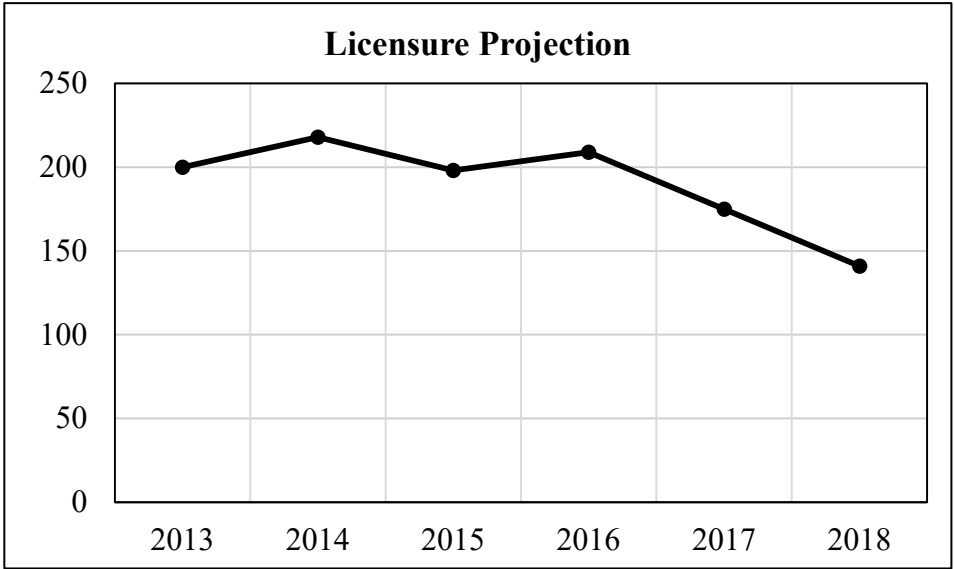
2018 Licensure Count

Total Licensees:
141

New Applications:
9

Processed Same-Day:
0

Processed 5 Days or Less:
3

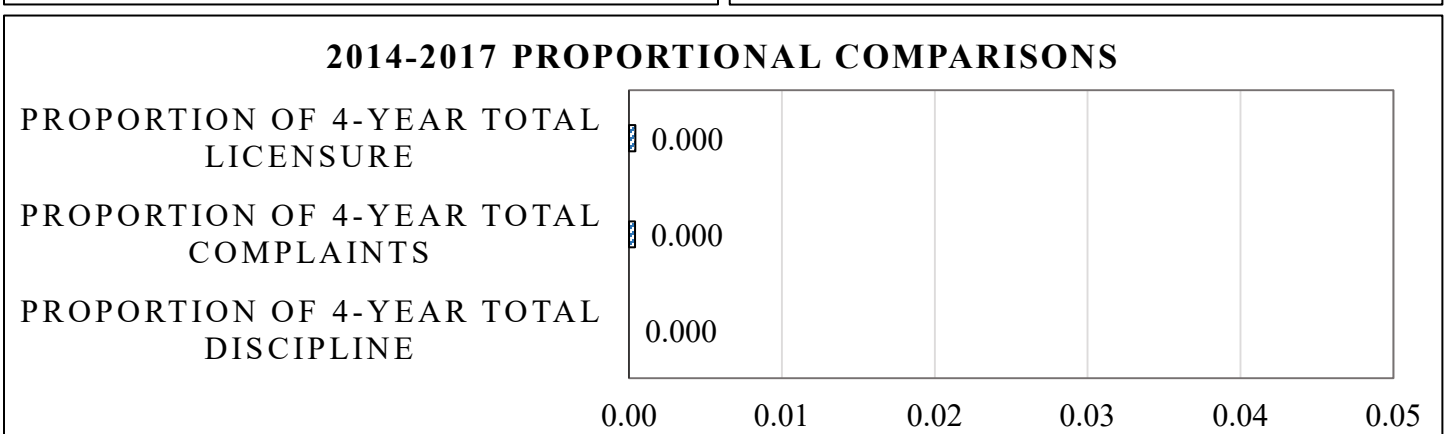
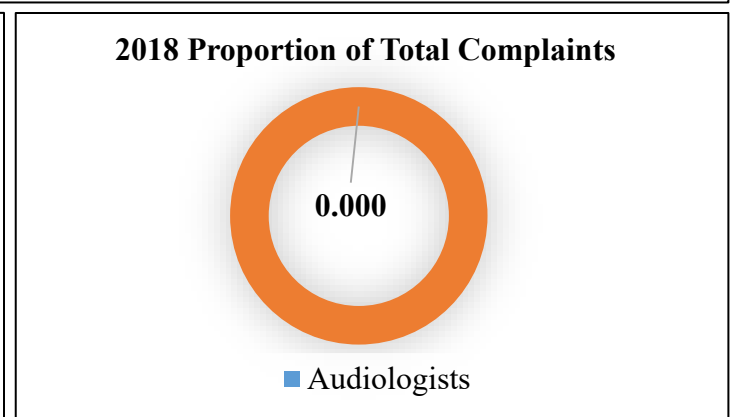
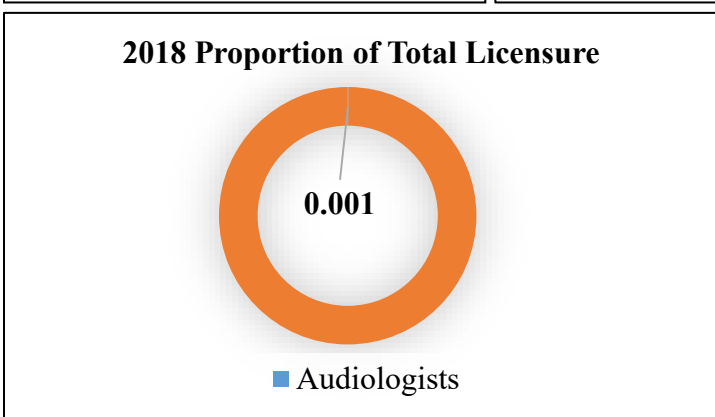
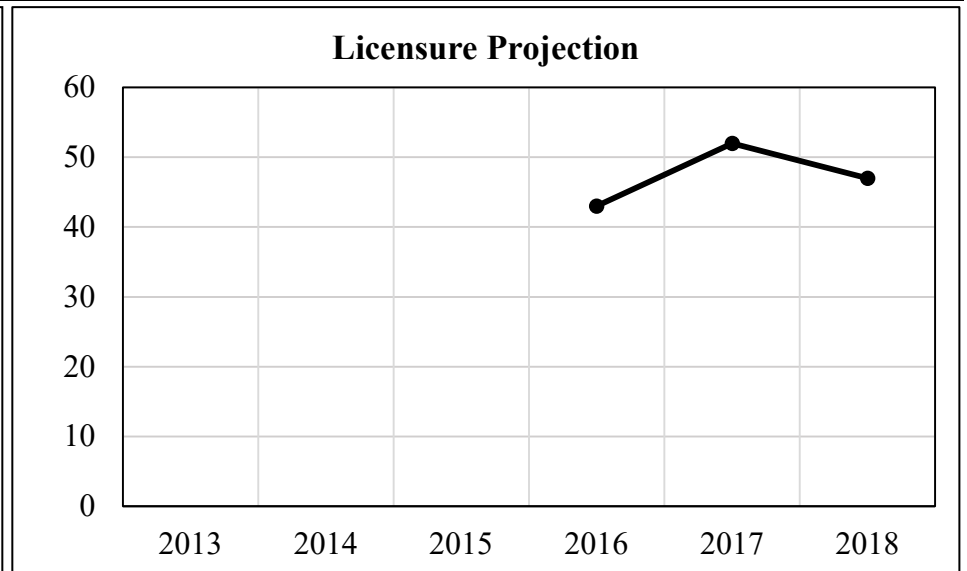


Auctioneers make up less than 1% of OPR total licensure. The number of Auctioneers in Vermont is decreasing by an average of about 11 individuals per year. This profession makes up less than 0.01% of total licensure at OPR yet was responsible for 1.6% of all discipline cases over the last 4 years.

Audiologists

Regulatory Model: Advisor	Renewal Cycles: Even Years
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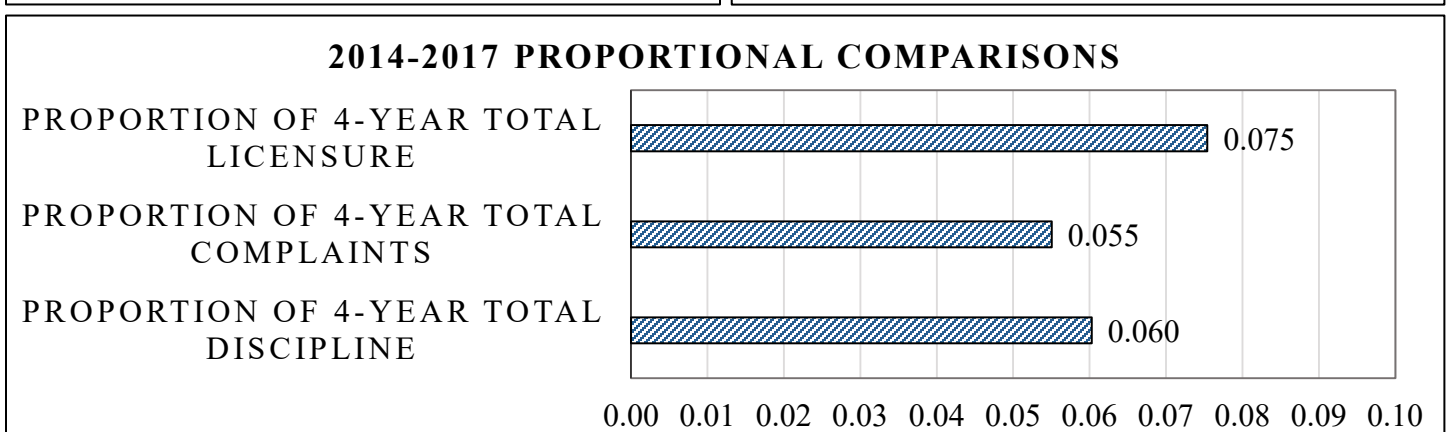
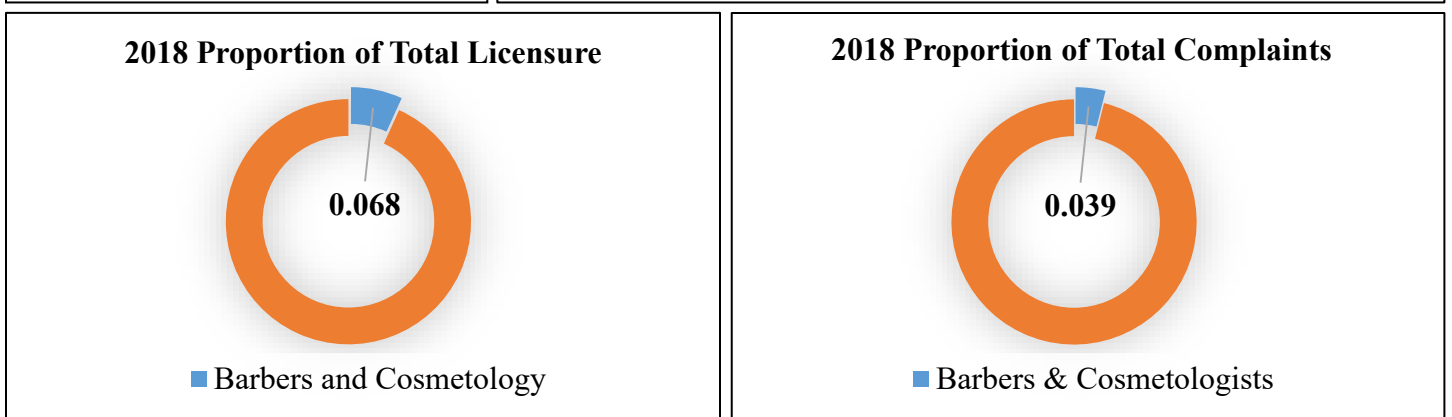
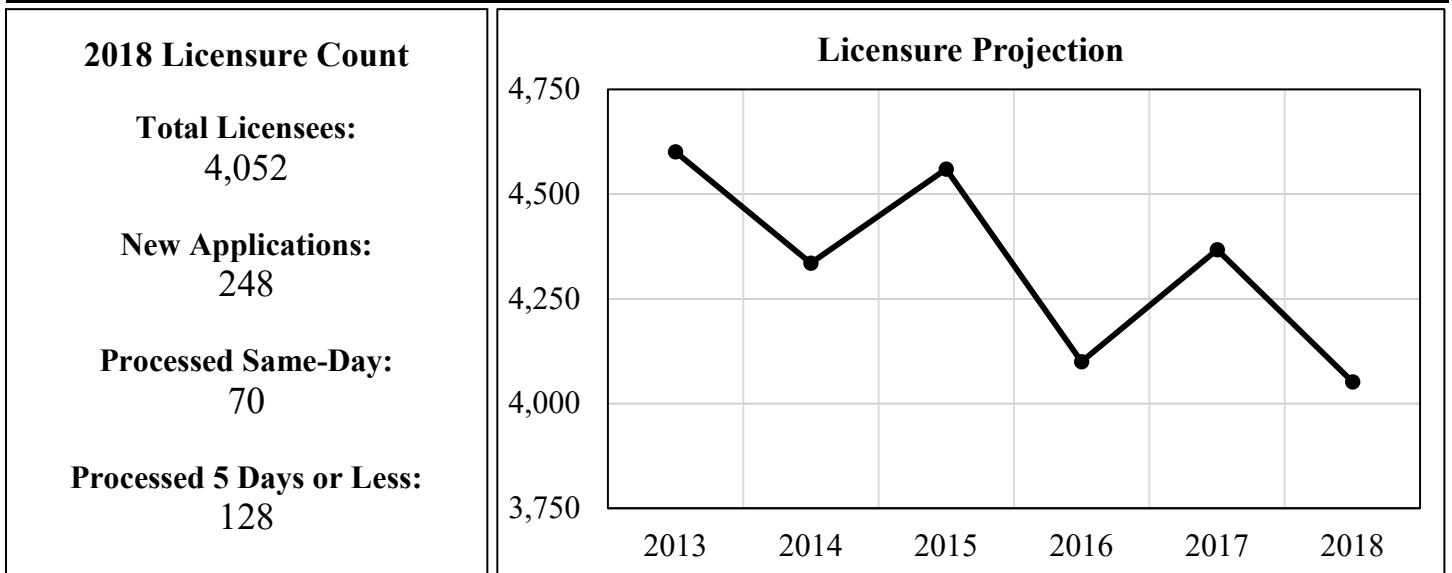
<p>2018 Licensure Count</p> <p>Total Licensees: 47</p> <p>New Applications: 3</p> <p>Processed Same-Day: 0</p> <p>Processed 5 Days or Less: 1</p>
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Audiologists were a new profession under OPR jurisdiction in 2016. This profession is very small and is not responsible for any discipline at this time.

Barbers and Cosmetology

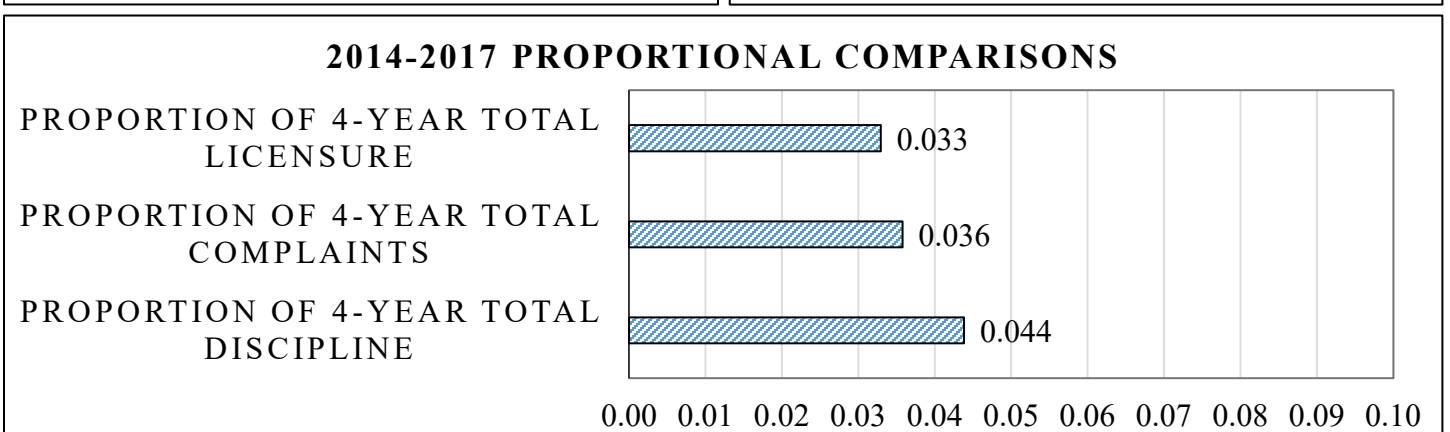
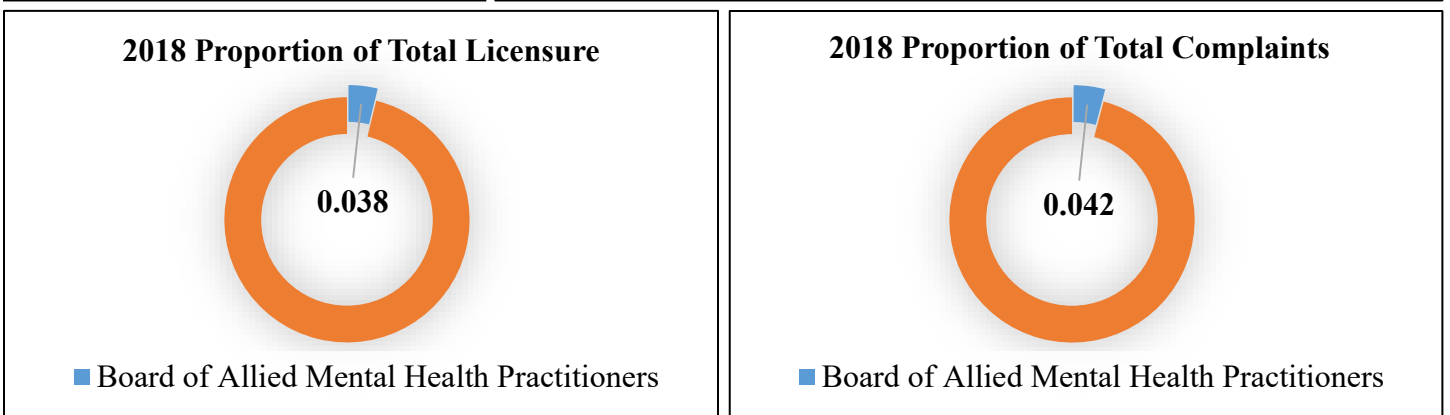
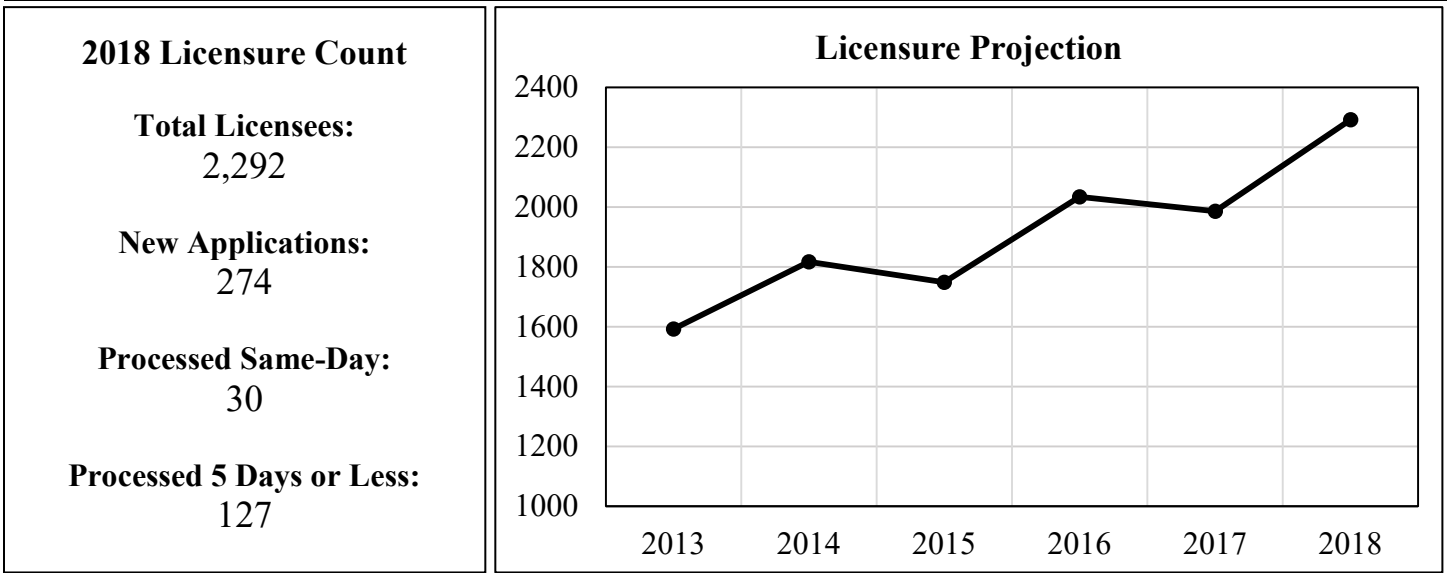
Regulatory Model: Advisor	Renewal Cycles: Even & Odd Years
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The Barbers and Cosmetology professions make up nearly 7% of OPR total licensure. The number of Barber and Cosmetology professionals in Vermont is decreasing by an average of about 88 individuals per year. Historically this profession is responsible for about 5.5% of the total complaints and 6% of all discipline cases. The Vermont State Board of Barbers and Cosmetology recently dissolved and converted to the Advisor model.

Board of Allied Mental Health Practitioners

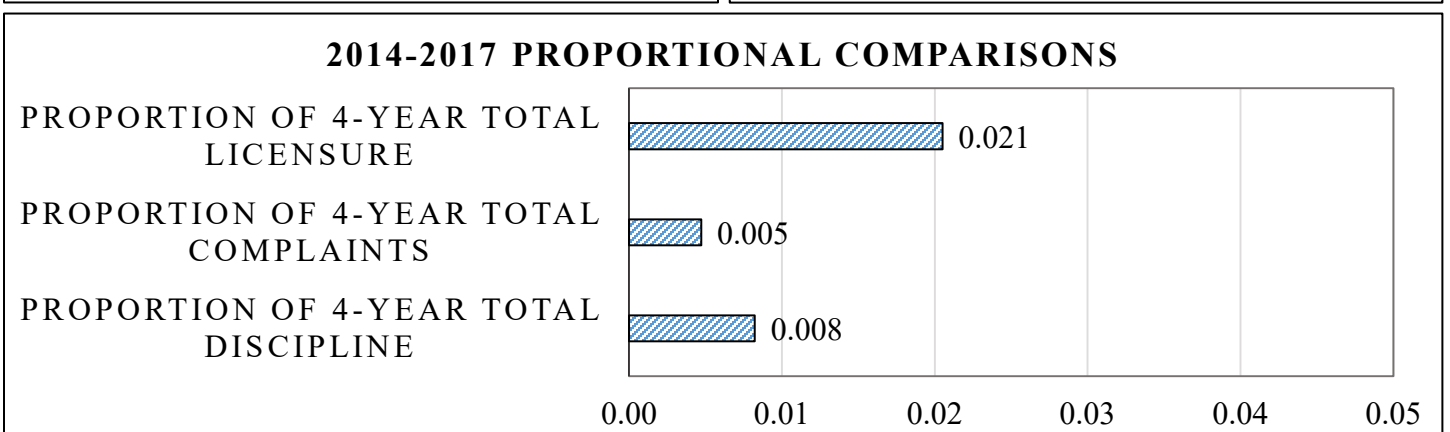
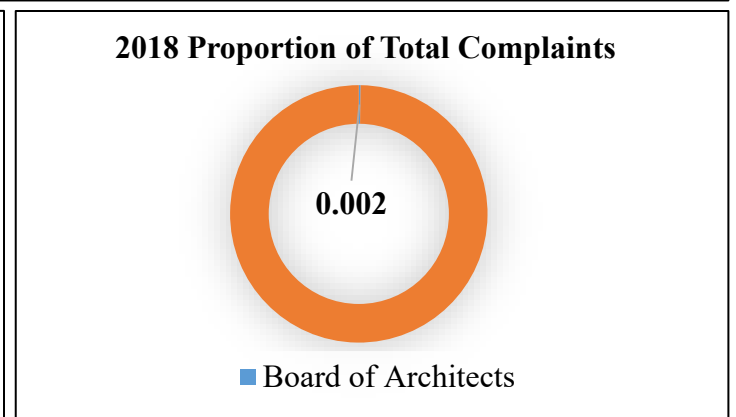
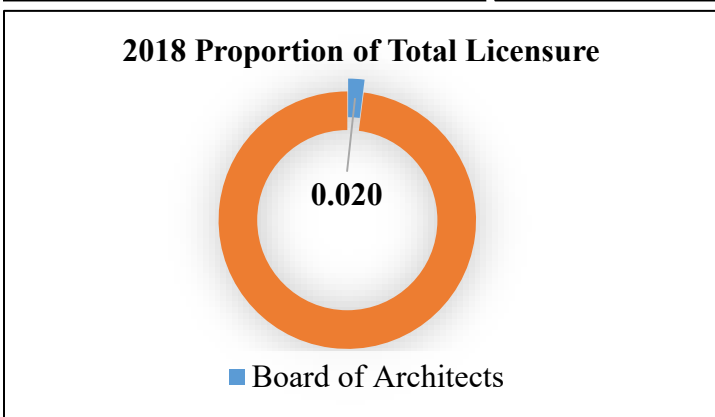
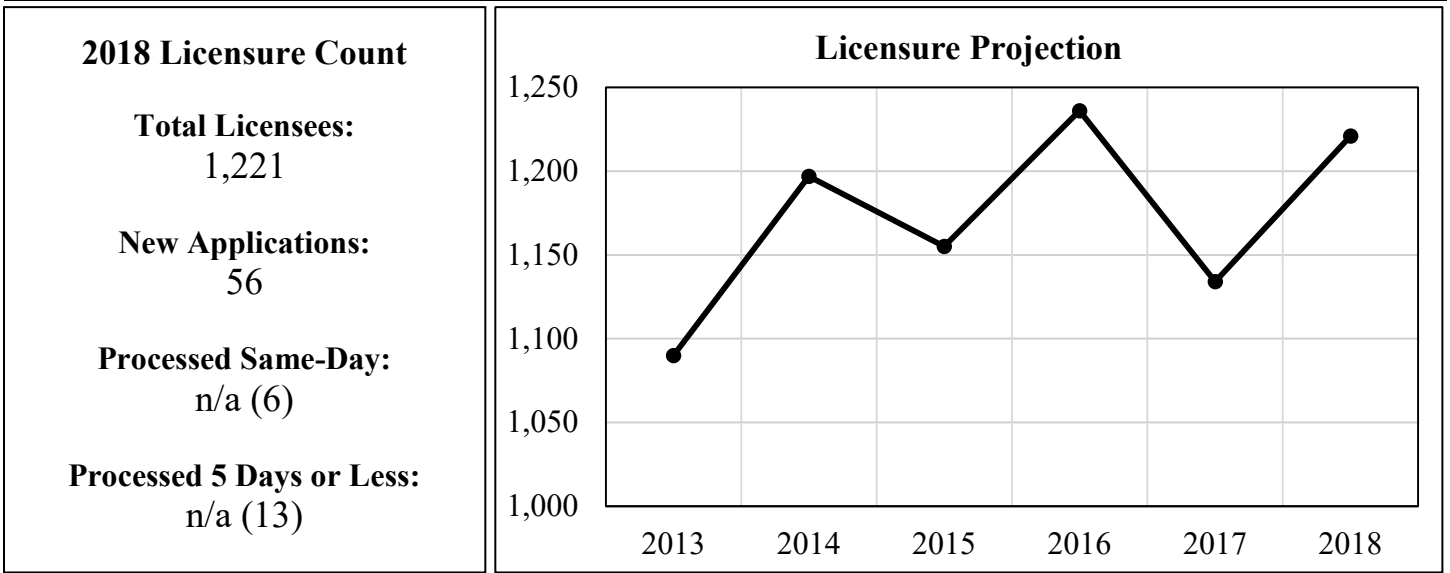
Regulatory Model: Board	Renewal Cycles: Even & Odd Years
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Allied Mental Health Practitioners comprise about 4% of OPR’s total licensure. The number of Allied Mental Health Practitioners in Vermont is increasing by an average of approximately 122 individuals per year. This profession was responsible for 4.4% of all discipline cases over the last 4 years.

Board of Architects

Regulatory Model: Board	Renewal Cycles: Odd Years
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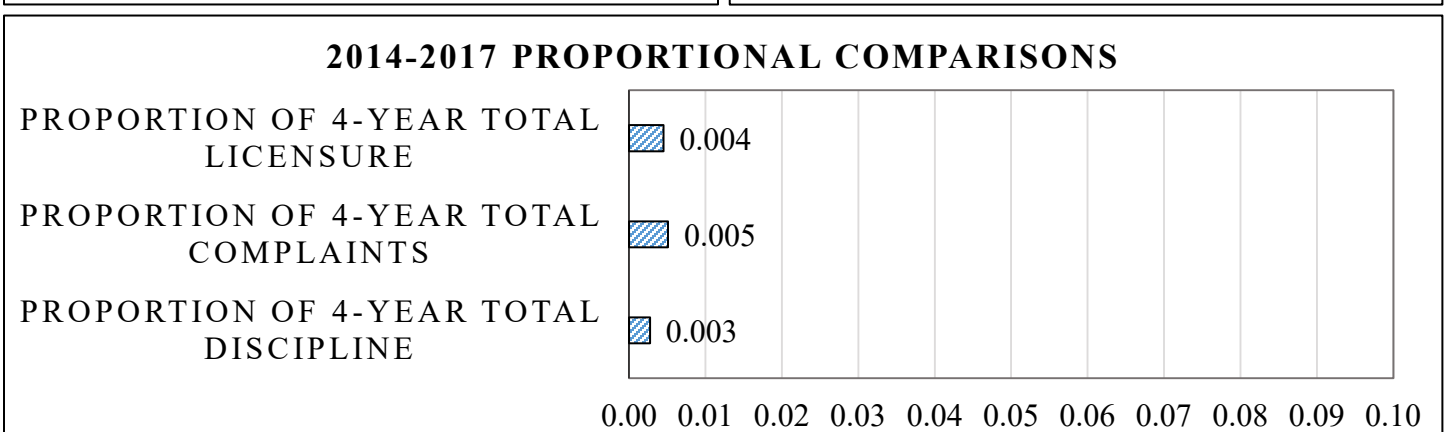
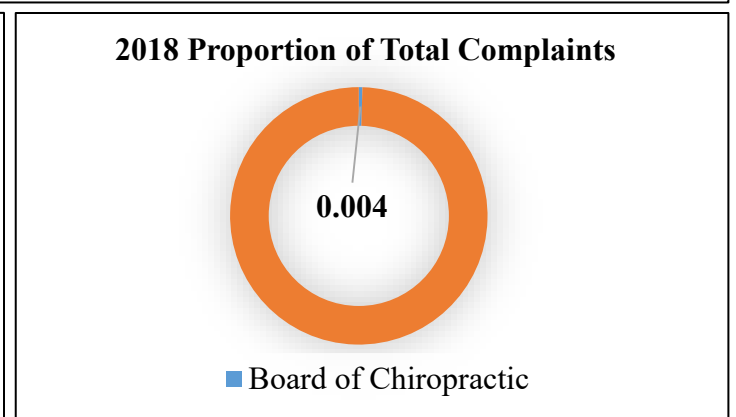
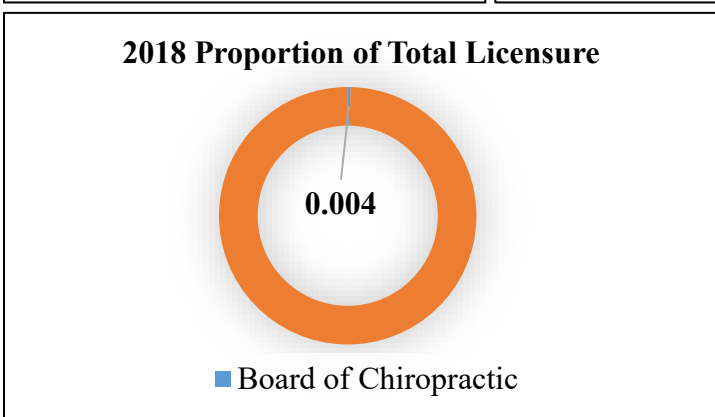
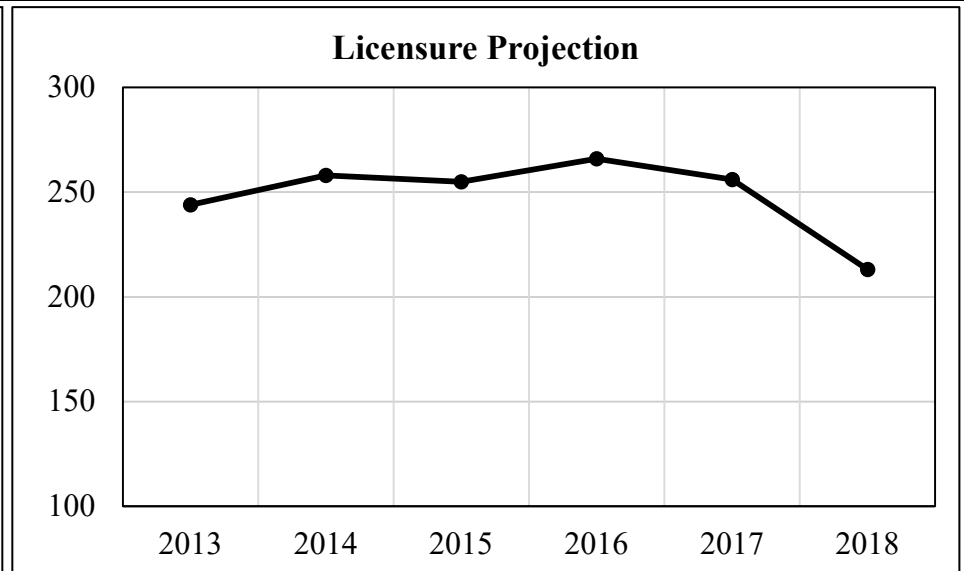


Architects comprise about 2% of OPR’s total licensure. The number of Architects in Vermont is increasing by an average of approximately 15 individuals per year. This profession was responsible for less than 1% of total discipline cases over the last 4 years.

Board of Chiropractic

Regulatory Model: Board	Renewal Cycles: Even Years
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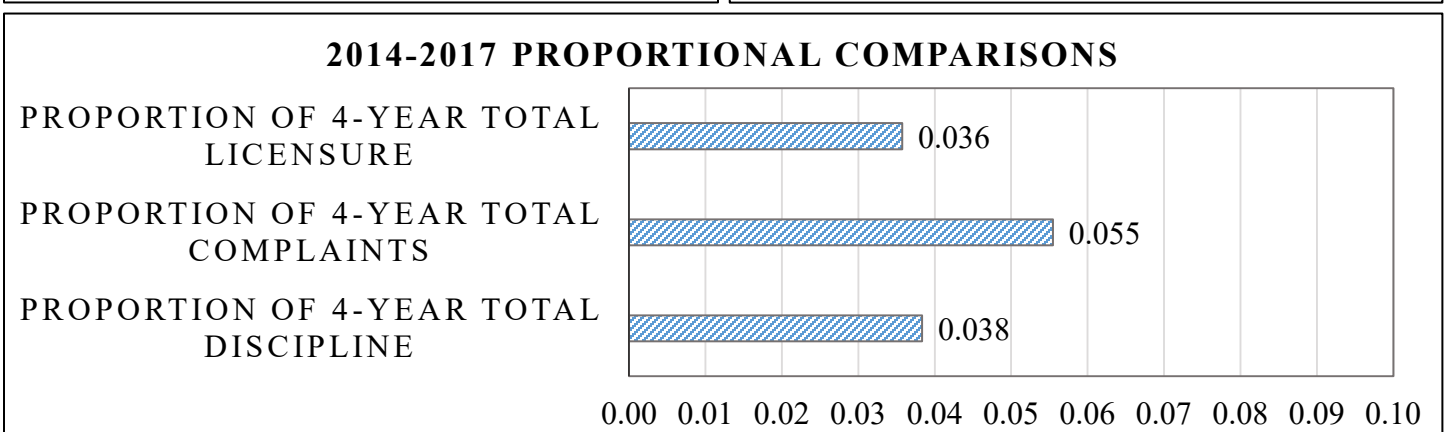
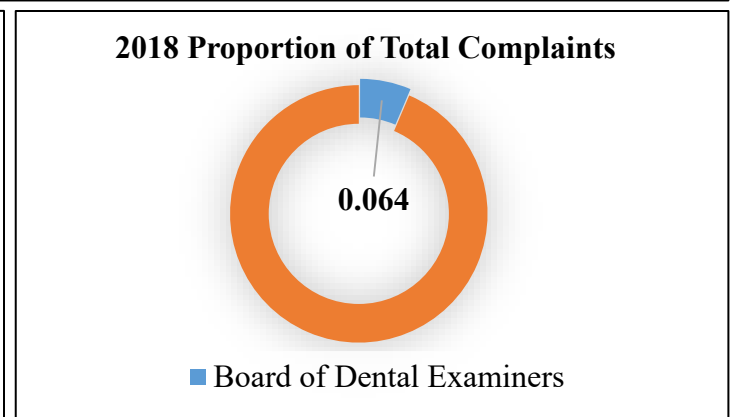
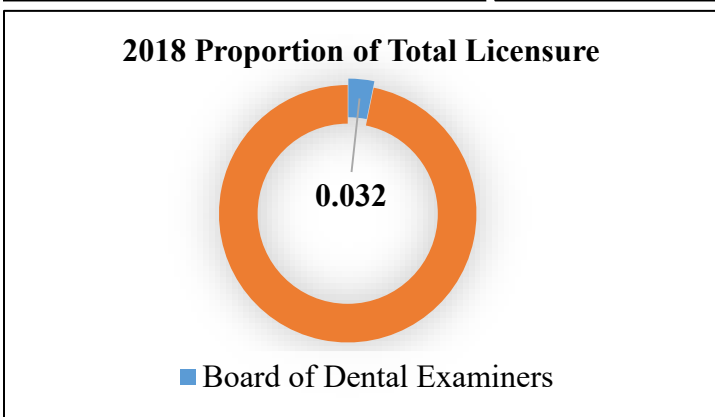
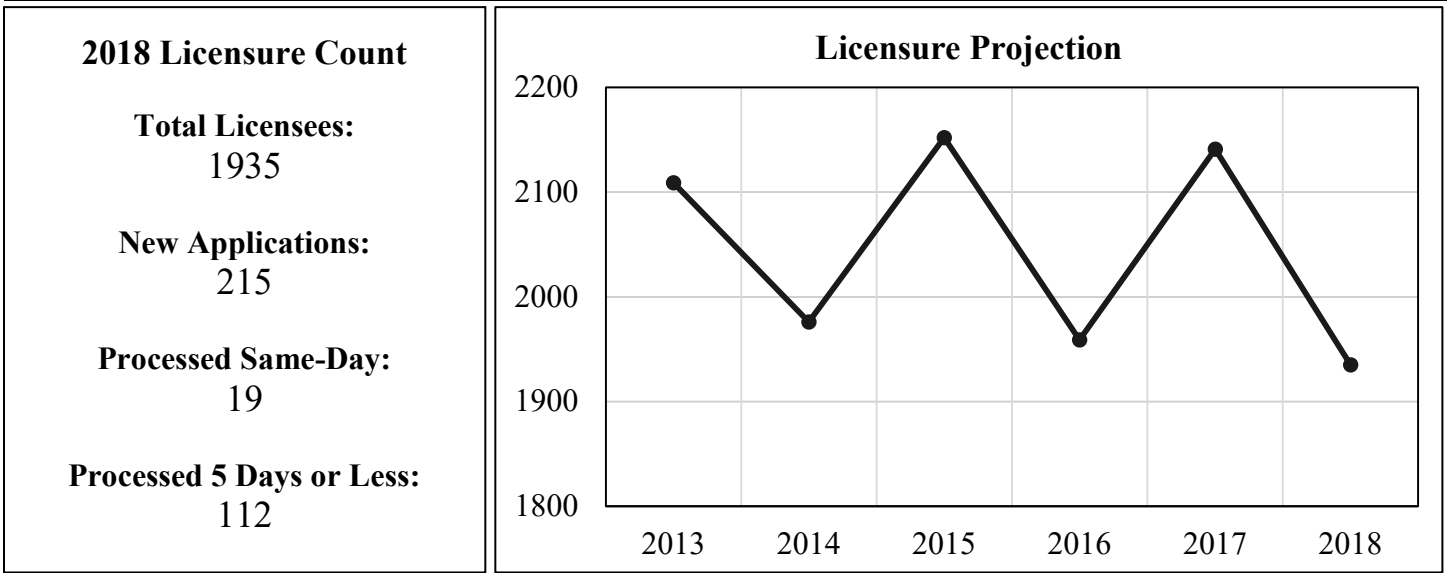
<p>2018 Licensure Count</p> <p>Total Licensees: 213</p> <p>New Applications: 0</p> <p>Processed Same-Day: n/a</p> <p>Processed 5 Days or Less: n/a</p>



Chiropractors comprise less than 1% of OPR’s total licensure. The number of Chiropractors in Vermont is decreasing by an average of approximately 4 individuals per year. This profession was responsible for less than 1% of total discipline cases over the last 4 years.

Board of Dental Examiners

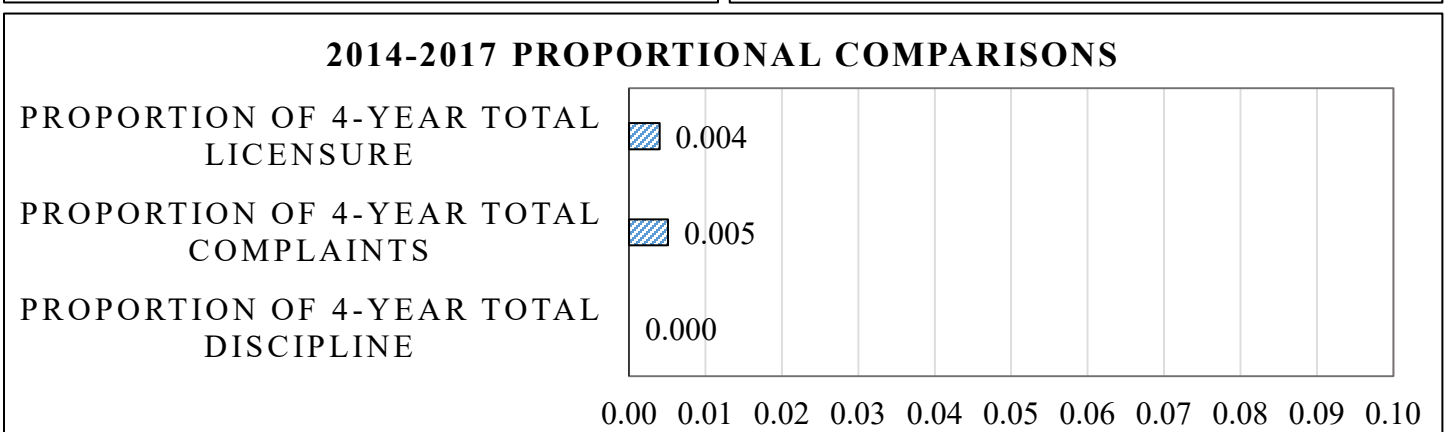
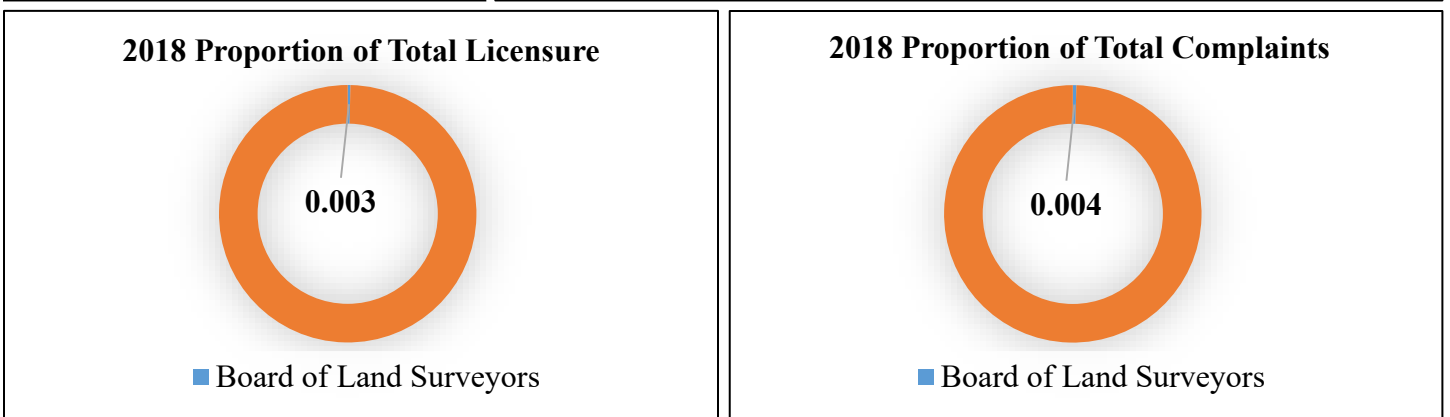
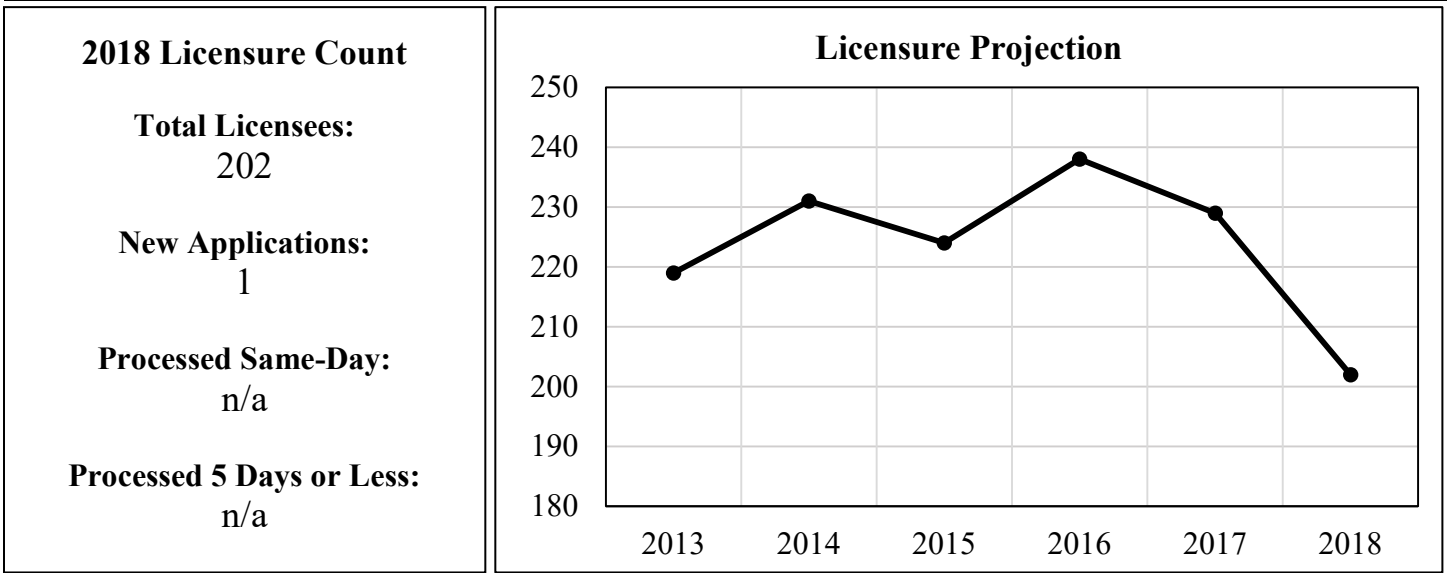
Regulatory Model: Board	Renewal Cycles: Odd Years
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Dental Examiners comprise about 3% of OPR’s total licensure. The number of Dental Examiners in Vermont is decreasing by an average of approximately 16 individuals per year. This profession was responsible for 3.8% of total discipline cases over the last 4 years.

Board of Land Surveyors

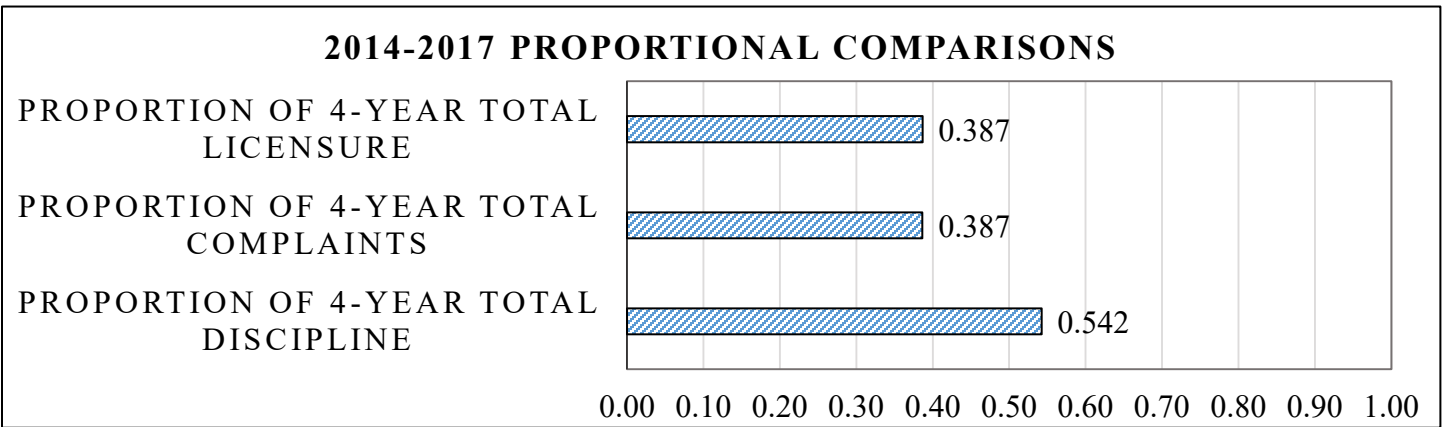
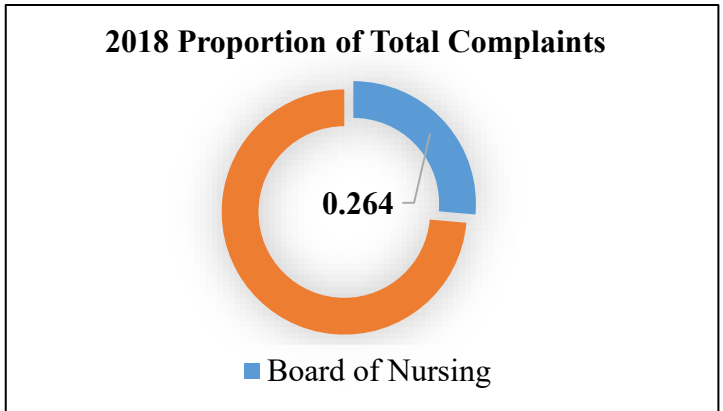
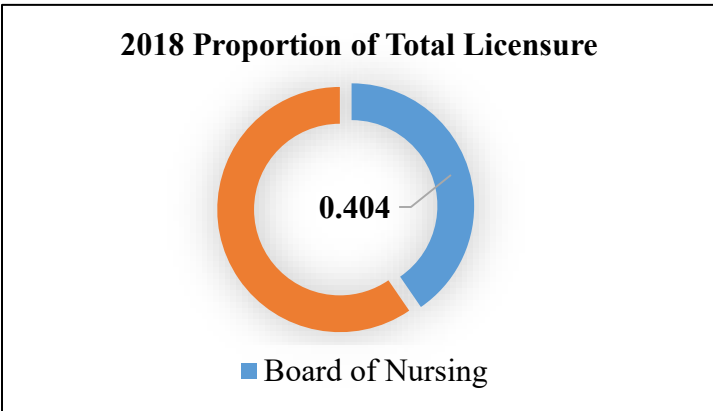
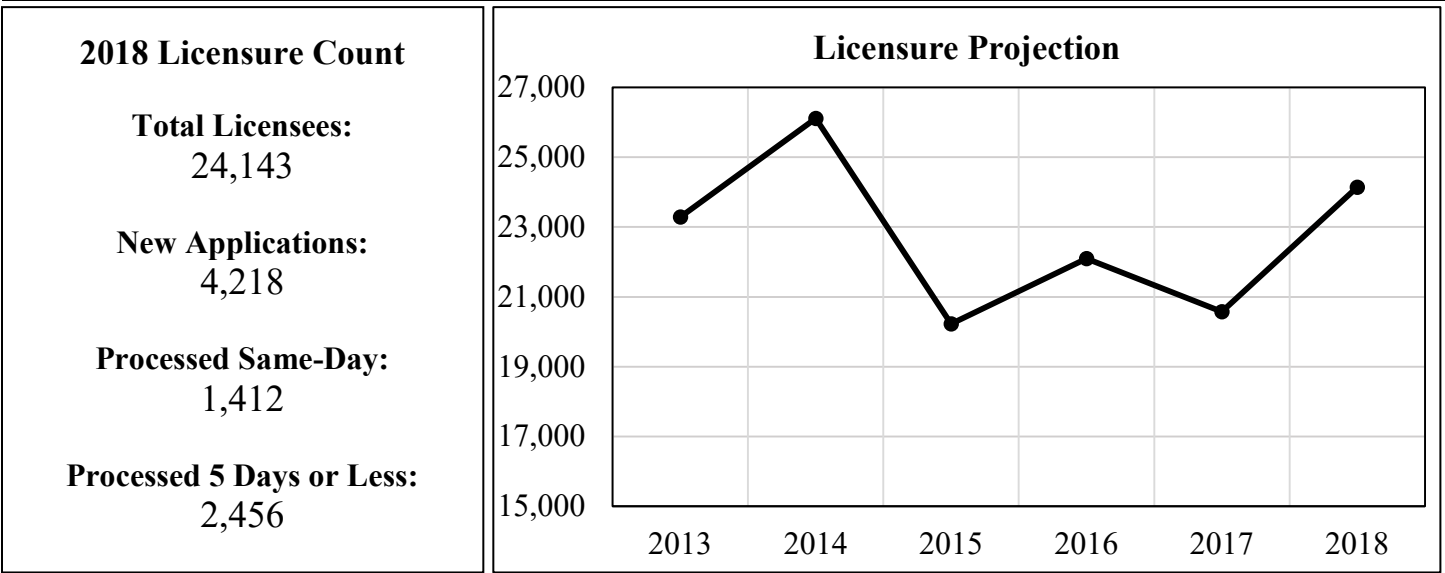
Regulatory Model: Board	Renewal Cycles: Even Years
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Land Surveyors make up less than 1% of OPR’s total licensure. The number of Land Surveyors in Vermont is decreasing by an average of about 2 individuals per year. This profession was not responsible for any discipline cases over the last 4 years.

Board of Nursing

Regulatory Model: Board	Renewal Cycles: Even & Odd Years
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Nursing comprises 40% of OPR’s total licensure. This is OPR’s largest professional group. The number of licensed Nursing professionals in Vermont is relatively constant. However, a policy change in 2015 which required social security numbers resulted in the loss of approximately 2,750 international RN. Likewise, a union strike in 2018 resulted in an additional 2,000 licensed RN. We expect the Nursing professions to grow by about 100 individuals per year. Nursing was responsible for 54% of total discipline cases over the last 4 years.

Board of Optometry

Regulatory Model: Board	Renewal Cycles: Even Years
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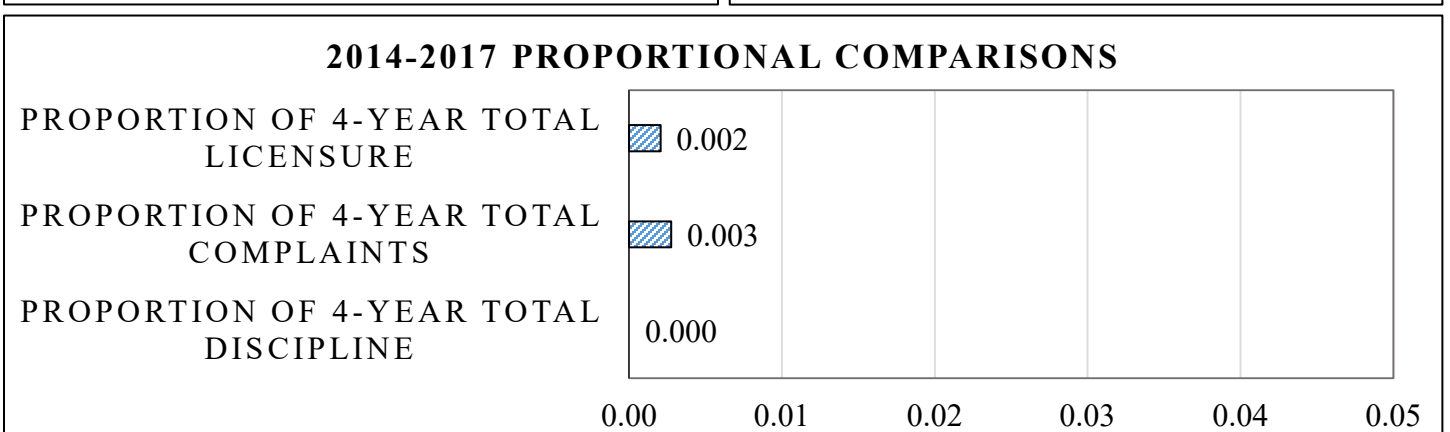
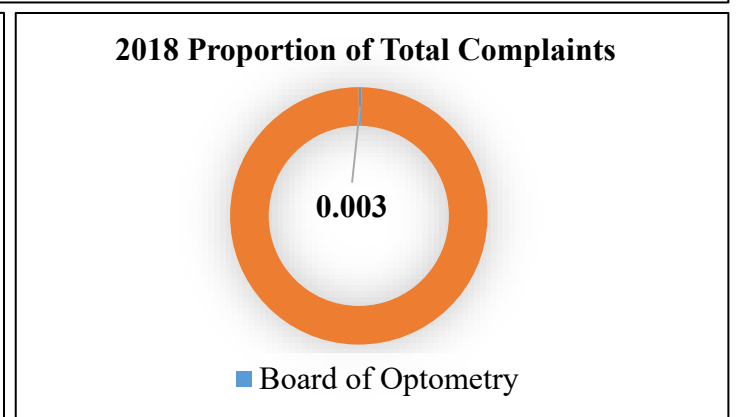
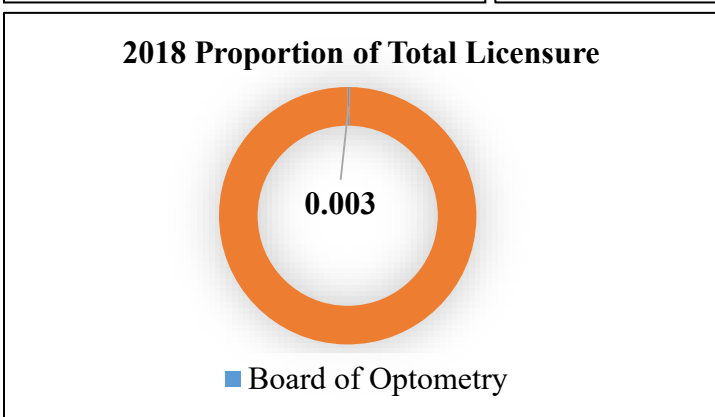
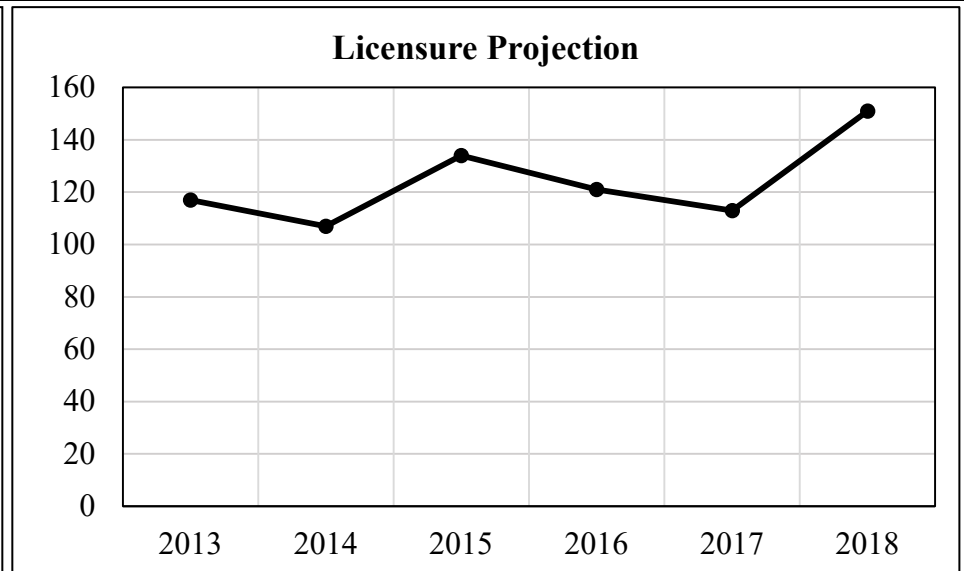
2018 Licensure Count

Total Licensees:
151

New Applications:
5

Processed Same-Day:
0

Processed 5 Days or Less:
1

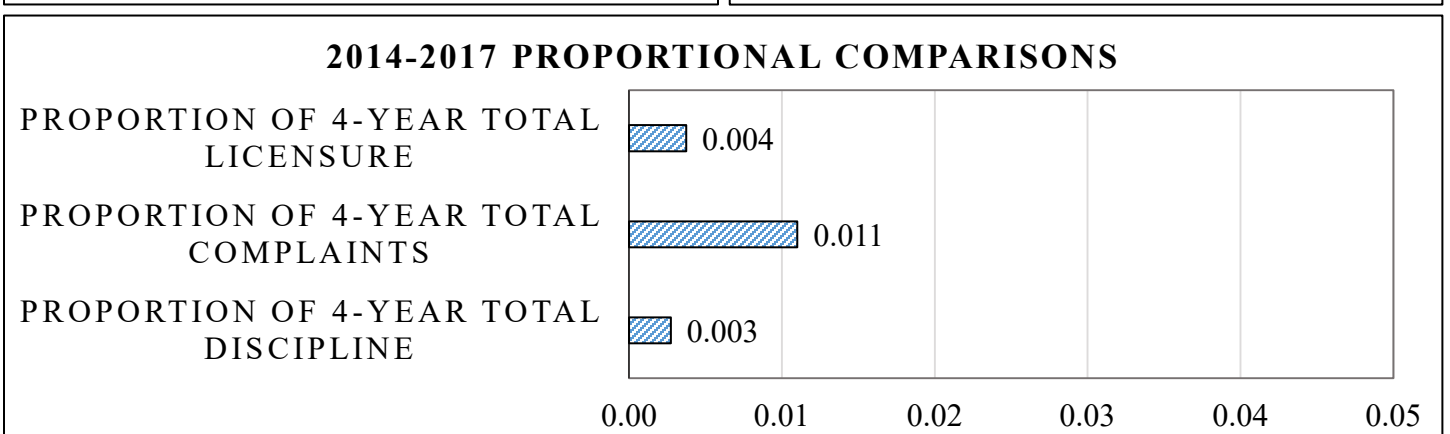
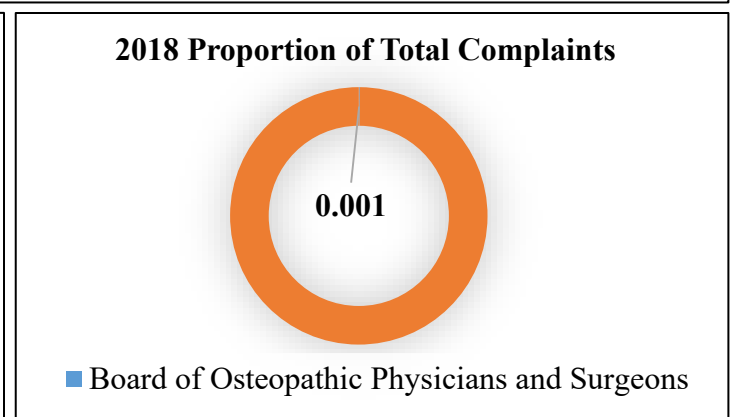
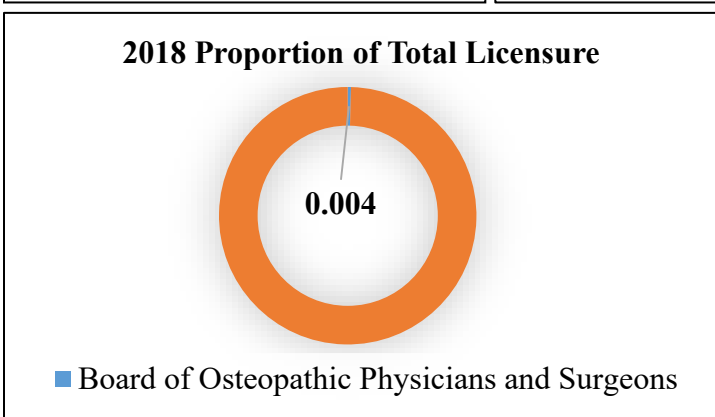
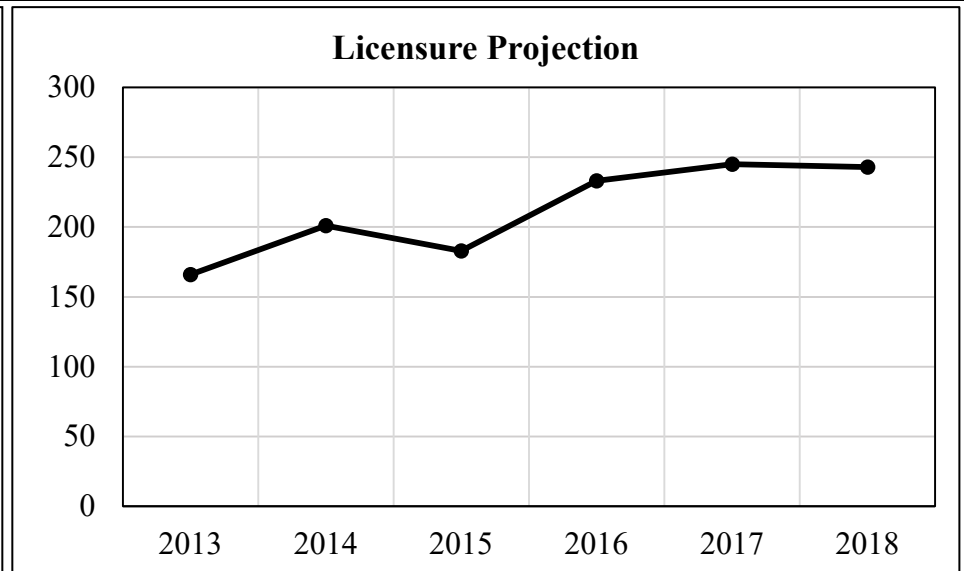


The Board of Optometry comprises less than 1% of OPR’s total licensure. The number of Optometrists in Vermont is increasing by an average of about 5 individuals per year. This profession was not responsible for discipline cases over the last 4 years.

Board of Osteopathic Physicians and Surgeons

Regulatory Model: Board	Renewal Cycles: Even Years
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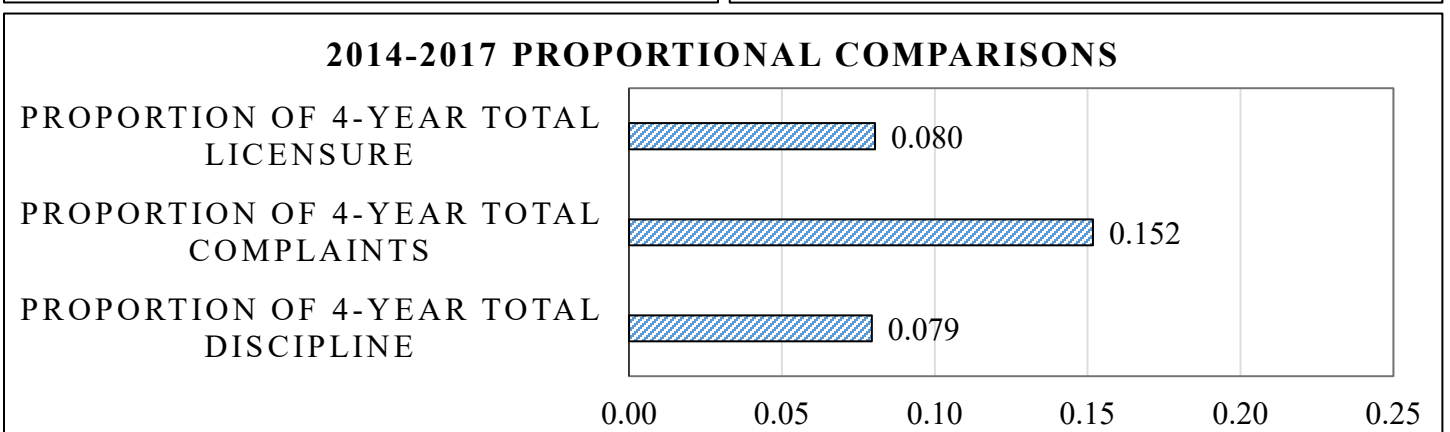
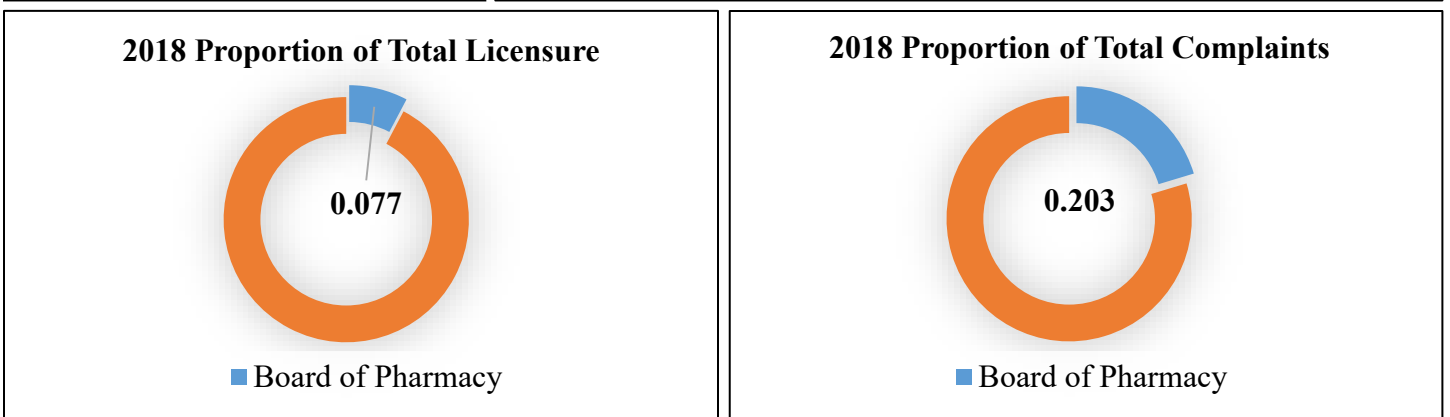
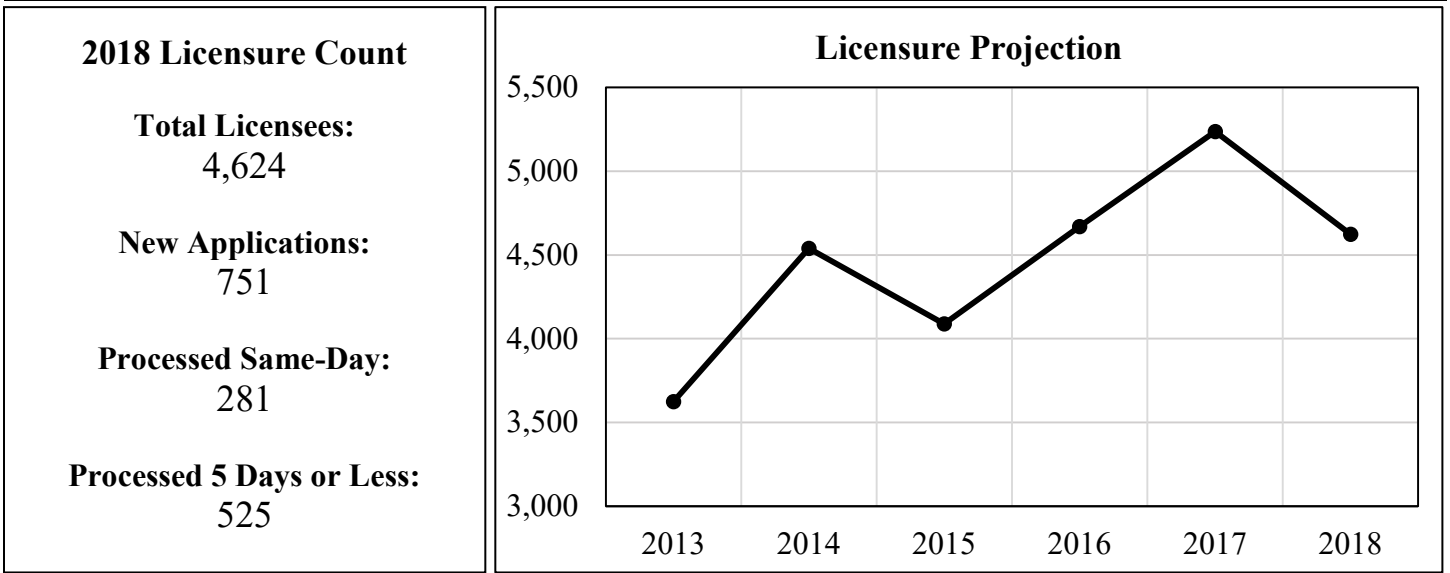
2018 Licensure Count
Total Licensees: 243
New Applications: 66
Processed Same-Day: 2
Processed 5 Days or Less: 7



The Board of Osteopathic Physicians and Surgeons comprises less than 1% of OPR’s total licensure. The number of Osteopathic Physicians and Surgeons in Vermont is increasing by an average of about 16 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Board of Pharmacy

Regulatory Model: Board	Renewal Cycles: Odd Years
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The Board of Pharmacy comprises nearly 8% of OPR’s total licensure. The number of licensed pharmacy professionals in Vermont is increasing by an average of about 219 individuals per year. This profession was responsible for nearly 8% of all discipline cases over the last 4 years.

Board of Private Investigative and Security Services

Regulatory Model: Board	Renewal Cycles: Odd Years
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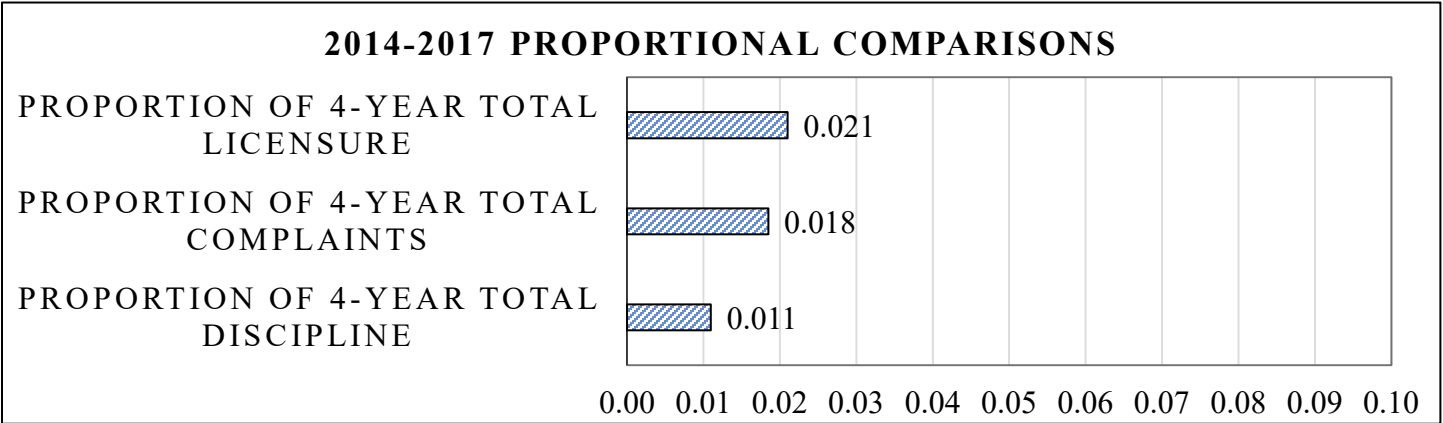
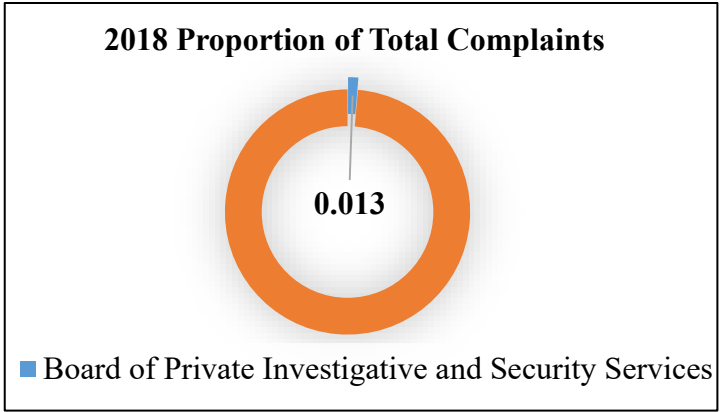
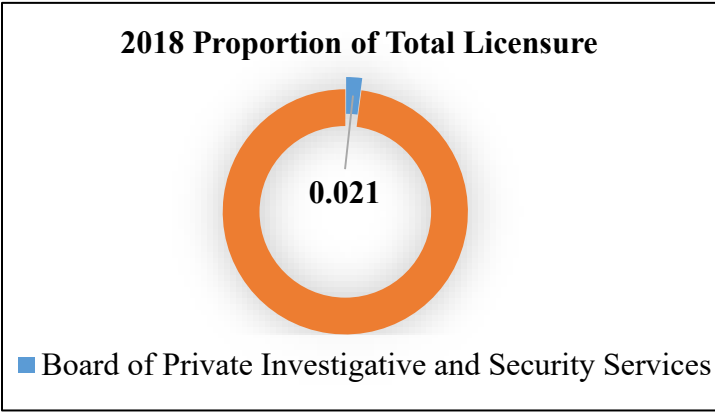
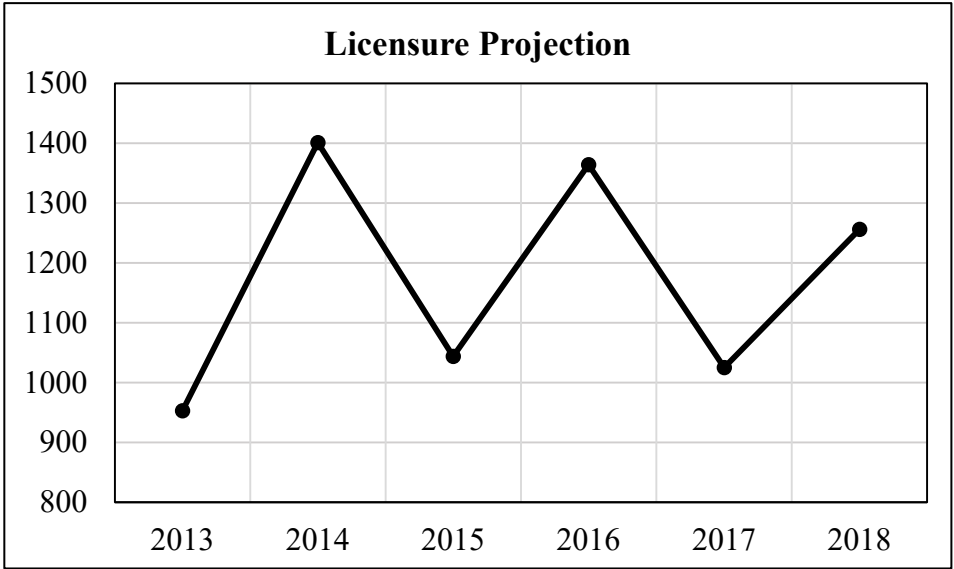
2018 Licensure Count

Total Licensees:
1,256

New Applications:
441

Processed Same-Day:
145

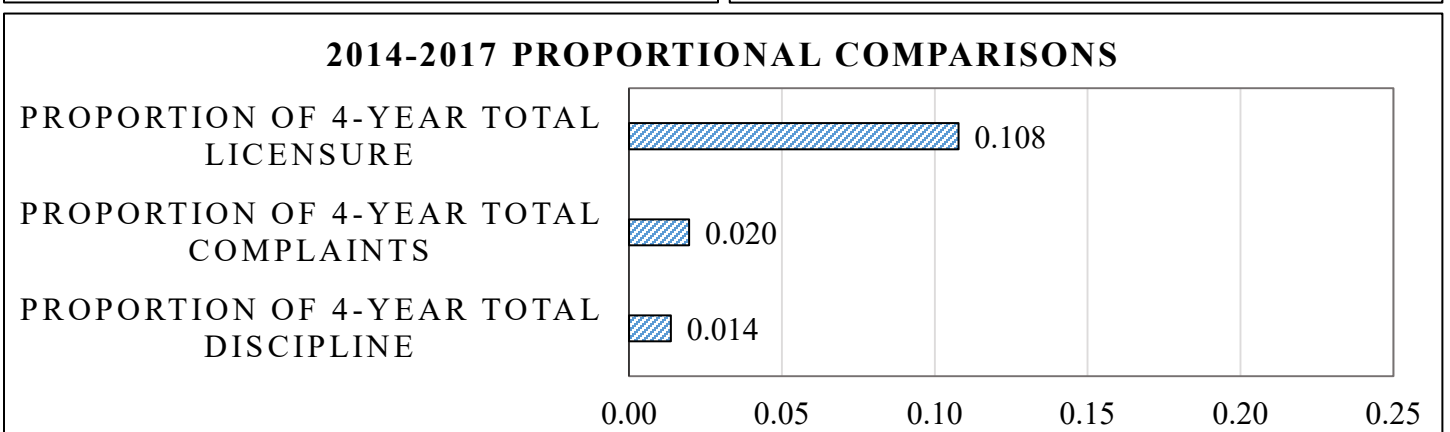
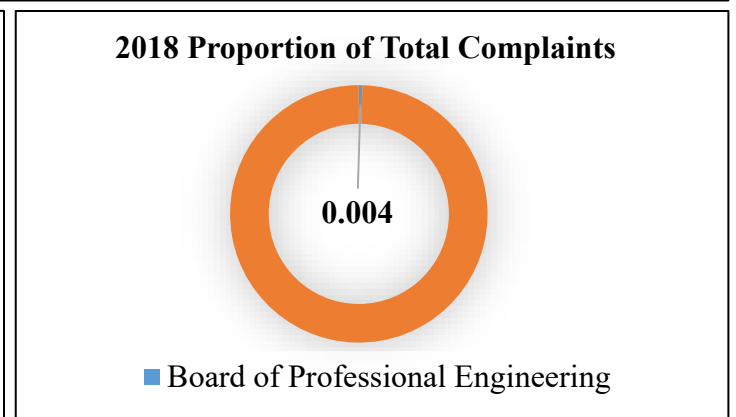
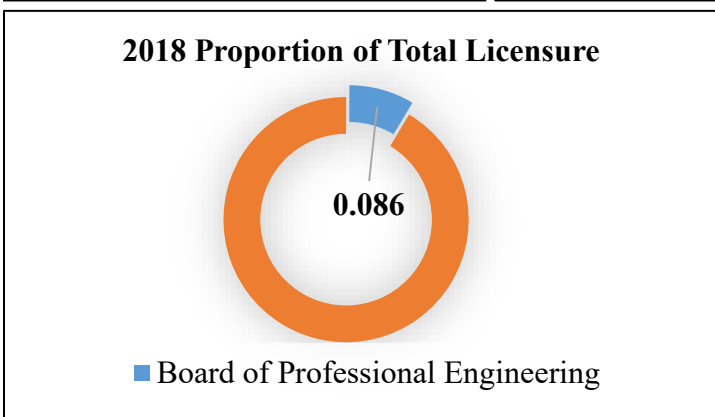
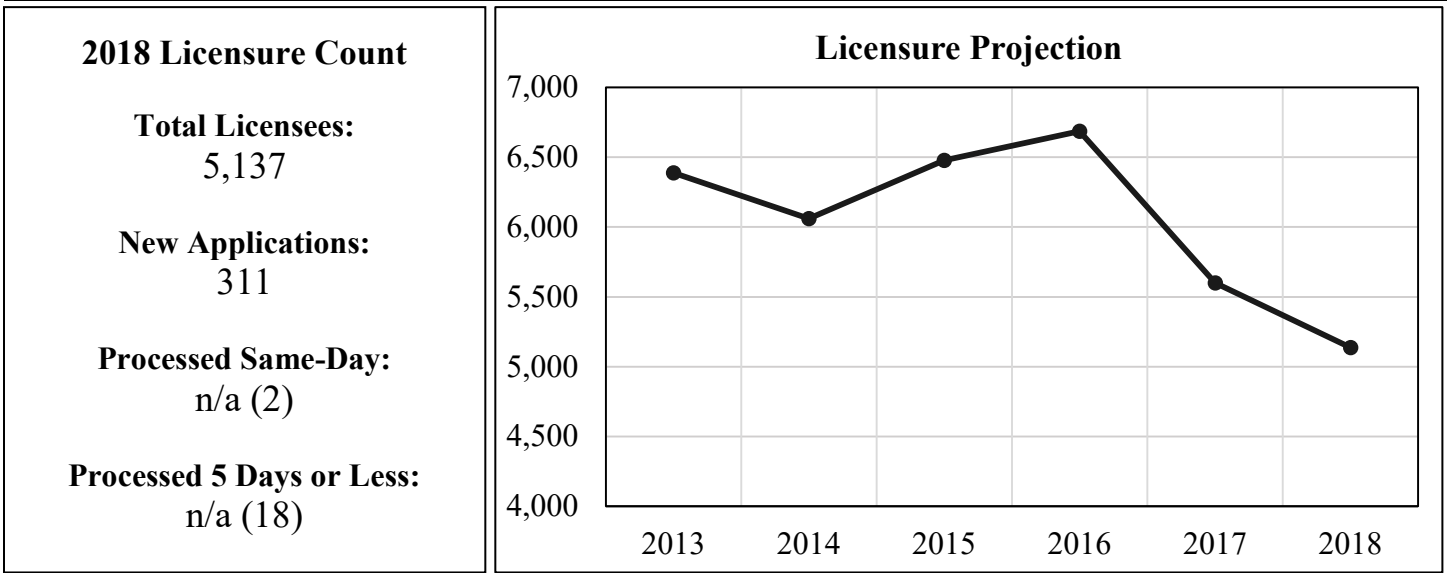
Processed 5 Days or Less:
264



The Board of P.I. and Security Services comprises 2% of OPR’s total licensure. The number of P.I. and Security professionals in Vermont is increasing by an average of about 20 individuals per year. This profession was responsible for about 1% of all discipline cases over the last 4 years.

Board of Professional Engineering

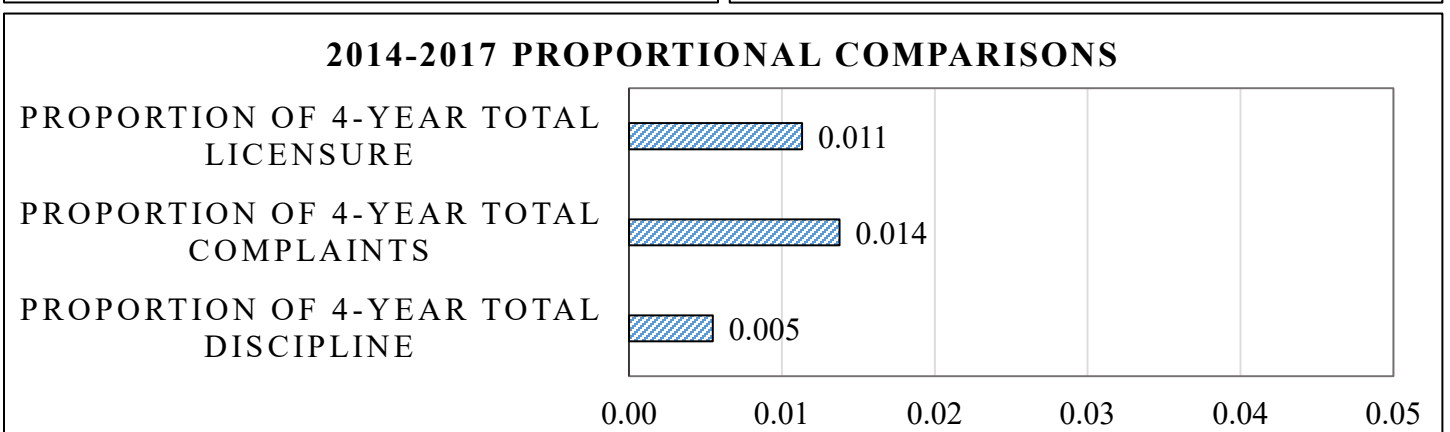
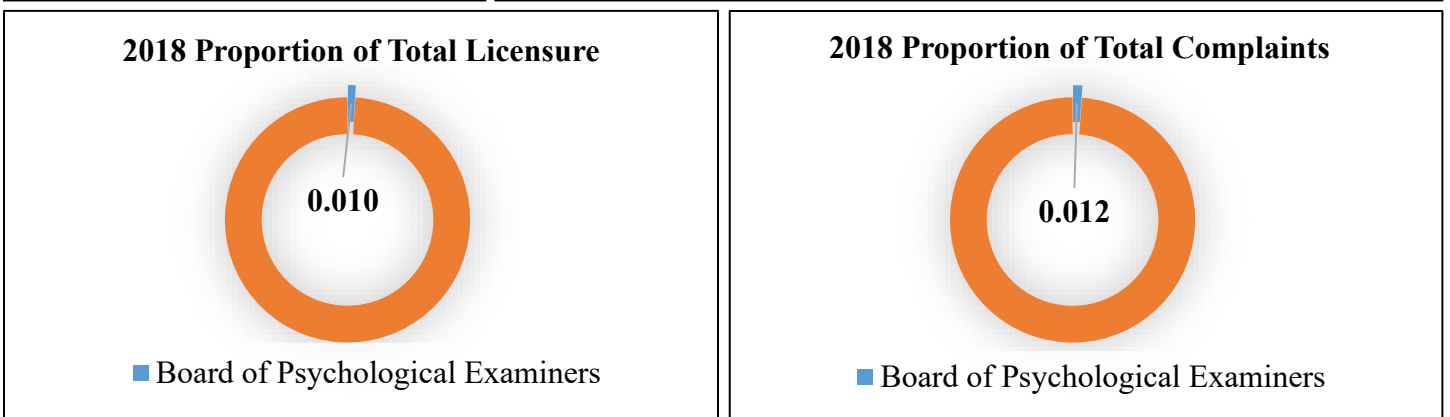
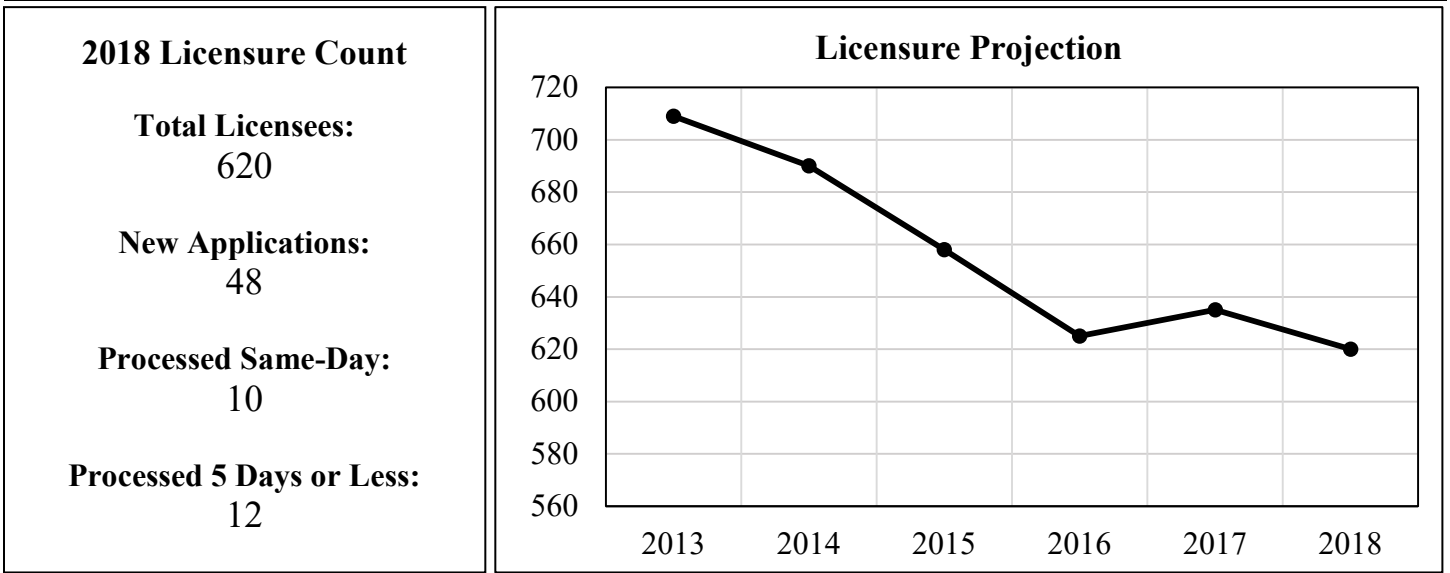
Regulatory Model: Board	Renewal Cycles: Even Years
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The Board of Professional Engineering comprises about 8.5% of OPR’s total licensure. The number of licensed engineers in Vermont is decreasing by an average of about 219 individuals per year. This profession was responsible for approximately 1.4% of all discipline cases over the last 4 years.

Board of Psychological Examiners

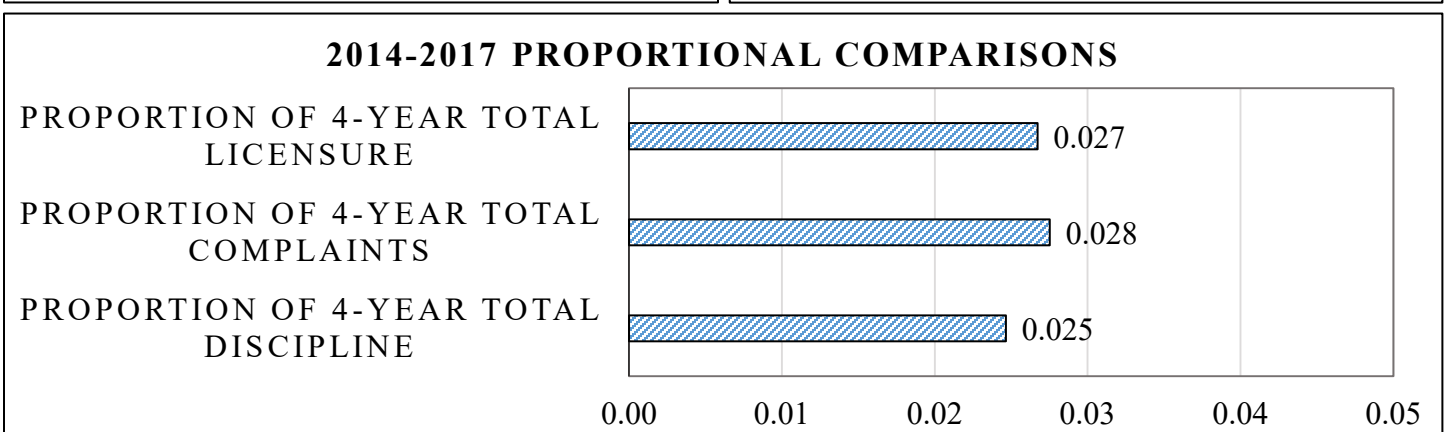
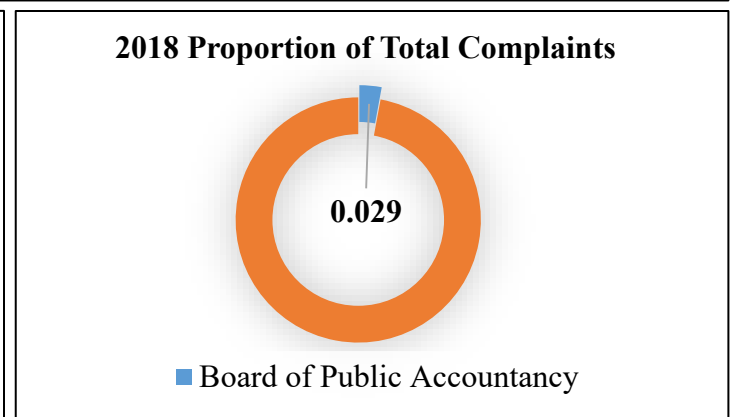
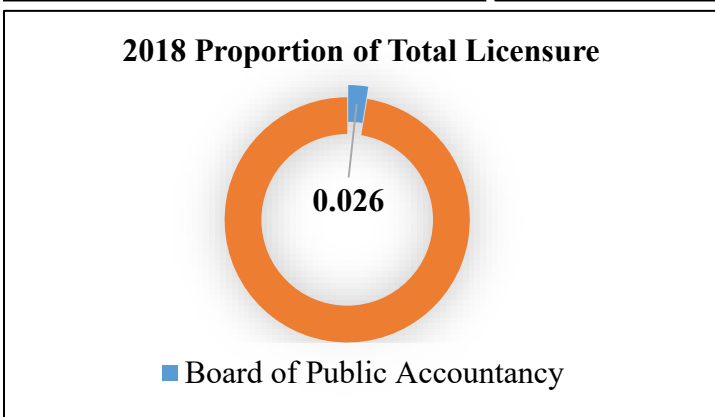
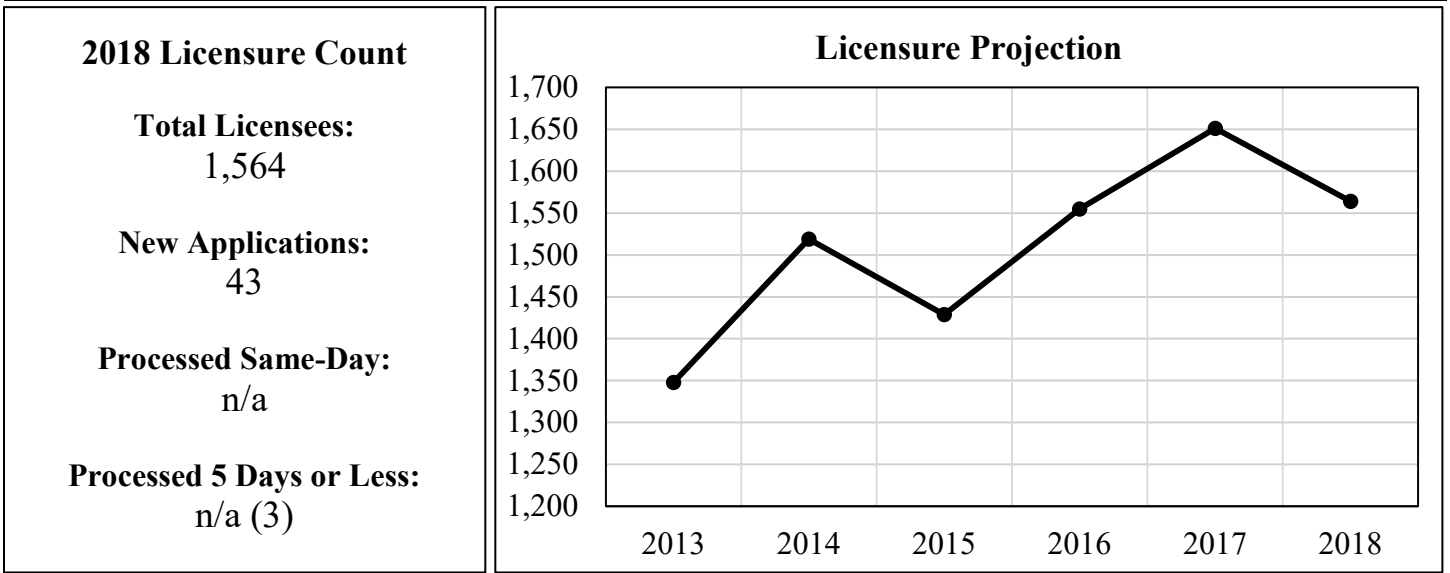
Regulatory Model: Board	Renewal Cycles: Even Years
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The Board of Psychological Examiners comprises 1% of OPR’s total licensure. The number of licensed psychologists in Vermont is decreasing by an average of about 18 individuals per year. This profession was responsible for approximately 0.5% of all discipline cases over the last 4 years.

Board of Public Accountancy

Regulatory Model: Board	Renewal Cycles: Odd Years
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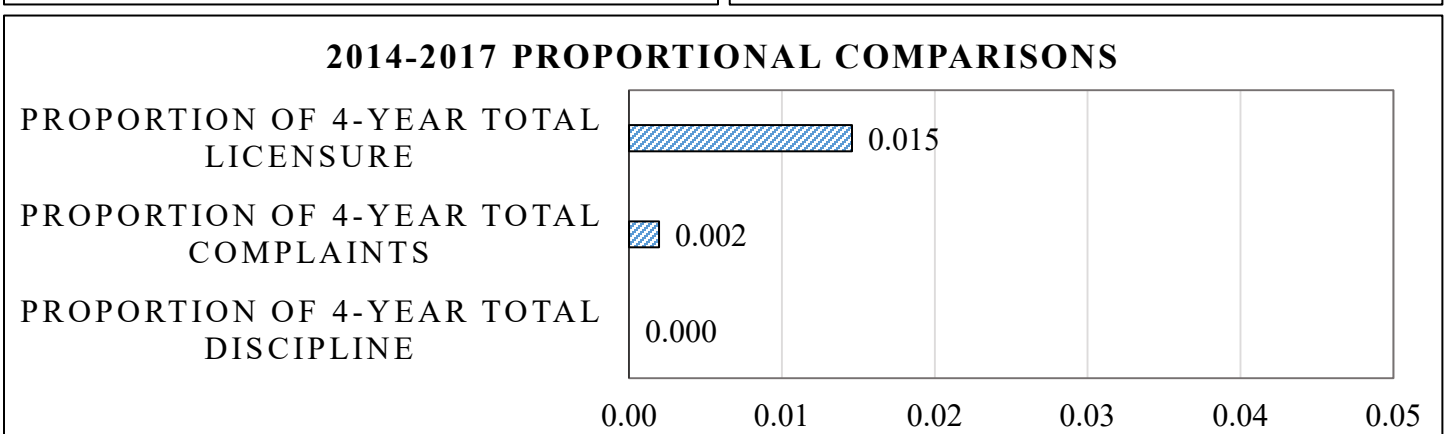
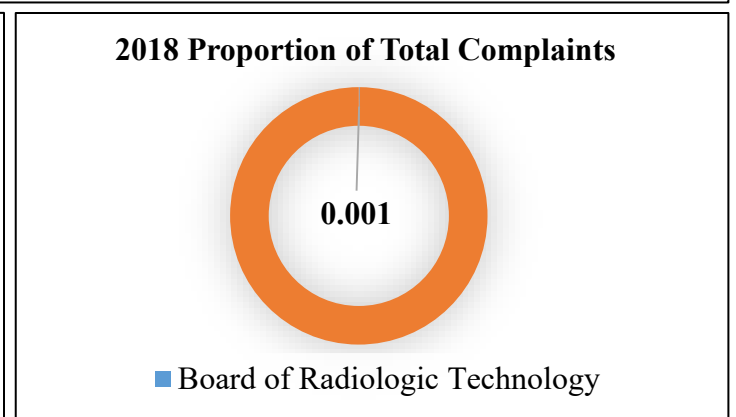
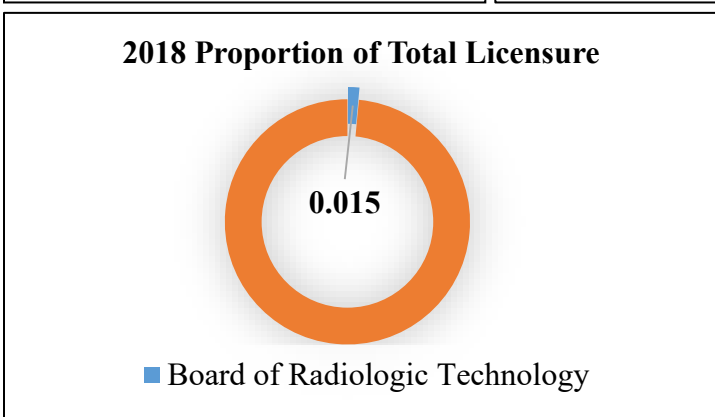
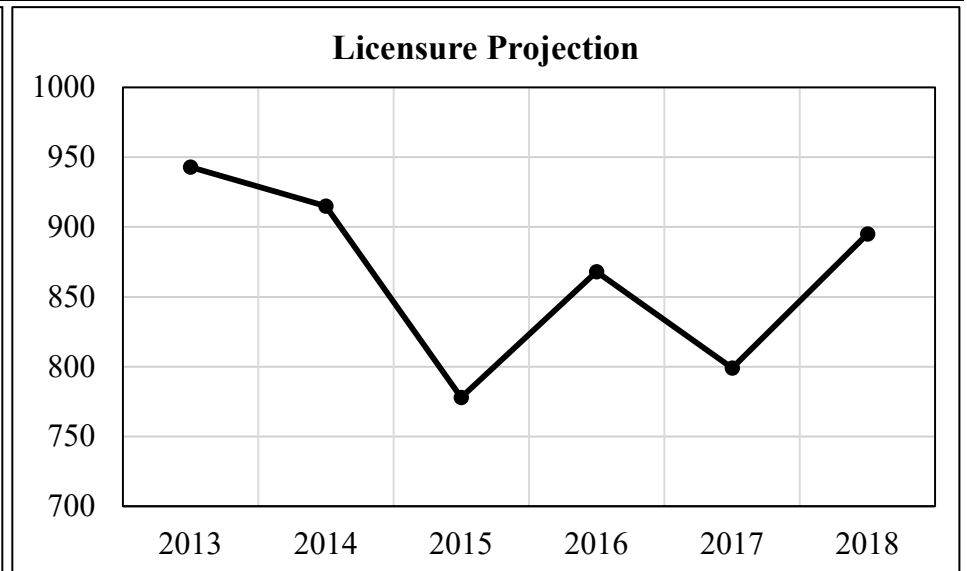


The Board of Public Accountancy comprises about 2.5% of OPR’s total licensure. The number of licensed accountants and firms in Vermont is increasing by an average of 45 licenses per year. This profession was responsible for approximately 2.5% of all discipline cases over the last 4 years.

Board of Radiologic Technology

Regulatory Model: Board	Renewal Cycles: Odd Years
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<p>2018 Licensure Count</p> <p>Total Licensees: 895</p> <p>New Applications: 73</p> <p>Processed Same-Day: 17</p> <p>Processed 5 Days or Less: 37</p>
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The Board of Radiologic Technology comprises 1.5% of OPR's total licensure. The number of licensed radiology professionals in Vermont is decreasing by an average of about 14 individuals per year. This profession was responsible for no discipline cases over the last 4 years.

Board of Real Estate Appraisers

Regulatory Model: Board	Renewal Cycles: Even Years
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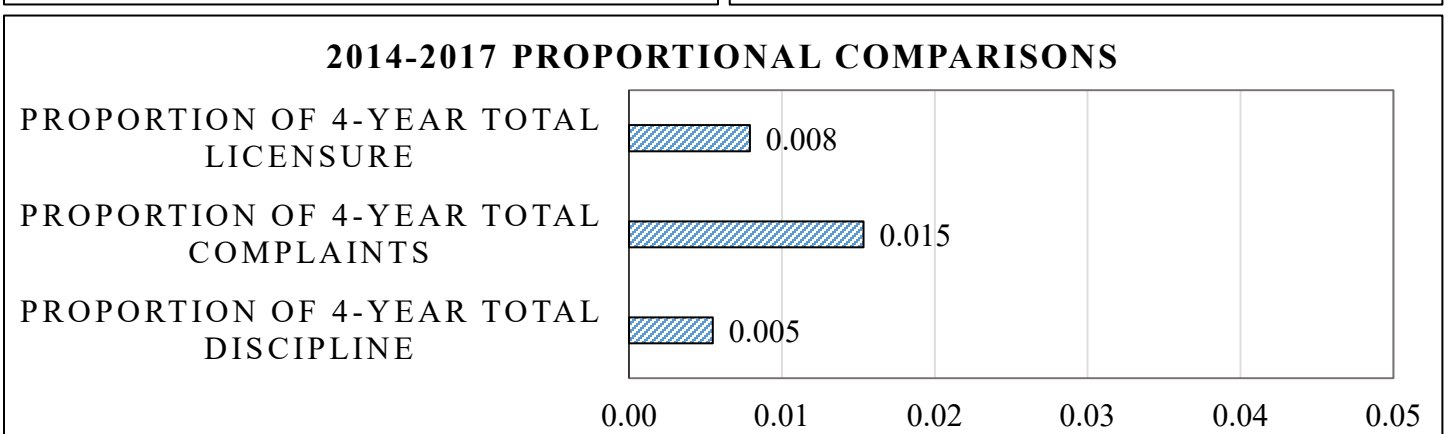
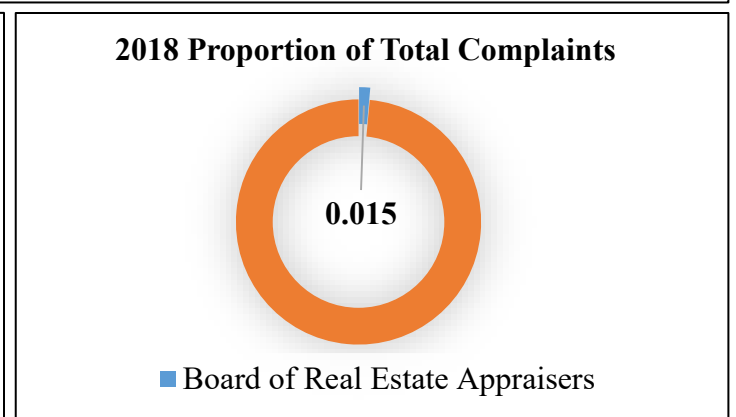
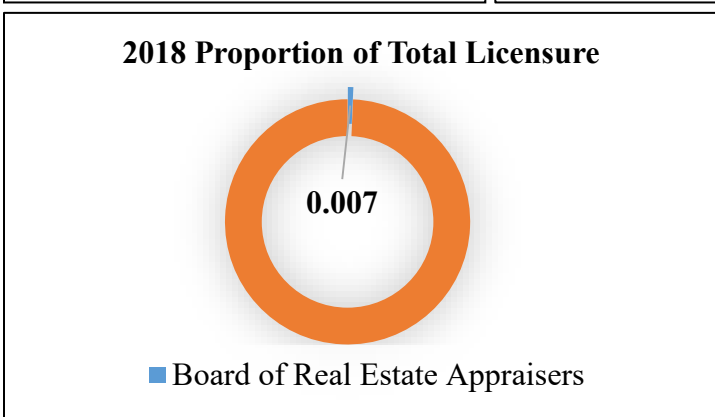
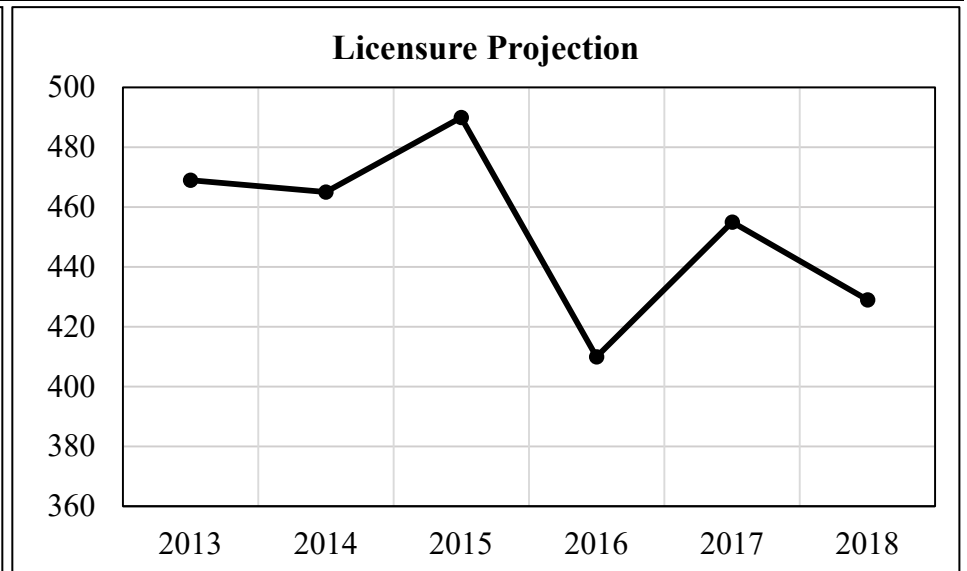
2018 Licensure Count

Total Licensees:
429

New Applications:
224

Processed Same-Day:
50

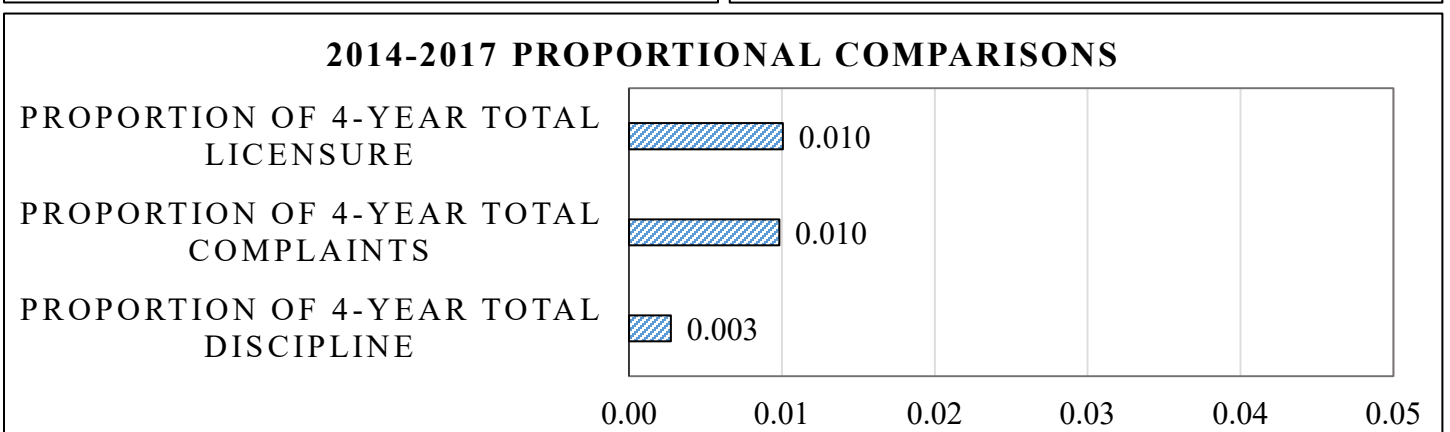
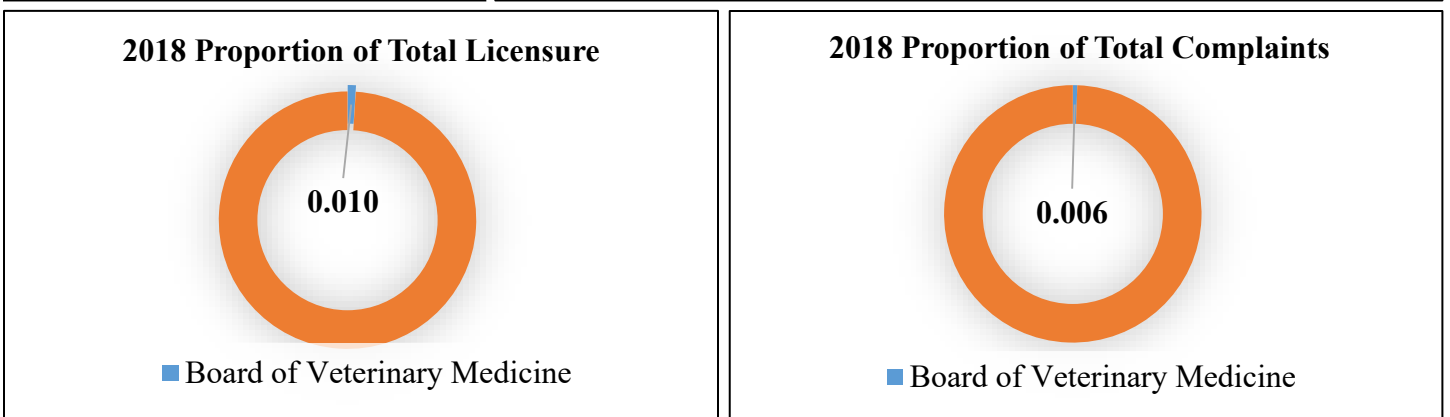
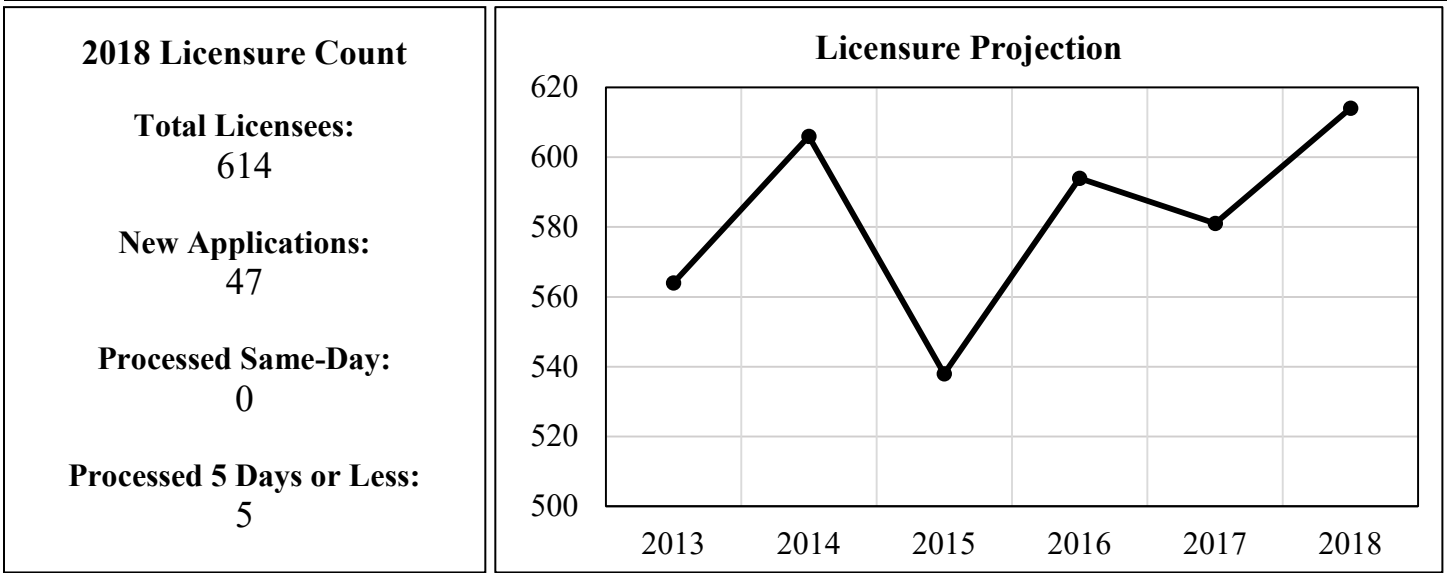
Processed 5 Days or Less:
160



The Board of Real Estate Appraisers comprises less than 1% of OPR’s total licensure. The number of licensed real estate appraisers in Vermont is decreasing by an average of about 8 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Board of Veterinary Medicine

Regulatory Model: Board	Renewal Cycles: Odd Years
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The Board of Veterinary Medicine comprises 1% of OPR’s total licensure. The number of licensed veterinarians in Vermont is increasing by an average of about 6 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Boxing

Regulatory Model: Advisor	Renewal Cycles: Even Years
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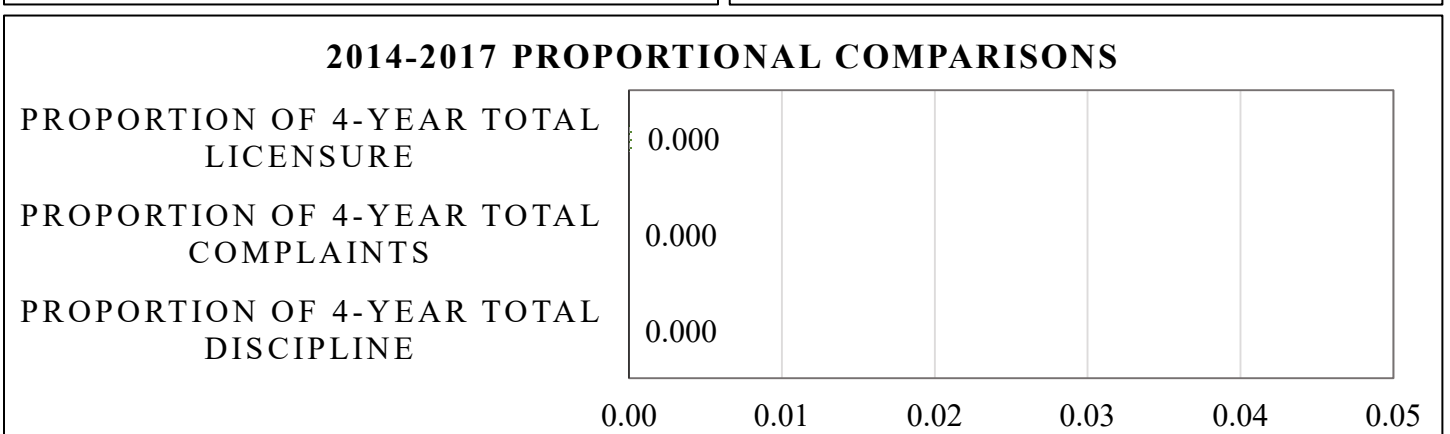
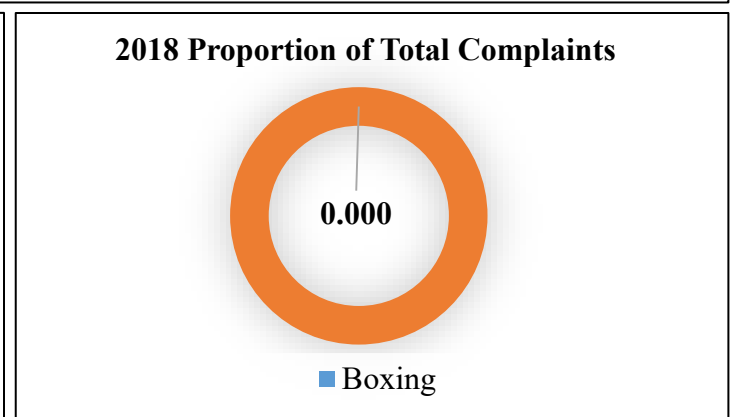
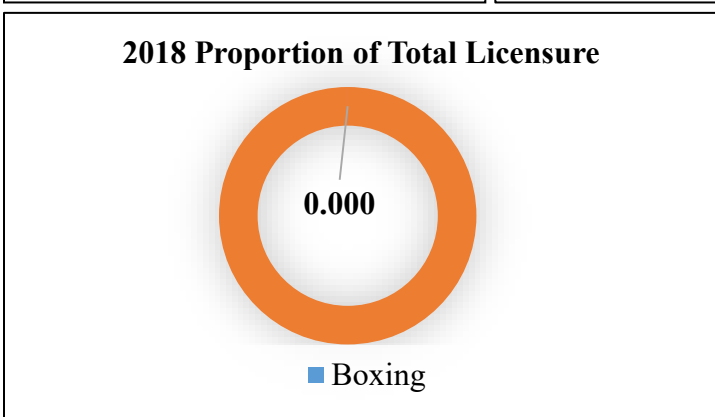
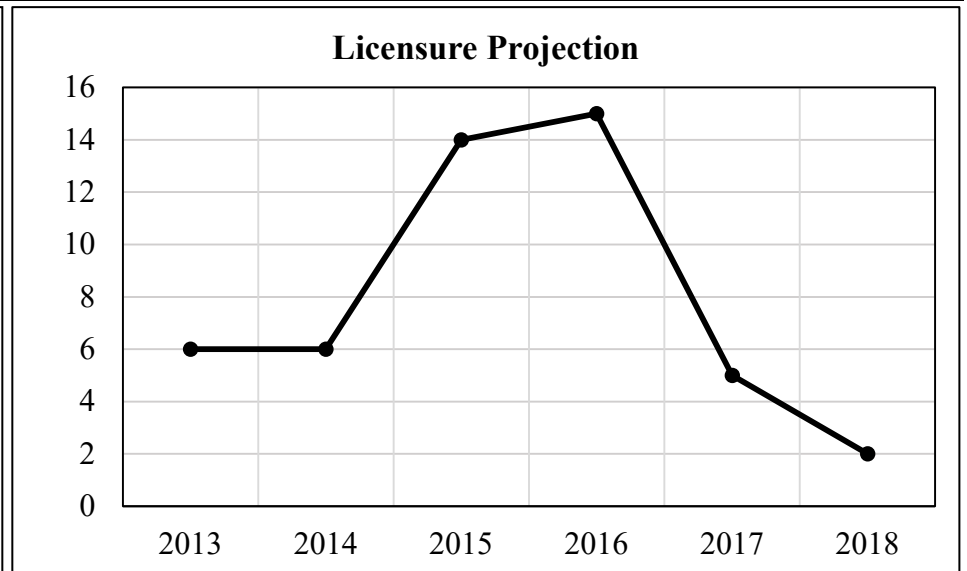
2018 Licensure Count

Total Licensees:
2

New Applications:
0

Processed Same-Day:
n/a

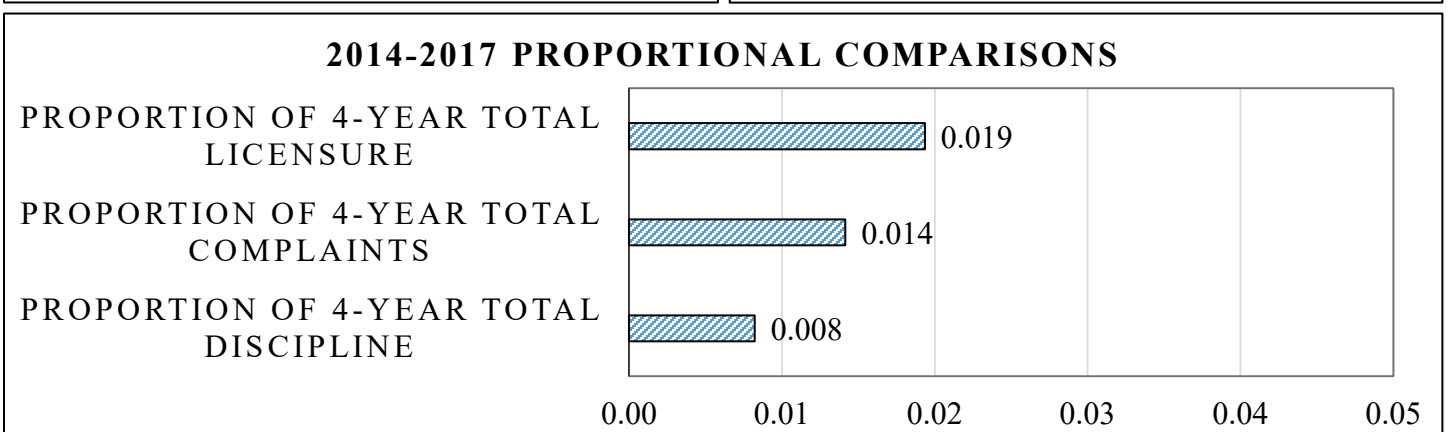
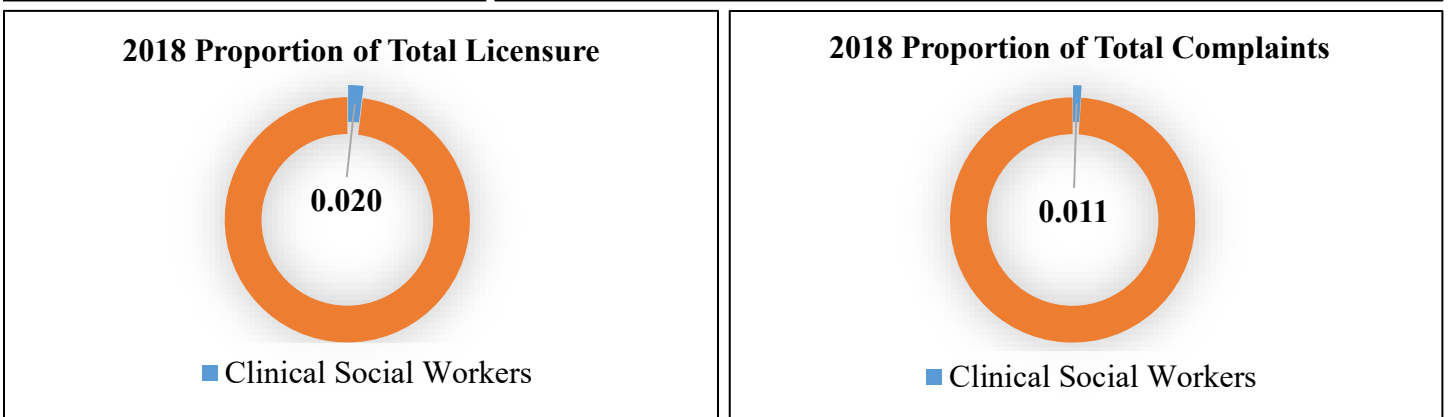
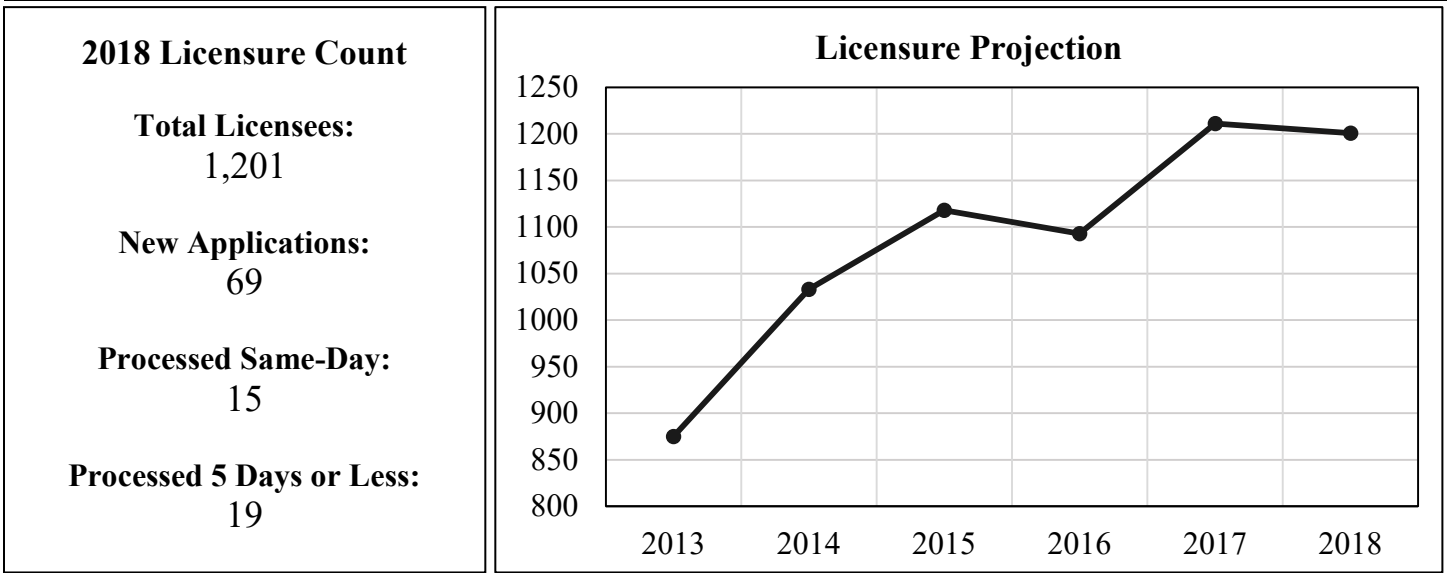
Processed 5 Days or Less:
n/a



Boxing is OPR's smallest profession. Currently there are only 2 active licensees. There have not been any complaints against licensed boxers in the last 4 years.

Clinical Social Workers

Regulatory Model: Advisor	Renewal Cycles: Even Years
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Clinical Social Workers comprise about 2% of OPR’s total licensure. The number of licensed social workers in Vermont is increasing by an average of about 61 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Dietitians

Regulatory Model: Advisor	Renewal Cycles: Even Years
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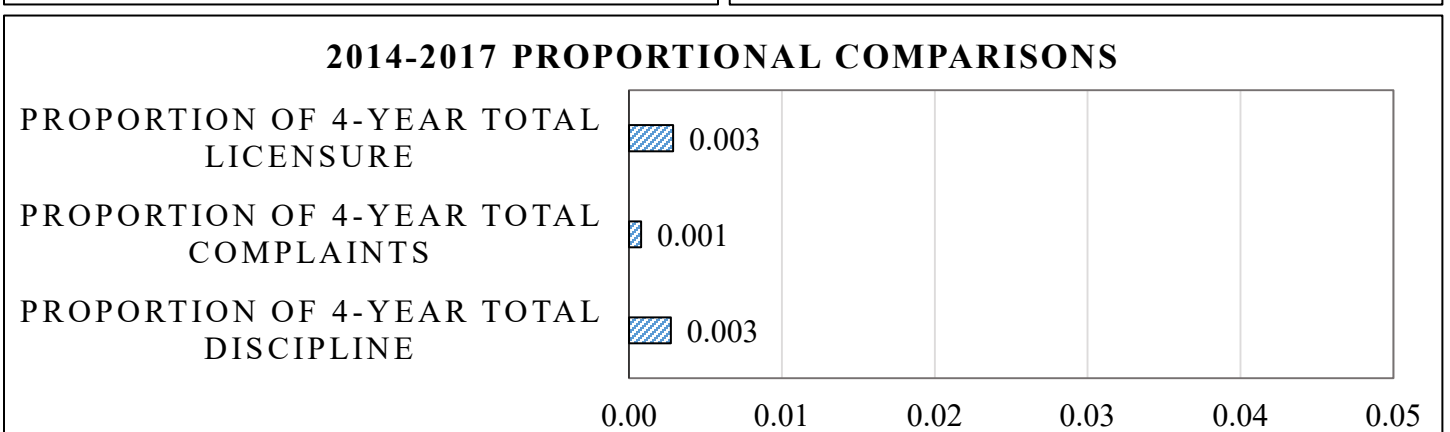
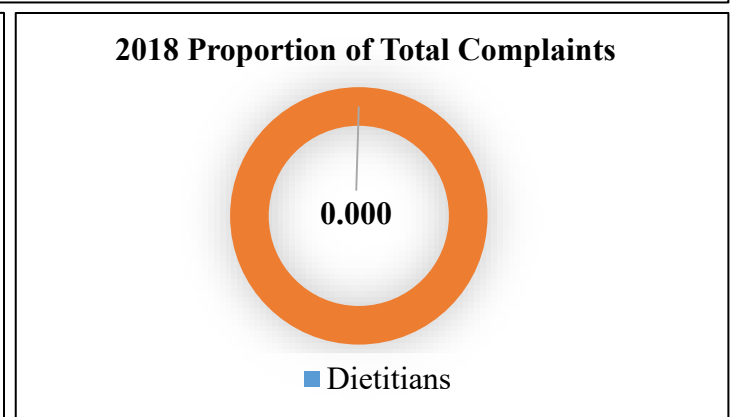
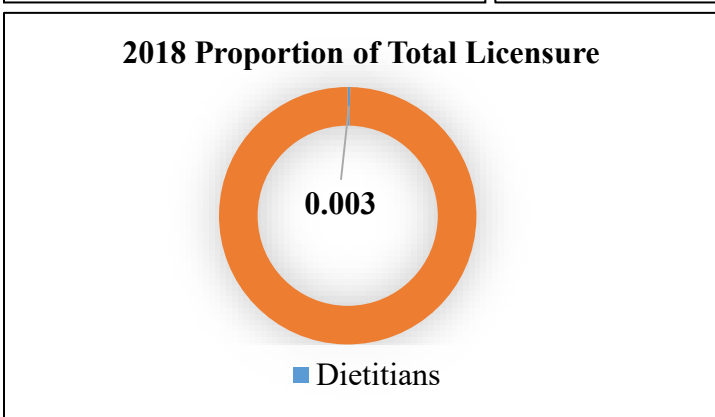
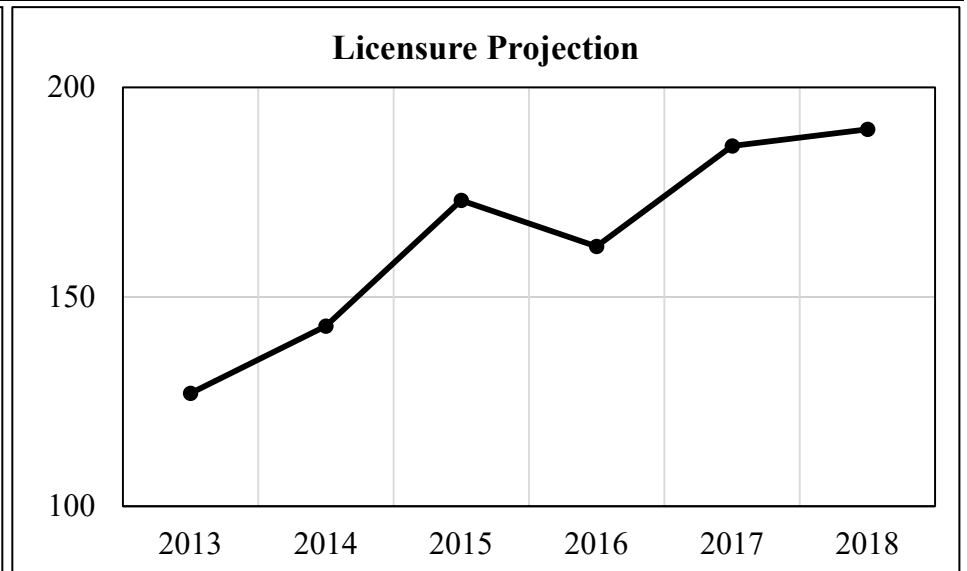
2018 Licensure Count

Total Licensees:
190

New Applications:
46

Processed Same-Day:
13

Processed 5 Days or Less:
24



Dietitians comprise less than 1% of OPR’s total licensure. The number of certified dietitians in Vermont is increasing by an average of about 12 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Electrology

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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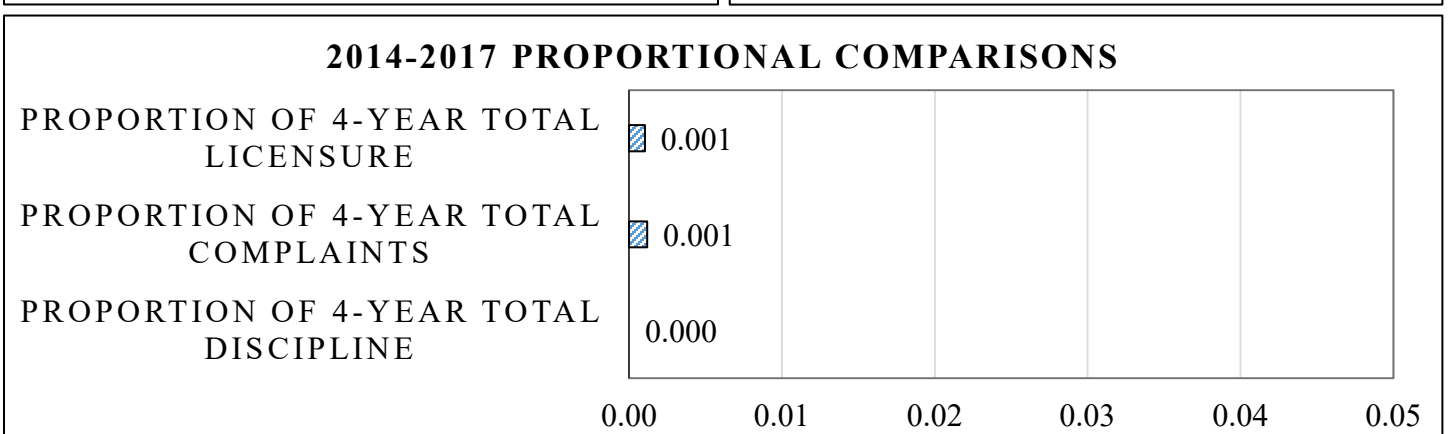
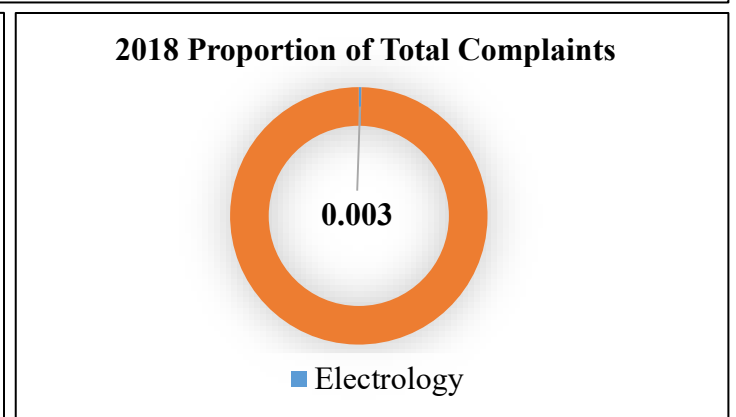
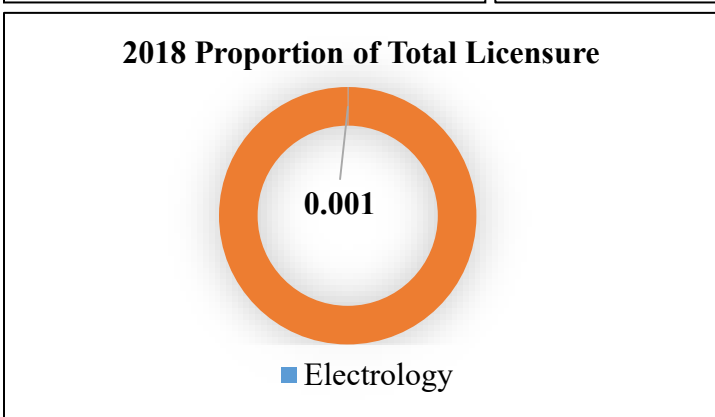
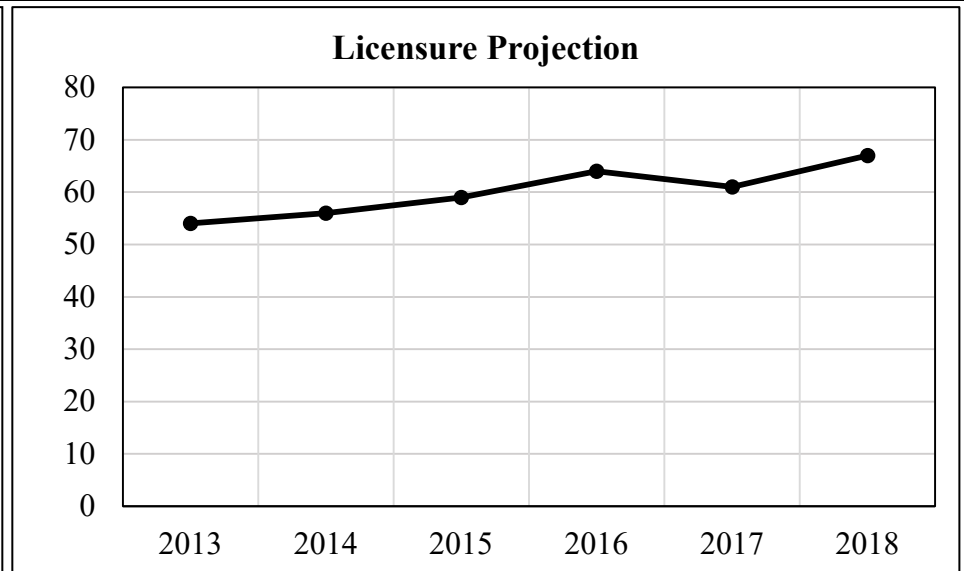
2018 Licensure Count

Total Licensees:
67

New Applications:
7

Processed Same-Day:
0

Processed 5 Days or Less:
1



Electrology comprises less than 1% of OPR’s total licensure. The number of Electrology professionals in Vermont is increasing by an average of about 2 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Foresters

Regulatory Model: Advisor	Renewal Cycles: Even Years
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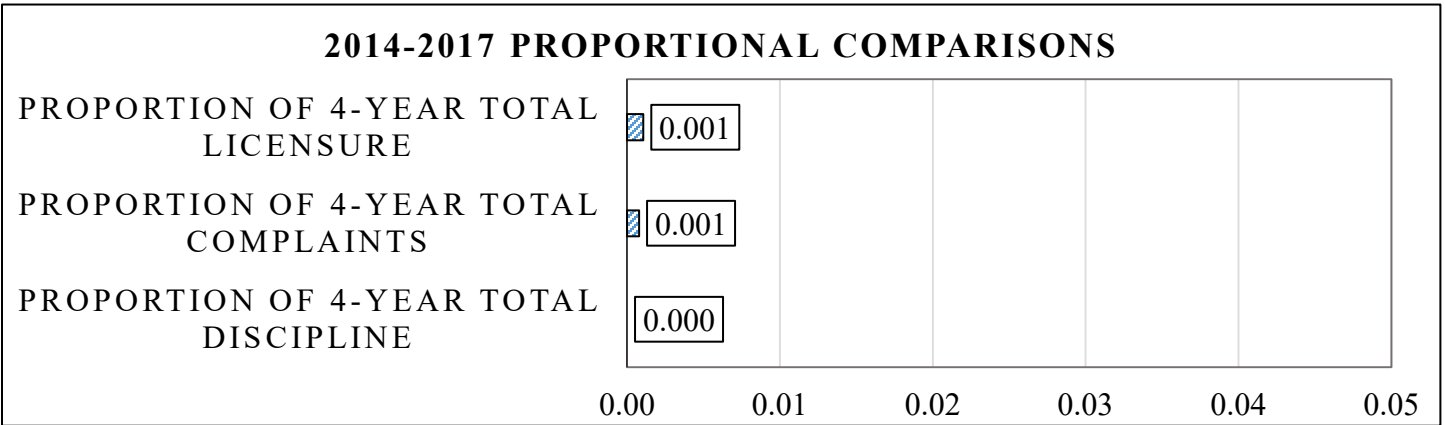
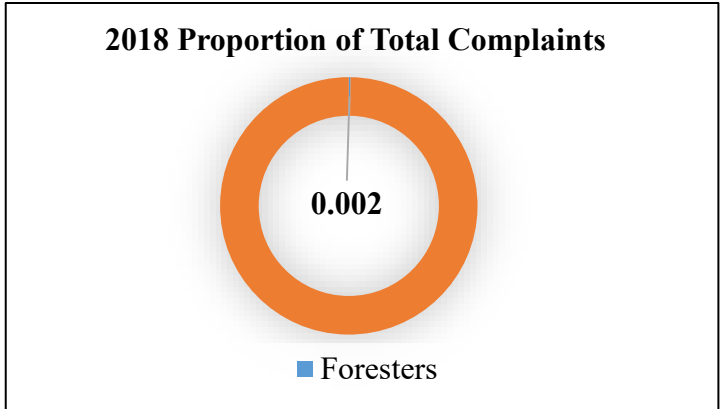
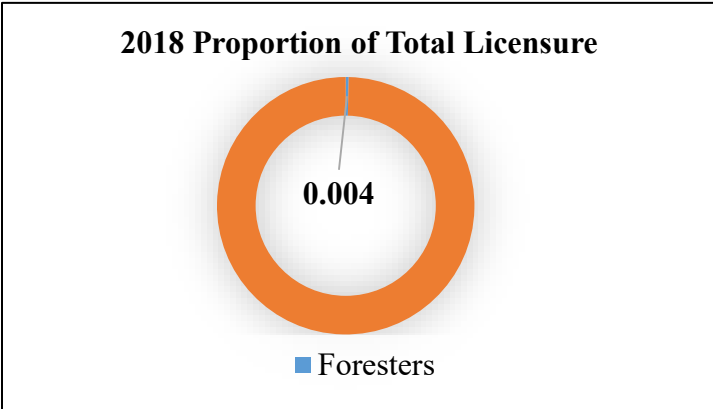
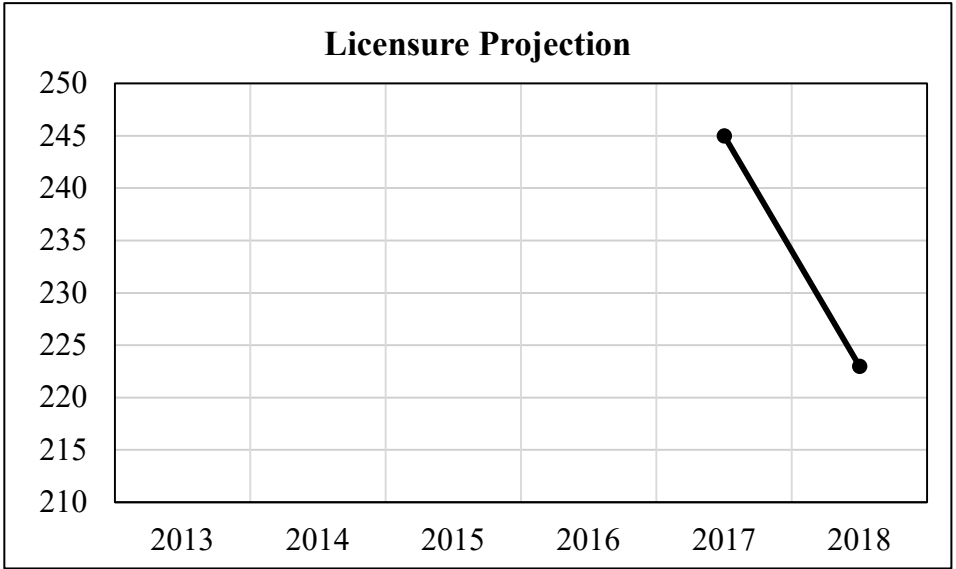
2018 Licensure Count

Total Licensees:
223

New Applications:
13

Processed Same-Day:
2

Processed 5 Days or Less:
3



Foresters make up less than 1% of OPR’s total licensure. This was a new profession under OPR jurisdiction in 2017 and is not responsible for any discipline.

Funeral Service

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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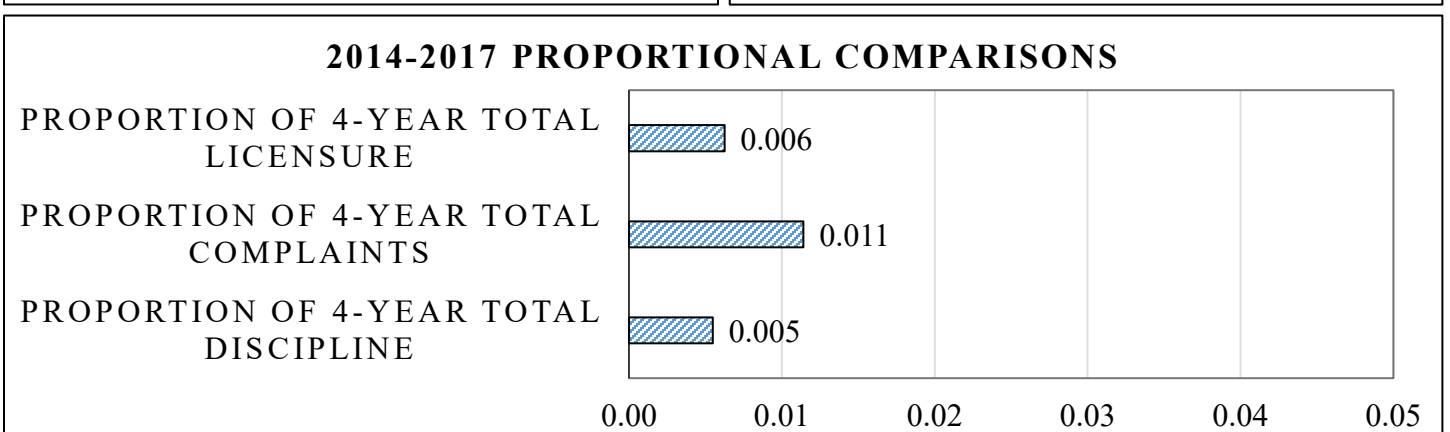
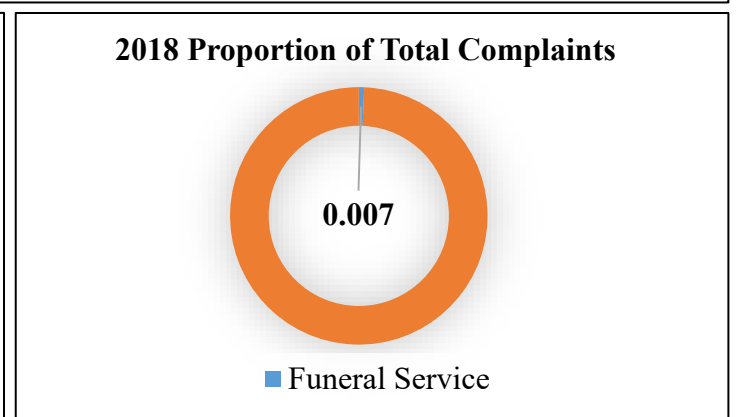
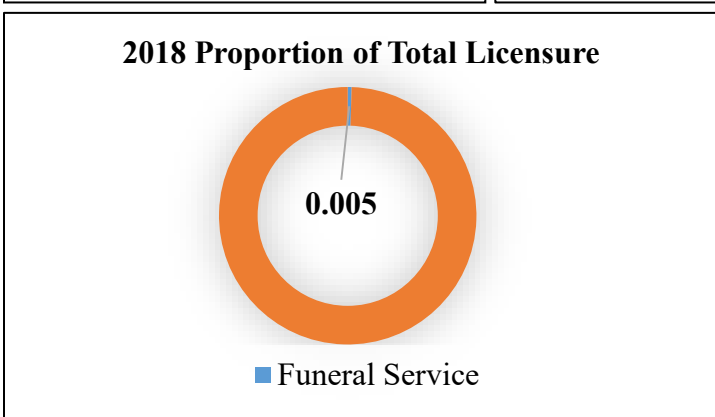
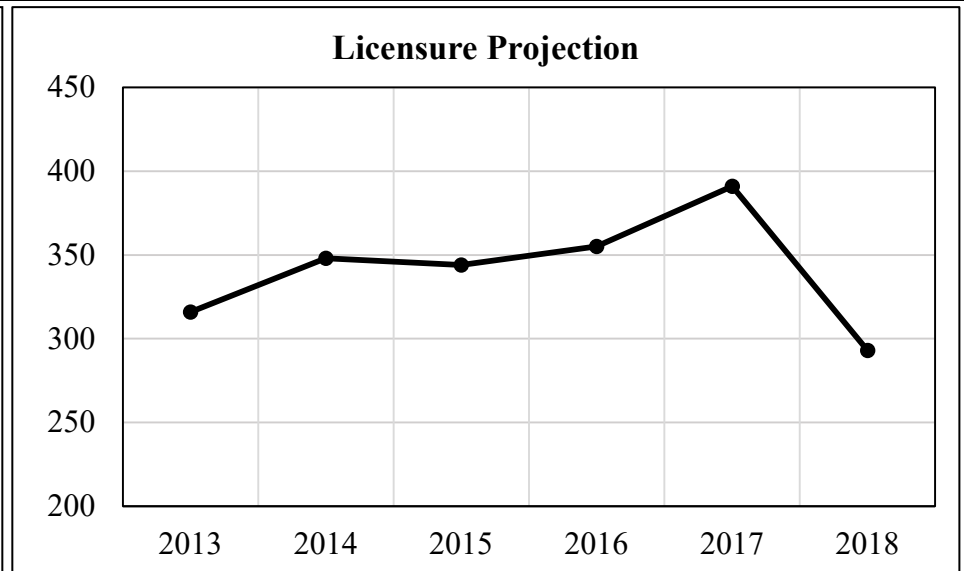
2018 Licensure Count

Total Licensees:
293

New Applications:
25

Processed Same-Day:
5

Processed 5 Days or Less:
15

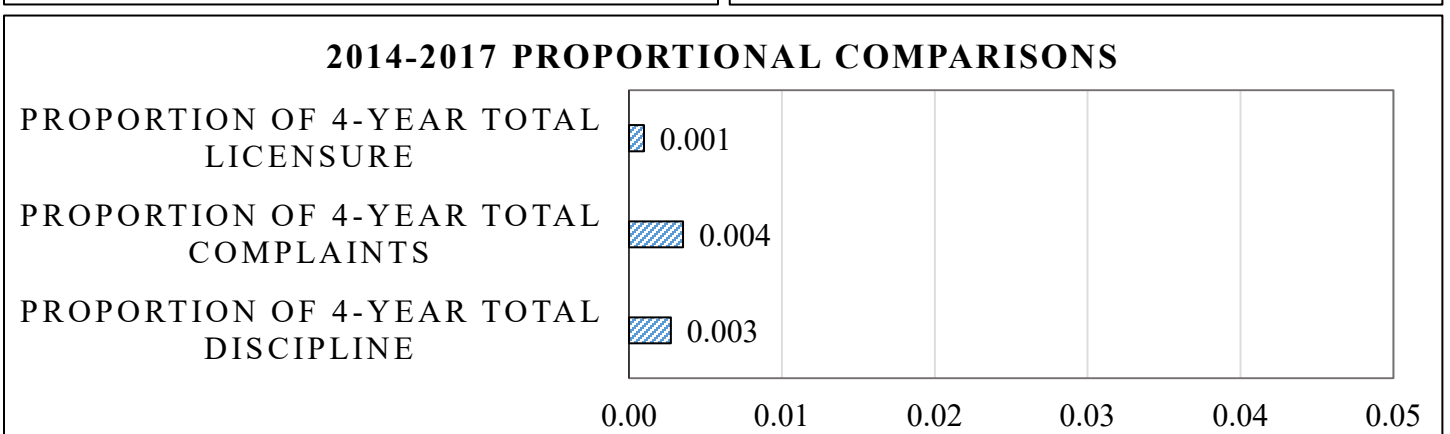
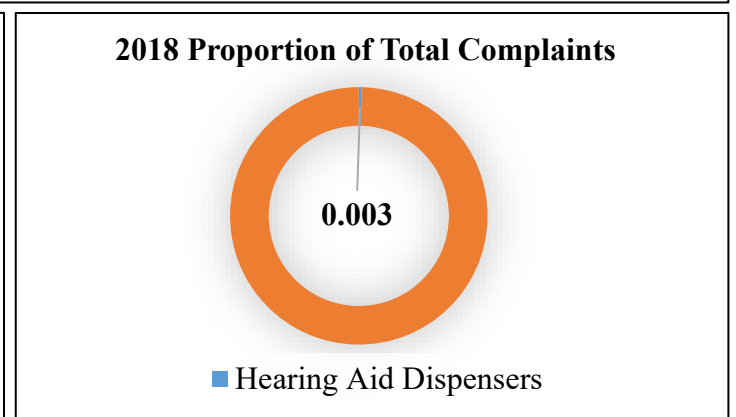
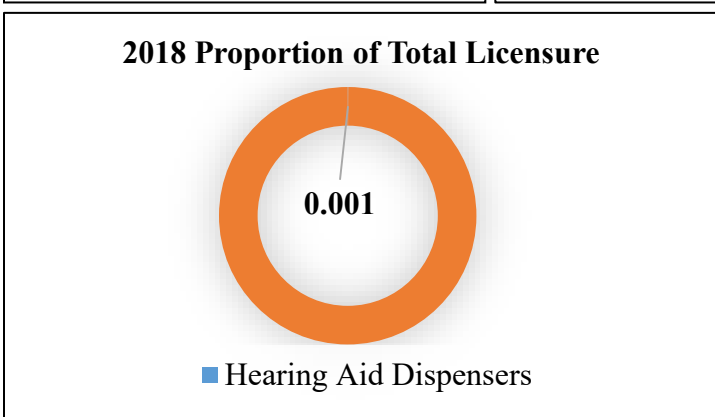
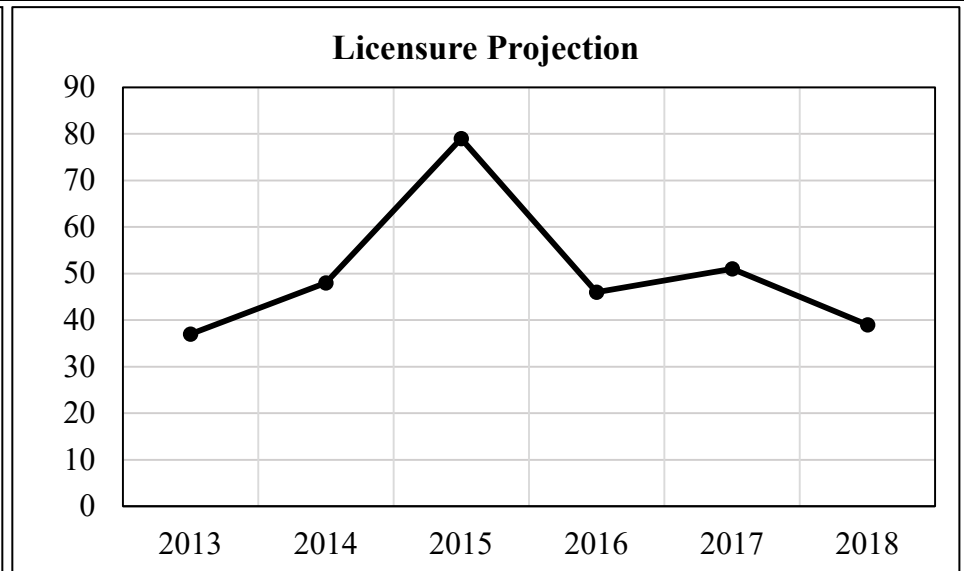


Funeral Service professions make up less than 1% of OPR’s total licensure. The number of licensed funeral service professionals in Vermont is increasing by an average of about 1 individual per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Hearing Aid Dispensers

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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2018 Licensure Count
Total Licensees: 39
New Applications: 7
Processed Same-Day: 0
Processed 5 Days or Less: 2

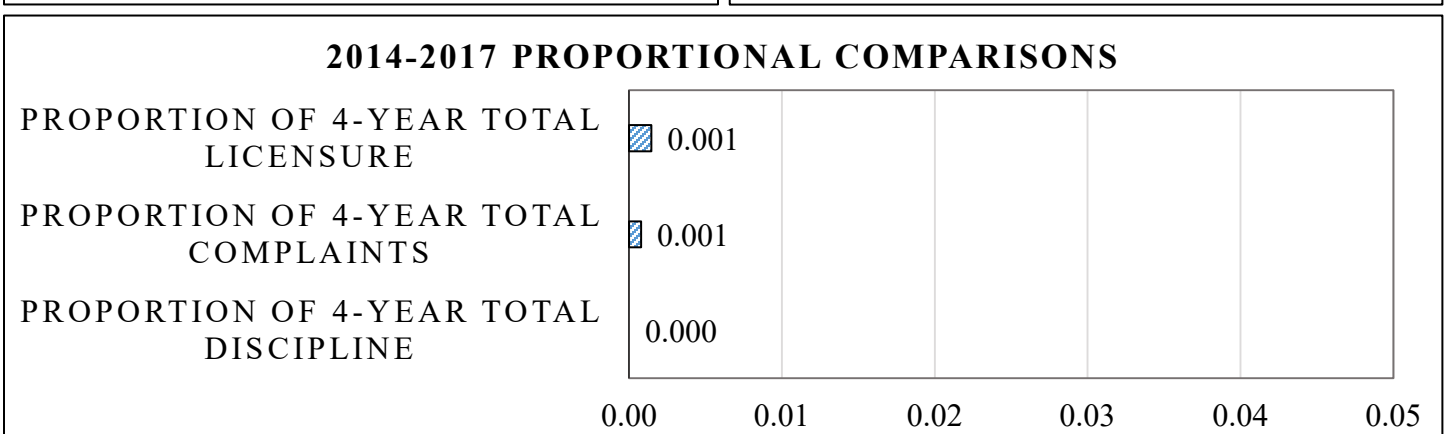
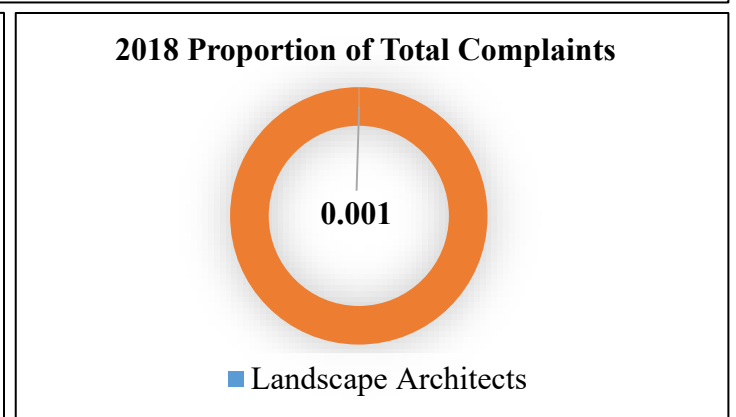
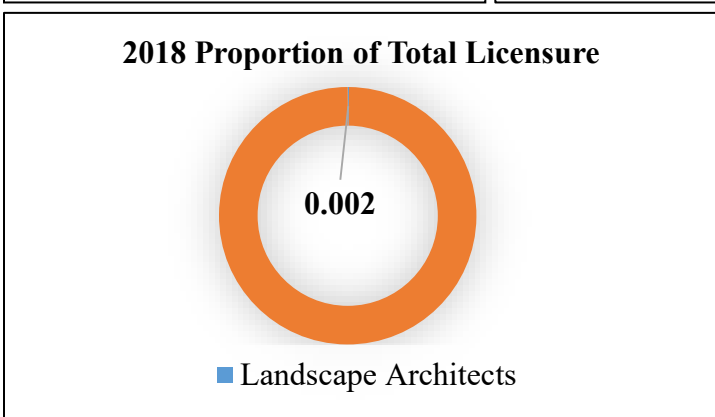
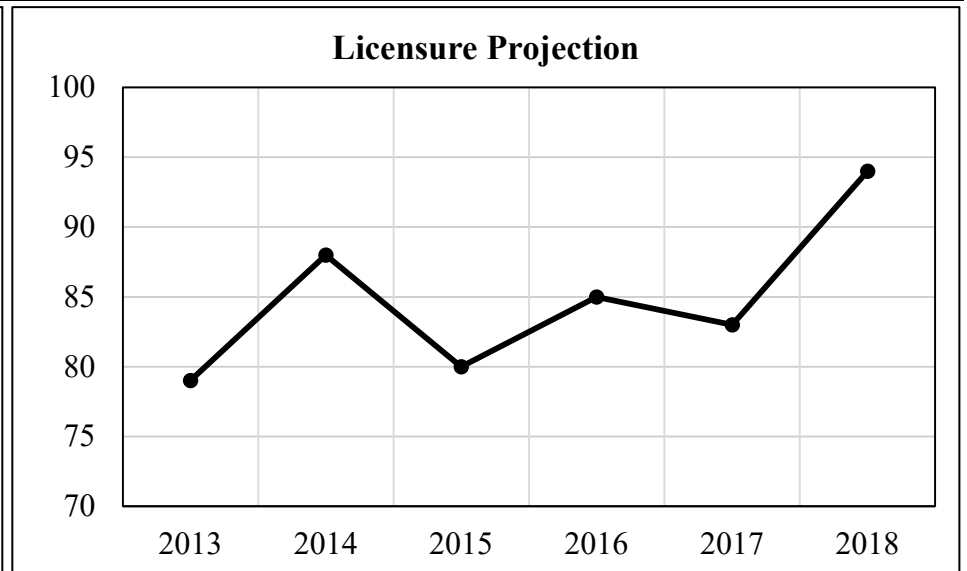


Hearing Aid Dispensers comprise less than 1% of OPR’s total licensure. The number of licensed Hearing Aid Dispensers in Vermont is relatively constant. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Landscape Architects

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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<p>2018 Licensure Count</p> <p>Total Licensees: 94</p> <p>New Applications: 12</p> <p>Processed Same-Day: 2</p> <p>Processed 5 Days or Less: 3</p>



Landscape Architects make up less than 1% of OPR’s total licensure. The number of licensed Landscape Architects in Vermont is increasing by an average of about 2 individuals per year. This profession has never had a discipline case.

Midwifery

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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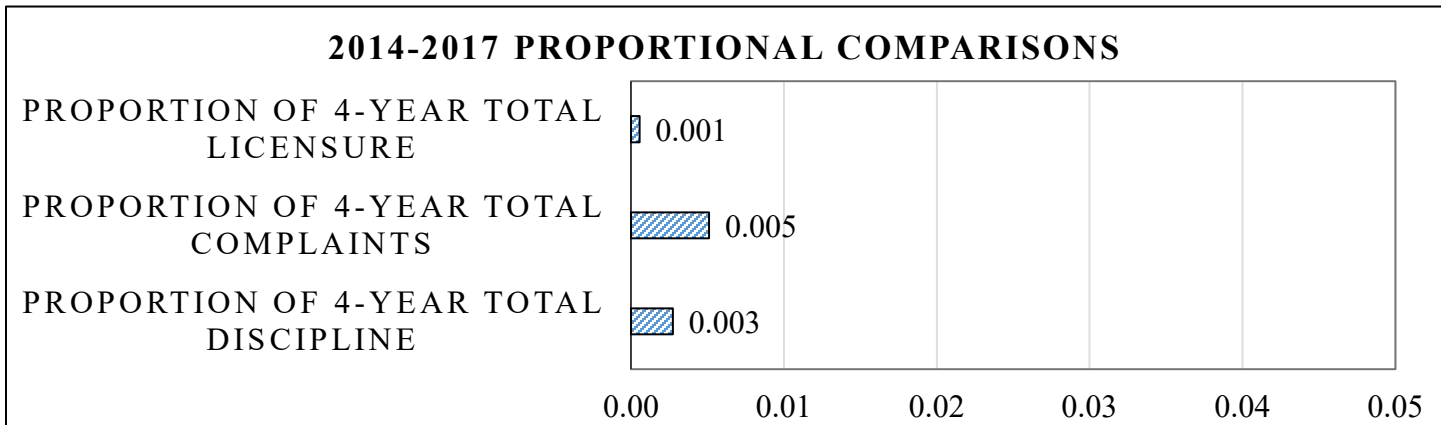
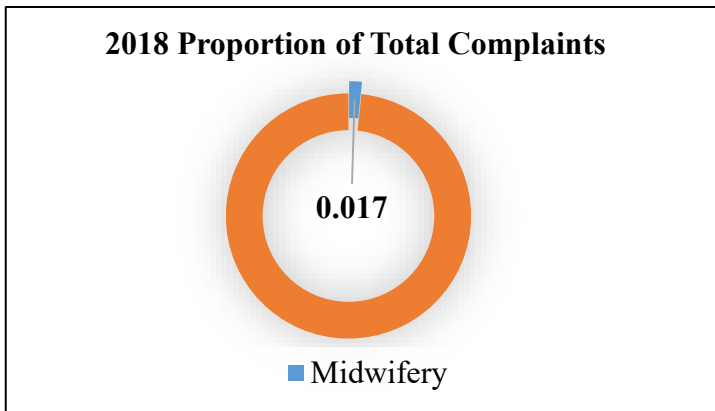
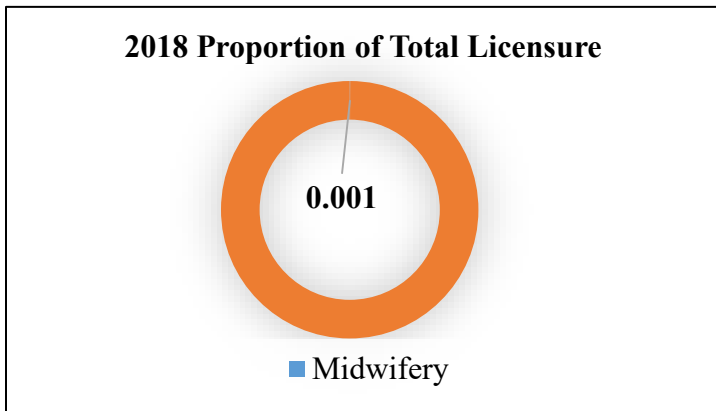
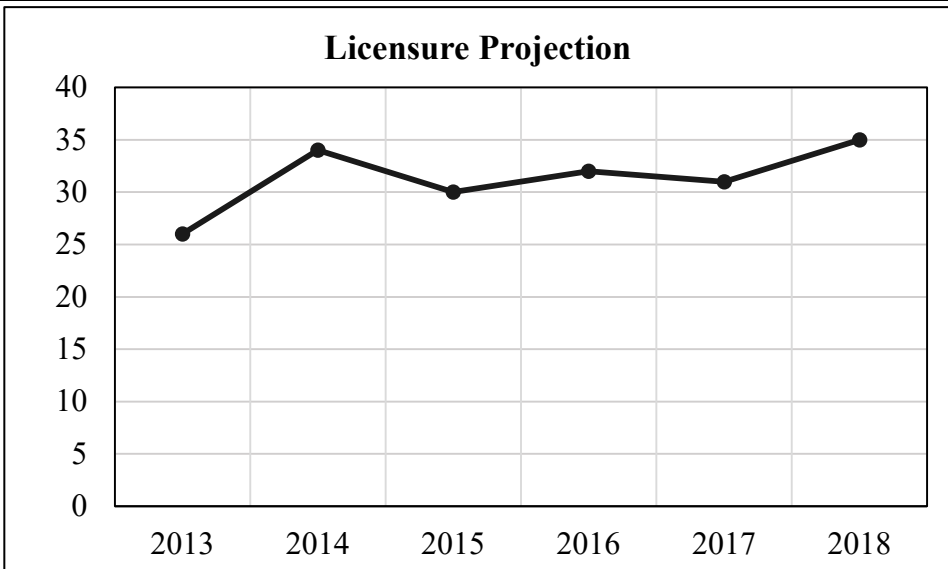
2018 Licensure Count

Total Licensees:
35

New Applications:
3

Processed Same-Day:
0

Processed 5 Days or Less:
1



Midwifery comprises less than 1% of OPR’s total licensure. The number of midwives in Vermont is increasing by an average of about 1 individual per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Motor Vehicle Racing

Regulatory Model: Advisor	Renewal Cycles: Even Years
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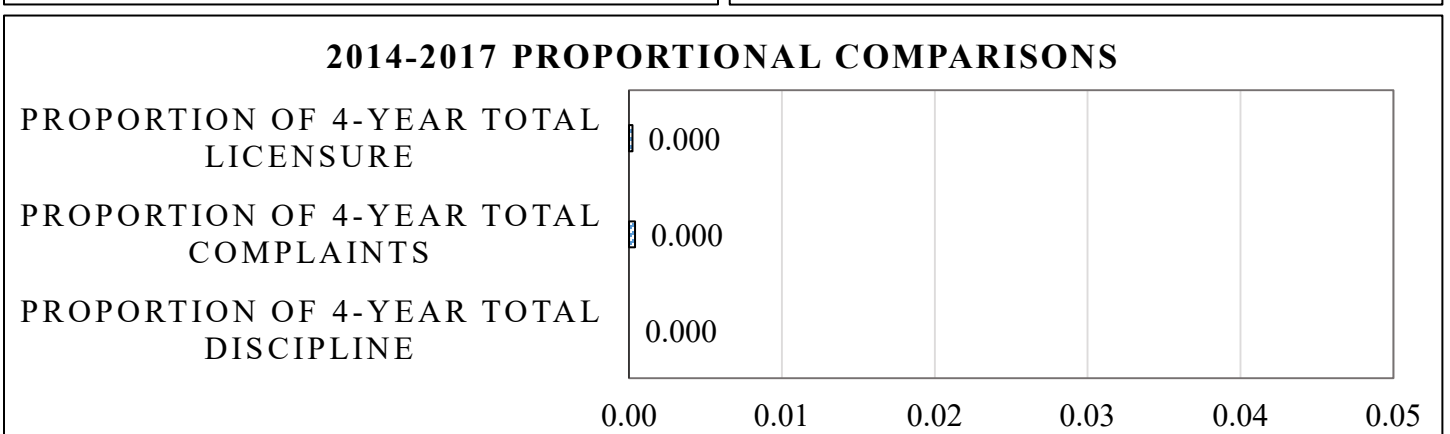
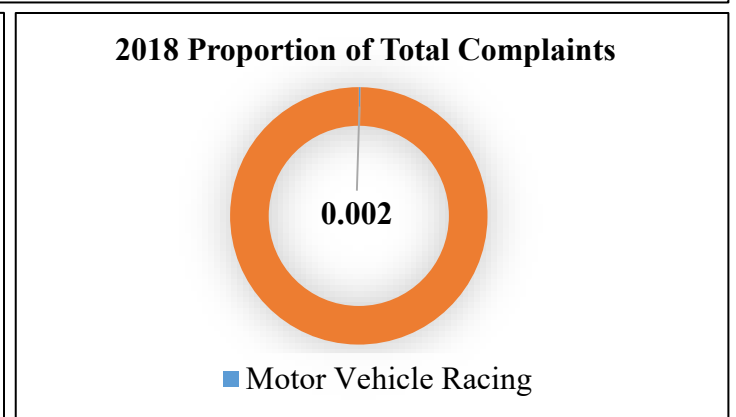
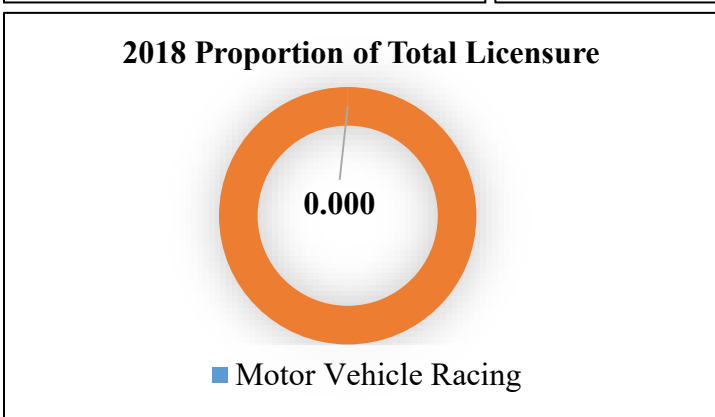
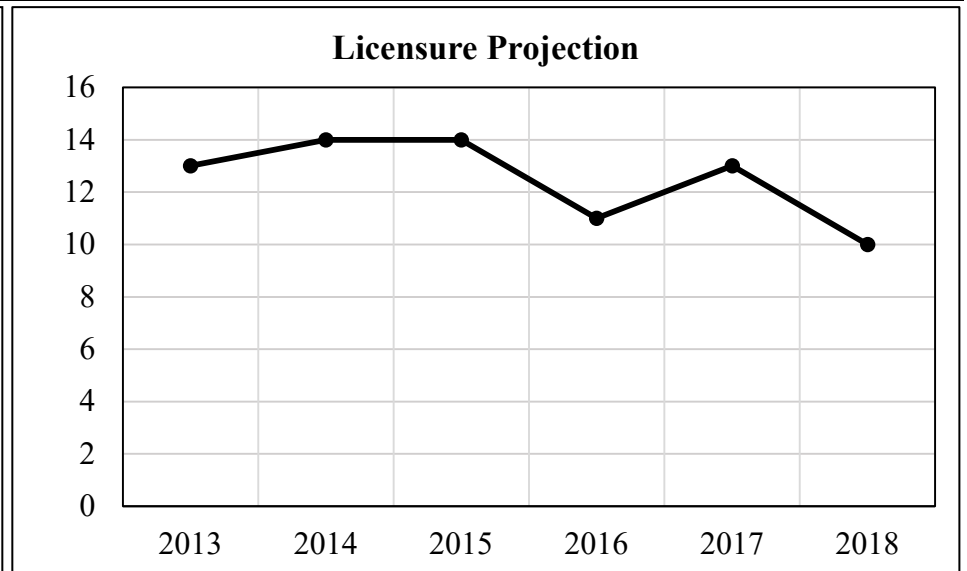
2018 Licensure Count

Total Licensees:
10

New Applications:
0

Processed Same-Day:
n/a

Processed 5 Days or Less:
n/a



Motor Vehicle Racing is OPR's second smallest profession (behind boxing). This profession was not responsible for any discipline cases over the last 4 years.

Naturopathic Physicians

Regulatory Model: Advisor	Renewal Cycles: Even Years
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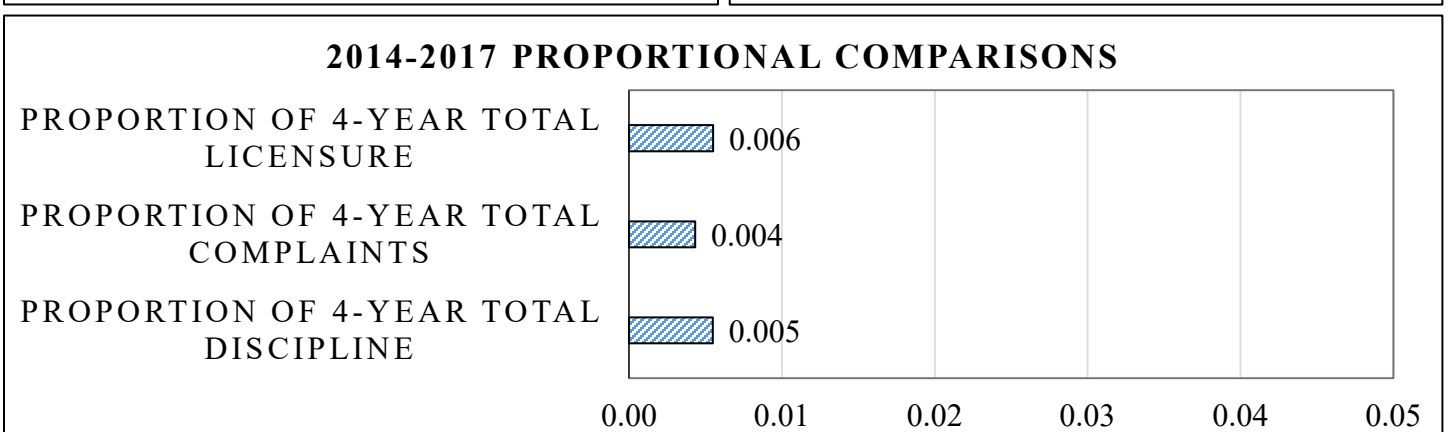
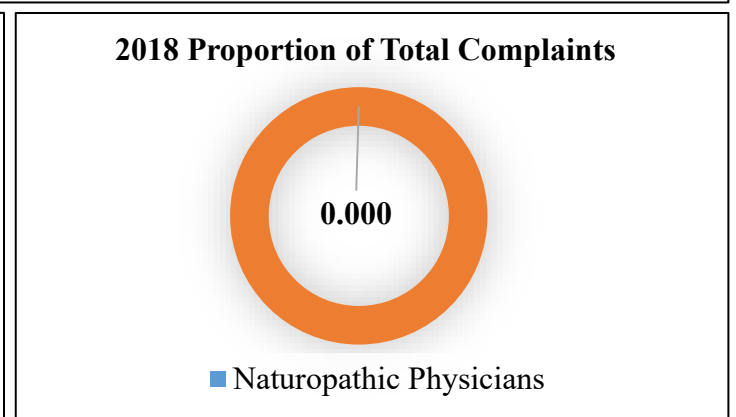
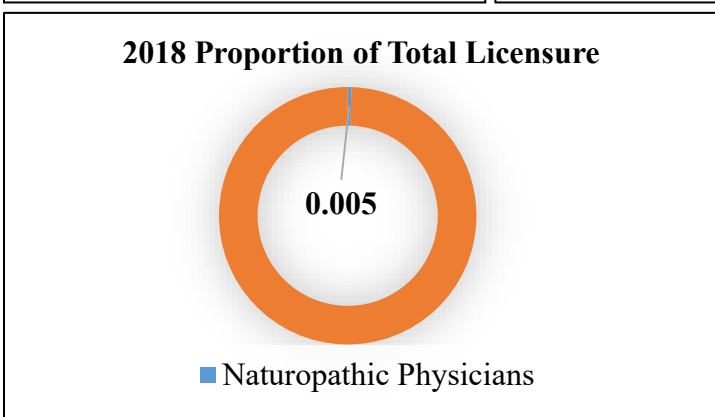
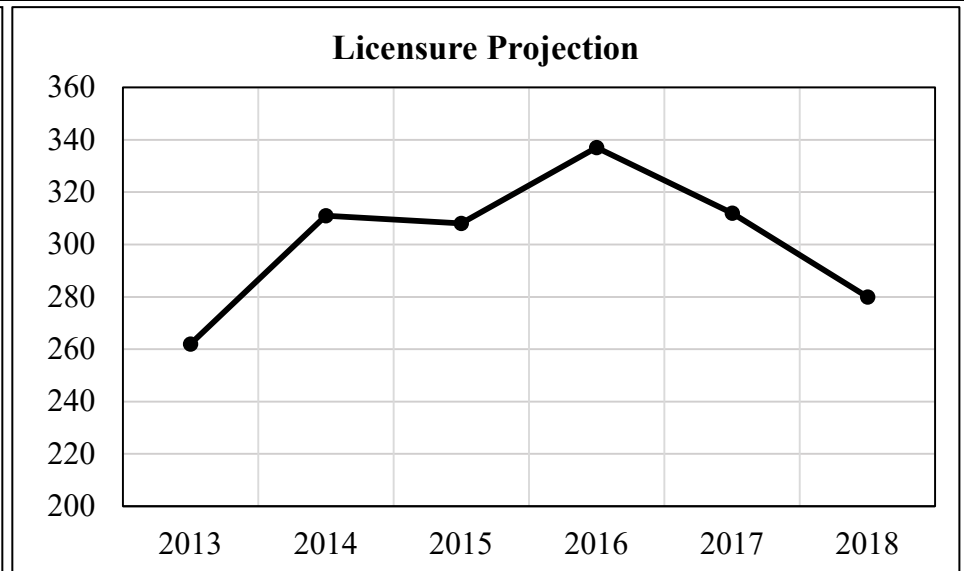
2018 Licensure Count

Total Licensees:
280

New Applications:
34

Processed Same-Day:
1

Processed 5 Days or Less:
4

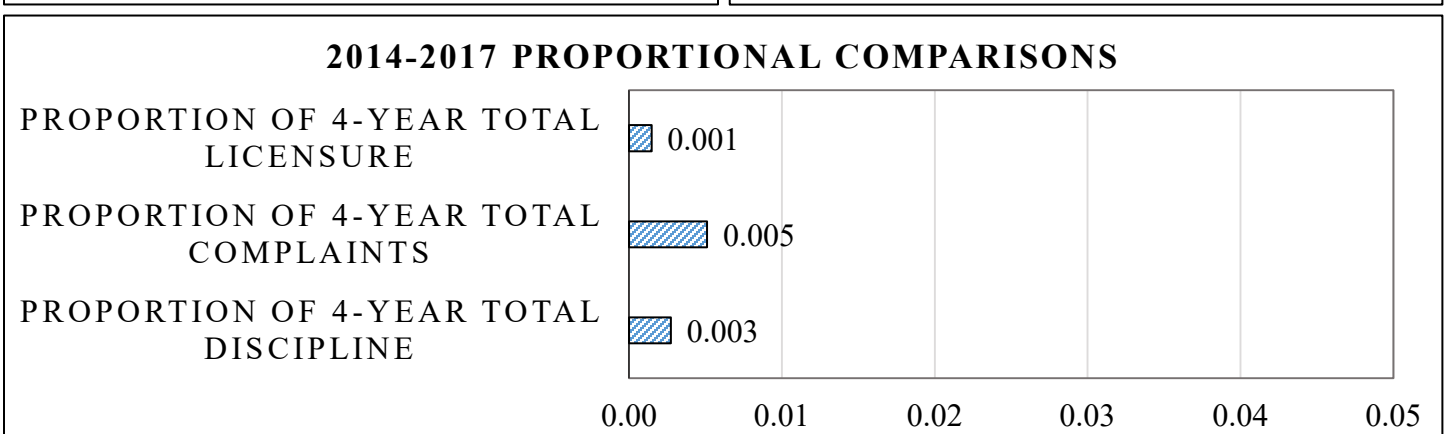
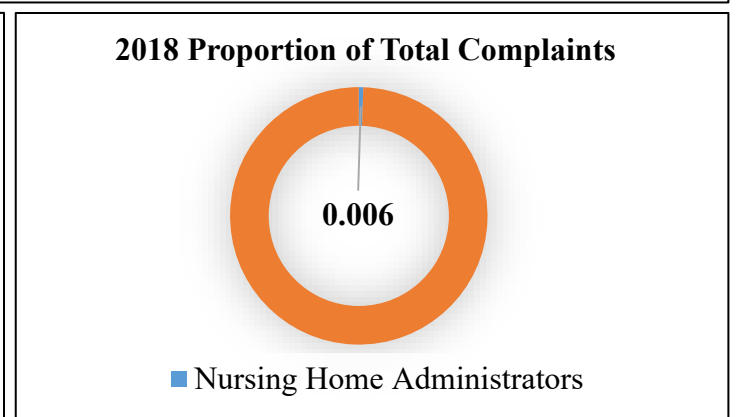
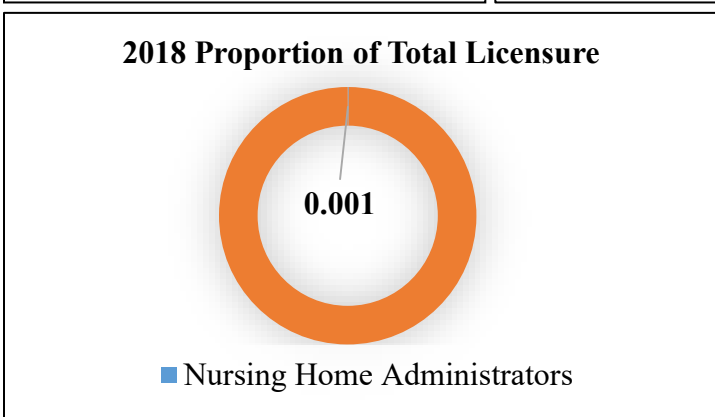
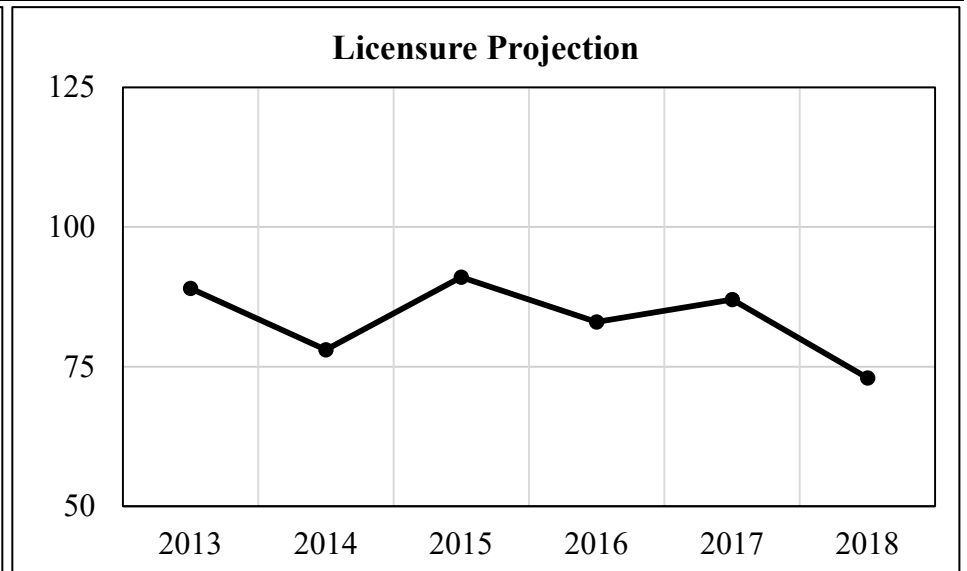


Naturopathic Physicians comprise less than 1% of OPR’s total licensure. The number of licensed naturopaths in Vermont is increasing by an average of about 3 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Nursing Home Administrators

Regulatory Model: Advisor	Renewal Cycles: Even Years
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<p>2018 Licensure Count</p> <p>Total Licensees: 73</p> <p>New Applications: 9</p> <p>Processed Same-Day: 2</p> <p>Processed 5 Days or Less: 4</p>
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Nursing Home Administrators comprise less than 1% of OPR’s total licensure. The number of licensed Nursing Home Administrators in Vermont is decreasing by an average of about 2 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Occupational Therapists

Regulatory Model: Advisor	Renewal Cycles: Even Years
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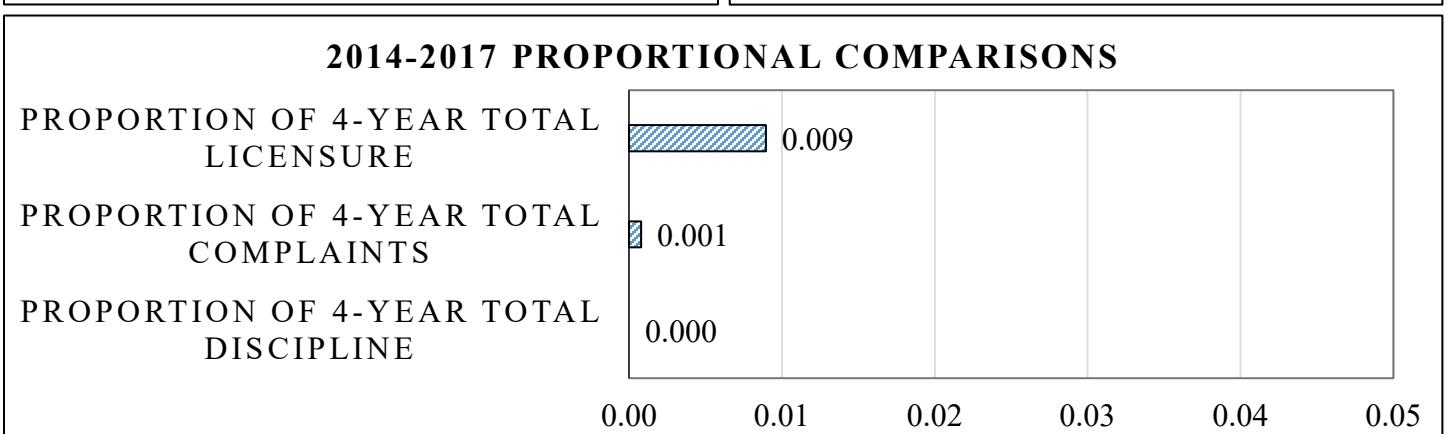
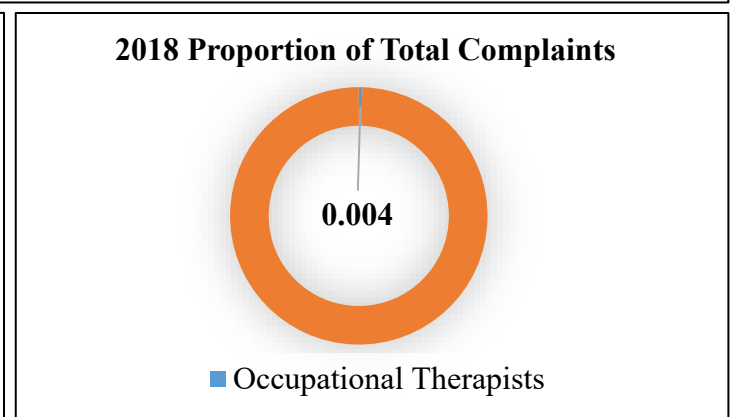
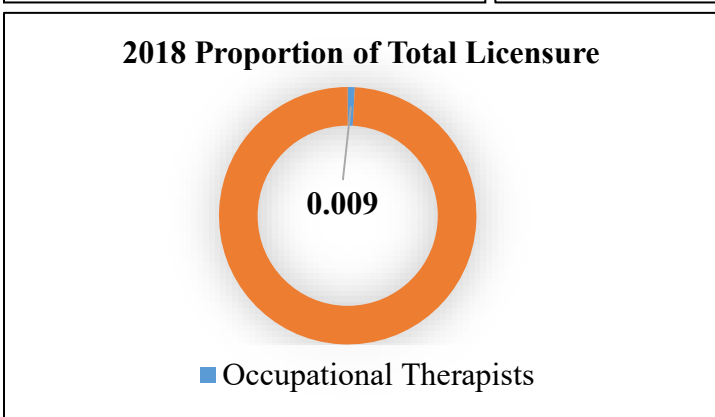
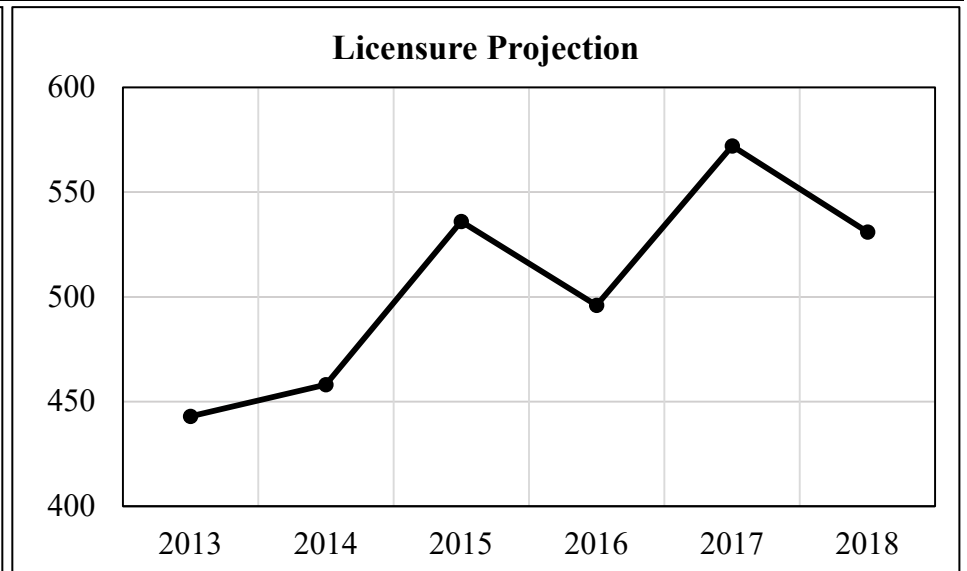
2018 Licensure Count

Total Licensees:
531

New Applications:
66

Processed Same-Day:
4

Processed 5 Days or Less:
15



Occupational Therapists comprise nearly 1% of OPR’s total licensure. The number of licensed Occupational Therapists in Vermont is increasing by an average of about 21 individuals per year. This profession was responsible for no discipline cases over the last 4 years.

Opticians

Regulatory Model: Advisor	Renewal Cycles: Even Years
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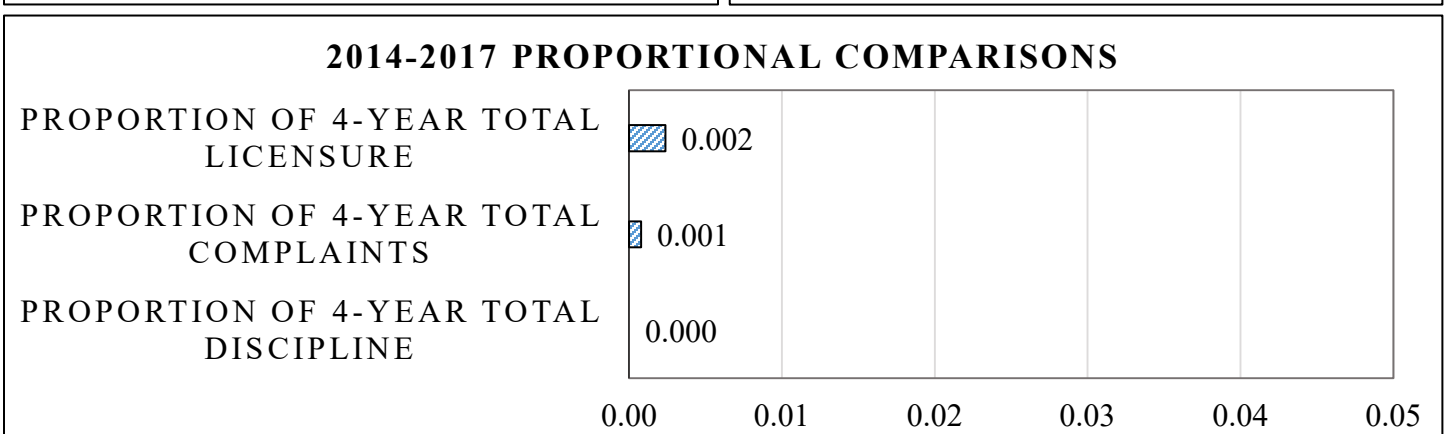
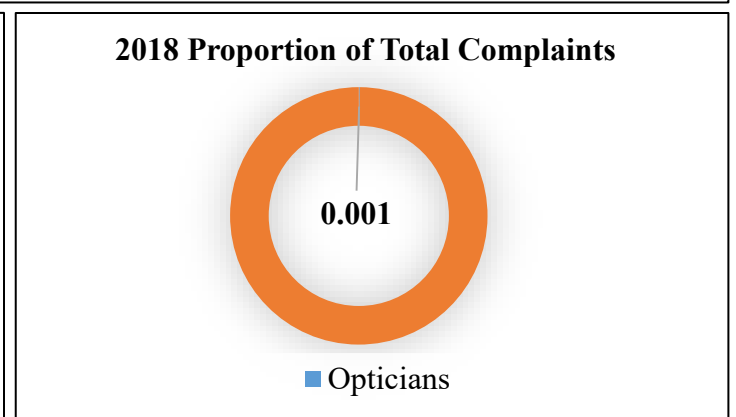
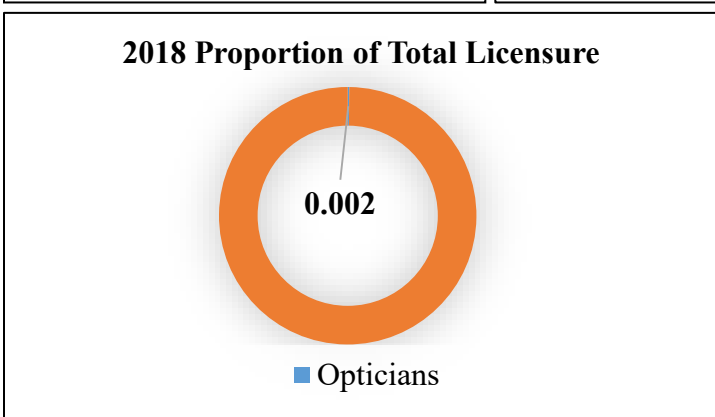
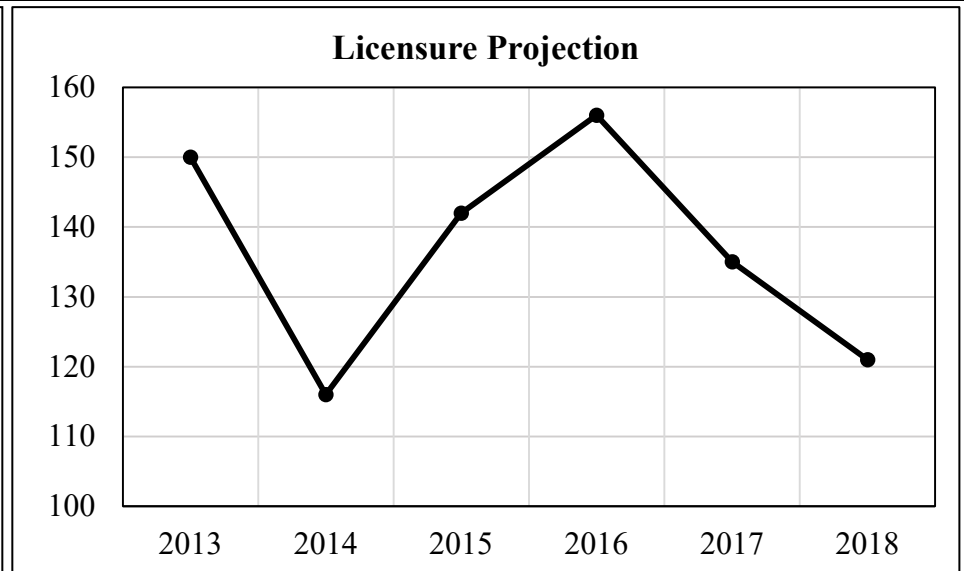
2018 Licensure Count

Total Licensees:
121

New Applications:
17

Processed Same-Day:
5

Processed 5 Days or Less:
11



Opticians make up less than 1% of OPR’s total licensure. The number of licensed Opticians in Vermont is decreasing by an average of about 2 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Physical Therapists

Regulatory Model: Advisor	Renewal Cycles: Even Years
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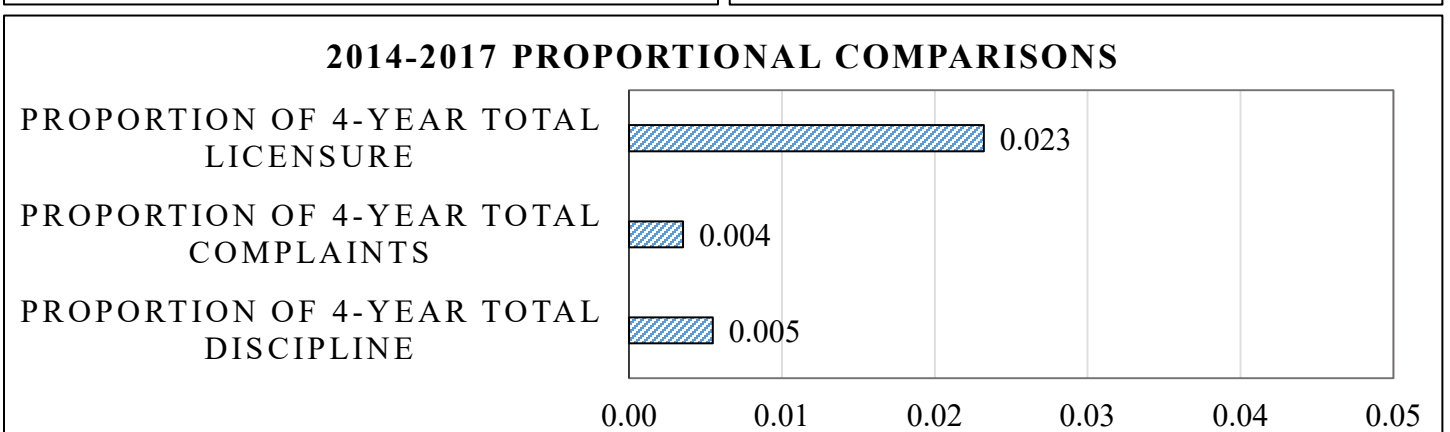
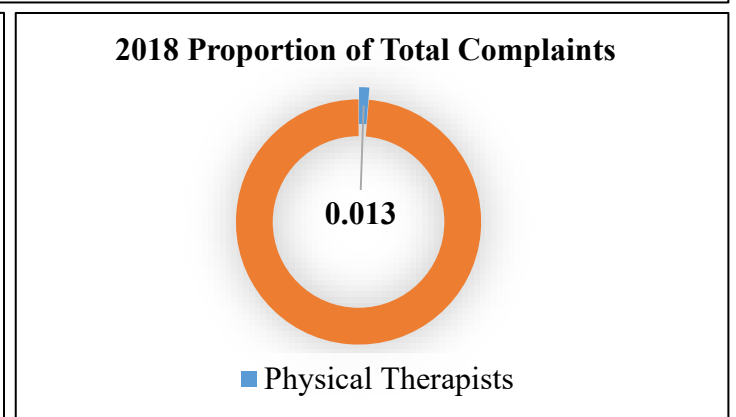
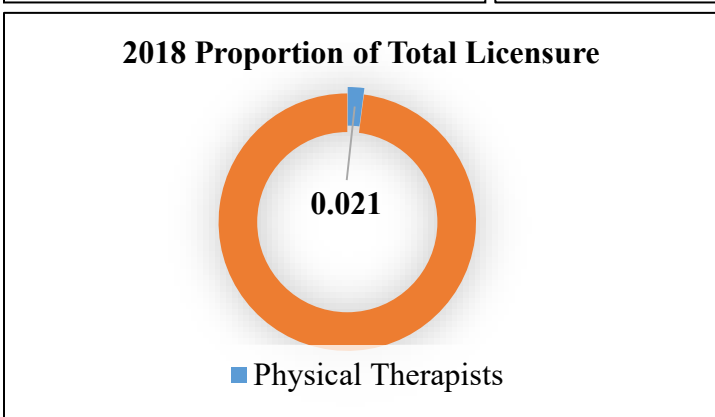
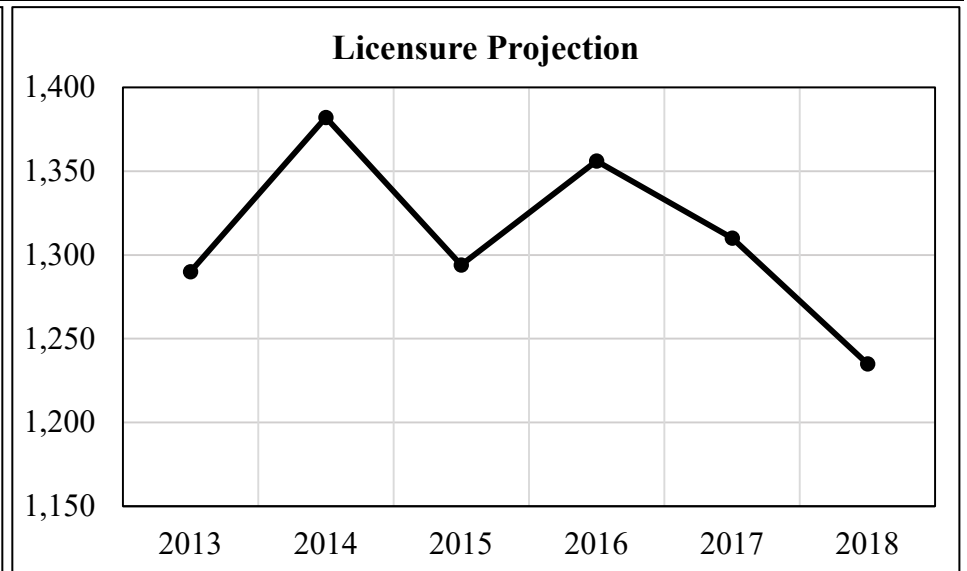
2018 Licensure Count

Total Licensees:
1,235

New Applications:
93

Processed Same-Day:
0

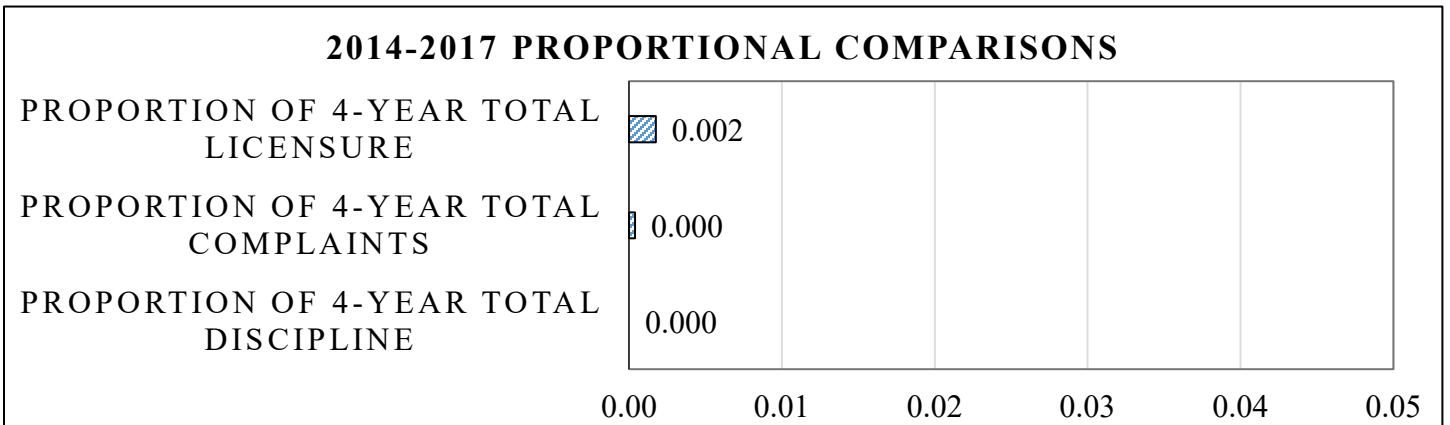
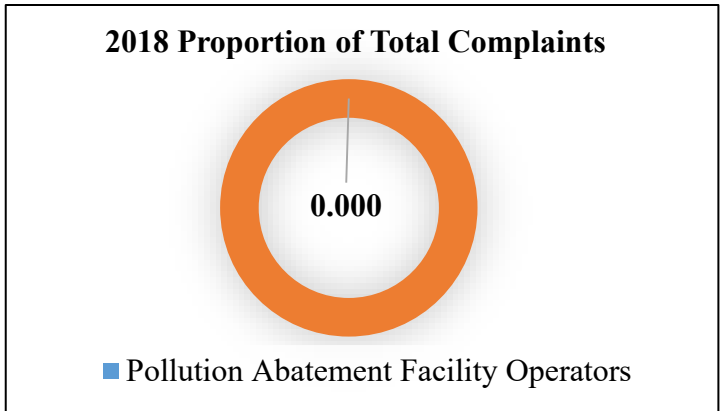
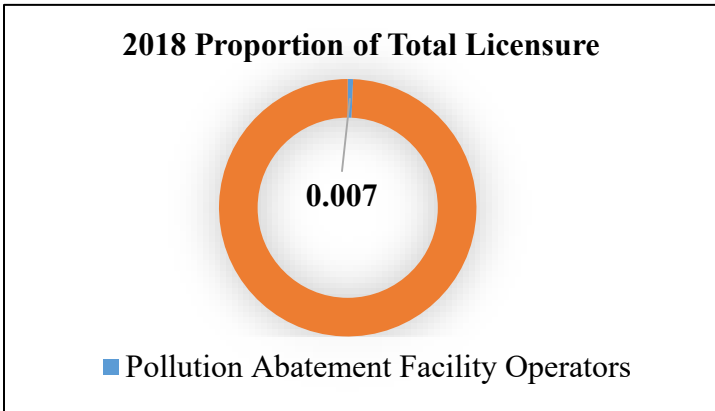
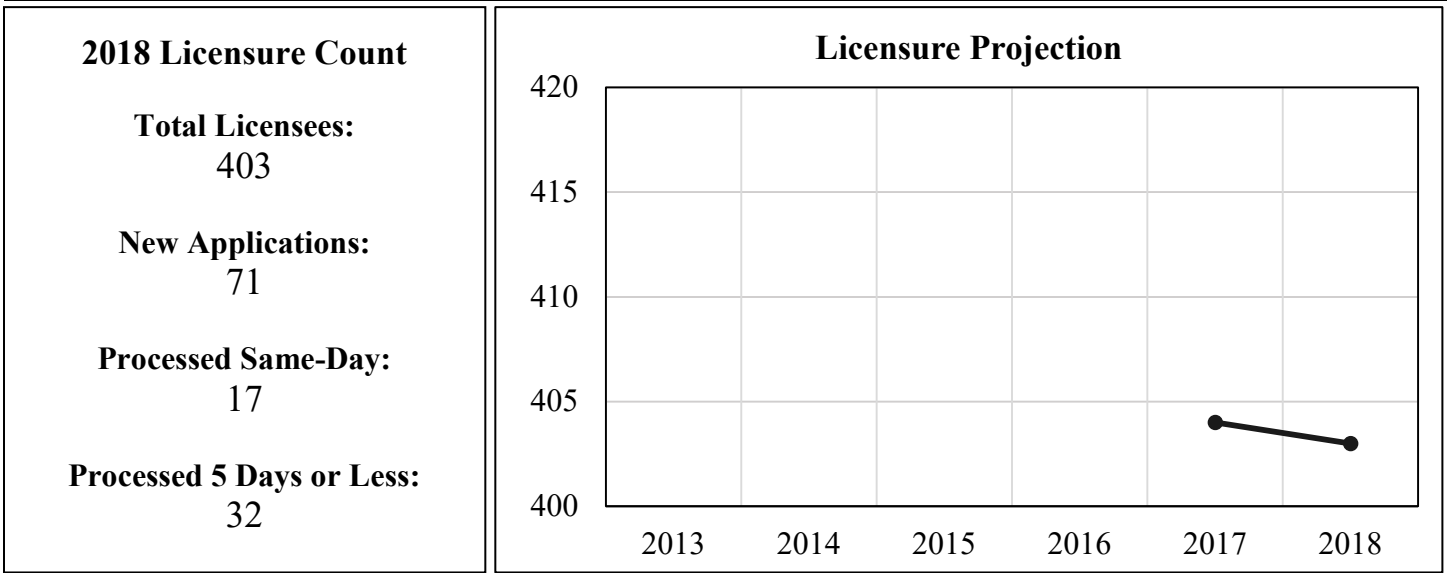
Processed 5 Days or Less:
9



Physical Therapists comprise about 2% of OPR’s total licensure. The number of licensed Physical Therapists in Vermont is decreasing by an average of about 12 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Pollution Abatement Facility Operators

Regulatory Model: Advisor	Renewal Cycles: Even Years
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Pollution Abatement Facility Operators make up less than 1% of OPR’s total licensure. This was a new profession under OPR jurisdiction in 2017.

Property Inspectors

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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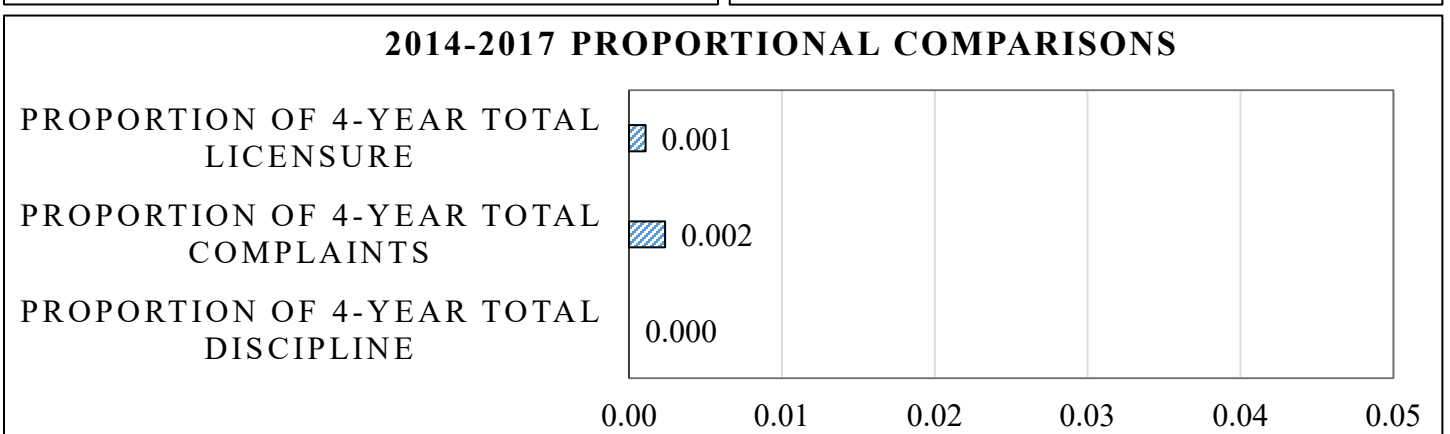
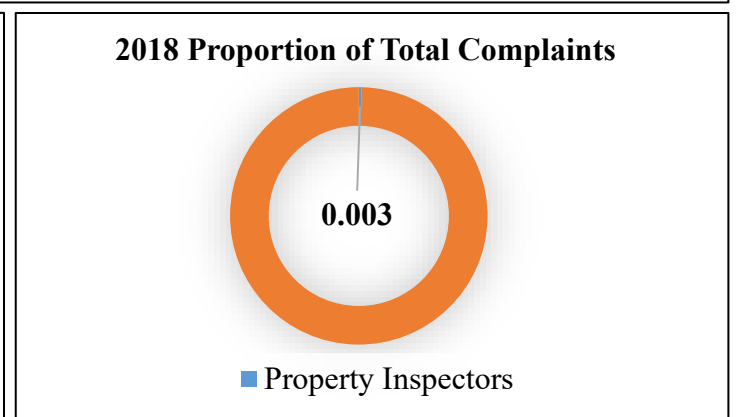
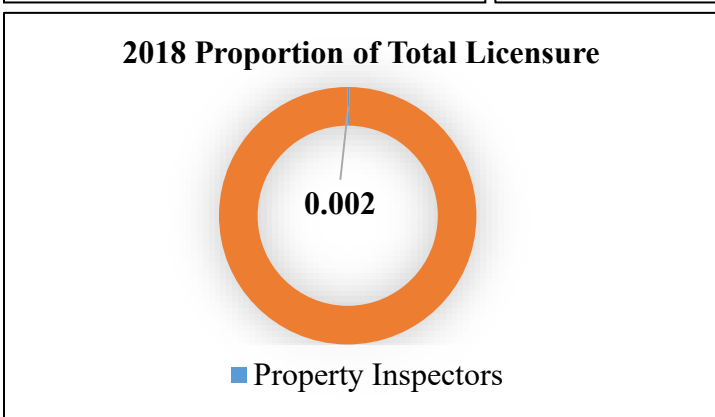
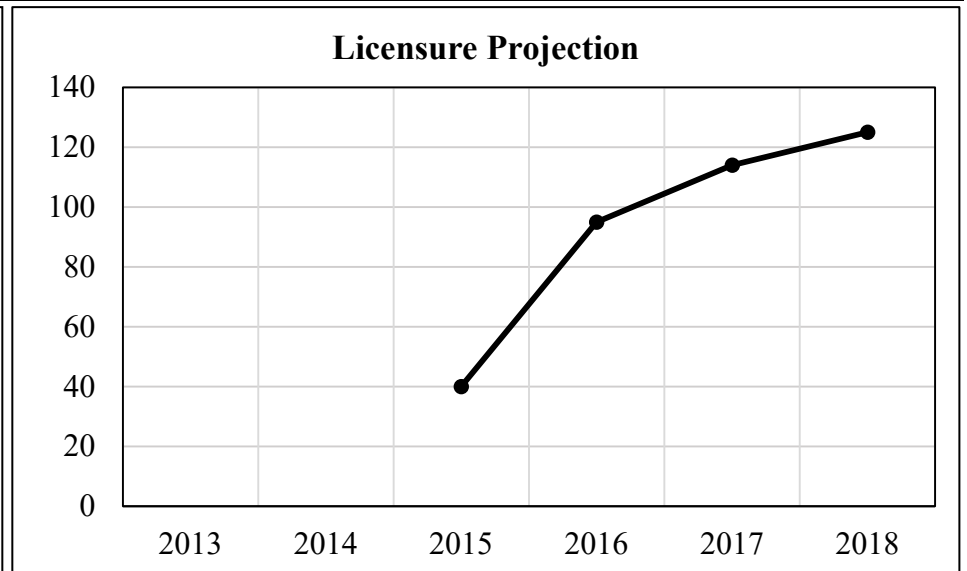
2018 Licensure Count

Total Licensees:
125

New Applications:
31

Processed Same-Day:
9

Processed 5 Days or Less:
17



Property Inspectors make up less than 1% of OPR’s total licensure. The number of licensed Property Inspectors in Vermont is increasing by an average of about 27 individuals per year. This profession was responsible for no discipline cases over the last 4 years.

Psychoanalysts

Regulatory Model: Advisor	Renewal Cycles: Even Years
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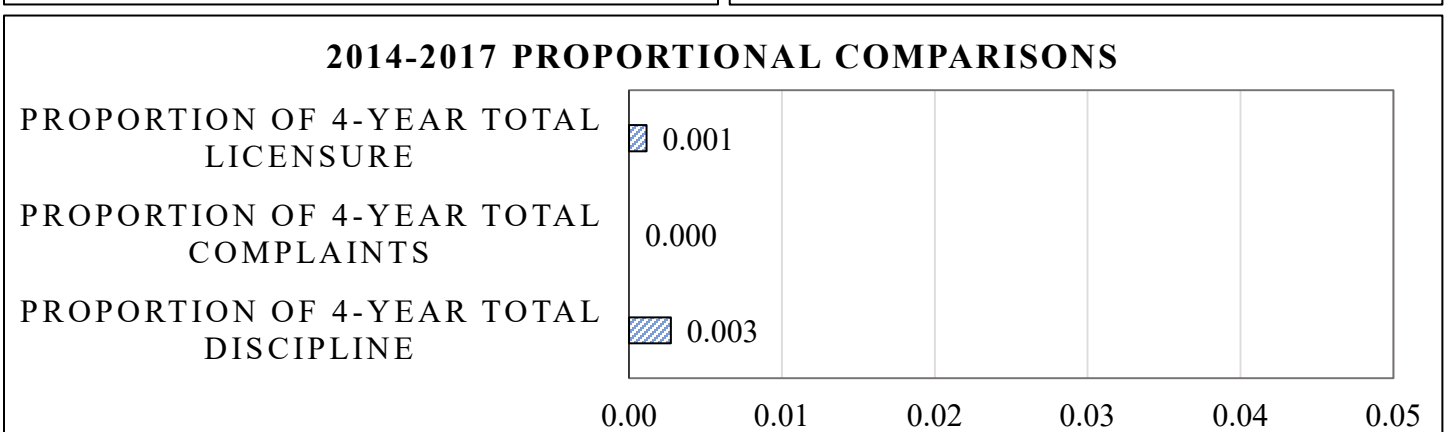
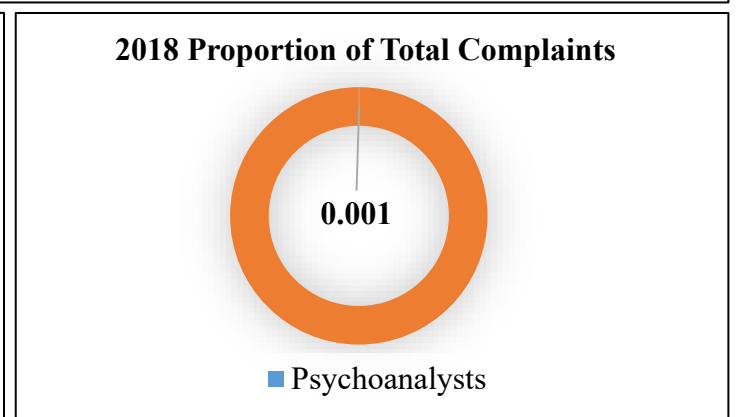
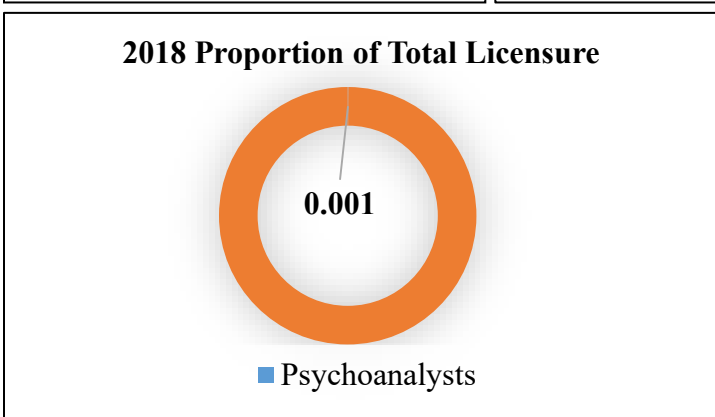
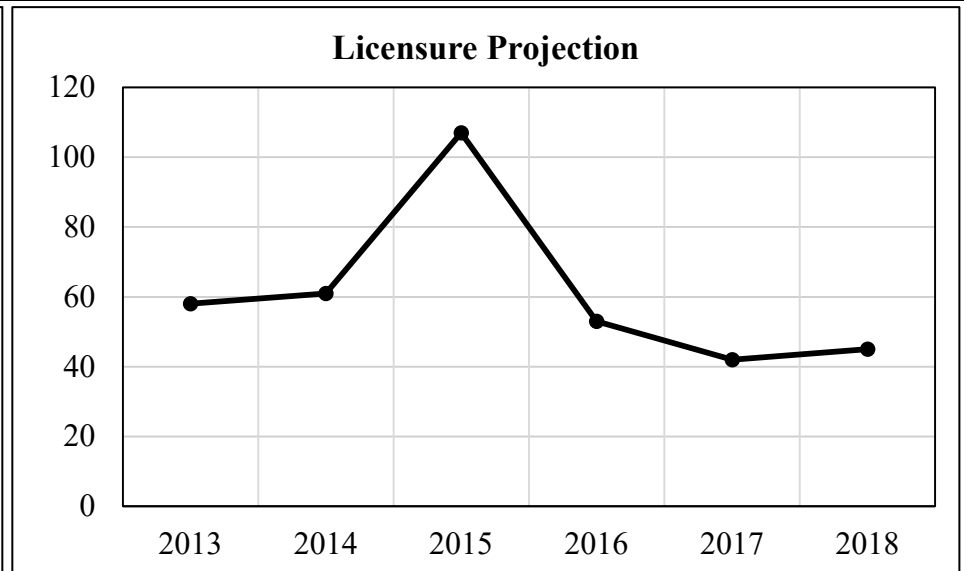
2018 Licensure Count

Total Licensees:
45

New Applications:
4

Processed Same-Day:
0

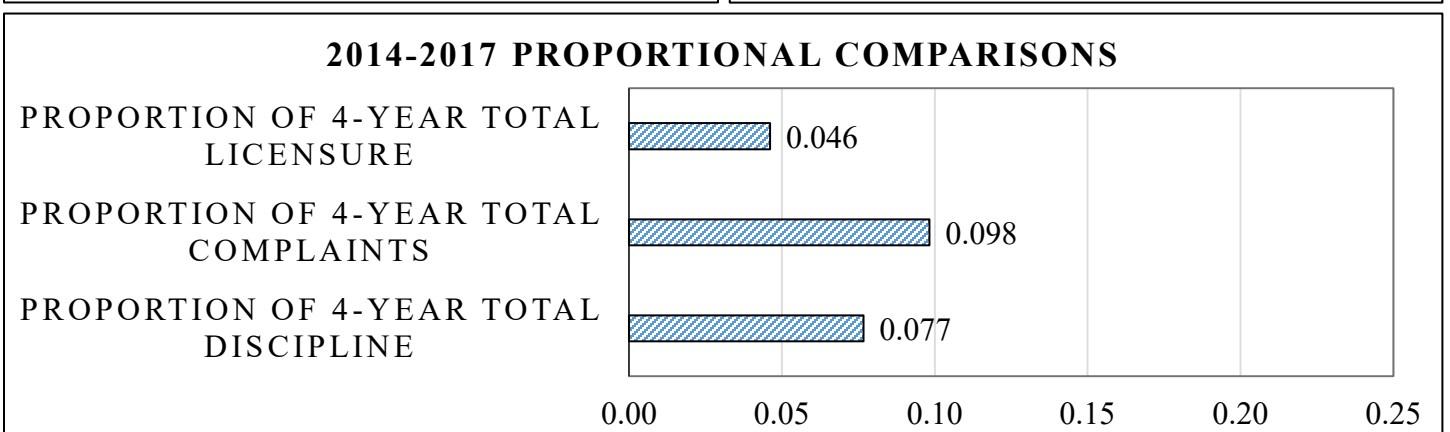
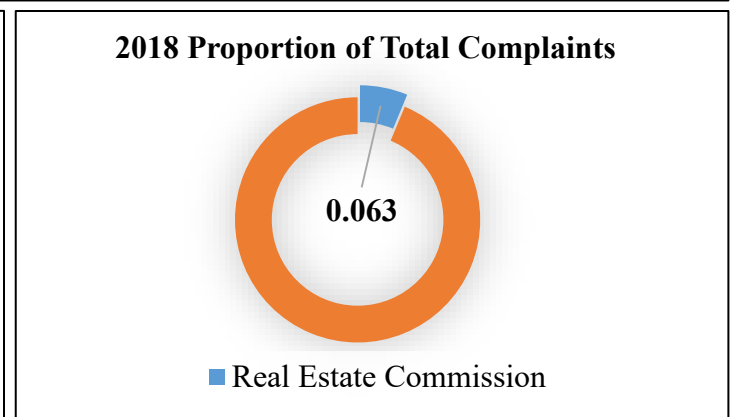
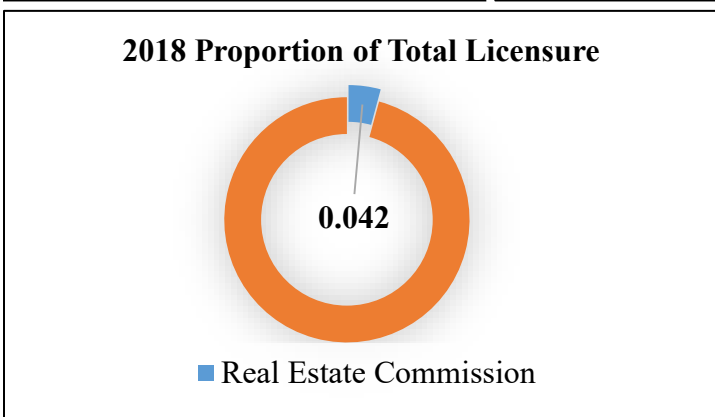
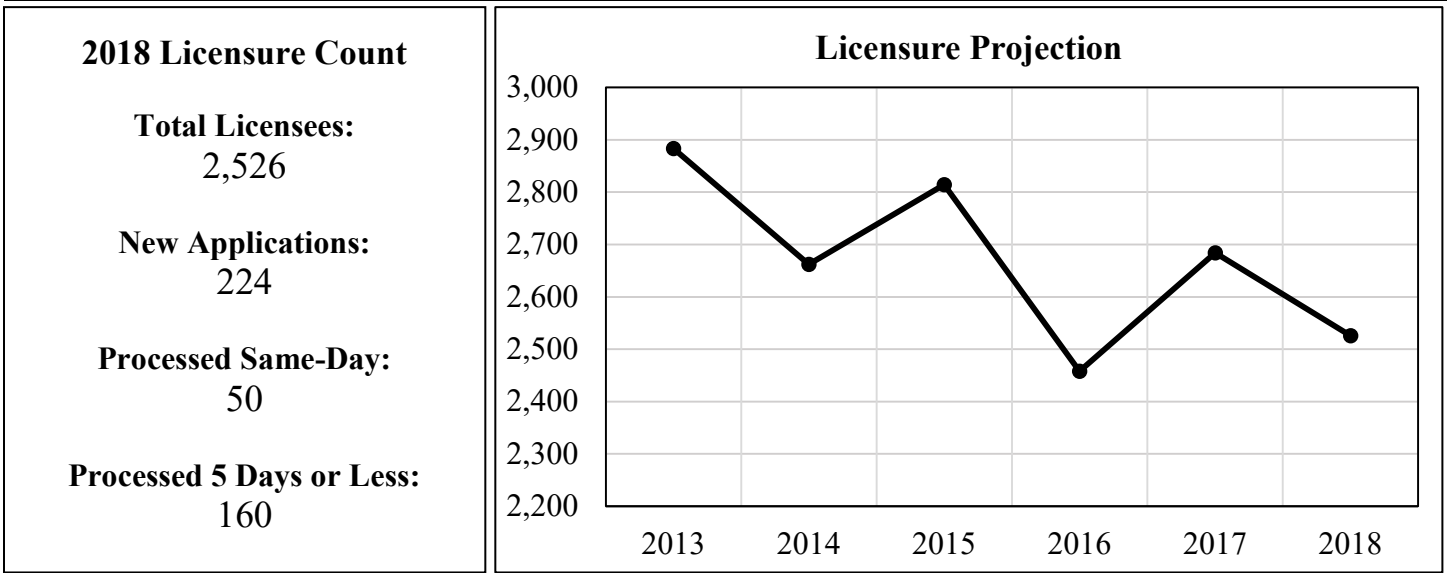
Processed 5 Days or Less:
0



Psychoanalysts comprise less than 1% of OPR’s total licensure. The number of licensed Psychoanalysts in Vermont is decreasing by an average of about 5 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Real Estate Brokers, Salespersons & Brokerage Firms

Regulatory Model: Board	Renewal Cycles: Even Years
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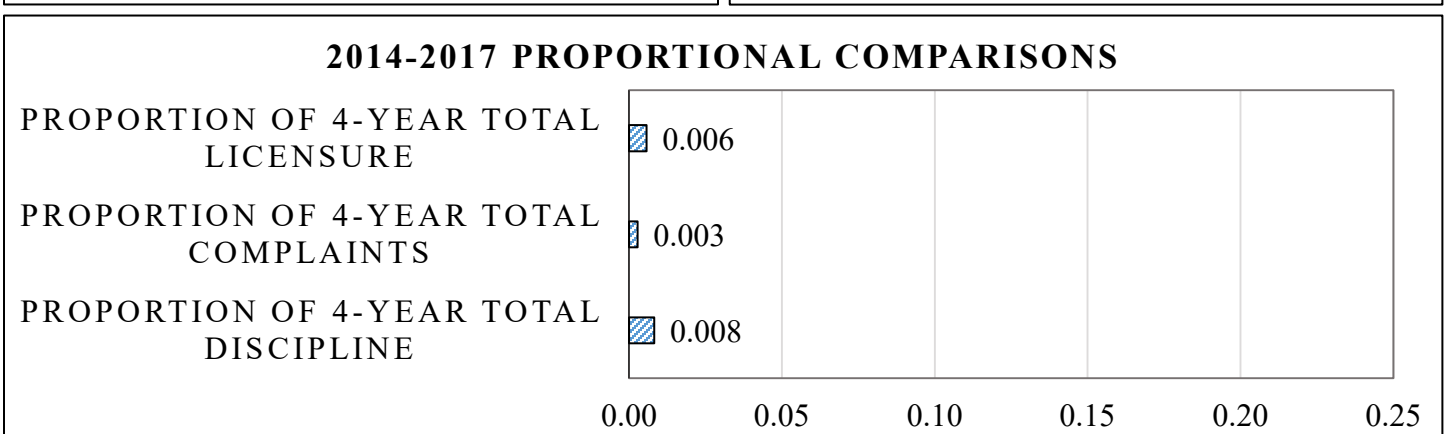
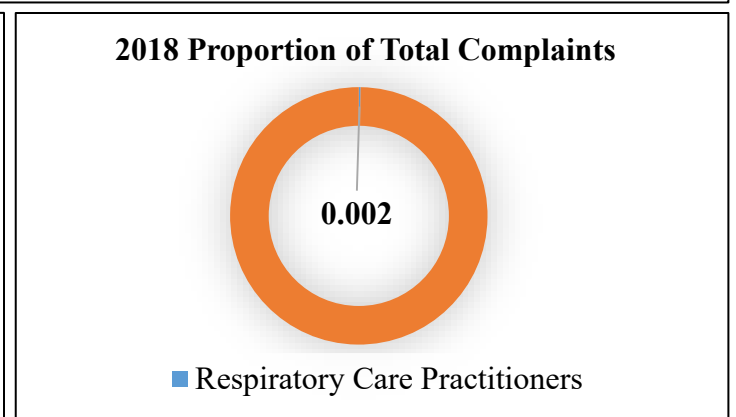
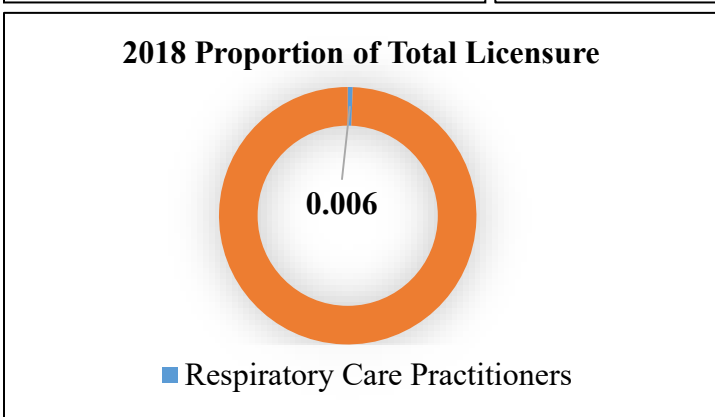
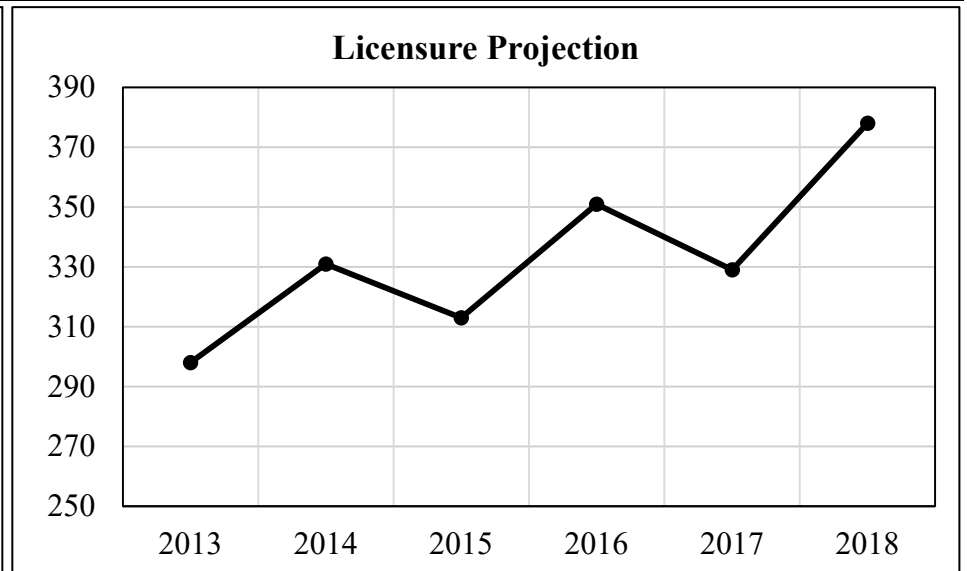


The Vermont Real Estate Brokers, Salespersons, and Brokerage Firms comprise about 4.5% of OPR’s total licensure. The number of licensed real estate sales professionals and firms in Vermont is decreasing by an average of about 60 licenses per year. This profession was responsible for nearly 8% of all discipline cases over the last 4 years.

Respiratory Care Practitioners

Regulatory Model: Advisor	Renewal Cycles: Even Years
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<p>2018 Licensure Count</p> <p>Total Licensees: 378</p> <p>New Applications: 57</p> <p>Processed Same-Day: 2</p> <p>Processed 5 Days or Less: 12</p>

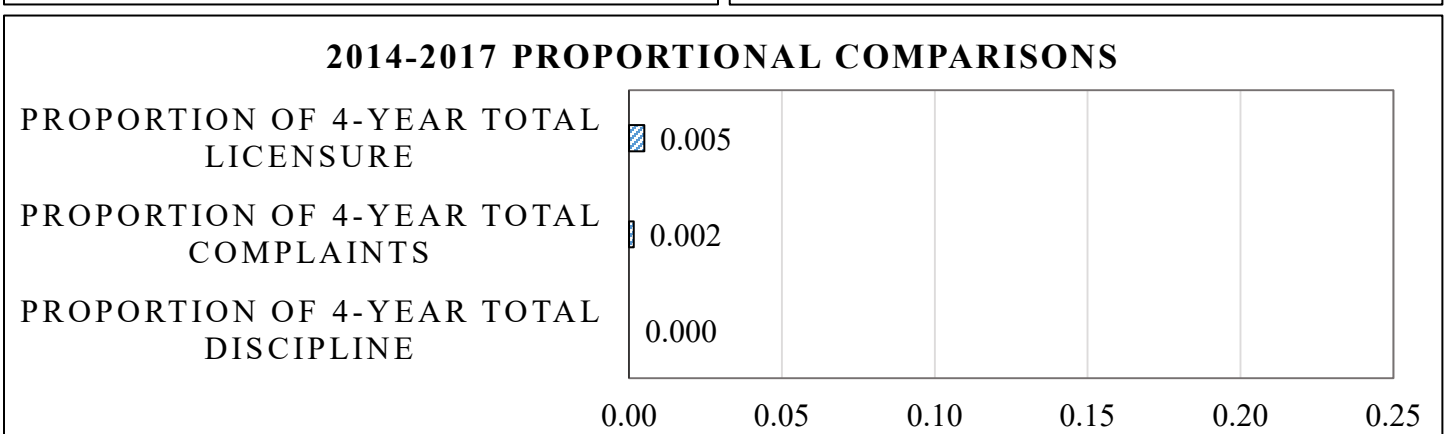
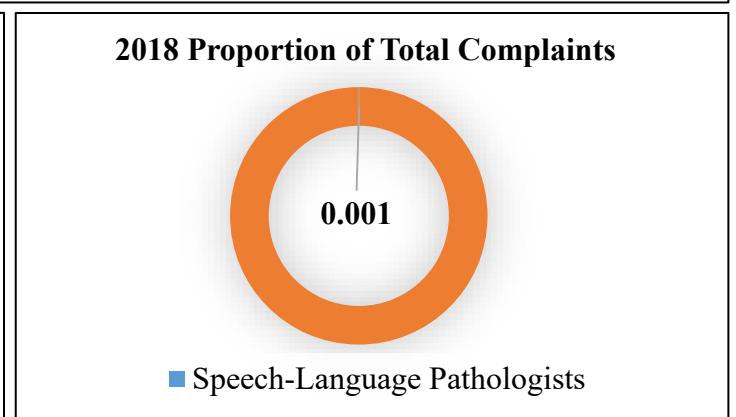
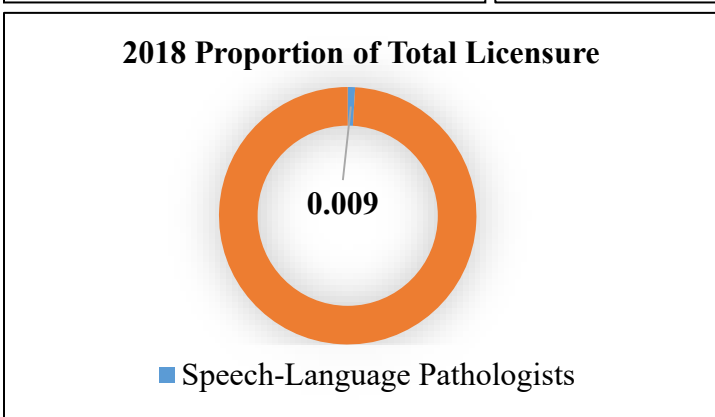
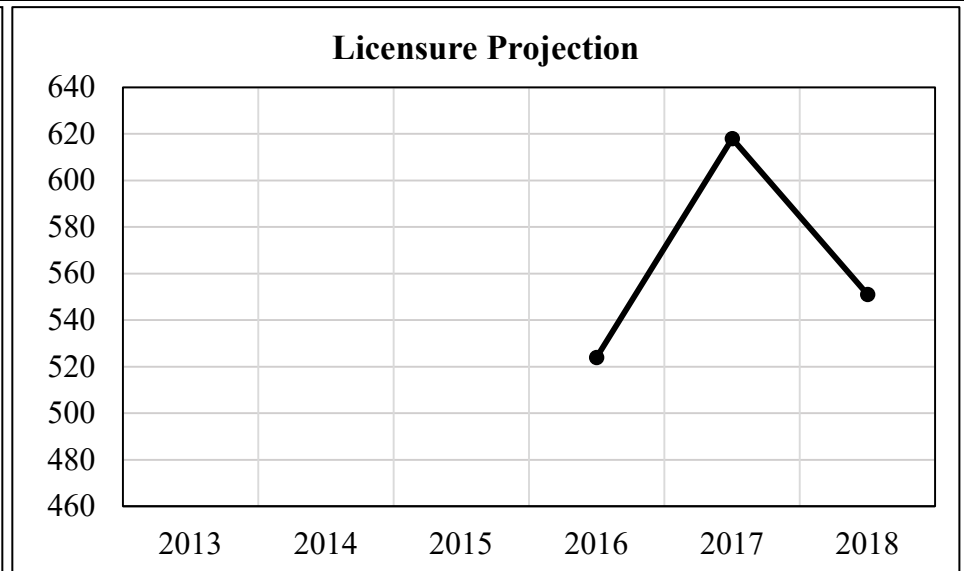


Respiratory Care Practitioners make up less than 1% of OPR’s total licensure. The number of licensed Respiratory Care Practitioners in Vermont is increasing by an average of about 12 individuals per year. This profession was responsible for less than 1% of all discipline cases over the last 4 years.

Speech-Language Pathologists

Regulatory Model: Advisor	Renewal Cycles: Even Years
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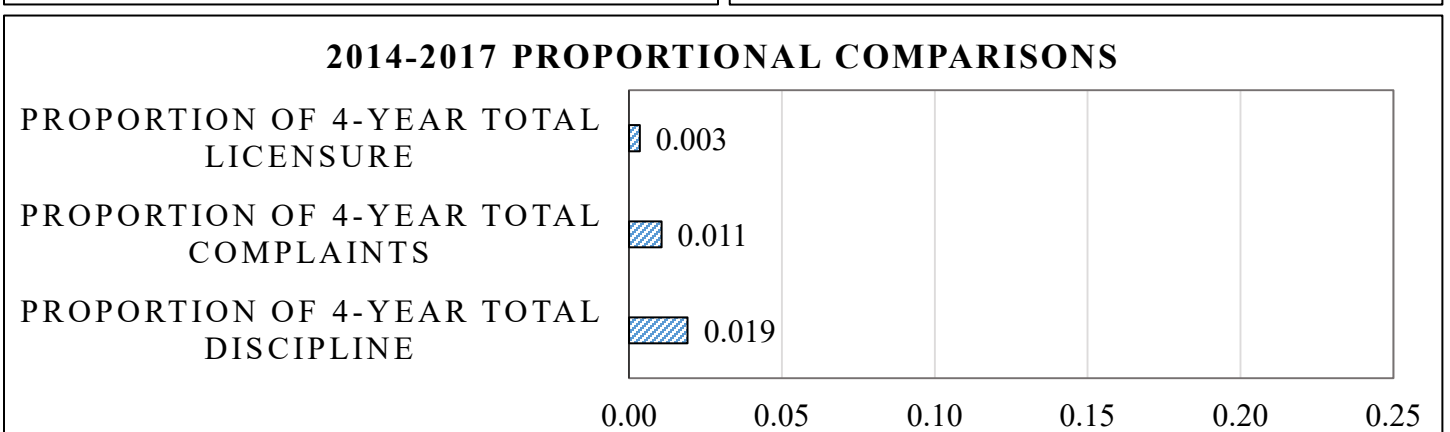
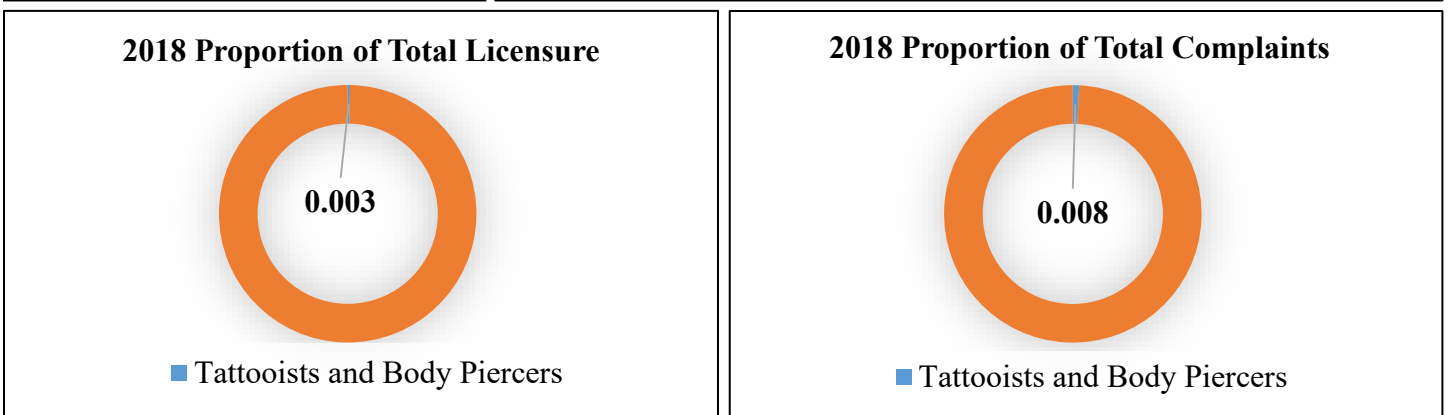
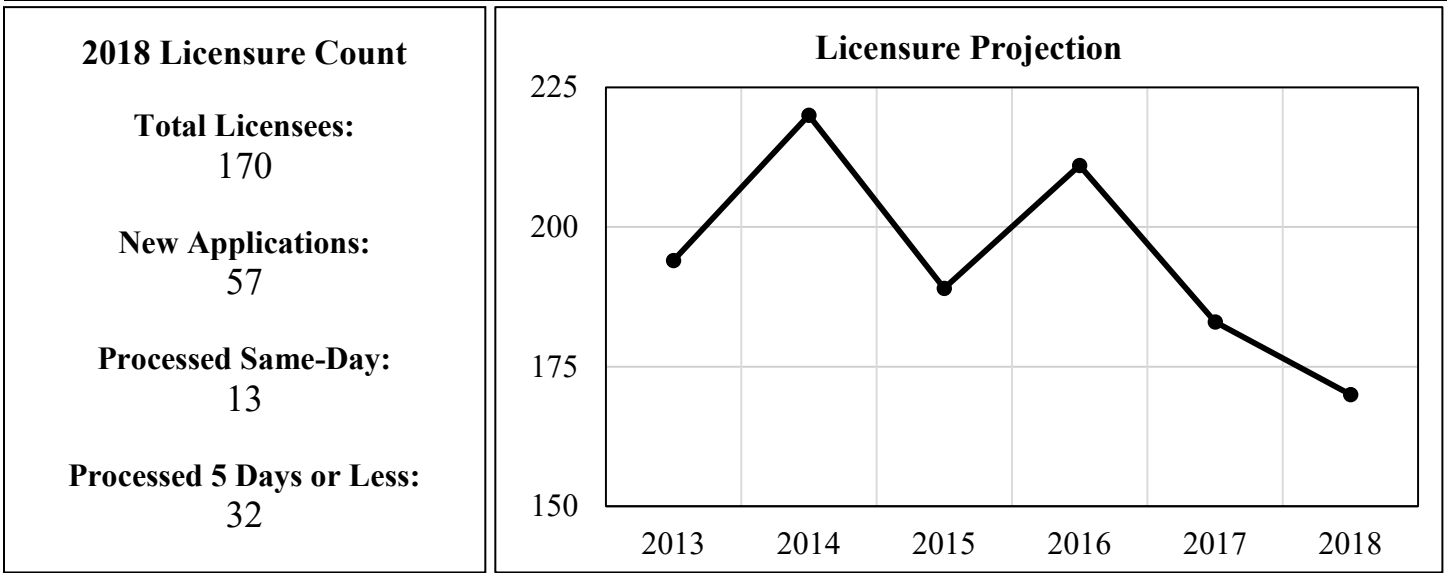
<p>2018 Licensure Count</p> <p>Total Licensees: 551</p> <p>New Applications: 113</p> <p>Processed Same-Day: 64</p> <p>Processed 5 Days or Less: 99</p>



Speech Language Pathologists (SLP) make up less than 1% of OPR’s total licensure. This was a new profession under OPR jurisdiction in 2016 and the number of licensed professionals is expected to increase by an average of about 5 individuals per year.

Tattooists and Body Piercers

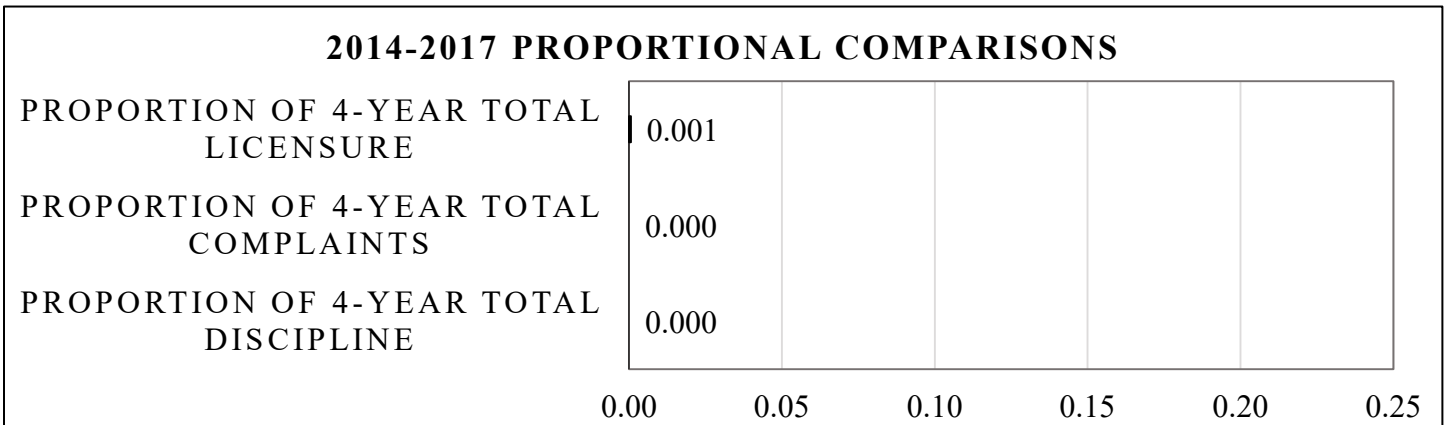
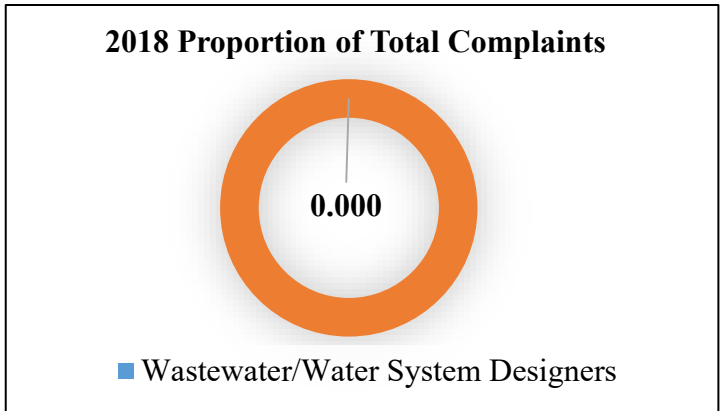
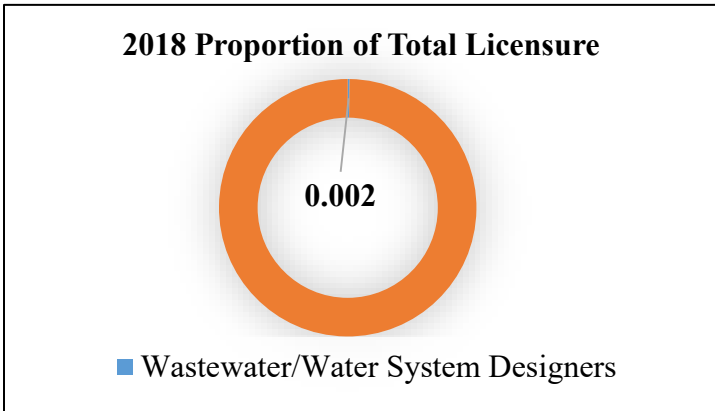
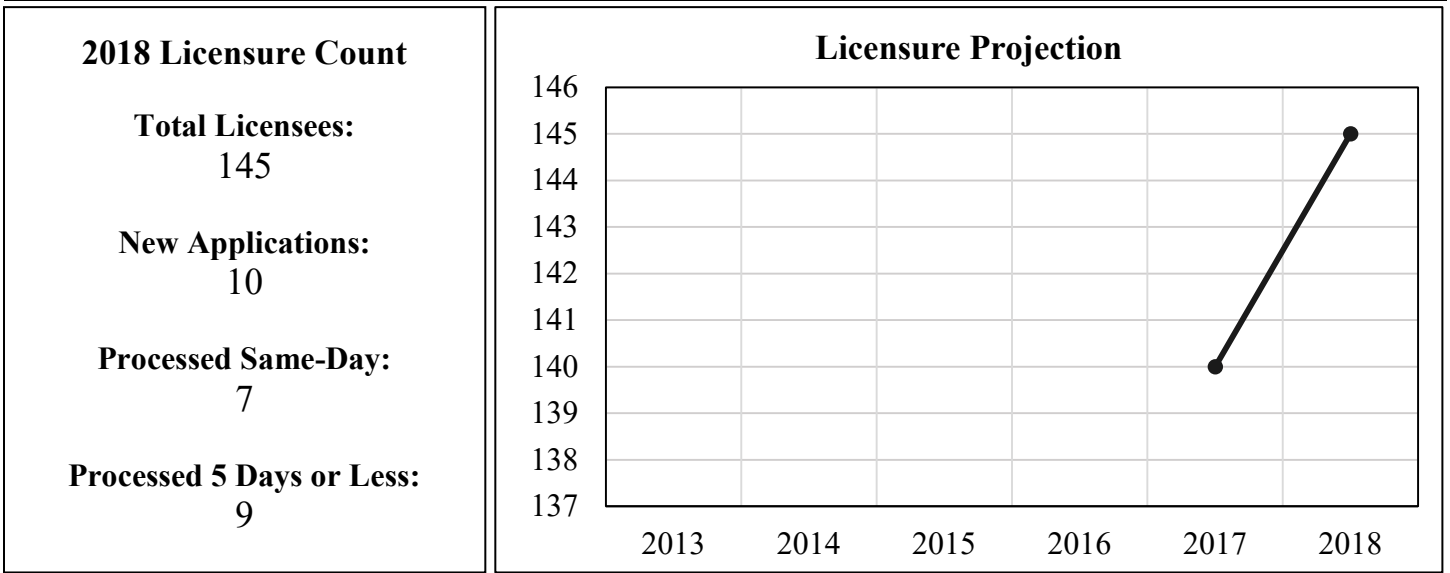
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Tattooists and Body Piercers comprise less than 1% of OPR’s total licensure. The number of licensed Tattooists and Piercers in Vermont is decreasing by an average of about 5 individuals per year. This profession was responsible for nearly 2% of all discipline cases over the last 4 years.

Wastewater/Water System Designers

Regulatory Model: Advisor	Renewal Cycles: Even Years
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Wastewater professionals comprise less than 1% of OPR’s total licensure. This was a new profession under OPR jurisdiction in 2017. Currently this profession is not responsible for any disciplinary cases.

Appendix A: List of Total Licensees 2014-2018

1	Profession	FY14	FY15	FY16	FY17	FY18
2	Accountants, Certified Public	1,262	1,173	1,272	1,352	1,295
3	Accountants, Registered Public	3	3	3	3	3
4	Accountancy Firms	254	253	280	296	266
5	Acupuncturist	157	181	170	188	181
6	Acupuncturist - Detoxification Technician	8	12	12	13	10
7	Alcohol and Drug Abuse Counselors - Licensed	PNR	PNR	PNR	484	524
8	Alcohol and Drug Abuse Counselors - Certified	PNR	PNR	PNR	49	53
9	Alcohol and Drug Abuse Counselors - Apprentice	PNR	PNR	PNR	138	163
10	Applied Behavior Analyst	PNR	PNR	67	97	95
11	Assistant Behavior Analyst	PNR	PNR	8	10	7
12	Architects	1,197	1,155	1,236	1,134	1,221
13	Athletic Trainers	191	180	204	193	166
14	Auctioneers	218	198	209	175	141
15	Audiologist	PNR	PNR	43	52	47
16	Barbers	148	141	148	124	90
17	Barber - Apprentice	8	30	61	89	3
18	Barber Shops	71	68	72	68	54
19	Boxing	6	14	15	5	0
20	Boxing Manager	-	-	-	-	2
21	Chiropractic	257	253	266	256	213
22	Chiropractic - Intern	1	2	-	-	0
23	Cosmetologists	2,810	2,954	2,588	2,743	2,574
24	Cosmetologist - Apprentice	25	20	23	26	20
25	Cosmetology Shops	771	811	730	803	743
26	Cosmetology Schools	4	4	4	3	3
27	Cosmetology - Manicurists	241	261	243	261	246
28	Cosmetology - Manicurists Apprentice	25	25	22	17	19
29	Cosmetology - Estheticians	231	243	205	230	216
30	Cosmetology - Estheticians Apprentice	1	3	4	3	4
31	Dentists	512	551	508	558	504
32	Dentist - Pro Bono	4	6	9	-	0
33	Dentist - Transient Practice Permit	-	-	-	-	0
34	Dental Hygienists	696	730	680	717	630
35	Dental Assistants - Certified	124	130	126	136	136
36	Dental Assistants - Traditional	640	735	636	730	665
37	Dietitians	143	173	162	186	190
38	Electrologist	33	36	39	37	38
39	Electrolysis Office	23	23	25	24	29
40	Engineers, Professional	3,858	4,219	4,466	4,232	3,749
41	Engineering Interns	2,202	2,258	2,221	1,368	1,388
42	Foresters	PNR	PNR	PNR	245	223
43	Funeral Directors	122	117	118	123	91
44	Funeral Establishments	59	54	56	61	34
45	Funeral, Crematory Establishments	11	11	11	11	12
46	Funeral, Removal Personnel	73	73	76	89	74
47	Funeral, Crematory Personnel	PNR	9	13	19	20

	Profession	FY14	FY15	FY16	FY17	FY18
48	Embalmers	83	80	81	88	62
49	Hearing Aid Dispensers	48	79	46	51	39
50	Ionizing Radiation Privileges (Physicians)	143	91	124	123	139
51	Land Surveyors	231	224	238	229	202
52	Landscape Architect	88	80	85	83	94
53	Marriage & Family Therapists	59	61	65	71	79
54	Mental Health Counselor, Clinical	729	728	781	799	879
55	Midwife, Licensed	34	30	32	31	35
56	Motor Vehicle Racing	-	8	5	-	0
57	Unlimited Event Permit - Auto/Truck	8	-	1	8	5
58	Annual Event Permit - Auto/Truck	4	4	5	5	5
59	Annual Event Permit - Motorcycle	2	2	-	-	0
60	Naturopathic Physician	311	308	337	312	280
61	Nurses, Registered	17,742	12,470	14,008	12,947	16,017
62	Nurse, Registered Practitioner with Advanced Practice	666	688	777	829	936
63	Nurse, Registered Practitioner with Advanced Practice - Pro Bono	-	-	-	-	0
64	Nurse, Registered Practitioner with Advanced Practice - Temp	-	-	2	-	0
65	Nurses, Licensed Practical	1,955	2,269	1,799	2,184	1,728
66	Nurses, Licensed Practical - Temporary Permit for Re-Entry	1	-	-	1	1
67	Nurses, Licensed Practical - Temporary License	5	5	1	-	0
68	Nurse Assistants	5,657	4,777	5,510	4,613	5,461
69	Nurse Assistants - Temporary Permit	72	4	-	-	0
70	Nurse Assistants - Temporary License	10	15	-	-	0
71	Nursing Home Administrator	75	91	73	80	69
72	Nursing Home Administrator - Provisional	3	-	10	7	4
73	Occupational Therapists	350	410	388	445	411
74	Occupational Therapist Assistants	108	126	108	127	120
75	Opticians	100	110	117	108	100
76	Optician Trainee	16	32	39	27	21
77	Optometry	107	134	121	113	151
78	Osteopathic Physician	190	183	215	219	215
79	Osteopathic Limited Temporary Physician	11	-	18	26	28
80	Pharmacists	1,112	1,056	1,118	1,202	1,101
81	Pharmacy, Intern	275	200	273	298	209
82	Pharmacy, Institutional	25	18	17	17	4
83	Pharmacy, Investigation & Research Project	4	2	3	5	3
84	Pharmacy Preceptor	1	-	-	-	-
85	Pharmacy, Retail	146	146	152	154	140
86	Pharmacy, Retail Temporary License		-	-	-	-
87	Pharmacy, Home Infusion Pharmacy	2	2	-	-	-
88	Pharmacy, Remote Pilot Project	5	4	-	-	-
89	Pharmacy, Wholesale Drug Outlet	729	731	770	838	883
90	Pharmacy, Drug Research Programs	-	-	-	-	-
91	Pharmacy, Non-Resident Pharmacy	585	625	684	707	658
92	Pharmacy, Telepharmacy	109	94	129	163	145
93	Pharmaceutical Manufacturer	4	4	4	4	4
94	Pharmacy Technicians	1,542	1,206	1,520	1,848	1,476

	Profession	FY14	FY15	FY16	FY17	FY18
95	Physical Therapists	1,146	1,080	1,124	1105	1,038
96	Physical Therapists Assistants	236	214	232	205	197
97	Pollution Abatement Facility Operators	PNR	PNR	PNR	346	359
98	Pollution Abatement Facility Operators - Provisional	PNR	PNR	PNR	58	44
99	Private Investigative & Security Agency	22	20	20	19	20
100	Private Investigative & Security Agency - Sole Proprietor	3	2	2	3	3
101	Private Investigative Agency	47	38	41	44	47
102	Private Investigative Agency - Sole Proprietor	22	18	19	18	19
103	Private Investigative/Security Guard Agency	24	17	18	19	23
104	Private Investigator/Security Guard	139	109	120	123	133
105	Investigative/Security Registered Employee	982	715	1,018	726	998
106	Investigative/Security Registered F/T Employee	70	60	38	28	-
107	Investigative/Security Registered P/T Temporary Employee	83	57	79	34	-
108	Investigative/Security - Licensed Firearms Training Instructor	9	8	9	11	13
109	Property Inspector	PNR	40	95	114	125
110	Psychoanalysts	61	107	53	42	45
111	Psychologist - Master	197	205	196	199	187
112	Psychologist - Doctorate	414	449	417	434	422
113	Psychologist - Doctorate - Temporary License	6	4	2	2	11
114	Psychologist - Trainee	73	-	10	-	-
115	Psychotherapists	1,029	960	1,188	1116	1,334
116	Radiologic Technologist (Radiography)	618	563	613	561	625
117	Radiologic Technologist (Radiography) TEMP	-	-	-	-	-
118	Radiologic Technologist Limited License	10	-	-	-	4
119	Radiation Therapy	67	65	67	61	68
120	Radiation, Nuclear Medicine	67	53	58	51	59
121	Radiation, Limited Licensure	10	6	6	3	-
122	Registered Appraisal Management Companies - Branch Office	2	2	2	2	1
123	Registered Appraisal Management Companies - Main Office	119	131	125	129	127
124	Real Estate Appraiser-State Licensed	29	27	21	21	16
125	Real Estate Appraiser- State Trainee	3	1	-	-	-
126	Real Estate Appraiser-Cert Residential	129	138	113	120	111
127	Real Estate Appraiser-Cert Residential Trainee	9	29	6	12	1
128	Real Estate Appraiser-Cert General	138	152	122	147	144
129	Real Estate Appraiser-Cert General Temporary License	26	-	13	18	9
130	Real Estate Appraiser-Cert General Trainee	10	10	8	6	6
131	Real Estate Brokers	1,016	1,050	927	952	900
132	Real Estate Salespersons	1,028	1,120	1,008	1,176	1,125
133	Real Estate Offices - Main and Branch	618	643	523	556	501
134	Real Estate Offices - Sole Proprietor	-	1	-	-	-
135	Respiratory Care Practitioner	322	297	340	321	370
136	Respiratory Care Practitioner - Student	9	16	11	8	8
137	Social Workers, Clinical	1,033	1,118	1,093	1,211	1,201
138	Speech-Language Pathologist	PNR	PNR	524	618	551
139	Tattooist	93	80	89	72	63
140	Tattooist - Apprentice	21	18	18	16	24
141	Tattooist - Permanent Cosmetic	5	4	4	3	7
142	Tattooist - Shop	26	23	27	25	17

	Profession	FY14	FY15	FY16	FY17	FY18
143	Body Piercing & Tattooist Operator	35	32	38	31	18
144	Body Piercing & Tattooist Shop	28	26	28	24	24
145	Body Piercing & Tattooist - Apprentice	2	2	3	6	3
146	Body Piercing Shop	1	-	-	1	-
147	Body Piercing - Apprentice	9	4	4	5	5
148	Veterinarians	606	538	594	581	614
149	Wastewater/Water System Designers	PNR	PNR	PNR	140	145
	TOTALS	60,388	54,458	57,753	57,633	59,715

Appendix B: New Cases Received Fiscal Years 2014-2018

Profession	2014	2015	2016	2017	2018
Acupuncturists	2	0	3	1	4
Alcohol & Drug Abuse Counselors	1	1	3	4	9
Applied Behavior Analysts	PNR	PNR	1	0	4
Athletic Trainers	0	0	1	1	2
Auctioneers	3	2	2	3	5
Audiologists	0	0	0	1	0
Barbers & Cosmetologists	71	21	18	30	35
Board of Allied Mental Health Practitioners	26	11	31	23	37
Board of Architects	6	4	1	1	2
Board of Chiropractic	5	3	3	2	4
Board of Dental Examiners	47	29	31	34	57
Board of Land Surveyors	2	3	5	3	4
Board of Nursing	323	243	205	212	235
Board of Optometry	0	3	2	2	3
Board of Osteopathic Physicians and Surgeons	7	7	7	7	1
Board of Pharmacy	64	93	96	133	181
Board of Private Investigative and Security Services	19	10	0	18	12
Board of Professional Engineering	16	15	5	14	4
Board of Psychological Examiners	14	5	3	13	11
Board of Public Accountancy	26	23	16	5	26
Board of Radiologic Technology	1	2	1	1	1
Board of Real Estate Appraisers	16	8	5	10	13
Board of Veterinary Medicine	6	10	4	5	5
Boxing	0	0	0	0	0
Clinical Social Workers	13	9	11	3	10
Dietitians	1	0	1	0	0
Electrology	0	2	1	0	3
Foresters	PNR	PNR	PNR	2	2
Funeral Service	12	1	7	9	6
Hearing Aid Dispensers	3	3	3	0	3
Landscape Architects	1	1	0	0	1
Midwifery	2	0	3	8	15
Motor Vehicle Racing	0	0	0	1	2
Naturopathic Physicians	1	5	4	1	0
Nursing Home Administrators	11	0	1	1	5
Occupational Therapists	0	2	0	0	4
Opticians	0	1	0	1	1
Physical Therapists	0	2	4	3	12
Pollution Abatement Facility Operators	PNR	PNR	PNR	1	0
Property Inspectors	PNR	0	5	1	3
Psychoanalysts	0	0	0	0	1
Real Estate Commission	98	53	53	46	56
Respiratory Care Practitioners	0	1	2	4	2
Speech-Language Pathologists	PNR	PNR	1	3	1
Tattooists and Body Piercers	4	13	1	9	7
Wastewater/Water System Designers	PNR	PNR	PNR	0	0
Other/Unknown	NR	NR	NR	NR	101
TOTALS	801	586	540	616	890

PNR = Previously not Regulated

NR = Not reported

Appendix C: Receipts/Expenditures by Profession for Fiscal Years 2015-2018

	Fiscal Year 2015		Fiscal Year 2016		Fiscal Year 2017		Fiscal Year 2018	
	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures
Accountancy	\$66,640	\$123,734	\$163,580	\$136,486	\$50,760	\$177,533	\$148,060	171,046
Architects	\$177,940	\$98,960	\$13,920	\$76,778	\$183,735	\$130,939	\$17,170	105,284
Barber/Cosmetology	\$90,415	\$282,598	\$649,390	\$246,862	\$111,755	\$447,805	\$608,255	382,520
Chiropractic	\$71,485	\$36,043	\$3,975	\$38,427	\$71,255	\$30,642	\$3,865	28,872
Dental	\$29,367	\$189,574	\$332,803	\$184,060	\$28,520	\$272,670	\$334,075	247,859
Engineers	\$320,975	\$233,358	\$232,915	\$233,108	\$267,780	\$434,779	\$172,565	393,645
Funeral	\$27,100	\$66,295	\$103,745	\$92,217	\$27,080	\$54,715	\$97,490	44,357
Land Surveyors	\$89,155	\$34,734	\$3,125	\$48,280	\$71,340	\$34,232	\$3,120	42,044
Allied Mental Health*	\$209,900	\$119,741	\$50,455	\$175,293	\$249,135	\$238,453	\$40,100	226,571
Nursing	\$2,181,235	\$1,603,916	\$642,775	\$1,649,235	\$2,301,320	\$2,434,618	\$807,364	2,257,383
Optometry	\$41,890	\$22,891	\$16,715	\$24,288	\$29,750	\$18,577	\$11,410	19,209
Osteopath	\$87,900	\$43,650	\$24,315	\$53,205	\$87,280	\$37,699	\$28,890	27,179
Pharmacy	\$461,610	\$402,135	\$455,571	\$610,622	\$505,000	\$722,959	\$477,040	829,290
Private Investigator	\$132,970	\$94,394	\$57,860	\$104,749	\$152,610	\$158,385	\$38,750	158,803
Psychology	\$7,750	\$67,219	\$143,065	\$58,251	\$8,325	\$87,187	\$142,380	79,264
Radiologic Technology	\$88,125	\$49,420	\$13,255	\$54,454	\$95,925	\$75,254	\$14,710	71,961
Real Estate Appraiser	\$42,325	\$82,193	\$132,521	\$50,538	\$35,272	\$86,443	\$135,540	54,254
Real Estate Commission	\$27,810	\$332,850	\$513,080	\$262,663	\$43,935	\$348,758	\$523,818	295,454
Veterinarians	\$129,870	\$50,660	\$21,700	\$50,647	\$120,820	\$62,634	\$12,250	55,832
Advisor Professions ^ϕ	\$451,684	\$404,133	\$453,545	\$422,216	\$634,299	\$732,580	\$569,109	871,284
Admin. Penalties [†]	\$48,170	\$3,255	\$15,250	\$0	\$12,550	\$8,111	\$19,980	0
GRAND TOTAL	\$4,784,316	\$4,341,751	\$4,043,559	\$4,572,379	\$5,088,445	\$6,594,973	\$4,205,940	\$6,362,111

*Includes Mental Health Counselor, Marriage Family Therapist, Psychotherapist

^ϕThe operational costs of Advisor Professions is combined pursuant to 3 V.S.A. § 124

[†]Administrative penalties paid during the fiscal year as part of disciplinary action