

Office of Professional Regulation

FY2024 ANNUAL REPORT

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Director's Note

This has been a year of transition for OPR with many shifts in staffing which has allowed unique opportunities for our existing staff to find new and exciting work within OPR. My name is Michael Warren, I am OPR's Chief Investigator and Interim Director, and I am pleased to be submitting this year's annual report.

In the 2023-2024 session, Vermont Legislature passed several bills impacting OPR. Act 170 created a certification for Peer Support Providers and Peer Recovery Support Specialists to be administered at OPR in partnership with the Vermont Department of Health and the Department of Mental Health. The Administrative Rules are in progress and the certification will begin in July of 2025. Additionally, the legislature deemed that regulation of Community Doulas is necessary for public protection and directed OPR to assess which form of regulation would be appropriate. OPR's report will be submitted in January 2025.

During the 2023-2024 session, the Vermont Legislature authorized OPR to join two additional compacts, the Social Work Licensure Compact and the Occupational Therapy Licensure Compact. OPR is now a member of eight compacts in total with more expected next year. Professional licensure compact participation is good licensing policy for Vermont. Compacts allow non-resident professionals to come to our State with ease, provide necessary services, and reduce the wait times and other barriers to services Vermonters are experiencing. Compact participation remains costly for organizations like OPR which are funded by licensing fees. OPR loses significant licensure fee revenue with the addition of each compact we join, while the total professional conduct enforcement costs increase. OPR is a special fund agency and in the 2023-2024 session, the Vermont Legislature asked OPR to write a report on OPR's funding model and allocations methods which rely on revenue from license fees and submit a report in January 2025.

Outside of new professions and compacts, several changes were made to *Open Meeting Law* which requires decision-making bodies to hold hybrid meetings. Pre-pandemic, OPR's public meetings were based in-person and have been 100% remote since 2020. OPR spent a considerable amount of time planning for this long-anticipated change. Likewise, OPR has begun the *Mental Health Professional Licensing Study*. This will be a multi-year effort to streamline licensing standards in the mental health fields, and reduce barriers to licensure for applicants from marginalized groups. OPR has begun outreach efforts and is currently hosting weekly meetings with stakeholders to discuss potential policy changes across the mental health professions.

As we look into 2025 and beyond, the leadership team at OPR is working diligently to reflect on the recent changes, assess the most appropriate directions forward, and continue to build a strong team to carry out the mission of our agency. We are constantly focused on improving and streamlining our processes while we continue to provide a high level of service to Vermonters.

Respectfully submitted,



Michael D. Warren

OPR's Organization

The Office of Professional Regulation, commonly known as "OPR," is a division of the Secretary of State's Office responsible for supporting the regulatory programs for 51 professions and occupations -- everything from Accountants and Acupuncturists to Tattooists and Veterinarians. Within those 51 professions and occupations, there are 167 different profession types and over 82,000 licensees.

The Legislature created OPR as an umbrella agency to oversee both advisor and board professions where public protection is achieved through a system of licensure and enforcement. OPR provides three distinct services to its various stakeholders:

- 1) **administrative services** including initial licensure and renewal, public meetings, and regulation and statutory reform;
- 2) **enforcement services** including investigation and prosecutor staff necessary to receive complaints from the public and protect the public from incompetent, unethical, or otherwise unprofessional licensees in the regulated professions; and
- 3) **tribunal services** which act in a quasi-judicial capacity for unprofessional conduct or pre-denial of applications.

OPR is headed by a director who oversees a staff of 40 employees including licensing administrators, a deputy director, a general counsel, staff attorneys, policy and system staff, executive officers, case managers, investigators, inspectors, and prosecutors.

Regulation of a profession, occupation, or professional service assures that practitioners meet minimum standards for initial licensure or registration, continue to meet minimum competency requirements on renewal, and if there is a complaint filed, practitioners are held responsible for their conduct.

Licensing Trends, Policies, and Administrative Rule Changes

The following graph (Figure 1) demonstrates how the number of licenses issued by OPR has increased substantially over the last several years, growing by approximately 52% since 2015. This growth is attributed to the addition of newly regulated professions, expansion in certain professions, and the transfer of licensure operations from other agencies to OPR.

Despite these additions, licensure trends show a decrease from fiscal year 2022. Notably, staggered growth cycles are common in professional licensure, and OPR usually observes a dip in active license numbers each odd year given the biennial renewal cycle of some of the largest profession groups. However, the implementation of the Nurse Licensure Compact (NLC) is likely

responsible for the extraordinary reduction in total licensure during FY23: a loss of approximately 10,000 licensees.

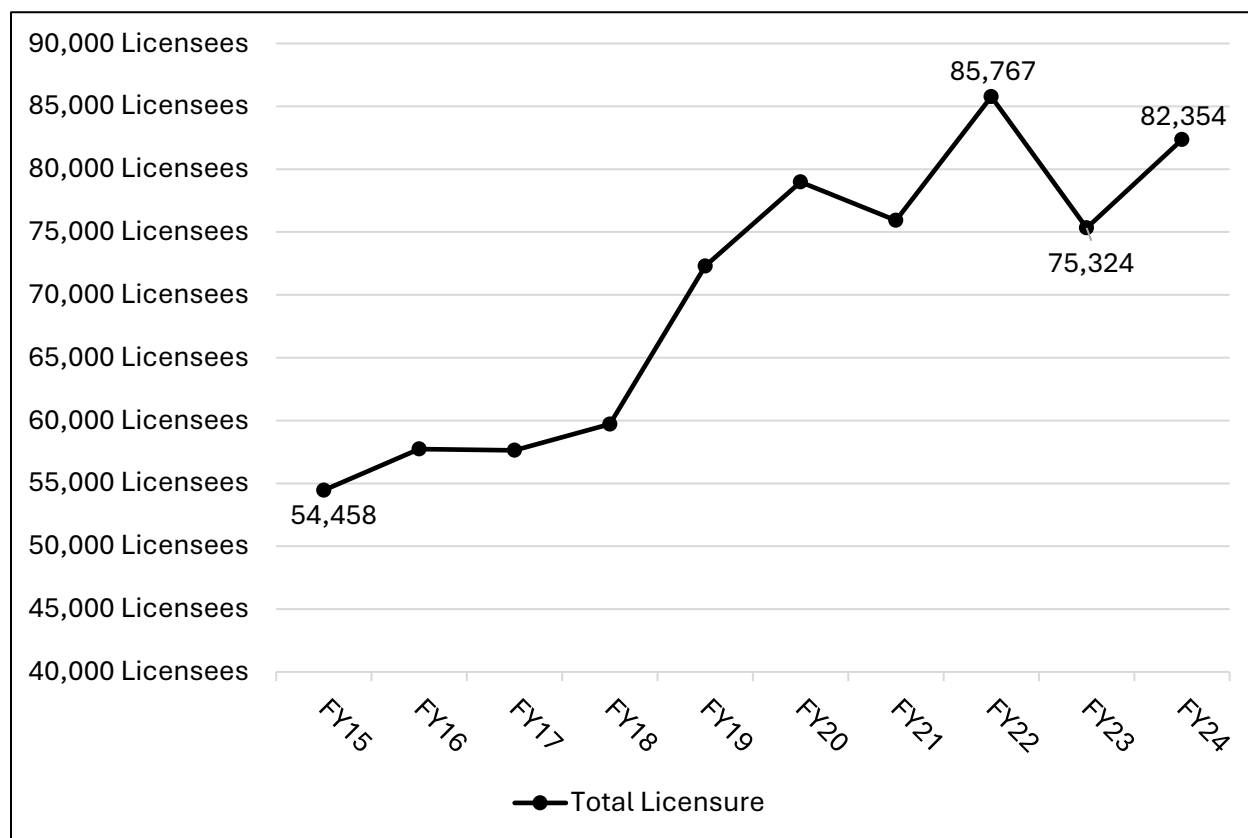


Figure 1: Annual Licensure Data from Fiscal Years 2015 – 2024.

The NLC allows nurses who hold compact licenses from other jurisdictions to work in Vermont without a Vermont nursing license. Consequently, a large portion of Vermont’s RN and LPN populations were no longer required to hold a license in Vermont and allowed their licenses to expire at the time of renewal. Additionally, new nurses coming to Vermont with an active compact license do not need a Vermont license to practice in the state. The decision to adopt the NLC was based on the benefit to both Vermont residents and employers, as RNs and LPNs with compact licenses are able to practice in Vermont without delay.

Joint Statement Regarding IV Therapy Clinics and Medical Spas

Approved by the Board of Medical Practice, Board of Nursing, Board of Pharmacy and the Board of Osteopathic Medicine, this statement provided clear guidance for health care providers regarding the requirements and restrictions for the administration of IV fluids and medications in IV Clinics and Medical Spas. The joint statement aimed to enhance public protection and educate licensees on what is considered unprofessional conduct.

Licensing Unit FY24 Summary

The 2024 legislative session was a “compact” session with OPR joining several licensure compacts. The following professions are in the holding/implementation process of becoming part of the National Licensure Compacts for the professions of Physical Therapy, Licensed Clinical Mental Health Counselors, Psychology, Social Workers, Speech Language Pathologists, Audiology and Occupational Therapy. Due to the July flooding in Vermont a state of emergency was issued, and 6-month renewal extensions were issued for the professions of Engineers, Land Surveyors and Foresters. OPR implemented the cultural competency continuing education requirement for the mental health professions of Allied Mental Health, Alcohol & Drug Counselors, Social Workers, and Psychology. OPR began tracking geological locations and trades for the residential contractor profession. Policy was adopted for international applicants to be able to obtain licensure in Vermont without having a US SSN. They can apply using a FEIN, Tax ID number or with their passport number.

Professional Regulation Enforcement Division

The Enforcement Division of OPR has two Units working together to meet its public protection mandate: the Investigation Unit and the Prosecution Unit. The purpose of OPR’s enforcement process is to protect the public. The Enforcement Division strives to conduct fair and impartial investigations seeking only to determine the truth of what happened in each circumstance that gave rise to a complaint and to prosecute only when there is a risk to the public health, safety or welfare. The focus of prosecution and discipline against a licensee is remediation to ensure safety and fitness to practice in their profession.

Investigation Unit

The Investigation Unit now consists of six full-time law enforcement investigators, as well as three full-time civil investigators. The role of the Investigation Unit is to conduct thorough, impartial investigations to assist the Prosecution Unit with determining if a licensee engaged in unprofessional conduct. The majority of complaints handled by the Enforcement Division are regulatory (civil) in nature; however, some investigations are criminal and result in the arrest and criminal prosecution of licensees in State and federal court. In FY24, there were thirty-four (34) incidents which were identified as having criminal involvement. Of those thirty-four incidents, nine (9) individuals licensed by OPR were arrested and criminally charged in State court as the result of OPR investigations.

OPR Investigators often travel throughout the State to: conduct in-person interviews of licensees and witnesses; collect necessary documents; and locate and review physical evidence. Investigators use a variety of methods to gather sufficient information for the determination of whether a licensee is engaged in unprofessional conduct.

On April 1, 2023, OPR began regulating the profession of Residential Contractors through a system of registration. As a result of the Residential Contractor Registry, the Investigation Unit has slowly begun to see a rise in complaints filed against residential contractors in Vermont. The enforcement division is currently working through the challenges associated with onboarding the profession due to statutory regulations that prevented the charge of unauthorized practice until April 1, 2024. As of July 1, 2024, we no longer have statutory limitations as to enforcement in this profession. However, we are still receiving many complaints against contractors who are not registered with OPR. Moreover, we continue to see a rise in complaints filed against residential contractors regarding poor quality of work, which is not currently regulated as part of the registry. We anticipate continuing to see a rise in complaints against residential contractors. The enforcement division is continuing to work with other stakeholders (State's Attorney's offices, The Attorney General's Office, The Consumer Assistance Program) to evaluate how we can better improve the regulation of Residential Contractors as we move forward.



In FY24, the Investigation Unit continued to see an increase in the seriousness of the violations alleged in complaints. In the last year, the work of the Investigation Unit has included: several large-scale drug diversion investigations, numerous cases involving unwanted sexual contact by licensed professionals against their clients, cases where licensees financially exploited vulnerable patients or clients, several cases of fraudulently obtained licenses obtained by individuals who were not trained in the profession they were practicing in. These practitioners used fraudulent means (identity theft) to obtain licenses in various states, including Vermont, where they came to work using the fraudulent license. These cases represent extremely unsafe circumstances where individuals with little or no training were responsible for the safety of some of the most vulnerable populations of people in VT. The complex investigations often required multiple investigators along with assistance from outside agencies including the United States Attorney's Office, The US Food and Drug Administration (FDA), Drug Enforcement Administration (DEA), Vermont Adult Protective Services (APS), Vermont State Police, Local Police Departments, and others.

Prosecution Unit

The Prosecution Unit has four State prosecuting attorneys, two case managers, and one paralegal. In FY24, the Chief Prosecutor role changed after the previous Chief Prosecutor transitioned to the role of General Counsel for OPR.

When the investigator completes each investigation, an Investigative Team (or "I-Team"), consisting of the investigator, prosecutor, case manager, and a Board Member/Advisor, reviews the investigation and evidence. The I-Team then meets or communicates to discuss whether the evidence gathered establishes that the licensee engaged in unprofessional conduct, and, if so, whether the licensee should be subject to public prosecution and discipline. If the investigation does not reveal evidence that supports public prosecution for unprofessional conduct, the complaint is then closed with no further action, and the complainant and licensee are notified of the outcome.

If the prosecutor determines the complaint warrants public prosecution based upon the investigation, the prosecutor files a Specification of Charges identifying the alleged conduct of the licensee and the alleged violations of law. If the licensee contests the Charges and files an Answer, a hearing before the Hearing Authority, either a Board of professionals or an Administrative Law Officer, is scheduled. Before the hearing, the parties exchange documents and exhibits and may take depositions. The parties also have the opportunity to negotiate a mutually acceptable resolution, which must be approved by the hearing authority. If the case is not settled and proceeds to a final hearing, the parties present evidence and witness testimony to the Hearing Authority. After hearing, the Hearing Authority issues a written decision which includes factual findings and either a dismissal of the Charges or a determination of unprofessional conduct. If the Board or Administrative Law Officer determines the licensee engaged in unprofessional conduct,

the final order sets forth discipline against the licensee, which is published on OPR's website and is a matter of public record. The sanctions resulting from the disciplinary process can range from: a warning, reprimand, suspension, revocation, monetary administrative penalty, coursework, and/or a conditioned license for a period of time with requirements such as supervision, limited practice setting, random drug testing, and employer reports. Upon issuance of the final order, a licensee may appeal the decision. The intermediate appeal is heard by an Administrative Law Officer within OPR. If the licensee appeals the intermediate decision, the final appeal is heard by the Vermont Supreme Court. If the licensee is subject to conditions as the result of the final order, the case manager monitors compliance to ensure requirements are met.

In FY24, the Vermont Board of Pharmacy approved a \$275,000 fine as part of a settlement between the State of Vermont and Walgreens, a national pharmacy chain and Vermont's largest chain pharmacy. The \$275,000 fine resulted from an 18-month-long investigation and charges that were filed in response to 70 complaints that alleged unsafe working conditions across Walgreens' 32 Vermont locations.

Also in FY24, OPR Enforcement began utilizing assistance from the Vermont Department of Taxes Setoff Debt Collection Program to collect delinquent unpaid fines from respondents. Prior to this assistance, there were few viable options for collecting unpaid fines.

Enforcement Unit FY24 Summary

During FY24, the enforcement division received over 900 complaints. The Division resolved almost 1,100 complaint cases, including the following:

- Approximately 340 complaints were screened out and/or referred to other agencies for reasons including but not limited to:
 - a lack of jurisdiction;
 - the complaint was anonymous and did not provide adequate information;
 - the complaint did not allege facts that would constitute unprofessional conduct;
- Investigators completed over 600 investigations;
- Prosecutors closed approximately 420 complaint cases after investigation and I-Team review;
- Prosecutors filed charges in over 150 cases; and
- Disciplinary sanctions were ordered in approximately 215 cases.

Legislative Updates

During Vermont's 2024 session, the legislature passed several bills which impact OPR:

OPR Bill H.870 ([ACT 158](#))

- A change in the regulatory fee fund striking the clause restricting civil penalties to board education and training;
- Updates to Title 18 and Naturopathic Physicians filing of birth and death certificates;
- Adds the State authority to conduct fingerprint-supported background checks for psychologists;
- Updates to the definition of esthetics and the creation of new shop licenses for nail tech shops, permanent cosmetic tattoo shops, and esthetic shops;
- Changes to advisor makeup for tattoo and body piercing to replace the Health Department representative and with a permanent cosmetic licensee; and
- Exception for students of Osteopathy to be able to conduct their residency in Vermont facilities.

Open Meeting Law S.55 ([ACT 133](#))

- Decision making bodies required to hold public meetings in a hybrid format;
- Requirement to record all public meetings and post online for 30 days following the approval of the meeting minutes; and
- Advisor groups are permitted to remain remote without a recording requirement.

Peer Support Specialists H.847 ([ACT 170](#))

- Creates 2 new certification credentials to be regulated through OPR:
 - Peer Support Providers and
 - Peer Recover Support Specialists.

Doulas S.109 ([ACT 97](#))

- Requires OPR to perform a sunrise analysis to determine the best form of regulation for community doulas.

Contractor Data S.253 ([ACT 151](#))

- Requires OPR to collect and report on geographic service areas for registered residential contractors;

- Requires registrants to acknowledge they are required to comply with residential building energy standards and commercial building energy standards;
- Updated the sample contract to include notice that contractors are required by law to comply with RBES (residential building energy standards); and
- Requires OPR to participate in an energy code compliance work group.

OT Compact H.247 ([ACT 112](#))

- Enters Vermont into the Occupational Therapy Interstate Licensure Compact

Social Work Compact H.543 ([ACT 91](#))

- Enters Vermont into the Social Work Licensure Compact

Appendix A: End of Fiscal Year 2024 Credential Counts

Board Name	Profession Type	Licenses
Accountancy	Accounting Firm	158
Accountancy	Certified Public Accountant	1,167
Accountancy	Non-Resident Accounting Firm with Mobility	85
Accountancy	Registered Public Accountant	2
Acupuncturists	Acupuncturist	224
Acupuncturists	Acupuncturist - Interim Telehealth Registration	1
Alcohol & Drug Abuse Counselors	Apprentice Addiction Professional	83
Alcohol & Drug Abuse Counselors	Certified Alcohol & Drug Abuse Counselor	21
Alcohol & Drug Abuse Counselors	Certified Alcohol & Drug Abuse Counselor - Interim Telehealth Registration	4
Alcohol & Drug Abuse Counselors	Licensed Alcohol & Drug Abuse Counselor	478
Alcohol & Drug Abuse Counselors	Licensed Alcohol & Drug Abuse Counselor - Interim Telehealth Registration	25
Allied Mental Health Practitioners	Licensed Clinical Mental Health Counselor	1,439
Allied Mental Health Practitioners	Licensed Clinical Mental Health Counselor - Interim Telehealth Registration	1,065

Allied Mental Health Practitioners	Licensed Clinical Mental Health Counselor - Provisional	8
Allied Mental Health Practitioners	Licensed Marriage and Family Therapist	144
Allied Mental Health Practitioners	Licensed Marriage and Family Therapist - Interim Telehealth Registration	246
Allied Mental Health Practitioners	Licensed Marriage and Family Therapist - Provisional	1
Allied Mental Health Practitioners	Non-Licensed & Non-Certified Psychotherapist	1,890
Allied Mental Health Practitioners	Non-Licensed & Non-Certified Psychotherapist - Interim Telehealth Registration	6
Architects	Architect	1,506
Athletic Trainers	Athletic Trainer	235
Auctioneers	Auctioneer	155
Audiologists	Audiologist	91
Audiologists	Audiologist - Interim Telehealth Registration	10
Audiologists	Audiologist - Provisional	1
Barbers & Cosmetologists	Barber	153
Barbers & Cosmetologists	Barber - Apprentice	8

Barbers & Cosmetologists	Barber - Limited	82
Barbers & Cosmetologists	Barber Shop	50
Barbers & Cosmetologists	Cosmetologist	2,618
Barbers & Cosmetologists	Cosmetologist - Apprentice	22
Barbers & Cosmetologists	Cosmetology Shop	758
Barbers & Cosmetologists	Esthetician	364
Barbers & Cosmetologists	Esthetician - Apprentice	5
Barbers & Cosmetologists	Nail Technician	296
Barbers & Cosmetologists	Nail Technician - Apprentice	50
Barbers & Cosmetologists	School of Cosmetology	8
Behavior Analysts	Applied Behavior Analyst	299
Behavior Analysts	Applied Behavior Analyst - Interim Telehealth Registration	14
Behavior Analysts	Applied Behavior Analyst - Provisional	1
Behavior Analysts	Assistant Behavior Analyst	17
Boxing	Professional Promoter	1
Chiropractic	Chiropractic Intern	1

Chiropractic	Chiropractic Physician	258
Chiropractic	Chiropractic Physician - Interim Telehealth Registration	5
Dental Examiners	Dental Hygienist	658
Dental Examiners	Dental Hygienist - Interim Telehealth Registration	1
Dental Examiners	Dental Therapist	1
Dental Examiners	Dentist	604
Dental Examiners	Dentist - Interim Telehealth Registration	15
Dental Examiners	Registered Certified Dental Assistant	141
Dental Examiners	Registered Traditional Dental Assistant	733
Dietitians	Dietitian	312
Dietitians	Dietitian - Interim Telehealth Registration	92
Dietitians	Dietitian - Provisional	1
Electrology	Electrologist	30
Electrology	Electrology Office	25
Engineering	Engineer Intern	1,549
Engineering	Professional Engineer	4,733
Engineering	Professional Engineer - Emergency Temporary License	2
Foresters	Forester	262
Funeral Service	Disposition Facility	16
Funeral Service	Disposition Facility Personnel	41
Funeral Service	Embalmer	61

Funeral Service	Funeral Director	124
Funeral Service	Funeral Director Apprentice	27
Funeral Service	Funeral Embalmer Apprentice	1
Funeral Service	Funeral Establishment	55
Funeral Service	Removal Personnel	118
Hearing Aid Dispensers	Hearing Aid Dispenser	49
Hearing Aid Dispensers	Hearing Aid Dispenser - Interim Telehealth Registration	2
Land Surveyors	Land Surveyor	235
Landscape Architects	Landscape Architect	145
Massage Therapy, Bodyworkers, and Touch Professionals	Massage Therapist, Bodyworker, or Touch Professional	1,264
Midwifery	Midwife	40
Mixed Martial Arts	Mixed Martial Arts Contestant	79
Mixed Martial Arts	Mixed Martial Arts Participant	44
Mixed Martial Arts	Mixed Martial Arts Promoter	2
Motor Vehicle Racing	Annual Event Permit	7
Motor Vehicle Racing	Unlimited Event Permit	4

Naturopathic Physicians	Naturopathic Physician	419
Naturopathic Physicians	Naturopathic Physician - Interim Telehealth Registration	19
Notaries Public	Notary Public	9,196
Nursing	Advanced Practice Registered Nurse	2,381
Nursing	Advanced Practice Registered Nurse - Interim Telehealth Registration	578
Nursing	Licensed Nursing Assistant	5,182
Nursing	Licensed Nursing Assistant - Interim Telehealth Registration	37
Nursing	Licensed Nursing Assistant - Provisional	361
Nursing	Licensed Practical Nurse	1,344
Nursing	Licensed Practical Nurse - Interim Telehealth Registration	16
Nursing	Licensed Practical Nurse - Provisional	20
Nursing	Registered Nurse	12,616
Nursing	Registered Nurse - Interim Telehealth Registration	64
Nursing	Registered Nurse - Provisional	118
Nursing Home Administrators	Nursing Home Administrator	91
Nursing Home Administrators	Nursing Home Administrator - Interim Telehealth Registration	1
Nursing Home Administrators	Nursing Home Administrator-in-Training	13

Occupational Therapy	Occupational Therapist	492
Occupational Therapy	Occupational Therapist - Interim Telehealth Registration	28
Occupational Therapy	Occupational Therapy Assistant	99
Occupational Therapy	Occupational Therapy Assistant - Interim Telehealth Registration	3
Opticianry	Optician	112
Opticianry	Optician - Trainee	50
Optometry	Optometrist	170
Optometry	Optometrist - Interim Telehealth Registration	5
Osteopathic Physicians & Surgeons	Limited Temporary Osteopathic Physician	72
Osteopathic Physicians & Surgeons	Limited Temporary Osteopathic Physician - Interim Telehealth Registration	3
Osteopathic Physicians & Surgeons	Osteopathic Physician	415
Osteopathic Physicians & Surgeons	Osteopathic Physician - Interim Telehealth Registration	64
Osteopathic Physicians & Surgeons	Osteopathic Physician IMLC Compact	254
Pharmacy	503B Outsourcer	35

Pharmacy	Community Based Long Term Care Pharmacy	4
Pharmacy	In-State Manufacturing Drug Outlet	7
Pharmacy	Instate Pharmacy	126
Pharmacy	Institutional Long Term Care Pharmacy	1
Pharmacy	Institutional Pharmacy	17
Pharmacy	Investigation & Research Project Pharmacy	1
Pharmacy	Non-Resident Manufacturer	675
Pharmacy	Non-Resident Pharmacy	781
Pharmacy	Nuclear/Radiologic Pharmacy	14
Pharmacy	Out of State Telepharmacist	235
Pharmacy	Pharmacist	1,560
Pharmacy	Pharmacist - Emergency Temporary License	4
Pharmacy	Pharmacist - Interim Telehealth Registration	140
Pharmacy	Pharmacist - Provisional	2
Pharmacy	Pharmacy Intern	69
Pharmacy	Pharmacy Technician	1,676
Pharmacy	Pharmacy Technician - Emergency Temporary License	2
Pharmacy	Pharmacy Technician - Interim Telehealth Registration	3
Pharmacy	Pharmacy Technician - Provisional	5
Pharmacy	Third Party Logistics Provider	185
Pharmacy	Wholesale Drug Outlet	579

Physical Therapy	Physical Therapist	1,418
Physical Therapy	Physical Therapist - Interim Telehealth Registration	55
Physical Therapy	Physical Therapist - Provisional	1
Physical Therapy	Physical Therapist Assistant	242
Physical Therapy	Physical Therapist Assistant - Interim Telehealth Registration	3
PI & Security Services	Licensed Private Investigator - Transient Practice	2
PI & Security Services	Licensed Private Investigator and/or Security Guard	153
PI & Security Services	Licensed Private Investigator and/or Security Guard - Emergency Temporary License	8
PI & Security Services	Licensed Private Investigator/Security Instructor	13
PI & Security Services	Private Investigative & Security Services Agency	17
PI & Security Services	Private Investigative Agency	48
PI & Security Services	Registered Private Investigative/Security Employee	941
PI & Security Services	Registered Private Investigative/Security Employee - Emergency Temporary License	42
PI & Security Services	Security Services Agency	33
Pollution Abatement Facility Operators	Pollution Abatement Facility Operator	336

Pollution Abatement Facility Operators	Pollution Abatement Facility Operator Provisional	73
Property Inspectors	Property Inspector	139
Psychoanalysts	Psychoanalyst	53
Psychoanalysts	Psychoanalyst - Interim Telehealth Registration	12
Psychological Examiners	Psychologist - Doctorate	558
Psychological Examiners	Psychologist - Doctorate - Interim Telehealth Registration	601
Psychological Examiners	Psychologist - Doctorate - Temporary License	5
Psychological Examiners	Psychologist - Master	193
Psychological Examiners	Psychologist - Master - Interim Telehealth Registration	3
Radiologic Technology	Ionizing Radiation Privileges (Physicians)	143
Radiologic Technology	Nuclear Medicine Technologist	64
Radiologic Technology	Nuclear Medicine Technologist - Provisional	3
Radiologic Technology	Radiation Therapist	72
Radiologic Technology	Radiologic Technologist (Radiography)	787

Radiologic Technology	Radiologic Technologist (Radiography) - Interim Telehealth Registration	3
Radiologic Technology	Radiologic Technologist (Radiography) - Provisional	14
Radiologic Technology	Radiologic Technologist Limited License	2
Real Estate Appraisers	Certified General Real Estate Appraiser	134
Real Estate Appraisers	Certified General Real Estate Appraiser - Temporary License	26
Real Estate Appraisers	Certified General Real Estate Appraiser - Trainee	7
Real Estate Appraisers	Certified Residential Real Estate Appraiser	113
Real Estate Appraisers	Certified Residential Real Estate Appraiser - Temporary License	1
Real Estate Appraisers	Certified Residential Real Estate Appraiser - Trainee	15
Real Estate Appraisers	Federally Regulated Appraisal Management Company	3
Real Estate Appraisers	Licensed Real Estate Appraiser	10
Real Estate Appraisers	Registered Appraisal Management Company - Branch Office	1
Real Estate Appraisers	Registered Appraisal Management Company - Main Office	89
Real Estate Commission	Real Estate Brokerage Firm - Main Office	465

Real Estate Commission	Real Estate Broker	959
Real Estate Commission	Real Estate Brokerage Firm - Branch Office	81
Real Estate Commission	Real Estate Salesperson	1,368
Residential Contractors	Residential Contractor - Business	849
Residential Contractors	Residential Contractor - Individual	541
Respiratory Care	Respiratory Care Practitioner	694
Respiratory Care	Respiratory Care Practitioner - Interim Telehealth Registration	3
Respiratory Care	Respiratory Care Practitioner - Provisional	5
Respiratory Care	Respiratory Care Practitioner - Student	12
Social Work	Licensed Independent Clinical Social Worker	1,720
Social Work	Licensed Independent Clinical Social Worker - Interim Telehealth Registration	858
Social Work	Licensed Independent Clinical Social Worker - Provisional	3
Social Work	Licensed Master's Social Worker	76
Social Work	Licensed Master's Social Worker - Interim Telehealth Registration	219
Speech-Language Pathologists	Speech-Language Pathologist	761
Speech-Language Pathologists	Speech-Language Pathologist - Interim Telehealth Registration	75

Speech-Language Pathologists	Speech-Language Pathologist - Provisional	11
Tattoo & Body Piercing	Body Piercing - Apprentice	8
Tattoo & Body Piercing	Body Piercing & Tattooist - Apprentice	6
Tattoo & Body Piercing	Body Piercing & Tattooist Operator	22
Tattoo & Body Piercing	Body Piercing & Tattooist Shop	28
Tattoo & Body Piercing	Body Piercing Operator	21
Tattoo & Body Piercing	Body Piercing Shop	2
Tattoo & Body Piercing	Permanent Cosmetic Tattooist	39
Tattoo & Body Piercing	Permanent Cosmetic Tattooist - Apprentice	9
Tattoo & Body Piercing	Tattooist - Apprentice	34
Tattoo & Body Piercing	Tattooist Operator	177
Tattoo & Body Piercing	Tattooist Shop	81
Veterinary Medicine	Veterinarian	732
Veterinary Medicine	Veterinarian - Interim Telehealth Registration	10

Veterinary Medicine	Veterinarian - Provisional	1
Wastewater / Water System Designers	Wastewater/Water System Designers	123
Well Drillers	Well Driller	53

Appendix B: Fiscal Year 2024 Enforcement Data

Jurisdiction	Complaints	Dockets
Accountancy	26	3
Acupuncturists	2	
Alcohol & Drug Abuse Counselors	8	58
Allied Mental Health Practitioners	50	3
Auctioneers	1	
Barbers & Cosmetologists	51	1
Behavior Analysts	1	5
Chiropractic	12	
Dental Examiners	52	1
Electrology	1	
Engineering	7	
Foresters	2	
Funeral Service	5	1
Hearing Aid Dispensers	1	2
Land Surveyors	1	4
Massage Therapy, Bodyworkers, and Touch Professionals	34	3
Midwifery	9	
Motor Vehicle Racing	1	
Naturopathic Physicians	4	

Notaries Public	3	8
Nursing	272	22
Nursing Home Administrators	1	0
Optometry	7	
Osteopathic Physicians & Surgeons	13	3
Other	77	
Pharmacy	80	3
Physical Therapy	4	1
PI & Security Services	16	1
Property Inspectors	5	1
Psychoanalysts	1	
Psychological Examiners	23	1
Radiologic Technology	3	
Real Estate Appraisers	9	2
Real Estate Commission	35	1
Residential Contractors	36	
Respiratory Care	2	
Social Work	24	1
Speech-Language Pathologists	2	8
Tattoo & Body Piercing	16	2
Unknown	2	

Veterinary Medicine	21	17
Wastewater / Water System Designers	4	
Well Drillers	1	

Appendix C: End of Fiscal Year 2024 Inspection Counts

Profession	Count
Tattoo & Body Piercing	43
Pharmacy	99
Electrology	3
Barbers & Cosmetologists	33
Motor Vehicle Racing	13
Funeral Service	37
Mixed Martial Arts	3