

STATE OF ARIZONA
BOARD OF PSYCHOLOGIST EXAMINERS
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PHOENIX, AZ 85007
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DOUGLAS A. DUCEY
Governor

HEIDI HERBST PAAKKONEN
Executive Director

August 22, 2023

The Honorable Katie Hobbs
Governor of Arizona
1700 W. Washington
Phoenix, Arizona 85007

RE: Fiscal Year 2025 Budget Request
 Fiscal Year 2025 Strategic Plan Update

Dear Governor Hobbs:

On behalf of the Arizona Board of Psychologist Examiners I submit the Fiscal Year 2025 Budget Request and the Fiscal Year 2025 Strategic Plan Update. One original and one copy of each document are provided here, and an electronic copy has been submitted.

The agency receives no federal funds, and does not have a Capital Improvement Plan.

Please contact me at 602-542-3018 if you have any questions or require additional information.

Regards,

A handwritten signature in cursive script, reading "Heidi Herbst Paakkonen".

Heidi Herbst Paakkonen, M.P.A.
Executive Director



State of Arizona Budget Request

State Agency

Board of Psychologist Examiners

A.R.S. Citation: **A.R.S. §§ 32-2061 et seq.**

Governor Hobbs:

This and the accompanying budget schedules, statements and explanatory information constitute the operating budget request for this agency for Fiscal Year 2025.

To the best of my knowledge all statements and explanations contained in the estimates submitted are true and correct.

Agency Head: **Heidi Herbst Paakkonen**

Title: **Executive Director**

8/22/2023

(signature)

Phone: 6025423018

Prepared by: Heidi Herbst Paakkonen

Email Address: heidi.paakkonen@psychboard.az.gov

Date Prepared: Tuesday, August 22, 2023

Appropriated Funds

| | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|-----------------------------------|--------------------------------|-----------------------------|-----------------------------|
| Total Amount Requested: | 640.0 | 163.3 | 803.3 |
| General Fund | - | - | - |
| Psychologist Examiners Board Fund | 640.0 | 163.3 | 803.3 |

Non-Appropriated Funds

| | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|-----------------------------------|--------------------------------|-----------------------------|-----------------------------|
| Total Amount Planned: | - | - | - |
| Psychologist Examiners Board Fund | - | - | - |
| Board of Psychologist Examiners | 640.0 | 163.3 | 803.3 |

Revenue Schedule

Agency: Board of Psychologist Examiners

Fund: AA1000 General Fund

| AFIS Code | Category of Receipt and Description | FY 2023 Actuals | FY 2024 Estimate | FY 2025 Request |
|----------------------------|--------------------------------------|--------------------|---------------------|--------------------|
| 4372 | Publications & Reproductions | 0.6 | 0.1 | 0.1 |
| 4415 | Occupational & Professional Licenses | 86.1 | 108.3 | 108.3 |
| 4645 | Payment Card Transaction Fees Paid | (1.4) | (1.7) | (1.7) |
| General Fund Total: | | 85.4 | 106.7 | 106.7 |

Forecast Methology

Fund: SY2058 Psychologist Examiners Board Fund

| AFIS Code | Category of Receipt and Description | FY 2023 Actuals | FY 2024 Estimate | FY 2025 Request |
|---|--------------------------------------|--------------------|---------------------|--------------------|
| 4372 | Publications & Reproductions | 5.8 | 0.9 | 0.9 |
| 4415 | Occupational & Professional Licenses | 762.1 | 859.8 | 859.8 |
| 4645 | Payment Card Transaction Fees Paid | (12.3) | (13.9) | (13.9) |
| Psychologist Examiners Board Fund Total: | | 755.6 | 846.8 | 846.8 |

Forecast Methology

Please see FY 24 & FY25 Revenue Projections Attachment that provides a detailed breakdown of anticipated revenues.

| Arizona Board of Psychologist Examiners FY 24 & FY25 Revenue Projections | | | | |
|---|---|--------|--------------------|------------|
| Psychology Revenue | | | | |
| Projections | Publications/Reproductions/Other Fees | | TOTAL | \$ 1,000 |
| | | | GENERAL FUND (10%) | \$ 100 |
| | | | FUND TOTAL (90%) | \$ 900 |
| | | | | |
| | License Renewals | Fee | | |
| | 1000 Active License Renewals | \$ 500 | | \$ 500,000 |
| | 10 Inactive License Renewals | \$ 85 | | \$ 850 |
| | 3 Reinstatements | \$ 200 | | \$ 600 |
| | | | TOTAL | \$ 501,450 |
| | | | GENERAL FUND (10%) | \$ 50,145 |
| | | | FUND TOTAL (90%) | \$ 451,305 |
| | | | | |
| | Initial License Applications | Fee | | |
| | 225 New Applications | \$ 350 | | \$ 78,750 |
| | 25 Reapplications | \$ 200 | | \$ 5,000 |
| | 5 Temporary License applications | \$ 200 | | \$ 1,000 |
| | | | TOTAL | \$ 84,750 |
| | | | GENERAL FUND (10%) | \$ 8,475 |
| | | | FUND TOTAL (90%) | \$ 76,275 |
| | | | | |
| | Telemedicine Out-of-state Registry Applicants | Fee | | |
| | 10 Applications | \$ 600 | | |
| | | | TOTAL | \$ 6,000 |
| | | | GENERAL FUND (10%) | \$ 600 |
| | | | FUND TOTAL (90%) | \$ 5,400 |
| | | | | |
| TOTAL 2058 PSYCHOLOGY ESTIMATED REVENUE | | | | \$ 533,880 |
| | | | | |
| Behavior Analyst Revenue | | | | |
| Projections | Publications/Reproductions/Other Fees | | TOTAL | \$ 50 |
| | | | GENERAL FUND (10%) | \$ 5 |
| | | | FUND TOTAL (90%) | \$ 45 |
| | | | | |
| | License Renewals | Fee | | |
| | 450 Active License Renewals | \$ 500 | | \$ 225,000 |
| | 3 Inactive License Renewals | \$ 85 | | \$ 255 |
| | 2 Reinstatements | \$ 200 | | \$ 400 |
| | | | TOTAL | \$ 225,655 |
| | | | GENERAL FUND (10%) | \$ 22,566 |
| | | | FUND TOTAL (90%) | \$ 203,090 |
| | | | | |
| | Licensing Applications* | Fee | | |
| | 350 New Applications | \$ 350 | | \$ 122,500 |
| | | | TOTAL | \$ 122,500 |
| | | | GENERAL FUND (10%) | \$ 12,250 |
| | | | FUND TOTAL (90%) | \$ 110,250 |
| | | | | |
| | Telemedicine Out-of-state Registry Applicants | Fee | | |
| | 25 Applications | \$ 600 | | |
| | | | TOTAL | \$ 15,000 |
| | | | GENERAL FUND (10%) | \$ 1,500 |
| | | | FUND TOTAL (90%) | \$ 13,500 |
| | | | | |
| TOTAL 2059 BEHAVIOR ANALYST ESTIMATED REVENUE | | | | \$ 326,885 |
| TOTAL FUND REVENUE BOTH PROGRAMS - 2058 & 2059 | | | | \$ 860,765 |
| TOTAL GENERAL FUND REVENUE -1000 | | | | \$ 95,641 |

Sources and Uses

Agency: Board of Psychologist Examiners

Fund: SY2058 Psychologist Examiners Board Fund

Revenue is derived from applications for licensure, original licensing fees, the biennial renewal of licenses, the verification of licenses, and publication and reproduction fees. The Fund is used to license and regulate professionals in the field of psychology and behavior analysis in Arizona.

Cash Flow Summary

| | FY 2023 Actuals | FY 2024 Estimate | FY 2025 Request |
|--------------------------------------|--------------------|---------------------|--------------------|
| Beginning Balance | 1,311.0 | 1,414.2 | 1,621.0 |
| Revenue (from Revenue Schedule) | 755.6 | 846.8 | 846.8 |
| Total Available | 2,066.6 | 2,261.0 | 2,467.8 |
| Total Appropriated Disbursements | 652.4 | 640.0 | 803.3 |
| Total Non-Appropriated Disbursements | - | - | - |
| Balance Forward to Next Year | 1,414.2 | 1,621.0 | 1,664.5 |

Explanation for Negative Ending Balance(s):

Board of Psychologist Examiners

Appropriated Expenditure

| Expenditure Categories | FY 2023 Actuals | FY 2024 Estimate | FY 2025 Request |
|--|--------------------|---------------------|--------------------|
| Personal Services | 320.9 | 320.0 | 408.4 |
| Employee Related Expenditures | 154.7 | 154.2 | 196.9 |
| Professional & Outside Services | 57.7 | 76.5 | 92.5 |
| Travel In-State | 0.4 | 1.8 | 1.8 |
| Travel Out-Of-State | 13.4 | 11.5 | 16.6 |
| Food | - | - | - |
| Aid To Organizations & Individuals | - | - | - |
| Other Operating Expenditures | 67.5 | 65.6 | 71.2 |
| Equipment | - | - | - |
| Capital Outlay | - | - | - |
| Capital Equipment | 5.5 | - | - |
| Non-Capital Equipment | 11.4 | 10.4 | 12.4 |
| Debt Service | - | - | - |
| Cost Allocation & Indirect Costs | - | - | 3.5 |
| Transfers-Out | 1.0 | - | - |
| Appropriated Expenditure Sub-Total: | 632.4 | 640.0 | 803.3 |
| Non-Lapsing Authority from Prior Years (no entry for BY) | - | - | - |
| Administrative Adjustments (no entry for BY) | - | - | - |
| Capital Projects (Land, Bldgs, Improv) | - | - | - |
| Appropriated 27th Pay Roll | - | - | - |
| Legislative Fund Transfers | - | - | - |
| IT Project Transfers | 20.0 | - | - |
| Residual Equity Transfer | - | - | - |

Sources and Uses

| | | | |
|---|------------------------|-------------------------|------------------------|
| Agency: Board of Psychologist Examiners | | | |
| Fund: SY2058 Psychologist Examiners Board Fund | | | |
| Transfer Due to Fund Balance Cap | - | - | - |
| Prior Committed or Obligated Expenditures (no entry for AY) | - | - | - |
| Non-Appropriated 27th Pay Roll | - | - | - |
| Appropriated Expenditure Total: | 652.4 | 640.0 | 803.3 |
| Appropriated FTE | 4.5 | 4.5 | 5.5 |
| Non-Appropriated Expenditure | | | |
| Expenditure Categories | FY 2023 Actuals | FY 2024 Estimate | FY 2025 Request |
| Personal Services | - | - | - |
| Employee Related Expenditures | - | - | - |
| Professional & Outside Services | - | - | - |
| Travel In-State | - | - | - |
| Travel Out-Of-State | - | - | - |
| Food | - | - | - |
| Aid To Organizations & Individuals | - | - | - |
| Other Operating Expenditures | - | - | - |
| Equipment | - | - | - |
| Capital Outlay | - | - | - |
| Capital Equipment | - | - | - |
| Non-Capital Equipment | - | - | - |
| Debt Service | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - |
| Transfers-Out | - | - | - |
| Non-Appropriated Expenditure Sub-Total: | - | - | - |
| Non-Lapsing Authority from Prior Years (no entry for BY) | - | - | - |
| Administrative Adjustments (no entry for BY) | - | - | - |
| Capital Projects (Land, Bldgs, Improv) | - | - | - |
| Appropriated 27th Pay Roll | - | - | - |
| Legislative Fund Transfers | - | - | - |
| IT Project Transfers | - | - | - |
| Residual Equity Transfer | - | - | - |
| Transfer Due to Fund Balance Cap | - | - | - |
| Prior Committed or Obligated Expenditures (no entry for AY) | - | - | - |
| Non-Appropriated 27th Pay Roll | - | - | - |
| Non-Appropriated Expenditure Total: | - | - | - |
| Non-Appropriated FTE | - | - | - |

Sources and Uses

| | |
|----------------|--|
| Agency: | Board of Psychologist Examiners |
|----------------|--|

Funding Issue List

Agency: Board of Psychologist Examiners

FY 2025

| Priority | Funding Issue Title | Total FTE | Total Amount | General Fund | Other Appropriated Funds | Non- Appropriated Funds |
|---------------|--|--------------|-----------------|-----------------|--------------------------------|-------------------------------|
| 1 | Increase Agency FTE Appropriation by 1.0 & Funding for Behavior Analyst Investigator | 1.0 | 99.7 | - | 99.7 | - |
| 2 | Unaddressed Needs Due to Actual Employee Related Expenses Costs Exceeding Estimates | - | 12.2 | - | 12.2 | - |
| 3 | Salary Adjustments to State Personnel System Salary Midpoints | - | 36.4 | - | 36.4 | - |
| 4 | Forensic Psychologist Expert Witness Consultants | - | 15.0 | - | 15.0 | - |
| Total: | | 1.0 | 163.3 | - | 163.3 | - |

Funding Issue Detail

| | | | |
|---|----------------------------------|---|---|
| Agency: | | Board of Psychologist Examiners | |
| Issue: | 1 | Increase Agency FTE Appropriation by 1.0 & Funding for Behavior Analyst Investigator | Calculated ERE: 30.74 Uniform Allowance: |
| Program: | | Behavior Analyst | |
| Fund: | | SY2058 Psychologist Examiners Board Fund (Appropriated) | |
| Expenditure Categories | | FY 2025 | |
| FTE | FTE | | 1.0 |
| 6000 | Personal Services | | 64.0 |
| 6100 | Employee Related Expenditures | | 30.7 |
| Subtotal Personal Services and ERE | | | 94.7 |
| 7000 | Other Operating Expenditures | | 3.0 |
| 8500 | Non-Capital Equipment | | 2.0 |
| Program/Fund Total: | | | 99.7 |
| Issue: | 2 | Unaddressed Needs Due to Actual Employee Related Expenses Costs Exceeding Estimates | Calculated ERE: Uniform Allowance: |
| Program: | | Licensing and Regulation | |
| Fund: | | SY2058 Psychologist Examiners Board Fund (Appropriated) | |
| Expenditure Categories | | FY 2025 | |
| 6200 | Professional & Outside Services | | 1.0 |
| 6600 | Travel Out-Of-State | | 3.5 |
| 7000 | Other Operating Expenditures | | 1.8 |
| 9000 | Cost Allocation & Indirect Costs | | 3.5 |
| Program/Fund Total: | | | 9.8 |
| Program: | | Behavior Analyst | |
| Fund: | | SY2058 Psychologist Examiners Board Fund (Appropriated) | |
| Expenditure Categories | | FY 2025 | |
| 6600 | Travel Out-Of-State | | 1.6 |
| 7000 | Other Operating Expenditures | | 0.8 |
| Program/Fund Total: | | | 2.4 |
| Issue: | 3 | Salary Adjustments to State Personnel System Salary Midpoints | Calculated ERE: 12 Uniform Allowance: |

Funding Issue Detail

| | |
|----------------|---------------------------------|
| Agency: | Board of Psychologist Examiners |
|----------------|---------------------------------|

| | | |
|---------------|---|---|
| Issue: | 3 | Salary Adjustments to State Personnel System Salary Midpoints |
|---------------|---|---|

| | |
|-----------------|---|
| Program: | Licensing and Regulation |
| Fund: | SY2058 Psychologist Examiners Board Fund (Appropriated) |

| Expenditure Categories | | FY 2025 |
|------------------------------------|-------------------------------|---------|
| 6000 | Personal Services | 13.3 |
| 6100 | Employee Related Expenditures | 6.5 |
| Subtotal Personal Services and ERE | | 19.8 |
| Program/Fund Total: | | 19.8 |

| | |
|-----------------|---|
| Program: | Behavior Analyst |
| Fund: | SY2058 Psychologist Examiners Board Fund (Appropriated) |

| Expenditure Categories | | FY 2025 |
|------------------------------------|-------------------------------|---------|
| 6000 | Personal Services | 11.1 |
| 6100 | Employee Related Expenditures | 5.5 |
| Subtotal Personal Services and ERE | | 16.6 |
| Program/Fund Total: | | 16.6 |

| | | |
|---------------|---|--|
| Issue: | 4 | Forensic Psychologist Expert Witness Consultants |
|---------------|---|--|

Calculated ERE:
Uniform Allowance:

| | |
|-----------------|---|
| Program: | Licensing and Regulation |
| Fund: | SY2058 Psychologist Examiners Board Fund (Appropriated) |

| Expenditure Categories | | FY 2025 |
|------------------------|---------------------------------|---------|
| 6200 | Professional & Outside Services | 15.0 |
| Program/Fund Total: | | 15.0 |

Funding Issue Narrative

Agency: Board of Psychologist Examiners

Issue: 1 **Increase Agency FTE Appropriation by 1.0 & Funding for Behavior Analyst Investigator**

Description of Issue: With its current appropriated level of resources, the evidence establishes that increasingly the Board is unable to fulfill its statutory duty to protect the public by conducting timely investigations into allegations of unprofessional conduct, unethical behavior, fraud, and substandard care on the part of behavior analysts. Public health, safety, and well-being is as risk as the Board is operating with inadequate personnel and is unable to leverage the available financial resources to carry out its mandate.

Proposal: The graphs in the attachment report Arizona behavior analyst data points and trends specific to licensure application volume, average number of licensees, and investigations:

- From FY17 to FY23, the number of applications for licensure has increased by about 600%
- From FY14 to FY23, the average number of licensees has increased by about 625%
- From FY14 to FY23, the number of investigations has increased by 2,500%
- From FY22 to FY23, the number of investigations has increased by 400%

At the current rates of growth for both professions, the number of behavior analysts is projected to eclipse the number of psychologists sometime in FY28.

The Board lacks an investigator dedicated to behavior analyst complaint investigations. Since the Board initiated the licensing of behavior analysts in 2011, the Deputy Director (the Board's sole investigator, 1.0 FTE) has assumed the responsibility of conducting all complaint investigations for both psychologists and a dramatically increasing number of behavior analysts. While the volume of psychologist investigations (the total number of complaints, claims arising from court cases, and alleged title violations) has remained steady in recent years with about 50 investigations in FY21 through FY23, the substantial increase in behavior analyst investigations strains the sole investigator's ability to effectively and efficiently investigate complaints of unprofessional conduct, unethical conduct, substandard care, fraud, and other allegations on the part of behavior analysts. Even with the Board's Executive Director and Programs Specialist supplying their limited bandwidth to allocate investigative assistance when possible and practical, the length of time required to investigate behavior analyst complaint allegations and to bring investigative reports to the first level of review – the Committee on Behavior Analysts (CBA) – is increasing to unacceptable levels:

- Average number of days from complaint receipt to CBA review for FY22: 132
- Average number of days from complaint receipt to CBA review for FY23: 164
 - o A 25% increase in the average number of days in a single year
 - o The average number of days is forecasted to increase to 205 in FY24

Concurrently, the same trend is occurring in terms of an increased number of days required to bring psychologist investigative reports to the first level of review – the Complaint Screening Committee (CSC):

- Average number of days from complaint receipt to CSC review for FY22: 103
- Average number of days from complaint receipt to CSC review for FY23: 130
 - o A 27% increase in the average number of days in a single year
 - o The average number of days is forecasted to increase to 200 in FY24

During a typical week the Board's Deputy Director devotes an additional 4-8 hours of non-compensated time to attempt to manage the growing investigative caseloads.

Moreover, most behavior analyst complaints are complex in large part because Arizona's applied behavior analysis service delivery system is multi-tiered; meaning, direct care services are provided by trained and certified, but unlicensed, Registered Behavior Technicians (RBTs) under the supervision of, and in accordance with the treatment plan developed by a licensed behavior analyst. Complaints alleging substandard care necessitate investigating both the licensed behavior analyst's conduct, as well as that of one or typically more RBTs involved. Often multiple subject and witness investigative interviews are required, lengthening the time to bring a complete report to the CBA. Other complicating factors present with behavior analyst complaints include:

- A high proportion of behavior analytic clients (children on the autism spectrum or with intellectual disabilities) are enrolled in the Arizona Health Care Cost Containment (AHCCCS) system. Coordinating investigations with AHCCCS investigators brings an additional layer of complexities to the process. However, the same is generally true when private sources of service reimbursement are involved.
- Many investigations necessitate gathering and analyzing information from other sources including private or public schools and school districts, the Arizona Department of Child Services, and various other public and private agencies that provide child and family care and support services.
- Some behavior analytic service recipients are non-verbal or non-English speaking necessitating arrangement and utilization of external resources to assist in gathering facts.
- The CBA has observed an emerging pattern of systemic abuses in Arizona in that an acute shortage of applied behavior analysis providers is compelling agencies to assign unmanageable and exploitative caseloads to the behavior analysts, overutilize RBTs beyond their scope of training and competency, and enticing behavior analysts from other U.S. jurisdictions to provide services remotely into Arizona without having secured the required licensure or other practice authorizations.

Funding Issue Narrative

Agency: Board of Psychologist Examiners

Issue: 1 **Increase Agency FTE Appropriation by 1.0 & Funding for Behavior Analyst Investigator**

o The Board's most recent estimate finds at least 22,000 children in Arizona are unable to receive behavior analytic services due to provider shortage.

The agency requires appropriation of a 1.0 FTE, (minimally, a 0.5 FTE), and the associated funding to promptly and effectively conduct and process behavior analyst investigations, and to prepare timely and appropriately thorough investigative reports for review by the CBA and the Board. The Board's review of this proposed Funding Issue justification on August 4, 2023 meeting, including the data trends and the anticipated escalation of complaints during FY24, culminated in the adoption of a motion directing the Executive Director to submit a request for a 1.0 FTE. Based on the number of behavior analyst complaints received in the first month of FY24, as annualized, the Board can anticipate 36 complaints in FY25. It was therefore the consensus of the Board that a 0.5 FTE would provide only a temporary, short-term, and inadequate solution by the beginning of FY25. However, if only a 0.5 FTE is approved, the Board is prepared to implement even this limited solution.

The investigator will be a direct report to the Deputy Director (one FTE who is currently the Board's sole investigator). The investigator will also serve in a supporting role, when possible, to the Deputy Director depending on their respective caseloads, and when the Deputy Director takes leave. Due to the inherent complexities involved in most investigations and the need to leverage subject matter expertise, the Board intends to hire an Arizona licensed behavior analyst to perform in this role.

Alternatives Considered:

The Board's only alternative solution is to maintain the status quo with only one FTE to investigate both psychologist and behavior analyst complaints. This is an unsustainable solution which will result in staff burn-out and enhance the potential for turn-over for existing staff, but also put the public increasingly at risk for harm while investigation durations intensify over time.

By a unanimous vote, during its regular session meeting on August 4, 2023, the Board voted to support the submission of this funding issue.

Impact of Not Funding This Year:

Based on current data and data trends, the average number of days to resolve a behavior analyst investigation is forecasted to increase to 250 in FY24 and will worsen into FY25 if this position is not appropriated and funded. The same analysis finds that the average number of days to complete a psychologist investigation is forecasted to increase to 200 in FY24 and to worsen in FY25. These performance metrics present sustained risk to the mental health, safety, and well-being of the public to incur harm, increasingly so with every passing year.

Statutory Reference:

32-2063. Powers and duties

(B) Subject to title 41, chapter 4, article 4, the board may employ personnel it deems necessary to carry out this chapter.

Equipment to be Purchased (if applicable):

Laptop computer and docking station, desktop printer, two monitors

Classification of New Positions:

Grade 20 Special Investigator

Licensed behavior analysts are Masters Degree educated, complete a minimum of 1,500 hours of post-education training, and are required to achieve a passing score on a high-stakes certification examination. According to Indeed.com, the average behavior analyst annual salary is \$81,259 (data as of July 4, 2023). In order to be even remotely competitive, the Board must set the hiring salary level at \$64,000 for a Grade 20 Special Investigator.

Annualization(s):

Alignment with Agency's Strategic Plan or Statutory Responsibilities:

Agency Mission:

The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Related Agency Goal:

To protect the public from incompetent practitioners of applied behavior analysis and unprofessional/unethical conduct through timely investigation and adjudication of behavior analyst related complaints.

Issue: 2 **Unaddressed Needs Due to Actual Employee Related Expenses Costs Exceeding Estimates**

Description of Issue:

The FY23 Appropriations Report, and the FY24 Appropriations Report, significantly under-estimate the actual costs of providing required and nondiscretionary Employee Related Expenses (ERE) for personnel employed

**Increase Agency FTE Appropriation by 0.5 or by 1.0 & Funding for Behavior Analyst Investigations
Funding Priority: 1**

Request for 1.0 FTE: \$99,720 (One-time: \$4,000; Ongoing: \$95,720)

Fund Source: 2059

Agency Mission

The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Related Agency Goal

To protect the public from incompetent practitioners of applied behavior analysis and unprofessional/unethical conduct through timely investigation and adjudication of behavior analyst related complaints.

Description of Issue

With its current appropriated level of resources, the evidence establishes that increasingly the Board is unable to fulfill its statutory duty to protect the public by conducting timely investigations into allegations of unprofessional conduct, unethical behavior, fraud, and substandard care on the part of behavior analysts. Public health, safety, and well-being is at risk as the Board is operating with inadequate personnel and is unable to leverage the available financial resources to carry out its mandate.

Proposal

The graphs in this document report Arizona behavior analyst data points and trends specific to licensure application volume, average number of licensees, and investigations:

- From FY17 to FY23, the number of applications for licensure has increased by about 600%
- From FY14 to FY23, the average number of licensees has increased by about 625%
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- From FY22 to FY23, the number of investigations has increased by 400%

At the current rates of growth for both professions, the number of behavior analysts is projected to eclipse the number of psychologists sometime in FY28.

The Board lacks an investigator dedicated to behavior analyst complaint investigations. Since the Board initiated the licensing behavior analysts in 2011, the Deputy Director (the Board's sole investigator, 1.0 FTE) has assumed the responsibility of conducting all complaint investigations for both psychologists and a dramatically increasing number of behavior analysts. While the volume of psychologist investigations (the total number of complaints, claims arising from court cases, and alleged title violations) has remained steady in recent years with about 50 investigations in FY21 through FY23, the substantial increase in behavior analyst investigations strains the sole investigator's ability to effectively and efficiently investigate complaints of unprofessional conduct, unethical conduct, substandard care, fraud, and other allegations on the part of behavior analysts. Even with the Board's Executive Director and Programs Specialist supplying their limited bandwidth to allocate investigative assistance when possible and practical, the length of time required to investigate behavior analyst complaint allegations and to bring investigative reports to the first level of review – the Committee on Behavior Analysts (CBA) – is increasing to unacceptable levels:

- Average number of days from complaint receipt to CBA review for FY22: 132
- Average number of days from complaint receipt to CBA review for FY23: 164
 - A 25% increase in the average number of days in a single year
 - The average number of days is forecasted to increase to 205 in FY24

Concurrently, the same trend is occurring in terms of an increased number of days required to bring psychologist investigative reports to the first level of review – the Complaint Screening Committee (CSC):

- Average number of days from complaint receipt to CSC review for FY22: 103
- Average number of days from complaint receipt to CSC review for FY23: 130
 - A 27% increase in the average number of days in a single year
 - The average number of days is forecasted to increase to 200 in FY24

During a typical week the Board's Deputy Director devotes an additional 4-8 hours of non-compensated time to attempt to manage the growing investigative caseloads.

Moreover, most behavior analyst complaints are complex in large part because Arizona's applied behavior analysis service delivery system is multi-tiered; meaning, direct care services are provided by trained and certified, but unlicensed, Registered Behavior Technicians (RBTs) under the supervision of, and in accordance with the treatment plan developed by a licensed behavior analyst. Complaints alleging substandard care necessitate investigating both the licensed behavior analyst's conduct, as well as that of one or typically more RBTs involved. When investigative interviews are required, the length of time to prepare an investigative report extends due to the number of subjects and witnesses involved. Other complicating factors present with behavior analyst complaints include:

- A high proportion of behavior analytic clients (children on the autism spectrum or with intellectual disabilities) are enrolled in the Arizona Health Care Cost Containment (AHCCCS) system. Coordinating investigations with AHCCCS investigators brings an additional layer of complexities to the process. However, the same is generally true when private sources of service reimbursement are involved.
- Many investigations necessitate gathering and analyzing information from other sources including private or public schools and school districts, the Arizona Department of Child Services, and various other public and private agencies that provide child and family care and support services.

- Some behavior analytic service recipients are non-verbal or non-English speaking necessitating arrangement and utilization of external resources to assist in gathering facts.
- The CBA has observed an emerging pattern of systemic abuses in Arizona in that an acute shortage of applied behavior analysis providers is compelling agencies to assign unmanageable and exploitative caseloads to the behavior analysts, overutilize RBTs beyond their scope of training and competency, and entice behavior analysts from other U.S. jurisdictions to provide services remotely into Arizona without having secured the required practice authorizations.
 - The Board's most recent estimate finds at least 22,000 children in Arizona are unable to receive behavior analytic services due to provider shortage.

Proposed Solution & Advancing the Agency's Mandate

The agency requires appropriation of a 1.0 FTE, (minimally, a 0.5 FTE), and the associated funding to promptly and effectively conduct and process behavior analyst investigations, and to prepare timely and appropriately thorough investigative reports for review by the CBA and the Board. The Board's review of this proposed Funding Issue justification on August 4, 2023 meeting, including the data trends and the anticipated escalation of complaints during FY24, culminated in the adoption of a motion directing the Executive Director to submit a request for a 1.0 FTE. Based on the number of behavior analyst complaints received in the first month of FY24, as annualized, the Board can anticipate 36 complaints in FY25. It was therefore the consensus of the Board that a 0.5 FTE would provide only a temporary, short-term, and inadequate solution by the beginning of FY25. However, if only a 0.5 FTE is approved, the Board is prepared to implement even this limited solution.

The investigator will be a direct report to the Deputy Director (1.0 FTE who is currently the Board's sole investigator). The investigator will also serve in a supporting role, when possible, to the Deputy Director depending on their respective caseloads, and when the Deputy Director takes leave. Due to the inherent complexities involved in most investigations and the need to leverage subject matter expertise, the Board intends to hire an Arizona licensed behavior analyst to perform in this role.

Alternatives to the Proposed Solution

The Board's only alternative solution is to maintain the status quo with its single existing FTE, the Deputy Director, to investigate both psychologist and behavior analyst complaints. This is an unsustainable solution which will exacerbate burn-out and enhance the potential for turn-over for existing staff, but also put the public increasingly at risk for harm while investigation durations intensify over time.

Impact of Not Funding This Issue

Based on current data and data trends, the average number of days to resolve a behavior analyst investigation is forecasted to increase to 250 in FY24 and will worsen into FY25 if this position is not appropriated and funded. The same analysis finds that the average number of days to complete a psychologist investigation is forecasted to increase to 205 in FY24 and to worsen in FY25. These performance metrics present sustained risk to the mental health, safety, and well-being of the public to incur harm, increasingly so with every passing year.

One-time or Ongoing Funding Request

The tables below illustrate the ongoing and the one-time costs associated with this request.

Fiscal Impact – Ongoing Costs for 1.0 FTE

| | |
|--|------------------|
| Personal Services – Additional 0.5 FTE – Grade 20 Special Investigator * | \$ 64,000 |
| Employee Related Expenses (As calculated by ABS) | \$ 30,720 |
| Other Operating Expenses (postage, data storage, communications, IT support, etc.) | \$ 1,000 |
| TOTAL | \$ 95,720 |

Fiscal Impact – Ongoing Costs for 0.5 FTE

| | |
|--|------------------|
| Personal Services – Additional 0.5 FTE – Grade 20 Special Investigator * | \$ 32,000 |
| Employee Related Expenses (assumes 49%) | \$ 15,680 |
| Other Operating Expenses (postage, data storage, communications, IT support, etc.) | \$ 1,000 |
| TOTAL | \$ 48,680 |

Fiscal Impact – One-time Costs:

| | |
|--|-----------------|
| Equipment (laptop computer and docking station, desktop printer, two monitors) | \$ 2,000 |
| National Certified Investigator and Inspector Training (NCIT) ** | \$ 2,000 |
| TOTAL ONE-TIME COSTS | \$ 4,000 |

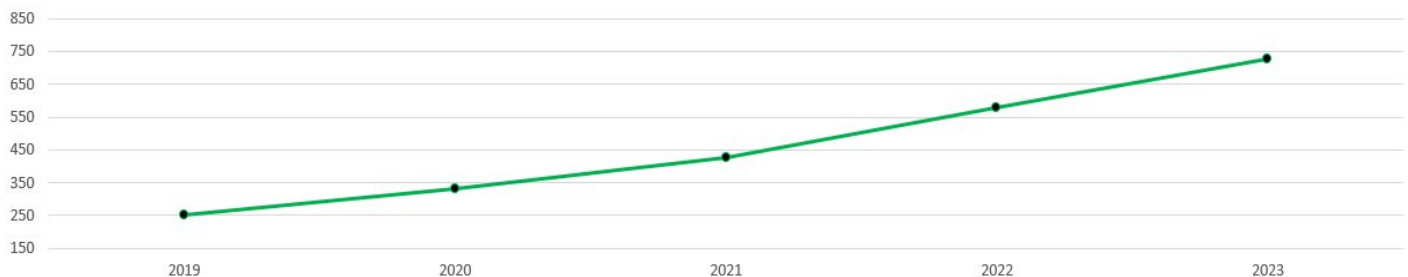
*Licensed behavior analysts are Masters Degree educated, complete a minimum of 1,500 hours of post-education training, and are required to achieve a passing score on a high-stakes certification examination. [According to Indeed.com, the average behavior analyst annual salary is \\$81,259](#) (data as of July 4, 2023). In order to be even remotely competitive, the Board must set the hiring 0.5 salary level above the \$28,227 mid-point for a Grade 20 Special Investigator.

**NCIT is a program of the Council on Licensure, Enforcement and Regulation (CLEAR), the premier international resource for professional regulation.

As illustrated in this graph, Fund 2059 can easily sustain the ongoing cost of this appropriation increase. The FY23 ending fund balance for 2059 is projected to be at \$770,000; the FY22 ending fund balance was \$587,000. After spending, Fund 2059 increased by 30% during FY23.

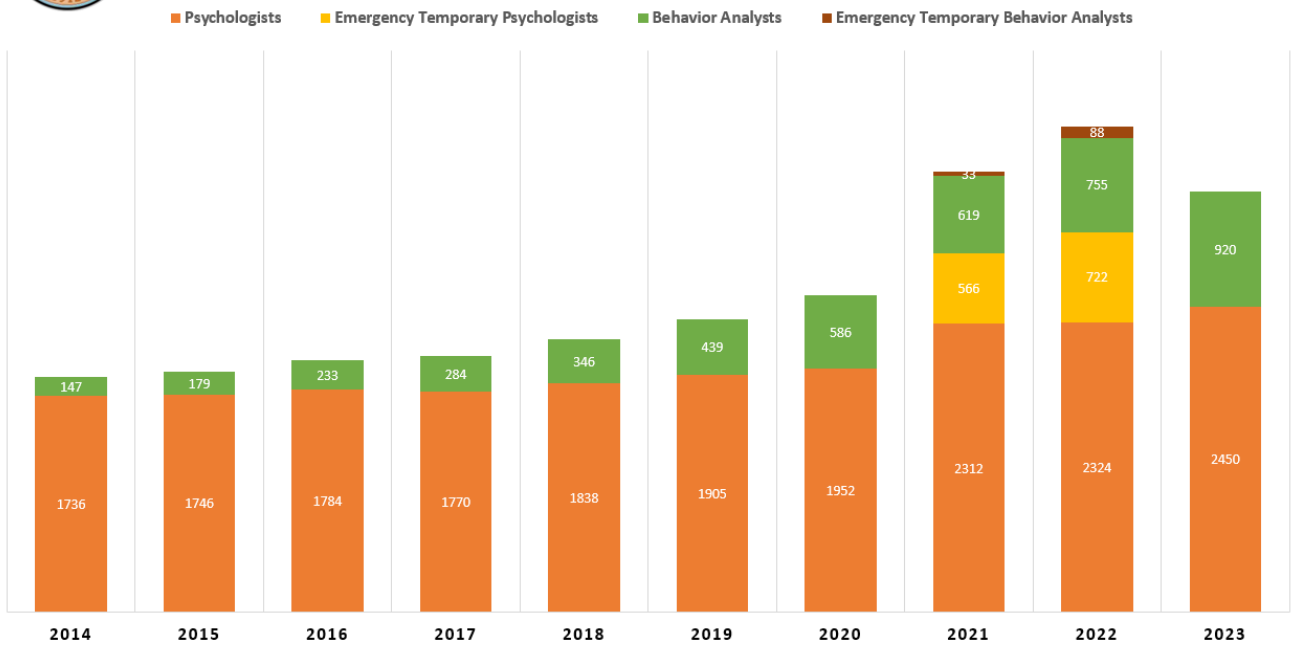


ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS
BEHAVIOR ANALYST FUND (2059) YEAR END BALANCES
FY 2019 - FY 2023

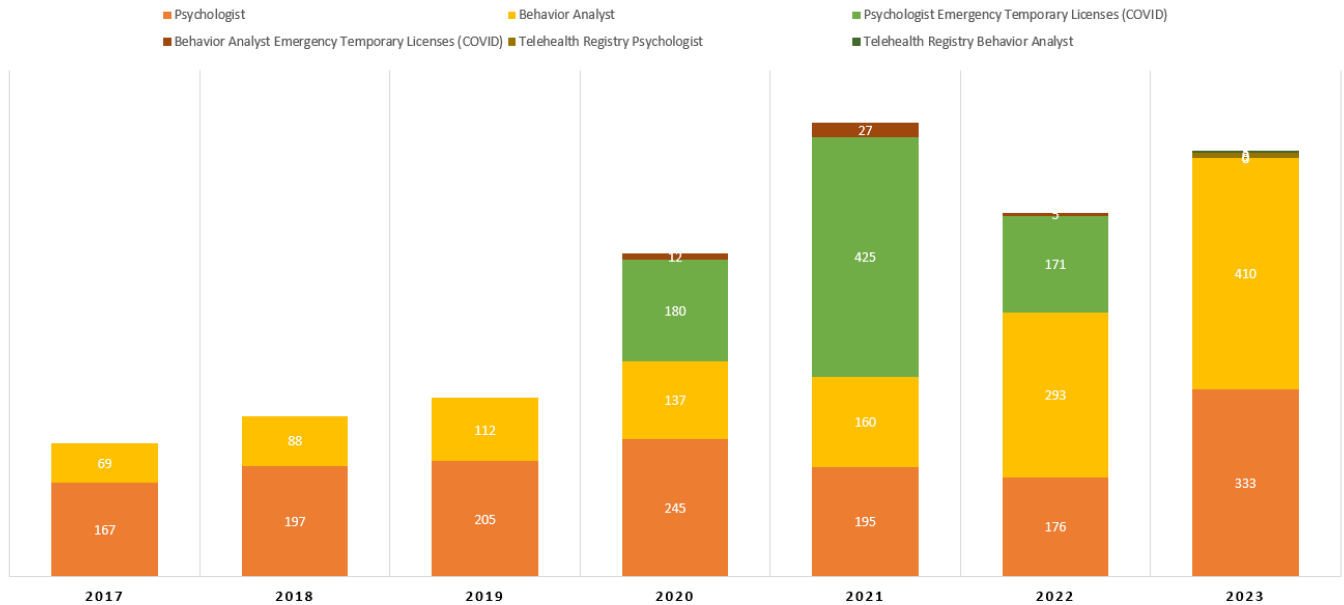




ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS AVERAGE NUMBER OF ACTIVE LICENSEES FY 2014 - FY 2023

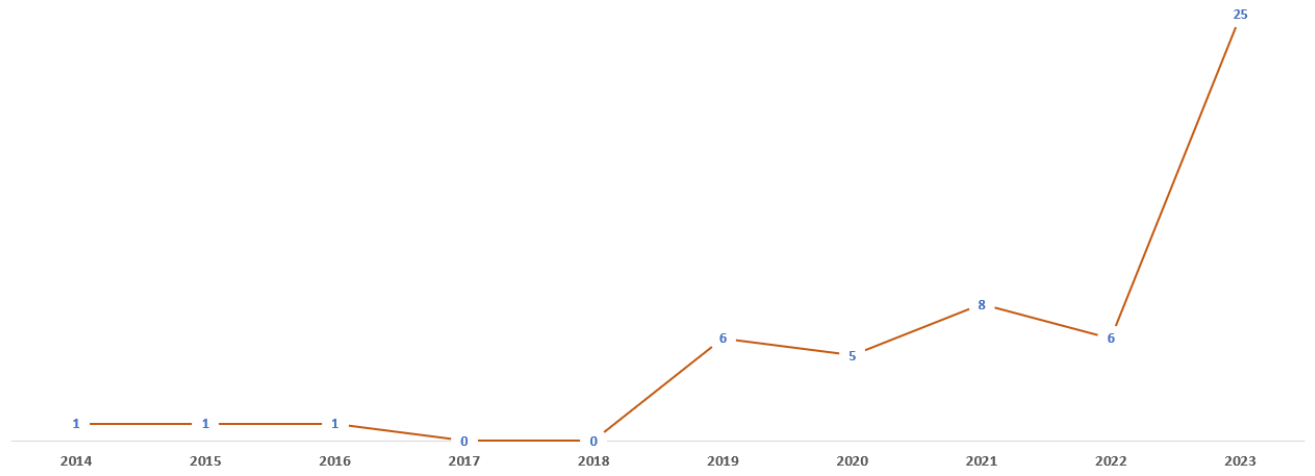


ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS APPLICATIONS FOR INITIAL LICENSURE FY 2017 - FY 2023





**ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS
BEHAVIOR ANALYST INVESTIGATIONS BY FISCAL YEAR
FY 2014 - FY 2023**





Arizona Association for Behavior Analysis

1800 E. Ray Rd., Suite 106

Chandler, AZ 85225

P: (480) 893-6110

Email: arizonaABA@gmail.com

Website: www.azaba.org

Kyle Lininger, MPA, LBA, *President*
Jessica Painter, CMP, *Executive Director*

Ms. Paakkonen:

The Arizona Association for Behavior Analysis (AzABA) supports the State of Arizona Board of Psychologist Examiners' (BoPE) continued efforts to protect the public from incompetent practitioners of applied behavior analysis and unprofessional/unethical conduct through timely investigation and adjudication of behavior analyst related complaints.

There is strong evidence that the Board has been increasingly unable to fulfill its duty in a timely manner with the existing resources, and we believe that this has the potential to impact the Board's ability to fulfill its mission. While the number of Licensed Behavior Analysts has grown by 625% since 2014, the resources committed to investigating complaints has not increased commensurate with the need. Additionally, the time between complaint submission to Board action has increased, and we believe actions should be taken to address this.

AzABA supports the BoPE in its proposal to increase personnel resources for complaint investigation and, in particular, to increase personnel resources with specific expertise in the Applied Behavior Analysis. The Association agrees that this is a prudent request as the field continues to grow rapidly to meet the needs of Arizonans.

Sincerely,

Kyle K. Lininger, MPA, Licensed Behavior Analyst
President, Arizona Association for Behavior Analysis



AZABA GUIDING STATEMENT ON EDI

AzABA Guiding Statement on Equity, Diversity and Inclusion

The Arizona Association for Behavior Analysis acknowledges the existence of systemic racism and implicit bias, as well as other forms of discrimination and exclusion in our society including, but not limited to sexism, ableism, religious discrimination, and discrimination towards the LGBTQIA+ communities. Within the field of Applied Behavior Analysis and its applications, systemic racism and implicit bias impact interactions between supervisors and employees, service providers and caregivers, and practitioners and clients/recipients of services. AzABA also recognizes societal barriers to seeking graduate training in ABA, leading to lack of diversity in our certificants. AzABA acknowledges the impact of systemic discrimination in who has access to behavior analytic services and who does not.

AzABA recognizes the importance of committed action within the mission of the organization and is committed to using a behavior analytic lens to dismantle social injustice, systemic oppression, and racial inequities by specifically targeting training and education for membership, increasing diversity in membership population and leadership, improving access to services in equitable ways, and impacting and informing policy and legislation. The association works to increase awareness and understanding, discover and remove barriers to access services and training, to ultimately enrich our AzABA community by diversifying membership and raising the quality of services we provide.

AzABA Policy of Discrimination and Harassment

In accordance with the BACB Ethics Code for Behavior Analysts, AzABA does not tolerate discrimination or harassment against others. The association expects members to behave toward others in an equitable and inclusive manner regardless of age, disability, ethnicity, gender expression/identity, immigration status, marital/relationship status, national origin, race, religion, sexual orientation, socioeconomic status, or any other basis proscribed by law (Ethics Code 1.08). In addition, the association expects all members to refrain from harassing or hostile behavior towards others (Ethics Code 1.09). The AzABA Board of Directors will investigate reports of leadership misconduct while engaged in AzABA affiliated activities and reserves the right to revoke membership privileges to any member engaged in behavior not consistent with the values and policies of the association.

Funding Issue Narrative

Agency: Board of Psychologist Examiners

Issue: 2 **Unaddressed Needs Due to Actual Employee Related Expenses Costs Exceeding Estimates**

by the Arizona Board of Psychologist Examiners ("Board"). This shortfall requires funds to be siphoned away from other public safety priorities in order to address the ensuing gap.

The Board's detailed operation budget for FY23 projected ERE at 45% of Personnel Services, consistent with the Appropriations Report. However, the actual ERE costs were at about 48% of Personal Services. The same ERE projection of 48% must therefore be made for FY24 which amounts to a deficit of \$12,200 (the difference of 151.5 and 139.3; please see Table 1 on the Attachment).

Throughout FY23, as the impact of the higher-than-estimated ERE costs became increasingly apparent, the agency was forced to make a series of decisions to suppress, compromise, delay, or suspend other budgeted costs – most notably to Professional and Outside Services and Other Operating Expenses (specifically, formal hearings, public meeting security, and regulatory training).

Proposal: The agency requires an appropriation increase of \$12,200 to effectively close the appropriation deficiency gap in order to resume and sustain the following costs for FY25 and beyond (please see Table 2 on the Attachment):

Alternatives Considered: In prior fiscal years, the Board was able to temporarily suspend certain costs due to the COVID pandemic. For example, in-person meetings were facilitated by technology tools, and travel and training opportunities were cancelled or conducted virtually. As noted above, the agency was forced to make several business decisions and concessions in FY23 and now FY24 to accommodate the ERE estimate deficit. None of these strategies are viable long-term sustainable solutions.

By a unanimous vote, during its regular session meeting on August 4, 2023, the Board voted to support the submission of this funding issue.

Impact of Not Funding This Year: Continuing to make spending concessions and to siphon funds away from addressing the needs outlined in this request that are compromised by the ERE appropriation estimate deficiency puts the public at risk for harm. The impact of failing to fund this issue is that inadequately trained Board and staff members lack the expertise and competencies to promptly and effectively execute their public protection duties for which they are charged. The need to acquire behavior analytic regulatory topics training is increasing as well. Most concerning, the Board will increasingly have insufficient appropriated funds to remand its most egregious cases to a formal hearing to be tried in the Office of Administrative Hearings. With the number of behavior analyst investigations increasing dramatically (400% from FY22 to FY23), the Board's case adjudication options are increasingly limited and strained, and therefore unethical and incompetent licensees are able to continue to provide services in Arizona, endangering the public in the process.

Statutory Reference: 32-2063. Powers and duties
A. The board shall:
1. Administer and enforce this chapter and board rules.
2. Regulate disciplinary actions, the granting, denial, revocation, renewal and suspension of licenses and the rehabilitation of licensees pursuant to this chapter and board rules.
6. Investigate charges of violations of this chapter and board rules and orders.
7. Subject to title 41, chapter 4, article 4, employ an executive director who serves at the pleasure of the board.
11. By rule, adopt a code of ethics relating to the practice of psychology. The board shall base this code on the code of ethics adopted and published by the American psychological association. The board shall apply the code to all board enforcement policies and disciplinary case evaluations and development of licensing examinations.
B. Subject to title 41, chapter 4, article 4, the board may employ personnel it deems necessary to carry out this chapter. The board, in investigating violations of this chapter, may employ investigators who may be psychologists. The board or its executive director may take and hear evidence, administer oaths and affirmations and compel by subpoena the attendance of witnesses and the production of books, papers, records, documents and other information relating to the investigation or hearing.

32-3218. Health profession regulatory boards; members; training; definitions

Equipment to be Purchased (if applicable):

Classification of New Positions:

Annualization(s):

Alignment with Agency's Strategic Plan or Statutory: Agency Mission:
The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Unaddressed Needs Supplanted by Actual Employee Related Expenses Costs Exceeding Estimates
Funding Priority: 2
Request: \$12,200
Fund Source: 2058

Agency Mission

The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Related Agency Goal

This request relates to the achievement of all agency goals in the Agency Strategic Plan in that it addresses costs associated with agency personnel executing the work of the agency and implementing its statutory and governance directives.

Problem to be Solved

The FY23 Appropriations Report, and the FY24 Appropriations Report, significantly under-estimate the actual costs of providing required and nondiscretionary Employee Related Expenses (ERE) for personnel employed by the Arizona Board of Psychologist Examiners (“Board”). This shortfall requires funds to be siphoned away from other public safety priorities in order to address the ensuing gap.

The Board’s detailed operation budget for FY23 projected ERE at 45% of Personnel Services, consistent with the Appropriations Report. However, the actual ERE costs were at about 48% of Personal Services. The same projection of 48% must therefore be made for FY24 which amounts to a deficit of \$12,200 (the difference of 151.5 and 139.3):

Table 1

| | Personal Services Cost Estimate | ERE Cost Estimate | ERE as a % of Personal Services Appropriation Estimate | Agency’s Actual or Projected Personal Services Cost | Agency’s Final or Projected ERE Cost | Agency’s Actual or Projected ERE as % of Personal Services |
|----------------------------|---------------------------------|-------------------|--|---|--------------------------------------|--|
| FY 23 Appropriation | 314.4 | 140.9 | 45% | 320.9 | 154.7 | 48% |
| FY 24 Appropriation | 317.7 | 139.3 | 44% | 317.7 | 151.5 | 48% |

Throughout FY23, as the impact of the higher-than-estimated ERE costs became increasingly apparent, the agency was forced to make a series of decisions to suppress, compromise, delay, or suspend other budgeted costs – most notably to Professional and Outside Services and Other Operating Expenses (specifically, formal hearings, public meeting security, and regulatory training).

Proposed Solution

The agency requires an appropriation increase of \$12,200 to effectively close the appropriation deficiency gap in order to resume and sustain the following costs for FY25 and beyond:

Table 2

| | | |
|--|-----------------|--|
| Other Operating Expenditures | \$ 1,000 | Contracted security services (off-duty Department of Public Safety officer) for in-person Board and Committee meetings |
| Office of Administrative Hearings & Court Reporter | \$ 4,500 | Arizona Office of Administrative Hearings formal hearings cost allocation. Court reporter transcription service. |
| Board and Staff Training | \$ 7,500 | Registration fees and travel to the Association of State and Provincial Psychology Boards meetings, the Council on Licensure, Enforcement and Regulation (CLEAR) training, the joint regulatory training of the Behavior Analyst Certification Board and the Association for Behavior Analysis International (ABAI) regulatory training. |
| TOTAL | \$12,200 | |

Alternatives to the Proposed Solution

In prior fiscal years, the Board was able to temporarily suspend certain costs due to the COVID pandemic. For example, in-person meetings were facilitated by technology tools, and travel and training opportunities were cancelled or conducted virtually. As noted above, the agency was forced to make several business decisions and concessions in FY23 and now FY24 to accommodate the ERE estimate deficit. None of these strategies are viable long-term sustainable solutions.

Impact of Not Funding This Issue

Continuing to make spending concessions and to siphon funds away from addressing the needs outlined in this request that are compromised by the ERE appropriation estimate deficiency puts the public at risk for harm. The impact of failing to fund this issue is that inadequately trained Board and staff members lack the expertise and competencies to promptly and effectively execute their public protection duties for which they are charged. The need to acquire behavior analytic regulatory topics training is increasing as well. Most concerning, the Board will increasingly have insufficient funds appropriated to remand its most egregious cases to a formal hearing to be tried in the Office of Administrative Hearings. With the number of behavior analyst investigations increasing dramatically (400% from FY22 to FY23), the Board's case adjudication options are increasingly limited and strained, and therefore unethical and incompetent licensees are able to continue to provide services in Arizona, endangering the public in the process.

Funding Issue Narrative

Agency: Board of Psychologist Examiners

Issue: 2 **Unaddressed Needs Due to Actual Employee Related Expenses Costs Exceeding Estimates**

Responsibilities:

Related Agency Goal:

This request relates to the achievement of all agency goals in the Agency Strategic Plan in that it addresses costs associated with agency personnel executing the work of the agency and implementing its statutory and governance directives.

Issue: 3 **Salary Adjustments to State Personnel System Salary Midpoints**

Description of Issue:

The Board has directed the Executive Director to develop and recommend for implementation specific strategies to ensure staff are adequately and appropriately compensated for purposes of recognition of individual contributions, and also to retain subject matter expertise and personnel assets. The initial phase of the plan is to standardize compensation by bringing all employees to their respective salary schedule midpoint.

According to the current State Personnel System (SPS) Salary Schedule for the State of Arizona, the hourly base rate pay of the Executive Director and the Deputy Director of the Arizona Board of Psychologist Examiners ("Board") are below the midpoint for their respective grades (see Table 1 in the Attachment):

All other agency employees' hourly rates of pay are above the midpoint for their respective grades (see Table 2 in the Attachment):

Proposal:

The Executive Director's qualifications for the position include:

- A Masters Degree in Public Administration
- 21 years of regulatory experience
 - 12 years of Executive Director experience with two Arizona 90/10 regulatory boards
 - 9 years leading a nationwide regulatory initiative for a federation of state boards
- Recipient of several awards recognizing both state and national contributions to excellence in professional regulation
- Appointed to numerous professional regulation-focused committees and task force groups
- Consistently scores at the highest level of performance appraisals

The Deputy Director's qualifications for the position include:

- A Master's Degree in Public Administration
- 9 years of Arizona 90/10 regulatory board experience
 - 4 years of 90/10 board Deputy Director experience
 - 3 months Interim Executive Director 90/10 regulatory board experience
 - 3 years of 90/10 regulatory board Senior Investigator experience
- Selected through a competitive application process to the State of Arizona Leaders Connect (SALC) 2023 cohort
- Consistently scores at the highest level of performance appraisals

On December 30, 2022, the Arizona Department of Administration published the 2022 State Personnel System (SPS) Workforce Report. The cover letter to the reports cites a key data point: "In a challenging economy and labor market, turnover rose to 23.8%. The report also finds that the SPS Average Salary by Agency FY2018 to FY2022 specific to the Board of Psychologist Examiners decreased by 11.6%. The Deputy Director and the Executive Director were hired in FY2019 and FY2020 respectively, at salaries lower than those of their respective predecessors; it is their salaries that are the drivers of the decrease in this data point. The same publication assumes agencies will likely continue to prioritize funds towards salaries paid within jobs that still trail peer organizations.

The proposed solution is to increase the agency's appropriation to increase the insufficient compensation for the identified personnel to bring the base rate of pay to the assigned grade midpoint. Midpoint-level compensation is an appropriate reflection of the employees' specific competencies, knowledge, skills, and abilities, as well as contributions to fulfilling the mandates of A.R.S. §32-2063. Powers and duties which include:

(7) Employ personnel it deems necessary to carry out this chapter [Title 32 Professions and Occupations; Chapter 19.1 Psychologists, Articles 1-4].

(1) Administer and enforce board statutes and rules.

(2) Regulate disciplinary actions, the granting, denial, revocation, renewal and suspension of licenses and the rehabilitation of licensees pursuant to this chapter and board rules.

(3) Prescribe the forms, content and manner of application for licensure and renewal of licensure and set deadlines for the receipt of materials required by the board.

Funding Issue Narrative

Agency: Board of Psychologist Examiners

Issue: 3 **Salary Adjustments to State Personnel System Salary Midpoints**

- (4) Keep a record of all licensees, board actions taken on all applicants and licensees and the receipt and disbursal of monies.
- (9) Adopt rules pursuant to carry out the statutes and to define unprofessional conduct.
- (6) Investigate charges of violations of this chapter and board rules and orders.
- (10) Engage in a full exchange of information with other regulatory boards and psychological associations, national psychology organizations and the Arizona psychological association and its components.

Alternatives Considered: The only alternative is to maintain the status quo with respect to the current compensation rates, conceding that the Board has a paucity of tools to effectively recognize and reward employees' contributions to the achievement of the agency's public protection objectives and mandate.

By a unanimous vote, during its regular session meeting on August 4, 2023, the Board voted to support the submission of this funding issue.

Impact of Not Funding This Year: If funding is not approved, there is an increased risk of the targeted personnel seeking employment alternatives, taking with them knowledge and expertise, and temporarily interrupting the operations of the agency and compromising its public protection performance metrics in the process.

Statutory Reference: 32-2063. Powers and duties

B. Subject to title 41, chapter 4, article 4, the board may employ personnel it deems necessary to carry out this chapter.

Equipment to be Purchased (if applicable):

Classification of New Positions:

Annualization(s):

Alignment with Agency's Strategic Plan or Statutory Responsibilities: Agency Mission:
The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Related Agency Goal:
This request relates to the achievement of all agency goals in the Agency Strategic Plan in that it addresses costs associated with agency personnel executing the work of the agency and implementing its statutory and governance directives.

Issue: 4 **Forensic Psychologist Expert Witness Consultants**

Description of Issue: In order to effectively protect the public, conduct all investigations uniformly with respect to how they are investigated, and to arrive at consistent adjudication decisions, the Board requires additional appropriated financial resources to fund the costs associated with engaging forensic psychologist experts to perform standard-of-care case reviews when complaint allegations emerge from this highly complex and contentious area of psychology practice.

Proposal: The American Psychological Association (APA) defines forensic psychology as a specialized area of practice characterized by activities primarily intended to provide professional psychological expertise within the judicial and legal systems. Forensic psychologists are tasked with creating relevant, accurate and credible data and conclusions that inform legal arguments and judicial decision-making. This specialty area of practice is frequently used in highly contentious civil court proceedings (particularly, personal injury suits, persons subject to civil commitment, parties to child custody cases, litigants in workers' compensation suits, individuals seeking or contesting the need for guardianship and individuals being assessed for disability). Forensic psychologists' expertise is also frequently sought in the criminal justice system for defendants raising issues such as competency to stand trial, insanity, diminished capacity, sentencing considerations or juvenile waiver, defendants adjudicated as incompetent to stand trial and in need of treatment to help restore competence, defendants acquitted by reason of insanity and in need of treatment to help progress through secure hospitalization and reintegrate safely into the community and also in high-stakes criminal cases.

Given the nature of their contentious and highly intricate and complex work, forensic psychologists are frequent subjects of complaints filed with the Arizona Board of Psychologist Examiners ("Board"). A review of the previous three years of complaints finds the following percentage of cases included allegations of

Salary Adjustments to State Personnel System Salary Midpoints

Funding Priority: 3

Request: \$36,452

Fund Source: 2058 & 2059

Agency Mission

The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Related Agency Goal

This request relates to the achievement of all agency goals in the Agency Strategic Plan in that it addresses costs associated with agency personnel executing the work of the agency and implementing its statutory and governance directives.

Problem to be Solved

The Board has directed the Executive Director to develop and recommend for implementation specific strategies to ensure staff are adequately and appropriately compensated for purposes of recognition of individual contributions, and also to retain subject matter expertise and personnel assets. The initial phase of the plan is to standardize compensation by bringing all employees to their respective salary schedule midpoint.

Background & Justification of Funding Issue

According to the current [State Personnel System \(SPS\) Salary Schedule for the State of Arizona](#), the hourly base rate pay of the Executive Director and the Deputy Director of the Arizona Board of Psychologist Examiners ("Board") are below the midpoint for their respective grades (see Table 1):

Table 1

| Position | Grade | Hourly Midpoint for Grade | Actual Hourly | Hourly Difference | Annual Difference |
|--------------------|-------|---------------------------|---------------|-------------------|-------------------|
| Executive Director | E2 | \$ 51.3248 | \$ 47.1 | (\$ 4.2574) | (\$ 8,855.39) |
| Deputy Director | E1 | \$ 42.7044 | \$ 35.2 | (\$ 7.5044) | (\$ 15,609.15) |

All other agency employees' hourly rates of pay are above the midpoint for their respective grades:

Table 2

| Position | Grade | Hourly Midpoint for Grade | Actual Hourly | Annual Difference |
|----------------------|-------|------------------------------|---------------|----------------------|
| Licensing Specialist | 19 | \$ 24.7085 | \$ 26.4 | \$ 1.6915 |
| Licensing Specialist | 19 | \$ 24.7085 | \$ 26.4 | \$ 1.6915 |
| Programs Specialist | 18 | \$ 22.9807 | \$ 23.3 | \$ 0.3193 |

The Executive Director's qualifications for the position include:

- A Masters Degree in Public Administration
- 21 years of regulatory experience
 - 12 years of Executive Director experience with two Arizona 90/10 regulatory boards
 - 9 years leading a nationwide regulatory initiative for a federation of state boards
- Recipient of several awards recognizing both state and national contributions to excellence in professional regulation
- Appointed to numerous professional regulation-focused committees and task force groups
- Consistently scores at the highest level of performance appraisals

The Deputy Director's qualifications for the position include:

- A Master's Degree in Public Administration
- 9 years of Arizona 90/10 regulatory board experience
 - 4 years of 90/10 board Deputy Director experience
 - 3 months Interim Executive Director 90/10 regulatory board experience
 - 3 years of 90/10 regulatory board Senior Investigator experience
- Selected through a competitive application process to the State of Arizona Leaders Connect (SALC) 2023 cohort
- Consistently scores at the highest level of performance appraisals

On December 30, 2022, the Arizona Department of Administration published the [2022 State Personnel System \(SPS\) Workforce Report](#). The cover letter to the reports cites a key data point: "In a challenging economy and labor market, turnover rose to 23.8%. The report also finds that the SPS Average Salary by Agency FY2018 to FY2022 specific to the Board of Psychologist Examiners decreased by 11.6%. The Deputy Director and the Executive Director were hired in FY2019 and FY2020 respectively, at salaries lower than those of their respective predecessors; it is their salaries that are the drivers of the decrease in this data point. The same publication assumes agencies will likely continue to prioritize funds towards salaries paid within jobs that still trail peer organizations.

Proposed Solution & Advancing the Agency's Mandate

The proposed solution is to increase the agency's appropriation to increase the insufficient compensation for the identified personnel to bring the base rate of pay to the assigned grade midpoint. Midpoint-level compensation is an appropriate reflection of the employees' specific competencies, knowledge, skills, and abilities, as well as contributions to fulfilling the mandates of [A.R.S. §32-2063. Powers and duties](#) which include:

- Employ personnel it deems necessary to carry out this chapter [Title 32 Professions and Occupations; Chapter 19.1 Psychologists, Articles 1-4].
- Administer and enforce board statutes and rules.
- Regulate disciplinary actions, the granting, denial, revocation, renewal and suspension of licenses and the rehabilitation of licensees pursuant to this chapter and board rules.
- Prescribe the forms, content and manner of application for licensure and renewal of licensure and set deadlines for the receipt of materials required by the board.
- Keep a record of all licensees, board actions taken on all applicants and licensees and the receipt and disbursement of monies.
- Adopt rules pursuant to carry out the statutes and to define unprofessional conduct.
- Investigate charges of violations of this chapter and board rules and orders.
- Engage in a full exchange of information with other regulatory boards and psychological associations, national psychology organizations and the Arizona psychological association and its components.

Alternatives to the Proposed Solution

The only alternative is to maintain the status quo with respect to the current compensation rates, conceding that the Board has a paucity of tools to effectively recognize and reward employees' contributions to the achievement of the agency's public protection objectives and mandate.

Impact of Not Funding This Issue

If funding is not approved, there is an increased risk of the targeted personnel seeking employment alternatives, taking with them knowledge and expertise, and temporarily interrupting the operations of the agency and compromising its public protection performance metrics in the process.

One-time or Ongoing Funding Request

This table illustrates the ongoing costs associated with this request. There are no one-time costs.

| | |
|--|--------------------|
| Fund 2058 (Psychology) Executive Director Personal Services Adjustment (0.625 FTE) | \$ 5,534.62 |
| Fund 2059 (Behavior Analyst) Executive Director Personal Services Adjustment (0.375 FTE) | \$ 3,320.77 |
| Executive Director Personal Services Adjustment Total | \$ 8,855.39 |
| Fund 2058 (Psychology) Deputy Director Personal Services Adjustment (0.5 FTE) | \$ 7,804.58 |
| Fund 2059 (Behavior Analyst) Deputy Director Personal Services Adjustment (0.5 FTE) | \$ 7,804.57 |
| Deputy Director Personal Services Adjustment Total | \$15,609.15 |
| Fund 2058 (Psychology) Executive Director Employee Related Expenses Adjustment * | \$ 2,711.96 |
| Fund 2059 (Behavior Analyst) Executive Director Employee Related Expenses Adjustment * | \$ 1,627.18 |
| Executive Director Employee Related Expenses Adjustment Total | \$ 4,339.14 |
| Fund 2058 (Psychology) Deputy Director Employee Related Expenses Adjustment * | \$ 3,824.24 |
| Fund 2059 (Behavior Analyst) Deputy Director Employee Related Expenses Adjustment * | \$ 3,824.24 |
| Deputy Director Employee Related Expenses Adjustment Total | \$ 7,648.48 |
| TOTAL | \$36,452.16 |

* Calculated at 49% of Personal Services

Funding Issue Narrative

Agency: Board of Psychologist Examiners

Issue: 4 Forensic Psychologist Expert Witness Consultants

unprofessional conduct, unethical conduct, fraud, or substandard care where forensic psychological services were concerned:

- FY21 - 8 of 19 complaints (42%)
- FY22 - 11 of 32 complaints (34%)
- FY23 - 11 of 34 complaints (32%)

The Board began seeking expert opinions for forensics-related complaints, when funds were available, in 2020 given that none of its members have current or contemporary forensics experience or expertise; this remains true in 2023 and is expected to be the case for the foreseeable future. The value of the expert reviews in terms of informing the Board's decision-making have compelled the Board to consistently seek to engage expert reviewers as a reliable and highly informative investigative tool. However, the amount of funds in the Board's FY24 appropriation can cover at most two expert reviews; this forces the Board to attempt to triage which complaints are referred to a forensics expert review. Only one case was able to receive an expert review in FY23.

A funding request for an appropriation increase to address this need for FY24 was rejected.

The proposed solution is to again request an on-going funding increase to adequately support the cost of seeking standard-of-care reviews by external forensic psychologist experts. This appropriation increase will ensure the Board is appropriately informed when reviewing and adjudicating complaints. The additional funding will also enable the Board to make prompt adjudication decisions with respect to its statutory responsibility to protect the public while also ensuring regulation is not a barrier to the delivery of critical forensic psychological services in Arizona.

Typically, forensic psychologist experts' hourly rates are \$300 hour. Given the high-stakes nature of forensic psychology, and voluminous court records spanning many years comprise most files, a typical expert external review is \$3,000. A reasonable estimate of time is 10 hours; this will include 8-9 hours of reviewing records, consultations, indexing documents, and report writing plus another 1-2 hours preparing for and delivering testimony to the Board.

This proposed solution is consistent with that historically employed by other health care provider regulatory boards (e.g. medicine, dentistry, nursing, allied health) that have engaged external experts as an investigative tool for purposes of providing highly informed recommendations as to whether the standard of care was met by a licensee. The Board's current appropriation for FY24 accommodates only up to two such expert reviews per year. The Board projects receipt of five or more such complaints annually that necessitate forensics expertise review. If the funding issue is rejected, the Board's options are limited to continue triaging attempts with respect to which cases are assigned to an expert for review, and which cases do not. In doing so, the public is at risk for falling victim to provision of substandard mental health services in the context of contentious court cases.

Alternatives Considered: The only alternative option available to the Board is to hire a forensic psychologist on a part-time basis, but this is a vastly more expensive and cost-prohibitive solution.

By a unanimous vote, during its regular session meeting on August 4, 2023, the Board voted to support the submission of this funding issue.

Impact of Not Funding This Year: In the absence of this additional resource, the Board's ability to provide clinically appropriate and accurate complaint resolution will be diminished. Additionally, the Board's ability to deliver high quality customer service and prompt complaint resolution will be adversely impacted. If this issue is not funded, the Board expects the timeliness of adjudicating complaints to be adversely impacted. Additionally, the integrity of the Board's investigations will be challenged to the extent that the public will be at risk for harm.

Statutory Reference: 32-2061. Definitions

32-2063. Powers and duties

32-2081. Grounds for disciplinary action; duty to report; immunity; proceedings; board action; notice requirements; civil penalty

32-2082. Right to examine and copy evidence; subpoenas; right to counsel; appeal

Equipment to be Purchased (if applicable):

Classification of New Positions:

Annualization(s):

Funding Issue Narrative

| | |
|----------------|---------------------------------|
| Agency: | Board of Psychologist Examiners |
|----------------|---------------------------------|

| | |
|---------------|--|
| Issue: | 4 Forensic Psychologist Expert Witness Consultants |
|---------------|--|

Alignment with
Agency's Strategic
Plan or Statutory
Responsibilities:

Forensic Psychologist Expert Witness Consultants
Funding Issue Priority: 4
Amount Requested: \$15,000 (Ongoing)
Fund Source: 2058

Agency Mission

The mission of the Arizona Board of Psychologist Examiners is to protect the health, safety, and welfare of Arizona citizens by licensing and regulating the professions of Psychology and Behavior Analysis.

Related Agency Goal

To protect the public from incompetent practitioners of psychology and unprofessional/unethical conduct through timely investigation and adjudication of psychology-related complaints.

Problem to be Solved

In order to effectively protect the public, conduct all investigations uniformly with respect to how they are investigated, and to arrive at consistent adjudication decisions, the Board requires additional appropriated financial resources to fund the costs associated with engaging forensic psychologist experts to perform standard-of-care case reviews when complaint allegations emerge from this highly complex and contentious area of psychology practice.

Background & Justification of Funding Issue

The [American Psychological Association \(APA\) defines forensic psychology](#) as a specialized area of practice characterized by activities primarily intended to provide professional psychological expertise within the judicial and legal systems. Forensic psychologists are tasked with creating relevant, accurate and credible data and conclusions that inform legal arguments and judicial decision-making. This specialty area of practice is frequently used in highly contentious civil court proceedings (particularly, personal injury suits, persons subject to civil commitment, parties to child custody cases, litigants in workers' compensation suits, individuals seeking or contesting the need for guardianship and individuals being assessed for disability). Forensic psychologists' expertise is also frequently sought in the criminal justice system for defendants raising issues such as competency to stand trial, insanity, diminished capacity, sentencing considerations or juvenile waiver, defendants adjudicated as incompetent to stand trial and in need of treatment to help restore competence, defendants

acquitted by reason of insanity and in need of treatment to help progress through secure hospitalization and reintegrate safely into the community and also in high-stakes criminal.

Given the nature of their contentious and highly intricate and complex work, forensic psychologists are frequent subjects of complaints filed with the Arizona Board of Psychologist Examiners (“Board”). A review of the previous three years of complaints finds the following percentage of cases included allegations of unprofessional conduct, unethical conduct, fraud, or substandard care where forensic psychological services were concerned:

- FY21 - 8 of 19 complaints (42%)
- FY22 - 11 of 32 complaints (34%)
- FY23 – 11 of 34 complaints (32%)

The Board began seeking expert opinions for forensics-related complaints, when funds were available, in 2020 given that none of its members have current or contemporary forensics experience or expertise; this remains true in 2023 and is expected to be the case for the foreseeable future. The value of the expert reviews in terms of informing the Board's decision-making have compelled the Board to consistently seek to engage expert reviewers as a reliable and highly informative investigative tool. However, the amount of funds in the Board’s FY24 appropriation can cover at most two expert reviews; this forces the Board to attempt to triage which complaints are referred to a forensics expert review. Only one case was able to receive an expert review in FY23.

A funding request for an appropriation increase to address this need for FY24 was rejected.

Proposed Solution & Advancing the Agency’s Mandate

The proposed solution is to again request an on-going funding increase to adequately support the cost of seeking standard-of-care reviews by external forensic psychologist experts. This appropriation increase will ensure the Board is appropriately informed when reviewing and adjudicating complaints. The additional funding will also enable the Board to make prompt adjudication decisions with respect to its statutory responsibility to protect the public while also ensuring regulation is not a barrier to the delivery of critical forensic psychological services in Arizona.

Typically, forensic psychologist experts' hourly rates are \$300 hour. Given the high-stakes nature of forensic psychology, and voluminous court records spanning many years comprise most files, a typical expert external review is \$3,000. A reasonable estimate of time is 10 hours; this will include 8-9 hours of reviewing records, consultations, indexing documents, and report writing plus another 1-2 hours preparing for and delivering testimony to the Board.

This proposed solution is consistent with that historically employed by other health care provider regulatory boards (e.g. medicine, dentistry, nursing, allied health) that have engaged external experts as an investigative tool for purposes of providing highly informed recommendations as to whether the standard of care was met by a licensee. The Board’s current appropriation for FY24 accommodates only up to two such expert reviews per year. The Board projects receipt of five or more such complaints annually that necessitate forensics expertise review. If the funding issue is rejected, the Board’s options are limited to continue triaging attempts with respect to which cases are assigned to an expert for review, and which cases do not. In doing so, the public is at risk for falling victim to provision of substandard mental health services in the context of contentious court cases.

Alternatives to the Proposed Solution

The only alternative option available to the Board is to hire a forensic psychologist on a part-time basis, but this is a vastly more expensive and cost-prohibitive solution.

Impact of Not Funding This Issue

In the absence of this additional resource, the Board’s ability to provide clinically appropriate and accurate complaint resolution will be diminished. Additionally, the Board’s ability to deliver high quality customer service and prompt complaint resolution will be adversely impacted. If this issue is not funded, the Board expects the timeliness of adjudicating complaints to be adversely impacted. Additionally, the integrity of the Board’s investigations will be challenged to the extent that the public will be at risk for harm.

One-time or Ongoing Funding Request

As indicated above, to achieve this solution, we request the authority to use \$15,000 in on-going funds from the Arizona Board of Psychologist Examiners Fund (SY2058) beginning in FY25.

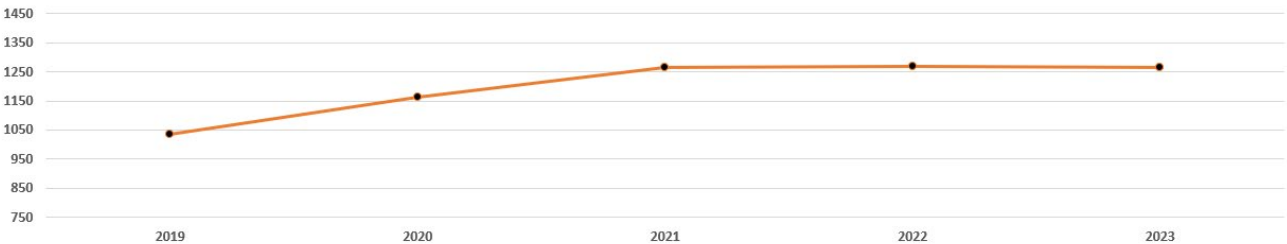
Fiscal Impact:

| | |
|---|------------------|
| Forensic Psychologist Expert Witness Consulting Fees | \$ 15,000 |
| 5 reports @ \$3,000 | |
| TOTAL | \$ 15,000 |

Fund 2058 can easily sustain the ongoing cost of this appropriation increase. The FY23 ending fund balance for 2058 is projected to be at \$1.2M; this is virtually unchanged from the FY22 ending fund balance even though FY23 agency spending increased by about \$100,000 over than in FY22.



ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS
PSYCHOLOGIST FUND (2058) YEAR END BALANCES
FY 2019 - FY 2023





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Executive Director

Arizona Board of Psychologist Examiners

Re: Forensic Psychologist Expert Witness

Consultants

July 31st, 2023

Greetings Ms. Paakkonen,

I hope this letter finds you well. I am writing to encourage and support an ongoing funding request for the Arizona Board of Psychologist Examiners (BOPE) to have additional monies to support forensic consultation. This consultation is essential and required in best practice case review. Many highly complex and contentious cases require engaging a forensic psychologist expert to standard-of-care case reviews. We believe that the expertise and insights of a qualified forensic consultant are crucial to ensuring a thorough and accurate investigation.

The Mission of the Arizona Psychological Association is committed advancing the profession, preserving its integrity, promoting health, and advocating in the public interest. By bringing in a skilled forensic consultant, we aim to strengthen the BOPE capabilities and enhance the accuracy of the findings. This appropriation increase will ensure the BOPE is appropriately informed when reviewing and adjudicating complaints. The additional funding will also enable the Board to make prompt adjudication decisions with respect to its statutory responsibility to protect the public while also ensuring regulation is not a barrier to the delivery of critical forensic psychological services in Arizona.

However, engaging the services of a professional forensic consultant involves significant financial investment. Therefore, we kindly support this ongoing financial request to cover the expenses associated with retaining the services of the forensic consultant. We understand the importance of due diligence in allocating financial resources and assure you that the requested funds will result in an enhanced accuracy, resolution, and expert analysis to assist in public safety. Should you require any additional information or have any questions, please do not hesitate to contact me.

Thank you for your time and attention.

The Arizona Psychological Association
Lesley Manson, Psy.D.
President 2023

Summary of Expenditure and Budget Request for All Funds

Agency: Board of Psychologist Examiners

| Appropriated Funds | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|--------------------------|----------------------------|---|--------------------------------------|--------------------------------------|
| Program: | | | | | |
| SYA-1-0 | Licensing and Regulation | 519.8 | 443.7 | 44.6 | 488.3 |
| SYA-2-0 | Behavior Analyst | 112.6 | 196.3 | 118.7 | 315.0 |
| Appropriated Funds Total: | | 632.4 | 640.0 | 163.3 | 803.3 |
| Expenditure Categories | | | | | |
| FTE | | 4.5 | 4.5 | 1.0 | 5.5 |
| Personal Services | | 320.9 | 320.0 | 88.4 | 408.4 |
| Employee Related Expenditures | | 154.7 | 154.2 | 42.7 | 196.9 |
| Subtotal Personal Services and ERE | | 475.6 | 474.2 | 131.1 | 605.3 |
| Professional & Outside Services | | 57.7 | 76.5 | 16.0 | 92.5 |
| Travel In-State | | 0.4 | 1.8 | - | 1.8 |
| Travel Out-Of-State | | 13.4 | 11.5 | 5.1 | 16.6 |
| Other Operating Expenditures | | 67.5 | 65.6 | 5.6 | 71.2 |
| Capital Equipment | | 5.5 | - | - | - |
| Non-Capital Equipment | | 11.4 | 10.4 | 2.0 | 12.4 |
| Cost Allocation & Indirect Costs | | - | - | 3.5 | 3.5 |
| Transfers-Out | | 1.0 | - | - | - |
| Expenditure Categories Total: | | 632.4 | 640.0 | 163.3 | 803.3 |

Summary of Expenditure and Budget Request for All Funds

Agency: Board of Psychologist Examiners

| Non-Appropriated | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|------------------|----------------------------|---|--------------------------------------|--------------------------------------|
| Program: | | | | | |
| SYA-2-0 | Behavior Analyst | - | - | - | - |
| Non-Appropriated Total: | | - | - | - | - |
| Expenditure Categories | | | | | |
| Personal Services | | - | - | - | - |
| Employee Related Expenditures | | - | - | - | - |
| Subtotal Personal Services and ERE | | - | - | - | - |
| Professional & Outside Services | | - | - | - | - |
| Travel In-State | | - | - | - | - |
| Travel Out-Of-State | | - | - | - | - |
| Other Operating Expenditures | | - | - | - | - |
| Capital Equipment | | - | - | - | - |
| Non-Capital Equipment | | - | - | - | - |
| Cost Allocation & Indirect Costs | | - | - | - | - |
| Transfers-Out | | - | - | - | - |
| Expenditure Categories Total: | | - | - | - | - |
| Board of Psychologist Examiners Total for All Funds: | | 632.4 | 640.0 | 163.3 | 803.3 |

| Appropriated and Non-Appropriated | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2024 Funding Issue | FY 2025 Total Request |
|---|--------------------------|----------------------------|---|--------------------------------------|--------------------------------------|
| SYA-1-0 | Licensing and Regulation | 519.8 | 443.7 | 44.6 | 488.3 |
| SYA-2-0 | Behavior Analyst | 112.6 | 196.3 | 118.7 | 315.0 |
| Board of Psychologist Examiners Total for All Funds: | | 632.4 | 640.0 | 163.3 | 803.3 |

Summary of Expenditure and Budget Request for Selected Funds

| | |
|----------------|---|
| Agency: | Board of Psychologist Examiners |
| Fund: | AA1000 General Fund (Appropriated) |

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|--------------------------------------|--------------------------------------|
| Program: | | | | |
| SYA-1-0 Licensing and Regulation | - | - | - | - |
| General Fund (Appropriated) Summary Total: | - | - | - | - |
| Expenditure Categories | | | | |
| Personal Services | - | - | - | - |
| Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | - | - | - | - |
| Professional & Outside Services | - | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | - | - |
| Other Operating Expenditures | - | - | - | - |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | - | - | - | - |

Summary of Expenditure and Budget Request for Selected Funds

| | | | |
|----------------|--|---|--|
| Agency: | Board of Psychologist Examiners | | |
| Fund: | SY2058 | Psychologist Examiners Board Fund (Appropriated) | |

| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|-------------------------------|--|----------------------------|---|--------------------------------------|--------------------------------------|
| Program: | | | | | |
| SYA-1-0 | Licensing and Regulation | 519.8 | 443.7 | 44.6 | 488.3 |
| SYA-2-0 | Behavior Analyst | 112.6 | 196.3 | 118.7 | 315.0 |
| | Psychologist Examiners Board Fund (Appropriated) Summary Total: | 632.4 | 640.0 | 163.3 | 803.3 |
| Expenditure Categories | | | | | |
| | FTE | 4.5 | 4.5 | 1.0 | 5.5 |
| | Personal Services | 320.9 | 320.0 | 88.4 | 408.4 |
| | Employee Related Expenditures | 154.7 | 154.2 | 42.7 | 196.9 |
| | Subtotal Personal Services and ERE | 475.6 | 474.2 | 131.1 | 605.3 |
| | Professional & Outside Services | 57.7 | 76.5 | 16.0 | 92.5 |
| | Travel In-State | 0.4 | 1.8 | - | 1.8 |
| | Travel Out-Of-State | 13.4 | 11.5 | 5.1 | 16.6 |
| | Other Operating Expenditures | 67.5 | 65.6 | 5.6 | 71.2 |
| | Capital Equipment | 5.5 | - | - | - |
| | Non-Capital Equipment | 11.4 | 10.4 | 2.0 | 12.4 |
| | Cost Allocation & Indirect Costs | - | - | 3.5 | 3.5 |
| | Transfers-Out | 1.0 | - | - | - |
| | Expenditure Categories Total: | 632.4 | 640.0 | 163.3 | 803.3 |

Summary of Expenditure and Budget Request for Selected Funds

| | |
|----------------|--|
| Agency: | Board of Psychologist Examiners |
| Fund: | SY2058 Psychologist Examiners Board Fund (Non-Appropriated) |

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|----------------------------|---|--------------------------------------|--------------------------------------|
| Program: | | | | |
| SYA-2-0 Behavior Analyst | - | - | - | - |
| Psychologist Examiners Board Fund (Non-Appropriated) Summary Total: | - | - | - | - |
| Expenditure Categories | | | | |
| Personal Services | - | - | - | - |
| Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | - | - | - | - |
| Professional & Outside Services | - | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | - | - |
| Other Operating Expenditures | - | - | - | - |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | - | - | - | - |

Program Budget Unit Summary of Expenditure and Budget Request for All Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |

| Expenditure Categories | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|----------------------------|---|----------------------------------|----------------------------------|
| FTE | 2.7 | 2.7 | - | 2.7 |
| Personal Services | 240.6 | 185.7 | 13.3 | 199.0 |
| Employee Related Expenditures | 122.6 | 92.2 | 6.5 | 98.7 |
| Subtotal Personal Services and ERE | 363.2 | 277.9 | 19.8 | 297.7 |
| Professional & Outside Services | 57.4 | 76.5 | 16.0 | 92.5 |
| Travel In-State | 0.4 | 1.8 | - | 1.8 |
| Travel Out-Of-State | 13.4 | 11.5 | 3.5 | 15.0 |
| Other Operating Expenditures | 67.5 | 65.6 | 1.8 | 67.4 |
| Capital Equipment | 5.5 | - | - | - |
| Non-Capital Equipment | 11.4 | 10.4 | - | 10.4 |
| Cost Allocation & Indirect Costs | - | - | 3.5 | 3.5 |
| Transfers-Out | 1.0 | - | - | - |
| Expenditure Categories Total: | 519.8 | 443.7 | 44.6 | 488.3 |
| Fund Source | | | | |
| Appropriated Funds | | | | |
| General Fund (Appropriated) | - | - | - | - |
| Psychologist Examiners Board Fund (Appropriated) | 519.8 | 443.7 | 44.6 | 488.3 |
| Appropriated Funds Total: | 519.8 | 443.7 | 44.6 | 488.3 |
| Licensing and Regulation Total: | 519.8 | 443.7 | 44.6 | 488.3 |

Program Budget Unit Summary of Expenditure and Budget Request for All Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |

| Expenditure Categories | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|----------------------------|---|----------------------------------|----------------------------------|
| FTE | 1.8 | 1.8 | 1.0 | 2.8 |
| Personal Services | 80.3 | 134.3 | 75.1 | 209.4 |
| Employee Related Expenditures | 32.1 | 62.0 | 36.2 | 98.2 |
| Subtotal Personal Services and ERE | 112.4 | 196.3 | 111.3 | 307.6 |
| Professional & Outside Services | 0.2 | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | 1.6 | 1.6 |
| Other Operating Expenditures | - | - | 3.8 | 3.8 |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | 2.0 | 2.0 |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | 112.6 | 196.3 | 118.7 | 315.0 |
| Fund Source | | | | |
| Appropriated Funds | | | | |
| Psychologist Examiners Board Fund (Appropriated) | 112.6 | 196.3 | 118.7 | 315.0 |
| Appropriated Funds Total: | 112.6 | 196.3 | 118.7 | 315.0 |
| Non-Appropriated Funds | | | | |
| Psychologist Examiners Board Fund (Non-Appropriated) | - | - | - | - |
| Non-Appropriated Funds Total: | - | - | - | - |
| Behavior Analyst Total: | 112.6 | 196.3 | 118.7 | 315.0 |

Program Budget Unit Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |
| Fund: | AA1000 General Fund |

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|----------------------------------|----------------------------------|
| Appropriated | | | | |
| Personal Services | - | - | - | - |
| Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | - | - | - | - |
| Professional & Outside Services | - | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | - | - |
| Other Operating Expenditures | - | - | - | - |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | - | - | - | - |
| General Fund Total: | - | - | - | - |

| | |
|--------------|---|
| Fund: | SY2058 Psychologist Examiners Board Fund |
|--------------|---|

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|----------------------------------|----------------------------------|
| Appropriated | | | | |
| Personal Services | 240.6 | 185.7 | 13.3 | 199.0 |
| Employee Related Expenditures | 122.6 | 92.2 | 6.5 | 98.7 |
| Subtotal Personal Services and ERE | 363.2 | 277.9 | 19.8 | 297.7 |
| Professional & Outside Services | 57.4 | 76.5 | 16.0 | 92.5 |
| Travel In-State | 0.4 | 1.8 | - | 1.8 |
| Travel Out-Of-State | 13.4 | 11.5 | 3.5 | 15.0 |
| Other Operating Expenditures | 67.5 | 65.6 | 1.8 | 67.4 |
| Capital Equipment | 5.5 | - | - | - |
| Non-Capital Equipment | 11.4 | 10.4 | - | 10.4 |
| Cost Allocation & Indirect Costs | - | - | 3.5 | 3.5 |
| Transfers-Out | 1.0 | - | - | - |

Program Budget Unit Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|---|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |
| Fund: | SY2058 Psychologist Examiners Board Fund |

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|----------------------------------|----------------------------------|
| Expenditure Categories Total: | 519.8 | 443.7 | 44.6 | 488.3 |
| Non-Appropriated | | | | |
| Personal Services | - | - | - | - |
| Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | - | - | - | - |
| Professional & Outside Services | - | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | - | - |
| Other Operating Expenditures | - | - | - | - |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | - | - | - | - |
| Psychologist Examiners Board Fund Total: | 519.8 | 443.7 | 44.6 | 488.3 |
| Program Total for Select Funds: | 519.8 | 443.7 | 44.6 | 488.3 |

Program Budget Unit Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |
| Fund: | |

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|----------------------------------|----------------------------------|
| Appropriated | | | | |
| Personal Services | - | - | - | - |
| Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | - | - | - | - |
| Professional & Outside Services | - | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | - | - |
| Other Operating Expenditures | - | - | - | - |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | - | - | - | - |
| | - | - | - | - |

| | |
|--------------|---|
| Fund: | SY2058 Psychologist Examiners Board Fund |
|--------------|---|

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|----------------------------------|----------------------------------|
| Appropriated | | | | |
| Personal Services | 80.3 | 134.3 | 75.1 | 209.4 |
| Employee Related Expenditures | 32.1 | 62.0 | 36.2 | 98.2 |
| Subtotal Personal Services and ERE | 112.4 | 196.3 | 111.3 | 307.6 |
| Professional & Outside Services | 0.2 | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | 1.6 | 1.6 |
| Other Operating Expenditures | - | - | 3.8 | 3.8 |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | 2.0 | 2.0 |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |

Program Budget Unit Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|---|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |
| Fund: | SY2058 Psychologist Examiners Board Fund |

| | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------|---|----------------------------------|----------------------------------|
| Expenditure Categories Total: | 112.6 | 196.3 | 118.7 | 315.0 |
| Non-Appropriated | | | | |
| Personal Services | - | - | - | - |
| Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | - | - | - | - |
| Professional & Outside Services | - | - | - | - |
| Travel In-State | - | - | - | - |
| Travel Out-Of-State | - | - | - | - |
| Other Operating Expenditures | - | - | - | - |
| Capital Equipment | - | - | - | - |
| Non-Capital Equipment | - | - | - | - |
| Cost Allocation & Indirect Costs | - | - | - | - |
| Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | - | - | - | - |
| Psychologist Examiners Board Fund Total: | 112.6 | 196.3 | 118.7 | 315.0 |
| Program Total for Select Funds: | 112.6 | 196.3 | 118.7 | 315.0 |

Program Summary of Expenditure and Budget Request

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |

| Program Summary | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|--|----------------------------|---|----------------------------------|----------------------------------|
| SYA-1-1 | Licensing and Regulation | 519.8 | 443.7 | 44.6 | 488.3 |
| Licensing and Regulation Summary Total: | | 519.8 | 443.7 | 44.6 | 488.3 |
| Expenditure Categories | | | | | |
| FTE | FTE | 2.7 | 2.7 | - | 2.7 |
| 6000 | Personal Services | 240.6 | 185.7 | 13.3 | 199.0 |
| 6100 | Employee Related Expenditures | 122.6 | 92.2 | 6.5 | 98.7 |
| Subtotal Personal Services and ERE | | 363.2 | 277.9 | 19.8 | 297.7 |
| 6200 | Professional & Outside Services | 57.4 | 76.5 | 16.0 | 92.5 |
| 6500 | Travel In-State | 0.4 | 1.8 | - | 1.8 |
| 6600 | Travel Out-Of-State | 13.4 | 11.5 | 3.5 | 15.0 |
| 7000 | Other Operating Expenditures | 67.5 | 65.6 | 1.8 | 67.4 |
| 8400 | Capital Equipment | 5.5 | - | - | - |
| 8500 | Non-Capital Equipment | 11.4 | 10.4 | - | 10.4 |
| 9000 | Cost Allocation & Indirect Costs | - | - | 3.5 | 3.5 |
| 9100 | Transfers-Out | 1.0 | - | - | - |
| Expenditure Categories Total: | | 519.8 | 443.7 | 44.6 | 488.3 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| AA1000 | General Fund (Appropriated) | - | - | - | - |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 519.8 | 443.7 | 44.6 | 488.3 |
| Appropriated Funds Total: | | 519.8 | 443.7 | 44.6 | 488.3 |
| Licensing and Regulation Summary Total: | | 519.8 | 443.7 | 44.6 | 488.3 |

Program Summary of Expenditure and Budget Request

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |

| Program Summary | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|--|--------------------|--------------------------------|--------------------------|--------------------------|
| SYA-2-1 | Behavior Analyst | 112.6 | 196.3 | 118.7 | 315.0 |
| Behavior Analyst Summary Total: | | 112.6 | 196.3 | 118.7 | 315.0 |
| Expenditure Categories | | | | | |
| FTE | FTE | 1.8 | 1.8 | 1.0 | 2.8 |
| 6000 | Personal Services | 80.3 | 134.3 | 75.1 | 209.4 |
| 6100 | Employee Related Expenditures | 32.1 | 62.0 | 36.2 | 98.2 |
| Subtotal Personal Services and ERE | | 112.4 | 196.3 | 111.3 | 307.6 |
| 6200 | Professional & Outside Services | 0.2 | - | - | - |
| 6500 | Travel In-State | - | - | - | - |
| 6600 | Travel Out-Of-State | - | - | 1.6 | 1.6 |
| 7000 | Other Operating Expenditures | - | - | 3.8 | 3.8 |
| 8400 | Capital Equipment | - | - | - | - |
| 8500 | Non-Capital Equipment | - | - | 2.0 | 2.0 |
| 9000 | Cost Allocation & Indirect Costs | - | - | - | - |
| 9100 | Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | | 112.6 | 196.3 | 118.7 | 315.0 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 112.6 | 196.3 | 118.7 | 315.0 |
| Appropriated Funds Total: | | 112.6 | 196.3 | 118.7 | 315.0 |
| Non-Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Non-Appropriated) | - | - | - | - |
| Non-Appropriated Funds Total: | | - | - | - | - |
| Behavior Analyst Summary Total: | | 112.6 | 196.3 | 118.7 | 315.0 |

Program Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|---|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |
| Fund: | AA1000 General Fund (Appropriated) |

| Program Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|----------------------------------|----------------------------|---|--------------------------------------|--------------------------------------|
| SYA-1-1 | Licensing and Regulation | - | - | - | - |
| General Fund (Appropriated) Summary Total: | | - | - | - | - |
| Appropriated Funding | | | | | |
| 6000 | Personal Services | - | - | - | - |
| 6100 | Employee Related Expenditures | - | - | - | - |
| Subtotal Personal Services and ERE | | - | - | - | - |
| 6200 | Professional & Outside Services | - | - | - | - |
| 6500 | Travel In-State | - | - | - | - |
| 6600 | Travel Out-Of-State | - | - | - | - |
| 7000 | Other Operating Expenditures | - | - | - | - |
| 8400 | Capital Equipment | - | - | - | - |
| 8500 | Non-Capital Equipment | - | - | - | - |
| 9000 | Cost Allocation & Indirect Costs | - | - | - | - |
| 9100 | Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | | - | - | - | - |
| Fund AA1000 - A Total: | | - | - | - | - |

Program Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |
| Fund: | SY2058 Psychologist Examiners Board Fund (Appropriated) |

| Program Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|----------------------------------|----------------------------|---|--------------------------------------|--------------------------------------|
| SYA-1-1 | Licensing and Regulation | 519.8 | 443.7 | 44.6 | 488.3 |
| Psychologist Examiners Board Fund (Appropriated) Summary Total: | | 519.8 | 443.7 | 44.6 | 488.3 |
| Appropriated Funding | | | | | |
| 6000 | Personal Services | 240.6 | 185.7 | 13.3 | 199.0 |
| 6100 | Employee Related Expenditures | 122.6 | 92.2 | 6.5 | 98.7 |
| Subtotal Personal Services and ERE | | 363.2 | 277.9 | 19.8 | 297.7 |
| 6200 | Professional & Outside Services | 57.4 | 76.5 | 16.0 | 92.5 |
| 6500 | Travel In-State | 0.4 | 1.8 | - | 1.8 |
| 6600 | Travel Out-Of-State | 13.4 | 11.5 | 3.5 | 15.0 |
| 7000 | Other Operating Expenditures | 67.5 | 65.6 | 1.8 | 67.4 |
| 8400 | Capital Equipment | 5.5 | - | - | - |
| 8500 | Non-Capital Equipment | 11.4 | 10.4 | - | 10.4 |
| 9000 | Cost Allocation & Indirect Costs | - | - | 3.5 | 3.5 |
| 9100 | Transfers-Out | 1.0 | - | - | - |
| Expenditure Categories Total: | | 519.8 | 443.7 | 44.6 | 488.3 |
| Fund SY2058 - A Total: | | 519.8 | 443.7 | 44.6 | 488.3 |
| Licensing and Regulation Total: | | 519.8 | 443.7 | 44.6 | 488.3 |

Program Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |
| Fund: | SY2058 Psychologist Examiners Board Fund (Appropriated) |

| Program Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|----------------------------------|----------------------------|---|--------------------------------------|--------------------------------------|
| SYA-2-1 | Behavior Analyst | 112.6 | 196.3 | 118.7 | 315.0 |
| Psychologist Examiners Board Fund (Appropriated) Summary Total: | | 112.6 | 196.3 | 118.7 | 315.0 |
| Appropriated Funding | | | | | |
| 6000 | Personal Services | 80.3 | 134.3 | 75.1 | 209.4 |
| 6100 | Employee Related Expenditures | 32.1 | 62.0 | 36.2 | 98.2 |
| Subtotal Personal Services and ERE | | 112.4 | 196.3 | 111.3 | 307.6 |
| 6200 | Professional & Outside Services | 0.2 | - | - | - |
| 6500 | Travel In-State | - | - | - | - |
| 6600 | Travel Out-Of-State | - | - | 1.6 | 1.6 |
| 7000 | Other Operating Expenditures | - | - | 3.8 | 3.8 |
| 8400 | Capital Equipment | - | - | - | - |
| 8500 | Non-Capital Equipment | - | - | 2.0 | 2.0 |
| 9000 | Cost Allocation & Indirect Costs | - | - | - | - |
| 9100 | Transfers-Out | - | - | - | - |
| Expenditure Categories Total: | | 112.6 | 196.3 | 118.7 | 315.0 |
| Fund SY2058 - A Total: | | 112.6 | 196.3 | 118.7 | 315.0 |

Program Summary of Expenditure and Budget Request for Selected Funds

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |
| Fund: | SY2058 Psychologist Examiners Board Fund (Non-Appropriated) |

| Program Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---------------------------------|--|----------------------------|---|--------------------------------------|--------------------------------------|
| SYA-2-1 | Behavior Analyst | - | - | - | - |
| | Psychologist Examiners Board Fund (Non-Appropriated) Summary Total: | - | - | - | - |
| Non-Appropriated Funding | | | | | |
| 6000 | Personal Services | - | - | - | - |
| 6100 | Employee Related Expenditures | - | - | - | - |
| | Subtotal Personal Services and ERE | - | - | - | - |
| 6200 | Professional & Outside Services | - | - | - | - |
| 6500 | Travel In-State | - | - | - | - |
| 6600 | Travel Out-Of-State | - | - | - | - |
| 7000 | Other Operating Expenditures | - | - | - | - |
| 8400 | Capital Equipment | - | - | - | - |
| 8500 | Non-Capital Equipment | - | - | - | - |
| 9000 | Cost Allocation & Indirect Costs | - | - | - | - |
| 9100 | Transfers-Out | - | - | - | - |
| | Expenditure Categories Total: | - | - | - | - |
| | Fund SY2058 - N Total: | - | - | - | - |
| | Behavior Analyst Total: | 112.6 | 196.3 | 118.7 | 315.0 |

Program Expenditure Schedule

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |

| FTE | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|------------------------------------|--------------------|--------------------------------|-----------------------------|-----------------------------|
| FTE | 2.7 | 2.7 | - | 2.7 |
| Expenditure Category Total: | - | - | - | - |

| Fund Source | | | | | |
|---------------------------|---|-----|-----|---|-----|
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 2.7 | 2.7 | - | 2.7 |
| Appropriated Funds Total: | | 2.7 | 2.7 | - | 2.7 |
| Fund Source Total: | | 2.7 | 2.7 | - | 2.7 |

| Personal Services | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--|--------------------|--------------------------------|-----------------------------|-----------------------------|
| Personal Services | 233.1 | 176.7 | 13.3 | 190.0 |
| Board & Commission Members Compensation | 7.5 | 9.0 | - | 9.0 |
| Expenditure Category Total: | 240.6 | 185.7 | 13.3 | 199.0 |

| Fund Source | | | | | |
|---------------------------|---|-------|-------|------|-------|
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 240.6 | 185.7 | 13.3 | 199.0 |
| Appropriated Funds Total: | | 240.6 | 185.7 | 13.3 | 199.0 |
| Fund Source Total: | | 240.6 | 185.7 | 13.3 | 199.0 |

| Employee Related Expenditures | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|------------------------------------|--------------------|--------------------------------|-----------------------------|-----------------------------|
| Employee Related Expenses | 122.6 | 92.2 | 6.5 | 98.7 |
| Expenditure Category Total: | 122.6 | 92.2 | 6.5 | 98.7 |

| Fund Source | | | | | |
|---------------------------|---|-------|------|-----|------|
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 122.6 | 92.2 | 6.5 | 98.7 |
| Appropriated Funds Total: | | 122.6 | 92.2 | 6.5 | 98.7 |
| Fund Source Total: | | 122.6 | 92.2 | 6.5 | 98.7 |

| | |
|--|--|
| Professional & Outside Services | |
|--|--|

Program Expenditure Schedule

| | | | | | |
|---|---|--|---|--------------------------------------|--------------------------------------|
| Agency: | | Board of Psychologist Examiners | | | |
| Program: | | Licensing and Regulation | | | |
| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Professional and Outside Services | | - | 76.5 | 16.0 | 92.5 |
| Attorney General Legal Services | | 48.3 | - | - | - |
| Temporary Agency Services | | 3.4 | - | - | - |
| Other Professional & Outside Services | | 5.7 | - | - | - |
| Expenditure Category Total: | | 57.4 | 76.5 | 16.0 | 92.5 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 57.4 | 76.5 | 16.0 | 92.5 |
| Appropriated Funds Total: | | 57.4 | 76.5 | 16.0 | 92.5 |
| Fund Source Total: | | 57.4 | 76.5 | 16.0 | 92.5 |
| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Travel In-State | | | | | |
| Travel In-State | | - | 1.8 | - | 1.8 |
| Mileage - Private Vehicle | | 0.1 | - | - | - |
| Lodging | | 0.1 | - | - | - |
| Meals with Overnight Stay | | 0.0 | - | - | - |
| Other Miscellaneous In- State Travel | | 0.1 | - | - | - |
| Expenditure Category Total: | | 0.4 | 1.8 | - | 1.8 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 0.4 | 1.8 | - | 1.8 |
| Appropriated Funds Total: | | 0.4 | 1.8 | - | 1.8 |
| Fund Source Total: | | 0.4 | 1.8 | - | 1.8 |
| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Travel Out-Of-State | | | | | |
| Travel Out of State | | - | 11.5 | 3.5 | 15.0 |
| Airfare and Other Common Carrier Charges | | 3.9 | - | - | - |
| Lodging Out-of-State | | 7.7 | - | - | - |
| Meals with Overnight Stay | | 0.8 | - | - | - |
| Meals without Overnight Stay | | 0.1 | - | - | - |

Program Expenditure Schedule

| Agency: | | Board of Psychologist Examiners | | | |
|---|---|---------------------------------|--------------------------------|-----------------------------|-----------------------------|
| Program: | | Licensing and Regulation | | | |
| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Other Miscellaneous Out-of- State Travel | | 0.9 | - | - | - |
| Expenditure Category Total: | | 13.4 | 11.5 | 3.5 | 15.0 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 13.4 | 11.5 | 3.5 | 15.0 |
| Appropriated Funds Total: | | 13.4 | 11.5 | 3.5 | 15.0 |
| Fund Source Total: | | 13.4 | 11.5 | 3.5 | 15.0 |
| | | | | | |
| Other Operating Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Other Operating Expenses | | - | 65.6 | 1.8 | 67.4 |
| Risk Management Charges to State Agencies | | 2.5 | - | - | - |
| Internal Service Computer Processing, Hosting, Maintenance and Support Costs | | 2.7 | - | - | - |
| External Programming and System Development Costs | | 4.4 | - | - | - |
| Charges Imposed Related to AFIS. | | 1.7 | - | - | - |
| External Telecommunications Charges | | 3.0 | - | - | - |
| Building Rent Charges to State Agencies | | 22.3 | - | - | - |
| Miscellaneous Rent | | 0.5 | - | - | - |
| Internal Accounting, Budgeting & Financial Services | | 16.8 | - | - | - |
| Repair & Maintenance - Other Equipment | | 0.6 | - | - | - |
| Software Support, Maintenance Short-term Licensing | | 2.2 | - | - | - |
| Office Supplies | | 0.9 | - | - | - |
| Conference Registration / Attendance Fees | | 2.1 | - | - | - |
| Postage & Delivery | | 0.4 | - | - | - |
| Document Shredding and Destruction Services | | 0.2 | - | - | - |
| Awards | | 1.4 | - | - | - |
| Dues | | 5.4 | - | - | - |
| Books, Subscriptions & Publications | | 0.4 | - | - | - |
| Other Miscellaneous Operating | | 0.2 | - | - | - |
| Expenditure Category Total: | | 67.5 | 65.6 | 1.8 | 67.4 |

Program Expenditure Schedule

| | | | | | |
|---|---|---------------------------------|---|--------------------------------------|--------------------------------------|
| Agency: | | Board of Psychologist Examiners | | | |
| Program: | | Licensing and Regulation | | | |
| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 67.5 | 65.6 | 1.8 | 67.4 |
| Appropriated Funds Total: | | 67.5 | 65.6 | 1.8 | 67.4 |
| Fund Source Total: | | 67.5 | 65.6 | 1.8 | 67.4 |
| | | | | | |
| Capital Equipment | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| | Computer Equipment - Capitalized Purchase | 5.5 | - | - | - |
| Expenditure Category Total: | | 5.5 | - | - | - |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 5.5 | - | - | - |
| Appropriated Funds Total: | | 5.5 | - | - | - |
| Fund Source Total: | | 5.5 | - | - | - |
| | | | | | |
| Non-Capital Equipment | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| | Non-Capital Resources | - | 10.4 | - | 10.4 |
| | Purchased or licensed software / website | 11.4 | - | - | - |
| Expenditure Category Total: | | 11.4 | 10.4 | - | 10.4 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| AA1000 | General Fund (Appropriated) | - | - | - | - |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 11.4 | 10.4 | - | 10.4 |
| Appropriated Funds Total: | | 11.4 | 10.4 | - | 10.4 |
| Fund Source Total: | | 11.4 | 10.4 | - | 10.4 |
| | | | | | |
| Cost Allocation & Indirect Costs | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |

Program Expenditure Schedule

| | |
|-----------------|--|
| Agency: | Board of Psychologist Examiners |
| Program: | Licensing and Regulation |

| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|--|--------------------|--------------------------------|-----------------------------|-----------------------------|
| Cost Allocation | | - | - | 3.5 | 3.5 |
| Expenditure Category Total: | | - | - | 3.5 | 3.5 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 Psychologist Examiners Board Fund (Appropriated) | | - | - | 3.5 | 3.5 |
| Appropriated Funds Total: | | - | - | 3.5 | 3.5 |
| Fund Source Total: | | - | - | 3.5 | 3.5 |

| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|---|--|--------------------|--------------------------------|-----------------------------|-----------------------------|
| Transfers Out – Not Subject to Cost Allocation | | 1.0 | - | - | - |
| Expenditure Category Total: | | 1.0 | - | - | - |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 Psychologist Examiners Board Fund (Appropriated) | | 1.0 | - | - | - |
| Appropriated Funds Total: | | 1.0 | - | - | - |
| Fund Source Total: | | 1.0 | - | - | - |

Program Expenditure Schedule

| | | | | | |
|--------------------------------------|--|---------------------------------|---------------------------------|------------------------------|------------------------------|
| Agency: | | Board of Psychologist Examiners | | | |
| Program: | | Behavior Analyst | | | |
| | | | | | |
| FTE | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| FTE | | 1.8 | 1.8 | 1.0 | 2.8 |
| Expenditure Category Total: | | - | - | - | - |
| | | | | | |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 1.8 | 1.8 | 1.0 | 2.8 |
| Appropriated Funds Total: | | 1.8 | 1.8 | 1.0 | 2.8 |
| Fund Source Total: | | 1.8 | 1.8 | 1.0 | 2.8 |
| | | | | | |
| | | | | | |
| Personal Services | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Personal Services | | 80.3 | 134.3 | 75.1 | 209.4 |
| Expenditure Category Total: | | 80.3 | 134.3 | 75.1 | 209.4 |
| | | | | | |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 80.3 | 134.3 | 75.1 | 209.4 |
| Appropriated Funds Total: | | 80.3 | 134.3 | 75.1 | 209.4 |
| Non-Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Non-Appropriated) | - | - | - | - |
| Non-Appropriated Funds Total: | | - | - | - | - |
| Fund Source Total: | | 80.3 | 134.3 | 75.1 | 209.4 |
| | | | | | |
| | | | | | |
| Employee Related Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Employee Related Expenses | | 32.1 | 62.0 | 36.2 | 98.2 |
| Expenditure Category Total: | | 32.1 | 62.0 | 36.2 | 98.2 |
| | | | | | |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 32.1 | 62.0 | 36.2 | 98.2 |
| Appropriated Funds Total: | | 32.1 | 62.0 | 36.2 | 98.2 |

Program Expenditure Schedule

| | | | | | |
|--|--|--|---------------------------------|------------------------------|------------------------------|
| Agency: | | Board of Psychologist Examiners | | | |
| Program: | | Behavior Analyst | | | |
| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Non-Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Non-Appropriated) | - | - | - | - |
| Non-Appropriated Funds Total: | | - | - | - | - |
| Fund Source Total: | | 32.1 | 62.0 | 36.2 | 98.2 |
| | | | | | |
| Professional & Outside Services | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Other Professional & Outside Services | | 0.2 | - | - | - |
| Expenditure Category Total: | | 0.2 | - | - | - |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | 0.2 | - | - | - |
| Appropriated Funds Total: | | 0.2 | - | - | - |
| Fund Source Total: | | 0.2 | - | - | - |
| | | | | | |
| Travel Out-Of-State | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Travel Out of State | | - | - | 1.6 | 1.6 |
| Expenditure Category Total: | | - | - | 1.6 | 1.6 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | - | - | 1.6 | 1.6 |
| Appropriated Funds Total: | | - | - | 1.6 | 1.6 |
| Fund Source Total: | | - | - | 1.6 | 1.6 |
| | | | | | |
| Other Operating Expenditures | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
| Other Operating Expenses | | - | - | 3.8 | 3.8 |
| Expenditure Category Total: | | - | - | 3.8 | 3.8 |
| Fund Source | | | | | |
| Appropriated Funds | | | | | |

Program Expenditure Schedule

| | |
|-----------------|---------------------------------|
| Agency: | Board of Psychologist Examiners |
| Program: | Behavior Analyst |

| | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|--------|---|--------------------|--------------------------------|-----------------------------|-----------------------------|
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | - | - | 3.8 | 3.8 |
| | Appropriated Funds Total: | - | - | 3.8 | 3.8 |
| | Fund Source Total: | - | - | 3.8 | 3.8 |

| Non-Capital Equipment | | FY 2023 Actuals | FY 2024 Expenditure Plan | FY 2025 Funding Issue | FY 2025 Total Request |
|------------------------------|------------------------------------|--------------------|--------------------------------|-----------------------------|-----------------------------|
| | Non-Capital Resources | - | - | 2.0 | 2.0 |
| | Expenditure Category Total: | - | - | 2.0 | 2.0 |

| Fund Source | | | | | |
|--------------------|---|---|---|-----|-----|
| | Appropriated Funds | | | | |
| SY2058 | Psychologist Examiners Board Fund (Appropriated) | - | - | 2.0 | 2.0 |
| | Appropriated Funds Total: | - | - | 2.0 | 2.0 |
| | Fund Source Total: | - | - | 2.0 | 2.0 |

Program Expenditure Schedule

Agency: Board of Psychologist Examiners

Administrative Costs Summary

FY 2025

| | |
|------------------------------------|-------------|
| Personal Services | 5.3 |
| ERE | 5.3 |
| All Other | 28.2 |
| Administrative Costs Total: | 38.8 |

Administrative Costs / Total Expenditure Ratio

Request

Admin %

FY 2025

803.3

4.8%

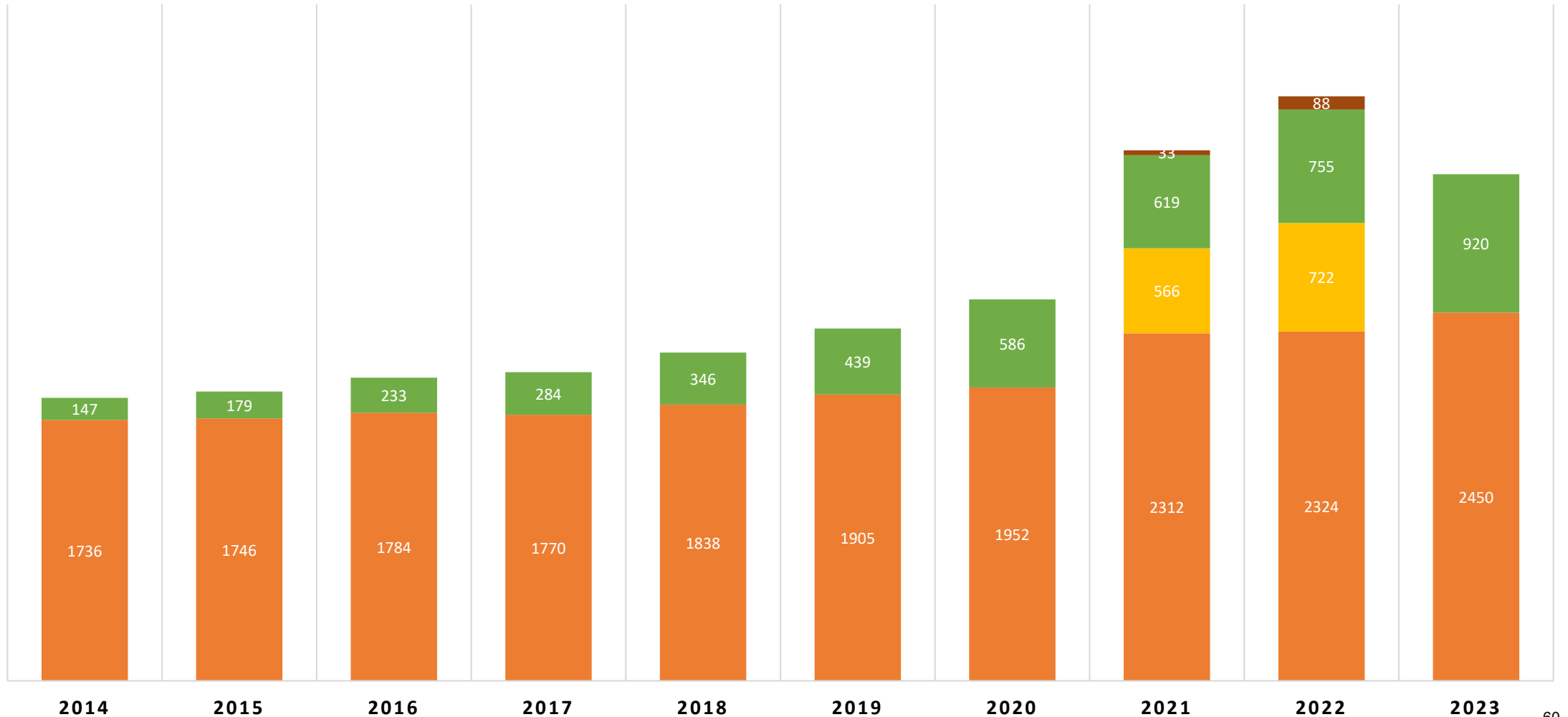


ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS

AVERAGE NUMBER OF ACTIVE LICENSEES

FY 2014 - FY 2023

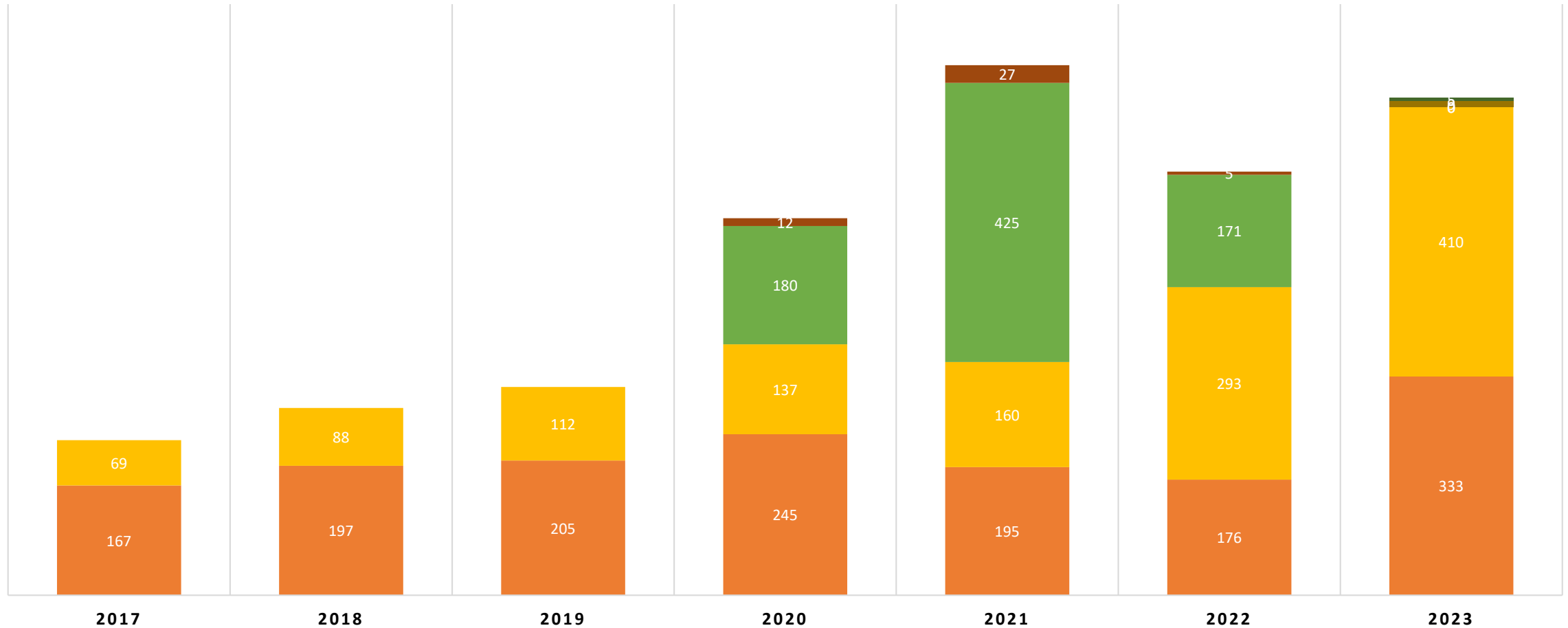
Psychologists Emergency Temporary Psychologists Behavior Analysts Emergency Temporary Behavior Analysts





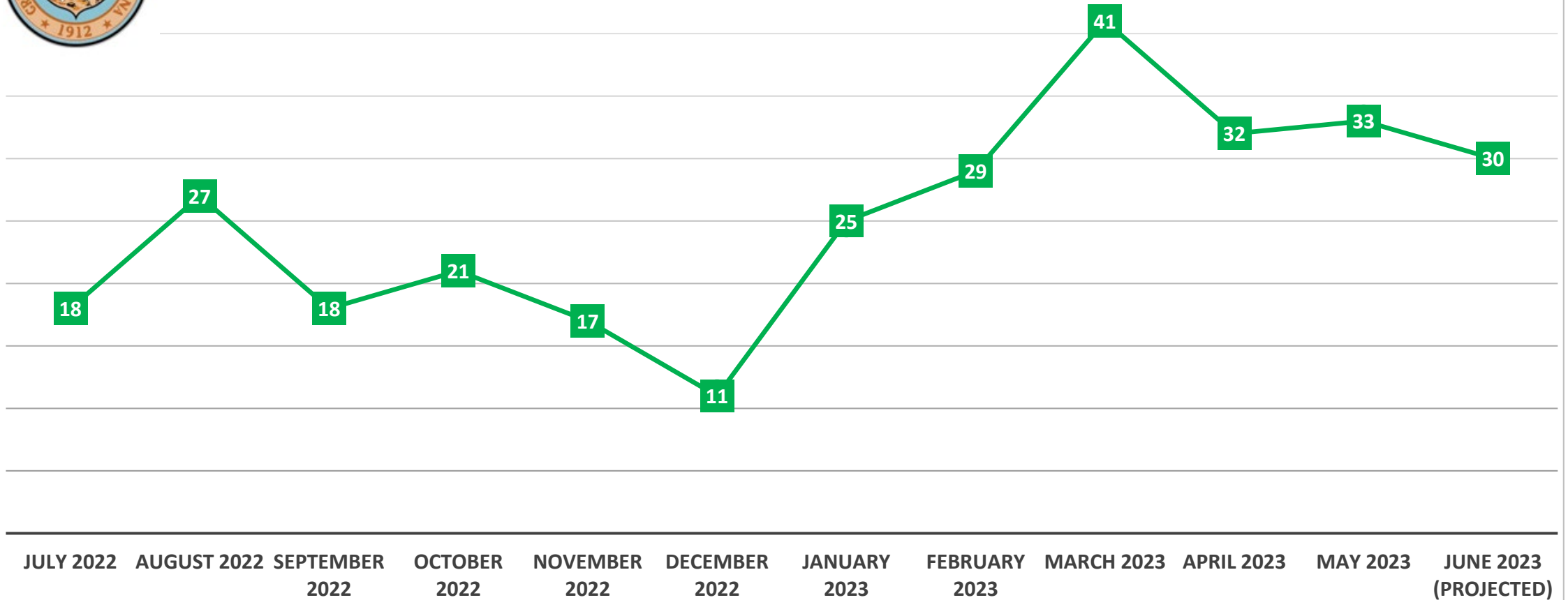
ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS APPLICATIONS FOR INITIAL LICENSURE FY 2017 - FY 2023

Psychologist Behavior Analyst Psychologist Emergency Temporary Licenses (COVID)
Behavior Analyst Emergency Temporary Licenses (COVID) Telehealth Registry Psychologist Telehealth Registry Behavior Analyst





ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS APPLICATIONS FOR INITIAL LICENSURE – BEHAVIOR ANALYSTS FY 2023

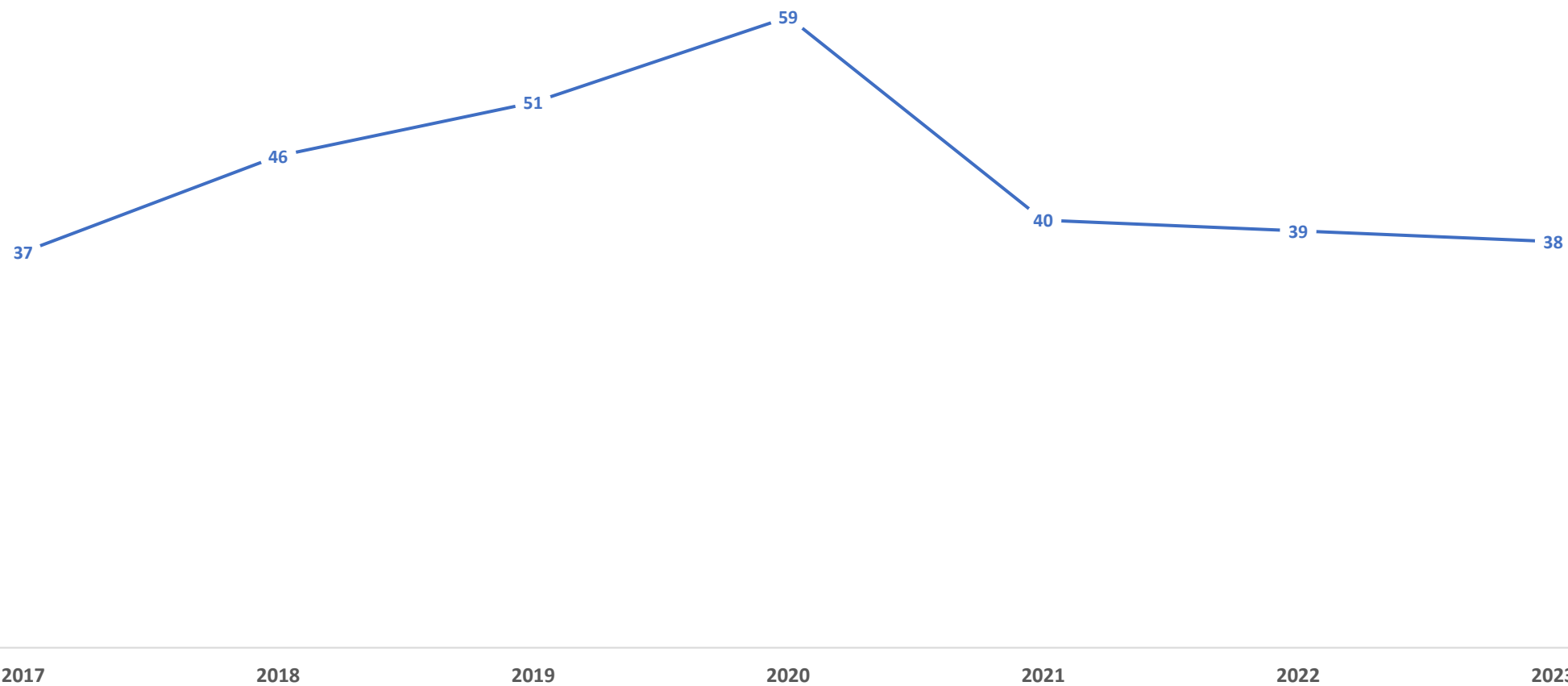


Average = 25.2

Median = 26

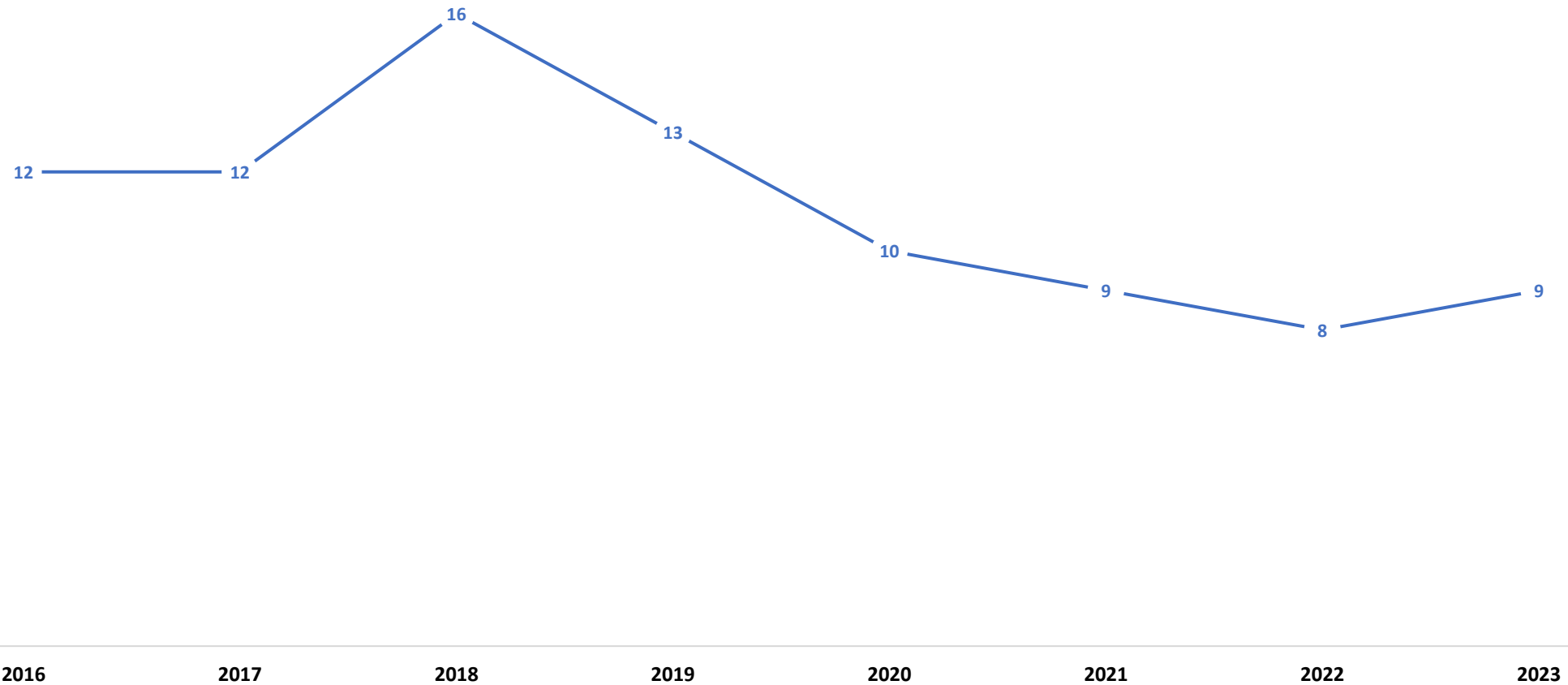


ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS PSYCHOLOGIST INVESTIGATIONS BY FISCAL YEAR FY 2014 - FY 2023



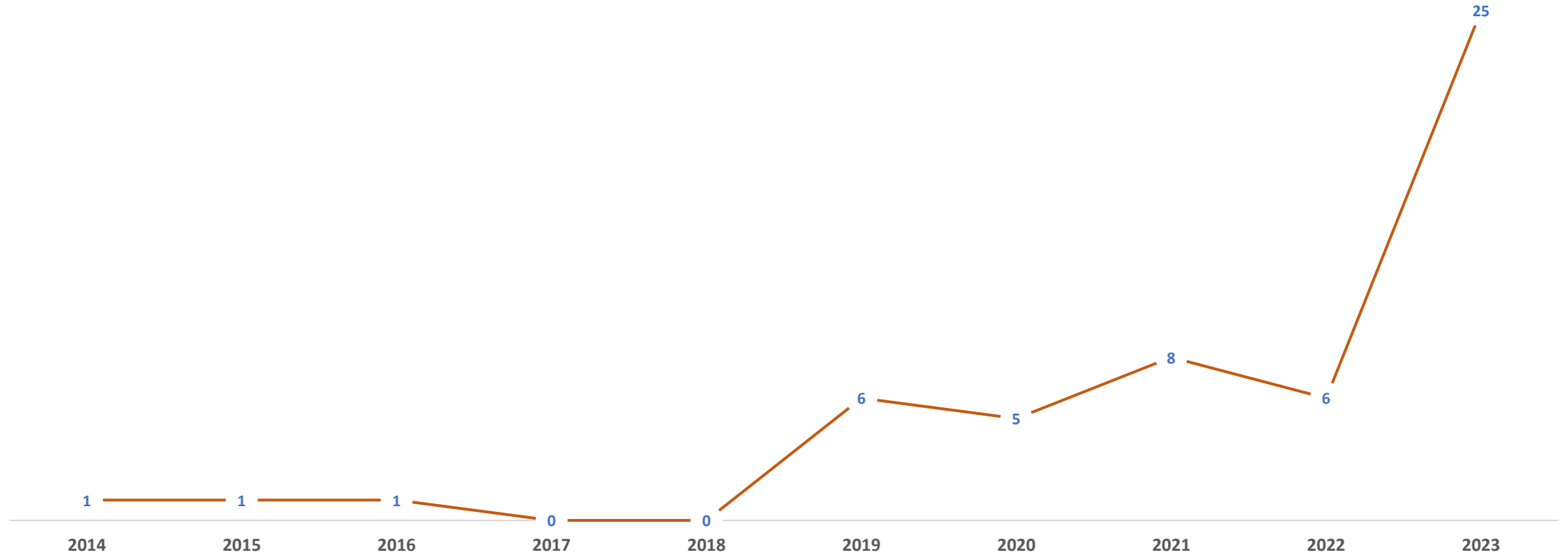


ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS PSYCHOLOGIST CLAIMS BY FISCAL YEAR FY 2014 - FY 2023



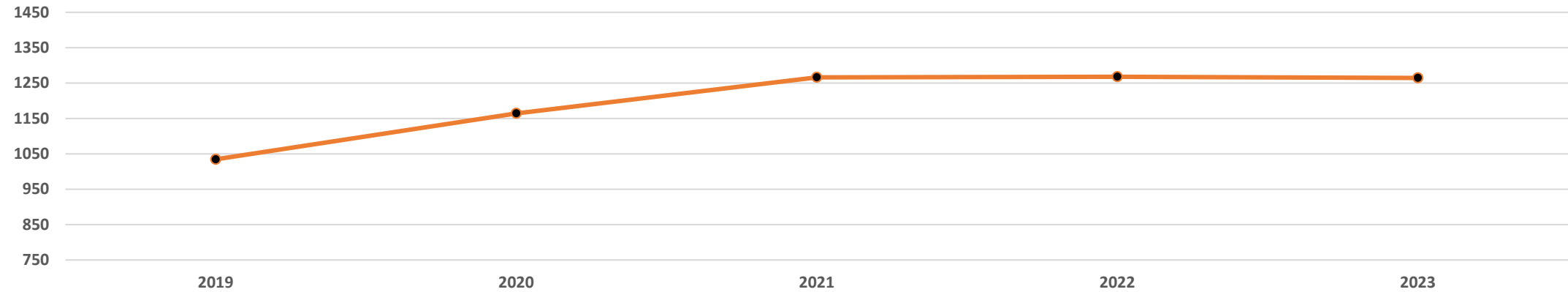


ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS BEHAVIOR ANALYST INVESTIGATIONS BY FISCAL YEAR FY 2014 - FY 2023

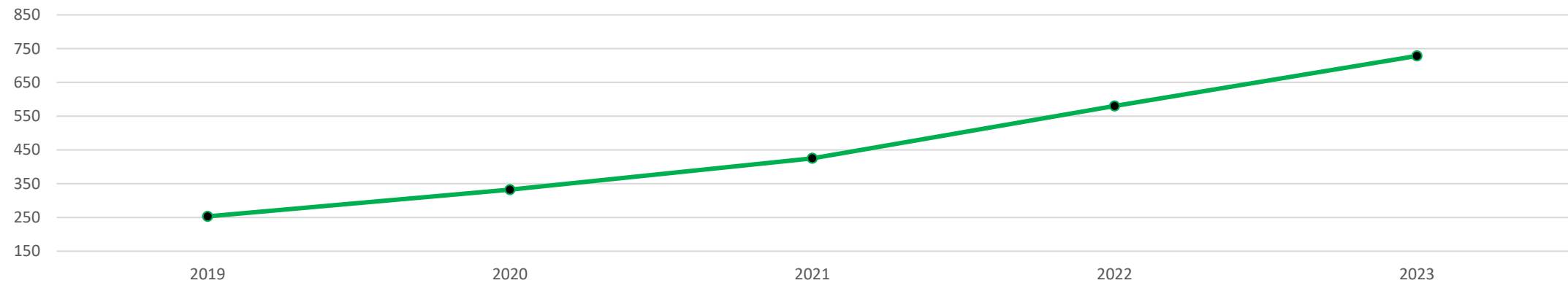




**ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS
PSYCHLOGIST FUND (2058) YEAR END BALANCES
FY 2019 - FY 2023**



**ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS
BEHAVIOR ANALYST FUND (2059) YEAR END BALANCES
FY 2019 - FY 2023**



Arizona Board of
Psychologist Examiners

Executive Director
SSY00000001
AUN05385 (E2)

Licensing Specialist
SSY000000014
(Grade 19)

Licensing Specialist
SSY000000015
(Grade 19)

Licensing Specialist
SSY000000021
(Grade 19)

Deputy Director
SSY00000002
AUN04574 (E1)

Programs & Projects Specialist
SSY000000013
(Grade 18)