



STATE OF ARIZONA  
BOARD OF PSYCHOLOGIST EXAMINERS  
1740 WEST ADAMS STREET, SUITE 3403  
PHOENIX, AZ 85007  
602.542.8162  
psychboard.az.gov

KATIE HOBBS  
Governor

HEIDI HERBST PAAKKONEN  
Executive Director

---

August 22, 2024

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

RE: Fiscal Year 2026 Budget Request  
Fiscal Year 2026 Strategic Plan Update

Dear Governor Hobbs:

On behalf of the Arizona Board of Psychologist Examiners I submit the Fiscal Year 2026 Budget Request and the Fiscal Year 2026 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 that reads "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 2026.

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**

 8/22/2024  
(signature)

Phone: 6025423018

Prepared by: Heidi Herbst Paakkonen

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

Date Prepared: August 22, 2024

<b>Appropriated Funds</b>		<b>FY 2025 Expenditure Plan</b>	<b>FY 2026 Funding Issue</b>	<b>FY 2026 Total Request</b>
<b>Total Amount Requested:</b>		644.8	110.9	755.7
Psychologist Examiners Board Fund		428.7	17.8	446.5
Behavior Analyst Licensing & Regulation Account		216.1	93.1	309.2
<b>Non-Appropriated Funds</b>		<b>FY 2025 Expenditure Plan</b>	<b>FY 2026 Funding Issue</b>	<b>FY 2026 Total Request</b>
		-	-	-
<b>Board of Psychologist Examiners Total:</b>		644.8	110.9	755.7

## Revenue Schedule

**Agency:** Board of Psychologist Examiners

**Fund:** AA1000 General Fund

AFIS Code	Category of Receipt and Description	FY 2024 Actuals	FY 2025 Estimate	FY 2026 Request
4372	Publications & Reproductions	0.4	0.2	0.2
4415	Occupational & Professional Licenses	93.6	143.8	143.8
4645	Payment Card Transaction Fees Paid	(1.7)	(2.9)	(3.0)
<b>General Fund Total:</b>		<b>92.3</b>	<b>141.1</b>	<b>141.0</b>

**Forecast Methodology**

Please see uploaded file. Data is presented on the third (green) tab.

**Fund:** SY2058 Psychologist Examiners Board Fund

AFIS Code	Category of Receipt and Description	FY 2024 Actuals	FY 2025 Estimate	FY 2026 Request
4372	Publications & Reproductions	3.1	0.9	0.9
4415	Occupational & Professional Licenses	516.7	501.5	501.5
4645	Payment Card Transaction Fees Paid	(10.7)	(10.0)	(10.0)
<b>Psychologist Examiners Board Fund Total:</b>		<b>509.0</b>	<b>492.4</b>	<b>492.4</b>

**Forecast Methodology**

Please see uploaded file. Data is presented on the first (blue) tab.

## Revenue Schedule

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Fund:</b>	<b>SY2059 Behavior Analyst Licensing &amp; Regulation Account</b>
--------------	---

AFIS Code	Category of Receipt and Description	FY 2024 Actuals	FY 2025 Estimate	FY 2026 Request
4372	Publications & Reproductions	0.9	0.3	0.3
4415	Occupational & Professional Licenses	325.9	319.1	354.6
4645	Payment Card Transaction Fees Paid	(4.8)	(6.4)	(7.2)
	<b>Behavior Analyst Licensing &amp; Regulation Account Total:</b>	<b>322.0</b>	<b>313.0</b>	<b>347.7</b>

---

### Forecast Methodology

Please see uploaded file. Data is presented on the second (yellow) tab.

## 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 in Arizona.

<b>Cash Flow Summary</b>	<b>FY 2024 Actuals</b>	<b>FY 2025 Estimate</b>	<b>FY 2026 Request</b>
Beginning Balance	1,244.6	551.1	614.8
Revenue (from Revenue Schedule)	509.0	492.4	492.4
<b>Total Available</b>	<b>1,753.6</b>	<b>1,043.5</b>	<b>1,107.2</b>
Total Appropriated Disbursements	1,202.5	428.7	446.5
Total Non-Appropriated Disbursements	-	-	-
Balance Forward to Next Year	551.1	614.8	660.7

Explanation for Negative Ending Balance(s): Board of Psychologist Examiners

<b>Appropriated Expenditure</b>	<b>FY 2024 Actuals</b>	<b>FY 2025 Estimate</b>	<b>FY 2026 Request</b>
<b>Expenditure Categories</b>			
Personal Services	257.8	177.1	189.3
Employee Related Expenditures	120.8	80.7	86.3
Professional & Outside Services	58.6	66.5	66.5
Travel In-State	0.1	0.5	0.5
Travel Out-Of-State	12.2	7.2	7.2
Food	-	-	-
Aid To Organizations & Individuals	-	-	-
Other Operating Expenditures	72.4	77.5	77.5
Equipment	-	-	-
Capital Outlay	-	-	-
Capital Equipment	-	-	-
Non-Capital Equipment	-	19.2	19.2
Debt Service	-	-	-
Cost Allocation & Indirect Costs	-	-	-
Transfers-Out	0.6	-	-
<b>Appropriated Expenditure Sub-Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>446.5</b>
Non-Lapsing Authority from Prior Years	-	-	-
Administrative Adjustments	-	-	-
Capital Projects (Land, Bldgs, Improv)	-	-	-
Appropriated 27th Pay Roll	-	-	-
Legislative Fund Transfers	680.0	-	-
IT Project Transfers	-	-	-

## Sources and Uses

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Fund:</b>	<b>SY2058 Psychologist Examiners Board Fund</b>
--------------	---

Proposed Fund Transfer	-	-	-
Residual Equity Transfer	-	-	-
Transfer Due to Fund Balance Cap	-	-	-
Prior Committed or Obligated Expenditures (no entry for AY)	-	-	-
Non-Appropriated 27th Pay Roll	-	-	-
<b>Appropriated Expenditure Total:</b>	<b>1,202.5</b>	<b>428.7</b>	<b>446.5</b>
<b>Appropriated FTE</b>	<b>2.9</b>	<b>2.5</b>	<b>2.5</b>

<b>Non-Appropriated Expenditure</b>
-------------------------------------

	FY 2024 Actuals	FY 2025 Estimate	FY 2026 Request
Expenditure Categories			
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	-	-	-
<b>Non-Appropriated Expenditure Sub-Total:</b>	-	-	-
Non-Lapsing Authority from Prior Years	-	-	-
Administrative Adjustments	-	-	-
Capital Projects (Land, Bldgs, Improv)	-	-	-
Appropriated 27th Pay Roll	-	-	-
Legislative Fund Transfers	-	-	-
IT Project Transfers	-	-	-
Proposed Fund Transfer	-	-	-
Residual Equity Transfer	-	-	-
Transfer Due to Fund Balance Cap	-	-	-
Prior Committed or Obligated Expenditures (no entry for AY)	-	-	-

## Sources and Uses

**Agency:** Board of Psychologist Examiners

**Fund:** SY2058 Psychologist Examiners Board Fund

Non-Appropriated 27th Pay Roll	-	-	-
<b>Non-Appropriated Expenditure Total:</b>	-	-	-
<b>Non-Appropriated FTE</b>	-	-	-

## Sources and Uses

**Agency:** Board of Psychologist Examiners

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account

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 account is used to license and regulate professionals in the field of behavior analysis in Arizona.

<b>Cash Flow Summary</b>	<b>FY 2024 Actuals</b>	<b>FY 2025 Estimate</b>	<b>FY 2026 Request</b>
Beginning Balance	769.3	264.3	361.2
Revenue (from Revenue Schedule)	322.0	313.0	347.7
<b>Total Available</b>	<b>1,091.3</b>	<b>577.3</b>	<b>708.9</b>
Total Appropriated Disbursements	826.9	216.1	309.2
Total Non-Appropriated Disbursements	-	-	-
Balance Forward to Next Year	264.3	361.2	399.7

Explanation for Negative Ending Balance(s): Board of Psychologist Examiners

<b>Appropriated Expenditure</b>	<b>FY 2024 Actuals</b>	<b>FY 2025 Estimate</b>	<b>FY 2026 Request</b>
<b>Expenditure Categories</b>			
Personal Services	77.7	146.7	203.2
Employee Related Expenditures	29.2	69.4	101.0
Professional & Outside Services	-	-	-
Travel In-State	-	-	-
Travel Out-Of-State	-	-	-
Food	-	-	-
Aid To Organizations & Individuals	-	-	-
Other Operating Expenditures	-	-	3.0
Equipment	-	-	-
Capital Outlay	-	-	-
Capital Equipment	-	-	-
Non-Capital Equipment	-	-	2.0
Debt Service	-	-	-
Cost Allocation & Indirect Costs	-	-	-
Transfers-Out	-	-	-
<b>Appropriated Expenditure Sub-Total:</b>	<b>106.9</b>	<b>216.1</b>	<b>309.2</b>
Non-Lapsing Authority from Prior Years	-	-	-
Administrative Adjustments	-	-	-
Capital Projects (Land, Bldgs, Improv)	-	-	-
Appropriated 27th Pay Roll	-	-	-
Legislative Fund Transfers	720.0	-	-
IT Project Transfers	-	-	-



## Sources and Uses

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Fund:</b>	<b>SY2059 Behavior Analyst Licensing &amp; Regulation Account</b>
--------------	---

Proposed Fund Transfer	-	-	-
Residual Equity Transfer	-	-	-
Transfer Due to Fund Balance Cap	-	-	-
Prior Committed or Obligated Expenditures (no entry for AY)	-	-	-
Non-Appropriated 27th Pay Roll	-	-	-
<b>Appropriated Expenditure Total:</b>	<b>826.9</b>	<b>216.1</b>	<b>309.2</b>
<b>Appropriated FTE</b>	<b>1.8</b>	<b>2.0</b>	<b>2.5</b>

<b>Non-Appropriated Expenditure</b>
-------------------------------------

	FY 2024 Actuals	FY 2025 Estimate	FY 2026 Request
<b>Expenditure Categories</b>			
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	-	-	-
<b>Non-Appropriated Expenditure Sub-Total:</b>	-	-	-
Non-Lapsing Authority from Prior Years	-	-	-
Administrative Adjustments	-	-	-
Capital Projects (Land, Bldgs, Improv)	-	-	-
Appropriated 27th Pay Roll	-	-	-
Legislative Fund Transfers	-	-	-
IT Project Transfers	-	-	-
Proposed Fund Transfer	-	-	-
Residual Equity Transfer	-	-	-
Transfer Due to Fund Balance Cap	-	-	-
Prior Committed or Obligated Expenditures (no entry for AY)	-	-	-

## Sources and Uses

**Agency:** Board of Psychologist Examiners

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account

Non-Appropriated 27th Pay Roll	-	-	-
<b>Non-Appropriated Expenditure Total:</b>	-	-	-
<b>Non-Appropriated FTE</b>	-	-	-

## Funding Issue List

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

FY 2026

Priority	Funding Issue Title	Total FTE	Total Amount	General Fund	Other Appropriated Funds	Non- Appropriated Funds
1	Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigator	0.5	61.0	-	61.0	-
2	Expand Current Agency FTE Appropriation by 0.25 & Funding to Address Application Processing Demand	-	14.3	-	14.3	-
3	Salary Adjustments to State Personnel System Salary Midpoints	-	35.6	-	35.6	-
<b>Total:</b>		<b>0.5</b>	<b>110.9</b>	<b>-</b>	<b>110.9</b>	<b>-</b>

## Funding Issue Detail

**Agency:** Board of Psychologist Examiners

**Issue:** 1 Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigator

**Calculated ERE:** 21.54  
**Uniform Allowance:**

**Program:** Behavior Analyst  
**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)

<b>Expenditure Categories</b>		<b>FY 2026</b>
FTE	FTE	0.5
6000	Personal Services	34.5
6100	Employee Related Expenditures	21.5
	<b>Subtotal Personal Services and ERE</b>	<b>56.0</b>
7000	Other Operating Expenditures	3.0
8500	Non-Capital Equipment	2.0
	<b>Program/Fund Total:</b>	<b>61.0</b>

**Issue:** 2 Expand Current Agency FTE Appropriation by 0.25 & Funding to Address Application Processing Demand

**Calculated ERE:** 4.5  
**Uniform Allowance:**

**Program:** Behavior Analyst  
**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)

<b>Expenditure Categories</b>		<b>FY 2026</b>
6000	Personal Services	9.8
6100	Employee Related Expenditures	4.5
	<b>Subtotal Personal Services and ERE</b>	<b>14.3</b>
	<b>Program/Fund Total:</b>	<b>14.3</b>

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

**Calculated ERE:** 11.2  
**Uniform Allowance:**

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

<b>Expenditure Categories</b>		<b>FY 2026</b>
6000	Personal Services	12.2
6100	Employee Related Expenditures	5.6
	<b>Subtotal Personal Services and ERE</b>	<b>17.8</b>
	<b>Program/Fund Total:</b>	<b>17.8</b>

## Funding Issue Detail

**Agency:** Board of Psychologist Examiners

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

**Program:** Behavior Analyst  
**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)

	<b>Expenditure Categories</b>	<b>FY 2026</b>
6000	Personal Services	12.2
6100	Employee Related Expenditures	5.6
	<b>Subtotal Personal Services and ERE</b>	<b>17.8</b>
	<b>Program/Fund Total:</b>	<b>17.8</b>

## Funding Issue Narrative

**Agency:** Board of Psychologist Examiners

**Issue:** 1 **Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigator**

**Description of Issue:** With its current appropriated level of resources, 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 has been precluded from leveraging the available financial resources to carry out its mandate.

Graphs on the uploaded document report Arizona behavior analyst data and trends year-over-year:

- From FY2014 to FY2024, the average number of licensees has increased by about 710%
- From FY2014 to FY2024, the number of investigations has increased by 1,600%

The Board lacks an investigator to dedicate to behavior analyst complaint investigations. Since the Board assumed responsibility for licensing behavior analysts in 2011, the Deputy Director (the Board's sole investigator, a 1.0 FTE) assumed the added responsibility for all complaint investigations for both psychologists and, in recent years, a dramatically increasing number of behavior analysts. While the volume of psychologist investigations has remained relatively steady in recent years (about 50 investigations in FY2021 through FY2024), the concurrent 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, abuse, and other allegations on the part of behavior analysts. The length of time required to investigate behavior analyst complaint allegations and to bring investigative reports to the initial level of review – the Committee on Behavior Analysts (CBA) – is increasing to dangerous levels:

**Behavior Analyst Investigation Time Frames**

- Average number of days from complaint receipt to CBA review for FY2022: 132
- Average number of days from complaint receipt to CBA review for FY2023: 164
  - A 25% increase in the average number of days in a single year
- Average number of days from complaint receipt to CBA review for FY2024: 182
  - Due to the largest backlog of open cases in the agency's history, the average number of days is forecasted to increase to 200 in FY2025

Meanwhile, the performance metrics for psychologist complaints are also revealing an increased number of days required to bring psychologist investigative reports to the initial level of review – the Complaint Screening Committee (CSC):

**Psychologist Investigation Time Frames**

- Average number of days from complaint receipt to CSC review for FY2022: 103
- Average number of days from complaint receipt to CSC review for FY2023: 130
  - A 27% increase in the average number of days in a single year
- Average number of days from complaint receipt to CSC review for FY2024: 153
  - The average number of days is forecasted to increase to 180 in FY2025

NOTE: These time frames are only representative of the time to conduct the investigations – not the number of days to fully adjudicate them.

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

Moreover, behavior analyst complaints are complex mostly due to the fact that Arizona's applied behavior analysis service delivery system is multi-tiered. This means 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, particularly where billing fraud is a concern, 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, other health and disability professionals and care providers, and various other public and private agencies that provide child and family care and support services.

# Funding Issue Narrative

**Agency:** Board of Psychologist Examiners

**Issue:** 1 **Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigator**

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.
- There exists an emerging pattern of systemic abuses in Arizona given the acute shortage of applied behavior analysis providers, some Applied Behavior Analysis (ABA) agencies are assigning 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 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.

Increasingly, complaints against behavior analysts contain some elements of fraud. Between FY2023 and FY1024, 15 of the 42 complaints included some allegations involving fraud in some form. ABA agencies are opening in Arizona at a rapid pace given the allure and availability of AHCCCS reimbursement. Billing fraud allegations require an intensive level of investigation to forensically ascertain whether public or private funds were deceitfully claimed.

**Proposal:** The agency requires appropriation of a 0.5 FTE, and the associated funding, to promptly and effectively conduct behavior analyst investigations, and to prepare timely and appropriately thorough investigative reports for review by the CBA and the Board. The investigator will be a direct report to the Deputy Director (the aforementioned 1.0 FTE who is currently the Board's sole investigator). The behavior analyst investigator will also serve in a supporting role to the Deputy Director when she 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 its single existing 1.0 FTE, the Deputy Director, to investigate both psychologist and behavior analyst complaints. This is an unsustainable solution which will exacerbate existing burn-out and increase the risk of personnel departure and the loss of subject matter expertise, but will also put the public increasingly at risk for harm while investigation durations intensify over time.

**Impact of Not Funding This Year:** Based on current data and data trends, the average number of days to fully adjudicate a behavior analyst investigation is forecasted to increase to 250 in FY2025 and will worsen into FY2026 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 FY2025 and to continue degrading in FY2026 as long as the agency has only one investigator responsible for investigations of both professions. 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:** A.R.S. §32-2063. Powers and duties  
A.R.S. §32-2081. Grounds for disciplinary action; duty to report; immunity; proceedings; board action; notice requirements; civil penalty  
A.R.S. §32-2082. Right to examine and copy evidence; subpoenas; right to counsel; appeal  
A.R.S. §32-2091.09. Grounds for disciplinary action; duty to report; immunity; proceedings; board action; notice requirements; civil penalty  
A.R.S. §32-2091.10. Right to examine and copy evidence; subpoenas; right to counsel; confidentiality

**Equipment to be Purchased (if applicable):** Laptop computer and docking station, desktop printer, two monitors

**Classification of New Positions:** Grade 20 Special Investigator

**Annualization(s):**

## Funding Issue Narrative

**Agency:** Board of Psychologist Examiners

**Issue:** 1 **Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigator**

**Alignment with Agency's Strategic Plan or Statutory Responsibilities:**

Among other statutory directives, the agency is mandated by A.R.S. 32-2063. Powers and duties to:

- Administer and enforce this chapter [19.1] and board 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.
- Investigate charges of violations of this chapter and board rules and orders.
- 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.

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 and unethical conduct through timely investigation and adjudication of behavior analyst related complaints.

**Impact on Historically Underserved, Marginalized, or Adversely Affected Groups:**

The highest proportion of applied behavior analytic (ABA) service recipients are diagnosed with Autism Spectrum Disorders (ASD), or with other developmental or intellectual disorders. According to the advocacy group "Autism Speaks", many people with autism experience other medical, behavioral or mental health issues that affect their quality of life. Co-occurring conditions of include:

- Attention-deficit/hyperactivity disorder (ADHD)
- Anxiety and depression
- Gastrointestinal (GI) disorders
- Seizures and sleep disorders

A high proportion of ABA service recipients are non-verbal; many are otherwise non-English speaking. Data gathered by the Behavior Analyst Certification Board (BACB) suggests that at least 22,000 Arizonans are eligible for, but are unable to access ABA services for a variety of reasons to include inadequate supply of providers, and lack of financial resources.

Funding this request enhances the agency's ability to more effectively protect the public -- including the historically underserved, marginalized, or adversely affected groups cited above -- from incompetent, unethical, and unprofessional ABA practitioners through timely investigation and adjudication of behavior analyst related complaints.

**How has feedback been incorporated from groups directly impacted by proposal?:**

The Arizona Association for Behavior Analysis (AzABA) is a membership association for all professional Behavior Analysts in Arizona. AzABA serves as an advisor to political, legislative, and policy-making bodies with respect to all matters pertaining to behavior analysis within Arizona. Its Public Policy Committee works on a variety of issues that affect the practice of behavior analysis in the areas of legislation, licensing, and regulation. Activities include building relationships with policy makers, staying aware of and communicating significant legislative issues, and crafting position statements for AzABA. The association has submitted a letter of support for this proposal.



## Funding Issue Narrative

**Agency:** Board of Psychologist Examiners

**Issue:** 1 **Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigator**

**Description of how this furthers the Governor's priorities:**

Governor Hobbs has articulated several priorities that are congruent to, and consistent with, the mission of the Arizona Board of Psychologist Examiners' statutory mandate to protect the public. Governor Hobbs' administration "has been working diligently to develop comprehensive reforms that crack down on bad actors, protect patient care, and strengthens accountability" according to a News Release of October 24, 2023. The same release cited the need for reforms to the health care regulatory space that "increase regulatory powers, invest in additional employees, and other strategies".

In a letter issued to the Arizona Board of Psychologist Examiners on February 15, 2024, Governor Hobbs called for "increased accountability for healthcare providers in our state". Recent media reports have "called my attention to the significant risk to patient health and safety that result from insufficient public insight into licensing board decision making processes and outcomes". It further states "as Governor, I will never stop standing with survivors or using my position and my voice to prevent abuse and exploitation. The experiences exposed in recent weeks clearly show a need for more consistency in how and when our healthcare licensing boards pursue disciplinary action against providers". The letter concludes with "the relationship between a patient and their healthcare provider should be one of trust, and no one should feel taken advantage of, mistreated, or harmed in a healthcare setting. I look forward to working with you to rebuild trust and promote transparency from within Arizona's government institutions."

Funding this request better equips the agency to promptly and effectively address and implement the reforms advocated by Governor Hobbs.

**Issue:** 2 **Expand Current Agency FTE Appropriation by 0.25 & Funding to Address Application Processing Demand**

**Description of Issue:**

The agency is currently appropriated a mere 0.5 FTE to employ a Licensing Specialist to perform application processing duties. Behavior analyst applications for initial licensure have increased by 138% year-over-year from FY2021 to FY2024; there is ample data and anecdotal evidence to surmise this growth and demand trend will sustain into the future. Due to the volume and inadequate staffing, the agency's average application administrative review time frame for calendar year 2023 was 72 days – more than twice the number of days (30) required by the Board's application time frame rule R4-26-417.

According to a study of the Behavior Analyst Certification Board (BACB) "US Employment Demand for Behavior Analysts 2010-2023", Arizona's estimated demand for licensed behavior analysts from 2022 to 2023 increased by 14%. In terms of actual numbers, at the time data was collected, there were 1,510 unfilled behavior analyst jobs in Arizona, and that number increased to 1,725 in 2023. The unmet need and demand for additional behavior analysts to provide applied behavior analytic (ABA) services spans both metropolitan and rural areas of Arizona.

Data gathered by the Behavior Analyst Certification Board (BACB) suggests that at least 22,000 Arizonans are eligible for, but are unable to access ABA services. The agency's current staffing and application processing deficiencies are creating barriers to children, adolescents, and adults accessing the essential ABA services they require to succeed.

As academic programs are ramping up capacity to prepare graduates for behavior analyst licensure, and as new ABA agencies open in an effort to fill the service void to clients on lengthy waiting lists for services, the agency anticipates continued and sustained dramatic growth in licensure applications.

Stakeholders – primarily applicants and the ABA agencies hiring them – increasingly complain to agency staff about the lengthy processing time frames. Since April of 2023, the agency has received five complaints submitted to the Arizona Ombudsman - Citizens' Aide office from applicants unhappy with the slow progression of their applications. The Executive Director responds to 2 to 5 constituent and stakeholder emails each week that criticize the current processing time frames.

**Proposal:**

Given that the current position at only 0.5 FTE is inadequately appropriated and funded to effectively protect the health, safety, and welfare of Arizona citizens by promptly and efficiently licensing and regulating the behavior analysis profession, the agency requires a 0.25 FTE expansion to the current 0.5 FTE, and an appropriation increase, to effectively address the rising demands and responsibility of intake and processing of behavior analyst applications, and behavior analyst applications for renewal. The proposed solution does not include a pay increase, nor a grade adjustment.



**Funding Priority: 1**

**Increase Agency FTE Appropriation by 0.5 & Funding for Behavior Analyst Investigations**

**\$61,000 (One-time: \$4,000; Ongoing: \$57,000)**

**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 and unethical conduct through timely investigation and adjudication of behavior analyst related complaints.

**Description of Issue**

With its current appropriated level of resources, 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 has been precluded from leveraging the available financial resources to carry out its mandate.

Graphs at the end of this document report Arizona behavior analyst data and trends year-over-year:

- From FY2014 to FY2024, the average number of licensees has increased by about 710%
- From FY2014 to FY2024, the number of investigations has increased by 1,600%

The Board lacks an investigator to dedicate to behavior analyst complaint investigations. Since the Board assumed responsibility for licensing behavior analysts in 2011, the Deputy Director (the Board's sole investigator, a 1.0 FTE) assumed the added responsibility for all complaint investigations for both psychologists and, in recent years, a dramatically increasing number of behavior analysts. While the volume of psychologist investigations has remained relatively steady in recent years (about 50 investigations in FY2021 through FY2024), the concurrent 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, abuse, and other allegations on the part of behavior analysts. The length of time required to investigate behavior analyst complaint allegations and to bring investigative reports to the initial level of review – the Committee on Behavior Analysts (CBA) – is increasing to dangerous levels:

### Behavior Analyst Investigation Time Frames

- Average number of days from complaint receipt to CBA review for FY2022: 132
- Average number of days from complaint receipt to CBA review for FY2023: 164
  - A 25% increase in the average number of days in a single year
- Average number of days from complaint receipt to CBA review for FY2024: 182
  - Due to the largest backlog of open cases in the agency's history, the average number of days is forecasted to increase to 200 in FY2025

Meanwhile, the the performance metrics for psychologist complaints are also revealing an increased number of days required to bring psychologist investigative reports to the initial level of review – the Complaint Screening Committee (CSC):

### Psychologist Investigation Time Frames

- Average number of days from complaint receipt to CSC review for FY2022: 103
- Average number of days from complaint receipt to CSC review for FY2023: 130
  - A 27% increase in the average number of days in a single year
- Average number of days from complaint receipt to CSC review for FY2024: 153
  - The average number of days is forecasted to increase to 180 in FY2025

**NOTE:** These time frames are only representative of the *time to conduct the investigations* – not the number of days to fully adjudicate them.

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

Moreover, behavior analyst complaints are complex mostly due to the fact that Arizona's applied behavior analysis service delivery system is multi-tiered. This means 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, particularly where billing fraud is a concern, 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, other health and disability professionals and care providers, 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.
- There exists an emerging pattern of systemic abuses in Arizona given the acute shortage of applied behavior analysis providers, some Applied Behavior Analysis (ABA) agencies are assigning 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 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.

Increasingly, complaints against behavior analysts contain some elements of fraud. Between FY2023 and FY1024, 15 of the 42 complaints included some allegations involving fraud in some form. ABA agencies are opening in Arizona at a rapid pace given the allure and availability of AHCCCS reimbursement. Billing fraud allegations require an intensive level of investigation to forensically ascertain whether public or private funds were deceitfully claimed.

### **Proposed Solution & Advancing the Agency’s Mandate**

The agency requires appropriation of a 0.5 FTE, and the associated funding, to promptly and effectively conduct behavior analyst investigations, and to prepare timely and appropriately thorough investigative reports for review by the CBA and the Board. The investigator will be a direct report to the Deputy Director (the aforementioned 1.0 FTE who is currently the Board’s sole investigator). The behavior analyst investigator will also serve in a supporting role to the Deputy Director when she 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 1.0 FTE, the Deputy Director, to investigate both psychologist and behavior analyst complaints. This is an unsustainable solution which will exacerbate existing burn-out and increase the risk of personnel departure and the loss of subject matter expertise, but will 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 fully adjudicate a behavior analyst investigation is forecasted to increase to 250 in FY2025 and will worsen into FY2026 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 FY2025 and to continue degrading in FY2026 as long as the agency has only one investigator responsible for investigations of both professions. 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.

### **Ongoing Costs for Additional 0.5 FTE Investigator**

Personal Services – Additional 0.5 FTE – Grade 20 Special Investigator *	\$ 34,500
Employee Related Expenses (assumes 46%)	\$ 21,500
Other Operating Expenses (postage, data storage, communications, IT support, etc.)	\$ 1,000
<b>TOTAL</b>	<b>\$ 57,000</b>

**One-time Costs:**

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

\*Licensed behavior analysts are Masters Degree educated, complete a minimum of 1,500 hours of post-education training, and must achieve a passing score on a high-stakes certification examination. [According to Indeed.com, the average behavior analyst annual salary is \\$85,377](#) (data as of July 31, 2024). In order to be even remotely competitive, the Board must set the hiring salary level above the 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.

By the beginning of FY2026, Fund 2059 will have replenished its balance to the extent that it can sustain the ongoing cost of this appropriation increase. The FY2025 beginning fund balance for 2059 was \$268,255. Due to revenues significantly exceeding expenditures (a reflection of the agency’s appropriation deprivation) the FY2025 ending fund balance is projected to be at \$366,139 (see Table 1). With conservative revenue projections that are below the recent year-over-year income trends, there is ample funding to add an 0.5 FTE in FY2026 (see Table 2).

Table 3 presents the scenario whereby all 3 Funding Issues submitted (summarized and justified separately) are adequately addressed.

**Table 1 - Fund Balance Projections - July 1, 2024 to June 30, 2025**

	FY25 BEG	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	FY25 END
REVENUE		26000	26000	26000	26000	26000	26000	26000	26000	26000	26000	26000	26000	312000
EXPENSES		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	214116
REV/EXP	268255	8157	8157	8157	8157	8157	8157	8157	8157	8157	8157	8157	8157	366139

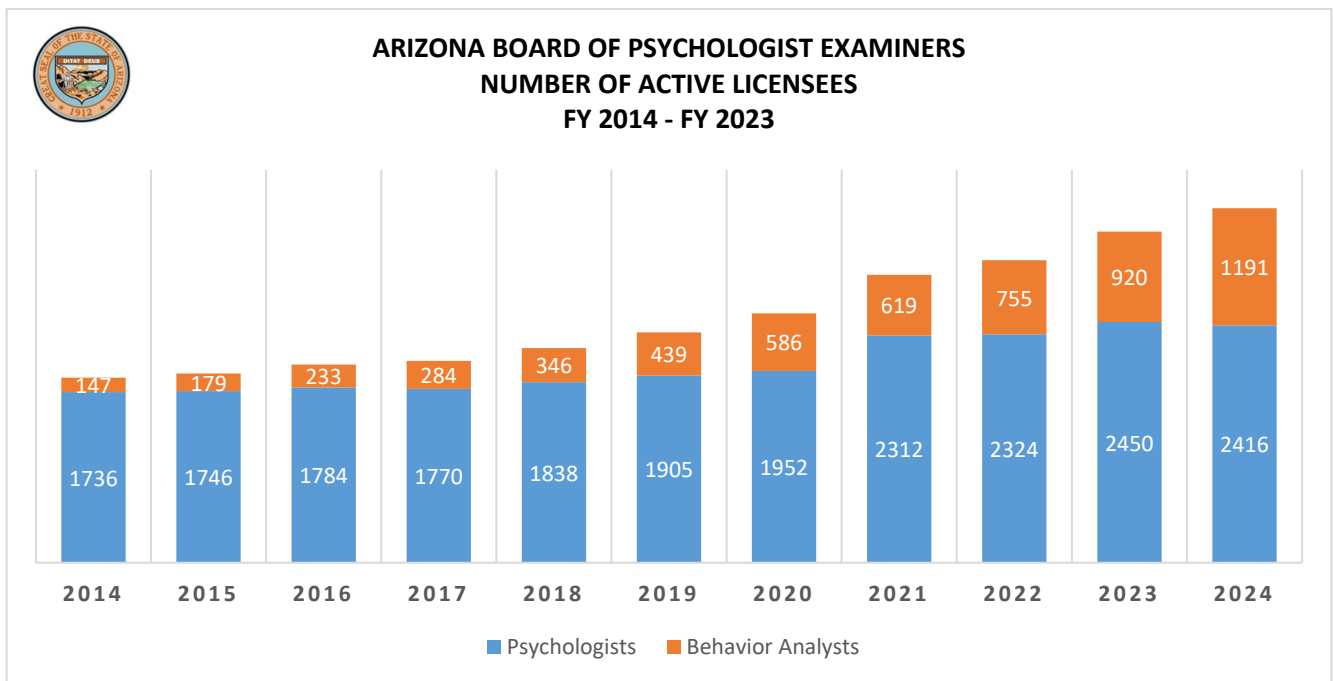
**Table 2 - Fund Balance Projections - July 1, 2025 to June 30, 2026 with Additional 0.5 FTE Investigator**

	FY26 BEG	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	FY26 END
REVENUE		29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	354000
EXPENSES		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	214116
+ 0.5 INVESTIGATOR		4750	4750	4750	4750	4750	4750	4750	4750	4750	4750	4750	4750	57000
REV/EXP	366139	6907	6907	6907	6907	6907	6907	6907	6907	6907	6907	6907	6907	449023

**Table 3 - Fund Balance Projections - July 1, 2025 to June 30, 2026 with All 3 Funding Issues Addressed**

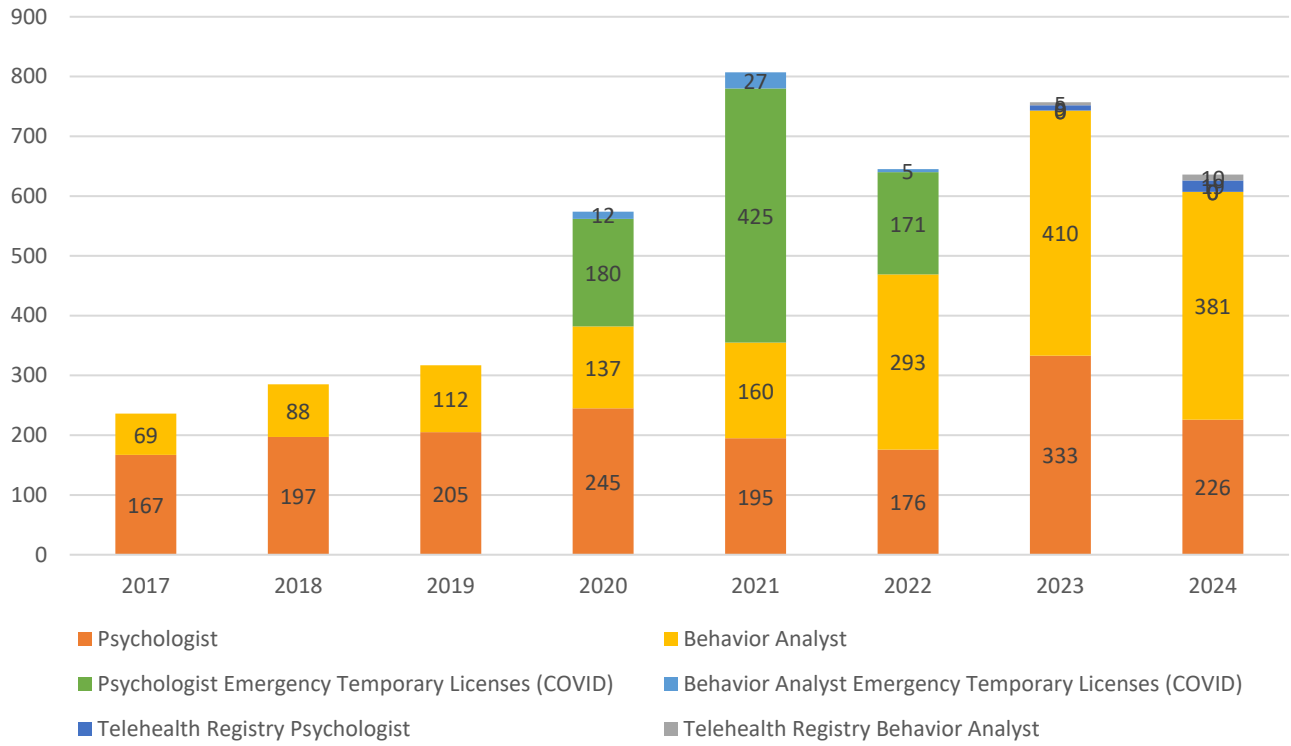
	FY26 BEG	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	FY26 END
REVENUE		29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	354000
EXPENSES		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	214116
#1 + 0.5 INVESTIGATOR		4750	4750	4750	4750	4750	4750	4750	4750	4750	4750	4750	4750	57000
#2 + 0.25 LIC.SPECIALIST		1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	14244
#3 + SALARY ADJUSTMENTS		1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	17856
REV/EXP	366139	4232	4232	4232	4232	4232	4232	4232	4232	4232	4232	4232	4232	416923

### Behavior Analyst Data





### ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS APPLICATIONS FOR INITIAL LICENSURE FY 2017 - FY 2024



# Governor Hobbs Directs DHS and APS to Investigate Heritage Village Response, Announces Health Care Facility Licensing Legislative Priorities

News Release

October 24, 2023

**Phoenix, AZ** – Today, Governor Katie Hobbs announced she is directing the Department of Health Services and the Department of Economic Security - Adult Protective Services to do a comprehensive investigation into the response to complaints at Heritage Village and where the State fell short.

Additionally, she announced her administration’s priorities in the upcoming legislative session to strengthen accountability for health care institutions, including assisted living facilities. For several months the administration has been working diligently to develop comprehensive reforms that crack down on bad actors, protect patient care, and strengthens accountability, including:

- Allow ADHS to increase fees and fines based on the severity of an infraction
- Increase ADHS regulatory powers, including cracking down on license hopping, and empower the agency to revoke licenses for cause
- Close inspection loopholes for facilities that are licensed by accreditation or have a previous deficiency free inspection
- Implement robust licensure requirements for assisted living facilities
- Invest in additional employees and legal support for ADHS
- Increase regulation and certification of facilities advertising Alzheimer’s, memory, and dementia care
- Create a new, transparent quality rating system available to the general public for residential and nursing care institutions, which includes skilled nursing, assisted living, and long term care facilities, within the AZ Care Check system

“These health care facilities lack true accountability,” **said Governor Katie Hobbs.** “The stories from Heritage Village and others are horrific and unacceptable. I am directing DHS and APS to immediately launch an investigation into the unacceptable response to complaints at Heritage Village. Additionally, my team has been hard at work developing a comprehensive package to address healthcare facility licensing. Over the coming weeks, we will be announcing a legislative package to ensure we are keeping Arizonans safe and bring accountability to a system that has lacked it for too long.”

**◀ Previous (/office-arizona-governor/news/2023/10/governor-katie-hobbs-appoints-anna-tovar-state-board-education)**

**Next ▶ (/office-arizona-governor/news/2023/katie-hobbs-puts-money-back-arizonans-pockets)**

**(/office-arizona-governor/news/2023/katie-hobbs-appoints-anna-tovar-state-board-education)**

**(/office-arizona-governor/news/2023/katie-hobbs-puts-money-back-arizonans-pockets)**  
Governor Katie Hobbs Puts Money Back





STATE OF ARIZONA  
OFFICE OF THE GOVERNOR

KATIE HOBBS  
GOVERNOR

EXECUTIVE OFFICE

February 15, 2024

Heidi Herbst Paakkonen  
Psychologist Examiners, State Board of  
1740 W Adams St, Suite 3403  
Phoenix, AZ 85007

Re: Health professional disciplinary actions

Dear Heidi Herbst Paakkonen,

I am writing to express my grave concerns with a lack of transparency and accountability for healthcare providers in our state. Reporting by the Arizona Republic and Phoenix New Times has called my attention to the significant risk to patient health and safety that result from insufficient public insight into licensing board decision making processes and outcomes.

As a social worker, I advocated for survivors of sexual and domestic violence. As Governor, I will never stop standing with survivors or using my position and my voice to prevent abuse and exploitation. The experiences exposed in recent weeks clearly show a need for more consistency in how and when our healthcare licensing boards pursue disciplinary action against providers.

I am formally requesting that each healthcare provider licensing entity prioritize development of concise policies and procedures regarding provider discipline. Please consult with your boards and prepare a report that addresses the following questions:

1. How does your board currently decide whether to issue *formal* or *informal* disciplinary action against a provider?
  - Moving forward, your board will be expected to formalize and standardize this process to ensure discipline is applied consistently. *Please submit a formal, standardized process or rubric for decision making no later than July 1, 2024. Include how the board will audit compliance with this process and how it will resolve disputes or discrepancies.*
2. Do all members of your board have active conflict of interest statements on file?
  - Please confirm that these statements reflect all current employment or volunteer activities that may impact their ability to perform their duties in an objective manner, and that all board members have been appointed appropriately to their respective positions on the board.
3. How does your board currently decide whether to report suspected abuse, neglect, or exploitation to law enforcement, including to Adult Protective Services or the Department of Child Safety?

- Moving forward, your board will be expected to formalize and standardize this process to ensure law enforcement reporting is consistent. *Please submit a formal, standardized process or rubric for decision making no later than July 1, 2024. Include how the board will audit compliance with this process and how it will resolve disputes or discrepancies.*
4. How do your board or board employees interact with complainants impacted by provider misconduct? Consider the following:
- Is your current approach trauma-informed?
  - What resources or support are provided to complainants?
  - What steps will your board take in the near future to improve the experience of complainants reporting abuse, maltreatment, or exploitation by licensees?

Please submit the aforementioned information electronically to my Director of Operations, Ben Henderson and Health Policy Advisor Zaida Dedolph Piccoro no later than February 16, 2024. I ask that you work with your board and stakeholders to develop standardized processes for disciplinary action and law enforcement engagement for submission no later than July 1, 2024.

The relationship between a patient and their healthcare provider should be one of trust, and no one should feel taken advantage of, mistreated, or harmed in a healthcare setting. I look forward to working with you to rebuild trust and promote transparency from within Arizona's government institutions.

Sincerely,



Katie Hobbs  
Governor  
State of Arizona

cc:

Warren Petersen, Arizona Senate President  
Ben Toma, Arizona House Speaker  
Mitzi Epstein, Arizona Senate Minority Leader  
Lupe Contreras, Arizona House Minority Leader  
T.J. Shope, Arizona Senate Health Committee Chairman  
Steve Montenegro, Arizona House Health Committee Chairman  
Paulino Valerio, Arizona Senate Democratic Chief of Staff  
Patsy Osmon, Arizona Senate Senior Attorney & Senior Policy Advisor  
Lisette Flores, Arizona House Democratic Chief of Staff  
Magali Bearden, Arizona House Senior Policy Advisor  
Emily Mercado, Arizona House Senior Policy Advisor  
Ben Henderson, Arizona Governor's Director of Cabinet and Agency Operations  
Zaida Dedolph Piccoro, Arizona Governor's Policy Advisor

## Funding Issue Narrative

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Issue:</b>	<b>2</b>	<b>Expand Current Agency FTE Appropriation by 0.25 &amp; Funding to Address Application Processing Demand</b>
---------------	----------	---

<b>Alternatives Considered:</b>	No alternative solution exists. The issue can only be resolved by increasing staff capacity from 0.5 FTE to 0.75 FTE. Additional staff resources are required to both reduce application backlogs, and to keep pace with an ever-increasing number of applications.
<b>Impact of Not Funding This Year:</b>	Failure to increase staff administrative processing capacity ensures the agency will remain out of compliance with processing time frames, and applicants will continue to experience substantial delays in the issuance of their licenses. Waiting lists for applied behavior analytic services will lengthen in both urban and rural communities, and vulnerable Arizonans will continue to be adversely impacted as service needs vastly exceed the supply of licensed behavior analysts.
<b>Statutory Reference:</b>	A.R.S. §32-2091.02. Qualifications of applicant A.R.S. §32-2091.03. Educational and training standards for licensure A.R.S. §32-2091.03. Educational and training standards for licensure A.R.S. §32-2091.04. Reciprocity
<b>Equipment to be Purchased (if applicable):</b>	None
<b>Classification of New Positions:</b>	Not applicable
<b>Annualization(s):</b>	Not applicable
<b>Alignment with Agency's Strategic Plan or Statutory Responsibilities:</b>	Among other statutory directives, the agency is mandated by A.R.S. 32-2063. Powers and duties to: <ul style="list-style-type: none"> <li>• Administer and enforce this chapter [19.1] and board rules.</li> <li>• Regulate disciplinary actions, the granting, denial, revocation, renewal and suspension of licenses and the rehabilitation of licensees pursuant to this chapter and board rules.</li> <li>• 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.</li> <li>• Subject to title 41, chapter 4, article 4, the board may employ personnel it deems necessary to carry out this chapter.</li> </ul>
<b>Impact on Historically Underserved, Marginalized, or Adversely Affected Groups:</b>	The highest proportion of applied behavior analytic (ABA) service recipients are diagnosed with Autism Spectrum Disorders (ASD), or with other developmental or intellectual disorders. According to the advocacy group "Autism Speaks", many people with autism experience other medical, behavioral or mental health issues that affect their quality of life. Co-occurring conditions of include: <ul style="list-style-type: none"> <li>• Attention-deficit/hyperactivity disorder (ADHD)</li> <li>• Anxiety and depression</li> <li>• Gastrointestinal (GI) disorders</li> <li>• Seizures and sleep disorders</li> </ul> <p>A high proportion of ABA service recipients are non-verbal; many are otherwise non-English speaking. Data gathered by the Behavior Analyst Certification Board (BACB) suggests that at least 22,000 Arizonans are eligible for, but are unable to access ABA services for a variety of reasons to include inadequate supply of providers, and lack of financial resources.</p>
<b>How has feedback been incorporated from groups directly impacted by proposal?:</b>	The Arizona Association for Behavior Analysis (AzABA) is a membership association for all professional Behavior Analysts in Arizona. AzABA serves as an advisor to political, legislative, and policy-making bodies with respect to all matters pertaining to behavior analysis within Arizona. Its Public Policy Committee works on a variety of issues that affect the practice of behavior analysis in the areas of legislation, licensing, and regulation. Activities include building relationships with policy makers, staying aware of and communicating significant legislative issues, and crafting position statements for AzABA. The association has submitted a letter of support for this proposal. <p>Several ABA service agencies submitted letter of support for this FTE increase request, citing how their service recipients are adversely impacted by extensive application processing delays caused by the insufficient staffing level.</p>

## Funding Issue Narrative

**Agency:** Board of Psychologist Examiners

**Issue:** 2 **Expand Current Agency FTE Appropriation by 0.25 & Funding to Address Application Processing Demand**

**Description of how this furthers the Governor's priorities:**

Governor Hobbs has articulated several priorities that are congruent to, and consistent with, the mission of the Arizona Board of Psychologist Examiners' statutory mandate to protect the health, safety, and welfare of Arizona's citizens by licensing qualifying and competent behavior analysts. Governor Hobbs advocates for "making sure our children and educators have the support and the resources they need. Every parent wants their child's future to be full of possibility and endless potential. To make that a reality, Arizona's children need a good education that provides the tools to succeed". For many Arizonans, access to competent and qualified ABA services are essential to achieving the Governor's vision.

An academic paper "Barriers to Receiving Applied Behavior Analysis Services in Children With Autism Spectrum Disorder [ASD]" published by the National Library of Medicine finds children with ASD who receive early diagnosis and ABA intervention are more likely to have long-term positive outcomes; children receiving intervention before age five are more likely to successfully integrate in normal classroom settings and perform well; and children receiving long-term ABA therapy experience significant improvement in intellectual function.

The agency's current staffing and application processing deficiencies are creating barriers to children, adolescents, and adults accessing the essential ABA services they require to succeed. Funding this request equips the agency to promptly and effectively address and implement the reforms advocated by Governor Hobbs.

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



STATE OF ARIZONA  
BOARD OF PSYCHOLOGIST EXAMINERS  
1740 WEST ADAMS STREET, SUITE 3403  
PHOENIX, AZ 85007  
PH: 602.542.8162      FX: 602.364.8279  
WEBSITE: [www.psychboard.az.gov](http://www.psychboard.az.gov)

KATIE HOBBS  
Governor

HEIDI HERBST PAAKKONEN  
Executive Director

### **Funding Priority: 2**

### **Expand Current Agency FTE Appropriation by 0.25 & Funding to Address Application Processing Demand**

**\$14,242 - Ongoing**

**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 and unethical conduct through timely investigation and adjudication of behavior analyst related complaints.

### **Description of Issue**

The agency is currently appropriated a mere 0.5 FTE to employ a Licensing Specialist to perform application processing duties. Behavior analyst applications for initial licensure have increased by 138% year-over-year from FY2021 to FY2024; there is ample data and anecdotal evidence to surmise this growth and demand trend will sustain into the future. Due to the volume and inadequate staffing, the agency's average application administrative review time frame for FY2025 was 62 days – more than twice the number of days (30) required by the Board's application time frame rule R4-26-417. By comparison, the average application administrative review time frame for FY2023 was 38 days.

According to a study of the Behavior Analyst Certification Board (BACB) "[US Employment Demand for Behavior Analysts 2010-2023](#)", Arizona's estimated demand for licensed behavior analysts from 2022 to 2023 increased by 14%. In terms of actual numbers, at the time data was collected, there were 1,510 unfilled behavior analyst jobs in Arizona, and that number increased to 1,725 in 2023. The unmet need and demand for additional behavior analysts to provide applied behavior analytic (ABA) services spans both metropolitan and rural areas of Arizona.

Data gathered by the Behavior Analyst Certification Board (BACB) suggests that at least 22,000 Arizonans are eligible for, but are unable to access ABA services. The agency's current staffing and application processing deficiencies are creating barriers to children, adolescents, and adults accessing the essential ABA services they require to succeed.

As academic programs are ramping up capacity to prepare graduates for behavior analyst licensure, and as new ABA agencies open in an effort to fill the service void to clients on lengthy waiting lists for services, the agency anticipates continued and sustained dramatic growth in licensure applications.

Stakeholders – primarily applicants and the ABA agencies hiring them – increasingly complain to agency staff about the lengthy processing time frames. Since April of 2023, the agency has received five complaints submitted to the Arizona Ombudsman - Citizens' Aide office from applicants unhappy with the slow progression of their applications. The Executive Director responds to 2 to 5 constituent and stakeholder emails each week that criticize the current processing time frames.

**Proposed Solution & Advancing the Agency’s Mandate**

Given that the current position at only 0.5 FTE is inadequately appropriated and funded to effectively protect the health, safety, and welfare of Arizona citizens by promptly and efficiently licensing and regulating the behavior analysis profession, the agency requires a 0.25 FTE expansion to the current 0.5 FTE, and an appropriation increase, to effectively address the rising demands and responsibility of intake and processing of behavior analyst applications. The proposed solution does not include a pay increase, nor a grade adjustment.

**Alternatives to the Proposed Solution**

No alternative solution exists. The issue can only be resolved by increasing staff capacity from 0.5 FTE to 0.75 FTE. Additional staff resources are required to both reduce application backlogs, and to keep pace with an ever-increasing number of applications.

**Impact of Not Funding This Issue**

Failure to increase staff administrative processing capacity ensures the agency will remain out of compliance with processing time frames, and applicants will continue to experience substantial delays in the issuance of their licenses. Waiting lists for applied behavior analytic services will lengthen in both urban and rural communities, and vulnerable Arizonans will continue to be adversely impacted as service needs vastly exceed the supply of licensed behavior analysts.

**Ongoing Costs for 0.25 FTE Licensing Specialist Increase**

Personal Services – Additional 0.25	\$ 9,755
Employee Related Expenses (assumes 46%)	\$ 4,487
<b>TOTAL</b>	<b>\$ 14,242</b>

By the beginning of FY2026, Fund 2059 will have replenished its balance to the extent that it can sustain the ongoing cost of this appropriation increase. The FY2025 beginning fund balance for 2059 was \$268,255. Due to revenues significantly exceeding expenditures (a reflection of the agency’s appropriation deprivation), the FY2025 ending fund balance is projected to be at \$366,139 (see Table 1). With conservative revenue projections that are below the recent year-over-year income trends, there is ample funding to add an 0.5 FTE in FY2026 (see Table 2).

Table 3 presents the scenario whereby all 3 Funding Issues submitted (summarized and justified separately) are adequately addressed.

**Table 1 - Fund Balance Projections - July 1, 2024 to June 30, 2025**

	FY25 BEG	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	FY25 END
REVENUE		26000	26000	26000	26000	26000	26000	26000	26000	26000	26000	26000	26000	312000
EXPENSES		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	214116
REV/EXP	268255	8157	8157	8157	8157	8157	8157	8157	8157	8157	8157	8157	8157	366139

**Table 2 - Fund Balance Projections - July 1, 2025 to June 30, 2026 with 0.25 FTE Licensing Specialist Increase**

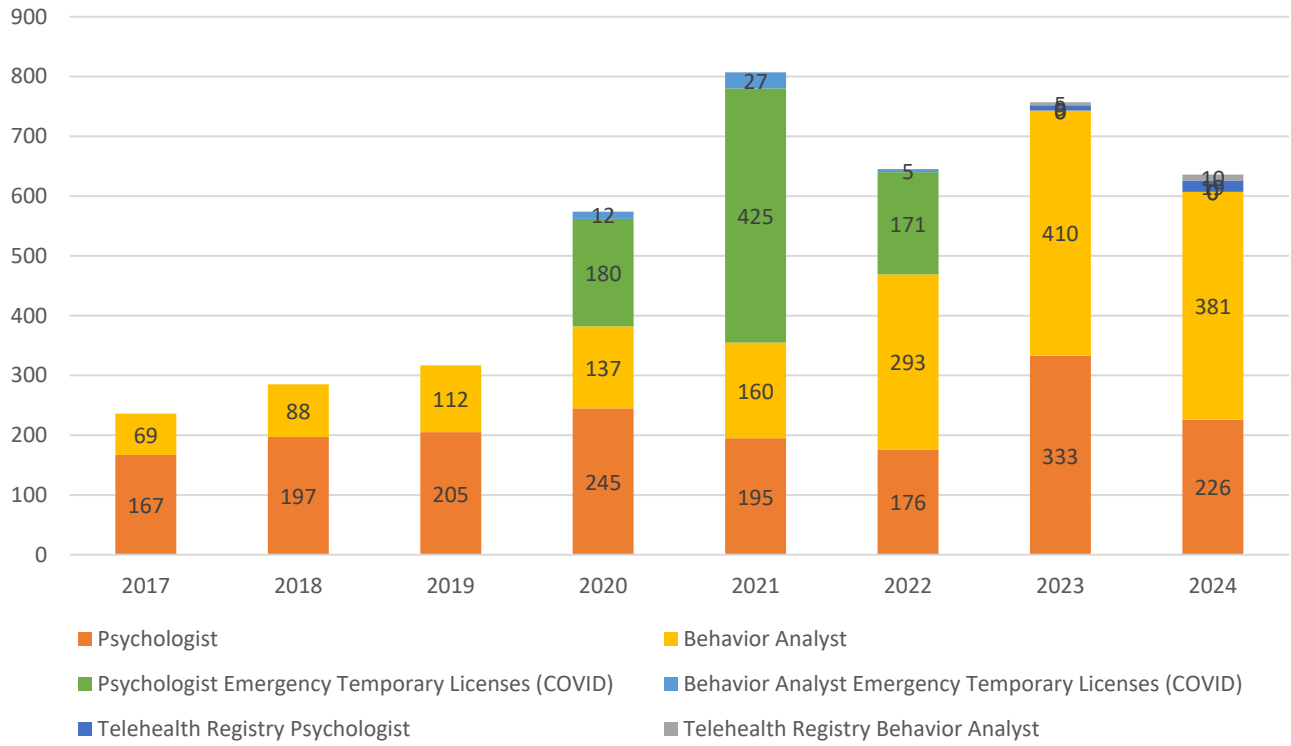
	FY26 BEG	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	FY26 END
REVENUE		29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	354000
EXPENSES		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	214116
+ 0.25 LIC.SPECIALIST		1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	14256
REV/EXP	366139	10469	10469	10469	10469	10469	10469	10469	10469	10469	10469	10469	10469	491767

**Table 3 - Fund Balance Projections - July 1, 2025 to June 30, 2026 with All 3 Funding Issues Addressed**

	FY26 BEG	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	FY26 END
REVENUE		29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	354000
EXPENSES		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	214116
#1 + 0.5 INVESTIGATOR		4616	4616	4616	4616	4616	4616	4616	4616	4616	4616	4616	4616	55392
#2 + 0.25 LIC.SPECIALIST		1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	14256
#3 + SALARY ADJUSTMENTS		1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	17856
REV/EXP	366139	4429	4429	4429	4429	4429	4429	4429	4429	4429	4429	4429	4429	419287



### ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS APPLICATIONS FOR INITIAL LICENSURE FY 2017 - FY 2024







**AzABA**  
ARIZONA ASSOCIATION  
FOR BEHAVIOR ANALYSIS

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 regarding applied behavior analysis through timely review of licensing applications.

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 reviewing applications has not increased commensurate with the need. Additionally, the time between application submission to the Board action has increased, and we believe actions should be taken to address this. There are implications due to these delays including a delay in provision of services, and hiring delays for applicants.

AzABA supports the BoPE in its proposal to increase personnel resources for a Licensing Specialist 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,

President, Arizona Association for Behavior Analysis



August 13, 2024

Dear Governor Hobbs,

We are writing to you to express our full support of the request for additional appropriations to the Board of Psychologist Examiners, to expand their staffing and processing capacity and expedite the review of applications for licensure of behavior analysts. In the state of Arizona, behavior analysts are waiting 3-6 months for their applications to be processed, resulting in constituents facing significant barriers to accessing medically necessary behavioral intervention services. There is already a shortage of licensed behavior analysts in our state, and delaying the licensure of qualified and competent behavior analysts is only exacerbating this issue, in particular for rural families. We value consumer protection and acknowledge the critical role of the licensure process, but at the same time the current delays in licensing are resulting in harm to consumers who are sitting on waitlists while qualified behavior analysts await licensure.

Behavior analysts are uniquely trained to identify behaviors to increase or decrease, which will result in meaningful changes for consumers and their families. Behavior analysts evaluate the environmental conditions under which identified behaviors of interest are more or less likely to occur and then develop an intervention plan to increase skills and decrease behaviors that interferes with a consumer's quality of life. They collect data on the effects of their intervention plan and modify the procedures frequently, to maximize client outcomes. Behavior analytic services have been shown to significantly increase communication skills, social skills, and self-care skills as well as decrease dangerous behaviors such as aggression, self-injury, and elopement/wandering. Behavioral intervention can be effective across the lifespan and for a variety of medical diagnoses and developmental differences, though it is most commonly associated with autism spectrum disorder.

Our organization, Autism Spectrum Therapies (AST) has been providing behavioral intervention for children with autism in Arizona since 2013. We currently serve over 120 families, and in some areas the wait to begin services is as long as 3 months. Too often, we have to tell families to seek services elsewhere because we know we will not be able to begin services in a timeframe compliant with access to care requirements (7 days for initial evaluation and additional 21 days for beginning intervention). It is hard enough to turn families away when we do not have the staff necessary to provide services to their child. However, it is even more disappointing to turn families away when we have qualified behavior analysts who have been waiting several months for their licensure application to be reviewed.



When families are seeking medically necessary behavioral intervention services, the sooner they access services, the better the outcome. We can all learn new skills and change our behavior at any age, but many new skills, especially language skills, are more easily acquired early on in childhood development. When preschool aged children have to wait several months to start treatment, they fall further behind their peers. Once they begin services, the developmental gap is even more significant and harder to close. Likewise, when a referral is related to a dangerous behavior, the longer that behavior goes untreated, the harder it is to change. Timely access to behavioral intervention is critical and leads to improved outcomes for consumers.

**Therefore, we strongly encourage you to increase appropriations for the Board of Psychologist Examiners to expand their staffing and processing capacity.**

Thank you for your consideration of this request,

Rebecca Thompson, PhD, BCBA-D  
Senior Director for Advocacy  
Autism Spectrum Therapies  
LEARN Behavioral

# BIERMAN

## AUTISM CENTERS

 (800)-931-8113

 +1 (800)-490-5518

 [www.biermanautism.com](http://www.biermanautism.com)

 [info@biermanautism.com](mailto:info@biermanautism.com)

August 14, 2024

Governor Hobbs,

I am writing to share my concerns about the Arizona Board of Psychologist Examiner's staffing shortage and the current delay in application processing time. The delay in application processing time has created a significant burden to both my organization and the clients that we serve. I am asking for you to consider having the Board's appropriation increased to allow the Board to expand its staffing and processing capacity as soon as possible.

Delaying access to additional staff to spread up processing time for applications would continue to negatively impact children's access to applied behavior analysis services. We are currently experiencing a shortage of behavior analysts in the state and have difficulty hiring analysts to keep up with the need for services. We have a behavior analyst who submitted their application for licensure at the end of April that has yet to receive even confirmation of when their application will be reviewed in August. Due to this, we have another behavior analyst that now holds a caseload double the size that they should until this other analyst is able to legally practice in the state. With 35 current clients, but the ability to serve an additional 40 clients that are going to sit on a waitlist until we are able to get applications processed and licensure approved.

I appreciate your time and hope that you will consider how this impacts children's ability to access care.



Christina Barosky Ph.D., BCBA-D

Chief Clinical Officer  
[chrissy@biermanautism.com](mailto:chrissy@biermanautism.com)  
480-427-7003



HOPE Group Clinical  
4530 East Muirwood Drive, Suite 103  
Phoenix, Arizona 85048  
480-863-0763

August 8, 2024

Governor Katie Hobbs  
Office of Strategic Planning and Budget  
1700 West Washington Street  
Phoenix, AZ 85007

Dear Governor Hobbs,

I am writing to express my strong support for the Arizona Board of Psychologist Examiners request for an increased appropriation to expand its staffing and processing capacity. As a concerned stakeholder, I have witnessed firsthand the adverse impacts of the current staffing shortages on application processing timeframes and the resultant service delays.

The extended processing periods have created significant challenges for both practitioners and clients. For instance, licensed behavioral analysts (LBAs) are burdened with heavy caseloads, which diminishes the quality of care they can provide. This issue is particularly pronounced in rural areas, where access to licensed professionals is already limited. Families in these regions often face prolonged waiting times to receive essential behavioral health services for their children, exacerbating their struggles and delaying critical interventions.

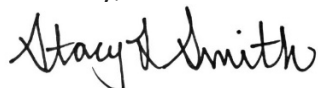
Moreover, the current situation has led to growing waiting lists, which undermine the efficacy of our behavioral health system. The delays in processing licensure applications mean that qualified professionals are unable to begin their practice promptly, further straining an already overburdened system. The impact on children and families is profound, as timely access to behavioral health services is crucial for effective treatment and positive outcomes.

By supporting this request, you would be directly contributing to the well-being of Arizona's children and families, ensuring they receive the timely and effective care they deserve.

I respectfully urge you to endorse the Board's request for increased funding to expand its staffing resources. This investment is essential to accelerating the licensing process and alleviating the current bottlenecks that hinder access to vital behavioral health services.

Thank you for your attention to this urgent matter. I am confident that with your support, we can make a significant difference in the lives of many Arizona residents.

Sincerely,



Stacy Smith  
Director of Operations  
HOPE Group Clinical

**Arizona BA Licensure Application Timeframe - Letter of Support**

1 message

**Raakel Elzy** <relzy@ichd.net>

Wed, Aug 14, 2024 at 10:05 AM

To: "heidi.paakkonen@psychboard.az.gov" &lt;heidi.paakkonen@psychboard.az.gov&gt;

The Honorable Katie Hobbs

Office of the Governor

1700 W Washington St.

Phoenix, AZ 85007

Dear Governor Hobbs,

I am writing to express my strong support for the request to increase the appropriation for the Board of Psychologist Examiners. This increase is essential to expand the Board's staffing and processing capacity, which will directly address critical barriers in our state's behavior analysis services, particularly for children and adults with autism and other developmental disabilities.

The current workforce capacity is insufficient to meet the growing demand for behavior analysis services. This limitation has severely impacted access to care, especially in rural communities where resources are already scarce. As you know, individuals with autism and other developmental disabilities require timely and specialized care, and the delays caused by the Board's current processing constraints exacerbate the challenges faced by these vulnerable populations.

By increasing the Board's appropriation, we can significantly enhance its ability to license and support more behavior analysts, thereby increasing the availability of qualified professionals across the state. This expansion is not only a matter of improving service delivery but also an essential step towards achieving equity in healthcare access for all residents, regardless of their geographic location.

Moreover, expanding the Board's capacity aligns with the state's commitment to improving mental health services and addressing the unique needs of those with developmental disabilities. It will empower the Board to implement more efficient processes, reduce waiting times for licensure, and ultimately, ensure that more individuals receive the care they need when they need it.

I urge you to approve this request and help ensure that the mental health needs of all our citizens, especially those in rural and underserved areas, are met with the care and attention they deserve. Thank you for your continued leadership and commitment to the well-being of our state's residents.

Sincerely,

**Raakel Elzy, M.A., BCBA, LBA (she/her)***Vice President of Clinical Operations –  
Specialty Services*

Office: (520) 721-1887

Mobile: (520) 268-6790

Fax: (520) 372-7127

[www.intermountaincenters.org](http://www.intermountaincenters.org)

**IMPORTANT NOTICE:** The information contained in this message and any attachment may contain privileged or confidential information protected from disclosure. If you are not the intended recipient, or an employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any review, dissemination, distribution or copying of this information is strictly prohibited. If you have received this transmission in error, please notify the sender immediately by replying to this message and destroying the original and all copies. Thank you.

**Arizona BA Licensure Application Timeframe - Letter of Support.pdf**

38K



Raakel Elzy  
401 N Bonita Ave  
Tucson, AZ 85745  
relzy@ichd.net  
(520) 440-7435  
August 14, 2024

The Honorable Katie Hobbs  
Office of the Governor  
1700 W Washington St.  
Phoenix, AZ 85007

Dear Governor Hobbs,

I am writing to express my strong support for the request to increase the appropriation for the Board of Psychologist Examiners. This increase is essential to expand the Board's staffing and processing capacity, which will directly address critical barriers in our state's behavior analysis services, particularly for children and adults with autism and other developmental disabilities.

The current workforce capacity is insufficient to meet the growing demand for behavior analysis services. This limitation has severely impacted access to care, especially in rural communities where resources are already scarce. As you know, individuals with autism and other developmental disabilities require timely and specialized care, and the delays caused by the Board's current processing constraints exacerbate the challenges faced by these vulnerable populations.

By increasing the Board's appropriation, we can significantly enhance its ability to license and support more behavior analysts, thereby increasing the availability of qualified professionals across the state. This expansion is not only a matter of improving service delivery but also an essential step towards achieving equity in healthcare access for all residents, regardless of their geographic location.

Moreover, expanding the Board's capacity aligns with the state's commitment to improving mental health services and addressing the unique needs of those with developmental disabilities. It will empower the Board to implement more efficient processes, reduce waiting times for licensure, and ultimately, ensure that more individuals receive the care they need when they need it.

I urge you to approve this request and help ensure that the mental health needs of all our citizens, especially those in rural and underserved areas, are met with the care and attention they deserve. Thank you for your continued leadership and commitment to the well-being of our state's residents.

Sincerely,

Raakel Elzy, M.A., BCBA, LBA  
Vice President of Clinical Operations  
Intermountain Centers for Human Development

## Funding Issue Narrative

**Agency:** Board of Psychologist Examiners

**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 on uploaded attachment).

All other agency employees' hourly pay rates are above the midpoint for their respective grades (see table on uploaded attachment).

The current Executive Director's qualifications and experience include:

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

The current Deputy Director's qualifications and experience include:

- A Master's Degree in Public Administration
- 11 years of Arizona regulatory board experience
  - 5.5 years of agency Deputy Director experience
  - 3 months Interim Executive Director 90/10 regulatory board experience
  - 3 years of 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 former Deputy Director separated from the agency in 2019 to accept another State of Arizona E1 position with a higher salary. The former Executive Director separated from the agency in 2019 to accept a similar position in another state at a higher salary. The current Deputy Director and the Executive Director were hired in 2019 at salaries lower than those of their predecessors; it is their lower salaries that are the drivers of the decrease in this data point noted above. The same publication cited above assumes agencies will likely continue to prioritize funds towards salaries paid within jobs that still trail peer organizations.

**Proposal:** 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 mandate of A.R.S. §32-2063. Powers and duties at (B): Employ personnel it deems necessary to carry out this chapter [Title 32 Professions and Occupations; Chapter 19.1 Psychologists, Articles 1-4].

**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, reward, and retain employees' subject matter expertise and contributions to the achievement of the agency's public protection objectives and mandate.

**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.



## Funding Issue Narrative

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Issue:</b>	<b>3</b>	<b>Salary Adjustments to State Personnel System Salary Midpoints</b>
---------------	----------	--

<b>Equipment to be Purchased (if applicable):</b>	None
<b>Classification of New Positions:</b>	Not applicable
<b>Annualization(s):</b>	Not applicable
<b>Alignment with Agency's Strategic Plan or Statutory Responsibilities:</b>	<p>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.</p> <p>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.</p>
<b>Impact on Historically Underserved, Marginalized, or Adversely Affected Groups:</b>	<p>The Board has not evaluated whether this funding issue will have any impact on a historically underserved, marginalized, or adversely affected group. The composition of current agency staff is 100% female; 80% White/20% Black. The agency fully complies with Executive Order 93-20 and with the State of Arizona Equal Opportunity Employment Policy Statement.</p> <p>Each Equal Opportunity Employment Policy statement commits the state agency and director to a policy of non-discrimination. These statutory obligations include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Hiring, placement, promotion, transfer or demotion</li> <li>• Recruitment, advertising, and all solicitation for employment</li> <li>• Treatment during employment</li> <li>• Rates of pay or other forms of compensation</li> <li>• Selection for education and training</li> <li>• Layoff, termination or reinstatement</li> <li>• State service examination process</li> </ul>
<b>How has feedback been incorporated from groups directly impacted by proposal?:</b>	The Board has not solicited formal feedback from any groups as this is an internal operations and personnel related agency operations issue.
<b>Description of how this furthers the Governor's priorities:</b>	<p>Governor Katie Hobbs, in her FY 2024 Executive Budget presentation delivered on January 13, 2023, stated "One of the things I learned as a social worker is the power of prosperity - when families are doing well, so many other things start going the same way." Safe, competent, and ethical mental health services for all Arizonans aligns with this vision. This funding request is consistent with the intent of several priorities she articulated to include:</p> <ul style="list-style-type: none"> <li>• Supporting Vulnerable Arizonans</li> <li>• Government that Works</li> <li>• Investing in State Employees</li> <li>• Public Safety</li> <li>• Expanding Health Care</li> </ul> <p>On May 8, 2024 Governor Hobbs addressed all State of Arizona Employees:</p> <p>Today, on National State Employee Recognition Day, I would like to say thank you to all of you on behalf of the state of Arizona. A cornerstone of my tenure is making Arizona the best place to live, work, and raise a family, and none of that would be possible without all of you. I know that leadership across my administration shares my gratitude for all of your dedication and contributions.</p> <p>I know that public service is not the easiest career path, and many of you could be doing other things. I am so glad that you have chosen the privilege of supporting the health, wellbeing and prosperity of more than 7 million Arizonans and countless others who visit us year-round.</p>



STATE OF ARIZONA  
 BOARD OF PSYCHOLOGIST EXAMINERS  
 1740 WEST ADAMS STREET, SUITE 3403  
 PHOENIX, AZ 85007  
 PH: 602.542.8162      FX: 602.364.8279  
 WEBSITE: [www.psychboard.az.gov](http://www.psychboard.az.gov)

KATIE HOBBS  
 Governor

HEIDI HERBST PAAKKONEN  
 Executive Director

**Funding Priority: 3**

**Salary Adjustments to State Personnel System Salary Midpoints**

**\$35,719 – Ongoing**

**Fund Source: 50% from 2058 & 50% from 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.

**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:

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 pay rates are above the midpoint for their respective grades:

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

The current Executive Director's qualifications and experience include:

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

The current Deputy Director's qualifications and experience include:

- A Master's Degree in Public Administration
- 11 years of Arizona regulatory board experience
  - 5.5 years of agency Deputy Director experience
  - 3 months Interim Executive Director 90/10 regulatory board experience
  - 3 years of 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 former Deputy Director separated from the agency in 2019 to accept another State of Arizona E1 position with a higher salary. The former Executive Director separated from the agency in 2019 to accept a similar position in another state at a higher salary. The current Deputy Director and the Executive Director were hired in 2019 at salaries lower than those of their predecessors; it is their lower salaries that are the drivers of the decrease in this data point noted above. The same publication cited above 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 mandate of [A.R.S. §32-2063. Powers and duties](#) at (B): Employ personnel it deems necessary to carry out this chapter [Title 32 Professions and Occupations; Chapter 19.1 Psychologists, Articles 1-4].

**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, reward, and retain employees’ subject matter expertise and 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**

The following tables present the ongoing costs associated with this request. There are no one-time costs.

**Executive Director**

Fund 2058 (Psychology) Executive Director Personal Services Adjustment	\$4,428
Fund 2059 (Behavior Analyst) Executive Director Personal Services Adjustment	\$4,428
<b>Executive Director Personal Services Adjustment Total</b>	<b>\$8,855</b>
Fund 2058 (Psychology) Executive Director Employee Related Expenses Adjustment *	\$2,036
Fund 2059 (Behavior Analyst) Executive Director Employee Related Expenses Adjustment *	\$2,036
<b>Executive Director Employee Related Expenses Adjustment Total</b>	<b>\$4,072</b>
<b>TOTAL</b>	<b>\$12,929</b>

**Deputy Director**

Fund 2058 (Psychology) Deputy Director Personal Services Adjustment	\$7,805
Fund 2059 (Behavior Analyst) Deputy Director Personal Services Adjustment	\$7,805
<b>Deputy Director Personal Services Adjustment Total</b>	<b>\$15,609</b>
Fund 2058 (Psychology) Deputy Director Employee Related Expenses Adjustment *	\$3,590
Fund 2059 (Behavior Analyst) Deputy Director Employee Related Expenses Adjustment *	\$3,590
<b>Deputy Director Employee Related Expenses Adjustment Total</b>	<b>\$7,180</b>
<b>TOTAL</b>	<b>\$22,790</b>

<b>TOTAL ALL ADJUSTMENTS</b>	<b>\$35,719</b>
------------------------------	-----------------

\* Calculated at 46% of Personal Services

**Fund Balance Projections - July 1, 2025 to June 30, 2026 with All 3 Funding Issues Addressed**

	<b>FY26 BEG</b>	<b>JUL</b>	<b>AUG</b>	<b>SEP</b>	<b>OCT</b>	<b>NOV</b>	<b>DEC</b>	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>FY26 END</b>
<b>REVENUE</b>		29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	29500	<b>354000</b>
<b>EXPENSES</b>		17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	17843	<b>214116</b>
<b>#1 + 0.5 INVESTIGATOR</b>		4616	4616	4616	4616	4616	4616	4616	4616	4616	4616	4616	4616	<b>55392</b>
<b>#2 + 0.25 LIC.SPECIALIST</b>		1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	1188	<b>14256</b>
<b>#3 + SALARY ADJUSTMENTS</b>		1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	1488	<b>17856</b>
<b>REV/EXP</b>	<b>366139</b>	4429	4429	4429	4429	4429	4429	4429	4429	4429	4429	4429	4429	<b>419287</b>

Douglas A. Ducey  
Governor



Andy Tobin  
Director

**ARIZONA DEPARTMENT OF ADMINISTRATION**

OFFICE OF THE DIRECTOR  
100 NORTH FIFTEENTH AVENUE • SUITE 302  
PHOENIX, ARIZONA 85007  
(602) 542-5482

December 30, 2022

The Honorable Douglas A. Ducey  
Office of the Arizona Governor  
1700 W. Washington Street  
Phoenix, AZ 85007

The Honorable Karen Fann  
Arizona State Senate  
1700 W. Washington Street  
Phoenix, AZ 85007

The Honorable Russell Bowers  
Arizona House of Representatives  
1700 W. Washington Street  
Phoenix, AZ 85007

Dear Governor Ducey, President Fann, and Speaker Bowers:

Pursuant to Arizona Revised Statutes § 41-751, the Arizona Department of Administration is providing you with the 2022 State Personnel System (SPS) Workforce Report. A pdf version of the report is available online at [hr.az.gov/content/publications](http://hr.az.gov/content/publications) with links to the data tables in downloadable spreadsheet format.

Fiscal Year (FY) 2022 was another remarkable year for the SPS and represents an admirable capstone to this administration. A few key data points included in this report:

- Arizona has the smallest state government in nearly 25 years
- The generous pay package included in the FY23 budget increased the average salary of a worker in the SPS to just under \$60,000, an increase of 14% from FY21
- In a challenging economy and labor market, turnover rose to 23.8%

We hope the information provided in this report will assist in decision making regarding Arizona state government and its employees.

Sincerely,

Andy Tobin  
Director



**State of Arizona**

**Fiscal Year 2022**

**Workforce Report**

**State Personnel System**

---

**Douglas Ducey**  
Governor

**Andy Tobin**  
Director, Arizona Department of Administration

Arizona Revised Statutes (A.R.S.) § 41-751 requires the Director of the Arizona Department of Administration (ADOA) to provide an annual report to the Governor and the Legislature on State personnel and the operation of the State Personnel System (SPS). This report is intended to focus attention on the majority of the State's workforce which consists of regular, full-time employees. Therefore, employees in positions that were identified as temporary or working less than 0.25 full time equivalent have been excluded from the data.

The State Personnel System is the largest personnel system in state government. Pursuant to applicable federal and Arizona State law, ADOA administers the system by establishing statewide policies and procedures and providing support to individual agencies and oversight of their personnel management. Agencies outside SPS have the authority to develop their own employee-related policies and practices.

The table below identifies the number of active SPS employees as well as employee counts for each State agency (excluding the universities and Board of Regents) that operate their own personnel systems. The remainder of the information contained herein provides information related to SPS employees only.

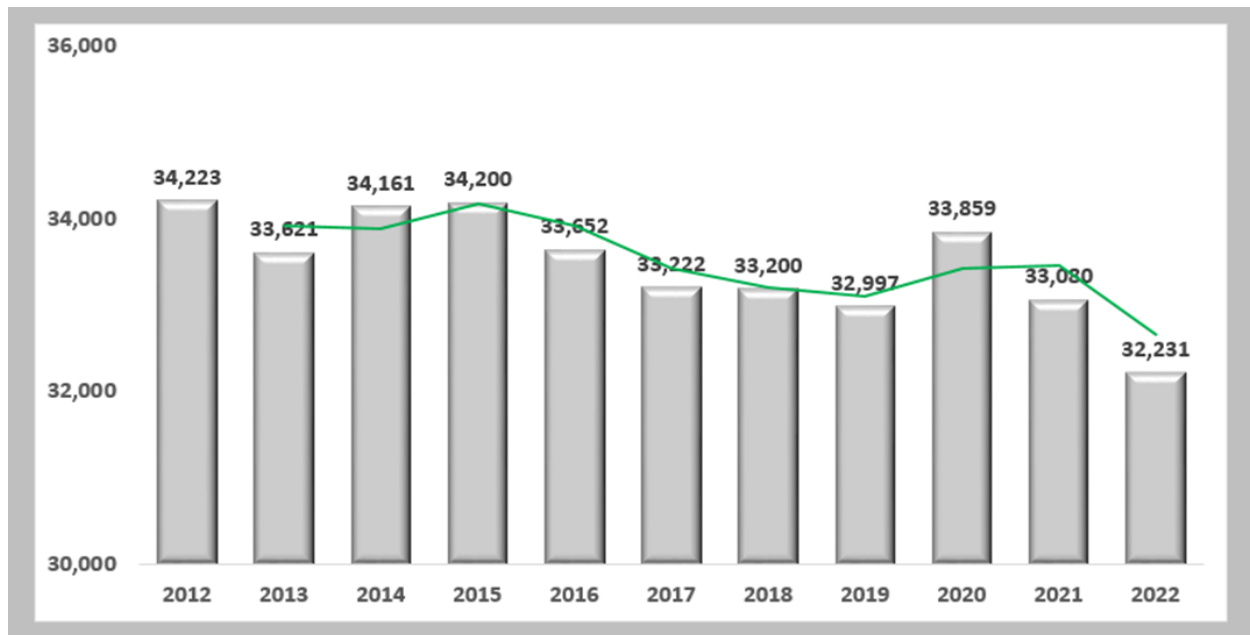
#### FY2022 Active Employee Headcount by Branch of Government

Executive	Public Safety	1,869
	State Personnel System Agencies	32,231
Judicial	Court of Appeals Div I	72
	Court of Appeals Div II	30
	Supreme Court	594
Legislative	Auditor General	184
	House Of Representatives	133
	Joint Legislative Budget Committ	21
	Legislative Council	55
	Senate	99
Other	Arizona Commerce Authority	81
	Deaf And Blind School	576
	Cotton Research Council	26
TOTAL		35,971

Source: The State's Human Resources Information Solution system (HRIS). Data includes all regular and active employees at fiscal year-end (June 30).



## State Personnel System Employee Headcount FY2012 to FY2022



For FY2022, headcount in the State Personnel System decreased by about 850. This marked the second year in a row with a substantial decrease; about a 5% reduction in staff across both fiscal years. This is 2548 fewer employees (-7.3%) than when this data was first reported in 1998 and the lowest recorded headcount in that 24 years. It should be noted that during this same time period, Arizona's population grew from 4.8 million to an estimated 7.6 million (a 58% increase).

Most agencies experienced a reduction in staffing levels, but the largest year-over-year decrease was at the Arizona Department of Corrections, Rehabilitation, and Reentry (ADCRR) with a loss of 817 employees.

The Department of Economic Security (DES) added 264 employees over last year. This can be primarily attributed to DES moving many of the temporary workers hired during the pandemic into regular, full-time positions in FY22.

## SPS Headcount by Agency FY2018 to FY2022

Agency	2018	2019	2020	2021	2022	Chg 2021 vs 2022	% Chg 2021 vs 2022
<b>Cabinet</b>							
ADOA	462	478	468	476	470	-6	-1.3%
Agriculture	263	269	267	245	256	11	4.5%
AHCCCS	1,089	1,114	1,113	1,144	1,112	-32	-2.8%
Child Safety	2,745	2,722	2,807	2,654	2,574	-80	-3.0%
Corrections	8,877	8,574	8,842	8,424	7,607	-817	-9.7%
Economic Security	7,587	7,642	7,825	7,812	8,076	264	3.4%
Environmental Quality	425	467	455	442	445	3	0.7%
Forestry	131	115	106	119	152	33	27.7%
Game & Fish	593	585	587	580	557	-23	-4.0%
Gaming	99	103	97	94	97	3	3.2%
Health Services	1,403	1,364	1,416	1,480	1,523	43	2.9%
Highway Safety	12	12	13	12	13	1	8.3%
Homeland Security	12	13	10	10	22	12	120.0%
Housing	69	69	70	75	72	-3	-4.0%
Industrial Commission	195	201	198	201	186	-15	-7.5%
Insurance	72	74	136	132	131	-1	-0.8%
Juvenile Corrections	389	375	395	359	316	-43	-12.0%
Liquor Licenses	34	33	37	27	38	11	40.7%
Lottery Commission	90	87	90	87	63	-24	-27.6%
Military Affairs	453	435	444	434	396	-38	-8.8%
Real Estate	31	26	27	24	25	1	4.2%
Registrar of Contractors	97	103	107	98	98	-	0.0%
Revenue	515	516	566	568	559	-9	-1.6%
School Facilities Board	12	14	12	11	13	2	18.2%
State Land	94	92	96	94	89	-5	-5.3%
State Parks	179	202	215	221	229	8	3.6%
Tourism	27	26	26	24	22	-2	-8.3%
Transportation	3,560	3,569	3,723	3,606	3,580	-26	-0.7%
Veterans' Services	363	379	357	328	285	-43	-13.1%
Water Resources	139	146	167	170	177	7	4.1%
<b>Elected</b>							
Attorney General	1,064	1,073	1,054	1,013	922	-91	-9.0%

Corporation Commission	250	243	250	246	237	-9	-3.7%
Education	525	510	541	559	566	7	1.3%
Governor's Office	97	105	117	114	110	-4	-3.5%
Mine Inspector	12	13	13	13	14	1	7.7%
Secretary of State	124	116	124	124	114	-10	-8.1%
Treasurer	30	29	26	29	29	-	0.0%
<b>NonCabinet/Board/Commission</b>							
Accountancy	13	-	11	12	11	-1	-8.3%
Administrative Hearings	11	12	13	12	13	1	8.3%
Arts Commission	11	12	12	11	12	1	9.1%
ASRS	215	227	216	217	214	-3	-1.4%
Behavioral Health	14	13	16	16	17	1	6.3%
Charter Schools	-	-	14	17	16	-1	-5.9%
Cosmetology	18	20	19	16	21	5	31.3%
Criminal Justice Commission	19	19	22	22	21	-1	-4.5%
Deaf & Hard of Hearing	16	15	17	17	17	-	0.0%
Early Childhood	143	153	156	153	149	-4	-2.6%
Economic Opportunity	28	26	27	26	26	-	0.0%
Executive Clemency		11	11	11	-	-	-
Exposition & State Fair	35	36	32	19	30	11	57.9%
Historical Society	39	39	41	36	34	-2	-5.6%
Medical Board	50	53	50	49	46	-3	-6.1%
Nursing	63	58	57	57	59	2	3.5%
Pharmacy Board	21	20	24	26	31	5	19.2%
Pioneers Home	95	97	99	87	79	-8	-9.2%
Prescott Historical Society	11	11	10	11	11	-	0.0%
PSPRS	56	56	63	69	80	11	15.9%
Technical Registration	20	18	19	16	21	5	31.3%
WIFA	13	13	16	16	16	-	0.0%
Dental Examiners	-	-	-	-	11	11	-
Education Board	-	-	-	-	18	18	-

Headcount data captured 6/30 of each fiscal year. Boards, Commissions, and Departments with fewer than 10 employees were not listed.

## SPS Turnover by Agency FY2018 to FY2022

Agency	2018	2019	2020	2021	2022	Chg 2021 vs 2022
<b>Cabinet</b>						
ADOA	20.3%	18.9%	13.7%	10.6%	13.1%	2.5%
Agriculture	19.7%	13.7%	20.5%	36.7%	46.2%	9.5%
AHCCCS	14.1%	12.5%	11.8%	10.8%	18.9%	8.1%
Child Safety	22.8%	25.2%	23.1%	29.7%	36.0%	6.2%
Corrections	17.1%	17.5%	15.6%	19.8%	20.8%	1.1%
Economic Security	19.3%	18.5%	16.6%	16.8%	28.5%	11.7%
Environmental Quality	12.3%	11.7%	12.8%	12.0%	16.2%	4.2%
Forestry	20.1%	20.3%	19.9%	18.7%	15.4%	-3.2%
Game & Fish	11.6%	9.6%	11.3%	13.2%	16.7%	3.5%
Gaming	15.4%	12.9%	13.0%	7.3%	17.7%	10.4%
Health Services	20.3%	20.5%	16.7%	17.5%	22.7%	5.2%
Highway Safety	17.4%	8.3%	8.0%	32.0%	15.4%	-16.6%
Homeland Security	15.4%	0.0%	26.1%	20.0%	31.3%	11.3%
Housing	19.3%	10.1%	11.5%	13.8%	17.6%	3.8%
Industrial Commission	21.0%	23.7%	18.0%	21.1%	24.2%	3.2%
Insurance	13.6%	15.1%	6.7%	15.7%	11.4%	-4.3%
Juvenile Corrections	33.1%	34.8%	24.4%	27.1%	30.2%	3.1%
Liquor Licenses	5.8%	11.9%	5.7%	34.4%	15.2%	-19.2%
Lottery Commission	13.8%	14.7%	10.2%	11.3%	38.7%	27.4%
Military Affairs	14.2%	18.5%	17.5%	20.5%	24.3%	3.8%
Real Estate	20.3%	45.6%	37.7%	27.5%	24.0%	-3.5%
Registrar of Contractors	13.5%	17.0%	15.2%	14.6%	25.5%	10.9%
Revenue	14.6%	14.7%	11.6%	10.9%	12.8%	1.8%
RUCO	13.3%	15.4%	15.4%	0.0%	0.0%	0.0%
School Facilities Board	17.4%	7.7%	7.7%	26.1%	0.0%	-26.1%
State Land	10.7%	18.3%	11.7%	13.7%	20.7%	7.0%
State Parks	22.2%	15.8%	16.8%	23.9%	36.4%	12.6%
Tourism	23.1%	11.3%	23.1%	8.0%	34.8%	26.8%
Transportation	14.8%	15.7%	15.1%	16.5%	18.0%	1.5%
Veterans' Services	33.5%	18.1%	24.2%	21.6%	41.0%	19.4%
Water Resources	15.4%	11.2%	7.0%	11.9%	14.4%	2.5%
<b>Elected</b>						

Attorney General	15.8%	18.0%	15.6%	18.1%	24.1%	6.0%
Corporation Commission	19.4%	17.6%	13.8%	15.7%	20.2%	4.5%
Education	20.2%	20.6%	11.2%	11.8%	18.5%	6.7%
Governor's Office	24.5%	13.9%	21.6%	18.2%	40.2%	22.0%
Mine Inspector	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Secretary of State	15.8%	25.1%	12.5%	16.9%	23.5%	6.6%
Treasurer	10.2%	13.8%	18.2%	3.6%	17.2%	13.6%
<b>NonCabinet/Board/Commission</b>						
Accountancy	23.1%	52.2%	38.1%	8.7%	16.7%	8.0%
Acupuncture	300.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Administrative Hearings	25.0%	8.7%	8.0%	8.0%	7.7%	-0.3%
African-American Affairs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Arts Commission	18.2%	0.0%	16.7%	8.7%	0.0%	-8.7%
ASRS	15.5%	12.7%	10.4%	9.2%	16.2%	7.0%
Athletic Training	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Barber Examiners	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%
Behavioral Health	27.6%	22.2%	13.8%	18.8%	23.5%	4.8%
Charter Schools	40.0%	44.4%	26.1%	12.9%	5.9%	-7.0%
Chiropractic Examiners	22.2%	0.0%	20.0%	22.2%	125.0%	102.8%
Clean Elections	15.4%	16.7%	0.0%	0.0%	0.0%	0.0%
Cosmetology	27.8%	5.3%	15.4%	34.3%	15.8%	-18.5%
Criminal Justice Commission	38.1%	26.3%	4.9%	13.6%	22.7%	9.1%
Deaf & Hard of Hearing	13.3%	12.9%	0.0%	0.0%	0.0%	0.0%
Dental Examiners	35.3%	35.3%	0.0%	0.0%	0.0%	0.0%
Early Childhood	19.2%	16.2%	11.0%	9.1%	17.2%	8.2%
Economic Opportunity	3.9%	11.1%	18.9%	15.1%	15.4%	0.3%
Education Board	54.5%	18.2%	0.0%	0.0%	0.0%	0.0%
Equalization	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Executive Clemency	21.1%	28.6%	9.1%	27.3%	20.0%	-7.3%
Exposition & State Fair	25.0%	19.7%	26.5%	47.1%	0.0%	-47.1%
Fingerprinting	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Funeral Directors	28.6%	0.0%	25.0%	0.0%	0.0%	0.0%
Historical Society	13.3%	28.2%	22.5%	7.8%	40.0%	32.2%
Massage Therapy Board	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Medical Board	24.7%	15.5%	13.6%	10.1%	22.9%	12.8%
Naturopathic Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Navigable Streams	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Nursing	11.5%	14.9%	13.9%	21.1%	22.4%	1.4%
Nursing Care Exam Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational Therapy	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Opticians Board of Dispensing	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Optometry	0.0%	0.0%	0.0%	50.0%	0.0%	-50.0%
Osteopathic Examiners	28.6%	28.6%	26.7%	12.5%	12.5%	0.0%
Personnel Board	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Pharmacy Board	20.0%	9.8%	9.1%	16.0%	3.4%	-12.6%
Physical Therapy	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%
Pioneers Home	27.5%	35.6%	32.7%	29.0%	25.3%	-3.7%
Podiatry Examiners	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%
Postsecondary Education	0.0%	14.3%	0.0%	111.1%	200.0%	88.9%
Power Authority	0.0%	0.0%	33.3%	20.0%	40.0%	20.0%
Prescott Historical Society	9.1%	0.0%	9.5%	19.0%	27.3%	8.2%
Private Postsecondary Ed	20.0%	0.0%	0.0%	20.0%	0.0%	-20.0%
PSPRS	7.8%	14.3%	21.8%	4.5%	13.3%	8.8%
Psychologist Examiners	44.4%	0.0%	22.2%	0.0%	0.0%	0.0%
Respiratory Care	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Tax Appeals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technical Registration	25.0%	10.5%	21.6%	28.6%	36.8%	8.3%
Veterinary Medical Exam	25.0%	0.0%	28.6%	0.0%	40.0%	40.0%
WIFA	21.4%	23.1%	27.6%	0.0%	0.0%	0.0%

Source: The State's Human Resource Information Solution system (HRIS). Data includes all regular, active employees at fiscal year-end (June 30). Turnover rate is calculated by taking the count of employees that separated from the State during the fiscal year divided by the average count of employees in the fiscal year. Average employee count is calculated from the employee count on July 1 and June 30.

## SPS Average Salary by Agency FY2018 to FY2022

Agency	2018	2019	2020	2021	2022	7/9/22	Chng 2021 vs 2022	Chng 2021 vs 7/9/22 <sup>1</sup>
<b>Cabinet</b>								
ADOA	\$73,397	\$72,074	\$72,914	\$73,772	\$76,632	\$86,410	3.9%	17.1%
Agriculture	\$43,402	\$43,107	\$43,673	\$45,195	\$47,816	\$55,831	5.8%	23.5%
AHCCCS	\$51,423	\$51,441	\$52,494	\$53,331	\$55,100	\$61,286	3.3%	14.9%
Child Safety	\$42,092	\$44,345	\$44,478	\$46,629	\$46,588	\$52,819	-0.1%	13.3%
Corrections	\$40,284	\$43,758	\$43,562	\$46,042	\$47,141	\$56,482	2.4%	22.7%
Economic Security	\$41,701	\$42,030	\$42,306	\$44,779	\$45,624	\$52,596	1.9%	17.5%
Environmental Quality	\$62,181	\$63,842	\$67,550	\$69,839	\$71,274	\$78,360	2.1%	12.2%
Forestry	\$46,231	\$47,564	\$51,032	\$50,982	\$53,447	\$58,787	4.8%	15.3%
Game & Fish	\$53,140	\$54,168	\$54,841	\$58,098	\$60,031	\$66,142	3.3%	13.8%
Gaming	\$61,856	\$61,723	\$62,885	\$64,002	\$65,253	\$71,890	2.0%	12.3%
Health Services	\$52,516	\$53,719	\$54,053	\$55,376	\$58,311	\$66,216	5.3%	19.6%
Highway Safety	\$60,721	\$60,728	\$60,904	\$62,978	\$64,322	\$70,754	2.1%	12.3%
Homeland Security	\$75,411	\$73,999	\$74,832	\$79,963	\$87,148	\$95,408	9.0%	19.3%
Housing	\$62,306	\$63,338	\$66,297	\$65,960	\$67,724	\$74,369	2.7%	12.7%
Industrial Commission	\$50,997	\$52,109	\$52,505	\$53,673	\$53,381	\$58,651	-0.5%	9.3%
Insurance	\$59,948	\$60,071	\$60,558	\$63,211	\$64,587	\$70,938	2.2%	12.2%
Juvenile Corrections	\$46,244	\$49,071	\$49,422	\$51,864	\$54,852	\$65,647	5.8%	26.6%
Liquor Licenses	\$50,076	\$52,669	\$51,509	\$51,354	\$55,262	\$64,116	7.6%	24.9%
Lottery Commission	\$46,661	\$47,433	\$48,862	\$50,241	\$64,548	\$71,907	28.5%	43.1%
Military Affairs	\$46,996	\$44,636	\$45,212	\$46,139	\$47,458	\$52,153	2.9%	13.0%
Real Estate	\$47,144	\$50,999	\$52,205	\$53,285	\$53,991	\$59,262	1.3%	11.2%
Registrar of Contractors	\$53,265	\$56,337	\$57,569	\$59,813	\$61,275	\$67,357	2.4%	12.6%
Revenue	\$55,347	\$56,241	\$57,682	\$57,057	\$57,707	\$63,446	1.1%	11.2%
RUCO	\$82,747	\$81,530	\$86,561	\$86,875	\$89,500	\$98,450	3.0%	13.3%
School Facilities Board	\$75,986	\$72,892	\$68,123	\$68,862	\$71,056	\$80,121	3.2%	16.4%
State Land	\$63,607	\$62,579	\$65,464	\$65,935	\$69,061	\$76,091	4.7%	15.4%
State Parks	\$46,049	\$47,562	\$47,144	\$49,217	\$49,709	\$54,593	1.0%	10.9%
Tourism	\$65,740	\$65,364	\$69,701	\$69,759	\$75,624	\$82,618	8.4%	18.4%
Transportation	\$48,824	\$49,215	\$50,698	\$53,800	\$54,223	\$59,684	0.8%	10.9%

<sup>1</sup> For FY23, salary increases included in the budget were made effective 7/9/22. This is a slight departure from most of the prior-year budgetary increases included in this report, which typically had been reflected in the fiscal year in which the budget passed. Because of this change, we are including both the salaries at the end of FY22, as well as salaries made effective 7/9/22 for consistency.

Veterans' Services	\$38,635	\$42,679	\$43,167	\$45,845	\$49,711	\$54,616	8.4%	19.1%
Water Resources	\$63,493	\$62,258	\$61,624	\$62,622	\$74,608	\$82,115	19.1%	31.1%
<b>Elected</b>								
Attorney General	\$64,807	\$64,212	\$64,781	\$66,178	\$67,823	\$74,554	2.5%	12.7%
Corporation Commission	\$61,564	\$61,201	\$61,170	\$62,112	\$64,786	\$71,259	4.3%	14.7%
Education	\$58,006	\$59,736	\$63,622	\$63,558	\$65,362	\$71,883	2.8%	13.1%
Governor's Office	\$75,941	\$74,798	\$75,458	\$78,138	\$80,333	\$88,603	2.8%	13.4%
Mine Inspector	\$52,993	\$53,587	\$53,587	\$54,128	\$55,345	\$60,879	2.2%	12.5%
Secretary of State	\$51,510	\$52,157	\$53,566	\$53,842	\$56,238	\$61,797	4.4%	14.8%
Treasurer	\$72,043	\$70,154	\$81,181	\$79,360	\$84,998	\$92,570	7.1%	16.6%
<b>NonCabinet/Board/Commission</b>								
Accountancy	\$58,635	\$64,586	\$62,883	\$63,145	\$63,908	\$70,299	1.2%	11.3%
Acupuncture	\$65,000	\$80,000	\$57,680	\$59,999	\$59,999	\$65,999	0.0%	10.0%
Administrative Hearings	\$75,246	\$76,119	\$77,091	\$76,599	\$75,221	\$82,744	-1.8%	8.0%
African-American Affairs	\$68,250	\$68,250	\$38,025	\$38,025	\$38,025	\$41,828	0.0%	10.0%
Arts Commission	\$47,409	\$48,652	\$50,360	\$49,246	\$54,917	\$60,409	11.5%	22.7%
ASRS	\$65,278	\$65,833	\$65,467	\$69,591	\$70,865	\$78,059	1.8%	12.2%
Athletic Training	\$29,120	\$29,120	\$34,944	\$38,438	\$38,438	\$42,282	0.0%	10.0%
Behavioral Health	\$53,664	\$56,389	\$53,685	\$56,223	\$55,405	\$61,239	-1.5%	8.9%
Charter Schools	\$58,138	\$58,611	\$59,536	\$57,765	\$62,125	\$66,344	7.5%	14.9%
Chiropractic Examiners	\$43,702	\$43,516	\$44,980	\$37,162	\$52,092	\$57,301	40.2%	54.2%
Clean Elections	\$81,213	\$84,456	\$80,750	\$84,294	\$87,962	\$96,759	4.4%	14.8%
Cosmetology	\$40,692	\$40,283	\$41,512	\$41,901	\$49,671	\$54,855	18.5%	30.9%
Criminal Justice Commission	\$63,164	\$64,733	\$66,618	\$67,214	\$68,289	\$75,118	1.6%	11.8%
Deaf & Hard of Hearing	\$63,439	\$64,488	\$65,558	\$67,894	\$72,463	\$79,063	6.7%	16.4%
Dental Examiners	\$58,114	\$54,920	\$56,409	\$59,417	\$58,805	\$64,685	-1.0%	8.9%
Early Childhood	\$63,464	\$62,325	\$62,017	\$62,931	\$62,681	\$68,873	-0.4%	9.4%
Economic Opportunity	\$64,686	\$63,447	\$65,534	\$68,543	\$65,358	\$73,064	-4.6%	6.6%
Education Board	\$63,797	\$67,331	\$75,206	\$74,462	\$64,302	\$71,399	-13.6%	-4.1%
Equalization	\$59,276	\$63,091	\$63,091	\$63,091	\$65,376	\$71,914	3.6%	14.0%
Executive Clemency	\$56,457	\$57,558	\$58,314	\$59,958	\$54,122	\$59,534	-9.7%	-0.7%
Exposition & State Fair	\$48,379	\$48,553	\$50,560	\$61,810	\$60,978	\$66,938	-1.3%	8.3%
Fingerprinting	\$58,786	\$57,443	\$55,473	\$55,473	\$55,473	\$61,020	0.0%	10.0%
Funeral Directors	\$49,280	\$43,820	\$41,950	\$43,750	\$60,000	\$66,000	37.1%	50.9%
Historical Society	\$43,430	\$40,065	\$41,504	\$45,067	\$45,473	\$50,653	0.9%	12.4%
Massage Therapy Board	\$47,295	\$45,167	\$45,827	\$52,819	\$58,010	\$63,811	9.8%	20.8%



Medical Board	\$67,309	\$58,593	\$58,463	\$58,858	\$61,569	\$67,726	4.6%	15.1%
Naturopathic Board	\$64,101	\$64,101	\$64,101	\$70,511	\$70,511	\$77,562	0.0%	10.0%
Navigable Streams	\$70,781	\$70,781	\$70,781	\$70,781	\$70,781	\$77,859	0.0%	10.0%
Nursing	\$58,618	\$53,238	\$52,993	\$53,397	\$56,174	\$61,791	5.2%	15.7%
Nursing Care Exam Board	\$58,564	\$58,564	\$61,150	\$47,523	\$55,083	\$60,474	15.9%	27.3%
Occupational Therapy	\$57,897	\$57,897	\$57,897	\$57,897	\$47,138	\$51,852	-18.6%	-10.4%
Opticians Board of Dispensing	\$75,000	\$75,000	\$80,250	\$80,250	\$83,059	\$91,364	3.5%	13.8%
Optometry	\$61,073	\$62,659	\$62,659	\$59,241	\$66,252	\$72,877	11.8%	23.0%
Osteopathic Examiners	\$70,054	\$55,164	\$56,516	\$57,911	\$59,229	\$65,152	2.3%	12.5%
Personnel Board	\$44,772	\$57,000	\$57,000	\$57,000	\$57,000	\$62,700	0.0%	10.0%
Pharmacy Board	\$71,318	\$72,724	\$70,655	\$71,312	\$71,334	\$78,290	0.0%	9.8%
Physical Therapy	\$43,228	\$43,233	\$42,678	\$42,678	\$47,816	\$52,598	12.0%	23.2%
Pioneers Home	\$37,740	\$36,484	\$38,528	\$38,590	\$39,997	\$46,607	3.6%	20.8%
Podiatry Examiners	\$53,300	\$65,000	\$65,000		\$95,000	\$104,500		
Power Authority	\$83,987	\$98,173	\$101,433	\$109,753	\$112,065	\$123,272	2.1%	12.3%
Prescott Historical Society	\$47,221	\$48,597	\$48,997	\$49,849	\$49,673	\$54,640	-0.4%	9.6%
Private Postsecondary Ed	\$70,375	\$72,455	\$59,663	\$62,953	\$62,953	\$69,249	0.0%	10.0%
PSPRS	\$93,730	\$95,567	\$93,266	\$95,242	\$92,913	\$102,562	-2.4%	7.7%
Psychologist Examiners	\$62,288	\$51,392	\$57,358	\$59,248	\$52,390	\$57,629	-11.6%	-2.7%
Respiratory Care	\$54,367	\$54,367	\$53,294	\$48,596	\$53,722	\$56,762	10.5%	16.8%
Tax Appeals	\$60,400	\$55,200	\$63,173	\$63,173	\$47,407	\$52,147	-25.0%	-17.5%
Technical Registration	\$48,588	\$51,691	\$52,393	\$54,512	\$51,305	\$57,898	-5.9%	6.2%
Veterinary Medical Exam	\$55,811	\$59,611	\$67,479	\$54,802	\$57,048	\$62,753	4.1%	14.5%
WIFA	\$68,022	\$65,463	\$64,664	\$68,545	\$69,454	\$76,400	1.3%	11.5%

## SPS Overtime Expenditures by Agency FY2018 to FY2022

Agency	2018	2019	2020	2021	2022
<b>Cabinet</b>					
ADOA	\$111,879	\$107,434	\$96,420	\$89,096	\$91,514
Agriculture	\$373,081	\$458,772	\$660,913	\$878,554	\$656,952
AHCCCS	\$15,036	\$21,293	\$51,571	\$97,560	\$106,205
Child Safety	\$4,313,123	\$3,460,133	\$3,977,171	\$3,833,613	\$4,957,971
Corrections	\$40,885,158	\$48,178,447	\$64,493,376	\$50,820,562	\$55,129,473
Economic Security	\$4,731,481	\$5,078,295	\$6,071,093	\$9,826,600	\$8,639,951
Environmental Quality	\$66,680	\$43,904	\$33,894	\$14,879	\$12,454
Forestry	\$1,565,632	\$1,341,145	\$1,342,151	\$2,389,781	\$2,157,499
Game & Fish	\$569,415	\$258,442	\$459,103	\$975,733	\$571,309
Gaming	\$829	\$7	\$1,595	\$1,724	\$1,394
Health Services	\$2,334,461	\$2,656,110	\$3,258,130	\$3,908,754	\$5,017,618
Highway Safety	\$4,035	\$4,715	\$4,286	\$0	\$355
Housing	\$4,946	\$9,816	\$1,225	\$0	\$6,534
Industrial Commission	\$4,681	\$14,672	\$30,283	\$70,592	\$84,838
Insurance	\$8,241	\$39,485	\$18,939	\$21,585	\$11,677
Juvenile Corrections	\$139,875	\$536,938	\$1,175,512	\$1,201,567	\$1,585,455
Liquor Licenses	\$71,245	\$111,430	\$65,103	\$63,143	\$101,216
Lottery Commission	\$23,721	\$40,884	\$17,462	\$4,801	\$5,302
Military Affairs	\$806,905	\$904,427	\$1,012,768	\$930,768	\$869,499
Real Estate	\$2,943	\$28	\$0	\$0	\$0
Registrar of Contractors	\$4,892	\$7,717	\$1,351	\$162	\$3,911
Revenue	\$58,214	\$30,083	\$2,858	\$22,644	\$126,993
State Land	\$6,972	\$3,430	\$4,148	\$1,298	\$1,749
State Parks	\$27,744	\$22,638	\$51,959	\$76,968	\$80,287
Transportation	\$6,697,927	\$7,529,451	\$6,941,173	\$5,282,563	\$4,656,020
Veterans' Services	\$1,122,297	\$1,555,712	\$1,582,174	\$1,325,750	\$1,026,209
Water Resources	\$83	\$1,165	\$1,102	\$955	\$1,691
<b>Elected</b>					
Attorney General	\$122,587	\$150,909	\$199,990	\$213,033	\$312,964
Corporation Commission	\$42,073	\$51,991	\$10,478	\$13,173	\$32,043
Education	\$41,249	\$55,421	\$74,039	\$220,570	\$215,782
Governor's Office	\$0	\$0	\$2,756	\$3,346	\$228
Mine Inspector	\$0	\$0	\$0	\$0	\$0
Secretary of State	\$20,520	\$27,996	\$5,818	\$78,567	\$25,684

Treasurer	\$8	\$0	\$0	\$0	\$0
<b>NonCabinet/Board/Commission</b>					
Accountancy	\$307	\$680	\$2,947	\$79	\$59
Arts Commission	\$0	\$114	\$114	\$0	\$0
ASRS	\$28,262	\$23,061	\$12,366	\$10,263	\$28,236
Athletic Training	\$210	\$693	\$813	\$0	\$887
Behavioral Health	\$2,273	\$5,498	\$4,412	\$7,140	\$8,502
Chiropractic Examiners	\$0	\$0	\$0	\$0	\$857
Clean Elections	\$739	\$963	\$747	\$66	\$452
Cosmetology	\$0	\$0	\$0	\$0	\$446
Criminal Justice Commission	\$0	\$0	\$0	\$0	\$0
Deaf & Hard of Hearing	\$0	\$0	\$0	\$0	\$0
Dental Examiners	\$0	\$2,952	\$5,903	\$20,463	\$12,758
Early Childhood	\$0	\$0	\$0	\$0	\$0
Education Board	\$0	\$0	\$0	\$0	\$1,983
Equalization	\$0	\$335	\$0	\$0	\$0
Executive Clemency	\$0	\$5,945	\$16,707	\$210	\$0
Exposition & State Fair	\$339,557	\$306,575	\$275,727	\$43,085	\$311,633
Funeral Directors	\$1,268	\$822	\$204	\$356	\$416
Historical Society	\$0	\$0	\$0	\$0	\$29
Massage Therapy Board	\$0	\$178	\$0	\$6,143	\$3,495
Medical Board	\$13,446	\$10,248	\$21,323	\$45,818	\$29,514
Nursing	\$3,261	\$6,245	\$2,787	\$24,807	\$30,340
Nursing Care Exam Board	\$0	\$364	\$480	\$111	\$444
Occupational Therapy	\$2,974	\$935	\$324	\$0	\$5,389
Opticians Board of Dispensing	\$0	\$0	\$202	\$1,378	\$0
Optometry	\$0	\$0	\$0	\$52	\$0
Osteopathic Examiners	\$5,869	\$6,431	\$364	\$270	\$1,329
Physical Therapy	\$4,119	\$7,682	\$1,222	\$0	\$0
Pioneers Home	\$145,743	\$93,717	\$97,566	\$138,299	\$148,783
Prescott Historical Society	\$369	\$0	\$0	\$0	\$0
Private Postsecondary Ed	\$0	\$28	\$56	\$0	\$0
PSPRS	\$11,918	\$11,720	\$1,159	\$589	\$0
Psychologist Examiners	\$314	\$0	\$2,411	\$3,250	\$2,954
Respiratory Care	\$0	\$0	\$325	\$1,066	\$830
Technical Registration	\$2,262	\$248	\$0	\$0	\$0
Veterinary Medical Exam	\$1,283	\$2,956	\$1,688	\$3,012	\$6,043

**State of Arizona**  
**2022 Workforce Report**  
**SPS Executive Summary**  
As of June 30, 2022

<b>Headcount</b>		32,231
<b>Gender</b>		
<b>Gender Type</b>	<b>State Personnel System</b>	<b>Arizona Population</b>
Female	55.0%	50.1%
Male	45.0%	49.9%
<b>Average Age</b>		44.3
<b>Salary</b>		
<b>As of 6/30/22 (end of FY2022)</b>		
Average Salary	\$	51,987
Salary difference from FY2021		2.5%
<b>As of 7/9/22</b>		
Average Salary	\$	59,252
Salary difference from 6/30/22		14.0%
<b>Turnover</b>		
Voluntary		19.2%
Involuntary		0.6%
Retirement		3.0%
Other		1.1%
Total Turnover		23.8%
Turnover Difference from last year		5.5%
<b>Average Years of Service</b>		8.2
<b>Ethnicity</b>		
<b>Ethnicity Type</b>	<b>State Personnel System</b>	<b>Arizona Population</b>
American Indian	2.6%	5.3%
Asian	3.4%	3.8%
Black	7.4%	5.4%
Hispanic	33.3%	32.3%
Unspecified	7.8%	n/a
White	45.4%	53.2%

The following table shows the average salary for the State Personnel System (SPS) reported from 2013 to present and the percentage change in that average year over year. Also listed are any historical salary adjustments for the time period, either across the board or for selected job classifications.

### SPS Historical Average Salaries and Salary Adjustments

Fiscal Year	Average Salary	% Change in Average	General Salary Adjustment	Performance	Retention	Allocations for Select Classes
2013	\$42,447	0.3%	-	-	5.00% <sup>2</sup>	x
2014	\$43,832	3.2%	-	-	-	x
2015	\$44,116	0.6%	-	-	-	x
2016	\$45,062	2.1%	-	-	-	x
2017	\$45,981	2.0%	-	-	-	x
2018	\$46,548	1.2%	-	-	-	x
2019	\$47,998	3.1%	-	-	-	✓ <sup>3</sup>
2020	\$48,462	1.0%	-	-	-	x
2021	\$50,704	4.6%	-	-	-	✓ <sup>4</sup>
2022	\$51,987	2.5%	-	-	-	-
7/9/22*	\$59,252	14.0%	10%	-	-	✓ <sup>5</sup>

The average salary in the SPS at the end of the fiscal year grew by 2.5%. Just before the end of FY22, the FY23 budget was passed, containing a historic salary increase package for all state employees. While the increases included in the budget were not effective until 7/9/22, (several days into the new fiscal year) the salary data is being included in this chart due to its impact and to maintain consistency with prior increases listed which typically were already in place by 6/30.

In the Fiscal Year 2021 Workforce Report, it was mentioned that the SPS experienced its highest year over year percentage increase in average salary and crossed the \$50,000 threshold for the first time, and mainly attributed this movement to the FY22 salary increase package. For this year, the salary increases effective 7/9/22 dwarf anything reported in any Workforce Report over the last 24 years. Average salary has risen to just under \$60,000 in the course of one fiscal year. This growth of 16.5% since the end of FY21 Workforce Report is both significant and impactful.

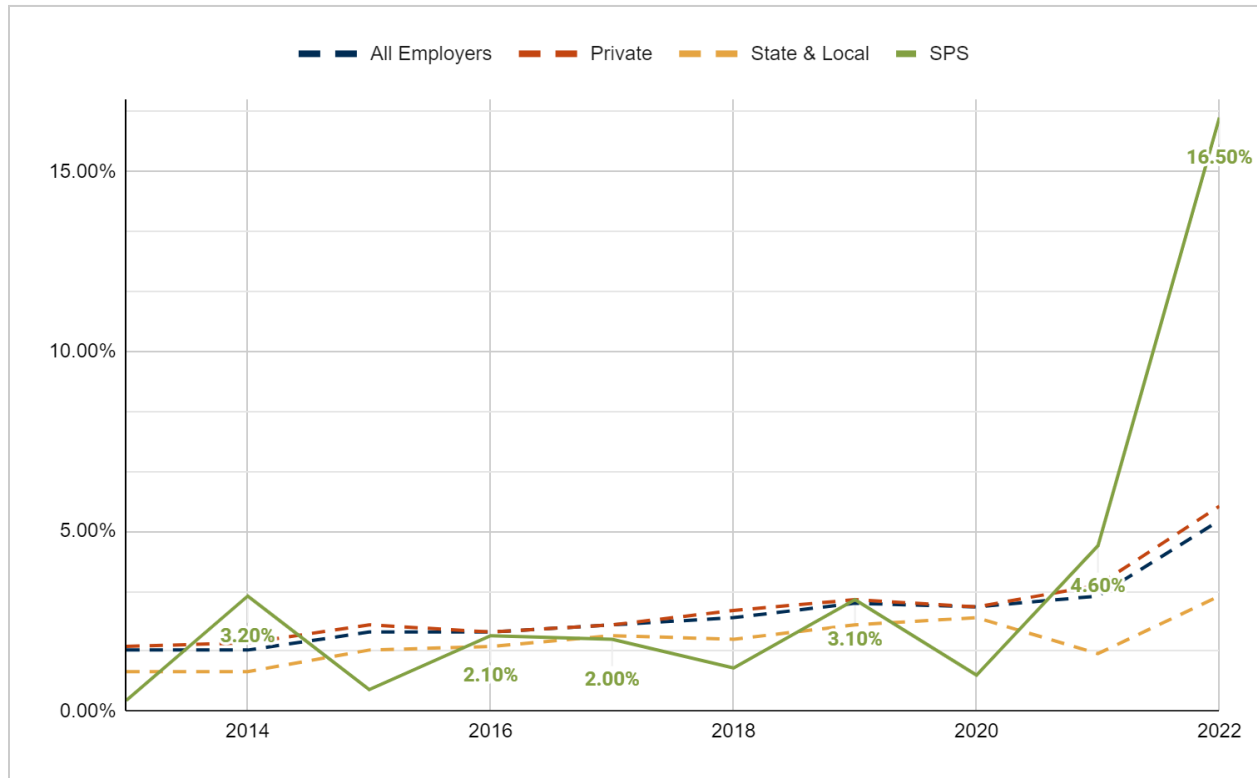
<sup>2</sup> 5% retention pay for uncovered employees and those that elected to become at-will uncovered. Permanently rolled into base pay in FY2014

<sup>3</sup> Salary increases for select classifications including public safety and security positions

<sup>4</sup> Salary increases for select classifications including public safety and security positions, Program Service Evaluators at DES, and Transportation & Highway Operations positions at ADOT

<sup>5</sup> 20% salary increase for employees at DOCRR and DJC, varying percentages above 10% for select classifications, and 10% for all other state employees

## % Change in SPS Salaries vs. Employment Cost Index (ECI)



The preceding table contains data from the Bureau of Labor Statistics (BLS) on the Employment Cost Index (ECI). ECI represents the cost of labor. The dotted lines indicate additive, yearly salary movement for three peer groups: all employers, private sector employers only, and state & local employers only. The solid green line represents average salary growth year over year for the SPS. Every year that the green line dips below our peers, we lose ground on salary competitiveness. Every year that we exceed peer salary growth, we make up ground. The increases effective 7/9/22 illustrate how historic this investment into the state workforce was and made up for the shortfalls in several prior fiscal years.

## Published Salary Increase History and Projections vs. SPS

Source	2022 Actual	2023 Projected
Payscale	3.6%	3.8%
Willis Towers Watson	4.0%	4.1%
WorldatWork	4.1%	4.1%
<b>State Personnel System</b>	<b>16.5%</b>	<b>TBD</b>

The table above shows data from third-party surveys that ask thousands of employers across the country how much their salary budgets increased in the previous year vs. anticipated percentage increases in the next year. Based on this information, most employers are contemplating larger salary increases than they had in previous years. In the last ten to fifteen years, the majority of employers budgeted around an additional 3% for salaries each year. But

in the last year that number has risen to 4% or more according to some surveys. Projections for 2023 are similar and reported median increases are approaching 5%. There are a number of economic factors that are playing a part in these figures, but regardless, salaries increases are continuing to trend upward.

### **Conclusion and Recommendation**

Conservative salary actions over the past several years coupled with a strong financial position allowed for the state to take meaningful action on employee salaries. While this addressed many compensation-related issues, agencies will likely continue to prioritize funds towards salaries paid within jobs that still trail peer organizations. Also, as reported, salaries are not a fixed cost, given that competitors will continue to increase salaries, driving up the cost of labor.

While this report is focused on base pay, benefits are a valuable portion of total compensation. Every year Benefit Services administers an annual Member Satisfaction Survey that includes both active employees and retirees. The survey reports 90% of respondents are satisfied with benefit programs and services. Over 82% of members were satisfied with the Triple Choice medical plan and 94% were satisfied with the Health Savings Accounts provided with the High Deductible Health Plan. The Dental PPO plan is also widely popular with greater than 90% satisfaction.

Given the large pay package included in the FY23 budget, ADOA has no specific recommendation for further salary action but will continue to provide any data or support that helps aid in decision-making within the State Personnel System.

## Summary of Expenditure and Budget Request for Selected Funds

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Fund:</b>	<b>SY2058 Psychologist Examiners Board Fund (Appropriated)</b>
--------------	--

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b>				
SYA-1-0 Licensing and Regulation	522.5	428.7	17.8	446.5
<b>Psychologist Examiners Board Fund (Appropriated) Summary Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Expenditure Categories</b>				
FTE	2.9	2.5	-	2.5
Personal Services	257.8	177.1	12.2	189.3
Employee Related Expenditures	120.8	80.7	5.6	86.3
<b>Subtotal Personal Services and ERE</b>	<b>378.6</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
Professional & Outside Services	58.6	66.5	-	66.5
Travel In-State	0.1	0.5	-	0.5
Travel Out-Of-State	12.2	7.2	-	7.2
Other Operating Expenditures	72.4	77.5	-	77.5
Non-Capital Equipment	-	19.2	-	19.2
Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>



## Summary of Expenditure and Budget Request for All Funds

**Agency:** Board of Psychologist Examiners

<b>Appropriated Funds</b>	<b>FY 2024 Actuals</b>	<b>FY 2025 Expenditure Plan</b>	<b>FY 2026 Funding Issue</b>	<b>FY 2026 Total Request</b>
<b>Program:</b>				
SYA-1-0 Licensing and Regulation	551.7	428.7	17.8	446.5
SYA-2-0 Behavior Analyst	77.7	216.1	93.1	309.2
<b>Appropriated Funds Total:</b>	<b>629.4</b>	<b>644.8</b>	<b>110.9</b>	<b>755.7</b>
<b>Expenditure Categories</b>				
FTE	4.6	4.5	0.5	5.0
Personal Services	335.5	323.8	68.7	392.5
Employee Related Expenditures	150.1	150.1	37.2	187.3
<b>Subtotal Personal Services and ERE</b>	<b>485.5</b>	<b>473.9</b>	<b>105.9</b>	<b>579.8</b>
Professional & Outside Services	58.6	66.5	-	66.5
Travel In-State	0.1	0.5	-	0.5
Travel Out-Of-State	12.2	7.2	-	7.2
Other Operating Expenditures	72.4	77.5	3.0	80.5
Non-Capital Equipment	-	19.2	2.0	21.2
Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>	<b>629.4</b>	<b>644.8</b>	<b>110.9</b>	<b>755.7</b>
<b>Board of Psychologist Examiners Total for All Funds:</b>	<b>629.4</b>	<b>644.8</b>	<b>110.9</b>	<b>755.7</b>

<b>Appropriated and Non-Appropriated</b>	<b>FY 2024 Actuals</b>	<b>FY 2025 Expenditure Plan</b>	<b>FY 2025 Funding Issue</b>	<b>FY 2026 Total Request</b>
SYA-1-0 Licensing and Regulation	551.7	428.7	17.8	446.5
SYA-2-0 Behavior Analyst	77.7	216.1	93.1	309.2
<b>Board of Psychologist Examiners Total for All Funds:</b>	<b>629.4</b>	<b>644.8</b>	<b>110.9</b>	<b>755.7</b>

## Summary of Expenditure and Budget Request for Selected Funds

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

<b>Fund:</b>	<b>SY2059 Behavior Analyst Licensing &amp; Regulation Account (Appropriated)</b>
--------------	--

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b>				
SYA-1-0 Licensing and Regulation	29.2	-	-	-
SYA-2-0 Behavior Analyst	77.7	216.1	93.1	309.2
<b>Behavior Analyst Licensing &amp; Regulation Account (Appropriated) Summary Total:</b>	<b>106.9</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
<b>Expenditure Categories</b>				
FTE	1.8	2.0	0.5	2.5
Personal Services	77.7	146.7	56.5	203.2
Employee Related Expenditures	29.2	69.4	31.6	101.0
<b>Subtotal Personal Services and ERE</b>	<b>106.9</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	3.0	3.0
Non-Capital Equipment	-	-	2.0	2.0
Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>106.9</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

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

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
--	--------------------	--------------------------------	--------------------------	--------------------------

**Program:** SYA-1-0 Licensing and Regulation

### Expenditure Categories

FTE	2.9	2.5	-	2.5
Personal Services	257.8	177.1	12.2	189.3
Employee Related Expenditures	150.1	80.7	5.6	86.3
<b>Subtotal Personal Services and ERE</b>	<b>407.8</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
Professional & Outside Services	58.6	66.5	-	66.5
Travel In-State	0.1	0.5	-	0.5
Travel Out-Of-State	12.2	7.2	-	7.2
Other Operating Expenditures	72.4	77.5	-	77.5
Non-Capital Equipment	-	19.2	-	19.2
Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

### Fund Source

#### Appropriated Funds

Psychologist Examiners Board Fund (Appropriated)	522.5	428.7	17.8	446.5
Behavior Analyst Licensing & Regulation Account (Appropriated)	29.2	-	-	-
<b>Appropriated Funds Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Licensing and Regulation Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

**Sub Program:** SYA-1-1 Licensing and Regulation

### Expenditure Categories

FTE	2.9	2.5	-	2.5
Personal Services	257.8	177.1	12.2	189.3
Employee Related Expenditures	150.1	80.7	5.6	86.3
<b>Subtotal Personal Services and ERE</b>	<b>407.8</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
Professional & Outside Services	58.6	66.5	-	66.5
Travel In-State	0.1	0.5	-	0.5
Travel Out-Of-State	12.2	7.2	-	7.2
Other Operating Expenditures	72.4	77.5	-	77.5

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

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>				
<b>Sub Program: SYA-1-1 Licensing and Regulation</b>				
Non-Capital Equipment	-	19.2	-	19.2
Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

<b>Fund Source</b>
--------------------

**Appropriated Funds**

Psychologist Examiners Board Fund (Appropriated)	522.5	428.7	17.8	446.5
Behavior Analyst Licensing & Regulation Account (Appropriated)	29.2	-	-	-
<b>Appropriated Funds Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Licensing and Regulation Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

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

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-2-0 Behavior Analyst</b>				

### Expenditure Categories

FTE	1.8	2.0	0.5	2.5
Personal Services	77.7	146.7	56.5	203.2
Employee Related Expenditures	-	69.4	31.6	101.0
<b>Subtotal Personal Services and ERE</b>	<b>77.7</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	3.0	3.0
Non-Capital Equipment	-	-	2.0	2.0
Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

### Fund Source

#### Appropriated Funds

Behavior Analyst Licensing & Regulation Account (Appropriated)	77.7	216.1	93.1	309.2
<b>Appropriated Funds Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
<b>Behavior Analyst Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

**Sub Program: SYA-2-1 Behavior Analyst**

### Expenditure Categories

FTE	1.8	2.0	0.5	2.5
Personal Services	77.7	146.7	56.5	203.2
Employee Related Expenditures	-	69.4	31.6	101.0
<b>Subtotal Personal Services and ERE</b>	<b>77.7</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	3.0	3.0
Non-Capital Equipment	-	-	2.0	2.0
Transfers-Out	-	-	-	-

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

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-2-0 Behavior Analyst</b>				
<b>Sub Program: SYA-2-1 Behavior Analyst</b>				

<b>Expenditure Categories Total:</b>	77.7	216.1	93.1	309.2
--------------------------------------	------	-------	------	-------

<b>Fund Source</b>
--------------------

**Appropriated Funds**

Behavior Analyst Licensing & Regulation Account (Appropriated)	77.7	216.1	93.1	309.2
<b>Appropriated Funds Total:</b>	77.7	216.1	93.1	309.2
<b>Behavior Analyst Total:</b>	77.7	216.1	93.1	309.2

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

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> SYA-1-0 Licensing and Regulation				

**Fund:** SY2058 Psychologist Examiners Board Fund

**Appropriated**

Personal Services	257.8	177.1	12.2	189.3
Employee Related Expenditures	120.8	80.7	5.6	86.3
<b>Subtotal Personal Services and ERE</b>	<b>378.6</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
Professional & Outside Services	58.6	66.5	-	66.5
Travel In-State	0.1	0.5	-	0.5
Travel Out-Of-State	12.2	7.2	-	7.2
Other Operating Expenditures	72.4	77.5	-	77.5
Non-Capital Equipment	-	19.2	-	19.2
Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Psychologist Examiners Board Fund Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account

**Appropriated**

Personal Services	-	-	-	-
Employee Related Expenditures	29.2	-	-	-
<b>Subtotal Personal Services and ERE</b>	<b>29.2</b>	<b>-</b>	<b>-</b>	<b>-</b>
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	-	-
Non-Capital Equipment	-	-	-	-
Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>29.2</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Behavior Analyst Licensing &amp; Regulation Account Total:</b>	<b>29.2</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Program Total for Select Funds:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

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

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> SYA-1-0 Licensing and Regulation				
<b>Sub Program:</b> SYA-1-1 Licensing and Regulation				
<b>Fund:</b> SY2058 Psychologist Examiners Board Fund				

**Appropriated**

Personal Services	257.8	177.1	12.2	189.3
Employee Related Expenditures	120.8	80.7	5.6	86.3
<b>Subtotal Personal Services and ERE</b>	<b>378.6</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
Professional & Outside Services	58.6	66.5	-	66.5
Travel In-State	0.1	0.5	-	0.5
Travel Out-Of-State	12.2	7.2	-	7.2
Other Operating Expenditures	72.4	77.5	-	77.5
Non-Capital Equipment	-	19.2	-	19.2
Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Psychologist Examiners Board Fund Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account

**Appropriated**

Personal Services	-	-	-	-
Employee Related Expenditures	29.2	-	-	-
<b>Subtotal Personal Services and ERE</b>	<b>29.2</b>	-	-	-
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	-	-
Non-Capital Equipment	-	-	-	-
Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>29.2</b>	-	-	-
<b>Behavior Analyst Licensing &amp; Regulation Account Total:</b>	<b>29.2</b>	-	-	-



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

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> <b>SYA-1-0   Licensing and Regulation</b>				
<b>Sub Program Total for Select Funds:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

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

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> SYA-2-0 Behavior Analyst				

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account

**Appropriated**

Personal Services	77.7	146.7	56.5	203.2
Employee Related Expenditures	-	69.4	31.6	101.0
<b>Subtotal Personal Services and ERE</b>	<b>77.7</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	3.0	3.0
Non-Capital Equipment	-	-	2.0	2.0
Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
<b>Behavior Analyst Licensing &amp; Regulation Account Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
<b>Program Total for Select Funds:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

**Sub Program:** SYA-2-1 Behavior Analyst

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account

**Appropriated**

Personal Services	77.7	146.7	56.5	203.2
Employee Related Expenditures	-	69.4	31.6	101.0
<b>Subtotal Personal Services and ERE</b>	<b>77.7</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
Professional & Outside Services	-	-	-	-
Travel In-State	-	-	-	-
Travel Out-Of-State	-	-	-	-
Other Operating Expenditures	-	-	3.0	3.0
Non-Capital Equipment	-	-	2.0	2.0
Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

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

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
----------------	--

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> SYA-2-0 Behavior Analyst				
<b>Sub Program:</b> SYA-2-1 Behavior Analyst				
<b>Fund:</b> SY2059 Behavior Analyst Licensing & Regulation Account				
Behavior Analyst Licensing & Regulation Account Total:	77.7	216.1	93.1	309.2
Sub Program Total for Select Funds:	77.7	216.1	93.1	309.2

## Program Summary of Expenditure and Budget Request

**Agency:** Board of Psychologist Examiners

**Program:** Licensing and Regulation

<b>Program Summary</b>		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
SYA-1-1	Licensing and Regulation	551.7	428.7	17.8	446.5
<b>Licensing and Regulation Summary Total:</b>		<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Expenditure Categories</b>					
FTE	FTE	2.9	2.5	-	2.5
6000	Personal Services	257.8	177.1	12.2	189.3
6100	Employee Related Expenditures	150.1	80.7	5.6	86.3
<b>Subtotal Personal Services and ERE</b>		<b>407.8</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
6200	Professional & Outside Services	58.6	66.5	-	66.5
6500	Travel In-State	0.1	0.5	-	0.5
6600	Travel Out-Of-State	12.2	7.2	-	7.2
7000	Other Operating Expenditures	72.4	77.5	-	77.5
8500	Non-Capital Equipment	-	19.2	-	19.2
9100	Transfers-Out	0.6	-	-	-
<b>Expenditure Categories Total:</b>		<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058	Psychologist Examiners Board Fund (Appropriated)	522.5	428.7	17.8	446.5
SY2059	Behavior Analyst Licensing & Regulation Account (Appropriated)	29.2	-	-	-
<b>Appropriated Funds Total:</b>		<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Licensing and Regulation Summary Total:</b>		<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

## Program Summary of Expenditure and Budget Request

**Agency:** Board of Psychologist Examiners

**Program:** Behavior Analyst

<b>Program Summary</b>		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
SYA-2-1	Behavior Analyst	77.7	216.1	93.1	309.2
<b>Behavior Analyst Summary Total:</b>		<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

<b>Expenditure Categories</b>		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
FTE	FTE	1.8	2.0	0.5	2.5
6000	Personal Services	77.7	146.7	56.5	203.2
6100	Employee Related Expenditures	-	69.4	31.6	101.0
<b>Subtotal Personal Services and ERE</b>		<b>77.7</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
6200	Professional & Outside Services	-	-	-	-
6500	Travel In-State	-	-	-	-
6600	Travel Out-Of-State	-	-	-	-
7000	Other Operating Expenditures	-	-	3.0	3.0
8500	Non-Capital Equipment	-	-	2.0	2.0
9100	Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>		<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

<b>Fund Source</b>		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Appropriated Funds</b>					
SY2059	Behavior Analyst Licensing & Regulation Account (Appropriated)	77.7	216.1	93.1	309.2
<b>Appropriated Funds Total:</b>		<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
<b>Behavior Analyst Summary Total:</b>		<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>

## 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)

<b>Program Expenditures</b>		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
SYA-1-1	Licensing and Regulation	522.5	428.7	17.8	446.5
	<b>Psychologist Examiners Board Fund (Appropriated) Summary Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
<b>Appropriated Funding</b>					
6000	Personal Services	257.8	177.1	12.2	189.3
6100	Employee Related Expenditures	120.8	80.7	5.6	86.3
	<b>Subtotal Personal Services and ERE</b>	<b>378.6</b>	<b>257.8</b>	<b>17.8</b>	<b>275.6</b>
6200	Professional & Outside Services	58.6	66.5	-	66.5
6500	Travel In-State	0.1	0.5	-	0.5
6600	Travel Out-Of-State	12.2	7.2	-	7.2
7000	Other Operating Expenditures	72.4	77.5	-	77.5
8500	Non-Capital Equipment	-	19.2	-	19.2
9100	Transfers-Out	0.6	-	-	-
	<b>Expenditure Categories Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>
	<b>Fund SY2058 - A Total:</b>	<b>522.5</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

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

<b>Agency:</b>	<b>Board of Psychologist Examiners</b>
<b>Program:</b>	<b>Licensing and Regulation</b>
<b>Fund:</b>	<b>SY2059 Behavior Analyst Licensing &amp; Regulation Account (Appropriated)</b>

<b>Program Expenditures</b>	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
SYA-1-1 Licensing and Regulation	29.2	-	-	-
<b>Behavior Analyst Licensing &amp; Regulation Account (Appropriated) Summary Total:</b>	<b>29.2</b>	-	-	-
<b>Appropriated Funding</b>				
6000 Personal Services	-	-	-	-
6100 Employee Related Expenditures	29.2	-	-	-
<b>Subtotal Personal Services and ERE</b>	<b>29.2</b>	-	-	-
6200 Professional & Outside Services	-	-	-	-
6500 Travel In-State	-	-	-	-
6600 Travel Out-Of-State	-	-	-	-
7000 Other Operating Expenditures	-	-	-	-
8500 Non-Capital Equipment	-	-	-	-
9100 Transfers-Out	-	-	-	-
<b>Expenditure Categories Total:</b>	<b>29.2</b>	-	-	-
<b>Fund SY2059 - A Total:</b>	29.2	-	-	-
<b>Licensing and Regulation Total:</b>	<b>551.7</b>	<b>428.7</b>	<b>17.8</b>	<b>446.5</b>

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

**Agency:** Board of Psychologist Examiners

**Program:** Behavior Analyst

**Fund:** SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)

<b>Program Expenditures</b>		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
SYA-2-1	Behavior Analyst	77.7	216.1	93.1	309.2
	<b>Behavior Analyst Licensing &amp; Regulation Account (Appropriated) Summary Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
<b>Appropriated Funding</b>					
6000	Personal Services	77.7	146.7	56.5	203.2
6100	Employee Related Expenditures	-	69.4	31.6	101.0
	<b>Subtotal Personal Services and ERE</b>	<b>77.7</b>	<b>216.1</b>	<b>88.1</b>	<b>304.2</b>
6200	Professional & Outside Services	-	-	-	-
6500	Travel In-State	-	-	-	-
6600	Travel Out-Of-State	-	-	-	-
7000	Other Operating Expenditures	-	-	3.0	3.0
8500	Non-Capital Equipment	-	-	2.0	2.0
9100	Transfers-Out	-	-	-	-
	<b>Expenditure Categories Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
	<b>Fund SY2059 - A Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>
	<b>Behavior Analyst Total:</b>	<b>77.7</b>	<b>216.1</b>	<b>93.1</b>	<b>309.2</b>



## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>				
<b>FTE</b>				
FTE	2.9	2.5	-	2.5
<b>Expenditure Category Total:</b>	-	-	-	-
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	2.9	2.5	-	2.5
<b>Appropriated Funds Total:</b>	<b>2.9</b>	<b>2.5</b>	<b>-</b>	<b>2.5</b>
<b>Fund Source Total:</b>	<b>2.9</b>	<b>2.5</b>	<b>-</b>	<b>2.5</b>
<b>Personal Services</b>				
Personal Services	247.5	167.6	12.2	179.8
Board & Commission Members Compensation	10.2	9.5	-	9.5
<b>Expenditure Category Total:</b>	<b>257.8</b>	<b>177.1</b>	<b>12.2</b>	<b>189.3</b>
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	257.8	177.1	12.2	189.3
<b>Appropriated Funds Total:</b>	<b>257.8</b>	<b>177.1</b>	<b>12.2</b>	<b>189.3</b>
<b>Fund Source Total:</b>	<b>257.8</b>	<b>177.1</b>	<b>12.2</b>	<b>189.3</b>
<b>Employee Related Expenditures</b>				
Employee Related Expenses	150.1	80.7	5.6	86.3
<b>Expenditure Category Total:</b>	<b>150.1</b>	<b>80.7</b>	<b>5.6</b>	<b>86.3</b>
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	120.8	80.7	5.6	86.3
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)	29.2	-	-	-
<b>Appropriated Funds Total:</b>	<b>150.1</b>	<b>80.7</b>	<b>5.6</b>	<b>86.3</b>
<b>Fund Source Total:</b>	<b>150.1</b>	<b>80.7</b>	<b>5.6</b>	<b>86.3</b>
<b>Professional &amp; Outside Services</b>				

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>				
Professional and Outside Services	-	66.5	-	66.5
External Professional & Outside Services Budget & Appropriation	58.6	-	-	-
<b>Expenditure Category Total:</b>	<b>58.6</b>	<b>66.5</b>	<b>-</b>	<b>66.5</b>
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	58.6	66.5	-	66.5
<b>Appropriated Funds Total:</b>	<b>58.6</b>	<b>66.5</b>	<b>-</b>	<b>66.5</b>
<b>Fund Source Total:</b>	<b>58.6</b>	<b>66.5</b>	<b>-</b>	<b>66.5</b>
<b>Travel In-State</b>				
Travel In-State	0.1	0.5	-	0.5
<b>Expenditure Category Total:</b>	<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.5</b>
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	0.1	0.5	-	0.5
<b>Appropriated Funds Total:</b>	<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.5</b>
<b>Fund Source Total:</b>	<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.5</b>
<b>Travel Out-Of-State</b>				
Travel Out of State	12.2	7.2	-	7.2
<b>Expenditure Category Total:</b>	<b>12.2</b>	<b>7.2</b>	<b>-</b>	<b>7.2</b>
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	12.2	7.2	-	7.2
<b>Appropriated Funds Total:</b>	<b>12.2</b>	<b>7.2</b>	<b>-</b>	<b>7.2</b>
<b>Fund Source Total:</b>	<b>12.2</b>	<b>7.2</b>	<b>-</b>	<b>7.2</b>
<b>Other Operating Expenditures</b>				
Other Operating Expenses	-	77.5	-	77.5

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>				
Other Operating Expenditures Budget & Appropriation	72.4	-	-	-
<b>Expenditure Category Total:</b>	<b>72.4</b>	<b>77.5</b>	<b>-</b>	<b>77.5</b>

### Fund Source

**Appropriated Funds**

SY2058	Psychologist Examiners Board Fund (Appropriated)	72.4	77.5	-	77.5
<b>Appropriated Funds Total:</b>		<b>72.4</b>	<b>77.5</b>	<b>-</b>	<b>77.5</b>
<b>Fund Source Total:</b>		<b>72.4</b>	<b>77.5</b>	<b>-</b>	<b>77.5</b>

### Non-Capital Equipment

Non-Capital Resources	-	19.2	-	19.2
<b>Expenditure Category Total:</b>	<b>-</b>	<b>19.2</b>	<b>-</b>	<b>19.2</b>

### Fund Source

**Appropriated Funds**

SY2058	Psychologist Examiners Board Fund (Appropriated)	-	19.2	-	19.2
<b>Appropriated Funds Total:</b>		<b>-</b>	<b>19.2</b>	<b>-</b>	<b>19.2</b>
<b>Fund Source Total:</b>		<b>-</b>	<b>19.2</b>	<b>-</b>	<b>19.2</b>

### Transfers-Out

Transfers	0.6	-	-	-
<b>Expenditure Category Total:</b>	<b>0.6</b>	<b>-</b>	<b>-</b>	<b>-</b>

### Fund Source

**Appropriated Funds**

SY2058	Psychologist Examiners Board Fund (Appropriated)	0.6	-	-	-
<b>Appropriated Funds Total:</b>		<b>0.6</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Fund Source Total:</b>		<b>0.6</b>	<b>-</b>	<b>-</b>	<b>-</b>

### Employee Retirement Coverage

Retirement System	FTE	Personal Services	Fund#
Arizona State Retirement System	2.5	177.1	SY2058-A

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> SYA-1-0 Licensing and Regulation				

**Sub Program:** SYA-1-1 Licensing and Regulation

<b>FTE</b>				
FTE	2.9	2.5	-	2.5
<b>Expenditure Category Total:</b>	-	-	-	-

<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	2.9	2.5	-	2.5
<b>Appropriated Funds Total:</b>	2.9	2.5	-	2.5
<b>Fund Source Total:</b>	2.9	2.5	-	2.5

<b>Personal Services</b>				
Personal Services	247.5	167.6	12.2	179.8
Board & Commission Members Compensation	10.2	9.5	-	9.5
<b>Expenditure Category Total:</b>	257.8	177.1	12.2	189.3

<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	257.8	177.1	12.2	189.3
<b>Appropriated Funds Total:</b>	257.8	177.1	12.2	189.3
<b>Fund Source Total:</b>	257.8	177.1	12.2	189.3

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>					
<b>Employee Related Expenditures</b>					
Employee Related Expenses		150.1	80.7	5.6	86.3
<b>Expenditure Category Total:</b>		<b>150.1</b>	<b>80.7</b>	<b>5.6</b>	<b>86.3</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058 Psychologist Examiners Board Fund (Appropriated)		120.8	80.7	5.6	86.3
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		29.2	-	-	-
<b>Appropriated Funds Total:</b>		<b>150.1</b>	<b>80.7</b>	<b>5.6</b>	<b>86.3</b>
<b>Fund Source Total:</b>		<b>150.1</b>	<b>80.7</b>	<b>5.6</b>	<b>86.3</b>
<b>Professional &amp; Outside Services</b>					
Professional and Outside Services		-	66.5	-	66.5
External Professional & Outside Services Budget & Appropriation		58.6	-	-	-
<b>Expenditure Category Total:</b>		<b>58.6</b>	<b>66.5</b>	<b>-</b>	<b>66.5</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058 Psychologist Examiners Board Fund (Appropriated)		58.6	66.5	-	66.5
<b>Appropriated Funds Total:</b>		<b>58.6</b>	<b>66.5</b>	<b>-</b>	<b>66.5</b>
<b>Fund Source Total:</b>		<b>58.6</b>	<b>66.5</b>	<b>-</b>	<b>66.5</b>
<b>Travel In-State</b>					
Travel In-State		0.1	0.5	-	0.5
<b>Expenditure Category Total:</b>		<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.5</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058 Psychologist Examiners Board Fund (Appropriated)		0.1	0.5	-	0.5
<b>Appropriated Funds Total:</b>		<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.5</b>
<b>Fund Source Total:</b>		<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.5</b>

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>					
<b>Travel Out-Of-State</b>					
Travel Out of State		12.2	7.2	-	7.2
<b>Expenditure Category Total:</b>		<b>12.2</b>	<b>7.2</b>	<b>-</b>	<b>7.2</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058 Psychologist Examiners Board Fund (Appropriated)		12.2	7.2	-	7.2
<b>Appropriated Funds Total:</b>		<b>12.2</b>	<b>7.2</b>	<b>-</b>	<b>7.2</b>
<b>Fund Source Total:</b>		<b>12.2</b>	<b>7.2</b>	<b>-</b>	<b>7.2</b>
<b>Other Operating Expenditures</b>					
Other Operating Expenses		-	77.5	-	77.5
Other Operating Expenditures Budget & Appropriation		72.4	-	-	-
<b>Expenditure Category Total:</b>		<b>72.4</b>	<b>77.5</b>	<b>-</b>	<b>77.5</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058 Psychologist Examiners Board Fund (Appropriated)		72.4	77.5	-	77.5
<b>Appropriated Funds Total:</b>		<b>72.4</b>	<b>77.5</b>	<b>-</b>	<b>77.5</b>
<b>Fund Source Total:</b>		<b>72.4</b>	<b>77.5</b>	<b>-</b>	<b>77.5</b>
<b>Non-Capital Equipment</b>					
Non-Capital Resources		-	19.2	-	19.2
<b>Expenditure Category Total:</b>		<b>-</b>	<b>19.2</b>	<b>-</b>	<b>19.2</b>
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2058 Psychologist Examiners Board Fund (Appropriated)		-	19.2	-	19.2
<b>Appropriated Funds Total:</b>		<b>-</b>	<b>19.2</b>	<b>-</b>	<b>19.2</b>
<b>Fund Source Total:</b>		<b>-</b>	<b>19.2</b>	<b>-</b>	<b>19.2</b>

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-1-0 Licensing and Regulation</b>				
<b>Transfers-Out</b>				
Transfers	0.6	-	-	-
<b>Expenditure Category Total:</b>	<b>0.6</b>	-	-	-
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2058 Psychologist Examiners Board Fund (Appropriated)	0.6	-	-	-
<b>Appropriated Funds Total:</b>	<b>0.6</b>	-	-	-
<b>Fund Source Total:</b>	<b>0.6</b>	-	-	-

**Employee Retirement Coverage**

<b>Retirement System</b>	<b>FTE</b>	<b>Personal Services</b>	<b>Fund#</b>
Arizona State Retirement System	2.5	2.5	SY2058-A

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-2-0 Behavior Analyst</b>					
<b>FTE</b>					
FTE		1.8	2.0	0.5	2.5
<b>Expenditure Category Total:</b>		-	-	-	-
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		1.8	2.0	0.5	2.5
<b>Appropriated Funds Total:</b>		1.8	2.0	0.5	2.5
<b>Fund Source Total:</b>		1.8	2.0	0.5	2.5
<b>Personal Services</b>					
Personal Services		77.7	146.7	56.5	203.2
<b>Expenditure Category Total:</b>		77.7	146.7	56.5	203.2
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		77.7	146.7	56.5	203.2
<b>Appropriated Funds Total:</b>		77.7	146.7	56.5	203.2
<b>Fund Source Total:</b>		77.7	146.7	56.5	203.2
<b>Employee Related Expenditures</b>					
Employee Related Expenses		-	69.4	31.6	101.0
<b>Expenditure Category Total:</b>		-	69.4	31.6	101.0
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		-	69.4	31.6	101.0
<b>Appropriated Funds Total:</b>		-	69.4	31.6	101.0
<b>Fund Source Total:</b>		-	69.4	31.6	101.0
<b>Other Operating Expenditures</b>					
Other Operating Expenses		-	-	3.0	3.0
<b>Expenditure Category Total:</b>		-	-	3.0	3.0



## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-2-0 Behavior Analyst</b>				
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)	-	-	3.0	3.0
<b>Appropriated Funds Total:</b>	-	-	3.0	3.0
<b>Fund Source Total:</b>	-	-	3.0	3.0

<b>Non-Capital Equipment</b>				
Non-Capital Resources	-	-	2.0	2.0
<b>Expenditure Category Total:</b>	-	-	2.0	2.0

<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)	-	-	2.0	2.0
<b>Appropriated Funds Total:</b>	-	-	2.0	2.0
<b>Fund Source Total:</b>	-	-	2.0	2.0

<b>Employee Retirement Coverage</b>				
<b>Retirement System</b>	<b>FTE</b>	<b>Personal Services</b>	<b>Fund#</b>	
Arizona State Retirement System	2.0	146.7	SY2059-A	

<b>Sub Program: SYA-2-1 Behavior Analyst</b>				
<b>FTE</b>				
FTE	1.8	2.0	0.5	2.5
<b>Expenditure Category Total:</b>	-	-	-	-
<b>Fund Source</b>				
<b>Appropriated Funds</b>				
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)	1.8	2.0	0.5	2.5
<b>Appropriated Funds Total:</b>	1.8	2.0	0.5	2.5
<b>Fund Source Total:</b>	1.8	2.0	0.5	2.5

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

		FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program: SYA-2-0 Behavior Analyst</b>					
<b>Sub Program: SYA-2-1 Behavior Analyst</b>					
<b>Personal Services</b>					
Personal Services		77.7	146.7	56.5	203.2
<b>Expenditure Category Total:</b>		77.7	146.7	56.5	203.2
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		77.7	146.7	56.5	203.2
<b>Appropriated Funds Total:</b>		77.7	146.7	56.5	203.2
<b>Fund Source Total:</b>		77.7	146.7	56.5	203.2
<b>Employee Related Expenditures</b>					
Employee Related Expenses		-	69.4	31.6	101.0
<b>Expenditure Category Total:</b>		-	69.4	31.6	101.0
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		-	69.4	31.6	101.0
<b>Appropriated Funds Total:</b>		-	69.4	31.6	101.0
<b>Fund Source Total:</b>		-	69.4	31.6	101.0
<b>Other Operating Expenditures</b>					
Other Operating Expenses		-	-	3.0	3.0
<b>Expenditure Category Total:</b>		-	-	3.0	3.0
<b>Fund Source</b>					
<b>Appropriated Funds</b>					
SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)		-	-	3.0	3.0
<b>Appropriated Funds Total:</b>		-	-	3.0	3.0
<b>Fund Source Total:</b>		-	-	3.0	3.0

## Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

	FY 2024 Actuals	FY 2025 Expenditure Plan	FY 2026 Funding Issue	FY 2026 Total Request
<b>Program:</b> SYA-2-0 Behavior Analyst				

**Sub Program:** SYA-2-1 Behavior Analyst

**Non-Capital Equipment**

Non-Capital Resources	-	-	2.0	2.0
<b>Expenditure Category Total:</b>	-	-	2.0	2.0

**Fund Source**

**Appropriated Funds**

SY2059 Behavior Analyst Licensing & Regulation Account (Appropriated)	-	-	2.0	2.0
<b>Appropriated Funds Total:</b>	-	-	2.0	2.0
<b>Fund Source Total:</b>	-	-	2.0	2.0

**Employee Retirement Coverage**

Retirement System	FTE	Personal Services	Fund#
Arizona State Retirement System	2.0	2.0	SY2059-A

# Program Expenditure Schedule

**Agency:** Board of Psychologist Examiners

## Administrative Costs Summary

**FY 2026**

Personal Services	6.0
ERE	2.8
All Other	17.9
<b>Administrative Costs Total:</b>	<b>26.7</b>

## Administrative Costs / Total Expenditure Ratio

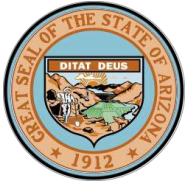
**Request**

**Admin %**

**FY 2026**

755.7

3.5%



STATE OF ARIZONA  
BOARD OF PSYCHOLOGIST EXAMINERS  
1740 WEST ADAMS STREET, SUITE 3403  
PHOENIX, AZ 85007  
PH: 602.542.8162 FX: 602.364.8279  
WEBSITE: [www.psychboard.az.gov](http://www.psychboard.az.gov)

KATIE HOBBS  
Governor

## 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)