

Regulation of Professional Occupations by the Department of Safety and Professional Services

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Occupational regulation affects many professions in Wisconsin, and several state agencies have some occupational oversight role. This paper concerns the occupations and activities regulated by the Department of Safety and Professional Services (DSPS) that were performed by the Department of Regulation and Licensing (DRL) until July 1, 2011, when DSPS was created.

Occupational regulation by DSPS falls into three categories: (a) occupations regulated by independent examining boards attached to DSPS or by affiliated credentialing boards attached to those boards; (b) occupations regulated by semi-autonomous boards that share authority with DSPS; and (c) occupations directly regulated by DSPS. The Department also directly regulates such entities as boxing and mixed martial arts clubs, and private security persons. DSPS provides administrative, legal and enforcement services, assistance in rule making and examinations for the credentialed professions, and assistance to the boards in developing regulatory policies that protect the broad public interest.

This informational paper describes: (a) the history of occupational credentialing in Wisconsin; (b) the types of credentials DSPS issues; (c) the duties of professional boards and credentialing by the Department; (d) agency operations and funding; and (e) the current fee setting process. This paper only describes professions formerly regulated by DRL, and does not discuss professions regulated either by other state agencies, or trade professions regulated by DSPS that were formerly regulated by the Department of Commerce (such as electricians and plumbers). Additional information on other DSPS programs is available in Legislative Fiscal Bureau Informa-

tional Papers "Petroleum Environmental Cleanup Fund Award (PECFA) Program," "Private Onsite Wastewater Treatment System Grant Program," and "Fire Department Dues Program."

History of Occupational Regulation

Prior to the creation of DRL, a number of independent examining boards regulated professional occupations. These examining boards set the credential requirements for the regulated professions, granted credentials, promulgated administrative rules applicable to the regulated professionals and collected credential fees. Each of these independent boards had a separate budget and directly employed staff. The first such board was the Pharmacy Examining Board, created in 1882, with 16 additional independent examining boards or councils created through 1965.

In the mid-1960s, Wisconsin state government underwent a series of major reorganizations aimed at improving operational efficiency and responsiveness to the public. The Kellett Commission, named after chairman William R. Kellett, was appointed to study state government operations and made numerous recommendations to reorganize the executive branch. Several of these proposals affected occupational licensure in Wisconsin, including the creation of a single department (DRL) to provide centralized administrative services to the independent examining boards and councils existing at the time. While each board would continue the independent regulation of its own profession, the Department would assume responsibility for the direct regulation of certain professions where no examining board existed.

These recommendations were enacted as part of Chapter 75, Laws of 1967.

Subsequent legislation further consolidated occupational regulation under DRL and gradually transferred many administrative functions from the separate boards to the Department. In 1975, the regulation of barbering and the regulation of the funeral industry were transferred from the Department of Health and Social Services to DRL. Also in that year, DRL was first authorized to hire staff for all the boards with a few exceptions. In 1977, a single appropriation for the expenditure of all license fee revenue was created, and budgetary authority was centralized under the Department. Legislation in 1979 authorized DRL to reorganize its staff along functional lines, rather than by the boards that they served, and to eliminate the last employee positions remaining under a board's direct authority. Provisions of 2009 Wisconsin Act 28 added a second appropriation that split the budget and staffing of the professions regulated by the Medical Examining Board and its affiliated credentialing boards from the remaining DRL regulated professions.

2011 Wisconsin Act 32 (the 2011-13 biennial budget act) created the Department of Safety and Professional Services, which assumed all activities formerly performed by DRL. In addition to the DRL functions, DSPPS includes the Division of Industry Services, which performs activities formerly administered by the Department of Commerce.

Credentialing of Professions

The Department, boards, examining boards, and affiliated credentialing boards regulate certain professions and classes of businesses identified in statute. The goal of the Department and boards is to ensure, through the issuance of credentials, that the public's health, safety, and welfare are adequately protected. The types of cre-

dentials issued include licenses, certificates, registrations and permits. These credentials are generally differentiated by qualification requirements, the use of a professional title, and the range of activities that a credential holder is allowed to perform (scope of practice). However, the different types of credentials can only be defined in general terms, because statutes do not uniformly establish credentialing requirements and the credential titles are often used interchangeably.

Licenses are the most restrictive types of credentials. Qualification requirements usually include an examination, specialized education, and often specific work experience. Licensure restricts both the use of the regulated title and the scope of practice so that it becomes illegal for unlicensed individuals or firms to use the title or practice that profession. Physicians and nurses are examples of occupations subject to formal licensure in order to practice.

Certificates are similar to licenses. While applicants for a certificate may be required to take an exam, certificates generally serve to provide special recognition to individuals who have met predetermined qualifications for a profession, such as certification by a national professional association. Only certificate credential holders may describe themselves as certified. Examples of occupations subject to state certification are acupuncturists, respiratory care practitioners, and dieticians.

Registration is generally the least restrictive form of credentialing. In its most simple form, registration requires an individual to file his or her name and address with DSPPS, or the appropriate regulatory body, and pay the registration fee. Registration may also be accompanied with a restriction on the use of the title "registered" professional. For example, one must register as an interior designer in order to use the title "Wisconsin registered interior designer." However, a person may still practice interior design without

registering.

Permits are another form of credential issued by DSPS. However, because permits are used both as a training credential, as in the case of hearing instrument specialists, or as a primary credential, as with private security persons, permits do not easily fit on the continuum of credential types.

While the distinctions among credentials are helpful in understanding the general level of regulation of occupations, statutes and administrative rule outline specific requirements for each profession's credential. Simply because individuals in a profession are required to register does not necessarily mean that the group is statutorily less restricted than another profession where individuals must be certified. The statutes and administrative code should be consulted to determine what each credential issuance entails.

Finally, common usage of credential terms may be misleading without reviewing the relevant statutes. For example, one might think that "registered nurses" need only register in order to practice. However, registered nurses practicing in Wisconsin are required to obtain a license from the Board of Nursing.

Professional Boards

The Department currently provides administrative services to 28 boards, listed in Table 1. Other occupations are also directly regulated by the Department. As of July, 2014, the professional boards and the Department identified 159 professional credential types in which at least one person or business held a credential. Appendix I shows the number of renewing and initial credentials per profession, as of July, 2014. The appendix shows that there were 373,799 active credential holders in July, 2014, and the Department processed 46,424 initial credentials and 323,077

Table 1: Professional Boards

Examining Boards

Accounting Examining Board
Architects, Landscape Architects, Professional Engineers, Designers and Land Surveyors Examining Board
Cosmetology Examining Board
Board of Nursing
Chiropractic Examining Board
Dentistry Examining Board
Funeral Directors Examining Board
Geologists, Hydrologists, and Soil Scientists Examining Board
Hearing and Speech Examining Board
Marriage and Family Therapy, Professional Counseling and Social Work Examining Board
Medical Examining Board*
Nursing Home Administrators Examining Board
Optometry Examining Board
Pharmacy Examining Board
Physical Therapy Examining Board
Psychology Examining Board
Radiography Examining Board
Real Estate Examining Board
Veterinary Examining Board

Boards

Auctioneer Board
Cemetery Board
Controlled Substance Board
Real Estate Appraisers Board

***Credentialing Boards Attached to the Medical Examining Board**

Athletic Trainers Affiliated Credentialing Board
Dietitians Affiliated Credentialing Board
Massage Therapy and Bodywork Therapy Affiliated Credentialing Board
Occupational Therapists Affiliated Credentialing Board
Podiatrists Affiliated Credentialing Board

renewals from July, 2012, through July, 2014. (The sum of initial and renewal credentials does not equal the number of active credentials, due to the way in which these categories are counted.)

Independent Professional Boards. Most of the professional boards are independent, unitary examining boards responsible for regulating the professions or activities under their jurisdiction. Except as specifically described below, all are authorized to promulgate administrative rules defining the professional standards and the regu-

latory policies governing the occupations or activities under their jurisdiction. In addition, within statutory limits, most of these boards determine the education and experience requirements for obtaining a credential, develop and evaluate credentialing examinations, and establish and enforce standards of professional conduct.

The following independent examining boards do not operate as unitary boards: (a) the Architects, Landscape Architects, Professional Engineers, Designers and Land Surveyors Examining Board; (b) the Professional Geologists, Hydrologists, and Soil Scientists Examining Board; and (c) the Marriage and Family Therapy and Professional Counseling and Social Work Examining Board. For these boards, each of the named professions has its own section, which separately reviews individual applications for credentialing and determines disciplinary actions involving credential holders in that profession. Matters of joint interest to all the professions, such as qualifications and policies established by administrative rules, fall under the overall jurisdiction of the examining board. Issues that affect only a specific profession are addressed by the applicable section or sections of the examining board.

Affiliated credentialing boards regulate five of the professions under the overall jurisdiction of the Medical Examining Board -- podiatrists, dietitians, athletic trainers, massage therapists, and occupational therapists. The affiliated credentialing boards regulate a profession that either does not practice independently of a profession regulated by the examining board or practices in collaboration with a profession regulated by the examining board. The Podiatrists, Dietitians, Athletic Trainers, Massage Work and Bodywork Therapy, and Occupational Therapists Affiliated Credentialing Boards are responsible for setting standards of professional competence and conduct, reviewing the qualifications of applicants, granting credentials and taking disciplinary actions involving the professions under their jurisdiction.

Some boards are advised by examining councils comprised of members representing a profession that is regulated by the board but does not have statutory representation in the membership of the board. For example, the Medical Examining Board is comprised of nine medical doctors, one doctor of osteopathy, and three public members. In addition to regulating doctors, the Board regulates respiratory care practitioners. The Respiratory Care Practitioners Examining Council advises the Medical Examining Board on rules concerning respiratory care.

Semi-Autonomous Boards. The Real Estate Appraisers Board, the Auctioneer Board, and the Cemetery Board are semi-autonomous in nature. This means that DSPS, rather than the board, has statutory authority to promulgate rules governing the real estate appraisal and auctioneering professions. The Department must submit proposed rules to the Board for comment, but the Department retains the rule making authority. The semi-autonomous boards retain responsibility for determining discipline in cases where a complaint has been filed against a credential holder, but the Department, with the advice of the boards, sets all other policies affecting these professions.

Board Membership. In general, the Governor appoints board, examining board, and affiliated credentialing board members to staggered, four-year terms with the advice and consent of the Senate. The one exception is the Controlled Substances Board, comprised of the Attorney General, the Secretaries of the Departments of Health Services, and Agriculture, Trade and Consumer Protection, and the chair of the Pharmacy Examining Board, or their designees, who serve on the Board by virtue of their office, and one psychiatrist and one pharmacologist appointed by the Governor for three-year terms.

Terms of all board members expire on July 1 and the Governor may not appoint a member to more than two consecutive terms. Board membership is governed by specific statutory criteria. In general, boards consist of experienced practi-

tioners of the regulated profession and public members with no professional connection to the field being regulated. In addition, no member of any board may be an officer, director or employee of a private organization that promotes or furthers the profession or occupation regulated by the board.

The Governor also appoints, with the advice and consent of the Senate, most council and examining council members. Terms for council members range from two to four years, depending upon the council. Council members are subject to the same conflict of interest and term limitation provisions that apply to board, examining board and affiliated credentialing board members.

Appendix II details the membership and types of credentials issued for each board and examining board; Appendix III provides similar information for all current affiliated credentialing boards, attached examining councils, and councils serving the Department or one of the boards (as these councils are convened as needed, this list may change frequently).

Direct Credentialing by the Department. In addition to the professions regulated by the examining boards, the Department directly regulates and issues credentials for certain professions and activities. Table 2 lists the professions directly regulated by DSPS. The Secretary of DSPS is authorized to grant, suspend, or revoke credentials for these occupations or activities. Further, the Secretary may promulgate administrative rules, administer and evaluate examinations, and conduct enforcement proceedings for these regulated professions and activities. Although no formal boards or councils are permanently established to regulate these professions or activities, the Secretary may appoint advisory committees consisting of members of these professions to assist DSPS in developing rules or studying regulatory issues of interest to the profession.

Table 2: Professions Directly Regulated by DSPS

Acupuncturists
Art Therapists
Athlete Agents
Barbers and Barbering Managers
Barbering and Cosmetology Schools
Behavioral Analysts
Boxing and Mixed Martial Arts Contests
Boxers and Related Professions
Crematories
Dance Therapists
Home Inspectors
Interior Designers
Martial Arts Instructors
Licensed Midwives
Mixed-Martial Arts Fighters
Music Therapists
Peddlers
Private Detectives and Detective Agencies
Private Security Persons
Registered Sanitarians
Sign Language Interpreters
Substance Abuse Counselors, Clinical Supervisors, and Prevention Specialists

Department Organization and Funding

The Department underwent a reorganization of its divisions during the 2013-15 biennium. This reorganization renamed and consolidated several divisions, and moved staff and duties between the divisions.

The Department is organized into an Office of the Secretary and four divisions related to the regulation of occupations: Policy Development, Professional Credential Processing, Legal Services and Compliance, and Management Services. Additionally, the Division of Industry Services oversees the former Department of Commerce programs. DSPS has position authority for 112.7 full-time equivalent (FTE) positions for the former DRL programs.

The Office of the Secretary. The Governor appoints the Secretary of DSPS, with the advice

and consent of the Senate. The Secretary is directed by statute to centralize the operations of the Department and the attached boards. Accordingly, the Department provides the attached boards with all staff and administrative services. The allocation, disbursement and budgeting of funds received from credentialing and examination fees are also the responsibility of the Secretary. The Secretary advises the Governor and the Legislature on new programs, creates uniform procedures for disciplinary proceedings, and advises the boards on policy development.

The Division of Policy Development. This Division provides professional and administrative support to regulatory boards, councils, and committees. The Division drafts and implements administrative rules and policies. The Division also provides policy guidance, facilitating board meetings for the professional boards in the state.

This Division includes the Office of Education and Examination, which does the following: (a) develops examinations; (b) scores examinations; (c) contracts with private agencies for the examination of credential applicants; and (d) assists boards in reviewing and approving application and continuing education requirements, including monitoring compliance.

The Division of Professional Credential Processing. Staff in this Division develops credential applications and processes credential requests. The Division administers the biennial renewal process for approximately 374,000 active credential holders. Most new applicants will contact this Division to obtain information on how to apply for a credential and to request the appropriate application materials. Applications can be as simple as completion of the appropriate form, submission of supporting documents and payment of the initial credential fee. More complex licensing may require college transcripts, proof of graduation, internships, residencies, supervised practicum review, criminal background checks, con-

firmation from national associations, information regarding disclosure of previous disciplinary actions, employment verification, proof of insurance, or verification of holding a valid license in another state.

The Division of Legal Services and Compliance. This Division performs the following activities: (a) intake and screening of complaints against credential holders; (b) monitoring compliance with disciplinary orders; (c) inspecting business establishments; (d) overseeing a confidential program for impaired professionals, and (e) providing legal services to professional boards and the Department.

In its capacity of investigating complaints, the Division receives complaints alleging improper practice by a credential holder. The most common types of complaints and violations received include negligence, unprofessional conduct, and incompetence. In cooperation with the examining boards, division employees investigate complaints and prosecute violations through formal disciplinary hearings before the appropriate boards, when so required. Cases are generally resolved through administrative warnings, reprimands, indefinite suspensions, practice limitations, citations, remedial education, and forfeitures. The Department received 2,530 complaints in 2012-13, and 3,263 complaints in 2013-14.

The Division of Management Services. This Division provides administrative services for all DSPS programs (including programs not formerly administered by DRL), such as budget and fiscal management, human resources, and program services.

Agency Funding. The occupational regulation program of DSPS is funded almost entirely from program revenues, primarily collected from examination, initial credential, and renewal fees. Other minor sources of revenue derive from the sale of credential lists, study guides, penalties charged for late renewal, and fees for wall certif-

Table 3: Balance Statement -- Fiscal Years 2011-12, 2012-13, and 2013-14

	2011-12	2012-13	2013-14
Opening Balance	\$2,164,242	\$4,723,755	\$4,419,886
Revenues*			
Credential Fees Renewals	\$16,869,863	\$12,750,525	\$17,350,611
Credential Fees -- Initial	2,138,333	1,679,554	1,731,478
Examination Fees	2,065,057	2,398,945	2,942,288
Grants	331,400	192,963	196,642
Penalties for Disciplinary Actions	231,426	273,399	179,199
Criminal Background Check Fees	203,392	133,252	89,165
Other Revenue	106,091	108,656	163,551
Other Fees	11,543	13,149	8,148
Nurse Survey**	-40,441	9,976	9,000
10% of Revenues from Fees Collected for Deposit to General Fund	<u>2,405,871</u>	<u>1,904,851</u>	<u>2,483,651</u>
Total Revenue	<u>\$24,322,535</u>	<u>\$19,465,270</u>	<u>\$25,153,733</u>
Program Expenditures	\$13,061,094	\$14,696,417	\$13,911,418
Transfers to the General Fund			
One-Time Transfers Authorized by Legislation	\$6,296,057	\$3,167,871	\$4,376,450
Ongoing Transfers (10% of Revenues Collected)	<u>2,405,871</u>	<u>1,904,851</u>	<u>2,483,651</u>
Total Transfers to the General Fund	<u>\$8,701,928</u>	<u>\$5,072,722</u>	<u>\$6,860,101</u>
Closing Balance	\$4,723,755	\$4,419,886	\$8,802,100

*Net revenues after 10% transfer to the general fund.

** Nurse survey revenue shows as a deficit in 2012-12 due to the timing of transfers of revenue collected in 2010-11.

icates, reciprocal credentials, and the endorsement of credential holders to other states.

Table 3 shows the Department's fees, other revenue, expenditures, and amounts transferred to the general fund for fiscal years 2011-12, 2012-13, and 2013-14, for the former DRL programs.

Transfers to the General Fund. Table 4 shows the amount that DRL and DSPS have transferred to the state's general fund over the past five years. The transfers to the general fund come from two sources: (a) amounts to the general fund either required of DSPS by statute, or identified by the Department of Administration (DOA) to meet statewide lapse requirements; and (b) an ongoing statutory requirement that 10% of collected fees be transferred to the general fund (an amount referred to as "GPR-Earned").

Table 4: Transfers from DRL and DSPS to the General Fund*

Fiscal Year	Transfer to the General Fund	GPR-Earned	Total
2007-08	\$3,602,000	\$1,903,000	\$5,505,000
2008-09	1,784,000	1,541,000	3,325,000
2009-10	4,844,000	2,379,000	7,223,000
2010-11	6,285,000	1,948,000	8,233,000
2011-12	6,296,000	2,406,000	8,702,000
2012-13	3,168,000	1,905,000	5,073,000
2013-14	4,376,000	2,484,000	6,860,000

*Amounts shown for 2007-08 through 2010-11 are for DRL; transfers for 2011-12 through 2013-14 are for the former DRL programs in DSPS. DSPS transfers do not count transfers from former Department of Commerce programs.

Fees

The occupational regulation activities of DSPS are primarily funded by fees collected

from members of the professions.

Initial Fees. Each first-time applicant must pay an initial fee when applying for a credential. The initial credential fee should represent shared administrative costs attributable to new credential holders, such as the costs of processing applications and determining eligibility, divided among all new credential holders.

Candidates for a credential requiring an examination must pay a fee equal to DSPS's estimated cost of preparing, administering and grading the examination or obtaining and administering an examination from a test service. Examination fees are determined separately for each type of credential and are set by rule. First-time applicants for a credential requiring an examination pay both the initial fee and the appropriate examination fee.

The Department also recovers the costs of background checks for private security persons, private detectives, juvenile martial arts instructors and other regulated professionals where a background check may be instituted through the assessment of a background check fee.

Renewal Fees. Occupational credentials are generally renewed biennially. The statutes establish a uniform renewal date for all the credential holders in each regulated profession. These renewal dates fall throughout the biennium. Revenues generated by renewal fees are intended to cover the costs of regulating each profession, including enforcement and board services.

Current Fee Setting Structure. Fees for occupational and professional credentials are set administratively, subject to review by the Joint Committee on Finance. Under current law, by January 31 of each odd-numbered year, DSPS must recalculate the administrative and enforcement costs of each credential type and calculate the related fees for each profession. The Department uses time distribution data for the calculation of fees, which requires agency personnel to

document the amount of time they spend on work related to each business or occupational credential.

The Department must send a report to the Committee's Co-chairs, within 14 days of completing the proposed fee adjustments. The Committee then has 14 working days after the submission of the report to notify the DSPS Secretary that an objection to the plan resulted in the scheduling of a meeting to review the proposal. If the Committee does not schedule a meeting within 14 days of receiving the report, the proposed fee changes will be approved. Once the fees are approved, the Department must post the fee adjustments on the DSPS web site and in credential renewal notices sent to affected credential holders.

For the 2011-13 biennium, DRL recalculated the administrative and enforcement costs for the regulated professions. However, the Department decided to freeze fees at the levels in effect during the 2009-11 biennium. No objection to this plan was raised by the Committee, and the unchanged fee levels were approved under the process described above. For the 2013-15 biennium, DSPS once again recommended maintaining most of the fees at their 2009-11 levels, with the exception of reducing the renewal fee for marriage and family therapists and instituting fees for the newly-regulated professions of licensed radiographers and limited X-ray machine operators. The Committee approved the Department's recommendation.

Special Credential Fees in Statute. In addition to the fees that are set administratively, several professional and occupational credentials either have no fee, or have fees set in statute: (a) registration fees for small cemetery authorities; (b) various fees for boxing and mixed martial arts (MMA); and (c) waiver of peddlers license fees for U.S. veterans. Table 5 shows these special credential fees.

Any cemetery authority that operates a ceme-

Table 5: Special Credential Fees (Fee charged per contest, unless otherwise noted)

Occupation or Profession	Fee
Boxing or Mixed Martial Arts (MMA) Contest (per contest)	\$300*
Club or Promoter	500
Matchmakers	10
Referees and Judges	15
Examining Physicians	10
Boxers	40
Mixed Martial Arts Fighters	40
Timekeepers	10
Seconds	40
Registered Cemetery Authority (Biennial)	20
Peddler Fee Waiver	No Fee

*\$300 processing fee, plus a fee starting at \$450, the amount of which is based on event attendance and gross ticket sales collected by the club or promoter.

tery that is either less than five acres in size and sells fewer than 20 cemetery lots or mausoleum spaces annually, or has less than \$100,000 in preneed trust fund accounts, does not need a cemetery authority license. However, it must register with the Cemetery Board, and pay a biennial \$20 fee. A cemetery authority of a cemetery organized, maintained and operated by a town, village, city, church, synagogue, mosque, religious, fraternal or benevolent society or incorporated college of a religious order is not required to be licensed or registered.

In the case of boxing and mixed martial arts contests, the statutes specify fees for professional boxing and professional and amateur mixed martial arts contests based on the number of tickets sold. The statutes also specify annual fees for the individuals involved in the promotion, judging and participation in these contests.

For peddlers licenses, s. 440.51 of the statutes specifies that U.S. veterans be granted a free peddlers license if they have been a resident of Wisconsin for five years preceding application and the veteran has one of the following conditions: (a) a verified disability of at least 25%; (b) a cardiac disability recognized by the U.S. Department of Veterans Affairs; or (c) is blind as defined by Title XVI of the Social Security Act.

Only individuals eligible under s. 440.51 may apply for a peddlers license.

There are also several training or apprenticeship credentials. For some professions an individual may participate in an activity, usually under the supervision of an instructor or a licensed professional by obtaining an in-training or apprenticeship credential. The professions that have such a credential include engineers, professional counselors, and marriage and family therapists. Usually there is a limit to how long a person may use the training permit and individuals are assessed the standard initial credential fee (\$75). Other training permits are set by rule and are shown in Appendix IV.

Current Initial and Renewal Fees. Under DSPS's 2013-15 fee proposal, the initial fees were set at \$75 for most professions, as shown in Appendix IV. The current renewal fees vary between \$44 and \$170, as shown in Appendix V. Most levels were unchanged from those in effect in the 2009-11 biennium.

The process by which DSPS sets fees should reflect actual costs of issuing initial credentials such as processing applications and determining eligibility for licensure, as well as costs associated with enforcement, board services, legal counsel, and the statutorily required 10% transfer to the general fund. However, the decision to freeze fees at 2009-11 levels for the 2011-13 biennium and to make limited changes for the 2013-15 biennium means that the current fee levels do not reflect changes in these costs for all professions that were recalculated by DSPS in early 2013.

New Legislation for 2013-15

Appendix VI provides a list of legislation enacted during the 2013-15 legislative session that affected the occupational licensing responsibilities and activities of DSPS.

Additional Resources

Additional information on the Department of Safety and Professional Services is available through the following sources:

Department of Safety and Professional Services Website

www.dsps.wi.gov

DSPS Fee Proposal Letter to Joint Committee on Finance for the 2013-15 Biennium

http://legis.wisconsin.gov/lfb/jfc/passive_review/Documents/2013_02_05_DSPS_Licenses.pdf

APPENDIX I

Credential Holders by Profession As of July, 2014*

Profession	Initial	Renewal	Total Active
Accounting Firm	67	581	594
Acupuncturist	71	501	550
Advanced Practice Nurse Prescriber	958	3,904	4,858
Advanced Practice Social Worker	495	2,253	2,795
Aesthetician	487	1,709	2,186
Aesthetics Establishment	217	209	384
Aesthetics Instructor	4	42	46
Agent For Burial Agreements**	51	0	788
Anesthesiologist Assistant	42	0	42
Architect	372	4,281	4,768
Architectural or Engineering Corp - Certificate of Authorization	242	1,347	1,402
Art Therapist	7	70	73
Athlete Agent	47	26	38
Athletic Trainer	245	822	898
Auction Company	31	145	173
Auctioneer	58	672	753
Audiology	20	367	386
Barber	24	8	162
Barber Apprentice	4	0	29
Barber/Cosmetology Apprentice	40	7	383
Barbering Establishment	50	0	219
Barbering Manager	5	1	386
Barbering or Cosmetology Establishment	1,739	6,330	7,668
Barbering or Cosmetology Instructor	22	692	785
Barbering or Cosmetology Manager	247	14,833	15,639
Barbering or Cosmetology Practitioner	2,516	16,003	18,617
Behavior Analyst	43	40	80
Boxing Contestant***	22	0	39
Boxing Judge***	1	0	3
Cemetery Authority - Licensed	3	102	106
Cemetery Authority - Registered	10	39	48
Cemetery Authority - Religious**	2	0	405
Cemetery Preneed Seller	44	106	146
Cemetery Salesperson	45	107	150
Certified Dietitian	223	1,600	1,830
Certified General Appraiser	73	668	788
Certified Public Accountant	898	13,565	13,770
Certified Residential Appraiser	47	966	985
Chiropractic	127	2,215	2,347
Chiropractic Radiological Technician	58	278	342

Profession	Initial	Renewal	Total Active
Chiropractic Technician	391	833	1,224
Clinical Substance Abuse Counselor	158	1,377	1,495
Clinical Supervisor-in-Training	62	79	128
Crematory Authority	15	98	109
Dance Therapist	0	8	8
Dental Hygiene	588	5,199	5,369
Dentistry	344	4,256	4,411
Designer of Engineering Systems	65	952	958
Electrologist	15	175	189
Electrology Establishment	23	79	98
Electrology Instructor	0	5	5
Engineer In Training	419	4	1,684
Firearms Certifier	14	101	136
Funeral Director	74	1,260	1,282
Funeral Director Excluding Embalming	0	2	2
Funeral Director Apprentice***	142	168	172
Funeral Establishment	37	524	565
Geology Firm	7	36	50
Hearing Instrument Specialist	11	217	267
Home Inspector	185	603	776
Hydrology Firm	1	8	10
Independent Clinical Supervisor	21	244	261
Intermediate Clinical Supervisor	30	180	205
Independent Social Worker	22	300	334
Juvenile Martial Arts Instructor	33	21	55
Land Surveyor	48	1,208	1,201
Landscape Architect	31	374	418
Licensed Appraiser	40	295	305
Licensed Clinical Social Worker	212	3,371	3,679
Licensed Marriage and Family Therapist	72	547	613
Licensed Midwife	12	64	110
Licensed Practical Nurse	2,115	14,203	16,130
Licensed Professional Counselor	504	2,674	3,166
Licensed Radiographer	897	0	6,387
Limited X-Ray Machine Operator Permit	15	0	71
Manicuring Establishment	278	599	893
Manicuring Instructor	3	27	29
Manicurist	825	3,108	3,818
Manufacturer	15	81	83
Marriage and Family Therapist Training License	133	3	265
Massage Therapist or Bodywork Therapist	1,073	4,443	5,332
Matchmaker***	8	0	7
Medicine and Surgery, MD	2,844	22,439	23,644
Medicine and Surgery, DO	280	1,502	1,596
Mixed Martial Arts Amateur Contestant***	145	1	135
Mixed Martial Arts Judge***	6	0	6
Mixed Martial Arts Professional Contestant***	97	9	104
Mixed Martial Arts Referee***	2	0	4
Music Therapist	7	53	56
Nurse - Midwife	31	193	203

Profession	Initial	Renewal	Total Active
Nursing Home Administrator	121	794	881
Occupational Therapist	242	3,467	3,650
Occupational Therapy Assistant	157	1,301	1,424
Optometry	69	1,093	1,118
Peddler**	2	0	45
Perfusionist	16	100	117
Pharmacist	782	7,629	7,747
Pharmacy (in state)	136	1,260	1,281
Pharmacy (out of state)	435	734	808
Physical Therapist	528	5,055	5,614
Physical Therapist Assistant	235	1,714	1,924
Physician Assistant	334	2,181	2,298
Podiatric Medicine and Surgery	38	362	399
Prevention Specialist	5	28	31
Prevention Specialist-in-Training	26	5	32
Private Detective	263	957	1,226
Private Detective Agency	153	586	630
Private Practice of School Psychology	4	41	48
Private Security Person	2,928	6,247	11,064
Professional Boxing Contest***	3	0	3
Professional Boxing Promoter***	2	0	3
Professional Counselor Training License	713	25	1,353
Professional Engineer	1,206	14,550	19,583
Professional Geologist	16	765	833
Professional Hydrologist	0	103	135
Professional Mixed Martial Arts Contest***	95	0	2
Professional Mixed Martial Arts Promoter***	8	2	6
Professional Soil Scientist	1	98	115
Psychologist	148	1,624	1,714
Real Estate Broker	832	10,571	11,223
Real Estate Business Entity	395	2,461	2,859
Real Estate Salesperson	2,687	8,848	11,464
Registered Nurse	7,802	86,467	89,796
Registered Sanitarian	9	340	338
Respiratory Care Practitioner	217	2,540	2,787
Ringside Physician***	4	3	8
School of Aesthetics	0	4	4
School of Barbering or Cosmetology	3	27	28
School of Electrology	1	1	2
School of Manicuring	3	3	5
Second***	181	5	284
Sign Language Interpreter	56	239	266
Sign Language Interpreter- Restricted	35	58	76
Social Worker	399	5,487	6,074
Social Worker Training Certificate	256	4	241
Soil Science Firm	0	13	11
Special Permits	180	1	154
Speech-Language Pathology	165	1,883	2,191
Substance Abuse Counselor	141	523	634
Substance Abuse Counselor-in-Training	542	630	1,059

Profession	Initial	Renewal	Total Active
Temporary Education Training Permit	862	0	466
Timekeeper***	6	1	9
Timeshare Salesperson	85	158	324
Veterinary Medicine	328	3,239	3,366
Veterinary Technician	416	1,618	1,750
Wholesale Distributor of Prescription Drugs	127	562	580
Wisconsin Registered Interior Designer	<u>19</u>	<u>258</u>	<u>272</u>
TOTAL	46,424	323,077	74,064

*The initial and renewal counts represent the credentials processed from July, 2012 through June, 2014. The total active credential count represent the number of active credentials as of July, 2014 (rather than over the two-year range). The total active column does not equal the sum of the initial and renewal columns, since the renewal dates and periods vary, some professionals may reinstate an old license, and some professionals may lose their credential.

**Does not renew.

*** Renews every year or every event.

APPENDIX II

Professional Boards*

Board	Licenses	Composition of Board**	Notes
Accounting Examining Board	Certified Public Accountant Public Accountant Accounting Corporations or Partnerships	7 members (5 certified public accountants and 2 public members)	
Architects, Landscape Architects, Professional Engineers, Designers and Land Surveyors Examining Board	Architect Architectural/Engineering Corporation Designer of Engineering Systems Engineer Landscape Architect Land Surveyor	25 members (3 architects, 3 landscape architects, 3 professional engineers, 3 designers, 3 land surveyors (all of the above must be licensed) and 10 public members)	The Board is divided into five sections responsible for regulating each of the professions. The full Examining Board acts on issues affecting multiple professions.
Auctioneer Board	Auctioneer Auction Company	7 members (4 licensed auctioneers or auction company representatives and 3 public members)	No rule-making authority. Advisory to the Department on all matters except discipline. Members may serve no more than two terms.
Cemetery Board	Licensed Cemetery Authority Registered Cemetery Authority Preneed Seller Cemetery Salesperson Warehouse for Cemetery Merchandise	6 members (4 licensed cemetery authority representatives and 2 public members)	No member may represent a religious cemetery authority, unless that cemetery is regulated by the Board. No member may serve more than two terms.
Cosmetology Examining Board	Aesthetician Aesthetics Establishment Cosmetologist Cosmetologist Apprentice Cosmetology Establishment Cosmetology Manager Electrologist Electrology Establishment Manicurist Manicuring Establishment	9 members (4 licensed aestheticians or cosmetologists, 1 representative of a private school of cosmetology, 1 representative of a public school of cosmetology, 1 licensed electrologist and 2 public members)	This board formerly regulated barbers. The Department now directly licenses barbers, under advisement of the Barbering Advisory Committee. No more than 4 members may be connected with or have a financial interest in a cosmetology school.
Chiropractic Examining Board	Chiropractor Chiropractic Radiological Technician Chiropractic Technician	6 members (4 members, who are graduates of a school of chiropractic and licensed in the state and 2 public members without financial interest in a chiropractic school)	No member may be connected to or have a financial interest in a chiropractic school.
Dentistry Examining Board	Dentist Dental Hygienist	11 members (6 licensed dentists, 3 licensed dental hygienists and 2 public members)	

Board	Licenses	Composition of Board**	Notes
Funeral Directors Examining Board	Funeral Director Funeral Establishment	6 members (4 licensed funeral directors and 2 public members)	
Geologists, Hydrologists and Soil Scientists Examining Board	Professional Geologist Professional Hydrologist Professional Soil Scientist Geology Firm/Corp/Partnership Hydrology Firm/Corp/Partnership Soil Scientist Firm/Corp/Partnership	12 members (3 licensed geologists, 3 licensed hydrologists, 3 licensed soil scientists, 3 public members)	The Board is divided into three sections, responsible for regulating each of the professions. The full Examining Board acts on issues affecting multiple professions.
Hearing and Speech Examining Board	Audiologist Hearing Instrument Specialist Speech-Language Pathologist	10 members (3 licensed hearing instrument specialists, 1 otolaryngologist, 2 audiologists, 2 speech-language pathologist and 2 public members)	
Marriage and Family Therapy, Professional Counseling and Social Work Examining Board	Marriage and Family Therapist Professional Counselor Social Worker Advanced Practice Social Worker Independent Social Worker Independent Clinical Social Worker	13 members (3 licensed marriage and family therapists, 4 licensed social workers, including 1 advanced practice social worker, 1 independent social worker, 1 clinical social worker, and 1 social worker who is an employee of federal, state, or local government, 3 licensed professional counselors and 3 public members)	The Board is divided into three sections, responsible for regulating each of the professions. The full Examining Board acts on issues affecting multiple professions.
Medical Examining Board	Anesthesiologist Assistant Athletic Trainer Dietitian Occupational Therapist Occupational Therapist Assistant Perfusionist Podiatrist Physician (MD) Physician (DO) Physician Assistant Respiratory Care Practitioner	14 members (9 licensed medical doctors, 1 doctor of osteopathy and 3 public members. Nonvoting member: chairperson of the patient's compensation fund peer review council)	3 attached councils and 5 Affiliated Credentialing Boards. See Appendix II for council membership and function.
Nursing, Board of	Registered Nurse Licensed Practical Nurse Nurse-Midwife Advanced Practice Nurse Prescriber	9 members (5 licensed registered nurses, 2 licensed practical nurses and 2 public members. Nurse members must be graduates of accredited nursing programs)	2 attached councils. See Appendix II for attached councils membership and function.
Nursing Home Administrators Examining Board	Nursing Home Administrator	9 members (5 licensed nursing home administrators, 1 physician, 1 licensed nurse and 2 public members). The Secretary of Health Services or a designee serves as a non-voting member.	No more than 2 members may be elected officials or full-time state employees.

Board	Licenses	Composition of Board**	Notes
Optometry Examining Board	Optometrist	7 members (5 licensed optometrists and 2 public members)	
Pharmacy Examining Board	Pharmacist Pharmacy Drug Distributor Drug Manufacturer	7 members (5 licensed pharmacists and 2 public members)	See Appendix II for attached council membership and function.
Physical Therapy Examining Board	Physical Therapist Physical Therapist Assistant	5 members (3 licensed physical therapists, 1 physical therapist assistant, 1 public member)	
Psychology Examining Board	Psychologist School Psychologist	6 members (4 licensed psychologists, each in a different specialty area, and 2 public members)	
Radiography Examining Board	Radiographer Limited X-Ray Machine Operators	7 members (3 licensed radiographers, 1 certified radiology physician, 1 radiologic physicist, 2 public members)	
Real Estate Appraisers Board	General Appraiser Residential Appraiser Licensed Appraiser	7 members (1 certified general appraiser, 1 certified residential appraiser, 1 licensed appraiser, 1 assessor and 3 public members)	No rule-making authority. Advisory to the Department on all matters except discipline. No public member may be connected with or have a financial interest in an appraisal business or other real estate-related business.
Real Estate Examining Board	Apprentice Broker Salesperson Business Entity Time-Share Salesperson	7 members (5 licensed real estate brokers or salespersons and 2 public members)	Members may serve no more than two terms.
Veterinary Examining Board	Veterinarian Veterinary Technician	8 members (5 licensed veterinarians, 1 veterinarian technician, and 2 public members)	No member may have a financial interest in a school teaching veterinary medicine.

* Does not include any DSPS boards or councils that were formerly part of the Department of Commerce.

**All members of listed boards serve four-year terms.

APPENDIX III

Attached Councils and Affiliated Examining Boards*

Board	Attached Councils/ Boards	Composition of Board	Term in Office (in Years)	Duties
Medical Examining Board (MEB)	Council on Anesthesiologist Assistants	5 members (1 member of the MEB, 1 licensed anesthesiologist assistant, 2 anesthesiologists, and 1 lay member)	3	Advise the MEB on rules for anesthesiology assistants. Appointments made based on recommendations from Wisconsin Society of Anesthesiologists, and the Wisconsin Academy of Anesthesiologist Assistants.
	Athletic Trainers Affiliated Credentialing Board	6 members (4 licensed athletic trainers, 1 person licensed to practice medicine and surgery with athletic trainer experience, 1 public member)	4	Licenses athletic trainers. Develops a form for recording practice protocols. Establishes liability insurance minimums for licensees. Promulgate rules requiring proficiency in defibrillators.
	Dietitians Affiliated Credentialing Board	4 members (3 certified dietitians and 1 public member. All appointed by the Governor)	4	Certifies dietitians. Establishes criteria for approval of educational and training programs and code of ethics to govern the professional conduct of dietitians.
	Occupational Therapists Affiliated Credentialing Board	7 members (3 licensed occupational therapists, 2 licensed occupational therapist assistants, 2 public members)	4	Licenses occupational therapists. Sets standards of: (a) examination requirements; (b) continuing education requirements; and (c) standards of practice and professional conduct. Define the scope of practice. Take disciplinary action against licensees.
	Podiatrists Affiliated Credentialing Board	4 members (3 licensed podiatrists and 1 public member)	4	Licenses podiatrists. Establishes continuing education requirements. Takes disciplinary action against licensees.
	Massage Therapy and Bodywork Therapy Affiliated Credentialing Board	7 members (6 licensed massage therapists that have practiced for at least the preceding two years -- one of these members must represent an approved bodywork or massage therapy school and one must represent such a program offered by a state technical college -- and 1 public member)	4	Licenses massage therapists and bodyworkers. Sets standards of: (a) examination requirements; (b) training program requirements; and (c) standards of practice and professional conduct.
	Physician Assistants, Council on	5 members (3 physician assistants, 1 person who teaches physician assistants, and 1 public member)	4	Advises the MEB on rules for physician assistants.
	Perfusionists Examining Council	5 members (3 licensed perfusionists, 1 cardiothoracic surgeon or a cardiovascular anesthesiologist, and 1 public member)	3	Advises the MEB on rules for perfusionist.
	Respiratory Care Practitioners Examining Council.	5 members (3 certified respiratory care practitioners, each with at least 3 years of experience, 1 physician, and 1 public member)	3	Advises examining board on rules promulgated by the MEB related to the practice of respiratory care.
Nursing, Board of	Examining Council on Registered Nurses	4 registered nurses with 3 years of experience, as appointed by the Board of Nursing	4	Advisory to the board.

Board	Attached Councils/ Boards	Composition of Board	Term in Office (in Years)	Duties
	Examining Council on Licensed Practical Nurses	5 members (3 licensed practical nurses and 2 registered nurses, one of whom is a faculty member at an accredited school for practical nursing. No member may serve on the Examining Council on Registered Nurses. All appointed by the Board of Nursing)	3	Advisory to the board.
Pharmacy Examining Board	Pharmacist Advisory Council	4 members (2 licensed pharmacists selected by the Chairperson of the Pharmacy Examining Board, 1 licensed physician selected by the Chairperson of the MEB, and 1 licensed nurse appointed by the Chairperson of the Board of Nursing)	3	Advisory to the board.
Departmental	Council on Real Estate Curriculum and Examinations	7 members (5 licensed real estate brokers or salespersons (which must include 1 member of the Real Estate Examining Board, 2 brokers with 5 years experience, and 1 real estate salesperson with 2 years of experience) and 2 public members, one of whom must have 2 years experience in planning or presenting real estate education programs)	4	Advisory to the Department.
	Crematory Authority Council	8 members (Secretary of DSPS as a non-voting member or a designee of the Secretary, 3 licensed funeral directors that operate crematories, 3 representatives of cemetery authorities who operate crematories, and 1 public member)	3	Advisory to the Department.
	Sign Language Interpreter Council	9 members (Secretary of DSPS or a designee of the Secretary, 5 deaf or hard of hearing persons who have been clients of a sign language interpreter at least one of whom is a graduate of a school for deaf or hard of hearing and at least one of whom is a graduate of a public or private school that is not a residential school for the deaf or hard of hearing, 2 licensed sign language interpreters, 1 person who is not hard of hearing and has obtained sign language interpreter services)	3	Advisory to the Department.
<i>Special Use Authorizations</i>				
Controlled Substances Board		6 members (Attorney General, Secretary of Health Services, Secretary of Agriculture, Trade and Consumer Protection, Chair of Pharmacy Examining Board, 1 psychiatrist and 1 pharmacologist)	3 (for psychiatrist and pharmacologist)	Advises DRL boards on matters relating to controlled substances. Approves special use permits for controlled substances. The Board also has duties that are not specific to the Department, relating to rulemaking in defining controlled substances, and creating standards and schedules under the uniform controlled substances act [Chapter 961 of the statutes].

* Does not include any DSPS boards or councils that were formerly part of the Department of Commerce.

APPENDIX IV

Initial Credential Fees, 2013-15 Biennium*

Initial Credential Fee (Applies to most professional credentials issued by DSPS)	\$75
Credentials with an Initial Credential Fee of Less than \$75	
Barber/Cosmetologist Apprentice	\$10
Cemetery Authority - Registered	20
Chiropractic Radiological Technicians	53
Chiropractic Technicians	53
Funeral Director Apprentice	20

*Most fees have not been changed from the levels set in the 2009-11 biennium.

APPENDIX V

Occupational Regulation Renewal Fees 2013-15 Biennium*

Credential Type	Renewal Fee
Accountant, Certified Public	\$82
Accounting Corporation or Partnership	82
Acupuncturist	107
Aesthetician	82
Aesthetics Establishment	82
Aesthetics Instructor	82
Aesthetics School	82
Appraiser, Certified General Real Estate	170
Appraiser, Certified Residential Real Estate	170
Appraiser, Licensed Real Estate	170
Architect	82
Architectural/Engineering Corporation	82
Art Therapist, Registered	107
Athlete Agent	107
Athletic Trainers	75
Auction Company	170
Auctioneer	170
Audiologist	170
Barber or Cosmetologist	82
Barbering or Cosmetology Establishment	82
Barbering or Cosmetology Instructor	82
Barbering or Cosmetology Manager	82
Barbering or Cosmetology School	82
Cemetery Authority	170
Cemetery Preneed Seller	170
Cemetery Salesperson	170
Chiropractor	170
Chiropractic Technicians	44
Chiropractic Radiological Technicians	44
Counselor, Professional	91
Crematory Authority	170
Dance Therapist, Registered	107
Dental Hygienist	123
Dentist	123
Designer of Engineering Systems	82
Dietician	75
Drug Distributor - Wholesale	128
Drug Manufacturer	128
Electrologist	82

Credential Type	Renewal Fee
Electrology Establishment	\$82
Electrology Instructor	82
Electrology School	82
Engineer, Professional	82
Fund-Raiser, Professional	107
Fund-Raising Counsel	107
Funeral Director	170
Funeral Director - Apprentice	10
Funeral Establishment	170
Geologist, Professional	170
Geology Firm/Corporation	170
Hearing Instrument Specialist	170
Home Inspector	107
Hydrologist, Professional	170
Hydrology Firm/Corporation	170
Interior Designer	107
Landscape Architect	82
Land Surveyor	82
Licensed Radiographers	82
Limited X-Ray Machine Operators	82
Manicuring Establishment	82
Manicuring Instructor	82
Manicuring School	82
Manicurist	82
Marriage and Family Therapist	85
Massage Therapist or Body Worker	82
Midwife	107
Music Therapist	107
Nurse, Advanced Practice Prescriber	82
Nurse, Licensed Practical	82
Nurse, Registered	82
Nurse-Midwife	82
Nursing Home Administrator	170
Occupational Therapist	75
Occupational Therapist Assistant	75
Optometrist	170
Perfusionist	141
Pharmacist	128
Pharmacy	128
Physical Therapist	75
Physical Therapist Assistant	75

Credential Type	Renewal Fee
Physician	\$141
Physician Assistant	141
Physician Training Permit	10
Private Detective	107
Private Detective Agency	107
Private Security Person	107
Professional Employer Organization	107
Psychologist	170
Real Estate Broker	82
Real Estate Business	82
Real Estate Salesperson	82
Respiratory Care Practitioner	141
Sanitarian	107
School Psychologist, Private Practice	170
Social Worker	85
Social Worker, Advanced Practice	85
Social Worker, Independent	85
Social Worker, Independent Clinical	85
Soil Scientist	170
Soil Science Firm	170
Speech-Language Pathologist	170
Substance Abuse Counselor (SAC)	107
SAC - Training	107
SAC - Clinical	107
SAC - Clinical Supervisor	107
SAC - Clinical Supervisor - Training	107
SAC - Independent Clinical Supervisor	107
SAC - Prevention Specialist	107
SAC - Prevention Specialist - Training	107
Time-Share Salesperson	82
Veterinarian	160
Veterinary Technician	160

*Most fees have not been changed from the levels set in the 2009-11 biennium.

APPENDIX VI

New Legislation for 2013-15

The Legislature passed the following laws during the 2013-15 biennium which affect the regulation of occupations by DSPS. This table provides the act number, and a brief summary of the provisions of that act. Full descriptions of these acts were prepared by the Legislative Council, and are available on that agency's website (<http://legis.wisconsin.gov/lc/publications/act/index.html>)

Act Number	Professions Affected	Summary	Effective Date
Act 20	Multiple	The biennial budget made multiple changes to the regulation of occupations in Wisconsin, including transferring certain information technology positions to the Department of Administration (DOA), requiring DOA to conduct a study regarding the potential consolidation of the activities of DSPS and DATCP, transferring regulatory authority of certain positions to the Department of Financial Institutions, and providing funds for the modernization of DSPS information technology.	6/30/13
Act 114	Multiple	Prohibits DSPS or boards under DSPS from having education or training requirements for candidates wishing to take credentialing examinations, except for nursing and real estate professions.	12/19/13
Act 124	Multiple	Requires DSPS to collect fingerprints from applicants for real estate appraiser certifications or licenses, authorizes credentialing boards to suspend or revoke credentials of credential holders who fail to respond to information requests within 30 days during investigations, increases the membership of Cosmetology Examining Board who may be affiliated with a cosmetology school from two to four, increases the discretion of the Pharmacy Examining Board in granting and denying licenses, and modifies the recordkeeping requirements of the prescription drug monitoring program.	1/23/14
Act 244	Dentists	Authorizes the Dentistry Examining Board to promulgate rules regulating mobile dentistry units and the use of portable dental equipment.	4/8/14
Act 331	Interior Designers	Reduces the minimum number of interior designers required on the State Capitol and Executive Residence Board, and requires that interior designer members of the board be registered with DSPS.	4/23/14
Act 356	Cosmetologists	Reduces the number of required training hours for a cosmetologist license from 1,800 to 1,550, and exempts makeup artists from bartering and cosmetology licensure requirements.	4/23/14