Summary of the State Elder Abuse

Questionnaire for Wyoming

A Final Report to: Department of Family Services

February 2002

Prepared by Researchers at The University of Iowa Department of Family Medicine

Grant, "Impact of Laws on State Reported Elder Abuse" funded by the Department of Health & Human Services, Center for Disease Control and Prevention: R06/CCR718677-02.

Principal Investigator: Gerald Jogerst, M.D.

Investigators: Jeanette Daly, RN, PhD Jon Lemke, PhD Margaret Brinig, JD, MA, PhD Jim Hall, PhD Gretchen Schmuch, MSW Robert Olick, PhD, JD (09/30/00-06/30/01)

Research Assistants: Jerry Ingram, MSW Patrick Monahan, MA (09/30/00-01/31/02) Ashley Narsutis, BA (09/15/01-12/21/01) Denise Flory, MSW (10/01/00-05/31/01)

Elder Abuse Investigations: Wyoming Results

In September 2000, a research team at the University of Iowa was awarded a grant to investigate domestic elder abuse at the national level. This two-year award was made possible by funds from the Center for Disease Control and Prevention. The overall purpose of this project was to evaluate the impact of state Adult Protective Service (APS) legislation on the implementation of the investigative system for elder abuse. One of the specific aims was to differentiate investigative structure and investigator characteristics at the reporting district level for all 50 states and the District of Columbia.

Methods

Study Participants

A mailed survey was used to accomplish the aim of differentiating investigative structure and investigator characteristics. Prior to mailing, permission to conduct the survey was sought from each state's administrator of Adult Protective Services. Permission to mail surveys to each APS office was granted by 43 states and the District of Columbia. Montana allowed the survey to be sent only via email. The study's Principal Investigator accepted this method because it did not deviate from the mailed survey design.

Five states (Michigan, Missouri, South Carolina, South Dakota, and Tennessee) did not grant permission for questionnaires to be sent to each local office. Three of those states (Michigan, Missouri, and Tennessee) completed one questionnaire representing all APS offices in the state. Data collected from these states were not used in the final analysis. South Dakota offered to complete the questionnaires in a group meeting, however, this format was not acceptable to the Principal Investigator as it would have deviated from the mailed survey design and would have increased the probability of obtaining biased or inaccurate results. North Dakota could not participate because there are no adult protective service offices in the state.

Instrument

The authors developed a 23-item questionnaire entitled "State Elder Abuse Investigations" for use in this study. Demographic items included respondent's position title, age, gender, length of employment in current position, level of education, and fulltime or part-time work status. Other items pertained to investigations conducted by the agency such as the use of abuse screens, number of full time equivalent investigators, and curriculum for elder abuse investigation.

The questionnaire underwent initial revisions following suggestions generated by the geriatric assessment clinic team (physicians, nurse practitioner, social worker, and nurse) and the research review team (University of Iowa Department of Internal and Family Medicine). The questionnaire was then piloted by ten social workers, each of whom conducts elder and adult abuse investigations in the Iowa City, Iowa area. Following feedback from the social workers, final revisions were made to the survey. *APS Office Address Database*

Office addresses for each state were obtained during two different time periods. Prior to funding of the study, a research assistant began to develop a database for each state's APS office addresses. These databases were obtained from a variety of sources: state web sites, administrators of state APS programs, and phone calls to district level office supervisors. By the time funding had been received, 23 state address databases had been developed. These 23 state administrators then received a copy of their APS office addresses for verification purposes. The remaining 28 state's administrators provided their APS office addresses to the research team. Initially, the research team thought there was one office per county of the United State's 2,916 counties. After compiling all the databases, there were 1,860 office addresses.

When the office address list was received from state administrators, some administrators provided a contact person's name while some did not. See Appendix A for a list of states, number of participating offices, and if a contact name was provided. *Mailings*

An APS supervisor, director, or adult protective service investigator from each APS office were sent a questionnaire. The first mailing was sent in March 2001 to 1,860 offices resulting in a return of 728 (39%) surveys. A second mailing was sent in May 2001 to those who had not yet returned the first survey. Of the 1,191 offices that received the second mailing, 366 (31%) returned the survey. Following the second mailing, surveys from the first mailing were received, thus some APS offices inadvertently received a second mailing. Surveys returned from the second mailing were cross-referenced with those received from the first mailing. In cases of duplication, surveys returned from the first mailing were used. In total, 1,056 (60%) surveys were returned by mail.

Phone Calls

In August 2001, follow-up telephone calls were made to 701 offices that had not returned a survey from either mailing. During this first series of telephone calls it was found that, in some states, the APS office address list was incorrect. Some states provided office addresses for *all* offices in the state including those that do <u>not</u> provide adult protective services. For those states, additional telephone calls were made to determine which offices did not provide APS services so we could delete them from the original database of 1,860 APS offices. After revising the working database, there were 1,757 offices in the US that provide adult protective services.

Following completion of the first round of telephone calls, 216 (12%) surveys were completed by telephone. In September 2001, a second series of telephone calls were made to 569 offices resulting in another 129 (8%) surveys being completed.

Emailed Surveys

Twenty emailed surveys were sent to investigators in Montana; all were housed in different offices. A "reminder" survey was emailed a month later to the 12 investigators who did not return the first emailed survey. None of the second emailed surveys were returned.

Summary

After both mailings, both series of telephone calls, and surveys by email, a total return of 1,409 surveys were completed. This resulted in an overall return rate of 80%. This report describes the survey results received from APS workers in the state of Wyoming. Appendix B depicts four district maps of Wyoming for elder abuse investigations, allegations, substantiation of investigations, and substantiations of allegations per 1,000 elder population for 1999.

Results

Results are provided by individual state (Wyoming) and the total of all 44 participating states and the District of Columbia. Wyoming has 28 local offices. Thirteen (46%) questionnaires were returned by mail and 10 (36%) questionnaires were completed by telephone. There is an 82% survey return rate for the state of Wyoming.

Nationally, the average respondent was female, 46 years old, working full-time with a college degree and had been in their current position for nine years. The following is the questionnaire with responses from the composite national survey and for the state of Wyoming.

State Elder Abuse Investigations Questionnaire Results

1. Are abuse screens or risk factor instruments used when investigating an alleged elder abuse report in your service area?

Response	All States		Wyoming	
	N = 1,389	%	N = 23	%
Yes	691	50.3	11	47.8
No	698	49.7	12	52.2

2. Which abuse screen or risk factor instrument is used for assessment of an alleged elder abuse report? (check all that apply)

Response	All Sta	tes	Wyon	ning
	N = 684		N = 11	
	Number of	% of	Number of	% of
	Responses =	Responses	Responses =	Responses
	718		11	
Caregiver Abuse Screen for				
the Elderly (Reis & Nahmiash,	17	2	0	0
1995)				
Elder Abuse Detection:				
Indicators (Bloom, Ansell, &	10	1	0	0
Bloom, 1989)				
Indicators of Abuse (IOA)				
Screen (Reis, & Nahmiash,	22	3	0	0
1998)				
Sengstock-Hwalek Screen	8	1	0	0
(Sengstock-Hwalek, 1987)	0	1	0	0
Screening Protocol for				
Identification of Abuse and	18	3	0	0
Neglect of the Elderly	10	5	0	0
(Johnson, 1981)				
If another instrument is used,	643	90	11	100.0
please specify the name:	043	90	11	100.0

Other instrument responses: "State Rules", "Elder Abuse Risk Assessment", "APS Functional Assessment", "DFS Assessment", "DFS Adult Protection Functional Assessment", "Intake Form-Notification Form & Self-Neglect Form, Adult Risk Assessment Form", "Wyoming Form".

3. What is the minimum age of persons covered by your state's laws addressing elder abuse?

Response	All States		Wyoming	
	N = 1,381	%	N = 23	%
18 years and older	874	63.3	23	100.0
60 years and older	352	25.5	0	0.0
65 years and older	101	7.3	0	0.0
Other, please specify:	54	3.9	0	0.0

4. Do the same investigators review child and elder abuse reports in your service area?

Response	All States		Wyoming	
	N = 1,393 %		N = 23	%
Yes	377	27.1	23	100.0
No	1,016	72.9	0	0.0

5. Please list the number of investigators (FTEs) in your service area who investigated child and elder abuse reports during your last fiscal year.

Response	All States		Wyoming	
Number of Investigators	N = 413	%	N = 21	%
1 – 5	318	77.0	17	81.0
6 – 10	62	15.0	3	14.2
11 – 15	19	4.6	0	0.0
More than 15	14	3.4	1	4.8
Mean	5.10		4.71	

6. Please list the number of investigators (FTEs) in your service area who investigated elder abuse reports during your last fiscal year.

Response	All States		Wyoming	
Number of Investigators	N = 1,202	%	N = 7	%
1-5	972	80.9	6	85.7
6 – 10	155	12.9	1	14.3
11 – 15	26	2.16	0	0.0
More than 15	49	4.04	0	0.0
Mean	4.30		3.43	

7. After an elder abuse investigation and interventions have been implemented, do you think the elderly person is better off?

Response	All States		Wyoming	
	N = 1,392	%	N = 23	%
Most of the time	958	68.8	7	30.4
Some of the time	433	31.1	16	69.6
None of the time	1	0.10	0	0.0

8. Why? (Wyoming selected responses)

"Many times services can be implemented but many times legal limitations frustrate intervention", "Provided with information they didn't have", "Not all elderly persons want intervention at the time", "Rarely, not enough is understood about abuse dynamics", "Abuse is bad but loosing an abusive family can kill". 9. Do you think the reporting of elder abuse in your area is?

Response	All States		Wyoming	
	N = 1,392	%	N = 22	%
Under reported	1,014	72.8	13	59.1
Reported adequately	350	25.2	9	40.9
Over reported	28	2.0	0	0.0

10. Please list reasons why you think elder abuse is <u>under</u> reported? (Wyoming selected responses)

"People do not want to get involved", "Not wanting government involved", "People don't know to report", "Lack of knowledge", "Family loyalty", "People are not as educated on elder abuse as child abuse", "Elderly population is a hidden population".

- 11. Please list reasons why you think elder abuse is <u>over</u> reported. (Wyoming responses) No responses
- 12. Do you think the number of elder abuse reports that have been investigated in the last year by your department are?

Response	All States		Wyo	ming
	N = 1,362	%	N = 23	%
Under substantiated	184	13.5	4	17.4
Substantiated adequately	1,168	85.8	19	82.6
Over substantiated	10	0.70	0	0.0

13. What is the average number of caseload investigations an investigator in your area carries per month?

Response	All States		Wyoming	
Child Abuse	N = 555	%	N = 22	%
1-10 cases	214	38.6	9	40.9
11-20 cases	216	38.9	2	9.1
21-25 cases	60	10.8	1	4.5
26-30 cases	25	4.5	1	4.5
31-35 cases	10	1.8	3	13.6
36-40 cases	11	2.0	2	9.1
>40 cases	19	3.4	4	18.2

Response	All States		s Wyoming	
Adult Abuse	N = 1,339	%	N = 21	%
1-10 cases	766	57.2	20	95.2
11-20 cases	315	23.5	0	0.0
21-25 cases	91	6.8	1	4.8
26-30 cases	60	4.5	0	0.0
31-35 cases	39	2.9	0	0.0
36-40 cases	27	2.0	0	0.0
>40 cases	41	3.1	0	0.0

Education

14. Does your department have a formal curriculum in elder abuse evaluations for employees?

Response	All States		Wyoming	
	N = 1,389 %		N = 23	%
Yes	835	60.1	19	82.6
No	554	39.9	4	17.4

15. If the department does have a formal curriculum in elder abuse evaluations, how long is the course?

Response	All States		Wyoming	
	N = 825	%	N = 18	%
Less than one day	11	1.3	0	0.0
One day	38	4.6	1	5.6
Two to four days	308	37.3	12	66.7
One week	182	22.1	4	22.2
Two to three weeks	180	21.8	0	0.0
More than three weeks, please specify	106	12.8	1	5.6

No response was filled in under other.

16. What is the minimum academic level required for elder abuse investigators in your service area?

Response	All States		Wyoming	
	N = 1,395	%	N = 22	%
High school graduate	55	3.9	0	0.0
Associate degree	44	3.2	0	0.0
College graduate	1,240	88.9	22	100.0
Some graduate work	11	0.80	0	0.0
A graduate degree	16	1.1	0	0.0
A doctoral degree	1	0.10	0	0.0
Other	28	2.0	0	0.0

17. What percent of the elder abuse investigators in your service area have educational preparation beyond the minimum requirements?

Response	All S	All States		ming
	N = 1,363	%	N = 20	%
None	532	39.0	9	45.0
1-25%	405	29.7	8	40.0
26-50%	149	10.9	1	5.0
51-75%	64	4.7	1	5.0
76-99%	59	4.3	0	0.0
100%	154	11.3	1	5.0

18. What is the area of educational training for the majority of the elder abuse investigators in your service area?

Response	All States		Wyoming	
	N = 1,360	%	N = 23	%
Social work	895	65.8	18	78.3
Nursing	8	0.60	0	0.0
Criminal justice	41	3.0	2	8.7
Aging studies	13	1.0	0	0.0
Education	30	2.2	0	0.0
Other	373	27.4	3	13.0

Other responses: "closely related field", "Social Work and Criminal Justice", "Psychology"

Demographic Data

- What is the title of your position in the department? (Wyoming selected responses) "Casework Specialist 4", "Case Work Specialist", "Social Work Supervisor", "Social Services Manager", "Case Work Specialist III", "District Manager", Field Office Manager".
- 20. What is your level of education?

Response	All States		Wyoming	
	N = 1,400	%	N = 23	%
High school graduate	33	2.4	1	4.3
Associate degree	28	2.0	0	0.0
College graduate	672	48.0	8	34.8
Some graduate work	243	17.4	5	21.7
A graduate degree	403	28.8	9	39.1
A doctoral degree	4	0.30	0	0.0
Other	17	1.2	0	0.0

21. Are you employed?

Response	All States		Wyoming	
	N = 1,406 %		N = 23	%
Full-time	1,385	98.5	23	100.0
Part-time	19	1.4	0	0.0
Other	2	0.10	0	0.0

22. How long have you worked in this position?

Response	All States	Wyoming	
	N = 1,388	N = 23	
Mean	113.0 months (9.42 years)	83.70 months (6.97 years)	
Range	423.0 months (35.25 years)	304.0 months (25.33 years)	

23. What is your age?

Response	All States	Wyoming
	N = 1,337	N = 22
Mean	46.40 years	42.86 years
Range	53.0 years	34.0 years

24. What is your gender?

Response	All States		Wyoming	
	N = 1,396	%	N = 23	%
Female	1,055	75.6	17	73.9
Male	341	19.4	6	26.1

Appendix A

1 National Of offices State sent us addresses Each envelope had a persons name on it 3 Arizona 30 offices State sent us addresses Each envelopes had no names. 4 Arkansas 18 offices State sent us addresses Each envelopes had no persons name on it 5 California 58 offices Had addresses state checked No names on any envelope 7 Connecticut 14 offices Had addresses state checked No names on any envelope 9 Florida 41 offices Had addresses state checked No persons name on it 10 Georgia 159 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 12 Idaho 8 offices State sent us addresses Each envelope had a persons name on it 13 Illinois 45 offices State sent us addresses Each envelope had a persons name on it 14 Indiana 18 offices State sent us addresses Each envelope had a persons name on it <th>1</th> <th>Alabama</th> <th>67 offices</th> <th>Had addresses state checked</th> <th>Each envelope had a persons name on it</th>	1	Alabama	67 offices	Had addresses state checked	Each envelope had a persons name on it
3 Arizona 30 offices Had addresses state checked Three envelopes had no persons name on it 4 Arkansas 18 offices Had addresses state checked 27 envelopes had no persons name on it 6 Colorado 63 offices Had addresses state checked No names on any envelope 7 Connecticut 14 offices Had addresses state checked Each envelope had a persons name on it 8 Delaware 2 offices Had addresses state checked Seah envelope had a persons name on it 9 Florida 41 offices Had addresses state checked Each envelope had a persons name on it 12 Idaho 8 offices Had addresses state checked One envelope had no persons name on it 13 Illinois 46 offices State sent us addresses Each envelope had a persons name on it 14 Indiana 18 offices State sent us addresses Each envelope had a persons name on it 15 lowa 38 offices State sent us addresses Each envelope had a persons name on it 16 Kamas 12 offices Had addresses state checked Each envelope had a persons name on it 16 Kamas					<u>^</u>
4 Arkanss 18 offices State sent us addresses Each envelope had a persons name on it 5 California 58 offices Had addresses state checked 27 envelopes had no persons name on it 6 Colorado 63 offices Had addresses state checked No names on any envelope 7 Connecticut 14 offices Had addresses state checked No persons name on any envelope 9 Florida 41 offices Had addresses state checked 9 envelopes had no persons name on it 10 Georgia 159 offices Had addresses state checked Fach envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 12 Idaho 8 offices State sent us addresses Each envelope had persons name on it 13 Ininois 46 offices Had addresses state checked Each envelope had persons name on it 14 Indinama 18 offices State sent us addresses Each envelope had persons name on it 15 lowa 3 offices State sent us addresses Each envelope had a pe					* *
5 California 58 offices Had addresses state checked 27 envelopes had no persons name on it 6 Colorado 63 offices Had addresses state checked No names on any envelope 7 Connecticut 14 offices Had addresses state checked No persons name on ny envelope 9 Florida 41 offices Had addresses state checked 9 envelopes had no persons name on it 10 Georgia 159 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 12 Idaho 8 offices State sent us addresses 5 envelopes had no persons name on it 13 Illinois 46 offices Had addresses 5 envelopes had no persons name on it 14 Indiana 18 offices State sent us addresses 5 envelopes had no persons name on it 15 Iowa 38 offices State sent us addresses Each envelope had a persons name on it 16 Kanas 12 offices Had addresses state checked No envelope had a persons name					*
6 Colorado 63 offices Had addresses state checked No names on any envelope 7 Connecticut 14 offices Had addresses state checked Each envelope had a persons name on it 8 Delaware 2 offices Had addresses state checked 9 envelopes had no persons name on it 10 Georgia 150 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 12 Idaho 8 offices State sent us addresses Each envelope had a persons name on it 13 Illinois 46 offices State sent us addresses Each envelope had no persons name on it 14 Indiana 18 offices State sent us addresses Two envelopes had no persons name on it 15 Iowa 38 offices State sent us addresses Two envelope had a persons name on it 16 Kansas 12 offices Had addresses state checked Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelop					· · · · ·
7 Connecticut 14 offices Had addresses state checked Each envelope had a persons name on it 8 Delaware 2 offices Had addresses state checked No persons name on it opersons name on it 10 Georgia 159 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 13 Illinois 46 offices Had addresses state checked One envelope had a persons name on it 14 Indiana 18 offices State sent us addresses 5 envelopes had no persons name on it 15 Iowa 38 offices State sent us addresses 5 envelopes had no persons name on it 16 Kanasa 12 offices Had addresses Two envelopes did not have a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 19 Maine 3 offices State sent us addresses Each envelope had a persons name on it 21 Masachusetts 25 offices Had addresses state checked					* *
8 Delaware 2 offices Had addresses state checked 9 envelopes had no persons name on it 9 Florida 41 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Each envelope had a persons name on it 12 Idaho 8 offices Had addresses state checked Two envelopes had no persons name on it 13 Illinois 46 offices State sent us addresses Each envelopes had no persons name on it 14 Indiana 18 offices State sent us addresses 5 envelopes had no persons name on it 15 Iowa 38 offices State sent us addresses Each envelope had a persons name on it 16 Kansa 12 offices State sent us addresses Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 21 Maine 3 offices State sent us addresses Each envelope	-				
9 Florida 41 offices Had addresses state checked 9 envelopes had no persons name on it 10 Georgia 159 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 13 Illinois 46 offices Had addresses state checked One envelope had no persons name on it 14 Indiana 18 offices State sent us addresses Each envelope had a persons name on it 15 Iowa 38 offices State sent us addresses Two envelopes had no persons name on it 16 Kansas 12 offices State sent us addresses Each envelope had a persons name on it 19 Maine 3 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked Each envelope had a persons name on it 21 Massachusetts 25 offices Had addresses Each envelope had a persons name on it 24 Minnesota 87 offices State sent us addresses Each en					
10 Georgia 159 offices Had addresses state checked Each envelope had a persons name on it 11 Hawaii 5 offices Had addresses state checked Two envelopes had no persons name on it 13 Illinois 46 offices Had addresses state checked One envelope had no persons name on it 14 Indiana 18 offices State sent us addresses Each envelopes had no persons name on it 15 Iowa 38 offices State sent us addresses 5 envelopes had no persons name on it 16 Kansas 12 offices State sent us addresses Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked No persons name on it 21 Massachusetts 25 offices State sent us addresses Each envelope had a persons name on it 23 Minnesota 87 offices State sent us addresses Each envel					· · · ·
11 Hawaii 5 offices Had addresses state checked Each envelope had a persons name on it 12 Illinois 46 offices Had addresses state checked Two envelope had no persons name on it 14 Indiana 18 offices State sent us addresses Each envelope had no persons name on it 15 Iowa 38 offices State sent us addresses 5 envelopes had no persons name on it 16 Kansas 12 offices Had addresses Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked No persons name on any envelope 21 Massissippi 84 offices State sent us addresses Each envelope had a persons name on it 23 Minnesota 87 offices State sent us addresses Each envelope had no names 81 had names 24 Mississippi 84 offices State sent us addresses No persons nam	-				· · · · ·
12 Idaho & offices Had addresses state checked Two envelopes had no persons name on it 13 Illinois 46 offices Had addresses state checked One envelope had no persons name on it 14 Indiana 18 offices State sent us addresses Each envelope had no persons name on it 15 Iowa 38 offices State sent us addresses Each envelope had a persons name on it 16 Kansa 12 offices State sent us addresses Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked No persons name on it 21 Massachusetts 25 offices State sent us addresses Each envelope had a persons name on it 23 Minegan Declined to participate Declined to participate 24 Mississippi 84 offices State sent us addresses Declined to participate <t< td=""><td></td><td></td><td></td><td></td><td><u>^</u></td></t<>					<u>^</u>
13 Illinois 46 offices Had addresses state checked One envelope had no persons name on it 14 Indiana 18 offices State sent us addresses Each envelope had a persons name on it 15 Iowa 38 offices State sent us addresses 5 envelope had a persons name on it 16 Kansas 12 offices Had addresses 5 envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked No persons name on it 21 Massachusetts 25 offices State sent us addresses Each envelope had a persons name on it 23 Minnesota 87 offices State sent us addresses Each envelope had a persons name on it 24 Missispipi 84 offices State sent us addresses 4 envelopes had no names 81 had names 25 Missouri Declined Completed one survey for state Declined to participate <td></td> <td></td> <td></td> <td></td> <td><u>^</u></td>					<u>^</u>
14 Indiana 18 offices State sent us addresses Each envelope had a persons name on it 15 Iowa 38 offices State sent us addresses 5 envelopes had no persons name on it 16 Kansas 12 offices Had addresses Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked Each envelope had a persons name on it 21 Massachusetts 25 offices Had addresses Each envelope had a persons name on it 22 Michigan Declined Completed one survey for state Declined to participate 23 Minnesota 87 offices State sent us addresses Each envelope had a persons name on it 24 Mississippi 84 offices State sent us addresses Pacined to participate 25 Missouri Declined Completed one survey for state Declined to participate					<u>^</u>
15 Iowa 38 offices State sent us addresses 5 envelopes had no persons name on it 16 Kansas 12 offices Had addresses state checked Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Each envelope had a persons name on it 19 Maine 3 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked Each envelope had a persons name on it 21 Massachusetts 25 offices State sent us addresses Each envelope had a persons name on it 23 Minnesota 87 offices State sent us addresses Each envelope had a persons name on it 24 Mississippi 84 offices State sent us addresses Each envelope had a persons name on it 25 Misouri Declined Completed one survey for state Declined to participate 26 Montana Email Emailed 3/26 to J.S. Survey by email 27 Nebraska 24 offices State sent addresses No persons name on any envelope 28 Nevada 4 offices State sent addre					· · · · ·
16 Kansas 12 offices Had addresses state checked Each envelope had a persons name on it 17 Kentucky 123 offices State sent us addresses Two envelopes did not have a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 19 Maine 3 offices Had addresses state checked Each envelope had a persons name on it 20 Michigan Declined Completed one survey for state Declined to participate 23 Minnesota 87 offices State sent us addresses Each envelope had a persons name on it 24 Michigan Declined Completed one survey for state Declined to participate 25 Missori Declined Completed one survey for state Declined to participate 26 Montana Email Emailed 3/26 to J.S. Survey by email 27 Nebraska 24 offices State sent addresses No persons name on any envelope 28 Nevada 4 offices State sent addresses No persons name on any envelope 29 New Hampshire 12 offices State sent addresses <td< td=""><td></td><td></td><td></td><td></td><td></td></td<>					
17 Kentucky 123 offices State sent us addresses Two envelopes did not have a persons name on it 18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked Each envelope had a persons name on it 21 Massachusetts 25 offices Had addresses state checked No persons name on any envelope 22 Michigan Declined Completed one survey for state Declined to participate 23 Minnesota 87 offices State sent us addresses Each envelope had a persons name on it 24 Mississippi 84 offices State sent us addresses 4 envelopes had no names 81 had names 25 Misouri Declined Completed one survey for state Declined to participate 26 Montana Emailed 3/26 to J.S. Survey by email 27 Nebraska 24 offices Had addresses state checked No persons name on any envelope 28 Nevada 4 offices State sent with cover letter Each envelope had a persons name on it 30 New Mexico 31 offices Had addresses state c					
18 Louisiana 8 offices State sent us addresses Each envelope had a persons name on it 19 Mare 3 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked Each envelope had a persons name on it 21 Massachusetts 25 offices Had addresses state checked No persons name on any envelope 22 Michigan Declined Completed one survey for state Declined to participate 23 Minnesota 87 offices State sent us addresses 4 envelope had no names 81 had names 24 Mississippi 84 offices State sent us addresses No persons name on any envelope 28 Montana Email Emailed 3/26 to J.S. Survey by email 27 Nebraska 24 offices State had faxed addresses No persons name on any envelope 28 Nevada 4 offices State sent addresses No persons name on any envelope 29 New Hampshire 12 offices State sent addresses Each envelope had a persons name on it	-				<u>^</u>
19 Maine 3 offices State sent us addresses Each envelope had a persons name on it 20 Maryland 24 offices Had addresses state checked Each envelope had a persons name on it 21 Massachusetts 25 offices Had addresses state checked No persons name on any envelope 22 Michigan Declined Completed one survey for state Declined to participate 23 Minnesota 87 offices State sent us addresses 4 envelope had a persons name on it 24 Mississippi 84 offices State sent us addresses 4 envelope had no names 81 had names 25 Missouri Declined Completed one survey for state Declined to participate 26 Montana Emailed 3/26 to J.S. Survey by email 27 Nebraska 24 offices Had addresses No persons name on any envelope 28 Nevada 4 offices State sent addresses No persons name on any envelope 29 New Hampshire 12 offices State sent addresses Each envelope had a persons name on it 31 New York 58 offices State sent addresses state checked Each envelope had					
20Maryland24 officesHad addresses state checkedEach envelope had a persons name on it21Massachusetts25 officesHad addresses state checkedNo persons name on any envelope22MichiganDeclinedCompleted one survey for stateDeclined to participate23Minnesota87 officesState sent us addresses4 envelope had a persons name on it24Mississippi84 officesState sent us addresses4 envelopes had no names 81 had names25MissouriDeclinedCompleted one survey for stateDeclined to participate26MontanaEmailed 3/26 to J.S.Survey by email27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState sent addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesState sent with cover letterEach envelope had a persons name on it31New Mexico31 officesState sent addressesEach envelope had a persons name on it32New Tork 58 officesHad addresses state checkedEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNa addresses state checkedEach envelope had a persons name on it35Ohio88 officesHad addresses state chec					
21 Massachusetts 25 offices Had addresses state checked No persons name on any envelope 22 Michigan Declined Completed one survey for state Declined to participate 23 Minnesota 87 offices State sent us addresses Each envelopes had no names 81 had names 24 Mississippi 84 offices State sent us addresses 4 envelopes had no names 81 had names 25 Missouri Declined Completed one survey for state Declined to participate 26 Montana Email Emailed 3/26 to J.S. Survey by email 27 Nebraska 24 offices Had addresses state checked No persons name on any envelope 28 Nevada 4 offices State sent addresses No persons name on any envelope 30 New Jersey 21 offices State sent addresses Each envelope had a persons name on it 31 New Mexico 31 offices State sent addresses No envelope had a persons name on it 32 New York 58 offices Had addresses state checked Each envelope had a persons name on it	-				
22MichiganDeclinedCompleted one survey for stateDeclined to participate23Minnesota87 officesState sent us addressesEach envelope had a persons name on it24Mississippi84 officesState sent us addresses4 envelopes had no names 81 had names25MissouriDeclinedCompleted one survey for stateDeclined to participate26MontanaEmailEmailed 3/26 to J.S.Survey by email27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState sent addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesState sent addressesEach envelope had a persons name on it31New Mexico31 officesState sent addressesEach envelope had a persons name on it32North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedEach envelope	-				· · ·
23Minnesota87 officesState sent us addressesEach envelope had a persons name on it24Mississippi84 officesState sent us addresses4 envelopes had no names 81 had names25MissouriDeclinedCompleted one survey for stateDeclined to participate26MontanaEmailed 3/26 to J.S.Survey by email27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState sent addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesState sent with cover letterEach envelope had a persons name on it31New Mexico31 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedEach envelope had a persons name on it38Pennsylvania52 officesHad addressesSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South CarolinaDeclinedDid not complete one surveyDeclined to partici					
24Mississippi84 officesState sent us addresses4 envelopes had no names 81 had names25MissouriDeclinedCompleted one survey for stateDeclined to participate26MontanaEmailEmailed 3/26 to J.S.Survey by email27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState had faxed addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesState sent with cover letterEach envelope had a persons name on it31New Mexico31 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedEach envelope had a persons name on it39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedDid not complete one surveyDeclined to part					· · · ·
25MissouriDeclinedCompleted one survey for stateDeclined to participate26MontanaEmaileEmailed 3/26 to J.S.Survey by email27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState had faxed addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesState sent addressesNo persons name on any envelope31New Mexico31 officesState sent with cover letterEach envelope had a persons name on it32New York58 officesHad addressesEach envelope had a persons name on it33North Carolina98 officesHad addressesNo addresses34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo parsons name on any envelope41South CarolinaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedDid not complete one surveyDeclined to participate43Texas <td>-</td> <td></td> <td></td> <td></td> <td></td>	-				
26MontanaEmailEmailed 3/26 to J.S.Survey by email27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState had faxed addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Hampshire12 officesState sent addressesNo persons name on any envelope31New Mexico31 officesState sent addressesEach envelope had a persons name on it32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedComplete one survey for stateDeclined to parti		**			
27Nebraska24 officesHad addresses state checkedNo persons name on any envelope28Nevada4 officesState had faxed addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesHad addresses state checkedEach envelope had a persons name on it31New Mexico31 officesState sent with cover letterEach envelope had a persons name on it32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TenseseDeclinedComplete one survey for stateDeclined to participate43Texas31 officesState sent address				*	* *
28Nevada4 officesState had faxed addressesNo persons name on any envelope29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesHad addresses state checkedEach envelope had a persons name on it31New Mexico31 officesState sent with cover letterEach envelope had a persons name on it32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesHad addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedEach envelope had a persons name on it39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41TennesseeDeclinedComplete one survey for stateDeclined to participate42TennesseeDeclinedComplete one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesState sent addre					
29New Hampshire12 officesState sent addressesNo persons name on any envelope30New Jersey21 officesHad addresses state checkedEach envelope had a persons name on it31New Mexico31 officesState sent with cover letterEach envelope had a persons name on it32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officesState sent addressesEa					
30New Jersey21 officesHad addresses state checkedEach envelope had a persons name on it31New Mexico31 officesState sent with cover letterEach envelope had a persons name on it32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach env					
31New Mexico31 officesState sent with cover letterEach envelope had a persons name on it32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officesState sent addressesEach envelope had a persons name on it46Virginia122 officesState sent addressesEach envelope		•			· · · ·
32New York58 officesState sent addressesEach envelope had a persons name on it33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name					<u>^</u>
33North Carolina98 officesHad addresses state checkedEach envelope had a persons name on it34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesHad addresses state checkedEach envelope had a persons name on it45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEac					<u>^</u>
34North DakotaNo officesNo addressesNo addresses35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a persons name o					
35Ohio88 officesHad addresses state checkedEach envelope had a persons name on it36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a persons name on it50Wyoming28 officesHad addresses state checked <t< td=""><td></td><td></td><td></td><td></td><td></td></t<>					
36Oklahoma58 officesHad addresses state checkedEach envelope had a persons name on it37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a persons name on it50Wyoming28 officesHad addresses state checked3 envelope had a name on it					
37Oregon39 officesState sent addressesEach envelope had a persons name on it38Pennsylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent labelsEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelope had APS supervisor vacancies					<u>^</u>
38Pensylvania52 officesHad addresses state checkedNo persons name on any envelope39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies				Had addresses state checked	Each envelope had a persons name on it
39Rhode Island1 officeSurvey is doneSurvey completed by administrator40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officeSurvey is doneSurvey completed by administrator45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-	0			· · · · ·
40South CarolinaDeclinedDid not complete one surveyDeclined to participate41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesHad addresses state checkedEach envelope had a persons name on it45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a persons name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies					
41South DakotaDeclinedDid not complete one surveyDeclined to participate42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesHad addresses state checkedEach envelope had a persons name on it45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent addressesEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-				· · · · ·
42TennesseeDeclinedCompleted one survey for stateDeclined to participate43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesHad addresses state checkedEach envelope had a persons name on it45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent labelsEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies					* *
43Texas31 officesState sent addressesEach envelope had a persons name on it44Utah11 officesHad addresses state checkedEach envelope had a persons name on it45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent labelsEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-				* *
44Utah11 officesHad addresses state checkedEach envelope had a persons name on it45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent labelsEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-			· · · ·	· · · ·
45Vermont1 officeSurvey is doneSurvey completed by administrator46Virginia122 officesState sent labelsEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies					· · ·
46Virginia122 officesState sent labelsEach envelope had a persons name on it47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies					1 1 I
47Washington19 officesState sent addressesEach envelope had a persons name on it48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-				· · · · ·
48West Virginia35 officesHad addresses state checkedEach envelope had a persons name on it49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-				· · ·
49Wisconsin73 officesState sent addressesEach envelope had a name on it50Wyoming28 officesHad addresses state checked3 envelopes had APS supervisor vacancies	-				
50 Wyoming 28 offices Had addresses state checked 3 envelopes had APS supervisor vacancies					1 1 I
	-				
51 Washington DC 1 office Survey is done Survey completed by administrator					
	51	Washington DC	1 office	Survey is done	Survey completed by administrator

Appendix B







