



# N · E · W · S

## The State of the Academy In 2010

Paul Stansbury, CHP

President of the American Academy of Health Physics

I'll keep this short to increase the probability you will read or, at least, skim it. The state of the Academy can be summarized with:

- Modest membership growth
- Finances are fine
- “Worker bee” attitude is good

Accomplishments:

- Providing continuing education
- Fighting “erosion of value” in being a CHP

The Future:

- Electronic delivery of educational material
- “Internet enhanced” technical session

If you're happy with that much detail, you are done. If you'd like a little more . . .

*Membership* stayed right around 1,300 plenary members from 2004 through 2008. In 2009, we grew to 1,333 and if we get the average number of new CHPs, we'll have 1,344 at year's end. The number of “non-active” members (not paying maintenance fee for 2 years) has grown by 70 since 2004. The executive committee is investigating to see if we can find a cause that can be fixed.

*Finances* are fine. Despite the recession nationally, we still have 2½ times our annual budget in short, intermediate, and long term reserves. That is accord with our investment policy and is enough. It isn't the Academy's job to amass wealth.

The vast majority of the Academy's and Board's work is done by volunteers. The worker bees, such as the Board, the Continuing Education Committee, and the Title

Protection & Professional Recognition Committee, to name a few seem productive and happy. The Executive Committee is as irreverent and self-abasing as it always has been. Our Program Director, Nancy Johnson, is still doing the special job she does for the Academy and the Board. This is the 3<sup>rd</sup> year in a row that the Finance Committee, with concurrence of the Executive Committee, has given Burk and Associates a one-time performance bonus. Our intelligence tells us that proper recognition and remuneration is getting back to Nancy and the others at the Secretariat who support the Academy and the Board. (Bet you didn't know we have an Intelligence Committee, and of course, since it's black, it's not in the bylaws or the budget.)

One of the things the Academy does is put on day-long *continuing education* sessions in conjunction with the meetings of the Health Physics Society. These have been well received and well attended. The Continuing Education Committee also awards continuing education credit, an essential activity for all of those CHPs wishing to recertify. The Continuing Education Committee is by far the busiest committee of the Academy (and serves as a good place to decompress for former Board and Panel members as they transition back to real life).



### IN THIS ISSUE

ANNUAL MEETING MINUTES.....	2
OFFICER REPORTS.....	2
COMMITTEE REPORTS.....	3
REPORT OF THE ABHP.....	5
JOYCE P DAVIS CALL FOR NOMINATIONS.....	7
AAHP COMMITTEE APPOINTMENTS.....	7
2010 CHP SALARY SURVEY.....	15

Another activity of the Academy is to increase the value of being certified, and these days, to keep the value of being a CHP from lessening. We do the former in conjunction with the HPS and the American Industrial Hygiene Association. As state legislatures take up licensure of health professionals and others, the 3 organizations work together to assure that HPs, CHPs, IHs, and CIHs are properly included in state licensure laws and regs. As an example of *credential erosion*, the state of Michigan is considering legislation that would require all HPs and IHs to be a licensed sanitarian or work for one. As specified in our "TriPartite Agreement" AIHA is taking the lead and has submitted a draft amendment that would exempt HPs and IHs from this requirement. The bill is in committee at present.

The Board has taken some actions to improve the use of *electronically- received continuing education* activities. I'll not steal its thunder. The Academy will test pilot the use of internet-enhancement of its special technical session at the Palm Beach meeting next summer. We will try to emulate the way the NCRP conducted its annual meeting last spring. More on that in coming months.

The last item to consider is that here in a few short months, some of your officers, chairs, and committee members will retire. Others will transition to new duties (without a sound much less an energetic emission). I'm sure I can speak for the others. It has been definitely interesting and often fun to try to help steer this eclectic collection of CHPs that we are.

---

---

**AMERICAN ACADEMY OF HEALTH PHYSICS  
EXECUTIVE COMMITTEE**

**Minutes of June 26 – 27, 2010  
Salt Lake City, Utah**

---

**1.0 Call to Order**

President Paul Stansbury called the meeting to order at 1:00 p.m. local time on June 26, 2010, and welcomed those present.

**2.0 Welcome to Members and Guests**

**Executive Committee Members:**

Mike Bollenbacher - Director  
John Frazier – President-Elect Designate  
Jack Higginbotham – ABHP Chair  
Nancy Johnson - Program Director  
Ray Johnson – Treasurer  
Kyle Kleinhans – CHP Corner/News Editor  
Ken Krieger – Secretary  
Jay Maisler – Director  
Scott Medling - Webmaster  
Kathy Shingleton – President-Elect  
Paul Stansbury – President  
Richard Vetter -Past-President

**Committee Chairs/Liaisons:**

Liz Brackett – HPS Liaison  
Earl Fordham – CRCPD Liaison & Nominating Chair  
Greg Hall - Appeals Chair

Jim Willison - Continuing Education Chair

**3.0 Discussion and Approval of Agenda**

The meeting agenda and handout packet had been distributed electronically to the Executive Committee in advance of the meeting.

**4.0 Approval of Minutes of January 2010 Meeting**

Secretary Ken Krieger had provided a draft of the meeting minutes from the Executive Committee meeting held in January 2010.

**5.0 Reports of 2010 Officers**

**5.1 President's Report** (Paul Stansbury)

Paul summarized his written report which had been included in the meeting packet. Of particular interest, Paul mentioned the following:

- ✓ The Nominations committee chairman, Kathy Pryor, has been elected president of HPS, and Earl Fordham has been appointed to fill the Nominations chair position.
- ✓ Investigated the issue of electronic signatures and found that it will serve no beneficial purpose to the

academy, issue closed.

- ✓ A letter regarding stakeholders was written and submitted by President Stansbury. An IRPA representative requested that he write one for the IRPA newsletter and one was written.
- ✓ Special session in Palm Beach meeting suggested topic to be “How did we get here and where should we have gone”.

**5.2 President-Elect** (Kathy Shingleton)

Kathy summarized her written report which had been included in the meeting packet. Of particular interest, Kathy mentioned the following:

- ✓ SOP 1.2.1, NO revision is needed.
- ✓ Helped select a replacement for outgoing Nomination chair (Kathy Pryor).
- ✓ Three members will be reappointed to their committees:
  - Glenn Sturchio: Nominating Committee member
  - Ruth McBurney: Professional Standards and Ethic Committee Chair
  - Michael Davidson: Professional Development Committee, Chair
- ✓ Jack Higginbotham has requested an early transition off of the Exam Site committee.
- ✓ Tom Buhl, Chair of the Title Protection Committee will use this year to cross train Dan Mantooth, who is willing to take on the role of Chair when Tom rotates off.
- ✓ The Professional Development Committee has one more member than stated in the by-laws. As the person rotating off at the end of 2010 was, in fact an ad-hoc member of the committee, but got replaced as though they were a regular member of the committee. The Executive Committee agreed to let the committee have one extra person this year, and simply not replace the next person who rotates off next year.

**5.3 Past President** (Rich Vetter)

Rich reported the following:

- ✓ He wished to thank people who helped him during his time as president especially Dan Strom and Jim Willison.
- ✓ He resolved a situation of an inappropriate use of the CHP designation.
- ✓ He reviewed the Academy Service Award SOP and suggested that the responsibility for the annual review be changed from the President to the Past-President, as follows:

Section 4.0 “Annual Review” reads as follows:

“This SOP shall be reviewed annually, prior to the summer meeting of the AAHP Executive Committee, by the **President** [emphasis added] to

ensure that it is current. A statement that “no revision is needed” or the proposed revisions shall be submitted to the AAHP Program Director in time to be included on the agenda of the Executive Committee Meeting.”

I propose changing the word “President” in Section 4.0 to “Past President.”

**5.4 Secretary** (Ken Krieger)

Ken reported the following:

- ✓ Meeting minutes from Albuquerque, NM were finalized and submitted.
- ✓ Received and reported the results of the elections to the Executive Committee and CHP corner:
  - President-elect-designate: John Frazier
  - Treasurer-elect: Andrew Thatcher
  - Director-elect: Gloria Mei.

**5.5 Treasurer** (Ray Johnson)

Ray summarized his written report which had been included in the meeting packet. Of particular interest, Ray mentioned the following:

- ✓ The Finance Committee met and discussed the long and intermediate securities of the Academy. Even though judging by criteria set in the SOP the intermediate term securities are in ‘red’ we did OK over all relative to the market, according to the financial advisor.
- ✓ A deficit budget has been approved for several years due to:
  - Committees usually do not spend what is approved; and
  - Short term investments usually make up the difference.
- ✓ It was noted that the Academy’s operating budget has been in the ‘red’ for several years and some money may have to be transferred in the future to maintain the operating account.
- ✓ It was noted that travel assistance for members has been increasing in the last several years.

**5.6 Parliamentarian** (Steve Rima)

No report was submitted.

**6.0 Committee Correspondence and Reports**

**6.1 Appeals Committee** (Greg Hall)

Greg reported that no appeals were made since the last meeting.

**6.2 Continuing Education Committee** (Jim Willison)

Jim summarized his written report which had been

included in the meeting packet. Of particular interest, Jim mentioned the following:

- ✓ The Committee reviewed and approved training classes for CECs.
- ✓ There was not too much activity from webinars this year.
- ✓ The live webcasts had some difficulties.
- ✓ The committee discussed if members should get same credits for a web presentation vs. attending a class in person.
- ✓ The changes in the cost per PEP sessions were discussed, as the HPS recently raised their rates from \$60 to \$90 for a 2-credit CEC course.
- ✓ Notes were made about the following
  - The costs of webcasts vs. in person, CECs vs. cost of webcast.
  - Should the length of the Professional Development School be standardized?
  - Should academic courses be given the same CECs as professional courses?
- ✓ Review number of CECs granted to submitted courses will be discuss in section 11.7.

**6.3 Exam Site Selection Committee** (April Chance)

No report was submitted by the site selection committee, but it was noted by Nancy Johnson that they did a great job of arranging and setting up the exam sites.

**6.4 Finance Committee**

The Finance Committee met to review the budget.

**6.5 Nominating Committee** (Earl Fordham)

Earl summarized his written report which was distributed at the meeting. Of particular interest, Earl mentioned the following:

- ✓ Committee will gather and present information on available ABHP positions.
- ✓ Executive Committee positions will be announced in the July Newsletter.

**6.6 Professional Development Committee** (Mike Davidson)

Mike was not present, but he had submitted a written report.

**6.7 Professional Standards & Ethics Committee** (Ruth McBurney)

The Professional Standards & Ethics committee submitted a written report which had been included in the meeting packet, but no members of the Committee were present to discuss the report:

- ✓ There were no complaints referred to our committee by the Executive Committee during this reporting period.

- ✓ The winner of the Joyce P. Davis Memorial Award for 2010 was Frazier Bronson.

**6.8 Title Protection/Professional Recognition Committee** (Tom Buhl)

The Professional Standards & Ethics committee submitted a written report which had been included in the meeting packet, but no members of the Committee were present to discuss the report.

**6.9 CARE Bill Issues**

Several states have adopted the CARE Bill Act, which requires a certification for the Medical Health Physicist position. The specific acceptable certifications are not listed in the bill, but are (so far) determined by an advisory board established by the state. The AAPM would like the cooperation of the HPS/AAHP in not objecting to the certification requirement, in return for their efforts to ensure the ABHP certification is included as an acceptable certification by each State’s advisory board. Past-president Vetter provided a summary of the issues and a synopsis of actions taken over the past couple years. The Executive Committee agreed that it would be appropriate for President Stansbury to send a letter to the AAPM stating our concurrence with the above.

The statement drafted by Secretary regarding above topic is as follows:

“The AAHP will work with the AAPM on the issue of the acceptance of the certification by the ABHP as a component that leads to licensure as a medical health physicist.”

**6.10 Liaisons’ Reports**

**6.10.1 ABMP** (Dean Broga/Michael Erdman/ Michael Sheetz)

No report was submitted.

**6.10.2 CRCPD** (Earl Fordham)

Earl summarized his written report which was distributed at the meeting. Of particular interest, Earl mentioned the following:

- ✓ Mike Gilley is the chair of the CRCPD.
- ✓ Radioactive material control and CARE Bill issues were discussed by CRCPD.
- ✓ There was a call for volunteers for working groups.

**6.10.3 Health Physics Society (Liz Brackett)**

Liz reported the following:

- ✓ The HPS requested continued support from AAHP regarding the HPS intersociety forum
- ✓ Several methods were discussed on how to increase dropping HPS membership numbers
- ✓ The HPS has been discussing the possibility of having only one type of membership category: Plenary

**6.9.4 NRRPT (Dave Tucker)**

No report was submitted.

**7.0 Reports from the Editor & Webmaster****7.1 Newsletter Editor (Kyle Kleinhans)**

Kyle summarized his written report which was distributed at the meeting. Of particular interest, Kyle mentioned the following:

- ✓ Performed the required annual review in accordance with SOP 3.3.1, CHP News Editor. No revision is needed.
- ✓ Reported that the number of articles submitted continue to exceed the space available for the CHP Corner. Expressed thanks to the Executive Committee and Committee Chairs that have submitted articles.
- ✓ Provided a detailed list of articles published in the CHP News and CHP Corner.

**7.2 Webmaster (Scott Medling)**

Scott summarized his written report which was distributed at the meeting. Of particular interest, Scott mentioned the following:

- ✓ The AAHP webpage was redesigned.
- ✓ The 2009 certification exam results were posted.
- ✓ The HPS/AAHP salary survey was posted.
- ✓ AAHP electronic balloting was held.
- ✓ SOP 3.4.2 was reviewed and no changes are needed.

It was also noted that AAHP has a Facebook page.

There was discussion about whether a Word version of the application forms could be put on the AAHP webpage to make it easier for applicants to fill out the form. It will be investigated to see if forms can be turned into a PDF form format so people can fill out and print out pages, but not able to modify forms.

**7.3 June 2010 AAHP Special Session (Rich Vetter)**

Rich noted he special session of the AAHP in the June 2010 HPS meeting is "Dose Reconstruction for

Epidemiology". He gave a special thanks to Dan Strom for his significant help in proposing the idea and putting together this session.

**8.0 Report of the American Board of Health Physics (Jack Higginbotham)**

Jack summarized his written report which had been distributed at the meeting. Of particular interest, Jack mentioned the following:

- ✓ Kent Lambert will be new 2011 ABHP Chair.
- ✓ Govind Rao will be the new 2011 ABHP Vice Chair.
- ✓ Assistance was requested in providing nominations for the McAdams award for outstanding service to the Academy.
- ✓ ANSI accreditation process is in progress.

**9.0 Report of the Secretariat (Nancy Johnson)**

Nancy summarized her written report which had been distributed prior to the meeting. Of particular interest, Nancy mentioned the following:

- ✓ The number of certification applicants is steady.
- ✓ Nancy updated the list of active and inactive members.
- ✓ The 2010 certification exam was given in 14 sites one of which was in Canada.
- ✓ Nancy will update the Executive Committee roster with new addresses and information.
- ✓ During the report of membership numbers, there was a discussion regarding the letter inactive members receive encouraging them to pay their dues and become active. Nancy Johnson noted that the letter has not been updated for several years.

**10.0 Old Business****10.1 Review of January 2010 Open Action Items (Rich Vetter)**

- ✓ Review of CHP renewal letter - Kathy Shingleton will review wording used in the CHP renewal letter and submit recommended changes to the EC for review
- ✓ Feasibility of using electronic signatures - Paul Stansbury reported that he had looked into the issue of electronic signatures and found that it will serve no beneficial purpose to the Academy, so the issue was closed.

**10.2 AAHP Balloting – Fordham as Nominating Committee Chair (Nancy Johnson)**

The electronic balloting for Earl to become the new Nominating Committee Chair was affirmed.

**10.3 IRPA Guiding Principles on Stakeholder Engagement Follow-up** (Paul Stansbury)

After an article by President Stansbury on stakeholder engagement was published in *HPS News* in May, Ken Kase, IRPA President, found out about the Academy's show of support and the HPS's Position Statement endorsing the Guiding Principles, he asked that the HPS and the Academy send in a piece for the IRPA newsletter and website.

President Stansbury, along with HPS President Howard Dickson, wrote a letter to IRPA Newsletter outlining the Guiding Principles on Stakeholder Engagement

**11.0 New Business**

**11.1 Appointments of new committee members** (Kathy Shingleton)

Kathy presented the proposed membership for the 2011 committees (see complete article on page 7 of this CHP News). In accordance with the AAHP bylaws, the ABHP Chair and Vice Chair fill specified positions on the Finance (Chair) and Nominating Committees (Vice Chair).

- ✓ The ABHP chair and vice-chair for 2010 are:
  - Kent Lambert, chair
  - Govind Rao, vice-chair
- ✓ Pending EC approval, 3 members will be reappointed to their committees
  - Glenn Sturchio, Nominating Committee member
  - Ruth McBurney, Professional Standards and Ethic Committee Chair
  - Michael Davidson, Professional Development Committee Chair

**11.2 Revision of SOP 2.2.2** (Jim Willison)

It was agreed to add the Waste Management Symposium to the list of meeting that are preapproved for CECs. Also, a change was made to account for shorter than normal Professional Development Schools.

**11.3 Budget Approval** (Ray Johnson)

Ray reviewed the proposed budget for 2011, noting that the EC has approved deficit budgets over the past several years, understanding that Committees, in particular, under spend their budgets.

The Finance committee thanked Burk and Associates and others for their help with the finance committee.

**11.4 Replacement of ABHP Members** (Earl Fordham)

Earl discussed that two ABHP members needed to be replaced, the ABHP created a list of possible candidates to replace the leaving members. A motion was made to accept the top two candidates.

**11.5 Revision to Professional Development Committee** (Mike Davidson)

The motion was withdrawn since SOPs do not have to be voted on to change.

**11.6 Timing of Announcement of Award Winners** (Paul Stansbury)

It was agreed that the Academy award winners should be posted on-line as soon as they are notified of their award, and that the information will be posted on the website.

**11.7 Continuing Education Discussion** (Jim Willison)

The issue of declining revenue from continuing education classes was discussed. One of the problems from a recent meeting was that only 2 (as opposed to the more normal 3) courses were offered. Jim noted that part of the problem is finding new courses, where existing courses seemed to have run their course. It was also noted that the HPS has raised their fees for PEP courses from \$60 to \$90 for a two-credit course. President Stansbury suggested the EC reassess the fees charged for courses, and if a change seems appropriate, canvassing the EC with an electronic ballot.

**11.8 Academy Open Meeting Agenda** (Rich Vetter)

President Stansbury reviewed the agenda for the Academy Open Meeting and solicited comments/changes. None were offered.

**11.9 February 2011 Meeting Date**

The meeting in Charleston will be Sunday February 6, 2011, with a tentative starting time of 9:00 am. A motion to adjourn and reconvene the Executive Committee at the Charleston mid-year meeting was approved.

**12.0 Adjournment**

**ABHP APPLICATION REMINDER:** Complete applications to take either part of the 2011 ABHP examination must be filed with the Secretariat, postmarked no later than 15 January 2011. Application information may be found at <http://www.hps1.org/aaHP/boardweb/forms.html>.

**Call for Nominations**  
**2011 Joyce P. Davis Memorial Award**  
*Ruth E. McBurney*  
*Chair, Professional Standards and Ethics Committee*

The American Academy of Health Physics (AAHP) established the Joyce P. Davis Memorial Award in recognition of her dedication to the advancement of health physics and her humanitarian efforts to uphold the ethics of the profession. The recipient of this award should demonstrate excellence in professional achievement as well as being admired for ethical behavior and interpersonal skills.

The eligibility requirements are:

1. A member of AAHP for at least 10 years,
2. A champion of professional standards and ethics, and
3. Exemplary professional service to the AAHP or the American Board of Health Physics.

I encourage you to nominate a deserving member of AAHP for this prestigious award. Any member of the Academy can make nominations for the award.

Selection criteria are presented in AAHP Standard Operating Procedure 2.7.2, Rev. 1, which can be found on the AAHP web site in the Members Only Section, AAHP Library. The previous recipients of the award are John P. Kelly, James E. Tarpinian, Carol D. Berger, Howard W. Dickson, and Frazier Bronson. The award will be presented at the AAHP Awards Luncheon during the 56<sup>th</sup> Health Physics Society Annual Meeting in West Palm Beach, Florida, June 26-30, 2011. Nominations should include a brief biographical resume of the nominee's career and service to the profession and AAHP, a nomination letter, and at least three reference letters in support of the nomination from AAHP members. Nominations, including a nomination letter and current resume of the nominee, must be submitted to the AAHP Nominating Committee (2011 Chair, Earl Fordham, [earl.fordham@doh.wa.gov](mailto:earl.fordham@doh.wa.gov)), on or before 1 March 2011.

**AAHP Committee Appointments**  
*Kathy Shingleton, President-elect*

One of the primary responsibilities of President-elect is to staff the AAHP committees, where much of the work of the Academy is conducted. Several people told me this was a hard task, but I have to say, our membership, along with Nancy Johnson (our Program Director from Burk and Associates) made it easy. (Thanks to all!!)

Nancy provided me with the list of people who indicated (on their dues statement) a willingness to serve on a committee, and working with the current Chairs of each committee, we identified potential replacements for those whose term ends at the (January) midyear meeting, 2011. If the Chair of the committee had a preference, I went with that, but in most cases they did not, and I selected potential replacements with an eye towards geographic

variability and getting new blood into the system. Thanks to our high-quality membership, we had lots of volunteers, and every person asked to join a committee, accepted.

The number of members for each committee is established in the AAHP Bylaws, as is the term of office (each member serves a 3-year term, renewable upon approval of the AAHP Executive Committee, with the Chair being selected from the committee for renewable 1-year terms). I am pleased to say, at our June 2010 annual meeting, the AAHP Executive Committee approved the following committee memberships for 2011-2013:

Committee Enrollment	Role	Name	Year off		
			'11	'12	'13
Appeals	Chair	Penny Shamblin	X		
	Member	Nicholas Panzarino Jason Marsden		X	X
Continuing Education	Chair	James S. Willison	X		
	Member	Joseph Greco Joel Rabovsky Louise Buker Cheryl Antonio Brian R. Hinderliter	X	X X X	X
Exam Site	Chair	Jason Flora	X		
	Member	Kay Foster Darrell Liles Janine Katanic			X X X
Finance*	Chair	Raymond Johnson	X		
	Member	Andrew Thatcher Kent Lambert**	X		X
Nominating	Chair	Earl Fordham	X		
	Member	Glenn Sturchio Morgan Cox Kyle Kleinhans Bruce Zibung Steven King Kurt Geber Gary Kephart Govind Rao***	X X	X X	X  X X
Professional Development	Chair	Michael Davidson			X
	Member	Jeffrey Vollmer Cindy Bloom Andrew Karam Thomas Johnson Wei-Hsung Wang Claude Wiblin	X X	X X X	X
	Ad-hoc	Gary Lauten	X		
Professional Standards & Ethics	Chair	Ruth McBurney			X
	Member	Jack Fix Nancy Kirner Paul Rohwer Tim Taulbee	X	X X	X
Title Protection/ Professional Recognition	Chair	Tom Buhl	X		
	Member	Barbara Hamrick Bernard Olsen Kathleen Dinnel-Jones Daniel Mantooth Charles E. Kent	X X	X	X X

\* Membership established by AAHP by-laws

\*\* ABHP Chair

\*\*\* ABHP Vice Chair



As you welcome the new members, please take a moment to thank the following individuals who will be rotating off AAHP committees at the end of 2010. They have served the Academy well.

- Gregory Hall, Chair of the Appeals Committee
- James Cherniak, member of the Continuing Education Committee
- April Chance, Chair of the Exam Site Committee
- Jack Higginbotham and John Gough, members of the Exam Site Committee
- Daniel Mantooth and Jack Higginbotham (outgoing ABHP Chair), members of the Finance Committee

- John Hageman and Nora Nicholson (outgoing ABHP Vice Chair), members of the Nominating Committee
- Kevin Buckley, ad-hoc member of the Professional Development Committee
- Cheryl Olson, member of the Professional Standards & Ethics Committee
- Debra McBaugh and Judson Kenoyer, members of the Title Protection/ Professional Recognition Committee.

If you have ideas about how the Academy can better serve you, please don't hesitate to contact Paul Stansbury, our President, or me. Your ideas and perspectives are most welcome.

Address contributions for *CHP News* and "CHP Corner" to:

Kyle Kleinhans, CHP

Work: 865-241-1024

FAX: 865-241-4266

E-mail: [klink17@tds.net](mailto:klink17@tds.net) OR [krp@y12.doe.gov](mailto:krp@y12.doe.gov)

Harry Anagnostopoulos, CHP

Work: 702-295-3489

FAX: 702-295-2025

E-mail: [H.Anagnostopoulos@NV.DOE.GOV](mailto:H.Anagnostopoulos@NV.DOE.GOV)

### CHPs by State

*The following is based upon the mailing addresses of CHPs listed on the HPS website*

State	CHPs	State	CHPs	State	CHPs
Alabama	9	Kentucky	9	North Dakota	5
Alaska	0	Louisiana	6	Ohio	42
Arizona	13	Maine	5	Oklahoma	2
Arkansas	3	Maryland	72	Oregon	7
California	96	Massachusetts	53	Pennsylvania	61
Colorado	30	Michigan	14	Rhode Island	3
Connecticut	26	Minnesota	15	South Carolina	39
Delaware	3	Mississippi	2	South Dakota	0
District of Columbia	5	Missouri	24	Tennessee	4
Florida	28	Montana	1	Texas	58
Georgia	33	Nebraska	7	Utah	10
Hawaii	4	Nevada	30	Vermont	3
Idaho	20	New Hampshire	14	Virginia	57
Illinois	44	New Jersey	27	Washington	0
Indiana	10	New Mexico	92	West Virginia	1
Iowa	3	New York	75	Wisconsin	9
Kansas	1	North Carolina	39	Wyoming	1

# AMERICAN ACADEMY OF HEALTH PHYSICS - 2011

## Voting Members of the Executive Committee

**NOTE: Term expires at the end of the year indicated.**

### **PRESIDENT**

Kathleen Shingleton ('12)  
LLNL, L-384  
PO Box 808  
Livermore, CA 94551-0808  
(925)422-5172  
Shingleton2@llnl.gov

### **PRESIDENT-ELECT**

John Frazier ('13)  
325 Sugarwood Dr  
Knoxville, TN 37934  
(865)414-9271  
JNPFrazier@charter.net

### **PAST PRESIDENT**

Paul S. Stansbury ('11)  
7313 Columbia River Rd  
Pasco, WA 99301  
(509) 375-6937 Work  
paul.stansbury@pnl.gov

### **SECRETARY**

Kenneth Krieger ('12)  
IRIS LLC  
90128 N Bermuda St  
Waco, TX 76705  
(817)789-1291  
kvkrieger@netzero.net

### **TREASURER**

Andrew Thatcher ('13)  
522 North E Street  
Tacoma, WA 98403  
(253)617-1449  
thatcher.drew@comcast.net

### **DIRECTOR & PAST-TREASURER**

Raymond H. Johnson, Jr. ('11)  
Dade Moeller & Associates  
434 N. Frederick Ave, Suite 220  
Gaithersburg, MD 20877-2472  
(301) 990-6006 Work  
ray.johnson@moellerinc.com

### **DIRECTOR**

Michael K. Bollenbacher ('11)  
Auxier & Associates  
9821 Cogdill Rd, Suite 1  
Knoxville, TN 37932  
(865)675-3669 Work  
mikeb@auxier.com

### **DIRECTOR**

Jay Maisler ('12)  
16802 Woburn Lane  
Lutz, FL 33549  
(813)962-1800  
jmaisler@enercon.com

### **DIRECTOR**

Gloria Mei ('13)  
100 Antioch Dr  
Oak Ridge, TN 37830  
(865)574-0188  
meigt@ornl.gov

### **ABHP CHAIR, EX-OFFICIO MEMBER**

Kent Lambert ('11)  
300 Glenside Road  
Millville, NJ 08332  
Work (215)255-7860  
kent.lambert@drexel.edu

# AMERICAN ACADEMY OF HEALTH PHYSICS – 2011

**NOTE: Term expires at the end of the year indicated.**

## **Appointed Positions**

### **PROGRAM DIRECTOR**

Nancy Johnson  
American Academy of Health Physics  
1313 Dolley Madison Blvd, Suite 402  
McLean, VA 22101  
(703) 790-1745 x25 Work  
(703) 790-2672 FAX  
njohnson@burkinc.com

### **NEWSLETTER EDITOR**

Kyle Kleinhans  
Colchester Ridge Road  
Knoxville, TN 37922  
(865) 241-1024 Work  
klink17@tds.net  
krp@y12.doe.gov

### **WEBMASTER**

E. Scott Medling  
Southern California Edison  
P.O. Box 128  
San Clemente, CA 92674-0128  
(949) 368-7492 Work  
Scott.medling@sce.com

### **ASSISTANT WEBMASTER**

James S. Willison  
Washington Safety Management Solutions  
2131 Centennial Avenue, SE  
Aiken, SC 29803  
(803) 502-9852  
jim.willison@wsms.com

## **Appointees (ABMP)**

Dean W. Broga (1/07 - 12/12)  
Medical College of Virginia  
Virginia Commonwealth University  
Envir Health & Safety, Box 980112  
Richmond, VA 23298-0112  
(804) 828-5877 Work  
broga@hsc.vcu.edu

Michael C. Erdman (1/09 – 12/11)  
Hershey Medical Center  
Health Physics MC H141  
Hershey, PA 17033  
(717)531-4222  
merdman@psu.edu

Michael Sheetz (1/08 – 12/10)  
6945 Rosewood St  
Pittsburgh, PA 15208  
(412) 624-2728  
sheetz@radsafe.pitt.edu

### **CRCPD Liaison:**

Earl Fordham  
Washington Dept of Health  
Office of Radiation Protection  
309 Bradley Blvd, Suite 201  
Richland, WA 99352  
(509) 946-0234 Work  
earl.fordham@gmail.com

### **HPS Liaison:**

Elizabeth Brackett  
64 Sutton Drive  
Vernon, CT 06066  
(860) 872-2137 Work  
ebrackett@mjwcorp.com

### **NRRT Liaison:**

Dave Tucker  
Senior Health Physicist  
Health Physics Department  
Nuclear Research Building  
1280 Main St W  
Hamilton, N/A L8S 4K1 Canada  
(905)525-9140 x24099  
tuckerdm@mcmaster.ca

# AMERICAN ACADEMY OF HEALTH PHYSICS – 2011

**NOTE: Term expires at the end of the year indicated.**

## Appeals

Penny Shamblin, Chair ('11)  
12311 Carnoustie Lane  
Richmond, VA 23236  
(804)594-0496  
pshamblin@hunton.com  
Jason Marsden ('13)  
Nicholas Panzarino ('12)

## Continuing Education

James S. Willison, Chair ('11)  
2131 Centennial Avenue, SE  
Aiken, SC 29803  
(803) 502-9852  
aahpcec@burkinc.com  
Cheryl Antonio ('12)  
Louise Buker ('12)  
Joseph Greco ('11)  
Brian Hinderliter ('13)  
Joel Rabovsky ('12)

## Exam Site

Jason Flora, Chair ('11)  
804 Highlander Trail  
Hudson, WI 54016  
(651)737-4425  
jtflora@mmm.com  
Kathy Foster ('13)  
Janine Katanic ('13)  
Darrell Liles ('13)

## Finance

Raymond Johnson, Chair ('11)  
434 N Frederick Ave, Suite 220  
Gaithersburg, MD 20877-2472  
(301)990-6006  
ray.johnson@moellerinc.com  
Kent Lambert ('11)  
Andrew Thatcher ('13)

## Nominating

Earl Fordham, Chair ('11)  
Washington Dept. of Health, Off of Rad Prot  
309 Bradley Blvd., Suite 201  
Richland, WA 99352  
(509)946-0234 Work  
earl.fordham@gmail.com

## Nominating Committee Members

Morgan Cox ('11)  
Kurt Geber ('13)  
Gary Kephart ('13)  
Steven King ('12)  
Kyle Kleinhans ('11)  
Bruce Zibung ('12)  
Govind Rao (ABHP Vice Chair) ('11)

## Professional Development

Michael Davidson, Chair ('13)  
460 Lymington Rd  
Severna Park, MD 21146-3548  
(410)521-5454  
mdavidson@chesnuc.com  
Cindy Bloom ('11)  
Andrew Karam ('12)  
Thomas Johnson ('12)  
Jeffrey Vollmer ('11)  
Wei-Hsung Wang ('12)  
Claude Wiblin ('13)  
Gary Lauten (ad-hoc) ('11)

## Professional Standards & Ethics

Ruth McBurney, Chair ('13)  
5305 Riverplace Blvd  
Austin, TX 78730  
(502)382-7869  
rmcburney@crcpd.org  
Jack Fix ('11)  
Nancy Kirner ('12)  
Paul Rohwer ('12)  
Tim Taulbee ('13)

## Title Protection/Professional Recognition

Tom Buhl, Chair ('11)  
1877 Brillante Lane  
Santa Fe, NM 87505  
(505)471-0121  
tombuhl@comcast.net  
Kathleen Dinnel-Jones ('12)  
Barbara Hamrick ('11)  
Charles Kent ('13)  
Daniel Mantooth ('13)  
Bernard Olsen ('11)

# AMERICAN BOARD OF HEALTH PHYSICS – 2011

## VOTING MEMBERS OF THE EXECUTIVE COMMITTEE

**NOTE: Term expires at the end of the year indicated.**

### **CHAIR**

Kent Lambert '11  
300 Glenside Road  
Millville, NJ 08332  
Work (215)255-7860  
kent.lambert@drexel.edu

### **VICE CHAIR**

Govind R. Rao '13  
420 Sundown Rd  
Knoxville, TN 37934  
Work (865)576-1182  
zga@ornl.gov

### **SECRETARY**

George MacDurmon '14  
3409 Fox Hill Terrace  
Edmond, OK 73034  
Work (405)271-6121  
george-macdurmon@ouhsc.edu

### **PARLIAMENTARIAN**

Jack F. Higginbotham '12  
Oregon State University  
Radiation Center  
Corvallis, OR 97331  
Work (541)737-7068  
jack.higginbotham@oregonstate.edu

### **MEMBER**

Sharon Dossett '13  
5940 Goldstone Drive  
Grove City, OH 43123  
Work (614)424-4961  
dossetts@battelle.org

### **MEMBER**

Robert Forrest '14  
8 Cameron Court  
Exton, PA 19341  
Work (215)-898-2109  
rforrest@ehrs.upenn.edu

### **MEMBER**

Patrick J. LaFrate, Jr. '15  
205 Keith Hills Street  
Fuquay-Varina, NC 27526  
(919)362-3516  
patrick.lafrate@pgnmail.com

### **MEMBER**

Charles A. Potter '15  
508 Owl Court SE  
Albuquerque, NM 87123  
(505)844-2750  
capotte@sandia.gov

### **PROGRAM DIRECTOR**

Nancy Johnson  
American Board of Health Physics  
1313 Dolley Madison Blvd, Ste 402  
McLean, VA 22101  
Work (703)790-1745 ext 25  
Fax (703)790-2672  
njohnson@burkinc.com

# AMERICAN BOARD OF HEALTH PHYSICS - 2011

## PART 1 PANEL OF EXAMINERS

Jackson Ellis, Chair  
Dade Moeller & Associates  
3525 Walton Way Extension  
Augusta, GA 30909  
(803)-736-1725  
jellis@moellerinc.com

Jay Tarzia, Vice Chair  
16 Atwood Dr  
PO Box 1200  
East Hampstead, NH 03826  
(603)778-2871  
jptarzia@radsafety.com

Michael Stabin, Past Chair  
Vanderbilt Univ, Dept of Radiology  
1161 21<sup>st</sup> Avenue South  
Nashville, TN 37232  
(615)343-0068  
michael.g.stabin@vanderbilt.edu

## PART 2 PANEL OF EXAMINERS

Daniel I. Menchaca, Chair  
PO Box 2818  
College Station, TX 77841  
(979)-845-0063  
d-i-menchaca@tamu.edu

Glenn Sturchio, Vice Chair  
1653 Century Hills Dr NE  
Rochester, MN 55906  
(507)266-5282  
sturchio.glenn@mayo.edu

David W. Burkett, Past Chair  
2028 Preakness Place  
Lebanon, TN 37087  
(615)873-6682  
david.burkett@va.gov

## MEMBERS

Cheryl Antonio, ('13)  
Nicolas K. Bates, ('12)  
Karen L. Brown, ('14)  
Jackson R. Ellis, ('13)  
Cynthia M. Flannery, ('12)  
Beth Hilt, ('11)  
David C. Medich, ('12)  
Scott Nichelson, ('11)  
William Rhodes, ('14)  
Michael Stabin, ('11)  
Jay Tarzia, ('14)  
James Willison, ('14)

## MEMBERS

Erik Abkemier, ('14)  
Richard Adams, ('13)  
Matthew Arno, ('14)  
Kelly L. Ausbrooks, ('11)  
John Bliss, ('14)  
John E. Buddenbaum, ('12)  
David W. Burkett, ('11)  
Derek Favret, ('13)  
Robert Ford, ('13)  
Wayne C. Gaul, ('12)  
Shawn Googins, ('14)  
Joseph S. Guido, ('11)  
Don Haes, ('14)  
Willie O. Harris, Jr., ('12)  
Balwan S. Hooda, ('12)  
Sarah Hoover, ('14)  
Gregory E. Jones, ('11)  
Curtis Kwasniewski, ('14)  
Bryan Lemieux, ('13)  
Allen Mabry, ('13)  
William Maguire, ('14)  
Daniel I. Menchaca, ('12)  
Dennis M. Quinn, ('14)  
Steven Rademacher, ('14)  
Glenn M. Sturchio, ('12)  
Johnafred Thomas, ('12)  
Toshihide Ushino, ('11)  
Wei-Hsung Wang, ('11)

# THE 2010 CHP SALARY SURVEY

*Gary Lauten*

## Introduction

The 2010 Certified Health Physicist (CHP) survey data was collected by having CHPs submit their responses to survey questions on a web-based data entry form. As was done in previous years, data was collected in coordination with a salary survey of the entire Health Physics Society (HPS).

The HPS salary survey results will be reported separately in the Health Physics Newsletter.

The survey was also available in hardcopy form for those who preferred to fax or mail their responses.

Questions about this survey should be directed to Gary Lauten, via email: [chpsalariesurvey@yahoo.com](mailto:chpsalariesurvey@yahoo.com)

## Data Analysis

The salary ranges marked by CHPs on the completed survey forms were rounded to the midpoints of those ranges before statistical analyses were performed. For example, if a CHP marked the salary range \$50,000 to \$52,499; their salary was rounded to the midpoint value of \$51,250.

Responses from CHPs who were either part time or retired were not analyzed, since the data did

not appear to allow meaningful comparisons to be made.



To avoid skewing the results, data from seven survey respondents were excluded from the data analysis because they indicated that they earned more than \$200,000 per year.

Of 60 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 33% received this increase from their current employer, 20% from a promotion with their current employer, 37% received this increase from a new employer, 2% from part-time consulting, and 8% did not answer.

CHP salaries by region are also presented in this report.

## Data Presentation

In an effort to make the results of the survey interesting and

useful, CHPs were subcategorized in several ways by education, primary job responsibility, years of experience, and combinations of these subcategories.

Readers are cautioned that for statistical validity, results were given only if there were 10 or more CHPs within that subcategory. Data presented for one subcategory of CHPs may not be possible for another subcategory.

The subcategories in the tables may also change from year to year, depending on the number of responses received. Every effort was made to keep the subcategories consistent with previous surveys, but if there were less than 10 CHPs the results were not given.

## Tables and Figures

Tables show results for full-time CHPs who received health, vacation, and retirement benefits from their primary employer unless otherwise noted.

Histograms of the data shown in Table 1- All CHPs, and Table 2 - Masters Health Physics are included as Figures 1 and 2 respectively.

All of the following tables are for fulltime CHPs with health, vacation, and retirement benefits unless otherwise indicated.

**Table 1: All CHPs**

All CHPs	Count	Average	Median	Maximum	Minimum	Std Dev
CHPs	236	\$122,022	\$121,250	\$200,000	\$61,250	\$24,864

**Table 2: CHPs by Education and Field**

Education	Count	Average	Median	Maximum	Minimum	Std Dev
Bachelors Other Field	22	\$117,159	\$111,250	\$161,250	\$71,159	\$24,073
Masters Health Physics	110	\$123,261	\$123,750	\$195,000	\$61,250	\$25,251
Masters Other Field	19	\$113,487	\$121,250	\$151,250	\$71,250	\$23,876
Masters Nuclear Engineering	20	\$113,250	\$110,000	\$151,250	\$76,250	\$19,392
Ph.D. Other Field	12	\$136,021	\$135,000	\$196,000	\$93,750	\$27,553
Ph.D. Health Physics	23	\$127,772	\$123,750	\$173,750	\$83,750	\$24,259
Ph.D. Nuclear Engineering	14	\$120,714	\$118,750	\$166,250	\$73,750	\$24,023

**Table 3: CHPs by Education and 6-15 Years Experience**

Edu & 6-15 Yrs Experience	Count	Average	Median	Maximum	Minimum	Std Dev
All CHPs 6-15 yrs Experience	29	\$102,371	\$103,750	\$133,750	\$61,250	\$19,140
Masters Health Physics	13	\$101,250	\$103,750	\$133,750	\$61,250	\$18,736

**Table 4: CHPs by Education and >15 Years Experience**

Edu & >15 Yrs Experience	Count	Average	Median	Maximum	Minimum	Std Dev
All CHPs >15 yrs Experience	204	\$125,036	\$123,750	\$200,000	\$61,250	\$24,275
Bachelors Other Field	21	\$118,155	\$111,250	\$161,250	\$71,250	\$24,198
Masters Health Physics	94	\$126,822	\$128,750	\$195,000	\$61,250	\$24,392
Masters Nuclear Engineering	17	\$116,544	\$111,250	\$151,250	\$88,750	\$18,047
Masters Other Field	17	\$115,515	\$121,250	\$151,250	\$71,250	\$22,841
Ph.D. Health Physics	19	\$132,566	\$131,250	\$173,750	\$98,750	\$22,888
Ph.D. Other Field	11	\$137,136	\$146,250	\$196,000	\$93,750	\$28,612

**Table 5: CHPs by U.S. Regions\***

CHPs by Region	Count	Average	Median	Maximum	Minimum	Std Dev
Northeast	31	\$116,694	\$116,250	\$200,000	\$73,750	\$29,224
Midwest	33	\$121,591	\$113,750	\$180,000	\$61,250	\$26,096
South	83	\$119,684	\$118,750	\$171,250	\$61,250	\$22,992
West	65	\$124,923	\$123,750	\$195,000	\$76,250	\$19,774

\*- The four major regions of the United States as defined by the U.S. Census Bureau for which data are presented represent groups of states as follows:

**Northeast.** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

**Midwest.** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

**South.** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

**West.** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.



**Table 6: Masters Health Physics and Primary Employer**

<b>Masters Health Physics &amp; Primary Employer</b>	<b>Count</b>	<b>Average</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Std Dev</b>
Federal Government	21	\$128,512	\$131,250	\$168,750	\$88,750	\$22,317
Medical	10	\$125,250	\$132,500	\$146,250	\$91,250	\$19,657
University	13	\$102,404	\$103,750	\$141,250	\$61,250	\$26,646
National Laboratory	21	\$125,595	\$123,750	\$195,000	\$73,750	\$26,727
Government Contractors	14	\$121,429	\$123,750	\$151,250	\$83,750	\$19,051

**Table 7: All CHPs by Other Certifications**

<b>All CHPs by Other Certifications</b>	<b>Count</b>	<b>Average</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Std Dev</b>
NRRPT	31	\$118,911	\$113,750	\$158,750	\$86,250	\$18,085
Other	34	\$125,588	\$126,250	\$195,000	\$71,250	\$27,387

**Table 8: Masters Health Physics and Primary Job Responsibility**

<b>Masters Health Physics &amp; Primary Job Responsibility</b>	<b>Count</b>	<b>Average</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Std Dev</b>
Administration	14	\$140,000	\$135,000	\$195,000	\$106,250	\$26,045
Applied Health Physics	41	\$118,232	\$116,250	\$190,000	\$61,250	\$22,609
Environmental	10	\$111,583	\$117,500	\$143,750	\$93,750	\$18,664

**Table 9: All CHPs by Primary Job Responsibility**

<b>Primary Job Responsibility</b>	<b>Count</b>	<b>Average</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Std Dev</b>
Administration	23	\$135,587	\$133,750	\$196,000	\$71,250	\$32,540
Applied Health Physics	72	\$117,240	\$116,250	\$190,000	\$61,250	\$21,649
Dosimetry	16	\$126,719	\$126,250	\$156,250	\$73,750	\$20,170
Environmental	19	\$119,803	\$118,750	\$173,750	\$91,250	\$20,435
Radiological Assessment	23	\$119,511	\$118,750	\$166,250	\$76,250	\$21,878
Regulations/Standards	20	\$124,500	\$132,500	\$158,750	\$66,250	\$26,719
Power Reactor	15	\$126,250	\$123,750	\$168,750	\$86,250	\$22,220
Medical Health Physics	11	\$127,045	\$118,750	\$200,000	\$93,750	\$31,236

**Table 10: CHPs as Professional Staff (All CHPs in this category and by Education)**

<b>CHPs as Professional Staff</b>	<b>Count</b>	<b>Average</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Std Dev</b>
All CHPs in this Category	122	\$120,594	\$121,250	\$173,750	\$71,250	\$21,385
Bachelors Other Field	13	\$119,135	\$118,750	\$161,250	\$71,250	\$27,096
Masters Health Physics	53	\$122,288	\$121,250	\$168,750	\$73,750	\$20,665
Masters Other Field	12	\$111,667	\$121,250	\$133,750	\$71,250	\$21,448
Masters Nuclear Engineering	12	\$117,500	\$113,750	\$151,250	\$76,250	\$22,651
Ph.D. Health Physics	12	\$125,000	\$122,500	\$173,750	\$83,750	\$22,500

**Table 11: CHPs as Supervisor of Professional Staff (All CHPs in this category and by Education)**

CHPs as Supervisor of Professional Staff	Count	Average	Median	Maximum	Minimum	Std Dev
All CHPs in this Category	45	\$129,528	\$123,750	\$195,000	\$93,750	\$23,600
Masters Health Physics	22	\$136,818	\$135,000	\$195,000	\$98,750	\$26,611

**Table 12: All CHPs as Facility Manager, RPM/RSO, University RSO**

CHPs as RPM/RSO	Count	Average	Median	Maximum	Minimum	Std Dev
All CHPs RPM/RSO	17	\$130,353	\$126,250	\$196,000	\$101,250	\$24,958
All CHPs University RSO	19	\$98,487	\$96,250	\$156,250	\$61,250	\$23,963
All CHPs Medical RSO	14	\$121,607	\$123,750	\$161,250	\$88,750	\$21,703

**Figure 1: Histogram of Table 1 Data, all CHPs**

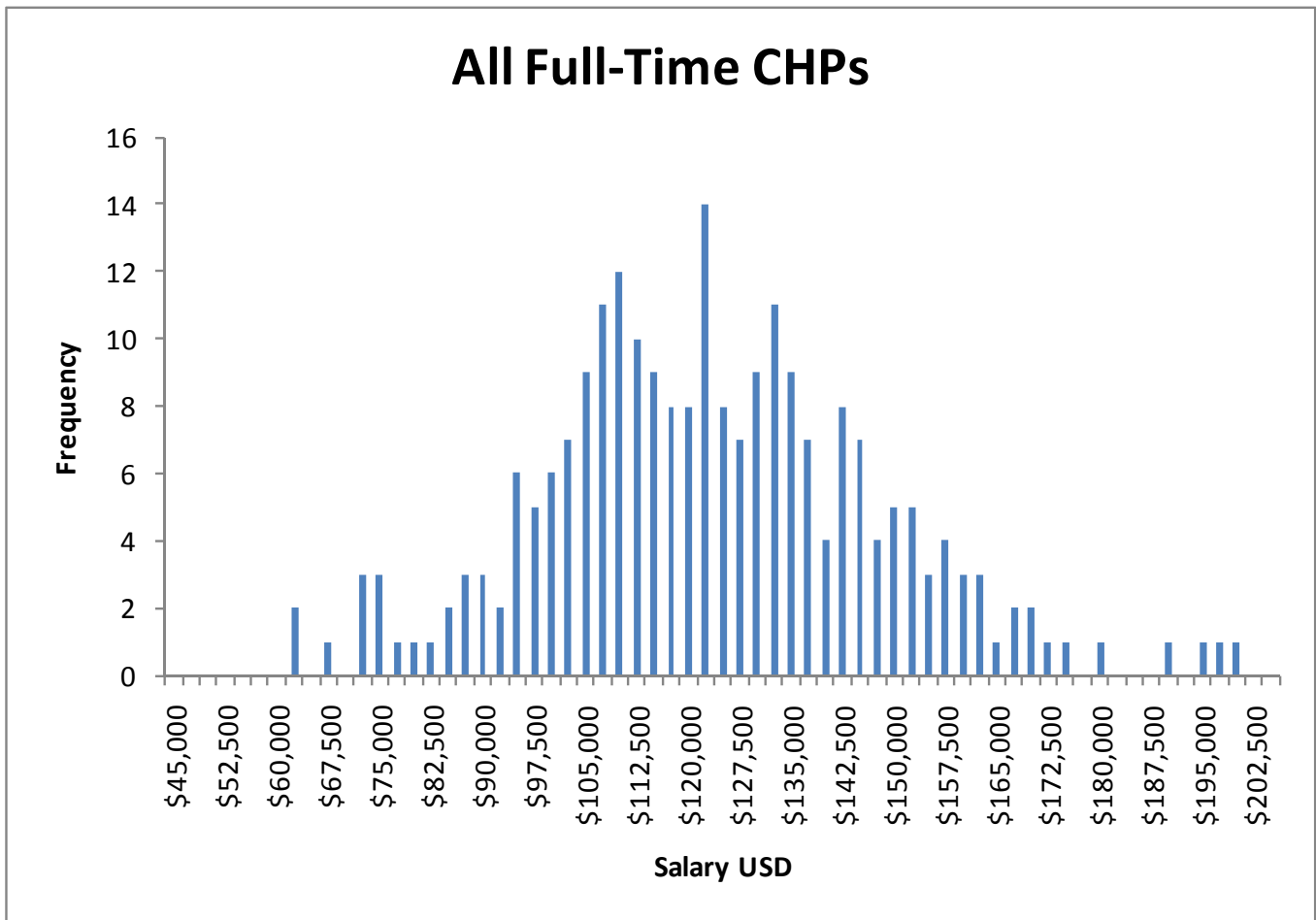
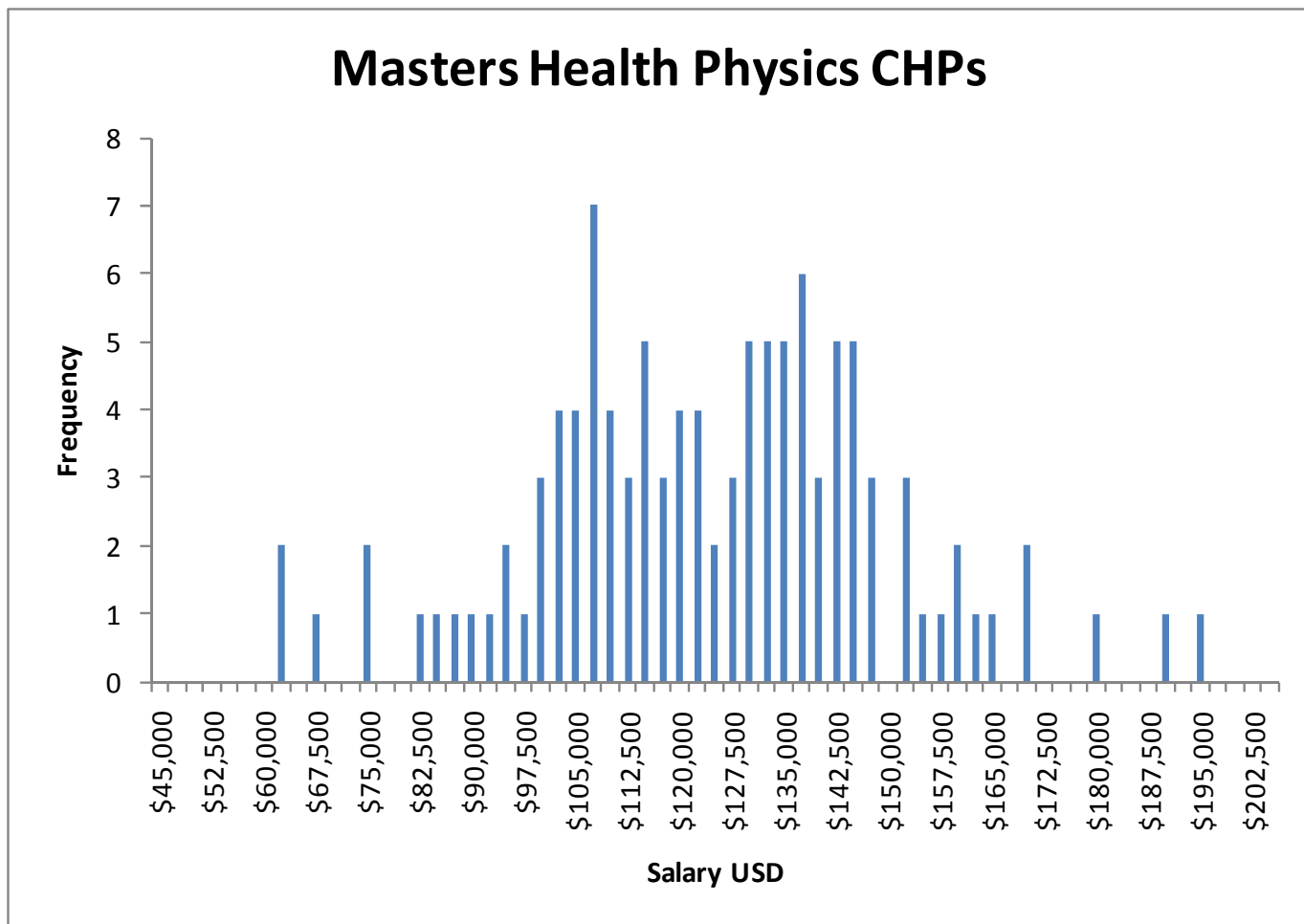


Figure 2: Histogram of Table 2 Data, Masters Health Physics CHPs



Acknowledgements

Thank you for participating in this survey. Your confidential data benefits the entire health physics community, and is never shared such that it would be possible to identify individual participants.

Other Notes

The HPS and AAHP placed the CHP Salary Survey under the purview of the AAHP Professional Development Committee. The author of the CHP Salary Survey legally shortened his surname to Lauten.

**CHP AVERAGE SALARIES 1995-2010**

*Kyle Kleinhans*

Gary Lauten provided a trend of CHP Average Salaries from 1995 – 2005 back in 2006. I took the liberty of adding in the last five years to mark the 15 years of the reported average CHP salary. The trend shows that the average CHP salary has increased by \$48,000, or about 65%, over the 15 years of the survey. According to inflationdata.com, the inflation rate from January 1995 to January 2010 was about 44%.

The graph shows the average of all CHP salaries from 1995 through 2010.

Year	Average CHP Salary	Year	Average CHP Salary
1995	\$74,000	2003	\$97,039
1996	\$78,327	2004	\$101,356
1997	\$77,168	2005	\$102,801
1998	\$82,660	2006	\$105,216
1999	\$80,818	2007	\$108,583
2000	\$83,602	2008	\$113,076
2001	\$88,662	2009	\$116,723
2002	\$91,194	2010	\$122,022

