Vermont Legislative Joint Fiscal Office

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MEMORANDUM

To: Senate Committee on Appropriations

From: Daniel Dickerson, Business Manager, Joint Fiscal Office

Date: February 21, 2018

Subject: FY2019 Legislative Branch Budget Requests

Cumulatively, the FY2019 Legislative branch appropriation request is \$15,153,047, which is 2.6% (\$393,173) above the base FY2018 appropriation. To partially offset the increased appropriation, the Legislative branch budget proposal includes a \$318,090 reversion of anticipated branch-wide carry forward to the General Fund. After accounting for this reversion, the net new general fund dollars requested for the legislative branch budget in FY19 would be up 0.5% from the prior year. Each request includes the annualized cost of the most recent pay act as well as net year-to-year changes in the cost of employee benefits.

<u>Legislature</u>:

FY2019 Governor's Request:\$7,700,916Year-to-Year Change:1.6%FY2018 Appropriation:\$7,581,882Proposed Reversion:\$175,000Net of Reversion:-0.7%

The Legislature's budget includes salaries and per diems for members of the General Assembly, as well as salaries for the House Clerk's office, Senate Secretary's office and Legislative leadership assistants. The budget also includes costs to support the General Assembly including organizational dues, printing and copying, travel to Legislative meetings and certain other general expenses related to day-to-day Statehouse operations.

The FY2019 Legislative budget request reflects the cost of supporting an eighteen-week legislative session. Most of the FY2019 budget increase is for either legislative salary increases or for the increased costs of legislative per diems. The reimbursement rate for lodging rose from \$115/night to \$125/night starting on January 1, 2018. The reimbursement rate for mileage rose from \$0.535/mile to \$0.545/mile starting on January 1, 2018. Some accommodation was made for these increases in the FY2018 updated expenditure estimates and in the FY2019 budget request. However, in FY18 to-date these costs have risen faster than expected and so ultimately some carry-forward may be allocated to fill any funding gaps for per diem expenses in the remainder of FY2018 and in FY2019.

The legislative budget also includes two one-time expenses, one to partially reimburse JFO for minimum wage analysis in FY2018 (\$30k), and the other to cover the cost of an extra consensus revenue forecast from the legislative economist (\$8.8k). Both of these expenses would be incurred in FY2018 and would reduce any anticipated carry-forward funding going into FY2019.

Legislative Council:

 FY2019 Leg. Council Request:
 \$4,812,877
 Year-to-Year Change:
 2.9%

 FY2018 Appropriation:
 \$4,678,911
 Proposed Reversion:
 \$113,090

 FY2019 Governor's Request:
 \$4,774,787
 Net of Reversion:
 0.4%

The Legislative Council provides non-partisan legal, administrative and information technology (IT) support to the General Assembly. The Legislative Council employs 29 full-time staff and approximately 25 session-only staff within 3 divisions: Legal, Operations and Information Technology. Due to an error in Vantage entry, the Governor's recommended appropriation for Legislative Council is \$38,090 short of the amount that had previously been budgeted and discussed with the Administration prior to the legislative session. The Council will now offer an additional \$38,090 in anticipated carry-forward as a reversion in FY2019 to the previously proposed reversion of \$75,000 for a total of \$113,090. This additional reversion would offset the additional general fund dollars needed to address the shortfall between the Governor's proposed budget and the Legislative Council's proposed budget.

Sergeant at Arms:

FY2019 Governor's Request: \$805,828 Year-to-Year Change: 8.7%

FY2018 Appropriation: \$741,345

The Sergeant-at-Arms' Office maintains order and security in the Statehouse and also assigns meeting rooms, runs the Legislative page program, provides messaging services and supervises custodial and security staff. This request reflects the cost of providing security and other services to support an eighteen-week legislative session. The Sergeant-at-Arms' budget includes funding for two full-time administrative staff, three full-time police officers and a tour guide, as well as session-only doorkeepers, pages, an office assistant and part-time police officers. The proposed FY2019 budget includes \$80,000 in new funding to cover the salaries and benefits of an additional capitol police officer. A vacant position currently exists within the Sergeant at Arms, as there was previously a fourth officer prior to 2008, so no additional position would need to be approved; only funding. There is some additional funding built in for security training and equipment.

The Sergeant at Arms retains a \$20,000 security reserve in addition to base appropriations. In FY2017, \$5,113.75 was used from the reserve in order to cover the cost of sheriff coverage during Statehouse events. The Sergeant at Arms budget proposes to refill this reserve with estimated carry-forward funds in FY2019.

Joint Fiscal Office:

FY2019 Governor's Request:\$1,833,426Year-to-Year Change:4.3%FY2018 Appropriation:\$1,757,736Proposed Reversion:\$30,000Net of Reversion:2.6%

The Joint Fiscal Office (JFO) provides non-partisan financial analysis and staff support to the Legislature in a variety of fiscal areas. JFO employs thirteen full-time staff as well as one part-time individual. The Joint Fiscal Office base budget in FY2019 includes the full annual cost of salary and benefits for an in-house education finance analyst who has been training to replace

Deb Brighton. The budget includes some funding to retain Deb Brighton on a more limited basis for ad hoc work, but a new contract has not yet been negotiated. Additionally, the FY2019 budget continues to include the full annual cost of operating the Chainbridge income tax analysis software, which has been extremely helpful for responding more quickly to legislative requests regarding income tax changes.

The JFO budget also includes a one-time transfer of \$30k from the Legislative budget to help cover the costs for minimum wage analysis in FY18, the full cost of which is approaching \$50k. If an additional consensus revenue forecast is needed in the spring, this cost would also need to be reimbursed to JFO from the legislative budget. Other additional proposed one-time spending from anticipated carry-forward includes \$45k for an update to the JFO website, \$10k for an update to the Chainbridge tax data, and \$15k for consulting work.

Cc: Stephen Klein, Chief Fiscal Officer, Joint Fiscal Office Luke Martland, Director and Chief Counsel, Legislative Council Janet Miller, Sergeant-at-Arms John Bloomer, Secretary of the Senate William MaGill, House Clerk Katherine Levasseur, Office of the House Speaker Peter Sterling, Office of the Senate President Pro Tempore

FY2019 Legislative Budget 2/21/2018

2/21/2018			1		•	ı
	FY16	FY17	FY18	FY18	FY19	
	Actual	Actual	Budgeted	Estimated	Proposed	
	17 wks.	19 wks.	18 wks.		18 wks.	
SOURCES OF FUNDS						
General fund appropriation	7,143,826	7,264,775	7,581,882	7,581,882	7,700,916	1.6%
Pay Act	58,000	80,900		93,000		
Internal Service Fund reduction	(17,895)			(8,492)		
Fuel Savings reduction	(44,807)					
TOTAL SOURCES	7,139,124	7,345,675	7,581,882	7,666,390	7,700,916	0.5%
USES OF FUNDS						
Personal Services						
Member session salaries	2,126,711	2,328,113	2,318,748	2,370,920	2,400,557	
Special session salaries	19,554	_,020,0		29,291	_, .00,00.	
Member interim meetings salaries	77,671	55,621	100,000	90,000	90,000	
Member FICA	225,484	238,860	241,875	247,092	250,056	
Leg staff salaries	745,321	699,067	796,347	749,397	746,012	
Leg staff benefits (incl. UI, WC)	336,521	338,685	389,410	344,389	343,952	
Contract services/consultants	10,580	21,115	40,000	40,000	40,000	
Interns (in Leg. Staff)	9,732	6,295	25,000	20,000	20,000	
Subtotal Personal Services	3,551,574	3,687,756	3,911,380	3,891,089	3,890,578	
Operating Expenses						
Equipment, repairs & maintenance	5,781	24,458	40,000	35,000	40,000	
Fee for space charge	462,898	465,317	518,183	518,183	538,130	
Organization dues	244,254	216,837	260,000	295,000	265,000	
Communications	2,574	5,767	6,500	6,500	6,500	
Advertising	1,549	-	5,000	5,000	5,000	
Printing and binding	105,279	124,272	130,000	130,000	135,000	
Copying	107,510	120,447	110,000	110,000	115,000	
Postage and mailing	3,600	3,327	7,000	7,000	6,500	
Other insurance	6,175	6,499	6,698	6,698	7,915	
Registrations for meetings	18,159	14,133	20,000	22,000	20,000	
Member session expenses (in-state)	1,987,195	2,061,535	2,240,617	2,190,617	2,245,000	
Member interim expenses (in state)	68,207	69,815		80,000	70,000	
Leg staff in-state expenses	29,112	30,131	31,000	31,000	32,000	
Members out-state travel (conferences)	41,462	22,800	45,000	40,000	35,000	
Leg staff out-state travel (conferences)	4,546	8,420	5,000	11,000	11,000	
Non-employee travel	21,138	10,351	22,000	17,000	19,000	
Office supplies, books, other payments	66,208	70,132	73,000	75,000	75,000	
Accounting (audit, Vision)	175,604	162,889	174,243	169,560	159,293	
New member orientation		21,629		-	25,000	
Subtotal Operating Expenses	3,351,253	3,438,759	3,694,241	3,749,558	3,810,338	
TOTAL USES	6,902,827	7,126,515	7,605,621	7,640,647	7,700,916	
OPERATING BALANCE	236,297	219,160	(23,739)	25,743	0	
ONE-TIME ACTIVITIES	504.000	500.040	000 000	050 070	470.040	
Carry forward	501,692	522,613	386,208	658,273	176,216	
Carry forward reversion	(215,376)	(83,500)	(385,000)	(385,000)	(175,000)	
Spending Reduction	1			(50.000)		
Rescission	1			(53,000)		
Transfer to JFO (60% of min. wage work)	1			(30,000)		
Additional Consensus Forecast	1			(8,800)		
Special Session Reserve	500.040	050 050	(00 504)	(31,000)	4 848	
NET BALANCE	522,613	658,273	(22,531)	176,216	1,216	

FY2019 Legislature Program Budget

PROGRAMS

	FY16 Act.	FY17 Act.	FY18 Est.	FY19 Req.
				_
Legislature	1,296,653	1,302,514	1,479,366	1,493,946
Other Personal Services	19%	18%	19%	19%
Operating Expenses				
Internal Service Expenses				
House of Representatives	3,725,577	3,949,259	4,189,874	4,225,209
Member Salaries	54%	55%	55%	55%
Member Per Diems				
Senate	779,026	827,560	858,046	865,404
Member Salaries	11%	12%	11%	11%
Member Per Diems				
Leadership Assistants	257,210	166,870	182,846	183,996
Interns	4%	2%	2%	2%
House Clerk	476,389	501,907	517,459	518,436
	7%	7%	7%	7%
Senate Secretary	367,972	378,405	413,056	413,925
	5%	5%	5%	5%
	6,902,827	7,126,515	7,640,647	7,700,916

NARRATIVE & KEY CHANGES

FY18 Appropriation \$7,581,882 GF

FY19 Budget Request \$7,700,916 GF (Gov. Rec.)

Percentage Change in Budget Request

- * Funding increase of \$119,034 (1.6%) (Gov.)
- * Excluding FY18 adjustments (pay act and internal service costs), funding increase of \$34,526 (0.5%) (Gov.)

Budget Ups/Downs

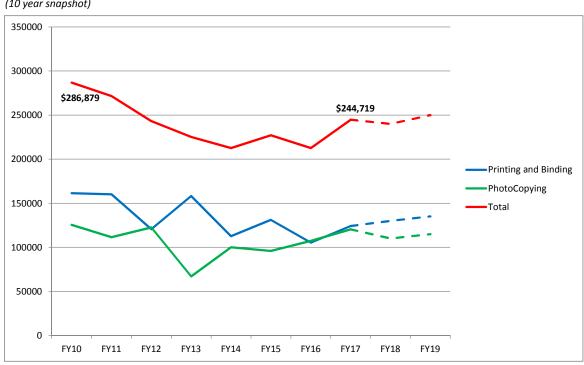
- * Increase- Annualized pay act and health premium increases from FY18.
- * Increase- Funding for legislative pay increases. Approx. \$30k or 1.25%. This money may ultimately be used to offset increased per diem costs (see below).
- * Increase Legislative in-state daily (per diem) expenses. Approx. \$75k or 3.3% over FY18 budgeted. Mileage and lodging rates went up on Jan. 1, 2018. FY18 per diem expenses are trending higher than estimated, which could potentially trend into FY19. This will be monitored through the 2018 session.
- * Increase- \$25k for new member orientation

Reversion to General Fund

* \$175,000 of FY2018 estimated carry-forward is reserved for a one-time reversion to the General

Peformance metrics Legislative Printing and Copying Costs

(10 year snapshot)



FY2019 Sergeant at Arms Budget

February 21, 2018

February 21, 2018	FY16	FY17	FY18	FY18	FY19	
	Actual	Actual	Budgeted	Estimated	Request	
COURCES OF FUNDS	6 pos					
SOURCES OF FUNDS General fund appropriation ¹	646,356	671,374	741,345	741,345	805,828	8.7%
Pay Act	20,000	22,700	741,343	24,000	003,020	0.7%
Benefits savings	20,000	22,700		24,000		
Internal Service fund reductions	(607)			(2,017)		
Rescissions	(001)			(=,=)		
TOTAL SOURCES	665,749	694,074	741,345	763,328	805,828	5.6%
USES OF FUNDS						
Personal Services						
Salaries	286.053	313,726	340,446	351,236	353,270	
Additional Officer (salary/benefits)				331,233	80,000	
Overtime	5,564	10,711	6,200	6,200	3,200	
Temporary employees (includes pages)	113,057	130,911	107,892	107,892	114,724	
FICA/Medicare	31,144	34,777	35,316	36,142	36,819	
Health insurance	64,949	62,637	95,980	79,288	80,223	
Retirement	50,688	55,836	59,476	61,361	61,716	
Dental	5,450	4,333	4,824	4,824	4,873	
Life insurance	1,007	1,063	1,437	1,482	1,258	
Disability	651	622	783	808	813	
Employee assistance program	148	153	180	180	180	
Workers' Comp and Catamount	6,727	11,695	6,002	4,496	3,849	
Sheriffs² Subtotal Personal Services	5,708 571,145	626,463	6,000 664,536	6,000 659,909	3,200 744,126	
Subtotal Fersorial Services	571,145	020,403	664,556	659,909	744,120	
Operating Expenses						
Fee for space	6,653	6,787	7,572	7,572	7,863	
Uniforms	3,206	7,230	5,000	5,000	6,000	
Dues & other miscellaneous	943	1,341	1,200	1,200	1,400	
Communications	12,508	14,462	14,500	14,500	15,500	
Office Supplies and Equipment	723	1,304	3,000	3,000	3,500	
Other Insurances	1,022	989	1,031	1,031	1,256	
Legislative page expenses	12,685	13,150	15,000	15,000	15,000	
Travel Furniture	1,206 0	3,145 55	2,500 500	2,500 500	4,000 0	
Accounting (audit, Vision)	19,182	18,107	19,012	18,501	6,093	
Security equipment	2,769	2,727	3,000	3,000	5,000	
Security equipment Security training	933	3,025	3,000	3,000	3,500	
Subtotal Operating Expenses	61,829	72,322	75,315	74,804	69,112	
Total Uses	632,973	698,785	739,851	734,713	813,238	
	·		r	·		
OPERATING BALANCE	32,776	(4,711)	1,494	28,615	(7,410)	
ONE-TIME USES	Γ	Τ		T		
Previous Year Balance Forward	23,052	50,330	25,324	35,619	37,634	
Carryforward Reversion		(10,000)	(19,000)	(19,000)	31,001	
Rescission		` ','		(5,000)		
Transfer from Legislature				, , ,		
Transfer from Leg. Council		1				
Defibrillators	(5,498)	1				
Event Security]		(2,600)		
Refill Security Reserve					(5,114)	
NET BALANCE	50,330	35,619	7,818	37,634	25,110	

¹ The Sergeant at Arms retains a \$20,000 security reserve in addition to base appropriations. At the end of FY 2017 the balance of this fund was \$14,886.25 and the FY19 request proposes to "refill" the fund with estimated carry-forward.

² In FY 2017, sheriffs expenses were paid from the security reserve in the amount of \$5,113.75 rather than from base operating funds.

FY2019 Sergeant-at-Arms Program Budget

<u>PROGRAMS</u>	FY16	FY17	FY18 Est.	FY19 Req.	NAR
					FY18
Security	375,113	415,113	418,652	494,184	
Capitol Police Part-Time Officers	59%	59%	57%	61%	FY19
Equipment					Perce
					*Fun
Pages, Interns, Volunteer Mgmt.	114,944	119,112	122,586	119,005	*Exc
Processing	18%	17%	17%	15%	\$40,
Training					
					Budg
Mail and Building Services	32,544	34,601	33,461	32,106	*Inc
State Mail	5%	5%	5%	4%	*Inc
Legislative Services					*Inc
Room Setup & Scheduling					offic
					*Dec
Tours and Education	46,148	59,183	89,302	89,857	
Tours	7%	8%	12%	11%	Gene
Greetings					*Doe
Legislative Process					unar
School Tours					this
					fund
Administration	64,224	70,777	70,713	70,676	begi
Budget	10%	10%	10%	9%	
Accounts Payable					
Other Business					
	632,973	698,785	734,713	805,828	

ATIVE & KEY CHANGES

FY18 Appropriation \$741,345 GF
<u>FY19 Request</u> \$805,828 GF
Percentage Change in Budget Request *Funding increase of \$64,483 (8.7%) *Excluding annualized pay act, funding increase of \$40,483 (5.3%)
Budget Ups/Downs (from FY18) *Increase- Annualized Pay Act, some ISFs *Increase- New Police Officer (\$80k) *Increase- Security Equipment and Training *Decrease- Sheriffs and overtime - due to new officer *Decrease- Vision and Worker's Comp
General Note *Does not include \$20,000 in appropriated funds for unanticipated security costs. \$5,114 was used from this fund in FY17 and this request would "refill" the fund fully with estimated FY18 carry-forward at the beginning of FY19.

Peformance metrics (in development)				
	FY16	FY17		
Est. non-legislative room bookings	390			
Number of weekend/after hours bookings	46			
Total Tours (collecting to provide in future ye	ears)			
	FY15	FY16	FY17	FY18 est.
Extra Security costs (sheriffs/overtime)	12 144	11 272	15 825	12 200

Performance Survey (1=Low Satisfaction, 5=High Satisfaction)								
	2016							
Overall	4.9							
Capitol Police	4.6							
Doorkeepers	4.8							
Legislative Page program	4.7							
Intern Policy	3.8							
Physical Mail Delivery system	4.3							
Room Reservation System	4.4							
Tours Program	4.7							

FY2019 Joint Fiscal Office Budget 2/21/2018

	FY16	FY17	FY18	FY18	FY19
	Actual	Actual	Budgeted	Estimated	Request
COURCES OF FUNDS					
SOURCES OF FUNDS General fund appropriation	1,621,374	1,648,880	1,757,736	1,757,736	1,833,426
Pay Act	30,000	39,500	1,/5/,/30	45,000	1,033,420
Internal Service Fund reduction	(1,554)	39,300		(789)	
TOTAL SOURCES	1,649,820	1,688,380	1,757,736	1,801,947	1,833,426
LIGES OF FUNDS					
JSES OF FUNDS Personal Services					
Salaries	857,575	903,244	960,028	976,406	1,037,691
Temp Emp - Salary/FICA	33,901	35,561	36,990	38,344	38,457
FICA/Medicare	62,441	70,059	73,442	74,695	79,383
Health insurance	144,264	139,208	154,402	157,886	162,559
Retirement	92,342	108,323	107,806	120,913	131,452
Dental	8,602	7,454	9,386	9,464	10,556
Life insurance	2,574	2,899	4,051	3,476	4,379
Disability	1,984	2,223	2,208	2,246	2,387
Employee assistance program	333	356	360	360	390
WC and Catamount	2,376	1,932	2,069	1,595	1,369
Contract - Kavet	124,620	126,506	152,000	170,000	152,000
Contract - Policy Integrity	10,476	5,226	15,000	6,000	10,000
Contract - Brighton	34,600	56,464	45,000	60,000	20,000
Contract - Ira Sollace	3,920	-	-	-	-
Contract - JFOBud/Vantage Interface	1,800	900	2,000	8,000	6,000
Contract - Results First related	12,812	9,000	20,000	11,000	5,000
Other personal services Subtotal Personal Services	13,641	8,400	15,000	12,500	12,500
subtotal Personal Services	1,408,262	1,477,755	1,599,743	1,652,884	1,674,123
Operating Expenses					
Hardware & Software	9,875	2,892	47,000	40,000	45,000
Office Supplies and Equipment	1,399	1,480	3,000	4,000	3,000
Fee for space	42,049	42,899	47,859	47,859	49,701
Advertising	1,127	3,542	2,000	2,000	2,000
Printing & copying	1,128	1,253	1,500	1,500	1,500
Dues & subscriptions	20,376	12,661	16,000	16,000	16,000
Registrations	2,819	2,610	4,000	6,000	4,000
Insurances	2,243	2,349 1,149	2,398	2,398	2,764
In state travel expenses Out of state travel expenses & training	2,102 15,110	10,455	2,500 16,000	2,500 16,000	2,500 16,000
Accounting (audit/VISION)	12,075	11,386	11,885	11,570	11,838
Other payments, adjustments	3,974	5,760	4,500	4,500	5,000
Subtotal Operating Expenses	114,278	98,437	158,642	154,327	159,303
OTAL USES	1,522,540	1,576,192	1,758,385	1,807,211	1,833,426
DPERATING BALANCE	127,280	112,188	(649)	(5,264)	0
DNE-TIME ACTIVITIES					
Carry forward	108,124	246,847	47,806	158,831	100,367
Carry forward reversion	(19,623)	(50,000)			(30,000)
Rescission				(12,000)	
CRG- Funding	18,700	12,500			
CRG- Expenses	(5,000)	(12,500)			
Picus- Funding	291,475		1		
Picus- Expenses	(240,000)	(51,475)	1		
Chainbridge	(34,109)	(34,109)	1		(10,000)
10-yr Tax Study		(41,637)			
Transfer from Legislature (minimum wage)			1	30,000	
Transfer from Legislature (additional forecast)			1	8,800	
Blue House Group (JFO website)			1	(13,000)	(45,000)
Ad Hoc IT			1	(5,000)	(5,000)
Brighton replacement		(22,983)	(50,000)	(62,000)	(10,000)
NET BALANCE	246,847	158,831	(2,843)	100,367	367

FY16	FY17	FY18 est.	FY19 req.
352,154	332,951	363,356	389,470
23%	_{21%}	20%	21%
379,134	415,399	507,908	452,575
25%	26%	28%	25%
90,923	84,644	88,991	96,315
6%	5%	5%	5%
389,181	421,694	507,834	615,964
26%	27%	28%	34%
69,762	75,680	80,571	80,385
5%	5%	4%	4%
241,388	245,824	258,551	198,716
16%	16%	14%	11%
	352,154 23% 379,134 25% 90,923 6% 389,181 26% 69,762 5% 241,388 16%	352,154 332,951 23% 21% 379,134 415,399 25% 26% 90,923 84,644 6% 5% 389,181 421,694 26% 27% 69,762 75,680 5% 5% 241,388 245,824 16% 16%	352,154 332,951 363,356 20% 379,134 415,399 507,908 25% 26% 28% 90,923 84,644 88,991 6% 5% 5% 389,181 421,694 507,834 26% 27% 28% 69,762 75,680 80,571 5% 5% 4% 241,388 245,824 258,551

NARRATIVE & KEY CHANGES

<u>FY18 Appropriation:</u> \$1,757,736 GF with the Pay Act allocation of \$45,000 total FY18 = \$1,802,736

FY19 Budget Appropriation: \$1,833,426 GF (Gov. Rec.)

Percentage Change in Budget Request

- *Base to base increase of \$75,690 (4.3%)
- *Excluding pay act the increase is \$30,690 (1.7%)

Budget Ups/Downs (from FY18 base)

- *The key change is the incorporation of the education finance analyst into the base budget as a replacement for Deb Brighton. This position had been paid from carryforward in FY17 and FY18.
- *Health care coverage election changes.
- *Decreased Results First funding from \$20k in FY18 to \$5k in FY19
- *Still budgeting \$20k for Deb Brighton in FY19 for ad hoc work and some ed. finance support.
- *Program budget reflects substantial work on federal tax reform analysis in FY18 and increasing work in other policy areas over FY18 and FY19 (i.e. education finance, water quality, economic development).
- *Estimated carry-forward funding from FY18 would be used to offer a \$30k reversion, to pay for Chainbridge updates (\$10k), to pay for a JFO website update (\$45k) and ad hoc work (\$15k).

PERFORMANCE MEASURES

Performance Survey Responses (1=Unsatisfactory 5=Excellent)

	2000	2002	2004	2006	2008	2010	2012	2014	2016
Overall	4.6	4.6	4.6	4.6	4.8	4.6	4.7	4.8	4.8
Quality of technical support	4.4	4.6	4.7	4.5	4.8	4.7	4.7	4.7	4.6
Clarity of oral/written presentations	4.3	4.3	4.4	4.4	4.6	4.5	4.6	4.5	4.5
Knowledge of subject matter	4.3	4.6	4.7	4.6	4.9	4.7	4.7	4.7	4.8
Timeliness of response to questions	4.3	4.3	4.4	4.4	4.5	4.3	4.6	4.6	4.6
House vs. Senate impartiality	5.0	4.9	4.9	4.9	5.0	4.9	4.9	5.0	4.9
Non-partisanship between parties	5.0	4.9	4.8	4.8	4.9	4.7	4.6	5.0	4.8
Number of Responses	24	71	62	65	63	80	87	62	88
Response Rate	13%	39%	34%	36%	35%	44%	48%	34%	49%

