



CACVT

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Survey 2005

November 2005

252 Responses

Thank you to those who participated.

Approximately 1200 surveys distributed in the October
Techniques Newsletter and via email

For inquiries into specific analysis of any portion of this data,
please contact Denise Mikita in the CACVT office.



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Other Sources for Surveys:

Please contact the specific organization for information. There may be membership requirements or fees involved in obtaining information.

1) Veterinary Hospital Managers Association, Inc. (VHMA)

2001 Salary & Benefits Survey, Published September 2002
518-433-8911, www.vhma.org, vhma@caphill.com

2) American Animal Hospital Association (AAHA)

Compensation & Benefits, Second Edition. Vital Statistics for Your Veterinary Practice.
Published 2002 by AAHA. 800-252-2242, www.aahanet.org.

3) National Association of Veterinary Technicians in America (NAVTA)

2003 National Survey Summary, Published 2004
Available on their Web site: www.navta.net or call 765-742-2216

4) Colorado Veterinary Medical Association (CVMA)

In July 2005, CVMA and Benefits & Incentives Group (BIG) of Denver conducted a survey on employee benefit packages CVMA members are providing their employees.

Benefits are an essential part of both attracting and retaining quality employees. Many members seek guidance from CVMA about developing a comprehensive plan that is competitive with other clinics and hospitals in the state. These results provide useful information when planning and designing employee benefits packages.

Some of the findings are highlighted briefly below and Chart 1 illustrates the responses to one question; the full report provides more extensive information.

- Overall, 70 percent of the respondents offer medical insurance
- Kaiser Permanente was the top insurance carrier, with about 27 percent of those offering medical insurance
- PPO (Preferred Provider Organization) was the most common type of medical plan

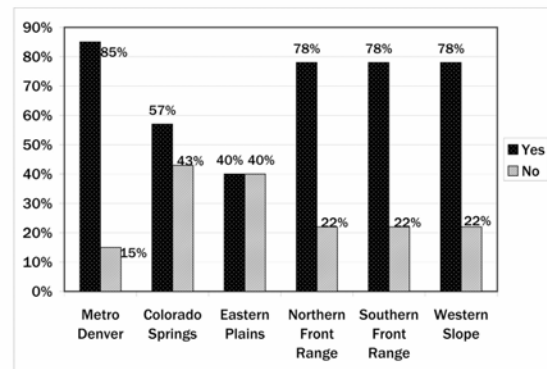


Chart 1: Percentage of Employers offering Medical Insurance by Location.

Specific details on plan designs, such as deductibles and copays, are included in the report. One of the more common questions BIG receives from members regards employer contribution to premiums and eligibility guidelines such as waiting periods other employers have in place. Those results are provided in the report, along with other benefits and a Colorado market update.

Contact the CVMA office at 303.318.0447 or info@colovma.org for the results. The cost of the report is \$35 for CVMA members and \$75 for nonmembers.



Colorado Association of Certified Veterinary Technicians 2005 Survey

Approximately 1200 surveys were sent out in November 2005. A total of 252 (21%) were returned. Questions, comments, or for another copy of this survey, please contact CACVT, 789 Sherman St #550, Denver, CO 80203, phone 303-318-0652, fax 303-318-0651, or e-mail to info@cacvt.com.

Current Status

___244 (97%)___ Colorado Certified Veterinary Technician ___3 (1.2%)___ Non-credentialed Vet. Technician
 ___2 (0.8%)___ Credentialed Veterinary Technician in another state ___0___ Veterinary Assistant
 ___2 (0.8%)___ Student attending an AVMA accredited school
 ___1 (0.4%)___ Other, please specify _____ CVT/ Lab Animal Tech _____

Demographics

Age ___21 (8%)___ 18 – 24 ___73 (29%)___ 25 – 30 ___40 (16%)___ 31 – 35
 ___36 (14%)___ 36 – 40 ___28 (11%)___ 41 – 45 ___53 (21%)___ 46 or older
Gender ___244 (97%)___ Female ___8 (3%)___ Male
Residence Location ___115 (46%)___ Denver/Metro ___35 (14%)___ Northeast CO ___33 (13%)___ Northwest CO
 ___17 (7%)___ Southeast CO ___24 (9%)___ Southwest CO ___28 (11%)___ Other _____
Occupation ___171 (68%)___ Technician ___3 (1%)___ Office Manager ___0___ Assistant ___0___ Receptionist
 ___16 (6%)___ Tech / recept. ___16 (6%)___ Tech / Office Mngr. ___4 (2%)___ Tech / Supervisor
 ___38 (15%)___ Other ___4 (2%)___ no response
Current hourly wage ___4 (2%)___ below \$8.00/hr ___17 (7%)___ \$8.00-10.00/hr ___49 (19%)___ \$10.01-12.00/hr
 ___75 (30%)___ \$12.01-14.00/hr ___34 (13%)___ \$14.01-\$16.00/hr ___26 (10%)___ \$16.01-\$18.00/hr
 ___15 (6%)___ \$18.01-\$20.00/hr ___21 (8%)___ > \$20.01/hr ___11 (4%)___ no response

Years in the veterinary technology field

___17 (7%)___ <1 year ___54 (21%)___ 1 – 3 years ___42 (17%)___ 3.1 – 5 years
 ___39 (15%)___ 5.1 – 7 years ___34 (13%)___ 7.1 – 10 years ___16 (6%)___ 10.1 – 13 years
 ___13 (5%)___ 13.1 – 15 years ___33 (13%)___ > 15 years ___4 (2%)___ no response

Type of practice

___133 (53%)___ Small Animal ___3 (1.2%)___ Large Animal ___25 (10%)___ Mixed Animal
 ___2 (0.8%)___ Equine ___11 (4%)___ Emergency ___21 (8%)___ SA/Emergency ___7 (3%)___ Research
 ___7 (3%)___ SA/Exotics ___4 (1.6%)___ SA/Emergency/Exotics ___5 (2%)___ Other- govnmnt
 ___5 (2%)___ Other- Academics ___3 (1.2%)___ Other-Lab ___3 (1.2%)___ Other-Speciality
 ___17 (7%)___ Other ___4 (1.6%)___ no response

Practice Management and Career Satisfaction

Benefits offered by the veterinary clinic (check all that apply)

___182 (72%)___ Health Ins. ___113 (45%)___ Dental Ins. ___182 (72%)___ Paid Vacations ___84 (33%)___ Paid CACVT dues
 ___166 (66%)___ Reduced-Cost Pet Food ___173 (69%)___ Paid CE ___26 (10%)___ Paid Allied Association dues (e.g., NAVTA)
 ___180 (71%)___ Reduced-Cost Medicine ___143 (57%)___ Uniforms ___100 (40%)___ Retirement
 ___190 (75%)___ Reduced-Cost Vet Services ___11 (4%)___ Pet Insurance ___33 (13%)___ Profit Sharing
 ___16 (6%)___ Other (see additional form) _____

Other staff at my clinic (fill in a number for each slot, zero is acceptable, FT =full time =32-40 hrs/wk or PT=part time)

___967___ FT doctors ___176___ PT doctors ___1245___ FT CVT's ___182___ PT CVT's ___212___ FT non-cert VT
 ___69___ PT non-cert VT ___223___ FT assistants ___124___ PT assistants ___468___ FT receptionist ___171___ PT receptionist
 ___other___ (see additional form) _____

Which best describes your utilization within the veterinary hospital or facility on a scale of 1 to 5?

___133 (53%)___ 5 (Well utilized) ___56 (22%)___ 4 ___23 (9%)___ 3 ___12 (4.8%)___ 2 ___4 (1.6%)___ 1 (Underutilized)
 ___24 (9.5%)___ no response

Which best describes your current job satisfaction on a scale of 1 to 5?

___65 (26%)___ 5 (Very satisfied) ___91 (36%)___ 4 ___49 (19%)___ 3 ___20 (8%)___ 2 ___8 (3%)___ 1 (Unsatisfied) ___19 (7.5%)___ no response

Additional comments _____ see additional form _____

We currently have an Employee Handbook/Office Policy Manual. ___165 (65%)___ Yes ___87 (35%)___ No or no response

2005 Comparisons

Utilization VS Satisfaction

| Number of Responses | Utilization | Satisfaction |
|---------------------|-------------------------------|-------------------------------|
| 228 (all responses) | Average = 4.3 (s.d. = 1.0) | Average = 3.8 (s.d. = 1.0) |
| 133 | 5 | Ave = 4.2 (s.d. = 0.8) |
| 56 | 4 | Ave = 3.7 (s.d. = 0.7) |
| 23 | 3 | Ave = 2.8 (s.d. = 0.8) |
| 12 | 2 | Ave = 1.8 (s.d. = 0.7) |
| 4 | 1 | Ave = 2.2 (s.d. = 1.3) |

Key:

5 = highest rating
1 = lowest rating
s.d. = standard deviation

Wage VS Number of Years Worked in the field (only veterinary field occupations)

Out of 214 response, the average # of years in the field = 6.7 years (s.d. = 5.1)

| Number of Responses | Wage | Approx # of Yrs Worked |
|---------------------|---------------|------------------------|
| 1 | <\$8/hr | 1-3 years |
| 16 | \$8-10/hr | 4.4 (s.d. = 4.8) |
| 45 | \$10.01-12/hr | 4.1 (s.d. = 3.6) |
| 70 | \$12.01-14/hr | 5.5 (s.d. = 4.2) |
| 33 | \$14.01-16/hr | 8.3 (s.d. = 4.6) |
| 24 | \$16.01-18/hr | 9.6 (s.d. = 5.2) |
| 12 | \$18.01-20/hr | 10.9 (s.d. = 4.9) |
| 10 | >\$20.01/hr | 13.6 (s.d. = 4.5) |

Type of Job VS Wage

| Number of Responses | Type of Practice | Wage \$ | Duration Years |
|---------------------|----------------------|--|---------------------------------------|
| 122 | Small Animal only | 13.3 (s.d. = 2.8) | 6.3 (s.d. = 5.0) |
| 3 | Large Animal | > \$20.01/hr \$18.01-\$20.00/hr < \$8/hr | >15 years 10-13 years 1-3 years |
| 27 | Mixed Animal | 12.8 (s.d. = 3.9) | 6.2 (s.d. = 4.5) |
| 2 | Equine | \$16.01-18/hr \$8-10/hr | >15 years 1-3 years |
| 11 | Emergency | 14.6 (s.d. = 2.3) | 4.7 (s.d. = 2.6) |
| 25 | SA + Emergency | 14.4 (s.d. = 3.1) | 7.1 (s.d. = 5.4) |
| 7 | Research | 15.3 (s.d. = 3.1) | 6.1 (s.d. = 5.8) |
| 7 | SA + Exotics | 11.9 (s.d. = 1.1) | 9.4 (s.d. = 5.2) |
| 5 | Academics | 19.0 (s.d. = 1.4) | 13.6 (s.d. = 3.7) |
| 3 | Laboratory | 15.0 (s.d. = 3.5) | 10.5 (s.d. = 5.8) |
| 3 | Specialty / Referral | 13.7 (s.d. = 3.0) | 6.7 (s.d. = 6.4) |

Area VS Wage (only veterinary field occupations)

| Number of Responses | Where Live | Average Wage \$ |
|----------------------------|-------------------|------------------------|
| 101 (%) | Denver/Metro | 13.6 (s.d. = 2.6) |
| 27 (%) | Northeast CO | 13.3 (s.d. = 3.5) |
| 26 (%) | Northwest CO | 14.3 (s.d. = 3.4) |
| 15 (%) | Southeast CO | 13.3 (s.d. = 2.6) |
| 20 (%) | Southwest CO | 13.0 (s.d. = 3.0) |
| 23 (%) | Other States | 14.6 (s.d. = 3.8) |

Area VS Wage (technician occupation only)

| Number of Responses | Where Live | Average Wage \$ |
|----------------------------|-------------------|------------------------|
| 82 | Denver/Metro | 13.3 (s.d. = 2.1) |
| 23 | Northeast CO | 13.6 (s.d. = 3.6) |
| 20 | Northwest CO | 13.9 (s.d. = 3.0) |
| 12 | Southeast CO | 12.8 (s.d. = 2.2) |
| 13 | Southwest CO | 13.3 (s.d. = 2.4) |
| 19 | Other States | 14.6 (s.d. = 4.0) |

Wage VS Occupation Classification

| Number of Responses | Occupation | Average Wage \$ |
|----------------------------|---|------------------------|
| 150 | Technician alone (in CO) | 13.4 (s.d. = 2.5) |
| 19 | Technician alone (other states) | 14.6 (s.d. = 4.0) |
| 18 | Office Manager or Tech/Office Mngr. (in CO) | 15.8 (s.d. = 4.0) |
| 14 | Technician / Recept. (in CO) | 10.9 (s.d. = 1.7) |
| 4 | Supervisor (in CO) | 17.5 (s.d. = 3.4) |
| 27 | Other Occupations (non-veterinary field) (in CO) | 16.2 (s.d. = 4.7) |
| 6 | Other Occupations (non-veterinary field) (other states) | 16.7 (s.d. = 5.6) |

Other Trends Observed:

Ratio of FT DVM to FT CVT = 1 : 1.3

2005 Survey Page 1 Comments

Practice Management and Career Satisfaction

Other Benefits/comments offered by the veterinary clinic

| |
|--|
| None, another reason not in field in CO. |
| We have a "benefits fund", which is an additional percentage (8%) of our earnings, that is set aside and we can use it for whatever we want... such as health insurance or retirement. |
| Time off for CE |
| Paid Sick Time (2 responses) |
| Being part time, there are benefits I do not receive. |
| Clinic Trip to Mexico every year. All expenses paid. |
| Bonuses (2 responses) |
| Good Friends |
| Contract Work - No benefits. |
| id Administrative |
| Personal days |

Other Staff at the clinic

| |
|--|
| 1 each (hosp director, IT mngr, financial analyst, supply coord, physical therapist, nutritional advisor, grief counselor,) 2 pharmacists, 10 boarding attendants, 3 kennel staff, 4 maintenance |
| 1 FT Office Manager (3 responses) |
| 1 FT Practice Manager (3 responses) |
| FT Kennel Assistants (numbers range from 1 to 8) (7 responses) |
| 1 PT Kennel Assistant (2 responses) |
| 1 Med Tech |
| 1 Patient Service Coordinator |
| 1 Relief |
| 1 Visiting boarded neurologists once a month. |
| 10 Shelter Staff |
| Lab Technicians (numbers range from 6 to 12) (2 responses) |
| 2 Intern DVMs (2 responses) |
| 2 PT Cleaning Staff |
| 2 Research Reproductive Physiologist & Research Technician |
| 3 PT High School students |
| 4 Exam Room Assistants |
| 7 interns(DVM) / 2-3 technician interns / 2-3 charge enters |
| 7 Relief technicians/assistants |
| Does not pertain to a Laboratory |
| Really assistants but do technician duties which is not fair. |
| We are short staffed. Ideally, we would have another FT CVT & another assistant. |
| Work at university - too many to count. (5 responses) |

Comments

I am slowly leaving the industry to pursue a degree in accounting.
Currently not in field. VT field does not pay enough in CO. Not in field since returning to CO 7/03. Co has bad pay, benefits, etc in Vet Tech field, Other states I have lived and worked in were better.
Costs should be decreased! You know we are not the richest people.
I was unable to earn sufficient wages when I was first out of college, so I became a pharmacy technician
My job satisfaction is very good although I don't want to do this job forever! Ideally, I would work fewer hours.
It is not because I dislike the job...it is a very hard job - both mentally and physically. Currently we are understaffed, so I work too many hours
I like my job, just wish that is paid a little better
Was a practice mngr, sat. but got laid off (financial problem of pract). I'm not working in the field, along with not being able to make a living at it.
not enough exotics seen at practice due to Dr. unfamiliarity
Our clinic is rated the #1 AAHA hospital in our area for exceptional animal care & they are wonderful employers who pay well for the area.
1 CVT lives an hour away - works weekends only. 2 other CVT are recent moms or will be soon.
The state should require at least AHHA hospitals to employ CVTs - the whole industry needs to change to have all CVTs at hospital
I wish I was used to my full potential but its hard to compete with the other "techs" I work with that are not licensed or educated they think they are better than me
Wish we didn't refer so many cases! Need more local CE hours on weekend days, can't get time off during the week.
Currently left job. Not currently working as a CVT but still maintaining CVT & CE hours.
A little "burned-out" perhaps but still very satisfied
I couldn't pay off my Bel-Rea loans & live on \$9/hr so I went back to school.
Have seen pendulum swing from DVM doing all & tech being glorified restrainer to tech doing nearly all & DVM doing only exam room contract w/clients. Our practice is currently working towards paperless. I feel all computer time req. for client contact, charges, phone calls, scheduling that the techs are required to do takes away HUGELY from patient care. I feel a technicians primary career should be the patients, not all this secretarial type work.
Do not do nearly as much as I have in previous clinic, but it is a smaller hospital as well ...for less stress.
Of course money is always an issue, but my clinic supports the staff in other ways.
Currently unemployed as a CVT. (4 responses)
Only concern is the pay scale because of the living expenses that we have to pay (very expensive)
We are trying to have CACVT dues paid by hosp.
Would like to work full time, but clinic in my area hire people off the street. CVT doesn't mean what it should!
To some vets.
Although I love my job, as always I am not paid enough for being the technician supervisor on top of a day to day tech.
#1 gripe about work is continued understaffing and therefore we all are forced to work overtime
I love it, but I can't make my living at it (\$)
5 years and still have to work over nights and two jobs to make ends meet.
I worked for almost 5 years at a hospital, 3 of which were as a manager, after having my child I was so glad to get out! I am in a much better place, much more appreciated and actually enjoy being a tech again!!!
Profession is underpaid w/ridiculous vacation. I love the job itself, but the work conditions suck. It's the only job I know of where you have a higher salary & better vacation conditions in Europe. I'm moving in a few years. Can't afford here.
The depts at our hosp are separated, I do not know any of the ft desk/asst staff. I am new here but it seems areas are well divided & keep to themselves To me is a very hard concept to get used to & I find it really hard to work as a whole team.
I will be letting my certification lapse as I am not working in the vet field
Burnout due to long hours, low \$, lack of public awareness, & clients complaints. Feel unappreciated. Pleased w/clinic. Anger at public.
My current employer has not marketed the hospital very well and, therefore we do not have the opportunity to help with surgeries etc. Mainly vax.