



Supporting Quality
Veterinary Care

Colorado Association of Certified Veterinary Technicians 2007 Survey

Approximately 1400 surveys were sent out in November 2007. A total of 264 (approx. 19%) were returned. Questions, comments, or for another copy of this survey, please contact CACVT, 191 Yuma St, Denver, CO 80223, phone 303-318-0652, fax 303-318-0651, or e-mail to info@cacvt.com.

Current Status

245 Colorado Certified Veterinary Technician 4 Non-credentialed Veterinary Technician
10 Credentialed Veterinary Technician in another state 4 Veterinary Assistant
1 Student attending an AVMA accredited school
____ Other, please specify _____

Demographics

Age 23 18 – 24 68 25 – 30 53 31 – 35 46 36 – 40
 27 41 – 45 24 46 – 50 21 51 – 55 2 56 or older

Gender 254 Female 10 Male

Residence Location 132 Denver/Metro 36 NE 22 NW 23 SE 10 SW 40 Another State

Occupation 166 Technician 1 Office Manager 3 Assistant 20 Tech / Recept.
11 Tech / Office Mngr. 12 Head tech or tech supervision 2 Sales 2 Research
4 not-for-profit Assn 5 Education 4 laboratory 3 Other not specified 15 not working as a technician
2 Consultants 14 Tech plus secondary jobs

Current hourly wage 10 \$8.00-10.00/hr 38 \$10.01-12.00/hr 67 \$12.01-14.00/hr 49 \$14.01-16.00/hr
 41 \$16.01-18.00/hr 20 \$18.01-20.00/hr 23 > \$20.01/hr 16 Not filled in

Years in the veterinary technology field

12 <1 year 49 1 – 3 yrs 41 3.1 – 5 yrs 33 5.1 – 7 yrs 49 7.1 – 10 yrs
25 10.1 – 13 yrs 11 13.1 – 15 yrs 10 15.1 – 17 yrs 10 17.1 – 20 yrs 20 > 20 years

Type of practice 153 Small Animal 3 Large Animal 18 Mixed Animal
 5 Equine 7 Emergency 51 Other - specified
 4 Industry 6 SA/Emergency 4 Shelter 5 Speciality

Practice Management and Career Satisfaction

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

182 Health Ins. 111 Dental Ins. 181 Paid Vacations 95 Paid CACVT dues
176 Reduced-Cost Pet Food 179 Paid CE 34 Paid Allied Association dues (e.g., NAVTA)
180 Reduced-Cost Medicine 149 Uniforms 120 Retirement 197 Reduced-Cost Vet Services
10 Pet Insurance 38 Profit Sharing 5 Bonus 11 Other (other types of insurance, paid sick days, paid CE days off, personal choice fund, holidays, lunches)

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)

____ FT doctors ____ PT doctors ____ FT CVT's ____ PT CVT's ____ FT non-cert VT
____ PT non-cert VT ____ FT assistants ____ PT assistants ____ FT receptionist ____ PT receptionist
____ other (specify) _____

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

137 5 (Well utilized) 70 4 26 3 7 2 2 1 (Under utilized)

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

83 5 (Very satisfied) 90 4 52 3 15 2 6 1 (Unsatisfied)

Additional comments _____

We currently have an Employee Handbook/Office Policy Manual. 178 Yes 86 No or not marked

2007 Comparisons

Utilization vs Satisfaction

Number of Responses	Utilization	Satisfaction
242 (all responses)	Average = 4.4 (s.d. = 0.8)	Average = 3.9 (s.d. = 1.0)
137	5	Ave = 4.3 (s.d. = 0.8)
70	4	Ave = 3.6 (s.d. = 1.0)
26	3	Ave = 3.2 (s.d. = 1.0)
7	2	Ave = 2.8 (s.d. = 0.4)
2	1	Ave = 3.0 (s.d. = 0.0)

<p>Key for Utilization and Satisfaction:</p> <p>5 = highest rating</p> <p>1 = lowest rating</p> <p>s.d. = standard deviation</p>
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Utilization and Satisfaction based on Occupation

Occupation	Number of Responses	Utilization	Satisfaction
Technician	166	Ave = 4.4 (s.d. = 0.8)	Ave = 3.9 (s.d. = 1.0)
Tech plus secondary jobs	14	Ave = 4.0 (s.d. = 1.0)	Ave = 4.2 (s.d. = 0.9)
Head tech or tech supervisor	12	Ave = 4.8 (s.d. = 0.6)	Ave = 4.2 (s.d. = 0.9)
Office manager	1	Ave = 5.0 (s.d. = 0.0)	Ave = 4.0 (s.d. = 0.0)
Tech / Office Mngr.	11	Ave = 4.6 (s.d. = 0.9)	Ave = 3.6 (s.d. = 1.0)
Tech / Recept.	20	Ave = 3.7 (s.d. = 1.0)	Ave = 3.6 (s.d. = 1.2)
Assistant	3	Ave = 5.0 (s.d. = 0.0)	Ave = 5.0 (s.d. = 0.0)
Not-for-profit Assn	4	Ave = 4.5 (s.d. = 1.0)	Ave = 4.5 (s.d. = 0.6)
Education	5	Ave = 5.0 (s.d. = 0.0)	Ave = 4.4 (s.d. = 0.9)
Laboratory	4	Ave = 3.0 (s.d. = 1.8)	Ave = 3.2 (s.d. = 0.5)
Consultants	2	Ave = 5.0 (s.d. = 0.0)	Ave = 5.0 (s.d. = 0.0)

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

Out of 246 response, the average # of years in the field = 8.1 years (s.d. = 6.1)

The average age = 35.3 years (s.d. = 9.2)

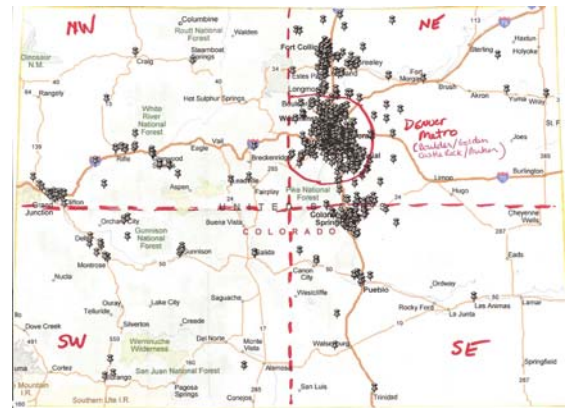
Number of Responses	Wage	Approx # of Yrs Worked	Approx Age
10	\$8-10/hr	5.1 (s.d. = 4.3)	34.7 (s.d. = 9.7)
38	\$10.01-12/hr	3.9 (s.d. = 4.3)	34.5 (s.d. = 9.4)
67	\$12.01-14/hr	5.8 (s.d. = 4.2)	34.3 (s.d. = 8.4)
49	\$14.01-16/hr	8.9 (s.d. = 6.0)	34.1 (s.d. = 9.0)
41	\$16.01-18/hr	11.3 (s.d. = 6.1)	35.6 (s.d. = 10.4)
20	\$18.01-20/hr	11.5 (s.d. = 5.6)	37.0 (s.d. = 8.7)
23	>\$20.01/hr	12.9 (s.d. = 7.3)	38.3 (s.d. = 9.6)

Type of Job vs Wage

Number of Responses	Type of Practice	Wage \$	Duration Years
122	Small Animal only (in CO)	14.0 (s.d. = 2.8)	11.0 (s.d. = 6.0)
21	Small Animal only (other states)	16.0 (s.d. = 3.5)	11.4 (s.d. = 7.1)
21	Large or Mixed Animal (in CO)	14.2 (s.d. = 3.2)	8.5 (s.d. = 6.2)
4	Equine (in CO)	14.5 (s.d. = 1.9)	7.6 (s.d. = 4.0)
11	Emergency (in CO)	15.9 (s.d. = 3.5)	7.6 (s.d. = 5.9)
7	SA + Exotics (in CO)	15.3 (s.d. = 4.7)	7.1 (s.d. = 6.8)
4	Exotics/Wildlife/Zoo (in CO)	17.0 (s.d. = 4.9)	11.0 (s.d. = 5.0)
10	Laboratory / Research / University Settings (in CO)	20.4 (s.d. = 3.7)	8.8 (s.d. = 7.5)
6	Specialty / Referral (in CO)	15.3 (s.d. = 2.9)	5.7 (s.d. = 4.5)
4	Shelter (in CO)	13.5 (s.d. = 1.9)	7.6 (s.d. = 9.9)
4	Nonprofit (in CO)	15.5 (s.d. = 2.5)	8.4 (s.d. = 4.5)
6	Industry (in CO)	16.3 (s.d. = 2.1)	6.4 (s.d. = 3.6)

Area vs Wage (all veterinary field occupations)

Number of Responses	Where Live	Average Wage \$
120	Denver/Metro	14.5 (s.d. = 3.1)
34	Northeast CO	15.8 (s.d. = 4.2)
20	Northwest CO	15.4 (s.d. = 3.7)
20	Southeast CO	14.4 (s.d. = 2.8)
9	Southwest CO	14.1 (s.d. = 4.6)
39	Other States	16.3 (s.d. = 4.2)



Area vs Wage (technician occupation only)

Number of Responses	Where Live	Average Wage \$	Duration (years)
77	Denver/Metro	14.1 (s.d. = 2.7)	5.9 (s.d. = 4.7)
24	Northeast CO	15.6 (s.d. = 4.2)	8.3 (s.d. = 7.1)
14	Northwest CO	14.3 (s.d. = 2.3)	7.2 (s.d. = 4.4)
15	Southeast CO	14.5 (s.d. = 3.1)	8.5 (s.d. = 6.1)
6	Southwest CO	13.3 (s.d. = 3.4)	7.6 (s.d. = 6.0)
28	Other States	15.8 (s.d. = 4.0)	11.1 (s.d. = 7.3)

Wage vs Occupation Classification

Number of Responses	Occupation	Average Wage \$	Duration (years)
136	Technician alone (in CO)	14.4 (s.d. = 3.1)	6.8 (s.d. = 5.4)
28	Technician alone (other states)	15.8 (s.d. = 4.0)	11.1 (s.d. = 7.3)
9	Technician / Office Mngr. (in CO)	14.8 (s.d. = 1.2)	10.9 (s.d. = 5.8)
2	Technician / Office Mngr. (other states)	21.0 (s.d. = 2.8)	8.5 (s.d. = 0.0)
17	Technician / Recept. (in CO)	12.8 (s.d. = 3.4)	7.3 (s.d. = 5.1)
3	Technician / Recept. (other states)	13.0 (s.d. = 2.0)	6.5 (s.d. = 4.8)
12	Supervisor (in CO)	18.2 (s.d. = 2.6)	11.4 (s.d. = 7.2)
29	Other Occupations (veterinary field) (in CO)	16.4 (s.d. = 4.2)	8.3 (s.d. = 6.5)
6	Other Occupations (veterinary field) (other states)	19.0 (s.d. = 4.6)	13.8 (s.d. = 9.2)

Other Trends Observed:

Ratio of FT DVM to FT CVT = 1 : 1.5

Totals of all responses

FT DVM = 841
 PT DVM = 159
 FT CVT = 1239
 PT CVT = 197
 FT VT = 317
 PT VT = 96
 FT Assist = 268
 PT Assist = 152
 FT Recept = 444
 PT Recept = 172

2007 Survey Comments

Comments on Practice Management and Career Satisfaction
My area does not recognize CVTs as an asset, but rather as a threat
Stay at home mom, make my own hours. Asked to train non certified techs
Clinic hires CVT and non CVT at same wage
Would have left vet med if not gone onto specialty practice
Believes patient care lacking at hosp
Vets under appreciate and take advantage of CVT
Anyone in CO allowed to do CVT jobs, wants change, job security
Hosp turnover
Job involve barn management about 30%
Love field, but leaving to work in human hospital due to low wages and \$20K in student loans. Can not support myself or family on present salary. Human hosp will pay \$5 more an hour and train me on the job.
Worked in WY for 1 yr, left because too stressful, long hrs, not enough pay. Working research make more money, less hours and love it.
satisfied with job but saddened with profession. Vets can only do things that techs could do before due to laws. Techs are akin to orderlies in hospitals. If field continues in this direction will leave. Did not spend time and money to clean.
Drs (especially new) threatened by my 24 years exp
Great place to live and work
won't let me be a vet tech because of 1 workman's comp claim. If clinic gets any more claims, clinic without workman's comp.
not working at moment, trying to get back in field. Want clinic that sees my potential and utilizes it.
They want to train assistants to be technicians
low pay
terrible mgmt
Vets should let techs do tech jobs
Not happy with salary or benefits
RVT in TX. Wish getting paid more.
Have to fight for the opportunity to use skills against non certified and students. Exasperating.
Thinks pay is low for years of experience
Would like pay to be more competitive compared to other states
would like to see better pay
Likes job, money is tight
not all techs have passed boards or taken board, but attended AVMA schools
work at a nursing home
would like to see better pay