

January 2024

# MONTHLY MEWS

## HAPPY NEW YEAR!!

Important News & Updates:

- AAVEC prices have been updated for 2024. The aggregate increase is 7%. We did not increase our emergency/exam fee (remains \$198) and we did not increase our euthanasia prices.
- The new payroll program, Dayforce, will launch in March. Training will be shared as we come closer to the launch date.
- Our next inventory will be in March. Please email Lisa Boehme ASAP if you are able to help with inventory! Lunch is included!



# PAYROLL NEWS

Changes have been made to our PTO policy:

- We will no longer have two buckets of PTO - Vacation and MD S/S. It will now be combined into one bucket labeled PTO.
- The amount of time one needs to work at AAVEC to move from 2 weeks of PTO to 3 weeks of PTO has decreased. Prior to this change, employees had 2 weeks of PTO until they reached 36 months(3 years) of service, now an employee will receive 3 weeks of PTO after only 24 months (2 years).

What has not changed with our PTO policy:

- Full time employees receive 40 hours of PTO frontloaded on January 1.
- Maximum accrual is 200 hours (PTO stops accruing at 200 hours).
- Maximum rollover of unused PTO at the end of the year is 160 hours.

## PTO ACCRUAL SCHEDULE

### *Full Time Employees*

Months of service:	Total # of hours of PTO for which you are eligible per PTO benefit year (including 40 hours credited on January 1):	Hours of PTO you accrue per pay period:
0-24	80	1.54
25-59	120	3.08
60-119	160	4.62
120+	200	6.16

### *Part Time Employees*

Months of service:	Total # of hours of PTO	Accrual Rate
Any	Depends on # of hours worked	0.034 hours per hour worked



# TEAM NEWS

## **Welcome to Our New Hires:**

Courtney Taft - Technician  
Sami Ratliff - Assistant

## **Job Position Changes:**

Karlie Capozzoli is going from assistant  
to triage technician  
Jordan Mascarenhas is going from  
assistant to technician

## SOCIAL MEDIA

Please submit your photos to Sydney!

- Any Valentines Day related photos
- Employee Group Photos!
- St. Patricks Day related photos
- Spring related photos

Social media content needed:

- Any Good Cases (First and Last names please)
- Anyone interested in doing a Meet The Team Monday?!



# EMPLOYEE ASSISTANCE PROGRAM - ETHOS



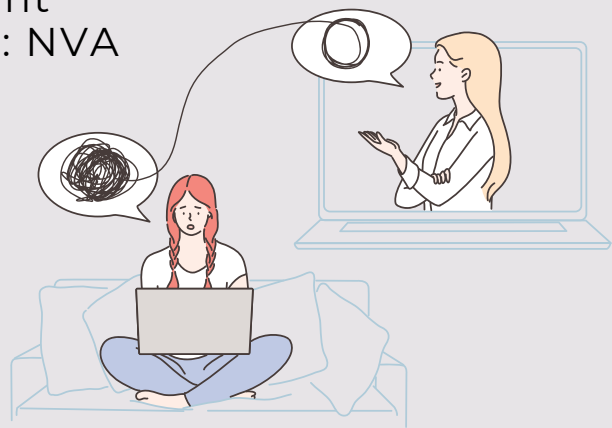
Beginning Jan. 1, Ethos is partnering with SupportLinc to offer a new Employee Assistance Program (EAP). The free, confidential program is separate from Ethos medical insurance and available to all Ethos team members and their immediate family members.

Services include:

1. In-the-moment support – Beginning Jan. 1, call 1-888-881-5462 to reach a licensed clinician 24/7/365.
2. Counseling sessions – Engage in video or in-person counseling sessions covering topics such as stress, depression, relationship problems, work-related pressures, anxiety, financial or legal issues, substance abuse, and other emotional health concerns.
3. Coaching – Boost your emotional fitness, establish healthy habits, and build resilience with the help of a coach.
4. Work-life benefits – Access expert consultations for financial and legal matters. These specialists can also provide referrals to address everyday needs, including child or elder care, pet care, home improvement, auto repair, travel, education, and housing needs.
5. Online resources – Explore a variety of online tools and resources focused on well-being, family and relationships, career, and substance abuse.

How to Access these Services in 2024

1. Visit [www.supportlinc.com](http://www.supportlinc.com)
2. Click “Create Account”
3. Enter this group code: NVA





# WHAT DO YOU APPRECIATE ABOUT AAVEC?

"One thing that I appreciate about AAVEC is the demeanor of everyone that works here. Everyone who works here is willing to help each other and be a team player in any way possible. Whenever you're having a bad day, you can always count on any employee here to make you laugh or smile somehow."

*"Our excellent patient care and hard-working teams."*

"I appreciate all the hard work everyone puts into their job and this hospital every day, no matter how long they've been working or what's going on in their lives."

*"One thing I appreciate about AAVEC is that I have the opportunity to better my education in a field I love!"*

"I love that AAVEC has a different culture than anywhere I've ever worked. Everyone puts a large amount of their own heart into every patient they touch and care for. And I love that we are trusted to do a large variety of skills and tasks that make us grow as technicians."

*"I appreciate the family environment of AAVEC and the constant moral support"*

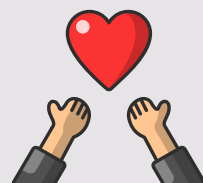
"Very collaborative and supportive work environment. Thankful to be part of AAVEC all these years."

"I appreciate the hard work that all of the employees and doctors put into the care of the animals and the owners as well."

*"I appreciate the overall teamwork environment we have!"*

*"I appreciate how AAVEC treats wildlife and domesticated animals ❤️ both alike."*

"One of the many things I love about AAVEC is the safe learning environment. These last few months have been challenging learning how to settle into my role as a new doctor, but I have never felt alone. Every member has been welcoming and supportive. All the doctors have been so helpful and I have already learned so much."



# CELEBRATING YOU!

HAPPY  
*Birthday*



1/6 Blaire Johnson, Brianna  
Malecki, & Meranda Ehrlich  
1/8 Marianne Mullen  
1/10 Kaylie Byrd  
1/14 Emily Mason  
1/20 Angelyn Givens & Shelly  
Petersen  
1/22 Brandon Williams  
1/23 Jeannine Cook  
1/24 Jaci Corvino  
1/25 Shannon Payne  
1/28 Sarah Lynch  
1/30 Lea McNutt

1/7 Sarah Davis - 6 years  
1/14 CJ Maurer - 4 years  
1/17 Sonia Rodziewicz - 6 years  
& Ruthie Fliflet - 8 years  
1/20 Marissa Luke - 4 years  
1/27 Alicia Tinker - 10 years  
1/28 Dionne Wedge - 22 years  
& Krista Rumer - 5 years  
1/29 Bryn Burgett - 5 years  
1/31 Shelly Peterson - 19 years  
& Sydney Sohn - 3 years

HAPPY  
*Anniversary*

