

Salary and Benefits Survey for Community Pharmacists 2014

The WSPA Salary Survey and Benefits Survey includes demographics, prevailing wages, and employment duration for pharmacists in Community Pharmacies in the State of Washington. The survey was conducted via an online survey tool, during Nov-Dec of 2014. Prevailing wages presented here are the average annual wage calculated from responses reported by Community Pharmacists. There were 186 completed Community Pharmacist surveys.

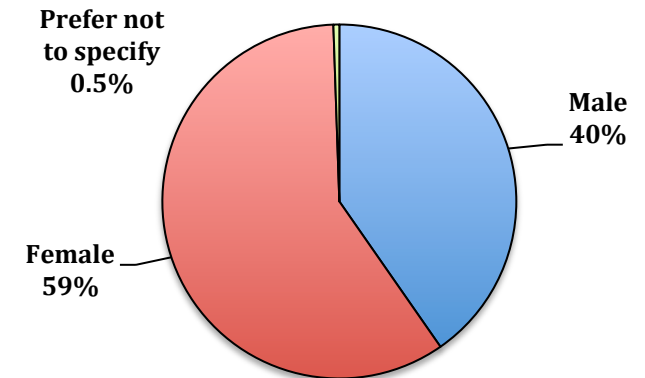


Reported Demographics

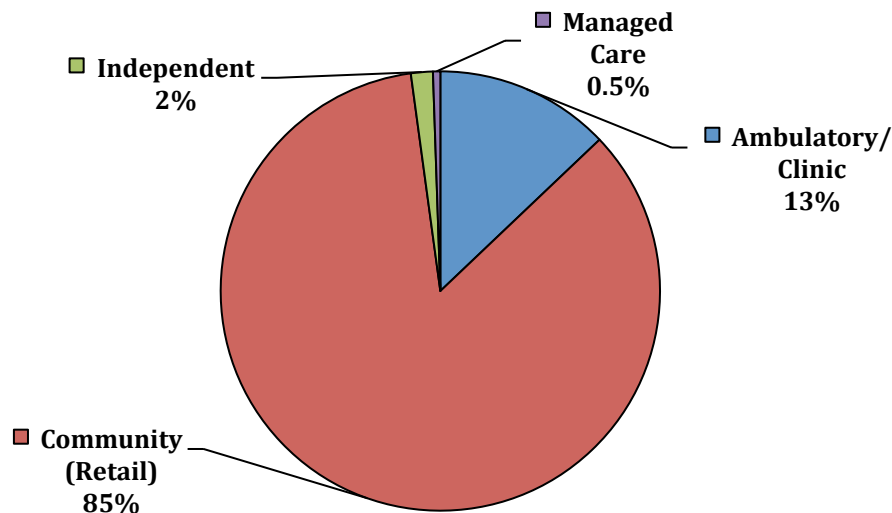
Summary:

- The majority of respondents (85%) reported to practicing in a Community Retail setting, while the second most commonly practiced site was Ambulatory/Clinic
- More than 60% of respondents reported their primary role as being staff/clinical pharmacists and approximately 30% of respondents reported to holding a manager/coordinator role.

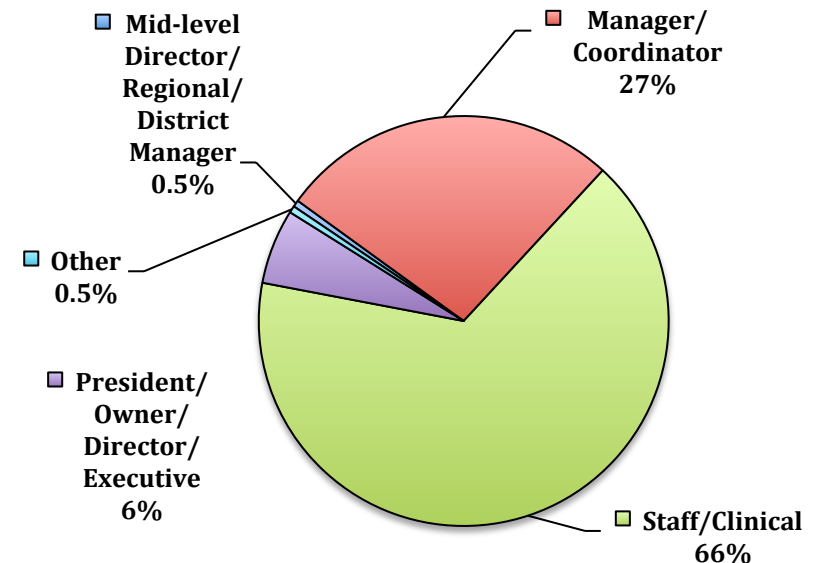
Gender



Responses by Practice Setting

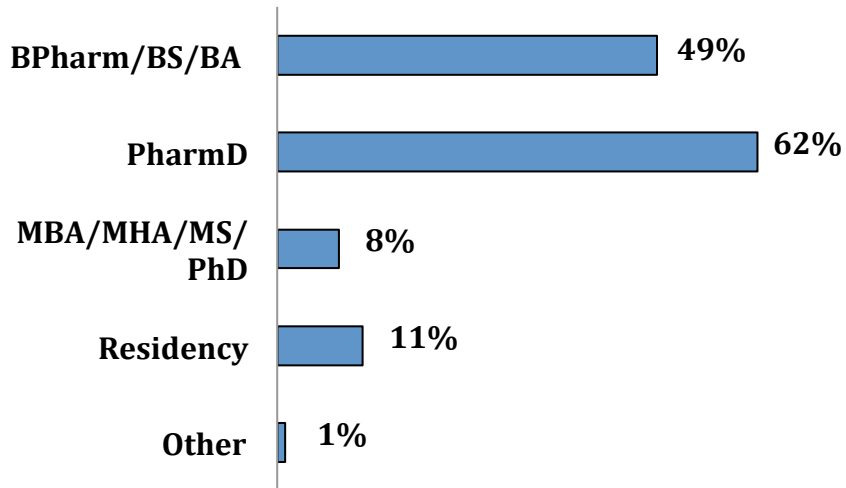


Responses by Primary Role

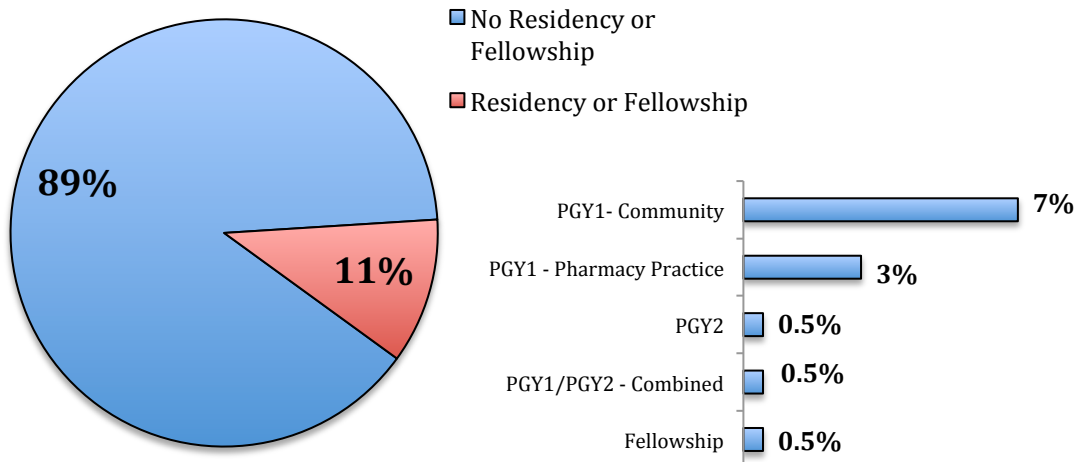


Reported Education and Professional Practice

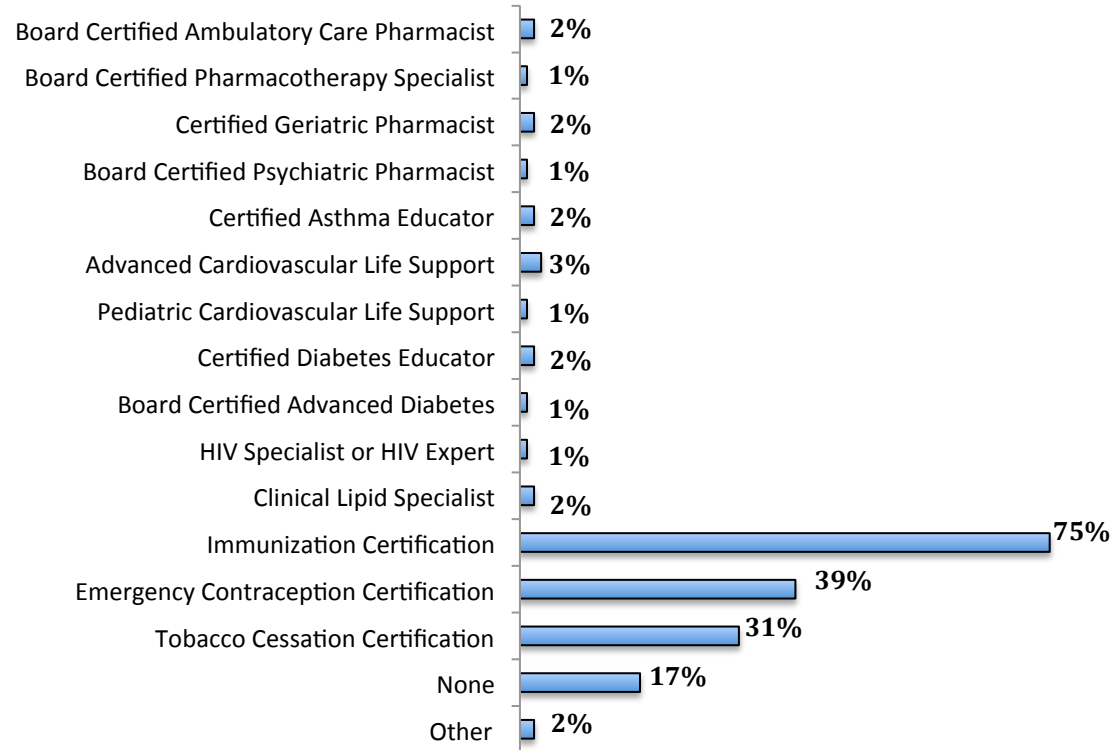
Degrees and Training



Postgraduate Training



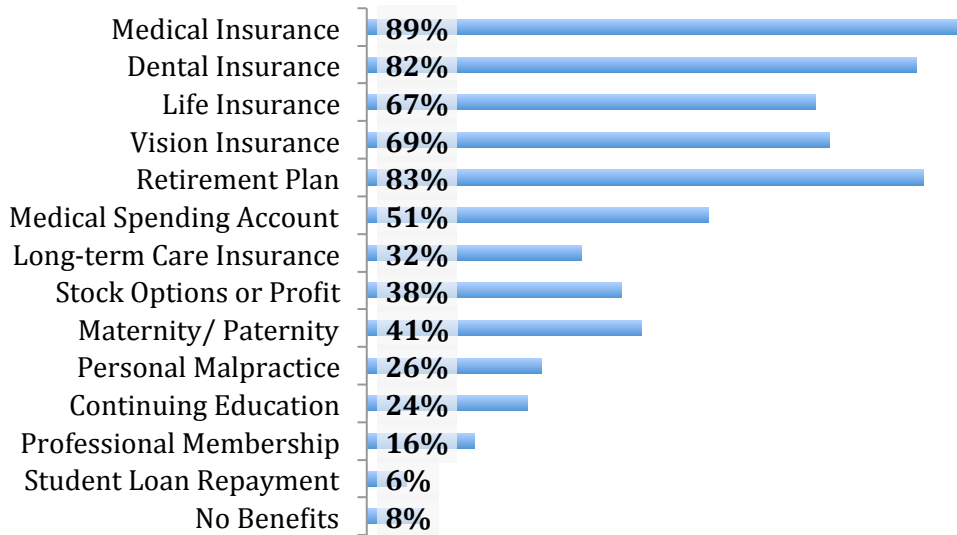
Advanced Certifications



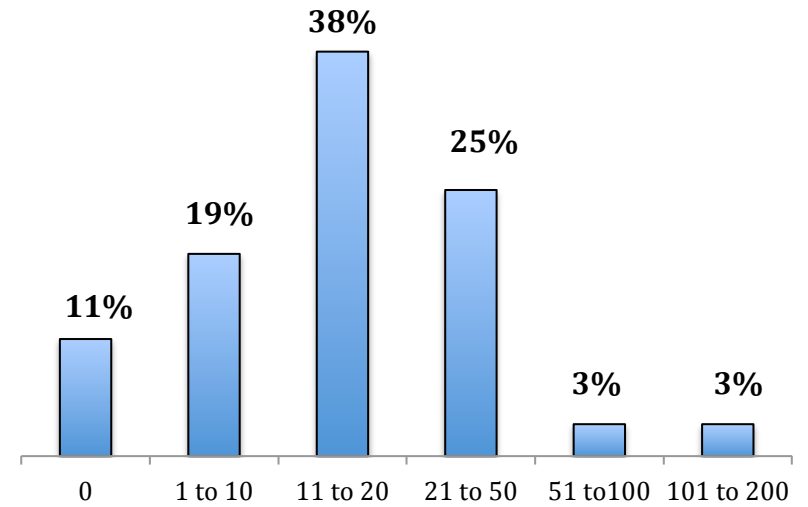
Education Summary

- 62% of respondents have completed a Pharm D degree
- 11% of respondents have reported completing a residency or fellowship
- 75% of respondents reported having an immunization certification
- The top 3 most common certifications among community pharmacists were immunization, emergency contraception and tobacco cessation.

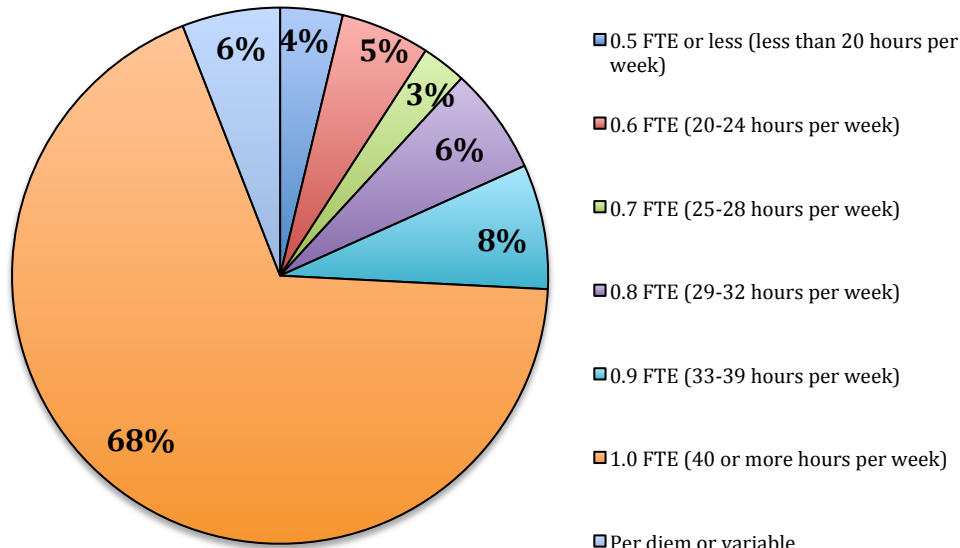
Benefits



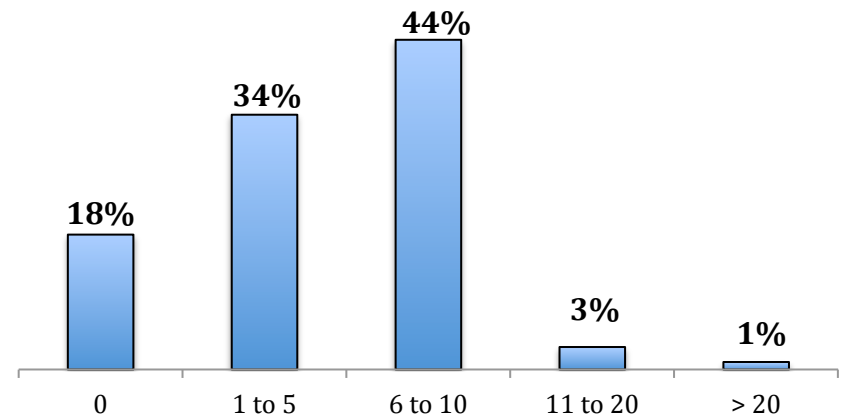
Paid Time Off Per Year



Hours Worked Per Week



Paid Holidays Per Year



Wages Summary

- The average calculated wage for community pharmacists in the state of WA is \$58.42, compared to 56.73 2 years ago
 - Highest Average wage by region \$62.86 (Peninsula); Lowest average wage \$56.75 (East Washington)
- The average wage for males in the state of WA \$59.81; for females \$57.45.

Reported Wages

Regions of Washington	Peninsula		SW Washington		NW Washington		King		Pierce		North Central Washington		South Central Washington		East Washington		Not Specified		Total	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Regional Average	62.86	22	61.54	8	57.02	20	58.06	51	57.76	13	57.84	14	57.20	16	56.75	32	59.73	10	58.42	186
Practice Setting																				
Ambulatory/ Clinic	47.47	2	61.18	3	n/a	n/a	58.95	5	n/a	n/a	60.25	4	58.05	6	57.50	4	n/a	n/a	58.02	24
Community (Retail)	64.11	19	61.76	5	57.02	20	58.08	45	58.32	12	56.88	10	56.87	9	56.65	28	59.73	10	58.51	158
Independent	70.00	1	n/a	n/a	n/a	n/a	n/a	n/a	51.00	1	n/a	n/a	55.00	1	n/a	n/a	n/a	n/a	58.67	3
Managed Care	n/a	n/a	n/a	n/a	n/a	n/a	53.00	1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	53.00	1
Primary Role																				
Mid-level	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Director/Regional/District Manager	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	70.00	1	70.00	1
Pharmacist - Manager/Coordinator	76.50	4	67.17	3	61.25	4	59.03	12	61.48	5	59.38	4	61.71	5	57.22	11	60.25	2	61.28	50
Pharmacist - Staff/Clinical	57.00	15	58.16	5	56.09	15	57.54	37	55.44	8	57.23	10	55.15	11	56.34	17	54.93	5	56.67	123
President/Owner/Director /Executive	74.00	3	n/a	n/a	54.00	1	59.00	1	n/a	n/a	n/a	n/a	n/a	n/a	57.25	4	66.06	2	63.28	11
Other	n/a	n/a	n/a	n/a	n/a	n/a	65.00	1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	65.00	1
Degrees/Training																				
Advanced Degree	62.00	1	67.50	3	56.38	2	51.75	2	n/a	n/a	n/a	n/a	59.20	3	55.00	1	59.00	2	59.38	14
BPharm/BA/BS (alone)	68.22	11	58.00	1	56.90	10	58.86	10	55.98	6	58.63	4	56.74	13	56.12	11	64.17	3	59.34	62
Pharm D*	57.06	10	57.96	4	57.32	8	58.18	39	59.29	7	57.53	10	57.79	7	57.19	20	57.45	5	57.78	110
Residency/Fellowship	52.63	3	66.94	3	53.00	1	58.15	9	57.00	1	61.00	1	57.61	1	56.50	1	60.25	2	58.81	21
Gender																				
Female	58.11	14	60.41	2	56.41	16	57.30	38	58.80	5	58.93	7	56.17	10	56.13	13	61.55	5	57.45	110
Male	71.17	8	61.92	6	59.44	4	60.32	12	57.11	8	56.75	7	58.91	6	57.18	19	57.90	5	59.81	75
Preferred not to Specify	n/a	n/a	n/a	n/a	n/a	n/a	60.07	1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	60.07	1
Years in Practice																				
0 to 5	57.57	8	59.06	5	55.39	5	57.03	32	56.00	6	55.89	7	56.06	9	56.69	10	58.10	8	56.90	90
6 to 10	48.00	1	n/a	n/a	57.57	3	60.27	8	63.17	1	n/a	n/a	60.01	2	56.96	6	70.00	1	59.00	22
11 to 20	62.00	2	80.00	1	59.36	8	57.85	3	n/a	n/a	61.33	3	n/a	n/a	58.70	6	n/a	n/a	60.38	23
20+	68.22	11	58.50	2	53.94	4	60.08	8	58.62	6	58.63	4	58.11	5	55.53	10	62.50	1	59.97	51
Years with Employer																				
0 to 5	58.52	11	59.58	4	57.72	14	57.33	41	55.11	9	55.78	8	56.65	10	57.91	17	56.09	7	57.24	121
6 to 10	55.00	2	65.33	3	57.11	2	60.65	9	63.17	1	56.63	2	57.69	4	56.75	8	71.06	2	59.68	33
11 to 20	61.67	3	58.00	1	55.67	3	n/a	n/a	59.50	1	62.56	4	62.96	1	57.93	3	62.50	1	59.94	17
20+	74.04	6	n/a	n/a	51.00	1	65.00	1	66.12	2	n/a	n/a	55.00	1	50.94	4	n/a	n/a	63.42	15

*without advanced degree

Regional Breakdown for Washington State	
Peninsula	Clallam, Greys Harbor, Jefferson, Kitsap, Lewis, Mason, Pacific, Thurston
SW Washington	Clark, Cowlitz, Skamania, Wahkiakum
NW Washington	Island, San Juan, Skagit, Snohomish, Whatcom
King	King
Pierce	Pierce
North Central Washington	Chelan, Douglas, Grant, Kittitas, Okanogan
South Central Washington	Benton, Franklin, Klickitat, Walla Walla, Yakima
East Washington	Adams, Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman