

Salary and Benefits Survey for Health Systems Pharmacists 2014

The WSPA Salary Survey and Benefits Survey includes demographics, prevailing wages, and employment benefits for Health Systems Pharmacists 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 Health System Pharmacists. There were 168 completed Health System Pharmacist surveys.

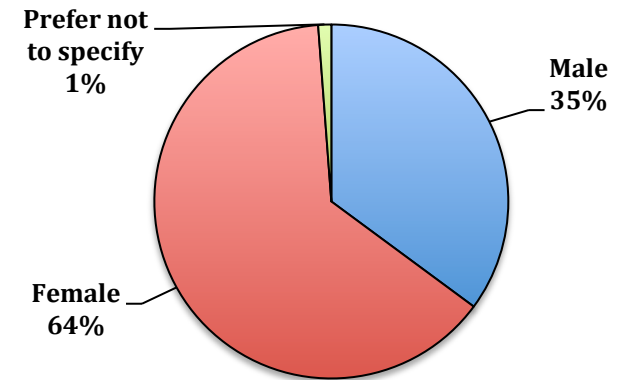


Reported Demographics

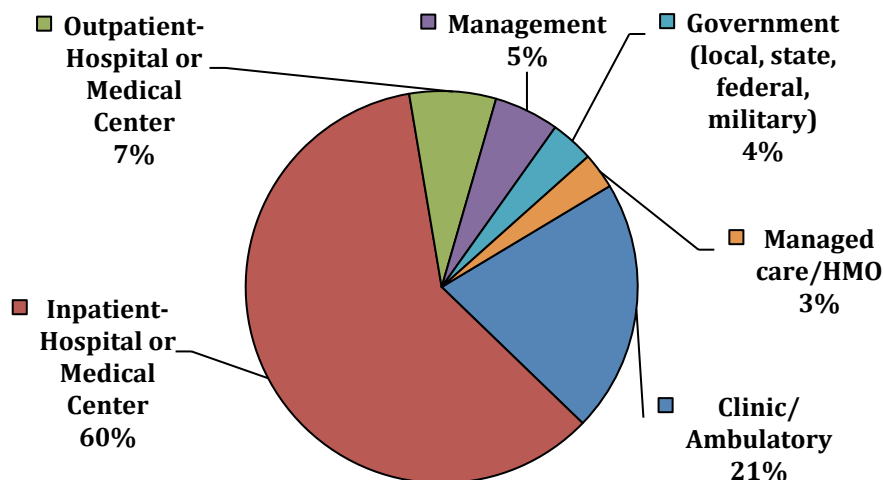
Summary:

- The majority of respondents (60%) reported to practicing in an Inpatient-Hospital/ Medical Center setting, while the second most commonly practiced site (21%) was Clinic/Ambulatory.
- More than 60% of respondents reported their primary role as being Staff/Clinical pharmacists and approximately 20% of respondents reported to holding a Manager/Coordinator role.

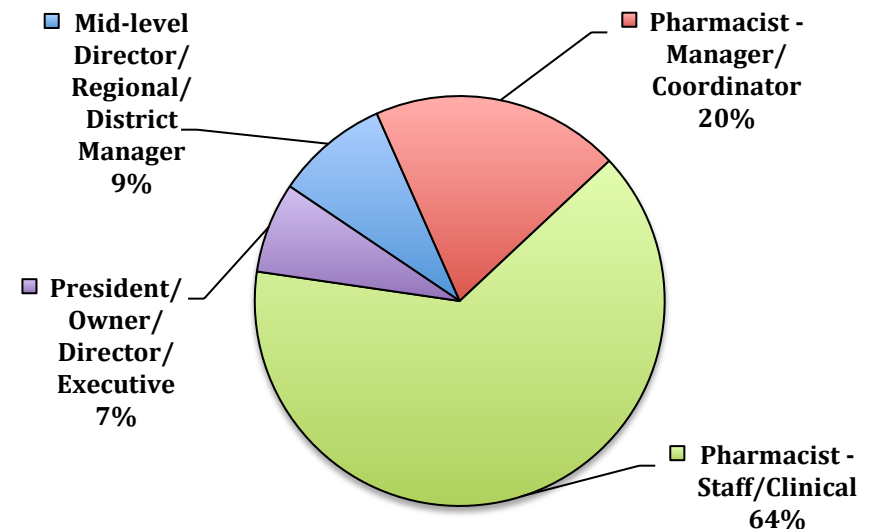
Gender



Responses by Practice Setting

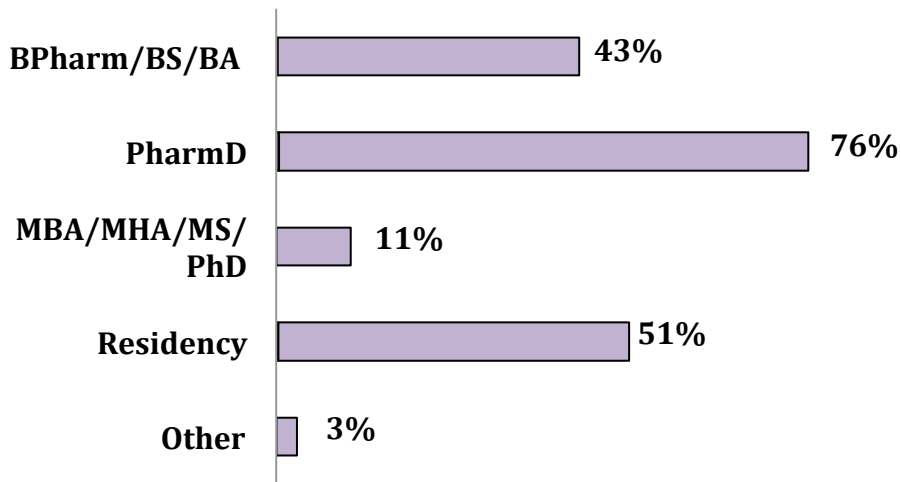


Responses by Primary Role

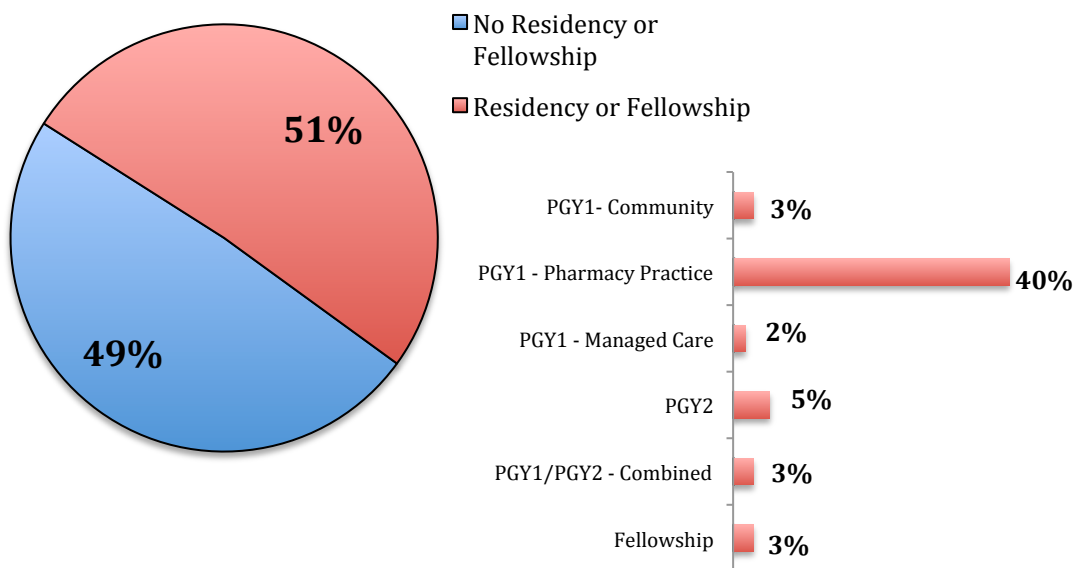


Reported Education and Professional Practice

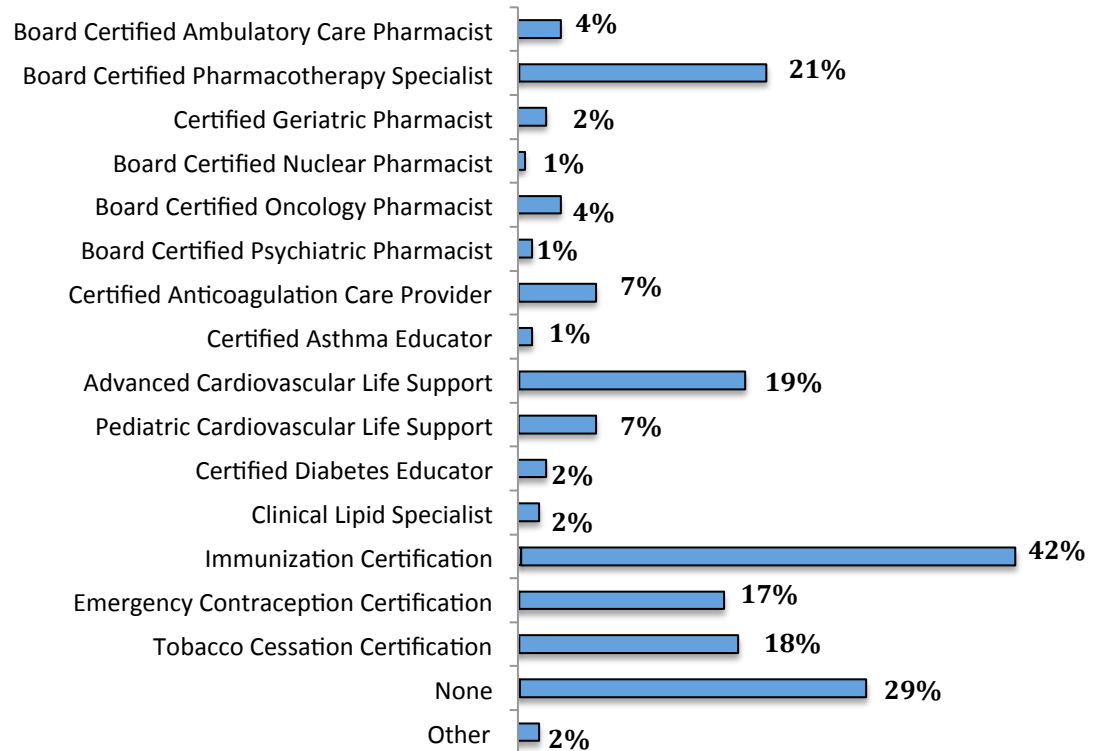
Degrees and Training



Postgraduate Training



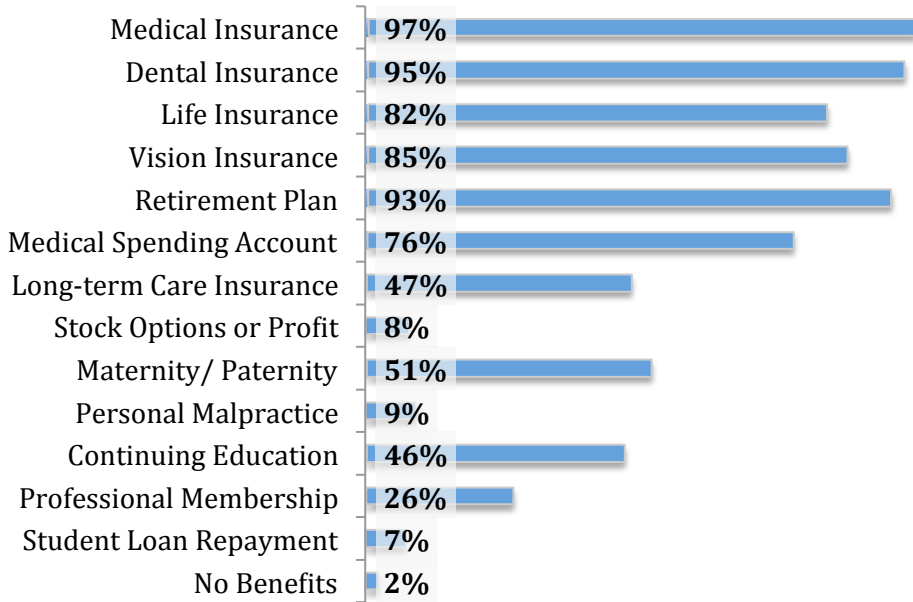
Advanced Certifications



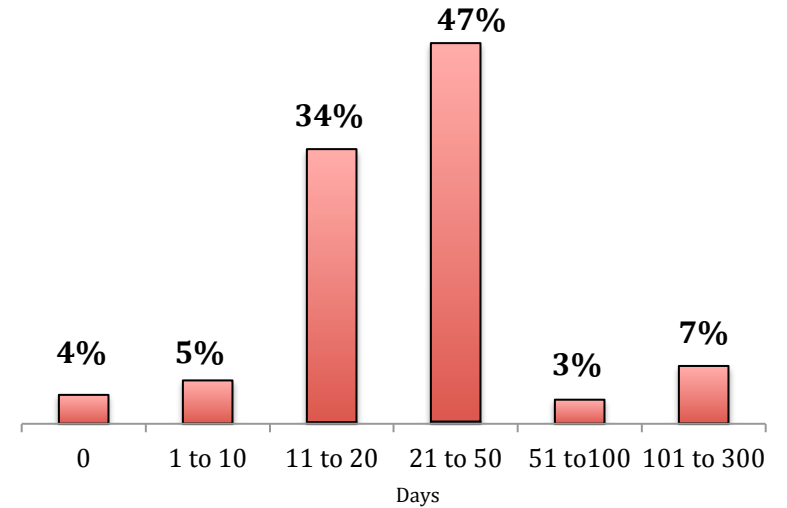
Education Summary

- 76% of respondents have completed a Pharm D degree.
- About half of the respondents reported having completed a residency or fellowship.
- 21% reported to being a Board Certified Pharmacotherapy Specialist, and 19% had a certification in Advanced Cardiovascular Life Support.
- Almost 30% of Health System pharmacists reported no extra certifications.

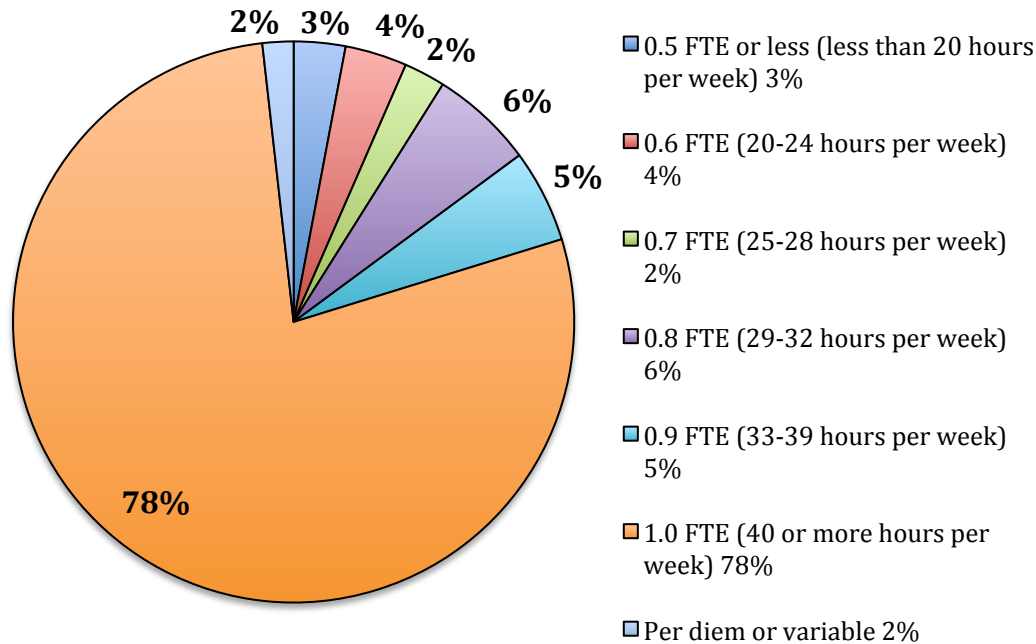
Benefits



Paid Time Off (Days) Per Year

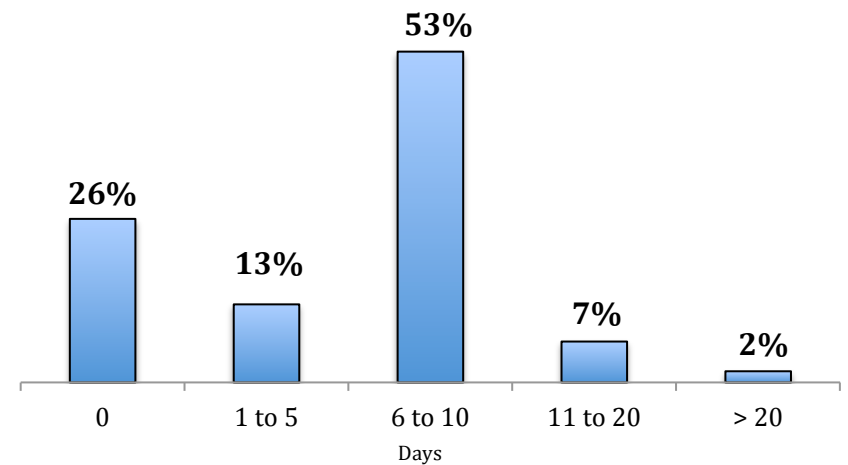


Hours Worked Per Week



*FTE=Full Time Employment

Paid Holidays Per Year



Wages Summary

- The average calculated wage for community pharmacists in the state of WA is \$62.74, compared to \$58.42 two years ago
 - Highest Average wage by region \$69.50 (Southwest Washington) Lowest average wage by region \$59.98 (Peninsula)
- The average wage for males in the state of WA \$64.01; for females \$61.84.

Reported Wages

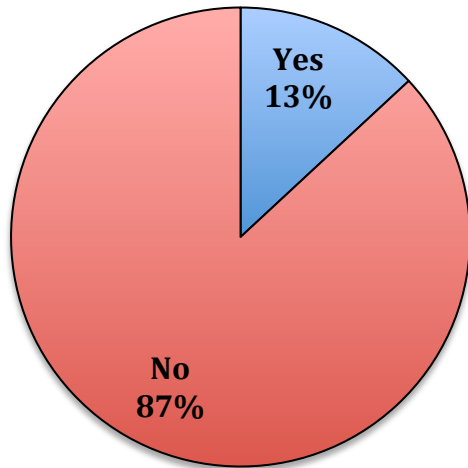
Regions of Washington	Peninsula		SW Washington		NW Washington		King		Pierce		North Central Washington		South Central Washington		East Washington		Not Specified		Total	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Regional Average	59.98	12	69.5	4	64.29	16	64.06	58	60.84	21	64.13	8	64.03	14	61.2	17	59.47	18	62.74	168
Practice Setting																				
Clinic/Ambulatory	58.22	5	67.48	1	57.76	3	59.86	12	64.45	3	66.03	1	62.98	3	57.16	6	55.01	1	59.9	35
Inpatient-Hospital or Medical Center	63.11	6	60.25	2	68.2	10	63.37	36	61.39	11	63.86	7	62.96	8	64.28	9	57.25	12	62.91	59
Outpatient-Hospital or Medical Center	n/a	n/a	n/a	n/a	52.66	2	62.63	4	61.67	4	n/a	n/a	n/a	n/a	56.00	1	68.72	1	60.6	12
Management	n/a	n/a	90.00	1	68.00	1	97.17	3	n/a	n/a	n/a	n/a	67.94	3	63.00	1	80.00	1	80.93	9
Government (local, state, federal, military)	50.00	1	n/a	n/a	n/a	n/a	46.21	1	54.14	3	n/a	n/a	n/a	n/a	n/a	n/a	57.69	1	52.72	6
Managed care/HMO	n/a	n/a	n/a	n/a	n/a	n/a	64	2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	61	2	63.6	5
Primary Role																				
Mid-level																				
Director/Regional/District Manager	64.29	2	n/a	n/a	69.00	1	78.15	5	n/a	n/a	67.22	2	74.74	3	65.2	2	n/a	n/a	71.83	15
Pharmacist - Manager/Coordinator	51.5	2	n/a	n/a	67.08	6	70.94	10	70.11	4	74.27	1	64.78	4	67.59	4	61	2	67.3	33
Pharmacist - Staff/Clinical	59.31	7	62.66	3	56.79	7	56.64	37	58.66	17	60.87	5	55.6	6	58.15	11	57.9	15	57.78	108
President/Owner/Director /Executive	73.00	1	90.00	1	79.79	2	86.63	6	n/a	n/a	n/a	n/a	79.50	1	n/a	n/a	80.00	1	83.49	12
Degrees/Training																				
Advanced Degree	55.5	2	90.00	1	72.71	4	68.09	8	67.88	1	74.27	1	n/a	n/a	57.57	3	67.5	2	67.57	22
BPharm/BA/BS (alone)	60.67	3	n/a	n/a	62.32	2	73	11	63.59	2	63.52	2	71.41	4	63.75	8	65.00	2	67.9	32
Pharm D*	60.97	7	62.66	3	61.32	10	60.72	39	60.15	18	62.35	5	61.08	10	59.31	8	57.53	14	60.36	114
Residency/Fellowship	56.77	3	60.25	2	67.66	6	60.06	10	60.19	18	59.44	3	57.04	8	63.31	6	61.66	11	64.89	83
Gender																				
Female	60.09	9	71.16	3	64.13	12	61.44	31	62.04	18	59.11	3	61.55	8	63.09	10	59.31	13	61.84	107
Male	59.67	3	64.50	1	64.76	4	66.57	25	53.67	3	67.15	3	67.34	6	58.51	7	59.88	5	64.01	59
Preferred not to Specify	n/a	n/a	n/a	n/a	n/a	n/a	73.32	2	n/a	n	67.15	5	n/a	n/a	n/a	n/a	n/a	n/a	73.32	2
Years in Practice																				
0 to 5	53.3	4	71.16	3	54.52	3	59.21	33	56.96	8	n/a	n/a	63.91	6	57.86	5	58.9	13	59.18	75
6 to 10	65.33	3	64.50	1	60.41	4	68.74	7	60.16	5	64.12	3	62.77	6	61.05	4	59.86	2	63.33	35
11 to 20	64.47	3	n/a	n/a	67.8	4	65.19	8	67.81	5	62.71	2	68.2	2	63.85	4	n/a	n/a	65.8	28
20+	58.75	2	n/a	n/a	70.44	5	75.9	10	60.72	3	65.09	3	n/a	n/a	62.88	4	61.67	3	68.09	30
Years with Employer																				
0 to 5	56.91	7	62.66	3	64.13	13	57.67	33	56.46	7	74.27	1	63.91	6	54.28	6	59.6	14	59.29	90
6 to 10	61.3	3	n/a	n/a	66.5	2	69.4	10	57.12	6	63.68	5	62.52	5	65.25	6	51.00	1	63.87	38
11 to 20	68.75	2	n/a	n/a	n/a	n/a	76.13	10	65.28	5	60.19	2	66.8	3	65.25	3	61.67	3	68.81	28
20+	n/a	n/a	90.00	1	62.00	1	71.42	5	71.14	3	n/a	n/a	n/a	n/a	63.77	2	n/a	n/a	70.84	12

*without advanced degree

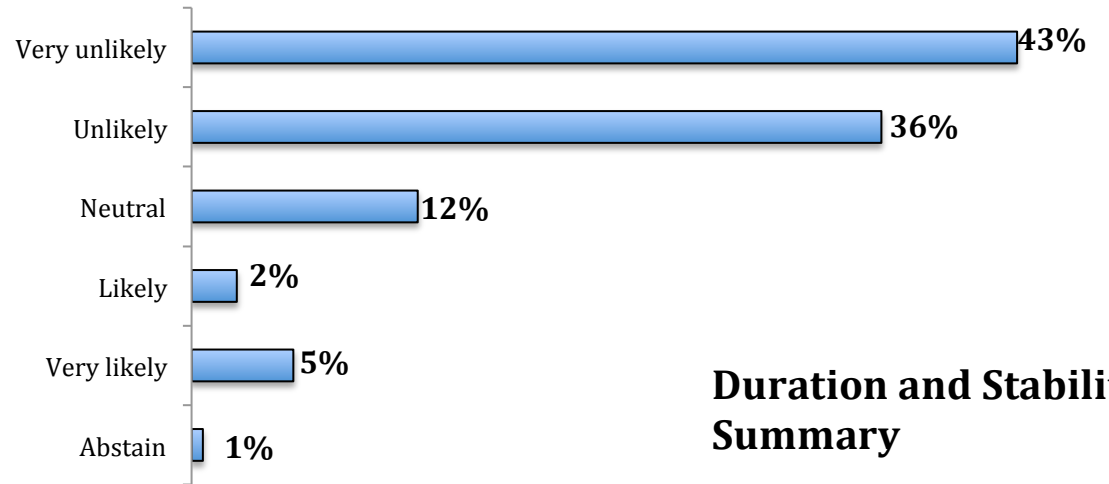
Regional Breakdown for Washington State	
Peninsula	Clallam, Greys Harbor, Jefferson, Kitsap, Lewis, Mason, Pacific, Thurston
SW Washington	Clark, Cowlitz, Skamania, Wahkiakum
NW Washington	Island, San Juan, Skagit, Snohomish, Whatcom
King	King
Pierce	Pierce
North Central Washington	Chelan, Douglas, Grant,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

Employment Duration and Stability

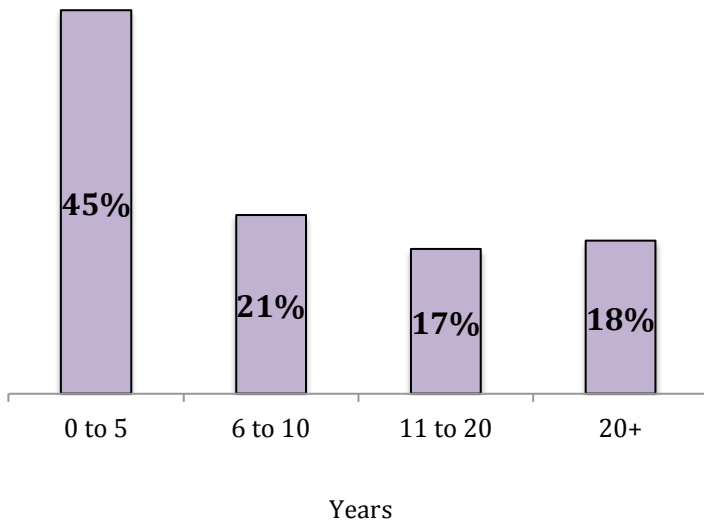
Represented by a Union?



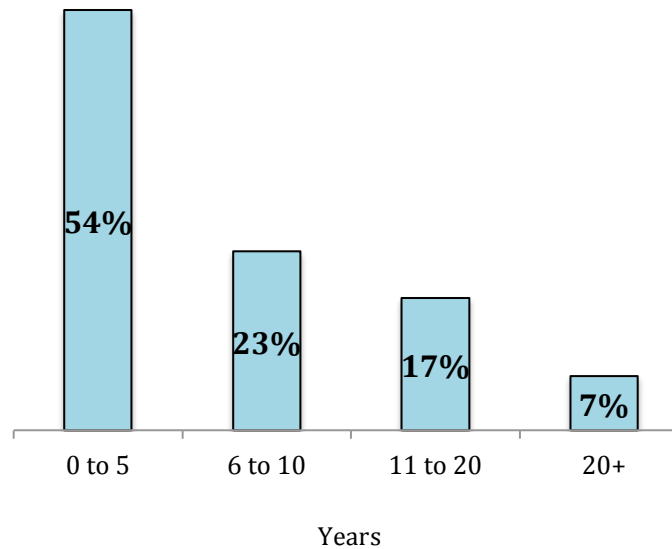
Likelihood to Change Jobs in the Next 12 months



Years in Current Role



Years at Current Practice Site



Duration and Stability Summary

- Nearly 80% of health system pharmacists responded as very unlikely or unlikely to change jobs in the next 12 months. 5% were very likely to change.
- About half of respondents reported to being at their current role and current practice site for 5 years or less.
- 18% of health system pharmacists have been in their role for over 20 years.
- 13% of health system pharmacists reported to being represented by a union.