

Salary and Benefits Survey for “Other” Pharmacists 2014

The WSPA Salary Survey and Benefits Survey includes demographics, prevailing wages, and employment benefits for 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 Pharmacists that reported their practice site as neither community or health systems (Category -“Other”). There were 69 completed surveys.

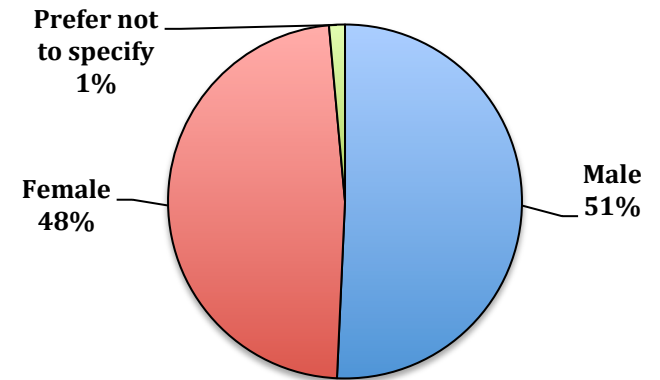


Reported Demographics

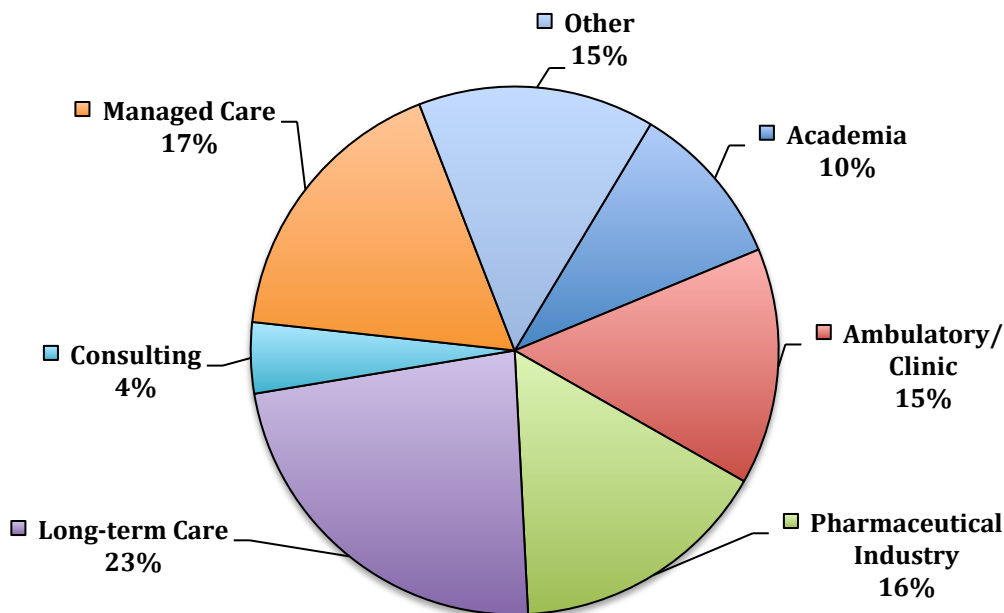
Summary:

- About 1/4 of respondents in the “Other” category reported to practicing in Long-Term Care. The second most common practice site was split between Managed Care, Ambulatory, and Industry
- 40% of respondents reported their primary role as being Staff/Clinical pharmacists and 22% of respondents reported to holding a Manager/Coordinator role.
- 9% were University or College Faculty

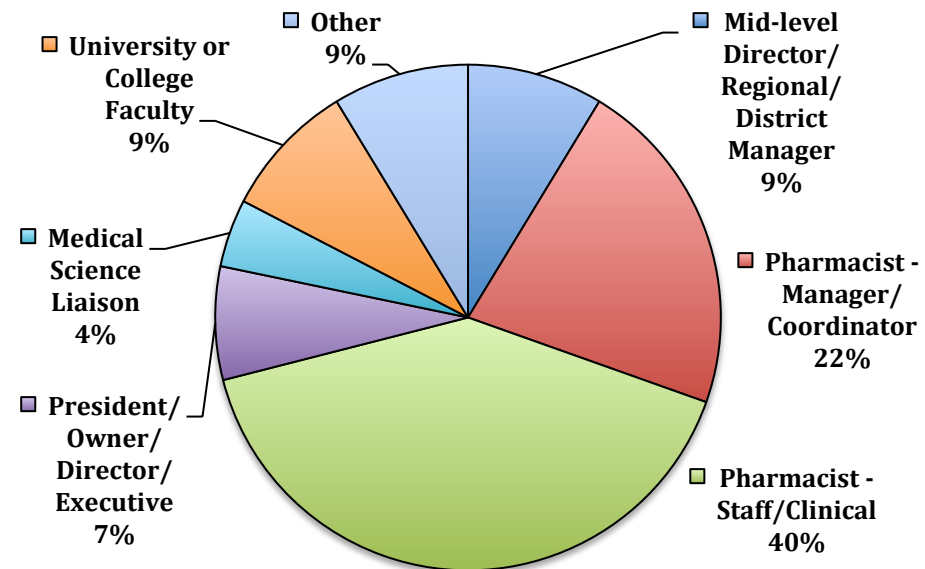
Gender



Responses by Practice Setting

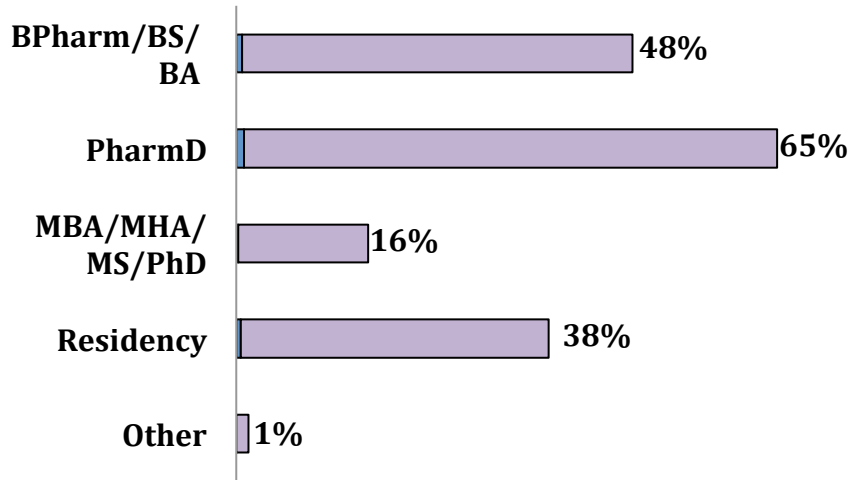


Responses by Primary Role

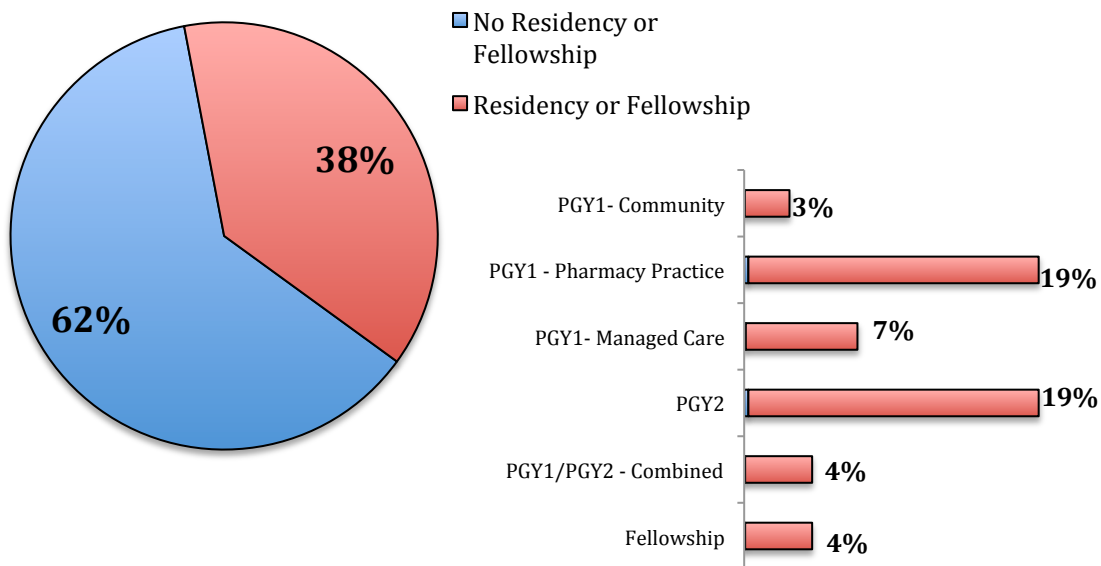


Reported Education and Professional Practice

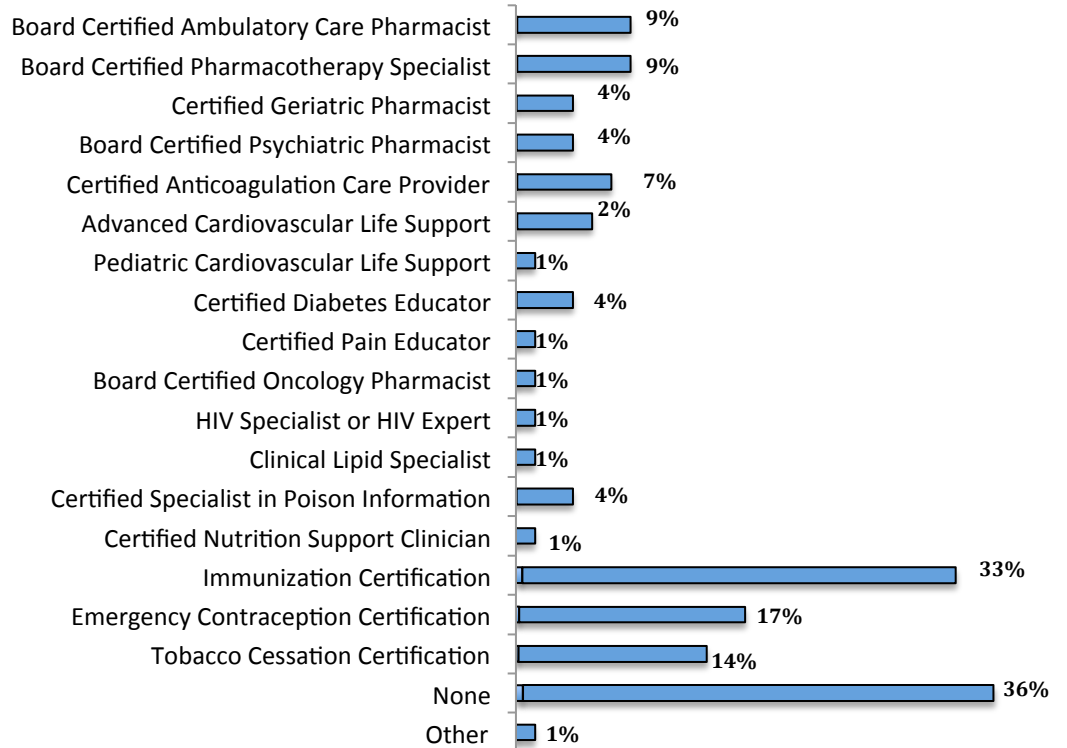
Degrees and Training



Postgraduate Training



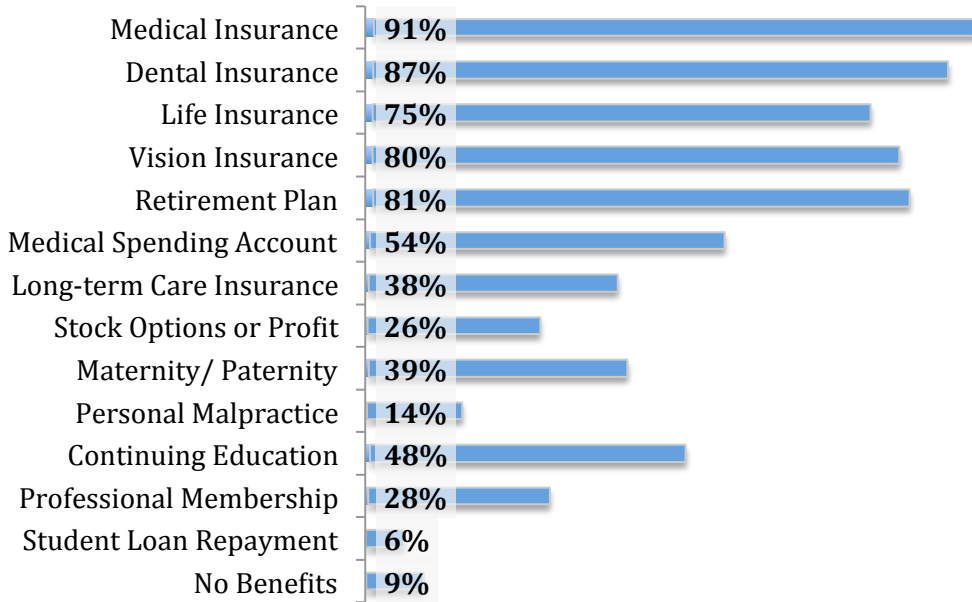
Advanced Certifications



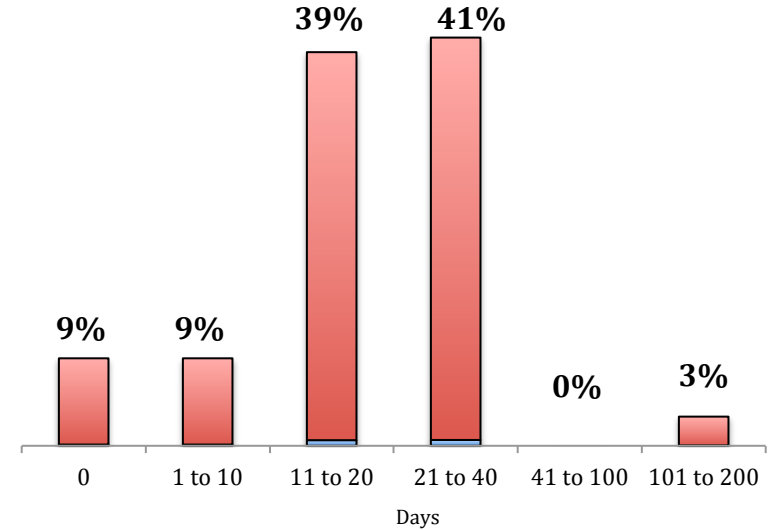
Education Summary

- 65% of respondents have completed a Pharm D degree.
- Nearly 40% of respondents reported having completed a residency or fellowship.
- About 1/3 of respondents reported to having an Immunization Certification.
- 9% were Board Certified as an Ambulatory Care Pharmacist, and 9% were Board Certified as Pharmacotherapy Specialist.

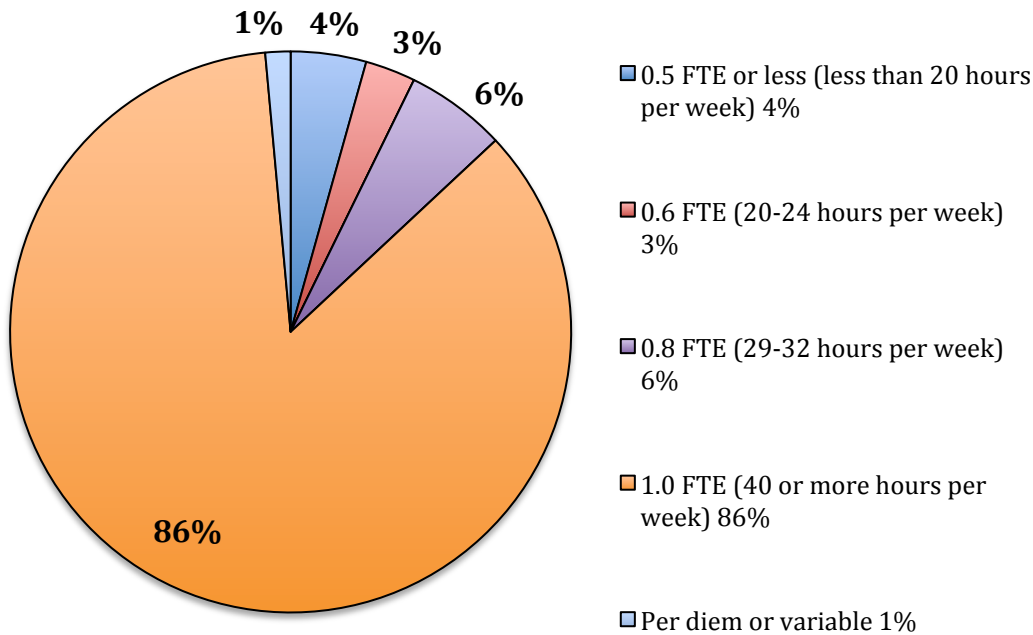
Benefits



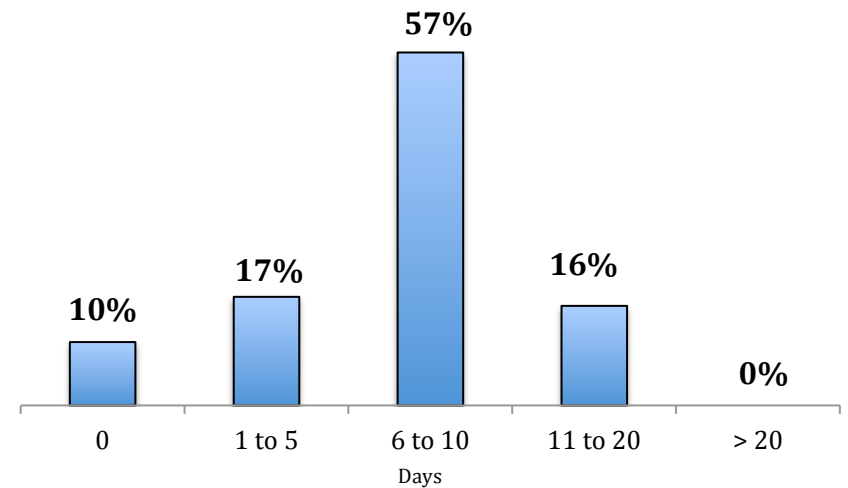
Paid Time Off (Days) Per Year



Hours Worked Per Week



Paid Holidays Per Year



*FTE=Full Time Employment

Wages Summary

- The average calculated wage for “Other” pharmacists in the state of WA is \$59.92
 - Highest Average wage by region \$67.24 (Northwest Washington) Lowest average wage \$43.81 (North Central Washington)
- The average wage for males in the state of WA \$60.33; for females \$59.48.

Reported Wages

| By Region | Total | |
|--------------------------|-------|----|
| | \$ | n |
| | 59.92 | 69 |
| Region | | |
| Peninsula | 52.75 | 2 |
| SW Washington | 64.94 | 4 |
| NW Washington | 67.24 | 7 |
| King | 59.02 | 25 |
| Pierce | 63.24 | 3 |
| North Central Washington | 43.81 | 1 |
| South Central Washington | 56.54 | 4 |
| East Washington | 55.67 | 11 |
| Not Specified | 62.56 | 12 |

| 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, Stevens, Whitman |

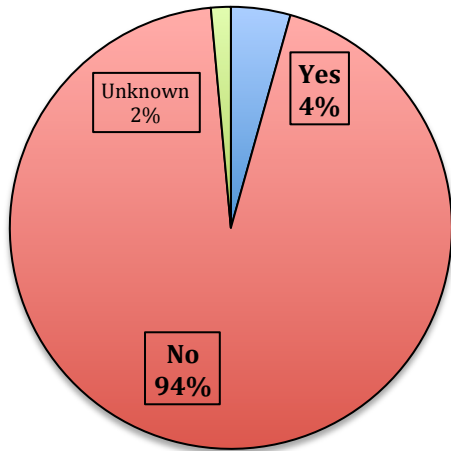
Reported Wages by Category

| | Total | |
|--|-------|----|
| | \$ | n |
| | 59.92 | 69 |
| Practice Setting | | |
| Academia | 53.35 | 7 |
| Ambulatory/ Clinic | 60.04 | 10 |
| Pharmaceutical Industry | 63.92 | 11 |
| Long-term Care | 60.60 | 16 |
| Consulting | 49.90 | 3 |
| Managed Care | 66.59 | 12 |
| Other | 53.88 | 10 |
| Primary Role | | |
| Mid-level Director/Regional/District Manager | 61.65 | 6 |
| Pharmacist - Manager/Coordinator | 62.99 | 15 |
| Pharmacist - Staff/Clinical | 54.24 | 28 |
| President/Owner/Director/Executive | 80.84 | 5 |
| Medical Science Liaison | 81.42 | 3 |
| University or College faculty | 57.91 | 6 |
| Other | 55.83 | 6 |
| Degrees/Training | | |
| Advanced Degree | 59.50 | 11 |
| BPharm/BA/BS (alone) | 61.05 | 19 |
| Pharm D* | 58.58 | 39 |
| Residency/Fellowship | 61.83 | 26 |
| Gender | | |
| Female | 59.48 | 33 |
| Male | 60.33 | 35 |
| Preferred not to Specify | 60.09 | 1 |
| Years in Practice | | |
| 0 to 5 | 55.14 | 32 |
| 6 to 10 | 62.75 | 11 |
| 11 to 20 | 61.43 | 6 |
| 20+ | 65.54 | 20 |
| Years with Employer | | |
| 0 to 5 | 57.67 | 47 |
| 6 to 10 | 62.36 | 11 |
| 11 to 20 | 70.96 | 7 |
| 20+ | 60.27 | 4 |

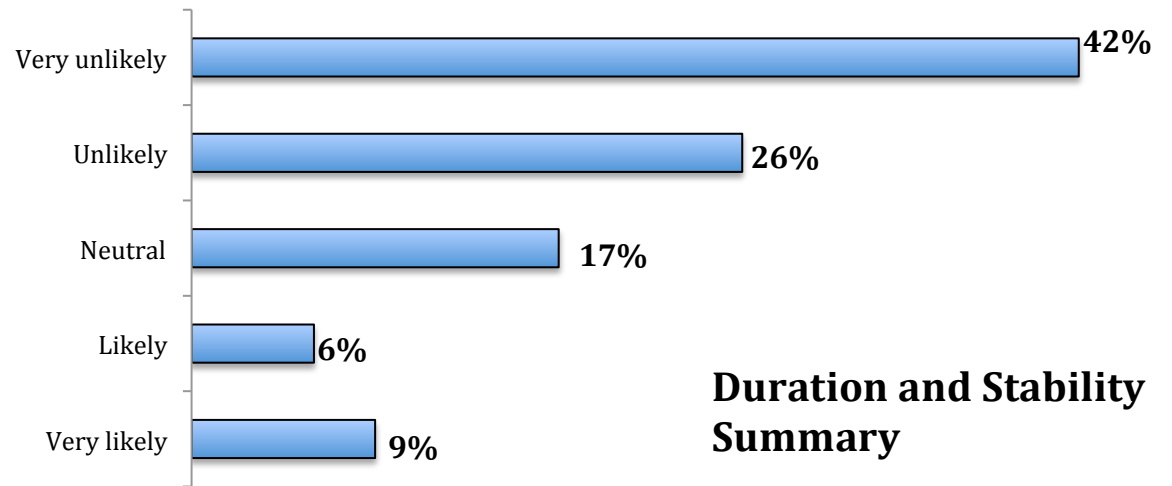
*without advanced degree

Employment Duration and Stability

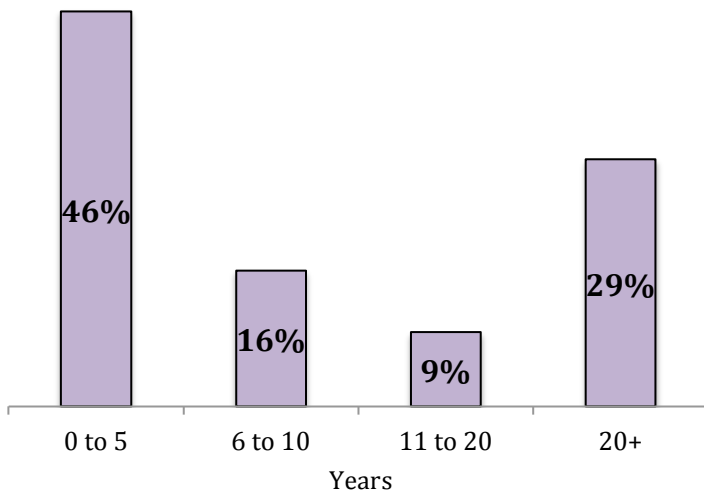
Represented by a Union?



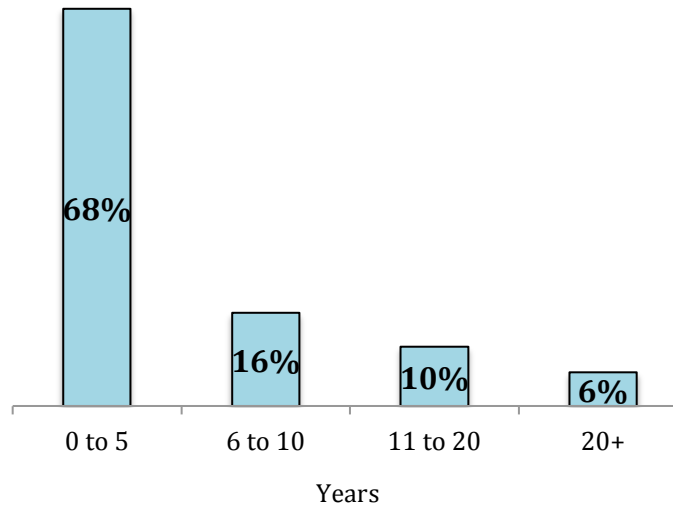
Likelihood to Change Jobs in the Next 12 months



Years in Current Role



Years at Current Practice Site



Duration and Stability Summary

- Nearly 70% of respondents reported as very unlikely or unlikely to change jobs in the next 12 months. 9% were very likely to change.
- 46% of respondents reported to being in their current role and 68% at their current practice site for 5 years or less.
- Nearly 30% have been in their role for over 20 years.
- 6% have been at their practice site for over 20 years.
- 4% reported to being represented by a Union.