

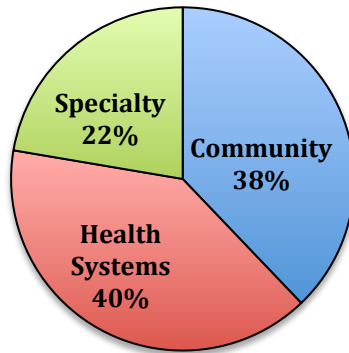
Salary and Benefits Survey for Technicians, Assistants and Auxiliary Personnel 2014

The WSPA Salary Survey and Benefits Survey includes demographics, prevailing wages, and job satisfaction for ancillary personnel, including technicians, assistants, and other non-pharmacist pharmacy personnel in all areas of practice 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 wages calculated from responses reported by ancillary personnel. There were 103 completed surveys.

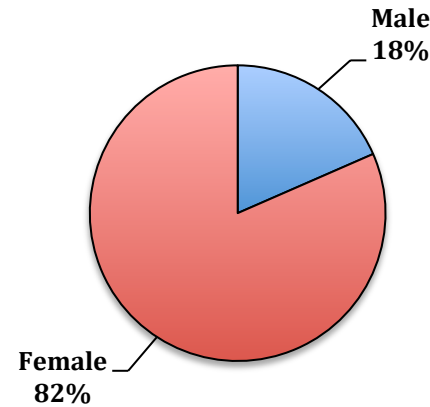


Reported Demographics

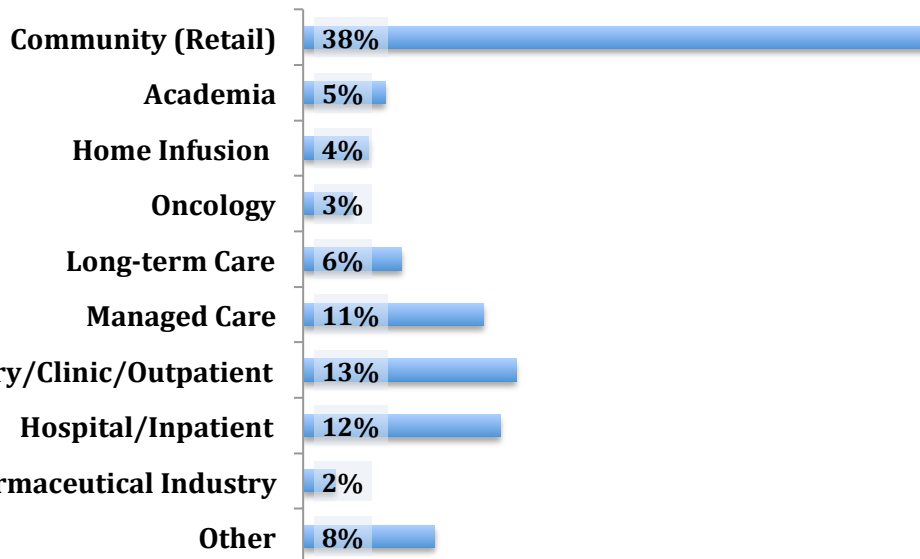
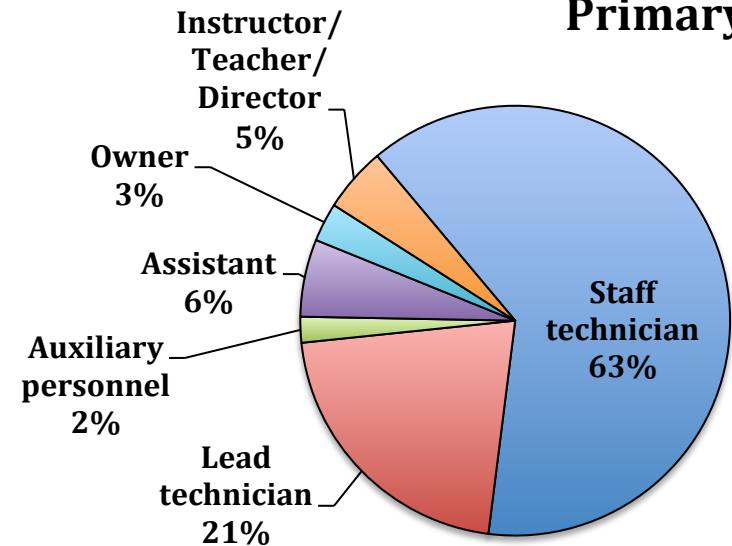
Practice Setting



Gender

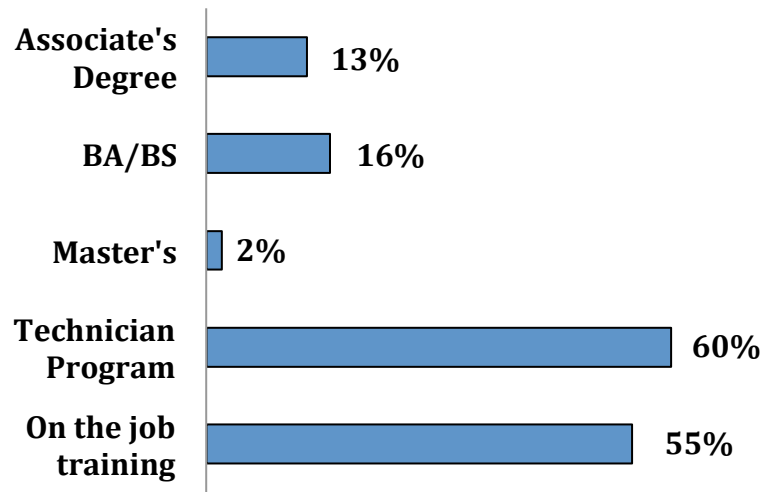


Primary Role

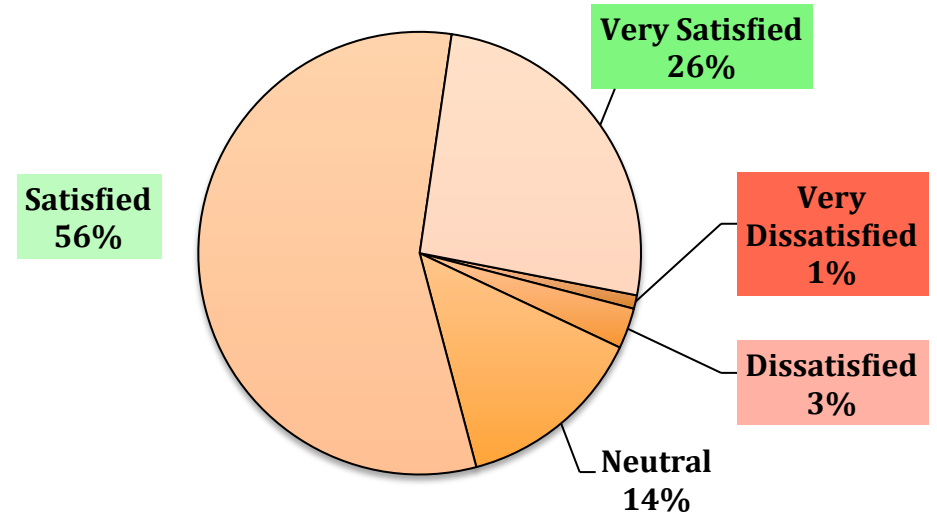


Reported Education & Job Satisfaction

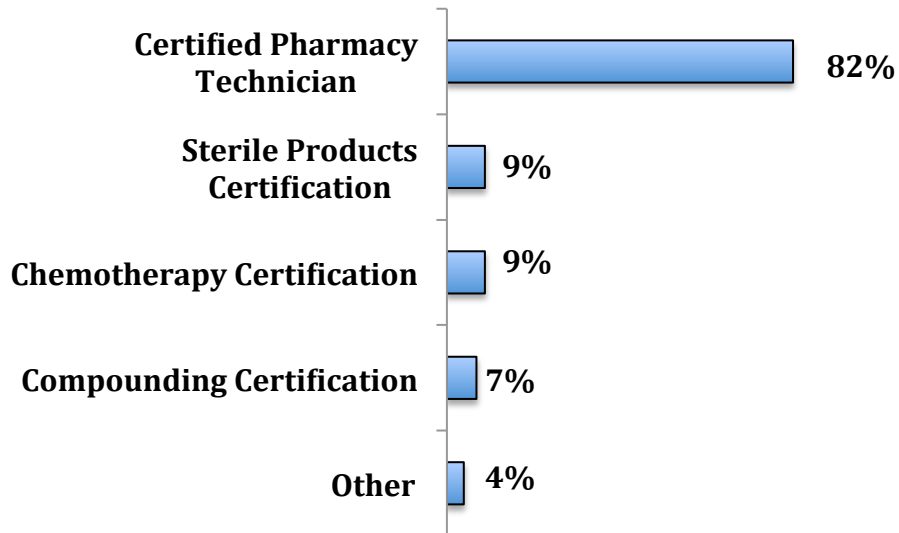
Degrees and Training



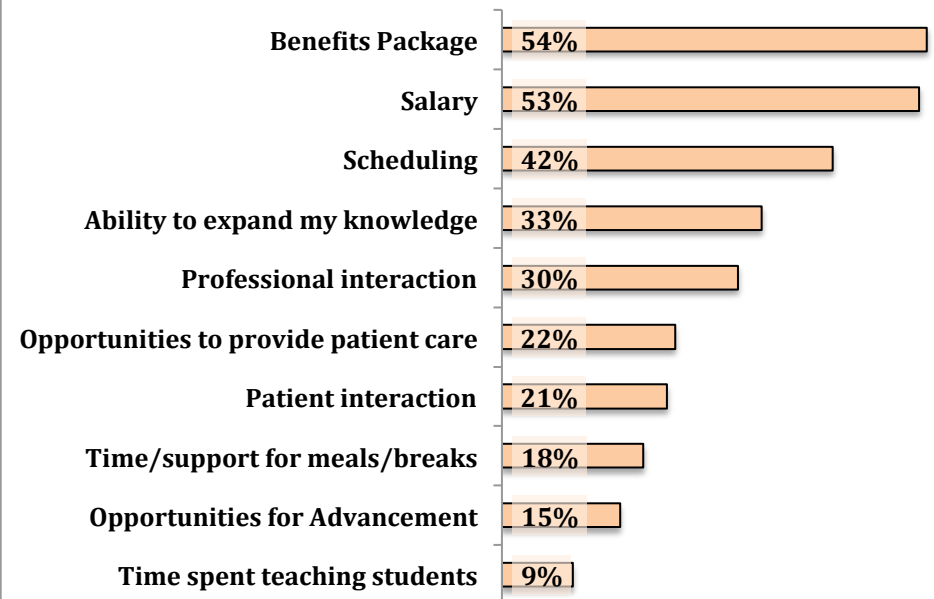
Job Satisfaction



Certifications



Contributor to Satisfaction



Wages Summary

Average Wage

By Primary Role	\$	n
Staff technician	20.26	65
Lead technician	22.34	22
Auxiliary personnel	17.92	2
Assistant	11.46	6
Owner	31.67	3
Instructor/Teacher/Director	30.25	5

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

Average Wage by Gender

Female: \$21.14

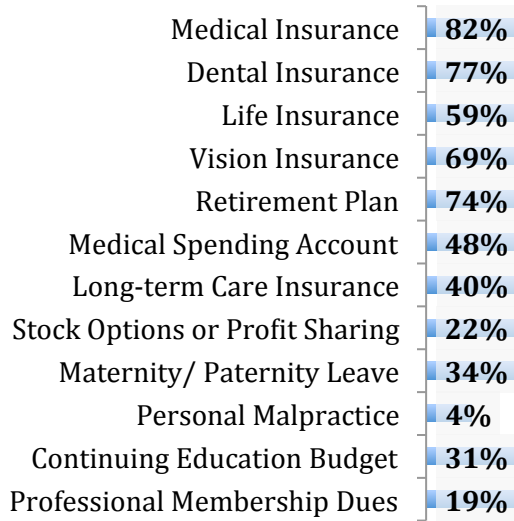
Male: 20.19

Average Wage by Region

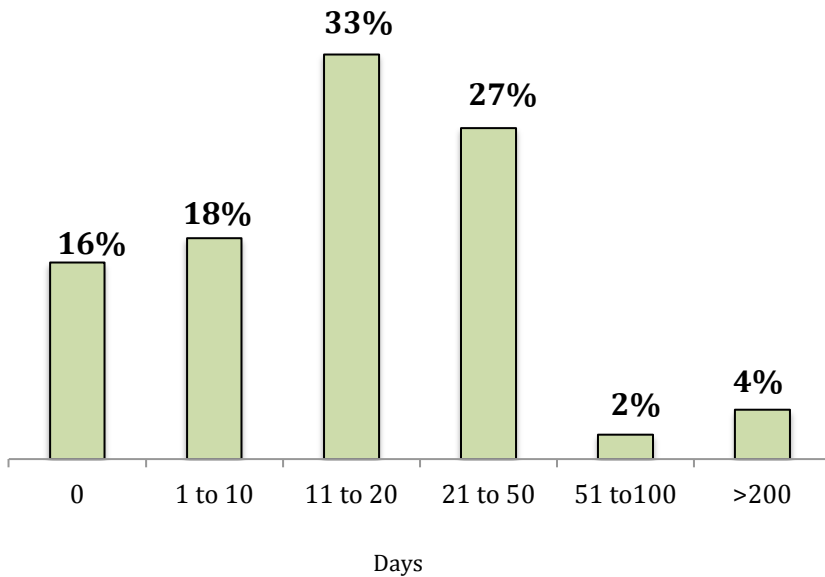
By Primary Role	Peninsula		SW Washington		NW Washington		King		Pierce		North Central Washington		South Central Washington		East Washington		Not Specified	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Staff technician	23	2	na	na	20.55	8	20.69	18	25.53	5	18.38	5	17.6	4	19.46	20	18.28	3
Lead technician	21.42	2	na	na	22.91	4	25.63*	3	na	na	20	2	20.24	4	19.17	6	17.26	1
Auxiliary personnel	na	na	na	na	na	na	24.33	1	na	na	na	na	na	na	11.5	1	na	na
Assistant	na	na	9.75	1	na	na	na	na	na	na	12.93	1	11.53	2	11.5	2	na	na
Owner	na	na	na	na	30	1	32.5	2	na	na	na	na	na	na	na	na	na	na
Instructor/Teacher/Director	na	na	na	na	25	1	na	na	30	2	na	na	na	na	32.81	2	na	na

* Median used to remove outliers

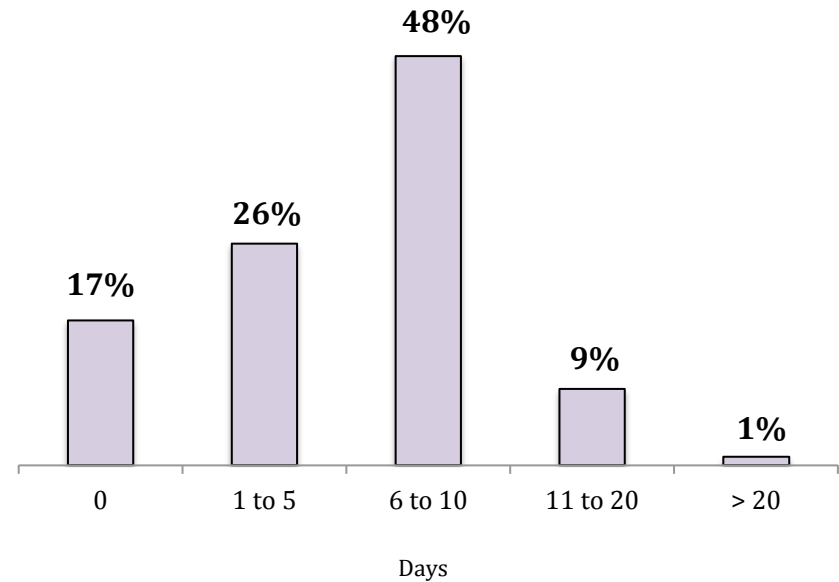
Benefits



Paid Time Off Per Year

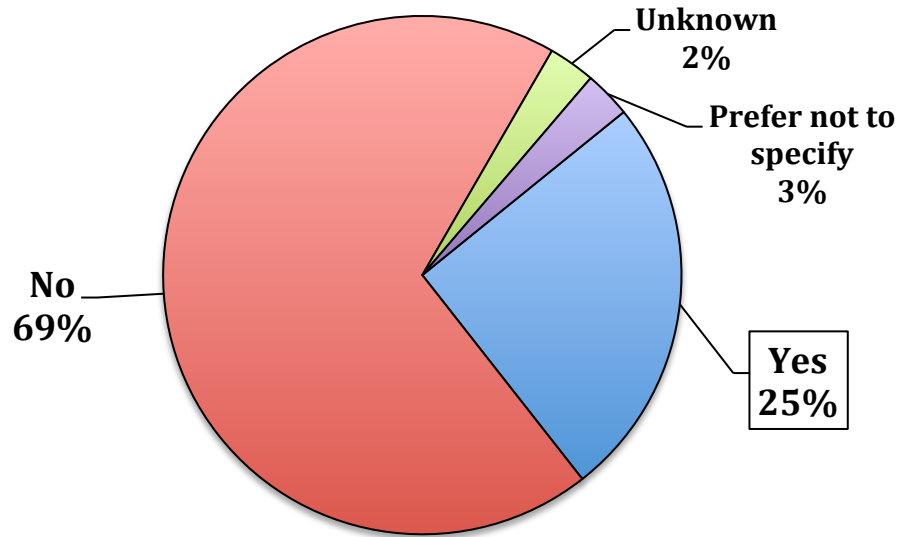


Paid Holidays Per Year

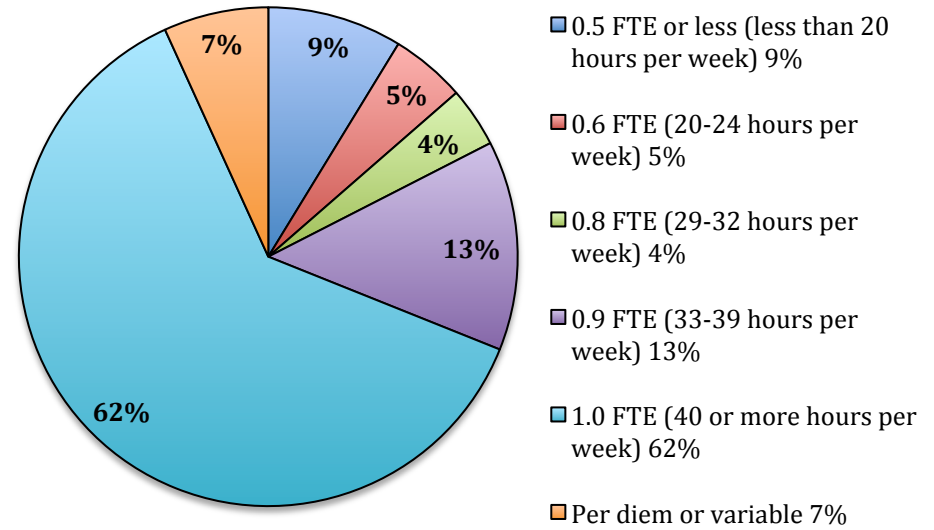


Employment Duration and Stability

Represented by a Union?

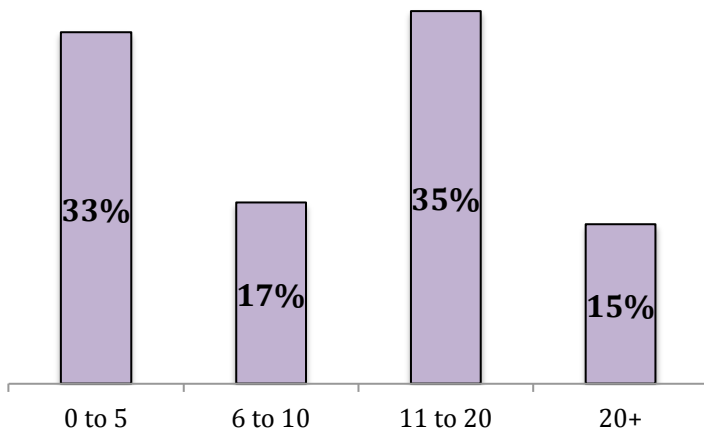


Hours Worked Per Week

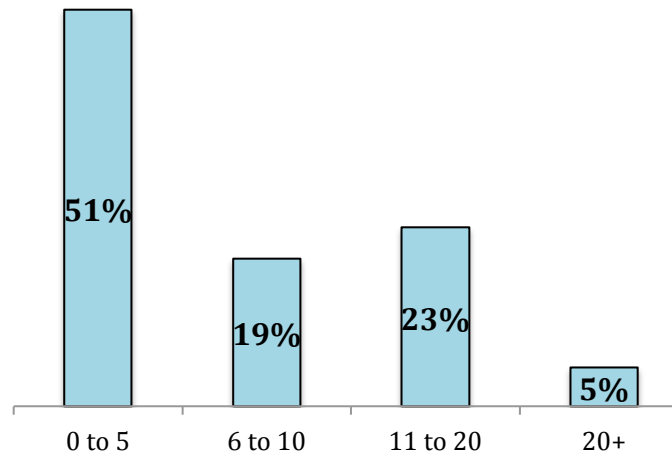


*FTE=Full Time Employment

Years in Current Role



Years at Current Practice Site



Summary

- About ¼ of respondents claimed to being represented by a union
- About half of respondents reported being at their current practice site for 5 years or less
- Almost 2/3 of respondents are working 40 or more hours per week