



**OFFICE OF PROFESSIONAL LICENSURE AND CERTIFICATION**  
**STATE OF NEW HAMPSHIRE**  
 121 South Fruit Street  
 Concord, New Hampshire 03301  
 Telephone 603-271-6766 : Fax 603-271-0597

37A Sam

**Joseph G. Shoemaker**  
 Technical Division Director

**Peter D. Danles**  
 Executive Director

**Sheri Walsh**  
 Health Division Director

September 19, 2018

His Excellency, Governor Christopher Sununu  
 and the Honorable Executive Council  
 State House  
 Concord, New Hampshire 03301

SEP24'18 14.56 DAS

**REQUESTED ACTION**

Authorize the Office of Professional Licensure and Certification, Division of Medical Professions, Board of Pharmacy's (Board) request, in concurrence with the decision of the Department of Administrative Services, Director of Personnel, dated September 18, 2018, in accordance with RSA 99:8, to supplement the existing 30% salary enhancement approved by Governor and Executive Council on July, 27, 2018, Item # 18, by a supplemental salary enhancement of approximately 38% for positions #18659, Administrator III (Chief of Compliance), Labor Grade 31 and positons #14337, and #22008, Pharmacy Compliance Investigator's, Labor Grade 27, totaling \$369,360.00, effective upon Governor and Executive Council approval for the period from October 3, 2018 through October 2, 2020.

The Governor and Executive Council has approved and renewed these Board salary enhancements for our pharmacist positions since September 22, 2004, most recently on July 27, 2018, Item #18.

Funding required for this enhancement (as noted on the attached cost spreadsheet) is available for FY19 and will be budgeted for FY20-21 in the following account:

010-021-2100-24060000 – Office of Professional Licensure and Certification  
 Division of Medical Professions  
 010-500100 Regular Officers and Employees

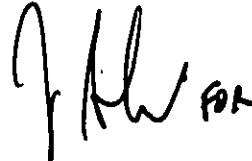
**EXPLANATION**

This supplemental salary enhancement of approximately 38% for the Department's Administrator III (Chief of Compliance) and two (2) Compliance Investigator's is for the purpose of retention due to the competitive labor market and dramatic salary differences from the State's classified pay scale of compensation to the industry's level of compensation and more specifically to other State Agency's unclassified salary structure when comparing like classification occupations within the same geographic location.

*His Excellency, Governor Christopher Sununu  
and the Honorable Executive Council  
September 19, 2018*

To remain competitive within the labor market, OPLC is requesting this supplemental increase to the current authorized 30% salary enhancement by adjusting the classified salary pay scales to the same level of compensation as those Pharmacists who are currently paid in the unclassified pay scales reflected in labor grade KK and NN by another State Agency. OPLC has requested salary enhancements to remain competitive and attractive for recruiting and retention purposes as the agency's current classified Pharmacist salary structure does not provide the compensation necessary to retain these positions nor compete with another State Agency. The Office of Professional Licensure and Certification will have sufficient funding available to support this enhancement through October 2, 2020.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'P. Danles' with a stylized flourish at the end.

Peter Danles  
Executive Director, OPLC

OFFICE OF PROFESSIONAL LICENSURE AND CERTIFICATION  
STATE OF NEW HAMPSHIRE

121 South Fruit Street  
Concord, N.H. 03301-2412

Telephone 603-271-6766 · Fax 603-271-0597



PETER D. DANLES  
Executive Director



September 18, 2018

Carol Jerry  
NH Deputy Director of Personnel  
State House Annex  
28 School Street  
Concord, New Hampshire 03301

**RE: Pharmacy salary enhancements**

Dear Carol,

The Office of Professional Licensure and Certification (OPLC) is respectfully requesting a supplemental salary enhancement of approximately 38% for the OPLC Pharmacy Chief of Compliance and (2) Pharmacy Board Compliance Investigator/Inspectors. The purpose of this salary enhancement request is for retention due to the competitive labor market and dramatic salary differences from the State's classified pay scale of compensation to the industry's level of compensation, and more specifically to other State Agency's unclassified salary structure when comparing like classification occupations within the same geographic location.

To remain competitive within the labor market, OPLC is requesting this supplemental increase to the current authorized 30% salary enhancement by adjusting the classified salary pay scales to the same level of compensation as those Pharmacists who are currently paid in the unclassified pay scales reflected in labor grade KK and NN by other State Agencies. OPLC has requested salary enhancements to remain competitive and attractive for recruiting and retention purposes as OPLC's current classified Administrator III and Pharmacy Board Compliance Investigator/Inspector salary structures do not provide the compensation necessary to retain these positions nor compete with another State Agency.

Included with this request is information regarding current labor market salaries for Pharmacists, and a similar salary enhancement request from the NH Department of Corrections to the Governor and Executive Councilors dated May 31, 2018.

Thank you for your consideration.

  
Peter Danles  
OPLC Executive Director

**NH Board of Pharmacy  
 Cost of 38% Salary Enhancements  
 Over 2-Year Period Enhancements Will Be In Effect**

**Class 010 (Salaries) Increased Expenses**

Position Number		Cost of 38% Enhancement (Year 1)	Cost of 38% Enhancement (Year2)	Total Cost of 38% Enhancement Over 2-Year Request
18659	Administrator III (LG 31, Step 5)	\$53,040	\$53,040	\$106,080
22008	Compliance Investigator (LG 27, Step 8)	\$50,334	\$50,334	\$100,668
14337	Compliance Investigator (LG 27, Step 8)	\$50,334	\$50,334	\$100,668
	<b>Total Cost to Board →</b>	<b>\$153,708</b>	<b>\$153,708</b>	<b>\$307,416</b>

**Class 060 (Benefits) Increased Expenses - (Social Security 6.2%, Medicare 1.45%, & Retirement 12.5%)**

Position Number	Title	Cost of 38% Enhancement (Year 1)	Cost of 38% Enhancement (Year 2)	Total Cost of 38% Enhancement Over 2-Year Request
18659	Administrator III (LG 31, Step 5)	\$10,688	\$10,688	\$21,375
22008	Compliance Investigator (LG 27, Step 8)	\$10,142	\$10,142	\$20,285
14337	Compliance Investigator (LG 27, Step 8)	\$10,142	\$10,142	\$20,285
	<b>Total Cost to Board →</b>	<b>\$30,972</b>	<b>\$30,972</b>	<b>\$61,944</b>

<b>Grand Total Cost of Enhancements (Salary + Benefits) →</b>	<b>\$184,680</b>	<b>\$184,680</b>	<b>\$369,360</b>
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*All figures rounded to nearest dollar*

# TITLE VI PUBLIC OFFICERS AND EMPLOYEES

## CHAPTER 99 ADJUSTMENT OF SALARIES OF STATE EMPLOYEES

### Section 99:8

**99:8 Increases for Recruitment Purposes.** – Upon request of the appointing authority, the governor and council are hereby authorized and empowered, notwithstanding any other provisions of the law to the contrary, upon a finding by them and a recommendation from the director of personnel that a substantial number of vacancies exist in any class of authorized positions which vacancies require an increase in salaries for recruitment of qualified personnel therefor, to increase salaries of such classified positions, any such increases to be a charge against the salary adjustment fund.

**Source.** 1967, 353:6. 1974, 52:6. 1986, 12:4, 1, eff. Mar. 27, 1986.



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## The 2018 Pharmacist Salary Guide

*Alex Barker / May 16, 2018*

Of all the factors that contribute to pharmacists' employment decisions, salary is one of the biggest.

In simplest terms, pharmacist salaries are unique in that pharmacists often walk directly into a 6-figure income after graduation. While that's great for students just graduating from pharmacy school, it results in less room for salary growth over the course of a career.

**In 2017, the median annual salary for pharmacists, according to the Bureau of Labor and Statistics, was \$124,170 annually in May of 2017.**

The lowest 10 percent earned less than \$87,420 and the top 10 percent earned \$159,410.

In terms of hourly pay, the **median was \$59.70 per hour.**

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The ranges, of course, depend largely on factors like location (State, rural vs urban), years of experience, level of education, and other variables. California, for example, has the highest paying ranges, but that's due to the extremely high cost of living.

We've reported these numbers for a while now, here's a list of previous reports:

- 2017 Pharmacist Salary Guide
- 2016 Pharmacist Salary Guide
- 2015 Pharmacist Salary Guide
- Shares ▪ Why Pharmacists' Salaries Are Decreasing: A Conspiracy Theory

For 2018, the news is a mixture of good and bad.

Growth is expected to hover around 6 percent, which is just under the projected average of 7 percent for all occupations.

BLS estimates that pharmacists held about 312,500 jobs in 2016.

- Pharmacies and drug stores; 43% of jobs; median pay \$123,670.
- Hospitals; 25% of jobs; median pay \$124,900.
- General merchandise stores; 8% of jobs; median pay \$128,610.
- Food and beverage stores represent 7% of jobs; median pay \$125,850.

Of those pharmacists, 1 in 5 worked part-time in 2016.

Between now and 2026, BLS predicts that an aging baby-boom generation and higher rates of chronic disease such as diabetes will increase demand for prescription medications, which is projected to increase demands for pharmacists in some healthcare settings.

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Positions in traditional retail settings like grocery stores are predicted to decline in the face of increasing mail order and online pharmacy sales.

BLS also recognizes that the growth in the number of pharmacy schools will create more graduates and, as a result, competition for jobs. To that end, BLS predicts that residency programs could improve job prospects.

In addition to this information from BLS, we compiled information from a variety of sources to develop the most complete picture of pharmacy salaries in the U.S. You'll find information here from Drug Topics, Payscale.com, Drug Channels, U.S. News & World Report, and Salary.com.

## Drug Topics Pharmacists Salaries

Drug Topics reports that only 58 percent of pharmacists expect to get a raise in the next year, compared with 67 percent who expected to get one in 2017.

Although the majority of pharmacists reported getting pay raises in 2017, 86 percent of those pharmacists got a raise of 3% or less.

Additionally, 60% of those same pharmacists who reported pay raises also said their workloads increased accordingly, as did their stress levels.

The website also reports that overall compensation for pharmacists has changed as well, with only 43 percent receiving additional income in the form of bonuses, commission, and profit-sharing. Of those, almost half reported receiving less than \$2,500.

Ten years ago, 55 percent reported receiving additional income, and the average value was \$5,766.



Of the pharmacists who started new jobs in 2017, fewer than 2.6 percent of respondents landed a sign-on bonus. For purposes of comparison, 67 percent of new pharmacists reported sign-on bonuses of about \$8,000 in 2008. Of those, 33 percent received relocation stipends and 3 percent got new cars.

Finally, Drug Topics reports that job demands have increased along with pay, and as stress levels climb, job satisfaction seems to be sinking.

In a separate study of the 25 cities with the highest pharmacy salaries, Drug Topics found that 16 were in California, 4 were in Texas, and Arizona, Georgia, New Hampshire, and Alabama each had one. (No cost-of-living adjustments were considered.)

## **Payscale.com Pharmacist Salaries**

Payscale.com reports that, as of April 2018, the median salary for pharmacists is \$111,000.

With the lowest incomes at \$83,726 and the upper boundary at \$136,212, pharmacists generally benefit from bonuses as high as \$10,287, in addition to profit sharing, medical benefits and dental coverage.

Payscale.com reports that the employer and tenure impact salary numbers, but not as significantly as location. Overall, many of the cities with higher pay reside on the west coast, while many east coast cities lag behind their western counterparts.

Pharmacists in Miami, Boston, and New York all earn less than the national average.

Additionally, Payscale.com found that certain skill sets like immunization, pediatrics, retail pharmacy, and patient counseling positively impact pharmacist salary. Conversely, pharmacists with experience in oncology,

compounding, pharmacotherapy, and mail order pharmacy did not benefit financially from their skill sets.

The study indicates that CVS Caremark offered the highest retail salaries, with Rite Aid and Kroger close behind. Walgreen's offered the lowest retail salaries of 10 companies listed.

## **U.S. News & World Report Pharmacist Salaries**

~~From~~ 2016 study of pharmacy salaries, U.S. News & World Report found that the median salary for pharmacists was \$122,230, or \$58.77 hourly. The top 10 percent of pharmacists earned \$157,950, and the lowest 10 percent earned \$87,120.

The best paying states for pharmacists -- the states and districts with the highest mean salary -- are Alaska at \$137,650, California at \$136,100, New Hampshire at \$128,790, Vermont at \$128,380, and Wisconsin at \$124,060.

Although pharmacists have higher annual salaries than many other health care jobs, they lag behind dentists, who average \$173,860, and physicians, who earn \$201,840. Pharmacists do, however, make about \$88,000 more annually year than pharmacy techs.

The report also noted that opportunity for advancement and stress levels are both higher than average for pharmacists.

Finally, their survey indicates that mail-order pharmacy opportunities are expanding.

## **Salary.com Pharmacist Salaries**

Salary.com reports that the average pay for pharmacists was \$127,122 as of March 29, 2018, with

pay generally ranging between \$119,558 and \$135,743.

In terms of hourly pay, the median wage was \$61, with a range between \$57 and \$65.

Salary.com also reports salaries for the following job titles related to pharmacy:

- Clinical Pharmacist \$113,170
- Pharmacist - Home Care \$113,286
- Online Pharmacist \$122,645
- Retail Pharmacist \$139,459
- Shares ▪ Pharmacist Manager \$145,501
- Assistant Pharmacy Director \$149,148

## **Drug Channels Pharmacist Salaries**

Relying on numbers from the BLS (see above), this survey finds that, although pharmacist salaries are growing, they aren't keeping pace with other healthcare practitioners.

Within those results, the study found that retail pharmacy expanded, with the greatest amount of growth occurring in drugstores.

Mass merchants with pharmacies saw a drop in salary, while supermarkets with pharmacies and mail pharmacies saw a drop in total employment. Only chain, independent, and long-term care pharmacies saw growth in employment and average annual salary.

Overall, Drug Channels found that hospital employment continues to grow, up 14 percent since 2010. At the same time, employment at mail, retail and specialty pharmacies declined, with 61.6 percent of pharmacists working in these settings.

Pharmacists at mass merchants earned the highest average salaries for the fifth year in a row.

## Salary Outlook Pharmacist Salaries

It should be clear by now that the salary estimates vary by source. All sources agree, though, that the rise in demand and salary has been steady, despite slowed pharmacy growth.

Additionally, the 3.1% unemployment rate for pharmacists is far lower than the national unemployment rate.

The six-figure starting salaries make pharmacy a respected occupation that offers higher-than-average income. Although job fulfillment is a combination of factors, salary is an important consideration for pharmacists.

Research the salary for the type of job you're seeking, understanding that different areas of the industry have their own income ranges, and consider the region you're working in.

### Leave a Reply

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**Alex Barker**

Alex is the Founder of The Happy PharmD. He loves anime, his family, and video games, but not in that order.

f. in

Pet Peeves (August 2018)

Let's Get Down to Business: The Value of Pharmacy Immunization

FDA Updates Guidelines to Prevent Companies From Blocking Generic Drug Competition

# Pharmacists Rank Among 100 Best, Highest Paying Jobs of 2018

JANUARY 18, 2018

Jennifer Barrett

US News & World Report recently released its ranking of the highest paying and best overall jobs of 2018, and pharmacists made the cut for both lists.

For its best jobs list, US News analyzed data based on a variety of factors, capturing desirable qualities that employees seek out in their careers. This includes salary, unemployment rate, 10-year growth percentage, future job prospects, stress level, and work-life balance.

This year, pharmacists ranked as #45 among the 100 professions selected, with a \$122,230 median salary, 2% unemployment rate, and 17,600 available jobs.

On the overall scorecard, the profession received 6.5 score, with an 8.7 score for salary, 6 for job market, 4 for future growth, 4 for stress, and 4 for work-life balance. In terms of job satisfaction, pharmacy was given an "above average" rating for upward mobility, "above average" rating for stress level, and "below average" rating for flexibility.

Pharmacists also secured the 21<sup>st</sup> spot among the 100 best paying jobs of 2018. Each of the jobs listed were ranked by average salary. According to US News, the best-paid 10% of pharmacists analyzed made \$157,950, while the lowest-paid made \$87,120.

Health care professions dominated both lists, with anesthesiologist coveting the #1 spot on the highest paying list, followed by surgeon and obstetrician and gynecologist. Dentists ranked the highest among health care professions on the overall best jobs list at #2, followed by physician assistant and nurse practitioner.

In 2017, pharmacists were highlighted on several job lists, including LinkedIn's Most Promising Jobs of 2017 and Glassdoor's Best-Paying and Most Competitive In-Demand Jobs.

You can read the full best jobs list here and the highest paying jobs list here.

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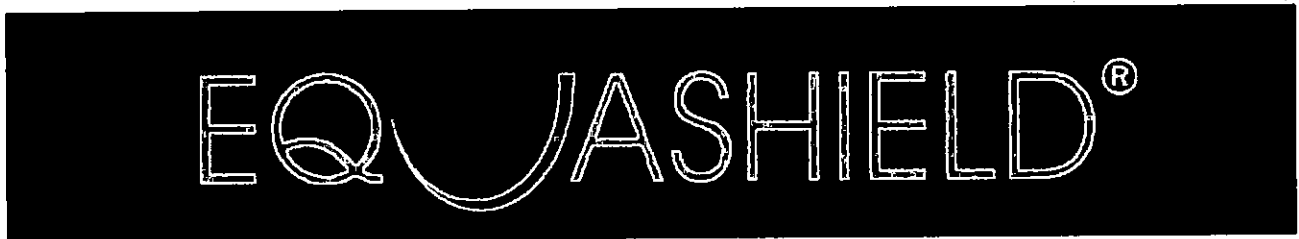
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# The Courses in Sterile Compounding



## The Courses in Sterile Compounding

The eCourses in Sterile Compounding are CriticalPoint's Flagship offering. First released in 2007, these eCourse have been continually updated to reflect best practices and the revision of the Chapter <797>. CriticalPoint has updated the Sterile Compounding eLearning curriculum to include new course material covering Chapter <800> along with new and revised content covering <797>. As part of this process, all content has been extensively revised with additional information, high resolution images and interactivity. The new format will create a far more engaging learning experience and we believe will result in improved knowledge transfer and performance change.

DEMO

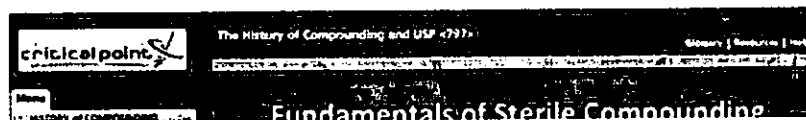
PURCHASE

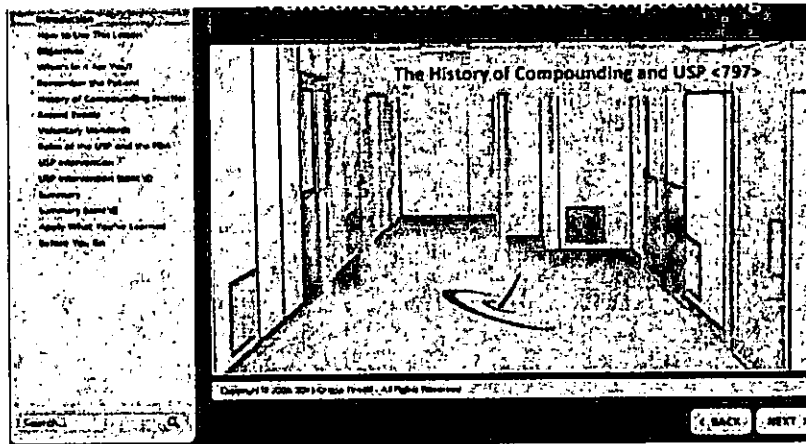
Some of the changes include:

- Individual Procedures broken down into interactive steps
- Videos demonstrating actual procedures
- Interactive exercises that check the learner's knowledge
- Lessons and Post Tests packaged together

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[Click here to take the first lesson titled "The History of Compounding and USP <797>"](#)





These 28 lessons (33 hours of ACPE-approved CE) cover all topic areas relevant to sterile compounding.

### **Fundamentals of Sterile Compounding Curriculum 8 hours CE**

- The History of Compounding and USP <797>
- Determining Beyond-Use Dating
- Quality Releases and Final Checks of CSPs
- Labeling and Packaging
- Master Formulation and Compounding Records
- Purpose and Effective Use of Policies and Procedure
- General Elements of Documentation
- Use of Automated Compounding Devices (ACDs)

### **Engineering Controls for Sterile Compounding 4 hours CE**

- Primary Engineering Controls: Function, Use, Testing and Certification (2 hours CE)
- Secondary Engineering Controls: Function, Use Testing and Certification (2 hours CE)

### **Personnel Sampling Metrics 3 hours CE**

- Personnel Hand Hygiene, Garbing and Gloved Fingertip Sampling (2 hours CE)
- Personnel Aseptic Media Fill and Competency Evaluation

### **Viable Facility Sampling Metrics 2 hours CE**

- Volumetric Air Sampling
- Surface Sampling

### **Sanitization of Pharmacy Controlled Environments 3 hours CE**

- Overview of Cleaning and Disinfection of Pharmacy Controlled Environments
- Cleaning and Disinfection of Primary Engineering Controls
- Cleaning and Disinfection of Secondary Engineering Controls and Segregated Compounding Areas

### **Aseptic Technique and Related Work Practices 5 hours CE**

- Overview of Quality and Responsibilities of Compounding Personnel
- Proper Material Handling
- Use of Syringes, Needles, Vials, Ampules and Filters
- Aseptic Technique and Conduct in Controlled Environments
- Sterile Compounding on Patient Units (for nursing and medical staff)

### **High Risk Compounding Practices 3 hours of CE**

Filtration and Sterility Testing  
Moist and Dry-Heat Sterilization  
Bacterial Endotoxin (Pyrogen) Testing

**Requirements and Best Practices for Hazardous Drug Compounding 5 hours of CE**

Hazardous Drug Introduction and Overview  
Engineering Controls and Personal Protective Equipment (2 hours CE)  
Hazardous Drug Work Practice Strategies (2 hours CE)

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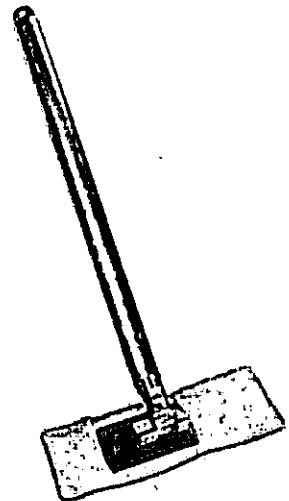
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OFFICE OF PROFESSIONAL LICENSURE AND CERTIFICATION  
STATE OF NEW HAMPSHIRE

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PETER D. DANLES  
Executive Director



JUL05'18 PM 1:15 DAS

June 29, 2018

His Excellency, Governor Christopher Sununu  
and the Honorable Executive Council  
State House  
Concord, New Hampshire 03301

**REQUESTED ACTION**

Authorize the Office of Professional Licensure and Certification, Division of Medical Professions, Board of Pharmacy's (Board) request, in concurrence with the decision of the Department of Administrative Services, Director of Personnel, dated June 29, 2018, in accordance with RSA 99:8, to renew the temporary 30% salary enhancement for the pharmacy positions listed below, totaling \$164,831, upon Governor and Executive Council approval, for the period from August 14, 2018 to August 13, 2020.

Position Number	Title	Salary Grade
18659	Administrator III (Chief of Compliance)	31
14337	Compliance Investigator	27
22008	Compliance Investigator	27

The Governor and Executive Council has approved and renewed these Board salary enhancements for our pharmacist positions since September 22, 2004, most recently on July 13, 2016, Item #16.

Funding required for this enhancement (as noted on the attached cost spreadsheet) is available for FY19 and will be budgeted for FY20-21 in the following account:

010-021-2100-24060000 – Office of Professional Licensure and Certification  
Division of Medical Professions  
  
010-500100 Regular Officers and Employees

**EXPLANATION**

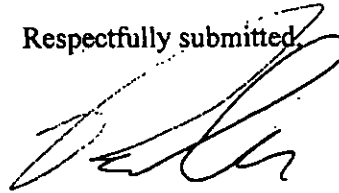
This salary enhancement request for the Board's pharmacy positions is for the purpose of retention due to the competitive labor market and dramatic salary differences from the State's classified pay scale of compensation to the industry's level of compensation and more specifically to other State Agency's unclassified salary structure when comparing like classification occupations within the same geographic

*June 22, 2018*

location. These increases are necessary in order to maintain the employment of current staff, 2 pharmacist positions and the Administrator III (Chief of Compliance). Skilled, experienced pharmacists are desired for these challenging positions and external salaries still remain substantially higher than state pharmacist salaries (see attached), making it difficult to retain qualified, credentialed individuals. The Office of Professional Licensure and Certification will have sufficient funding available to support this enhancement through August 13, 2020.

The Board appreciates your consideration of this request.

Respectfully submitted,



Peter Danles  
Executive Director  
Office of Professional Licensure  
and Certification

Enclosure

## VanSickle, Melissa

---

**From:** Willingham, Sara J.  
**Sent:** Friday, June 29, 2018 9:12 AM  
**To:** VanSickle, Melissa  
**Cc:** Danles, Peter; Shevlin, Judith; McLocklin, Stephen A.; Jerry, Carol B; Rechy, Marianne R; Acevedo, Heidi; Lydick, Joanne (Mottola)  
**Subject:** RE: Pharmacy Salary Enhancements  
**Attachments:** Pharmacy enhancements 062218.docx; Cost of enhancements.xlsx

Thank you for submitting the attached justification letter and wage documentation to support the extension of the existing 30% temporary enhancements for the following pharmacy positions, due to expire in August:

Position #18659 Administrator III (Chief of Compliance)  
Position #14337 Compliance Investigator  
Position #22008 Compliance investigator

Under Personnel Rule 904.01(a), an appointing authority may request a temporary increase in the compensation of a class by submitting a comparison of salaries in the appropriate industry and geographic location, including occupations which are comparable to the state classification for which the increase is sought. I have reviewed the wage and compensation materials you submitted for similar pharmacy-related positions, and find you have met the documentation requirements of the Personnel Rules. Therefore you may proceed to Governor and Council with your request to extend this temporary 30% enhancement for the above listed pharmacy positions. If authorized by the Governor and Council, this enhancement will be in effect for a period not to exceed 24 months.

*Sara J. Willingham, Director of Personnel  
NH Division of Personnel  
28 School Street  
Concord, NH 03301  
(603) 271-3359 FAX (603) 271-1422  
[sara.willingham@nh.gov](mailto:sara.willingham@nh.gov)*

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**From:** VanSickle, Melissa  
**Sent:** Wednesday, June 27, 2018 2:14 PM  
**To:** Willingham, Sara J.  
**Cc:** Danles, Peter; Shevlin, Judith; McLocklin, Stephen A.  
**Subject:** Pharmacy Salary Enhancements

Good afternoon Sara.

Congratulations on your upcoming retirement, I am confident you will enjoy the next chapter of your life.

Attached is a draft letter to G&C requesting another two-year salary enhancement to retain and recruit for these positions. Below are some screen shots of current Pharmacist Salaries to support this request. We respectfully request your written approval prior to submission to DAS for inclusion on the Executive Council's agenda.

Please do not hesitate to contact us should you have any questions or need additional information.

**NH Board of Pharmacy  
 Cost of 30% Salary Enhancements  
 Over 2-Year Period Enhancements Will Be In Effect**

**Class 010 (Salaries) Increased Expenses**

Position Number	Title	Cost of 30% Enhancement (Year 1)	Cost of 30% Enhancement (Year 2)	Total Cost of 30% Enhancement Over 2-Year Request
18659	Administrator III (LG 31, Step 5)	\$23,400	\$24,960	\$48,360
22008	Compliance Investigator (LG 27, Step 8)	\$22,207	\$22,207	\$44,414
14337	Compliance Investigator (LG 27, Step 8)	\$22,207	\$22,207	\$44,414
	<b>Total Cost to Board →</b>	<b>\$67,814</b>	<b>\$69,374</b>	<b>\$137,188</b>

**Class 060 (Benefits) Increased Expenses - (Social Security 6.2%, Medicare 1.45%, & Retirement 12.5%)**

Position Number	Title	Cost of 30% Enhancement (Year 1)	Cost of 30% Enhancement (Year 2)	Total Cost of 30% Enhancement Over 2-Year Request
18659	Administrator III (LG 31, Step5X)	\$4,715	\$5,029	\$9,745
22008	Compliance Investigator (LG 27, Step 8)	\$4,475	\$4,475	\$8,949
14337	Compliance Investigator (LG 27, Step 8)	\$4,475	\$4,475	\$8,949
	<b>Total Cost to Board →</b>	<b>\$13,665</b>	<b>\$13,979</b>	<b>\$27,643</b>

<b>Grand Total Cost of Enhancements (Salary + Benefits) →</b>	<b>\$81,479</b>	<b>\$83,353</b>	<b>\$164,831</b>
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*All figures rounded to nearest dollar*

June 27, 2018

# Salary.com Pharmacist Salaries

Salary.com reports that the average pay for pharmacists was \$127,122 as of March 29, pay generally ranging between \$119,558 and \$135,743.

In terms of hourly pay, the median wage was \$61, with a range between \$57 and \$65.

Salary.com also reports salaries for the following job titles related to pharmacy:

- Clinical Pharmacist \$113,170
- Pharmacist - Home Care \$113,286
- Online Pharmacist \$122,645
- Retail Pharmacist \$139,459
- Pharmacist Manager \$145,501
- Assistant Pharmacy Director \$149,148

**salary.com**

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## Pharmacist Nashua, NH

**Results**

Salary

Benefits

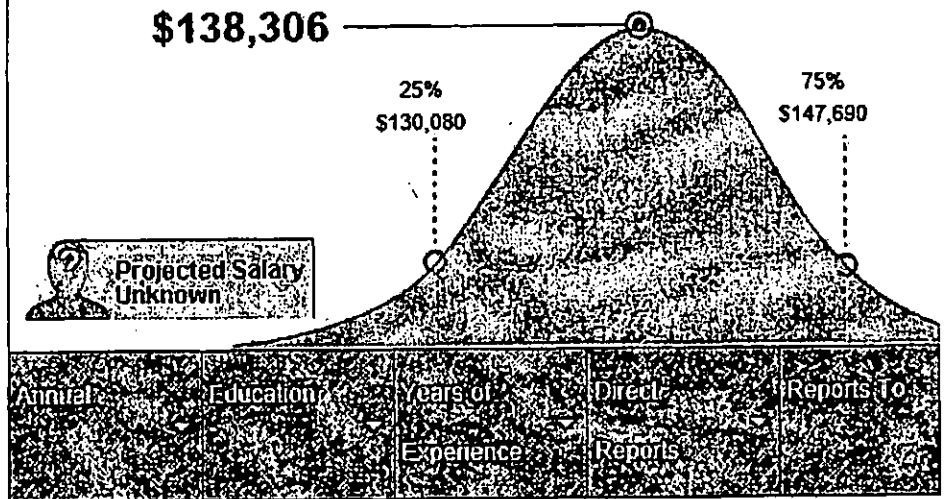
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## Pharmacists Rank Among 100 Best, Highest Paying Jobs of 2018

JANUARY 18, 2018

Jennifer Barrett

US News & World Report recently released its ranking of the highest paying and best overall jobs of 2018, and pharmacists made the cut for both lists.

For its best jobs list, US News analyzed data based on a variety of factors, capturing desirable qualities that employees seek out in their careers. This includes salary, unemployment rate, 10-year growth percentage, future job prospects, stress level, and work-life balance.

This year, pharmacists ranked as #45 among the 100 professions selected, with a \$122,230 median salary, 2% unemployment rate, and 17,600 available jobs.

On the overall scorecard, the profession received 6.5 score, with an 8.7 score for salary, 6 for job market, 4 for future growth, 4 for stress, and 4 for work-life balance. In terms of job satisfaction, pharmacy was given an "above average" rating for upward mobility, "above average" rating for stress level, and "below average" rating for flexibility.

Pharmacists also secured the 21<sup>st</sup> spot among the 100 best paying jobs of 2018. Each of the jobs listed were ranked by average salary. According to US News, the best-paid 10% of pharmacists analyzed made \$157,950, while the lowest-paid made \$87,120.

Health care professions dominated both lists, with anesthesiologist coveting the #1 spot on the highest paying list, followed by surgeon and obstetrician and gynecologist. Dentists ranked the highest among health care professions on the overall best jobs list at #2, followed by physician assistant and nurse practitioner.

In 2017, pharmacists were highlighted on several job lists, including LinkedIn's Most Promising Jobs of 2017 and Glassdoor's Best-Paying and Most Competitive In-Demand Jobs.

You can read the full best jobs list here and the highest paying jobs list here.

Q pharmacist

Salaries

### Pharmacist Salaries in New Hampshire

12,881 Salaries Updated Feb 12, 2018

Industries



Company Sizes



Years of Experience

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Average Base Pay

# \$129,559 /yr



\$106K  
Low

\$130K  
Average

Additional Cash Compensation

Average \$0,000

Range \$0,000

How much does a Pharmacist make?  
The national average salary for a Pharmacist is \$129,510 in the United States. Filter by location to see... More

Best regards,  
Melissa



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