

OFFICE OF PROFESSIONAL LICENSURE AND CERTIFICATION  
STATE OF NEW HAMPSHIRE  
DIVISION OF ADMINISTRATION

121 South Fruit Street  
Concord, NH 03301-2412

Telephone 603-271-3800 · Fax 603-271-0597

SARAH T. BLODGETT  
Acting Executive Director

KIRA HAGEMAN  
Director of Administration

16 

June 30, 2016

Her Excellency, Governor Margaret Wood Hassan  
and the Honorable Council  
State House  
Concord, New Hampshire 03301

**REQUESTED ACTION**

Authorize the Office of Professional Licensure and Certification, Division of Medical Professions, Board of Pharmacy (Board) to renew the temporary 30% salary enhancement for another 2-year period for the following pharmacist positions at the Board:

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

The approval of the **30% enhancement** is requested effective upon the expiration of the currently approved 30% enhancement (which expires on August 13, 2016). The Governor and Council has approved and renewed these enhancements for our pharmacist positions since September 22, 2004. This 30% enhancement, if approved, would be in effect from August 14, 2016 to August 13, 2018.

Funding required for this enhancement (as noted on the attached cost spreadsheet) is available for FY17 and will be budgeted for FY18-19 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**

Pursuant to *Per 904.01* of the *Rules of the Division of Personnel, Request for Temporary Increase*, agencies may petition the Division of Personnel, and subsequently the Governor and Executive Council, for a salary enhancement of up to 2 years for recruitment and retention purposes. These increases are necessary in order to maintain the employment of current staff (3 pharmacist positions at

the Board). 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, 2018. The Board, upon the recommendation of the Division of Personnel, will be working to switch these positions over to unclassified status, negating the need for future enhancements of these three Board of Pharmacy pharmacist positions.

The Board appreciates your consideration of this request.

Respectfully submitted,

A handwritten signature in black ink that reads "Kira Hageman". The signature is written in a cursive, flowing style.

Kira Hageman  
Director of Administration  
Office of Professional Licensure  
and Certification

Enclosure

**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)	\$22,593	\$23,663	\$46,256
22008	Compliance Investigator (LG 27, Step 8)	\$21,440	\$21,440	\$42,880
14337	Compliance Investigator (LG 27, Step 8)	\$21,440	\$21,440	\$42,880
	<b>Total Cost to Board →</b>	<b>\$65,473</b>	<b>\$66,543</b>	<b>\$132,016</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, Step 5)	\$4,552	\$4,768	\$9,320
22008	Compliance Investigator (LG 27, Step 8)	\$4,320	\$4,320	\$8,640
14337	Compliance Investigator (LG 27, Step 8)	\$4,320	\$4,320	\$8,640
	<b>Total Cost to Board →</b>	<b>\$13,192</b>	<b>\$13,408</b>	<b>\$26,600</b>

<b>Grand Total Cost of Enhancements (Salary + Benefits) →</b>		<b>\$ 78,665</b>	<b>\$79,951</b>	<b>\$158,616</b>
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*All Figures Rounded to Nearest Dollar*

**Richard, Jason**

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**From:** Willingham, Sara J.  
**Sent:** Monday, June 06, 2016 3:35 PM  
**To:** Richard, Jason  
**Cc:** Dupuis, Michael; Hageman, Kira  
**Subject:** RE: Request for Temporary Enhancement Extension - Board of Pharmacy, OPLC  
**Attachments:** Cost of Salary Enhancements - 2016-2018.pdf; OPLC.Request to Extend Pharmacy Enhancement.4-14-16.pdf

Thank you for submitting the additional cost documentation I requested on April 26. I have attached your cost document, along with your original justification letter and supporting wage documentation to support the extension of the following existing 30% enhancements, due to expire in August:

Position #18659 Administrator III (Executive Director)

Position #17094 Administrator II (Chief Compliance Investigator)

Position #14337 Compliance Investigator

Position #22008 Compliance investigator

The OPLC has decided to reclassify this position to a non-pharmacist position.  
KLT

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 positions in similar occupations, and find you have met the documentation requirements of the Personnel Rules. Therefore you may proceed to Governor and Council with your request for to extend this temporary 30% enhancement for the above listed pharmacy positions.

As we discussed, the extension of this temporary enhancement will allow your agency the time needed to work on switching these positions to unclassified in the future.

Please feel free to contact me if you have any questions.

Thanks, Sara

*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:** Richard, Jason  
**Sent:** Wednesday, June 01, 2016 9:44 AM  
**To:** Willingham, Sara J.  
**Cc:** Dupuis, Michael; Hageman, Kira  
**Subject:** RE: Request for Temporary Enhancement Extension - Board of Pharmacy, OPLC

Hi Sara,

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About the job

**Pharmacist - Retail** Methodology

Job Title: Pharmacist - Retail

Location: Concord, NH

Company Size: # of employees

Industry: type of business

Salary	Salary + Bonus	Benefits	Similar Jobs	Statistics	Job Openings
<b>Median Annual \$138,131</b>					
	10%	25%	75%	90%	
	\$125,854	\$131,705	\$144,573	\$150,437	

Projected Salary Unknown

About You

Education

Degree

Reputation

Relevance

Years of Experience

Net Selected

Direct Reports

Reports To

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- Staff Pharmacist Floater PT** CONCORD , NH  
Req. ID: 378310BR Business Area: CVS Health Location: NH - Concord Job Category: Pharmacist, Pharmacist - Retail Store Clinical Licensure Required : Pharmacist Job ...  
CVS Caremark- CVS Caremark- 31 days ago
- Wellness Ambassador** MANCHESTER , NH  
The primary purpose of the Wellness Ambassador is to increase customer satisfaction, loyalty and utilization of pharmacy and clinical services by effectively promoting and ...  
Rite Aid- Rite Aid Corp.- 2 days ago
- PHARMACY TECHNICIAN** MANCHESTER , NH  
POSITION SUMMARY Supports the pharmacist in the preparation and sale of medications. KEY RESPONSIBILITIES Provides excellent customer service to all customers ...  
Elliot Hospital- Elliot Hospital- 1 day ago
- Operations Assistant** BEDFORD , NH  
Operations Assistant - Bedford, NH CareerStaff Unlimited, a division of Genesis HealthCare, is looking to add an outgoing, proactive, and hard working Operations Assistant ...  
Careerstaff Unlimited Corporate- CareerStaff Unlimited Corporate- 17 days ago
- Pharmacy Technician-In-Training** HILLSBORO , NH  
SUMMARY As a Pharmacy Technician in Training, you are a vital part of our wellness store team responsible for assisting the Pharmacist and Pharmacy Manager in serving ...  
Rite Aid- Rite Aid Corp.- 16 days ago
- Pharmacy Technician - Sr**  
Pharmacy Technician - Sr Department: Hematology-Oncology Schedule: Per Diem non-benefited Hours: 8:00 am-4:30 pm Job ID: 31749 Job Code: 400751 Job Details: JOB ...

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Dartmouth-Hitchcock- Dartmouth-Hitchcock- 218 days ago

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- Dad Salary Wizard
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- The Salary Tutor
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- Personality Style at Work
- Awesomize Me
- Dollars & Sense Job Search
- Green Notes

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Car Title

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# Pharmacy Times

## 2016 Pharmacist Salary Guide

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It's finally time for the 2016 Pharmacy Salary Guide.

Before we dive into 2016 data, let's revisit [pharmacy salary information from 2015](#). In 2015, full-time pharmacists made between \$90,000 and \$140,000 a year, with the average annual salary coming in between \$112,000 and \$119,000, depending on the data source.

Staff pharmacists at mail-order pharmacies were the lowest paid in 2015, earning an average wage of \$56.69 per hour. Aside from team managers, clinical pharmacists were the highest paid, earning an average wage of \$61.28 per hour. Overall, 37% of pharmacists reported earning between \$61/hr and \$70/hr.

For the 2016 Pharmacist Salary Guide, I consulted a number of sources to try to give you a well-rounded picture of pharmacy salaries in the United States. The good news is that, no matter which source I consulted, a career as a pharmacist is still considered to be respected and stable with above-average income.

### **PayScale.com Survey**

According to the results of a PayScale.com survey, pharmacists' annual salaries fell between \$84,000 and \$134,000 in 2016. The current median annual salary is \$108,267.

Factors that influence a pharmacist's salary include (in order of influence):

1. Area of residence
2. Specific employer
3. Experience level

According to PayScale.com, experience doesn't seem to play a huge role in salary calculations:

- Average earnings with 0-5 years of experience: \$108,000
- Average earnings with 5-10 years of experience: \$115,000
- Average earnings with 10-20 years of experience: \$118,000
- Average earnings with 20+ years of experience: \$119,000

Although PayScale.com reported a significant increase in average annual earnings after the first 5 years on the job, average annual income tapers off as pharmacists become more experienced.

### Drug Channels

Drug Channels based its statistics on the US Bureau of Labor Statistics' (BLS) Occupational Employment Statistics from 2014 and reported that the average gross salary for retail, mail-order, and specialty pharmacists is \$119,400.

The following chart displays total employment and average salary by dispensing format:

Dispensing Format	Total Employment	Average Annual Salary
Chain and independent drugstores	125,450	\$119,420
Supermarket pharmacies	23,240	\$115,080
Mass-merchant pharmacies	29,270	\$123,000
Mail-order pharmacies	3,970	\$117,200

In 2014, the number of pharmacy graduates was 13,838, up 84.8% from 2003. By 2017, the number of pharmacy graduates is expected to grow to 15,632, according to the American Association of Colleges of Pharmacy (AACCP).

### Drug Topics

The 2016 Drug Topics survey, which was conducted in 2015, found that the 2393 pharmacists surveyed reported high levels of job satisfaction, growing salaries, and manageable hours. However, the survey also found that pharmacists are reporting greater workloads across all practice settings and receiving more modest raises compared with previous years.

In 2015, 81% of pharmacists reported earning more than \$100,000. Most pharmacists (41.9%) earned between \$61/hr and \$70/hr.



The following chart shows a breakdown of pharmacists' hourly wages in 2015:

**Hourly Wage Percentage of Respondents**

\$40 or less	3.2%
\$41-\$45	1.9%
\$46-\$50	6%
\$51-\$55	16.1%
\$56-60	23.1%
\$61-\$70	41.9%
\$71 or more	7.8%

Although raises are more modest, pharmacists reported that salaries are growing:

- Percentage of pharmacists who received raise in 2015: 63.8%
- Percentage of pharmacists who said they expect a raise in 2016: 61.7%

The following chart shows a breakdown of annual raises for pharmacists in 2015:

**Amount of Raise Percentage of Respondents**

Less than \$1000	47.6%
\$1000-\$1999	10.2%
\$2000-\$2999	8.1%
\$3000-\$3999	5.9%
\$4000-\$4999	4.4%
\$5000-\$5999	3.6%
\$6000-\$6999	2.2%
More than \$7000	18%

Nearly 20% of pharmacists earn between \$121,000 and \$130,000.

The following chart provides a breakdown of pharmacists' annual salaries in 2015:

**Pharmacist Annual Earnings Percentage of Respondents**

\$70,000 or less	8.7%
\$71,000-\$80,000	2%
\$81,000-\$90,000	3%
\$91,000-\$100,000	5.3%
\$101,000-\$105,000	5.6%
\$106,000-\$110,000	5.7%
\$111,000-\$115,000	6.7%
\$116,000-\$120,000	9%
\$121,000-\$130,000	19.9%
\$131,000-\$140,000	15.9%
\$141,000-\$150,000	7.8%
\$150,000 or more	10.4%

A majority of pharmacists (52.4%) reported working between 40 and 44 hours per week, while 28.1% reported working 39 or fewer hours per week. Only 3.9% of pharmacists reported seeing a decrease in workload, while 70.9% said they saw an increase.

Despite the increased workload, 78.3% of pharmacists surveyed reported being satisfied, very satisfied, or extremely satisfied with their job, and most (74%) don't plan to change jobs within the next year.

**PharmacyWeek**

Each year, PharmacyWeek teams with Mercer to conduct a national compensation survey of pharmacists. In 2015, pharmacists reported earning an average hourly wage of \$60.88, representing an increase of slightly more than \$1 compared with the average reported hourly wage in 2014. However, the pay rate varies widely depending on a pharmacist's job title, setting, and specialty area.

Here's the breakdown of average hourly pay for different job titles in the pharmacy industry, as reflected in Pharmacy Week's 2015 survey:

<b>Job Title</b>	<b>Hourly Pay Rate+/- From 2014</b>	
Staff pharmacist – mail order	\$56.83	\$0.14
Staff pharmacist – satellite	\$60.57	\$3.50
Nuclear pharmacist	\$66.31	\$8.29
Staff pharmacist – retail	\$58.35	-\$0.46
Multiple average	\$60.88	\$1.05
Staff pharmacist - hospital	\$60.75	\$0.63
Clinical pharmacist	\$62.30	\$1.02
Team manager	\$69.05	\$1.76

According to this survey, hourly wages are down by 46 cents for retail pharmacists, but slightly up for mail-order pharmacists, hospital pharmacists, team managers, and clinical pharmacists. Satellite pharmacists and nuclear pharmacists saw significant increases in hourly wages, and nuclear pharmacists have surpassed clinical pharmacists as the highest-paid specialty.

Pharmacists on the West Coast earn the most, making an average of \$68.07 per hour, or \$141,600 per year. Meanwhile, pharmacists in the Northeast earn the least at \$56.75 per hour, or \$118,000 per year.

Pharmacists in California earn the highest wage in the United States, pulling in an average of \$70.61 per hour, or \$146,900 per year. Pharmacists in Puerto Rico are the lowest paid, earning an average of \$45.89 per hour, or \$95,500 per year.

Here's a breakdown of pharmacists' average annual and hourly salaries by state:

<b>State</b>	<b>Average Annual Salary</b>	<b>Average Hourly Salary</b>
Alabama	\$121,300	\$58.33
Alaska	\$132,000	\$63.46
Arizona	\$125,500	\$60.36
Arkansas	\$122,600	\$58.92
California	\$146,900	\$70.61
Colorado	\$117,900	\$56.67
Connecticut	\$123,700	\$59.48
Delaware	\$122,700	\$59.00
Florida	\$117,600	\$56.52
Georgia	\$118,500	\$56.97
Hawaii	\$121,200	\$58.27
Idaho	\$117,000	\$56.23
Illinois	\$120,300	\$57.84
Indiana	\$118,200	\$56.83
Iowa	\$114,200	\$54.93
Kansas	\$123,200	\$59.22
Kentucky	\$126,900	\$61.00
Louisiana	\$118,900	\$57.18
Maine	\$129,500	\$62.24
Maryland	\$117,500	\$56.47
Massachusetts	\$119,100	\$57.24
Michigan	\$115,400	\$55.50
Minnesota	\$122,900	\$59.09
Mississippi	\$120,300	\$57.83
Missouri	\$119,400	\$57.39
Montana	\$116,200	\$55.84
Nebraska	\$112,000	\$53.86
Nevada	\$131,700	\$63.32
New Hampshire	\$123,200	\$59.23
New Jersey	\$120,300	\$57.82
New Mexico	\$124,700	\$59.96
New York	\$124,500	\$59.88
North Carolina	\$121,700	\$58.49
North Dakota	Data not available	Data not available
Ohio	\$117,400	\$56.43
Oklahoma	\$116,000	\$55.76
Oregon	\$124,400	\$59.82
Pennsylvania	\$114,200	\$54.90
Puerto Rico	\$95,500	\$45.89
Rhode Island	\$118,400	\$56.92
South Carolina	\$125,800	\$60.46
South Dakota	\$113,200	\$54.40
Tennessee	\$119,800	\$57.59
Texas	\$119,100	\$57.25
Utah	\$120,700	\$58.04

Vermont	\$123,200	\$59.25
Virginia	\$122,900	\$59.08
Washington	\$122,700	\$59.01
Washington, D.C.	\$124,800	\$60.00
West Virginia	\$124,200	\$59.72
Wisconsin	\$123,400	\$59.31
Wyoming	\$122,100	\$58.69

Hospital/health system pharmacists are the highest paid at an average of \$127,700 a year, or \$61.41/hr. Supermarket pharmacists make an average of \$125,200 a year (\$60.21/hr), mass merchandiser pharmacists make an average of \$123,000 a year (\$59.12/hr), and chain drug store pharmacists earn an average of \$122,500 a year (\$58.91/hr). Mail-order pharmacists are the lowest paid at an average of \$119,200 per year, or \$57.31/hr.

### **BLS 2014 Report**

In its 2014 report, BLS reported that there are 297,100 pharmacy jobs in the United States and the median pay for pharmacists is \$120,950 per year, or \$58.15 per hour. The pharmacy industry is expected to grow at a slower-than-average rate of 3%, adding 9100 jobs between 2014 and 2024, according to the BLS report.

### ***U.S. News & World Report 2014 Rankings***

In 2014, the most recent year for which data is available, *U.S. News & World Report* ranked “Pharmacist” as No. 18 on its list of best-paying jobs. The publication reported that the annual median salary was \$120,950, or \$58.15/hr, which is in accordance with the 2014 BLS report.

- The best-paid 10% of pharmacists earn \$150,550 a year
- The lowest-paid 10% of pharmacists earn \$89,320 a year

According to the publication, the best-paid pharmacists are employed by scientific research and development companies and work in the metropolitan areas of Santa Cruz, California; Gadsden, Alabama; Chico, California; Anniston, Alabama; and Fresno, California.

### **AACP**

Although academics continue to earn the lowest salary among pharmacists, the average full-time faculty salary in 2015-2016 increased to \$104,400, up from \$103,100 in 2014-2015.

### **Conclusion**

If you’ve made it this far, you’ve probably realized that pharmacy salary data varies depending on the source you use. Still, it’s safe to say that pharmacists across the United States have seen modest increases in their salaries this year, and that a career as a pharmacist continues to be a well-paying gig.

Little has changed from 2015 regarding salary variations by location. Pharmacists in California are still the top earners in the country because of their higher cost of living. Nuclear pharmacists are the highest paid, and hospital/health systems are the highest-paying settings.

So, whether you're a pharmacy student trying to anticipate how quickly you can pay off your student loans after landing your first job, or a hard-working retail pharmacist looking for fodder to make a case for a raise, I hope that this information has given you some food for thought and proves useful as you start—or continue—your career.