

Since 1977, pharmacists in Wisconsin have been surveyed biennially to document salary and benefit trends. Over the years, the survey has been adjusted, refined and improved to capture compensation information and additional insights about the pharmacist workforce and labor economic issues in Wisconsin. In keeping with that tradition, this article reports the results of the most recent survey. Due to increased interest in the pharmacy workforce, two separate questionnaires were mailed to two samples of licensed pharmacists residing in Wisconsin.

aged 65 years or older were sampled, to reduce responses from retired pharmacists still holding active licenses. The survey packets included the survey form, an individually signed cover letter and a business reply envelope. A follow-up reminder postcard was mailed two weeks after the initial mailing. In November, a second mailing of the questionnaire was sent to non-responders to increase the useable responses. Sampled pharmacists also had the option of completing an electronic form of the survey accessible via an Internet Web site; the address was provided in the survey cover letter.

Respondents were asked to report

short-forms and one long-form). Of the 997 questionnaires assumed to be delivered, a total of 507 responses were received via the mail, 354 from the short-form group and 153 from the long-form group. A total of 15 responses were obtained from the electronic version of the survey (six long-form, nine short-form). Thus, a total of 522 responses were received, representing an adjusted response rate of 52.4% (52.0% short-form, 53.2% long-form). A total of two respondents failed to provide any information. Of the 520 respondents providing information, 454 (87.3%) were practicing pharmacists. The remaining respondents were retired but practicing part-time ($n = 14$, 2.7%), not practicing pharmacy but employed in a pharmacy related career ($n = 18$, 3.5%), retired and not practicing at all ($n = 15$, 2.9%), employed in non-pharmacy related careers ($n = 11$, 2.1%), and unemployed ($n = 8$, 1.5%).

The analyses reported here are based on a total of 338 complete responses from practicing pharmacists (employees with less than 25% ownership interest in the pharmacy) scheduled to work full-time (30 or more hours per week). Managers/directors, assistant managers/directors, and supervisors were categorized as "management" positions in contrast to staff positions. Overall, 37.9% of respondents were in management positions.

The results for "Community Chain" pharmacies represent chains with 11 or more units under common ownership, including supermarkets and mass merchandisers. The "Hospital" pharmacy category includes pharmacists practicing in inpatient and outpatient settings and a few individuals reporting mixed practice settings that included hospital and long-term care or home health care or "institution-based" settings (VA clinic, poison center, etc.).

Nursing home/long term care and home health/infusion pharmacy responses were combined. The "government" pharmacy category included pharmacists practicing in pharmacies operated by federal or state agencies or governmental units.

SALARIES BY REGION, SETTING AND POSITION

As in the past, responses were categorized into regions based on the reported

2003 Wisconsin Pharmacist Salary Survey

Compensation, hours worked, and fringe benefits for practicing pharmacists

by David A. Mott, PhD & David H. Kreling, PhD

sin. New survey sections included an assessment of the shortage of pharmacists in the state and an assessment of pharmacy work environments. Data from these new sections will be summarized in additional reports; this article details major compensation and benefit findings from the survey.

METHODS

In October, 1,000 salary survey questionnaires were mailed to a systematic random sample of pharmacists residing in Wisconsin. A total of 700 pharmacists were mailed a five-page questionnaire (short-form) and 300 pharmacists were mailed a 10-page questionnaire (long-form). The sampling frame for the study included all licensed pharmacists residing in Wisconsin, based on the State Department of Regulation and Licensing mailing list. Proportionately fewer pharmacists

both hourly wage rates and gross base amount earned per pay period. In a few cases an hourly rate was computed by the researchers based on the amount per pay period and the scheduled hours worked per week. The researchers calculated annual salaries by annualizing the gross amount per pay period, or from the hourly rate and the scheduled hours per week, if an amount per pay period was not reported. The base annualized amounts and hourly rates were used in this analysis to reduce confounding effects that would be introduced by including bonuses, overtime and other pay additions. Highlights of additions to base pay packages are summarized at the end of this article.

RESULTS

Of the 1,000 mailed questionnaires, three were returned as undeliverable (two

Table 1

2003 Statewide Salary and Duty Hours by Region, Setting, and Position

	Annual Salary		Hourly Rate	Weekly Work Hours				
	Average	Range	Average	Scheduled Hours		Actual Hours		
				Average	Range	Average	Range	
Region 1	Community Independent							
	Managers (N = 6)	\$95,711	83,200-105,040	\$44.75	42.0	30-55	42.0	30-55
	Staff (N = 13)	\$86,722	60,320-104,000	\$42.50	39.5	35-43	39.9	35-44
	Total (N = 19)	\$89,560	60,320-105,040	\$43.21	40.3	30-55	40.6	30-55
	Community Chain							
	Managers (N = 12)	\$96,479	75,608-110,500	\$45.80	41.3	38-55	46.6	40-60
	Staff (N = 20)	\$87,195	73,133-95,732	\$43.67	40.0	32-72	42.0	32-72
	Total (N = 32)	\$90,676	73,132-110,500	\$44.47	40.5	32-72	43.7	32-72
	Hospital							
	Managers (N = 7)	\$87,050	73,216-93,600	\$42.74	38.9	32-40	39.6	32-45
Staff (N = 10)	\$84,839	68,120-94,120	\$41.65	39.2	32-40	40.6	36-44	
Total (N = 17)	\$85,749	68,120-94,120	\$42.10	39.1	32-40	40.2	36-45	
Nursing Home/Long Term Care								
Managers (N=3)	\$85,341	69,888-93,990	\$43.58	37.3	32-40	38.7	33-43	
Total (N = 5)	\$87,717	69,888-93,990	\$43.70	38.4	32-40	40.7	33-48	
Overall (N = 75)	\$88,951	60,320-110,500	\$43.44	40.0	30-72	42.0	30-72	
Region 2	Community Independent							
	Managers (N = 4)	\$91,952	79,378-104,000	\$44.24	40.0	36-45	42.8	36-45
	Staff (N = 4)	\$80,014	76,752-81,900	\$40.88	37.8	35-40	38.3	35-42
	Total (N = 8)	\$85,983	76,752-104,000	\$42.56	38.9	35-45	40.5	35-45
	Community Chain							
	Managers (N = 17)	\$95,397	85,800-103,740	\$45.62	40.5	40-42	43.4	39-50
	Staff (N = 20)	\$87,919	65,000-93,600	\$44.12	42.3	30-80	43.9	30-10
	Total (N = 37)	\$91,355	65,000-103,740	\$44.81	41.5	30-80	43.7	30-10
	Hospital							
	Managers (N = 5)	\$101,132	96,200-106,600	\$48.77	40.1	40-41	45.3	42-48
	Staff (N = 17)	\$93,564	73,917-108,472	\$45.16	40.9	35-70	42.7	36-70
	Total (N = 22)	\$95,284	73,917-108,472	\$45.98	40.8	35-70	43.3	36-70
Nursing Home/Long Term Care								
Total (N = 4)	\$80,943	70,200-90,147	\$39.07	40.0	40	41.3	40-45	
Government								
Staff (N=4)	\$83,073	62,772-92,000	\$39.80	39.4	38-40	40.4	38-42	
Total (N = 4)	\$83,073	62,772-92,000	\$39.80	39.4	38-40	40.4	38-42	
Overall (N = 77)	\$91,499	62,772-119,000	\$44.59	40.8	30-80	43.0	30-100	
Region 3	Community Independent							
	Managers (N = 5)	\$88,574	82,732-96,000	\$42.59	39.9	37-43	42.7	37-50
	Staff (N = 8)	\$74,891	49,140-88,452	\$38.85	36.5	30-44	38.0	30-45
	Total (N = 13)	\$80,154	49,140-96,000	\$40.29	37.8	30-44	39.8	30-50
	Community Chain							
	Managers (N = 18)	\$96,951	87,048-107,097	\$45.42	41.0	36-44	42.4	36-50
	Staff (N = 23)	\$89,719	72,800-99,970	\$44.43	41.8	30-80	42.0	30-72
	Total (N = 41)	\$92,894	72,800-107,097	\$44.86	41.4	30-80	42.2	30-72
	Hospital							
	Managers (N = 12)	\$100,653	79,800-125,000	\$48.05	41.0	40-45	50.7	40-62
	Staff (N = 24)	\$85,769	66,477-100,651	\$42.57	41.0	30-70	42.7	30-70
	Total (N = 36)	\$90,730	66,477-125,000	\$44.40	41.0	30-70	45.4	30-70
	Nursing Home/Long Term Care							
	Managers (N=3)	\$89,724	85,696-92,997	\$43.14	40.0	40	46.7	45-50
	Staff (N = 3)	\$80,091	74,360-86,000	\$38.51	40.0	40	45.0	40-50
Total (N = 6)	\$84,908	74,360-92,997	\$40.82	40.0	40	45.8	40-50	
HMO								
Managers (N = 4)	\$96,500	83,000-108,000	\$46.39	40.0	40	44.5	42-46	
Staff (N = 3)	\$80,262	79,500-81,286	\$39.50	40.0	40	41.8	41-43	
Total (N = 7)	\$89,541	79,500-108,000	\$43.44	40.0	40	43.4	41-46	
Overall (N = 105)	\$89,600	49,140-125,000	\$43.66	40.6	30-80	43.2	30-72	
Region 4	Community Independent							
	Staff (N = 5)	\$82,996	68,640-92,643	\$42.37	38.0	30-40	41.0	30-50
	Total (N = 7)	\$84,745	68,640-95,243	\$42.51	38.6	30-40	42.4	30-50
	Community Chain							
	Managers (N = 16)	\$100,781	78,000-147,638	\$48.04	43.6	38-82	46.4	38-86
	Staff (N = 13)	\$91,050	81,900-93,600	\$44.25	42.5	40-72	43.9	40-72
	Total (N = 29)	\$96,419	78,000-147,638	\$46.34	43.1	38-82	45.3	38-86
	Hospital							
	Managers (N = 7)	\$100,039	84,232-122,720	\$50.97	44.9	32-80	46.3	32-80
	Staff (N = 30)	\$89,573	70,000-106,080	\$43.42	41.3	32-70	45.0	32-70
	Total (N = 37)	\$91,553	70,000-122,720	\$44.85	42.0	32-80	45.2	32-80
	Nursing Home/Long Term Care							
Staff (N = 6)	\$83,996	65,000-96,200	\$43.94	38.0	32-42	40.8	32-46	
Total (N = 8)	\$88,217	65,000-112,320	\$45.08	38.5	32-42	41.3	32-46	
Overall (N = 81)	\$92,377	65,000-147,638	\$45.20	41.7	30-82	44.6	30-86	
Total for the State (N = 338)	\$90,554	49,140-147,638	\$44.19	40.8	30-82	43.2	30-100	

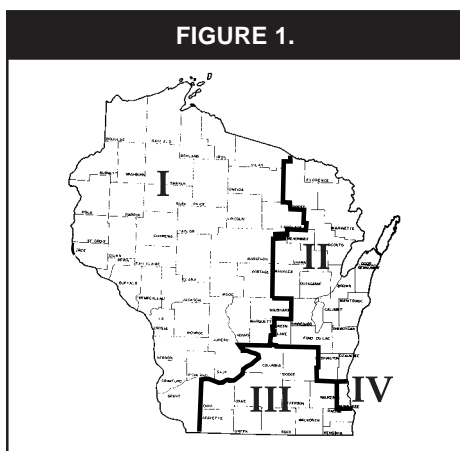
Note: Breakdowns by position and setting shown only where 3 or more responses were available. Overall totals for regions and the state include all responses.

Table 2

2003 Salary, Hourly Wage, Duty Hours, Age, and Years of Practice by Gender and Practice Site

		Annual Salary	Hourly Rate	Hours Per Week	Age	Years in Practice
Community-Independent	Managers					
	Male (N= 15)	\$91,918	\$44.30	40.0	49.6	24.5
	Overall (N= 17)	\$91,952	\$43.77	40.7	47.9	22.9
	Staff					
	Male (N= 17)	\$85,091	\$41.74	39.0	44.2	19.8
	Female (N= 13)	\$78,077	\$40.71	37.2	38.6	11.9
	Overall (N= 30)	\$82,052	\$41.29	38.2	41.8	16.4
Community-Chain	Managers					
	Male (N= 48)	\$97,942	\$46.36	42.0	46.9	21.6
	Female (N= 15)	\$95,725	\$45.75	40.3	39.4	14.5
	Overall (N= 63)	\$97,414	\$46.21	41.6	45.1	19.9
	Staff					
Male (N= 46)	\$89,952	\$44.18	42.4	45.0	19.8	
Female (N= 30)	\$87,056	\$44.02	40.3	36.3	9.3	
Overall (N= 76)	\$88,809	\$44.11	41.6	41.6	15.6	
Hospital	Managers					
	Male (N= 24)	\$99,322	\$48.31	40.3	45.9	21.8
	Female (N= 7)	\$91,340	\$45.27	44.6	34.1	9.9
	Overall (N= 31)	\$97,520	\$47.63	41.2	43.3	19.1
	Staff					
Male (N= 41)	\$90,727	\$44.01	42.3	44.5	18.9	
Female (N= 40)	\$86,621	\$42.60	39.5	36.4	10.4	
Overall (N= 81)	\$88,699	\$43.31	40.9	40.5	14.7	
HMO Pharmacy	Managers					
	Male (N=6)	\$101,847	\$48.96	40.0	42.5	23.2
	Overall (N= 7)	99,011	47.6	40.0	41.9	21.9
	Staff					
Female (N= 3)	\$80,262	\$39.50	40.0	27.7	1.7	
Overall (N= 4)	\$82,622	\$39.62	41.3	29.0	3.3	
Nursing Home/LTC	Managers					
	Male (N= 9)	\$90,595	\$44.46	39.1	48.0	23.2
	Overall (N=10)	\$89,038	\$43.62	39.2	48.2	23.4
	Staff					
	Male (N=10)	\$83,238	\$40.76	39.4	48.2	21.2
Female (N=3)	\$84,925	\$45.50	38.0	38.7	14.3	
Overall (N= 13)	\$83,628	\$41.86	39.1	46.0	19.6	
Government	Staff					
	Male (N=5)	\$81,986	\$39.30	39.5	50.2	23.4
	Overall (N = 6)	\$81,191	\$38.94	39.6	48.3	21.8
	Combined Totals					
	Male (N= 222)	\$92,461	\$44.74	41.2	46.0	20.9
	Female (N= 116)	\$86,905	\$43.14	40.0	36.8	10.9
	Overall (N= 338)	\$90,554	\$44.19	40.8	42.8	17.4

Weekly hours are scheduled hours per week. Actual hours worked were slightly higher.



county where the pharmacist practiced in their primary place of employment (see Figure 1). Pharmacists in Region IV (Milwaukee county) had the highest annualized base salaries overall (\$92,377) and pharmacists in Region I (North and West Wisconsin) had the lowest annual base salaries (\$88,951) (see Table 1). Across regions, chain pharmacists reported the highest levels of base earnings except in Region II. Among staff pharmacists, those in independent settings reported the lowest levels of annual base salaries in all regions except Region I and pharma-

cists in chain settings reported the highest level of annual base salaries in all regions except Region II.

The annualized base salaries provided some interesting contrasts within regions. In Region I, independent staff pharmacists' annual base pay was only \$473 below that of chain staff pharmacists and hospital staff pharmacists' annual base pay was \$2,356 lower. In Region III, the difference between chain staff and independent staff pharmacists' annual base pay (\$14,828) was over 3.5 times greater than the difference between chain staff and hospital staff pharmacists' annual base pay (\$3,950). In Region IV, the difference between chain staff and independent staff pharmacists' annual base pay (\$8,054) was nearly 5.5 times greater than the difference between chain staff and hospital staff pharmacists' annual base pay (\$1,477). However, hospital staff pharmacists in Region II earned the highest annual base pay of staff pharmacists in all regions and, within the region, \$13,550 and \$5,645 above that of independent and chain staff pharmacists respectively. Differences within regions by position level were as might be expected; managers earned more than staff pharmacists. Some of the variation in annual base pay is related to different average weekly duty hours across regions and positions; independent staff pharmacists typically had fewer duty hours per week.

The hourly rate results were generally consistent with the annual base earnings results. Among staff pharmacists, the highest hourly rates were paid in chain settings. The largest differences between manager and staff hourly rates occurred in hospital settings. Respondents reported both scheduled and actual hours worked. Since the actual hours worked were higher, the "real" hourly rate for pharmacists is lower. Discrepancies between scheduled and actual hours across regions and settings were generally greater for pharmacists in chain and hospital settings. Pharmacists in management positions tended to have larger differences between actual and scheduled hours with the largest gaps for managers in hospitals and chain settings.

Table 3

2003 Salary and Duty Hours by Years of Practice and Setting

		Annual Salary		Hourly Rate	Weekly Hours		Percent Managers
		Average	Range	Average	Average	Range	
1st Year	First-Year Pharmacists						
	Community Independent (N=5)	\$81,484	78,300-85,010	\$39.57	38.6	35-40	0%
	Community Chain (N = 7)	\$93,977	89,986-103,740	\$44.52	46.0	40-80	14%
	Combined (N = 14)	\$87,460	75,171-103,740	\$41.86	42.5	35-80	7%
1-4 Years	1 to 4 Years Experience						
	Community Independent (N=4)	\$81,828	67,545-91,000	\$40.91	38.3	33-40	25%
	Community Chain (N = 25)	\$92,605	80,000-105,000	\$44.46	43.1	34-80	24%
	Hospital (N = 21)	\$87,132	77,979-98,363	\$42.06	41.7	40-80	14%
	HMO (N=3)	\$80,262	79,500-81,286	\$39.50	40.0	40	0%
	Combined (N = 55)	\$89,123	67,545-105,000	\$43.04	41.9	33-80	18%
5-9 Years	5 to 9 Years Experience						
	Community Independent (N = 4)	\$86,499	67,600-104,876	\$43.21	38.0	32-40	25%
	Community Chain (N = 19)	\$89,958	69,420-105,696	\$44.58	41.4	30-80	37%
	Hospital (N = 15)	\$86,138	66,477-94,500	\$42.08	42.9	32-70	13%
	Combined (N = 40)	\$87,922	66,477-105,696	\$43.23	41.7	30-80	25%
10-19 Years	10 to 19 Years Experience						
	Community Independent (N = 8)	\$86,110	60,320-105,040	\$43.38	39.0	30-55	50%
	Community Chain (N = 22)	\$95,983	86,996-106,246	\$45.78	41.8	36-70	59%
	Hospital (N = 27)	\$91,245	70,000-125,000	\$45.69	40.4	30-70	33%
	Long Term Care (N = 4)	\$90,270	74,360-112,320	\$43.53	40.0	40	50%
	HMO (N = 4)	\$97,770	82,000-108,000	\$47.00	40.0	40	100%
	Government (N = 3)	\$80,285	77,220-86,000	\$38.48	40.0	40	0%
	Combined (N = 68)	\$92,017	60,320-125,000	\$45.08	40.6	30-70	47%
20+ Years	20 or More Years Experience						
	Community Independent (N = 26)	\$86,735	49,140-104,000	\$42.37	39.6	30-45	42%
	Community Chain (N = 66)	\$92,315	65,000-147,638	\$45.26	40.5	32-82	55%
	Hospital (N = 47)	\$94,959	68,120-122,720	\$45.96	40.4	32-70	36%
	Long Term Care (N = 16)	\$84,237	65,000-94,345	\$42.33	38.8	32-42	50%
	HMO (N = 3)	\$100,667	83,000-119,000	\$48.40	40.0	40	100%
	Government (N = 3)	\$82,097	62,772-92,000	\$39.39	39.2	38-40	0%
	Combined (N = 161)	\$91,348	49,140-147,638	\$44.65	40.1	30-82	47%

Note: Amounts shown only where 3 or more responses were available. Combined totals include all responses. Weekly hours are scheduled hours per week. Actual hours were slightly higher.

Table 4

Trends in Salaries 1977 - 2003

Year	COMMUNITY				HOSPITAL				
	Annual Salary	Percent Increase	Hourly Rate	Percent Increase	Annual Salary	Percent Increase	Hourly Rate	Percent Increase	CPI Change
1977 (N=166)	\$17,863	—	\$7.98	—	(N=73)	\$17,420	—	\$8.37	—
1979 (N=148)	\$19,552	9.5%	\$8.54	7.0%	(N=67)	\$20,124	15.5%	\$9.43	12.7%
1981 (N=190)	\$22,724	16.2%	\$9.93	16.3%	(N=115)	\$23,192	15.2%	\$10.88	15.4%
1983 (N=158)	\$25,688	13.0%	\$11.49	15.7%	(N=122)	\$27,560	18.8%	\$12.93	18.8%
1985 (N=209)	\$29,224	13.8%	\$13.07	13.8%	(N=176)	\$29,744	7.9%	\$13.95	7.9%
1987 (N=167)	\$33,176	13.5%	\$14.50	10.9%	(N=114)	\$33,436	12.4%	\$15.68	12.4%
1989 (N=159)	\$38,272	15.4%	\$17.52	20.8%	(N=103)	\$38,844	16.2%	\$18.22	16.2%
1991 (N=183)	\$45,136	17.9%	\$20.67	18.0%	(N=173)	\$43,680	12.4%	\$20.49	12.5%
1993 (N=250)	\$51,064	13.1%	\$23.38	13.1%	(N=143)	\$49,140	12.5%	\$22.50	9.8%
1995 (N=224)	\$59,592	16.7%	\$27.29	16.7%	(N=134)	\$56,160	14.3%	\$27.00	20.0%
1997 (N=193)	\$62,057	4.1%	\$29.07	6.5%	(N=132)	\$60,556	7.8%	\$28.12	4.1%
1999 (N=217)	\$69,304	11.7%	\$33.13	14.0%	(N=125)	\$66,692	10.1%	\$32.75	16.5%
2001 (N=172)	\$81,433	17.5%	\$39.69	19.8%	(N=140)	\$78,564	17.8%	\$39.22	19.8%
2003 (N=186)	\$90,921	11.7%	\$44.34	11.7%	(N=112)	\$91,141	16.0%	\$44.51	13.5%

Note: Community = independent and chain pharmacists only. CPI is the consumer price index for all goods.

Table 5

Additional Compensation Summary

		Overtime	Annual Bonus	Profit Sharing	Other Earnings Additions	Secondary Employment	Total Additions to Earnings
Community Indpnt	Managers (N=17) Average: % Receiving: Range:		\$9,514 47% \$750-27,500	\$4,183 18% \$1,750 - \$6,000	\$6,488 24% \$1,800 - 14,000	\$11,075 24% \$3,000 - 24,300	\$15,892 59% \$750-29,100
	Staff (N=30) Average: % Receiving: Range:	\$2,614 17% \$8-5,000	\$2,592 30% \$1-12,000	\$2,851 17% \$200-5,755	\$990 7% \$679-1,300	\$10,875 7% \$2,250-19,500	\$5,721 43% \$8-24,051
Community Chain	Managers (N = 63) Average: % Receiving: Range:	\$5,419 48% \$350-16,000	\$6,564 68% \$700-37,000	\$5,135 37% \$225-33,000	\$4,313 11% \$1,00-13,000	\$13,500 8% \$3,000-28,500	\$13,513 78% \$350-54,000
	Staff (N = 76) Average: % Receiving: Range:	\$6,183 32% \$700-55,000	\$2,822 55% \$100 - 10,000	\$3,677 20% \$950-8,500	\$7,250 3% \$1,500-13,000	\$13,866 7% \$6,240-13,866	\$8,457 63% \$300-73,000
Hospital	Managers (N = 31) Average: % Receiving: Range:	\$5,000 4% \$5,000	\$8,633 29% \$2,500-15,000	\$10,000 4% \$10,000	\$1,000 4% \$1,000	\$7,412 23% \$2,064-26,000	\$10,399 45% \$2,064-26,000
	Staff (N = 81) Average: % Receiving: Range:	\$8,375 23% \$750-34,275	\$2,465 21% \$100-10,000	\$797 7% \$97-3,000	\$6,806 11% \$2,000-22,631	\$15,038 14% \$2,000-38,000	\$9,520 54% \$100-61,731
Nursing Home/LTC	Managers (N = 10) Average: % Receiving: Range:	\$2,000 10% \$2,000	\$1,067 30% \$50-2,750		\$,715 30% \$2,000-6,144		\$4,086 40% \$2,000-8,894
	Staff (N = 13) Average: % Receiving: Range:	\$11,750 15% \$500-23,000	\$1,375 15% \$750-2,000		\$900 8% \$900	\$4,750 15% \$3,500-6,000	\$7,330 38% \$750-23,000
HMO Pharmacy	Managers (N = 7) Average: % Receiving: Range:		\$6,867 43% \$600-15,000	\$4,000 29% \$1,000-7,000	\$1,500 29% \$1,000-2,000	\$5,067 43% \$2,400-8,000	\$7,800 86% \$3,000-15,000
	Staff (N = 4) Average: % Receiving: Range:	\$4,200 50% \$400-8,000	\$5,000 25% \$5,000			\$7,264 50% \$6,000-8,528	\$9,309 75% \$400-16,528
Government	Staff (N = 6) Average: % Receiving: Range:	\$1,706 33% \$500-2,912			\$5,000 33% \$5,000	\$5,031 50% \$2,314-9,000	\$3,918 100% \$500-9,000

SALARIES BY GENDER AND EXPERIENCE

Responses were categorized by setting, position and gender (Table 2). On both an annual base pay and hourly rate basis, there is a tendency for male pharmacists to earn more than female pharmacists. However, males consistently are older and have more practice experience and work more hours per week relative to females. Generally, when setting, position and years of experience are controlled,

there is no significant difference in annual pay or hourly earnings for males and females.

EARNINGS AND EXPERIENCE

Annual base pay and weekly scheduled hours worked by years in practice are shown in Table 3. Chain pharmacists reported the highest annual base pay and hourly rates in each experience category except 10-19 years and 20 or more years. In the higher years experience categories,

pharmacists in HMO settings reported the highest annual base pay and hourly rates. As in past years, the results reflect a relatively flat age-earnings relationship where pharmacists early in their careers earn only slightly less (or sometimes more) than more experienced pharmacists. The survey deliberately was conducted in the fall to capture earnings for recent graduates from the UW School of Pharmacy. One reason annual pay tends to be slightly higher for more experienced

Table 6

Percent of Employers Offering Fringe Benefits

	Independent (N=47)	Chain (N=139)	Hospital (N=112)	HMO (N=11)	LTC/NH (N=23)	Government (N=6)	Total (N=338)
INSURANCE							
Health-self	93.6	95.7	91.1	90.9	91.3	66.7	93.5
Health-spouse	74.5	93.5	84.8	90.9	91.3	83.3	87.6
Health-dependents	83.0	89.2	88.4	63.6	91.3	66.7	88.2
Dental	63.8	92.8	92.9	72.7	87.0	50.0	88.8
Life	66.0	96.4	92.9	90.9	87.0	66.7	90.5
Disability	70.2	93.5	85.7	72.7	82.6	66.7	86.7
Malpractice	48.9	47.5	34.8	36.4	26.1	16.7	41.1
VACATION/LEAVE							
Maternity Leave	40.4	69.1	73.2	72.7	65.2	33.3	65.7
Non-Paid Leave	31.9	58.3	61.6	81.8	39.1	16.7	54.4
Paid Professional Leave	19.1	20.1	39.3	63.6	17.4	33.3	27.8
Sick Leave	46.8	70.5	83.9	63.6	91.3	50.0	72.5
Paid Vacation	97.9	97.1	93.7	90.9	95.7	83.3	95.9
Paid Personal Days	42.6	64.0	65.2	54.5	73.9	66.7	61.8
SAVINGS/RETIREMENT							
Tax Sheltered Plans	80.9	89.2	91.1	81.8	91.3	50.0	88.3
Retirement/Pension Plan	31.9	36.7	73.2	72.7	30.4	50.0	49.1
Stock Purchase Options	0.0	58.3	6.2	9.1	21.7	0.0	27.8
PROFESSIONAL BENEFITS							
Paid Association Dues	40.4	12.9	27.7	63.6	47.8	50.0	26.3
Paid License Fee	29.8	5.8	15.2	45.5	13.0	16.7	14.2
Professional Attire Allowance	6.4	17.3	6.2	0.0	0.0	0.0	10.1
Meeting or Seminar Fee	36.2	12.2	67.9	81.8	60.9	66.3	40.8
Tuition Remission	21.3	18.0	57.1	81.8	34.8	66.7	35.5
OTHER BENEFITS							
Parking Allowance	2.1	2.9	9.8	9.1	4.3	0.0	5.3
Employment Travel (mileage)	36.2	54.7	41.1	54.5	65.2	16.7	47.6
Child Care Allowance	2.1	6.5	17.0	18.2	13.0	0.0	10.4
Shift Differential	8.5	24.5	58.9	9.1	8.7	16.7	32.0
Job Sharing	4.3	4.3	6.2	9.1	0.0	0.0	4.7
Flexible Schedule	40.4	33.1	43.7	45.5	21.7	0.0	36.7
Discounts on Purchases	72.3	82.7	28.6	18.2	43.5	0.0	57.1
Discounts on Prescriptions	44.6	30.9	27.7	9.1	21.7	0.0	29.9
Company Car	0.0	2.9	2.7	9.1	0.0	0.0	2.4
Expense Account	0.0	3.6	0.9	18.2	0.0	0.0	2.4
Flexible Spending Accounts	51.1	57.6	65.2	81.8	69.6	33.3	60.4

pharmacists is a greater proportion of more experienced pharmacists report being in management positions.

SALARY TRENDS

The change in pharmacist salaries since 1977 is summarized in Table 4. Between 2001 and 2003 overall annual base salaries for pharmacists increased 13.0% from \$80,108 to \$90,554. This increase is more than three times that of general inflation represented by the 4.1% increase in the Consumer Price Index (CPI) during the biennium. Annual base salaries for pharmacists in hospital settings increased more than pharmacists in community pharmacies (16.0% and 11.7%, respectively). For the first time since 1989, the mean annual base salary for pharmacists in hospital settings was larger

than the mean annual base salary for pharmacists in community settings. Pharmacists in Wisconsin have experienced tremendous real growth in their earning power since 1981 as evidenced by the greater biennial growth in nominal wages relative to the rate of increase in inflation.

ADDITIONS TO BASE COMPENSATION

Across all settings, relatively high proportions of respondents reported some kind of additions to base earnings and the average amount of total additions to earnings totaled about \$10,000 annually for many pharmacists (Table 5). Annual bonuses were common for community pharmacists (independent, chain, HMO). Profit sharing was common for chain managers and HMO pharmacists. Earnings from secondary employment were

more common among HMO and government pharmacists; nearly half of those respondents had some secondary employment. Generally, earnings from secondary employment were the highest dollar amount added to annual base earnings.

FRINGE BENEFITS

A summary of fringe benefits offered by employers is shown in Table 6. Health insurance and paid vacation were the most common fringe benefits respondents reported being available to them, but in general, pharmacists are offered very competitive and comprehensive benefit packages. Overall, there was a tendency for chain, hospital, HMO and long-term care/nursing home employers to offer more benefits.

CONCLUSION

Pharmacist salaries increased at a pace over three times that of general inflation between 2001 and 2003. The increasing demand for pharmacists at a time when the supply of pharmacists may not be adequate continues to drive salaries higher. Other workforce issues also are important as the demands placed on working pharmacists increase. Additional results from the 2003 survey will be published that will address some workplace issues that can affect recruiting and retaining pharmacists.

We appreciate the help of all pharmacists who took time from their busy schedules to provide data for this study. Without your input we would not have the comprehensive information about pharmacists in Wisconsin that we have developed. We also thank the Sonderegger Research Center for support and David Hager, a third year PharmD student at the UW School of Pharmacy, for his assistance in sample selection, coordination of survey mailing, data entry and coding. ●

David A. Mott is an associate professor at the Sonderegger Research Center, UW School of Pharmacy. David H. Kreling is Hammel/Sanders professor of pharmacy administration at the Sonderegger Research Center, UW School of Pharmacy.

Questions and or comments about the 2003 Salary Survey can be sent to Dr. Mott at the School of Pharmacy. Information about the 2003 Salary Survey also can be obtained from the Sonderegger Research Center Web site at www.pharmacy.wisc.edu/src/.