

# Pharmacy Compensation Survey

## Comprehensive data for a healthy talent strategy

Whether you're a retail, mail order, or hospital pharmacy, ensuring you have the right insights to make key salary decisions is critical to finding, keeping, and motivating the employees you need to be successful. Learn what to pay your employees using the Pharmacy Compensation Survey.



121 positions published

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### Top 20 matched positions

1. Pharmacy Technician (Retail) – Entry Para-Professional (S1)
2. Pharmacy Technician (Retail) – Experienced Para-Professional (S2)
3. Registered Staff Pharmacist – Experienced Professional (P2)
4. Pharmacy Management – Team Leader (Professionals) (M2)
5. Pharmacy Technician (Retail) – Senior Para-Professional (S3)
6. Clinical Pharmacist (Healthcare & Health Insurance) – Experienced Professional (P2)
7. Pharmacy Technician (Healthcare & Life Sciences) – Experienced Para-Professional (S2)
8. Pharmacy Technician (Retail) – Team Leader (Para-Professionals) (M1)
9. Registered Staff Pharmacist: Remote Pharmacy Services – Experienced Professional (P2)
10. Pharmacy Management – Manager (M3)
11. Pharmacy Intern – Entry Para-Professional (S1)
12. Pharmacy Intern – Senior Para-Professional (S3)
13. Pharmacy Intern – Specialist Para-Professional (S4)
14. Pharmacy Intern – Experienced Para-Professional (S2)
15. General IT Infrastructure Systems Administration – Experienced Professional (P2)
16. General IT Infrastructure Systems Administration – Senior Professional (P3)
17. Registered Staff Pharmacist: Specialty – Experienced Professional (P2)
18. Pharmacy Technician: PBM/Managed Care – Experienced Para-Professional (S2)
19. Pharmacy Services Assistance (Healthcare & Retail) – Experienced Para-Professional (S2)
20. Pharmacy Technician (Health Insurance) – Senior Para-Professional (S3)



### Position families analyzed

- Healthcare/Pharmacy
- Intern
- IT, Telecom & Internet
- Management
- Pharmacist
- Service associate
- Sales, Marketing & Product Management
- Technician



### Data collected

- Base pay
- FLSA status
- Hours scheduled
- Incentive amounts
- Incentive eligibility
- Organization data
- Salary range
- Store script volume
- Technician certified
- Union status



### Data analyzed

- Industry specialization: chain drug store, hospital/healthcare system, mail-order/PBM, managed care/health plan, mass merchandizer, nuclear, specialty services to long-term care facilities, supermarket.
- Geographic area
- Size



### 317 companies submitting data

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Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive key benefits:

- A discount on the survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



### Survey schedule

Participation runs from February to May with results published in August.



### Pricing

Single-state pharmacy operations:

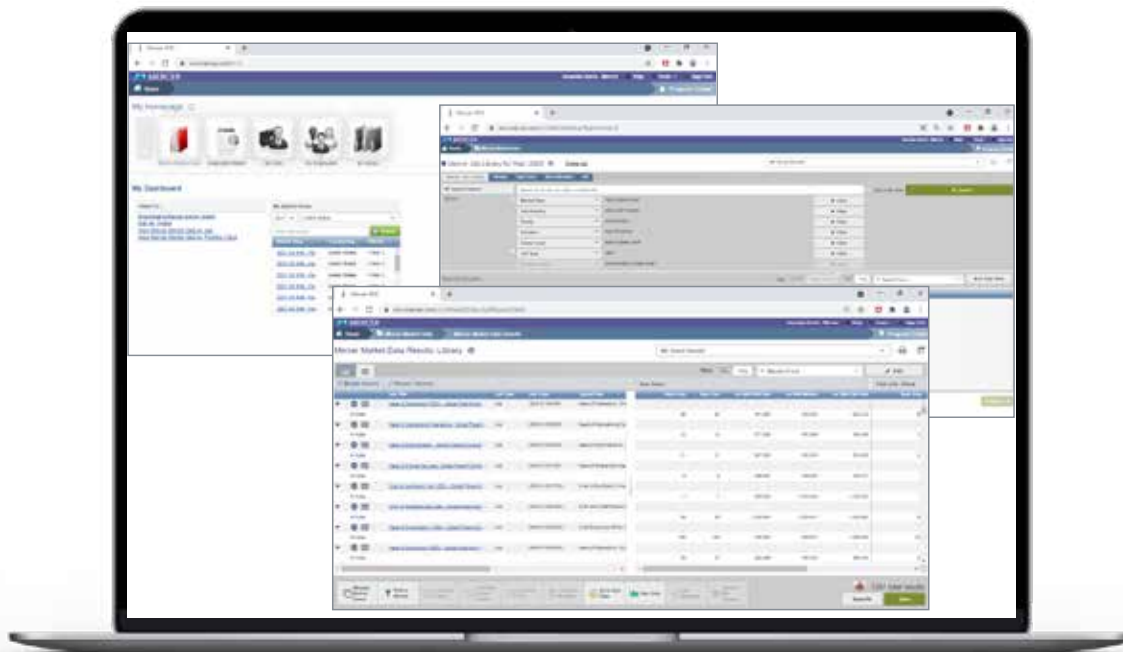
**\$2,000 – Participants    \$6,000 – Non-participants**

Multi-state or specialty pharmacy operations:

**\$3,300 – Participants    \$9,900 – Non-participants**

## Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



## Sample report

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Compensation Element	No. of Orgs	No. of Obs	*/ **	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	77	503	*	40,000	45,760	60,928	53,456	72,084	91,987
Salary Min	41	106		42,200	48,000	55,714	52,900	61,033	73,960
Salary Mid	42	111		54,700	60,000	71,137	67,100	76,250	94,000
Salary Max	41	106		70,080	72,825	88,052	81,100	95,186	122,200
STI Threshold % Base	6	12	*	--	--	3.1	2.8	--	--
STI Target	34	112	*	2,036	2,668	5,926	4,289	8,542	12,560
STI Target % of Base	34	112	**	--	--	7.2	7.0	--	--
STI Maximum % Base	16	62	**	--	--	11.7	8.0	--	--
STI Actual	28	101	*	1,871	2,367	5,886	4,180	8,114	12,700
STI Actual % Base	28	101	**	--	--	7.2	5.7	--	--
Sales Incentive (Target)	9	53	*	11,692	13,288	19,636	16,513	22,223	30,250
Sales Incentive Target % Base	9	53	**	--	--	28.4	20.0	--	--
Sales Incentive Actual	12	61	*	7,328	13,235	45,910	31,777	70,230	106,142
Sales Incentive Actual % Base	12	61	*	9.7	21.3	94.9	40.9	164.4	244.3
Profit Sharing Actual	2	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	**	--	--	--	--	--	--
<b>Total Cash - Target</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,249</b>	<b>74,380</b>	<b>94,791</b>	<b>116,840</b>
Total Cash Target - Receivers	40	155		54,601	69,784	89,263	85,244	102,797	130,082
<b>Total Cash - Actual</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>67,693</b>	<b>56,476</b>	<b>80,000</b>	<b>114,305</b>
Total Cash Actual - Receivers	41	164		56,616	70,716	94,153	88,520	114,902	140,855
LTI (B-S)	5	11	**	--	--	17,845	5,000	--	--
LTI % of Base (B-S)	5	11	*	--	--	20.9	7.6	--	--
<b>TDC Target (B-S)</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,987</b>	<b>75,108</b>	<b>94,825</b>	<b>122,771</b>
TDC Target (B-S), Rcvrs	4	10	*	--	--	--	--	--	--
<b>TDC Actual (B-S)</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>68,083</b>	<b>56,476</b>	<b>81,360</b>	<b>115,461</b>
TDC Actual (B-S) Rcvrs	5	11	*	--	--	100,709	85,982	--	--
Tenure - Organization	73	496	*	0	1	7	3	7	19

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888 942 4111

[surveys@mercer.com](mailto:surveys@mercer.com)