

Survey Name:	2020 United States PCS	Refinement:	All Data
Job Family:	Healthcare/Pharmacy Services	Scale:	In Whole Numbers
Job Sub-family:	Pharmacy Services	Currency:	US Dollar
Job Code:	HLT.05.031.P20	Number of Organizations:	111
Job Title:	Registered Staff Pharmacist - Experienced Professional (P2)	Number of Observations:	67533
Job Type:	Job	Position Class:	-
Job Description:	Interprets physicians' prescriptions and compounds and dispenses medications within regulatory guidelines. Consults medical staff regarding use of medications and potential drug interactions and handles complex problem resolution. Assists in maintenance of the pharmacy's financial records. An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: • Works independently with general supervision. • Problems faced are difficult but typically not complex. • May influence others within the job area through explanation of facts, policies and practices.		

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
Hourly Rate	111	67,533	54.00	58.55	62.00	62.32	66.06	69.38
Base Salary	111	67,533	112,320	121,784	128,952	129,626	137,405	144,310
Hourly Base Salary - Incentive Eligible	36	49,014	53.97	58.05	61.76	61.90	65.91	69.38
Hourly Base Salary - Not Incentive Eligible	87	18,519	54.00	59.87	62.62	63.05	66.72	69.38
STI Target	19	3,950	--	--	8,896	6,000	--	--
STI Target % of Base	19	3,950	--	--	6.5	4.5	--	--
STI Threshold % Base	12	268	--	--	--	--	--	--
STI Maximum % Base	17	1,495	3.0	7.5	14.0	12.0	15.0	30.0
STI Actual	26	25,471	--	--	2,803	2,050	--	--
STI Actual % Base	26	25,471	--	--	2.1	1.6	--	--
Total Cash - Target	100	22,469	109,853	124,114	131,728	132,147	140,837	148,158
Total Cash - Actual	111	67,533	112,996	122,200	130,009	130,303	138,753	145,981
Total Cash Target - Receivers	19	3,950	--	--	138,687	140,624	--	--
Total Cash Actual - Receivers	26	25,471	--	--	134,648	136,188	--	--
LTI (B-S)	2	6	--	--	--	--	--	--
TDC Target (B-S)	100	22,471	109,839	124,114	131,721	132,147	140,837	148,158
TDC Actual (B-S)	111	67,533	112,996	122,200	130,010	130,303	138,754	145,981
Standard Work Week	96	55,468	30	32	36	40	40	40
Tenure - Organization	102	66,636	2	4	11	9	16	23
Tenure - Position	45	40,644	--	--	5	3	--	--