

<b>Table 1 Demographic Information</b>	
<b>Characteristic</b>	Overall
<b>Practice Setting</b>	n=286
Independent	3%
Chain	50%
Hospital	20%
Other	27%
<b>Position</b>	n=286
Owner/Partner	1%
Manager of Director	27%
Assistant/ Associate Manager/ Director	3%
Staff Pharmacist	64%
Other non-administrative, non-staff positions	5%
<b>Practice Location</b>	n=286
Maricopa and Pima County	85%
All other AZ counties	16%
<b>Age</b>	n=286
<31 years	19%
31-45 years	33%
46-60 years	36%
>60 years	12%
<b>Gender</b>	n=282
Male	57%
Female	43%
<b>Degree</b>	n=285
BS Pharmacy	63%
PharmD (1st degree)	37%
PharmD (post BS)	5%
MS/PhD	5%
Residency/Fellowship	9%
Certification Program	12%
Other	3%
<b>Ethnicity</b>	n=277
American Indian	1%
Asian	7%
Black/ African American	3%
Hispanic	5%
White/ Caucasian	83%
Other	1%
<b># Years Practice</b>	n=285
<= 10	37%
11-20 years	19%
>20 years	45%

2007/2008 Arizona Pharmacist Compensation and Labor Survey (Part 1)  
Pharmacists' Hourly Wages and Benefits

	Gender <sup>b</sup> n = 271		Age n = 274				Years of Practice <sup>b</sup> n = 273			Degree <sup>b</sup> n = 273		Region <sup>b</sup> n = 272		Overall n = 274
	Male n = 157	Female n = 114	<31 n = 50	31-45 n = 92	46-60 n = 101	>60 n = 31	<= 10 n = 100	11-20 n = 51	>20 n = 122	Other <sup>c</sup> n = 160	Pharm.D. n = 113	Urban n = 230	Rural n = 42	
<b>Independent, Management<sup>d</sup></b>	\$49.87	*	\$50.00	\$54.75	\$40.00	*	\$50.00	\$54.50	\$47.50	\$49.83	\$50.00	\$53.17	\$40.00	\$49.88
<b>Independent, Staff</b>	\$58.50	\$49.48	\$47.00	*	\$59.74	*	\$47.00	*	\$59.74	\$59.74	\$47.00	\$49.48	\$58.50	\$55.49
<b>Chain, Management</b>	\$55.59	\$56.03	\$55.46	\$55.07	\$56.61	\$55.60	\$55.13	\$54.89	\$56.58	\$55.76	\$55.66	\$55.19	\$59.32	\$55.73
<b>Chain, Staff</b>	\$53.09	\$53.92	\$52.97	\$53.25	\$53.67	\$54.20	\$52.98	\$54.51	\$53.72	\$53.79	\$53.01	\$53.06	\$55.05	\$53.46
<b>Hospital, Management</b>	\$55.15	\$53.88	*	\$55.00	\$53.48	\$60.41	\$55.00	\$51.00	\$55.71	\$56.52	\$52.17	\$54.59	*	\$54.59
<b>Hospital, Staff</b>	\$53.70	\$48.73	\$45.12	\$51.58	\$53.44	\$56.00	\$47.74	\$51.94	\$53.70	\$53.61	\$48.95	\$50.32	\$51.86	\$50.66
<b>Other<sup>e</sup>, Management</b>	\$48.04	\$53.09	\$31.00	\$50.53	\$52.67	\$53.00	\$31.00	\$52.00	\$51.98	\$53.88	\$44.76	\$49.28	\$54.02	\$50.37
<b>Other, Staff</b>	\$52.51	\$52.38	\$51.09	\$50.76	\$55.74	\$49.84	\$49.94	\$57.23	\$51.98	\$52.11	\$52.97	\$52.80	\$47.39	\$52.45
<b>Overall</b>	\$53.52	\$52.55	\$50.29	\$52.97	\$54.64	\$53.43	\$51.35	\$54.69	\$53.95	\$54.04	\$51.86	\$52.95	\$54.47	\$53.15

<sup>a</sup> Results are reported as average dollar amount (dollars per hour) for respondents' primary place of employment. Data are not reported for cells with fewer than 5 respondents

<sup>b</sup> Ns do not total 274 due to item non-response

<sup>c</sup> Other indicates BS degree

<sup>d</sup> Management includes owner, partner, manager, director, assistant manager, associate manager or director

<sup>e</sup> Other includes clinic, long-term care, home health/infusion, pharmacy benefit manager, mail service, and other non-traditional settings.

<b>Table 3: Distribution of Fringe Benefits</b>			
Type of Fringe Benefit	Urban n=236	Rural n=44	Total n=282
<b>Insurance</b>			
Health-Self	97%	98%	97%
Health-Spouse	88%	91%	88%
Health-Dep	73%	84%	83%
Dental	95%	91%	94%
Life	94%	86%	93%
Disability	88%	80%	97%
Malpractice	45%	43%	45%
<b>Savings/Retirement</b>			
Tax shelter	89%	84%	88%
Retirement	43%	57%	45%
Stock	53%	50%	53%
<b>Vacation/Leave</b>			
Maternity	67%	68%	67%
Non-paid	60%	61%	61%
Paid prof	35%	32%	34%
Sick	84%	87%	84%
Paid vacation	95%	98%	95%
Paid personal	66%	59%	65%
<b>Professional</b>			
Paid assoc dues	56%	18%	25%
Paid license	53%	18%	22%
Prof. attire	3%	21%	5%
Tuition	35%	36%	35%
Meeting fee	22%	23%	22%
<b>Other</b>			
Parking	5%	0%	4%
Travel	38%	55%	40%
Child care	9%	0%	8%
Shift diff	46%	39%	45%
Job share	3%	2%	3%
Flex schedule	46%	36%	44%