

Ohio Pharmacist 2023 Salary Survey

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The U.S. Bureau of Labor Statistics (BLS) provides a national estimate for pharmacist salaries. In 2022, the median pharmacist salary was \$132,750 per year, or \$63.82 per hour.¹ The Ohio Pharmacists Association (OPA) has historically conducted a salary survey every few years to estimate the compensation and benefits of pharmacists in Ohio. As the healthcare landscape rapidly changes, the goal of this survey is to provide data that can be used by employees and employers in Ohio to make compensation decisions. Furthermore, an Ohio-specific survey allows for comparison to the national data available through the BLS.

In 2022, the Ohio Pharmacy Workforce Consortium (OPWC) was established as a state-wide initiative to study the labor and economic trends for pharmacists in Ohio. The OPWC launched its first survey in March 2023. The salary questions entailed one section of a larger workforce survey containing sections addressing work setting and characteristics, job conditions and outcomes, compensation and debt, and demographic characteristics. Questions from each section were based on questions from the National Pharmacy Workforce Survey², the 2015 OPA Salary Survey³ and 2019 OPA Salary Survey.⁴

On March 21, 2023, a random sample of 5,000 Ohio licensed pharmacists was emailed invitations to participate in this voluntary online survey. A total of 619 pharmacists opened the survey, and 597 provided responses to more than one question in the survey (12.3 percent response rate). A total of 423 individuals who responded that they were actively practicing as pharmacists, and 38 individuals who responded that they were in healthcare or another field but not practicing as pharmacists in Ohio, are included in this report. Actively working respondent pharmacists were from a wide range of practice settings, areas of Ohio, and licensure years.

The mean annual salary estimate for full-time, non-trainee Ohio pharmacists was \$131,474, with a median of \$130,000. Assuming a 40-hour work week, this translates to a mean hourly rate of \$63.21. This can be compared to the 2022 U.S. BLS national estimate for median pharmacist salary of \$132,750 per year, or \$63.82 per hour mentioned above. When including those working part-time, the gross yearly income for pharmacists in Ohio was \$126,114. Among the 70 full-time pharmacists

who reported being an hourly employee in 2022, the mean hourly rate was \$62.05.

This updated data may be compared to the 2015 and 2019 OPA Salary Survey estimates of \$58.10 and \$59.67, respectively. While the hourly increase in wages represents a 5.9 percent raw increase from 2019, and a yearly salary increase of approximately 2 percent, salary increases over time have failed to keep pace with the rate of inflation as defined by Consumer Price Index (CPI). This aligns with reported data from this survey, where over 20 percent of pharmacists reported no raise in the prior year, and only one-eighth of the respondents reported a pay raise of 3 percent or greater. This survey describes gross pay has increased among all workers from \$118,763 to \$126,114. Of particular interest is the distribution of full-time pharmacist annual salaries, which has become more dispersed, while also trending up; nearly a quarter of respondent Ohio pharmacists are making greater than \$145,000. It is important to note that this study was not designed to quantify total compensation that includes non-salary benefits and income, which may impact comparisons with other years and inflation considerations.

Data for full-time pharmacists, excluding pharmacy trainees, are shown in Table 1, along with comparisons to past OPA Salary Surveys.

There was variation in salary by position, with staff pharmacists having numerically lower mean annual salary than those in managerial and administrative positions. Pharmacists in hospital, ambulatory care, and supermarket community practice settings reported the highest mean annual salary (\$134,000), whereas those working in large

Table 1 Average Gross Annual Salary Ranges of Full-Time Pharmacists			
Salary Range (\$)	Percent of Respondents		
	2015	2019	2023
Up to 75,000	1.2	4.1	1.0
75,001 to 85,000	0.6	3.0	0.3
85,001 to 95,000	4.7	5.7	2.0
95,001 to 105,000	11.8	13.2	7.6
105,001 to 115,000	19.0	22.0	7.9
115,001 to 125,000	24.9	15.2	20.5
125,001 to 135,000	20.8	14.9	16.2
135,001 to 145,000	10.3	10.8	19.5
>145,000	6.6	11.2	24.8
145,001 to 155,000	—	—	10.3
155,001 to 165,000	—	—	4.0
>165,000	—	—	10.6

Table 2
Estimated Gross Annual Salary
Among Full-Time Pharmacists Across
Titles, Setting, and Demographic
Characteristics

Characteristic	Mean Annual Salary Estimate^ \$
All Respondents	131,000
Position	
Owner	120,000
District Manager/Director	153,000
Manager/Pharmacist in Charge	140,000
Staff/Employee Pharmacist	126,000
Other*	135,000
Practice Setting	
Independent/small chain community practice	129,000
Large chain community practice	127,000
Mass merchandiser community practice	127,000
Supermarket community practice	134,000
Ambulatory care practice	134,000
Hospital practice	134,000
Other non-patient care practice	133,000
Other patient care practice	132,000
Years in Current Position	
<3	127,000
3-10	133,000
≥10	135,000
Year First Licensed	
2020-2022	123,000
2010-2019	128,000
2000-2009	139,000
1990-1999	133,000
prior to 1990	139,000
Gender	
Male	136,000
Female	129,000
Transgender, non-binary/non-conforming	#
Prefer not to say	#
Metropolitan Area	
Akron/Canton/Youngstown	129,000
Cincinnati	129,000
Cleveland	135,000
Columbus	129,000
Dayton	130,000
Toledo	135,000
Other areas	134,000

^Values estimated by using the center point of the selected income range, and values here are rounded to the nearest thousand. To provide an estimate of full-time gross annual salary across various practice and demographic characteristics, all individuals in a given range were assigned the midpoint of the range; *other positions include clinical pharmacist, academician, product manager, informaticist, ambulatory care practitioner; #due to low sample sizes, mean values are not provided.

chain community practice and with mass merchandisers reported the lowest mean annual salary (\$127,000). Annual wages appeared to increase with both time in position and with years since first licensure. Those pharmacists who identified their gender as male had a mean annual salary of \$136,000, whereas females had a mean annual salary of \$129,000. Consistent with the 2019 survey, there was variation in salary across geographical areas of the state with those practicing in the Cleveland metropolitan area and Toledo metropolitan area reporting the highest values (\$135,000). Gross annual salary across titles, setting, and demographic characteristics are shared in Table 2.

Non-Salary Compensation

Most pharmacists (50.3 percent) reported less than \$1,000 of additional pharmacy-related income in addition to their base pay, with 22.3 percent reporting an additional \$1,001 to \$10,000, and 18.3 percent reporting greater than \$10,000.

The most common benefits offered were medical insurance and paid vacation time, reported to be offered by 92.2 percent of responding pharmacists. Some of the less common benefits offered included stock options (23 percent), malpractice insurance (22.4 percent), flexible work times (18.9 percent), and profit sharing (16.1 percent). Regarding paid time off and leave, 61.5 percent of pharmacists reported paid sick time, 52.8 percent paid family leave, and only 16.8 percent reported being offered paid professional leave.

Pay Raises

Respondents were asked if they had received a pay raise in 2022. There was wide variation in raises during 2022 among pharmacists. Over one-in-five pharmacists reported not receiving a raise (21.5 percent), a majority reported obtaining a 0 to 3 percent raise (65.9 percent), fewer obtained a 3 to 5 percent raise (7.9 percent), and still fewer received a raise greater than 5 percent (4.6 percent).

Debt

The total and current amount of student loan debt owed by pharmacists is detailed in Table 3. In general, pharmacists who have been licensed in recent years report higher debt at graduation. Most pharmacists licensed before 2010 report no remaining debt, as do greater than 50 percent of pharmacists licensed from 2010-2019. Public Service Loan Forgiveness is being pursued by 16.5 percent of responding pharmacists.

Full Survey Report

The full Ohio Pharmacist 2023 Salary Survey report can be accessed at www.ohiopharmacists.org via *Membership*, *Members Only*, and *Salary Surveys* tabs.

Table 3
Debt Load (% from cohort) for Pharmacy School by Year of First License

	Pre-1990	1990-1999	2000-2009	2010-2019	2020-2022
Did not borrow money	52	26	13	15	15
Borrowed <\$50,000	43	54	20	10	3
\$50,000 to 99,999	2	17	35	11	10
\$100,000 to 149,999	0	3	23	19	33
\$150,000 to 199,999	2	0	7	17	21
\$200,000 to 249,999	0	0	1	18	8
\$250,000 to 299,999	0	0	0	7	10
>\$300,000	0	0	1	3	0

References

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2. 2019 National Pharmacist Workforce Study Final Report. Available at www.aacp.org/sites/default/files/2020-03/2019_NPWS_Final_Report.pdf. Accessed November 7, 2023.
3. Wallace A, Wotruba K, Bourgeois B. Ohio Pharmacists Association 2015 Salary Survey. *Ohio Pharmacist*. 2015; 64 (12): 15-17.
4. Wotruba J, Wotruba K, Dharbhamalla V. Ohio Pharmacists Association 2019 Salary Survey. *Ohio Pharmacist*. 2019; 68 (12): 16-18.