



SAMPLE REPORT

Fitzgerald's
2020
Pharmacy Insurance
Positions Survey



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FITZGERALD'S COMPENSATION SURVEYS | WWW.Fitzgeralds-Surveys.com
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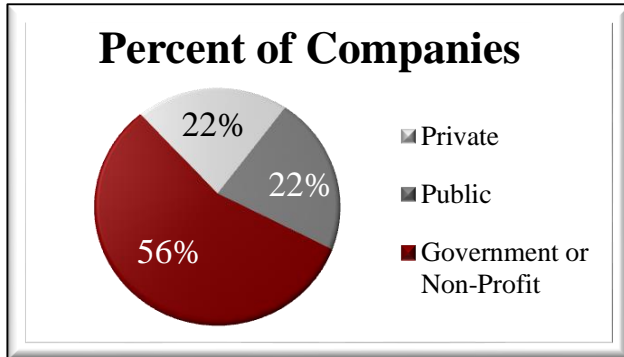
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Practices Information*

Type of Organization and Industry

Summarized in the chart below are the types of organizations and industries contributing to the population within the survey.

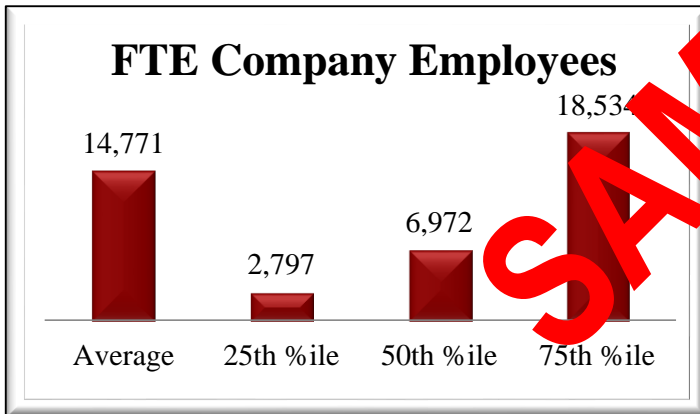


Major Type of Industry

Industry	# of Companies	% of Companies
Healthcare Only	6	66.7%
Healthcare plus Life	0	0.0%
Healthcare plus multiple additional lines of services	3	33.3%

Total FTE's Company Wide

An average of 14,771 FTEs are employed by companies surveyed with the 50th %ile of 6,972 employees.



Total Annual Revenue

The average annual gross revenue reported by companies surveyed is \$15,450 (million) with the 50th %ile of \$15,267 (million).

Annual Gross Revenue (in Millions)

Statistical Measure	25th %ile	50th %ile	75th %ile
Average	\$1,786	\$15,267	\$28,263
Average	\$15,450	\$1,786	\$28,263

* Subsidiary companies are not counted individually in this section.

Survey Summary Data Tables

Functional Area Code Information					
Survey Job Code	Survey Job Title	# of Co's	# of Incumbents	Number of Jobs in FAC	% of Total Population
ACM	Account Management	1	24	5	1.86%
ANC	Analytics	4	3	3	0.30%
CLM	Claims	3	54	5	0.42%
CNL	Clinical	6	405	8	3.13%
MLO	Mail Order	0	0	0	0.00%
MAD	Management & Administration	7	192	25	1.48%
PRE	Pharmacy Pricing & Rebates	4	7	1	0.05%
POP	Pharmacy Operations	6	11,319	45	87.37%
PSC	Pharmacy Sourcing	2	15	3	0.12%
QCO	Quality & Compliance	3	41	3	0.32%
STP	Strategy & Programs	4	138	5	1.07%
-	Empty	3	504	17	3.89%

Survey Summary Data Tables (contd)

Base Salary & Total Cash Compensation											
Survey Job Code	Survey Job Title	# of Co's	# of Incumb's	Base Salary 25th %ile	Base Salary Average	Base Salary 50th %ile	Base Salary 75th %ile	Total Cash 25th %ile	Total Cash Average	Total Cash 50th %ile	Total Cash 75th %ile
122	Pharmacy Network Specialist	4	14	\$48,693	\$52,495	\$62,780	\$54,616	\$49,707	\$53,675	\$54,351	\$55,771
150	Pharmacy Data Analyst	5	32	\$70,598	\$75,511	\$79,965	\$87,729	\$74,656	\$85,647	\$88,761	\$92,927
255	Clinical Pharmacist I	4	146	\$116,889	\$122,391	\$121,472	\$125,071	\$117,428	\$130,117	\$124,688	\$145,584
256	Clinical Pharmacist II	6	205	\$125,895	\$135,553	\$135,387	\$143,091	\$136,422	\$148,503	\$147,936	\$159,026
350	Director, Pharmacy Management	5	18	\$174,402	\$170,835	\$168,261	\$179,296	\$195,085	\$212,376	\$214,957	\$224,559
410	Director, Pharmacy Trade and Pricing	4	8	-	\$162,511	\$138,920	-	-	\$197,537	\$174,525	-
510	Clinical Pharmacy CSR I	4	334	\$35,610	\$37,729	\$37,274	\$39,000	\$36,067	\$39,470	\$38,293	\$41,910
535	Graduate Pharmacy Intern		14	\$48,126	\$54,016	\$52,501	\$59,124	\$48,376	\$54,886	\$54,203	\$59,124
687	Supervisor, Pharmacy	4	50	\$48,364	\$57,041	\$54,345	\$63,186	\$50,477	\$59,106	\$56,634	\$65,000
750	Pharmacy Provider Audit Representative	4	30	\$68,598	\$84,721	\$76,679	\$90,852	\$74,775	\$91,329	\$84,727	\$97,771
820	Manager, Pharmacy Administration	4	148	\$138,719	\$148,575	\$150,310	\$163,025	\$148,916	\$162,571	\$165,250	\$178,735

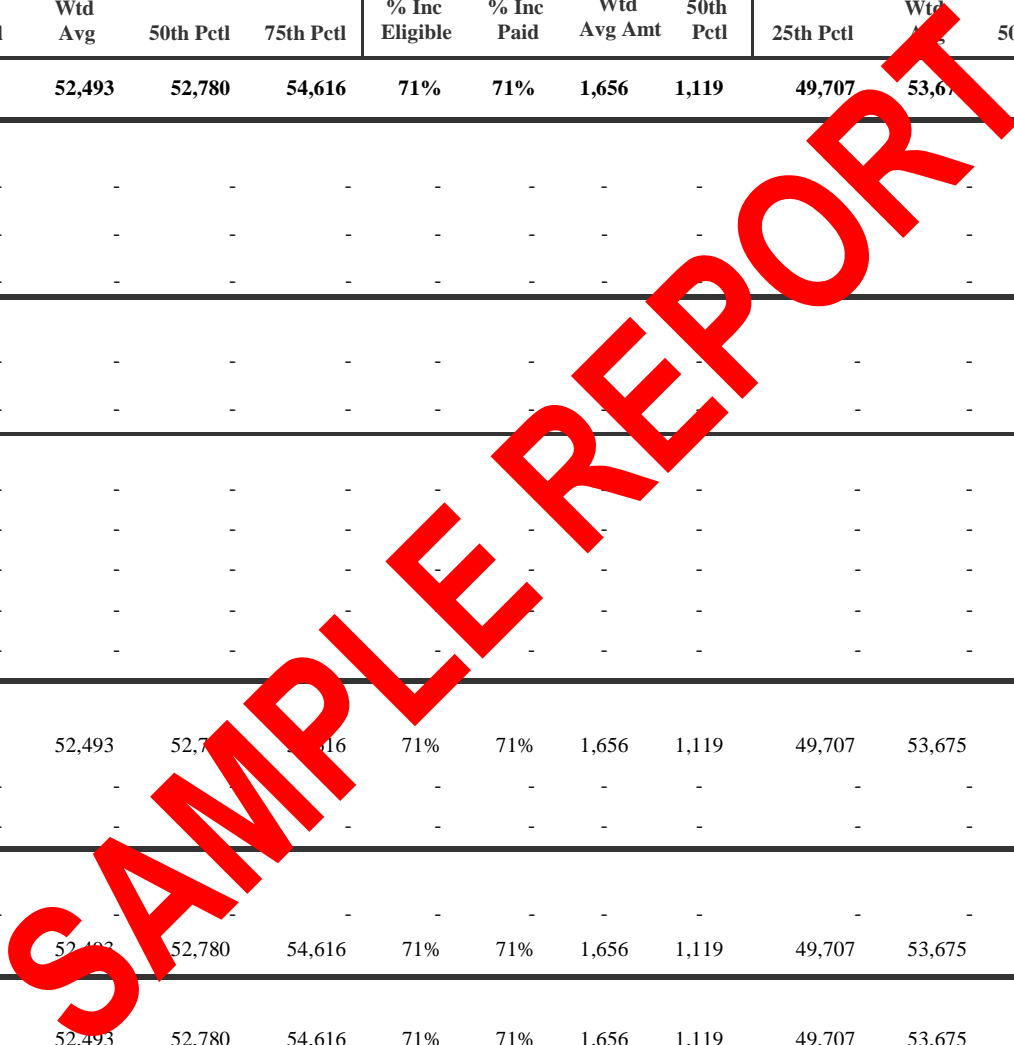
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Fitzgerald's 2020 Pharmacy Insurance Positions Survey

Survey Job 122 - Pharmacy Network Specialist

Account Management Positions

	Co / Incumb Count	Annual Base Salary				Annual Bonus / Incentive				Total Cash Compensation				Target Bonus %		
		25th Pctl	Incumb Wtd Avg	50th Pctl	75th Pctl	% Inc Eligible	% Inc Paid	Incumb Wtd Avg Amt	50th Pctl	25th Pctl	Incumb Wtd Avg	50th Pctl	75th Pctl	% Inc W/Trgt	Incumb Wtd Avg %	50th Pctl
All Participants	4 / 14	48,693	52,493	52,780	54,616	71%	71%	1,656	1,119	49,707	53,675	54,351	55,771	79%	4%	3%
Functional Area - Top 3 Reported																
<i>Pharmacy Operations</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Clinical</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Management & Admin.</i>	1 / 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Affiliated Blue's Company																
<i>Affiliated</i>	1 / 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Non-affiliated</i>	3 / 13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Regional Results																
<i>Northeast</i>	3 / 5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Southeast</i>	1 / 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>North Central</i>	1 / 6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>South Central</i>	1 / 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Western</i>	1 / 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Industry Type																
<i>Healthcare only</i>	4 / 14	48,693	52,493	52,780	54,616	71%	71%	1,656	1,119	49,707	53,675	54,351	55,771	79%	4%	3%
<i>Healthcare + Life</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Healthcare + Multi Lines</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Revenue																
<i>< \$3 billion</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>> \$3 billion</i>	4 / 14	48,693	52,493	52,780	54,616	71%	71%	1,656	1,119	49,707	53,675	54,351	55,771	79%	4%	3%
Employee Size																
<i>< 4k employees</i>	4 / 14	48,693	52,493	52,780	54,616	71%	71%	1,656	1,119	49,707	53,675	54,351	55,771	79%	4%	3%
<i>> 4k employees</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Dash (-) represents no data or insufficient data reported.

Annual Bonus / Incentive Amounts are based on only those incumbents paid bonus or incentive amount > 0.



Geographic Regions

North Central:

Idaho, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Wyoming

Northeast:

Connecticut, Delaware, Maine, Maryland, Massachusetts, New Jersey, New Hampshire, New York, Pennsylvania, Rhode Island, Vermont

Southeast:

Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, Washington DC, West Virginia

South Central:

Arizona, Arkansas, Colorado, Louisiana, New Mexico, Oklahoma, Texas, Utah

West Coast:

Alaska, California, Hawaii, Nevada, Oregon, Washington

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Data Definitions

Annual Base Salary	Reflects the actual annual base pay of full time, regular employees in the job. Does not include overtime or other forms of cash compensation provided for flex-dollars, shift differentials, or other individual cash incentives or rewards.
Bonus / Incentive Eligible	Reflects the eligibility of incumbents to receive an annual bonus.
Bonus / Incentive Target %	For those employees who are eligible to participate in a compensation bonus plan, and who have a stated 'Target Incentive' that the employee is eligible to earn under the plan, this target is stated as a percentage of annual salary.
Total Bonus \$ Paid	Includes last actual cash incentive paid or awarded to individual incumbents in the job. Includes the sum of multiple bonus or incentive awards paid or awarded more frequently than annually.
Total Cash Comp \$	Represents the sum of annual base salary plus actual bonus paid. If other additional cash compensation is provided that does not fall under the definition of Bonus above, the Total Cash report is the sum of base + bonus + other cash amount.
Zip Code	Postal Service standard zip codes were grouped by Metropolitan Statistical Area (MSA) locations.
Salary Range Minimum	The average of the reported annual salary range minimum for organizations that have a formal pay structure that includes job salary grades.
Salary Range Midpoint	The average of the reported annual salary range midpoint for organizations that have a formal pay structure that includes grades.
Salary Range Maximum	The average of the reported annual salary range maximum for organizations that have a formal pay structure that includes grades.

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Survey Job Descriptions

Account Management Positions

100	Clinical Account Pharmacist	Experienced Professional
<p>Responsible for building key relationships with physicians through regular office visits. Provides detailed analysis of individual prescriber profiles. Makes recommendations to physicians on ways to improve outcomes of prescription medicines. Provides project impact of prescriber changes as related to cost and quality, and supports physician financial risk improvement as related to prescribing. Supports benefit interpretation, claims processing issues, drug information questions, and sales support. Brings customer needs to the attention of company management and functional areas. BS degree in pharmacy and a current license to practice pharmacy required. PharmD preferred. Must be in good standing with the Board of Pharmacy. 3 years experience with current knowledge of managed care industry required.</p>		
103	Clinical Account Pharmacist - Senior	Senior Professional
<p>Works closely with key accounts, physicians, contracting, and data analyst teams to ensure consistent delivery of up-to-date prescription information and approved benefit programs to their clients. Ensures operations are standardized at the fullest extent possible. Supports benefit interpretation, claims processing issues, drug information questions, and sales support. BS degree in pharmacy and a current license to practice pharmacy required. PharmD preferred. Must be in good standing with the Board of Pharmacy. 7 + years experience with current knowledge of managed care industry required.</p>		
105	Clinical Account Representative	Senior Para-Professional
<p>Responsible for supporting management and clinical professionals on customer service issues, claims processing, departmental projects and administrative tasks. Respond to and resolve, customer service inquires and issues by identifying the topic and type of assistance the caller needs such as benefits, eligibility and claims, financial spending accounts and correspondence. Works with customer service and claims areas to resolve issues. Assists with department budgets. Prepares statistical and other reports. High school diploma or equivalent required. 3 years of related pharmacy industry experience required.</p>		
107	Clinical Account Representative - Senior	Experienced Para-Professional
<p>Responsible for assisting management and clinical professionals on the more complex customer service issues, claims processing, departmental projects and administrative tasks. Respond to and resolve, customer service inquires and issues by identifying the topic and type of assistance the member needs such as benefits, eligibility and claims, financial spending accounts and correspondence. Works with customer service and claims areas to resolve all level of issues. Assists with department budgets. Prepares statistical and other reports. High school diploma or equivalent required. 5 + years of related pharmacy industry experience required.</p>		