



Pharmacist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PHARMACIST I	4492	B27	\$84,182 - \$142,374
PHARMACIST II	4493	B29	\$101,860 - \$172,272
PHARMACIST III	4494	B31	\$123,252 - \$208,449

GENERAL DESCRIPTION

Performs pharmaceutical work including dispensing and compounding prescription medication; providing consultative services regarding medications and their use; and participating in pharmaceutical programs, activities, and operations.

EXAMPLES OF WORK PERFORMED

Dispenses drugs, attaches appropriate prescription labels, and provides drug education.

Compounds, mixes, and maintains sterile and non-sterile preparations in accordance with federal and state regulations and industry standards.

Ensures appropriate inventories of medications and requisitions pharmaceuticals and supplies.

Ensures the security of medications, including controlled substances, in compliance with state and federal laws.

Provides pharmaceutical consultative services regarding medication use, side effects, storage; and participates in the training of pharmacy staff.

Reviews and monitors patient medication profiles for potential drug interactions, allergies, and contraindications to ensure patient safety.

Participates in pharmaceutical programs, activities, and operations, including quality improvement programs.

Reports adverse drug reactions, medication or dispensing errors, theft or loss of controlled substances, and compounding logs.

Provides professional oversight and guidance to other occupations or support staff to ensure compliance and adherence to regulatory standards and established procedures.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level III may also perform work listed within the previous levels.

Note: *Employees at the journey levels may independently perform the full range of work identified within current or previous levels or may assist others performing work of greater complexity.*

PHARMACIST I: Performs complex (journey-level) pharmaceutical work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

Note: *Senior-level employees (levels II-III) may serve in a lead, supervisory, or managerial role; however, typically, supervisory responsibilities within this job classification series will generally be found in level III, depending on the structure and size of the supervised workgroup.*

Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate, plan, or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority, and the nature, complexity, scope, and impact of the work performed. Other factors may include the employee's specialization and the type of practice setting.

PHARMACIST II: Performs advanced (senior-level) pharmaceutical work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

Employees at this level may:

- Evaluate the compliance of drug dispensing, compounding, and pharmaceutical services with federal and state laws; implement pharmaceutical programs, policies, and procedures.
- Develop drug formularies and submit requisitions for pharmaceuticals.
- Research, analyze, and assess the clinical efficacy, safety, and economic impact of drug products and utilization, and of pharmaceutical policy issues.
- Review reports of drug control violations and recommend legal action as appropriate.
- Conduct pharmaceutical surveys, inspections, and investigations.

PHARMACIST III: Performs highly advanced (senior-level) pharmaceutical work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

Employees at this level may:

- Direct and organize pharmaceutical programs, activities, and operations; and pharmaceutical investigative and inspection programs.
- Participate in budget preparations.
- Recommend best practices for pharmacy programs to maximize program efficiency and effectiveness.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in pharmaceutical work. Graduation from an accredited college or university with major coursework in pharmacy, as required by licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of pharmacology principles and procedures and the laws and regulations pertaining to the receipt, storage, and dispensation of drugs.
- Skill in the operation of pharmaceutical equipment and in the use of a computer and applicable software.
- Ability to prepare and dispense pharmaceuticals; to evaluate drug therapies; to interpret and apply policies, laws, and rules; and to communicate effectively.

For level III

- Ability to supervise the work of others; to develop policies, procedures, and budgets; and to direct program activities.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a pharmacist by the State of Texas.