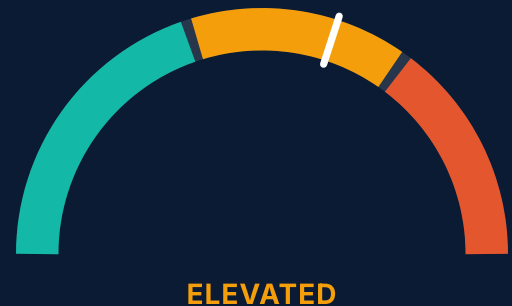


REQRADIUS HIRE-DIFFICULTY SCORE · HIRE-DIFFICULTY INDEX

Pharmacist · Staff pharmacist, hospital inpatient

Oklahoma City, OK · 25-mile radius

6.0 / 10 · Hire-Difficulty Index
ELEVATED



Prepared for	Example Hiring Organization
Confidence	Standard
Delivered	2026-09-28
Report ID	RR-SAMPLE-PH-OKLAHOMA-CITY-SCORE
Federal occupation code	29-1051

BIGGEST REASON

The offer of \$127,000 is higher than about 23% of published local pay, \$11,120 under the midpoint of \$138,120.

INSIDE

Executive summary	2	Pay check and data	3
-------------------	---	--------------------	---

**BOTTOM LINE****Elevated: plan on a longer-than-typical search.**

The offer of \$127,000 is higher than about 23% of published local pay, \$11,120 under the midpoint of \$138,120. The two largest drivers are pay competitiveness and supply vs demand.

LICENSED IN AREA**1,355**

within 25 mi · 842 in 10 mi · 1,552 in 50 mi

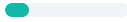
JOBS WITHIN 25 MI**~1,375**

Oklahoma City metro area · federal wage survey · full metro ~1,550

WHERE YOUR OFFER RANKS**23rd**

of published local pay · Oklahoma City, OK

Driver breakdown

DRIVER	SCORE	WEIGHT	POINTS	EVIDENCE
Supply vs demand	 5.1	30%	1.53	1,355 professionals with an NPI practicing within 25 mi, against ~1,375 people employed within 25 miles of the Oklahoma City metro area (federal wage survey). The full metro estimate is ~1,550.
Pay competitiveness	 7.7	25%	1.93	The offer of \$127,000 is higher than about 23% of published local pay, \$11,120 under the midpoint of \$138,120.
Req history	 7.1	18%	1.28	Open 61 days, against a statewide hiring pace of about 45 days, with statewide openings higher than a year ago.
Location and rurality	 2.0	16%	0.32	Oklahoma County is a large-metro county.
Role type	 8.5	11%	0.94	Preparation level 5 on a 1 to 5 scale for Pharmacists.
Hire-Difficulty Index		100%	6.0	Weighted sum of the scored drivers

Your inputs (as entered)

Staff pharmacist, hospital inpatient

Offered base pay	\$127,000 / yr
Sign-on offered	\$10,000
Competitor sign-on seen	\$15,000
Days open / reposts	61 days / 1 repost

PAY CHECK

The offer of \$127,000 is higher than about 23% of published local pay, \$11,120 under the midpoint of \$138,120.

Published local pay in Oklahoma City, OK: 25th \$130,960 · midpoint \$138,120 · 75th \$152,510.

Where your offer lands

Your base offer against published local pay for pharmacists in Oklahoma City, OK (federal wage survey). The light band is the low end to the high end; the darker band is the lower quarter to the upper quarter.



WHERE YOUR OFFER RANKS

23rd

of published local pay

GAP TO MIDPOINT

\$11,120

\$127,000 vs \$138,120 (under)

FIRST-YEAR CASH

\$137,000

base + sign-on

Data used in this report

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	National job-openings data (BLS JOLTS), used as the statewide pace of hiring.	extracted observations 2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
The ordering organization	Offered pay, sign-on, days open, and the role line.	2026-09-28
ReqRadius	Hire-difficulty scoring for this opening.	2026-09-28

O*NET 31.0 Database by USDOL/ETA. Used under CC BY 4.0. O*NET is a trademark of USDOL/ETA.

Was this useful? Reply to support@reqradius.com