



Paid Time Off: PTO for Salaried Pharmacists, Optometrists, and Nurse Practitioners

Salaried Pharmacist Healthcare Professionals

Salaried pharmacists receive PTO based on biweekly hours (also known as Base Hours).

	BIWEEKLY HOURS WORKED										
	90	84	80	79**	72	69**	64	60	59**	56	48
YEARS OF SERVICE	PTO IN HOURS										
0-1*	189	176	168	166	151	145	134	126	124	118	101
1	189	176	168	166	151	145	134	126	124	118	101
2	207	193	184	182	166	159	147	138	136	129	110
3-5	234	218	208	205	187	179	166	156	153	146	125
6-9	279	260	248	245	223	214	198	186	183	174	149
10-14	306	286	272	269	245	235	218	204	201	190	163
15+	324	302	288	284	259	248	230	216	212	202	173

*In your first year, your initial PTO amount is prorated based on your month of hire, as shown in the following "Annual PTO: salaried new hire" chart.

**Sam's Club Only

New hires: Salaried Pharmacist Healthcare Professionals

	BASE HOURS										
	90	84	80	79	72	69	64	60	59	56	48
START MONTH	PTO IN HOURS										
February	189	176	168	166	151	145	134	126	124	118	101
March	173	162	154	152	139	133	123	116	114	108	92
April	158	147	140	138	126	121	112	105	103	98	84
May	142	132	126	124	113	109	101	95	93	88	76
June	126	118	112	111	101	97	90	84	83	78	67
July	110	103	98	97	88	85	78	74	72	69	59
August	95	88	84	83	76	73	67	63	62	59	50

September	79	74	70	69	63	60	56	53	52	49	42
October	63	59	56	55	50	48	45	42	41	39	34
November	47	44	42	42	38	36	34	32	31	29	25
December	32	29	28	28	25	24	22	21	21	20	17
January	16	15	14	14	13	12	11	11	10	10	8

Salaried Optometrists and Nurse Practitioners

YEARS OF SERVICE	PTO DAYS		
	All nurse practitioners and some optometrists: 5-day Workweek	Some optometrists: 4 Day Workweek	Some optometrists: 3 Day Workweek
1*	21	17	13
2	23	18	14
3-5	26	21	16
6-9	31	25	19
10-14	34	27	20
15+	36	29	22

*In your first year, your initial PTO amount is prorated based on your month of hire, as shown in the following "Annual PTO: salaried new hire" chart.

New Hires: Salaried Optometrists and Nurse Practitioners

MONTH OF HIRE	ANNUAL PTO DAYS		
	5-day workweek	4-day workweek	3-day workweek
February	21	17	13
March	19	16	12
April	18	14	11
May	16	13	10
June	14	11	9
July	12	10	8
August	11	9	7
September	9	7	5
October	7	6	4
November	5	4	3
December	4	3	2
January	2	2	2

Local exceptions: New Hires—Salaried Optometrists and Nurse Practitioners

Some local laws provide paid leave to use for sick, safe, or family care purposes. New hires in these locations will be provided the number of days listed below when the amount shown above for their month of hire is less.

Arizona = 5	California = 3	Chicago/Cook County, IL = 8
Colorado = 6	Dallas, TX = 8	District of Columbia = 7
Los Angeles, CA = 6	Maryland = 5	Maine = 5
Massachusetts = 5	Michigan = 5	Minneapolis/St. Paul, MN = 6
Montgomery County, MD = 7	Nevada = 5	New Jersey = 5
New Mexico = 8	New York = 7	Oregon = 5
Philadelphia, PA = 5	Pittsburgh, PA = 5	Rhode Island = 5
San Diego, CA = 5	San Francisco, CA = 3	Seattle, WA = 9
Tacoma, WA = 5	Vermont = 5	Washington State = 5

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