



Paid Time Off: PTO for Salaried Pharmacists

Salaried Pharmacist Healthcare Professionals

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

	BIWEEKLY HOURS WORKED										
YEARS OF SERVICE	90	84	80	79**	72	69**	64	60	59**	56	48
	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

Salaried Healthcare Professional Rates—Effective 5/20/2022

Salaried Optometrists

	PTO DAYS		
YEARS OF SERVICE	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.

Annual PTO: salaried new hire

	ANNUAL PTO DAYS		
MONTH OF HIRE	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

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

Colorado = 6

Maryland = 5

Michigan = 5

Nevada = 5

New York = 7

Pittsburgh, PA = 5

Tacoma, WA = 5

California = 5

District of Columbia = 7

Maine = 5

Minnesota = 6

New Jersey = 5

Oregon = 5

Rhode Island = 5

Vermont = 5

Chicago, IL = 10

Los Angeles, CA = 6

Massachusetts = 5

Montgomery County, MD = 7

New Mexico = 8

Philadelphia, PA = 5

Seattle, WA = 9

Washington State = 5