

**PTO Program Plan
Home Care Services Per Visit Employees
Effective 8/2/2009**

Length of Service	PTO Days Plan A		PTO Days Plan B			
	UH PTO HCS SVC Visit	UH PTO HCS HHA Visit	UH PTO HCS MSW Visit	UH PTO HCS RN Ther Visit	UH PTO HCS LPN Visit	UH PTO HCS PTA Visit
Productivity Measure	5.0 5 visits = 8 hrs	6.0 6 visits = 8 hrs	4.0 4 visits = 8 hrs	5.5 5.5 visits = 8 hrs	6.0 6 visits = 8 hrs	6.5 6.5 visits = 8 hrs
1 through 4 years Days Accrual Rate Maximum Hours	23 days .0885 per visit 115 visits	23 days .0885 per visit 138 visits	28 days .1077 per visit 112 visits	28 days .1077 per visit 154 visits	28 days .1077 per visit 168 visits	28 days .1077 per visit 182 visits
5 through 9 years Days Accrual Rate Maximum Hours	25 days .0962 per visit 125 visits	25 days .0962 per visit 150 visits	30 days .1154 per visit 120 visits	30 days .1154 per visit 165 visits	30 days .1154 per visit 180 visits	30 days .1154 per visit 195 visits
10 through 14 years Days Accrual Rate Maximum Hours	28 days .1077 per visit 140 visits	28 days .1077 per visit 168 visits	33 days .1270 per visit 132 visits	33 days .1270 per visit 181.5 visits	33 days .1270 per visit 198 visits	33 days .1270 per visit 214.5 visits
15 through 24 years Days Accrual Rate Maximum Hours	33 days .1270 per visit 165 visits	33 days .1270 per visit 198 visits	36 days .1385 per visit 144 visits	36 days .1385 per visit 198 visits	36 days .1385 per visit 216 visits	36 days .1385 per visit 234 visits
25 or more years Days Accrual Rate Maximum Hours	39 days .1500 per visit 195 visits	39 days .1500 per visit 234 visits	39 days .1500 per visit 156 visits	39 days .1500 per visit 214.5 visits	39 days .1500 per visit 234 visits	39 days .1500 per visit 253.5 visits