

## PROLIANCE SURGEONS BENEFITS EXPLAINED



*Proliance Surgeons offers a variety of benefits for all team members. Below is a list of offered and accrued benefits. Other benefit details maintained on Proliance Surgeons [Career Page](#).*

### PER DIEM OR PART TIME (0-19 WEEKLY HR.) TEAM MEMBERS

- Employee Assistance Program
- 401(k) match up to 5%, plus discretionary profit sharing (if hourly requirements are met)
- Sick and Safe Leave accrual at 0.0333 hours per hour worked

### PART TIME (20-29 WEEKLY HR.) TEAM MEMBERS

- Employee Assistance Program
- 401(k) match up to 5%, plus discretionary profit sharing (if hourly requirements are met)
- 8 paid holidays and 1 floating holiday
  - Holiday paid at 4 hours
- Paid Time Off (PTO)
  - Staff position – accrual at .0731 per hour worked
  - Manager position – accrual at .0808 per hour worked
  - Advanced Practice Clinicians – accrual at .0808 per hour worked
  - Administrator – accrual at .1077 per hour worked
- Extended Illness Bank (EIB)
  - .0333 accrual per hour worked

### FULL TIME (30+ WEEKLY HR.) TEAM MEMBERS

- Medical, Dental, Vision, Rx, LTD, and Life/AD&D insurance (employee and family options available)
- Additional voluntary benefits, including hospital, critical illness, accident, and supplemental Life/AD&D (employee and family options)
- Employee Assistance Program
- 8 paid holidays and 1 floating holiday
  - Holiday paid at 8 hours.
- 401(k) match up to 5%, plus discretionary profit sharing (if hourly requirements are met)
- Paid Time Off (PTO)
  - Staff position – accrual at .0731 per hour worked
  - Manager position – accrual at .0808 per hour worked
  - Advanced Practice Clinicians – accrual at .0808 per hour worked
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# WASHINGTON WAGE COMPLIANCE 2025



## Minimum Wage Breakdown for 2025

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Washington State Minimum Wage: \$16.66 per hour

### CITY-SPECIFIC MINIMUM WAGES

- **Bellingham, WA:** \$17.66 per hour on January 1st, 2025 and \$18.66 per hour on May 1st, 2025
- **Burien, WA:** \$19.66 per hour on January 1st, 2025
- **Seattle, WA:** \$20.76 per hour on January 1st, 2025
- **Renton, WA:** \$20.90 per hour on January 1st, 2025
- **Tukwila, WA:** \$21.10 per hour on January 1st, 2025

### MINIMUM WAGE COMPLIANCE REQUIREMENTS

- Employees must be compensated at the minimum wage rate applicable to the city where they clock in, even if this location is not their primary work site.

### SALARY EXEMPT THRESHOLDS FOR 2025

- Weekly Salary Minimum: \$ 1,499.40
- Annual Salary Minimum: \$ 77,968.80

### SALARY PAY TYPE COMPLIANCE REQUIREMENTS

- Employees who are compensated on a salary basis must receive earnings that meet or exceed the established weekly and annual thresholds.