

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 2026

Minimum Wage Breakdown for 2026

Washington State Minimum Wage: \$17.13 per hour

CITY-SPECIFIC MINIMUM WAGES 2026

- **Bellingham, WA:** \$19.13
- **Burien, WA:** \$21.63
- **Everett, WA:** \$20.77
- **Renton, WA:** \$21.57
- **SeaTac, WA:** \$20.17
- **Seattle, WA:** \$21.30
- **Tukwila, WA:** \$21.65
- Unincorporated Areas of King County - \$20.82
(HR will contact if your center's location is impacted)

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.
- Managers are tasked with ensuring that all employees' pay complies with the local minimum wage laws. This may involve:
 - Monitoring employees who work in multiple locations.
 - Collaborating with other managers to ensure that floating employees receive the correct wage according to the location where they are clocking in.

SALARY EXEMPT THRESHOLDS FOR 2026

Annual Salary Minimum: \$ 80,168.40

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.
- It is important to note that employees may not receive an hourly rate that, when calculated, falls below the minimum salary requirement. Specifically:
 - If an employee's calculated hourly rate from their salary is less than the applicable weekly or annual minimums, they must either:
 - Transition to an hourly pay type.
 - Have their salary adjusted to meet the minimum requirements.
- Managers should proactively review pay structures for compliance and make necessary adjustments to ensure that all employees are appropriately classified and compensated.

Follow the link for more information on the 2026 State Minimum Wage:

<https://www.lni.wa.gov/news-events/article/25-27>