



FBH Employment Perks

The benefits listed below are in addition to medical, dental, and vision insurance. FBH also offers short-term disability, long-term disability, and group life insurance at no cost to the employee. In addition, we have a confidential Employee Assistance Program which is there to assist employees through challenging personal matters.

Note, all amounts are based on a full-time 1.0 FTE, some benefits are pro-rated for a part-time less than 0.8 FTE. This document is intended to provide a general overview of the benefits our employees receive. Additional detail and parameters may apply, ask FBH Human Resources if you would like to learn more.

Paid Time Off (PTO)- .5 FTE or greater

Employees who hold positions that are .5 FTE or greater are eligible to accrue PTO. Full time (1.0 FTE) employees accrue at the following rate (yes, you see that correctly FIVE WEEKS of PTO from the start) :

Years of Service	Days	Hours	Days	Hours
Under 5	26	208	1	8
5 to 10	27	216	1.0385	8.3077
10 to 15	28	224	1.0769	8.6154
15 to 20	29	232	1.1154	8.9231
20 and over	31	248	1.1538	9.5385

Paid Sick Leave

In addition to PTO, FBH offers two types of sick leave, Paid Sick and Safe Time (PSST) and Extended Sick Leave (ESL).

Employees who are .5 FTE or greater accrue (ESL) at a rate of 1.69 hours per pay period. All employees accrue PSST at 1 hour for every 40 hours worked.

Compressed Workweek

Many departments can offer employees the option of working a 9/80 schedule, which means that in a two-week period the employee works eight 9 hour days and one 8-hour day and has one day off. That is 26 extra days off per year! A few departments have a 4-10 schedule. Be sure to ask what schedule options are available in the department where you are applying to.

Holidays

FBH offers 9 paid holidays per year. The amount of the holiday benefit is pro-rated for those holding a position that is less than 1.0 FTE.

403(b) match

For employees with positions that are .5 FTE or greater, FBH offers up to a 6% 403(b) employer contribution. We contribute 3% to the eligible employees and if the employee puts in 3% themselves, we match an additional 3%. This means you can get 9% into your 403(b) by just contributing 3%!

Flexible Spending Accounts

FBH offers healthcare and dependent care FSA's, which means you can set aside money tax-free for qualified expenses.

Professional Liability Insurance

FBH carries professional liability insurance for all staff while employed doing FBH work, and tail insurance which covers the employees' work at FBH post-employment.

License and Registration Reimbursement

If you are required to have a license or registration for your job, FBH will reimburse you the renewal fees associated with the license or registration.

Federal Loan Forgiveness

Several locations within FBH qualify for Federal (NHSC) and State (Washington Health Corp) student loan forgiveness programs for licensed clinicians, ARNP's and Psychiatrists. The amount of loan forgiveness varies but in many cases, employees are relieved of several thousands of dollars in student loans.

Licensure Supervision

If you are a clinician seeking licensure, we offer clinical license supervision at no cost to the employee. This is a huge perk, as this service can cost several hundreds of dollars per hour if obtained in the general community.

Variety of work and Opportunities for Growth

By industry standards, FBH is pretty big. This means there is ample opportunity for variety and growth. Would you like to move into a supervisory position, that is possible here. Would you like to vary the population of clients you work with or types of service? You can do that at FBH. Would you like to try your hand at various roles that support clients and those who serve the clients? FBH offers that.



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