



# Now Accepting Applications for the following positions:

Paramedic/Firefighter - Entry Level

&

Paramedic/Firefighter - Lateral Entry

*Featuring a Competitive Salary and Excellent Benefits Package*



**Applications Due:**  
February 16, 2018

Dear Applicant,

On behalf of the North Mason Regional Fire Authority I would like to personally and sincerely thank you for your consideration of applying with us for the position of Firefighter/Paramedic. You maintain a unique set of talent, skills and abilities and your desire to share those with us is greatly appreciated. A decision to change employers and/or embark on a new career is a major life decision that will undoubtedly impact you and the ones that you love.



As our application process proceeds, we are excited to get to know you, both as a professional and as an individual. While we will spend some time during the process assessing medical skills and technical competency, we will spend much more time getting to know who you are and what we can do to help you be successful. You will find that our assessment process is set up so that you can get to know us and learn the values that drive our organization. We want to help you make an employment decision that is right for you and your family.

The North Mason Regional Fire Authority values its people more than any other asset. Our people are the ones who carry out our mission to “*Safeguard North Mason Communities,*” and to protect the community that my family and I call home. As a smaller organization, we operate as a tight-knit family that focuses on professional excellence and compassion.

We push our people to be their best by promoting formal education, personal and professional goal setting and constant thinking outside of the box. If you want to be professionally challenged, come work for us. If you value innovation and working on the cutting edge, come work for us. If you love the firefighting and medical profession, come work for us. If you want to have a profound impact within an organization and a community, come work for us. If you want to work alongside the industry’s best (I might be a bit biased here), come work for us. If you want to have fun, come work for us.

Thank you again for considering the North Mason Regional Fire Authority as the next organization that you will call home. I look forward to meeting you and for you to meet us. If I can be of any assistance please don’t hesitate to contact me.

A handwritten signature in black ink, appearing to read "Beau Bakken". The signature is stylized and fluid.

Beau Bakken, Fire Chief  
North Mason Regional Fire Authority



### Job Classification

The North Mason Regional Fire Authority is currently accepting applications for the position of **Paramedic/Firefighter- Entry Level** and **Paramedic/Firefighter- Lateral Entry**. North Mason Regional Fire Authority Paramedic/Firefighters are responsible to perform skilled emergency medical care and transport for victims of sudden illness and injury.

Paramedic/Firefighters are also responsible for work performed in combating, extinguishing, and preventing fires and protecting life and property through rescue, public education and other emergency service activities. Duties also include other support services under the close supervision of a shift captain which may include but is not limited to training, maintaining equipment and quarters as well as other Fire Authority related activities.



**North Mason  
Fire**

P.O. Box 277 - NE 460 Old Belfair Hwy - Belfair, WA 98528

## IMPORTANT DATES

### **Opening Date**

January 12, 2018

### **Closing Date**

February 16, 2018

### **Assessment Center**

February 22, 2018

### **Chief's Interview**

To Be Scheduled

### **County MPD Interview**

To Be Determined

### **Anticipated Start Date**

April 1, 2018

### **Entry Level Requirements**

- Valid WA State driver's license at time of hire.
- Current WA State Paramedic Certification or National Registry Certification.
- Current PALS and ACLS Certifications.
- One year work experience as a practicing paramedic or previous work experience as an EMT or PM in Mason County.
- Meet Authority insurability requirements.
- Meet minimal standards of physical fitness and endurance.
- Pass medical, psychological, and background examinations.
- Ability to obtain IFSAC Firefighter 1 Certification within one year of hire.

### **Lateral Entry Requirements**

*In addition to all entry level requirements:*

- Minimum one year experience as a full-time paid firefighter.
- IFSAC Firefighter 1 Certification.
- Successful completion of an organized fire training academy.

# Salary & Benefits

- **Annual Entry Level Salary Range:** \$66,996 to \$92,004
- **Education Salary Incentive:** 3% for AA Degree, 5% for BA Degree
- 10% Longevity Pay Increase upon completion of 5 years of service
- No Social Security Plan Participation
- Deferred Compensation Program with Authority Contribution
- 80 hours paid annually in lieu of holidays
- Annual \$2,500 college educational tuition and book allowance
- 100% Employer Paid Medical, Dental and Vision for family and spouse
- \$2,500 to \$5,500 annual Health Retirement Account (HRA) contribution
- Medical Expense Reimbursement Plan (MERP) participation
- Authority Paid Life Insurance
- WA State LEOFF II Retirement Plan participation
- 13 Kelley leave days per year for shift employees
- 168 to 360 hours annual vacation accrual
- 18 hours monthly sick accrual

## To Apply:

Completion of an Authority Employment Application is required. A resume will not be accepted in lieu of an application. To obtain a full employment packet visit the Authority's website at [www.northmasonrfa.com](http://www.northmasonrfa.com)

Please submit your completed application with all applicable materials **in person** on February 16, 2018 by 5:00pm to Station 21 located at 460 NE Old Belfair Hwy, Belfair or by mail and postmarked by **February 16, 2018**.

Mail applications and materials to:

**North Mason Regional Fire Authority**  
PO Box 277  
Belfair, WA 98528-0277



*The North Mason Regional Fire Authority is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, sex, age, color, religion, national origin, marital status, disability status or any other basis prohibited by federal, state or local law.*

*The provisions of this job announcement do not constitute an expressed or implied contract. Any provision contained herein may be modified and/or revoked without notice.*

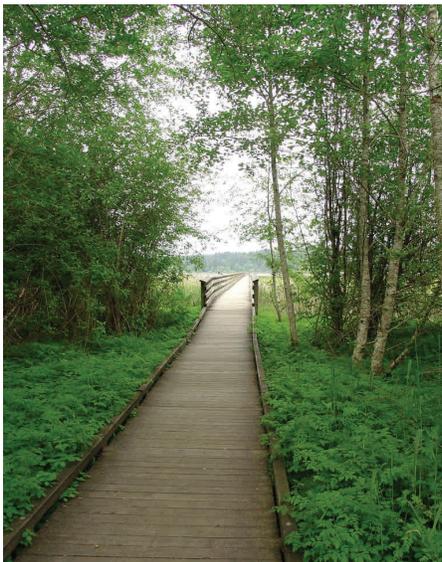
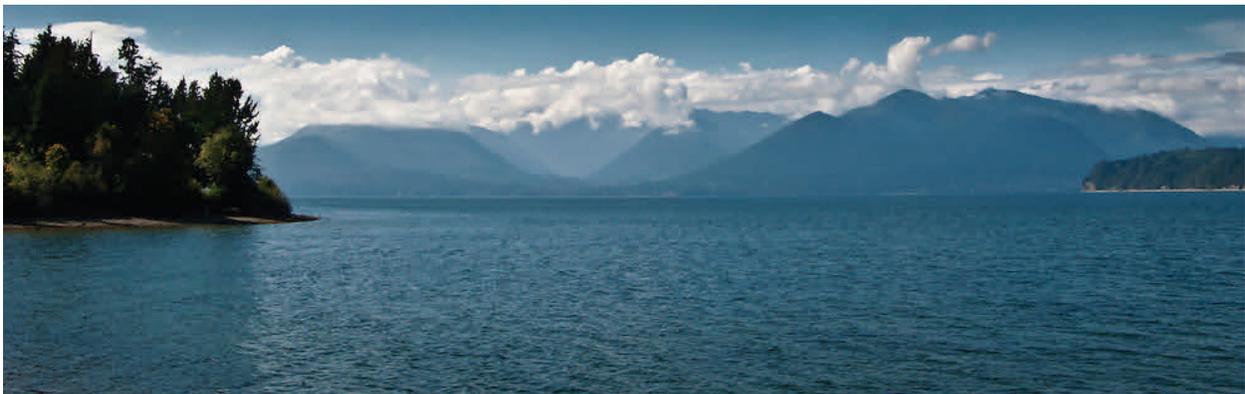
## About Us

The North Mason Regional Fire Authority serves Belfair and surrounding communities in North Mason County. The Authority covers 136 square miles and serves a population of 22,000 people. This population nearly doubles in the summertime recreation season.



The Authority responded to 2,374 requests for emergency assistance in 2017. The Authority employs three Captains and fourteen firefighters, of which seven maintain Paramedic Certification. The Authority maintains two staffed fire stations full time and one staffed station during daytime hours. The Authority also has several special operations divisions, including an all-terrain vehicle rescue program, haz-mat response and wildland fire response.

Shift personnel work a 48/96 schedule with 13 Kelly days and are represented by IAFF Local 3876. The Authority is well positioned financially, politically, and it values its role as a respected service within the community.



## North Mason County

North Mason County is a picturesque community that surrounds the south end of the Hood Canal. It serves as a delightful bedroom community for nearby Bremerton and Tacoma. Surrounded by breathtaking mountains, the area is heavily forested and dotted with numerous lakes, providing limitless outdoor recreational opportunities. North Mason has a decorated school district, library, and is home to the state's largest off-road vehicle park in the Tahuya State Forest. Several infrastructure projects currently ongoing within the Authority lend for an unprecedented level of growth in the immediate future. These projects include a new high school and infrastructure transformation within the Belfair town center.