



**NOW ACCEPTING
APPLICATIONS**

for

**Mobile Integrated Healthcare Program
Physician Associate or
Advanced Registered Nurse Practitioner**

**COMPETITIVE SALARY & EXCELLENT
BENEFITS PACKAGE**

APPLICATIONS DUE DEC 27, 2024

Serving Central &
South Mason County



Physician Associate and Advanced Nurse Practitioners,

I would like to personally thank you for your consideration to join the expanding Mobile Integrated Health Team that will serve the southern and central parts of Mason County. Mason County is the first and only 911 emergency service system in Washington State to deliver this level of medical service out in the community and in patients' homes. If selected, you will be able to use your full medical scope to provide medical assistance and improve the lives of others.



Your work with our team will be trail-blazing as we redefine how community medicines are delivered. You'll get the opportunity to work alongside emergency service crews and advanced medical providers who have the latitude to do whatever it takes to improve patient outcomes in North Mason County. We promise to provide the selected candidate with a work environment that lacks barriers to medical care, encourages innovation and ideas, places patient care above anything else, and gives the entire team everything they need to be successful.

To learn more about the MIHP's work thus far and to see it in action, I encourage you to check out a prepared program documentary at bit.ly/filmbeyond911.

As our selection process proceeds, we are excited to get to know you, both as an aspiring medical professional and as an individual. While we will spend some time during the process assessing skills, we will spend much more time becoming acquainted and learning what we can do to help you succeed. You will find that the assessment process is organized in a way that will allow you to learn about us and the values that drive the work that we do. We value our members more than any other asset. Our members are responsible for carrying out our collective missions and caring for the Mason County community my family and I call home.

We encourage our members to be their best by promoting formal education, personal and professional goal setting, and perpetual 'Big-Thinking'. This is not a traditional clinical setting role. You will meet and deliver medicine to patients where they are at.

If you want to experience a work environment where no two days are the same, come join us. If you value opportunities to help others in need and to give back, come join us. If you enjoy being an integral part of a high-performing team, come join us. If you want to be part of building a program that has a profound impact on our community, come join us. If you want to learn alongside the medical community's best (I might be a bit biased here), come join us. If you want to have FUN working in the medical field, come join us. If you want to see your work change patients' and families' lives every day, come join us.

I want to thank you again for considering this position and its fit for you. I look forward to meeting you and for you to meet us. If I can be of any assistance as the selection process moves along, please don't hesitate to contact me.

Beau Bakken, NMRFA Fire Chief

Qualifications and Education Requirements

- Minimum high school degree or equivalent.
- Maintain a valid Washington State Driver's License.
- Certificate of completion of accredited PA or ARNP program.
- Current Washington State PA or ARNP License.
- Current DEA Registration Certificate.
- Current CPR and First Aid Certifications.
- Previous urgent care or emergency fieldwork experience is highly desirable.
- Previous work with patients experiencing substance use and mental health disorders is highly desirable.
- Ability to establish and maintain effective relationships with staff, patients, and families.
- Willingness to take responsibility for actions; act positively upon feedback from others.
- Able to withstand physical and mental demands: standing, walking, stooping, bending, and working outdoors. Requires the ability to move equipment and transfer patients. Occasional stress in working with patients in crisis.
- Ability to work in patient's homes.
- Basic computer knowledge.
- Experience with using electronic health record system is highly desirable.



Important Dates

- Opening Date: November 27, 2024
- Closing Date: December 27, 2024
- Assessment Center: January 6, 2025
- Final Interviews: TBD



DEFINITION & MAJOR FUNCTION

For the past two years the North Mason Regional Fire Authority has operated a Mobile Integrated Health Program (MIHP) in North Mason County. The MIHP is the first and only of its kind currently operating in Washington State and its work has been featured in the Seattle Times. Through the MIHP concept we are attempting to change how medicine is delivered in a rural community. The MIHP currently consists of a medical provider (Physician Associate), a nurse, a Psychiatric Nurse Practitioner and a community resource specialist who combine to work with the 911 emergency system to provide mobile medical care in the community. The four goals of the MIHP are to 1) increase access to medical care, 2) reduce the utilization of 911 for non-emergencies, 3) decrease the cost of health care and 4) improve patient outcomes.

The MIHP provides on-site (home, work, school) and clinical based medical, mental and social health care to treat and stabilize acute patient health needs. The MIHP then refers patients to appropriate care providers to include PCPs for ongoing medical care. The MIHP does not engage in primary care provision or long-term patient care relationships as it engages existing community resources to meet patient care requirements. The MIHP receives patient referrals from a variety of sources, including the 911 system, hospitals, medical providers, schools, and the community. No patient is refused to be seen for any reason, and our medical providers are encouraged to take the time needed to provide care for patients (no patient volume requirements or demands).

Based on the success and impact that the MIHP is having in North Mason County, an agency cooperative has been put together to expand MIHP services to the southern and central parts of Mason County (Shelton, Kamilche, Matlock, etc.). Working with Central Mason Fire and EMS, South Mason Fire and Rescue, and Mason General Hospital, the NMRFA is seeking to hire a Physician Associate or Nurse Practitioner to serve as the cornerstone for a South Mason County MIHP. The selected medical provider will be supported by a South Mason County MIHP nurse, PARNP, and community resource specialist. The South Mason County MIHP will work closely with its northern MIHP counterpart during its initial implementation and inaugural year.

The NMRFA is seeking a medical practitioner who is eager to build a program in a community from scratch and challenge the traditional status quo for medicine delivery. The right candidate will be a self-starter who works well in a team environment with minimal direct supervision and who prioritizes patient care in all work functions. The medical provider will be expected to perform their full scope of practice and be comfortable providing health care in all settings. The medical provider is expected to work alongside 911 emergency personnel in the field. Medical providers will be based out of the Kamilche/Shelton area and travel throughout Mason County for providing patient care. Providers will work a 40-hour, five day a week work schedule (Monday through Friday). Medical Providers will be employed and insured by the NMRFA, and a Physician Associate will work under the licensure of a Mason County emergency room physician.

Salary and Benefits:

- 2025 Annual Salary (depending on qualifications): \$112,716 to \$122,652
- No Social Security participation
- Deferred Compensation Program with Authority Contribution up to 3.5% of annual salary
- Annual \$2,500 college educational tuition and book allowance
- Public Service Loan Forgiveness (PSLF) opportunity
- 100% employer paid Medical, Dental, and Vision for individual and family
- \$2,500 to \$5,500 annual Health Retirement Account (HRA) contribution
- Authority-Paid Life Insurance
- WA State LEOFF II Retirement Plan participation
- Ability to retire at age 53
- Federally recognized holidays off
- 9 hours per month of vacation leave accrual
- 8 hours monthly sick accrual

To Apply:

Completion of an Authority Employment Application, a professional resume and cover letter is required for all applicants. For additional information regarding the testing process and/or to obtain a complete application packet, visit the North Mason Regional Fire Authority's website at www.northmasonrfa.com.

Please submit your application with all required materials in-person at:
NMRFA Fire Station 21, ATTN: Angie McCormick, 490 NE Old Belfair Hwy, Belfair, WA 98528
or by mail to

NMRFA Fire Station 21, ATTN: Angie McCormick, PO Box 277, Belfair, WA 98528

Completed application packets are due no later than 5:00 p.m. on Friday, December 27, 2024. Please contact Beau Bakken, Fire Chief at bbakken@northmasonrfa.com with any questions regarding the application or testing process.

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.



Mason County is home to 65,000 residents spread across 1051 square miles of land and water. Mason County serves as a bedroom and recreational community for the Seattle-Tacoma-Bremerton metropolitan area, and it is home to the Hood Canal, Olympic National Forest, and Olympic National Park. Mason County is a paradise for outdoor enthusiasts, boasting more miles of water shoreline than any other county in Washington State. It is home to one incorporated city, Shelton, and several vibrant communities, including Belfair, Grapeview, Allyn, Matlock, Hoodspert, and Kamilche. The majority of the county is made up of rural farmland and timberland. Mason County also honors its rich history as the ancestral homeland of the Skokomish and Squaxin Island Tribal Nations.



Mason County is served by 9 different Fire and EMS agencies that are governed by elected Fire Commissioners. An MIHP serving North Mason County was established in 2022 and the establishment of a team serving Central and South Mason County will take place in early 2025. Mason County is served by Mason Health (Mason General Hospital) and the County maintains two public hospital districts. The County is governed by a three-member Board of Commissioners who oversee the County's Public Health Department.



Job Description- Physician Assistant

CATEGORY: Personnel
NUMBER: Pers-50
EFFECTIVE: September 2022
REVISED: N/A

REFERENCE

RCW 18.71A Physician Assistants
Chapter 246-918 WAC Physician Assistants – Washington Medical Commission

PURPOSE

The purpose of this policy is to define the Authority's work expectation and description for the classification of Physician Assistant (PA).

DEFINITION AND MAJOR FUNCTION

This is a full-time, non-exempt, non-supervisory position reporting to, and at the direction of, the Authority's EMS Officer. The Physician Assistant will practice medicine under the supervision of the Mason County Medical Director, to the extent permitted by the Medical Director's practice agreement. The incumbent will work independently to examine, diagnose and treat patients, consulting with the director when necessary.

Employees assigned to this position will be on a one-year probationary period. Following the probationary year, work will be reviewed periodically to ensure job responsibilities are being met.

DUTIES AND RESPONSIBILITIES: The duties and responsibilities represented in this job description in no way imply that these are the only duties to be performed. The employee occupying this position may be required to perform other reasonable duties and tasks as assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Essential Duties: The following duties are considered essential for this position:

- Interview and examine patients to determine a diagnosis. Prepare patients for routine procedures (measure blood pressure and temperature, etc.).
- Order tests to ascertain the nature and extent of illnesses and injuries.
- Prescribe medications and suggest lifestyle changes to remedy medical problems.
- Provide therapeutic treatments; disinfect/stitch wounds and set bones.
- Administer immunizations.
- Attend to emergencies.
- Make house calls to treat and follow-up with patients.
- Cultivate a climate of trust and compassion for patients.

- Maintain a safe and clean working environment by complying with procedures, rules and regulations; comply strictly with medical care regulations.
- Protect patients and Authority employees by adhering to infection-control policies and protocols.
- Review and maintain patients' medical histories and records, record patients' progress.
- Educate and counsel patients and their families.
- Complete all required documentation and reporting for work activities.
- Respond to fires to assist with suppression efforts and firefighter rehabilitation.

Additional Duties: In addition to the duties listed in the Essential Duties section, the employee may perform the following duties. An employee may not be assigned all duties listed below, nor do the examples cover all duties which may be assigned.

- Maintain professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks and participating in professional societies.
- Provide documentation for insurance companies as-needed.
- Conduct and participate in outreach programs.
- Collaborate effectively with team members with various job roles/duties.
- Assist staff with procedures and activities related to medical service billing.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty thoroughly and acceptably. Reasonable accommodations may be made to enable individuals with limited disabilities; however, accommodations may not be available for the essential functions listed above, due to bona fide occupational requirements. Individuals must satisfactorily complete a criminal history background check. The requirements listed in this job description are representative of the knowledge, skills and/or abilities required. The employee will strive at all times to excel in the following competencies necessary to accomplish the core and division duties listed:

Education.

- A High School Diploma or General Education Degree (GED) equivalent.
- Graduation from an accredited and approved Physician Assistant Program.
- Clinical training experience, and the willingness to complete 100 hours of continuing education every two (2) years to maintain certification.
- Have successfully passed the National Commission on Certification of Physician Assistants (NCCPA) examination.

Licensure or Certifications. This position requires the use of a personal or Authority vehicle while conducting Fire Authority business. The individual must be physically capable of operating a motor vehicle safely and must possess and maintain a valid Washington State driver's license and a driving record free of significant moving violations. Must be insurable under the Authority's existing vehicle and umbrella liability insurance carrier and Washington State law. The Fire Chief may waive this requirement under exigent circumstances.

This position requires possession of the following:

- Current Washington State Physician Assistant license.
- BLS certification.
- National Provider Identifier (NPI).

KNOWLEDGE, SKILLS AND ABILITIES: While requirements may be representative of minimum levels of knowledge, skills and abilities, to perform this job successfully, the incumbent will possess the abilities or aptitude to perform each duty proficiently.

Knowledge. Must be proficient in:

- Modern office systems and technology including personal computers and related software (at a minimum MS Word, Excel, Outlook, Publisher, FrontPage and similar programs) and common office equipment.
- Standard office equipment (i.e. photocopier, facsimile machine and electronic postage machine).
- Business letter writing, email communications and report preparation.
- Advanced principles and procedures of record keeping and filing to include both hard copy and electronic.
- Policies, rules and regulations of the Authority, as well as a working knowledge of the applicable national, state and local laws, ordinances and codes affecting medical practice.
- Principles, practices, methods and techniques of basic and advanced emergency medical care and cardio-pulmonary resuscitation.
- Basic principles and practices of organization, administration, training and project management.
- Basic financial management and budgeting concepts and practices necessary to effectively manage assigned resources with appropriate supervision.
- Medical record and referral systems used by the Authority.

Skills and Abilities. Must demonstrate the following skills and abilities:

- Communicate clearly and concisely both orally and in writing, with individuals and in group settings.
- Establish and maintain cooperative and effective working relationships with assigned personnel and other Authority employees under both regular business and adverse/emergency conditions.
- Ability to maintain a high level of accuracy and confidentiality concerning medical treatment/records.
- Excellent interpersonal skills including the ability to build and maintain effective team relationships with employees, public officials and the public. Consistently respect the individual values of all Authority employees/members and members of the community. Effectively communicate, build rapport and relate well with diverse populations.
- Ability to anticipate, analyze, diagnose and problem solve.
- Possess effective organizational skills.
- Demonstrate self-control and an ability to manage time, multiple projects and priorities and changing priorities with minimal supervision. Ability to work under stressful conditions with various personality types and expectations.

Personal Attributes. Must demonstrate the following personal attributes:

- Be honest and trustworthy.
- Be respectful, professional and courteous.
- Possess cultural awareness and sensitivity.
- Be flexible and able to quickly reprioritize work and projects when needed.
- Treat patients with compassion and empathy.

PHYSICAL REQUIREMENTS AND WORKING CONDITIONS: The physical requirements and working conditions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to sit for long periods of time, use hands and fingers to handle or feel objects, tools or controls, reach with hands and arms, ability to speak and hear and frequently required to stand, walk, stoop and kneel.
- Regularly lift, shift and maneuver patients who are unable to do these things for themselves.
- The incumbent must have vision necessary to perform the essential job functions. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus.
- In daily activities incumbents operate office equipment requiring repetitive arm/hand movements, as when they enter data into a terminal, personal computer or keyboard device.
- Prepare written materials such as various documentation, reports and e-mail using proper punctuation, spelling and grammar by entering data into a keyboard device requiring repetitive arm/hand movement.
- Communicate with the public and staff face to face and using a radio or telephone.
- Provide training to staff and the public in a classroom setting.
- Attend professional training classes and team building sessions learning through oral and structured lecture instruction.

The examples of duties and working conditions are intended only as illustrations of the various types of work performed. Omission of specific statements of duties and/or working conditions does not exclude them from the position if the work is similar, related or a logical assignment to the position.



North Mason Regional Fire Authority

P.O. Box 277 / 490 NE Old Belfair Hwy Belfair, WA 98528
360-275-6711 phone / 360-275-6224 fax

Applicants may be contacted for interviews and assessments following the review of a completed application. If you are selected for the assessment process and need special accommodations due to impairment or disability, or have any questions regarding the application process, please contact Fire Chief Beau Bakken by email at bbakken@northmasonrfa.com.

Employment Application

Select the job position that you are applying for:

Full Name: _____ Date of Birth: _____
Last First M.I.

Residence Address: _____
Street Address Apartment/Unit #

City State ZIP Code How long at this address?

Mailing address: _____
Street Address

City State ZIP Code

Telephone: _____ Cell Phone: _____ Email: _____

Date Available: _____

Do you have, or can you obtain a Washington state driver's license? YES NO

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

EDUCATION

High School: _____ Highest grade level achieved?: _____

YES NO

From: _____ To: _____ Did you graduate? _____ Diploma: _____

College: _____ Course of Study: _____

YES NO

From: _____ To: _____ Did you graduate? _____ Degree: _____

Other: _____ Course of Study: _____

YES NO

From: _____ To: _____ Did you graduate? _____ Degree: _____

List below valid licenses or certificates of professional or vocational competence relevant to the employment position for which you are applying.

License/Certificate :

License/Certificate Number:

Expiration Date:

1)

2)

3)

4)

REFERENCES

Please list three professional references.

Full Name: _____

Relationship: _____

Company: _____

Phone: _____

Address: _____

Full Name: _____

Relationship: _____

Company: _____

Phone: _____

Address: _____

Full Name: _____

Relationship: _____

Company: _____

Phone: _____

Address: _____

PREVIOUS EMPLOYMENT

Company: _____

Phone: _____

Address: _____

Supervisor: _____

Job Title: _____

Responsibilities: _____

From: _____ To: _____

Reason for Leaving: _____

YES NO

May we contact your previous supervisor for a reference?

Company: _____

Phone: _____

Address: _____

Supervisor: _____

Job Title: _____

Responsibilities: _____

From: _____ To: _____

Reason for Leaving: _____

YES NO

May we contact your previous supervisor for a reference?

Additional, relevant employment may be attached.

MILITARY SERVICE

Branch: _____

From: _____

To: _____

Rank at Discharge: _____

Type of Discharge: _____

If other than honorable, please explain: _____

How did you hear about this Employment opportunity? (Please provide specific name of media whenever possible.)

Word of Mouth: _____
Advertisement in: _____
Website: _____
Other: _____

NOTICES

The North Mason Regional Fire Authority (NMRFA) is an equal employment opportunity employer. All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation or any other non-merit factor. NMRFA will reasonably accommodate candidates with disabilities as required by law.

NMRFA is a smoke and drug free work place. You will be required to complete a drug test prior to employment.

CANDIDATE AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION

I certify that I am not engaged in any outside activity or business that could be considered a conflict of interest with the NMRFA or those of its clients, nor will I become engaged in such activity or business if hired.

I, the undersigned applicant for employment with the NMRFA, in consideration of the review of my employment application, do authorize the NMRFA to solicit information regarding my character, general reputation, previous employment and similar background information, and to contact any and all references I have given on my application. I hereby release all parties and persons connected with any such request for information from all claims, liabilities and damages for any reason arising out of furnishing such information. If employed, I release the NMRFA from any liability for future references it may provide regarding my employment with the NMRFA. Pursuant to RCW 43.43.834, background checks are available to the applicant upon request. It is my intention that any copy of this authorization be as effective as the original.

Applicant - Please Print Name

Applicant's Signature

Date

DRIVING RECORD

Name: _____
Please Print Last First MI

Driver license number (s) _____
License Number State

List all notices of infractions or traffic citations (other than parking tickets), which you have received in the past 5 years.

<u>State</u>	<u>Month/Year</u>	<u>Type of Infraction</u>

Infractions or citations will not necessarily remove you from consideration. The NMRFA will however, consider your driving record when making employment decisions.

Signed: _____ Date: _____

DISCLAIMER & SIGNATURE

I certify that my answers are true and complete to the best of my knowledge. I understand that any misstatement, failure to answer fully or omission of fact in this application may result in my not being considered in the selection process or may result in my dismissal of employment. I have read the job descriptions and I can perform the essential functions of the job for which I am applying, with or without reasonable accommodation. I understand that acceptance of an offer of employment does not create a contractual obligation upon the NMRFA to continue to retain me in the future. For determination of my potential employment eligibility, I hereby authorize release of educational, police, criminal and employment information pertinent to the position for which I am applying. I further authorize the NMRFA to rely upon and use, as it sees fit, any of the information received.

Signature: _____ Date: _____

Completed Applications should be delivered in-person or by mail at:

490 NE Old Belfair Hwy
PO Box 277
Belfair, WA 98528

Fax: 360-275-6711

Email: bbakken@northmasonrfa.com

Office hours: Monday through Friday 8:00 a.m. - 4:00 p.m.

Abstract of Driving Record Release of Interest

Employer, prospective employer, or volunteer organization name: North Mason Regional Fire Authority

Agent business name if acting on behalf of the company for employment purposes: _____

This is an authorization of:

1. Employee – for release of my driving record for employment purposes, at my employer’s discretion for the full term of my employment; or
2. Prospective employee – for release of my driving record for employment purposes, not to exceed 30 days from date signed; or
3. Volunteer – for release of my driving record for a position applied for that requires me driving at the direction of the volunteer organization.

I, _____, am an employee, prospective employee, or volunteer of
Your name
 the company named above and I request a copy of my official driving record in the state of Washington to my employer, prospective employer, volunteer organization, or their agent.

No employer, prospective employer, or their agent may use information contained in a driving record related to the sealed juvenile record of an employee or prospective employee for any purpose unless required by federal law. The employee or prospective employee must furnish a copy of the court order sealing the juvenile record to the employer, prospective employer, or their agent.

Employee/Prospective employee/Volunteer full name (<i>First, Middle, Last</i>)	Date of birth (mm/dd/yyyy)	WA driver license number
Employee/Prospective employee/Volunteer signature X	Date signed	

The company listed below agrees to, and shall indemnify and hold harmless the state of Washington, Department of Licensing (DOL), the DOL Director, and all DOL employees from any and all suits at law or equity, and from any and all claims, demands or loss of any nature, including but not limited to all costs and attorney’s fees, arising from any incorrect or improper disclosure of individual names or addresses under this “Release of Interest;” any defects in any of Company’s procedures followed or omitted or arising from the failure of Company or its officers, employees, customers, contractors or agents to fulfill any of its obligations under this contract; or arising in any manner from any negligent act or omission by the company or its officers, employees, customers, contractors, or agents.

I hereby certify:

1. The company named below is an employer, prospective employer, or volunteer organization of the above-named individual.
2. The information contained in the abstracts of driver records obtained from DOL shall be used in accordance with the requirements and in no way violate the provisions of RCW 46.52.130. No information contained therein will be divulged, sold, assigned, or otherwise transferred to any third person or party. The abstracts of driver records shall be used exclusively for:

I affirm that I am a representative authorized to bind the company named below.

Company name	Authorized representative name	Title
Address		

 Date and place (city or county) signed

X
 Authorized representative signature

NOTE: *The employer or prospective employer must maintain this record for a period of not less than two (2) years from the date of the request. Failure to obtain all signatures or misuse of records obtained from the State of Washington may result in prosecution under RCW 46.52.130.*

NMRF-A USE ONLY