



**NOW ACCEPTING  
APPLICATIONS**

for

**Mobile Integrated Healthcare Program  
Licensed Practical Nurse or  
Registered Nurse**

**COMPETITIVE SALARY & EXCELLENT  
BENEFITS PACKAGE**

**APPLICATIONS DUE DEC 27, 2024**

Serving Central &  
South Mason County



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Licensed Practical and Registered Nurses,

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](http://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

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## Important Dates

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

## Qualifications and Education Requirements

- Minimum high school degree or equivalent.
- Maintain a valid Washington State Driver's License.
- Certificate of completion of accredited LPN or RN program.
- Current Washington State LPN or RN License.
- 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.

## Principal Duties & Expectations

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 these positions 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.

- Take and record a patient's height and weight, vital including blood pressure, pulse rate, respiratory rate, temperature, and oxygen saturation.
- Conduct visual acuity testing, urine dipstick, rapid strep, throat culture and wound culture.
- Perform phlebotomy and i-STAT.
- Administer oral or intramuscular (IM) medication under the direct supervision of the medical provider.
- Perform next day follow up phone calls to patients under the direction of the medical provider. Assist the front desk staff by answering telephones, greeting patients, scheduling referral appointments, filing paperwork and updating medical records.
- Clean the exam rooms between patients.
- Anticipate the needs of the provider based on patient complaint and have supplies ready.
- Keep treatment rooms tidy including rearranging and wiping down chairs and side tables, sweeping the floor, keeping the bathrooms properly stocked with paper products and soap.
- Be a supportive team player for all NMRFA co-workers.

## DEFINITION & MAJOR FUNCTION

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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 rural communities. The MIHP currently consists of a medical provider (Physician Associate), a Registered 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 Licensed Practical Nurse or Registered Nurse to serve as the cornerstone for a South Mason County MIHP. The selected provider will be supported by a South Mason County MIHP Physician Associate, ARNP, 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 Licensed Practical Nurse or Registered Nurse 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 Nurse will be expected to perform their full scope of practice and be comfortable providing health care in all settings. The Nurse 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 Nurse will work under the licensure of the MIHP Physician Associate.

### Salary and Benefits:

- \$50 to \$60 per hour (depending on qualifications)
- 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 PERS II Retirement Plan participation
- 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](http://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](mailto: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, Hoodspport, 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.





# 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](mailto: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?

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Company: \_\_\_\_\_

Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

YES NO

May we contact your previous supervisor for a reference?

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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](mailto: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<br><b>X</b>                    | 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