

Live, work, play.



KootenaiHealth

kh.org/careers | 2003 Kootenai Health Way | Coeur d'Alene, ID 83814





About Kootenai Health

Although Kootenai Health's reputation for excellence has been years in the making, how it is being earned has grown. In addition to the medical center, Kootenai Health now includes a variety of specialty centers, inpatient and outpatient services as well as physician practices. All work toward the common goal of improving health one patient at a time.

Kootenai Health Facts

- ▶ 299-bed community-owned "hospital district" hospital
- ▶ Non-profit hospital focused on patient-centered care
- ▶ Currently over 3,300 employees including more than 200 employed providers, making it the largest employer in northern Idaho
- ▶ Kootenai Health facilities serve over 14,000 inpatients and almost 300,000 outpatients each year
- ▶ Accredited by DNV
- ▶ Kootenai received its third consecutive Magnet™ designation in 2017. This designation is nursing's top honor, accepted nationally as the gold standard for nursing excellence
- ▶ Member of the Mayo Clinic Care Network
- ▶ Has been named a Gallup Great Workplace for 2017, recognizing Kootenai as one of the most engaged and productive workforces in the world

Kootenai Health Mission

We improve health one patient at a time in a friendly and professional culture committed to superior quality and safety.

Kootenai Health Vision

By 2020 Kootenai Health will be a comprehensive regional medical center delivering superior, patient-focused care and will be recognized among the premier health care organizations in the U.S.

Kootenai Care Network

Through clinical integration, physicians, hospitals and payers can work together in a more coordinated way to improve clinical outcomes and provide more cost-effective care. Kootenai Care Network members maintain their independence, but work together in a mutually-accountable way. Through data analytics and collaboration, they develop and implement clinical protocols and monitor clinical performance. This helps achieve high quality care in a more efficient manner than can be achieved independently.



Inpatient Services

Kootenai Health is a 299-bed community-owned “district hospital” that serves more than 14,000 inpatients each year. Kootenai’s Emergency Department is one of the busiest in the state of Idaho with more than 52,000 visits annually. As the emergency referral center for the region, Kootenai Health has the staffing and equipment needed to provide rapid, lifesaving response for a broad spectrum of illnesses and injuries.

Behavioral Health

- Youth Acute Psychiatric Inpatient Program
- Adult Acute Psychiatric Inpatient Program
- Chemical Dependency
- Crisis Center

Cardiovascular Services

- Open Heart Surgery and Intensive Care
- Electrophysiology
- Cardiac Catheterization
- Post Procedure Rehabilitation

Critical Care

Emergency Services

General Inpatient Care

Palliative Care

Pharmacy

Rehabilitation Services

Surgical Services

- General, Neuro, Robotic and Urology Surgeries
- Total Joint Replacement Program

Women’s and Children’s Services

- Family Birth Center
- Neonatal Intensive Care Unit
- Pediatrics



Outpatient Services

Kootenai Health facilities serve over 318,000 outpatients each year, making outpatients services a critical piece in providing comprehensive care for our patients.

- ▶ **Behavioral Health – Chemical Dependency Outpatient Services**

- ▶ **Imaging Services**

- PET-CT Scanner and CT Scanner
- MRI
- Nuclear Medicine
- Radiofrequency Ablation
- Ultrasound
- X-Ray

- ▶ **Kootenai Outpatient Surgery**

- Ear Nose and Throat
- General Surgery

- ▶ **Laboratory and Pathology Services**

- ▶ **Neurodiagnostics**

- Continuous Monitoring

- ▶ **Rehabilitation Services**

- Physical Therapy
- Aquatic Therapy
- Occupational Therapy/Industrial Work Injury Rehab
- Speech Therapy
- Pediatric Physical Therapy

- ▶ **Sleep Disorders**

- ▶ **Specialty Procedures**



Kootenai Clinic

Kootenai Clinic is a growing network of employed physicians. Our providers offer a wide range of services in a variety of convenient locations. At Kootenai Clinic, our primary care providers, specialists and surgeons work collaboratively on behalf of their patients. This unified health care approach helps to ensure that our patients receive the best care possible. Kootenai Clinic provides care in the following specialty areas:

- ▶ Cancer Services
- ▶ Concussion Medicine
- ▶ Dermatology
- ▶ Diabetes and Endocrinology
- ▶ Family Medicine (Primary Care Providers)
- ▶ Family Medicine Coeur d'Alene Residency Program
- ▶ Gastroenterology and Endoscopy
- ▶ General Surgery
- ▶ Hand Surgery
- ▶ Heart Services (Cardiology)
- ▶ Hospital Medicine
- ▶ Infectious Diseases
- ▶ Internal Medicine (Primary Care Providers)
- ▶ Kootenai Heart Clinics Northwest
- ▶ Neonatology
- ▶ Nephrology
- ▶ Neurology (Brain and Nervous System)
- ▶ Neurosurgery
- ▶ Obstetrics and Gynecology (Women's Health)
- ▶ Orthopedics
- ▶ Otolaryngology (Ear, Nose, Throat and Audiology)
- ▶ Palliative Care
- ▶ Plastic and Reconstructive Surgery
- ▶ Psychiatry
- ▶ Rheumatology (Arthritis)
- ▶ Sleep Medicine
- ▶ Sports Medicine
- ▶ Vascular Surgery
- ▶ Wound Care



Noteworthy Programs

Nurse Residency Program

The nurse residency program is a series of five, 8-hour workshops designed specifically for the newly graduated nurse. The program is designed to enhance an employee's transition into professional practice.

Advance Track Program

Kootenai Health's advance track program exists to prepare the newly graduated nurse to practice in the specialty areas of nursing care. The program develops competent professionals with exemplary skills, knowledge and experience in the following specialties:

- ▶ Critical Care
- ▶ Emergency Services
- ▶ Obstetrics

The Advance Track program is a six month, full-time staff nurse position at Kootenai Health. Participants are paid a full RN wage and are eligible for benefits. Participants receive more than 750 hours of direct bedside clinical instruction with a dedicated nurse preceptor, training in national certification courses and more.

Periop 101 Cohort Program

This six-month program trains and utilizes RNs in the OR circulator and scrub role.

Professional and Leadership Development

Professional and leadership development is the ongoing acquisition of knowledge and skills relating to your current or future profession. Kootenai Health's Leadership Academy courses are dedicated and supportive of your growth, development, and success as an individual and team member at Kootenai Health.

Nursing Fellowship Program

This three-month, full-time program is offered to current Kootenai Health nurses with two or more years of experience. The focus of the program is to provide the opportunity for professional development through a mentoring experience paired with supplemental activities and classroom education. Upon completion of the program, RN fellowship nurses are competent to independently practice nursing in the critical care departments.

Family Medicine Residency

Kootenai Clinic Family Medicine Residency is a three-year residency program affiliated with the University of Washington Family Medicine Residency Network that prepares new physician graduates for family practice.

Pharmacy Residency

Kootenai Health's pharmacy residency program provides an opportunity for students to gain real-world pharmacological experience and training in a community-based health system.

Employee Benefits

Medical Insurance

All Kootenai Health benefit eligible employees are provided with free or low-cost health insurance. You may also purchase insurance with pre-tax dollars for your eligible dependents. There are two medical plan options available.

Dental Insurance

Benefit-eligible employees receive free dental insurance. You may also purchase dental insurance (with pre-tax dollars) for your dependents.

Vision Insurance

Vision coverage is provided regardless of the medical plan you choose. You may also elect to purchase vision-only insurance (with pre-tax dollars) for your dependents.

Employee Investment Plan

Employees can enroll in the 457 employee investment deferral plan after you receive your first paycheck. After one year of employment, Kootenai Health will match your contributions in an accompanying defined contribution plan based on years of service ranging from 3-6 percent.

Defined Contribution Retirement Plan

In addition to Kootenai Health match dollars, you become eligible for the defined contribution plan after one year of employment. Kootenai Health will contribute an amount equal to 2 percent of your gross earnings.

Additional Standard Employee Benefits:

- ▶ Life Insurance
- ▶ Long Term Disability
- ▶ Employee Assistance Program (Counseling)

Voluntary Benefits:

- ▶ Flexible Spending Accounts
- ▶ Ideal – Idaho College Savings Program
- ▶ Identity Theft Insurance
- ▶ Home and Auto Insurance Discounts
- ▶ Pet Insurance
- ▶ Additional Life Insurance
- ▶ Long Term Care Insurance
- ▶ Pre-Paid Legal
- ▶ Short Term Disability
- ▶ Accident and Critical Illness Insurance





Employee Perks

Nicotine Free Employer

Your health is our top priority. That's why we have banned all nicotine from our campuses and our employees observe a nicotine free workday.

Tuition Reimbursement

We help cover tuition costs because we understand the value of higher education.

Kootenai Health Live with CEO

Employees have the opportunity to meet with our leadership team members and ask questions about Kootenai Health and your role.

Employee Discounts

Receive discounts at The Wellness Bar, PEAK Fitness, various cell phone carriers, and more.

Kootenai Kids Childcare

We know that taking care of your family is your number one priority. Gain access to our employee childcare center within walking distance from the hospital.

Employee Wellness

Kootenai Health is investing in a culture of wellness. Our employee wellness program, MyHealth, not only provides opportunities for our employees to make healthy

choices, but rewards them for their efforts. Healthy individuals are better able to provide exceptional care and ultimately increase positive patient outcomes.

Kootenai employees that participate in the MyHealth Program earn rewarding benefits such as:

- ▶ Insurance premium discounts
- ▶ Quarterly contribution to your health reimbursement account
- ▶ Access to free health coaching, nutrition advice, weight management and fitness program design
- ▶ Discounted gym memberships
- ▶ Discounts at several local races and events
- ▶ Discounts on fitness trackers

Pursue your own wellness interests in the great Northwest, or join in on many of the fun MyHealth activities, including:

- ▶ Summer Walking Series
- ▶ Onsite financial seminars and coaching
- ▶ Eat-the-Rainbow Challenge
- ▶ MyHealth Corporate Team
- ▶ Couch to 5K training program



Living in Coeur d'Alene

Coeur d'Alene is the largest city in the northern Idaho Panhandle with approximately 50,000 residents. The area is surrounded by 55 lakes within easy driving distance, including scenic Lake Coeur d'Alene.

The Idaho Panhandle

Coeur d'Alene (Core-Duh-Lane) is in Kootenai (Koo-Ten-E) county and a part of the Idaho panhandle. The northern Idaho Panhandle consists of five northern counties with population of approximately 216,000 people.

Recreation

From lush green forests, snowy mountain tops, to crystal clear lakes and rivers, there's nothing more exciting than enjoying the outdoors in northern Idaho. With so many choices, outdoors enthusiasts are guaranteed a spectacular adventure. National forests comprise 2.5 million acres of public land in northern Idaho.

Community Events

Coeur d'Alene has been awarded an annual Ironman competition for the last ten years and each year registration has filled prior to race day. Year-round Coeur d'Alene and surrounding communities calendars are filled with events including; art and music festivals, classic car shows, ski racing, wine and beer festivals.

The annual Holiday Lights show is named as one of Good Morning America's best in the nation.

Spokane, Washington

Thirty miles to the west Spokane is the largest city between Seattle and Minneapolis with a metropolitan population of 540,000. Spokane is home to an international airport, vibrant downtown, active symphony, Broadway theater performances, a minor league baseball and hockey team as well as an arena football team.

Temperature

Coeur d'Alene has four distinct seasons with 142 days of sunshine. Average temperatures each season:

- July 86 degrees
- October 61 degrees
- January 34 degrees
- April 59 degrees

Awards, Accreditations and Affiliations

Baby Friendly

In 2002, Kootenai joined an elite group of health care facilities to demonstrate the highest standard of care for mothers and babies. This official designation also recognizes Kootenai's dedication to improving infant health through breastfeeding and other maternal-infant care practices.

Center of Excellence for Hip and Knee Replacement by DNV GL Healthcare

This certification recognizes excellence in orthopedic surgery within the scope of hip and knee replacement surgery. It means Kootenai Health has demonstrated an exemplary level of care and adherence to practice standards set by the American Academy of Orthopedic Surgeons and the American Association of Hip and Knee Surgeons.

Community Value Award

Top 100 ranking means Kootenai Health is among the best in the nation when it comes to providing quality, affordable health care to our community.

Designated Trauma Center

Kootenai is dual certified as a Level III Trauma Center by the American College of Surgeons Committee on Trauma and a Level II Trauma Center State of Idaho Time Sensitive Emergency System. To receive verification, Kootenai had to prove it has the hospital resources needed for trauma care and can provide the entire spectrum of care to meet all of an injured patient's needs.

DNV Accredited Hospital

Kootenai achieved accreditation from DNV Healthcare in 2014. DNV is the only hospital accreditation program approved by the US Centers for Medicare and Medicaid Services (CMS) that integrates the ISO 9001 Quality Management System with the Medicare Conditions of Participation.

Excellence in Cancer Care

Kootenai Clinic Cancer Services received CoC accreditation by the American College of Surgeons Commission on Cancer as a result of a successful demonstration by the center that patients have access to the full scope of services required for diagnosis, treatment, rehabilitation and support.

Gallup Great Workplace Award

Kootenai was named a Gallup Great Workplace in 2017, recognizing Kootenai as one of the most engaged and productive workforces in the world. The award recognizes organizations for their ability to create engaged workplace cultures and the unique approaches organizations take to achieve engagement success.

Gold Safe Sleep Champion

Kootenai was recognized by the National Safe Sleep Hospital Certification Program for our commitment to best practices and education on infant safe sleep.

Magnet Status Designation

Kootenai has maintained Magnet™ status since 2006. This designation is nursing's top honor, accepted nationally as the gold standard for nursing excellence. Kootenai is the second hospital in Idaho to receive this designation and the first in the Inland Northwest.

Mayo Clinic Care Network

Kootenai is a member of the Mayo Clinic Care Network. As part of the Mayo Clinic Care Network, Kootenai Health physicians have access to Mayo Clinic's knowledge and expertise, which can allow many patients to avoid unnecessary travel for answers to complex medical questions.

Top 50 Cardiovascular Hospital

Kootenai was recognized as one of the 50 hospitals in the United States that achieve superior clinical outcomes in cardiovascular care. Selection for the award reflects excellence in cardiovascular services that benefit patients, their families, employers, and the community.

Well Workplace Designation – WELCOA

Kootenai has received the Wellness Councils of America's Gold National Well Workplace designation for quality and excellence in work-site health promotion. The Gold designation recognizes Kootenai's development of comprehensive programs for employee wellness.



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