

**TOM ALLEN**  
Fax (208) 939-3139, cell (208) 891-4635  
allent61@msn.com

## **O'Toole and Allen, LLC.**

*"Let's Get It Right The First Time."*

---

### **ORGANIZATIONAL DEVELOPMENT, MANAGEMENT, AND LEADERSHIP COMPETENCIES**

---

30 years demonstrated leadership in high stress, multi-faceted, multi-agency environments. Leader, manager, and agent of organizational change with extensive experience in public and private sector safety organizational development. Three decades experience in Air Traffic Control, Fire, Emergency Medical Services (EMS) and Incident Management (IM) with consistently superior results. Proven strength in critical decision-making and crisis management leadership, and interagency leadership pertaining to public safety. Organizational internal and external policy development and implementation. Proven abilities in:

- Budget/Finance
- Contracts
- Negotiations
- Human Resources
- Employment Law Compliance
- Quality Assurance
- Regulatory Affairs
- Public Relations
- Employee Relations & Benefits
- Legislative Affairs
- Intergovernmental Relations

---

### **NOTEWORTHY ACCOMPLISHMENTS**

---

1. Northwest Paramedic Associates, Inc. Corporate founder, owner, and operator of private ambulance service in Boise, ID. Served as Chief Operating Officer (COO) 1996-2001.

- ✓ Conceived, designed, and successfully negotiated a financially successful public/private "bedside-to-bedside" ground and aero-medical patient ambulance transport service that encompassed the west coast and inland empire regions of the United States Veteran's Administration hospital system
- ✓ Northwest Paramedic Associates, Inc. achieved financial solvency within first year
- ✓ Northwest Paramedic Associates, Inc. actions resulted in greater efficiency and effectiveness of service, with an average year-to-year corporate gross revenue increase of 318%, as well as the creation of 52 new jobs in the local economy
- ✓ Successfully negotiated Department of Interior public/private contracted partnership for provision of paramedic services to large-scale emergency incidents covering a 4-state, 32-million acre area

2. Established new operational model for Nampa Fire Department - which radically improved efficiency, effectiveness and patient outcomes - by including paramedics on fire engines:

- ✓ Cut paramedic response time from ten to five minutes
- ✓ Model adopted by fire departments throughout the state
- ✓ Created new opportunities and advanced training for fire fighters, leading to increased organizational response readiness
- ✓ Increased number of lives saved annually in the community by 13
- ✓ Significantly reduced hospital stay time for 219 citizens
- ✓ Increase of Nampa Fire Dept annual operating expense for paramedics of \$89k lead to retained disposable income of \$889k in the community as more patients survived and returned to work faster

3. Spearheaded re-organization of Idaho Fire Chiefs Association (IFCA) Emergency Medical Services (EMS) Division as President:

- ✓ 65% growth in membership in one year
- ✓ Oversaw creation of new Idaho legislation concerning "Do Not Resuscitate" policy, working directly with EMS Bureau, Idaho Attorney General, state representatives, and all concerned stakeholders to effect much-needed change
- ✓ Six years partnership with interagency stakeholders on numerous committees and task forces to create and/or improve policy affecting public safety

---

## **WORK EXPERIENCE**

---

April 2009 – Present, Co-Founder O'Toole and Allen, LLC, Business Development and Solutions

2003-2009, *Nampa Fire Department* (Nampa, ID)

Deputy Fire Chief- Chief of Emergency Medical Services, 2003-2008

Deputy Fire Chief- Chief of Administration, May 2008-April 2009.

1995-2003, *Canyon County Paramedics* (Nampa, ID)

1996-2001, *Northwest Paramedic Associates, Inc.* (Boise, ID)

Chief Operating Officer (COO), founder, owner, operator of privately held EMS Corporation that provides region-wide air and ground patient care coverage.

1992-1995, *Ada County EMS* (Boise, ID)

1991-1992, *Arkansas City Fire Department* (Arkansas City, KS)

1986-1991, Self-Employment, contractor

1980-1985, Air Traffic Controller, US Air Force and civilian employment

---

## **EDUCATION**

---

2006, B.A., Management & Organizational Leadership, George Fox University, OR.

2008, Master of Business Administration (Leadership), George Fox University, OR.