

Critical Care Paramedic | EMS System Architect | State Regulator | Expert Witness

Steve Tafoya is an actively practicing critical care emergency medical technician paramedic and healthcare operations expert with over 25 years of frontline and executive experience in EMS, hospital systems, and regulatory compliance. He has served as the EMS Program Manager for the State of Nevada, overseeing licensure, investigations, and statewide system standards across more than 60 EMS agencies. He has authored public health legislation, directed interfacility transport programs, led mass-casualty preparedness, and conducted internal audits of credentialing and regulatory enforcement.

Steve holds a Master of Legal Studies and an MBA in Healthcare Administration. He has taught over 70 college-level EMS credits. He is certified in trauma, disaster, and incident command operations. He provides expert testimony, chart review, and case analysis in matters involving EMS operations, transport delays, protocol deviation, and systemic failure.

Core Competencies

- Critical Care & Interfacility Transport
- EMS Systems Design & Regulation
- Government Policy & Health Law
- Incident Command & Emergency Management
- Hospital Operations & Risk Mitigation
- Disaster Preparedness (Hospital, Local, State and Federal)
- Rural & Frontier EMS Strategy
- Paramedic Education & Instructor Credentialing
- Compliance, Credentialing & Investigations

Professional Experience

Chief Operating Officer | Healthcare Strategy Consultant

The Founders Office & Subsidiaries – Reno, NV
2023–Present

- Serve as lead consultant for a national portfolio of healthcare clients, including EMS providers, hospitals, public health nonprofits, and medical startups

- Design operational strategies focused on regulatory compliance, system redesign, and risk mitigation in complex care environments
- Support legal teams with case analysis, policy interpretation, and entity structuring for healthcare operations and nonprofit medical programs
- Lead advisory efforts related to government contracting, healthcare licensure, nonprofit formation, and board governance

Critical Care Paramedic

Technical Medical EMS – Reno, NV

2023–Present

- Serve as a subject matter advisor on EMS system design, transport delay mitigation, and prehospital regulatory compliance insights that directly inform chart review, policies and procedures
- Perform high acuity interfacility transports across rural and urban regions of Nevada and California
- Manage critical patients during extended transports, including trauma, stroke, cardiac, and ventilator cases
- Coordinate with hospital teams to ensure clinical handoff, documentation accuracy, and transport readiness
- Develop programs such as event standby's and community paramedicine

Managing Partner & COO | Healthcare Investment Committee

Rowe Media & RCP-LTD – Reno, NV

2017–2023

- Served as clinical and systems operations advisor on the firm's Healthcare Investment Committee
- Supported diligence teams with healthcare-specific insight on licensing, regulatory compliance, patient safety, and clinical operations
- Provided operational assessments for healthcare and Medtech companies under consideration no investment or financial decision-making authority
- Advised portfolio company leaders on process optimization, system design, and compliance frameworks

Managing Director

Valkyrie Systems Aerospace – Reno, NV

2015–Present

- Secured SBIR Phase II funding (\$1.5M) for high-speed vertical takeoff medivac aircraft
- Led the development of field-operable medical evacuation protocols for military/government use
- Advised DOD and federal partners on system integration for disaster medical transport

Paramedic, DMAT (Disaster Medical Assistance Team)

*National Disaster Medical System – NV-1 and CA-9
2014–2022*

- Deployed for national disaster response and surge events
- Delivered compliant triage, treatment, and surge operations training
- Supported cross-agency coordination in high-stress field environments

EMS Program Manager (Regulatory Authority)

*State of Nevada, Division of Public & Behavioral Health – Carson City, NV
2013–2016*

- Managed EMS licensure, credentialing, and investigations for 3,500 personnel and 60 plus EMS agencies
- Operated the State Emergency Operations Center (SEOC) for ESF-8 public health coordination
- Authored and/or implemented key healthcare legislation:
 - **AB459** – Good Samaritan Drug Overdose Act
 - **AB305** – Regulation of Community Paramedicine Services
 - **AB308** – EMS at Special Events
 - **AB158** – Administering auto-injectable epinephrine
 - **AB425** – EMS Advisory Committee Members
 - **NAC450B** – Redrafted and went through the approval for a complete chapter update of the Nevada Administrative Code (2014 revisions)
- Administered a \$520,000 trauma and pediatric EMS grant
- Oversaw the state do-not-resuscitate (DNR) program
- Approval authority of hospital trauma designations and system-level EMS audits

Senior Manager, EMS & Emergency Management

*Banner Churchill Community Hospital – Fallon, NV
2008–2013*

- Led EMS operations and disaster preparedness for a rural hospital serving a 5,500-square-mile region, including tribal and frontier populations
- Managed ambulance services, staffing, vehicle operations, and clinical coordination for both 911 response and interfacility transport
- Developed and implemented hazmat, decontamination, and surge protocols; conducted multi-agency disaster drills and MCI simulations
- Secured and managed grants for emergency readiness, communications upgrades, and staff training

- Served on the hospital's Quality & Compliance Committee, conducting internal chart reviews, clinical audits, and protocol compliance evaluations
- Evaluated EMS documentation, triage decisions, and transport appropriateness as part of peer review and case analysis
- Partnered with administration to improve patient handoffs, documentation standards, and care coordination between EMS and ED teams

Paramedic Coordinator

*Truckee Meadows Community College – Reno, NV
2007–2011*

- Served as Instructor of Record for over 70 college-level EMS credits, including paramedic, and EMT courses
- Designed and launched Nevada's first hybrid paramedic program, expanding access to rural students while maintaining national education standards
- Oversaw curriculum design, skills validation, and clinical internship structure in alignment with NREMT and state licensing requirements
- Led performance assessments and remediation planning for students in didactic, lab, and field environments
- Collaborated with hospitals and EMS agencies to structure prehospital clinical rotations, field evaluations, and protocol training
- Participated in EMS department program reviews, contributing to accreditation maintenance and educational outcome analysis
- Educated on EMS training standards, scope of practice expectations, and competency validation in prehospital care settings

Flight Paramedic

*Emergency Airlift – Yerington, NV
2007–2010*

- Served as fixed wing flight paramedic providing advanced medical care throughout the county
- Researched medications and equipment for flight protocols
- Liaison with hospitals for the best standards for transport

Health Services Technician

*Multiple Agencies / U.S. Coast Guard – Elizabeth City, NC
2000–2007*

- Participated in over 1,200 search-and-rescue missions as a paramedic and crew member, credited with saving 80+ lives and safeguarding \$ 20 M+ in property
- Operated in high-stakes environments requiring rapid assessment, complex field interventions, and independent clinical decision-making during transport
- Managed urgent care services and ambulance response on military bases, including triage, stabilization, and coordination with higher-level facilities

- Provided EMS training and field instruction to domestic and allied international responders, emphasizing trauma care, airway management, and mass-casualty preparedness
 - Served as a communications and navigation specialist during disaster and maritime incidents, integrating clinical care with logistics and risk-based decision-making
 - Brings firsthand experience with real-world scene management, provider expectations under pressure, and operational standards in austere environments
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Education & Credentials

- Master of Legal Studies, Business Law & Health Care Compliance – Arizona State University, 2020
 - Master of Business Administration, Healthcare Administration – Auburn University, 2017
 - Emerging Leaders Program – Harvard Kennedy School of Government, 2014
 - BGS, Business & Communication – University of Nevada, Reno, 2013
 - Critical Care Paramedic – University of Maryland, Baltimore County, 2010
 - Paramedic – College of the Albemarle, 2004
 - Health Services Technician – U.S. Coast Guard, 2002
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Certifications & Specialized Training

EMS Provider & Medical Certifications

Nevada State Critical Care Paramedic
National Registry Emergency Medical Technician- Paramedic
Nevada State Emergency Medical Technician- Paramedic
Nevada State EMS Primary Instructor
Advanced Cardiac Life Support
Pediatric Advanced Life Support
Basic life Support
International Trauma Life Support
Nevada State Ambulance Attendance License
Coaching the Emergency Vehicle Operator
Basic Disaster Life Support
Field Management of Chemical and Biological Casualties
HAM Radio Technician

Center for Domestic Preparedness

FEMA Instructor Training Certification
Emergency Responder Hazardous Materials Technician for CBRNE Incidents
Framework for Healthcare Emergency Management
Pandemic Planning and Preparedness
Hospital Emergency Response Training for Mass Casualty Incident
Integrated Capstone Event

Center for Disease Control and Prevention

Public Information and Communication

Texas Engineering Extension Service

Terrorism Awareness for Emergency First Responders AWR-160
Basic EMS concepts for WMD incidents
Mass Prophylaxis Awareness for Public Health Emergencies

Nevada Threat Analysis Center

Active Shooter
Fusion and Terrorism Liaison Officer

Nevada Division of Emergency Management

L-0146 Homeland Security Exercise Evaluation Program (HSEEP)
Division of Operations Center Course

Homeland Security

Innovating Disaster Drills and Exercises

FEMA Certifications

Certificate of Achievement in Professional Development
IS-100 Introduction to the Incident Command System
IS-200 ICS for Single Resources and Initial Action Incidents
IS-300 Intermediate ICS for Expanding Incidents
IS-400 Advanced ICS Command and General Staff Complex Incidents
IS-700 National Incident Management Systems NIMS
IS-800 National Response Framework NIMS
IS-001 Emergency Manager: An Orientation to the Position
IS-010 Animals in Disasters: Awareness and Preparedness
IS-015 Special Events Contingency Planning for Public Safety Agencies

IS-029 Public Information Officer Awareness
IS-075 Military Resources in Emergency Management
IS-120 Introduction to Exercises
IS-139 Exercise Design
IS-230 Fundamentals of Emergency Management
IS-235 Emergency Planning
IS-240 Leadership and Influence
IS-241 Decision Making and Problem Solving
IS-242 Effective Communication
IS-244 Developing and Managing Volunteers
IS-248 Integrated Public Alert and Warning System for the American Public
IS-250 Emergency Support Function External Affairs
IS-520 Introduction to Continuity of Operations planning for Pandemic Influenzas
IS-546 Continuity of Operations Awareness Course (COOP)
IS-547 Introduction of Continuity of Operations
IS-701 NIMS Multiagency Coordination System
IS-702 National Incident Management System Public Information Systems
IS-703 NIMS Resource Management
IS-808 Emergency Support Function (ESF) #8 Public Health and Medical Services
IS-907 Active Shooter
IS-908 Emergency Management for Senior Officials
IS-912 Retail Security Awareness: Understanding the Hidden Hazards

National Disaster Medical Systems

N 2020 NDMS Operational Orders
N 2051 Psychological First Aid
N 2060 Personal Gear for Deployments
NC 3010a Disaster Medical Information Suite Overview
WMD/Terrorism Awareness for Emergency Responders
PPE Personal Protective Equipment Familiarization
PPE Donning and Doffing

Prior EMS Certifications Not Active

Advanced Cardiac Life Support Instructor
Pediatric Advanced Life Support Instructor
International Trauma Life Support Instructor
Advanced Medical Life Support Instructor
Basic Life Support Instructor
Advanced Burn Life Support
Neonatal Resuscitation Program
Hazardous Materials Industry Technician- Hospital
Hazardous Material Awareness
Car Seat Technician

Awards & Honors

Commandant's Letter of Commendation – U.S. Coast Guard
Meritorious Unit Commendation – U.S. Coast Guard
9/11 Coast Guard Service Medal
U.S. Coast Guard Good Conduct Medal
National Defense Service Medal
Banner Health "Excellent Patient Care" Award

Professional Leadership & Board Service

Member – National EMS Management Association
Associate Member- National Association of State EMS Officials
Governor Appointee – Nevada Executive Committee on Traffic Safety
Ex Officio – Nevada EMS Advisory Committee
Member – Emergency Medical Services for Children (EMSC) Program
Member – Public Health Preparedness Committee
Member – Rural Hospital Preparedness Partners
Board Member – Reno Sparks Chamber of Commerce Leadership Program
Co-Chair – Youth Leadership Program, Reno-Sparks Chamber
Faculty Leader – "Winning Strategies for Leaders," Banner Health

Community Engagement

Troop Leader - Girl Scouts of Northern Nevada
Co-Founder – Hygiene & Food Pantry, Sierra Vista Elementary School
Co-Chair – Veterans Guest House, Reno, NV (Meals and Facilities Support)
Event Volunteer – Boys & Girls Club of Truckee Meadows Annual Fundraiser