

## Thomas Murphy

thomas.murphy10@comcast.net

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Select Board  
Town Administrator  
13 East Central Street  
Natick, Ma. 01760

C/o Municipal Resources, Inc.

I am writing to express my interest in the Town of Natick Fire Chief position. This is an exciting opportunity, and I feel confident that my experience and education make me an ideal candidate to lead the Natick Fire Department into the future.

I have been with the Weymouth Fire Department for the past 24 years, working as a deputy fire chief since 2016. I am credentialed as a Fire Chief by the Commonwealth of Massachusetts Fire Service and a certified paramedic. I am an experienced incident commander, leading safe and effective fire ground operations. I have also gained vital administrative experience as deputy chief, training officer, and fire alarm superintendent, giving me an understanding of budgets, code enforcement, documentation, and dispatch operations.

I believe education and experience are the building blocks to maximizing success. I have earned a Master of Public Administration from Anna Maria College and a bachelor's degree in Fire Science from American Military University. I am a graduate of the Massachusetts Fire Academy's Chief Officer Program and recently completed ICS 400 course. I have nine years of experience on the IAFF Local 1616 executive board, participating in contract negotiations, arbitrations, mediations, layoff hearings, grievances, and discipline hearings. I believe my education and experience have given me a great foundation to effectively manage the administrative and labor-management functions as Natick's next fire chief.

I take great pride in leading the officers and firefighters under my charge and maximizing their capabilities. I believe open and direct communications are the keys to a fruitful relationship. Articulating expectations and demonstrating appreciation for a job well done have allowed me to maintain positive work relationships; these attributes would positively impact Natick.

I look forward to discussing how we can establish a partnership to provide progressive and superior emergency service to the residents of Natick.

Best regards,

Tom Murphy

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## Emergency Services & Public Administrative Professional

**Personnel Management & Staffing**  
**Emergency Incident Management**  
**Plan Review, Permitting, & Inspection**

**Policy and Procedures**  
**Project & Budget Management**  
**Training & Leadership**

**Master of Public Administration**, Anna Marie College **2020**  
**BS, Fire Science Management**, American Military University **2017**  
**Chief Fire Officer Program**, Massachusetts Fire Academy **2017-2018**  
**Finance Major**, Bridgewater State College **1996-1997**

**Accreditation:** Commonwealth of Massachusetts Fire Chief **2017-Present**

### Work Experience

***Deputy Fire Chief, Weymouth Fire Department*** **2016 – Present**

- Shift commander responsible for fire ground command, control, and accountability
- Develop and execute incident action plans
- Experienced utilizing incident command system at emergency scenes, up to 4-alarms
- Collaborate with Chief and other senior staff to determine department policies
- Manage daily staffing and apparatus movement
- Direct group training and provide mentorship to develop officers and firefighters
- Collaborate with Chief and senior staff on SAFER and AFG Grant applications

***Training Coordinator, Weymouth Fire Department*** **2016**

- Managed all fire, non-fire, and EMS training for 90-person department
- Developed and implemented standard operating procedure
- Designated Safety Officer, mitigating undue risks at fire scenes
- Fire department LEPC representative coordinated fire response to multiagency drills
- Procured and maintained department equipment

***Fire Captain, Weymouth Fire Department*** **2013 – 2016**

- Responsible for the 40 personnel, apparatus, and maintenance of Station 3
- Led the busiest fire company in the town for emergency responses
- Mastered fire fighting strategies and tactics at the company officer level
- Conducted fire and life safety inspections
- Participated and commanded numerous tabletop and full-scale interagency town drills

***Fire Alarm Superintendent/ Fire Lieutenant, Weymouth Fire Department* 2008 - 2013**

- Managed fire department dispatch center, dispatching an average of 7000 calls annually
- Implemented and managed IMC fire dispatch and records management system
- Trained 90-member department in dispatch, records management system
- Trained and certified department personnel as APCO Telecommunicators
- Upgraded radio system and trained department staff in its use
- Performed fire alarm plan review, permitting, and inspections
- Installed and maintained King Fisher radio master boxes

**Secretary & Steward, Executive Board I.A.F.F. Local 1616 2000 - 2009**

- An active participant in contract negotiations, arbitrations, mediations, layoff hearings, grievances, and discipline hearings

**Instructor, Massachusetts Firefighting Academy 2018 - 2020**

- Responsible for instruction and development of fire recruits

**Dispatcher, South Shore Hospital 2014 - 2016**

- Managed telephone and C-Med radio communications for busy Level II emergency room and ambulance service
- Coordinated responses of 10 ambulances to emergency incidents and routine transfers

**Second Class Petty Officer, United States Navy 1992 – 1996**

- Managed all aspects of customer services related to procurement and disbursement of supplies onboard a nuclear-powered fast attack submarine
- Recognized as Junior Sailor of the Quarter for exemplary service
- Received the Naval Achievement Medal for qualifying in a highly superior position

**Certifications and Accomplishments**

Commonwealth of Massachusetts Fire Service Credentialed Fire Chief  
Massachusetts Fire Training Council Certified Fire Officer I, II, and III  
Massachusetts Fire Training Council Certified Instructor I and II  
Massachusetts Fire Training Council Certified Fire Incident Safety Officer  
Massachusetts Fire Training Council Certified Fire Hazmat Operations  
Massachusetts Fire Training Council Certified Inspector I and II  
Massachusetts Certified EMT-Paramedic 850410  
IAFF Fire Ground Survival Program  
FEMA ICS 100, 200, 300, 400, and 700  
Completed numerous Massachusetts Fire Academy technical rescue classes  
Completed numerous PowerPhone and APCO telecommunications courses  
Completed NFPA, IMSA, and AFAA fire alarm courses  
King Fisher Radio Fire Alarm System Training Course

**Volunteer**

Youth Lacrosse Coach 2012 - 2020