

PAUL C. FREW

June 27, 2026

Town Of Randolph – Town Manager's Office
Attn: Mr. Brian Howard – Town Manager
41 South Main Street
Randolph, MA 02368

Dear Mr. Howard,

Please accept this letter and accompanying résumé as my application for the position of Fire Chief for the Randolph Fire Department.

Serving this department has been the greatest honor of my professional career. Since joining the Randolph Fire Department on January 1, 1994, I have been privileged to serve the Town and its residents in nearly every leadership capacity within the organization—from Call Firefighter to Firefighter, Lieutenant, Fire Prevention Captain, Shift Captain, Chief of Operations, and Acting Fire Chief. Each assignment has provided invaluable experience, strengthened my leadership abilities, and prepared me to lead this exceptional organization as its next Fire Chief.

Throughout my career, I have remained committed to continuous professional development and lifelong learning. I am a graduate of the Massachusetts Chief Fire Officer Program, have earned Fire Chief Credentialing through the Commonwealth of Massachusetts Fire Service Commission, and have completed extensive training in leadership, emergency operations, fire prevention, code enforcement, emergency medical services, and organizational management. I am also in the final stages of completing my Bachelor of Science degree in Fire Service Administration, with only two courses remaining and slated to finish this fall. These experiences have strengthened my ability to make informed decisions, develop personnel, and guide the department through today's increasingly complex public safety challenges.

Over the past several years as Chief of Operations, I have been responsible for overseeing the department's daily operations, training, emergency response readiness, apparatus and equipment management, personnel development, budgeting, strategic planning, and interdepartmental coordination. I have worked collaboratively with department members, Town leadership, neighboring agencies, and community stakeholders to improve operational efficiency while maintaining the exceptional level of service our residents expect and deserve.

Throughout my career, I have witnessed that effective leadership is built on integrity, accountability, communication, and leading by example. I am committed to fostering a culture where every member is valued, professionally developed, and equipped with the training and resources necessary to perform their duties safely and effectively. I also recognize that the Town of Randolph is a diverse and vibrant community, made up of residents with varied backgrounds, experiences, and needs. As Fire Chief, I will continue to strengthen the relationship between the Fire Department and the community we serve by ensuring our services are delivered with professionalism, respect, compassion, and cultural awareness. I believe the greatest strength of the Randolph Fire Department is its people, and I will work alongside our members to continue building an organization founded on trust, teamwork, and continuous improvement.

As Fire Chief, my priorities will be to strengthen firefighter health and safety, enhance emergency preparedness, support professional development at every level of the organization, maintain fiscal responsibility, pursue grant funding opportunities, and expand community risk reduction initiatives. Most importantly, I will remain committed to providing exceptional fire, rescue, and emergency medical services while preserving the public trust our department has earned through decades of dedicated service.

Thank you for your time and consideration. I would welcome the opportunity to discuss my qualifications, leadership philosophy, and vision for the future of the Randolph Fire Department. I appreciate your consideration and look forward to the opportunity to continue serving the Town of Randolph as its next Fire Chief.

Respectfully,

A handwritten signature in cursive script, reading "Paul C. Frew". The ink is dark and the signature is fluid, with a large initial 'P' and 'F'.

Paul C. Frew

PAUL C. FREW

OBJECTIVE:

To serve as Chief of the Randolph Fire Department by applying more than 30 years of progressive fire service experience, leadership, and operational expertise to advance the department's mission and commitment to the community. I am dedicated to building upon the department's strong tradition of service while embracing innovation, continuous improvement, and responsible leadership to enhance firefighter safety, operational readiness, fiscal responsibility, and community partnerships. As Fire Chief, I will remain committed to ensuring that the department continues to provide equitable, professional, and compassionate service to Randolph's diverse community while fostering an inclusive environment where all residents, businesses, visitors, and employees are treated with dignity and respect.

PROFESSIONAL EXPERIENCE:

Town Of Randolph Fire Department – Randolph, MA 02368

January 1, 1994 to Present

Chief of Operations

January 2023 to Present

- Serve directly under the Fire Chief with responsibility for overseeing daily department operations, coordinating apparatus maintenance, managing the department's training program, directing equipment procurement, and serving as Acting Fire Chief in the Fire Chief's absence.

Acting Deputy Fire Chief / EMT-P

75 Shifts

May 2003 to December 2023

- Reported directly to the Chief and Chief of Operations to assist in operation of the Department, responsible for command of shift officers and personnel of the firefighting force.

Permanent Fire Captain / Shift Captain / EMT-P

August 2018 to December 2023

- Responsible for the supervision, direction, and safety of all personnel assigned to the shift under the authority of the Shift Commander. Duties included directing personnel during emergency responses, making strategic and tactical decisions to ensure the safe and effective mitigation of incidents, overseeing the safe operation and readiness of apparatus and equipment, managing daily station operations and maintenance, and planning and delivering company-level training to maintain operational readiness and professional competency.

Permanent Fire Captain / Fire Prevention Officer / EMT-P

August 2012 to August 2018

- Reported directly to the Fire Chief and Chief of Operations as head of the Fire Prevention Office, supervising the Fire Prevention Lieutenant. Responsibilities included managing all fire prevention operations, coordinating and conducting occupancy inspections, maintaining inspection records, issuing permits in accordance with state laws and local ordinances, reviewing plans and development projects, conducting fire alarm and sprinkler acceptance testing, and managing fee collection and tracking.

Collaborated with other municipal departments to facilitate the successful commissioning of new occupancies, enforced fire and life safety codes, and led community risk reduction and public education initiatives.

Permanent Fire Lieutenant / EMT-P

June 2008 to August 2012

- Under the direction of the Shift Commander, responsible for the command and daily operations of Station 2. Duties included supervising and ensuring the safety of assigned personnel, establishing the Incident Command System (ICS) and developing incident action plans as the first-arriving company officer, overseeing station maintenance projects, coordinating district training, and conducting district occupancy familiarization and pre-incident planning to enhance operational preparedness.

Department Training Officer

September 2002 to Present

- Reported directly to the Fire Chief and Chief of Operations as the Department Training Officer. Responsibilities included developing, scheduling, coordinating, and delivering department training programs; maintaining comprehensive training records and ensuring compliance with certification requirements; coordinating training opportunities with outside agencies; and assisting with the specification, procurement, maintenance, and evaluation of department apparatus and equipment.

Acting Fire Lieutenant / EMT-P

325 Shifts

May 2003 to June 2008

Firefighter / EMT-P, EMT-I, EMT

November 1998 to June 2008

Call Firefighter / EMT

January 1994 to November 1998

HCG Associates – Taunton, MA 02780

August 1, 2018 to December 31, 2022

Project Manager – Compliance & Risk Management

- Represent businesses across a wide range of industries in achieving compliance with federal, state, and local regulatory requirements, including those established by the EPA, OSHA, state DEP agencies, and local authorities. Responsibilities include developing Process Safety Management (PSM) programs, Emergency Action Plans (EAPs), conducting comprehensive safety and regulatory compliance inspections, identifying corrective actions, and designing and delivering corporate safety and regulatory training programs.

T. Dustin Alward-Massachusetts Fire Fighting Academy – Stow, MA 01775

June 1, 2005 to June 30, 2009

Academy Instructor – Recruit Training Program

- Responsible for delivering academy developed training programs the recruit fire fighter program. This included working with senior instructors to deliver classroom lectures, hands on training and oversee recruits performing practical evolutions.

Academy Instructor – Impact Series Program

- Responsible delivering academy developed training programs remotely to assigned communities. This included coordinating and scheduling with department Chiefs and Training Officers.

EDUCATION & TRAINING:

University of Massachusetts Edward J. Collins Center for Public Management / Massachusetts Firefighting Academy – Stow, MA

September 2017 thru January 2018

- Chief Fire Officer Management Training Program

Massasoit Community College – Brockton, MA

1998 to 2024

- Classes toward my associate's degree in Fire Science Technology.

Columbia Southern University – Orange Beach, AL

2024 – Present

- Actively attending on-line classes to obtain my Baccalaureate Degree in Fire Service Administration, currently have 2 remaining courses and on target to complete my degree in the fall of 2026.

Massachusetts Department of Fire Services – Stow, MA

1998 to Present

- Fire Officer II – Blended E-Learning
- Fire Officer I – Tactical and Supervisory Training
- Fire Instructor Methodology
- Fire Prevention Officer Basic – Online Training
- Fire Prevention Officer Level 1 Training
- New Fire Code Orientation – NFPA 1
- Senior Fire Officer Forums
 - “Emergency Vehicle Operations”
 - “Professional Service Delivery”
 - “Professional Service Delivery”
 - “Responding to Routine Emergencies”
 - “NFPA Standards in Action”
 - “Highly Reliable Organizations”
 - “Fire and Emergency Services: Ethics, the Future and Professional Development”
 - “Leadership Challenges and Opportunities for the Fire Service”
 - “The New Firefight-20 Tactical Considerations From UL/NIST FF Safety Research”

Massachusetts Emergency Management Association

2005 to Present

- NIMS ICS-700 – Train the Trainer
- NIMS ICS-100 – Introduction to Incident Command
- NIMS ICS 200 – Single Resource Management
- NIMS ICS 300 – Mid-Level Management
- NIMS ICS 400 – Advanced Incident Command

Professional Development Seminars

- Fire Prevention Association of Massachusetts (FPAM)
2015, 16 Professional Development Conference

- Norfolk County Fire Chiefs
2014,15,22,23,24,25 Professional Development Seminar
- Fire Chiefs Association of Massachusetts (FCAM)
2013,15,23,24,25 Professional Development Workshop
- FDIC International
2024 Fire Department Instructor Conference – Indianapolis, Indiana
- Dennis MA Fire Association – “Developing Leaders in Changing Fire Departments”
2012 Professional Development Seminar
- Plymouth County Fire Chiefs Association – “The Myth and Mystery of Leadership”
2012 Professional Development Seminar

**Boston Fire Department Training Academy – Boston, MA
1999 to 2000**

- Recruit Firefighter Training – 14 Week Firefighter I/II Training

**Wentworth Institute of Technology – Boston, MA
1994 - 1997**

- Associates and Bachelor of Science Degree in Building Construction Technology

PROFESSIONAL AFFILIATIONS:

Metro Fire Chiefs – Member	2026 to Present
Norfolk County Fire Chiefs – Member	2026 to Present
Fire Chiefs Association of Massachusetts – Member	2023 to Present
National Fire Protection Association – A.H.J. Member	2012 to 2019
Fire Prevention Association of Massachusetts - Member	2012 to 2019
South Shore Fire Prevention Group - Member	2012 to 2019
Automatic Fire Alarm Association – A.H.J. Member	2012 to 2018
Norfolk County Technical Rescue Team	
• Active Team Member	2010 to 2018
• Steering Committee Member	2010 to 2013

CERTIFICATIONS & LICENSES:

Commonwealth of Massachusetts Fire Service Commission

- Certificate of Credential – Fire Chief 2022

Commonwealth of Massachusetts - Office of State Fire Marshall

- Certificate of Credential – Fire Prevention Officer Level – I 2013

Commonwealth of Massachusetts Fire Training Council / Pro Board of Fire Service Qualifications

- Fire Inspector I 2005
- Fire Instructor I 2004
- Fire Officer I 2003
- Fire Officer II 2018
- Firefighter I / II 2003

American Heart Association

- Basic Life Support Instructor 2006 to Present
- Advanced Life Support Provider 2001 to Present
- Advanced Pediatric Life Support Provider 2001 to Present
- Healthcare Provider 1995 to Present

Commonwealth of Massachusetts – Department of Public Health

- Certified EMT – Paramedic 2002 to Present
- Certified EMT – Intermediate 2000 to 2002
- Certified EMT – Basic 1996 to 2000

Commonwealth of Massachusetts – Department of Public Safety

- Licensed Construction Supervisor 1995 to 2018

EXTRA CURRICULAR INVOLVEMENT:

Community Involvement Town Of Randolph, East Bridgewater and Mansfield

- Volunteered cleaning and painting over 25 fire hydrants in the Canton Street Area. 1987
- Blue Hills Regional Construction Technology Advisory Board Student Representative 1989 – 1993
- Volunteered during the original Imagination Station Playground construction 1990
- Blue Hills Regional Construction Technology Advisory Board Trade Representative 1993 – 2000
- Town of Randolph Elected Town Meeting Member 1994 – 2000
- St. Bernadette Church Eucharist Minister 1995 – 2000
- St. Bernadette Church Building Maintenance Committee 1995 – 2000
- Town of Randolph Appointed Member of Municipal Space Needs Committee 1997 – 2000
- T. Dustin Alward Scholarship Committee Member 1998 – Present
- American Heart Association CPR Instructor 2006 – Present
- National Child Passenger Safety Technician 2008 – 2014
- East Bridgewater Cub Scouts Pack 28 – Den Leader 2010 – 2015
- East Bridgewater Cub Scouts Pack 28 – Cub Master 2012 – 2015
- East Bridgewater Youth Baseball & Softball - T-Ball Coach 2014
- East Bridgewater Youth Baseball & Softball – Softball Coach 2014 – 2016
- Mansfield Cub Scouts – Pack 13 – Assist with First Aid Instruction 2025 – 2026

- Camp Norse Kingston, MA – Cub Scout First Aid Station Instructor 2024

Randolph Fire Department:

- Firefighter Sunday Co-Coordinator 1998 – 2022
- Memorial Day Flowers & Flags for Deceased members 1998 – 2018
- Memorial Day and Veterans Day Participant 1998 – Present
- Various Building Maintenance Renovations & Repairs 1998 – Present
- FEMA Fire Act Grant Writing & Application Assistance 2002 – Present
- Fire Apparatus Maintenance, Purchasing & Vendor Networking 2003 – Present
- Fire Fighting and Personal Protective Equipment Specification & Purchasing 2004 – Present
- Randolph Lions Club “Holmatro – Jaws of Life” Grant 2004
- Statewide Rapid Intervention Team Initiative – Train the Trainer 2008
- Massachusetts Department of Fire Services Firefighter Safety Grant Writer 2012 – Present
- Randolph Fire Department Honor Guard 2017 – Present

Randolph Firefighters Local 1268

- Member of Local 1268 Executive Board 2006-2009
- Member of Local 1268 Safety Committee 2002-16, 20-21

REFERENCES:

Commissioner David Murphy – Department of Natural Resources
City Of Quincy - Koch Park & Recreation Complex
1 Merrymount Parkway
Quincy, MA 02170
617-376-1253

Fire Chief Brian Nardelli
Current President Fire Chiefs Association of Massachusetts
City Of Brockton Fire Department
540 West Street
Brockton, MA 02301
508-588-0585

Captain Paul Spillane
Massport Fire Rescue Department
162 Harborside Drive
East Boston, MA 02128
617-561-3400

Additional References May Be Furnished Upon Request