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## **Town of Old Saybrook, Connecticut**

### **Job Announcement**

#### **Chief of Police**

The Town of Old Saybrook is seeking an experienced, forward-thinking, and community-focused leader to serve as its next Chief of Police. The successful candidate will lead a well-trained, professional department dedicated to excellence in service, community engagement, and public trust.

#### **COMMUNITY**

Old Saybrook is a picturesque and historic shoreline town that beautifully blends New England charm with modern-day livability. With 5,677 households and a population of nearly 11,000 residents, Old Saybrook offers a welcoming community known for its strong civic engagement and commitment to public safety.

Residents enjoy:

- Excellent public schools
- Historic downtown district with shops, restaurants, and cultural events
- Beautiful beaches, marinas, and nature preserves
- Easy access to major highways and rail lines, making travel to Hartford, New Haven, Boston, and New York City convenient.
- A strong sense of community pride and collaboration between local government, public services, and residents

Old Saybrook is a town that values its past while investing in a safe, vibrant, and inclusive future. It's an ideal setting for leaders who value tradition, service, and authentic community connection.

To learn more about Old Saybrook, please visit <https://www.oldsaybrookct.gov>

## **THE CANDIDATE**

The next Chief of Police must be approachable, visible, and deeply engaged with the community. The successful candidate will actively connect with residents and stakeholders in both formal and informal settings, building strong partnerships and encouraging open dialogue.

As a key member of the Town's leadership team, the Chief of Police will be a collaborative leader with demonstrated executive experience, exceptional communication skills, and a strong commitment to public safety and service. The Chief of Police must be responsive, empathetic, and capable of addressing the needs and concerns of an informed, engaged and diverse community. The candidate models the highest level of personal and professional integrity.

The ideal candidate will also bring:

- Extensive law enforcement experience, including command-level leadership.
- A commitment to community policing and public engagement
- Strong decision-making, interpersonal, and organizational leadership skills
- A history of ethical leadership and professional development of staff

## **THE ROLE**

The Chief of Police is appointed by and serves under the direction of the Old Saybrook Police Commission. The Chief is responsible for the overall administration, leadership, and day-to-day operations of the Old Saybrook Police Department.

The Chief will set clear strategic goals, lead with vision, and foster a culture of accountability, professionalism, and service. This role includes, but is not limited to, planning and directing all internal and external departmental functions related to the enforcement of local, state laws, and federal laws. Key responsibilities include providing motivational leadership, overseeing training and professional development, preparation and administration of department budgets, ensuring succession planning, and guiding staff at all levels.

As part of the roles and responsibilities of Chief of Police, the selected candidate will oversee the Police Department Communications Center. The communications center is responsible for dispatching all police, fire and ambulance calls for service.

The Chief of Police will be expected to participate actively in public events, outreach initiatives, and community-building efforts, while also responding to inquiries, complaints, and grievances with promptness, fairness, and professionalism.

## **THE DEPARTMENT**

The Old Saybrook Police Department is dedicated to delivering both traditional and non-traditional law enforcement services to residents and visitors alike. The Department operates with a strong emphasis on compassion, integrity, and ethical conduct, ensuring that every interaction reflects the values of the community it serves.

Oversight is provided by the Old Saybrook Police Commission, an elected board, which is committed to maintaining a law enforcement structure that is not only effective and community-oriented, but also fiscally responsible and operationally sound. Together, the Department and the Commission strive to create a safe, inclusive, and responsive environment for all who live in or visit Old Saybrook.

The Old Saybrook Police Department is a full-service POST-C accredited agency with an authorized staffing level of 25 sworn officers. The present staff includes two Lieutenants, one Master Sergeant, four Patrol Sergeants, one Detective Sergeant, fourteen Full-Time Patrol Officers, five Per Diem Officers, eight Full-Time Emergency Communications Dispatchers, two Per Diem Emergency Communications Dispatchers, a seasonal Marine Patrol Unit, two Per Diem Animal Control Officers, and one administrative assistant. The department has a FY26 budget of approximately \$5.5 Million.

## **RECOMMENDED QUALIFICATIONS**

- A Bachelor's Degree in Criminal Justice, Law Enforcement, Public Administration, Business Management or related field from a four-year college or university accredited by an accreditation agency recognized by the United States Department of Education or the Council for Higher Education Accreditation. Preference will be given to candidates who have a Master's Degree or other Professional Degree. In addition, preference will be given to candidates who have graduated from an Executive Development Program, including the FBI National Academy, PERF Senior Management Institute for Police, Police Executive Leadership Institute or similar program.
- A minimum of fifteen (15) years' experience in law enforcement, with five (5) years of progressively responsible command level experience as a lieutenant or higher.
- Possession of or ability to obtain a valid Connecticut Driver's License.
- Applicants must be certified as a Police Officer by the Connecticut Police Officer Standards and Training Council (POST) or eligible for a comparative certification by POST.
- Emergency Medical Technician (EMT) certification preferred (current department collective bargaining agreement requires police officers to be Emergency Medical Technicians).

## **RESIDENCY REQUIREMENT**

The Chief of Police shall reside within a 20-minute driving radius of Old Saybrook. The selected candidate shall meet the requirements of this section within eight months of assuming office.

## **COMPENSATION & BENEFITS**

Old Saybrook offers a highly competitive compensation and benefits package with a salary of \$155,000+/- commensurate with qualifications. Additional benefits include group health insurance, dental insurance and an optional employee paid supplemental health plan. The town also offers an optional employee paid 457(b) deferred compensation plan and paid vacation, holidays, personal and sick days.

Interested applicants should email a cover letter and résumé as a single PDF file to Chief Wayne Sampson (ret.), Public Safety Consultants, LLC at [wsampson@publicsafetyllc.com](mailto:wsampson@publicsafetyllc.com). Cover letters and resumes should be received by 10:00 A.M. on Friday, May 30, 2025.

*The Town of Old Saybrook is an Equal Opportunity Employer.*