



Town of Old Saybrook Job Announcement

Police Captain

The Town of Old Saybrook Connecticut, is seeking qualified and motivated candidates for the position of Police Captain with the Old Saybrook Police Department. The successful candidate will possess strong leadership skills, effective management capacity, excellent interpersonal skills, with demonstrated experience in law enforcement supervision. This is an excellent opportunity to join a professional and community-focused department committed to public safety and service excellence.

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 successful candidate must be a collaborative leader who supports the mission of the Old Saybrook Police Department and strengthens its connection with the community. The successful candidate will engage with residents, officers, and partner agencies in both formal and informal settings, building trust and encouraging open communication.

As a senior leader within the Department, the Captain will demonstrate strong operational and administrative experience, excellent communication skills, and a steadfast commitment to public safety and service. The captain must be responsive, thoughtful, and capable of addressing the needs of a diverse and well-informed community while supporting the vision and priorities of the Chief of Police. The candidate must model the highest standards of personal and professional integrity.

The ideal candidate will also bring:

- Significant law enforcement experience that includes supervisory and command responsibilities
- A commitment to community policing and meaningful public engagement
- Strong decision skills along with interpersonal and organizational leadership skills
- A record of ethical leadership, mentorship, and professional development of staff
- Demonstrated ability to manage critical incidents and guide personnel through complex situations

THE ROLE

The Police Captain serves as a key member of the Department's leadership team and reports directly to the Chief of Police. The captain is responsible for overseeing major operational and administrative functions within the Old Saybrook Police Department and ensures that policies, procedures, and practices align with Department goals and professional standards.

The captain will assist in establishing strategic priorities, support the development of Department wide initiatives, and foster an environment of accountability, professionalism, and service. Responsibilities include supervising division level operations, guiding the work of sworn and civilian staff, evaluating training and professional development needs, assisting with budget preparation and management, and supporting succession planning.

The captain will also provide leadership in the coordination of internal and external functions that relate to the enforcement of local, state laws, and federal laws. This includes ensuring effective communication across divisions and promoting efficient service delivery.

As part of the roles and responsibilities of Police Captain, the selected candidate may oversee specialized functions such as patrol operations, investigations, or the Communications Center which is responsible for dispatching police, fire, and ambulance calls for service.

The captain will be expected to represent the Department in public events, outreach activities, and community partnerships while responding to inquiries and concerns with professionalism, fairness, and timeliness.

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.

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 experience at the rank of 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 required within two years of hiring (current department collective bargaining agreement requires police officers to be Emergency Medical Technicians).

RESIDENCY REQUIREMENT

The Police Captain shall reside within a 30-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 \$126,500+/- 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. Cover letters and resumes should be received by 10:00 A.M. on Friday, January 16th 2026

The Town of Old Saybrook is an Equal Opportunity Employer.