

**The Town:** South Windsor covers 28.5 square miles and has approximately 26,918 residents. It is located northeast of Hartford, offering suburban living in a rural atmosphere. The projected development of the I-291 Corridor and the newly developed Buckland Gateway Zone provide tremendous growth potential for the Town of South Windsor.

South Windsor has a Town Council/Town Manager form of government. The Town Manager is the Chief Executive Officer, reporting to a nine-member Town Council that is elected at large.

**The Department:** The South Windsor Police Department prides itself on being a service-oriented law enforcement agency, committed to maintaining a partnership with the community to provide the highest quality police services possible. The department employs 46 sworn personnel, 3 civilian employees and 12 full-time Community Service Officers. Officers responded to over 27,000 calls for service in 2023.

**The Position:** South Windsor police officers perform all law enforcement activities within the town. They are responsible for patrolling the town and directing their patrols toward areas of concern and need.

Officers provide a variety of services including criminal investigation, accident investigation, traffic enforcement and management, crime prevention, first responder medical service, and other miscellaneous services for the residents and visitors to the town.

Opportunities are available for each officer to realize their professional potential through a multitude of specialized positions including investigative services, traffic services, youth services, school resource officer, narcotics investigations, elderly services, bicycle patrols, motorcycle patrol, and regional investigative teams including: traffic, drone, tactical, negotiator and dive teams, and assignments to support services, and administrative positions.

Officers are provided with training opportunities both locally and nationwide. These training opportunities assist in career development and often result in officers becoming certified instructors in a variety of subject areas.

Department members are encouraged to use their individual abilities, experience, and ingenuity in solving problems confronting the community and to participate in the decision-making process regarding the delivery of police services.

**Minimum Qualifications** Applicants must be at least twenty-one years old at the time of appointment, a United States citizen, legal permanent resident, or Deferred Action for Childhood Arrival (DACA) recipients, possess a high school diploma or GED, have vision correctable to 20/20, possess a valid driver's license, have never been convicted of a felony, and be able to be certified as a probationary police officer by the Police Officer Standards and Training Council within one year after being hired.

**Selection Process** An employment application must be fully and accurately completed and submitted to the South Windsor Police Department. Qualified applicants will participate in a multi-phase screening and selection process including a written examination, a physical ability assessment, an oral board examination, a complete background investigation, polygraph examination, psychological and physical examinations, and interviews with the Chief of Police. Generally, the process takes 2-4 months from the date you apply to the time a job offer is received.

**Compensation** The salary range for the rank of police officer is \$84,935.12 - \$107,567.15 (\$87,483.18 – 110,794.16 after July 2026) with top pay being reached after 5 years of service.

The town provides health care insurance, including major medical, dental, and prescription costs, with a 0% employee co-payment. Other compensation includes an educational incentive of \$3,000 per year for continuing education, two weeks paid vacation after the first year of employment, fourteen paid holidays, three paid personal days, and eighteen paid sick days per year. The town offers a Defined Contribution 401(a) Pension Plan with the town contributing a 6% to match the employees' minimum 6% contribution. A 457 Savings plan with an employer match (4%) is also available.