

## **Pre-Employment Agreements: Assessing Their Effectiveness at Safeguarding Agency Investments in Staffing**

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In recent years law enforcement agencies throughout Florida have consistently placed as top management concerns the issues of employee recruitment and staff retention. As the number of retirees and job vacancies grow, administrators must explore methods for securing their investment in a professionally trained workforce. A proposed solution being implemented in many agencies across Florida is the utilization of pre-employment agreements between the agency and perspective officers. While the conditions of such agreements may vary from agency to agency, the most common provisions are defined lengths of employment and identified consequences for early separation of employment on the part of the employee. This research paper will outline the economical consequences associated with officer attrition, the implementation of pre-employment agreements and an overview of court rulings in the State of Florida as they related to pre-employment agreements in the law enforcement profession.