

**PLANNING FOR THE NEXT GENERATION OF LEADERSHIP -
FOR THE FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION
DIVISION OF LAW ENFORCEMENT**

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Abstract

The Florida Department of Environmental Protection (DEP) Division of Law Enforcement and many other law enforcement agencies across the nation are faced with generational issues that will soon result in the retirement of a significant percentage of their leadership. Along with the vacancies created there is the inherent loss of institutional knowledge. Surveys conducted of sworn DEP officers and supervisors together with records from the training cents indicate a significant retirement possibility (my estimate of 50%) within the next five to six years. This retirement is not just at the supervisor level but also the senior level throughout the patrol and investigation bureaus. If the current DEP leadership does not prepare for the next generation of leadership they will have failed in their responsibility to the organization, the people of the State of Florida , and the environment that is our heritage for many generations to come.