



THE BLUE FAMILY TREE

Newsletter article August, 2023

What is the average years of service in your department? What is the percentage of officers you have with more than ten years on? It's no secret that the policing profession is quickly losing its institutional knowledge. It's literally walking out the door one retirement cake after another. The fact is this phenomena has been happening for some time now. The remaining gap between rookies and seasoned officers is dangerous. It's incumbent upon both to salvage every bit of institutional knowledge that remains in order to have quality policing moving forward.

In the waning years of your career it's easy to fall into the trend of riding them out. We ignore the young guys and criticize their styles. But we do very little to pass along our knowledge. FTO? Ya right. We're done doing that extra work and getting nothing in return. But then we complain that the FTOs are rookies themselves and we gripe about how no one seems to know the right ways to do the job anymore. Our departments also like young energetic FTOs. It sets the tone for the brand new recruits to be busy and proactive.

Before you eat that retirement cake, make sure you have left your knowledge behind. It's no good to you sipping margaritas in Belize. You don't have to have the same vigor and foot speed as the 3 year FTOs, but dropping knowledge bombs on green cops may save their lives over and over again till they eat a retirement cake with their face on it too.

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