

TOP 10 REASONS WHY CHIEFS LOSE THEIR JOBS

Atty. John M. (Jack) Collins

GENERAL COUNSEL

MASSACHUSETTS CHIEFS OF
POLICE ASSOCIATION

jackcollins@masschiefs.org



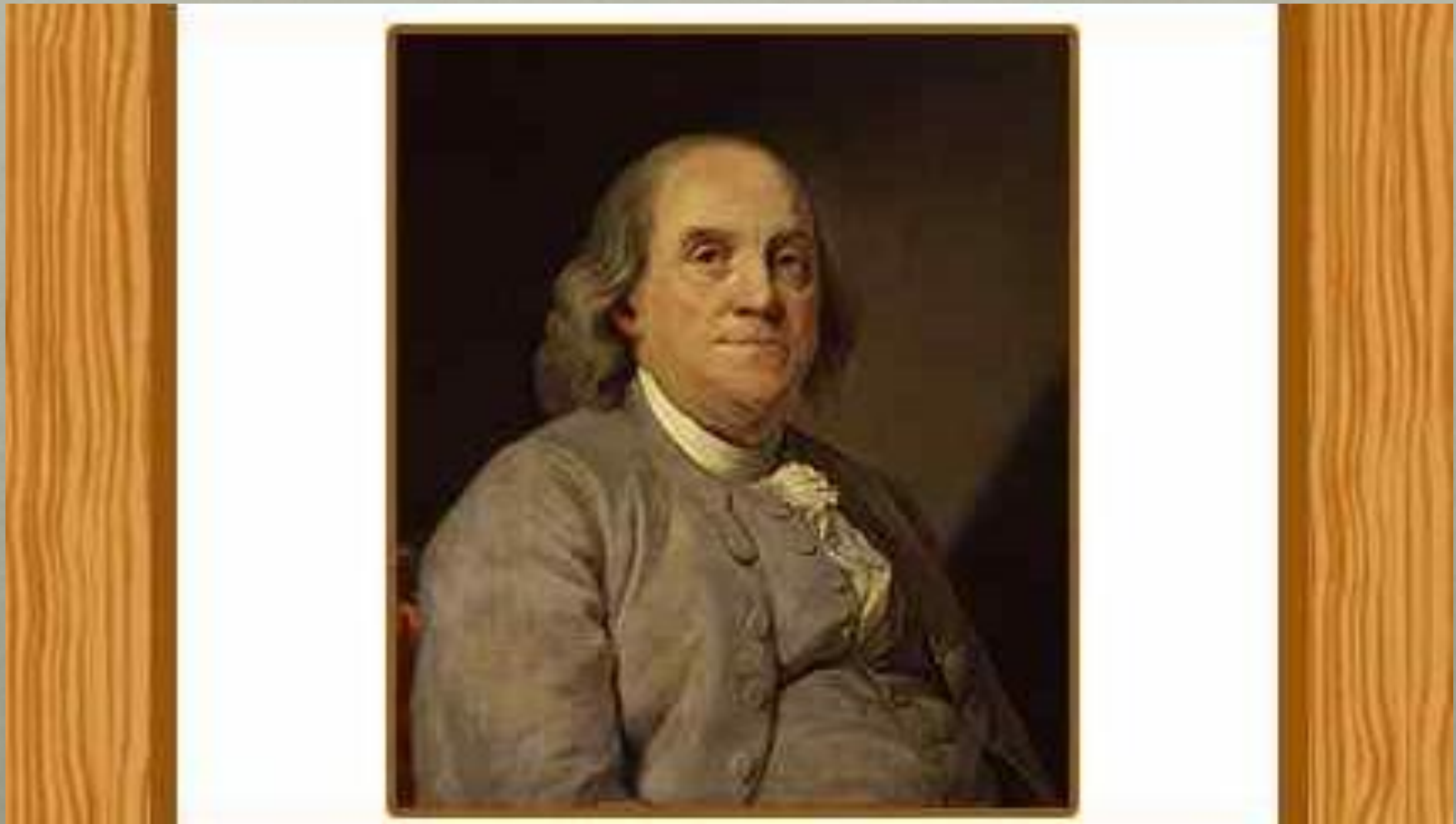
WHAT IS THIS?



ESSENTIAL JOB SKILLS



WORDS OF WISDOM



POOR RICHARD'S ADVICE

- **WISE MEN DON'T NEED ADVICE. FOOLS WON'T TAKE IT.**
- **LIFE'S TRAGEDY IS THAT WE GET OLD TOO SOON AND WISE TOO LATE.**
- **WHO IS WISE? HE THAT LEARNS FROM EVERY ONE. WHO IS POWERFUL? HE THAT GOVERNS HIS PASSIONS. WHO IS RICH? HE THAT IS CONTENT. WHO IS THAT? NOBODY.**

SOME FATAL PROBLEMS

- **CRIMINAL MISCONDUCT**
 - **THEFT**
 - **DRUGS**
 - **ALCOHOL**
 - **DUI**
 - **DOMESTIC VIOLENCE**
 - **PAYOFFS**

WHAT BEN MIGHT HAVE SAID...

- **YOU SHOULD BE ABLE TO TELL A CHIEF FROM A CRIMINAL WITHOUT A SCOREBOOK.**

AMERICA'S TOP SHERIFF GETS BUSTED FOR METH, GOES TO JAIL NAMED AFTER HIM



SHERIFF PAT SULLIVAN



PAT SULLIVAN



CONFLICTS WITH MUNICIPAL OFFICIALS

- **OPPOSING PET PROJECTS OR
CAMPAIGN THEMES**
- **BUDGET CONFLICTS**
- **SUPPORTING OTHERS**

WHAT BEN MIGHT HAVE SAID...

- **STUBBORNNESS IS ONLY A VIRTUE FOR MULES.**
- **HOLIDAY INNS GOT IT RIGHT: NO SURPRISES!**
- **PICKING YOUR BATTLES REDUCES HEADACHES AND BRUISING**

MEDICAL ISSUES

- HEART
- CANCER
- STROKE
- PSYCHOLOGICAL

RECOMMENDATIONS

**LIFELONG FITNESS LEADS
TO LONGER LIFE.**

**LEARN THE DISABILITY
RETIREMENT RULES**

**THANK GOD FOR PRE-
EMPLOYMENT PHYSICALS
(AND WORK-RELATED
DISABILITY OPTIONS)**

LOSS OF INTEREST OR FOCUS



DON'T RETIRE ON JOB

- **BECAME CHIEF TOO YOUNG**
- **NO VISION OR COMMITMENT TO LIFE-LONG LEARNING**
- **NOT JOB-COMMITTED**
 - **GOLF IS A HOBBY**
- **JOB; NOT IDENTITY**

RECOMMENDATIONS

- **DON'T RETIRE WHILE STILL “WORKING” ...**



**UH OH.
IDLE MINDS ARE THE
DEVIL'S WORKSHOP!**

"LES C... WUT TRUBUL KAN AI GIT IN2 NEX?"

BATTLES WITH UNIONS

- **MANAGEMENT RIGHTS**
- **BUDGET ISSUES**
- **APPEAR NON-SUPPORTIVE**
- **CLOSED MIND AND DOOR POLICY**
- **NEW PRESIDENT'S ANTI-CHIEF CAMPAIGN**

RECOMMENDATIONS

- **GEN. MEADE GOT A FREE HOUSE IN PHILLY AFTER GETTYSBURG**
- **GENERAL PICKETT WAS RIGHT: BEFORE YOU TAKE ON THE “UNION ARMY,” IT HELPS TO HAVE THE HIGH GROUND.**

UNETHICAL CONDUCT

- UNETHICAL CONDUCT
- CONFLICT OF INTEREST LAW
- CONDUCT UNBECOMING
 - CHIEFS HELD TO HIGHER STANDARD
 - ON AND OFF DUTY

COMMON PROBLEMS

- **ABOVE THE LAW**
- **WAY ITS ALWAYS BEEN**
- **EVERYONE DOES IT**
- **UNAWARE OF LAW**
- **IMMORAL CONDUCT**

BEN MIGHT HAVE SAID

- UNRAVELING THE MORAL FABRIC OF THE DEPARTMENT STARTS WITH A LOOSE STRING IN THE CHIEF'S UNIFORM.

CASH IS TEMPTING



SEXUAL HARASSMENT OR MISCONDUCT

- **PORN ON COMPUTER**
- **JUST HOW I AM!**
- **DATING STAFF**
- **PROSTITUTES**

BEN'S UPDATED ADVICE

- **KEEP IT IN YOUR PANTS.**
- **LEARN TO USE ON-LINE DATING SERVICES.**
- **HUGGING IS FOR FAMILY HOLIDAYS.**

RETALIATORY INVESTIGATIONS AND DISCIPLINE

- PUNISH RIVAL
- THREATS TO GET APPOINTED
- LOSE FOCUS
- A AND B TEAM

BEN WISHES HE SAID

- **VENGEANCE IS A MEAL BEST SERVED COLD.**
- **GOLDEN RULE: BE NICE TO YOUR ENEMIES; IT WILL CONFUSE THE HECK OUT OF THEM.**

NEW APPOINTING AUTHORITY

- **UNWILLING TO
RECOGNIZE THEIR NEEDS
OR MANDATE**
- **CHIEF IS NOT FLEXIBLE**
- **NOT ON MANAGEMENT
TEAM**

JACK SAYS

- **YOU CAN'T PLEASE EVERYONE ALL THE TIME.**
- **MIGHTY OAKS THAT NEVER LEARN TO BEND MAY GET TOPPLED IN THE WIND.**
- **EMPATHY AND UNDERSTANDING ARE TWO SIDES OF A VALUABLE COIN CHIEFS SHOULD CARRY IN THEIR POCKETS.**

FILL IN YOURS

• -

ANY QUESTIONS?

=