

CITY OF DETROIT

INDIVIDUAL EMPLOYMENT CONTRACT

THIS CONTRACT made this _____ day of _____, 2025, by and between the CITY OF DETROIT, municipal corporation acting by and through the Mayor's Office of the City of Detroit ("the City") and Todd Bettison, Chief of Police ("Chief Bettison").

I. APPOINTMENT OF CHIEF BETTISON

WHEREAS, effective _____, Chief Bettison is appointed Chief of Police of the City of Detroit Police Department, by the City's Mayor Michael E. Duggan ("Mayor") following the recommendation of the Detroit Board of Police Commissioners and the approval of Detroit City Council; and

WHEREAS, Chief Bettison desires to continue to serve in this role for an initial term of 2 years and potentially beyond; and

WHEREAS, the Mayor and City Council have determined that the appointment of Chief Bettison to the position of Chief of Police of the City of Detroit Police Department is in the best interests of the health, safety and welfare of the people of the City; now

THEREFORE, the Chief Bettison shall be employed Chief of Police of the Detroit Police Department on the following terms and conditions;

II. SCOPE OF SERVICE

Chief Bettison has the authority to and shall carry out the duties of Chief of Police of the City of Detroit Police Department, as set forth in Section 7-806 of the Detroit City Charter, and in accordance with all applicable federal, state and local laws, in a satisfactory and proper manner, and shall devote such time, attention, skill, knowledge and professional ability as is necessary to most effectively and efficiently carry out and perform the duties set forth above.

III. CONTRACT TERM

- A. This Contract is effective for a term of two (2) years, commencing on the day following approval of this contract by Detroit City Council.
- B. Automatic Renewal. Either the Mayor or Chief Bettison can provide written notice of non-renewal of the contract by 12 months prior to the final date of the contract. If neither party provides such written notice, the contract will be automatically extended for one year. In each subsequent year, the contract will be automatically renewed for an additional one-year term unless either party provides written notice of non-renewal at least 12 months prior to the then-current Extended Term.
- C. Section 7-805 of the Detroit City Charter provides that the Chief of Police serves at the pleasure of the Mayor. In the event that the Mayor exercises the authority to remove Chief Bettison without cause, Chief Bettison shall receive from the City the remaining balance of his compensation through the end of the then-current Term.
- D. In the event that Chief Bettison resigns without cause and takes a position with another law enforcement agency, Chief Bettison shall pay the City the remaining balance of his compensation through the end of the then-current Term.

IV. COMPENSATION

For the life of this Contract the City agrees to pay Chief Bettison an annual salary of \$243,152, as well as the ordinary and typical fringe benefits to which other mayoral appointees are entitled, including but not limited to holiday pay, sick pay, vacation pay, retirement benefits, pension benefits, and insurance benefits.

V. WAGE INCREASE

Effective upon the date this contract is executed, Chief Bettison's annual base salary will increase at the same rate and schedule as that of members of the Detroit Police Command Officers Association ("DPCOA"), as agreed upon in the latest applicable Master Agreement between the City of Detroit and DPCOA.

VI. COMPLIANCE WITH LOCAL LAWS

Chief Bettison shall comply with all applicable laws, ordinances, and codes of the federal, state, and local governments, including the City's Fair Employment Practices Ordinance, being Ordinances 206G, Section 2-7-6. 1 et. seq. of the City of Detroit Municipal Code, and Chief Bettison shall save the City harmless with respect to any damages arising from any violation of the same by him.

VI. CONFLICT OF INTEREST

Chief Bettison covenants that he presently has no personal or financial interest, and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of the service under this Contract. Chief Bettison further covenants that in performance of this Contract no person having any such interest shall be employed. Chief Bettison further covenants that no officer, member or employee of the City and no other public official who exercises any functions or responsibilities in the review or approval of the undertaking or carrying out of this Contract has any personal or financial interest, direct or indirect, in this Contract or in the proceeds thereof.

VII. DEBT TO AGENCY

Chief Bettison covenants that he is not, and will not become, in arrears to the City upon contract, debt, or any obligations to the City including real property, personal property and income taxes.

IN WITNESS WHEREOF, the City and Chief Bettison, by and through their duly authorized officers and representatives, have executed this Contract.

1. _____
(signature)

By: _____
Name: Todd Bettison

(print name)

Address: _____
City and State: Detroit, MI
Telephone: _____

2. _____
(signature)

(print name)

WITNESSES

CITY OF DETROIT

1. Stephanie Washyton
(signature)

Stephanie Washington
(print name)

BY: MED
Michael E. Duggan
Mayor, City of Detroit

2. Malik Washyton
(signature)

Malik Washington
(print name)