

CITY OF DETROIT
INDIVIDUAL EMPLOYMENT CONTRACT

THIS CONTRACT made this ___ day of May 2015, by and between the CITY OF DETROIT, a municipal corporation acting by and through the Mayor's Office of the City of Detroit ("the City") and James Craig, Chief of Police ("Chief Craig").

I. RE-APPOINTMENT OF CHIEF CRAIG

WHEREAS, effective July 1, 2013, Chief Craig was appointed Chief of Police of the City of Detroit Police Department, by the City's Emergency Manager ("EM"), pursuant to EM Order No. 11, for a two (2) year term, through June 30, 2015; and

WHEREAS, Chief Craig desires to continue on in his role and duties as Chief of Police of the City of Detroit Police Department; and

WHEREAS, the Mayor has determined that the re-appointment of Chief Craig 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 Mayor hereby re-appoints Chief Craig to the position of Chief of Police of the City of Detroit Police Department.

II. SCOPE OF SERVICES

Chief Craig 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, EM Order 11, 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 July 1, 2015, through June 30, 2017 ("Initial Term").

B. Automatic Renewal. Either the Mayor or Chief Craig can provide written notice of non-renewal of the contract by June 30, 2016. If neither party provides such written notice, the contract will be automatically extended for one year, through June 30, 2018. 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 Craig

without cause, Chief Craig shall receive from the City the remaining balance of his compensation through the end of the Extended Term.

D. In the event that Chief Craig resigns without cause and takes a position with another law enforcement agency during the Extended Term, Chief Craig shall pay the City the remaining balance of his compensation through the Extended Term.

IV. COMPENSATION

For the life of this Contract the City agrees to pay Chief Craig an annual salary of \$225,000, 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. COMPLIANCE WITH LOCAL LAWS

Chief Craig 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 205G, Section 2-7-6.1 et. seq. of the City of Detroit Municipal Code, and Chief Craig shall save the City harmless with respect to any damages arising from any violation of the same by him.

VI. CONFLICT OF INTEREST

Chief Craig 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 services under this Contract. Chief Craig further covenants that in the performance of this Contract no person having any such interest shall be employed. Chief Craig 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 Craig covenants that he is not, and will not become, in arrears to the City upon contract, debt, or any other obligation to the City including real property, personal property and income taxes.

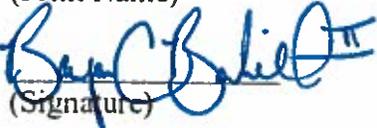
IN WITNESS WHEREOF, the City and Chief Craig, by and through their duly authorized officers and representatives, have executed this Contract.

WITNESSES:

APPOINTEE:

1. 
(Signature)

Alexis Wilg
(Print Name)

2. 
(Signature)

Bryan Barnhill
(Print Name)

BY: 
(Signature)

Name: James Craig

Address: _____

City and State: Detroit, MI _____

Telephone _____

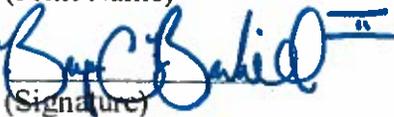
Social Security No: _____

WITNESSES:

CITY OF DETROIT

1. 
(Signature)

Alexis Wilg
(Print Name)

2. 
(Signature)

Bryan Barnhill
(Print Name)

BY: 
Michael E. Duggan
Mayor, City of Detroit