### Why Should You Choose a Career with the Ann Arbor Police Department?

We have **unbeatable** benefits! Use the chart below to compare us with our competition!

<table>
<thead>
<tr>
<th>Ann Arbor Police Compensation</th>
<th>If you work for the Ann Arbor Police Department</th>
</tr>
</thead>
</table>
| **Entry Level - Police Officer starting salary** | $56,243.20 (No degree)  
$57,096.00 (Associate's)  
$58,364.80 (Bachelor's) |
| **Lateral - Police Officer w/1 year of sworn law enforcement experience** | $60,444.80 (No degree)  
$61,380.80 (Associate's)  
$62,753.60 (Bachelor's) |
| **Lateral - Police Officer w/ 2 years of sworn law enforcement experience** | $64,812.80 (No degree)  
$65,769.60 (Associate's)  
$67,246.40 (Bachelor's) |
| **Lateral - Police Officer w/ 3+ years of experience** | $69,638.40 (No degree)  
$70,657.60 (Associate's)  
$72,280.00 (Bachelor's) |
| **Police Officer Salary After 5 Years** | $80,329.60 (No degree)  
$81,556.80 (Associate's)  
$83,345.60 (Bachelor's) |
| **Top pay as a Patrol Officer after 18 years** | $90,875.20 (No degree)  
$92,248.00 (Associate's)  
$94,307.20 (Bachelor's) |
| **Top pay for Detective** | $99,969 (No degree)  
$101,483 (Associate's)  
$103,708 (Bachelor's) |
| **Holiday pay (16 holidays)** | Double time for holidays worked and straight-pay for holidays off  
*Not included in base pay* |
<table>
<thead>
<tr>
<th><strong>Ann Arbor Police Work/Life Benefits</strong></th>
<th><strong>Start:</strong> 150 hours. <strong>10 years:</strong> 180 hours. <strong>15 years:</strong> 210 hours AND 32 hours per year</th>
<th><strong>Annual vacation hours</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personal leave</strong></td>
<td><strong>Sick time accrual</strong></td>
<td>3.7 hours/ paycheck 96 hours per year</td>
<td></td>
</tr>
<tr>
<td><strong>Pension</strong></td>
<td><strong>Retiree medical costs</strong></td>
<td>$3,500 for each year of service applied to healthcare costs in retirement</td>
<td></td>
</tr>
</tbody>
</table>
| **AND 457 Plan** (we offer both) | **Benefits** | • Tuition reimbursement up to $5,000 a year  
• $2,000 equipment allowance per year  
• Health, dental and vision insurance  
• 12 weeks of paid paternal leave |  |
| **Training/specialty opportunities** | **Detective, K-9, Crime Scene Technician, SWAT Team, Crisis Negotiation, Narcotics Investigations, Traffic Unit, Honor Guard, Motorcycle, Bicycle, Community Engagement, Dive Team/Underwater Search and Rescue** |  |  |
| **FTO - 15% pay increase while working as an FTO** | **Quality of work life** | • Permitted to have facial hair that is well kept  
• Tattoos are permitted that are not on the face or offensive  
• Patrol works 12-hour fixed shifts |  |
| **Scan or visit a2gov.org/policecareers** | **We encourage you to compare compensation, leave, pension and benefits with other agencies in Michigan. We look forward to your application! Questions? Contact Sgt. Jaime Crawford, AAPD Recruiting/Training Unit: jcrawford@a2gov.org |  | **734.794.6956**