

Ann Arbor Police Department Training Summary

Pre- Police Academy

The potential academy recruit must meet selection and employment standards as set by the Michigan Commission on Law Enforcement Standards (MCOLES). By law, no person shall be employed as a law enforcement officer unless they fully comply with these standards.

For a complete list of employment standards, please visit the Michigan Commission on Law Enforcement Standards (MCOLES) website.

Basic Police Academy

- Academies are approved through the Michigan Commission on Law Enforcement Standards (MCOLES) and are required to teach a standard curriculum of 594 hours. Many academies include a higher number of curriculum hours.
- Recruits must obtain a 70% or above on all written exams and passing scores on all practical fields to successfully graduate from the academy.
- Main courses of instruction within each academy include, but are not limited to, the following:
 - Criminal law
 - Arrest procedures
 - Investigations
 - Preservation of evidence
 - Ethics
 - Cultural awareness and diversity
 - Interpersonal skills
 - Court functions and testimony
 - Physical fitness
 - Juvenile and family law
 - Patrol procedures
 - Crimes in progress
 - Information collection
 - Report preparation
 - First aid / CPR
 - Response to emergencies
 - Firearms - legal aspects
 - Firearms- skill assessment
 - Subject control
 - Emergency vehicle operation
 - Traffic enforcement
 - Standardized field sobriety testing
 - Crash investigation
 - Civil disorder procedures
- Police academies are offered through some community colleges or are included within select university bachelor degree programs. Several large agencies in the State of Michigan offer their own academies such as Detroit and Michigan State Police.
- Ann Arbor currently requires police officer applicants to have already completed a police academy and to be certifiable at the time of application.

Ann Arbor Police Department In-House Academy

- After a police applicant has successfully completed the hiring process for the Ann Arbor Police Department the new recruit officer is placed into a six week “in-house” academy.
- The Ann Arbor Police Department in-house academy offers the recruits an opportunity to learn Ann Arbor’s policies and operational procedures and to review curriculum learned in the basic academy.

- During this six week in-house academy new recruit officers are instructed by Ann Arbor Police Department instructors in the following areas:
 - Laws/ city ordinances
 - Policies and Procedural Orders
 - Response to specific crimes
 - Report writing
 - Domestic violence laws and response
 - Confined spaces
 - Legal updates
 - CPR certification
 - Hazardous material
 - The use of Force Continuum
 - Vehicle pursuit techniques
 - Blood borne pathogens
 - Officer wellness
 - Patrol vehicle procedures
 - Mapping/city orientation
 - Standardized field sobriety tests
 - Laser/ radar certification
 - Crime scene processing
 - Motor carrier enforcement
 - Traffic Crash Investigation
 - Use of mobile data computers/
 - LEIN network regulations
 - Defensive tactics
 - Court testimony
 - Fingerprinting
 - Security procedures and prisoner processing
 - Radio procedures
 - Handgun/rifle
 - Taser tactics
 - Building searches
 - Traffic stop procedures
 - Traffic point control

- Recruit officers must obtain a minimum of 70% on all written and knowledge based exams, and must successfully pass all practical and physical examinations.

- After the recruit officers complete the in-house academy they are placed into the field training program (FTO) for 16 weeks. During this time, the recruit officers are paired with different field training officers and evaluated daily as they learn the responsibilities and function within the community.

- Following the 16-week field training program, recruits are permitted to ride solo. These recruits are still monitored closely for the remainder of their first year of service to the agency where they remain on a probationary status.

Ann Arbor Police Department Annual Refresher Training

- All sworn personnel complete a minimum of 24 hours of refresher training each year.

- Topics vary from year to year and may include:
 - Firearms
 - Legal update
 - Non-biased based policing
 - Cultural diversity
 - Defensive tactics
 - Blood borne pathogens
 - Hazardous materials
 - Confined spaces
 - CPR/first aid recertification
 - LEIN recertification
 - Standardized field sobriety testing
 - Race relations
 - Cell phone investigations
 - Mental health awareness
 - Evidence and property procedures
 - Autism awareness
 - Problem-oriented policing

Firearms Specific Training

- The State of Michigan requires all sworn personnel to qualify with their handgun on an annual basis. Qualification consists of a knowledge component relating to legal aspects of firearm use as well as an aptitude component where the officer must demonstrate proficiency with their handgun. Although only required once per year, the Ann Arbor Police Department conducts three qualification sessions per year.
- Officers are also required to qualify with the patrol rifle once per year.

Additional External Training

- Ann Arbor Police Department employees attend external training throughout the year.
- The following are examples of external training attended during the past year:
 - Crisis and Hostage Negotiation
 - Understanding State and Federal Firearms Disqualifiers
 - Fair and Impartial Policing
 - Shooting Incident Reconstruction
 - Property/ Evidence Room Management
 - News Media Relations
 - Police Supervision
 - K-9 Recertification and workshop
 - Crime Prevention Association Conference
 - Cold Case Homicide Investigations
 - Neurobiology of Sexual Assault
 - Field Training Officer School
 - Child Death Investigations
 - Crash Investigation and Reconstruction
 - Advanced Pedestrian/ Bicycle Crash Investigation
 - Tactical Command and Leadership Program
 - Police Response to Combat Veterans
 - Background Investigator for Police Applicants
 - Law Enforcement Response to Domestic Violence
 - Use of Force Investigation
 - Sporting Event Risk Management
 - Field Force Command and Planning
 - Security Issues for Places of Worship
 - Trace Evidence Collection
 - Body Cameras in Law Enforcement
 - Legal Update