



City of Ann Arbor 2024

ANNUAL REPORT OF THE ANN ARBOR INDEPENDENT COMMUNITY POLICE OVERSIGHT COMMISSION



ICPOC BACKGROUND

In 2018, at the request of community members and in response to the police killing of Ann Arbor resident Aura Rosser, Ann Arbor City Council established a Task Force for the purpose of developing an Ordinance to be used as the guide for the yet-to-be-formed Independent Community Police Oversight Commission (ICPOC). The Task Force consisted of nine community members, including a youth member and two representatives from City Council. Over a period of five months, Task Force members convened 13 public meetings that attracted significant community participation. At least 30 and as many as 80 residents attended each of these meetings. The Task Force also created four community listening sessions and attended numerous AAPD informational sessions and other meetings with City Administration.

Two of the community listening sessions — those held at Arrowwood Hills Cooperative and at Peace Neighborhood Center — provided the opportunity for Task Force members to listen and learn from community members about their experiences with the Ann Arbor police, their thoughts and concerns on policing in Ann Arbor, and to hear what they would like the future Commission to help with in improving the relationship between the police and the community. Hearing the community's voices was important in the development of the Ordinance. The Task Force presented its proposed ordinance to City Council in September, 2018. Revisions were made by the Mayor, City Council, and City Administration, and the final Ordinance was passed in October, 2018. ICPOC exists to foster a transparent and mutually beneficial relationship between the Ann Arbor Police Department and the community.

ICPOC'S VISION AND MISSION

The Vision and Mission for ICPOC are in our [organizing Ordinance click here](#) and our [Bylaws click here](#).

ICPOC's Vision: "To foster a transparent and mutually beneficial relationship between the Ann Arbor Police Department and the Community at large."

ICPOC's Mission: "To encourage the AAPD's respectful treatment of all community members, to enhance communication and sharing of information between the AAPD and community, to promote positive interactions between the police department and members of vulnerable, at-risk, and marginalized groups within the community, and to build mutual trust between the community and law enforcement."

OUR 2024 OVERVIEW

The Commissioners of the Independent Community Police Oversight Commission are always keenly aware of the reason for our existence, as is set forth in the Ann Arbor Code of Ordinances:

" Historically, across the nation, policing has been used as a mechanism for social control by means including racial bias, disparities in police use of force, and the impacts of officer-involved shootings and other violent encounters with law enforcement officers. This fact, combined with ongoing racial discrimination in America today, creates distrust and tension between marginalized populations and law enforcement....

The formation of the Independent Community Police Oversight Commission is a necessary step in reframing the relationship that the residents of Ann Arbor have with the police and an investment in the smart, equitable, community-oriented policing that the Ann Arbor Police Department strives for and that our community deserves. (Ann Arbor Code of Ordinances 1:210)



ICPOC ANNUAL REPORT FOR 2024

In 2024 we welcomed our new Chief of Police, Chief Andre Anderson, who was sworn in on Feb. 21. Commissioners have met several times with Chief Anderson and we are looking forward to working with him toward fulfilling our mission.

While things change, we know that many things remain the same. ICPOC continues to support both the Driving Equality Ordinance, which places limitations on the types of minor infractions for which a motorist can be stopped, and the search for a viable Unarmed Response where mental health issues are involved. We are informed by the 2024 Violence Report by Mapping Police Violence, a 501(c)3 nonprofit organization, that 64% of killings by police in 2024 – 703 deaths – were traffic stops, police responses to mental health crises, or situations where the person was not reportedly threatening anyone with a gun. Creating alternative responses to these situations could substantially reduce this violence nationwide. We are pleased to note that the City of Ann Arbor did not report any incidents of policy/community violence in 2024.

We learned that the Department is in the process of determining a new records management system. We are hopeful that this system will streamline the process by which ICPOC can obtain all of the information necessary to reviewing records in the process of responding to citizen complaints.

Commissioners shared an information table with the Human Rights Commission and the Commission on Disabilities, at the Ann Arbor Branch of the NAACP's annual Juneteenth celebration. We were able to distribute materials about ICPOC and further inform the public about the Driving Equality ordinance.

In July several Commissioners attended Chief Anderson's program introducing his Department Shared Vision with the community. We share the Chief's vision for the Ann Arbor Police Department to be "a national model for earning trust within the community, safeguarding life, and promoting public safety through community policing." And we look forward to continuing a cooperative relationship with the Department.

The Commissioners joined many other oversight entities across the Country, in voting to adopt the NACOLE Code of Ethics. NACOLE, the National Association for Civilian Oversight of Law Enforcement, is a non-profit organization that works to create a community of support for independent, civilian oversight entities that seek to make their local law enforcement agencies more transparent, accountable, and responsive to the communities they serve. The NACOLE Code of Ethics describes professional standards for oversight practitioners in areas of Personal Integrity, Independent and thorough Oversight, Transparency and Confidentiality, Respectful and Unbiased Treatment, Outreach



Commission chairs, Mayor Christopher Taylor and Councilmember Travis Radina at the 2024 Juneteenth celebration.



and relationships with Stakeholders, Agency Self-examination and Commitment to policy review, Professional excellence and Primary Obligation to Community. In 2024, ICPOC Commissioners attended the national conference for NACOLE. Sessions included information about work that other oversight commissions across the country are doing to collaborate with police departments toward selfless public service, and evidence-based policies that determine what actually works in reducing crime and building community partnerships.

COMMITTEES

This past year the **Outreach Committee** organized a well-attended public forum designed to introduce the community to Ann Arbor's new Chief of Police, Andre Anderson. The event was held at Ann Arbor Public Library's Westgate Branch on Jackson Ave. and featured a presentation from Chief Anderson followed by a Q&A session and light refreshments. Chief Anderson addressed his vision for policing and community engagement in Ann Arbor. Initiatives discussed included the newly passed Driving Equality ordinance and the re-implementation of police beats in an effort to promote community policing. Also, on hand to engage with the community were members of the Ann Arbor Police Command Staff and Deputy Chiefs. This forum was a successful dialog between Ann Arbor Police, ICPOC members, and Ann Arbor citizens and a prime example of the outreach work ICPOC is committed to in the future.



*Commissioner Kimmeka Pipkins (left),
Chair Stefani Carter and Council
member Cynthia Harrison.*



Citizens attend the public forum.

The **Policy Committee** is currently comprised of two Commissioners who research and respond to questions or concerns about particular policies as such issues may arise in the field, or based on specific inquiries from the public or the ICPOC Chair.



Policies that have been considered in 2024 by the Committee include:

- The clarity of certain aspects of Use of Force provisions
- Whether Body Worn Camera (BWC) policies accurately describe actual in-the-field BWC protocol
- The potential for greater transparency in the Department's Redaction Policy regarding disclosure of citizen complaints

In addition, the Commission discussed asking the Department to consider the adoption of both the NACOLE Code of Ethics and ICPOC's suggested Serious Incident Response Plan. As of late 2024, the Committee also has undertaken a comprehensive review of every published Department policy, with the intent of compiling and submitting a report to the Department with suggested policy modifications, deletions, and additions.

The **Information Managers Committee** is responsible for ensuring all citizen complaints received by ICPOC and/or the AAPD are thoroughly reviewed and a findings report is generated including recommendations to the AAPD.

CITIZEN COMPLAINTS

The Ordinance creating ICPOC provides that the Commission shall have the authority to review and examine the actions of the Department with respect to individual incidents after the Department has acted. Complaints from citizens can be made through the Police Department, or directly to ICPOC.

Esteemed poet Maya Angelou said: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." This may be at the heart of relationships between the Police Officers and the Communities they are sworn to protect and serve. ICPOC encourages any officers still operating in a "warrior" mode, to shift to a "protector" mode with regard to interactions in the Community.

TYPES OF COMPLAINTS

TYPE 1 Includes any of the adjectives as rude, unprofessional, aggressive, humiliated, berated, sarcastic, profanity, inappropriate, dissatisfied, lied.

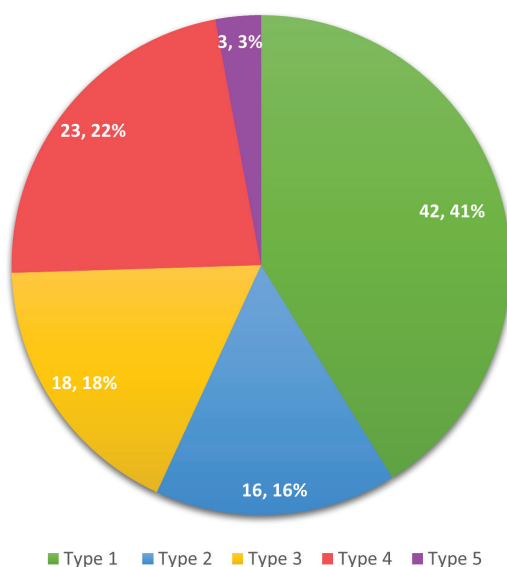
TYPE 2 Arrest and includes: handcuffs tight, illegal, harassing.

TYPE 3 Targeted, profiling, discrimination or racial.

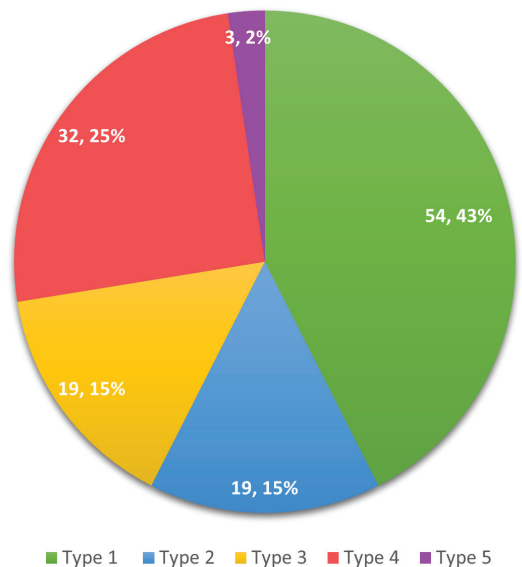
TYPE 4 Failed to report, incomplete reporting, incomplete inventory, failed to follow up, notify or update.

TYPE 5 Trespass.

2023 COMPLAINT TYPE TOTAL

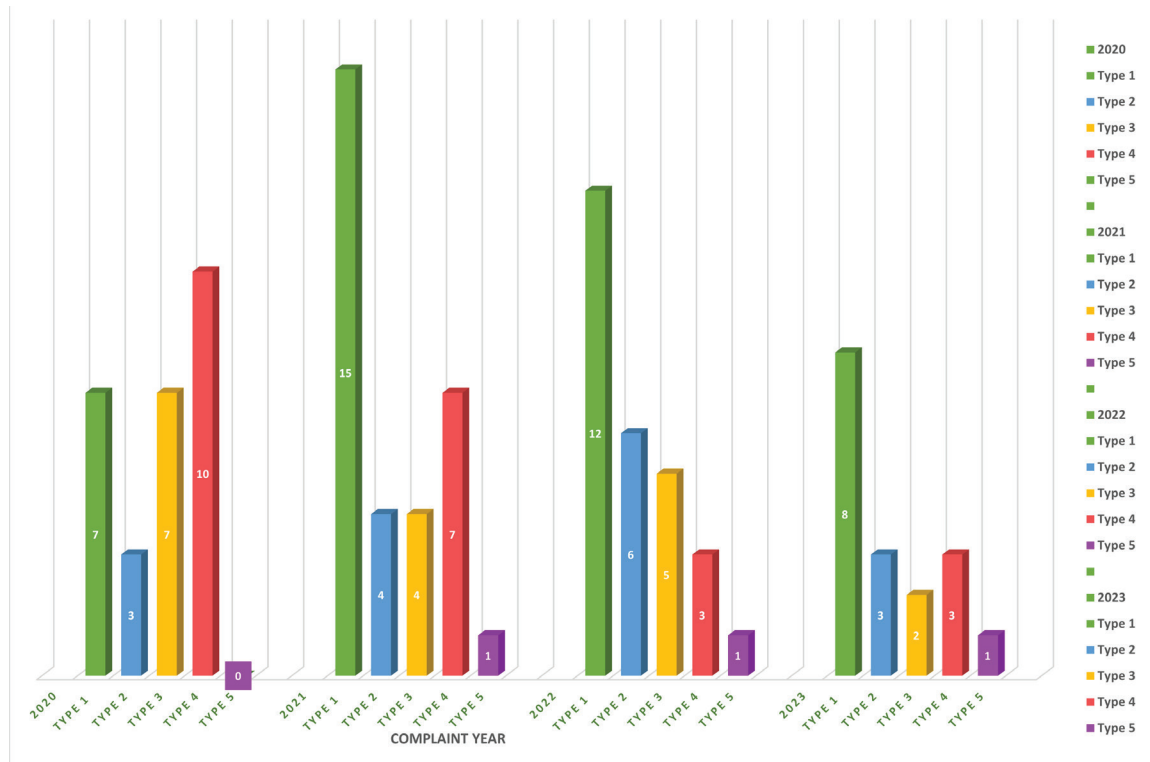


2024 COMPLAINT TYPE TOTAL

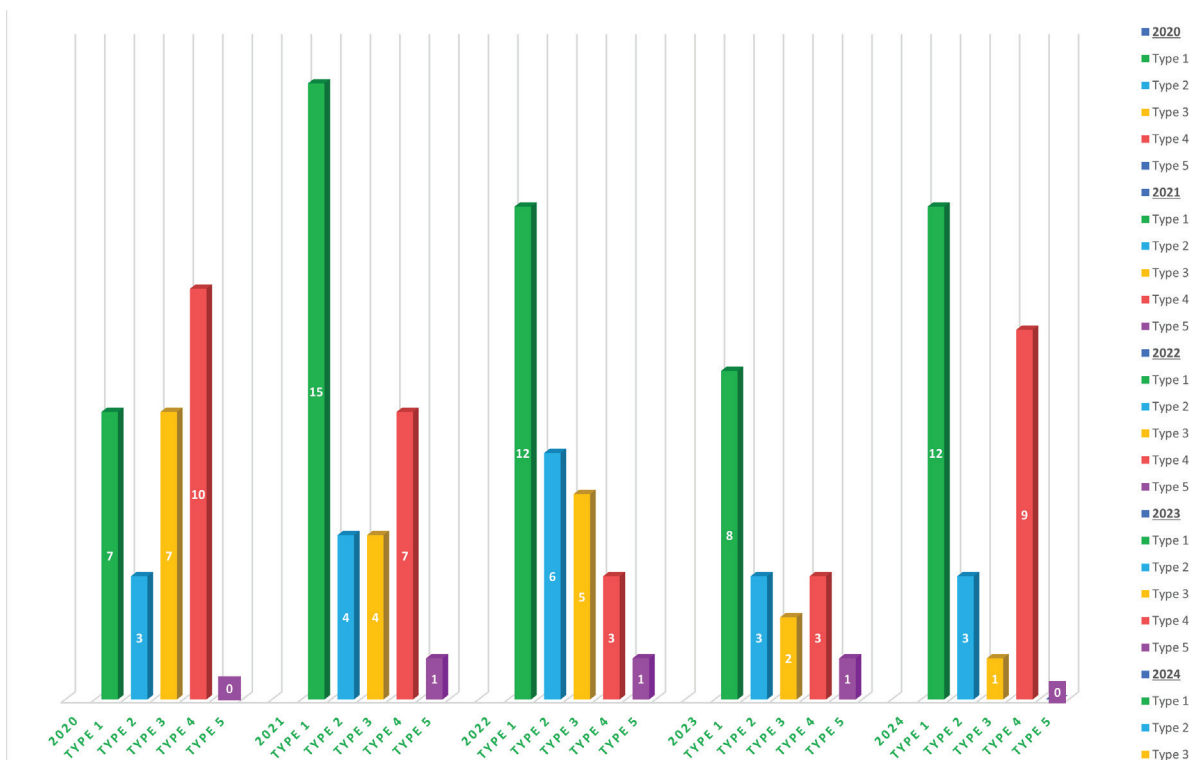




2023 GRAND COMPLAINT TOTAL



2024 GRAND COMPLAINT TOTAL





Once again this year, the largest number of Complaints could be seen as resulting from citizen perception of their encounters with the Department. Below are the Complaint types, which are categories unchanged from last year.

RECOMMENDATIONS

In its 2023 Annual Report, ICPOC presented eight recommendations, whether new policies or review of exiting policies, that it had made during that year, consistent with part of our purpose to “provide the community with a role in recommending policies and practices that ensure a high quality of police services”.

Below we are re-stating those recommendations, and the rationale for each recommendation, along with our report of progress for the implementation of each policy.

1. It is Recommended that Police Department policies be amended to mandate that in traffic stops, the Officer , having approached a driver, first identify himself/herself and inform the driver of the reason for the stop before requesting license and registration.

Rationale: Complaints have been received regarding officers approaching a driver after traffic stops and immediately demanding “license and registration”, when the driver simply asks for the reason for the stop. It is believed that this initial encounter with the officer should be non- threatening. Even though the officer does not intend to be threatening, the perception from the citizen’s point of view can be that the encounter - which is already tense for the driver - is in fact uncomfortable to the point of feeling threatening. An immediate introduction and explanation can de-escalate the tension.

Current Status: We are pleased to report that the Department policy was updated by Chief Anderson in May of 2024. The current policy on traffic stops states: “Officers shall greet the motorist in a professional and courteous manner, including identifying oneself by rank, name and the nature of the stop. An exception is if the circumstance of the stop is impractical, such as a felony stop.” The policy continues: “An example of such greeting is as follows: ‘Hello, my name is (rank; last name) and the reason I stopped you is....’” This is one of more than 90 policies that were published or updated by the Department in 2024.

2. It is Recommended that Police Department policies be amended to insure that "hate groups" such as neo-nazis and anti-government extremists are not part of the AAPD and are not involved in spreading hate-speech through social media and otherwise.

Rationale: Citizens of the City of Ann Arbor must be assured that the officers who patrol their streets are not involved with spreading propaganda or are members of groups that spread propaganda or that have taken an oath to overthrow the government of the City, the State of Michigan, or of the United States. ICPOC believes that this goal can be accomplished without offense to the First Amendment rights of those who wish to work for the City of Ann Arbor.

Current Status: ICPOC reviewed the current policies and, after discussions with the Department, we are generally satisfied that current policies can be used if there is evidence of such behavior by Department personnel. Policies prohibit activities, both in private and on the job, which would bring discredit or disrepute on the Department. We have some concern that we are not working with a definition of “hate groups”, but we think that such behavior would be easily identified and dealt with.



3. It is Recommended that Police officers carry on them Body-worn Camera (BWC) anytime they are on assignment or out in public and all BWC video must be preserved until after ICPOC review is completed. Rationale: In at least one situation, an encounter between a citizen and an Officer resulted in a written complaint to ICPOC, however, the Officer, for some reason, was out in the community without a Body-worn camera. In another incident, the video was erased before it could be reviewed by ICPOC. Therefore it was impossible for the ICPOC Information Manager who was reviewing the Complaints in these cases, to determine whether the complaints were valid.

Current Status: This matter came up again in 2024 when we received complaints/inquiries about whether AAPD Officers had turned their cameras off during the UM Campus demonstrations. We were informed that the current policy regarding Body Worn Cameras contains language as to when officers “may”, “should” and “shall” turn and keep their BWC’s on. However, this current language could leave room for interpretation as to such terms. Therefore, it is anticipated that the policy will be upgraded to provide more specificity.

4. It is Recommended that Officers have access to phones which can record the conversations with the public. At least, the phones at the police station should have record capabilities.

Rationale: In at least one instance, a complaint was lodged about the manner in which an officer spoke with the citizen on the phone. However, there was no way to determine what was said because there was no recording of the conversation.

Current Status: We are informed that currently all calls to the Department front desk are/ can be recorded.

5. It is Recommended that extreme care be taken to ensure that correct information is transmitted to officers, particularly with regard to address of incidents and calls for help.

Rationale: There was one occasion where the incorrect address was transmitted to officers who went to the wrong house and injury resulted.

Current Status: The Department has responded and indicated that correct information being transmitted is the responsibility of the Dispatch and reminding officers that they should take care to verify that information is correct and accurate whenever circumstances allow. Presumably this message about the importance of accuracy is being communicated on an ongoing basis to all employees on every possible occasion.

6. It is Recommended that all of the findings and recommendations of an AAPD investigation, including any disciplinary action taken by the Department, should be completely available to ICPOC Information Managers without redaction, unless such redaction is mandated by existing law. However, the identity of minors should be blurred from body worn camera videos.

Rationale: It is not possible for ICPOC Information Managers to make an informed evaluation of Citizen Complaints and the Department’s response to those complaints, if they are not fully informed of all details. Chapter 8, Title 1 of the Ann Arbor City Code, at Section 1:215 (9)(c) provides “Confidential information. The Commission shall take care not to disclose confidential information (including, where applicable, the name of the complainant) in a report. The Commission’s reports shall ordinarily avoid identifying police officers by name.” This section pre-supposes that ICPOC should have full access to “confidential” information.



Current Status: After meetings between the AAPD and ICPOC on this issue of transparency, it appears that part of the issue was that when information is transmitted via any means, such information is actually put into a “public space” where sensitive information could be revealed. In an effort to resolve this issue, Chief Anderson has initiated regular “Transparency Meetings” during which ICPOC Information Managers can view investigations and BWC videos in their entirety, without redaction. It is hoped that this mechanism will resolve any issues with regard to transparency between the AAPD and ICPOC.

7. It is Recommended that the AAPD attempt to re-build a relationship with the Ann Arbor Public schools, perhaps with the re-establishment of the Explorer program, in an attempt to encourage Ann Arbor youth to pursue careers in the Department.

Rationale: ICPOC is informed that recruiting efforts have not produced sufficient numbers of recruits to bring the number of Officers up to a point where true community policing can be established. One of the reasons that has been given is a lack of affordable housing in the City of Ann Arbor. Establishing a program within the Ann Arbor Public Schools should reach individuals who already have an established presence in the City.

Current Status: We have learned that over the last year, the AAPD has had meetings with the Ann Arbor public school administration to establish a working relationship and has established specific programs to foster a positive relationship among Officers, students and administrators. We look forward to continued relation building and we are available to assist in any way that we can help.


8. It is Recommended that all Officers undergo on-going, documented training in the areas of: de-escalation, dealing with persons with disabilities, communication skills and cultural sensitivity to relate to our diverse population.

Rationale: ICPOC has received a large percentage of complaints about the manner in which citizens perceive that the language used by the officer was offensive. The majority of the complaints have dealt with the interaction and the complainants’ impressions of the officers. Officers must always be aware of the manner in which they are relating to all segments of the community, and that their actions and words can affect each encounter.

Current Status: Our Training Committee has been available to review the training that officers receive in these areas, however, due to several factors, we have not yet had the opportunity. We anticipate that in 2025 we will be able to report that we have reviewed the training and, perhaps, have comments. In terms of additional recommendations, in 2024, ICPOC reconsidered and again recommended a Serious Incident Response Policy under which the ICPOC Chair would be notified within a specific short time period, of the occurrence of a Serious incident (which is defined in the draft policy) with the goal of providing the public with a vehicle to obtain the facts about the incident. This policy is still in the discussion stage with the Police Department and plans are to further discuss this recommendation in our 2025 report.

CONCLUSION

The Commissioners of the Ann Arbor Independent Community Police Oversight Commission take our work very seriously. The late former U.S. Attorney General Robert F. Kennedy is quoted as having said “... every community gets the kind of law enforcement it insists on.”



We are working hard to provide the service for which we were commissioned and on which the Community rightfully insists. We invite and encourage attendance, comments, questions and input from our community. Our meetings are held on the last Tuesday of each month in Council Chambers in City Hall.

A message from: Ann Arbor Police Chief Andre C. Anderson

Over the past year, I have met with members of the Independent Community Policing Oversight Commission and attended monthly meetings to discuss community concerns. We have worked in concert to change policies. When I was hired as the City of Ann Arbor Police Chief, I was quoted as saying, "I believe the City of Ann Arbor is working collaboratively to implement plans to enhance an environment where community policing, the community, and city government serve as problem-solving participatory partners. I am committed to building mutual trust and public safety while creating a shared vision and leadership approach that sets our agency apart and revered as the nation's model police agency." Hence, our Shared Vision is: To be a national model for earning trust within the community, safeguarding life, and promoting public safety through community policing.



The strength of community policing is partnership and collaboration. It is evident that the evolution of change to embrace community policing, driven by our strategic pillars and values, requires the entire organization to transition.

Together, the Ann Arbor Police Department and the Independent Community Policing Oversight Commission will prove our national promise through persistence, overcoming obstacles, and renewing our future. There is no way the police can renew its approach to professional policing without working with the Independent Community Policing Oversight Commission and other community leaders. I am optimistic about our future and believe we will be a national model as we progress.

Andre C. Anderson

Ann Arbor Chief of Police

Protects Civil Rights



Civilian oversight is a developing area of civil rights protection. Oversight practitioners are at the forefront of investigating, reviewing, and auditing individual cases or patterns of potential civil rights violations in areas such as racial profiling, biased policing, the use of deadly force, illegal searches, excessive force, and unlawful arrests.

Supports Effective Policing



Mutual trust and respect between police and communities are critical to effective law enforcement. Civilian oversight increases public trust in police by assuring the public that investigations have been done fairly, thoroughly, and objectively. This improved trust leads to greater public cooperation with law enforcement, and in turn, improves public safety.

Ensures Greater Accountability

One of the primary goals of civilian oversight is to advance fair and professional law enforcement that is responsive to community needs. This is accomplished, in large part, by promoting constitutional policing. Oversight focuses on assessing officer and departmental compliance with local policies as well as state and federal law, and institutionalizing and preserving important reforms. It also aids in evaluating the integrity and effectiveness of internal police accountability systems.



Helps Manage Risk

Civilian oversight is critical to managing a municipality's exposure to risk from lawsuits claiming unlawful actions by individual officers or departmental failures to supervise or train officers. Oversight accomplishes this by ensuring that individual officers who engage in misconduct are effectively investigated and disciplined; by evaluating and proposing improvements to police management and supervision and training; and by reporting publicly on a department's progress in implementing such improvements.



Increases Confidence in Police

Civilian oversight works to increase public trust and confidence in the police. By conducting independent reviews and audits of police policies and practices, and by ensuring that investigations of police misconduct or uses of force are handled fairly and objectively, oversight helps a community to trust that issues are resolved in a way that maximizes the public interest. This trust translates to higher confidence in a police force, and greater cooperation in a department's efforts to prevent and solve crimes.



Builds Bridges

Effective policing must be responsive to community standards, values, and needs. Civilian oversight builds bridges between communities and the police forces that serve them by: communicating and cooperating with community and civic leaders before and after major incidents; by assuring the public that investigations of police misconduct have been completed fairly, thoroughly, and objectively; and by conducting independent investigations and reviews to ensure constitutional policing practices. Civilian oversight further acts as a bridge by conveying the concerns and needs of the community to the police, and reporting to the community how the police are performing, which allows the public to trust the police department and its officers and to view them as honest, reliable, and trustworthy. Civilian oversight practitioners are generally not currently-serving police officers, but trained and educated lawyers, investigators, researchers, analysts, and volunteers in your community.

How Can Civilian Oversight of Law Enforcement Help You?

© 2014 National Association for Civilian Oversight of Law Enforcement (NACOLE).



GET INVOLVED:

If you are interested in serving on ICPOC scan the code or go online to complete the application:

<https://url.a2gov.org/ICPOCApplication>

You can also visit the Legistar board and commissions page on our website and clicking the apply now button:

<https://a2gov.legistar.com/Page.aspx?M=Q>