

WHY SHOULD YOU CHOOSE A CAREER WITH THE ANN ARBOR POLICE DEPARTMENT?

Use the chart below to compare our current contract with the competition! Contract effective Jan. 1, 2026.

Ann Arbor Police Compensation 	If you work for the Ann Arbor Police Department 				
Entry Level - Police Officer starting salary	<ul style="list-style-type: none"> • \$61,812 • \$63,202 (Bachelor's) 				
Lateral - Police Officer w/1 year of sworn law enforcement experience	<ul style="list-style-type: none"> • \$65,417 • \$66,889 (Bachelor's) 				
Lateral - Police Officer w/ 2 years of sworn law enforcement experience	<ul style="list-style-type: none"> • \$69,023 • \$70,576 (Bachelor's) 				
Lateral - Police Officer w/ 3+ years of experience	<ul style="list-style-type: none"> • \$72,629 • \$74,263 (Bachelor's) 				
Police Officer Salary After 5 Years	<ul style="list-style-type: none"> • \$79,840 • \$81,636 (Bachelor's) 				
Top pay as a Patrol Officer after 10 years	<ul style="list-style-type: none"> • \$97,869 • \$100,071 (Bachelor's) 				
Top pay for Detective or Special Assignment	<ul style="list-style-type: none"> • \$107,655 • \$110,078 (Bachelor's) 				
Holiday pay (16 holidays)	Double time for holidays worked and straight-pay for holidays off *Not included in base pay				

<p>Ann Arbor Police Work/Life Benefits</p> 					
<p>Annual vacation hours</p> <hr/> <p>Personal leave</p>	<p>Start: 150 hours. 10 years: <u>180 hours. 15 years: 210 hours</u> AND 32 hours per year</p>				
<p>Sick time accrual</p>	<p>3.7 hours/ paycheck 96 hours per year</p>				
<p>Pension</p> <hr/> <p>AND 457 Plan (we offer both)</p>	<p>After 25 years <u>OR age 50: 2.75 multiplier</u> Traditional and Roth options</p>				
<p>Retiree medical costs</p>	<p>\$3,500 for each year of service applied to healthcare costs in retirement</p>				
<p>Benefits</p>	<ul style="list-style-type: none"> • 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 				
<p>Training/specialty opportunities</p>	<p>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</p> <p>FTO - 15% pay increase while working as an FTO</p>				
<p>Quality of work life</p>	<ul style="list-style-type: none"> • Permitted to have facial hair that is well kept • Tattoos are permitted that are not on the face, neck, hands 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. Ryan Scott, AAPD Recruiting/Training Unit:
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