



ANN ARBOR POLICE DEPARTMENT TRAINING INFORMATION

PRIOR TO THE 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 follow this link: [Employment Standards for Michigan Law Enforcement Officers](#)

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.

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.

Main topics 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 writing / preparation, first aid / CPR, response to emergencies, firearms - legal aspects and skill assessment, subject control, emergency vehicle operation, traffic enforcement, standardized field sobriety testing, crash investigation, civil disorder procedures.



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 four to 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 four to six-week in-house academy new recruit officers are instructed by Ann Arbor Police Department instructors in the following areas:

Laws and city ordinances, policies and procedural orders, response to specific crimes, report writing, managing mental health crisis, Fair and Impartial Policing, community policing, domestic violence laws and response, confined spaces, legal updates, CPR certification, hazardous material incidents, use of force continuum/considerations, vehicle pursuit techniques, bloodborne pathogens, officer wellness, patrol vehicle procedures, mapping/city orientation, standardized field sobriety tests, laser/radar certification Crime scene processing, autism and disability awareness, motor carrier enforcement, traffic crash investigation, use of mobile data computers/body worn cameras/in-car cameras, LEIN network regulations, defensive tactics, court testimony, fingerprinting, security procedures and prisoner processing, radio procedures, handgun/rifle, taser, building searches, traffic stop procedures, use of K-9 Units on patrol, 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. Recruit officers may spend more time in the FTO program if additional training needs are identified.

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 (ART)

All sworn personnel complete a minimum of 24 hours of refresher training each year. Personnel are assigned to their training weeks and complete the training in groups. Topics vary from year to year.

Additionally, all Ann Arbor Police Officers are required to complete the following training on an annual basis. The training is required through the City of Ann Arbor/MiOSHA, CALEA and MCOLES. Some of this training may be accomplished through our Annual Refresher weeks, but it may also be assigned through additional in-person training or online training platforms throughout the year.

- *Unbiased policing/procedural justice*
- *Mental health awareness/response*
- *Legal Update*
- *Bloodborne Pathogens*
- *Confined Spaces*
- *Hazardous Material Incidents*
- *Firearms/rifle standards – qualification and knowledge component*
- *Taser – qualification and knowledge component*
- *Respiratory Protection*
- *Hearing Protection*

ADDITIONAL INFORMATION ON 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. Examples of training attended over the last few years:

- *Crisis and Hostage Negotiation*
- *Understanding State and Federal Firearms Disqualifiers*
- *Shooting Incident Reconstruction Crime Prevention for Educational Facilities*
- *Emergency Vehicle Operations*
- *Property/ Evidence Room Management*



- *News Media Relations*
- *Police Supervision*
- *Community Outreach and Social Media*
- *Decision Making/Use of Force/Implicit Bias*
- *K-9 Recertification and workshop*
- *Recruiting Minorities and Police Reform*
- *FOIA Guidelines*
- *Cold Case Homicide Investigations*
- *Neurobiology of Sexual Assault*
- *Field Training Officer School*
- *Child Death Investigations*
- *Crash Investigation and Reconstruction*
- *Motorcycle/Motorcade Recertification*
- *Human Trafficking Awareness*
- *National Sports and Safety Security*
- *Organized Retail Fraud Conference*
- *Emergency Management*
- *Internal Affairs Conference*
- *Officer Retention, Selection and Recruiting Conference*
- *Staff and Command*
- *Financial Crimes Against Seniors*
- *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*
- *Special Event Command and Planning*
- *Security Issues for Places of Worship*
- *Crime Prevention for Businesses*
- *Trace Evidence Collection*
- *Body Cameras in Law Enforcement*
- *Legal Update*

