



City of Ann Arbor

# 2025 ANNUAL REPORT OF THE ANN ARBOR INDEPENDENT COMMUNITY POLICE OVERSIGHT COMMISSION



## INTRODUCTION

In 2018, at the request of community members and in response to the police killing of 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.

Over a period of five months, Task Force members met in 13 public meetings with heavy community participation (30-80 residents in attendance per meeting), four community listening sessions, attendance at many AAPD informational sessions, additional meetings with City Administration, and small group work shared by different configurations of Task Force members. Hearing the community's voices was important in the development of an Ordinance establishing ICPOC.

The Task Force presented its proposed ordinance to City Council in September, 2018. After revisions 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.

## LAST YEAR

ICPOC Commissioners meet each last Tuesday of the month, except in July, August and December.

At our June 2025 meeting, Commissioners and several members of the public, learned about the history of policing, during a very informative presentation by Dr. Kevin Karpiak, Professor from Eastern Michigan University.

In May of 2025, ICPOC, in collaboration with the Ann Arbor Police Department, hosted its First Social Justice Symposium. The Symposium centered around addressing issues of racial and gender disparities through Community Policing.

We were honored to have welcomed Dr. Cedric Alexander, PsyD, as our keynote speaker. Dr. Alexander is the Minneapolis Commissioner of Community Safety, a respected author, and an expert on law enforcement reform, mental health and community safety. He has appeared on national media networks to provide comment on police-community relations and as a CNN, MSNBC and Fox law enforcement analyst.

The symposium at Washtenaw Community College also featured a panel discussion exploring issues of public safety.



Commissioners at 2025 Community Symposium with presenters.

## REPORT FROM THE NACOLE CONFERENCE

In October, three ICPOC Commissioners attended the annual conference of the National Association for Civilian Oversight of Law Enforcement in Minneapolis, Minnesota. NACOLE is a national organization with membership from more than 250 local oversight agencies established in 1995.

At the opening session we were addressed by the Mayor of Minneapolis. Over the four days of the conference, we attended sessions such as “The Work of Police Reform and Accountability” and “The Evolution of Policing and Civilian Oversight.”

Minneapolis is the location where George Floyd was killed and there was an awareness of that event throughout the conference. An important session dealt with State Preemption of Local Oversight. Because municipalities are creations of the State, the State has the power to preempt local government ordinances, including those ordinances that created Oversight bodies. So far, the states of Florida, Arizona, Tennessee, Iowa and Utah have either passed or proposed statutes that preempt and prohibit local oversight and civilian law enforcement. NACOLE has been encouraged to come up with a national strategy for dealing with the preemption issue.

A Policy Development session stressed the need for use of force policies. Questions suggested include: Is pointing a firearm considered use of force? Is it “use of force” when a firearm is unholstered, exhibited or pointed, or use of pain compliance techniques? Do such incidents require a use of force report? Is there a duty to intervene where policies are being violated?

There was a luncheon at which Minnesota Attorney General Keith Ellison spoke. Much of his presentation centered around his leadership in the prosecution of Derek Chauvin, who killed George Floyd. Chauvin had plenty of training. But Attorney Ellison believes that its not just training. Culture is what’s important. We were advised that Society cannot arrest and incarcerate ourselves into safety.

One session dealt with the question of “what is the impact of police oversight on outcomes.” The Speaker had looked at 111 oversight agencies across the U.S. The study found that oversight decreases racial disparities in disorderly conduct arrests over time. Oversight also affected racial disparities in violent crime and line-of-duty police homicides.

On the whole, this was an informative conference and well worth ICPOC’s continued participation with NACOLE. The complete report is available from the ICPOC office.



*Commissioners at the 2025 NACOLE conference with presenters.*



**CONSISTENT WITH ARTICLE 9 OF COMMISSION BYLAWS, COMMITTEES HAVE BEEN CREATED**

**INFORMATION MANAGERS:**

Pursuant to our Ordinance, up to five of the Commissioners can be deemed Information Managers who have access to reports and body worn camera footage in order to review complaints that come from the public. The Ordinance states that "The Commission's review and examination shall not precede or be concurrent with Department actions, but shall occur after the Department and city have completed all proceedings related to the incident or action under review, including investigative, criminal, disciplinary, complaint, and other proceedings.

**INFORMATION MANAGERS REPORT:**

ICPOC received 30 complaints in 2025. Of those five were closed because either they didn't involve AAPD or were rescinded by the complainant. The 25 remaining were investigated by AAPD and reviewed by the Information Manager and reports were generated. Complaints can also come directly to the police department.

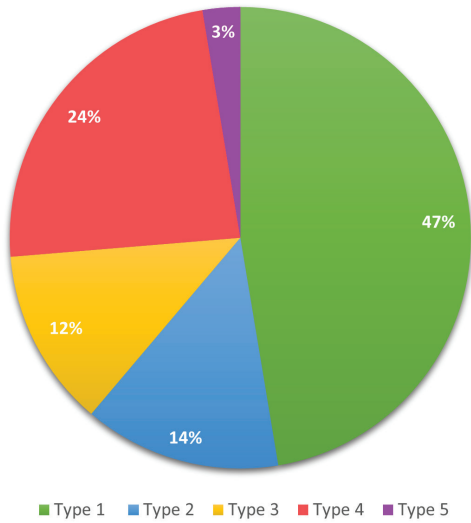
**The complaints were typed as:**

Type 1: 18                      Type 2: 2                      Type 3: 0                      Type 4: 4                      Type 5: 1  
*Type 1 complaints are unusually high because over half of the complaints came from one person and related to one issue.*

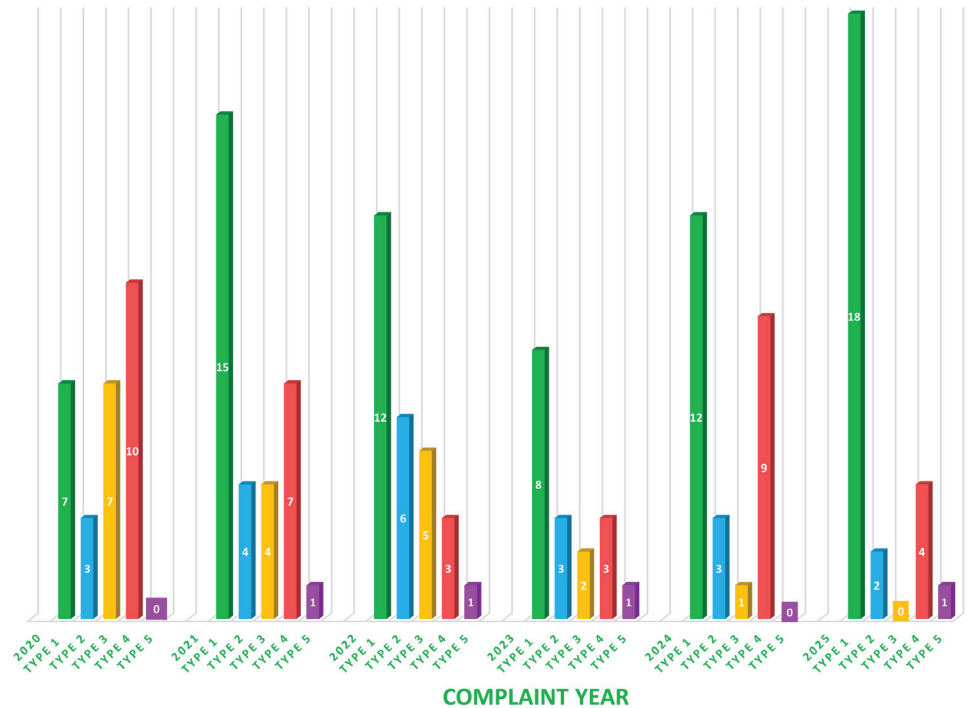
**AAPD received 15 complaints in 2025. Those were typed as:**

Type 1: 3                      Type 2: 7                      Type 3: 4                      Type 4: 1                      Type 5: 0

**2020-2025 COMPLAINT TYPE TOAL**



**2020-2025 GRAND COMPLAINT TOTAL**



**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.



**POLICY COMMITTEE:**

The Policy Committee is tasked with reviewing current policies of the AAPD, both as they may be involved in an incident and as to whether suggestions for changes in current policies are in the best interest of the community, while not sacrificing protection for the community. 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 Commissioners. In 2025 the Policy Committee reviewed more than 130 policies -- approximately 50% of the total number of policies. The commissioners intend to continue and complete their review in 2026.

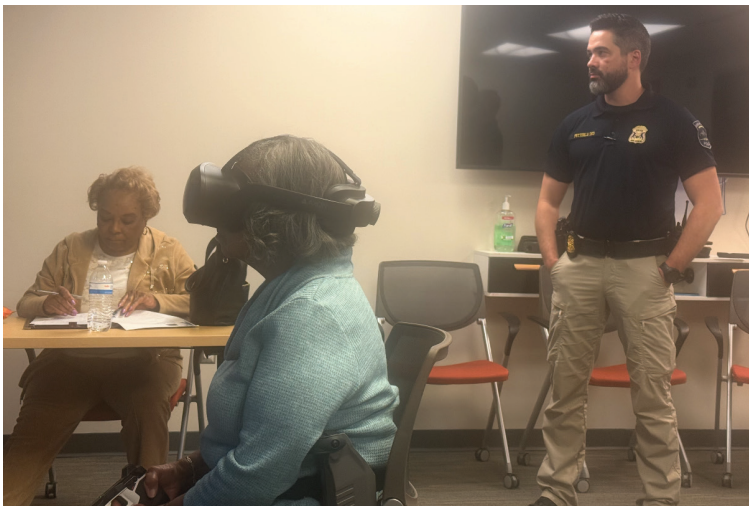
Policies were reviewed on the basis of some of the following questions and observations: formatting inconsistencies; title discrepancies; questions that arise after reading each policy, such as clarifying points of confusion, generalizations, varying scenarios, and responsibilities. The committee did not have any comments or criticisms of most of the policies reviewed so far.

**OUTREACH COMMITTEE:**

The Outreach committee, works to create " an environment which allows for better communication, understanding, and relations between the Ann Arbor Police Department and the community." This Committee was instrumental in organizing our May Symposium. The Outreach Committee also handles our social media communications.

**THE TRAINING COMMITTEE:**

The Training committee is tasked with reviewing the training that our officers receive, both during their initial training as well as ongoing training. The Commissioners also undergo training. Several of our Commissioners went on ride-alongs with our officers to observe for themselves what the officers face on a daily basis. As part of our training, several Commissioners attended a training session on Use of Force, designed to demonstrate how sometimes split-second decisions have to be made.



*Commissioners attend collaborative training with AAPD.*

**ICPOC MADE RECOMMENDATIONS IN 2025:**

As provided in its Bylaws, part of the purpose of ICPOC is "To provide the community with a role in recommending policies and practices that ensure a high quality of police services..." The following recommendations were made in 2025:

1. For quite a while, ICPOC has recommended that all Officers undergo ongoing, 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 dealt with the interaction and the complainants' impressions of the officers. Officers must be always aware of the manner in which they are relating to all segments of the

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community, and that their actions and words can affect each encounter.

**Current Status:** It is our understanding that Chief Anderson has instituted policies which require officers to first identify themselves by name and then communicate the reason for each traffic stop.

2. In early 2025, in order to have the ability to fully investigate citizen complaints, ICPOC recommended that the Ann Arbor Police Department release public records to ICPOC in a manner that balances the interests of the public against both the privacy of the persons named in the reports and the best interests of the state. Moreover, ICPOC requested access to all data and findings of officer misconduct.

**Rationale:** In order to fairly review and evaluate citizen’s complaints, ICPOC believed that it needed full assess to review records. The interest of the Department included maintaining confidentiality of records, consistent with the protections of the Freedom of Information Act.

**Current status:** Under the direction of Chief Anderson, in response to ICPOC concerns, regular “Transparency” meetings have been established during which ICPOC Information Managers meet with Department personnel and review all materials relating to citizen complaints, including full reports without redactions, and officer Body-Worn Camera footage.

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## A message from Ann Arbor Police Chief Andre Anderson



As the Ann Arbor Police Chief, we have been poised to see a working relationship designed to invoke accountability as a “gold standard” for municipal governance. By working in tandem, we have, together, achieved several key objectives:

**Policy Innovation:** ICPOC provides a community-driven lens to evaluate police procedures, ensuring that AAPD’s tactics align with the

evolving values of Ann Arbor members that frequent our neighborhoods.

**Enhanced Transparency:** Through regular public meetings and data sharing, the commission demystifies police operations, making the department more accessible to the public.

**Systemic Improvement:** Rather than focusing solely on individual incidents, the collaboration has identified and addressed systemic issues, fostering a culture of continuous improvement within the police department.

**Strengthened Communication:** The commission has served as a vital conduit, translating community feedback into actionable insight.

The relationship, while at times may seem indifferent, ensures that Ann Arbor Police Department remains a leader in human-centered policing. When law enforcement operates with high levels of oversight, it empowers officers to perform their duties with the full confidence of the community we serve, knowing that our procedures have been vetted and supported by those vested to provide oversight for the community.

“True safety is found where transparency meets professional excellence. The bridge between the AAPD and ICPOC is built on the belief that every person deserves to be heard, and every officer deserves a clear, community-supported mandate.”

**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.



## How Can Civilian Oversight of Law Enforcement Help You?

### 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.

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### 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 then click the apply now button:  
<https://a2gov.legistar.com/Page.aspx?M=Q>