

2025

Annual Report

CITY OF ANN ARBOR
POLICE DEPARTMENT



ANN ARBOR POLICE DEPARTMENT
Ann Arbor, MI



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MESSAGE FROM CHIEF ANDERSON

Ann Arbor Employees,

Your unwavering dedication and heartfelt commitment to our department's values are truly inspiring. In 2025, you rose to meet the needs of our community with integrity and compassion, setting a remarkable standard of excellence that did not go unnoticed. You embodied the spirit of humble service as we continue to illustrate the profound nobility of our profession. Even as we anticipate significant challenges ahead, I know that I have every confidence that by remembering who you are, why you chose this vocation, and fostering a persona for the Ann Arbor Police Department that inspires pride, you will lead us forward. It all begins—and continues—with you.

As we close the books on 2025, I want to wholeheartedly acknowledge and celebrate the immense effort, resilience, and accomplishments each of you has demonstrated. The transformation of our partnerships within the community has created invaluable bonds and reinforced our ongoing efforts to be the premier professional organization. Your commitment this year set a powerful precedent for future success, and your perseverance elevated our goals beyond expectation. Together, we have redefined what we are capable of achieving.

Through your creativity and resolve, you created new opportunities to build meaningful relationships and reinforced the ideals that define the Ann Arbor Police Department. The city has benefited greatly from your overarching efforts to restore and sustain a strong sense of safety, and this would not have been possible without your hard work, dedication, and genuine commitment to community policing.

As your police chief, I am deeply grateful for your steadfast service and the example you set. Remain humble and proud as ambassadors of our noble calling. As we look ahead to 2026, let us carry the lessons of this year into the next, knowing that together, we are Ann Arbor Strong.

Thank you, Ann Arbor employees, for the strength, integrity, and unity you bring to our city every day!

Sincerely,

Chief Andre C. Anderson



Andre Anderson
Chief of Police
City of Ann Arbor



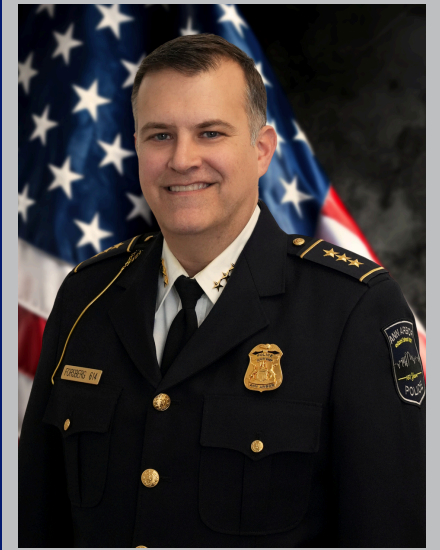
MESSAGE FROM DEPUTY CHIEFS

In 2025, the Ann Arbor Police Department continued to move forward with a clear focus on accountability, innovation, and community trust. Under the leadership of Chief Anderson, the department advanced a shared vision centered on strengthening relationships with residents while evolving how we serve the city. Several key initiatives helped shape the year.

The implementation of community policing beats and strengthened squad integrity enhanced patrol operations by allowing officers to build deeper, more consistent connections within the neighborhoods they serve. This relationship-based approach increased familiarity with community concerns and local priorities. One example of this work is the Downtown Response Team, which continues to address the unique public safety needs of downtown Ann Arbor's through focused, proactive engagement.

In 2025, the department also expanded its commitment to Vision Zero by implementing a comprehensive, data-driven traffic safety strategy. Through collaboration across Patrol, the Traffic Unit, Community Engagement, and our community partners, these efforts are focused on reducing serious injuries and fatal crashes citywide while improving safety for all who live, work, and travel in Ann Arbor.

By embracing collaboration, investing in innovation, and prioritizing community partnerships, the Ann Arbor Police Department built strong momentum in 2025, and we are looking forward to 2026.



Jason Forsberg
Executive Deputy Chief

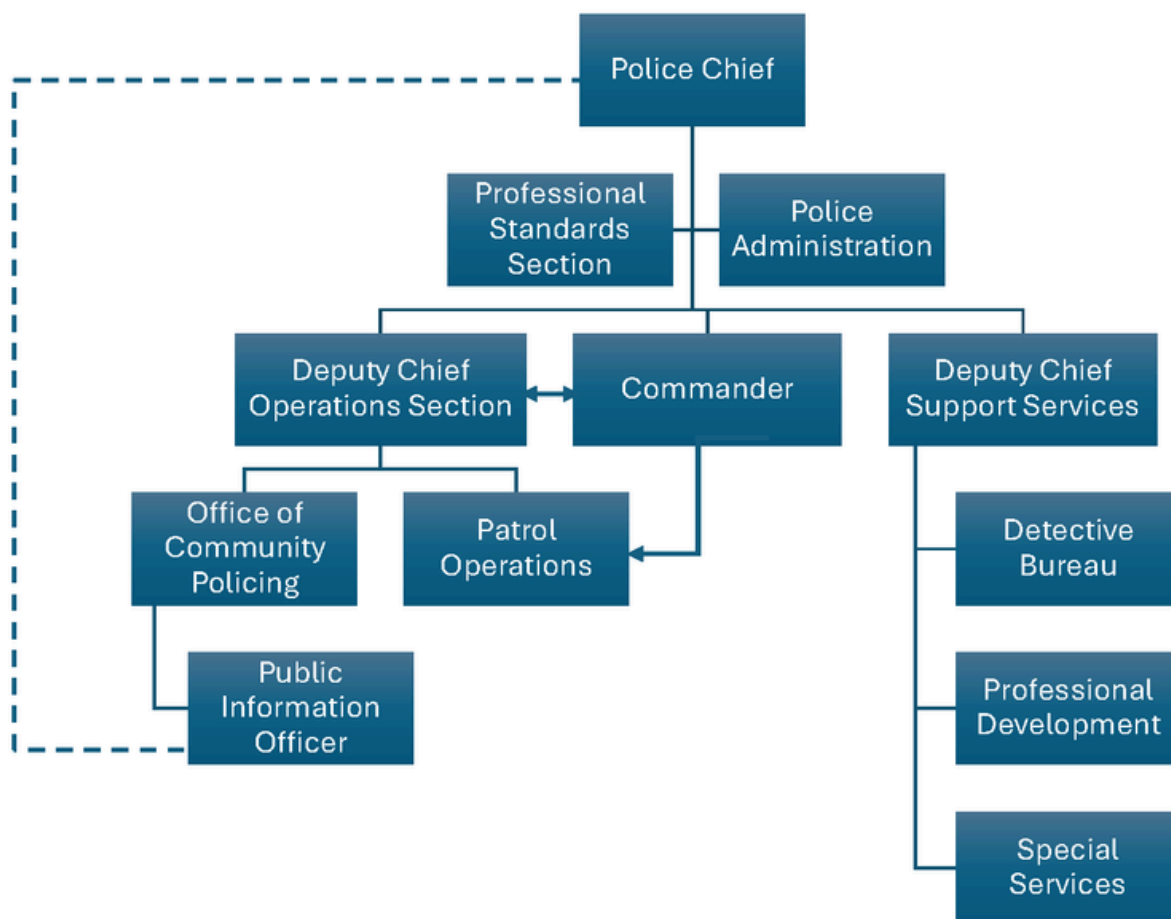


Patrick Maguire
Deputy Chief



ORGANIZATIONAL CHART

Ann Arbor Police Department Organizational Chart





OPERATIONS DIVISION



THE OPERATIONS DIVISION
IS LED BY DEPUTY CHIEF
JASON FORSBERG. THE
DIVISION IS COMPRISED OF
THE PATROL SECTION AND
OFFICE OF COMMUNITY
POLICING.



PATROL SECTION



The Patrol section is led by Lieutenants Andrew Janette, Reneé Bondy, and Andy Vainner



The patrol section is tasked with community engagement, problem solving, and providing the initial response to all calls for service. Patrol Officers act as the visible presence of the AAPD. The Traffic Unit is also assigned to patrol.





PATROL SECTION



UNIFORM PATROL

The uniformed patrol section is responsible for 24/7 emergency and nonemergency response throughout the city of Ann Arbor. Officers are deployed on 12-hour shifts and are assigned to one of four community policing beat areas. The patrol section is responsible for the enforcement of the criminal law, traffic law, and local ordinances.

ARRESTS

	2024	2025
Juvenile	49	28
OWI	103	99
Felony	497	639
Misdemeanor	1,076	858
Total Arrests	1,573	1,497

AAPD PATROL DIVISION ACTIVITY

	2024	2025
Code Violations	303	213
Parking Citations	87	142
Liquor Inspections	61	47
Community Events	119	251
Community Meetings	23	84
Business Contacts	6,626	7,416
Park Patrols	2,512	2,142
Foot Patrols	5,260	7,722





PATROL SECTION



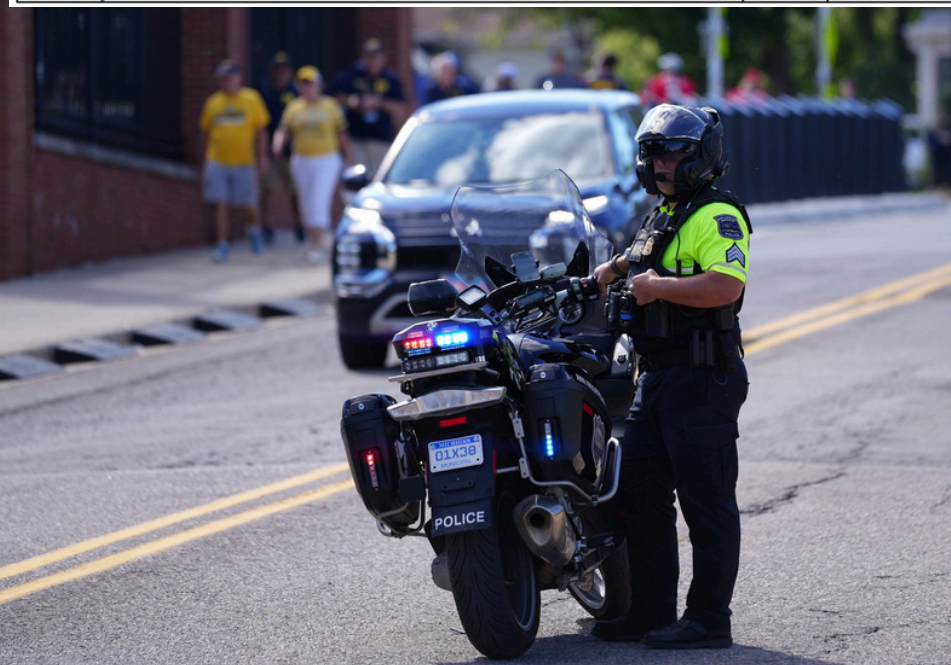
TRAFFIC UNIT

The Traffic Enforcement Division falls under the purview of the Patrol Section and includes three full time traffic officers.

The Traffic Enforcement Section handles all significant traffic activity in the city. Traffic activity includes traffic problems, serious crash investigations and any other traffic incidents.

TRAFFIC UNIT ENFORCEMENT ACTIVITIES

	2024	2025
Traffic Officers	3	3
Total Traffic Stops	895	2,582
Traffic Stop Warnings	347	1,736
Traffic Stop Hazardous Citations	531	776
Non-Traffic Stop Hazardous Citations (from crashes)	28	143
Total Arrests	14	20
Misdemeanor Arrests	10	11
Felony Arrests	4	9





PATROL SECTION



K9 Stang
in-service 11/17/22



K9 Roscoe
in-service 06/30/22

AAPD currently has two police service dogs (PSD) in service. These teams are led by Officer Gregory Bergland (K-9 Roscoe) and Officer Thomas Burnette (K-9 Stang). PSDs are used to track criminal suspects from crime scenes, search buildings and other areas for hidden suspects, locate evidence or explosives, and search for lost or missing persons.

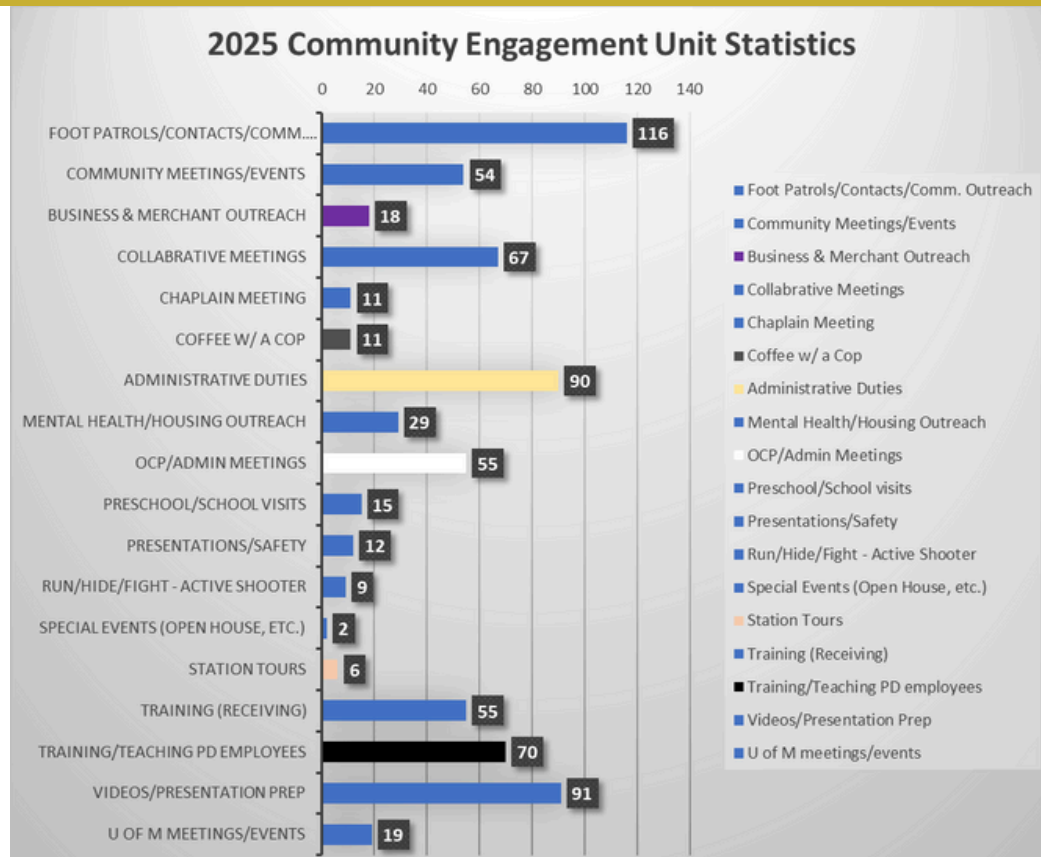




OFFICE OF COMMUNITY POLICING



Lieutenant Corey Mills led the Office of Community Policing.



Community Engagement Unit

The Office of Community Policing within the Ann Arbor Police Department focuses on building trust, collaboration, and transparency between the department and the community through proactive engagement and problem-solving.

The office includes the Community Engagement Unit, which works directly with residents through outreach, education, and partnerships; Community Standards, which addresses quality-of-life and ordinance concerns; and the Public Information Officer, who ensures timely, accurate communication with the public and media.

Safety Town is a program for young 5's, kindergarteners and first graders sponsored by the AAPD and the Ann Arbor Recreation & Education Department. The teaches children about safety in a fun and interactive learning environment. The program includes classes such as: bike and vehicle safety, stranger safety, fire safety, pedestrian safety, and riding a school bus. Last year more than 500 children went through the program.

Community Meetings The AAPD is available to meet and discuss issues in your neighborhood. These meetings are great ways for you to get to know your local beat officers.

Social Media The AAPD has a robust social media presence and is regularly working to help build connections in new and innovative ways.





OFFICE OF COMMUNITY POLICING

COMMUNITY STANDARDS ACTIVITY		
Hours Worked	2024	2025
Enforcement Time-Parking	8,368	8,930
Enforcement Time-Community Standards	953	1,076
Complaint Time-Parking	1,423	1,387
Complaint Time-Community Standards	953	1,076
Court Time	166	191
Training Time	2,199	1,075
TOTAL Hours Worked	14,062	13735.2
Vehicle Tows	2024	2025
Outstanding Violations (Writ/Default) Tow	202	226
Towed for Abandonment	65	42
Tow Zone/Other	864	979
New Parking Complaints	2,872	3,014
Tagged for Abandonment	273	276
Complaints Closed	2,591	2,751
Complaints Open	37	38
Total	6,904	7,326
Parking Tickets	2024	2025
Expired Meter	62,670	50,152
Parked Over Legal Limit	3,618	5,600
No Parking Anytime	4,666	4,965
Loading Zone	1,484	1,502
Ahead of Setback Line	329	347
Parked On Walk	214	279
Blocked Drive	984	1,529
Handicapped Space	468	978
Fire Lane	4	2
All Other	10,933	12,275
TOTAL Parking Tickets	85,370	77,629



OFFICE OF COMMUNITY POLICING

COMMUNITY STANDARDS ACTIVITY		
Community Standards Complaints	2024	2025
Solid Waste	659	488
Grass/Other Vegetation	756	688
Signs in ROW	245	185
Sidewalk Occupancy/Solicitors/Peddlers	16	8
Sidewalk Repair	0	2
Snow/Ice Sidewalks	635	1,519
Complaints Closed	2,178	2,583
Total Open Complaints	622	744
TOTAL COMPLAINTS	5,111	6,217
Properties Tagged	2024	2025
Solid Waste	568	467
Grass/Other Vegetation	527	442
Signs in ROW	12	24
Sidewalk Repair	0	0
Snow/Ice Sidewalks	588	1,068
TOTAL Properties Tagged	1,695	2,001
Cleanups	2024	2025
Solid Waste	1	2
Grass/Other Vegetation	8	9
Sidewalk Repair	0	0
Snow/Ice Sidewalks	0	0
TOTAL Cleanups	9	11
Code Violations	2024	2025
Solid Waste	155	124
Grass/Other Vegetation	120	114
Signs in ROW	3	0
Sidewalk Occupancy	0	3
Snow/Ice Sidewalks	77	172
Parking	1	1
TOTAL Code Violations	356	414



OFFICE OF COMMUNITY POLICING

Ann Arbor Police Community Academy

In 2025, the AAPD hosted a community academy for the first time in over a decade. Participants learned insight into the daily operations of the AAPD over the course of 8 weeks. The 2026 community academy begins on February 12th, 2026.

The Ann Arbor Community Policing Academy is designed to strengthen the relationship between our department and the community we proudly serve. The academy offers a unique opportunity for participants to gain insight into the daily operations of law enforcement. The AAPD Community Policing Academy provides an opportunity for residents to receive eight weeks of classroom and field training regarding the various responsibilities facing officers. Those participating will be instructed by members of our agency and gain insight into the operations of the police department.



The 2026 Ann Arbor Police Community Academy is your opportunity to learn the operations of the AAPD. Classes will be held every Thursday from February 12th to April 2nd, 2026 at the Ann Arbor Police Department, located at 301 E Huron Street Ann Arbor, MI. Preference is given to Ann Arbor city residents and class size is limited. You must be 18 years of age to participate.

AAPD.A2GOV.ORG/COMMUNITYACADEMY



SIGN UP

**FEBRUARY 12TH - APRIL 2ND 2026
THURSDAYS 6PM TO 8:30PM**

- Station Tour & Ride Along
- Crime Scene Processing
- Traffic Stops
- De-escalation & Use of Force
- Patrol Model

- Transparency & Accountability
- Demonstration of Police Tactics
- Dive Team
- Crisis Intervention & Alternative Response
- Police Leadership



SUPPORT SERVICES DIVISION



THE SUPPORT SERVICES DIVISION IS LED BY DEPUTY CHIEF PATRICK MAGUIRE. THIS DIVISION IS COMPRISED OF THE DETECTIVE SECTION, PROFESSIONAL DEVELOPMENT, AND THE SPECIAL SERVICES SECTION.



DETECTIVE SECTION



The Ann Arbor Police Department detective section investigates criminal activity occurring in the city of Ann Arbor. Detectives' responsibilities typically begin after the initial response and report. The detectives follow up to ensure a thorough investigation is completed and presented to the Washtenaw County Prosecutor or Ann Arbor City Attorney for warrant authorization and subsequent court proceedings.



Lieutenant John Dunlap leads the Detective section.



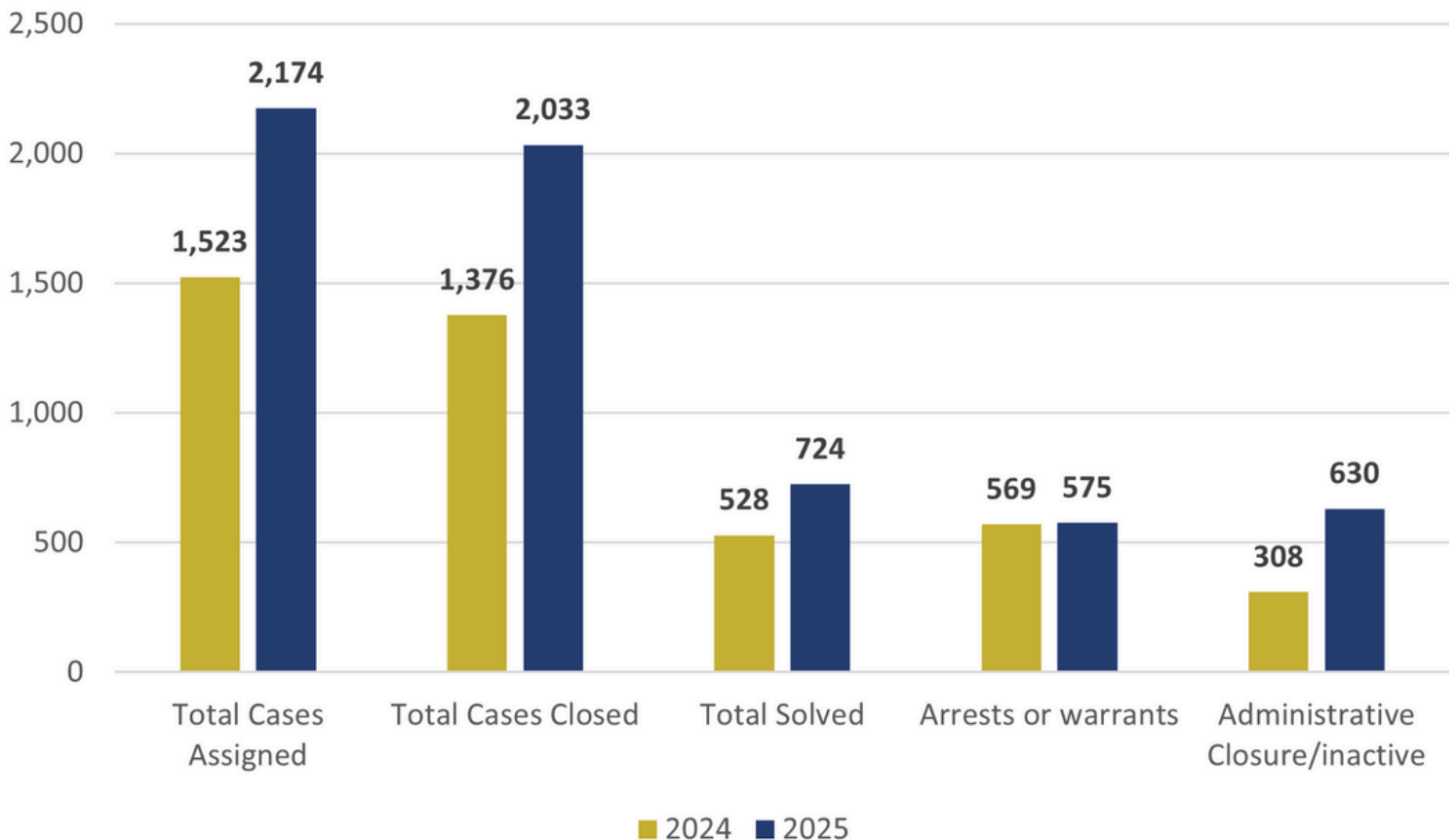


DETECTIVE SECTION

Detective Bureau

The Detective Section is staffed by approximately 14 detectives, many of whom are assigned to one of three investigative units: the Special Victims Unit, Crimes Against Persons, or Property Crimes. Detectives investigate a broad range of offenses, including assault and battery, larceny and fraud, as well as home invasion, robbery, and homicide. Several detectives have specialized training and expertise in areas such as crime scene processing, digital forensics, fraud investigations, and domestic violence cases. Sergeants Dawn Murphy and Chris Garrett directly supervise the detectives assigned to these units.

AAPD Detective Section



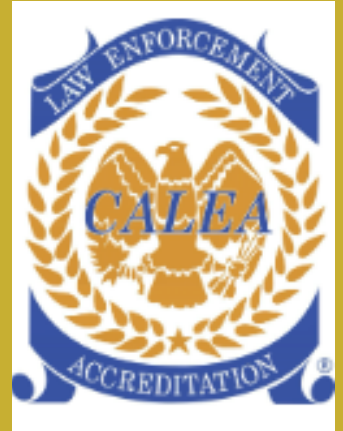


PROFESSIONAL DEVELOPMENT SECTION



**Lieutenant Brandon Knobelsdorf
led the Professional
Development section.**

The Professional Development Section is tasked with the responsibility of policy review, maintaining standard compliance and formalizing essential management procedures within the agency. This section is also responsible for hiring, training, records and property.



AAPD Training Unit		2024	2025
Total In -House Academy Hours	2024: Training for 11 new Officers and 4 Cadets	Officers: 1,968 hours	Officers: 1,952 hours
	2025: Training for 13 New Officers and 3 Cadets	Cadets: 448 hours	Cadets: 489 hours
Field Training Hours	Total number of hours spent training with a Field Training Supervisor in the field	5,709 hours	4,202 hours
Total Outside Training hours	Course hours X number of Officers trained	6,896 hours	4251.5 hours
Number of Internal Training hours	Total number of hours spent training internally. Includes Annual Refresher Training, Swat, K-9, CNT and other misc. training. Does not include In-House Academy hours.	9,512.7 hours	11844.2 hours

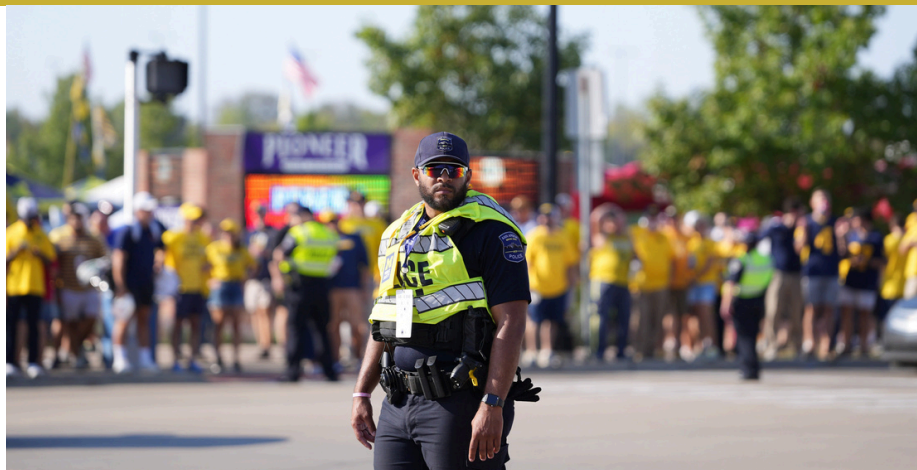




SPECIAL SERVICES SECTION



Lieutenant Michael Scherba led the Special Services section.



Special Services Section

The Special Services Section is responsible for many functions which contribute to the department's overall effectiveness in providing protection and service to all. Most notable, are the three hundred plus events the department staffs each year which enhance quality of life for residents and visitors alike. These include University of Michigan athletics and graduations, Ann Arbor Art Fair, Ann Arbor Public Schools athletics, Ann Arbor Marathon and the Big House 5k.

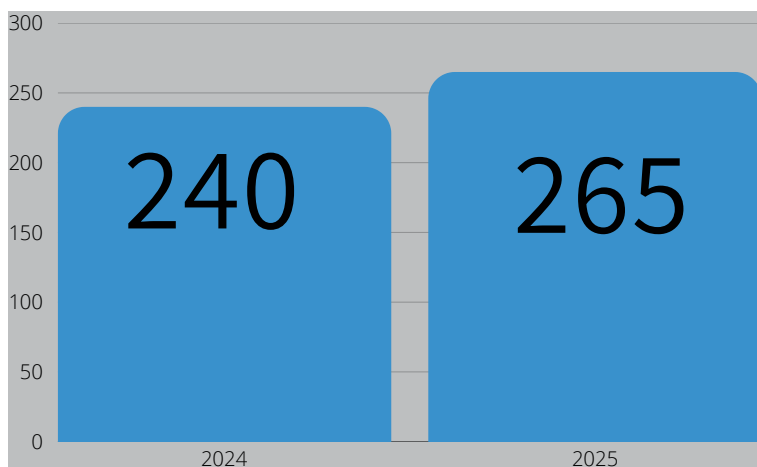


SPECIAL SERVICES SECTION



More than 260 special events staffed with attendance totaling more than 3 million people. These events included AAPD providing staff for all three Ann Arbor Public Schools' home football games, basketball games and dances. AAPD also staffed the University of Michigan's fall and spring Commencements.

- On September 27, 2025, Ann Arbor welcomed more than 100,000 visitors for the first-ever major concert at Michigan Stadium.
- 6 UM Football games with 700,000+ people in attendance
- Ann Arbor Art Fair with 500,000+ people in attendance over three days
- 20+ events at Crisler Center
- Big House 5K Run with 10,000 runners



Staffed Special Events





PROFESSIONAL STANDARDS

PROFESSIONAL STANDARDS SECTION

The Professional Standard Section is charged with the responsibility of reviewing the conduct of both sworn and civilian staff members to ensure compliance with policies and procedures, rules and regulations, and the high standards set forth as an employee of the City of Ann Arbor. The Professional Standards Unit also recognizes staff whose professional conduct is worthy of positive acknowledgement. The Professional Standards Lieutenant reports directly to the Chief of Police.



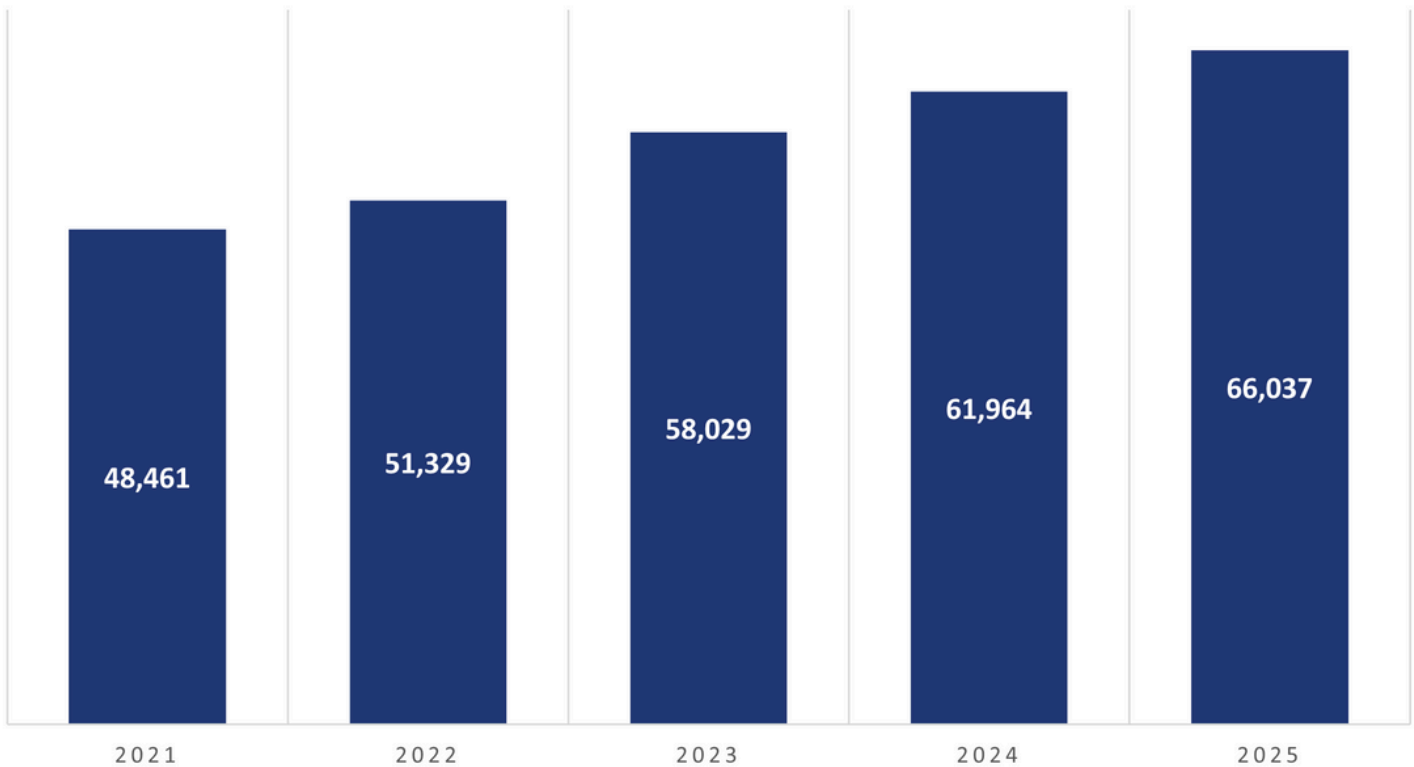
Lieutenant Anthony Petterle led the Professional Standards section.

Professional Standards Section	2024	2025
ALLEGATIONS		
Citizen Complaints	71	45
FINDINGS		
Sustained	7	0
Not Sustained	11	0
Exonerated	7	11
Unfounded	45	34
Policy Failure	1	0



PROFESSIONAL STANDARDS

CALLS FOR SERVICE



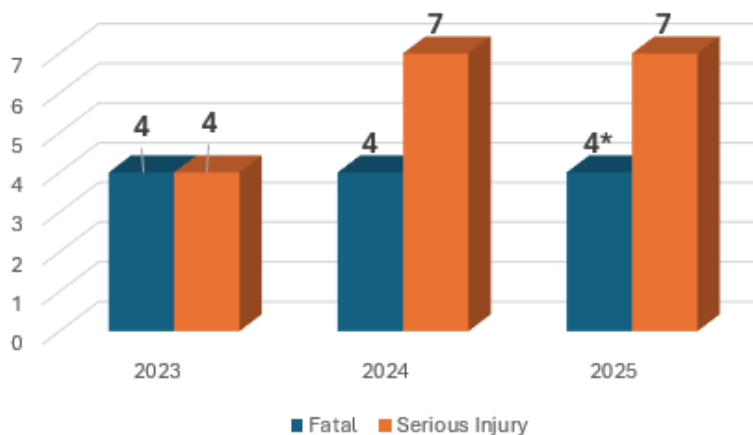
RESPONSE TO RESISTANCE INCIDENTS

2023	2024	2025
151	162	118



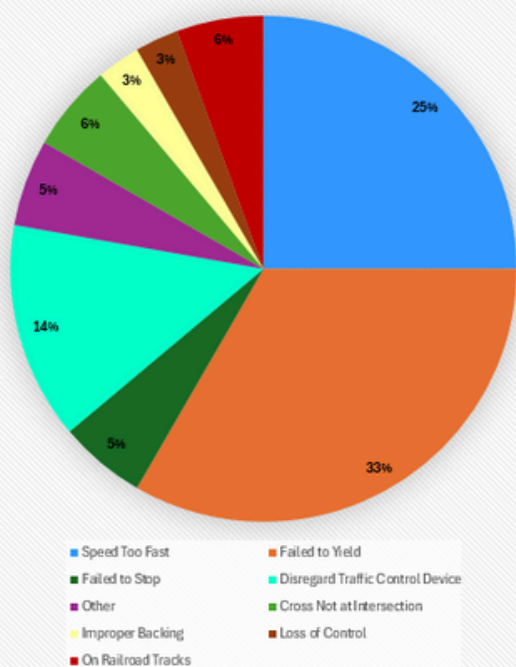
VISION ZERO

Serious Crashes by Year



-Two construction related incidents not included in 2025 data.

Hazardous Actions



VISION ZERO

The City of Ann Arbor has a Vision Zero goal to eliminate fatalities and serious injuries resulting from traffic crashes. As part of its commitment to Vision Zero, the Ann Arbor Police Department and the Ann Arbor Transportation Department have teamed up to create three safety corridors across the city.

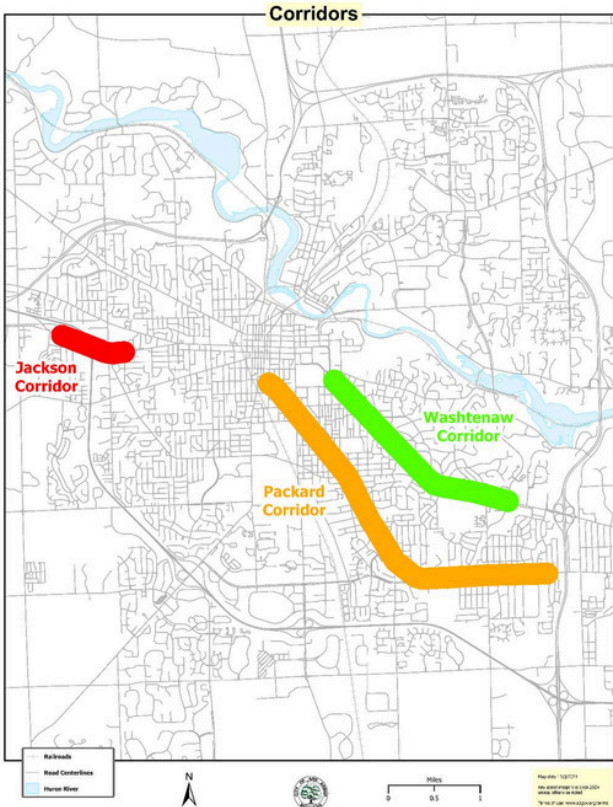
Using 2019-2024 crash data, three safety corridors have been identified based on fatalities and serious injuries. Beginning immediately, the Ann Arbor Police Department will have an increased focus on enforcing the following areas.

- Washtenaw Corridor – From Geddes Avenue to Huron Parkway
- Packard Corridor – From Fifth Avenue to Turnberry Drive
- Jackson Corridor – From Burwood Avenue to Gralake Avenue

Speed is a major part of how severe and deadly a crash will be, therefore slowing vehicles down is an important strategy towards reaching Vision Zero. Major streets are 25% of total streets in Ann Arbor and witness 89% of the severe and fatal traffic crashes.

What is Vision Zero?

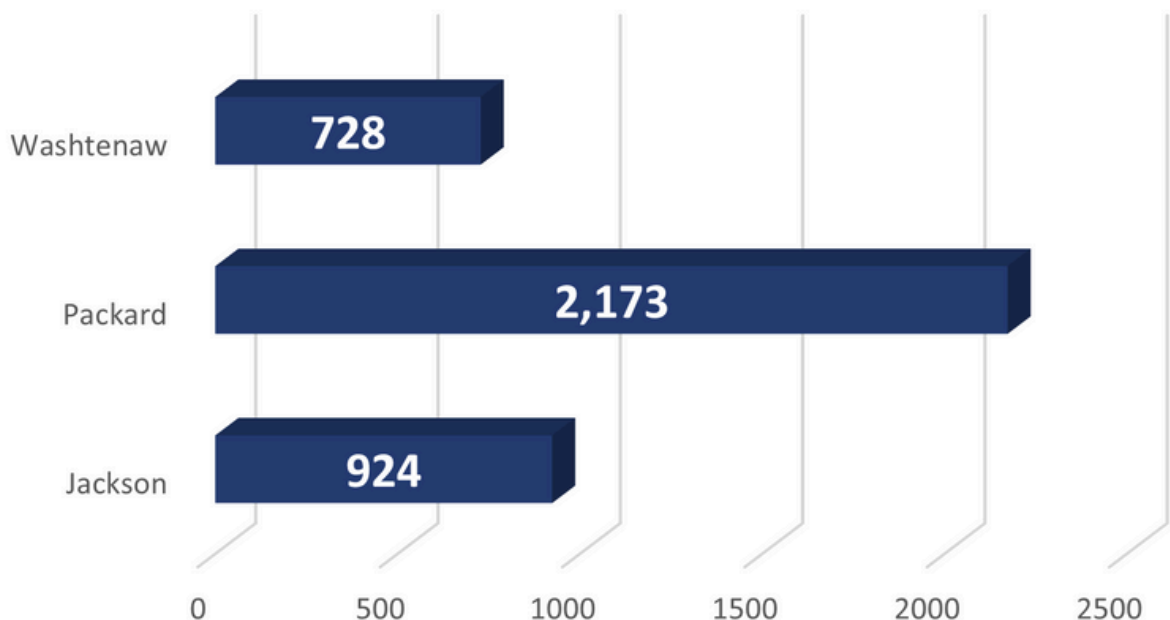
- A multi-national effort to end traffic-related fatalities and injuries while increasing safe, equitable mobility worldwide.
- First adopted in Sweden in the late 1990s, the initiative has led to fewer traffic deaths and injuries in the cities that have implemented its policies.



SAFETY CORRIDOR PATROLS

- Washtenaw Corridor – From Geddes Avenue to Huron Parkway
- Packard Corridor – From Fifth Avenue to Turnberry Drive
- Jackson Corridor – From Burwood Avenue to Gralake Avenue

Traffic Stops in Safety Corridors





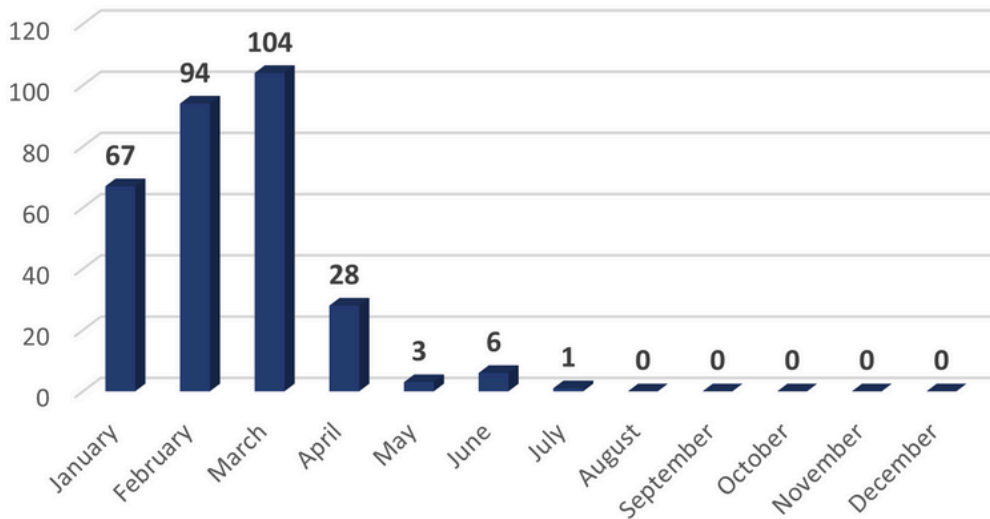
DRIVING EQUALITY

On July 6, 2023, City Council passed the **Driving Equality Ordinance**.

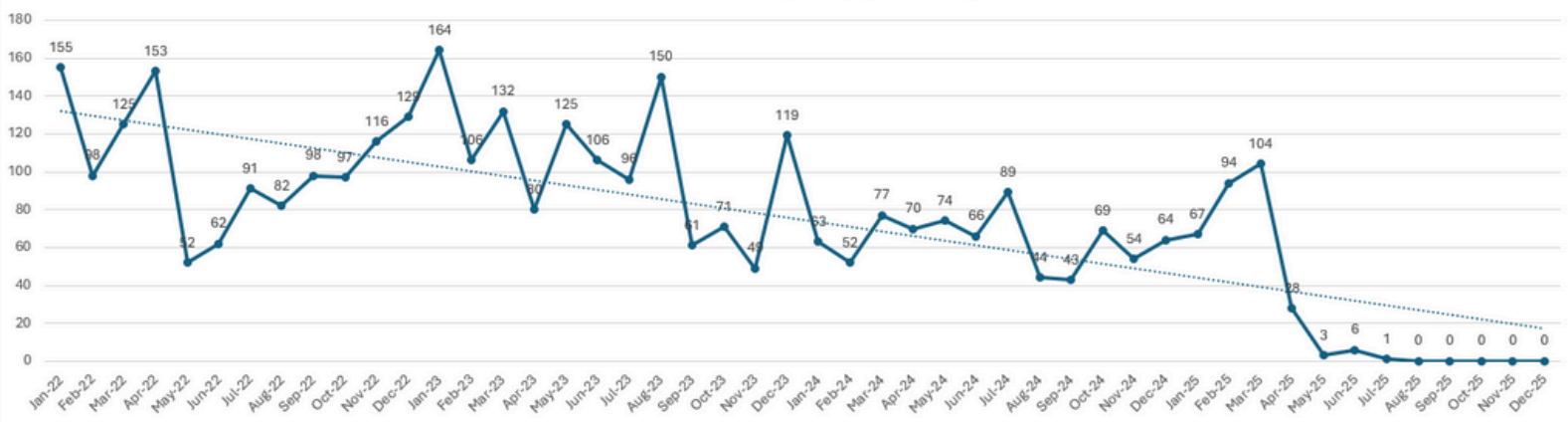
This ordinance is intended to clarify and direct the appropriate methods and circumstances for the initiation of traffic stops and the enforcement of traffic violations in order to ensure the

equitable, transparent and non-discriminatory administration of traffic stops, eliminate biased stops, prevent racial profiling, protect public safety, and increase public trust in law enforcement.

2025 Equipment Traffic Stops



Ann Arbor Traffic Stops- Equipment Stops





YEAR IN REVIEW

Official Ann Arbor Police Crime Dashboard

Launched in October of 2025, this new online transparency dashboard is designed to give community members easier access to up-to-date crime data and information. The interactive resource allows users to explore crime trends citywide, downtown, and by ward. Community members can access the dashboard at <https://annarborpolice.org/dashboard>.

Bike Lane Safety Enforcement Plan

The Bike Lane Safety Plan went into effect in the summer of 2025. The plan calls for a multi-pronged approach that includes public outreach, enforcement, and education to help foster a safer culture for everyone using our bike lanes, sidewalks, and roads.

Bike Lane Dashboard

Launched in August of 2025, the Ann Arbor Police Department Bike Lane Dashboard tracks police dispatch calls, citations, and A2 Fix It requests related to bike lane obstructions. The dashboard can be accessed either through the AAPD website or here: <https://aapd.a2gov.org/BikeLanes>.

Vision Zero Traffic Enforcement

Utilized social media for an educational campaign focused on the three safety corridors in the city. There were several changes to the traffic unit in 2025. Changes included moving the traffic unit to the patrol section and adding a rotational motorcycle officer to the unit.

Office of Highway Safety Planning Grant Funded Traffic Campaigns

Distracted Driving April 1st to April 30th

Seatbelt Enforcement May 19th to June 1st

Speed Enforcement July 1st to July 31st

Impaired Driving August 15th to September 1st

Operation Safe Stop (school & bus enforcement) October 27th to October 31st

Impaired Driving December 11th to January 1st, 2026



Get Emergency Alerts

How to Register?

To register, visit www.washtenaw.org/alerts and create a new Everbridge account.

Alerts will be sent via phone number 734.794.6060 with a caller ID of "Ann Arbor Alert." Please save this phone number in your contacts when registering! Text alerts will be sent from 88911.



YEAR IN REVIEW

Policy Updates

More than 60 policies were published/updated in 2025. Policies updated include Driving Equality, Vehicle Pursuits, Response to Resistance, De-escalation, Field Training, and Office of Community Policing.

Community Police Academy

The 8-week academy was held from February to April and was designed to strengthen the relationship between our department and the community we proudly serve. The academy offered a unique opportunity for participants to gain insight into the daily operations of law enforcement. The academy will return in the winter of 2026.

ICPOC Bi-Monthly Transparency Meeting

To further collaboration between the Ann Arbor Police Department and the Independent Community Police Oversight Commission (ICPOC), bi-monthly meetings have been held this year to allow for ICPOC Information Managers to review complaints and BWC with members of AAPD Professional Standards.

Alice Training

Hosted yearly ALICE training for Ann Arbor Public Schools. This involves hundreds of teachers and staff being trained in a research-based active shooter response program.

Blaze & Blue Camp

Held fourth annual Blaze and Blue camp in coordination with AAFD. The four-day camp is for young women interested in public safety careers.

Stop the Bleed

Officers trained hundreds of teachers and staff how to provide immediate care for severe bleeding to prevent death until professional help arrives.

We C.A.R.E.

The AAPD 'We C.A.R.E' program focuses on fostering positive relationships between young people and law enforcement while helping them develop leadership qualities. The program emphasizes four core pillars: Commitment, Accountability, Respect, and Engagement to guide youth as they grow into responsible and compassionate leaders. The four-week program began in April and ran through May.

Commander

The Commander position oversees Patrol operations and takes on special projects as he serves the Office of the Chief.



YEAR IN REVIEW

Crisis Intervention/Alternative Response Coordinator

This new position leads the development and implementation of alternative response options for individuals experiencing mental health or behavioral crises. This role works closely with community partners to ensure safe, compassionate, and effective support that connects people to appropriate services.

Hiring

Year to date the department has added nine officers, five cadets, and three civilian employees to grow a more diverse agency.

AAPS Full Scale Exercise

On June 24, 2025, the AAPD in collaboration with Ann Arbor Public Schools, first responders and local hospitals, conducted a large-scale active assailant response training exercise at Ann Arbor Pioneer High School.

Concert at the Big House

On September 27, 2025, Ann Arbor welcomed more than 100,000 visitors for the first-ever major concert at Michigan Stadium. Hosting an event of this size took extraordinary planning, coordination, and dedication. Our department rose to the challenge with professionalism and teamwork and had no major issues connected to the concert.

Drone Program

A new drone policy has been completed, and the new drone program will be launched in winter of 2026.

Community Events

The Community Engagement Unit (CEU) attended more than 60 community events in 2025. Held multiple “Coffee with a Cop” gatherings open to the public. Hosted the first-ever Fishin’ with a Cop event in May, with 20 families participating. Organized a recognition ceremony in July to honor community members who helped locate a missing resident. Held the second Community Basketball Fundraiser at Mary Beth Doyle Park in August. Coordinated National Night Out at Briarwood Mall in October.

Chief’s Community Chat

A bi-monthly public meeting that allows community members to directly connect with AAPD leadership.



YEAR IN REVIEW

Safety Town

The summer program involves officers teaching hundreds of children lessons in bike & vehicle safety, stranger awareness, pedestrian safety, and school bus safety.

Electric Patrol Vehicle

The Ann Arbor Police Department, with help from the Office of Sustainability and Innovations, put one of Michigan's first electric patrol vehicles on the road in September. The performance of the 2025 Chevy Blazer E will be reviewed and evaluated to help decide what the future of electric vehicles looks like with the Ann Arbor Police Department's fleet.

Bicycle School

AAPD officers held a 32-hour in-house bicycle school. Seven officers completed the program.

Community Policing Monthly Award

Each month an officer who showed outstanding service to the community was recognized as the Community Policing Officer of the Month.

Peer Support

New policy adopted to provide mental health and well-being solutions designed for AAPD staff and their loved ones.

Downtown Response Team

The DRT regularly conducts foot patrols, collaborates with community partners, engages with local businesses, enforces city ordinances, and works proactively to solve problems in the area. The team also partners closely with community mental health professionals to connect individuals in need with appropriate resources.





2025 Promotions

- Jason Forsberg promoted to Executive Deputy Chief
- Reneé Bondy promoted to Lieutenant
- Andy Vainner promoted to lieutenant
- Grant Toth promoted to sergeant
- Alex Leathers promoted to sergeant
- John Dunlap selected as Detective Bureau Lieutenant
- Kasey Whitford selected as Crisis Intervention/Alternative Response Coordinator
- Brandon Knobelsdorf selected as Professional Development Lieutenant
- Korey Petterle selected as the Special Services Sergeant
- Sophie DeTroyer selected as a Rotational Detective





AAPD VISION

To be a national model for earning trust within the community, safeguarding life, and promoting public safety through community policing.

Mission Statement

To provide protection and service
to all



STRATEGIC PILLARS THE 5 C's



Community Partnership

AAPD builds community partnerships to deliver services to the community as problem-solving partners. Our partnerships include City Council, The Mayor, UofM, and other constituencies



Cultivate Leaders

AAPD prioritizes identifying emerging leaders at every level of the organization. Training and equipping the next generation of law enforcement executives is key to our success as a department and community.



Celebrate Service

We celebrate and recognize the exceptional contributions of our officers and professional staff, reinforcing a culture of excellence and motivating our team to consistently exceed expectations in service to our community.



Create Solutions

AAPD is dedicated to implementing pragmatic, evidence-based solutions to real-world challenges internal and external to the department. We work to create policies and practices that are both effective and efficient in maintaining public safety.



Community Connection

Strengthening our relationship with the community is paramount. Through active engagement, open dialogue, and connective initiatives, we aim to foster trust, mutual respect, and a safer environment for all.

VALUES

Leadership Mindset

AAPD officers and professional staff understand that they are the drivers, not the passengers for this city – they embrace ownership and recognize themselves as community leaders.

Growth Mindset

At AAPD, we are committed to personal and professional growth, investing in our continual learning to better meet the demands of the job with compassion, courage, and excellence.

Effective Communication

Within the police department and in the community, AAPD officers and professional staff take a solutions-oriented approach to communicating and solving problems. They work collaboratively to identify the root of an issue and use clear communication to find a lasting solution.

Passion

At AAPD, our passion for public safety leads us to courageously sacrifice for the good of the community, whether our work is recognized or not. Adversity is a guarantee in this work, and in the face of challenge, we commit to serve with passion.

Highly Skilled Professionals

AAPD officers and professional staff have high standards of excellence. We are a highly skilled force for a top-notch city, and we embrace high expectations for serving and protecting Ann Arbor.

Relational & Objective

We live out Community Policing through respectful and fair encounters with all community members and AAPD colleagues. Our encounters are relational – meaning we listen and connect – and objective – meaning we prioritize impartiality and fairness in all circumstances.

Team of Teams

At AAPD, we celebrate and support our teammates. When officers and professional staff live out our values, protect the community, and do the small things right, we praise their efforts and make sure they are recognized, encouraged, and celebrated.



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