





# 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, 2023.

<b>Ann Arbor Police Compensation</b> 	If you work for the Ann Arbor Police Department 				
Entry Level - Police Officer starting salary	<ul style="list-style-type: none"> <li>• \$60,000</li> <li>• \$61,350 (Bachelor's)</li> </ul>				
Lateral - Police Officer w/1 year of sworn law enforcement experience	<ul style="list-style-type: none"> <li>• \$63,500</li> <li>• \$64,928.75 (Bachelor's)</li> </ul>				
Lateral - Police Officer w/ 2 years of sworn law enforcement experience	<ul style="list-style-type: none"> <li>• \$67,000</li> <li>• \$68,507.50 (Bachelor's)</li> </ul>				
Lateral - Police Officer w/ 3+ years of experience	<ul style="list-style-type: none"> <li>• \$70,500</li> <li>• \$72,086.25 (Bachelor's)</li> </ul>				
Police Officer Salary After 5 Years	<ul style="list-style-type: none"> <li>• \$77,500</li> <li>• \$79,243.75 (Bachelor's)</li> </ul>				
Top pay as a Patrol Officer after 10 years	<ul style="list-style-type: none"> <li>• \$95,000</li> <li>• \$97,137.50 (Bachelor's)</li> </ul>				
Top pay for Detective or Special Assignment	<ul style="list-style-type: none"> <li>• \$104,500</li> <li>• \$106,851.25 (Bachelor's)</li> </ul>				
Holiday pay (16 holidays)	Double time for holidays worked and straight-pay for holidays off *Not included in base pay				

<b>Ann Arbor Police Work/Life Benefits</b> 					
<u>Annual vacation hours</u> Personal leave	Start: 150 hours. 10 years: 180 hours. 15 years: 210 hours AND 32 hours per year				
Sick time accrual	3.7 hours/ paycheck 96 hours per year				
<u>Pension</u> AND 457 Plan (we offer both)	After 25 years OR age 50: 2.75 multiplier Traditional and Roth options				
Retiree medical costs	\$3,500 for each year of service applied to healthcare costs in retirement				
Benefits	<ul style="list-style-type: none"> <li>• Tuition reimbursement up to \$5,000 a year</li> <li>• \$2,000 equipment allowance per year</li> <li>• Health, dental and vision insurance</li> <li>• 12 weeks of paid paternal leave</li> </ul>				
Training/specialty opportunities	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  FTO - 15% pay increase while working as an FTO				
Quality of work life	<ul style="list-style-type: none"> <li>• Permitted to have facial hair that is well kept</li> <li>• Tattoos are permitted that are not on the face, neck, hands or offensive.</li> <li>• Patrol works 12-hour fixed shifts</li> </ul>				



Scan or visit  
[a2gov.org/policecareers](https://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: [rscott@a2gov.org](mailto:rscott@a2gov.org) | 734.794.6956