UM|LEO-GLAM Agreement  
Year 1 Salary Provisions  
(Effective September 1, 2022)

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| Ann Arbor | Assistant: $54,000  
Assoc: $62,000  
Sr. Assoc: $67,000  
Full: $72,000 | $500 per yr (years 1-4) | 2.75% | 7.5% |
| Dearborn | | | | |
| Flint | | | | |

**Effective 9/1/22 (AY22-23)**

Minimum Salary: Eligible LEO-GLAM members will be brought up to the minimum salary of their current position.

Annual Increase: Eligible LEO-GLAM members will receive an annual increase of 2.75% to their base salary in Year 1.

Equity Adjustment: Eligible LEO-GLAM members who have a minimum of 1 year of service are eligible for an equity adjustment based on their years of service as a LAC in the amount of $500 per year for years 1 - 4 in Year 1 (up to $2,000).  

Promotional Increase: Eligible LEO-GLAM members who are receiving a promotion will receive a 7.5% increase to the title of Associate, Senior Associate, and full. Employees shall be eligible for promotion after 5 years in current rank. If this amount is not at or above the minimum salary for the newly appointed rank, their salary will increase to the minimum.

Additional Increases: The full-time salary may be increased based on merit, equity or retention considerations and notice will be provided to the Union of such increase.

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1 Employees with a full-time rate greater than $100,000 as of 8/31/22 and whose position is funded entirely with grant dollars and/or indirect cost dollars are ineligible for the equity adjustment during the term of the Agreement.

2 Employee participation in promotion is encouraged, but voluntary. If promotion is denied, the Employee will be eligible to pursue promotion again in 2 years.