

LEO Salary Calculator

If your current full-time rate (FTR) is below the proposed new minimum salaries in Table 1, you first go up to the minimum. If your current FTR is already above the new minimum, go to the Table 2.

TABLE 1

Effective September 1, 2018, the minimum full-time salary rates shall be as follows:

	Ann Arbor		Dearborn		Flint	
	LEO	Admin	LEO	Admin	LEO	Admin
LI/II	\$58,000	\$43,000	\$54,100	\$35,000	\$54,100	\$34,000
LIII/IV	\$60,000	\$45,000	\$56,100	\$37,000	\$56,100	\$36,000

Effective September 1, 2019, the minimum full-time salary rates shall be as follows:

	Ann Arbor		Dearborn		Flint	
	LEO	Admin	LEO	Admin	LEO	Admin
LI/II	\$60,000	\$44,000	\$56,100	\$36,000	\$56,100	\$35,000
LIII/IV	\$62,000	\$46,000	\$58,100	\$38,000	\$58,100	\$37,000

Effective September 1, 2020, the minimum full-time salary rates shall be as follows:

	Ann Arbor		Dearborn		Flint	
	LEO	Admin	LEO	Admin	LEO	Admin
LI/II	\$62,000	\$45,000	\$58,100	\$37,000	\$58,100	\$36,000
LIII/IV	\$64,000	\$47,000	\$60,100	\$39,000	\$60,100	\$38,000

The dollar amounts in Table 2 associated with your years of service are added to base salary. If your current FTR is above \$80,000, see Table 3 below for the prorated amounts.

TABLE 2

Equity Table	LEO	Admin	
	AA, DB & FL	AA	DB & FL
4 - 6 years of service (i.e. someone who passed a major review in W 18 or earlier, OR just has five to seven years of service as an Intermittent)	\$2000	\$1000	\$500
7 - 10 years of service	\$5600	\$1500	\$1250
11- 13 years of service	\$8800	\$2250	\$2000
14-16 years of service	\$11200	\$3250	\$3000
17-19 years of service	\$13600	\$4750	\$4500
20- 22 years of service	\$16000	\$6750	\$6500
23-25 years of service	\$18400	\$9250	\$9000
26 + years of service	\$20800	\$12250	\$12000

TABLE 3

For \$80,000 FTR or lower, 100% will be added to the base
For FTR of \$80,001 and above, the equity adjustment shall be prorated between an addition to the base and a one-time lump sum, based on the following percentage of the amounts per year of service listed above, according to the following table below:

80,001-85,000	90% base, 10% lump sum
85,001-90,000	70% base, 30% lump sum
90,001-95,000	50% base, 50% lump sum
95,001 and above	100% lump sum

The below annual increase is then applied to your new base salary. If you passed a major review this year and would receive the major review increase starting 9/1/18, calculate both the 7% major review increase and the below annual increase on your new base salary separately, and then add both to your base salary.

TABLE 4

Annual Increase	LEO	Admin
September 1, 2018	5%	AA: 2.5%, DB & FL tied to tt on each campus
September 1, 2019	6%	AA: 2.5%, DB & FL tied to tt on each campus
September 1, 2020	7%	AA: 2.5%, DB & FL tied to tt on each campus