

**MICHIGAN  
OFFICE OF THE AUDITOR  
GENERAL**

The Office of the Auditor General (OAG) is committed to providing an environment which will assist you in achieving high quality in both your personal life and professional career.

**FLEXIBLE SCHEDULES**

When you join the OAG, you have the option of working a flexible schedule within the normal 80-hour pay period. After you have been with the OAG for a certain amount of time, you also have the option, with approval, of working a reduced work schedule or taking a leave of absence for specific purposes.

**EMPLOYEE COMPENSATION  
SUMMARY**

The OAG offers competitive compensation and a full range of benefits including: health, vision, dental, life, accident, long term disability and long term care insurance; a defined contribution retirement plan and deferred compensation plans; pre-tax spending accounts; and generous leave policies and holiday schedule. There are periodic open enrollment periods during which you may change most of your benefit selections.

**Compensation**  
*2007-2008 Schedule - 1<sup>st</sup> Four Years*  
*For Typical Career Progression*

Auditor 9 - entry level	\$42,957
AAG 10 - after 1 year	\$47,004
*AAG P11 - after 2 years	\$53,883
AAG P11 - after 3 years	\$57,099
AAG P11 - after 4 years	\$60,400

\*Faster progression is possible by passing the CPA exam.

**Benefits**

**Health Care Options** - You may choose full health care coverage (administered by Blue Cross Blue Shield of Michigan) or an HMO, or you may choose the catastrophic health plan if you already have full health coverage through your spouse. The costs and benefits of these plans vary depending on which option you select. For example, the cost of full health care coverage for a full family ranges from \$0 to \$32.86 per pay period depending on which plan you select.

**Dental Care Options** - You may choose between 2 plans offered by Delta Dental Plan of Michigan or you may select a dental maintenance plan through Midwestern Dental Plans. The costs and benefits vary depending on which option you select. The cost of dental coverage for a full family ranges from a \$100 annual refund to \$3.28 per pay period depending on which plan you select.

**Vision Care** - Coverage is provided through Blue Cross Blue Shield at no cost to you. Coverage includes eye exams and prescription eyewear.

**Life and Accident Insurance** - You may choose between two levels of life insurance for yourself at no cost and you may also buy life insurance for your dependents at attractive group rates. You may buy additional accident insurance for you and your family also at attractive group rates.

**Long-Term Disability** - You have the option of enrolling in the State's long-term disability plan. The costs and benefits of the plan vary depending on your pay rate and sick leave balance.

**Long-Term Care** - You may choose from a number of long-term care insurance options depending on the extent and duration of coverage you would like to receive in the event you become chronically ill.

**Retirement** - Upon hire, you will automatically be enrolled in the State's Defined Contribution Retirement Plan. Under this plan, the State contributes an amount equal to 4% of your income into your 401k retirement account. In addition, the State will match up to 3% of your contribution. You may contribute up to the lesser of \$15,500 or 100% of your income (subject to IRS regulation).

**Longevity Service Pay** - After 6 years of service, you will receive an annual payment based on years of service.

### **Tax Advantages Available**

**Care Spending Accounts** - You may enroll in a Dependent Care Spending Account and/or a Medical Care Spending Account. With these accounts, you may set aside pre-tax income to use to pay for dependent care or medical care.

**Deferred Compensation** - The OAG offers 457 and 401K deferred compensation plans. Under these plans, you may systematically deposit a portion of your income into a savings program before it is taxed and thus reduce the amount of your current income taxes.

### **Leave Time**

**Sick Leave** - You will accumulate 4 hours of sick leave for each 80 hours of paid service.

**Annual Leave** - As a new employee, you will be credited with 16 hours of annual leave which you may use immediately upon hire. You will earn paid annual leave for each 80 hours of service. The amount of annual leave accrued and annual leave caps are based on years of service. After your initial probationary period, you will also be credited with an additional 16 hours of annual leave each October 1.

**School Leave** - After your initial probationary period, you will be credited with 8 hours of school leave each October 1.

**Paid Holidays** - The OAG provides the following paid holidays:

New Year's Day  
Martin Luther King Day  
Presidents' Day  
Memorial Day  
Independence Day  
Labor Day  
Veterans' Day  
Election Day (every other year)  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day  
New Year's Eve

### **Educational Assistance**

The OAG provides some financial assistance for a CPA review course and will pay the exam fee the first time you sit for the CPA exam. The OAG also offers a partial tuition reimbursement program if you continue your education in a job-related field.

### **Questions?**

Please call our Personnel Office at (517) 334-8050.

*NOTE: Compensation and benefits are subject to change.*

## **MICHIGAN OFFICE OF THE AUDITOR GENERAL**

### **Employee Compensation and Benefits**

**Fiscal Year 2007-2008**



**Thomas H. McTavish, C.P.A.  
Auditor General**

Office of the Auditor General  
201 N. Washington Square  
Suite 600

Lansing, MI 48913

Phone: (517) 334-8050

FAX: (517) 334-8079

<http://www.audgen.michigan.gov>

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