



## **Employee Compensation and Benefits**

**Fiscal Year 2016-17**

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Equal Opportunity Employer

**MICHIGAN  
OFFICE OF THE AUDITOR GENERAL**

The Office of the Auditor General (OAG) is committed to providing an environment that 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 BENEFITS SUMMARY**

The OAG offers competitive compensation and a full range of benefits, including health care, dental care, vision care, life insurance, long-term disability, and other voluntary benefit options; a defined contribution retirement plan; tax savings through deferred compensation plans and flexible care spending accounts; generous leave policies and holidays; and educational assistance. There are periodic open enrollment periods during which you may change most of your benefit selections.

***2016-17 Salary Schedule***

Auditor 9 (Entry Level)	\$47,398
Staff Auditor	\$51,866 - \$66,691
Lead Worker	\$72,558
Audit Supervisor - Manager	\$75,627 - \$110,622
Audit Division Administrator	\$129,540

**Health Care** - 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 care coverage through your spouse. The costs and benefits of these plans vary depending on which option you select. For example, the cost of health care coverage for a full family ranges from \$98.52 to \$173.16 per pay period depending on which plan you select.

**Dental Care** - You may choose between two plans offered by Delta Dental Plan of Michigan or you may select a dental maintenance plan through Midwestern Dental Plans. The costs and benefits of these plans vary depending on which option you select. The cost of dental coverage for a full family ranges from a \$100 annual refund to \$3.18 per pay period depending on which plan you select.

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

**Life 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.

**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.

**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 401(k) retirement account. In addition, the State will match up to 3% of your contribution. You may contribute up to the lesser of \$18,000 or 100% of your income (subject to IRS regulation).

**Flexible 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 401(k) 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.

**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:

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

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

payment based on years of service.

**Educational Assistance** - The OAG provides some financial assistance for a CPA review course and will pay the examination fee the first time you sit for the CPA examination. 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*