

State of Minnesota  
**Office of the Legislative Auditor**  
**Compensation Plan**

*As authorized by Laws of Minnesota 2022, Chapter 85, subd. 17.*

**Background**

Classified employees in the Office of the Legislative Auditor (OLA) are governed by either the Managerial Plan or Commissioner's Plan depending on the employee's position. The current salary ranges for OLA's classified positions are listed in Appendix A.

*Minnesota Statutes 2021, 3.971, subd. 2(c)*, authorizes the Legislative Auditor to prepare a compensation plan for these employees, subject to legislative approval.

**Actions Authorized**

1. **Salary Ranges.** The salary ranges listed in Appendix A shall be the salary ranges for employees of the Legislative Auditor in the classified civil service subject to adjustment and administration by the Legislative Auditor as authorized by this plan. The Legislative Auditor may adjust the salary range for any position that is demonstrated to be "hard to fill," or to be commensurate with the salary range for a comparable position in the Executive or Judicial branches.

2. **Equity Adjustment.** To maintain or achieve internal equity, the Legislative Auditor may approve equity adjustments to advance incumbents within a range.

3. **Cost of Living Increases.** The Legislative Auditor may grant cost of living increases and increase salary ranges consistent with the increases authorized by the Legislative Coordinating Commission for unclassified employees of legislative commissions and joint offices.

4. **Performance Increases.** The Legislative Auditor may award employees covered by this plan salary increases and/or lump sum payments to recognize meritorious performance, with the following conditions: (a) the aggregate amount of these increases and payments in any fiscal year may not exceed 4% of the total salary base for the employees covered by this plan as of July 1<sup>st</sup> of each fiscal year and after the inclusion of any cost of living increases granted; (b) a salary increase may not increase an employee's salary beyond the salary range of the employee's position; (c) a lump sum payment may be made to an employee at the maximum of his or her salary range but the payment may not be added to the employee's salary base.

5. **Certification Awards.** The Legislative Auditor may award up to \$1,000 to an employee who achieves a nationally recognized professional certification, including but not limited to Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), and Certified Fraud Examiner.

6. **New Employees Salary Assignment.** The Legislative Auditor shall determine the starting position and salary of a new temporary or permanent employee based on the employee's qualifications.

7. **Change in Position.** The Legislative Auditor may reclassify an employee based on the employee’s qualifications and performance and set the employee’s salary within the salary range for the new position.

8. **Other Terms and Conditions.** All of the terms and conditions of the Commissioner’s Plan and Managerial Plan not superseded by the authorizations of this plan shall remain in effect for the OLA employees covered by those respective plans.

**Effective Date**

Unless otherwise specified, this Plan’s provisions are effective on the date this Plan is approved by the Legislative Coordinating Commission or ratified by the Legislature, whichever occurs first.

**Appendix A**  
**Current Salary Structure and Ranges**  
*(Updated July 1, 2022)*

<b>Managerial Plan</b>				
<b>Position Title</b>	<b>Hourly Min</b>	<b>Hourly Max</b>	<b>Annual Min</b>	<b>Annual Max</b>
IT Audit Director	\$53.85	\$77.09	\$112,439	\$160,964
Information Systems Director	\$53.85	\$77.09	\$112,439	\$160,964
Financial Audit Director	\$49.53	\$76.79	\$103,419	\$160,338
Program Evaluation Coordinator	\$49.53	\$76.79	\$103,419	\$160,338
State Prog Admin Manager Principal	\$45.47	\$64.56	\$94,941	\$134,801
Business Manager	\$33.76	\$48.89	\$70,491	\$102,082

<b>Commissioner’s Plan</b>				
<b>Position Title</b>	<b>Hourly Min</b>	<b>Hourly Max</b>	<b>Annual Min</b>	<b>Annual Max</b>
Staff Auditor	\$28.92	\$44.78	\$60,385	\$93,501
Senior Auditor	\$31.25	\$48.37	\$65,250	\$100,997
Audit Team Leader	\$33.71	\$52.22	\$70,386	\$109,035
Audit Coordinator	\$41.44	\$61.41	\$86,527	\$128,224
Staff IT Auditor	\$32.96	\$54.36	\$68,820	\$113,504
Senior IT Auditor	\$37.98	\$64.81	\$79,302	\$135,323
IT Audit Coordinator	\$39.04	\$66.90	\$81,516	\$139,687
Program Evaluation Specialist	\$28.92	\$44.78	\$60,385	\$93,501
Program Evaluation Specialist Intermediate	\$31.25	\$48.37	\$65,250	\$100,997
Program Evaluation Specialist Senior	\$33.71	\$52.22	\$70,386	\$109,035
Program Evaluation Specialist Principal	\$41.44	\$61.41	\$86,527	\$128,224
Information Technology Spec 3	\$29.68	\$48.77	\$61,972	\$101,832
Information Technology Spec 4	\$32.48	\$53.57	\$67,818	\$111,854
Information Technology Spec 5	\$35.33	\$60.40	\$73,769	\$126,115
Office Specialist	\$16.54	\$23.22	\$34,536	\$48,483
Office & Admin Specialist	\$17.25	\$23.88	\$36,018	\$49,861
Office & Admin Specialist Intermediate	\$18.46	\$25.98	\$38,544	\$54,246
Office & Admin Specialist Senior	\$19.78	\$28.17	\$41,301	\$58,819