



Michigan Administrative Information Services

MAIS COMPENSATION PHILOSOPHY

MAIS values high performance and compensates employees based on their contributions to the organization's successes.

MAIS is devoted to developing best practices in supporting and managing enterprise-wide technology and information systems. One of our core values is to attract, develop, and retain highly skilled professionals. To that end, MAIS considers a total compensation approach to achieve this goal. Total compensation refers to a combination of direct and indirect compensation.

Direct compensation may include but is not limited to:

- base salaries
- variable payments
- employer contributions to retirement program
- on-call pay
- differential pay

Indirect compensation may include but is not limited to:

- paid time off
- health and welfare benefits
- retirement programs
- work life balance
- wellness programs
- flexible work schedules
- staff development opportunities
- service awards
- other recognition

As part of an employee's compensation package, individuals receive a base salary. In addition to base salary, employees may receive a variable payment to recognize their contribution. MAIS sets the base salary structure by referencing the job market. As MAIS compares current staff to the market, we consider the knowledge, skills, and abilities an individual contributes to the success of the organization to appropriately assign base salary. In order to maintain equity, hiring offers are measured against the particular classification's market referenced point, in addition to comparisons with like-skilled and experienced staff at MAIS.

We encourage employees to speak to their managers or the MAIS Human Resource Officer should questions arise about the MAIS Compensation Philosophy.
