

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT JOB DESCRIPTION

Job Title:	Payroll Specialist	Range:	38
Date Revised:		Date Approved:	April 8, 2003

PRIMARY PURPOSE

This position is responsible for performing specialized, complex and technical duties related to the preparation of the District's payroll including compiling, auditing, and processing a variety of payroll documents in accordance with applicable federal, state and County requirements.

ESSENTIAL FUNCTIONS

Examples of essential functions are interpreted as being descriptive and not restrictive in nature.

1.	Receives, audits, records, and calculates employee time sheets and time cards; inputs, updates and maintains data on employee payroll records, sick leave, vacation, and workers' compensation; posts, revises and audits payroll records.
2.	Prepares a variety of payroll documents such as employment verifications, time records and similar fiscal documents in accordance with District, federal, state and County requirements; receives and audits various payroll documents for completeness, accuracy and appropriate authorizations.
3.	Prepares, inputs, audits payroll data; distributes payroll warrants and other financial documents; researches and analyzes discrepancies making appropriate corrections; calculates and processes retroactive and special pay adjustments; maintains established deadlines.
4.	Posts, adjusts, audits and balances various deductions such as taxes, benefits, insurance, voluntary deductions and other accounting clerical duties.
5.	Responds and assists staff with inquiries and provides information related to laws, rules, regulations, contracts, and other documents governing payroll; resolves payroll issues with employees.
6.	Maintains a variety of financial and statistical records and files related to payroll; obtains, verifies and posts information as necessary; reviews, checks and verifies a variety of payroll-related records and documents; processes payroll direct-deposit requests from employees.
7.	Coordinates payroll activities and operations with other departments, staff, and governmental agencies as necessary; researches and prepares data in response to inquiries from staff and governmental agencies.
8.	Trains and provides work direction to others as directed.
9.	Learns and applies emerging technologies and advances as necessary to perform duties in an efficient, organized, and timely manner.
10.	Participate in District/College efforts to increase the diversity of faculty and staff and to address student achievement gaps; attend and participate in diversity, equity and inclusion trainings and events; active assistance in the creation of a welcoming and inclusive work and educational environment.
11.	Performs related duties as assigned.

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OTHER FUNCTIONS

WORKING RELATIONSHIPS

The Payroll Specialist maintains frequent contact with various departments, staff and outside agencies related to payroll administration and employment issues.

EDUCATION AND EXPERIENCE

Minimum Qualifications

High school diploma or GED, supplemented by college courses in accounting and/or financial record keeping

Minimum three (3) years administrative experience, including payroll and/or accounting experience
Commitment to diversity. All applicants must have demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff. The applicant must be able to demonstrate how their experience with these factors relates to successfully achieving the goals of the position.

Desirable Qualifications

Prior experience in approaching work and interactions with colleagues and students in an equity minded manner. Ability to provide an inclusive and welcoming work/educational environment.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of on-line computerized payroll systems
Knowledge of principles and techniques involved in payroll preparation, monitoring and control
Knowledge of labor and bargaining unit contracts
Knowledge of applicable sections of State Education Code and other applicable laws
Knowledge of bookkeeping principles and record-keeping techniques
Knowledge of modern office practices, procedures and equipment
Knowledge of correct English usage, grammar, spelling, punctuation and vocabulary
Knowledge of various software applications
Ability to perform mathematical calculations quickly and accurately
Ability to compile, analyze and verify numbers, data and financial and statistical information
Ability to read, interpret, explain and apply various federal, state and local guidelines or other information pertaining to District payroll
Ability to operate a variety of office equipment such as calculator, computer, copiers, etc.
Ability to analyze situations accurately and adopt an effective course of action
Ability to plan, organize and prioritize work
Ability to work independently with little direction
Ability to meet schedules and time lines
Ability to work confidentially with discretion
Ability to understand and follow oral and written directions
Ability to communicate effectively, both orally and in writing
Ability to establish and maintain effective working relationships with others

SPECIAL REQUIREMENTS

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None

WORKING CONDITIONS

College or District office environment; subject to sitting for long periods at a time (up to 2-3 hours).
Repetitive use of upper extremities including hand coordination activities.
