

Job Description

Job Title: Payroll/HR System Analyst
Pay Grade: 42SR
Job Classification: Exempt

Supervisor: Payroll Supervisor
Contract Length: 245 Days

Job Summary

This position is responsible for working with the district's Payroll/HR system. This position ensures the integrity and accuracy of Payroll/HR data used in payroll processing and reporting by regularly monitoring this data and facilitating corrective action as needed. This position is responsible for coordinating the division's payroll function ensuring accurate and timely payrolls. This position provides support and consulting services to users of Payroll/HR data to include report writing, interface design and data analysis as it pertains to payroll processing. This position is responsible for the maintenance and supervision of the Payroll/HR system table updates and performing troubleshooting and analysis to resolve Payroll/HR systems processing errors.

Essential Duties

1. Ensures the integrity and accuracy of the Payroll/HR data used in payroll processing and reporting by regularly monitoring this data and facilitating corrective action as needed.
2. Coordinates the division's payroll function ensuring accurate and timely payrolls. This includes coordinating and processing of data provided by all payroll analysts, specialists, assistant, centralized or decentralized and all departmental time keeping contacts who perform time entry functions.
3. Supports and assists with the implementing and maintaining electronic time keeping systems.
4. Provides support and consulting services to users of Payroll/HR data to include report writing, interface design and data analysis as it pertains to payroll processing.
5. Serves on ERP System project team for major system enhancements to existing application software. Prepares detailed testing plans and facilitates, supervises and monitors testing of major system upgrades as it relates to payroll processing.
6. Responsible for assisting in training for staff assigned to the HR or Payroll department and/or decentralized users who will be keying or providing electronic files containing time and attendance data. Assists in the preparation and maintenance of Payroll/HR user documentation as it pertains to payroll.
7. Assists the Supervisor of Payroll in the development of policies and procedures related to payroll or the proper maintenance of the Payroll/HR module.
8. Assists the Supervisor of Payroll in the preparation of appropriate payroll taxes, journal entries, filing quarterly and annual tax submissions, including processing annual W2s and 1095c forms.
9. Maintains or supervises the update of Payroll/HR system tables and performs troubleshooting and analysis to address Payroll/HR system processing errors.
10. Assists the Supervisor of Payroll in the development and distribution of payroll processing calendars and schedules. Coordinates ongoing tasks and processing updates between ERP, HR, and Payroll functional areas to ensure overlap in processes and/or deadlines are maintained without risk of data corruption, unscheduled down time or missed deadlines.
11. Performs the duties incumbent of a Deputy Clerk for the Newport News School Board.

Other Duties

1. Performs any other related duties as assigned by the Payroll Supervisor or any other appropriate administrator.

Job Specifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities, who are otherwise qualified, to perform the essential functions.

Minimum Qualifications (Knowledge, Skills and/or Abilities Required)

Bachelor’s Degree in Business Administration or Accounting and/or considerable related experience in Payroll/HR systems analysis and support. Must have experience working with ERP Payroll/HR systems; experience supporting ERP Payroll/HR systems a plus. Must be proficient in the use of Microsoft Word, Excel and relational database software applications. Must possess the ability to perform mathematical computations quickly and accurately. Excellent oral and written communication skills. Ability to maintain confidentiality. Must be detail-oriented, well-organized; able to maintain a high degree of accuracy; very dependable. CPP Certification (Certified Payroll Professional) preferred.

Working Conditions & Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to dial a telephone, to enter data into a computer terminal; to see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal levels; physical agility to lift up to 25 pounds; to bend, to stoop, to sit on the floor, to climb stairs, to walk and to reach overhead.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Duties are normally performed in an office environment.

Supervision Exercised: None

Supervision Received: Payroll Supervisor

This job description in no way states or implies that these are the only duties to be performed by this employee. The Payroll/HR System Analyst will be required to follow any other instructions and to perform any other related duties as assigned by the Payroll Supervisor or other appropriate administrators.

Approvals:

Supervisor Date

I acknowledge that I have received and read this job description.

Employee Name (Print) Signature Date

2/21/19