



POSITION DESCRIPTION

Position: Payroll/Accounting Specialist
Program: Administration Status: Non-exempt
Reports to: Controller Date Prepared: 11/2016

POSITION SUMMARY:

The Payroll/Accounting Specialist is responsible for payroll processing, accounts receivables, general accounting duties such as journal entries and account reconciliations and other assigned accounting functions as needed. Work is completed in an accurate, timely, and professional manner in compliance with accounting regulations and department standards. Work is also performed in a cost effective and service oriented manner as it relates to established organizational standards. Objectives include supportive interaction with program directors, staff, and outside service/product providers.

OBJECTIVES/ACTIVITIES:

- A. Responsible for processing accounts receivable.
 - 1. Prepare and deposit checks daily.
 - 2. Post deposits to general ledger.
 - 3. Monitor accounts details for non-payment, delayed payment or other irregularities.
 - 4. Perform reconciliation of bank accounts.
 - 5. Review and reconcile monthly rental collections.
 - 6. Provide monthly reports to Program Directors.
 - 7. May perform other accounts receivable duties as assigned.

- B. Responsible for payroll and payroll processing.
 - 1. Responsible for processing bi-weekly payroll for approximately 375 employees.
 - 2. Complete all payroll related journal entries and accounting reports as required.
 - 3. Provide sick and vacation accrual reports to Program Directors.
 - 4. Monitor employee overtime and double overtime.
 - 5. Process garnishments and ensure accurate wage garnishment deductions.
 - 6. Review and reconcile payroll deductions for medical insurances.
 - 7. Understand proper taxation of employer paid benefits.
 - 8. Calculate retro earnings, termination earnings and wage increases in order to process manual payroll checks.
 - 9. Process monthly, quarterly and year end payroll reports.
 - 10. General HR knowledge and understanding of compliance with State and Federal employment laws.

11. Assist with Workers Compensation Reports and Quarterly and Annual Payroll Tax Reports.

C. Responsible for general accounting duties.

1. Preparation of monthly account reconciliations.
2. Prepare and record journal entries.
3. Assist with annual financial audit and other oversight audits as needed.

D. Responsible for self-development.

1. Continually learn and enhance technical and interpersonal skills.
2. Participate in both internal and external training as needed for growth and development.

EQUIVALENT EDUCATION AND EXPERIENCE:

This position requires an Associate's degree in accounting or related field and/or four years of payroll experience, or equivalent education and experience combination. Knowledge and recent experience with the following is preferred: computerized accounting with Great Plains Dynamics, Excel spreadsheets, double-entry accounting and ADP/Workforce Now/EZLabor experience. Must have a willingness to accept responsibility and do repetitive and routine work. Good judgment, discretion and tact required handling confidential information. Provide services without ethnic or social prejudices. Must have the flexibility to work occasional overtime and have the willingness to function as a team member.

SPECIFIC SKILLS REQUIRED:

Computer data input

Time management and ability to execute multiple tasks and adhere to deadlines

Strong math ability

Teamwork skills

Oral and written communication skills

Organizational skills

Analytical and decision making ability

PHYSICAL REQUIREMENTS

Lift and move up to 15 pounds

Physically able to lift boxes of files

Stand, walk, bend, stoop, kneel and sit frequently

NATURE OF SUPERVISION RECEIVED:

Daily activities are many times performed independently with accessible guidance and direction from the Controller or designated lead. Must be able to function both independently and in a team environment working towards attainment of operational goals and contract compliance.

SUPERVISION EXERCISED:

This position does not supervise.

RESPONSIBILITIES FOR BUSINESS CONTACTS:

This position requires daily contact with program managers, business entities, and all levels of staff. The Payroll/Accounting Clerk is responsible for promoting company image and adhering to company practices and procedures, while establishing and maintaining good working relationships. Tact, discretion, and resourcefulness are required at all times.

This job description does not constitute a written or implied contract and may be changed as business needs arise.

Indicate anything that would keep you from meeting the job duties as outlined above.

Employee Signature _____ Date Signed: _____