

TOWN OF CANTON

TITLE: BOE Payroll Specialist

CLASS: Non-Union; Hourly

DEPARTMENT: Finance

DATE: January 22, 2024

POSITION DESCRIPTION: Works under the general direction of the Finance Officer/Treasurer. The BOE Payroll Specialist is responsible for processing the Board of Education payroll including general bookkeeping and clerical support within the Finance Department. The BOE Payroll Specialist will work closely and in coordination with the Assistant to the Superintendent for Financial Affairs.

SUPERVISION RECEIVED

The BOE Payroll Specialist works under the general guidance of the Finance Officer/Treasurer.

ESSENTIAL JOB FUNCTIONS (EXAMPLES)

- Receives oral and written directives from the Finance Officer Treasurer.
- Plans and organizes work according to established procedures.
- Prepares Board of Education employee payroll in accordance with personnel policies, salary plans and collective bargaining.
- Update deductions for benefits, making changes, additions and deletions as needed.
- Establishes pay periods in system and performs annual rollover with regards to salary and pay schedules for Board of Education employees.
- Performs, calculates, posts and verifies payroll deductions, insurances and other payments in the financial management information system and prepares payments for carriers.
- Receives and reviews employee time cards and other payroll information from departments.
- Compiles time and attendance data into automated payroll system, reviews and prints checks and processes direct deposit for employees.
- Reconciles employee withholding and Social Security payments and prepares reports for state and Federal agencies.
- Reports data for calculating unemployment data as required.
- Submits bi-weekly and monthly deferred compensation and defined employee and employer contributions.
- Updates and processes voluntary benefit payroll deductions including, but not limited to supplementary insurance and flexible spending accounts.
- Prepares Form W-2 statements.
- Prepares Quarterly Payroll reports in conjunction with Town Accountant.
- Reviews and calculates Workers Compensation leave time and participates in Workers Compensation Audit in conjunction with Town Accountant.
- Coordinates employee insurance earned leave and retirement plan records in conjunction with the Benefits Coordinator.
- Prepares files for storage at the end and beginning of fiscal years.
- Assist Town Accountant with self-insurance analysis, comparison schedules and reconciliation CLASS to BC/BS reports.
- Provides clerical support to Finance Department staff as assigned.
- Provides AP and Cash Receipts support as necessary.
- Assist with TOC & WPCA payroll in the absence of the Town Payroll Specialist.
- Performs additional tasks and duties as necessary and/ or requested.
- Answer employee questions regarding payroll issues.

- Prepare ACA reporting documents in conjunction with the Benefits Coordinator.
- Maintain the Teachers' Retirement Board (TRB) database and periodic reporting
- Ensure a timely flow of information between accounts payable and grants management to transfer of funds between accounts.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- Ability to interpret a variety of instructions furnished in written, oral or schedule form.
- Experience with financial information reporting systems.
- Demonstrated knowledge of Microsoft Office software (including Word and Excel), Google Suite, Infinite Visions financial software and use of the internet.
- Knowledge and understanding of accounting terminology and office procedures.
- Ability to perform mathematical computations and to establish and maintain financial records.
- Ability to establish and maintain effective working relationships with employees, suppliers, service providers, financial institutions, Town officials and the general public.
- Ability to maintain information in confidence.
- Ability to communicate effectively in a non-confrontational manner with the general public, elected and appointed officials, regulatory agencies, and other municipal staff.
- Ability to exercise sound, expert independent judgment within general policy guidelines.
- Ability to interpret and apply regulations, codes, policies and procedures.
- Knowledge and ability to analyze problems.
- Ability to complex written and oral instructions.
- Ability to initiate, organize and follow through on comprehensive programs and projects.
- Ability to act calmly and effectively in emergency situations.

REQUIRED PHYSICAL AND MENTAL EFFORT AND ENVIRONMENTAL CONDITIONS

The work environment characteristics described here are representative of those employees encounter while performing essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is moderate. The employee may be required to work additional hours beyond regularly scheduled work day to meet cyclical workload. The work will include extended periods of time viewing a computer video monitor and/ or operating a keyboard. The position requires the ability to concentrate on fine detail with constant interruption and to attend to task/ function for more than 60 minutes at a time. There is on-the-job stress; especially regarding meeting report deadlines and working in an office with continuous interruptions.

WORKING CONDITIONS

The work environment characteristics described here are representative of those employee encounters while performing the essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is moderate. The employee will be required to provide his/ her own transportation.

REQUIRED MINIMUM QUALIFICATIONS

The skills and knowledge required would generally be acquired with an Associate's Degree from an accredited community and/or technical college and at least one (1) year of accounting, finance and/or bookkeeping experience or equivalent combination of clerical and finance related experience. An additional four (4) years of related experience may be substituted for the Associate's Degree.

Note: The above description is illustrative only. It is not meant to be all-inclusive.