



Payroll Specialist IV

Salary Group: B21
Class Code: 1294

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PAYROLL ASSISTANT	1290	A13	\$32,439 - \$49,388
PAYROLL SPECIALIST I	1291	B15	\$35,976 - \$55,045
PAYROLL SPECIALIST II	1292	B17	\$39,976 - \$61,399
PAYROLL SPECIALIST III	1293	B19	\$45,244 - \$72,408
PAYROLL SPECIALIST IV	1294	B21	\$51,278 - \$82,901
PAYROLL SPECIALIST V	1295	B23	\$58,184 - \$94,913

GENERAL DESCRIPTION

Performs highly complex (senior-level) payroll processing work. Work involves processing payrolls, preparing and maintaining payroll records and reports, and performing a variety of other payroll processing activities. May serve as a lead worker providing direction to others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Processes and reviews automated and manual employee payrolls in compliance with applicable regulations, policies, and procedures.

Enters, updates, and retrieves information from various automated, human resources, and/or payroll systems.

Maintains appropriate payroll processing controls and assists with setups of deductions, garnishments, voluntary deductions, termination, Employee's Withholding Allowance Certificates (W-4s), and direct deposits, including returned monies and payment cancellations.

Prepares reports such as Internal Revenue Service (IRS) Form W-2, Wage and Tax Statement; the Employer's Quarterly Federal Tax Return (IRS Form 941); and unemployment wages for submission to various state and federal agencies.

Prepares and processes overtime and vacation lump sum entries for payroll processing.

Maintains, audits, and reconciles leave without pay, return to work retiree, and hourly reports.

Develops and maintains internal controls to ensure proper deductions and distribution of money collected for deferred compensation, flexible benefits programs, child support programs, Internal Revenue Service levies, and other deductions.

Distributes paychecks and statements of earnings and deductions.

Communicates and coordinates with other agency staff and external entities to research, explain, and/or resolve complex payroll, leave, or retirement-related questions, issues, and problems.

May review and recommend changes to employee payroll and benefits policies, procedures, forms, and processes.

May compile, audit, maintain and reconcile employee leave records, such as extended sick leave, vacation accruals, and other available leave balances; and provide annual and/or monthly leave balance reports to employees.

May serve as a lead worker providing direction to others.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in payroll processing work. Graduation from an accredited four-year college or university with major coursework in accounting is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of state governmental accounting, generally accepted accounting principles and procedures, office practices, governmental regulations applying to accounting records, and state and federal payroll rules, regulations, and laws.

Skill in using a computer and applicable software.

Ability to maintain confidential and sensitive information, to review payroll accounting records, to communicate effectively, and to serve as a lead worker providing direction to others.