



JOB DESCRIPTION

JOB TITLE: Payroll Assistant

REPORTS TO: Payroll Manager

FLSA STATUS: Non-Exempt

SUMMARY: Provides support to the payroll department and ensures the timely and accurate processing of payroll records by compiling, organizing, and entering data in the system.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Review time sheets, wage computation, and other information to detect and reconcile payroll discrepancies.
2. Process paperwork for new employees and enter employee information into the payroll system.
3. Act as a liaison regarding employee paperwork and other payroll related issues with the Benefits, Human Resources, and Finance Departments to streamline processes.
4. Verify attendance, hours worked, and pay adjustments, and post information onto designated records.
5. Compute wages and deductions, and enter data into the payroll system.
6. Record employee information, such as exemptions, transfers, and resignations, to maintain and update payroll records.
7. Process and issue employee paychecks and statements of earnings and deductions.
8. Keep track of leave time, such as vacation, personal, and sick leave, for employees.
9. Compile employee time, production, and payroll data reports from HRP and other records.
10. Prepare miscellaneous financial and operational reports in HRP upon request.
11. Issue and record adjustments to pay related to previous errors or retroactive increases.
12. Act as a Payroll Specialist back-up by processing payrolls as well as prepare paychecks for distribution, both for on-cycle and off-cycle payrolls.
13. Address non-escalated client and employee issues in a timely manner.
14. Perform payroll audits to update client and employee data in the system.
15. Assist in special projects at the direction of the Payroll Manager.
16. Other duties as assigned.

KNOWLEDGE:

1. Clerical — Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, designing forms, and other office procedures and terminology.
2. Mathematics — Knowledge of arithmetic, algebra, geometry, statistics, and their applications.
3. Economics and Accounting — Knowledge of economic and accounting principles and practice and reporting of financial data.

Key Competencies:

1. Ability to listen, communicate (written and verbal), excellent grammar, spelling and proofreading skills, and follow up effectively with all staffing levels.
2. Ability to communicate information and ideas in speaking and writing so others will understand.
3. The ability to choose the right mathematical methods or formulas to solve a problem.
4. Excellent client service skills.
5. Ability to work in team oriented environment.
6. Ability to work independently in a time sensitive environment.
7. Ability to maintain confidentiality.
8. Ability to prioritize and organize workload, multi-task, adapts quickly to change, and deliver under the pressure of deadlines.
9. Ability to develop and maintain cooperative working relationships with the Payroll, Benefits, and Human Resources Department, as well as clients and vendors.
10. Excellent time management skills and must be detail oriented.

EDUCATION/EXPERIENCE:

1. High School Diploma or equivalent required.
2. 2 years administrative experience preferred.
3. 2 years payroll experience preferred.
4. Experience with Microsoft Office required.
5. Proficiency in Excel required.
6. Experience with Ceridian is required.