

BENEFITS LEAD

Classification: Administrative – Central Office

Location: Assigned Department

Report to: District Administrator

FLSA: Non-Exempt

Bargaining Unit: OSEA

This is a standard position description to be used for positions with similar duties, responsibilities, classification and compensation. Employees assigned to the position description may or may not perform all of the essential functions indicated in this position description. This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change

Part I: Position Summary:

Responsible for administering assigned payroll accounts and payroll related accounting functions.

Part II: Supervision and Controls over the Work:

Supervision and Controls over the Work: Works under the general supervision of the administrator responsible for financial services. Work is controlled by state and federal payroll accounting requirements and procedures, generally accepted accounting procedures, district policy and regulations, collective bargaining agreements, and direction of the administrator. Employee is expected to administer and process general payroll operations and activities with limited need for assistance from the administrator except in unusual or difficult matters or in situations for which there is no district precedent.

Part III: Major Duties and Responsibilities (depending on specific assignment):

1. Establishes payroll record for employees assuring accurate documentation and entry of wage and benefit entitlements and deductions, retirement coverage, leave entitlement, COBRA entitlements, deferred compensation and tax-sheltered annuity, and other payroll related provisions.
2. Coordinates with human resources on new employees to validate and/or resolve any issues concerning compensation, benefits, effective dates, etc. May participate in the orientation of new employees in terms of compensation, benefits and entitlements, and to assist them in completion of payroll related forms and documentation.
3. Processes cyclical payrolls to include monitoring automated payroll entries, verifying/entering/auditing timekeeping data and personnel action notices to determine employee status, leave reporting and payments. Verifying payroll computations. Monitors

and processes specialized payroll transactions such as garnishment, sick leave and personal leave cash out, VEBA, and jury duty receipts. Processes related accounting transactions.

4. Recording workers compensation payments and track time lines and cut offs.
5. Receives, researches, and responds to employee and supervisory inquiries. Advises supervisors on procedures, timelines, and reporting requirements. Researches payroll discrepancies and calculates and prepares pay and leave adjustments when necessary.
6. Responds to employee inquiries on benefits and entitlements and/or refers employee to appropriate authority/office when necessary (e.g., retirement systems).
7. Monitors payroll and leave reports and coordinates with supervisors and human resource office staff when potential discrepancies are noted. Determines and initiates necessary resolution.
8. Maintains current knowledge of the payroll/accounting system, bargaining agreements and contracts, payroll related laws and regulations and District personnel and payroll policies. Serves as liaison with other public agencies in coordinating employee payroll adjustments. Perform other duties as assigned.

Lead Responsibilities:

1. Provides oversight, feedback, guidance, and direction to Benefits Specialists that will enable them to perform their job requirements as directed by the department administrator.
2. Evaluates benefits team workload, scheduling work, assigning work to benefits specialist, and inspecting completed work.
3. Provides financial training and assistance to compensation specialists, accounts payable, accountants, and administrators related both to payroll and benefits including contractual changes.
4. Researches and presents state and federal level changes to benefits
5. Participates with the supervisor in the screening, interviewing and selection of new employees.
6. Provides input to department administrator on overall performance and reliability of benefits staff.
7. Serves as main point of contact between insurance vendors and employees with complex medical situations
8. Supports Wellness Coordinator with District-wide initiatives including vaccination clinics and the annual Benefits Fair.

Performs other duties as assigned.

Part IV: Minimum Qualifications:

Minimum Qualifications: Incumbents must have successful experience in working with culturally diverse families and communities, or have otherwise demonstrated a commitment to strengthening engagement of a diverse community and skill in communicating with a diverse population.

- Associate degree or equivalent in business, accounting, or related functions; or Bachelor's Degree in a non-Business major.
- Minimum of Four (4) years of substantive and relevant professional experience, preferably in Benefits or Accounting in a reasonably complex environment (e.g., multiple work groups, management/salaried/hourly employees, unionized workers, etc.).
- Able to work in an environment with frequent interruptions and changing tasks and priorities.
- Able to remain calm and focused and to assist employees who may be emotional, distraught, or frustrated.
- Able to follow written and verbal direction, maintain a high level of confidentiality, and take the initiative when necessary. Ability to effectively communicate on complex issues with a high level of effectiveness.
- Able to organize work and set priorities for accomplishing work in a timely and effective manner.
- Able to work collaboratively and effectively with other staff, employees, and supervisors.
- Skill in the use of office and computer equipment and use standard office software and automated payroll and accounting systems.

Part V: Desired Qualifications:

- Bachelor's Degree in Business or Accounting.
- Experience in a public school setting payroll accounting systems.
- Bilingual and bicultural skills.
- Experience administering benefits in a unionized setting

Part VI: Physical and Environmental Requirements of the Position:

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently required to bend, reach, perform repetitive motions, sit, stand, move about, hear, and speak.
- Employee is required to perform extensive work at a computer display terminal.
- The employee must occasionally lift and/or move 25 to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.