

<b>WORKING TITLE</b>	Associate Director of Human Resources and Payroll Services
<b>PAYROLL CLASSIFICATION</b>	Administrator I (E1131) / Administrator II (E1132) – Depending upon experience
<b>DEPARTMENT</b>	Research Foundation Business Office
<b>STATUS</b>	Fulltime w/benefits (Exempt)
<b>POSTING DATE</b>	January 7, 2025
<b>POSITION NUMBER</b>	2690

## OVERVIEW

Under the general direction of the Director of Human Resources, the Associate Director of Human Resources and Payroll Services (Associate Director) is responsible for supervising the Payroll Department staff and for managing all functions associated with the payroll of a large nonprofit employer. The Associate Director functions as the key position to maintaining and manipulating the payroll system, liaison with our systems vendor, payroll/workers' compensation report generation, payroll/benefit budgeting and payroll audit calculations.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

Responsibilities include, but are not limited to:

- Preparing, reviewing and approving all monthly, semi-monthly and hand-cut payrolls;
- Interfacing directly with systems vendor;
- Setting up the system with payroll data;
- Taking lead role in payroll audits;
- Ensuring payroll taxes are deposited timely, filing of required payroll tax returns are completed and quarterly annual reports are prepared by the payroll vendor;
- Communicating payroll issues to faculty and staff including mandated annual information;
- Reconciling GL liability and expense accounts;
- Preparing or approving monthly journal entries;
- Calculating and preparing the annual pooled benefit rate;
- Reviewing and setting-up employee NRA status;
- Reviewing and paying wage garnishments;
- Calculating gross-up amounts for personal use of auto contributions and taxes;
- Maintaining currency with payroll regulations;
- Updating tax rates and wage limits;
- Maintaining payroll related policy and procedures;
- Coordinating payments to vendors;
- Coordinating with the Human Resources Department regarding integrated procedures and processes;
- Requesting web site updates as needed from the IT Department;
- Responsible for system upgrades, corrections and enhancements;
- Running monthly maintenance reports;

- Creating payroll calendars;
- Creating and running reports;
- Implementing required employee trainings;
- Maintaining payroll related record retention storage and purges;
- Working with HR to ensure that employees undergo required employment trainings;
- Maintaining an updated desk manual. Researching payroll, tax and employment rules and regulations as necessary;
- Supervising, training and mentoring the payroll team;
- Other duties as assigned. This job description is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the job.

## EDUCATION, SKILLS AND ABILITIES

- Posses extensive in-house payroll systems experience;
- Strong communication (both verbal and written) and interpersonal skills;
- Advanced organizational skills;
- Ability to prioritize and handle multiple tasks at once;
- Extensive knowledge of payroll regulations;
- Posses basic Human Resources knowledge;
- Ability to be proactive, analytical, and self-motivated;
- Ability to work independently with little to no supervision;
- Posses strong supervisory/leadership skills with the ability to manage and motivate staff;
- Posses a strong dedication to customer service;
- Posses a strong work ethic, be reliable and flexible;
- Strong ability to meet deadlines in a demanding work environment.

Must be able to accept constructive criticism, prioritize workload, be dependable, behave professionally and interact positively with others. Regular, punctual attendance required. This position is employed through the CSULB Research Foundation. Employment is at-will.

## POST OFFER BACKGROUND CHECK REQUIREMENT

A post offer background check (including a reference and criminal records check) must be completed, and the individual cleared, before they can start work with the CSULB Research Foundation. No information will be required prior to the offer of employment. Once an offer of employment is made, failure to complete the background check and receive clearance may affect the application status of a new hire individual and/or the continued employment of a current CSULB Research Foundation employee who has applied for/moved into a new position. Individuals working with minor children and/or the elderly will be required to renew their live scan fingerprinting and be cleared every twelve (12) months. Information obtained through the background check does not automatically disqualify an individual from employment.

**COMPENSATION RANGE:** \$3,750.00 - \$4,416.67 per pay period (24 pay periods per year)

**FILING DEADLINE:** Open Until Filled

**NOTE:** In order to be considered for this position, please submit the required information as soon as possible. The hiring committee will review applications, interview qualified candidates and close the position anytime on or after two (2) weeks from the posting date listed above. Removal of a position from our website is indication that the position has been filled.

## APPLICANT PROCEDURE

Interested individuals should forward their cover letter, resume, and completed employment application referencing position number to the CSULB Research Foundation Human Resources Department in one of the following ways:

- By Mail/Delivery: 6300 State University Drive, Suite 332, Long Beach, CA 90815
- By Confidential HR Fax: 562. 985.1726
- By E-mail: [FND-HR@CSULB.EDU](mailto:FND-HR@CSULB.EDU) (put Job# in the Subject line)

A separate application is necessary for each employment opportunity posting. The employment Application can be found alphabetically on our website at <https://www.csulb.edu/research-foundation>, under the Forms, then the Human Resources tab. It is the responsibility of the applicant to clarify on their application their ability to perform the job for which they are applying. Individuals requiring a reasonable accommodation in order to apply for this position should provide necessary information to the Director of Human Resources. Additionally, individuals invited to interview for this position should inform the Director of Human Resources at the time of invitation, of any requirements for a reasonable accommodation.

## NOTICE

The CSULB Research Foundation does not discriminate on the basis of sex in its employment as required by Title IX of the Education Amendments of 1972, as amended, and Section 86.9 of the administrative regulations adopted by the Department of Education pursuant thereto, nor does it discriminate on the basis of race, color, religion, national origin (including language restrictions), sex (pregnancy or gender), sexual orientation, marital status, age, disability (mental and physical, including HIV and AIDS), ancestry, medical condition (cancer/genetic characteristics), denial of family and medical care leave, denial of pregnancy disability leave or reasonable accommodation or veteran's status (including Vietnam-era veterans) as required by other federal/state non-discrimination statutes, related administrative regulations and executive orders. Individuals selected for employment must provide proof of identity and employment eligibility as prescribed in Title 8, United States Code, and Section 132A. We are an Equal Opportunity, Affirmative Action, and Title IX Employer. The CSULB Research Foundation is a 501 (c) (3) corporation that exists solely to support and advance the mission of CSULB. Employment with the CSULB Research Foundation rests solely with the CSULB Research Foundation and provides no rights or benefits of employment or any other kind, with any other organization. This includes but is not limited to: California State University Long Beach, the State of California, or the sponsoring agencies of any programs administered by the CSULB Research Foundation.

Please read and complete voluntary Applicant Affirmative Action Information Form below. Submit completed form with your resume and employment application to:

### CSULB Research Foundation, Human Resources

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# APPLICANT AFFIRMATIVE ACTION INFORMATION FORM

## VOLUNTARY

Thank you for your interest in employment with our Company. The following questions about your race and gender and Protected Veteran status are included only because of government regulations. As an Equal Opportunity Employer, the Company does not use this information in its employment decisions, so whether or not you return this form has no effect on your application. To the extent we are a government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, we comply with requirements to take affirmative action regarding the employment of, and advancement in employment of, qualified Protected Veterans (disabled veterans, active duty wartime or campaign badge veterans, Armed Forces service medal veterans, and recently separated veterans). If you come within any of those categories, and would like to be included in our affirmative action program, you may tell us now or at any time in the future. We also invite you to tell us now, or at any time in the future, about any reasonable accommodations that you believe we could make which would better enable you to perform the essential functions of the job properly and safely. Submitting this information is **voluntary**. Providing it or declining to provide it will not affect your application or employment in any way. If you choose to submit the information, it will be kept confidential to the extent provided by law.

Name: \_\_\_\_\_

Date of application: \_\_\_\_\_

Position(s) applied for: \_\_\_\_\_

Gender:     Male        Female

Race/ethnic background (select one only):

- |  |   |
|--|---|
| Hispanic/Latino                        | Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.   |
| White                                  | Persons having origins in any of the original peoples of Europe, the Middle East or North Africa.   |
| Black/African American                 | Persons having origins in any of the black racial groups of Africa.   |
| Asian                                  | Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam. |
| Native Hawaiian/Other Pacific Islander | Persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.  |
| American Indian/Alaska Native          | Persons having origins in any of the original peoples of North and South America, (including Central America), and who maintain tribal affiliation or community attachment.   |
| Two or more Races                      | Non-Hispanic persons who identify with more than one of the following five races: (1) White, (2) Black, (3) Asian, (4) Native Hawaiian/Other Pacific Islander, (5) American Indian/Alaska Native.   |

## VETERAN STATUS

a. Status: Select one of the following

I identify as one or more of the classifications of Protected Veteran listed below.

I identify as a veteran, just not a Protected Veteran.

I am not a veteran.

I do not wish to self-identify.

b. Protected Veterans are described as:

### **Disabled Veteran**

Veteran entitled to VA-administered disability compensation for, or discharged from active duty because of, a service-connected disability, or who would be so entitled but for receipt of military retired pay.

### **Active Duty Wartime or Campaign Badge Veteran**

Veteran who served on active duty during a war or a campaign or expedition for which a campaign badge has been authorized. List of eligible campaigns can be found at <http://www.opm.gov/staffingportal/vgmed-al2.asp>.

### **Armed Forces Service Medal Veteran**

Veteran who, while on active duty, participated in a military operation for which an Armed Forces Service Medal was awarded pursuant to Exec. Order No. 12985.

### **Recently Separated Veteran**

Veteran who served on active duty and was discharged or released from active duty within the last three years.

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- **By Confidential HR Fax:** (562) 985-1726;
- **By E-mail:** FND-HRPAYROLL@CSULB.EDU (put Job# in the Subject line)