



Commonwealth of Massachusetts

OFFICE OF THE COMPTROLLER

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OFFICE of the COMPTROLLER (CTR)

Statewide HRIS Specialist, EDP III

FY 2023-033

About the Office of the Comptroller

The Office of the Comptroller ensures that the more than \$50 billion in annual transactions authorized by the general appropriations act and supplemental appropriations are executed in accordance with all statutory requirements and recorded in compliance with accounting standards. We also oversee capital assets, federal funding inflows, and other transactions. We also own and maintain statewide payments and payroll systems, safeguarding critical financial information. We operate in support of our partners, the financial staff at more than 150 departments and agencies across the Commonwealth.

As stewards of the public trust, we aspire to inspire confidence by maintaining our core principles: clarity, integrity, and accountability.

The powers and obligations of the Office of the Comptroller are generally dictated by M.G.L. c. 7A.

Statewide Payroll Responsibilities

The Statewide Payroll Team ensures that the Commonwealth's payroll system pays all employees on time, accurately, and efficiently. Additionally, the team works with departments across the Commonwealth of Massachusetts to ensure that payroll expenditures are posted to suitable accounts, and within their budgets.

The Statewide Payroll Team implements payroll policies consistently across multiple systems, ensuring proper maintenance and reliability. The team is a resource for payroll personnel across the Commonwealth to ensure that they have the resources and knowledge to process payroll at their departments.

Position Summary

CTR is seeking qualified candidates for consideration to fill one, full-time (37.5 hours/week) EDP III on the Statewide Payroll Team. Under the supervision of the Statewide HR/Payroll Supervisor, this position

functions as a Human Resources Information Systems Specialist and performs various HR and payroll activities with a focus on policy, procedure, and best practice.

Specific Duties

The specific duties of this position include but are not limited to the following:

- Participate in activities and operations related to the Labor Cost Management System (LCM), and the Human Resource Compensation Management System (HRCMS).
- Demonstrate fundamental payroll knowledge of HR/CMS and LCM systems to meet general understanding of state finance regulations/fiscal activities and processes.
- Assist with day-to-day operations and system maintenance to ensure timely, efficient, and accurate processing of Commonwealth payroll.
- Participate as Tier 2 tech support for HR/CMS and/or LCM and respond to or escalate Tier 2 issues in a timely manner, both effectively and accurately.
- Lead for non-executive departments for mass updates related to collective bargaining, human resources and payroll. Request and implement system support through Service Requests, as directed by supervisor.
- Lead for non-executive department leave plans including annual Use/Lose process.
- Ability to use and create queries, reports and other data analysis tools to identify data issues. Work with departments to ensure data quality and compliance.
- Assist departments with correcting any human resource setup issues prior to payroll processing.
- Ensure departmental communication is timely and informative.
- Update HR/CMS job aids, instructions, and weekly bulletins.
- Liaison to Comptroller communications team to communicate with all Commonwealth users of HR/CMS and MMARS/LCM important updates and information related to human resources and benefits.
- Recommend actions including enhancements and system corrections to streamline business processes to ensure efficiency and data integrity.
- Participate and assist in systems integration and inter-operational functions and activities for payroll – related projects undertaken by the Office of the Comptroller and partner departments.
- Execute acceptance testing for changes to HR/CMS, LCM and MMARS.
- Participate in meetings with other agencies' technical staff to provide technical assistance involving their business and informational needs and requirements for payroll processing and assist them in finding applications to meet these requirements.
- Actively assist Team and Leadership with cross training, knowledge transfer, disaster recovery, risk assessment and internal control review.
- Remain current with CTR policies and procedures, read CTR memos, updates, attend annual internal control, risk, and fraud prevention trainings.
- Ability to understand and apply pertinent state/federal laws, rules, and regulations.
- Interact cooperatively and professionally with colleagues at the Comptroller's Office and other state departments and agencies.
- Ability to work with other team members in a dynamic work environment.
- Excellent communication skills – both verbal and written.

- Ability to be flexible and adapt to process change.
- All employees of CTR may be asked to engage in other administrative or fiscal process assignments on an as needed basis.

Capabilities and Attributes:

This position requires a self-starter with the following capabilities and attributes:

- strong communication skills;
- impeccable attention to detail;
- superior time management;
- proven multitasking ability;
- ability to contribute and work productively as part of a team and equally as an individual contributor;
- positive attitude;
- capacity to remain flexible and learn new standards and guidelines as necessary; and
- ability to work well under pressure.

Minimum Entrance Requirements:

Applicants must have at least (A) four years of full-time, or equivalent part-time, professional experience in electronic data processing of which (B) at least two years must have been in work in which the major duties included computer systems analysis, or (C) any equivalent combination of the required experience and the substitutions below.

SUBSTITUTIONS:

- I. An Associate's degree with a major in the field of data processing or computer programming may be substituted for a maximum of one year of the required (A) experience.*
- II. A Bachelor's degree with a major in the field of data processing or computer and/or information science may be substituted for a maximum of two years of the required (A) experience.*
- III. A Graduate degree with a major in the field of data processing or computer and/or information science may be substituted for a maximum of two years of the required (A) experience.*
- IV. A diploma for completion of a two year full-time, or equivalent part-time, program in a recognized non-degree granting business or vocational/technical school above the high school level with a major in the field of computer programming may be substituted for a maximum of one year of the required (A) experience.*
- V. An official transcript from a recognized business or vocational/ technical school as evidence of completion of a program consisting of at least 650 hours of instruction in the field of computer programming may be substituted for a maximum of one year of the required (A) experience.
- VI. Graduation from the data processing course of a recognized vocational/technical high school

EDP Systems Analyst III – HRIS/Payroll Specialist

FY23-033 Posting

May 22, 2023

may be substituted for a maximum of one year of the required (A) experience.

*Education toward such a degree or diploma will be prorated based on the proportion of the requirements completed.

NOTE: No substitution will be allowed for more than two years of the required (A) experience.

NOTE: No substitution will be allowed for the two years of the required (B) experience

Preferred Qualifications:

- Bachelor’s degree or higher in business management or business administration with a concentration in accounting.
- Advanced Microsoft Excel user: demonstrated ability to create spreadsheets that incorporate advanced Excel features and formulas
- Working knowledge of the Commonwealth’s HR/Payroll system (HRCMS)
- Working knowledge of the Commonwealth’s Finance/labor cost distribution system (MMARS/LCM)
- Working knowledge of the Commonwealth Information Warehouse (CIW) or other warehouse solution.

Bargaining Unit / Salary Range

NAGE UNIT 6 / Grade 14: \$ 68,016.52 - \$ 98,517.12

As per the Unit 6 Collective Bargaining Agreement between the Commonwealth of Massachusetts and the National Association of Government Employees. The range is based upon a series of steps. Any potential offer is determined based upon an analysis of the minimum entrance requirements, the candidate’s relevant work experience and educational achievement level.

Benefits Package:

CTR is pleased to offer a comprehensive benefits package to its employees. The specific components and eligibility may vary based upon position classification, hours worked per week and other variables. Therefore, specific benefits for this position may be discussed as part of the interview and offer process.

The overall benefits available include paid vacation, sick and personal leave time, health, dental and vision insurance through the Commonwealth’s Group Insurance, and optional pre-tax Health Savings Account plans. Details of the various plans and the cost split between employer and employee may be reviewed by looking at the Group Insurance website, <https://www.mass.gov/orgs/group-insurance-commission> and/or as part of the interview process.

CTR employees also participate in the Commonwealth’s State Retirement Plan, which may become a Defined Benefit Plan for those that both vest and subsequently retire from State service. Follow this link for additional retirement information: <http://www.mass.gov/treasury/retirement/state-board-of-retire/>

May 22, 2023

In addition, CTR provides employees the opportunity to elect life insurance, long term disability insurance, deferred compensation savings, tuition remission, pre-tax commuter account plans, along with other programs.

CTR Hybrid-Work Model

CTR began operating its hybrid work model on November 1, 2021. Under this policy, employees are currently required to work a minimum of four business days per month (two set by management and two set by the employee) on-site at CTR's Boston office and may work remotely the remainder of the

time at a location approved by their supervisor, so long as they comply with the requirements of the telework policy. Under this policy, all employees must be able to report to the Boston office with little or no notice, even including the same workday should an exigent circumstance arise. Therefore, a reasonable proximity to the office is necessary. CTR does not reimburse for employees to travel to the office.

In addition, the successful candidate may be required to work primarily on site in Boston during the initial training and orientation period and/or for certain positions a primarily on-site role may be necessary.

Commitment to Diversity:

CTR is committed to building a diverse staff at all levels across its entire agency.

CTR IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Application Process:

The Office of the Comptroller encourages interested candidates that meet the minimum entrance requirements and qualifications to apply for this position.

Interested candidates must submit their materials electronically, by **E-mail** no later than 5:00 pm, on **June 5, 2023**.

Submissions should include the following:

- a cover letter; and
- resume.

Candidates chosen to advance to a second-round interview will also be required to submit:

- three business writing samples; and
- three professional references.

EDP Systems Analyst III – HRIS/Payroll Specialist

FY23-033 Posting

May 22, 2023

Please include position title and posting number in the subject line of your submission. Your application package should be submitted to:

CTR-HR@mass.gov

Late submissions may be considered solely at the discretion of CTR.

Required Background Check – Including Tax Compliance:

CTR requires a background check on all prospective employees as a condition of employment.

Candidates should know that the background check is not initiated until:

1. A candidate is invited to a second or subsequent interview and
2. The candidate has signed the Background Check Authorization Form and related releases.

This background check includes:

- a Criminal Offender Record Information (CORI) check,
- Federal IRS and
- Commonwealth Department of Revenue state tax compliance.

Candidates with advanced degrees and professional licenses may have these credentials verified.

Individuals other than those references provided by a candidate may be contacted in the course of completing a full background and qualification check.

Those candidates invited to interview will be contacted by the Hiring Manager for this position.

Unfortunately, due to the anticipated high volume of applicants for this vacancy, we are unable to provide status updates to specific individuals.

Further Information:

Please visit <https://www.macomptroller.org> for more information about the Office of the Comptroller.