



VACANCY ANNOUNCEMENT

Position Title: Coordinator of Payroll and Human Resources

Position #: 100210

Position Status: Full-Time

Reports To: Director of Human Resources

The Coordinator of Payroll and Human Resources (HR) will be responsible for processing monthly and biweekly payroll accurately, efficiently, and timely. The Coordinator of Payroll and HR will also be responsible for all timesheet and leave processing in the HR office.

DUTIES AND RESPONSIBILITIES:

1. Manage, monitor, review, and finalize biweekly and monthly timesheets and leave requests/reports. Communicate with employees and supervisors regarding timesheet questions and issues.
2. Ensuring the Human Resources office adheres to biweekly and monthly payroll deadlines
3. Update the reconciliation documents and run payroll reports before, during and after payroll to ensure accuracy
4. Review all payroll and new hire entry to ensure accuracy and compliance
5. Completes and reconciles work-study awards and balances and the Work Study payroll match for each biweekly pay period.
6. Provide support, both general and customer service based, for HR and Payroll as needed, including assisting employees on completing forms, timesheets, etc., answer questions pertaining to HR and Payroll forms
7. Responsible for monitoring and processing compliance for Commercial Driver License Holders in alliance with Federal Department of Transportation regulations i.e. clearing house, random drug screening, and pre-employment drug screening.
8. Coordinates and schedules internal committee selection and interviews and communicates process as needed
9. Schedules selection interviews with candidates and communicates with the Human Resources Director for distribution process
10. Enter background checks to be processed for potential new employees
11. Make and update new employee packets both full-time and part-time and on the electronic onboarding system. Ensure compliance with required policies and forms
12. Completes new hire orientation for part-time employees including work study and student hourly employees
13. Responsible for all scanning, indexing and filing for the HR/Payroll documents as required by the system office. Completes bi-annual audits of the filing system
14. Responsible for I-9 review for new hires, I-9 retention, and a yearly I-9 audit.
15. Assists the Human Resources Assistant Director in preparing various documents for fiscal year changes, payroll audits, and employment verifications.
16. Cross-train with HR staff to provide backup when appropriate.

17. Other duties as assigned.

See Human Resources for a complete job description.

MINIMUM QUALIFICATIONS:

- Bachelor's degree or an equivalent combination of education and/or experience may substitute year-for-year for the degree
- Strong computer skills, proficient in keying data into Microsoft Word and Excel

PREFERRED QUALIFICATIONS:

- Experience with and knowledge of payroll processing
- Experience with automated business support systems such as Banner
- Customer service experience
- Strong attention to detail

SALARY:

\$40,000 - \$43,000 with an excellent and highly competitive benefits package. More information about our highly competitive and attractive benefits under the benefit section in this vacancy.

12-month academic year position

APPLICATION INSTRUCTIONS

For consideration, an applicant file must contain:

1. Cover letter that addresses the minimum and preferred qualifications
2. Resume
3. Copies of transcripts (A.A., B.A., and M.A.) (Official transcripts requested upon hire) - As part of our commitment to a fair hiring process, we invite you to redact any information from your transcripts that may be confidential/protected under law, including your age, date of birth, or dates of attendance/graduation.
4. Names, addresses, and phone numbers of 3 professional references

APPLICATION DEADLINE

Open Until Filled – Priority will be given to applications received by September 19, 2025

POSITION START DATE:

ASAP

Submit Application Packet To:

Otero College
Attn: Kelsey Barbee
Executive Director of Human Resources
1802 Colorado Ave
La Junta, CO 81050

FAX: (719) 384-6947

Or Email To: kelsey.barbee@otero.edu

Inquiries May Be Directed To:

Kelsey Barbee
(719) 384-6824

Notice to all Applicants

- Final candidate will be subject to successful completion of a background check, and, if applicable, a drug screening, and/or a motor vehicle record review.
- Former employees of the Colorado Community College System, or one of its 13 colleges, who were disciplinarily terminated or resigned in lieu of termination, must disclose this information in their application material.
- Final candidates are required to submit unofficial transcripts for non-instructional positions and official transcripts for instructional positions to Human Resources within thirty (30) days of hire.
- Direct deposit of payroll is a condition of employment.
- Otero College participates in E-Verify.
- Otero College is a tobacco and smoke-free campus.
- All Otero employees, except student employees, contribute to Colorado PERA at a fixed percentage of their earnings and do not contribute to Social Security.
- Must be a resident of the State of Colorado or able to relocate to Colorado prior to the first date of employment.

Reasonable Accommodation Statement

Otero College provides reasonable accommodations to applicants and employees with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process and/or during the course of employment, please contact Kelsey Barbee, Executive Director of Human Resources, at (719) 384-6824 or kelsey.barbee@otero.edu

Benefits

At Otero, we value and uphold a commitment to a workplace that focuses on employees. In addition to rewarding and meaningful work, we offer a comprehensive selection of benefits to support our employees, including:

- Flexible retirement benefits including Colorado PERA's Defined Benefit Plan or Defined Contribution Plan. Otero contributes 21.61% of your salary on your behalf. Supplemental retirement plans including 401(k) and 457 plans are also available.
- Comprehensive health benefits including medical, dental, vision, life, and flexible savings benefits.
- Employee assistance services such as counseling, professional coaching, financial planning, and more, are available to you and members of your household at no cost through the Colorado State Employee Assistance Program (C-SEAP).
- Generous paid time off benefits including up to 15 hours of annual leave and 10 hours sick leave per month, 10 paid holidays per year, and up to 18 hours for academic and volunteer activities.
- Tuition assistance for employees and their eligible dependents at any community college within the Colorado Community College System or CCCOnline.
- State employees are eligible to participate in BenefitHub which offers discounts for retailers and services and other benefits resources.

- Employees may qualify for the Public Service Loan Forgiveness Program. Additional information about this program can be found on the Colorado Division of Human Resources website.

Otero College is an Equal Opportunity Employer

Otero College prohibits all forms of discrimination and harassment including those that violate federal and state law or the State Board for Community Colleges and Occupational Education Board Policy 3-120. The College does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, veteran status or military status, pregnancy status, religion, genetic information, gender identity, gender expression, sexual orientation, or any other protected category under applicable local, state, or federal law (also known as "civil rights laws") including protection against retaliation and for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies, in its employment practices or educational programs and activities. Otero recognizes that the quality of instruction and educational opportunities for all are enhanced when the diversity of the community served is represented in the student population and workforce. Otero also recognizes that women, minorities, veterans and individuals with disabilities have been historically underutilized in the higher education workforce.

The College has designated Mike Rager, Director of Civil Rights and Investigations as its TITLE IX/EO COORDINATOR and Kelsey Barbee, Director of Human Resources as its AFFIRMATIVE ACTION (AA), OFFICER, with the responsibility to coordinate its civil rights compliance activities and grievance procedures. If you have any questions, please contact Kelsey Barbee, Director of Human Resources at 719-384-6824, kelsey.barbee@otero.edu, or 1802 Colorado Ave. McDivitt Hall RM# 140, La Junta, CO 81050.

You may also contact the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Boulevard, Suite 310, Denver, CO 80204, telephone (303) 844-3417.

The Federal Cleary Act (The Student Right to Know and Campus Security Act of 1990) requires all institutions of higher learning to make available to prospective employees the agency's Annual Security Report/Campus Crime Statistics. A paper copy of this report can be obtained at the Student Services Center upon request or at: <http://www.ojc.edu/content/marketing/catalog.pdf>. This report includes statistics for the previous three years concerning crimes that occurred on campus or on property controlled or owned by Otero College, as well as public property within, or immediately adjacent to and accessible from, our campus.

Former employees of the Colorado Community College System or one of its 13 colleges, who were disciplinarily terminated or resigned in lieu of termination, must disclose this information in your application packet

Qualified protected class individuals are encouraged to apply

Otero College must comply with the Immigration Reform and Control Act of 1986. If hired you will be required to provide documents to show your identity and authorization to work. In addition, Colorado fiscal rules require direct deposit for all new employees.

ABOUT OTERO COLLEGE:

Founded in 1941, Otero College is an accredited Hispanic Serving Institution and is a state two-year community college with approximately 1500 students (1250 FTE) made up of traditional, non-traditional and international students. The college is governed by the State Board for Community Colleges and Occupational Education. Otero is located on an attractive 40-acre campus on the southern edge of La Junta, Colorado. The college is a full-service campus with dormitory housing, food service, men's and women's varsity intercollegiate athletics, and state-of-the-art educational technology. The city of La Junta has a population of approximately 8,000 and is located on Highway 50, sixty miles east of Pueblo. The college serves the residents of Otero, Bent, and Crowley counties. This rural geographic area in southeast Colorado is primarily agriculture based and has a population of approximately 33,000 people. Students at Otero can earn degrees in Associate of Arts, Associate of Science, Associate of Applied Science, Associate of General Studies or an Associate Degree in Nursing. Students who wish to pursue vocational occupations will find over a dozen one- and two-year certificate programs available. Career and Technical Education certificate programs at Otero include:

- Advanced Ag/Business Management
- ABM Financial Analysis
- Ag/Business Marketing and Risk Management
- ABM Records and Business Planning
- Rural Business Entrepreneurship
- Cosmetology
- Hair Stylist
- Nail Technician
- Esthetician
- Crop Production
- Intro to Horticulture
- Horticulture
- Emergency Medical Technician
- EMT Intermediate
- Community Health Worker
- Law Enforcement Training Academy
- Livestock Production
- Agriculture Production Management
- Artificial Insemination
- Nurse Aide
- Practical Nursing
- Phlebotomy
- Oxyacetylene
- Welding Fundamentals I
- Welding Fundamentals II
- Welding Production
- Advanced Welding Pipe
- Advanced Welding Railroad
- Construction Trades

To learn more about Otero College, visit the college's website at www.otero.edu.

OTERO MISSION STATEMENT:

To provide quality higher education that is accessible, transforms lives, expands employment opportunities, enriches our communities, promotes individual and global cultural diversity, and fosters economic development.