

FIRE DEPARTMENT
SANTA CLARA COUNTY

FINANCIAL ANALYST/ACCOUNTANT

DEFINITION

The Financial Analyst/Accountant reports to the Principal Financial Analyst/Accountant or the Director of Business Services or their designee. The incumbent is responsible for performing complex accounting, financial tasks and employee benefits administration requiring independent judgment and the ability research, analyze, investigate, audit and report on technical issues handled by the Business Services Office.

This classification is a Fair Labor Standards Act exempt, non-represented position in the Classified Service.

DISTINGUISHING CHARACTERISTICS

The classification of the Financial Analyst/Accountant is distinguished from the higher classification of Principal Financial Analyst/Accountant in that the latter is responsible for more complex professional accounting duties and performs more complicated assignments with increased independence. The Financial Analyst/Accountant is expected to supervise, lead and direct the work of the Business Services Office staff.

EXAMPLES OF DUTIES

General duties may include, but are not limited to the following:

- Supervise, lead, direct, train and review work of the Business Services Office staff.
- Perform moderate to complex tasks in governmental accounting and budgeting, statistical and financial analysis, and financial reporting.
- Prepare financial statements and other external financial reports and supporting documentation.
- Prepare journal entries and budget transfer entries.
- Review records of payroll, accounts receivable, accounts payable, expenditures, and income; confirm expenditures are made in accordance to contractual requirements and procedures.
- Review benefit enrollments and changes (i.e. new hire, separation, open enrollment, qualifying event); reconciled benefit invoices and act as County Fire liaison to benefits providers and consultants.
- Research, analyze, interpret, and explain employee benefits provisions of laws, rules, policies and agreements in consultation with the Principal Financial Analyst/Accountant and/or the Director of Business Services to County Fire management, employees, employee organizations and the public.
- Monitor and support compliance with CalPERS rules, regulations and procedures for payroll reporting requirements and applicable laws. Provide technical direction, reports and/or review the posting of biweekly report, adjustments, implementations, and related CalPERS activity and reconciliations.

EXAMPLES OF DUTIES (continued)

- Prepare and deliver oral presentations designed to educate and explain Business Services program services.
- Support, assist and guide staff in difficult situations, including contact with distressed clients.
- Prepare and enter correcting and adjusting journal entries to update the general ledger and other financial reports.
- Review the operating budget and expenditures on a periodic basis.
- Reconcile various asset and liability accounts.
- Perform special accounting procedures required by special districts, agencies, and grants.
- Work with divisions to define, prepare, and provide information for management purposes.
- Assist in the preparation, publication and distribution of the annual financial statements and the comprehensive annual financial report.
- Review and analyze financial records for accuracy and completeness; prepare corrections as necessary.
- Participate in the annual financial audit by external auditors or in any other periodic operational audits; maintain and document pertinent information that supports financial operations and reports.
- Participate in the preparation and monitoring of grants cost recovery claims and reimbursement programs.
- Responsible for the accounting and reconciliation of fixed assets and construction in progress.
- May assist with the costing and evaluation of proposals related to labor negotiations.
- Perform other duties as assigned.

EMPLOYMENT STANDARDS

Education and Experience: Bachelor's degree in business administration, accounting, or an approved related field or coursework, with a minimum of 12 semester units in accounting, finance or auditing, and two years of full-time accounting, financial analysis or audit experience.

Additional work experience in a full-time position performing accounting or audit related work may be substituted for the minimum of 12 semester units in accounting, finance, or auditing on the basis of one year of experience for four semester units.

Highly Desirable: Special training, education, and/or certifications in accounting related fields are highly desirable. Experience in an accounting position responsible for leading or supervising the work of others within a public agency. Experience with on-line financial systems. Training in computerized software programs including Microsoft Office suite.

Knowledge Of:

- Principles, practices and procedures of accounting and employee benefits programs.
- Laws and regulations governing fiscal accounting.
- Automated online accounting and financial reporting systems.
- Methods, practices, and terminology of financial accounting.
- Acceptable accounting principles and practices, including governmental accounting as established by GASB.
- Application of local government accounting procedures and systems.
- Audit principles, techniques and procedures.
- Basic principles of supervision and training.
- Customer service principles.
- Internal financial control practices.
- Payroll functions and procedures.
- Computers and software packages related to financial record keeping spreadsheets word processing and database software. i.e. enterprise financial system and standard Microsoft Office suite (specifically Word and Excel).
- English language structure including correct English usage, rules of composition, spelling, grammar, and punctuation.
- Basic to complex mathematics.

Ability To:

- Implement effective use of electronic data processing applications in all aspects of the job.
- Analyze and apply federal, state, and local laws and regulations pertaining to accounting and auditing work.
- Exercise a high degree of independent judgment.
- Supervise, train, or assist with the evaluation of the Business Services Office staff.
- Analyze problems and prepare effective written and oral reports.
- Analyze work processes and suggest work improvements.
- Prepare a variety of financial statements, reports and analyses.
- Analyze and interpret financial and accounting records.
- Communicate clearly and concisely, both verbally and in writing.
- Deal tactfully and courteously with others.
- Establish and maintain effective working relationships with those contacted in the course of work, including co-workers and the public.
- Effectively handle multiple priorities, organize workload, and meet strict deadlines.
- Interpret rules, regulations, policies, ordinances, and laws as pertain to assigned job functions.

Ability To: (continued)

- Apply principles, methods, and practices of accounting.
- Perform a variety of finance and accounting related assignments.
- Develop and document detailed technical and more generic, District-wide fiscal procedures.
- Plan and organize responsibilities so that fiscal matters are dealt with appropriately and correctly and reports are produced in a timely and accurate manner.
- Develop and deliver oral presentations.
- Maintain accurate records.
- Use office equipment such as computer, printer, scanner, calculator, fax machine, ten-key by touch, etc.
- Demonstrate initiative and exercise good judgment in the performance of duties.
- Establish, maintain, and promote positive and effective working relationships with employees, other agencies, and the public.
- Work independently and as a team member.
- Recognize and set priorities and meet deadlines.
- Exhibit critical thinking and problem-solving skills.

Working Conditions/Physical Demands: Work is generally performed in an office environment; contact with employees, retirees, vendors and the public. The position requires prolonged sitting and intermittent standing, walking, reaching, twisting, turning, kneeling, bending, squatting, stooping, grasping, and repetitive and fine coordination hand movement. The incumbent must be able to lift, push, and pull files, paper and documents weighing up to 25 pounds.

Required License: Possession and continued maintenance of a valid class C California driver's license and a safe driving record may be required or the ability to provide alternative transportation, as approved by the appointing authority.

Pre-Employment Requirements: The candidate will be required to pass a Live Scan fingerprint and background check, and complete a medical examination.