

Renee Castillo

COMPENSATION MANAGER

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Summary

Compensation manager with 11 years in compensation, including 4 years leading 3 analysts at a 9,000-employee utility. Owns job architecture, salary structures, market pricing and the annual merit cycle, and partners with Finance on a \$60M budget. Handles executive pay data with discretion and pairs business acumen with deep FLSA knowledge.

Skills

- Job Architecture
- Salary Structures
- Market Pricing
- Job Evaluation
- FLSA
- Microsoft Excel
- PowerPoint
- HRIS Systems
- Business Acumen
- Discretion

Experience

Compensation Manager

Desert Sun Energy

04/2022 - Present

Phoenix, AZ

Electric and gas utility with 9,000 employees across Arizona.

- Rebuilt job architecture into 6 career levels and 18 job families covering 1,250 jobs.
- Run the merit and bonus cycle for a **\$60M** budget, closing on time for 4 straight years.
- Lead 3 analysts through 2,000 job evaluation and offer reviews a year with a 3-day turnaround.
- Present pay equity results to the CHRO and CFO in PowerPoint, securing \$2.4M for market adjustments.

Senior Compensation Analyst

Copper State Health Plan

02/2018 - 03/2022

Tempe, AZ

Health insurer with 4,500 employees.

- Designed salary structures for 3 geographic pay zones and moved 400 employees below minimum into range.
- Conducted market pricing for **700** jobs a year using five published surveys.
- Audited FLSA classification for 1,100 positions, reclassifying 52 before an outside wage review.
- Configured compensation modules in HRIS systems for the 2020 Workday launch with IT and Payroll.

Compensation Analyst

Valley Mercantile Bank

06/2015 - 01/2018

Phoenix, AZ

Community bank with 1,600 employees.

- Priced 300 banking jobs a year and managed survey submissions for 4 vendors.
- Built Microsoft Excel merit worksheets for **120** managers and cleared 95% of errors before launch.
- Calculated quarterly incentive payouts for 240 loan officers and branch managers.

Education

Bachelor of Science in Business Administration

Arizona State University

05/2015

Tempe, AZ

Finance

Certificates

Certified Compensation Professional (CCP)

WorldatWork

05/2019

SHRM Senior Certified Professional (SHRM-SCP)

Society for Human Resource Management

03/2023