JULIAN MERCER

COMPENSATION ANALYST

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PROFESSIONAL SUMMARY

Compensation Analyst with 7+ years pricing jobs, benchmarking salary data, and modeling pay decisions for corporate and retail employers. Turns survey data into clear pay ranges, keeps pay equity in view, and explains recommendations to managers and executives.

PROFESSIONAL EXPERIENCE

Compensation Analyst Mar 2022 - Present
Target, Minneapolis, MN

- Price 60 to 80 corporate jobs a quarter against Mercer and Radford survey data and recommend ranges to HR business partners, with written rationale for each decision.
- Rebuilt salary structures for the technology job family with 8 grades, bringing 94% of employees within range from 81% and simplifying promotion decisions for managers.
- Modeled the annual merit and bonus cycle for 9,000 salaried employees in Excel, flagging budget variances before approval and giving finance a clear view of the cost.
- Ran a pay equity analysis with Legal and recommended adjustments for 140 employees, funded within 0.4% of payroll.
- Created manager guides and training on pay decisions that cut off-cycle pay exception requests by about 25%.
- Presented market movement and retention risk summaries to the compensation committee each quarter.
- Automated survey data uploads with Python and SQL, saving about 10 hours of manual cleanup each cycle.

HR Analyst, Total Rewards Jul 2019 - Feb 2022
Best Buy, Richfield, MN

- Matched 300 jobs to survey benchmarks for corporate and field roles, improving consistency across the job architecture and reducing disputes over job levels.
- Prepared market pricing packages for 45 promotion cases, with documented rationale and market data that leaders accepted in most reviews.
- Built dashboards of compa-ratio and pay range penetration in Tableau that HR partners used in talent reviews and annual pay planning sessions.
- Audited job descriptions with managers and corrected level mismatches on 70 positions so pay ranges matched the actual work.
- Supported the annual incentive plan calculations with payroll, catching two data errors before payouts.
- Responded to employee pay questions through HR service channels, with clear written answers within two business days and escalation for complex cases.
- Documented the pay methodology and range logic in a guide, so HR partners could answer common questions without escalating cases.

CORE SKILLS

Market pricing | Salary benchmarking | Job evaluation | Pay equity analysis | Salary structure design | Merit cycle modeling | Incentive plans | Survey data analysis | Advanced Excel | SQL | Tableau | Workday Compensation | Python | Executive reporting

EDUCATION

B.S. in Human Resource Management, University of Minnesota, Minneapolis, MN

CERTIFICATIONS

Certified Compensation Professional (CCP) | WorldatWork Total Rewards Foundations | SHRM Certified Professional (SHRM-CP)