

CHRISTOPHER E. RAINS CCP, CBP

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PROFESSIONAL EXPERIENCE

July 2018-
June 2020

HELZBERG DIAMONDS North Kansas City, MO

Compensation Manager

- Manage the compensation function, including job documentation, job evaluation, salary administration, performance appraisal administration, and compensation analyses.
- Develop compensation programs to ensure competitive, fair pay practices to attract and retain superior associates.
- Monitor the compliance of existing compensation policies, guidelines and procedures and recommends program revisions/enhancements which are consistent with compensation trends and business objectives.
- Consult with managers on job design issues to optimize work design, develop job descriptions for all positions and complete job evaluations to ensure internal equity and FLSA compliance.
- Manage salary administration by reviewing pay records and resolving issues, and overseeing completion of formal salary surveys and analyzing results for compensation planning and market comparisons.
- Design, configure, test, implement and administer compensation functions within HRIS system and enter compensation changes. Serve as administrator for goals and performance review system including configuring, testing and maintaining processes for performance management.
- Analyze pay, bonus, commission, and productivity measures using reporting tools to develop and review base pay guidelines and practices and bonus programs.
- Market price new and updated jobs as needed to ensure external competitiveness for attraction and retention of top talent.
- Manage the performance management process including revising and distributing appraisal materials, reviewing all performance appraisals and pay decisions, ensuring all appraisals and pay data is entered into the HRIS system, calculating the financial impact of pay changes and analyzing performance ratings.
- Prepare detailed merit increase analyses to provide accurate cost estimates for annual performance appraisal cycle.

April 2011-
July 2018

KANSAS CITY SOUTHERN RAILWAY Kansas City, MO

Compensation Analyst

- Conducted market analysis and research to support compensation decisions and program recommendations to ensure competitive position for pay, retention and motivation.
- Managed short term incentive plan and annual merit process, including program design, budgetary compliance, and determining eligibility.
- Provided counsel to management and Human Resources Business Partners in the review of pay changes and reviews salary adjustment recommendations to ensure compliance with established guidelines and practices.
- Managed the development, implementation and administration of incentive pay programs.
- Partnered with HR leaders and clients in the development of or restructure of jobs and job family career pathing.
- Managed corporate relocation program and partners with relocation vendor to provide comprehensive packages for transferees.

- Provided regular and ad hoc reporting in SAP for Human Resources Business Partners and internal customer base.

August 2006-
April 2011

PGi Olathe, KS

Compensation Analyst

- Managed compensation programs, salary survey participation and analysis and implementation of new programs.
- Administered employee bonus program and merit increases.
- Provided analytical support to Compensation Director and Human Resources Senior Vice President on a variety of projects including market research, program design, analysis, budgeting and implementation of new programs.
- Provided analysis of compensation for specific employee groups and propose market adjustments when necessary.
- Ensured HRIS systems met compensation needs and were updated to reflect changes to compensation design and organizational structure.

January 2005-
August 2006

H&R BLOCK Kansas City, MO

Senior Compensation Analyst

- Developed, implemented and evaluated compensation programs for associates. Lead development teams to analyze new programs and evaluate existing pay programs, and make recommendations for changes and/or design new programs that helped the business achieve its strategic objectives.
- Worked with management to define new jobs, reviewed jobs for proper FLSA classification, revised existing jobs and priced jobs in the appropriate labor market. Assigned job to appropriate salary grade, ensuring internal and external equity. Educated and counseled management on effective use of market data and ensure proper application of salary management guidelines.
- Identified and participated in appropriate compensation surveys to maintain adequate and current market data for job pricing and decision making.
- Ensured effective development and administration of company's annual merit program and short-term and long-term incentive programs.

January 2001-
January 2005

SPRINT Overland Park, KS

Compensation Analyst

October 1999-
January 2001

DST SYSTEMS, INC. Kansas City, MO

Compensation Analyst

October 1996-
October 1999

SOUTH CAROLINA STATE BUDGET AND CONTROL BOARD Columbia, SC

Compensation Analyst

April 1994-
July 1996

MISSOURI DEPARTMENT OF TRANSPORTATION Jefferson City, MO

Recruiter

EDUCATION

UNIVERSITY OF MISSOURI Columbia, MO

Bachelor of Science, Business Administration, December 1993

Major: Management Coursework concentration: Human Resource Management

UNIVERSITY OF KANSAS Lawrence, KS

Bachelor of Arts, Psychology, December 1986

CERTIFICATIONS

Certified Compensation Professional (CCP), World at Work

Certified Benefits Professional (CBP), World at Work

**PROFESSIONAL
AFFILIATIONS**

Member, World at Work
Member, Total Rewards KC