

Profiles in Success

- Heather Bolek
- Assistant Vice President, Human Resources
- Financial Pacific Leasing

About Financial Pacific Leasing

“Financial Pacific Leasing is an equipment leasing company based in Federal Way, Washington. The company employs approximately 130 people. Ms. Bolek is the AVP of Human Resources for the company.”

What do you like about PayScale?

“I tend to be skeptical about the accuracy of some non-traditional and web-based compensation information; however I feel confident in the integrity of PayScale’s data. I appreciate the fact that PayScale collects a lot of information from employees and filters it. I also like that I can customize the reporting based on my needs – and quickly.

I’ve been impressed with everyone I have worked with at PayScale. The team is responsive and professional. In addition to getting the job done, one area that is important to me when choosing a company to do business with is the people. I enjoy working with the employees at PayScale and they make my job easier with the service they provide.”

How do you use PayScale?

“We use compensation information in two ways; preparation for annual reviews and periodic position reviews throughout the year. For our annual salary reviews I run reports to look at employee’s compensation relative to their grade and the market. This gives me an idea of where we may have compensation issues with employees or groups of employees that may be under market.

I also use PayScale throughout the year to review compensation for specific positions. If we find that we are having difficulty recruiting good candidates, or if we have a sense that the market for a position has changed, I will run reports to provide current data.”

Can you describe how PayScale has saved you money?

“Last year, I used PayScale to price a position that I suspected was under market. I found that we were paying less than the market rate. I used the PayScale data to present the case to our leadership team to increase compensation for that position. Even though we spent more money to increase employee pay, it was a very good business decision. It had a positive impact on employee morale, retention and recruitment.”

Can you describe how PayScale has saved you time?

“My HR department is relatively small; there are only two of us who provide HR service in all areas. In the past I have had someone who shared the compensation role. Currently I work with compensation on my own. I have been able to use PayScale to save time and substitute for the loss of that shared expertise.”