

# MONARCH LANDING

## OFFERING INDEPENDENT LIVING AND A VIBRANT LIFESTYLE FOR ACTIVE SENIORS.

PayScale Helps Monarch Landing Retain Talent and Make Informed Salary Decisions.



**EMPLOYEES:** 200



**INDUSTRY:** Real Estate



**REGION:** United States



**PRODUCT:** PayScale Insight

### THE CHALLENGE

Monarch Landing is a senior living community based outside of Chicago, in the city of Naperville, IL. The community is built on a scenic 80-acre campus and was recently named “one of America’s best places to live and retire.” Monarch Landing’s staff of 200 compassionate and dedicated employees play a vital role in making this desirable retirement community so exceptional. However, when the community experienced a sudden change of ownership in 2010, the new human resources director required critical compensation data to attract and retain the best talent. Discovering comparable compensation information proved to be challenging, since Monarch offered specific services for seniors and was located in a unique market.

### THE SOLUTION: PAYSACLE

The new human resources team at Monarch Landing chose PayScale to provide deep market insights and compensation data in order to make informed salary decisions. PayScale guided Monarch Landing by providing specific salary “comps” by accessing its database of 14,000 positions to match with the very specific positions at Monarch; automatically adjusting salary data for the Naperville market to ensure compensation is competitive and attractive to employees; creating highly visual reports to show actual compensation within a salary range; offering cloud compensation software that provides the freshest compensation data in the industry because it is adjusted in real-time.

## WHY PAYSACLE?

- ✓ Enabled more strategic career pathing
- ✓ Increased transparency
- ✓ Simplified budgeting
- ✓ Enabled accurate location-based pay
- ✓

## THE RESULTS

**IMPROVED ALLOCATION OF COMPENSATION BUDGETS**, ensuring employee salaries are accurate and competitive.

**MORE INFORMED SALARY ADJUSTMENT DECISIONS BY THE EXECUTIVE TEAM.**

**NEW LEVELS OF GUIDANCE** with PayScale's experienced consultants, as the company plans for its expansion of new healthcare services.

**Without question, I will depend on PayScale to guide our compensation decisions as we expand our services and hire 150 people in the coming year.**

*– Megan Letts, Human Resource Director*

## ABOUT PAYSACLE

PayScale offers modern compensation software and the most precise, real-time, data-driven insights for employees and employers alike. Thousands of organizations, from small businesses to Fortune 500 companies, use PayScale products to power pay decisions for millions of employees. For more information, please visit: [www.payscale.com](http://www.payscale.com) or follow PayScale on Twitter: <https://twitter.com/payscale>.