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# SALARY SURVEY REPORT

2023 | Hospitality

[geckohospitality.com](https://geckohospitality.com)

**Gecko**  
Hospitality

## Dear Friends and Colleagues,

As we close the books on an unprecedented year, Gecko Hospitality is proud to present our 7th annual hospitality management salary report. Our survey has collected data from over 2,500 salaried hospitality management professionals across the United States and Canada between January and December of 2022.

This extensive survey encompasses popular job titles in the restaurant and hospitality industries, covering topics such as gender, geography, turnover rate, and salary increases. We strive to provide definitive insights that inform decisions about salaries for positions within these industries.

Throughout this challenging year, our industry has shown incredible resilience and ingenuity. Despite rumors of a potential recession swirling in the background, we have seen record-breaking sales and occupancy numbers across many sectors of the hospitality industry. This strong performance can be attributed to great leadership making an effort to improve managers' lives with better scheduling and quality of life initiatives such as emphasizing time spent with family. It's more important than ever before to strive for a balance between work and family life. That's why we're always searching for ways to help businesses stay competitive while also providing their staff with meaningful time off opportunities. By taking into account employees' personal needs, companies can become even more successful over time through increased productivity and job satisfaction.

At Gecko Hospitality, we are proud to provide up-to-date reports on the latest trends so that organizations can make informed decisions for their teams regarding wages, benefits packages, and compensation rates that reflect current market conditions. It is our goal to equip you with all the necessary tools needed to fill vital roles within the hospitality industry while providing key stakeholders with reliable information they can trust.

Our salary survey offers valuable insights into current compensation trends in the hospitality industry, giving you an up-to-date understanding of what it takes to attract and retain top talent. We hope that our survey will be a beneficial resource for your future hiring and management decisions. Thank you for your partnership and support – together, we can create an even brighter future for the hospitality industry!

Respectfully,



Robert Krzak  
President  
Gecko Hospitality

## CLASSIFICATION DEFINITIONS

### Catering Company

Catering companies are often hired for anniversaries & special events, birthday parties, wedding receptions, business holiday events, as well as many other events. They are often responsible for many aspects of the event planning which includes (but is not limited to): menu design and preparation, cuisine creation and presentation, plate and dinnerware rentals, and arranging appropriate pre-event, event, and clean-up crew staffing.

### Conference Center

A conference center is a large building that is designed to hold a convention, where individuals and groups gather to promote and share common interests. Convention centers typically offer sufficient floor area to accommodate several thousand attendees. Conference centers often consist of one main hall and a number of smaller lecture rooms and dining facilities.

### Country Club

Country clubs are usually privately owned or associated with communities or golf clubs, often with memberships, that generally offer both recreational activities and dining and entertainment facilities. Examples of country clubs we work with: Boca West Country Club, Westwood Golf Club & Briar Ridge County Club.

### Cruise Line

Cruiselines operate cruise ships on oceans or rivers and usually carry passengers who are vacationing. They typically embark on round-trip voyages to various ports-of-call where passengers may go on excursions and Experience the local area. Consisting of restaurants, bars, casinos, event spaces and more, cruises offer many amenities for passengers.

### Hotel

Hotels provide accommodations on a short-term basis as well as meals and other services to travelers and tourists. Facilities and amenities inside a hotel may range from modest, small rooms and basic guest services to larger, higher priced suites with additional amenities. Some of the many types of hotels include, Extended stay, full service, boutique, select service, Luxury, midscale and upscale.

### Private Estate

Private estates are primarily owned by one owner whose property is large enough for multiple buildings and staff.

### Resort

Resorts offer relaxation and/or recreation to vacation goers and travelers and provides most amenities on site including (but not limited to) food, beverages (including alcohol), lodging, sports, entertainment & shopping. Some resorts may include excursion type options and even beaches/pools for swimming.

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## BREAKDOWN OF CANDIDATES

# 244

### Hospitality Candidates Surveyed

## GENDER

Female

86

Male

158

## POSITIONS

(candidates surveyed in each position)

### Female

Area Store Manager	1
Assistant Controller	1
Assistant Director of Front Office	1
Assistant General Manager	1
Assistant Human Resource Director	1
Catering Sales Manager	1
Chief Financial Officer	1
Conference Planning Manager	1
Controller	3
Corporate Retail Experience Manager	1
Director of Hospitality	1
Director of Human Resources	1
Director of Operations	1
Director of Sales	12
Director of Sales and Marketing	4
Executive Chef	1
Facilities Manager	1
Food & Beverage Retail Manager	1
Food and Beverage Director	1
Front Office Manager	5
General Manager	17

### Male

Accounting Coordinator	1
Activities Manager	1
Area Coach	1
Area Director	3
Assistant Concierge Manager	1
Assistant Director of Front Office	1
Assistant Director of Sales	1
Assistant General Manager	4
Beverage and Operations Manager	1
Chef	3
Chef de Cuisine	1
Chief Engineer	5
Club Manager	1
Controller	2
Corporate Food and Beverage Mgr	1
Director of Club Services	1
Director of Culinary	1
Director of Engineering	5
Director of Finance	2
Director of Food and Beverage	8
Director of Housekeeping	1
Director of Outlets	1

## POSITIONS

(candidates surveyed in each position)

<i>Female</i>	<i>Male</i>
Hotel General Manager <b>6</b>	Director of Sales <b>4</b>
Hotel Operations Manager <b>1</b>	District / Multi-Unit Manager <b>1</b>
Hourly Supervisor <b>1</b>	Events & Sales Manager <b>1</b>
Housekeeping Manager <b>2</b>	Executive Assistant <b>1</b>
Human Resource Director <b>2</b>	Executive Chef <b>28</b>
Human Resource Manager <b>1</b>	Executive Housekeeper <b>1</b>
Manager of Membership and Sales <b>1</b>	Fitness Director <b>1</b>
National Sales Account Manager <b>1</b>	Food and Beverage Director <b>4</b>
Overnight Resort Manager <b>1</b>	Food and Beverage Manager <b>8</b>
Restaurant Manager <b>1</b>	Front Office Manager <b>1</b>
Sales Coordinator <b>1</b>	General Manager <b>24</b>
Sales Manager <b>9</b>	General Manager / COO <b>1</b>
Shift Supervisor <b>1</b>	Golf Operations Manager <b>1</b>
Sous Chef <b>1</b>	Grocery Manager <b>1</b>
	Hotel Executive Chef <b>1</b>
	Hotel General Manager <b>3</b>
	Hotel Manager <b>2</b>
	Hotel Restaurant General Manager <b>1</b>
	Housekeeping Manager <b>2</b>
	Human Resource Director <b>2</b>
	Irrigation Tech <b>1</b>
	Kitchen Manager <b>1</b>
	Restaurant Manager <b>8</b>
	Sales Manager <b>1</b>
	Sous Chef <b>11</b>
	Sushi Chef <b>1</b>
	Talent Acquisition Manager <b>1</b>

## AVERAGE STARTING SALARIES

<i>Classifications</i>	<i>Female</i>	<i>Classifications</i>	<i>Male</i>
Area Store Manager	<b>\$70,000</b>	Accounting Coordinator	<b>\$41,600</b>
Assistant Controller	<b>\$60,000</b>	Activities Manager	<b>\$65,000</b>
Assistant Director of Front Office	<b>\$76,000</b>	Area Coach	<b>\$95,000</b>
Assistant General Manager	<b>\$100,000</b>	Area Director	<b>\$110,000</b>
Assistant Human Resource Director	<b>\$95,000</b>	Assistant Concierge Manager	<b>\$65,405</b>
Catering Sales Manager	<b>\$85,000</b>	Assistant Director of Front Office	<b>\$90,000</b>
Chief Financial Officer	<b>\$205,000</b>	Assistant Director of Sales	<b>\$73,838</b>
Conference Planning Manager	<b>\$60,000</b>	Assistant General Manager	<b>\$60,875</b>
Controller	<b>\$86,666</b>	Beverage and Operations Manager	<b>\$60,000</b>
Corporate Retail Experience Manager	<b>\$120,000</b>	Chef	<b>\$88,333</b>
Director of Hospitality	<b>\$80,000</b>	Chef de Cuisine	<b>\$75,000</b>
Director of Human Resources	<b>\$150,000</b>	Chief Engineer	<b>\$61,048</b>
Director of Operations	<b>\$100,000</b>	Club Manager	<b>\$60,000</b>
Director of Sales	<b>\$82,083</b>	Controller	<b>\$102,500</b>
Director of Sales and Marketing	<b>\$123,750</b>	Corporate Food and Beverage Mgr	<b>\$60,000</b>
Executive Chef	<b>\$100,000</b>	Director of Club Services	<b>\$150,000</b>
Facilities Manager	<b>\$90,000</b>	Director of Culinary	<b>\$100,000</b>
Food & Beverage Retail Manager	<b>\$72,000</b>	Director of Engineering	<b>\$96,000</b>
Food and Beverage Director	<b>\$105,000</b>	Director of Finance	<b>\$130,000</b>
Front Office Manager	<b>\$49,640</b>	Director of Food and Beverage	<b>\$100,000</b>
General Manager	<b>\$78,117</b>	Director of Housekeeping	<b>\$70,000</b>
		Director of Outlets	<b>\$85,000</b>

## AVERAGE STARTING SALARIES

Classifications	Female	Classifications	Male
Hotel General Manager	\$75,666	Director of Sales	\$81,250
Hotel Operations Manager	\$55,000	District / Multi-Unit Manager	\$89,999
Hourly Supervisor	\$37,440	Events & Sales Manager	\$55,000
Housekeeping Manager	\$45,380	Executive Assistant	\$65,000
Human Resource Director	\$117,500	Executive Chef	\$87,018
Human Resource Manager	\$75,000	Executive Housekeeper	\$80,000
Manager of Membership and Sales	\$100,000	Fitness Director	\$70,000
National Sales Account Manager	\$80,000	Food and Beverage Director	\$89,875
Overnight Resort Manager	\$69,000	Food and Beverage Manager	\$66,000
Restaurant Manager	\$62,500	Front Office Manager	\$55,000
Sales Coordinator	\$47,840	General Manager	\$91,266
Sales Manager	\$75,333	General Manager / COO	\$150,000
Shift Supervisor	\$40,040	Golf Operations Manager	\$65,000
Sous Chef	\$34,400	Grocery Manager	\$80,000
		Hotel Executive Chef	\$75,000
		Hotel General Manager	\$70,000
		Hotel Manager	\$123,750
		Hotel Restaurant General Manager	\$60,000
		Housekeeping Manager	\$69,000
		Human Resource Director	\$112,500
		Irrigation Tech	\$52,000
		Kitchen Manager	\$50,000
		Restaurant Manager	\$66,812
		Sales Manager	\$85,000
		Sous Chef	\$73,363
		Sushi Chef	\$70,720
		Talent Acquisition Manager	\$97,000

## HOSPITALITY DIVISION

### Average Starting Salaries - Female

<b>Area Store Manager</b>		<b>Corporate Retail Experience Manager</b>	
Resort	\$70,000	Private Club	\$120,000
<b>Assistant Controller</b>		<b>Director of Hospitality</b>	
Hotel - Limited / Select Service	\$60,000	Resort	\$80,000
<b>Assistant Director Of Front Office</b>		<b>Director of Human Resources</b>	
Resort	\$76,000	Hotel - Luxury	\$150,000
<b>Assistant General Manager</b>		<b>Director of Operations</b>	
Hotel - Full Service	\$100,000	Hotel - Full Service	\$100,000
<b>Assistant Human Resource Director</b>		<b>Director of Sales</b>	
Resort	\$95,000	Hotel - Extended Stay	\$71,666
<b>Catering Sales Manager</b>		Hotel - Full Service	\$80,000
Hotel - Full Service	\$85,000	Hotel - Boutique	\$100,000
<b>Chief Financial Officer</b>		Hotel - Limited / Select Service	\$73,333
Hotel - Boutique	\$205,000	Hotel - Midscale	\$90,000
<b>Conference Planning Manager</b>		Resort	\$100,000
Hotel - Full Service	\$60,000	<b>Director of Sales and Marketing</b>	
<b>Controller</b>		Hotel - Boutique	\$115,000
Hotel - Full Service	\$100,000	Hotel - Upscale	\$150,000
Hotel - Boutique	\$80,000	<b>Executive Chef</b>	
		Private Club	\$100,000

## HOSPITALITY DIVISION

### Average Starting Salaries - Female

#### Facilities Manager

Private Estate	<b>\$90,000</b>
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#### Food & Beverage Retail Manager

Hotel - Upscale	<b>\$72,000</b>
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#### Food and Beverage Director

Private Club	<b>\$105,000</b>
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#### Front Office Manager

Hotel - Economy	<b>\$31,200</b>
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Hotel - Full Service	<b>\$45,000</b>
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Hotel - Midscale	<b>\$50,500</b>
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Hotel - Upscale	<b>\$71,000</b>
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#### General Manager

Private Club	<b>\$97,500</b>
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Hotel - Economy	<b>\$85,000</b>
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Hotel - Extended Stay	<b>\$61,250</b>
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Hotel - Full Service	<b>\$125,000</b>
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Hotel - Limited / Select Service	<b>\$69,400</b>
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Hotel - Midscale	<b>\$70,000</b>
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Corporate	<b>\$91,000</b>
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Private Estate	<b>\$100,000</b>
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#### Hotel General Manager

Hotel - Economy	<b>\$65,000</b>
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Hotel - Extended Stay	<b>\$75,000</b>
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Hotel - Full Service	<b>\$86,500</b>
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Hotel - Limited / Select Service	<b>\$66,000</b>
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Hotel - Midscale	<b>\$75,000</b>
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#### Hotel Operations Manager

Hotel - Upscale	<b>\$55,000</b>
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#### Hourly Supervisor

Resort	<b>\$37,440</b>
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#### Housekeeping Manager

Bed & Breakfast	<b>\$45,000</b>
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Private Estate	<b>\$45,760</b>
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#### Human Resource Director

Hotel - Full Service	<b>\$115,000</b>
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Resort	<b>\$120,000</b>
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#### Human Resource Manager

Hotel - Boutique	<b>\$75,000</b>
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#### Manager of Membership and Sales

Hotel - Boutique	<b>\$100,000</b>
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## HOSPITALITY DIVISION

### Average Starting Salaries - Female

#### National Sales Account Manager

Hotel - Full Service	<b>\$80,000</b>
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#### Overnight Resort Manager

Resort	<b>\$69,000</b>
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#### Restaurant Manager

Private Club	<b>\$62,500</b>
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#### Sales Coordinator

Hotel - Full Service	<b>\$47,840</b>
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#### Sales Manager

Hotel - Full Service	<b>\$80,000</b>
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Hotel - Boutique	<b>\$66,000</b>
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Hotel - Luxury	<b>\$90,000</b>
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Hotel - Midscale	<b>\$62,000</b>
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Hotel - Upscale	<b>\$90,000</b>
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Resort	<b>\$50,000</b>
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#### Shift Supervisor

Resort	<b>\$40,040</b>
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#### Sous Chef

Private Club	<b>\$34,400</b>
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## HOSPITALITY DIVISION

### Average Starting Salaries - Male

#### Accounting Coordinator

Hotel - Full Service	<b>\$41,600</b>
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#### Activities Manager

Resort	<b>\$65,000</b>
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#### Area Coach

Hotel - Boutique	<b>\$95,000</b>
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#### Area Director

Hotel - Full Service	<b>\$155,000</b>
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Hotel - Limited / Select Service	<b>\$90,000</b>
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Hotel - Midscale	<b>\$85,000</b>
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#### Assistant Concierge Manager

Hotel - Luxury	<b>\$65,405</b>
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#### Assistant Director of Front Office

Hotel - Full Service	<b>\$90,000</b>
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#### Assistant Director of Sales

Event Dining	<b>\$73,837</b>
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#### Assistant General Manager

Hotel - Full Service	<b>\$66,750</b>
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Hotel - Limited / Select Service	<b>\$50,000</b>
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#### Beverage and Operations Manager

Hotel - Boutique	<b>\$60,000</b>
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#### Chef

Hotel - Full Service	<b>\$65,000</b>
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Resort	<b>\$100,000</b>
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#### Chef de Cuisine

Private Club	<b>\$75,000</b>
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#### Chief Engineer

Hotel - Full Service	<b>\$90,000</b>
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Hotel - Limited / Select Service	<b>\$72,500</b>
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Private Estate	<b>\$89,120</b>
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#### Club Manager

Private Club	<b>\$60,000</b>
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#### Controller

Private Club	<b>\$70,000</b>
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Hotel - Upscale	<b>\$135,000</b>
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#### Corporate Food and Beverage Mgr

Hotel - Full Service	<b>\$60,000</b>
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## HOSPITALITY DIVISION

### Average Starting Salaries - Male

#### Director of Club Services

Private Club	<b>\$150,000</b>
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#### Director of Culinary

Private Club	<b>\$100,000</b>
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#### Director of Engineering

Private Club	<b>\$105,000</b>
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Hotel - Full Service	<b>\$100,000</b>
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Hotel - Boutique	<b>\$125,000</b>
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Resort	<b>\$80,000</b>
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#### Director of Finance

Hotel - Full Service	<b>\$140,000</b>
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Hotel - Boutique	<b>\$120,000</b>
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#### Director of Food and Beverage

Private Club	<b>\$70,000</b>
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Hotel - Full Service	<b>\$106,750</b>
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Hotel - Luxury	<b>\$163,000</b>
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#### Director of Housekeeping

Hotel - Full Service	<b>\$70,000</b>
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#### Director of Outlets

Hotel - Luxury	<b>\$85,000</b>
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#### Director of Sales

Hotel - Extended Stay	<b>\$75,000</b>
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Hotel - Full Service	<b>\$95,000</b>
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Hotel - Limited / Select Service	<b>\$65,000</b>
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Hotel - Upscale	<b>\$90,000</b>
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#### District / Multi-Unit Manager

Hotel - Extended Stay	<b>\$89,999</b>
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#### Events & Sales Manager

Event Dining	<b>\$55,000</b>
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#### Executive Assistant

Hotel - Full Service	<b>\$65,000</b>
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#### Executive Chef

Casino	<b>\$122,500</b>
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Private Club	<b>\$67,857</b>
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Hotel - Boutique	<b>\$99,250</b>
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Hotel - Limited / Select Service	<b>\$95,000</b>
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Hotel - Upscale	<b>\$91,000</b>
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Resort	<b>\$85,714</b>
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#### Executive Housekeeper

Resort	<b>\$80,000</b>
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#### Fitness Director

Private Club	<b>\$70,000</b>
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## HOSPITALITY DIVISION

### Average Starting Salaries - Male

#### Food and Beverage Director

Private Club	\$72,500
Hotel - Boutique	\$100,000
Resort	\$93,500

#### Food and Beverage Manager

Private Club	\$62,000
Hotel - Full Service	\$70,000
Hotel - Boutique	\$70,000

#### Front Office Manager

Hotel - Midscale	\$55,000
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#### General Manager

Private Club	\$72,800
Hotel - Extended Stay	\$65,400
Hotel - Full Service	\$120,000
Hotel - Boutique	\$116,666
Hotel - Limited / Select Service	\$67,500
Hotel - Midscale	\$87,500
Hotel - Upscale	\$155,000
Resort	\$80,000
Association	\$75,000

#### General Manager / COO

Private Club	\$150,000
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#### Golf Operations Manager

Private Club	\$65,000
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#### Grocery Manager

Hotel - Midscale	\$80,000
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#### Hotel Executive Chef

Hotel - Full Service	\$75,000
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#### Hotel General Manager

Hotel - Extended Stay	\$65,000
Hotel - Limited / Select Service	\$80,000

#### Hotel Manager

Resort	\$123,750
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#### Hotel Restaurant General Manager

Hotel - Full Service	\$60,000
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#### Housekeeping Manager

Hotel - Full Service	\$75,000
Hotel - Boutique	\$63,000

#### Human Resource Director

Hotel - Upscale	\$145,000
Resort	\$80,000

## HOSPITALITY DIVISION

### Average Starting Salaries - Male

#### Irrigation Tech

Private Estate	\$52,000
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#### Kitchen Manager

Hotel - Boutique	\$50,000
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#### Restaurant Manager

Private Club	\$60,000
Hotel - Full Service	\$90,000
Hotel - Boutique	\$60,000
Hotel - Upscale	\$80,000
Resort	\$61,125

#### Sales Manager

Hotel - Extended Stay	\$85,000
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#### Sous Chef

Private Club	\$75,000
Hotel - Full Service	\$65,000
Resort	\$75,333

#### Sushi Chef

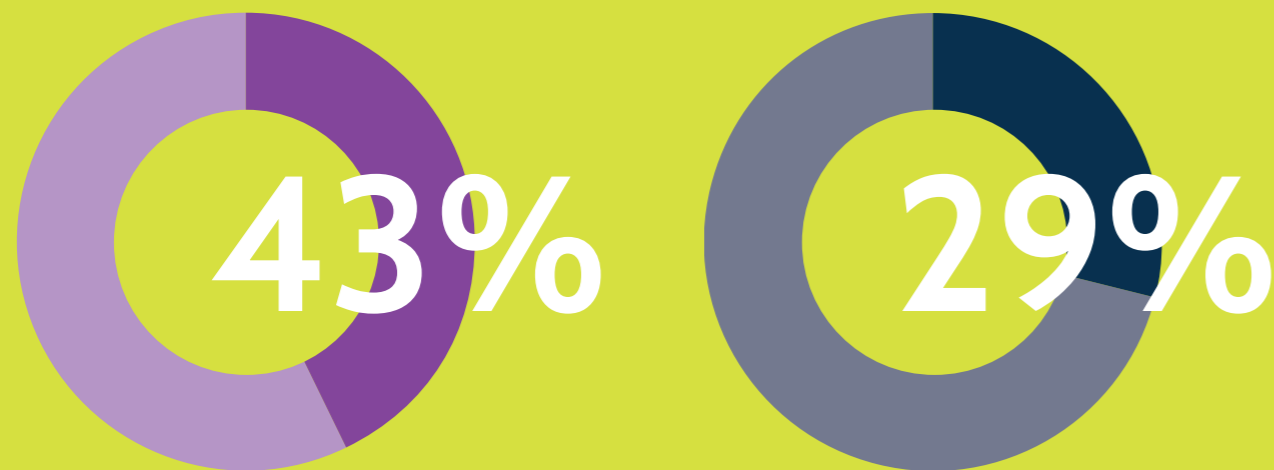
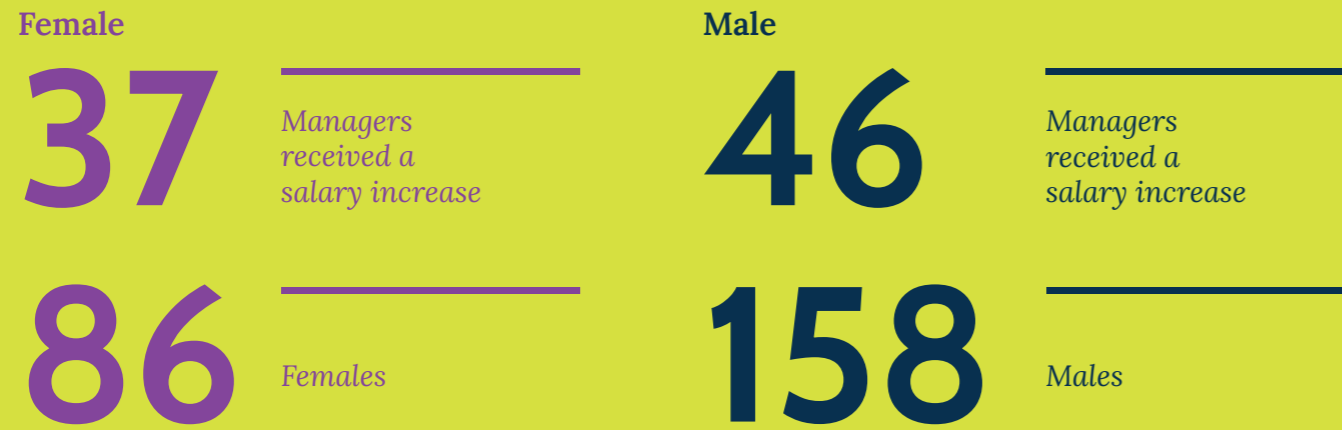
Private Club	\$70,720
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#### Talent Acquisition Manager

Private Club	\$97,000
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## THE FOLLOWING DEPICTS MANAGERS WHO RECEIVED A SALARY INCREASE WHEN ACCEPTING A MANAGEMENT POSITION WITH A NEW COMPANY

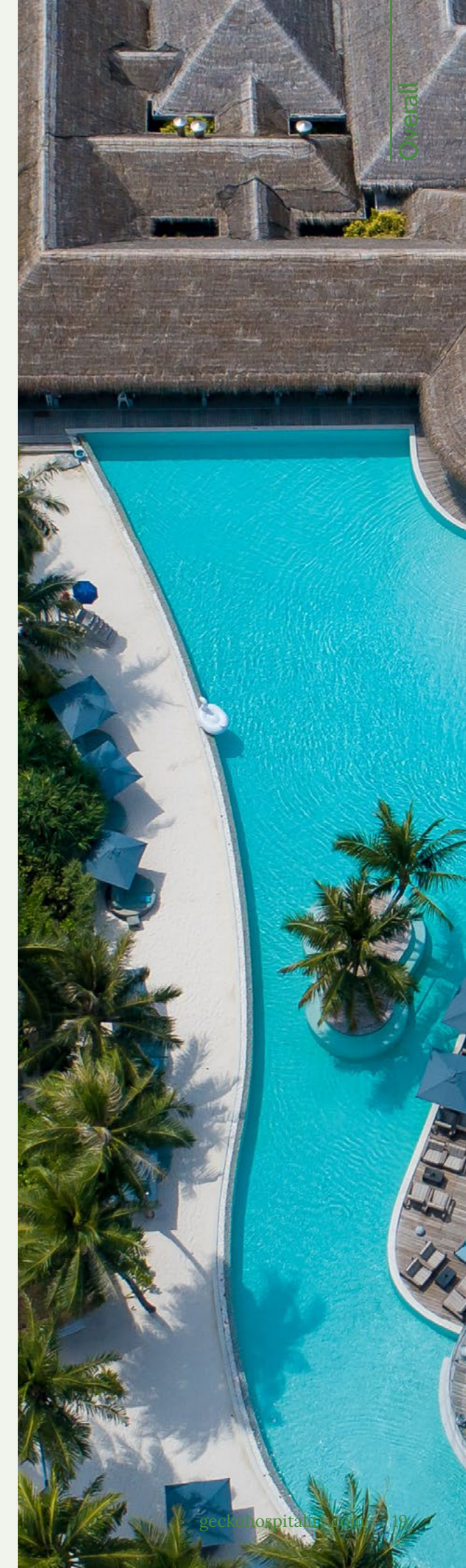
### Gender



## AVERAGE RAISE PER CLASSIFICATION

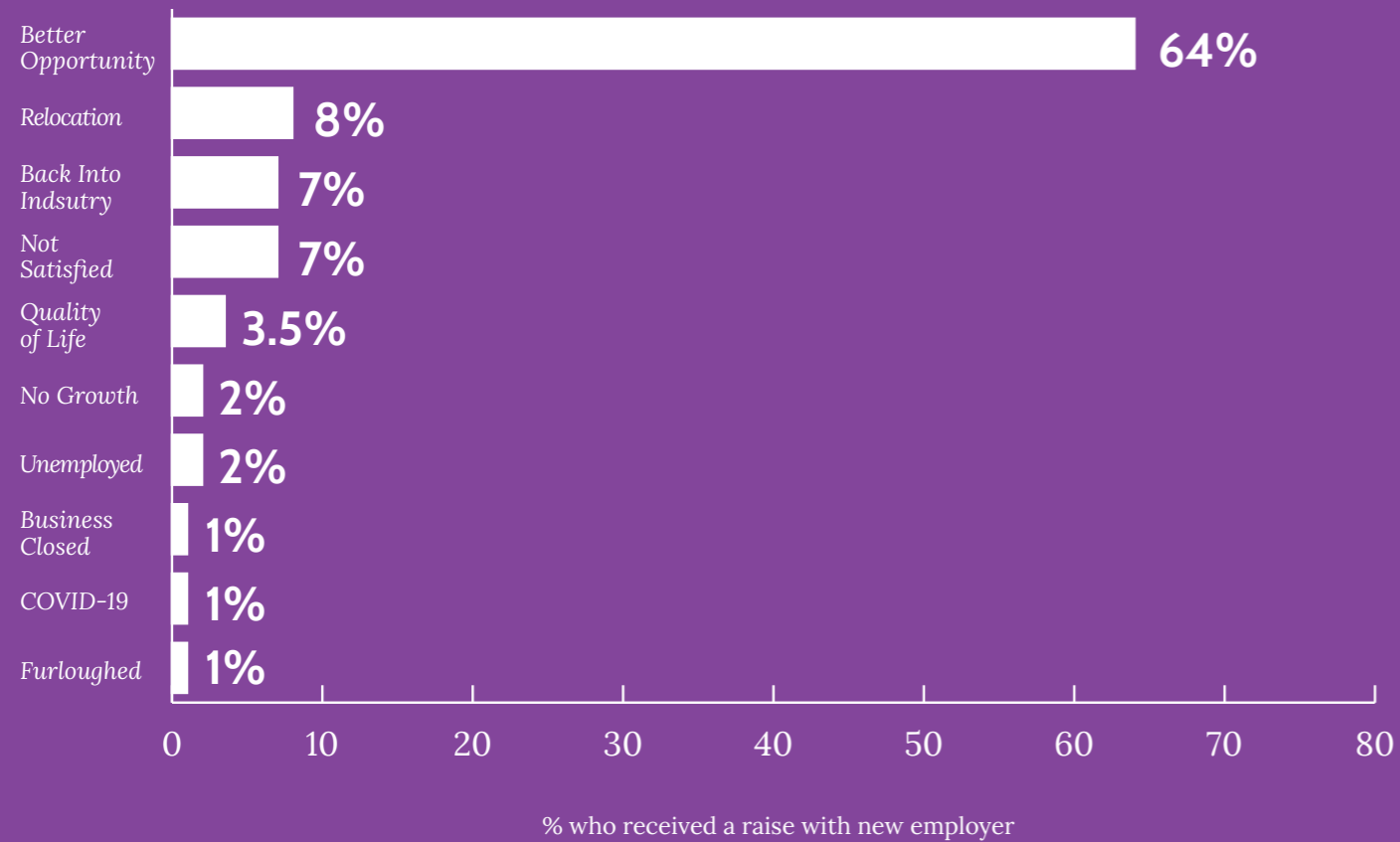
Classifications	Female
Hotel - Economy	\$5,000
Hotel - Extended Stay	\$9,000
Hotel - Full Service	\$10,750
Hotel - Boutique	\$13,857
Hotel - Limited / Select Service	\$8,500
Hotel - Luxury	\$13,500
Hotel - Midscale	\$6,000
Hotel - Upscale	\$15,000
Private Club	\$11,400
Private Estate	\$20,000
Resort	\$7,270

Classifications	Male
Association	\$7,000
Casino	\$10,000
Hotel - Full Service	\$12,666
Hotel - Boutique	\$9,777
Hotel - Luxury	\$8,000
Hotel - Midscale	\$8,000
Hotel - Upscale	\$9,000
Private Club	\$7,090
Private Estate	\$10,000
Resort	\$11,500



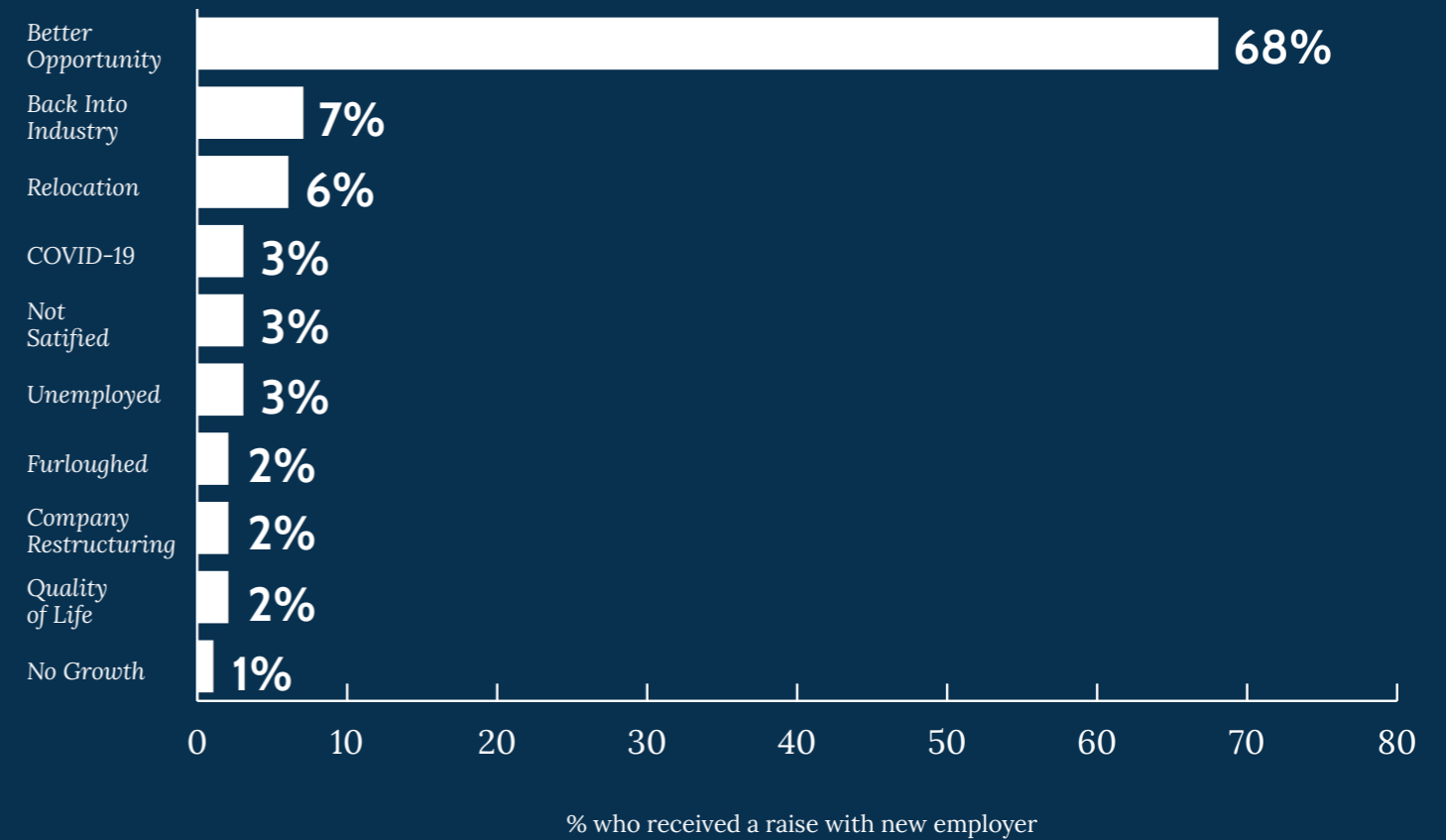
# TOP 10 REASONS MANAGERS LEFT THEIR EMPLOYER AND HOW MANY RECEIVED A RAISE WITH THEIR NEW EMPLOYER

Female | % Received



# TOP 10 REASONS MANAGERS LEFT THEIR EMPLOYER AND HOW MANY RECEIVED A RAISE WITH THEIR NEW EMPLOYER

Male | % Received



## INDUSTRY EXPERIENCE

### Female and Male

Classifications	Years in Business	Jobs in last 5 years
Accounting Coordinator	16	2
Activities Manager	15	2
Area Coach	9	4
Area Director	15	2
Area Store Manager	11.5	2.6
Assistant Concierge Manager	7	3
Assistant Controller	25	1
Assistant Director of Front Office	12	2.5
Assistant Director of Sales	6.5	3
Assistant General Manager	14	2.4
Assistant Human Resource Director	15	4
Beverage and Operations Manager	5	2
Catering Sales Manager	15	1
Chef	17	3
Chef de Cuisine	22	2
Chief Engineer	8	3
Chief Financial Officer	33	1
Club Manager	4	2
Conference Planning Manager	5	4
Controller	11	3
Corporate Food and Beverage Mgr	5	2
Corporate Retail Experience Manager	17	2
Director of Club Services	24	2

## INDUSTRY EXPERIENCE

### Female and Male

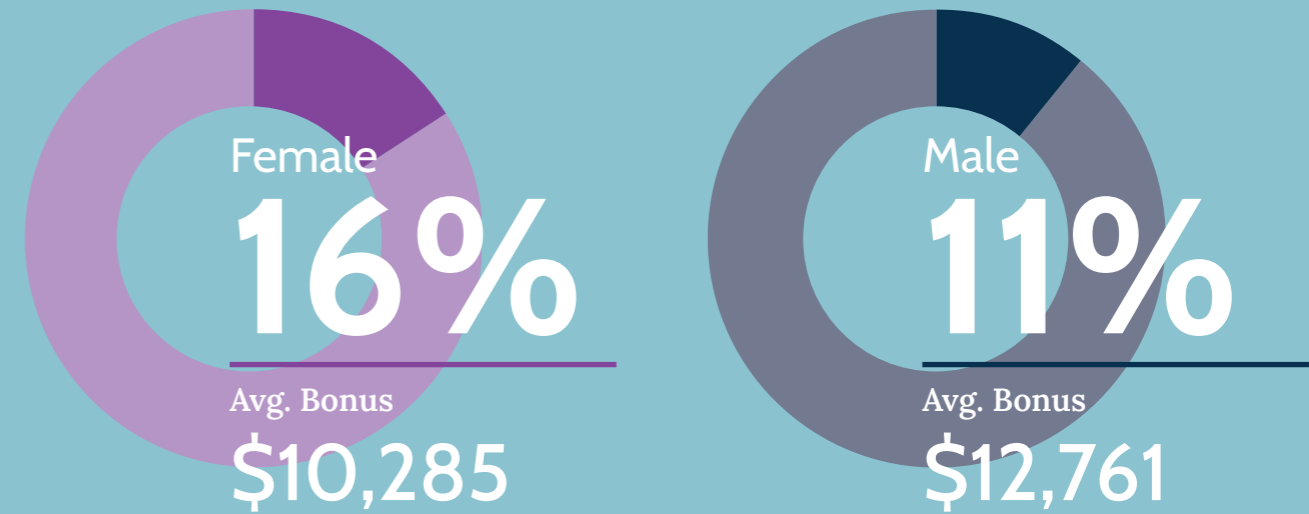
Classifications	Years in Business	Jobs in last 5 years
Director of Culinary	18	2
Director of Engineering	12	2.4
Director of Finance	20	3.5
Director of Food and Beverage	19	1.6
Director of Hospitality	6	3
Director of Housekeeping	20	3
Director of Human Resources	1	3
Director of Operations	10	3
Director of Outlets	12	3
Director of Sales	15	2.9
Director of Sales and Marketing	22	2.5
District / Multi-Unit Manager	24	1
Events & Sales Manager	4	3
Executive Assistant	0	2
Executive Chef	22	2.8
Executive Housekeeper	20	3
Facilities Manager	9	3
Fitness Director	0	2
Food & Beverage Retail Manager	14	5
Food and Beverage Director	15	1.8
Food and Beverage Manager	18	2.4
Front Office Manager	6.5	3
General Manager	16.5	2.5
General Manager / COO	28	1
Golf Operations Manager	20	2

# INDUSTRY EXPERIENCE

## Female and Male

Classifications	Years in Business	Jobs in last 5 years
Grocery Manager	15	2
Hotel Executive Chef	15	2
Hotel General Manager	12	3.7
Hotel Manager	12	1.5
Hotel Operations Manager	22	2
Hotel Restaurant General Manager	0	4
Hourly Supervisor	3	1
Housekeeping Manager	18	2.3
Human Resource Director	10.5	2
Human Resource Manager	18	1
Irrigation Tech	0	2
Kitchen Manager	4	1
Manager of Membership and Sales	9	2
National Sales Account Manager	10	3
Overnight Resort Manager	7.5	5
Restaurant Manager	21	2.3
Sales Coordinator	10	2
Sales Manager	14	2.8
Shift Supervisor	3	1
Sous Chef	15	3
Sushi Chef	10	4
Talent Acquisition Manager	12	3

# PERCENTAGE OF MANAGERS RECEIVING BONUSES FROM PREVIOUS EMPLOYER



## DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Accounting Coordinator	100%	•	•	•	•	•
Activities Manager	•	•	100%	•	•	•
Area Coach	100%	•	•	•	•	•
Area Director	•	100%	•	•	•	•
Area Store Manager	•	•	100%	•	•	•
Assistant Concierge Manager	•	100%	•	•	•	•
Assistant Controller	•	100%	•	•	•	•
Assistant Director Of Front Office	50%	50%	•	•	•	•
Assistant Director of Sales	•	100%	•	•	•	•
Assistant General Manager	25%	75%	•	•	•	•
Assistant Human Resource Director	•	100%	•	•	•	•
Beverage and Operations Manager	•	100%	•	•	•	•
Catering Sales Manager	•	100%	•	•	•	•
Chef	33%	•	67%	•	•	•
Chef de Cuisine	•	100%	•	•	•	•
Chief Engineer	•	40%	60%	•	•	•
Chief Financial Officer	•	100%	•	•	•	•
Club Manager	•	100%	•	•	•	•
Conference Planning Manager	•	100%	•	•	•	•

## DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Controller	•	80%	•	•	20%	•
Corporate Food and Beverage Mgr	•	100%	•	•	•	•
Corporate Retail Experience Manager	100%	•	•	•	•	•
Director of Club Services	•	•	100%	•	•	•
Director of Culinary	100%	•	•	•	•	•
Director of Engineering	•	20%	80%	•	•	•
Director of Finance	•	100%	•	•	•	•
Director of Food and Beverage	38%	50%	12%	•	•	•
Director of Hospitality	•	100%	•	•	•	•
Director of Housekeeping	100%	•	•	•	•	•
Director of Human Resources	•	•	•	100%	•	•
Director of Operations	100%	•	•	•	•	•
Director of Outlets	•	•	100%	•	•	•
Director of Sales	19%	38%	31%	12%	•	•
Director of Sales and Marketing	•	75%	25%	•	•	•
District / Multi-Unit Manager	•	100%	•	•	•	•
Events & Sales Manager	•	•	100%	•	•	•
Executive Assistant	•	100%	•	•	•	•

## DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Executive Chef	48%	21%	7%	•	21%	3%
Executive Housekeeper	•	•	•	100%	•	•
Facilities Manager	•	100%	•	•	•	•
Fitness Director	•	•	•	100%	•	•
Food & Beverage Retail Manager	•	•	100%	•	•	•
Food and Beverage Director	20%	60%	20%	•	•	•
Food and Beverage Manager	63%	25%	12%	•	•	•
Front Office Manager	50%	33%	17%	•	•	•
General Manager	13%	44%	29%	10%	2%	2%
General Manager / COO	•	100%	•	•	•	•
Golf Operations Manager	100%	•	•	•	•	•
Grocery Manager	•	100%	•	•	•	•
Hotel Executive Chef	•	•	100%	•	•	•
Hotel General Manager	33%	56%	11%	•	•	•
Hotel Manager	•	100%	•	•	•	•
Hotel Operations Manager	•	•	100%	•	•	•

## DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Hotel Restaurant General Manager	•	•	100%	•	•	•
Hourly Supervisor	•	•	100%	•	•	•
Housekeeping Manager	•	50%	25%	25%	•	•
Human Resource Director	•	75%	•	25%	•	•
Human Resource Manager	•	100%	•	•	•	•
Irrigation Tech	•	100%	•	•	•	•
Kitchen Manager	•	•	100%	•	•	•
Manager of Membership and Sales	•	100%	•	•	•	•
National Sales Account Manager	•	100%	•	•	•	•
Overnight Resort Manager	•	•	100%	•	•	•
Restaurant Manager	22%	67%	11%	•	•	•
Sales Coordinator	•	100%	•	•	•	•
Sales Manager	20%	60%	10%	•	10%	•
Shift Supervisor	•	•	100%	•	•	•
Sous Chef	50%	33%	17%	•	•	•
Sushi Chef	100%	•	•	•	•	•
Talent Acquisition Manager	•	100%	•	•	•	•

# SOUTHWEST REGIONAL BREAKOUT

The Southwest consists of the following states:

Arizona, New Mexico, Oklahoma & Texas

## Overall Average for the Southwest Region

	Female	Male
Private Club	•	\$70,900
Resort	\$56,680	\$72,500
Hotel - Boutique	•	\$107,750
Hotel - Midscale	\$90,000	\$71,875
Private Estate	\$90,000	•
Hotel - Extended Stay	\$60,000	\$76,249
Hotel - Limited / Select Service	\$80,000	•
Hotel - Full Service	\$45,000	\$81,666



## Hospitality Division

Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Controller</b>		
Private Club	•	\$70,000
<b>Director of Engineering</b>		
Resort	•	\$80,000
<b>Director of Finance</b>		
Hotel - Boutique	•	\$120,000
<b>Director of Food &amp; Beverage</b>		
Private Club	•	\$62,500
<b>Director of Hospitality</b>		
Resort	\$80,000	•
<b>Director of Sales</b>		
Hotel - Midscale	\$90,000	•
Hotel - Full Service	•	\$95,000
<b>District / Multi-Unit Manager</b>		
Hotel - Extended Stay	•	\$89,999

Classifications	Female	Male
<b>Executive Chef</b>		
Private Club	•	\$87,000
Hotel - Boutique	•	\$95,500
Hotel - Full Service	•	\$75,000
<b>Facilities Manager</b>		
Private Estate	\$90,000	•
<b>Fitness Director</b>		
Private Club	•	\$70,000
<b>Front Office Manager</b>		
Hotel - Full Service	\$45,000	•
<b>Golf Operations Manager</b>		
Private Club	•	\$65,000
<b>Grocery Manager</b>		
Hotel - Midscale	•	\$80,000
<b>Hotel General Manager</b>		
Hotel - Extended Stay	\$60,000	\$62,500

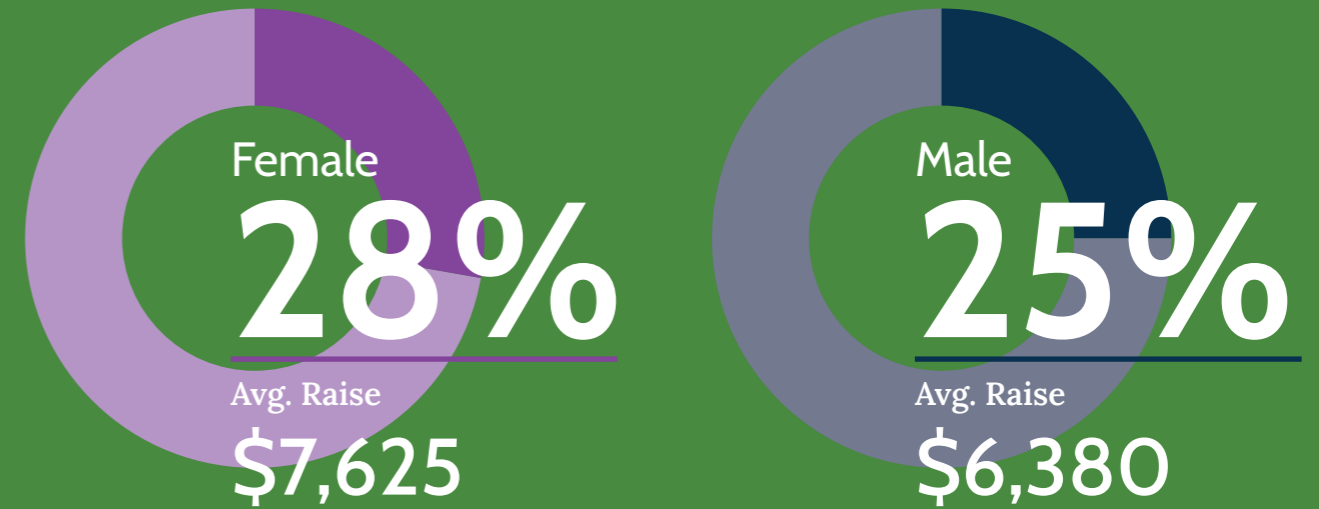


## Hospitality Division

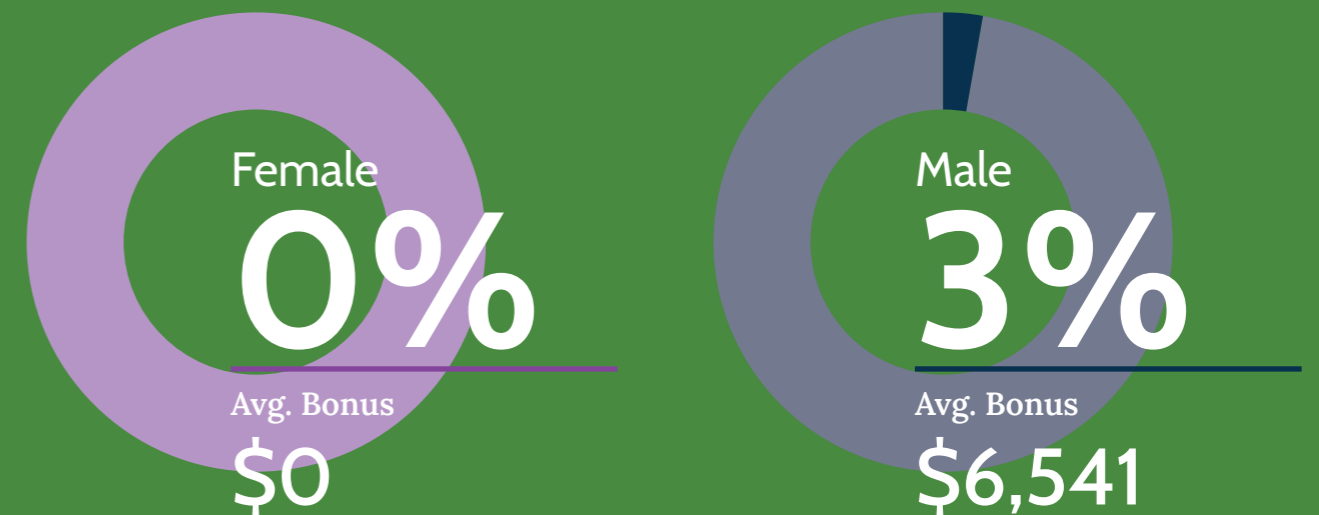
### Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Hotel - Limited / Select Service</b>	<b>\$80,000</b>	•
<b>Hotel Operations Manager</b>		
Hotel - Upscale	•	\$55,000
<b>Housekeeping Manager</b>		
Hotel - Full Service	•	\$75,000
<b>Irrigation Tech</b>		
Private Estate	•	\$52,000
<b>Sales Manager</b>		
Resort	\$50,000	•
<b>Shift Supervisor</b>		
Resort	\$40,040	•
<b>Sous Chef</b>		
Private Club	\$34,400	•
Resort	•	\$65,000

## Received Raises



## Received Bonuses



# SOUTHEAST REGIONAL BREAKOUT

The Southeast consists of the following states:

Alabama, Arkansas, Florida, Kentucky, Louisiana, Mississippi, Georgia, South Carolina, Tennessee & West Virginia

## Overall Average for the Southeast Region

	Female	Male
Hotel - Extended Stay	\$60,000	•
Hotel - Full Service	\$96,000	\$65,000
Hotel - Lifestyle/Boutique	•	\$60,000
Private Estate	\$72,880	\$58,240
Resort	•	\$81,833
Private Club	\$110,000	\$103,000



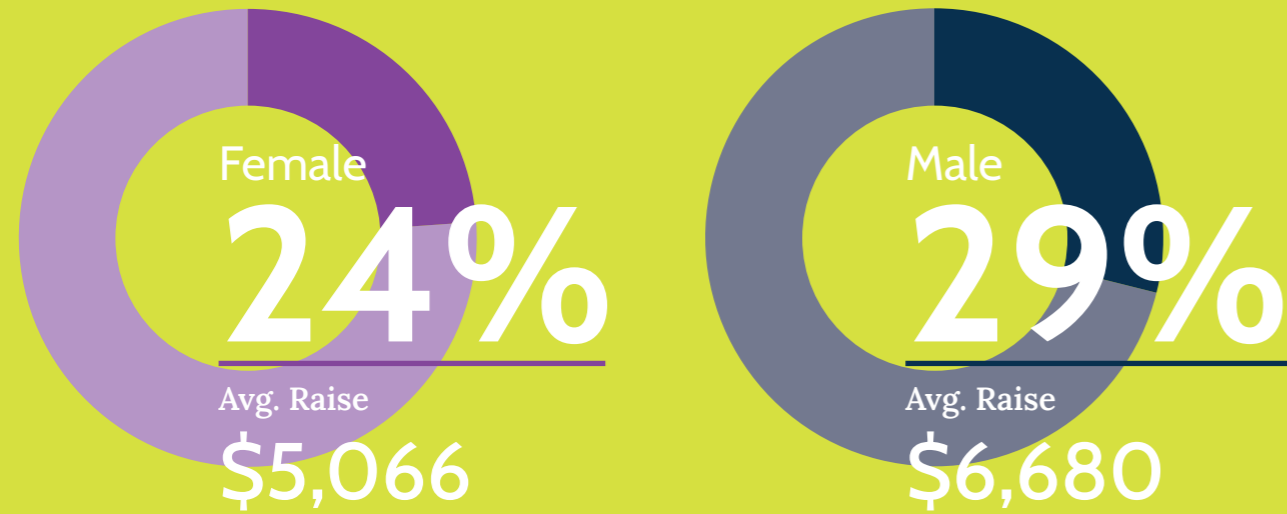
## Hospitality Division

Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Activities Manager</b>		
Private Club	•	\$65,000
<b>Chief Engineer</b>		
Private Estate	•	\$58,240
<b>Controller</b>		
Hotel - Full Service	\$100,000	•
<b>Director of Food &amp; Beverage</b>		
Private Club	•	\$85,000
Resort	•	\$72,000
<b>Director of Operations</b>		
Hotel - Full Service	\$100,000	•
<b>Executive Assistant</b>		
Hotel - Full Service	•	\$65,000
<b>Executive Chef</b>		
Private Club	•	\$105,000
Resort	•	\$100,666

Classifications	Female	Male
<b>General Manager</b>		
Private Club	\$110,000	\$125,000
Hotel - Boutique	\$60,000	\$80,000
Private Estate	\$100,000	•
<b>Housekeeping Manager</b>		
Private Estate	\$45,760	•
<b>Hotel General Manager</b>		
Hotel - Full Service	•	\$88,000
<b>Restaurant Manager</b>		
Private Club	\$75,000	•
Hotel - Boutique	•	\$60,000
Resort	•	\$52,000
<b>Sous Chef</b>		
Private Club	•	\$75,000
Resort	•	\$65,000

## Received Raises



## Received Bonuses



## NORTHEAST REGIONAL BREAKOUT

The Northeast consists of the following states:

Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont

### Overall Average for the Northeast Region

	Female	Male
Hotel - Boutique	\$118,750	\$75,000
Hotel - Limited / Select Service	\$77,500	•
Private Club	\$102,500	\$97,416
Hotel - Full Service	•	\$138,333
Resort	•	\$130,000



## Hospitality Division

### Breakdown by Job Title and Classification

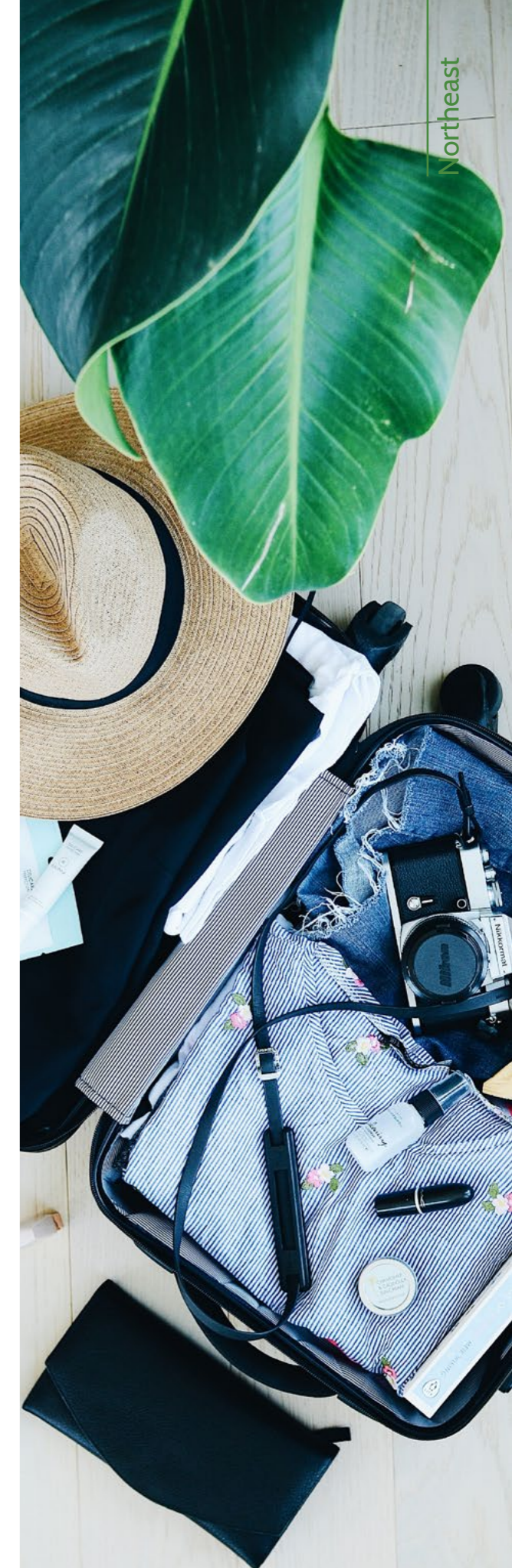
Classifications	Female	Male
<b>Area Director</b>		
Hotel - Full Service	•	\$155,000
<b>Chef de Cuisine</b>		
Private Club	•	\$75,000
<b>Chief Financial Officer</b>		
Hotel - Boutique	\$205,000	•
<b>Corporate Retail Experience Manager</b>		
Private Club	•	\$120,000
Hotel - Full Service	•	\$140,000
<b>Director of Sales</b>		
Hotel - Boutique	\$80,000	•
Hotel - Limited / Select Service	\$80,000	•
<b>Director of Sales &amp; Marketing</b>		
Hotel - Boutique	\$115,000	•

Classifications	Female	Male
<b>Executive Chef</b>		
Private Club	\$100,000	\$80,000
Hotel - Boutique	•	\$85,000
<b>Executive Housekeeper</b>		
Resort	•	\$80,000
<b>Food and Beverage Director</b>		
Private Club	\$105,000	\$72,500
<b>Food and Beverage Manager</b>		
Hotel - Boutique	•	\$70,000
<b>General Manager</b>		
Hotel - Economy	\$85,000	•
Hotel - Full Service	\$125,000	\$120,000
Hotel - Limited / Select Service	\$75,000	•
Private Club	•	\$65,000
Hotel - Boutique	•	\$80,000

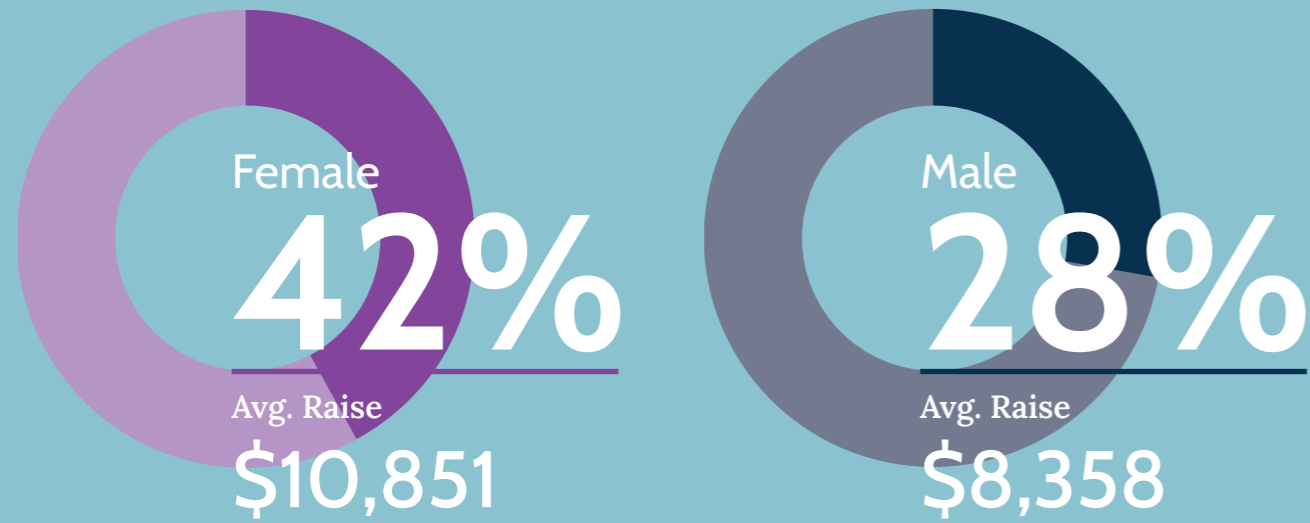
## Hospitality Division

### Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Hotel Manager</b>		
Resort	•	\$180,000
<b>Human Resource Manager</b>		
Hotel - Boutique	\$75,000	•
<b>Talent Acquisition Manager</b>		
Private Club	•	\$97,000
<b>Sales Manager</b>		
Hotel - Full Service	\$85,000	•
<b>Sous Chef</b>		
Private Club	•	\$75,000



### Received Raises



### Received Bonuses



## MID-ATLANTIC REGIONAL BREAKOUT

The Mid-Atlantic consists of the following states:

Delaware, Maryland, New Jersey, New York, North Carolina, Pennsylvania & Virginia

### Overall Average for the Mid-Atlantic Regional Region

	Female	Male
Hotel - Full Service	\$73,333	\$69,125
Hotel - Boutique	\$86,666	\$102,000
Hotel - Limited/Select	\$62,666	\$73,750
Hotel - Luxury	\$150,000	•
Hotel - Midscale	\$62,333	\$78,750
Hotel - Upscale	\$80,500	\$90,666
Private Estate	•	\$120,000
Resort	\$68,720	\$70,000
Private Club	\$73,750	\$115,000
Catering Company	•	\$73,837



## Hospitality Division

### Breakdown by Job Title and Classification

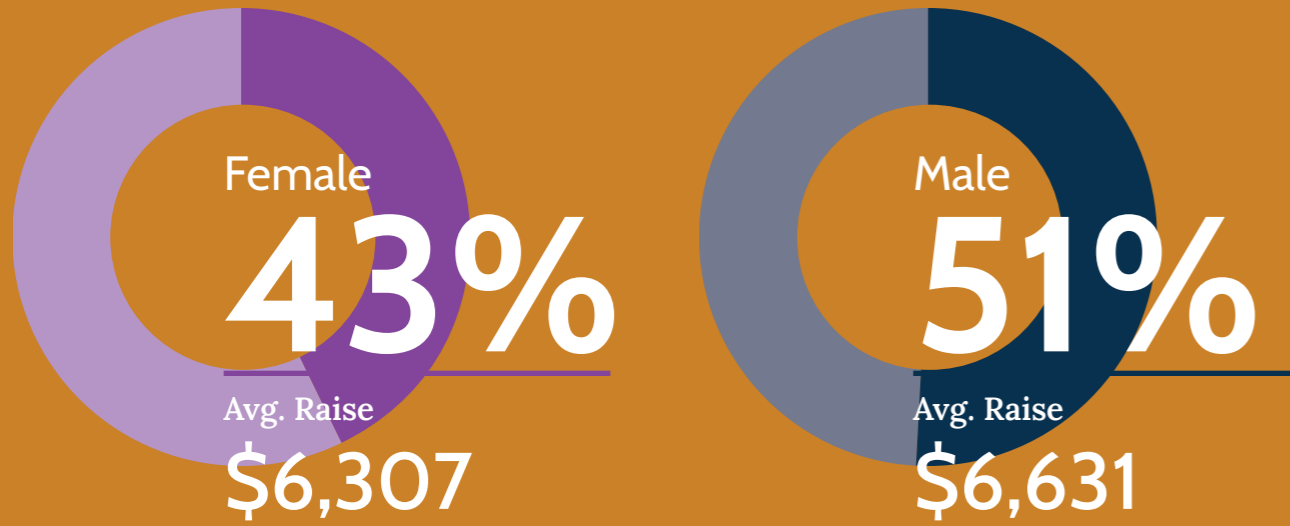
Classifications	Female	Male
<b>Area Coach</b>		
Hotel - Boutique	•	\$95,000
<b>Area Director</b>		
Hotel - Limited/Select	•	\$90,000
Hotel - Midscale	•	\$85,000
<b>Assistant Director of Sales</b>		
Catering Company	•	\$73,837
<b>Assistant General Manager</b>		
Hotel - Limited/Select	•	\$50,000
<b>Beverage and Operations Manager</b>		
Hotel - Boutique	•	\$60,000
<b>Chef</b>		
Hotel - Full Service	•	\$65,000
<b>Chief Engineer</b>		
Hotel - Limited/Select	•	\$72,500
Private Estate	•	\$120,000
<b>Club Manager</b>		
Hotel - Boutique	•	\$60,000
<b>Classifications</b>		
<b>Controller</b>		
Hotel - Boutique	\$80,000	•
<b>Director of Club Services</b>		
Private Club	•	\$150,000
<b>Director of Food &amp; Beverage</b>		
Hotel - Full Service	•	\$67,000
Hotel - Boutique	•	\$100,000
<b>Director of HR</b>		
Hotel - Luxury	\$150,000	\$80,000
<b>Director of Housekeeping</b>		
Hotel - Full Service	•	\$70,000
<b>Director of Sales</b>		
Hotel - Full Service	\$60,000	\$65,000
Hotel - Boutique	\$70,000	•
Resort	\$100,000	\$90,000
<b>Executive Chef</b>		
Hotel - Limited/Select	•	\$95,000
Private Club	•	\$80,000
Hotel - Upscale	•	\$91,000
Resort	•	\$65,000

## Hospitality Division

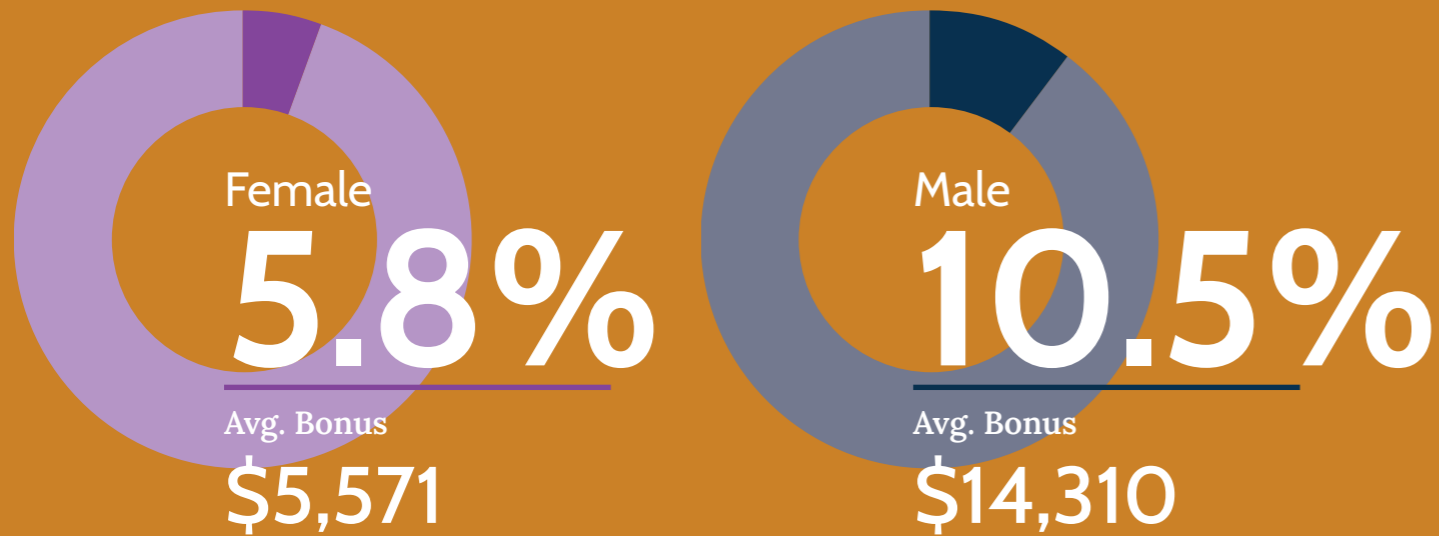
### Breakdown by Job Title and Classification

Classifications	Female	Male
<b>F&amp;B Manager</b>		
Hotel - Full Service	•	\$60,000
<b>Front Office Manager</b>		
Hotel - Midscale	\$55,000	\$55,000
Hotel - Upscale	\$71,000	•
<b>General Manager</b>		
Hotel - Limited/Select	\$55,000	\$65,000
Private Club	\$85,000	\$65,000
Hotel - Midscale	\$70,000	\$87,500
Hotel - Boutique	•	\$150,000
<b>Hotel General Manager</b>		
Hotel - Limited/Select	\$66,000	\$80,000
<b>Hourly Supervisor</b>		
Resort	\$37,440	•
<b>Housekeeping Manager</b>		
Hotel - Boutique	\$45,000	\$63,000
<b>Kitchen Manager</b>		
Hotel - Boutique	•	\$50,000
<b>Classifications</b>		
<b>Manager of Membership &amp; Sales</b>		
Hotel - Boutique	\$100,000	•
<b>Sales Manager</b>		
Hotel - Full Service	\$80,000	•
Hotel - Midscale	\$90,000	•
Hotel - Upscale	\$90,000	•
<b>Restaurant Manager</b>		
Private Club	\$62,500	\$90,000
<b>Sous Chef</b>		
Hotel - Full Service	•	\$65,000

Received Raises



Received Bonuses



## MIDWEST REGIONAL BREAKOUT

The Midwest consists of the following states:

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, & Wisconsin

### Overall Average for the Midwest Region

	Female	Male
Hotel - Economy	\$31,200	•
Hotel - Extended Stay	\$70,000	\$75,000
Hotel - Full Service	\$100,000	\$81,356
Hotel - Limited/Select	\$82,000	\$70,000
Hotel - Luxury	•	\$85,000
Hotel - Midscale	\$72,500	•
Hotel - Upscale	•	\$80,000
Country Club	•	\$60,000



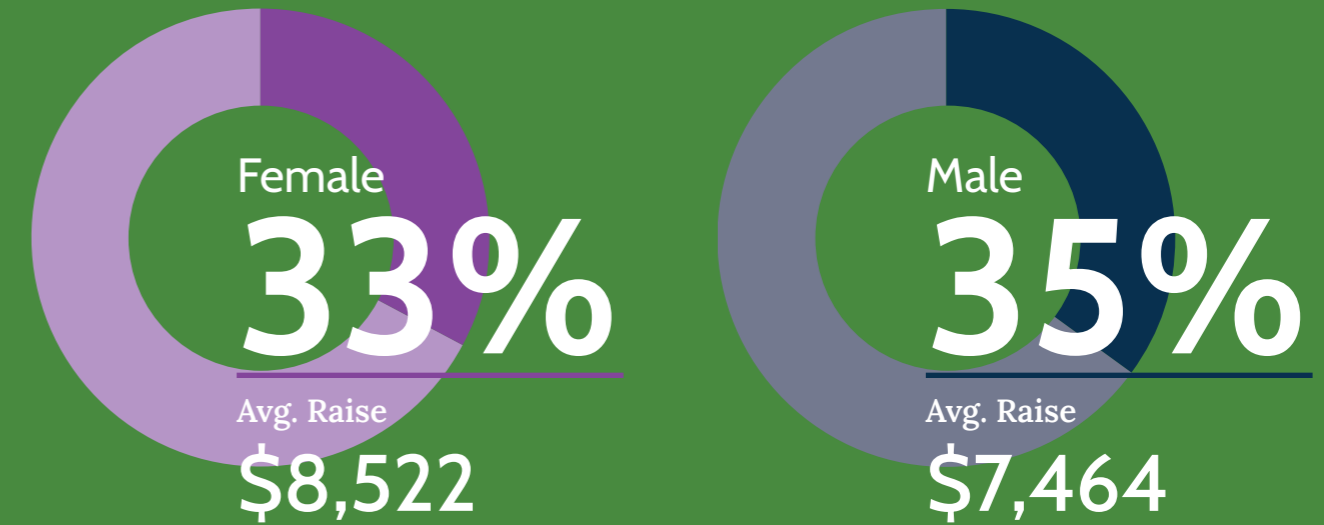
## Hospitality Division

### Breakdown by Job Title and Classification

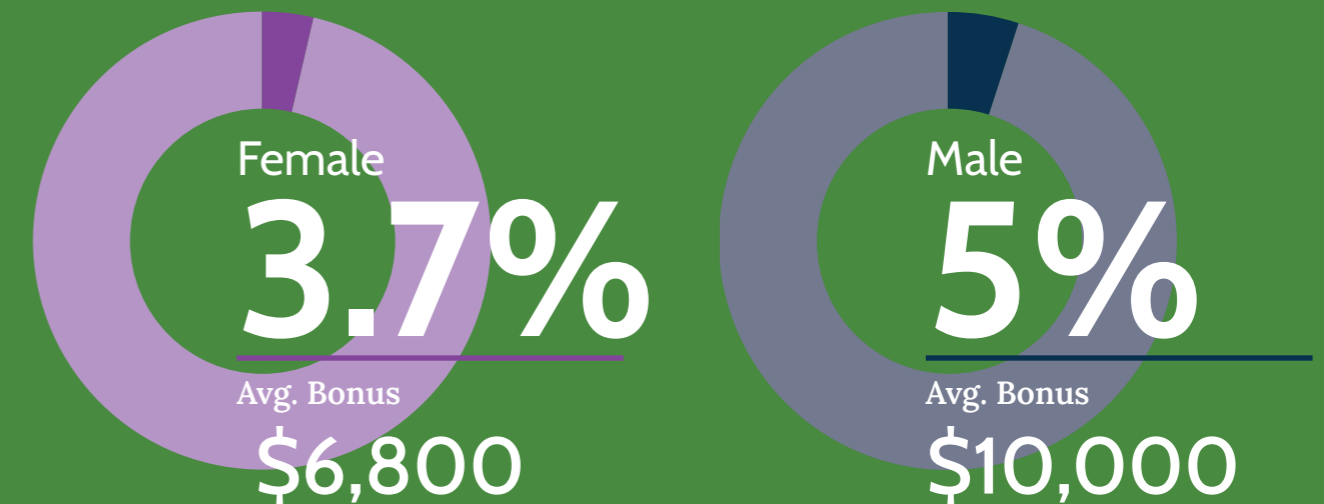
Classifications	Female	Male
<b>Accounting Coordinator</b>		
Hotel - Full Service	•	\$41,600
<b>Assistant Director of Front Office</b>		
Hotel - Full Service	•	\$90,000
<b>Assistant General Manager</b>		
Hotel - Full Service	•	\$66,750
<b>Corporate F&amp;B Optimization Manager</b>		
Hotel - Full Service	•	\$60,000
<b>Director of Food &amp; Beverage</b>		
Hotel - Full Service	•	\$137,500
<b>Director of Outlets</b>		
Hotel - Luxury	•	\$85,000
<b>Director of Sales</b>		
Hotel - Extended Stay	\$70,000	\$75,000
Hotel - Full Service	\$100,000	•

Classifications	Female	Male
<b>F&amp;B Manager</b>		
Hotel - Full Service	•	\$75,000
<b>Front Office Manager</b>		
Hotel - Economy	\$31,200	•
<b>General Manager</b>		
Private Club	•	\$53,400
Association	•	\$75,000
<b>Hotel General Manager</b>		
Hotel - Full Service	\$73,400	\$120,000
Hotel - Limited/Select	\$82,000	\$70,000
Hotel - Midscale	\$72,500	•
<b>Restaurant General Manager</b>		
Hotel - Full Service	•	\$60,000
<b>Restaurant Manager</b>		
Hotel - Upscale	•	\$80,000

## Received Raises



## Received Bonuses





# PACIFIC NORTHWEST REGIONAL BREAKOUT

The Pacific Northwest consists of the following states:

Alaska, California, Hawaii, Oregon, & Washington

## Overall Average for the Pacific Northwest Region

	Female	Male
Private Club	•	\$87,860
Hotel - Extended Stay	\$60,000	\$74,500
Hotel - Boutique	\$120,000	\$117,500
Hotel - Upscale	\$111,000	\$145,000
Hotel - Full Service	\$100,000	\$91,666
Resort	\$73,000	\$92,500
Hotel - Luxury	•	\$114,202



## Hospitality Division

Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Area Store Manager</b>		
Resort	\$70,000	•

Classifications	Female	Male
<b>Assistant Concierge Manager</b>		
Hotel - Luxury	•	\$65,405

Classifications	Female	Male
<b>Assistant Director of Front Office</b>		
Resort	\$76,000	•

Classifications	Female	Male
<b>Catering Sales Manager</b>		
Hotel - Full Service	\$85,000	•

Classifications	Female	Male
<b>Chef</b>		
Resort	•	\$100,000

Classifications	Female	Male
<b>Chief Engineer</b>		
Hotel - Full Service	•	\$90,000

Classifications	Female	Male
<b>Controller</b>		
Hotel - Upscale	•	\$135,000

Classifications	Female	Male
<b>Director of Engineering</b>		
Hotel - Full Service	•	\$100,000
Hotel - Boutique	•	\$125,000
Private Club	•	\$105,000

Classifications	Female	Male
<b>Director of Sales</b>		
Hotel - Boutique	\$120,000	•

Classifications	Female	Male
<b>Director of Sales &amp; Marketing</b>		
Hotel - Upscale	\$150,000	•

Classifications	Female	Male
<b>Director of Food &amp; Beverage</b>		
Hotel - Full Service	•	\$85,000
Hotel - Luxury	•	\$163,000

Classifications	Female	Male
<b>Executive Chef</b>		
Hotel - Boutique	•	\$100,000
Resort	•	\$180,000

Classifications	Female	Male
<b>Food &amp; Beverage Retail Manager</b>		
Hotel - Upscale	\$72,000	•

Classifications	Female	Male
<b>General Manager</b>		
Hotel - Extended Stay	\$60,000	\$64,000
Hotel - Boutique	•	\$120,000
Hotel - Upscale	•	\$155,000
Resort	•	\$80,000

Classifications	Female	Male
<b>Hotel Manager</b>		
Resort	•	\$67,500



## Hospitality Division

### Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Human Resource Director</b>		
Hotel - Full Service	\$115,000	•
Hotel - Upscale	•	\$145,000
<b>Restaurant Manager</b>		
Resort	•	\$37,500
<b>Sales Manager</b>		
Hotel - Luxury	\$90,000	•
Hotel - Extended Stay	•	\$85,000
<b>Sous Chef</b>		
Resort	•	\$90,000
<b>Sushi Chef</b>		
Private Club	•	\$70,720

## Received Raises



# ROCKY MOUNTAIN REGIONAL BREAKOUT

The Rocky Mountain consists of the following states:

Colorado, Idaho, Montana, Nevada, Utah, & Wyoming

## Overall Average for the Rocky Mountain Region

	Female	Male
Healthcare / Senior Living	•	\$85,000
Resort	\$94,667	\$103,125
Private Club	•	\$80,750
Hotel	\$70,426	\$74,500
Casino	•	\$122,500
Hotel - Boutique	•	\$120,000



## Hospitality Division

Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Assistant General Manager</b>		
Hotel - Full Service	\$100,000	•

Classifications	Female	Male
<b>Assistant Human Resource Director</b>		
Resort	\$95,000	•

Classifications	Female	Male
<b>Chef</b>		
Resort	•	\$100,000

Classifications	Female	Male
<b>Conference Planning Manager</b>		
Hotel - Full Service	\$60,000	•

Classifications	Female	Male
<b>Director of Culinary</b>		
Private Club	•	\$100,000

Classifications	Female	Male
<b>Director of Sales</b>		
Hotel - Extended Stay	\$75,000	•

Classifications	Female	Male
<b>Executive Chef</b>		
Hotel - Boutique	•	\$107,500
Resort	•	\$107,500
Casino	•	\$122,500

Classifications	Female	Male
<b>Food and Beverage Director</b>		
Resort	•	\$115,000

Classifications	Female	Male
<b>Food and Beverage Manager</b>		
Private Club	•	\$61,500

Classifications	Female	Male
<b>Front Office Manager</b>		
Hotel - Midscale	\$46,000	•

Classifications	Female	Male
<b>General Manager</b>		
Hotel - Extended Stay	•	\$73,000

Classifications	Female	Male
<b>Hotel General Manager</b>		
Hotel - Economy	\$65,000	•
Hotel - Full Service	\$85,000	•
Hotel - Extended Stay	•	\$65,000

Classifications	Female	Male
<b>Human Resource Director</b>		
Resort	\$120,000	•

Classifications	Female	Male
<b>National Sales Account Manager</b>		
Hospitality	\$80,000	•

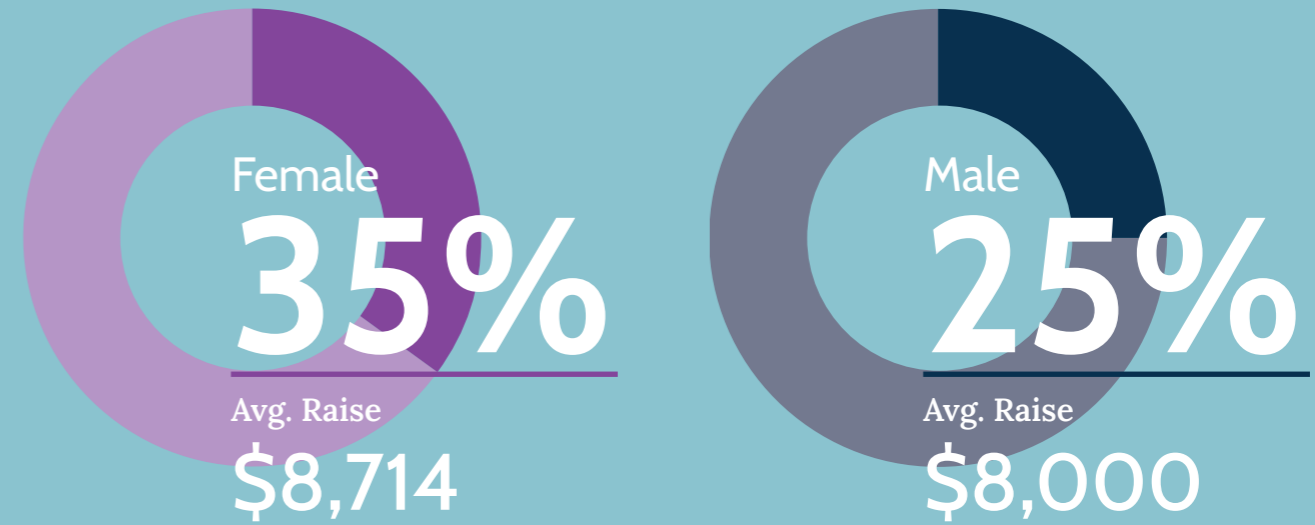


## Hospitality Division

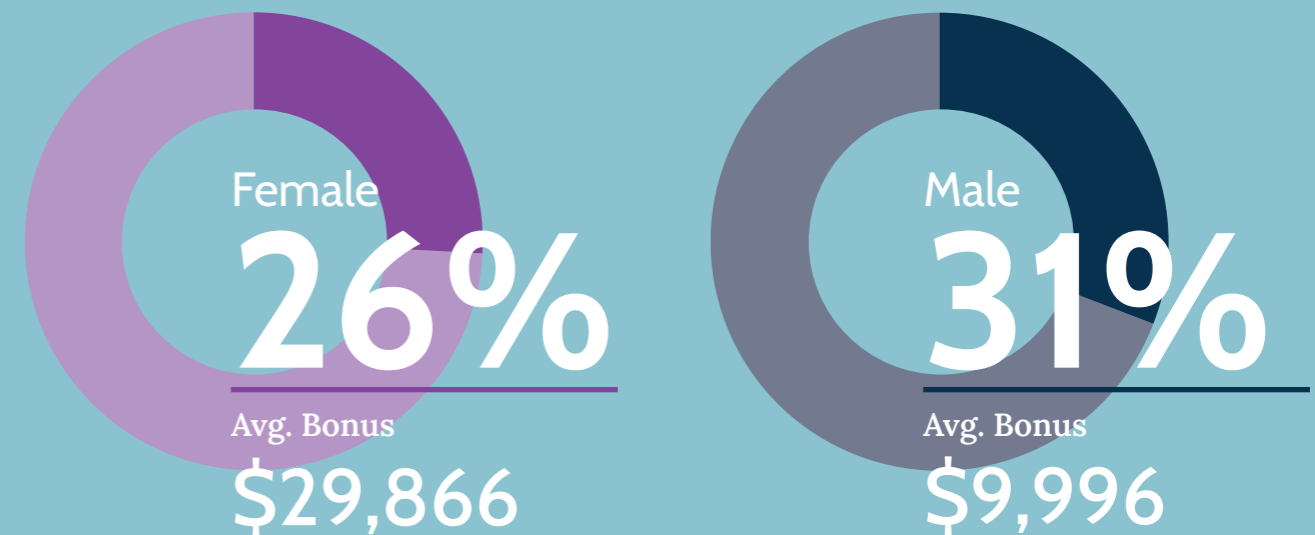
### Breakdown by Job Title and Classification

Classifications	Female	Male
<b>Overnight Resort Manager</b>		
Resort	\$69,000	•
<b>Restaurant Manager</b>		
Resort	•	\$90,000
<b>Sales Coordinator</b>		
Hotel - Full Service	\$47,840	•
<b>Sales Manager</b>		
Hotel - Full Service	\$75,000	•
<b>Sous Chef</b>		
Hospitality	•	\$71,000

## Received Raises



## Received Bonuses



**Gecko**  
Hospitality

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