

GECKO HOSPITALITY 2024

# SALARY SURVEY

HOSPITALITY HIRING TRENDS



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# A NOTE FROM OUR PRESIDENT

The resilience and determination of the restaurant and hospitality industries continue to inspire. Over the past few years, businesses have faced unprecedented challenges, from economic uncertainty to ongoing labor shortages. Yet, despite these hurdles, the industry has shown an incredible ability to rebound, returning to pre-pandemic hiring levels. While the pace of hiring may be starting to plateau, it is clear that both new opportunities and fresh challenges are emerging, and it is up to industry leaders to navigate this evolving landscape with innovation and strategic foresight.

One of the key drivers of this recovery has been the implementation of strategic hiring and retention initiatives. These efforts, which have helped organizations build strong, high-impact leadership teams, have proven to be invaluable in revitalizing the sector. As we look ahead to 2025, the importance of thoughtful talent acquisition and retention strategies will only grow. Securing top-tier talent and continuing to build upon the momentum of the past few years will be essential to sustaining the industry's success. In an era where staying ahead of hiring trends is more crucial than ever, the ability to attract and retain the best people will be the key to ongoing growth and innovation.

At Gecko Hospitality, we are thrilled to present our 2024 Hospitality Management Salary Survey Report. This year marks the eighth edition of the report, which has become an essential resource for understanding salary expectations within the industry. For 2024, we surveyed over 1,500 restaurant and hospitality leaders from across the U.S. and Canada to provide comprehensive data on how key factors—such as job titles, classifications, and geographical regions—impact compensation.

This report is not just about numbers; it's a tool to help guide businesses in making informed decisions about compensation, recruitment, and workforce management. In addition, we are proud to acknowledge our invaluable partnership with the Auguste Escoffier School of Culinary Arts, whose commitment to excellence in culinary education has been instrumental in shaping the future of the hospitality industry. Their graduates continue to inspire innovation, and we are excited about the bright future we can help create together.

Looking back at 2024, we celebrate the progress the industry has made and recognize the resilience it took to get here. As we step into 2025, we are filled with excitement for what lies ahead. With continued collaboration, strategic planning, and a focus on securing top talent, we look forward to advancing the hospitality industry into a new era. Together, we will continue to fill the vital roles that keep this dynamic sector thriving.

Respectfully,

Robert Krzak  
President  
Gecko Hospitality



**Gecko**  
Hospitality<sup>®</sup>  
Let Go, And Let Gecko<sup>™</sup>

**AMERICA'S BEST  
EXECUTIVE  
RECRUITING FIRMS**

**Forbes**  
**2024**  
**Gecko**  
Hospitality



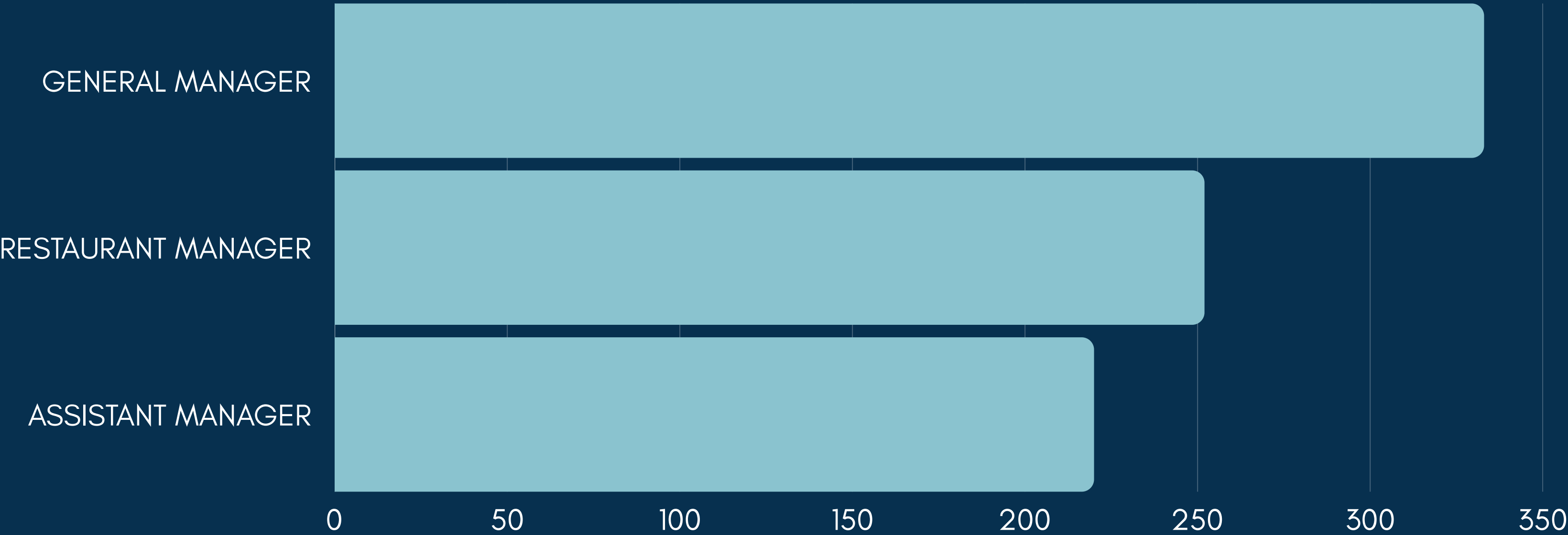
# OUR DATA

*To compile our 2024 Hospitality Management Salary Survey Report, Gecko Hospitality conducted an extensive survey throughout the year, gathering insights from over 1,500 restaurant and hospitality professionals actively seeking new opportunities. These industry leaders represent a diverse range of establishments, from fast casual restaurants to luxury hotels, spanning both the United States and Canada.*



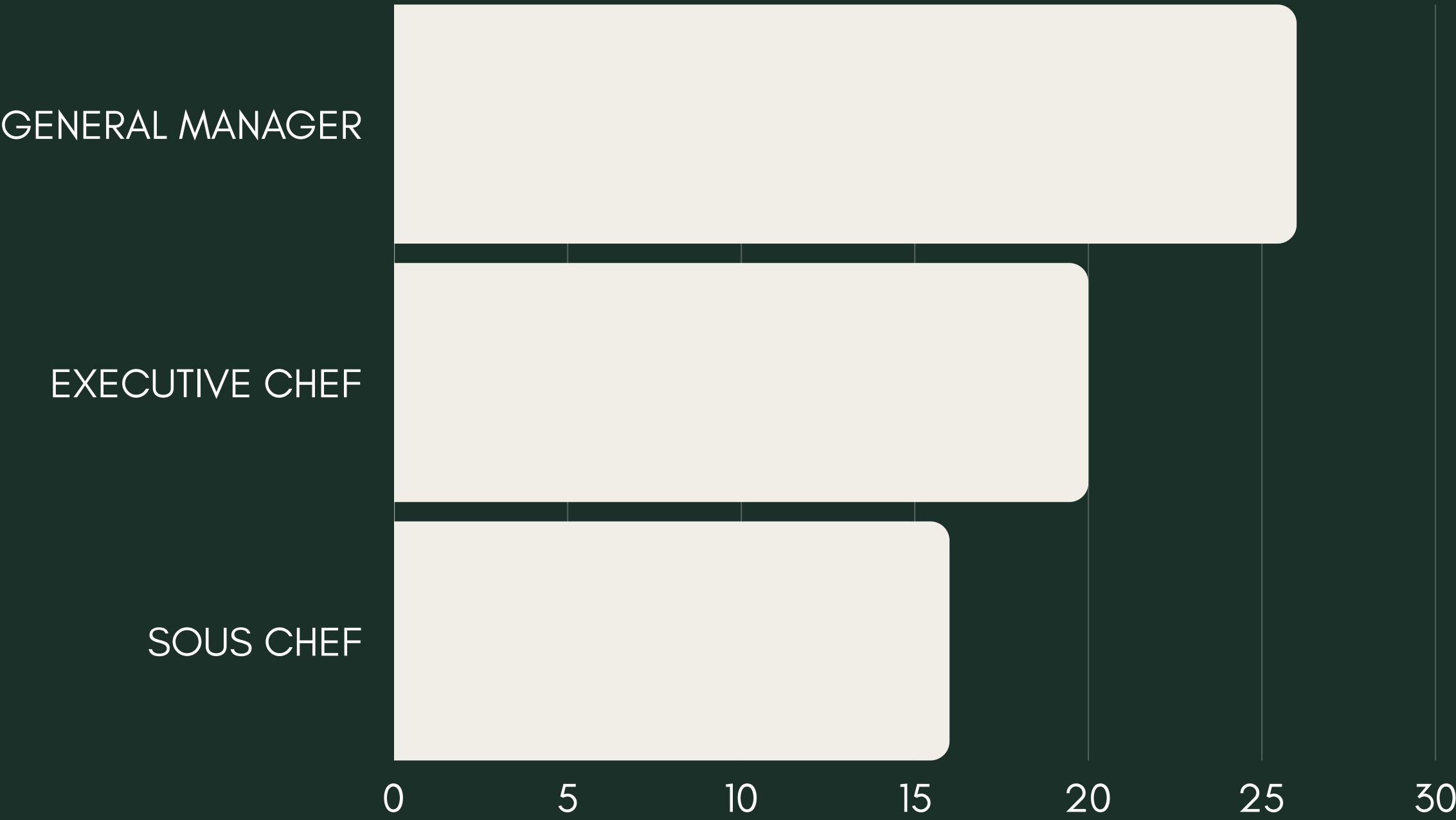
# LEADING MANAGEMENT ROLES WITHIN THE RESTAURANT INDUSTRY:

*In 2024, the most frequently hired positions within the restaurant industry were: General Manager, Restaurant Manager, and Assistant Manager. These roles reflect the continued demand for experienced leadership across various establishments, as businesses seek skilled professionals to drive operational efficiency and deliver exceptional guest experiences.*



# LEADING MANAGEMENT ROLES WITHIN THE HOSPITALITY INDUSTRY:

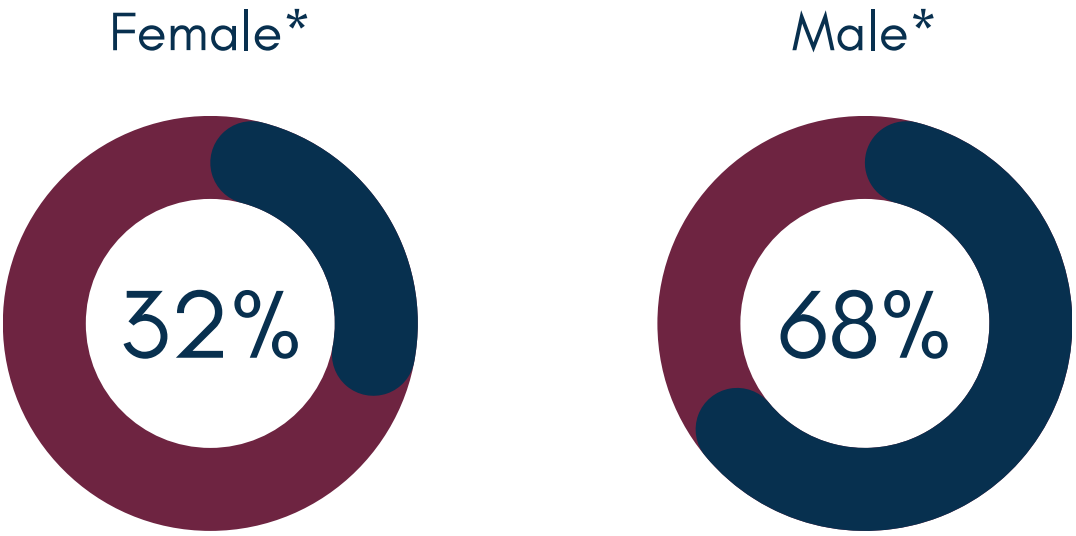
*In 2024, the most frequently hired positions within the hospitality industry were: General Manager, Executive Chef & Sous Chef. These roles reflect the continued demand for experienced leadership across various establishments, as businesses seek skilled professionals to drive operational efficiency and deliver exceptional guest experiences.*





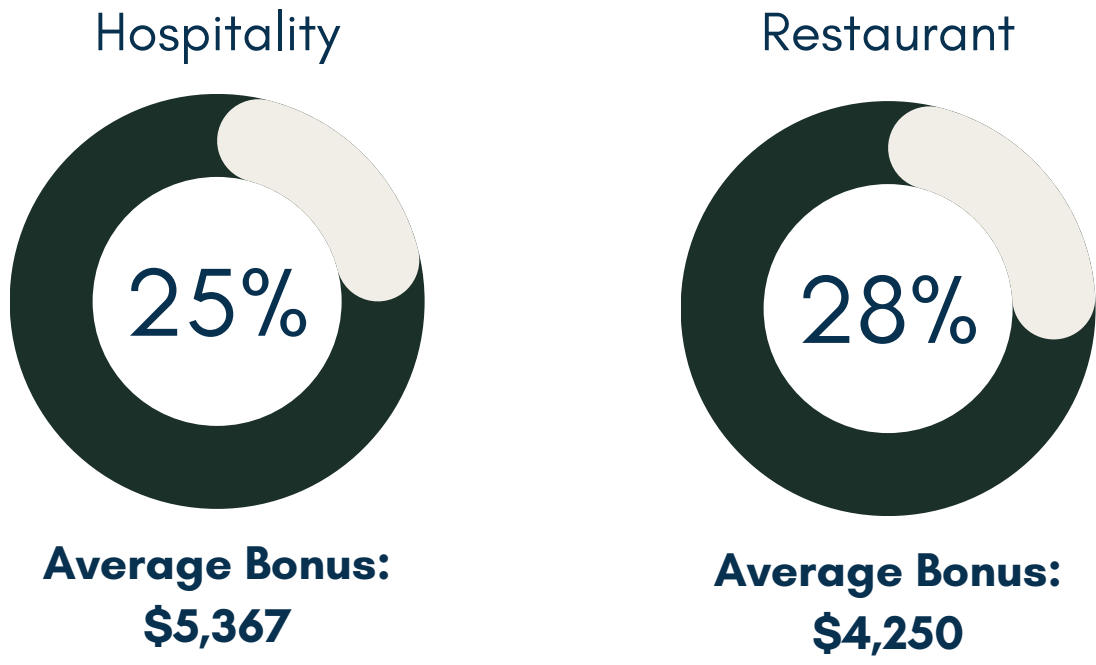
# COMPENSATION TRENDS: BONUSES, GENDER BREAKDOWN & SALARY GROWTH INSIGHTS

Percentage of Candidates Gender Surveyed



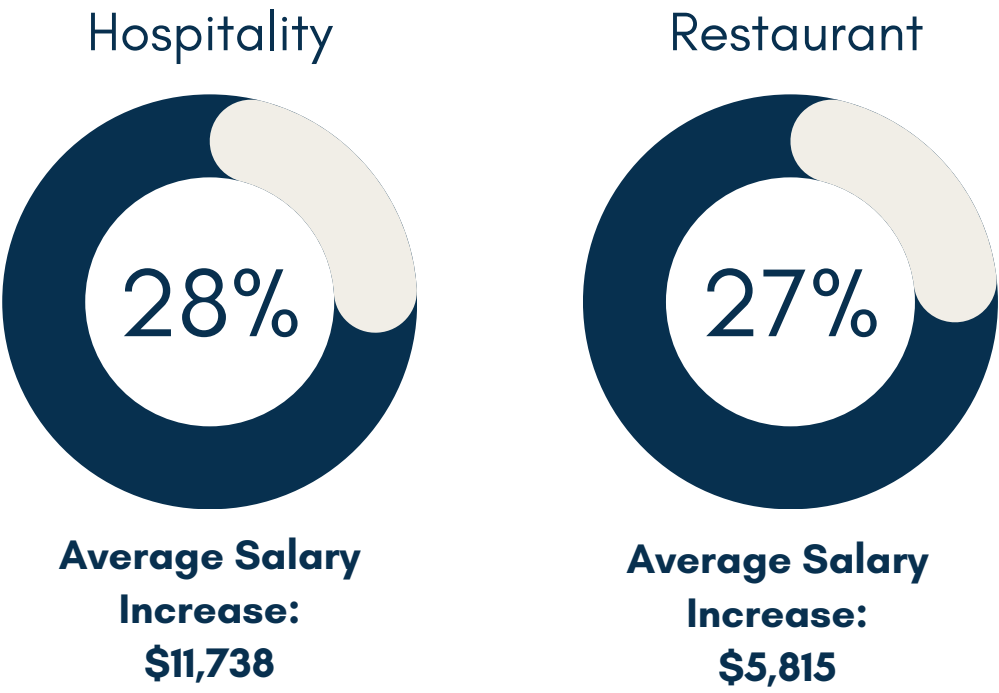
\*Figures includes a comprehensive survey of managers across the quick service restaurants (QSR), fast casual restaurants, luxury hotels, private clubs, & more.

Percentage of Candidates Receiving a Bonus\*



\*Figures includes a comprehensive survey of managers across the quick service restaurants (QSR), fast casual restaurants, luxury hotels, private clubs. Our study found the majority of candidates receiving bonuses were employed in casual theme restaurants & private clubs.

Percentage of Candidates with Salary Increase\*

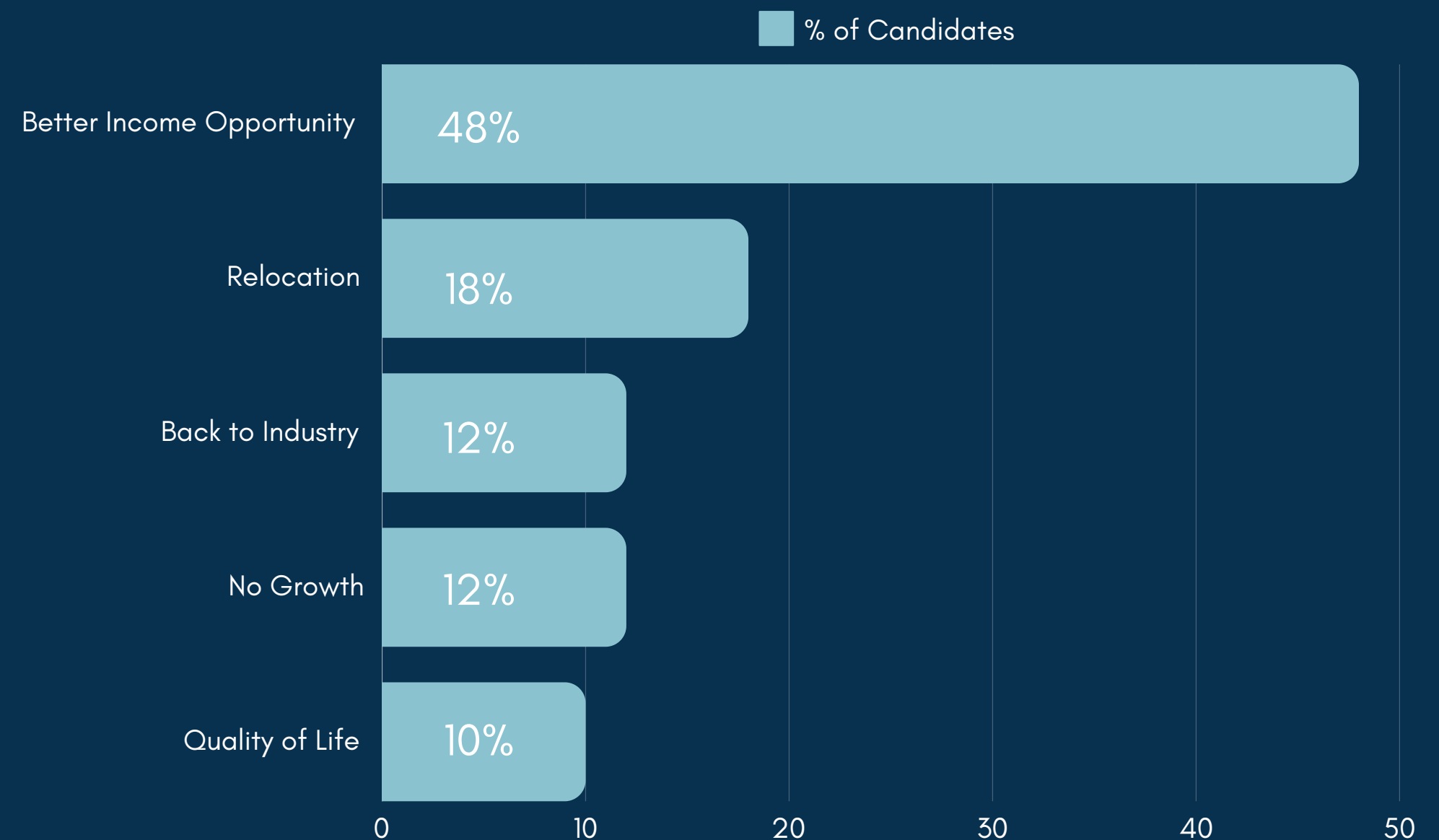


\*Figures includes a comprehensive survey of managers across the quick service restaurants (QSR), fast casual restaurants, luxury hotels, private clubs, & more. Our study found the majority of our candidates receiving raises were employed in fast casual & casual theme restaurants.

# WHY ARE HOSPITALITY PROFESSIONALS SEEKING NEW OPPORTUNITIES?

In today's competitive landscape, understanding the motivations behind career transitions is crucial for both employers and industry professionals. We determined five key factors that ranked highly among our surveyed candidates.

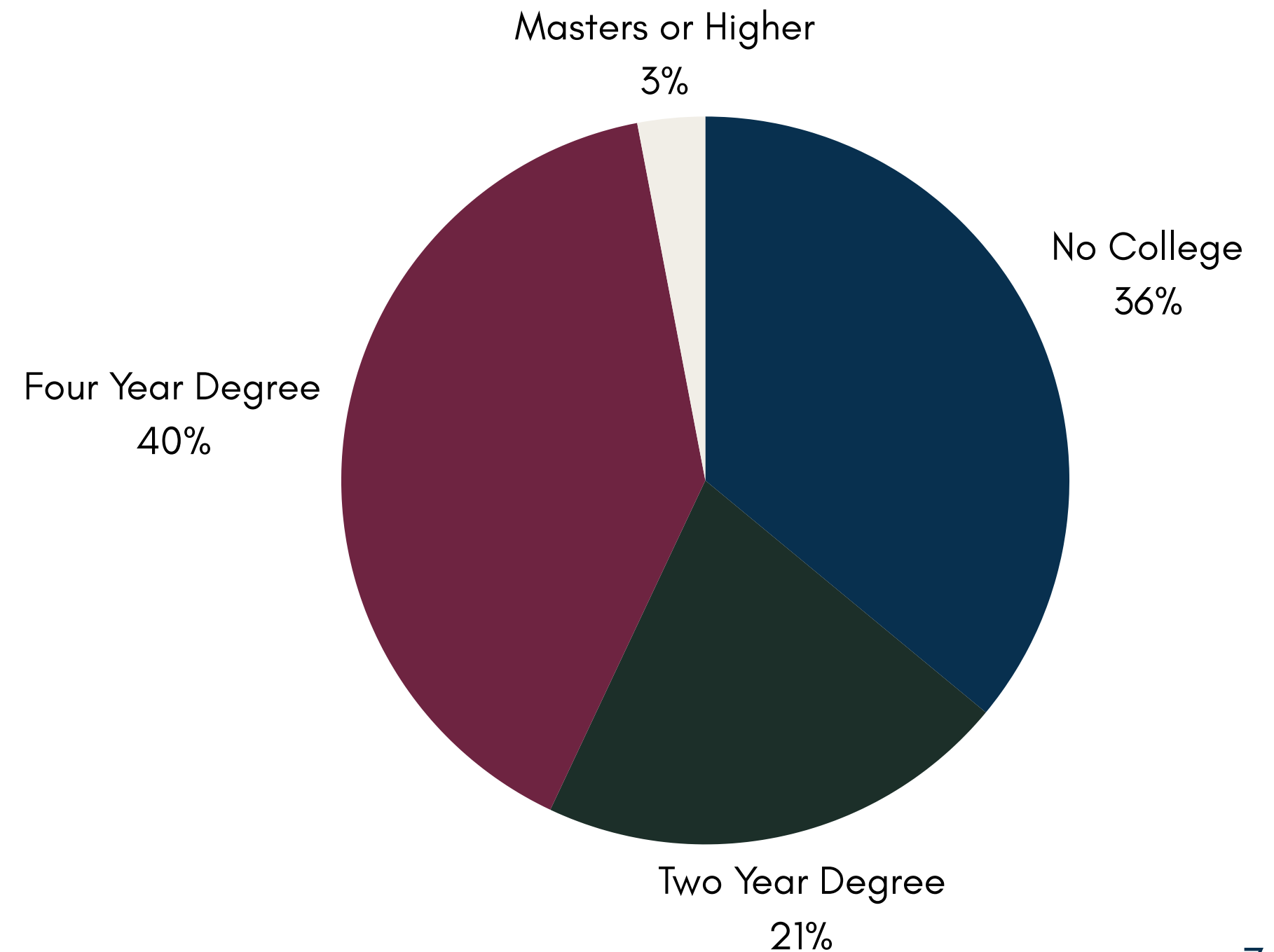
1. Better Income Opportunity
2. Relocation
3. Back to Industry
4. No Growth
5. Quality of Life





# EDUCATIONAL BENCHMARKS: ANALYZING ACADEMIC CREDENTIALS IN HOSPITALITY MANAGEMENT CANDIDATES

Understanding the educational backgrounds of hospitality management candidates is crucial for effective recruitment and training strategies. Our data reveals that 21% of candidates have attended a two-year program, providing them with foundational skills and practical experience. A significant 40% have completed a four-year program, preparing them with comprehensive knowledge and advanced competencies essential for higher-level responsibilities. Only 3% have pursued a Master's degree or higher, reflecting a niche group with specialized expertise and leadership potential. Notably, 36% of candidates have no collegiate education, underscoring the industry's reliance on experiential learning and on-the-job training. This diverse educational landscape highlights the varied pathways through which individuals enter and progress in hospitality management, emphasizing the need for adaptable and inclusive professional development approaches.



# NATIONAL COMPENSATION INSIGHTS: RESTAURANT MANAGEMENT PROFESSIONALS

*Our figures include a comprehensive survey of managers across the United States and Canada in the following concepts: quick service restaurants (QSR), fast casual restaurants, family style restaurants, fine dining restaurants, bakeries, airport concessions, banquet facilities, sports & entertainment venues, K-12 education centers, higher education and retail & grocery.*

**Accountant:** \$100,000  
**Area Coach:** \$66,000  
**Area Director:** \$86,300  
**Area Supervisor:** \$85,000  
**Assistant / Co-Manager:** \$58,600  
**Assistant General Manager:** \$66,500  
**Assistant General Manager in Training:** \$65,000  
**Assistant Kitchen Manager:** \$53,600  
**Banquet Manager:** \$100,000  
**Bar Manager:** \$77,500  
**Beverage Manager:** \$73,000  
**Catering Manager:** \$88,500  
**Chef:** \$62,800  
**Corporate Chef:** \$110,500  
**Corporate Dining Manager:** \$60,000  
**Culinary Director:** \$112,500  
**Department Manager:** \$63,000

**Dining Room Manager:** \$65,000  
**Director of Construction:** \$145,000  
**Director of Dining Services:** \$125,000  
**Director Of Operations:** \$114,000  
**Director of Retail Operations:** \$80,000  
**Director of Sales & Marketing:** \$145,000  
**District / Multi-Unit Manager:** \$91,000  
**Division President:** \$140,000  
**Event Sales Manager:** \$70,000  
**Executive Chef:** \$83,700  
**Executive Sous Chef:** \$80,500  
**Fast Track GM:** \$76,500  
**Food and Beverage Director:** \$95,000  
**Food and Beverage Manager:** \$75,000  
**Front of House Manager:** \$61,500  
**General Manager:** \$70,750  
**Grocery Manager:** \$70,400  
**Head Chef:** \$90,000

**Hourly (non-supervisory):** \$41,000 or \$19.70/hr  
**Hourly Supervisor:** \$58,500 or \$28.13/hr  
**Human Resource Manager:** \$120,000  
**Kitchen Manager:** \$66,600  
**Lead Line Cook:** \$40,500  
**Maintenance Technician:** \$61,750  
**Manager:** \$68,300  
**Managing Partner:** \$60,000  
**Multi-Unit Chef:** \$85,000  
**Operations Manager:** \$58,500  
**Regional Manager:** \$106,000  
**Restaurant Manager:** \$63,650  
**Shift Supervisor:** \$41,000  
**Sous Chef:** \$63,400  
**Store Manager:** \$55,500  
**Training Manager:** \$112,500  
**Vice President:** \$127,500  
**Vice President of Operations:** \$182,500



# AVERAGE SALARY BY CLASSIFICATION

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**Airport Concessions:** \$56,000  
**Bakery:** \$85,800  
**Banquet Facility:** \$70,000  
**Buffet:** \$57,500  
**Casual Theme / Full Service:** \$65,000  
**Catering Company:** \$71,000  
**Corporate Dining:** \$50,000  
**Event Management Company:** \$41,000  
**Family Dining:** \$80,000  
**Fast Casual:** \$61,000  
**Fine Dining:** \$80,000  
**Grocery:** \$85,500  
**Higher Education (Colleges & Universities):** \$60,000  
**QSR:** \$61,000  
**Retail:** \$92,000  
**Senior Living:** \$91,000  
**Sports & Entertainment:** \$48,000  
**Upscale Casual:** \$77,000  
**Upscale Dining:** \$76,000

# AVERAGE YEARS OF SERVICE BY ROLE

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<b>Area Coach:</b> 15 years	<b>Fast Track General Manager:</b> 10 years
<b>Area Director:</b> 17 years	<b>Food &amp; Beverage Director:</b> 25 years
<b>Assistant/Co Manager:</b> 13 years	<b>Food &amp; Beverage Manager:</b> 17 years
<b>Assistant Director of Finance:</b> 26 years	<b>Front of House Manager:</b> 13 years
<b>Assistant General Manager:</b> 15 years	<b>General Manager:</b> 17 years
<b>Assistant Kitchen Manager:</b> 11 years	<b>General Manager/COO:</b> 20 years
<b>Bakery Manager:</b> 14 years	<b>Grocery Manager:</b> 15 years
<b>Banquet Manager:</b> 12 years	<b>Hourly Supervisor:</b> 9 years
<b>Bar Manager:</b> 18 years	<b>Human Resources Director:</b> 19 years
<b>Catering Manager:</b> 12 years	<b>Human Resources Manager:</b> 13 years
<b>Catering Sales Manager:</b> 11 years	<b>Kitchen Manager:</b> 15 years
<b>Chef:</b> 16 years	<b>Line Cook:</b> 8 years
<b>Corporate:</b> 13 years	<b>Maintenance Technician:</b> 14 years
<b>Culinary Director:</b> 19 years	<b>Managing Partner:</b> 15 years
<b>Director of Catering:</b> 15 years	<b>Operations Manager:</b> 16 years
<b>Director of Construction:</b> 20 years	<b>Pastry Chef:</b> 18 years
<b>Director of Food &amp; Beverage:</b> 25 years	<b>Regional Manager:</b> 17 years
<b>Director of Operations:</b> 21 years	<b>Restaurant Manager:</b> 14 years
<b>Director of Sales &amp; Marketing:</b> 28 years	<b>Shift Supervisor:</b> 11 years
<b>District Manager:</b> 18 years	<b>Sous Chef:</b> 13 years
<b>Event Sales Manager:</b> 5 years	<b>Training Manager:</b> 22 years
<b>Executive Chef:</b> 19 years	<b>Vice President:</b> 23 years
<b>Executive Sous Chef:</b> 16 years	<b>Vice President of Operations:</b> 30 years

*Our figures include a comprehensive survey of managers across the United States and Canada. The following statistics outline the average salary based on all candidates placed within each classification and the average number of years of service in the hospitality industry for each role.*

# NATIONAL COMPENSATION INSIGHTS: HOSPITALITY MANAGEMENT PROFESSIONALS

*Our figures include a comprehensive survey of managers across the United States and Canada in the following concepts:  
private clubs, resorts, limited/select service hotels, lifestyle boutique hotels, midscale hotels, full-service hotels, luxury hotels, upscale hotels, 55+ communities & private estates.*

**Area Coach:** \$90,000

**Area Director:** \$125,000

**Assistant / Co-Manager:** \$58,000

**Assistant General Manager:** \$80,000

**Bar Manager:** \$60,000

**Chef:** \$68,000

**Chief Engineer:** \$75,000

**Corporate:** \$93,000

**Director of Catering Sales:** \$87,500

**Director of Finance:** \$120,000

**Director of Front Office:** \$95,000

**Director Of Operations:** \$127,000

**Director of Sales:** \$115,000

**Executive Chef:** \$100,000

**Executive Sous Chef:** \$80,000

**Food and Beverage Director:** \$115,000

**Food and Beverage Manager:** \$70,000

**Front Office Manager:** \$68,000

**General Manager:** \$116,000

**General Manager / COO:** \$160,000

**Hotel General Manager:** \$90,000

**Hotel Manager:** \$65,000

**Hotel Sous Chef:** \$85,000

**Housekeeping Manager:** \$75,000

**Human Resource Director:** \$145,000

**Pastry Chef:** \$85,000

**Regional Manager:** \$99,000

**Restaurant Manager:** \$60,000

**Sales Manager:** \$105,000

**Shift Supervisor:** \$62,000

**Sous Chef:** \$64,000

**Spa Director:** \$70,000



# AVERAGE SALARY BY CLASSIFICATION

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**55+ Community: \$77,600**  
**Casino: \$116,000**  
**Convention Services: \$100,000**  
**Hotel - Economy: \$74,000**  
**Hotel - Extended Stay: \$92,500**  
**Hotel - Full Service: \$98,600**  
**Hotel - Lifestyle (Boutique): \$96,500**  
**Hotel - Limited/Select Service: \$84,000**  
**Hotel - Luxury: \$83,000**  
**Hotel - Midscale: \$80,000**  
**Hotel - Upscale: \$105,750**  
**Inn: \$57,000**  
**Marina/Yacht/Equestrian Club: \$66,000**  
**Private Club: \$92,500**  
**Private Estate: \$75,000**  
**Recreational Vehicle (RV) Park: \$67,000**  
**Residential Condominiums: \$120,000**  
**Resort: \$88,500**

# AVERAGE YEARS OF SERVICE BY ROLE

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<b>Area Director: 20 years</b>	<b>Pastry Chef: 16 years</b>
<b>Assistant/Co Manager: 10 years</b>	<b>Sous Chef: 18 years</b>
<b>Assistant Director of Finance: 24 years</b>	<b>Spa Director: 3 years</b>
<b>Catering Manager: 10 years</b>	
<b>Controller: 20 years</b>	
<b>Director of Catering: 12 years</b>	
<b>Director of Catering Sales: 20 years</b>	
<b>Director of Finance: 22 years</b>	
<b>Director of Food &amp; Beverage: 19 years</b>	
<b>Director of Front Office: 19 years</b>	
<b>Director of Sales: 14 years</b>	
<b>Director of Sales &amp; Marketing: 21 years</b>	
<b>Event &amp; Sales Manager: 19 years</b>	
<b>Executive Chef: 20 years</b>	
<b>Front Office Manager: 10 years</b>	
<b>General Manager: 19 years</b>	
<b>Hotel General Manager: 22 years</b>	
<b>Hotel Restaurant General Manager: 20 years</b>	
<b>Housekeeping Manager: 15 years</b>	
<b>Human Resources Director: 23 years</b>	

*Our figures include a comprehensive survey of managers across the United States and Canada. The following statistics outline the average salary based on all candidates placed within each classification and the average number of years of service in the hospitality industry for each role.*

# REGIONAL BREAKDOWN: CANADA

*This section provides an overview of the compensation by role and classification of hospitality management professionals across Canada.*

## **Assistant/ Co- Manager**

- Fast Casual: \$52,900
- Casual Theme: \$63,100
- Upscale Casual: \$64,500
- QSR: \$43,500
- Sports & Entertainment: \$50,000

## **General Manager**

- Fast Casual: \$69,500
- Casual Theme: \$78,100
- Upscale Casual: \$76,200
- QSR: \$65,000
- Sports & Entertainment: \$80,000

## **Sous Chef**

- Fast Casual: \$60,750
- Casual Theme: \$61,200
- Upscale Casual: \$70,00
- QSR: \$54,500
- Sports & Entertainment: \$60,000

## **Assistant General Manager**

- Fast Casual: \$54,500
- Casual Theme: \$60,500
- Upscale Casual: \$62,750
- QSR: \$43,500
- Sports & Entertainment: \$55,000

## **Kitchen Manager**

- Fast Casual: \$69,000
- Casual Theme: \$71,000
- Upscale Casual: \$72,500
- QSR: \$55,000
- Sports & Entertainment: \$62,000

## **Regional Manager**

- Fast Casual: \$84,500
- Casual Theme: \$84,000
- Upscale Casual: \$85,000
- QSR: \$87,500
- Sports & Entertainment: \$83,500

## **Area Coach**

- Fast Casual: \$63,500
- Casual Theme: \$69,000
- Upscale Casual: \$73,200
- QSR: \$60,000
- Sports & Entertainment: \$65,000

## **Restaurant Manager**

- Fast Casual: \$57,500
- Casual Theme: \$62,000
- Upscale Casual: \$68,000
- QSR: \$55,000
- Sports & Entertainment: \$77,500

## **VP of Operations**

- Fast Casual: \$147,500
- Casual Theme: \$159,200
- Upscale Casual: \$153,500
- QSR: \$173,500
- Sports & Entertainment: \$155,000



# REGIONAL BREAKDOWN: SOUTHWEST RESTAURANT DIVISION

*This section provides an overview of the compensation by role and classification of restaurant management professionals across:  
Arizona, New Mexico, Oklahoma & Texas.*

## **Assistant/ Co- Manager**

- QSR: \$45,000
- Fast Casual: \$54,000
- Family Style: \$52,000
- Casual Theme: \$63,000
- Upscale Casual: \$54,000
- Upscale Dining: \$58,000

## **Executive Chef**

- QSR: \$60,750
- Fast Casual: \$63,250
- Family Style: \$67,500
- Casual Theme: \$70,000
- Upscale Dining: \$73,200
- Fine Dining: \$74,500

## **Restaurant Manager**

- QSR: \$48,750
- Fast Casual: \$55,300
- Family Style: \$51,750
- Casual Theme: \$62,000
- Upscale Casual: \$58,000
- Upscale Dining: \$60,000

## **Kitchen Manager**

- QSR: \$43,700
- Fast Casual: \$51,000
- Family Style: \$51,000
- Casual Theme: \$63,000
- Upscale Casual: \$55,000
- Upscale Dining: \$58,000

## **Assistant General Manager**

- QSR: \$50,000
- Fast Casual: \$66,750
- Family Style: \$59,500
- Casual Theme: \$65,750
- Retail/Grocery: \$64,750
- Fine Dining: \$84,000

## **District Manager**

- QSR: \$45,000
- Fast Casual: \$54,000
- Family Style: \$52,000
- Casual Theme: \$63,000
- Upscale Casual: \$54,000
- Upscale Dining: \$58,000

## **Sous Chef**

- QSR: \$52,500
- Fast Casual: \$59,000
- Family Style: \$54,500
- Casual Theme: \$59,500
- Upscale Casual: \$74,000
- Upscale Dining: \$63,400

## **General Manager**

- QSR: \$52,100
- Fast Casual: \$60,900
- Family Style: \$56,300
- Casual Theme: \$75,000
- Upscale Casual: \$62,000
- Upscale Dining: \$81,000
- Retail/Grocery: \$87,500

# REGIONAL BREAKDOWN: SOUTHWEST HOSPITALITY DIVISION

*This section provides an overview of the compensation by role and classification of hospitality management professionals across: Arizona, New Mexico, Oklahoma & Texas.*

## **Assistant/ Co- Manager**

- Hotel – Lifestyle (Boutique): \$59,000
- Hotel – Limited/Select: \$56,000
- Hotel – Full Service: \$60,500
- Hotel – Midscale: \$61,000
- Hotel – Upscale: 65,000
- Resort: \$59,750
- Private Club: 65,000

## **Controller**

- Hotel – Lifestyle (Boutique): \$98,000
- Hotel – Limited/Select: \$92,500
- Hotel – Full Service \$100,000
- Hotel – Midscale: \$100,000
- Hotel – Upscale: \$107,500
- Resort: \$105,000
- Private Club: \$113,000

## **Director of Sales & Marketing**

- Hotel – Lifestyle (Boutique): \$95,000
- Hotel – Limited/Select: \$90,000
- Hotel – Full Service: \$93,500
- Hotel – Midscale: \$100,000
- Hotel – Upscale: \$107,000
- Resort: \$92,000
- Private Club: \$100,000

## **Food & Beverage Manager**

- Hotel – Lifestyle (Boutique): \$67,000
- Hotel – Limited/Select: \$61,500
- Hotel – Full Service: \$68,000
- Hotel – Midscale: \$70,500
- Hotel – Upscale: \$72,000
- Resort: \$75,500
- Private Club: \$78,000

## **Assistant Director of Finance**

- Hotel – Lifestyle (Boutique): \$117,000
- Hotel – Limited/Select: \$108,000
- Hotel – Full Service: \$115,500
- Hotel – Midscale: \$120,000
- Hotel – Upscale: \$124,000
- Resort: \$120,000
- Private Club: \$150,000

## **Director of Food & Beverage**

- Hotel – Lifestyle (Boutique): \$88,000
- Hotel – Limited/Select: \$84,500
- Hotel – Full Service: \$90,000
- Hotel – Midscale: \$95,000
- Hotel – Upscale: \$95,250
- Resort: \$90,000
- Private Club: \$117,000

## **Executive Chef**

- Hotel – Lifestyle (Boutique): \$86,000
- Hotel – Limited/Select: \$81,000
- Hotel – Full Service: \$90,000
- Hotel – Midscale: \$98,000
- Hotel – Upscale: \$107,000
- Resort: \$100,000
- Private Club: \$115,000

## **General Manager**

- Hotel – Lifestyle (Boutique): \$90,000
- Hotel – Limited/Select: \$85,000
- Hotel – Full Service: \$90,000
- Hotel – Midscale: \$91,000
- Hotel – Upscale: \$95,000
- Resort: \$91,750
- Private Club: \$142,000

## **Assistant Chief Engineer**

- Hotel – Lifestyle (Boutique): \$92,000
- Hotel – Limited/Select: \$83,000
- Hotel – Full Service: \$86,500
- Hotel – Midscale: \$88,000
- Hotel – Upscale: \$88,000
- Resort: \$86,000
- Private Club: \$92,750

## **Director of Operations**

- Hotel – Lifestyle (Boutique): \$90,000
- Hotel – Limited/Select: \$89,000
- Hotel – Full Service: \$91,000
- Hotel – Midscale: \$92,500
- Hotel – Upscale: \$95,000
- Resort: \$100,000
- Private Club: \$127,000

## **Financial Analyst**

- Hotel – Lifestyle (Boutique): \$86,000
- Hotel – Limited/Select: \$80,000
- Hotel – Full Service: \$85,000
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$95,000
- Resort: \$90,000
- Private Club: \$125,000

## **Sous Chef**

- Hotel – Lifestyle (Boutique): \$61,000
- Hotel – Limited/Select: \$60,000
- Hotel – Full Service: \$62,500
- Hotel – Midscale: \$65,000
- Hotel – Upscale: \$68,000
- Resort: \$64,500
- Private Club: \$70,000



# REGIONAL BREAKDOWN: MID-ATLANTIC RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:  
DC, Virginia, Delaware, Maryland, New Jersey, New York, Pennsylvania & North Carolina.

## Area Director

- QSR: \$87,500
- Fast Casual: \$92,000
- Family Style: \$92,000
- Casual Theme: \$95,000
- Upscale Casual: \$97,250
- Upscale Dining: \$100,000

## Assistant Kitchen Manager

- QSR: \$40,000
- Fast Casual: \$42,000
- Family Style: \$42,000
- Casual Theme: \$47,500
- Upscale Casual: \$52,500
- Upscale Dining: \$55,000

## General Manager

- QSR: \$59,000
- Fast Casual: \$60,500
- Family Style: \$72,500
- Casual Theme: \$78,000
- Upscale Casual: \$87,250
- Upscale Dining: \$105,000

## Restaurant Manager

- QSR: \$43,000
- Fast Casual: \$61,000
- Family Style: \$60,000
- Casual Theme: \$63,500
- Upscale Casual: \$65,000
- Upscale Dining: \$67,500

## Assistant/ Co- Manager

- QSR: \$49,000
- Fast Casual: \$54,000
- Family Style: \$54,000
- Casual Theme: \$57,500
- Upscale Casual: \$63,500
- Upscale Dining: \$65,000

## Chef

- QSR: \$45,000
- Fast Casual: \$48,000
- Family Style: \$49,000
- Casual Theme: \$62,000
- Upscale Casual: \$58,500
- Upscale Dining: \$68,000

## Kitchen Manager

- QSR: \$50,000
- Fast Casual: \$52,500
- Family Style: \$52,000
- Casual Theme: \$66,000
- Upscale Casual: \$81,000
- Upscale Dining: \$85,000

## Vice President of Operations

- QSR: \$100,000
- Fast Casual: \$130,000
- Family Style: \$134,250
- Casual Theme: \$145,000
- Upscale Casual: \$150,000
- Upscale Dining: \$150,000

## Assistant General Manager

- QSR: \$53,000
- Fast Casual: \$54,250
- Family Style: \$60,000
- Casual Theme: \$72,000
- Upscale Casual: \$75,250
- Upscale Dining: \$75,000

## Executive Chef

- QSR: \$56,000
- Fast Casual: \$60,000
- Family Style: \$60,000
- Casual Theme: \$72,500
- Upscale Casual: \$85,00
- Upscale Dining: \$74,500

## Sous Chef

- QSR: \$45,000
- Fast Casual: \$65,000
- Family Style: \$58,000
- Casual Theme: \$57,000
- Upscale Casual: \$60,750
- Upscale Dining: \$61,000

# REGIONAL BREAKDOWN: MID-ATLANTIC HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:  
Washington DC, Virginia, Delaware, Maryland, New Jersey, New York, Pennsylvania & North Carolina.

## **Director of Food & Beverage**

- Hotel – Full Service: \$110,000
- Hotel – Lifestyle Boutique: \$113,500
- Hotel – Limited/Select: \$95,500
- Hotel – Midscale:
- Hotel – Upscale: \$100,000
- Resort: \$115,000
- Private Club: \$135,000

## **Director of Operations**

- Hotel – Full Service: \$110,000
- Hotel – Lifestyle Boutique: \$97,000
- Hotel – Limited/Select: \$95,000
- Hotel – Midscale: \$112,000
- Hotel – Upscale: \$117,500
- Resort: \$105,500
- Private Club: \$127,000

## **Director of Sales & Marketing**

- Hotel – Full Service: \$84,000
- Hotel – Lifestyle Boutique: \$88,000
- Hotel – Limited/Select: \$82,500
- Hotel – Midscale: \$95,000
- Hotel – Upscale: \$100,000
- Resort: \$98,000
- Private Club: \$107,000

## **Executive Chef:**

- Hotel – Full Service: \$95,000
- Hotel – Lifestyle Boutique: \$100,000
- Hotel – Limited/Select: \$85,000
- Hotel – Midscale: \$102,500
- Hotel – Upscale: \$110,000
- Resort: \$100,000
- Private Club: \$115,000

## **Hotel General Manager**

- Hotel – Full Service: \$88,500
- Hotel – Lifestyle Boutique: \$92,000
- Hotel – Limited/Select: \$77,000
- Hotel – Midscale: \$95,000
- Hotel – Upscale: \$107,000
- Resort: \$112,000

## **Housekeeping Manager**

- Hotel – Full Service: \$49,000
- Hotel – Lifestyle Boutique: \$51,000
- Hotel – Limited/Select: \$48,000
- Hotel – Midscale: \$53,000
- Hotel – Upscale: \$55,000
- Resort: \$55,500

## **Restaurant Manager**

- Hotel – Full Service: \$58,000
- Hotel – Lifestyle Boutique: \$64,500
- Hotel – Limited/Select: \$57,000
- Hotel – Midscale: \$60,000
- Hotel – Upscale: \$62,000
- Resort: \$60,000
- Private Club: \$70,000

## **Sales Manager**

- Hotel – Full Service: \$80,000
- Hotel – Lifestyle Boutique: 92,500
- Hotel – Limited/Select: \$78,000
- Hotel – Midscale: \$82,000
- Hotel – Upscale: \$95,000
- Resort: \$88,500
- Private Club: \$85,000

## **Sous Chef**

- Hotel – Full Service: \$60,000
- Hotel – Lifestyle (Boutique): \$74,000
- Hotel – Limited/Select: \$60,000
- Hotel – Midscale: \$70,000
- Hotel – Upscale: \$73,250
- Resort: \$70,500
- Private Club: \$80,000



# REGIONAL BREAKDOWN: MIDWEST RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota & Wisconsin.

## Assistant/ Co- Manager

- QSR: \$42,000
- Fast Casual: \$50,000
- Family Style: \$40,000
- Casual Theme: \$60,000
- Upscale Casual: \$61,000
- Upscale Dining: \$70,000

## Director of Operations

- QSR: \$90,000
- Fast Casual: \$92,000
- Family Style: \$89,000
- Casual Theme: \$92,500
- Upscale Casual: \$97,500
- Upscale Dining: \$103,000

## Executive Chef

- QSR: \$56,000
- Fast Casual: \$60,000
- Family Style: \$58,500
- Casual Theme: \$66,000
- Upscale Casual: \$80,000
- Upscale Dining: \$92,000

## Restaurant Manager

- QSR: \$52,000
- Fast Casual: \$54,000
- Family Style: \$49,500
- Casual Theme: \$60,000
- Upscale Casual: \$74,500
- Upscale Dining: \$77,500

## Assistant General Manager

- QSR: \$53,000
- Fast Casual: \$60,000
- Family Style: \$49,500
- Casual Theme: \$65,000
- Upscale Casual: \$70,000
- Upscale Dining: \$75,000

## Director of Sales

- QSR: \$60,000
- Fast Casual: \$65,000
- Family Style: \$60,000
- Casual Theme: \$85,000
- Upscale Casual: \$90,000
- Upscale Dining: \$95,500

## Kitchen Manager

- QSR: \$47,000
- Fast Casual: \$50,00
- Family Style: \$52,000
- Casual Theme: \$62,000
- Upscale Casual: \$67,000
- Upscale Dining: \$68,000

## Sous Chef

- QSR: \$48,000
- Fast Casual: \$55,000
- Family Style: \$52,500
- Casual Theme: \$60,500
- Upscale Casual: \$71,000
- Upscale Dining: \$74,000

## Area Coach

- QSR: \$64,000
- Fast Casual: \$75,000
- Family Style: \$55,000
- Casual Theme: \$76,000
- Upscale Casual: \$80,000
- Upscale Dining: \$80,000

## District Manager

- QSR: \$79,500
- Fast Casual: \$82,000
- Family Style: \$80,000
- Casual Theme: \$88,000
- Upscale Casual: \$92,500
- Upscale Dining: \$95,000

## General Manager

- QSR: \$60,000
- Fast Casual: \$61,000
- Family Style: \$70,000
- Casual Theme: \$74,500
- Upscale Casual: \$80,000
- Upscale Dining: \$85,000

# REGIONAL BREAKDOWN: MIDWEST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota & Wisconsin.

## **Assistant General Manager**

- Hotel – Full Service: \$75,000
- Hotel – Lifestyle Boutique: \$72,000
- Hotel – Limited/Select: \$77,500
- Hotel – Midscale: \$78,000
- Hotel – Upscale: \$82,000
- Resort: \$80,000
- Private Club: \$89,000

## **Director of Food & Beverage**

- Hotel – Full Service: \$110,000
- Hotel – Lifestyle Boutique: \$100,000
- Hotel – Limited/Select: \$93,000
- Hotel – Midscale: \$102,000
- Hotel – Upscale: \$115,000
- Resort: \$110,000
- Private Club: \$120,000

## **Assistant Director of Front Office**

- Hotel – Full Service: \$100,000
- Hotel – Lifestyle Boutique: \$100,000
- Hotel – Limited/Select: \$95,500
- Hotel – Midscale: \$107,500
- Hotel – Upscale: \$110,000
- Resort: \$99,000

## **Director of Sales**

- Hotel – Full Service: \$110,000
- Hotel – Lifestyle Boutique: \$113,500
- Hotel – Limited/Select: \$95,500
- Hotel – Midscale: \$107,000
- Hotel – Upscale: \$110,000
- Resort: \$115,000
- Private Club: \$135,000

## **Food & Beverage Manager**

- Hotel – Full Service: \$68,000
- Hotel – Lifestyle Boutique: \$62,000
- Hotel – Limited/Select: \$60,000
- Hotel – Midscale: \$65,000
- Hotel – Upscale: \$67,000
- Resort: \$65,000
- Private Club: \$70,000

## **Hotel General Manager**

- Hotel – Full Service: \$75,000
- Hotel – Lifestyle Boutique: \$100,000
- Hotel – Limited/Select: \$81,500
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$125,000
- Resort: \$115,000

## **Restaurant Manager**

- Hotel – Full Service: \$65,000
- Hotel – Lifestyle Boutique: \$68,000
- Hotel – Limited/Select: \$60,000
- Hotel – Midscale: \$62,500
- Hotel – Upscale: \$67,500
- Resort: \$65,000
- Private Club: \$71,000

## **Sales Manager**

- Hotel – Full Service: \$91,000
- Hotel – Lifestyle Boutique: 92,500
- Hotel – Limited/Select: \$88,000
- Hotel – Midscale: \$94,000
- Hotel – Upscale: \$95,000
- Resort: \$93,500
- Private Club: \$100,000

## **Sous Chef**

- Hotel – Full Service: \$65,000
- Hotel – Lifestyle (Boutique): \$67,000
- Hotel – Limited/Select: \$60,000
- Hotel – Midscale: \$70,000
- Hotel – Upscale: \$73,250
- Resort: \$70,500
- Private Club: \$80,000



# REGIONAL BREAKDOWN: PACIFIC RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:  
Alaksa, California, Hawaii, Oregon & Washington.

## **Assistant/ Co- Manager**

- QSR: \$60,000
- Fast Casual: \$63,000
- Family Style: \$66,000
- Casual Theme: \$57,000
- Upscale Casual: \$75,000
- Upscale Dining: \$67,000

## **Assistant General Manager**

- QSR: \$62,000
- Fast Casual: \$59,000
- Family Style: \$58,000
- Casual Theme: \$65,000
- Upscale Casual: \$70,000
- Upscale Dining: \$75,000

## **Area Coach**

- QSR: \$80,000
- Fast Casual: \$75,000
- Family Style: \$70,000
- Casual Theme: \$76,000
- Upscale Casual: \$82,000
- Upscale Dining: \$87,500

## **District/Multi-Unit Manager**

- QSR: \$90,000
- Fast Casual: \$92,000
- Family Style: \$89,000
- Casual Theme: \$100,000
- Upscale Casual: \$94,000
- Upscale Dining: \$98,000

## **Director of Operation**

- QSR: \$100,000
- Fast Casual: \$145,000
- Family Style: \$100,000
- Casual Theme: \$117,500
- Upscale Casual: \$120,000
- Upscale Dining: \$155,000

## **Executive Chef**

- QSR: \$74,000
- Fast Casual: \$82,000
- Family Style: \$70,000
- Casual Theme: \$82,500
- Upscale Casual: \$100,000
- Upscale Dining: \$95,000

## **General Manager**

- QSR: \$61,000
- Fast Casual: \$70,000
- Family Style: \$68,000
- Casual Theme: \$73,000
- Upscale Casual: \$75,000
- Upscale Dining: \$78,000

## **Kitchen Manager**

- QSR: \$65,000
- Fast Casual: \$70,500
- Family Style: \$68,000
- Casual Theme: \$72,000
- Upscale Casual: \$71,000
- Upscale Dining: \$75,000

## **Restaurant Manager**

- QSR: \$60,000
- Fast Casual: \$67,000
- Family Style: \$60,000
- Casual Theme: \$66,000
- Upscale Casual: \$72,250
- Upscale Dining: \$80,000

## **Sous Chef**

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$54,500
- Casual Theme: \$60,500
- Upscale Casual: \$64,000
- Upscale Dining: \$65,000

# REGIONAL BREAKDOWN: PACIFIC HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:  
Alaska, California, Hawaii, Oregon & Washington.

## Chef

- Hotel – Full Service: \$60,000
- Hotel – Lifestyle Boutique: \$62,500
- Hotel – Limited/Select: \$61,000
- Hotel – Midscale: \$64,000
- Hotel – Upscale: \$66,000
- Resort: \$87,500
- Private Club: \$71,000

## Director of Sales

- Hotel – Full Service: \$84,000
- Hotel – Lifestyle Boutique: \$88,000
- Hotel – Limited/Select: \$89,000
- Hotel – Midscale: \$88,000
- Hotel – Upscale: \$94,500
- Resort: \$95,000
- Private Club: \$110,000

## Food & Beverage Manager

- Hotel – Full Service: \$65,000
- Hotel – Lifestyle Boutique: \$70,500
- Hotel – Limited/Select: \$66,000
- Hotel – Midscale: \$69,000
- Hotel – Upscale: \$70,000
- Resort: \$67,500
- Private Club: \$72,000

## Sales Manager

- Hotel – Full Service: \$95,000
- Hotel – Lifestyle Boutique: 90,000
- Hotel – Limited/Select: \$87,500
- Hotel – Luxury: \$120,000
- Hotel – Midscale: \$94,000
- Hotel – Upscale: \$95,000
- Resort: \$93,500
- Private Club: \$99,000

## Executive Chef

- Hotel – Full Service: \$75,000
- Hotel – Lifestyle Boutique: \$80,000
- Hotel – Limited/Select: \$76,000
- Hotel – Midscale: \$80,000
- Hotel – Upscale: \$82,000
- Resort: \$115,000
- Private Club: \$122,000

## Hotel General Manager

- Hotel – Full Service: \$75,000
- Hotel – Lifestyle Boutique: \$80,000
- Hotel – Limited/Select: \$79,000
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$100,000
- Resort: \$115,000

## Restaurant Manager

- Hotel – Full Service: \$62,000
- Hotel – Lifestyle Boutique: \$68,000
- Hotel – Limited/Select: \$65,000
- Hotel – Midscale: \$67,000
- Hotel – Upscale: \$67,500
- Resort: \$65,500
- Private Club: \$75,000

## Sous Chef

- Hotel – Full Service: \$60,000
- Hotel – Lifestyle (Boutique): \$67,000
- Hotel – Limited/Select: \$60,000
- Hotel – Midscale: \$70,000
- Hotel – Upscale: \$73,250
- Inn: \$68,500
- Resort: \$67,500
- Private Club: \$80,000



# REGIONAL BREAKDOWN: ROCKY MOUNTAIN RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:  
Colorado, Idaho, Montana, Nevada, Utah & Wyoming.

## **Assistant/ Co- Manager**

- QSR: \$60,000
- Fast Casual: \$64,000
- Family Style: \$58,000
- Casual Theme: \$61,000
- Upscale Casual: \$66,000
- Upscale Dining: \$67,000

## **District/Multi-Unit Manager**

- QSR: \$68,500
- Fast Casual: \$70,000
- Family Style: \$70,000
- Casual Theme: \$85,000
- Upscale Casual: \$92,000
- Upscale Dining: \$100,000

## **General Manager**

- QSR: \$59,000
- Fast Casual: \$61,000
- Family Style: \$60,000
- Casual Theme: \$73,000
- Upscale Casual: \$75,000
- Upscale Dining: \$78,000

## **Sous Chef**

- QSR: \$59,000
- Fast Casual: \$61,000
- Family Style: \$56,000
- Higher Education: \$60,000
- Casual Theme: \$63,500
- Upscale Casual: \$66,000
- Upscale Dining: \$68,000

## **Assistant General Manager**

- QSR: \$60,000
- Fast Casual: \$62,000
- Family Style: \$59,000
- Casual Theme: \$68,000
- Upscale Casual: \$70,000
- Upscale Dining: \$72,000

## **Executive Chef**

- QSR: \$60,000
- Fast Casual: \$65,000
- Family Style: \$62,500
- Casual Theme: \$70,000
- Upscale Casual: \$80,000
- Upscale Dining: \$85,000

## **Kitchen Manager**

- QSR: \$42,000
- Fast Casual: \$55,000
- Family Style: \$48,000
- Casual Theme: \$59,000
- Upscale Casual: \$64,000
- Upscale Dining: \$70,000

## **Director of Operations**

- QSR: \$76,000
- Fast Casual: \$85,000
- Family Style: \$70,000
- Casual Theme: \$86,000
- Upscale Casual: \$92,500
- Upscale Dining: \$98,000

## **Front of House Manager**

- QSR: \$44,000
- Fast Casual: \$52,000
- Family Style: \$49,000
- Casual Theme: \$62,500
- Upscale Casual: \$65,000
- Upscale Dining: \$67,500

## **Restaurant Manager**

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$60,000
- Casual Theme: \$62,000
- Upscale Casual: \$72,250
- Upscale Dining: \$77,000

# REGIONAL BREAKDOWN: ROCKY MOUNTAIN HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:  
Colorado, Idaho, Montana, Nevada, Utah & Wyoming.

## Area Coach

- Hotel – Full Service: \$66,000
- Hotel – Lifestyle Boutique: \$74,500
- Hotel – Limited/Select: \$72,000
- Hotel – Midscale: \$80,000
- Hotel – Upscale: \$84,000
- Resort: \$87,500
- Private Club: \$96,000

## Chef

- Hotel – Full Service: \$60,000
- Hotel – Lifestyle Boutique: \$65,000
- Hotel – Limited/Select: \$65,000
- Hotel – Midscale: \$70,000
- Hotel – Upscale: \$72,000
- Resort: \$70,000
- Private Club: \$71,000

## Chef de Cuisine

- Hotel – Full Service: \$61,000
- Hotel – Lifestyle Boutique: \$64,000
- Hotel – Limited/Select: \$66,000
- Hotel – Midscale: \$68,500
- Hotel – Upscale: \$70,000
- Resort: \$67,500
- Private Club: \$74,000

## Executive Chef

- Hotel – Full Service: \$80,000
- Hotel – Lifestyle Boutique: \$84,000
- Hotel – Limited/Select: \$86,500
- Hotel – Midscale: \$88,000
- Hotel – Upscale: \$93,000
- Resort: \$95,000
- Private Club: \$130,000

## Hotel General Manager

- Hotel – Full Service: \$85,000
- Hotel – Lifestyle Boutique: \$88,000
- Hotel – Limited/Select: \$82,000
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$98,000
- Resort: \$100,000

## Restaurant Manager

- Hotel – Full Service: \$62,000
- Hotel – Lifestyle Boutique: \$66,000
- Hotel – Limited/Select: \$62,000
- Hotel – Midscale: \$64,000
- Hotel – Upscale: \$65,500
- Resort: \$75,000
- Private Club: \$80,000

## Sales Manager

- Hotel – Full Service: \$95,000
- Hotel – Lifestyle Boutique: 97,000
- Hotel – Limited/Select: \$96,500
- Hotel – Midscale: \$94,000
- Hotel – Upscale: \$95,000
- Resort: \$98,000
- Private Club: \$107,000

## Sous Chef

- Hotel – Full Service: \$61,000
- Hotel – Lifestyle (Boutique): \$64,000
- Hotel – Limited/Select: \$62,000
- Hotel – Midscale: \$71,000
- Hotel – Upscale: \$74,000
- Resort: \$68,500
- Private Club: \$82,000



# REGIONAL BREAKDOWN: NORTHEAST RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:  
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont.

## Area Coach

- QSR: \$69,500
- Fast Casual: \$87,000
- Family Style: \$64,000
- Fine Dining: 72,500
- Casual Theme: \$69,000
- Upscale Casual: \$71,000
- Upscale Dining: \$75,000

## Area Director

- QSR: \$81,500
- Fast Casual: \$86,000
- Family Style: \$80,000
- Casual Theme: \$90,000
- Upscale Casual: \$92,000
- Upscale Dining: \$110,000

## Assistant/Co-Manager

- QSR: \$56,500
- Fast Casual: \$54,000
- Family Style: \$51,000
- Casual Theme: \$68,000
- Upscale Casual: \$75,000
- Upscale Dining: \$75,000

## Assistant General Manager

- QSR: \$68,500
- Fast Casual: \$75,000
- Family Style: \$69,000
- Casual Theme: \$80,000
- Upscale Casual: \$82,000
- Upscale Dining: \$85,000
- Sports & Entertainment: \$65,000

## Assistant Kitchen Manager

- QSR: \$50,000
- Fast Casual: \$53,000
- Family Style: \$49,000
- Casual Theme: \$52,000
- Upscale Casual: \$55,000
- Upscale Dining: \$57,500
- Sports & Entertainment: \$52,000

## Chef

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$55,000
- Casual Theme: \$60,500
- Upscale Casual: \$68,000
- Upscale Dining: \$70,500

## District/Multi-Unit Manager

- QSR: \$102,000
- Fast Casual: \$100,000
- Family Style: \$92,500
- Casual Theme: \$105,000
- Upscale Casual: \$101,000
- Upscale Dining: \$115,000
- Sports & Entertainment: \$105,000

## Executive Chef

- QSR: \$80,000
- Fast Casual: \$85,000
- Family Style: \$84,000
- Casual Theme: \$95,000
- Upscale Casual: \$95,000
- Upscale Dining: \$98,000
- Sports & Entertainment: \$82,000

## General Manager

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$60,000
- Casual Theme: \$62,000
- Upscale Casual: \$72,250
- Upscale Dining: \$77,000

## Kitchen Manager

- QSR: \$60,000
- Fast Casual: \$62,000
- Family Style: \$59,000
- Fine Dining: \$70,000
- Casual Theme: \$65,000
- Upscale Casual: \$67,500
- Upscale Dining: \$68,000

## Restaurant Manager

- QSR: \$70,000
- Fast Casual: \$65,000
- Family Style: \$60,000
- Fine Dining: \$75,000
- Casual Theme: \$65,000
- Upscale Casual: \$66,000
- Upscale Dining: \$68,000

## Sous Chef

- QSR: \$59,000
- Fast Casual: \$61,000
- Family Style: \$56,000
- Casual Theme: \$66,000
- Upscale Casual: \$66,000
- Upscale Dining: \$68,000

# REGIONAL BREAKDOWN: NORTHEAST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:  
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont.

## Assistant Food & Beverage Director

- Hotel – Full Service: \$66,000
- Hotel – Lifestyle Boutique: \$68,500
- Hotel – Limited/Select: \$70,000
- Hotel – Midscale: \$72,000
- Hotel – Upscale: \$71,000
- Resort: \$75,000
- Private Club: \$80,000

## Executive Chef

- Hotel – Full Service: \$78,500
- Hotel – Lifestyle Boutique: \$80,000
- Hotel – Limited/Select: \$86,500
- Hotel – Midscale: \$85,000
- Hotel – Upscale: \$93,000
- Resort: \$95,000
- Private Club: \$98,000

## Sales Manager

- Hotel – Full Service: \$94,000
- Hotel – Lifestyle Boutique: 97,000
- Hotel – Limited/Select: \$98,500
- Hotel – Midscale: \$96,000
- Hotel – Upscale: \$91,000
- Resort: \$95,000
- Private Club: \$100,000

## Director of Catering

- Hotel – Full Service: \$84,000
- Hotel – Lifestyle Boutique: \$86,000
- Hotel – Limited/Select: \$87,500
- Hotel – Midscale: \$89,000
- Hotel – Upscale: \$95,000
- Resort: \$94,000
- Private Club: \$100,000

## General Manager

- Hotel – Extended Stay: \$85,000
- Hotel – Full Service: \$92,000
- Hotel – Lifestyle Boutique: \$96,000
- Hotel – Limited/Select: \$100,000
- Hotel – Midscale: \$99,000
- Hotel – Upscale: \$115,500
- Resort: \$130,000
- Private Club: \$150,000

## Sous Chef

- Hotel – Full Service: \$61,000
- Hotel – Lifestyle (Boutique): \$65,000
- Hotel – Limited/Select: \$68,500
- Hotel – Midscale: \$69,000
- Hotel – Upscale: \$71,000
- Resort: \$75,500
- Private Club: \$80,000
- Private Estate: \$75,000

## Director of Sales & Marketing

- Hotel – Full Service: \$88,000
- Hotel – Lifestyle Boutique: \$90,000
- Hotel – Limited/Select: \$90,000
- Hotel – Midscale: \$95,500
- Hotel – Upscale: \$100,000
- Resort: \$110,000
- Private Club: \$115,000

## Food & Beverage Manager

- Hotel – Full Service: \$62,500
- Hotel – Lifestyle Boutique: \$65,000
- Hotel – Limited/Select: \$64,500
- Hotel – Midscale: \$70,500
- Hotel – Upscale: \$72,000
- Resort: \$78,000

# REGIONAL BREAKDOWN: SOUTHEAST RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:  
Alabama, Arkansas, Florida, Kentucky, Louisiana, Mississippi, Georgia, South Carolina, Tennessee & Virginia.

## Area Coach

- QSR: \$66,000
- Fast Casual: \$54,000
- Family Style: \$64,000
- Fine Dining: 73,000
- Casual Theme: \$63,000
- Upscale Casual: \$72,000
- Upscale Dining: \$75,000

## Assistant Kitchen Manager

- QSR: \$38,000
- Fast Casual: \$40,000
- Family Style: \$36,000
- Casual Theme: \$42,000
- Upscale Casual: \$44,000
- Upscale Dining: \$47,000
- Sports & Entertainment: \$38,500

## District/Multi-Unit Manager

- QSR: \$79,000
- Fast Casual: \$80,000
- Family Style: \$75,500
- Casual Theme: \$78,000
- Upscale Casual: \$84,000
- Upscale Dining: \$92,000
- Sports & Entertainment: \$90,000

## General Manager

- QSR: \$56,000
- Fast Casual: \$60,000
- Family Style: \$62,000
- Fine Dining: \$88,000
- Casual Theme: \$70,000
- Upscale Casual: \$83,500
- Upscale Dining: \$90,000

## Assistant/Co-Manager

- QSR: \$44,500
- Fast Casual: \$50,000
- Family Style: \$57,000
- Fine Dining: \$65,000
- Casual Theme: \$57,000
- Upscale Casual: \$65,000
- Upscale Dining: \$60,000

## Catering Sales Manager

- QSR: \$60,000
- Fast Casual: \$65,000
- Family Style: \$61,000
- Casual Theme: \$66,000
- Upscale Casual: \$62,500
- Upscale Dining: \$70,000
- Sports & Entertainment: \$67,500

## Director of Operations

- QSR: \$100,000
- Fast Casual: \$107,000
- Family Style: \$96,000
- Casual Theme: \$112,000
- Upscale Casual: \$150,000
- Upscale Dining: \$122,000
- Sports & Entertainment: \$136,500

## Kitchen Manager

- QSR: \$50,000
- Fast Casual: \$53,000
- Family Style: \$50,000
- Fine Dining: \$64,000
- Casual Theme: \$62,000
- Upscale Casual: \$66,000
- Upscale Dining: \$60,000

## Assistant General Manager

- QSR: \$52,500
- Fast Casual: \$60,000
- Family Style: \$58,000
- Casual Theme: \$64,000
- Upscale Casual: \$70,000
- Upscale Dining: \$75,000
- Sports & Entertainment: \$70,000

## Chef

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$55,000
- Fine Dining: \$72,500
- Casual Theme: \$60,500
- Upscale Casual: \$64,000
- Upscale Dining: \$69,000

## Executive Chef

- QSR: \$74,000
- Fast Casual: \$78,000
- Family Style: \$70,000
- Casual Theme: \$83,000
- Higher Education: \$80,000
- Upscale Casual: \$83,000
- Upscale Dining: \$84,000

## Restaurant Manager

- QSR: \$62,500
- Fast Casual: \$68,000
- Family Style: \$59,000
- Fine Dining: \$74,000
- Casual Theme: \$66,000
- Upscale Casual: \$60,000
- Upscale Dining: \$68,000



# REGIONAL BREAKDOWN: SOUTHEAST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:  
Alabama, Arkansas, Florida, Kentucky, Louisiana, Mississippi, Georgia, South Carolina, Tennessee & Virginia.

## **Assistant Manager**

- Hotel – Full Service: \$60,000
- Hotel – Lifestyle Boutique: \$62,500
- Hotel – Limited/Select: \$64,000
- Hotel – Midscale: \$66,000
- Hotel – Upscale: \$65,000
- Resort: \$80,000
- Private Club: \$77,000

## **Director of Food & Beverage**

- Hotel – Full Service: \$85,000
- Hotel – Lifestyle Boutique: \$91,000
- Hotel – Limited/Select: \$89,500
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$97,000
- Resort: \$94,000
- Private Club: \$130,000

## **Director of Operations**

- Hotel – Full Service: \$95,000
- Hotel – Lifestyle Boutique: \$100,000
- Hotel – Limited/Select: \$100,000
- Hotel – Luxury: \$122,000
- Hotel – Midscale: \$105,500
- Hotel – Upscale: \$117,000
- Resort: \$110,000
- Private Club: \$155,000

## **Executive Chef**

- Hotel – Full Service: \$78,000
- Hotel – Lifestyle Boutique: \$80,000
- Hotel – Limited/Select: \$84,000
- Hotel – Midscale: \$86,000
- Hotel – Upscale: \$94,000
- Resort: \$95,500
- Private Club: \$100,000

## **Front Office Manager**

- Hotel – Full Service: \$57,500
- Hotel – Lifestyle Boutique: \$60,000
- Hotel – Limited/Select: \$65,000
- Hotel – Luxury: \$66,000
- Hotel – Midscale: \$66,000
- Hotel – Upscale: \$68,000
- Resort: \$65,000

## **General Manager**

- Hotel – Extended Stay: \$72,000
- Hotel – Full Service: \$80,000
- Hotel – Lifestyle Boutique: \$76,000
- Hotel – Limited/Select: \$95,000
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$105,00
- Resort: \$110,000
- Residential Condominiums: \$75,000

## **Housekeeping Manager**

- Hotel – Economy: \$58,000
- Hotel – Full Service: \$65,000
- Hotel – Lifestyle Boutique: 60,000
- Hotel – Limited/Select: \$62,500
- Hotel – Midscale: \$66,000
- Hotel – Upscale: \$69,000
- Private Estate: \$75,000
- Resort: \$65,000

## **Human Resources Director**

- Hotel – Full Service: \$95,000
- Hotel – Lifestyle (Boutique): \$97,000
- Hotel – Limited/Select: \$98,500
- Hotel – Midscale: \$99,000
- Hotel – Upscale: \$110,000
- Resort: \$117,500
- Private Club: \$130,000

## **Sous Chef**

- Hotel – Full Service: \$61,000
- Hotel – Lifestyle (Boutique): \$64,000
- Hotel – Limited/Select: \$66,500
- Hotel – Luxury: \$81,000
- Hotel – Midscale: \$68,000
- Hotel – Upscale: \$70,000
- Resort: \$72,500
- Private Club: \$80,000

# STRATEGIC PARTNERSHIP: WORKING WITH GECKO HOSPITALITY

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- Gecko Hospitality has dedicated hiring teams in all 50 states, Canada and now in the United Kingdom and Ireland. Check out our recruiting team here: **[Gecko Hospitality Recruiters](#)**
- Gecko Hospitality has been awarded “Forbes: America’s Best Executive Recruiting Firm” six times.
- To request more information about our Exclusive Executive Search services, please contact us directly at:  
**[careers@geckohospitality.com](mailto:careers@geckohospitality.com)**

## ***Candidates***

- Gecko Hospitality has dedicated hiring teams in all 50 states, Canada and now in the United Kingdom and Ireland. Check out our recruiting team here: **[Gecko Hospitality Recruiters](#)**
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