

2017 Canadian Hotel and Gaming Compensation Report



INTRODUCTION SOURCE OF INFORMATION

Some of our 2017 Compensation Surveys were revised in February 2017, others will be completed by April 2017. The outcomes were accumulated from a comprehensive information analysis extracted from Renard International's own database of 45,000 candidates and supplemental 15,000 contacts. The sources also included written answers to our global survey sent to Executives in over 50 countries.

The data was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirms in writing individuals current remuneration, benefits, bonuses, etc.

They also signpost desired salary, benefits, preferred location and ideal role.

Some of the salary ranges in this guide are based on actual transactions between employers and employees of Renard International and represent a true reflection of the job marketplace.

In 2015 alone, Renard Consultants successfully completed assignments in over 40 countries from Culinary to the CEO of a major Hotel/Casino Group. We have now assisted Clients in nations that were non-existent when we commenced business 47 years ago.

Our Remuneration Reviews are produced using an **average format** in which the information is totaled and divided by the number of replies, or, in a **median format**, which is calculated using data mid-range to extremes.

We hope this guide will serve as a useful tool for your talent compensation planning



CANADA

Revised in February 2017



Chart of Average Gross Sales (No Benefits) for Senior Management – Luxury Segment I.e. Ritz, Four Seasons, Trump, Shangri-La, and Select independent and Trophy Hotels

Positions/City	Montréal	Toronto	Vancouver
General Manager	210,000	245,000	235,000
Resident Mgr/Hotel Mgr/EAM F&B	120,000	135,000	125,000
F & B Director	111,000	115,000	110,000
Rooms Division Manager	90,000	100,500	95,000
Executive Chef	101,000	128,000	112,000
Executive Housekeeper	84,000	93,000	88,000
Director of Finance	116,000	125,000	120,000
Director of HR	94,000	100,000	96,500