

2014 WORLDWIDE

Introduction/Source of Information

The 2014 Salary Review was compiled in February 2014 from many different sources including the thousands of resumes received monthly by Renard's worldwide offices. All of these executives confirm in writing, his/her current salary and desired salary and benefits, as well as preferred location and position.

We also take into consideration the salary information given to us by clients like yourself when you retain us on job searches. In last year Renard Hospitality Search Consultants worked on assignments in over 50 countries from the culinary level to the President of hotel and restaurant companies. We assisted clients in countries that when we started business in 1970, did not exist.

Our Salary Guide is produced in an **average format** where all information is totaled and divided by the number of replies or **Median format** which is mid-range from extremes.



**RENARD INTERNATIONAL
HOSPITALITY SEARCH
CONSULTANTS**

2014 EAST & WEST COAST USA SALARY SURVEY +

(MARCH, 2014)

This survey is for Deluxe Hotels with a Minimum Average Room Rate of **US\$225** (In San Francisco & NYC area.) Salaries are considered gross (with no deductions) in USA Dollars (Annual Salary 'USA 1000s'). Only base salaries shown. No benefits, bonuses or stock options etc are included. This survey is carried out on hotels with **up to 800 Rooms** and have **4 or 5 Diamonds** (USA Ratings).

Positions	2014 Lowest figure received	2014 Highest figure received	2014 Average
VP Operation supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	225	450	340
VP Human Resources supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	170	350	261
VP Sales & Marketings supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	190	375	273
GM/VP based at one hotel overlooking up to 5 hotels	170	375	262
VP Finance supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	185	325	245
General Manager	140	415*	209
Resident / Hotel Manager	85	200	127
Rooms Division Manager	75	136	91
Front Office Manager	64	95	77.1
Executive Housekeeper	65	165	88
Chief Engineer	70	168	92
Revenue Manager	40	86	60
Food & Beverage Director	75	198	111
Restaurant Manager (Fine Dining Room)	46	95	61
Catering Manager (Sales)	48	110	68
Banquet Manager (Operations)	49	100	62
Executive Chef	66	175	102
Gourmet Restaurant Chef	62.5	135	97.1
Executive Sous Chef	60	100	80
Financial Comptroller	66	175	110
Human Resources & Training Manager / Director	60	119	85
Sales & Marketing Director	74	190	115
Sales Manager (No. 2) or Dir. of Sales	69	105	72
Social Media Director	36	75	55

* This was for a hotel with components of a residence building and huge catering facilities hotel (large than 5).

** This was outsourced Michelin star standard hotel restaurant.

*** Major banquets.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

+ Only 3rd years on our survey list.

† This was a sales manager MICE and total package includes incentives reached over 200K.

This salary survey was conducted using NYC and San Francisco as models in conjunction with searches we were retained to complete. Salaries for other area of USA are less. Please use as a basic guide: Chicago - 11%, Mid West states - 22%, S California - 20%, S.E. USA - 18% (except Miami which is - 5%, and Hawaii - 18%.

These are approximate for this survey. If you wish very specific number, please request a more detailed data.

New York and San Francisco still have challenges in finding middle and lower level staffs due to high living costs in both cities. Salaries and opportunities are lowest in South East USA except Miami and Middle West states. Best opportunities are available on the North East and the North West states.