

2024 USA
COMPENSATION STUDIES



CONNECT

THE PURPOSE OF OUR 2024 USA COMPENSATION REPORT.



The contemporary employment picture in 2024 evidences once again the need for employees and employers to gain access to professional tools enabling them to objectively evaluate their own compensation and also their employer's hiring scenarios. To this aim, we are sharing with you our Renard Compensation Reports which we hope you find both; interesting and informative.

Recently, during volatile hiring pressure, most companies suffer from a frequent lack of transparency in their quest to better understand, analyze, and judge what should be offered by their Hiring Managers. At Renard International, we are proud to have pioneered. The most read "Annual Global Hospitality Salary Survey". We offer it complimentary as we find an educated client and applicant is our best partner. This study of the compensation paid in the USA Region will enable you to objectively compare and benchmark your compensation strategies.

Historically our compensation report was prepared in either average or median format. Since 2022, we now use "Ranges". This is due to the competition and lack of talent in the workforce. It can be compared to a fish market. You say you want a two pound fish... the fishmonger says I have a 1 and a half or 3 pound fish. Take it or leave it! That is the hiring scenario again for 2024. The information is from hiring transactions which occurred in the last 9 months. "Appointments" have been "all over the board" and followed no set hiring patterns or pay grade. We therefore have outlined the ranges of salary for the roles offered and accepted to the best of our knowledge in the last 9 months August 1, 2023 to April 1, 2024. **PS as a matter of comparison. We asked Google and ChatGPT. Their salary ranges to compare to our studies.**

SOURCE OF DATA COMPENSATION IN RANGES?

Source of data for our USA 2024 Salary Survey

- Our 2024 Global compensation survey is our companies major project of 2024, it is the culmination of hundreds of hours of work that commenced with initial planning in August 2023. Our researchers do not take this study casually, putting the information received through rigorous checking, and questioning data received that does not feel completely accurate.
- The outcomes for our 2024 compensation report were accumulated from a comprehensive information analysis extracted from Renard International's own candidate database and supplemental contacts. The sources also included written answers to our global survey sent to Executives in over 50 countries. Unfortunately, due to the remains of COVID in certain countries even today. The responses were less than in previous years.
- The data was also taken from thousands of Resumes received monthly from Renard offices and consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses, etc. This also signposts desired salary, benefits, preferred location and ideal role.
- From August 2023 to this point in 2024, Renard Consultants successfully completed assignments in over 45 countries from Culinary to the CEO for a major

Hotel/Casino Group. We have now assisted clients in countries that were non-existent when we commenced business 54 years ago. This information was also taken into consideration in our study.

The suggested salary figures offered in our guide are based on the points compiled from these and other sources. The other sources than above.

1. Company specific job boards like Hilton, IHG, Four Seasons, Marriott and Accor.
2. Our companies talent applicant tracking system called "Deskflow"
3. Public job boards like LinkedIn, indeed, caterer global, etc.
4. Our own placements with our partners.

Note: Compensation offer may be affected by unusual factors such as:

- A. Urgent need
- B. Benefits specific to a company
- C. Bonuses specific to a location
- D. Company size
- E. Education requirements
- F. Specific talent, or work experience required
- G. Currency Exchange

OBSERVATIONS AND COMMENTARIES ON OUR STUDIES

General observations:

In 2024 we again completed our USA salary surveys using ranges not averages or median. Therefore to interpret the results one has to be cognoscent of the variables.

Typically, the top end of the range reflects positions at prestigious properties such as those affiliated with the "Leading Hotels of the World" or considered as trophy assets. In some instances, compensation levels parallel to scaling Mount Everest are offered for managing large properties (1,000 rooms), or for roles in isolated or less popular locations. Other reasons would be when dealing

with challenging owners known for frequent executive turnover akin to changing their socks.... Premium wages may also be extended for tasks like overseeing multiple properties GM/VP, a new opening or taking on short-term contracts.

Conversely, the lower end of the salary spectrum is often associated with positions at smaller mid-range or limited-service properties in urban centers. Typically, minimum salary contracts are allocated to first-time role occupants or individuals with familial ties to property owners, who often enjoy various perks.

2024 USA SALARY SURVEY RESULTS

This compensation survey was conducted using New York City, San Francisco, Chicago, Boston, Miami, San Diego, Dallas, and Los Angeles as benchmarks.

Miami and New York City reported the highest number of middle-level openings compared to other cities we polled in the USA. Salaries offered in other cities offer dissimilar wages from those in Los Angeles, New York, Miami, and San Francisco. As a general guide, we suggest adjusting salaries as follows: from our survey Chicago is minus 10%, Midwest states are minus 15%, Southeast USA (except Miami) is minus 15%, and Hawaii plus 13%. These ranges are approximate; for more specific data, please request detailed area information.

Our poll indicates that New York, San Francisco, and Miami face the greatest challenges in finding middle and lower-level staff due to high costs of living and high-income taxes. Although Miami has no state income tax, the cost of living in Miami has risen 20% since 2019. Salaries and opportunities are lowest in the Southeast USA (except Miami), but Nashville wages have shown a sharp increase since 2022 and are now on par with those offered in Miami.

* Las Vegas, Reno, and Atlantic City, along with other gaming venues, are discussed separately in our gaming study.

These transactions were not included as they would have impeded the results of our study:

- During our requests for transactions completed since August 2023, there was a single unit General Manager who earned over US\$500,000. This was for a hotel with 300 rooms and multiple components, including a large full-service residence building, a huge

F&B operation, 5 restaurants, and a massive catering convention facility.

- It was explained to us that a Sales Manager in New York earned well over US\$200,000 due to it being a MICE role with an uncapped bonus scheme. In another situation at a Forbes 5-star hotel with a highly touted outsourced Michelin-star restaurant; the Chef De Cuisine was earning over US\$300,000. Plus many many benefits.

Note: Google referenced they used material in their calculations from Glassdoor, Salary.com, Payscale, LinkedIn, and the Renard International in their calculations.



2024 USA SALARY REPORT

This survey is for Deluxe Hotels with a Minimum Average Room Rate of **US\$500**. Salaries are considered gross (with no deductions) in USA Dollars (Annual Salary 'USA 1000s'). Only base salaries shown. Benefits, bonuses or stock options etc. are not included.
This survey is carried out on hotels with **up to 800 Rooms** and have **4 or 5 Diamonds** (USA Ratings).

| | Google in USA Dollars | ChatGPT in USA Dollars | Our Calculation in USA Dollars |
|---|--------------------------|---------------------------|-----------------------------------|
| Positions | | | |
| VP Operations (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise) | \$120,000 - \$380,000 | \$150,000 - \$250,000 | \$180,000 - \$275,000 |
| VP Human Resources (supervising a maximum of 15 property no more than 4000 rooms, with major brand or franchise) | \$100,000 - \$300,000 | \$120,000 - \$200,000 | \$175,000 - \$225,000 |
| VP Sales & Marketings (supervising a maximum of 15 properties no more than 4000 rooms, with major brand or franchise) | \$110,000 - \$350,000 | \$130,000 - \$220,000 | \$220,000 - \$275,000 |
| GM/VP (based at one hotel overlooking up to 5 hotels) | \$90,000 - \$400,000+ | \$100,000 - \$300,000+ | \$160,000 - \$300,000 |
| VP Finance (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise) | \$130,000 - \$370,000 | \$140,000 - \$250,000 | \$200,000 - \$270,000 |
| General Manager - Single Unit | \$60,000 - \$250,000 | \$70,000 - \$150,000 | \$165,000 - \$225,000 |
| Resident/Hotel Manager | \$40,000 - \$180,000 | \$50,000 - \$120,000 | \$120,000 - \$175,000 |
| Rooms Division Manager | \$40,000 - \$150,000 | \$50,000 - \$100,000 | \$95,000 - \$125,000 |
| Front Office Manager | \$35,000 - \$120,000 | \$40,000 - \$80,000 | \$75,000 - \$100,000 |
| Executive Housekeeper | \$35,000 - \$150,000 | \$40,000 - \$80,000 | \$95,000 - \$120,000 |
| Chief Engineer | \$50,000 - \$200,000 | \$60,000 - \$120,000 | \$120,000 - \$150,000 |
| Revenue Manager | \$45,000 - \$180,000 | \$50,000 - \$100,000 | \$85,000 - \$115,000 |
| Food & Beverage Director | \$55,000 - \$250,000 | \$60,000 - \$150,000 | \$110,000 - \$180,000 |
| Restaurant Manager (Fine Dining Room) | \$45,000 - \$180,000 | \$50,000 - \$100,000 | \$80,000 - \$150,000 |
| Catering Manager (Sales) | \$40,000 - \$150,000 | \$45,000 - \$90,000 | \$70,000 - \$100,000 |
| Banquet Manager (Operations) | \$40,000 - \$150,000 | \$45,000 - \$90,000 | \$70,000 - \$85,000 |
| Executive Chef | \$55,000 - \$280,000 | \$60,000 - \$150,000 | \$120,000 - \$230,000 |
| Gourmet Restaurant Chef | \$45,000 - \$220,000 | \$50,000 - \$120,000 | \$120,000 - \$200,000 |
| Executive Sous Chef | \$40,000 - \$180,000 | \$45,000 - \$90,000 | \$95,000 - \$120,000 |
| Financial Comptroller | \$55,000 - \$250,000 | \$60,000 - \$130,000 | \$80,000 - \$115,000 |
| Human Resources & Training Manager / Director | \$55,000 - \$280,000 | \$60,000 - \$130,000 | \$95,000 - \$120,000 |
| Sales & Marketing Director | \$60,000 - \$300,000 | \$70,000 - \$150,000 | \$95,000 - \$145,000 |
| Sales Manager (No. 2) or Dir. of Sales | \$45,000 - \$200,000 | \$50,000 - \$100,000 | \$85,000 - \$120,000 |
| Social Media Director | \$60,000 - \$300,000* | \$70,000 - \$150,000 | \$65,000 - \$90,000 |

Seems very high based on our reports.

2024 USA SALARY SURVEY

This survey is for Deluxe Hotels with a Minimum Average Room Rate of **US\$500**. Salaries are considered gross (with no deductions) in USA Dollars (Annual Salary 'USA 1000s'). Only base salaries shown. Benefits, bonuses or stock options etc. are not included.

This survey is carried out on hotels with **up to 500 Rooms** and have **4 or 5 Diamonds** (USA Ratings).

| | 2022 Salary Range | 2023 Salary Range | *Google Range | *ChatGPT Median Range | Our Calculation |
|--|----------------------------------|----------------------------------|--------------------------|--------------------------------------|----------------------------|
| Positions | April 2022 | May 2023 | May 2024 | May 2024 | May 2024 |
| VP Operations (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise) | 350 - 405 | 350 - 425 | 175 - 380 | 180 - 350 | 200 - 450 |
| VP Human Resources (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise) | 260 - 293 | 280 - 295 | 140 - 300 | 155 - 245 | 175 - 225 |
| VP Sales & Marketings (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise) | 275 - 311 | 275 - 330 | 180 - 350 | 180 - 220 | 220 - 275 |
| GM/VP (based at one hotel overlooking up to 5 hotels) | 190 - 275 | 240 - 285 | 150 - 400+ | 175 - 350 | 175 - 300 |
| VP Finance (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise) | 225 - 250 | 230 - 275 | 180 - 370 | 180 - 250 | 200 - 275 |
| General Manager | 160 - 200 | 170 - 245 | 90 - 250 | 90 - 180 | 130 - 245 |
| Resident / Hotel Manager | 85 - 94.5 | 95 - 145 | 80 - 180 | 80 - 125 | 80 - 150 |
| Rooms Division Manager | 68 - 82 | 75 - 90 | 80 - 150 | 80 - 120 | 65 - 120 |
| Front Office Manager | 65 - 75 | 70 - 83 | 55 - 120 | 50 - 80 | 65 - 100 |
| Executive Housekeeper | 65 - 77 | 66 - 81 | 55 - 150 | 60 - 80 | 90 - 130 |
| Chief Engineer | 80 - 111 | 95 - 150 | 75 - 200 | 80 - 120 | 120 - 150 |
| Revenue Manager | 52 - 78 | 60 - 82 | 45 - 180 | 50 - 100 | 85 - 115 |
| Food & Beverage Director | 72 - 110 | 75 - 145 | 55 - 250 | 60 - 150 | 90 - 180 |
| Restaurant Manager (Fine Dining Room) | 55 - 80 | 69 - 90 | 45 - 180 | 65 - 180 | 80 - 150 |
| Catering Manager (Sales) | 44 - 54 | 45 - 60 | 40 - 150 | 45 - 90 | 70 - 100 |
| Banquet Manager (Operations) | 46 - 52 | 50 - 60 | 40 - 150 | 45 - 90 | 55 - 85 |
| Executive Chef | 68 - 97 | 90 - 150 | 75 - 280 | 80 - 155 | 120 - 230 |
| Gourmet Restaurant Chef | 63.9 - 88 | 80 - 125 ^{xx} | 59 - 220 | 60 - 125 | 120 - 200 |
| Executive Sous Chef | 6260 - 75 | 70 - 90 | 56 - 180 | 55 - 95 | 75 - 120 |
| Financial Comptroller | 73 - 106 | 85 - 140 | 55 - 250 | 60 - 130 | 70 - 100 |
| Human Resources & Training Manager / Director | 65 - 75.8 | 70 - 91 | 55 - 280 | 60 - 130 | 75 - 115 |
| Sales & Marketing Director | 81 - 125 | 95 - 155 | 60 - 300 | 70 - 150 | 85 - 175 |
| Sales Manager (No. 2) or Dir. of Sales | 67 - 95 | 72 - 110 | 45 - 200 | 50 - 100 | 65 - 100 |
| Social Media Director | 36 - 48 | 40 - 49 | 60 - 300 | 70 - 150 | 65 - 90 |

* We are uncertain if Google or ChatGPT includes Benefits. We do not.

RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

INTRODUCTION – USA SALARY REPORT

Join Renard International in celebrating our 54th anniversary in 2024!

We are proud of our company's success over the past five decades. Having been chosen by international and independent hotel companies, restaurants, casinos, and food service organizations around the world, we sincerely appreciate the respect we've earned as the renowned hospitality recruitment search firm in the world.

Our achievements are a direct result of the dedication and commitment of our remarkable team, who tirelessly serve both our clients and applicants. We're always working hard to better serve you and everyone we work with.

Renard International is honored to be regarded as a "benchmark" among recruitment companies. We extend our heartfelt gratitude for your loyalty throughout the past 54 years. We truly value your continued support.



Stephen J. Renard
STEPHEN J. RENARD
President

EXECUTIVE TEAM LEADERS



WE DELIVER...

In delivering our services, we prioritize the accuracy of our sourcing and selection process. The longevity of our placements is a testament to our unwavering commitment. All our successful hires have remained in their roles for an extended period, with many of them advancing to the upper echelons of renowned companies within our industry.

Thank you for your continued loyalty and confidence.

TORONTO, ONTARIO, CANADA

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