

**2024
MEXICO RESORTS
AND
MEXICO CITY
COMPENSATION
ANALYSIS**



THE PURPOSE OF OUR 2024 MEXICO COMPENSATION REPORT.



The contemporary employment picture in Mexico 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. These studies of the compensation paid around the world 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 12 months August 1, 2023 to September 1, 2024. **PS as a matter of comparison. We asked Google and ChatGPT. Their salary ranges to compare to our studies.**

SOURCE OF DATA FOR MEXICO SURVEYS AND WHY WE DO COMPENSATION IN RANGES?

Source of data for our 2024 Salary Survey

- Our 2024 Mexico 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, Accor, RIU, Melia, Hard Rock and Iberostar Hotels etc.
2. Our companies talent applicant tracking system call "Deskflow"
3. Public job boards like LinkedIn, indeed, caterer global, CHATGPT 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

MEXICO RESORTS REPORT & MEXICO CITY

All Salary USA Dollars Gross (before income taxes). Benefits separate.

Roles	Mexico City Hotel	Cancun Hotel Properties	Cancun Hotel Properties	Los Cabos Hotel Properties	Acapulco Hotel Properties	Puerta Vierta Hotel Properties
Average Compensation of ChatGPT + Google + Renards own Analysis						
General Manager	\$80,000 - \$150,000 USD annually	\$85,000 - \$160,000 USD annually	\$85,000 - \$160,000 USD annually	\$90,000 - \$165,000 USD annually	\$80,000 - \$150,000 USD annually	\$85,000 - \$155,000 USD annually
Resident Manager (could also be Director of Operations or Hotel Manager)	\$70,000 - \$130,000 USD annually	\$65,000 - \$130,000 USD annually	\$65,000 - \$130,000 USD annually	\$70,000 - \$135,000 USD annually	\$60,000 - \$120,000 USD annually	\$65,000 - \$125,000 USD annually
Exec. Asst Manager (could also be EAM F&B/Rooms or deputize as GM)	\$60,000 - \$100,000 USD annually	\$55,000 - \$110,000 USD annually	\$55,000 - \$110,000 USD annually	\$60,000 - \$115,000 USD annually	\$50,000 - \$100,000 USD annually	\$55,000 - \$105,000 USD annually
Director of Finance	\$70,000 - \$120,000 USD annually	\$60,000 - \$115,000 USD annually	\$60,000 - \$115,000 USD annually	\$65,000 - \$120,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually
Director of Rooms (Rooms Division Manager)	\$60,000 - \$100,000 USD annually	\$55,000 - \$105,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually	\$50,000 - \$100,000 USD annually	\$55,000 - \$105,000 USD annually
Director of Housekeeping	\$50,000 - \$90,000 USD annually	\$50,000 - \$95,000 USD annually	\$50,000 - \$95,000 USD annually	\$55,000 - \$100,000 USD annually	\$45,000 - \$90,000 USD annually	\$50,000 - \$95,000 USD annually
Director of Food & Beverage	\$60,000 - \$110,000 USD annually	\$60,000 - \$115,000 USD annually	\$60,000 - \$115,000 USD annually	\$65,000 - \$120,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually
Executive Chef	\$50,000 - \$100,000 USD annually	\$55,000 - \$105,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually	\$50,000 - \$95,000 USD annually	\$55,000 - \$100,000 USD annually
Director of Catering/C&B	\$60,000 - \$100,000 USD annually	\$55,000 - \$105,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually	\$50,000 - \$95,000 USD annually	\$55,000 - \$100,000 USD annually
Director of Sales & Marketing	\$70,000 - \$120,000 USD annually	\$65,000 - \$125,000 USD annually	\$65,000 - \$125,000 USD annually	\$70,000 - \$130,000 USD annually	\$60,000 - \$110,000 USD annually	\$65,000 - \$120,000 USD annually
Director of Engineer	\$60,000 - \$110,000 USD annually	\$55,000 - \$105,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually	\$50,000 - \$95,000 USD annually	\$55,000 - \$100,000 USD annually
Director of IT	\$70,000 - \$120,000 USD annually	\$55,000 - \$105,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually	\$50,000 - \$95,000 USD annually	\$55,000 - \$100,000 USD annually
Director of Human Resource	\$60,000 - \$110,000 USD annually	\$55,000 - \$105,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually	\$50,000 - \$95,000 USD annually	\$55,000 - \$100,000 USD annually
Director of Revenue	\$70,000 - \$120,000 USD annually	\$60,000 - \$115,000 USD annually	\$60,000 - \$115,000 USD annually	\$65,000 - \$120,000 USD annually	\$55,000 - \$105,000 USD annually	\$60,000 - \$110,000 USD annually
Director of Social Media	\$50,000 - \$90,000 USD annually	\$50,000 - \$90,000 USD annually	\$50,000 - \$90,000 USD annually	\$55,000 - \$95,000 USD annually	\$45,000 - \$85,000 USD annually	\$50,000 - \$90,000 USD annually
Pastry Chef	\$40,000 - \$70,000 USD annually	\$45,000 - \$85,000 USD annually	\$45,000 - \$85,000 USD annually	\$50,000 - \$90,000 USD annually	\$40,000 - \$80,000 USD annually	\$45,000 - \$85,000 USD annually
Italian Chef	\$50,000 - \$90,000 USD annually	\$55,000 - \$95,000 USD annually	\$55,000 - \$95,000 USD annually	\$60,000 - \$100,000 USD annually	\$50,000 - \$90,000 USD annually	\$55,000 - \$95,000 USD annually
Asian Chef - Chinese / Japanese / Nobu Style / Celebrity Chef	\$60,000 - \$120,000 USD annually	\$60,000 - \$105,000 USD annually	\$60,000 - \$105,000 USD annually	\$65,000 - \$130,000 USD annually	\$55,000 - \$100,000 USD annually	\$60,000 - \$105,000 USD annually

"In Mexico, most expatriates receive a tax-free salary or have their taxes paid on their behalf, along with additional benefits such as accommodation and transportation. Conversely, senior Mexican executives are typically paid a gross salary and are responsible for their own taxes, although they usually enjoy free accommodation as part of their compensation packages.

When it comes to resort operations, the majority across Mexico—excluding those in Mexico City—operate on an all-inclusive basis. Mexico City, however, primarily offers full-service hotels on a European plan. Despite this distinction, most resorts throughout the country, whether entirely all-inclusive or not, provide guests with the option to choose all-inclusive packages.

Los Cabos distinguishes itself by offering the highest remuneration levels in Mexico. The area's prominent hotels, including luxury establishments like Rosewood and One&Only, are generally not all-inclusive and can charge over \$1,500 USD per night without meal plans. Only a select few 5-star hotels in Los Cabos offer all-inclusive programs, underscoring the region's focus on high-end, customized hospitality experiences.

In stark contrast, Acapulco faces various challenges that have led to it offering the lowest room rates and salaries among Mexico's premier resort destinations.

A significant number of resorts in Mexico are managed by well-known brands such as Melia, Iberostar, Moon Palace, Secrets and RIU, resulting in relatively uniform salary and benefit packages across different properties regardless of their size or standard. The salary ranges we identified align closely with findings from sources like ChatboxGPT and Google; however, it's unclear whether these sources accounted for benefits like housing or tax exemptions, as our analysis focused exclusively on base salaries and performance-based bonuses linked to property profitability.

Our research reaffirms that Los Cabos not only leads in compensation within Mexico but also ranks among the highest across the Caribbean. Notably, hotel General Managers in this region can earn over \$250,000 USD net annually, complemented by extensive perks, while EAM/F&B managers can earn over \$150,000 USD net along with comprehensive company benefits, including retirement programs."

"In the 1960s, Acapulco was celebrated as one of the world's premier resort destinations. At the heart of its allure was the Las Brisas Resort, ranked among the top five resorts globally. It was one of the first to offer private villas and pools which had set a new standard for luxury. The resort maintained an exclusive atmosphere by restricting private vehicles and with staff gliding through the grounds on bicycles and electric golf carts. Each morning, breakfast was discreetly delivered to your mailbox, and there were no televisions in the villas which made the ambiance all the more peaceful.

During those years, Acapulco was considered one of the most beautiful resort destinations anywhere. The view upon entering Acapulco Bay from the airport is still one of the most breathtaking sights in the world. This stunning backdrop attracted many, including Johnny Weissmuller, the original Tarzan, who was often seen strolling along the beaches from the old Hilton Acapulco to what is now the Hyatt, trailed by adoring fans. **I can attest to this, as I was one of those adoring fans who followed him during my visits to Acapulco."** Steve Renard

RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

INTRODUCTION – 2024 MEXICO COMPENSATION REPORTS

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 most 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

121 Richmond Street West, Suite 601, Toronto, Ontario, Canada M5H 2K1

Contact: Stephen J. Renard, President • Email: steve@renardinternational.com

Tel: (1) 416-364-8325 ext. 228 • Mobile: 416-890-0903

Websites: www.renardinternational.com • www.renardnewsletter.com

Instagram: <https://www.instagram.com/renardinternational>

Twitter: <https://twitter.com/renardintl>

Facebook: <https://www.facebook.com/Renard-International-Hospitality-Search-Consultants>

* Division of Walard Corporation

