



**RENARD INTERNATIONAL  
HOSPITALITY SEARCH  
CONSULTANTS**

# **2017 Caribbean 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

## Notes & Comments

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This survey is for generally expatriate-paid jobs. Most Caribbean islands hire expats for a variety of roles in the luxury brands. Still many islands due to work visa restrictions will offer these same roles to qualified local residents.

Therefore, some local professionals are paid the same salaries as expatriates, but not always with the same benefits as expatriate employees. Locals pay tax where applicable; as expatriates have taxes paid for them. Expatriates can always also be hired where the island has not enough local workers available to fill hotel or restaurant management needs.

The higher salaries (highest reported) are generally from casino hotels or "very high end" Leading Hotels of the World" or "Trophy Resorts". Some of these have less than 50 keys and an average room of over \$1000/night. Strangely enough, the higher the room rate did not always equate to higher salaries for staff. In some cases, they were on the bottom of the salaries paid. The survey was complicated as independent privately owned resorts pay salaries as to what they "feel like" without concern for budgets or any salary ranges. Private owners who run resorts themselves do not disclose their true salaries or funds they take personally or from the operation either.

- \*\* Most resorts in Caribbean are small and have less than 200 rooms except in Bahamas where some go up to 2000 rooms like Atlantis and soon to open Bahamar. Salaries in Bahamas are "stand-alone" as these large properties in Nassau offer very unique career opportunities and salaries. Visas in the Bahamas are difficult and the cost of living is very high as opposed to other islands whose visa restrictions are less stringent.
- + Sometimes can be called EAM/Rooms or EAM/F&B deputizes for GM.
- Gratuities not included.
- ~ Most local hires instead of expat hires due to visa restrictions.
- \* The soon to open Bahamar has will have great effect on this survey for 2018

## 2017 CARIBBEAN SALARY SURVEY

Revised in February 2017

<b>DRAFT</b>  <b>Positions</b>	Lowest data received International Career Expert		Highest data received International Career Expert		Average Compensation paid International Career Expert	
	2012	2017	2011	2017	2012	2017
	General Manager	75	98	<sup>3</sup> 325**	4550	96
Resident Manager +	58	64	<sup>3</sup> 130	160	60	68.5
Rooms Division Manager	48.5	48	67	<sup>3</sup> 85	50	55
Front Office Manager	40	38.1	55	<sup>3</sup> 70	44	50
Executive Housekeeper	42	47	72	105	50	68
Chief Engineer	49	52	<sup>3</sup> 110	210	60	<sup>3</sup> 75
Laundry Manager	Local Hires		Local Hires		Local Hires	
Food & Beverage Director ++	48	54	80	<sup>3</sup> 125	65	<sup>3</sup> 71.3
Oriental Chef i.e. Chinese Cuisine	No Info	48.1	No Info	<sup>4</sup> 85	No Info	65
Social Network Manager	No Info	26.8	No Info	65	No Info	47
Restaurant Manager * (Fine Dining Room)	37	38	50	55	45	48
Catering Manager (Sales) *	32•	34	56•	65	38•	45.1
Banquet Manager (Operations) *	32•	34.5	36•	50	36•	38.4
Executive Chef	50	56.9	105	<sup>3</sup> 145	60	66.5
Gourmet Restaurant Chef	38	48	85	111	48	58.7
Executive Sous Chef	36	39.9	60	60	47.2	50.2
Italian Chef	38.5	44	77	90	50	58.3
Pastry Chef	38	39.4	78	85	49	52
Comptroller / Director of Finance	52	58	99	<sup>4</sup> 225	70	83
Human Resources & Training Manager	46.1	48.5	75	98	49.9	56.8
Sales & Marketing Director	52	61	<sup>3</sup> 100	<sup>4</sup> 160	65.6	85.3
Sales Manager (No. 2) or Dir. of Sales	34	38	60	<sup>4</sup> 75	41	52
Revenue Manager	36	38	55	62	42.6	47.9
IT Manager	36	39	55	61	45	47.4