

# 2013 WORLDWIDE SALARY SURVEY

## Introduction/Source of Information

The 2013 Salary Review was compiled in February 2013 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 52 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.

**This salary review which we produce for the industry or media is meant to be informative only!**

We believe that the extensive research we do before the figures are formulated is one of the largest studies, if not the largest, by any company in our industry. We hope that this 2013 Salary Reviews enclosed will provide you with the vital information required to recruit the "super star" you seek. For candidates reviewing their own current job seeking situations they will be apprised of the ranges of income being paid regionally and globally. For an employer you will know what salaries are being paid by your competitor which gives you an "edge" in hiring experienced professionals.

**Note: Remember replacement costs are always higher than current salaries as some individuals are currently employed on contracts negotiated up to two years ago.**

Our salary surveys which we produce for the industry are meant to be informative only!

## 2013 East & West Coast USA Salary Survey +

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)

<b>Positions</b>	<u>2013 Lowest figure received</u>	<u>2013 Highest Figure received</u>	<b>2013 Median</b>
<b>VP Operation</b> supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	205	450	<b>328</b>
<b>VP Human Resources</b> supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	170	340	<b>255</b>
<b>VP Sales &amp; Marketing</b> supervising a maximum of 10 properties (No more than 4000 rooms) with major brand or franchise	189	360	<b>275</b>
<b>GM/VP</b> based at one hotel overlooking up to 5 hotels	165	375	<b>270</b>
<b>VP Finance</b> supervising a maximum of 10 properties (No more than 5000 rooms) with major brand or franchise	180	299	<b>240</b>
<b>General Manager</b>	125	* 390	<b>213</b>
<b>Resident / Hotel Manager</b>	85	190	<b>138</b>
<b>Rooms Division Manager</b>	71	130	<b>101</b>
<b>Front Office Manager</b>	65	95	<b>80</b>
<b>Executive Housekeeper</b>	66	160	<b>113</b>
<b>Chief Engineer</b>	70	140	<b>105</b>
<b>Revenue Manager</b>	45	83	<b>64</b>
<b>Food &amp; Beverage Director</b>	72	196	<b>134</b>
<b>Restaurant Manager</b> (Fine Dining Room)	45	96	<b>71</b>
<b>Catering Manager</b> (Sales)	48	111	<b>80</b>
<b>Banquet Manager</b> (Operations)	48	97	<b>73</b>
<b>Executive Chef</b>	65	142	<b>104</b>
<b>Gourmet Restaurant Chef</b>	60	131	<b>96</b>
<b>Executive Sous Chef</b>	58	99	<b>79</b>
<b>Financial Comptroller</b>	61	162	<b>112</b>
<b>Human Resources &amp; Training Manager / Director</b>	60	111	<b>86</b>
<b>Sales &amp; Marketing Director</b>	69	165	<b>117</b>
<b>Sales Manager</b> (No. 2) or <b>Dir. of Sales</b>	66	101 T	<b>#VALUE!</b>

<b>Social Media Director</b>	36	81	<b>59 +</b>
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\* This was for a hotel with components of a residence building and huge catering facilities hotel (larger than 5

\*\* This was outsourced Michelin star standard hotel restaurant

\*\*\* Major banquets

**Median** is defined as a number that represents a midpoint between extremes on a scale of valuation. In some cases where one salary was either ridiculously high or low, we removed it as it would have distorted the true median salary range.

**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 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 -10%, Mid West states -20%, S California -15%, S.E. USA -15% (except Miami which is -9%), and Hawaii -13%

There are approximation 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.