

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

## 2011 USA Salary Survey

This survey is for Deluxe Hotels with a Minimum Average Room Rate of US\$**210**. Salaries are considered gross (with no deductions) in USA Dollars (Annual Salary 'USA 1000s'). Only base salaries shown. No benefits are included. This survey is carried out on hotels with **up to 500** Rooms and have **4** or **5** Diamonds (USA Ratings)

<b>Positions</b>	<u>2010</u> <u>Lowest</u>	<u>2011</u> <u>Lowest</u>	<u>2010</u> <u>Highest</u>	<u>2011</u> <u>Highest</u>	<u>2010</u> <u>Average</u> <u>#</u>	<u>2011</u> <u>Average</u>
<b>VP Operation</b> supervising 10 - 15 properties (No more than 5000 rooms) with major brand or franchise	185	194	450	495	<b>225</b>	<b>236</b>
<b>VP Sales &amp; Marketing</b> supervising 10 - 15 properties (No more than 5000 rooms) with major brand or franchise	115	125	220	350	<b>160</b>	<b>198</b>
<b>GM/VP</b> based at one hotel overlooking up to 5 hotels	125	131	391	430	<b>175</b>	<b>184</b>
<b>General Manager</b>	100	105	311(500*)	468	<b>145</b>	<b>72</b>
<b>Resident / Hotel Manager</b>	60	63	145	160	<b>68</b>	<b>71</b>
<b>Rooms Division Manager</b>	48	50	95	105	<b>55</b>	<b>58</b>
<b>Front Office Manager</b>	36	38	72	79	<b>40</b>	<b>42</b>
<b>Executive Housekeeper</b>	46	48	145	160	<b>58</b>	<b>61</b>
<b>Chief Engineer</b>	47.5	50	135	149	<b>60</b>	<b>63</b>
<b>Revenue Manager</b>	44.1	46	79	87	<b>49.5</b>	<b>52</b>
<b>Food &amp; Beverage Director</b>	57	60	131	144	<b>64</b>	<b>67</b>
<b>Restaurant Manager</b> (Fine Dining Room)	36	38	83	91	<b>44.6</b>	<b>47</b>
<b>Catering Manager</b> (Sales)	40	42	111	122	<b>45</b>	<b>47</b>
<b>Banquet Manager</b> (Operations)	40.9	43	97	107	<b>43</b>	<b>45</b>
<b>Executive Chef</b>	55	58	101	111	<b>60</b>	<b>63</b>
<b>Gourmet Restaurant Chef</b>	36.7	39	97 **	107	<b>48</b>	<b>50</b>
<b>Executive Sous Chef</b>	36	38	72 ***	79	<b>47</b>	<b>49</b>

<b>Comptroller</b>	49	51	<sup>154</sup> ****	169	<b>69</b>	<b>72</b>
<b>Human Resources &amp; Training Manager / Director</b>	42	44	97.5	107	<b>48.2</b>	<b>51</b>
<b>Sales &amp; Marketing Director</b>	54	59	115	137	<b>76</b>	<b>81</b>
<b>Sales Manager (No. 2) or Dir. of Sales</b>	45.4	48	88	97	<b>54.9</b>	<b>58</b>
<b>Social Media Director</b>	n/a	27.5	n/a	84	<b>n/a</b>	<b>36.3</b>

\* This was for a hotel component with residence and huge catering facilities (larger than 500 rooms)

\*\* This was outsourced Michelin standard hotel restaurant

\*\*\* Major banquets

\*\*\*\* A qualified CA/MBA hotel school graduate who also acts as owners representative.  
Project director for expansion and renovation of hotel.

'Average' for our survey is: Typical of a group of salaries obtained by adding each salary received

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divided by the total number of received replies.

USA has been flat due to both financial and the optics of the financial issues surrounding the economy.  
Although New York, Boston,  
Chicago and other USA cities are having far better financial number than expected.

New York ,Boston and San Francisco still has challenges in finding middle and lower level staffs due to high living costs in the city. Salaries and opportunities are lowest in South East USA and Middle West states.  
Best opportunities are  
available on North East and North West coast.