

†2023 CARIBBEAN SALARY SURVEY

Positions	Average 2019 Hotels Mid Range (1)	Average 2019 Casinos & Trophy Hotels (2)	2022 Salary Range (3)	AUGUST 2023 SALARY RANGE	
				Hotels (1)	Casino (2)
General Manager	98	135	130 - 150	140 - 165	150 - 260
Resident Manager +	64	72	60 - 71	62 - 79	62 - 89.9
Rooms Division Manager	48	58,500	55 - 68	56 - 72	58 - 77
Front Office Manager	38.1	54,000	45 - 62	48 - 63	49 - 70
Executive Housekeeper	47	70	60 - 75	60 - 77.5	60 - 78
Chief Engineer	52	80	75 - 95	77 - 100	79 - 113.2
Food & Beverage Director	54	72	71 - 96	72 - 111	72 - 130
Oriental Chef - Chinese/Japanese	48.1	62	65 - 90	66 - 92.8	69 - 96.4
Social Network Manager	26.8	60	45 - 60	45 - 60	45 - 60
Restaurant Manager (Fine Dining Room)	38	55	50 - 80	52 - 90	60 - 90
Executive Chef	56.9	³ 145	68 - 91	69 - 105	72 - 122.1
Gourmet Restaurant Chef	48	111	60 - 82	63 - 96.8	72.3 - 101
Executive Sous Chef	39.9	60	50 - 62	60 - 72	70 - 90
Italian Chef	44	90	55 - 90	58 - 93.1	58 - 93.1
Pastry Chef	39.4	85	55 - 85	63 - 90	63 - 90
Comptroller / Director of Finance	58	200	80 - 101	81 - 107.2	82 - 109
Human Resources & Training Manager	48.5	95	56 - 95	58 - 98	62 - 98
Sales & Marketing Director	61	⁴ 160	80 - 125	82 - 145	86 - 145
Sales Manager (No. 2) or Dir. of Sales	38	⁴ 75	48 - 60	48 - 62	48 - 65
Revenue Manager	38	62	50 - 110	58 - 111	58 - 111
IT Manager	39	61	48 - 61	48 - 62.6	52 - 62.6

1 Mid Range Four Star Resorts & all inclusive products up to 300 Rooms.

2 Luxury Trophy, LHW, Casino & 5 star all inclusive products over 400 Rooms.

3 As a result of Covid during 2020-2022 not enough transactions to formulate normal survey in XXXXX format.

Notes & Comments

2023 survey is for expatriate-paid jobs. Most Caribbean islands hire **expat** for a variety of roles. 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.

In 2023 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 \$1500

USA/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 Dominican Republic Mexico where some go up to 2000 rooms like Atlantis Bahamas. 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.

† Sometimes salary changes due solely to currency exchange