

2023 EAST & WEST COAST USA SALARY SURVEY

This survey is for Deluxe Hotels with a Minimum Average Room Rate of **US\$300** (For San Francisco & NYC area.) Salaries are considered gross (with no deductions) in USA Dollars (Annual Salary 'USA 1000s'). Only base salaries shown. Benefits, bonuses or stock options etc. are not included.
This survey is carried out on hotels with **up to 800 Rooms** and have **4 or 5 Diamonds** (USA Ratings).

**2022
SALARY
RANGE**

**2023
SALARY
RANGE**

Positions	2015 - January 2021 Lowest figure received	2015 - January 2021 Highest figure received	January 2016 - January 2020 Average	April 2022	May 2023
VP Operations (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	245	525 ^x	375	350 - 405	350 - 425
VP Human Resources (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	185	375	275.4	260 - 293	280 - 295
VP Sales & Marketings (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	225	400	286	275 - 311	275 - 330
GM/VP (based at one hotel overlooking up to 5 hotels)	200	445	279.1	190 - 275	240 - 285
VP Finance (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	225	333.8	265	225 - 250	230 - 275
General Manager	165	455 [*]	220	160 - 200	170 - 245
Resident / Hotel Manager	90	225	138.3	85 - 94.5	95 - 145
Rooms Division Manager	70	143.1	92.1	68 - 82	75 - 90
Front Office Manager	65	97	80	65 - 75	70 - 83
Executive Housekeeper	65	165	88	65 - 77	66 - 81
Chief Engineer	78	175	95.7	80 - 111	95 - 150
Revenue Manager	48	96.5	61.9	52 - 78	60 - 82
Food & Beverage Director	75	285	120	72 - 110	75 - 145
Restaurant Manager (Fine Dining Room)	48	96	63.9	55 - 80	69 - 90
Catering Manager (Sales)	45	110	67.5	44 - 54	45 - 60
Banquet Manager (Operations)	46	105 ^{***}	62.8	46 - 52	50 - 60
Executive Chef	65.3	215.9	108	68 - 97	90 - 150
Gourmet Restaurant Chef	63.5	150 ^{**}	99.5	63.9 - 88	80 - 125 ^{xx}
Executive Sous Chef	62.9	95	80.8	60 - 75	70 - 90
Financial Comptroller	72.5	185	127.3	73 - 106	85 - 140
Human Resources & Training Manager / Director	64.1	125	91	65 - 75.8	70 - 91
Sales & Marketing Director	80.4	236	140.2	81 - 125	95 - 155
Sales Manager (No. 2) or Dir. of Sales	68	×121	75	67 - 95	72 - 110
Social Media Director	35 ⁺	75 ⁺	53 ⁺	36 - 48	40 - 49

^x This was for a hotel with components of a residence building and huge catering facilities hotel.

^{xx} This was outsourced Michelin star standard hotel restaurant.

^{*} This was a sales manager MICE and total package includes incentives reached over 200K.

This salary survey was conducted using NYC, San Francisco, Chicago, Boston, Miami, San Diego and Los Angeles as competitive sets.

For the West Coast we also included San Diego.

Miami in our study Reports the Highest number of middle level openings then anywhere else we have polled.

Salaries for other areas in the USA are less than New York and San Francisco. Please use as a basic guide Chicago minus 9%, Midwest States minus 20%, Southern California (except San Diego) minus 5%, Southeast US (except Miami) minus 15% and Hawaii plus 10% Miami - 5%. These are approximate numbers for this study. If you wish more specific numbers, please request for detailed area data.

New York and San Francisco historically have challenges in finding middle and lower level staffs due to high living & income taxes in both cities. Salaries and opportunities are lowest in South East USA (except Miami) and Middle West states.

Las Vegas and other gaming venues are discussed separately in our gaming study.