



HOTEL, CRUISE LINES AND GAMING COMPENSATION REPORT



INTRODUCTION SOURCE OF INFORMATION

The outcomes were accumulated from a comprehensive information analysis extracted from Renard International's own database of 70,000 candidates and supplemental 18,000 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 2017 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 48 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.



Stephen J. Renard
STEPHEN J. RENARD
President

INTRODUCTION

Join Renard International as we celebrate our 48th anniversary in 2018.

We are proud of our company’s success over these past five decades. Having received the highest ratings from international and independent hotel companies, restaurants, casinos and food service organizations, we have become one of the most respected hospitality search companies in the world.

Our employees have fueled our achievements, with their dedication and commitment to both our clients and our applicants. These employees constantly strive to refine and improve the services we provide.

Renard International has been deemed the “benchmark” of recruitment companies. We are pleased and honored by this recognition.

We thank you for your loyalty and confidence over these last 48 years. We very much appreciate it.



Some of the executive staff for this world class hotel was provided by Renard International Hospitality Search Consultants

OUR PEOPLE

Specialists who know your industry.

Renard International is comprised of talented hospitality professionals who make it their business to stay well-informed of current trends and practices. We invest considerable time and resources into visiting client properties and applicant workplaces.

The accuracy of our selection process is backed up by our strong success rate. Almost all of our successful placements have remained throughout their contract period, many of them advancing to the upper echelons of renowned corporations in the industry.



The Strength of Experience.
48th Anniversary

CONFIDENCE & CONFIDENTIALITY, RESOURCES & EXPERTISE

- Confidentiality remains fundamental and we have a proven ability to protect both clients and applicants alike. This security is necessary for applicants during the sensitive transition period, when unwanted exposure may endanger their current position. No fee is required from applicants, a factor which attracts outstanding individuals from around the world.
- By utilizing our resources and expertise, clients save significant time and money throughout the selection process.

2018 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).

This Salary Guide is produced in an **average format** where all information is totaled and divided by the number of replies.

Positions	2015 - 2018 Lowest figure received	2015 - 2018 Highest figure received	Jan 2016 - Sept 2018 Average
VP Operations (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	245	525	375
VP Human Resources (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	185	375	275.4
VP Sales & Marketings (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	225	400	286
GM/VP (based at one hotel overlooking up to 5 hotels)	200	445	279.1
VP Finance (supervising a maximum of 15 properties, no more than 4000 rooms, with major brand or franchise)	225	333.8	265
General Manager	165	455*	220
Resident / Hotel Manager	90	225	138.3
Rooms Division Manager	70	143.1	92.1
Front Office Manager	65	97	80
Executive Housekeeper	65	165	88
Chief Engineer	78	175	95.7
Revenue Manager	48	96.5	61.9
Food & Beverage Director	75	285	120
Restaurant Manager (Fine Dining Room)	48	96	63.9
Catering Manager (Sales)	45	110	67.5
Banquet Manager (Operations)	46	105***	62.8
Executive Chef	65.3	215.9	108
Gourmet Restaurant Chef	63.5	150**	99.5
Executive Sous Chef	62.9	95	80.8
Financial Comptroller	72.5	185	127.3
Human Resources & Training Manager / Director	64.1	125	91
Sales & Marketing Director	80.4	236	140.2
Sales Manager (No. 2) or Dir. of Sales	68	† 121	75
Social Media Director	35+	75+	53+

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

** This was outsourced Michelin star standard hotel restaurant.

*** Major banquets.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

† 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, and Los Angeles as competitive sets.

For the West Coast we also included San Diego.

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 15%, Southeast US (except Miami) minus 18% and Hawaii plus 10%. 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 costs in both cities. Salaries and opportunities are lowest in South East USA (except Miami) and Middle West states.

Best opportunities are available in the North East and the North West states.

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



RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS*



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A HOSPITALITY COMPANY

The Renard Report

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“Building Management Teams and Careers for over 48 years”

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AND EFFECTIVE RECRUITMENT OF KEY PERSONNEL.

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