



RestaurantZone

## Restaurant Industry Salary Report

# 2020



[TheRestaurantZone.com](https://www.TheRestaurantZone.com)

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# About Our Annual Report

Each year RestaurantZone publishes an annual salary review; a quick reference guide of salaries being paid across the restaurant industry. We are delighted that we are able to provide our 2020 figures\*.

Our clients and candidates tell us that when it comes to salary surveys they find them to be cumbersome documents with too much irrelevant information and unnecessary analysis. What they want is a quick reference guide of accurate salaries. This is what we have sought to supply.

The ranges given in the salary survey are intended to be a guide only.

\*All data is based on an aggregate of internal RestaurantZone salary data, Indeed data, Glassdoor data, Payscale data, Salary.com data and Ziprecruiter data. Data set is compiled of 2018 data entirely.

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# Summary – Nationwide Average (2020 vs 2019)

## Summary - Nationwide Averages: Salaried

Assistant Manager	Catering Manager	District Manager
\$31,700 <b>-18.11%</b>	\$41,880 <b>-14.31%</b>	\$62,216 <b>-9.46%</b>
Executive Chef	General Manager	Kitchen Manager
\$60,218 <b>-2.39%</b>	\$56,559 <b>-10.52 %</b>	\$40,035 <b>-1.62%</b>
Restaurant Manager	Sous Chef	Shift Manager
\$46,649 <b>-7.37 %</b>	\$44,951 <b>+3.52%</b>	\$33,856 <b>+2.10%</b>
Vice President of Operations	Director of Operations	
\$126,351	\$97,626	

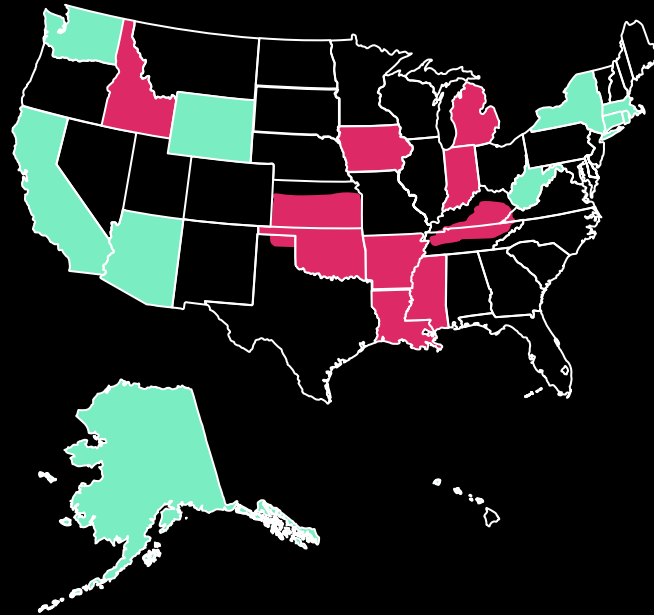
## Summary - Nationwide Averages: Hourly

Baker	Bartender	Dishwasher
\$31,205 <b>+14.82%</b>	\$26,300 <b>+13.39%</b>	\$22,836 <b>+6.88%</b>
Host/Hostess	Line Cook	Pastry Chef
\$24,556 <b>+9.24%</b>	\$30,336 <b>+14.14%</b>	\$40,719 <b>-14.00%</b>
Prep Cook	Server	
\$22,167 <b>-4.35%</b>	\$24,168 <b>8.98%</b>	

# Summary – Nationwide Average

## Top 10 Highest & Lowest Salaries by State

Rhode Island  
Massachusetts  
Alaska  
Arizona  
West Virginia  
California  
Wyoming  
Washington  
Connecticut  
New York



Arkansas  
Oklahoma  
Idaho  
Mississippi  
Kentucky  
Iowa  
Kansas  
Louisiana  
Indiana  
Michigan

# Salaried Restaurant Compensation Data\*

State		VP of Operations	Director of Operations	District Manager	General Manager	Restaurant Manager	Catering Manager	Assistant Manager	Shift Manager	Executive Chef	Kitchen Manager	Sous Chef
Alabama	AL	\$118,511	\$97,749	\$61,940	\$54,187	\$45,571	\$39,973	\$29,577	\$27,013	\$59,950	\$38,441	\$44,290
Alaska	AK	\$126,555	\$98,984	\$64,367	\$59,208	\$51,618	\$42,159	\$33,870	\$37,518	\$61,548	\$39,669	\$45,363
Arizona	AZ	\$134,358	\$97,998	\$61,270	\$55,759	\$45,925	\$43,707	\$31,443	\$68,844	\$60,471	\$39,309	\$44,827
Arkansas	AR	\$146,655	\$91,326	\$60,379	\$53,262	\$44,201	\$38,947	\$29,710	\$27,222	\$56,989	\$34,334	\$44,711
California	CA	\$146,912	\$108,780	\$68,434	\$63,275	\$51,592	\$46,278	\$34,101	\$38,696	\$66,362	\$46,606	\$49,620
Colorado	CO	\$131,027	\$100,127	\$60,826	\$57,613	\$47,705	\$42,216	\$32,828	\$36,196	\$60,562	\$41,718	\$45,824
Connecticut	CT	\$127,726	\$104,647	\$67,205	\$60,255	\$47,906	\$48,689	\$37,392	\$37,415	\$65,157	\$43,056	\$47,286
Delaware	DE	\$123,020	\$96,392	\$62,775	\$54,853	\$47,412	\$41,070	\$31,845	\$28,771	\$60,429	\$42,660	\$44,135
Florida	FL	\$121,839	\$94,889	\$60,780	\$55,944	\$45,648	\$41,513	\$30,496	\$32,876	\$59,488	\$39,647	\$44,944
Georgia	GA	\$127,773	\$104,534	\$63,366	\$56,338	\$46,809	\$42,063	\$35,459	\$28,080	\$61,785	\$40,798	\$45,782
Hawaii	HI	\$114,823	\$96,034	\$63,075	\$63,914	\$48,456	\$40,770	\$32,346	\$36,869	\$62,973	\$43,484	\$46,947
Idaho	ID	\$115,714	\$91,072	\$58,874	\$53,604	\$44,529	\$38,399	\$30,167	\$32,474	\$56,248	\$34,815	\$42,458
Illinois	IL	\$136,711	\$106,790	\$61,106	\$58,616	\$48,533	\$43,543	\$32,007	\$35,417	\$63,381	\$41,087	\$47,395
Indiana	IN	\$110,060	\$93,272	\$58,478	\$56,421	\$45,790	\$44,187	\$30,471	\$27,769	\$59,642	\$38,603	\$44,917
Iowa	IA	\$119,664	\$92,537	\$59,720	\$58,061	\$44,685	\$39,789	\$31,167	\$33,655	\$58,198	\$35,918	\$44,589
Kansas	KS	\$129,726	\$98,435	\$61,581	\$53,813	\$45,998	\$40,043	\$30,391	\$28,195	\$58,276	\$38,587	\$44,092
Kentucky	KY	\$118,903	\$91,174	\$61,666	\$57,231	\$45,353	\$42,232	\$30,532	\$27,612	\$59,256	\$40,104	\$43,321
Louisiana	LA	\$156,225	\$93,654	\$63,883	\$54,955	\$46,021	\$39,434	\$29,571	\$27,647	\$58,145	\$40,521	\$42,755
Maine	ME	\$120,904	\$88,182	\$61,493	\$54,239	\$46,089	\$40,187	\$30,740	\$38,502	\$56,417	\$42,478	\$44,203
Maryland	MD	\$144,787	\$99,253	\$65,542	\$58,505	\$48,364	\$43,735	\$38,242	\$30,509	\$63,445	\$40,956	\$48,314
Massachusetts	MA	\$138,513	\$109,443	\$70,120	\$60,428	\$50,190	\$45,553	\$33,991	\$39,127	\$66,805	\$44,744	\$48,115
Michigan	MI	\$121,184	\$98,338	\$59,874	\$55,341	\$46,697	\$42,373	\$30,553	\$28,051	\$59,025	\$39,743	\$44,099
Minnesota	MN	\$133,681	\$94,942	\$60,150	\$56,728	\$48,062	\$41,985	\$32,880	\$37,016	\$60,905	\$41,553	\$46,218

\*All data is based on an aggregate of internal RestaurantZone salary data, Indeed data, Glassdoor data, Payscale data, Salary.com data and Ziprecruiter data.

State		VP of Operations	Director of Operations	District Manager	General Manager	Restaurant Manager	Catering Manager	Assistant Manager	Shift Manager	Executive Chef	Kitchen Manager	Sous Chef
Mississippi	MS	\$127,254	\$97,731	\$63,125	\$53,275	\$46,814	\$39,313	\$29,286	\$27,683	\$56,773	\$38,120	\$41,819
Missouri	MO	\$122,550	\$96,832	\$63,023	\$56,113	\$45,856	\$39,977	\$30,784	\$33,771	\$60,793	\$37,251	\$43,501
Montana	MT	\$120,202	\$89,776	\$61,117	\$54,664	\$46,447	\$46,790	\$31,400	\$35,591	\$57,081	\$37,647	\$46,684
Nebraska	NE	\$144,536	\$96,978	\$60,828	\$53,782	\$45,357	\$40,027	\$31,009	\$28,313	\$58,155	\$38,110	\$42,936
Nevada	NV	\$120,922	\$104,411	\$60,817	\$58,613	\$46,575	\$40,233	\$30,817	\$33,052	\$58,818	\$38,807	\$45,114
New Hampshire	NH	\$120,709	\$103,196	\$61,416	\$56,795	\$43,793	\$40,149	\$32,749	\$35,807	\$63,828	\$44,155	\$41,254
New Jersey	NJ	\$130,484	\$115,792	\$65,042	\$60,610	\$48,988	\$45,856	\$32,367	\$36,709	\$63,623	\$42,808	\$47,535
New Mexico	NM	\$118,023	\$88,485	\$56,959	\$54,485	\$44,784	\$39,242	\$29,574	\$27,871	\$57,720	\$36,624	\$41,299
New York	NY	\$131,403	\$111,604	\$67,893	\$61,455	\$48,175	\$48,075	\$34,109	\$38,026	\$65,144	\$44,399	\$49,931
North Carolina	NC	\$121,516	\$95,560	\$60,523	\$55,719	\$45,676	\$40,054	\$30,138	\$33,221	\$59,952	\$39,940	\$44,483
North Dakota	ND	\$122,223	\$92,200	\$62,172	\$56,092	\$46,775	\$40,655	\$31,605	\$27,530	\$59,434	\$41,410	\$45,080
Ohio	OH	\$121,212	\$97,051	\$61,858	\$55,588	\$45,930	\$41,893	\$28,701	\$33,424	\$58,532	\$39,436	\$44,189
Oklahoma	OK	\$113,062	\$93,424	\$63,182	\$52,719	\$44,724	\$39,176	\$29,442	\$33,748	\$57,870	\$37,757	\$42,157
Oregon	OR	\$124,573	\$101,299	\$64,418	\$56,579	\$47,201	\$41,485	\$32,824	\$36,156	\$59,059	\$39,911	\$46,958
Pennsylvania	PA	\$132,355	\$98,024	\$62,557	\$57,840	\$46,962	\$42,287	\$30,959	\$34,540	\$60,444	\$39,669	\$44,795
Rhode Island	RI	\$123,752	\$84,145	\$62,947	\$59,237	\$47,686	\$42,377	\$37,369	\$36,961	\$60,925	\$40,339	\$46,214
South Carolina	SC	\$117,940	\$89,753	\$60,274	\$53,775	\$44,708	\$39,176	\$30,195	\$32,642	\$58,382	\$39,032	\$43,493
South Dakota	SD	\$119,604	\$93,987	\$64,638	\$54,745	\$45,480	\$39,734	\$31,314	\$34,985	\$58,140	\$42,303	\$39,629
Tennessee	TN	\$121,412	\$96,069	\$63,019	\$55,927	\$45,974	\$43,389	\$30,344	\$33,946	\$60,700	\$40,881	\$45,439
Texas	TX	\$128,147	\$100,437	\$62,719	\$55,266	\$46,479	\$42,329	\$30,802	\$33,804	\$62,647	\$42,758	\$46,824
Utah	UT	\$119,637	\$100,979	\$59,010	\$54,275	\$45,025	\$42,328	\$31,087	\$33,460	\$57,329	\$40,461	\$46,432
Vermont	VT	\$121,500	\$91,904	\$60,299	\$53,968	\$45,991	\$40,392	\$31,976	\$37,219	\$59,870	\$38,238	\$44,916
Virginia	VA	\$132,857	\$99,300	\$60,565	\$56,840	\$46,040	\$42,789	\$30,318	\$34,165	\$60,314	\$39,048	\$44,898
Washington	WA	\$130,287	\$108,010	\$67,732	\$64,342	\$50,110	\$47,906	\$34,574	\$39,816	\$64,983	\$43,733	\$48,420
West Virginia	WV	\$116,435	\$94,829	\$55,984	\$52,918	\$42,638	\$38,658	\$29,641	\$26,409	\$57,832	\$34,918	\$42,209
Wisconsin	WI	\$128,991	\$96,202	\$60,386	\$55,616	\$46,788	\$40,773	\$31,299	\$35,470	\$58,389	\$37,393	\$44,390
Wyoming	WY	\$120,676	\$94,758	\$61,377	\$54,164	\$48,333	\$40,108	\$30,545	\$33,017	\$58,699	\$37,788	\$42,751
		\$126,351	\$97,626	\$62,216	\$56,559	\$46,649	\$41,880	\$31,700	\$33,856	\$60,218	\$40,035	\$44,951

\*All data is based on an aggregate of internal RestaurantZone salary data, Indeed data, Glassdoor data, Payscale data, Salary.com data and Ziprecruiter data.

# Hourly Restaurant Compensation Data\*

State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Alabama	AL	\$39,192	\$35,874	\$27,374	\$20,782	\$20,222	\$22,084	\$25,235	\$32,483
Alaska	AK	\$42,324	\$33,962	\$30,664	\$22,789	\$83,645	\$21,860	\$20,206	\$25,050
Arizona	AZ	\$39,345	\$33,166	\$29,300	\$22,561	\$21,533	\$21,885	\$20,606	\$32,040
Arkansas	AR	\$38,995	\$26,260	\$26,159	\$21,644	\$19,345	\$22,109	\$23,573	\$28,072
California	CA	\$41,531	\$33,398	\$31,257	\$23,086	\$22,735	\$23,767	\$24,630	\$26,632
Colorado	CO	\$40,470	\$33,037	\$30,395	\$22,074	\$23,595	\$22,295	\$23,240	\$30,189
Connecticut	CT	\$41,156	\$31,764	\$29,861	\$23,011	\$22,176	\$22,756	\$24,194	\$27,184
Delaware	DE	\$40,232	\$26,169	\$28,327	\$21,444	\$19,929	\$22,474	\$31,524	\$26,139
Florida	FL	\$39,548	\$26,510	\$28,528	\$20,393	\$19,450	\$22,109	\$22,318	\$44,824
Georgia	GA	\$39,498	\$30,439	\$27,944	\$22,591	\$20,009	\$22,513	\$21,173	\$19,885
Hawaii	HI	\$41,523	\$30,602	\$30,329	\$21,813	\$20,929	\$21,988	\$20,630	\$24,099
Idaho	ID	\$37,385	\$30,863	\$28,725	\$21,773	\$19,514	\$21,898	\$20,940	\$27,004
Illinois	IL	\$40,170	\$30,938	\$29,553	\$22,415	\$21,568	\$23,268	\$23,645	\$24,573
Indiana	IN	\$38,593	\$29,517	\$27,238	\$23,651	\$19,372	\$21,130	\$24,631	\$24,093
Iowa	IA	\$38,897	\$27,800	\$27,987	\$22,380	\$20,227	\$21,546	\$23,632	\$19,517
Kansas	KS	\$38,672	\$30,018	\$27,190	\$21,511	\$18,868	\$22,705	\$24,645	\$22,502
Kentucky	KY	\$38,675	\$28,017	\$28,486	\$21,764	\$20,325	\$20,580	\$24,839	\$21,377
Louisiana	LA	\$49,044	\$26,580	\$26,278	\$24,318	\$18,755	\$19,799	\$22,209	\$22,752
Maine	ME	\$38,547	\$29,823	\$31,484	\$22,815	\$21,044	\$22,999	\$23,632	\$20,744
Maryland	MD	\$45,934	\$32,841	\$30,249	\$20,953	\$20,595	\$23,889	\$24,632	\$25,315
Massachusetts	MA	\$45,111	\$33,636	\$32,435	\$23,139	\$22,772	\$57,689	\$26,875	\$26,589
Michigan	MI	\$37,461	\$31,576	\$29,573	\$22,170	\$19,442	\$23,012	\$23,632	\$26,559
Minnesota	MN	\$38,293	\$35,498	\$31,919	\$23,092	\$20,758	\$22,212	\$23,632	\$26,497

\*All data is based on an aggregate of internal RestaurantZone salary data, Indeed data, Glassdoor data, Payscale data, Salary.com data and Ziprecruiter data.

State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Mississippi	MS	\$43,144	\$30,844	\$27,086	\$21,348	\$19,159	\$19,960	\$22,964	\$26,482
Missouri	MO	\$41,406	\$31,872	\$28,554	\$22,608	\$19,519	\$22,506	\$25,207	\$25,073
Montana	MT	\$40,089	\$34,414	\$29,553	\$20,533	\$19,911	\$21,265	\$26,498	\$26,008
Nebraska	NE	\$42,792	\$33,886	\$29,610	\$22,186	\$20,212	\$22,948	\$22,707	\$25,592
Nevada	NV	\$40,159	\$33,726	\$27,922	\$21,918	\$22,963	\$21,156	\$23,530	\$26,704
New Hampshire	NH	\$42,656	\$36,080	\$29,997	\$22,448	\$20,468	\$22,276	\$25,742	\$27,706
New Jersey	NJ	\$40,346	\$35,046	\$29,123	\$22,466	\$20,634	\$22,871	\$23,631	\$29,700
New Mexico	NM	\$41,170	\$31,035	\$24,984	\$22,327	\$19,649	\$55,200	\$23,631	\$25,650
New York	NY	\$40,135	\$33,536	\$31,265	\$22,793	\$18,649	\$21,866	\$23,968	\$27,368
North Carolina	NC	\$38,951	\$28,896	\$28,439	\$20,949	\$19,781	\$22,359	\$24,742	\$24,096
North Dakota	ND	\$41,445	\$30,705	\$30,420	\$24,881	\$20,065	\$22,071	\$24,651	\$27,078
Ohio	OH	\$38,704	\$29,509	\$29,502	\$22,772	\$19,526	\$22,359	\$26,042	\$24,825
Oklahoma	OK	\$35,707	\$28,458	\$25,039	\$21,704	\$19,335	\$21,457	\$24,742	\$26,617
Oregon	OR	\$38,478	\$32,652	\$32,150	\$22,319	\$21,345	\$22,929	\$25,970	\$27,572
Pennsylvania	PA	\$38,261	\$29,367	\$28,614	\$22,452	\$18,415	\$22,929	\$25,784	\$26,651
Rhode Island	RI	\$38,920	\$32,093	\$32,067	\$22,889	\$83,783	\$23,140	\$22,318	\$27,192
South Carolina	SC	\$38,581	\$29,672	\$31,619	\$22,308	\$20,364	\$22,481	\$20,298	\$26,334
South Dakota	SD	\$38,067	\$31,825	\$27,426	\$21,045	\$19,962	\$21,591	\$24,748	\$26,738
Tennessee	TN	\$43,509	\$29,946	\$27,863	\$21,607	\$19,407	\$22,602	\$25,651	\$26,027
Texas	TX	\$43,617	\$29,729	\$28,486	\$20,678	\$20,235	\$22,583	\$24,645	\$25,860
Utah	UT	\$40,360	\$29,741	\$30,144	\$22,091	\$20,116	\$22,807	\$25,609	\$26,145
Vermont	VT	\$41,070	\$32,742	\$29,154	\$22,523	\$21,262	\$17,437	\$39,858	\$27,596
Virginia	VA	\$40,321	\$32,698	\$28,467	\$22,140	\$20,255	\$22,327	\$23,631	\$26,787
Washington	WA	\$42,320	\$35,243	\$31,569	\$20,638	\$19,695	\$24,420	\$22,607	\$27,475
West Virginia	WV	\$41,055	\$30,312	\$91,724	\$21,325	\$20,176	\$19,296	\$22,409	\$25,593
Wisconsin	WI	\$53,290	\$28,545	\$27,638	\$22,408	\$19,458	\$22,833	\$27,342	\$24,837
Wyoming	WY	\$40,779	\$29,376	\$27,133	\$22,824	\$20,628	\$56,166	\$34,585	\$23,163
		\$40,719	\$31,205	\$30,336	\$22,167	\$22,836	\$24,168	\$24,556	\$26,300

\*All data is based on an aggregate of internal RestaurantZone salary data, Indeed data, Glassdoor data, Payscale data, Salary.com data and Ziprecruiter data.