



RestaurantZone



# 2021

## Restaurant Industry Salary Report

[contactus@therestaurantzone.com](mailto:contactus@therestaurantzone.com)

[TheRestaurantZone.com](http://TheRestaurantZone.com)

(800) 513-5096

# 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 2021 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.

*RestaurantZone is a premier national search firm that places great hourly, management, corporate-office and executives all across the hospitality industry.*

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# Summary – Nationwide Average (2021 vs 2020)

## Summary - Nationwide Averages: Salaried

Assistant Manager		Catering Manager		District Manager		Vice President of Operations	
2021	\$31,437	2021	\$42,132	2021	\$66,077	2021	\$141,353
	-0.86%		0.60%		5.30%		11.56%
2020	\$31,710	2020	\$41,880	2020	\$62,753	2020	\$126,710
Executive Chef		General Manager		Kitchen Manager		Director of Operations	
2021	\$57,418	2021	\$56,189	2021	\$39,109	2021	\$97,436
	-5.02%		-1.44%		-2.31%		-0.23%
2020	\$60,453	2020	\$57,009	2020	\$40,035	2020	\$97,661
Restaurant Manager		Sous Chef		Shift Manager			
2021	\$46,123	2021	\$42,969	2021	\$29,205		
	-1.13%		-4.41%		-13.74%		
2020	\$46,649	2020	\$44,951	2020	\$33,856		

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# Summary – Nationwide Average (2021 vs 2020)

## Summary - Nationwide Averages: Hourly

Baker			Bartender			Dishwasher		
2021	\$31,946	2.38%	2021	\$27,455	4.39%	2021	\$23,190	1.55%
2020	\$31,205		2020	\$26,300		2020	\$22,836	
Host/Hostess			Line Cook			Pastry Chef		
2021	\$25,136	2.36%	2021	\$28,281	-6.77%	2021	\$39,031	-4.14%
2020	\$24,556		2020	\$30,336		2020	\$40,719	
Prep Cook			Server					
2021	\$24,955	12.58%	2021	\$26,055	7.81%			
2020	\$22,167		2020	\$24,168				

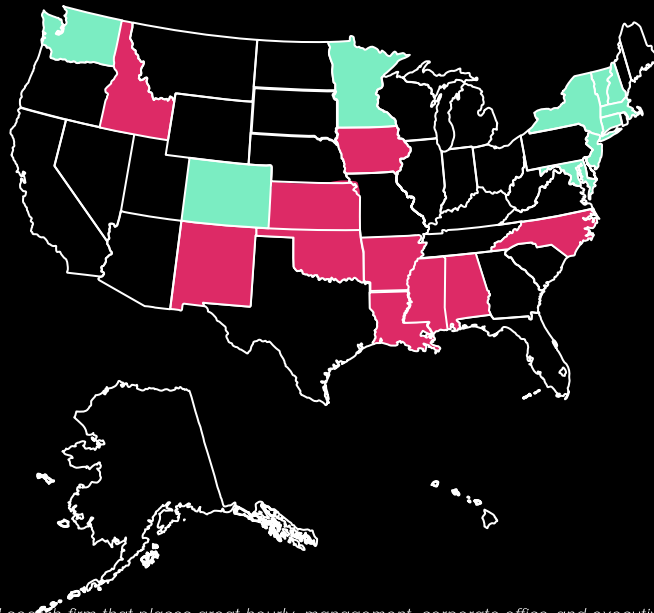
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# Summary – Nationwide Average

## Top 10 Highest & Lowest Salaries by State

Minnesota  
Massachusetts  
Washington  
New York  
Vermont  
New Hampshire  
Maryland  
Colorado  
Connecticut  
New Jersey



Arkansas  
Mississippi  
Oklahoma  
Louisiana  
Kansas  
Idaho  
Iowa  
Alabama  
New Mexico  
North Carolina

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# Salaried - Restaurant Compensation Data\*

State		Vice President 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	\$135,070	\$90,529	\$63,458	\$54,616	\$45,661	\$39,275	\$34,872	\$26,952	\$54,937	\$38,934	\$41,145
Alaska	AK	\$124,182	\$94,129	\$69,635	\$62,678	\$58,181	\$49,198	\$34,385	\$34,941	\$54,426	\$41,190	\$45,200
Arizona	AZ	\$135,194	\$97,625	\$62,507	\$54,417	\$46,651	\$39,046	\$32,564	\$30,152	\$55,971	\$39,012	\$42,081
Arkansas	AR	\$180,352	\$89,167	\$60,833	\$54,546	\$45,617	\$36,576	\$29,746	\$23,797	\$53,210	\$34,512	\$42,228
California	CA	\$154,232	\$110,306	\$70,363	\$57,619	\$50,146	\$46,213	\$33,484	\$32,600	\$62,409	\$41,835	\$47,091
Colorado	CO	\$139,924	\$100,104	\$64,923	\$53,195	\$49,020	\$43,850	\$32,708	\$31,160	\$57,249	\$41,097	\$43,066
Connecticut	CT	\$147,706	\$110,765	\$67,745	\$58,506	\$45,392	\$47,278	\$33,158	\$31,474	\$60,775	\$40,222	\$43,447
Delaware	DE	\$135,197	\$95,173	\$70,058	\$55,285	\$45,834	\$45,852	\$31,845	\$29,590	\$56,610	\$40,102	\$42,847
Florida	FL	\$137,410	\$93,916	\$66,232	\$54,966	\$44,704	\$40,052	\$31,186	\$27,691	\$56,864	\$38,673	\$42,800
Georgia	GA	\$146,601	\$100,367	\$67,007	\$54,309	\$45,742	\$45,540	\$30,658	\$28,317	\$58,045	\$38,842	\$42,624
Hawaii	HI	\$123,076	\$94,180	\$73,870	\$61,993	\$48,038	\$40,674	\$31,803	\$30,104	\$56,019	\$38,776	\$45,196
Idaho	ID	\$140,527	\$88,595	\$60,388	\$55,192	\$43,443	\$36,743	\$30,578	\$27,651	\$57,815	\$34,942	\$40,092
Illinois	IL	\$138,516	\$105,255	\$64,478	\$58,926	\$48,116	\$40,555	\$28,855	\$30,022	\$59,799	\$37,540	\$44,942
Indiana	IN	\$127,792	\$90,947	\$65,917	\$56,757	\$43,617	\$41,613	\$30,905	\$28,621	\$56,429	\$36,607	\$42,008
Iowa	IA	\$129,968	\$96,481	\$64,725	\$55,424	\$46,077	\$49,426	\$31,089	\$28,642	\$57,622	\$35,548	\$41,541
Kansas	KS	\$143,273	\$100,345	\$65,274	\$52,964	\$45,493	\$44,549	\$30,702	\$28,829	\$52,973	\$36,916	\$42,230
Kentucky	KY	\$129,281	\$94,523	\$63,745	\$58,338	\$44,951	\$38,332	\$30,528	\$28,668	\$57,494	\$37,529	\$42,369
Louisiana	LA	\$190,356	\$91,798	\$64,325	\$57,138	\$44,259	\$40,893	\$28,202	\$27,797	\$54,986	\$40,180	\$41,381
Maine	ME	\$135,808	\$94,030	\$62,962	\$53,315	\$46,060	\$39,696	\$32,591	\$31,137	\$64,094	\$42,500	\$44,247
Maryland	MD	\$163,090	\$103,868	\$70,459	\$60,216	\$49,170	\$49,230	\$32,790	\$30,583	\$60,946	\$41,139	\$44,644
Massachusetts	MA	\$117,434	\$117,038	\$67,990	\$52,771	\$49,103	\$45,178	\$33,949	\$33,484	\$62,310	\$43,569	\$45,080
Michigan	MI	\$142,057	\$92,521	\$64,219	\$56,944	\$45,171	\$39,323	\$30,648	\$29,441	\$55,350	\$37,585	\$42,105
Minnesota	MN	\$151,377	\$95,584	\$62,598	\$53,437	\$45,691	\$50,968	\$32,835	\$31,147	\$58,530	\$39,398	\$43,432

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State		Vice President 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	\$142,030	\$94,426	\$66,234	\$52,297	\$48,340	\$38,019	\$27,099	\$27,991	\$52,784	\$34,334	\$39,042
Missouri	MO	\$135,429	\$97,316	\$65,202	\$55,113	\$44,738	\$45,525	\$30,811	\$28,773	\$57,291	\$35,356	\$41,430
Montana	MT	\$131,852	\$129,768	\$71,737	\$58,155	\$44,803	\$48,321	\$31,228	\$30,730	\$53,664	\$38,111	\$44,447
Nebraska	NE	\$134,398	\$93,567	\$66,883	\$56,200	\$44,646	\$41,004	\$31,614	\$29,031	\$58,045	\$36,102	\$42,796
Nevada	NV	\$129,573	\$92,360	\$62,593	\$58,328	\$48,889	\$39,904	\$29,932	\$27,939	\$58,376	\$38,572	\$42,502
New Hampshire	NH	\$192,083	\$91,418	\$62,872	\$52,028	\$44,919	\$40,612	\$32,675	\$29,272	\$64,218	\$42,894	\$44,130
New Jersey	NJ	\$142,182	\$111,854	\$67,610	\$60,053	\$47,254	\$41,583	\$34,110	\$26,620	\$60,915	\$38,411	\$43,724
New Mexico	NM	\$133,611	\$91,768	\$66,609	\$56,103	\$43,475	\$39,204	\$30,329	\$27,733	\$55,475	\$38,459	\$41,816
New York	NY	\$149,218	\$110,978	\$69,987	\$63,170	\$47,810	\$44,013	\$34,214	\$32,748	\$62,180	\$41,959	\$46,179
North Carolina	NC	\$139,822	\$101,485	\$64,650	\$54,847	\$44,922	\$39,681	\$30,611	\$28,042	\$56,757	\$38,621	\$41,897
North Dakota	ND	\$172,126	\$85,849	\$64,497	\$53,741	\$45,986	\$40,273	\$31,777	\$29,962	\$58,466	\$39,492	\$41,784
Ohio	OH	\$137,125	\$94,162	\$61,829	\$57,321	\$45,320	\$40,370	\$30,913	\$28,397	\$54,640	\$36,655	\$41,548
Oklahoma	OK	\$108,043	\$90,089	\$66,298	\$54,432	\$42,967	\$39,176	\$28,151	\$27,813	\$56,901	\$35,062	\$40,784
Oregon	OR	\$138,625	\$100,156	\$68,329	\$59,133	\$45,197	\$44,488	\$33,338	\$30,885	\$56,839	\$39,933	\$43,634
Pennsylvania	PA	\$128,051	\$98,196	\$65,522	\$58,666	\$45,388	\$40,999	\$31,351	\$29,864	\$58,172	\$39,088	\$43,117
Rhode Island	RI	\$137,427	\$87,784	\$63,248	\$58,176	\$45,712	\$43,668	\$31,664	\$22,979	\$58,129	\$40,063	\$43,927
South Carolina	SC	\$135,839	\$88,275	\$62,882	\$52,953	\$44,136	\$38,218	\$30,967	\$27,414	\$55,915	\$39,128	\$41,265
South Dakota	SD	\$142,276	\$99,365	\$63,158	\$53,476	\$44,125	\$39,191	\$31,754	\$29,894	\$57,148	\$42,612	\$43,269
Tennessee	TN	\$139,336	\$95,301	\$67,412	\$54,417	\$44,489	\$39,249	\$30,337	\$28,260	\$56,587	\$39,736	\$44,749
Texas	TX	\$141,086	\$97,161	\$65,154	\$54,752	\$45,560	\$40,621	\$31,211	\$28,214	\$58,429	\$45,415	\$44,138
Utah	UT	\$147,230	\$98,186	\$66,180	\$55,054	\$43,996	\$43,961	\$31,253	\$28,384	\$55,539	\$37,755	\$43,810
Vermont	VT	\$134,959	\$92,124	\$63,143	\$55,208	\$43,970	\$40,258	\$32,479	\$31,229	\$53,166	\$47,593	\$45,214
Virginia	VA	\$148,727	\$94,790	\$65,478	\$56,082	\$44,918	\$37,956	\$30,610	\$27,831	\$58,201	\$36,042	\$41,809
Washington	WA	\$148,737	\$115,097	\$75,436	\$62,397	\$52,729	\$50,101	\$34,384	\$33,287	\$60,759	\$41,887	\$45,820
West Virginia	WV	\$128,466	\$86,509	\$62,882	\$53,010	\$43,307	\$38,702	\$29,834	\$26,659	\$62,239	\$34,459	\$40,275
Wisconsin	WI	\$146,934	\$94,329	\$64,805	\$57,455	\$44,238	\$48,534	\$30,498	\$29,615	\$54,525	\$39,445	\$41,941
Wyoming	WY	\$134,043	\$92,221	\$79,513	\$53,319	\$48,175	\$35,009	\$28,605	\$27,903	\$58,662	\$41,626	\$41,613

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# Hourly Restaurant Compensation Data\*

State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender	
Alabama	AL	\$42,447	\$29,718	\$21,268	\$22,982	\$23,071	\$23,770	\$25,277	\$24,766	\$410,139
Alaska	AK	\$44,990	\$35,956	\$22,954	\$25,972	\$22,772	\$24,327	\$24,435	\$25,870	\$437,416
Arizona	AZ	\$41,362	\$33,444	\$22,171	\$26,510	\$25,584	\$24,999	\$26,764	\$24,219	\$424,834
Arkansas	AR	\$40,519	\$24,996	\$26,036	\$16,719	\$22,530	\$24,174	\$25,283	\$23,835	\$387,585
California	CA	\$40,025	\$34,147	\$30,474	\$27,358	\$26,564	\$27,841	\$28,259	\$26,859	\$458,946
Colorado	CO	\$40,567	\$38,424	\$29,913	\$26,948	\$26,564	\$26,094	\$27,411	\$24,775	\$445,975
Connecticut	CT	\$38,922	\$37,653	\$29,604	\$26,350	\$23,921	\$26,881	\$26,952	\$25,952	\$445,310
Delaware	DE	\$37,883	\$27,193	\$28,012	\$24,378	\$23,325	\$26,026	\$26,527	\$26,110	\$420,449
Florida	FL	\$38,693	\$30,557	\$28,012	\$24,817	\$22,772	\$25,930	\$25,468	\$24,996	\$418,461
Georgia	GA	\$38,020	\$31,129	\$27,417	\$24,718	\$23,751	\$25,662	\$24,495	\$25,399	\$419,078
Hawaii	HI	\$40,472	\$31,779	\$28,898	\$26,582	\$23,959	\$25,527	\$26,440	\$24,315	\$429,869
Idaho	ID	\$37,586	\$30,797	\$28,438	\$24,612	\$19,214	\$25,412	\$24,932	\$23,297	\$405,365
Illinois	IL	\$39,048	\$34,549	\$28,255	\$25,606	\$20,916	\$26,794	\$25,736	\$28,363	\$430,425
Indiana	IN	\$37,558	\$33,718	\$26,956	\$24,553	\$22,371	\$25,815	\$24,418	\$28,421	\$418,381
Iowa	IA	\$36,714	\$28,389	\$27,484	\$24,331	\$22,526	\$24,865	\$25,052	\$23,422	\$407,225
Kansas	KS	\$37,886	\$29,661	\$25,803	\$24,026	\$19,310	\$26,420	\$23,644	\$26,093	\$404,493
Kentucky	KY	\$37,564	\$27,724	\$27,727	\$24,526	\$23,407	\$26,046	\$23,700	\$26,492	\$413,773
Louisiana	LA	\$36,560	\$26,202	\$25,039	\$23,472	\$22,244	\$25,076	\$23,479	\$27,156	\$401,774
Maine	ME	\$39,282	\$30,893	\$31,044	\$26,334	\$24,897	\$22,302	\$26,471	\$25,350	\$433,141
Maryland	MD	\$39,053	\$33,479	\$30,004	\$25,533	\$23,824	\$27,726	\$26,170	\$31,201	\$447,092
Massachusetts	MA	\$39,797	\$35,348	\$32,298	\$27,225	\$26,677	\$29,118	\$27,277	\$32,644	\$468,778
Michigan	MI	\$38,803	\$31,523	\$29,018	\$25,068	\$23,429	\$27,034	\$24,578	\$29,074	\$423,656
Minnesota	MN	\$39,664	\$36,813	\$31,218	\$26,323	\$24,663	\$27,034	\$24,870	\$27,488	\$443,416

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State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender	
Mississippi	MS	\$36,551	\$30,179	\$26,705	\$23,504	\$21,499	\$25,394	\$22,889	\$27,105	\$395,074
Missouri	MO	\$38,228	\$32,490	\$28,276	\$24,331	\$22,977	\$26,948	\$24,115	\$28,882	\$419,907
Montana	MT	\$39,856	\$35,092	\$26,086	\$25,301	\$23,208	\$23,790	\$22,845	\$26,115	\$420,472
Nebraska	NE	\$38,812	\$33,865	\$29,233	\$25,280	\$23,054	\$28,052	\$24,355	\$27,833	\$428,072
Nevada	NV	\$37,560	\$35,273	\$27,373	\$24,183	\$22,574	\$23,492	\$24,142	\$28,511	\$420,429
New Hampshire	NH	\$39,619	\$37,042	\$29,641	\$24,238	\$23,870	\$27,937	\$25,379	\$28,493	\$449,408
New Jersey	NJ	\$39,007	\$36,649	\$28,635	\$25,818	\$23,957	\$26,871	\$25,254	\$32,832	\$442,804
New Mexico	NM	\$36,631	\$31,285	\$26,694	\$23,743	\$22,613	\$25,326	\$23,913	\$26,465	\$410,482
New York	NY	\$40,045	\$39,202	\$30,643	\$26,123	\$24,878	\$25,345	\$26,618	\$28,063	\$458,196
North Carolina	NC	\$37,568	\$29,149	\$27,829	\$24,522	\$22,257	\$25,498	\$23,335	\$26,922	\$413,010
North Dakota	ND	\$40,978	\$31,973	\$29,574	\$25,882	\$19,515	\$24,903	\$24,086	\$27,310	\$425,700
Ohio	OH	\$38,453	\$30,143	\$28,952	\$24,445	\$22,776	\$30,282	\$24,264	\$28,954	\$420,422
Oklahoma	OK	\$36,669	\$28,632	\$25,723	\$23,349	\$21,883	\$23,041	\$23,001	\$29,051	\$400,061
Oregon	OR	\$37,986	\$33,847	\$31,202	\$25,992	\$25,137	\$26,708	\$26,657	\$29,878	\$442,037
Pennsylvania	PA	\$38,097	\$29,905	\$28,174	\$24,533	\$22,747	\$25,719	\$24,233	\$27,948	\$422,949
Rhode Island	RI	\$43,131	\$21,716	\$31,719	\$26,136	\$23,832	\$27,409	\$25,468	\$31,582	\$427,755
South Carolina	SC	\$38,267	\$29,717	\$34,381	\$24,284	\$22,680	\$25,902	\$22,256	\$27,223	\$419,398
South Dakota	SD	\$40,259	\$30,972	\$29,971	\$24,581	\$23,217	\$25,902	\$24,269	\$28,051	\$431,899
Tennessee	TN	\$38,695	\$29,946	\$27,131	\$25,225	\$22,910	\$25,796	\$24,174	\$27,695	\$421,240
Texas	TX	\$37,642	\$29,243	\$30,480	\$24,049	\$22,670	\$26,276	\$24,460	\$28,378	\$430,606
Utah	UT	\$37,798	\$31,307	\$29,566	\$25,205	\$23,102	\$20,401	\$24,463	\$29,423	\$418,005
Vermont	VT	\$38,873	\$34,618	\$28,567	\$26,032	\$24,581	\$28,618	\$30,224	\$28,899	\$450,094
Virginia	VA	\$38,323	\$32,127	\$27,787	\$24,519	\$22,229	\$26,584	\$23,985	\$29,396	\$419,444
Washington	WA	\$41,195	\$36,973	\$30,855	\$26,905	\$25,925	\$28,666	\$28,387	\$31,144	\$466,187
West Virginia	WV	\$37,781	\$29,314	\$27,535	\$24,458	\$22,277	\$31,334	\$24,639	\$26,860	\$417,663
Wisconsin	WI	\$38,562	\$29,988	\$26,974	\$24,955	\$22,661	\$26,286	\$24,734	\$26,467	\$416,649
Wyoming	WY	\$41,563	\$32,574	\$26,325	\$25,209	\$22,190	\$25,374	\$27,029	\$27,181	\$425,854

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