



RestaurantZone

2024

Restaurant Industry Salary Report

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About Our Annual Report*

Introducing RestaurantZone's Annual Salary Review for 2024! We're excited to provide you with an invaluable resource showcasing current salary trends across the restaurant industry.

Our clients and candidates have spoken, and we've listened. Gone are the days of cumbersome, overly analytical salary surveys. Instead, we've curated a concise, user-friendly guide that delivers accurate salary information at your fingertips.

Please note that the salary ranges provided in our survey serve as a reference point, offering insights into industry standards and trends.

*All data is meticulously compiled from various reputable sources, including internal RestaurantZone data, Indeed, Glassdoor, Payscale, Salary.com, and ZipRecruiter.

2024 Restaurant Industry Nationwide Salary Average Summary



CEO	CFO	COO	
2024 \$152,256	2024 \$150,404	2024 \$215,282	
VP of HR	Director of HR	Director of Finance	VP of Finance
2024 \$175,809	2024 \$127,947	2024 \$123,522	2024 \$159,404
Director of Marketing	VP of Marketing	Director of Real Estate	VP of Real Estate
2024 \$102,868	2024 \$161,233	2024 \$165,080	2024 \$197,753

2024 v 2023 Restaurant Industry Nationwide Salary Average Summary



VP of Development 2024 \$153,315 +21% 2023 \$126,710	Director of Development 2024 \$85,279 +16.9% 2023 \$73,395	Franchise Consultant 2024 \$71,484 -1.77% 2023 \$72,774	Director of Franchise 2024 \$127,714 +45.95% 2023 \$87,505
Assistant Manager 2024 \$41,533 -5.16% 2023 \$43,794	Catering Manager 2024 \$51,010 +1.77% 2023 \$50,125	District Manager 2024 \$82,956 +15.13% 2023 \$72,051	VP of Operations 2024 \$152,976 +11.22% 2023 \$137,542
Executive Chef 2024 \$83,555 +14.14% 2023 \$73,205	General Manager 2024 \$60,109 +7.78% 2023 \$55,769	Kitchen Manager 2024 \$54,472 +7.54% 2023 \$50,651	Director of Operations 2024 \$95,627 +6.41% 2023 \$89,868
Restaurant Manager 2024 \$55,334 +5.96% 2023 \$52,222	Sous Chef 2024 \$54,579 +9.35% 2023 \$49,913	Shift Manager 2024 \$54,944 +24.74% 2023 \$44,049	

2024 v 2023 Restaurant Industry Nationwide Hourly Average Summary



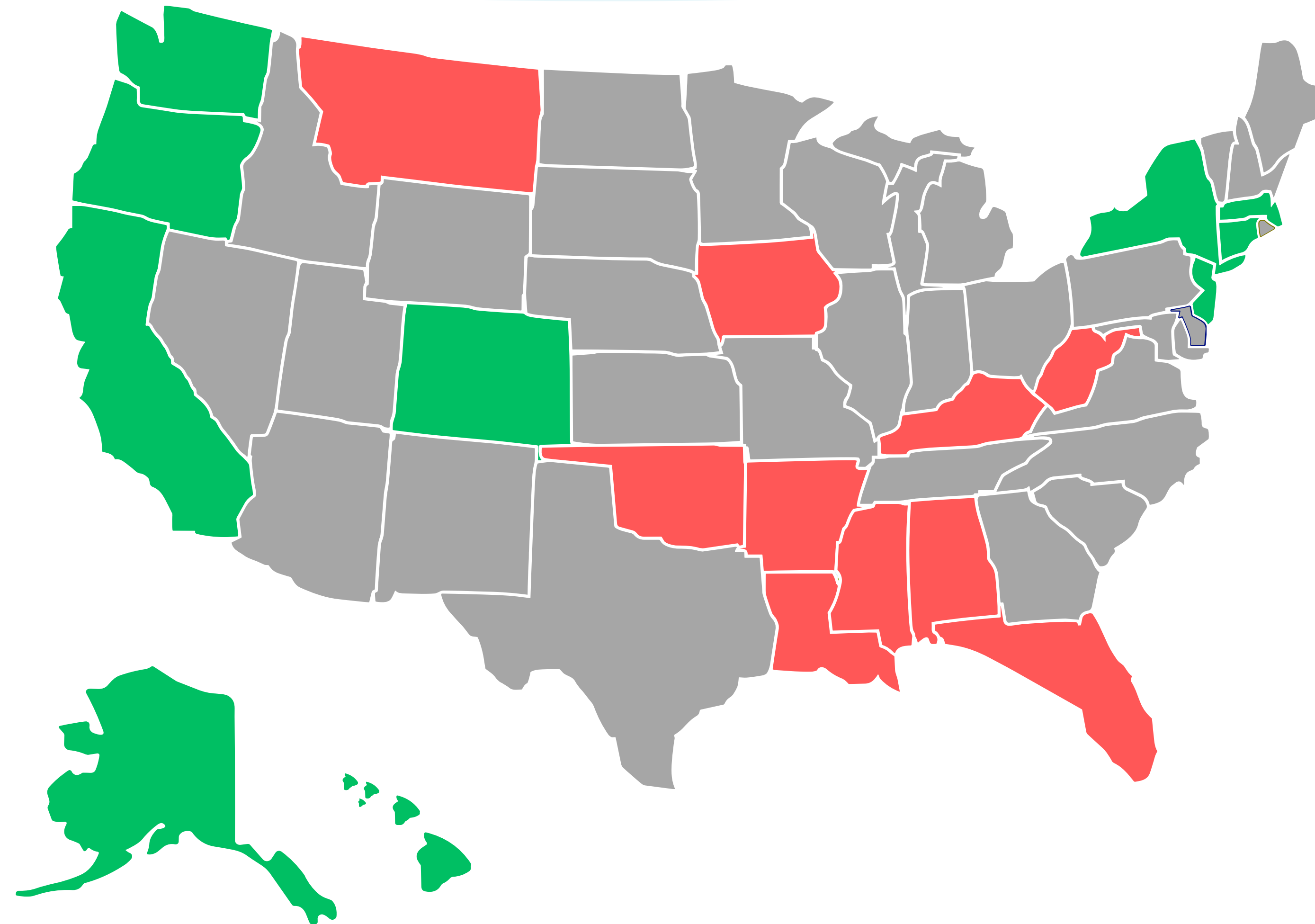
Baker	Bartender	Dishwasher
2024 \$38,050 +5.47% 2023 \$36,077	2024 \$34,013 -3.80% 2023 \$35,355	2024 \$29,253 -1.28% 2023 \$29,631
Host/Hostess	Line Cook	Pastry Chef
2024 \$31,741 -0.88% 2023 \$32,022	2024 \$39,423 +7.20% 2023 \$36,774	2024 \$52,562 +30.29% 2023 \$40,342
Prep Cook	Server	
2024 \$33,545 +5.37% 2023 \$31,836	2024 \$32,709 -5.81% 2023 \$34,725	



2024 Restaurant Industry

Top 10 Highest & Lowest Salaries by State

1. **New York**
2. **Washington**
3. **Massachusetts**
4. **California**
5. **New Jersey**
6. **Connecticut**
7. **Alaska**
8. **Colorado**
9. **Oregon**
10. **Hawaii**



1. **Iowa**
2. **Montana**
3. **Oklahoma**
4. **Alabama**
5. **Kentucky**
6. **Louisiana**
7. **Mississippi**
8. **Florida**
9. **Arkansas**
10. **West Virginia**

2024 v 2023 Hospitality Industry Nationwide Salary Average Summary



Hotel General Manager 2024 \$75,190 +28.34% 2023 \$58,588	VP of Finance 2024 \$159,404 +10.58% 2023 \$144,147	Director of Finance 2024 \$123,522 +42.55% 2023 \$86,652	Director of Housekeeping 2024 \$69,968 +40.78% 2023 \$49,700
Director of Sales 2024 \$103,432 +36.69% 2023 \$75,671	Group Sales Manager 2024 \$81,875 +44.43% 2023 \$56,687	Director of Catering 2024 \$73,383 +25.68% 2023 \$58,389	Catering Sales Manager 2024 \$55,686 +4.10% 2023 \$53,490
Director of IT 2024 \$130,237 +15.25% 2023 \$113,004	Director of Golf 2024 \$69,121 +13.72% 2023 \$60,784	Director of Marketing 2024 \$102,868 +31.87% 2023 \$78,005	Director of F&B 2024 \$90,445 +32.14% 2023 \$68,449

2024 v 2023 Hospitality Industry Nationwide Salary Average Summary



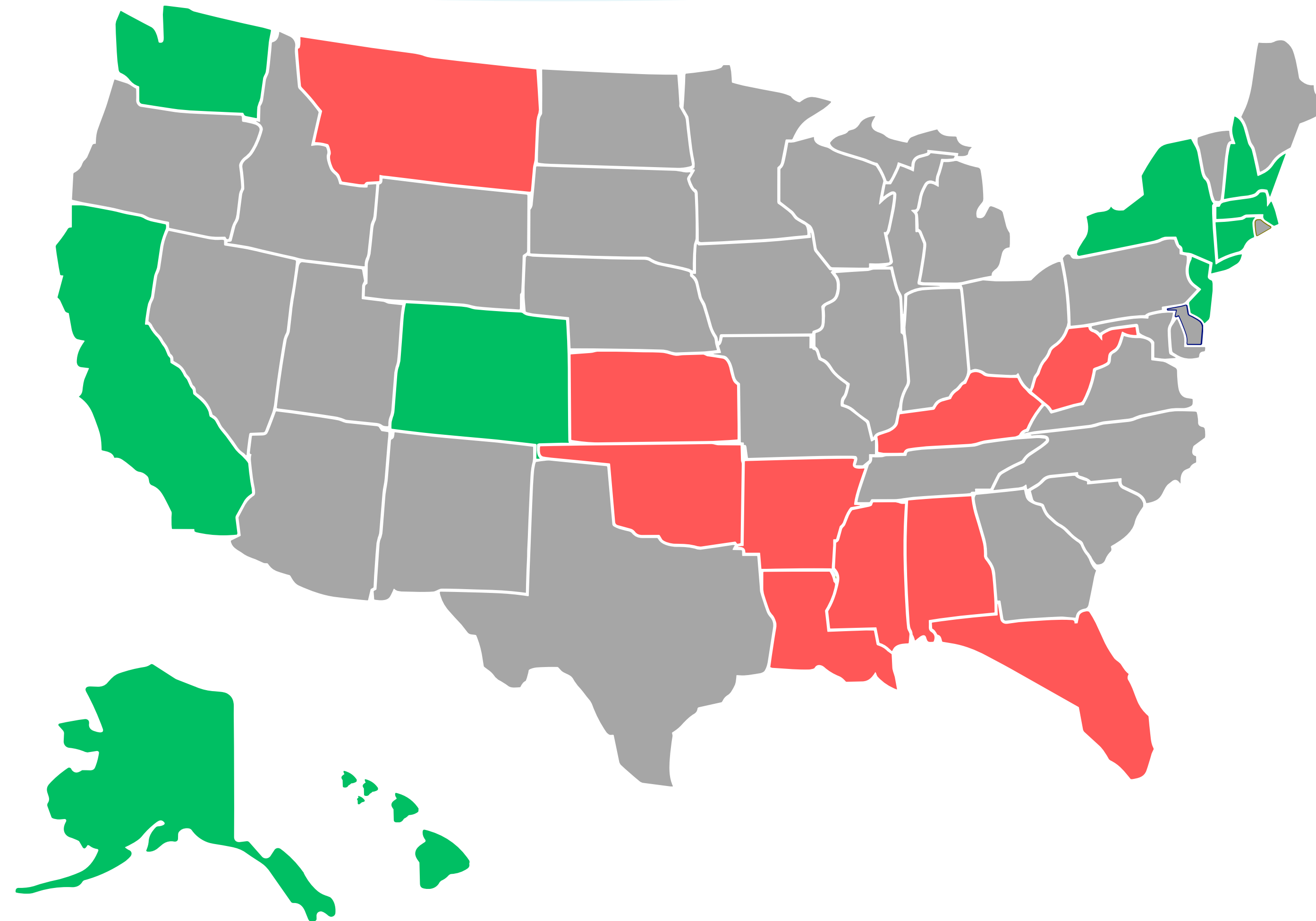
VP of F&B	F&B Manager	Director of Architect & Design	Area Property Manager
2024 \$92,846 +24.64% 2023 \$74,489	2024 \$65,314 +23.42% 2023 \$52,920	2024 \$104,257 +18.43% 2023 \$88,032	2024 \$67,843 +18.89% 2023 \$57,065
Director of HR	VP of HR	Country Club General Manager	Front Desk Manager
2024 \$127,947 +41.57% 2023 \$90,379	2024 \$175,809 +12.20% 2023 \$156,692	2024 \$89,660 +1.25% 2023 \$88,553	2024 \$57,140 +15.38% 2023 \$49,522
VP of Hospitality	Director of Hospitality	Director of Maintenance	
2024 \$151,148 -0.32% 2023 \$151,636	2024 \$60,427 -8.56% 2023 \$66,086	2024 \$72,127 -1.28% 2023 \$73,065	



2024 Hospitality Industry

Top 10 Highest & Lowest Salaries by State

1. **New York**
2. **California**
3. **Washington**
4. **Massachusetts**
5. **New Jersey**
6. **Colorado**
7. **Hawaii**
8. **Alaska**
9. **Connecticut**
10. **New Hampshire**



1. **Kansas**
2. **Oklahoma**
3. **Kentucky**
4. **Montana**
5. **Alabama**
6. **Florida**
7. **Mississippi**
8. **Louisiana**
9. **Arkansas**
10. **West Virginia**

Salaried Restaurant Compensation Data*



State		CEO	CFO	COO	VP of HR	Director of HR	Director of Finance	VP of Finance	Director of Marketing	VP of Marketing	Director of Real Estate	VP of Real Estate	VP of Development	Director of Development
Alabama	AL	\$125,248	\$140,640	\$193,260	\$166,156	\$120,438	\$106,652	\$147,966	\$91,890	\$144,372	\$154,270	\$192,720	\$138,394	\$76,776
Alaska	AK	\$148,953	\$145,596	\$208,891	\$196,161	\$145,195	\$128,004	\$167,660	\$112,299	\$170,485	\$183,231	\$210,953	\$157,919	\$94,901
Arizona	AZ	\$140,842	\$148,232	\$212,082	\$177,902	\$128,470	\$123,021	\$160,456	\$102,792	\$160,482	\$163,099	\$196,568	\$151,854	\$91,222
Arkansas	AR	\$124,493	\$151,073	\$189,394	\$164,293	\$117,297	\$121,486	\$137,278	\$91,117	\$145,445	\$150,170	\$172,170	\$157,241	\$75,321
California	CA	\$167,634	\$172,630	\$229,018	\$199,948	\$147,620	\$140,894	\$175,190	\$123,280	\$181,436	\$181,205	\$204,144	\$163,986	\$104,366
Colorado	CO	\$179,901	\$157,351	\$218,722	\$189,732	\$140,670	\$134,723	\$170,642	\$112,049	\$184,284	\$171,836	\$205,165	\$151,198	\$94,824
Connecticut	CT	\$160,914	\$187,844	\$236,372	\$178,840	\$136,651	\$128,763	\$185,978	\$120,014	\$167,776	\$176,562	\$204,928	\$169,731	\$90,631
Delaware	DE	\$148,918	\$150,279	\$216,290	\$170,497	\$130,448	\$101,362	\$157,382	\$105,514	\$174,660	\$171,281	\$200,194	\$142,438	\$84,564
Florida	FL	\$141,360	\$150,839	\$202,750	\$163,258	\$116,369	\$114,416	\$153,541	\$92,197	\$141,528	\$152,028	\$178,286	\$137,219	\$77,188
Georgia	GA	\$142,832	\$145,486	\$224,029	\$167,901	\$122,095	\$121,999	\$159,598	\$100,545	\$143,103	\$158,465	\$191,709	\$147,839	\$82,900
Hawaii	HI	\$139,777	\$146,257	\$222,917	\$188,674	\$137,850	\$129,394	\$161,906	\$117,621	\$162,021	\$176,364	\$210,182	\$150,046	\$95,341
Idaho	ID	\$132,309	\$137,590	\$226,854	\$157,145	\$125,228	\$118,410	\$148,793	\$92,989	\$141,640	\$156,920	\$183,480	\$161,044	\$78,648
Illinois	IL	\$151,303	\$150,543	\$230,281	\$178,959	\$132,700	\$126,764	\$160,884	\$107,726	\$164,012	\$170,774	\$198,079	\$146,558	\$88,025
Indiana	IN	\$144,402	\$153,765	\$202,810	\$159,460	\$122,194	\$120,431	\$197,393	\$103,374	\$153,273	\$163,351	\$205,266	\$159,105	\$80,781
Iowa	IA	\$146,664	\$140,207	\$205,771	\$183,049	\$126,278	\$117,978	\$140,853	\$94,367	\$130,522	\$160,522	\$194,187	\$137,420	\$79,557
Kansas	KS	\$152,093	\$140,094	\$207,860	\$163,233	\$116,280	\$113,006	\$146,131	\$98,049	\$189,429	\$158,008	\$185,865	\$143,191	\$83,658
Kentucky	KY	\$141,834	\$157,488	\$200,422	\$178,323	\$117,078	\$115,040	\$148,215	\$91,641	\$130,656	\$155,666	\$179,649	\$120,833	\$76,229
Louisiana	LA	\$142,674	\$139,993	\$199,555	\$157,401	\$117,558	\$107,612	\$147,633	\$88,685	\$152,278	\$156,388	\$185,096	\$138,532	\$79,977
Maine	ME	\$125,457	\$160,262	\$198,207	\$164,539	\$123,009	\$118,827	\$153,023	\$95,725	\$155,932	\$162,559	\$189,280	\$160,540	\$87,026
Maryland	MD	\$153,341	\$165,197	\$220,374	\$186,160	\$134,922	\$132,913	\$164,298	\$108,497	\$174,012	\$171,317	\$197,772	\$165,534	\$91,191
Massachusetts	MA	\$171,213	\$166,676	\$244,207	\$196,079	\$144,677	\$138,110	\$176,701	\$122,860	\$183,621	\$183,476	\$217,579	\$170,392	\$99,849
Michigan	MI	\$144,176	\$143,155	\$202,473	\$168,748	\$127,428	\$116,260	\$144,960	\$98,614	\$153,296	\$162,312	\$184,087	\$162,184	\$81,122
Minnesota	MN	\$159,870	\$157,443	\$224,636	\$174,570	\$129,649	\$125,848	\$152,925	\$106,297	\$168,159	\$170,863	\$206,153	\$160,505	\$87,638
Mississippi	MS	\$140,240	\$139,251	\$204,440	\$167,981	\$113,925	\$101,717	\$133,400	\$88,275	\$140,948	\$177,731	\$186,531	\$134,177	\$79,635
Missouri	MO	\$154,326	\$143,566	\$206,421	\$177,095	\$122,619	\$123,162	\$151,910	\$98,234	\$152,872	\$159,948	\$187,416	\$160,749	\$80,506

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

Salaried Restaurant Compensation Data*



State		CEO	CFO	COO	VP of HR	Director of HR	Director of Finance	VP of Finance	Director of Marketing	VP of Marketing	Director of Real Estate	VP of Real Estate	VP of Development	Director of Development
Montana	MT	\$143,747	\$142,139	\$205,373	\$151,959	\$116,588	\$124,032	\$134,829	\$94,579	\$125,821	\$154,141	\$195,576	\$139,429	\$75,409
Nebraska	NE	\$150,234	\$143,702	\$199,917	\$185,633	\$123,861	\$126,655	\$172,744	\$94,988	\$167,341	\$158,674	\$187,325	\$144,156	\$92,452
Nevada	NV	\$154,176	\$155,404	\$235,726	\$180,640	\$138,452	\$133,496	\$175,718	\$109,183	\$153,363	\$170,589	\$203,720	\$152,949	\$88,119
New Hampshire	NH	\$205,695	\$150,741	\$221,278	\$185,264	\$129,899	\$115,875	\$163,034	\$99,862	\$148,190	\$169,077	\$214,233	\$166,020	\$83,746
New Jersey	NJ	\$162,976	\$155,556	\$239,727	\$195,090	\$137,429	\$131,218	\$180,735	\$117,461	\$170,187	\$182,080	\$220,631	\$172,712	\$94,877
New Mexico	NM	\$156,087	\$156,969	\$226,127	\$160,569	\$123,176	\$116,225	\$166,302	\$102,158	\$170,935	\$157,245	\$197,518	\$160,890	\$81,777
New York	NY	\$206,905	\$174,334	\$265,391	\$196,191	\$140,758	\$142,769	\$184,738	\$122,712	\$189,849	\$180,833	\$233,416	\$178,360	\$101,319
North Carolina	NC	\$132,883	\$139,711	\$208,258	\$175,027	\$126,799	\$116,650	\$168,275	\$98,914	\$162,620	\$159,693	\$185,022	\$152,083	\$83,334
North Dakota	ND	\$175,498	\$148,236	\$205,159	\$181,967	\$122,709	\$138,972	\$153,266	\$101,608	\$143,936	\$165,653	\$204,324	\$165,968	\$82,755
Ohio	OH	\$166,460	\$150,108	\$213,380	\$181,065	\$124,243	\$120,849	\$150,794	\$99,218	\$162,570	\$164,040	\$199,348	\$153,064	\$82,345
Oklahoma	OK	\$138,569	\$138,684	\$194,982	\$159,078	\$120,684	\$118,811	\$142,050	\$95,426	\$153,893	\$155,722	\$182,860	\$132,161	\$78,763
Oregon	OR	\$164,289	\$154,126	\$233,656	\$166,163	\$132,361	\$139,053	\$167,679	\$108,400	\$181,595	\$171,421	\$208,650	\$164,773	\$89,527
Pennsylvania	PA	\$157,276	\$144,238	\$217,180	\$173,188	\$126,923	\$123,525	\$164,835	\$104,924	\$170,400	\$168,296	\$215,639	\$160,403	\$85,635
Rhode Island	RI	\$150,094	\$147,451	\$220,426	\$189,347	\$134,891	\$128,292	\$166,060	\$106,380	\$161,972	\$173,818	\$203,909	\$156,548	\$87,416
South Carolina	SC	\$156,600	\$142,869	\$207,228	\$167,416	\$119,495	\$111,430	\$162,105	\$99,495	\$150,085	\$158,405	\$185,627	\$144,670	\$77,179
South Dakota	SD	\$148,511	\$146,021	\$190,658	\$171,409	\$125,435	\$124,547	\$136,245	\$103,107	\$163,354	\$153,150	\$190,710	\$156,129	\$80,056
Tennessee	TN	\$152,935	\$153,347	\$203,196	\$171,024	\$121,668	\$119,946	\$147,419	\$100,837	\$150,814	\$154,394	\$188,770	\$143,031	\$80,366
Texas	TX	\$164,296	\$154,120	\$213,441	\$181,141	\$129,451	\$123,823	\$154,306	\$104,155	\$161,469	\$163,576	\$187,611	\$149,907	\$88,371
Utah	UT	\$143,085	\$151,647	\$220,626	\$179,679	\$125,997	\$126,810	\$162,209	\$99,050	\$145,657	\$157,988	\$190,718	\$146,533	\$82,042
Vermont	VT	\$150,526	\$142,724	\$215,827	\$185,495	\$126,760	\$128,867	\$167,838	\$101,759	\$194,749	\$166,220	\$222,136	\$148,830	\$86,356
Virginia	VA	\$154,304	\$154,232	\$212,875	\$181,095	\$131,544	\$126,501	\$158,649	\$105,189	\$163,324	\$167,347	\$196,458	\$157,303	\$89,069
Washington	WA	\$172,527	\$167,070	\$236,184	\$174,767	\$149,564	\$139,240	\$179,616	\$131,333	\$195,250	\$183,100	\$217,172	\$181,495	\$99,578
West Virginia	WV	\$131,527	\$117,388	\$224,937	\$169,300	\$117,072	\$100,744	\$149,736	\$85,582	\$157,409	\$146,690	\$178,362	\$147,801	\$69,747
Wisconsin	WI	\$146,648	\$147,866	\$213,427	\$182,481	\$129,587	\$129,239	\$162,807	\$100,420	\$179,169	\$166,893	\$207,804	\$158,603	\$85,754
Wyoming	WY	\$146,185	\$150,048	\$211,069	\$169,378	\$125,358	\$141,728	\$153,487	\$91,992	\$171,453	\$156,585	\$202,629	\$143,312	\$76,094

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Salaried Restaurant Compensation Data*



State	Franchise consultant	Director of Franchise	Operations Manager	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	\$71,648	\$119,847	\$59,206	\$158,809	\$90,741	\$77,865	\$55,568	\$51,900	\$44,652	\$37,553	\$45,152	\$89,207	\$53,026	\$51,495
Alaska	AK	\$78,729	\$131,824	\$68,835	\$170,994	\$110,502	\$93,202	\$69,408	\$64,933	\$52,355	\$46,093	\$59,173	\$91,030	\$57,693	\$58,423
Arizona	AZ	\$70,533	\$125,622	\$61,262	\$156,445	\$90,014	\$83,063	\$59,377	\$54,115	\$49,554	\$44,080	\$51,381	\$82,650	\$52,931	\$54,844
Arkansas	AR	\$66,749	\$111,745	\$61,900	\$154,169	\$79,968	\$73,719	\$56,147	\$50,576	\$47,718	\$37,219	\$46,431	\$75,653	\$49,397	\$49,228
California	CA	\$77,464	\$136,230	\$72,204	\$165,509	\$111,597	\$92,955	\$61,592	\$60,424	\$59,449	\$46,481	\$57,132	\$96,670	\$61,510	\$63,017
Colorado	CO	\$75,086	\$133,951	\$68,939	\$152,631	\$103,691	\$85,873	\$61,229	\$59,359	\$54,623	\$44,345	\$54,428	\$88,371	\$58,542	\$58,254
Connecticut	CT	\$76,413	\$131,809	\$65,411	\$149,663	\$100,356	\$85,657	\$62,798	\$56,929	\$53,676	\$44,074	\$55,217	\$87,616	\$58,650	\$57,148
Delaware	DE	\$74,027	\$133,187	\$63,123	\$161,448	\$91,571	\$85,748	\$61,319	\$57,219	\$51,044	\$40,829	\$53,122	\$84,390	\$55,859	\$53,653
Florida	FL	\$64,967	\$102,809	\$55,884	\$143,109	\$88,147	\$75,344	\$54,932	\$50,130	\$46,199	\$36,329	\$45,973	\$77,622	\$49,142	\$50,501
Georgia	GA	\$67,709	\$117,271	\$58,355	\$152,623	\$92,043	\$77,637	\$57,139	\$51,835	\$48,018	\$37,850	\$47,369	\$80,129	\$52,482	\$51,866
Hawaii	HI	\$74,121	\$136,385	\$62,941	\$164,044	\$88,048	\$95,383	\$68,251	\$59,999	\$63,748	\$45,461	\$58,753	\$86,165	\$59,085	\$59,836
Idaho	ID	\$69,180	\$122,987	\$59,493	\$136,476	\$98,693	\$81,885	\$60,617	\$54,852	\$51,313	\$40,177	\$50,316	\$83,177	\$53,195	\$55,050
Illinois	IL	\$74,617	\$132,288	\$66,577	\$148,882	\$96,488	\$89,327	\$60,908	\$56,751	\$52,818	\$42,625	\$54,354	\$85,550	\$56,872	\$57,495
Indiana	IN	\$68,537	\$127,979	\$61,127	\$170,471	\$88,617	\$81,603	\$59,754	\$53,847	\$48,747	\$39,315	\$54,735	\$81,693	\$52,742	\$53,733
Iowa	IA	\$67,708	\$124,227	\$61,520	\$129,293	\$91,512	\$80,117	\$57,477	\$53,554	\$49,164	\$42,264	\$55,092	\$78,750	\$52,436	\$50,404
Kansas	KS	\$66,565	\$120,649	\$62,746	\$156,840	\$90,641	\$80,032	\$58,419	\$53,646	\$48,983	\$39,629	\$52,898	\$77,854	\$52,655	\$51,548
Kentucky	KY	\$65,333	\$117,740	\$59,419	\$144,285	\$84,698	\$86,159	\$55,500	\$51,371	\$48,634	\$38,470	\$52,151	\$78,479	\$50,783	\$47,399
Louisiana	LA	\$65,634	\$116,742	\$56,778	\$135,423	\$87,891	\$78,993	\$57,002	\$52,809	\$47,899	\$38,412	\$51,459	\$78,386	\$51,613	\$51,612
Maine	ME	\$71,066	\$128,085	\$61,649	\$145,044	\$94,622	\$75,797	\$60,820	\$55,641	\$50,315	\$42,545	\$58,887	\$84,595	\$54,219	\$55,039
Maryland	MD	\$72,899	\$132,254	\$65,752	\$147,459	\$97,419	\$83,633	\$62,484	\$56,877	\$54,401	\$43,370	\$59,575	\$83,680	\$58,932	\$54,957
Massachusetts	MA	\$81,278	\$142,386	\$71,645	\$172,109	\$105,805	\$92,067	\$57,923	\$62,122	\$57,884	\$46,519	\$65,666	\$92,215	\$61,539	\$61,815
Michigan	MI	\$67,008	\$119,881	\$63,039	\$140,924	\$91,077	\$78,725	\$56,463	\$53,334	\$49,097	\$40,010	\$54,701	\$77,849	\$52,495	\$52,383
Minnesota	MN	\$73,747	\$132,332	\$62,737	\$157,644	\$98,375	\$79,874	\$61,803	\$53,429	\$51,788	\$43,043	\$58,669	\$84,927	\$58,019	\$56,616
Mississippi	MS	\$67,321	\$122,432	\$58,676	\$141,909	\$88,383	\$79,013	\$55,267	\$52,086	\$43,932	\$37,924	\$50,612	\$77,297	\$50,507	\$49,652
Missouri	MO	\$70,090	\$124,633	\$60,766	\$138,604	\$94,391	\$80,344	\$57,614	\$54,463	\$48,326	\$40,433	\$54,915	\$78,586	\$51,157	\$52,598

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Salaried Restaurant Compensation Data*



State	Franchise consultant	Director of Franchise	Operations Manager	VP of Operations	Director of Operations	District Manager	General Manager	Restaurant Manager	Catering Manager	Assistant Manager	Shift Manager	Executive Chef	Kitchen Manager	Sous Chef	
Montana	MT	\$67,931	\$120,363	\$58,659	\$154,122	\$89,719	\$78,440	\$58,793	\$54,992	\$50,386	\$43,001	\$57,168	\$78,011	\$50,599	\$52,654
Nebraska	NE	\$70,608	\$125,756	\$61,249	\$138,849	\$95,023	\$80,986	\$59,143	\$53,546	\$50,504	\$39,287	\$53,568	\$80,336	\$51,552	\$53,283
Nevada	NV	\$74,242	\$135,162	\$62,245	\$155,186	\$103,160	\$85,374	\$61,973	\$57,309	\$54,606	\$41,558	\$55,350	\$91,293	\$54,487	\$57,528
New Hampshire	NH	\$73,076	\$131,190	\$63,033	\$165,254	\$92,011	\$80,067	\$63,695	\$56,482	\$52,200	\$43,454	\$59,597	\$84,722	\$55,909	\$55,300
New Jersey	NJ	\$76,530	\$138,514	\$67,701	\$167,433	\$102,631	\$87,995	\$63,505	\$58,102	\$53,795	\$46,870	\$59,158	\$90,211	\$60,582	\$58,791
New Mexico	NM	\$69,246	\$126,019	\$59,481	\$160,896	\$91,794	\$80,107	\$56,174	\$53,923	\$48,031	\$41,137	\$53,275	\$80,359	\$49,760	\$52,383
New York	NY	\$80,047	\$143,446	\$63,279	\$168,246	\$111,597	\$92,488	\$68,814	\$62,669	\$57,976	\$44,652	\$62,031	\$96,226	\$61,458	\$62,597
North Carolina	NC	\$68,946	\$123,668	\$61,117	\$134,016	\$96,804	\$82,131	\$56,984	\$54,515	\$47,084	\$38,293	\$52,677	\$78,464	\$53,060	\$52,392
North Dakota	ND	\$73,070	\$135,575	\$61,158	\$143,414	\$98,842	\$83,283	\$60,975	\$54,432	\$50,551	\$43,567	\$56,212	\$79,728	\$54,426	\$55,122
Ohio	OH	\$71,858	\$127,716	\$62,809	\$148,051	\$90,147	\$81,175	\$58,763	\$55,128	\$49,868	\$41,030	\$54,830	\$82,345	\$55,307	\$52,470
Oklahoma	OK	\$68,676	\$122,941	\$64,626	\$150,143	\$96,927	\$81,789	\$56,306	\$52,658	\$47,868	\$38,635	\$51,585	\$82,073	\$51,368	\$50,919
Oregon	OR	\$75,363	\$138,300	\$65,811	\$159,163	\$102,121	\$86,019	\$64,122	\$60,818	\$52,570	\$45,417	\$60,776	\$85,464	\$57,814	\$55,853
Pennsylvania	PA	\$73,531	\$132,694	\$61,529	\$158,221	\$98,805	\$84,037	\$62,067	\$55,124	\$51,407	\$40,809	\$55,137	\$86,293	\$55,184	\$55,209
Rhode Island	RI	\$74,256	\$134,075	\$67,704	\$160,726	\$94,743	\$93,037	\$62,545	\$58,323	\$55,438	\$43,365	\$60,468	\$86,576	\$58,267	\$57,320
South Carolina	SC	\$68,844	\$123,627	\$61,734	\$146,730	\$90,896	\$80,732	\$55,899	\$54,241	\$48,121	\$39,161	\$52,713	\$79,834	\$52,821	\$50,712
South Dakota	SD	\$68,963	\$126,859	\$60,939	\$156,869	\$98,613	\$79,152	\$59,721	\$51,542	\$48,539	\$40,798	\$54,480	\$75,510	\$51,041	\$52,865
Tennessee	TN	\$67,242	\$121,089	\$59,288	\$148,924	\$96,595	\$82,223	\$56,563	\$53,251	\$47,574	\$39,839	\$52,101	\$79,694	\$54,491	\$52,967
Texas	TX	\$69,889	\$126,350	\$63,220	\$149,881	\$100,150	\$83,675	\$60,494	\$55,092	\$51,449	\$39,371	\$53,148	\$80,361	\$54,829	\$54,264
Utah	UT	\$68,321	\$123,504	\$59,805	\$150,110	\$98,184	\$83,449	\$57,947	\$53,320	\$47,585	\$41,394	\$54,268	\$81,658	\$52,067	\$54,821
Vermont	VT	\$73,103	\$136,914	\$63,254	\$165,592	\$95,932	\$75,353	\$64,551	\$57,999	\$54,203	\$42,002	\$59,904	\$87,637	\$54,254	\$55,438
Virginia	VA	\$73,140	\$131,442	\$64,261	\$155,613	\$93,945	\$87,873	\$61,946	\$56,581	\$50,962	\$41,390	\$55,801	\$84,881	\$54,969	\$55,212
Washington	WA	\$79,486	\$148,601	\$70,493	\$173,244	\$110,325	\$93,214	\$72,365	\$61,959	\$56,384	\$47,425	\$64,125	\$94,375	\$61,989	\$64,749
West Virginia	WV	\$65,834	\$108,556	\$62,041	\$143,657	\$76,763	\$70,609	\$52,972	\$48,834	\$42,873	\$34,955	\$48,683	\$78,545	\$48,298	\$47,422
Wisconsin	WI	\$73,686	\$133,099	\$62,660	\$150,915	\$104,169	\$84,916	\$61,268	\$53,254	\$51,029	\$43,818	\$58,043	\$85,166	\$51,067	\$55,012
Wyoming	WY	\$69,906	\$124,944	\$61,817	\$148,715	\$96,164	\$75,678	\$58,043	\$50,408	\$55,169	\$40,363	\$53,957	\$85,461	\$52,521	\$55,113

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

Hourly Restaurant Compensation Data*



State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Alabama	AL	\$48,140	\$33,886	\$35,937	\$31,350	\$26,970	\$30,400	\$30,130	\$29,991
Alaska	AK	\$56,135	\$41,688	\$41,766	\$36,315	\$31,741	\$31,502	\$34,416	\$32,212
Arizona	AZ	\$52,528	\$38,567	\$40,344	\$34,236	\$30,223	\$31,318	\$32,839	\$32,134
Arkansas	AR	\$46,641	\$34,455	\$34,140	\$30,365	\$25,769	\$30,013	\$28,140	\$31,762
California	CA	\$58,187	\$43,323	\$44,230	\$38,062	\$32,913	\$33,831	\$35,647	\$35,930
Colorado	CO	\$58,533	\$42,440	\$42,031	\$36,602	\$33,269	\$32,400	\$34,759	\$33,937
Connecticut	CT	\$54,653	\$40,471	\$41,999	\$35,854	\$30,407	\$36,667	\$34,624	\$39,762
Delaware	DE	\$54,216	\$39,651	\$40,922	\$34,300	\$30,789	\$34,466	\$30,962	\$34,370
Florida	FL	\$48,248	\$34,827	\$36,402	\$30,956	\$26,259	\$28,819	\$28,611	\$29,741
Georgia	GA	\$49,441	\$35,327	\$36,758	\$31,342	\$27,016	\$31,322	\$28,206	\$33,205
Hawaii	HI	\$56,985	\$41,227	\$42,232	\$36,116	\$30,780	\$31,935	\$34,430	\$35,953
Idaho	ID	\$50,516	\$36,876	\$40,061	\$33,797	\$28,996	\$31,437	\$31,217	\$30,758
Illinois	IL	\$54,602	\$40,059	\$39,914	\$34,022	\$29,862	\$33,117	\$33,251	\$34,883
Indiana	IN	\$51,115	\$36,018	\$38,143	\$32,466	\$28,086	\$32,002	\$32,010	\$31,152
Iowa	IA	\$50,194	\$36,229	\$37,746	\$32,571	\$27,723	\$32,019	\$30,437	\$31,253
Kansas	KS	\$48,594	\$34,551	\$36,644	\$30,908	\$26,725	\$33,952	\$28,761	\$36,070
Kentucky	KY	\$48,964	\$36,693	\$36,394	\$30,178	\$26,592	\$29,369	\$31,126	\$31,564
Louisiana	LA	\$48,571	\$32,536	\$35,243	\$29,688	\$26,395	\$29,480	\$27,930	\$29,449
Maine	ME	\$54,993	\$41,198	\$43,226	\$35,672	\$31,351	\$35,468	\$33,542	\$37,911
Maryland	MD	\$56,474	\$40,973	\$39,319	\$33,817	\$31,504	\$35,304	\$32,856	\$38,556
Massachusetts	MA	\$57,642	\$41,156	\$44,958	\$37,407	\$32,469	\$39,771	\$36,944	\$43,299
Michigan	MI	\$52,315	\$37,647	\$37,859	\$31,601	\$29,422	\$31,883	\$31,081	\$33,576
Minnesota	MN	\$54,018	\$39,526	\$40,946	\$35,112	\$30,057	\$30,571	\$32,922	\$32,793
Mississippi	MS	\$48,085	\$32,929	\$33,809	\$29,755	\$25,526	\$29,050	\$27,562	\$31,137
Missouri	MO	\$52,546	\$37,220	\$38,512	\$32,242	\$29,639	\$32,314	\$30,598	\$33,779

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

Hourly Restaurant Compensation Data*



State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Montana	MT	\$50,530	\$38,239	\$39,298	\$33,888	\$28,777	\$30,592	\$30,451	\$29,357
Nebraska	NE	\$51,107	\$38,052	\$38,371	\$31,561	\$28,691	\$33,475	\$30,024	\$34,213
Nevada	NV	\$53,514	\$37,971	\$40,589	\$34,228	\$28,919	\$29,796	\$32,846	\$31,603
New Hampshire	NH	\$52,757	\$40,522	\$42,011	\$35,455	\$30,286	\$35,859	\$32,547	\$36,539
New Jersey	NJ	\$55,557	\$41,006	\$42,597	\$36,402	\$31,201	\$36,551	\$35,434	\$38,681
New Mexico	NM	\$50,681	\$37,398	\$37,662	\$32,095	\$27,876	\$31,434	\$30,931	\$35,147
New York	NY	\$58,424	\$43,168	\$44,133	\$37,571	\$32,489	\$33,854	\$35,557	\$35,698
North Carolina	NC	\$50,888	\$37,118	\$36,969	\$32,326	\$29,117	\$32,030	\$30,117	\$33,868
North Dakota	ND	\$53,576	\$38,886	\$39,980	\$34,295	\$29,363	\$34,154	\$31,484	\$35,511
Ohio	OH	\$50,821	\$36,271	\$38,950	\$33,116	\$28,256	\$32,940	\$31,142	\$35,436
Oklahoma	OK	\$49,891	\$35,487	\$35,670	\$30,041	\$27,718	\$30,550	\$27,908	\$30,695
Oregon	OR	\$54,446	\$41,230	\$41,926	\$35,589	\$31,133	\$33,621	\$34,353	\$35,159
Pennsylvania	PA	\$53,100	\$38,082	\$40,030	\$33,953	\$29,053	\$32,946	\$31,170	\$32,858
Rhode Island	RI	\$55,916	\$39,069	\$42,438	\$35,181	\$30,205	\$38,336	\$33,988	\$39,759
South Carolina	SC	\$52,627	\$37,265	\$37,055	\$32,191	\$28,714	\$32,082	\$29,821	\$33,381
South Dakota	SD	\$51,285	\$35,246	\$38,467	\$31,804	\$27,507	\$32,622	\$30,584	\$31,666
Tennessee	TN	\$49,434	\$34,867	\$38,292	\$31,757	\$27,882	\$31,260	\$31,533	\$31,447
Texas	TX	\$51,513	\$36,160	\$38,551	\$33,474	\$28,582	\$31,956	\$30,471	\$33,909
Utah	UT	\$50,965	\$34,795	\$38,325	\$32,145	\$28,506	\$32,772	\$31,402	\$33,806
Vermont	VT	\$58,653	\$41,952	\$43,365	\$36,899	\$31,395	\$36,428	\$34,613	\$41,129
Virginia	VA	\$54,913	\$39,438	\$38,310	\$34,012	\$30,218	\$35,007	\$31,712	\$36,339
Washington	WA	\$60,194	\$44,850	\$47,061	\$40,111	\$34,827	\$35,916	\$38,098	\$38,081
West Virginia	WV	\$44,463	\$30,847	\$33,627	\$28,868	\$25,289	\$28,253	\$26,743	\$27,374
Wisconsin	WI	\$52,716	\$37,860	\$40,414	\$33,809	\$29,585	\$33,419	\$31,367	\$33,778
Wyoming	WY	\$47,809	\$37,245	\$37,547	\$31,727	\$26,585	\$31,168	\$29,737	\$30,025

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

Salaried Hospitality Compensation Data*



State		Hotel General Manager	VP of Finance	Director of Finance	Director of Housekeeping	Director of Sales	Group Sales Manager	Director of Catering	Catering Sales Manager	Director of IT	Director of Golf	Director of Marketing	Director of F&B
Alabama	AL	\$63,559	\$147,966	\$106,652	\$68,621	\$94,718	\$74,883	\$68,028	\$49,124	\$125,524	\$66,147	\$91,890	\$82,903
Alaska	AK	\$76,571	\$167,660	\$128,004	\$74,479	\$106,497	\$78,626	\$77,438	\$57,668	\$128,614	\$76,656	\$112,299	\$99,104
Arizona	AZ	\$81,550	\$160,456	\$123,021	\$70,036	\$98,397	\$84,685	\$71,568	\$54,209	\$131,643	\$66,664	\$102,792	\$87,335
Arkansas	AR	\$69,670	\$137,278	\$121,486	\$62,191	\$89,223	\$64,205	\$65,240	\$51,798	\$114,511	\$61,953	\$91,117	\$77,097
California	CA	\$89,067	\$175,190	\$140,894	\$81,609	\$113,724	\$95,571	\$84,576	\$64,132	\$149,596	\$74,271	\$123,280	\$108,612
Colorado	CO	\$86,037	\$170,642	\$134,723	\$77,060	\$113,701	\$92,210	\$77,305	\$59,761	\$143,616	\$72,629	\$112,049	\$94,025
Connecticut	CT	\$76,166	\$185,978	\$128,763	\$73,635	\$109,302	\$74,011	\$76,295	\$58,498	\$133,437	\$73,075	\$120,014	\$105,853
Delaware	DE	\$85,472	\$157,382	\$101,362	\$71,491	\$105,985	\$90,461	\$72,502	\$55,982	\$133,395	\$73,479	\$105,514	\$95,040
Florida	FL	\$66,265	\$153,541	\$114,416	\$66,291	\$107,172	\$68,684	\$69,820	\$49,808	\$121,199	\$61,818	\$92,197	\$78,863
Georgia	GA	\$76,070	\$159,598	\$121,999	\$66,658	\$94,883	\$84,858	\$69,272	\$52,209	\$133,915	\$65,042	\$100,545	\$100,804
Hawaii	HI	\$93,756	\$161,906	\$129,394	\$76,008	\$105,235	\$86,714	\$74,848	\$68,873	\$132,111	\$72,722	\$117,621	\$100,017
Idaho	ID	\$70,686	\$148,793	\$118,410	\$68,038	\$109,639	\$78,724	\$71,972	\$55,954	\$132,174	\$66,975	\$92,989	\$82,546
Illinois	IL	\$85,069	\$160,884	\$126,764	\$74,592	\$110,011	\$80,093	\$78,737	\$57,691	\$136,130	\$72,991	\$107,726	\$89,454
Indiana	IN	\$67,038	\$197,393	\$120,431	\$70,842	\$98,408	\$87,332	\$72,430	\$53,442	\$120,267	\$70,088	\$103,374	\$86,863
Iowa	IA	\$69,312	\$140,853	\$117,978	\$67,804	\$91,986	\$71,041	\$82,697	\$53,799	\$122,003	\$66,458	\$94,367	\$84,863
Kansas	KS	\$68,525	\$146,131	\$113,006	\$67,407	\$99,625	\$82,691	\$72,630	\$53,385	\$123,974	\$67,309	\$98,049	\$85,267
Kentucky	KY	\$67,691	\$148,215	\$115,040	\$68,605	\$98,459	\$88,263	\$63,734	\$52,916	\$120,200	\$64,587	\$91,641	\$80,921
Louisiana	LA	\$72,925	\$147,633	\$107,612	\$67,936	\$93,344	\$65,274	\$70,321	\$52,121	\$115,876	\$63,492	\$88,685	\$82,110
Maine	ME	\$73,094	\$153,023	\$118,827	\$64,254	\$102,017	\$69,219	\$72,743	\$55,091	\$132,822	\$68,152	\$95,725	\$89,994
Maryland	MD	\$73,524	\$164,298	\$132,913	\$72,877	\$109,605	\$79,647	\$74,954	\$59,180	\$137,442	\$72,846	\$108,497	\$95,593
Massachusetts	MA	\$89,864	\$176,701	\$138,110	\$77,859	\$125,909	\$96,563	\$81,227	\$63,258	\$145,201	\$76,135	\$122,860	\$96,067
Michigan	MI	\$68,763	\$144,960	\$116,260	\$65,595	\$110,397	\$84,915	\$68,371	\$53,275	\$128,665	\$65,247	\$98,614	\$84,201
Minnesota	MN	\$77,029	\$152,925	\$125,848	\$70,596	\$107,409	\$72,895	\$73,884	\$56,644	\$142,279	\$72,075	\$106,297	\$90,400
Mississippi	MS	\$73,603	\$133,400	\$101,717	\$64,732	\$82,298	\$70,711	\$63,967	\$48,601	\$108,693	\$64,815	\$88,275	\$88,886
Missouri	MO	\$70,336	\$151,910	\$123,162	\$66,635	\$98,833	\$75,830	\$67,311	\$52,953	\$136,615	\$66,880	\$98,234	\$84,699

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

Salaried Hospitality Compensation Data*



State		Hotel General Manager	VP of Finance	Director of Finance	Director of Housekeeping	Director of Sales	Group Sales Manager	Director of Catering	Catering Sales Manager	Director of IT	Director of Golf	Director of Marketing	Director of F&B
Montana	MT	\$66,068	\$134,829	\$124,032	\$63,285	\$106,639	\$87,160	\$62,563	\$54,913	\$117,439	\$64,531	\$94,579	\$86,252
Nebraska	NE	\$76,637	\$172,744	\$126,655	\$70,751	\$102,636	\$69,730	\$79,957	\$55,207	\$116,021	\$67,205	\$94,988	\$86,149
Nevada	NV	\$75,492	\$175,718	\$133,496	\$78,086	\$111,275	\$76,839	\$85,562	\$59,629	\$136,662	\$72,358	\$109,183	\$95,242
New Hampshire	NH	\$78,924	\$163,034	\$115,875	\$79,960	\$129,642	\$95,725	\$81,597	\$56,999	\$122,973	\$71,241	\$99,862	\$105,730
New Jersey	NJ	\$78,631	\$180,735	\$131,218	\$74,423	\$115,441	\$96,381	\$94,253	\$58,662	\$150,663	\$77,279	\$117,461	\$95,090
New Mexico	NM	\$72,338	\$166,302	\$116,225	\$64,196	\$102,319	\$83,814	\$70,273	\$52,810	\$126,277	\$67,677	\$102,158	\$83,588
New York	NY	\$85,916	\$184,738	\$142,769	\$80,765	\$121,566	\$86,909	\$81,782	\$63,367	\$145,242	\$76,091	\$122,712	\$106,230
North Carolina	NC	\$68,073	\$168,275	\$116,650	\$64,949	\$101,235	\$69,532	\$71,840	\$53,058	\$128,085	\$67,582	\$98,914	\$85,878
North Dakota	ND	\$74,532	\$153,266	\$138,972	\$64,958	\$106,034	\$87,126	\$72,350	\$55,767	\$132,142	\$71,135	\$101,608	\$89,123
Ohio	OH	\$69,293	\$150,794	\$120,849	\$66,423	\$103,221	\$85,470	\$68,528	\$53,429	\$133,293	\$69,376	\$99,218	\$87,532
Oklahoma	OK	\$74,671	\$142,050	\$118,811	\$65,353	\$91,394	\$92,298	\$73,570	\$52,423	\$114,882	\$66,229	\$95,426	\$81,482
Oregon	OR	\$78,056	\$167,679	\$139,053	\$70,625	\$102,084	\$75,944	\$76,481	\$57,783	\$143,272	\$72,741	\$108,400	\$92,642
Pennsylvania	PA	\$72,027	\$164,835	\$123,525	\$70,361	\$104,207	\$85,021	\$77,764	\$56,894	\$135,211	\$71,528	\$104,924	\$87,917
Rhode Island	RI	\$76,195	\$166,060	\$128,292	\$76,336	\$102,898	\$94,850	\$72,950	\$60,271	\$127,663	\$71,928	\$106,380	\$111,410
South Carolina	SC	\$67,727	\$162,105	\$111,430	\$63,758	\$88,896	\$74,408	\$73,165	\$50,873	\$126,893	\$66,967	\$99,495	\$86,825
South Dakota	SD	\$74,114	\$136,245	\$124,547	\$66,215	\$96,136	\$68,434	\$63,364	\$53,468	\$125,154	\$65,626	\$103,107	\$83,758
Tennessee	TN	\$68,795	\$147,419	\$119,946	\$66,233	\$102,542	\$84,680	\$68,192	\$51,963	\$132,367	\$64,689	\$100,837	\$81,153
Texas	TX	\$79,278	\$154,306	\$123,823	\$72,507	\$97,445	\$77,081	\$73,739	\$55,689	\$135,093	\$68,065	\$104,155	\$87,276
Utah	UT	\$74,307	\$162,209	\$126,810	\$68,148	\$101,300	\$85,669	\$74,068	\$52,007	\$132,028	\$66,792	\$99,050	\$83,798
Vermont	VT	\$82,635	\$167,838	\$128,867	\$71,687	\$100,706	\$72,063	\$72,376	\$59,444	\$126,395	\$71,318	\$101,759	\$102,452
Virginia	VA	\$71,509	\$158,649	\$126,501	\$69,358	\$103,516	\$77,179	\$74,240	\$55,853	\$134,571	\$70,931	\$105,189	\$89,299
Washington	WA	\$85,907	\$179,616	\$139,240	\$74,950	\$111,492	\$99,241	\$81,151	\$61,958	\$150,977	\$77,538	\$131,333	\$99,520
West Virginia	WV	\$66,351	\$149,736	\$100,744	\$59,490	\$81,774	\$96,041	\$53,441	\$46,696	\$102,464	\$57,953	\$85,582	\$76,429
Wisconsin	WI	\$74,379	\$162,807	\$129,239	\$75,855	\$107,159	\$93,599	\$73,172	\$54,861	\$135,581	\$70,919	\$100,420	\$88,399
Wyoming	WY	\$76,021	\$153,487	\$141,728	\$63,885	\$103,250	\$80,468	\$70,925	\$59,909	\$130,592	\$65,823	\$91,992	\$97,555

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

Salaried Hospitality Compensation Data*



State		VP of F&B	F&B Manager	Dir. of Architect & Design	Area Property Manager	Director of HR	VP of Human Resources	Country Club GM	Front Desk Manager	VP of Hospitality	Director of Hospitality	Director of Maintenance
Alabama	AL	\$86,090	\$61,340	\$97,037	\$62,925	\$120,438	\$166,156	\$82,234	\$52,690	\$140,671	\$56,774	\$68,946
Alaska	AK	\$100,310	\$66,489	\$108,865	\$79,658	\$145,195	\$196,161	\$96,613	\$64,248	\$159,057	\$67,222	\$77,795
Arizona	AZ	\$88,726	\$66,509	\$106,846	\$66,450	\$128,470	\$177,902	\$95,737	\$57,612	\$146,805	\$58,933	\$72,893
Arkansas	AR	\$78,786	\$57,797	\$99,859	\$61,120	\$117,297	\$164,293	\$87,075	\$49,867	\$135,675	\$54,128	\$63,021
California	CA	\$105,310	\$74,866	\$120,031	\$77,640	\$147,620	\$199,948	\$97,809	\$64,556	\$160,164	\$64,973	\$81,936
Colorado	CO	\$96,847	\$67,722	\$104,996	\$73,131	\$140,670	\$189,732	\$91,896	\$62,033	\$160,878	\$64,901	\$70,766
Connecticut	CT	\$100,773	\$68,506	\$110,524	\$69,056	\$136,651	\$178,840	\$94,696	\$61,799	\$154,974	\$61,871	\$72,045
Delaware	DE	\$91,099	\$72,160	\$107,624	\$69,461	\$130,448	\$170,497	\$91,076	\$56,888	\$156,105	\$62,698	\$69,138
Florida	FL	\$81,121	\$64,285	\$100,475	\$61,888	\$116,369	\$163,258	\$82,561	\$52,680	\$125,468	\$51,226	\$59,224
Georgia	GA	\$87,839	\$63,242	\$99,603	\$62,308	\$122,095	\$167,901	\$78,459	\$53,437	\$137,159	\$55,553	\$64,720
Hawaii	HI	\$89,134	\$70,101	\$114,764	\$73,962	\$137,850	\$188,674	\$98,104	\$63,333	\$164,276	\$65,251	\$72,465
Idaho	ID	\$85,402	\$65,151	\$107,068	\$66,131	\$125,228	\$157,145	\$90,653	\$54,954	\$151,109	\$58,446	\$67,910
Illinois	IL	\$90,782	\$67,599	\$104,181	\$70,119	\$132,700	\$178,959	\$89,244	\$59,696	\$152,068	\$61,699	\$69,894
Indiana	IN	\$89,837	\$62,365	\$101,916	\$65,439	\$122,194	\$159,460	\$90,380	\$56,306	\$149,423	\$59,898	\$63,852
Iowa	IA	\$89,338	\$63,657	\$91,978	\$63,767	\$126,278	\$183,049	\$86,691	\$53,990	\$147,417	\$59,575	\$73,766
Kansas	KS	\$84,828	\$60,828	\$97,362	\$62,624	\$116,280	\$163,233	\$88,101	\$53,931	\$142,952	\$57,319	\$71,810
Kentucky	KY	\$80,424	\$60,352	\$101,365	\$63,790	\$117,078	\$178,323	\$87,561	\$52,517	\$139,923	\$56,214	\$67,241
Louisiana	LA	\$86,622	\$61,028	\$92,308	\$59,823	\$117,558	\$157,401	\$77,485	\$51,257	\$133,517	\$55,213	\$71,180
Maine	ME	\$92,087	\$68,860	\$102,334	\$66,495	\$123,009	\$164,539	\$86,744	\$60,550	\$152,472	\$60,651	\$67,046
Maryland	MD	\$95,940	\$68,141	\$105,686	\$71,676	\$134,922	\$186,160	\$93,247	\$58,802	\$155,111	\$61,852	\$70,752
Massachusetts	MA	\$96,010	\$70,473	\$108,418	\$77,425	\$144,677	\$196,079	\$99,342	\$65,325	\$170,331	\$65,765	\$78,742
Michigan	MI	\$83,625	\$63,285	\$101,610	\$61,794	\$127,428	\$168,748	\$88,223	\$55,235	\$141,406	\$56,861	\$70,878
Minnesota	MN	\$95,020	\$69,718	\$102,312	\$67,437	\$129,649	\$174,570	\$93,535	\$59,778	\$157,684	\$62,621	\$79,289
Mississippi	MS	\$90,417	\$59,052	\$97,477	\$62,224	\$113,925	\$167,981	\$83,250	\$50,845	\$148,805	\$58,456	\$69,540
Missouri	MO	\$85,069	\$64,247	\$96,386	\$64,397	\$122,619	\$177,095	\$83,630	\$55,740	\$145,806	\$59,158	\$70,437

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

Salaried Hospitality Compensation Data*



State		VP of F&B	F&B Manager	Dir. of Architect & Design	Area Property Manager	Director of HR	VP of Human Resources	Country Club GM	Front Desk Manager	VP of Hospitality	Director of Hospitality	Director of Maintenance
Montana	MT	\$86,713	\$64,018	\$97,445	\$67,677	\$116,588	\$151,959	\$85,647	\$56,992	\$144,109	\$57,358	\$65,963
Nebraska	NE	\$87,931	\$62,020	\$101,267	\$64,212	\$123,861	\$185,633	\$89,397	\$54,298	\$151,276	\$59,376	\$68,040
Nevada	NV	\$96,617	\$63,509	\$120,386	\$70,590	\$138,452	\$180,640	\$94,489	\$57,490	\$163,896	\$63,260	\$66,535
New Hampshire	NH	\$104,178	\$70,570	\$123,925	\$69,280	\$129,899	\$185,264	\$93,156	\$59,736	\$152,919	\$60,881	\$81,043
New Jersey	NJ	\$99,197	\$70,598	\$107,538	\$73,711	\$137,429	\$195,090	\$90,462	\$61,929	\$161,903	\$64,998	\$78,843
New Mexico	NM	\$97,231	\$61,459	\$95,384	\$69,212	\$123,176	\$160,569	\$85,145	\$54,125	\$150,644	\$59,625	\$78,229
New York	NY	\$115,584	\$75,086	\$112,552	\$74,531	\$140,758	\$196,191	\$99,454	\$63,120	\$170,268	\$67,173	\$80,427
North Carolina	NC	\$84,286	\$63,746	\$98,410	\$65,335	\$126,799	\$175,027	\$80,326	\$53,676	\$142,716	\$57,882	\$69,499
North Dakota	ND	\$99,861	\$62,600	\$109,581	\$68,231	\$122,709	\$181,967	\$90,912	\$58,015	\$164,147	\$64,796	\$85,618
Ohio	OH	\$93,658	\$64,312	\$99,307	\$64,594	\$124,243	\$181,065	\$89,774	\$55,887	\$149,211	\$59,536	\$66,389
Oklahoma	OK	\$84,844	\$61,660	\$95,828	\$64,319	\$120,684	\$159,078	\$86,889	\$52,194	\$144,639	\$57,934	\$77,345
Oregon	OR	\$100,297	\$69,100	\$113,469	\$78,803	\$132,361	\$166,163	\$91,686	\$63,955	\$163,686	\$65,531	\$75,603
Pennsylvania	PA	\$105,231	\$65,945	\$96,860	\$69,867	\$126,923	\$173,188	\$89,434	\$56,728	\$152,064	\$62,313	\$72,456
Rhode Island	RI	\$96,637	\$69,442	\$115,756	\$69,669	\$134,891	\$189,347	\$94,481	\$58,827	\$151,701	\$62,957	\$75,996
South Carolina	SC	\$86,001	\$61,828	\$100,253	\$64,244	\$119,495	\$167,416	\$88,311	\$52,836	\$144,995	\$58,296	\$68,249
South Dakota	SD	\$98,826	\$60,026	\$96,777	\$63,853	\$125,435	\$171,409	\$84,986	\$54,404	\$154,387	\$59,975	\$71,126
Tennessee	TN	\$89,923	\$62,170	\$104,012	\$64,998	\$121,668	\$171,024	\$92,206	\$53,690	\$146,484	\$57,377	\$69,094
Texas	TX	\$86,214	\$65,212	\$108,319	\$66,052	\$129,451	\$181,141	\$87,379	\$54,863	\$147,593	\$58,986	\$75,338
Utah	UT	\$93,003	\$64,587	\$101,621	\$68,408	\$125,997	\$179,679	\$86,789	\$54,867	\$146,680	\$57,370	\$77,557
Vermont	VT	\$110,744	\$67,002	\$104,086	\$69,371	\$126,760	\$185,495	\$92,171	\$60,645	\$162,816	\$64,779	\$76,937
Virginia	VA	\$90,332	\$64,135	\$106,997	\$70,695	\$131,544	\$181,095	\$91,409	\$58,052	\$156,114	\$61,293	\$69,091
Washington	WA	\$102,627	\$71,906	\$117,959	\$80,036	\$149,564	\$174,767	\$100,011	\$68,019	\$170,568	\$69,494	\$86,553
West Virginia	WV	\$81,678	\$54,432	\$102,409	\$59,069	\$117,072	\$169,300	\$85,554	\$50,403	\$126,048	\$50,919	\$64,574
Wisconsin	WI	\$100,276	\$64,984	\$101,355	\$67,725	\$129,587	\$182,481	\$90,112	\$56,788	\$158,430	\$62,509	\$75,152
Wyoming	WY	\$98,974	\$67,596	\$100,354	\$66,928	\$125,358	\$169,378	\$88,487	\$57,385	\$150,869	\$59,459	\$65,394

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

Hourly Hospitality Compensation Data*



State		Housekeepers	Front Desk	Customer Service	Valet	Maintenance
Alabama	AL	\$31,844	\$28,205	\$35,228	\$33,476	\$42,945
Alaska	AK	\$40,078	\$35,960	\$41,310	\$37,507	\$49,485
Arizona	AZ	\$36,564	\$31,417	\$37,276	\$36,334	\$44,821
Arkansas	AR	\$30,493	\$28,712	\$34,333	\$33,658	\$41,178
California	CA	\$39,570	\$34,767	\$37,547	\$40,143	\$50,449
Colorado	CO	\$39,039	\$34,216	\$40,051	\$40,888	\$48,699
Connecticut	CT	\$38,523	\$34,660	\$42,147	\$36,800	\$49,933
Delaware	DE	\$35,232	\$32,072	\$39,033	\$36,637	\$46,154
Florida	FL	\$32,982	\$29,119	\$34,853	\$32,295	\$41,432
Georgia	GA	\$32,116	\$29,254	\$33,772	\$33,348	\$43,896
Hawaii	HI	\$40,880	\$34,063	\$41,092	\$37,975	\$48,571
Idaho	ID	\$33,697	\$30,031	\$36,794	\$35,983	\$43,081
Illinois	IL	\$36,468	\$32,745	\$39,148	\$38,177	\$49,786
Indiana	IN	\$33,607	\$30,203	\$36,196	\$35,123	\$45,980
Iowa	IA	\$33,649	\$31,244	\$36,528	\$33,606	\$47,692
Kansas	KS	\$32,017	\$30,268	\$37,170	\$34,441	\$44,708
Kentucky	KY	\$31,580	\$28,475	\$36,333	\$36,638	\$45,646
Louisiana	LA	\$30,530	\$28,602	\$34,864	\$31,782	\$42,985
Maine	ME	\$36,829	\$32,091	\$37,247	\$38,242	\$45,758
Maryland	MD	\$35,838	\$33,851	\$40,458	\$38,684	\$47,367
Massachusetts	MA	\$40,379	\$36,428	\$43,323	\$39,842	\$52,499
Michigan	MI	\$33,030	\$30,343	\$36,946	\$36,378	\$45,445
Minnesota	MN	\$36,454	\$33,592	\$38,213	\$38,983	\$50,562
Mississippi	MS	\$29,538	\$28,676	\$36,063	\$31,646	\$44,192
Missouri	MO	\$33,954	\$31,335	\$37,545	\$36,261	\$45,362

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

Hourly Hospitality Compensation Data*



State		Housekeepers	Front Desk	Customer Service	Valet	Maintenance
Montana	MT	\$34,715	\$30,113	\$35,497	\$36,613	\$43,791
Nebraska	NE	\$34,244	\$31,036	\$37,313	\$36,302	\$45,840
Nevada	NV	\$36,627	\$32,690	\$40,246	\$35,357	\$47,138
New Hampshire	NH	\$36,475	\$32,372	\$39,132	\$37,055	\$48,555
New Jersey	NJ	\$38,743	\$35,810	\$42,152	\$37,520	\$52,071
New Mexico	NM	\$34,095	\$31,874	\$35,812	\$33,568	\$45,092
New York	NY	\$40,042	\$35,005	\$42,776	\$39,860	\$48,503
North Carolina	NC	\$32,400	\$29,831	\$36,958	\$36,066	\$45,131
North Dakota	ND	\$35,941	\$32,875	\$39,954	\$35,497	\$48,750
Ohio	OH	\$33,865	\$31,814	\$39,503	\$35,961	\$48,466
Oklahoma	OK	\$30,609	\$29,177	\$36,188	\$32,254	\$42,712
Oregon	OR	\$38,754	\$34,697	\$41,230	\$38,435	\$49,964
Pennsylvania	PA	\$35,882	\$31,410	\$37,923	\$35,198	\$47,072
Rhode Island	RI	\$36,596	\$33,957	\$40,588	\$36,496	\$48,041
South Carolina	SC	\$32,446	\$29,879	\$36,200	\$35,739	\$44,891
South Dakota	SD	\$34,923	\$30,583	\$37,248	\$34,909	\$45,819
Tennessee	TN	\$32,657	\$30,446	\$34,908	\$34,061	\$45,535
Texas	TX	\$31,955	\$30,142	\$37,451	\$35,271	\$44,856
Utah	UT	\$34,685	\$31,160	\$35,946	\$36,259	\$45,824
Vermont	VT	\$37,073	\$34,993	\$40,593	\$39,184	\$48,884
Virginia	VA	\$34,210	\$33,045	\$38,312	\$37,332	\$46,157
Washington	WA	\$40,915	\$36,563	\$39,725	\$42,453	\$51,260
West Virginia	WV	\$29,239	\$27,250	\$33,437	\$29,565	\$40,022
Wisconsin	WI	\$35,138	\$32,955	\$39,186	\$35,021	\$51,163
Wyoming	WY	\$32,854	\$30,264	\$35,749	\$34,425	\$42,544

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