



RestaurantZone

# 2023

## Restaurant Industry Salary Report

[TheRestaurantZone.com](https://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 2023 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 2023 data entirely.

# Summary – Nationwide Average (2023 vs 2022)

## Summary - Nationwide Averages: Salaried

COO		CFO		CEO		
2023	\$137,156	2023	\$146,480	2023	\$143,480	
VP of HR		Director of HR		Director of Finance		VP of Finance
2023	\$156, 692	2023	\$90,379	2023	\$107,931	2023 \$138,786
Director of Marketing		VP of Marketing		Director of Real Estate		VP of Real Estate
2023	\$92,866	2023	\$149,682	2023	\$132,330	2023 \$174,493
VP of Development		Director of Development		Franchise Consultant		Director of Franchise
2023	\$126,710	2023	\$73,395	2023	\$72,774	2023 \$87,505

# Summary – Nationwide Average (2023 vs 2022)

## Summary - Nationwide Averages: Salaried

Assistant Manager		Catering Manager		District Manager		Vice President of Operations	
2023	\$43,794 11.37%	2023	\$50,125 8.32%	2023	\$72,051 8.13%	2023	\$137,542 4.70%
2022	\$39,321	2022	\$46,319	2022	\$66,636	2022	\$131,371
Executive Chef		General Manager		Kitchen Manager		Director of Operations	
2023	\$73,205 12.80%	2023	\$55,769 1.11%	2023	\$50,651 7.22%	2023	\$89,868 3.39%
2022	\$64,897	2022	\$55,158	2022	\$47,241	2022	\$86,917
Restaurant Manager		Sous Chef		Shift Manager			
2023	\$52,277 1.81%	2023	\$49,913 6.28%	2023	\$44,049 7.22%		
2022	\$51,294	2022	\$46,964	2022	\$36,279		

# Summary – Nationwide Average (2023vs 2022)

## Summary - Nationwide Averages: Hourly

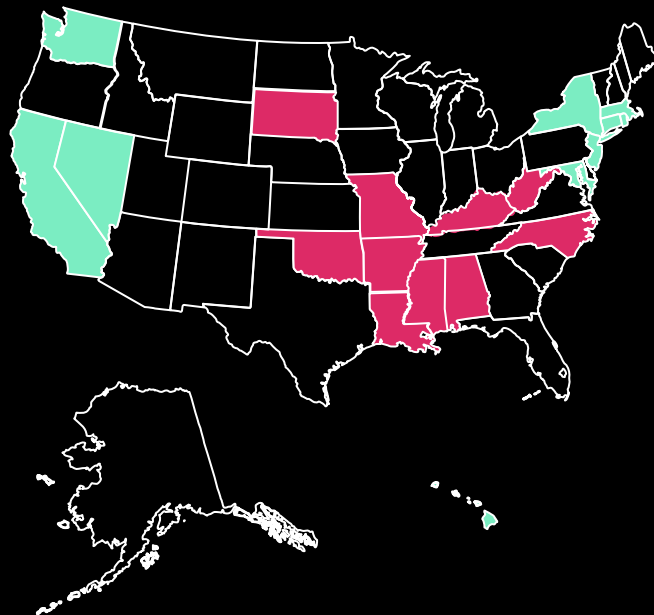
Baker			Bartender			Dishwasher		
2023	\$36,077	5.58%	2023	\$35,355	23.24%	2023	\$29,631	17.49%
2022	\$34,172		2022	\$28,688		2022	\$25,220	
Host/Hostess			Line Cook			Pastry Chef		
2023	\$32,022	15.82%	2023	\$36,774	17.47%	2023	\$40,342	-9.93%
2022	\$27,649		2022	\$31,304		2022	\$44,789	
Prep Cook			Server					
2023	\$31,836	11.49%	2023	\$34,725	26.30%			
2022	\$28,554		2022	\$27,495				



# Summary – Nationwide Average

## Top 10 **Highest** & **Lowest** Salaries by State

California  
New York  
Washington  
Massachusetts  
Nevada  
New Jersey  
Hawaii  
Maryland  
Connecticut  
Rhode Island



Louisiana  
Mississippi  
Arkansas  
Alabama  
Oklahoma  
West Virginia  
Kentucky  
South Dakota  
Missouri  
North Carolina

# Salaried - Restaurant Compensation Data\*

State		COO	CFO	CEO	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	Franchise consultant	Director of Franchise	Director of Operations Manager
Alabama	AL	\$135.883	\$128.513	\$125.177	\$146.335	\$85.525	\$98.307	\$137.132	\$80.457	\$139.545	\$123.710	\$166.529	\$114.533	\$67.811	\$67.336	\$79.255	\$56.113
Alaska	AK	\$156.812	\$141.023	\$137.592	\$162.943	\$94.195	\$110.310	\$150.572	\$91.998	\$155.975	\$142.176	\$191.400	\$137.266	\$75.639	\$76.460	\$87.456	\$64.732
Arizona	AZ	\$145.805	\$146.824	\$137.138	\$175.860	\$93.541	\$115.014	\$146.318	\$96.615	\$145.053	\$133.126	\$174.990	\$127.241	\$76.686	\$74.094	\$86.534	\$59.792
Arkansas	AR	\$127.075	\$145.390	\$138.934	\$144.076	\$77.976	\$100.047	\$119.418	\$79.526	\$140.031	\$125.349	\$163.023	\$118.521	\$63.410	\$68.819	\$82.934	\$55.543
California	CA	\$150.993	\$164.318	\$151.295	\$177.911	\$108.901	\$125.069	\$167.682	\$110.244	\$169.271	\$148.766	\$193.457	\$140.699	\$92.064	\$78.810	\$97.394	\$66.407
Colorado	CO	\$141.519	\$152.167	\$152.204	\$168.585	\$97.646	\$109.443	\$147.946	\$97.098	\$164.109	\$132.460	\$176.955	\$128.591	\$78.373	\$73.636	\$88.550	\$61.126
Connecticut	CT	\$146.242	\$150.510	\$153.525	\$164.907	\$99.897	\$108.145	\$142.983	\$103.895	\$146.112	\$142.765	\$186.166	\$136.858	\$82.551	\$79.778	\$94.051	\$63.168
Delaware	DE	\$125.421	\$149.429	\$151.153	\$149.570	\$90.093	\$106.766	\$134.574	\$100.300	\$165.526	\$136.716	\$178.633	\$126.880	\$73.938	\$75.228	\$88.641	\$58.503
Florida	FL	\$134.472	\$142.326	\$131.795	\$160.095	\$84.541	\$105.087	\$139.838	\$89.678	\$146.723	\$125.106	\$167.646	\$115.554	\$66.261	\$69.379	\$83.887	\$54.103
Georgia	GA	\$138.784	\$140.511	\$137.764	\$141.509	\$86.566	\$106.775	\$135.891	\$90.647	\$166.026	\$125.720	\$168.516	\$117.471	\$69.973	\$69.640	\$88.824	\$58.362
Hawaii	HI	\$144.007	\$146.744	\$147.538	\$166.887	\$97.438	\$120.273	\$149.526	\$99.346	\$168.954	\$144.349	\$189.243	\$140.812	\$78.786	\$78.806	\$94.921	\$64.045
Idaho	ID	\$137.555	\$145.590	\$150.629	\$156.115	\$92.657	\$109.347	\$146.857	\$92.178	\$130.843	\$133.676	\$176.714	\$130.971	\$77.282	\$71.785	\$87.511	\$59.185
Illinois	IL	\$131.218	\$146.797	\$126.180	\$162.574	\$93.289	\$114.314	\$156.525	\$94.550	\$144.268	\$132.578	\$174.543	\$125.252	\$73.140	\$74.526	\$89.309	\$60.933
Indiana	IN	\$157.241	\$151.933	\$130.311	\$145.292	\$85.589	\$104.110	\$134.384	\$90.281	\$136.740	\$130.014	\$174.881	\$121.762	\$66.592	\$72.681	\$83.740	\$58.825
Iowa	IA	\$131.656	\$155.697	\$132.826	\$146.863	\$87.419	\$99.272	\$134.177	\$91.257	\$137.185	\$130.126	\$170.244	\$122.150	\$71.093	\$71.992	\$88.145	\$75.639
Kansas	KS	\$148.269	\$141.437	\$142.039	\$141.966	\$83.548	\$96.501	\$122.195	\$82.183	\$194.294	\$126.452	\$167.587	\$119.792	\$66.628	\$69.924	\$82.892	\$56.218
Kentucky	KY	\$125.706	\$139.480	\$134.799	\$136.980	\$89.659	\$101.856	\$118.968	\$86.652	\$133.212	\$128.457	\$169.301	\$125.926	\$66.039	\$68.620	\$81.856	\$55.515
Louisiana	LA	\$117.137	\$137.665	\$118.998	\$147.414	\$74.959	\$89.590	\$128.670	\$75.134	\$126.141	\$121.580	\$161.530	\$115.121	\$62.785	\$66.984	\$77.655	\$54.621
Maine	ME	\$124.872	\$160.474	\$134.156	\$134.846	\$84.314	\$99.774	\$147.705	\$83.304	\$137.118	\$126.896	\$169.564	\$125.068	\$70.879	\$70.006	\$84.777	\$57.676
Maryland	MD	\$153.389	\$160.385	\$133.548	\$178.116	\$102.627	\$117.505	\$144.642	\$102.891	\$169.015	\$140.239	\$182.209	\$133.884	\$82.639	\$76.583	\$93.202	\$62.687
Massachusetts	MA	\$147.522	\$160.207	\$160.401	\$169.263	\$104.012	\$113.868	\$150.215	\$106.816	\$147.488	\$145.818	\$190.915	\$137.554	\$85.074	\$81.797	\$97.147	\$66.036
Michigan	MI	\$135.530	\$137.851	\$128.759	\$145.633	\$90.240	\$106.729	\$147.179	\$93.490	\$151.021	\$130.010	\$174.022	\$124.677	\$68.284	\$72.221	\$84.507	\$58.680
Minnesota	MN	\$146.349	\$152.035	\$172.662	\$145.017	\$91.051	\$110.153	\$144.014	\$93.714	\$155.120	\$136.439	\$179.731	\$130.523	\$75.032	\$75.039	\$91.611	\$62.068

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	\$128.857	\$81.742	\$67.699	\$53.451	\$49.318	\$48.266	\$42.592	\$39.650	\$69.338	\$47.777	\$47.445
Alaska	AK	\$132.898	\$96.460	\$79.185	\$58.972	\$58.175	\$49.678	\$47.368	\$49.543	\$79.084	\$52.562	\$52.159
Arizona	AZ	\$141.566	\$93.234	\$73.874	\$56.827	\$52.468	\$50.853	\$45.553	\$45.720	\$74.851	\$52.114	\$51.290
Arkansas	AR	\$124.182	\$86.276	\$67.850	\$51.083	\$49.532	\$44.087	\$39.198	\$40.253	\$67.110	\$44.298	\$45.482
California	CA	\$155.358	\$106.579	\$78.106	\$63.683	\$58.609	\$58.027	\$50.488	\$48.151	\$86.747	\$59.253	\$58.247
Colorado	CO	\$146.281	\$93.115	\$71.732	\$56.539	\$53.626	\$51.406	\$45.375	\$46.426	\$73.382	\$52.491	\$50.014
Connecticut	CT	\$139.921	\$98.644	\$75.181	\$59.995	\$56.232	\$56.686	\$47.115	\$47.334	\$78.591	\$55.785	\$54.197
Delaware	DE	\$133.636	\$91.264	\$73.859	\$54.512	\$54.349	\$54.311	\$44.556	\$47.048	\$70.735	\$52.585	\$49.823
Florida	FL	\$128.501	\$88.486	\$68.708	\$55.307	\$48.336	\$46.467	\$42.222	\$40.680	\$72.122	\$48.578	\$48.024
Georgia	GA	\$134.175	\$85.564	\$68.118	\$54.067	\$48.402	\$45.701	\$41.612	\$39.345	\$70.910	\$47.027	\$47.137
Hawaii	HI	\$137.686	\$93.835	\$77.065	\$64.812	\$57.060	\$51.861	\$48.063	\$49.160	\$77.257	\$55.377	\$55.654
Idaho	ID	\$143.234	\$86.338	\$72.697	\$59.822	\$51.952	\$54.438	\$43.073	\$43.649	\$75.878	\$51.205	\$53.255
Illinois	IL	\$136.485	\$91.914	\$72.137	\$54.669	\$51.745	\$52.673	\$44.918	\$44.592	\$74.984	\$52.146	\$49.999
Indiana	IN	\$132.475	\$88.124	\$73.822	\$56.817	\$50.522	\$50.448	\$43.485	\$42.510	\$73.824	\$49.542	\$49.294
Iowa	IA	\$128.487	\$88.062	\$71.076	\$54.140	\$50.654	\$47.976	\$42.250	\$42.624	\$69.173	\$46.908	\$45.515
Kansas	KS	\$128.218	\$85.680	\$69.777	\$53.567	\$50.805	\$47.336	\$41.429	\$40.958	\$68.768	\$45.337	\$46.338
Kentucky	KY	\$121.151	\$84.629	\$69.814	\$53.651	\$50.669	\$48.013	\$40.471	\$43.357	\$70.935	\$48.540	\$47.643
Louisiana	LA	\$131.920	\$77.506	\$56.458	\$50.300	\$48.328	\$45.006	\$39.913	\$36.964	\$67.922	\$48.098	\$45.940
Maine	ME	\$140.922	\$85.967	\$72.655	\$58.607	\$51.743	\$50.879	\$43.960	\$46.758	\$73.733	\$50.232	\$50.400
Maryland	MD	\$143.792	\$93.733	\$72.769	\$57.131	\$54.393	\$52.631	\$45.444	\$46.225	\$75.994	\$55.054	\$52.004
Massachusetts	MA	\$162.630	\$104.750	\$76.774	\$62.049	\$59.042	\$56.343	\$53.378	\$51.413	\$82.290	\$59.181	\$55.531
Michigan	MI	\$128.366	\$85.840	\$70.891	\$52.905	\$50.877	\$51.089	\$42.932	\$43.054	\$69.948	\$50.851	\$47.987
Minnesota	MN	\$138.454	\$91.496	\$73.071	\$56.214	\$53.949	\$50.368	\$45.295	\$45.366	\$76.247	\$53.829	\$51.592



State		COO	CFO	CEO	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	Franchise consultant	Director of Franchise	Director of Operations Manager
Mississippi	AL	\$121.243	\$133.196	\$131.415	\$148.701	\$76.569	\$91.401	\$114.397	\$86.389	\$140.983	\$120.567	\$159.967	\$115.206	\$84.731	\$65.782	\$79.574	\$55.104
Missouri	AK	\$130.486	\$140.552	\$136.050	\$149.787	\$84.526	\$101.916	\$136.316	\$85.371	\$120.159	\$126.361	\$166.828	\$118.537	\$67.532	\$70.360	\$83.992	\$58.874
Montana	AZ	\$126.526	\$134.932	\$151.878	\$147.368	\$92.052	\$106.643	\$128.240	\$91.699	\$144.745	\$126.305	\$165.734	\$123.073	\$67.256	\$69.023	\$83.024	\$56.547
Nebraska	AR	\$146.690	\$144.383	\$139.940	\$158.539	\$86.730	\$106.819	\$118.450	\$89.361	\$157.341	\$127.718	\$168.505	\$124.522	\$67.849	\$70.565	\$85.171	\$56.527
Nevada	CA	\$148.724	\$156.636	\$166.491	\$170.440	\$96.309	\$117.867	\$153.699	\$101.882	\$168.789	\$141.198	\$187.354	\$135.519	\$81.395	\$76.870	\$90.350	\$64.666
New Hampshire	CO	\$132.244	\$147.270	\$141.706	\$176.409	\$91.458	\$105.222	\$142.699	\$88.676	\$143.774	\$135.328	\$178.185	\$131.390	\$75.125	\$74.377	\$91.434	\$61.575
New Jersey	CT	\$148.363	\$155.745	\$143.049	\$156.721	\$100.730	\$119.473	\$141.716	\$102.201	\$153.408	\$144.694	\$188.995	\$137.007	\$83.015	\$79.701	\$94.027	\$66.104
New Mexico	DE	\$162.167	\$140.118	\$140.246	\$159.068	\$85.107	\$107.077	\$127.534	\$93.538	\$137.954	\$124.438	\$165.734	\$119.704	\$70.185	\$66.775	\$83.596	\$56.510
New York	FL	\$148.185	\$160.063	\$165.481	\$174.819	\$103.487	\$125.095	\$158.979	\$115.945	\$173.943	\$147.794	\$191.125	\$136.863	\$90.387	\$82.393	\$98.765	\$63.486
North Carolina	GA	\$128.716	\$131.269	\$139.729	\$161.841	\$87.317	\$99.093	\$129.778	\$84.559	\$158.170	\$124.207	\$164.407	\$118.383	\$74.888	\$68.133	\$81.042	\$54.572
North Dakota	HI	\$126.406	\$149.226	\$146.897	\$159.230	\$83.115	\$110.639	\$123.908	\$80.897	\$126.165	\$130.971	\$172.649	\$125.748	\$70.584	\$72.130	\$87.533	\$61.226
Ohio	ID	\$141.927	\$147.731	\$138.379	\$159.166	\$91.089	\$106.698	\$141.666	\$97.177	\$145.212	\$129.549	\$172.001	\$125.897	\$70.702	\$71.765	\$83.661	\$57.224
Oklahoma	IL	\$120.634	\$144.214	\$145.158	\$150.934	\$78.103	\$97.386	\$126.111	\$80.884	\$134.821	\$125.759	\$166.264	\$119.789	\$65.273	\$69.024	\$82.294	\$54.396
Oregon	IN	\$148.198	\$155.894	\$138.562	\$151.897	\$92.619	\$115.219	\$143.798	\$96.566	\$151.290	\$138.559	\$181.671	\$133.816	\$74.343	\$75.352	\$93.039	\$61.347
Pennsylvania	IA	\$128.507	\$140.705	\$142.812	\$144.997	\$86.953	\$104.664	\$138.812	\$90.656	\$148.097	\$129.733	\$170.894	\$123.654	\$69.277	\$73.169	\$86.979	\$59.237
Rhode Island	KS	\$121.897	\$143.242	\$155.664	\$153.745	\$91.808	\$114.312	\$140.347	\$100.371	\$157.355	\$141.680	\$184.991	\$138.332	\$78.774	\$78.890	\$94.318	\$63.401
South Carolina	KY	\$141.354	\$142.016	\$155.907	\$158.118	\$80.911	\$98.031	\$141.431	\$82.703	\$166.647	\$128.318	\$168.177	\$122.217	\$71.610	\$70.600	\$85.859	\$58.398
South Dakota	LA	\$126.363	\$127.227	\$142.319	\$155.029	\$85.317	\$107.481	\$117.851	\$90.520	\$141.037	\$124.484	\$162.018	\$119.453	\$66.361	\$69.259	\$88.649	\$55.655
Tennessee	ME	\$144.748	\$148.398	\$154.021	\$159.515	\$90.360	\$112.912	\$135.438	\$91.873	\$153.657	\$130.486	\$171.325	\$131.167	\$72.692	\$70.904	\$90.690	\$61.999
Texas	MD	\$137.643	\$152.086	\$137.081	\$159.309	\$91.066	\$112.142	\$135.739	\$91.428	\$156.339	\$130.848	\$172.745	\$123.277	\$78.222	\$72.082	\$85.593	\$58.177
Utah	MA	\$135.509	\$154.542	\$133.801	\$159.750	\$90.910	\$111.885	\$144.247	\$98.616	\$154.354	\$127.561	\$170.043	\$125.543	\$78.488	\$69.729	\$82.610	\$57.442
Vermont	MI	\$127.033	\$142.403	\$145.517	\$169.847	\$96.544	\$104.274	\$140.153	\$101.810	\$150.775	\$133.653	\$174.662	\$125.134	\$67.199	\$74.750	\$79.818	\$59.367
Virginia	MN	\$145.182	\$150.316	\$140.437	\$166.292	\$94.783	\$114.591	\$139.931	\$105.487	\$161.273	\$136.456	\$177.968	\$128.316	\$76.832	\$74.679	\$89.193	\$59.292
Washington	WA	\$151.266	\$155.575	\$169.463	\$171.467	\$103.708	\$122.758	\$151.813	\$104.413	\$144.406	\$146.242	\$189.687	\$141.714	\$81.228	\$79.462	\$97.726	\$64.414
West Virginia	WV	\$116.121	\$135.600	\$141.973	\$158.247	\$77.983	\$95.252	\$150.196	\$86.939	\$147.542	\$123.947	\$162.336	\$120.834	\$63.443	\$66.525	\$84.352	\$55.304
Wisconsin	WI	\$131.889	\$144.900	\$133.212	\$131.629	\$89.090	\$108.084	\$129.930	\$90.723	\$123.722	\$129.324	\$175.374	\$128.485	\$65.927	\$71.527	\$85.825	\$58.209
Wyoming	WY	\$116.333	\$148.457	\$167.395	\$152.981	\$94.597	\$111.374	\$138.699	\$80.349	\$152.377	\$127.771	\$167.206	\$124.826	\$65.462	\$70.707	\$91.347	\$60.335

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	\$133.380	\$90.127	\$66.202	\$50.807	\$49.133	\$40.925	\$38.493	\$36.536	\$66.622	\$44.616	\$43.836
Missouri	MO	\$132.280	\$87.790	\$69.574	\$55.468	\$50.433	\$46.343	\$42.272	\$42.123	\$69.622	\$45.418	\$46.622
Montana	MT	\$144.387	\$83.296	\$69.802	\$57.376	\$50.857	\$49.520	\$44.643	\$44.683	\$70.502	\$46.560	\$48.797
Nebraska	NE	\$131.723	\$86.188	\$68.246	\$55.972	\$49.657	\$47.726	\$41.736	\$42.095	\$68.742	\$45.369	\$47.453
Nevada	NV	\$151.175	\$103.498	\$76.572	\$62.014	\$55.365	\$52.516	\$44.802	\$45.542	\$87.906	\$53.358	\$51.150
New Hampshire	NH	\$139.760	\$89.414	\$74.080	\$57.282	\$54.594	\$52.385	\$44.861	\$47.018	\$77.579	\$52.285	\$51.990
New Jersey	NJ	\$149.549	\$99.131	\$78.919	\$60.098	\$54.292	\$51.521	\$47.785	\$45.679	\$79.865	\$56.353	\$54.081
New Mexico	NM	\$132.093	\$87.932	\$68.843	\$55.486	\$48.952	\$46.701	\$42.480	\$42.536	\$66.748	\$47.137	\$47.274
New York	NY	\$155.558	\$96.377	\$81.594	\$63.925	\$59.340	\$57.123	\$48.083	\$49.978	\$86.505	\$57.195	\$58.713
North Carolina	NC	\$132.501	\$86.298	\$68.113	\$52.098	\$48.648	\$47.340	\$41.625	\$41.299	\$68.176	\$47.001	\$44.774
North Dakota	ND	\$126.301	\$81.720	\$71.736	\$54.802	\$51.872	\$50.302	\$44.138	\$45.784	\$68.349	\$49.927	\$47.659
Ohio	OH	\$132.142	\$90.023	\$73.293	\$56.118	\$52.153	\$48.122	\$42.591	\$41.245	\$72.389	\$51.579	\$47.995
Oklahoma	OK	\$142.857	\$83.592	\$67.136	\$53.405	\$49.743	\$50.930	\$39.850	\$40.415	\$68.940	\$45.090	\$45.203
Oregon	OR	\$142.128	\$97.477	\$75.792	\$19.025	\$53.982	\$60.515	\$47.343	\$50.557	\$74.630	\$53.687	\$50.545
Pennsylvania	PA	\$132.386	\$84.939	\$73.958	\$58.738	\$51.166	\$49.293	\$43.328	\$42.671	\$73.685	\$50.626	\$49.605
Rhode Island	RI	\$158.052	\$94.180	\$76.356	\$61.330	\$55.876	\$53.422	\$45.828	\$49.250	\$78.144	\$56.302	\$56.362
South Carolina	SC	\$122.364	\$79.246	\$70.574	\$51.911	\$50.382	\$47.523	\$41.575	\$40.555	\$67.894	\$48.879	\$46.529
South Dakota	SD	\$136.838	\$82.731	\$68.743	\$52.797	\$48.458	\$44.962	\$41.007	\$45.295	\$66.322	\$47.389	\$47.214
Tennessee	TN	\$139.727	\$87.037	\$72.837	\$56.731	\$51.886	\$50.001	\$41.487	\$42.424	\$72.053	\$51.345	\$49.762
Texas	TX	\$144.549	\$91.211	\$71.397	\$57.319	\$50.356	\$48.891	\$41.425	\$39.910	\$71.633	\$50.570	\$50.738
Utah	UT	\$132.428	\$93.604	\$69.861	\$54.881	\$48.759	\$50.615	\$43.133	\$41.516	\$69.399	\$49.547	\$50.078
Vermont	VT	\$122.511	\$93.832	\$73.286	\$58.233	\$53.058	\$50.791	\$43.472	\$46.091	\$71.216	\$49.575	\$52.740
Virginia	VA	\$138.609	\$89.018	\$73.379	\$55.248	\$53.367	\$50.086	\$43.683	\$43.815	\$71.960	\$51.330	\$49.796
Washington	WA	\$160.965	\$102.086	\$81.527	\$61.940	\$58.643	\$54.672	\$49.807	\$50.769	\$78.726	\$58.029	\$57.455
West Virginia	WV	\$133.481	\$79.430	\$67.414	\$54.967	\$49.177	\$46.551	\$38.705	\$38.334	\$65.523	\$43.963	\$46.998
Wisconsin	WI	\$125.676	\$91.607	\$69.712	\$53.853	\$50.884	\$47.104	\$43.483	\$43.981	\$71.870	\$52.367	\$48.208
Wyoming	WY	\$144.480	\$82.365	\$70.310	\$57.491	\$49.294	\$45.813	\$41.361	\$41.550	\$75.426	\$48.305	\$49.100

# Hourly Restaurant Compensation Data\*

State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Alabama	AL	\$36.153	\$33.921	\$33.145	\$29.530	\$27.150	\$31.756	\$29.628	\$32.210
Alaska	AK	\$40.991	\$38.179	\$38.356	\$32.138	\$29.515	\$31.976	\$32.159	\$33.042
Arizona	AZ	\$40.858	\$36.610	\$38.480	\$30.363	\$31.227	\$33.404	\$32.364	\$34.094
Arkansas	AR	\$34.619	\$33.722	\$32.989	\$29.258	\$27.733	\$32.872	\$29.513	\$32.337
California	CA	\$43.798	\$40.723	\$40.827	\$35.404	\$33.087	\$36.065	\$39.298	\$37.495
Colorado	CO	\$42.473	\$37.870	\$38.687	\$33.581	\$31.720	\$34.249	\$35.568	\$35.319
Connecticut	CT	\$38.059	\$38.695	\$39.089	\$33.531	\$31.161	\$39.228	\$33.751	\$39.115
Delaware	DE	\$38.188	\$35.433	\$35.844	\$30.534	\$29.733	\$33.994	\$31.437	\$34.337
Florida	FL	\$39.010	\$33.415	\$35.226	\$30.486	\$27.522	\$32.671	\$31.168	\$32.305
Georgia	GA	\$38.884	\$33.072	\$34.143	\$29.395	\$26.732	\$32.421	\$28.248	\$33.549
Hawaii	HI	\$39.779	\$40.017	\$39.473	\$33.705	\$31.444	\$32.878	\$34.609	\$37.154
Idaho	ID	\$40.013	\$35.929	\$38.631	\$33.538	\$30.597	\$34.004	\$32.112	\$33.270
Illinois	IL	\$37.662	\$36.851	\$36.575	\$31.296	\$28.932	\$33.876	\$30.617	\$33.558
Indiana	IN	\$39.306	\$35.069	\$35.647	\$31.318	\$28.729	\$34.074	\$29.917	\$34.118
Iowa	IA	\$39.114	\$35.418	\$35.369	\$30.480	\$28.825	\$34.311	\$34.386	\$32.728
Kansas	KS	\$36.789	\$33.491	\$34.720	\$30.397	\$27.957	\$34.590	\$29.827	\$36.206
Kentucky	KY	\$37.951	\$36.166	\$35.124	\$31.223	\$28.584	\$32.795	\$30.391	\$33.802
Louisiana	LA	\$34.018	\$30.576	\$31.981	\$28.405	\$25.465	\$29.784	\$29.495	\$30.131
Maine	ME	\$42.176	\$38.465	\$40.665	\$34.024	\$32.027	\$38.866	\$34.564	\$40.781
Maryland	MD	\$39.839	\$39.091	\$37.050	\$32.658	\$31.152	\$36.992	\$33.940	\$38.435
Massachusetts	MA	\$42.103	\$38.806	\$40.714	\$34.920	\$33.042	\$45.423	\$35.921	\$45.504
Michigan	MI	\$52.027	\$35.835	\$35.634	\$30.760	\$29.005	\$34.192	\$30.506	\$35.208
Minnesota	MN	\$50.833	\$37.822	\$38.494	\$33.548	\$30.527	\$32.805	\$32.535	\$36.395

State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Mississippi	MS	\$39.433	\$31.579	\$30.614	\$27.723	\$25.498	\$30.224	\$27.336	\$31.793
Missouri	MO	\$38.174	\$34.658	\$34.439	\$30.504	\$29.031	\$33.723	\$31.686	\$33.541
Montana	MT	\$41.013	\$36.729	\$38.193	\$32.593	\$29.746	\$30.637	\$32.121	\$31.264
Nebraska	NE	\$39.110	\$36.823	\$36.020	\$30.679	\$29.854	\$36.474	\$29.811	\$34.658
Nevada	NV	\$41.215	\$37.207	\$37.882	\$33.072	\$30.497	\$32.488	\$31.727	\$32.841
New Hampshire	NH	\$41.780	\$39.139	\$39.829	\$34.769	\$31.344	\$42.449	\$33.007	\$41.901
New Jersey	NJ	\$47.185	\$37.730	\$38.357	\$33.611	\$30.960	\$37.123	\$34.951	\$37.707
New Mexico	NM	\$38.811	\$34.964	\$34.324	\$27.013	\$27.692	\$33.097	\$28.838	\$33.785
New York	NY	\$51.097	\$41.552	\$40.906	\$35.830	\$33.336	\$35.166	\$36.116	\$36.196
North Carolina	NC	\$37.288	\$33.160	\$33.108	\$28.817	\$27.717	\$32.813	\$30.338	\$34.484
North Dakota	ND	\$40.818	\$34.995	\$36.368	\$32.967	\$29.723	\$36.276	\$30.262	\$34.267
Ohio	OH	\$37.474	\$33.777	\$35.417	\$31.118	\$28.777	\$32.887	\$31.057	\$36.279
Oklahoma	OK	\$36.069	\$33.209	\$33.496	\$30.008	\$27.277	\$32.863	\$28.287	\$32.346
Oregon	OR	\$43.222	\$38.883	\$40.060	\$34.809	\$32.416	\$32.863	\$35.051	\$36.557
Pennsylvania	PA	\$37.788	\$34.682	\$36.400	\$31.521	\$28.778	\$33.502	\$30.231	\$33.988
Rhode Island	RI	\$41.321	\$37.013	\$39.459	\$33.171	\$30.881	\$41.246	\$39.072	\$42.108
South Carolina	SC	\$38.288	\$34.542	\$34.935	\$30.101	\$28.838	\$33.677	\$30.042	\$36.216
South Dakota	SD	\$38.789	\$35.842	\$36.268	\$31.994	\$29.247	\$35.861	\$30.930	\$31.595
Tennessee	TN	\$39.263	\$35.143	\$37.489	\$32.013	\$30.338	\$34.247	\$32.490	\$33.279
Texas	TX	\$38.638	\$33.691	\$35.824	\$30.745	\$28.194	\$33.539	\$31.375	\$34.784
Utah	UT	\$37.411	\$33.692	\$36.963	\$32.027	\$28.922	\$36.398	\$31.013	\$37.560
Vermont	VT	\$41.858	\$40.197	\$40.316	\$34.886	\$31.821	\$40.912	\$33.895	\$42.908
Virginia	VA	\$38.082	\$35.768	\$35.537	\$31.347	\$30.200	\$36.474	\$32.115	\$37.124
Washington	WA	\$44.143	\$42.068	\$43.565	\$36.864	\$34.497	\$38.996	\$37.356	\$39.656
West Virginia	WV	\$39.596	\$31.428	\$33.495	\$29.869	\$27.261	\$30.959	\$28.767	\$32.561
Wisconsin	WI	\$37.574	\$35.079	\$36.616	\$31.835	\$28.276	\$35.056	\$30.197	\$33.903
Wyoming	WY	\$47.006	\$35.115	\$35.971	\$31.407	\$28.565	\$33.098	\$31.061	\$33.350