



RestaurantZone

2025

Restaurant & Hospitality Industry Salary Report

www.therestaurantzone.com

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BASE SALARY ONLY

2025 RESTAURANT INDUSTRY

Nationwide Salary Average Summary

CEO	CFO	COO	VP OF FINANCE
2025 \$250,000	2025 \$180,000	2025 \$215,282	2025 \$159,403
VP OF HR	DIRECTOR OF HR	DIRECTOR OF FINANCE	VP OF REAL ESTATE
2025 \$175,809	2025 \$127,947	2025 \$123,521	2025 \$197,752
DIRECTOR OF MARKETING	VP OF MARKETING	DIRECTOR OF REAL ESTATE	
2025 \$102,867	2025 \$161,232	2025 \$165,079	



BASE SALARY ONLY

2024 VS 2025 RESTAURANT INDUSTRY

Nationwide Salary Average Summary

VP OF DEVELOPMENT	DIRECTOR OF DEVELOPMENT	FRANCHISE CONSULTANT	DIRECTOR OF FRANCHISE
2025 \$153,315 +21.00% 2024 \$126,710	2025 \$85,279 +16.19% 2024 \$73,394	2025 \$71,484 -1.77% 2024 \$72,773	2025 \$127,713 +45.95% 2024 \$87,505
ASSISTANT MANAGER	CATERING MANAGER	DISTRICT MANAGER	VP OF OPERATIONS
2025 \$48,911 +11.69% 2024 \$43,793	2025 \$51,010 +1.78% 2024 \$50,124	2025 \$82,956 +15.18% 2024 \$72,051	2025 \$152,975 +11.19% 2024 \$137,541
EXECUTIVE CHEF	GENERAL MANAGER	KITCHEN MANAGER	DIRECTOR OF OPERATIONS
2025 \$83,555 +14.14% 2024 \$73,204	2025 \$60,108 +7.78% 2024 \$55,768	2025 \$54,472 +7.54% 2024 \$50,651	2025 \$95,626 +10.08% 2024 \$89,867
RESTAURANT MANAGER	SOUS CHEF	SHIFT MANAGER	
2025 \$55,334 +5.96% 2024 \$52,222	2025 \$54,579 +9.35% 2024 \$49,912	2025 \$35,309 +2.86% 2024 \$44,048	



BASE SALARY ONLY

2024 VS 2025 RESTAURANT INDUSTRY

Nationwide Hourly Average Summary

BAKER	BARTENDER	DISHWASHER
2025 \$38,049 +5.47% 2024 \$36,076	2025 \$34,012 -3.80% 2024 \$35,354	2025 \$29,253 -1.28% 2024 \$29,631
HOST/HOSTESS	LINE COOK	PASTRY CHEF
2025 \$31,740 -0.88% 2024 \$32,021	2025 \$39,423 +7.20% 2024 \$36,774	2025 \$52,562 +30.29% 2024 \$40,341
PREP COOK	SERVER	
2025 \$33,544 +5.37% 2024 \$31,835	2025 \$32,708 -5.81% 2024 \$34,725	

2025 RESTAURANT INDUSTRY

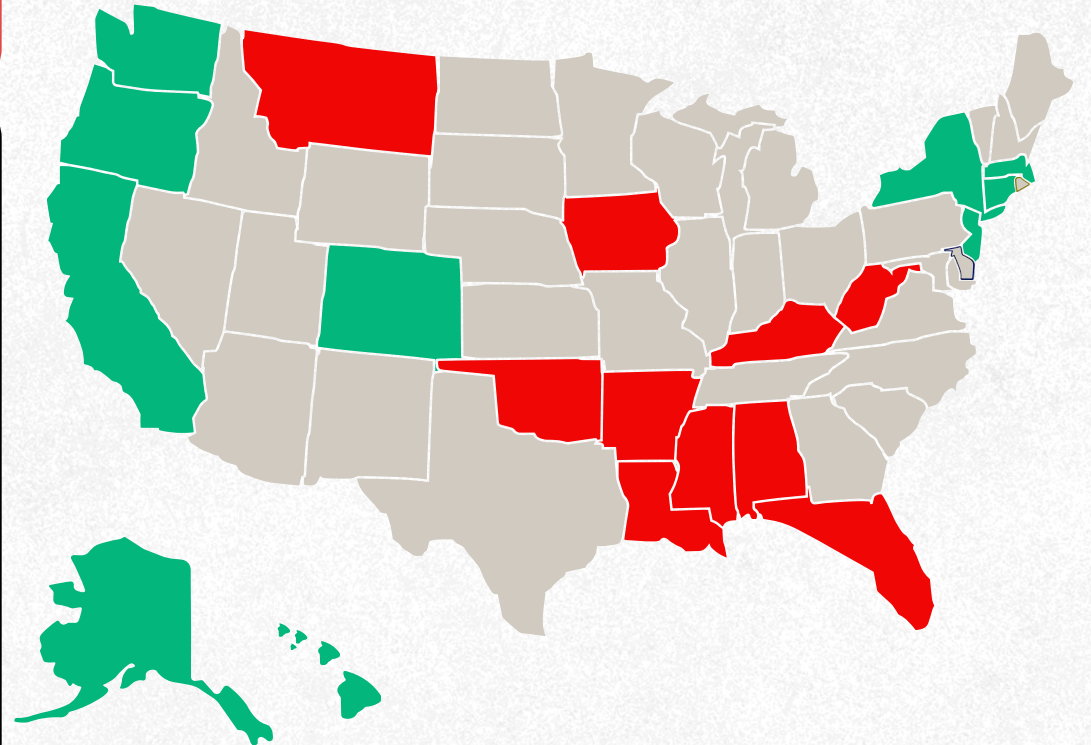
Top 10 **HIGHEST** and **LOWEST** Salaries by State

HIGHEST SALARIES

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

LOWEST SALARIES

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





BASE SALARY ONLY

2024 VS 2025 HOSPITALITY INDUSTRY

Nationwide Salary Average Summary

HOTEL GENERAL MANAGER	VP OF FINANCE	DIRECTOR OF FINANCE	DIRECTOR OF HOUSEKEEPING
2025 \$75,190 +28.33% 2024 \$58,587	2025 \$159,403 +10.58% 2024 \$144,147	2025 \$123,521 +42.54% 2024 \$86,652	2025 \$69,968 +40.23% 2024 \$49,700
DIRECTOR OF SALES	GROUP SALES MANAGER	DIRECTOR OF CATERING	CATERING SALES MANAGER
2025 \$103,431 +36.68% 2024 \$75,671	2025 \$81,875 +44.43% 2024 \$56,686	2025 \$73,383 +25.60% 2024 \$58,388	2025 \$55,686 +4.10% 2024 \$53,490
DIRECTOR OF IT	DIRECTOR OF GOLF	DIRECTOR OF MARKETING	DIRECTOR OF F&B
2025 \$130,236 +15.25% 2024 \$113,003	2025 \$69,120 +13.71% 2024 \$60,783	2025 \$102,867 +31.87% 2024 \$78,005	2025 \$90,444 +32.13% 2024 \$68,448



BASE SALARY ONLY

2024 VS 2025 HOSPITALITY INDUSTRY

Nationwide Salary Average Summary

VP OF F&B	F&B MANAGER	DIRECTOR OF ARCHITECT & DESIGN	AREA PROPERTY MANAGER
2025 \$92,846 +24.64% 2024 \$74,488	2025 \$65,314 +23.42% 2024 \$52,920	2025 \$104,257 +18.43% 2024 \$88,032	2025 \$67,842 +18.89% 2024 \$57,065
DIRECTOR OF HR	VP OF HR	COUNTRY CLUB GENERAL MANAGER	FRONT DESK MANAGER
2025 \$127,947 +41.57% 2024 \$90,378	2025 \$175,809 +12.19% 2024 \$156,692	2025 \$89,660 +1.25% 2024 \$88,552	2025 \$57,139 +15.36% 2024 \$49,521
VP OF HOSPITALITY	DIRECTOR OF HOSPITALITY	DIRECTOR OF MAINTENANCE	
2025 \$151,148 -0.32% 2024 \$151,635	2025 \$60,426 -9.59% 2024 \$66,086	2025 \$72,126 -1.29% 2024 \$73,065	

2025 HOSPITALITY INDUSTRY

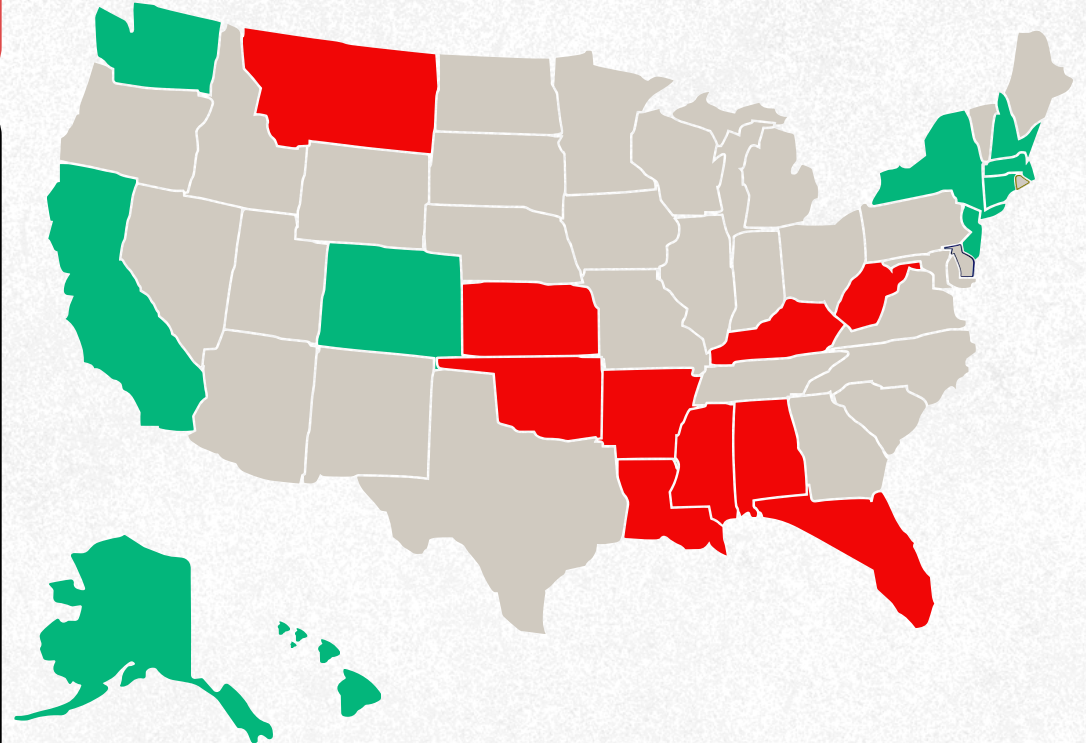
Top 10 **HIGHEST** and **LOWEST** Salaries by State

HIGHEST SALARIES

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

LOWEST SALARIES

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	\$220,000	\$160,000	\$193,260	\$166,156	\$120,438	\$106,652	\$147,966	\$91,890	\$144,372	\$154,270	\$192,720	\$138,394	\$76,776
Alaska	AK	\$240,000	\$170,000	\$208,891	\$196,161	\$145,195	\$128,004	\$167,660	\$112,299	\$170,485	\$183,231	\$210,953	\$157,919	\$94,901
Arizona	AZ	\$230,000	\$165,000	\$212,082	\$177,902	\$128,470	\$123,021	\$160,456	\$102,792	\$160,482	\$163,099	\$196,568	\$151,854	\$91,222
Arkansas	AR	\$210,000	\$155,000	\$189,394	\$164,293	\$117,297	\$121,486	\$137,278	\$91,117	\$145,445	\$150,170	\$172,170	\$157,241	\$75,321
California	CA	\$280,000	\$200,000	\$229,018	\$199,948	\$147,620	\$140,894	\$175,190	\$123,280	\$181,436	\$181,205	\$204,144	\$163,986	\$104,366
Colorado	CO	\$250,000	\$180,000	\$218,722	\$189,732	\$140,670	\$134,723	\$170,642	\$112,049	\$184,284	\$171,836	\$205,165	\$151,198	\$94,824
Connecticut	CT	\$260,000	\$190,000	\$236,372	\$178,840	\$136,651	\$128,763	\$185,978	\$120,014	\$167,776	\$176,562	\$204,928	\$169,731	\$90,631
Delaware	DE	\$240,000	\$175,000	\$216,290	\$170,497	\$130,448	\$101,362	\$157,382	\$105,514	\$174,660	\$171,281	\$200,194	\$142,438	\$84,564
District of Columbia	D.C.	\$250,000	\$180,000	\$220,000	\$160,000	\$130,000	\$140,000	\$170,000	\$120,000	\$150,000	\$130,000	\$160,000	\$150,000	\$120,000
Florida	FL	\$230,000	\$170,000	\$202,750	\$163,258	\$116,369	\$114,416	\$153,541	\$92,197	\$141,528	\$152,028	\$178,286	\$137,219	\$77,188
Georgia	GA	\$235,000	\$175,000	\$224,029	\$167,901	\$122,095	\$121,999	\$159,598	\$100,545	\$143,103	\$158,465	\$191,709	\$147,839	\$82,900
Hawaii	HI	\$250,000	\$185,000	\$222,917	\$188,674	\$137,850	\$129,394	\$161,906	\$117,621	\$162,021	\$176,364	\$210,182	\$150,046	\$95,341
Idaho	ID	\$220,000	\$160,000	\$226,854	\$157,145	\$125,228	\$118,410	\$148,793	\$92,989	\$141,640	\$156,920	\$183,480	\$161,044	\$78,648
Illinois	IL	\$260,000	\$190,000	\$230,281	\$178,959	\$132,700	\$126,764	\$160,884	\$107,726	\$164,012	\$170,774	\$198,079	\$146,558	\$88,025
Indiana	IN	\$230,000	\$170,000	\$202,810	\$159,460	\$122,194	\$120,431	\$197,393	\$103,374	\$153,273	\$163,351	\$205,266	\$159,105	\$80,781
Iowa	IA	\$220,000	\$160,000	\$205,771	\$183,049	\$126,278	\$117,978	\$140,853	\$94,367	\$130,522	\$160,522	\$194,187	\$137,420	\$79,557
Kansas	KS	\$225,000	\$165,000	\$207,860	\$163,233	\$116,280	\$113,006	\$146,131	\$98,049	\$189,429	\$158,008	\$185,865	\$143,191	\$83,658
Kentucky	KY	\$215,000	\$160,000	\$200,422	\$178,323	\$117,078	\$115,040	\$148,215	\$91,641	\$130,656	\$155,666	\$179,649	\$120,833	\$76,229
Louisiana	LA	\$220,000	\$165,000	\$199,555	\$157,401	\$117,558	\$107,612	\$147,633	\$88,685	\$152,278	\$156,388	\$185,096	\$138,532	\$79,977
Maine	ME	\$230,000	\$170,000	\$198,207	\$164,539	\$123,009	\$118,827	\$153,023	\$95,725	\$155,932	\$162,559	\$189,280	\$160,540	\$87,026
Maryland	MD	\$250,000	\$185,000	\$220,374	\$186,160	\$134,922	\$132,913	\$164,298	\$108,497	\$174,012	\$171,317	\$197,772	\$165,534	\$91,191
Massachusetts	MA	\$270,000	\$200,000	\$244,207	\$196,079	\$144,677	\$138,110	\$176,701	\$122,860	\$183,621	\$183,476	\$217,579	\$170,392	\$99,849
Michigan	M	\$240,000	\$175,000	\$202,473	\$168,748	\$127,428	\$116,260	\$144,960	\$98,614	\$153,296	\$162,312	\$184,086	\$162,184	\$81,122
Minnesota	MN	\$250,000	\$180,000	\$224,636	\$174,570	\$129,649	\$125,848	\$152,925	\$106,297	\$168,159	\$170,863	\$206,153	\$160,505	\$87,638
Mississippi	MS	\$210,000	\$155,000	\$204,440	\$167,981	\$113,925	\$101,717	\$133,400	\$88,275	\$140,948	\$177,731	\$186,531	\$134,177	\$79,635
Missouri	MO	\$230,000	\$170,000	\$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	\$220,000	\$160,000	\$205,373	\$151,959	\$116,588	\$124,032	\$134,829	\$94,579	\$125,821	\$154,141	\$195,576	\$139,429	\$75,409
Nebraska	NE	\$225,000	\$165,000	\$199,917	\$185,633	\$123,861	\$126,655	\$172,744	\$94,988	\$167,341	\$158,674	\$187,325	\$144,156	\$92,452
Nevada	NV	\$240,000	\$175,000	\$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	\$250,000	\$180,000	\$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	\$270,000	\$200,000	\$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	\$230,000	\$170,000	\$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	\$300,000	\$220,000	\$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	\$240,000	\$175,000	\$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	\$220,000	\$160,000	\$205,159	\$181,967	\$122,709	\$138,972	\$153,266	\$101,608	\$143,936	\$165,653	\$204,324	\$165,968	\$82,755
Ohio	OH	\$240,000	\$175,000	\$213,380	\$181,065	\$124,243	\$120,849	\$150,794	\$99,218	\$162,570	\$164,040	\$199,348	\$153,064	\$82,345
Oklahoma	OK	\$220,000	\$160,000	\$194,982	\$159,078	\$120,684	\$118,811	\$142,050	\$95,426	\$153,893	\$155,722	\$182,860	\$132,161	\$78,763
Oregon	OR	\$250,000	\$180,000	\$233,656	\$166,163	\$132,361	\$139,053	\$167,679	\$108,400	\$181,595	\$171,421	\$208,650	\$164,773	\$89,527
Pennsylvania	PA	\$260,000	\$190,000	\$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	\$240,000	\$175,000	\$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	\$230,000	\$170,000	\$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	\$220,000	\$160,000	\$190,658	\$171,409	\$125,435	\$124,547	\$136,245	\$103,107	\$163,354	\$153,150	\$190,710	\$156,129	\$80,056
Tennessee	TN	\$260,000	\$190,000	\$203,196	\$171,024	\$121,668	\$119,946	\$147,418	\$100,837	\$150,814	\$154,394	\$188,770	\$143,031	\$80,366
Texas	TX	\$240,000	\$175,000	\$213,441	\$181,141	\$129,451	\$123,823	\$154,306	\$104,155	\$161,469	\$163,576	\$187,611	\$149,907	\$88,371
Utah	UT	\$230,000	\$170,000	\$220,626	\$179,679	\$125,997	\$126,810	\$162,208	\$99,050	\$145,657	\$157,988	\$190,718	\$146,533	\$82,042
Vermont	VT	\$250,000	\$185,000	\$215,827	\$185,495	\$126,760	\$128,867	\$167,838	\$101,759	\$194,749	\$166,220	\$222,136	\$148,830	\$86,356
Virginia	VA	\$270,000	\$200,000	\$212,875	\$181,095	\$131,544	\$126,501	\$158,649	\$105,189	\$163,324	\$167,347	\$196,458	\$157,303	\$89,069
Washington	WA	\$210,000	\$155,000	\$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	\$240,000	\$175,000	\$224,937	\$169,300	\$117,072	\$100,744	\$149,736	\$85,582	\$157,409	\$146,690	\$178,362	\$147,801	\$69,747
Wisconsin	WI	\$220,000	\$160,000	\$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

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, Payscale, SALARY.COM, AND ZIPRECRUITER.

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	\$46,444	\$35,313	\$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	\$56,423	\$40,148	\$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	\$48,447	\$36,495	\$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	\$45,949	\$37,380	\$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	\$54,826	\$40,449	\$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	\$48,788	\$38,554	\$88,371	\$58,542	\$58,254
Connecticut	CT	\$74,413	\$131,809	\$65,411	\$149,663	\$100,356	\$85,657	\$62,798	\$56,929	\$53,676	\$54,405	\$36,099	\$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	\$49,534	\$37,066	\$84,390	\$55,859	\$53,653
District of Columbia	D.C.	\$90,000	\$110,000	\$80,000	\$140,000	\$110,000	\$90,000	\$85,000	\$70,000	\$65,000	\$55,000	\$45,000	\$75,000	\$60,000	\$50,000
Florida	FL	\$64,967	\$102,809	\$55,884	\$143,109	\$88,147	\$75,344	\$54,932	\$50,130	\$46,199	\$47,014	\$33,959	\$77,622	\$49,142	\$50,501
Georgia	GA	\$67,709	\$117,271	\$58,355	\$152,623	\$92,043	\$77,637	\$63,570	\$60,918	\$48,018	\$47,180	\$35,588	\$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	\$52,012	\$39,082	\$86,165	\$59,085	\$59,836
Idaho	ID	\$69,180	\$122,987	\$59,593	\$136,476	\$98,693	\$81,885	\$60,617	\$54,852	\$51,313	\$44,911	\$35,721	\$83,177	\$53,195	\$55,050
Illinois	IL	\$74,617	\$132,288	\$66,577	\$148,882	\$96,488	\$89,327	\$64,454	\$56,751	\$52,818	\$49,790	\$35,921	\$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	\$48,063	\$33,922	\$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	\$48,546	\$33,186	\$78,750	\$52,436	\$50,404
Kansas	KS	\$66,565	\$120,649	\$62,746	\$156,840	\$90,641	\$80,032	\$85,419	\$53,646	\$48,983	\$49,012	\$33,163	\$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	\$46,780	\$32,668	\$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	\$45,067	\$30,903	\$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	\$48,812	\$37,536	\$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	\$50,821	\$37,091	\$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	\$54,605	\$41,203	\$92,215	\$61,539	\$61,815
Michigan	M	\$67,008	\$119,881	\$63,039	\$140,924	\$91,077	\$78,725	\$56,463	\$53,334	\$49,097	\$48,348	\$34,486	\$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	\$51,657	\$36,103	\$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	\$44,670	\$34,929	\$77,297	\$50,507	\$47,652
Missouri	MO	\$70,090	\$124,633	\$60,766	\$138,604	\$94,391	\$80,344	\$57,614	\$54,463	\$48,326	\$47,790	\$33,914	\$78,586	\$51,157	\$52,598

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, Payscale, SALARY.COM, AND ZIPRECRUITER.

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	\$47,078	\$34,976	\$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	\$45,981	\$35,193	\$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	\$48,872	\$37,125	\$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	\$50,336	\$37,144	\$84,722	\$55,908	\$55,300
New Jersey	NJ	\$76,530	\$138,514	\$67,701	\$167,433	\$102,631	\$87,995	\$63,505	\$58,102	\$53,795	\$56,846	\$35,069	\$90,211	\$60,581	\$58,791
New Mexico	NM	\$69,246	\$126,019	\$59,481	\$160,896	\$91,794	\$80,107	\$56,174	\$53,923	\$48,031	\$45,906	\$34,580	\$80,359	\$49,759	\$52,383
New York	NY	\$80,047	\$143,446	\$63,279	\$168,246	\$111,597	\$92,488	\$68,814	\$62,669	\$57,976	\$52,407	\$36,302	\$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	\$45,797	\$31,247	\$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	\$48,376	\$36,139	\$79,728	\$54,425	\$55,122
Ohio	OH	\$71,858	\$127,716	\$62,809	\$148,051	\$90,147	\$81,175	\$58,763	\$55,128	\$49,868	\$46,951	\$33,527	\$82,345	\$55,307	\$52,470
Oklahoma	OK	\$68,676	\$122,941	\$64,626	\$150,143	\$96,927	\$81,789	\$58,153	\$52,658	\$47,868	\$45,453	\$32,339	\$82,073	\$51,367	\$50,919
Oregon	OR	\$75,363	\$138,300	\$65,811	\$159,163	\$102,121	\$88,009	\$64,122	\$60,818	\$52,570	\$50,968	\$37,872	\$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	\$48,341	\$35,032	\$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	\$52,556	\$33,205	\$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	\$44,888	\$34,359	\$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	\$47,981	\$33,887	\$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	\$46,050	\$35,146	\$79,694	\$54,490	\$52,967
Texas	TX	\$69,889	\$126,350	\$63,220	\$149,881	\$100,150	\$101,838	\$90,247	\$55,092	\$51,449	\$47,301	\$31,661	\$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	\$46,610	\$33,863	\$81,658	\$52,066	\$54,821
Vermont	VT	\$73,103	\$136,914	\$63,254	\$165,592	\$95,932	\$75,353	\$64,551	\$57,999	\$54,203	\$48,960	\$34,600	\$87,637	\$54,253	\$55,438
Virginia	VA	\$73,140	\$131,442	\$64,261	\$155,613	\$93,945	\$87,873	\$61,946	\$56,581	\$50,962	\$50,466	\$33,580	\$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	\$54,420	\$39,732	\$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	\$44,729	\$31,335	\$78,545	\$48,297	\$47,422
Wisconsin	WI	\$73,686	\$133,099	\$62,660	\$150,915	\$104,169	\$84,916	\$61,268	\$53,254	\$51,029	\$50,265	\$33,020	\$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	\$48,138	\$33,660	\$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.

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	VP of F&B
Alabama	AL	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Alaska	AK	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
Arizona	AZ	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$112,000	\$122,000	\$162,000
Arkansas	AR	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
California	CA	\$125,000	\$190,000	\$140,000	\$65,000	\$135,000	\$95,000	\$110,000	\$85,000	\$150,000	\$90,000	\$125,000	\$135,000	\$175,000
Colorado	CO	\$118,000	\$185,000	\$135,000	\$63,000	\$128,000	\$93,000	\$108,000	\$83,000	\$145,000	\$88,000	\$118,000	\$128,000	\$168,000
Connecticut	CT	\$120,000	\$188,000	\$138,000	\$64,000	\$130,000	\$94,000	\$112,000	\$84,000	\$148,000	\$89,000	\$120,000	\$130,000	\$170,000
Delaware	DE	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
District of Columbia	D.C.	\$110,000	\$175,000	\$130,000	\$70,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Florida	FL	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$112,000	\$122,000	\$162,000
Georgia	GA	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
Hawaii	HI	\$125,000	\$190,000	\$140,000	\$65,000	\$135,000	\$95,000	\$110,000	\$85,000	\$150,000	\$90,000	\$125,000	\$135,000	\$175,000
Idaho	ID	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Illinois	IL	\$118,000	\$185,000	\$135,000	\$63,000	\$128,000	\$93,000	\$108,000	\$83,000	\$145,000	\$88,000	\$118,000	\$128,000	\$168,000
Indiana	IN	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Iowa	IA	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Kansas	KS	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Kentucky	KY	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Louisiana	LA	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$112,000	\$122,000	\$162,000
Maine	ME	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Maryland	MD	\$120,000	\$188,000	\$138,000	\$64,000	\$130,000	\$94,000	\$112,000	\$84,000	\$148,000	\$89,000	\$120,000	\$130,000	\$170,000
Massachusetts	MA	\$125,000	\$190,000	\$140,000	\$65,000	\$135,000	\$95,000	\$110,000	\$85,000	\$150,000	\$90,000	\$125,000	\$135,000	\$175,000
Michigan	M	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
Minnesota	MN	\$118,000	\$185,000	\$135,000	\$63,000	\$128,000	\$93,000	\$108,000	\$83,000	\$145,000	\$88,000	\$118,000	\$128,000	\$168,000
Mississippi	MS	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Missouri	MO	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$112,000	\$122,000	\$162,000
Montana	MT	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, PAYSACLE, 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	VP of F&B
Nebraska	NE	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Nevada	NV	\$120,000	\$188,000	\$138,000	\$64,000	\$130,000	\$94,000	\$112,000	\$84,000	\$148,000	\$89,000	\$120,000	\$130,000	\$170,000
New Hampshire	NH	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
New Jersey	NJ	\$125,000	\$190,000	\$140,000	\$65,000	\$135,000	\$95,000	\$110,000	\$85,000	\$150,000	\$90,000	\$125,000	\$135,000	\$175,000
New Mexico	NM	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$110,000	\$122,000	\$162,000
New York	NY	\$130,000	\$200,000	\$150,000	\$70,000	\$140,000	\$100,000	\$120,000	\$90,000	\$160,000	\$95,000	\$130,000	\$140,000	\$180,000
North Carolina	NC	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
North Dakota	ND	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Ohio	OH	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$112,000	\$122,000	\$162,000
Oklahoma	OK	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Oregon	OR	\$118,000	\$185,000	\$135,000	\$63,000	\$128,000	\$93,000	\$108,000	\$83,000	\$145,000	\$88,000	\$118,000	\$128,000	\$168,000
Pennsylvania	PA	\$120,000	\$188,000	\$138,000	\$64,000	\$130,000	\$94,000	\$112,000	\$84,000	\$148,000	\$89,000	\$120,000	\$130,000	\$170,000
Rhode Island	RI	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
South Carolina	SC	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$14,2000	\$86,000	\$112,000	\$122,000	\$162,000
South Dakota	SD	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Tennessee	TH	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Texas	TX	\$118,000	\$185,000	\$135,000	\$63,000	\$128,000	\$93,000	\$108,000	\$83,000	\$145,000	\$88,000	\$118,000	\$128,000	\$168,000
Utah	UT	\$115,000	\$180,000	\$135,000	\$62,000	\$125,000	\$92,000	\$105,000	\$82,000	\$145,000	\$87,000	\$115,000	\$125,000	\$165,000
Vermont	VT	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000
Virginia	VA	\$120,000	\$188,000	\$138,000	\$64,000	\$130,000	\$94,000	\$112,000	\$84,000	\$148,000	\$89,000	\$120,000	\$130,000	\$170,000
Washington	WA	\$125,000	\$190,000	\$140,000	\$65,000	\$135,000	\$95,000	\$110,000	\$85,000	\$150,000	\$90,000	\$125,000	\$135,000	\$175,000
West Virginia	WV	\$108,000	\$172,000	\$128,000	\$59,000	\$118,000	\$88,000	\$98,000	\$78,000	\$138,000	\$84,000	\$108,000	\$118,000	\$158,000
Wisconsin	WI	\$112,000	\$178,000	\$132,000	\$61,000	\$122,000	\$91,000	\$102,000	\$81,000	\$142,000	\$86,000	\$112,000	\$122,000	\$162,000
Wyoming	WY	\$110,000	\$175,000	\$130,000	\$60,000	\$120,000	\$90,000	\$100,000	\$80,000	\$140,000	\$85,000	\$110,000	\$120,000	\$160,000

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, Payscale, SALARY.COM, AND ZIPRECRUITER.

SALARIED HOSPITALITY COMPENSATION DATA

State		F&B Manager	Director of Architect & Design	Area Property Manager	Director of Human Resources	Vice President of Human Resources	Country Club General Manager	Front Desk Manager	Vice President Hospitality	Director of Hospitality	Director of Maintenance
Alabama	AL	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Alaska	AK	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
Arizona	AZ	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
Arkansas	AR	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
California	CA	\$95,000	\$140,000	\$120,000	\$135,000	\$165,000	\$110,000	\$65,000	\$195,000	\$140,000	\$85,000
Colorado	CO	\$93,000	\$135,000	\$115,000	\$128,000	\$158,000	\$108,000	\$63,000	\$188,000	\$135,000	\$83,000
Connecticut	CT	\$94,000	\$138,000	\$118,000	\$130,000	\$160,000	\$112,000	\$64,000	\$190,000	\$138,000	\$84,000
Delaware	DE	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
District of Columbia	D.C.	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Florida	FL	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
Georgia	GA	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
Hawaii	HI	\$95,000	\$140,000	\$120,000	\$135,000	\$165,000	\$110,000	\$65,000	\$195,000	\$140,000	\$85,000
Idaho	ID	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Illinois	IL	\$93,000	\$135,000	\$115,000	\$128,000	\$158,000	\$108,000	\$63,000	\$188,000	\$135,000	\$83,000
Indiana	IN	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Iowa	IA	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Kansas	KS	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Kentucky	KY	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Louisiana	LA	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
Maine	ME	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Maryland	MD	\$94,000	\$138,000	\$118,000	\$130,000	\$160,000	\$112,000	\$64,000	\$190,000	\$138,000	\$84,000
Massachusetts	MA	\$95,000	\$140,000	\$120,000	\$135,000	\$165,000	\$110,000	\$65,000	\$195,000	\$140,000	\$85,000
Michigan	M	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
Minnesota	MN	\$93,000	\$135,000	\$115,000	\$128,000	\$158,000	\$108,000	\$63,000	\$188,000	\$135,000	\$83,000
Mississippi	MS	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Missouri	MO	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
Montana	MT	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, Payscale, SALARY.COM, AND ZIPRECRUITER.

SALARIED HOSPITALITY COMPENSATION DATA

State		F&B Manager	Director of Architect & Design	Area Property Manager	Director of Human Resources	Vice President of Human Resources	Country Club General Manager	Front Desk Manager	Vice President Hospitality	Director of Hospitality	Director of Maintenance
Nebraska	NE	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Nevada	NV	\$94,000	\$138,000	\$118,000	\$130,000	\$160,000	\$112,000	\$64,000	\$190,000	\$138,000	\$84,000
New Hampshire	NH	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
New Jersey	NJ	\$95,000	\$140,000	\$120,000	\$135,000	\$165,000	\$110,000	\$65,000	\$195,000	\$140,000	\$85,000
New Mexico	NM	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
New York	NY	\$100,000	\$150,000	\$130,000	\$140,000	\$170,000	\$120,000	\$70,000	\$200,000	\$150,000	\$90,000
North Carolina	NC	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
North Dakota	ND	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Ohio	OH	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
Oklahoma	OK	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Oregon	OR	\$93,000	\$135,000	\$115,000	\$128,000	\$158,000	\$108,000	\$63,000	\$188,000	\$135,000	\$83,000
Pennsylvania	PA	\$94,000	\$138,000	\$118,000	\$130,000	\$160,000	\$112,000	\$64,000	\$190,000	\$138,000	\$84,000
Rhode Island	RI	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
South Carolina	SC	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
South Dakota	SD	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Tennessee	TN	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Texas	TX	\$93,000	\$135,000	\$115,000	\$128,000	\$158,000	\$108,000	\$63,000	\$188,000	\$135,000	\$83,000
Utah	UT	\$92,000	\$135,000	\$112,000	\$125,000	\$155,000	\$105,000	\$62,000	\$185,000	\$135,000	\$82,000
Vermont	VT	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000
Virginia	VA	\$94,000	\$138,000	\$118,000	\$130,000	\$160,000	\$112,000	\$64,000	\$190,000	\$138,000	\$84,000
Washington	WA	\$95,000	\$140,000	\$120,000	\$135,000	\$165,000	\$110,000	\$65,000	\$195,000	\$140,000	\$85,000
West Virginia	WV	\$88,000	\$128,000	\$108,000	\$118,000	\$148,000	\$98,000	\$59,000	\$178,000	\$128,000	\$78,000
Wisconsin	WI	\$91,000	\$132,000	\$111,000	\$122,000	\$152,000	\$102,000	\$61,000	\$182,000	\$132,000	\$81,000
Wyoming	WY	\$90,000	\$130,000	\$110,000	\$120,000	\$150,000	\$100,000	\$60,000	\$180,000	\$130,000	\$80,000

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, Payscale, SALARY.COM, AND ZIPRECRUITER.

SALARIED HOSPITALITY COMPENSATION DATA

State		Housekeepers	Front Desk	Customer Service	Valet	Maintenance\$
Alabama	AL	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Alaska	AK	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
Arizona	AZ	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
Arkansas	AR	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
California	CA	\$45,000	\$50,000	\$55,000	\$42,000	\$60,000
Colorado	CO	\$43,000	\$48,000	\$53,000	\$41,000	\$58,000
Connecticut	CT	\$44,000	\$49,000	\$54,000	\$42,000	\$59,000
Delaware	DE	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
District of Columbia	D.C.	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Florida	FL	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
Georgia	GA	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
Hawaii	HI	\$45,000	\$50,000	\$55,000	\$42,000	\$60,000
Idaho	ID	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Illinois	IL	\$43,000	\$48,000	\$53,000	\$41,000	\$58,000
Indiana	IN	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Iowa	IA	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Kansas	KS	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Kentucky	KY	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Louisiana	LA	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
Maine	ME	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Maryland	MD	\$44,000	\$49,000	\$54,000	\$42,000	\$59,000
Massachusetts	MA	\$45,000	\$50,000	\$55,000	\$42,000	\$60,000
Mchigan	M	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
Minnesota	MN	\$43,000	\$48,000	\$53,000	\$41,000	\$58,000
Mississippi	MS	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Missouri	MO	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
Montana	MT	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000

ALL DATA IS BASED ON AN AGGREGATE OF INTERNAL RESTAURANTZONE SALARY DATA, INDEED, GLASSDOOR, Payscale, SALARY.COM, AND ZIPRECRUITER.

SALARIED HOSPITALITY COMPENSATION DATA

State		Housekeepers	Front Desk	Customer Service	Valet	Maintenance
Nebraska	NE	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Nevada	NV	\$44,000	\$49,000	\$54,000	\$42,000	\$59,000
New Hampshire	NH	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
New Jersey	NJ	\$45,000	\$50,000	\$55,000	\$42,000	\$60,000
New Mexico	NM	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
New York	NY	\$50,000	\$55,000	\$60,000	\$45,000	\$65,000
North Carolina	NC	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
North Dakota	ND	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Ohio	OH	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
Oklahoma	OK	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Oregon	OR	\$43,000	\$48,000	\$53,000	\$41,000	\$58,000
Pennsylvania	PA	\$44,000	\$49,000	\$54,000	\$42,000	\$59,000
Rhode Island	RI	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
South Carolina	SC	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
South Dakota	SD	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Tennessee	TN	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Texas	TX	\$43,000	\$48,000	\$53,000	\$41,000	\$58,000
Utah	UT	\$42,000	\$47,000	\$52,000	\$40,000	\$57,000
Vermont	VT	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000
Virginia	VA	\$44,000	\$49,000	\$54,000	\$42,000	\$59,000
Washington	WA	\$45,000	\$50,000	\$55,000	\$42,000	\$60,000
West Virginia	WV	\$39,000	\$44,000	\$49,000	\$37,000	\$54,000
Wisconsin	WI	\$41,000	\$46,000	\$51,000	\$39,000	\$56,000
Wyoming	WY	\$40,000	\$45,000	\$50,000	\$38,000	\$55,000

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	\$31,350.00	\$26,969	\$30,400	\$30,130	\$29,991
Alaska	AK	\$56,135	\$41,687	\$41,766	\$36,315.33	\$31,741	\$31,502	\$34,415	\$32,212
Arizona	AZ	\$52,527	\$38,567	\$40,343	\$34,236.33	\$30,223	\$31,317	\$32,839	\$32,134
Arkansas	AR	\$46,640	\$34,454	\$34,140	\$30,365.33	\$25,769	\$30,013	\$28,140	\$31,762
California	CA	\$58,186	\$43,322	\$44,230	\$38,062.33	\$32,912	\$33,831	\$35,647	\$35,929
Colorado	CO	\$58,533	\$42,439	\$42,030	\$36,601.66	\$33,268	\$32,400	\$34,759	\$33,936
Connecticut	CT	\$54,653	\$40,470	\$41,999	\$35,853.66	\$30,406	\$36,667	\$34,624	\$39,762
Delaware	DE	\$54,216	\$39,650	\$40,921	\$34,300.00	\$30,789	\$34,466	\$30,961	\$34,369
District of Columbia	D.C.	\$55,000	\$40,000	\$35,000	\$30,000	\$25,000	\$30,000	\$28,000	\$35,000
Florida	FL	\$48,248	\$34,827	\$36,402	\$30,955.66	\$26,259	\$28,819	\$28,611	\$29,741
Georgia	GA	\$49,441	\$35,327	\$36,758	\$31,341.66	\$27,016	\$31,322	\$28,206	\$33,205
Hawaii	HI	\$56,984	\$41,227	\$42,232	\$36,116.00	\$30,779	\$31,935	\$34,430	\$35,953
Idaho	ID	\$50,516	\$36,876	\$40,061	\$33,797.00	\$28,996	\$31,437	\$31,216	\$30,758
Illinois	IL	\$54,602	\$40,058	\$39,914	\$34,022.33	\$29,862	\$33,116	\$33,250	\$34,882
Indiana	IN	\$51,115	\$36,017	\$38,142	\$32,466.33	\$28,086	\$32,001	\$32,009	\$31,152
Iowa	IA	\$50,193	\$36,229	\$37,745	\$32,570.66	\$27,723	\$32,019	\$30,436	\$31,252
Kansas	KS	\$48,594	\$34,551	\$36,644	\$30,907.66	\$26,725	\$33,952	\$28,760	\$36,070
Kentucky	KY	\$48,964	\$36,692	\$36,393	\$30,178.33	\$26,591	\$29,368	\$31,126	\$31,563
Louisiana	LA	\$48,571	\$32,536	\$35,242	\$29,687.66	\$26,395	\$29,480	\$27,930	\$29,449
Maine	ME	\$54,992	\$41,197	\$43,226	\$35,672.33	\$31,351	\$35,468	\$33,542	\$37,910
Maryland	MD	\$56,474	\$40,972	\$39,319	\$33,817.00	\$31,503	\$35,304	\$32,855	\$38,556
Massachusetts	MA	\$57,642	\$41,156	\$44,958	\$37,407.33	\$32,469	\$39,770	\$36,944	\$43,299
Michigan	M	\$52,314	\$37,647	\$37,859	\$31,601.33	\$29,422	\$31,883	\$31,081	\$33,575
Minnesota	MN	\$54,017	\$39,526	\$40,946	\$35,112.00	\$30,057	\$30,571	\$32,922	\$32,793
Mississippi	MS	\$48,084	\$32,929	\$33,808	\$29,755.33	\$25,526	\$29,050	\$27,561	\$31,137
Missouri	MO	\$52,546	\$37,220	\$38,512	\$32,241.66	\$29,639	\$32,314	\$30,598	\$33,779

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HOURLY RESTAURANT COMPENSATION DATA

State		Pastry Chef	Baker	Line Cook	Prep Cook	Dishwasher	Server	Host/Hostess	Bartender
Montana	MT	\$50,529	\$38,239	\$39,298	\$33,888	\$28,776	\$30,592	\$30,450	\$29,357
Nebraska	NE	\$51,106	\$38,052	\$38,371	\$31,561	\$28,691	\$33,475	\$30,024	\$34,213
Nevada	NV	\$53,513	\$37,971	\$40,588	\$34,228	\$28,919	\$29,796	\$32,846	\$31,603
New Hampshire	NH	\$52,757	\$40,521	\$42,011	\$35,454	\$30,286	\$35,858	\$32,547	\$36,538
New Jersey	NJ	\$55,556	\$41,006	\$42,597	\$36,402	\$31,201	\$36,550	\$35,433	\$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	\$43,167	\$44,133	\$37,570	\$32,488	\$33,854	\$35,557	\$35,697
North Carolina	NC	\$50,887	\$37,117	\$36,968	\$32,326	\$29,117	\$32,030	\$30,116	\$33,868
North Dakota	ND	\$53,576	\$38,886	\$39,980	\$34,295	\$29,363	\$34,153	\$31,484	\$35,511
Ohio	OH	\$50,821	\$36,271	\$38,949	\$33,116	\$28,256	\$32,939	\$31,142	\$35,435
Oklahoma	OK	\$49,891	\$35,487	\$35,670	\$30,041	\$27,718	\$30,549	\$27,907	\$30,695
Oregon	OR	\$54,446	\$41,230	\$41,925	\$35,589	\$31,133	\$33,621	\$34,353	\$35,158
Pennsylvania	PA	\$53,100	\$38,081	\$40,030	\$33,952	\$29,052	\$32,945	\$31,170	\$32,858
Rhode Island	RI	\$55,915	\$39,068	\$42,438	\$35,180	\$30,205	\$38,336	\$33,987	\$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	\$35,245	\$38,467	\$31,804	\$27,507	\$32,622	\$30,584	\$31,666
Tennessee	TN	\$49,434	\$34,867	\$38,291	\$31,756	\$27,881	\$31,259	\$31,533	\$31,447
Texas	TX	\$51,513	\$36,159	\$38,551	\$33,474	\$28,582	\$31,955	\$30,470	\$33,908
Utah	UT	\$50,964	\$34,794	\$38,324	\$32,144	\$28,506	\$32,772	\$31,402	\$33,806
Vermont	VT	\$58,653	\$41,951	\$43,365	\$36,899	\$31,395	\$36,428	\$34,612	\$41,129
Virginia	VA	\$54,913	\$39,437	\$38,309	\$34,012	\$30,217	\$35,007	\$31,711	\$36,339
Washington	WA	\$60,194	\$44,849	\$47,060	\$40,110	\$34,827	\$35,916	\$38,098	\$38,081
West Virginia	WV	\$44,463	\$30,847	\$33,627	\$28,867	\$25,289	\$28,253	\$26,742	\$27,374
Wisconsin	WI	\$52,716	\$37,860	\$40,414	\$33,809	\$29,585	\$33,419	\$31,366	\$33,778
Wyoming	WY	\$47,809	\$37,244	\$37,546	\$31,726	\$26,585	\$31,167	\$29,736	\$30,024

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