

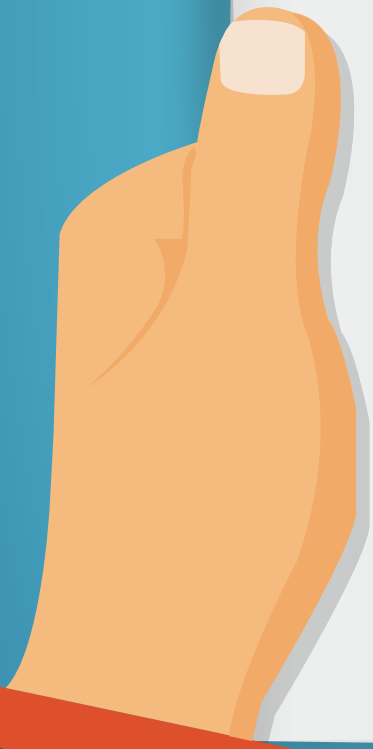
Gecko Hospitality
Work hard. Play harder!



GECKO HOSPITALITY

Salary Survey Report

..... 2015



Dear Restaurant Professional,

On behalf of Gecko Hospitality let me be the first to welcome you to our annual Restaurant Management Salary Survey Report for 2015. The data collected in our survey is based on information obtained directly from restaurant management professionals between May 2015 and December 2015. The survey reveals interesting information from over 1100 Hospitality Management professionals throughout the United States and the results encompass the most popular segments and job titles in the restaurant industry. While industry average salaries are just one aspect of our statistical findings: gender, geographic location, turnover, and raises are among the many factors, which comprise the details and depth of this survey.

Gecko Hospitality strives to provide our candidates and clientele with the most up to date data from our survey and looks forward to adding additional categories in future years to provide valuable insight for companies to use to maintain a competitive advantage. Many recruiting professionals within the restaurant and hospitality industry have noticed the pool of experienced restaurant management professionals is declining, forcing employers to select from a shrinking talent pool. It is now up to owners and recruiting professionals to recognize steps needed to address these shortages by instituting better people practices and exploring untapped talent pools in order to maintain “bench” strength for future store development and growth.

We hope you enjoy the information presented in this survey and wish you success and prosperity throughout 2016.

Respectfully,

Robert Krzak
President
Gecko Hospitality



Restaurant Definitions



QUICK SERVICE (QSR)

Fast food restaurants emphasize speed of service. Operations range from small-scale street vendors with food carts to multi-billion dollar corporations like McDonald's, Burger King and Taco Bell. The average meal would be below \$10 with special dollar menu, or similar low cost specials. Ordering is done from a cashier at a front counter. Drive-through, take-out service and self-seating may also be available.



FAST CASUAL

Fast casual restaurants are primarily chain restaurants, such as Chipotle Mexican Grill and Panera Bread with an average meal in the range of \$8 - \$12. The majority of menu items are prepared at the restaurant as opposed to frozen, prepared products at fast food chains. In most cases, meals are ordered at a counter. Fast casual restaurants provide dining tables, with food presented on non-disposable plate ware but do not have servers to take menu orders.



FAMILY DINING

A Family dining restaurant is a type of full service restaurant where guests are waited on by a service staff and alcoholic beverages are not served. Average meals range from \$9 to \$13. Chain examples include: Bob Evans, Perkins, Cracker Barrel



BUFFET

A buffet style restaurant is where guests serve themselves from a variety of hot and cold menu items presented in refrigerated or hot food cases. Average buffet prices range for \$9 to \$15 including a beverage. Buffet restaurants offer an efficient way to feed a large number of people and offer guests the best value for their money. Chain examples include: Old Country Buffet, Golden Corral and Hometown Buffet



CASUAL DINING

A casual dining restaurant serves moderately-priced food in a casual atmosphere. The average meal would range from \$10 to \$20. Casual dining restaurants typically provide table service. Chain examples include: TGI Friday's and Applebee's. Casual dining restaurants often have a full bar with separate bar staff, a larger beer menu and a limited wine menu.



UPSCALE CASUAL

An Upscale Casual restaurant is the place where you're likely to see a tablecloth, a well-trained wait staff and a full bar. The average check is \$25-\$50 per person. Examples of Upscale Casual restaurants are Fleming's Prime Steakhouse & Wine Bar, Cooper's Hawk Winery & Restaurant, and Burton's Grill. This polished casual restaurant is where you feel like you're having a bit of luxury treatment without the formality of a full fine dining experience.

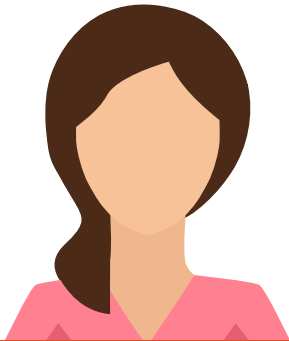


UPSCALE DINING/ FINE DINING

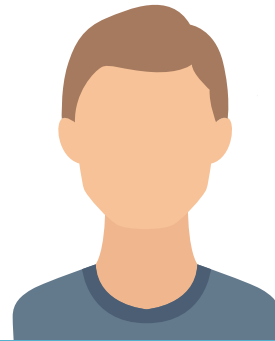
This is the restaurant where you are pampered, have a vast wine list, and expect to pay well for the service and food. The average check would be \$75 and above per person. You are tended to by more than one server and a wine expert will drop by your table. Most fine dining restaurants are independently owned and guests appreciate the combination of food quality, creative presentation, ambience, and service. The best known fine dining chain restaurants are Ruth's Chris Steak House, Morton's The Steakhouse and McCormick & Schmick's.

1169 Restaurant Management candidates throughout the United States surveyed

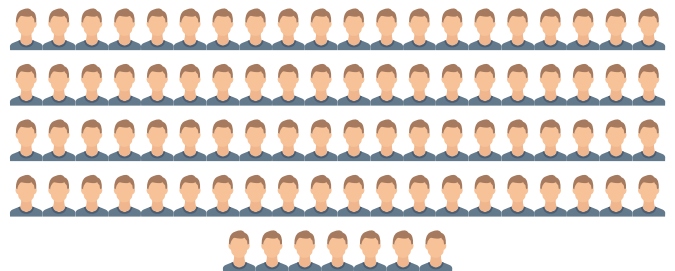
GENDER



FEMALE = 297



MALE = 872



CLASSIFICATION

168



Assistant
Restaurant Manager

340

44

General Manager

199

4

Kitchen Manager

49

3

Executive Chef

51

2

District/ Multi-Unit
Manager

33

5

Director
of Operations



13





AVERAGE STARTING SALARIES



Assistant Restaurant Manager

	FEMALE 	MALE 
QSR	\$35,905.00	\$38,112.00
Fast Casual	\$41,540.00	\$42,761.00
Family Style	\$39,527.00	\$47,395.00
Casual Theme	\$47,440.00	\$48,554.00
Upscale Casual	\$51,900.00	\$54,600.00
Upscale Dining	\$56,500.00	\$55,000.00



Kitchen Manager

	FEMALE 	MALE 
Fast Casual	*	\$54,500.00
Casual Theme	\$48,023.00	\$52,677.00
Upscale Casual	*	\$56,111.00



AVERAGE STARTING SALARIES





General Manager

	FEMALE 	MALE 
QSR	\$43,391.00	\$48,720.00
Fast Casual	\$52,958.00	\$54,800.00
Family Style	\$49,620.00	\$53,334.00
Casual Theme	\$55,566.00	\$62,535.00
Upscale Casual	\$59,260.00	\$62,500.00
Upscale Dining	\$61,575.00	\$65,000.00



Executive Chef (Restaurant)

	FEMALE 	MALE 
Casual Theme	\$57,850.00	\$63,700.00
Upscale Casual	\$60,145.00	\$63,846.00
Upscale Dining	\$68,950.00	\$69,250.00

District/Multi-Unit Manager

	FEMALE 	MALE 
QSR	\$62,500.00	\$67,730.00
Fast Casual	*	\$71,900.00
Casual Theme	\$75,000.00	\$79,444.00
Upscale Casual	*	\$110,400.00

Director Of Operations

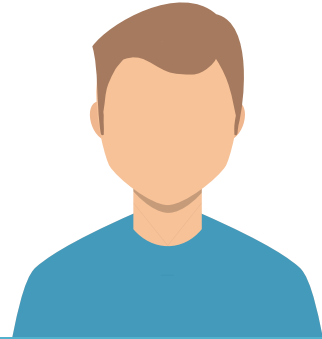
	FEMALE 	MALE 
QSR	*	\$108,730.00
Fast Casual	\$122,500.00	*
Casual Theme	\$67,000.00	\$108,333.00

Hospitality Managers who received a salary increase when accepting a management position with a new company

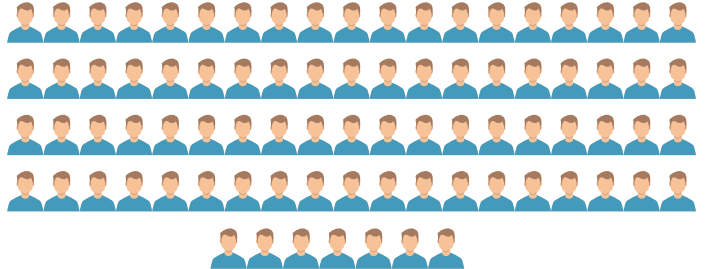
GENDER



FEMALE = 297

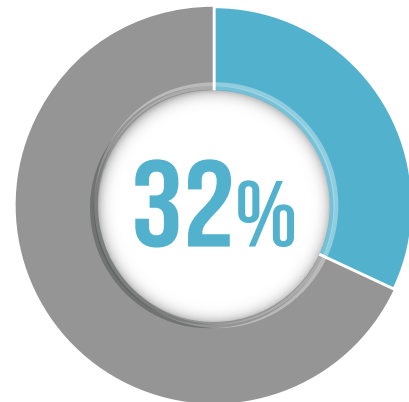
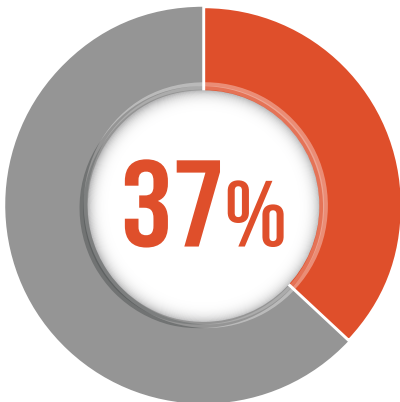


MALE = 872





109 Female Managers Received a Raise

282 Male Managers Received a Raise



AVERAGE RAISE PER CLASSIFICATION

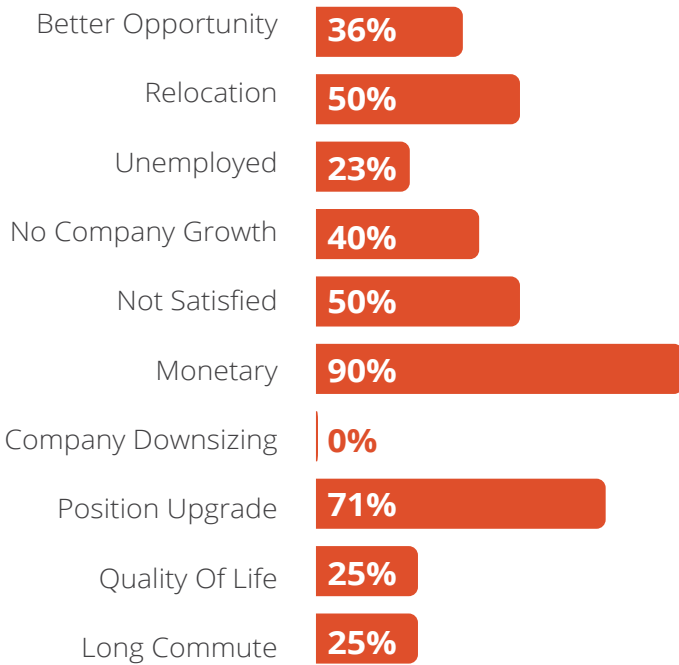


	FEMALE 	MALE 
QSR	\$4,349.00	\$6,246.00 (30% more than females)
Fast Casual	\$4,683.00	\$5,298.00 (12% more than females)
Family Style	\$4,550.00 (30% more than males)	\$3,700.00
Casual Theme	\$4,922.00	\$6,686.00 (26% more than females)
Upscale Casual	\$3,837.00	\$5,647.00 (32% more than females)
Upscale Dining	\$4,333.00	\$6,900.00 (37% more than females)

Top 10 reasons Managers within the hospitality industry left their employer and how many received a raise with their new employer

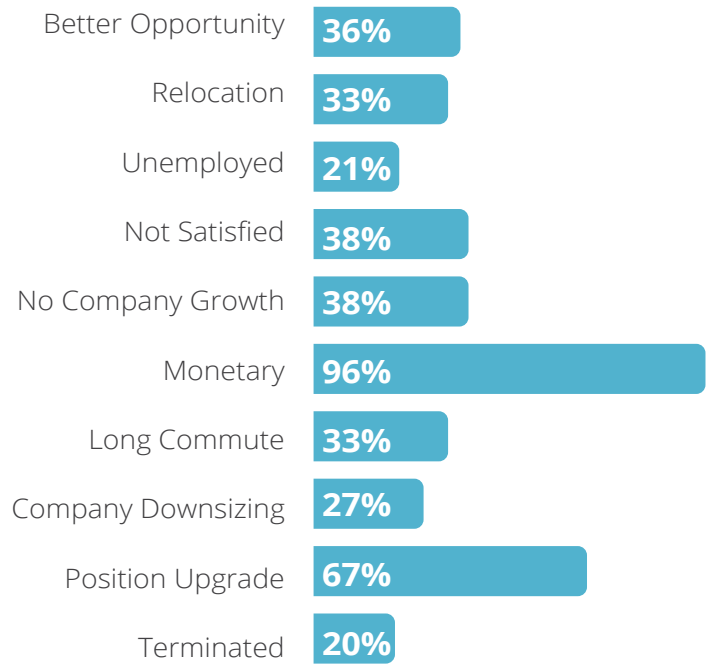
TOP 10 / FEMALE

% Received Raise



TOP 10 / MALE

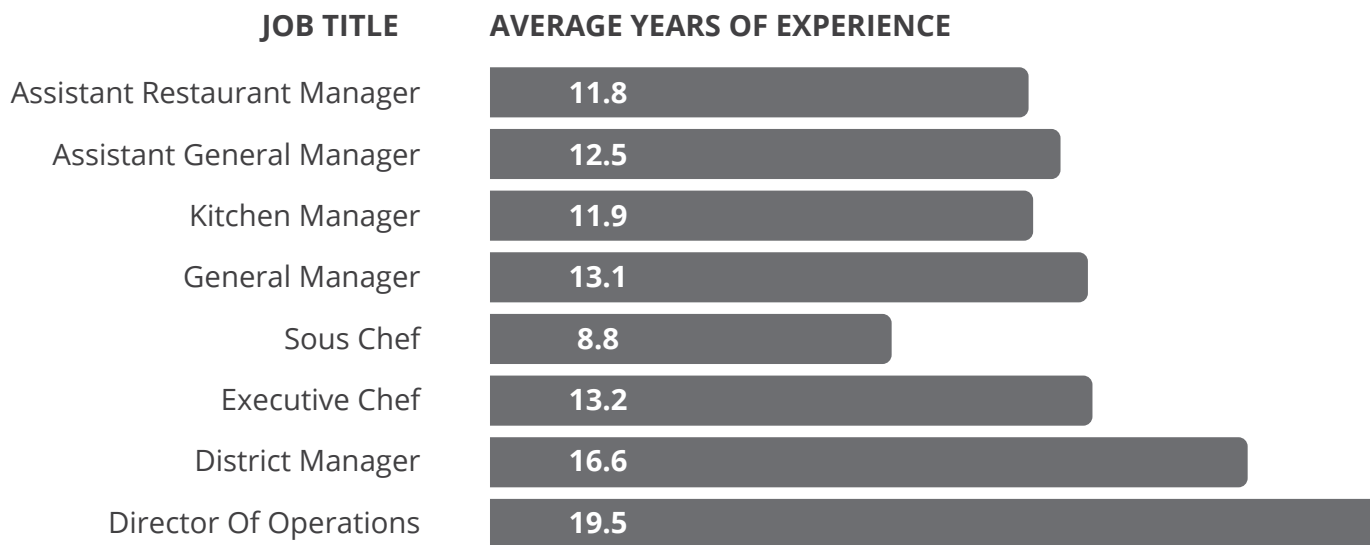
% Received Raise



YEARS IN THE BUSINESS

The longer you stay in the business, the farther up you climb!

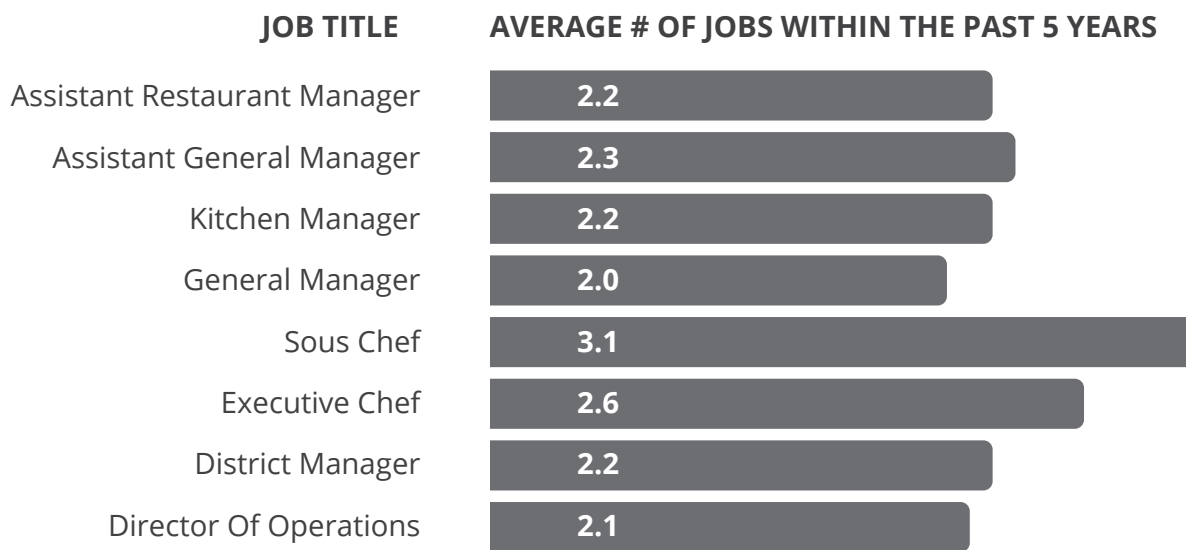
In our survey, the average years of experience for a Director Of Operations is 19.5



TURNOVER RATE WITHIN THE PAST 5 YEARS

Unfortunately experience doesn't necessarily mean job stability!

The following graph represents the number of times each classification has changed employers within the past 5 years



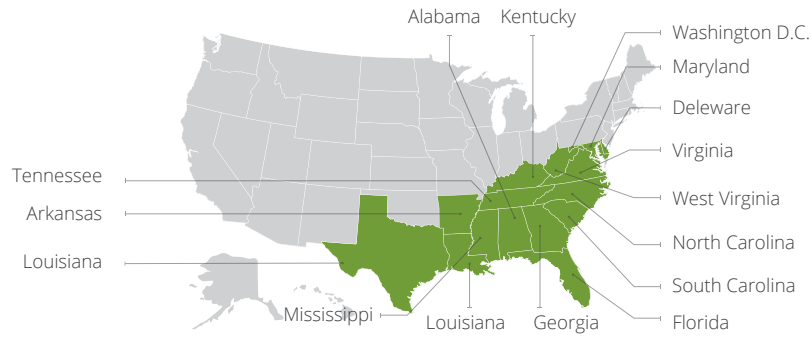
DEGREE OR NO DEGREE: YOU MAKE THE CALL!

According to our survey, District Managers and Director Of Operations had the highest percentage of Bachelor and Associates degrees

JOB TITLE	2- YEAR ASSOCIATES / CULINARY DEGREE	4-YEAR BACHELORS / CULINARY DEGREE	NO POST H.S EDUCATION
Assistant Restaurant Manager	23%	26%	51%
Assistant General Manager	22%	34%	44%
Kitchen Manager	26%	14%	60%
General Manager	21%	30%	49%
Sous Chef	32%	18%	50%
Executive Chef	31%	25%	44%
District Manager	6%	61%	33%
Director Of Operations	27%	40%	33%



SOUTHEAST REGIONAL BREAKOUT



AVERAGE STARTING SALARIES



Assistant Restaurant Manager

	FEMALE	MALE
QSR	\$35,554.00	\$38,572.00
Fast Casual	\$45,500.00	\$45,603.00
Family Style	\$38,311.00	\$47,900.00
Buffet	\$50,000.00	\$47,750.00
Casual Theme	\$46,324.00	\$46,665.00
Upscale Casual	*	\$57,200.00
Upscale Dining	\$70,000.00	*

General Manager

	FEMALE	MALE
QSR	\$41,138.00	\$43,273.00
Fast Casual	\$41,000.00	\$52,750.00
Family Style	\$56,000.00	\$54,750.00
Buffet	*	\$60,000.00
Casual Theme	\$53,467.00	\$63,569.00
Upscale Casual	*	\$72,286.00
Upscale Dining	*	\$75,000.00




AVERAGE STARTING SALARIES





Kitchen Manager

Sous Chef



Executive Chef

	MALE 	MALE 	MALE 
Casual Theme	\$44,311.00	\$39,640.00	\$55,000.00
Upscale Casual	\$46,500.00	\$44,000.00	\$70,667.00
Upscale Dining	*	*	\$80,000.00

District / Multi-Unit Manager

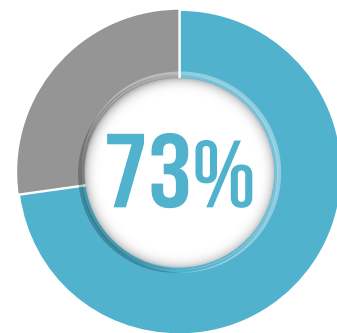
	FEMALE 	MALE 
QSR	\$62,500.00	\$57,000.00
Fast Casual	*	\$78,333.00
Family Style	*	\$75,000.00
Casual Theme	*	\$120,000.00

Director Of Operations

	FEMALE 	MALE 
QSR	\$78,000.00	*
Upscale Casual	*	\$95,000.00



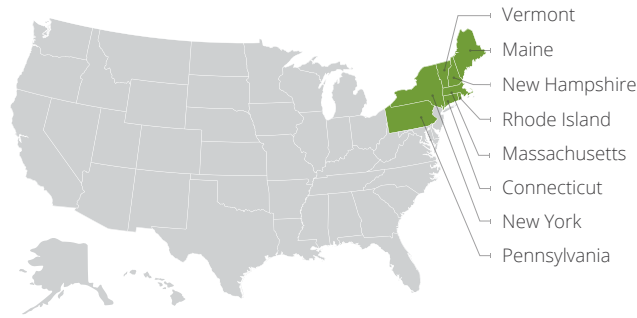
Females Received Raises
Avg. Raise: \$4,909.00



Males Received Raises
Avg. Raise: \$5,502.00






NORTHEAST REGIONAL BREAKOUT



AVERAGE STARTING SALARIES





Assistant Restaurant Manager

	FEMALE 	MALE 	MALE 
QSR	\$45,000.00	\$38,000.00	*
Fast Casual	\$41,422.00	\$45,585.00	\$55,000.00
Family Style	\$36,000.00	*	*
Casual Theme	\$49,923.00	\$54,811.00	\$57,970.00
Upscale Casual	*	\$54,063.00	*

Kitchen Manager




General Manager

	FEMALE 	MALE 
QSR	\$42,000.00	\$43,500.00
Fast Casual	\$61,250.00	\$53,910.00
Family Style	\$56,000.00	*
Casual Theme	\$66,500.00	\$65,600.00
Upscale Casual	*	\$65,000.00
Upscale Dining	*	\$80,000.00

AVERAGE STARTING SALARIES






District / Multi-Unit Manager

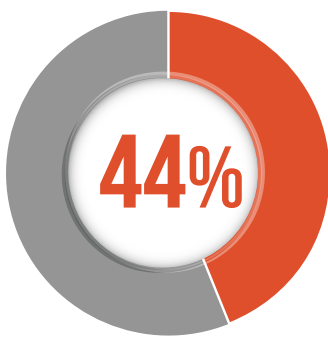
	FEMALE 	MALE 	MALE 
QSR	*	\$63,500.00	*
Fast Casual	*	\$69,500.00	*
Casual Theme	\$75,000.00	\$76,250.00	\$69,500.00
Upscale Casual	*	*	\$62,000.00
Upscale Dining	*	*	\$85,500.00

Executive Chef

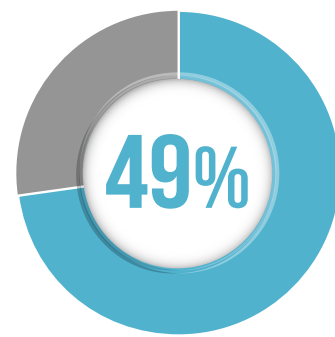
Director Of Operations

	FEMALE 	MALE 	FEMALE 
Casual Theme	\$110,000.00	\$105,000.00	\$40,000.00
Upscale Casual	*	*	\$53,000.00
Upscale Dining	*	*	*

Sous Chef



Females Received Raises
Avg. Raise: \$4,805.00

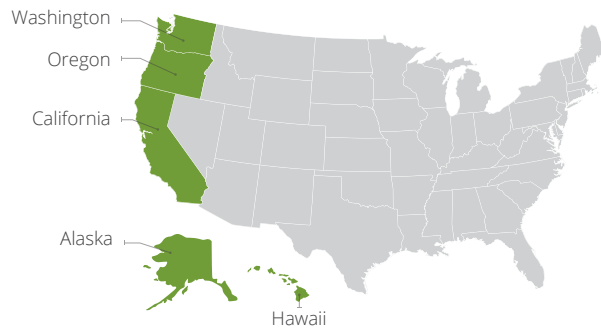


Males Received Raises
Avg. Raise: \$5,852.00



PACIFIC NORTHWEST




The Pacific Northwest states consist of :



AVERAGE STARTING SALARIES






Assistant Restaurant Manager

	FEMALE 	MALE 	MALE 
QSR	\$37,167.00	\$55,000.00	\$55,000.00
Fast Casual	\$45,400.00	\$51,800.00	*
Casual Theme	\$52,000.00	\$53,483.00	\$58,000.00
Upscale Casual	\$57,500.00	\$51,800.00	\$59,400.00
Upscale Dining	\$62,000.00	\$57,500.00	*

Kitchen Manager

General Manager



	FEMALE 	MALE 	MALE 
QSR	\$50,000.00	\$55,633.00	*
Fast Casual	\$57,000.00	\$60,420.00	*
Family Style	*	\$53,333.00	*
Casual Theme	*	\$67,700.00	\$65,000.00
Upscale Dining	*	*	\$55,000.00

Sous Chef



AVERAGE STARTING SALARIES



District / Multi-Unit Manager

	MALE 	MALE 
QSR	\$64,166.00	\$65,000.00
Fast Casual	\$90,000.00	\$65,000.00
Casual Theme	*	\$70,500.00
Upscale Casual	\$110,400.00	\$61,500.00
Upscale Dining	*	\$65,000.00

Director Of Operations

	FEMALE 	MALE 
QSR	*	\$150,000.00
Fast Casual	\$135,000.00	*
Family Style	*	\$150,000.00
Casual Theme	\$158,000.00	*




AVERAGE STARTING SALARIES

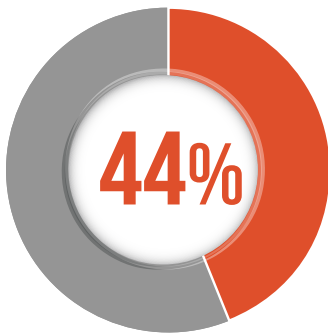


Sous Chef

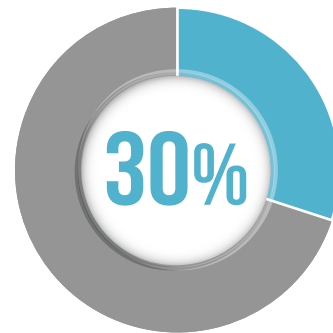
	FEMALE 
QSR	*
Fast Casual	\$56,000.00
Casual Theme	\$48,000.00
Upscale Casual	\$53,000.00
Upscale Dining	\$65,000.00

Executive Chef

	FEMALE 
QSR	\$55,000.00
Fast Casual	*
Casual Theme	\$80,000.00
Upscale Casual	*
Upscale Dining	*



Females Received Raises
Avg. Raise: \$4,567.00

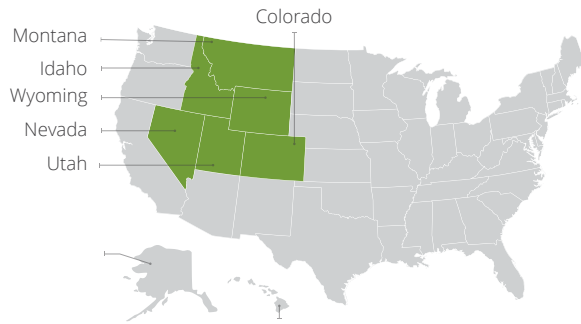


Males Received Raises
Avg. Raise: \$8386.00



ROCKY MOUNTAIN



The Rocky Mountain states consist of :



AVERAGE STARTING SALARIES





Assistant Restaurant Manager

	FEMALE 	MALE 
QSR	\$47,500.00	\$49,333.00
Fast Casual	*	\$45,833.00
Family Style	*	\$49,000.00
Casual Theme	\$50,166.00	\$47,866.00
Upscale Casual	*	*

Kitchen Manager

	MALE 
Upscale Casual	\$53,000.00

General Manager



	FEMALE 	MALE 
QSR	\$48,000.00	\$42,950.00
Casual Theme	\$60,000.00	\$67,500.00
Upscale Casual	*	\$72,500.00

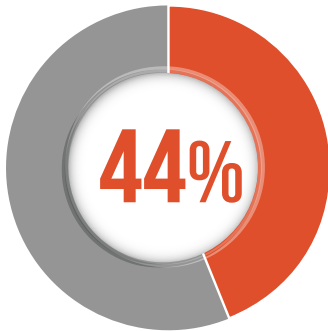
AVERAGE STARTING SALARIES



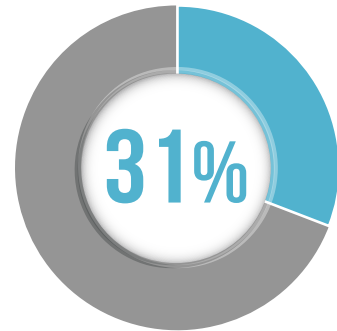
District / Multi-Unit Manager

Executive Chef

	MALE 	MALE 
Fast Casual	\$63,750.00	*
Casual Theme	*	\$55,000.00
Upscale Dining	*	\$65,000.00



Females Received Raises
Avg. Raise: \$3,750.00

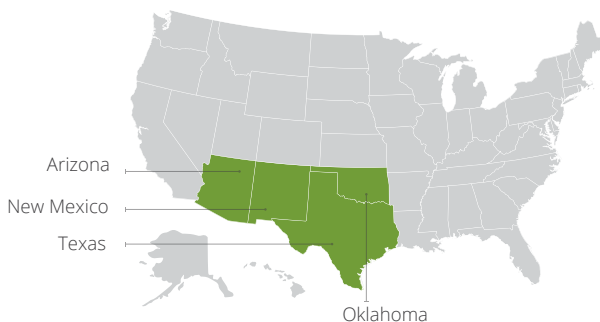


Males Received Raises
Avg. Raise: \$7090.00



SOUTHWEST REGION



The Southwest states consist of :





AVERAGE STARTING SALARIES




Assistant Restaurant Manager

	FEMALE 	MALE 
QSR	\$36,250.00	\$43,750.00
Fast Casual	\$37,302.00	\$37,122.00
Family Style	\$44,000.00	\$48,900.00
Casual Theme	\$48,600.00	\$47,800.00

General Manager

	FEMALE 	MALE 
QSR	\$47,333.00	\$55,833.00
Casual Theme	\$67,500.00	\$59,286.00
Upscale Dining	\$90,000.00	*

District / Multi-Unit Manager

	MALE 
Fast Casual	\$82,500.00
Casual Theme	*

Executive Chef

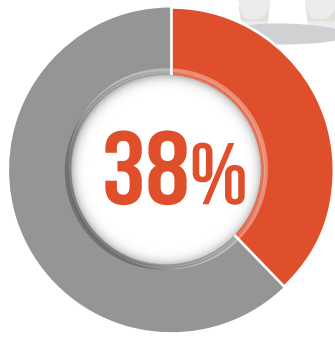
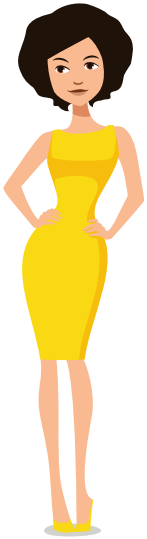
	MALE 
	*
	\$65,000.00

AVERAGE STARTING SALARIES



Director Of Operations

	MALE
QSR	\$85,000.00
Casual Theme	\$103,333.00



Females Received Raises
Avg. Raise: \$5,450.00

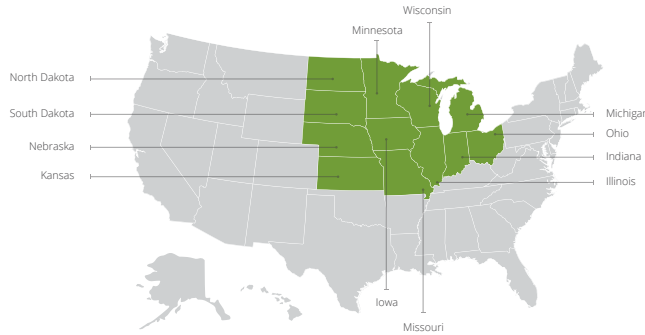


Males Received Raises
Avg. Raise: \$4,880.00



MIDWEST




The Midwest states consist of :




AVERAGE STARTING SALARIES



Assistant Restaurant Manager

	FEMALE 	MALE 	MALE 
QSR	\$34,829.00	\$32,468.00	*
Fast Casual	\$44,500.00	\$43,088.00	\$58,666.00
Family Style	\$47,000.00	\$42,667.00	*
Buffet	\$27,500.00	*	*
Casual Theme	\$46,467.00	\$46,287.00	\$49,333.00
Upscale Casual	\$51,500.00	\$57,813.00	\$56,000.00
Upscale Dining	\$57,200.00	\$60,000.00	*

General Manager

	FEMALE 	MALE 
QSR	\$39,500.00	\$46,500.00
Fast Casual	\$48,000.00	\$49,400.00
Family Style	*	\$50,250.00
Buffet	*	\$60,000.00
Casual Theme	*	\$57,357.00
Upscale Casual	*	\$62,500.00
Upscale Dining	*	\$68,500.00

AVERAGE STARTING SALARIES




Sous Chef

	FEMALE 
Casual Theme	\$56,000.00
Upscale Casual	\$48,000.00


Executive Chef

	FEMALE 
	\$55,000.00
	*

District / Multi-Unit Manager

	MALE 
QSR	\$71,000.00
Upscale Dining	\$80,000.00

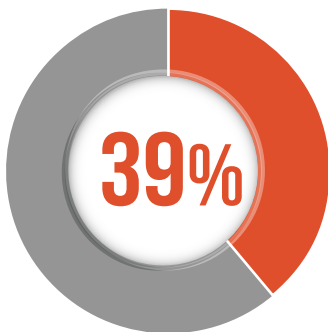
Executive Chef

	MALE 
	\$62,286.00
	\$64,250.00

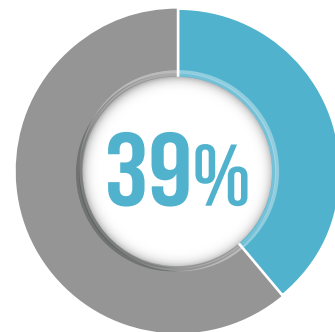
Director Of Operations

	FEMALE 
QSR	*
Upscale Dining	\$65,000.00

	MALE 
	\$115,000.00
	*



Females Received Raises
Avg. Raise: \$5,953.00



Males Received Raises
Avg. Raise: \$4,978.00

