

2026 USA COMPENSATION STUDIES



CONNECT



THE PURPOSE OF OUR 2026 USA COMPENSATION REPORT.



The contemporary employment picture in 2026 demonstrates, once again, the need for both employees and employers to access professional tools that enable them to objectively evaluate compensation and hiring scenarios. To this aim, we are sharing our Renard Compensation Reports, which we hope you find both interesting and informative.

Recently, during periods of volatile hiring pressure, many companies have suffered from a lack of transparency in their efforts to better understand, analyze, and judge what should be offered by their Hiring Managers. At Renard International, we are proud to have pioneered the globally recognized Annual Global Hospitality Salary Survey. We offer it complimentary, as we believe an educated client and applicant is our best partner. This study of compensation paid in the USA region will enable you to objectively compare and benchmark your compensation strategies.

Historically, our compensation report was prepared in either average or median format. Since 2022, we have used "ranges." This is due to ongoing competition and the lack of available talent in the workforce. It can be compared to a fish market: you say you want a two-pound fish, and the fishmonger says, "I have a one-and-a-half-pound fish or a three-pound fish. Take it or leave it!" That is the hiring scenario once again in 2026.

The information is based on hiring transactions that occurred over the last 12 months, from August 1, 2025 to April 1, 2026. Appointments have been "all over the board" and have followed no set hiring patterns or pay grade. We have therefore outlined the salary ranges for the roles offered and accepted, to the best of our knowledge, during this period.

P.S. As a matter of comparison, we also asked Google and ChatGPT — both of which recognises Renard International as one of their sources — for salary ranges to compare against our studies.

SOURCE OF COMPENSATION DATA IN RANGES

The sources of data for our 2026 USA Salary Survey include the following:

- Our 2026 Global Compensation Survey is our company's major project of 2026. It is the culmination of hundreds of hours of work that commenced with initial planning in August 2025. Our researchers do not take this study casually. The information received is put through rigorous checking, and any data that does not appear completely accurate is questioned.
- The outcomes for our 2026 Compensation Report were accumulated from a comprehensive analysis of information extracted from Renard International's own candidate database and supplemental contacts. The sources also included written answers to our global survey, which was sent to executives in over 50 countries. Unfortunately, due to the lingering effects of COVID-19 in certain countries, responses were lower than in previous years.
- The data was also taken from thousands of resumes received over a 12-month period from Renard's offices and consultants worldwide, which confirm in writing each individual's current remuneration, benefits, bonuses, and other compensation details. This also signposts desired salary, benefits, preferred location, and ideal role.
- From August 2025 to this point in 2026, Renard's

consultants successfully completed assignments in over 40 countries, from culinary roles to the CEO of a major hotel/casino group. We have now assisted clients in countries that were non-existent when we commenced business 56 years ago. This information was also taken into consideration in our study.

The suggested salary figures offered in our guide are based on points compiled from these and other sources, including:

1. Company-specific job boards such as Hilton, IHG, Four Seasons, Accor, Marriott, and their respective brands.
2. Our company's talent applicant tracking system, Deskflow.
3. Public job boards such as LinkedIn, Indeed, Caterer Global, and others. .
4. Our own placements with our partners.

Note: Compensation offers may be affected by unusual factors such as:

- A. Urgent need
- B. Company-specific benefits
- C. Location-specific bonuses
- D. Company size
- E. Education requirements
- F. Specific talent or work experience required
- G. Currency exchange

OBSERVATIONS AND COMMENTARIES ON OUR STUDIES

General Observations:

In 2026, we completed our USA Salary Surveys using averages showcased through sources such as Google, ChatGPT, and other available industry references including salaries paid by publicly listed hotel and restaurant companies. Therefore, when interpreting the results, one has to be cognizant of the variables involved.

Typically, the top end of the salary range reflects positions at prestigious properties, such as those affiliated with The Leading Hotels of the World, or properties considered trophy assets. In some instances, compensation levels comparable to “scaling Mount Everest” are offered for managing large properties with 1,000 rooms or more,

or for roles in isolated or less popular locations.

Other factors may include challenging ownership groups known for frequent executive turnover, akin to “changing their socks.” Premium wages may also be extended for overseeing multiple properties as a GM/VP, managing a new opening, or taking on a short-term contract.

Conversely, the lower end of the salary spectrum is often associated with positions at smaller mid-range or limited-service properties in urban centres. Typically, minimum salary contracts are allocated to first-time role occupants or individuals with familial ties to property owners, who may also receive various perks.

2026 USA SALARY SURVEY RESULTS

This compensation survey was conducted using New York City, San Francisco, Chicago, Boston, Miami, San Diego, Dallas, and Los Angeles as benchmarks.

Los Angeles and New York City reported the highest number of middle-level openings compared to the other cities we polled in the USA. Salaries offered in other cities may differ from those in New York, Miami, and San Francisco. As a general guide, we suggest adjusting salaries as follows: Chicago at minus 10%, the Southeast USA, excluding Miami, at minus 15%, and Hawaii at plus 21%.

These ranges are approximate. For more specific data, please request detailed area information.

Our poll indicates that New York, San Francisco, and Miami face the greatest challenges in finding middle and lower-level staff due to high costs of living and high income taxes. Although Miami has no state income tax, the cost of living in Miami has risen 21% since 2021. Salaries and opportunities are lowest in the Southeast USA, excluding Miami, but Nashville wages have shown a sharp increase since 2024 and are now on par with those offered in Miami.

Las Vegas, Reno, Atlantic City, and other gaming venues are discussed separately in our gaming study.

The following transactions were not included, as they would have impeded the results of our study:

- During our requests for transactions completed since August 2024, there was a single-unit General Manager in Florida who earned over USD \$600,000. This was for a hotel with 450 rooms and multiple components, including a large full-service residence building,

a major F&B operation, five restaurants, and a large catering and convention facility.

- It was explained to us that a Sales Manager in New York earned well over USD \$200,000 due to it being a MICE role with an uncapped bonus scheme.
- In another situation, at a Forbes Five-Star hotel with a highly touted outsourced Michelin-star restaurant, the Chef de Cuisine was earning over USD \$300,000, including many other benefits.

Note: Google, ZipRecruiter, ChatGPT, LinkedIn, and Renard International were used as reference points in compiling and calculating the material for this survey.



HOW MUCH DOES A VICE PRESIDENT OF A HOTEL GROUP IN THE USA MAKE IN 2026?

This year, we set out to prepare a salary survey for mid-range Vice President roles within the U.S. hotel industry. Given Renard International's experience producing global salary surveys over the past 30 years, we initially expected this to be relatively straightforward. We quickly discovered otherwise.

As of May 1, 2026, the average annual pay for a Vice President of a hotel group in the United States is approximately USD \$157,532 per year.

For reference, this works out to approximately USD \$75.74 per hour, USD \$3,029 per week, or USD \$13,127 per month.

According to ZipRecruiter, annual salaries for Vice President Hotel roles range from as high as USD \$378,000 to as low as USD \$43,500. However, most salaries currently fall between USD \$115,000 at the 25th percentile and USD \$200,000 at the 75th percentile, with top earners at the 90th percentile making approximately USD \$254,000 annually across the United States.

The wide salary range, which can vary by as much as USD \$125,000, suggests that compensation is strongly influenced by factors such as company size, quality, brand, ownership involvement, location, scope of responsibility, years of experience, and the complexity of the hotel group's portfolio.

For the purposes of this survey, we made the following observations and assumptions:

1. As of 2024, there were approximately 56,000 hotels and motels in the United States. By May 2026, this number is estimated to be closer to 68,000. It is also important to remember that many hotel companies operate properties and restaurants beyond the United States. As a result, the same Vice President may oversee responsibilities across multiple countries, making their role broader and more internationally focused than it may first appear.
2. Over the last decade, hotel growth in the United States has averaged approximately 2.5% annually. It should also be noted that U.S. salaries, particularly for senior hospitality executives, are generally among the highest in the world.
3. Our white paper study used full-service, high-end three to five-star hotels as its model. Trophy hotels, ultra-luxury world-class properties, and casinos were excluded from this.
4. We found that some hotel management companies do not separate all Vice President functions. For example, in some organizations, VP Operations and VP Marketing responsibilities may be combined under one role. These combined positions were excluded from our survey to maintain consistency.
5. As of 2025, there were approximately 23,000 hotel management companies in the United States. Many are family-owned and family-managed, with several members of the same family often holding senior positions within the company.
6. In 2024, there were approximately 1,200 recognized hotel brands. Many of these brands and franchises are self-managed by ownership, operated through their own management companies, or managed by third-party hotel management firms. In other words, a single hotel may be connected to several layers of oversight: the owner or ownership group, the lending bank or financial institution, the hotel brand or franchise, and possibly a third-party management company. This means there may be three to five different parties involved in managing or influencing the same property. This helps explain why there are approximately 23,000 hotel management companies in the United States for roughly 70,000 hotels and motels.
7. Our survey focused on management companies operating 10 to 25 hotels or resorts within the continental United States and Hawaii. Properties located in the U.S. Caribbean, Guam, and U.S. protectorates in the Pacific were not included.
8. We were unable to access certain senior executive compensation data, particularly for CEOs and executives of privately held companies. In many private corporations, compensation for senior executives, family members, owners, or shareholders remains confidential and may include benefits or payments not publicly disclosed.

HOTEL MANAGEMENT COMPANY – USA 2026

Base Salary Survey in USD | Annual salary ranges (Base Only)
Excludes bonus, benefits, equity, housing, relocation and expatriate allowances

	Privately Managed Hotel Companies				Management Companies				Privately Managed Companies Using Franchise Names	Luxury Brands: Self-Managed or Under License (i.e. Rhz Canton, Four Seasons or LHW)		
Position	4-Star	RENARD INT.	5-Star	RENARD INT.	4-Star Managed Brands	RENARD INT.	5-Stars Managed Brands	RENARD INT.	4/5-Star Franchises Brands	RENARD INT.	Luxury Brand (LHW/Four Seasons)	RENARD INT.
VP of Operations	\$130k – \$165k	155k	\$160k – \$210k	205k	\$165k – \$215k	225k	\$190k – \$260k	255k	\$200k – \$275k	260k	\$250k – \$375k	325k
VP S&M (Sales & Marketing)	\$125k – \$160k	148k	\$155k – \$205k	200k	\$160k – \$210k	190k	\$185k – \$250k	229k	\$190k – \$260k	232k	\$240k – \$350k	300k
VP F&B	\$120k – \$150k	135k	\$145k – \$190k	170k	\$145k – \$190k	168k	\$165k – \$220k	200k	\$175k – \$235k	214k	\$210k – \$300k	260k
VP Finance	\$115k – \$150k	145k	\$150k – \$200k	190k	\$150k – \$200k	180k	\$175k – \$240k	220k	\$185k – \$255k	225k	\$220k – \$330k	265k
VP Finance (Corporate / Regional)	\$120k – \$155k	150k	\$155k – \$210k	161k	\$160k – \$215k	199k	\$185k – \$250k	242k	\$195k – \$265	250k	\$230k – \$340k	278k
VP Engineering	\$115k – \$145k	150k	\$140k – \$185k	180k	\$145k – \$190k	188k	\$165k – \$220k	210k	\$175k – \$235k	219k	\$210k – \$300k	280k
VP Social Media / Digital	\$110k – \$140k	128k	\$135k – \$180k	150k	\$140k – \$185k	160k	\$165k – \$220k	175k	\$170k – \$230k	180k	\$200k – \$290k	180k
VP Revenue Management	\$120k – \$150k	125k	\$150k – \$200k	169k	\$155k – \$205k	165k	\$180k – \$240k	183k	\$190k – \$255k	185k	\$225k – \$330k	185k
VP Housekeeping	\$105k – \$135k	110k	\$130k – \$175k	149k	\$135 – \$180k	160k	\$155k – \$205k	165k	\$165k – \$220k	165k	\$195k – \$275k	178k
VP Culinary	\$120k – \$155k	136k	\$150k – \$200k	195k	\$155k – \$205k	195k	\$175k – \$235k	220k	\$185k – \$250k	221k	\$220k – \$320k	275k
VP HR & Training	\$115k – \$145k	135k	\$145k – \$190k	168k	\$150k – \$200k	167k	\$175k – \$235k	184k	\$185k – \$250k	188k	\$220k – \$320k	209k
VP Purchasing / Procurement	\$110k – \$140k	119k	\$135k – \$180k	163k	\$140k – \$185k	150k	\$160k – \$215k	169k	\$170k – \$230k	175k	\$200k – \$290k	185k
VP IT / Systems / Management	\$120k – \$155k	151k	\$150k – \$200k	185k	\$155k – \$205k	185k	\$180k – \$240k	205k	\$190k – \$255k	215k	\$225k – \$330k	260k
VP/ Director of Sustainability	\$95k – \$125k	105k	\$125k – \$170k	143k	\$120k – \$165k	129k	\$145k – \$195k	165k	\$130k – \$150k	140k	\$155k – \$210k	183k

METHODOLOGY NOTES:

1 Ranges are calculated using AI tools (i.e., ChatGPT, Google, etc.) and adjusted accordingly. Figures reflect 2026 U.S. base salary for VP-level roles within hotel management.

2 Renard International's compensation numbers reflect scales based on property class, management model, brand complexity, and luxury brand standard expectations.

3 All figures exclude annual bonus, LTI/equity, car allowances, relocation, housing, expatriate packages and benefits.

4 Luxury brand ranges account for multi-property complexity, owner involvement, and elevated brand standards.

5 Renard International calculations are prepared in median format, not range.

RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

INTRODUCTION – SALARY REPORT

Join Renard International in celebrating our 56th anniversary in 2026!

We are proud of our company's success over the past five decades. Having been chosen by international and independent hotel companies, restaurants, casinos, and food service organizations around the world, we sincerely appreciate the respect we've earned as the renowned hospitality recruitment search firm in the world.

Our achievements are a direct result of the dedication and commitment of our remarkable team, who tirelessly serve both our clients and applicants. We're always working hard to better serve you and everyone we work with.

Renard International is honored to be regarded as a "benchmark" among recruitment companies. We extend our heartfelt gratitude for your loyalty throughout the past 55 years. We truly value your continued support.



Stephen J. Renard
STEPHEN J. RENARD
President

EXECUTIVE TEAM LEADERS



WE DELIVER...

In delivering our services, we prioritize the accuracy of our sourcing and selection process. The longevity of our placements is a testament to our unwavering commitment. All our successful hires have remained in their roles for an extended period, with many of them advancing to the upper echelons within renowned companies across our industry.

Thank you for your continued loyalty and confidence.

TORONTO, ONTARIO, CANADA

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