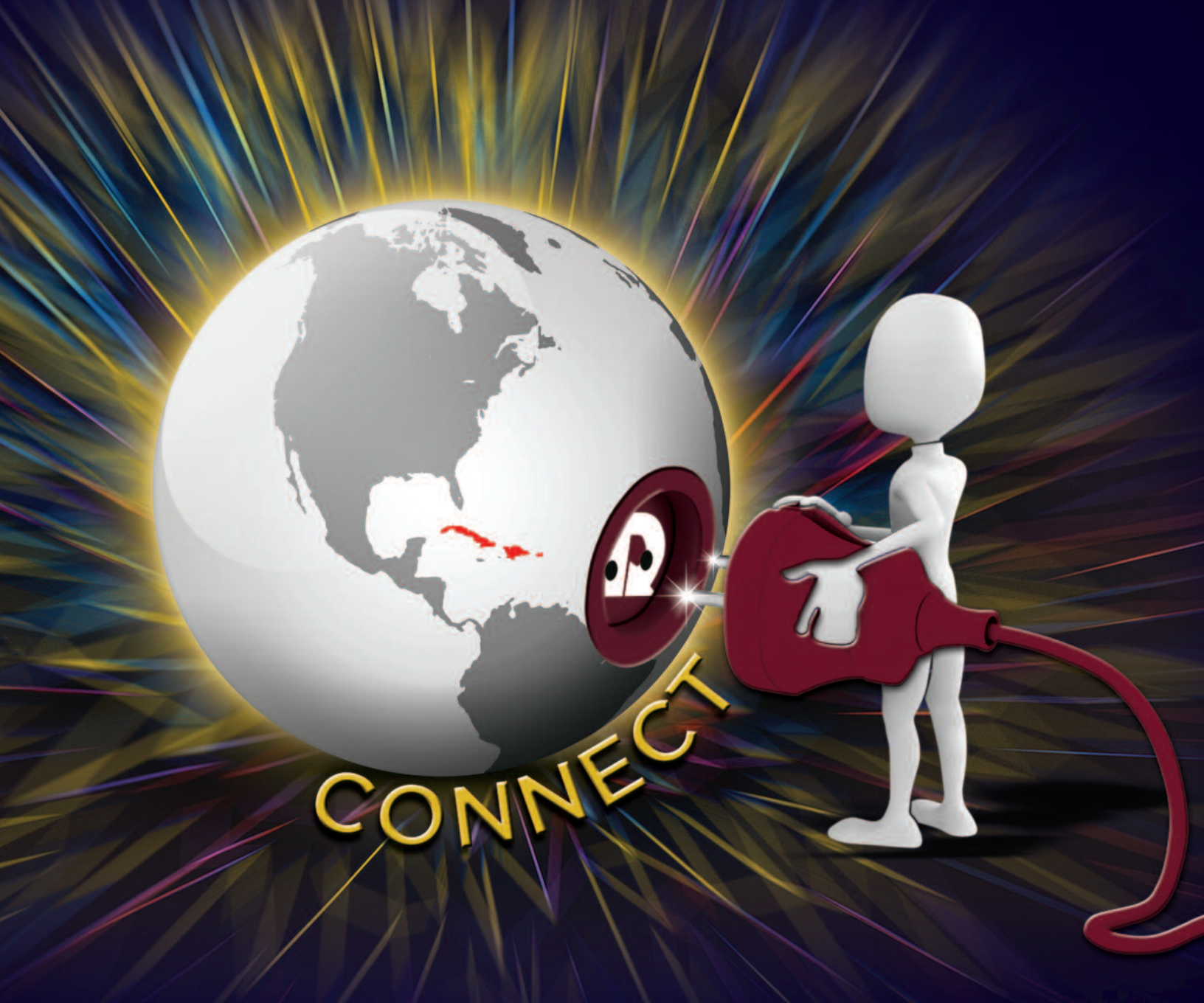
RENARD INTERNATIONAL
HOSPITALITY SEARCH CONSULTANTS

TURKS AND CAICOS SALARY REPORT FEBRUARY 2026



OUR INITIATIVE FOR IMPLEMENTING THE 2026 RENARD GLOBAL COMPENSATION REPORTS 32ND EDITION

The employment landscape of 2026 underscores the ongoing need for both employees and employers to access reliable tools that allow for objective assessments of hiring trends and compensation practices. In line with this, we are pleased to share the 2026 edition of the Renard Compensation Reports, which we hope will provide valuable insights and foster informed decision-making.

Amidst ongoing hiring challenges and worldwide market volatility, most companies continue to face issues with transparency when determining compensation packages and evaluating hiring strategies. At Renard International, we take pride in pioneering the industry-leading "Annual Global Hospitality Salary Survey," which we offer complementary as we believe that an informed client or applicant is our best partner for success. Our 2026 compensation report will allow you to benchmark your compensation strategies against current market trends and make data-driven decisions.

Historically, our compensation reports were presented in either average or median formats; however, since 2022, we have transitioned to providing salary ranges. This shift reflects the competitive landscape and the ongoing talent shortage, similar to a scenario at a local butcher shop: you ask for a two-pound item, but the butcher can only offer you either a one-and-a-half pound or a three-pound item—take it or leave it, he says! This is the state of the hiring market in 2026. Our data is based on hiring transactions that have occurred over the past 12 months. Due to unpredictable hiring patterns after COVID-19 and the lack of consistency in pay grades, we have included an overview of the compensation packages offered and accepted over the past 12 months.

A note on wage comparisons: *For reference, we cross-checked our findings with salary data from Google and ChatGPT to offer a broader perspective for comparison.*

SOURCE OF DATA COMPENSATION IN RANGES

Data sources for the 2026 Compensation Report:

- Our 2026 Salary Reports reflect months of careful data collection and analysis, marking the culmination of our company's major project for the year. The research process began in January 2025 and involved hundreds of hours of rigorous work. Every piece of information was thoroughly scrutinized to ensure accuracy, with any questionable data being carefully reviewed.
- The outcomes of our 2026 reports were accumulated from a comprehensive information analysis extracted from Renard International's own candidate database and supplemental contacts. The sources also included written answers to our global survey sent to executives across more than 50 countries. While the COVID-19 pandemic no longer affects contracts or compensation offers, its long-term impact is still reflected in survey results.
- The data was also taken from the thousands of resumes received each month through Renard International's offices and consultants worldwide, which provide up-to-date information on current compensation, benefits, bonuses, and desired salary expectations.
- **Since early 2025**, Renard International has successfully completed assignments in over 45 countries, ranging from culinary positions to CEO placements **for major hotel and casino groups spanning North American to Mongolia**. These placements include countries which did not exist when we first began operations 55 years ago, providing valuable additional data for our report.

The salary ranges presented in our guide reflect a combination of these data sources and other relevant industry benchmarks. In addition to our core sources, the following contributed to our findings:

1. We referenced specific job boards, including major brands like Accor, Hilton, IHG, Four Seasons, Marriott, and others like MOHG and LHW.
2. Renard's talent applicant tracking system ("Renard's Customised Talent Tracking System"): Our internal tracking system provides insights into candidate preferences and compensation expectations. It also highlights 40 different hiring points, ranging from language proficiency to salary expectations.
3. Public job boards: Such as LinkedIn, Indeed, and Caterer Global.
4. Personal placements: Data gathered from our network of partners and placements.

Note: Compensation offers may be influenced by many factors, including but not limited to:

A. Urgent need
B. Company-specific benefits
C. Location-specific benefits
D. Company size
E. Educational/or other VISA requirements
F. Specialised talent or experience
G. Currency exchange rates
H. Family motivations
…and more!

2026 RENARD INTERNATIONAL GLOBAL COMPENSATION SURVEYS

TABLE OF CONTENTS

1. Introduction
- 1.1 Overview of Compensation Surveys
- 1.2 How We Conduct Our Compensation Analysis

2. Methodology
- 2.1 Approach to Compensation Reports
- 2.2 Data Collection and Analysis

REPORTS & SURVEYS INDEX

3. Regional Salary Studies
- 3.1 UAE Salary Survey/Dubai Salary Comparison
- 3.2 Southeast Asia Salary Overview
- 3.3 City of London Guide
- 3.4 Cruise Line Salary Study
- 3.5 Canada Salary Study
- 3.6 Mexico Resorts & Mexico City Analysis
- 3.7 Italy, Spain and Portugal compensation Reports
- 3.8 Caribbean, Bahamas and Turks & Caicos salary reviews
- 3.9 United States Salary Analysis East to West

4. Industry White Papers
- 4.1 Spa and Wellness White Paper
- 4.2 2026 Gaming & Casino Compensation Guide
- 4.2.1 North America
- 4.2.2 Global Casino Update
- 4.2.3 Online Gaming Observations

5. About Renard International
- 5.1 Introduction to Renard International
- 5.2 Our People

All Salary Surveys at Renardnewsletter.com

DISCLAIMER

While due diligence has been applied in the preparation of this document, Renard International cannot guarantee the accuracy of the information contained herein and accepts no liability for any loss or damage resulting from the use of this information or recommendations.

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OBSERVATIONS AND COMMENTARIES ON OUR CARIBBEAN & BAHAMAS STUDIES

General observations - Caribbean

In 2026, we once again completed our salary surveys using ranges rather than averages or medians. Therefore, when interpreting the results, one must be mindful of the many variables involved. Typically, the top end of the range reflects positions at prestigious properties, such as those affiliated with the Leading Hotels of the World or regarded as trophy assets. In some instances, compensation levels – comparable to scaling Mount Everest – are offered for managing large properties (1,000 rooms) or for roles in isolated or less desirable locations. Other factors influencing higher pay nclude managing challenging owners known for frequent executive turnover – akin to changing their socks – as well as overseeing multiple properties (GM/VP roles), opening new resorts, or handling short-term contracts.

Conversely, the lower end of the salary spectrum is often tied to smaller, mid-range, or limited-service properties in urban centers. Minimum salary contracts are typically offered to first-time role holders or individuals with familial ties to property owners, who often receive additional perks and benefits.

Economic forecasts for the Caribbean point to modest expansion over the next two years, with the region expected to grow just above 2%, placing it among the slower-moving global markets. Recent weather-related issues, higher-than-expected occupancies, increased operating and product costs due to current U.S. tariffs, higher borrowing costs, limited investment activity, and persistent local challenges continue to influence the broader economic landscape.

Even so, the Caribbean – particularly tourism-driven markets like the Bahamas – remains resilient. International arrivals have surpassed pre-pandemic levels, with UNWTO data showing continued year-over-year improvements that reinforce the region's position as a leading leisure destination. Hotel performance across major Caribbean islands reflects this recovery, with many markets reporting gains in occupancy, ADR, and profitability, although results vary depending on product quality, airlift, and operating cost pressures.

Development momentum also remains strong, fuelled by ongoing luxury resort projects and large-scale refurbishments, though these initiatives face the reality of elevated construction and infrastructure costs driven by supply chain constraints and the need for storm-resistant design.

At the same time, investment activity across the Caribbean remains selective, with only a limited number of transactions taking place and market transparency still relatively narrow. Despite this, owners continue to pursue new builds, conversions, and repositioning projects to maintain competitiveness and respond to evolving traveller expectations.

CARIBBEAN 2026 – GROSS SALARY CHART

This survey focuses on expatriate-paid roles. Most Caribbean islands hire expats for various positions—especially in luxury brands – but due to work visa restrictions, qualified local residents often fill these roles when available, sometimes earning similar salaries. Expatriates may have taxes covered by employers, while locals pay their own. Expat hiring is most common where there are shortages of skilled hotel or restaurant managers.

The highest salaries are typically reported in casino hotels or "Trophy Resorts" such as Leading Hotels of the World properties, some with fewer than 50 keys and average room rates exceeding $1,000 per night. However, higher rates don't always translate into higher pay; privately owned resorts often operate outside standard compensation ranges and may withhold full salary disclosures. Most Caribbean resorts have fewer than 200 rooms, with notable exceptions like Atlantis and Baha Mar in the Bahamas, where properties can exceed 2,000 rooms. Salaries in Nassau and Paradise Island are among the highest globally, reflecting the high cost of living and stricter work visa policies.

Cuba stands apart: around 90% of its hotels are all-inclusive, with government-regulated wages and benefits such as health coverage. Challenges include restrictions on citizen employment, limited access to goods due to the U.S. embargo, and currency constraints. Despite these conditions, salaries remain relatively low – some 4/5-star all-inclusive resorts offer General Managers only $60,000 – $75,000 net, including housing.

In 2026, we now introduce the title of Director of Sustainability, which many are uncertain about the responsibilities of this role for the Caribbean range.

The Director of Sustainability's responsibilities include creating and implementing initiatives that drive their organizations' commitment to environmental and social responsibility. They ensure that sustainability is integrated into business operations and aligns with the financial goals. In the Caribbean, the average salary for this role is $72,000.

***Note:* Some changes in this survey are based solely on currency exchange fluctuations.**

BAHAMAS SALARY SURVEY 2026

This survey includes salary data for both local and expatriate professionals. Expatriates generally receive broader benefit packages, including housing allowances, annual return flights, and, in some cases, company shares or options. The report focuses specifically on hotels and private clubs across the Bahamas – covering Nassau, Freeport, Paradise Island, and the Out Islands.

The Bahamas consistently ranks among the top-paying destinations in the hospitality world, though expatriate tenures tend to average under two years. Since 2020, business in Nassau has shown steady growth, reflected in room rates frequently surpassing $1,000 per night. Several stand-alone restaurants in Nassau report annual revenues above $15 million.

In our 2024 report, we introduced new classifications for Pastry Chefs and Bakers. While Pastry Chefs and Senior Bakers at all-inclusive properties and casinos often handle larger production volumes, their salaries generally fall below those at luxury resorts and private clubs.

In 2026, we now introduce the title of Director of Sustainability, which many are uncertain about the responsibilities of this role for the Bahamas range.

The Director of Sustainability's responsibilities include creating and implementing initiatives that drive their organizations' commitment to environmental and social responsibility. They ensure that sustainability is integrated into business operations and aligns with the financial goals. In the Bahamas, the average salary for this role is $80,000..

All figures are presented in U.S. dollars, and the Bahamas imposes no income tax.

2026 CARIBBEAN SALARY SURVEY

The salary figures in red are changes from Oct. 2024 to Sept. 2025 **Position**	Salary Range 2026		2026 Google Range for All Resorts in the Caribbean	2026 ChatGPT Median All Classifications of Resorts 3-5 Star	Our Calculation 2026 4 Star and All Inclusive Resorts	Our Calculation 2026 For 5 Star Luxury Resorts Casinos and Trophy Properties
	4 Star and All Inclusive Resorts	5 Star, Trophy and Casino Hotels				
General Manager	$140,000 - **$185,000**	**$175,000** - $260,000	**$95,000 - $120,000**	**$101,000**	**$175,000 - $225,000**	**$180,000** - $375,000
Resident Manager*	**$65,000 - $80,000**	**$62,000 - $90,000**	**$48,900 - $60,000**	**$55,000**	**$63,000 - $85,000**	**$75,000 - $130,000**
Rooms Division Manager	**$66,000** - $72,000	**$60,000** - $77,000	**$40,000 - $50,000**	**$45,000**	$60,000 - $80,000	**$51,000 - $102,000**
Front Office Manager	**$50,000 - $65,000**	**$50,000** - $70,000	**$55,000** - $70,000	**$40,000**	**$60,000** - $70,000	**$40,000 - $60,000**
Executive Housekeeper	$60,000 - **$80,000**	$60,000 - **$80,000**	**$41,000** - $50,000	**$46,000**	**$70,000 - $80,000**	**$65,000 - $84,000**
Chief Engineer	$77,000 - $100,000	**$80,000** - $113,200	**$50,000 - $65,000**	**$54,000**	$80,000 - $110,000	**$85,000 - $125,000**
Food & Beverage Director	**$75,000 - $115,000**	**$75,000** - $130,000	$48,000 - **$65,000**	**$56,000**	**$80,000 - $115,000**	**$125,000 - $145,000**
Oriental Chef - Chinese/Japanese	**$67,000** - $92,800	**$70,000** - $96,400	**$40,000 - $50,000**	**$48,000**	**$70,000 - $92,000**	**$69,000 - $95,000**
Social Network Manager	**$48,000** - $60,000	$45,000 - $60,000	$30,000 - $40,000	**$45,000**	**$50,000** - $65,000	**$51,000 - $71,000**
Restaurant Manager (Fine Dining Room)	**$55,000** - $90,000	$60,000 - $90,000	**$30,000 - $39,000**	**$35,500**	$50,000 - $90,000	$65,000 - **$110,000**
Executive Chef	**$71,000** - $105,000	**$75,000 - $125,100**	**$48,000 - $65,000**	**$55,000**	**$70,000 - $115,000**	**$75,000** - $125,000
Gourmet Restaurant Chef	$63,000 - **$98,800**	**$75,300** - $101,000	**$48,000** - $60,000	**$55,000**	**$65,000** - $100,000	**$85,000 - $135,000**
Executive Sous Chef	$60,000 - **$75,000**	$70,000 - $90,000	**$41,000 - $52,000**	**$45,450**	**$70,000 - $85,000**	**$75,000 - $105,000**
Italian Chef	$58,000 - $93,100	**$60,000 - $95,100**	**$39,000 - $52,000**	**$48,000**	**$60,000 - 94,000**	**$60,000 - $98,000**
Pastry Chef	**$65,000** - $90,000	**$65,000** - $90,000	**$40,000 - $52,000**	**$45,000**	$70,000 - **$95,000**	**$65,000 - $95,000**
Comptroller / Director of Finance	**$85,000 - $109,200**	**$85,000 - $110,000**	**$40,000 - $54,000**	**$48,500**	**$90,000** - $100,000	**$85,000 - $115,000**
Human Resources & Training Manager	$58,000 - $98,000	**$65,000 - $100,000**	**$35,000 - $45,000**	**$48,000**	**$60,000** - $99,000	**$68,000** - $100,000
Sales & Marketing Director*	**$85,000 - $148,000**	$86,000 - **$148,000**	**$52,000 - $70,900**	**$60,950**	**$88,000** - $145,000	**$90,000 - $152,000**
Sales Manager (No. 2) or Dir. of Sales on Properly*	$48,000 - $62,000	$48,000 - $65,000	**$39,000** - $48,000	**$45,000**	**$52,000** - $69,000	**$52,000 - $72,000**
Revenue Manager	$58,000 - $111,000	$58,000 - $111,000	**$39,000 - $48,000**	**$44,000**	**$60,000** - $111,000	**$62,000** - $111,000
IT Manager	$48,000 - $62,600	**$54,000 - $64,600**	**$40,000** - $50,000	**$48,500**	**$42,000 - $54,000**	**$48,000 - $58,000**

* Many times this Roles based in the USA. **Noted:** We are unsure if Google or ChatGPT Figures includes Benefits. We do not.

2026 BAHAMAS SALARY SURVEY*

The salary figures in red are changes from Oct. 2024 to Sept. 2025

Positions	Google Salary Range Resort All-Inclusive and Out Islands Boutique Resorts	ChatGPT Median All-Inclusive Resort and Out Islands Boutique Resorts median	Our Salary Report Full Service Hotels, All-Inclusive and Out Islands Boutique Properties	Our Calculations Luxury, Trophy and Casinos Properties
General Manager	**$125,000** – $180,000 USD	**$105,000 USD** (median)	**$120,000 – $225,000**	$175,000 – **$380,000**
Resort Manager / Hotel Manager / Resident Manager	**$85,000** – $140,000 USD	**$95,000 USD** (median)	**$90,000** – $125,000	**$135,000 – $190,000**
Director of Food & Beverage	$80,000 – $160,000 USD	$90,000 USD (median)	**$80,000** – $155,000	$95,000 – **$145,000**
Food & Beverage Supervisor / Restaurant Manager	**$65,000** – $125,000 USD	**$70,000 USD** (median)	**$66,000** – $130,000	**$68,000** – $125,000
Banquet Specialist	**$48,000** – $80,000 USD	$55,000 USD (median)	**$40,000** – $75,000	**$40,000 – $80,000**
Director of Sales & Marketing on Property*	$95,000 – $175,000 USD	$110,000 USD (median)	**$95,000** – $190,000	**$100,000** – $200,000
Executive Chef	$80,000 – $180,000 USD	$90,000 USD (median)	$70,000 – $175,000	**$80,000** – $189,000
Sous Chef / Signature Restaurant	**$80,000** – $110,000 USD	**$66,000 USD** (median)	$75,000 – $115,000	$75,000 – $189,000
Digital Marketing & Communication Director on Properly*	**$52,000** – $120,000 USD	$70,000 USD (median)	**$52,000** – $125,000	**$52,000** – $130,000
Accounting Manager #2 in Account Dept.	**$48,000** – $90,000 USD	**$68,000 USD** (median)	**$44,000** – $92,000	**$48,000** – $92,000
Controller #1 in Account Dept.	$90,000 – $175,000 USD	$95,000 USD (median)	**$90,000 – $185,000**	**$90,000 – $185,000**
Internationally Trained Revenue Manager on Property	$65,000 – $100,000 USD	$65,000 USD (median)	**$65,000** – $120,000	$65,000 – $125,000
Pastry Chef & Baker	$85,000 – $150,000 USD	$90,000 USD (median)	**$70,000** – $148,000	$70,000 – $148,000

* This Role is sometimes based in Florida or Eastern USA. **Noted:** We are unsure if Google or ChatGPT Figures includes Benefits. We do not.

TURKS AND CAICOS SALARY SURVEY 2026

Positions in usd dollars survey captured in November 2025	Full service luxury resorts & 5 star trophy		All inclusive resorts		Full service resorts (3-4 star mid range)		Residential, condo, or apartment hotels (limited/ no F & B or outsourced restaurants, 4 star luxury pricing)	
Roles / Position	2025 Google & AI Results	Median 2026 Renard Int. Results	2025 Google & AI Results	Median 2026 Renard Int. Results	2025 Google & AI Results	Median 2026 Renard Int. Results	2025 Google & AI Results	Median 2026 Renard Int. Results
Managing Director	$180k-300k	$225k	$150k–230k	$185k	$120k–180k	$135k	$110k–160k	$149k
General Manager	$142k–272k	$205k	$112k–$157k	$140k	$90k–$124k	$119k	$99k–$132k	$116k
Operations Manager [1 & 5]	$130k–220k	$155k	$110k–180k	$125k	$90k–140k	$98k	$80k–120k	$115k
Executive Housekeeper [2]	$65k–$88k	$73.5k	$56k–$78k	$72k	$51k–$68k	$60k	$55k–$72k	$58k
Housekeeping Manager [2]	$65k–95k	$73k	$55k–80k	$70k	$50k–70k	$66k	$48k–65k	$54k
Director of Finance [3]	$106k–$165k	$120k	$90k–$134k	$115k	$73k–$102k	$102k	$72k–$99k	$90k
Financial Controller [3]	$95k–145k	$125k	$85k–125k	$100k	$70k–110k	$100k	$68k–100k	$88k
Purchasing Manager	$65k–95k	$69k	$55k–85k	$58k	$50k–75k	$56.5k	$48k–70k	$56k
Director of Human Resources	$110k–170k	$140k	$95k–145k	$129k	$80k–120k	$90k	$75k–110k	$89k
Human Resources Manager	$75k–115k	$107k	$65k–100k	$79.8k	$55k–85k	$71.9k	$52k–80k	$65k
Learning & Development Manager	$75k–110k	$88k	$65k–100k	$76k	$55k–85k	$69k	$52k–80k	$59.8k
Recruitment Manager	$70k–105k	$73k	$60k–90k	$72k	$55k–80k	$66k	$52k–78k	$54.6k
Director of Food & Beverage [4]	$100k–$142k	110k	$78k–$112k	84k	$68k–$96k	81k	$61k–$82k	$69.9k
Executive Chef	$106k–$165k	121k	$90k – $134k	$103k	$79k– $113k	$90k	$55k–80k	$72k
Chef de Cuisine [4]	$75k–115k	$102k	$65k–100k	$80k	$55k–85k	$72k	$50k–80k	$69.1k
Sous Chef	$60k–90k	$90k	$55k–80k	$80k	$48k–70k	$69k	$45k–65k	$66.8k
Food & Beverage Manager [4]	$70k–110k	$77k	$65k–100k	$69k	$55k–85k	$65k	$50k–80k	$59.9k
Restaurant Manager(Oulets)	$70k–110k	$91.5k	$55k–80k	$85k	$48k–70k	$80k	$45k–65k	$60k
Bar Manager	$55k–85k	$60k	$50k–75k	$58k	$45k–65k	$48k	$42k–60k	$48k
Groups & Events Manager	$70k–115k	$77.4k	$65k–105k	$64k	$55k–90k	$60k	$50k–85k	$59k
Chief Stewarding Manager	$50k–75k	$68k	$48k–70k	$60k	$42k–60k	$54.8k	$40k–55k	$54k
Director of Guest Services/Experience [2]	$100k–160k	$72k	$90k–140k	$70k	$75k–115k	$62k	$70k–105k	$60k
Operations Manager Rooms	$95k–150k	$72k	$85k–135k	$86k	$70k–110k	$77.3k	$65k–100k	$72k
Guest Service Manager	$55k–85k	$52.4k	$50k–75k	$48k	$45k–65k	$46k	$42k–60k	$45k
Front Office Manager	$59k–$83k	$66k	$50k–$73k	$63k	$45k–$62k	$52k	$44k–$61k	$45k
Boutique Manager Retail	$55k–85k	$72k	$50k–75k	$64k	$45k–65k	$49.9k	$42k–60k	$48k
Activities & Excursions Manager	$65k–100k	64.2k	$60k–90k	$62k	$50k–80k	$58k	$48k–75k	$50k
Sales & Marketing Director	$106k–$153k	$129k	$90k–$123k	$106k	$79k–$107k	$96k	$77k–$99k	$72.8k
Sales & Marketing Manager	$95k–145k	$77.5k	$85k–125k	$64k	$70k–110k	$55k	$65k–100k	$49k
Reservations Manager	$60k–90k	$74k	$55k–80k	$72k	$48k–70k	$68k	$45k–65k	$60k
Revenue Manager	$80k–125k	$72k	$70k–110k	$60.1k	$60k–95k	$58k	$55k–85k	$52k
Director of Facilities & Infrastructure	$110k–180k	$125k	$95k–155k	$101k	$80k–125k	$80k	$75k–115k	72.7k
Director of Projects/ Reno/Opening	$95k–160k	$126k	$85k–140k	$124k	$70k–115k	$92k	$65k–105k	$84k
Director of Engineering	$94k–142k	$96k	$78k–112k	$95k	$68k–96k	$81k	$72k–94k	$78k
Engineering Manager [6]	$75k–115k	$76k	$65k–105k	$72k	$55k–85k	$70k	$50k–80k	$71k
Projects Manager (Inter Role) [6]	$85k–135k	$81.6k	$75k–115k	$72k	$65k–95k	$69k	$60k–90k	$69k
Director of Sustainability [6]	$65k–100k	$72.8k	$60k–90k	$72k	$50k–80k	$64k	$48k–75k	$52k
Sustainability Manager [6]	$85k–135k	$72k	$75k–115k	$70k	$65k–95k	$62k	$60k–90k	$48k
Security Manager [3]	$75k–115k	$84k	$65k–105k	$72.3k	$55k–85k	$72k	$50k–80k	$64k
Director of Boating & Transportation	$65k–100k	$79k	$60k–90k	$72k	$50k–80k	$69k	$48k–75k	$64k
Landscaping Manager	$60k–95k	$75k	$55k–85k	$72k	$45k–70k	$64k	$42k–65k	$58k
Director of Spa & Wellness [7]	$100k–160k	$100k	$90k–140k	S88k–$145k	$75k–115k	$72k–$110k	$70k–105k	$64k–$89.2k

Special Notes:

1 Can be called Assistant General Manager, Director of Operations. Resident Manager or Exe Asst Manager
2 Sometimes they share same responsibility
3 This role can have several different job descriptions and responsibility as it is a new role
4 Sometimes this is same role
5 In Smaller Boutique Luxury Hotels. It is same responsibility
6 Google & AI must have over estimated the salary based on the job description they used. These roles we believe in our investigations salary are too high
7 Salary depends on the size of Spa number of Treatment Rooms & choice of treatment available

COMPENSATION AND BENEFITS ANALYSIS IN TURKS AND CAICOS

In 2025, Renard International was retained to conduct an independent compensation study in Turks and Caicos, examining salary structures for both local and expatriate hotel employees. The study revealed a notable salary gap; most pronounced among local employees.

1 Minimum wage / living-wage adjustments

The local government has moved to increase the legal minimum wage in the Turks & Caicos Islands from US $6.25/hr to US $8.00/hr (and $9.00 for some sectors) in recent years, due to inflation and cost of living pressures. Because hotels rely on large hourly workforce, such as mandated increases push up the baseline for salaries across many roles.

2 Rising cost of living / inflation

The T&C Islands imports the vast majority of its consumables and is sensitive to global price shifts (fuel, food, transportation). Increases in costs reduce real pay unless nominal wages go up, so employers raise salaries to retain staff and maintain purchasing power. In the hotel sector, where wages and service charges interplay, the cost-of-living challenge is acute.

3 Labor shortage and competitive labor market:

After COVID-19 pandemic, many tourism/hospitality destinations are seeing higher demand for staff due to rebound travel but limited local supply of experienced workers. To attract and retain quality hotel staff, wage levels must increase. While I did not locate a specific local hotel labor-shortage report for TC in my quick scan, this is a common global trend in tourism-heavy economies and likely applies here.

4 Improved economic outlook/increased guest demand

According to a credit-rating agency, the Turks & Caicos Islands economy was upgraded to A from B on expectations of solid growth over the next three years. For hotels, higher occupancy, premium rates and stronger revenue allow more flexibility in compensation budgets. As business performance improves, salary surveys reflect the ability (and need) to raise wages.

5 Market/peer-benchmarking and structure adjustments

As salary surveys are compiled and hotels benchmark themselves against peers and regional standards, management often discover that salaries are lagging. Survey results create upward pressure: organizations may adjust salary structures, increase allowance/service charge levels, or raise salaries to remain competitive. In addition, broader compensation-survey data show that organizations worldwide are reallocating pay budgets in more strategic ways (including addressing wage compensation, pay equity, retention) which can lead to higher average salary levels.

This analysis, conducted as part of Renard International's comprehensive survey, examines the wide-ranging benefits provided to local and expatriate employees within the Turks & Caicos hotel industry. It highlights significant disparities in the compensation packages and establishes important benchmarks for establishing fair, competitive, and equitable compensation structures.

COMPREHENSIVE FINDINGS:

Housing benefits:

There is disparity in housing benefits between local and expatriate employees. Local employees typically receive minimal housing benefits unless in senior management, with modest allowances of $500 to $800 per month. In contrast, expatriates – especially senior executives—enjoy more lucrative housing benefits, including fully furnished accommodation or allowances ranging from $1200 to $3500 per month.

Car allowances

Car allowances are primarily reserved for mid-to-senior-level expatriate employees and executives, with allowances ranging from $400 to $800 per month. Additional benefits such as gas and insurance (valued at $150-$250) are also typically included for senior roles.

Paid vacation and return trips

Vacation policies for local employees range from 2 to 4 weeks per year, while expatriates—particularly senior executives – often enjoy 4 to 6 weeks annually, along with paid return trips home (valued between $1000 - $3000 per trip).

Pension contributions

Local employees typically benefit from 5% to 7% pension contributions under national schemes, while expatriates often enjoy higher contributions (5%-10%) under specialized contracts.

Insurance coverage

Insurance coverage is a standard benefit, but senior expatriates often receive more comprehensive plans, including medical evacuation insurance, which can total up to $5000 per year for executive-level employees.

Bonuses and gratuities

Local employees receive bonuses based on performance, ranging from 1 to 2 months' salary, while expatriates often enjoy 10% to 20% performance bonuses annually. Additionally, gratuities and service charges for front-line employees range from $150 to $300 per month.

Profit sharing and share options

Expatriates, particularly senior executives, benefit from profit-sharing schemes and stock options, which can range from 5% to 10% of net profits and $10,000 to $50,000 in share options annually. Local employees rarely receive these benefits.

Schooling benefits

Local employees generally do not receive schooling allowances. In contrast, expatriates enjoy comprehensive educational allowances for their children, both for local schooling ($10,000 to $15,000 per year) and offshore higher education ($5000 to $10,000 per year).

Conclusion And Recommendations

This disparity in compensation and benefits between local and expatriate employees in the Turks & Caicos hotel industry reflects a clear trend where expatriates are provided with significantly more comprehensive packages. While these benefits are essential for attracting international talent, especially for senior positions, there is an opportunity in the industry to align certain benefits for local employees, particularly in areas such as pensions contributions and insurance coverage.

To foster a more competitive and equitable compensation structure, hotel employees may consider adjusting benefits for local employees, ensuring both employee groups are equally supported and incentivized. This would not only boost employee morale but also help retain top local talent while maintaining competitive expatriate compensation packages.

May this analysis provide a comprehensive benchmark to guide future compensation planning and policymaking in the Turks & Caicos hotel sector.

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.

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