

INSTANT EXPERT / FSD CENSUS

FSD's Compensation Study 2009

FoodService Director's 2009 Compensation Study is a snapshot of the non-commercial foodservice industry, based on information from more than 300 foodservice directors in the various markets. Ideal Media's research team asked respondents to provide information on their salaries, work history and experience and occupational outlook.

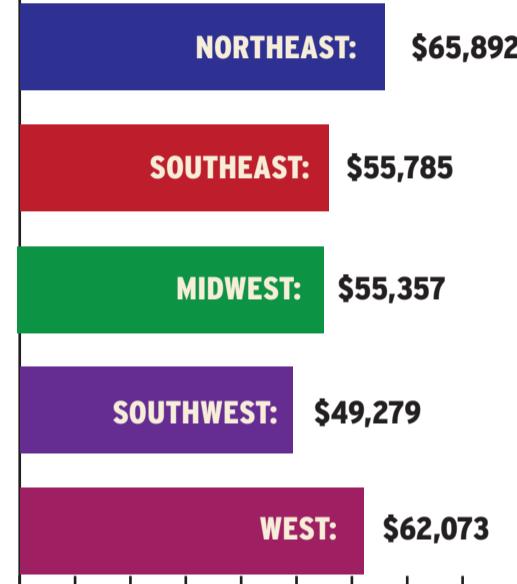
HOW DOES YOUR SALARY STACK UP?

Average	B&I	Hospital	LTC	College	Schools	Other
SALARY*	\$57,294	\$61,052	\$45,682	\$67,798	\$53,190	\$58,937
EDUCATION						
College Graduate	64%	77%	75%	85%	71%	79%
Advanced Degree	6%	40%	25%	19%	35%	21%
Culinary Arts	44%	19%	31%	16%	13%	26%
AGE*	45	48	51	49	50	53
GENDER						
Male	69%	37%	23%	63%	20%	74%
Female	31%	63%	77%	37%	80%	26%
YEARS IN INDUSTRY*	23	24	26	26	22	31
YEARS IN POSITION*	10	10	12	10	10	11
DAILY MEAL VOLUME*	1,347	1,061	536	3,142	3,135	2,508
STAFF SIZE*	49	52	20	113	72	29

* AVERAGES

SALARY DEMOGRAPHICS

The average salary for foodservice directors in 2009 was highest in the Northeast, at \$65,892, followed by the West at \$62,073. Average salary was lowest in the Southwest, according to respondents, registering only \$49,279.



AGE AND GENDER

When compared with the 2008 Compensation Study, average salaries for male foodservice directors rose in 2009, but the average salaries for women declined slightly. Overall, salaries grew at a much slower pace than in previous years. Average 2009 salaries by gender and by age:

Average Salary	% change from 2008
TOTAL	\$58,196 +3.3%
Male	\$67,820 +4.2%
Female	\$49,739 -1.2%

Average Salary By Age:

UNDER 30	\$44,312
31-40	\$49,366
41-50	\$59,193
51-60	\$62,577
OVER 60	\$54,638



COMPENSATION HIGHLIGHTS

- The average respondent in the 2009 Compensation Study earned \$58,196 last year. He/she has worked in the foodservice industry for 25 years, and has been in his/her current position 10 years. He/she manages a staff of 63 full-time employees who serve an average of 2,053 meals a day. His/her annual foodservice purchases were \$2.13 million.
- Respondents working at self-operated foodservice locations reported an average salary of \$60,420, about \$3,200 more than those working for contract management firms, who reported an average salary of \$57,229.
- Managing food costs has been a struggle, but a fair number of operators say they have done well: 76% of respondents reported that their food costs have risen over the past 24 months, while 24% said costs have either remained the same or decreased. Colleges and universities appear to be most successful at holding the line on food costs, with 33% saying their costs have decreased or remained stable. The struggle is most notable in the B&I segment, where 86% of respondents said their food costs have increased.
- Many operators have pared their staffs in order to help balance their budgets, with 31% reporting cuts in staff size. The knife has been sharpest in B&I, where 47% said they have reduced staff. Ironically, 41% of college and university operators said they have increased staff in the last two years.