

2015 SALARY INDEX & CASINO UPDATE



Overview

The Presidential elections are just a little over a year away, but after being bombarded with all of the advertisements and hoopla you'd think that it was only a month away. Is it

just me, or does every 4-year election seem to start earlier and earlier? That being said, as always, one of the hottest topics for debate will be the unemployment situation.

As of this writing the unemployment rate in the United States stands at 5.5%, down a very optimistic eight-tenths from one year ago. Overall the economy really seems to be back on the right track, and heading in the right direction! Nevada's unemployment rate, which at many points during the Great

Recession was the highest in the nation, dropped one-tenth down to 7.0%, and down from 7.9% in 2014.

This article and accompanying charts are intended to give a very broad view of gaming in the US and is a good overall synopsis. So, let's look at Casinos in the United States:

Slot Machines

According to Casino City's Gaming Business Directory, nationwide there are a total of 830,464 slot machines, which is up by 7,286 Year Over Year (YOY). There are 1,446 casinos currently open with at least 1 slot machine, which is up by 90 YOY. These include commercial casinos, land-based, riverboat, dockside, racetrack casinos (Racinos), and Native American properties, as well as small bars and stores with slot machines.

Consistent with what we have done for the last 11 years, here is our breakdown for the properties we review:

- *Small Casino: 300-999 Machines*
- *Midsized Casino: 1,000-1,999 Machines*
- *Large Casino: 2,000-2,999 Machines*
- *Mega Casino: More than 3,000 Machines*

Utilizing this list we find there are a total of 650 casinos in these categories, up by 10 YOY. There are 347 Small Casinos (up by 12); 199 Midsized Casinos (up by 8); 80 Large Casinos (down by 5); and 24 Mega Casinos (down by 5).

Mega Casinos

Four of the top five Mega properties in the United States are Native American owned.



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For the fifth year in a row all five of the properties remain in the same standings, with nearly the same number of machines as last year.

- *WinStar World Casino, Oklaboma:* 7,487 machines (up by 119)
- *Foxwoods Resort & Casino, Connecticut:* 5,660 machines (down by 740)
- *Mobegan Sun Casino, Connecticut:* 5,518 machines (up by 18)
- *Empire City at Yonkers Raceway, New York:* 5,300 machines (no change)
- *Seminole Hard Rock Hotel & Casino Tampa, Florida:* 5,000 machines (down by 8)

Just as a comparison in size, there is only one casino in Nevada with more than 3,000 slot machines: Red Rock Casino, Resort & Spa, with 3,200 machines.

Table Games

In the US there are a total of 22,137 table games, which is up by 1,196 YOY. Let's utilize this list to classify Table Games (excluding Poker):

- *Small Casino: 1-19 Tables*
- *Midsized Casino: 20-69 Tables*
- *Large Casino: 70-149 Tables*
- *Mega Casino: More than 150 Tables*

Breaking down the numbers, in the US there is a total of 859 properties that house at least 1 table game (down by 12 YOY). Of these, there are 559 Small Casinos (down by 9); 225 Midsized Casinos (down by 1); 63 Large Casinos (down by 2); and 12 Mega Casinos, the same number as last year.

Of the five largest Mega properties, the top two are Native American owned, while the remaining three are publicly traded companies. The rankings are in the exact same order as last year:

- *Foxwoods Resort Casino, Connecticut:* 350 Tables (no change)
- *Mobegan Sun Casino, Connecticut:* 280 Tables (down by 8)
- *Wynn Las Vegas, Las Vegas:* 268 Tables (no change)
- *Venetian Resort Hotel Casino, Las Vegas:* 245 Tables (no change)
- *Aria Resort & Casino, Las Vegas:* 200 Tables (no change)

Poker Tables

In the US there are a total of 590 properties that house at least one Poker table, which is down by 20 casinos YOY, and a total of 6,785 Poker tables (up by 171). Here are the parameters for Poker Tables:

- *Small Casino: 1-9 Tables*
- *Midsized Casino: 10-19 Tables*
- *Large Casino: 20-59 Tables*
- *Mega Casino: More than 60 Tables*

Utilizing these figures there are a total of 384 Small Casinos (down by 19); 109 Midsized Casinos (down by 3); 85 Large Casinos (up by 2); and 12 Mega Casinos (no change). The five largest Mega Casinos, Poker Table games-wise, are listed below. The top three are large Card Clubs in California, then a Native American owned casino, and rounded out by a publicly owned (MGM Resorts) company. There is no change YOY in the number of tables:

- *Commerce Casino, California:* 152 Tables
- *Hawaiian Gardens, California:* 106 Tables
- *Bicycle Club, California:* 105 Tables
- *Foxwoods Resort Casino, Connecticut:* 100 Tables
- *Borgata Casino Hotel, New Jersey:* 75 Tables

Executive Wages

From 2007 to 2013, salary ranges in the Casino industry had basically been flat, however in the last year they inched up significantly. We like to say that 2014 was a "seller's market," where the Casino could be especially choosy on the type of candidate they were hiring, and could take a long time (months) to make a hiring decision. Now the talent pool has tightened up and is turning toward a "buyer's market," where the Candidates can be especially choosy. If the unemployment numbers in the US continue to edge down, as they have done the last few years, then conversely Salary ranges will inch up.

As you view the Salary Index chart please remember that this is just a broad-brush overview of the industry. Many factors come into play, which affect these salary ranges including: Location, Competition, Taxes, Bonus potential, Benefits, etc. Depending on the organizational chart and/or size of the



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property, titles can be a matter of semantics where the Manager title could be interchangeable as a Director, or even a Vice President title.

As always, we recommend that the employer have a quantifiable and attainable annual Bonus program in place. This is not only a great incentive to executive team members, but also acts as a long-term retention plan; i.e. "golden handcuffs." Bonus pro-

grams for General Manager, President, COO, and CEO levels should be heavily weighted on property financial improvement, among other factors including Customer Satisfaction. Believe it or not, the majority of these executives say they'd prefer a lower base salary, but with the opportunity for a large bonus based on productivity.

I hope this information is helpful, and if you have any questions or comments I would love

to hear from you. Here is hoping the economy continues to stay healthy and continues to improve. And until next issue, All The Best!

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Small Casino

	Manager	Director	Vice Pres
Facilities	45K-55K	55K-75K	70K-85K
Finance	50K-65K	65K-100K	85K-105K
Food & Beverage	50K-65K	60K-85K	75K-90K
Hotel	50K-65K	65K-75K	75K-90K
Human Resources	55K-65K	65K-85K	75K-90K
IT	55K-70K	70K-85K	85K-110K
Marketing	55K-65K	65K-95K	80K-110K
Security	50K-65K	65K-75K	75K-90K
Slot Ops	55K-70K	70K-90K	80K-105K
Surveillance	50K-65K	65K-75K	75K-90K
Table Games	55K-65K	70K-80K	75K-90K
General Manager			125K-170K

Large Casino

	Manager	Director	Vice Pres
Facilities	65K-85K	90K-135K	105K-160K
Finance	65K-90K	110K-150K	135K-200K
Food & Beverage	65K-85K	105K-145K	140K-180K
Hotel	65K-75K	100K-140K	120K-175K
Human Resources	65K-85K	100K-140K	105K-155K
IT	70K-90K	100K-150K	145K-200K
Marketing	70K-90K	100K-145K	145K-195K
Security	65K-80K	95K-135K	110K-150K
Slot Ops	70K-90K	105K-150K	140K-185K
Surveillance	65K-80K	95K-135K	110K-150K
Table Games	65K-80K	95K-150K	120K-175K
General Manager			300K-425K

Medium Sized Casino

	Manager	Director	Vice Pres
Facilities	55K-70K	70K-110K	90K-135K
Finance	65K-80K	90K-130K	115K-150K
Food & Beverage	60K-75K	80K-120K	105K-135K
Hotel	60K-75K	80K-115K	100K-135K
Human Resources	60K-75K	85K-120K	110K-135K
IT	60K-75K	100K-125K	110K-140K
Marketing	60K-80K	95K-125K	115K-140K
Security	55K-70K	85K-100K	90K-120K
Slot Ops	60K-75K	90K-130K	115K-145K
Surveillance	55K-70K	85K-100K	90K-120K
Table Games	60K-75K	80K-120K	100K-140K
General Manager			175K-275K

Mega Casino

	Manager	Director	Vice Pres
Facilities	70K-85K	100K-160K	130K-180K
Finance	75K-95K	110K-175K	175K-225K
Food & Beverage	75K-105K	120K-170K	160K-200K
Hotel	70K-95K	110K-170K	160K-200K
Human Resources	70K-95K	125K-170K	160K-190K
IT	75K-100K	130K-175K	160K-225K
Marketing	75K-95K	130K-180K	175K-225K
Security	70K-95K	115K-155K	125K-180K
Slot Ops	75K-105K	130K-180K	175K-225K
Surveillance	70K-95K	115K-155K	125K-180K
Table Games	75K-100K	125K-170K	160K-220K
General Manager			400K-600K