

## **Employment Initiatives**

To maximize the sustainability of South King County by investing in the diversity of people, a thriving vibrant community and local businesses: we are focused on building a much needed hotel, restaurant and meeting space for the City of Burien thus creating sustainable jobs, generating revenue for the community and drawing new business opportunities to the city.

- We are a minority owned business with deep roots in South King County and specifically Burien.
- Thus our recruiting efforts target diversity of all kinds, not just minorities and women but gender, race, color, creed, religion, LGBT population
- Our minority owned business will capitalize, develop and utilize local South King County companies and partnerships to help flourish and feed revenue back into the local economy, with preference given to businesses in the City of Burien.
- To maintain staff we may create apprenticeship training programs and career ladder opportunities to be promoted and to encourage longevity which keeps stability in a business.

### **Wages for both restaurant and hotel applies:**

We would be to pay prevailing wage versus minimum wage, but the forgoing would be our proposal.

We will offer healthcare in addition to the proposed compensation package.

**Typically, the prevailing wage is \$14.00 an hour**, but do not receive tips or healthcare benefits from your employer.

- **However, generally, our compensation range is expected to be between \$11.50 and \$15.00 per hour.** This includes the minimum compensation, which is the sum of your wages, your tips, and the cost of employer paid healthcare benefits. The minimum compensation will not be less than \$11.50/hr regardless of the amount of your tips or benefits offered.

**Restaurant Staffing and Labor Costs:** General rule of thumb for staffing for restaurants is 20-30% of gross revenue. Hence, a restaurant with annual gross revenue of \$1,000,000 is between \$200K to \$300K.

**Salaries range from \$29,120 - \$40,000 or hourly staff \$14 to \$18**

### **Types of Job Titles/Categories:**

Restaurant Manager-up to \$40K annual salary: Not hourly  
Shift & Training Supervisor- -\$15.00/hr (or \$14 plus differential)  
Waite Staff -\$14/hr plus tips  
Cook-\$16-\$18 an hour  
Bus Staff-\$12-\$14/hr plus tips  
Dishwasher/Prep-\$12 - \$14/hr  
Hostess-\$14/hr plus tips  
Bar Staff-\$14/hr plus tips

Seated but, casual dining: 1 server for 5 – 6 tables per shift and 4 back of house staff per 50 tables is a balance that can work quite well. We will also need cleaners, a wine/bartender, a maître d' or hostess, a cashier and various different types of chef.

11.26.18  
NW REAL ESTATE  
SERVICES, INC.

**Hotel Staffing and Labor Costs:** General rule of thumb for payroll for a hotel is per available room. Current industry standard for PAR= \$5,581. Hence, a 112 unit hotel = \$625,072

**Types of Job Titles/Categories: Jobs will pay from \$29,120 – \$41,600 or hourly \$14 to \$20**

Hotel General Manager – \$60,000-\$75,000/year

Shift Supervisor -\$14.00/hr plus shift differential

Housekeeper- \$14.00/hr plus tips

Laundry Attendant Staff-\$14.00/hr

Event Planning Assistant-\$14.00/hr plus tips

Event Planner-\$15/hr plus bonus on meeting space sales

Landscape and Maintenance Staff-\$16.00/hr -\$20.00/hr

In most hotels, the housekeepers start at 9:00AM, and you want them to be close to finished by 3:00PM, which is usually the hotel's advertised check-in time.

For a hotel of our size we will need the number of housekeeping staff to be from 9 to 12 staff members, which includes laundry, grounds keeper and front desk staff. This does not include the meeting room event planner staff, which will be between 2-6 depending on the size and types of meetings or weddings and catering events. On average, housekeepers clean 13 to 15 rooms a day, but it can be as high as 30 at some hotels. That means changing towels, making a bed and tidy up. Housekeeping is expected to actually clean them all in one eight-hour shift.