



**PGA**  
Employment Services

## **CAREER NOTES** **July/August 2016**

**By Dick Bradow, PGA**  
**PGA of America Employment Consultant**

I hope you are having an enjoyable and successful 2016 season. Here are some PGA Employment Services updates:

### **PGA Compensation Survey – Results Now Available**

On behalf of the PGA of America and the Kentucky PGA, thanks to all KPGA members and apprentices who participated in the 2016 PGA Compensation Survey. 73% of active KPGA Professionals completed the survey this year, which ranked 5<sup>th</sup> out of the 41 PGA sections in percentage of participation. Nationally, 14,382 PGA Professionals completed the survey (63%) making the PGA Compensation Survey the most comprehensive in the golf industry.

The results of the 2016 PGA Compensation Survey (as well as previous years' surveys) are available to all PGA members and apprentices via an interactive report tool on PGA.org – go to the Employment homepage and click on "Research." There are numerous reports available including base salary, total income, benefits, teaching and merchandising statistics, facility operational data, and more. The report tool allows you to create a customized report using a combination of filters, including PGA section or state, job title, facility type, facility fee structure, job tenure, and number of holes. You can also create and print your report as a customized PDF document. I am available to help if you would like assistance obtaining the data you are looking for.

The good news from the 2016 survey is that median total compensation for most Kentucky PGA positions increased from last year's survey, including:

- Class A Head Professional - \$61,850 (up 19%)
- Class A Director of Golf - \$75,000 (up 20%)
- Class A General Manager - \$100,000 (no change)
- Class A Assistant Professional - \$40,000 (up 8%)
- Class A DOI/Teaching Professional - \$44,700 (up 18%)
- Apprentice Assistant Professional - \$30,000 (no change)

### **U.S. Department of Labor – New Overtime Rule**

The U.S. Department of Labor has delivered its highly anticipated final rule on the Fair Labor Standards (FLSA), which redefines eligibility standards for overtime. The rule is currently scheduled to go into effect December 1, 2016 and increases the pay ceiling under which salaried executive, administrative, and professional workers can earn overtime pay for working more than 40 hours per week. The new rule slightly more than doubles the threshold to \$47,476 (\$913 per week) from \$23,660 a year (\$455 per week) for non-exempt employees, which the Department of Labor established in 2004. The new threshold also can be adjusted every three years for wage growth over time.

The PGA of America Legal Department and Government Relations team are continuing to gather information on how this rule will impact PGA Professionals, employers, and the golf industry, including answers to many of the most frequently asked questions that have been received. For updated information, visit the Employment homepage of PGA.org and click on "Legal Resources."

Please contact me if I can assist with any PGA employment programs or services.

***Dick Bradow is an Employment Consultant for the PGA of America and a PGA Certified Professional. He can be contacted at (502) 458-2002 or by e-mail at [dbradow@pgahq.com](mailto:dbradow@pgahq.com).***