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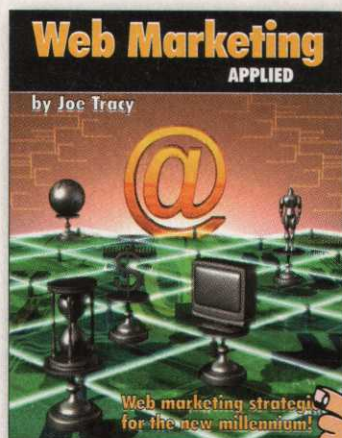
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## Liabile for Loot?

Continued from page 50

The work-related criteria must be detailed. For example, the duties of exempt executive employees must involve: (1) supervising two or more full-time employees or the equivalent; and (2) devoting their principal duties to the management of a business or of a customarily recognized subdivision or department of a business. However, depending upon the salary level of the person under consideration, the analysis of exempt status even under this one provision can necessitate an evaluation of about 15 pages of small text print in the *Federal Register*, as well as an assessment of interpretive opinion letters and court cases.

While salaried status alone doesn't relieve the obligation to pay overtime, almost all employees for whom one of these exemptions is asserted must be paid on a salary basis. The fundamental requirement is that a guaranteed, fixed amount of money be paid for every work week in which the employee performs any work. The salary generally can't be docked based either upon how much the employee works or upon deficiencies in the person's performance.

The minimum salary basis amounts were established in 1975 and have not been increased since. For executive and administrative employees, the minimum salary is \$155 a week; the minimum is \$170 a week for professionals. At a level of at least \$250 a week, the duties-related test are somewhat less burdensome for the employer to provide.

Employers who rely upon executive or administrative exemptions should immediately ensure that the duties test are satisfied and make certain that the salary basis exists.

The assistant superintendent is usually paid on a salary basis and is typically defined as the second in command of a golf course maintenance operation. This person is usually responsible for a crew of three or more employees and for a specific task or assignment to be completed on the course. However, in most cases, the assistant will work with the employees he or she is responsible for on this specific task.

If the assistant operates the backhoe, gets into the ditch to lay pipe, mows the fairways or greens, or does whatever is needed to get the job done, he or she is performing the same work as the employees he or she is supervising. The assistant is a working supervisor and/or lead person in accomplishing the task. So in many cases, the assistant superintendent can't qualify for the executive exemption. That means he or she is subject to overtime pay.

FLSA's intent isn't to confuse anyone or make life difficult for superintendents. It's simply a way to make sure workers get what's coming to them. ■

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*Raymond G. Cordelli is a federal labor law consultant in Hedgesville, W.Va. Previously employed by the Department of Labor's Wage and Hour Division for more than 36 years, he advises those unsure of their compliance status to contact their accountants or attorneys. Cordelli is available at 304-754-4294.*



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**I**n the spirit of America's current game show obsession, spring calls for Golf-dom's own jump on the bandwagon: Who Wants to be an Augusta National Mill ... er, Expert? Actually, if you answer all the questions correctly, you are either David Owen (author of *The Making of the Masters*) or Clifford Roberts reincarnated.

Ready to play? Unlike Regis' show, we jump right in with the \$16,000 question. During The Masters, fairways are cut to:

- A) 0.18 inch
- B) 0.33 inch
- C) 0.39 inch

You were right if you guessed 0.39 inch.

Next stop, the \$32,000 question:

In the construction of the Augusta National GC course, how many cubic yards of soil were moved?

- A) 45,000
- B) 120,000
- C) 235,000

The answer is 120,000 cubic yards — amazing, considering just as many yards have been moved in the last two years rearranging mounds and tees.

All right, for \$64,000:

When Clifford Roberts complained in late 1931 that Alister MacKenzie was spending too much time in California and not enough at Augusta, MacKenzie sent which of the following "design associates" to look things over?

- A) Marion Hollins
- B) Roger Wethered
- C) Joyce Wethered

It was MacKenzie's boss from his Cypress Point and Pasatiempo projects, Marion Hollins.

OK, for \$125,000 try this:

Which of the following Augusta National visionaries once said, "I don't see any need for a tree on a golf course." Was it:

- A) Alister MacKenzie
- B) Bobby Jones
- C) Dwight D. Eisenhower

It might surprise you that Bobby Jones once told writer Alistair Cooke what he really thought of those woody plants.

For \$250,000:

In 1956, Clifford Roberts ordered the mounds around the 8th green removed so spectators could see better. Which architectural team

## Time for Trivia, Augusta Style

BY GEOFF SHACKELFORD



IN THE SPIRIT OF  
AMERICA'S  
CURRENT GAME-  
SHOW OBSESSION,  
WE'RE JUMPING ON  
THE BANDWAGON

put them back in 1979?

- A) Jimmy Demaret and George Cobb
- B) Gene Sarazen and Desmond Muirhead
- C) Byron Nelson and Joe Finger

Bobby Jones was furious with Roberts for this disaster, but the green was returned to its original style by Nelson and Finger.

Big money now, for \$500,000:

The total amount paid to Alister MacKenzie for his design of Augusta National was:

- A) \$12,332 plus \$402 for expenses
- B) \$2,000 plus another \$460 bank note cashed in California
- C) \$4,300 plus travel expenses

Hard to believe, the answer is B. It was quite a bargain the club received. But Augusta has shown such loving gratitude by leaving the MacKenzie design alone over the years — not!

All right, audience, for \$1 million and the title of being a true expert on Augusta's history:

For several years, a Bobby Jones ode-to-the-Old Course at St. Andrews blind pot bunker was originally positioned in the center of which Augusta National fairway?

- A) the 11th
- B) the 15th
- C) the 17th

Bobby Jones placed a blind bunker smack in the middle of the 11th fairway landing area. When Col. Bob Jones, Bobby's dad, played Augusta for the first time in 1932, the Colonel hit his drive in the little pot bunker. It prompted him to ask, "What fool put a bunker right in the center of the fairway?"

Playing in the group, the son and course co-architect admitted, "I did."

---

*Geoff Shackelford is the author of The Good Doctor Returns, which among other things, deals with Alister MacKenzie's Augusta National design philosophy. He can be reached at geoffshac@aol.com.*

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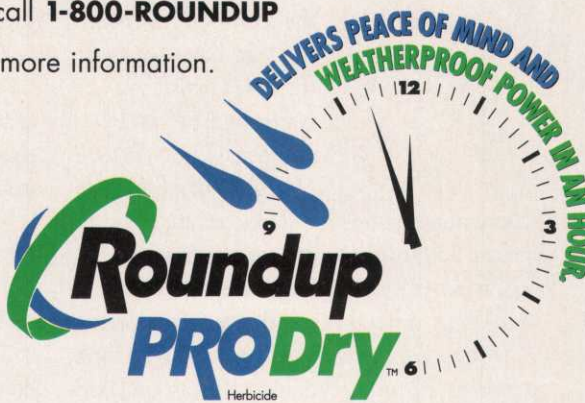
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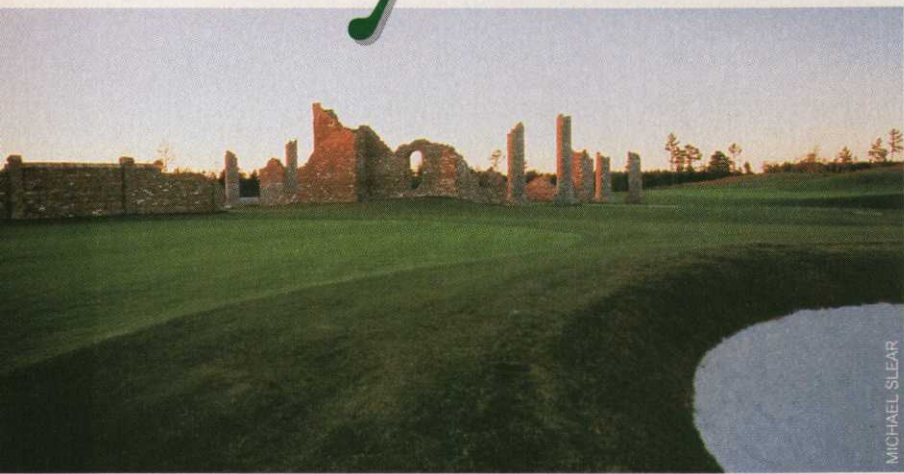


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# Myrtle Beach's



The competition for golfers just got tougher in this crown jewel of golf resort venues

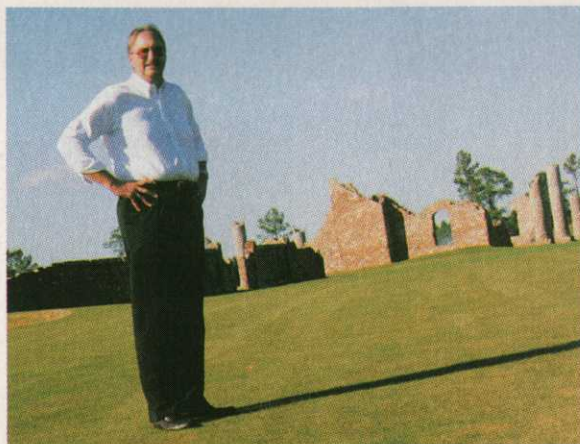
By Larry Aylward,  
Managing Editor

Dave Downing, director of golf course operations for Barefoot Resort and GC, says the resort's four courses may be the best Myrtle Beach has to offer.

**D**ave Downing surveys the red-brick ruins behind the No. 4 green on the new Davis Love course at Barefoot Resort & GC in North Myrtle Beach, S.C.

Downing explains that Love, an aficionado of the Scottish style, appreciates how old courses there utilize dilapidated, desolate buildings as hazards and conversation pieces.

Then Downing, sporting a deadpan look, explains the history behind the ruins on Love's latest track, one of four topnotch courses comprising the new Barefoot Resort, of which Downing is director of golf course operations.



"It was discovered the ruins here date back to the late 1990s," Downing says, following with a burst of laughter.

He's not joking, but his quip is comical. Then again, Downing is in such good spirits these days that even a silly knock-knock joke will get him guffawing. The reason for his bliss is simple.

"We might have the four best golf courses in Myrtle Beach," Downing says of the 2,300-acre Barefoot property that also includes new designs by Pete Dye, Greg Norman and Tom Fazio.

That's saying a lot, considering that golf courses are to Myrtle Beach what skyscrapers are to New York. Known for its bustling Grand Strand, which extends nearly 60 miles from Georgetown, S.C., into Brunswick County, N.C., the Myrtle Beach area is home to more than 110 golf courses, including the prestigious Tidewater Golf Club & Plantation, the Dunes Golf and Beach Club, TPC of Myrtle Beach, Wild Wing Plantation and The Surf Club.

Besides Barefoot Resort, which opens this month, more upscale golf courses have opened and are due to open along the Grand Strand, including the Tim Cate-designed Tiger's Eye in Sunset Beach, N.C.; Arnold Palmer's Rivers Edge



# Battle Royal



MICHAEL STEAR



GRAND DUNES

in Shallotte, N.C.; and International World Tour Golf Links, a 27-hole replica course in Myrtle Beach.

The quest for golfers' dollars along the Grand Stand is getting as competitive as baseball in the American League East. Within that arena, golf marketers there are trying to rid the resort of its golf factory image and attract more high-end players with lots of disposable income.

Shane Sharp, who covers the Grand Stand golf scene for Tucson, Ariz.-based Travel Golf Media, says the area is striving to be an upscale daily-fee golf destination like Scottsdale, Ariz., and Palm Springs, Calif. Who cares if green fees range from \$120 to \$160?

"There has always been a backbone of top-shelf layouts here," Sharp says. "But for a while, there was a lot of middle-of-the-road golf courses being built, which weren't geared toward high-end golfers.

"At some point, the collective golf consciousness of Myrtle Beach woke up and said, 'We don't want to be the K-mart of the U.S. golfing scene anymore,'" Sharp observes.

Downing, a CGCS, has worked in the Myrtle Beach area for 10 years and was previously director of golf course operations at Wild Wing Plantation, has noticed a more upscale and competitive atmosphere.

"It's making everyone step up the ante,"

Downing says of the area's tug-of-war for golfers.

Chuck Eade, Tidewater's facility manager, says the Grand Strand now offers golf for most every pocketbook. "We're all fighting for that piece of the pie, and how big a piece of the pie you get depends on what you're able to offer," he says.

If you're building a new course in Myrtle Beach, as Massachusetts-based architect Roger Rulewich is, you know what you're up against.

"It's a competitive atmosphere and everyone is trying to do something special," says Rulewich, whose Grand Dunes is scheduled to open in March 2001. "I don't think there's any place in the world that has a golf mecca like Myrtle Beach."

Perhaps Barefoot Resort and Tidewater are the best indicators that the Myrtle Beach area is as dedicated to offering first-class golf courses as Las Vegas is to erecting luxurious casinos and hotels. Some say Barefoot is the area's pre-eminent golf setup. Tidewater, once regarded as the Grand Strand's *crème de la crème*, recently reopened after a four-month renovation in an attempt to regain its leading status.

The four golf courses at Barefoot Resort, which took less than two years to build, all have their own personalities for a range of golfing talents:

**The tug of war for golfers is getting tougher with the growth of high-end courses, including (from left to right) the Davis Love course at Barefoot Resort and GC, with its Scottish-style ruins; the Pete Dye course at Barefoot, with its distinct elevation changes; and the Grand Dunes, a Roger Rulewich-designed course scheduled to open next year.**

*Continued on page 62*



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