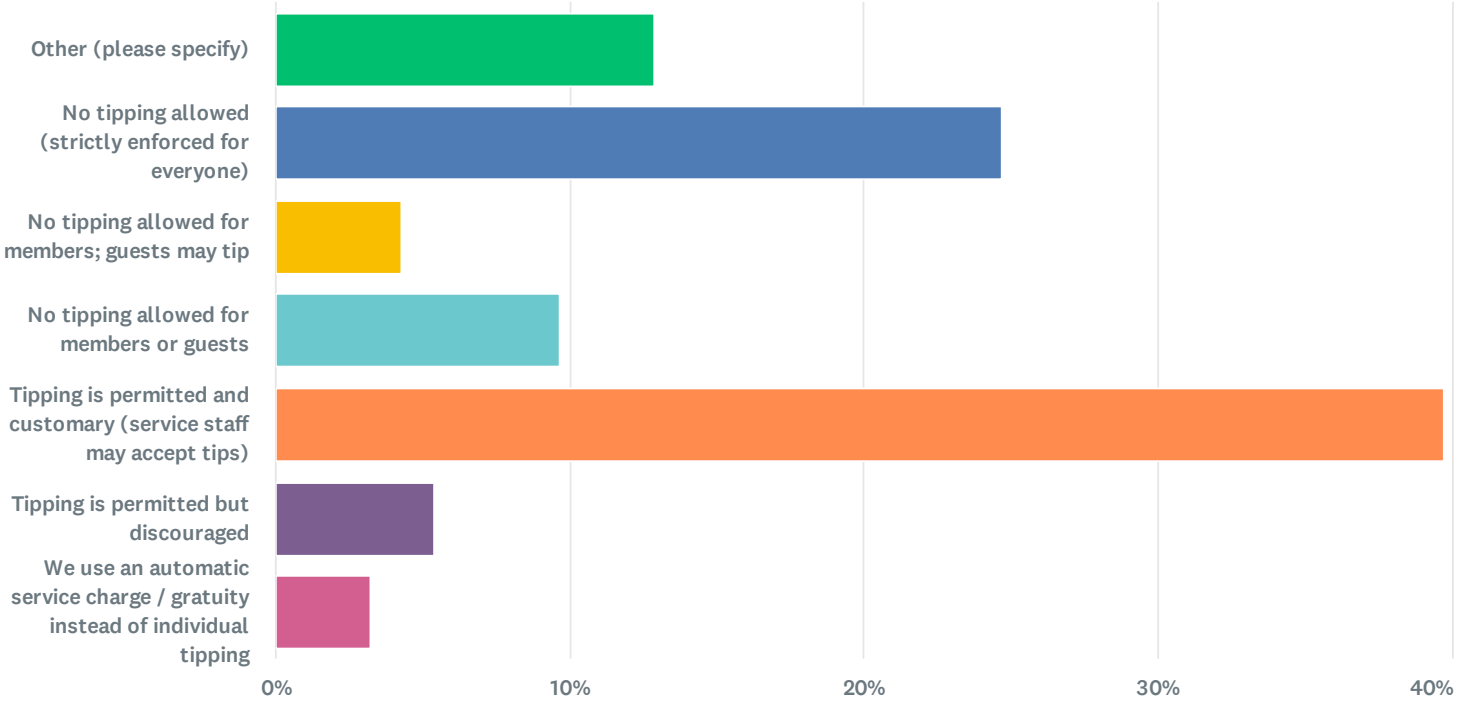
Q1

93 responses

Which best describes your club's current official tipping policy? (Select one)



RESPONSES (0) WORD CLOUD TAGS (0)

Search Responses

Filter: by tag

by sentiment

No responses yet

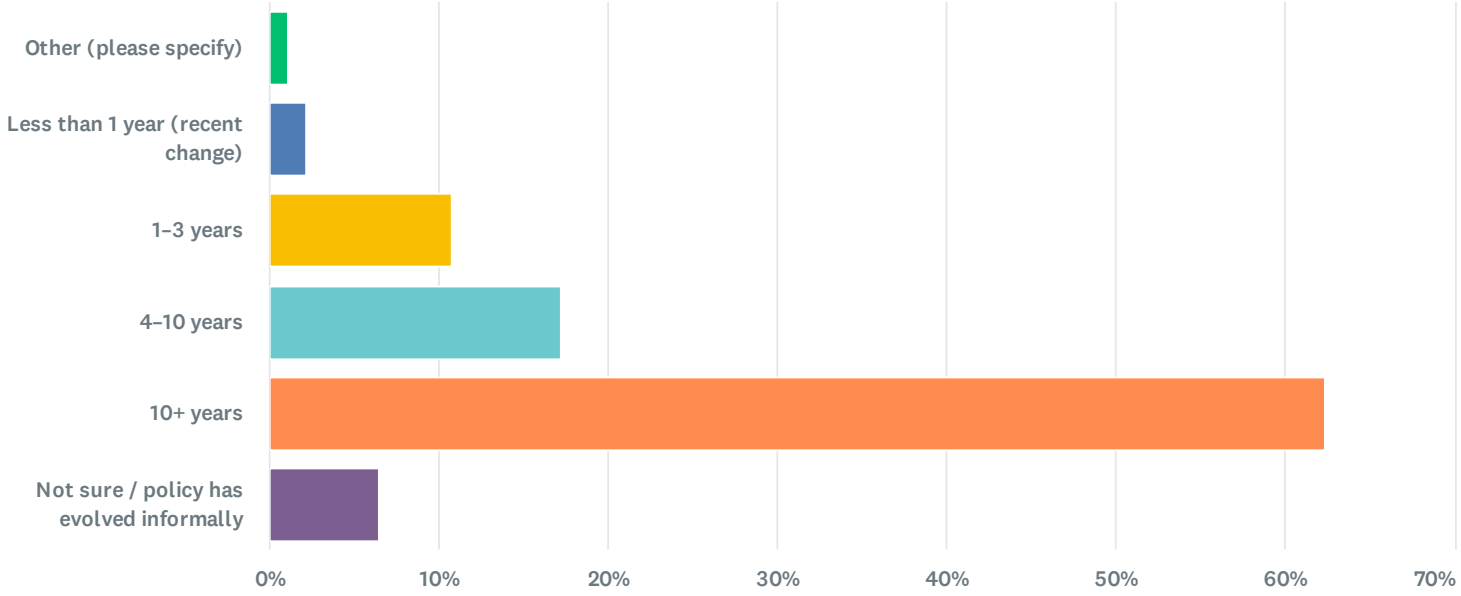
#	OTHER (PLEASE SPECIFY)	DATE
1	No tipping other than caddies, instructors, and extra tip on top of the service charge for servers is allowed	5/7/2026 10:05 PM
2	Tipping is permitted is some areas, not others. Some staff get a percentage of a service charge (F&B)	5/7/2026 9:32 AM
3	Tipping is permitted for outside golf staff only - dining is automatic surcharge	5/7/2026 9:21 AM
4	Tips are never expected but always appreciated	5/7/2026 9:18 AM
5	golf and racquets cash gratuities accepted. f&b 20 percent auto grat with option to charge additional gratuity.	5/6/2026 6:34 PM
6	there is an automatic service charge for F&B. Members are allowed to tip outside service staff and locker room staff, however, is not mandatory.	5/6/2026 12:03 PM
7	Tipping in Golf operation not for food and beverage staff	5/6/2026 10:08 AM
8	Locker room attendants and valets may receive tips but no other employees. 20% service charge is added to all F&B sales	5/5/2026 3:29 PM

9	Acceptable for outside golf staff and locker room but not anywhere with F&B	5/5/2026 10:36 AM
10	tipping permitted in some areas though discouraged in others	5/5/2026 10:10 AM
11	Tipping is permitted in the locker rooms and bag drop. Service charge for banquets only.	5/5/2026 10:03 AM
12	We have a 22% service fee on all F&B chits and allow tipping throughout the club.	5/5/2026 10:02 AM

Q2

93 responses

How long has this current policy been in place?



RESPONSES (0) WORD CLOUD TAGS (0)

Search Responses

Filter: by tag

by sentiment

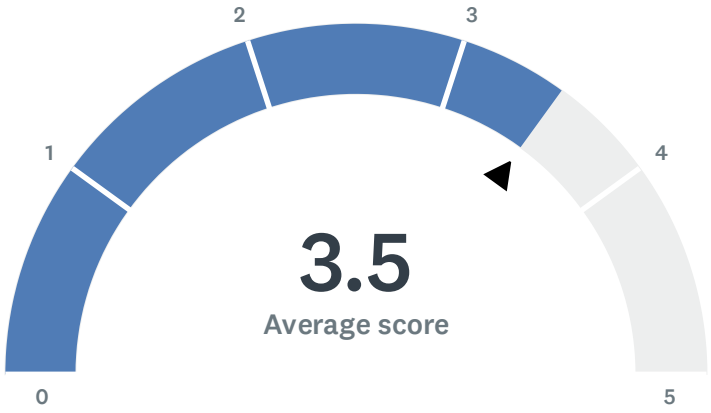
No responses yet

#	OTHER (PLEASE SPECIFY)	DATE
1	less than a year but we just opened	5/5/2026 10:02 AM

Q3

74 responses

How strictly is the policy enforced today? (1–5 scale)1 = Not enforced at all 5 = Very strictly enforced



Basic statistics

Minimum	Maximum	Median	Mean	Standard Deviation
1.00	5.00	4.00	3.50	1.38

RESPONSES (74) TAGS (0)

Search Responses

Filter: by tag

Showing **74** responses

5

5/8/2026 11:24 PM View full response Add tags

1

5/8/2026 04:10 PM View full response Add tags

4

5/8/2026 03:21 AM View full response Add tags

5

5/8/2026 03:05 AM View full response Add tags

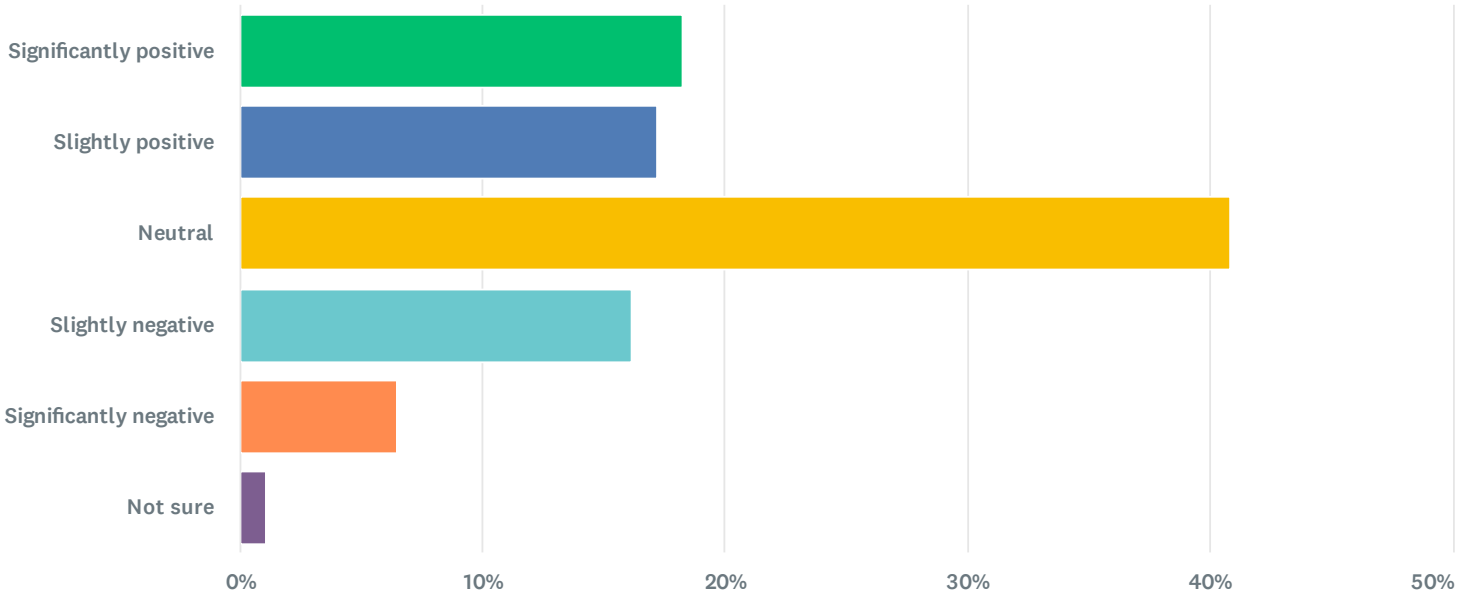
#		DATE
1	5	5/8/2026 6:24 PM
2	1	5/8/2026 11:10 AM
3	4	5/7/2026 10:21 PM
4	5	5/7/2026 10:05 PM
5	5	5/7/2026 8:25 PM
6	5	5/7/2026 4:17 PM
7	3	5/7/2026 2:44 PM
8	3	5/7/2026 1:41 PM
9	5	5/7/2026 11:35 AM
10	5	5/7/2026 11:20 AM
11	1	5/7/2026 11:19 AM
12	5	5/7/2026 10:42 AM
13	3	5/7/2026 9:43 AM
14	3	5/7/2026 9:32 AM
15	1	5/7/2026 9:28 AM
16	3	5/7/2026 9:21 AM
17	5	5/7/2026 9:18 AM
18	4	5/7/2026 8:03 AM
19	4	5/7/2026 7:43 AM
20	1	5/6/2026 12:03 PM
21	5	5/6/2026 11:06 AM
22	3	5/6/2026 10:08 AM
23	3	5/6/2026 8:56 AM
24	3	5/5/2026 10:40 PM
25	1	5/5/2026 9:57 PM
26	1	5/5/2026 6:56 PM
27	3	5/5/2026 5:37 PM
28	1	5/5/2026 4:25 PM
29	4	5/5/2026 4:07 PM
30	5	5/5/2026 3:29 PM
31	4	5/5/2026 3:11 PM
32	3	5/5/2026 2:49 PM
33	5	5/5/2026 1:33 PM
34	3	5/5/2026 1:29 PM
35	3	5/5/2026 12:37 PM
36	4	5/5/2026 12:19 PM
37	4	5/5/2026 12:15 PM

38	2	5/5/2026 12:15 PM
39	5	5/5/2026 12:06 PM
40	3	5/5/2026 12:00 PM
41	4	5/5/2026 11:52 AM
42	5	5/5/2026 11:51 AM
43	4	5/5/2026 11:43 AM
44	3	5/5/2026 11:34 AM
45	5	5/5/2026 11:25 AM
46	4	5/5/2026 11:18 AM
47	2	5/5/2026 11:04 AM
48	1	5/5/2026 11:03 AM
49	5	5/5/2026 11:01 AM
50	2	5/5/2026 10:46 AM
51	2	5/5/2026 10:40 AM
52	2	5/5/2026 10:37 AM
53	4	5/5/2026 10:36 AM
54	5	5/5/2026 10:34 AM
55	5	5/5/2026 10:33 AM
56	4	5/5/2026 10:26 AM
57	5	5/5/2026 10:21 AM
58	5	5/5/2026 10:19 AM
59	3	5/5/2026 10:18 AM
60	4	5/5/2026 10:17 AM
61	3	5/5/2026 10:16 AM
62	1	5/5/2026 10:16 AM
63	2	5/5/2026 10:13 AM
64	3	5/5/2026 10:11 AM
65	2	5/5/2026 10:10 AM
66	5	5/5/2026 10:08 AM
67	5	5/5/2026 10:08 AM
68	4	5/5/2026 10:06 AM
69	4	5/5/2026 10:03 AM
70	5	5/5/2026 10:02 AM
71	5	5/5/2026 9:59 AM
72	1	5/5/2026 9:59 AM
73	4	5/5/2026 9:55 AM
74	5	5/5/2026 9:55 AM

Q4

93 responses

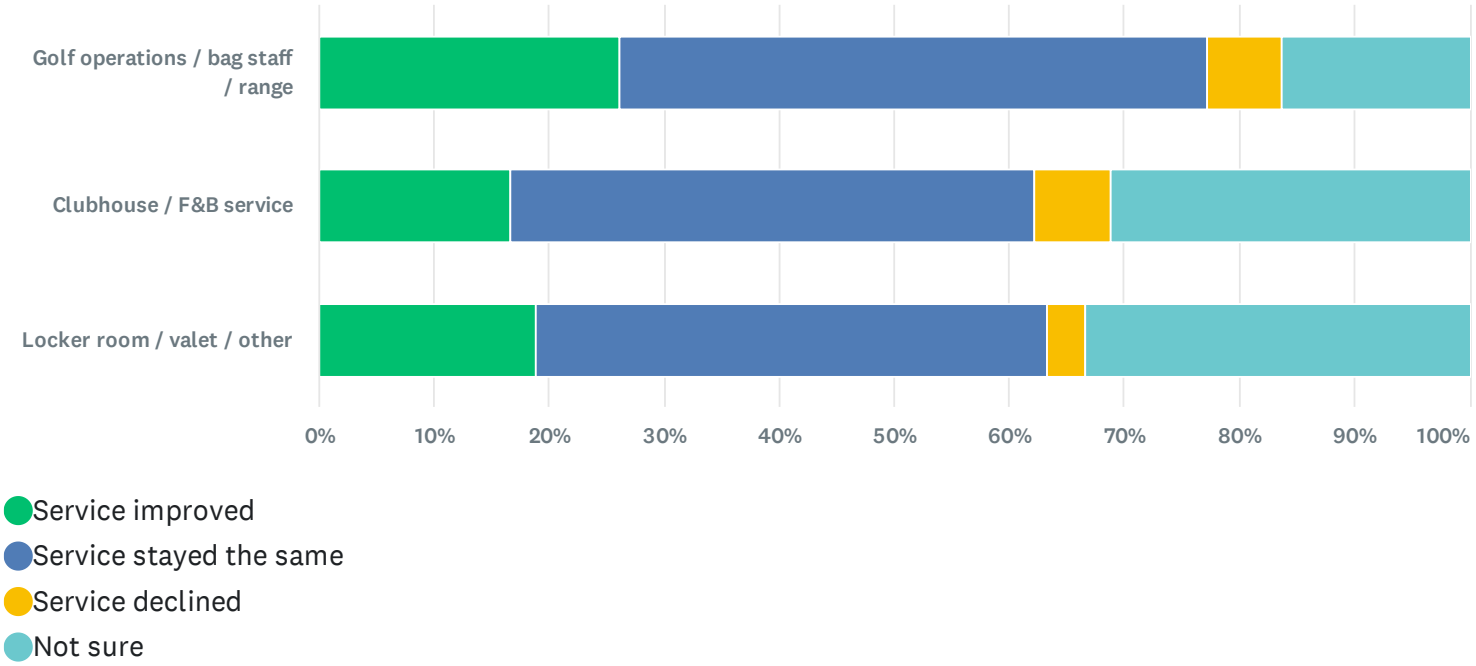
In your opinion, how has the current tipping (or no-tipping) policy affected overall staff morale?



Q5

92 responses

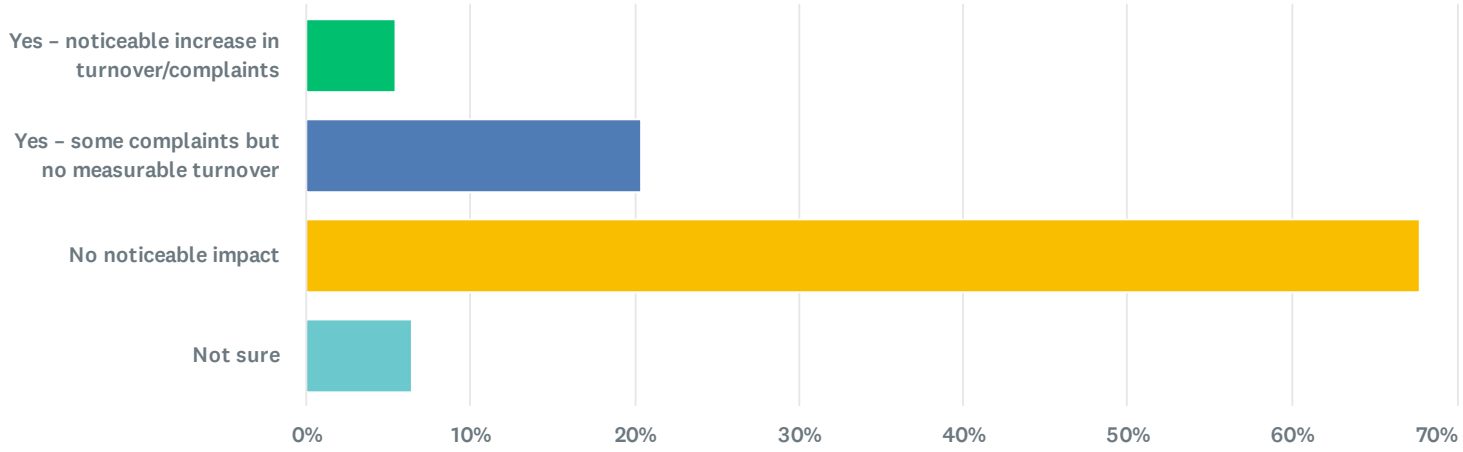
How has the policy affected service levels in the following areas? (Check all that apply or rate)



Q6

93 responses

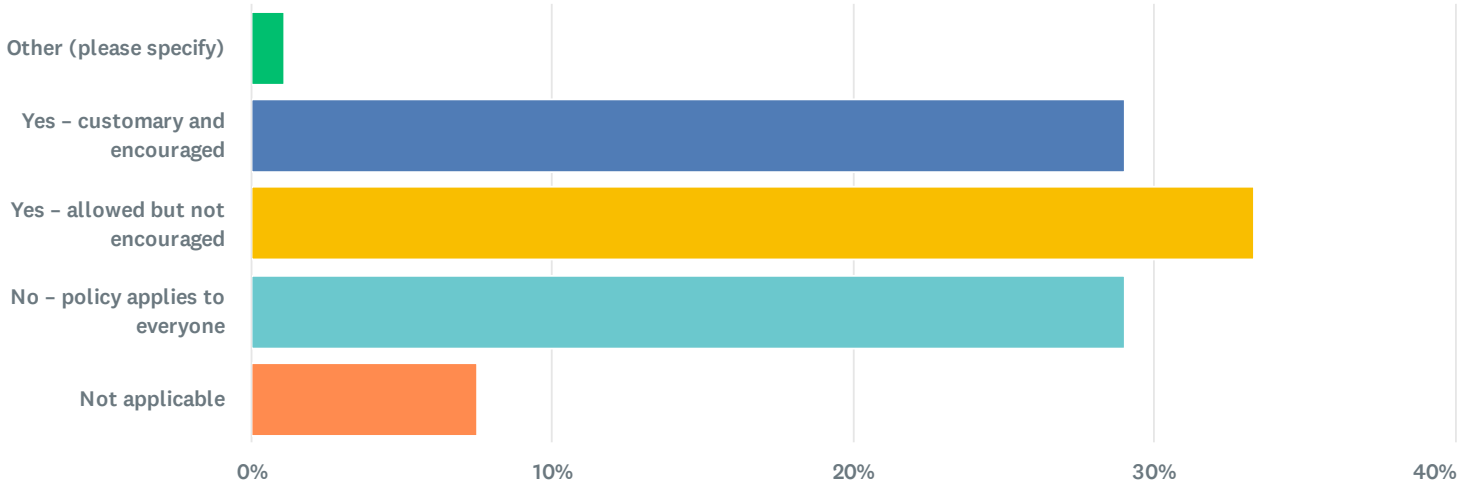
Has your club experienced any staff turnover or complaints specifically related to the tipping policy in the past 12 months?



Q7

93 responses

Does your club allow or encourage PGA professionals, industry colleagues, or visiting golf staff to tip when they are guests?



RESPONSES (0) WORD CLOUD TAGS (0)

Search Responses

Filter: by tag

by sentiment

No responses yet

#	OTHER (PLEASE SPECIFY)	DATE
1	Tips are never expected but always appreciated	5/7/2026 9:18 AM

Q8 From a club management perspective, what do you believe is the single biggest advantage of your current policy? (Open text – 1–2 sentences)

Answered: 70 Skipped: 23

#	RESPONSES	DATE
1	Keeps staff from picking members who tip to serve instead of non tippers.	5/8/2026 11:10 AM
2	Allow higher hourly rate regardless of business levels	5/7/2026 11:41 PM
3	Since it is basically no tipping there is no bickering amongst staff	5/7/2026 10:05 PM
4	Typically at high in private clubs members and or guests are going to try to tip so clubs that have a non-tipping policy can sometimes create some frustrations amongst the staff and those members that like to tip. The members that like to tip will try to tip regardless in that put staff in a bad situation. So I'm a strong advocate of having a tipping policy, just have to train staff to treat members equal, regardless of how much they give them for their services.	5/7/2026 9:11 PM
5	All members are treated equally.	5/7/2026 1:41 PM
6	Tipping provides the staff to be present.	5/7/2026 12:34 PM
7	The members pay into an annual service fund that is distributed on an hourly basis. Members like not needing to have cash handy but still contribute to line staff.	5/7/2026 11:35 AM
8	Fair/equal treatment to all customers.	5/7/2026 11:20 AM
9	Helps with compensation compared to other clubs that are non-tipping.	5/7/2026 10:46 AM
10	Everyone is treated the same.	5/7/2026 10:42 AM
11	It ceates a better member and guest environment where members do not feel as though they are constantly handing out money.	5/7/2026 9:43 AM
12	retain employees	5/7/2026 9:28 AM
13	Higher hourly pay in the dining room - less competition for higher tipping tables. Outside tipping is pooled and distributed based on hours worked	5/7/2026 9:21 AM
14	It gives people the option without making them feel forced, but also encourages staff to work harder/be more attentive in the hopes of receiving a tip.	5/7/2026 9:18 AM
15	Everyone is treated equally	5/7/2026 8:03 AM
16	Members and guests don't feel awkward to have to tip	5/7/2026 7:43 AM
17	there is no expected gratuity outside f&b.	5/6/2026 6:34 PM
18	They eat what they kill - harder they work more they make.	5/6/2026 11:06 AM
19	No advantage as club members still tip and those who do not like to tip feel awkward & staff does not feel appreciated when going above & beyond normal service duties to make a member/guest experience better which impacts service levels	5/6/2026 8:56 AM
20	Certainly motivates outside staff to interact with staff. They understand the more they converse with our members the better the tip.	5/6/2026 5:38 AM
21	Tipping is now allowed, but not really part of the culture from our members. Would be nice to see staff rewarded more often for good work.	5/6/2026 5:33 AM
22	We have a holiday bonus for all employees and direct members to use that so there is equal tipping distribution.	5/5/2026 10:40 PM
23	Allows members or guests ti make the choice	5/5/2026 6:56 PM

24	Gratuities are included in f&b and tournaments. Current policy doe snot obligate a member to tip but if they feel they experienced exemplary service we allow it. Guests are welcome to tip if they like	5/5/2026 5:37 PM
25	The biggest advantage is really for members. The reason for the policy is that the members here have high dues for many amenities and provided services, and they do not have to pull out their "wallet" every time.	5/5/2026 4:25 PM
26	Allows us to compensate our employees at a level above those of the peer clubs in our market.	5/5/2026 4:20 PM
27	It’s the best policy for member and guest experience.	5/5/2026 4:07 PM
28	consistency of service and image	5/5/2026 3:29 PM
29	Helps subsidize our hourly wage and keeps us competitive.	5/5/2026 2:49 PM
30	Members do not feel like the have to tip for every experience at the club	5/5/2026 1:29 PM
31	Constantly motivates service members.	5/5/2026 12:45 PM
32	none	5/5/2026 12:37 PM
33	Fairness and equity amongst the membership	5/5/2026 12:19 PM
34	We collect a large sum ($200k+) from our members at the end of the season which we distribute to the entire team at the Club. Everyone has an impact on the experience, so they should share in the reward.	5/5/2026 12:15 PM
35	Tipping for our Bag Staff and Locker Room staff helps keep our hourly wages competitive with the marketplace. In our Food and beverage departments they work off a service charge method and that amount has increased plus the optional added tipping line on each member chit has been helpful.	5/5/2026 12:15 PM
36	Staff retention	5/5/2026 12:15 PM
37	Staff are paid a higher wage and members don’t have to pull cash out of their pocket.	5/5/2026 12:06 PM
38	Convenient for membership.	5/5/2026 12:00 PM
39	We're 28 years into this - the Christmas bonus program is very large, it covers it. Service is better as a result - every member and guests gets the same treatment - which isn't possible in a tipping environment.	5/5/2026 11:51 AM
40	The two advantages of our policy is that members don't feel like they need to be tipping staff for routine service - cleaning clubs, loading clubs in car, etc. Additionally it doesn't allow members to "buy better service" by tipping more. We prefer members to be treated as equally as possible.	5/5/2026 11:43 AM
41	It gives people who feel the need to tip an opportunity to without making it feel like it's necessary.	5/5/2026 11:34 AM
42	Allows us to advertise, recruit, pay $21.50 / hour for golf services, vs. advertising $16.50 + potential gratuity...	5/5/2026 11:25 AM
43	Every member and guest receives the same treatment when they arrive. No playing favorites.	5/5/2026 11:18 AM
44	I think the policy has been negative to income and efficiency of the outside staff.	5/5/2026 11:04 AM
45	Allows all staff members to receive gratuities	5/5/2026 11:03 AM
46	Consistency	5/5/2026 11:01 AM
47	I can't speak to the advantage...with tipping allowed, there are perceptions that some members are given favorable treatment.	5/5/2026 10:46 AM
48	Attention to better service.	5/5/2026 10:39 AM
49	appreciation for the staff	5/5/2026 10:36 AM
50	Allowing tipping with bag drop staff allows us to retain quality team members as they make reasonable wages as well.	5/5/2026 10:36 AM

51	Employee compensation is above market value	5/5/2026 10:34 AM
52	Allows us to be competitive when recruiting new talent.	5/5/2026 10:26 AM
53	keeps budgeted costs lower for staffing	5/5/2026 10:21 AM
54	Getting staff and members to comply. Constantly reminding.	5/5/2026 10:19 AM
55	No Comment	5/5/2026 10:18 AM
56	Overall from a club standpoint it keeps payroll down but also puts all the cost of tipping on the members that use the club the most. Conversely as a private club you arent spreading the costs across the entire membership as a member owned club.	5/5/2026 10:17 AM
57	Staff feels appreciated and seems to encourage better service.	5/5/2026 10:16 AM
58	For the bag room and locker staff, it helps keep payroll down. And it entices those employees to work harder.	5/5/2026 10:16 AM
59	We haven’t studied it.	5/5/2026 10:11 AM
60	not sure there is any advantage, works in both directions	5/5/2026 10:10 AM
61	Incentive to work harder for tips.	5/5/2026 10:09 AM
62	Everyone seems to get the same level of service. Extra or special services do not go to the best tippers, equal for all.	5/5/2026 10:08 AM
63	Supplements income for the hourly teammate.	5/5/2026 10:07 AM
64	With F&B staff gratuity is built into the ticket. I believe service would improve in outside services if tipping was allowed.	5/5/2026 10:06 AM
65	It is customary for the locker room and bag drop. Trying enforce a policy that is going to be broken by members, guests, and team members would be difficult.	5/5/2026 10:03 AM
66	it allows the staff to make extra money BUT as a we also do not use the tipping policy to supplement their wages.	5/5/2026 10:02 AM
67	Staff morale is much higher with our current tipping policy.	5/5/2026 9:59 AM
68	Members don't feel obligated to tip but can.	5/5/2026 9:59 AM
69	It shows no unfair treatment to all.	5/5/2026 9:55 AM
70	Less administrative hassle	5/5/2026 9:55 AM

Q9 Any additional comments on tipping policies, enforcement experiences, staff feedback, or best practices you would like to share?

Answered: 26 Skipped: 67

#	RESPONSES	DATE
1	The thing that must be thought of, is keeping wage at a MARKET LEVEL if you do not accept tips. Our wage is low with no tips, so it makes staff retention difficult	5/8/2026 11:10 AM
2	We are a no-tipping club but know that several members tip our outside services team.	5/7/2026 1:41 PM
3	The hourly service distribution can be difficult for new hires, job candidates, and staff with less financial savvy to understand	5/7/2026 11:35 AM
4	.	5/7/2026 10:42 AM
5	Instead of tipping our members contribute to an annual fund that is paid out in December. We will each member $150 with an option to increase the amount if they wish. The money is distributed to team members fulltime and seasonal in December based on hours worked with some consideration given to tenure. Managers who are on a separate bonus program do not participate.	5/7/2026 9:43 AM
6	More problematic in hiring dining employees with competition from local dining establishments. All cash tips are pooled in golf operations due to density times and hours worked, it works well	5/7/2026 9:21 AM
7	Without tipping, my team is undercompensated so turnover is high.	5/7/2026 8:03 AM
8	Our F&B does a tip pool. Kind of a pain in the butt!	5/6/2026 11:06 AM
9	I think our club and more should go with "tipping optional" especially if their club already has things in place like built in gratuities/service charges on cart fees, F&B bills, and monthly statements. It stresses that you are not expected to tip BUT if you feel you received service above and beyond normal service levels, tipping is optional and OK	5/6/2026 8:56 AM
10	Since we are a No-Tipping club, unless you are going to pay an hourly wage that competes against tipping clubs in the area, then it is at a disadvantage, as you lose out on a larger staff pool. I have to consistently communicate to members and guests that we are a non-tipping club. On the other hand, this is what I have to "inform you" and leave it at that.	5/5/2026 4:25 PM
11	Would prefer to find a way to remove cash and automate the staff gratuity process as it relates to the Golf Operation.	5/5/2026 4:20 PM
12	We have many staff that have been here for decades and appreciate, not competing for tips, but earning a high hourly rate.	5/5/2026 12:06 PM
13	I believe the theory in no tipping is that everyone gets the same service and there is no preferential treatment or vice versa. However I think it also leads to a lack of motivation for minimum wage employees to provide great service.	5/5/2026 12:00 PM
14	Gratuities allowed in December and for special occasions (wedding, birth of a child, etc)	5/5/2026 11:52 AM
15	The worst rule in golf is no tipping. There is an inherent disincentive for staff to hustle to take care of members and guests, and it does not achieve the supposed goal of the rule, having everyone treated the same. What I have seen is that instead of the big tippers being treated better than others it is the Officers and the Board of Directors that are treated better.	5/5/2026 11:34 AM
16	I have worked at both. Non-tipping seems easier as long as you can pay high enough to attract qualified team members.	5/5/2026 10:46 AM
17	We have found divvying tips based off hours worked for the week rather than daily or shift tips work better for everyone involved.	5/5/2026 10:26 AM
18	We raised base pay $3-$5 per employee and they sill are not satisfied.	5/5/2026 10:19 AM

19	No Comment	5/5/2026 10:18 AM
20	Our club has debated going to a no tipping policy and absorbing the payroll cost into the membership dues across all membership types but that has not currently passed at the board level.	5/5/2026 10:17 AM
21	Tipping is only permitted in our rules to outside golf staff and locker room staff. Other tipping happens, and has cased some major issues, when clubhouse staff doesn't share or report to management. Tipping is not permitted in those areas, but the staff will take it anyway.	5/5/2026 10:16 AM
22	No additional comments	5/5/2026 10:11 AM
23	I do not like our club's policy at all.	5/5/2026 10:10 AM
24	Hardest part is making sure the guy tipping $1 gets same service as guy tipping $20+	5/5/2026 10:09 AM
25	The Club does allow gratuities during the holiday season.	5/5/2026 10:08 AM
26	Personally - I am not a fan of tipping, but understand that its a necessary evil that the entire club's staff is used to and expects to supplement income.	5/5/2026 10:07 AM