



# Hart Ranch Camping Resort Workamper Program

Hart Ranch Camping Resort workampers are an integral part of our team of employees. They bring integrity, a strong work ethic, and great moral character to our organization.

Workampers are expected to commit to a time period of **May 15 - September 15**, unless otherwise determined between the workamper and department supervisor. Each workamper is required to work a minimum of: **20 hours per week (members) or 26 hours per week (non-members)**. If two workampers are on the same site, they can split the time evenly between them. All schedules will be determined by the department supervisor.

## **Hiring Process**

Applications are collected year-round online at [www.hrresort.org](http://www.hrresort.org) > About Us > Campground Employment > select the position and complete the application. \*Workamper positions are limited

The department supervisor will contact candidates to set up interviews if they feel like it would be a good fit.

If the supervisor decides to move forward with hiring, work history and references will be checked, and a background check will be run.

Workampers will then arrange their arrival and departure dates as well as the specific job duties required with the department supervisor.

A New Employee Orientation packet will be assigned for the workamper to complete prior to their first day. Orientation will include any necessary employment forms, the employee handbook, and other training.

## **Workamper Requirements**

*Workampers are required to know and abide by all HRCR policies and bylaws. Sites occupied by workampers should set an example of care and guidelines for campsites.*

Time Period	May 15 - September 15 unless otherwise arranged with supervisor
Time Per Week	Members - 20 hours
	Non-Members - 26 hours
	Time can be split evenly between two workampers on a site
Department	Learn job duties and perform them up to expectations
	Willingness to possibly work in other positions if necessary

**Some positions at the HRCR may require more than the minimum hours required to be a workamper. Any hours over the required time will be paid at an hourly rate.** Banking of hours is not allowed. EX: work 40 hours one week to have a week off.

## **Workamper Benefits**

*Grace Period:* Workampers who arrive prior to Memorial Day are eligible for a grace period the week before their first workday and those who stay past Labor Day are eligible for a grace period the week following their last workday. Pre-season ends the Saturday before work is to begin and post-season begins the Sunday after their last workday. \*Time before or after the grace period must be arranged through reservations and will NOT be on their workamper site.

*Lodging:*

Workamper Site/ Wage Options	
First 20/26 hours covers the cost of RV site (barter)	Site included, electric, water, sewer included - no moves required
Choose to be paid for all work hours including the first 20/26 of the week	\$1000/month, water, sewer included - no moves required, electric at workampers cost
Choose to be paid for all work hours including the first 20/26 of the week	\$825/month, move 21/9, electric, water, sewer included - site moves required at workampers cost

The minimum workamper hours must be met each week regardless of lodging choice. When the workamper employment ends members who want to stay on site must work with reservations to find another site to stay on, non-members must leave the resort.

*VIP Discount:*

15% Discount at Spring Creek Grille, Hart Mart, Propane, and Cabins during the offseason

FREE Bike Rentals

FREE Entrance to Rodeos

(1) FREE fountain drink, can of soda, or bottle of water per shift

End of Season Bonus (working at minimum Memorial Day to Labor Day, meeting workamper requirements each week)

Pre-Season Welcome picnic and end of season Celebration picnic

Free site move from storage at the beginning of the season and back to storage at the end of season

\*For workampers who fulfill their hours each week from Memorial Day weekend through Labor Day weekend there will be a 'season' bonus

\*Employment at HRCR is "at will". This means there is no contract, promise or guarantee of employment under any circumstance, and employment can be terminated by management or the workamper at any time without having cause or stating a reason.