



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 12 - September 14**, 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)**. Workampers must either be members of the resort or named on the site reservation. 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 > About Us > Campground Employment > select the position and complete the application.

- Workamper positions are limited
- Workampers from previous seasons must still apply or communicate with department supervisors to confirm employment status for a new season

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 12 - September 14 unless otherwise arranged with supervisor
Time Per Week	Members - 20 hours
	Non-Members - 26 hours
	Time can be split evenly between two adult 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. Work weeks at the Hart Ranch are Sunday-Saturday, workamper hours will be calculated in the same weekly structure, so each week workamper hours must be met between Sunday and Saturday.

Workamper Benefits

Grace Period: Workampers are eligible for "Grace Periods" under certain circumstances. Workampers arriving prior to May 12 may take the week before starting work and workampers who stay past September 14 can take a week after the week of the 14th. Year round workampers are able to take a grace week in the fall after September 14 and in the Winter/Spring before May 12.

Lodging:

Workamper Site/ Wage Options	
First 20 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	\$1000/month, water, sewer included - no moves required, electric at workampers cost
Choose to be paid for all work hours	\$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 campers who want to stay on site must work with reservations to find another site to stay on according to resort bylaws.

- *VIP Discount:*
 - 15% Discount at Spring Creek Grille, Hart Mart, Propane, and Cabins during the offseason
 - FREE Bike Rentals
 - FREE Entrance to Rodeos
 - FREE fountain drink
- \$5 employee meals at the restaurant
- End of Season Bonus - Workampers who fulfill their workamper hours each week between May 12 and September 14 will be eligible for a \$0.25/hour worked for the season bonus
- 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

*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.