

Campground Workamper Agreement

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IRS classification matters. If the park controls how, when, and where the work is done, the worker is most likely a W-2 employee, not a 1099 contractor, regardless of what this agreement says. Have your CPA confirm before signing.

1. Workamper Information

Full Legal Name

Permanent
Address

Phone

Email

Driver's Lic.
#

State

Emergency
Contact

Spouse / Partner
on site (if
applicable)

2. Position & Duties

Position Title

Specific duties (be specific, not generic):

Direct
Supervisor

Reports To

3. Term & Schedule

Start Date

End Date

Hours Per
Week

Days On / Off

Standard schedule (mark with X):

■ Mon ■ Tue ■ Wed ■ Thu ■ Fri ■ Sat ■ Sun

Daily Start
Time _____

Daily End
Time _____

4. Compensation

Most workamper arrangements combine an in-kind site exchange with hourly pay above a threshold. State minimum wage law still applies to compensable hours. Document both components, even if one is non-cash.

In-Kind Site Compensation

- Full hookup site 30 amp 50 amp Water included Sewer included Wi-Fi included
- Propane included Laundry included

Site Value /
Mo _____

Hours
Exchanged _____

Cash Compensation

Hourly Rate _____

Paid Weekly
/ Bi-weekly _____

Holiday Pay _____

Overtime
Rate _____

5. Worker Classification

■ **W-2 Employee.** Park withholds federal and state tax, Social Security, and Medicare. Worker is covered by the park's workers' comp policy. Park controls schedule and duties.

■ **1099 Independent Contractor.** Worker is responsible for own self-employment tax. Worker is NOT covered by park workers' comp (worker must carry own). Park does not control daily schedule or methods, only the result of the work.

Both parties acknowledge that the IRS classification is determined by the actual facts of the working relationship, not the label on this form. If duties or supervision patterns change, classification may need to change with them.

6. Background Check & Records

Worker authorizes the park to conduct a criminal background check, a driving record review (for positions requiring vehicle operation), and verification of any claimed credentials. Worker agrees to provide I-9 documentation on or before the first day.

7. Conduct & Termination

Either party may terminate this agreement at any time with written notice. The park may terminate immediately and without notice for: theft, violence, harassment of guests or staff, on-duty intoxication, or any conduct that endangers persons or property.

On termination, the site exchange portion of compensation ends. Worker has 7 days to vacate the site. Cash wages earned through the last day worked are paid on the next regular pay cycle or as required by state law, whichever is sooner.

8. Acknowledgement

By signing below, both parties confirm they have read and agree to all sections of this Workamper Agreement.

**Workamper
Signature**

Date

**Printed
Name**

Phone

**Park Repres
entative**

Date

**Printed
Name**

Title

Disclaimer. This template is provided by Campground Management as an editable starting point for park operators. It is not legal advice. Eviction, tenancy, liability, employment, and waiver law varies by state, by county, and by the operating structure of your park. Have a licensed attorney in your jurisdiction review and adjust this document before using it with guests, workers, or third parties.

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