



Information for Applicants and Employees

The Season

Our 2015 Guest Season is June 12 – September 12. The employee season is June 7 – September 12; some positions begin 7 – 10 days earlier.

Compensation

Seasonal Ranch employment compensation includes:

- ✱ A monthly salary for your 5 day work week.
- ✱ 1.5 time for extra days/shifts worked.
- ✱ A completion bonus for completing the season.
- ✱ An additional bonus may be awarded for exceptional performance.
- ✱ The starting salary for most first year positions is \$1,450 per month.
- ✱ The on-campus room and board package is available for \$250 per month; if you choose this option the amount is deducted from your compensation check. For example, if your monthly compensation is \$1,450 and you choose the room and board package, your gross monthly compensation amount would be \$1,200.

Housing and Meals

- ✱ Off-ranch housing options in the area are limited but some rentals and limited RV hook-ups are available. For employees choosing to live off campus, \$5 per day for shift meal/s will be charged on days worked. Room and board is a combined package; there is not a separate package for room or board. Please see above for available on-campus room and board.
- ✱ The Housing provided with the room and board package is in dormitory style accommodations. A few private rooms are available, with most rooms shared by 2 or 3 people. You must provide your own bedding, towels and personal necessities.
- ✱ There is a washer and dryer available free of charge for employees living on the ranch.
- ✱ A crew breakfast buffet is set up in the kitchen and a hot breakfast also may be ordered. Lunch generally is a make-your-own sandwich or other buffet. Crew dinner is served 7 nights a week between 5:00 – 5:45pm. There is a refrigerator for crew use that often has tasty leftovers designated for you.
- ✱ If you will be camping on your days off, the chef will let you know the food available to pack and take with you.
- ✱ We do our best to provide *all* employees with nutritious meals. For those employees on special diets, there will be food to accommodate your needs each meal. Please note: The Ranch does not offer a custom-meal kitchen for employees or guests. There is limited space available in the crew refrigerator for food purchased for your personal use.

Location, Climate & Transportation

- ✱ Our 900 acre ranch is located in the heart of the Sawtooth National Recreation Area, 9 miles south of Stanley on Highway 75 between mile markers 180 and 181. The ranch is 50 miles north of Sun Valley, 130 miles east of Boise and 125 miles north of Twin Falls, Idaho.
- ✱ Stanley is a small town where you may purchase most necessities. Challis or Ketchum/Sun Valley, which are an hour to an hour and a half drive from the ranch, are the closest larger shopping areas.
- ✱ The altitude here at the ranch is 6,600 feet. We can have lovely, hot summer days into the 80s in August, but on average have only 30 frost-free nights a year. Please be prepared for cold mornings and evenings, as well as our warmer days.
- ✱ There is no public transportation to or within Stanley and the Sawtooth National Recreation Area. The closest airport is Sun Valley; the closest major airport is Boise. Sun Valley Express

(www.sunvalleyexpress.com) has daily service from the Boise airport to various locations in Ketchum/Sun Valley, from which we can assist with transportation.

- ✴ We strongly recommend that you have some form of transportation – auto or bicycle – so that you may fully enjoy the area.

Recreational Opportunities

- ✴ On the ranch you may enjoy the ranch's natural hot springs swimming pool, stocked catch-and-release fishing pond with paddleboat, the Salmon River running through the lower ranch property, horseshoes, hiking and biking. Each employee has the opportunity to have a complimentary 1.5 hour horseback ride and (2) ½ day white water raft trips on the Salmon River. Many employees in the past have enjoyed camping and backpacking on their days off.
- ✴ There is boundless opportunity for hiking, biking, fishing, climbing, white water rafting and other water sports, ghost town visits, photography and scenic drives in the area. We are surrounded by more wilderness than anywhere in the lower 48 States. A bike or auto will assist you in exploring the area.

Uniform, Dress & Grooming Standards

- ✴ For most positions the “uniform” is an IRMR shirt or T shirt, which will be given, with either black dress slacks or black jeans. There are some shifts (kitchen and housekeeping) for which neat, clean jeans or knee-length shorts may be worn if approval is given. Four nights a week the evening waitstaff, guest services hosts and cooks may wear their own western wear.
- ✴ Footwear must cover the entire foot – no open toes or sandals – and socks must be worn at all times. Hiking boots are not appropriate for lodge work. Neat, clean oxfords, tennis or running shoes may be worn. Cowboy boots may be worn only on specialty night, such as Thursday's and Saturday's barbecue. Clogs are not appropriate for meal service and floor positions.
- ✴ We understand that “big and baggy” or “short, cropped and tight” could be current styles. However, these are not acceptable looks for your uniform slacks, shorts and shirts. We expect a neat, tidy, professional appearance, with hair properly combed and in place, and beards conservatively groomed. Dreadlocks, facial piercing, harsh hair and make-up colors, and other stylish, not-conservative, fashion statements are not appropriate to the professionalism projected here at the ranch.
- ✴ Employees are expected to be neat and tidy in appearance at all times in the lodge and when in public areas on the ranch, even during off work hours.

Additional Information

- ✴ IRMR is a smoke free environment. If you smoke, you must do so in designated outside areas.
- ✴ Quiet hour on the ranch, for guests and employees, is at 10:30pm.
- ✴ **Zero Tolerance Policy** – There is a zero tolerance policy for the use of alcohol while on duty. There also is a zero tolerance policy for theft, and for possession or use of drugs at any time, on the Ranch property. Moderate alcohol use by those of legal age, while off duty, that does not interfere with others, violate proper decorum, or create a safety issue is permissible. Zero tolerance means that violation of this policy will lead to dismissal.

For additional information, please contact:

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