

**Q. How many people does Star Island hire?**

A. We hire approximately 100 staff members for the regular season. We hire additional staff for the end of season period (August & September) when our regular season staff members start leaving to return to school.

**Q. What is the compensation for working on Star?**

A. Compensation for staff is determined by the number of years you have worked for Star. The first-year staff member pay rate for 2024 was \$10.04 per hour (2025 rate TBD pending budget approval.) There are some jobs, such as Night Crew and Kitchen Crew, that have a pay differential of an additional \$1.00/hour. Additionally, there are some supervisory level positions or jobs with increased level of responsibility that are paid on a separate tiered pay scale.

Additionally, employees receive free room & board, valued at approximately \$240 per week. This includes housing for the period of employment, three meals a day, ample snacks, and refreshments.

**Q. How many hours do staff members typically work?**

A. The average work day for an employee is 6 - 8 hours (this varies slightly from day to day and crew to crew), and the average work week consists of 6 days. Employees receive one day off per week, with specific days to be worked out with their supervisor on island.

**Q: What living accommodations should I expect?**

A: Most first year staff usually live in doubles, triples, or quads with other first year staff members on the 4th floor of the Oceanic Hotel. Returning staff usually share a room with one other staff member. Supervisory level staff or staff members with more seniority may have a single room. Most rooms are rustic, but adequate. They are equipped with basic furniture. Sheets and pillows will be provided.

**Q: Is there food provided outside of meal times?**

A: Yes! The snack bar is open throughout the day (specific hours will be posted on island) and they have food, snacks, and beverages available for a discounted rate for staff. Also, there are snacks available in the staff dining room outside of meal times.

**Q: What sort of social activities does the Pelican community do together?**

A: Every few weeks the seasonal staff community and the senior staff have a staff appreciation dinner that involves good food, socializing, and discussions lead by senior members of the community. In the past there have also been movie nights, game nights, and holidays that include activities such as Secret Santa for Christmas in July.

If you have additional questions, please don't hesitate to contact us! Our hiring manager, Kate Brady, can be reached at [office@starisland.org](mailto:office@starisland.org) or (603) 430-6272.