

Pay Rates and Hosting Roles

Talking Money, Talking Responsibility



Trivia Mafia employs hundreds of people, and most of them work less than

three hours a week. There's some nuance among host roles and rates, though, so read on!

Base Pay Rate

Defined as: the default or most common **hourly** rate for **hosting**

Is currently: \$18/hour + number of years actively employed with TM (up to five years)

More than six months with no shifts triggers an Inactive status, but returning hosts don't restart the clock. Raises are automatically applied annually on hosts' hire anniversary date.

Regular Hosting

Defined as: Hosting a regularly scheduled event (usually weekly) or theme night (in-person or on Zoom). Includes sub shifts.

Is currently: Your base rate for 2.8 hours

Hosts who remain active as weekly hosts or regular subs get a \$1/hour raise per year employed with Trivia Mafia (noting the gap of March 2020-May 2021, which we all know was a black hole of time for the majority of our staff), up to five years. Those raises were preserved when we shifted the base rate in May 2022. Raises are given automatically on your hire anniversary date unless otherwise noted.

Weekend Hosting

Defined as: Hosting a regularly scheduled event on a Friday or Saturday night. Includes sub shifts.

Is currently: base rate for 2.8 hours + \$10 bump

Since it's challenging to find people able to commit to a weekly weekend gig, we pay a little more for the work! Sites are charged that little bit more and the dollars are passed straight to the host.

This does not currently apply to Theme events.

On-Call Staff

Defined as: a person designated to monitor Slack/FB/email/phone from 3pm to about 10pm to support regular event hosts with tech troubleshooting, hosting-related questions, subbing, etc.

Is currently: \$35/day

Our On-Call Staff are hosts who are prepared to provide quick answers and general support to anyone hosting a regular or theme event. They can help find subs, and communicate directly with the locations in the event of an emergency. They are not required to sub for anyone at the last minute, but if they do step in, they are paid for hosting in addition to the \$35 already coming for being on call.

Trainer Shift

Defined as: Training a new hire at a regular trivia event

Is currently: Your base rate for 2.8 hours + \$10 bump

New hires need a guiding light, and we appreciate the staff who are willing and able to show new staff the ropes! If you are interested in becoming a Trainer, reach out to Host Manager [Mary Kate](#).

Training Session or Other Duties As Assigned

Defined as: Attending a training session (i.e. Private Event hosting), a meeting that is clearly and explicitly For Work (so, not kickball, sorry), or performing some other extra errand or service

Is currently: Your base rate

When we see you learning a new skill or doing an extra work thing for us, and it's going to take like an hour of your time, you'll get compensated!

Private Event Hosting (Virtual)

Defined as: Hosting or Co-Hosting an online or hybrid event for which Trivia Mafia has been contracted outside of the regular weekly event schedule, set up by the Private Events Team

Is currently: Your base rate + \$20/hour, for duration of event + 30 minutes

These hosts have done extra training and passed muster with our Private Events Team to be trusted to run these key events. Hosts use their own computer and home space; events are run on a Trivia Mafia Zoom account utilizing Google Suite materials. If you're interested in learning more about becoming one of these hosts, contact Host Manager [Mary Kate](#).

Private Event Hosting (In-Person)

Defined as: Hosting or Co-Hosting an in-person event for which Trivia Mafia has been contracted outside of the regular weekly event schedule, set up by the Private Events Team

Is currently: Your base rate + \$30/hour, for duration of event + arrival lead time (typically 30 minutes)

These hosts have done extra training and passed muster with our Private Events Team to be trusted to run these key events. Hosts must bring along a PA and be extremely professional and adaptable to a wide variety of variables with excellent time-management skills. Mileage reimbursement is always available in full, as well as parking reimbursement. If you're interested in learning more about becoming one of these hosts, contact Host Manager [Mary Kate](#).

Mileage Reimbursement

Defined as: per-mile reimbursement from one's home address to a sub trivia site

Is currently: \$0.70/mile for round trips longer than 25 miles and up to 36 miles

When people literally go out of their way to help ensure that a regular night is covered, we appreciate that! Mileage reimbursement can be claimed by filling out [this form](#) within a week of the work. Applies to sub shifts, training new staff, and in-person Private Event hosting. Does not apply to a regular, non-sub hosting shift. Trivia Mafia maxes out the mileage compensation at 36 miles round trip. You will be paid the maximum for any trip longer than 36 miles unless previously discussed with one of the Powers That Be, Host Manager, or an On-Call staff. Reimbursements are limited to two per pay period, unless approved by a PTB.

Administrative Roles

We consider the Admin Team to be everyone taking on regular work beyond what is listed here! Most admin roles also start at \$18/hour. Learn more about these positions, and the people who hold them, on [the Who Can I Contact page](#).

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