

The Park Slope Parents Nanny Compensation Survey

2011



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Methodology

- Park Slope Parents conducted its **THIRD** Nanny Compensation Survey in May and June, 2011.
- Over **1,000 parents** from Brooklyn (only) participated in the survey.
- **72%** of participants were members of Park Slope Parents and other online groups as well as other parents who had been forwarded the survey.
- **44%** of respondents live in Park Slope, along with other Brooklyn neighborhoods represented.

NOTE: These data represent the behavior and attitudes of **employers** of Nannies. We fully acknowledge that to have a fuller picture of Nanny compensation we would need to also survey Nannies' perceptions and behavior. This was beyond the scope and capabilities of the current research. We also understand that both parents and caregivers will have access to the data.

Background: Information on the Website

The Park Slope Parents website (www.parkslopeparents.com) includes a tremendous amount of information about hiring a Nanny/Babysitter, including The PSP Guide to Hiring a Nanny/Babysitter:

[Part 1: Deciding What you Need and Developing a Job Description](#)

[Part 2: The Search, Application Review and Work Agreement](#)

[Part 3: The Interview and Evaluation Process](#)

[Part 4: Orientation and The New Nanny/Employer Relationship](#)

[Part 5: Safety Reminders, Background Checks, the Nanny Cam and Words of Caution](#)

[The PSP Guide to a Successful Nanny Share](#)

Background: Some Perspective...

- PSP takes the position that families should compensate Nannies fairly, taking the Nanny's experience, responsibilities and value to your family into account. While we recognize the financial limitations families have, we also note that Nannies have a very important job taking care of our children.
- As you make compensation decisions, keep in mind that while you are an employer and thus are likely to want to pay at the lower to middle end of the market, your Nanny has most likely been working for at least 5 years and has vast experience taking care of children and you should pay her for her experience.
- Reporting "off the books" pay should not be regarded as an endorsement of the practice. The current childcare situation is a complicated one, and to report these data is just an acknowledgement of the practices of employers.

Background: How to use data in this survey

- Pay rates vary considerably from family to family, depending on a wide variety of factors, including some not obvious in these statistics (e.g., how demanding the employer is, responsibilities, Nanny's ability to be flexible with hours, etc).
- Through the summary tables provided in this report, we try to show both the wide variation (sometimes a spread of more than \$7 between the lowest and highest hourly rate) in the market as well as the "typical" market rates paid to Nannies.
- Some definitions on the next pages will help you to interpret the data and make the decisions that are right for you.
 - *Note that all data are independently arrayed. This means the number of hours reported for a given statistic is not necessarily the number that is associated with the pay rate at that same statistic. As this is primarily an issue for salary pay levels, we have also calculated the per hour rate for Nannies paid a salary per week.*

Background: Some Definitions

- **Average:** Shows the *overall market tendency*, and is influenced by high and low data points as well as skewed data.
- **Percentiles:** Shows the proportion of data points that fall above and below this point (e.g., 10th percentile show the point at which 10% of the data fall below and 90% of the data fall above).
- **Median (50th percentile):** Shows the *middle* data point, outliers at the top and bottom end of the distribution are less emphasized.
- **Mode:** Shows the *most commonly* reported data value.
- **N/Count:** Stands for the *sample size*; the higher the number, the more reliable the results (and gives you a sense of how many families are in the same situation as yours).
- **Paying "Salary":** Nanny pay based on an amount which doesn't vary for a certain number of hours that doesn't change from week to week.
- **Paying "By the Hour":** Nanny pay which varies depending on how many hours the Nanny worked (rather than a set amount).

Summary of Findings

Summary: Nanny Basics

- **Six in ten (60%)** employers pay a weekly salary (defined as “an amount which doesn't vary for a certain number of hours that doesn't typically change from week to week”).
- **Four in ten (40%)** employers pay their Nanny by the hour (defined as “payment varies depending on how many hours the nanny worked”).
- **Half (52%)** employ their Nannies over 50 hours per week.
- **Six in ten (60%)** Nannies care for 1 child in a family; **37%** care for 2 or more children.
- **One in four (26%)** Nannies work regular jobs involving more than one family.
- **Half (52%)** of employers say their Nannies have been at their present situation a year or less, **30%** 1-2 years, **18%** 3 or more years.
- **About half (47%)** of all Nannies have had 7 or more years of experience *prior* to their current job.

Summary: Pay Levels

Situation	Range of Pay* (Lo-Hi)	50 th Percentile	Average
1 child	\$11.60 - \$16.00	\$15.00	\$14.22
2 children	\$12.65 - \$20.00	\$15.59	\$15.96
3 children	\$11.32- \$20.00	\$16.72	\$16.32
On the Books	\$13.00 - \$20.00	\$16.00	\$16.41
Off the Books	\$12.00 - \$17.08	\$15.00	\$14.56

***Lo-Hi Range is based on 10th and 90th Percentiles**
(These figures are broken down further in the Details Section)

Summary: Pay Levels

Situation	Range of Pay* (Lo-Hi)	50th Percentile	Average
ALL	\$12.00 - \$18.00	\$15.00	\$14.89
0- 10hrs/wk	\$13.00 - \$18.00	\$15.00	\$15.57
10- 20 hrs/wk	\$13.03 - \$20.00	\$15.00	\$15.70
20-30 hrs/wk	\$12.80 - \$18.15	\$15.00	\$15.34
30-40 hrs/wk	\$12.50 - \$19.00	\$15.00	\$15.42
40-50 hrs/wk	\$11.50 - \$16.79	\$14.00	\$14.00
50+ hrs/wk	\$10.85 - \$15.85	\$14.00	\$13.56

***Lo-Hi Range is based on 10th and 90th Percentiles**
 (These ranges are broken down further in the Details Section)

Summary: Nanny Basics

- **Four in ten (39%)** employers have a set of written expectations (e.g., a work agreement, Nanny Contract) in place.
- **Less than one in five (17%)** employers keep written records of the hours a Nanny works.
- **Three in ten (30%)** employers say they pay more than average for their Nanny employment situation, with flexible schedule and paying on the books being the most frequently mentioned reasons for paying more.

Summary: Paid Time Off and Vacation

- Nannies receive an average of **11.27** days off, which includes vacation, sick and personal days. (Holidays are not included in this number so the total number of days off is higher.)
- **Eight in ten (79%)** employers pay a Nanny's salary/regularly scheduled hours if they are away.
- **11%** don't pay the Nanny when they are on vacation.
- **Half (47%)** try to give the Nanny the ability to schedule her own paid vacation time.
- **Four in ten (43%)** schedule their vacation and ask the Nanny to take her paid vacation at the same time.

Summary: Raises and Bonuses

- **Two in three (64%)** Nannies working for a year or more have received a raise.
 - The most frequently mentioned raise was \$1/hour per year (given at the hiring anniversary).
 - NOTE: This is separate from paying more for an additional child.
- **Nine in ten (90%)** employers who have had a Nanny working for 12 months or more have given their Nanny a bonus.
 - **60%** of employers paid 1 week's pay as a bonus, while **26%** paid more than 2 weeks.
 - The majority of people give this Bonus at the end of the calendar year.
 - Employers typically give a percentage of weekly pay if they haven't worked a full year (e.g., ½ week's pay for 6 months of work).
 - Very few people gave an added 'tangible' gift.

Summary: Work Policies

- **The overwhelming majority (86%)** of respondents have an 'open kitchen' policy with their Nannies.
- **Eight in ten (82%)** employers give their Nannies a full day's pay if dismissed early.
- **Four in ten (42%)** give their Nannies access to home computer/Internet access.
- **Four in ten (40%)** of respondents provide Nannies an "allowance" to spend when they are with the children.
- **Four in ten (39%)** employers pay for a MetroCard (higher for Nannies paid a salary).

Summary: Paying on the Books

- **Six in ten (63%)** respondents report they pay their Nannies completely off the books, while **15%** say they completely on the books and **9%** say they pay part on/part off the books. **13%** preferred not to answer.
- **Seven in ten (71%)** respondents who pay on the books most commonly use a service or accountant to do their Nanny's taxes, with PayPrep, Nanny Tax, 4NannyTaxes and Breedlove services used most often. **22%** handle the accounting themselves without software.

Number of Respondents	PayPrep	Nanny Tax	4Nanny taxes	Breedlove	Accountant	PayCycle/ Intuit	GTM	Other
89	25	15	15	14	8	5	4	3
100%	28%	17%	17%	16%	9%	6%	4%	3%

Summary: What employers have done differently...

Most Commonly Occurring Themes

1. Had a Work Agreement
2. Known their schedule to advertise better
3. Known what duties they need the Nanny to fulfill
4. Written out Job Duties (“down to the nitty gritty”)
5. Interviewed with children
6. Thoroughly checked references
7. Had a trial period
8. Been clear about boundaries
9. Conducted random spot checks
10. Maintained better record keeping

Question: Knowing what you know now, what, if anything, do you wish you would have done differently with the employment situation? This could include things you would have done before you hired her, when she first started, etc. (THIS CAN ALSO INCLUDE PAST NANNIES and what you learned.)

DETAILED FINDINGS

Pay Rates, Time Off, Raises and Bonuses

Salary vs. Hourly

Do you pay your Nanny a constant salary or a by the hour rate?



Are these hours based on a preset schedule or does the schedule vary from week to week?

Situation/Flexibility	Weekly Salary	By the Hour
Set hours are the same every week	64%	36%
Set hours with some variations	33%	54%
Varied hours each week	3%	11%

Pay Rates: 1 Child

Situation	Lo	Hi	50th Percentile	Average
0- 10 hrs/wk	\$12.30	\$16.18	\$15.00	\$14.85
10-20 hrs/wk	\$12.50	\$16.00	\$15.00	\$14.66
20-30 hrs/wk	\$12.50	\$16.77	\$15.00	\$14.92
30-40 hrs/wk	\$12.05	\$ 16.43	\$15.00	\$14.55
40-50 hrs/wk	\$11.11	\$15.51	\$13.30	\$13.49
50+ hrs/week	\$10.80	\$15.04	\$13.17	\$12.99
Overall Data	\$11.60	\$16.00	\$15.00	\$14.22

*Lo-Hi Range is based on 10th and 90th Percentiles

Pay Rates: 2 Children

Situation	Lo	Hi	50th Percentile	Average
0-10 hrs/wk	\$15.57	\$20.20	\$18.00	\$18.08
10-20 hrs/wk	\$15.00	\$20.00	\$17.00	\$17.10
20-30 hrs/wk	\$14.00	\$19.99	\$15.60	\$16.21
30-40 hrs/wk	\$13.55	\$20.00	\$16.00	\$16.51
40-50 hrs/wk	\$12.00	\$18.00	\$15.00	\$14.86
50+ hrs/week	\$14.42	\$17.00	\$15.45	\$15.09
Overall Data	\$12.65	\$20.00	\$15.59	\$15.96

*Lo-Hi Range is based on 10th and 90th Percentiles

Typical Pay Levels

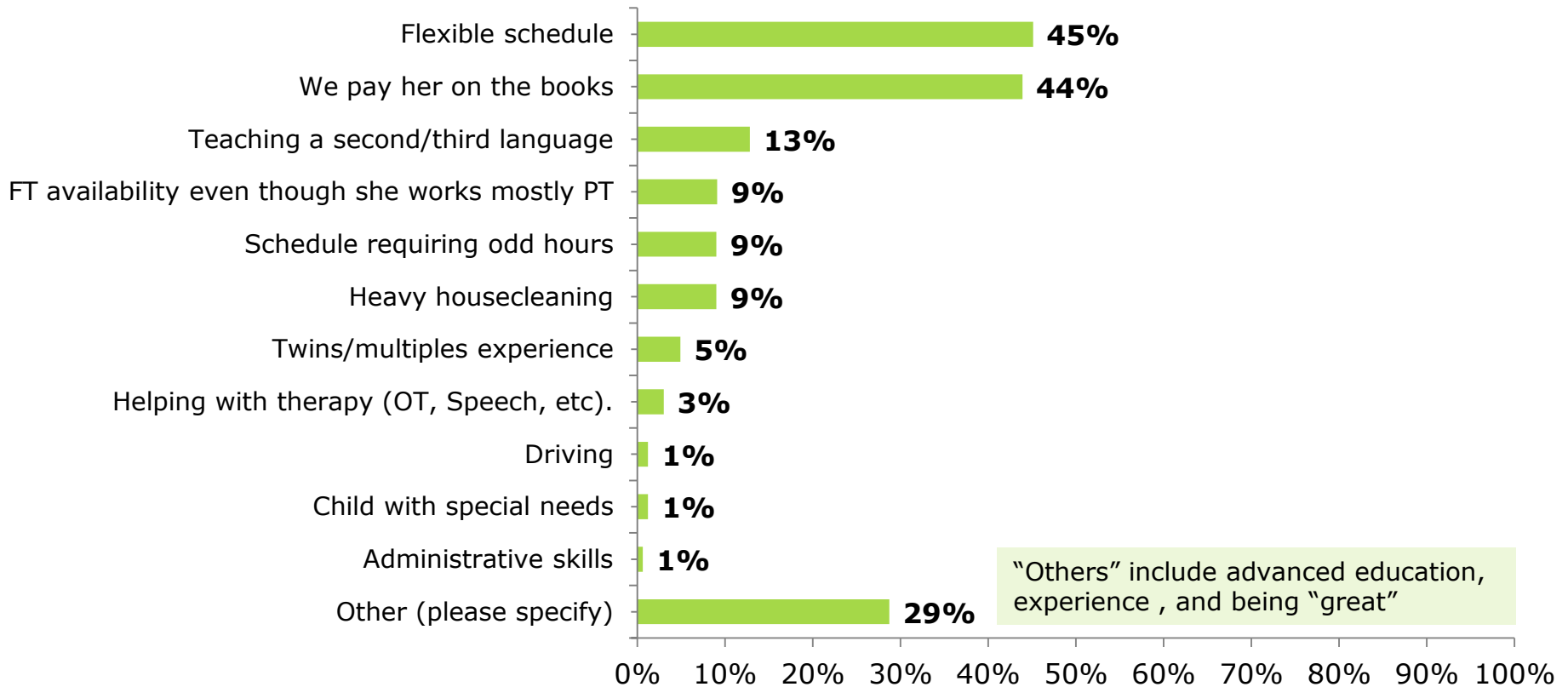
Situation	Range of Pay* (Lo-Hi)	50 th Percentile	Average
1 child	\$11.60 - \$16.00	\$15.00	\$14.22
2 children	\$12.65 - \$20.00	\$15.59	\$15.96
3 children	\$11.32- \$20.00	\$16.72	\$16.32
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*Lo-Hi Range is based on 10th and 90th Percentiles

Skills for Higher Pay Rates

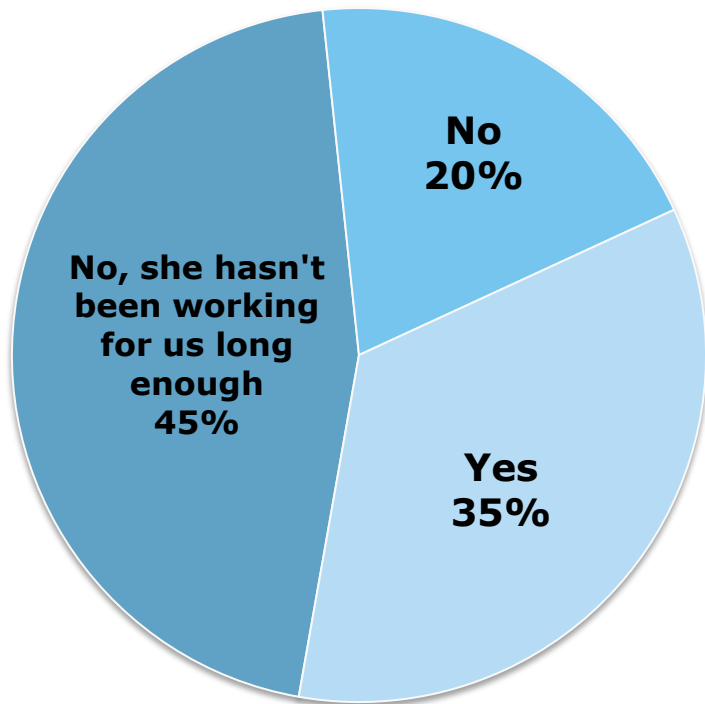
For which of the following skills, if any, do you pay your Nanny a higher pay rate? *(Check all that apply)*

- **30%** of employers feel they pay more than average for their Nanny. Here are the skills they site as reasons for the higher pay.



Nanny Raises

Have you given your Nanny a raise in the last 12 months?

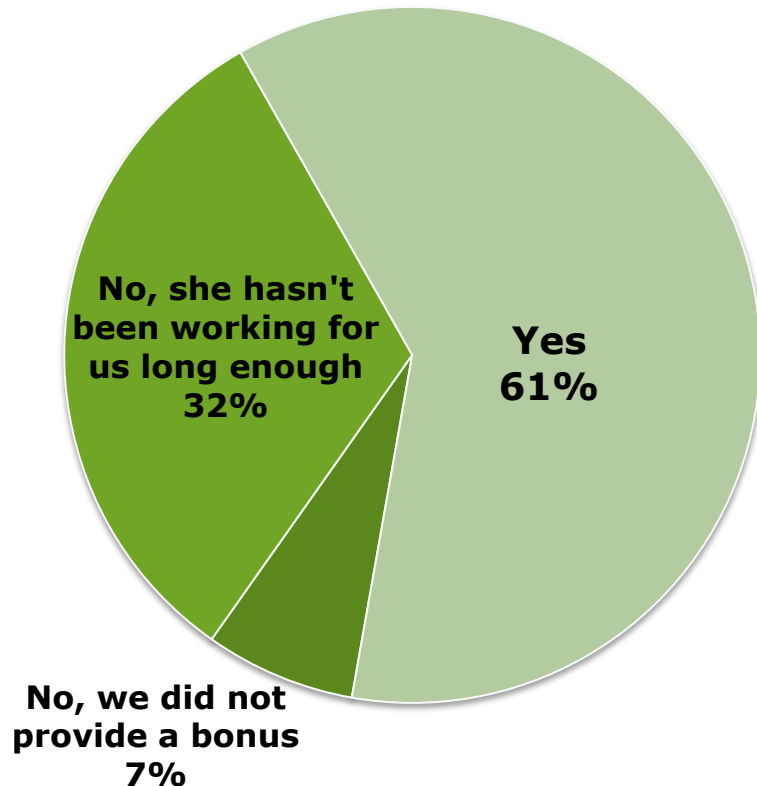


Raise Amount	2011
Average Raise Amount	\$1.12
Minimum	\$0.22
Maximum	\$5.00

50% of those giving their Nannies a raise gave a raise of \$1.00 per hour.

Nanny Bonuses

Have you given your Nanny a bonus in the last twelve months?

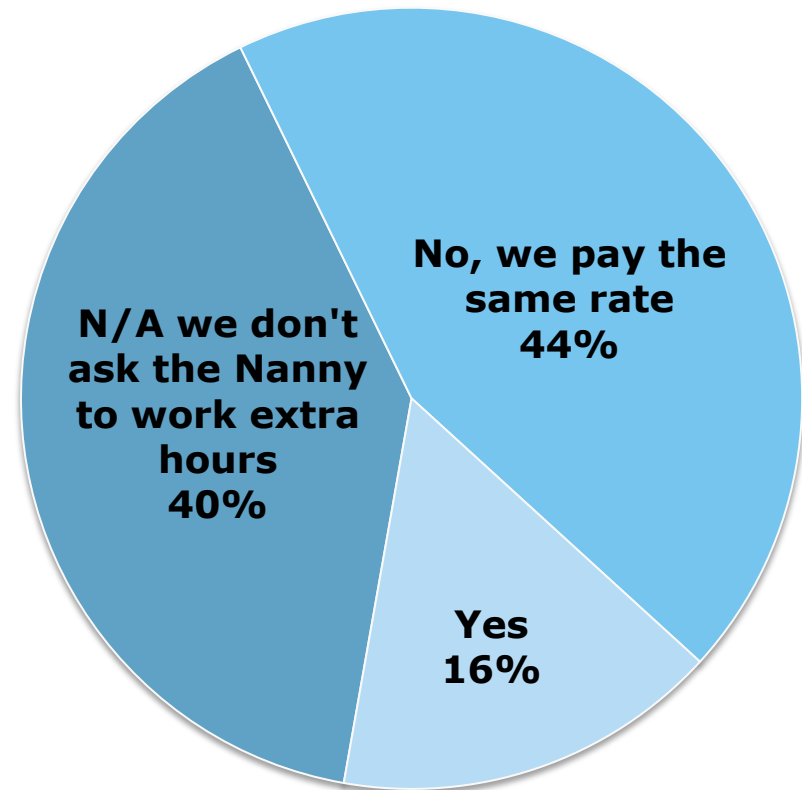


Amount of Bonus	%
Less than 1 week's pay	14%
1 week's pay	60%
1-2 weeks pay	8%
2 weeks pay	14%
More than 2 weeks pay	4%

Overtime Pay

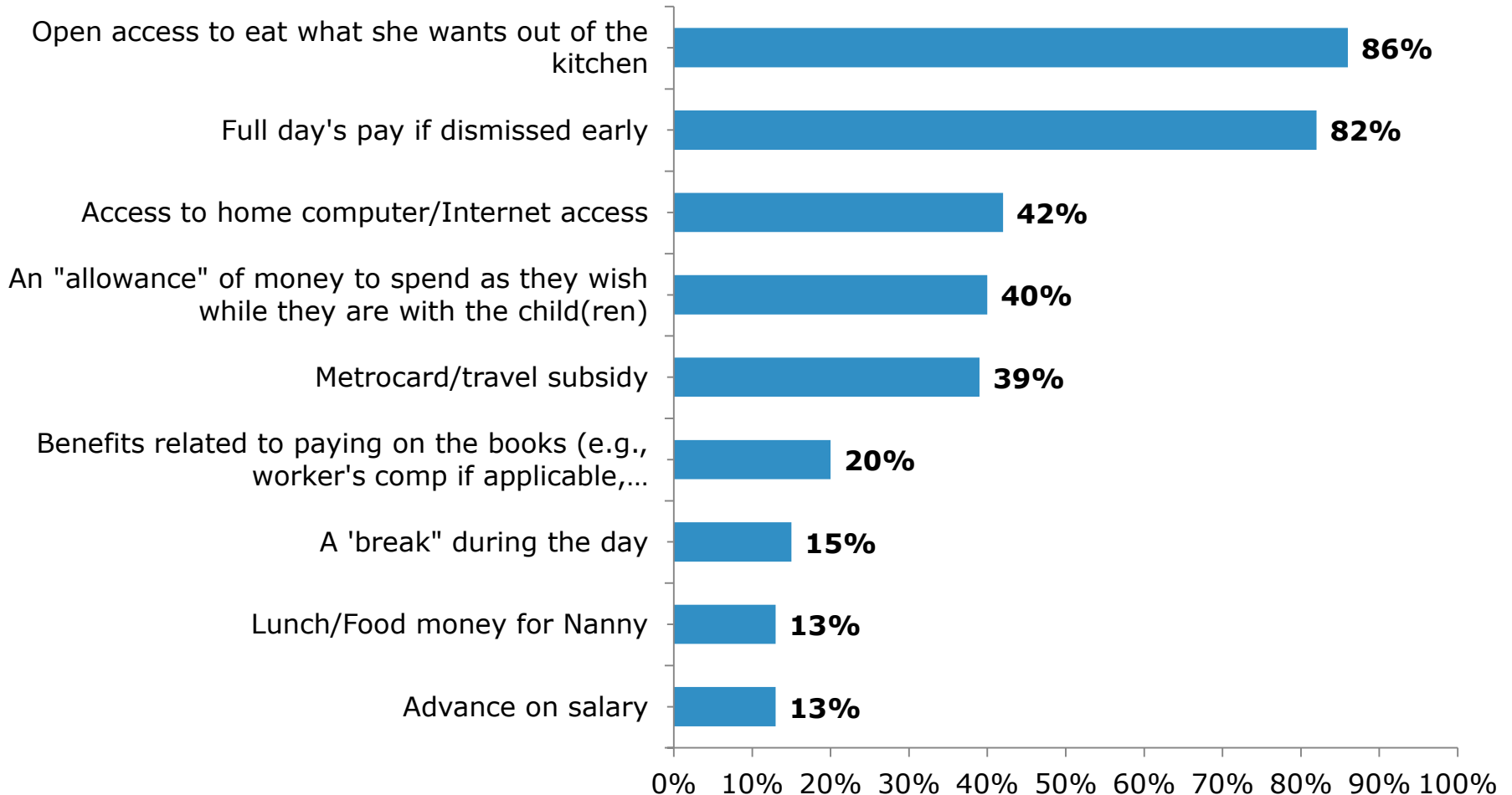
Do you pay a different rate for hours worked above 40 hours/week?

- **15%** of Nannies who work more than 40 hours a week receive overtime pay at this level or more. (NOTE: The Domestic Workers Bill of Rights requires overtime to be paid at **1.5 times** the base pay over 40 hours a week.)
- For people paying more than \$2/hr overtime, the average overtime rate was **\$4.58** more than their base rate.



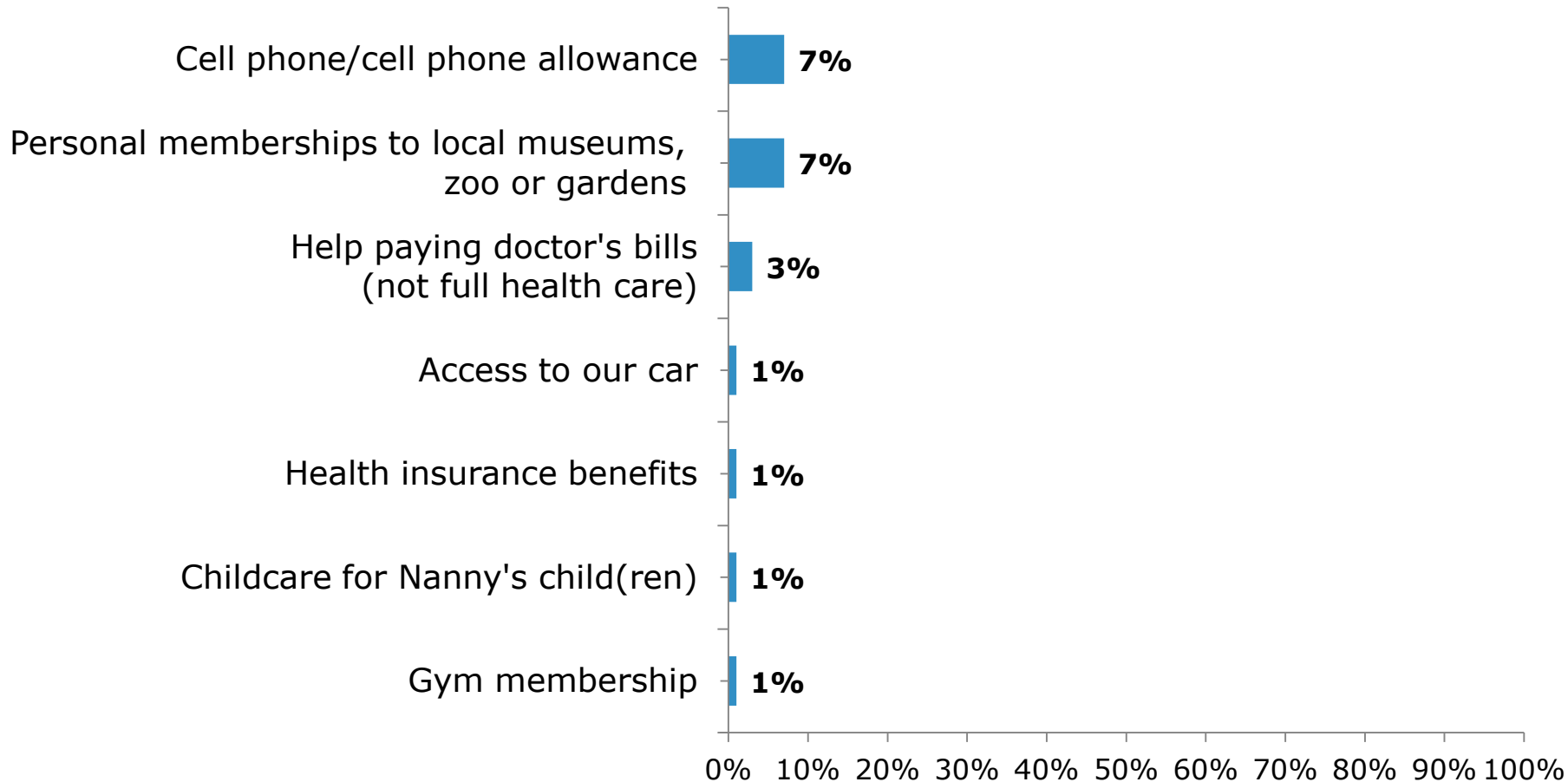
Job Specifics

Which of the following do you give your Nanny?



Job Specifics (cont)

Which of the following do you give your Nanny?



Sleep-over/Overnight Pay

- **16%** of respondents have had a Nanny stay for an overnight.

Overnight Pay Themes *(from open-ended responses)*:

- **Set Amount:** A little more than half of people pay a set amount (ranging from **\$50-\$200**) after the Nanny's typical hours are passed. The most frequently mentioned set rate **is \$100**.
- **Hourly** (depending on waking/sleeping): About a quarter of people say they pay hourly regardless of sleeping and awake time, others pay for only times they are awake, others pay overtime for waking times and a reduced rate for sleeping time.
- **Hourly Plus:** About a quarter for awake hours plus a set amount for the sleeping time (ranging from **\$50-100**).
- **Other:** Some do a switch so that an overnight counts as a day's work that they get off at a later date.

Weekend Pay

- **6%** of respondents have had a Nanny stay for a weekend.

Weekend Pay Themes *(from open-ended responses)*:

- **Lump Sum**: More than half of people gave their Nanny an agreed upon sum of money, from **\$125 - \$250 per weekend day**. A lump sum can keep things more flexible and avoid the feeling of "being on the clock".
- **Daily Rate Plus**: About a quarter paid their Nanny her typical day rate plus an overnight rate of anywhere from **\$50-\$150 extra per night**.
- **Hourly Rate**: Pay the Nanny's hourly rate for all hours worked (sometimes paying a reduced rate for sleeping hours).
- **Switcheroo**: Switch weekend days for weekdays off.
(It might be useful to negotiate before hiring a Nanny if you know that you are likely to be giving your Nanny more than 2 weeks off per year).
- **Break**: There was also mention of giving the Nanny a break during the weekend by having a grandparent or friend take the kids for a bit.

Travel Pay

- **7%** of respondents have had a Nanny travel with them.

Travel Pay Themes *(from open-ended responses)*:

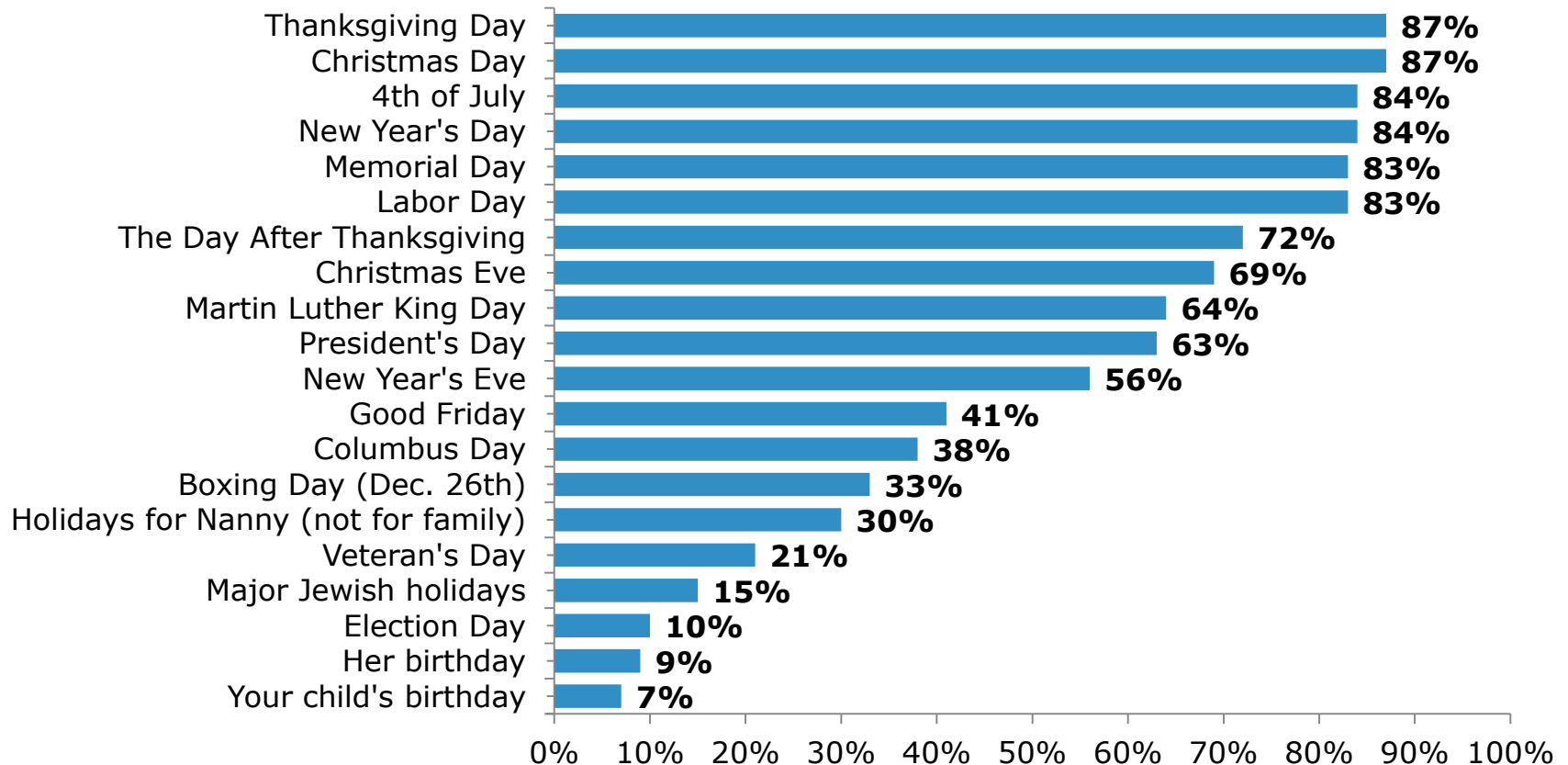
- **Everything Included:** When traveling with a Nanny employers pay for all expenses including travel, car fare to the airport, food, and hotel.
- **Premium:** Most pay a the normal daily rate plus an extra day rate (from **\$50-100 day**; **\$200-\$300 a week**).
- **Variable rate:** Some pay a travel rate, sleep rate, and waking rate.
- **Time Off:** Some break the day into shifts (morning, afternoon, night) and the Nanny works 2 of the shifts. Many employers gave the Nanny time off to explore and enjoy the place they were traveling.

Holidays, Time Off and Sick Days

Paid Holidays

Which of the following are paid holidays for the Nanny?

(Check all that apply)



Paid Holidays: Details

Which of the following are holidays for the Nanny?

(Check all that apply)

Holiday	Paid Holiday	Work day	Unpaid Holiday	I'm not sure
Thanksgiving Day	87%	0%	11%	2%
Christmas Day	87%	0%	11%	2%
4th of July	84%	1%	13%	2%
New Year's Day	84%	1%	13%	3%
Memorial Day	83%	2%	13%	2%
Labor Day	83%	2%	13%	3%
The Day After Thanksgiving	72%	9%	14%	5%
Christmas Eve	69%	13%	13%	5%
Martin Luther King Day	64%	20%	11%	5%
President's Day	63%	22%	10%	5%
New Year's Eve	56%	22%	15%	7%
Good Friday	41%	42%	12%	5%
Columbus Day	38%	45%	10%	7%
Boxing Day (Dec. 26th)	33%	47%	12%	8%
Holidays for Nanny, not holidays for us	30%	29%	17%	25%
Veteran's Day	21%	63%	9%	7%
Major Jewish holidays	15%	69%	9%	7%
Election Day	10%	77%	8%	5%
Her birthday	9%	69%	8%	14%
Your child's birthday	7%	74%	8%	11%

Time Off

Paid Time Off*	
	Average
Total Days Off (includes sick, vacation and personal)	11.27 days
Paid Sick Days**	3.8 days
Paid Vacation Days**	10.9 days
Paid Personal Days**	1.9 days

***Averages are based on Nannies who work both part and full time so these figures should be taken as conservative and actual averages higher.**

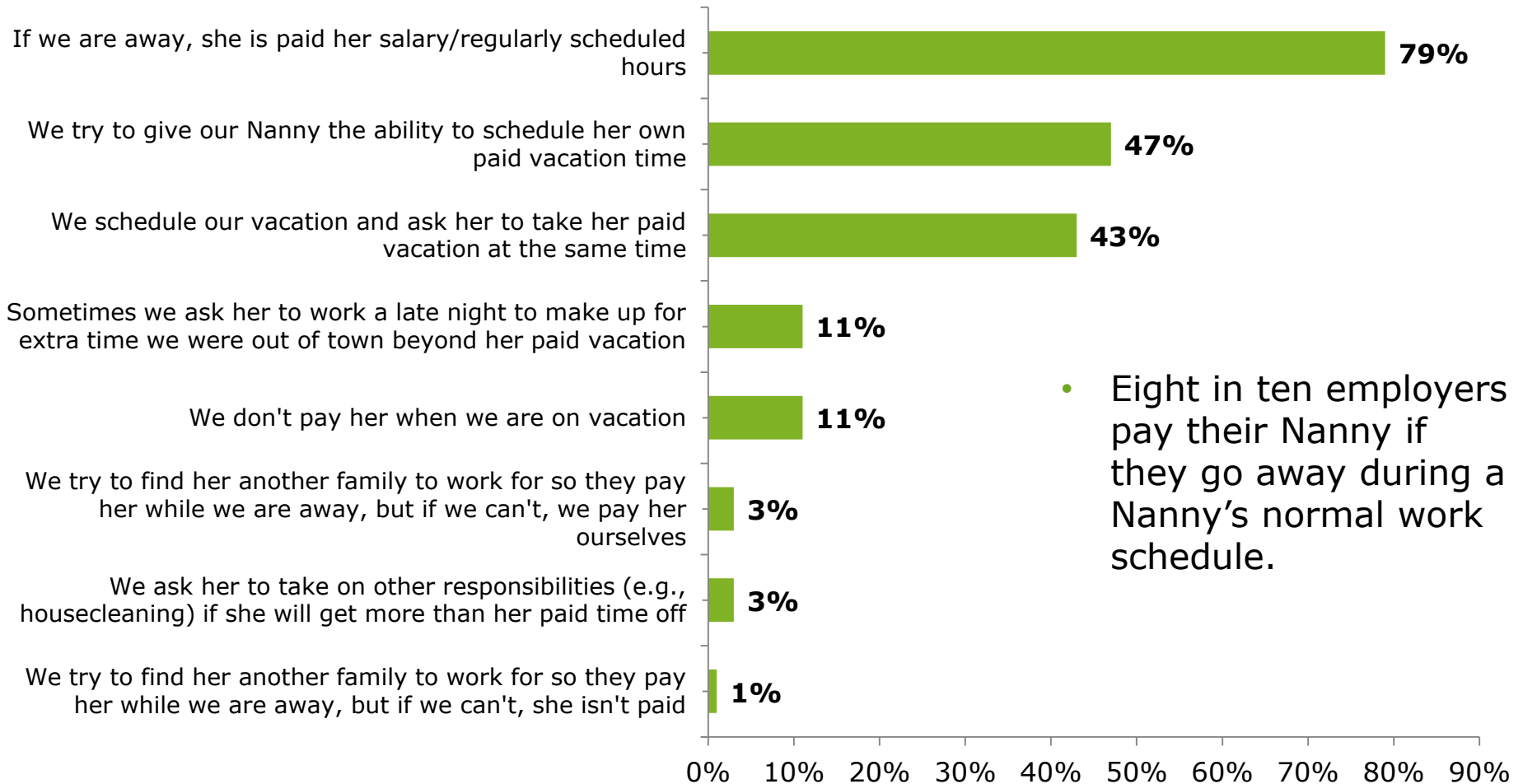
NOTE: These figures are based on *2 separate questions* so the breakout days do not equal the total. If you take the days broken out as indicative of the accurate total days off the average total is 16.6 days off.

*Question: In sum, what is the agreed upon amount of time that you and your Nanny discussed as "paid time off" when she was hired? (You may give your Nanny a different amount than what is agreed upon, we are looking for what your Nanny EXPECTS). This would include all vacation, personal and sick days off. (Please put '0' if you don't have days off that you give your Nanny).

**Question: Of these total paid days off, please break these days out into three categories: (NOTE: If you don't break these out leave them all blank).

Vacation Time and Pay

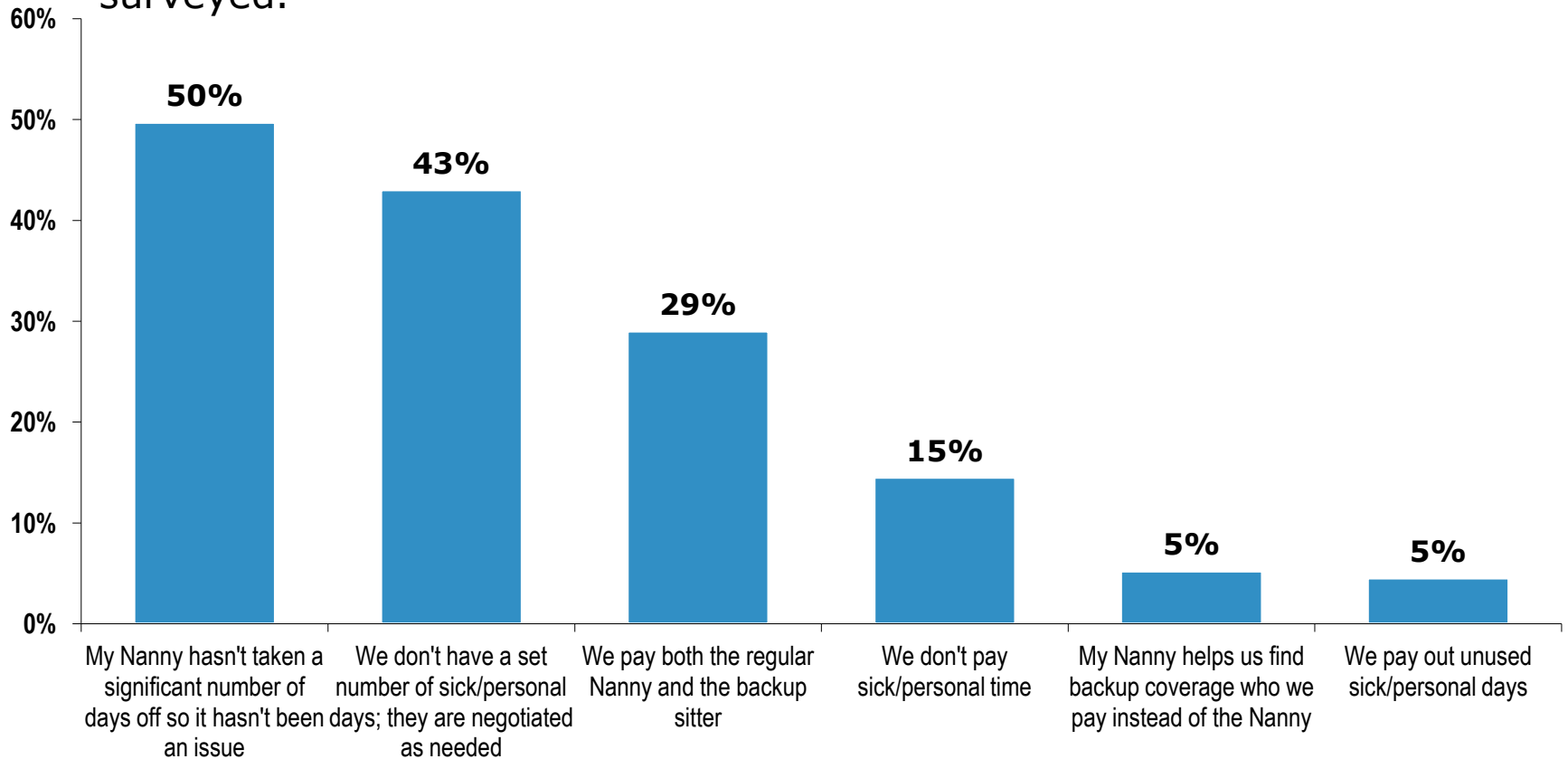
Which of the following statements describes your VACATION TIME and how you pay your Nanny? *(Check all that apply)*



Sick/Personal Days

How do you handle sick/personal days? *(Check all that apply)*

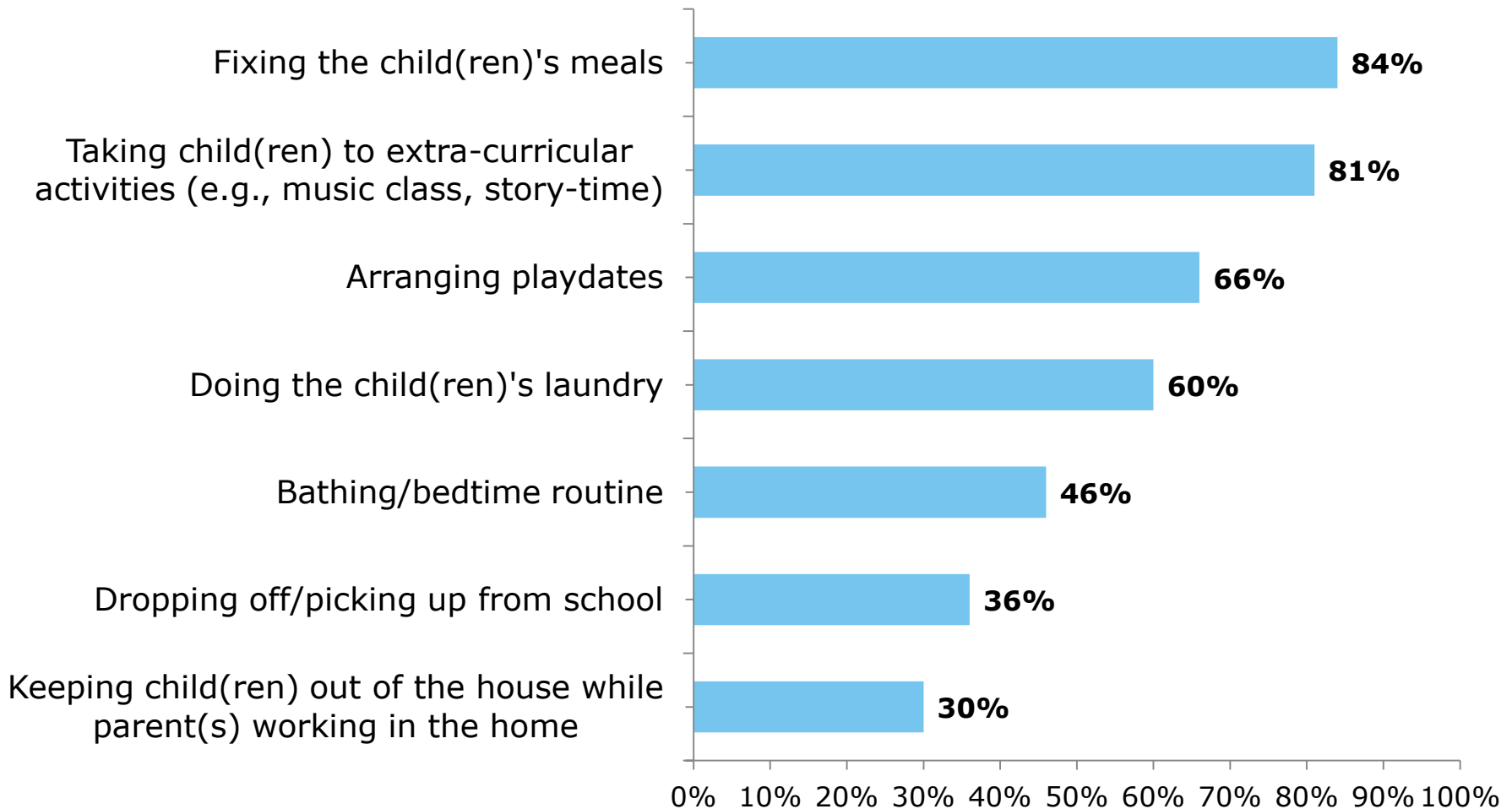
- Sick/Personal days do not seem to be a issue to half of the employers surveyed.



Responsibilities and Policies

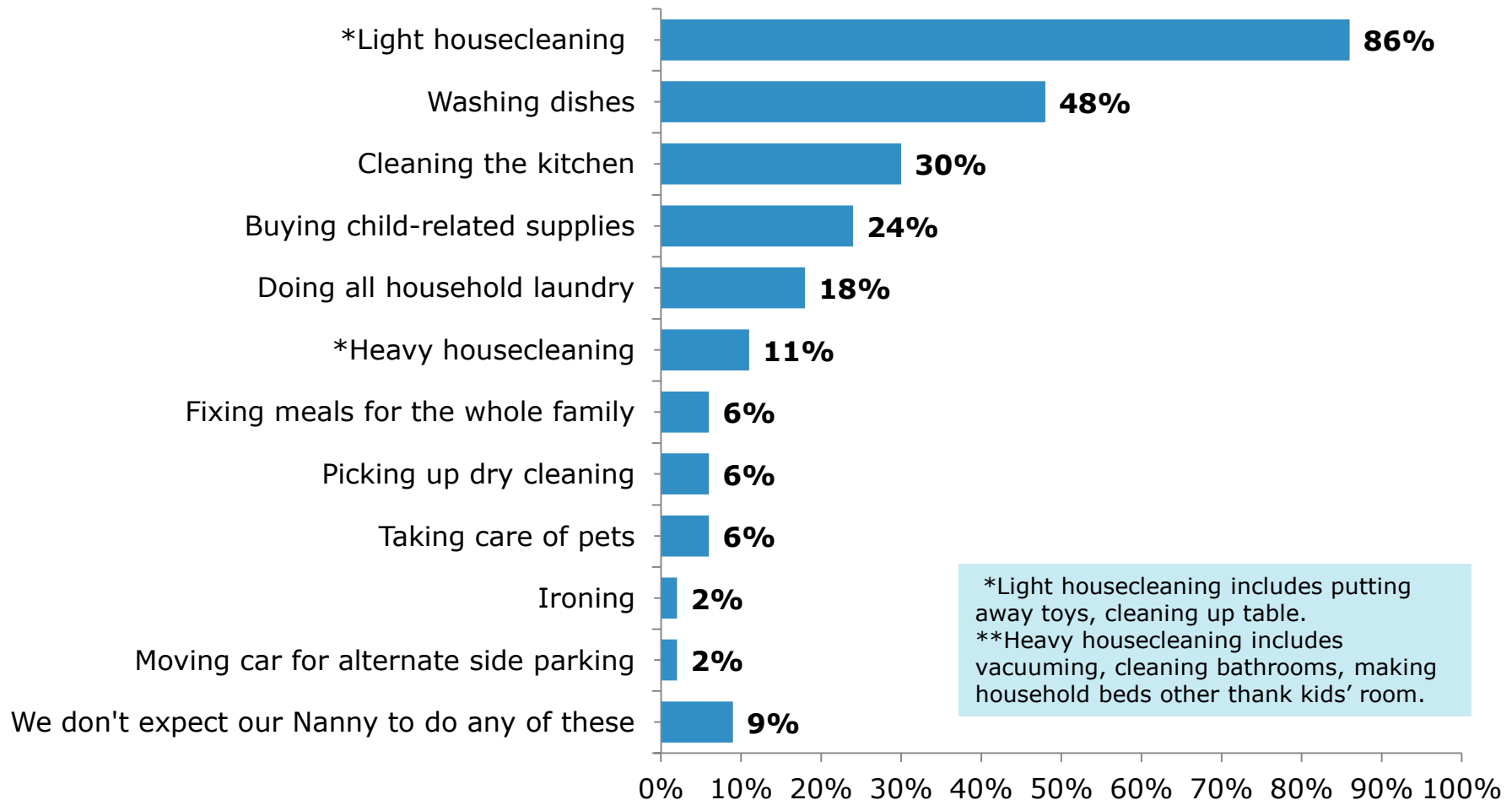
Childcare Related Responsibilities

Which of the following duties does your Nanny fulfill?



Household Related Responsibilities

Which of the following duties does your Nanny fulfill?



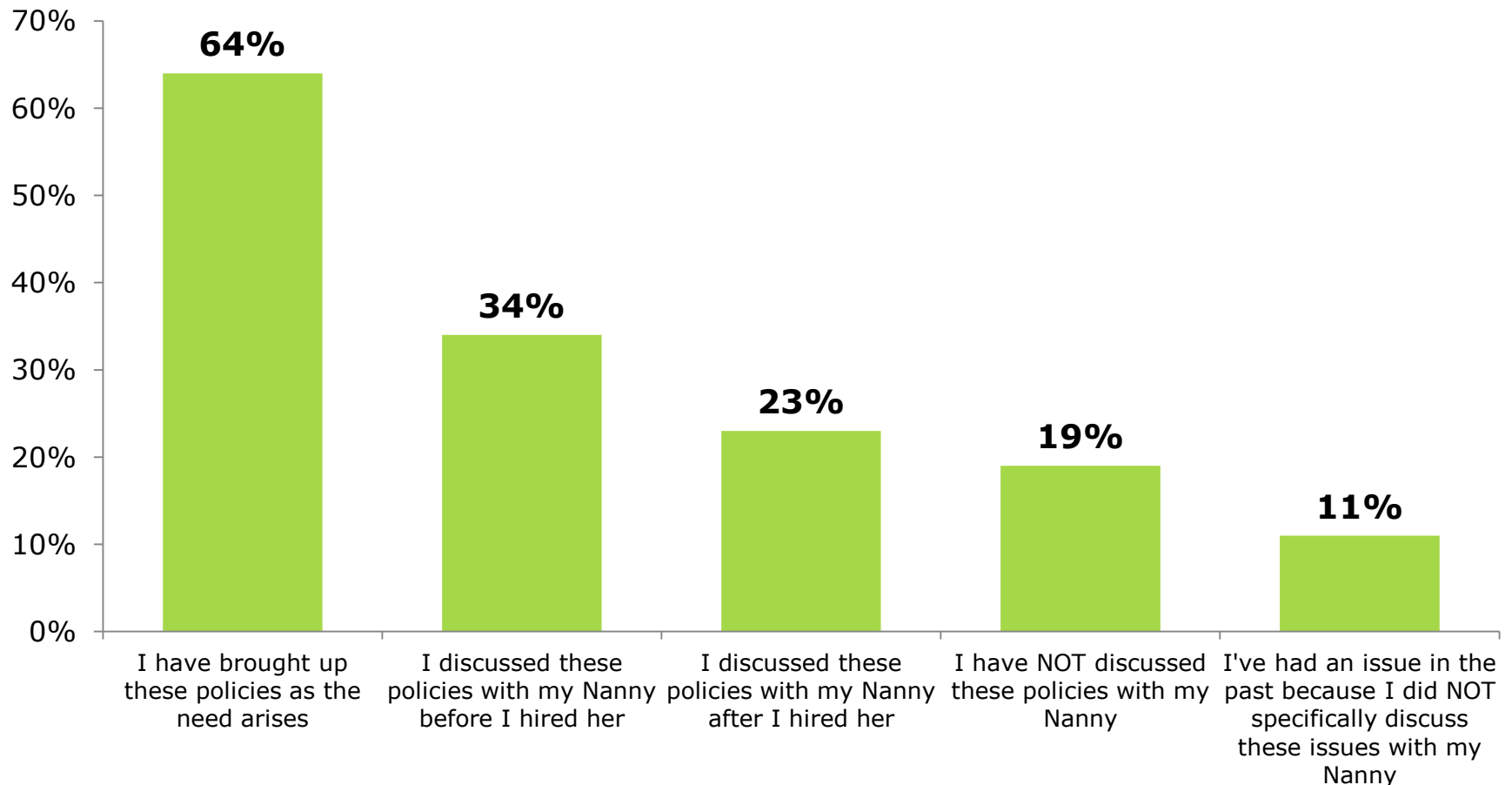
Policies about Specific Behaviors

What is your policy/opinion about the following things?

Behavior	OK	Not OK	OK with permission	Not Applicable
Watching TV while child(ren) sleeps	73%	11%	5%	11%
Using the computer/Internet while the child(ren) sleeps	60%	14%	9%	17%
Napping while the child(ren) naps	52%	31%	7%	10%
Running her personal errands while on duty	40%	19%	39%	2%
Personal calls on the family's home phone	33%	19%	17%	31%
Giving treats to the child(ren), such as ice cream or candy	30%	26%	39%	5%
Unlimited personal calls on her cell phone while watching the child(ren)	29%	63%	5%	3%
Taking the child(ren) shopping just to shop	24%	49%	19%	7%
Inviting friends or other Nannies to the house (NOT a play date situation)	21%	35%	39%	5%
Taking the child(ren) to visit friends or other Nannies (not a play date situation)	16%	49%	30%	5%
Taking the child(ren) to the Nanny's home	13%	38%	36%	13%
Taking care of other child(ren) (e.g., Nanny's friend's child(ren)) at the same time	8%	47%	40%	5%
Using the computer/Internet while the child(ren) is awake	6%	80%	6%	8%
Watching TV while the child(ren) is awake	5%	84%	6%	5%
Listening to headphones while with child(ren)	2%	90%	1%	7%

Policy Discussions

Of the above (policies), which of the following are true?
(Check all that apply)



Work Agreement

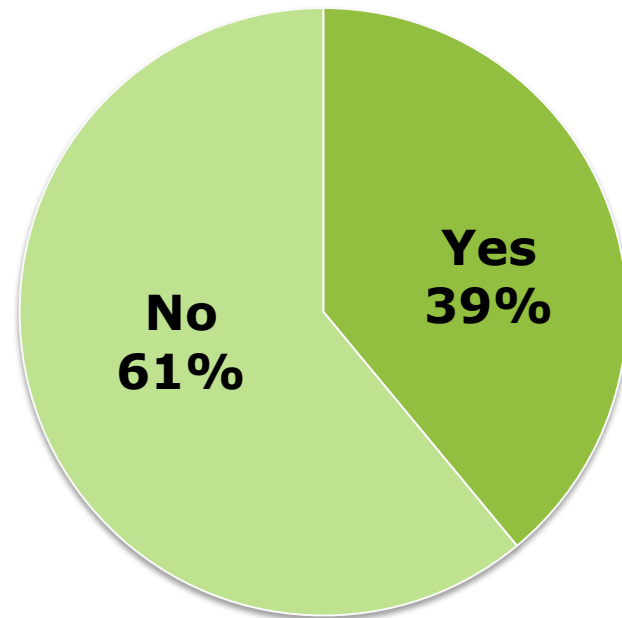
PSP recommends using a Work Agreement in order to avoid confusion and misunderstandings in the Nanny/Employer relationship, even if the work is only part-time.

See the PSP Hiring a Nanny pages of the [PSP.com website](http://PSP.com) for a components of an agreement, sample document as well as other important reasons for having an agreement.

Written Expectations

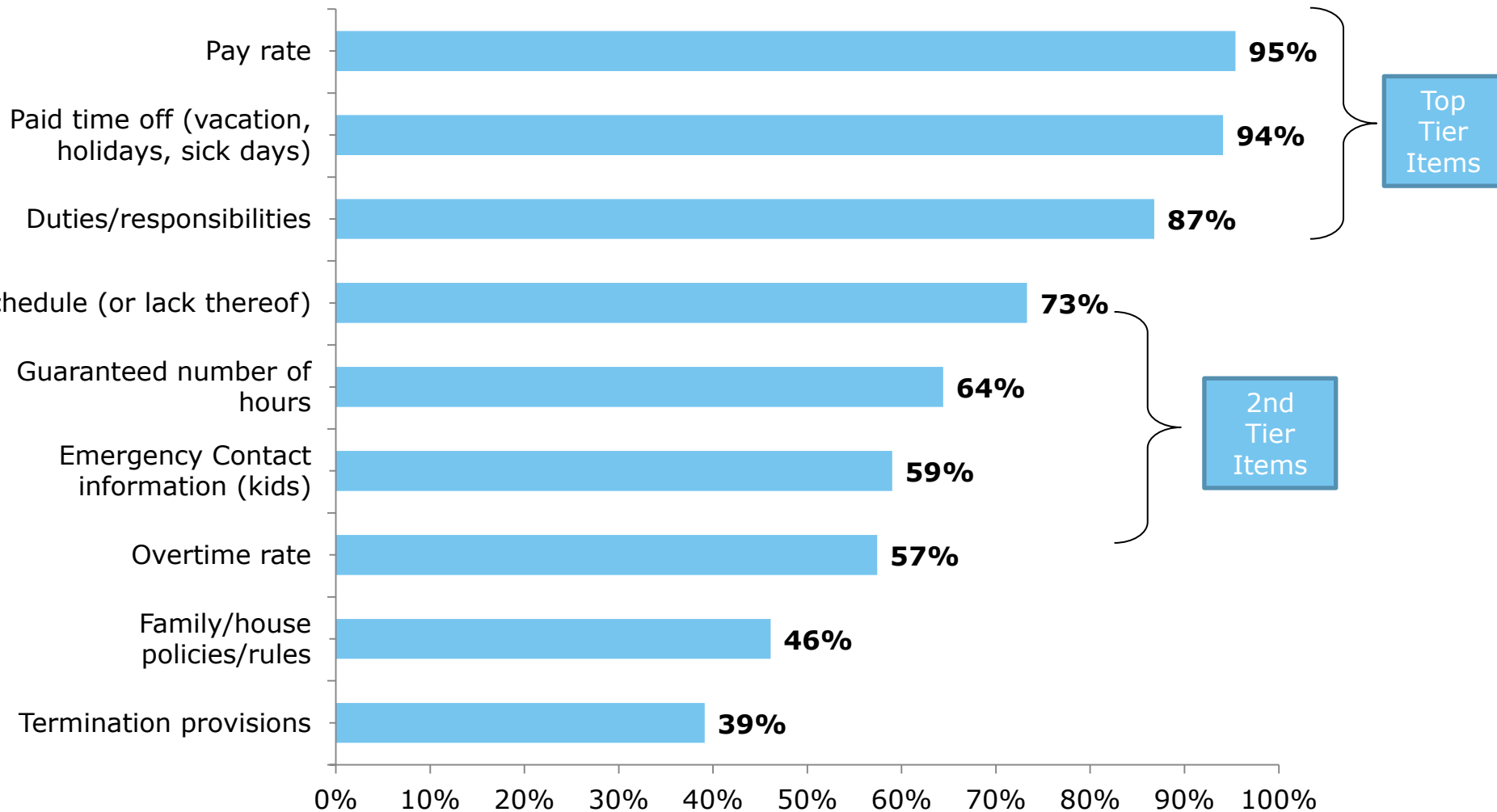
Do you have a set of WRITTEN expectations in place for the Nanny who is currently working for you? That is, a written agreement -- signed or not -- between you and your Nanny that may list duties, compensation, time off and other expectations?

- **Four in ten employers** have a work agreement in place.



Components of the Written Agreement

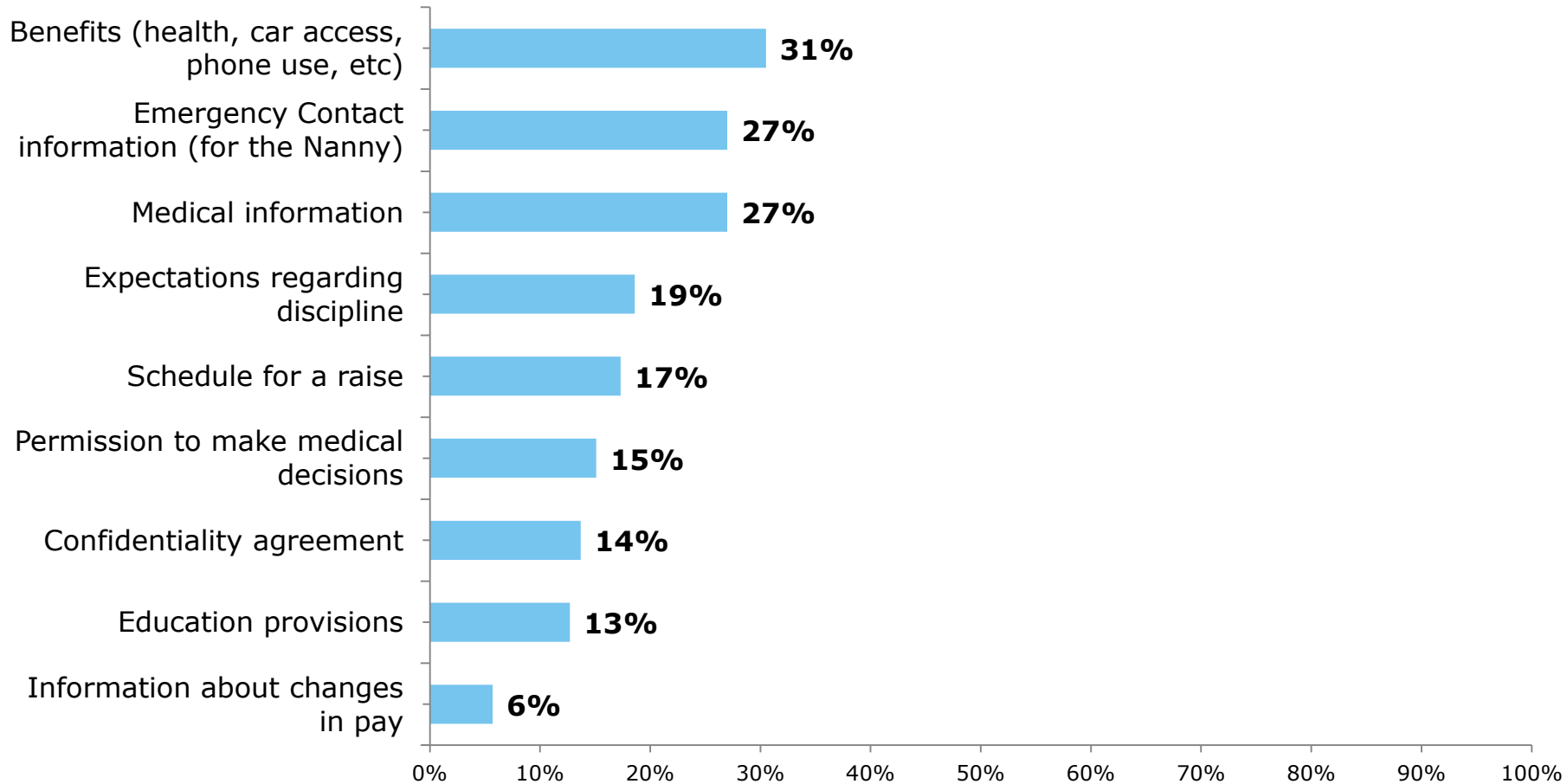
What items are included in the written agreement?



Components of the Written Agreement

What items are included in the written agreement?

(Continued from previous slide)

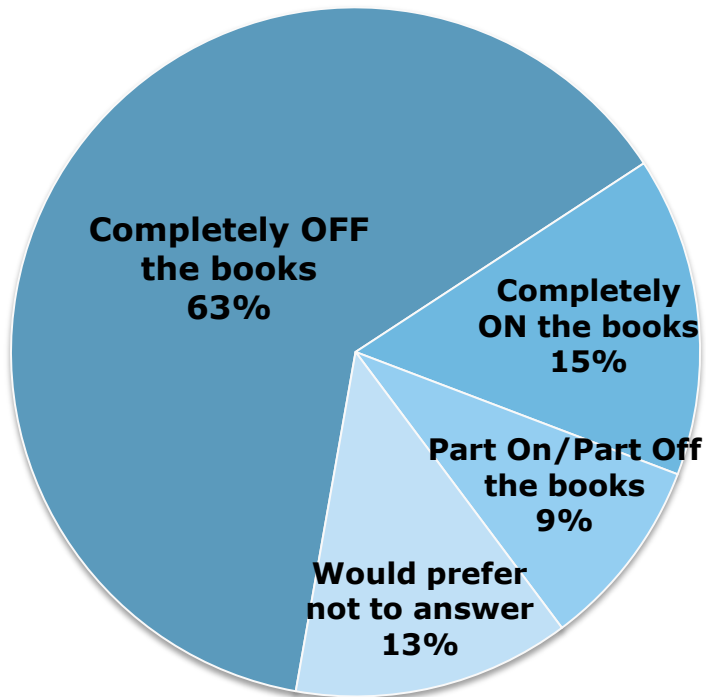


Paying On/Off the Books

NOTE: Employers are legally obligated to pay taxes on any domestic worker who makes more than \$1,700/year. Reporting on the behavior of employer/Nanny relationships should in no way be seen as PSP endorsing paying a Nanny (or other domestic worker) “off the books”.

Paying A Nanny On and Off the Books

Is your Nanny paid on or off the books?



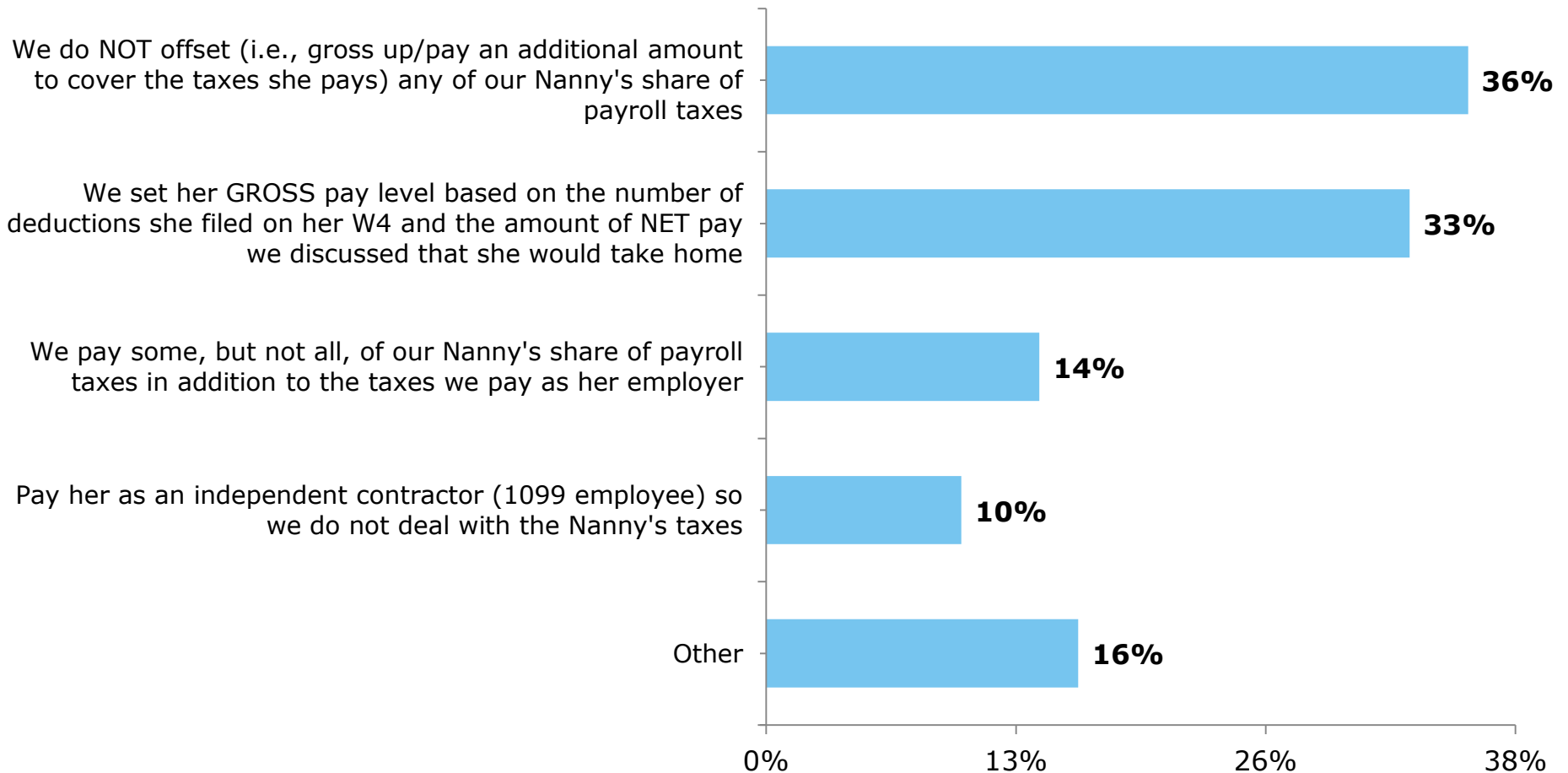
When paying on the books, do you use a service or do you do it yourself?

Use a service/accountant	71%
Do it ourselves	22%
Use a packaged software program	6%

Services Used (N=89)	
PayPrep	28%
Nanny Tax	17%
4Nannytaxes	17%
Breedlove	16%
Accountant	9%
PayCycle/ Intuit	6%
GTM	4%
Other	3%

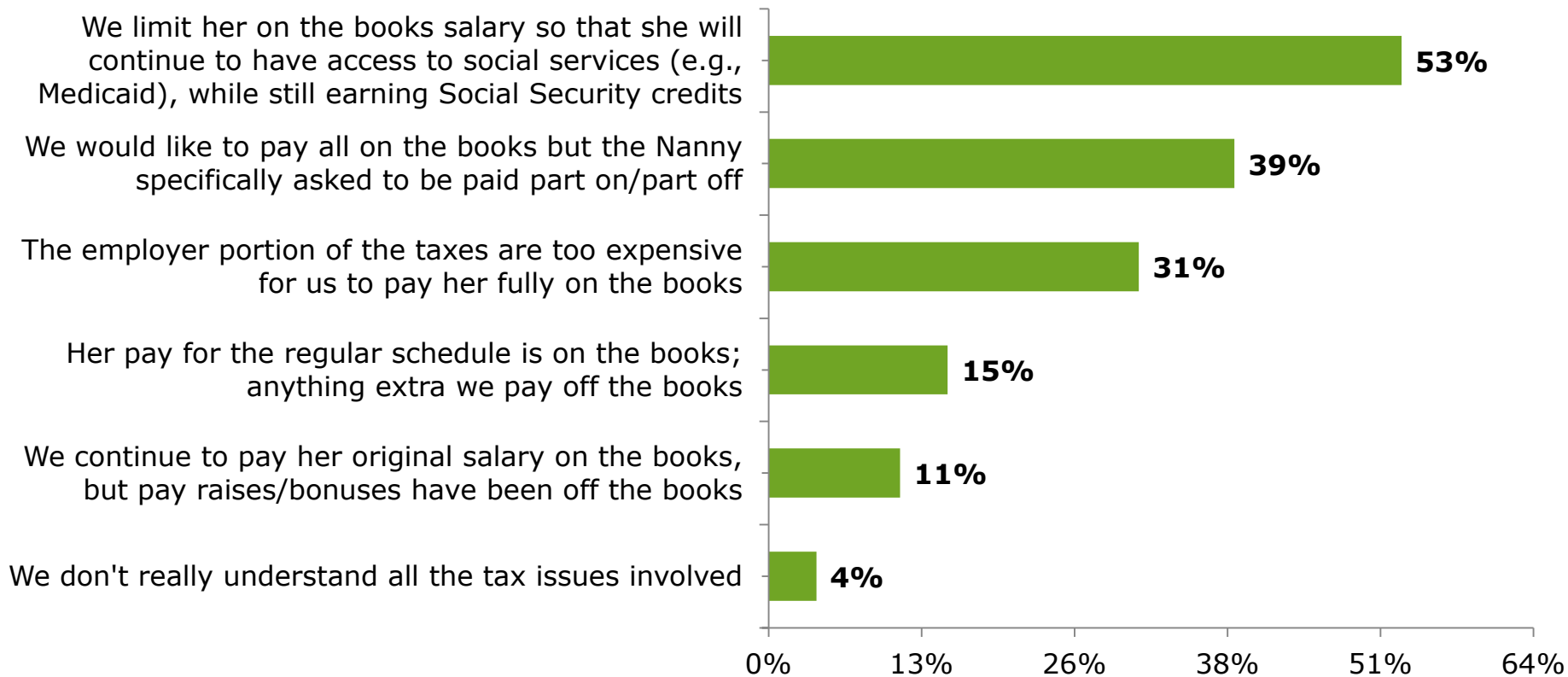
Handling the Taxes the Nanny pays

How do you handle the taxes the Nanny has to pay (i.e., NOT the taxes you pay as her employer)? *(Check all that apply)*



Details: Part on/part off the books

If you pay part on/part off the books, please check the details that apply to your situation. (Check all that apply)



Finding and Hiring a Nanny

Nanny Hiring Lead Time

How far in advance did you find your current Nanny?

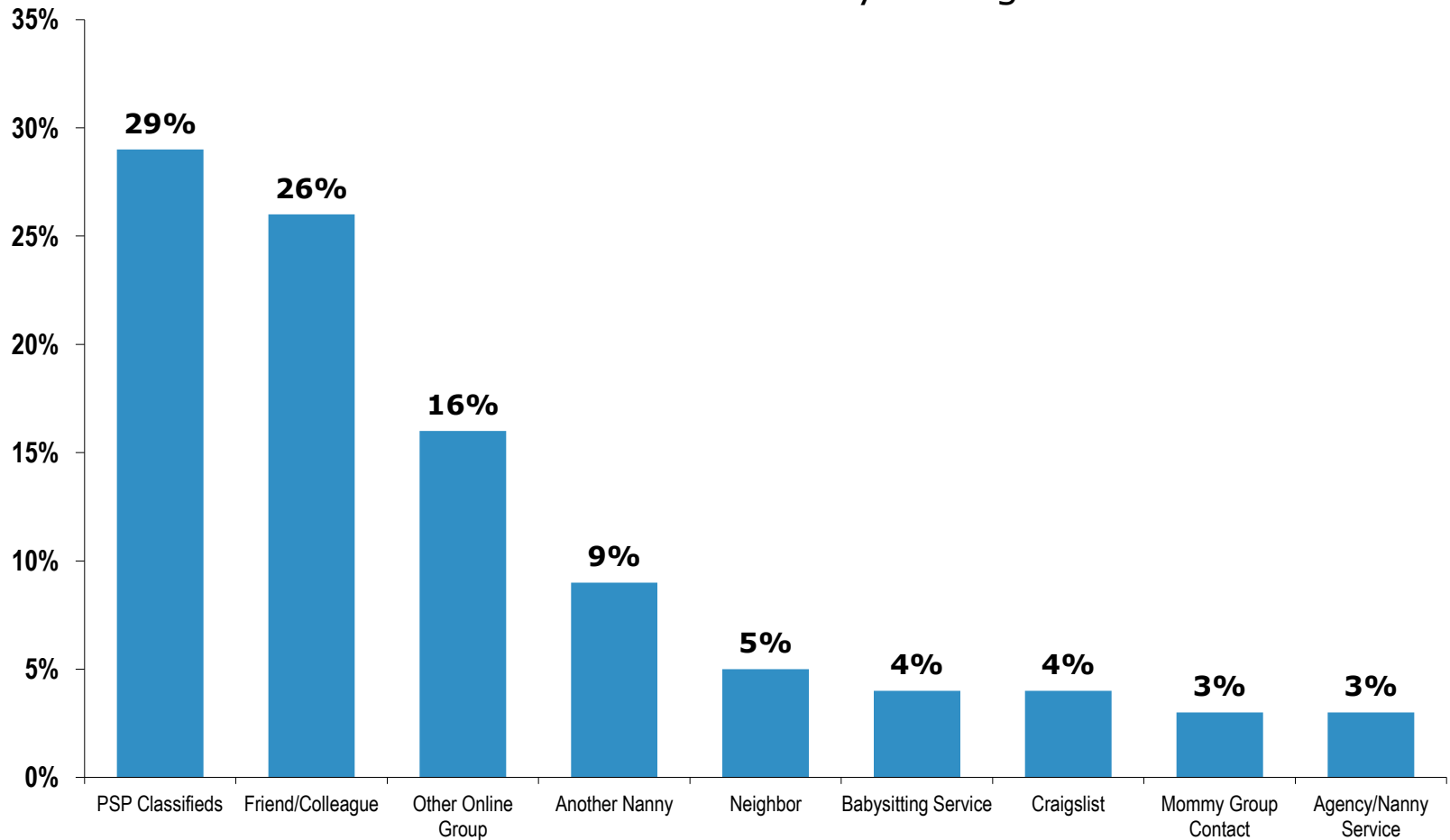
- Respondents needing a full-time Nanny gave more lead time in finding a Nanny.
 - **41%** 1 month or more for full-time Nannies.
 - **26%** for part-time Nannies.



Sources for Finding a Nanny

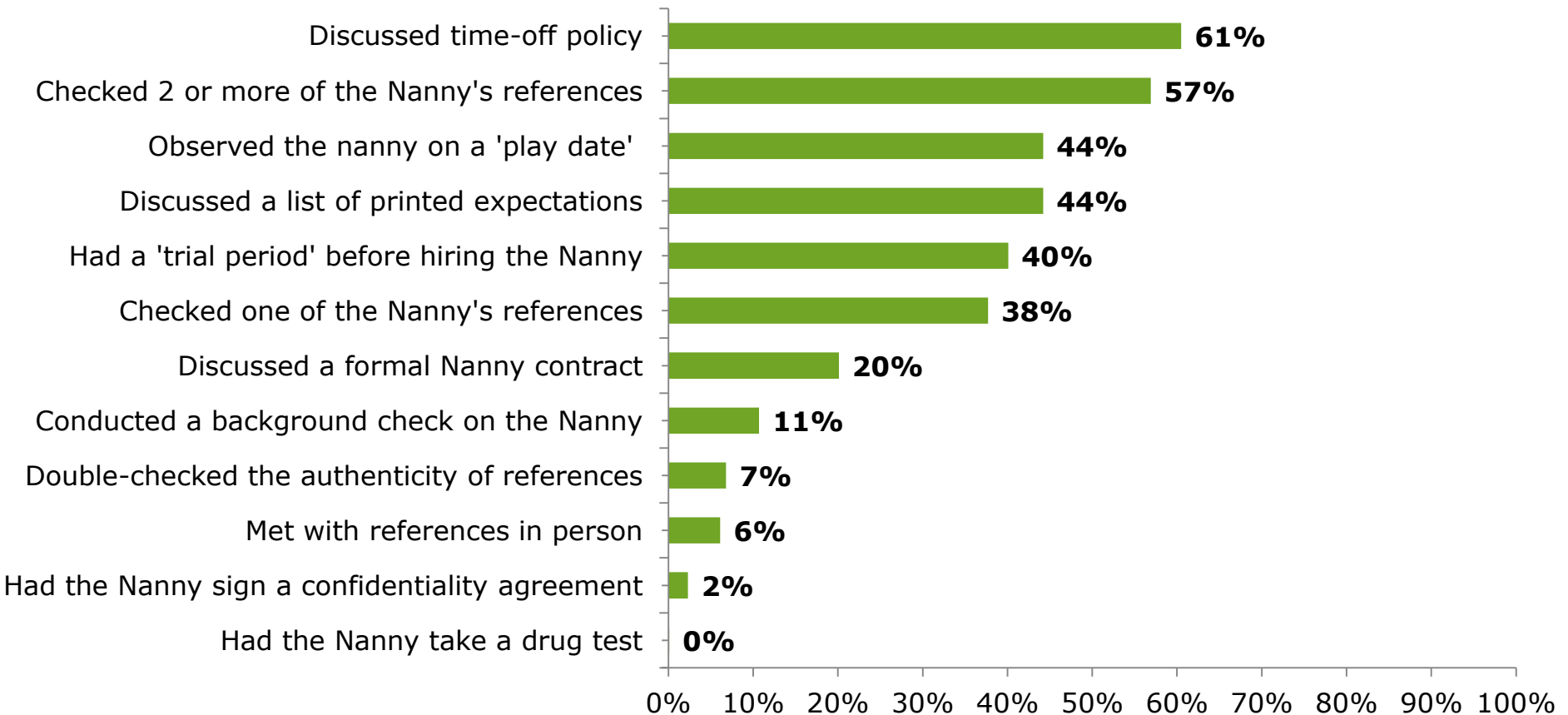
Which of the following BEST describes how you found your current nanny?

- **39%** of PSP members found their Nanny through the PSP Classifieds.



Nanny Hiring Preparation

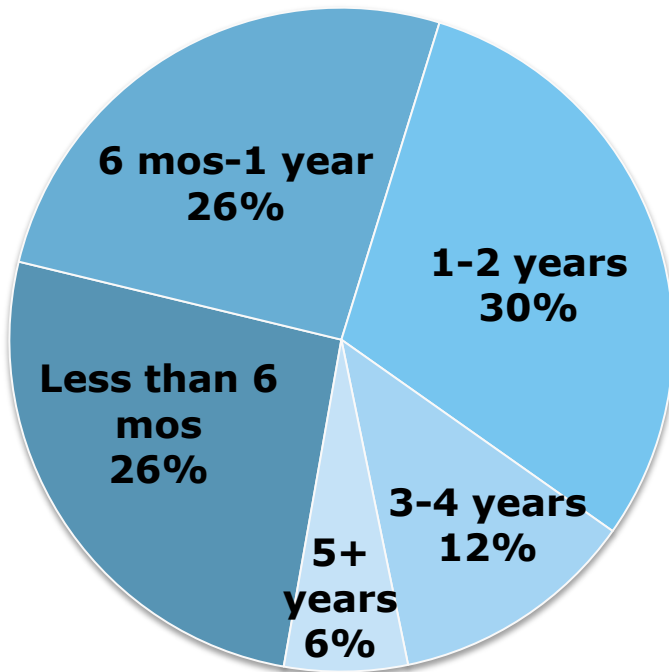
Which of the following things did you do in the hiring process for your current Nanny?



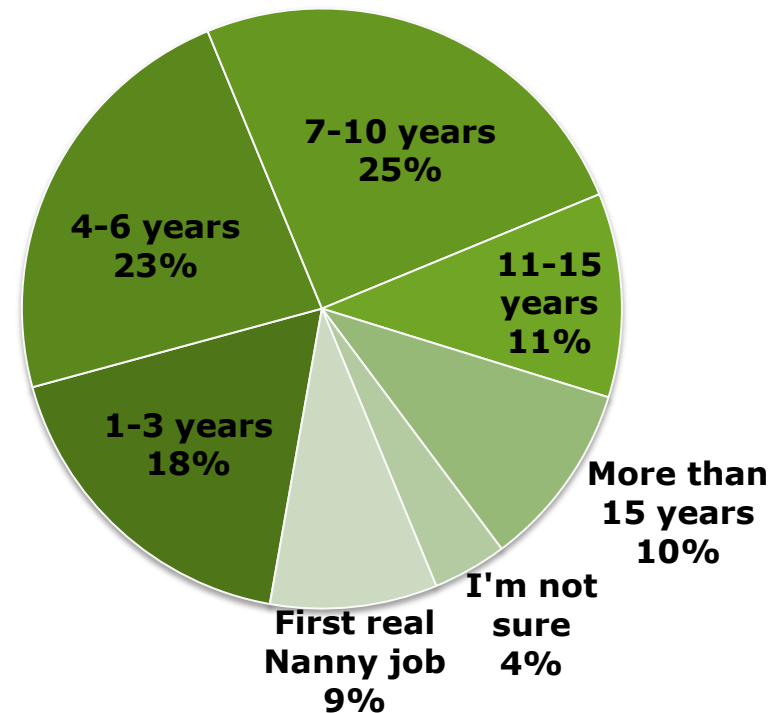
Respondent and Nanny Demographics

Nanny Tenure and Experience

About how many years has your Nanny worked for you?



Approximately how many years of experience did your Nanny have working as a Nanny BEFORE you hired her to work for you/your children?



**Half of Nannies have been at their present situation a year or less.
47% of Nannies have had 7 or more years of experience prior to their current job.**

Respondent Demographics

Where in Brooklyn do you live?	%
Park Slope	44%
Prospect Heights	12%
Kensington/Windsor Terrace	6%
Carroll Gardens	4%
Brooklyn Heights	4%
Clinton Hill	4%
Williamsburg	4%
Other (Ditmas, Fort Greene, Boerum Hill, Cobble Hill, Crown Heights, Dumbo, Greenwood Heights, Gowanus, Sunset Park, Bay Ridge, Red Hook and others)	22%

I am...	%
A Park Slope Parents member	72%
A member of another parenting group that posted about the survey	27%
An acquaintance of someone who received a notice about the survey	2%

FINDINGS FROM 2010 Survey

These are results from the 2010 survey data which were removed in this for time constraints. We believe these data are both current and relevant and as such include them herein.

Nanny/Employer Endings

Findings From 2010 Survey

- There are multiple reasons for a Nanny/employer relationship to end, including change in job situation, children going to school, Nannies leaving for maternity, having another child and staying home and more.
- For those whose Nanny/Employer relationship has ended, **28%** cite “a bad fit” as the reason for the split.
 - **19%** of respondents cited unacceptable behavior (e.g. lying, neglect, stealing).
- In **48%** of the departures the departure was discussed with the children, **39%** gave a departing gift, and **17%** had children make a gift*.

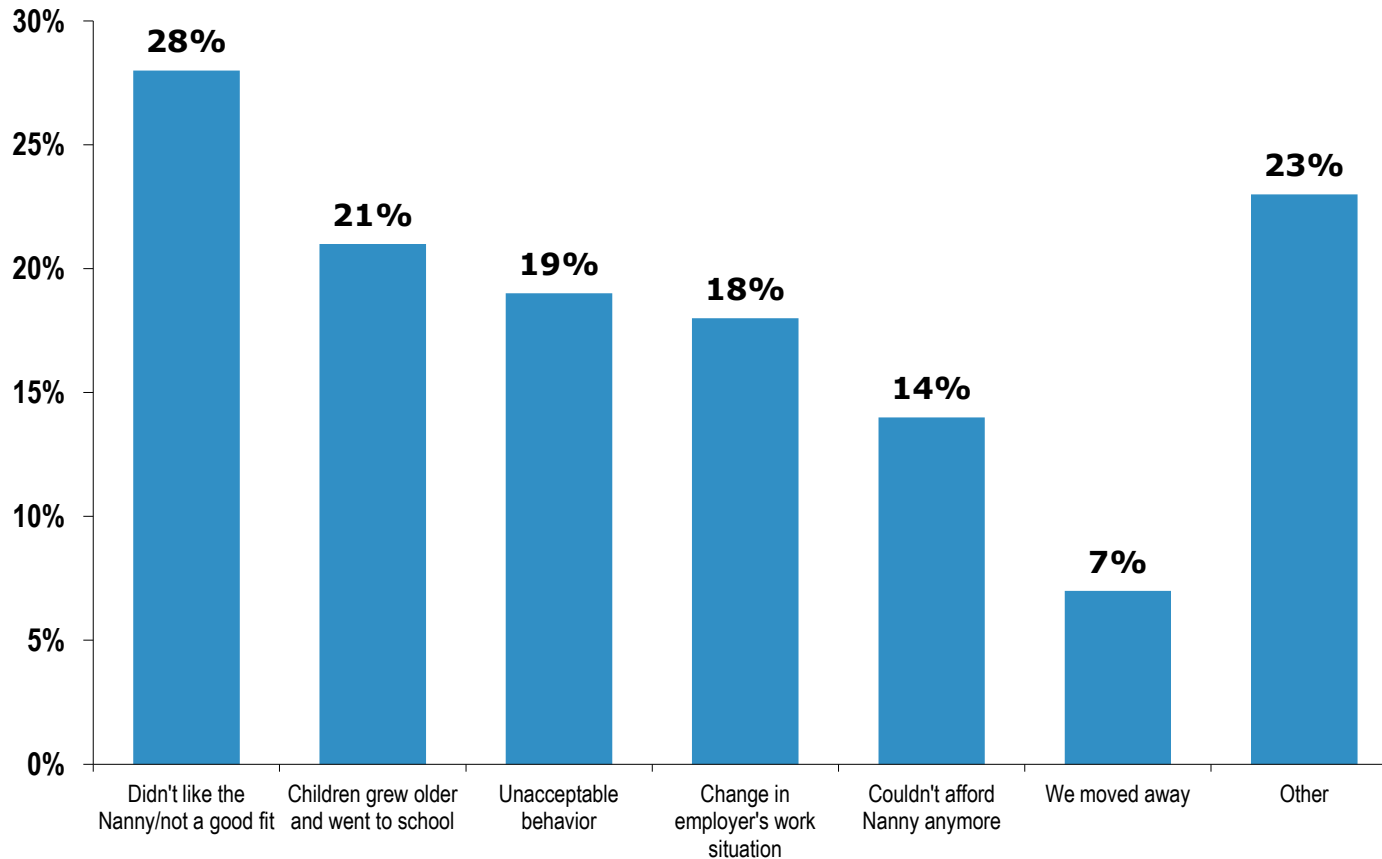
** Since some Nannies left a situation with a baby these data underrepresent what is done in cases with older children.*

Reasons for Ending the Nanny/Employer Relationship

Findings From 2010 Survey

Why did the employer/employee relationship end?

(Check all that apply)



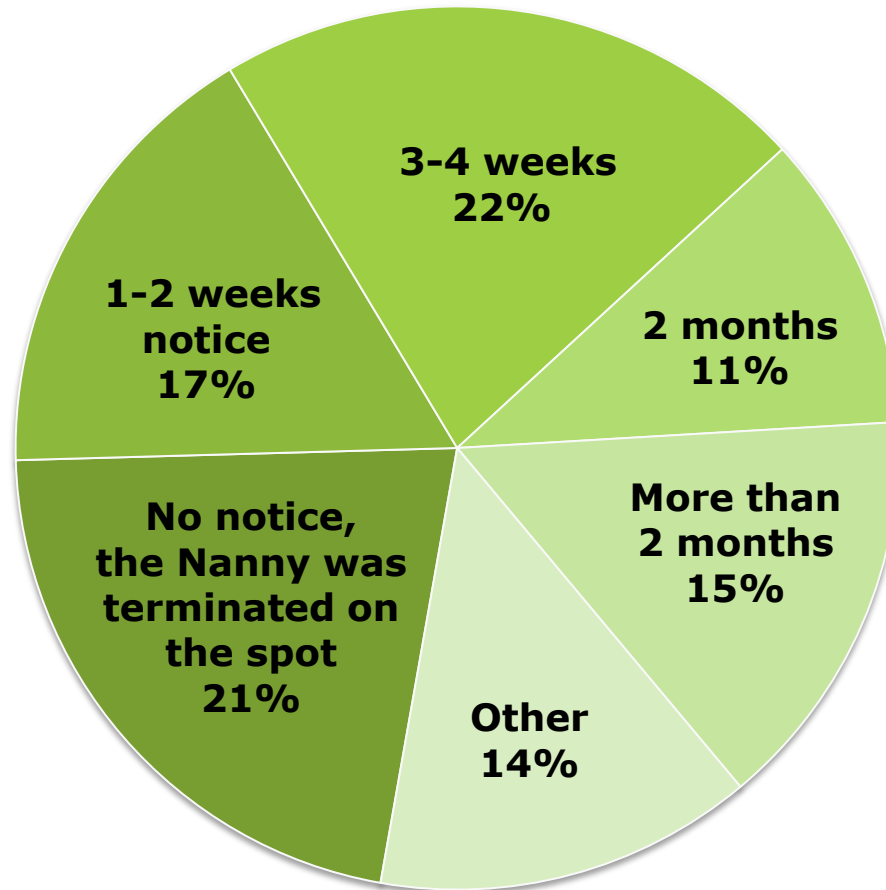
For relationships that have ended in the last year, more than 1 in 4 relationships ended because of a 'bad fit'.

These findings highlight the need to have a trial period before hiring a full time Nanny to help make sure the relationship is working. The trial period can be spelled out in the Nanny Contract.

Notification of Termination

Findings From 2010 Survey

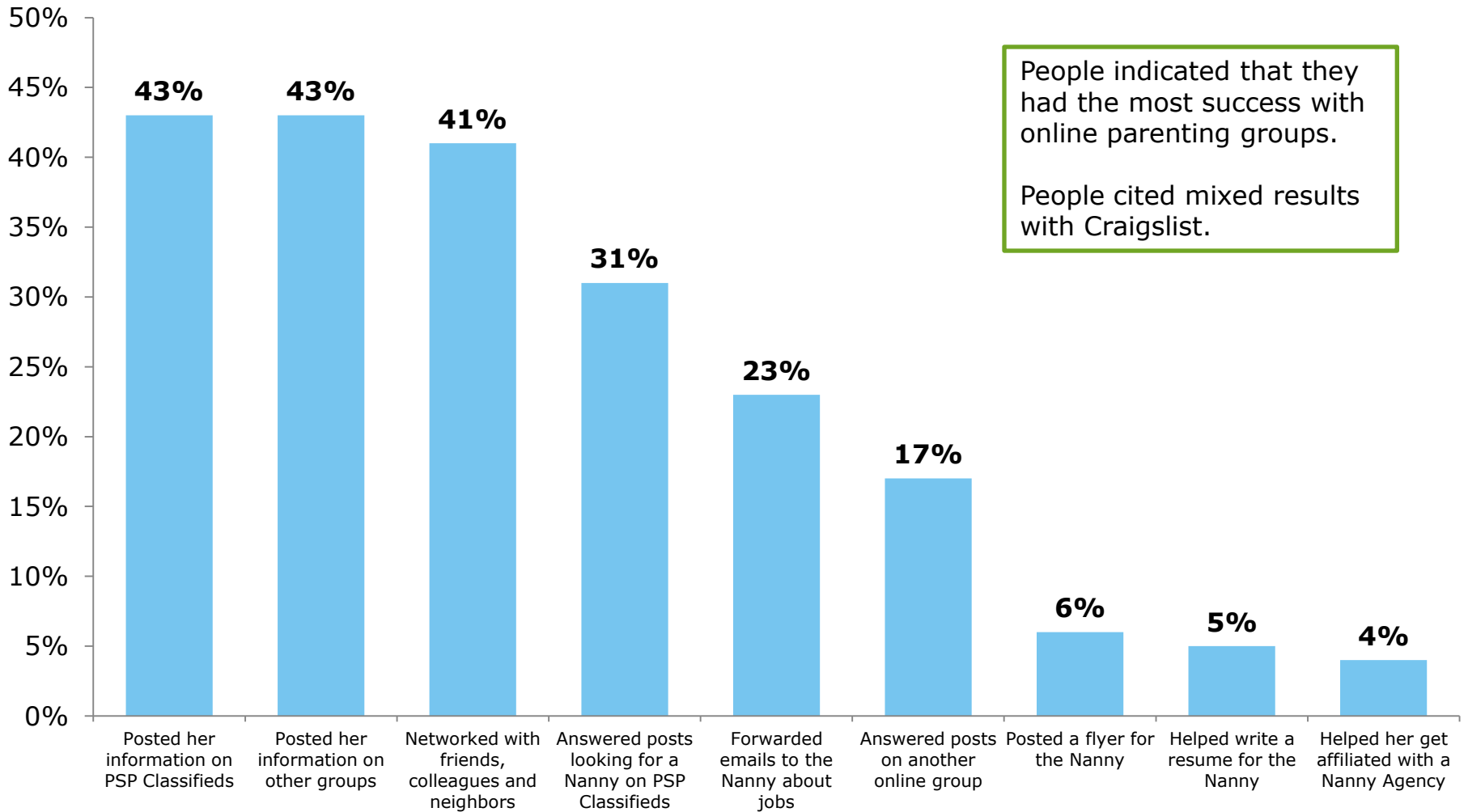
How much advance notice did you give the Nanny?



Finding Nannies Other Employment

Findings From 2010 Survey

What steps did YOU take to help your Nanny find other work?

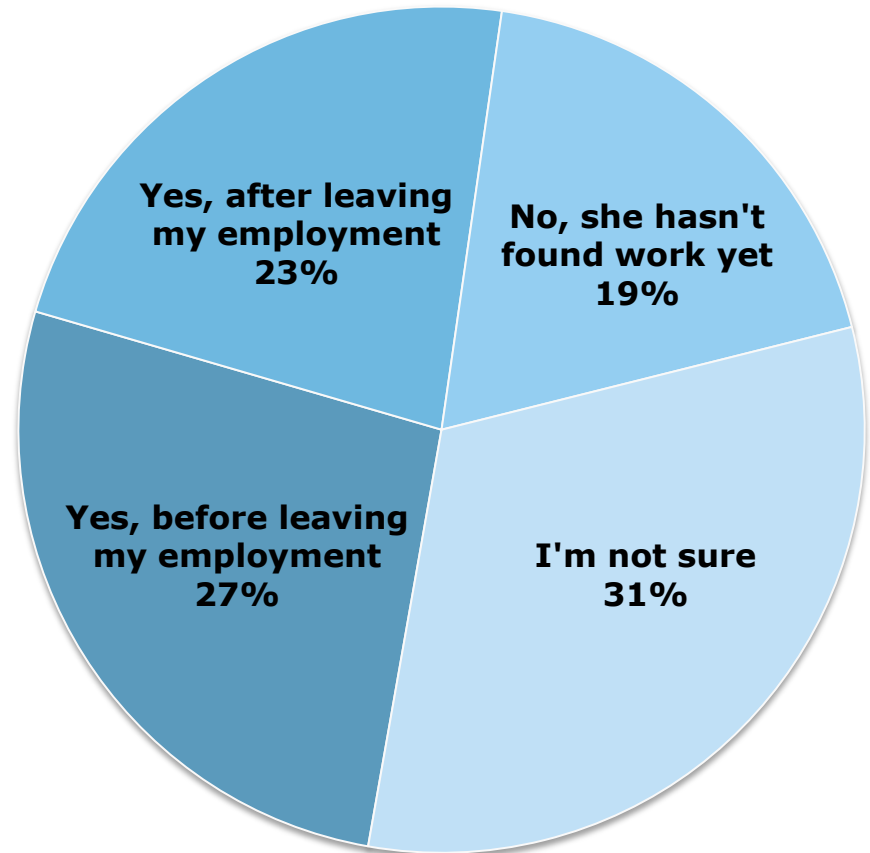


Nanny Re-hiring

Findings From 2010 Survey

Did the Nanny find other work?

- If a Nanny found another job before she left the current position, employers indicated that they networked with friends/neighbors and posted on PSP Classifieds more frequently than those whose Nannies did not find work before leaving the current situation.



Summary: Transition to School Days

Findings From 2010 Survey

One in four (**26%**) respondents have had to transition into a school day situation with a Nanny.

- Respondents noted variety of creative solutions to maintaining existing pay with the shift of hours:
 - “Asked her to do ‘trade hours’ working a few more hours during the summer for the time off in the fall.”
 - “Pay the same but for less work; it was considered a raise.”
 - “Went from hourly rate to weekly rate with flexibility of hours”.
 - “She works when school is closed other than major holidays and when the child is sick.”
 - “We asked her to work one evening a week.”

Disclaimer

The information provided is for convenience purposes only for the individuals who may review it. It was gathered confidentially through an online survey link provided to members of Park Slope Parents (PSP) and other local parent networks. Participant identity was not verified. No attempt was made to differentiate data provided by either an employer/family or employee/caregiver (i.e., Nanny or babysitter).

Volunteer members of PSP did, however, clean the data and results focus on median vs. average data to minimize the impact of outliers on the market practice information provided. However, neither PSP nor any of its members nor any other participating parent networks nor their members are responsible for the quality of the information reported or the subsequent use of the data by anyone who reviews it.

It is expected that each individual employer/family and employee/caregiver will be responsible for the negotiation and bargaining of a satisfactory compensation arrangement between the two parties and no warranties are made in relation to these data or any subsequent updates. Please use other sources in conjunction with this data before making important decisions about your family, and always check references for yourself before hiring someone.

Park Slope Parents, a Limited Liability Corporation, is duly formed under the laws of the State of New York. We do not hold ourselves out as expert in the field of survey dissemination or development and accept no responsibility for the accuracy of the information contained herein.

About Park Slope Parents

- Founded in July 2002, Park Slope Parents is a group of more than 4,000 local families.
- It is dedicated to supporting parenting life in Brooklyn, New York by providing a way to exchange information about parenting issues and living in an urban environment.
- Our online resources include a public website that houses reviews, parenting advice online forums including an Advice list (exchanging information about parenting and community issues), a Classifieds list (a buy/sell/trade group for locally swapping kid gear and finding Nannies), and a Career Networking Group which helps connect parents to jobs and resources, and over 90 subgroups including pregnancy and new parent groups, Dads groups and more.
- Offline events include clothing swaps, festivals, music concerts and special events. We also partner with nonprofits such as the Brooklyn Family Justice Center to provide donations and services to those in need and sponsor community events such as the Celebrate Brooklyn Concerts and Brooklyn Volunteer Fair.
- Joining Park Slope Parents requires a membership fee of \$35 (to support ongoing services like this Nanny Survey) and includes a membership card where members receive discounts on more than 100 local products and services.
- To join our community click <http://parkslopeparents.clubexpress.com/>
- For more information: www.parkslopeparents.com or contact Susan Fox at Susan.Fox@ParkSlopeParents.com

