# The Park Slope Parents Nanny Compensation Survey

2010

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# Relevant Information on the PSP Website

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

Hiring a Nanny/Babysitter: Part 1: Preparation
Hiring a Nanny/Babysitter: Part 2: The Search
Hiring a Nanny/Babysitter: Part 3: On The Job
Paying a Nanny/Babysitter on the Books

Frequently Asked Questions
Common Nanny Questions and Advice

*NEW in 2010! The PSP Guide to a Successful Nanny Share*

# Methodology

Park Slope Parents conducted its *SECOND* Nanny Compensation Survey in October/November 2009. Over 800 parents participated in the survey. Participants were members of Park Slope Parents (68%) and other online groups (e.g., Hudson River Park Mamas, Dumbo Parents, BoCoCa, Flatbush Family Network) as well as other parents who had been forwarded the survey.

<u>NOTE</u>: 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.

# Some Perspective…

- PSP takes the position that families should compensate Nannies fairly, taking the Nanny's experience 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.
  - Think about this from your own perspective: Do you assume your compensation will grow as you progress in your career or will you need to take a pay cut if you get another job?

# How to use the 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, 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 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 that 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 weekly pay levels, we have also calculated the per hour rate for Nannies paid weekly (weekly salary divided by the number of hours worked)*

# Some definitions

- Average: shows the *overall market tendency*, and is influenced by high and low data points as well as skewed data
- Median: 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
- Percentiles: shows the proportion of data points that fall above and below this point (e.g., 25th percentile show the point at which 25% of the data fall below and 75% of the data fall above)
- N/Count: this is 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 "Weekly": 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)
- ISD: Insufficient Data to calculate accurate statistics

# Summary of Findings

# The Economy's Impact on these Data

The economy has caused four in ten (39%) employers to make changes to their Nanny/Employer relationship

- Changes include cutting back Nannies 'hours and increasing numbers of people participating in a Nanny Share*

- These data also revealed lower Nanny pay rates as well as fewer and smaller raises than were reported in June of 2008. Pay increases to a Nanny for additional children were also lower

*For a comprehensive guide, see: THE PSP GUIDE TO A SUCCESSFUL NANNY SHARE

# Summary: The Nanny Situation

- 59% of respondents pay weekly (i.e., a guaranteed salary for a pre-determined number of hours)
- 41% pay hourly (i.e. pay for only hours worked a pre-set amount)
- 49% employ their current Nanny full-time (i.e., 37.5 or more hours per week)
- 98% of all Nannies live out
- 61% of Nannies care for 1 child in a family; 29% care for 2 children; 2% care for 3 children, and 8% of Nannies are in a Nanny Share situation
- 50% of employers say their Nannies have been at their present situation a year or less
- 67% of Nannies have had more than 5 years of experience *prior* to their current job

# Summary: Nanny Pay Practices

- 29% say they pay their Nanny extra due to a special skill (e.g. teaching a second language, education level, medical experience)
- Nannies paid weekly are more likely to do housekeeping, cooking, and laundry than Nannies paid hourly
- 35% of employers pay an overtime rate, which is typically $3 to $5 per hour higher than their normal rate
- Paid time off for Nannies paid weekly (Avg hours = 40/wk) includes, on average, 11.5 vacation days, 8.2 holidays, and 4.2 sick/personal days
- Paid time off for Nannies paid hourly (Avg hours = 25/wk) includes, on average, 8.8 vacation days, 5.4 holidays, and 2.2 sick/personal days

# Summary: Benefits

- 81% give their Nanny's a full day's pay if dismissed early
- 82% of Nannies have permission to take a break while kids' sleep
- 82% of respondents have an 'open kitchen' policy with their Nannies
- 62% of respondents allow their Nannies to select vacation time of their own choosing
- 33% of respondents pay for a MetroCard (higher for full-time Nannies)
- 32% of respondents provide Nannies an allowance to spend on food for the Nannies and kids

# Summary: Typical Pay Levels**

| 1 Child | Weekly | Hourly |
|---|---|---|
| Hours Worked Per Week | 40-50 Hours | 25-30 Hours |
| Typical Pay | $550-$650/week<br>$12 - $15/hr | $13.50 - $15/hr |

| 2 Children | Weekly | Hourly |
|---|---|---|
| Hours Worked Per Week | 40-50 Hours | 25-30 Hours |
| Typical Pay | $625-$725/week<br>$14 - $16.50/hr | $15 - $16.50/hr |

Note: These reflect overall rates, on the books is higher (and summarized later)

# Year End Bonuses

- 91% of respondents who had a Nanny working for them gave their Nanny year-end bonuses
  - For those who reported paying their bonus as a ratio of "weeks of pay" 74% of employers paid 1 week's pay as a bonus, while 21% paid 2 weeks' pay, and 8% had a larger amount
  - 25% gave an amount unrelated to "weeks of pay" ranging from $100-$2,000
  - A limited number of respondents also mentioned that they gave a gift in addition to this bonus, ranging from a small gift from a child to a sizable gift worth more than $1,000. Several either gave money toward or purchased an airline ticket, either in lieu of or in addition to a cash bonus

*(NOTE: These data are not have not changed significantly from the 2008 survey)*

# Raises & Increases for Additional Kids

- 58% of respondents had given their Nannies a raise during the past year, higher for nannies that are paid on a weekly basis
  - For those who gave increases, they tended to be $1/hour per year given at the hiring anniversary
- Pay increases for a second child range from $1 to $2/hr. *This seems lower than last year's data which most likely reflects the economic downturn*

# Paying on the Books

- 77% of respondents report they pay their Nannies off the books, while 14% say they pay part on/part off the books and 9% say they pay on the books

- Respondents who pay on the books most commonly use their accountant to figure out the appropriate taxes and withdrawals, while many use Nannytax, PayPrep, PayCycle and Breedlove services. A few handle the accounting themselves and use TurboTax, Nannypay and Paycycle

| Number of Respondents | **Accountant** | **GTM** | **Nanny Tax** | **PayCycle/ Intuit** | **Breedlove** | **PayPrep** | **4Nannytaxes.com** | **PayChex** | **Other** |
|---|---|---|---|---|---|---|---|---|---|
| 68 | 22 | 3 | 8 | 6 | 9 | 8 | 3 | 2 | 7 |
| | 32% | 4% | 12% | 9% | 13% | 12% | 4% | 3% | 10% |

- The #1 reason people (58%) say they don t pay on the books is that the Nanny requested that she be paid off the books

# Paying on the Books

- Seven in ten say they pay their Nanny on the books because they want their Nanny to be able to have the security of government benefits in the future. Half say it's because the Nanny wanted to be paid on the books. Fear ("getting caught") is only a motivating factor in paying on the books for 30% of respondents
- How much MORE do people pay Nannies ON the books*?
  - For one child weekly +$1.83 to $2.18/hr
  - For one child hourly + $.75 to $1.25/hr
  - For 2 children weekly + $.16 to $.25/hr
  - For 2 children hourly + $1.00 to $2.00/hr

** These differences reflect the 25th and 75th percentile hourly rates*

# Nanny Shares

- Typical hourly rate: Range: $17 to $22 ($8.50 to $11 each family), depending on Nanny's experience and tenure. (Weekly pay slightly higher). If the Nanny is taking care of only one child of the Nanny Share the average 1 child pay is $13- $15 per hour

- Pros: Cost savings for parents, attractive salary/hourly rate for Nanny, socialization factor for children

- Cons: Lack of full attention from Nanny, harder to coordinate schedules, one child's sickness can complicate arrangements

- Families that live close by, have similar schedules and parenting styles help make a successful Nanny Share. Flexibility, excellent communication and frequent meetings between families are given as key elements of successful Nanny Share

For a NEW comprehensive guide on the PSP website, see:

THE PSP GUIDE TO A SUCCESSFUL NANNY SHARE

# Nanny/Employer Endings

- 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*

# Severance Pay and Notice

- 43%* of situations involving a Nanny leaving employment involved a month or more notice because of a 'known' situation change (e.g., Nanny was pregnant, mother left a job)
- 51% gave 2 weeks pay as severance, 30% gave 1 week pay, and 19% gave a higher amount

**We believe that lead time is shorter than the 2008 survey in part due to the economy and loss of employer jobs*

# Summary: Transition to School Days

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."

# DETAILED FINDINGS

# Pay Rates, Time Off, Raises, Bonuses & Benefits

# Pay Rates: 1 Child (Live Out Only)

| Compensation and Hours Summary Table | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | N | Lowest | 25th %ile | Median | Average | Mode | 75th %ile | Highest |
| **1 Child - Live Out Only** | | | | | | | | |
| **Total Sample** | | | | | | | | |
| Weekly Salary | 218 | $105 | $480 | $575 | $548 | $600 | $638 | $1,000 |
| $/Hr Paying Weekly | 210 | $8.33 | $12.00 | $13.38 | $13.64 | $15.00 | $15.00 | $28.57 |
| # Hours/Wk | 210 | 7.0 | 34.6 | 45.0 | 41.3 | 50.0 | 50.0 | 60.0 |
| Hourly Rate | 161 | $10.00 | $13.50 | $15.00 | $14.32 | $15.00 | $15.00 | $20.00 |
| # Hours/Wk | 161 | 4.0 | 16.0 | 24.0 | 24.3 | 20.0 | 30.0 | 60.0 |
| **Off The Books** | | | | | | | | |
| Weekly Salary | 153 | $105 | $475 | $550 | $529 | $600 | $600 | $900 |
| $/Hr Paying Weekly | 145 | $8.33 | $11.67 | $12.96 | $13.13 | $12.00 | $14.50 | $22.50 |
| # Hours/Wk | 145 | 7.0 | 35.0 | 45.0 | 41.4 | 50.0 | 50.0 | 60.0 |
| Hourly Rate | 135 | $10.00 | $13.00 | $15.00 | $14.21 | $15.00 | $15.00 | $18.00 |
| # Hours/Wk | 135 | 4.0 | 15.0 | 22.0 | 23.3 | 20.0 | 30.0 | 55.0 |
| **On The Books** | | | | | | | | |
| Weekly Salary | 35 | $180 | $488 | $575 | $573 | $750 | $680 | $829 |
| $/Hr Paying Weekly | 35 | $9.00 | $13.85 | $15.00 | $14.94 | $15.00 | $16.33 | $23.00 |
| # Hours/Wk | 35 | 12.0 | 33.3 | 40.0 | 39.1 | 50.0 | 48.0 | 55.0 |
| Hourly Rate | 18 | $12.00 | $14.25 | $15.00 | $15.11 | $15.00 | $15.75 | $20.00 |
| # Hours/Wk | 18 | 12.0 | 21.3 | 24.5 | 28.0 | 40.0 | 31.5 | 55.0 |
| **Part Off/Part On The Books** | | | | | | | | |
| Weekly Salary | 24 | $400 | $600 | $650 | $641 | $650 | $700 | $1,000 |
| $/Hr Paying Weekly | 24 | $10.00 | $13.04 | $13.77 | $14.61 | $13.33 | $15.27 | $28.57 |
| # Hours/Wk | 24 | 20.0 | 41.5 | 46.0 | 45.1 | 50.0 | 50.0 | 55.0 |
| Hourly Rate | 5 | $12.00 | $13.00 | $14.00 | $14.20 | $16.00 | $16.00 | $16.00 |
| # Hours/Wk | 5 | 25.0 | 36.0 | 40.0 | 41.0 | ISD | 44.0 | 60.0 |

# Pay Rates: 2 Children (Live Out Only)

| Compensation and Hours Summary Table | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | N | Lowest | 25th %ile | Median | Average | Mode | 75th %ile | Highest |
| **2 Children - Live Out Only** | | | | | | | | |
| **Total Sample** | | | | | | | | |
| Weekly Salary | 109 | $128 | $510 | $630 | $596 | $700 | $720 | $850 |
| $/Hr Paying Weekly | 107 | $8.00 | $14.00 | $15.00 | $15.33 | $15.00 | $16.54 | $30.36 |
| # Hours/Wk | 107 | 7.5 | 35.0 | 40.0 | 39.9 | 50.0 | 50.0 | 55.0 |
| Hourly Rate | 83 | $10.00 | $14.00 | $15.00 | $15.30 | $15.00 | $16.50 | $20.00 |
| # Hours/Wk | 81 | 7.0 | 15.0 | 23.0 | 24.9 | 20.0 | 30.0 | 55.0 |
| **Off The Books** | | | | | | | | |
| Weekly Salary | 82 | $210 | $500 | $600 | $585 | $600 | $708 | $850 |
| $/Hr Paying Weekly | 81 | $8.00 | $14.22 | $15.00 | $15.44 | $15.00 | $16.50 | $30.36 |
| # Hours/Wk | 81 | 13.0 | 35.0 | 40.0 | 39.0 | 40.0 | 50.0 | 55.0 |
| Hourly Rate | 63 | $10.00 | $14.00 | $15.00 | $15.02 | $15.00 | $16.00 | $20.00 |
| # Hours/Wk | 61 | 7.0 | 15.0 | 20.0 | 23.3 | 20.0 | 30.0 | 55.0 |
| **On The Books** | | | | | | | | |
| Weekly Salary | 8 | $128 | $377 | $683 | $572 | $800 | $781 | $800 |
| $/Hr Paying Weekly | 8 | $13.33 | $14.38 | $15.75 | $15.79 | $16.00 | $16.25 | $20.00 |
| # Hours/Wk | 8 | 7.5 | 28.0 | 40.0 | 36.2 | 50.0 | 50.0 | 50.0 |
| Hourly Rate | 13 | $14.00 | $15.00 | $17.00 | $16.54 | $18.00 | $18.00 | $20.00 |
| # Hours/Wk | 13 | 10.0 | 24.0 | 25.0 | 29.4 | 25.0 | 39.0 | 52.0 |
| **Part Off/Part On The Books** | | | | | | | | |
| Weekly Salary | 15 | $520 | $693 | $700 | $692 | $700 | $732 | $775 |
| $/Hr Paying Weekly | 15 | $10.40 | $13.68 | $14.80 | $14.87 | $16.89 | $16.89 | $18.00 |
| # Hours/Wk | 15 | 40.0 | 45.0 | 45.0 | 47.0 | 45.0 | 50.0 | 52.5 |
| Hourly Rate | 6 | $14.00 | $15.00 | $15.00 | $15.67 | $15.00 | $16.50 | $18.00 |
| # Hours/Wk | 6 | 17.5 | 21.6 | 34.3 | 33.8 | ISD | 45.8 | 50.0 |

# Pay Rates: 3 Children (Live Out Only)

| Compensation and Hours Summary Table | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | N | Lowest | 25th %ile | Median | Average | Mode | 75th %ile | Highest |
| **3 Children - Live Out Only** | | | | | | | | |
| **Total Sample** | | | | | | | | |
| Weekly Salary | 5 | $400 | $528 | $650 | $650 | ISD | $780 | $890 |
| $/Hr Paying Weekly | 5 | $13.00 | $14.86 | $16.00 | $16.58 | ISD | $16.18 | $22.86 |
| # Hours/Wk | 5 | 17.5 | 33.0 | 50.0 | 41.6 | ISD | 52.5 | 55.0 |
| Hourly Rate | 7 | $15.00 | $15.00 | $17.00 | $16.57 | $15.00 | $17.50 | $19.00 |
| # Hours/Wk | 6 | 20.0 | 25.5 | 30.0 | 29.3 | ISD | 34.5 | 36.0 |
| **Off The Books** | | | | | | | | |
| Weekly Salary | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| $/Hr Paying Weekly | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| # Hours/Wk | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| Hourly Rate | 5 | $15.00 | $15.00 | $17.00 | $16.40 | $17.00 | $17.00 | $18.00 |
| # Hours/Wk | 4 | 25.0 | 26.5 | 30.0 | 30.3 | ISD | 33.8 | 36.0 |
| **On The Books** | | | | | | | | |
| Weekly Salary | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| $/Hr Paying Weekly | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| # Hours/Wk | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| Hourly Rate | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| # Hours/Wk | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| **Part Off/Part On The Books** | | | | | | | | |
| Weekly Salary | 3 | ISD | ISD | ISD | $653 | ISD | ISD | ISD |
| $/Hr Paying Weekly | 3 | ISD | ISD | ISD | $14.62 | ISD | ISD | ISD |
| # Hours/Wk | 3 | ISD | ISD | ISD | 45.2 | ISD | ISD | ISD |
| Hourly Rate | 0 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| # Hours/Wk | 0 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |

# Pay Rates (4 Children, Live Out Only)

| Compensation and Hours Summary Table | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | N | Lowest | 25th %ile | Median | Average | Mode | 75th %ile | Highest |
| **4+ Children - Live Out Only** | | | | | | | | |
| **Total Sample** | | | | | | | | |
| Weekly Salary | 39 | $190 | $338 | $550 | $537 | $750 | $750 | $900 |
| $/Hr Paying Weekly | 38 | $6.33 | $10.00 | $12.97 | $14.54 | $10.00 | $16.00 | $81.82 |
| # Hours/Wk | 38 | 11.0 | 37.0 | 45.0 | 40.5 | 50.0 | 49.5 | 50.0 |
| Hourly Rate | 15 | $9.00 | $10.00 | $13.00 | $13.93 | $10.00 | $17.00 | $20.00 |
| # Hours/Wk | 14 | 8.0 | 22.5 | 33.5 | 32.3 | 45.0 | 41.5 | 45.0 |
| **Off The Books** | | | | | | | | |
| Weekly Salary | 29 | $190 | $320 | $600 | $545 | $750 | $750 | $900 |
| $/Hr Paying Weekly | 28 | $6.33 | $10.23 | $14.00 | $15.67 | $10.00 | $16.26 | $81.82 |
| # Hours/Wk | 28 | 11.0 | 32.3 | 45.0 | 38.7 | 45.0 | 47.5 | 50.0 |
| Hourly Rate | 12 | $9.00 | $10.00 | $13.50 | $14.00 | $10.00 | $16.50 | $20.00 |
| # Hours/Wk | 11 | 8.0 | 26.0 | 35.0 | 33.1 | 45.0 | 43.5 | 45.0 |
| **On The Books** | | | | | | | | |
| Weekly Salary | 6 | $306 | $350 | $400 | $451 | $350 | $525 | $700 |
| $/Hr Paying Weekly | 6 | $7.00 | $7.59 | $9.79 | $10.55 | $7.00 | $11.72 | $17.50 |
| # Hours/Wk | 6 | 30.0 | 41.3 | 46.5 | 43.8 | 50.0 | 49.5 | 50.0 |
| Hourly Rate | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| # Hours/Wk | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| **Part Off/Part On The Books** | | | | | | | | |
| Weekly Salary | 2 | $800 | $800 | $800 | $800 | $800 | $800 | $800 |
| $/Hr Paying Weekly | 2 | $16.00 | $16.00 | $16.00 | $16.00 | $16.00 | $16.00 | $16.00 |
| # Hours/Wk | 2 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| Hourly Rate | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |
| # Hours/Wk | 1 | ISD | ISD | ISD | ISD | ISD | ISD | ISD |

# Pay Rates for Twins

| How Pay Differs for Twins | | | |
|---|---|---|---|
| | | *Rate* | *Hours* |
| Weekly | | $609 *($14.64)** | 41.6 |
| Hourly | | $14.98 | 24.0 |

| | | | |
|---|---|---|---|
| 1 Child Weekly | | $548 *($13.64)** | 41.3 |
| 1 Child Hourly | | $14.32 | 24.3 |
| | | | |
| 2 Child Weekly | | $596 *($15.33)** | 39.9 |
| 2 Children Hourly | | $15.30 | 24.9 |

*Generally, Nannies of twins have pay rates between 1-2 children with the average closer to the pay of multiple children of different ages*
**Rate per hour*

# Variation by zip code

- For additional perspective, pay rates by zip code provided
  - Includes both live in/live out and on-the-books and off-the-books and is best compared to total sample statistics

| Comparison By Zip Code (N=>3) | | | | | |
|---|---|---|---|---|---|
| Zip Code | # Kids | Wkly/Hrly | Count | Average | Wkly Hrs |
| 10007 | 1 | Weekly | 4 | $621.25 | 41.3 |
| 10013 | 1 | Weekly | 5 | $690.00 | 45.6 |
| 10013 | 1 | Hourly | 6 | $15.58 | |
| 10280 | 1 | Weekly | 5 | $627.00 | 40.0 |
| 10282 | 1 | Weekly | 3 | $510.00 | 39.4 |
| 10282 | 1 | Hourly | 5 | $15.10 | |
| 10282 | 2 | Hourly | 3 | $13.00 | |
| 11201 | 1 | Weekly | 31 | $584.10 | 45.2 |
| 11201 | 1 | Hourly | 20 | $14.15 | |
| 11201 | 2 | Weekly | 15 | $575.53 | 34.6 |
| 11201 | 2 | Hourly | 6 | $14.25 | |
| 11205 | 1 | Hourly | 5 | $13.40 | |
| 11209 | 2 | Hourly | 3 | $15.94 | |
| 11215 | 1 | Weekly | 83 | $522.07 | 40.6 |
| 11215 | 1 | Hourly | 56 | $14.55 | |
| 11215 | 2 | Weekly | 42 | $620.33 | 41.8 |
| 11215 | 2 | Hourly | 36 | $15.24 | |
| 11215 | 3 | Weekly | 4 | $732.67 | 46.8 |
| 11215 | 3 | Hourly | 5 | $16.80 | |
| 11215 | 4+ | Weekly | 8 | $578.13 | 42.4 |
| 11215 | 4+ | Hourly | 7 | $13.29 | |
| 11217 | 1 | Weekly | 22 | $551.32 | 42.3 |
| 11217 | 1 | Hourly | 22 | $14.11 | |
| 11217 | 2 | Weekly | 20 | $629.31 | 43.1 |
| 11217 | 2 | Hourly | 8 | $16.63 | |
| 11217 | 4+ | Weekly | 8 | $388.50 | 37.1 |

*Continued on following slide*

# Variation by zip code, continued

| Comparison By Zip Code (N=>3) | | | | | |
|---|---|---|---|---|---|
| Zip Code | # Kids | Wkly/Hrly | Count | Average | Wkly Hrs |
| 11218 | 1 | Weekly | 11 | $534.09 | 45.7 |
| 11218 | 1 | Hourly | 9 | $14.22 | |
| 11218 | 2 | Weekly | 5 | $560.00 | 43.6 |
| 11218 | 2 | Hourly | 6 | $15.22 | |
| 11218 | 4+ | Weekly | 3 | $760.00 | 48.3 |
| 11226 | 1 | Weekly | 3 | $700.00 | 52.3 |
| 11226 | 1 | Hourly | 3 | $13.00 | |
| 11231 | 1 | Weekly | 18 | $568.53 | 38.4 |
| 11231 | 1 | Hourly | 12 | $14.71 | |
| 11231 | 2 | Weekly | 5 | $632.00 | 41.2 |
| 11231 | 2 | Hourly | 7 | $15.00 | |
| 11238 | 1 | Weekly | 19 | $516.94 | 41.2 |
| 11238 | 1 | Hourly | 12 | $14.33 | |
| 11238 | 2 | Weekly | 10 | $485.50 | 27.7 |
| 11238 | 2 | Hourly | 6 | $15.17 | |
| 11238 | 4+ | Weekly | 10 | $559.00 | 36.7 |

# Time Off

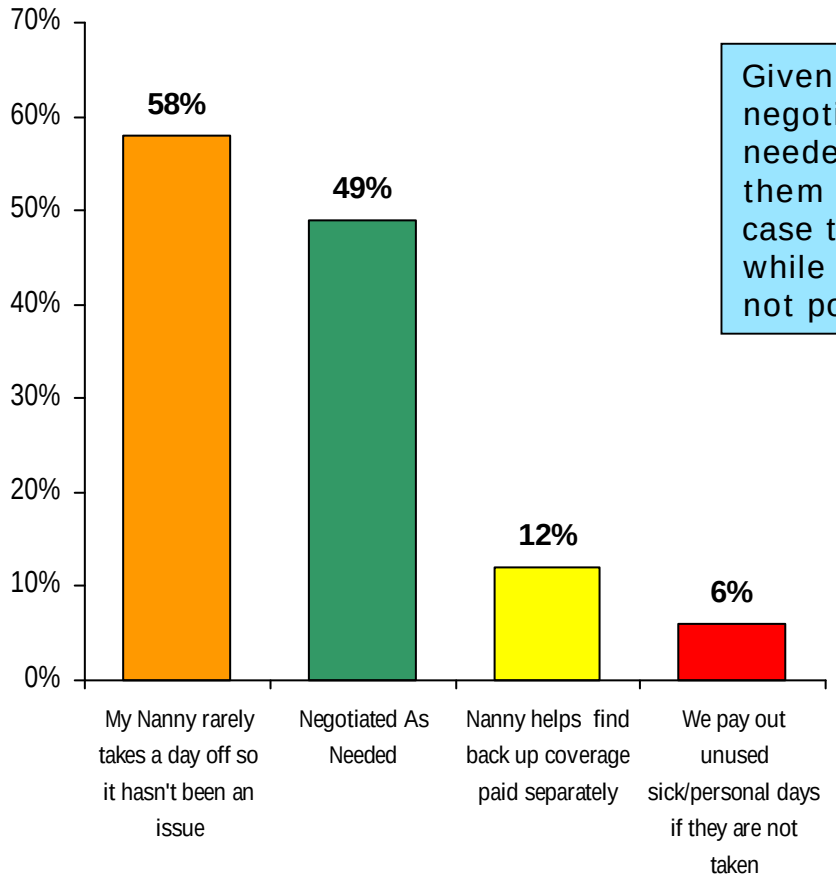
| Paid Time Off | | | |
|---|---|---|---|
| Vacation | | Weekly | Hourly |
| Average Days | | **11.5 days** | **8.8 days** |
| | | | |
| Holidays | | | |
| Average Days | | **8.2 days** | **5.4 days** |
| Sick/Personal | | | |
| Average Days | | **4.2 days** | **2.2 days** |
| % reporting flexible sick/personal days | | **20%** | **12%** |
| % reporting unlimited sick/personal days | | **9%** | **6%** |

*See 2008 data later in this survey for the most frequently reported paid holidays*

# Sick / Personal Days

Sick / Personal days do not seem to be a issue for the overwhelming majority of employers

*How do you handle sick/personal days?*

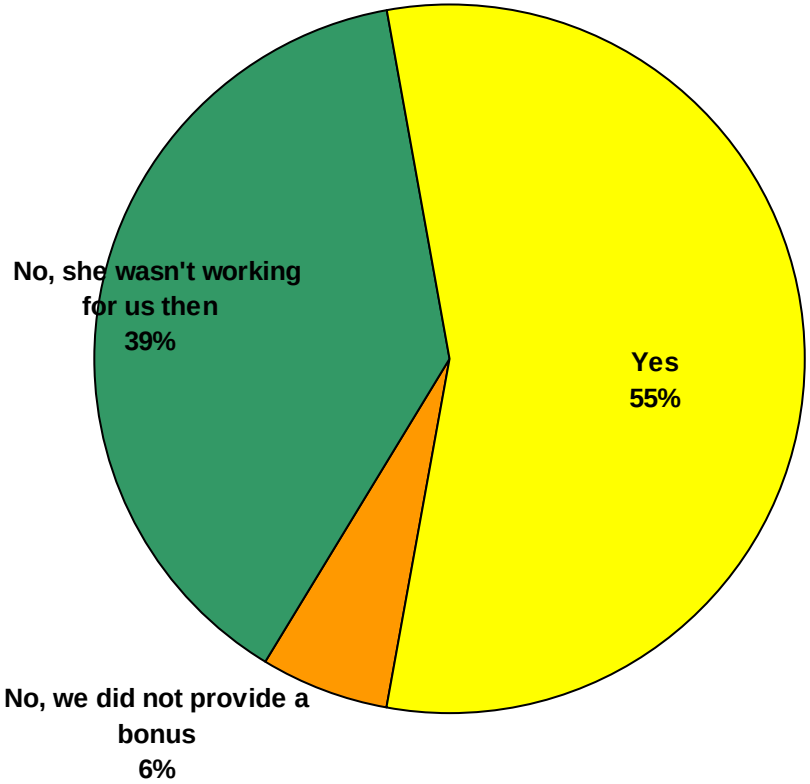



Given that most people negotiate these days as needed rather than discuss them up front it may be the case that Nannies are working while sick because there are not policies in place.

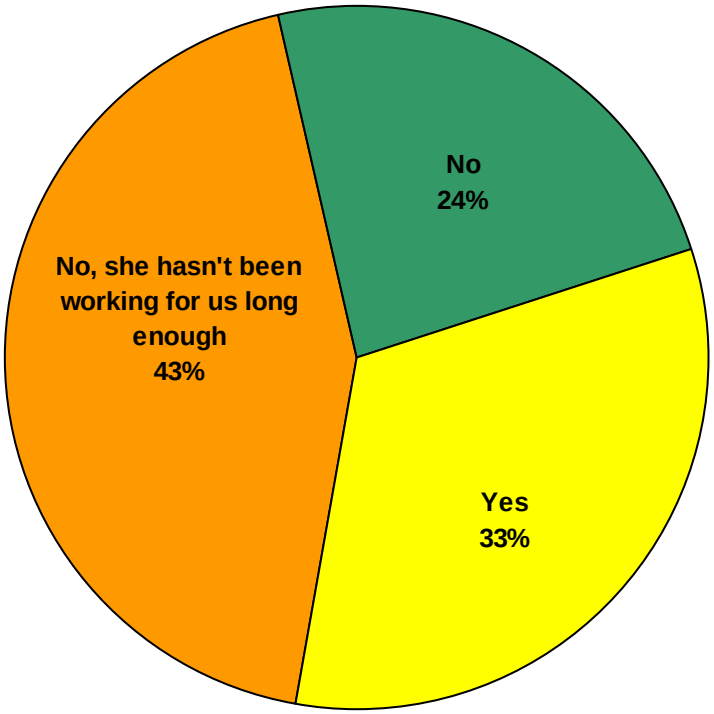
# Nanny Bonuses and Raises

Nannies paid weekly are more likely to get year-end bonuses and raises
Bonus: 59% weekly vs. 51% hourly Raise: 37% weekly vs. 26% hourly

*Last year did you provide a year-end bonus to your Nanny?*

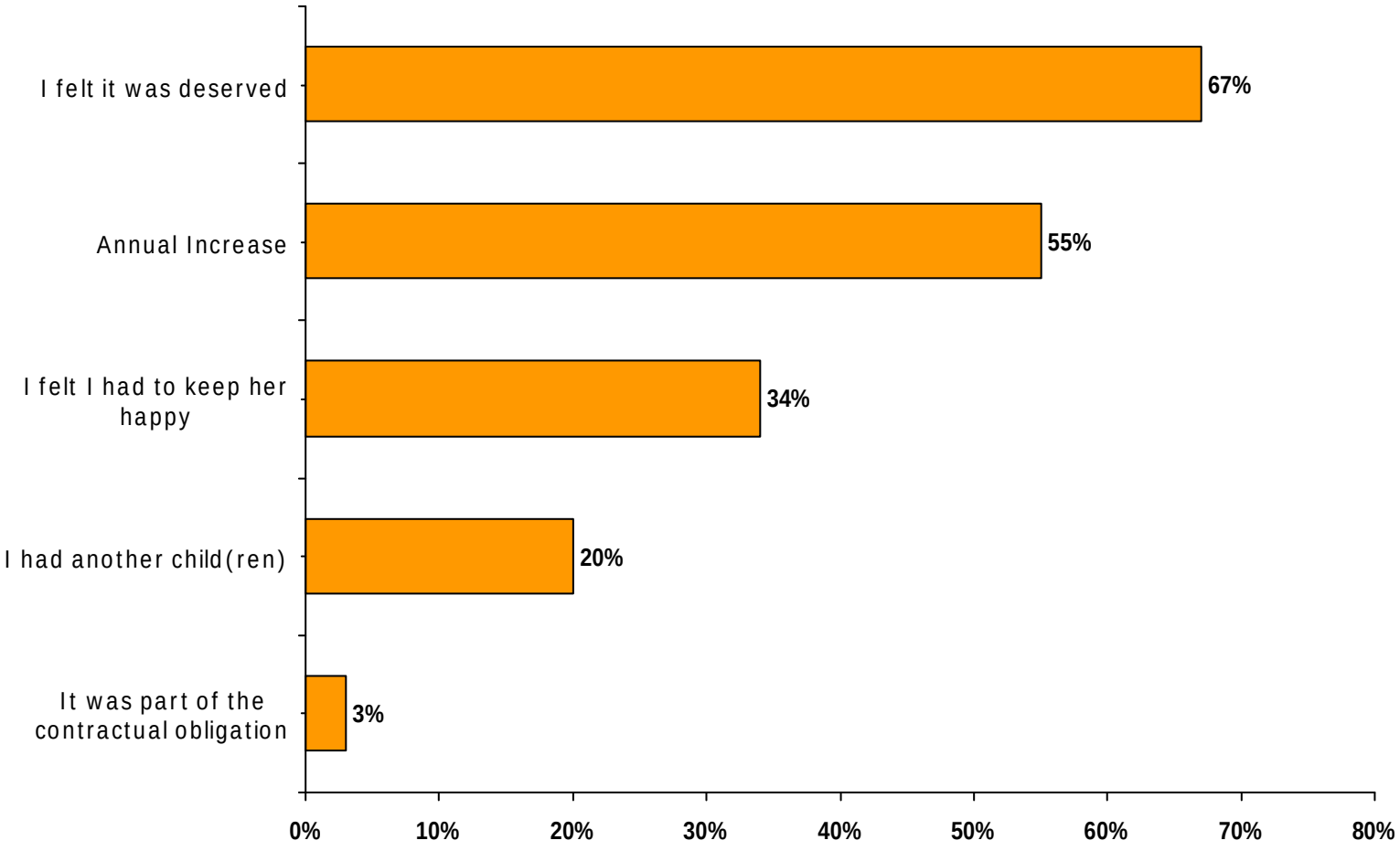



*Have you given your Nanny a raise in the last 12 months?*



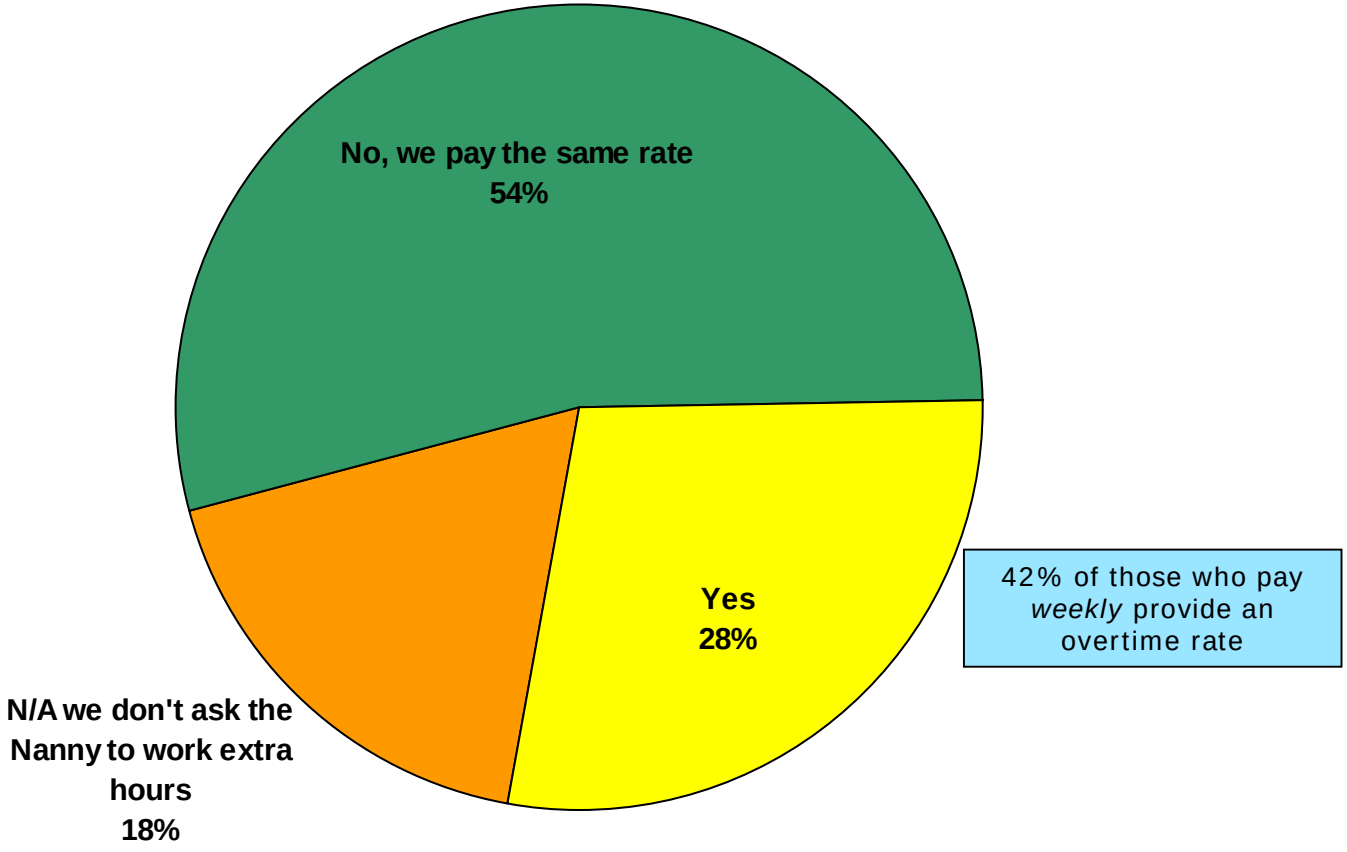
# Reasons for Raise

*Why did you give a raise? (Check all that apply)*



# Nanny Overtime

*Do you pay a different rate (i.e., overtime) for hours that are above the USUAL number of hours?*




42% of those who pay *weekly* provide an overtime rate

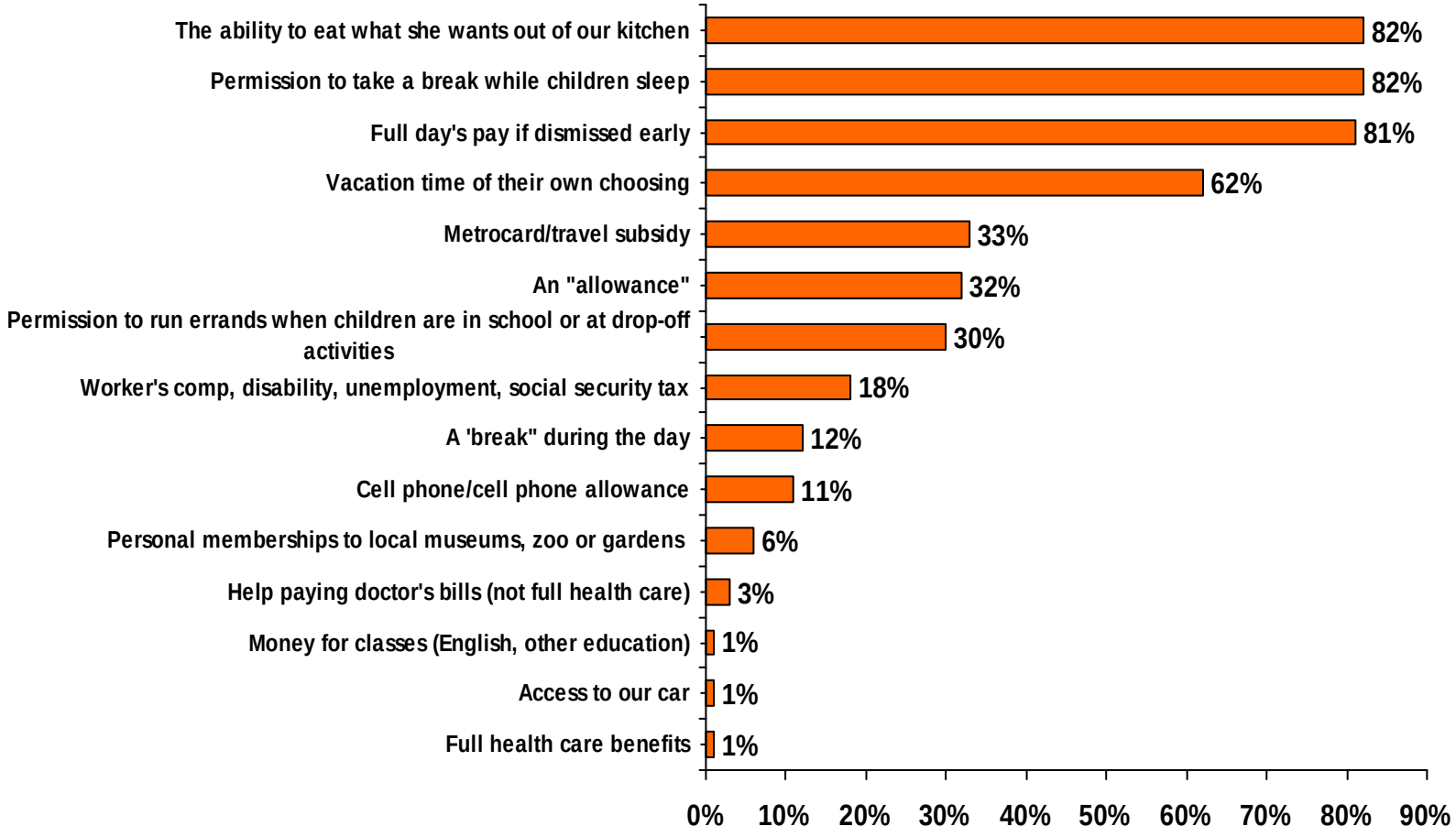
# Overtime Rates

| Overtime Rate | | | |
|---|---|---|---|
| Weekly/Hourly | On/ Off/ Part On the Books | Avg OT Rate | Overtime Premium* |
| **Weekly** | **Off** | **$15.21** | **+ $2.95** |
| **Weekly** | **On** | **$16.37** | **+ $3.34** |
| **Weekly** | **Part** | **$15.65** | **+ $3.06** |
| **Hourly** | **Off** | **$18.93** | **+ $5.35** |
| **Hourly** | **On** | **$23.69** | **+ $7.06** |
| **Hourly** | **Part** | **$18.25** | **+ $3.75** |

* This statistic represents the difference between average overtime rates and average hourly rates.

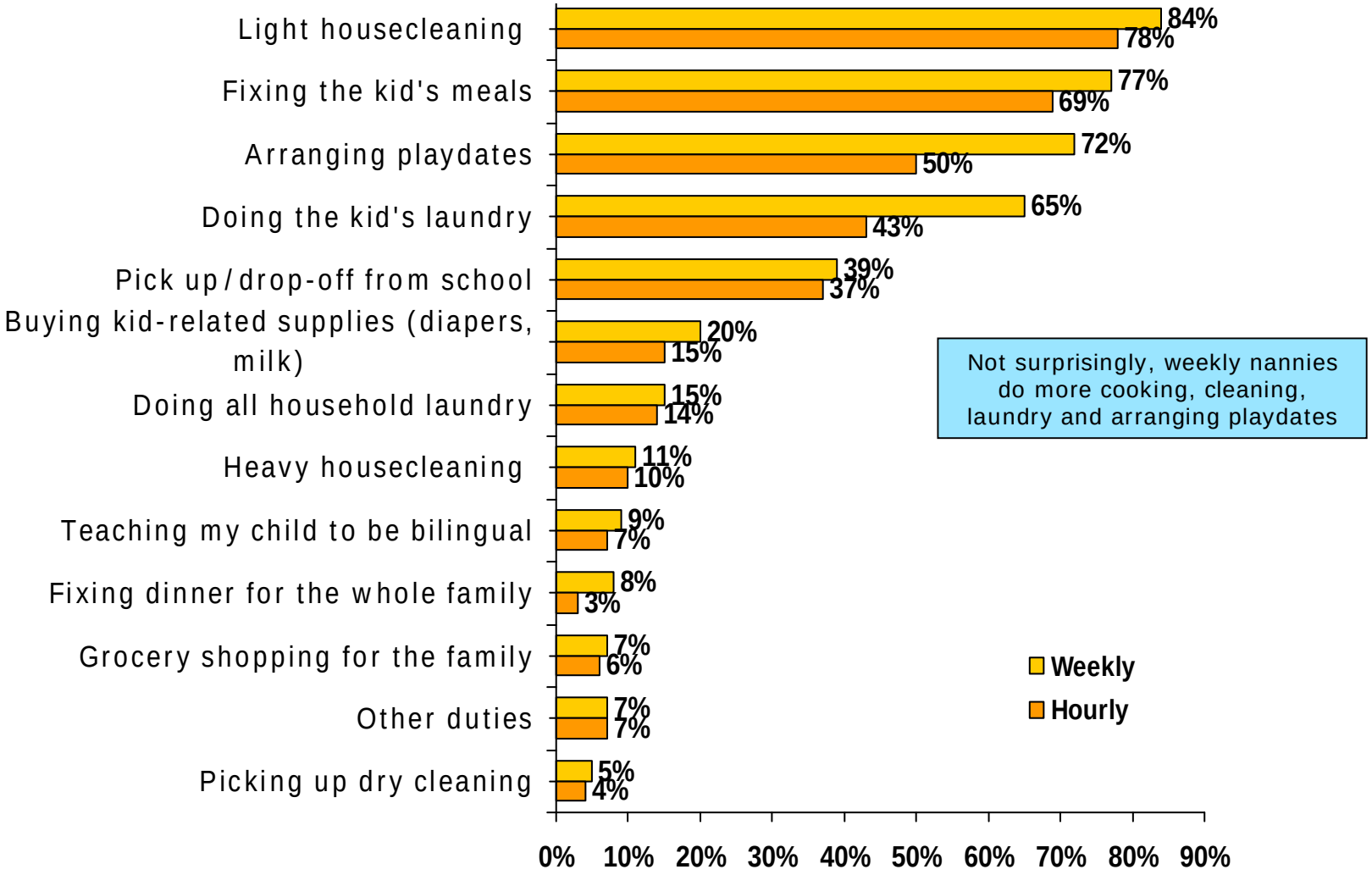
# Nanny Benefits

*Which of the following things does your Nanny receive?*



# Nanny "Duties" Weekly vs. Hourly

*Which of the following duties does your Nanny fulfill?*



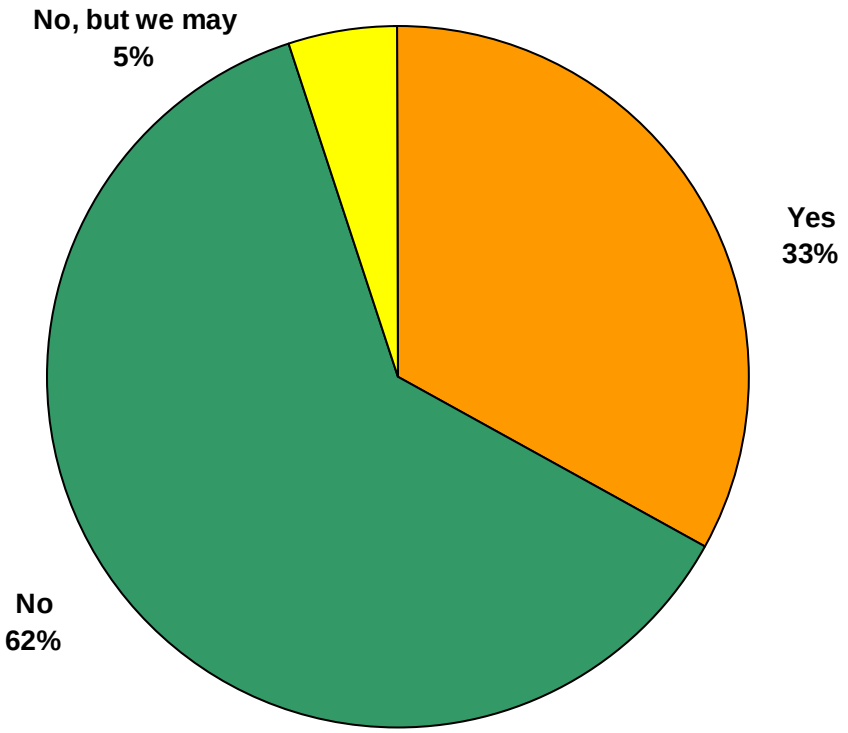

Not surprisingly, weekly nannies do more cooking, cleaning, laundry and arranging playdates

# Nanny Contract and Duties

# Nanny Contract

Only 1 in 3 employers has a Nanny Contract in place. 43% of employers paying weekly have a Nanny Contract vs. 20% of employers who pay hourly

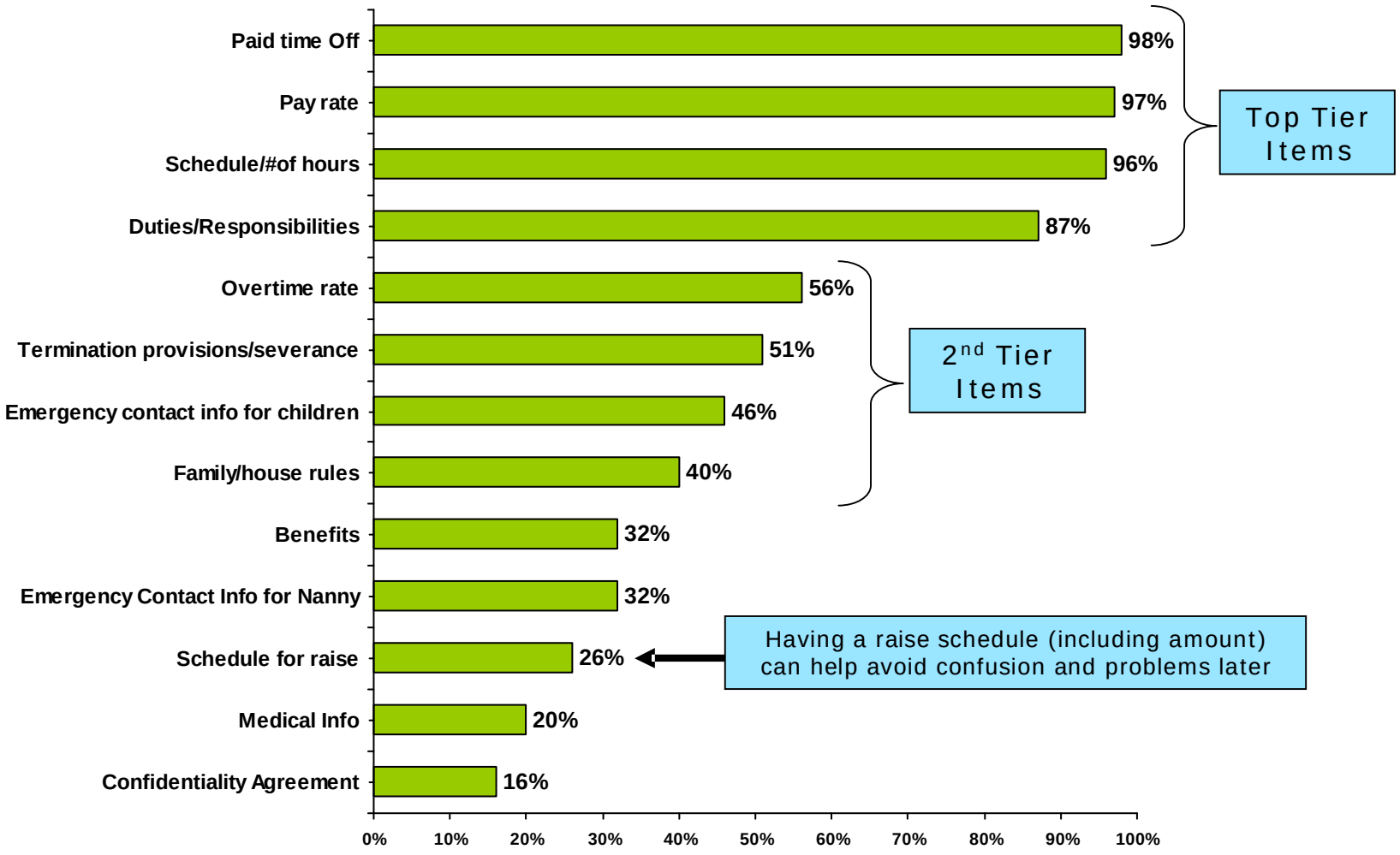
*Do you have a Nanny Contract in place for the Nanny who is currently working for you? (That is, do you have a WRITTEN agreement between you and your Nanny that lists duties, compensation, time off and other expectations?)*




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

# Nanny Contract Details

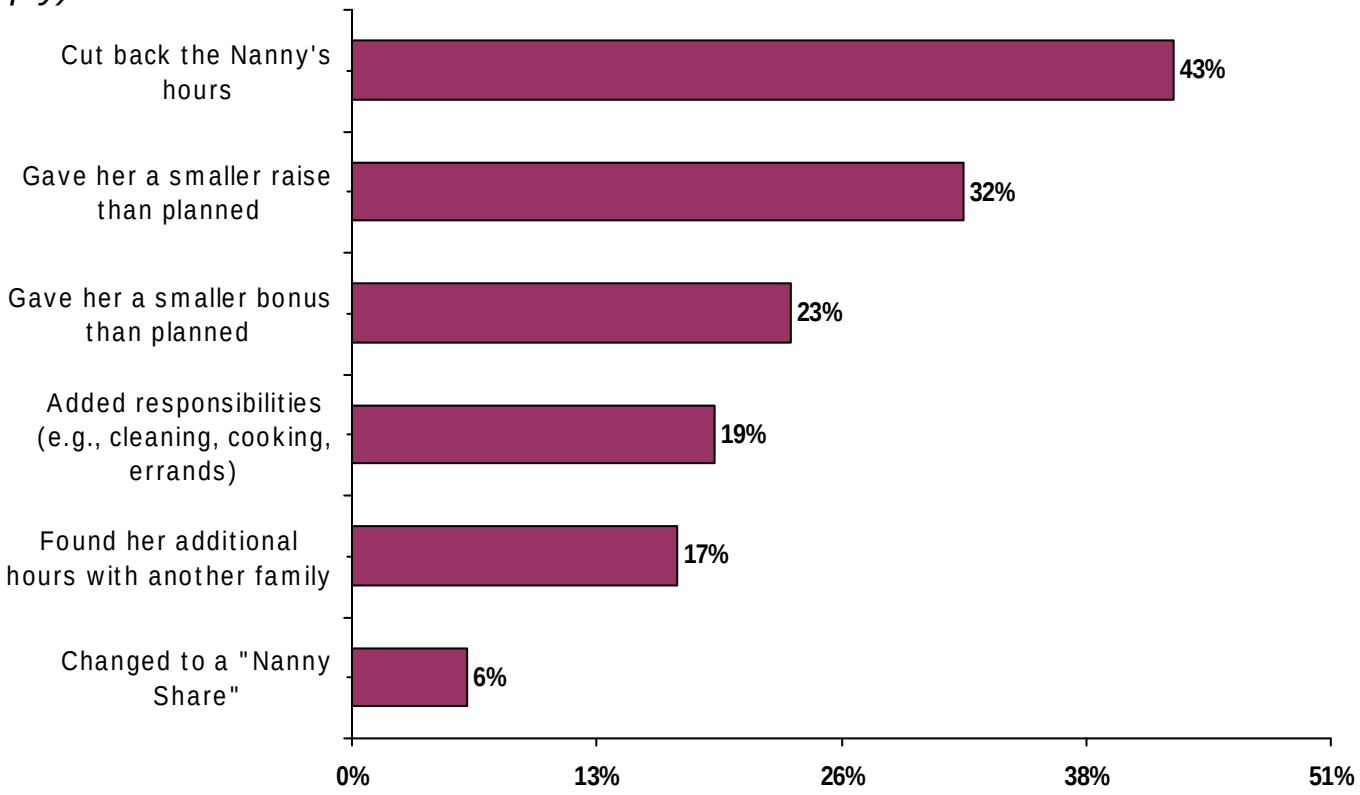
*What items are included in the contract?*



# Impact of Economy

The economy has caused four in ten (39%) employers to make changes to their Nanny/Employer relationship

*Which, if any, of the following things have you done in the last year because of the economy? (Check all that apply)*

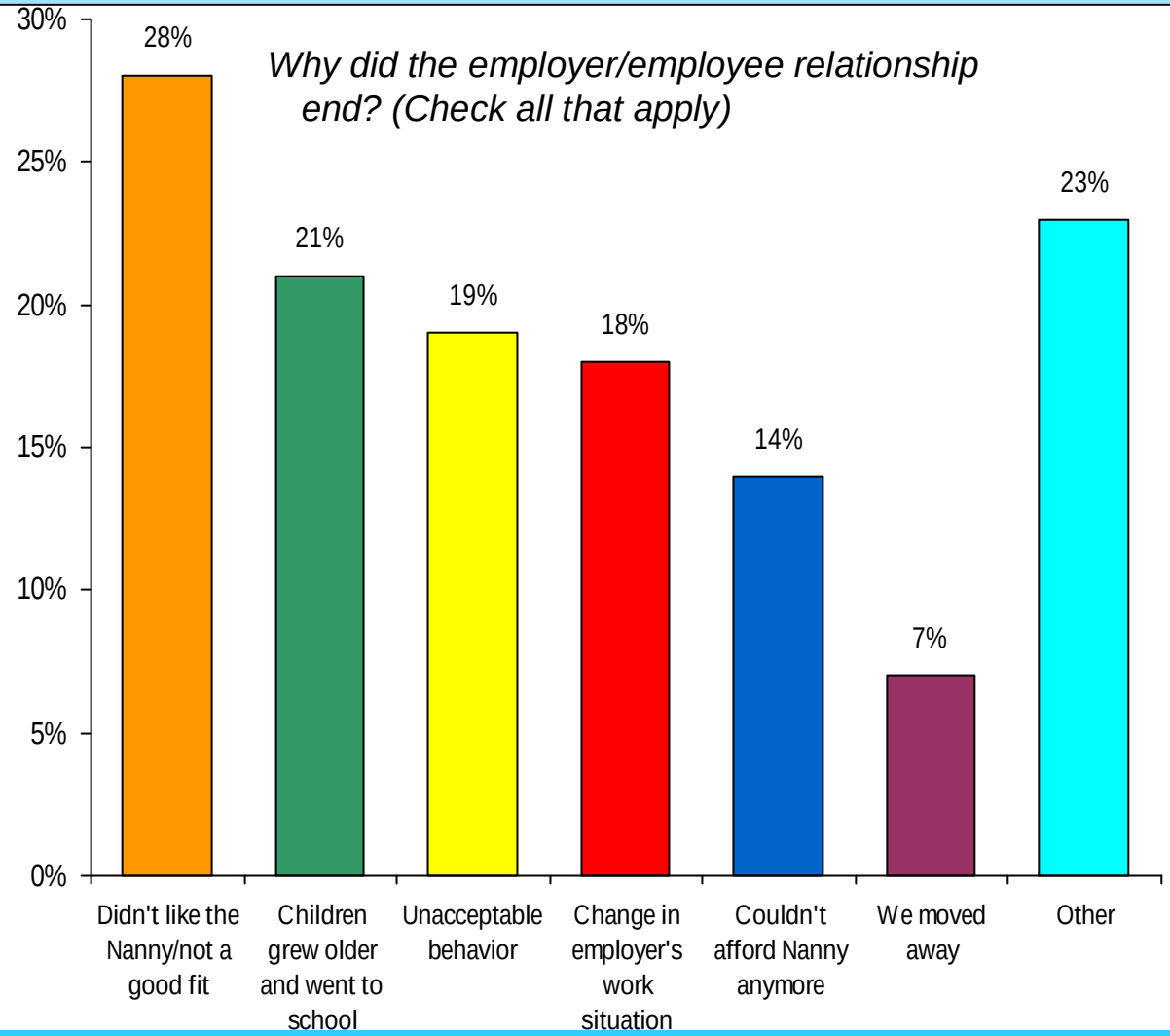



*Based on those who say they have made changes to the Nanny Relationship*

# Ending the Nanny/Employer Relationship

# Reasons for Ending the Nanny/Employer Relationship

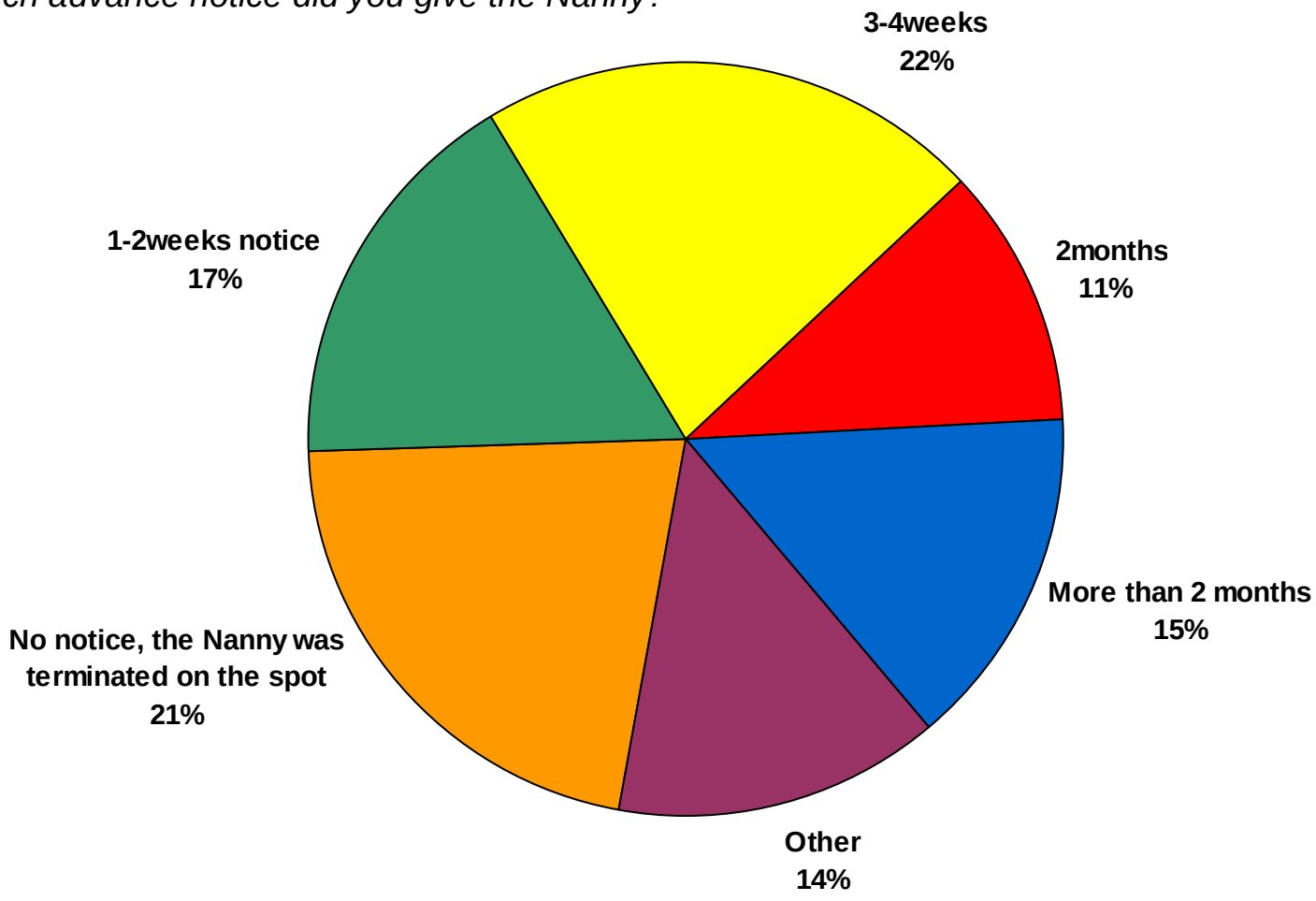
For relationships that have ended in the last year, more than 1 in 4 relationships ended because of a bad fit '




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

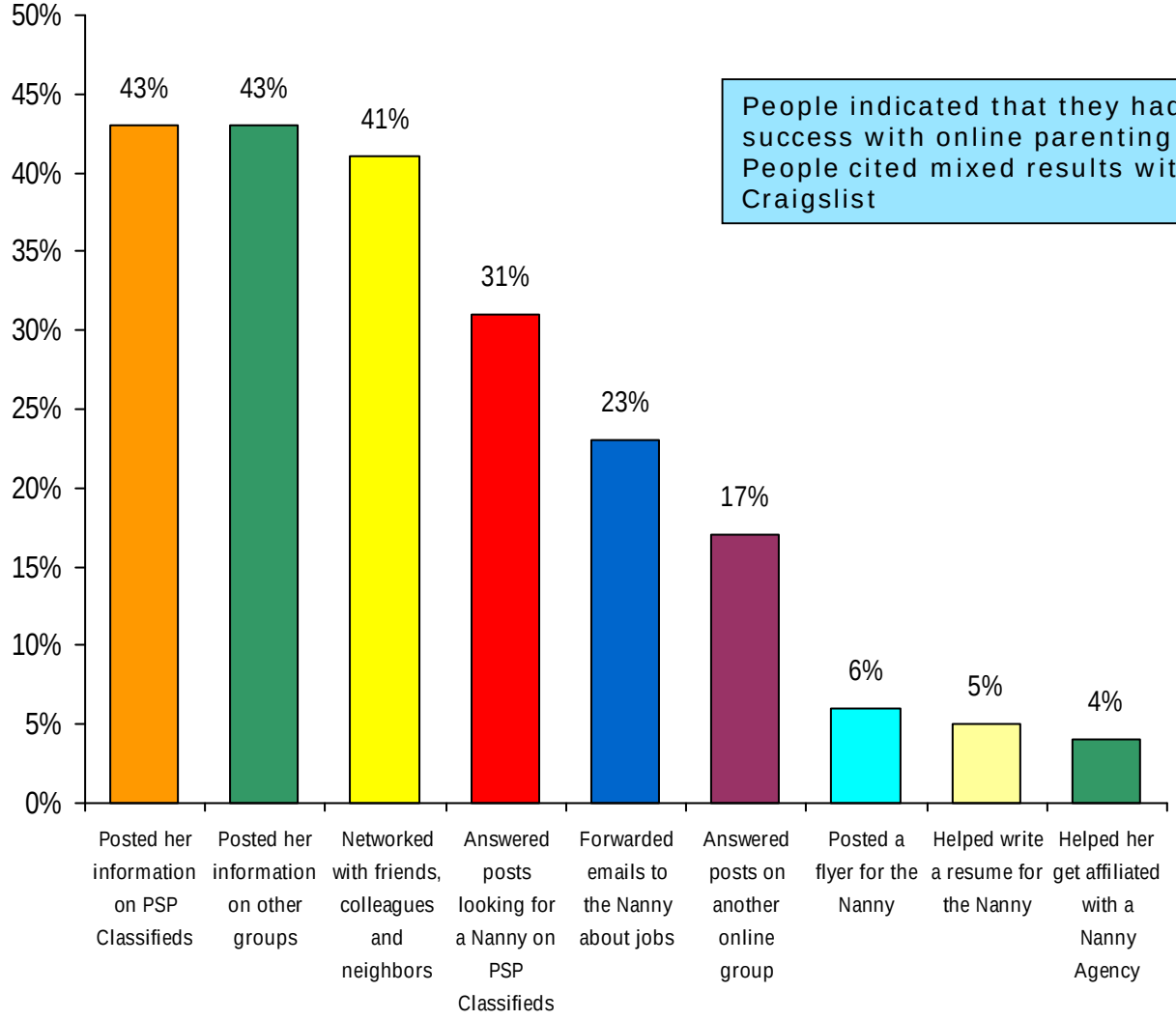
# Notification of Termination

*How much advance notice did you give the Nanny?*



# Finding Nannies Other Employment

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




People indicated that they had the most success with online parenting groups. People cited mixed results with Craigslist

# Nanny Rehiring

For Nannies who found other employment *before* leaving the current situation , employers cited that they networked with friends/neighbors and posted on PSP Classifieds more frequently than those who did not find work before leaving the current situation

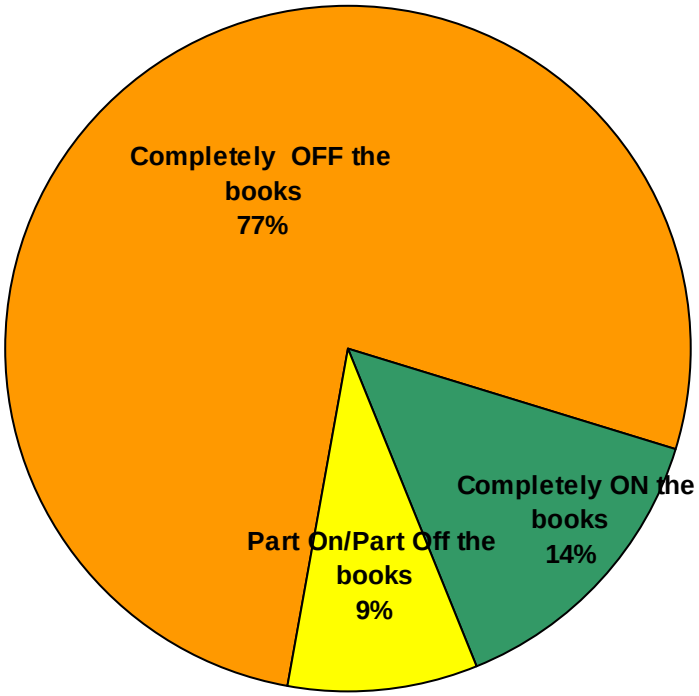
*Did the Nanny find other work?*

# Paying On/Off the Books

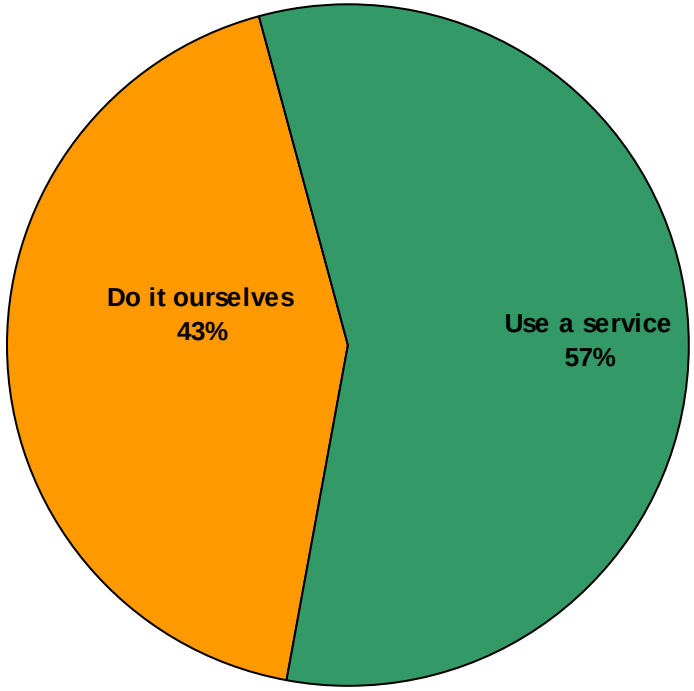
NOTE: Employers are legally obligated to pay taxes on any domestic worker who makes more than $1600/year. Reporting on the behavior of employer/Nanny relationships should in no way be seen as PSP condoning paying a Nanny (or other domestic worker) "off the books"

# Paying A Nanny On & Off the Books

*Is your Nanny paid on or off the books?*



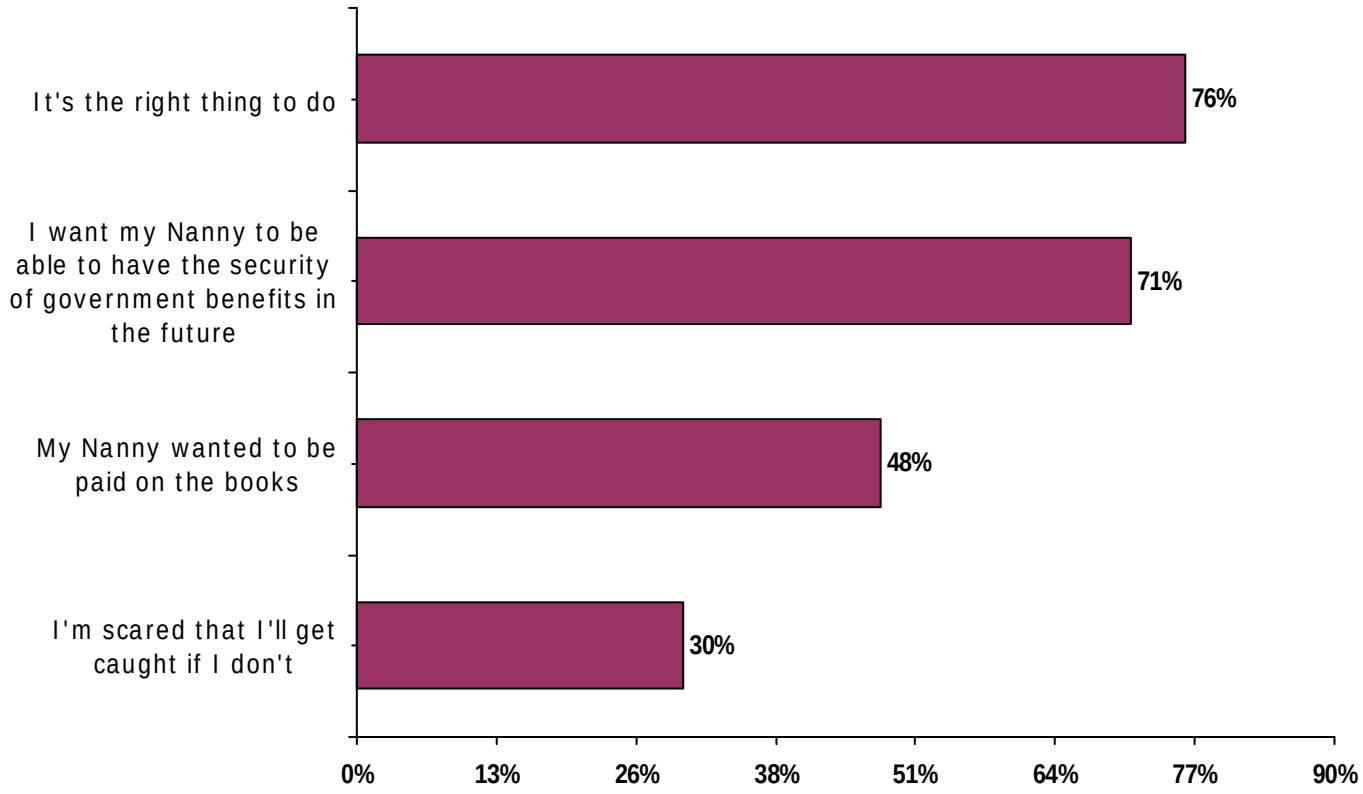

*When paying on the books, do you use a service or do you do it yourself?*



# Reasons for Paying "On the Books"

Fear is not a big motivating factor in paying on the books. Only 3 in ten fear getting caught by not paying on the books

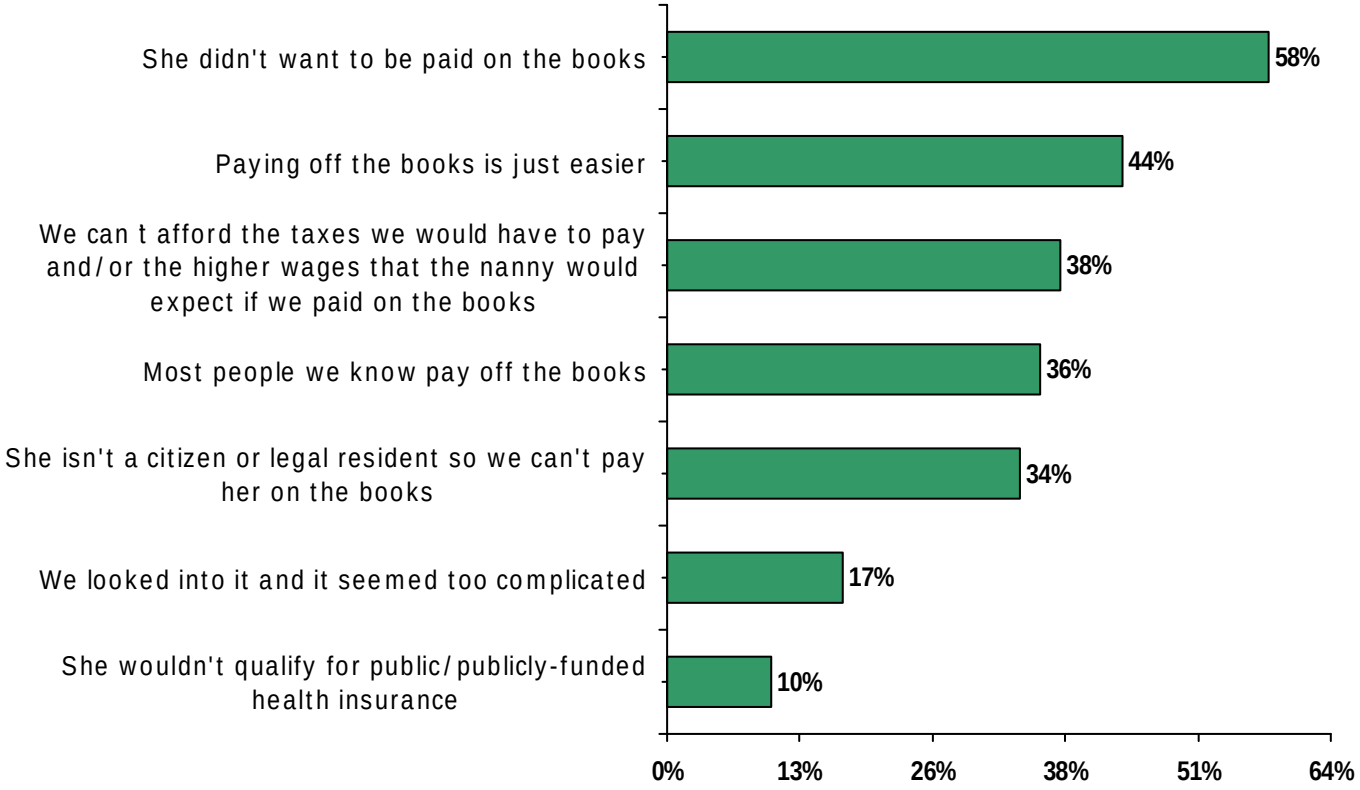
*Why do you pay your Nanny on the books? (Check all that apply)*



# Reasons for NOT paying "On the Books"

Pressure from the Nanny seems to motivate many people to NOT pay on the books. Six in ten (58%) say they don't pay on the books because the Nannies preferred it that way

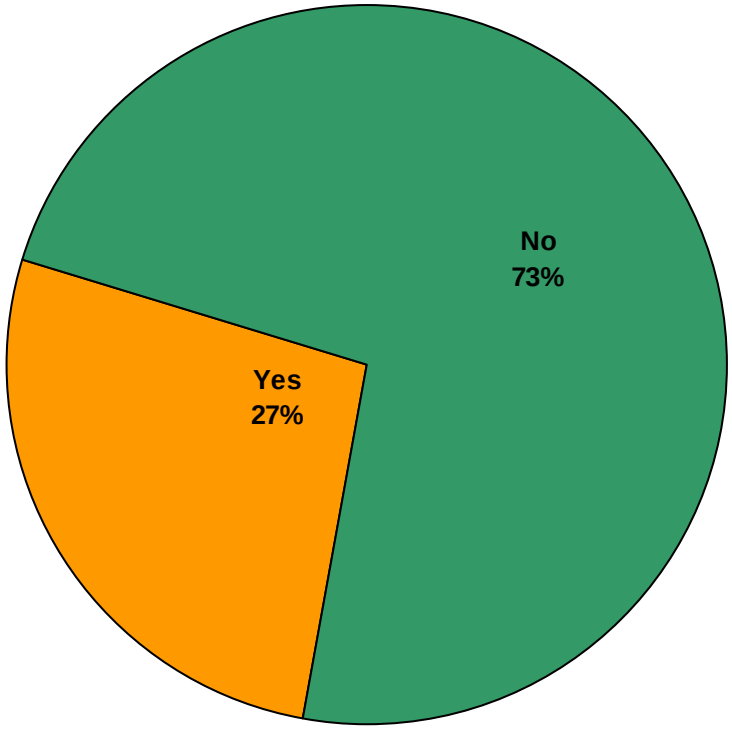
*Why do you NOT pay your Nanny on the books? (Check all that apply)*



# Legislation on Unemployment Benefits

Recent legislation can affect employers of Nannies both on and off the books. This legislation helps domestic workers file for unemployment REGARDLESS of whether past employment has been "on the books"

*Are you aware of the recent legislation that allows employees (including Nannies) to file for unemployment benefits even if they have been paid OFF the books?*




For more information see the Householder's Guide For Unemployment Insurance which can help you determine if you would be responsible for unemployment. (http://www.labor.state.ny.us/ui/PDFs/ia318d.pdf)

# Paying On & Off the Books

- For the 55% who offset the taxes for their Nanny, 31% pay their share of their Nanny's taxes and 25% pay a higher salary/hourly rate
- 86% pay cash so that there is no record of payment. However, 20% say they don't worry about paying a Nanny in a manner that leaves no record of the financial transaction

Reasons for paying part on/part off the books include:

- "We pay the majority on the books. She wants all on the books but it's too expensive."
- "I pay below the Medicaid limit to be sure she receives Medicaid benefits (at her request)."
- "That is what our Nanny wanted on the books for Medicare or some other sort of government benefits."

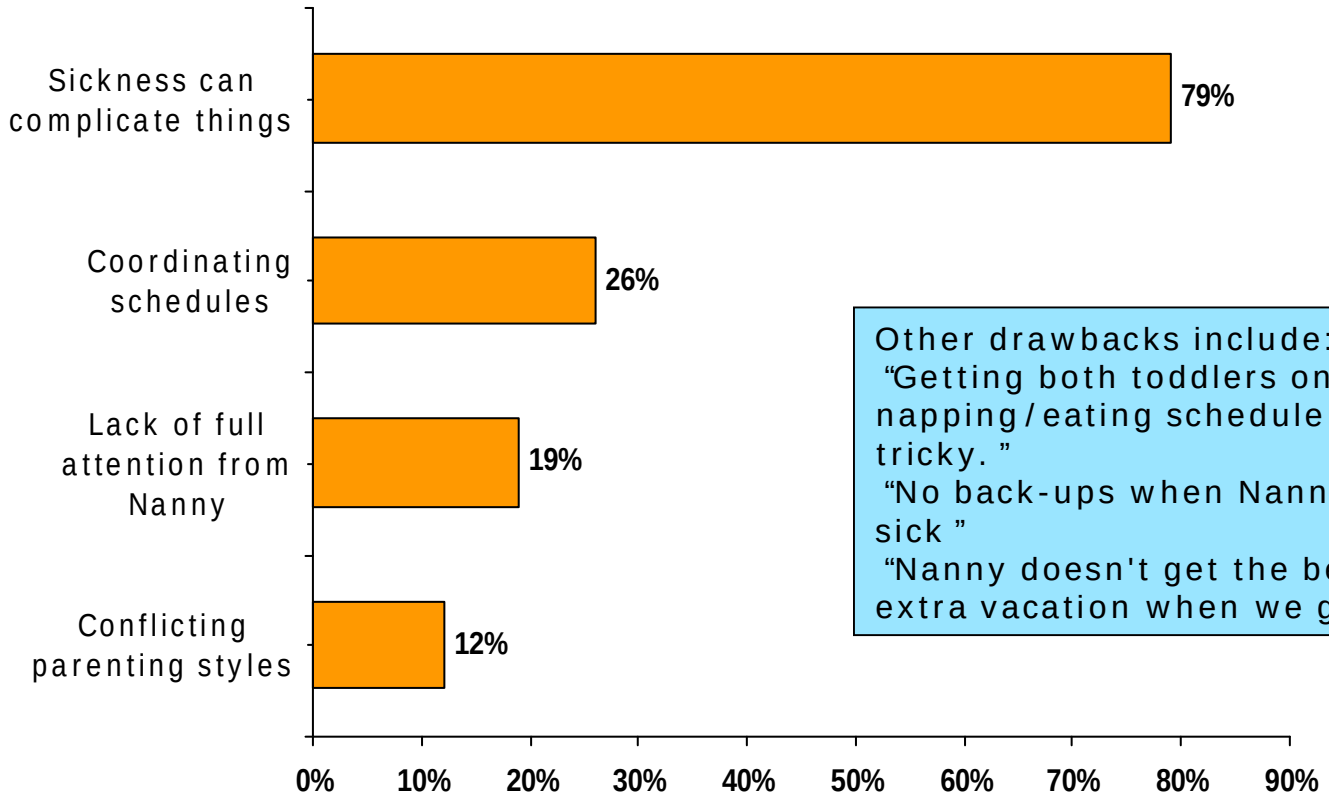
# Nanny Share

Definition: Multiple families being cared for by one Nanny

For a comprehensive guide to having a Nanny Share visit the PSP Website for NEW the 'PSP GUIDE TO A SUCCESSFUL NANNY SHARE "

# Nanny Share Drawbacks

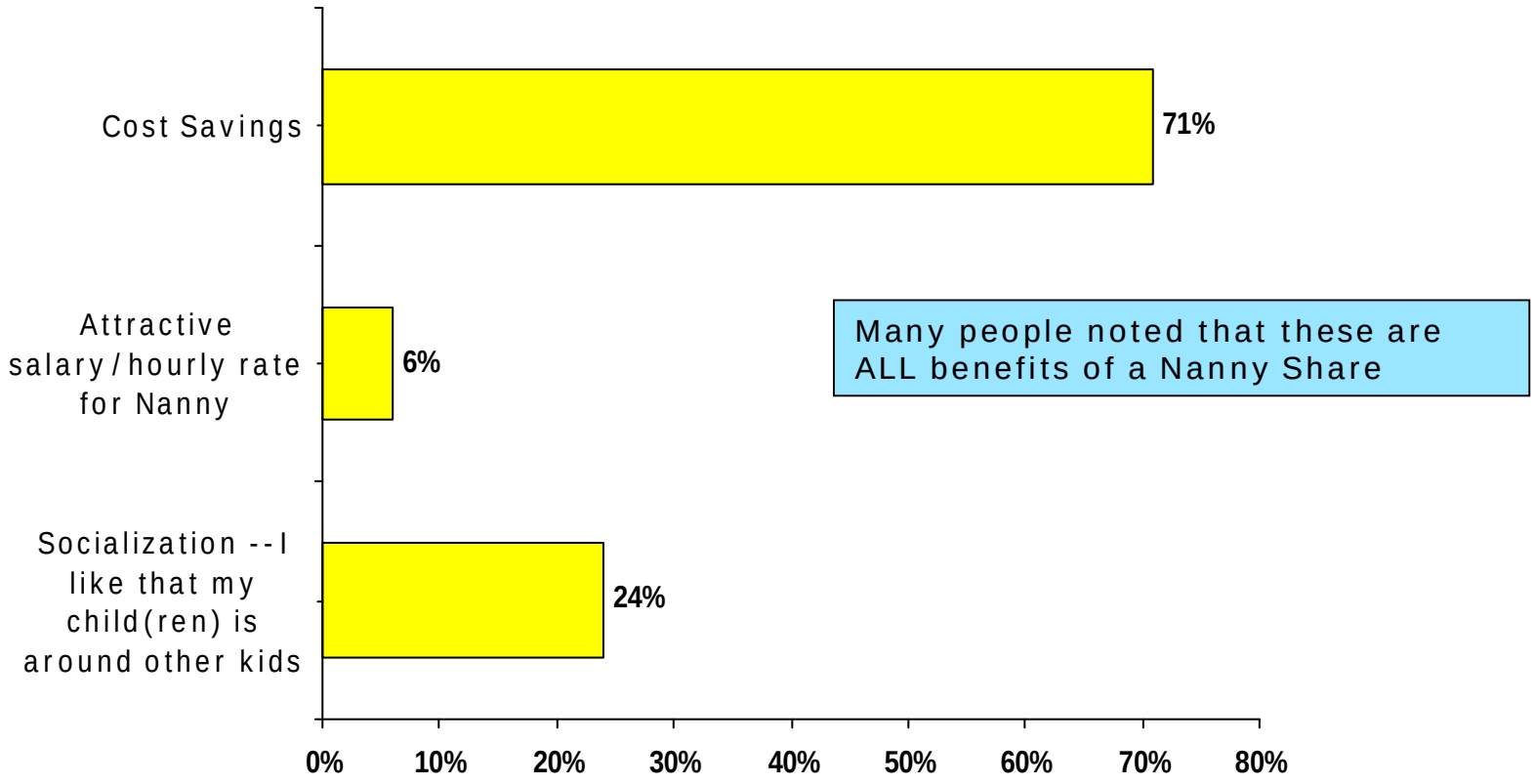
*What do you see are the drawbacks of having a Nanny Share?*




Other drawbacks include:
"Getting both toddlers on the same napping/eating schedule can be tricky."
"No back-ups when Nanny calls in sick"
"Nanny doesn't get the benefit of extra vacation when we go away"

# Nanny Share Pros

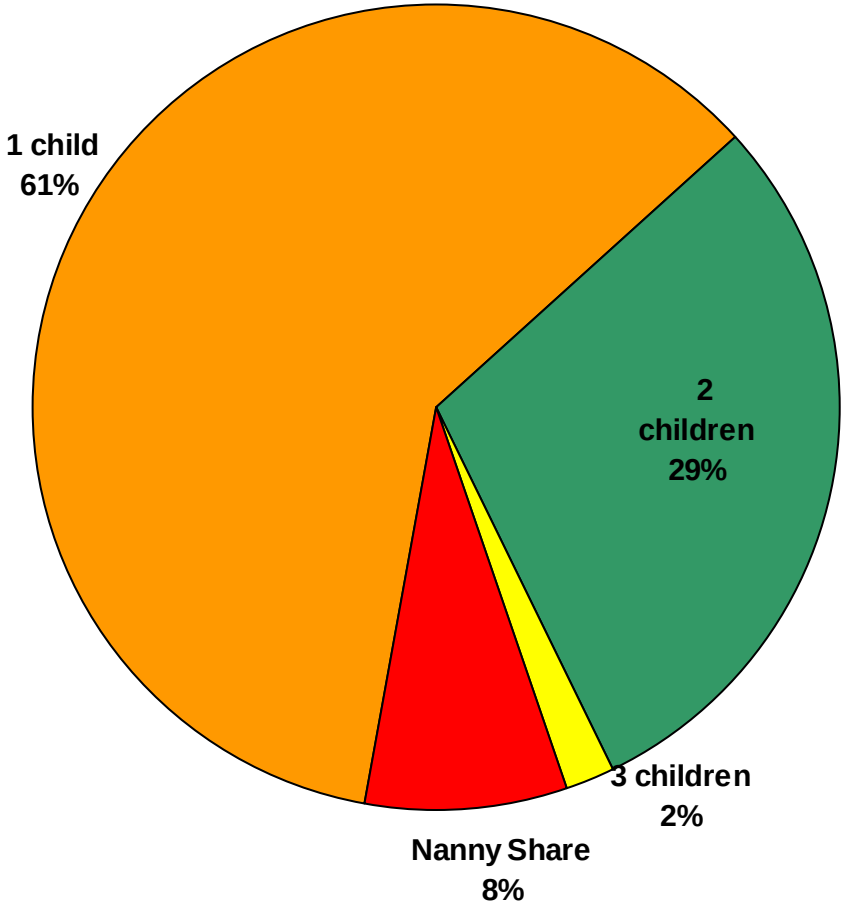
*What do you see is the main benefits of having a Nanny Share?*



# Nanny Tenure, Experience & Demographics

# Children Nanny Cares For

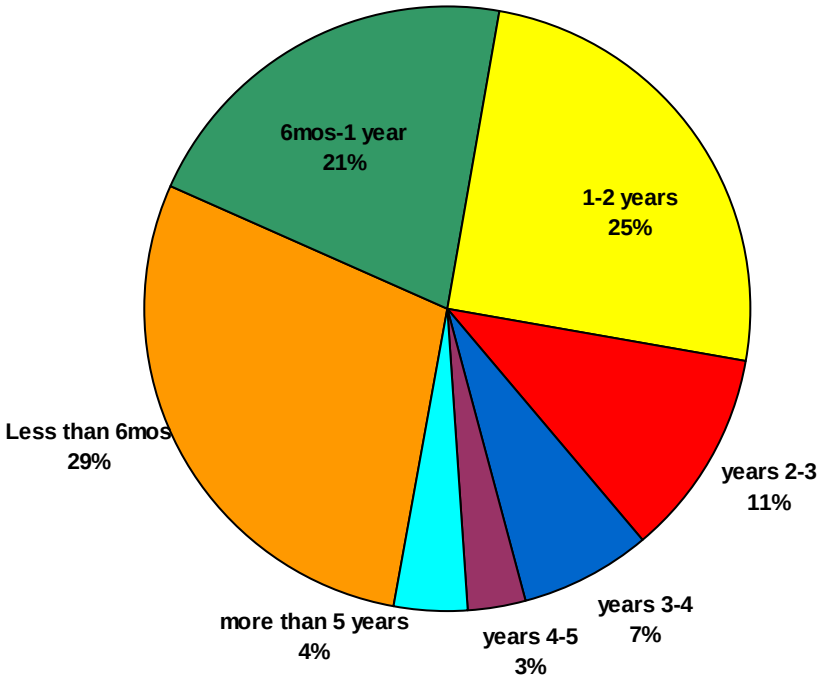
*How many of YOUR children does your Nanny care for?*



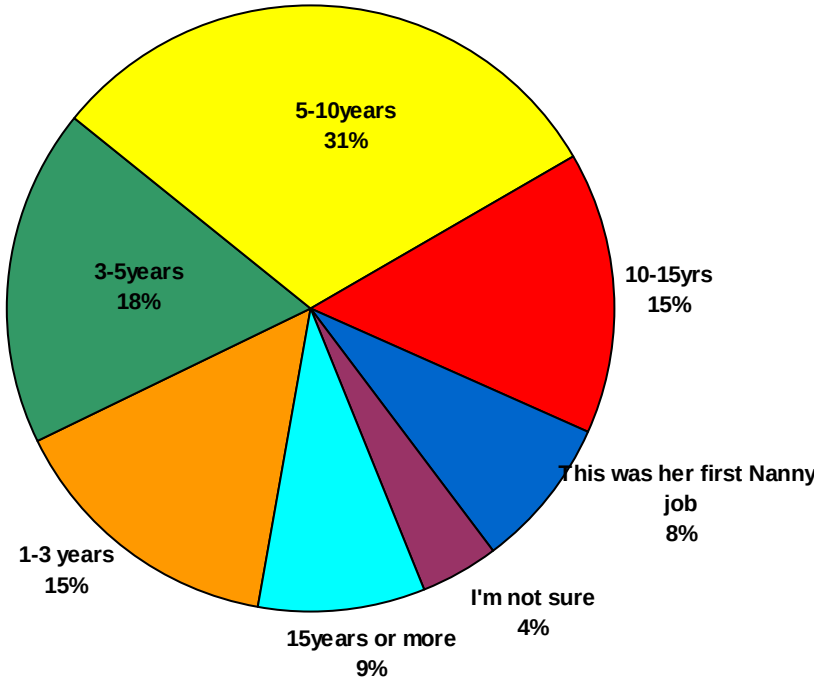
# Nanny Tenure & Experience

Half of these Nannies have been at their present situation a year or less
56% of Nannies have had more than 5 years of experience *prior* to their current job

***About how many years has your Nanny worked for you?***



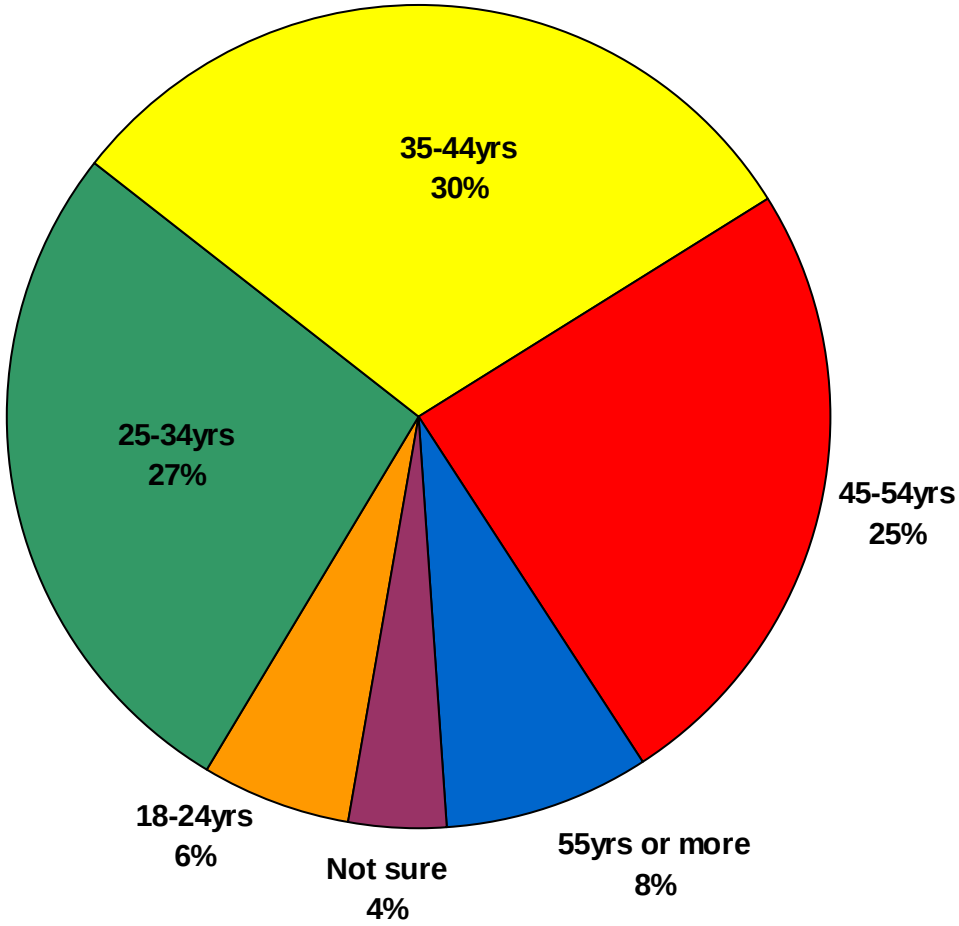

***Approximately how many years of experience did your Nanny have working as a Nanny BEFORE you hired her to work for you/your children?***



# Nanny Age

The vast majority of Nannies (82%) are between 25-54 years old

***What is the AGE of your Nanny?***



# FINDINGS FROM JUNE 2008 Survey

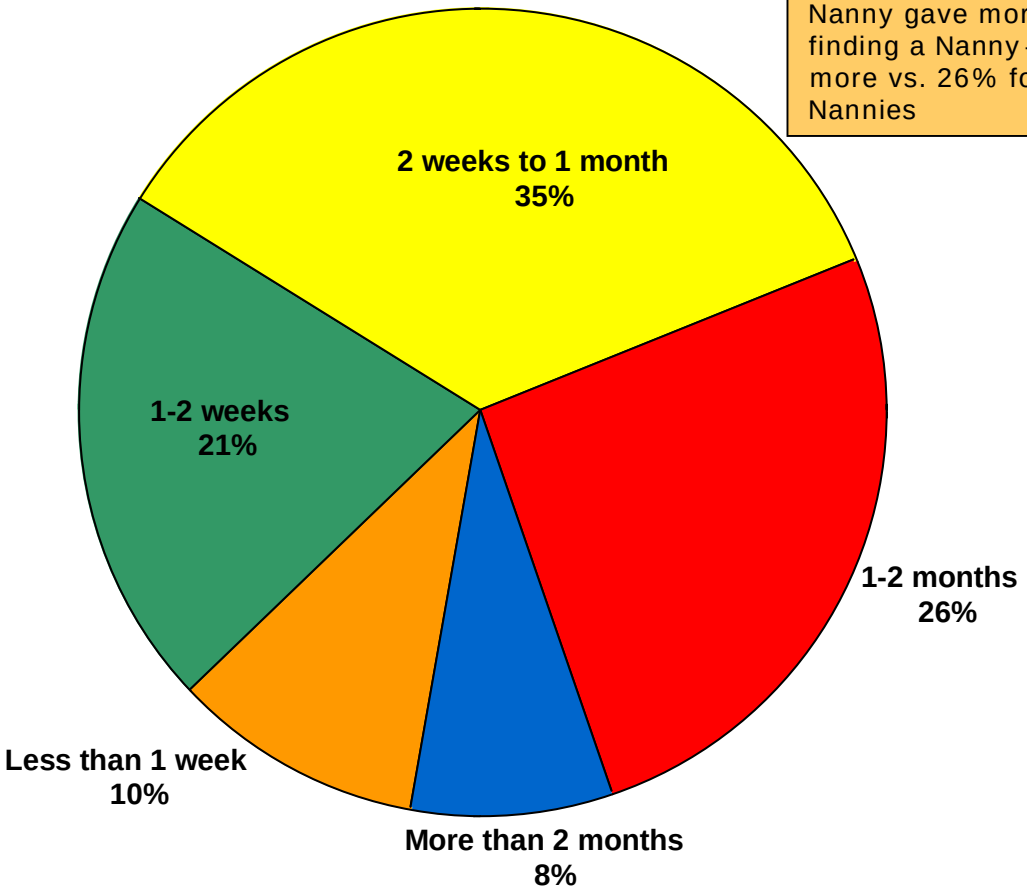
These are results from the June 2008 survey data which were skipped in this survey to keep the length manageable. We believe these data are both current and relevant and as such include them herein

# Nanny Hiring Lead Time

*NOTE: Data from June 2008 Survey*

*How far in advance did you find your current Nanny?*

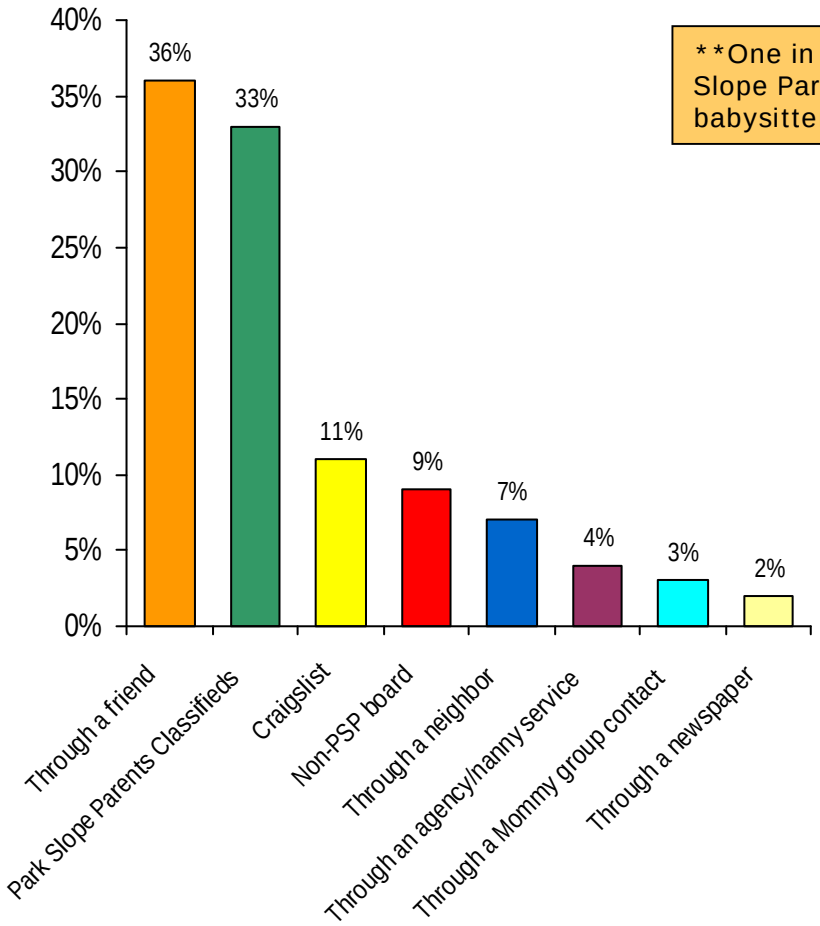
Respondents needing a full-time Nanny gave more lead time in finding a Nanny – 41% 1 month or more vs. 26% for part-time Nannies



# Sources for Finding a Nanny

*NOTE: Data from June 2008 Survey*

*How did you find your current Nanny?*

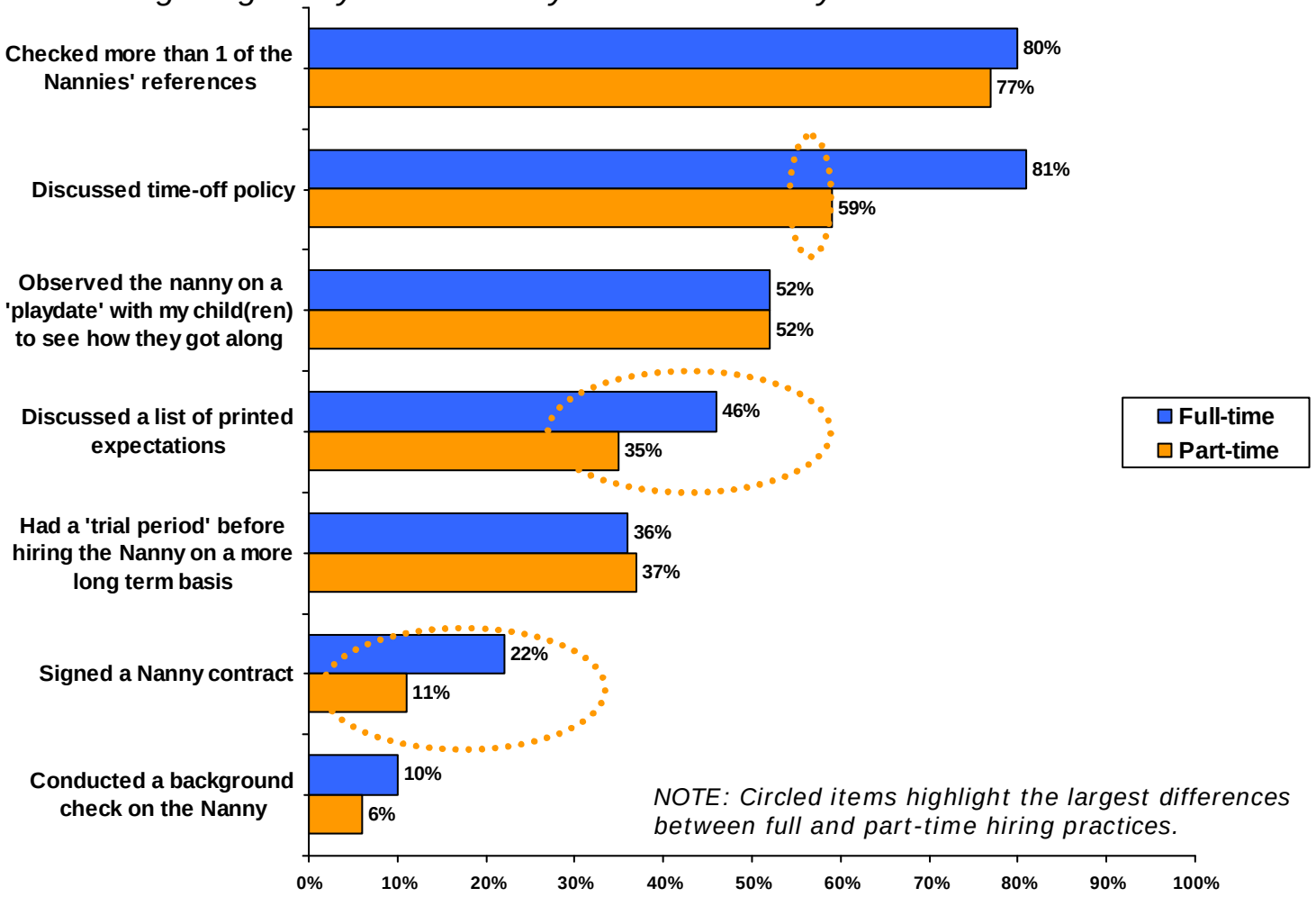



**One in three (32%) of Park Slope Parents members found their babysitter via the PSP Classifieds

# Nanny Hiring Preparation

*NOTE: Data from June 2008 Survey*

*Which of the following things did you do to hire your current Nanny?*

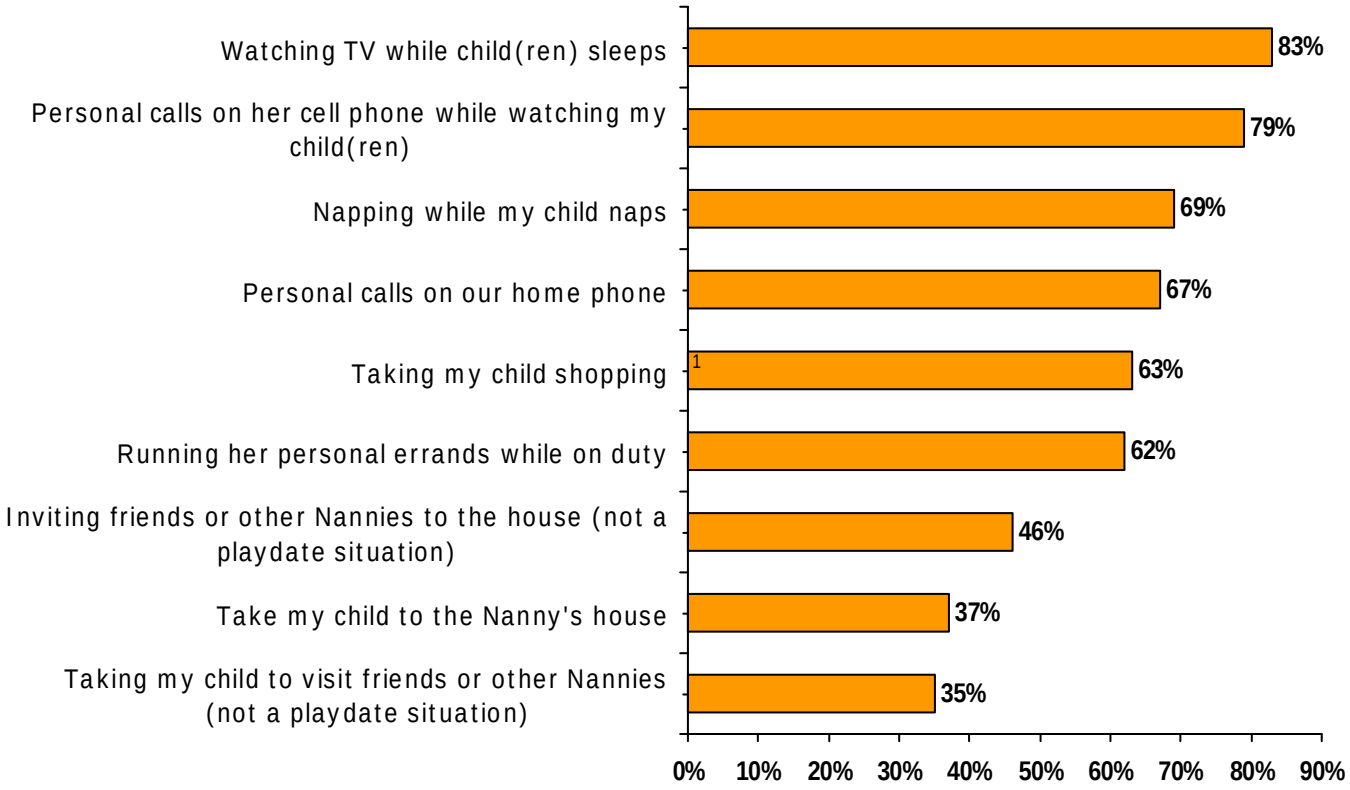



*NOTE: Circled items highlight the largest differences between full and part-time hiring practices.*

# Policies about specific actions

*NOTE: Data from June 2008 Survey*

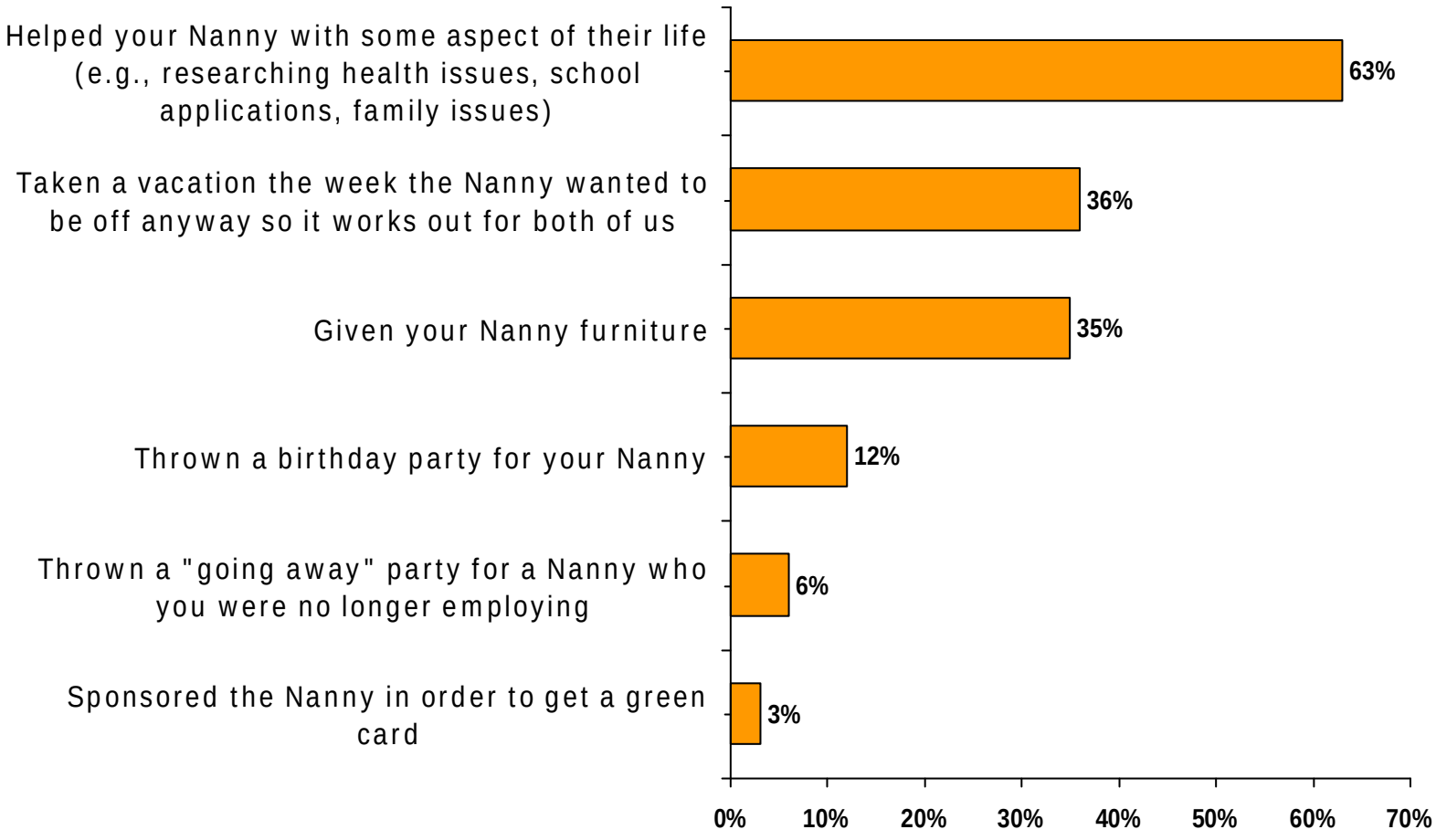
*What is your policy about the following things? (Percentage reporting that this behavior is "OK")*



# Other Benefits

*NOTE: Data from June 2008 Survey*

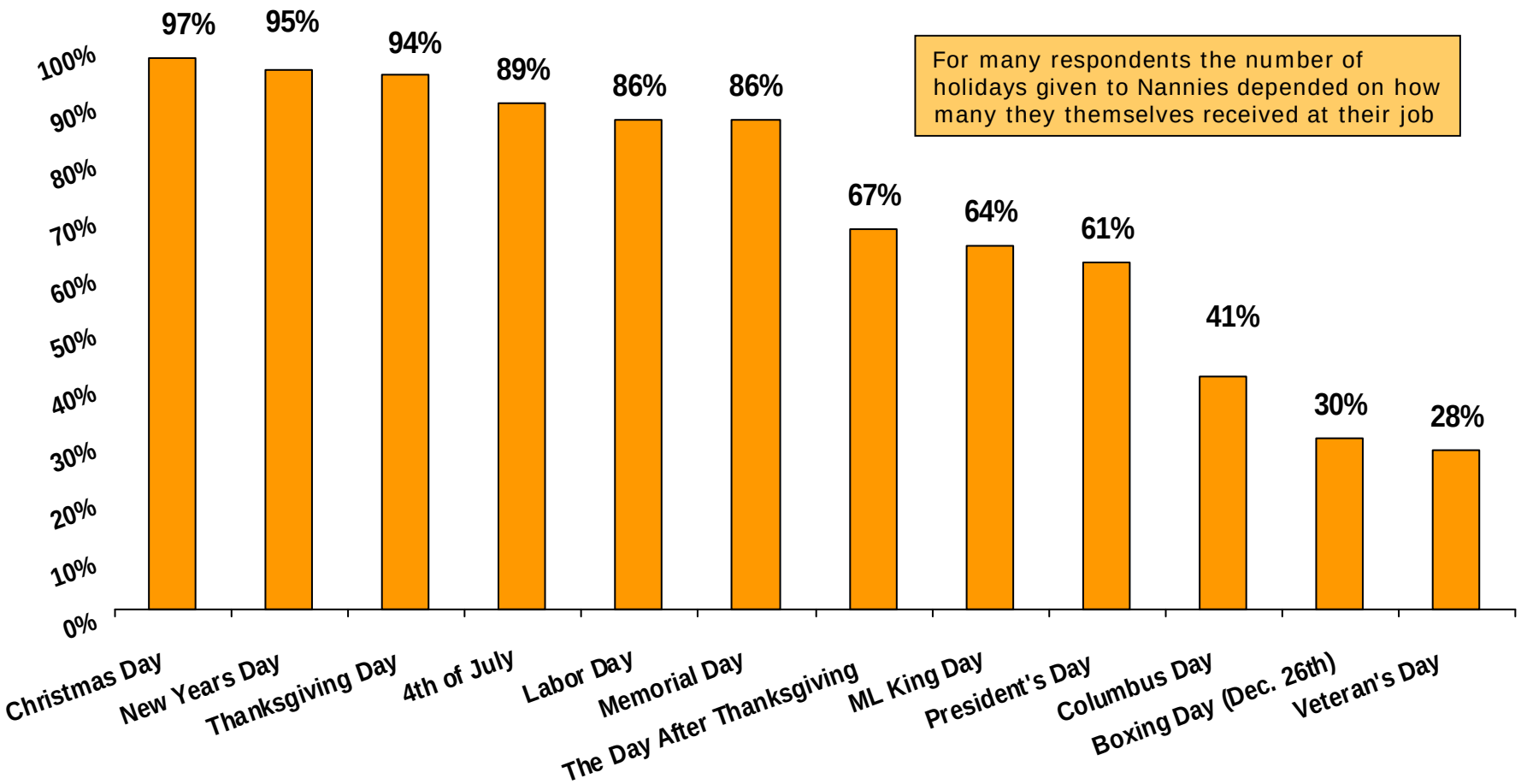
*Which of the following things have you EVER done in regards to any Nanny that you may have employed?*



# Paid Holidays

*NOTE: Data from June 2008 Survey*

*Which of the following are paid holidays for the Nanny?*




For many respondents the number of holidays given to Nannies depended on how many they themselves received at their job

# Cab Fare for Late Nights

*NOTE: Data from June 2008 Survey*

- 80% of respondents pay cab fare for late nights
- Cab fare is most commonly paid:
  - after 9pm (43%)
  - after 8pm (32%)
  - after 10pm (18%)
- Some respondents pay at different times depending on the season

# Sleep-Over and Weekend Pay

*NOTE: Data from June 2008 Survey*

- 17% of respondents have had a Nanny stay overnight
- Overnight pay ranged from $50-$100/night
  - 50% of respondents paid $100
  - 26% of respondents paid $50
  - 24% of respondents paid somewhere in between these two rates.
- Weekend pay was most frequently given in one lump sum, with 70% doing this
  - Range: $100-$800
- Some people paid "waking" and "sleeping" hours differently.
  - Lump sums for 24 hours most frequently ranged from $100-$200
  - Lump sums for weekend hours most frequently ranged from $250-$400

# Nanny/Family Relationship by FT/PT

*NOTE: Data from June 2008 Survey*

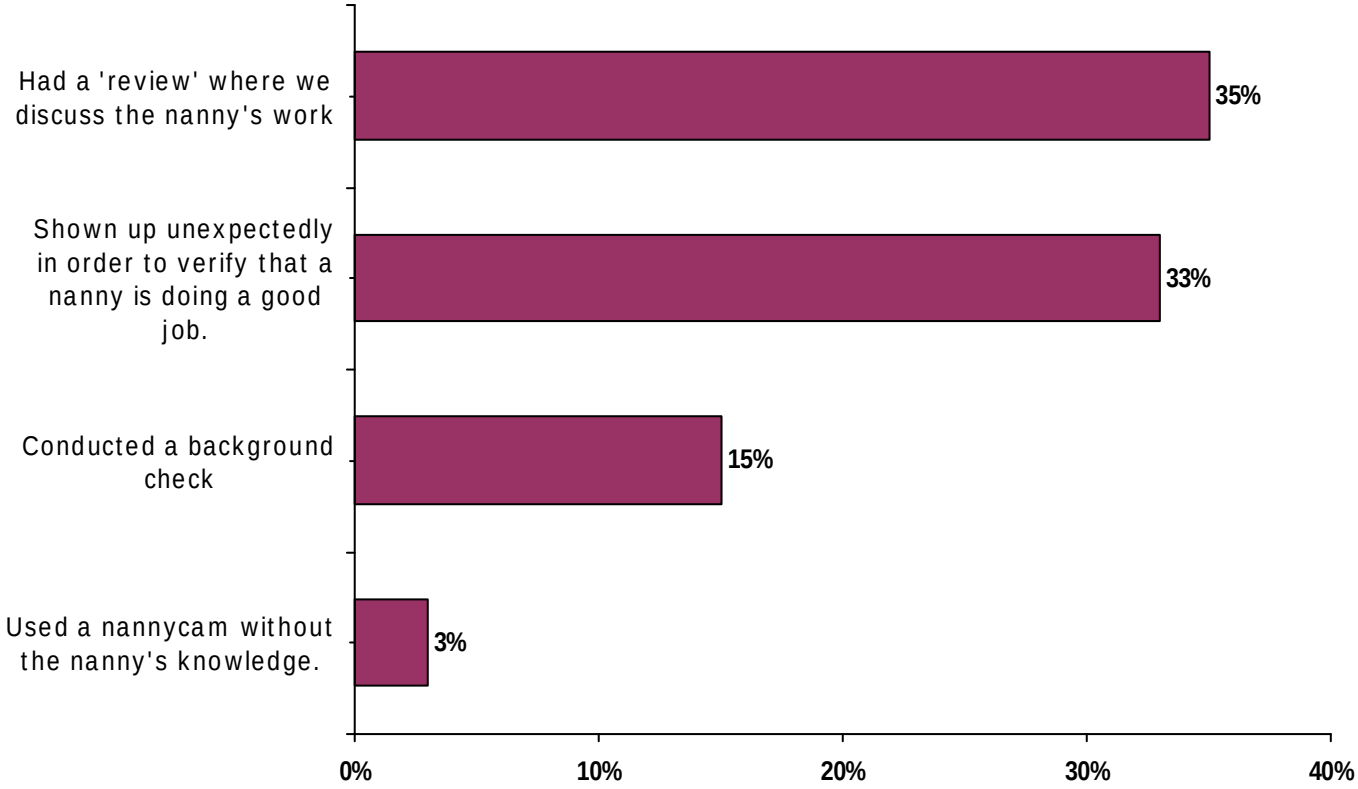
*Which of the following describes your current Nanny relationship?*

| | Full-Time | Part-Time | Difference |
|---|---|---|---|
| Our nanny is my employee whose work I greatly respect | 82% | 68% | 14% |
| I feel 100% confident that our nanny would know exactly what to do in case of an emergency situation | 82% | 66% | 16% |
| Our nanny respects our desire to raise our child(ren) the way we want and will follow our instructions even if she doesn't agree with them | 82% | 65% | 17% |
| There are many times that my nanny has more patience than I have with my children | 74% | 55% | 19% |
| Our nanny has her own style and we accept that she won't do things exactly like we would | 64% | 32% | 32% |
| Our nanny is someone that I will try to always stay in touch with | 40% | 41% | -1% |
| Our nanny is like part of our family | 39% | 22% | 17% |
| Our nanny has taught me ways to be a better parent | 24% | 14% | 10% |
| Our family is stronger because of our nanny | 14% | 14% | 0% |

# Nanny "Checks"

*NOTE: Data from June 2008 Survey*

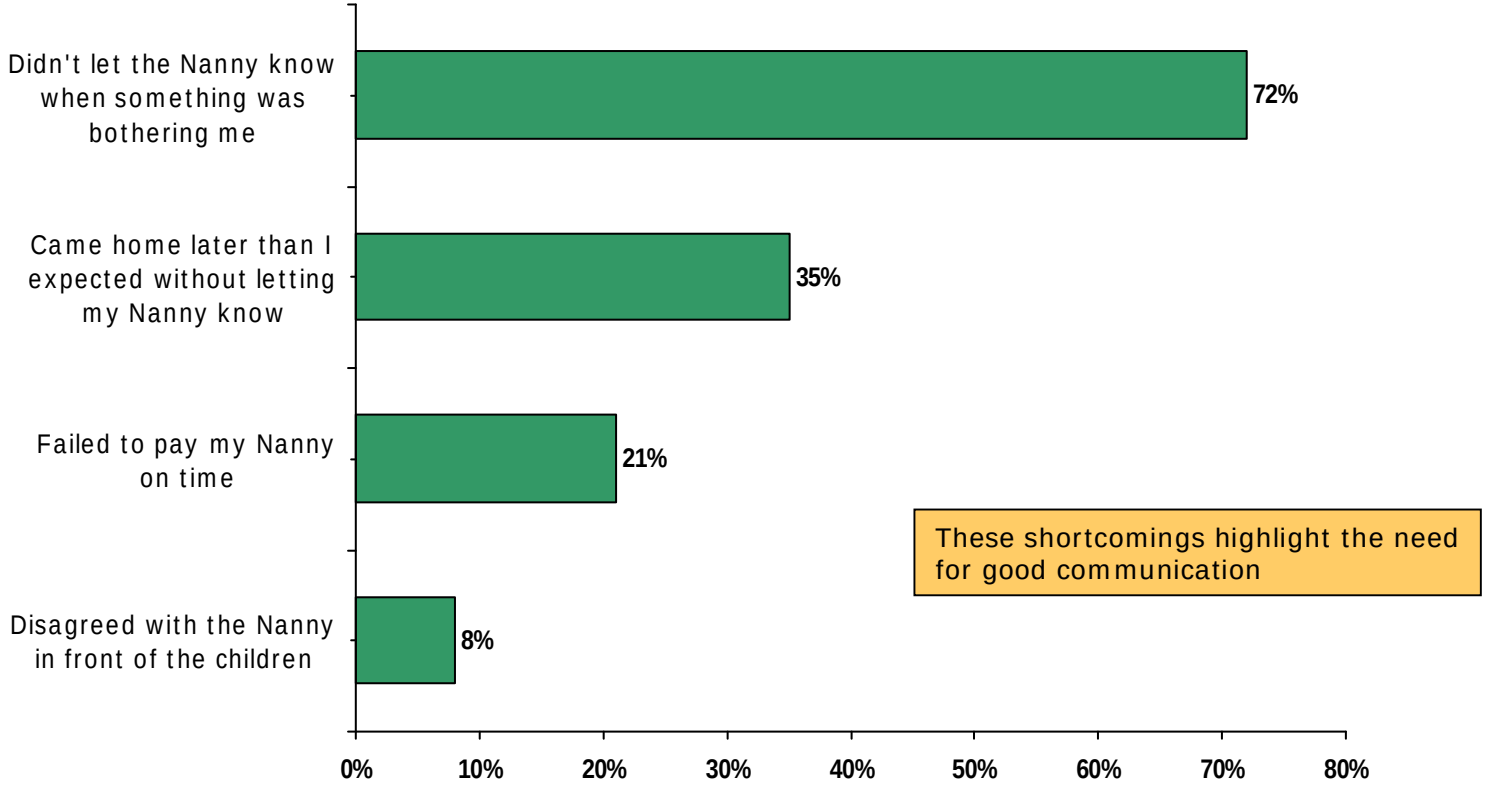
*Which of the following things have you EVER done in regards to any Nanny that you may have employed?*



# Employer Shortcomings

*NOTE: Data from June 2008 Survey*

*What have you done as an employer?*




These shortcomings highlight the need for good communication

# 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 and now in its 8th year, Park Slope Parents is a group of more than 3,000 local families 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, and an event calendar and 3 online groups; the "main list" focuses on exchanging information about parenting and community issues, the "classifieds" is a buy/sell/trade group for locally swapping kid gear and finding Nannies, and the "career networking group" helps connect parents to jobs and resources. 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 $25 (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@ParkSlopeParents.com