

# The Park Slope Parents' Nanny Compensation Survey: RESULTS

## 2017



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# Methodology

- Park Slope Parents conducted its **6<sup>th</sup>** Nanny Compensation Survey in March and April, 2017.
- **870 parents** from Brooklyn participated in the survey.
- **33%** of respondents live in Park Slope, 10% live in Prospect Heights, and the remaining 57% live in the surrounding neighborhoods.
- **65%** of participants were members of Park Slope Parents.
- Nanny shares were NOT covered; all employers were individual families hiring nannies. See the [PSP Guide to A Nanny Share](http://bit.ly/PSPNannyShareGuide) <http://bit.ly/PSPNannyShareGuide>

**NOTE:** This data represents the behavior and attitudes of **employers of nannies**. We fully acknowledge that to have a fuller picture of nanny compensation and working life we would need to also survey nannies' perceptions, attitudes 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: How to use data in this survey

- PSP recognizes that some families pay on a salary basis and others on an hourly basis. To normalize the data across all situations, we developed **hourly rates based on typical hours worked** for those families who pay a salary. NOTE: Employers are legally required to report and pay by the hour for domestic workers.
- Through the summary tables provided in this report, we try to show both the wide variation (sometimes a spread of more than \$7 per hour between the lowest and highest hourly rate) in the market as well as the “typical” market rates paid to nannies.
- Pay rates vary depending on a wide variety of factors, including some not obvious in these data (e.g., how demanding the employer is, responsibilities, nanny’s ability to be flexible with hours, etc).
- 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 as that same statistic.

# Clarifications and Definitions

## CLARIFICATIONS

- The current childcare situation is a complicated one and this is a report of existing practices (e.g., with some people reporting wages “off the books”) and thus should not be regarded as an endorsement of some of these practices.
- PSP recognizes that nannies are both male and female and we are using the gender neutral pronoun they and them.

## DEFINITIONS

- **Average:** Shows the *overall market tendency*, and is influenced by high and low data points as well as skewed data.
- **Median (50th percentile):** Shows the *middle* data point, outliers at the top and bottom end of the distribution are less emphasized.
- **Percentiles:** Shows the proportion of data points that fall above and below this point (e.g., 10<sup>th</sup> percentile show the point at which 10% of the data fall below and 90% of the data fall above).

# Laws around hiring nannies

You should be aware of the laws surrounding the employment of nannies.

- **NEW YORK DOMESTIC WORKERS BILL OF RIGHTS** Spells out mandatory overtime compensation over 40 hours, paid time off, and more. <http://on.ny.gov/2uI0q55>
- **WAGE THEFT PROTECTION ACT\*** Requires new employers to provide written documentation of their wage rates at time of hire (including nannies paid off the books) and current employers notification by 2/1/2012. <http://on.ny.gov/2tmhSIK>
- **UNEMPLOYMENT ELIGIBILITY** Workers paid on AND off the books are eligible to file for unemployment benefits even if they have not paid taxes on their income. <http://bit.ly/2gPQ3H7>
- **WORKER'S COMPENSATION AND DISABILITY INSURANCE** A nanny who works 40 or more hours per week for the same employer must be covered by workers' compensation insurance and disability benefits. <http://on.ny.gov/2uhnMOv>
- **PAID SICK LEAVE** (domestic workers with 1+ years of tenure must be provided two paid sick days, in addition to 3 days paid rest under the DWBR above.) <http://on.nyc.gov/2uhk1qp>

*\*These laws apply to all domestic workers, regardless of whether they are paid on or off the books or their eligibility to work in the U.S.*

# Executive Summary

# 2017 Summary: Hourly Pay Rates (1 Family\*\*)

| Situation      | Range of Pay*<br>(Lo-Hi) | 50 <sup>th</sup><br>Percentile | Average        | Diff from<br>2015 Avg |
|----------------|--------------------------|--------------------------------|----------------|-----------------------|
| <b>Overall</b> | <b>\$15.00 - \$20.00</b> | <b>\$17.50</b>                 | <b>\$17.63</b> | <b>+ \$1.84</b>       |
| 1 child**      | \$15.00 - \$20.00        | \$17.00                        | \$17.05        | + \$1.99              |
| 2 children**   | \$15.00 - \$21.00        | \$18.00                        | \$18.33        | + \$1.89              |
| 3 children**   | \$14.95 - \$21.00        | \$18.00                        | \$18.19        | + \$0.42              |
|                |                          |                                |                |                       |
| On the Books   | \$15.10- \$23.90         | \$18.00                        | \$18.58        | + \$2.16              |
| Off the Books  | \$15.00 - \$20.00        | \$17.00                        | \$17.50        | + \$1.91              |

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

\*\* Rates are based on 1 family with multiple children, not a nanny share. (See [here](#) for details.)



# 2017 Summary: Pay Rates by Hours Worked

| Situation      | Range of Pay*<br>(Lo-Hi) | 50th<br>Percentile | Average        | Diff from<br>2015 Avg |
|----------------|--------------------------|--------------------|----------------|-----------------------|
| <b>Overall</b> | <b>\$15.00-20.00</b>     | <b>\$17.50</b>     | <b>\$17.63</b> | <b>+ \$1.84</b>       |
| 0- 10hrs/wk    | \$15.00 - \$24.90        | \$20.00            | \$19.20        | + \$2.96              |
| 10- 20 hrs/wk  | \$15.00 - \$20.00        | \$18.00            | \$18.30        | + \$1.57              |
| 20-30 hrs/wk   | \$15.00 - \$22.00        | \$18.00            | \$18.24        | + \$1.83              |
| 30-40 hrs/wk   | \$15.00 - \$21.00        | \$18.00            | \$17.93        | + \$2.17              |
| 40-50 hrs/wk   | \$14.52 - \$20.00        | \$17.00            | \$16.95        | + \$1.51              |
| 50+ hrs/wk     | \$14.79 - \$20.52        | \$17.00            | \$16.90        | + \$2.63              |

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

\*\* Rates are based on 1 family with multiple children, not a nanny share.

# Summary: Employer Nanny Pay and Hours\*

- **91% of employers have the nanny work the same hours weekly** (defined as “the hours generally stay the same”).
- **24% of employers pay by the hour** (defined as “the hours vary week to week”), **51%** pay “weekly plus,”\* (defined as a set amount PLUS more if the nanny works more hours than typical/agreed upon) and **25%** pay a weekly amount\*.
- **57%** employ their nannies 40 or more hours per week.
- **31% of employers pay more than average** for their nanny employment situation. Reasons for higher pay: teaching a second language, twins/multiples experience and administrative skills.

*\*NOTE: Legally employers should be documenting/paying by the hour, not giving a salary or lump sum.*

# Summary: Nanny Work Situation

- **51%** of all nannies care for one child in a family; **44%** care for two; and **5%** care for three or more children.
- **52%** of employers have at least one child in a school/daycare situation at least part time. **7%** of nannies take care of twins, triplets or other multiples.
- **61%** nannies work with only one family, **18%** working for more than one family. (This second family is NOT a nanny share situation).
- **45%** of employers say their nannies have been at their present situation a year or less, **29%** one-two years, **26%** 3 or more years.
- **59%** of all nannies have had seven or more years of experience *prior* to their current job (**77%** have more than four years).

# Summary: Documentation

- **55% employers have a set of written expectations\*** (also known as a “work agreement” or “Nanny Contract”) in place. This is up from 39% in 2015.
- **25% of employers keep written records** of the hours a nanny works. Only **3%** of all employers have the nanny sign the time sheets.

*\*NOTE: Park Slope Parents recommends ALL employers have a work agreement in place to reduce employment misunderstandings. The PSP website has a [sample work agreement](http://bit.ly/PSPWorkAgreement):  
<http://bit.ly/PSPWorkAgreement>*

# Summary: Paid Time Off\* and Vacation

- **14 days** is the average **agreed upon amount of paid time off** (including vacation, sick and personal days but not holidays).
- **21 days** is the average **total number of days** a nanny receives off in a given year. (This includes holidays)
- **73%** of employers **pay** a nanny's salary/regularly scheduled hours **if they are away**. Only **12%** don't pay the nanny when they are on vacation.
- **58%** of employers try to give the nanny the ability to **schedule their own paid vacation time**. (44% ask the nanny to schedule their vacation and ask the nanny to take her paid vacation at the same time.)

*\*NOTE: PSP recommends employers give nannies at least some vacation time of the nanny's own choosing.*

# Summary: Raises and Bonuses

- **74%** of nannies working a year or more for their employer have received a raise.
  - Of those who mention an hourly rate increase, 54% give a \$1/hour increase, 32% give more than \$1/hr, and 14% give other variations.
- **Hourly Rate Averages by tenure** (at current job):
  - 1-2 years                \$17.35
  - 3-4 years                \$18.32
  - 5+ years                \$19.32
- **95%** of employers give a nanny a bonus if she's worked for 12 months or more.
  - **73%** of employers paid 1 week's pay as a bonus, while **20%** paid 2 weeks (7% paid a different amount).

# Summary: Employer Work Policies

- **86%** give their nannies a full day's pay if dismissed early.
- **76%** have an 'open kitchen' policy with their nannies.
- **64%** pay cab fare home after dark or late hours.
- **55%** pay for a MetroCard or travel subsidy\*.
- **52%** give their nannies access to home computer/internet access.
- **48%** provide nannies an "allowance" to spend as they wish when with the children. (This allowance ranges between \$15-\$30 per week.)

\*Note: Some employers wished they would have added MetroCard later in the employment process than give it up front.

# Summary: Paying on the Books

- **On/Off the Books**

- **60%** pay their nannies completely **off** the books,
- **13%** pay completely **on** the books
- **12%** pay **part on/part off** the books.
- **15%** preferred not to answer

- **On the Books Accounting**

- **67%** who pay on the books use a service or accountant to take care of taxes (**HomeWork Solutions, Breedlove, PayPrep, Homepay, and Care.com** are the services mentioned most frequently).
- **21%** handle the accounting themselves without software.
- **13%** use a packaged software (Intuit/PayCycle).



# Typical Practices and Advice

# PSP's Position on Paying a Nanny...

- 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, nannies have a very important job taking care of our children and have lives of their own to support.
- Your nanny has most likely worked at least 4 years and has extensive experience taking care of children. We feel that while you may want to start your nanny's pay at the lower end, consider paying according to experience and situation rather than starting low; would you want to "restart" the pay cycle for every new job you take?
- Given this position as well as data from the last 5 surveys, PSP feels that employers should adopt the following typical and recommended practices on the following pages in order to have the strongest relationship possible with employee/nanny...

# Typical Pay Practices

*Data suggests that the following are **TYPICAL** practices of employers hiring full time nannies in Park Slope, Brooklyn.*

- Employers **pay their nannies all 52 weeks**, even if a family is on vacation beyond the agreed number of weeks.
- Employers **pay their nanny the set number of hours they agreed upon at hiring**, even if an employer comes home early or has other caretakers (e.g., visiting grandparents).
- **Employers typically give yearly raises** (most often \$1/hr per year).
- **Employers give year-end bonuses** (most frequently 1 week's pay at the end of the calendar year).

## Other Typical Practices

*Data suggests that the following are **TYPICAL** practices of employers hiring full time nannies in Park Slope, Brooklyn.*

- The following **paid holidays** are given off with pay (*if* they fall on a typical workday):
  - Christmas Day (87%)
  - New Year's Day (87%)
  - Thanksgiving (86%)
  - 4th of July (85%)
  - Memorial Day (83%)
  - Labor Day (83%)
- Employers give at least **two weeks' paid vacation**.
- **Employers pay sick days** if a nanny is sick or needs time off for appointments. (These sick days are typically covered by a parent staying home or paying for backup childcare.)

## Other Important Practices

*Based on 15 years' experience, PSP also believes that these practices will help establish positive employer/employee relations.*

- **Pay your nanny on the books;** it is legally required and helps both the employer and employee.
- **Allow the nanny to schedule at least some of** their desired vacation time.
- **Pay a higher rate** for flexibility in hours, teaching a second language and heavy housecleaning.
- **Pay appropriately** \$17.05 hr for 1 child and \$18.33\* for 2 children are averages which include longer and shorter term nannies. Adjust based on experience and tenure.
- **Guarantee a certain pay amount** regardless of hours worked (however, pay hourly). This allows your nanny to budget her income accordingly.

*\*NOTE: This is based on one family employing a nanny, not a nanny share.*

## Other Important Practices

*Based on 15 years' experience, PSP also believes that these practices will help establish positive employer/employee relations.*

- **Have a written agreement** which spells out pay, vacations, and childcare expectations.
- **Have regular reviews** to modify the working relationship, discuss developmental issues and air any issues that could impact a good working relationship.
- **Avoid job creep.** If you add responsibilities not discussed up front (e.g., laundry, running errands) pay more for this added work.
- **Plan ahead if there are transitions.** Many nannies have limited financial support, and based on our observations, even very qualified nannies may find that it takes months to secure a new position that is a good fit.

## Summary: *Lessons Learned BEFORE Hiring*

- **Think through what you really want and need and communicate your wants and need up front**, including non-childcare related duties and future arrangements.
- **Do as much as you can to learn about the nanny as you can.** Meet references in person if possible, asking them tough, detailed questions about how they worked. Read between the lines since references are not likely to say overtly negative things. Request and record the nanny's ID and documentation.
- **Interview lots of potential nannies so you have a wide comparison pool.** Even if you go with a friend's recommendation, you won't be left wondering if you made the right choice. Remember, one person's perfect nanny might not be yours.
- **Check multiple references.** Do not rely on written recommendations and meet former employers in person if you can.

## Summary: *Lessons Learned BEFORE Hiring*

- **Write everything you can in a Work Agreement** and discuss it with the nanny **before** hiring, including pay expectations, holidays, time off and responsibilities. *"It's easier to start on the same page than try to catch up later."*
- **Have a trial period** (1 month recommended) before making the employment solid. Interviewing and job performance can be drastically different things.
- **Trust your gut.** If it doesn't feel right, it's not right.



## Summary: *Lessons Learned AFTER Hiring*

- **Treat your nanny the same way you expect a boss to treat you.**
- **Communication is Key.** Regularly scheduled reviews can keep the relationship strong. Have the awkward conversations as soon as issues arise so you can work things out before they become habitual nuisances.
- **Keep things professional.** Boundaries are important and can help both parties from feeling like they are being taken advantage of. "Be more of a boss and less of a friend."
- **Figure out backup plans if nanny is unable to work** (whether if they are sick or taking PTO) before it happens.
- **Don't be afraid to find another nanny if things aren't working out.** "Don't settle; there are amazing caregivers out there!"

# Nanny Survey Results: “If I had it to do over again.”

## Primary Themes

- **Discussed and agreed upon time off** (paid vs unpaid), including sick days and holidays vacation days. Employers wished they spelled out a policy for days off like snow days and jury duty, discussed sick days vs. vacation (can't take all five sick days added to vacation) and whether vacation is accrued vs. all given up front.
- **Discussed overtime, overnight, and after hours rates** (e.g., if the nanny stays later on Friday night is that considered overtime?)
- **Printed out and discussed a work agreement**
- **Negotiated more flexibility with swapping hours / banking hours to use later.**
- **Spent more time discussing the agreement including reviewing and reinforcing things.** (“If you let things slide at the beginning it’s hard to enforce things later.”)

# If I had it to do over again....

## Primary Themes

- **Negotiated the nanny taking on more responsibility for things like light housekeeping and cooking** (“the baby naps twice and the nanny is on her phone for those 3 hours”).
- **Specifically spelled out how to clean things and actually train the person rather than expecting them to do like they wanted.**  
Followed up and even micromanaged a bit at the beginning.
- **Had a trial period.**
- **Had more frequent and more formal reviews**
- **Paid on the books.** (“I wish it was more affordable.”)
- **I wish I would have trusted my gut.**

# If I had it to do over again....

## Secondary Themes

- Realized that **great recommendations from employers doesn't mean that nanny is the best person for YOUR family.** ("I felt a bit like I should hire my nanny because a friend loved them so much .")
- **Wished they discussed cell phone usage** and that the nanny shouldn't be on the phone except for emergencies or to contact me during work hours.
- **Done more checking to determine values and caregiving philosophy** (e.g. eating, discipline, sleeping, etc.)
- **Spelled out a policy about bringing their own kids to work**
- **Conducted background checks for peace of mind**
- **Double checked competency in skills candidates have.** (e.g. can they really cook or just say they can cook?)
- **Thought twice about hiring a nanny who already had young kids**

# If I had it to do over again....

## Secondary Themes

- **Asked about the nanny's ability to take care of younger versus older kids.** ("Someone good with babies isn't necessarily good with older kids and vice versa.")
- **Discussed child centered care versus errand running when on duty.**
- **Started a lower rate** and not felt pressured by averages that include people who have been working for many years
- **Discussed work from home expectations** ("I can't get anything done when I'm working from home.")
- **Set up back up sitters early on.**
- **Made raises contingent on behavior change** (e.g., arriving on time when it's been a problem)
- **Delayed certain benefits (like a metro card)** since raises and bonuses really add up.

# FAQs

These slides are based on the frequently asked questions that PSP receives on the PSP Advice Group and includes updated information based on 2017 data. It also includes best practices from other surveys. For more information visit the [Nanny Section of the ParkSlopeParents.com](http://ParkSlopeParents.com) website.

# FAQs

## “How far in advance should I start looking for a nanny?”

- A month of when you need one to start should be enough time, longer for an on the books nanny.

## “Where should I look to find a nanny?”

- Check the PSP Classifieds, ask friends/colleagues, and trusted nannies as well.

## “What should I expect my nanny to do?”

- ***Anything can be negotiated*** (with pay appropriate to the responsibilities), but the MOST TYPICAL responsibilities are:
  - fixing kids' meals
  - taking kids to extracurricular activities
  - light housework (picking up after the kids and cleaning up the table)
  - arranging playdates

# FAQs: Pay

## **“How much should I pay?”**

- \$17.05 hr for one child and \$18.33\* for two children are averages. This includes longer and shorter term nannies. Nanny share costs are higher. See [here](#) for details.

## **“We agreed that the nanny gets 2 weeks vacation. However, we are going on vacation for 3 weeks. Should I pay them when they are not working?”**

- Since it's your choice and not the nanny's choice, pay your nanny. The majority of respondents pay their nanny when they are on vacation, come home early, or have family/friends who take over during the nanny's normal hours. However, if you make arrangements *before hiring*, you might negotiate an overnight or extra date nights so the nanny makes the same amount.

\* *NOTE: This is one family with two children, NOT a nanny share.*



# FAQs

## “Should I have a work agreement?”

- **ABSOLUTELY. We cannot emphasize this enough.** Spell out pay rates, days off, paid time off/holidays, sick days, termination and severance, duties/responsibilities, and benefits. Include your policies about watching TV, using the computer, running personal errands or shopping, wearing headphones and inviting people into your home. Find a sample work agreement [here](#). The VAST majority of issues that come up with employers and nannies could have been avoided with a work agreement so people are on the same page.

## “How do I make sure the nanny will work out?”

- Talk to at least 2 references, review a work agreement, have the nanny do a few days before hiring, then have a trial period, research the nanny and references online, observe the nanny with your kids, and do a [home and safety orientation](#) with the nanny.

# FAQs

## **“Should I pay cab fare after a certain time?”**

- Most respondents pay for cabs after dark, with the most common times being after 8 or 9pm (earlier in winter than summer).

## **“Should I give my part-time nanny paid vacation days?”**

- Yes. Pro-rate for the typical 2 weeks given for full time employees (e.g., 3 days a week = 6 paid vacation days).

## **“I’d love to get away for a night – how much should I pay the nanny to spend the night?”**

- The pay range for a nanny to stay overnight is \$50-\$200 on top of their pay, with respondents most frequently saying they have paid \$100. (Based on 2015 data; expectations may have increased.)

# FAQs

## **“Should I have periodic reviews with my nanny?”**

- **YES.** These will help keep your relationship strong and allow you to iron out any tensions you have. Update your policies in these meetings (e.g., treats, how much TV your child can watch, homework) as your child grows and transitions. Have these on off hours and offsite if possible.

## **“It’s been a year since my nanny came on board. What’s a typical raise?”**

- The most commonly reported raise is **\$1/hr**, given at the anniversary of the nanny’s start date. (Set a reminder on your calendar.)

# FAQs

## Should I pay my nanny “on the books”?

- **Yes.** It’s ultimately better for all parties to pay your nanny on the books (and it’s your legal obligation to do so).

## “What typically happens when you no longer need your nanny to work for you?”

- **Typical severance is 2 weeks pay** or whatever is agreed upon in the work agreement. If tenure is longer than 2 years, many give an extra week for each extra year work. If the nanny is immediate dismissed, severance is not always given. The nanny is entitled to receive unemployment if you end the relationship.
- Use the PSP Classifieds to help your nanny find employment (if warranted). “**Helping your Nanny Find A New Job**” on the PSP website can help in placing them with a new family.  
<http://bit.ly/PSPHelpNannyFindAJob>

# Where can I get more information?

The Park Slope Parents website ([www.parkslopeparents.com](http://www.parkslopeparents.com)) includes a tremendous amount of information about hiring a nanny/babysitter, including The PSP Guide to Hiring a nanny/babysitter:

Step 1: What to Expect

Step 2: Where to look

Step 3: Who to Pick

Step 4: How to Seal the Deal

Step 5: How to Make it Great

*See Also.....*

Guide to Firing Your Nanny and Ending the Relationship Positively

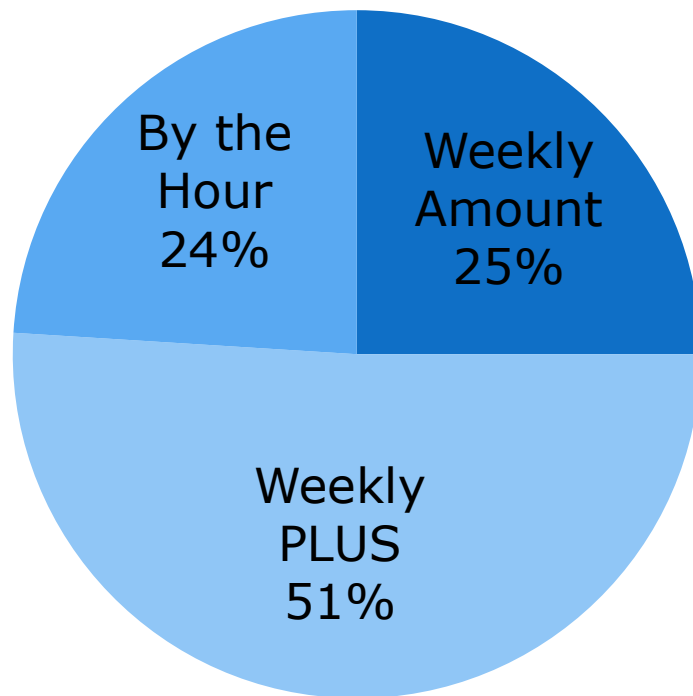
The PSP Guide to a Successful Nanny Share

# DETAILED FINDINGS

# **Pay Rates, Time Off, Raises and Bonuses**

# Salary vs. Hourly\*

**Question: *Do you pay your nanny the same weekly amount, a by-the-hour rate, or a weekly "plus" amount?***



***Do these hours vary a lot or typically stay the same?***

|                                 |     |
|---------------------------------|-----|
| The hours general stay the same | 91% |
| The hours vary week to week     | 9%  |

*\*Legally you are required to pay and record an hourly rate to your nanny, NOT a salary.*



# Pay Rates: 1 Child

| Situation                           | Lo*            | Hi*            | 50th Percentile | Average        | Diff from 2015 Ave |
|-------------------------------------|----------------|----------------|-----------------|----------------|--------------------|
| 0- 10 hrs/wk                        | \$15.10        | \$20.00        | \$18.25         | \$17.71        | + \$2.12           |
| 10-20 hrs/wk                        | \$15.00        | \$20.00        | \$18.00         | \$17.84        | + \$1.11           |
| 20-30 hrs/wk                        | \$15.00        | \$20.62        | \$17.00         | \$17.61        | + \$2.07           |
| 30-40 hrs/wk                        | \$15.80        | \$20.00        | \$17.00         | \$17.63        | + \$2.55           |
| 40-50 hrs/wk                        | \$14.00        | \$18.50        | \$16.00         | \$16.35        | + \$1.49           |
| 50+ hrs/week                        | \$15.00        | \$17.50        | \$15.50         | \$15.62        | + \$1.94           |
| <b>Overall Data<br/>(one child)</b> | <b>\$15.00</b> | <b>\$20.00</b> | <b>\$17.00</b>  | <b>\$17.05</b> | + \$1.99           |

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

# Pay Rates: 2 Children\*\*

| Situation           | Lo*            | Hi*            | 50th Percentile | Average        | Diff from 2015 Ave |
|---------------------|----------------|----------------|-----------------|----------------|--------------------|
| 0-10 hrs/wk         | \$15.00        | \$25.30        | \$20.00         | \$20.04        | \$3.04             |
| 10-20 hrs/wk        | \$16.20        | \$21.00        | \$20.00         | \$18.91        | \$0.69             |
| 20-30 hrs/wk        | \$15.00        | \$24.50        | \$20.00         | \$19.49        | \$1.81             |
| 30-40 hrs/wk        | \$15.80        | \$21.00        | \$19.00         | \$18.31        | \$2.24             |
| 40-50 hrs/wk        | \$15.00        | \$20.00        | \$18.00         | \$17.63        | \$1.63             |
| 50+ hrs/week        | \$14.59        | \$21.00        | \$17.92         | \$17.81        | \$2.98             |
| <b>Overall Data</b> | <b>\$15.00</b> | <b>\$21.00</b> | <b>\$18.00</b>  | <b>\$18.33</b> | <b>+\$1.89</b>     |

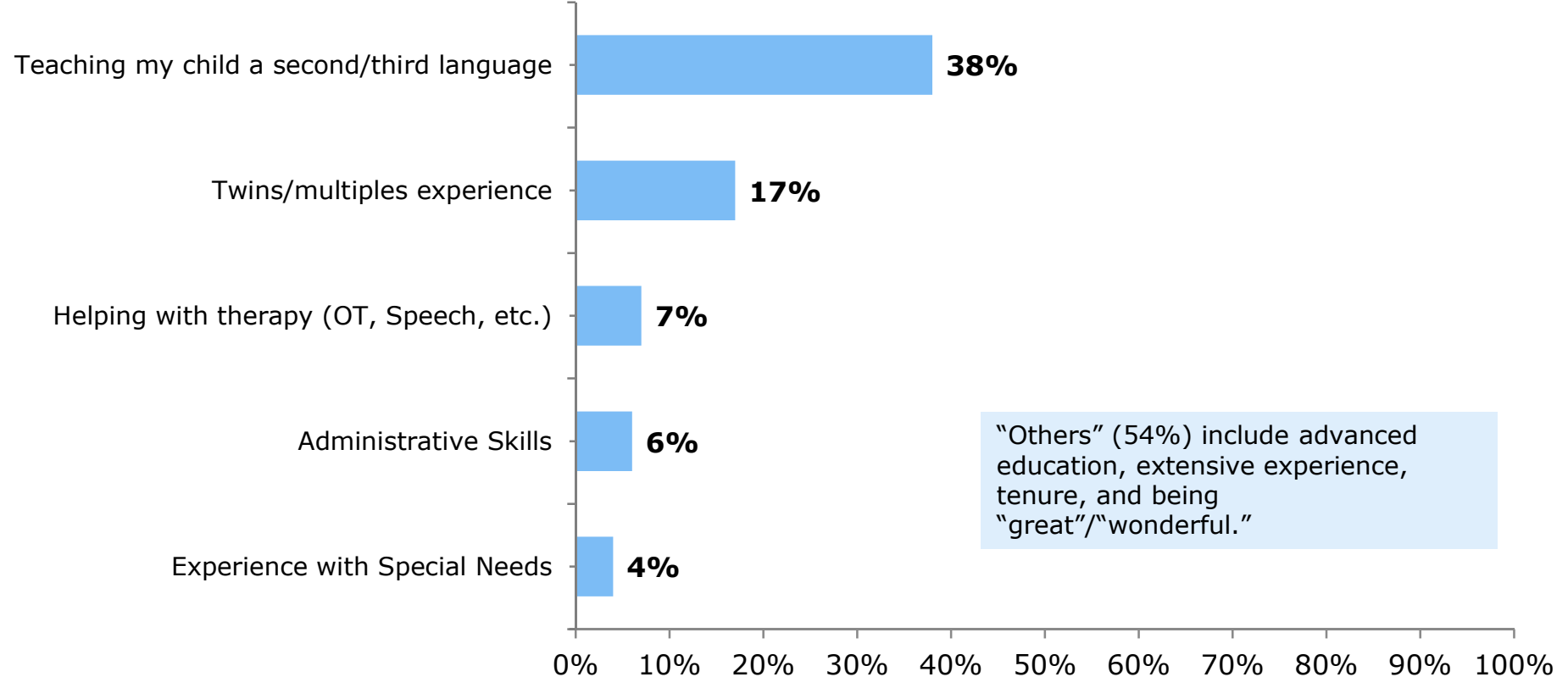
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\*\* Rates are based on 1 family with multiple children, not a nanny share. (See [here](#) for details.)

# Skills for Higher Pay Rates

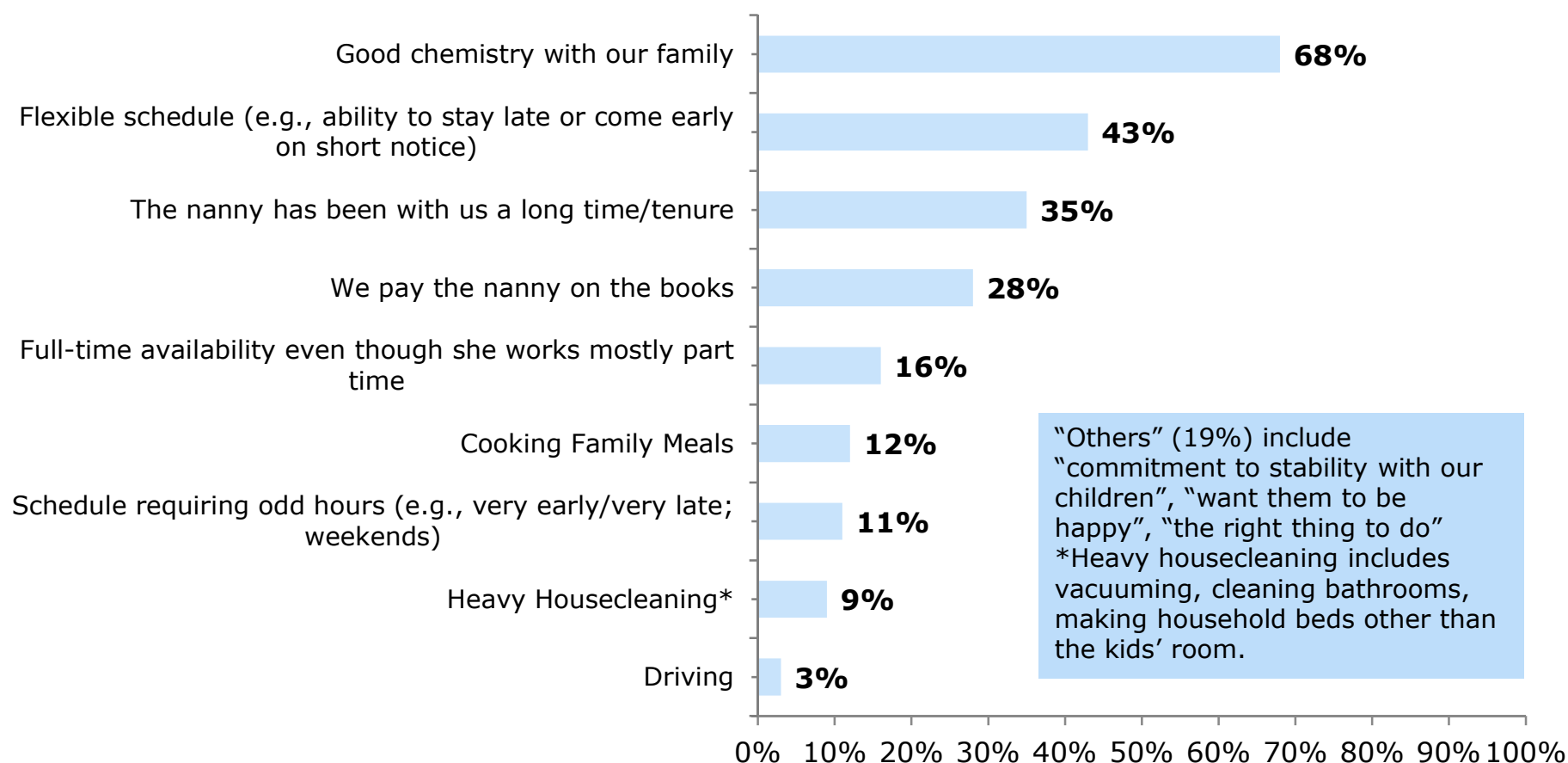
- **31%** of employers feel they pay more than average for their nanny. Here are the skills they site as reasons for the higher pay.

**Question: For which of the following SKILLS do you feel you pay your nanny a higher pay rate?** (Check all that apply)



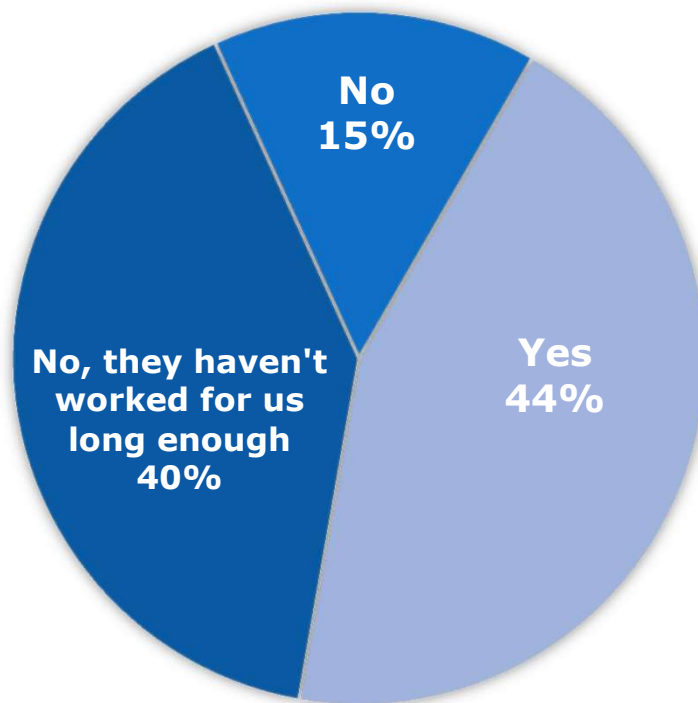
# Duties/Other for Higher Pay Rates

**Question: For which of the following DUTIES or what OTHER REASONS do you feel you pay your nanny a higher pay rate? (Check all that apply)**



# Nanny Raises 2017

**Question: *Have you given your nanny a raise in the last 12 months?***



| Raise Amount         | 2017   |
|----------------------|--------|
| Average Raise Amount | \$1.28 |
| Minimum              | \$0.36 |
| Maximum              | \$4.00 |

## Breakdown of raises:

**54%** of those giving their nannies a raise gave a raise of \$1.00 per hour.

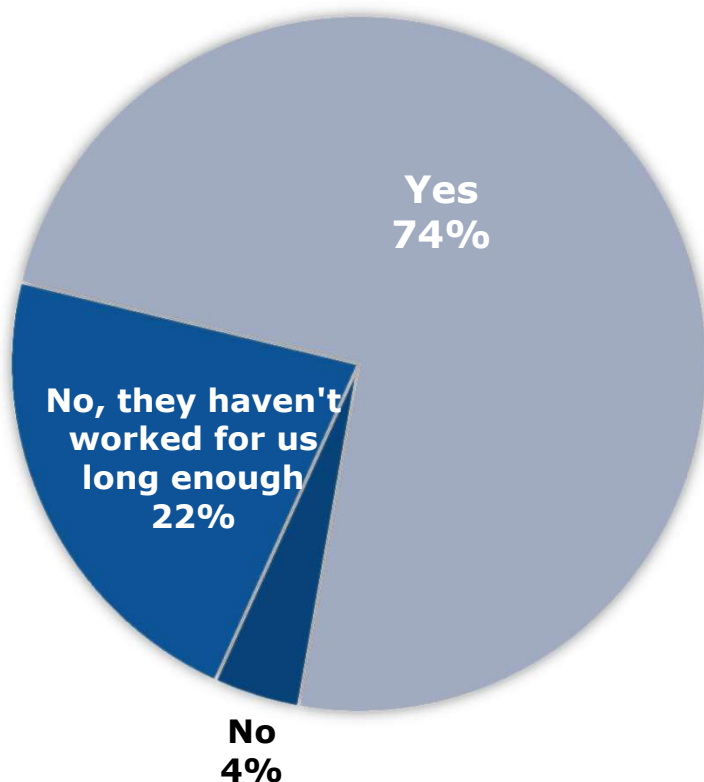
**14%** gave less than \$1.00

**32%** gave more than \$1.00

Many report giving a weekly overall increase in pay rather than a per hour rate (e.g., \$50/week).

# 2017 Nanny Bonuses\*

**Question: *Have you given your nanny a bonus in the last twelve months?***



| Amount of Bonus*<br>(when described in weekly pay units) | %   |
|--|-----|
| 1 week's pay   | 73% |
| 1-2 weeks pay  | 5%  |
| 2 weeks pay  | 20% |
| More than 2 weeks pay                                    | 2%  |

\*Some employers gave a flat amount unrelated to weekly pay ranging anywhere from \$100 to \$5,000.

\*Bonuses are typically given at the end of the calendar year.

# Overtime Pay

**Question: *Do you pay a different rate for hours worked above 40 hours/week\*?***

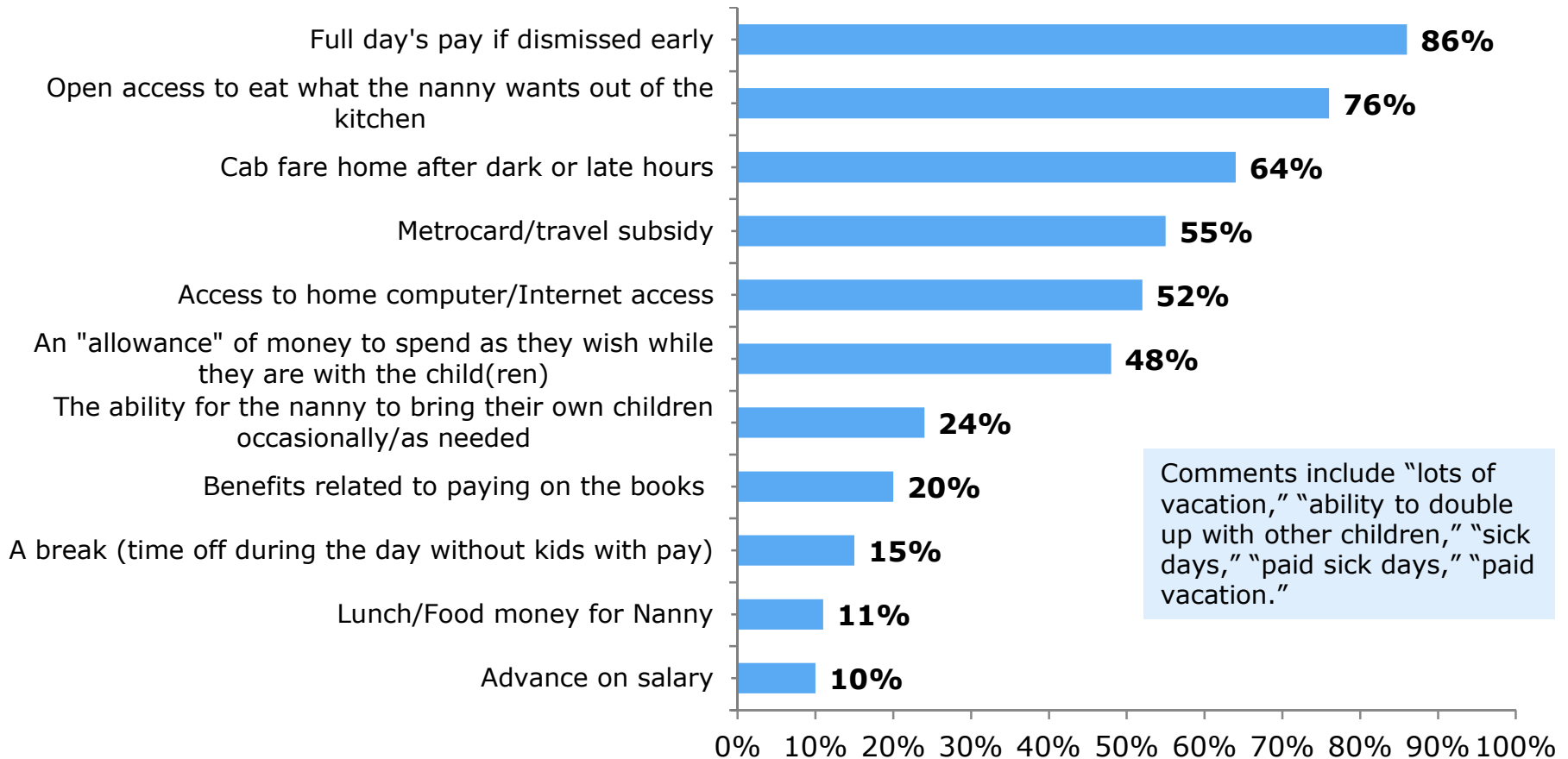
|   | Amount of Overtime |
|---|--------------------|
| Range   | <b>\$1 to \$13</b> |
| Average   | <b>\$6.67</b>      |
| % of employers who report paying overtime who pay 1.5x hourly rate* | <b>20%</b>         |

- **45%** reported an hourly rate for hours above 40.

\*This data suggests that only **one in five** employers are in compliance with employment laws. By law employers are required to pay overtime rate of 1.5 times hourly rate if they work over 40 hours in a given week.

# Benefits/Pay Practices

**Question: *Which of the following do you give your nanny?***

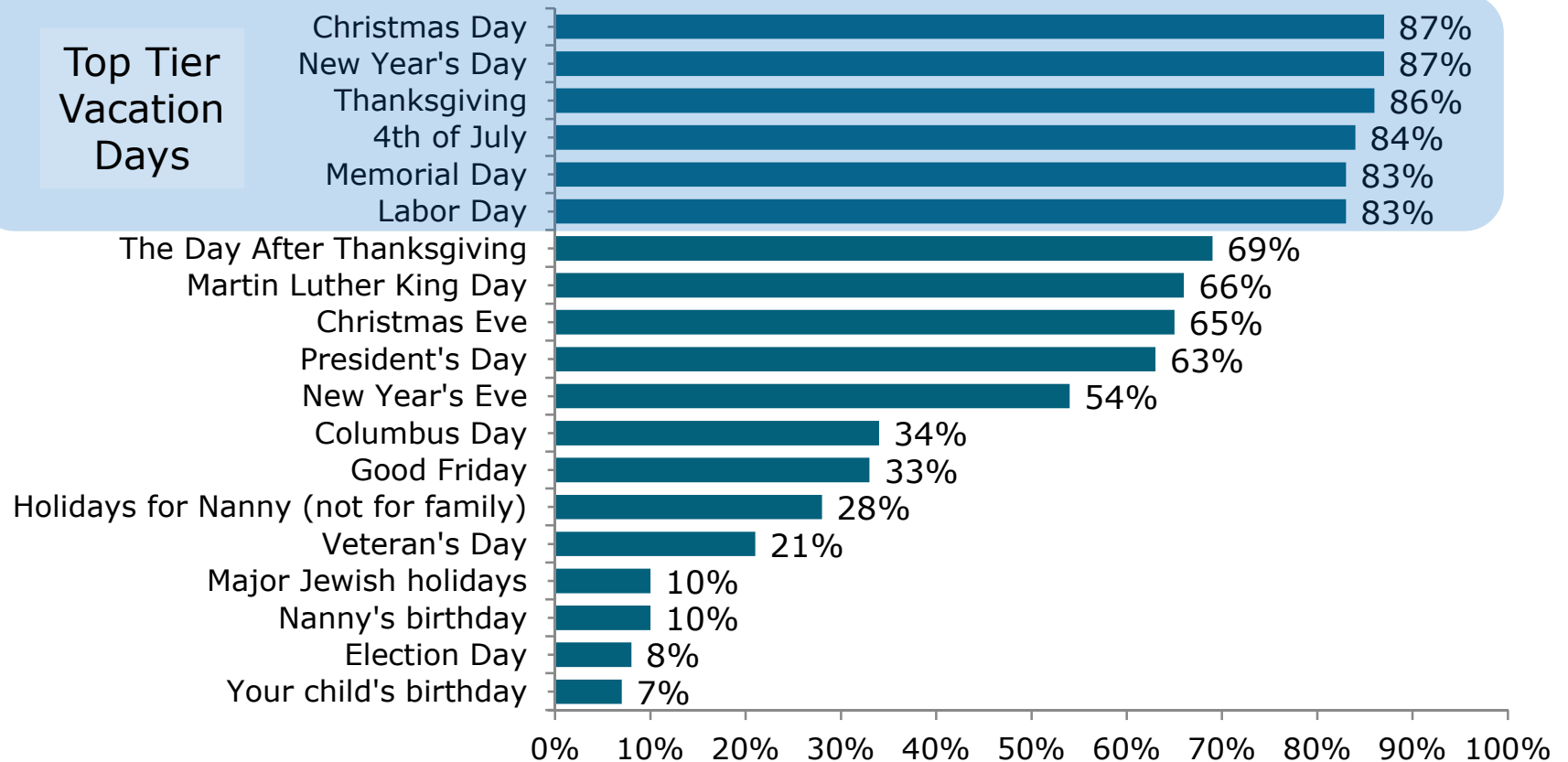




# Holidays, Time Off and Sick Days

# Paid Holidays

**Question: Assuming that the holiday falls on a day your nanny typically works, what do you do on these following days?  
(Percentage who say "paid and does not work.")**



# Time Off: Agreed vs. Received

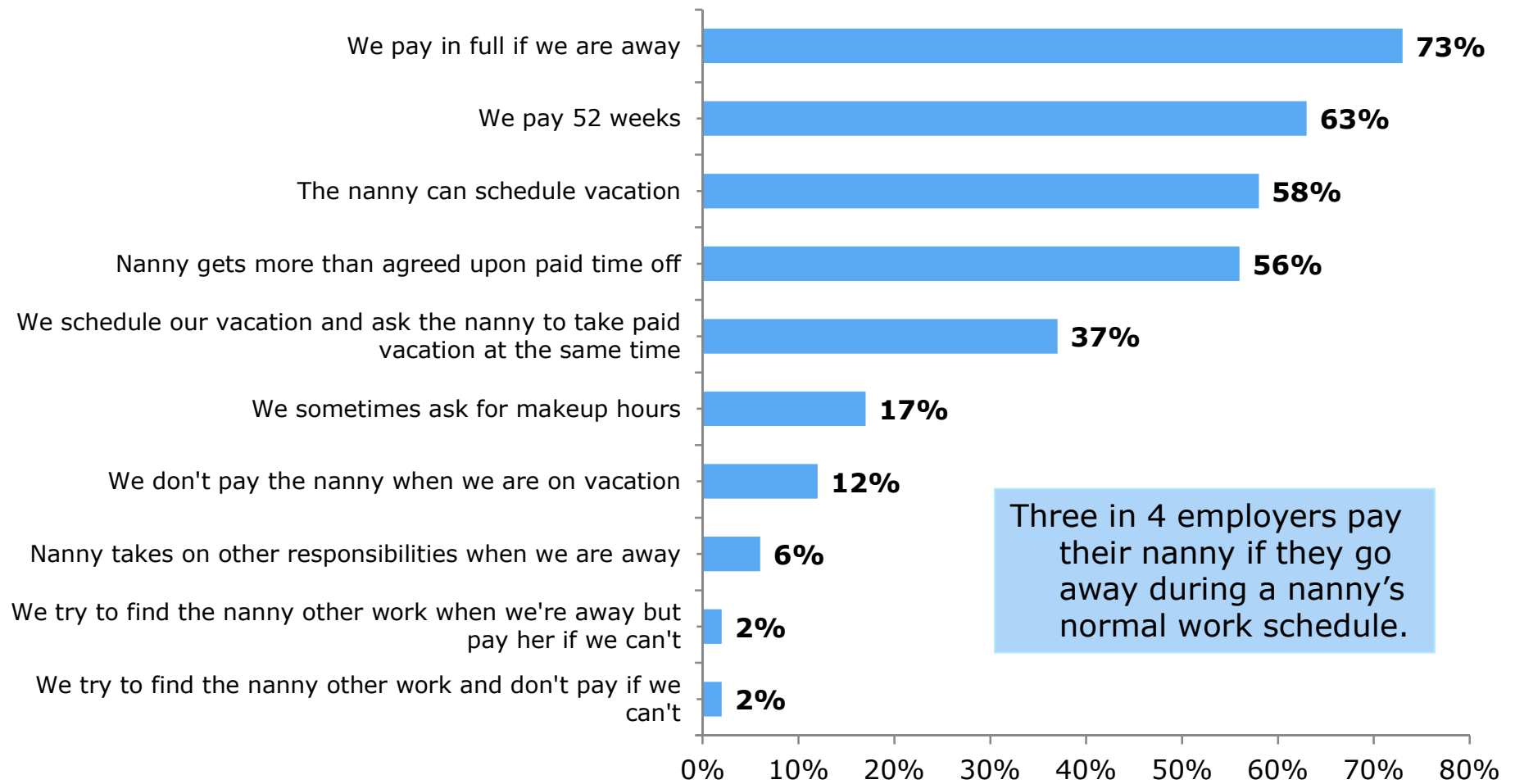
| Paid Time Off  |                |
|--|----------------|
|  | Average        |
| <b>Total Days Off Agreed On*</b><br>(includes sick, vacation and personal)   | <b>14 days</b> |
| <b>Total Paid Days Received***</b><br>(includes sick, vacation and personal) | <b>21 days</b> |

**NEW YORK DOMESTIC WORKERS BILL OF RIGHTS** Spells out mandatory paid time off as 3 days after a year of tenure and more. <http://on.ny.gov/2uI0q55>

**NYC PAID SICK LEAVE LAW** outlines that domestic workers with 1+ years of tenure must be provided two paid sick days, in addition to 3 days paid rest under the DWBR above. <http://on.nyc.gov/2uhk1qp>

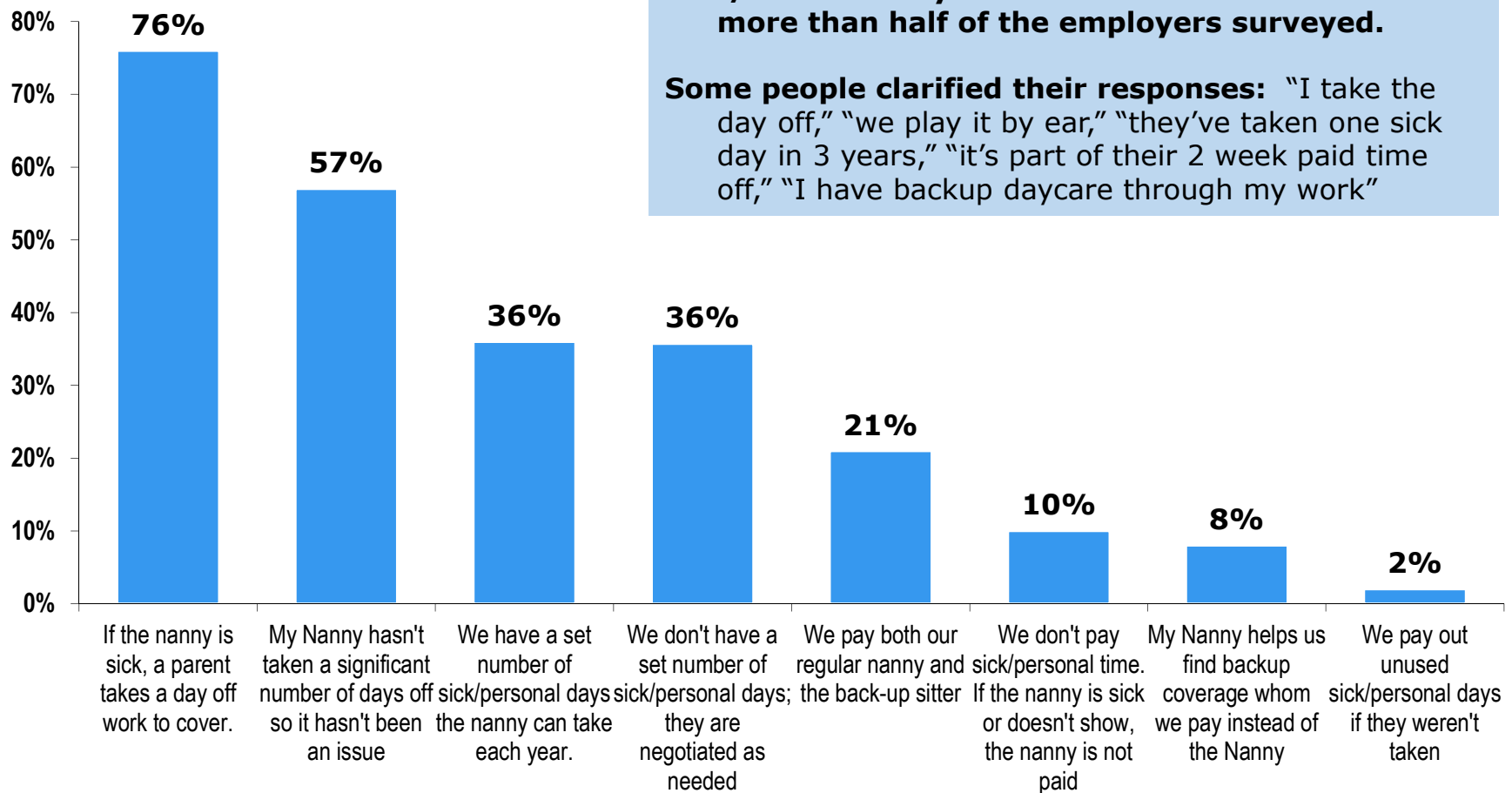
# Vacation Time and Pay

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



# Sick/Personal Days

**Question: *How do you handle sick/personal days?*** (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.

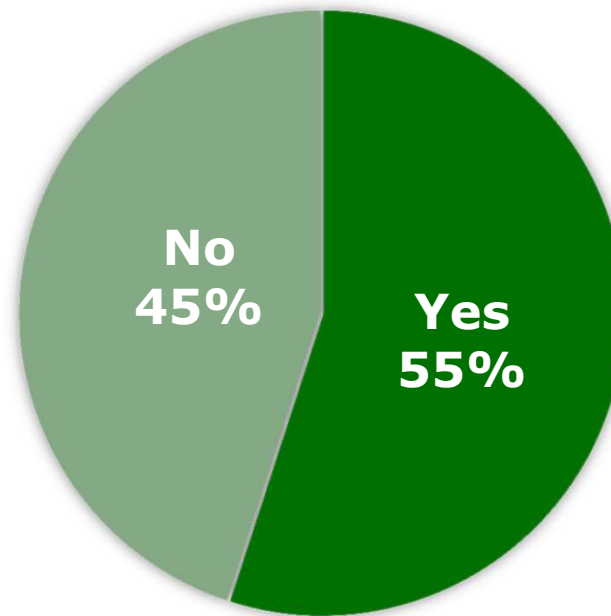
See the PSP Hiring a nanny pages of the [ParkSlopeParents.com website](http://ParkSlopeParents.com) for components of an agreement, sample document as well as other important reasons for having an agreement. <http://bit.ly/PSPNannyGuide>

# Written Expectations

**Question: *Do you have a set of WRITTEN expectations in place for your 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?)***

Prior year comparisons

- 55% in 2017
- 52% in 2015
- 49% in 2013
- 39% in 2011



Park Slope Parents STRONGLY recommends all employers have a written agreement regardless of the number of hours your nanny works. A written agreement reduces the possibility of employment misunderstandings. Calling it an “agreement” rather than a “contract” seems to help employers and employees feel more comfortable.

# Paying On/Off the Books

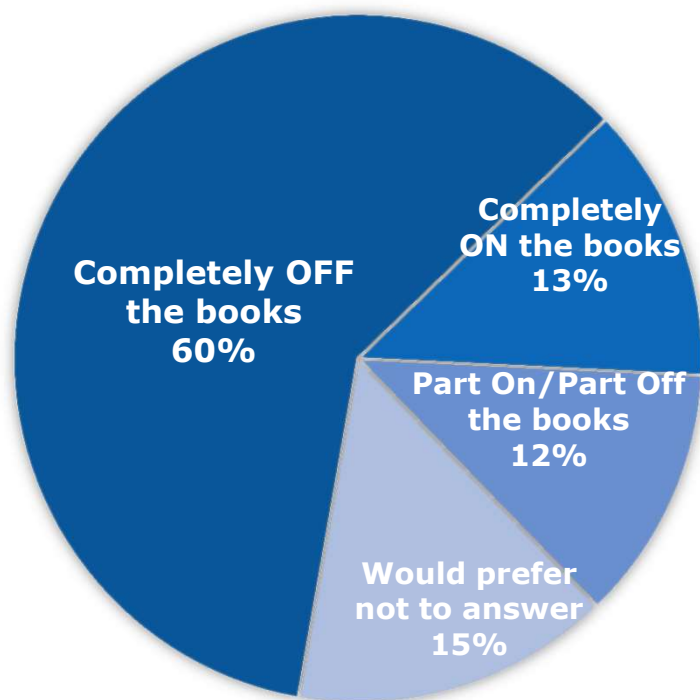
**NOTE:** Employers are legally obligated to pay taxes on any domestic worker who makes **more than \$2,000/year\***. Reporting the behavior of employer/nanny relationships should in no way be seen as PSP endorsing paying a nanny (or any other domestic worker) “off the books.”

\*Check the [IRS website](#) for any updates



# Paying A Nanny On and Off the Books

**Question: *Is your nanny paid on or off the books?***



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

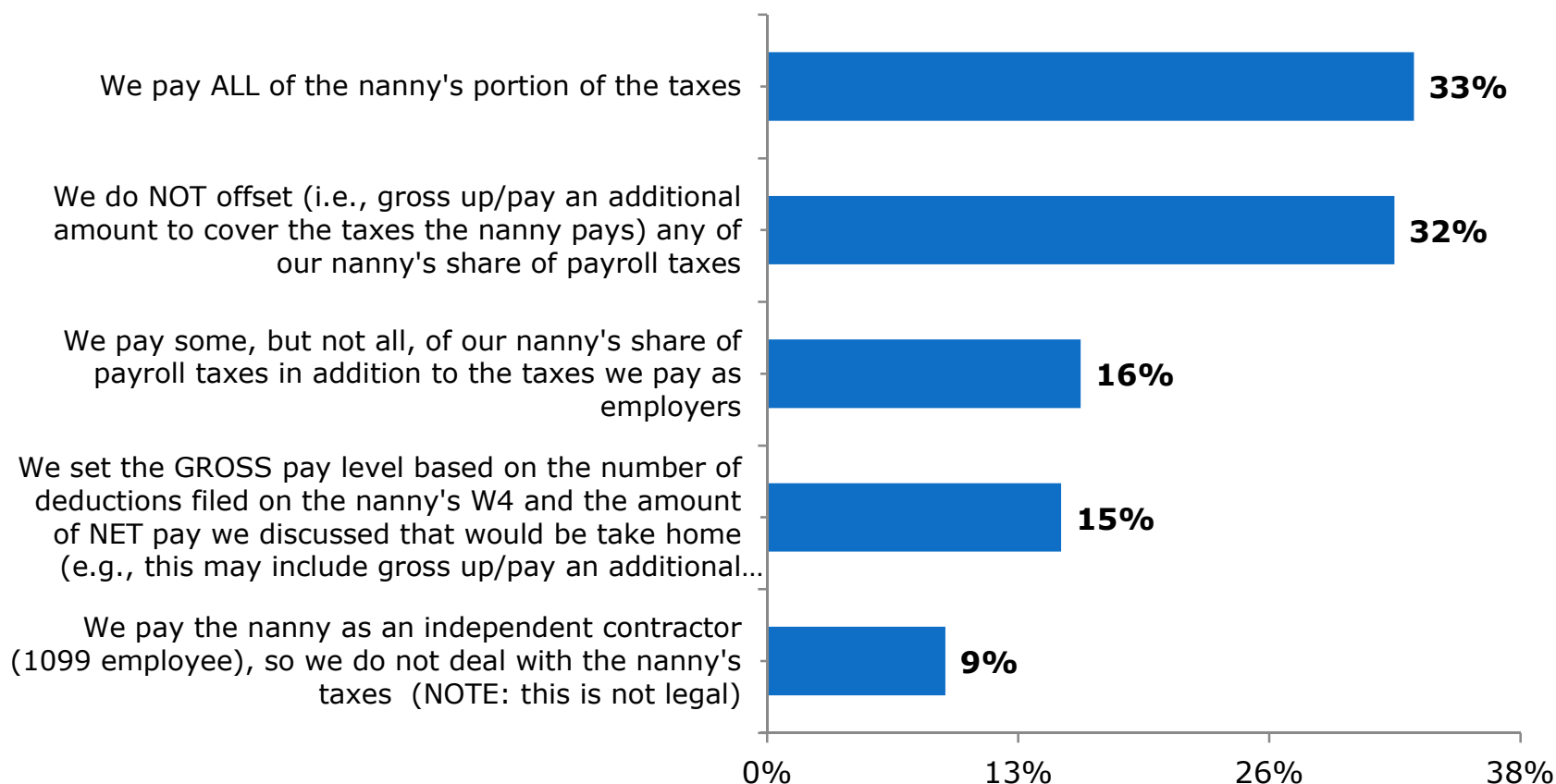
|                                 |     |
|---------------------------------|-----|
| Use a service/accountant*       | 67% |
| Do it ourselves                 | 21% |
| Use a packaged software program | 12% |

\*HomeWork Solutions, HomePay, PayPrep, Breedlove, Homepay, and Care.com are the services mentioned most frequently.

*\*NOTE: Employers are legally required to pay their nannies on the books. Check with an expert if you have questions.*

# Handling the Taxes the Nanny Pays

**Question: *How do you handle the taxes the nanny has to pay (i.e., NOT the taxes you pay as their employer)?***

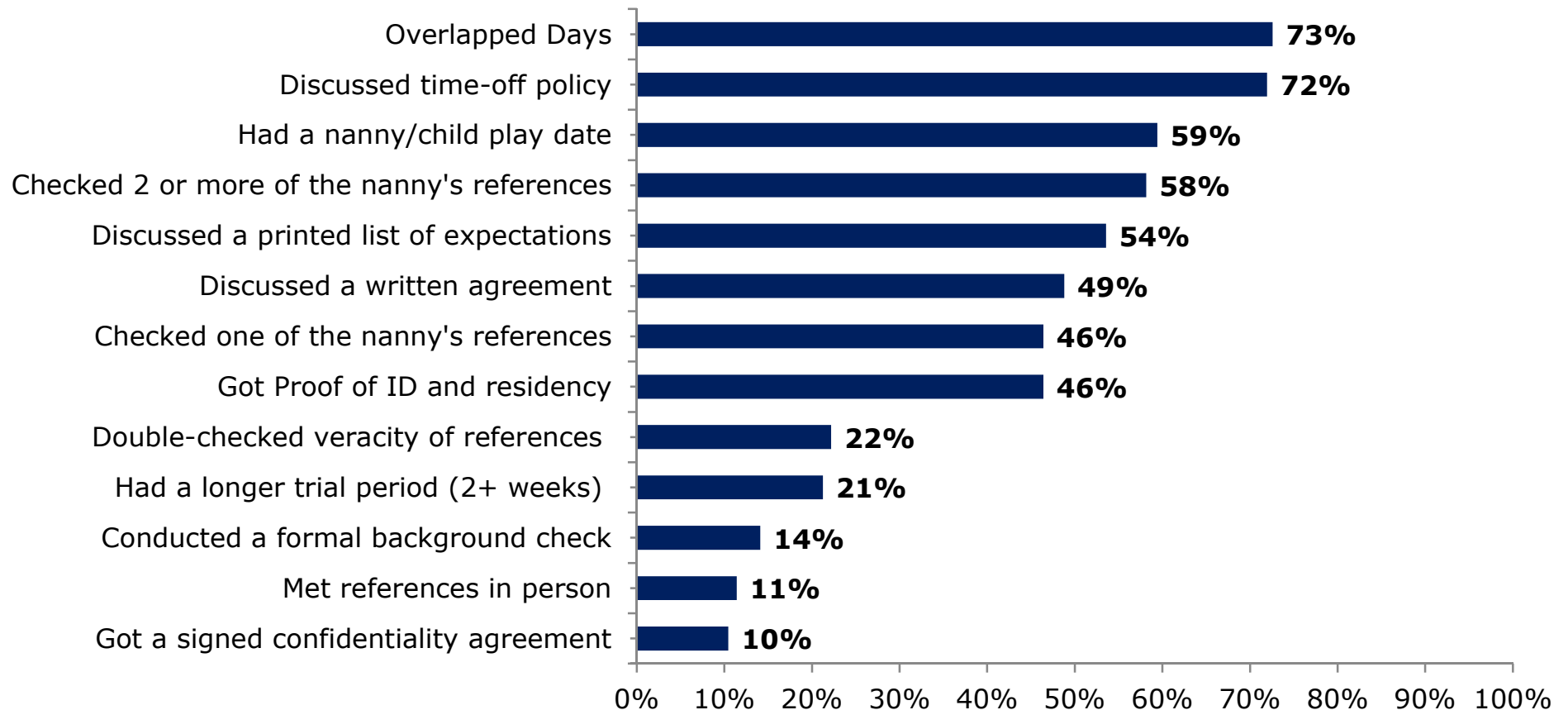


*\*NOTE: Domestic workers, by the nature of their job responsibilities, are not eligible to be paid as independent contractors (1099). Check with an expert if you have questions.*

# Finding and Hiring a Nanny

# Nanny Hiring Preparation

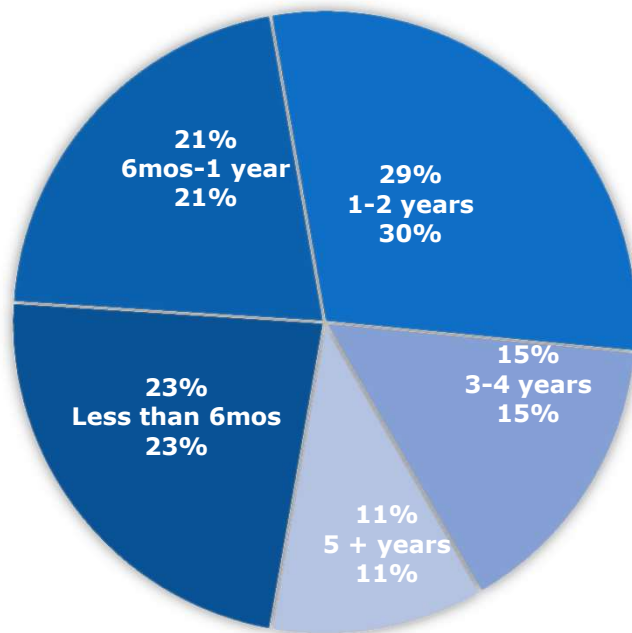
**Question: Which of the following things did you do in the hiring process for your current nanny? (Check all that apply)**



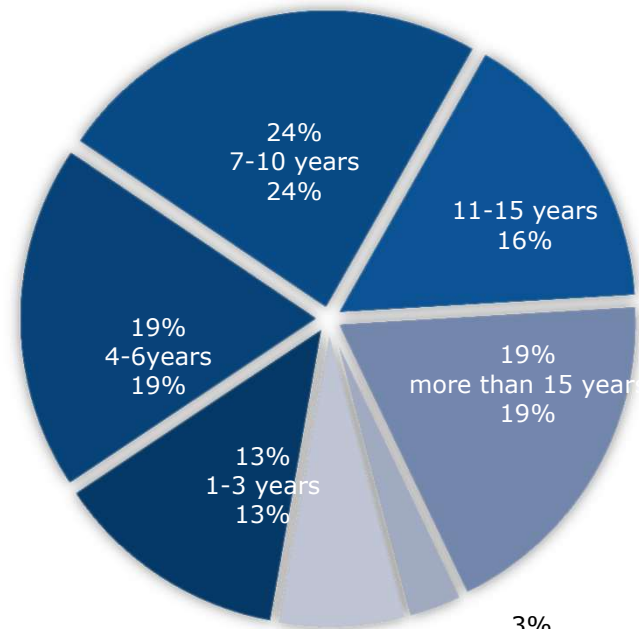
# **Respondent and Nanny Demographics**

# Nanny Tenure and Experience

44% of all nannies have been at their present situation a year or less.  
40% of nannies had 7 or more years of experience prior to their current job.



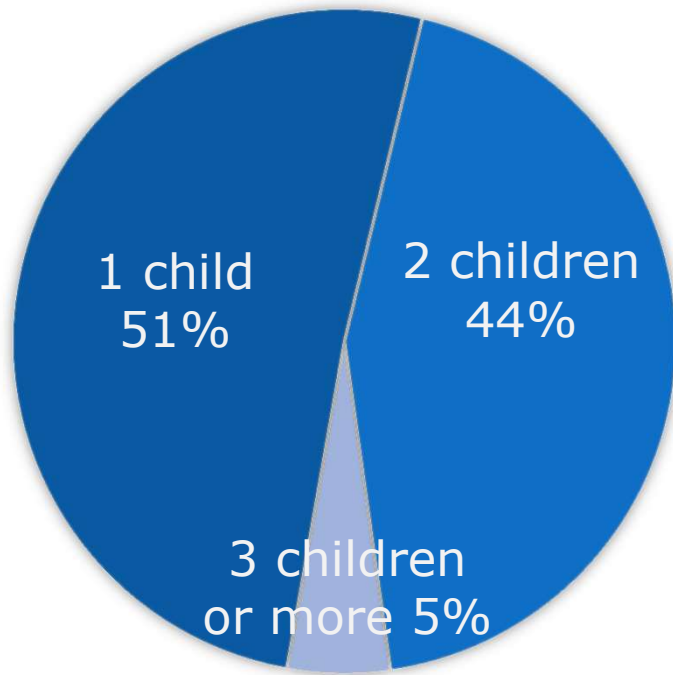
**Question: About how many years has your nanny worked for you?**



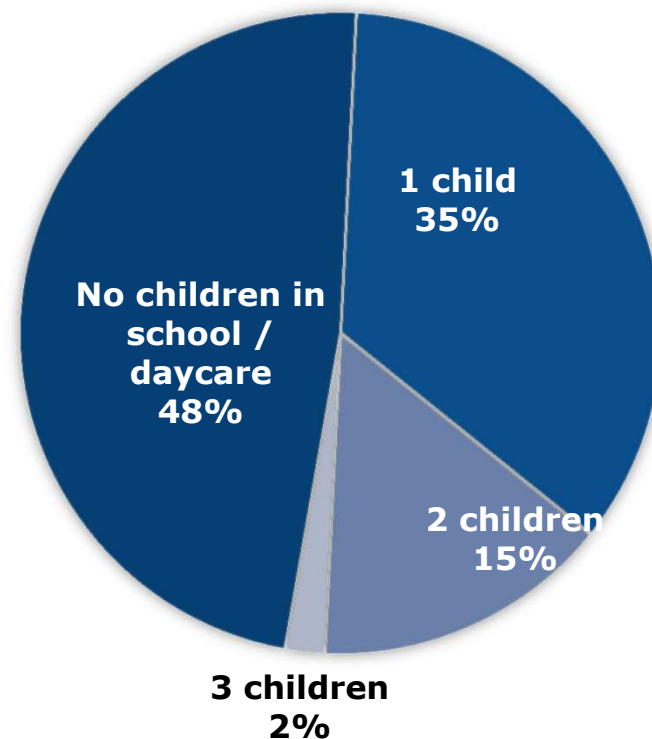
**Question: Approximately how many years of experience did your nanny have working as a nanny BEFORE you hired them to work for you/your children?**

# Childcare Details

**Question: *What is the maximum number of children your nanny typically watches?***



**Question: *How many of the children your nanny takes care of are in school/daycare at least part time?***



# Respondent Demographics

| Where in Brooklyn do you live?   | %          |
|--|------------|
| Park Slope   | <b>33%</b> |
| Prospect Heights   | <b>10%</b> |
| Kensington/Windsor Terrace   | <b>9%</b>  |
| Carroll Gardens  | <b>5%</b>  |
| Williamsburg   | <b>5%</b>  |
| Ft. Greene   | <b>4%</b>  |
| Other<br>(Fort Greene, Boerum Hill, Clinton Hill, Cobble Hill, Crown Heights, Dumbo, Downtown Brooklyn, Greenwood Heights, Gowanus, Sunset Park, Bay Ridge, Red Hook and others) | <b>34%</b> |

| I am...  | %   |
|--|-----|
| A Park Slope Parents member/former member                        | 69% |
| A member of another parenting group that posted about the survey | 29% |
| Other  | 1%  |



# 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).

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 experts in the field of survey dissemination or development and accept no responsibility for the accuracy of the information contained herein.

# About Park Slope Parents



- **Park Slope Parents (PSP)** is a community of more than 5,800 local families which support parenting life in Brooklyn, New York.
- PSP online resources include a **public website** that houses reviews and 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 connects parents to jobs and resources. It also has over **100 subgroups** including pregnancy and new parent groups, dads' group, stay at home parents, bilingual groups, industry-related career groups and more.
- PSP offers offline **events including clothing swaps, festivals, and networking events**. PSP also partners with nonprofits such as the Brooklyn Family Justice Center to provide donations to those in need. PSP is a sponsor for community events such as the Celebrate Brooklyn Concerts and Brooklyn Volunteer Fair.
- **Park Slope Parents is open to all parents** in Brooklyn and requires an annual membership fee of \$40 (to support ongoing services like this Nanny Survey). Membership includes **discounts to more than 900 local products and services**. To join go here: <http://parkslopeparents.clubexpress.com/>

*For more information such as advertising opportunities visit [www.parkslopeparents.com](http://www.parkslopeparents.com) or contact us at [hello@ParkSlopeParents.com](mailto:hello@ParkSlopeParents.com)*



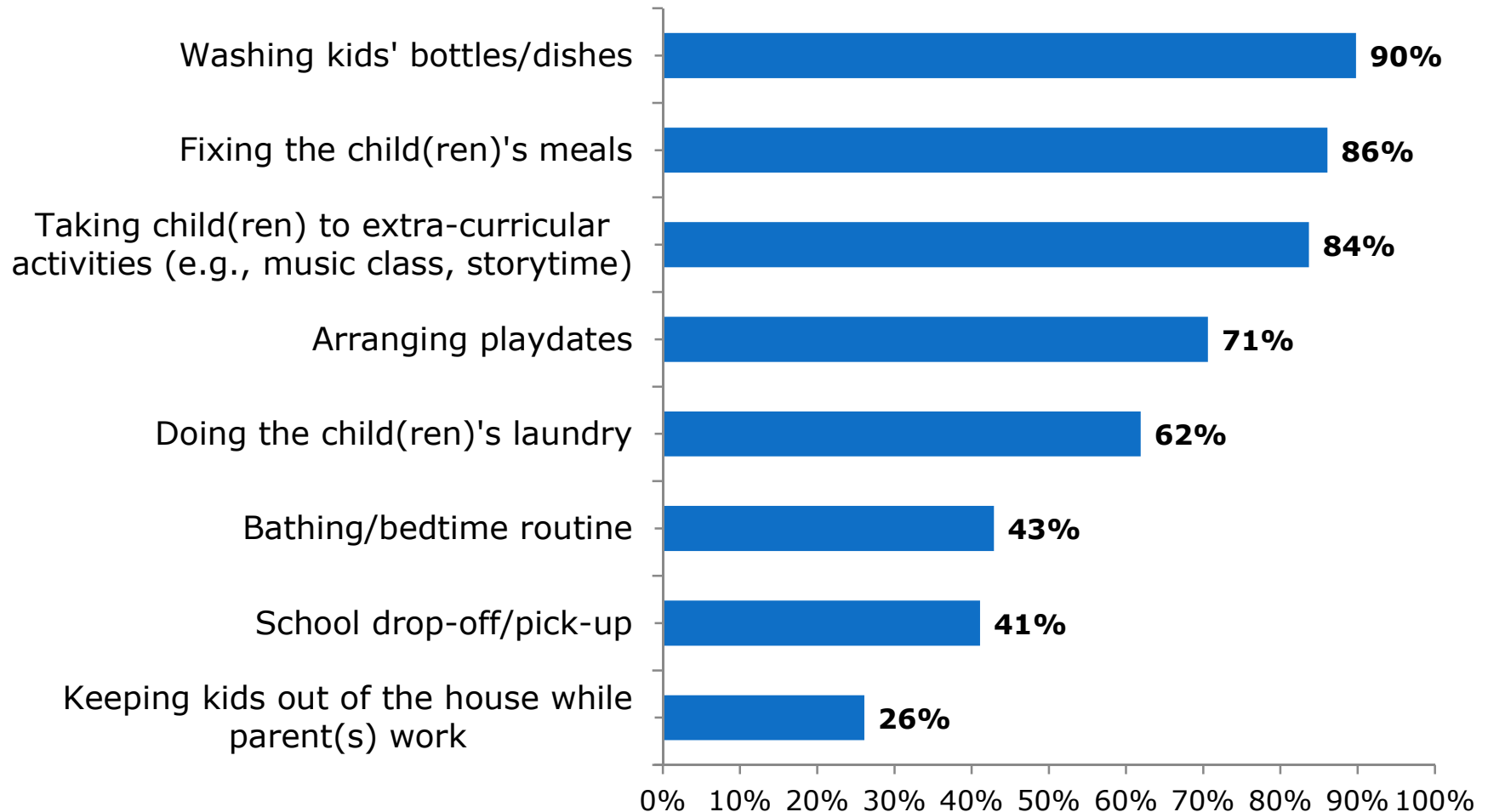
# **Relevant Data from 2015**

**(not asked in the 2017 condensed survey)**

# **Responsibilities and Policies Data from 2015**

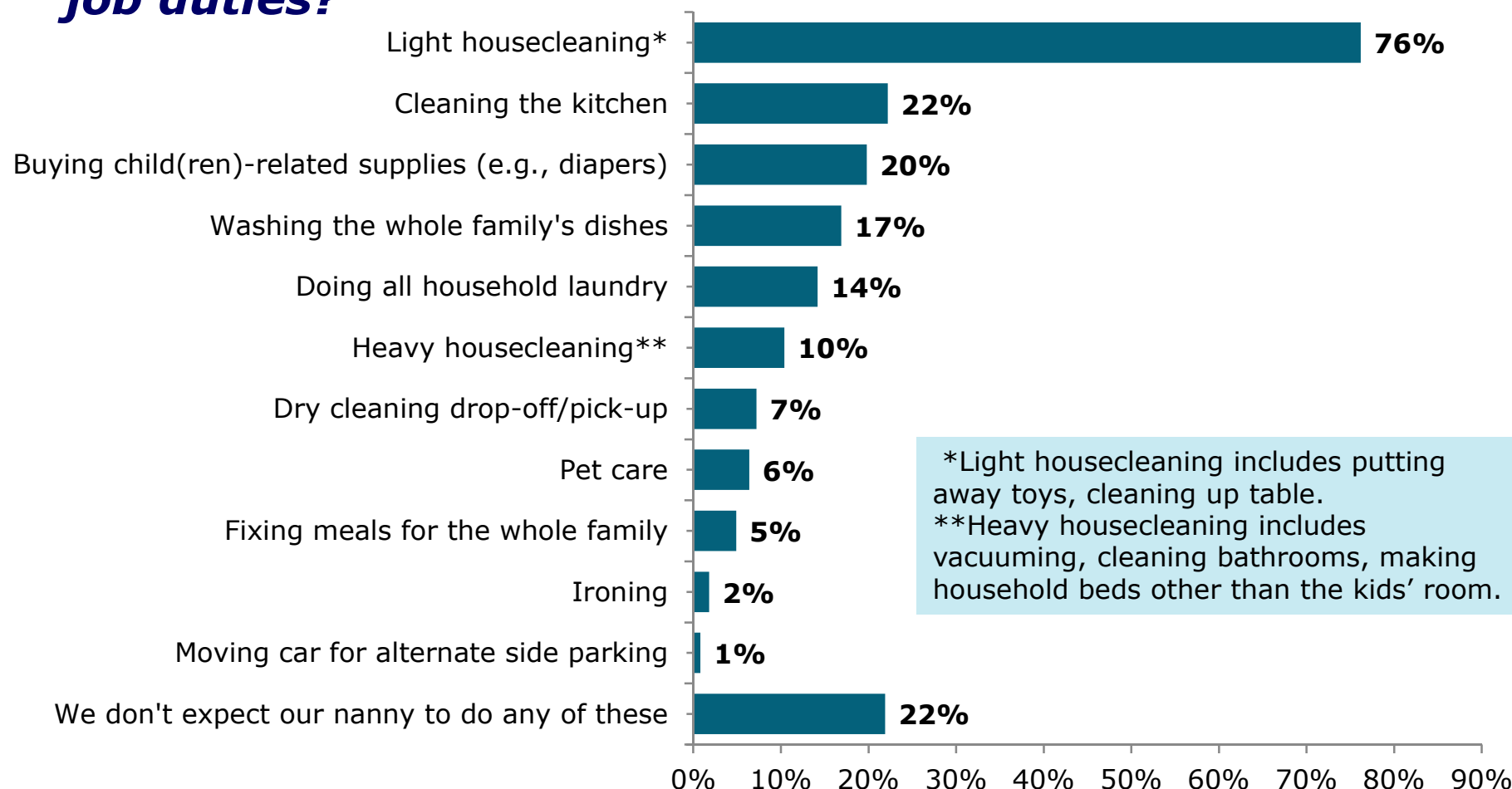
# (2015) Childcare Related Responsibilities

**Question: Which of the following *CHILDCARE* related duties does your nanny fulfill as part of their regular job duties?**



# (2015) Household Related Responsibilities

**Question: Which of the following *HOUSEHOLD* related duties does your nanny fulfill as part of their regular job duties?**



# (2015) Policies about Specific Behaviors

**Question: *What is your policy/opinion about the following things?***

| Behavior   | OK         | OK with permission | Not OK     | Not Applicable |
|--|------------|--------------------|------------|----------------|
| Watching TV while child(ren) sleeps  | <b>72%</b> | <b>4%</b>          | <b>12%</b> | <b>13%</b>     |
| Using the computer/Internet while the child(ren) sleeps                        | <b>68%</b> | <b>6%</b>          | <b>9%</b>  | <b>16%</b>     |
| Napping while the child(ren) naps  | <b>55%</b> | <b>9%</b>          | <b>25%</b> | <b>11%</b>     |
| Running her personal errands while on duty                                     | <b>48%</b> | <b>34%</b>         | <b>15%</b> | <b>3%</b>      |
| Personal calls beyond check-ins on her cell phone while watching my child(ren) | <b>46%</b> | <b>16%</b>         | <b>36%</b> | <b>2%</b>      |
| Giving treats such as ice cream or candy                                       | <b>32%</b> | <b>37%</b>         | <b>25%</b> | <b>6%</b>      |

# (2015) Policies about Specific Behaviors

**Question: *What is your policy/opinion about the following things?***

| Behavior   | OK  | OK with permission | Not OK | Not Applicable |
|--|-----|--------------------|--------|----------------|
| Listening/wearing headphones/earpieces   | 4%  | 1%                 | 84%    | 11%            |
| Watching TV while my child(ren) is awake   | 4%  | 6%                 | 82%    | 7%             |
| Using the computer/Internet while my child(ren) is awake   | 7%  | 7%                 | 73%    | 13%            |
| Taking my child(ren) to visit her friends (not a playdate situation)   | 6%  | 20%                | 68%    | 6%             |
| Having other adults without kids in our house (NOT a play date situation)  | 8%  | 29%                | 58%    | 5%             |
| Taking care of other child(ren) while taking care of my children (e.g., not a playdate situation OR nanny share) | 5%  | 31%                | 56%    | 9%             |
| Taking the child(ren) shopping to "shop"   | 23% | 22%                | 45%    | 11%            |
| Personal calls beyond check-ins on her cell phone while watching my child(ren)                                   | 46% | 16%                | 36%    | 2%             |
| Taking my child(ren) to the nanny's home   | 13% | 36%                | 36%    | 15%            |
| Napping while the child(ren) naps  | 55% | 9%                 | 25%    | 11%            |

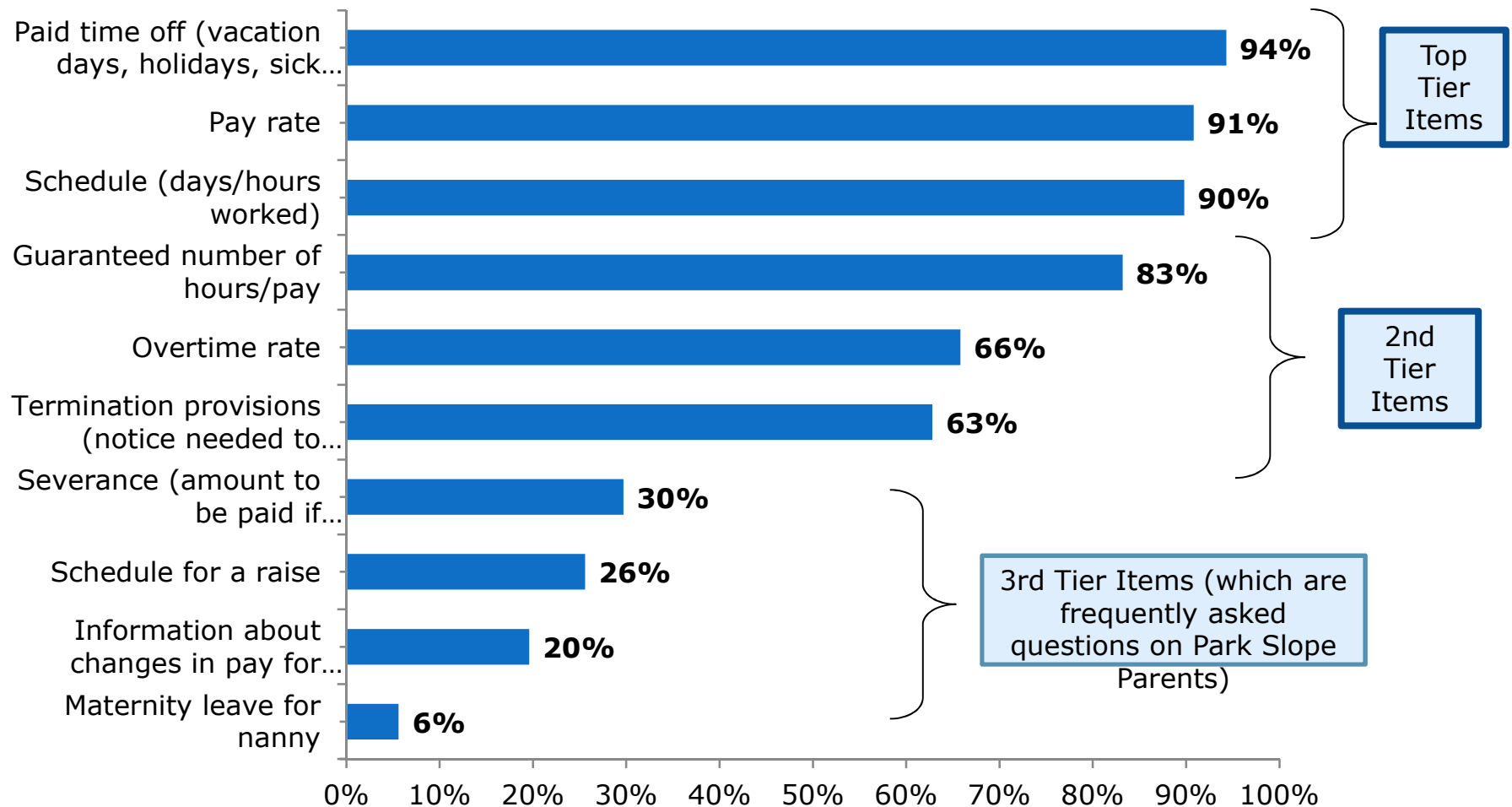


## (2015) Comments Regarding Policies

- *"**List all expectations up front**, even if the list seems long."*
- *"There have been **changes to expectations** that we didn't include when we first sat down to discuss the job."*
- *"**Micromanagement can strain a relationship between nanny and employer.**"*
- *"**Establish a trusting relationship and open lines of communication** rather than trying to prescribe every possible behavior. Then issues can be discussed as they come up."*
- *"I think **having things in writing made it clear that I was serious about my expectations.**"*
- *"We didn't realize that shopping, Chuck E Cheese, and pizza lunches were issues... until they were."*
- *"**I wish I had the above list before we hired the nanny** so that we could have explicitly discussed."*

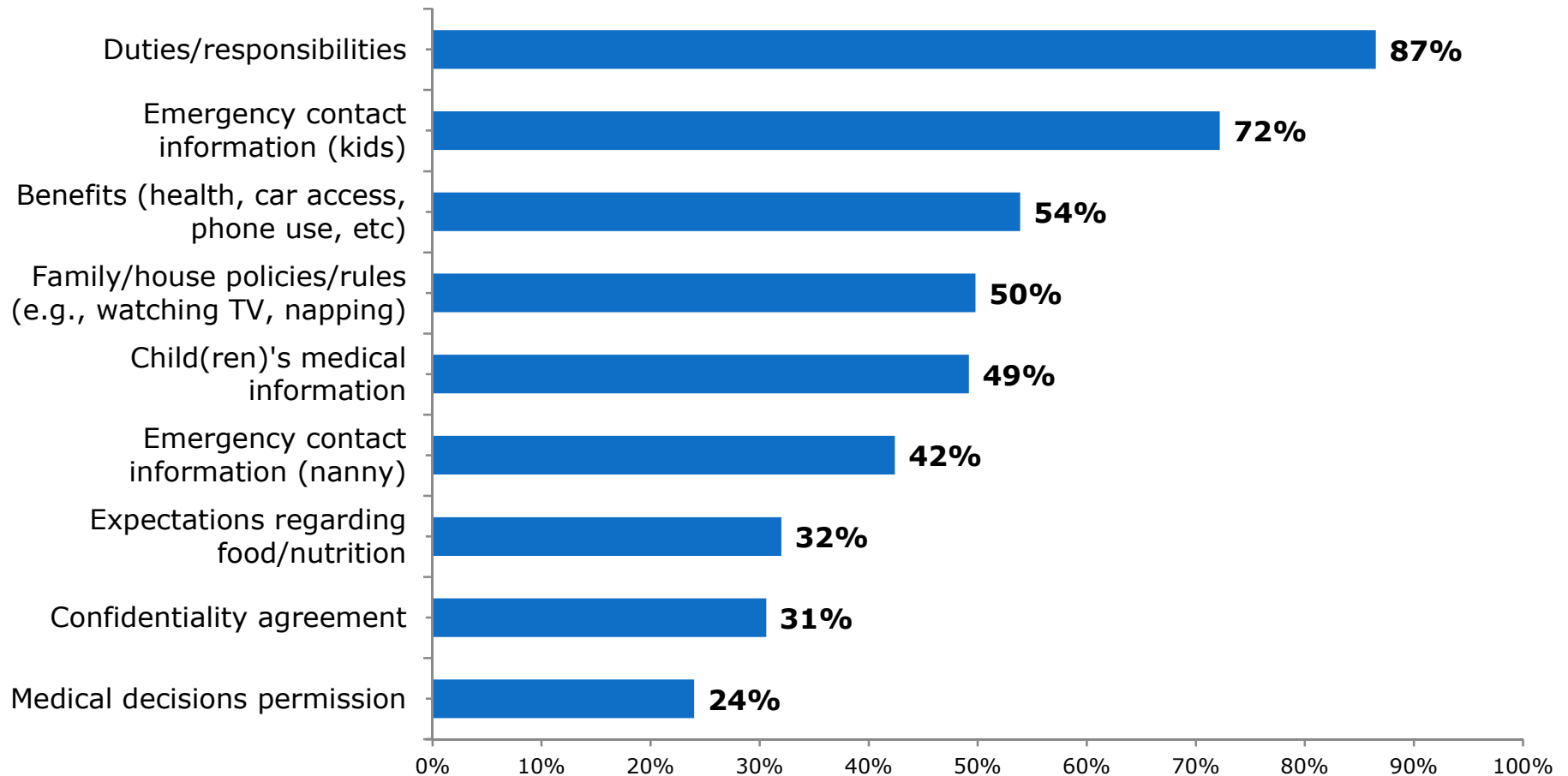
# (2015) Written Agreement: Components

**Question: Which of the following *SCHEDULE* and *PAY* items are included in the written agreement?**



# (2015) Written Agreement: Components

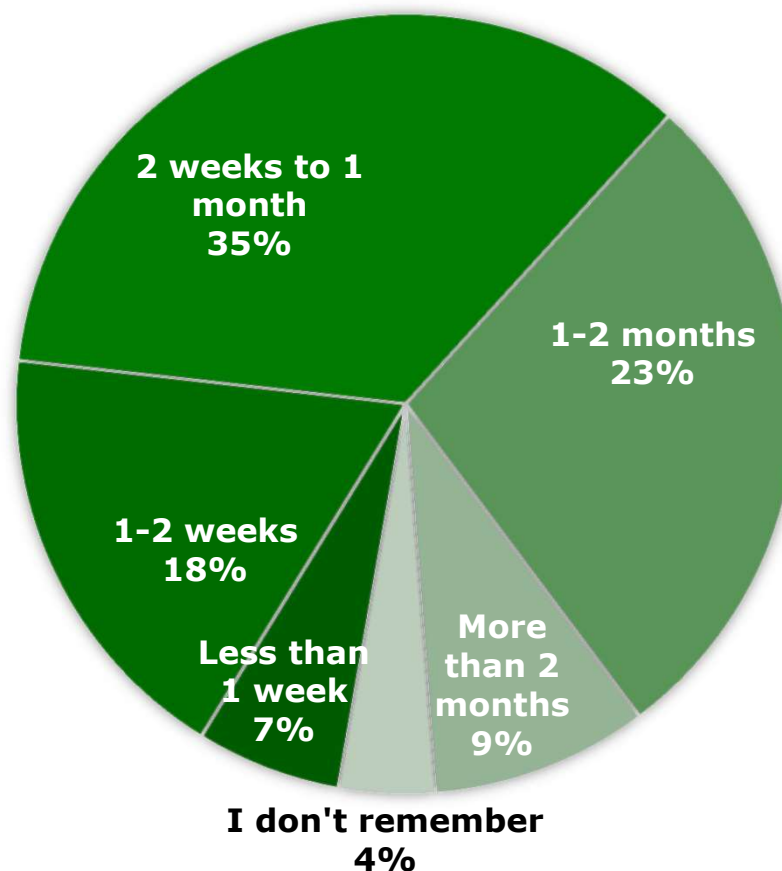
**Question: Which of these *OTHER* items are included in the written agreement?**



# (2015) Nanny Hiring Lead Time

**Question: *How far in advance did you find your current nanny?***

**One quarter (25%)** found their nanny in 2 weeks or less, but the vast majority **(74%)** took 2 weeks or longer, with **37%** taking a month or more.



# (2015) Sources for Finding a Nanny

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

