

# The Park Slope Parents' Nanny Compensation Survey: RESULTS

**2013**

(with 2014 Updates)



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# Methodology

- Park Slope Parents conducted its **4<sup>th</sup>** Nanny Compensation Survey in May and June, 2013.
- Over **750 parents** from Brooklyn participated in the survey.
- **57%** of respondents live in Park Slope, 9% live in Prospect Heights, and 7% in Kensington/Windsor Terrace. The remaining 27% live in the surrounding neighborhoods.
- **82%** of participants were members of Park Slope Parents.
- Employers were single family; nanny shares are not covered. See the **PSP Guide to A Nanny Share**.

**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 have 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 statistics (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 at that same statistic.

# Clarifications & Definitions

## CLARIFICATIONS

- The current childcare situation is a complicated one. To report this data is just an acknowledgement of the practices of employers. Reporting “off the books” pay should not be regarded as an endorsement of the practice.
- PSP recognizes that nannies are both male and female but for simplicity’s sake we are using the gender pronoun “she.”

## 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.
- **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.
- **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.
- **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.

\*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

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

Situation	Range of Pay* (Lo-Hi)	50 <sup>th</sup> Percentile	Average	Diff from 2011 Ave
<b>Overall</b>	<b>\$12.77-19.25</b>	<b>\$15.00</b>	<b>\$15.79</b>	<b>+ \$0.90</b>
1 child	\$12.50 - \$17.00	\$15.00	\$15.06	+ \$0.84
2 children**	\$13.00 - \$20.00	\$16.40	\$16.44	+ \$0.48
3 children**	\$15.00- \$21.00	\$17.00	\$17.77	+ \$1.45
On the Books	\$12.96 - \$20.00	\$16.00	\$16.42	+ \$0.01
Off the Books	\$12.62 - \$19.98	\$15.00	\$15.59	+ \$1.03

\*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.)

# Summary: Pay Rates by Hours Worked

Situation	Range of Pay* (Lo-Hi)	50th Percentile	Average	Diff from 2011 Ave
<b>Overall**</b>	<b>\$12.77 - \$19.25</b>	<b>\$15.00</b>	<b>\$15.79</b>	<b>+ \$0.90</b>
0- 10hrs/wk	\$15.00 - \$19.00	\$16.00	\$16.24	+ \$0.67
10- 20 hrs/wk	\$14.00 - \$20.00	\$15.50	\$16.73	+ \$1.03
20-30 hrs/wk	\$14.00 - \$20.00	\$16.00	\$16.41	+ \$1.07
30-40 hrs/wk	\$12.20 - \$19.00	\$15.00	\$15.76	+ \$0.34
40-50 hrs/wk	\$12.85 - \$18.68	\$15.00	\$15.44	+ \$1.44
50+ hrs/wk	\$11.00 - \$17.48	\$14.50	\$14.27	+ \$0.71

\*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.)

# Summary: Employer Nanny Pay and Hours

- **31% pay a weekly amount** (defined as “an amount which doesn't vary for a certain number of hours that doesn't typically change from week to week”).
- **45% pay “weekly plus”** (defined as “a set amount PLUS more if she works more than the hours agreed upon”).
- **24% pay by the hour** (defined as “payment varies depending on how many hours the nanny worked”).
- **54%** employ their nannies 40 or more hours per week.
- **34% pay more than average** for their nanny employment situation. Reasons for higher pay: teaching a second language and twins/multiples experience.

# Summary: Nanny Work Situation

- **52%** of all nannies care for 1 child in a family; **43%** care for 2; and **5%** care for 3 or more children.
- **46%** have at least one child in a school/daycare situation at least part time. **6%** of nannies take care of twins, triplets or other multiples.
- **79%** nannies work with only one family, **20%** working for more than one family. (This second family is NOT a nanny share situation).
- **43%** of employers say their nannies have been at their present situation a year or less, **30%** 1-2 years, **26%** 3 or more years.
- **51%** of all nannies have had 7 or more years of experience *prior* to their current job (**77%** have more than 4 years).

# Summary: Documentation

- **49% employers have a set of written expectations\*** (e.g., a work agreement, aka "Nanny Contract") in place. (This is up from 39% in 2011).
- **23% of employers keep written records** of the hours a nanny works. Only **4%** of all employers have the nanny sign the time sheets.

\*Park Slope Parents recommends all employers have a work agreement in place to reduce employment misunderstandings. The PSP website has a [sample work agreement](#).

# Summary: Paid Time Off and Vacation

- **13.5 days:** the average **agreed upon amount of paid time off** (including vacation, sick and personal days but not holidays).
  - **19.6 days:** the average **total number of days** a nanny receives off in a given year. (This includes holidays)
  - **85%:** employers **who pay** a nanny's salary/regularly scheduled hours **if they are away**. Only **8%** don't pay the nanny when they are on vacation.
  - **54%:** employers who try to give the nanny the ability to **schedule her 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.)
- \*PSP recommends employers give nannies vacation time of the nanny's own choosing.

# Summary: Raises & Bonuses

- **71%:** nannies working a year or more for their employer have received a raise.
  - Of those who mention an hourly rate increase, 62% give a \$1/hour increase, 18% give \$2/hr increase, and 20% give other variations ranging from \$0.50 to \$5.00.
  - Respondents also give a “per week” amount ranging from \$20/week to \$100/week. The most frequently mentioned amounts are \$25/wk and \$50/week with about a quarter giving each amount.
- **98%:** who have a nanny working for 12 months or more have given their nanny a bonus.
  - **60%** of employers paid 1 week’s pay as a bonus, while **26%** paid 2 weeks (14% paid a different amount).

# Summary: Work Policies

- **83%:** respondents have an 'open kitchen' policy with their nannies.
- **84%:** employers give their nannies a full day's pay if dismissed early.
- **43%:** employers give their nannies access to home computer/Internet access.
- **43%:** respondents provide nannies an "allowance" to spend as they wish when with the children. (This allowance ranges between \$15-\$30.)
- **42%:** employers pay for a MetroCard or travel subsidy\*.

\*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**

- **63%** pay their nannies completely **off** the books,
- **15%** pay completely **on** the books
- **10%** say they pay **part on/part off** the books.
- **12%** preferred not to answer

- **On the Books Accounting**

- **68%** who pay on the books use a service or accountant to take care of taxes (**PayPrep, Breedlove, 4NannyTaxes, and GTM** are the services mentioned most frequently).
- **15%** handle the accounting themselves without software.
- **17%** 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, you need to pay according to experience and situation rather than starting low.
- Given this position as well as data from the last 4 surveys, PSP feels that employers should adopt the following typical and recommended practices 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 number of hours she has set aside to work** even if an employer comes home early or has other caretakers (e.g., 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
  - Thanksgiving
  - New Year's Day
  - 4th of July
  - Memorial Day
  - Labor Day
- 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

*PSP also believes that these practices will help establish positive employer/employee relations.*

- **Allow the nanny to schedule** their desired vacation time.
- **Pay a higher rate** for flexibility in hours, teaching a second language and heavy housecleaning.
- **Pay appropriately** \$15.00 hr for 1 child, \$16.50 for 2 children and \$17.75 for 3 children are averages which include longer and shorter term nannies. Adjust based on experience and tenure. (This is based on one family employing a nanny, not a nanny share.)
- **Guarantee a certain pay amount** regardless of hours worked. This allows your nanny to budget her income accordingly.
- **Pay your nanny on the book;** it is legally required and helps both the employer and employee.

# Other Important Practices

*PSP also believes that these practices will help establish positive employer/employee relations.*

- **Having 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 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 can take months to find a new position that is a good fit.

# Summary: *Lessons Learned BEFORE Hiring*

- **Think through what you really want and need and communicate those 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 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.
- **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 she's 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!"

# FAQs

These slides are based on the frequently asked questions that PSP receives on the PSP Advice Group and includes updated information based on 2013 data. For more information visit the [Nanny Section of the ParkSlopeParents.com](http://theParkSlopeParents.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 & cleaning up the table)
  - arranging playdates

# FAQs: Pay

## How much should I pay?

- Average hourly pay rate is \$15.00 hr for 1 child, \$16.50 for 2 children and \$17.75 for 3 children, adjusted based on experience and tenure. (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 her when she's not working?

- Since it's not the nanny's choice *not* to work, 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. If you make arrangements before hiring, consider an over-night or extra date night as a swap out for extra time off.

# FAQs

## Should I have a work agreement?

- **Absolutely.** 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.

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

- Talk to at least 2 references, review a work agreement, 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.

## **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.

## **Should I give my part-time nanny 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).

## **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.

## **It's been a year. What's a typical raise?**

- The most commonly reported raise is \$1/hr given at the nanny's anniversary

# FAQs

## What typically happens when you need to let a nanny go?

- Typical severance is 2 weeks pay or whatever is agreed upon in the nanny Contract. If the situation results immediate dismissal, severance is seldom given.
- You can use the PSP Classifieds to help your nanny find employment (if warranted). Check the article "[Helping your Nanny Find A New Job](#)" on the PSP website for help in placing her with a new family.

## Should I pay my nanny "on the books"?

- Yes. It's ultimately better for all parties to pay your nanny on the books.

# 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 & Ending the Relationship Positively](#)

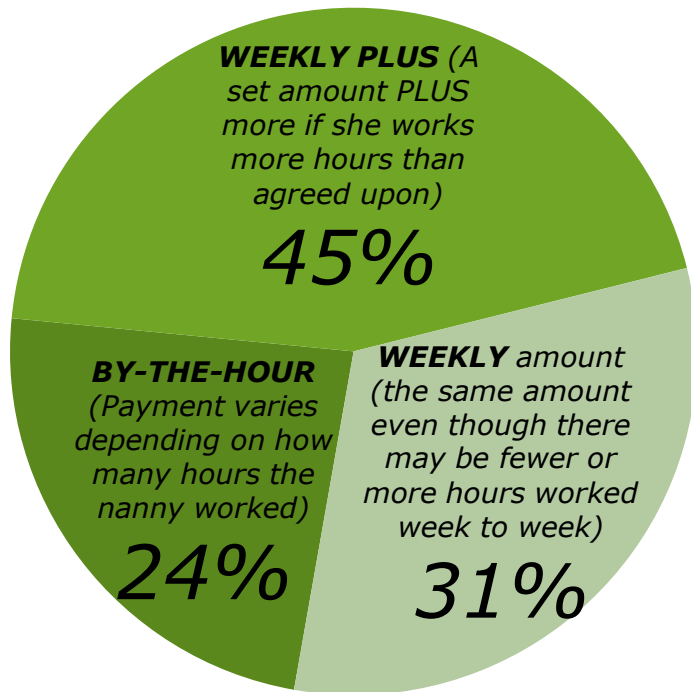
[The PSP Guide to a Successful Nanny Share](#)

# 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?**

<b>The hours general stay the same</b>	<b>88%</b>
<b>The hours vary week to week</b>	<b>13%</b>

# Pay Rates: 1 Child\*\*

Situation	Lo	Hi	50th Percentile	Average	Diff from 2011 Ave
0- 10 hrs/wk	\$14.30	\$17.18	\$15.00	\$15.59	+ \$0.74
10-20 hrs/wk	\$14.00	\$20.00	\$15.50	\$16.73	+ \$2.07
20-30 hrs/wk	\$13.00	\$17.50	\$15.00	\$15.54	+ \$0.62
30-40 hrs/wk	\$13.00	\$ 17.00	\$15.00	\$15.08	+ \$0.53
40-50 hrs/wk	\$12.43	\$16.75	\$15.00	\$14.86	+ \$1.37
50+ hrs/week	\$10.80	\$16.00	\$14.00	\$13.42	+ \$0.43
<b>Overall Data</b>	<b>\$12.50</b>	<b>\$17.00</b>	<b>\$15.00</b>	<b>\$15.06</b>	+ \$0.84

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

# Pay Rates: 2 Children\*\*

Situation	Lo	Hi	50th Percentile	Average	Diff from 2011 Ave
0-10 hrs/wk	\$15.57	\$20.00	\$17.00	\$17.00	-\$1.08
10-20 hrs/wk	\$15.00	\$23.07	\$17.50	\$18.22	+ \$1.12
20-30 hrs/wk	\$15.00	\$20.00	\$18.00	\$17.68	+ \$1.47
30-40 hrs/wk	\$12.00	\$19.00	\$16.75	\$16.07	- \$0.44
40-50 hrs/wk	\$13.00	\$19.00	\$16.00	\$16.00	+ \$1.14
50+ hrs/week	\$12.70	\$18.00	\$15.13	\$14.83	+ \$0.26
<b>Overall Data</b>	<b>\$13.00</b>	<b>\$20.00</b>	<b>\$16.40</b>	<b>\$16.44</b>	<b>+\$0.48</b>

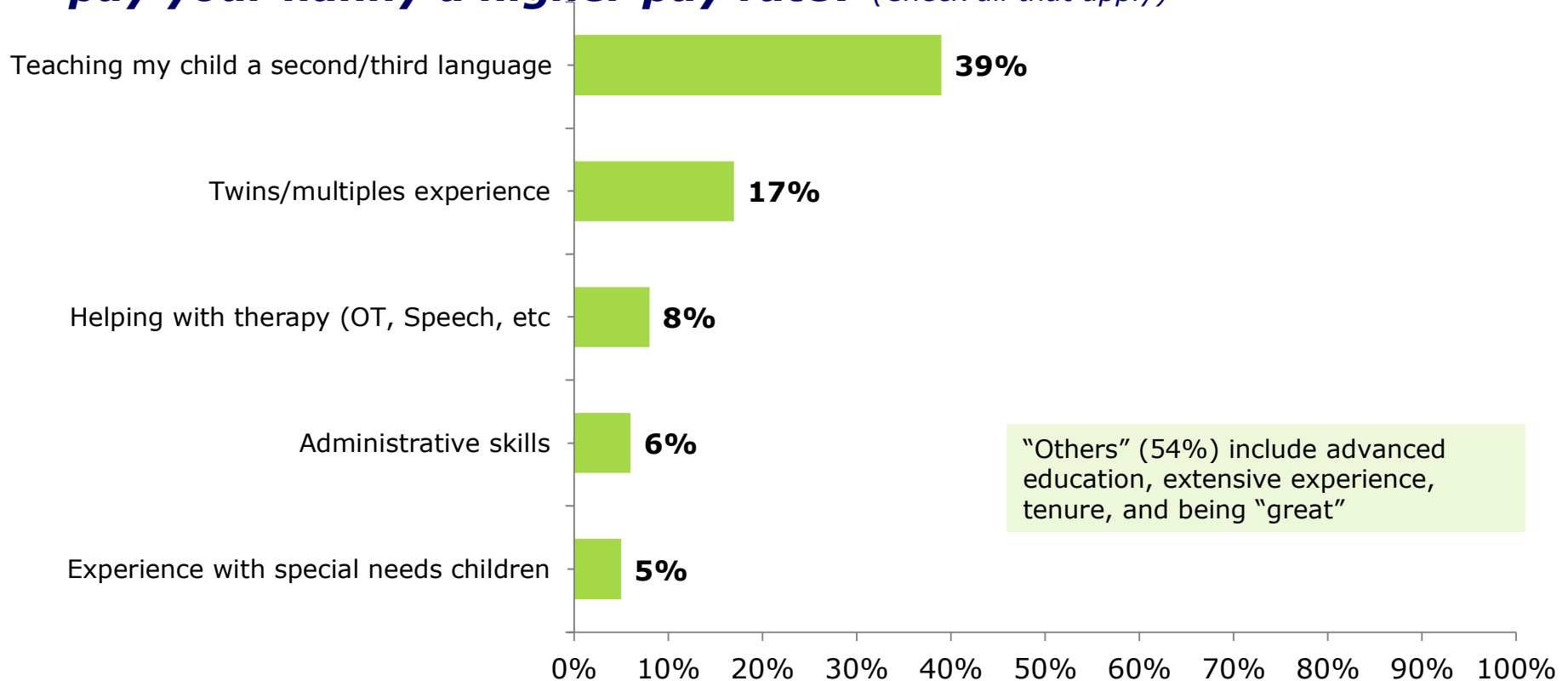
\*Lo-Hi Range is based on 10th and 90th Percentiles.

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

# Skills for Higher Pay Rates

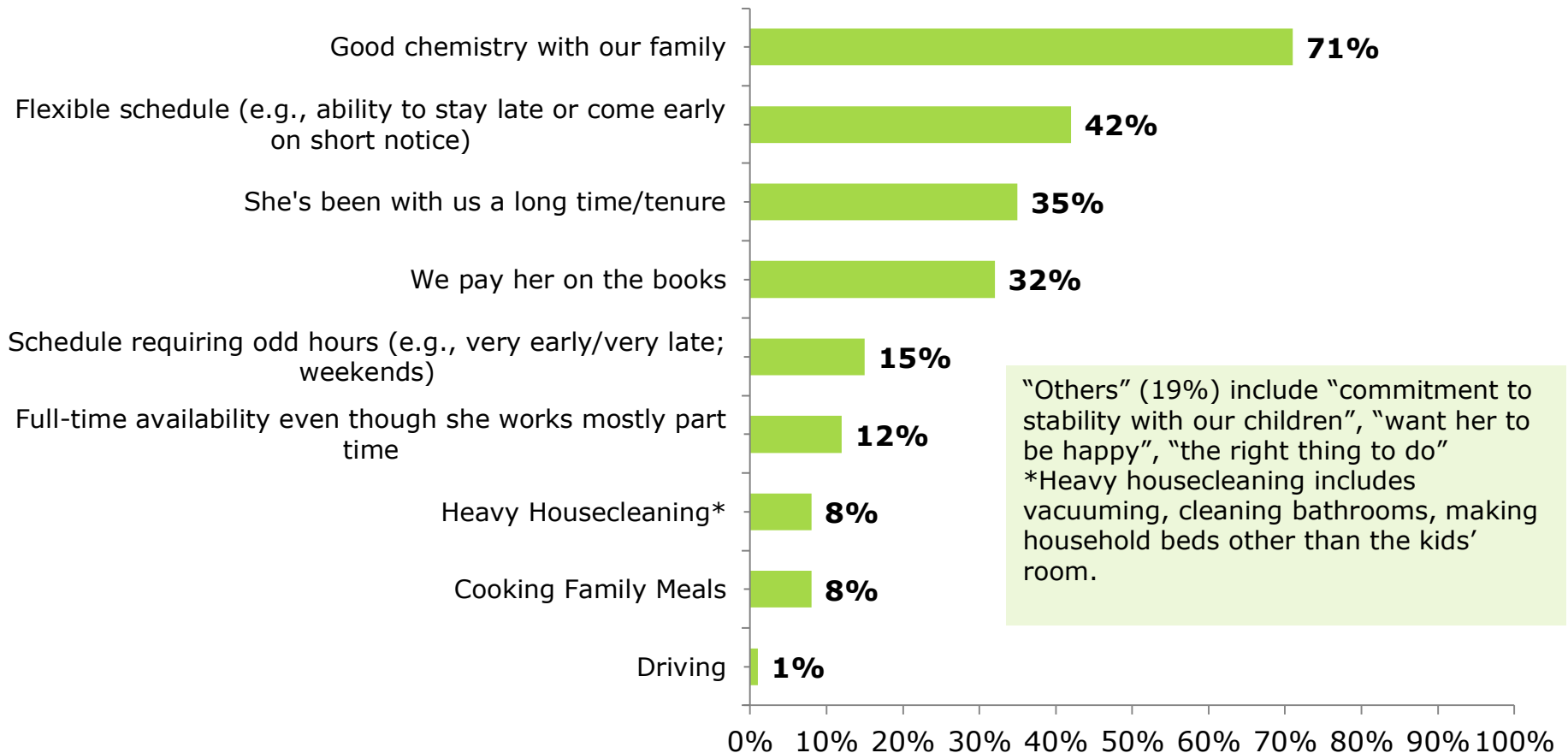
- **34%** of employers feel they pay more than average for their nanny. Here are the skills they site as reasons for the higher pay.

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



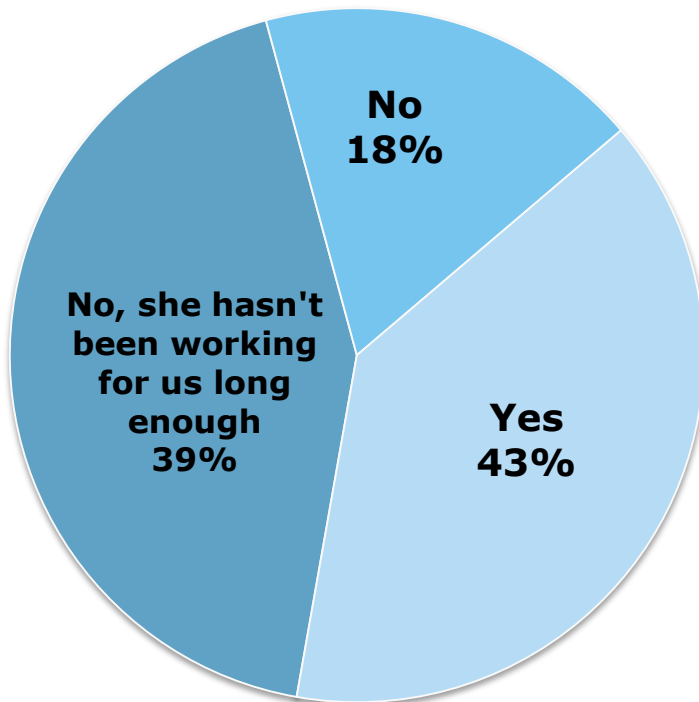
# Duties/Other for Higher Pay Rates

**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

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



Raise Amount	2013
Average Raise Amount	<b>\$1.23</b>
Minimum	<b>\$0.20</b>
Maximum	<b>\$5.00</b>

## Breakdown of raises:

**40%** of those giving their nannies a raise gave a raise of \$1.00 per hour.

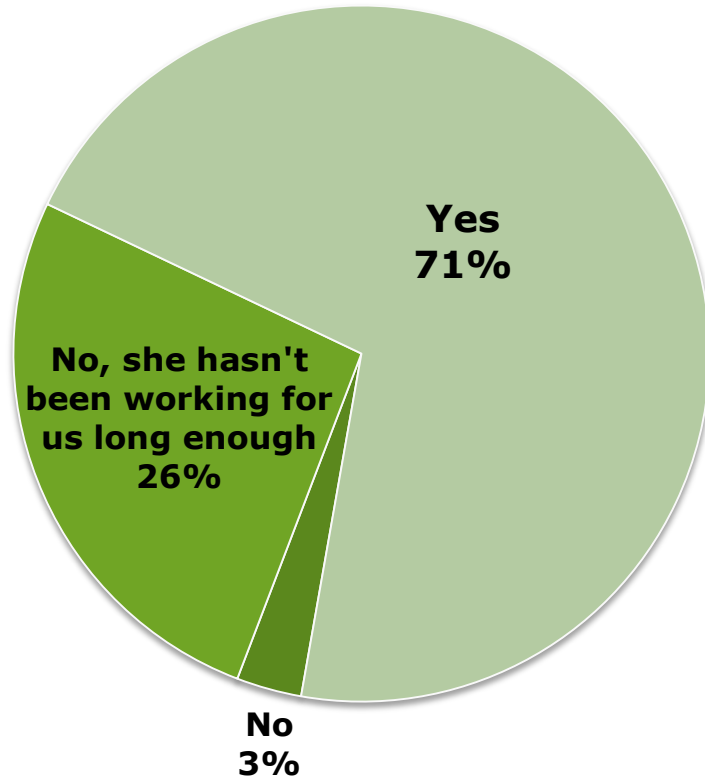
**30%** gave less than \$1.00

**30%** gave more than \$1.00

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

# Nanny Bonuses

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



Amount of Bonus* (when described in weekly pay units)	%
Less than 1 week's pay	<1%
1 week's pay	73%
1-2 weeks pay	3%
2 weeks pay	23%
More than 2 weeks pay	<1%

\*Some employers gave a flat amount unrelated to weekly pay ranging anywhere from \$100 to \$5,000, with the most frequently mentioned amount \$500, followed by \$1,000.

Bonuses are typically given at the holiday. Our [2012 holiday tips survey data](#) tells us that 93% of families give their nannies a bonus at the holidays.

# Overtime Pay

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

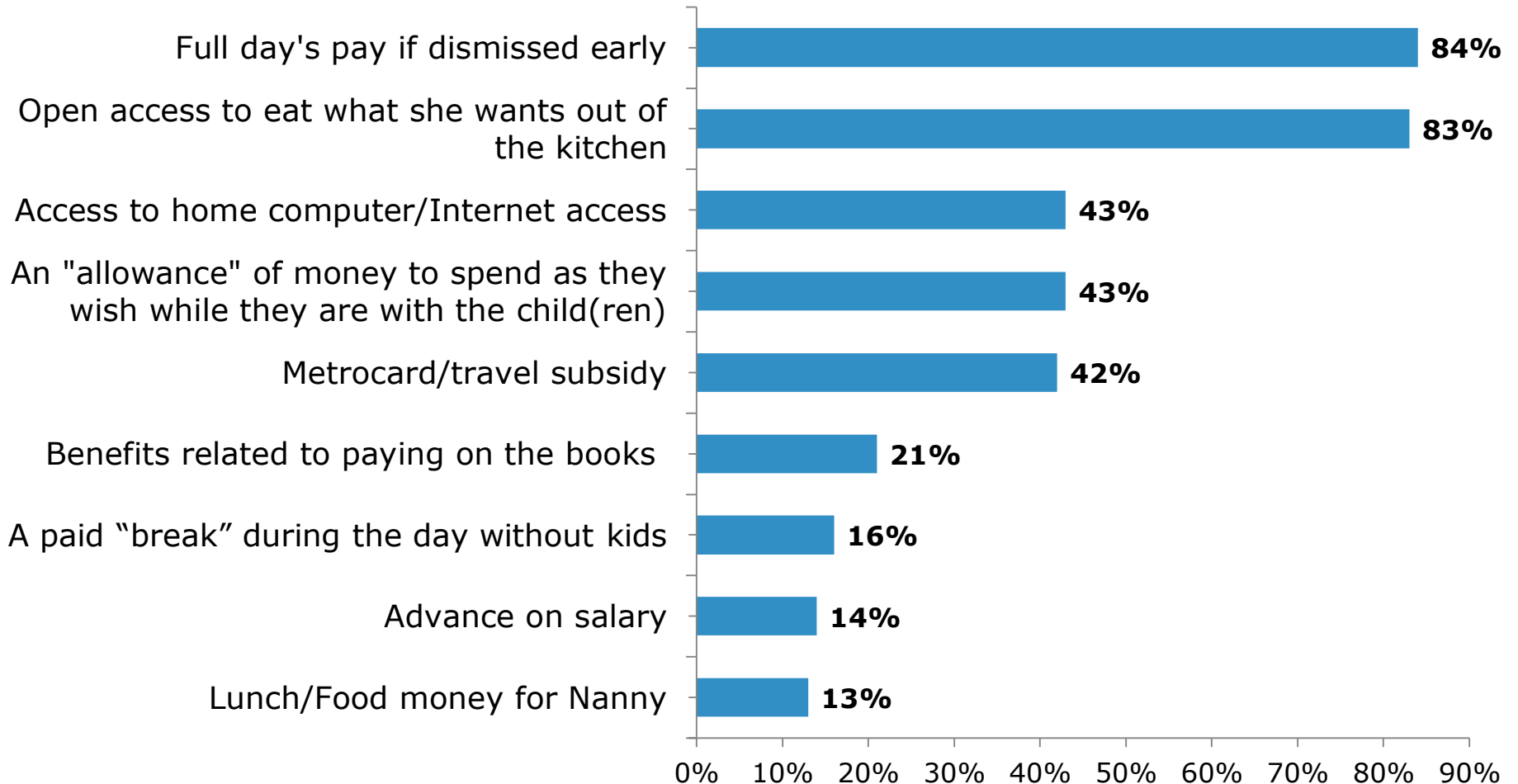
Amount of Raise	
Range	<b>\$1 to \$5</b>
Average	<b>\$2.83</b>
% of employers who report paying overtime who pay 1.5x hourly rate	<b>21%</b>

- **53%** reported an hourly rate for hours above 40.
- Of these, **61% pay the same hourly rate** above and below 40 hours. Of the **39% who pay more, 55% pay approximately 1.5x** their hourly rate.

\*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.

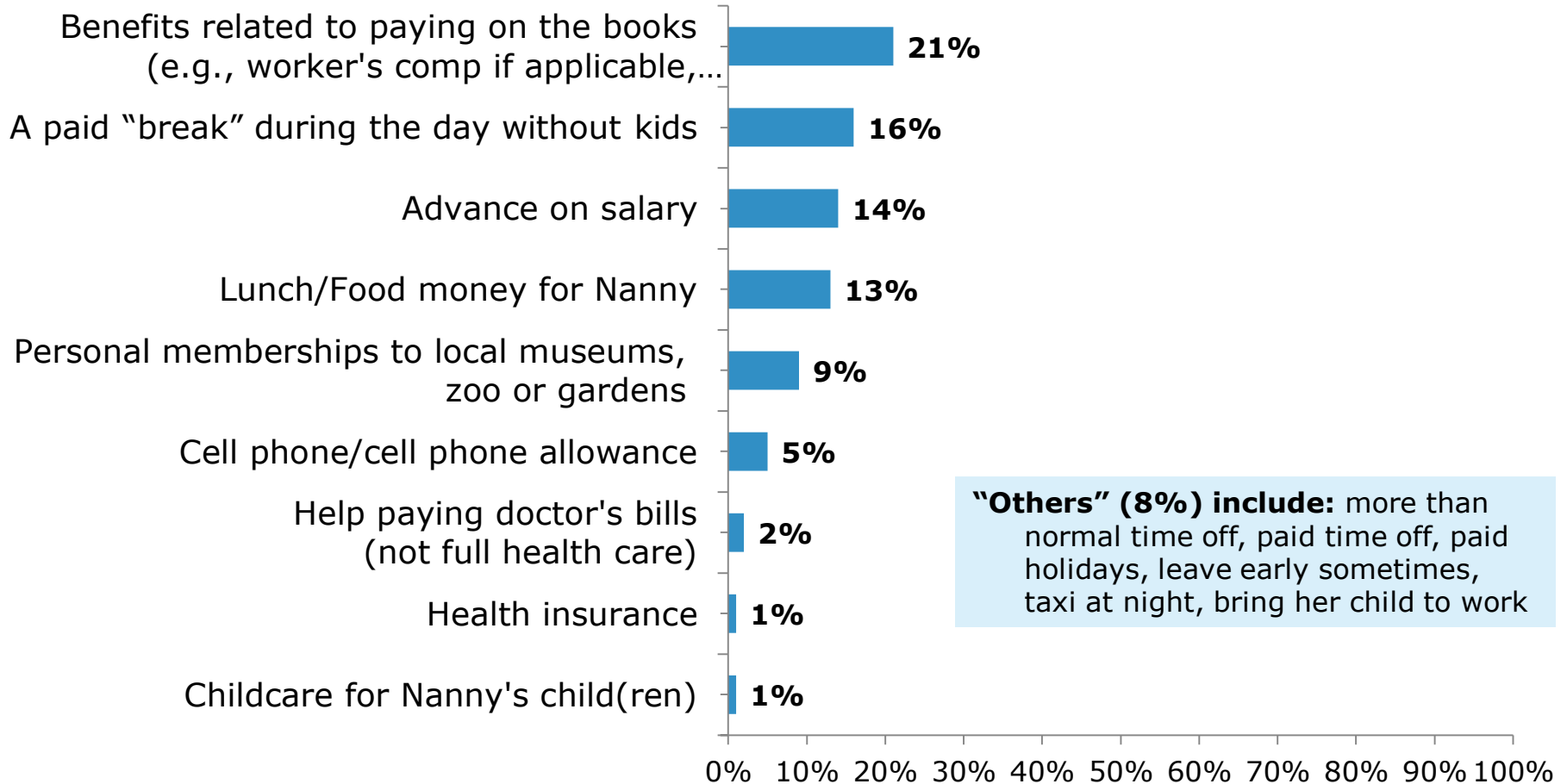
# Job Specifics

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



# Job Specifics (cont.)

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



# Sleep-over/Overnight Pay

- **15%** of respondents have had a nanny stay for an overnight.

## **Overnight Pay Themes** *(from open-ended responses 2013 & 2011):*

- **There are no standards of pay for overnight childcare;** families each negotiate these differently.
- **Set Amounts** ranged from **\$50-\$200** after the nanny's typical hours are passed. The most frequently mentioned set rate **is \$100**.
- **Hourly** rates were given, with some saying they pay a different amount depending on sleep and wake times.
- **Hourly Plus:** About a quarter for awake hours plus a set amount for the sleeping time (ranging from **\$50-100**).
- **Switcheroo:** Some do a switch so that an overnight counts as a day's work that they get off at a later date.

# Weekend Pay

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

## **Weekend Pay Themes** *(from open-ended responses 2013 & 2011):*

- **There are no standards of pay for weekend childcare pay;** families each negotiate these differently.
- **Flat Rate:** Some employers give their nanny an agreed upon sum of money, from **\$125 - \$250 per weekend day**. A lump sum can keep things more flexible and avoid the feeling of "being on the clock".
- **Daily Rate Plus:** Some paid her typical hourly rate plus an overnight rate of anywhere from **\$50-\$150 extra per night**.
- **Hourly Rate:** Pay the nanny's hourly rate for all hours worked (sometimes paying a reduced rate for sleeping hours).
- **Switcheroo:** Switch weekend days for weekdays off.  
*(You should negotiate this before hiring a nanny if you know that you are likely to be giving your nanny more than 2 weeks off per year).*

# Travel Pay

- **3%** of respondents have had a nanny travel with them.

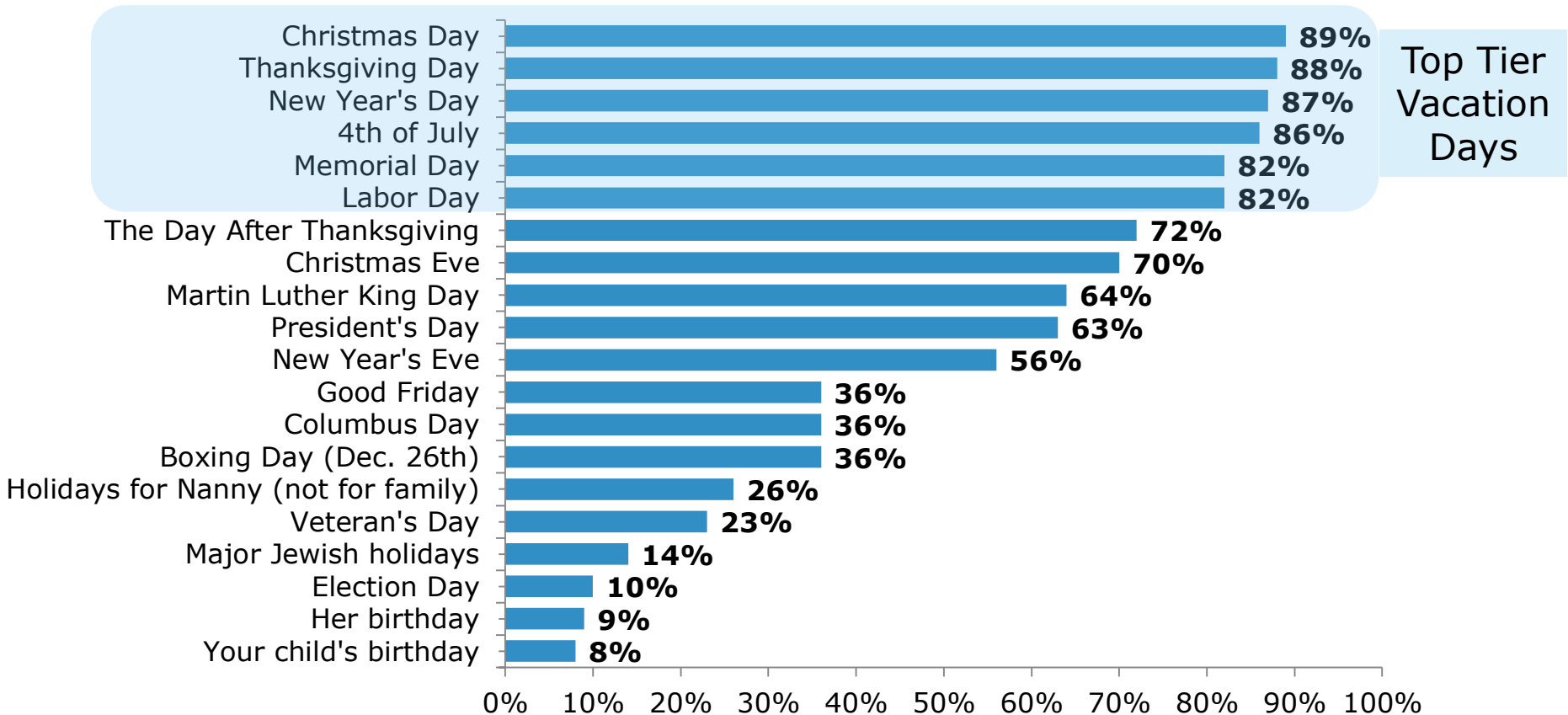
## **Travel Pay Themes** *(from open-ended responses 2013 & 2011):*

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

# Holidays, Time Off and Sick Days

# Paid Holidays

**Question: Which of the following are paid holidays for the nanny?** (Check all that apply)

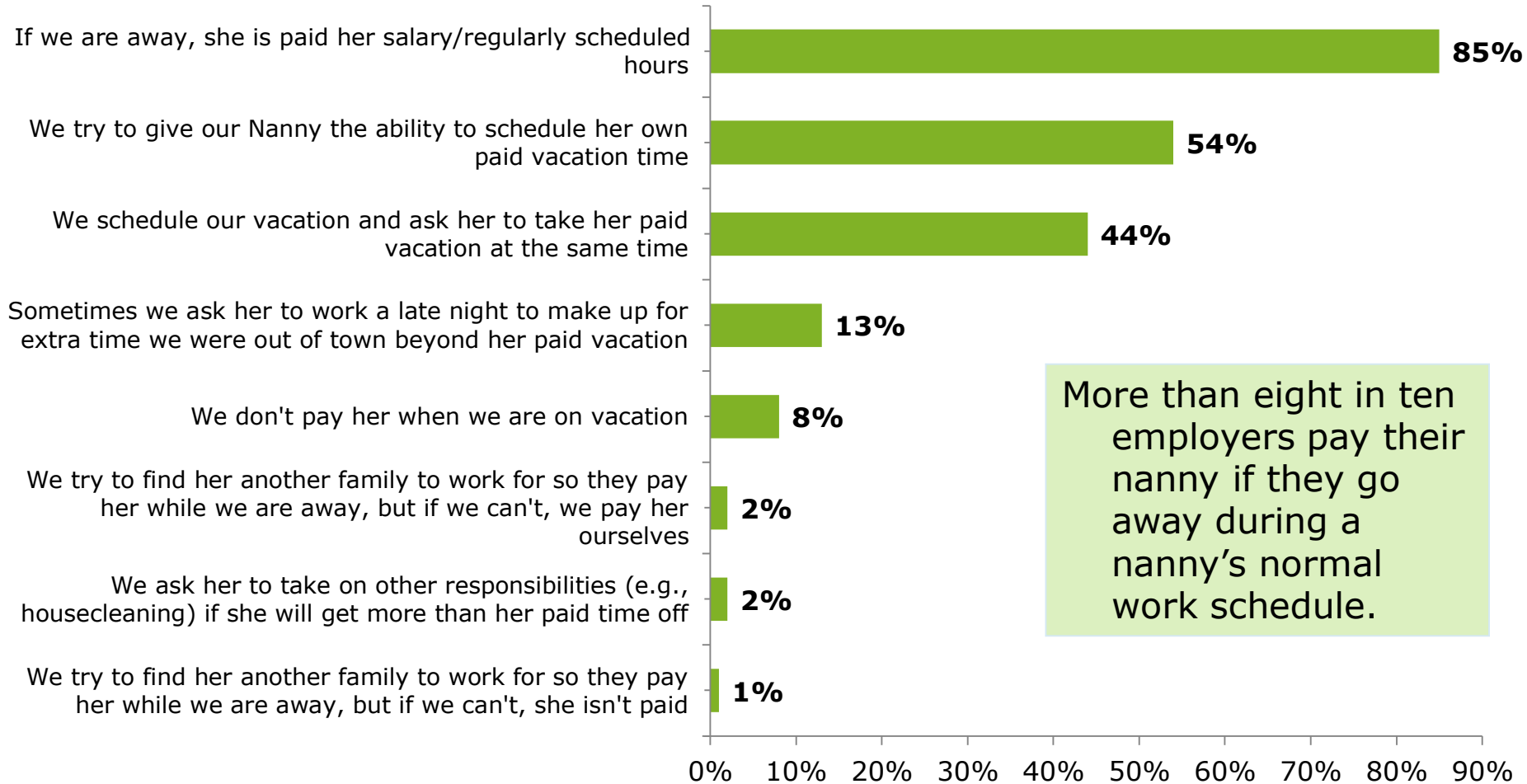


# Time Off: Agreed vs. Received

<b>Paid Time Off</b>	
	<b>Average</b>
<b>Total Days Off Agreed On*</b> (includes sick, vacation and personal)	<b>13.5 days</b>
Paid Sick Days**	4.1 days
Paid Vacation Days**	11 days
Paid Personal Days**	1.5 days
<b>Total Paid Days Received***</b> (includes sick, vacation and personal)	<b>19.6 days</b>

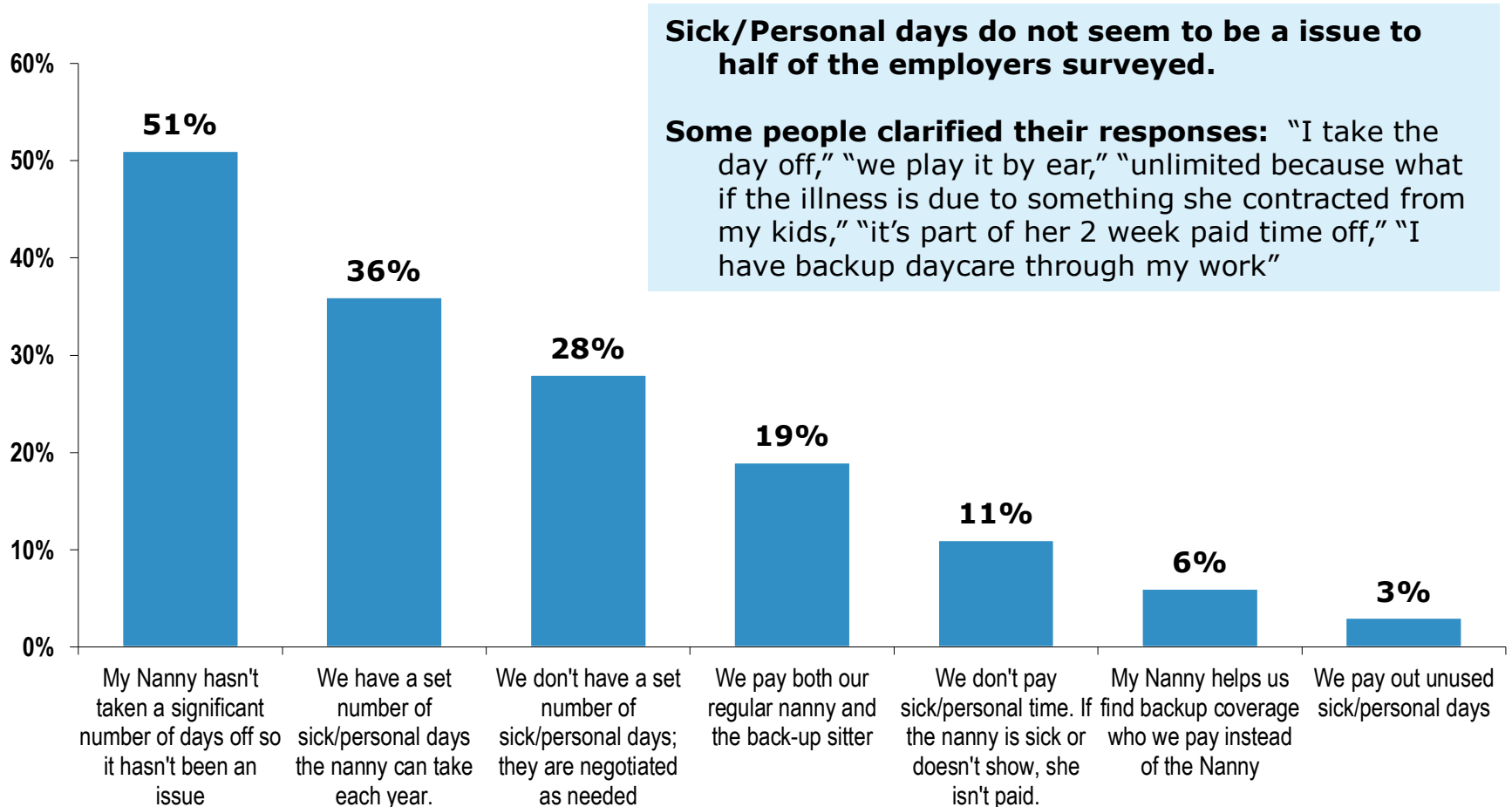
# Vacation Time and Pay

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



# Sick/Personal Days

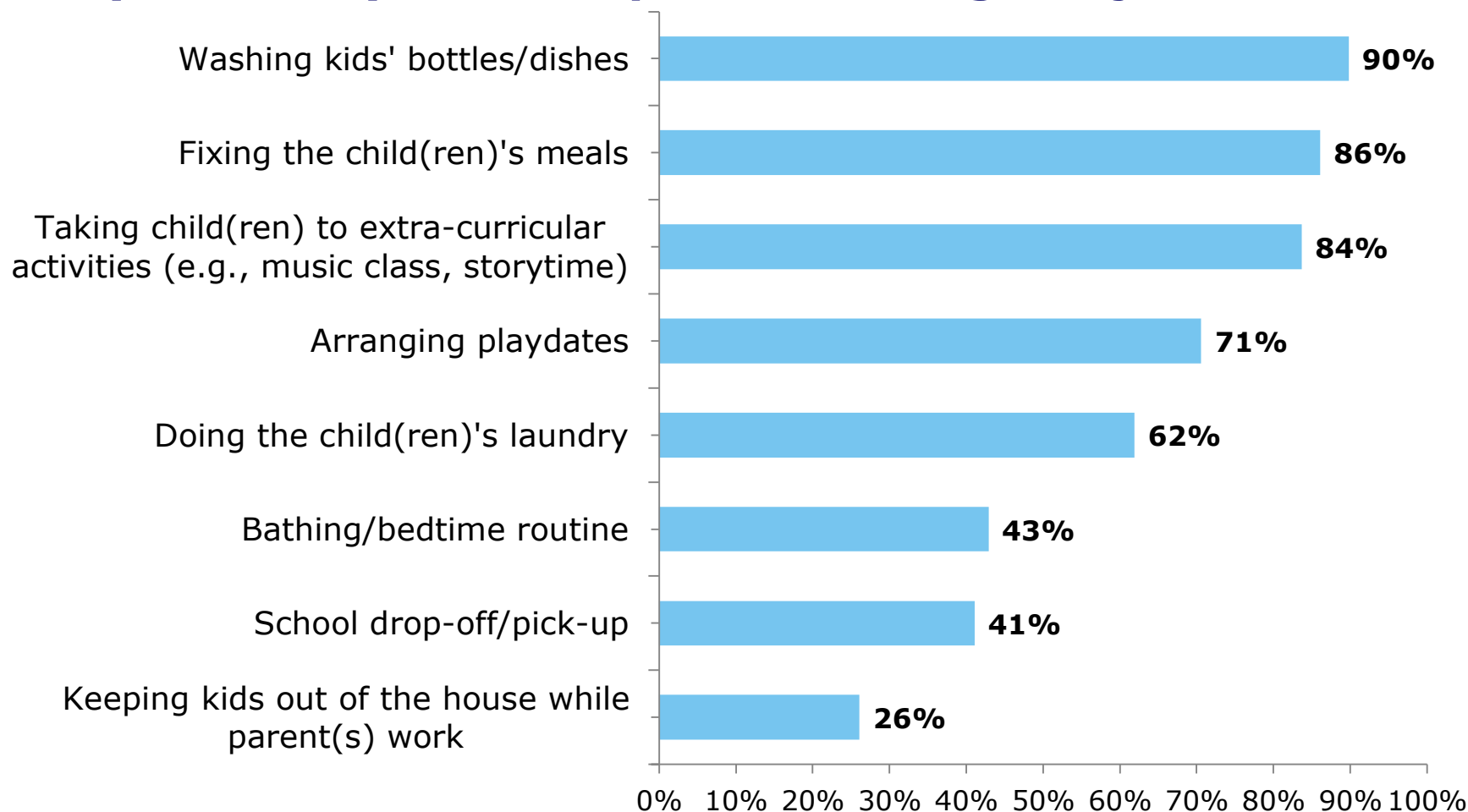
**Question: How do you handle sick/personal days?** (Check all that apply)



# Responsibilities and Policies

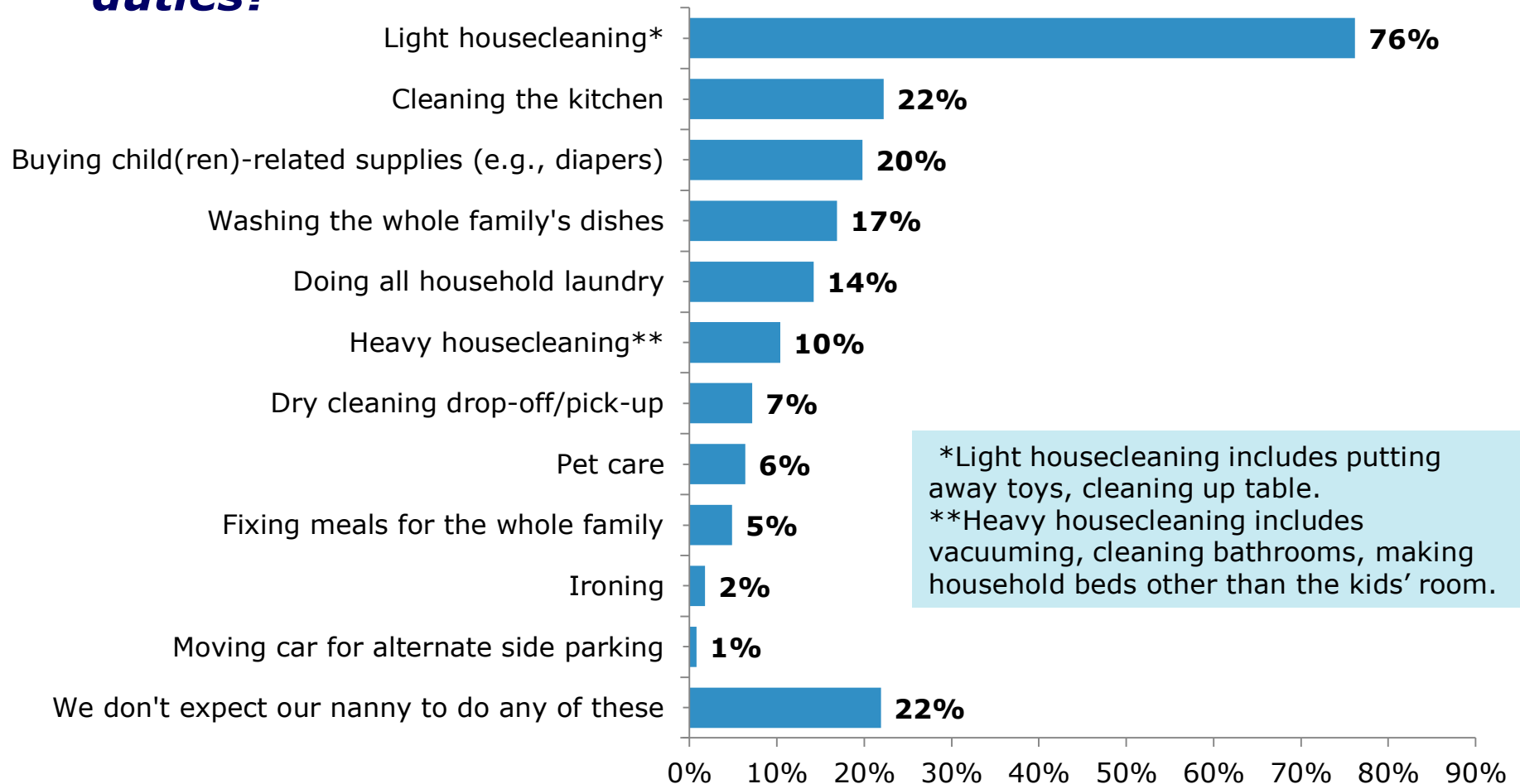
# Childcare Related Responsibilities

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



# Household Related Responsibilities

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



# 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>

# Policies about Specific Behaviors

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

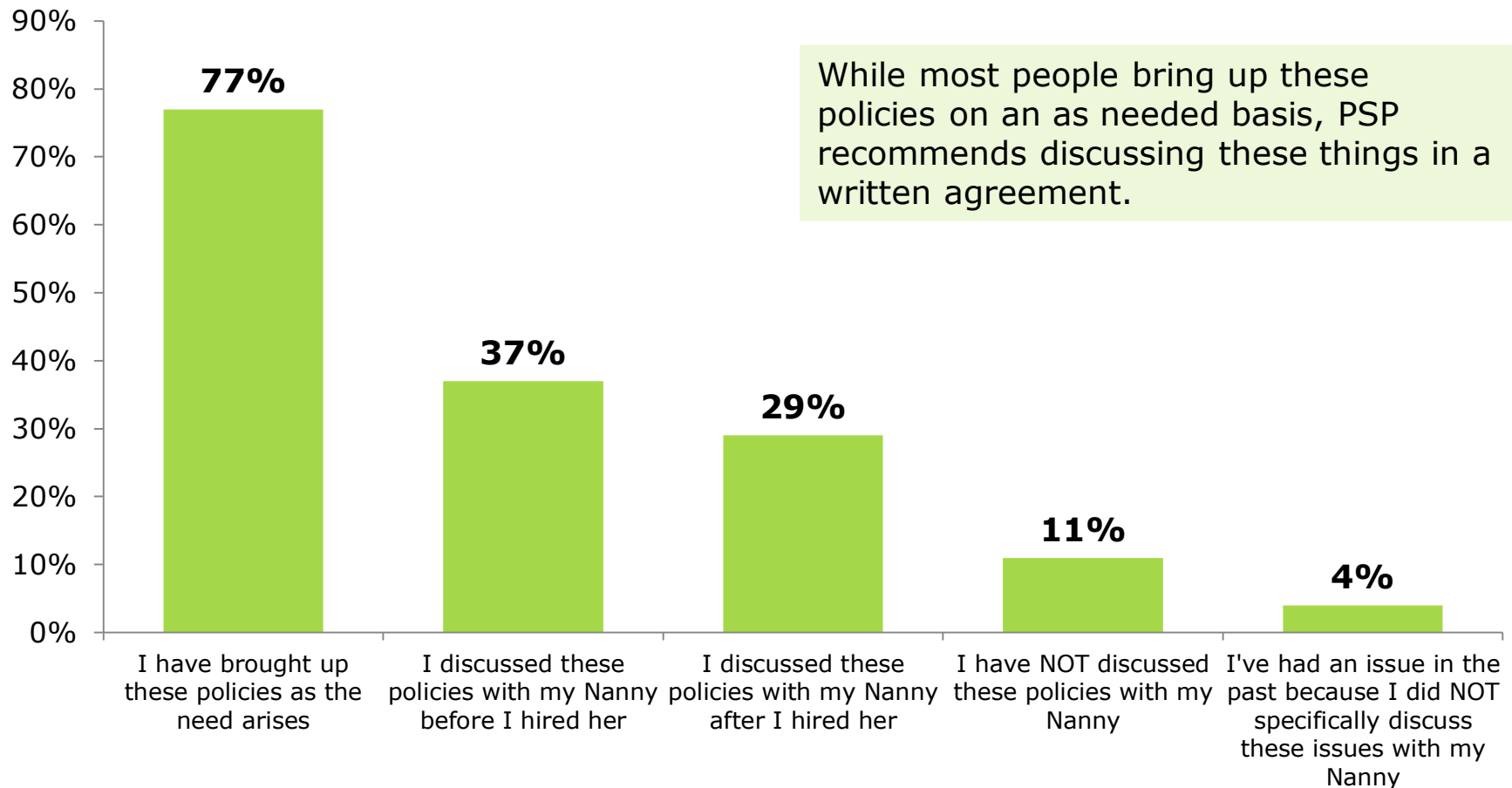
Behavior	OK	OK with permission	Not OK	Not Applicable
Listening/wearing headphones/earpieces	4%	1%	84%	11%
Watching TV while my child(ren) is awake	4%	6%	82%	7%
Using the computer/Internet while my child(ren) is awake	7%	7%	73%	13%
Taking my child(ren) to visit her friends (not a playdate situation)	6%	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%

# Respondent 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.**"*

# Policy Discussions

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



# Work Agreement

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

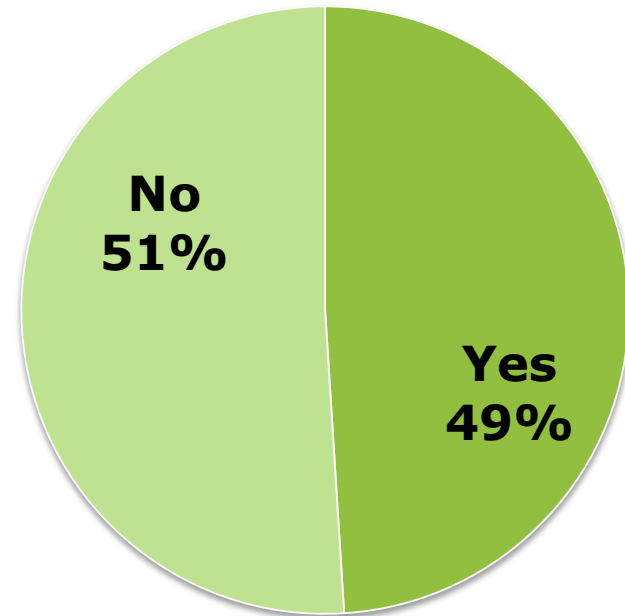
See the PSP Hiring a nanny pages of the [ParkSlopeParents.com website](http://ParkSlopeParents.com) for components of an agreement, sample document as well as other important reasons for having an agreement.

# 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?)**

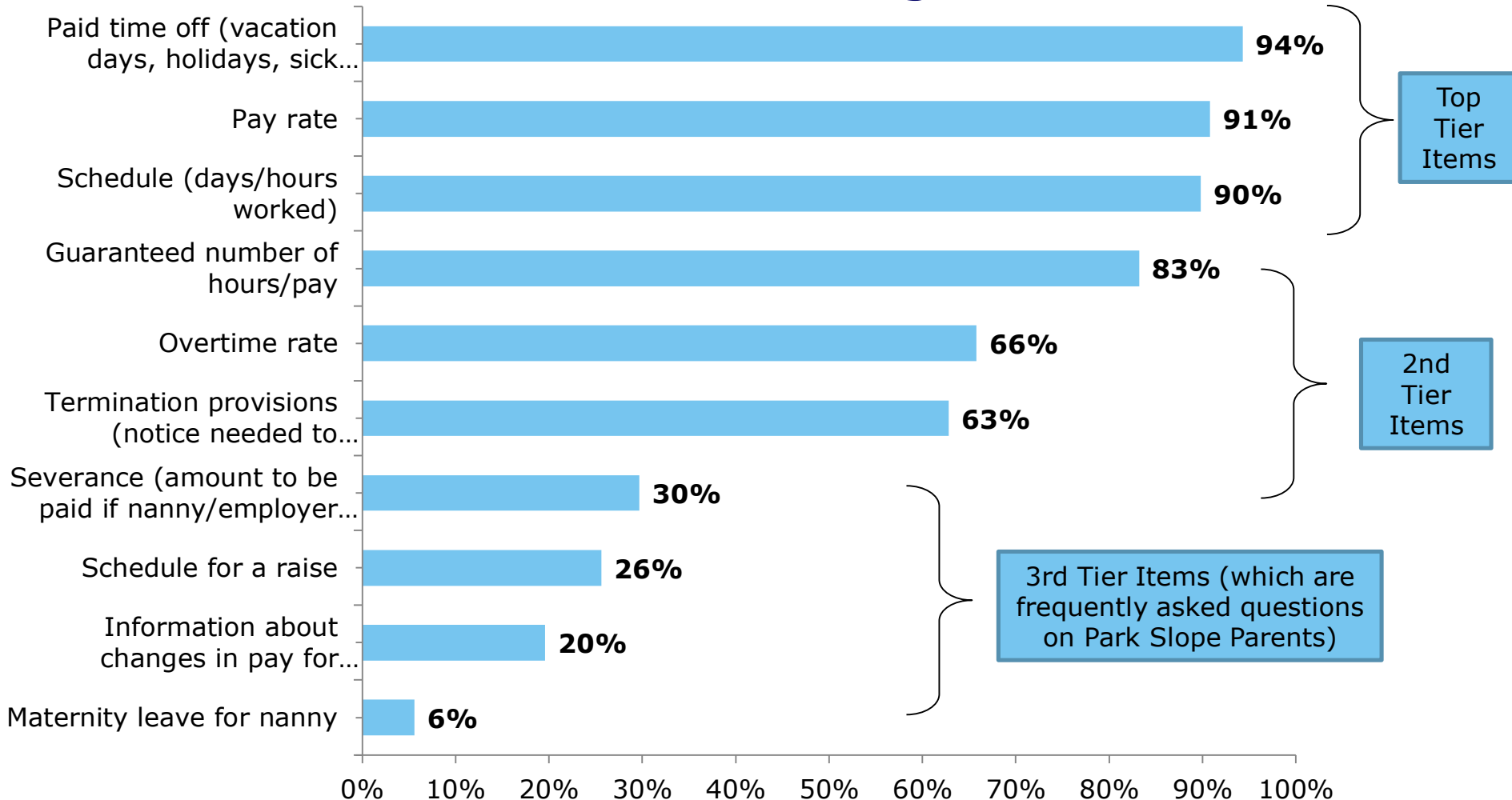
- **Half of all employers** have a written work agreement in place, **up from 4 in ten from 2010.**

PSP recommends all employers have a written agreement regardless of the number of hours your nanny works to reduce the possibility of employment misunderstandings.



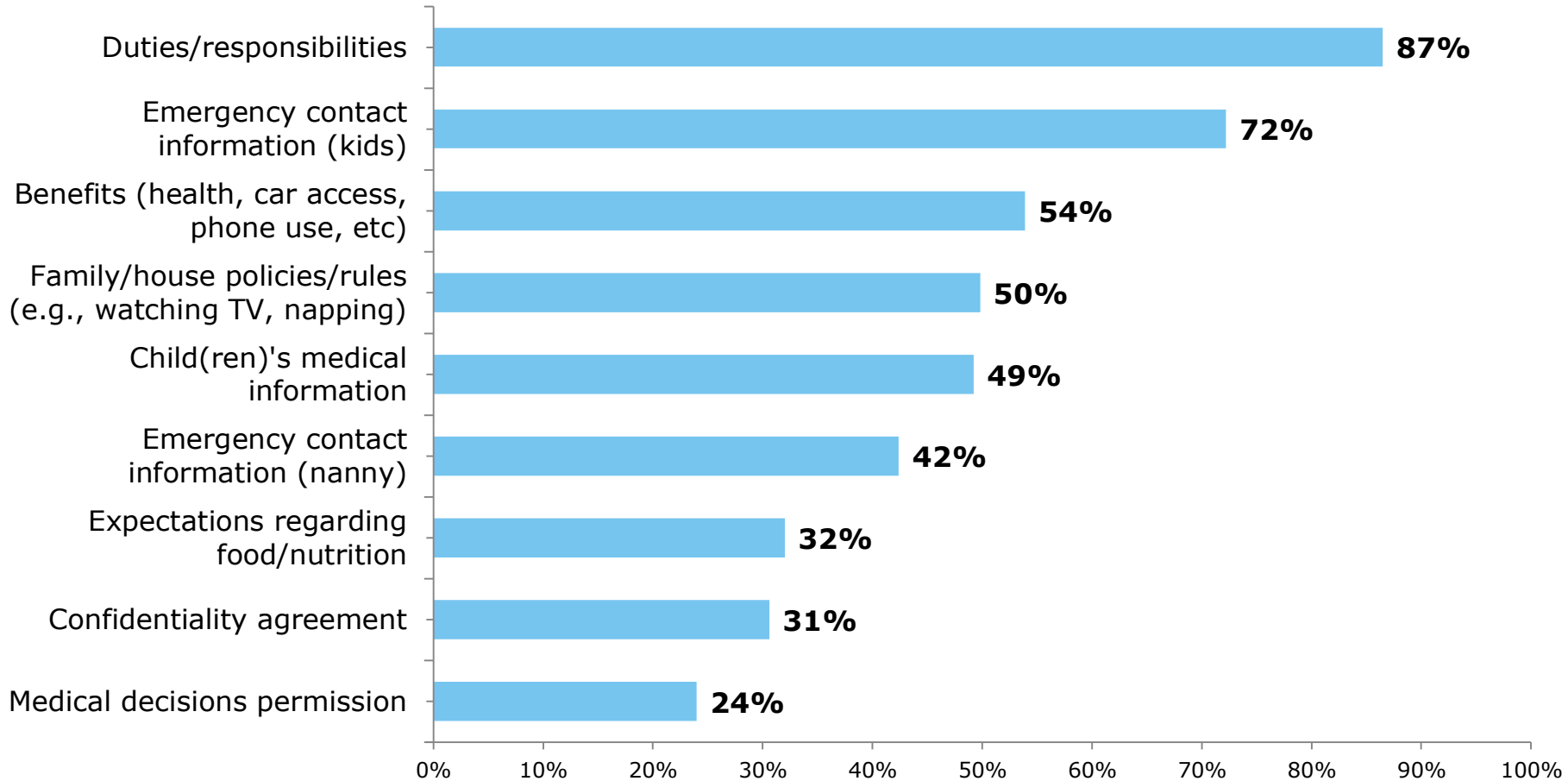
# Components of the Written Agreement

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



# Components of the Written Agreement

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

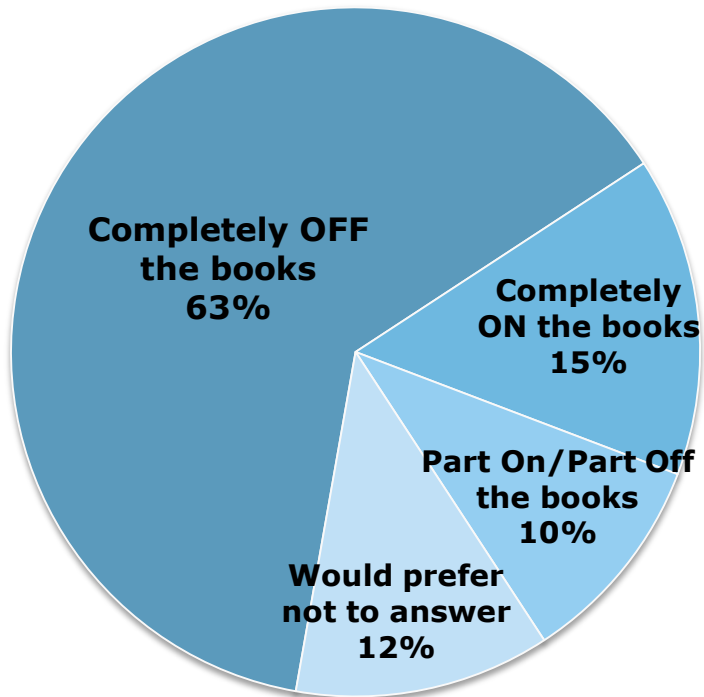


# Paying On/Off the Books

**NOTE:** Employers are legally obligated to pay taxes on any domestic worker who makes more than \$1,800/year. Reporting on the behavior of employer/nanny relationships should in no way be seen as PSP endorsing paying a nanny (or other domestic worker) “off the books.”

# Paying A Nanny On and Off the Books

**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?***

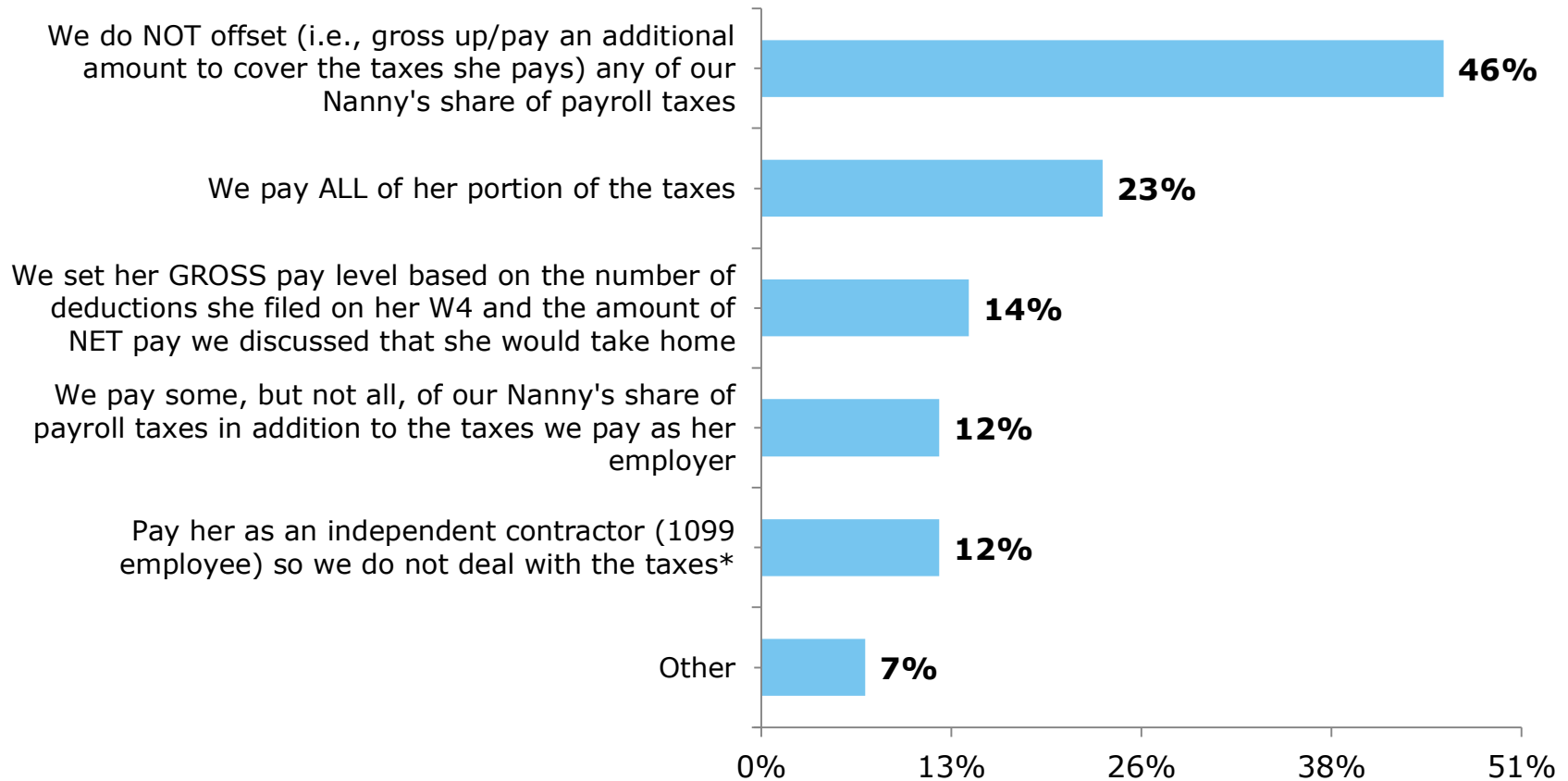
Use a service/accountant*	<b>66%</b>
Do it ourselves	<b>18%</b>
Use a packaged software program	<b>16%</b>

**Top 4 mentioned services:  
PayPrep, Breedlove,  
4NannyTaxes, and GTM**

**\*(These data are virtually identical to the 2011 data.)**

# Handling the Taxes the Nanny Pays

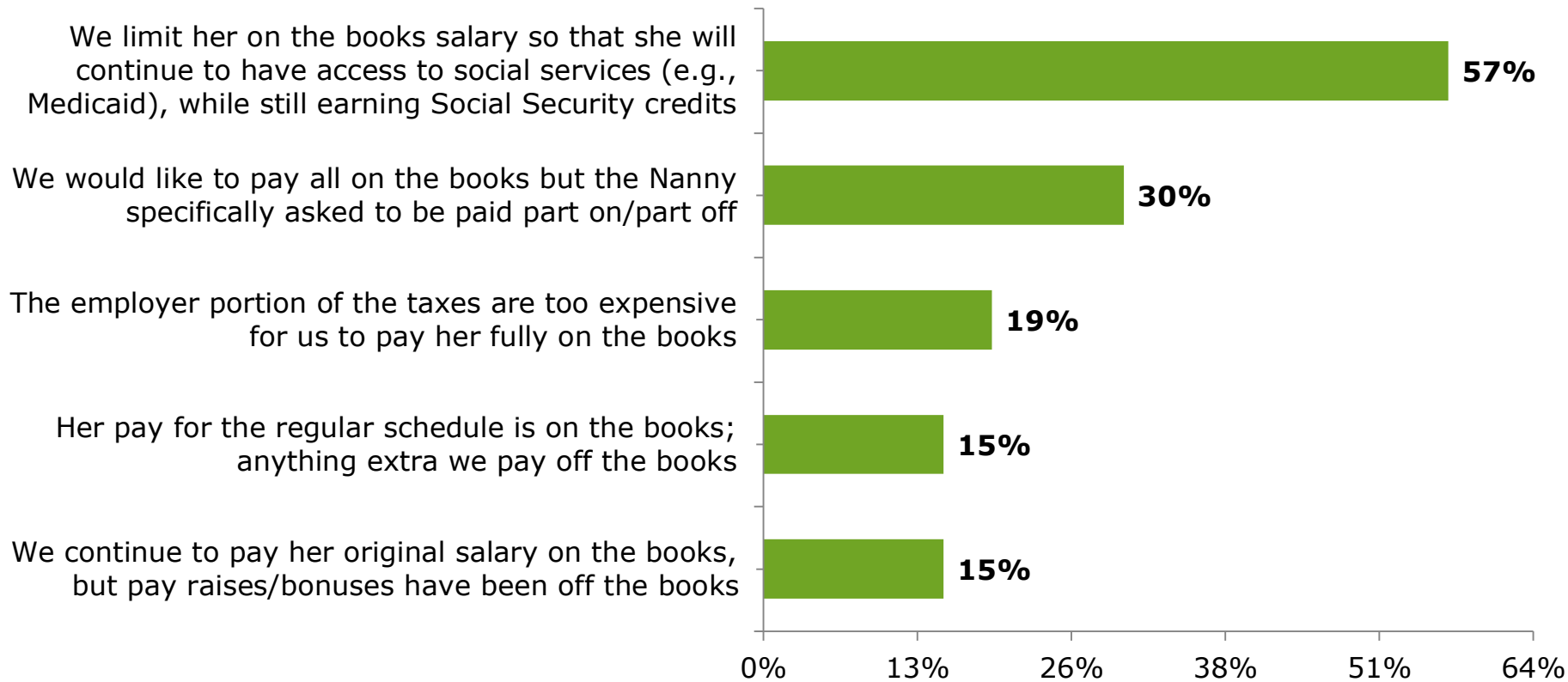
**Question: How do you handle the taxes the nanny has to pay (i.e., NOT the taxes you pay as her employer)?**



*\*Domestic workers, by the nature of their job responsibilities, are not eligible to be paid as independent contractors (1099)*

# Details: Part on/part off the books

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



*\*The law spells out that all income to your employer should be recorded/on the books.*

# Finding and Hiring a Nanny

# Nanny Hiring Lead Time

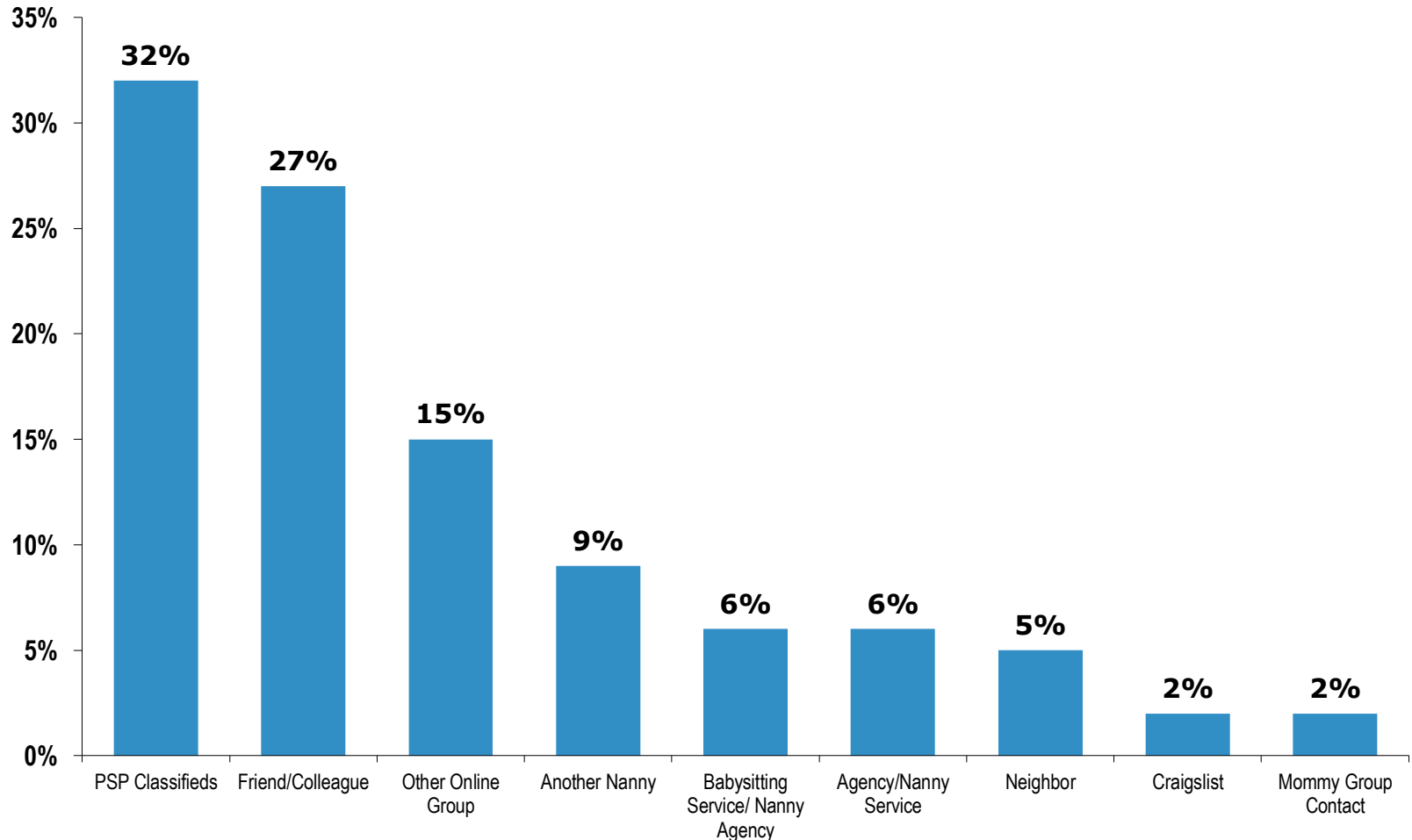
**Question: *How far in advance did you find your current nanny?***

**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.



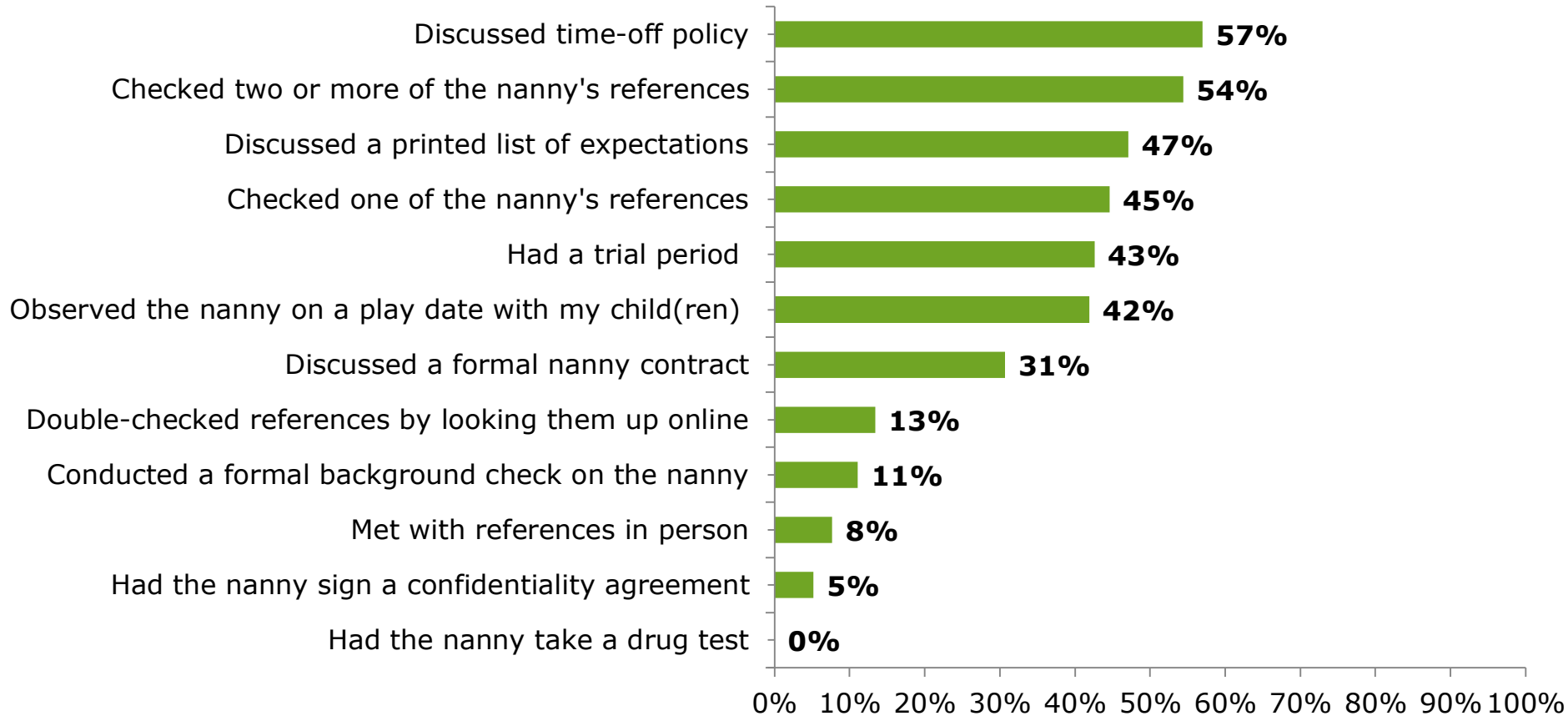
# Sources for Finding a Nanny

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



# Nanny Hiring Preparation

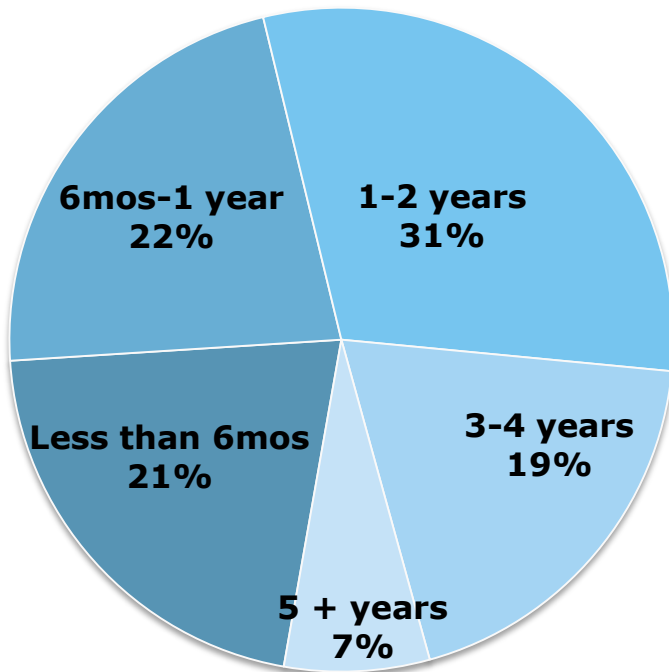
**Question: Which of the following things did you do in the hiring process for your current nanny? (Check all that apply)**



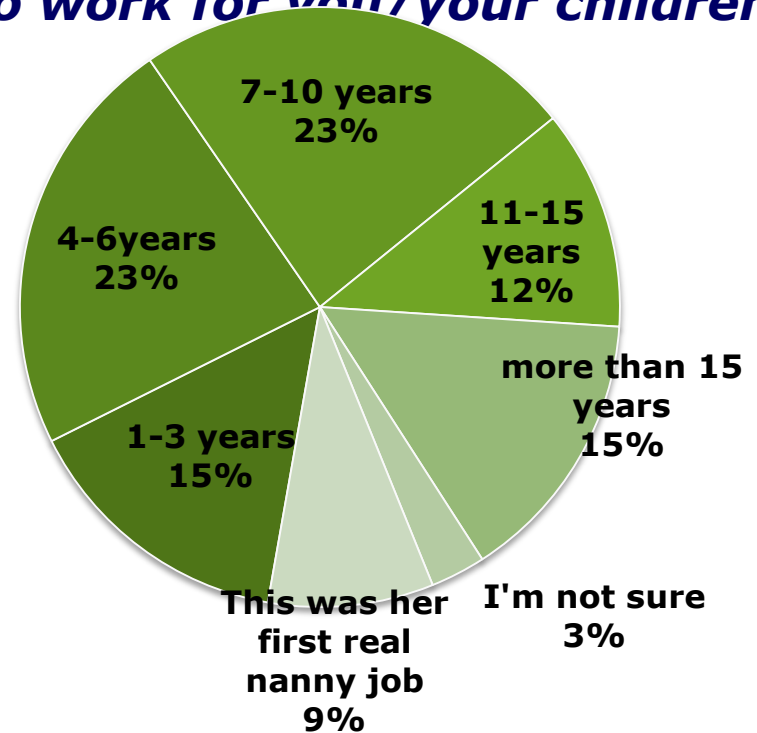
# Respondent and Nanny Demographics

# Nanny Tenure and Experience

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



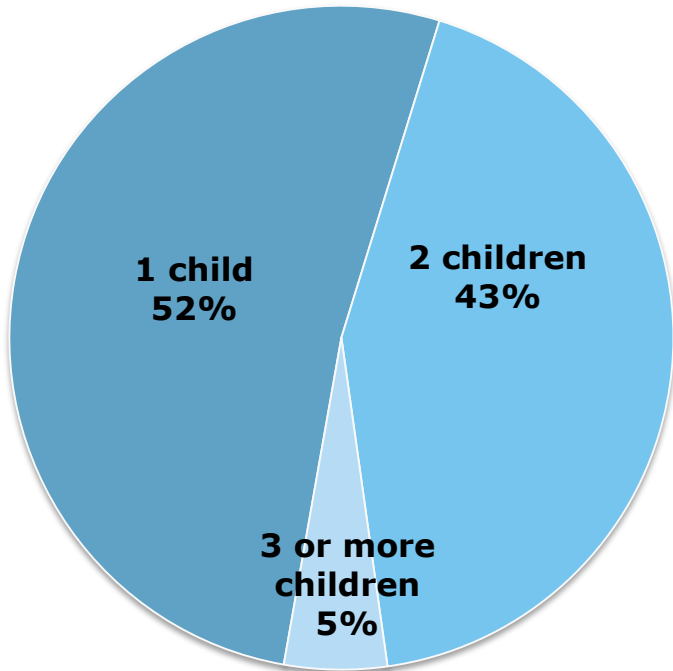
**Question: Approximately how many years of experience did your nanny have working as a nanny BEFORE you hired her to work for you/your children?**



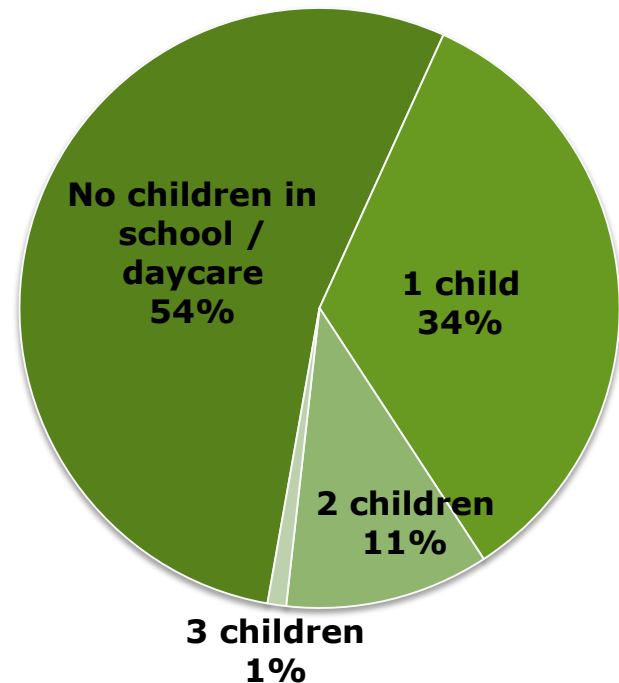
Half of all nannies have been at their present situation a year or less.  
47% of nannies have had 7 or more years of experience prior to their current job.

# 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>53%</b>
Prospect Heights	<b>8%</b>
Kensington/Windsor Terrace	<b>8%</b>
Carroll Gardens	<b>4%</b>
Clinton Hill	<b>3%</b>
Brooklyn Heights	<b>2%</b>
Other (Ditmas, Fort Greene, Boerum Hill, Cobble Hill, Crown Heights, Dumbo, Downtown Brooklyn, Greenwood Heights, Gowanus, Sunset Park, Bay Ridge, Red Hook and others)	<b>22%</b>

I am...	%
A Park Slope Parents member	82%
A member of another parenting group that posted about the survey	13%
Other	5%

# 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



- **Park Slope Parents (PSP)** is a community of more than 5,000 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, SAHMs, 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 and 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 \$35 (to support ongoing services like this Nanny Survey). Membership includes **discounts to more than 600 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)