

2009 International Nanny Association Salary and Benefits Survey

Information in this report is based on the year 2008

Six hundred and sixty seven (667) in-home child care providers responded to this survey. The respondents include Nannies, Traveling Nannies, Temporary Nannies, Newborn Care Specialists, Doulas, Governesses, etc. For simplification the title “Nanny” will be used to refer to all respondents.

About Survey Respondents

Who responded to the INA Survey?

- 86.06% identified themselves as nannies
- 4.20% identified themselves as other type of child care provider
- 3.60% identified themselves as temporary nannies
- 2.40% identified themselves as newborn care specialists
- 1.65% identified themselves as involved in a nanny share
- 1.20% identified themselves as governesses
- 0.90% identified themselves as traveling nannies

What is your highest level of formal education?

- 19.45% reported completing high school
- 19.30% reported completing more than 2 years of college
- 17.17% reported completing community college (2-Year)
- 16.87% reported holding a BS or BA in a child development, education, psychology related subject
- 11.40% reported completing a Bachelors Degree in an unrelated subject
- 6.38% reported other
- 4.56% reported completing a nanny training program
- 1.37% reported receiving a GED
- 0.46% reported completing elementary school

Are you CPR and/or First Aid Certified?

- 98.09% reported having CPR Training
- 90.12% reported having First Aid Training

Are you currently employed?

- 86.96% identified themselves as employed
- 13.04% identified themselves as unemployed

Does your employer furnish your room and board?

- 84.41% reported living in their own homes (Live-out)
- 12.59% reported living in their employers home (Live-in)
- 3.0% reported living in separate housing provided by their employer

How many years have you worked as a nanny?

19.34% had 10 to 15 years experience
13.94% had 4 to 5 years experience
12.29% had 7 to 10 years experience
11.84% had 5 to 7 years experience
11.24% had 15 to 20 years experience
7.95% had 20 plus years experience
7.65% had 3 years experience
6.60% had less than one year experience
5.10% had 2 years plus experience
4.05% had 1 year plus experience

How many nanny positions have you held that lasted longer than two (2) years?

30.81% reported having one long-term position
24.35% reported having two long-term positions
22.26% reported having three long-term positions
10.65% reported having four long-term positions
8.87% reported having five or more long-term positions
3.06% reported having eight or more long-term positions

How long have you worked for your present employer?

35.08% reported being employed by their current employer for less than 1 year
22.34% reported being employed by their current employer one year plus
13.94% reported being employed by their employer two years plus
11.39% reported being employed by their current employer three years plus
7.95% reported being employed by their current employer 4 to 5 years
5.25% reported being employed by their current employer for 5 to 7 years
2.85% reported being employed by their current employer for 7 to 10 years
1.20% reported being employed by their current employer more than 10 years

How many children are presently in your care?

46.03% reported caring for 2 children
29.24% reported caring for only 1 child
19.19% reported caring for 3 children
7.05% reported caring for 4 or more children

What is the age group of the children in your care?

41.38% reported caring for children aged 3 to 5
35.53% reported caring for children aged 5 to 9
32.68% reported caring for children aged 2 to 3
22.64% reported caring children aged 1 to 2
17.09% reported caring for children 6 months to one year of age
13.49% reported caring for pre-teens
11.39% reported caring for children less than 6 months of age
6.15% reported caring for teenagers

Are you currently caring for multiples or special needs children?

- 91.97% reported caring for singleton(s)
- 37.70% reported caring for a set of twins
- 6.93% reported caring for children with special needs
- 1.73% reported caring for a set of triplets
- 0.16% reported caring for a set of quads

How did you find your current position?

- 45.88% reported using a local nanny placement agency
- 16.34% reported using a local Internet job site or online classified
- 15.14% reported using a word of mouth referral –networking
- 8.70% reported using an option that was not listed on the survey
- 6.30% reported using a national Internet recruiting site
- 3.6% reported using a nationwide placement agency
- 2.55% reported using a newspaper advertisement
- 1.55% reported using a local bulletin board

Nanny Salaries

What was your gross (pre-tax) weekly salary in 2008? (Some respondents are part-time employees)

- 10.79% reported earning \$300 or less per week
- 10.04% reported earning \$500 per week
- 9.15% reported earning \$600 per week
- 8.25% reported earning other
- 7.20% reported earning \$700 per week
- 7.20% reported earning \$550 per week
- 7.05% reported earning \$650 per week
- 6.00% reported earning \$850 per week
- 5.85% reported earning \$350 per week
- 5.40% reported earning \$450 per week
- 5.25% reported earning \$400 per week
- 4.80% reported earning \$800 per week
- 4.80% reported earning \$750 per week
- 3.60% reported earning \$950 per week
- 2.55% reported earning \$1000 per week
- 2.10% reported earning \$900 per week



What is the profile of your employer family?

- 66.16% reported working for a professional couple
- 11.64% reported working for a couple where one or both parents work from home
- 10.72% reported working for a couple where one parent is a professional/and one parent is at home
- 3.83% reported working for an independently wealthy individual or family
- 3.83% reported working for a professional single parent
- 1.99% reported working for a divorced couple with shared custody
- 1.07% reported working for a nationally known celebrity
- 0.46% reported working for a locally known celebrity
- 0.31% reported working for an internationally known celebrity

Is your employer withholding and reporting your payroll taxes?

- 61.48% reported employers withholding both federal and state taxes
- 27.49% reported employers not withholding any employment taxes
- 5.59% reported employers withholding federal taxes only
- 0.60% reported employers withholding state taxes only
- 4.83% reported other

What benefits does your employer provide?

- 63.19% reported receiving paid national and religious holidays
- 61.51% reported receiving paid sick days
- 46.72% reported receiving 2 weeks paid vacation
- 33.95% reported receiving reimbursement for use of my vehicle
- 33.61% reported receiving use of an employer furnished vehicle
- 29.08% reported receiving paid personal days
- 26.39% reported receiving more than 2 weeks paid vacation
- 17.31% reported receiving 100% paid health insurance
- 12.94% reported receiving 1 week paid vacation
- 12.27% reported receiving cell phone allowance
- 11.93% reported receiving 50% paid health insurance
- 11.60% reported receiving membership to a health or country club
- 9.58% other
 - 6.55% reported receiving paid registration and/or travel expense to professional conferences
 - 4.87% reported receiving retirement plan contributions
 - 4.71% reported receiving employer paid dues to a professional association
 - 4.37% reported receiving employer paid continuing education or college courses
 - 3.19% reported receiving disability insurance
 - 1.01% reported receiving a clothing allowance

What is your hourly rate of pay for baby-sitting or working on temporary (short-term) assignments?

- 23.51% reported earning \$15.00 per hour
- 19.27% reported earning \$20.00 per hour
- 14.64% reported earning \$12.00 per hour
- 13.87% reported earning \$10.00 per hour
- 10.79% reported other than the options the survey offered
- 7.90% reported earning \$18.00 per hour
- 7.32% reported earning \$14.00 per hour
- 1.16% reported earning \$8.00 per hour
- 0.77% reported earning \$6.55 per hour (Federal minimum wage)
- 0.77% reported earning \$7.00 per hour

Live-Out Nannies: How are you compensated if you stay overnight to care for the child/children?

- 21.83% reported receiving \$100 per night additional compensation
- 14.48% reported receiving \$50 per night additional compensation
- 15.28% reported receiving no additional compensation
- 11.31% reported receiving \$150 per night additional compensation
- 8.53% reported receiving \$75 per night additional compensation
- 3.97% reported receiving \$125 per night additional compensation
- 24.60% reported receiving other types of compensation

Live-Out Nannies: What is your rate of pay if you travel with your employer family?

- 63.04% reported they do not travel with their employer family
- 13.13% reported receiving no additional compensation
- 7.69% reported receiving other types of compensation
- 4.69% reported receiving an additional \$150 per day
- 4.13% reported receiving an additional \$100 per day
- 2.06% reported receiving an additional \$50 per day
- 2.06% reported receiving an additional \$125 per day
- 1.50% reported receiving an additional \$75 per day

When your employer doesn't need you to work, do they pay you for the time you have off?

- 73.53% reported they are paid their normal salary
- 14.53% reported that if they aren't needed, they don't get paid
- 7.96% reported that they are asked to make up the childcare hours
- 3.98% reported other

Did you receive an increase in salary (raise) in 2008?

- 26.20% reported receiving an increase that was not listed in the survey options
- 16.59% reported receiving a \$50 per week increase
- 16.16% reported receiving a \$25 per week increase
- 13.97% reported receiving a 5% per week increase
- 10.48% reported receiving a \$10 per week increase
- 7.21% reported receiving a \$100 per week increase
- 6.11% reported receiving a 10% per week increase
- 3.28% reported receiving a 7% per week increase



Did you receive a holiday gift or year end bonus in 2008?

23.11% reported that their specific bonus was not listed on the survey options

17.54% reported receiving a bonus of one week's salary

15.74% reported not receiving a bonus or gift

15.25% reported receiving a generous gift (Between \$100 and \$500 gift or gift certificate)

13.44% reported receiving cash plus a gift (\$100 or larger gift or gift certificate)

8.03% reported receiving two weeks salary bonus check

3.61% reported receiving an extravagant gift (In excess of \$500)

2.13% reported receiving a one month salary bonus check

1.15% reported receiving more than one month salary bonus check

(The gifts received included luxury services, travel, designer apparel and accessories)

Did your employer report your financial year end gift as income (taxed)?

81.71% reported no

18.29% reported yes

Breakdown of Salaries by State

Listed Alphabetically

A

Full time live out nannies in Arizona earn on average, \$14.73 per hour.

C

Full time live out nannies in California earn on average, \$17.70 per hour.

Live-in nannies in California earn on average, \$658.33 per week and work an average of 45 hours.

Full time live out nannies in Colorado earn on average, \$15.70 per hour.

Full time live out nannies in Connecticut earn on average, \$17.89 per hour.

Live-in nannies in Connecticut earn on average, \$750.00 per week and work an average of 68 hours.

E

Full time live out nannies in Florida earn on average, \$12.51 per hour.

Live-in nannies in Florida earn on average, \$700.00 per week and work an average of 58 hours.



G

Full time live out nannies in Georgia earn on average, \$15.17 per hour.

I

Full time live out nannies in Iowa earn on average, \$11.87 per hour.

Full time live out nannies in Illinois earn on average, \$13.75 per hour.

Full time live out nannies in Indiana earn on average, \$12.77 per hour.

K

Full time live out nannies in Kentucky earn on average, \$9.04 per hour.

M

Full time live out nannies in Maryland earn on average, \$13.33 per hour.

Live-in nannies in Maryland earn on average, \$450.00 per week and work an average of 51 hours.

Full time live out nannies in Massachusetts earn on average, \$16.04 per hour.

Live-in nannies in Massachusetts earn on average, \$525.00 per week and work an average of 60 hours.

Full time live out nannies in Michigan earn on average, \$12.03 per hour.

Full time live out nannies in Minnesota earn on average, \$15.42 per hour.

Live-in nannies in Minnesota earn on average, \$800.00 per week and work an average of 44 hours.

Full time live out nannies in Missouri earn on average, \$11.35 per hour.

N

Full time live out nannies in New Jersey earn on average, \$15.87 per hour.

Live-in nannies in New Jersey earn on average, \$660.00 per week and work an average of 58 hours.

Full time live out nannies in New Mexico earn on average, \$13.73 per hour.

Full time live out nannies in New York earn on average, \$16.16 per hour.



Live-in nannies in New York earn on average, \$708.00 per week and work an average of 54 hours.

Full time live out nannies in Nevada earn on average, \$10.05 per hour.

Full time live out nannies in North Carolina earn on average, \$14.09 per hour.

Live-in nannies in North Carolina earn on average, \$567.00 per week and work an average of 55 hours.

O

Full time live out nannies in Ohio earn on average, \$13.66 per hour.

Full time live out nannies in Oregon earn on average, \$15.82 per hour.

P

Full time live out nannies in Pennsylvania earn on average, \$15.10 per hour.

Live-in nannies in Pennsylvania earn on average, \$630.00 per week and work an average of 44 hours.

T

Full time live out nannies in Tennessee earn on average, \$12.65 per hour.

Full time live out nannies in Texas earn on average, \$12.54 per hour.

V

Full time live out nannies in Virginia earn on average, \$11.59 per hour.

Live-in nannies in Virginia earn on average, \$450.00 per week and work an average of 40 hours.

W

Full time live out nannies in Washington earn on average, \$17.89 per hour.

Full time live out nannies in the Washington DC, earn on average, \$16.28 per hour.

Nannies and Professional Development

What resources do you use to grow professionally?

- 79% reported researching child care findings in books or on the Internet
- 59% reporting reading periodicals about child care and child development
- 29% reported attending community college or learning centers
- 25% reported attending meetings of local nanny groups
- 22% reported attending professional conferences
- 13% reported holding membership in national nanny associations

How do you keep current as a child care provider?

- 82.82% reported keeping current with CPR and First Aid training
 - 80.23% reported reading books and periodicals
 - 37.93% reported holding membership in local nanny groups
 - 29.66% reported attending continuing education classes
 - 23.50% reported attending classes offered by community colleges or learning centers
 - 28.69% reported attending professional conferences
 - 16.00% reported other
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Notable Changes in Trends from 2006 INA Nanny Salary and Benefits Survey

- Reported unemployment rate among in-home childcare providers grew from 8% in 2006 to 13% in 2008 as reported in 2009.
- Reported number of live-out nannies grew from 78% in 2006 to 84% in 2008 as reported in 2009 and the number of live-in nannies declined from 16% in 2006 to 13% in 2008 as reported in 2009.
- In-home childcare providers caring for twins rose from 13% in 2006 to 38% in 2008 as reported in 2009.
- In-home childcare providers receiving 100% employed paid healthcare coverage dropped from 20% in 2006 to 17% in 2008 as reported in 2009.
- In-home childcare providers that report attending professional conference grew from 22% in 2006 to 29% in 2008 as reported in 2009.



Notable Comments from Nanny Respondents on How the Economy is Affecting Them

I realize that up until the recent economic downturn, there were nannies out there earning much higher salaries than I am, but I also realize that there are nannies out there that are not anywhere near as happy in their job placement as I am.

In December, because of special circumstances at the father's job, my employer's lowered my salary by \$200 a week. My employers said they will compensate me with a bonus and a raise at the beginning of 2010.

I consider myself lucky to still be employed, as my mom-boss just changed jobs and my dad-boss has been out of work since April.

As a nanny with over 15 yrs of experience, I can't even get a family to offer me \$10 per hour right now.

My salary is basically nothing compared to 2007, due to the economy.. My family tells me how much they love me and the quality of work I do, but they cut way back this year, to the point that I didn't even get a \$5.00 bonus this year after getting a \$300 bonus plus gifts last year.

The family expects me to make up for the fact that they can't have their house professionally cleaned as often anymore and asks me constantly to do things they'd never had thought of asking me to do before. It's a bad year to be a nanny but I'm lucky to have a job at all.

This is the first year I wasn't given a raise. I was told it was due to the economy, but that if my employers business picks back up, I will be compensated henceforth.