2013 INA Salary and Benefits Survey

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Table of Contents

- Objectives and Methods  Page 3-4
- Executive Summary  Page 5-9
- Respondent Demographics  Page 10-12
- Salary and Overtime  Page 33-20
- Attributes Affecting Salary  Page 39-26
- Nanny Benefits  Page 51-12
- Current Nanny Job  Page 66-20
- Current Employer  Page 74-26
- Change in Pay  Page 82
- Link to Online Results  Page 84
Objectives

- To provide credible salary and benefit information about the nanny profession.
- Show the effects of training and experience on salary and benefits.
- Establish a baseline for future comparisons over time.

Methods

- SDA and INA jointly developed a survey using a recent INA survey as a starting point.
- The survey was refined through extensive reviews, tests and a pilot run.
- The survey was distributed through multiple channels:
  - Emails to agencies asking it to be forwarded to their nannies
  - Email invites sent directly to INA members
  - Linked on the INA Facebook page
  - Sent through Blackbaud asking it to be forwarded to nannies
  - See following slide for response distribution
- A total of 640 completed and 177 partial responses were received.
Response Distribution

N=813

- Agency Email Campaign: 39.2%
- Facebook Link: 19.8%
- Nanny Email Invite Campaign: 17.8%
- Blackbaud Survey Link: 13.9%
- Default Link: 9.0%
- Pilot Campaign: 0.2%

N=813
Executive Summary
Executive Summary

- **Nanny Profile**
  - Responses were mostly split between Nannies (52%) and Nanny/Household managers (42%); 5.3% were Specialty Nannies
  - 70% of nannies work full-time
  - 90% of nannies live outside their employer’s home
  - 71% of nannies have more than 5 years experience
  - 85% of nannies have at least some college education
  - 46% of those with college degrees majored in a child-related field
  - Less than 7% of nannies have taken either of The Nanny Credential Exam (6.8%) or the INA Basic Skills Exam (6.6%)
  - 6% of nannies have attended a Nanny school for nanny training
  - 87% of nannies have CPR certification
  - 80% of nannies have first aid certification
  - 48% of nannies have maintained their INA membership
Executive Summary

Nanny Pay

- 55% of nannies get paid hourly, 34% get paid weekly
- Based on stated and computed hourly rates, the average hourly rate for nannies is $17.44. The median rate is $16.
- 38% of nannies had a salary increase in 2011
- 53% of nannies received a year-end bonus in 2011
- 36% of nannies are not compensated for overtime
  - 51% of the those compensated for overtime receive time and half pay
- 74% of those than travel as part of their job are compensated through coverage of all their expenses while traveling
- There were quite a few differences in the hourly rate based on particular nanny profile, but few were surprising
  - Certain types of specialty nannies get paid more
  - More tenure, more experience and advanced degrees are associated with higher pay
  - Couples where at least one doesn’t work pay more for nanny care
Executive Summary

- **Nanny Benefits**
  - 66% of nannies get paid holidays
  - 64% of nannies get paid vacation (89% get 2 or more weeks)
  - 47% of nannies get paid sick days
  - 13% of nannies get full health insurance premium contribution
  - 13% of nannies receive no benefits

- **Aspects of Nanny Job**
  - 88% of nannies do not provide overnight care
  - 72% of nannies get paid when employer does not need them
  - 74% of nannies do temporary assignments outside of their regular job
  - 35% of nannies found their job using a local nanny placement agency
  - 30% of nannies found their job using an online recruiting service
  - 77% of nannies care for one (30%) or two (47%) children
  - Even distribution across child age from infant through 12 years; the percent caring for preteens and teens is lower
  - 15% of nannies care for multiples
  - 11% of nannies care for special needs children
Executive Summary

- Aspects of Nanny Job (continued)
  - 35% of nannies have children of their own
    - Approximately, 10% of nannies with children bring their child to work with them
  - 76% of nannies have been with their current employer for less than three years; 43% less than one year
  - More nannies with a job through an agency have written work agreements (78%) than those not placed by an agency (51%)
  - 79% of nannies work for couples where both parents work
  - 66% of employers withhold federal taxes from nanny pay
  - 31% of nannies are paid through a payroll service
  - 66% of nannies said they earn more than they did in 2008
  - 13% of nannies said they earn less than they did in 2008
Respondent Demographics
Which of the following best describes your role in your employer's home as a nanny? N=791

- Nanny (51.8%)
- Nanny/household manager (41.6%)
- Specialty nanny (5.3%)
- Other (1.3%)

- Child care
- Driving nanny
- Nanny/English tutor
- Group care
- Light housework
- Mainly only childcare duties but I cook for whole family
- PT Nanny for 18 month old triplets and light household duties i.e. laundry
Types of Specialty Nannies

Which of the following types of specialty nannies were you in 2012? N=40

- Newborn care specialist: 45.5%
- Temporary nanny: 27.3%
- Traveling nanny: 12.1%
- Special needs nanny: 3.0%
- Governess: 3.0%
- Other: 12.1%

Additional options:
- Teaching Nanny
- Take care of the mother as well
- On-Call Nanny
- Nighttime Nanny
- Elder care
- Celebrity nanny
Are you currently a full-time or part-time employee? N=664
(Select full-time if you are employed 35 hours or more in a 7-day period.)

70.0% Full-time
30.0% Part-time
Living Arrangement

Do you live-in or live-out of your employer's home? N=781

- Live outside: 89.9%
- Live in, my nanny agreement includes room and board: 8.3%
- Part-time live in, my nanny agreement requires me to live in during my working hours: 1.2%
- Live in, my nanny agreement includes a room or apartment where I live: 0.6%
Experience, Education and Certifications
Experience as a Nanny

Approximately, how many years experience do you have as a nanny? N=744

- Less than one year: 3.8%
- 1-2 years: 6.4%
- 2-3 years: 5.6%
- 3-4 years: 5.8%
- 4-5 years: 7.5%
- 5-7 years: 13.6%
- 7-10 years: 16.0%
- 10-15 years: 16.0%
- 15-20 years: 11.0%
- More than 20 years: 14.2%
What is your highest level of traditional education outside of any nanny training? N=743

- Eighth grade or lower: 0.4%
- Some high school: 0.4%
- Completed high school: 8.7%
- Some college: 32.6%
- Completed 2-year degree (e.g. junior college, A.A. or A.S. degree): 16.8%
- Completed bachelor's degree: 29.9%
- Completed advanced degree (master's or Ph.D.): 5.8%
- Other: 5.4%
Education: “Other”

- A Nanny School (2)
- Associate diploma
- Associates degree in ECE plus continued studies for BA (have a BA equivalency but no diploma)
- Bachelors plus I did Alternative Teacher's Certification Program in Texas so I am certified to teach EC-6th generalist and EC-12th Special Education
- Business School
certification in child development
- completed LPN training - not currently licensed
- continue education on early childhood development
- Continuing education in specialty areas.
- Did a 3yr Diploma of Ed in Australia but unfortunately didn’t pass last 10 week prac
- Emergency Medical training
- English Nanny & Governess School
- Graduated from The New England School for Nannies
- I'm in college
- in addition to my degree in social work, i have extensive early childhood development training
- LPN with CEU plus spec courses re: to child development due to extensive needs as a home care pediatric high tech nurse
- Medical assistant degree not an A.S.
- Nanny school and some College (2)
- Nanny Training
- NCS sleep training
- private nanny school and preschool teacher training
- ROP- early childhood development
- Some college and a nanny training program (3)
- Some graduate plus infant certifications (2)
- Specific nanny/parenting training certifications along with b.s. degree
- Suzan Johnston
- Teaching Credential
- Technical school (2)
- Uncompleted bachelor's degree
- Wake tech community college
Child-related Education

Was your degree in early childhood education, child development, education or other child-related field?  
N=390

- Yes: 46.2%
- No: 53.8%

SurveyDNA.com
Was your degree in early childhood education, child development, education or other child-related field? “Yes” N=178

- Early Childhood Education: 29.4%
- Early Childhood Development: 14.1%
- Elementary Education: 14.1%
- Psychology, child development track: 10.2%
- Education: 7.3%
- Human development/family relationships: 2.8%
- NNEB: 1.7%
- Social Work: 1.7%
- Art Ed K-12: 1.7%
- Occupational Therapy: 1.1%
- Pedagogy: 1.1%
- Other: 15.8%
Type of Child-related Education: “Other"

- AS-ECC BS-Child Psychology
- Associate of applied science in early childhood education
- BA Mass Media
- certificate in ECED
- Certified Occupational Therapy Assistant with 25 years developmental Disability work
- Exercise, sport, and health education.
- have done courses and training
- Home management and family care
- Journalism
- lib art child ed, art
- Library & Information Science: Public Library Services to Children & Young Adults
- MA Elementary Education
- masters of the arts in teaching (high school education focus)
- Middle childhood education, human development and family science
- Montessori Education
- MSW
- pediatric nurse
- Physical Ed
- Pre k-3 teaching license
- Professional nanny/ECE
- Secondary Ed
- Sociology
- Special Education
- Youth & community studies
Nanny Credentials

Which of the following have you successfully completed? (Select all that apply.) N=700

- Nanny conference workshops: 27.0%
- The INA Nanny Credential exam: 6.1%
- The INA Basic Skills exam: 6.8%
- None of these: 63.1%
School/University Attended

Which of the following schools have you attended for nanny training? (Select all that apply.) N=690

- NW Nanny Institute: 3.6%
- English Nanny and Governess School: 1.7%
- Alexandria school: 0.6%
- Sullivan University: 0.4%
- Other: 6.5%
- None of these: 87.5%

See following slide
School/University Attended: “Other"

- 40+ yrs experience
- Absolute Best Care Nanny Training Center
- Au Pair Training School
- CAPE center (25yrs ago)
- childcare studies
- continuing childcare classes, and i hold a license for childcare
- CSI Professionals
- Early Childhood Care and Education at NHCC and Ashford U.
- Eastern Iowa School for Nannies
- Gentle Ventures
- hot docks classes
- ICT Academy
- Langley, Berkshire, UK
- Local college
- lovegrove school for nannies
- Minnesota State Southeast Technical
- Mom’s Best Friend (3)
- Montana’s Nannies (no longer in business)
- More Than A Nanny (2)
- Morning side nannies Houston
- NANI
- Nanny Institute of Beverly Hills (3)
- National Academy of Nannies, Inc. (2)
- neo nanny program
- nneb
- professional nanny certification Boston ma
- St. Louis Child Day Care Associations Nanny Training Program 1984
- Starkey
- Starkey-snap
- TAFE college in Australia
- tech schools for early childhood education while teaching preschool
- The New England School for Nannies
- The school of life experiences
- Training through the Nanny Institute. It used to be located in Maryland.
- Universities
Which of the following certifications do you currently hold? (Select all that apply.) N=733

- CPR: 87.4%
- First aid: 80.4%
- Early childhood: 23.5%
- Blood born pathogens: 11.9%
- Medication administration: 8.0%
- Other: 15.3%
- None of these: 7.9%

See following slides
Nanny Certifications: “Other"

- Abuse and Neglect
- AED (10)
- All early edu classes for my two year degree in early childhood edu. Finishing up math now.
- ARC Babysitter Instructor
- Attachment
- Babysitting Red Cross Training
- Basic Water Rescue (2)
- Behavior intervention
- CDA (4)
- Cert. in infant toddler techniques (2year)
- Child care health card
- CNA home health aide (4)
- Colorado Director's Certification
- CTA
- Doula (2)
- Elementary school teacher (2)
- EMT (3)
- Family Childcare, 2 NCS certifications, 2 child dev certificates
- Fingerprint clearance
- Fire safety

- First Responders
- Health and Nutrition, Pre-school Curriculum, CARE Course certifications, NY State Daycare Licensing
- Infant and child CPR
- Infant Developmental Movement Educator, Feldenkrais Practitioner, Aware Parenting Instructor
- Infant massage, the happiest baby on the block, first year child development
- Infants and Toddlers Development state certification
- ITS SIDS (2)
- Water safety
- licensed paramedic
- Life Guard certification (5)
- Mandatory Notification, Working With Children Check
- Medical Assistant (2)
- Montessori 3-6 yr old certificate
- Nanny Manager
- NCS sleep training
- NCSA Certified NCS
- Newborn Specialist (7)
- night nanny
- NNEB
Nanny Certifications: “Other” cont’d

- Nursing assistant certificate (3)
- Nutrition and special needs
- NYEAC
- NY State licensed CNA, Colorado infant toddler supervisor, plus more than a dozen certificates
- Postpartum doula (3)
- Pre school teachers aid
- Professional housekeeper
- Professional Infant Nanny & Postpartum Care Provider
- Red Cross water certification
- Registered Nurse
- RIE/Waldorf/Pikler
- safe guarding god’s children; how to spot a predator
- Servsafe
- SIDS prevention
- SIDS/ shaken baby syndrome
- STARS by Washington State and NAC training
- State Tested Nursing Assistant
- Teaching
- TEFL
- Tesol certificate

- Texas Certified Teacher
- Trained post-partum doula
- Trust line registered (2)
- Volunteer Baby wearing Educator
- Water Safety (3)
- Wilderness First Aid
- Working on CDA
- WSI
Which if any of the following professional activities have you taken part in within the last 18 months? (Select all that apply.) N=455

- Maintained membership in INA: 47.9%
- Attended conferences and workshops: 36.9%
- Maintained membership of local nanny group or organization: 36.0%
- Taken childcare related continuing education classes at a local university/community college: 21.8%
- Taken childcare related continuing education classes online: 21.1%
- Subscribed to nanny publications: 15.4%
- Other: 12.3%

See following slides
## Conferences and Workshops Attended

- Nannypalooza (60)
- INA conference (47)
- National Nanny Training Day (38)
- TCPN conference (3)
- NAEYC (3)
- DONA postpartum doula (3)
- Agency trainings (3)
- 4C & Summit Education Symposium
- ABC Nannies yearly conferences
- Alexander Graham Bell
- Anewenglandnanny provides conferences and workshops, family problems in army families
- Attachment disorder
- Best Arts Conference
- CPR
- DEMA
- Early childhood conferences
- First class care
- GOAEYC conferences, workshops, workshops at Erikson Institute
- Mom's Best Friend
- Morning side nannies
- NAHUSA workshops
- New Mother Care, New Born,
- Night nanny, sleep problems
- Nutrition for Children workshop
- On autism
- Postpartum Doula Workshop
- Pre-k workshops
- Private
- Quarterly Training offered by Nannies & Housekeepers USA
- SIDS, Birth Defects, Child Abuse, Toddler, Newborn, and Pre-School related courses
- Special needs and autism
- TANG conference
- Took a class on children with learning differences
- Various child-related seminars (behavior management, mainly)
- Waldorf related
- Workshops with NAHUSA
## Local Nanny Group or Organization

- ADCAN (17)
- BANSG (2)
- Bay Area Nanny Association (4)
- Central Florida Nannies (2)
- Chicago Nanny Group (5)
- CincyNanny
- Colorado Nanny
- Columbus Nanny Network
- DC area nannies
- DEMA (2)
- Denver Area Nanny Association (17)
- DFW Nannies (2)
- Domestic Workers United
- Facebook
- Founder of my local nanny support group.
- Friend of A Family, Happy Babys Solutions, Care.com
- GOAEYC
- Houston Nanny Society (2)
- INA (2)
- Local nanny meetup (2)
- Massachusetts Alliance of Professional Nannies (17)
- Metro Atlanta Nannies (17)
- Michigan
- Michigan Nannies group on Facebook
- Michigan Professional Nanny Association (5)
- NAEYC (3)
- Nannies and Housekeepers USA
- Nannies of the Heartland (2)
- Nanny Alliance of NY/NJ (now defunct)
- Nanny Alliance of Wisconsin
- Nanny circle
- Nanny island (2)
- Nanny Network of Richmond
- Nanny Palooza (2)
- Nanny support group (2)
- NCSA
- Newborn Care Specialist Association
- North of Boston
- Northwest Nanny Association
- NOVA
- Portland Nannys & Nw nannys
- SitterConnection (2)
- Smart Start NC
- Smartsitting, Regarding Nannies, SitterCycle
- Socalinannies
- Stay in touch with other Nannys
- Sweet pea nanny agency in Oakland ca
- Triangle area nanny group (TANG) (17)
- Twin Cities Professional Nannies (TCPN) (17)
- Vermont nanny connection
- Village Nanny's
- Westside Nannies
- WWN
Nanny Publications

- Ask a Nanny, Baby Center
- BANSG
- Be the Best Nanny Newsletter (19)
- Blogs (6)
- Exchange, Love and Logic Publications
- Family Fun (2)
- First class care
- For Nannies
- INA Newsletter (4)
- INA on Facebook
- INA online
- INAVision (3)
- Many online newsletters
- MAPN, Facebook blogs, and others

- Montessori services* care* homeschool* the abcteach newsletter* early child development
- NAEYCE
- NANC monthly newsletter
- Nanny Biz
- nanny websites
- Networking Nannies
- newsletters
- Northwest Nanny Association
- Parenting (2)
- Regarding Nannies (14)
- The Lady
- The nanny doctor/ networking nannies
- The UK nanny magazine
- Various thru Facebook
Active in online nanny forums
Art and dance
Be The Ultimate Personal Assistant Workshop
Began Masters of Education - Special Education
Certified as Professional Rescuer
Completed infant-specific developmental movement training
DEMA
Doula train
Facebook Groups (2)
Have magazine subscriptions for pediatric holistic health mags
Hot docks/ usfMy experience is rewarding
I run a group in wakefield MA for moms and nannies.
Local Nanny Get Togethers
local nanny support group
Love and Logic workshops
Mailboxes, time out for kids,
NAEYC (3)
Nanny Palozza
Nannying course taken at age 14

National nanny training day
Ooey Gooey
Organic gardening
Other classes offered in community
Parenting Magazines School Years and Toddler
Pediatric 1st Aid/CPR, HIV & BBPathogens
Psychology class
published an early childhood curriculum book
Read parenting and autism books & articles (2)
RIE, Resources for Infant Educarers
RIE/Waldorf
Seminars for daycare
Some childcare trainings at a daycare center
Taken childcare related continuing education (2)
Taken Newborn Care Specialist training
Training at the daycare I sub at
Training to become a Newborn Care Specialist
WCC accounting classes
World Wide Nannies Yahoo Group
Salary and Overtime
Which of the following best represents how you get paid from your employer? [Note we are not asking how often you receive payment but how your pay is calculated.] N=702

- Hourly: 54.6%
- Daily rate: 0.7%
- Weekly: 33.9%
- Bi-weekly basis: 2.1%
- Monthly: 3.0%
- Yearly: 5.1%
- Other: 0.6%
Hourly Rate

What hourly rate do you receive from your employer?

Nanny Hourly Rate, N=656
Median = $16 per hour
Average = $17.44 per hour
Do you get compensated for overtime? N=684

- **No**: 36.0%
- **Sometimes**: 11.4%
- **Yes**: 52.6%
Nature of Overtime Pay

How are you compensated for overtime? N=431

- Hourly rate; time and one-half: 51.3%
- Hourly rate: 18.1%
- Various compensation, it changes frequently: 15.5%
- Comp time: 7.0%
- Hourly rate; double time: 3.5%
- Other: 3.9%

Other examples:
- $3 extra per hour
- $39 per hour.
- 3 extra dollars per hour.
- Over 46 hours I get $12 an hour
- Bonus
- Cash off the books (3)
- Slightly more than regular time
- Hourly rate: time and one-quarter
- I earn $250 more a week
- Nights/weekend rate
- One dollar more per hour
- Tips
Travel Compensation

If you travel with your employer, how much additional compensation are you given when traveling? (Select all that apply.) N=664

- I don't travel as part of my job. 59.9%
- All my expenses covered when traveling 29.5%
- Additional $100-$150/day 5.4%
- Additional $50-$100/day 5.1%
- No additional compensation 4.2%
- Comp time 3.8%
- Additional $50 or less per day 2.6%
- Additional $200 or more/day 1.2%
- Uncertain 3.9%
Attributes Affecting Salary
Variables investigated (“*” denotes significant differences found)
- Nanny Role*
- Nanny Experience*
- Live-in or Live-out
- Education*, Degree in child-related field
- Schools* and Certifications
- Professional activities*
- Pay structure*
- Family type*, # of children and age of the children
- Tenure with current employer*

Significant Results (details on following slides)
- There were quite a few differences in the hourly rate based on the variables above, but few were surprising.
- Certain types of specialty nannies get paid more
- Tenure with employer and nanny experience are positively associated with higher pay
- Nannies with advanced degrees get paid more
- Professional activities and certifications aren’t generally associated with higher pay
Hourly Rate BY Specialty Role

Which of the following types of specialty nannies were you in 2012?

- Temporary nanny N=8
  - $14.75

- Newborn care specialist N=11
  - $22.63
Hourly Rate by Years Experience

Approximately, how many years experience do you have as a nanny? N=639

- < 1 year: $14.35 (N=24)
- 1-2 years: $14.16 (N=41)
- 2-3 years: $14.15 (N=36)
- 3-4 years: $16.04 (N=39)
- 4-5 years: $15.56 (N=51)
- 5-7 years: $16.04 (N=91)
- 7-10 years: $17.57 (N=104)
- 10-15 years: $18.08 (N=104)
- 15-20 years: $19.03 (N=74)
- > 20 years: $18.90 (N=86)
Hourly Rate BY Education Level

What is your highest level of traditional education outside of any nanny training? N=637

- Completed high school N=37: $16.94
- Some college N=202: $16.32
- Completed 2-year degree N=103: $16.94
- Completed bachelor's degree N=173: $18.56
- Completed advanced degree N=36: $20.24
Hourly Rate BY Nanny Credentials

Which of the following have you successfully completed? (Select all that apply.)

- Nanny conference workshops N=165
- The INA Nanny Credential exam N=37
- The INA Basic Skills exam N=37
- None of these N=368

- $19.05
- $18.02
- $15.27
- $16.66
Hourly Rate BY School Attended

Which of the following schools have you attended for nanny training? (Select all that apply.) N=597

- English Nanny and Governess School N=10
  - Hourly Rate: $17.69

- NW Nanny Institute N=19
  - Hourly Rate: $13.65

- Alexandria school N=4
  - Hourly Rate: $16.82

- Sullivan University N=3
  - Hourly Rate: $10.38
Hourly Rate BY Nanny Certifications

Which of the following certifications do you currently hold? (Select all that apply.)

- Early childhood N=132
  - $17.79
- First aid N=480
  - $17.59
- CPR N=520
  - $17.45
- Medication administration N=47
  - $17.34
- Blood born pathogens N=70
  - $14.72
Which if any of the following professional activities have you taken part in within the last 18 months? (Select all that apply.)

- Attended conferences and workshops N=145
- Subscribed to nanny publications N=59
- Maintained membership in INA N=187
- Maintained membership of local nanny group N=140
- Taken childcare related continuing ed N=79
- Taken childcare related continuing ed online N=75

Hourly Rate BY Professional Activity

- Attended conferences and workshops N=145: $18.83
- Subscribed to nanny publications N=59: $18.79
- Maintained membership in INA N=187: $18.13
- Maintained membership of local nanny group N=140: $17.92
- Taken childcare related continuing ed N=79: $16.84
- Taken childcare related continuing ed online N=75: $16.40
Hourly Rate BY Time with Current Employer

How long have you worked for your present employer?

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Average Rate</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>$16.33</td>
<td>273</td>
</tr>
<tr>
<td>1-3 years</td>
<td>$17.02</td>
<td>213</td>
</tr>
<tr>
<td>3-5 years</td>
<td>$17.63</td>
<td>68</td>
</tr>
<tr>
<td>5-7 years</td>
<td>$19.46</td>
<td>43</td>
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<td>7-10 years</td>
<td>$18.93</td>
<td>17</td>
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<tr>
<td>10-15 years</td>
<td>$16.73</td>
<td>10</td>
</tr>
</tbody>
</table>
Hourly Rate BY Type of Family

Which of the following best describes the family for whom you work?

- A couple, neither parent works $N=6$ $\$$20.97
- A couple, only one parent works $N=52$ $\$$19.07
- A couple both parents work & one works from home $N=110$ $\$$16.81
- A single parent works outside the home $N=28$ $\$$16.66
- A couple where both parents work outside the home $N=280$ $\$$16.52
Benefits
Benefits Provided by Employer

Which of the following benefits does your employer provide? (Select all that apply.) N=680

- Paid holidays: 65.6%
- Paid vacation: 64.3%
- Paid sick days: 47.1%
- Paid personal days: 36.0%
- Reimbursement for vehicle use: 35.1%
- Use of an employer supplied vehicle: 31.0%
- Full health insurance premium contribution: 12.5%
- Reimbursement for educational expenses: 11.8%
- Partial health insurance premium contribution: 10.7%
- Membership to a health club or access to...: 9.7%
- Cell phone allowance: 8.7%
- Disability insurance: 3.5%
- Retirement plan: 3.2%
- None of these: 13.1%
Which of the following benefits does your employer provide? (Please specify in days) N=404

Note: Only those that receive paid holidays.
Which of the following benefits does your employer provide? (Please specify in weeks) N=407

Note: Only those that receive paid vacation.
Which of the following benefits does your employer provide? (Please specify in days) N=290

Note: Only those that receive paid sick days.
Which of the following benefits does your employer provide? (Please specify in days) N=187

Note: Only those that receive paid days off.
Overnight Care

Do your regular weekly responsibilities include providing overnight care for the child/children? N=687
Pay for Required Time Off

When your employer doesn't need you to work, do they pay you for the time you have off? N=684

- No: 28.4%
- Yes: 68.1%
- Yes, but at a lower rate: 3.5%
Salary Increase in 2011

Did you receive a raise (salary increase) in 2011? N=675

- **No**: 56.6%
- **Uncertain**: 5.3%
- **Yes**: 38.1%
Approximately how much of a raise (salary increase) did you receive in 2011? N=253

- Less than 1%: 4.0%
- 1-2%: 15.0%
- 2-3%: 15.0%
- 3-4%: 11.5%
- 4-5%: 11.5%
- More than 5%: 29.6%
- Uncertain: 13.4%
**Bonus in 2011**

*Did you receive a holiday or year-end monetary bonus in 2011? N=668*

- **Yes**: 53.0%
- **No**: 47.0%
Yes (enter amount in whole dollars): Did you receive a holiday or year-end monetary bonus in 2011?

Bonus Amount, N=324

Median = $510

Average = $988
Bonus in 2011 Reported as Income

Did your employer report your year-end monetary gift/bonus as taxable income? N=349

- No: 50.4%
- Uncertain: 33.8%
- Yes: 15.8%
Temporary Assignment Income

What do you charge hourly for baby-sitting or working on temporary (short-term) assignments for someone else other than your current employer? N=691

Hourly rate

- 73.5%

I don't work for anyone else baby-sitting or on temporary assignments.

- 26.5%
What do you charge hourly for baby-sitting or working on temporary (short-term) assignments for someone else other than your current employer?

Outside Hourly Rate, N=494

Average = $15.80
Current Nanny Job
Method of Finding Current Position

How did you find your current position? N=675

- A local nanny placement agency: 34.5%
- Online recruiting site (sittercity.com,...): 29.5%
- Word of mouth: 9.0%
- A friend or family member: 9.0%
- A national nanny placement agency: 8.0%
- Local Internet site (mom's group,...): 4.1%
- Craigslist: 4.1%
- Newspaper: 1.3%
- Uncertain: 0.3%
Number of Children Cared For

For how many children do you currently care? N=676

- One: 29.9%
- Two: 47.2%
- Three: 13.9%
- Four: 3.0%
- More than four: 2.1%
- Other: 4.0%
What is the age group of the children in your care? (Select all that apply.) N=674

- Less than 6 months old: 13.7%
- 1-2 years old: 27.2%
- 2-3 years old: 29.1%
- 3-5 years old: 35.6%
- 5-9 years old: 30.7%
- 6-12 months old: 22.0%
- Preteens: 11.1%
- Teenagers: 7.6%
Are you currently caring for multiples or special needs children? (Select all that apply) N=625

- Multiples (twins, triplets, etc.): 15.0%
- Special needs (behavioral, emotional, physical, etc.): 11.4%
- Health-related special needs (allergies, diabetic, etc.): 8.3%
- None of these: 73.0%
Do you bring your own child or children with you to work? N=669

- No: 31.4%
- Yes: 3.4%
- Not applicable: 65.2%
Bring Own Child – Effect on Salary

*Does bringing your children with you to work affect what your employer pays you? N=22*

- **No**: 77.3%
- **Yes, slightly**: 9.1%
- **Yes, somewhat**: 4.5%
- **Yes, significantly**: 9.1%

SurveyDNA.com
How long have you worked for your present employer? N=669

- Less than one year: 43.2%
- 1-3 years: 33.2%
- 3-5 years: 11.4%
- 5-7 years: 7.0%
- 7-10 years: 2.7%
- 10-15 years: 2.2%
- 15-20 years: 0.3%
Current Employer
Written Agreement BY Method of Finding Position

Do you have a written work agreement in place with your current employer?/How did you find your current position?

- Other method (e.g. friend, internet) N=376
- A placement agency N=279

- Yes: 78.1%
- No: 21.9%

SurveyDNA.com
Which of the following best describes the family for whom you work? N=658

- A couple where both parents work outside the home: 61.5%
- A couple where both parents work and at least one works from home: 17.4%
- A couple where only one parent works: 8.8%
- A single parent who works outside the home: 4.8%
- A couple where neither parent works: 0.9%
- A non-working single parent: 0.5%
- A single parent who works in the home: 0.2%
- Other: 5.6%
Type of Family: “Other”

- A couple where mom is on maternity leave for 8 weeks
- A couple where one works from home part-time and one parent works outside the home
- A high profile single parent
- A MB that lives at the house and works full time. A DB that is at the house often, but also has his own apartment. He also works full time.
- A mother with an illness
- A share; all 4 parents work outside home
- A widowed parent who works outside the home but often works from home
- All 3 couples work outside the home
- Both parents can work from home
- Both parents work in the company office right next to the house.
- Both parents work outside of the home, however one parent works from home 2x a week, and I am not needed on those days
- Both work outside the home except one works from home twice weekly
- Childcare
- Dad works outside home mom works mainly in office in home but goes into field 2-3 days per week
- Different families for each job
- Divorced parents where both work outside their homes
- Divorced parents, both remarried
- Divorced parents, one works outside the home one works both at home and away.
- Divorced parents. I work in two different homes on a weekly rotating basis
- Full time family-both parents work outside of the home. Part time family- single mother
- Grandmother has custody of granddaughter
- Mother of Twins
- Nanny share four working parents
- One parent works from the home the other part-time.
- One parent works outside of the home and occasionally at home; the other parent is in medical school.
- One work full time 2 days at home other day 3 days in office
- Single father who is a writer.
- Sometimes one parent works from home, but not always. Sometimes the are at their office.
- Two ER doctors, sometimes someone is home sometimes both, sometimes nobody.
- Two mamas, both work both out of home and in home
- Two working families
- Varies on family (4)
Payroll Taxes Withheld

*Does your employer withhold your payroll taxes? N=656*

- **28.7%**: No, my employer does not withhold payroll or other taxes
- **4.9%**: Yes, federal withholding only
- **60.5%**: Yes, federal, state and local taxes
- **5.9%**: Uncertain
Are you paid through a payroll service company? N=653

- 68.6% No
- 31.4% Yes
Payroll Service Used

Through which payroll service company's are you paid? N=203

- Breedlove: 30.0%
- GTM: 21.2%
- Homework solutions: 5.4%
- ADP: 4.4%
- Businessonlinepayroll: 0.5%
- Other: 18.7%
- Uncertain: 19.7%

See following slide
Payroll Service: “Other”

- ADP
- Advanstaff
- BOA
- DSS
- E Payroll - Australian
- Employer's mother owns a payroll company in California so they use that
- Employers Company
- Family business payroll system
- Father's company payroll
- In Australia
- Intuit Online
- Ipayroll
- It's through there business payroll
- Marks and Devine
- My Employer's Accounting Service

- NannyChex (5)
- Paychex (2)
- Paypal
- Private Accountants (3)
- Quickbooks
- SurePayroll (20)
- The co. they use for their own business
- Wells Fargo
Change in Pay
Salary Change Since 2008

Compared to 2008 are you earning more or less today? N=602

- Much Less: 3.8%
- Less: 9.1%
- About the same: 16.0%
- More: 39.8%
- Much more: 25.7%
To view the final questionnaire and results online, go to the link below:

https://appv3.sgizmo.com/reportsview/?key=2747-1552490-bc83e85b49d4fbc7717f6fd903523a61