



2012 International Nanny Association Salary and Benefits Survey

Information in this report is based on the year 2011

Six hundred seventy-three (673) in-home child care providers responded to this survey. The respondents include Nannies, Traveling Nannies, Nannies/Household Managers, Temporary Nannies, Newborn Care Specialists and Governesses.

There were six hundred seventy-three (673) total 2012 INA Nanny Salary and Benefits Survey respondents. Six hundred sixty-one (661) respondents indicated that they were employed as of December 31, 2011, and therefore were eligible to complete the survey.

Out of the 661 eligible respondents:

73 % (482) indicated that they were nannies

19 % (124) indicated that they were nanny/household managers

3% (18) indicated that they were newborn care specialists

2% (13) indicated that they were involved in a nanny/share arrangement

1% (9) indicated "other"

1% (7) indicated that they were temporary nannies

1% (6) indicated that they were governesses

0% (2) indicated that they were traveling nannies

The 2012 INA Nanny Salary and Benefits Survey is a sample of the nanny salary and benefits represented across the United States. Survey invitations were sent to approximately 550 individual members of INA. Members of INA were asked to pass the survey invitation onto the nannies in their reach. The survey invitation was also posted on INA's Facebook page and blog, as well as other nanny-related websites and message boards.

Of the estimated 1.2 million in-home child care providers or nannies employed in the United States, a sample size of approximately 384 respondents would be needed to have a confidence level of 95% with a margin of error of +/- 5%. Of the respondent categories, only nannies had a large enough sample size to be statistically relevant.

The national average for babysitting assignments is \$16 per hour.

The national average gross weekly salary for full-time live-out nannies is \$705.

The national average gross weekly salary for full-time live-in nannies is \$652.



Full-time Nannies

Of the four hundred eighty-two (482) nanny respondents, 3 did not indicate if they were employed full-time or part-time and therefore were excluded from the analysis. Three hundred sixty-eight (368) nanny respondents indicated that they were employed full-time and were included in the analysis for full-time nannies.

Of the 368 respondents that indicated that they were employed full-time, 89% responded that they live in their own home and were employed as live-out nannies.

8% responded that they live in their employer's home.

3% responded that they live in a separate residence provided by their employer.

70% of full-time nannies responded that they were both CPR and first aid certified.

15% responded that they were not CPR or first aid certified.

14% responded that they were only CPR certified.

1% responded that they were only first aid certified.

94% of full-time nannies responded that they care for children ages 9 and under.

17% responded that they care for twins.

7% responded that they give for children with special needs.

6% responded that they care for children over age 9.

70% of full-time nannies responded that they have a written work agreement.

30% responded not having a written work agreement.

42% of full-time nannies responded that they were being paid through a payroll service.

57% responded that they were not being paid through a payroll service.

1% did not indicate how they were paid.



68% of full-time nannies responded that their employers withhold both state and federal employment taxes.

23% responded that their employers do not withhold any employment taxes.

7% responded that their employers withhold federal taxes only.

2% did not respond.

19% of full-time nannies responded that they have completed a nanny training program.

81% responded that they have not completed a nanny training program.

72% of full-time nannies responded that they work for a professional couple.

11% responded that they work for a couple where one or both parents work from home.

9% responded that they work for a couple where one parent is a professional/and one parent is at home.

2% responded that they work for an internationally known celebrity.

2% responded that they work for an independently wealthy individual or family.

2% responded that they work for a professional single parent.

1% responded that they work for a divorced couple with shared custody.

1% responded that they work for a nationally known celebrity.

45% of full-time nannies responded that they found their current position through a local placement agency.

18% responded that they found their current position through a local Internet job site or online classified.

15% responded that they found their current position through a national Internet recruiting site (i.e., Sittercity.com).

15% responded that they found their current position through word of mouth referral /networking.

4% responded that they found their current position through other means .

3% responded that they found their current position through a nationwide placement agency.



74% of full-time nannies responded that they receive paid national and religious holidays.

64% responded that they receive paid sick days.

46% responded that they receive 2 weeks paid vacation.

26% responded that they receive more than 2 weeks paid vacation.

11% responded that they receive 1 week paid vacation

33% responded that they receive paid personal days.

16% of full-time nannies responded that they receive 100% paid health insurance.

10% responded that they receive 50% paid health insurance.

30% of full-time nannies responded that they receive reimbursement for use of their vehicle.

26% responded that they receive use of an employer furnished vehicle.

11% of full-time nannies responded that they receive cell phone allowance.

7% responded that they receive registration and/or travel expense to professional conferences.

3% responded that they receive employer paid dues to a professional association.

3% responded that they receive retirement plan contributions.

74% of full-time nannies responded that regardless of if their employer needs them to work, they are paid their weekly salary in full (i.e., if their employer takes an afternoon off and sends the nanny home for the day, the nanny is not docked hours).

13% responded that they are not paid if they are not needed.

8% responded that they are paid, but are asked to swap hours or make up the hours they were given off.

2% did not respond.

3% responded that other arrangements are made.



68% of full-time nannies responded that they did receive a bonus holiday or year-end bonus in 2011.

29% responded that they did not receive a holiday or year-end bonus in 2011.

Out of the 68% of full-time nannies that responded that they did receive a bonus holiday or year-end bonus in 2011:

72% responded that their employer did not report their year-end monetary gift/bonus as taxable income.

19% responded that their employer did report their year-end monetary gift/bonus as taxable income.

9% did not respond.

Out of the 68% of full-time nannies that responded that they did receive a bonus holiday or year-end bonus in 2011:

5% responded that they received a bonus of more than one month's salary.

48% responded that they received a bonus of one week's salary.

22% responded that received a bonus of two weeks' salary.

25% responded that they received "other."

Compared to 2008, 69% of full-time nannies responded that they are earning more in 2011 than they were in 2008.

16% responded that they are earning less in 2011.

13% responded that they were earning equivalent.

2% did not respond.

The national average gross weekly salary for full-time live-out nannies is \$705 per week.



Of the three hundred sixty-eight (368) survey respondents that indicated they were employed full-time as live-out nannies, 325 provided salary information.

- 17% responded that they earn \$500 gross salary per week.
- 14% responded that they earn \$1000 or more gross salary per week.
- 12% responded that they earn \$600 gross salary per week.
- 9% responded that they earn \$800 gross salary per week.
- 9% responded that they earn \$750 gross salary per week.
- 8% responded that they earn \$650 gross salary per week.
- 7% responded that they earn \$850 gross salary per week.
- 7% responded that they earn \$700 gross salary per week.
- 6% responded that they earn \$400 gross salary per week.
- 5% responded that they earn \$950 gross salary per week.
- 4% responded that they earn \$900 gross salary per week.
- 2% responded that they earn \$300 gross salary or less per week.

Gross Weekly Salary Averages for Geographical Areas That Had Three (3) or More Respondents:

Albany, New York	\$683	Detroit, Michigan	\$575	New York, New York	\$831
Anaheim, California	\$700	Durham, North Carolina	\$775	Newark, New Jersey	\$767
Atlanta, Georgia	\$682	Fremont, California	\$775	Oakland, California	\$911
Austin, Texas	\$542	Harrisburg, Pennsylvania	\$643	Olympia, Washington	\$800
Baltimore, Maryland	\$700	Hartford, Connecticut	\$583	Orlando, Florida	\$525
Boston, Massachusetts	\$757	Houston, Texas	\$675	Palo Alto, California	\$863
Chicago, Illinois	\$688	Jefferson City, Missouri	\$556	Portland, Oregon	\$538
Cleveland, Ohio	\$586	Los Angeles, California	\$828	San Francisco, California	\$950
Dallas, Texas	\$667	Milwaukee, Wisconsin	\$500	Washington, D.C.	\$833
Denver, Colorado	\$768	Minneapolis, Minnesota	\$631		



National Gross Weekly Salary for Full-Time Nannies Based on Years of Nanny Experience

Full-time nannies with less than 1 year of nanny experience earned on average \$521 gross per week.

Full-time nannies with 1 year of nanny experience earned on average \$529 gross per week.

Full-time nannies with 2 years of nanny experience earned on average \$603 gross per week.

Full-time nannies with 3 years of nanny experience earned on average \$600 gross per week.

Full-time nannies with 4-5 years of nanny experience earned on average \$626 gross per week.

Full-time nannies with 5-7 years of nanny experience earned on average \$630 gross per week.

Full-time nannies with 7-10 years of nanny experience earned on average \$677 gross per week.

Full-time nannies with 10-15 years of nanny experience earned on average \$709 gross per week.

Full-time nannies with 15-20 years of nanny experience earned on average \$713 gross per week.

Full-time nannies with 20 plus years of nanny experience earned on average \$734 gross per week.

National Gross Weekly Salary for Full-Time Nannies Based on Years of College Experience

Full-time nannies with 2 years of college experience earned on average \$611 gross per week.

Full-time nannies with a bachelor's degree earned on average \$633 gross per week.

Full-time nannies with a master's degree earned on average \$725 gross per week.

40% of full-time nannies responded that they travel with their employer.

51% of full-time nannies responded that they do not travel with the employer.

9% did not respond.

Of the 40% of full-time nannies who responded that they travel with their employer, 14% responded that they receive no additional compensation when traveling with their employer.

9.5% responded that they receive \$100 per night additional compensation when traveling with their employer.

8% responded that they receive \$50 per night additional compensation when traveling with their employer.

6% responded that they receive "other" per night additional compensation when traveling with their employer.

1.5% responded that they receive \$125 or more per night additional compensation when traveling with their employer.

1% responded that they receive \$75 or more per night additional compensation when traveling with their employer.



21% of full-time nannies responded that they earn \$100 per day additional compensation when staying overnight to care for the child/children in their care.

18% of full-time nannies responded that they earn \$125 per day additional compensation when staying overnight to care for the child/children in their care.

11% of full-time nannies responded that they earn no additional compensation when staying overnight to care for the child/children in their care.

5% of full-time nannies responded that they earn \$50 per day additional compensation when staying overnight to care for the child/children in their care.

6% of full-time nannies responded that they earn \$75 per day additional compensation when staying overnight to care for the child/children in their care.

18% of full-time nannies responded that they earn “other” additional compensation when staying overnight to care for the child/children in their care.

21% of full-time nannies did not respond.

Full-time Live-in Nannies

Thirty-one (31) respondents indicated that they were full-time, live-in nannies.

The national gross weekly average for full-time live-in nannies was \$652.

The national gross weekly average salary for full-time live-in nannies is \$53 per week less than full-time live-out nannies.

The two geographical (2) locations that had three (3) or more respondents included New York, New York, and Miami, Florida. Full-time, live-in nannies in New York, New York, earned on average \$750 gross per week and full-time, live-in nannies in Miami, Florida, earn on average \$583 gross per week.

There were nine (9) full-time, live-in nanny respondents that reported that they were provided a separate residence by their employer. Those full-time nannies who reported living in a separate residence provided by their employer earned on average a gross salary of \$761 per week, compared to full-time, live-out nannies (live in their own home) who earned on average \$705 gross per week and full-time live-in nannies (live in their employer’s home) who earned on average \$652 gross per week.