

INA NANNY SALARY AND BENEFITS SURVEY 2003 – 2004 PART I

By Kellie Geres, INA & Nanny, and Pat Cascio, INA President

This data was compiled from 617 responses. Some questions had more than one choice. Many responses were incomplete, so the percentages and numbers will not always equal 100% or 617.

This was a widely publicized survey. Through postings on the **INA** web site: www.nanny.org, and friends of **INA** at various nanny message boards, nanny support groups, Internet newsletters, mailings, and word of mouth, please note that not all respondents are current members of **INA**.

The **INA** would like to thank **GTM Associates** for their assistance in formatting, posting and disseminating the survey as well as to the 617 nannies that took the time to share their experiences and opinions. Your input is greatly appreciated. The web site that hosted the survey presented the information in report form. The **INA** was not privy to the Email addresses of the individual respondents nor would it have been possible to track who the party was that was responding. Kellie Geres

Key:

Salaries are reported in average weekly gross amounts and average hours are reported as weekly amounts. Those cities with two or less respondents have been deleted from the list, or identified as N/A (not applicable). Cities/areas are listed in alphabetical order.

All responses have been averaged:

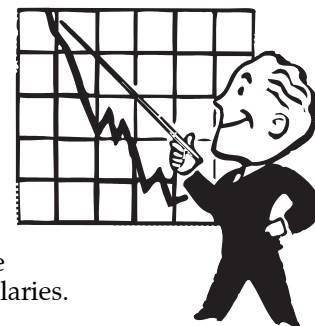
Live in	Average hours	Salary Range	Live out	Average hours	Salary Range	Live in	Average hours	Salary Range	Live out	Average hours	Salary Range		
Atlanta	\$475	46	\$300 - \$700	\$575	45 hours	\$325 - \$750	New York City	\$660	55	\$250 - \$1000	\$777	48 hours	\$500 - \$1600
Austin	N/A	N/A	\$708	47 hours	\$488 - \$850	Oklahoma City	N/A		\$263	43 hours	N/A		
Baltimore	\$375	55	\$520	43 hours	\$400 - \$615	Orlando	N/A	N/A	\$525	47.5 hours	N/A		
Boston	\$520	40	\$250 - \$850	\$610	46 hours	\$300 - \$900	Palm Beach, FL	N/A	N/A	\$700	57 hours		
Charlotte, NC	\$600	45	\$500 - \$700	\$385	32 hours	\$250 - \$600	Philadelphia	\$725	55	\$650 - \$825	\$648	46 hours	\$500 - \$800
Chicago	\$419	46	\$275 - \$550	\$590	45 hours	\$300 - \$800	Phoenix	\$550	47	\$300 - \$850	\$737	47 hours	\$550 - \$1000
Cleveland	\$505	40	\$288 - \$750	N/A	N/A	N/A	Pittsburgh	N/A	N/A	\$503	48 hours	\$410 - \$550	
Dallas	\$550	52	\$500 - \$600	\$665	43 hours	\$600 - \$775	Portland	N/A	N/A	\$500	45 hours		
Denver	\$494	55	\$375 - \$550	\$704	45 hours	\$500 - \$1200	Raleigh/Durham, NC	N/A	N/A	\$638	48 hours	\$450 - \$750	
Detroit	\$353	52.5	\$612	43 hours	\$416 - \$700	San Diego	N/A	N/A	\$490	39 hours	\$380 - \$600		
Hartford, CT	\$572	52.5	\$425 - \$720	\$600	40 hours		San Francisco	\$558	45	\$350 - \$700	\$615	39 hours	\$370 - \$900
Houston	\$525	49	\$515	49 hours		Seattle	N/A	N/A	\$624	41 hours	\$275 - \$1100		
Kansas City	N/A	N/A	\$516	42 hours		St. Louis	N/A	N/A	\$550	40 hours	\$450 - \$650		
Los Angeles	N/A	N/A	\$721	45 hours	\$450 - \$1100	Tampa	N/A	N/A	\$517	53 hours	\$500 - \$550		
Minneapolis/St. Paul	N/A	N/A	\$625	43 hours	\$400 - \$825	Washington D.C.	\$600	51	N/A	\$740	41 hours	\$425 - \$1200	
Northern New Jersey	N/A	N/A	\$640	44 hours	\$350 - \$900								

National averages: Live In Average – \$532 Live Out Average – \$590

deserves a big thank you. She gave up a great deal of her personal time compiling the information and generating this report.

The summary of the survey reveals that on a national level, live in nannies earn an average of \$532 per week and live out nannies an average of \$590 per week.

These figures do not set the standard for what nannies should be earning nor does it reflect the average salary level of the average nanny. It only reflects what the respondents to this survey are currently earning. Experience, education, geographical location and job responsibilities are the determining factors for nanny salaries.



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How many years experience do you have?

- 27% of respondents had 5 or more years experience
- 22% of respondents had 3 years of experience
- 21% of respondents had 2 years of experience
- 16% of respondents had 1 year of experience
- 14% of respondents had 4 years of experience

What is your longest period of employment with one family?

- 1-2 years = 27%
- 3-5 years = 25%
- 2-3 years = 23%
- 5-10 years = 12%
- 10+ years = 3%

Do you prefer long-term employment?

- Yes = 87%

Do you prefer to change positions on an annual basis?

- No = 91%

Do you prefer temporary assignments?

- No = 88%

Do you specialize in caring for any of the following age groups?

- Do not specialize = 53 %
- 1 - 3 years = 34%
- 6 weeks to one year = 29%
- 3 years and older = 28%
- 0 to 3 Months = 24%

Do you have experience caring for multiples?

- Yes = 65%

Do you require a signed employment agreement between you and your employer?

- Yes = 62%

What method(s) do you find most helpful in finding a new nanny job?

- Agencies = 65%
- Personal referral = 47%
- Internet = 42%
- Newspaper = 35%
- Other = 5%

Read more in Part II of our article on how nannies find jobs and their preferences in finding successful employment.

Do you do any of the following to stay current in your profession?

- Read child care and related books = 83%
- Current CPR and First Aid Certification = 78%
- Regularly visit related web sites = 65%
- Read industry publications = 44%
- Attend workshops = 27%
- Attend child care classes = 26%
- Receive industry newsletters = 26%
- Attend conferences = 22%
- Other = 10%

These numbers indicate that nannies are dedicated professionals who take an interest in pursuing the highest level of education and information at their disposal. Part II of this article will provide more insight as to what nannies do to stay current and any specialized training they may have.

Are you a member of, or affiliated with any professional organizations similar to the INA?

of 165 respondents:

- 35 are INA members
- 33 are NAN members
- 19 belong to both INA and NAN
- 18 are members of NAEYC
- 28 belong to local organizations or other groups.

Have you ever relocated for a nanny job?

- Yes = 48%
- No = 52%

Your present position is:

- Live in = 28%
- Live out = 72%

What benefits do you receive?

Of 413 respondents:

- 220 receive 2 weeks paid vacation
- 162 receive partial to full medical coverage
- 153 have a car provided for them for on the job and personal use
- 141 nannies mutually agree with their employers when vacation will be taken
- 106 nannies choose when they want to take their vacation
- 64 receive paid membership to gym/health club or YMCA
- 63 receive 4 or more weeks paid vacation
- 58 receive 3 weeks paid vacation
- 45 nannies say their employer chooses when vacation will be taken
- 39 receive mileage reimbursement for using their car
- 39 receive membership to country club/swim club
- 23 receive 1 week paid vacation
- 20 receive paid cell phones
- 11 receive monetary bonuses
- 10 receive conference registration and travel expenses for conferences
- 8 receive insurance reimbursement
- 7 receive money towards continuing education
- 7 receive IRA's
- 7 receive paid extra time off
- 6 nannies receive dues to professional organizations, such as INA
- 6 receive paid travel with the family
- 6 receive dental/vision care
- 5 receive rent

- 4 receive use of corporate apartment/vacation homes
 - 4 receive internet/computer access
 - 4 receive membership to Costco/Sam's
 - 2 receive utility bills paid for
 - 2 received cars
 - 2 receive auto club membership
 - 1 receives CPR certification paid
- Others include:
tickets to company box, ski pass, parking fee reimbursement, auto insurance, allowed to bring own child to work

How many children do you care for?

- 2 children = 47%
- 1 child = 22%
- 3 children = 20%
- 4 children = 5%
- 6 plus children = 5%
- 5 children = 1%

What are your duties and responsibilities?

- Child care = 99%
- Driving = 78%
- Organization of Children's Toys, Clothing and Other Belongings = 77%
- Taking Children to Play Dates = 75%
- Laundry = 70%
- Meal Preparation = 64%
- Light Housekeeping = 57%
- Taking Children to School = 57%
- Taking Children to Doctors Appt, etc. = 51%
- Errands = 46%
- Grocery Shopping = 43%
- Making/Changing Beds = 42%
- Weekend or Vacation Travel = 37%
- Pet Care = 27%
- Full Housekeeping = 7%

Do you travel with the family?

- No = 59%

If a new baby joins the family, would you expect a salary increase?

- Yes = 90%

If you are a live out nanny, are you paid extra if you are required to stay overnight?

- Yes = 85%

What rewards/gifts have you received from employers that you especially appreciated?

Monetary bonus, clothes, jewelry, gift certificates, notes from children and parents, vacations, camera, stock certificates, spa gift certificate, tickets to concerts/sporting events/theater, pictures of charges, artwork, paid vacation with my husband, books, unique gift with me in mind, DVD's, holiday gifts, beauty basket, computer and printer, designer clothes/shoes/handbags, surprise time off with pay, movie tickets, dinner and theater tickets, signing bonus, free long distance, appliances, birthday gifts, VCR, bicycle,

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scrapbooking supplies, Disney World vacation, trip to Australia, flowers, perfume, digital camera, trip to London, nanny sweatshirt, car, I adopted a child and was able to bring to work with me, TV, boss took time off and took me to lunch, personal trainer, their love and respect, palm pilot, watch, cruise, video camera, paying for conference expenses, telling me how much they appreciate me.

"My boss is like family – to me that is a reward" – Anonymous
"It's the little things that matter – hand written notes/cards from the kids, remembering my birthday, saying thank you for no special reason, just because..." – Anonymous

Reasons you have resigned from a job:

Not being appreciated, poor treatment of kids by parents, relocated closer to my family, job description changed, needed more hours, lack of respect, parents had a gun in the house, no team work from parents, not enough freedom, disagree on parenting philosophy, discipline, sexual harassment, went back to college, salary, poor communication, lack of bond with family, unsafe environment, extra work with no compensation, burn out, unrealistic expectations, needed a change, being taken advantage of, disrespectful children, too controlling, personality conflicts, horrible living situation, asked to do things not in my job description, grandma moved in with us, lack of support, had a new baby and no pay increase, not paying taxes and lying about it, drug use in the house, working with stay-at-home mom, family relocated, did more housekeeping than child care, kids in school full time and no longer needed. ♦♦♦
