



## 2010 International Nanny Association Salary and Benefits Survey

Information in this report is based on the year 2009

Five hundred and eighty-five (585) 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?

- 74.19% identified themselves as nannies (434/585)
- 16.92% identified themselves as nannies/household managers (99/585)
- 2.74% identified themselves as newborn care specialists (16/585)
- 2.56% identified themselves as temporary nannies (15/585)
- 1.37% identified themselves as other types of child care providers (8/585)
- 1.20% identified themselves as involved in a nanny share (7/585)
- .85% identified themselves as governesses (5/585)
- .002% identified themselves as traveling nannies (1/585)

#### What is your highest level of formal education?

- 24.44% reported completing high school (141/577)
- 20.56% reported completing a nanny training program (118/577)
- 18.72% reported completing community college (2-Year) (108/577)
- 18.37% reported completing more than 2 years of college (106/577)
- 17.33% reported holding a B.S. or B.A. in a child development, education, psychology related subject (100/577)
- 13.17% reported completing a Bachelor's Degree in an unrelated subject (76/577)
- 14.21% reported completing "other" (82/577)
- 3.64% reported completing a Master's Degree (21/577)
- 2.25% reported completing elementary school (13/577)
- 2.08% reported receiving a GED (12/577)

#### Are you CPR and/or First Aid Certified?

- 97.91% reported having CPR Training (516/585)
- 89.94% reported having First Aid Training (474/585)
- 15.37% reported having additional or other certifications (81)

#### Are you currently employed?

- 95.21% identified themselves as employed (557/585)
- 4.79% identified themselves as unemployed (28/585)

#### Does your employer furnish your room and board?

- 87.52% reported living in their own homes (Live-out) (512/585)
- 9.23% reported living in their employer's home (Live-in) (54/585)
- 3.25% reported living in separate housing provided by their employer (Live-in) (19/585)



**How many years have you worked as a nanny?**

- 15.38% had 10 to 15 years experience (90/585)
- 14.87% had 7 to 10 years experience (87/585)
- 13.16% had 20 or more years experience (77/585)
- 12.31% had 15 to 20 years experience (72/585)
- 12.14% had 5 to 7 years experience (71/585)
- 10.94% had 4 to 5 years experience (64/585)
- 7.01% had 3 years experience (41/585)
- 5.47% had 2 years plus experience (32/585)
- 4.44% had less than 1 year experience (25/585)
- 4.27% had 1 year plus experience (25/585)

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

- 27.94% reported having one long-term position (152/544)
- 24.26% reported having two long-term positions (132/544)
- 18.93% reported having three long-term positions (103/544)
- 11.58% reported having four long-term positions (63/544)
- 13.42% reported having five to seven long-term positions (73/544)
- 3.86% reported having eight or more long-term positions (21/544)

**How long have you worked for your present employer?**

- 36.41% reported being employed by their current employer for less than 1 year (213/585)
- 21.88% reported being employed by their current employer one year plus (128/585)
- 13.68% reported being employed by their current employer two years plus (80/585)
- 9.91% reported being employed by their current employer three years plus (58/585)
- 8.38% reported being employed by their current employer 4 to 5 years (49/585)
- 4.44% reported being employed by their current employer for 5 to 7 years (26/585)
- 2.74% reported being employed by their current employer for 7 to 10 years (16/585)
- 2.56% reported being employed by their current employer more than 10 years (15/585)

**How many children are presently in your care?**

- 44.62% reported caring for 2 children (261/585)
- 31.11% reported caring for only 1 child (182/585)
- 17.78% reported caring for 3 children (104/585)
- 8.55% reported caring for 4 or more children (50/585)

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

- 37.44% reported caring for children aged 3 to 5 (219/585)
- 30.09% reported caring for children aged 5 to 9 (176/585)
- 28.72% reported caring children aged 1 to 2 (168/585)
- 26.32% reported caring for children aged 2 to 3 (154/585)
- 15.73% reported caring for children 6 months to one year of age (92/585)
- 13.68% reported caring for 10 to pre-teens (80/585)
- 12.14% reported caring for children less than 6 months of age (71/585)
- 8.03% reported caring for teenagers (47/585)

**Are you currently caring for multiples or special needs children?**

- 89.01% reported caring for singleton(s) (502/564)
- 15.78% reported caring for a set of twins (89/564)
- 4.96% reported caring for children with special needs (28/564)
- 2.66% reported caring for a set of triplets (15/564)
- 0% reported caring for a set of quads (0/564)



### How did you find your current position?

- 46.84% reported using a local nanny placement agency (274/585)
- 17.44% reported using a word of mouth referral – networking (102/585)
- 15.37% reported using a local Internet job site or online classified (92/585)
- 7.86% reported using an option that was not listed on the survey (46/585)
- 6.67% reported using a national Internet recruiting site (39/585)
- 3.08% reported using a nationwide placement agency (18/585)
- 1.88% reported using a newspaper advertisement (11/585)
- .51% reported using a local bulletin board (3/585)

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## Nanny Salaries

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### What was your gross (pre-tax) weekly salary in 2009? (Some respondents are part-time employees)

- 10.77% reported earning \$600 per week (63/585)
- 9.57% reported earning \$650 per week (56/585)
- 8.55% reported earning \$300 or less per week (50/585)
- 8.03% reported earning \$500 per week (47/585)
- 6.50% reported earning \$700 per week (38/585)
- 6.32% reported earning \$400 per week (37/585)
- 6.15% reported earning \$350 per week (36/585)
- 5.81% reported earning \$550 per week (34/585)
- 5.30% reported earning \$450 per week (31/585)
- 5.13% reported earning \$1000 per week (30/585)
- 4.79% reported earning \$750 per week (28/585)
- 4.44% reported earning \$800 per week (26/585)
- 3.76% reported earning \$850 per week (22/585)
- 3.59% reported earning \$900 per week (21/585)
- 1.54% reported earning \$950 per week (9/585)
- 9.74% reported earning an amount other than listed (57/585)

### What is the profile of your employer family?

- 67.99% reported working for a professional couple (395/581)
- 9.98% reported working for a couple where one or both parents work from home (58/581)
- 8.78% reported working for a couple where one parent is a professional/and one parent is at home (51/581)
- 3.79% reported working for a professional single parent (22/581)
- 2.24% reported working for an independently wealthy individual or family (13/581)
- 2.07% reported working for a divorced couple with shared custody (12/581)
- 1.89% reported working for a locally known celebrity (11/581)
- 1.38% reported working for a government employee (8/581)
- 1.03% reported working for an internationally known celebrity (6/581)
- .86% reported working for a nationally known celebrity (5/581)

### Is your employer withholding and reporting your payroll taxes?

- 67.47% reported employers withholding both federal and state taxes (392/581)
- 22.55% reported employers not withholding any employment taxes (131/581)
- 6.02% reported employers withholding federal taxes only (35/581)
- 1.03% reported employers withholding state taxes only (6/581)
- 2.93% reported other (17/581)



**What benefits does your employer provide?**

- 68.74% reported receiving paid national and religious holidays (365/531)
- 67.42% reported receiving paid sick days (358/531)
- 46.89% reported receiving 2 weeks paid vacation (249/531)
- 34.84% reported receiving paid personal days (185/531)
- 34.65% reported receiving reimbursement for use of their vehicle (184/531)
- 32.96% reported receiving use of an employer furnished vehicle (175/531)
- 27.68% reported receiving more than 2 weeks paid vacation (147/531)
- 16.38% reported receiving 100% paid health insurance (87/531)
- 13.75% reported receiving 50% paid health insurance (73/531)
- 12.05% reported receiving 1 week paid vacation (64/531)
- 11.68% reported receiving cell phone allowance (62/531)
- 11.30% other benefits not listed
- 10.17% reported receiving membership to a health or country club (54/531)
  - 6.03% reported receiving paid registration and/or travel expense to professional conferences (32/531)
  - 5.65% reported receiving employer paid dues to a professional association (30/531)
  - 5.27% reported receiving employer paid continuing education or college courses (28/531)
  - 2.45% reported receiving retirement plan contributions (13/531)
  - 2.07% reported receiving disability insurance (11/531)
  - 1.32% reported receiving a clothing allowance (7/531)

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

- 24.62% reported earning \$15.00 per hour (113/459)
- 15.09% reported other than the options the survey offered (73/459)
- 14.60% reported earning \$12.00 per hour (67/459)
- 14.16% reported earning \$10.00 per hour (65/459)
- 13.29% reported earning \$20.00 per hour (61/459)
- 9.15% reported earning \$18.00 per hour (42/459)
- 6.54% reported earning \$14.00 per hour (30/459)
- 1.09% reported earning \$8.00 per hour (5/459)
- .44% reported earning \$7.25 per hour (Federal minimum wage)(2/459)
- .22% reported earning \$7.00 per hour (1/459)

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

- 23.35% reported receiving other types of compensation (106/454)
- 22.03% reported receiving \$100 per night additional compensation (100/454)
- 14.76% reported receiving \$50 per night additional compensation (67/454)
- 13.00% reported receiving \$75 per night additional compensation (59/454)
- 11.67% reported receiving no additional compensation (53/454)
- 11.01% reported receiving \$150 per night additional compensation (50/454)
- 4.19% reported receiving \$125 per night additional compensation (19/454)

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

- 42.28% reported receiving no additional compensation (52/123)
- 23.59% reported receiving other types of compensation (29/123)
- 12.20% reported receiving \$100 per night additional compensation (15/123)
- 10.57% reported receiving \$50 per night additional compensation (13/123)
- 3.25% reported receiving \$75 per night additional compensation (4/123)
- 4.88% reported receiving \$150 per night additional (6/123)
- 3.25% reported receiving \$125 per night additional compensation (4/123)



**Live-In 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 (87/447)
- 16.67% reported receiving no additional compensation (23/447)
- 11.59% reported receiving other types of compensation (16/447)
- 2.90% reported receiving an additional \$100 per day (4/447)
- 2.17% reported receiving an additional \$125 per day (3/447)
- 1.45% reported receiving an additional \$150 per day (2/447)
- .72% reported receiving an additional \$75 per day (1/447)
- .72% reported receiving an additional \$50 per day (1/447)
- .72% reported receiving an additional \$175 per day (1/447)

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

- 76.35% reported they are paid their normal salary
- 12.10% reported that if they aren't needed, they don't get paid
- 7.82% reported that they are asked to make up the childcare hours
- 3.72% reported other forms of compensation

**Did you receive an increase in salary (a raise) in 2009?**

- 28.80% reported receiving an increase that was not listed in the survey options (11/382)
- 18.32% reported receiving a \$50 per week increase (70/382)
- 18.32% reported receiving a \$25 per week increase (70/382)
- 12.57% reported receiving a 5% per week increase (48/382)
- 6.81% reported receiving a \$10 per week increase (26/382)
- 5.50% reported receiving a 7% per week increase (21/382)
- 5.24% reported receiving a \$100.00 per week increase (20/382)
- 4.45% reported receiving a 10% per week increase (17/382)

**Did you receive a year-end bonus?**

- 52.39% received a year-end bonus (252/481)
- 47.61% did not receive a year-end bonus (229/481)

**Did you receive a holiday gift in 2009?**

- 26.64% reported that their specific gift bonus was not listed on the survey options (146/548)
  - 18.80% reported receiving a gift bonus of one week's salary (103/548)
  - 13.14% reported receiving a generous gift (Between \$100 and \$500 gift or gift certificate) (72/548)
  - 12.96% reported not receiving a bonus or gift (71/548)
  - 12.96% reported receiving cash plus a gift (\$100 or larger gift or gift certificate) (71/548)
  - 7.30% reported receiving two weeks' salary bonus check (40/548)
  - 4.20% reported receiving an extravagant gift (In excess of \$500) (23/548)
  - 2.55% reported receiving a one month salary bonus check (14/548)
  - 1.46% reported receiving more than one month salary bonus check (8/548)
- (The gifts received included luxury services, travel, designer apparel and accessories)

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

- 85.34% reported no
- 14.66% reported yes

**Did you receive an anniversary raise?**

- 60.66% did not receive a raise on their yearly anniversary (202/333)
- 39.34% did receive a raise on their yearly anniversary (131/333)

**Did you receive an increase in salary if your employer had an additional child?**

- 72.83% did not receive additional compensation (134/184)
- 27.17% received additional compensation when a new baby arrived (50/184)



**Do you currently have a work agreement in place with your current employer?**

66.38% do have a work agreement (385/580)

33.62% do not have a work agreement (195/580)

**Where do the respondents live? List of the 30 Largest U.S. Cities**

7.86% New York City, NY (46/585)	2.22% Detroit, MI (13/585)	0.17% El Paso, TX (1/585)
4.44% Los Angeles, CA (26/585)	0.17% Indianapolis, IN (1/585)	2.05% Milwaukee, WI (12/585)
2.05% Chicago, IL (12/585)	0.51% Jacksonville, FL (3/585)	1.71% Seattle, WA (10/585)
3.76% Houston, TX (22/585)	3.59% San Francisco, CA (21/585)	9.75% Boston, MA (55/585)
2.56% Philadelphia, PA (15/585)	1.90% Columbus, OH (11/585)	4.44% Denver, CO (26/585)
0.85% Phoenix, AZ (5/585)	0.68% Austin, TX (4/585)	0.34% Louisville, KY (2/585)
0.00% San Antonio, TX (0/585)	0.34% Memphis, TN (2/585)	5.13% Washington, D.C. (30/585)
0.17% San Diego, CA (1/585)	0.85% Baltimore, MD (5/585)	0.34% Nashville, TN (2/585)
1.71% Dallas, TX (10/585)	0.34% Fort Worth, TX (2/585)	7.50% Portland, OR (39/585)
2.91% San Jose, CA (17/585)	2.74% Charlotte, NC (16/585)	0.34% Oklahoma City, OK (2/585)

***Not in the 30 largest cities' list:***

Atlanta, GA (9/585)	Kansas City, MO (6/585)	Raleigh, NC (20/585)
Cleveland, OH (8/585)	Minneapolis, MN (13/585)	Florida (7/585)
Omaha, NE (3/585)	Oakland, CA (2/585)	St Louis, MO (15/585)
Cincinnati, OH (11/585)	Maine (15/585)	Pittsburg, PA (4/585)
Canada (6/585)	Vail, CO (1/585)	Wilmington, NC (1/585)
Cedar Falls, IA (1/585)	New Jersey (2/585)	Michigan (4/585)
Rochester, NY (1/585)	Richmond, VA (5/585)	Norfolk, VA (1/585)
Hong Kong, China (1/585)	Italy (2/585)	Lexington, KY (3/585)
Des Moines (area), Iowa (5/585)	Albany, NY (2/585)	Madison, WI (1/585)
Hartford, CT (1/585)	Charleston, WV (1/585)	Springfield, IL (1/585)

**Breakdown of Salaries by Cities  
Listed Alphabetically**

**A**

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

Full time live-out nannies in Austin, Texas earn on average \$13.25 per hour.

**B**

Full time live-out nannies in Baltimore, Maryland earn on average \$15.75 per hour.

Full time live-out nannies in Boston, Massachusetts earn on average \$17.53 per hour.

**C**

Full time live-out nannies in Charlotte, North Carolina earn on average \$12.08 per hour.

Full time live-out nannies in Chicago, Illinois earn on average \$13.43 per hour.

Full time live-out nannies in Cleveland, Ohio earn on average \$13.67 per hour.

Full time live-out nannies in Columbus, Ohio earn on average \$12.78 per hour.



## **D**

Full time live-out nannies in Dallas, Texas earn on average \$14.50 per hour.

Full time live-out nannies in Denver, Colorado earn on average \$15.79 per hour.

Full time live-out nannies in Detroit, Michigan earn on average \$13.63 per hour.

## **H**

Full time live-out nannies in Houston, Texas earn on average, \$14.27 per hour.

## **J**

Full time live-out nannies in Jacksonville, Florida earn on average, \$15.00 per hour.

## **K**

Full time live-out nannies in Kansas City, Missouri earn on average \$11.80 per hour.

## **L**

Full time live-out nannies in Los Angeles, California earn on average \$17.87 per hour.

Full time live-out nannies in Louisville, Kentucky earn on average \$11.00 per hour.

## **M**

Full time live-out nannies in Memphis, Tennessee earn on average \$15.00 per hour.

Full time live-out nannies in Mesa, Arizona earn on average \$15.00 per hour.

Full time live-out nannies in Miami, Florida earn on average \$15.00 per hour.

Full time live-out nannies in Milwaukee, Wisconsin earn on average \$12.70 per hour.

Full time live-out nannies in Minneapolis, Minnesota earn on average \$14.60 per hour.

## **N**

Full time live-out nannies in Nashville, Tennessee earn on average \$15.00 per hour.

Full time live-out nannies in New York City, New York earn on average \$16.61 per hour.

## **O**

Full time live-out nannies in Omaha, Nebraska earn on average, \$10.66 per hour.

## **P**

Full time live-out nannies in Philadelphia, Pennsylvania earn on average \$15.55 per hour.

Full time live-out nannies in Phoenix, Arizona earn on average \$12.33 per hour.

Full time live-out nannies in Portland, Oregon earn on average \$12.28 per hour.

## **R**

Full time live-out nannies in Raleigh, North Carolina earn on average \$13.00 per hour.



## S

Full time live-out nannies in San Francisco, California earn on average \$20.56 per hour.

Full time live-out nannies in San Jose, California earn on average \$19.00 per hour.

Full time live-out nannies in Seattle, Washington earn on average \$20.78 per hour.

## W

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

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### **Nannies and Professional Development**

#### **What resources or methods do you use to grow professionally?**

85.612% reported keeping current with CPR and First Aid training (470/549)

79.42% reported researching child care findings in books or on the Internet (436/549)

27.32% reporting continuing education classes (150/549)

24.41% reported attending community college or learning centers (134/549)

41.89% reported attending meetings of local nanny groups (230/549)

30.42% reported attending professional conferences (167/549)

8.74% reported other (48/549)

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### **Notable Changes from 2008 to 2009 INA Nanny Salary and Benefits Survey**

- Reported unemployment rate among in-home childcare providers fell from 13% in 2008 to 4.79% in 2009.
- Reported number of live-out nannies grew from 84% in 2008 to 88% in 2009. The number of live-in nannies declined from 13% in 2008 to 12% in 2009.
- In-home childcare providers caring for twins fell from 38% in 2008 to 16% in 2009.
- In-home childcare providers receiving 100% employer- paid healthcare coverage dropped from 17% in 2008 to 16% in 2009.
- In-home childcare providers that report attending professional conferences grew from 29% in 2008 to 31% in 2009.
- Hourly rate of pay remained the same in 2008 and 2009, 24% reported earning \$15 per hour for babysitting.
- More employers are withholding state and federal payroll taxes, up from 62% of respondents in 2008 compared to 68% in 2009.

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### **Additional Information**

When asked: How long have you been unemployed and actively searching for a job? Responses ranged from one week to more than 6 months.

Of the 52.39% of respondents who reported that they received a year-end bonus, the average bonus reported was one week's pay.