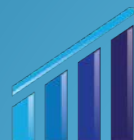




HOMEWORK
SOLUTIONS

2017 INA Salary and Benefits Survey

Prepared by Survey Design & Analysis
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December 15, 2017



SURVEY DESIGN & ANALYSIS
WHEN DECISIONS MATTER

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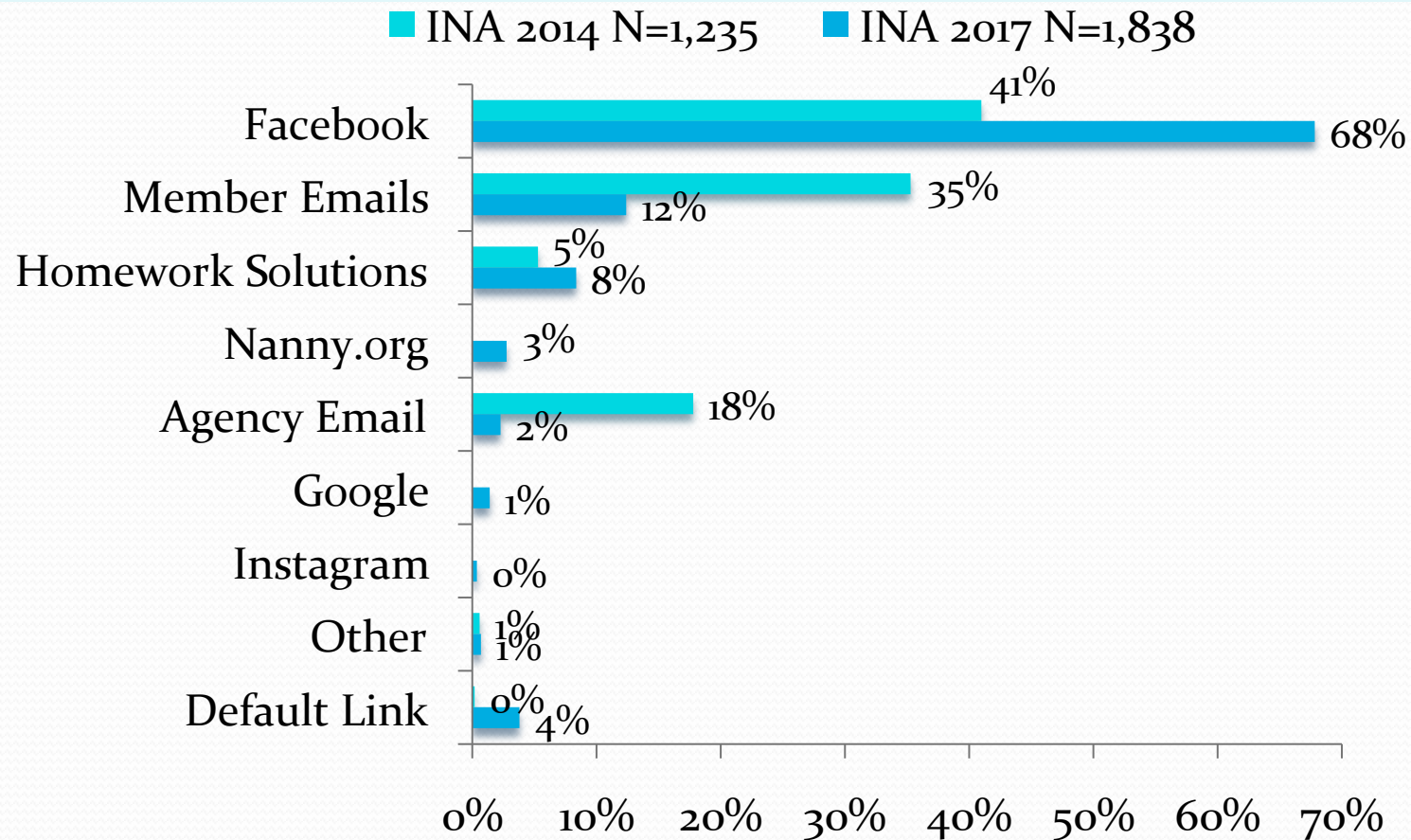
Objectives

- To provide credible salary and benefit information about the nanny profession.
- Show the effects of training and experience on salary and benefits.
- Monitor salary and benefit changes over time.

Methods

- SDA and INA jointly worked on survey changes from the 2014 INA survey.
- 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
 - Shared with HomeWork Solutions (HWS)
 - See following slide for response distribution
- A total of 1,449 complete and 388 partial responses were received.

Response Distribution





Executive Summary

Executive Summary

- Nanny Profile – **No Change from Previous Years**
 - Nannies (53%) and Nanny/Household managers (42%)
 - 99% of nannies are female
 - 77% of nannies work full-time
 - 92% of nannies live outside their employer's home
 - 71% of nannies have more than 5 years experience
 - 42% of nannies have at least a 2-year college degree
 - 91% have CPR certification
 - 95% of respondents from the United States
- Nanny Profile – **New, Changing or Trending**
 - 53% of nannies subscribe to nanny online newsletters and/or blogs
 - More nannies are on hourly system for their pay; 55% in 2012
→ 69% in 2017

Executive Summary

- Nanny Pay and Benefits – **No Change from Previous Years**
 - 58% of nannies are compensated for overtime
 - 55% do not travel as part of their job
 - Experience and education affect a nanny's hourly pay rate
 - More experience and/or more education means higher hourly rate
 - Those completing INA Credential Exam & INA Basic Skills Assessment get higher hourly rate
 - 17% of nannies receive health insurance, full (7%) or partial (10%)
 - 60% of nannies receive an end of the year bonus
- Nanny Pay and Benefits – **New, Changing or Trending**
 - Nanny median hourly rate is increasing \$16 in 2012 → \$18 in 2017
 - More nannies are receiving paid time off
 - Paid vacation: 64% in 2012 → 75% in 2017
 - Personal days: 36% in 2012 → 51% in 2017
 - 69% of nannies receive at least 2 weeks paid time off
 - Pay when employer does not need nanny; 68% in 2012 → 76% in 2017
 - Percent that receive a yearly salary increase; 38% in 2012 → 52% in 2017
 - Nanny pay is highest on the coasts; California, Washington on the west and New York, Maryland and Massachusetts in the east

Executive Summary

- Aspects of Nanny Job - **No Change from Previous Years**
 - Number of children cared for, 46% - two children, 30% - one child
 - Ages of children, infant to teenagers, 3-5 years most common (36%)
 - 30% percent caring for multiples/special needs children
 - 79% of nannies have been with their current employer for 3 years or less
 - Nannies placed by an agency have higher percent of work agreements
- Aspects of Nanny Job - **New, Changing or Trending**
 - Fewer nannies are being placed by local placement agencies; 35% in 2012 → 23% in 2017
 - Slight increase in number of nannies with work agreements; 63% in 2012 → 69% in 2017
 - More nannies have their own children; 35% in 2012 → 55% in 2017, but only 7% bring their own children to work
 - 67% of employers deduct Federal tax from nanny's pay
 - More nannies are paid from a payroll service; 31% in 2012 → 50% in 2017
 - 80% of nannies feel they are making "More" (46%) or "Much More" (34%) than in 2014

Executive Summary

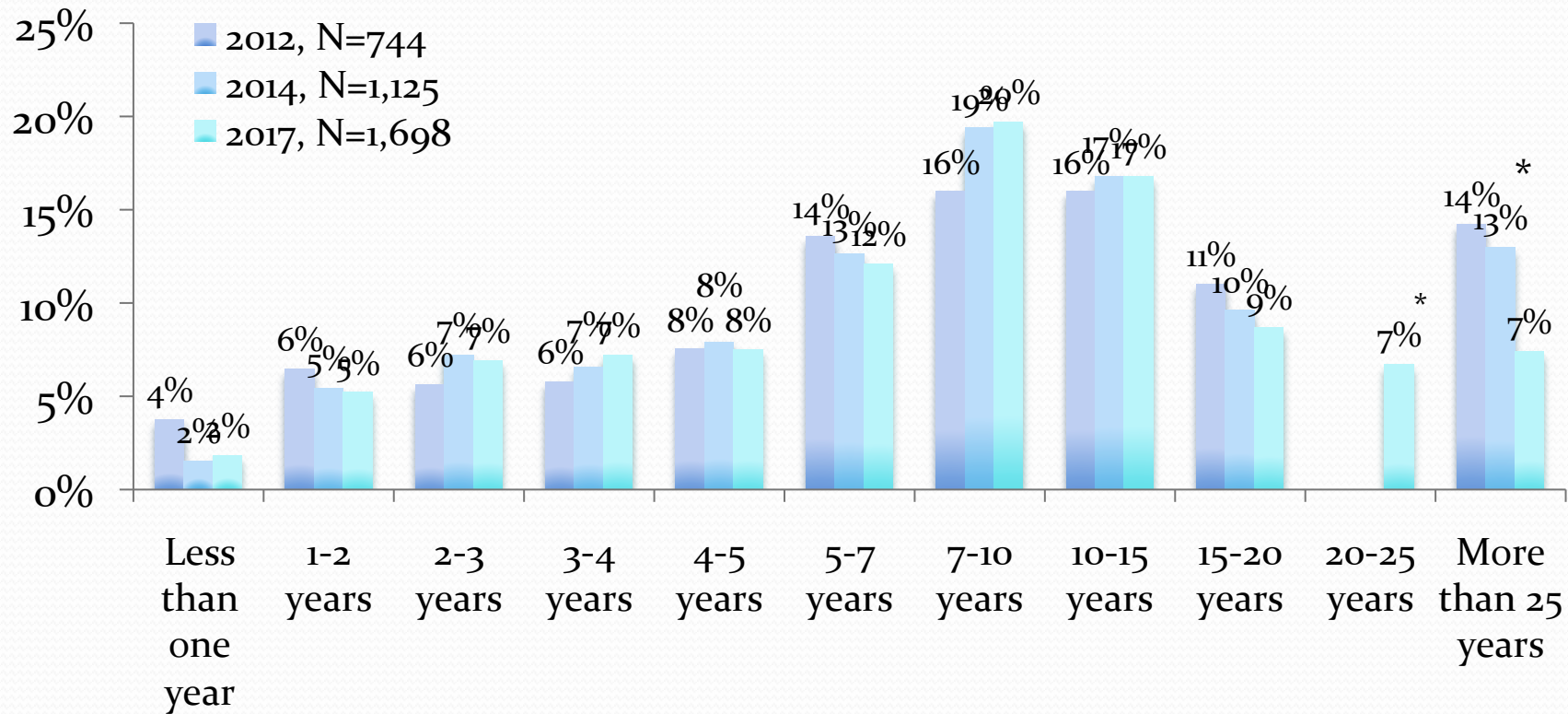
- Observations
 - The improved economic conditions again seem evident in the nanny industry; higher hourly rate, more bonuses, more full time work and more paid time off.
 - Technology trends are contributing to changes in the nanny industry; increase use of online classes, more using payroll service
 - Education level and experience of nannies and other aspects of the nanny job have not changed in the last three years



Experience, Education and Certifications

Experience as a Nanny

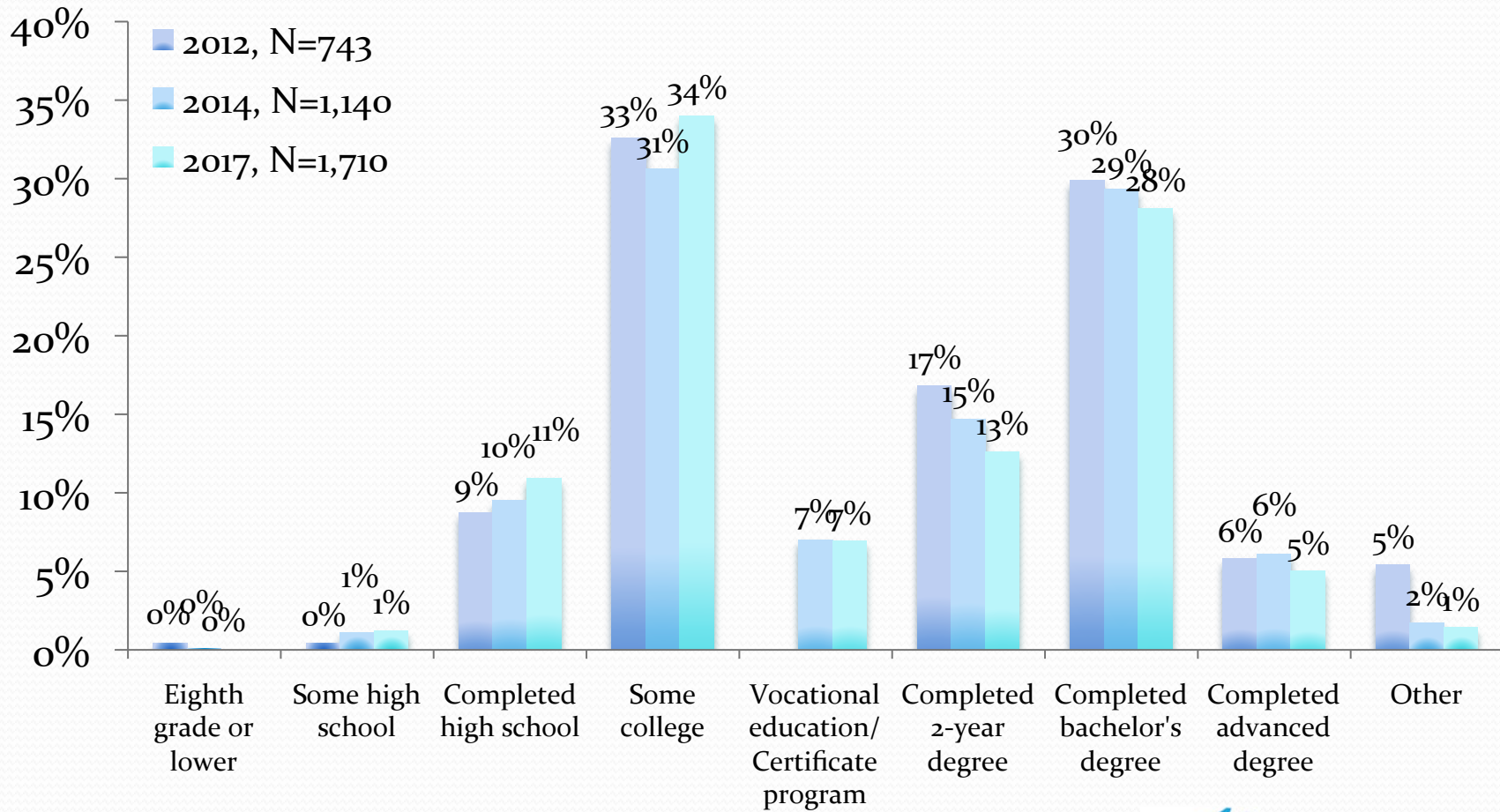
Approximately, how many years experience do you have as a nanny?



* Category was "More than 20 years" in prior years.

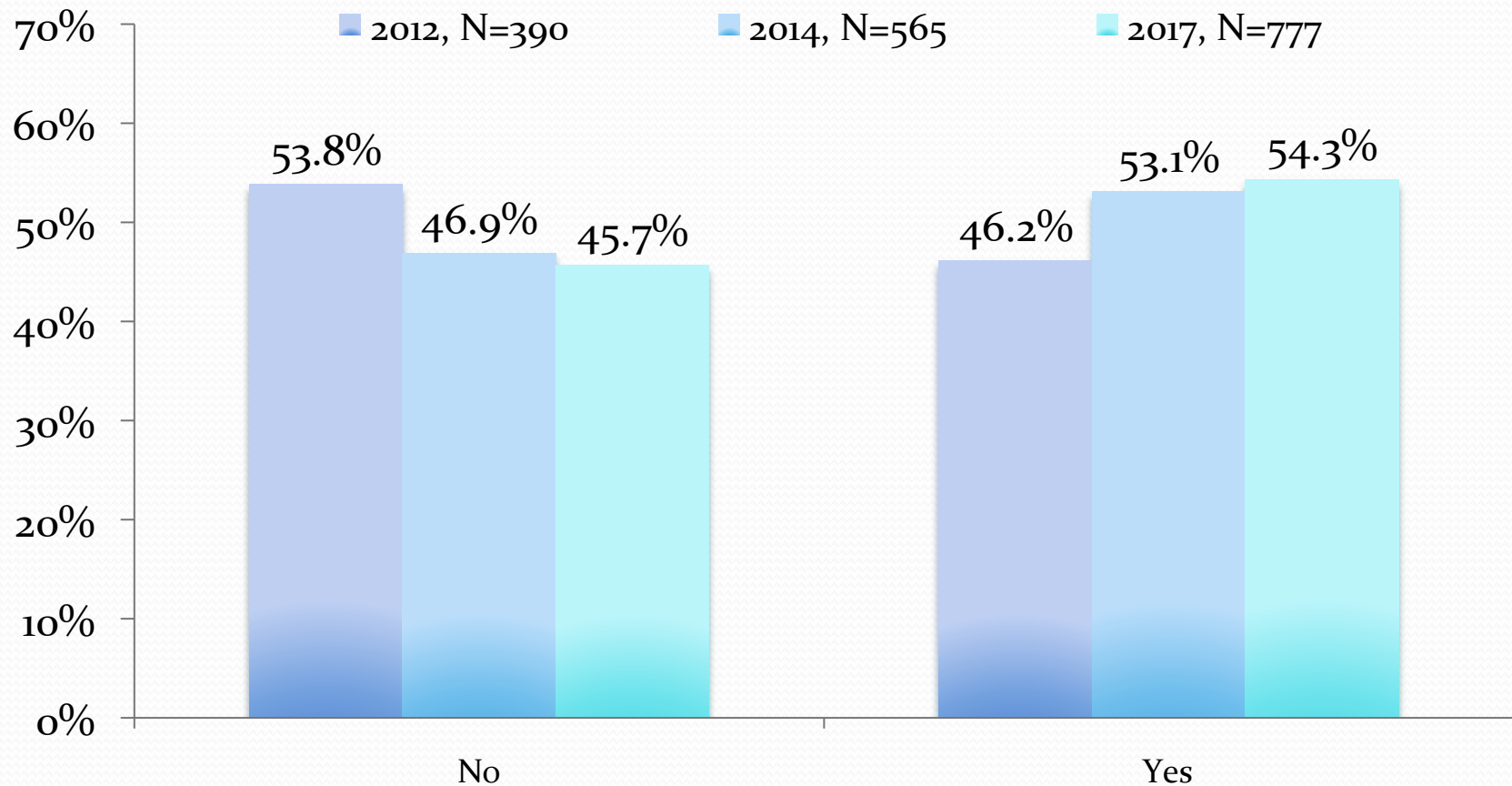
Education Level

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



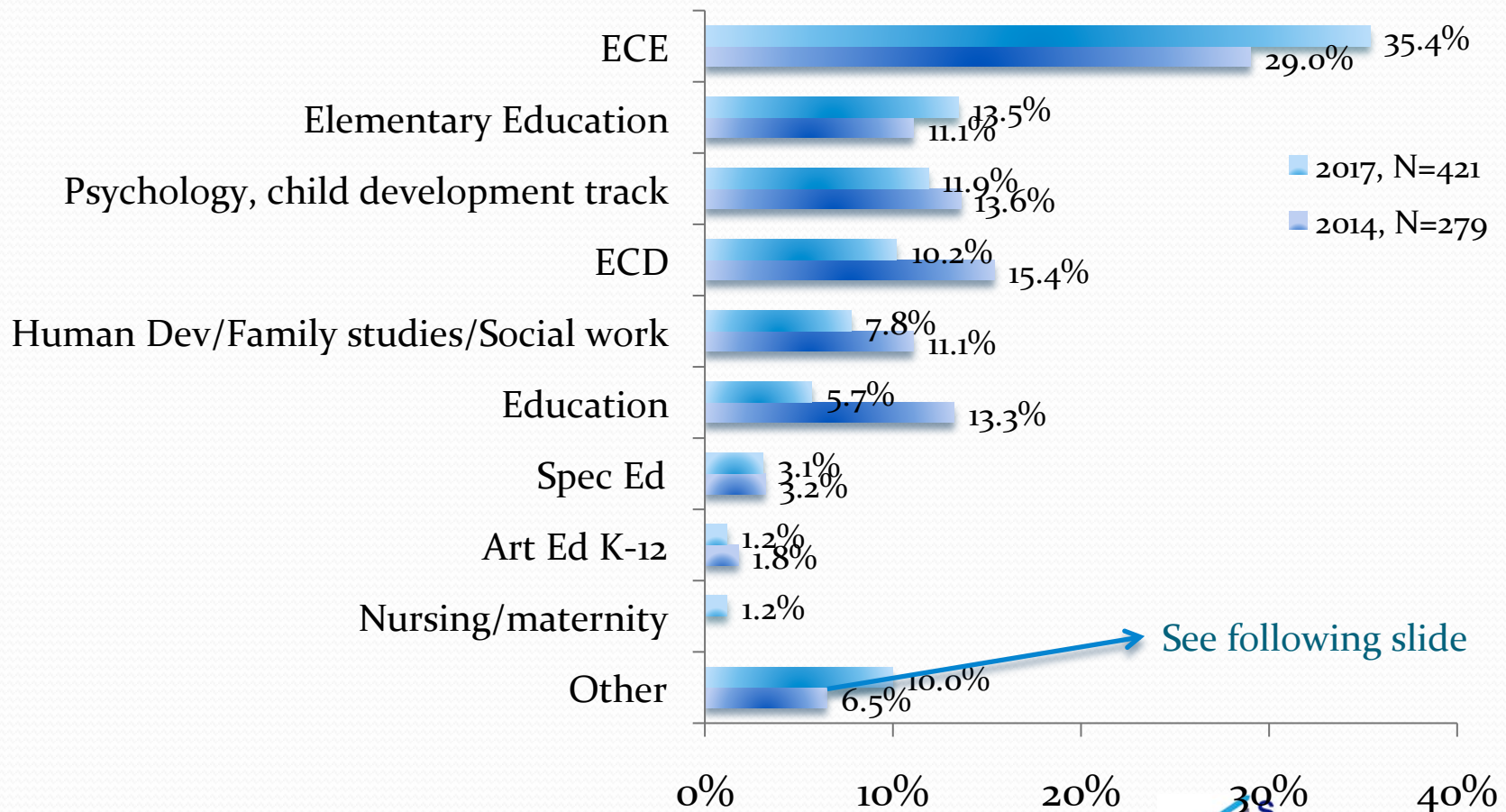
Child-related Education

Do you have a degree (2-year, bachelor's, master's or PhD) in early childhood education, child development, education or other child-related field? *[Asked of those with a degree.]*



Type of Child-related Education

Was your degree in early childhood education, child development, education or other child-related field?
"Yes"

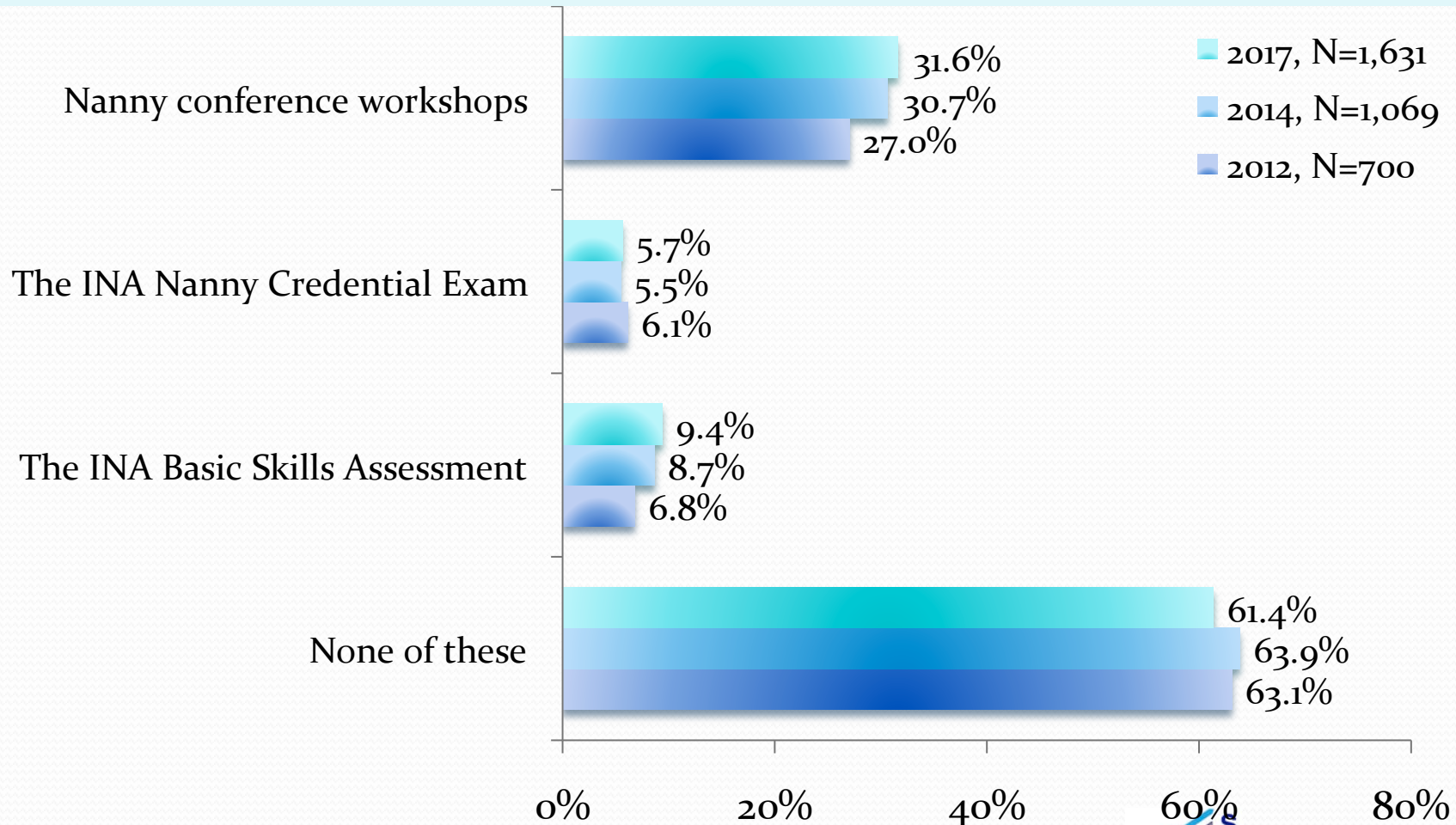


Type of Child-related Education: "Other"

- Behavioral Psychology
- Both elementary and early childhood education
- Child and family development
- Child and Family Studies
- Child development
- Child Development & Family Relations
- Childhood sociology the
- Early childhood education and development/special ed (3)
- Elementary, Early Childhood, and Gifted K-12
- English Language and Literature (Concentration in Education)
- Expressive art therapy with emphasis in early child development
- Family Life Education - Child Development
- Family Studies
- Holistic Child, Early Childhood Education, Special Education, Childhood Development
- Master of Arts in Teaching (MAT)
- Medical
- Middle Childhood and Young Adult Education Degree
- Middle Childhood Education
- Music education (3)
- NNEB
- Pediatric nutrition
- Primary Education
- Prof. Nanny
- Psychology (2)
- Psychology/sociology
- Reading teacher
- School Counseling
- School Social Work- Child Welfare
- Secondary Ed (6-12), English
- Secondary Education
- Secondary English Education
- Secondary Social Studies Education
- Spanish Education
- Speech Pathology
- Teaching Spanish
- Tourism
- Youth Development

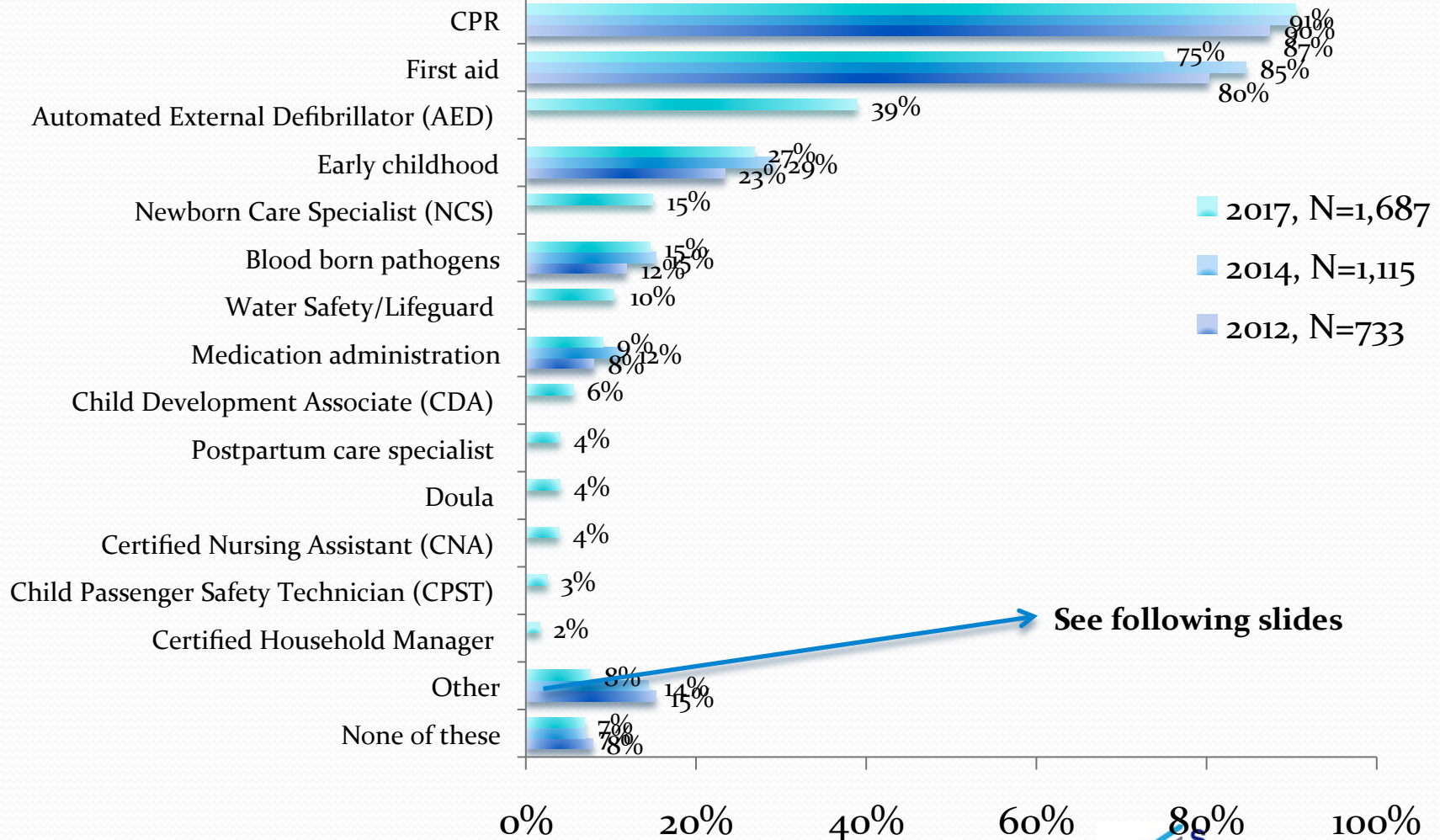
Nanny Credentials

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



Certifications

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



See following slides

Nanny Certifications: "Other"

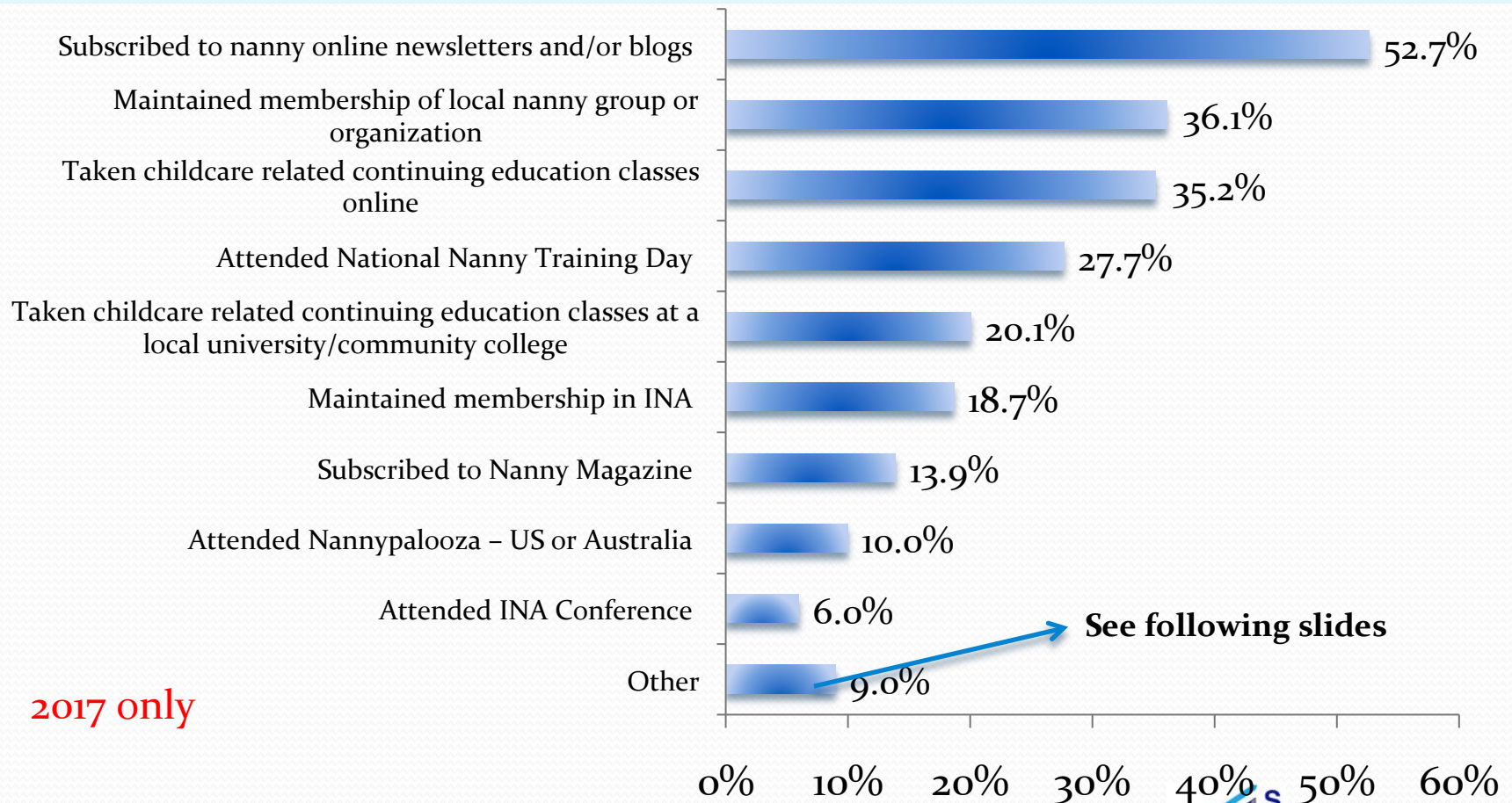
- 2 different NCS programs, cache certified foundation practice for Nannies, 2 different nanny training programs
- Go hour certificate and 45 infant and toddler certificate
- Go hour Early childhood development and curriculum
- ABA training
- Advanced safeguarding, food hygiene and diet and nutritional diploma
- Asthma and Anaphylaxis.
- Autism
- Babywearing educator
- Basic life suport
- BSN
- Can admisister and Epi pen
- Certificate III in childcare
- Certification - special education and ABA Therapy
- Certified Baby wearing Consultant
- Certified child life specialist
- Certified childbirth educator
- Certified Emergency Medical Technician
- Certified lactation consultant
- certified phlebotomist
- Certified Phlebotomy Technician / Certified Food Handlers
- Certified Professional Governess, Dental Hygienist, Pharmacy Technician
- Certified Professional Nanny
- Certified Professional Nanny(English Nanny/ Governess School
- Certified Teacher
- Child Advocate
- Child Nutrition and Cooking ,Nanny Stella Professional Nanny Training
- Child Nutrition Certification, Positive Discipline Certification, Sensory Solutions
- Child nutrition, car seat safety, sensory play
- Child protection
- Children in Crisis Prevention
- CLC
- Clinical hospital training
- Communicable Diseases
- Courses in special education while a paraeducator for the Montgomery County Public Schools
- Crisis prevention graduate (2)
- Developmental therapist license
- Diploma of higher education in early childhood studies and Norland Degree
- Disaster action team for American red cross
- Discipline for toddlers
- Drug & Abuse 0-5
- Early literacy specialist, masters in spec ed, many trainings
- ECCLT
- EMT (emergency medical technician)
- English Nanny and Governess School Certificate
- Family coach
- Food handlers (2)
- Food Safety Certificate
- Food safety, child protection, autism awareness, new born sleep training, child sleep training.
- Former childbirth/newborn instructor
- Happiest Baby on the Block Specialist (2)
- I hold over 20 certificates of CPD
- Infant and child sleep consultant
- Infant Massage Certification (2)
- Infant sign
- Lactation counselor
- Licensed practical nurse
- Life experiences degree
- Lisw
- Love and Logic
- Massage

Nanny Certifications: "Other" cont'd

- *Master Teacher-Infant focus*
- *Maternity nurse certificate - UK equivalent to NCS*
- *Medical Assistant (3)*
- *Mental Health First Aid. Also other child development workshop certifications*
- *Mnt*
- *Montessori teacher certification. (3)*
- *Mother of 2 children for 22 years*
- *MSW*
- *Nanny Newborn training*
- *Nanny School*
- *Nanny guards*
- *National Nanny Training Day, several online Nanny/Teacher/Early Education training courses. My MAC course will be completed 11/4/17*
- *NNEB qualified Nanny*
- *NNTD*
- *Nurse- midwife 40 yrs retired.*
- *Nutrition*
- *Online nanny training course (2)*
- *Pediatric trained nurse*
- *PCA - Personal Care Assistant (2)*
- *Pediatric Sleep Consultant*
- *Personal assistant certification*
- *Positive Discipline Parent Educator (96)*
- *postpartum doula*
- *Pre-nursing certificate*
- *Professional Certified Nanny*
- *Qualified as a director in early childhood through EEC*
- *Red Cross babysitting course*
- *Registered Dietitian*
- *Registered Nurse (5)*
- *RIE certified*
- *RMA*
- *Sen*
- *Shadow training*
- *SIDS training (5)*
- *seizure; asthma/allergy/special needs*
- *SNNEB*
- *Special ed degree*
- *Special needs certifications*
- *State licensed home child care 23 years*
- *Surgical technologist*
- *Teaching License*
- *Training by the Il. Dept of children and family Services*
- *Trilingual*

Professional Activity Participation

Which if any of the following professional activities have you taken part in within the last 12 months? (Select all that apply.) N=1,272



See following slides

2017 only

Professional Activity: “Other”

- 14 years of experience working with children.
- Actively follow professional nanny group on Facebook
- Ages and Stages workshops at Cincinnati Children's Hospital, Early Childhood Symposium hosted by Summit Country Day school in Cincinnati
- Ages and Stages workshops by Cincinnati Children's Hospital, Early Childhood Symposium presented by Summit Country Day school
- All Star Nanny conference
- Attend caregiver and child development courses/workshops regularly
- Attended Australian Nanny Association Convention, maintained an Australian Nanny Association membership,
- Attended Nanny Jamboree
- Attended nanny jamboree and other local workshops
- Attended the PNW all star nanny conference
- Attended trainings from area child care resource agency, taken online nanny courses
- Austin Area Nannies
- Belong to a few different online nanny community groups
- Belong to professional development nanny book club.
- Cappa membership
- Certified family daycare provider for 9 years and full-time and home schooling mom for 23 years
- Childcare related seminars
- Co host of Nanny Jamboree. A series's of childcare related workshops in Vancouver CA
- Completed Positive Discipline Educator Certification Course
- Completed training at a OT office
- cpd childcare workshops UK
- CPST course, positive discipline course, sleep-training seminars , child nutrition training
- CPST training, positive discipline parent educator course, course on child nutrition, seminars on sleep training
- Current Doctoral Student in School Psychology
- Daycare experience
- Did an internship at a daycare center while in High School
- Facebook nanny groups
- Finished my masters in early childhood special education.
- First aid & CPR
- First aid course
- Grad school for Human Resources management
- Graduate Certificate in Early Childhood (an option which is not listed on your "education" page)
- I am currently obtaining my Bachelors in Human Development and Family Studies
- I am DD certified.
- I am part of the team of Placement Solutions Nannyng Agency, Melbourne, Australia.
- I had an article I wrote printed in Nanny Magazine, taken Registered Behavior Technician autism ABA therapist courses.
- I have attended no professional activities
- I have become part of multiple Nanny groups on Facebook.
- I just have a lot of experience with babysitting toddlers and older. What I do not know , I ask how to do something.
- I read a lot of books and attend parenting lectures and classes through my local church.
- I take online podcast for Dec
- I was an primary caregiver in the Infant room at an nursery school for 11 years.
- IECC
- Independent education

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Professional Activity: “Other” cont’d

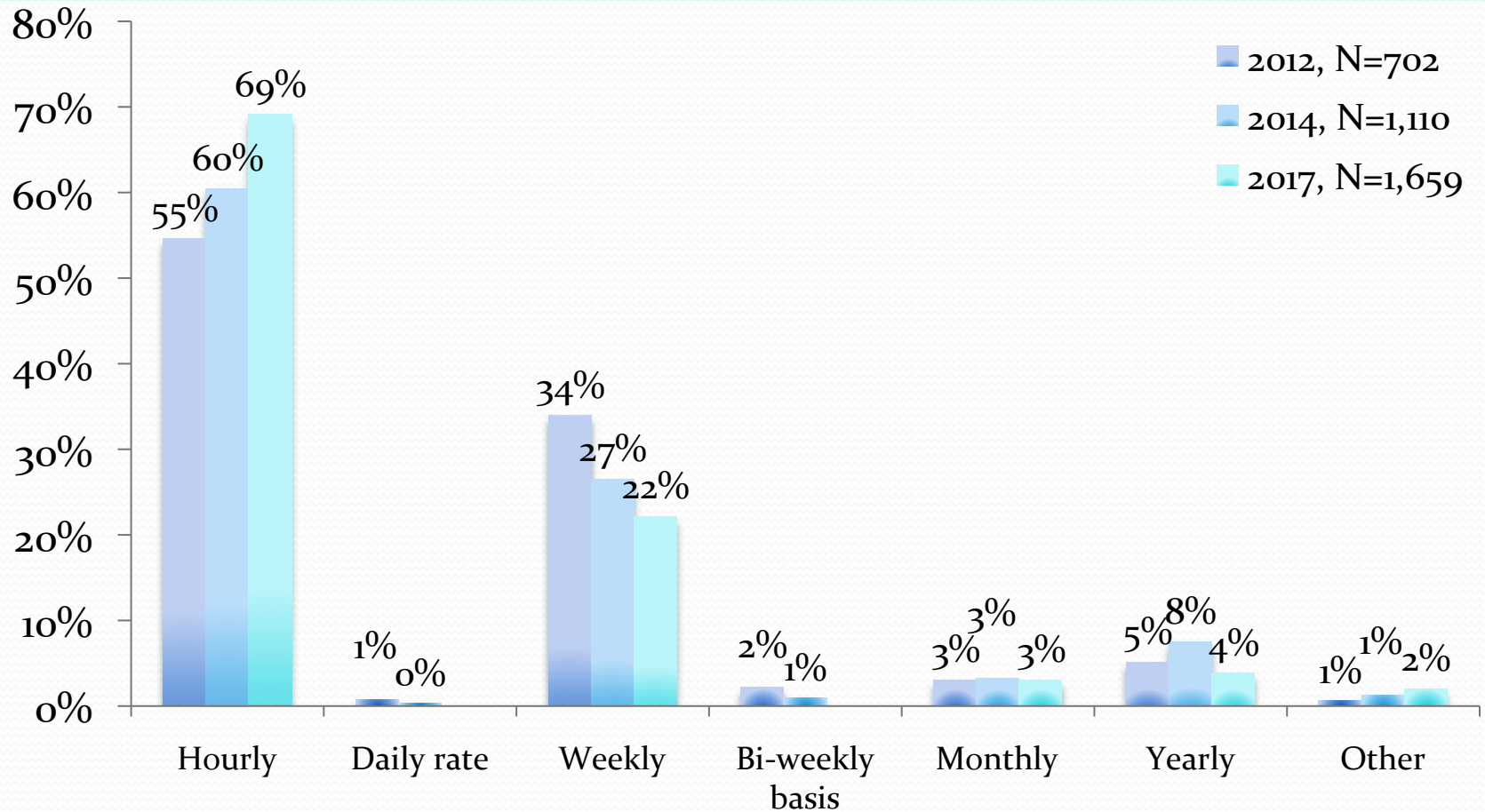
- *Instagram and Facebook groups*
- *Joined local nanny groups online, and become certified as a music teacher for kids 0-5*
- *Joined Nanny FaceBook groups (4)*
- *Subscribed to Nanny podcasts.*
- *Keep updated on all new information crafts books fun ideas thru electronic connections.*
- *Listen to two different nannying podcasts each week!*
- *Listened to nanny podcast periodically*
- *Maintained CPR/AED/First Aid certifications*
- *Medical*
- *Member of DEMA and NAEYC and attend Nannypalooza*
- *member of NAEYC*
- *Nanny Collaborative, NYC Nannies*
- *Nanny facebook pages*
- *Nanny School*
- *NCS certification of completion (2)*
- *NCS Course*
- *Newborn Care Solutions Elite Student*
- *Newborn Care Specialist training & Michelle Garcia Winner\'s Social Thinking Conference*
- *NWNA*
- *Ofsted registration*
- *Online childcare information*
- *online courses*
- *Online Nanny groups (2)*
- *Organized and attended PNW All Star Nanny Conference*
- *Other job not related to childcare*
- *Pacific Northwest All Star Nanny Conference*
- *postpartum doula training*
- *Psychology in junior college*
- *Read books and articles related to the welfare of children.*
- *read books/ look up articles online*
- *read child development books*
- *Reading parenting books*
- *RIE*
- *Several online seminars across various childcare, infant & toddler mental health, and education topics.*
- *some Nanny conference*
- *Subscribe to early childhood education blogs*
- *Suicide prevention course*
- *Taken classes at local children centers, attending nannypalooza UK in November*
- *Taken classes through ChildCare Resources & Referral*
- *Taken in person continuing education courses offered by an organization that is not a college or university*
- *Taken other childcare related workshops*
- *Taken Love and Logic education classes at local locations*
- *White House nanny company*
- *Workshops for a previous child care center position*



Salary and Overtime

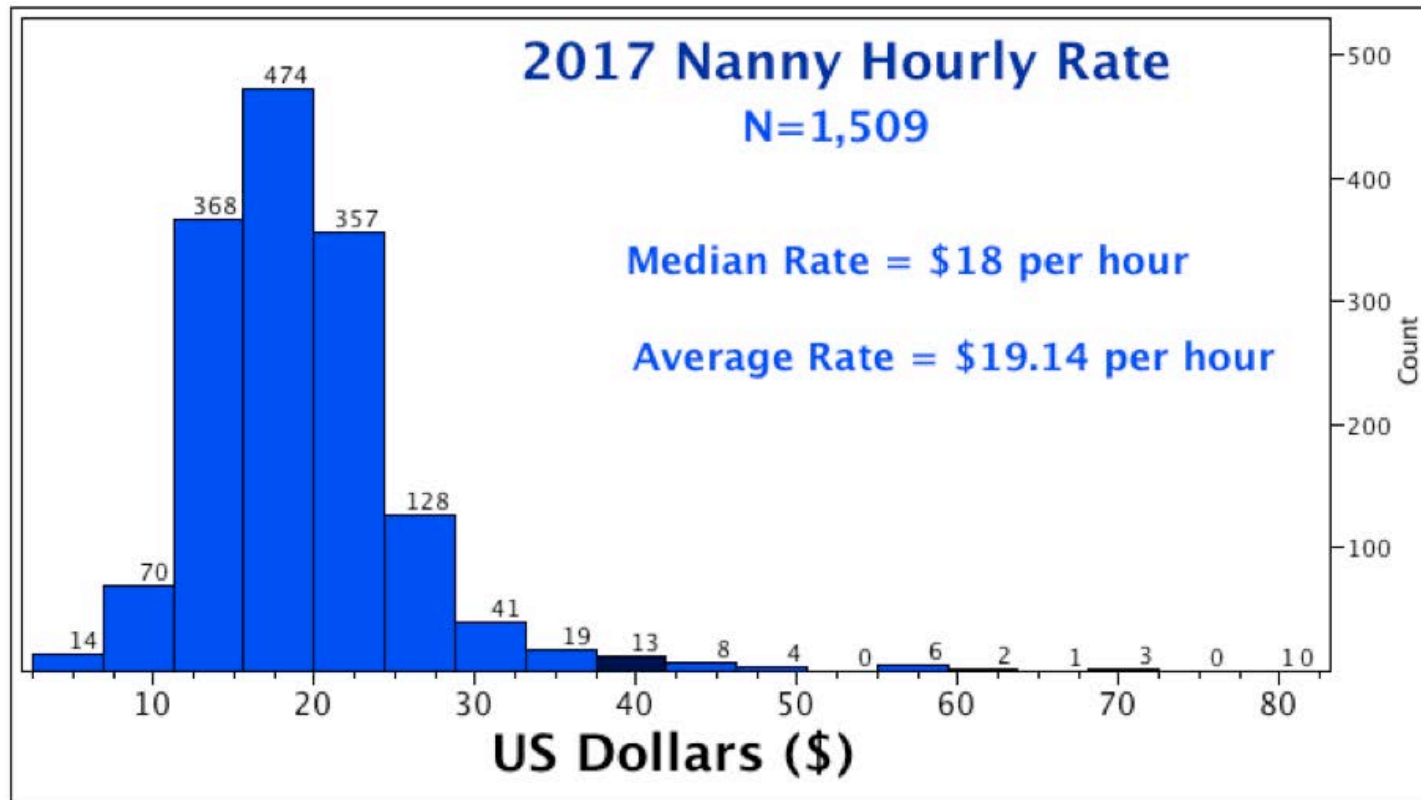
Salary Type

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.]



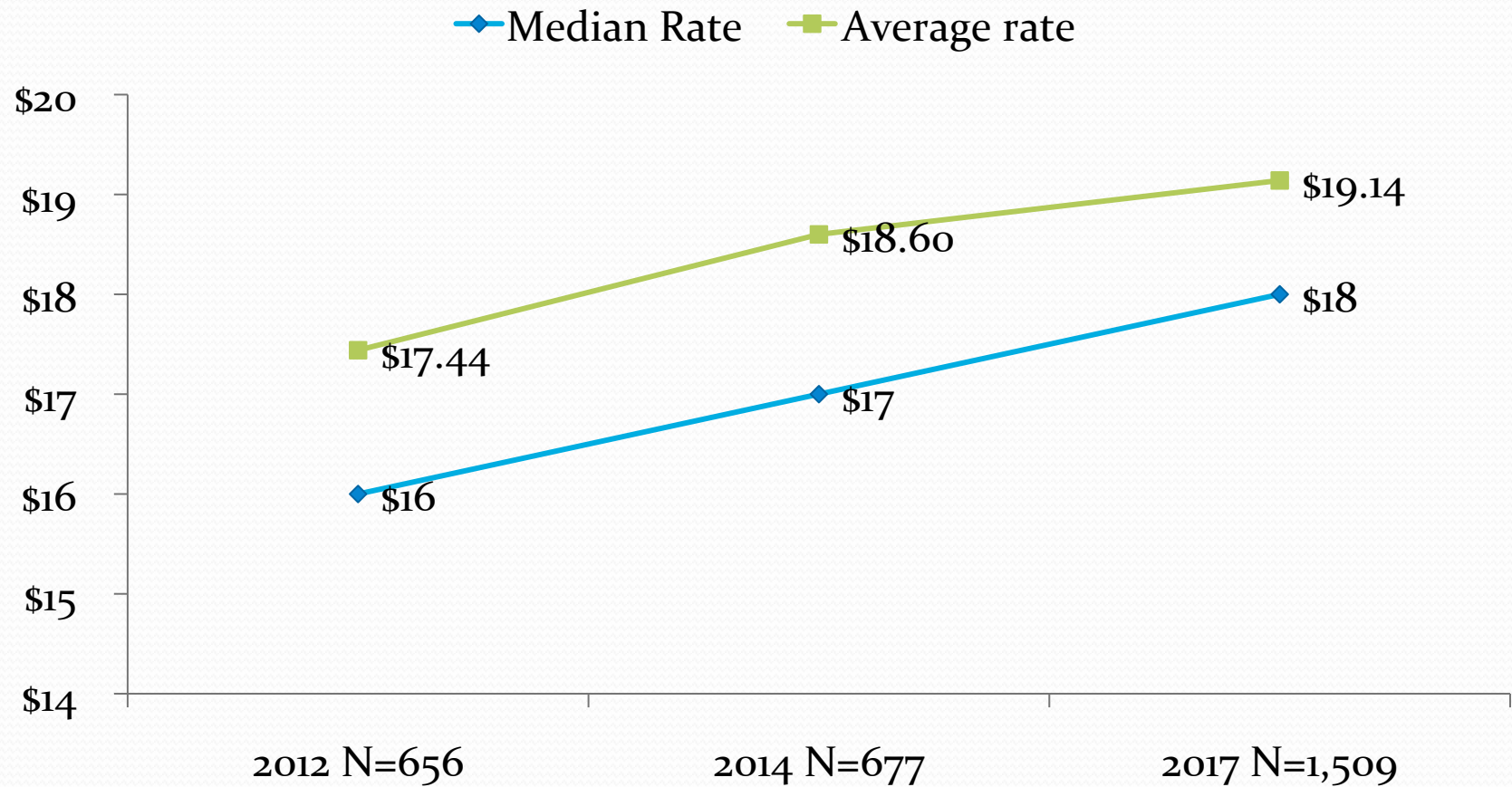
Hourly Rate

What hourly rate do you receive from your employer?



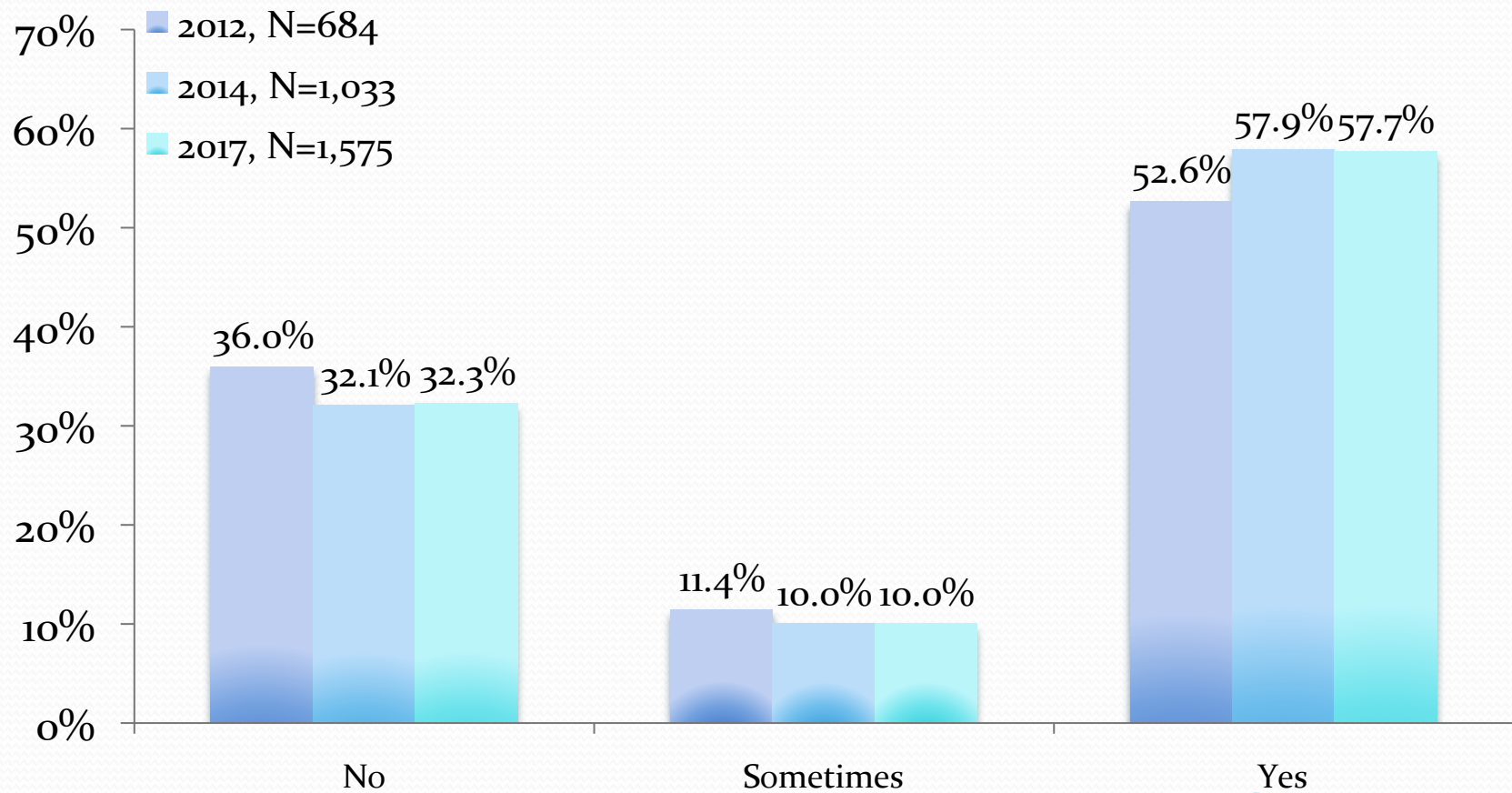
Nanny Hourly Rate Trend

What hourly rate do you receive from your employer?



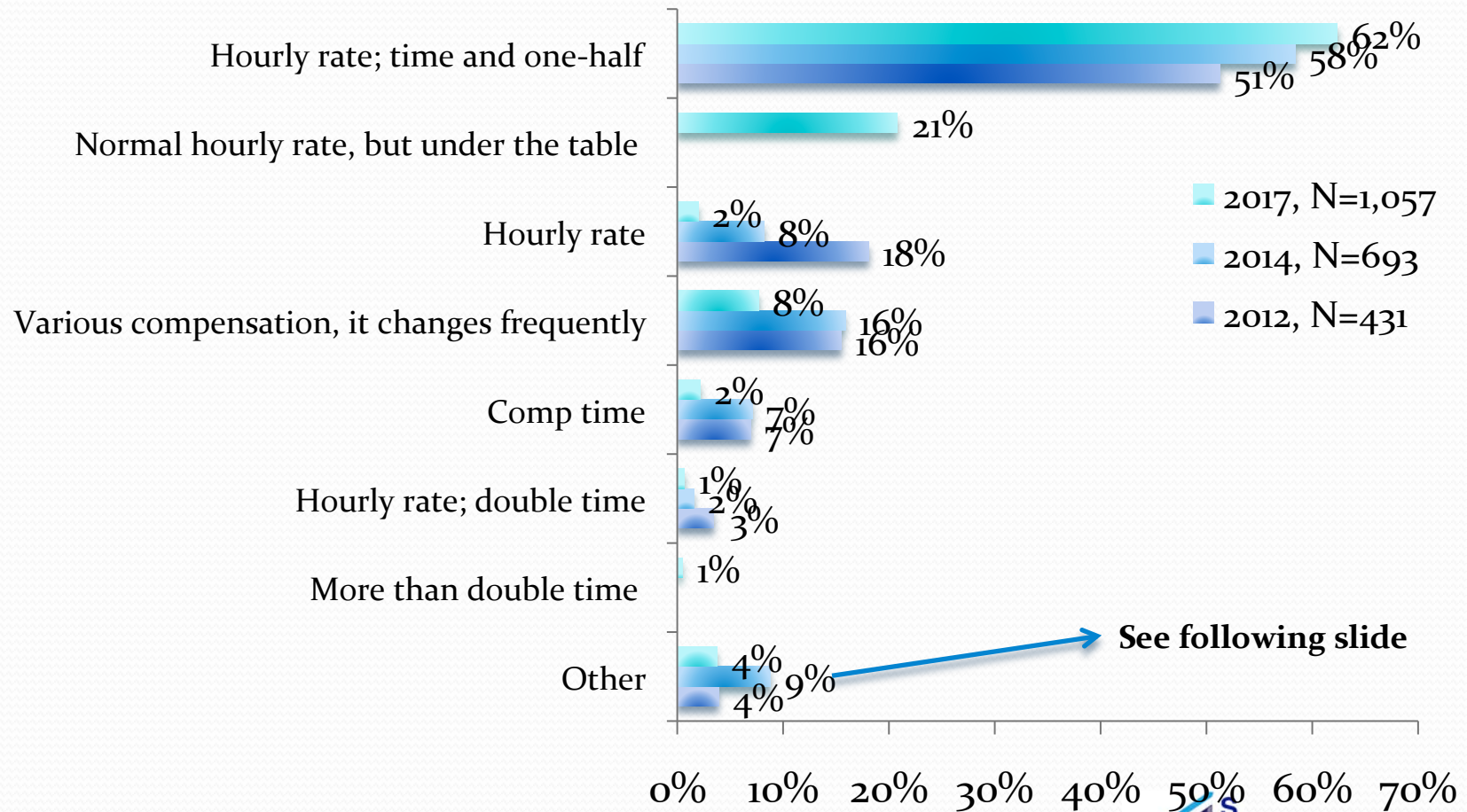
Overtime Compensation

Do you get compensated for overtime?



Nature of Overtime Pay

How are you compensated for overtime?

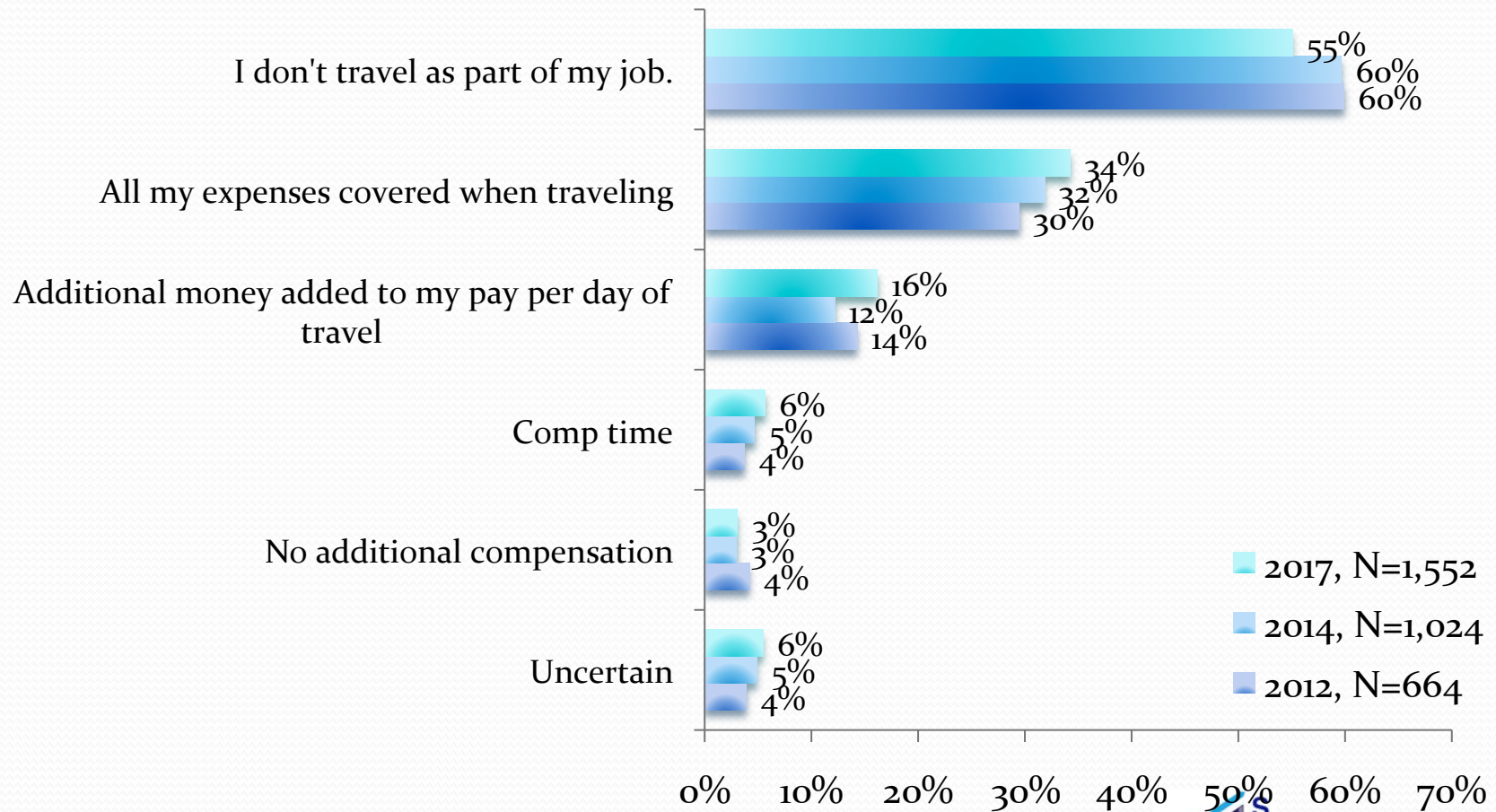


Nature of Overtime Pay: "Other"

- \$16/hour
- \$18/hour
- \$2.00 above normal rate, off the books
- \$20 per hour over normal hours
- \$20/hour, under the table
- -£25/hour
- 20 per hour overtime
- 25 cash
- 5 dollars extra per hour
- Agreed upon amount, higher than hourly, but not quite time and a half
- Agrees upon amount, higher than hourly, but not quite time and a half
- And adjusted, higher rate, under the table
- Cash for everything over 37.5 hours, more than time and
- Don't really know has not happened yet
- Double time under the table.
- Either normal rate but under the table or trade for vacation time - always my choice
- **Hourly rate (21)**
- Hourly rate personal check, not through payroll
- I don't do overtime
- I don't work overtime but would be paid time and a half.
- I get paid 2 extra dollars for overtime
- I have not yet worked any over time
- More than 1.5 time under the table
- My hourly rate along with a generous bonus and all legally reported for tax purposes
- My pay is set up as a salary to fluctuate hours between 45-55 (but as a base hourly). In the event I work over 55, I get paid time and one-half
- Normal for 10 hours (equaling my 50 hour week) then the same amount under the table
- Not full time and a half for overtime
- OT rate not required
- Overtime rate under the table
- Per California OT Law
- set rate for caring for kids outside of normal hours...\$20 per hour
- Since I work for 2 separate families, for 2 days/ week each, overtime has never happened.
- Ten dollars per hour
- Time and a half, cash
- time and a quarter of hourly rate as a live in
- Tips
- Under the table more than normal hourly rate but less than time and a half
- Would be compensated, but never have overtime

Travel Compensation

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





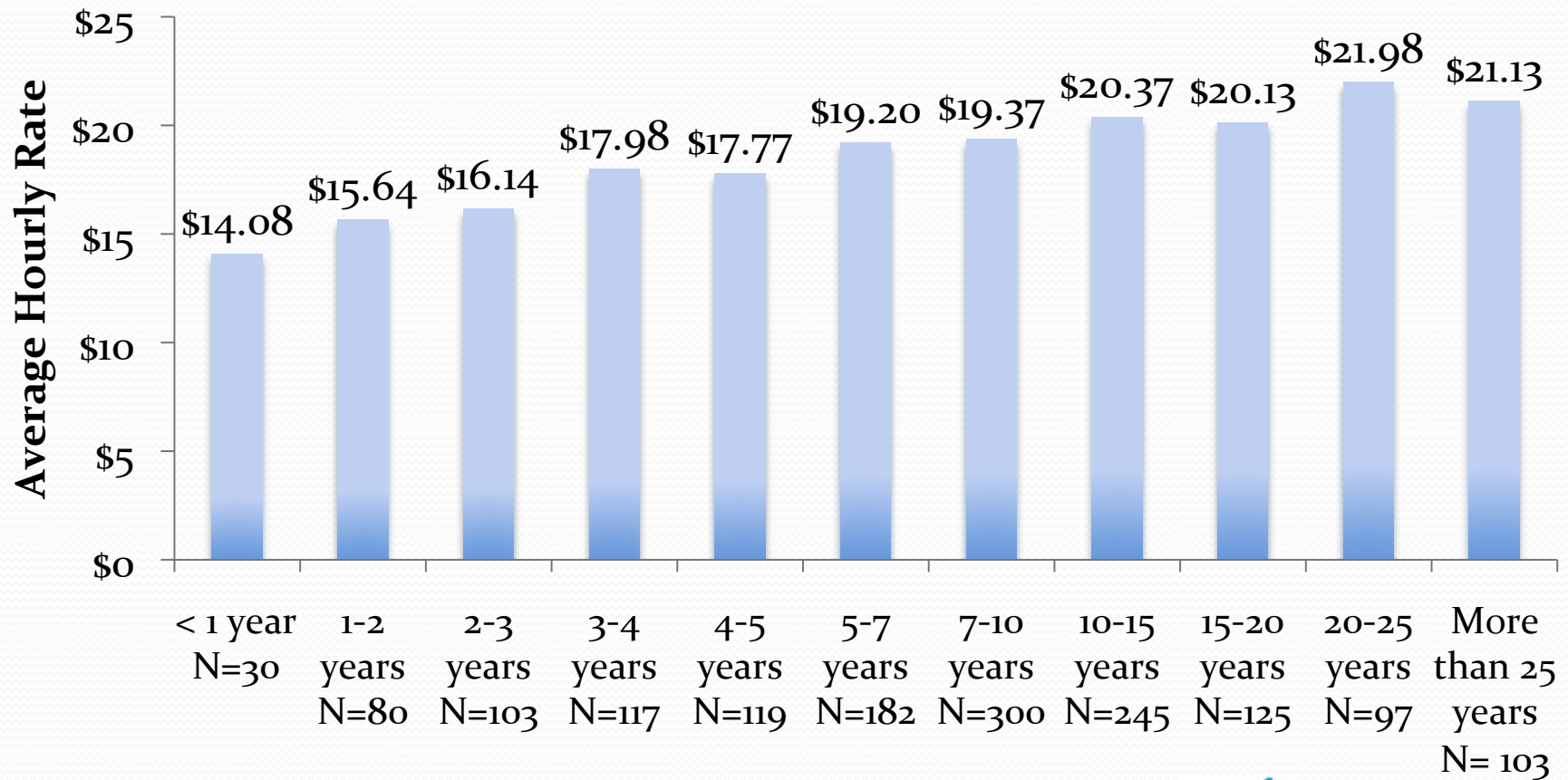
Attributes Affecting Salary

Data Investigations On Hourly Rate

- *Variables investigated (“*” denotes significant differences found)*
 - *Country and US State**
 - *Nanny Role*
 - *Nanny Experience**
 - *Live-in or Live-out*
 - *Education*, Degree in child-related field*
 - *Certifications/Credentials**
 - *Professional activities*
 - *Family type**
 - *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 degrees get paid more*
 - *Professional activities and certifications aren’t generally associated with higher pay*

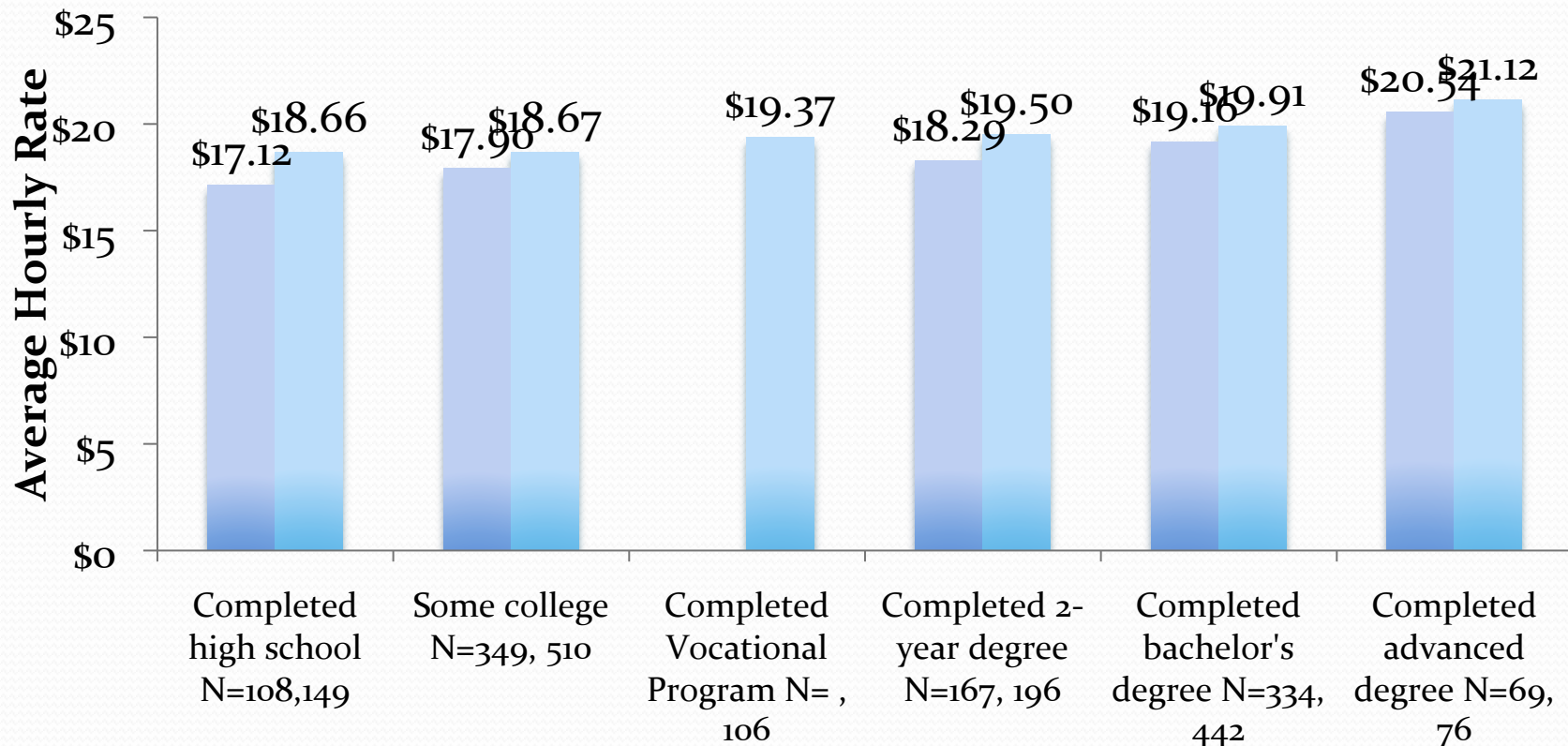
Hourly Rate by Years Experience

Approximately, how many years experience do you have as a nanny? N=1,501



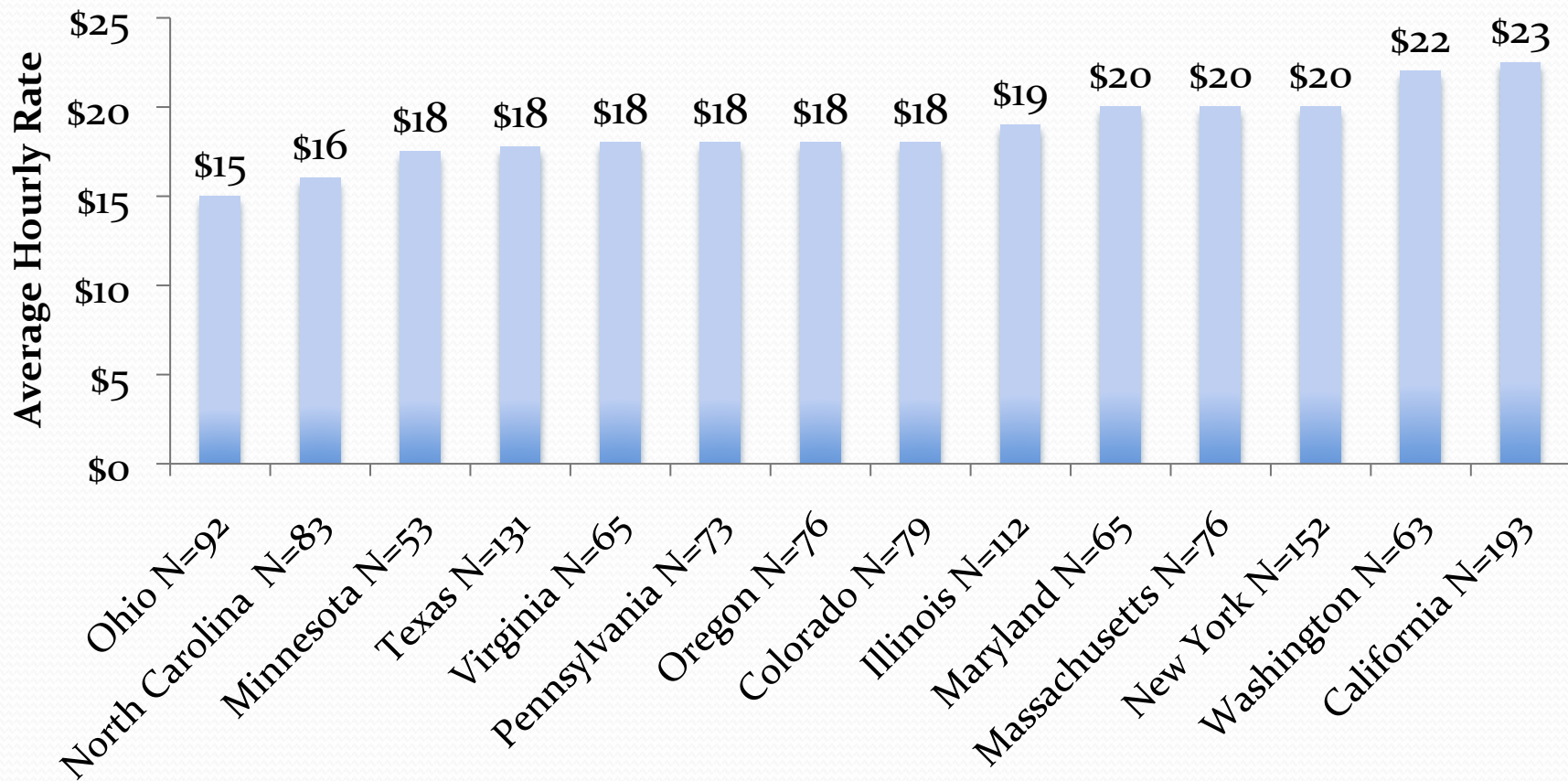
Hourly Rate BY Education Level

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



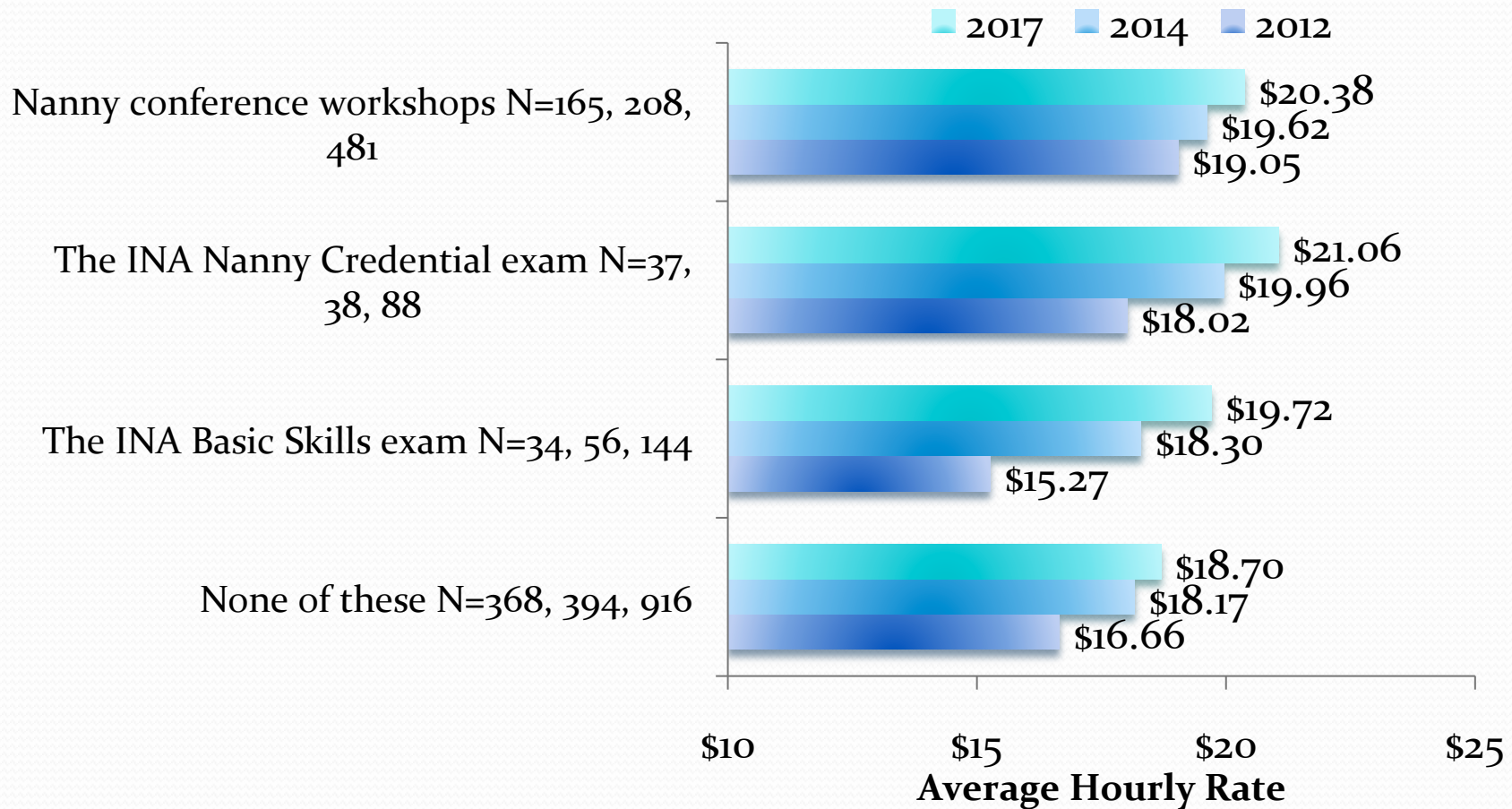
Hourly Rate by State of Employment

N=1,501



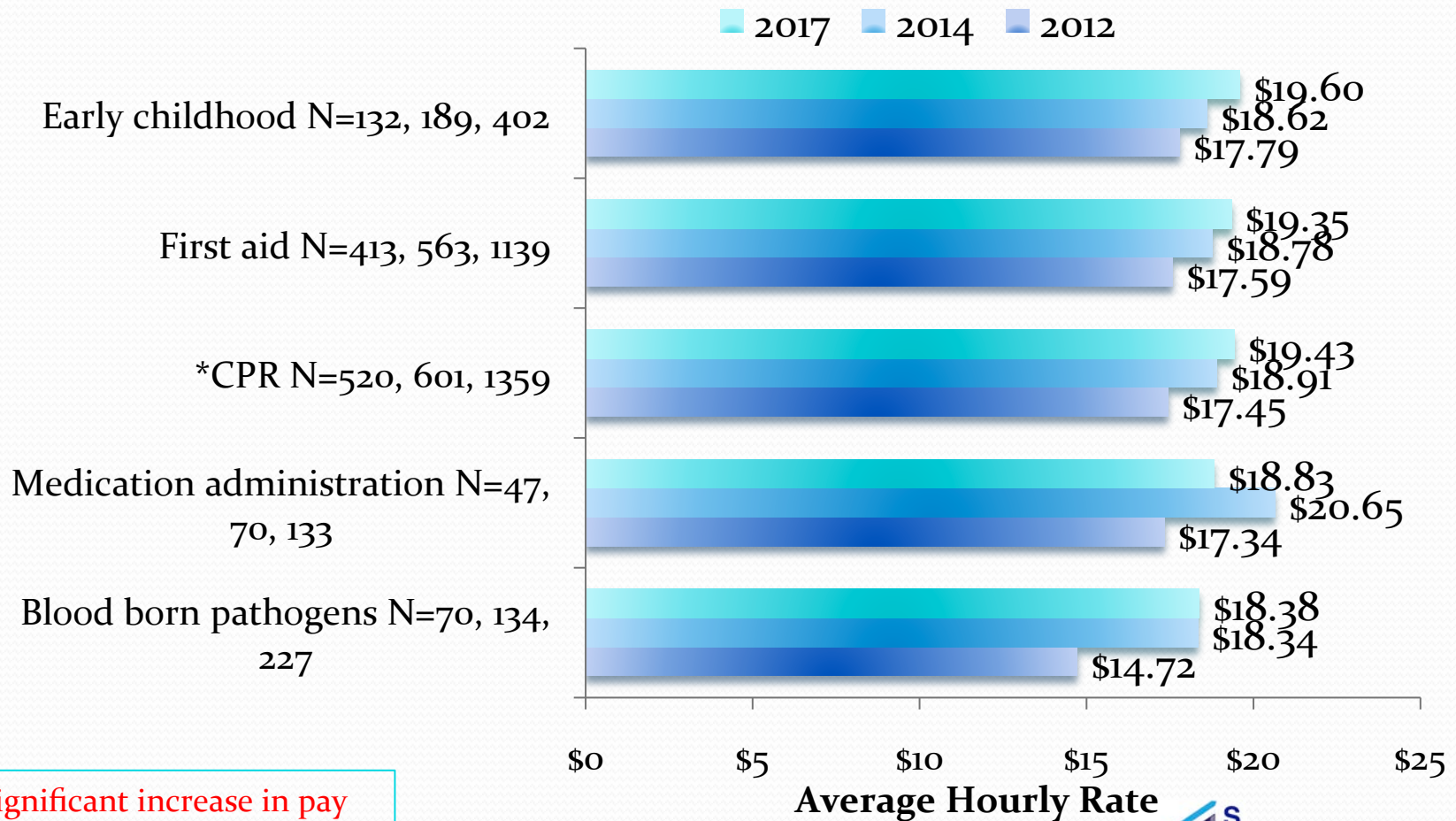
Hourly Rate BY Nanny Credentials

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



Hourly Rate BY Nanny Certifications

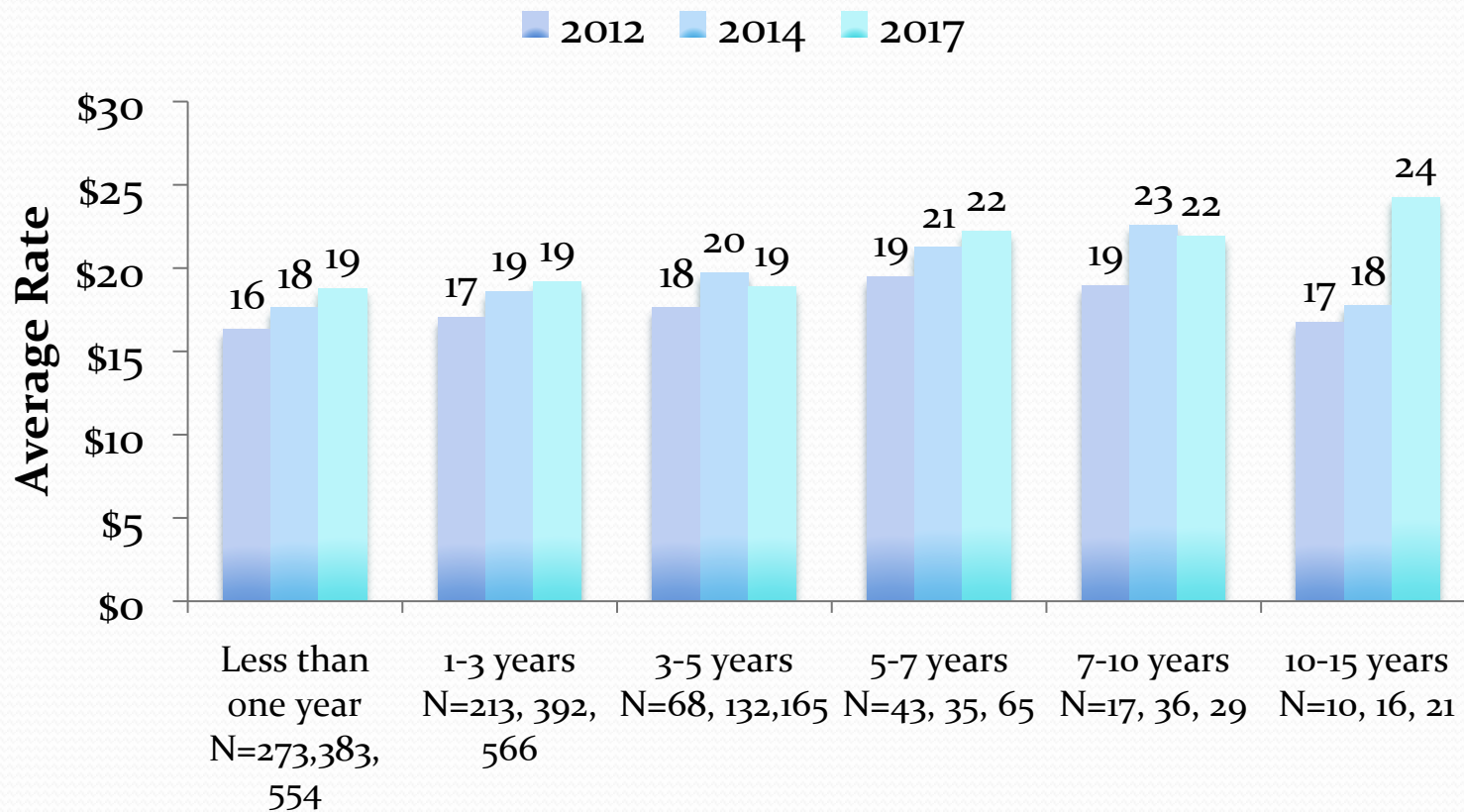
Which of the following certifications do you currently hold? (Select all that apply.)



*Significant increase in pay

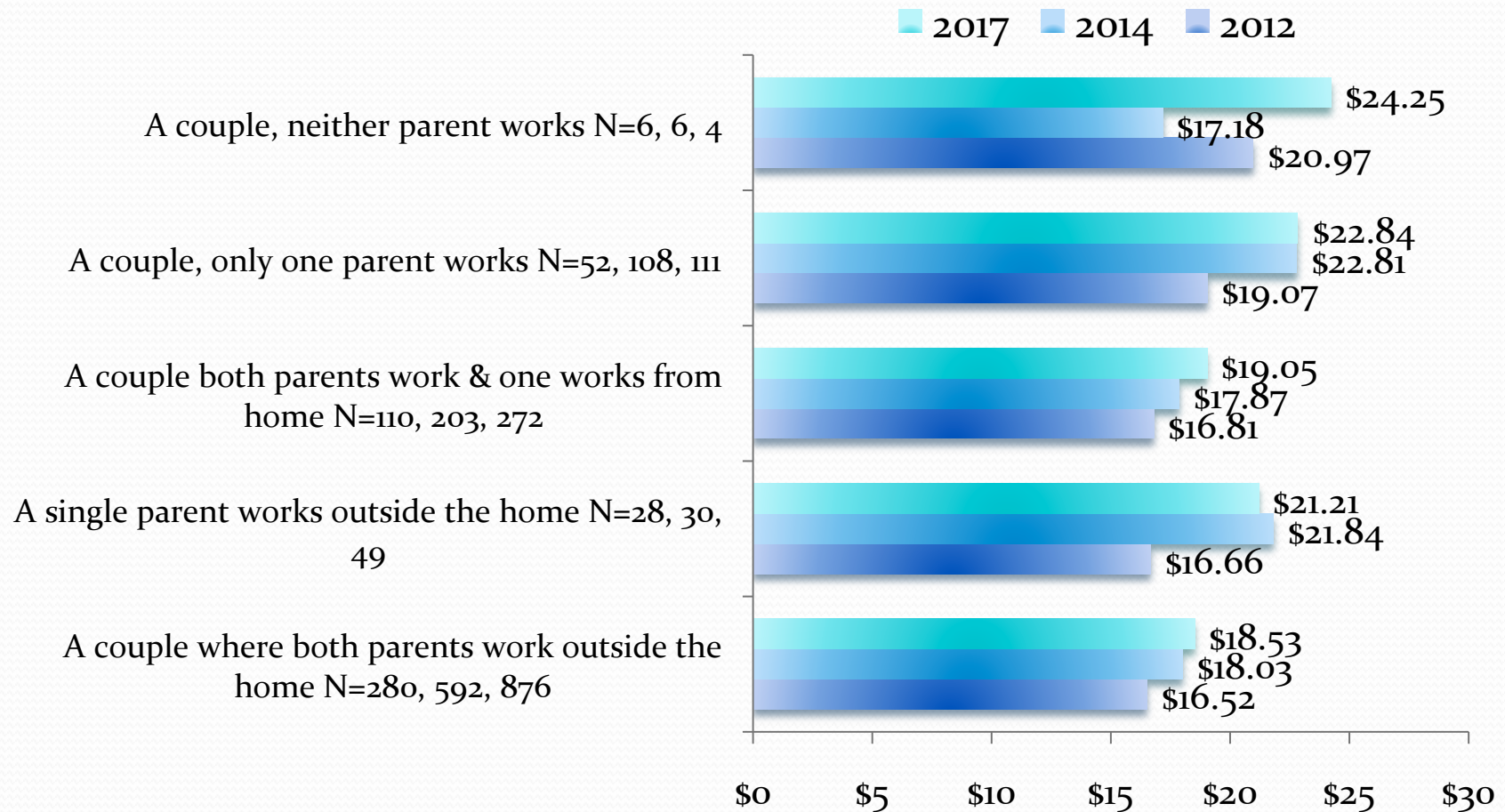
Hourly Rate BY Time with Current Employer

How long have you worked for your present employer?



Hourly Rate BY Type of Family

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

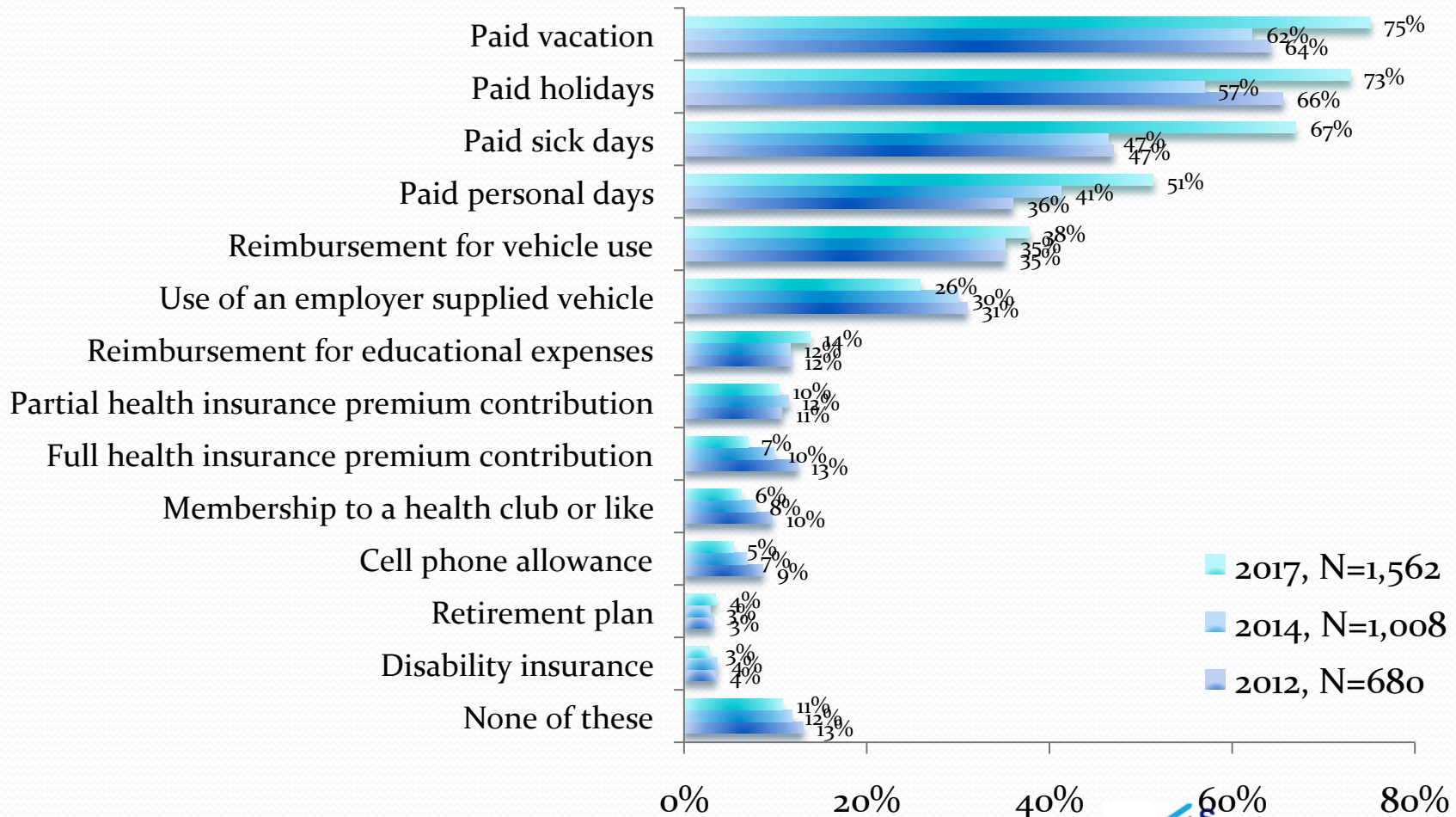




Benefits

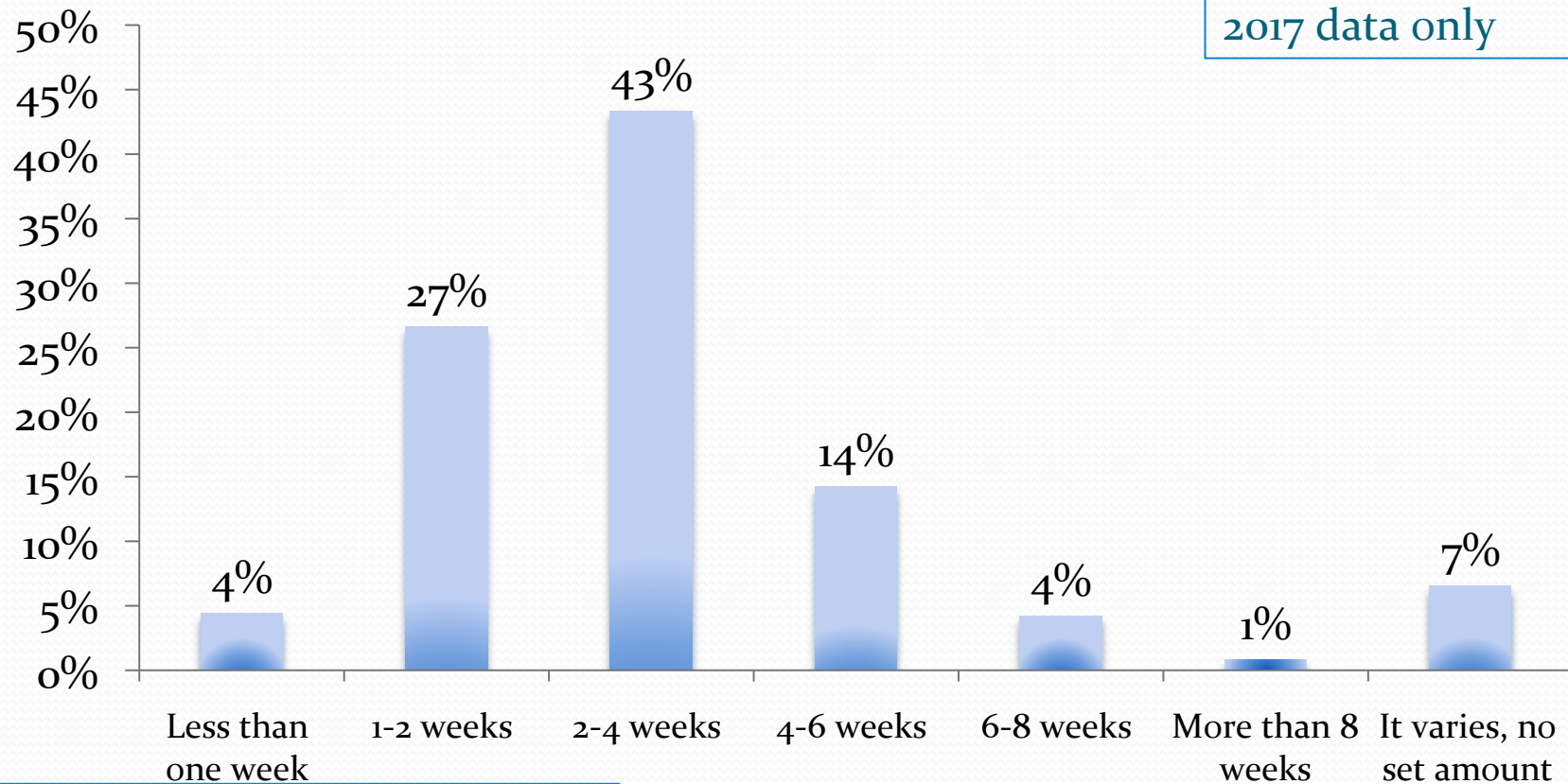
Benefits Provided by Employer

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



Paid Time Off

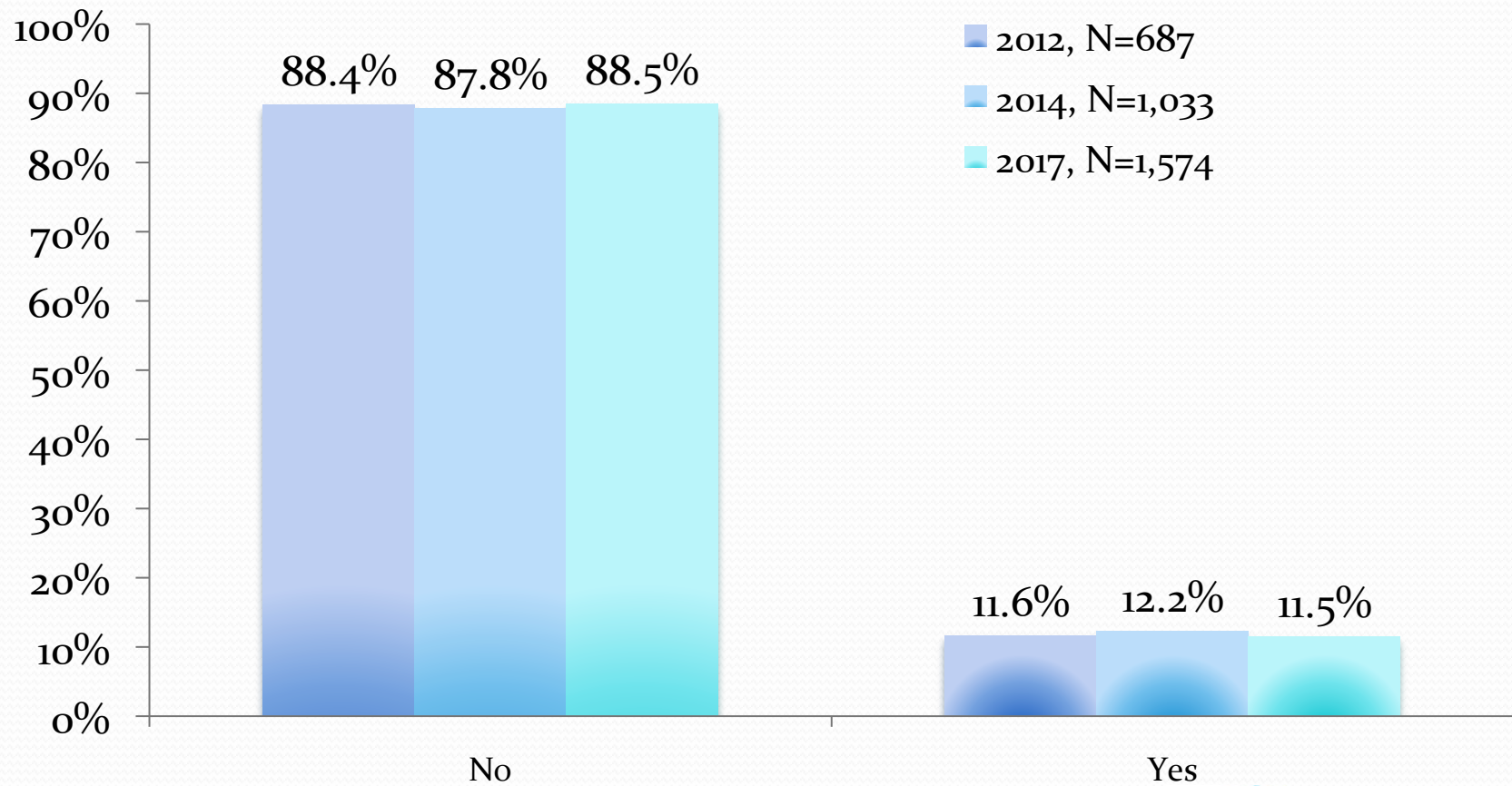
How much PTO, in weeks, including sick days, holidays, vacation, and other paid days off, do you receive from your employer each year? N=1,302



Note: Only those that receive paid days off.

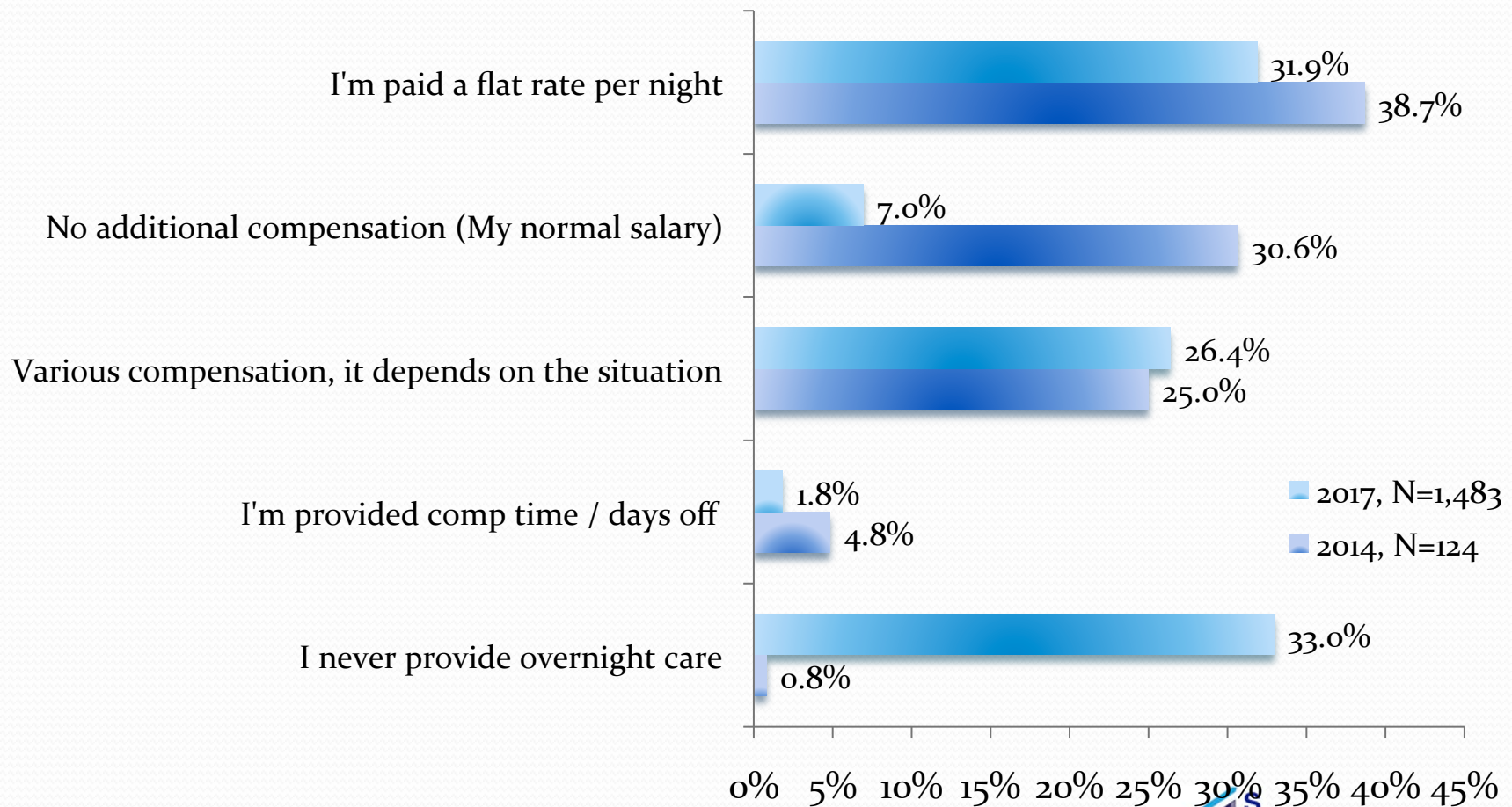
Overnight Care

Do your regular weekly responsibilities include providing overnight care for the child/children?



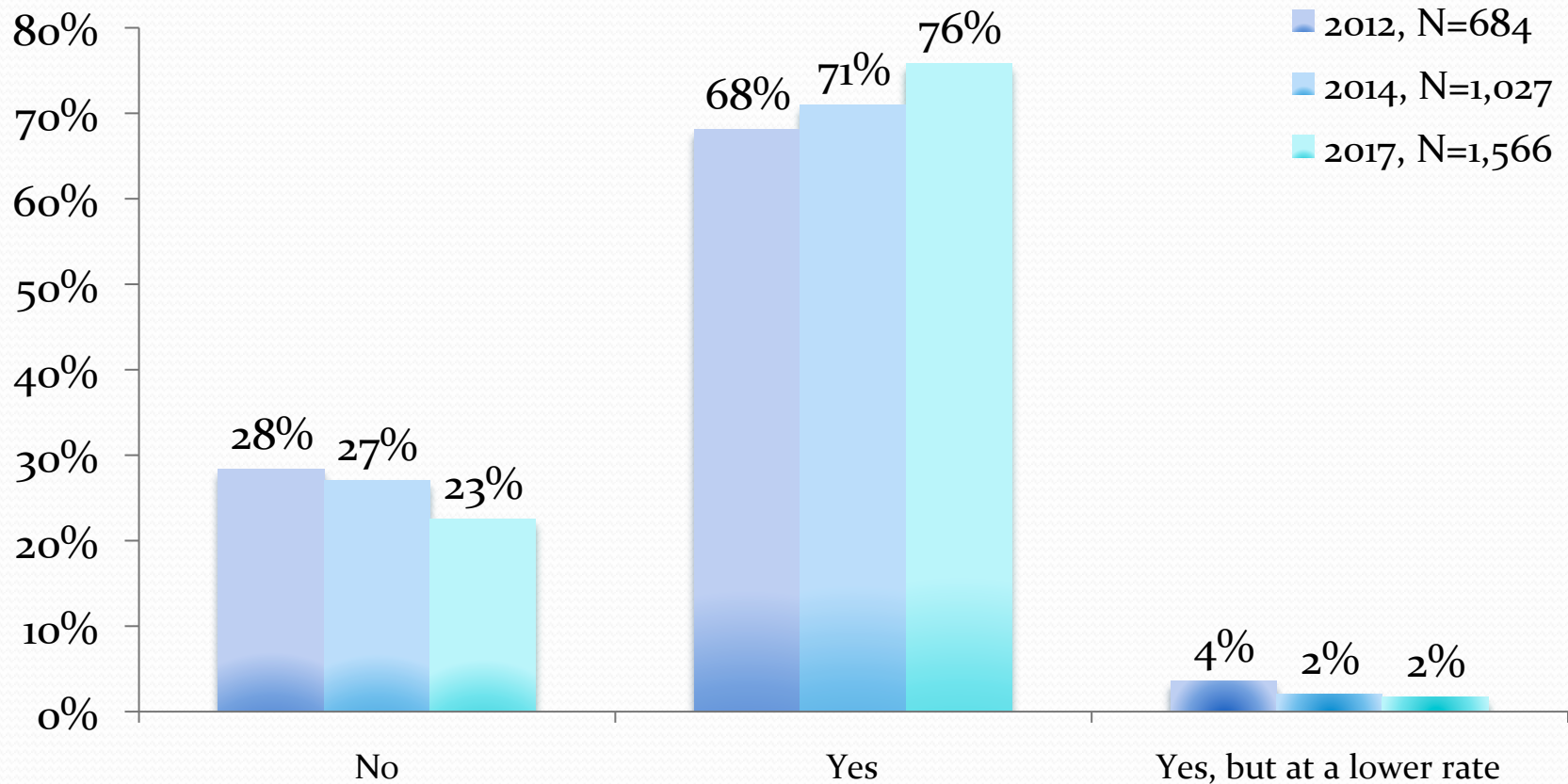
Compensation for Overnight Care

How are you usually compensated if you are ever asked to provide overnight care for the child/children?



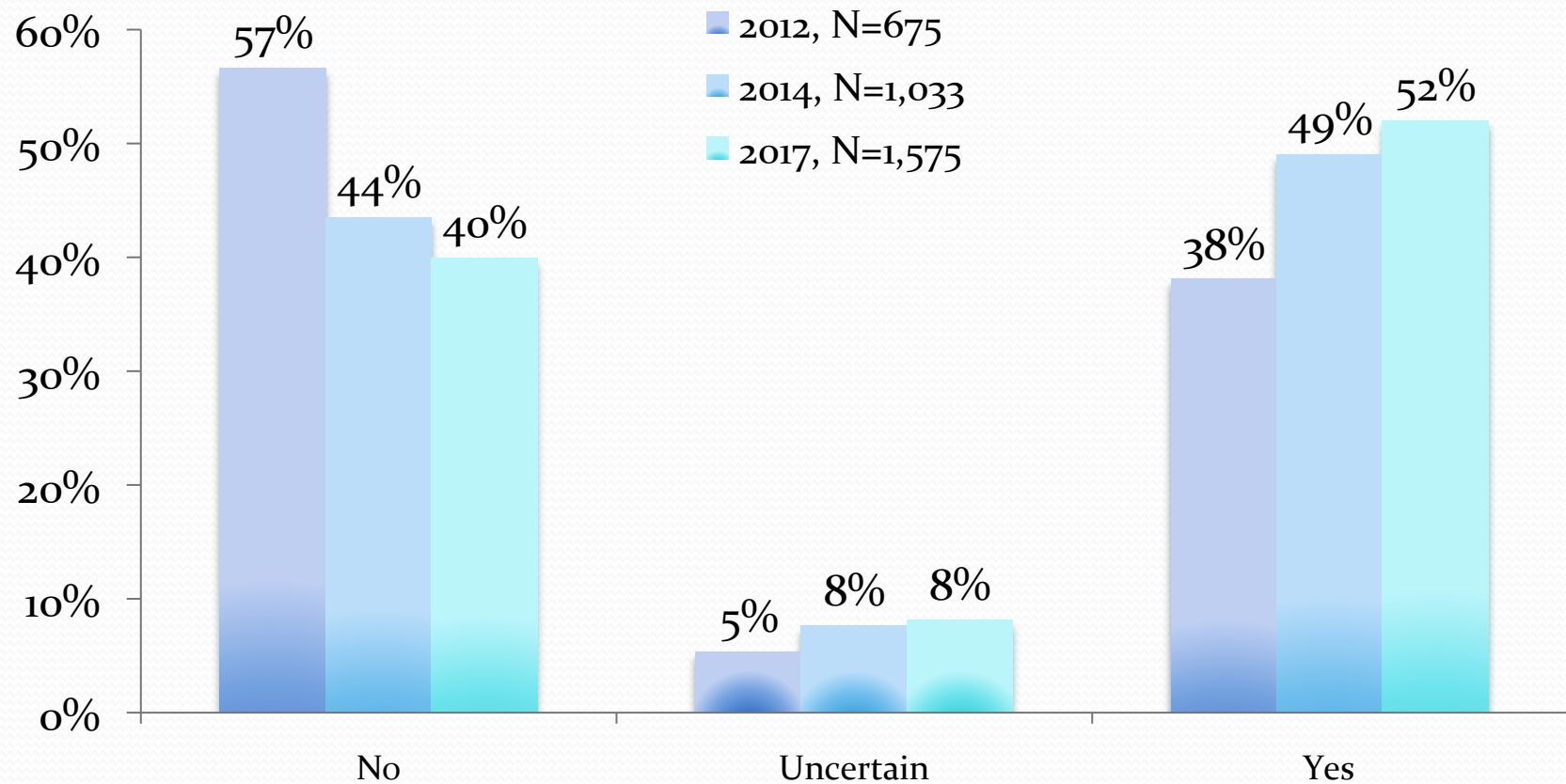
Pay for Required Time Off

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



Salary Increase in 2017

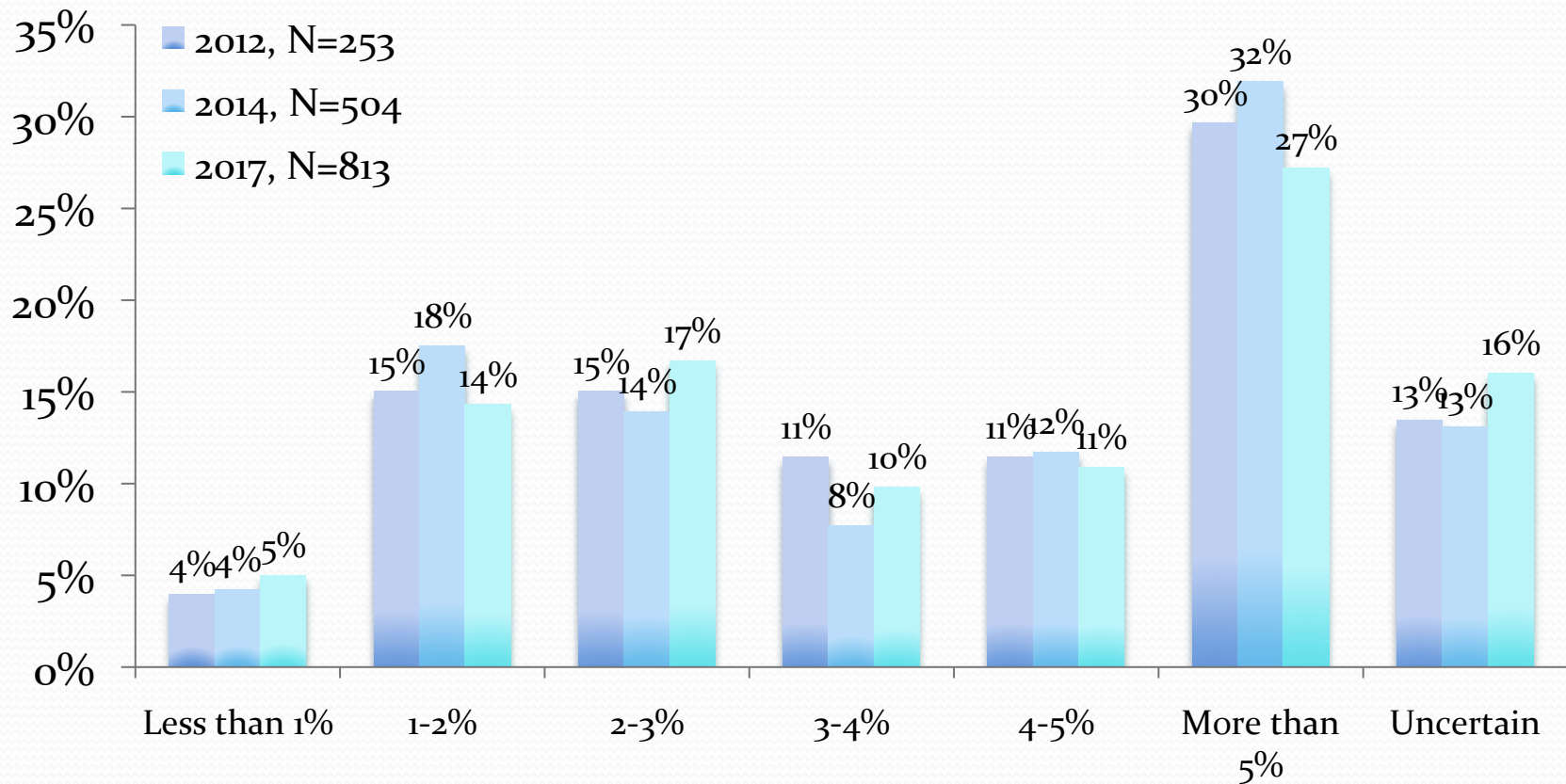
Did you receive a raise (a salary increase) in 2017 over what you made in 2016?



Note: In 2012, question read “Did you receive a raise in 2011?”.

Amount of Salary Increase in 2017

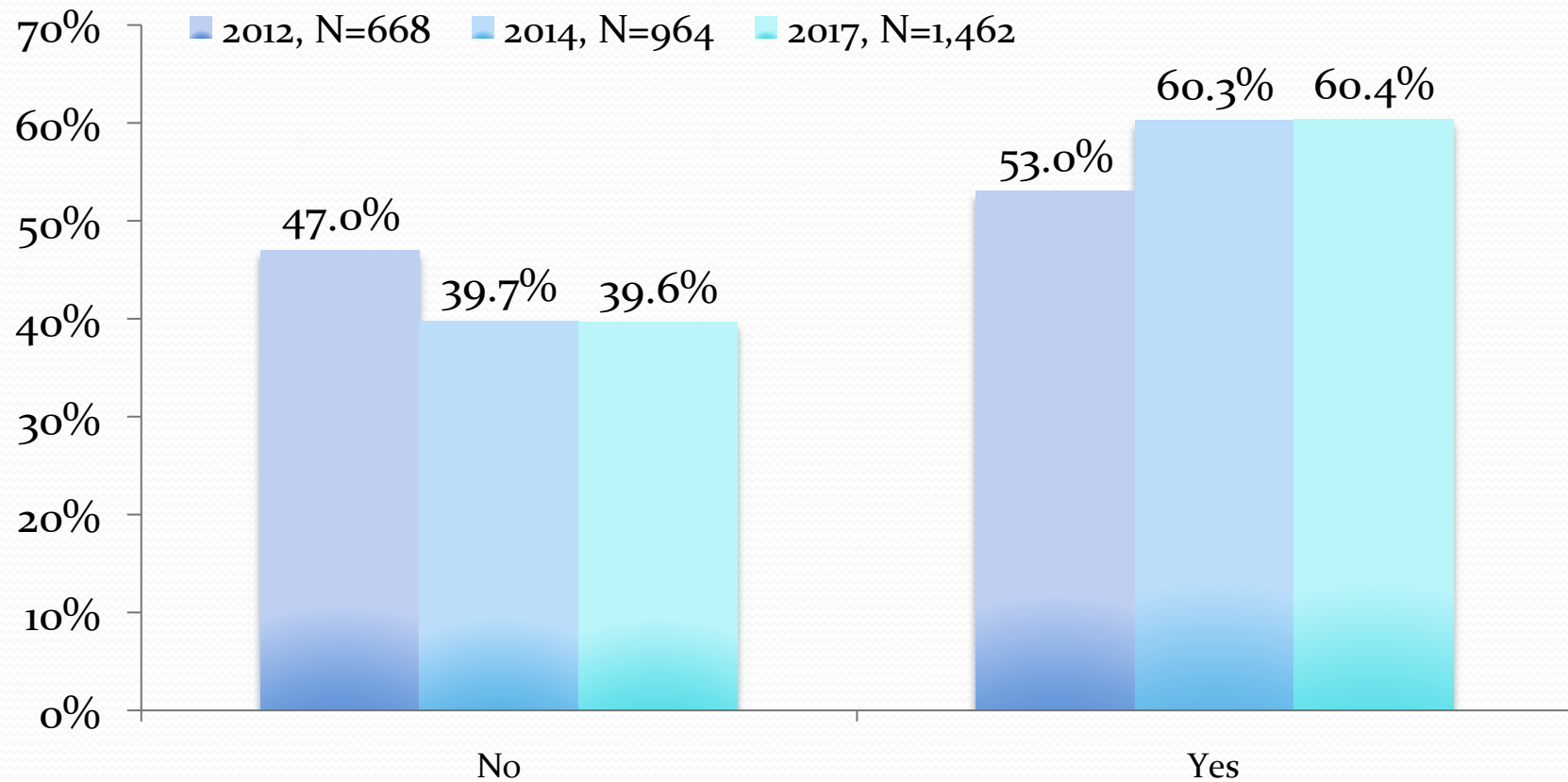
Approximately how much of a raise (salary increase) did you receive in 2017? (in percent)



Note: In 2012, question read “...did you receive in 2011?”.

Year-End Bonus

Did you receive a holiday or year-end monetary bonus in 2016 (2013, 2011)?



Note: In 2012, question read "...monetary bonus in 2011?".

12/12/17

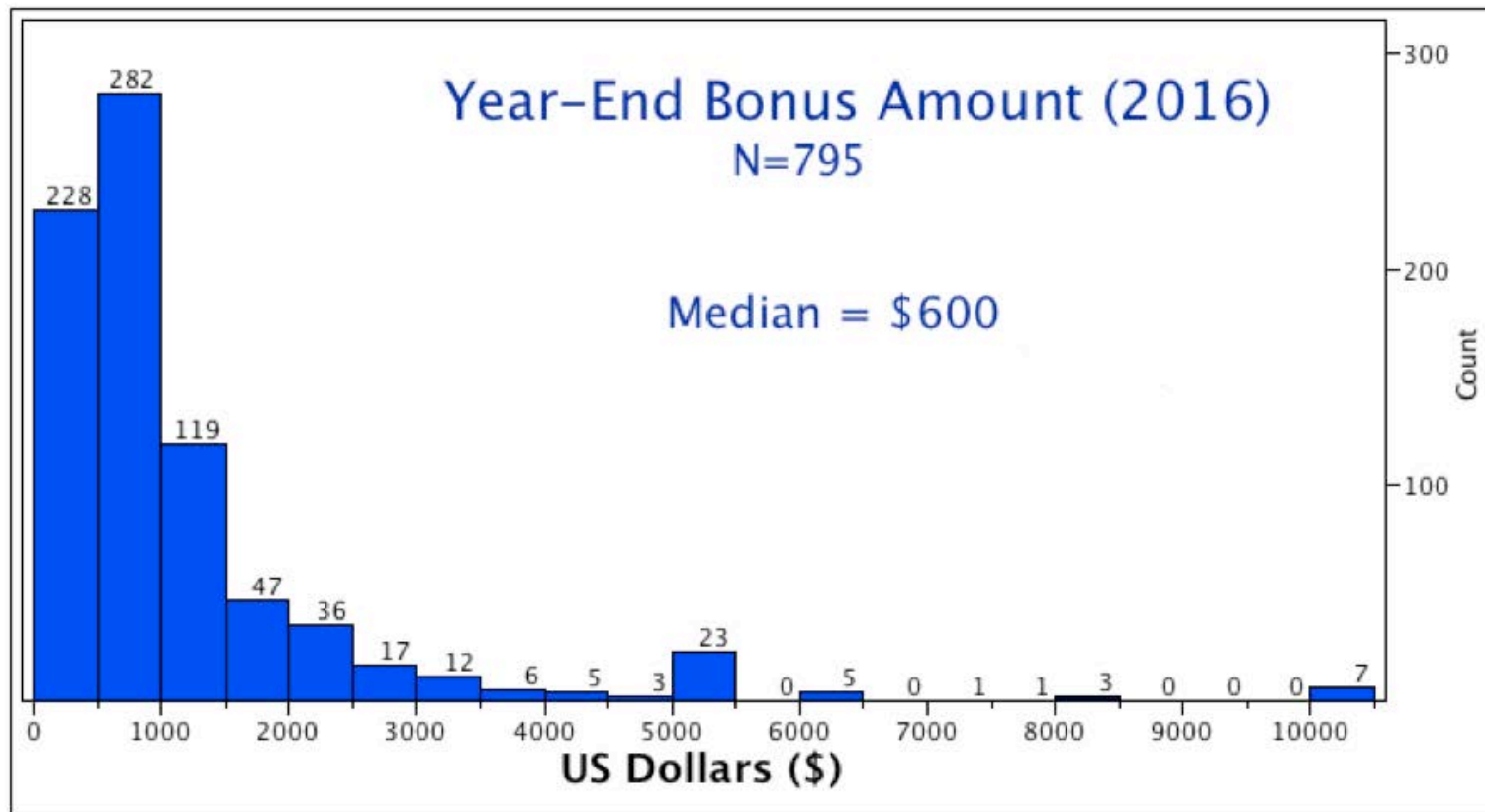
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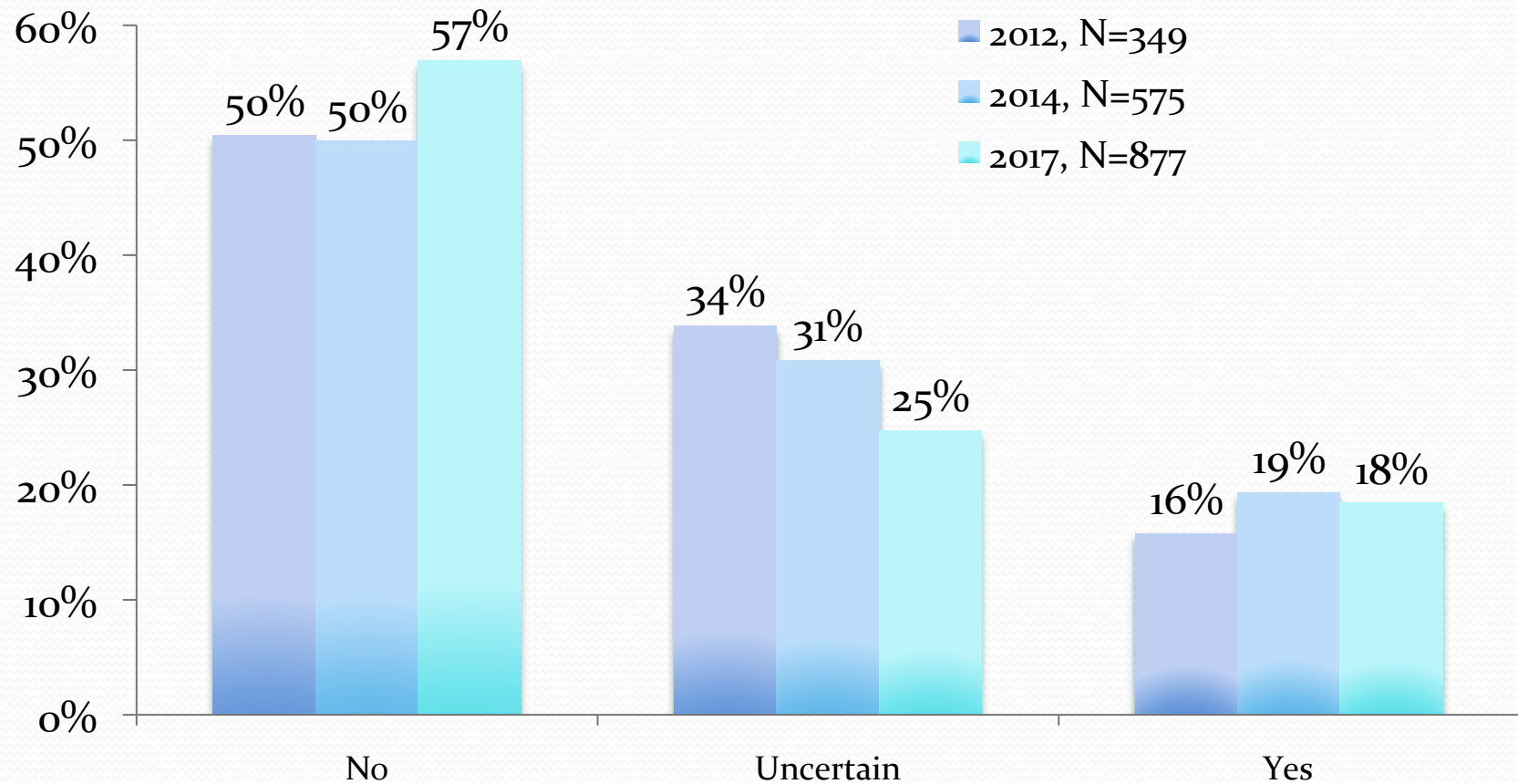
Bonus Amount

Yes (enter amount in whole dollars): Did you receive a holiday or year-end monetary bonus in 2016?



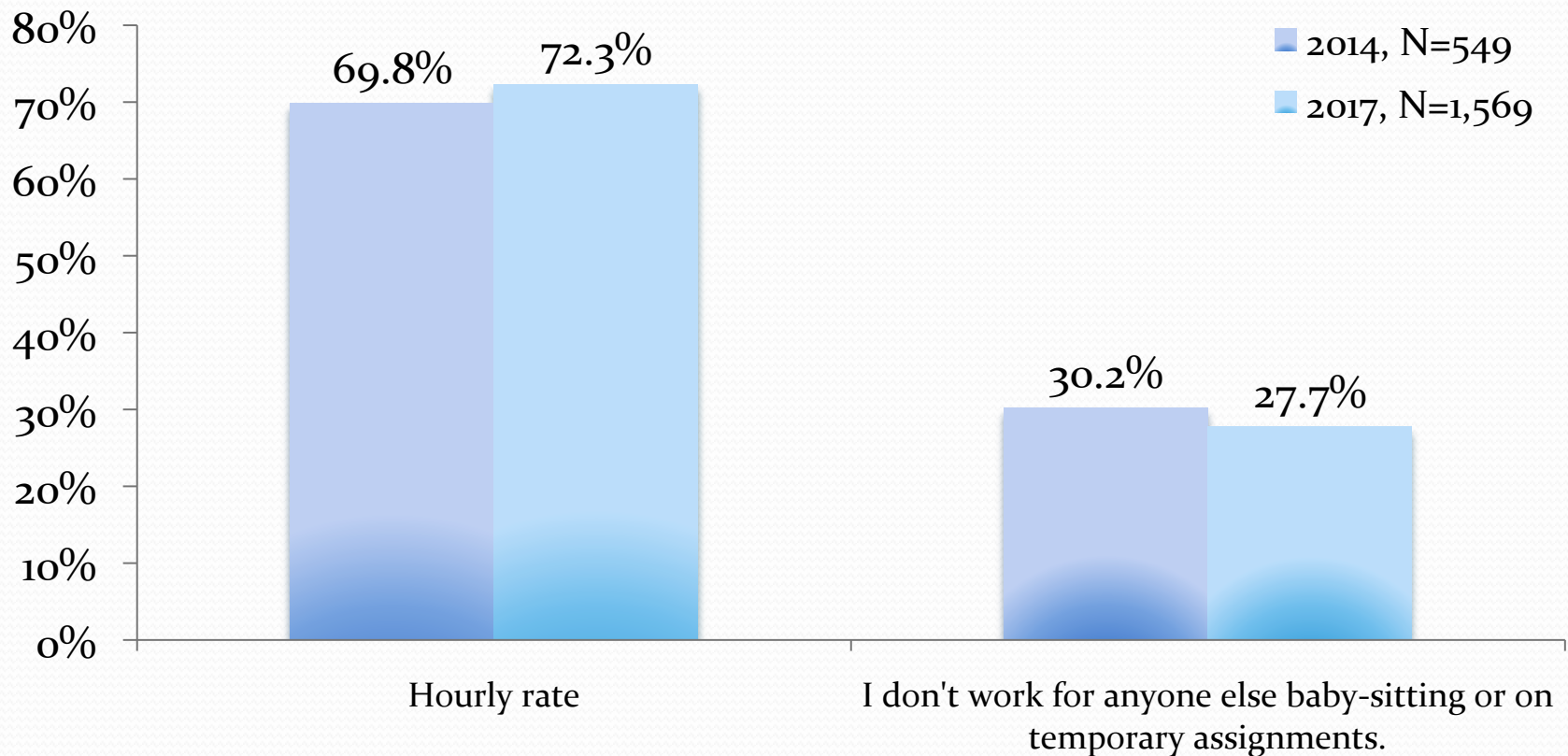
Bonus Reported as Income

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



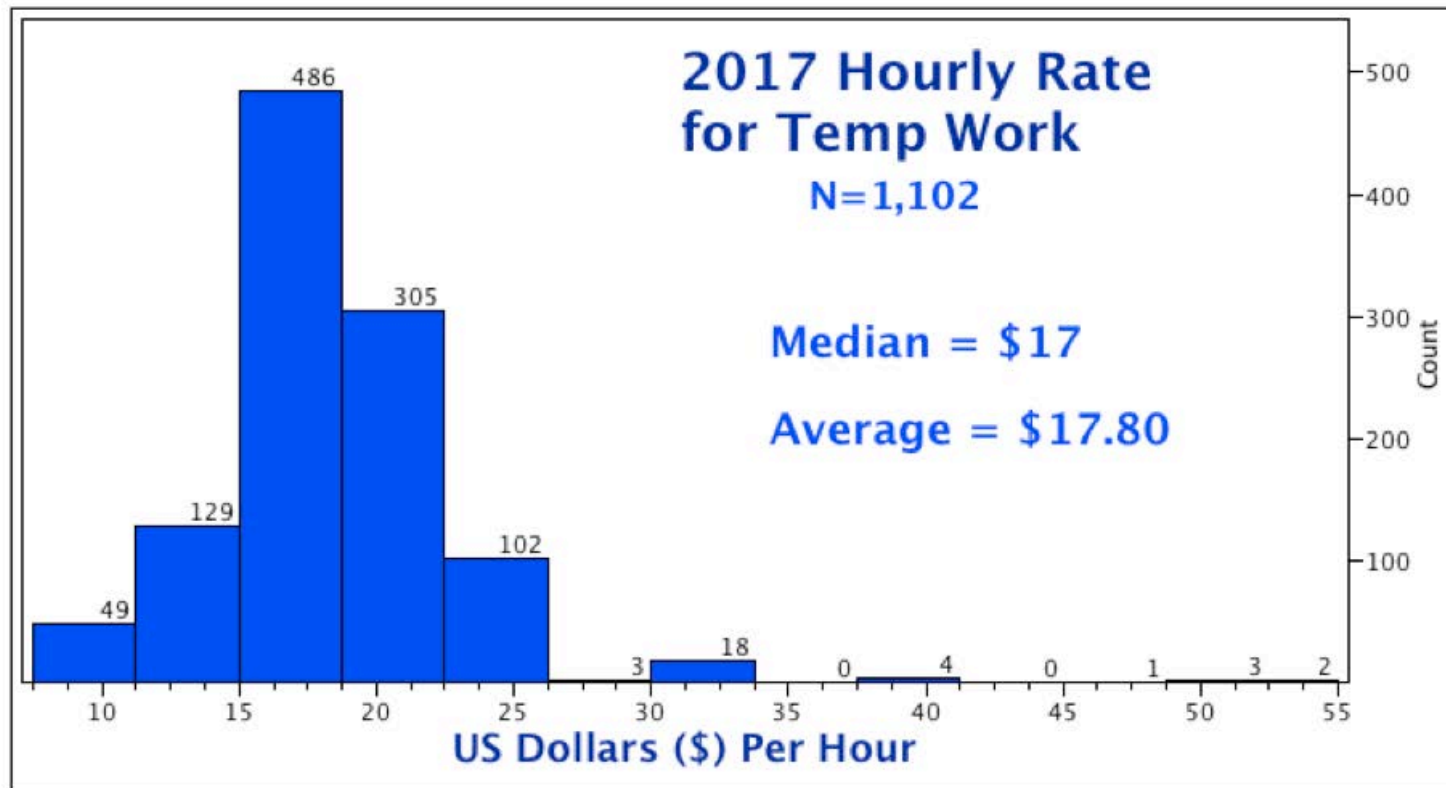
Temporary Assignment Income

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



Outside Hourly Rate

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

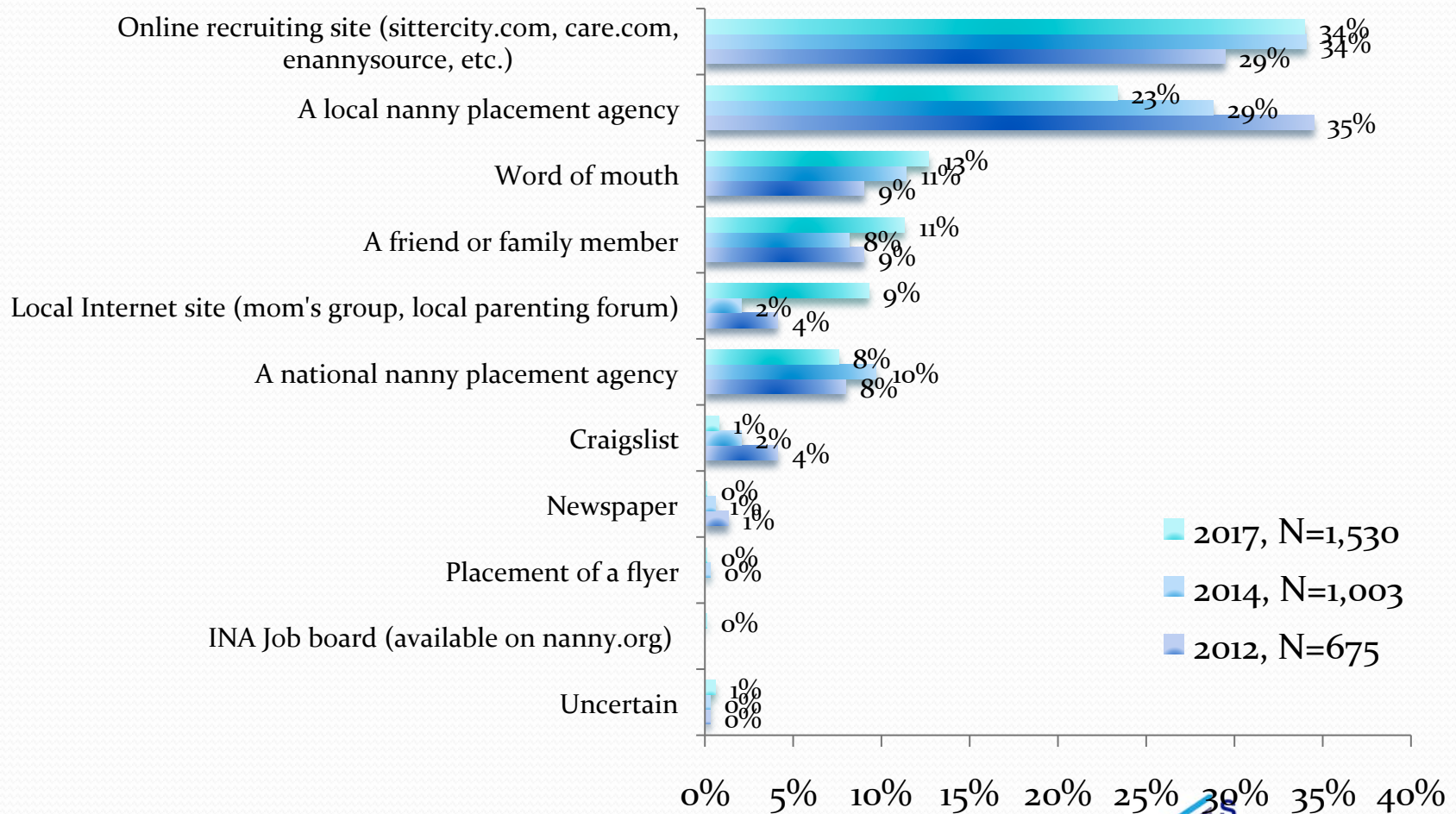




Current Nanny Job

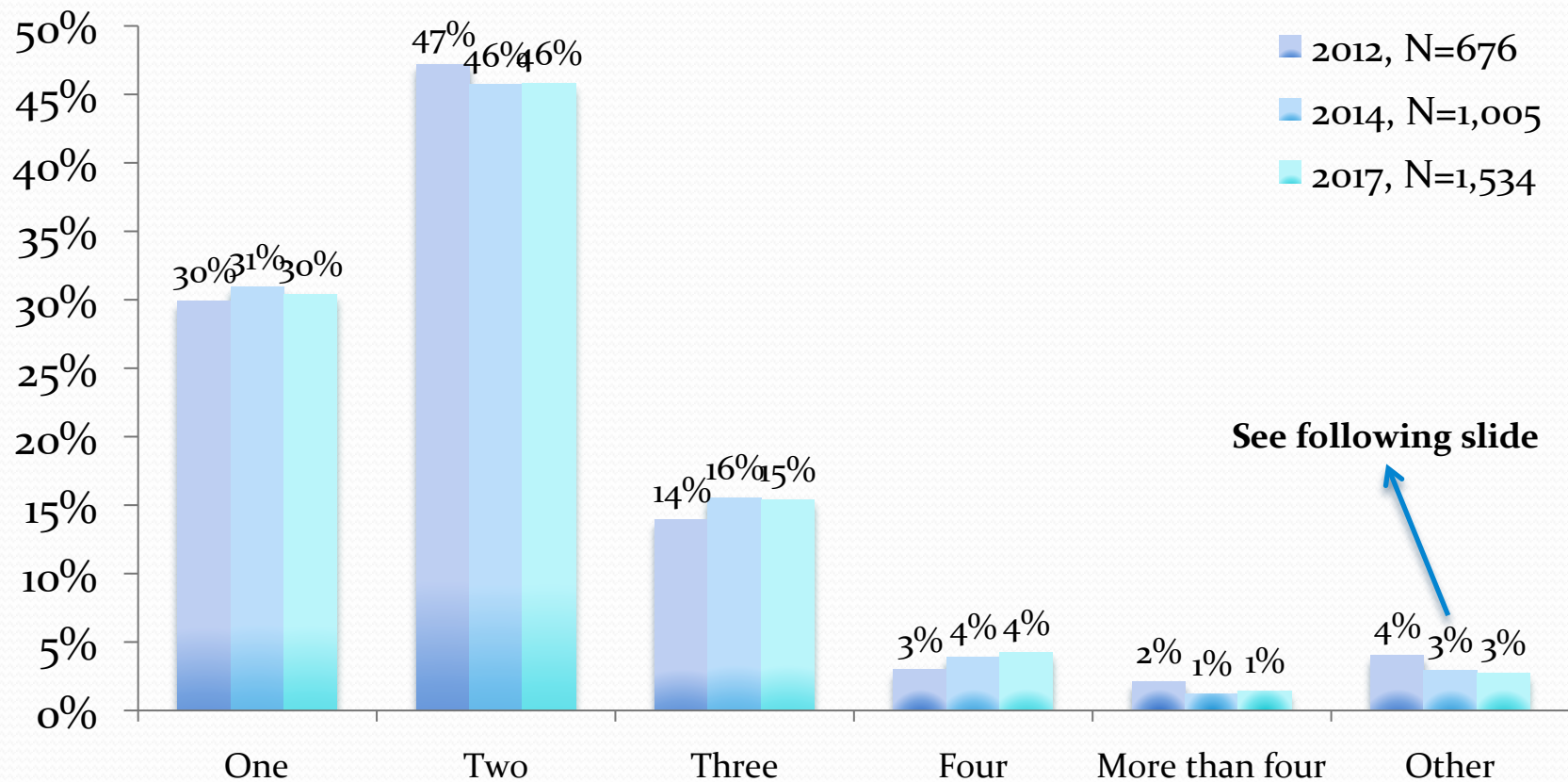
Method of Finding Current Position

How did you find your current position?



Number of Children Cared For

For how many children do you currently care?

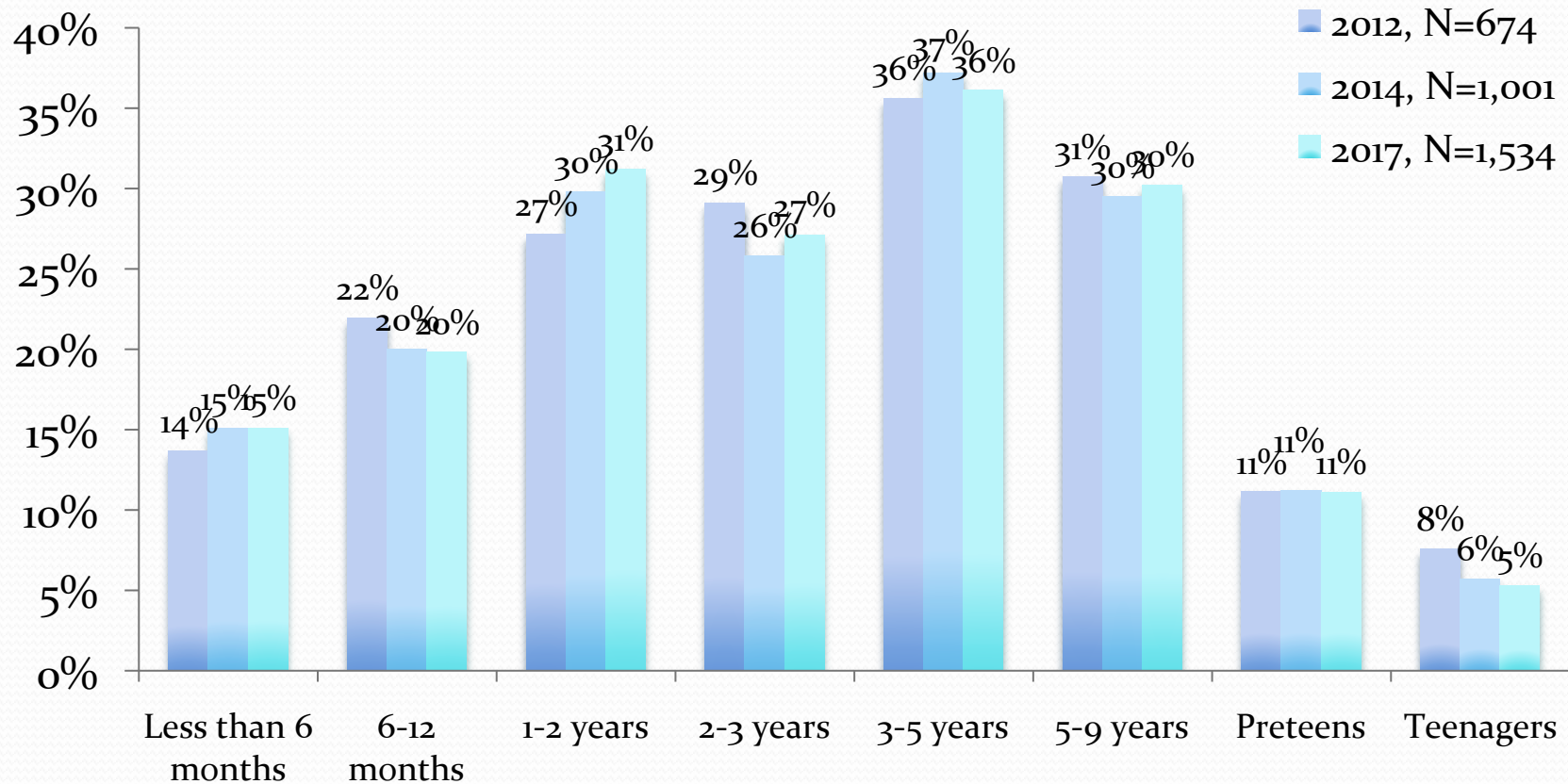


Number of Children Cared For: "Other"

- 2 days a week one child, 1 day a week 2 children
- 2 Nanny children and my own daughter comes to work with me
- 2 with one family, 1 newborn with second family
- 2-6, with pay doubling at 4 and triplin at 6
- 3 but 1 on the way
- 3 for my FT family, 2 for PT family
- 3 for one family (nanny), 2 for another (part-time nanny/ babysitting) and 1 for another (babysitting)
- Before 2 children but now only one.
- Currently looking
- I am with different families all the time. In the past 12 months, I have cared for many singletons, several sets of twins, and one set of triplets.
- I babysit for few families. 1-1 child. 2- 2children. 3- 4 children
- I currently care for 5 different families throughout the week. Some families have 1 child, some 2, some 3. Occasionally I will do a combo with 2 families and have 5-6 kids at a time.
- I have 2 separate families, with 2 children in one, and 1 child in the other.
- i have different babies each night
- I work for 2 families on different days. Three days a week I have 3 and 2 days a week I have 2
- I work for many different clients with varying family set ups. I do not have one main client.
- I work on call for multiple families
- I work part time for four different families, boy/girl twins, boy/boy twins, and a nanny share with two girls.
- I'm a nanny for 1 child who has 2 siblings. The other siblings do not have their own nanny. I interact with the other children but I am not responsible for them.
- My nanny job 2015 to 2017, two children/ nanny on call 2017 one to two children at a time.
- Nanny to one toddler now. I've been with her since age 5 weeks. She \s 2 yrs 2 mos. Baby #2 a boy is due in three weeks! Raise will be effective after baby arrives.
- Never again. Chronic stress from my last position, not from the children, from the parents, contributed majorly to a newly acquired autoimmune condition
- Not currently nannying (4)
- On call
- One during the week, two on weekends
- one family of 6, and 2 families of 2
- One nanny child as well as my own daughter
- One, but I am bringing both of my children with me.
- One, plus my own son
- Post recent previous position was 2.
- Primarily 1, 2 on holidays or the oldest is sick
- Temp nanny work, no ongoing position
- twin infants
- Two families. Separate times. Each with 3 children.
- Two nannies caring for two children
- Varies based on assignment
- Varies per short term contract as an NCS

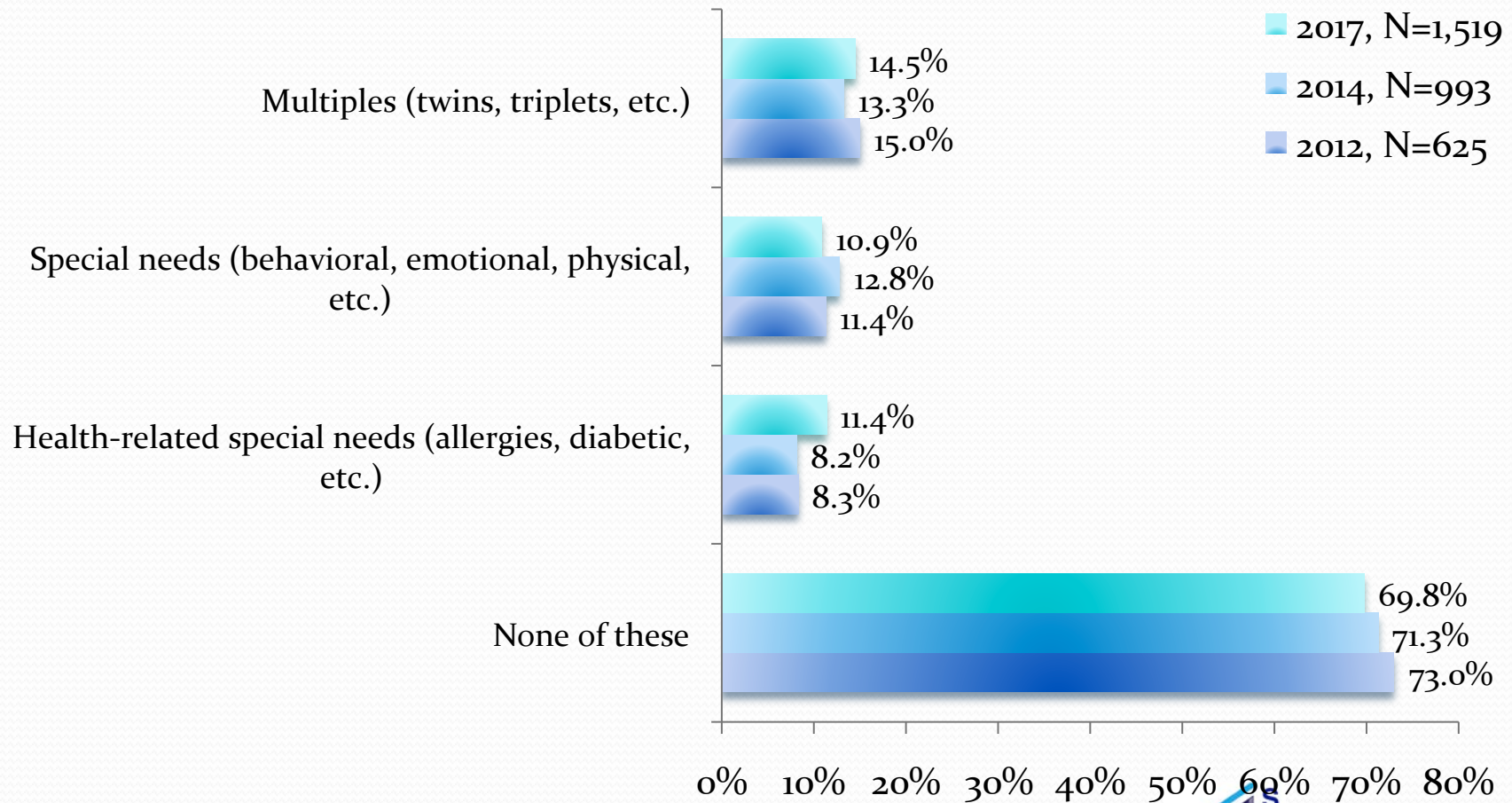
Age of Children Cared For

What is the age group of the children in your care? (Select all that apply.)



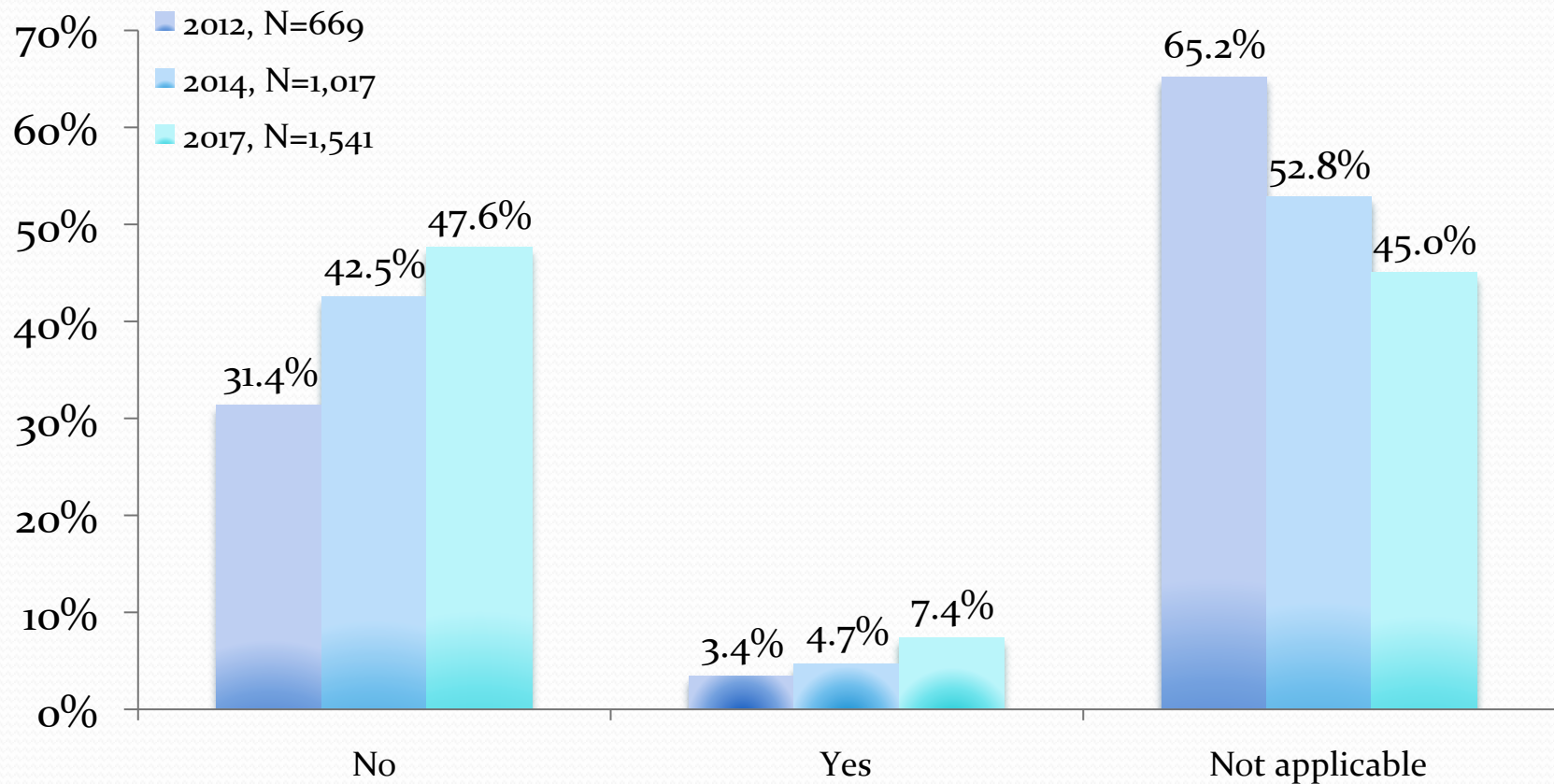
Multiples/Special Needs

Are you currently caring for multiples or special needs children? (Select all that apply)



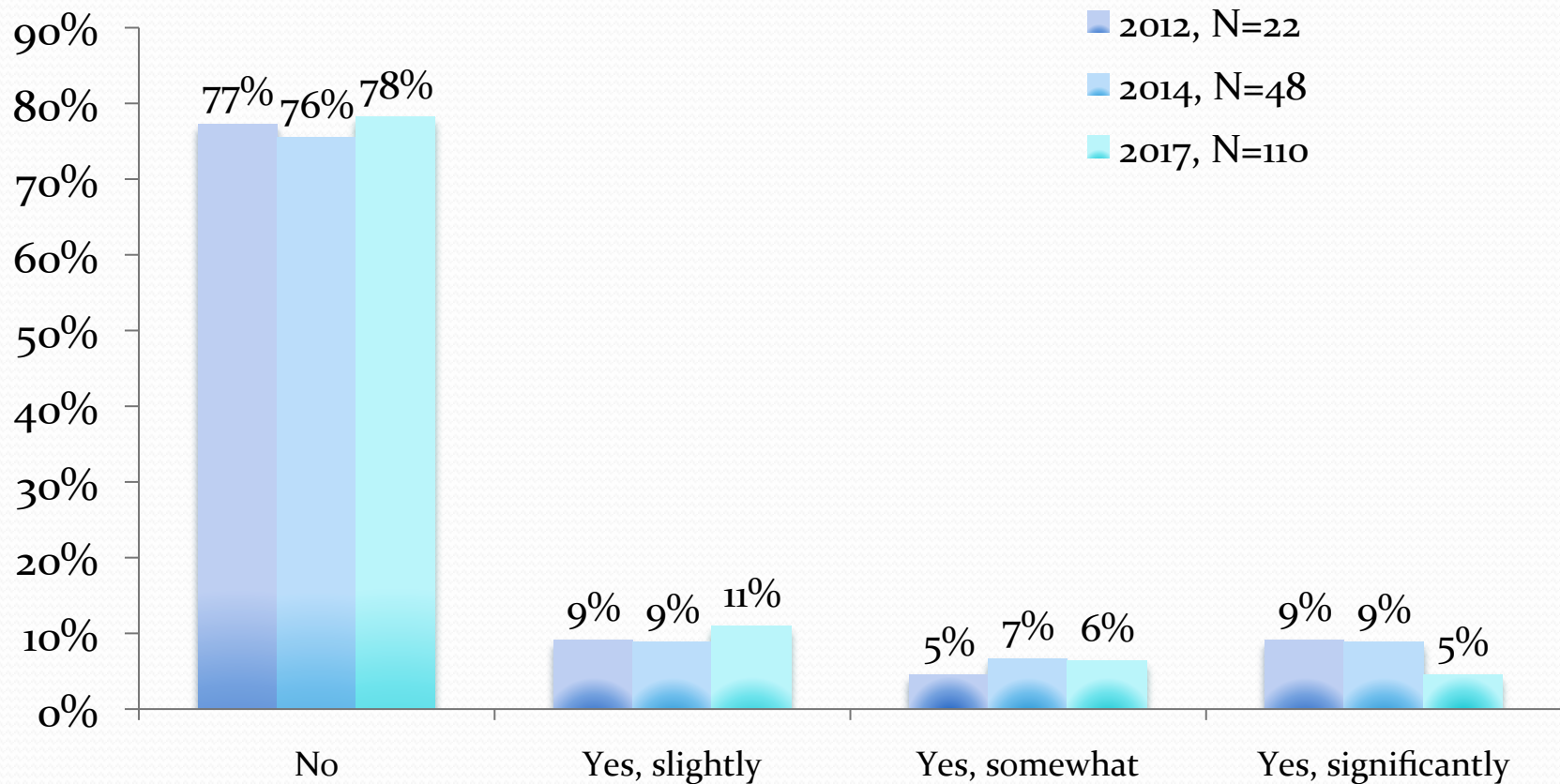
Bring Own Child to Work

Do you bring your own child or children with you to work?



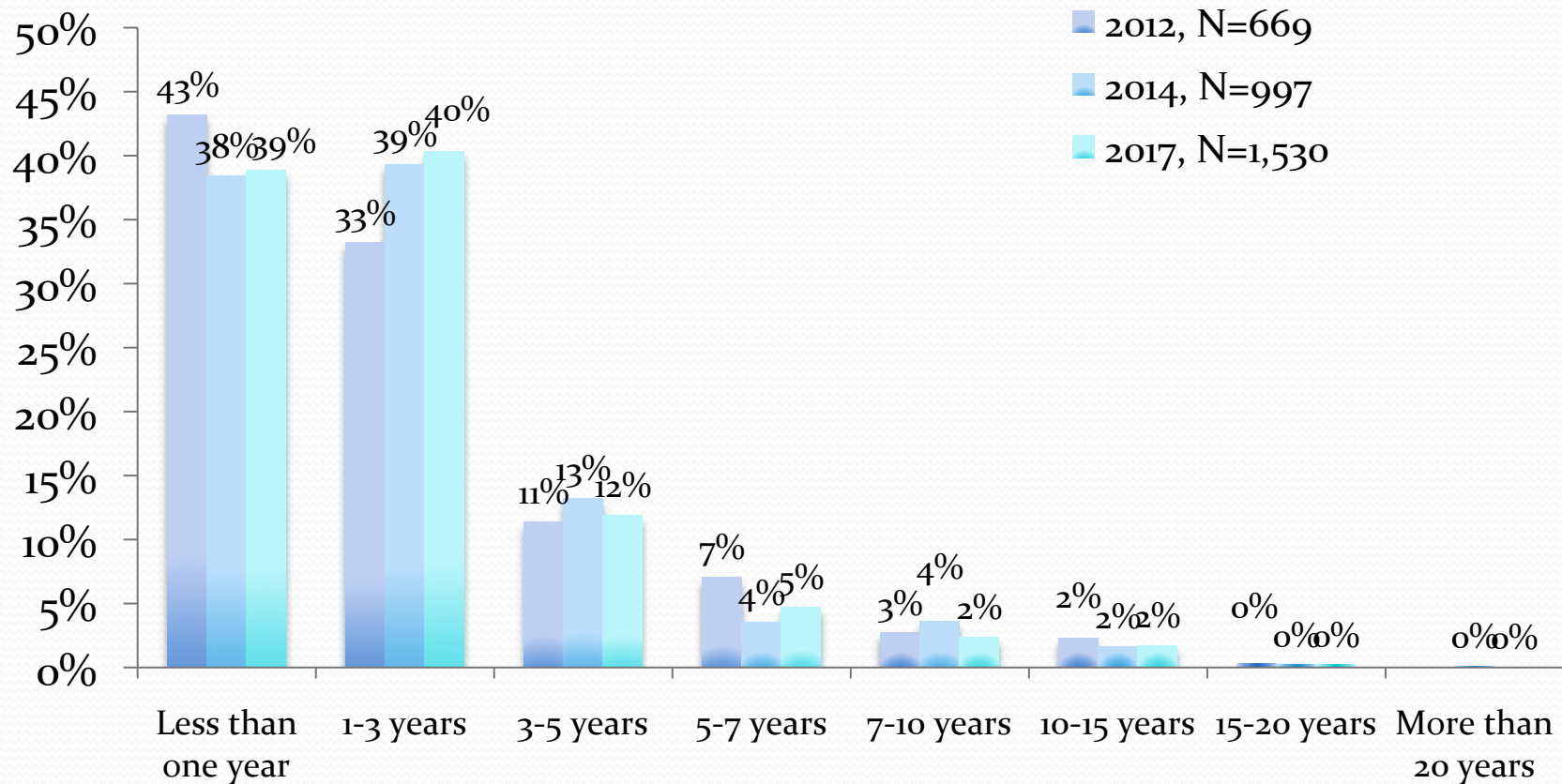
Bring Own Child – Effect on Salary

Does bringing your children with you to work affect what your employer pays you?



Tenure

How long have you worked for your present employer?

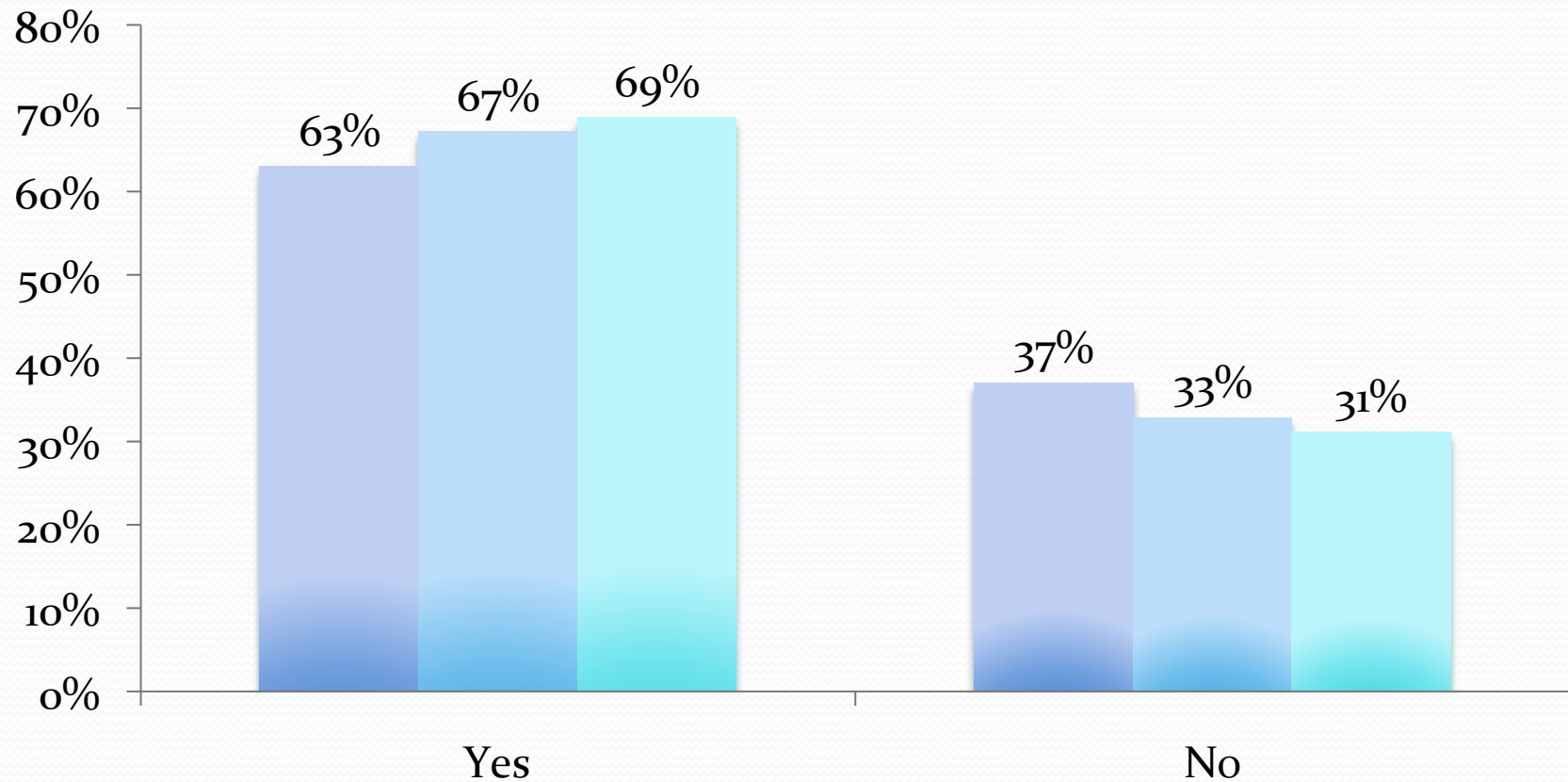




Current Employer

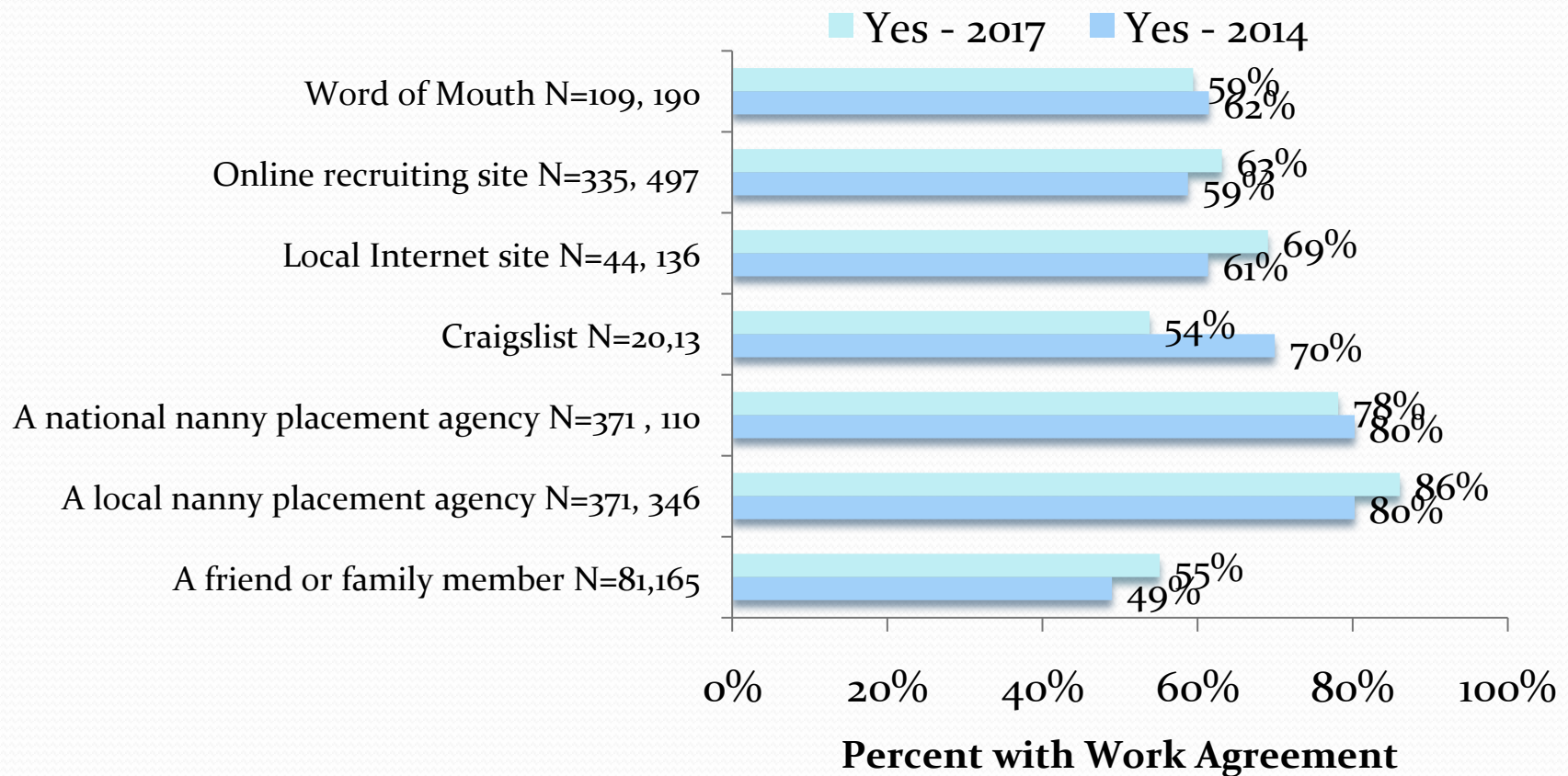
Written Work Agreement

Do you have a written work agreement in place with your current employer? N=1,486



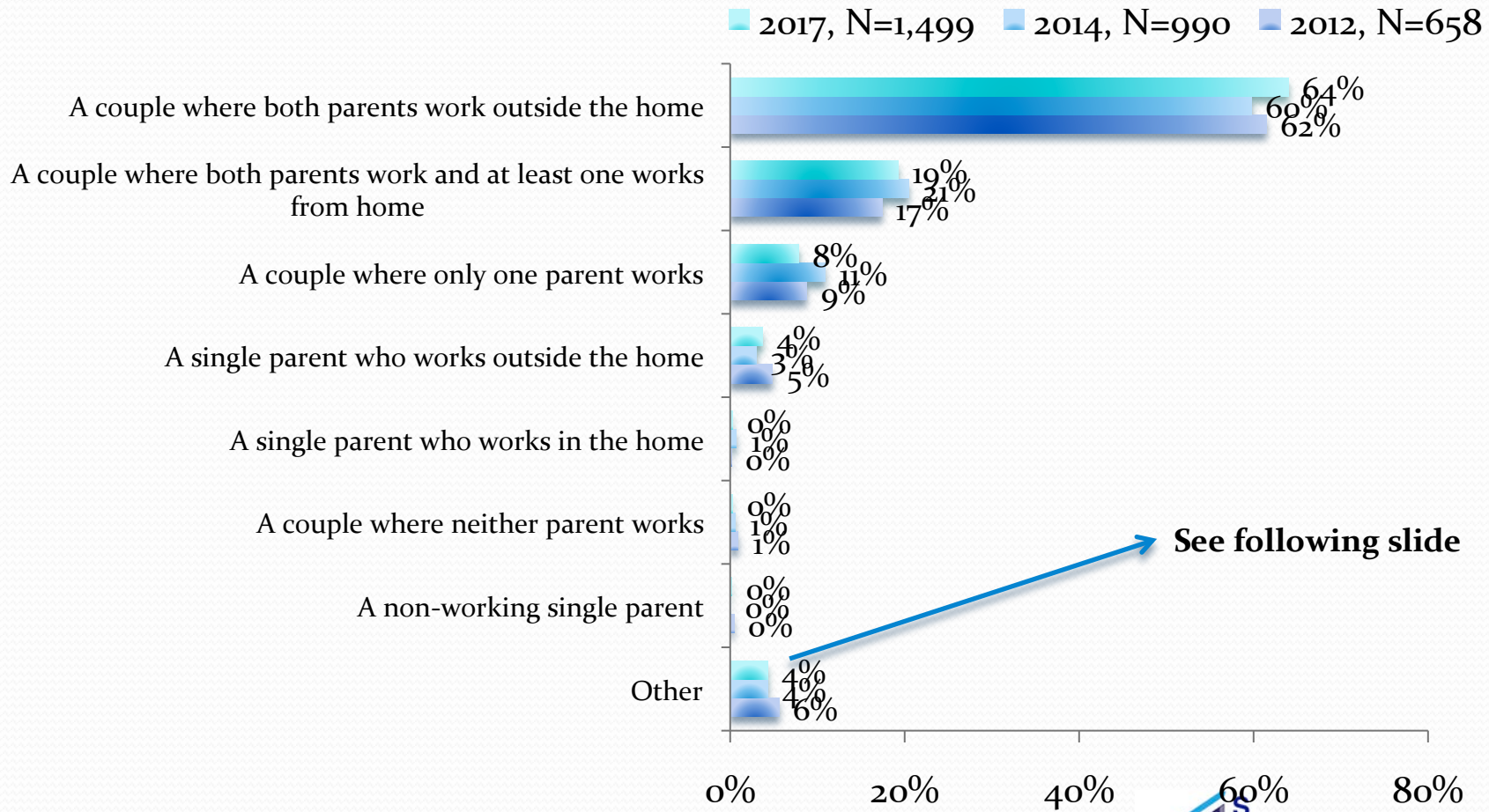
Written Agreement BY Method of Finding Position

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



Type of Family

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



See following slide

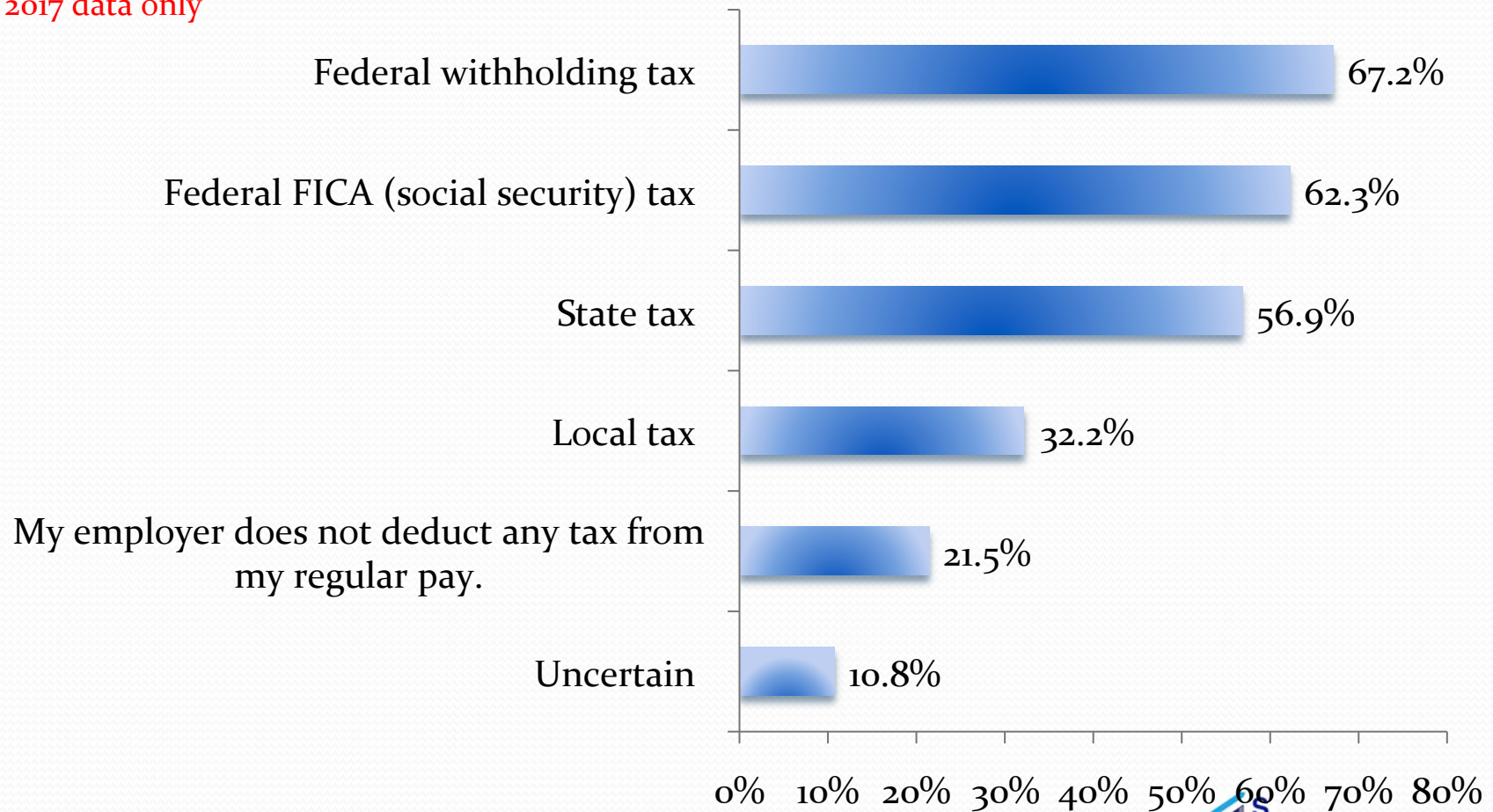
Type of Family: "Other"

- 2 -2parent families /nanny share
- 2 couples (nanny share) all of whom work outside the home
- 2 family share
- A couple where both parents work and at least one works from home 2 days a week.
- A couple where both work outside the home, but one is home often because she only works part-time
- A couple where one parent works outside of the home and the other works half the week from home and the other half out of the home
- A couple where one parent works outside the home three days a week, telecommutes two days a week. The other had long-term leave from position.
- A home where both parents work in a out of the home on a regular basis
- A single mom who works obsessively outside the home with some interaction with her ex-husband.
- A variety of families with different family scenarios
- At times the parents (mostly the mother) work at home. Maternity leave includes working from home.
- Both parents r CEOs & they both work away & at home just depends on the day.
- Both parents work 2-3 days in the home 2-3 days outside the home.
- Both parents work at home
- Both parents work both in and outside the home
- Both parents work but sometimes mom works from home
- both parents work in and outside the home
- Both work from home (4)
- Both work one travels but is home part of the time
- Both work, sometimes from Home, sometimes out.
- Divorced couple and I go back and forth between both houses weekly.
- Both work, but different shifts. I work partly with dad before work, alone in between, then partly with mom after work.
- Divorced parents who both work
- Family 1, work from home mom, dad travels for work family 2, both parents work outside the home
- Father works full time and mom works approximately 4-5 days a month and is otherwise home
- Father works outside the home. Mother is a full time stay at home Mom ;)
- I work in a nanny share. 2 families each with 1 infant. I watch at one of the family homes where both parents work.
- I work on call for many different families
- Mom works from home and Dad outside of the home
- Nanny Share (2)
- Nanny Share - all 4 parents work outside the home most if the time
- Nanny share one mom works from home occasionally
- Nanny share- two families that all work outside the home
- Nanny share, 3 of the 4 parents work outside the home, and 1 parent works in the home.
- Nanny share, all parents work outside of their homes
- Nanny share. All families work outside of home.
- Nanny share. Both two parent families that work out of the home
- Nanny share. Two families. 3 parents work outside the home, 1 from home
- Nanny share/ 4 working parents
- One parent overseas one works part time
- One parent travels another works from home
- One parent works full time outside the home, one works full full time switching between office and work from home
- One parent works full time, the other goes to school and does acting and music band gigs on the side.
- One parent works one is a full time graduate student. Sometimes one works/ studies from home
- One parent works, the other parent works from home.
- One works from home occasionally or is home at leisure.
- One works outside of the home. The other works both at home and in an office, and travels.
- Parents work in and out of home
- Previously two working parents/currently depends on where I am sent to work.
- Resort
- Single mother who\'s parents pay for everything
- Temp work, variety of parent combinations
- The dad works full time outside the home and the mom works 3 days a week outside the home and 2 from home
- the Dad works outside the home. The mom works outside the home two days a week, works from home two days a week, has one day off a week
- The father is a high profile basketball player
- Two parents who both work, one mostly out of the home, one about half from home
- Two separate employers through my Share; Family A both work outside of the home, Family B MB works outside of home, DB travels frequently but works from home office when in town.
- Varies by Assignment
- VIP father (sportsman) mother runs a foundation but both home sometimes and at work others. It changes day to day.
- Widow works outside the home

Payroll Taxes Withheld

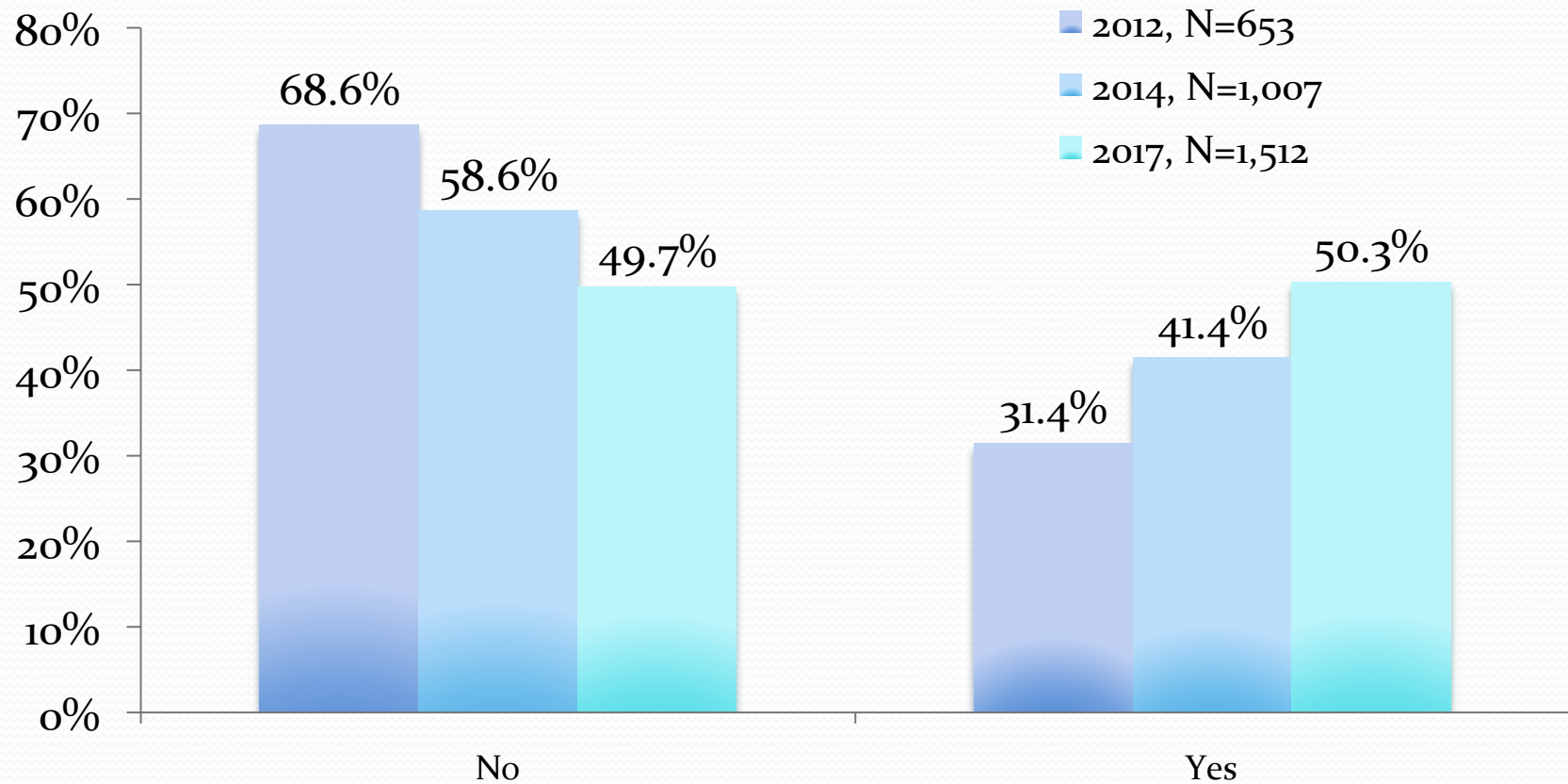
What payroll taxes does your employer deduct from your regular pay? (Select all that apply.)

2017 data only



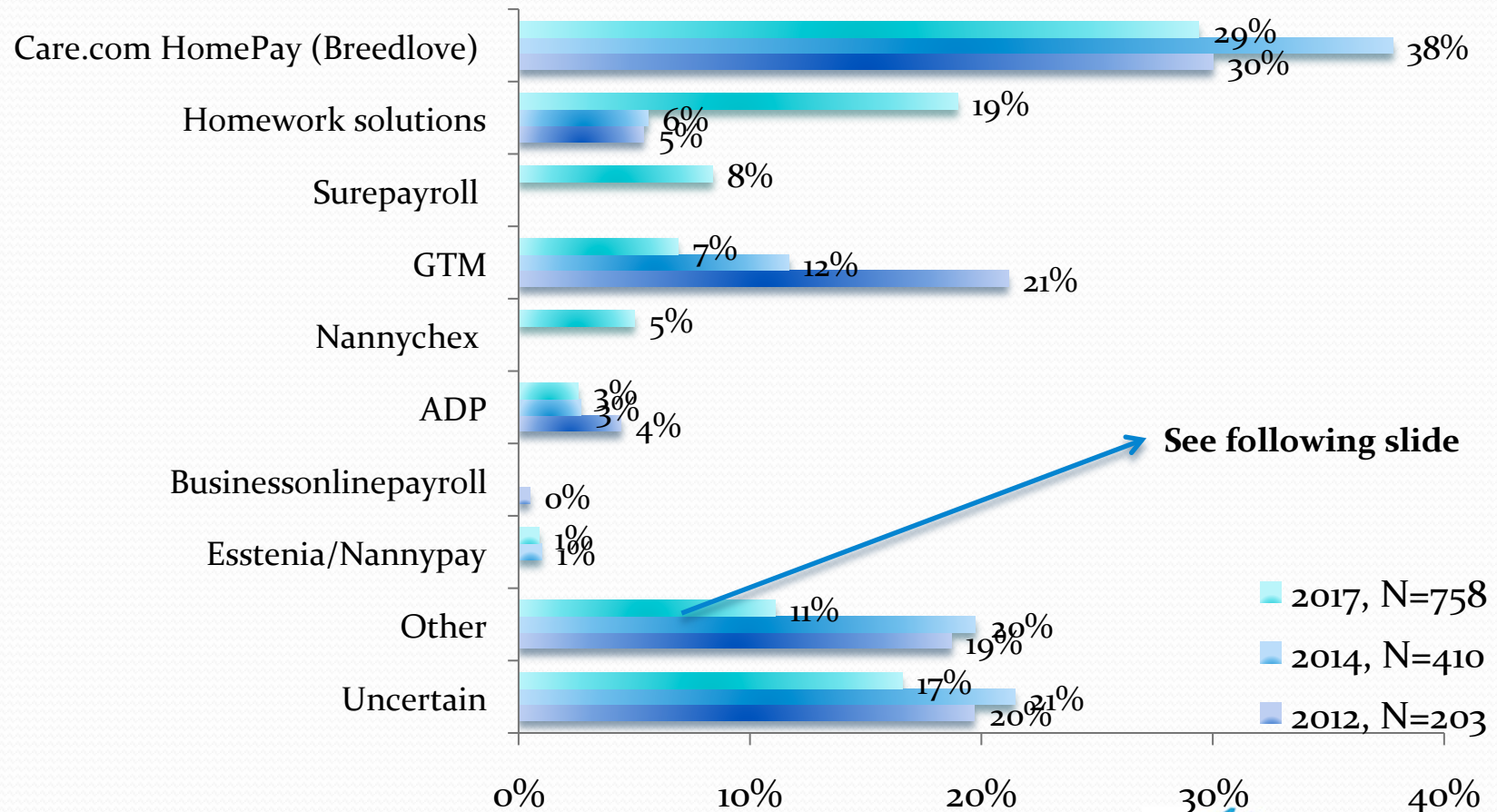
Payroll Service

Are you paid through a payroll service company?



Payroll Service Used

Through which payroll service company's are you paid?



See following slide

Payroll Service: "Other"

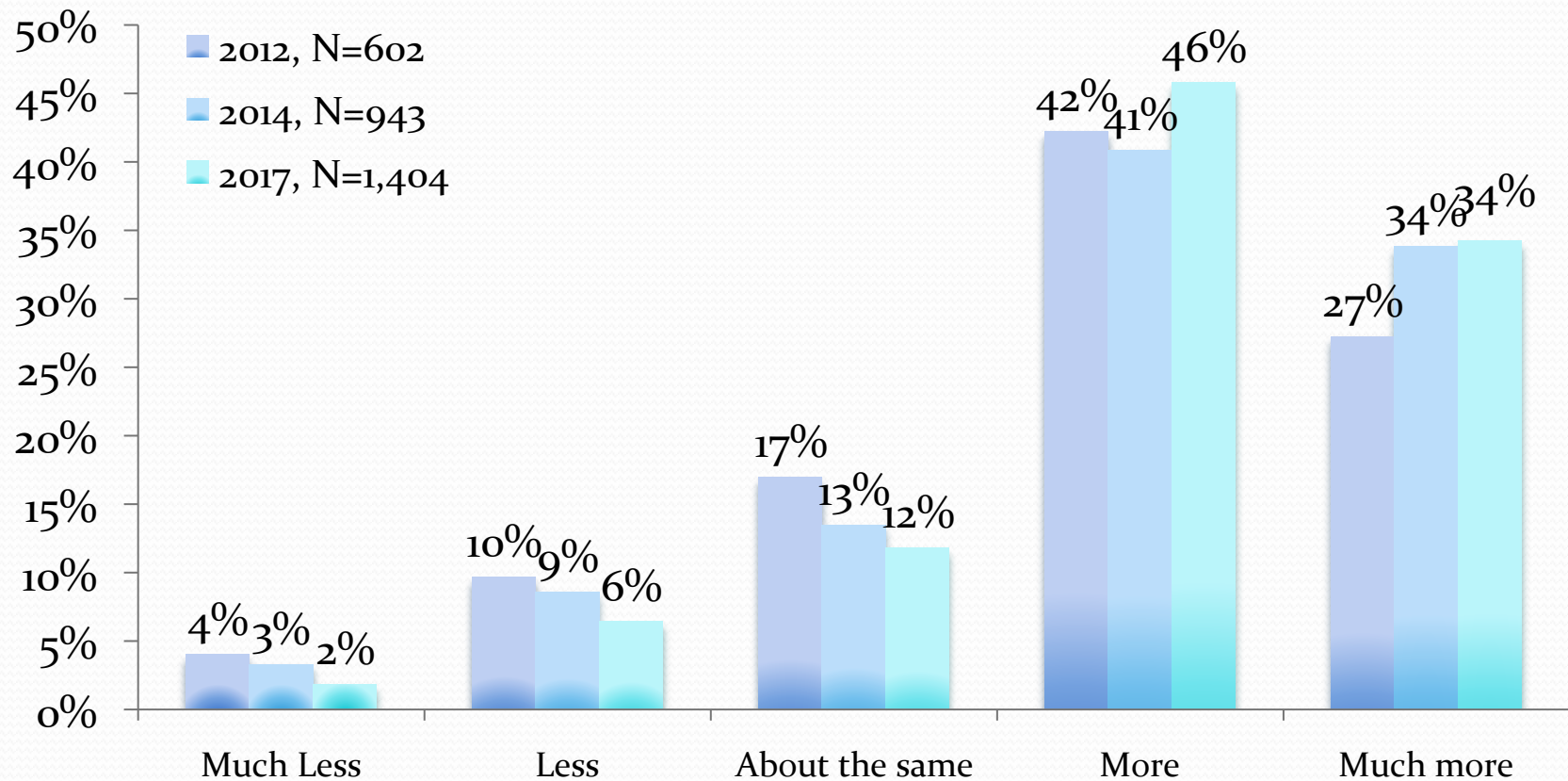
- *a CPA handles things*
- *A local buisness that does payroll taxes*
- *A1*
- *Accountant (5)*
- *Business account payroll*
- *Business\'s HR*
- *Busybees and Edenred*
- *ClearXchange*
- *College Nannies and Tutors*
- *Employer*
- *Employer\'s business*
- *Employer\'s own company*
- *family business payroll system*
- *Financial company*
- *Frankcrum*
- *Harper Morris*
- *Homepay*
- *I don\'t know*
- *Intuit (5)*
- *Local company*
- *Local nanny accountant provides payroll services.*
- *My boss owns a business. I\'m on that payroll.*
- *Nanny savvy*
- *Nanny Tax Company*
- *Nanny Tax UK (3)*
- *Nannypay*
- *Nannytax (4)*
- *None of these (2)*
- *Onpay*
- *Parent\'s corporation*
- *Paychex (13)*
- *Paycor*
- *Paye for nannies.uk (3)*
- *Personal Bank Paroll*
- *Personal financer*
- *Placement Solutions Melbourne Australia*
- *Poppinz Payroll (2)*
- *Portland Payroll*
- *Private*
- *Private company hired by employer for all household employees*
- *Quitt*
- *SavvyNanny (2)*
- *Their Family Bank*
- *Their private payroll company*
- *Through the business the family own*
- *thru our Agency - Placement Solutions in Melbourne, Australia*
- *Tinies agency*
- *Wave*
- *Way2pay*



Change in Pay

Salary Change Since 2014

Compared to 2014 are you earning more or less today?



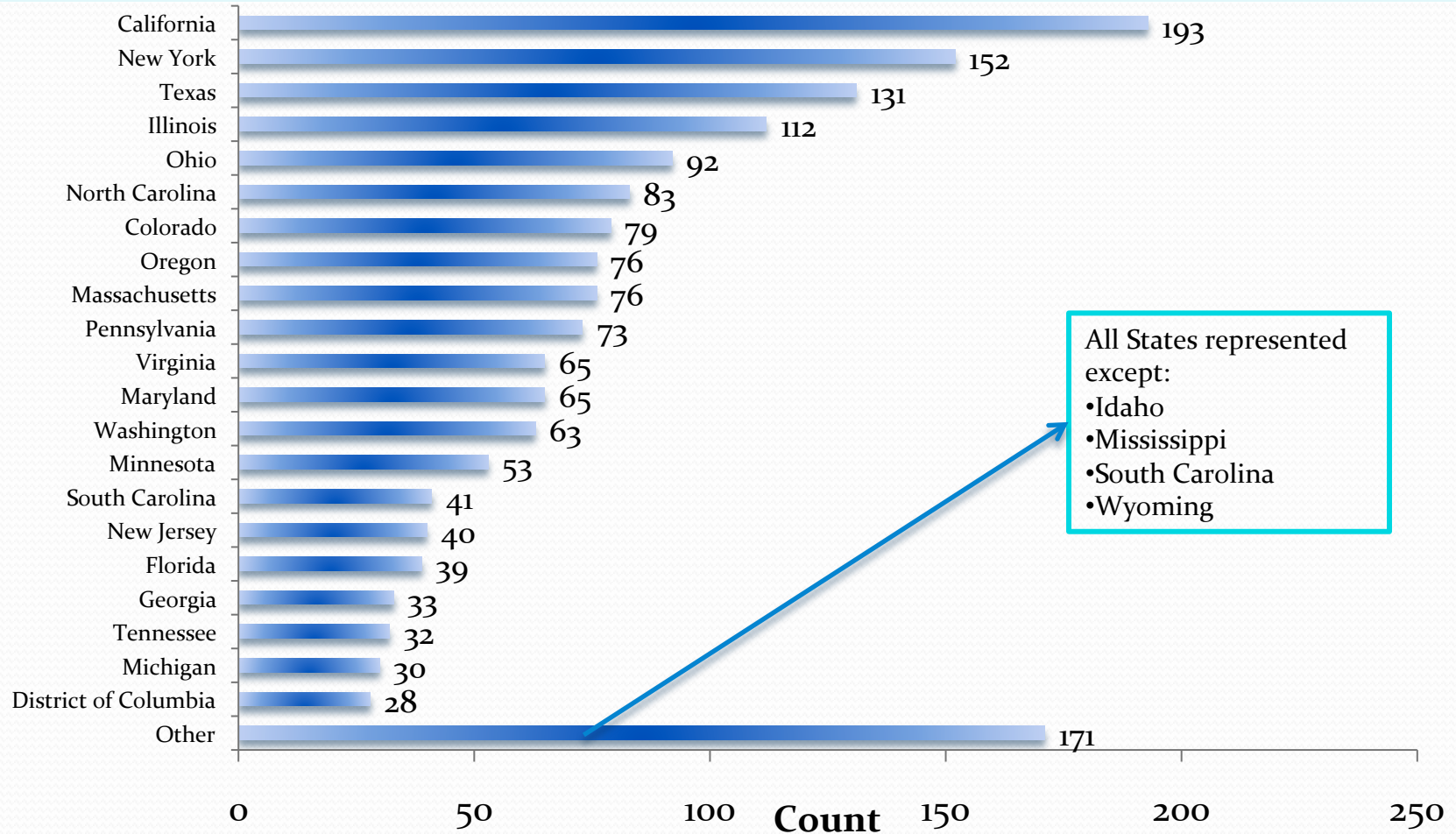
Note: In 2012, question was “Compared to 2008...”.



Respondent Demographics

State

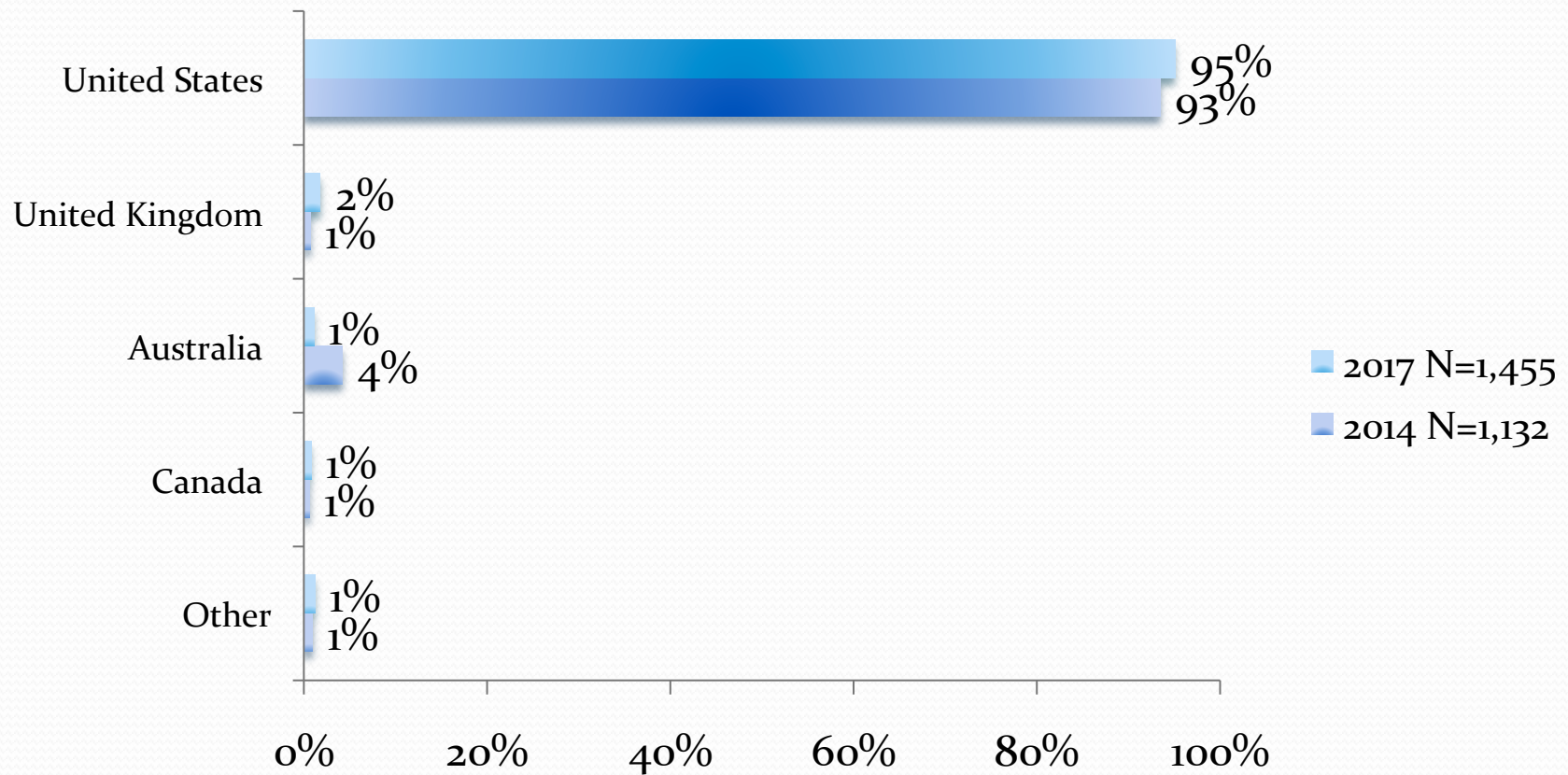
State of Respondent, N=1727



All States represented except:
•Idaho
•Mississippi
•South Carolina
•Wyoming

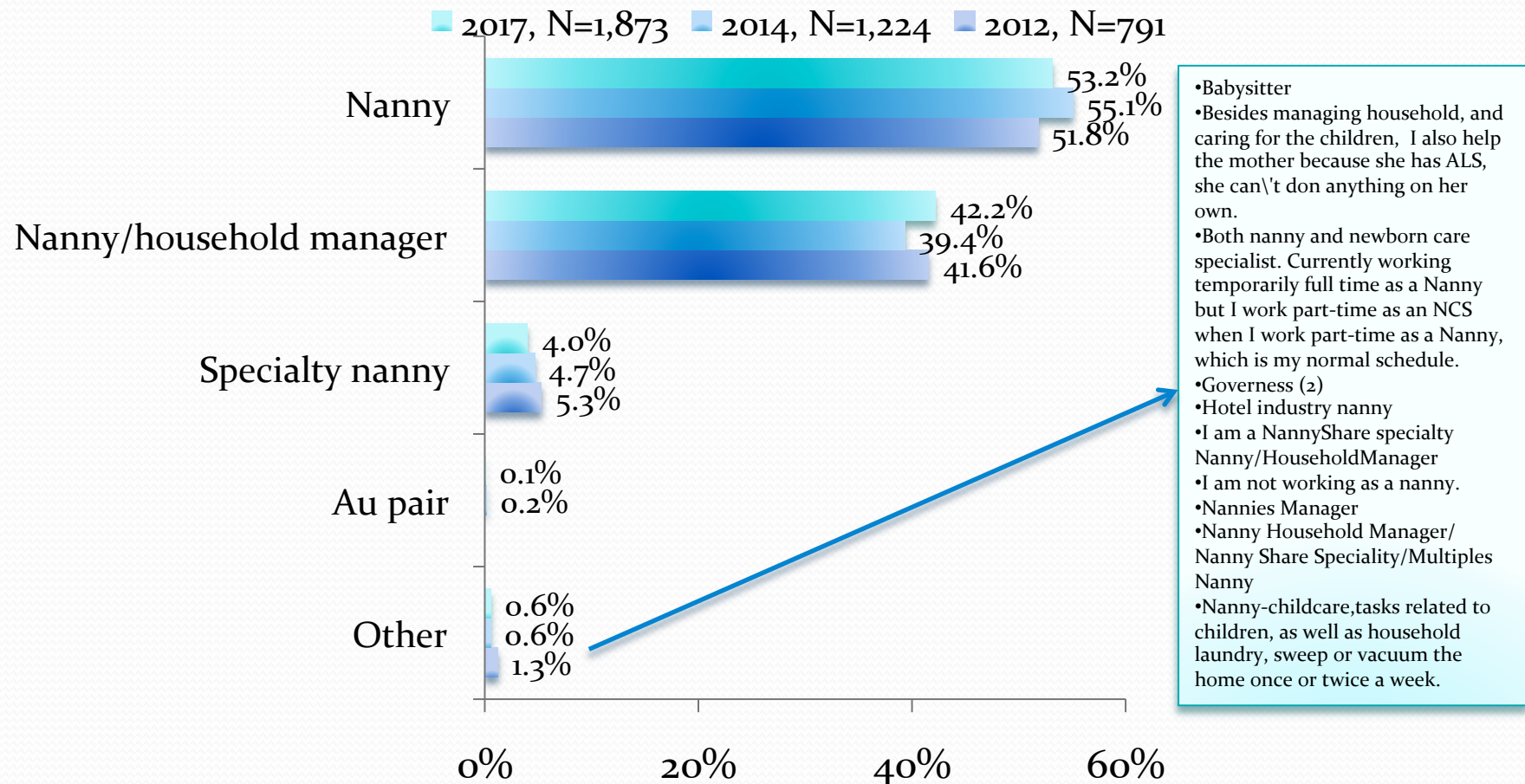
Country

Country of Respondent



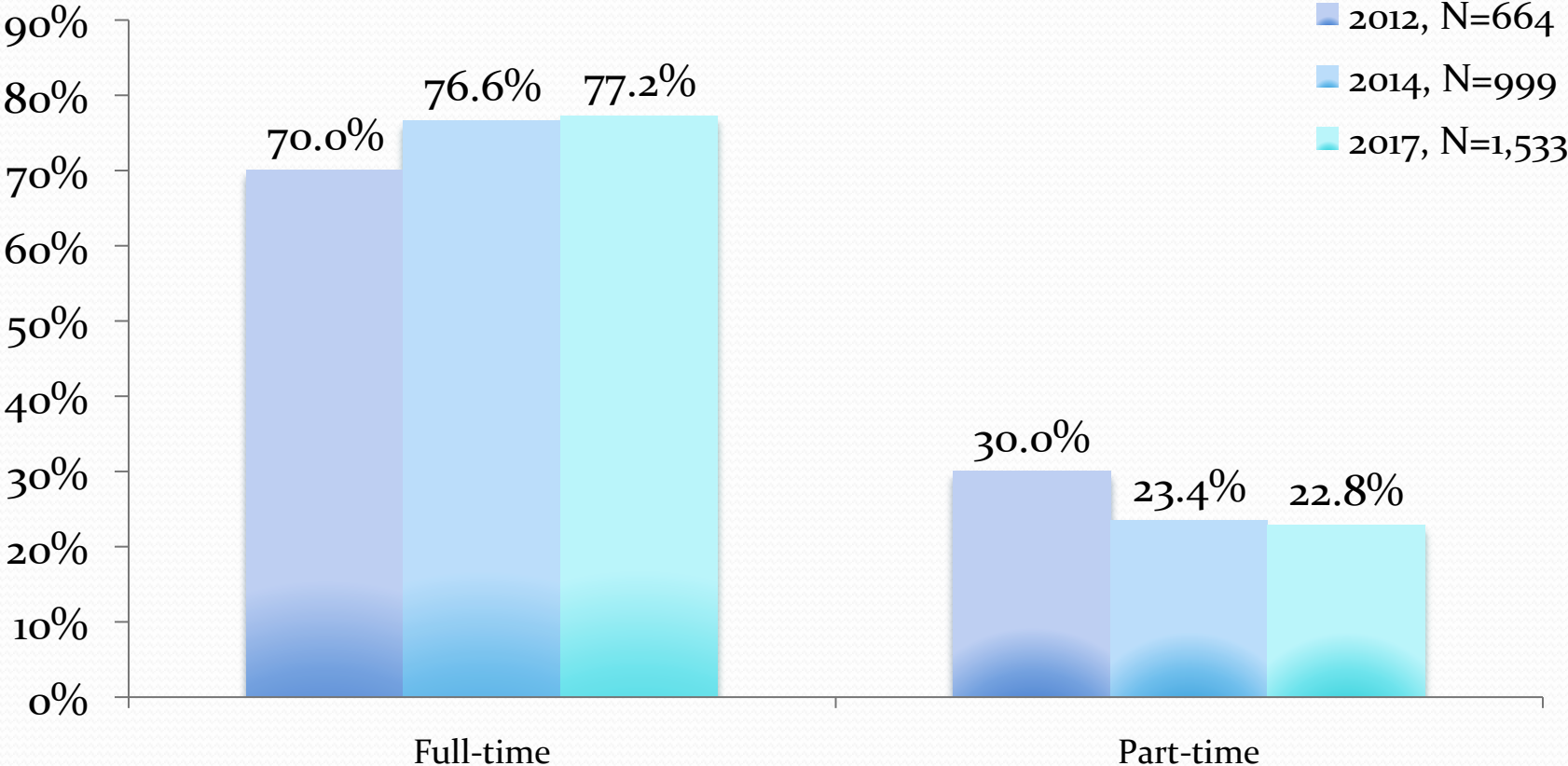
Role

Which of the following best describes your role in your employer's home as a nanny?



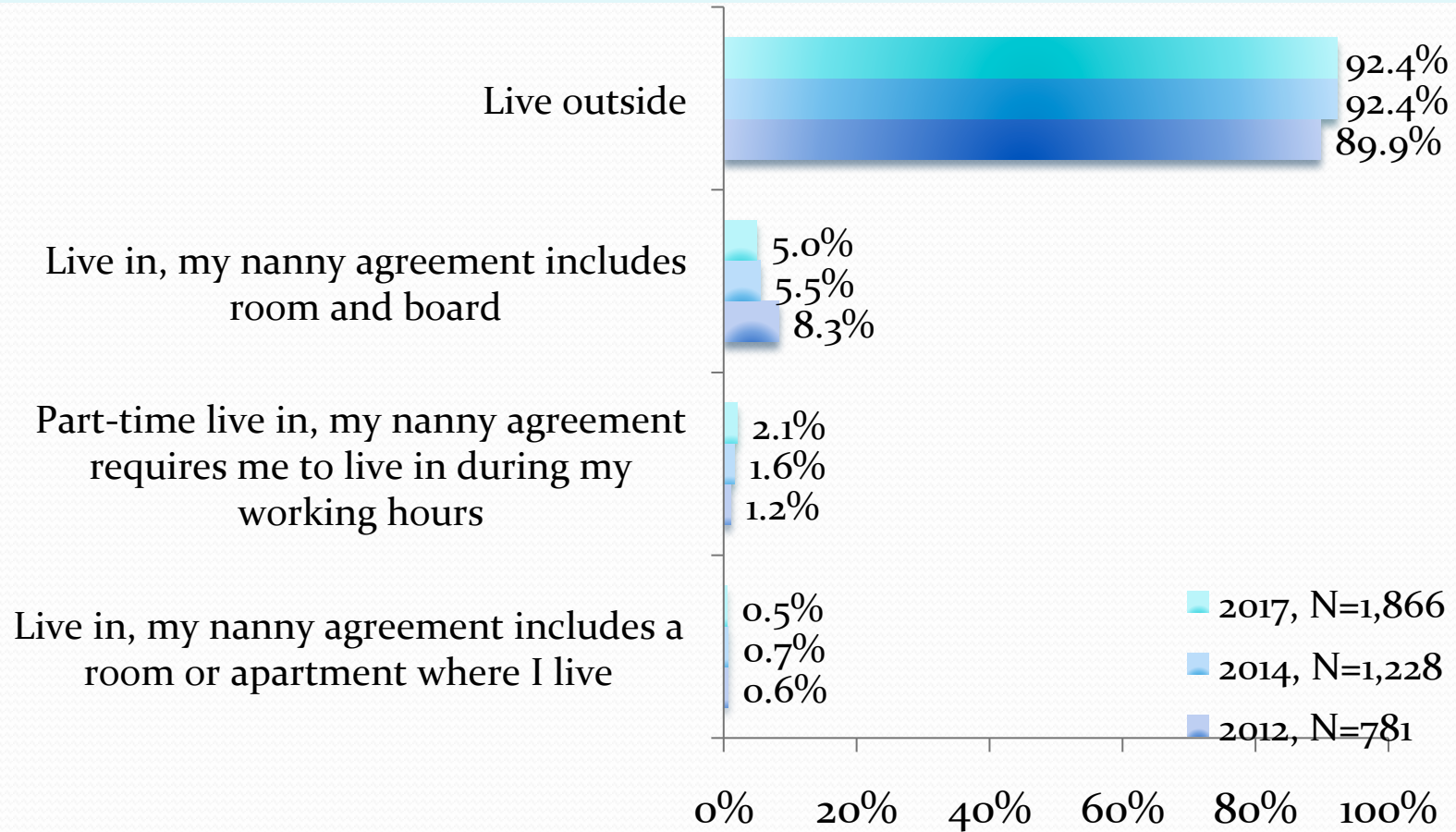
Full Time vs. Part Time

Are you currently a full-time or part-time employee?
(Select full-time if you are employed 35 hours or more in a 7-day period.)



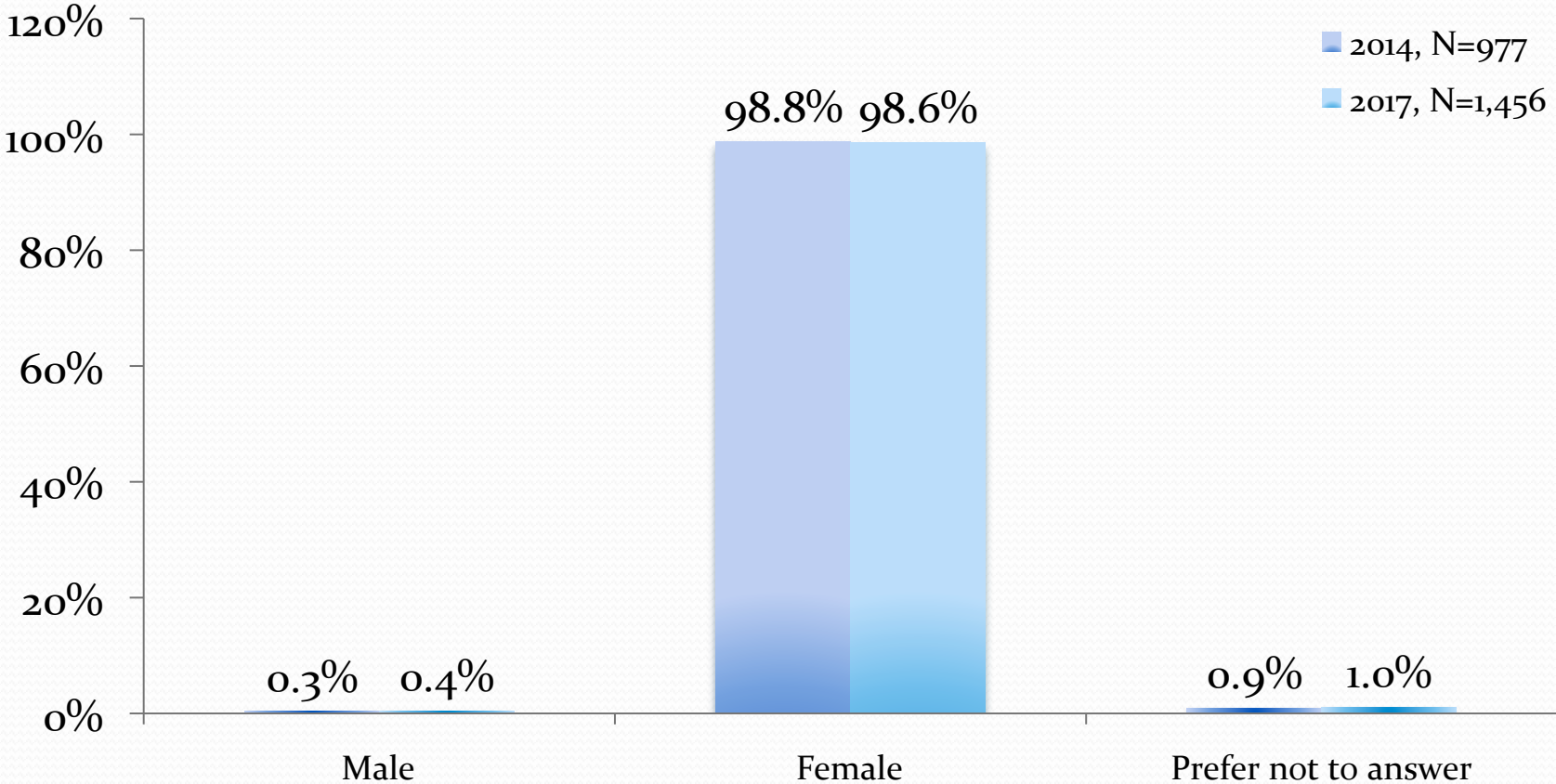
Living Arrangement

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



Gender

Gender





***To view the final questionnaire and results
online, go to the link below:***

https://data.surveygizmo.com/r/2747_59c0462208e186.14789223

Thank you, again, to HomeWork Solutions for their generous support of the 2017 INA Salary & Benefits Survey. HomeWork Solutions is a leading provider of household payroll and nanny tax services, and a proud member of INA.