



## Nanny Compensation Guide

Pearl Nannies represents nanny candidates who have at least three years of professional experience with children, glowing references from previous employers, and have completed our comprehensive 9-point screening process. All of the candidates we work with are seeking the following compensation and industry standard benefits.

### HOURLY RATE

Candidates set their own individual rates. \$28-\$32 per hour is typical for one child and child-related tasks, like maintaining the child's spaces and preparing the child's meals. Rates increase with additional children and/or additional household responsibilities. Overtime pay is legally required for any hours worked beyond 40 hours in a week.

### GUARANTEED HOURS

Guaranteed hours are an industry standard in which a nanny is guaranteed to be paid for their scheduled hours, even when care is not needed. Nannies typically cannot be salaried employees, so the hours of the standard work schedule are guaranteed to ensure a consistent paycheck for your nanny.

### TAX WITHHOLDING AND REPORTING

Nannies are classified as household employees by the IRS. They must be paid legally with taxes withheld, given paystubs each pay period, and receive a W-2 by January 31st each calendar year. Legal pay benefits both nannies and their employers. Our household payroll partner, [HomePay](#), can assist you with paying your nanny legally and taking advantage of tax breaks to offset the cost of employment taxes.

### PAID TIME OFF

Two work weeks of vacation time, one work week of sick time, and six paid holidays (when they fall on a work day) are recommended annually for long-term roles. For short-term roles, recommended PTO is prorated according to the contract length and includes any holidays that occur.