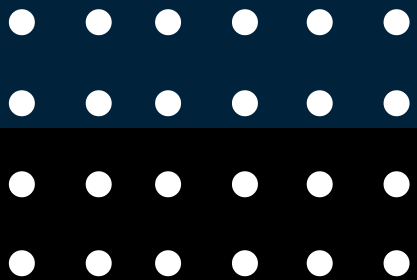
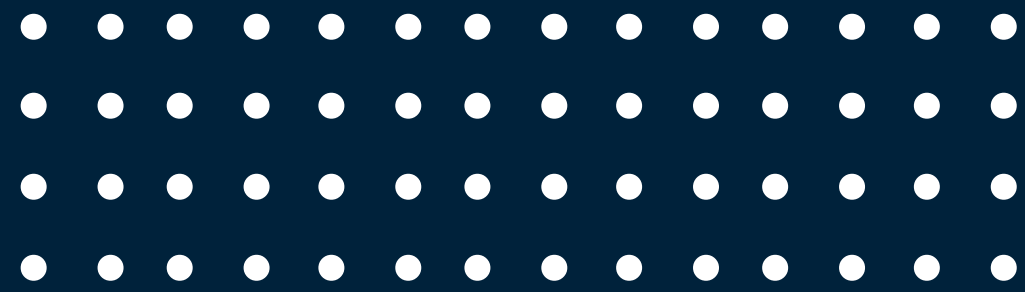


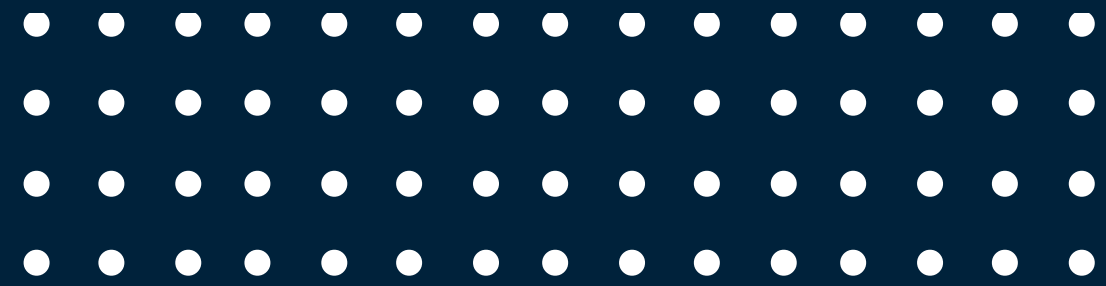
# THE REAL COST OF HIRING A NANNY

A SEATTLE NANNY GUIDE





**When a family is seeking to hire a nanny or sitter, there are two things that drive their process. Quality of care, and cost. Measuring the “cost” of this form of child care at face value can be well, costly. The following tips can help you to navigate your search and potentially keep you out of trouble.**



# The Cost of Misunderstanding the Market

You want to attract the highest quality candidates possible, for the most affordable rate. In order to appeal to candidates you must offer a wage that is attractive, or at least livable. When calculating your budget its necessary to first understand the market. If an applicant suggests they are willing to accept a lower than market rate this should raise an alarm. Are they qualified to accept work in the US? Does their background or experience level prohibit them from accepting higher paying jobs? Don't rely on the variability of child care listings to determine the current wages in any given market. A more reliable source for market standard would be to ask your friends, co-workers or a local child care placement agency. Once you understand the rates, you can determine whether a nanny or in-home sitter will fit within your budget. From there, you can create a desirable job description that will attract quality candidates.

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# The Cost of Paying "Off the Books"

One of the biggest mistakes our clients make is to not pay taxes when employing a nanny or sitter. The most common way the IRS is alerted to such an arrangement is when your nanny unintentionally alerts them by attempting to sign up for unemployment. The nanny finds that the months or years they were in service to your family do not qualify them for unemployment simply because they were not "on the books". The IRS can and will fine your family for the months or years of back taxes owed, which is far more costly than if you had paid the nanny legally to begin with.

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# The Cost of Limited Access Background Checks

When you hire someone to work in your home, the background checks are one of the most critical pieces of the puzzle and the main reason a family outsources a firm to conduct their search. Although it's now possible to obtain online background clearances pulled from nationwide databases, it's important to understand the limitations to this information and the definition of a real "background check". Without adhering to the FCRA, which requires written permission from the job applicant to obtain their individual court records, usually obtained in person and not digitally; a "background check" is nothing more than a generalized search of online databases and by no means complete. Even the candidates seeking jobs do not fully understand this, let alone the families who hire them. When you fail to unearth blemishes on a background that create a full picture of your candidate, the results can be immeasurable.

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# The Cost of Vicarious Liability

If you wish to have the nanny or sitter drive your children its essential that you understand who may be at fault should they be involved in an automobile accident. If not properly insured, you would be vicariously liable for the incident since you are their employer and technically they are working while driving your children. Always contact your insurance agent to discuss before commencing hire.

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# The Cost of Making the Wrong Hire

What happens when you know it's not going to work out long term? You may have fair warning, and time to engage a backup plan or conduct the search over again. Or, you may receive a text or email and be without child care tomorrow. A placement agency can provide two layers of protection you cannot if you make a direct hire. Most agencies have backup care service, so if you are in a bind they can send someone out to cover the shift with little or no notice. Most agencies also bundle in a "replacement" policy with your original fee, meaning that within a certain period of time you receive a replacement free of charge.

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# The Value Cost of Your Time

When making the decision to conduct your own search, you may want to consider the value of your time and how that measures up against paying to outsource the job to an agency.

Where do we begin in measuring the value of our time? One thing we know for sure is that it's precious. Whether you are a stay at home or employed parent you are busy and you are reading this because you need help with your household.

In the general Seattle area, household median income for 2015 is listed as \$102,000.\* This breaks down to \$49.03 per hour, assuming you both work full time. Should you choose to outsource your search, you may want to consider that as an agency we spend an average of 43 hours per search eliminating candidates and 47 hours per search on placed candidates. Since we have a staff who specialize in recruiting and screening, we are very efficient at what we do. For you, it may take longer. At \$49.03 per hour and a combined total of 90 hours per search you could average that you are out \$4412.70 on the value of your personal time. But what happens if you are not as efficient as our staff, or worse...you have a retention problem and find yourself doing the search again, and again.

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# Why do Families choose to Outsource a Search?

The amount of time it takes from posting a job to filling the position includes administrative, organizational and managerial tasks that you may or may not be up to conducting yourself.

*Should you decide to so they should include the following:*

- Objectively assessing the needs of your family and home - as a work environment rather than a home
- Creating a detailed job description
- Culling candidate inquiries and resumes
- Conducting phone screens in adherence to Fair Hiring Laws
- Scheduling in person interviews
- Conducting interviews in adherence to Fair Hiring Laws
- Checking references and verification/authentication of references
- Processing FCRA regulated background checks
- Drafting an Offer Letter
- Drafting an Employment Agreement
- Drafting a Confidentiality Agreement
- Conducting ongoing reviews both verbal and written
- Training (ongoing professional development, safety, CPR, First Aid, etc)

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