

## Family Application (Seeking Part or Full time Nanny)

Full Names:	
Address:	
Phone Number:	
Email Address:	

Tell us about your family. What should a potential employee know about you and what makes your home unique? Can you identify values that are important in your home? Are there any quirks worth mentioning?

	Parent 1	Parent 2
Name		
Occupation		
Work from home?		

	Child 1	Child 2	Child 3
Name			
Age			
Allergies			
Fun Fact			

---

### Job Details

Desired start date?

Is this position a full-time or part-time position?

How many hours per week are you willing to guarantee?

**Q: What does it mean to guarantee hours to your employee?**

A: When an employee is guaranteed a minimum number of hours per week, they are to be paid that guaranteed minimum regardless of how many hours the employee was utilized by the employer. For example, if a family decides to travel without their nanny for one week, with guaranteed hours, that nanny would still be paid in full for the hours that are guaranteed.

Using the table below, what hours are you looking to fill?

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Start							
End							

Is driving required as part of this job? Y or N

Is a car provided? Y or N

Does this job require international or domestic travel? Y or N

Are there pets in the home? Y or N

If yes, please list pets:

---

## Rates and Benefits

Range of hourly pay: \$\_\_\_/hour - \$\_\_\_/hour

Are you willing to contribute to your full time employees health insurance coverage? Y or N

**Q: Is providing a health insurance stipend standard in the industry?**

A: If you are hiring a full time employee, it is standard to negotiate a contribution to your employee's health insurance. A typical contribution is somewhere around \$100-\$250/month.

If an employee needs to use their personal vehicle for work related driving, are you comfortable compensating the employee the federal minimum mileage rate? Y or N

**Q: What is the federal minimum mileage rate?**

A: As of 2020, the federal minimum mileage rate is \$.57/mile.

<https://www.irs.gov/tax-professionals/standard-mileage-rates>

Are you comfortable offering 2+ weeks of paid vacation time to your full time employee? Y or N

Are you comfortable offering 3+ sick/personal days to your full time employee? Y or N

---

## Open Response Questions

What qualities will you look for in a candidate as you interview for this position?

Are you comfortable giving a nanny the freedom to establish their own boundaries and expectations with your child(ren)? For example, consider how you'd respond if it is okay for children to jump on the couch with their parents, but the nanny is uncomfortable with children jumping on the furniture while she is in charge.

In a few short sentences, give us an idea of how you imagine the relationship to develop between the nanny and the child(ren). Do you imagine that this is going to be a special, long-term relationship?

It is the end of the day, and as the nanny is leaving, she/he mentions that as a result of troublesome behavior, your child had a favorite game taken away until the next day. How important is it to you as the parent, that the consequence carries over even once the nanny is no longer on duty?

How would you best describe your parenting approach?

---