



# cincy *nanny* holiday guide

## THOUGHTFUL GIFT IDEAS

- + Pampering gift - Treat them to something that helps them unwind and relax, like a spa day package, scented candles, or a luxurious bathrobe or slippers.
- + Practical gift - Make their days easier with gifts like a high-quality backpack, a comfortable pair of shoes, or a stylish, durable water bottle.
- + Personalized gift - Consider a custom mug with a heartfelt message, a framed photo of the children, nanny branded clothing or a personalized piece of jewelry.
- + Experience gift - Treat them to a fun outing like a movie ticket voucher, a gift certificate for a manicure or pedicure, or tickets to a concert or play.
- + Education gift - For nannies that love continuing education, offer a ticket to a nanny industry conference, training program or certification.

## TIME OFF

- ✓ Thanksgiving, Christmas Day and New Year's Day holidays are typically off and paid.
- ✓ Guaranteed Pay for scheduled hours if family chooses to give additional time off.
- ✓ PTO days used if nanny requests any additional days off.

## GIFT v. BONUS

- ✓ Thoughtful gift and handwritten card, valued at \$50 - 250.
- ✓ (and/or) Bonus equal to 1-2 weeks compensation (taxed through payroll).
- ✓ (or) Some combination of the two.

NOTE: There is no standard or requirement set in the nanny industry. And, bonuses are often given at the annual working anniversary instead of during the holiday season. Consider the whole year and your specific work agreement/contract of employment as you come to a decision.