



Front Range Nannies, Ltd.  
PO Box 6667  
Broomfield, CO 80021  
(720) 244-2247

## **Frequently Asked Questions**

### **What sets Front Range Nannies apart from other agencies?**

Front Range Nannies offers many of the same services as other nanny referral agencies: careful nanny screening, thorough background checks, requirement that all nannies be CPR/First-Aid certified, replacement policy, etc. We pride ourselves on our customer and nanny focus – providing quality nannies and quality service. We do not require a separate registration fee like many agencies, but rather require a small deposit that is applied toward the placement fee. Front Range Nannies places full-time nannies, but we also make a lot of part-time placements. Many agencies do not accommodate making part-time placements, but we both welcome and have had great success with part-time placements.

### **How does Front Range Nannies locate nannies?**

Our nannies find us through a variety of sources: referrals, Yellow Pages advertisement, recruiting from local universities, affiliation with International Nanny Association, web presence.

### **How are nannies screened?**

All nannies complete an in-depth application and are interviewed in person. If a nanny can not be interviewed in person, you will be informed that we were only able to complete a phone interview. Employment and personal references are checked using a standard set of questions for all nanny candidates. A background check is performed by an independent third party and includes address and social security number verification, criminal history, and driving history. All nannies are at least 18 years old and have past childcare experience. Nannies are required to be CPR/First-Aid certified or to gain that certification within one month of job placement.

### **Is there a registration fee?**

No, there is not a registration fee. We do require a \$50 deposit when beginning your nanny search. This deposit is applied to the placement fee.

### **What are the referral fees?**

Referral fees vary according to the number of days/hours the nanny will be required. The full-time referral fee is \$1500. Part-time fees vary according to the number of hours required. The daily placement fee for “date-night”, temporary work, substitute-parenting, out-of-town visitors, and mildly sick child care is \$15 per day. (Please note: The referral fee for a temporary nanny is \$30 with less than 24-hours-notice.) Front Range Nannies accepts Visa, MasterCard, American Express, and Discover. The referral fee is paid when the nanny accepts a position.

### **What do nannies charge? How do I pay the nanny?**

The nanny's rate will vary according to the number of hours, number of children, and the experience of the nanny. Full-time (approximately 45 hours a week) nannies generally make around \$600 per week before taxes (\$450 to \$500 take-home). Night and weekend hours are typically paid at \$12 to \$15 per hour. We can help you determine the appropriate nanny pay for your specific childcare situation. The nanny becomes your employee so you will pay the nanny directly.

### **How do I handle taxes?**

You will need to obtain an EIN (Employer Identification Number) to submit the taxes quarterly for your nanny. Your accountant can file the necessary paperwork and handle this for you. Alternatively, there are several nanny payroll companies you may utilize. Two such businesses are Breedlove and Associates ([www.breedlove-online.com](http://www.breedlove-online.com)) or Nanny Chex ([www.nannychex.com](http://www.nannychex.com)). Breedlove and Associates have a Payroll Calculator on their website that is very helpful in understanding the withholding amounts. Front Range Nannies can provide you with additional information from both of these companies upon request.

### **What services can Front Range Nannies offer?**

Front Range Nannies can assist you with full-time, part-time, after-school, temporary, newborn, and mildly ill child care. Additionally we work with many families that just need a nanny for an occasional night out.

### **Can I use my flexible spending plan to cover nanny costs?**

Yes, you can submit a receipt which includes your nanny's Social Security Number and signature.

### **What if the nanny I select doesn't work out?**

Nanny placements are generally very successful – in part due to the pre-screening done by Front Range Nannies and in part due to the diligence of both the family and nanny during the interview process. However, if your full-time nanny referral does not work out within the first 90 days, Front Range Nannies will assist you in hiring a replacement at no charge.

### **How long has Front Range Nannies been in business?**

Front Range Nannies was founded in January 2004 and has four employees. Front Range Nannies is registered with and in compliance with all requirements of the State of Colorado and the International Nanny Association.

### **Where is Front Range Nannies located?**

The staff of Front Range Nannies work out of their home offices in the Broomfield area to keep our operating costs, and thus placement costs, low. We serve families throughout Denver, Boulder, and the surrounding communities.