



Q1 2025 Domestic Staffing Insights Report

Retaining Household Staff: Trends, Challenges, and Practical Recommendations

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This report presents quarterly research and key observations from private household staffing placements, interviews, and feedback collected January-March 2025. The goal is to provide household employers with meaningful data and recommendations to improve employee retention, enhance workplace culture, and proactively address risks in staffing continuity.

Executive Summary

This report synthesizes insights of interviews conducted with candidates between January and March 2025. We analyzed feedback from placements in NYC, Fairfield County, and the Hamptons, including live-in and live-out roles.

Notable findings include:

- Staff who remain long-term often report structure, respect, and predictability as core motivators.
- Employers who conduct quarterly check-ins and provide performance feedback report lower turnover.
- Live-in roles saw a 2.1x higher burnout rate than live-out roles unless relief or structured downtime was provided.

Interview Example: A nanny in Greenwich said: "The family respected my time off and never called me after 7 PM. That's why I've stayed 4 years."

Case Review: In one case, a House Manager left after 9 months due to frequent last-minute schedule changes and unclear boundaries.

This report offers practical benchmarks and strategies supported by these real-world experiences.

Key Motivators for Domestic Employees

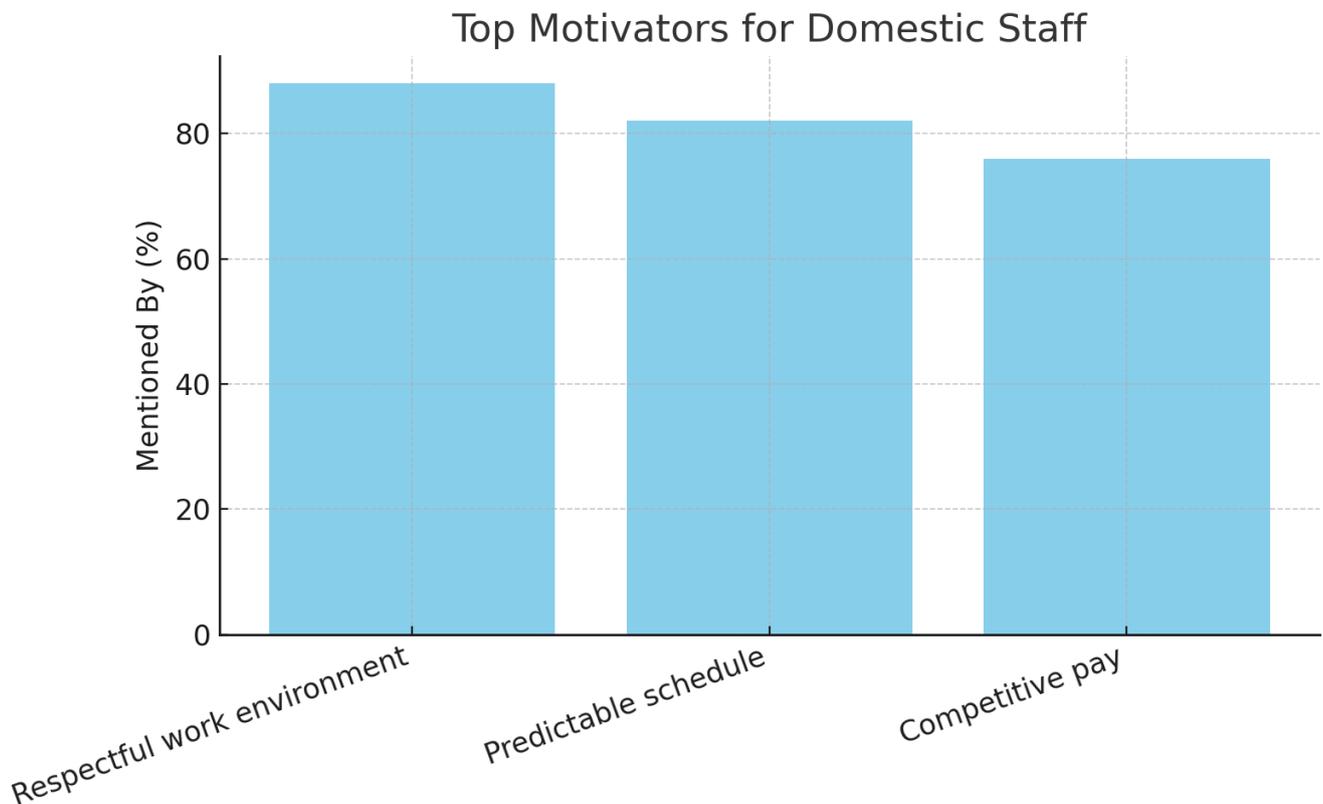
Data collected from candidate interviews in Q1 2025 indicates the following top motivators:

- Respectful work environment (88%)
- Predictable schedule (82%)
- Competitive pay (76%)
- Job stability (64%)
- Opportunity to grow (41%)

While compensation remains important, professional treatment and schedule predictability were consistently ranked higher.

Example Interview: "They gave me a job description and stuck to it. That structure made me feel like I mattered."

Recommendation: Conduct quarterly one-on-one conversations. Consider simple gestures of appreciation or anniversary acknowledgments.



Early Indicators of Disengagement

Based on Q1 2025 data, many placements that failed within 12 months showed early behavioral red flags:

- Reduced attention to detail
- Declining enthusiasm
- Avoiding direct communication

Case Study 1: A housekeeper in Westchester began missing deep cleaning tasks. A check-in revealed she felt the job was growing beyond the original scope.

Case Study 2: A live-out nanny started taking more personal days. It turned out she felt micromanaged by the grandmother who recently moved in.

Case Study 3: A chef in East Hampton left abruptly after 9 months. Subtle signs like declining meal variety and mood changes had gone unaddressed.

Recommendation: Pay attention to these signals. Schedule informal check-ins rather than waiting for reviews.

Live-In Role Structuring and Burnout Risk

Live-in roles remain essential for some households, but carry higher burnout risk without structured downtime and private space.

Case Study 1: A couple in Sag Harbor retained a live-in housekeeper for 3+ years by giving her every other weekend fully off and a guest cottage.

Case Study 2: A live-in nanny in Manhattan left after 6 months due to being expected to join family dinners nightly without breaks.

Case Study 3: In Fairfield, a live-in couple was retained because the family respected their boundaries and created a clear "on-call" system.

Recommendation: Define hours in writing and establish backup coverage. Provide private space and enforce protected time off.

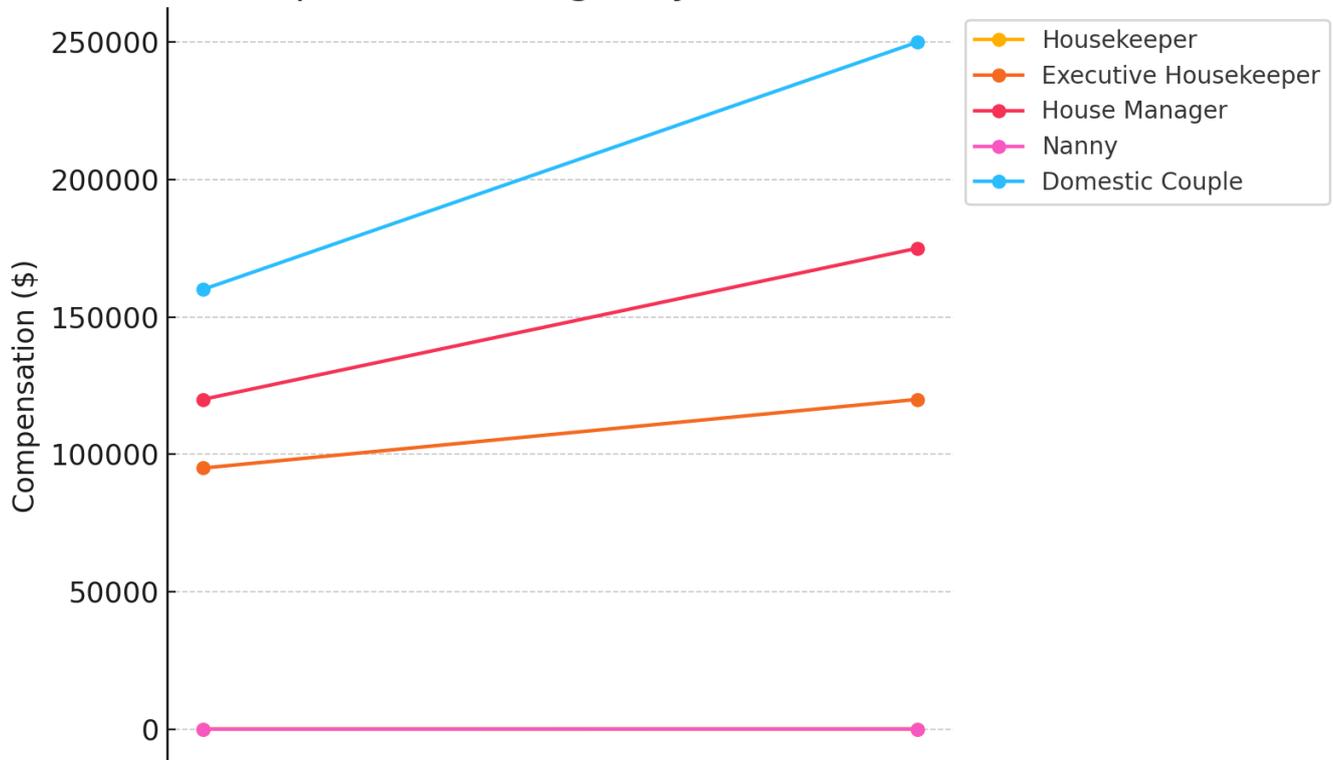
Q1 2025 Compensation Trends

Below is a range compensation snapshot for private domestic roles in the Tri-State area, could be more:

- Housekeeper: \$35-\$45/hr
- Executive Housekeeper: \$95K-\$120K/year
- House Manager: \$120K-\$175K/year
- Nanny: \$30-\$45/hr
- Domestic Couple: \$160K-\$250K/year total

These rates reflect data from 42 placements made this quarter. Factors affecting compensation include live-in status, formality of service, travel requirements, and years of experience.

Q1 2025 Compensation Ranges by Role (Tri-State Area)



Final Note

In Q1 2025, the domestic staffing landscape continued to favor respectful, communicative employers who offer structure and predictability. Staff retention was strongest in households with clear expectations, appropriate compensation, and recognition of boundaries.

Key Takeaways:

- Structure and consistency directly impact job satisfaction
- Early signs of disengagement can be reversed with proactive dialogue
- Live-in roles need scheduled relief and personal space to remain sustainable
- Pay transparency and fair market compensation are essential

This report represents a synthesis of Crimmins Residential Staffing's hands-on data and research. If you'd like help assessing your staff structure or compensation strategy, reach out to our Insights Team.

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