

# Crimmins Q4 Insights and Forecast for 2026

## New York City — Executive Summary

The New York City domestic staffing market remains exceptionally competitive heading into 2026. Crimmins Residential Staffing continues to see sustained wage growth across all core household roles, driven by limited talent supply, formalization of employment standards, and expanding family-office needs.

## The Reality for Domestic Professionals in New York City

*(And Why Compensation & Stability Matter More Than Ever in 2026)*

While high-net-worth families are largely insulated from inflation, your staff is not. The people who care for your children, maintain your home, cook your meals, and support your daily life feel every single increase in rent, food, insurance, and transportation immediately. This is not about luxury — it is about basic financial stability. For many domestic professionals in New York City: • Rent consumes 40%–55% of take-home pay • Transportation and groceries now rival rent as the second-largest expense • Savings and emergency cushions are shrinking • Even high-earning staff still feel financial fragility, not abundance. A wonderful employee who feels financially cornered becomes more anxious, more distracted, more vulnerable to outside offers, and less able to commit long-term — even when they love their job.

## What “Keeping Them Whole” Actually Means in 2026

For domestic professionals, fair pay is no longer enough. Stability now comes from five pillars: **1.** Wages that track the real New York City cost of living; **2.** Predictable hours and guaranteed pay; **3.** Healthcare that truly protects; **4.** Time off without financial penalty; **5.** A future — not just a job. If real NYC living costs rise ~5% annually, but wages rise only 3%, professionals quietly fall behind each year. Over five years, that gap becomes life changing.

## The Business Case (Even for HNW Families)

This is not charity. This is household risk management. Replacing one great nanny, housekeeper, or assistant often brings: • Lost productivity • Training time • Emotional disruption • Security concerns • Months of instability. Financial stress is one of the top silent predictors of resignation. When staff feel safe, stable, appreciated, and protected from economic volatility, they stay. They protect the family. They go above and beyond.

## This Is the New Essence of “Premium Household Employment”

In 2026, households will be defined less by square footage and more by how they treat their staff. Families who offer predictability, protection from financial stress, and a future will have: • Lower turnover • Higher loyalty • Better performance • A calmer home. Families who do not will feel constant churn — regardless of wealth.

## 2026 Hiring Strategy in New York City

As the domestic staffing market continues to tighten, families must enter 2026 with a proactive, retention-focused hiring strategy that balances compensation, benefits, predictability, and long-term stability.

Role	2025 Base	2026 Forecast	Growth %
Nanny (FT)	\$42.50/hr	\$45.26/hr	6.5%
Housekeeper (FT)	\$45.00/hr	\$47.48/hr	5.5%
Elder Companion	\$45.00/hr	\$47.70/hr	6.0%
Personal Assistant	\$165,000	\$173,250	5.0%
Estate/House Manager	\$175,000	\$182,875	4.5%
Private Chef	\$150,000	\$157,500	5.0%