



Buckingham Nannies & Domestics

Putting families & children first...Since 1988

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Thank you for the inquiry regarding our services. Our commitment to every family is to place the highest caliber companion/housekeeper in a timely and professional manner. Our staff members never lose sight that our business is based on placing the finest quality people available. Because of this we have developed a very effective procedure to help assure that the people we place will be responsible, honest, efficient caregivers. The majority of our business comes from referrals of satisfied families.

Over the years we have come to understand that the most important aspect of what we do is to exercise our judgment, along with the reference checking and criminal background reports. Since we reject over fifty percent of applicants, a large part of our success comes from the people you will never meet through us.

How We Help Assure You The Highest Level Of Employee

- Lengthy interview with each applicant to help us get to know her.
- Rigorous reference checking. We match up information from the application with her references to find phony references. We use a multi-question reference sheet to get an understanding of how the applicant performed in her prior jobs.
- A copy is made of her identification including: drivers license and proof of legal status to work in the U.S.
- Upon placement a criminal background report is ordered for each county she has lived in for the past seven years.
- A copy of her driving record is provided upon placement. If she does not drive we verify her California ID card with the DMV.
- When she is hired she is enrolled in a CPR class, if she isn't already certified.

What Are A Companion/Housekeepers Qualifications And Salaries?

- Two or more years experience.
- Excellent verifiable references.
- Demonstrated competence in housecleaning and care giving.
- Salaries range from \$600.00 to \$1,000.00 per week, net of taxes. Household help are employees, not independent contractors. Please consult your accountant or a nanny tax preparer for more information.
- Salaries under \$600.00 per week are generally for people that are semi-fluent in English and do not drive.
- Salaries of \$700.00 per week and above are for "full charge" people. They are fluent in English and drive.
- Part-time candidates earn \$15 to \$20 per hour, with a 20 hour per week minimum.
- Employee's salaries are always quoted net of taxes. If you are interested in tax related issues please ask for our brochure from Breedlove & Associates. They are household tax experts.

What Is The Agency Fee?

- There is no charge to engage us in a search. When you hire a person our fee is 15% of their first year's annual gross salary, plus \$130.00 for the TrustLine registration. TrustLine is legally required in California. Our temporary placement fee is the greater of 25% of her salary for the period worked or \$500.

What Is Our Replacement Policy?

- Our replacement period is four months from the date of placement of the original employee.
- Our experience is that the need for a replacement is rare. When it is necessary, replacements are given priority over all other placements.
- If your employee is a live-in, it will probably be necessary to provide you with a temporary live-out person until we can find a qualified replacement. As I mentioned before, this is due to the extreme shortage of live-in people.

I hope that this information is helpful and answers your questions. If it doesn't, please call me directly and I will be glad to answer any questions you may have. If you would like to place a job order, please do not hesitate to call, I will be happy to help.

Sincerely,

Benito Delgado
President