

Staffing at
TIFFANIE'S

— EST. 1998 —

Private Household Compensation Guide

NATIONAL COMPENSATION BENCHMARKS
FOR LUXURY HOUSEHOLD PROFESSIONALS



*A trusted resource for affluent homeowners,
family offices, and estate managers seeking
experienced private household staff.*

— ESTABLISHED 1998 —

Our Perspective

The most successful searches begin with understanding the household - not simply the position.

Families often begin a search by asking what they should pay. Compensation matters, but a title alone never tells the full story. Two households may use the same title while requiring entirely different experience, judgment, flexibility, and responsibility.

These benchmarks are intended as a starting point. Staffing at Tiffanie's evaluates the complete position before recommending compensation.

How We Evaluate Compensation

MARKET

Cost of living and competition for qualified professionals.

RESPONSIBILITIES

Scope, complexity, and level of independent ownership.

SCHEDULE

Guaranteed hours, weekends, evenings, holidays, and split shifts.

EXPERIENCE

Professional background, credentials, and specialized training.

TRAVEL

Frequency, duration, overnights, and required flexibility.

TOTAL PACKAGE

PTO, health support, retirement, bonuses, and other benefits.

Published ranges are reference points - not conclusions.

Final recommendations reflect the full position and current market conditions.

Compensation Benchmarks

General national starting points for experienced private household professionals.

CHILDCARE & FAMILY SERVICES

Elder Care Companion

\$30-\$45 / hour

Companionship, errands, transportation, and non-medical daily support.

Nanny

\$30-\$45 / hour

Specialized, rotational, travel, or high-profile roles may command \$40-\$60+.

Newborn / Infant Care Specialist

\$40-\$60 / hour

Credentials, overnight coverage, multiples, and travel influence compensation.

Family Assistant

\$35-\$50 / hour

Blended childcare, household organization, errands, and scheduling support.

Family Assistant / Cook

\$45-\$60 / hour

Culinary expectations, schedule, market, and guaranteed hours should be considered.

ADMINISTRATIVE & PERSONAL SUPPORT

Personal Assistant

\$45-\$80 / hour

Approximately \$90,000-\$175,000+ annually for full-time positions.

Executive Assistant

\$55-\$95 / hour

Approximately \$110,000-\$225,000+ annually for full-time positions.

Bookkeeper

\$50-\$80 / hour

Complexity, systems, reporting, and financial responsibility influence the rate.

Chief of Staff

\$175,000-\$300,000+

Senior scope, travel, and family-office integration may command more.

HOUSEHOLD & ESTATE MANAGEMENT

House Manager

\$45-\$65 / hour

Approximately \$90,000-\$150,000+ annually.

Estate Manager

\$60-\$100 / hour

Approximately \$125,000-\$225,000+ annually.

Director of Residences

\$175,000-\$300,000+

Multi-property oversight and senior operational leadership.

Property Caretaker

\$40-\$65 / hour

Property size, technical scope, and maintenance expectations vary.

Domestic Couple

\$150,000-\$275,000+ / couple

May be higher for multiple properties, formal service, travel, or staff oversight.

Compensation Benchmarks

Culinary, household operations, transportation, service, and property support.

CULINARY PROFESSIONALS

Family Cook / Personal Chef

\$50-\$75 / hour

Family-style meals, menu planning, shopping, preparation, and kitchen organization.

Private Chef

\$75-\$125+ / hour

Approximately \$125,000-\$225,000+ annually, depending on service level and schedule.

Executive / High-Level Private Chef

\$175,000-\$300,000+

Fine-dining, Michelin-level, celebrity, yacht, aviation, or extensive UHNW experience.

HOUSEKEEPING & LAUNDRY

Housekeeper

\$35-\$50 / hour

Home size, standards, schedule, and market influence compensation.

Executive Housekeeper

\$45-\$65 / hour

May include inventories, systems, vendors, and supervision of other staff.

Laundress

\$40-\$55 / hour

Fine garment care, wardrobe management, ironing, and specialty linens.

Housekeeper / Cook

\$45-\$65 / hour

Substantial menu planning, dietary knowledge, or advanced cooking should raise the rate.

TRANSPORTATION, SERVICE & SECURITY

Private Driver

\$40-\$55 / hour

Flexibility, vehicle care, transfers, errands, and family support.

Professional Chauffeur

\$45-\$75 / hour

Formal service, advanced training, and executive driving may increase compensation.

Butler

\$50-\$90 / hour

Approximately \$100,000-\$180,000+ annually for experienced full-time professionals.

Executive Protection

\$75-\$150+ / hour

Credentials, licensing, threat level, travel, and assignment requirements vary.

EVENTS & PROPERTY SUPPORT

Household Events Coordinator

\$45-\$65 / hour

Event scale, vendors, schedule, and production responsibilities affect the rate.

Groundskeeper

\$35-\$55 / hour

Property size, equipment, horticultural knowledge, and seasonal demands.

Estate Grounds Manager

\$50-\$75 / hour

Team supervision, planning, vendors, budgets, and multi-property oversight.

Understanding Compensation

Job titles are standardized. Households are not.

HYBRID ROLES

Compensation should reflect the most skilled or substantial responsibilities required - not the lowest-paying title.

NONTRADITIONAL SCHEDULES

Weekend-only, evening, holiday, temporary, seasonal, rotational, split-shift, and low-hour positions may require a premium.

COMPETITIVE MARKETS

The San Francisco Bay Area, Los Angeles, New York City, the Hamptons, Palm Beach, Aspen, and comparable markets may require the higher end of a range or more.

TOTAL COMPENSATION

Guaranteed hours, paid time off, health support, retirement, bonuses, housing, and travel expectations all shape the package.

Questions about compensation?

The range entered on the Client Questionnaire is preliminary. Our team will review the complete position and provide market-based guidance before recruiting begins.