



MILLENNIUM FACILITY SERVICES

# Outsource vs. In-House Janitorial: The Math Nobody Shows You

A cost analysis built for distribution, manufacturing, and multi-site industrial operations. Run the numbers on your facility and see where you actually stand.

**\$56K+**

FULLY LOADED  
COST PER IN-  
HOUSE FTE

**400%**

ANNUAL  
TURNOVER,  
JANITORIAL  
INDUSTRY

**\$23K**

AVERAGE LOST-  
TIME WORKERS  
COMP CLAIM

**60%**

COMMERCIAL  
FACILITIES  
ALREADY  
OUTSOURCED

## What's Inside

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Most facilities directors know what they pay their cleaning staff. Almost none know the actual cost once you stack benefits, workers comp, equipment, turnover, and the management time their FM burns every week just keeping the schedule running. This report works through the full number, line by line, using Bureau of Labor Statistics data, NCCI rate tables, and real equipment pricing. Then it models the outsourced alternative at your scale. By the end, you'll have everything needed to run the comparison yourself.

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Fully loaded breakdown from \$56K to \$69K per FTE. Every line item, sourced.

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## SECTION 01

# The Real Cost of an In-House Janitor

Most operations directors know what they pay their janitor. Very few know what that janitor actually costs them. There's a gap between the W-2 number and what's hitting your budget every year. This section closes it.

SECTION 01: THE REAL COST OF AN IN-HOUSE JANITOR

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Start with the BLS. The median hourly wage for janitors and cleaners in the U.S. was \$17.27 as of May 2024. At 2,080 hours a year, that's \$35,921 in base pay. That's the number most people are using when they say in-house would cost less.

But base pay is roughly 60% of what that employee actually costs you. The other 40% is scattered across line items that don't surface on any department summary unless someone went looking. Most people don't.

## The Fully Loaded Stack

BLS tracks employer compensation costs quarterly. In 2025, private industry benefits averaged 29.8% of total compensation, covering paid leave, insurance, retirement, and mandatory payments. Stack the full picture and here's what you get, line by line.

COST COMPONENT	BASIS	LOW ESTIMATE	HIGH ESTIMATE
Base salary (BLS median, 2024)	\$17.27/hr x 2,080 hrs	\$35,921	\$35,921
FICA / Medicare (employer share)	7.65% of base	\$2,748	\$2,748
FUTA / SUTA (blended)	3.0% to 5.0% of base	\$1,078	\$1,796
Workers comp (Class Code 9014)	\$2.43 per \$100 payroll	\$872	\$872
Health insurance (employer contribution)	Single plan contribution	\$5,000	\$8,000
Paid leave (PTO, sick, holidays)	BLS: \$3.44/hr average	\$2,000	\$3,500
Training and certification	Chemical handling, safety	\$500	\$1,000
Recruiting and onboarding (amortized)	Per-hire cost prorated	\$500	\$1,000
<b>Subtotal: Direct Labor</b>		<b>\$48,619</b>	<b>\$54,837</b>
Equipment allocation (scrubbers, vacuums, carts)	Depreciated over useful life	\$1,500	\$3,000
Supplies and chemicals	Retail-priced purchasing	\$1,200	\$2,400
HR and management overhead	15% to 25% of direct labor	\$5,388	\$8,980

COST COMPONENT	BASIS	LOW ESTIMATE	HIGH ESTIMATE
Fully Loaded Annual Cost Per FTE		\$56,707	\$69,217

<p><b>\$56,707</b></p> <p>MINIMUM FULLY LOADED COST PER FTE</p> <p>BLS plus NCCI data, 2024 to 2025</p>	<p><b>\$69,217</b></p> <p>HIGH-END FULLY LOADED COST PER FTE</p> <p>Full health plus overhead stacked</p>	<p><b>57%</b></p> <p>GAP BETWEEN BASE PAY AND TRUE COST</p> <p>On average, at the low estimate</p>
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**The number most facilities directors are using is wrong.**

If you're benchmarking against the janitor's salary, you're looking at roughly 60% of what that person actually costs you. The rest is leaving your budget through different line items. Still your money, just harder to see on a line-item report.

### A Note on Facility Size

One FTE rarely covers a distribution center or manufacturing floor on their own. A 100,000 square foot warehouse typically needs two to three people to maintain at any reasonable cleaning frequency. Multiply the table above, and you're at \$113,000 to \$207,000 before equipment or management overhead enters the picture. The table is the unit. Your facility is the multiplier.

**WHAT THE RESEARCH SHOWS**

Manhattan-based facility benchmarking from Street Insider puts fully loaded janitor cost at \$45,000 to \$65,000 for salary and benefits alone, before equipment or management overhead. That tracks with the BLS model above. These aren't outlier numbers. They're the middle of the industry.

## SECTION 02

# The Workers Comp Knife

The baseline workers comp cost for janitorial is significant on its own. But the baseline isn't where the real exposure lives. The real problem is what happens when a claim hits inside an industrial environment.

SECTION 02: THE WORKERS COMP KNIFE

MILLENNIUM FACILITY SERVICES

Janitorial workers fall under NCCI Class Code 9014. The current base rate is \$2.43 per \$100 of payroll. On a \$35,921 base salary, that works out to \$872 per year in workers comp premium per employee, before any claims history adjustments come into play.

That's the predictable piece. What follows is not.

**\$23,000+**

AVERAGE LOST-TIME WORKERS  
COMP CLAIM

NCCI janitorial industry data

**3 years**

DURATION A CLAIM FOLLOWS YOUR  
EMOD

Experience modification lookback period

**1.5X**

EMOD SPIKE FROM A SINGLE  
SERIOUS CLAIM

From 1.0 baseline to 1.2 to 1.5 range

## How the Experience Mod Rate Works Against You

Your experience modification rate, the emod, is a multiplier on your workers comp premium based on claim history relative to similar businesses. Clean record puts you at 1.0. One serious claim can push you to 1.2, 1.5, or higher. And that multiplier doesn't just affect the janitorial premium. It hits your entire workers comp policy, across every employee class you have.

A slip-and-fall in a warehouse is a different event than the same fall in a carpeted office. The environment changes the severity profile. Forklifts nearby, chemical exposure, hard concrete, dock equipment. What would be a minor soft-tissue claim in an office building becomes something more serious in an industrial setting. The claim goes up. The emod follows.

**One serious janitorial claim in an industrial facility can spike your workers comp costs across your entire workforce for three years.** You're not just absorbing the claim itself. You're paying the elevated rate on every employee you carry while that claim sits in the lookback window.

## What Outsourcing Does to This Risk

### In-House: You Carry All of It

- You hold the workers comp policy for cleaning staff
- Every claim hits your emod for 3 years
- Premium increase applies to your entire workforce
- Legal exposure for workplace injuries to your employees
- OSHA compliance documentation is your responsibility
- Industrial environment amplifies claim severity

### Outsourced: Their Liability, Not Yours

- Contractor holds their own workers comp policy
- Claims hit contractor's emod, not yours
- Your policy is insulated from janitorial claim history
- Employment law exposure for cleaning staff transfers
- Contractor maintains their own OSHA compliance program
- Transferring liability can reduce your FM general liability 10 to 20%

#### INDUSTRY DATA

Transferring janitorial workers comp to a contractor saves an estimated \$5,000 to \$15,000 per year on facility general liability premiums for mid-size buildings. That figure compounds when you add in avoided emod penalties from industrial-environment claims. Sources: NCCI, Kickstand Insurance.

## OSHA Exposure in Industrial Environments

Willful or repeat OSHA violations cap at \$161,323 per violation as of 2024. That's the ceiling, not a typical number. But in industrial cleaning environments, the exposure is real. Chemical storage and handling, production floor slip hazards, equipment proximity. A professional contractor brings their own documented safety program, SDS compliance infrastructure, and training records. That documentation layer matters when an inspector shows up.

Custodial-related OSHA citations have topped \$200,000 in a single documented enforcement period. When that liability is in-house, it's yours.

## SECTION 03

# The Outsourced Cost Model

Per-square-foot market rates by facility type, with a full modeled comparison at 100,000 square feet so you can see the scale of the difference before running your own numbers.

Outsourced janitorial pricing is structured in dollars per square foot per year. Where you land within any range depends on soil load, floor surface, cleaning frequency, and which specialty services are in scope. Here's the market spread by facility type.

FACILITY TYPE	LOW (PER SQ FT / YR)	HIGH (PER SQ FT / YR)	PRIMARY DRIVER
General office space	\$0.10	\$0.18	Carpet, desk areas, restrooms
Large facility (20,000+ sq ft)	\$0.06	\$0.08	Scale economies, simpler scope
Medical / clinical office	\$0.25	\$0.35	Infection control, protocol requirements
<b>Warehouse / industrial / DC</b>	<b>\$0.08</b>	<b>\$0.18</b>	Soil load, floor care, dock and production scope

Distribution centers and manufacturing facilities land in the \$0.08 to \$0.18 band. Your specific position depends on soil load, floor care complexity (sealed concrete vs. epoxy vs. rubber dock areas), production shift cleaning frequency, and whether dock areas or machine shops are in scope. Heavy chemical use or specialized production areas push you toward the top of that range.

## Modeled at 100,000 Square Feet

Run the numbers on a standard 100,000 square foot distribution center. This isn't a quote. It's market rates applied directly so you can see the order of magnitude before you talk to anyone.

#### MODELED SCENARIO: 100,000 SQ FT DISTRIBUTION CENTER

MODEL	ANNUAL COST	BASIS
Outsourced, low rate	<b>\$96,000</b>	\$0.08/sqft x 100,000 x 12 months
Outsourced, mid rate	<b>\$156,000</b>	\$0.13/sqft x 100,000 x 12 months
Outsourced, high rate	<b>\$216,000</b>	\$0.18/sqft x 100,000 x 12 months
In-house: 4 FTEs + supervisor (fully loaded)	<b>\$283,000 to \$346,000</b>	\$56K to \$69K x 5 staff, no equipment yet
Add: equipment (ride-on scrubber + sweeper)	<b>\$55,000 to \$130,000 capex</b>	Year one purchase cost
<b>In-house Year 1 Total (labor + equipment)</b>	<b>\$338,000 to \$476,000</b>	<b>Before HR overhead and supplies</b>

That's not a close comparison. At 100,000 square feet, outsourcing runs \$96,000 to \$216,000 per year. Building the in-house equivalent costs \$338,000 to \$476,000 in year one alone. And those labor costs come back every year with turnover, raises, and benefit adjustments compounding on top.

### The Smaller Facility Test

Some operations directors will say their facility is smaller and the math doesn't apply. Run it at 15,000 square feet.

#### MODELED SCENARIO: 15,000 SQ FT LIGHT INDUSTRIAL

MODEL	ANNUAL COST
Outsourced (market rate, light industrial)	<b>\$18,000 to \$32,400/year</b>
In-house: 2 FTEs fully loaded + \$8,000 equipment year one	<b>\$120,000 to \$135,000/year</b>
<b>Annual savings potential</b>	<b>\$85,000 to \$115,000+</b>

At smaller scale, in-house actually gets worse on a per-square-foot basis, not better. You still need at least one or two employees, still need equipment, still have to manage it. The overhead doesn't compress proportionally just because the building is smaller.

*"Labor runs approximately 75% of total cleaning program cost. Contractors distribute that cost across their entire workforce at scale, which is a structural advantage that no individual in-house operation can replicate."*

ISSA BUILDING SERVICES CONTRACTOR INDUSTRY DATA

SECTION 04

# The Hidden Costs Nobody Budgets

Turnover costs, scheduling overhead, idle equipment, absenteeism. Most of these don't appear on any cleaning budget line. They surface somewhere else, or they don't surface at all. They're still real costs.

## Turnover: A Tax You Pay Twice

The janitorial industry averages 200 to 400% annual turnover. That number sounds extreme until you think through the labor market for entry-level cleaning roles. A small in-house team of three people turning over once or twice a year isn't unusual. And none of those departures come free.

Direct replacement costs, including posting fees, manager interview time, onboarding hours, temporary coverage, and training before the replacement reaches full productivity, run over \$1,000 per hire in measurable costs. That figure doesn't include the manager's time, which is its own cost that rarely makes it onto a cleaning budget line.

### TURNOVER COST MODELING: 3-PERSON IN-HOUSE TEAM

TURNOVER RATE	REPLACEMENTS PER YEAR	DIRECT RECRUITING COST	ANNUAL TURNOVER TAX
200% (low end of industry)	6	\$1,000+ each	<b>\$6,000+</b>
300% (industry midpoint)	9	\$1,000+ each	<b>\$9,000+</b>
400% (high end of industry)	12	\$1,000+ each	<b>\$12,000 to \$34,000+</b>

But direct costs are only part of it. Every time someone leaves, quality drops until the replacement gets up to speed. Your dock areas, restrooms, and production floor absorb that gap. The indirect cost of degraded conditions during turnover cycles is harder to quantify, but the people working in the building notice it.

## Absenteeism: Paying for Coverage That Doesn't Show Up

Unscheduled absenteeism runs U.S. employers an estimated \$225.8 billion annually, per CDC analysis. At the facility level, the hit is more direct: up to 35% of base payroll can disappear into unscheduled absence costs in a given year.

When your in-house cleaner doesn't show, you have three moves. Pay overtime to another employee, call a temp agency at \$45 to \$55 per hour, or accept that the work doesn't happen. None of those are free. And unlike a contractor, you don't get a service credit when nobody showed up. You're absorbing the cost either way.

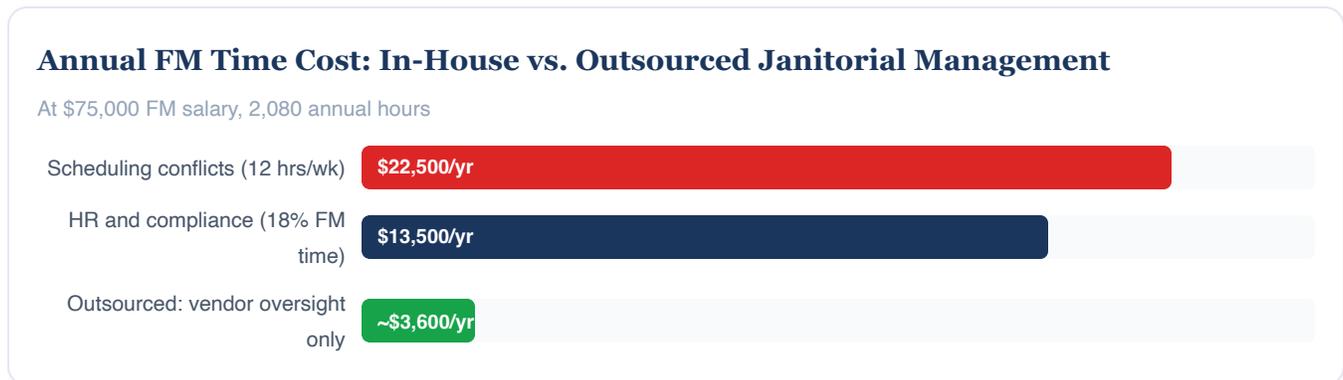
<p><b>35%</b></p> <p>OF BASE PAYROLL LOST TO ABSENTEEISM</p> <p>HR Vision Event / CDC data</p>	<p><b>\$360</b></p> <p>PER CALL-OUT EVENT AT TEMP RATES</p> <p>\$45/hr x 8 hrs, temp agency</p>	<p><b>12 hrs</b></p> <p>PER WEEK YOUR FM SPENDS ON SCHEDULING</p> <p>Janitorial Manager benchmark</p>
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## The Scheduling Tax on Your Facility Manager

One cost that never shows up on a janitorial budget line: your facility manager's time.

Facilities managers on manual scheduling systems average 12 hours per week resolving cleaning staff scheduling conflicts, per Janitorial Manager industry data. IFMA's 2023 Facilities Management Salary Survey puts 18% of FM time on cleaning staff management. BOMA's 2024 Experience Exchange Report comes in at 20 to 22% for staffed sites.

At a \$75,000 FM salary, 12 hours per week on janitorial scheduling consumes roughly \$22,500 per year in management capacity. That money isn't on the cleaning budget. It's still leaving the organization.



## Equipment: The Capital Nobody Counts as a Cleaning Cost

In-house janitorial requires capital equipment. For a 15,000 square foot facility, year-one equipment runs \$8,000 or more. For a distribution center or manufacturing plant, you're in a completely different cost tier.

EQUIPMENT	PURCHASE PRICE	USEFUL LIFE	ANNUAL DEPRECIATION
Walk-behind auto-scrubber	\$1,500 to \$5,000	5 to 7 years	\$215 to \$1,000
Ride-on auto-scrubber	\$25,000 to \$50,000	7 to 10 years	\$2,500 to \$7,143
Industrial ride-on sweeper	\$30,000 to \$80,000	7 to 10 years	\$3,000 to \$11,429
Commercial backpack vacuum	\$200 to \$500	3 to 5 years	\$40 to \$167
Carpet and hard floor extractor	\$1,000 to \$4,000	5 to 7 years	\$143 to \$800

A 100,000 square foot DC needs at minimum a ride-on auto-scrubber and probably an industrial sweeper for dock areas. That's \$55,000 to \$130,000 in capital before you've hired a single person. It sits on your balance sheet, depreciates on IRS MACRS schedules, and comes back around for maintenance and replacement on your capital plan.

An outsourced provider brings their own equipment, maintains it, and replaces it when it wears out. None of that shows up on your balance sheet.

### **Supply Purchasing: The Retail Markup You're Absorbing**

In-house programs buy supplies at retail or close to it. Professional contractors buy at wholesale, typically 30 to 50% below retail on chemicals, consumables, and paper products. Over a full year across hundreds of SKUs, that gap compounds. It's not the biggest line item in this report, but it's another cost of running in-house that never makes it onto the cleaning budget.

## SECTION 05

# The Multi-Site Multiplier

Every cost in this report gets worse the moment you add a second location. In-house doesn't scale. The overhead structure doesn't compress with size. It duplicates.

Multi-site operations are where the in-house model breaks down most visibly. The per-facility math isn't different. The problem is that management overhead doesn't spread across locations. It compounds at each one.

## What In-House Requires at Every Location

### In-House: Full Cost at Every Location

- Dedicated FTEs at each location, fully loaded
- Equipment purchase at each location, no sharing ride-ons across sites
- Site-level HR management and supervision
- Separate recruiting pipelines per market
- Management time duplicated per site
- Workers comp exposure at each location independently
- OSHA compliance documentation maintained per site

### Outsourced: One Contract, All Locations

- Single contract covering all locations in scope
- One accountability structure, one point of contact
- Equipment provided and maintained by contractor at each site
- Contractor manages their own workforce per location
- Scope adjustments handled without your HR involvement
- Consistent standards across all facilities
- Workers comp exposure is contractor's problem at every site

## The Overhead Duplication Problem

In-house programs have no management economy of scale. Two sites require roughly twice the FM investment of one. Equipment doesn't travel between cities efficiently. Recruiting is local. HR overhead is local. Supervisor structures have to be built from scratch at every location.

Outsourced providers are built to solve this problem. Their management infrastructure, HR pipelines, equipment pools, and training programs are centralized costs spread across dozens or hundreds of client accounts. Multi-site operations get that infrastructure at a per-square-foot rate that no individual in-house program can replicate. The economics are structurally in the contractor's favor.

### THREE-SITE MULTI-LOCATION COMPARISON

COST CATEGORY	IN-HOUSE (3 SITES)	OUTSOURCED (3 SITES)
Labor (FTEs per site x 3)	\$339,000 to \$415,000	Included in per-sqft contract
Equipment (full set per site)	\$165,000 to \$390,000 capex	\$0. Contractor provides.
HR and management overhead per site	\$48,000 to \$81,000/yr	Single contract interface
Workers comp exposure	Full exposure, all 3 sites	Transferred to contractor
Accountability structure	Three separate management chains	One contract, one SLA

### Flexibility In-House Cannot Provide

Production surges in manufacturing and distribution don't wait for your HR department. When output doubles for Q4 or a new contract starts, cleaning capacity needs to match. In-house means hiring, onboarding, and equipping people. Then letting them go when the surge ends. Then paying unemployment. Then starting the cycle again.

A contractor absorbs surge and contraction through their workforce bench. You adjust the contract scope, not your headcount. Same thing when a new facility opens. One call, one addendum, not a new recruiting campaign in an unfamiliar labor market.

# 40 to 60%

Cost advantage of outsourcing on variable demand, covering shift additions, call-out coverage, and production scaling. In-house requires overtime or temp agency spend for every surge event. **Outsourced handles it within the contracted rate.**

SECTION 06

# Quality and Consistency

Turnover doesn't just cost money in recruiting fees. It costs quality. Every departure means whoever fills the role is starting from zero. In-house programs have no structural fix for this. Professional contractors are built around it.

Quality in facility cleaning isn't about intention. It's about structure. Written specs, task frequency documentation, formal inspection schedules, training programs that outlast individual turnover. Most in-house programs at typical FM scale don't have the overhead budget to build that infrastructure. Professional contractors have to maintain it or they lose accounts.

## What 400% Turnover Actually Does to Quality

The janitorial industry averages 200 to 400% annual turnover. In-house, that means continuously cycling through people who don't know the building, don't know the equipment, and haven't figured out your standards yet. The cleaners who've learned the floor plan, worked out the equipment quirks, and internalized your quality expectations walk out the door with that knowledge. And it happens again.

There's no structural fix for this inside an in-house program. Better pay helps reduce turnover somewhat. But you're still operating in an industry where attrition is high by nature, and every departure resets part of what you've built.

**85%**

CLIENT SATISFACTION:  
OUTSOURCED  
ISSA 2024, quality and consistency

**65%**

CLIENT SATISFACTION: IN-HOUSE  
ISSA 2024, same criteria

**92%**

BSC CLIENTS RATE HIGHER ON  
RELIABILITY  
BSCAI 2023, 1,200+ respondents

## CIMS Certification and What It Actually Means

ISSA's Cleaning Industry Management Standard, CIMS, is the primary quality framework in professional janitorial services. CIMS-certified providers operate against documented specs, formal training programs, defined audit schedules, and systematic inspection protocols. The certification isn't self-reported. It requires third-party verification against published standards to hold it.

For multi-site operations, CIMS-certified providers bring the same standard to every facility in scope. Your Atlanta distribution center runs the same documented spec as Dallas. That kind of consistency doesn't exist in an in-house model unless you've built and funded a full internal QA program, which carries its own staffing cost and management overhead.

### **In-house quality is bounded by your worst week.**

When someone calls out and nobody covers, quality drops. When turnover hits and the replacement is still learning the building, quality drops. When your FM is buried and nobody inspects, problems surface through complaints instead of audits. A contractor with an active QA program closes those gaps by design. Their contract depends on it.

## **Inspection and Accountability**

Professional contractors use inspection software, digital sign-off systems, and regular account review meetings to document and demonstrate performance. That creates an accountability trail. When there's a quality miss, there's a documented record and a contractual mechanism for resolution. With in-house staff, the accountability structure is whatever your FM has time to enforce. In most operations, that's less than anyone wants to acknowledge.

In the 2023 CMM Benchmarking Survey, 37% of facility managers increased their outsourcing. 46% now use quality audit software for contracted services. That adoption rate reflects something the industry has largely figured out: structured accountability produces better outcomes than informal management in cleaning operations.

## SECTION 07

# The Break-Even Analysis

When does in-house actually make financial sense, and when does outsourcing win clearly? An honest read of both sides, including the scenarios where in-house is the right answer.

In industrial and distribution contexts, the math favors outsourcing at nearly every scale. But "nearly every" isn't "every." There are scenarios where in-house is the right call, and they're worth identifying clearly before running the comparison.

## When In-House Actually Wins

### GENUINE IN-HOUSE USE CASES

**Security clearance requirements.** If your facility handles classified materials, government contracts with access restrictions, or proprietary processes that genuinely prohibit outside personnel, in-house is sometimes the only viable path. It's a real but narrow use case.

**Very small, very simple, very infrequent.** Under 5,000 square feet, low complexity, infrequent cleaning needs. A small warehouse annex that needs a weekly sweep doesn't need a contract. Part-time help or a cleaning shift from an existing employee covers it.

**Dedicated custodian already in headcount.** If you have a facilities technician role that includes custodial work and that headcount is already budgeted as a facilities function, you may have already addressed this. Don't outsource something that's already handled.

## When Outsourcing Wins

For distribution centers, manufacturing plants, and multi-site light industrial operations, outsourcing wins on cost in nearly every scenario outside those three cases. Here's where the structural advantages stack up.

## Where the Cost Advantage Lives

Outsourced structural advantages vs. in-house, by category



## The Industry Is Already Voting

60.3% of commercial janitorial services are outsourced as of 2024. The U.S. janitorial market hit \$76.68 billion in 2024, projected to top \$100 billion by 2033. The primary growth driver is the ongoing shift from in-house to contracted models across commercial and industrial facilities. That shift has been running for years and it's accelerating.

In the 2023 CMM Benchmarking Survey, 37% of facility managers increased their outsourcing. Only 18% reduced it. The direction has been consistent for several years, with the sharpest movement concentrated in industrial segments.

**23%**

AVG. COST REDUCTION VS. IN-HOUSE

IFMA industry benchmarking

**30%**

HR OVERHEAD REDUCTION WHEN OUTSOURCING

ISSA 2024 Business Services Benchmark

**20%**

YEAR-ONE COST REDUCTION, DOCUMENTED CASES

Stathakis / IFMA case studies

## Run Your Own Numbers

Fill in your facility's actual numbers and run the comparison yourself.

## YOUR FACILITY: COST CALCULATOR FRAMEWORK

STEP	YOUR INPUT	CALCULATION
1. Base labor cost	Number of cleaning FTEs: _____	x \$35,921 avg. base salary
2. Fully loaded multiplier	From step 1	x 1.57 (low) or x 1.93 (high)
3. Add: equipment depreciation	Equipment value: _____	Divide by useful life (5 to 10 years)
4. Add: FM scheduling time	Hours per week on janitorial: _____	x \$36.06/hr (\$75K FM salary)
5. Add: turnover cost	Annual replacements: _____	x \$1,000 minimum direct cost
6. Total in-house cost	Sum of steps 1 through 5	
7. Outsourced comparison	Square footage: _____	x \$0.08 to \$0.18 (industrial rate)
Difference (Step 6 minus Step 7)		<b>This is what in-house is costing you.</b>

### Run the numbers. They tend to be pretty clear.

For most distribution, manufacturing, and multi-site industrial operations, this calculation produces a gap that's hard to argue with. The in-house model carries costs across every category in this report, most of them invisible on a standard budget. Outsourcing consolidates them into one predictable per-square-foot number. That predictability has real value when you're building a budget or a capital plan.



READY TO SEE WHAT YOUR FACILITY ACTUALLY COSTS?

# See the Numbers. Then Decide.

This report exists because the numbers are usually the conversation. If your fully loaded in-house cost is \$56,000 to \$69,000 per FTE and your building runs on three or four people, you already have a sense of where this goes.

Millennium Facility Services works with distribution centers, manufacturing plants, and multi-site industrial operations throughout the Southeast. We quote by square foot, by scope, by shift. Your building, your requirements, a number you can put directly into a spreadsheet next to what you're spending now.

**\$85K+**

TYPICAL ANNUAL  
SAVINGS AT 15K SQFT

**60.3%**

OF COMMERCIAL FACILITIES  
ALREADY OUTSOURCED

**23%**

AVERAGE COST REDUCTION  
VS. IN-HOUSE

## Millennium Facility Services

Austin Jones, CEO

678-848-1390

[millfac.com](http://millfac.com)

Atlanta, Georgia

Data sources: Bureau of Labor Statistics (2024 to 2025), NCCI, ISSA, IFMA, BOMA, CMM Benchmarking Survey, Kickstand Insurance, Janitorial Manager, BSCAI. All cost models reflect industry averages. Actual costs vary by facility size, location, scope, and operating requirements. Consult a licensed insurance advisor regarding workers compensation specifics for your operation.