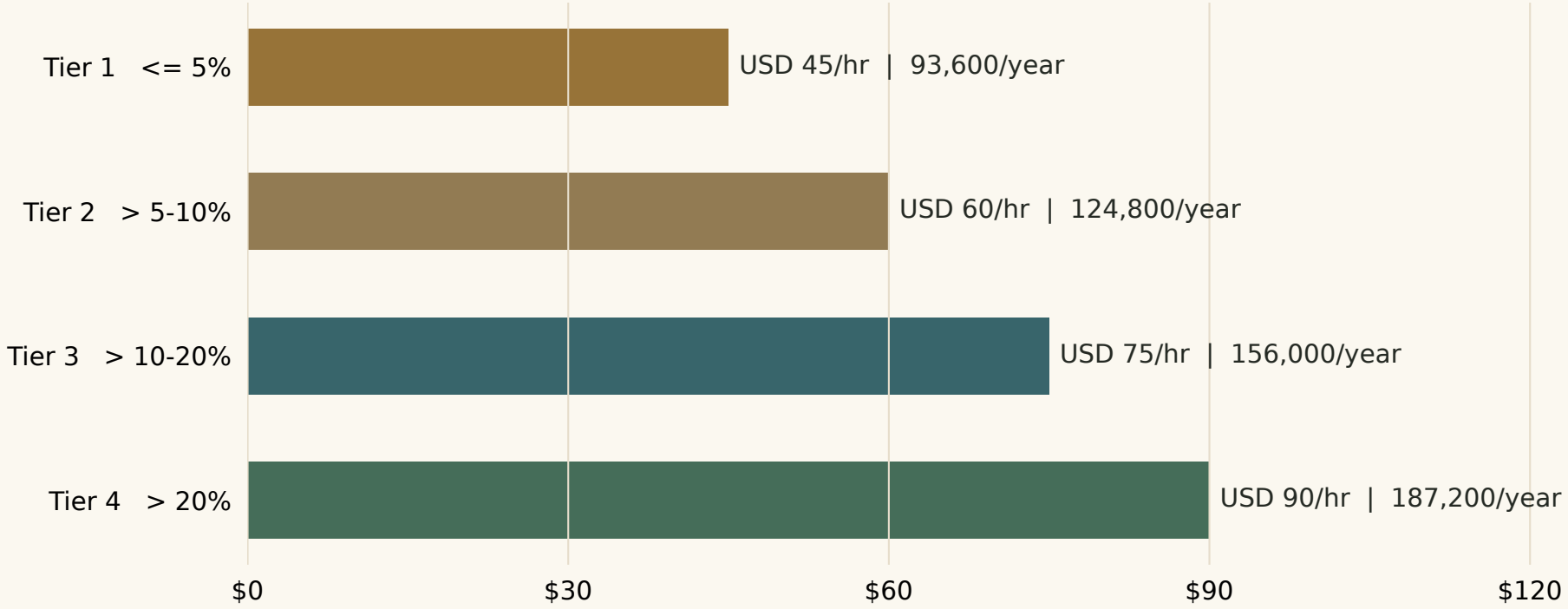
PROPOSED COMPENSATION / 3x TO 6x

Illustrative, NOT adopted law. Example assumes a local minimum wage of $15 per hour.



Tiers are a drafted policy example based on the CLIENT BUSINESS's four-year average net profit margin.

Client pays; mobile contractor passes through full worker wage. New businesses need a provisional audited tier.

Figures are gross wage only: benefits, travel, insurance, relief coverage, overhead and taxation add cost.

Benchmark: US janitors median hourly wage $17.71 (May 2025), BLS. Profit-tier breakpoints are NOT empirical.