LESC bill analyses are available on the New Mexico Legislature website (<u>www.nmlegis.gov</u>). Bill analyses are prepared by LESC staff for standing education committees of the New Mexico Legislature. LESC does not assume any responsibility for the accuracy of these reports if they are used for other purposes.

### LEGISLATIVE EDUCATION STUDY COMMITTEE BILL ANALYSIS 54th Legislature 1st Session 2010

54th Legislature, 1st Session, 2019

Bill Number HB46   Tracking Number .211454.1   Short Title Increase Minimum Wa	Sponsor Roybal Caballero
Tracking Number211454.1	Committee Referrals HCEDC/HLVMC/HJC
Short Title Increase Minimum Wag	ge
	Original Date 1/25/19
Analyst Bedeaux	Last Updated

### **BILL SUMMARY**

### Synopsis of Bill

House Bill 46 (HB46) would increase the minimum wage from \$7.50 to \$15 on January 1, 2020, and then make an annual cost-of-living adjustment in the minimum wage based on the percent increase in the consumer price index for urban consumers (CPI-U), rounded to the nearest five cents. The bill would also eliminate the separate wage for tipped employees.

## FISCAL IMPACT

HB46 does not contain an appropriation. This analysis focuses on the bill's impact on New Mexico public schools.

#### Fiscal Impact of HB46, FY20-FY22

	FY20	FY21	FY22	
Consumer Price Index Forecast (Global Insight)		2.2%	2.2%	Recurring or
Minimum Wage (on January 1 of each year)	\$15.00	\$15.35	\$15.70	Nonrecurring
New Cost to School Districts and Charter Schools (in thousands)	(\$24,748.07)	(\$27,691.49)	(\$6,023.25)	Boourring
Cumulative Cost to Public Schools compared with FY19	(\$24,748.07)	(\$52,439.56)	\$15.70 Nonrecur (\$6,023.25) Recurrin	

Source: LESC Analysis of PED Data

Based on wage data for 48,173 public school employees obtained from the Public Education Department (PED), LESC staff estimates the statewide impact of raising the minimum wage to \$15 per hour on January 1, 2020, and providing benefits at 30 percent would be \$27.7 million in FY20, recurring annually. Based on the increase to the CPI-U in FY21, as projected by Global Insight, the economic forecast used by the Legislative Finance Committee (LFC), the minimum wage would increase to \$15.35 per hour, increasing the impact to school districts by \$27.7 million. By FY22, the cost of living adjustment will be an additional \$6 million, with a total wage cost of \$58.5 million more than FY19, as summarized by the table above.

	FY20		FY21	FY22									
Certified Personnel													
Educational Assistants	\$9,378.7	38%	\$19,954.6	38%	\$22,400.9	38%							
Healthcare Personnel	\$558.0	2%	\$1,198.1	2%	\$1,365.9	2%							
Teachers	\$339.2	1%	\$697.8	1%	\$738.0	1%							
Other Certified Personnel	\$474.6	2%	\$994.1	2%	\$1,085.2	2%							
Noncertified Personnel													
Bus Driver	\$2,171.1	9%	\$4,517.3	9%	\$4,871.3	8%							
Cafeteria Worker	\$3,979.1	16%	\$8,262.4	16%	\$8,876.0	15%							
Custodian	\$539.7	2%	\$1,209.0	2%	\$1,480.9	3%							
Educational Assistant	\$2,846.9	12%	\$6,065.1	12%	\$6,815.1	12%							
Healthcare	\$91.7	0%	\$195.6	0%	\$221.1	0%							
Maintenance	\$1,291.6	5%	\$2,741.9	5%	\$3,068.4	5%							
Teacher	\$123.2	0%	\$252.8	0%	\$265.6	0%							
Other Noncertified	\$2,954.3	12%	\$6,350.9	12%	\$7,274.3	12%							
Statewide Total	\$24,748.1		\$52,439.6		\$58,462.8								

### Cumulative Statewide Cost of HB46 by Personnel Category

(thousands)

Source: LESC analysis of PED data

As shown in the table above, much of the new minimum wage would be realized by certified educational assistants, followed by noncertified employees, including noncertified educational assistants, bus drivers, and cafeteria workers.

## SUBSTANTIVE ISSUES

The Public School Code currently lists a minimum wage rate of \$6 per hour, a rate lower than the federal minimum wage of \$7.25 and the statewide minimum wage of \$7.50. School district and charter schools are currently required to pay personnel at least \$7.50 per hour. The local minimum wage provisions in the City of Albuquerque, Bernalillo County, Santa Fe County, and the city of Las Cruces are all higher than the statewide minimum wage, but only Santa Fe County, with a minimum wage of \$11.40 per hour, is higher than the \$10 per hour proposed by HB46.

According to the National Conference of State Legislatures, 30 states and the District of Columbia began 2019 with a minimum wage higher than New Mexico's \$7.50 per hour. New Mexico's minimum wage is significantly lower than some nearby states. In Colorado, the minimum wage for 2019 is \$11.10 per hour, increasing to \$12 on January 1, 2020. In Arizona, the minimum wage is \$11 per hour, increasing to \$12 on January 1, 2020. In Oregon, the minimum wage is \$10.75, increasing to \$11.25 in FY20. Texas' minimum wage is the federal \$7.25 minimum wage, although some local counties and cities have implemented a higher minimum wage. No state, however, has a \$15 minimum wage, though Massachusetts will have one beginning July 1, 2020, and California on January 1, 2022.

# ADMINISTRATIVE IMPLICATIONS

HB46 does not allocate state funds for increased compensation in school districts and statechartered charter schools. Given that the public school funding formula does not include a mechanism to provide for wage increases, HB46 places a financial burden on school districts, which would have to spend operational funds to offset the cost of increased wages. The changes

## HB46 – Page 3

made in HB46 are not an element of LFC's recommended budget for FY20, nor are they included in compensation changes in SB1.

# **OTHER SIGNIFICANT ISSUES**

In FY19, the Legislature appropriated \$31.3 million to increase teacher compensation by an average of 2.5 percent. The LFC recommendation for FY20 includes \$71.1 million to increase teacher compensation by an average of 5.5 percent, and the executive recommendation includes \$77.8 million to increase teacher compensation by an average of 6 percent.

In FY19, the Legislature appropriated \$12.2 million to increase salaries for other school personnel by an average of 2 percent. The LFC recommendation for FY20 includes \$25.5 million to increase other school personnel compensation by an average of 4 percent. The executive recommendation for FY20 includes \$6 million to increase the minimum wage for all school personnel to \$12 per hour, and an additional \$37.7 million to increase compensation for other school personnel by an average of 6 percent.

Data for this analysis was obtained from PED and used under the following assumptions:

- 1. Records that were entered with a full time equivalency (FTE) or salary equal to zero were excluded.
- 2. Records for athletic coaches were excluded.
- 3. The hourly wage of a salaried employee is equal to salary divided by the number of hours worked per year.
- 4. Per PED staff analysis, employees entered as business office administrators, maintenance employees, or data personnel were considered to have worked a full-year schedule, or 2080 hours per year. Other employees were considered to have worked on an abbreviated schedule, 7 hours per day for 183 days, or 1281 hours per year.
- 5. Holding all above assumptions, if an employee was calculated as making less than the minimum wage, it was assumed that employee was making exactly the minimum wage for fewer total hours. This assumption affected 342 of the 42,173 employees (less than 1 percent) in the dataset.

# **RELATED BILLS**

Related to HB31, Phased-In Minimum Wage Increase, which would increase the minimum wage from \$7.50 to \$10 in FY20, \$11 in FY21, \$12 in FY22, and then make an annual adjustment in the minimum wage based on the percent increase in the consumer price index for urban consumers (CPI-U), rounded to the nearest five cents.

Related to SB1, Public Education Changes, which would amend the School Personnel Act to increase minimum salaries for teachers, level 3-A counselors, principals, and assistant principals.

Related to various appropriations in the LFC and executive budget recommendations to increase compensation for teachers, principals, and other school personnel.

## SOURCES OF INFORMATION

• LESC Files

# Cumulative Statewide Impact of HB46 to School Districts and Charter Schools

(thousands)

	New	Minimum Wage:		\$15.00		\$15.35		\$15.70	
School District or Charter School		FY19 Wages		FY20 Increase		FY21 Cumulative Increase		FY22 Cumulative Increase	
Public School Districts									
ALAMOGORDO	\$	29,306.8	\$	541.6	\$	1,139.3	\$	1,256.0	
ALBUQUERQUE	\$	510,930.2	\$	4,460.6	\$	9.614.2	\$	11,023.3	
ANIMAS	\$	2,145.9	\$	18.6	\$	39.4	↓ \$	43.8	
ARTESIA	\$	22,757.1	\$	199.5	\$	419.2	↓ \$	460.9	
AZTEC	\$	15,320.8	\$	362.0	\$	754.3	↓ \$	816.9	
BELEN	\$	23,514.1	↓ \$	189.4	↓ \$	396.2	↓ \$	433.4	
BERNALILLO	\$	19,119.3	\$	361.2	\$	764.3	≎ \$	849.8	
BLOOMFIELD	\$	16,169.9	↓ \$	472.9	↓ \$	990.0	↓ \$	1,078.8	
CAPITAN	\$	4,554.1	↓ \$	126.0	↓ \$	260.9	↓ \$	278.8	
CARLSBAD	\$	49,676.7	↓ \$	802.3	↓ \$	1,666.9	↓ \$	1,792.2	
CARRIZOZO	\$	2,494.0	↓ \$	18.0	↓ \$	38.6	÷ \$	43.6	
CENTRAL CONS.	\$	36,347.2	φ \$	397.8	↓ \$	843.3	÷ \$	945.8	
CHAMA	\$ \$	2,679.5	э \$	10.8	⊅ \$	24.4	э \$	945.c 30.1	
	\$	5,082.7	φ \$	42.7	₽ \$	89.5	۹ \$	97.8	
CLAYTON	\$	4,339.2	∳	57.2	₽ \$	119.7	۹ \$	130.5	
CLOUDCROFT	\$	2,849.0	φ \$	41.7	₽ \$	88.4	۹ \$	130.0	
CLOVIS	\$	40,723.0	φ \$	665.7	♀ \$	1,413.4	۹ \$	1,579.9	
COBRE CONS.	\$	8,637.7	∳	203.7	₽ \$	426.0	۹ \$	463.5	
CORONA	\$ \$	1,582.7	э \$	203.7	⊅ \$	426.0 56.2	э \$	463.0	
CUBA	\$	4.890.6	⊅ \$	20.7	⊅ \$	54.3	э \$	66.3	
DEMING	\$ \$	32,552.0	э \$	798.4	⊅ \$	1.691.6	э \$	1,884.6	
DES MOINES	\$ \$	,	э \$	198.4	⊅ \$	,	э \$	43.6	
DEXTER	\$	1,351.2	э \$	100.3	⊅ \$	38.4	э \$	232.5	
		,							
DORA	\$	2,476.0	\$	54.7	\$	114.9	\$	126.1	
	\$	5,442.7	\$	20.5	\$	44.2	\$	50.8 78.2	
	\$	1,544.2	\$	35.2	\$ \$	72.9	\$ \$		
	\$ \$	20,526.3	\$	343.6	⊅ \$	720.5	э \$	787.9	
ESTANCIA	\$ \$	4,201.0	\$ \$	72.1	⊅ \$	152.8 186.6	э \$	209.4	
	\$ \$	4,667.7	⊅ \$		-				
FARMINGTON FLOYD	\$ \$	56,069.0 3,066.2	э \$	793.8	\$ \$	1,673.4 86.5	\$ \$	1,850.0 94.9	
T SUMNER	\$ \$	3,066.2	⊅ \$	41.1	⊅ \$	87.4	э \$	94.8	
GADSDEN	\$	,	⊅ \$	1,482.9		-			
GALLUP	\$	76,021.5 70,474.3	⊅ \$	848.6	⊅ \$	3,119.3 1,820.6	э \$	3,433.8	
GRADY	\$	2,150.8	φ \$	54.2	₽ \$	1,820.8	۹ \$	2,073.7	
GRANTS	\$	2,130.8	φ \$	493.0	₽ \$	1,045.3	۹ \$	1,166.6	
HAGERMAN	\$	22,830.3	φ \$	493.0 52.1	₽ \$	109.9	۹ \$	1,100.0	
HATCH	\$	6,784.1	φ \$	106.5	₽ \$	225.2	۹ \$	249.7	
HOBBS	\$	52,489.7	↓ \$	750.0	↓ \$	1,586.5	≎ \$	1,762.6	
HONDO	\$	1,324.5	φ \$	37.4	↓ \$	77.0	÷ \$	81.6	
HOUSE	\$ \$	1,324.5	⊅ \$	37.4	⊅ \$	77.0	э \$	81.6	
IAL	<del>۵</del> \$	3,264.2	⊅ \$	56.3	⊅ \$	118.7	э \$	131.1	
IEMEZ MOUNTAIN	\$ \$	2,827.6	э \$	22.5	⊅ \$	48.1	э \$	54.3	
IEMEZ MOUNTAIN	\$ \$	3,630.2	⊅ \$	41.6	⊅ \$	48.1 87.6	э \$	97.0	
LAKE ARTHUR	\$		ծ \$	41.6	ծ \$	87.6	Դ \$	20.3	
	\$	1,661.8	\$ \$		-		Դ \$		
LAS CRUCES LAS VEGAS CITY		130,258.3		1,689.7	\$ ¢	3,598.7		4,041.6	
	\$	10,424.4	\$ ¢	139.5	\$ ¢	292.8	\$ ¢	320.4	
	\$	3,596.9	\$	31.1	\$	66.5	\$	75.3	
_ORDSBURG	\$	4,170.7	\$	58.5	\$	125.3	\$	142.3	

### ATTACHMENT 1

	ivew	Minimum Wage:		\$15.00		\$15.35		\$15.70
School District or Charter School	F	Y19 Wages	Fì	/20 Increase	FY2	21 Cumulative Increase		2 Cumulative Increase
LOS LUNAS	\$	43,374.1	\$	909.7	\$	1,906.6	\$	2,082.4
LOVING	\$	4,425.3	\$	24.2	\$	50.8	\$	55.6
LOVINGTON	\$	19,920.2	\$	179.1	\$	382.7	\$	432.5
MAGDALENA	\$	3,998.4	\$	84.2	\$	176.8	\$	193.7
MAXWELL	\$	1,939.5	\$	22.4	\$	47.0	\$	51.8
MELROSE	\$	2,988.0	\$	89.0	\$	183.0	\$	192.9
MESA VISTA	\$	2,211.3	\$	24.4	\$	51.2	\$	55.9
MORA	\$	1,946.9	\$	-	\$	-	\$	-
MORIARTY-EDGEWOOD	\$	16,536.5	\$	457.2	\$	955.6	\$	1,038.0
MOSQUERO	\$	679.6	\$	10.2	\$	21.0	\$	22.1
MOUNTAINAIR	\$	1,901.3	\$	21.3	\$	45.9	\$	52.6
PECOS	\$	4,033.8	\$	43.3	\$	91.8	\$	102.3
PENASCO	\$	5,618.8	\$	240.1	\$	498.6	\$	535.3
POJOAQUE	\$	11,158.4	\$	118.1	\$	251.5	\$	283.8
PORTALES	\$	15,478.1	\$	219.5	\$	463.3	\$	512.9
QUEMADO	\$	2,014.0	\$	49.9	\$	104.2	\$	113.0
QUESTA	\$	5,293.2	\$	75.8	\$	160.3	\$	178.0
RATON	\$	5,234.0	\$	138.3	\$	288.6	\$	312.6
RESERVE	\$	1,987.9	\$	16.7	\$	36.1	\$	41.3
RIO RANCHO	\$	81,499.2	\$	1,416.6	\$	2,978.0	\$	3,270.7
ROSWELL	\$	49,308.3	\$	406.8	\$	863.8	\$	964.6
ROY	\$	872.7	\$	6.0	\$	13.1	\$	15.2
RUIDOSO	\$	9,981.5	\$	129.3	\$	273.7	\$	303.8
SAN JON	\$	2,072.1	\$	30.6	\$	64.8	\$	71.9
SANTA FE	\$	76,947.6	\$	575.7	\$	1,231.0	\$	1,419.2
SANTA ROSA	\$	6,093.3	\$	99.9	\$	210.8	\$	232.9
SILVER CITY	\$	17,242.9	\$	157.6	\$	334.6	\$	375.4
SOCORRO	\$	9,884.5	\$	219.3	\$	462.0	\$	510.4
SPRINGER	\$	2,352.9	\$	33.8	\$	70.6	\$	77.2
TAOS	\$	15,971.2	\$	191.8	\$	409.2	\$	461.4
TATUM	\$	5,017.9	\$	60.7	\$	127.9	\$	140.8
TEXICO	\$	4,885.3	\$	38.3	\$	81.6	\$	92.2
TRUTH OR CONS.	\$	8,553.2	\$	48.9	\$	105.2	\$	120.6
TUCUMCARI	\$	6,064.2	\$	65.9	\$	140.9	\$	160.1
TULAROSA	\$	6,808.1	\$	96.4	\$	204.6		229.0
VAUGHN	\$	1,322.6	\$	73.3	\$	150.5	\$	158.3
WAGON MOUND	\$	1,905.7	\$	62.3	\$	130.0		140.7
WEST LAS VEGAS	\$	9,442.0	\$	124.1	\$	263.0		294.0
ZUNI	\$	10,182.8	\$	103.1	\$	221.0	\$	251.2
State-Chartered Charter Schools	Ť		, ·				, ·	
ABQ SCHOOL OF EXCELLENCE	\$	1,563.7	\$	5.7	\$	12.4	\$	14.1
ABQ SIGN LANGUAGE ACADEMY	\$	2,107.1	\$	12.9	\$	29.3		36.2
ACADEMY OF TRADES AND TECH	\$	866.5	\$	2.7	\$	5.8		6.4
ACE LEADERSHIP HIGH SCHOOL	\$	1,812.7	\$	-	\$	-	\$	-
ALBUQUERQUE INSTITUTE OF MATH & SCIENCE	\$	1,627.5	\$	-	¢ \$	-	↓ \$	-
ALDO LEOPOLD CHARTER	\$	1,546.0	↓ \$	6.2	↓ \$	12.6	↓ \$	13.2
ALMA D'ARTE CHARTER	\$	1,106.7	\$	2.7	≎ \$	5.8	<u> </u>	6.4
AMY BIEHL CHARTER HIGH SCHOOL	\$ \$	2,711.7	↓ \$	0.7	↓ \$	1.8		2.4
ANTHONY CHARTER SCHOOL	⇒ \$	555.9	₽ \$	4.9	<del>۹</del>	1.8		12.0
CARINOS DE LOS NINOS	\$ \$	901.5	₽ \$	4.3	Գ \$	10.4	₽ \$	12.0
CESAR CHAVEZ COMMUNITY SCHOOL	\$ \$	1,362.2	⊅ \$	37.1	⊅ \$	76.6		- 81.4
CORAL COMMUNITY CHARTER								
COTAL COMMUNITY CHARTER COTTONWOOD CLASSICAL PREP	\$ \$	1,420.1 3,363.1	\$ \$	6.6 0.0	\$ \$	15.1 0.3		19.0 0.9

### ATTACHMENT 1

	School District or Charter School		New Minimum Wage:		\$15.00 FY20 Increase		\$15.35 FY21 Cumulative Increase		\$15.70 FY22 Cumulative Increase	
03	DEAP	\$	299.6	\$	4.6	\$	9.4	\$	10.0	1
04	DREAM DINE	\$	185.0	\$	1.6	\$	3.7	\$	4.9	1
05	ESTANCIA VALLEY CLASSICAL ACADEMY	\$	1,809.0	\$	20.7	\$	44.5	\$	50.8	1
06	EXPLORE ACADEMY	\$	1,480.5	\$	8.2	\$	17.3	\$	19.1	1
07	GILBERT L SENA CHARTER HS	\$	1,446.4	\$	23.8	\$	49.0	\$	51.8	1
08	HEALTH LEADERSHIP HIGH SCHOOL	\$	1,590.7	\$	2.7	\$	5.8	\$	6.4	1
09	HORIZON ACADEMY WEST	\$	1,942.2	\$	14.1	\$	30.0	\$	33.5	1
10	J PAUL TAYLOR ACADEMY	\$	1,111.1	\$	6.5	\$	14.1	\$	16.4	1
11	LA ACADEMIA DOLORES HUERTA	\$	717.3	\$	4.9	\$	10.8	\$	13.1	1
12	LA PROMESA EARLY LEARNING	\$	1,567.6	\$	9.1	\$	20.2	\$	25.1	1
13	LA TIERRA MONTESSORI SCHOOL	\$	608.6	\$	1.1	\$	2.9	\$	4.0	1
14	LAS MONTANAS CHARTER	\$	980.9	\$	11.2	\$	23.2	\$	25.0	1
15	MCCURDY CHARTER SCHOOL	\$	1,556.0	\$	10.2	\$	22.0	\$	25.3	1
16	MEDIA ARTS COLLABORATIVE CHARTER	\$	1,723.4	\$	-	\$	-	\$	-	1
17	MISSION ACHIEVEMENT AND SUCCESS	\$	3,896.5	\$	2.0	\$	4.5	\$	5.4	1
18	MONTE DEL SOL CHARTER	\$	2,093.9	\$	4.3	\$	8.8	\$	9.3	1
19	MONTESSORI ELEMENTARY SCHOOL	\$	1,622.4	\$	31.5	\$	67.6	\$	77.0	1
20	NEW AMERICA SCHOOL	\$	1,435.3	\$	-	\$	-	\$	-	
21	NEW AMERICA SCHOOL - LAS CRUCES	\$	1,090.7	\$	24.7	\$	51.1	\$	54.3	
22	NEW MEXICO CONNECTIONS ACADEMY	\$	3,119.7	\$	-	\$	-	\$	-	
23	NM SCHOOL FOR ARTS	\$	1,549.0	\$	5.9	\$	12.0	\$	12.6	
24	NORTH VALLEY CHARTER	\$	2,011.0	\$	4.0	\$	8.6	\$	9.7	
25	RED RIVER VALLEY CHARTER SCHOOL	\$	522.0	\$	-	\$	0.1	\$	0.4	
26	ROOTS AND WINGS COMMUNITY	\$	343.2	\$	6.3	\$	13.7	\$	16.0	
27	SANDOVAL ACADEMY OF BILINGUAL EDUCATION	\$	344.2	\$	0.7	\$	1.6	\$	2.2	
	SCHOOL OF DREAMS ACADEMY	\$	2,850.1	\$	7.7	\$	17.6	\$	22.0	
	SIX DIRECTIONS INDIGENOUS SCHOOL	\$	457.1	\$	22.5	\$	46.4	\$	49.0	
	SOUTH VALLEY PREP	\$	1,075.8	\$	11.1	\$	23.1	\$	24.9	
	SOUTHWEST PREPARATORY LEARNING CENTER	\$	755.1	\$	3.2	\$	7.3	\$	9.3	1
	SOUTHWEST SECONDARY LEARNING CENTER	\$	1,407.8	\$	1.4	\$	3.4	\$	4.5	
	STUDENT ATHLETE HEADQUARTERS (SAHQ)	\$	381.3	\$	6.0	\$	12.9	\$	14.5	
	SW AERONAUTICS MATHEMATICS AND SCIENCE	\$	1,220.4	\$	2.9	\$	6.5	\$	7.6	
	TAOS ACADEMY	\$	2,358.8	\$	4.5	\$	9.2	\$	9.6	
	TAOS NOTEGRATED SCHOOL OF THE ARTS	\$	795.2	↓ \$	0.1		1.4		3.9	-
	TAOS INTERNATIONAL SCHOOL	\$	934.6	↓ \$	0.1	↓ \$	0.8	↓ \$		-
	TECHNOLOGY LEADERSHIP	\$	1,252.4	↓ \$	-	↓ \$	-	↓ \$	-	
	THE ASK ACADEMY	\$	3,525.2	÷ \$	8.9	÷ \$	18.9	≎ \$		
	THE GREAT ACADEMY	\$	863.9	÷ \$	91.0	÷ \$	186.2	÷ \$		1
	THE MASTER PROGRAM	⊅ \$	1,141.4	э \$	91.0	э \$	-	э \$	- 194.7	1
	TIERRA ADENTRO	\$	1,141.4	<del>۹</del>	2.1	<del>۹</del>	5.0	۹ \$		
	TIERRA ADENTRO	⊅ \$	1,044.1	э \$	2.1	э \$		э \$	4.2	-
	TURQUOISE TRAIL CHARTER SCHOOL	۵ ۲	1,075.3	⊅ \$	13.3	э \$	3.6 28.3	э \$	4.2	-
		⊅ \$		э \$		э \$	20.3	э \$		
+D	WALATOWA CHARTER HIGH	φ	555.0 <b>1,922,159.7</b>	⊅ \$	11.6 <b>24,748.1</b>	⊅ \$	52,439.6	φ	20.7	-