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**LEGISLATIVE EDUCATION STUDY COMMITTEE**  
**BILL ANALYSIS**  
**53rd Legislature, 1st Session, 2017**

**Bill Number** HB27 **Sponsor** Roybal Caballero  
**Tracking Number** .204372.1 **Committee Referrals** HBIC/HJC  
**Short Title** Increase Minimum Wage  
**Analyst** Bedeaux **Original Date** 3/1/17  
**Last Updated** \_\_\_\_\_

**BILL SUMMARY**

Synopsis of Bill

House Bill 27 (HB27) raises the statewide minimum wage to \$15 per hour on January 1, 2018. On January 1, 2019, the minimum wage will be increased by a cost-of-living adjustment equal to the increase in percentage of the U.S. Department of Labor Bureau of Labor Statistics Consumer Price Index for All Urban Consumers (CPI-U) rounded to the nearest five cents. The bill removes the state exemption for tipped employees, who would make the same minimum wage as all other employees.

**FISCAL IMPACT**

HB27 does not contain an appropriation. This analysis focuses on the fiscal impact to New Mexico public school districts and state-chartered charter schools.

For the first half of FY17, the minimum wage would be \$7.50, and for the second half when HB27 would come into effect, the minimum wage would be \$15. A forecast by Global Insight, the forecasting agency used by the Legislative Finance Committee (LFC), projects the CPI-U to increase by 2.2 percent in FY18, 2.3 percent in FY19, 2.6 percent in FY20, and 2.7 percent in FY21. The chart below projects HB27's minimum wage over the next few years using LFC's CPI-U forecast.

**HB27 Minimum Wage Projections Based on CPI-U, 2018-2021**

Fiscal Year	FY17	FY18		FY19		FY20		FY21	
	2nd Half	1st Half	2nd Half						
CPI-U (Forecast)	2.0%	2.2%		2.3%		2.6%		2.7%	
Minimum Wage	\$7.50	\$15.00	\$15.35		\$15.70		\$16.10		\$16.55
Tipped Employees	\$2.13	\$15.00	\$15.35		\$15.70		\$16.10		\$16.55
Tax Year	1st Half	2nd Half	1st Half						
	2017		2018		2019		2020		2021

Source: LFC and Global Insight

The total projected impact to school districts and state-chartered charter schools over the next three fiscal years would be \$289.6 million, summarized in the table below. The fiscal impact to each school district and charter school is detailed in the attachment.

There are 6,957 school district and state-chartered charter school employees that have an hourly rate below \$15 per hour. Bringing those employees to a \$15 minimum wage for the second half of FY18 and providing benefits at 30 percent of salary would have a statewide cost of \$31.9 million, an increase of 2.3 percent from FY16. Educational assistants make up 74 percent of the new wages at a \$15 minimum wage.

Statewide Impact of HB27 on Public Schools (in millions)					Percent of New Wages in Personnel Categories			
	FY16	FY18	FY19	FY20		\$15.00	\$15.35	\$15.70
Cost of Wages	\$ 1,370.22	\$ 1,402.12	\$ 1,433.09	\$ 1,438.34	Educational Assistants	74%	73%	73%
New Wages (from prev. year)		\$ 31.90	\$ 30.96	\$ 5.25	Healthcare	6%	6%	6%
% Increase (from FY16)		2.33%	4.59%	4.97%	Non-Certified Personnel	14%	14%	14%
General Fund Expense		\$ 31.90	\$ 62.87	\$ 68.12	Related Service Personnel	1%	1%	1%
					Teachers	5%	5%	6%
					N. of Employees Affected	6,957	7,100	7,349
<b>Three-Year Cost of HB27</b>				<b>\$162.89</b>				

Source: LESC files

Source: LESC files

As the minimum wage increases, more employees would fall below the \$15 cutoff. For the first half of FY19, the minimum wage would be \$15, increasing to \$15.35 in the second half. The result would be 7,100 affected employees, and a net cost of \$62.9 million (a 4.5 percent increase) to school districts and charter schools. The new wages affect close to the same population of school personnel at \$15.35.

In the first half of FY20, the minimum wage would remain at \$15.35, to increase to \$15.70 in the second half of the fiscal year. This would include 7,349 employees, increasing wages and benefits by that year to a total cost to public schools of \$68.1 million in FY20. There is no significant difference in the population of affected employees at a \$15.70 minimum wage.

HB27 does not allocate state funds for increased compensation in school districts and state-chartered charter schools. Given that the public school funding formula does not include a provision for wage increases, it is unclear how school districts would be able to afford increasing the minimum wage.

**SUBSTANTIVE ISSUES**

Due to declining oil and gas revenues, New Mexico is currently in a budget shortfall. The shortfall has prompted lawmakers to make ongoing cuts to public education, which represents the largest portion of the state’s budget. HB27 would require school districts and charter schools to pay their employees more, even when their resources are undergoing reductions.

The current statewide minimum wage is lower than the local minimum wage in Bernalillo County, Santa Fe County, and the city of Las Cruces. The \$15 minimum wage is higher than the minimum wage in all of these areas. Santa Fe County’s minimum wage is adjusted for the cost of living, but is currently about \$5 less than HB27’s minimum wage.

A study by the National Conference of State Legislatures (NCSL) confirms that 31 states currently have a statewide minimum wage higher than \$7.50. A ballot initiative in Colorado

increased the minimum wage to \$9.30 on January 1, 2017, with steady increases to \$12 in 2020. After that, the minimum wage will be increased annually for the cost of living. A ballot initiative in Arizona raised the minimum wage to \$10 on January 1, 2017. The local minimum wage in Flagstaff, AZ was raised to \$15 per hour. Texas' minimum wage mirrors the federal \$7.25 figure, although local counties and cities may have a higher minimum wage.

State Personnel Office (SPO) analysis for HB27 notes that raising the minimum wage without also raising the wages and salaries of other workers can result in a climate of pay compression. Pay compression occurs when there is little difference in the salaries of new employees and experienced employees. Imagine a minimum wage employee hired two years ago, who started at an hourly rate of \$7.50, but steadily climbed to a rate of \$15. If HB27 were to pass, this employee would make exactly as much as a brand new hire on January 1, 2018. The financial impact to school districts and charter schools will be exacerbated if they receive pressure to maintain significant differences in job salary based on education level, qualifications, skills, and performance.

### **ADMINISTRATIVE IMPLICATIONS**

Each year, the Department of Workforce Solutions (DWS) would be responsible for determining the cost-of-living increase using the CPI-U from August of the previous year to August of the current year. The department would be required to publish the cost-of-living increase no later than the end of September. The CPI-U is published by the U.S. Department of Labor Bureau of Labor Statistics. The minimum wage would not be decreased as a result of a decrease in the CPI-U.

### **OTHER SIGNIFICANT ISSUES**

Data for this analysis was obtained from the Public Education Department (PED). The data was disorganized, likely because of differences in data entry techniques across schools and school districts. PED provided guidance on assumptions that affect the hourly wage of employees. For instance, many school districts employ educational assistants on abbreviated contracts that total about 1,280 hours per year instead of the traditional 2,080. The following assumptions were made when calculating the totals listed on the attachment in order to reach a reasonable result.

**Assumption 1: Exclusions.** Records that were entered with either a full time equivalency (FTE) or a salary equal to 0 were excluded. This is a subgroup that includes many district contractors. Employees with the position "athletic coach" were also excluded, as their salaries often supplement the income of currently employed teachers, and contained both inordinately high and low salaries. Calculations were made on the remaining 34,755 of 43,612 records.

**Assumption 2: Contract Hours.** The hourly wage of a salaried employee is equal to the employee's salary divided by the number of hours worked per year. For some employees, one FTE is equal to 2,080 hours of work. PED estimates that some other employees work on abbreviated school year contracts, where one FTE is equal to about 1,280 hours. Employees who were entered as instructional assistants or non-certified employees were considered to be on abbreviated contracts. PED noted exceptions to this rule; non-certified staff like business office administrators and maintenance employees often work on 2,080 hour contracts.

**Assumption 3: FTE Errors.** If employees still did not make the \$7.50 minimum wage threshold on an abbreviated contract, this was considered to be an FTE entry error. These

employees were considered to be at exactly minimum wage at an even smaller number of hours. This subgroup included 84 records.

## **RELATED BILLS**

Conflicts with several house and senate bills that increase the minimum wage:

- HB67/aHLEDC, Increase Minimum Wage, increases the minimum wage to \$8.40 per hour, plus about a dollar per year for the following two years, and then a cost-of-living increase in subsequent years;
- HB442, Minimum Wage & Wage Related Conduct, increases the minimum wage to \$9.25 and prevents local governments from regulating private sector schedules;
- SB36/aSPAC, Raise Minimum Wage, increases the minimum wage to \$8.45 per hour, adjusted by the cost of living in subsequent years;
- SB321, Raise Minimum Wage, increases the minimum wage to \$8.75 per hour; and
- SB386, Raise Minimum Wage & Allow Trainee Wage, which increases the minimum wage to \$9.00 per hour, or \$8.00 for trainee employees during a 60-day period.

Related to HB134, School Personnel Minimum Salaries, which increases the minimum hourly wage of non-certified school personnel to \$15 per hour.

Related to SB458, Salary Increases, which allocates funding to raise the salaries of state employees and public school personnel by 3 percent.

## **SOURCES OF INFORMATION**

- LESC Files
- LFC
- PED
- SPO Analysis
- NCSL

**TCB/rab**

HB27 Projected Impact on School District and State-Chartered Charter School Wages

ATTACHMENT

School District or Charter School	FY16 Wages	FY18 - \$7.50 increasing to \$15.00			FY19 - \$15.00 increasing to \$15.35			FY20 - \$15.35 increasing to \$15.70		
		Minimum Wage Employee Cost with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	Minimum Wage Employee Cost with Benefits (at 30%)	Projected Total Wages	% inc. from FY18	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from prev.
1 ABQ SCHOOL OF EXCELLENCE	\$ 972,583	\$ 9,481	\$ 982,063	1.0%	\$ 19,836	\$ 992,419	2.0%	\$ 21,585	\$ 994,167	2.2%
2 ABQ SIGN LANGUAGE ACADEMY	\$ 960,581	\$ 20,568	\$ 981,149	2.1%	\$ 43,831	\$ 1,004,412	4.6%	\$ 49,221	\$ 1,009,802	5.1%
3 ACADEMY OF TRADES AND TECH	\$ 641,040	\$ -	\$ 641,040		\$ -	\$ 641,040		\$ -	\$ 641,040	
4 ACE LEADERSHIP HIGH SCHOOL	\$ 954,511	\$ -	\$ 954,511		\$ -	\$ 954,511		\$ -	\$ 954,511	
5 ALAMOGORDO	\$ 22,739,935	\$ 472,513	\$ 23,212,448	2.1%	\$ 982,535	\$ 23,722,470	4.3%	\$ 1,058,016	\$ 23,797,951	4.7%
6 ALBUQUERQUE	\$ 384,633,911	\$ 9,975,466	\$ 394,609,377	2.6%	\$ 20,828,490	\$ 405,462,401	5.4%	\$ 22,598,145	\$ 407,232,056	5.9%
7 ALBUQUERQUE INSTITUTE OF MATH & SCIENCE	\$ 756,047	\$ -	\$ 756,047		\$ -	\$ 756,047		\$ 426	\$ 756,473	0.1%
8 ALDO LEOPOLD CHARTER	\$ 499,956	\$ 16,775	\$ 516,731	3.4%	\$ 34,670	\$ 534,626	6.9%	\$ 36,909	\$ 536,865	7.4%
9 ALMA D'ARTE CHARTER	\$ 636,050	\$ -	\$ 636,050		\$ -	\$ 636,050		\$ -	\$ 636,050	
10 AMY BIEHL CHARTER HIGH SCHOOL	\$ 2,228,753	\$ 6,117	\$ 2,234,870	0.3%	\$ 12,708	\$ 2,241,461	0.6%	\$ 13,654	\$ 2,242,407	0.6%
11 ANIMAS	\$ 876,122	\$ 47,528	\$ 923,651	5.4%	\$ 97,713	\$ 973,836	11.2%	\$ 103,027	\$ 979,150	11.8%
12 ANTHONY CHARTER SCHOOL	\$ 350,139	\$ -	\$ 350,139		\$ -	\$ 350,139		\$ -	\$ 350,139	
13 ARTESIA	\$ 15,415,943	\$ 229,000	\$ 15,644,943	1.5%	\$ 477,433	\$ 15,893,376	3.1%	\$ 516,855	\$ 15,932,798	3.4%
14 AZTEC	\$ 12,268,201	\$ 302,531	\$ 12,570,732	2.5%	\$ 629,414	\$ 12,897,615	5.1%	\$ 678,263	\$ 12,946,464	5.5%
15 BELEN	\$ 15,754,827	\$ 211,452	\$ 15,966,279	1.3%	\$ 447,256	\$ 16,202,083	2.8%	\$ 497,210	\$ 16,252,037	3.2%
16 BERNALILLO	\$ 15,118,642	\$ 292,306	\$ 15,410,948	1.9%	\$ 608,584	\$ 15,727,226	4.0%	\$ 657,560	\$ 15,776,202	4.3%
17 BLOOMFIELD	\$ 11,163,574	\$ 326,092	\$ 11,489,666	2.9%	\$ 678,044	\$ 11,841,618	6.1%	\$ 729,762	\$ 11,893,336	6.5%
18 CAPITAN	\$ 2,662,260	\$ 27,500	\$ 2,689,760	1.0%	\$ 57,972	\$ 2,720,232	2.2%	\$ 63,917	\$ 2,726,177	2.4%
19 CARLSBAD	\$ 19,716,498	\$ 355,419	\$ 20,071,917	1.8%	\$ 743,230	\$ 20,459,728	3.8%	\$ 808,635	\$ 20,525,133	4.1%
20 CARRIZOZO	\$ 1,697,352	\$ 1,599	\$ 1,698,951	0.1%	\$ 3,489	\$ 1,700,841	0.2%	\$ 4,499	\$ 1,701,851	0.3%
21 CENTRAL CONS.	\$ 22,710,675	\$ 443,899	\$ 23,154,574	2.0%	\$ 925,568	\$ 23,636,243	4.1%	\$ 1,003,767	\$ 23,714,442	4.4%
22 CESAR CHAVEZ COMMUNITY SCHOOL	\$ 867,664	\$ 4,000	\$ 871,664	0.5%	\$ 8,841	\$ 876,505	1.0%	\$ 10,521	\$ 878,185	1.2%
23 CHAMA	\$ 2,410,705	\$ 21,688	\$ 2,432,393	0.9%	\$ 45,560	\$ 2,456,265	1.9%	\$ 50,353	\$ 2,461,058	2.1%
24 CIEN AGUAS INTERNATIONAL SCHOOL	\$ 1,367,211	\$ 20,372	\$ 1,387,583	1.5%	\$ 42,855	\$ 1,410,066	3.1%	\$ 47,080	\$ 1,414,291	3.4%
25 CIMARRON	\$ 3,206,076	\$ 13,792	\$ 3,219,868	0.4%	\$ 29,643	\$ 3,235,719	0.9%	\$ 34,184	\$ 3,240,260	1.1%
26 CLAYTON	\$ 3,002,322	\$ 57,451	\$ 3,059,773	1.9%	\$ 119,452	\$ 3,121,774	4.0%	\$ 128,552	\$ 3,130,874	4.3%
27 CLOUDCROFT	\$ 1,846,291	\$ 27,419	\$ 1,873,710	1.5%	\$ 57,948	\$ 1,904,239	3.1%	\$ 64,168	\$ 1,910,459	3.5%
28 CLOVIS	\$ 27,797,680	\$ 715,221	\$ 28,512,901	2.6%	\$ 1,490,284	\$ 29,287,964	5.4%	\$ 1,611,229	\$ 29,408,909	5.8%
29 COBRE CONS.	\$ 6,970,471	\$ 73,173	\$ 7,043,644	1.0%	\$ 152,830	\$ 7,123,301	2.2%	\$ 165,797	\$ 7,136,268	2.4%
30 CORAL COMMUNITY CHARTER	\$ 857,292	\$ 17,776	\$ 875,068	2.1%	\$ 37,437	\$ 894,729	4.4%	\$ 41,205	\$ 898,497	4.8%
31 CORONA	\$ 1,006,909	\$ 10,471	\$ 1,017,380	1.0%	\$ 21,937	\$ 1,028,846	2.2%	\$ 23,928	\$ 1,030,837	2.4%
32 COTTONWOOD CLASSICAL PREP	\$ 2,321,869	\$ 6,833	\$ 2,328,702	0.3%	\$ 16,796	\$ 2,338,665	0.7%	\$ 25,077	\$ 2,346,946	1.1%
33 CREATIVE ED PREP #1	\$ 741,981	\$ 7,671	\$ 749,652	1.0%	\$ 16,289	\$ 758,270	2.2%	\$ 18,182	\$ 760,163	2.5%
34 CUBA	\$ 3,139,224	\$ 86,072	\$ 3,225,296	2.7%	\$ 179,098	\$ 3,318,322	5.7%	\$ 193,006	\$ 3,332,230	6.1%
35 DEAP	\$ 100,478	\$ 15,533	\$ 116,011	15.5%	\$ 32,209	\$ 132,687	32.1%	\$ 34,496	\$ 134,974	34.3%
36 DEMING	\$ 19,765,560	\$ 828,784	\$ 20,594,345	4.2%	\$ 1,720,800	\$ 21,486,360	8.7%	\$ 1,849,228	\$ 21,614,788	9.4%
37 DES MOINES	\$ 889,557	\$ 10,670	\$ 900,227	1.2%	\$ 22,232	\$ 911,789	2.5%	\$ 24,017	\$ 913,574	2.7%
38 DEXTER	\$ 4,646,445	\$ 66,769	\$ 4,713,214	1.4%	\$ 138,600	\$ 4,785,045	3.0%	\$ 148,808	\$ 4,795,253	3.2%
39 DORA	\$ 1,816,443	\$ 29,936	\$ 1,846,380	1.6%	\$ 62,046	\$ 1,878,489	3.4%	\$ 66,391	\$ 1,882,835	3.7%
40 DREAM DINE	\$ 163,300	\$ 1,115	\$ 164,415	0.7%	\$ 2,521	\$ 165,821	1.5%	\$ 3,249	\$ 166,549	2.0%
41 DULCE	\$ 3,113,154	\$ 59,017	\$ 3,172,171	1.9%	\$ 124,692	\$ 3,237,846	4.0%	\$ 138,268	\$ 3,251,422	4.4%
42 ELIDA	\$ 1,342,682	\$ 10,910	\$ 1,353,592	0.8%	\$ 22,695	\$ 1,365,377	1.7%	\$ 24,869	\$ 1,367,551	1.9%
43 ESPANOLA	\$ 15,270,834	\$ 253,283	\$ 15,524,117	1.7%	\$ 528,810	\$ 15,799,644	3.5%	\$ 573,420	\$ 15,844,254	3.8%
44 ESTANCIA	\$ 3,118,687	\$ 59,589	\$ 3,178,276	1.9%	\$ 123,827	\$ 3,242,514	4.0%	\$ 133,124	\$ 3,251,811	4.3%
45 ESTANCIA VALLEY CLASSICAL ACADEMY	\$ 1,150,851	\$ 39,266	\$ 1,190,117	3.4%	\$ 81,409	\$ 1,232,260	7.1%	\$ 87,163	\$ 1,238,014	7.6%
46 EUNICE	\$ 2,922,575	\$ 108,607	\$ 3,031,182	3.7%	\$ 226,427	\$ 3,149,002	7.7%	\$ 245,181	\$ 3,167,756	8.4%
47 EXPLORE ACADEMY	\$ 1,098,308	\$ 8,473	\$ 1,106,781	0.8%	\$ 17,820	\$ 1,116,128	1.6%	\$ 19,568	\$ 1,117,876	1.8%
48 FARMINGTON	\$ 46,261,063	\$ 975,663	\$ 47,236,726	2.1%	\$ 2,028,129	\$ 48,289,192	4.4%	\$ 2,182,435	\$ 48,443,498	4.7%
49 FLOYD	\$ 2,425,374	\$ 38,440	\$ 2,463,815	1.6%	\$ 79,648	\$ 2,505,022	3.3%	\$ 85,182	\$ 2,510,556	3.5%
50 FT SUMNER	\$ 2,680,944	\$ 32,842	\$ 2,713,786	1.2%	\$ 68,742	\$ 2,749,686	2.6%	\$ 74,859	\$ 2,755,803	2.8%

## HB27 Projected Impact on School District and State-Chartered Charter School Wages

	School District or Charter School	FY16 Wages	FY18 - \$7.50 increasing to \$15.00			FY19 - \$15.00 increasing to \$15.35			FY20 - \$15.35 increasing to \$15.70		
			Minimum Wage Employee Cost with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	Minimum Wage Employee Cost with Benefits (at 30%)	Projected Total Wages	% inc. from FY18	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from prev.
51	GADSDEN	\$ 59,925,020	\$ 1,452,615	\$ 61,377,635	2.4%	\$ 3,017,159	\$ 62,942,179	5.0%	\$ 3,248,927	\$ 63,173,947	5.4%
52	GALLUP	\$ 46,277,031	\$ 1,183,425	\$ 47,460,456	2.6%	\$ 2,462,769	\$ 48,739,800	5.3%	\$ 2,676,571	\$ 48,953,602	5.8%
53	GILBERT L SENA CHARTER HS	\$ 693,125	\$ 1,592	\$ 694,717	0.2%	\$ 3,657	\$ 696,782	0.5%	\$ 4,603	\$ 697,728	0.7%
54	GRADY	\$ 1,488,213	\$ 4,040	\$ 1,492,253	0.3%	\$ 8,371	\$ 1,496,584	0.6%	\$ 8,954	\$ 1,497,167	0.6%
55	GRANTS	\$ 16,175,261	\$ 342,325	\$ 16,517,586	2.1%	\$ 714,121	\$ 16,889,382	4.4%	\$ 773,731	\$ 16,948,992	4.8%
56	HAGERMAN	\$ 2,565,924	\$ 41,586	\$ 2,607,510	1.6%	\$ 89,290	\$ 2,655,214	3.5%	\$ 102,376	\$ 2,668,300	4.0%
57	HATCH	\$ 4,951,197	\$ 89,044	\$ 5,040,241	1.8%	\$ 186,498	\$ 5,137,695	3.8%	\$ 203,320	\$ 5,154,517	4.1%
58	HEALTH LEADERSHIP HIGH SCHOOL	\$ 580,926	\$ 3,125	\$ 584,051	0.5%	\$ 6,722	\$ 587,648	1.2%	\$ 7,669	\$ 588,595	1.3%
59	HOBBS	\$ 35,241,327	\$ 1,029,541	\$ 36,270,868	2.9%	\$ 2,136,315	\$ 37,377,642	6.1%	\$ 2,291,473	\$ 37,532,800	6.5%
60	HONDO	\$ 1,391,935	\$ 13,104	\$ 1,405,039	0.9%	\$ 27,601	\$ 1,419,536	2.0%	\$ 30,387	\$ 1,422,322	2.2%
61	HORIZON ACADEMY WEST	\$ 1,421,974	\$ 12,825	\$ 1,434,798	0.9%	\$ 27,484	\$ 1,449,458	1.9%	\$ 31,432	\$ 1,453,406	2.2%
62	HOUSE	\$ 1,196,733	\$ 21,863	\$ 1,218,596	1.8%	\$ 44,963	\$ 1,241,696	3.8%	\$ 47,439	\$ 1,244,172	4.0%
63	INTERNATIONAL SCHOOL AT MESA DEL SOL	\$ 1,224,107	\$ 13,996	\$ 1,238,103	1.1%	\$ 29,790	\$ 1,253,897	2.4%	\$ 33,386	\$ 1,257,493	2.7%
64	J PAUL TAYLOR ACADEMY	\$ 657,319	\$ 7,452	\$ 664,771	1.1%	\$ 15,669	\$ 672,988	2.4%	\$ 17,198	\$ 674,517	2.6%
65	JAL	\$ 1,644,752	\$ 53,631	\$ 1,698,383	3.3%	\$ 111,609	\$ 1,756,361	6.8%	\$ 120,304	\$ 1,765,056	7.3%
66	JEMEZ MOUNTAIN	\$ 2,288,116	\$ 39,798	\$ 2,327,914	1.7%	\$ 82,970	\$ 2,371,086	3.6%	\$ 89,719	\$ 2,377,835	3.9%
67	JEMEZ VALLEY	\$ 2,740,372	\$ 56,666	\$ 2,797,038	2.1%	\$ 117,310	\$ 2,857,682	4.3%	\$ 126,329	\$ 2,866,701	4.6%
68	LA ACADEMIA DOLORES HUERTA	\$ 702,741	\$ 3,115	\$ 705,856	0.4%	\$ 6,812	\$ 709,553	1.0%	\$ 7,978	\$ 710,719	1.1%
69	LA JICARITA COMMUNITY SCHOOL	\$ 110,612	\$ -	\$ 110,612		\$ -	\$ 110,612		\$ -	\$ 110,612	
70	LA PROMESA EARLY LEARNING	\$ 1,407,835	\$ 18,377	\$ 1,426,212	1.3%	\$ 39,560	\$ 1,447,395	2.8%	\$ 45,419	\$ 1,453,254	3.2%
71	LA RESOLANA LEADERSHIP	\$ 385,649	\$ 3,483	\$ 389,132	0.9%	\$ 7,548	\$ 393,197	2.0%	\$ 8,714	\$ 394,363	2.3%
72	LA TIERRA MONTESSORI SCHOOL	\$ 578,430	\$ 5,062	\$ 583,492	0.9%	\$ 10,936	\$ 589,366	1.9%	\$ 12,949	\$ 591,379	2.2%
73	LAKE ARTHUR	\$ 1,491,180	\$ 6,013	\$ 1,497,193	0.4%	\$ 13,081	\$ 1,504,261	0.9%	\$ 15,193	\$ 1,506,373	1.0%
74	LAS CRUCES	\$ 96,798,503	\$ 1,984,213	\$ 98,782,716	2.0%	\$ 4,126,114	\$ 100,924,617	4.3%	\$ 4,442,807	\$ 101,241,310	4.6%
75	LAS MONTANAS CHARTER	\$ 594,471	\$ -	\$ 594,471		\$ -	\$ 594,471		\$ -	\$ 594,471	
76	LAS VEGAS CITY	\$ 6,424,845	\$ -	\$ 6,424,845		\$ 268,173	\$ 6,693,018	4.2%	\$ 292,306	\$ 6,717,151	4.5%
77	LOGAN	\$ 2,295,741	\$ -	\$ 2,295,741		\$ 56,350	\$ 2,352,091	2.5%	\$ 61,689	\$ 2,357,430	2.7%
78	LORDSBURG	\$ 2,864,916	\$ -	\$ 2,864,916		\$ 139,041	\$ 3,003,957	4.9%	\$ 152,989	\$ 3,017,905	5.3%
79	LOS ALAMOS	\$ 17,082,369	\$ -	\$ 17,082,369		\$ 1,032,948	\$ 18,115,317	6.0%	\$ 1,110,460	\$ 18,192,829	6.5%
80	LOS LUNAS	\$ 27,868,904	\$ -	\$ 27,868,904		\$ 1,028,623	\$ 28,897,527	3.7%	\$ 1,115,535	\$ 28,984,439	4.0%
81	LOVINGTON	\$ 13,895,366	\$ -	\$ 13,895,366		\$ 915,828	\$ 14,811,194	6.6%	\$ 983,741	\$ 14,879,107	7.1%
82	MAGDALENA	\$ 3,188,053	\$ -	\$ 3,188,053		\$ 94,506	\$ 3,282,559	3.0%	\$ 103,300	\$ 3,291,353	3.2%
83	MAXWELL	\$ 1,058,003	\$ -	\$ 1,058,003		\$ 97,112	\$ 1,155,115	9.2%	\$ 102,913	\$ 1,160,916	9.7%
84	MCCURDY CHARTER SCHOOL	\$ 1,540,089	\$ -	\$ 1,540,089		\$ 37,787	\$ 1,577,876	2.5%	\$ 43,177	\$ 1,583,266	2.8%
85	MEDIA ARTS CHARTER	\$ 1,604,262	\$ -	\$ 1,604,262		\$ 2,798	\$ 1,607,060	0.2%	\$ 5,388	\$ 1,609,650	0.3%
86	MELROSE	\$ 2,635,368	\$ -	\$ 2,635,368		\$ 79,903	\$ 2,715,271	3.0%	\$ 86,366	\$ 2,721,734	3.3%
87	MESA VISTA	\$ 1,787,829	\$ -	\$ 1,787,829		\$ 110,432	\$ 1,898,261	6.2%	\$ 117,599	\$ 1,905,428	6.6%
88	MISSION ACHIEVEMENT AND SUCCESS	\$ 2,684,119	\$ -	\$ 2,684,119		\$ 10,989	\$ 2,695,108	0.4%	\$ 13,018	\$ 2,697,137	0.5%
89	MONTE DEL SOL CHARTER	\$ 1,329,457	\$ -	\$ 1,329,457		\$ 11,025	\$ 1,340,482	0.8%	\$ 13,535	\$ 1,342,992	1.0%
90	MONTESSORI ELEMENTARY SCHOOL	\$ 937,571	\$ -	\$ 937,571		\$ 19,680	\$ 957,251	2.1%	\$ 24,178	\$ 961,749	2.6%
91	MORA	\$ 2,781,395	\$ -	\$ 2,781,395		\$ 79,978	\$ 2,861,374	2.9%	\$ 87,813	\$ 2,869,209	3.2%
92	MORIARTY-EDGEWOOD	\$ 12,407,755	\$ -	\$ 12,407,755		\$ 577,975	\$ 12,985,730	4.7%	\$ 623,192	\$ 13,030,947	5.0%
93	MOSQUERO	\$ 563,026	\$ -	\$ 563,026		\$ 4,571	\$ 567,597	0.8%	\$ 5,578	\$ 568,604	1.0%
94	MOUNTAINAIR	\$ 1,797,049	\$ -	\$ 1,797,049		\$ 136,104	\$ 1,933,153	7.6%	\$ 145,308	\$ 1,942,357	8.1%
95	NEW AMERICA SCHOOL	\$ 1,030,481	\$ -	\$ 1,030,481		\$ -	\$ 1,030,481		\$ 231	\$ 1,030,712	0.0%
96	NEW AMERICA SCHOOL - LAS CRUCES	\$ 1,045,672	\$ -	\$ 1,045,672		\$ 5,594	\$ 1,051,266	0.5%	\$ 6,177	\$ 1,051,848	0.6%
97	NEW MEXICO CONNECTIONS ACADEMY	\$ 1,910,521	\$ -	\$ 1,910,521		\$ -	\$ 1,910,521		\$ -	\$ 1,910,521	
98	NEW MEXICO INTERNATIONAL SCHOOL	\$ 671,738	\$ -	\$ 671,738		\$ 5,924	\$ 677,662	0.9%	\$ 7,019	\$ 678,757	1.0%
99	NM SCHOOL FOR ARTS	\$ 570,256	\$ -	\$ 570,256		\$ 14,288	\$ 584,544	2.5%	\$ 15,235	\$ 585,491	2.7%
100	NORTH VALLEY CHARTER	\$ 1,510,629	\$ -	\$ 1,510,629		\$ -	\$ 1,510,629		\$ -	\$ 1,510,629	

## HB27 Projected Impact on School District and State-Chartered Charter School Wages

	School District or Charter School	FY16 Wages	FY18 - \$7.50 increasing to \$15.00			FY19 - \$15.00 increasing to \$15.35			FY20 - \$15.35 increasing to \$15.70			
			Minimum Wage Employee Cost with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	Minimum Wage Employee Cost with Benefits (at 30%)	Projected Total Wages	% inc. from FY18	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from prev.	
101	PECOS	\$ 2,643,288	\$ -	\$ 2,643,288		\$ 61,126	\$ 2,704,414	2.3%	\$ 67,826	\$ 2,711,114	2.6%	101
102	PENASCO	\$ 3,696,095	\$ -	\$ 3,696,095		\$ 43,563	\$ 3,739,658	1.2%	\$ 48,370	\$ 3,744,465	1.3%	102
103	POJOAQUE	\$ 7,650,291	\$ -	\$ 7,650,291		\$ 375,034	\$ 8,025,325	4.9%	\$ 406,357	\$ 8,056,648	5.3%	103
104	PORTALES	\$ 12,414,666	\$ -	\$ 12,414,666		\$ 303,895	\$ 12,718,561	2.4%	\$ 331,967	\$ 12,746,633	2.7%	104
105	QUEMADO	\$ 1,405,120	\$ -	\$ 1,405,120		\$ 77,844	\$ 1,482,964	5.5%	\$ 85,620	\$ 1,490,741	6.1%	105
106	QUESTA	\$ 4,621,486	\$ -	\$ 4,621,486		\$ 25,129	\$ 4,646,616	0.5%	\$ 26,943	\$ 4,648,429	0.6%	106
107	RATON	\$ 5,114,080	\$ -	\$ 5,114,080		\$ 247,259	\$ 5,361,338	4.8%	\$ 269,840	\$ 5,383,920	5.3%	107
108	RED RIVER VALLEY CHARTER SCHOOL	\$ 467,314	\$ -	\$ 467,314		\$ 21,842	\$ 489,157	4.7%	\$ 23,924	\$ 491,238	5.1%	108
109	RESERVE	\$ 2,034,170	\$ -	\$ 2,034,170		\$ 25,500	\$ 2,059,670	1.3%	\$ 29,611	\$ 2,063,781	1.5%	109
110	RIO RANCHO	\$ 68,694,119	\$ -	\$ 68,694,119		\$ 3,873,011	\$ 72,567,130	5.6%	\$ 4,206,690	\$ 72,900,809	6.1%	110
111	ROSWELL	\$ 39,002,321	\$ -	\$ 39,002,321		\$ 1,361,727	\$ 40,364,048	3.5%	\$ 1,486,047	\$ 40,488,368	3.8%	111
112	ROY	\$ 717,800	\$ -	\$ 717,800		\$ -	\$ 717,800		\$ -	\$ 717,800		112
113	RUIDOSO	\$ 6,258,177	\$ -	\$ 6,258,177		\$ 213,389	\$ 6,471,566	3.4%	\$ 238,482	\$ 6,496,659	3.8%	113
114	SAN JON	\$ 1,229,661	\$ -	\$ 1,229,661		\$ 22,602	\$ 1,252,263	1.8%	\$ 25,426	\$ 1,255,087	2.1%	114
115	SANDOVAL ACADEMY OF BILINGUAL EDUCATION	\$ 111,250	\$ -	\$ 111,250		\$ 1,806	\$ 113,056	1.6%	\$ 2,389	\$ 113,639	2.1%	115
116	SANTA FE	\$ 38,935,461	\$ -	\$ 38,935,461		\$ 1,378,012	\$ 40,313,473	3.5%	\$ 1,480,399	\$ 40,415,860	3.8%	116
117	SANTA ROSA	\$ 4,079,799	\$ -	\$ 4,079,799		\$ 205,997	\$ 4,285,796	5.0%	\$ 223,352	\$ 4,303,151	5.5%	117
118	SCHOOL OF DREAMS ACADEMY	\$ 1,250,748	\$ -	\$ 1,250,748		\$ 38,717	\$ 1,289,465	3.1%	\$ 41,556	\$ 1,292,304	3.3%	118
119	SILVER CITY	\$ 11,768,090	\$ -	\$ 11,768,090		\$ 534,028	\$ 12,302,118	4.5%	\$ 569,791	\$ 12,337,881	4.8%	119
120	SOCORRO	\$ 7,660,301	\$ -	\$ 7,660,301		\$ 268,843	\$ 7,929,144	3.5%	\$ 295,949	\$ 7,956,250	3.9%	120
121	SOUTH VALLEY PREP	\$ 619,519	\$ -	\$ 619,519		\$ -	\$ 619,519		\$ 79	\$ 619,598	0.0%	121
122	SOUTHWEST INTERMEDIATE LEARNING CENTER	\$ 390,435	\$ -	\$ 390,435		\$ -	\$ 390,435		\$ -	\$ 390,435		122
123	SOUTHWEST PRIMARY LEARNING CENTER	\$ 489,564	\$ -	\$ 489,564		\$ 2,563	\$ 492,127	0.5%	\$ 3,145	\$ 492,709	0.6%	123
124	SOUTHWEST SECONDARY LEARNING CENTER	\$ 601,741	\$ -	\$ 601,741		\$ 4,584	\$ 606,325	0.8%	\$ 5,750	\$ 607,491	1.0%	124
125	SPRINGER	\$ 1,456,180	\$ -	\$ 1,456,180		\$ 39,816	\$ 1,495,996	2.7%	\$ 42,874	\$ 1,499,054	2.9%	125
126	SW AERONAUTICS MATHEMATICS AND SCIENCE	\$ 672,589	\$ -	\$ 672,589		\$ 15,398	\$ 687,987	2.3%	\$ 17,730	\$ 690,319	2.6%	126
127	TAOS	\$ 12,277,016	\$ -	\$ 12,277,016		\$ 168,532	\$ 12,445,548	1.4%	\$ 192,468	\$ 12,469,484	1.6%	127
128	TAOS ACADEMY	\$ 1,611,826	\$ -	\$ 1,611,826		\$ -	\$ 1,611,826		\$ -	\$ 1,611,826		128
129	TAOS INTEGRATED SCHOOL OF THE ARTS	\$ 475,144	\$ -	\$ 475,144		\$ 22,517	\$ 497,661	4.7%	\$ 25,795	\$ 500,939	5.4%	129
130	TAOS INTERNATIONAL SCHOOL	\$ 432,839	\$ -	\$ 432,839		\$ 13,394	\$ 446,233	3.1%	\$ 14,591	\$ 447,430	3.4%	130
131	TATUM	\$ 1,341,441	\$ -	\$ 1,341,441		\$ 55,941	\$ 1,397,382	4.2%	\$ 60,892	\$ 1,402,333	4.5%	131
132	TECHNOLOGY LEADERSHIP	\$ 254,000	\$ -	\$ 254,000		\$ -	\$ 254,000		\$ 196	\$ 254,196	0.1%	132
133	TEXICO	\$ 1,704,734	\$ -	\$ 1,704,734		\$ 48,462	\$ 1,753,195	2.8%	\$ 52,373	\$ 1,757,107	3.1%	133
134	THE ASK ACADEMY	\$ 1,578,896	\$ -	\$ 1,578,896		\$ -	\$ 1,578,896		\$ -	\$ 1,578,896		134
135	THE GREAT ACADEMY	\$ 540,082	\$ -	\$ 540,082		\$ 29,073	\$ 569,155	5.4%	\$ 33,887	\$ 573,969	6.3%	135
136	THE MASTER PROGRAM	\$ 519,415	\$ -	\$ 519,415		\$ 278	\$ 519,693	0.1%	\$ 1,248	\$ 520,663	0.2%	136
137	TIERRA ADENTRO	\$ 1,125,990	\$ -	\$ 1,125,990		\$ 28,477	\$ 1,154,467	2.5%	\$ 32,119	\$ 1,158,109	2.9%	137
138	TIERRA ENCANTADA CHARTER SCHOOL	\$ 1,011,059	\$ -	\$ 1,011,059		\$ 30,851	\$ 1,041,910	3.1%	\$ 32,789	\$ 1,043,848	3.2%	138
139	TRUTH OR CONS.	\$ 6,560,652	\$ -	\$ 6,560,652		\$ 187,163	\$ 6,747,815	2.9%	\$ 201,741	\$ 6,762,393	3.1%	139
140	TUCUMCARI	\$ 4,446,586	\$ -	\$ 4,446,586		\$ 252,625	\$ 4,699,211	5.7%	\$ 270,332	\$ 4,716,918	6.1%	140
141	TULAROSA	\$ 4,106,483	\$ -	\$ 4,106,483		\$ 154,973	\$ 4,261,456	3.8%	\$ 168,154	\$ 4,274,637	4.1%	141
142	TURQUOISE TRAIL CHARTER SCHOOL	\$ 1,978,405	\$ -	\$ 1,978,405		\$ 49,085	\$ 2,027,490	2.5%	\$ 53,962	\$ 2,032,367	2.7%	142
143	UPLIFT COMMUNITY SCHOOL	\$ 355,087	\$ -	\$ 355,087		\$ 27,796	\$ 382,883	7.8%	\$ 31,307	\$ 386,394	8.8%	143
144	VAUGHN	\$ 771,918	\$ -	\$ 771,918		\$ -	\$ 771,918		\$ -	\$ 771,918		144
145	WAGON MOUND	\$ 1,189,815	\$ -	\$ 1,189,815		\$ 23,225	\$ 1,213,040	2.0%	\$ 25,388	\$ 1,215,203	2.1%	145
146	WALATOWA CHARTER HIGH	\$ 386,824	\$ -	\$ 386,824		\$ 18,725	\$ 405,549	4.8%	\$ 19,672	\$ 406,496	5.1%	146
147	WEST LAS VEGAS	\$ 8,044,094	\$ -	\$ 8,044,094		\$ 253,502	\$ 8,297,596	3.2%	\$ 276,899	\$ 8,320,994	3.4%	147
148	WILLIAM W JOSEPHINE DORN CHARTER	\$ 156,268	\$ -	\$ 156,268		\$ 343	\$ 156,611	0.2%	\$ 1,160	\$ 157,428	0.7%	148
149	ZUNI	\$ 6,288,521	\$ 119,944	\$ 6,408,465	1.9%	\$ 254,579	\$ 6,543,100	4.0%	\$ 285,347	\$ 6,573,868	4.5%	149
150	STATEWIDE	\$ 1,370,219,077	\$ 31,903,955	\$ 1,402,123,033	2.3%	\$ 62,867,554	\$ 1,433,086,631	4.6%	\$ 68,119,053	\$ 1,438,338,130	5.0%	150