



# **FAIR AND EQUAL PAY IN THE CLASSIFIED SERVICE**

---

Report to Governor Michelle Lujan Grisham

---

September 30, 2021

---

## Abstract

This report continues the examination of the relationship between wage, job responsibility, and commensurate pay in New Mexico's Executive agencies that was first performed by Governor Richardson's Senior Policy Advisor on Women's Issues, Dr. Martha Burk, in her 2009 study, *Gender Wage Gaps in the New Mexico Classified Workforce*.

Specifically, this report analyzes the wages of men and women in all pay bands across all Executive agencies and uses statistical modeling to demonstrate any significant findings in gender wage gaps. In addition, it analyzes occupational gender segregation in the Executive agencies.

The data used for this report comes from the Oracle Statewide Human Resources Accounting Reporting (SHARE) system. The results of the data analysis indicate continuing and significant improvement in addressing gender-based wage gaps. Substantial progress has been made, especially when the results are compared to the baseline of the original 2009 study.

The findings from this research encourage continued revision of existing practices and policies, implementation of transferable trainings to managers in all agencies, and development of updated hiring programs and procedures. This report supports the State of New Mexico's ongoing positive social change as it reaffirms the importance of eliminating the gender-based wage gap in the State government workforce. The recommendations in this report encourage all State government officials to continue to engage with this issue and support ideas, methods, and actions to further the progress being made in reducing gender-based wage gaps.

# Table of Contents

Report to Governor Michelle Lujan Grisham ..... 0

Abstract ..... 1

Executive Summary ..... 3

Background and Current Study ..... 4

Conclusions and Risks ..... 5

Recommendations ..... 6

Appendix I: Results..... 7

    Gender Wage Gaps ..... 7

    Job Segregation ..... 8

Appendix II: Methodology ..... 9

Appendix III ..... 10

Appendix IV ..... 12

## Executive Summary

A comprehensive study of the Executive agencies of the State of New Mexico indicates that gender-based wage disparity has decreased by 14% since 2009. According to our current estimates, this trend will continue if the following factors remain the focus of the agencies:

- Revision of policies,
- Training of employees,
- Improvements in hiring processes, and
- Appropriate placement on the basis of education and experience.

Emphasis on these factors, each of which is relevant to creating wage parity across pay bands, is paramount to ensure agencies progress toward the goal of pay equity.

In addition, the following recommendations will allow the State of New Mexico to continue to reduce the percentage of pay bands with gender wage gaps. These recommendations will also continue the recommendations of the Burk 2009 baseline study.

- Expansion of communication with agencies,
- Ongoing training of managers to identify wage disparities,
- Setting of agency goals, timelines, and annual reviews, and
- Technological support.

## Background and Current Study

In 2003, the New Mexico Legislature signed into law House Bill 325, creating the Equal Pay Task Force to study the extent of gender-based wage disparities and make recommendations for their elimination.

In 2007, Governor Richardson appointed Dr. Martha Burk as his Senior Policy Advisor on Women's Issues and, in 2008, requested Dr. Burk conduct a pilot study of wage disparities in the New Mexico classified workforce. Dr. Burk's pilot study analyzed job segregation and gender wage gaps in six State agencies.

Executive Order 2009-004 *Fair and Equal Pay for All New Mexicans Initiative*, issued January 28, 2009, formally established the Governor's Task Force on Fair and Equal Pay, appointed Dr. Burk as Task Force Chair, and directed the State Personnel Office to provide administrative staff and support to the Task Force and to interface with Dr. Burk to carry out a study of pay equity and job segregation in all State agencies.

In August 2009, with assistance from the State Personnel Office, Dr. Burk conducted a follow-up analysis of job segregation and gender wage gaps across all Executive agencies by pay band and, in September 2009, published a study titled *Gender Wage Gaps in the New Mexico Classified Workforce*. Of the 396 pay bands containing both women and men scrutinized in this 2009 baseline study, 267 or 67% were found to have gender wage gaps, although those gender wage gaps were found to be below the national average at the time, with only 15 pay bands having wage gaps exceeding 20%.

Executive Order 2009-049 *Fair Pay and Equal Pay for All New Mexicans*, issued December 18, 2009, formally stated that it is the policy of the State of New Mexico to identify and combat pay inequity and job segregation. Executive Order 2009-049 also directed the State Personnel Office to prepare and submit to the Governor an annual Fair and Equal Pay Report including pay information for every Executive agency and identifying any pay gaps that exist at the individual agency level.

This current report to Governor Michelle Lujan Grisham is in accordance with Executive Order 2009-049 and continues the examination of the relationship between wage, job responsibility, and commensurate pay within and across all New Mexico's Executive agencies started by Dr. Burk's 2009 baseline study.

In keeping with the 2009 study, this Fair and Equal Pay Report divides all Executive agencies into one of two categories: agencies with 50 or more employees, and agencies with 50 or fewer employees (Appendix II). This categorization provides statistical correlation to the original study, allowing for a meaningful comparison of the new data and the 2009 baseline data.

For the gender wage gap analysis in the current report, 924 pay bands across all agencies were analyzed for gender diversity (Appendix IV). The study identified 503 pay bands, or 54%, which contained both women and men. The same procedures and methodologies used to gather and analyze gender wage-gap data in the Burk 2009 baseline study were expanded and used in this report (Appendix II).

Similar to the study completed in 2009, gender wage gaps have been identified in all agencies (Appendix IV). There has been a significant decrease, however, in the percentage of pay bands with gender-based wage disparities: 47% of the 503 pay bands containing both women and men show no gender pay gaps. This is a 14% improvement from the 33% found in the original 2009 study. Additionally, few of the pay bands that have wage gaps approach the current national wage gap average of 18%. The majority of pay gaps in the New Mexico State classified workforce remain moderate, and several agencies are close to parity, with wage gaps that are extremely small.

## Conclusions and Risks

The State of New Mexico can take pride in the progress it has made since the Executive Orders in 2009.

Below are the significant conclusions of this Fair and Equal Pay report:

- Of the 503 pay bands containing both men and women in New Mexico's classified service, 237 or 47% of the pay bands show no gender-based wage gaps. (Appendix I.) This confirms a 14% decrease in pay bands with gender-based wage disparities when compared to the 2009 baseline study.
- Of the 266 pay bands identified as having gender-based wage gaps, only 14 have a gap exceeding the national average of 18%. (Appendix IV.) This confirms a decrease in the number of pay bands with gender-based wage gaps exceeding the national average when compared to the 2009 baseline study.
- The existing gender-based wage gaps that exceed the national average impact 50 employees out of the 16,749 employees in the classified workforce or 0.3% of the State's workforce.
- Gender-based wage gaps were found in most Executive agencies. In general, however, the wage gaps are moderate and much lower than the national average of 18% (National Partnership, 2021), and some agencies are close to wage parity with pay gaps that are extremely small.
- The gender-based wage gaps found in the New Mexico classified workforce favor women, in both number and size.

While this report includes all pay bands with at least one female and one male employee, care must be taken when looking at gender wage disparities in individual pay bands with low numbers of employees. Gender wage gaps may not be statistically meaningful in individual pay bands with few employees but can be more statistically significant when viewed in the aggregate. For example, in one agency's data set, there are 14 pay bands with six or fewer employees. Data showing a wage gap favoring women in any one of those pay bands provides only limited information, but data showing a wage gap favoring women in 10 of those 14 pay bands provides a more compelling picture of the gender disparity within the agency.

It is tempting to review the results of this report and conclude that the wage gaps favoring women and the wage gaps favoring men balance out. For example, in one agency's data set, the gender wage gap in pay band 70 favors women by 5%, and the gender wage gap in pay band 75 favors men by 5%. But this does not make things even. Rather, each gender wage gap represents another instance of gender pay inequity.

Moreover, in some agencies, wage gaps favoring women exist in the lower pay bands, while wage gaps favoring men exist in the higher pay bands, indicating not only gender pay inequity but occupational gender disparity. For example, one pay band 85 data set indicates 29 men and 13 women within that pay band, while one of the lowest pay band data sets shows 45 women and three men in a single pay band.

## Recommendations

- Gender pay parity in the workforce should continue to be the goal for the State of New Mexico, and managers with gender and wage disparities in their departments should be encouraged to increase their efforts to achieve diversification, occupational gender parity, and wage equity.
- Management should conduct and document annual reviews of progress toward wage gender equity goals.
- Gender-based wage gaps should be reviewed by agency management; goals and timetables for improvement should be implemented as needed.
- Technical assistance in overcoming both job gender segregation and gender wage gaps should be provided by the State Personnel Office, as outlined by Executive Orders 2009-004 and 2009-049.
- The State of New Mexico should continue to embrace the concepts of “appropriate placement” and “internal alignment” as defined in 1.7.4 NMAC when making pay decisions, subject to budget availability.
- The State Personnel Office should continue to expand leadership and administrative trainings for agency managers and supervisors.

## Appendix I: Results

### Gender Wage Gaps

924 pay bands across all agencies were analyzed by gender for pay disparities.

Of the 924 pay bands analyzed, 503 pay bands include both genders (Diagram 1). The remaining pay bands contain only one gender, so no gender comparison is possible.

Of the 503 pay bands with both genders, 237 pay bands, or 47%, reflect no gender wage gap (Diagram 2).

Diagram 1

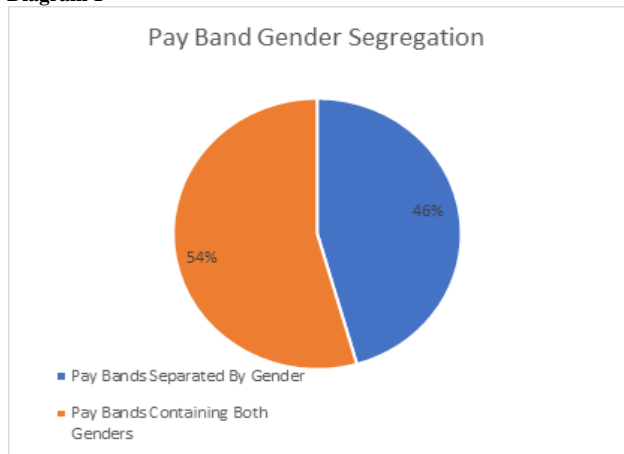
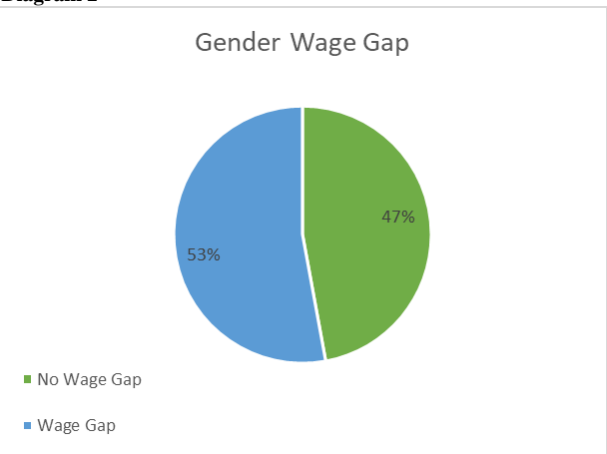
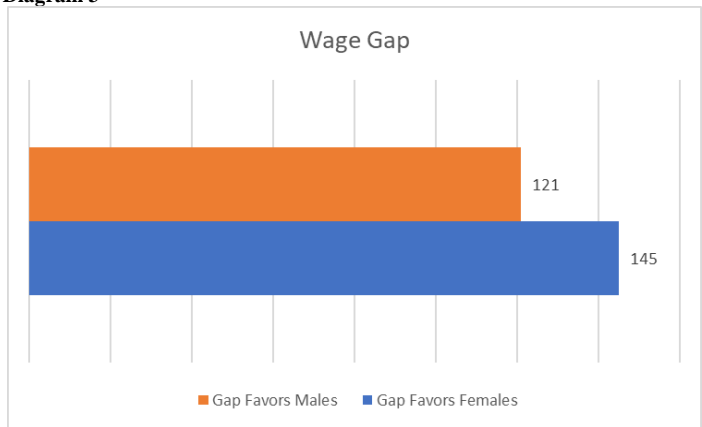


Diagram 2



266 pay bands indicate gender-based wage disparities. Within the 266 pay bands with wage disparities, 121 pay band disparities favor males and 145 pay band disparities favor females (Diagram 3).

Diagram 3



## Job Segregation

### Executive Agency Data Sets with 50 or more Employees

Thirty-three agencies have more than 50 employees, ranging from:

- the low—51 employees within the Department of Veteran Services
- the high—2,917 employees within the Department of Health

Sixteen agencies, or 49%, have a majority of female employees

- this job segregation indicator is highest in the Aging & Long-Term Services Dpt. with 77% female employees

Six agencies, or 18%, have a majority of male employees

- this job segregation indicator is highest in the Department of Transportation with 79% male employees

Eleven agencies, or 33%, indicate gender equality

### Executive Agencies with 50 or fewer Employees

Thirty-four agencies have 50 or fewer employees, ranging from:

- the low—1 employee each within the Architect Examiners Board, the Youth Conservation Corps, and the Education Trust Board
- the high—40 employees within the Economic Development Department

Twenty-three agencies, or 68%, are of female majority

- female majority in these agencies is in the 70-90% range

Two agencies, or 6%, are of male majority

- male majority in these agencies is below 67%

Nine agencies, or 26%, indicate gender equality

## Appendix II: Methodology

In 2021, the State of New Mexico continued to investigate gender wage gaps and job gender segregation by identifying, generating, and analyzing data from the SHARE system. This data includes the entire State of New Mexico classified service population, 16,749 classified employees in sixty-seven agencies.

Gender-based wage gaps were calculated by examining pay band salary ranges and individual employee pay within each pay band and controlling for gender. Pay band analysis was determined to be the best method to analyze the data for this report. Essentially all employees can be included in a pay band analysis in all but the smallest agencies.

In this pay band analysis, all agency employees in a given pay band were grouped, regardless of job title.

- For example, in the Department of Transportation, the Training and Development Specialist-Operational, which is pay band 60, was grouped with Budget Analyst-Operational, which is also pay band 60, but a dissimilar occupation and job title.
- This type of grouping produced an analysis of gender wage gaps by pay band, creating a distinct metric for determining gender-based wage gaps at any given compensation level.

Multiple metrics were applied to determine whether a given pay band gender wage gap is statistically significant. Factors include but are not limited to: number of employees in a given pay band, number of employees in a given pay band in any agency, number of pay bands with both genders, and the number of pay bands with only one gender.

Wage gaps of less than 3% are treated as equal in this report.

The pay band gender wage gap data is recorded in Appendix IV.

Job segregation was measured by a simple count of number of females and number of males in each agency.

Agencies with more than 60% of one gender are considered segregated by gender in this report.

The job segregation data is recorded in Appendix III.

## Appendix III

### Job Segregation in the New Mexico Classified Workforce by Agency

#### 2021 New Mexico Classified Workforce Job Segregation

BU	Agency	Total Female	Total Male	Female %	Male %	Total Employees
30500	Office of the Attorney General	1	0	100%	0%	1 <sup>1</sup>
30800	State Auditor	15	10	60%	40%	25
33300	Taxation & Revenue Department	536	237	69%	31%	773
33700	State Investment Council	6	6	50%	50%	12
34000	Administrative Hearings Office	9	5	64%	36%	14
34100	Department of Finance & Administration	73	40	65%	35%	113
34200	Public School Insurance Auth	6	2	75%	25%	8
34300	Retiree Health Care Authority	16	4	80%	20%	20
35000	General Services Department	112	126	47%	53%	238
35200	Educational Retirement Board	38	14	73%	27%	52
36100	Dept of Information Technology	36	88	29%	71%	124
36600	Public Employee Retirement Assoc	53	14	79%	21%	67
36900	Commission of Public Records	12	15	44%	56%	27
37000	Secretary of State	24	13	65%	35%	37
37800	State Personnel Board	20	8	71%	29%	28
39400	State Treasurer	13	7	65%	35%	20
40400	Architect Examiners Board	0	1	0%	100%	1
41000	Department of Ethics	2	0	100%	0%	2
41700	Border Development Authority	1	1	50%	50%	2
41800	Tourism Department	26	13	67%	33%	39
41900	Economic Development Department	27	13	68%	33%	40
42000	Regulation & Licensing Dept	121	138	47%	53%	259
43000	Public Regulation Commission	32	48	40%	60%	80
44000	Superintendent of Insurance	56	23	71%	29%	79
44600	Medical Examiners Board	11	2	85%	15%	13
44900	Board of Nursing	12	10	55%	45%	22
46000	EXPO New Mexico	6	7	46%	54%	13

<sup>1</sup> The New Mexico Court of Appeals 2019 decision in *Landau, et al. vs. N.M. AG Office*, 2019-NMCA-041, determined that employees of the Attorney General's Office (AGO) were covered by the Personnel Act and were part of the classified service, rather than the exempt service. While the implication of the *Landau* ruling was that existing AGO employees had been part of the classified service during the extent of their AGO tenure, administrative logistics delayed the conversion of AGO employees from the exempt salary plan to the classified salary plan in SHARE. As a result, at the time this report was published, September 30, 2021, SHARE reflected only one classified AGO employee. Over 200 AGO employees are scheduled to cross-walk to the classified service on October 16, 2021.

46400	Prof Engineers & Land Surveyers Brd	4	0	100%	0%	4
46500	Gaming Control Board	20	15	57%	43%	35
46900	State Racing Commission	5	3	63%	38%	8
47900	Veterinary Examiners Board	2	0	100%	0%	2
49500	SpacePort Authority	6	10	38%	63%	16
50500	Department of Cultural Affairs	191	192	50%	50%	383
50800	Livestock Board	22	44	33%	67%	66
51600	Department of Game & Fish	61	206	23%	77%	267
52100	Energy, Minerals & Natural Resources Department	125	265	32%	68%	390
52200	Youth Conservation Corps	1	0	100%	0%	1
53900	State Land Office	61	79	44%	56%	140
55000	Ofc of the State Engineer	113	137	45%	55%	250
60300	Office of African Amer Affairs	2	1	67%	33%	3
60400	Com for Deaf/Hard of Hearing	6	5	55%	45%	11
60600	Commission for the Blind	37	17	69%	31%	54
60900	Department of Indian Affairs	5	4	56%	44%	9
61100	Department of Early Childhood	186	43	81%	19%	229
62400	Aging & Long-Term Services Department	126	36	78%	22%	162
63000	Human Services Department	1169	306	79%	21%	1475
63100	Dept of Workforce Solutions	390	182	68%	32%	572
63200	Workers Compensation Admin	63	27	70%	30%	90
64400	Dept of Vocational Rehab.	191	68	74%	26%	259
64500	Governor's Comm. on Disability	8	2	80%	20%	10
64700	Dev Disabilities Plan Council	9	3	75%	25%	12
66200	Miners Colfax Medical Center	165	63	72%	28%	228
66500	Department of Health	2036	881	70%	30%	2917
66700	Department of Environment	270	251	52%	48%	521
66800	Office of Natural Resources Trustee	1	1	50%	50%	2
67000	Department of Veteran Services	22	29	43%	57%	51
69000	Children, Youth & Families Department	1188	526	69%	31%	1714
70500	Military Affairs	46	69	40%	60%	115
76000	Adult Parole Board	3	1	75%	25%	4
77000	New Mexico Corrections Dept	575	1158	33%	67%	1733
78000	Crime Victims Reparation Comm	18	2	90%	10%	20
79000	Department of Public Safety	225	154	59%	41%	379
79500	Homeland Security & Emergency Mgt	32	46	41%	59%	78
80500	Department of Transportation	449	1730	21%	79%	2179
92400	Public Education Department	156	63	71%	29%	219
94900	NM Education Trust Board	1	0	100%	0%	1
95000	Higher Education Department	20	11	65%	35%	31

## Appendix IV

### Gender Wage Gaps in the New Mexico State Classified Workforce by Agency

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
30500	Office of the Attorney General	LH	\$41.46	\$34.16	1 <sup>2</sup>	\$0.00	0		
30800	State Auditor	50	\$16.70	\$0.00	0	\$16.70	1		
		55	\$18.61	\$0.00	0	\$18.45	1		
		60	\$20.40	\$24.36	1	\$0.00	0		
		65	\$22.54	\$22.62	2	\$0.00	0		
		70	\$25.10	\$24.10	2	\$24.33	3	\$0.23	1%
		75	\$28.14	\$29.72	3	\$0.00	0		
		85	\$36.08	\$33.55	3	\$35.45	3	\$1.89	5%
		90	\$41.23	\$45.02	4	\$39.59	1	-\$5.43	-14%
		IF	\$38.73	\$0.00	0	\$36.74	1		
33300	Taxation & Revenue Department	30	\$12.09	\$13.27	2	\$13.35	4	\$0.08	1%
		35	\$12.91	\$13.25	14	\$13.66	1	\$0.41	3%
		40	\$13.89	\$14.60	21	\$14.35	2	-\$0.25	-2%
		45	\$15.05	\$16.30	10	\$15.82	5	-\$0.49	-3%
		50	\$16.70	\$16.44	167	\$16.61	32	\$0.17	1%
		55	\$18.61	\$19.66	63	\$18.93	32	-\$0.72	-4%
		60	\$20.40	\$21.89	30	\$22.40	17	\$0.52	2%
		65	\$22.54	\$23.67	85	\$23.78	35	\$0.12	0%
		70	\$25.10	\$26.10	65	\$26.55	21	\$0.45	2%
		75	\$28.14	\$31.25	28	\$30.37	11	-\$0.88	-3%
		80	\$31.76	\$34.70	15	\$34.87	15	\$0.17	0%
		85	\$36.08	\$38.36	13	\$39.89	11	\$1.53	4%
		90	\$41.23	\$47.55	5	\$45.76	5	-\$1.80	-4%
		IA	\$19.74	\$0.00	0	\$20.61	3		

<sup>2</sup> See Footnote 1 above.

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		IB	\$23.04	\$0.00	0	\$23.31	2		
		IC	\$27.13	\$30.24	1	\$30.69	2	\$0.45	1%
		ID	\$30.57	\$34.40	1	\$30.69	3	-\$3.71	-12%
		IE	\$34.23	\$33.12	6	\$36.72	6	\$3.59	10%
		IF	\$38.73	\$41.12	4	\$44.12	16	\$3.01	7%
		IG	\$45.28	\$46.30	1	\$52.68	4	\$6.38	12%
		IH	\$53.10	\$0.00	0	\$54.77	3		
		II	\$58.47	\$58.99	1	\$0.00	0		
		IJ	\$64.86	\$61.31	1	\$0.00	0		
		IK	\$72.50	\$0.00	0	\$61.92	1		
		LH	\$41.46	\$43.19	1	\$46.37	5	\$3.18	7%
		LI	\$44.43	\$52.97	2	\$49.16	1	-\$3.80	-8%
<b>33700</b>	<b>State Investment Council</b>	50	\$16.70	\$21.42	1	\$0.00	0		
		65	\$22.54	\$27.41	1	\$0.00	0		
		75	\$28.14	\$31.71	3	\$0.00	0		
		95	\$47.38	\$55.63	1	\$45.71	4	-\$9.92	-22%
		IF	\$38.73	\$0.00	0	\$43.21	1		
		LE	\$32.41	\$0.00	0	\$30.75	1		
<b>34000</b>	<b>Administrative Hearings Office</b>	55	\$18.61	\$21.94	2	\$0.00	0		
		60	\$20.40	\$0.00	0	\$21.94	1		
		75	\$28.14	\$33.21	2	\$0.00	0		
		LH	\$41.46	\$41.77	4	\$39.86	1	-\$1.91	-5%
		LI	\$44.43	\$45.64	1	\$46.76	3	\$1.12	2%
<b>34100</b>	<b>Department of Finance &amp; Administration</b>	40	\$13.89	\$15.34	2	\$0.00	0		
		50	\$16.70	\$20.59	3	\$0.00	0		
		55	\$18.61	\$20.50	1	\$20.31	1	-\$0.19	-1%
		60	\$20.40	\$24.44	4	\$21.51	1	-\$2.93	-14%
		65	\$22.54	\$25.59	21	\$24.41	10	-\$1.18	-5%
		70	\$25.10	\$28.97	1	\$27.03	3	-\$1.94	-7%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		75	\$28.14	\$32.62	13	\$32.28	10	-\$0.33	-1%
		80	\$31.76	\$39.17	5	\$33.04	1	-\$6.14	-19%
		85	\$36.08	\$39.23	13	\$40.25	9	\$1.02	3%
		90	\$41.23	\$47.84	5	\$42.88	1	-\$4.96	-12%
		95	\$47.38	\$0.00	0	\$49.53	1		
		IA	\$19.74	\$20.26	1	\$0.00	0		
		IB	\$23.04	\$25.25	1	\$0.00	0		
		ID	\$30.57	\$31.60	1	\$30.57	1	-\$1.03	-3%
		IE	\$34.23	\$34.56	1	\$0.00	0		
		IF	\$38.73	\$34.67	1	\$0.00	0		
		IG	\$45.28	\$0.00	0	\$53.23	1		
		LF	\$35.03	\$0.00	0	\$40.64	1		
<b>34200</b>	<b>Public School Insurance Auth</b>	55	\$18.61	\$20.08	1	\$0.00	0		
		65	\$22.54	\$28.62	1	\$25.22	2	-\$3.40	-13%
		70	\$25.10	\$30.11	2	\$0.00	0		
		80	\$31.76	\$39.30	2	\$0.00	0		
<b>34300</b>	<b>Retiree Health Care Authority</b>	50	\$16.70	\$17.99	1	\$0.00	0		
		55	\$18.61	\$19.90	11	\$0.00	0		
		60	\$20.40	\$0.00	0	\$24.26	1		
		65	\$22.54	\$29.21	1	\$28.55	1	-\$0.66	-2%
		80	\$31.76	\$40.33	1	\$0.00	0		
		ID	\$30.57	\$0.00	0	\$31.03	1		
		IF	\$38.73	\$37.98	2	\$48.83	1	\$10.85	22%
<b>35000</b>	<b>General Services Department</b>	25	\$11.41	\$12.73	15	\$12.69	25	-\$0.04	0%
		30	\$12.09	\$15.91	2	\$15.05	4	-\$0.86	-6%
		35	\$12.91	\$0.00	0	\$14.91	3		
		40	\$13.89	\$0.00	0	\$14.39	2		
		45	\$15.05	\$18.54	2	\$17.28	14	-\$1.26	-7%
		50	\$16.70	\$19.09	2	\$19.62	12	\$0.53	3%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		55	\$18.61	\$20.31	8	\$21.69	7	\$1.38	6%
		60	\$20.40	\$23.00	13	\$23.56	9	\$0.56	2%
		65	\$22.54	\$26.19	27	\$26.16	13	-\$0.03	0%
		70	\$25.10	\$26.82	3	\$28.89	6	\$2.07	7%
		75	\$28.14	\$32.29	17	\$31.61	6	-\$0.69	-2%
		80	\$31.76	\$32.76	4	\$37.62	7	\$4.85	13%
		85	\$36.08	\$37.99	13	\$39.38	6	\$1.39	4%
		90	\$41.23	\$45.27	3	\$46.24	4	\$0.97	2%
		95	\$47.38	\$0.00	0	\$47.42	1		
		96	\$54.70	\$0.00	0	\$46.13	1		
		AB	\$36.50	\$39.06	1	\$0.00	0		
		AC	\$49.00	\$0.00	0	\$49.74	1		
		EG	\$39.50	\$0.00	0	\$45.00	1		
		IC	\$27.13	\$0.00	0	\$37.89	1		
		IE	\$34.23	\$35.53	1	\$0.00	0		
		IF	\$38.73	\$0.00	0	\$43.82	1		
		IG	\$45.28	\$53.76	1	\$0.00	0		
		LI	\$44.43	\$0.00	0	\$50.75	2		
<b>35200</b>	<b>Educational Retirement Board</b>	40	\$13.89	\$16.86	1	\$14.86	1	-\$2.00	-13%
		45	\$15.05	\$0.00	0	\$18.61	1		
		55	\$18.61	\$18.34	5	\$18.37	1	\$0.03	0%
		60	\$20.40	\$22.55	13	\$21.91	3	-\$0.64	-3%
		65	\$22.54	\$25.00	5	\$24.64	1	-\$0.36	-1%
		70	\$25.10	\$31.12	2	\$0.00	0		
		75	\$28.14	\$30.56	5	\$34.34	1	\$3.78	11%
		80	\$31.76	\$37.50	2	\$0.00	0		
		85	\$36.08	\$38.97	1	\$0.00	0		
		IE	\$34.23	\$36.46	2	\$37.51	2	\$1.04	3%
		IF	\$38.73	\$43.80	1	\$42.68	3	-\$1.12	-3%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		LH	\$41.46	\$0.00	0	\$42.09	1		
		LI	\$44.43	\$44.15	1	\$0.00	0		
<b>36100</b>	<b>Dept of Information Technology</b>	45	\$15.05	\$18.74	1	\$15.93	7	-\$2.81	-18%
		50	\$16.70	\$17.59	2	\$0.00	0		
		55	\$18.61	\$0.00	0	\$20.04	1		
		60	\$20.40	\$0.00	0	\$20.45	1		
		65	\$22.54	\$0.00	0	\$22.97	3		
		70	\$25.10	\$28.73	6	\$24.66	2	-\$4.07	-16%
		75	\$28.14	\$32.66	3	\$0.00	0		
		80	\$31.76	\$36.53	2	\$0.00	0		
		85	\$36.08	\$0.00	0	\$40.10	4		
		95	\$47.38	\$50.24	1	\$0.00	0		
		IB	\$23.04	\$23.62	1	\$18.45	1	-\$5.16	-28%
		IC	\$27.13	\$0.00	0	\$31.05	5		
		ID	\$30.57	\$28.47	2	\$28.80	17	\$0.33	1%
		IE	\$34.23	\$37.28	7	\$38.32	17	\$1.04	3%
		IF	\$38.73	\$43.35	7	\$39.78	20	-\$3.58	-9%
		IG	\$45.28	\$45.96	1	\$51.39	4	\$5.43	11%
		IH	\$53.10	\$46.52	2	\$46.06	2	-\$0.46	-1%
		II	\$58.47	\$53.26	1	\$59.69	2	\$6.44	11%
		IJ	\$64.86	\$0.00	0	\$62.57	1		
		IK	\$72.50	\$0.00	0	\$68.32	1		
<b>36600</b>	<b>Public Employee Retirement Assoc</b>	45	\$15.05	\$16.50	3	\$0.00	0		
		50	\$16.70	\$0.00	0	\$17.76	1		
		55	\$18.61	\$19.06	4	\$19.06	1	\$0.00	0%
		60	\$20.40	\$23.52	19	\$22.32	3	-\$1.20	-5%
		65	\$22.54	\$26.29	10	\$24.42	1	-\$1.87	-8%
		70	\$25.10	\$31.77	3	\$29.55	3	-\$2.22	-8%
		75	\$28.14	\$32.06	4	\$0.00	0		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		80	\$31.76	\$39.42	2	\$0.00	0		
		85	\$36.08	\$42.79	1	\$0.00	0		
		95	\$47.38	\$0.00	0	\$42.27	1		
		IC	\$27.13	\$0.00	0	\$29.18	1		
		ID	\$30.57	\$31.30	3	\$0.00	0		
		IE	\$34.23	\$39.64	1	\$0.00	0		
		IF	\$38.73	\$42.18	1	\$46.26	2	\$4.08	9%
		IG	\$45.28	\$0.00	0	\$53.97	1		
		LI	\$44.43	\$45.59	1	\$0.00	0		
		LJ	\$47.41	\$51.18	1	\$0.00	0		
<b>36900</b>	<b>Commission of Public Records</b>	40	\$13.89	\$14.02	1	\$14.26	1	\$0.23	2%
		45	\$15.05	\$0.00	0	\$15.58	2		
		50	\$16.70	\$21.39	1	\$15.75	1	-\$5.64	-36%
		55	\$18.61	\$18.86	1	\$0.00	0		
		60	\$20.40	\$20.24	2	\$0.00	0		
		65	\$22.54	\$23.33	2	\$24.30	2	\$0.97	4%
		70	\$25.10	\$26.47	1	\$18.50	1	-\$7.97	-43%
		75	\$28.14	\$27.58	2	\$27.51	4	-\$0.07	0%
		85	\$36.08	\$35.80	1	\$35.44	3	-\$0.36	-1%
		90	\$41.23	\$39.63	1	\$0.00	0		
		IF	\$38.73	\$0.00	0	\$34.49	1		
<b>37000</b>	<b>Secretary of State</b>	45	\$15.05	\$16.15	1	\$0.00	0		
		50	\$16.70	\$17.71	6	\$0.00	0		
		55	\$18.61	\$20.53	3	\$20.08	5	-\$0.45	-2%
		60	\$20.40	\$24.52	1	\$0.00	0		
		65	\$22.54	\$24.42	9	\$26.13	1	\$1.71	7%
		70	\$25.10	\$0.00	0	\$28.75	1		
		75	\$28.14	\$0.00	0	\$26.33	1		
		80	\$31.76	\$35.02	1	\$0.00	0		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		ID	\$30.57	\$32.86	1	\$0.00	0		
		IE	\$34.23	\$35.43	1	\$36.68	3	\$1.24	3%
		IF	\$38.73	\$41.28	1	\$45.79	1	\$4.51	10%
		IG	\$45.28	\$0.00	0	\$56.15	1		
<b>37800</b>	<b>State Personnel Board</b>	45	\$15.05	\$17.32	1	\$0.00	0		
		55	\$18.61	\$20.50	1	\$0.00	0		
		60	\$20.40	\$23.00	1	\$0.00	0		
		65	\$22.54	\$27.71	2	\$0.00	0		
		70	\$25.10	\$31.83	8	\$31.13	1	-\$0.70	-2%
		75	\$28.14	\$35.30	2	\$33.66	3	-\$1.64	-5%
		80	\$31.76	\$0.00	0	\$37.66	2		
		85	\$36.08	\$37.70	1	\$0.00	0		
		90	\$41.23	\$46.72	3	\$0.00	0		
		IC	\$27.13	\$0.00	0	\$27.13	1		
		IG	\$45.28	\$0.00	0	\$49.00	1		
		LI	\$44.43	\$46.87	1	\$0.00	0		
<b>39400</b>	<b>State Treasurer</b>	60	\$20.40	\$23.85	2	\$0.00	0		
		65	\$22.54	\$26.05	4	\$26.20	1	\$0.15	1%
		70	\$25.10	\$29.36	2	\$0.00	0		
		75	\$28.14	\$30.70	2	\$0.00	0		
		80	\$31.76	\$40.33	1	\$35.03	2	-\$5.30	-15%
		90	\$41.23	\$0.00	0	\$48.72	2		
		95	\$47.38	\$59.03	1	\$0.00	0		
		96	\$54.70	\$68.11	1	\$0.00	0		
		IF	\$38.73	\$0.00	0	\$40.94	2		
<b>40400</b>	<b>Architect Examiners Board</b>	55	\$18.61	\$0.00	0	\$20.00	1		
<b>41000</b>	<b>Department of Ethics</b>	75	\$28.14	\$30.10	1	\$0.00	0		
		LH	\$41.46	\$42.08	1	\$0.00	0		
<b>41700</b>	<b>Border Development Authority</b>	65	\$22.54	\$0.00	0	\$26.06	1		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		70	\$25.10	\$24.57	1	\$0.00	0		
<b>41800</b>	<b>Tourism Department</b>	40	\$13.89	\$12.65	3	\$12.79	2	\$0.13	1%
		45	\$15.05	\$12.57	1	\$12.57	1	\$0.00	0%
		50	\$16.70	\$16.57	3	\$0.00	0		
		55	\$18.61	\$19.80	1	\$22.05	1	\$2.25	10%
		60	\$20.40	\$22.16	4	\$0.00	0		
		65	\$22.54	\$24.53	5	\$24.63	1	\$0.10	0%
		70	\$25.10	\$28.24	4	\$25.95	3	-\$2.29	-9%
		75	\$28.14	\$27.47	2	\$32.27	2	\$4.80	15%
		80	\$31.76	\$38.69	1	\$35.04	1	-\$3.65	-10%
		85	\$36.08	\$43.33	2	\$0.00	0		
		ID	\$30.57	\$0.00	0	\$31.40	1		
		IF	\$38.73	\$0.00	0	\$40.02	1		
<b>41900</b>	<b>Economic Development Department</b>	50	\$16.70	\$19.22	1	\$0.00	0		
		55	\$18.61	\$18.79	2	\$0.00	0		
		60	\$20.40	\$23.35	4	\$0.00	0		
		65	\$22.54	\$27.07	5	\$0.00	0		
		70	\$25.10	\$0.00	0	\$26.39	1		
		75	\$28.14	\$28.45	8	\$31.54	5	\$3.09	10%
		80	\$31.76	\$33.47	2	\$33.80	3	\$0.33	1%
		85	\$36.08	\$38.48	4	\$34.97	2	-\$3.51	-10%
		90	\$41.23	\$41.23	1	\$0.00	0		
		IA	\$19.74	\$0.00	0	\$18.50	1		
		IF	\$38.73	\$0.00	0	\$36.48	1		
<b>42000</b>	<b>Regulation &amp; Licensing Dept</b>	40	\$13.89	\$17.25	1	\$13.79	1	-\$3.47	-25%
		45	\$15.05	\$16.02	14	\$15.38	2	-\$0.64	-4%
		50	\$16.70	\$17.90	8	\$18.39	2	\$0.50	3%
		55	\$18.61	\$18.98	14	\$18.63	4	-\$0.34	-2%
		60	\$20.40	\$22.11	20	\$22.99	54	\$0.87	4%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		65	\$22.54	\$25.04	12	\$24.44	22	-\$0.60	-2%
		70	\$25.10	\$27.38	22	\$28.26	26	\$0.88	3%
		75	\$28.14	\$30.55	12	\$29.82	3	-\$0.73	-2%
		80	\$31.76	\$36.21	4	\$38.19	1	\$1.99	5%
		85	\$36.08	\$34.52	1	\$36.82	7	\$2.31	6%
		90	\$41.23	\$45.50	5	\$45.99	6	\$0.49	1%
		97	\$63.43	\$63.43	1	\$0.00	0		
		IB	\$23.04	\$0.00	0	\$23.62	1		
		IC	\$27.13	\$0.00	0	\$31.55	1		
		ID	\$30.57	\$0.00	0	\$31.02	1		
		IE	\$34.23	\$0.00	0	\$36.09	3		
		IF	\$38.73	\$46.76	1	\$0.00	0		
		LE	\$32.41	\$28.07	2	\$0.00	0		
		LG	\$37.96	\$39.08	1	\$0.00	0		
		LH	\$41.46	\$42.15	2	\$42.12	2	-\$0.03	0%
		LI	\$44.43	\$49.61	1	\$48.68	1	-\$0.93	-2%
		LJ	\$47.41	\$0.00	0	\$46.38	1		
<b>43000</b>	<b>Public Regulation Commission</b>	40	\$13.89	\$15.35	3	\$0.00	0		
		45	\$15.05	\$18.34	1	\$17.59	2	-\$0.75	-4%
		50	\$16.70	\$16.45	1	\$16.53	1	\$0.08	0%
		55	\$18.61	\$17.33	3	\$21.56	2	\$4.24	20%
		60	\$20.40	\$21.48	3	\$23.39	1	\$1.91	8%
		65	\$22.54	\$26.50	5	\$23.48	6	-\$3.02	-13%
		70	\$25.10	\$0.00	0	\$27.63	1		
		75	\$28.14	\$31.48	3	\$29.57	1	-\$1.91	-6%
		80	\$31.76	\$32.39	2	\$31.62	5	-\$0.77	-2%
		85	\$36.08	\$43.11	1	\$0.00	0		
		90	\$41.23	\$41.22	2	\$43.68	1	\$2.45	6%
		ED	\$25.25	\$0.00	0	\$25.93	6		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		EE	\$29.50	\$35.30	1	\$33.99	7	-\$1.30	-4%
		EF	\$35.50	\$0.00	0	\$37.05	1		
		EI	\$48.67	\$0.00	0	\$46.15	1		
		IC	\$27.13	\$0.00	0	\$33.71	1		
		ID	\$30.57	\$0.00	0	\$31.02	1		
		IF	\$38.73	\$0.00	0	\$41.35	1		
		LE	\$32.41	\$26.21	2	\$0.00	0		
		LH	\$41.46	\$40.65	2	\$40.59	2	-\$0.06	0%
		LI	\$44.43	\$48.77	3	\$44.40	4	-\$4.37	-10%
		LJ	\$47.41	\$0.00	0	\$52.07	4		
<b>44000</b>	<b>Superintendent of Insurance</b>	45	\$15.05	\$15.99	1	\$0.00	0		
		50	\$16.70	\$17.56	2	\$0.00	0		
		55	\$18.61	\$19.87	6	\$20.30	1	\$0.43	2%
		60	\$20.40	\$24.73	4	\$0.00	0		
		65	\$22.54	\$25.23	16	\$26.12	1	\$0.89	3%
		70	\$25.10	\$27.27	11	\$30.11	3	\$2.83	9%
		75	\$28.14	\$31.93	5	\$36.20	3	\$4.26	12%
		80	\$31.76	\$38.11	2	\$0.00	0		
		85	\$36.08	\$41.62	3	\$40.85	1	-\$0.77	-2%
		90	\$41.23	\$48.69	4	\$0.00	0		
		IC	\$27.13	\$0.00	0	\$32.48	1		
		IE	\$34.23	\$0.00	0	\$36.90	1		
		IF	\$38.73	\$0.00	0	\$42.49	4		
		LE	\$32.41	\$35.04	2	\$0.00	0		
		LH	\$41.46	\$0.00	0	\$45.17	5		
		LI	\$44.43	\$0.00	0	\$50.25	3		
<b>44600</b>	<b>Medical Examiners Board</b>	45	\$15.05	\$16.83	1	\$0.00	0		
		55	\$18.61	\$18.71	1	\$0.00	0		
		60	\$20.40	\$22.22	1	\$21.72	2	-\$0.50	-2%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		65	\$22.54	\$24.38	4	\$0.00	0		
		75	\$28.14	\$34.70	4	\$0.00	0		
44900	Board of Nursing	40	\$13.89	\$15.12	3	\$14.01	1	-\$1.12	-8%
		45	\$15.05	\$16.42	2	\$0.00	0		
		50	\$16.70	\$18.52	1	\$18.53	1	\$0.01	0%
		60	\$20.40	\$23.60	1	\$0.00	0		
		65	\$22.54	\$22.77	1	\$22.84	3	\$0.07	0%
		75	\$28.14	\$32.61	1	\$0.00	0		
		80	\$31.76	\$33.58	1	\$0.00	0		
		85	\$36.08	\$38.43	1	\$0.00	0		
		90	\$41.23	\$45.67	1	\$43.91	2	-\$1.76	-4%
		IB	\$23.04	\$0.00	0	\$23.39	1		
		IF	\$38.73	\$0.00	0	\$39.31	1		
		LH	\$41.46	\$0.00	0	\$40.40	1		
46000	EXPO New Mexico	45	\$15.05	\$0.00	0	\$17.43	2		
		50	\$16.70	\$0.00	0	\$19.89	1		
		55	\$18.61	\$18.70	1	\$18.74	1	\$0.04	0%
		60	\$20.40	\$0.00	0	\$18.73	1		
		65	\$22.54	\$26.30	1	\$0.00	0		
		70	\$25.10	\$27.45	1	\$0.00	0		
		75	\$28.14	\$31.90	1	\$30.31	1	-\$1.59	-5%
		80	\$31.76	\$40.18	2	\$0.00	0		
		IF	\$38.73	\$0.00	0	\$37.76	1		
46400	Prof Engineers & Land Surveyors Brd	55	\$18.61	\$18.55	1	\$0.00	0		
		60	\$20.40	\$22.76	2	\$0.00	0		
		65	\$22.54	\$28.32	1	\$0.00	0		
46500	Gaming Control Board	40	\$13.89	\$13.86	1	\$0.00	0		
		50	\$16.70	\$19.80	2	\$20.50	1	\$0.70	3%
		55	\$18.61	\$22.09	2	\$18.79	1	-\$3.30	-18%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		60	\$20.40	\$23.00	3	\$23.35	1	\$0.35	1%
		65	\$22.54	\$26.88	8	\$26.51	2	-\$0.36	-1%
		70	\$25.10	\$0.00	0	\$28.72	6		
		75	\$28.14	\$0.00	0	\$30.85	1		
		85	\$36.08	\$40.54	2	\$37.97	1	-\$2.56	-7%
		ID	\$30.57	\$0.00	0	\$31.03	1		
		IF	\$38.73	\$39.05	1	\$0.00	0		
		IG	\$45.28	\$0.00	0	\$55.21	1		
		LG	\$37.96	\$38.50	1	\$0.00	0		
<b>46900</b>	<b>State Racing Commission</b>	55	\$18.61	\$23.62	1	\$0.00	0		
		60	\$20.40	\$20.32	1	\$0.00	0		
		65	\$22.54	\$23.75	2	\$0.00	0		
		75	\$28.14	\$35.74	1	\$30.03	1	-\$5.71	-19%
		85	\$36.08	\$0.00	0	\$39.86	1		
		LI	\$44.43	\$0.00	0	\$41.13	1		
<b>47900</b>	<b>Veterinary Examiners Board</b>	30	\$12.09	\$12.66	1	\$0.00	0		
		45	\$15.05	\$16.74	1	\$0.00	0		
<b>49500</b>	<b>SpacePort Authority</b>	60	\$20.40	\$0.00	0	\$20.50	1		
		65	\$22.54	\$25.72	3	\$0.00	0		
		75	\$28.14	\$28.87	1	\$0.00	0		
		80	\$31.76	\$0.00	0	\$40.34	1		
		85	\$36.08	\$0.00	0	\$40.60	2		
		90	\$41.23	\$47.40	1	\$47.06	4	-\$0.34	-1%
		IC	\$27.13	\$0.00	0	\$33.59	1		
		IF	\$38.73	\$0.00	0	\$41.37	1		
		LF	\$35.03	\$30.57	1	\$0.00	0		
<b>50500</b>	<b>Department of Cultural Affairs</b>	25	\$11.41	\$12.40	3	\$12.62	2	\$0.22	2%
		30	\$12.09	\$13.11	1	\$12.71	1	-\$0.41	-3%
		35	\$12.91	\$12.78	5	\$12.74	2	-\$0.04	0%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		40	\$13.89	\$13.97	7	\$13.97	32	\$0.01	0%
		45	\$15.05	\$15.20	7	\$16.40	13	\$1.20	7%
		50	\$16.70	\$18.36	11	\$17.35	24	-\$1.01	-6%
		55	\$18.61	\$19.59	23	\$19.96	28	\$0.37	2%
		60	\$20.40	\$22.01	41	\$22.25	26	\$0.24	1%
		65	\$22.54	\$23.91	37	\$23.71	19	-\$0.20	-1%
		70	\$25.10	\$25.89	26	\$25.62	12	-\$0.27	-1%
		75	\$28.14	\$28.90	18	\$30.23	12	\$1.33	4%
		80	\$31.76	\$35.68	8	\$33.69	3	-\$1.99	-6%
		85	\$36.08	\$38.90	2	\$39.34	6	\$0.44	1%
		90	\$41.23	\$40.14	1	\$45.23	1	\$5.09	11%
		AB	\$36.50	\$0.00	0	\$29.07	1		
		IB	\$23.04	\$0.00	0	\$25.78	1		
		IC	\$27.13	\$0.00	0	\$26.32	1		
		ID	\$30.57	\$0.00	0	\$29.45	4		
		IE	\$34.23	\$0.00	0	\$34.74	1		
		IF	\$38.73	\$0.00	0	\$38.38	1		
		IG	\$45.28	\$0.00	0	\$43.77	1		
		IH	\$53.10	\$0.00	0	\$53.29	1		
		LG	\$37.96	\$38.32	1	\$0.00	0		
50800	Livestock Board	35	\$12.91	\$14.46	1	\$0.00	0		
		40	\$13.89	\$0.00	0	\$16.66	1		
		45	\$15.05	\$17.56	2	\$0.00	0		
		50	\$16.70	\$0.00	0	\$17.43	1		
		55	\$18.61	\$21.70	2	\$0.00	0		
		60	\$20.40	\$17.40	7	\$16.98	12	-\$0.42	-2%
		65	\$22.54	\$17.72	6	\$19.29	15	\$1.57	8%
		70	\$25.10	\$0.00	0	\$24.35	7		
		75	\$28.14	\$31.89	2	\$35.16	3	\$3.28	9%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		80	\$31.76	\$0.00	0	\$40.34	1		
		85	\$36.08	\$42.42	1	\$36.61	1	-\$5.81	-16%
		90	\$41.23	\$0.00	0	\$51.57	1		
		96	\$54.70	\$0.00	0	\$45.67	1		
		IE	\$34.23	\$0.00	0	\$35.22	1		
		IF	\$38.73	\$39.61	1	\$0.00	0		
51600	Department of Game & Fish	45	\$15.05	\$16.80	3	\$16.67	2	-\$0.13	-1%
		50	\$16.70	\$18.46	7	\$17.56	14	-\$0.90	-5%
		55	\$18.61	\$20.34	10	\$19.92	26	-\$0.42	-2%
		60	\$20.40	\$22.29	6	\$22.96	31	\$0.67	3%
		65	\$22.54	\$25.82	17	\$26.48	52	\$0.66	2%
		70	\$25.10	\$27.86	2	\$29.72	38	\$1.86	6%
		75	\$28.14	\$31.66	8	\$31.62	10	-\$0.04	0%
		80	\$31.76	\$40.20	1	\$37.32	2	-\$2.87	-8%
		85	\$36.08	\$41.25	2	\$39.52	12	-\$1.73	-4%
		90	\$41.23	\$0.00	0	\$43.55	7		
		95	\$47.38	\$0.00	0	\$47.83	1		
		IC	\$27.13	\$28.13	1	\$0.00	0		
		ID	\$30.57	\$28.34	1	\$31.64	1	\$3.31	10%
		IE	\$34.23	\$34.74	1	\$37.68	5	\$2.94	8%
		IF	\$38.73	\$44.18	1	\$41.34	2	-\$2.84	-7%
		IG	\$45.28	\$42.42	1	\$46.88	1	\$4.46	10%
		IH	\$53.10	\$0.00	0	\$51.06	1		
		LI	\$44.43	\$0.00	0	\$45.53	1		
52100	Energy, Minerals & Natural Resources Department	25	\$11.41	\$10.95	1	\$10.95	1	\$0.00	0%
		30	\$12.09	\$11.29	14	\$11.23	43	-\$0.06	0%
		40	\$13.89	\$10.83	3	\$11.22	11	\$0.38	3%
		45	\$15.05	\$15.64	3	\$16.03	13	\$0.39	2%
		50	\$16.70	\$17.60	5	\$17.58	10	-\$0.02	0%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		55	\$18.61	\$18.87	13	\$19.44	8	\$0.56	3%
		60	\$20.40	\$20.98	13	\$20.62	30	-\$0.36	-2%
		65	\$22.54	\$25.40	21	\$24.23	34	-\$1.17	-5%
		70	\$25.10	\$25.46	12	\$24.97	21	-\$0.49	-2%
		75	\$28.14	\$31.15	14	\$30.56	24	-\$0.59	-2%
		80	\$31.76	\$36.16	8	\$34.83	14	-\$1.33	-4%
		85	\$36.08	\$35.80	5	\$36.39	18	\$0.59	2%
		90	\$41.23	\$41.23	1	\$40.41	6	-\$0.82	-2%
		95	\$47.38	\$53.67	1	\$51.00	3	-\$2.67	-5%
		96	\$54.70	\$45.54	1	\$57.90	1	\$12.36	21%
		AB	\$36.50	\$37.05	1	\$0.00	0		
		ED	\$25.25	\$25.11	2	\$0.00	0		
		EE	\$29.50	\$0.00	0	\$31.22	3		
		EF	\$35.50	\$0.00	0	\$35.93	4		
		EG	\$39.50	\$41.92	1	\$46.38	1	\$4.47	10%
		EI	\$48.67	\$0.00	0	\$43.27	1		
		IB	\$23.04	\$25.81	1	\$0.00	0		
		IC	\$27.13	\$0.00	0	\$26.17	1		
		IE	\$34.23	\$0.00	0	\$37.68	7		
		IF	\$38.73	\$42.51	1	\$46.57	5	\$4.07	9%
		IG	\$45.28	\$0.00	0	\$48.35	1		
		II	\$58.47	\$0.00	0	\$56.85	1		
		LE	\$32.41	\$32.73	2	\$0.00	0		
		LI	\$44.43	\$45.34	1	\$46.51	4	\$1.17	3%
		LJ	\$47.41	\$51.10	1	\$0.00	0		
52200	Youth Conservation Corps	90	\$41.23	\$34.93	1	\$0.00	0		
53900	State Land Office	25	\$11.41	\$13.72	4	\$0.00	0		
		40	\$13.89	\$0.00	0	\$15.98	1		
		50	\$16.70	\$17.43	1	\$18.43	2	\$1.00	5%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		55	\$18.61	\$20.92	7	\$22.00	3	\$1.08	5%
		60	\$20.40	\$22.27	8	\$19.81	6	-\$2.46	-12%
		65	\$22.54	\$25.76	15	\$24.26	14	-\$1.50	-6%
		70	\$25.10	\$28.80	10	\$29.28	19	\$0.48	2%
		75	\$28.14	\$32.63	5	\$34.46	6	\$1.82	5%
		80	\$31.76	\$38.88	1	\$40.73	5	\$1.85	5%
		85	\$36.08	\$40.96	2	\$43.87	2	\$2.91	7%
		90	\$41.23	\$43.86	2	\$41.77	3	-\$2.09	-5%
		IB	\$23.04	\$0.00	0	\$24.26	2		
		IE	\$34.23	\$33.18	1	\$34.62	5	\$1.44	4%
		IF	\$38.73	\$40.08	4	\$41.25	5	\$1.17	3%
		IG	\$45.28	\$0.00	0	\$47.82	4		
		II	\$58.47	\$0.00	0	\$56.06	1		
		LE	\$32.41	\$34.16	1	\$0.00	0		
		LI	\$44.43	\$0.00	0	\$50.36	1		
55000	Ofc of the State Engineer	55	\$18.61	\$18.93	3	\$18.12	1	-\$0.81	-4%
		60	\$20.40	\$23.62	3	\$25.40	1	\$1.78	7%
		65	\$22.54	\$25.95	5	\$26.05	2	\$0.10	0%
		70	\$25.10	\$33.46	3	\$0.00	0		
		75	\$28.14	\$33.49	3	\$0.00	0		
		80	\$31.76	\$37.28	2	\$34.49	1	-\$2.79	-8%
		85	\$36.08	\$0.00	0	\$42.08	2		
		90	\$41.23	\$44.08	1	\$52.36	1	\$8.29	16%
		EA	\$17.75	\$15.76	4	\$16.00	1	\$0.24	2%
		EB	\$19.70	\$17.76	5	\$18.46	5	\$0.70	4%
		EC	\$22.15	\$20.35	6	\$21.14	1	\$0.79	4%
		ED	\$25.25	\$23.23	15	\$23.24	17	\$0.01	0%
		EE	\$29.50	\$27.11	14	\$27.75	20	\$0.64	2%
		EF	\$35.50	\$32.87	9	\$32.69	25	-\$0.18	-1%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		EG	\$39.50	\$36.68	12	\$38.22	27	\$1.54	4%
		EI	\$48.67	\$45.24	5	\$45.10	9	-\$0.14	0%
		EK	\$57.82	\$0.00	0	\$57.31	2		
		IB	\$23.04	\$0.00	0	\$24.76	1		
		IC	\$27.13	\$0.00	0	\$27.16	1		
		ID	\$30.57	\$0.00	0	\$31.03	1		
		IE	\$34.23	\$29.77	1	\$32.74	4	\$2.96	9%
		IF	\$38.73	\$42.93	1	\$43.09	3	\$0.16	0%
		IG	\$45.28	\$0.00	0	\$44.59	1		
		IH	\$53.10	\$0.00	0	\$52.33	1		
		LE	\$32.41	\$31.28	8	\$0.00	0		
		LF	\$35.03	\$31.92	2	\$0.00	0		
		LG	\$37.96	\$0.00	0	\$37.05	1		
		LH	\$41.46	\$42.65	7	\$42.09	4	-\$0.57	-1%
		LI	\$44.43	\$45.89	4	\$47.25	3	\$1.36	3%
		LJ	\$47.41	\$0.00	0	\$50.26	2		
<b>60300</b>	<b>Office of African Amer Affairs</b>	50	\$16.70	\$18.66	1	\$0.00	0		
		65	\$22.54	\$21.90	1	\$21.90	1	\$0.00	0%
<b>60400</b>	<b>Com for Deaf/Hard of Hearing</b>	50	\$16.70	\$0.00	0	\$18.00	1		
		60	\$20.40	\$20.61	2	\$21.03	3	\$0.43	2%
		65	\$22.54	\$0.00	0	\$20.16	1		
		70	\$25.10	\$25.10	1	\$0.00	0		
		75	\$28.14	\$30.09	2	\$0.00	0		
		80	\$31.76	\$36.76	1	\$0.00	0		
<b>60600</b>	<b>Commission for the Blind</b>	35	\$12.91	\$12.68	3	\$13.08	1	\$0.41	3%
		45	\$15.05	\$15.62	9	\$17.06	2	\$1.44	8%
		55	\$18.61	\$19.16	2	\$0.00	0		
		60	\$20.40	\$21.17	4	\$0.00	0		
		65	\$22.54	\$23.64	12	\$21.60	10	-\$2.04	-9%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		70	\$25.10	\$28.51	2	\$26.45	1	-\$2.06	-8%
		75	\$28.14	\$30.27	2	\$28.91	1	-\$1.36	-5%
		85	\$36.08	\$34.73	2	\$44.58	1	\$9.85	22%
		90	\$41.23	\$0.00	0	\$46.10	1		
		IF	\$38.73	\$32.80	1	\$0.00	0		
<b>60900</b>	<b>Department of Indian Affairs</b>	55	\$18.61	\$19.88	1	\$0.00	0		
		60	\$20.40	\$23.63	1	\$0.00	0		
		65	\$22.54	\$28.26	3	\$27.32	2	-\$0.94	-3%
		75	\$28.14	\$0.00	0	\$36.16	2		
<b>61100</b>	<b>Department of Early Childhood</b>	30	\$12.09	\$13.00	7	\$15.00	1	\$2.00	13%
		40	\$13.89	\$14.59	3	\$0.00	0		
		45	\$15.05	\$16.84	4	\$0.00	0		
		50	\$16.70	\$17.53	47	\$17.48	5	-\$0.05	0%
		55	\$18.61	\$20.36	39	\$19.81	9	-\$0.55	-3%
		60	\$20.40	\$22.94	8	\$24.04	2	\$1.09	5%
		65	\$22.54	\$26.17	12	\$25.90	5	-\$0.26	-1%
		70	\$25.10	\$26.17	25	\$26.10	2	-\$0.07	0%
		75	\$28.14	\$31.01	8	\$31.73	4	\$0.71	2%
		80	\$31.76	\$37.49	16	\$32.06	1	-\$5.44	-17%
		85	\$36.08	\$40.24	10	\$43.11	2	\$2.87	7%
		90	\$41.23	\$48.55	5	\$49.35	1	\$0.80	2%
		95	\$47.38	\$0.00	0	\$56.37	1		
		96	\$54.70	\$0.00	0	\$50.95	1		
		98	\$73.83	\$88.70	1	\$0.00	0		
		IC	\$27.13	\$0.00	0	\$28.50	1		
		IE	\$34.23	\$0.00	0	\$35.73	2		
		IF	\$38.73	\$0.00	0	\$42.61	2		
		IG	\$45.28	\$52.67	1	\$47.30	2	-\$5.37	-11%
		II	\$58.47	\$0.00	0	\$64.10	1		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		LI	\$44.43	\$0.00	0	\$45.86	1		
<b>62400</b>	<b>Aging &amp; Long-Term Services Department</b>	35	\$12.91	\$12.86	6	\$0.00	0		
		40	\$13.89	\$13.99	1	\$0.00	0		
		45	\$15.05	\$15.68	3	\$0.00	0		
		55	\$18.61	\$19.32	3	\$23.11	1	\$3.80	16%
		60	\$20.40	\$22.01	6	\$23.29	2	\$1.28	5%
		65	\$22.54	\$26.18	14	\$24.02	3	-\$2.16	-9%
		70	\$25.10	\$30.87	1	\$28.66	2	-\$2.21	-8%
		75	\$28.14	\$32.20	11	\$32.55	2	\$0.35	1%
		80	\$31.76	\$36.37	7	\$35.32	2	-\$1.05	-3%
		85	\$36.08	\$41.77	3	\$41.62	1	-\$0.15	0%
		ID	\$30.57	\$31.03	1	\$31.51	2	\$0.48	2%
		IF	\$38.73	\$38.30	2	\$0.00	0		
		LF	\$35.03	\$40.90	1	\$0.00	0		
		LI	\$44.43	\$45.68	1	\$0.00	0		
		SE	\$24.71	\$24.16	54	\$23.54	12	-\$0.62	-3%
		SF	\$27.78	\$32.26	2	\$0.00	0		
		SG	\$32.42	\$29.91	8	\$29.24	6	-\$0.66	-2%
		SI	\$42.83	\$34.30	2	\$36.24	3	\$1.94	5%
<b>63000</b>	<b>Human Services Department</b>	30	\$12.09	\$12.36	37	\$13.74	2	\$1.38	10%
		40	\$13.89	\$12.91	16	\$12.63	1	-\$0.28	-2%
		45	\$15.05	\$16.91	2	\$15.18	1	-\$1.73	-11%
		50	\$16.70	\$15.96	42	\$16.44	9	\$0.48	3%
		55	\$18.61	\$19.72	17	\$20.21	6	\$0.48	2%
		60	\$20.40	\$19.18	467	\$19.19	71	\$0.01	0%
		65	\$22.54	\$22.14	205	\$22.40	44	\$0.26	1%
		70	\$25.10	\$25.50	191	\$25.43	52	-\$0.07	0%
		75	\$28.14	\$29.81	80	\$30.99	18	\$1.18	4%
		80	\$31.76	\$34.56	23	\$34.54	20	-\$0.02	0%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		85	\$36.08	\$36.51	27	\$39.62	17	\$3.11	8%
		90	\$41.23	\$43.19	25	\$48.60	4	\$5.41	11%
		95	\$47.38	\$0.00	0	\$52.73	1		
		98	\$73.83	\$84.61	1	\$83.35	1	-\$1.26	-2%
		IA	\$19.74	\$0.00	0	\$20.64	1		
		IB	\$23.04	\$0.00	0	\$23.62	5		
		IC	\$27.13	\$27.54	1	\$27.54	2	\$0.00	0%
		ID	\$30.57	\$31.03	1	\$28.83	2	-\$2.20	-8%
		IE	\$34.23	\$35.04	4	\$37.69	6	\$2.65	7%
		IF	\$38.73	\$41.63	13	\$41.14	15	-\$0.49	-1%
		IG	\$45.28	\$46.12	1	\$45.16	5	-\$0.96	-2%
		IH	\$53.10	\$0.00	0	\$50.72	4		
		II	\$58.47	\$46.31	1	\$53.24	2	\$6.93	13%
		IK	\$72.50	\$0.00	0	\$68.32	1		
		LF	\$35.03	\$31.94	2	\$33.28	1	\$1.34	4%
		LG	\$37.96	\$34.69	5	\$34.46	6	-\$0.23	-1%
		LH	\$41.46	\$37.90	3	\$38.82	7	\$0.92	2%
		LI	\$44.43	\$42.09	4	\$43.56	1	\$1.47	3%
		LJ	\$47.41	\$49.72	1	\$48.39	1	-\$1.33	-3%
<b>63100</b>	<b>Dept of Workforce Solutions</b>	25	\$11.41	\$10.67	22	\$10.50	5	-\$0.17	-2%
		40	\$13.89	\$13.99	1	\$0.00	0		
		45	\$15.05	\$16.03	5	\$0.00	0		
		50	\$16.70	\$16.37	78	\$16.37	18	\$0.00	0%
		55	\$18.61	\$18.00	96	\$18.06	37	\$0.05	0%
		60	\$20.40	\$19.94	64	\$19.85	26	-\$0.08	0%
		65	\$22.54	\$23.78	60	\$23.62	35	-\$0.17	-1%
		70	\$25.10	\$27.24	33	\$26.90	18	-\$0.33	-1%
		75	\$28.14	\$28.19	9	\$29.01	8	\$0.82	3%
		80	\$31.76	\$36.46	3	\$36.36	8	-\$0.10	0%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		85	\$36.08	\$37.44	3	\$43.46	2	\$6.02	14%
		90	\$41.23	\$41.90	1	\$0.00	0		
		95	\$47.38	\$0.00	0	\$55.68	1		
		IA	\$19.74	\$17.71	1	\$16.11	3	-\$1.60	-10%
		IB	\$23.04	\$23.99	3	\$22.46	3	-\$1.54	-7%
		ID	\$30.57	\$29.02	2	\$26.19	1	-\$2.83	-11%
		IE	\$34.23	\$33.22	2	\$30.72	6	-\$2.50	-8%
		IF	\$38.73	\$41.09	4	\$41.81	5	\$0.72	2%
		IG	\$45.28	\$0.00	0	\$44.53	1		
		IH	\$53.10	\$0.00	0	\$50.93	4		
		IJ	\$64.86	\$61.32	1	\$0.00	0		
		LF	\$35.03	\$34.51	1	\$0.00	0		
		LH	\$41.46	\$38.14	1	\$42.04	1	\$3.90	9%
63200	Workers Compensation Admin	30	\$12.09	\$13.67	1	\$13.33	1	-\$0.34	-3%
		45	\$15.05	\$15.97	4	\$0.00	0		
		50	\$16.70	\$17.89	13	\$17.89	1	\$0.00	0%
		55	\$18.61	\$19.05	8	\$18.78	3	-\$0.26	-1%
		60	\$20.40	\$21.62	10	\$22.30	4	\$0.68	3%
		65	\$22.54	\$22.80	9	\$24.80	5	\$2.00	8%
		70	\$25.10	\$27.12	3	\$25.95	1	-\$1.17	-5%
		75	\$28.14	\$30.84	4	\$30.06	5	-\$0.78	-3%
		80	\$31.76	\$31.08	3	\$32.67	2	\$1.59	5%
		IC	\$27.13	\$0.00	0	\$26.24	1		
		IE	\$34.23	\$33.14	3	\$32.00	1	-\$1.14	-4%
		IG	\$45.28	\$42.51	1	\$0.00	0		
		LG	\$37.96	\$36.84	3	\$33.21	1	-\$3.63	-11%
		LH	\$41.46	\$0.00	0	\$37.92	1		
		LI	\$44.43	\$40.85	1	\$45.61	1	\$4.76	10%
64400	Dept of Vocational Rehab.	45	\$15.05	\$16.08	4	\$0.00	0		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		50	\$16.70	\$17.99	14	\$17.96	1	-\$0.03	0%
		55	\$18.61	\$19.79	60	\$19.63	16	-\$0.16	-1%
		60	\$20.40	\$22.51	20	\$21.36	3	-\$1.14	-5%
		65	\$22.54	\$24.79	44	\$25.54	21	\$0.75	3%
		70	\$25.10	\$29.11	16	\$27.08	5	-\$2.02	-7%
		75	\$28.14	\$31.88	16	\$32.07	8	\$0.19	1%
		80	\$31.76	\$32.79	6	\$31.96	1	-\$0.83	-3%
		85	\$36.08	\$37.72	4	\$38.47	4	\$0.75	2%
		90	\$41.23	\$46.84	2	\$44.45	1	-\$2.39	-5%
		IC	\$27.13	\$0.00	0	\$28.40	2		
		IE	\$34.23	\$34.50	1	\$36.62	3	\$2.12	6%
		IF	\$38.73	\$39.31	1	\$40.06	2	\$0.75	2%
		IG	\$45.28	\$49.18	1	\$0.00	0		
		IH	\$53.10	\$0.00	0	\$53.72	1		
		LH	\$41.46	\$42.76	1	\$0.00	0		
		LI	\$44.43	\$45.30	1	\$0.00	0		
64500	Governor's Comm. on Disability	60	\$20.40	\$23.31	1	\$0.00	0		
		65	\$22.54	\$20.79	2	\$0.00	0		
		70	\$25.10	\$29.21	3	\$25.08	1	-\$4.13	-16%
		75	\$28.14	\$28.63	2	\$0.00	0		
		AB	\$36.50	\$0.00	0	\$31.98	1		
64700	Dev Disabilities Plan Council	55	\$18.61	\$21.08	2	\$0.00	0		
		60	\$20.40	\$20.12	2	\$0.00	0		
		65	\$22.54	\$24.68	3	\$27.99	1	\$3.31	12%
		75	\$28.14	\$28.13	1	\$22.73	1	-\$5.41	-24%
		80	\$31.76	\$0.00	0	\$36.54	1		
		LG	\$37.96	\$34.66	1	\$0.00	0		
66200	Miners Colfax Medical Center	25	\$11.41	\$11.22	15	\$10.92	7	-\$0.30	-3%
		30	\$12.09	\$12.68	2	\$12.09	3	-\$0.58	-5%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		35	\$12.91	\$12.00	1	\$12.52	2	\$0.52	4%
		40	\$13.89	\$11.88	27	\$11.60	8	-\$0.27	-2%
		45	\$15.05	\$13.87	18	\$13.91	5	\$0.04	0%
		50	\$16.70	\$15.71	19	\$15.82	5	\$0.11	1%
		55	\$18.61	\$19.94	9	\$20.45	5	\$0.51	2%
		60	\$20.40	\$23.77	5	\$27.38	2	\$3.60	13%
		65	\$22.54	\$28.23	6	\$30.94	4	\$2.71	9%
		70	\$25.10	\$27.58	13	\$28.17	2	\$0.59	2%
		75	\$28.14	\$31.92	6	\$33.78	2	\$1.86	5%
		80	\$31.76	\$36.69	18	\$37.02	1	\$0.33	1%
		85	\$36.08	\$44.31	9	\$0.00	0		
		90	\$41.23	\$50.98	5	\$54.03	2	\$3.05	6%
		97	\$63.43	\$74.23	4	\$79.20	1	\$4.97	6%
		99	\$138.89	\$154.76	7	\$150.75	12	-\$4.01	-3%
		IC	\$27.13	\$27.25	1	\$0.00	0		
		IE	\$34.23	\$0.00	0	\$34.31	1		
		IF	\$38.73	\$0.00	0	\$41.43	1		
66500	Department of Health	25	\$11.41	\$11.97	72	\$11.71	55	-\$0.25	-2%
		30	\$12.09	\$13.08	56	\$12.15	23	-\$0.93	-8%
		35	\$12.91	\$13.05	46	\$12.67	38	-\$0.38	-3%
		40	\$13.89	\$15.35	257	\$14.62	162	-\$0.72	-5%
		45	\$15.05	\$16.82	182	\$16.83	50	\$0.02	0%
		50	\$16.70	\$18.77	139	\$18.51	52	-\$0.26	-1%
		55	\$18.61	\$19.94	124	\$19.06	43	-\$0.88	-5%
		60	\$20.40	\$22.15	101	\$22.16	51	\$0.01	0%
		65	\$22.54	\$24.57	340	\$24.74	105	\$0.17	1%
		70	\$25.10	\$27.67	182	\$27.71	51	\$0.04	0%
		75	\$28.14	\$31.46	150	\$31.22	60	-\$0.25	-1%
		80	\$31.76	\$37.25	134	\$35.49	25	-\$1.76	-5%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		85	\$36.08	\$43.31	148	\$43.18	42	-\$0.12	0%
		90	\$41.23	\$49.26	47	\$49.31	23	\$0.05	0%
		95	\$47.38	\$59.74	15	\$54.63	12	-\$5.10	-9%
		96	\$54.70	\$0.00	0	\$60.25	10		
		97	\$63.43	\$0.00	0	\$78.54	2		
		98	\$73.83	\$76.76	5	\$85.41	8	\$8.64	10%
		99	\$138.89	\$170.25	3	\$163.67	3	-\$6.59	-4%
		AB	\$36.50	\$0.00	0	\$36.55	1		
		ED	\$25.25	\$25.80	1	\$0.00	0		
		IB	\$23.04	\$24.33	2	\$23.04	3	-\$1.29	-6%
		IC	\$27.13	\$26.49	1	\$25.53	1	-\$0.97	-4%
		ID	\$30.57	\$29.00	11	\$26.84	20	-\$2.16	-8%
		IE	\$34.23	\$33.96	8	\$33.99	8	\$0.03	0%
		IF	\$38.73	\$33.07	2	\$39.26	23	\$6.19	16%
		IG	\$45.28	\$46.13	3	\$45.92	3	-\$0.21	0%
		IH	\$53.10	\$53.91	1	\$48.71	2	-\$5.20	-11%
		II	\$58.47	\$53.90	1	\$45.40	1	-\$8.49	-19%
		IJ	\$64.86	\$50.37	1	\$0.00	0		
		IK	\$72.50	\$0.00	0	\$56.29	1		
		LF	\$35.03	\$36.00	1	\$0.00	0		
		LH	\$41.46	\$38.35	3	\$37.77	2	-\$0.59	-2%
		LI	\$44.43	\$0.00	0	\$44.67	1		
<b>66700</b>	<b>Department of Environment</b>	40	\$13.89	\$13.68	1	\$0.00	0		
		45	\$15.05	\$16.00	26	\$15.30	2	-\$0.70	-5%
		50	\$16.70	\$18.07	6	\$16.70	1	-\$1.37	-8%
		55	\$18.61	\$20.51	23	\$21.01	5	\$0.49	2%
		60	\$20.40	\$23.02	11	\$22.05	5	-\$0.97	-4%
		65	\$22.54	\$23.22	25	\$23.22	10	-\$0.01	0%
		70	\$25.10	\$25.39	45	\$25.67	69	\$0.27	1%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		75	\$28.14	\$30.89	52	\$30.86	72	-\$0.03	0%
		80	\$31.76	\$34.60	30	\$34.15	34	-\$0.45	-1%
		85	\$36.08	\$39.12	14	\$38.92	10	-\$0.20	-1%
		90	\$41.23	\$41.92	4	\$40.55	4	-\$1.37	-3%
		95	\$47.38	\$45.74	6	\$42.08	7	-\$3.66	-9%
		ED	\$25.25	\$28.67	1	\$25.25	1	-\$3.42	-14%
		EE	\$29.50	\$0.00	0	\$34.46	1		
		EF	\$35.50	\$33.91	6	\$34.57	5	\$0.67	2%
		EG	\$39.50	\$38.83	6	\$37.77	7	-\$1.06	-3%
		EH	\$43.85	\$0.00	0	\$44.21	1		
		IC	\$27.13	\$27.30	4	\$0.00	0		
		ID	\$30.57	\$31.03	1	\$28.02	1	-\$3.01	-11%
		IE	\$34.23	\$29.84	2	\$34.61	7	\$4.78	14%
		IF	\$38.73	\$40.32	2	\$39.73	3	-\$0.59	-1%
		IG	\$45.28	\$0.00	0	\$44.66	2		
		LG	\$37.96	\$37.33	1	\$38.53	1	\$1.20	3%
		LH	\$41.46	\$42.20	2	\$43.45	1	\$1.24	3%
		LI	\$44.43	\$45.10	2	\$44.10	1	-\$1.00	-2%
		LJ	\$47.41	\$0.00	0	\$46.61	1		
<b>66800</b>	<b>Office of Natural Resources Trustee</b>	65	\$22.54	\$26.21	1	\$0.00	0		
		EF	\$35.50	\$0.00	0	\$37.68	1		
<b>67000</b>	<b>Department of Veteran Services</b>	40	\$13.89	\$0.00	0	\$16.09	5		
		45	\$15.05	\$0.00	0	\$16.86	1		
		50	\$16.70	\$17.73	3	\$0.00	0		
		55	\$18.61	\$19.44	7	\$18.56	7	-\$0.88	-5%
		60	\$20.40	\$21.72	3	\$23.41	7	\$1.69	7%
		65	\$22.54	\$25.09	4	\$23.62	2	-\$1.46	-6%
		70	\$25.10	\$28.37	2	\$25.24	1	-\$3.12	-12%
		75	\$28.14	\$25.24	1	\$29.55	2	\$4.30	15%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		80	\$31.76	\$38.72	2	\$33.78	1	-\$4.94	-15%
		85	\$36.08	\$0.00	0	\$35.66	1		
		IE	\$34.23	\$0.00	0	\$40.11	1		
		IF	\$38.73	\$0.00	0	\$46.15	1		
69000	Children, Youth & Families Department	25	\$11.41	\$11.55	1	\$12.40	1	\$0.85	7%
		30	\$12.09	\$0.00	0	\$15.54	1		
		35	\$12.91	\$14.35	45	\$14.20	9	-\$0.14	-1%
		40	\$13.89	\$15.49	63	\$16.00	6	\$0.52	3%
		45	\$15.05	\$17.52	21	\$17.40	2	-\$0.12	-1%
		50	\$16.70	\$17.97	31	\$20.75	1	\$2.78	13%
		55	\$18.61	\$19.10	71	\$18.18	108	-\$0.92	-5%
		60	\$20.40	\$22.10	78	\$21.78	75	-\$0.32	-1%
		65	\$22.54	\$25.13	47	\$24.10	18	-\$1.03	-4%
		70	\$25.10	\$27.34	180	\$26.56	112	-\$0.78	-3%
		75	\$28.14	\$32.60	43	\$30.72	38	-\$1.88	-6%
		80	\$31.76	\$36.06	12	\$34.54	12	-\$1.52	-4%
		85	\$36.08	\$38.21	31	\$38.91	12	\$0.70	2%
		90	\$41.23	\$47.36	11	\$44.33	5	-\$3.03	-7%
		95	\$47.38	\$49.63	8	\$50.74	3	\$1.10	2%
		96	\$54.70	\$50.48	1	\$49.52	1	-\$0.96	-2%
		98	\$73.83	\$71.37	1	\$0.00	0		
		99	\$138.89	\$143.61	1	\$146.21	1	\$2.60	2%
		IB	\$23.04	\$24.06	2	\$22.42	4	-\$1.64	-7%
		IC	\$27.13	\$28.97	1	\$25.52	4	-\$3.44	-13%
		ID	\$30.57	\$0.00	0	\$32.04	3		
		IE	\$34.23	\$35.76	4	\$37.15	10	\$1.39	4%
		IF	\$38.73	\$44.65	3	\$40.63	3	-\$4.02	-10%
		IG	\$45.28	\$57.16	1	\$52.50	2	-\$4.66	-9%
		IH	\$53.10	\$0.00	0	\$56.00	1		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		IJ	\$64.86	\$0.00	0	\$64.86	1		
		LF	\$35.03	\$34.19	1	\$0.00	0		
		LG	\$37.96	\$38.84	6	\$39.67	10	\$0.83	2%
		LH	\$41.46	\$45.30	6	\$45.49	6	\$0.19	0%
		LI	\$44.43	\$46.55	2	\$0.00	0		
		SD	\$21.77	\$20.28	139	\$21.16	14	\$0.88	4%
		SE	\$24.71	\$24.61	212	\$23.96	42	-\$0.65	-3%
		SF	\$27.78	\$29.09	104	\$29.97	9	\$0.89	3%
		SG	\$32.42	\$32.92	37	\$33.11	4	\$0.19	1%
		SH	\$38.71	\$38.98	21	\$39.80	6	\$0.82	2%
		SI	\$42.83	\$45.22	4	\$43.47	2	-\$1.75	-4%
<b>70500</b>	<b>Military Affairs</b>	25	\$11.41	\$0.00	0	\$13.46	1		
		40	\$13.89	\$0.00	0	\$14.47	1		
		45	\$15.05	\$17.53	8	\$18.11	7	\$0.59	3%
		50	\$16.70	\$19.79	4	\$17.45	20	-\$2.34	-13%
		55	\$18.61	\$19.70	10	\$20.43	8	\$0.74	4%
		60	\$20.40	\$21.99	6	\$22.49	3	\$0.50	2%
		65	\$22.54	\$26.16	8	\$25.33	7	-\$0.82	-3%
		70	\$25.10	\$26.99	5	\$27.04	2	\$0.06	0%
		75	\$28.14	\$30.60	2	\$29.93	6	-\$0.67	-2%
		80	\$31.76	\$37.15	1	\$35.39	2	-\$1.75	-5%
		85	\$36.08	\$34.44	1	\$0.00	0		
		90	\$41.23	\$47.03	1	\$0.00	0		
		IA	\$19.74	\$0.00	0	\$29.44	1		
		IB	\$23.04	\$0.00	0	\$26.72	6		
		IC	\$27.13	\$0.00	0	\$27.50	2		
		ID	\$30.57	\$0.00	0	\$31.34	3		
<b>76000</b>	<b>Adult Parole Board</b>	50	\$16.70	\$17.96	1	\$0.00	0		
		55	\$18.61	\$19.57	2	\$0.00	0		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		80	\$31.76	\$0.00	0	\$27.44	1		
<b>77000</b>	<b>New Mexico Corrections Dept</b>	30	\$12.09	\$13.33	1	\$0.00	0		
		40	\$13.89	\$15.01	51	\$16.53	3	\$1.53	9%
		45	\$15.05	\$16.70	22	\$17.38	1	\$0.68	4%
		50	\$16.70	\$18.10	11	\$17.34	3	-\$0.76	-4%
		55	\$18.61	\$19.43	18	\$20.42	4	\$0.99	5%
		60	\$20.40	\$20.96	80	\$21.28	38	\$0.32	1%
		65	\$22.54	\$22.10	90	\$21.88	90	-\$0.22	-1%
		70	\$25.10	\$26.07	74	\$25.40	68	-\$0.67	-3%
		75	\$28.14	\$30.02	36	\$29.60	33	-\$0.43	-1%
		80	\$31.76	\$33.32	4	\$34.89	5	\$1.57	4%
		85	\$36.08	\$37.79	10	\$36.98	8	-\$0.81	-2%
		90	\$41.23	\$51.94	2	\$49.65	2	-\$2.29	-5%
		96	\$54.70	\$0.00	0	\$56.29	2		
		CA	\$17.48	\$0.00	0	\$15.55	7		
		CB	\$20.90	\$20.26	119	\$20.38	584	\$0.12	1%
		CC	\$23.15	\$22.58	20	\$22.75	142	\$0.17	1%
		CD	\$25.49	\$25.98	5	\$25.68	89	-\$0.30	-1%
		CE	\$27.95	\$29.79	5	\$30.22	18	\$0.43	1%
		CG	\$32.31	\$36.95	1	\$34.94	5	-\$2.01	-6%
		CH	\$35.28	\$0.00	0	\$31.83	5		
		CJ	\$40.46	\$34.77	13	\$34.24	15	-\$0.53	-2%
		CK	\$44.67	\$41.80	3	\$38.50	9	-\$3.30	-9%
		CL	\$49.79	\$43.46	1	\$46.69	4	\$3.23	7%
		CM	\$55.67	\$0.00	0	\$51.02	2		
		IB	\$23.04	\$0.00	0	\$21.90	2		
		IC	\$27.13	\$0.00	0	\$24.83	2		
		ID	\$30.57	\$0.00	0	\$27.47	3		
		IE	\$34.23	\$32.11	4	\$33.46	2	\$1.35	4%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		IF	\$38.73	\$32.83	1	\$36.89	7	\$4.06	11%
		IG	\$45.28	\$43.62	2	\$41.03	1	-\$2.59	-6%
		IH	\$53.10	\$0.00	0	\$49.43	1		
		II	\$58.47	\$0.00	0	\$53.23	1		
		LH	\$41.46	\$41.77	2	\$42.00	1	\$0.23	1%
		LI	\$44.43	\$0.00	0	\$44.53	1		
<b>78000</b>	<b>Crime Victims Reparation Comm</b>	55	\$18.61	\$20.34	1	\$0.00	0		
		60	\$20.40	\$20.90	3	\$0.00	0		
		65	\$22.54	\$24.08	7	\$22.73	1	-\$1.36	-6%
		70	\$25.10	\$27.22	2	\$0.00	0		
		75	\$28.14	\$29.06	1	\$0.00	0		
		80	\$31.76	\$32.87	3	\$0.00	0		
		85	\$36.08	\$38.06	1	\$38.06	1	\$0.00	0%
<b>79000</b>	<b>Department of Public Safety</b>	35	\$12.91	\$14.47	1	\$0.00	0		
		40	\$13.89	\$16.34	5	\$14.34	2	-\$2.00	-14%
		45	\$15.05	\$15.89	37	\$16.74	14	\$0.86	5%
		50	\$16.70	\$19.25	41	\$19.90	16	\$0.65	3%
		55	\$18.61	\$19.61	39	\$17.99	50	-\$1.63	-9%
		60	\$20.40	\$22.46	21	\$22.91	9	\$0.45	2%
		65	\$22.54	\$25.99	21	\$25.27	4	-\$0.72	-3%
		70	\$25.10	\$29.03	11	\$28.26	8	-\$0.77	-3%
		75	\$28.14	\$31.85	19	\$31.32	6	-\$0.53	-2%
		80	\$31.76	\$37.29	9	\$37.72	10	\$0.43	1%
		85	\$36.08	\$46.20	8	\$49.37	4	\$3.16	6%
		90	\$41.23	\$49.62	3	\$43.92	2	-\$5.70	-13%
		95	\$47.38	\$58.22	1	\$0.00	0		
		IA	\$19.74	\$0.00	0	\$19.99	2		
		IB	\$23.04	\$24.16	2	\$23.62	1	-\$0.54	-2%
		IC	\$27.13	\$26.26	3	\$25.60	8	-\$0.66	-3%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		ID	\$30.57	\$0.00	0	\$33.65	1		
		IE	\$34.23	\$35.43	1	\$34.15	4	-\$1.29	-4%
		IF	\$38.73	\$38.29	1	\$41.16	9	\$2.87	7%
		IG	\$45.28	\$0.00	0	\$47.81	2		
		II	\$58.47	\$0.00	0	\$60.90	1		
		LH	\$41.46	\$0.00	0	\$35.77	1		
		LI	\$44.43	\$43.48	1	\$0.00	0		
		LJ	\$47.41	\$52.36	1	\$0.00	0		
<b>79500</b>	<b>Homeland Security &amp; Emergency Mgt</b>	25	\$11.41	\$13.76	1	\$12.71	1	-\$1.05	-8%
		40	\$13.89	\$15.38	1	\$0.00	0		
		45	\$15.05	\$18.72	1	\$0.00	0		
		50	\$16.70	\$18.49	1	\$0.00	0		
		55	\$18.61	\$18.02	3	\$19.78	3	\$1.76	9%
		60	\$20.40	\$20.50	2	\$0.00	0		
		65	\$22.54	\$24.92	14	\$24.22	23	-\$0.70	-3%
		70	\$25.10	\$28.45	3	\$26.14	10	-\$2.31	-9%
		75	\$28.14	\$33.09	2	\$35.73	2	\$2.64	7%
		85	\$36.08	\$43.25	3	\$37.92	5	-\$5.33	-14%
		EE	\$29.50	\$30.96	1	\$0.00	0		
		IE	\$34.23	\$0.00	0	\$36.75	2		
<b>80500</b>	<b>Department of Transportation</b>	25	\$11.41	\$10.66	1	\$0.00	0		
		30	\$12.09	\$13.73	3	\$13.38	4	-\$0.35	-3%
		35	\$12.91	\$13.54	5	\$14.45	16	\$0.91	6%
		40	\$13.89	\$14.68	14	\$14.80	14	\$0.13	1%
		45	\$15.05	\$15.80	19	\$16.03	99	\$0.23	1%
		50	\$16.70	\$18.17	32	\$17.48	423	-\$0.69	-4%
		55	\$18.61	\$19.17	63	\$20.01	290	\$0.85	4%
		60	\$20.40	\$22.32	53	\$22.37	139	\$0.05	0%
		65	\$22.54	\$24.84	88	\$24.55	63	-\$0.29	-1%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		70	\$25.10	\$28.55	22	\$27.52	42	-\$1.03	-4%
		75	\$28.14	\$33.87	21	\$29.43	57	-\$4.44	-15%
		80	\$31.76	\$35.15	8	\$36.68	6	\$1.53	4%
		85	\$36.08	\$41.07	10	\$34.41	30	-\$6.66	-19%
		90	\$41.23	\$44.96	3	\$40.68	8	-\$4.28	-11%
		95	\$47.38	\$0.00	0	\$57.58	1		
		96	\$54.70	\$0.00	0	\$54.88	2		
		EA	\$17.75	\$18.74	4	\$18.75	45	\$0.00	0%
		EB	\$19.70	\$20.63	9	\$21.42	101	\$0.79	4%
		EC	\$22.15	\$23.66	20	\$23.61	109	-\$0.04	0%
		ED	\$25.25	\$27.56	11	\$27.19	47	-\$0.37	-1%
		EE	\$29.50	\$30.78	17	\$30.15	63	-\$0.64	-2%
		EF	\$35.50	\$36.14	9	\$35.60	35	-\$0.55	-2%
		EG	\$39.50	\$43.10	11	\$42.50	34	-\$0.60	-1%
		EH	\$43.85	\$47.29	5	\$47.75	14	\$0.46	1%
		EI	\$48.67	\$52.23	3	\$52.03	9	-\$0.20	0%
		EJ	\$53.05	\$57.01	3	\$55.00	15	-\$2.01	-4%
		EK	\$57.82	\$61.96	2	\$60.52	9	-\$1.44	-2%
		IA	\$19.74	\$25.30	1	\$0.00	0		
		IB	\$23.04	\$0.00	0	\$24.19	2		
		IC	\$27.13	\$27.77	1	\$27.68	4	-\$0.08	0%
		ID	\$30.57	\$31.94	5	\$30.38	24	-\$1.56	-5%
		IE	\$34.23	\$35.09	2	\$35.26	4	\$0.17	0%
		IF	\$38.73	\$40.57	2	\$41.42	8	\$0.85	2%
		IG	\$45.28	\$0.00	0	\$46.87	2		
		IH	\$53.10	\$52.11	1	\$52.31	3	\$0.19	0%
		IK	\$72.50	\$0.00	0	\$73.59	1		
		LH	\$41.46	\$0.00	0	\$40.78	5		
		LI	\$44.43	\$46.88	1	\$43.84	2	-\$3.03	-7%

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
92400	Public Education Department	40	\$13.89	\$15.37	1	\$0.00	0		
		55	\$18.61	\$19.92	9	\$19.75	6	-\$0.16	-1%
		60	\$20.40	\$22.70	11	\$22.48	2	-\$0.22	-1%
		65	\$22.54	\$23.92	17	\$23.75	10	-\$0.17	-1%
		70	\$25.10	\$26.69	8	\$25.89	2	-\$0.80	-3%
		75	\$28.14	\$30.58	11	\$29.34	3	-\$1.24	-4%
		80	\$31.76	\$33.29	63	\$33.18	19	-\$0.12	0%
		85	\$36.08	\$37.15	12	\$37.73	5	\$0.58	2%
		90	\$41.23	\$45.71	15	\$44.52	6	-\$1.19	-3%
		95	\$47.38	\$51.72	1	\$0.00	0		
		ID	\$30.57	\$0.00	0	\$31.64	1		
		IE	\$34.23	\$39.16	3	\$35.16	2	-\$4.00	-11%
		IF	\$38.73	\$42.78	2	\$42.23	2	-\$0.55	-1%
		IG	\$45.28	\$0.00	0	\$44.28	2		
		II	\$58.47	\$59.35	1	\$0.00	0		
		LH	\$41.46	\$0.00	0	\$39.76	2		
		LI	\$44.43	\$46.61	2	\$0.00	0		
		LJ	\$47.41	\$0.00	0	\$48.71	1		
94900	NM Education Trust Board	75	\$28.14	\$32.46	1	\$0.00	0		
95000	Higher Education Department	55	\$18.61	\$18.79	1	\$0.00	0		
		60	\$20.40	\$23.84	1	\$0.00	0		
		65	\$22.54	\$26.40	5	\$25.53	2	-\$0.87	-3%
		70	\$25.10	\$27.93	4	\$0.00	0		
		75	\$28.14	\$34.22	1	\$0.00	0		
		80	\$31.76	\$34.22	4	\$36.48	2	\$2.26	6%
		85	\$36.08	\$44.67	4	\$43.73	3	-\$0.94	-2%
		90	\$41.23	\$0.00	0	\$45.62	1		
		ID	\$30.57	\$0.00	0	\$30.01	1		
		IE	\$34.23	\$0.00	0	\$35.15	1		

2021  
Fair and Equal Pay Report

BU	Agency	Pay Band	Midpt/Hour	Female Avg Sal	No. Female	Male Avg Sal	No. Male	Gap (Male-Female)	% Gap/Male
		IF	\$38.73	\$0.00	0	\$47.11	1		