



FAIR AND EQUAL PAY IN THE CLASSIFIED SERVICE

Report to Governor Michelle Lujan Grisham

September 30, 2019

Abstract

The purpose of this report is to continue the examination into the relationship of wage, job responsibility and commensurate pay pursuant to Executive Order 2009-004 - *Fair and Equal Pay for All New Mexicans Initiative* issued January 28, 2009. Commensurate pay is defined by multiple metrics including human capital variables, policies and gender. For the purposes of this report the relationship of wage, job responsibilities and commensurate pay will focus on gender. Fundamentally, 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 wage gaps. Data used for this report comes from data contained in the Oracle Statewide Human Resources Accounting Reporting (SHARE) system. The results of the data analysis indicate a consistent and significant growth in addressing gender-based wage gaps. Substantial progress has been made, especially when the results are compared to the baseline of the original study. The findings from this research encourage the continuation of revising existing practices and policies, implementing transferable trainings to managers in all agencies, and developing updated hiring programs and procedures. This study supports the State of New Mexico's ongoing positive social change as it confirms and extends the understanding of 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.

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

 Gender Wage Gaps 9

Appendix III 10

Appendix IV 12

Appendix V 4039

Executive Summary

A comprehensive study of the government agencies of the State of New Mexico indicate that gender-based wage disparity has decreased by 10% since 2009. According to our current estimates, this percentage trend will continue if the following factors remain the focus of all agencies:

- Revision of policies
- Training of all employees
- Improvements in hiring processes

To assure that every agency progresses toward the goal of pay equity, it is paramount to emphasize the importance of the above and their relevance in creating parity in wages across all pay bands.

The following recommendations will allow the State of New Mexico to continue to reduce the percentage of pay bands with gender wage-gap indicators. These recommendations will also continue the recommendations of the baseline report (Burk, 2009):

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

Background and Current Study

This report to Governor Michelle Lujan Grisham is in accordance with Executive Order 2009-004 - *Fair and Equal Pay for All New Mexicans Initiative* issued January 28, 2009. The Executive Order formally stated that it is the policy of the State of New Mexico to identify and combat pay inequity and job segregation.

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 2008, Governor Richardson appointed Dr. Martha Burk to create a pilot study of wage disparities in the New Mexico classified workforce. Dr. Burk conducted an analysis of job segregation and gender wage gaps in six departments to create the baseline study. Executive Order 2009-004 - *Fair and Equal Pay for All New Mexicans Initiative* issued January 28, 2009 was based on the results of Dr. Burk's 2009 study.

The current *Fair and Equal Pay in the Classified Service* report is a study of all state agencies; to compare new data with the baseline study, all agencies are divided into one of two categories: Agencies with 50 or more employees; Agencies with 50 or fewer employees (Appendix III). This job segregation division provides statistical correlation to the original study.

For the gender wage gap analysis, 890 pay bands across all agencies were analyzed for gender diversity (Appendix IV). It should be noted that the same procedures and methodologies used to gather and analyze gender wage-gap data in the baseline study (Burk, 2009) were expanded and used in this in study (Appendix II). Additionally, the wage gap favoring males and the wage gap favoring females for 2019 is equal (Diagram 1).

Similar to the study completed in 2009, gender wage gaps have been identified in all agencies (Appendix V). There has been a significant decrease in the percentage of employees with gender-based wage disparities: 41% of the 484 pay bands with both women and men show no gender pay gaps. This is a 10% increase from the 31% found in the original study (Burk, 2009).

Although the State of New Mexico classified workforce has wage gaps, few pay bands approach the national wage gap average of 20%. The majority of pay gaps in the New Mexico State classified workforce are moderate and several agencies are close to parity, with wage gaps that are extremely small.

Conclusions and Risks

The State of New Mexico has made significant progress since the Executive Order issued in 2009. The current study indicates that in the government's classified positions, 41% of the pay bands show no gender-based wage gaps. This confirms a 10% increase in the elimination of gender-based wage disparities when compared to the baseline study. In the 2009 study, 31% of pay bands indicated no gender-based wage gaps. Additionally, the state is far below national averages in gender-based wage gaps.

Below are the significant conclusions from this study:

- Of the 484 pay bands analyzed for gender pay gaps, only two had gaps exceeding 20%. This represents seven employees out of the 16,624 employees in the classified workforce. This number represents 0.0004% of the State's workforce.
- The gender wage gaps found in the New Mexico classified workforce are moderate and much lower than national averages, which is an overall average of 20%. (National Partnership, 2018)
- Gender based wage gaps were found in most agencies, across the majority of pay bands. However, some agencies are very close to wage parity with pay gaps that are extremely small.
- Gender based wage gaps favored women, in both number and size.

While this report includes all pay bands with at least one female and one male, consideration must be used in comparing wage disparities by gender when the number of employees within a pay band is extremely low.

It may be tempting to review the results of this study and conclude that the gender wage gaps can balance out. For example, the gender wage gap in pay band 70 in an agency's data set favors females by 5%, and the gender wage gap in pay band 75 favors males by 5%. Viewing disparate gender wage gaps as virtually equal does not remedy inequities.

Other disparities in some agencies indicate wage gaps in the lower pay bands that favor women and wage gaps in the higher pay bands that favor men. In one agency, the wage gaps favor men in every pay band except one. The data shows a number of wage gaps that favor men, even when accounting for small data sets. As an example, one pay band 85 data set indicates 29 males and seven females within that pay band. One of the lowest pay band data sets shows thirteen women and no men in the agency.

Gender wage gap numbers in pay bands with few employees can still be indicative. As an example, in one agency's data set, there are ten pay bands with six or fewer employees. In seven of these ten pay bands, the gender wage gap favors females.

Recommendations

- Diversity in the workforce should continue to be goal for the State of New Mexico, and managers with gender and wage disparities in their departments should be encouraged to increase their efforts of diversification and equity.
- Management should conduct and document annual reviews of progress toward wage 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 segregation and gender wage gaps should continue to be provided by the State Personnel Office, as outlined by the Executive Order 2009-004 Task Force on Fair and Equal Pay.
- 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.
- The State Personnel Office should continue and expand leadership and administrative trainings to agency managers and supervisors.
- The State of New Mexico should continue hiring Human Resources professionals to service agencies and assist in increasing diversity and equity efforts.

Appendix I: Results

Gender Wage Gaps

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

Of the 890 pay bands analyzed, 484 pay bands include both genders (Diagram 1). Approximately 338 of the pay bands have only one worker, so no gender comparison is possible.

Of the 484 pay bands with both genders, 200 pay bands, or 41%, reflect no gender wage gap (Diagram 2).

Diagram 1

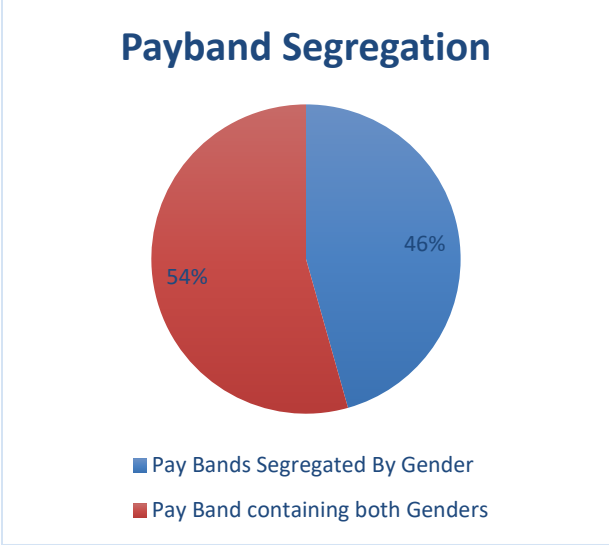
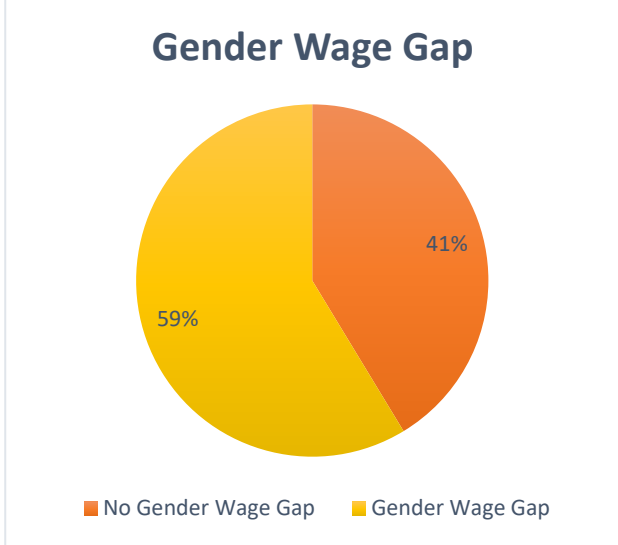


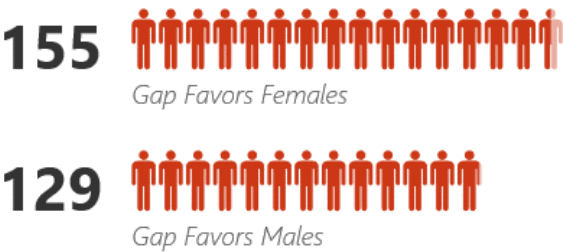
Diagram 2



284 pay bands indicate gender-based wage disparities. Within the segregation, 129 pay bands have disparities that favor males and 155 pay bands have disparities that favor females (Diagram 3).

Diagram 3

WAGE GAP



Job Segregation

Agency Data Sets with 50 or more Employees

Thirty agencies have more than 50 employees, ranging from:

- the low—53 employees within the Educational Retirement Board
- the high—2,966 employees within the Department of Health

Sixteen agencies, or 53%, are of female majority

- this job segregation indicator is highest in the Public Employees Retirement Association with 81% female employees

Eight agencies, or 27%, are of male majority

- this job segregation indicator is highest in the Department of Transportation with 80% male employees

Six agencies, or 20%, indicate gender equality

Agencies with 50 or fewer Employees

Thirty-two agencies have fewer than 50 employees, ranging from:

- the low—Two employees in the Youth Conversation Corps, the Veterinary Examiner Board, Architect Examiners Board and the Border Development Authority
- the high—46 employees at the Department of Veteran Services

Twenty-one agencies, or 66%, are of female majority

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

Six agencies, or 19%, are of male majority

- male majority in these agencies is below 67%

Five agencies, or 15%, indicate gender equality

Four boards or commissions are 100% female, though two of them have only two employees.

Appendix II: Methodology

In 2019, the State of New Mexico continued to investigate gender wage gaps and job segregation by identifying, generating and analyzing data from the Oracle Statewide Human Resources Accounting Reporting (SHARE) system. This data includes the entire State of New Mexico classified population, 16,561 classified employees in sixty-three agencies.

Gender-based wage gaps were calculated by examining pay band salary ranges, individual employee pay within each pay band and controlling for gender (Appendix IV). Pay band analysis was determined as the best method to analyze the data for this study. Essentially all employees can be included in a pay band analysis in all but the smallest agencies. These results were analyzed and the results were recorded (Appendix III).

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.

Job segregation was measured by a simple count of number of females and number of males in each agency (Appendix III). Agencies with more than 60% of one gender are considered segregated by gender.

Job segregation is of less concern as agency size decreases, since many pay bands may include only one individual in small departments. Accordingly, data is reported separately for agencies with more than 50 employees and those with 50 or fewer employees (Appendix III).

Gender Wage Gaps

In this study, multiple metrics have been applied for determining whether a given pay band wage gap between genders is significant. Factors include such variables as: number of employees in a given pay band, number of employees in a given pay band in any agency, number of pay band with both genders and the number of pay bands with only one gender.

Gender wage gaps are typically expected to be smaller for public employers when compared to private employers. Job evaluation systems such as the Hay Guide-Chart Profile Method of Job Evaluation (Hay) system minimize disparities due to factors not directly related to qualifications and performance. The Hay system, which is used in New Mexico to determine pay bands for all job classifications, captures experience, skill, effort, responsibility and working conditions for assignment to pay bands for all classified jobs.

These are measured through three quantifiable, job-related factors; Know-How, Problem-Solving and Accountability. A fourth compensable factor of Additional Compensable Elements and Accountability may be used to measure areas such as physical effort, environment, hazards or sensory attention. All jobs within a pay band in a given agency use these variables for comparison; an evaluation can then be made as to whether gender pay gaps exist in a given pay band with dissimilar, but equally rated, jobs. All pay bands have a range, and pay band mid-points are included in this report for reference (Appendix IV). Wage averages with differentials of less than 3% were treated as equal in this study.

Appendix III

Job Segregation in the New Mexico Classified Workforce

2019 New Mexico Classified Workforce Job Segregation						
BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
More than 50 Employees						
66500	Department of Health	2966	926	2040	48%	52%
80500	Department of Transportation	2059	1658	401	74%	26%
69000	Children, Youth & Families Department	1871	569	1302	32%	68%
77000	New Mexico Corrections Department	1733	1209	524	64%	36%
63000	Human Services Department	1698	358	1340	51%	49%
33300	Taxation & Revenue Department	779	230	549	46%	54%
66700	Department of Environment	515	253	262	43%	57%
50500	Department of Cultural Affairs	411	200	211	60%	40%
52100	Energy, Minerals & Natural Resources Department	401	264	137	64%	36%
63100	Department of Workforce Solutions	389	148	241	45%	55%
79000	Department of Public Safety	379	145	234	44%	56%
51600	Department of Game & Fish	272	205	67	72%	28%
55000	Office of the State Engineer	262	144	118	54%	46%
42000	Regulation & Licensing Department	240	127	113	47%	53%
35000	General Services Department	235	123	112	59%	41%
66200	Miners Colfax Medical Center	220	62	158	42%	58%
64400	Department of Vocational Rehabilitation	203	49	154	40%	60%
92400	Public Education Department	195	56	139	47%	53%
62400	Aging & Long-Term Services Department	180	39	141	29%	71%
36100	Department of Information Technology	130	92	38	58%	42%
53900	State Land Office	129	67	62	61%	39%
70500	Military Affairs	115	79	36	74%	26%
43000	Public Regulation Commission	111	75	36	66%	34%
34100	Department of Finance & Administration	107	32	75	38%	62%
63200	Workers Compensation Administration	103	36	67	34%	66%
44000	Superintendent of Insurance	80	22	58	33%	67%
36600	Public Employee Retirement Association	65	12	53	20%	80%
60600	Commission for the Blind	55	15	40	24%	76%
79500	Homeland Security & Emergency Management	55	29	26	47%	53%
35200	Educational Retirement Board	53	16	37	42%	58%
Fewer than 50 Employees						
67000	Department of Veteran Services	46	24	22	58%	42%
46500	Gaming Control Board	42	22	20	54%	46%
41800	Tourism Department	38	13	25	30%	70%
37000	Secretary of State	35	11	24	33%	67%
95000	Higher Education Department	34	12	22	41%	59%
41900	Economic Development Department	31	11	20	36%	64%
37800	State Personnel Board	30	9	21	25%	75%
36900	Commission of Public Records	28	18	10	65%	35%

30800	State Auditor	22	11	11	55%	45%
34300	Retiree Health Care Authority	21	3	18	29%	71%
44900	Board of Nursing	21	8	13	40%	60%
78000	Crime Victims Reparation Commission	21	2	19	8%	92%
39400	State Treasurer	20	8	12	34%	66%
64700	Developmental Disabilities Planning Council	18	3	15	10%	90%
34000	Administrative Hearings Office	16	4	12	39%	61%
46000	EXPO New Mexico	16	9	7	50%	50%
49500	SpacePort Authority	16	10	6	58%	42%
33700	State Investment Council	14	8	6	50%	50%
64500	Governor's Commission on Disability	13	5	8	52%	48%
44600	Medical Examiners Board	12	1	11	17%	83%
60400	Commission for Deaf/Hard of Hearing	10	2	8	14%	86%
60900	Department of Indian Affairs	9	5	4	56%	44%
46900	State Racing Commission	8	3	5	30%	70%
34200	Public School Insurance Authority	6	1	5	17%	83%
46400	Professional Engineers & Land Surveyors Board	5	0	5	0%	100%
60300	Office of African American Affairs	4	0	4	0%	100%
66800	Office of Natural Resources Trustee	3	2	1	67%	33%
76000	Adult Parole Board	3	1	2	33%	67%
40400	Architect Examiners Board	2	1	1	50%	50%
41700	Border Development Authority	2	1	1	50%	50%
47900	Veterinary Examiners Board	2	0	2	0%	100%
52200	Youth Conservation Corps	2	0	2	0%	100%

Appendix IV

Gender Wage Gaps in the New Mexico State Classified Workforce by Department

<i>Business Name</i>	<i>Business Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female)</i>	<i>%Gap/ Male</i>
State Auditor	30800	50	\$15.82	0	\$0.00	1	\$16.29	\$16.29	100%
	30800	55	\$17.63	1	\$14.00	2	\$17.11	\$3.11	18%
	30800	60	\$19.33	1	\$23.76	0	\$0.00	-\$23.76	
	30800	65	\$21.36	2	\$22.18	1	\$21.25	-\$0.93	-4%
	30800	70	\$23.77	1	\$24.15	2	\$22.47	-\$1.68	-7%
	30800	75	\$26.65	2	\$29.78	1	\$31.47	\$1.69	5%
	30800	85	\$34.18	1	\$30.26	2	\$34.94	\$4.69	13%
	30800	90	\$39.06	3	\$45.25	1	\$39.00	-\$6.25	-16%
	30800	IF	\$37.24	0	\$0.00	1	\$42.65	\$42.65	100%
State Auditor Total	22			11		11			
% of Total				50%		50%			
Taxation & Revenue Department	33300	30	\$10.93	4	\$11.96	3	\$12.40	\$0.43	3%
	33300	35	\$11.85	15	\$12.76	1	\$11.80	-\$0.96	-8%
	33300	40	\$12.95	19	\$13.93	3	\$14.42	\$0.49	3%
	33300	45	\$14.26	160	\$15.05	30	\$14.77	-\$0.29	-2%
	33300	50	\$15.82	41	\$16.60	8	\$17.19	\$0.59	3%
	33300	55	\$17.63	67	\$18.66	36	\$18.72	\$0.06	0%
	33300	60	\$19.33	33	\$21.15	12	\$22.01	\$0.86	4%
	33300	65	\$21.36	100	\$23.28	38	\$23.36	\$0.07	0%
	33300	70	\$23.77	36	\$26.45	17	\$26.49	\$0.05	0%
	33300	75	\$26.65	19	\$29.55	9	\$28.61	-\$0.94	-3%
	33300	80	\$30.09	19	\$33.03	17	\$33.30	\$0.27	1%
	33300	85	\$34.18	14	\$37.27	11	\$38.49	\$1.22	3%
	33300	90	\$39.06	2	\$47.63	4	\$46.45	-\$1.18	-3%
	33300	IA	\$18.98	0	\$0.00	3	\$19.40	\$19.40	100%
	33300	IB	\$22.15	0	\$0.00	1	\$22.15	\$22.15	100%
	33300	IC	\$26.09	1	\$28.38	1	\$27.50	-\$0.88	-3%
	33300	ID	\$29.39	2	\$27.90	5	\$31.50	\$3.60	11%
	33300	IE	\$32.91	5	\$30.20	8	\$33.93	\$3.74	11%
	33300	IF	\$37.24	6	\$36.75	13	\$41.15	\$4.40	11%
	33300	IG	\$43.54	1	\$47.43	4	\$49.33	\$1.90	4%
	33300	II	\$56.22	1	\$48.03	0	\$0.00	-\$48.03	
	33300	IJ	\$62.37	1	\$54.91	0	\$0.00	-\$54.91	
	33300	IK	\$69.71	0	\$0.00	1	\$55.46	\$55.46	100%
	33300	LH	\$39.87	1	\$38.69	4	\$40.84	\$2.16	5%
	33300	LI	\$42.72	2	\$45.20	1	\$44.03	-\$1.17	-3%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Taxation & Revenue Department Total	779			549		230			
% of Total				70%		30%			
State Investment Council	33700	50	\$15.82	1	\$20.09	0	\$0.00	-\$20.09	
	33700	70	\$23.77	0	\$0.00	1	\$30.60	\$30.60	100%
	33700	75	\$26.65	3	\$31.60	0	\$0.00	-\$31.60	
	33700	90	\$39.06	1	\$51.00	0	\$0.00	-\$51.00	
	33700	95	\$44.88	0	\$0.00	5	\$43.47	\$43.47	100%
	33700	IE	\$32.91	1	\$36.47	0	\$0.00	-\$36.47	
	33700	IF	\$37.24	0	\$0.00	1	\$42.57	\$42.57	100%
	33700	LE	\$31.17	0	\$0.00	1	\$28.21	\$28.21	100%
State Investment Council Total	14			6		8			
% of Total				43%		57%			
Administrative Hearings Office	34000	50	\$15.82	1	\$18.56	0	\$0.00	-\$18.56	
	34000	55	\$17.63	2	\$20.56	0	\$0.00	-\$20.56	
	34000	60	\$19.33	0	\$0.00	1	\$20.60	\$20.60	100%
	34000	70	\$23.77	1	\$26.29	0	\$0.00	-\$26.29	
	34000	75	\$26.65	2	\$34.37	0	\$0.00	-\$34.37	
	34000	80	\$30.09	6	\$36.41	1	\$37.13	\$0.72	2%
	34000	85	\$34.18	0	\$0.00	1	\$42.85	\$42.85	100%
	34000	LI	\$42.72	0	\$0.00	1	\$39.78	\$39.78	100%
Administrative Hearings Office Total	16			12		4			
% of Total				75%		25%			
Department of Finance & Administration	34100	40	\$12.95	2	\$14.27	0	\$0.00	-\$14.27	
	34100	50	\$15.82	5	\$19.39	1	\$16.59	-\$2.80	-17%
	34100	55	\$17.63	2	\$21.41	2	\$19.16	-\$2.26	-12%
	34100	60	\$19.33	1	\$25.53	1	\$20.55	-\$4.98	-24%
	34100	65	\$21.36	25	\$24.62	5	\$21.86	-\$2.76	-13%
	34100	75	\$26.65	15	\$31.21	5	\$32.12	\$0.91	3%
	34100	80	\$30.09	4	\$34.92	2	\$37.50	\$2.58	7%
	34100	85	\$34.18	11	\$38.38	11	\$38.72	\$0.33	1%
	34100	90	\$39.06	5	\$44.12	1	\$40.62	-\$3.50	-9%
	34100	95	\$44.88	0	\$0.00	1	\$48.80	\$48.80	100%
	34100	IA	\$18.98	1	\$19.00	0	\$0.00	-\$19.00	
	34100	IB	\$22.15	1	\$24.87	0	\$0.00	-\$24.87	
	34100	ID	\$29.39	2	\$30.42	0	\$0.00	-\$30.42	
	34100	IE	\$32.91	1	\$29.87	1	\$36.64	\$6.76	18%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	34100	IF	\$37.24	0	\$0.00	1	\$36.31	\$36.31	100%
	34100	IG	\$43.54	0	\$0.00	1	\$45.61	\$45.61	100%
Department of Finance & Administration Total % of Total	107			75		32			
				70%		30%			
Public School Insurance Authority	34200	65	\$21.36	1	\$27.97	1	\$25.34	-\$2.62	-10%
	34200	70	\$23.77	2	\$28.02	0	\$0.00	-\$28.02	
	34200	80	\$30.09	2	\$37.98	0	\$0.00	-\$37.98	
Public School Insurance Authority Total % of Total	6			5		1			
				83%		17%			
Retiree Health Care Authority	34300	50	\$15.82	1	\$16.71	0	\$0.00	-\$16.71	
	34300	55	\$17.63	11	\$19.39	0	\$0.00	-\$19.39	
	34300	60	\$19.33	0	\$0.00	1	\$22.75	\$22.75	100%
	34300	65	\$21.36	2	\$25.59	1	\$28.12	\$2.53	9%
	34300	75	\$26.65	1	\$24.83	0	\$0.00	-\$24.83	
	34300	80	\$30.09	1	\$39.74	0	\$0.00	-\$39.74	
	34300	85	\$34.18	2	\$37.42	0	\$0.00	-\$37.42	
	34300	95	\$44.88	0	\$0.00	1	\$48.11	\$48.11	100%
Retiree Health Care Authority Total % of Total	21			18		3			
				86%		14%			
General Services Department	35000	25	\$10.17	16	\$12.36	28	\$12.25	-\$0.10	-1%
	35000	30	\$10.93	2	\$14.49	2	\$14.62	\$0.13	1%
	35000	35	\$11.85	1	\$14.56	6	\$13.56	-\$1.00	-7%
	35000	40	\$12.95	0	\$0.00	3	\$14.22	\$14.22	100%
	35000	45	\$14.26	1	\$17.51	16	\$17.15	-\$0.36	-2%
	35000	50	\$15.82	4	\$17.29	9	\$19.12	\$1.83	10%
	35000	55	\$17.63	8	\$20.22	15	\$20.43	\$0.20	1%
	35000	60	\$19.33	12	\$22.62	1	\$23.85	\$1.23	5%
	35000	65	\$21.36	26	\$25.48	9	\$25.17	-\$0.31	-1%
	35000	70	\$23.77	4	\$24.32	5	\$26.59	\$2.27	9%
	35000	75	\$26.65	16	\$28.90	6	\$30.50	\$1.60	5%
	35000	80	\$30.09	4	\$32.12	7	\$34.95	\$2.83	8%
	35000	85	\$34.18	11	\$37.38	7	\$37.95	\$0.57	2%
	35000	90	\$39.06	3	\$44.60	3	\$44.59	-\$0.01	0%
	35000	95	\$44.88	0	\$0.00	1	\$46.72	\$46.72	100%
	35000	96	\$51.82	0	\$0.00	1	\$45.45	\$45.45	100%
	35000	AB	\$35.10	1	\$34.98	0	\$0.00	-\$34.98	

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	35000	AC	\$47.12	0	\$0.00	1	\$47.12	\$47.12	100%
	35000	EG	\$37.98	1	\$39.25	0	\$0.00	-\$39.25	
	35000	IE	\$32.91	1	\$40.77	1	\$39.20	-\$1.57	-4%
	35000	IF	\$37.24	0	\$0.00	1	\$48.07	\$48.07	100%
	35000	IG	\$43.54	1	\$52.96	0	\$0.00	-\$52.96	
	35000	LI	\$42.72	0	\$0.00	1	\$52.88	\$52.88	100%
General Services Department Total % of Total	235			112		123			
				48%		52%			
Educational Retirement Board	35200	40	\$12.95	1	\$15.20	1	\$14.50	-\$0.70	-5%
	35200	45	\$14.26	0	\$0.00	1	\$18.15	\$18.15	100%
	35200	50	\$15.82	0	\$0.00	1	\$17.50	\$17.50	100%
	35200	55	\$17.63	5	\$17.71	2	\$16.96	-\$0.75	-4%
	35200	60	\$19.33	14	\$21.92	3	\$23.12	\$1.20	5%
	35200	65	\$21.36	6	\$23.58	2	\$23.60	\$0.02	0%
	35200	70	\$23.77	2	\$26.64	0	\$0.00	-\$26.64	
	35200	75	\$26.65	2	\$29.72	1	\$33.84	\$4.12	12%
	35200	80	\$30.09	2	\$37.14	0	\$0.00	-\$37.14	
	35200	85	\$34.18	1	\$38.39	0	\$0.00	-\$38.39	
	35200	90	\$39.06	1	\$48.45	0	\$0.00	-\$48.45	
	35200	IE	\$32.91	1	\$32.22	1	\$36.00	\$3.78	11%
	35200	IF	\$37.24	1	\$43.16	2	\$42.31	-\$0.84	-2%
	35200	IG	\$43.54	0	\$0.00	1	\$53.30	\$53.30	100%
	35200	LH	\$39.87	0	\$0.00	1	\$41.46	\$41.46	100%
	35200	LI	\$42.72	1	\$41.83	0	\$0.00	-\$41.83	
Educational Retirement Board Total % of Total	53			37		16			
				70%		30%			
Dept. of Information Technology	36100	45	\$14.26	1	\$18.55	8	\$15.50	-\$3.05	-20%
	36100	50	\$15.82	2	\$17.52	3	\$17.61	\$0.09	1%
	36100	55	\$17.63	1	\$20.86	1	\$20.01	-\$0.85	-4%
	36100	60	\$19.33	0	\$0.00	1	\$19.95	\$19.95	100%
	36100	65	\$21.36	0	\$0.00	3	\$22.49	\$22.49	100%
	36100	70	\$23.77	5	\$28.70	1	\$24.24	-\$4.45	-18%
	36100	75	\$26.65	2	\$34.30	0	\$0.00	-\$34.30	
	36100	80	\$30.09	1	\$35.75	0	\$0.00	-\$35.75	
	36100	85	\$34.18	1	\$45.15	3	\$40.49	-\$4.66	-12%
	36100	IB	\$22.15	1	\$22.15	0	\$0.00	-\$22.15	
	36100	IC	\$26.09	0	\$0.00	6	\$31.14	\$31.14	100%
	36100	ID	\$29.39	3	\$28.81	21	\$25.87	-\$2.94	-11%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	36100	IE	\$32.91	7	\$35.06	20	\$37.61	\$2.55	7%
	36100	IF	\$37.24	9	\$40.35	18	\$38.93	-\$1.42	-4%
	36100	IG	\$43.54	0	\$0.00	4	\$44.63	\$44.63	100%
	36100	IH	\$51.06	3	\$46.70	1	\$45.79	-\$0.92	-2%
	36100	II	\$56.22	1	\$50.63	0	\$0.00	-\$50.63	
	36100	IJ	\$62.37	1	\$53.71	1	\$47.84	-\$5.87	-12%
	36100	IK	\$69.71	0	\$0.00	1	\$67.31	\$67.31	100%
Dept. of Information Technology Total % of Total	130			38		92			
				29%		71%			
Public Employee Retirement Association	36600	45	\$14.26	2	\$15.67	0	\$0.00	-\$15.67	
	36600	55	\$17.63	4	\$18.69	1	\$18.23	-\$0.46	-3%
	36600	60	\$19.33	18	\$23.23	3	\$21.50	-\$1.73	-8%
	36600	65	\$21.36	8	\$25.72	2	\$24.98	-\$0.74	-3%
	36600	70	\$23.77	3	\$29.81	2	\$29.04	-\$0.77	-3%
	36600	75	\$26.65	4	\$31.59	0	\$0.00	-\$31.59	
	36600	80	\$30.09	2	\$38.84	0	\$0.00	-\$38.84	
	36600	85	\$34.18	1	\$42.16	0	\$0.00	-\$42.16	
	36600	90	\$39.06	1	\$51.52	0	\$0.00	-\$51.52	
	36600	95	\$44.88	0	\$0.00	1	\$41.65	\$41.65	100%
	36600	IB	\$22.15	1	\$22.51	0	\$0.00	-\$22.51	
	36600	IC	\$26.09	1	\$27.05	0	\$0.00	-\$27.05	
	36600	ID	\$29.39	3	\$30.74	0	\$0.00	-\$30.74	
	36600	IE	\$32.91	2	\$40.47	0	\$0.00	-\$40.47	
	36600	IF	\$37.24	1	\$41.56	2	\$42.23	\$0.68	2%
	36600	IG	\$43.54	0	\$0.00	1	\$53.18	\$53.18	100%
	36600	LI	\$42.72	1	\$44.92	0	\$0.00	-\$44.92	
	36600	LJ	\$45.59	1	\$50.42	0	\$0.00	-\$50.42	
Public Employee Retirement Association Total % of Total	65			53		12			
				82%		18%			
Commission of Public Records	36900	40	\$12.95	0	\$0.00	1	\$13.91	\$13.91	100%
	36900	45	\$14.26	0	\$0.00	2	\$14.91	\$14.91	100%
	36900	50	\$15.82	1	\$20.87	1	\$18.33	-\$2.54	-14%
	36900	60	\$19.33	4	\$19.54	0	\$0.00	-\$19.54	
	36900	65	\$21.36	1	\$21.18	4	\$22.55	\$1.37	6%
	36900	70	\$23.77	0	\$0.00	1	\$18.04	\$18.04	100%
	36900	75	\$26.65	2	\$27.17	5	\$28.19	\$1.02	4%
	36900	85	\$34.18	1	\$35.27	4	\$35.29	\$0.02	0%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	36900	90	\$39.06	1	\$39.05	0	\$0.00	-\$39.05	
Commission of Public Records Total % of Total	28			10		18			
				36%		64%			
Secretary of State	37000	45	\$14.26	2	\$15.75	0	\$0.00	-\$15.75	
	37000	50	\$15.82	2	\$16.94	2	\$16.79	-\$0.15	-1%
	37000	55	\$17.63	6	\$19.32	3	\$20.12	\$0.80	4%
	37000	60	\$19.33	1	\$23.92	0	\$0.00	-\$23.92	
	37000	65	\$21.36	8	\$23.53	0	\$0.00	-\$23.53	
	37000	70	\$23.77	2	\$26.53	0	\$0.00	-\$26.53	
	37000	75	\$26.65	1	\$27.71	0	\$0.00	-\$27.71	
	37000	ID	\$29.39	1	\$32.38	0	\$0.00	-\$32.38	
	37000	IE	\$32.91	1	\$34.91	3	\$36.20	\$1.29	4%
	37000	IF	\$37.24	0	\$0.00	2	\$43.79	\$43.79	100%
	37000	IG	\$43.54	0	\$0.00	1	\$55.32	\$55.32	100%
Secretary of State Total % of Total	35			24		11			
				69%		31%			
State Personnel Board	37800	45	\$14.26	1	\$17.16	0	\$0.00	-\$17.16	
	37800	55	\$17.63	1	\$20.00	0	\$0.00	-\$20.00	
	37800	60	\$19.33	1	\$22.44	0	\$0.00	-\$22.44	
	37800	65	\$21.36	1	\$28.21	2	\$25.30	-\$2.91	-11%
	37800	70	\$23.77	6	\$28.72	2	\$29.67	\$0.95	3%
	37800	75	\$26.65	3	\$34.02	3	\$33.22	-\$0.80	-2%
	37800	80	\$30.09	2	\$36.97	1	\$35.94	-\$1.03	-3%
	37800	85	\$34.18	2	\$40.84	0	\$0.00	-\$40.84	
	37800	90	\$39.06	3	\$43.69	0	\$0.00	-\$43.69	
	37800	IF	\$37.24	1	\$43.31	0	\$0.00	-\$43.31	
	37800	IG	\$43.54	0	\$0.00	1	\$48.28	\$48.28	100%
State Personnel Board Total % of Total	30			21		9			
				70%		30%			
State Treasurer	39400	55	\$17.63	1	\$20.20	0	\$0.00	-\$20.20	
	39400	60	\$19.33	1	\$24.04	1	\$21.85	-\$2.19	-10%
	39400	65	\$21.36	3	\$25.43	1	\$25.81	\$0.38	1%
	39400	70	\$23.77	2	\$27.22	0	\$0.00	-\$27.22	
	39400	75	\$26.65	2	\$29.47	0	\$0.00	-\$29.47	
	39400	80	\$30.09	1	\$39.74	2	\$32.96	-\$6.78	-21%
	39400	90	\$39.06	0	\$0.00	2	\$45.62	\$45.62	100%
	39400	95	\$44.88	1	\$55.92	0	\$0.00	-\$55.92	
	39400	96	\$51.82	1	\$67.10	0	\$0.00	-\$67.10	
	39400	IF	\$37.24	0	\$0.00	2	\$38.41	\$38.41	100%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
State Treasurer Total	20			12		8			
% of Total				60%		40%			
Architect Examiners Board	40400	40	\$12.95	0	\$0.00	1	\$16.45	\$16.45	100%
	40400	60	\$19.33	1	\$24.12	0	\$0.00	-\$24.12	
Architect Examiners Board Total	2			1		1			
% of Total				50%		50%			
Border Development Authority	41700	65	\$21.36	0	\$0.00	1	\$25.67	\$25.67	100%
	41700	70	\$23.77	1	\$24.21	0	\$0.00	-\$24.21	
Border Development Authority Total	2			1		1			
% of Total				50%		50%			
Tourism Department	41800	40	\$12.95	5	\$13.33	1	\$11.94	-\$1.39	-12%
	41800	45	\$14.26	1	\$12.26	1	\$11.53	-\$0.73	-6%
	41800	50	\$15.82	4	\$16.02	0	\$0.00	-\$16.02	
	41800	55	\$17.63	1	\$19.31	1	\$20.68	\$1.37	7%
	41800	60	\$19.33	4	\$22.28	0	\$0.00	-\$22.28	
	41800	65	\$21.36	4	\$22.94	4	\$21.58	-\$1.36	-6%
	41800	70	\$23.77	1	\$30.59	2	\$28.03	-\$2.56	-9%
	41800	75	\$26.65	2	\$30.87	4	\$32.06	\$1.19	4%
	41800	80	\$30.09	1	\$35.70	0	\$0.00	-\$35.70	
	41800	85	\$34.18	2	\$42.69	0	\$0.00	-\$42.69	
Tourism Department Total	38			25		13			
% of Total				66%		34%			
Economic Development Department	41900	50	\$15.82	1	\$19.00	0	\$0.00	-\$19.00	
	41900	55	\$17.63	1	\$18.33	0	\$0.00	-\$18.33	
	41900	60	\$19.33	2	\$23.70	0	\$0.00	-\$23.70	
	41900	65	\$21.36	5	\$26.47	0	\$0.00	-\$26.47	
	41900	75	\$26.65	5	\$28.94	6	\$27.79	-\$1.15	-4%
	41900	80	\$30.09	3	\$33.31	2	\$33.81	\$0.50	1%
	41900	85	\$34.18	3	\$35.95	1	\$35.20	-\$0.75	-2%
	41900	ID	\$29.39	0	\$0.00	1	\$27.04	\$27.04	100%
	41900	IF	\$37.24	0	\$0.00	1	\$35.95	\$35.95	100%
Economic Development Department Total	31			20		11			
% of Total				65%		35%			
Regulation & Licensing Dept.	42000	35	\$11.85	1	\$12.00	0	\$0.00	-\$12.00	
	42000	40	\$12.95	5	\$15.34	1	\$13.45	-\$1.89	-14%

Business Name	Busine ss Unit	Salary Grade	Midpoint /Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female	%Gap/ Male
	42000	45	\$14.26	12	\$15.64	5	\$14.43	-\$1.20	-8%
	42000	50	\$15.82	3	\$18.11	2	\$16.90	-\$1.22	-7%
	42000	55	\$17.63	11	\$19.06	4	\$17.89	-\$1.17	-7%
	42000	60	\$19.33	22	\$21.87	48	\$22.70	\$0.83	4%
	42000	65	\$21.36	15	\$24.36	16	\$23.63	-\$0.73	-3%
	42000	70	\$23.77	16	\$26.26	23	\$27.11	\$0.85	3%
	42000	75	\$26.65	12	\$29.85	3	\$29.38	-\$0.47	-2%
	42000	80	\$30.09	4	\$34.06	2	\$38.29	\$4.24	11%
	42000	85	\$34.18	1	\$36.14	9	\$36.75	\$0.61	2%
	42000	90	\$39.06	3	\$42.07	6	\$45.43	\$3.36	7%
	42000	97	\$60.09	1	\$62.49	0	\$0.00	-\$62.49	
	42000	IC	\$26.09	0	\$0.00	1	\$29.89	\$29.89	100%
	42000	ID	\$29.39	0	\$0.00	1	\$29.39	\$29.39	100%
	42000	IE	\$32.91	0	\$0.00	2	\$35.31	\$35.31	100%
	42000	IF	\$37.24	0	\$0.00	1	\$39.25	\$39.25	100%
	42000	IG	\$43.54	1	\$46.19	0	\$0.00	-\$46.19	
	42000	LE	\$31.17	2	\$27.66	0	\$0.00	-\$27.66	
	42000	LG	\$36.50	1	\$35.01	0	\$0.00	-\$35.01	
	42000	LH	\$39.87	2	\$42.43	1	\$38.82	-\$3.61	-9%
	42000	LI	\$42.72	1	\$44.43	1	\$43.60	-\$0.83	-2%
	42000	LJ	\$45.59	0	\$0.00	1	\$45.70	\$45.70	100%
Regulation & Licensing Dept. Total % of Total	240			113		127			
				47%		53%			
Public Regulation Commission	43000	25	\$10.17	1	\$13.42	0	\$0.00	-\$13.42	
	43000	35	\$11.85	1	\$14.90	0	\$0.00	-\$14.90	
	43000	40	\$12.95	3	\$14.04	0	\$0.00	-\$14.04	
	43000	45	\$14.26	2	\$18.07	1	\$15.69	-\$2.38	-15%
	43000	50	\$15.82	1	\$17.76	2	\$18.31	\$0.54	3%
	43000	55	\$17.63	3	\$17.19	4	\$18.97	\$1.78	9%
	43000	60	\$19.33	4	\$21.11	12	\$22.45	\$1.34	6%
	43000	65	\$21.36	5	\$25.85	12	\$22.53	-\$3.33	-15%
	43000	70	\$23.77	0	\$0.00	4	\$26.07	\$26.07	100%
	43000	75	\$26.65	4	\$27.31	3	\$27.36	\$0.05	0%
	43000	80	\$30.09	4	\$31.37	6	\$30.61	-\$0.77	-3%
	43000	85	\$34.18	0	\$0.00	4	\$34.51	\$34.51	100%
	43000	90	\$39.06	3	\$44.26	5	\$43.54	-\$0.72	-2%
	43000	ED	\$24.28	0	\$0.00	5	\$24.92	\$24.92	100%
	43000	EE	\$28.37	1	\$32.20	5	\$35.00	\$2.80	8%
	43000	EF	\$34.13	0	\$0.00	2	\$32.19	\$32.19	100%
	43000	EI	\$46.80	0	\$0.00	1	\$45.47	\$45.47	100%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	43000	IC	\$26.09	0	\$0.00	1	\$28.88	\$28.88	100%
	43000	ID	\$29.39	0	\$0.00	1	\$29.39	\$29.39	100%
	43000	IF	\$37.24	0	\$0.00	1	\$40.74	\$40.74	100%
	43000	LE	\$31.17	2	\$25.82	0	\$0.00	-\$25.82	
	43000	LH	\$39.87	1	\$40.55	2	\$34.85	-\$5.70	-16%
	43000	LI	\$42.72	1	\$41.06	2	\$42.21	\$1.14	3%
	43000	LJ	\$45.59	0	\$0.00	2	\$45.73	\$45.73	100%
Public Regulation Commission Total % of Total	111			36		75			
				32%		68%			
Superintendent of Insurance	44000	45	\$14.26	2	\$15.01	0	\$0.00	-\$15.01	
	44000	50	\$15.82	2	\$17.35	1	\$17.03	-\$0.31	-2%
	44000	55	\$17.63	8	\$18.85	2	\$20.93	\$2.08	10%
	44000	60	\$19.33	6	\$23.67	0	\$0.00	-\$23.67	
	44000	65	\$21.36	11	\$23.46	3	\$22.97	-\$0.49	-2%
	44000	70	\$23.77	9	\$27.01	4	\$25.27	-\$1.74	-7%
	44000	75	\$26.65	9	\$30.76	2	\$33.63	\$2.87	9%
	44000	80	\$30.09	1	\$39.74	0	\$0.00	-\$39.74	
	44000	85	\$34.18	2	\$43.65	1	\$42.17	-\$1.49	-4%
	44000	90	\$39.06	4	\$47.97	0	\$0.00	-\$47.97	
	44000	IC	\$26.09	1	\$25.03	0	\$0.00	-\$25.03	
	44000	IE	\$32.91	0	\$0.00	1	\$37.18	\$37.18	100%
	44000	IF	\$37.24	0	\$0.00	3	\$39.89	\$39.89	100%
	44000	LE	\$31.17	2	\$30.16	0	\$0.00	-\$30.16	
	44000	LH	\$39.87	1	\$43.71	3	\$44.37	\$0.66	1%
	44000	LI	\$42.72	0	\$0.00	2	\$46.76	\$46.76	100%
Superintendent of Insurance Total % of Total	80			58		22			
				73%		28%			
Medical Examiners Board	44600	45	\$14.26	1	\$15.46	0	\$0.00	-\$15.46	
	44600	55	\$17.63	1	\$17.01	0	\$0.00	-\$17.01	
	44600	60	\$19.33	2	\$22.42	0	\$0.00	-\$22.42	
	44600	65	\$21.36	3	\$24.04	0	\$0.00	-\$24.04	
	44600	75	\$26.65	4	\$34.18	0	\$0.00	-\$34.18	
	44600	98	\$69.94	0	\$0.00	1	\$68.82	\$68.82	100%
Medical Examiners Board Total % of Total	12			11		1			
				92%		8%			
Board of Nursing	44900	40	\$12.95	3	\$14.36	0	\$0.00	-\$14.36	
	44900	45	\$14.26	3	\$16.74	0	\$0.00	-\$16.74	
	44900	50	\$15.82	1	\$18.07	1	\$18.08	\$0.01	0%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	44900	60	\$19.33	1	\$23.02	0	\$0.00	-\$23.02	
	44900	65	\$21.36	0	\$0.00	2	\$22.81	\$22.81	100%
	44900	75	\$26.65	1	\$32.12	0	\$0.00	-\$32.12	
	44900	80	\$30.09	1	\$30.07	0	\$0.00	-\$30.07	
	44900	85	\$34.18	1	\$34.42	0	\$0.00	-\$34.42	
	44900	90	\$39.06	1	\$45.00	2	\$45.21	\$0.21	0%
	44900	IA	\$18.98	0	\$0.00	1	\$20.13	\$20.13	100%
	44900	ID	\$29.39	0	\$0.00	1	\$31.87	\$31.87	100%
	44900	IF	\$37.24	1	\$37.93	0	\$0.00	-\$37.93	
	44900	LH	\$39.87	0	\$0.00	1	\$37.55	\$37.55	100%
Board of Nursing Total % of Total	21			13		8			
				62%		38%			
EXPO New Mexico	46000	45	\$14.26	0	\$0.00	3	\$16.63	\$16.63	100%
	46000	50	\$15.82	0	\$0.00	2	\$20.13	\$20.13	100%
	46000	55	\$17.63	1	\$18.24	1	\$18.28	\$0.04	0%
	46000	60	\$19.33	1	\$21.71	0	\$0.00	-\$21.71	
	46000	65	\$21.36	1	\$25.91	0	\$0.00	-\$25.91	
	46000	70	\$23.77	1	\$27.05	0	\$0.00	-\$27.05	
	46000	75	\$26.65	1	\$31.43	1	\$29.86	-\$1.56	-5%
	46000	80	\$30.09	2	\$39.59	0	\$0.00	-\$39.59	
	46000	85	\$34.18	0	\$0.00	1	\$35.86	\$35.86	100%
	46000	IF	\$37.24	0	\$0.00	1	\$37.20	\$37.20	100%
EXPO New Mexico Total % of Total	16			7		9			
				44%		56%			
Professional Engineers & Land Surveyors Board	46400	50	\$15.82	1	\$15.82	0	\$0.00	-\$15.82	
	46400	55	\$17.63	2	\$17.62	0	\$0.00	-\$17.62	
	46400	60	\$19.33	1	\$22.05	0	\$0.00	-\$22.05	
	46400	80	\$30.09	1	\$32.36	0	\$0.00	-\$32.36	
Professional Engineers & Land Surveyors Board Total % of Total	5			5		0			
				100%		0%			
Gaming Control Board	46500	40	\$12.95	1	\$13.00	0	\$0.00	-\$13.00	
	46500	45	\$14.26	1	\$17.69	0	\$0.00	-\$17.69	
	46500	50	\$15.82	3	\$20.31	1	\$19.99	-\$0.32	-2%
	46500	55	\$17.63	1	\$23.75	2	\$19.84	-\$3.91	-20%
	46500	60	\$19.33	3	\$23.42	1	\$22.78	-\$0.65	-3%
	46500	65	\$21.36	8	\$26.55	3	\$23.89	-\$2.67	-11%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	46500	70	\$23.77	1	\$27.44	8	\$28.26	\$0.82	3%
	46500	85	\$34.18	1	\$39.62	2	\$39.74	\$0.12	0%
	46500	ID	\$29.39	1	\$29.59	0	\$0.00	-\$29.59	
	46500	IF	\$37.24	0	\$0.00	1	\$42.32	\$42.32	100%
	46500	IG	\$43.54	0	\$0.00	2	\$47.45	\$47.45	100%
	46500	LG	\$36.50	0	\$0.00	1	\$33.95	\$33.95	100%
	46500	LH	\$39.87	0	\$0.00	1	\$36.61	\$36.61	100%
Gaming Control Board Total	42			20		22			
	% of Total			48%		52%			
State Racing Commission	46900	55	\$17.63	1	\$20.06	0	\$0.00	-\$20.06	
	46900	60	\$19.33	1	\$19.82	0	\$0.00	-\$19.82	
	46900	65	\$21.36	1	\$23.83	1	\$21.21	-\$2.62	-12%
	46900	75	\$26.65	1	\$32.74	1	\$29.58	-\$3.15	-11%
	46900	85	\$34.18	1	\$37.34	1	\$39.27	\$1.93	5%
State Racing Commission Total	8			5		3			
	% of Total			63%		38%			
Veterinary Examiners Board	47900	30	\$10.93	1	\$12.35	0	\$0.00	-\$12.35	
	47900	45	\$14.26	1	\$15.67	0	\$0.00	-\$15.67	
Veterinary Examiners Board Total	2			2		0			
	% of Total			100%		0%			
SpacePort Authority	49500	60	\$19.33	0	\$0.00	1	\$24.55	\$24.55	100%
	49500	65	\$21.36	3	\$25.05	0	\$0.00	-\$25.05	
	49500	75	\$26.65	1	\$28.45	0	\$0.00	-\$28.45	
	49500	80	\$30.09	1	\$36.47	2	\$34.20	-\$2.27	-7%
	49500	85	\$34.18	0	\$0.00	1	\$35.01	\$35.01	100%
	49500	90	\$39.06	0	\$0.00	5	\$44.56	\$44.56	100%
	49500	IC	\$26.09	0	\$0.00	1	\$33.09	\$33.09	100%
	49500	IF	\$37.24	1	\$41.50	0	\$0.00	-\$41.50	
SpacePort Authority Total	16			6		10			
	% of Total			38%		63%			
Department of Cultural Affairs	50500	25	\$10.17	2	\$12.02	3	\$11.62	-\$0.41	-4%
	50500	30	\$10.93	1	\$12.30	1	\$12.40	\$0.10	1%
	50500	35	\$11.85	8	\$12.32	1	\$12.54	\$0.21	2%
	50500	40	\$12.95	10	\$13.47	32	\$13.68	\$0.21	2%
	50500	45	\$14.26	7	\$15.25	19	\$15.80	\$0.54	3%
	50500	50	\$15.82	13	\$17.49	19	\$17.02	-\$0.46	-3%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	50500	55	\$17.63	30	\$19.00	32	\$19.34	\$0.34	2%
	50500	60	\$19.33	44	\$21.41	26	\$21.34	-\$0.07	0%
	50500	65	\$21.36	29	\$23.33	21	\$23.43	\$0.10	0%
	50500	70	\$23.77	32	\$25.19	12	\$25.43	\$0.24	1%
	50500	75	\$26.65	21	\$28.34	12	\$28.82	\$0.48	2%
	50500	80	\$30.09	8	\$34.39	3	\$33.19	-\$1.20	-4%
	50500	85	\$34.18	2	\$37.54	7	\$39.02	\$1.48	4%
	50500	90	\$39.06	2	\$39.55	1	\$44.56	\$5.01	11%
	50500	AB	\$35.10	1	\$28.64	1	\$28.64	\$0.00	0%
	50500	IB	\$22.15	0	\$0.00	2	\$26.22	\$26.22	100%
	50500	IC	\$26.09	0	\$0.00	1	\$25.93	\$25.93	100%
	50500	ID	\$29.39	0	\$0.00	4	\$28.63	\$28.63	100%
	50500	IE	\$32.91	0	\$0.00	1	\$34.23	\$34.23	100%
	50500	IF	\$37.24	0	\$0.00	1	\$33.17	\$33.17	100%
	50500	IH	\$51.06	0	\$0.00	1	\$52.50	\$52.50	100%
	50500	LG	\$36.50	1	\$36.30	0	\$0.00	-\$36.30	
Department of Cultural Affairs Total % of Total	411			211		200			
				51%		49%			
Department of Game & Fish	51600	45	\$14.26	3	\$16.18	2	\$16.26	\$0.08	1%
	51600	50	\$15.82	8	\$18.07	16	\$17.45	-\$0.62	-4%
	51600	55	\$17.63	15	\$19.62	24	\$19.80	\$0.18	1%
	51600	60	\$19.33	7	\$20.99	31	\$22.11	\$1.12	5%
	51600	65	\$21.36	14	\$25.06	51	\$25.94	\$0.88	3%
	51600	70	\$23.77	5	\$28.03	35	\$28.98	\$0.95	3%
	51600	75	\$26.65	7	\$30.92	12	\$31.04	\$0.12	0%
	51600	80	\$30.09	1	\$39.60	3	\$35.99	-\$3.61	-10%
	51600	85	\$34.18	2	\$40.64	12	\$37.64	-\$3.00	-8%
	51600	90	\$39.06	0	\$0.00	7	\$41.30	\$41.30	100%
	51600	95	\$44.88	0	\$0.00	1	\$43.04	\$43.04	100%
	51600	96	\$51.82	0	\$0.00	1	\$49.04	\$49.04	100%
	51600	IC	\$26.09	1	\$27.72	0	\$0.00	-\$27.72	
	51600	ID	\$29.39	1	\$25.56	1	\$31.18	\$5.61	18%
	51600	IE	\$32.91	1	\$34.23	5	\$37.12	\$2.89	8%
	51600	IF	\$37.24	1	\$43.53	2	\$40.73	-\$2.80	-7%
	51600	IG	\$43.54	1	\$38.34	1	\$46.19	\$7.85	17%
	51600	LI	\$42.72	0	\$0.00	1	\$43.01	\$43.01	100%
Department of Game & Fish Total % of Total	272			67		205			
				25%		75%			

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Energy, Minerals & Natural Resources Dept.	52100	25	\$10.17	2	\$10.60	0	\$0.00	-\$10.60	
	52100	30	\$10.93	17	\$10.66	32	\$10.16	-\$0.50	-5%
	52100	40	\$12.95	3	\$10.17	17	\$10.39	\$0.23	2%
	52100	45	\$14.26	5	\$15.60	14	\$15.11	-\$0.49	-3%
	52100	50	\$15.82	6	\$17.02	12	\$17.31	\$0.29	2%
	52100	55	\$17.63	14	\$17.81	20	\$18.73	\$0.92	5%
	52100	60	\$19.33	19	\$20.28	33	\$19.50	-\$0.79	-4%
	52100	65	\$21.36	23	\$24.83	28	\$23.65	-\$1.18	-5%
	52100	70	\$23.77	10	\$23.32	21	\$23.62	\$0.30	1%
	52100	75	\$26.65	14	\$30.17	27	\$30.19	\$0.03	0%
	52100	80	\$30.09	6	\$35.78	12	\$35.74	-\$0.04	0%
	52100	85	\$34.18	4	\$33.02	14	\$34.75	\$1.72	5%
	52100	90	\$39.06	2	\$42.01	5	\$40.46	-\$1.55	-4%
	52100	95	\$44.88	0	\$0.00	2	\$51.81	\$51.81	100%
	52100	96	\$51.82	1	\$44.87	3	\$50.76	\$5.89	12%
	52100	AB	\$35.10	1	\$35.10	1	\$34.74	-\$0.36	-1%
	52100	EC	\$21.30	1	\$24.38	2	\$26.40	\$2.02	8%
	52100	ED	\$24.28	2	\$23.04	0	\$0.00	-\$23.04	
	52100	EE	\$28.37	0	\$0.00	2	\$29.09	\$29.09	100%
	52100	EF	\$34.13	1	\$34.13	2	\$35.95	\$1.82	5%
	52100	EG	\$37.98	1	\$41.30	1	\$45.70	\$4.40	10%
	52100	EI	\$46.80	0	\$0.00	1	\$42.63	\$42.63	100%
	52100	IB	\$22.15	1	\$25.43	0	\$0.00	-\$25.43	
	52100	IC	\$26.09	0	\$0.00	1	\$25.78	\$25.78	100%
	52100	IE	\$32.91	0	\$0.00	6	\$36.08	\$36.08	100%
	52100	IF	\$37.24	1	\$41.88	4	\$46.11	\$4.23	9%
	52100	IG	\$43.54	0	\$0.00	1	\$47.63	\$47.63	100%
	52100	II	\$56.22	0	\$0.00	1	\$56.01	\$56.01	100%
	52100	LE	\$31.17	1	\$32.06	0	\$0.00	-\$32.06	
	52100	LI	\$42.72	1	\$44.67	2	\$44.67	\$0.00	0%
	52100	LJ	\$45.59	1	\$50.34	0	\$0.00	-\$50.34	
Energy, Minerals & Natural Resources Dept. Total % of Total	401			137		264			
				34%		66%			
Youth Conservation Corps	52200	60	\$19.33	1	\$25.04	0	\$0.00	-\$25.04	
	52200	90	\$39.06	1	\$34.41	0	\$0.00	-\$34.41	
Youth Conservation Corps Total % of Total	2			2		0			
				100%		0%			

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
State Land Office	53900	25	\$10.17	4	\$13.38	0	\$0.00	-\$13.38	
	53900	40	\$12.95	0	\$0.00	1	\$15.58	\$15.58	100%
	53900	50	\$15.82	1	\$18.30	1	\$17.10	-\$1.20	-7%
	53900	55	\$17.63	7	\$19.79	4	\$20.87	\$1.09	5%
	53900	60	\$19.33	8	\$21.75	5	\$19.29	-\$2.46	-13%
	53900	65	\$21.36	16	\$25.12	11	\$23.30	-\$1.82	-8%
	53900	70	\$23.77	7	\$27.38	15	\$27.43	\$0.05	0%
	53900	75	\$26.65	3	\$30.20	6	\$30.31	\$0.10	0%
	53900	80	\$30.09	2	\$36.76	5	\$40.86	\$4.10	10%
	53900	85	\$34.18	3	\$38.93	3	\$40.88	\$1.95	5%
	53900	90	\$39.06	4	\$43.45	2	\$43.78	\$0.33	1%
	53900	IB	\$22.15	0	\$0.00	2	\$23.16	\$23.16	100%
	53900	IE	\$32.91	3	\$30.66	2	\$34.72	\$4.06	12%
	53900	IF	\$37.24	4	\$40.29	4	\$39.70	-\$0.59	-1%
	53900	IG	\$43.54	0	\$0.00	4	\$47.12	\$47.12	100%
	53900	II	\$56.22	0	\$0.00	1	\$55.23	\$55.23	100%
	53900	LI	\$42.72	0	\$0.00	1	\$49.61	\$49.61	100%
State Land Office Total % of Total	129			62		67			
				48%		52%			
Office of the State Engineer	55000	50	\$15.82	1	\$16.97	0	\$0.00	-\$16.97	
	55000	55	\$17.63	5	\$17.72	2	\$14.00	-\$3.72	-27%
	55000	60	\$19.33	3	\$23.04	1	\$25.02	\$1.98	8%
	55000	65	\$21.36	5	\$27.01	3	\$25.68	-\$1.32	-5%
	55000	70	\$23.77	3	\$31.05	0	\$0.00	-\$31.05	
	55000	75	\$26.65	1	\$35.21	1	\$32.22	-\$2.98	-9%
	55000	80	\$30.09	4	\$36.09	0	\$0.00	-\$36.09	
	55000	85	\$34.18	1	\$37.54	1	\$43.98	\$6.44	15%
	55000	90	\$39.06	0	\$0.00	2	\$46.19	\$46.19	100%
	55000	EA	\$17.07	4	\$15.12	1	\$13.13	-\$1.99	-15%
	55000	EB	\$18.94	5	\$17.43	6	\$17.59	\$0.16	1%
	55000	EC	\$21.30	7	\$19.13	3	\$19.14	\$0.01	0%
	55000	ED	\$24.28	17	\$22.48	14	\$23.03	\$0.55	2%
	55000	EE	\$28.37	15	\$27.38	22	\$26.60	-\$0.78	-3%
	55000	EF	\$34.13	9	\$31.64	25	\$32.14	\$0.50	2%
	55000	EG	\$37.98	13	\$35.80	31	\$37.13	\$1.33	4%
	55000	EI	\$46.80	4	\$43.08	10	\$43.18	\$0.10	0%
	55000	EK	\$55.60	0	\$0.00	2	\$53.65	\$53.65	100%
	55000	IA	\$18.98	0	\$0.00	1	\$21.00	\$21.00	100%
	55000	IC	\$26.09	0	\$0.00	1	\$27.72	\$27.72	100%
	55000	IE	\$32.91	2	\$29.59	3	\$31.59	\$2.01	6%

Business Name	Business Unit	Salary Grade	Midpoint /Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/ Male
	55000	IF	\$37.24	2	\$41.74	2	\$41.14	-\$0.61	-1%
	55000	IG	\$43.54	0	\$0.00	2	\$41.45	\$41.45	100%
	55000	IH	\$51.06	0	\$0.00	1	\$52.63	\$52.63	100%
	55000	LE	\$31.17	8	\$29.65	0	\$0.00	-\$29.65	
	55000	LF	\$33.68	0	\$0.00	1	\$30.60	\$30.60	100%
	55000	LH	\$39.87	6	\$39.32	6	\$37.96	-\$1.36	-4%
	55000	LI	\$42.72	3	\$45.23	3	\$45.15	-\$0.08	0%
Office of the State Engineer Total	262			118		144			
				45%		55%			
Office of African American Affairs	60300	50	\$15.82	1	\$17.50	0	\$0.00	-\$17.50	
	60300	65	\$21.36	1	\$22.88	0	\$0.00	-\$22.88	
	60300	70	\$23.77	1	\$24.50	0	\$0.00	-\$24.50	
	60300	80	\$30.09	1	\$34.42	0	\$0.00	-\$34.42	
Office of African American Affairs Total	4			4		0			
				100%		0%			
Commission for Deaf/Hard of Hearing	60400	50	\$15.82	1	\$20.10	0	\$0.00	-\$20.10	
	60400	60	\$19.33	1	\$20.10	1	\$19.03	-\$1.07	-6%
	60400	65	\$21.36	2	\$24.96	1	\$19.67	-\$5.29	-27%
	60400	70	\$23.77	1	\$24.73	0	\$0.00	-\$24.73	
	60400	75	\$26.65	2	\$30.50	0	\$0.00	-\$30.50	
	60400	80	\$30.09	1	\$36.22	0	\$0.00	-\$36.22	
	60600	65	\$21.36	11	\$23.05	10	\$20.82	-\$2.24	-11%
	60600	70	\$23.77	4	\$26.67	0	\$0.00	-\$26.67	
	60600	75	\$26.65	2	\$29.82	0	\$0.00	-\$29.82	
	60600	85	\$34.18	3	\$32.52	1	\$43.92	\$11.40	26%
	60600	90	\$39.06	0	\$0.00	1	\$45.42	\$45.42	100%
Com for Deaf/Hard of Hearing Total	10			8		2			
				80%		20%			
Commission for the Blind	60600	35	\$11.85	4	\$12.38	1	\$12.76	\$0.39	3%
	60600	45	\$14.26	8	\$15.10	2	\$16.64	\$1.54	9%
	60600	55	\$17.63	4	\$18.78	0	\$0.00	-\$18.78	
	60600	60	\$19.33	4	\$20.60	0	\$0.00	-\$20.60	
Commission for the Blind Total	55			40		15			
				73%		27%			
Department of Indian Affairs	60900	55	\$17.63	2	\$17.63	1	\$17.63	\$0.00	0%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	60900	60	\$19.33	1	\$20.95	0	\$0.00	-\$20.95	
	60900	65	\$21.36	1	\$28.20	0	\$0.00	-\$28.20	
	60900	75	\$26.65	0	\$0.00	2	\$31.91	\$31.91	100%
	60900	80	\$30.09	0	\$0.00	1	\$37.97	\$37.97	100%
	60900	85	\$34.18	0	\$0.00	1	\$38.50	\$38.50	100%
Department of Indian Affairs Total % of Total	9			4		5			
				44%		56%			
Aging & Long-Term Services Dept.	62400	35	\$11.85	7	\$12.51	0	\$0.00	-\$12.51	
	62400	40	\$12.95	1	\$13.65	0	\$0.00	-\$13.65	
	62400	45	\$14.26	3	\$15.16	0	\$0.00	-\$15.16	
	62400	55	\$17.63	5	\$18.55	1	\$22.83	\$4.28	19%
	62400	60	\$19.33	8	\$20.98	3	\$21.08	\$0.10	0%
	62400	65	\$21.36	70	\$23.56	16	\$22.78	-\$0.78	-3%
	62400	70	\$23.77	15	\$29.25	8	\$27.73	-\$1.51	-5%
	62400	75	\$26.65	18	\$32.22	1	\$36.82	\$4.61	13%
	62400	80	\$30.09	8	\$36.50	4	\$35.26	-\$1.23	-3%
	62400	85	\$34.18	2	\$40.60	1	\$38.84	-\$1.76	-5%
	62400	90	\$39.06	1	\$43.68	0	\$0.00	-\$43.68	
	62400	ID	\$29.39	0	\$0.00	2	\$30.15	\$30.15	100%
	62400	IE	\$32.91	0	\$0.00	2	\$36.21	\$36.21	100%
	62400	IF	\$37.24	2	\$36.04	0	\$0.00	-\$36.04	
	62400	IG	\$43.54	0	\$0.00	1	\$44.75	\$44.75	100%
	62400	LI	\$42.72	1	\$45.00	0	\$0.00	-\$45.00	
Aging & Long-Term Services Dept. Total % of Total	180			141		39			
				78%		22%			
Human Services Department	63000	30	\$10.93	40	\$12.11	5	\$11.59	-\$0.53	-5%
	63000	40	\$12.95	15	\$12.59	2	\$11.97	-\$0.62	-5%
	63000	45	\$14.26	4	\$14.94	1	\$14.81	-\$0.13	-1%
	63000	50	\$15.82	44	\$15.91	15	\$15.76	-\$0.16	-1%
	63000	55	\$17.63	13	\$19.10	6	\$19.60	\$0.50	3%
	63000	60	\$19.33	590	\$18.17	95	\$18.02	-\$0.15	-1%
	63000	65	\$21.36	230	\$21.27	52	\$21.42	\$0.14	1%
	63000	70	\$23.77	208	\$24.53	49	\$24.76	\$0.23	1%
	63000	75	\$26.65	84	\$29.57	22	\$29.68	\$0.11	0%
	63000	80	\$30.09	28	\$34.25	19	\$33.85	-\$0.39	-1%
	63000	85	\$34.18	28	\$36.33	15	\$38.03	\$1.70	4%
	63000	90	\$39.06	21	\$43.01	9	\$44.76	\$1.76	4%
	63000	95	\$44.88	0	\$0.00	1	\$51.95	\$51.95	100%
	63000	98	\$69.94	1	\$83.36	0	\$0.00	-\$83.36	

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	63000	IA	\$18.98	0	\$0.00	2	\$19.56	\$19.56	100%
	63000	IB	\$22.15	0	\$0.00	3	\$23.13	\$23.13	100%
	63000	IC	\$26.09	0	\$0.00	2	\$27.49	\$27.49	100%
	63000	ID	\$29.39	0	\$0.00	3	\$28.58	\$28.58	100%
	63000	IE	\$32.91	4	\$33.37	10	\$35.27	\$1.90	5%
	63000	IF	\$37.24	6	\$42.48	15	\$40.95	-\$1.53	-4%
	63000	IG	\$43.54	2	\$43.43	3	\$43.79	\$0.36	1%
	63000	IH	\$51.06	0	\$0.00	4	\$47.61	\$47.61	100%
	63000	II	\$56.22	1	\$45.63	2	\$52.46	\$6.83	13%
	63000	IK	\$69.71	0	\$0.00	1	\$56.22	\$56.22	100%
	63000	LF	\$33.68	6	\$30.17	1	\$28.53	-\$1.65	-6%
	63000	LG	\$36.50	2	\$33.13	7	\$32.82	-\$0.31	-1%
	63000	LH	\$39.87	6	\$37.21	11	\$37.86	\$0.65	2%
	63000	LI	\$42.72	6	\$42.24	2	\$41.65	-\$0.59	-1%
	63000	LJ	\$45.59	1	\$46.16	1	\$47.14	\$0.98	2%
Human Services Department Total % of Total	1698			1340		358			
				79%		21%			
Dept. of Workforce Solutions	63100	25	\$10.17	4	\$11.06	1	\$10.00	-\$1.06	-11%
	63100	40	\$12.95	2	\$13.29	0	\$0.00	-\$13.29	
	63100	45	\$14.26	6	\$15.30	0	\$0.00	-\$15.30	
	63100	50	\$15.82	25	\$14.28	11	\$13.93	-\$0.35	-3%
	63100	55	\$17.63	60	\$16.90	27	\$16.67	-\$0.23	-1%
	63100	60	\$19.33	51	\$17.88	20	\$18.37	\$0.49	3%
	63100	65	\$21.36	46	\$22.52	30	\$21.89	-\$0.63	-3%
	63100	70	\$23.77	25	\$24.81	19	\$24.75	-\$0.07	0%
	63100	75	\$26.65	5	\$28.06	6	\$28.99	\$0.93	3%
	63100	80	\$30.09	2	\$33.85	6	\$34.44	\$0.58	2%
	63100	85	\$34.18	3	\$34.56	2	\$38.12	\$3.55	9%
	63100	90	\$39.06	1	\$41.90	0	\$0.00	-\$41.90	
	63100	95	\$44.88	0	\$0.00	1	\$47.70	\$47.70	100%
	63100	IA	\$18.98	1	\$18.98	3	\$15.10	-\$3.88	-26%
	63100	IB	\$22.15	2	\$23.88	0	\$0.00	-\$23.88	
	63100	ID	\$29.39	2	\$26.39	1	\$27.21	\$0.83	3%
	63100	IE	\$32.91	1	\$32.54	8	\$31.87	-\$0.67	-2%
	63100	IF	\$37.24	3	\$40.34	6	\$40.08	-\$0.26	-1%
	63100	IH	\$51.06	0	\$0.00	4	\$47.28	\$47.28	100%
	63100	IJ	\$62.37	1	\$60.41	0	\$0.00	-\$60.41	
	63100	LH	\$39.87	1	\$32.54	2	\$41.44	\$8.90	21%
	63100	LI	\$42.72	0	\$0.00	1	\$44.43	\$44.43	100%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Dept. of Workforce Solutions Total % of Total	389			241		148			
				62%		38%			
Workers Compensation Admin	63200	30	\$10.93	1	\$13.33	1	\$12.50	-\$0.83	-7%
	63200	45	\$14.26	5	\$15.48	0	\$0.00	-\$15.48	
	63200	50	\$15.82	14	\$17.18	1	\$17.45	\$0.28	2%
	63200	55	\$17.63	11	\$18.45	5	\$18.21	-\$0.24	-1%
	63200	60	\$19.33	8	\$21.01	5	\$21.10	\$0.09	0%
	63200	65	\$21.36	10	\$22.31	6	\$24.22	\$1.90	8%
	63200	70	\$23.77	5	\$26.67	3	\$25.46	-\$1.21	-5%
	63200	75	\$26.65	3	\$29.81	7	\$29.08	-\$0.73	-3%
	63200	80	\$30.09	3	\$31.37	3	\$33.88	\$2.51	7%
	63200	85	\$34.18	1	\$38.08	0	\$0.00	-\$38.08	
	63200	ID	\$29.39	1	\$28.11	0	\$0.00	-\$28.11	
	63200	IE	\$32.91	1	\$32.91	1	\$27.00	-\$5.91	-22%
	63200	LG	\$36.50	2	\$33.22	1	\$33.21	-\$0.01	0%
	63200	LH	\$39.87	0	\$0.00	3	\$35.87	\$35.87	100%
	63200	LI	\$42.72	2	\$40.49	0	\$0.00	-\$40.49	
Workers Compensation Admin Total % of Total	103			67		36			
				65%		35%			
Dept. of Vocational Rehab.	64400	45	\$14.26	7	\$16.06	0	\$0.00	-\$16.06	
	64400	50	\$15.82	11	\$18.17	2	\$16.25	-\$1.92	-12%
	64400	55	\$17.63	35	\$19.30	4	\$19.43	\$0.13	1%
	64400	60	\$19.33	19	\$21.67	7	\$21.59	-\$0.08	0%
	64400	65	\$21.36	40	\$24.26	11	\$23.98	-\$0.28	-1%
	64400	70	\$23.77	16	\$28.39	7	\$28.27	-\$0.12	0%
	64400	75	\$26.65	13	\$31.14	4	\$30.90	-\$0.23	-1%
	64400	80	\$30.09	3	\$30.22	2	\$33.05	\$2.83	9%
	64400	85	\$34.18	3	\$31.31	4	\$36.78	\$5.47	15%
	64400	90	\$39.06	2	\$44.88	1	\$39.60	-\$5.28	-13%
	64400	IE	\$32.91	3	\$33.96	3	\$34.35	\$0.39	1%
	64400	IF	\$37.24	2	\$39.71	2	\$37.77	-\$1.94	-5%
	64400	IG	\$43.54	0	\$0.00	1	\$41.37	\$41.37	100%
	64400	IH	\$51.06	0	\$0.00	1	\$48.12	\$48.12	100%
Dept. of Vocational Rehab. Total % of Total	203			154		49			
				76%		24%			
Governor's Commission on Disability	64500	55	\$17.63	1	\$20.67	0	\$0.00	-\$20.67	

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	64500	65	\$21.36	5	\$22.28	0	\$0.00	-\$22.28	
	64500	70	\$23.77	1	\$27.54	2	\$23.86	-\$3.68	-15%
	64500	75	\$26.65	1	\$28.24	0	\$0.00	-\$28.24	
	64500	85	\$34.18	0	\$0.00	1	\$35.80	\$35.80	100%
	64500	AA	\$30.87	0	\$0.00	1	\$25.67	\$25.67	100%
	64500	AB	\$35.10	0	\$0.00	1	\$28.64	\$28.64	100%
Governor's Comm. on Disability Total % of Total	13			8		5			
				62%		38%			
Developmental Disabilities Planning Council	64700	35	\$11.85	2	\$11.79	0	\$0.00	-\$11.79	
	64700	55	\$17.63	3	\$19.60	0	\$0.00	-\$19.60	
	64700	60	\$19.33	3	\$21.56	0	\$0.00	-\$21.56	
	64700	65	\$21.36	3	\$23.96	2	\$26.04	\$2.08	8%
	64700	75	\$26.65	2	\$28.28	1	\$22.17	-\$6.11	-28%
	64700	80	\$30.09	1	\$35.19	0	\$0.00	-\$35.19	
	64700	LG	\$36.50	1	\$32.83	0	\$0.00	-\$32.83	
Developmental Disabilities Planning Council Total % of Total	18			15		3			
				83%		17%			
Miners Colfax Medical Center	66200	25	\$10.17	13	\$8.63	10	\$8.98	\$0.34	4%
	66200	30	\$10.93	3	\$11.61	3	\$11.29	-\$0.32	-3%
	66200	35	\$11.85	0	\$0.00	1	\$12.07	\$12.07	100%
	66200	40	\$12.95	29	\$11.14	7	\$11.04	-\$0.10	-1%
	66200	45	\$14.26	20	\$13.12	6	\$12.00	-\$1.12	-9%
	66200	50	\$15.82	14	\$14.77	6	\$15.16	\$0.39	3%
	66200	55	\$17.63	7	\$19.21	5	\$19.30	\$0.09	0%
	66200	60	\$19.33	8	\$23.97	2	\$23.38	-\$0.59	-3%
	66200	65	\$21.36	4	\$24.76	4	\$26.50	\$1.73	7%
	66200	70	\$23.77	12	\$26.96	1	\$28.17	\$1.21	4%
	66200	75	\$26.65	9	\$32.80	1	\$27.75	-\$5.05	-18%
	66200	80	\$30.09	13	\$35.94	3	\$33.12	-\$2.81	-8%
	66200	85	\$34.18	9	\$40.50	0	\$0.00	-\$40.50	
	66200	90	\$39.06	4	\$48.97	1	\$46.68	-\$2.29	-5%
	66200	97	\$60.09	4	\$69.81	1	\$68.95	-\$0.86	-1%
	66200	99	\$131.58	9	\$152.54	8	\$134.89	-\$17.65	-13%
	66200	IC	\$26.09	0	\$0.00	1	\$23.32	\$23.32	100%
	66200	IE	\$32.91	0	\$0.00	1	\$32.50	\$32.50	100%
	66200	IF	\$37.24	0	\$0.00	1	\$40.81	\$40.81	100%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Miners Colfax Medical Center Total % of Total	220			158		62			
				72%		28%			
Department of Health	66500	25	\$10.17	70	\$10.00	74	\$9.82	-\$0.18	-2%
	66500	30	\$10.93	81	\$11.89	24	\$10.96	-\$0.93	-8%
	66500	35	\$11.85	43	\$12.12	41	\$12.31	\$0.19	2%
	66500	40	\$12.95	320	\$14.69	192	\$14.09	-\$0.60	-4%
	66500	45	\$14.26	187	\$15.97	49	\$16.33	\$0.36	2%
	66500	50	\$15.82	143	\$18.15	58	\$18.35	\$0.20	1%
	66500	55	\$17.63	94	\$19.40	44	\$19.55	\$0.15	1%
	66500	60	\$19.33	90	\$21.47	41	\$21.38	-\$0.09	0%
	66500	65	\$21.36	310	\$24.05	118	\$24.13	\$0.09	0%
	66500	70	\$23.77	173	\$26.73	43	\$27.19	\$0.46	2%
	66500	75	\$26.65	117	\$30.98	61	\$30.24	-\$0.74	-2%
	66500	80	\$30.09	140	\$36.24	23	\$35.15	-\$1.10	-3%
	66500	85	\$34.18	166	\$41.26	39	\$40.12	-\$1.14	-3%
	66500	90	\$39.06	45	\$47.13	24	\$45.42	-\$1.71	-4%
	66500	95	\$44.88	12	\$56.03	14	\$53.28	-\$2.75	-5%
	66500	96	\$51.82	4	\$56.34	7	\$58.76	\$2.43	4%
	66500	97	\$60.09	3	\$74.47	2	\$79.37	\$4.90	6%
	66500	98	\$69.94	6	\$75.07	7	\$82.81	\$7.73	9%
	66500	99	\$131.58	4	\$156.78	2	\$158.25	\$1.47	1%
	66500	AB	\$35.10	0	\$0.00	1	\$36.01	\$36.01	100%
	66500	ED	\$24.28	1	\$25.42	0	\$0.00	-\$25.42	
	66500	IB	\$22.15	2	\$23.86	3	\$22.95	-\$0.91	-4%
	66500	IC	\$26.09	3	\$23.61	13	\$25.91	\$2.29	9%
	66500	ID	\$29.39	9	\$30.26	9	\$27.99	-\$2.27	-8%
	66500	IE	\$32.91	5	\$32.51	7	\$34.37	\$1.86	5%
	66500	IF	\$37.24	5	\$33.48	19	\$37.81	\$4.33	11%
	66500	IG	\$43.54	2	\$42.65	2	\$43.08	\$0.43	1%
	66500	IH	\$51.06	0	\$0.00	3	\$49.70	\$49.70	100%
	66500	II	\$56.22	1	\$53.10	1	\$44.73	-\$8.37	-19%
	66500	IJ	\$62.37	1	\$49.62	0	\$0.00	-\$49.62	
	66500	IK	\$69.71	0	\$0.00	1	\$55.46	\$55.46	100%
	66500	LG	\$36.50	0	\$0.00	1	\$32.42	\$32.42	100%
	66500	LH	\$39.87	3	\$37.79	2	\$37.21	-\$0.58	-2%
	66500	LI	\$42.72	0	\$0.00	1	\$44.01	\$44.01	100%
Department of Health Total % of Total	2966			2040		926			
				69%		31%			

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Department of Environment	66700	40	\$12.95	1	\$14.80	0	\$0.00	-\$14.80	
	66700	45	\$14.26	24	\$15.58	2	\$14.92	-\$0.66	-4%
	66700	50	\$15.82	3	\$19.88	0	\$0.00	-\$19.88	
	66700	55	\$17.63	21	\$20.27	6	\$19.65	-\$0.62	-3%
	66700	60	\$19.33	18	\$22.46	1	\$24.40	\$1.93	8%
	66700	65	\$21.36	17	\$25.09	9	\$23.99	-\$1.09	-5%
	66700	70	\$23.77	48	\$25.42	66	\$24.97	-\$0.45	-2%
	66700	75	\$26.65	55	\$30.63	73	\$30.57	-\$0.07	0%
	66700	80	\$30.09	32	\$34.36	38	\$34.06	-\$0.29	-1%
	66700	85	\$34.18	10	\$39.64	10	\$38.34	-\$1.29	-3%
	66700	90	\$39.06	3	\$42.05	5	\$39.62	-\$2.43	-6%
	66700	95	\$44.88	7	\$45.18	8	\$42.17	-\$3.00	-7%
	66700	EF	\$34.13	5	\$31.95	5	\$33.50	\$1.55	5%
	66700	EG	\$37.98	2	\$39.09	6	\$37.37	-\$1.72	-5%
	66700	EH	\$42.16	0	\$0.00	1	\$43.56	\$43.56	100%
	66700	IB	\$22.15	2	\$24.35	0	\$0.00	-\$24.35	
	66700	IC	\$26.09	4	\$27.58	1	\$31.45	\$3.88	12%
	66700	ID	\$29.39	1	\$26.11	1	\$27.60	\$1.49	5%
	66700	IE	\$32.91	2	\$29.40	9	\$34.40	\$5.01	15%
	66700	IF	\$37.24	1	\$39.50	6	\$38.52	-\$0.99	-3%
	66700	IG	\$43.54	0	\$0.00	1	\$43.75	\$43.75	100%
	66700	II	\$56.22	1	\$47.21	0	\$0.00	-\$47.21	
	66700	LF	\$33.68	1	\$33.68	0	\$0.00	-\$33.68	
	66700	LG	\$36.50	0	\$0.00	2	\$36.17	\$36.17	100%
	66700	LH	\$39.87	2	\$41.15	2	\$41.28	\$0.13	0%
	66700	LI	\$42.72	1	\$44.43	1	\$41.00	-\$3.43	-8%
	66700	LJ	\$45.59	1	\$48.58	0	\$0.00	-\$48.58	
Department of Environment Total % of Total	515			262		253			
				51%		49%			
Office of Natural Resources Trustee	66800	65	\$21.36	1	\$25.82	0	\$0.00	-\$25.82	
	66800	96	\$51.82	0	\$0.00	1	\$45.77	\$45.77	100%
	66800	EF	\$34.13	0	\$0.00	1	\$37.13	\$37.13	100%
Office of Natural Resources Trustee Total % of Total	3			1		2			
				33%		67%			
Department of Veteran Services	67000	40	\$12.95	0	\$0.00	3	\$15.25	\$15.25	100%
	67000	50	\$15.82	3	\$17.32	0	\$0.00	-\$17.32	
	67000	55	\$17.63	8	\$18.92	6	\$17.98	-\$0.94	-5%
	67000	60	\$19.33	5	\$21.90	6	\$22.17	\$0.27	1%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	67000	65	\$21.36	2	\$23.07	2	\$23.04	-\$0.02	0%
	67000	70	\$23.77	2	\$27.95	0	\$0.00	-\$27.95	
	67000	75	\$26.65	0	\$0.00	3	\$29.56	\$29.56	100%
	67000	80	\$30.09	2	\$38.15	1	\$32.00	-\$6.14	-19%
	67000	IE	\$32.91	0	\$0.00	2	\$36.47	\$36.47	100%
	67000	IF	\$37.24	0	\$0.00	1	\$45.47	\$45.47	100%
Department of Veteran Services Total % of Total	46			22		24			
				48%		52%			
Children, Youth & Families Dept.	69000	25	\$10.17	1	\$10.98	1	\$11.79	\$0.80	7%
	69000	30	\$10.93	5	\$12.86	2	\$14.61	\$1.74	12%
	69000	35	\$11.85	48	\$14.07	6	\$14.80	\$0.73	5%
	69000	40	\$12.95	64	\$15.01	3	\$15.09	\$0.08	1%
	69000	45	\$14.26	24	\$16.90	0	\$0.00	-\$16.90	
	69000	50	\$15.82	76	\$16.93	6	\$17.05	\$0.12	1%
	69000	55	\$17.63	113	\$18.94	128	\$17.92	-\$1.02	-6%
	69000	60	\$19.33	88	\$21.76	73	\$21.27	-\$0.49	-2%
	69000	65	\$21.36	51	\$24.61	28	\$24.24	-\$0.37	-2%
	69000	70	\$23.77	189	\$26.66	119	\$26.03	-\$0.63	-2%
	69000	75	\$26.65	44	\$31.78	41	\$30.66	-\$1.12	-4%
	69000	80	\$30.09	20	\$34.94	11	\$33.10	-\$1.84	-6%
	69000	85	\$34.18	33	\$37.31	12	\$39.05	\$1.74	4%
	69000	90	\$39.06	14	\$45.14	7	\$46.16	\$1.02	2%
	69000	95	\$44.88	9	\$49.06	2	\$47.47	-\$1.59	-3%
	69000	96	\$51.82	2	\$52.80	1	\$50.20	-\$2.60	-5%
	69000	98	\$69.94	1	\$70.31	0	\$0.00	-\$70.31	
	69000	99	\$131.58	1	\$137.90	1	\$135.00	-\$2.90	-2%
	69000	IB	\$22.15	1	\$21.23	5	\$23.77	\$2.55	11%
	69000	IC	\$26.09	1	\$28.54	2	\$23.87	-\$4.67	-20%
	69000	ID	\$29.39	0	\$0.00	2	\$31.18	\$31.18	100%
	69000	IE	\$32.91	4	\$34.90	8	\$35.57	\$0.67	2%
	69000	IF	\$37.24	3	\$40.18	4	\$41.26	\$1.08	3%
	69000	IG	\$43.54	0	\$0.00	1	\$46.41	\$46.41	100%
	69000	IH	\$51.06	1	\$44.23	0	\$0.00	-\$44.23	
	69000	IJ	\$62.37	1	\$59.28	0	\$0.00	-\$59.28	
	69000	LF	\$33.68	2	\$33.68	0	\$0.00	-\$33.68	
	69000	LG	\$36.50	9	\$38.98	9	\$38.23	-\$0.75	-2%
	69000	LH	\$39.87	7	\$41.38	4	\$43.25	\$1.86	4%
	69000	LI	\$42.72	2	\$44.11	0	\$0.00	-\$44.11	
	69000	SD	\$20.93	137	\$19.79	27	\$19.63	-\$0.15	-1%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	69000	SE	\$23.76	203	\$23.80	39	\$23.12	-\$0.68	-3%
	69000	SF	\$26.71	90	\$28.33	13	\$28.75	\$0.43	1%
	69000	SG	\$31.17	33	\$32.76	7	\$30.98	-\$1.78	-6%
	69000	SH	\$37.22	21	\$37.95	7	\$37.31	-\$0.64	-2%
	69000	SI	\$41.18	4	\$42.37	0	\$0.00	-\$42.37	
Children, Youth & Families Dept. Total % of Total	1871			1302		569			
				70%		30%			
Military Affairs	70500	25	\$10.17	0	\$0.00	1	\$13.13	\$13.13	100%
	70500	40	\$12.95	0	\$0.00	1	\$14.12	\$14.12	100%
	70500	45	\$14.26	5	\$16.63	9	\$17.67	\$1.04	6%
	70500	50	\$15.82	4	\$18.29	22	\$17.33	-\$0.96	-6%
	70500	55	\$17.63	9	\$19.17	11	\$20.55	\$1.38	7%
	70500	60	\$19.33	3	\$21.05	4	\$19.49	-\$1.56	-8%
	70500	65	\$21.36	5	\$26.78	6	\$25.75	-\$1.03	-4%
	70500	70	\$23.77	3	\$27.11	6	\$27.57	\$0.46	2%
	70500	75	\$26.65	2	\$30.17	7	\$29.09	-\$1.08	-4%
	70500	80	\$30.09	2	\$35.91	5	\$33.65	-\$2.27	-7%
	70500	85	\$34.18	2	\$37.11	0	\$0.00	-\$37.11	
	70500	IA	\$18.98	0	\$0.00	1	\$29.01	\$29.01	100%
	70500	IB	\$22.15	0	\$0.00	3	\$25.87	\$25.87	100%
	70500	IC	\$26.09	0	\$0.00	1	\$27.56	\$27.56	100%
	70500	ID	\$29.39	1	\$30.34	1	\$25.79	-\$4.55	-18%
	70500	IF	\$37.24	0	\$0.00	1	\$35.85	\$35.85	100%
Military Affairs Total % of Total	115			36		79			
				31%		69%			
Adult Parole Board	76000	45	\$14.26	1	\$14.81	0	\$0.00	-\$14.81	
	76000	55	\$17.63	1	\$19.09	0	\$0.00	-\$19.09	
	76000	80	\$30.09	0	\$0.00	1	\$26.84	\$26.84	100%
Adult Parole Board Total % of Total	3			2		1			
				67%		33%			
New Mexico Corrections Dept.	77000	30	\$10.93	1	\$13.01	0	\$0.00	-\$13.01	
	77000	40	\$12.95	49	\$14.59	4	\$15.28	\$0.69	4%
	77000	45	\$14.26	15	\$16.22	3	\$15.16	-\$1.07	-7%
	77000	50	\$15.82	6	\$17.26	3	\$17.30	\$0.04	0%
	77000	55	\$17.63	16	\$19.14	4	\$19.57	\$0.43	2%
	77000	60	\$19.33	67	\$19.90	43	\$20.56	\$0.66	3%
	77000	65	\$21.36	92	\$21.82	85	\$21.44	-\$0.38	-2%
	77000	70	\$23.77	71	\$26.14	63	\$24.94	-\$1.20	-5%
	77000	75	\$26.65	38	\$29.50	35	\$28.55	-\$0.95	-3%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
	77000	80	\$30.09	4	\$30.23	3	\$31.64	\$1.40	4%
	77000	85	\$34.18	11	\$36.48	8	\$36.95	\$0.47	1%
	77000	90	\$39.06	4	\$45.17	3	\$43.42	-\$1.75	-4%
	77000	96	\$51.82	0	\$0.00	2	\$53.57	\$53.57	100%
	77000	CA	\$16.81	5	\$15.55	5	\$15.55	\$0.00	0%
	77000	CB	\$20.09	91	\$18.69	611	\$18.75	\$0.07	0%
	77000	CC	\$22.26	21	\$20.87	153	\$20.79	-\$0.07	0%
	77000	CD	\$24.51	6	\$23.25	97	\$23.51	\$0.27	1%
	77000	CE	\$26.88	2	\$26.96	23	\$27.22	\$0.26	1%
	77000	CG	\$31.07	1	\$36.40	3	\$34.97	-\$1.43	-4%
	77000	CH	\$33.93	0	\$0.00	6	\$31.36	\$31.36	100%
	77000	CJ	\$38.90	14	\$33.00	17	\$33.73	\$0.73	2%
	77000	CK	\$42.95	1	\$37.23	12	\$38.27	\$1.04	3%
	77000	CL	\$47.88	1	\$40.31	2	\$42.78	\$2.47	6%
	77000	CM	\$53.53	0	\$0.00	2	\$48.40	\$48.40	100%
	77000	IB	\$22.15	0	\$0.00	2	\$21.53	\$21.53	100%
	77000	IC	\$26.09	1	\$29.27	1	\$24.88	-\$4.39	-18%
	77000	ID	\$29.39	0	\$0.00	3	\$28.03	\$28.03	100%
	77000	IE	\$32.91	2	\$30.86	4	\$32.92	\$2.06	6%
	77000	IF	\$37.24	2	\$33.95	5	\$37.44	\$3.49	9%
	77000	IG	\$43.54	1	\$45.44	2	\$41.93	-\$3.51	-8%
	77000	II	\$56.22	0	\$0.00	1	\$46.00	\$46.00	100%
	77000	LG	\$36.50	0	\$0.00	1	\$31.25	\$31.25	100%
	77000	LH	\$39.87	2	\$35.28	2	\$34.39	-\$0.89	-3%
	77000	LI	\$42.72	0	\$0.00	1	\$43.87	\$43.87	100%
New Mexico Corrections Dept. Total % of Total	1733			524		1209			
				30%		70%			
Crime Victims Reparation Commission	78000	45	\$14.26	1	\$16.00	0	\$0.00	-\$16.00	
	78000	55	\$17.63	1	\$19.84	0	\$0.00	-\$19.84	
	78000	60	\$19.33	4	\$20.76	0	\$0.00	-\$20.76	
	78000	65	\$21.36	7	\$22.41	1	\$20.54	-\$1.88	-9%
	78000	70	\$23.77	2	\$26.81	0	\$0.00	-\$26.81	
	78000	75	\$26.65	1	\$28.64	0	\$0.00	-\$28.64	
	78000	80	\$30.09	2	\$33.68	0	\$0.00	-\$33.68	
	78000	85	\$34.18	1	\$37.50	1	\$37.50	\$0.00	0%
Crime Victims Reparation Commission Total % of Total	21			19		2			
				90%		10%			

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Department of Public Safety	79000	35	\$11.85	1	\$14.11	0	\$0.00	-\$14.11	
	79000	40	\$12.95	3	\$14.41	0	\$0.00	-\$14.41	
	79000	45	\$14.26	49	\$15.22	16	\$16.41	\$1.19	7%
	79000	50	\$15.82	53	\$16.85	17	\$17.64	\$0.80	5%
	79000	55	\$17.63	34	\$18.32	43	\$16.33	-\$1.99	-12%
	79000	60	\$19.33	20	\$21.03	10	\$21.90	\$0.87	4%
	79000	65	\$21.36	13	\$25.71	3	\$24.73	-\$0.98	-4%
	79000	70	\$23.77	12	\$28.19	9	\$27.16	-\$1.03	-4%
	79000	75	\$26.65	20	\$30.84	9	\$29.90	-\$0.94	-3%
	79000	80	\$30.09	10	\$36.44	6	\$38.74	\$2.30	6%
	79000	85	\$34.18	7	\$42.66	5	\$42.89	\$0.23	1%
	79000	90	\$39.06	2	\$47.56	2	\$41.19	-\$6.37	-15%
	79000	95	\$44.88	1	\$54.06	0	\$0.00	-\$54.06	
	79000	IA	\$18.98	1	\$18.98	0	\$0.00	-\$18.98	
	79000	IB	\$22.15	2	\$22.77	3	\$22.06	-\$0.71	-3%
	79000	IC	\$26.09	2	\$25.51	6	\$26.03	\$0.52	2%
	79000	ID	\$29.39	0	\$0.00	1	\$32.35	\$32.35	100%
	79000	IE	\$32.91	1	\$34.91	4	\$34.39	-\$0.52	-2%
	79000	IF	\$37.24	1	\$37.72	7	\$40.69	\$2.97	7%
	79000	IG	\$43.54	0	\$0.00	2	\$47.10	\$47.10	100%
	79000	II	\$56.22	0	\$0.00	1	\$48.45	\$48.45	100%
	79000	LH	\$39.87	0	\$0.00	1	\$35.24	\$35.24	100%
	79000	LI	\$42.72	1	\$42.84	0	\$0.00	-\$42.84	
	79000	LJ	\$45.59	1	\$51.59	0	\$0.00	-\$51.59	
Department of Public Safety Total % of Total	379			234		145			
				62%		38%			
Homeland Security & Emergency Management	79500	25	\$10.17	0	\$0.00	1	\$11.80	\$11.80	100%
	79500	50	\$15.82	1	\$18.03	0	\$0.00	-\$18.03	
	79500	55	\$17.63	2	\$19.39	1	\$21.22	\$1.83	9%
	79500	60	\$19.33	2	\$21.59	1	\$24.66	\$3.07	12%
	79500	65	\$21.36	10	\$24.53	13	\$25.32	\$0.79	3%
	79500	70	\$23.77	3	\$26.22	4	\$28.09	\$1.87	7%
	79500	75	\$26.65	3	\$31.01	5	\$33.21	\$2.20	7%
	79500	80	\$30.09	1	\$32.09	0	\$0.00	-\$32.09	
	79500	85	\$34.18	3	\$42.61	1	\$42.65	\$0.05	0%
	79500	EE	\$28.37	1	\$32.35	0	\$0.00	-\$32.35	
	79500	IE	\$32.91	0	\$0.00	2	\$36.20	\$36.20	100%
	79500	IF	\$37.24	0	\$0.00	1	\$40.49	\$40.49	100%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Homeland Security & Emergency Management Total % of Total	55			26		29			
				47%		53%			
Department of Transportation	80500	25	\$10.17	1	\$9.90	0	\$0.00	-\$9.90	
	80500	30	\$10.93	1	\$12.61	7	\$12.68	\$0.08	1%
	80500	35	\$11.85	3	\$12.94	11	\$13.33	\$0.39	3%
	80500	40	\$12.95	10	\$13.92	15	\$14.65	\$0.72	5%
	80500	45	\$14.26	16	\$14.92	103	\$15.06	\$0.14	1%
	80500	50	\$15.82	30	\$17.69	440	\$16.81	-\$0.88	-5%
	80500	55	\$17.63	41	\$19.26	257	\$19.07	-\$0.18	-1%
	80500	60	\$19.33	53	\$21.66	130	\$21.50	-\$0.16	-1%
	80500	65	\$21.36	72	\$24.91	44	\$23.84	-\$1.07	-4%
	80500	70	\$23.77	25	\$27.39	30	\$27.45	\$0.06	0%
	80500	75	\$26.65	19	\$33.26	48	\$28.58	-\$4.68	-16%
	80500	80	\$30.09	5	\$34.53	7	\$36.55	\$2.02	6%
	80500	85	\$34.18	7	\$37.26	29	\$32.73	-\$4.53	-14%
	80500	90	\$39.06	4	\$43.14	7	\$41.46	-\$1.68	-4%
	80500	96	\$51.82	2	\$49.65	2	\$54.07	\$4.42	8%
	80500	EA	\$17.07	3	\$17.75	49	\$18.16	\$0.41	2%
	80500	EB	\$18.94	12	\$19.90	98	\$20.41	\$0.51	3%
	80500	EC	\$21.30	24	\$22.74	111	\$22.83	\$0.09	0%
	80500	ED	\$24.28	16	\$26.59	42	\$26.38	-\$0.22	-1%
	80500	EE	\$28.37	14	\$29.48	59	\$29.00	-\$0.48	-2%
	80500	EF	\$34.13	8	\$35.44	29	\$34.77	-\$0.66	-2%
	80500	EG	\$37.98	11	\$41.75	35	\$41.50	-\$0.25	-1%
	80500	EH	\$42.16	3	\$46.63	15	\$45.87	-\$0.76	-2%
	80500	EI	\$46.80	4	\$48.99	9	\$49.24	\$0.25	1%
	80500	EJ	\$51.01	4	\$55.65	14	\$53.12	-\$2.53	-5%
	80500	EK	\$55.60	0	\$0.00	8	\$58.39	\$58.39	100%
	80500	IA	\$18.98	2	\$22.53	0	\$0.00	-\$22.53	
	80500	IB	\$22.15	0	\$0.00	2	\$22.69	\$22.69	100%
	80500	IC	\$26.09	1	\$27.36	5	\$27.52	\$0.16	1%
	80500	ID	\$29.39	4	\$30.83	25	\$30.69	-\$0.13	0%
	80500	IE	\$32.91	2	\$36.50	5	\$34.78	-\$1.73	-5%
	80500	IF	\$37.24	1	\$38.73	11	\$40.74	\$2.00	5%
	80500	IG	\$43.54	0	\$0.00	1	\$46.19	\$46.19	100%
	80500	IH	\$51.06	1	\$51.34	3	\$51.53	\$0.19	0%
	80500	IK	\$69.71	0	\$0.00	1	\$67.26	\$67.26	100%
	80500	LH	\$39.87	1	\$40.61	5	\$39.40	-\$1.21	-3%
	80500	LI	\$42.72	1	\$46.18	1	\$45.15	-\$1.04	-2%

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
Department of Transportation Total % of Total	2059			401		1658			
				19%		81%			
Public Education Department	92400	40	\$12.95	2	\$14.76	0	\$0.00	-\$14.76	
	92400	50	\$15.82	2	\$16.97	1	\$17.81	\$0.84	5%
	92400	55	\$17.63	9	\$19.94	4	\$19.74	-\$0.20	-1%
	92400	60	\$19.33	9	\$23.30	3	\$20.97	-\$2.33	-11%
	92400	65	\$21.36	17	\$23.27	6	\$23.33	\$0.07	0%
	92400	70	\$23.77	8	\$26.80	1	\$25.96	-\$0.83	-3%
	92400	75	\$26.65	9	\$30.82	2	\$28.85	-\$1.97	-7%
	92400	80	\$30.09	52	\$32.59	15	\$33.32	\$0.73	2%
	92400	85	\$34.18	12	\$37.00	6	\$37.53	\$0.53	1%
	92400	90	\$39.06	10	\$46.23	6	\$45.63	-\$0.60	-1%
	92400	95	\$44.88	1	\$50.96	0	\$0.00	-\$50.96	
	92400	IC	\$26.09	0	\$0.00	1	\$25.55	\$25.55	100%
	92400	ID	\$29.39	0	\$0.00	1	\$31.18	\$31.18	100%
	92400	IE	\$32.91	4	\$38.46	2	\$33.42	-\$5.04	-15%
	92400	IF	\$37.24	1	\$41.20	2	\$41.29	\$0.09	0%
	92400	IG	\$43.54	0	\$0.00	2	\$43.63	\$43.63	100%
	92400	II	\$56.22	0	\$0.00	1	\$54.06	\$54.06	100%
	92400	LF	\$33.68	0	\$0.00	1	\$31.30	\$31.30	100%
	92400	LH	\$39.87	1	\$37.66	1	\$39.87	\$2.21	6%
	92400	LI	\$42.72	2	\$43.29	0	\$0.00	-\$43.29	
	92400	LJ	\$45.59	0	\$0.00	1	\$47.99	\$47.99	100%
Public Education Department Total % of Total	195			139		56			
				71%		29%			
Higher Education Department	95000	45	\$14.26	1	\$15.91	0	\$0.00	-\$15.91	
	95000	55	\$17.63	1	\$18.33	0	\$0.00	-\$18.33	
	95000	60	\$19.33	2	\$22.85	0	\$0.00	-\$22.85	
	95000	65	\$21.36	5	\$25.21	3	\$23.68	-\$1.53	-6%
	95000	70	\$23.77	5	\$26.24	1	\$28.08	\$1.84	7%
	95000	75	\$26.65	1	\$33.71	0	\$0.00	-\$33.71	
	95000	80	\$30.09	4	\$35.01	2	\$34.72	-\$0.29	-1%
	95000	85	\$34.18	2	\$43.79	2	\$39.94	-\$3.85	-10%
	95000	90	\$39.06	0	\$0.00	1	\$44.95	\$44.95	100%
	95000	ID	\$29.39	1	\$35.45	1	\$28.43	-\$7.02	-25%
	95000	IE	\$32.91	0	\$0.00	1	\$34.64	\$34.64	100%
	95000	IF	\$37.24	0	\$0.00	1	\$46.41	\$46.41	100%
Higher Education Department Total	34			22		12			

<i>Business Name</i>	<i>Busine ss Unit</i>	<i>Salary Grade</i>	<i>Midpoint /Hourly</i>	<i>No. Females</i>	<i>Female Avg.</i>	<i>No. Males</i>	<i>Male Avg.</i>	<i>Gap (Male - Female</i>	<i>%Gap/ Male</i>
% of Total		65%				35%			

Appendix V

Employee Count By Gender By Agency

BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
30800	State Auditor	22	11	11	55%	45%
33300	Taxation & Revenue Department	779	230	549	46%	54%
33700	State Investment Council	14	8	6	50%	50%
34000	Administrative Hearings Office	16	4	12	39%	61%
34100	Department of Finance & Administration	107	32	75	38%	62%
34200	Public School Insurance Authority	6	1	5	17%	83%
34300	Retiree Health Care Authority	21	3	18	29%	71%
35000	General Services Department	235	123	112	59%	41%
35200	Educational Retirement Board	53	16	37	42%	58%
36100	Department of Information Technology	130	92	38	58%	42%
36600	Public Employee Retirement Association	65	12	53	20%	80%
36900	Commission of Public Records	28	18	10	65%	35%
37000	Secretary of State	35	11	24	33%	67%
37800	State Personnel Board	30	9	21	25%	75%
39400	State Treasurer	20	8	12	34%	66%
40400	Architect Examiners Board	2	1	1	50%	50%
41700	Border Development Authority	2	1	1	50%	50%
41800	Tourism Department	38	13	25	30%	70%
41900	Economic Development Department	31	11	20	36%	64%
42000	Regulation & Licensing Department	240	127	113	47%	53%
43000	Public Regulation Commission	111	75	36	66%	34%
44000	Superintendent of Insurance	80	22	58	33%	67%
44600	Medical Examiners Board	12	1	11	17%	83%
44900	Board of Nursing	21	8	13	40%	60%
46000	EXPO New Mexico	16	9	7	50%	50%
46400	Professional Engineers & Land Surveyors Board	5	0	5	0%	100%
46500	Gaming Control Board	42	22	20	54%	46%
46900	State Racing Commission	8	3	5	30%	70%
47900	Veterinary Examiners Board	2	0	2	0%	100%
49500	SpacePort Authority	16	10	6	58%	42%
50500	Department of Cultural Affairs	411	200	211	60%	40%
51600	Department of Game & Fish	272	205	67	72%	28%
52100	Energy, Minerals & Natural Resources Department	401	264	137	64%	36%

Employee Count By Gender By Agency

BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
52200	Youth Conservation Corps	2	0	2	0%	100%
53900	State Land Office	129	67	62	61%	39%
55000	Office of the State Engineer	262	144	118	54%	46%
60300	Office of African American Affairs	4	0	4	0%	100%
60400	Commission for Deaf/Hard of Hearing	10	2	8	14%	86%
60600	Commission for the Blind	55	15	40	24%	76%
60900	Department of Indian Affairs	9	5	4	56%	44%
62400	Aging & Long-Term Services Department	180	39	141	29%	71%
63000	Human Services Department	1698	358	1340	51%	49%
63100	Department of Workforce Solutions	389	148	241	45%	55%
63200	Workers Compensation Admin	103	36	67	34%	66%
64400	Department of Vocational Rehabilitation	203	49	154	40%	60%
64500	Governor's Commission on Disability	13	5	8	52%	48%
64700	Developmental Disabilities Planning Council	18	3	15	10%	90%
66200	Miners Colfax Medical Center	220	62	158	42%	58%
66500	Department of Health	2966	926	2040	48%	52%
66700	Department of Environment	515	253	262	43%	57%
66800	Office of Natural Resources Trustee	3	2	1	67%	33%
67000	Department of Veteran Services	46	24	22	58%	42%
69000	Children, Youth & Families Department	1871	569	1302	32%	68%
70500	Military Affairs	115	79	36	74%	26%
76000	Adult Parole Board	3	1	2	33%	67%
77000	New Mexico Corrections Department	1733	1209	524	64%	36%
78000	Crime Victims Reparation Commission	21	2	19	8%	92%
79000	Department of Public Safety	379	145	234	44%	56%
79500	Homeland Security & Emergency Management	55	29	26	47%	53%
80500	Department of Transportation	2059	1658	401	74%	26%
92400	Public Education Department	195	56	139	47%	53%
95000	Higher Education Department	34	12	22	41%	59%
Total		16561	7448	9113	47%	53%