



Fair and Equal Pay in the Classified Service

Report to Governor Michelle Lujan Grisham

September 30, 2022

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.

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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 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, 1,031 pay bands across all agencies were analyzed for gender diversity (Appendix IV). The study identified 557 pay bands, or 54%, which currently contain 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 results of the 2009 study, the present report identifies gender wage gaps in all agencies (Appendix IV). The percentage of pay bands with gender-based wage disparities remains the same as last year: 47% of the 557 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 557 pay bands containing both men and women in New Mexico's classified service, 263 or 47% of the pay bands show no gender-based wage gaps. (Appendix I.) This confirms a 14% increase in pay bands with no gender-based wage disparities when compared to the 2009 baseline study.

Of the 294 pay bands identified as having gender-based wage gaps, only 22 have a gap exceeding the national average of 18%. (Appendix IV.)

The existing gender-based wage gaps that exceed the national average impact 44 employees out of the 16,775 employees in the classified workforce or 0.262% of the State's workforce, a reduction from the .299% impacted last year.

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, 2022), 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 pay bands with low numbers of employees. Gender wage gaps may not be statistically meaningful in individual pay bands with few employees and can be more statistically significant when viewed in the aggregate. For example, in one agency's data set, there are 15 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 12 of those 15 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 30 men and 11 women within that pay band, while one of the lowest pay band data sets shows 45 women and 5 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

1,031 pay bands across all agencies were analyzed for pay disparities by gender.

Of the 1,031 pay bands analyzed, 557 pay bands include both genders (Diagram 1). The remaining pay bands contain only one gender, so no gender comparison is possible.

Of the 557 pay bands with both genders, 263 pay bands, or 47%, reflect no gender wage gap (Diagram 2). Wage gaps of less than 3% are treated as equal in this report.

Diagram 1

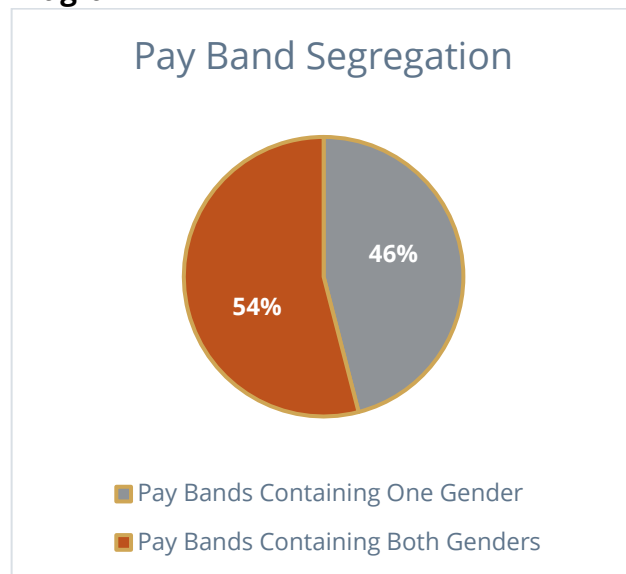
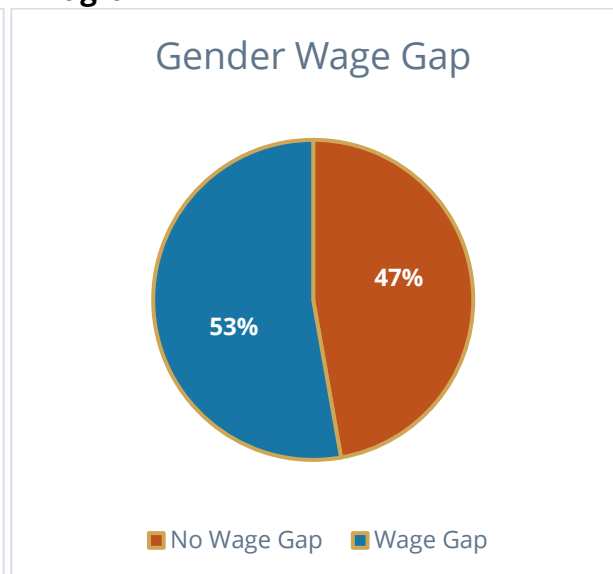
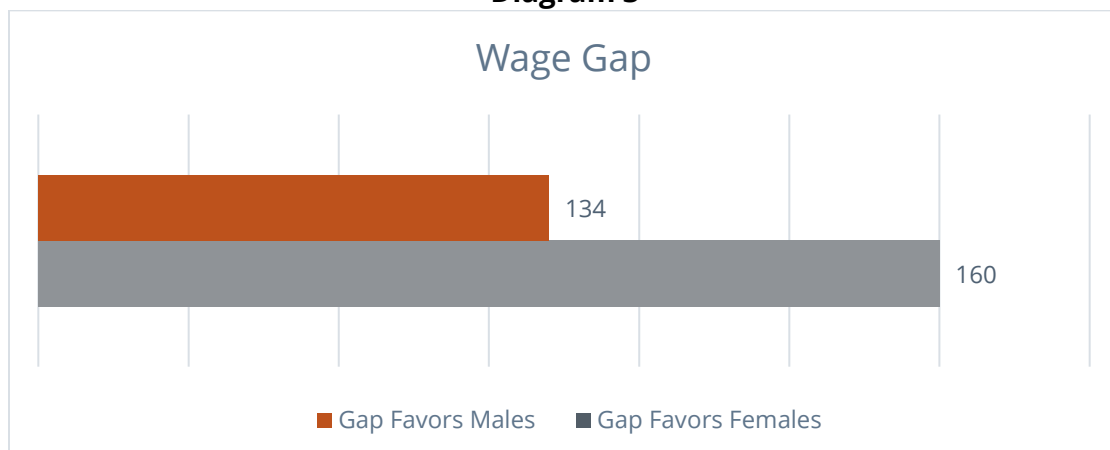


Diagram 2



294 pay bands indicate gender-based wage disparities. Within the 294 pay bands with wage disparities, 134 pay band disparities favor males and 160 pay band disparities favor females (Diagram 3).

Diagram 3



Job Segregation

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

Executive Agency Data Sets with 50 or more Employees:

- Thirty-four agencies have more than 50 employees, ranging from:
 - the low—52 employees within the Commission for the Blind
 - the high—1,936 employees within the Department of Health
- Sixteen agencies, or 47%, have job segregation favoring female employees
 - this job segregation indicator is highest in the Early Childhood Education and Care Department with 82% female employees
- Nine agencies, or 26.5%, have job segregation favoring male employees
 - this job segregation indicator is highest in the Department of Transportation with 79% male employees
- Nine agencies, or 26.5%, indicate gender parity

Executive Agencies with 50 or fewer Employees:

- Thirty-three agencies have 50 or fewer employees, ranging from:
 - the low—1 employee within the Education Trust Board
 - the high—46 employees within the Economic Development Department
- Twenty-two agencies, or 67%, have job segregation favoring female employees
- One agency, or 3%, has job segregation favoring male employees
- Ten agencies, or 30%, indicate gender parity

Appendix II: Methodology

In 2022, 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, 16,775 classified employees in sixty-seven agencies.

Gender-based wage gaps were calculated by examining 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. 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 together, 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 the 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: Distribution and Segregation Table

Job Distribution and Segregation by Gender in the New Mexico Classified Workforce by Agency

BU	Agency	Total Female	Total Male	Female %	Male %	Total Employee Count
30500	Office of the Attorney General	87	78	53%	47%	165
30800	State Auditor	13	10	57%	43%	23
33300	Taxation & Revenue Department	569	231	71%	29%	800
33700	State Investment Council	7	7	50%	50%	14
34000	Administrative Hearings Office	11	4	73%	27%	15
34100	Department of Finance & Administration	88	38	70%	30%	126
34200	Public School Insurance Auth	4	1	80%	20%	5
34300	Retiree Health Care Authority	15	5	75%	25%	20
35000	General Services Department	116	130	47%	53%	246
35200	Educational Retirement Board	45	22	67%	33%	67
36100	Dept of Information Technology	38	86	31%	69%	124
36600	Public Employee Retirement Assoc	54	14	79%	21%	68
36900	Commission of Public Records	14	13	52%	48%	27
37000	Secretary of State	28	17	62%	38%	45
37800	State Personnel Board	23	7	77%	23%	30
39400	State Treasurer	12	7	63%	37%	19
40400	Architect Examiners Board	2		100%	0%	2
41000	Department of Ethics	2		100%	0%	2
41700	Border Development Authority	1	1	50%	50%	2
41800	Tourism Department	27	12	69%	31%	39
41900	Economic Development Department	28	18	61%	39%	46
42000	Regulation & Licensing Dept	133	140	49%	51%	273
43000	Public Regulation Commission	34	53	39%	61%	87
44000	Superintendent of Insurance	58	25	70%	30%	83
44600	Medical Examiners Board	12	1	92%	8%	13
44900	Board of Nursing	12	10	55%	45%	22
46000	EXPO New Mexico	6	6	50%	50%	12
46400	Prof Engineers & Land Surveyor Board	6	1	86%	14%	7
46500	Gaming Control Board	16	12	57%	43%	28
46900	State Racing Commission	5	3	63%	38%	8
47900	Veterinary Examiners Board	2		100%	0%	2
49500	SpacePort Authority	7	10	41%	59%	17
50500	Department of Cultural Affairs	195	202	49%	51%	397
50800	Livestock Board	21	48	30%	70%	69
51600	Department of Game & Fish	66	199	25%	75%	265

52100	Energy, Minerals & Natural Resources Dpt	137	271	34%	66%	408
52200	Youth Conservation Corps	2		100%	0%	2
53900	State Land Office	66	76	46%	54%	142
55000	Ofc of the State Engineer	114	140	45%	55%	254
60300	Office of African Amer Affairs	3	5	38%	63%	8
60400	Com for Deaf/Hard of Hearing	6	5	55%	45%	11
60600	Commission for the Blind	34	18	65%	35%	52
60900	Department of Indian Affairs	5	4	56%	44%	9
61100	Department of Early Childhood	198	43	82%	18%	241
62400	Aging & Long-Term Services Dpt	129	43	75%	25%	172
63000	Human Services Department	1145	301	79%	21%	1446
63100	Dept of Workforce Solutions	434	180	71%	29%	614
63200	Workers Compensation Admin	62	30	67%	33%	92
64400	Dept of Vocational Rehab.	199	62	76%	24%	261
64500	Governor's Comm. on Disability	6	1	86%	14%	7
64700	Dev Disabilities Council	11	3	79%	21%	14
66200	Miners Colfax Medical Center	154	51	75%	25%	205
66500	Department of Health	1936	847	70%	30%	2783
66700	Department of Environment	265	244	52%	48%	509
66800	Office of Natural Resources Trustee	2		100%	0%	2
67000	Department of Veteran Services	20	34	37%	63%	54
69000	Children, Youth & Families Dpt	1093	487	69%	31%	1580
70500	Military Affairs	47	67	41%	59%	114
76000	Adult Parole Board	3	1	75%	25%	4
77000	New Mexico Corrections Dept	608	1082	36%	64%	1690
78000	Crime Victims Reparation Comm	17	3	85%	15%	20
79000	Department of Public Safety	225	158	59%	41%	383
79500	Homeland Security & Emergency Mgt	30	48	38%	62%	78
80500	Department of Transportation	457	1709	21%	79%	2166
92400	Public Education Department	165	84	66%	34%	249
94900	NM Education Trust Board	1		100%	0%	1
95000	Higher Education Department	23	13	64%	36%	36

Appendix IV: Wage and Wage Gaps Table

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

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
30500	Office of the Attorney General	25	\$17.25	\$16.05	1	\$16.35	1	\$0.30	2%
		35	\$18.54	\$21.22	1	\$30.46	1	\$9.24	30%
		40	\$19.36	\$19.19	2	\$19.37	2	\$0.18	1%
		45	\$20.19	\$22.98	2	\$0.00	0		
		50	\$21.01	\$26.61	1	\$24.30	1	-\$2.31	-10%
		55	\$21.83	\$26.99	7	\$29.55	2	\$2.56	9%
		60	\$23.60	\$26.22	9	\$26.07	1	-\$0.15	-1%
		65	\$27.47	\$29.18	9	\$29.36	4	\$0.18	1%
		70	\$31.35	\$31.28	1	\$42.99	1	\$11.71	27%
		75	\$35.22	\$38.44	2	\$40.48	2	\$2.04	5%
		80	\$39.10	\$47.01	3	\$31.93	1	-\$15.08	-47%
		85	\$42.98	\$42.90	4	\$41.40	1	-\$1.49	-4%
		96	\$61.04	\$69.41	1	\$0.00	0		
		HL	\$59.23	\$45.89	2	\$0.00	0		
		IA	\$21.14	\$27.73	1	\$0.00	0		
		IE	\$36.66	\$0.00	0	\$36.04	2		
		IF	\$41.49	\$0.00	0	\$40.75	4		
		IG	\$48.51	\$0.00	0	\$51.91	1		
		LE	\$34.72	\$30.49	10	\$35.34	1	\$4.85	14%
		LF	\$37.52	\$48.78	1	\$36.98	2	-\$11.80	-32%
		LG	\$40.66	\$40.35	5	\$36.91	3	-\$3.44	-9%
		LH	\$44.41	\$43.63	7	\$43.38	5	-\$0.25	-1%
		LI	\$47.59	\$47.19	12	\$47.61	22	\$0.42	1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
30800	State Auditor	PI	\$39.39	\$36.26	6	\$37.21	16	\$0.95	3%
		PJ	\$44.73	\$0.00	0	\$44.42	5		
		50	\$21.01	\$0.00	0	\$19.30	1		
		55	\$21.83	\$0.00	0	\$21.34	1		
		60	\$23.60	\$28.47	1	\$21.01	1	-\$7.46	-36%
		65	\$27.47	\$25.82	1	\$0.00	0		
		70	\$31.35	\$27.84	3	\$28.07	3	\$0.24	1%
		75	\$35.22	\$35.47	2	\$0.00	0		
		85	\$42.98	\$40.81	3	\$41.00	2	\$0.19	0%
		90	\$46.85	\$47.06	2	\$46.93	1	-\$0.13	0%
		95	\$54.11	\$62.28	1	\$0.00	0		
		IF	\$41.49	\$0.00	0	\$48.76	1		
33300	Taxation & Revenue Department	30	\$17.72	\$15.00	1	\$16.61	5	\$1.61	10%
		35	\$18.54	\$17.30	12	\$0.00	0		
		40	\$19.36	\$17.73	19	\$17.39	3	-\$0.34	-2%
		45	\$20.19	\$18.86	11	\$17.58	3	-\$1.28	-7%
		50	\$21.01	\$18.80	183	\$19.12	31	\$0.32	2%
		55	\$21.83	\$21.53	67	\$21.20	28	-\$0.33	-2%
		60	\$23.60	\$24.15	43	\$25.04	16	\$0.90	4%
		65	\$27.47	\$26.90	86	\$26.63	38	-\$0.27	-1%
		70	\$31.35	\$29.01	63	\$29.59	16	\$0.58	2%
		75	\$35.22	\$34.50	27	\$35.05	14	\$0.55	2%
		80	\$39.10	\$37.61	16	\$37.83	14	\$0.22	1%
		85	\$42.98	\$42.95	15	\$43.31	12	\$0.37	1%
		90	\$46.85	\$52.54	6	\$50.00	4	-\$2.55	-5%
		IA	\$21.14	\$0.00	0	\$22.14	3		
		IB	\$24.68	\$0.00	0	\$25.44	2		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IC	\$29.07	\$32.40	1	\$29.50	1	-\$2.90	-10%
		ID	\$32.74	\$36.85	1	\$37.24	2	\$0.40	1%
		IE	\$36.66	\$35.96	6	\$37.77	7	\$1.81	5%
		IF	\$41.49	\$45.64	5	\$47.03	16	\$1.39	3%
		IG	\$48.51	\$49.59	1	\$54.09	5	\$4.50	8%
		IH	\$56.88	\$0.00	0	\$61.95	2		
		II	\$62.63	\$63.19	1	\$0.00	0		
		IJ	\$69.48	\$67.46	1	\$0.00	0		
		IK	\$77.66	\$0.00	0	\$69.09	1		
		LH	\$44.41	\$49.28	1	\$50.73	4	\$1.45	3%
		LI	\$47.59	\$56.74	2	\$55.82	1	-\$0.92	-2%
		PH	\$34.75	\$28.86	1	\$28.74	2	-\$0.12	0%
		PI	\$39.39	\$0.00	0	\$33.17	1		
33700	State Investment Council	60	\$23.60	\$26.54	1	\$0.00	0		
		65	\$27.47	\$29.51	1	\$0.00	0		
		75	\$35.22	\$33.65	3	\$0.00	0		
		95	\$54.11	\$57.26	2	\$51.45	4	-\$5.81	-11%
		IE	\$36.66	\$0.00	0	\$37.36	1		
		IF	\$41.49	\$0.00	0	\$46.28	1		
		LE	\$34.72	\$0.00	0	\$32.94	1		
34000	Administrative Hearings Office	55	\$21.83	\$22.91	3	\$0.00	0		
		60	\$23.60	\$26.44	1	\$0.00	0		
		75	\$35.22	\$36.92	2	\$0.00	0		
		LH	\$44.41	\$46.89	4	\$43.34	1	-\$3.55	-8%
		LI	\$47.59	\$48.89	1	\$50.09	3	\$1.20	2%
34100	Department of Finance & Administration	40	\$19.36	\$20.07	2	\$0.00	0		
		50	\$21.01	\$22.82	3	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		55	\$21.83	\$20.71	4	\$0.00	0		
		60	\$23.60	\$27.42	4	\$23.61	2	-\$3.80	-16%
		65	\$27.47	\$27.84	26	\$27.35	7	-\$0.49	-2%
		70	\$31.35	\$30.37	2	\$30.08	4	-\$0.29	-1%
		75	\$35.22	\$34.94	16	\$35.22	8	\$0.28	1%
		80	\$39.10	\$44.30	6	\$41.31	2	-\$2.99	-7%
		85	\$42.98	\$43.40	15	\$45.59	8	\$2.19	5%
		90	\$46.85	\$49.69	4	\$51.39	2	\$1.70	3%
		95	\$54.11	\$0.00	0	\$59.81	1		
		IA	\$21.14	\$21.70	1	\$0.00	0		
		IB	\$24.68	\$27.04	1	\$0.00	0		
		IC	\$29.07	\$29.24	1	\$0.00	0		
		ID	\$32.74	\$37.24	1	\$36.56	1	-\$0.67	-2%
		IE	\$36.66	\$40.73	1	\$42.26	1	\$1.53	4%
		IF	\$41.49	\$40.85	1	\$0.00	0		
		IG	\$48.51	\$0.00	0	\$61.98	1		
		LF	\$37.52	\$0.00	0	\$46.18	1		
34200	Public School Insurance Auth	55	\$21.83	\$21.83	1	\$0.00	0		
		65	\$27.47	\$0.00	0	\$27.70	1		
		70	\$31.35	\$32.59	2	\$0.00	0		
		80	\$39.10	\$43.23	1	\$0.00	0		
34300	Retiree Health Care Authority	50	\$21.01	\$19.56	1	\$0.00	0		
		55	\$21.83	\$22.20	9	\$20.70	1	-\$1.50	-7%
		60	\$23.60	\$0.00	0	\$26.25	1		
		65	\$27.47	\$29.02	2	\$30.74	1	\$1.72	6%
		80	\$39.10	\$40.73	1	\$0.00	0		
		ID	\$32.74	\$0.00	0	\$33.24	1		
		IF	\$41.49	\$40.69	2	\$45.50	1	\$4.81	11%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
35000	General Services Department	25	\$17.25	\$16.55	15	\$16.74	21	\$0.19	1%
		30	\$17.72	\$20.49	2	\$19.30	2	-\$1.19	-6%
		40	\$19.36	\$0.00	0	\$19.47	4		
		45	\$20.19	\$21.80	1	\$19.00	12	-\$2.80	-15%
		50	\$21.01	\$17.43	2	\$22.57	12	\$5.14	23%
		55	\$21.83	\$22.20	8	\$21.90	12	-\$0.30	-1%
		60	\$23.60	\$25.15	12	\$25.23	7	\$0.08	0%
		65	\$27.47	\$28.48	23	\$28.01	11	-\$0.47	-2%
		70	\$31.35	\$30.42	3	\$30.78	8	\$0.36	1%
		75	\$35.22	\$34.49	24	\$34.31	9	-\$0.18	-1%
		80	\$39.10	\$38.99	6	\$40.12	11	\$1.14	3%
		85	\$42.98	\$43.06	12	\$44.24	5	\$1.18	3%
		90	\$46.85	\$48.97	4	\$49.83	5	\$0.86	2%
		95	\$54.11	\$52.60	2	\$53.54	1	\$0.94	2%
		96	\$61.04	\$0.00	0	\$56.90	1		
		AB	\$39.10	\$41.84	1	\$0.00	0		
		AC	\$52.49	\$0.00	0	\$53.28	1		
		EG	\$42.31	\$0.00	0	\$45.00	1		
		IC	\$29.07	\$0.00	0	\$32.87	1		
		IE	\$36.66	\$38.05	1	\$41.07	2	\$3.02	7%
		IF	\$41.49	\$0.00	0	\$49.96	1		
		IG	\$48.51	\$0.00	0	\$53.98	1		
		LI	\$47.59	\$0.00	0	\$54.47	2		
35200	Educational Retirement Board	45	\$20.19	\$0.00	0	\$18.07	2		
		50	\$21.01	\$17.00	2	\$24.48	1	\$7.48	31%
		55	\$21.83	\$18.73	6	\$19.32	3	\$0.59	3%
		60	\$23.60	\$23.96	17	\$23.50	4	-\$0.46	-2%
		65	\$27.47	\$27.11	4	\$25.24	2	-\$1.87	-7%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		70	\$31.35	\$30.88	4	\$30.37	1	-\$0.51	-2%
		75	\$35.22	\$32.60	4	\$0.00	0		
		80	\$39.10	\$37.50	2	\$40.48	1	\$2.99	7%
		85	\$42.98	\$44.77	2	\$0.00	0		
		IC	\$29.07	\$29.84	1	\$32.45	1	\$2.60	8%
		IE	\$36.66	\$43.09	1	\$44.30	1	\$1.21	3%
		IF	\$41.49	\$43.90	2	\$45.36	4	\$1.45	3%
		IG	\$48.51	\$0.00	0	\$57.74	1		
		LH	\$44.41	\$0.00	0	\$45.08	1		
36100	Dept of Information Technology	45	\$20.19	\$0.00	0	\$18.57	8		
		50	\$21.01	\$18.80	3	\$0.00	0		
		55	\$21.83	\$21.00	1	\$21.79	1	\$0.79	4%
		60	\$23.60	\$0.00	0	\$23.32	1		
		65	\$27.47	\$0.00	0	\$25.65	3		
		70	\$31.35	\$30.97	5	\$29.07	3	-\$1.90	-7%
		75	\$35.22	\$35.26	3	\$0.00	0		
		80	\$39.10	\$39.77	2	\$0.00	0		
		85	\$42.98	\$44.82	1	\$48.04	3	\$3.21	7%
		95	\$54.11	\$61.92	1	\$0.00	0		
		IB	\$24.68	\$23.00	1	\$23.00	1	\$0.00	0%
		IC	\$29.07	\$29.09	1	\$31.93	4	\$2.84	9%
		ID	\$32.74	\$30.50	2	\$30.61	15	\$0.12	0%
		IE	\$36.66	\$40.10	6	\$41.07	14	\$0.97	2%
		IF	\$41.49	\$46.63	6	\$42.90	21	-\$3.72	-9%
		IG	\$48.51	\$48.87	2	\$49.76	5	\$0.89	2%
		IH	\$56.88	\$52.23	3	\$49.34	2	-\$2.89	-6%
		II	\$62.63	\$0.00	0	\$66.15	2		
		IJ	\$69.48	\$0.00	0	\$67.02	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IK	\$77.66	\$0.00	0	\$75.73	2		
		LE	\$34.72	\$39.93	1	\$0.00	0		
36600	Public Employee Retirement Assoc	45	\$20.19	\$18.80	1	\$0.00	0		
		50	\$21.01	\$20.33	1	\$0.00	0		
		55	\$21.83	\$21.73	5	\$21.25	1	-\$0.48	-2%
		60	\$23.60	\$25.25	16	\$24.42	3	-\$0.83	-3%
		65	\$27.47	\$29.05	12	\$28.29	3	-\$0.76	-3%
		70	\$31.35	\$32.45	3	\$32.50	2	\$0.05	0%
		75	\$35.22	\$36.47	5	\$0.00	0		
		80	\$39.10	\$42.25	2	\$0.00	0		
		90	\$46.85	\$54.42	2	\$0.00	0		
		IB	\$24.68	\$30.36	1	\$0.00	0		
		IC	\$29.07	\$0.00	0	\$31.26	1		
		ID	\$32.74	\$33.53	3	\$0.00	0		
		IE	\$36.66	\$0.00	0	\$42.87	1		
		IF	\$41.49	\$47.01	2	\$49.55	2	\$2.54	5%
		IG	\$48.51	\$0.00	0	\$65.51	1		
		LI	\$47.59	\$48.84	1	\$0.00	0		
36900	Commission of Public Records	40	\$19.36	\$18.41	1	\$18.37	1	-\$0.04	0%
		45	\$20.19	\$0.00	0	\$18.45	2		
		50	\$21.01	\$23.26	1	\$19.16	1	-\$4.10	-21%
		55	\$21.83	\$21.61	1	\$0.00	0		
		65	\$27.47	\$25.86	4	\$26.59	1	\$0.73	3%
		70	\$31.35	\$29.05	1	\$22.82	1	-\$6.23	-27%
		75	\$35.22	\$31.72	2	\$31.33	3	-\$0.39	-1%
		85	\$42.98	\$40.79	1	\$40.87	3	\$0.08	0%
		90	\$46.85	\$46.41	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
37000	Secretary of State	IC	\$29.07	\$0.00	0	\$27.13	1		
		ID	\$32.74	\$30.57	1	\$0.00	0		
		LF	\$37.52	\$36.08	1	\$0.00	0		
		45	\$20.19	\$17.25	2	\$0.00	0		
		50	\$21.01	\$18.50	5	\$0.00	0		
		55	\$21.83	\$21.72	4	\$22.44	4	\$0.72	3%
		60	\$23.60	\$26.54	1	\$23.39	1	-\$3.15	-13%
		65	\$27.47	\$27.54	7	\$25.83	2	-\$1.71	-7%
		70	\$31.35	\$29.63	2	\$29.91	1	\$0.28	1%
		75	\$35.22	\$0.00	0	\$32.14	1		
		80	\$39.10	\$37.01	2	\$0.00	0		
		ID	\$32.74	\$35.20	1	\$0.00	0		
		IE	\$36.66	\$38.48	2	\$38.24	5	-\$0.24	-1%
		IF	\$41.49	\$44.28	2	\$43.88	2	-\$0.40	-1%
37800	State Personnel Board	IG	\$48.51	\$0.00	0	\$60.14	1		
		55	\$21.83	\$22.30	1	\$21.00	1	-\$1.30	-6%
		60	\$23.60	\$25.11	2	\$0.00	0		
		65	\$27.47	\$28.22	4	\$0.00	0		
		70	\$31.35	\$31.97	8	\$28.98	2	-\$2.99	-10%
		75	\$35.22	\$38.05	3	\$37.45	1	-\$0.60	-2%
		80	\$39.10	\$37.77	1	\$0.00	0		
		85	\$42.98	\$45.09	2	\$45.72	1	\$0.63	1%
		90	\$46.85	\$47.59	1	\$0.00	0		
		IE	\$36.66	\$0.00	0	\$39.41	1		
39400	State Treasurer	LH	\$44.41	\$0.00	0	\$45.46	1		
		LI	\$47.59	\$50.20	1	\$0.00	0		
		60	\$23.60	\$24.35	2	\$0.00	0		
		65	\$27.47	\$28.83	4	\$28.22	1	-\$0.61	-2%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		70	\$31.35	\$32.53	1	\$29.51	1	-\$3.03	-10%
		75	\$35.22	\$33.72	2	\$0.00	0		
		80	\$39.10	\$0.00	0	\$38.42	1		
		90	\$46.85	\$50.77	1	\$51.12	2	\$0.35	1%
		95	\$54.11	\$69.58	1	\$0.00	0		
		96	\$61.04	\$80.28	1	\$0.00	0		
		IF	\$41.49	\$0.00	0	\$45.15	2		
40400	Architect Examiners Board	55	\$21.83	\$20.00	1	\$0.00	0		
		70	\$31.35	\$36.59	1	\$0.00	0		
41000	Department of Ethics	80	\$39.10	\$38.56	1	\$0.00	0		
		LH	\$44.41	\$45.08	1	\$0.00	0		
41700	Border Development Authority	70	\$31.35	\$28.51	1	\$0.00	0		
		75	\$35.22	\$0.00	0	\$32.11	1		
41800	Tourism Department	45	\$20.19	\$17.96	6	\$18.74	2	\$0.78	4%
		50	\$21.01	\$19.27	3	\$0.00	0		
		55	\$21.83	\$21.53	1	\$0.00	0		
		60	\$23.60	\$24.48	2	\$0.00	0		
		65	\$27.47	\$27.09	5	\$26.91	2	-\$0.17	-1%
		70	\$31.35	\$28.59	4	\$29.61	2	\$1.02	3%
		75	\$35.22	\$30.47	3	\$34.58	2	\$4.10	12%
		80	\$39.10	\$41.46	1	\$36.98	2	-\$4.49	-12%
		85	\$42.98	\$46.43	2	\$0.00	0		
		ID	\$32.74	\$0.00	0	\$33.63	1		
		IF	\$41.49	\$0.00	0	\$42.87	1		
41900	Economic Development Department	50	\$21.01	\$20.90	1	\$0.00	0		
		55	\$21.83	\$22.50	1	\$21.36	1	-\$1.14	-5%
		60	\$23.60	\$26.90	3	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$27.47	\$28.91	5	\$28.10	1	-\$0.81	-3%
		70	\$31.35	\$31.00	2	\$0.00	0		
		75	\$35.22	\$31.70	8	\$33.07	6	\$1.37	4%
		80	\$39.10	\$38.27	2	\$37.08	6	-\$1.19	-3%
		85	\$42.98	\$41.85	5	\$39.89	2	-\$1.97	-5%
		90	\$46.85	\$46.98	1	\$0.00	0		
		IB	\$24.68	\$0.00	0	\$26.00	1		
		IF	\$41.49	\$0.00	0	\$39.08	1		
42000	Regulation & Licensing Dept	35	\$18.54	\$15.00	1	\$0.00	0		
		40	\$19.36	\$19.58	1	\$18.90	1	-\$0.68	-4%
		45	\$20.19	\$17.98	11	\$17.31	5	-\$0.67	-4%
		50	\$21.01	\$18.12	9	\$19.30	2	\$1.18	6%
		55	\$21.83	\$21.41	14	\$21.43	5	\$0.02	0%
		60	\$23.60	\$24.02	24	\$24.88	50	\$0.87	3%
		65	\$27.47	\$26.98	15	\$26.21	24	-\$0.77	-3%
		70	\$31.35	\$29.87	23	\$30.23	23	\$0.36	1%
		75	\$35.22	\$34.08	8	\$31.77	1	-\$2.31	-7%
		80	\$39.10	\$37.80	9	\$48.55	2	\$10.75	22%
		85	\$42.98	\$41.05	2	\$41.39	7	\$0.34	1%
		90	\$46.85	\$46.14	4	\$50.06	2	\$3.92	8%
		HM	\$63.40	\$51.24	2	\$50.34	6	-\$0.90	-2%
		HN	\$68.16	\$77.93	1	\$0.00	0		
		IB	\$24.68	\$0.00	0	\$25.30	1		
		IC	\$29.07	\$0.00	0	\$33.80	1		
		ID	\$32.74	\$0.00	0	\$33.23	1		
		IE	\$36.66	\$41.24	1	\$37.21	1	-\$4.03	-11%
		IF	\$41.49	\$42.35	1	\$0.00	0		
		LE	\$34.72	\$34.53	3	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		LG	\$40.66	\$41.87	1	\$0.00	0		
		LH	\$44.41	\$47.68	1	\$45.47	2	-\$2.21	-5%
		LI	\$47.59	\$48.92	2	\$60.05	1	\$11.13	19%
		LJ	\$50.79	\$0.00	0	\$57.14	1		
		PH	\$34.75	\$0.00	0	\$30.91	3		
		PI	\$39.39	\$0.00	0	\$34.66	1		
43000	Public Regulation Commission	40	\$19.36	\$19.07	2	\$20.04	1	\$0.98	5%
		45	\$20.19	\$20.91	1	\$0.00	0		
		50	\$21.01	\$19.31	1	\$19.29	1	-\$0.02	0%
		55	\$21.83	\$20.56	2	\$22.62	4	\$2.06	9%
		60	\$23.60	\$23.74	2	\$28.04	1	\$4.30	15%
		65	\$27.47	\$27.28	6	\$26.74	7	-\$0.54	-2%
		70	\$31.35	\$34.00	1	\$0.00	0		
		75	\$35.22	\$37.21	2	\$32.22	3	-\$4.99	-15%
		80	\$39.10	\$35.63	3	\$35.63	7	\$0.00	0%
		85	\$42.98	\$47.21	1	\$0.00	0		
		90	\$46.85	\$51.13	3	\$47.95	1	-\$3.18	-7%
		ED	\$27.05	\$31.20	1	\$28.05	6	-\$3.15	-11%
		EE	\$31.60	\$0.00	0	\$36.15	7		
		EF	\$38.02	\$0.00	0	\$39.68	1		
		EI	\$52.14	\$0.00	0	\$54.38	1		
		ID	\$32.74	\$0.00	0	\$36.11	1		
		IE	\$36.66	\$0.00	0	\$38.22	1		
		IF	\$41.49	\$0.00	0	\$48.72	1		
		LE	\$34.72	\$31.39	3	\$0.00	0		
		LG	\$40.66	\$0.00	0	\$36.05	1		
		LH	\$44.41	\$44.77	3	\$47.77	1	\$3.00	6%
		LI	\$47.59	\$52.38	3	\$50.57	4	-\$1.81	-4%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
44000	Superintendent of Insurance	LJ	\$50.79	\$0.00	0	\$56.11	4		
		50	\$21.01	\$19.69	2	\$0.00	0		
		55	\$21.83	\$22.33	6	\$22.61	2	\$0.28	1%
		60	\$23.60	\$25.99	4	\$0.00	0		
		65	\$27.47	\$27.55	14	\$29.02	5	\$1.46	5%
		70	\$31.35	\$30.18	10	\$0.00	0		
		75	\$35.22	\$34.45	7	\$40.49	1	\$6.04	15%
		80	\$39.10	\$42.94	1	\$0.00	0		
		85	\$42.98	\$44.95	5	\$41.55	2	-\$3.40	-8%
		90	\$46.85	\$52.18	4	\$0.00	0		
		IC	\$29.07	\$0.00	0	\$34.79	1		
		IE	\$36.66	\$0.00	0	\$44.13	1		
		IF	\$41.49	\$0.00	0	\$44.87	2		
		LE	\$34.72	\$34.96	3	\$0.00	0		
		LH	\$44.41	\$46.41	1	\$47.29	3	\$0.88	2%
		LI	\$47.59	\$45.17	1	\$55.29	3	\$10.12	18%
44600	Medical Examiners Board	PH	\$34.75	\$0.00	0	\$31.28	4		
		PI	\$39.39	\$0.00	0	\$37.73	1		
		40	\$19.36	\$15.75	1	\$0.00	0		
		45	\$20.19	\$19.19	1	\$0.00	0		
		55	\$21.83	\$23.33	1	\$0.00	0		
		60	\$23.60	\$27.10	1	\$0.00	0		
44900	Board of Nursing	65	\$27.47	\$27.64	5	\$26.09	1	-\$1.55	-6%
		75	\$35.22	\$38.00	3	\$0.00	0		
		45	\$20.19	\$18.72	2	\$0.00	0		
		50	\$21.01	\$0.00	0	\$20.15	1		
		55	\$21.83	\$24.52	4	\$22.65	2	-\$1.86	-8%
		60	\$23.60	\$25.54	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$27.47	\$25.84	1	\$25.82	2	-\$0.02	0%
		75	\$35.22	\$0.00	0	\$31.77	1		
		90	\$46.85	\$53.94	1	\$46.98	1	-\$6.96	-15%
		HH	\$38.16	\$39.56	1	\$0.00	0		
		HI	\$42.63	\$45.00	1	\$0.00	0		
		HK	\$53.96	\$53.82	1	\$0.00	0		
		IB	\$24.68	\$0.00	0	\$25.05	1		
		IF	\$41.49	\$0.00	0	\$42.11	1		
		LH	\$44.41	\$0.00	0	\$43.28	1		
46000	EXPO New Mexico	45	\$20.19	\$0.00	0	\$21.91	1		
		55	\$21.83	\$21.42	1	\$21.47	1	\$0.05	0%
		60	\$23.60	\$0.00	0	\$23.12	2		
		65	\$27.47	\$28.32	1	\$0.00	0		
		70	\$31.35	\$29.42	1	\$0.00	0		
		75	\$35.22	\$34.18	1	\$32.48	1	-\$1.70	-5%
		80	\$39.10	\$43.06	2	\$0.00	0		
		IF	\$41.49	\$0.00	0	\$40.44	1		
46400	Prof Engineers & Land Surveyors Brd	50	\$21.01	\$0.00	0	\$16.70	1		
		55	\$21.83	\$18.64	2	\$0.00	0		
		60	\$23.60	\$24.92	2	\$0.00	0		
		65	\$27.47	\$30.49	1	\$0.00	0		
		80	\$39.10	\$43.23	1	\$0.00	0		
46500	Gaming Control Board	50	\$21.01	\$21.53	2	\$22.29	1	\$0.76	3%
		55	\$21.83	\$24.46	1	\$0.00	0		
		60	\$23.60	\$24.86	2	\$0.00	0		
		65	\$27.47	\$28.51	7	\$29.38	2	\$0.87	3%
		70	\$31.35	\$0.00	0	\$34.02	5		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		85	\$42.98	\$43.09	1	\$41.69	1	-\$1.41	-3%
		IF	\$41.49	\$41.83	1	\$0.00	0		
		IG	\$48.51	\$0.00	0	\$41.55	1		
		LG	\$40.66	\$41.86	1	\$0.00	0		
		LH	\$44.41	\$48.14	1	\$0.00	0		
		PH	\$34.75	\$0.00	0	\$30.63	2		
46900	State Racing Commission	60	\$23.60	\$23.39	1	\$0.00	0		
		65	\$27.47	\$27.97	2	\$30.99	1	\$3.02	10%
		75	\$35.22	\$38.29	1	\$0.00	0		
		HJ	\$47.38	\$0.00	0	\$42.70	1		
		LE	\$34.72	\$29.09	1	\$0.00	0		
		LI	\$47.59	\$0.00	0	\$44.06	1		
47900	Veterinary Examiners Board	30	\$17.72	\$16.71	1	\$0.00	0		
		45	\$20.19	\$19.08	1	\$0.00	0		
49500	SpacePort Authority	50	\$21.01	\$20.74	1	\$0.00	0		
		60	\$23.60	\$0.00	0	\$23.38	1		
		65	\$27.47	\$27.75	2	\$0.00	0		
		75	\$35.22	\$33.50	2	\$0.00	0		
		80	\$39.10	\$34.00	1	\$43.22	1	\$9.22	21%
		85	\$42.98	\$0.00	0	\$47.76	2		
		90	\$46.85	\$0.00	0	\$49.95	4		
		IC	\$29.07	\$0.00	0	\$35.98	1		
		IF	\$41.49	\$0.00	0	\$44.31	1		
		LF	\$37.52	\$32.75	1	\$0.00	0		
50500	Department of Cultural Affairs	25	\$17.25	\$16.37	3	\$16.66	2	\$0.29	2%
		30	\$17.72	\$16.89	1	\$0.00	0		
		35	\$18.54	\$16.44	5	\$16.55	3	\$0.11	1%
		40	\$19.36	\$17.42	7	\$16.83	32	-\$0.59	-4%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		45	\$20.19	\$16.37	8	\$17.78	11	\$1.41	8%
		50	\$21.01	\$20.82	7	\$19.16	26	-\$1.66	-9%
		55	\$21.83	\$21.58	28	\$21.96	25	\$0.38	2%
		60	\$23.60	\$24.04	39	\$23.80	31	-\$0.24	-1%
		65	\$27.47	\$26.31	30	\$27.23	14	\$0.92	3%
		70	\$31.35	\$28.49	31	\$28.80	17	\$0.31	1%
		75	\$35.22	\$31.68	26	\$33.59	16	\$1.90	6%
		80	\$39.10	\$37.62	6	\$37.77	4	\$0.15	0%
		85	\$42.98	\$42.08	3	\$43.49	5	\$1.41	3%
		90	\$46.85	\$43.00	1	\$49.20	2	\$6.20	13%
		AB	\$39.10	\$0.00	0	\$31.14	1		
		IB	\$24.68	\$0.00	0	\$27.62	1		
		IC	\$29.07	\$0.00	0	\$29.64	1		
		ID	\$32.74	\$0.00	0	\$34.42	5		
		IE	\$36.66	\$0.00	0	\$37.21	1		
		IF	\$41.49	\$0.00	0	\$41.26	2		
		IG	\$48.51	\$0.00	0	\$46.88	1		
		IH	\$56.88	\$0.00	0	\$57.08	1		
		LH	\$44.41	\$0.00	0	\$47.27	1		
50800	Livestock Board	35	\$18.54	\$18.32	1	\$0.00	0		
		40	\$19.36	\$0.00	0	\$20.75	1		
		45	\$20.19	\$20.03	2	\$0.00	0		
		50	\$21.01	\$0.00	0	\$19.41	1		
		55	\$21.83	\$23.59	2	\$0.00	0		
		60	\$23.60	\$19.31	7	\$21.09	13	\$1.78	8%
		65	\$27.47	\$0.00	0	\$16.45	2		
		75	\$35.22	\$32.30	1	\$0.00	0		
		80	\$39.10	\$0.00	0	\$43.23	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		HJ	\$47.38	\$45.44	1	\$39.21	1	-\$6.23	-16%
		HK	\$53.96	\$0.00	0	\$55.24	1		
		ID	\$32.74	\$0.00	0	\$25.00	1		
		IE	\$36.66	\$0.00	0	\$37.73	1		
		IF	\$41.49	\$42.44	1	\$0.00	0		
		PF	\$27.32	\$23.34	5	\$22.03	16	-\$1.31	-6%
		PH	\$34.75	\$0.00	0	\$28.49	7		
		PI	\$39.39	\$37.67	1	\$37.67	2	\$0.00	0%
		PL	\$57.49	\$0.00	0	\$48.93	1		
51600	Department of Game & Fish	45	\$20.19	\$19.00	4	\$20.23	1	\$1.23	6%
		50	\$21.01	\$21.33	7	\$20.61	14	-\$0.72	-4%
		55	\$21.83	\$22.56	12	\$23.90	13	\$1.34	6%
		60	\$23.60	\$26.07	4	\$25.16	8	-\$0.91	-4%
		65	\$27.47	\$28.15	19	\$30.17	33	\$2.03	7%
		70	\$31.35	\$32.92	3	\$33.23	20	\$0.31	1%
		75	\$35.22	\$36.17	7	\$36.75	8	\$0.58	2%
		80	\$39.10	\$43.94	1	\$41.62	3	-\$2.32	-6%
		85	\$42.98	\$45.57	3	\$44.50	7	-\$1.07	-2%
		90	\$46.85	\$0.00	0	\$52.10	5		
		IC	\$29.07	\$0.00	0	\$27.63	2		
		ID	\$32.74	\$36.74	1	\$0.00	0		
		IE	\$36.66	\$37.96	1	\$40.91	4	\$2.96	7%
		IF	\$41.49	\$48.27	1	\$45.36	3	-\$2.91	-6%
		IG	\$48.51	\$46.35	1	\$51.22	1	\$4.87	10%
		IH	\$56.88	\$0.00	0	\$61.84	1		
		PE	\$24.42	\$0.00	0	\$18.47	6		
		PF	\$27.32	\$30.28	1	\$28.58	27	-\$1.70	-6%
		PG	\$30.81	\$0.00	0	\$33.30	16		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		PH	\$34.75	\$32.72	1	\$36.59	18	\$3.87	11%
		PI	\$39.39	\$0.00	0	\$38.82	1		
		PK	\$50.53	\$0.00	0	\$45.90	5		
		PL	\$57.49	\$0.00	0	\$49.11	2		
		PM	\$62.13	\$0.00	0	\$56.42	1		
52100	Energy, Minerals & Natural Resources Dpt	30	\$17.72	\$15.00	14	\$15.00	53	\$0.00	0%
		40	\$19.36	\$15.00	5	\$15.00	14	\$0.00	0%
		45	\$20.19	\$18.23	6	\$18.90	16	\$0.67	4%
		50	\$21.01	\$19.04	3	\$19.65	12	\$0.60	3%
		55	\$21.83	\$21.88	14	\$21.30	8	-\$0.58	-3%
		60	\$23.60	\$23.72	13	\$22.93	23	-\$0.79	-3%
		65	\$27.47	\$27.94	19	\$26.84	32	-\$1.10	-4%
		70	\$31.35	\$28.80	17	\$28.92	23	\$0.12	0%
		75	\$35.22	\$33.57	16	\$33.97	23	\$0.39	1%
		80	\$39.10	\$39.48	11	\$37.69	17	-\$1.78	-5%
		85	\$42.98	\$42.45	5	\$41.59	18	-\$0.87	-2%
		90	\$46.85	\$46.98	1	\$48.64	4	\$1.66	3%
		95	\$54.11	\$57.52	1	\$56.37	3	-\$1.14	-2%
		96	\$61.04	\$56.19	1	\$0.00	0		
		AB	\$39.10	\$38.37	2	\$0.00	0		
		ED	\$27.05	\$28.96	1	\$0.00	0		
		EE	\$31.60	\$0.00	0	\$33.16	2		
		EF	\$38.02	\$0.00	0	\$38.63	4		
		EG	\$42.31	\$44.90	1	\$49.69	1	\$4.78	10%
		EI	\$52.14	\$0.00	0	\$46.35	1		
		IB	\$24.68	\$30.41	1	\$0.00	0		
		IE	\$36.66	\$0.00	0	\$40.36	7		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IF	\$41.49	\$45.53	1	\$49.89	5	\$4.36	9%
		IG	\$48.51	\$0.00	0	\$56.97	1		
		II	\$62.63	\$0.00	0	\$60.89	1		
		LE	\$34.72	\$37.71	2	\$0.00	0		
		LI	\$47.59	\$49.03	2	\$52.40	3	\$3.37	6%
		LJ	\$50.79	\$54.73	1	\$0.00	0		
52200	Youth Conservation Corps	60	\$23.60	\$26.47	1	\$0.00	0		
		90	\$46.85	\$43.09	1	\$0.00	0		
53900	State Land Office	25	\$17.25	\$19.41	4	\$0.00	0		
		40	\$19.36	\$0.00	0	\$19.90	1		
		50	\$21.01	\$19.04	1	\$21.03	2	\$1.99	9%
		55	\$21.83	\$22.53	8	\$24.00	1	\$1.47	6%
		60	\$23.60	\$24.27	8	\$24.32	4	\$0.04	0%
		65	\$27.47	\$27.62	14	\$27.86	14	\$0.24	1%
		70	\$31.35	\$32.00	11	\$32.95	16	\$0.96	3%
		75	\$35.22	\$36.29	6	\$36.93	9	\$0.64	2%
		80	\$39.10	\$39.03	2	\$42.32	4	\$3.29	8%
		85	\$42.98	\$45.50	2	\$43.35	4	-\$2.15	-5%
		90	\$46.85	\$47.57	3	\$47.53	3	-\$0.04	0%
		IB	\$24.68	\$0.00	0	\$25.99	2		
		IE	\$36.66	\$35.55	1	\$36.69	5	\$1.15	3%
		IF	\$41.49	\$43.75	5	\$44.78	5	\$1.03	2%
		IG	\$48.51	\$0.00	0	\$51.23	4		
		II	\$62.63	\$0.00	0	\$60.05	1		
		LE	\$34.72	\$36.59	1	\$0.00	0		
		LI	\$47.59	\$0.00	0	\$56.65	1		
55000	Ofc of the State Engineer	55	\$21.83	\$21.87	3	\$21.46	1	-\$0.41	-2%
		60	\$23.60	\$25.44	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$27.47	\$30.55	5	\$28.97	2	-\$1.58	-5%
		70	\$31.35	\$35.22	4	\$0.00	0		
		75	\$35.22	\$37.58	3	\$0.00	0		
		80	\$39.10	\$42.11	2	\$40.15	2	-\$1.96	-5%
		85	\$42.98	\$0.00	0	\$45.09	2		
		90	\$46.85	\$47.23	1	\$56.11	1	\$8.88	16%
		EA	\$19.02	\$16.89	1	\$18.00	1	\$1.11	6%
		EB	\$21.10	\$20.02	3	\$21.34	5	\$1.31	6%
		EC	\$23.72	\$22.54	6	\$23.84	2	\$1.31	5%
		ED	\$27.05	\$26.27	17	\$25.79	14	-\$0.48	-2%
		EE	\$31.60	\$30.12	15	\$30.16	20	\$0.04	0%
		EF	\$38.02	\$37.14	13	\$36.82	25	-\$0.32	-1%
		EG	\$42.31	\$42.05	14	\$42.39	30	\$0.34	1%
		EI	\$52.14	\$51.42	5	\$49.88	10	-\$1.54	-3%
		EK	\$61.94	\$0.00	0	\$61.39	2		
		IB	\$24.68	\$0.00	0	\$26.52	1		
		IC	\$29.07	\$0.00	0	\$29.10	1		
		ID	\$32.74	\$0.00	0	\$33.24	1		
		IE	\$36.66	\$35.08	1	\$35.88	4	\$0.79	2%
		IF	\$41.49	\$45.98	1	\$47.01	2	\$1.03	2%
		IG	\$48.51	\$0.00	0	\$49.44	2		
		IH	\$56.88	\$0.00	0	\$56.05	1		
		LE	\$34.72	\$34.49	10	\$27.00	1	-\$7.49	-28%
		LF	\$37.52	\$36.41	2	\$0.00	0		
		LG	\$40.66	\$40.66	1	\$37.96	1	-\$2.70	-7%
		LH	\$44.41	\$45.31	3	\$45.84	4	\$0.53	1%
		LI	\$47.59	\$52.80	2	\$52.15	4	-\$0.65	-1%
		LJ	\$50.79	\$55.56	1	\$56.09	1	\$0.54	1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
60300	Office of African Amer Affairs	60	\$23.60	\$21.01	2	\$21.51	2	\$0.50	2%
		65	\$27.47	\$25.92	1	\$0.00	0		
		70	\$31.35	\$0.00	0	\$25.36	2		
		85	\$42.98	\$0.00	0	\$44.88	1		
60400	Com for Deaf/Hard of Hearing	50	\$21.01	\$0.00	0	\$23.05	1		
		60	\$23.60	\$23.50	2	\$23.88	3	\$0.38	2%
		65	\$27.47	\$0.00	0	\$24.57	1		
		70	\$31.35	\$28.34	1	\$0.00	0		
		75	\$35.22	\$33.06	2	\$0.00	0		
60600	Commission for the Blind	80	\$39.10	\$39.39	1	\$0.00	0		
		35	\$18.54	\$17.36	3	\$17.46	1	\$0.10	1%
		45	\$20.19	\$18.35	7	\$20.02	1	\$1.68	8%
		55	\$21.83	\$21.10	3	\$0.00	0		
		60	\$23.60	\$23.91	4	\$0.00	0		
		65	\$27.47	\$25.88	10	\$24.58	12	-\$1.30	-5%
		70	\$31.35	\$31.44	2	\$28.98	1	-\$2.46	-8%
		75	\$35.22	\$33.78	2	\$32.02	1	-\$1.77	-6%
		85	\$42.98	\$37.41	2	\$47.77	1	\$10.36	22%
60900	Department of Indian Affairs	90	\$46.85	\$0.00	0	\$49.40	1		
		IF	\$41.49	\$42.16	1	\$0.00	0		
		60	\$23.60	\$22.88	1	\$22.50	1	-\$0.38	-2%
		65	\$27.47	\$29.11	2	\$28.35	1	-\$0.75	-3%
		70	\$31.35	\$32.15	1	\$0.00	0		
		75	\$35.22	\$0.00	0	\$34.40	2		
		85	\$42.98	\$49.11	1	\$0.00	0		
61100	Department of Early Childhood	30	\$17.72	\$17.11	9	\$0.00	0		
		40	\$19.36	\$18.92	3	\$0.00	0		
		45	\$20.19	\$17.17	4	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		50	\$21.01	\$19.52	48	\$18.56	4	-\$0.96	-5%
		55	\$21.83	\$22.00	44	\$22.08	10	\$0.09	0%
		60	\$23.60	\$25.33	8	\$26.01	2	\$0.68	3%
		65	\$27.47	\$28.46	11	\$28.05	3	-\$0.41	-1%
		70	\$31.35	\$29.05	29	\$29.26	2	\$0.21	1%
		75	\$35.22	\$32.04	6	\$32.88	5	\$0.83	3%
		80	\$39.10	\$40.68	6	\$36.19	1	-\$4.49	-12%
		85	\$42.98	\$43.36	4	\$44.90	1	\$1.54	3%
		90	\$46.85	\$52.45	5	\$52.88	1	\$0.44	1%
		95	\$54.11	\$55.21	1	\$60.41	1	\$5.20	9%
		96	\$61.04	\$0.00	0	\$61.26	1		
		HF	\$31.04	\$25.60	2	\$0.00	0		
		HH	\$38.16	\$39.00	12	\$0.00	0		
		HI	\$42.63	\$45.62	3	\$0.00	0		
		HK	\$53.96	\$44.22	1	\$0.00	0		
		IC	\$29.07	\$0.00	0	\$30.99	1		
		IE	\$36.66	\$0.00	0	\$39.63	3		
		IF	\$41.49	\$0.00	0	\$49.20	2		
		IG	\$48.51	\$56.41	1	\$52.38	3	-\$4.03	-8%
		II	\$62.63	\$0.00	0	\$68.66	1		
		LH	\$44.41	\$0.00	0	\$51.29	1		
		LI	\$47.59	\$0.00	0	\$49.13	1		
		XB	\$83.34	\$95.01	1	\$0.00	0		
62400	Aging & Long-Term Services Dpt	35	\$18.54	\$17.55	5	\$0.00	0		
		40	\$19.36	\$22.06	1	\$0.00	0		
		45	\$20.19	\$21.04	3	\$0.00	0		
		55	\$21.83	\$21.91	3	\$19.16	1	-\$2.75	-14%
		60	\$23.60	\$24.70	8	\$21.12	1	-\$3.59	-17%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$27.47	\$28.53	12	\$26.78	2	-\$1.76	-7%
		70	\$31.35	\$30.98	2	\$33.20	2	\$2.21	7%
		75	\$35.22	\$34.90	10	\$35.38	4	\$0.49	1%
		80	\$39.10	\$38.78	6	\$37.85	2	-\$0.93	-2%
		85	\$42.98	\$44.94	5	\$44.60	1	-\$0.34	-1%
		ID	\$32.74	\$0.00	0	\$31.90	2		
		IE	\$36.66	\$0.00	0	\$35.60	1		
		IF	\$41.49	\$41.03	2	\$0.00	0		
		IG	\$48.51	\$48.51	1	\$0.00	0		
		LH	\$44.41	\$50.00	1	\$0.00	0		
		LI	\$47.59	\$53.56	1	\$0.00	0		
		SE	\$26.47	\$29.48	54	\$28.85	16	-\$0.63	-2%
		SF	\$29.76	\$36.42	3	\$0.00	0		
		SG	\$34.73	\$39.76	10	\$37.82	7	-\$1.94	-5%
		SH	\$41.46	\$39.00	1	\$0.00	0		
		SI	\$45.88	\$42.85	1	\$42.85	4	\$0.00	0%
63000	Human Services Department	30	\$17.72	\$16.76	30	\$16.96	3	\$0.20	1%
		40	\$19.36	\$16.82	19	\$15.00	1	-\$1.82	-12%
		45	\$20.19	\$21.06	2	\$18.24	1	-\$2.83	-15%
		50	\$21.01	\$18.55	26	\$18.79	11	\$0.24	1%
		55	\$21.83	\$21.67	12	\$21.40	4	-\$0.27	-1%
		60	\$23.60	\$22.29	453	\$22.37	56	\$0.08	0%
		65	\$27.47	\$25.94	208	\$25.91	47	-\$0.02	0%
		70	\$31.35	\$28.98	191	\$28.99	56	\$0.01	0%
		75	\$35.22	\$33.33	80	\$33.95	29	\$0.62	2%
		80	\$39.10	\$38.80	31	\$37.75	17	-\$1.05	-3%
		85	\$42.98	\$41.81	28	\$44.02	20	\$2.20	5%
		90	\$46.85	\$49.06	24	\$54.35	3	\$5.29	10%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		95	\$54.11	\$0.00	0	\$64.48	1		
		HH	\$38.16	\$40.13	2	\$0.00	0		
		HL	\$59.23	\$81.66	1	\$0.00	0		
		HM	\$63.40	\$54.83	1	\$0.00	0		
		IB	\$24.68	\$0.00	0	\$24.85	3		
		IC	\$29.07	\$0.00	0	\$29.20	4		
		ID	\$32.74	\$33.24	1	\$31.66	2	-\$1.58	-5%
		IE	\$36.66	\$36.48	3	\$41.58	5	\$5.10	12%
		IF	\$41.49	\$43.70	12	\$44.47	11	\$0.76	2%
		IG	\$48.51	\$49.30	2	\$48.50	1	-\$0.80	-2%
		IH	\$56.88	\$0.00	0	\$56.81	4		
		II	\$62.63	\$62.63	2	\$62.63	1	\$0.00	0%
		IK	\$77.66	\$0.00	0	\$73.18	1		
		LF	\$37.52	\$37.28	2	\$38.40	2	\$1.12	3%
		LG	\$40.66	\$40.66	4	\$40.88	4	\$0.22	1%
		LH	\$44.41	\$41.00	4	\$43.26	10	\$2.26	5%
		LI	\$47.59	\$47.93	6	\$50.32	2	\$2.39	5%
		LJ	\$50.79	\$53.26	1	\$53.03	2	-\$0.23	0%
63100	Dept of Workforce Solutions	25	\$17.25	\$15.08	47	\$15.20	1	\$0.12	1%
		40	\$19.36	\$18.57	1	\$0.00	0		
		45	\$20.19	\$18.73	3	\$15.50	1	-\$3.23	-21%
		50	\$21.01	\$16.21	49	\$16.32	14	\$0.11	1%
		55	\$21.83	\$20.24	132	\$20.04	41	-\$0.20	-1%
		60	\$23.60	\$21.44	63	\$22.59	24	\$1.15	5%
		65	\$27.47	\$26.01	60	\$25.57	31	-\$0.44	-2%
		70	\$31.35	\$29.67	23	\$28.94	16	-\$0.73	-3%
		75	\$35.22	\$31.37	27	\$32.53	11	\$1.16	4%
		80	\$39.10	\$38.13	5	\$39.11	8	\$0.98	3%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		85	\$42.98	\$44.64	5	\$45.03	3	\$0.39	1%
		90	\$46.85	\$51.03	2	\$47.40	1	-\$3.63	-8%
		95	\$54.11	\$0.00	0	\$43.27	1		
		IA	\$21.14	\$17.99	2	\$19.77	3	\$1.78	9%
		IB	\$24.68	\$25.90	2	\$23.80	5	-\$2.11	-9%
		ID	\$32.74	\$31.08	2	\$31.52	3	\$0.44	1%
		IE	\$36.66	\$33.36	3	\$33.79	5	\$0.43	1%
		IF	\$41.49	\$42.96	5	\$42.96	6	-\$0.01	0%
		IG	\$48.51	\$0.00	0	\$47.70	1		
		IH	\$56.88	\$0.00	0	\$55.24	4		
		IJ	\$69.48	\$65.68	1	\$0.00	0		
		LG	\$40.66	\$42.00	1	\$0.00	0		
		LH	\$44.41	\$44.41	1	\$45.03	1	\$0.62	1%
63200	Workers Compensation Admin	30	\$17.72	\$0.00	0	\$19.33	1		
		45	\$20.19	\$19.01	3	\$0.00	0		
		50	\$21.01	\$19.48	11	\$19.45	1	-\$0.02	0%
		55	\$21.83	\$21.51	7	\$21.16	5	-\$0.35	-2%
		60	\$23.60	\$24.02	10	\$23.30	5	-\$0.73	-3%
		65	\$27.47	\$27.57	12	\$25.87	3	-\$1.70	-7%
		70	\$31.35	\$29.48	4	\$30.46	2	\$0.98	3%
		75	\$35.22	\$34.93	4	\$33.51	5	-\$1.41	-4%
		80	\$39.10	\$37.15	3	\$36.56	1	-\$0.59	-2%
		85	\$42.98	\$0.00	0	\$45.32	1		
		IC	\$29.07	\$0.00	0	\$27.13	1		
		ID	\$32.74	\$0.00	0	\$27.50	1		
		IE	\$36.66	\$35.22	1	\$32.00	1	-\$3.22	-10%
		IG	\$48.51	\$45.54	1	\$0.00	0		
		LG	\$40.66	\$40.18	3	\$39.72	1	-\$0.46	-1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		LH	\$44.41	\$41.81	2	\$44.68	1	\$2.87	6%
		LI	\$47.59	\$44.43	1	\$47.97	1	\$3.54	7%
64400	Dept of Vocational Rehab.	45	\$20.19	\$19.12	2	\$21.62	1	\$2.50	12%
		50	\$21.01	\$20.20	17	\$0.00	0		
		55	\$21.83	\$22.21	44	\$21.42	4	-\$0.79	-4%
		60	\$23.60	\$23.75	30	\$22.29	6	-\$1.46	-7%
		65	\$27.47	\$26.87	55	\$27.81	23	\$0.94	3%
		70	\$31.35	\$31.94	16	\$30.51	4	-\$1.43	-5%
		75	\$35.22	\$36.05	16	\$34.61	9	-\$1.43	-4%
		80	\$39.10	\$39.16	7	\$36.09	1	-\$3.08	-9%
		85	\$42.98	\$44.07	3	\$43.04	4	-\$1.03	-2%
		90	\$46.85	\$50.69	2	\$47.63	1	-\$3.06	-6%
		IC	\$29.07	\$0.00	0	\$29.99	2		
		IE	\$36.66	\$40.65	1	\$37.11	2	-\$3.54	-10%
		IF	\$41.49	\$44.00	2	\$47.43	4	\$3.43	7%
		IG	\$48.51	\$57.98	1	\$0.00	0		
		IH	\$56.88	\$0.00	0	\$66.71	1		
		LH	\$44.41	\$43.53	2	\$0.00	0		
		LI	\$47.59	\$56.13	1	\$0.00	0		
64500	Governor's Comm. on Disability	65	\$27.47	\$25.18	2	\$0.00	0		
		70	\$31.35	\$29.90	2	\$28.59	1	-\$1.32	-5%
		75	\$35.22	\$32.15	2	\$0.00	0		
64700	Dev Disabilities Council	55	\$21.83	\$24.29	2	\$0.00	0		
		60	\$23.60	\$26.15	2	\$0.00	0		
		65	\$27.47	\$29.50	3	\$33.16	1	\$3.67	11%
		70	\$31.35	\$35.86	1	\$0.00	0		
		75	\$35.22	\$37.69	1	\$32.88	1	-\$4.81	-15%
		80	\$39.10	\$43.23	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		LG	\$40.66	\$41.58	1	\$0.00	0		
		LI	\$47.59	\$0.00	0	\$45.01	1		
66200	Miners Colfax Medical Center	25	\$17.25	\$16.00	13	\$15.93	6	-\$0.07	0%
		30	\$17.72	\$18.41	2	\$16.68	3	-\$1.74	-10%
		35	\$18.54	\$0.00	0	\$16.13	2		
		40	\$19.36	\$16.05	11	\$16.24	3	\$0.19	1%
		45	\$20.19	\$17.67	9	\$18.14	2	\$0.47	3%
		50	\$21.01	\$19.51	10	\$20.44	4	\$0.92	5%
		55	\$21.83	\$20.04	6	\$24.42	2	\$4.38	18%
		60	\$23.60	\$23.94	2	\$26.57	1	\$2.63	10%
		65	\$27.47	\$27.25	2	\$0.00	0		
		70	\$31.35	\$28.83	4	\$28.28	1	-\$0.55	-2%
		75	\$35.22	\$32.00	1	\$0.00	0		
		80	\$39.10	\$39.65	2	\$0.00	0		
		85	\$42.98	\$51.89	1	\$0.00	0		
		HA	\$14.99	\$15.46	12	\$15.28	3	-\$0.18	-1%
		HB	\$17.11	\$18.47	5	\$15.97	1	-\$2.50	-16%
		HC	\$19.52	\$19.78	16	\$18.85	1	-\$0.93	-5%
		HD	\$22.59	\$25.31	3	\$0.00	0		
		HE	\$26.92	\$28.60	6	\$26.39	2	-\$2.21	-8%
		HF	\$31.04	\$35.44	8	\$0.00	0		
		HG	\$34.60	\$39.96	6	\$38.03	2	-\$1.93	-5%
		HH	\$38.16	\$43.91	14	\$43.68	1	-\$0.23	-1%
		HI	\$42.63	\$50.06	5	\$0.00	0		
		HJ	\$47.38	\$54.36	4	\$0.00	0		
		HL	\$59.23	\$58.25	3	\$74.60	2	\$16.35	22%
		HM	\$63.40	\$75.17	3	\$0.00	0		
		HN	\$68.16	\$88.78	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IA	\$21.14	\$0.00	0	\$20.50	1		
		IE	\$36.66	\$0.00	0	\$36.75	1		
		IF	\$41.49	\$0.00	0	\$44.38	1		
		XH	\$150.78	\$136.54	1	\$135.86	4	-\$0.69	-1%
		XI	\$162.02	\$182.54	2	\$174.23	7	-\$8.31	-5%
		XJ	\$173.26	\$186.18	2	\$160.00	1	-\$26.18	-16%
66500	Department of Health	25	\$17.25	\$16.48	66	\$16.09	64	-\$0.39	-2%
		30	\$17.72	\$16.90	52	\$16.62	22	-\$0.28	-2%
		35	\$18.54	\$18.25	11	\$17.40	22	-\$0.85	-5%
		40	\$19.36	\$18.73	123	\$18.64	45	-\$0.09	0%
		45	\$20.19	\$19.24	79	\$19.29	33	\$0.05	0%
		50	\$21.01	\$20.24	87	\$20.69	24	\$0.45	2%
		55	\$21.83	\$22.10	83	\$22.00	26	-\$0.10	0%
		60	\$23.60	\$24.23	73	\$24.09	42	-\$0.14	-1%
		65	\$27.47	\$26.78	281	\$26.88	82	\$0.10	0%
		70	\$31.35	\$30.56	127	\$29.49	40	-\$1.08	-4%
		75	\$35.22	\$34.24	121	\$33.44	57	-\$0.80	-2%
		80	\$39.10	\$38.78	22	\$37.76	19	-\$1.01	-3%
		85	\$42.98	\$44.47	30	\$41.75	15	-\$2.72	-7%
		90	\$46.85	\$52.14	14	\$50.66	18	-\$1.48	-3%
		95	\$54.11	\$63.20	3	\$58.03	4	-\$5.17	-9%
		96	\$61.04	\$0.00	0	\$61.62	4		
		AB	\$39.10	\$0.00	0	\$39.16	1		
		ED	\$27.05	\$27.63	1	\$0.00	0		
		HA	\$14.99	\$16.34	43	\$16.38	20	\$0.04	0%
		HB	\$17.11	\$17.14	143	\$16.44	98	-\$0.70	-4%
		HC	\$19.52	\$19.52	114	\$19.21	54	-\$0.31	-2%
		HD	\$22.59	\$21.84	31	\$21.20	15	-\$0.64	-3%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		HE	\$26.92	\$27.53	17	\$28.56	8	\$1.03	4%
		HF	\$31.04	\$26.26	38	\$30.34	1	\$4.08	13%
		HG	\$34.60	\$30.69	39	\$31.05	11	\$0.35	1%
		HH	\$38.16	\$39.95	130	\$39.41	11	-\$0.54	-1%
		HI	\$42.63	\$44.89	99	\$44.27	12	-\$0.62	-1%
		HJ	\$47.38	\$48.18	18	\$51.43	4	\$3.24	6%
		HK	\$53.96	\$54.62	20	\$56.07	6	\$1.45	3%
		HL	\$59.23	\$59.30	27	\$64.09	9	\$4.79	7%
		HM	\$63.40	\$58.87	7	\$55.95	3	-\$2.91	-5%
		HN	\$68.16	\$77.70	2	\$58.59	1	-\$19.11	-33%
		HO	\$74.03	\$56.95	1	\$70.90	2	\$13.95	20%
		IB	\$24.68	\$25.20	4	\$28.29	1	\$3.08	11%
		IC	\$29.07	\$0.00	0	\$28.75	1		
		ID	\$32.74	\$30.61	9	\$29.02	22	-\$1.59	-5%
		IE	\$36.66	\$36.57	6	\$37.72	9	\$1.14	3%
		IF	\$41.49	\$38.64	1	\$41.94	20	\$3.30	8%
		IG	\$48.51	\$56.46	1	\$51.18	3	-\$5.28	-10%
		IH	\$56.88	\$57.74	1	\$59.02	2	\$1.27	2%
		II	\$62.63	\$62.63	1	\$62.63	1	\$0.00	0%
		IK	\$77.66	\$0.00	0	\$92.13	1		
		LF	\$37.52	\$39.14	1	\$0.00	0		
		LH	\$44.41	\$41.09	3	\$40.46	2	-\$0.63	-2%
		LI	\$47.59	\$0.00	0	\$47.85	1		
		XA	\$72.10	\$81.67	1	\$0.00	0		
		XB	\$83.34	\$86.59	2	\$89.88	6	\$3.29	4%
		XC	\$94.58	\$193.87	1	\$86.27	1	-\$107.60	-125%
		XF	\$128.30	\$142.40	2	\$168.46	2	\$26.06	15%
		XG	\$139.54	\$172.91	1	\$162.55	2	-\$10.36	-6%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
66700	Department of Environment	45	\$20.19	\$18.44	22	\$18.21	2	-\$0.23	-1%
		50	\$21.01	\$22.56	3	\$0.00	0		
		55	\$21.83	\$22.84	23	\$25.63	2	\$2.79	11%
		60	\$23.60	\$25.07	15	\$25.03	5	-\$0.04	0%
		65	\$27.47	\$26.90	28	\$24.57	12	-\$2.33	-9%
		70	\$31.35	\$28.05	47	\$28.39	61	\$0.34	1%
		75	\$35.22	\$33.64	52	\$33.52	72	-\$0.11	0%
		80	\$39.10	\$37.96	28	\$37.18	34	-\$0.78	-2%
		85	\$42.98	\$43.29	12	\$43.37	7	\$0.09	0%
		90	\$46.85	\$48.40	5	\$46.23	4	-\$2.16	-5%
		95	\$54.11	\$53.64	4	\$51.69	9	-\$1.95	-4%
		ED	\$27.05	\$30.72	1	\$26.00	1	-\$4.72	-18%
		EE	\$31.60	\$0.00	0	\$32.40	4		
		EF	\$38.02	\$36.86	7	\$36.33	5	-\$0.53	-1%
		EG	\$42.31	\$41.44	5	\$41.88	7	\$0.44	1%
		EH	\$46.97	\$49.42	1	\$0.00	0		
		EI	\$52.14	\$0.00	0	\$42.47	1		
		IB	\$24.68	\$0.00	0	\$23.00	1		
		IC	\$29.07	\$28.17	3	\$0.00	0		
		ID	\$32.74	\$33.24	1	\$30.01	1	-\$3.23	-11%
		IE	\$36.66	\$34.52	1	\$37.16	5	\$2.64	7%
		IF	\$41.49	\$39.14	1	\$42.13	5	\$2.99	7%
		IG	\$48.51	\$0.00	0	\$47.84	2		
		LG	\$40.66	\$39.99	1	\$0.00	0		
		LH	\$44.41	\$45.21	2	\$46.54	1	\$1.33	3%
		LI	\$47.59	\$49.60	3	\$45.69	2	-\$3.91	-9%
		LJ	\$50.79	\$0.00	0	\$49.93	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
66800	Office of Natural Resources Trustee	96	\$61.04	\$61.04	1	\$0.00	0		
		EF	\$38.02	\$39.93	1	\$0.00	0		
67000	Department of Veteran Services	40	\$19.36	\$0.00	0	\$18.02	4		
		45	\$20.19	\$0.00	0	\$19.54	2		
		55	\$21.83	\$23.96	7	\$21.09	12	-\$2.88	-14%
		60	\$23.60	\$23.45	4	\$25.35	6	\$1.90	7%
		65	\$27.47	\$27.61	2	\$26.44	4	-\$1.17	-4%
		70	\$31.35	\$30.33	3	\$28.50	1	-\$1.83	-6%
		75	\$35.22	\$32.21	2	\$33.49	1	\$1.27	4%
		80	\$39.10	\$41.01	2	\$36.20	1	-\$4.81	-13%
		85	\$42.98	\$0.00	0	\$41.71	1		
		IE	\$36.66	\$0.00	0	\$42.97	1		
		IF	\$41.49	\$0.00	0	\$49.43	1		
69000	Children, Youth & Families Dpt	25	\$17.25	\$15.53	2	\$16.36	1	\$0.83	5%
		35	\$18.54	\$17.95	43	\$17.41	6	-\$0.55	-3%
		40	\$19.36	\$18.96	55	\$21.01	8	\$2.05	10%
		45	\$20.19	\$20.07	14	\$19.40	5	-\$0.67	-3%
		50	\$21.01	\$20.16	29	\$22.56	1	\$2.41	11%
		55	\$21.83	\$21.91	53	\$21.02	84	-\$0.89	-4%
		60	\$23.60	\$24.52	81	\$24.42	74	-\$0.09	0%
		65	\$27.47	\$27.37	47	\$27.19	17	-\$0.18	-1%
		70	\$31.35	\$29.97	135	\$29.68	99	-\$0.29	-1%
		75	\$35.22	\$35.22	36	\$33.68	33	-\$1.54	-5%
		80	\$39.10	\$42.05	9	\$38.64	5	-\$3.41	-9%
		85	\$42.98	\$43.66	25	\$42.25	15	-\$1.41	-3%
		90	\$46.85	\$52.16	13	\$52.93	4	\$0.77	1%
		95	\$54.11	\$54.57	9	\$56.01	3	\$1.44	3%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		96	\$61.04	\$70.13	1	\$60.05	1	-\$10.07	-17%
		HB	\$17.11	\$19.12	1	\$0.00	0		
		HD	\$22.59	\$28.48	1	\$25.81	1	-\$2.67	-10%
		HG	\$34.60	\$37.46	51	\$37.04	5	-\$0.41	-1%
		HH	\$38.16	\$38.51	7	\$36.73	8	-\$1.78	-5%
		HI	\$42.63	\$46.34	5	\$46.33	1	-\$0.01	0%
		HJ	\$47.38	\$38.46	2	\$0.00	0		
		HL	\$59.23	\$56.95	1	\$0.00	0		
		IB	\$24.68	\$25.77	2	\$24.03	3	-\$1.74	-7%
		IC	\$29.07	\$0.00	0	\$27.59	4		
		ID	\$32.74	\$37.64	1	\$34.14	2	-\$3.50	-10%
		IE	\$36.66	\$37.39	6	\$38.30	8	\$0.91	2%
		IF	\$41.49	\$46.15	3	\$47.87	3	\$1.72	4%
		IG	\$48.51	\$59.27	2	\$51.96	3	-\$7.31	-14%
		IH	\$56.88	\$0.00	0	\$58.24	1		
		IJ	\$69.48	\$0.00	0	\$70.52	1		
		LF	\$37.52	\$36.23	1	\$0.00	0		
		LG	\$40.66	\$45.11	9	\$44.87	7	-\$0.24	-1%
		LH	\$44.41	\$48.64	3	\$48.69	8	\$0.05	0%
		LI	\$47.59	\$51.08	5	\$0.00	0		
		SD	\$23.32	\$21.94	114	\$22.28	14	\$0.34	2%
		SE	\$26.47	\$26.16	170	\$26.31	38	\$0.15	1%
		SF	\$29.76	\$30.55	94	\$30.51	11	-\$0.03	0%
		SG	\$34.73	\$35.66	35	\$35.11	5	-\$0.56	-2%
		SH	\$41.46	\$41.51	24	\$47.24	4	\$5.73	12%
		SI	\$45.88	\$47.68	2	\$49.24	3	\$1.57	3%
		XA	\$72.10	\$76.45	1	\$0.00	0		
		XB	\$83.34	\$153.84	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
70500	Military Affairs	XF	\$128.30	\$0.00	0	\$156.62	1		
		25	\$17.25	\$0.00	0	\$17.77	1		
		40	\$19.36	\$0.00	0	\$18.47	1		
		45	\$20.19	\$19.65	4	\$19.07	2	-\$0.57	-3%
		50	\$21.01	\$20.20	2	\$19.42	21	-\$0.78	-4%
		55	\$21.83	\$21.85	7	\$22.27	6	\$0.43	2%
		60	\$23.60	\$25.45	9	\$22.80	3	-\$2.65	-12%
		65	\$27.47	\$29.79	9	\$28.93	6	-\$0.86	-3%
		70	\$31.35	\$30.12	6	\$26.99	3	-\$3.13	-12%
		75	\$35.22	\$33.59	3	\$33.53	6	-\$0.06	0%
		80	\$39.10	\$35.42	3	\$36.58	3	\$1.17	3%
		85	\$42.98	\$45.03	2	\$0.00	0		
		90	\$46.85	\$56.12	1	\$0.00	0		
		EB	\$21.10	\$22.16	1	\$0.00	0		
		IA	\$21.14	\$0.00	0	\$31.54	1		
		IB	\$24.68	\$0.00	0	\$27.72	8		
76000	Adult Parole Board	IC	\$29.07	\$0.00	0	\$28.41	2		
		ID	\$32.74	\$0.00	0	\$31.87	3		
		IF	\$41.49	\$0.00	0	\$43.96	1		
		55	\$21.83	\$19.16	1	\$0.00	0		
77000	New Mexico Corrections Dept	60	\$23.60	\$23.47	2	\$0.00	0		
		80	\$39.10	\$0.00	0	\$33.81	1		
		30	\$17.72	\$17.17	1	\$0.00	0		
		40	\$19.36	\$18.86	20	\$17.93	4	-\$0.93	-5%
		45	\$20.19	\$17.37	60	\$17.27	3	-\$0.11	-1%
		50	\$21.01	\$19.34	15	\$19.37	3	\$0.04	0%
		55	\$21.83	\$21.09	18	\$18.50	1	-\$2.59	-14%
		60	\$23.60	\$24.06	92	\$24.12	36	\$0.06	0%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$27.47	\$25.81	86	\$25.78	94	-\$0.03	0%
		70	\$31.35	\$29.31	67	\$29.23	71	-\$0.08	0%
		75	\$35.22	\$33.65	29	\$32.58	37	-\$1.08	-3%
		80	\$39.10	\$37.73	6	\$37.95	3	\$0.23	1%
		85	\$42.98	\$42.39	8	\$43.45	6	\$1.06	2%
		90	\$46.85	\$51.56	2	\$52.87	3	\$1.31	2%
		CA	\$18.73	\$18.63	2	\$18.63	12	\$0.00	0%
		CB	\$22.39	\$21.38	124	\$21.65	512	\$0.27	1%
		CC	\$24.79	\$23.79	21	\$24.31	128	\$0.52	2%
		CD	\$27.31	\$27.62	9	\$27.42	86	-\$0.21	-1%
		CE	\$29.94	\$32.01	4	\$31.88	14	-\$0.13	0%
		CG	\$34.61	\$39.58	1	\$37.14	5	-\$2.43	-7%
		CH	\$37.79	\$0.00	0	\$34.09	4		
		CJ	\$43.34	\$37.29	14	\$36.11	16	-\$1.18	-3%
		CK	\$47.85	\$43.20	4	\$40.73	10	-\$2.47	-6%
		CL	\$53.34	\$46.77	2	\$47.64	4	\$0.87	2%
		CM	\$59.64	\$0.00	0	\$54.67	2		
		HG	\$34.60	\$30.53	9	\$32.33	4	\$1.80	6%
		HH	\$38.16	\$39.80	4	\$38.95	3	-\$0.84	-2%
		HI	\$42.63	\$43.84	2	\$0.00	0		
		HM	\$63.40	\$0.00	0	\$65.24	1		
		HO	\$74.03	\$56.95	1	\$0.00	0		
		IA	\$21.14	\$0.00	0	\$19.74	1		
		IB	\$24.68	\$0.00	0	\$23.46	2		
		IC	\$29.07	\$0.00	0	\$26.14	1		
		ID	\$32.74	\$0.00	0	\$30.84	2		
		IE	\$36.66	\$34.09	3	\$33.41	5	-\$0.68	-2%
		IF	\$41.49	\$35.17	1	\$39.54	6	\$4.37	11%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IG	\$48.51	\$46.73	2	\$43.95	1	-\$2.78	-6%
		IH	\$56.88	\$0.00	0	\$52.95	1		
		II	\$62.63	\$0.00	0	\$57.02	1		
		LH	\$44.41	\$46.32	1	\$0.00	0		
78000	Crime Victims Reparation Comm	55	\$21.83	\$22.11	1	\$0.00	0		
		60	\$23.60	\$23.59	4	\$24.00	1	\$0.41	2%
		65	\$27.47	\$26.98	7	\$25.77	1	-\$1.22	-5%
		70	\$31.35	\$29.16	1	\$0.00	0		
		75	\$35.22	\$32.21	1	\$0.00	0		
		80	\$39.10	\$38.69	2	\$0.00	0		
		85	\$42.98	\$41.78	1	\$41.78	1	\$0.00	0%
79000	Department of Public Safety	35	\$18.54	\$18.33	1	\$0.00	0		
		40	\$19.36	\$20.24	4	\$17.63	1	-\$2.61	-15%
		45	\$20.19	\$18.85	45	\$17.76	5	-\$1.09	-6%
		50	\$21.01	\$22.40	38	\$22.47	17	\$0.07	0%
		55	\$21.83	\$24.21	42	\$25.01	57	\$0.80	3%
		60	\$23.60	\$25.74	19	\$27.62	14	\$1.88	7%
		65	\$27.47	\$28.26	15	\$26.43	8	-\$1.83	-7%
		70	\$31.35	\$32.34	10	\$35.47	6	\$3.13	9%
		75	\$35.22	\$34.88	18	\$33.19	6	-\$1.70	-5%
		80	\$39.10	\$41.47	9	\$42.45	10	\$0.98	2%
		85	\$42.98	\$52.12	9	\$51.74	3	-\$0.38	-1%
		90	\$46.85	\$53.68	3	\$54.24	2	\$0.56	1%
		95	\$54.11	\$63.57	1	\$0.00	0		
		IA	\$21.14	\$0.00	0	\$20.97	2		
		IB	\$24.68	\$26.45	1	\$24.99	2	-\$1.46	-6%
		IC	\$29.07	\$29.47	3	\$29.19	7	-\$0.29	-1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		ID	\$32.74	\$0.00	0	\$34.66	2		
		IE	\$36.66	\$30.28	1	\$38.14	4	\$7.86	21%
		IF	\$41.49	\$44.15	2	\$47.33	8	\$3.17	7%
		IG	\$48.51	\$0.00	0	\$55.99	2		
		II	\$62.63	\$0.00	0	\$65.24	1		
		LH	\$44.41	\$0.00	0	\$38.31	1		
		LI	\$47.59	\$46.58	1	\$0.00	0		
		LJ	\$50.79	\$56.09	1	\$0.00	0		
		PI	\$39.39	\$37.57	2	\$0.00	0		
79500	Homeland Security & Emergency Mgt	25	\$17.25	\$18.15	1	\$0.00	0		
		40	\$19.36	\$20.96	1	\$0.00	0		
		45	\$20.19	\$19.65	2	\$0.00	0		
		50	\$21.01	\$20.10	1	\$0.00	0		
		55	\$21.83	\$21.37	3	\$24.07	3	\$2.69	11%
		60	\$23.60	\$23.38	1	\$0.00	0		
		65	\$27.47	\$27.73	13	\$28.18	20	\$0.44	2%
		70	\$31.35	\$29.95	4	\$30.45	10	\$0.50	2%
		75	\$35.22	\$30.94	2	\$32.96	10	\$2.02	6%
		85	\$42.98	\$43.26	1	\$46.35	4	\$3.09	7%
		EE	\$31.60	\$33.16	1	\$0.00	0		
		IE	\$36.66	\$0.00	0	\$37.71	1		
80500	Department of Transportation	25	\$17.25	\$19.80	1	\$0.00	0		
		30	\$17.72	\$17.98	2	\$18.26	4	\$0.28	2%
		35	\$18.54	\$17.30	4	\$17.41	8	\$0.11	1%
		40	\$19.36	\$18.37	8	\$19.21	10	\$0.84	4%
		45	\$20.19	\$17.63	18	\$18.61	91	\$0.99	5%
		50	\$21.01	\$19.85	28	\$20.11	403	\$0.26	1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		55	\$21.83	\$21.36	60	\$22.43	320	\$1.06	5%
		60	\$23.60	\$24.98	60	\$25.31	128	\$0.33	1%
		65	\$27.47	\$27.45	83	\$27.01	66	-\$0.44	-2%
		70	\$31.35	\$31.39	32	\$30.52	40	-\$0.87	-3%
		75	\$35.22	\$35.90	18	\$33.79	58	-\$2.11	-6%
		80	\$39.10	\$40.01	10	\$39.57	7	-\$0.44	-1%
		85	\$42.98	\$44.71	11	\$44.20	30	-\$0.52	-1%
		90	\$46.85	\$50.60	5	\$49.04	10	-\$1.57	-3%
		95	\$54.11	\$0.00	0	\$60.51	2		
		96	\$61.04	\$62.38	1	\$62.25	2	-\$0.13	0%
		EA	\$19.02	\$19.44	2	\$19.97	41	\$0.52	3%
		EB	\$21.10	\$22.81	14	\$22.85	95	\$0.04	0%
		EC	\$23.72	\$25.99	21	\$25.60	109	-\$0.39	-2%
		ED	\$27.05	\$29.05	9	\$29.30	49	\$0.24	1%
		EE	\$31.60	\$34.23	24	\$33.46	67	-\$0.77	-2%
		EF	\$38.02	\$41.00	5	\$40.57	35	-\$0.43	-1%
		EG	\$42.31	\$46.53	12	\$46.60	32	\$0.08	0%
		EH	\$46.97	\$51.03	4	\$52.45	12	\$1.42	3%
		EI	\$52.14	\$59.60	6	\$56.77	10	-\$2.83	-5%
		EJ	\$56.83	\$62.86	3	\$60.13	16	-\$2.73	-5%
		EK	\$61.94	\$67.67	1	\$66.35	9	-\$1.32	-2%
		IA	\$21.14	\$24.76	2	\$0.00	0		
		IB	\$24.68	\$0.00	0	\$26.00	1		
		IC	\$29.07	\$32.84	1	\$31.08	5	-\$1.76	-6%
		ID	\$32.74	\$33.98	5	\$33.76	26	-\$0.22	-1%
		IE	\$36.66	\$39.32	3	\$36.63	3	-\$2.69	-7%
		IF	\$41.49	\$42.11	1	\$44.70	9	\$2.59	6%
		IG	\$48.51	\$0.00	0	\$50.20	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IH	\$56.88	\$55.82	1	\$56.76	2	\$0.93	2%
		IK	\$77.66	\$0.00	0	\$62.78	1		
		LH	\$44.41	\$39.74	1	\$42.99	5	\$3.25	8%
		LI	\$47.59	\$50.21	1	\$48.46	2	-\$1.75	-4%
92400	Public Education Department	40	\$19.36	\$19.14	1	\$0.00	0		
		50	\$21.01	\$18.17	3	\$19.31	1	\$1.14	6%
		55	\$21.83	\$21.83	10	\$20.96	6	-\$0.86	-4%
		60	\$23.60	\$24.21	11	\$24.16	4	-\$0.05	0%
		65	\$27.47	\$26.49	19	\$26.55	9	\$0.05	0%
		70	\$31.35	\$29.61	7	\$29.26	4	-\$0.35	-1%
		75	\$35.22	\$32.59	10	\$32.26	2	-\$0.33	-1%
		80	\$39.10	\$36.03	69	\$35.88	24	-\$0.14	0%
		85	\$42.98	\$42.37	11	\$41.26	8	-\$1.11	-3%
		90	\$46.85	\$50.64	18	\$49.77	6	-\$0.87	-2%
		95	\$54.11	\$0.00	0	\$58.40	1		
		HF	\$31.04	\$25.11	1	\$0.00	0		
		HH	\$38.16	\$37.21	1	\$0.00	0		
		ID	\$32.74	\$0.00	0	\$32.74	1		
		IE	\$36.66	\$0.00	0	\$37.16	7		
		IF	\$41.49	\$45.75	2	\$45.12	3	-\$0.64	-1%
		IG	\$48.51	\$0.00	0	\$45.63	1		
		II	\$62.63	\$63.57	1	\$0.00	0		
		LG	\$40.66	\$42.69	1	\$39.86	1	-\$2.84	-7%
		LH	\$44.41	\$0.00	0	\$43.47	3		
		LI	\$47.59	\$0.00	0	\$48.22	2		
		LJ	\$50.79	\$0.00	0	\$54.78	1		
94900	NM Education Trust Board	75	\$35.22	\$36.17	1	\$0.00	0		
95000	Higher Education Department	55	\$21.83	\$21.53	1	\$0.00	0		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		60	\$23.60	\$25.80	1	\$0.00	0		
		65	\$27.47	\$28.09	4	\$28.15	2	\$0.06	0%
		70	\$31.35	\$30.76	5	\$28.15	1	-\$2.60	-9%
		75	\$35.22	\$36.48	2	\$0.00	0		
		80	\$39.10	\$37.19	6	\$39.38	2	\$2.19	6%
		85	\$42.98	\$48.04	4	\$46.86	3	-\$1.18	-3%
		90	\$46.85	\$0.00	0	\$48.89	1		
		ID	\$32.74	\$0.00	0	\$32.82	2		
		IE	\$36.66	\$0.00	0	\$40.67	1		
		IF	\$41.49	\$0.00	0	\$50.46	1		