



# Fair and Equal Pay in the Classified Service

Report to Governor Michelle Lujan Grisham

September 29, 2023

## 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, 1,174 pay bands across all agencies were analyzed for gender diversity (Appendix IV). The study identified 593 pay bands, or 51%, 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 decreased slightly from the same as last year: 45% of the 593 pay bands containing both women and men show no gender pay gaps. This is a 12% 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 23%. 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 593 pay bands containing both men and women in New Mexico's classified service, 265 or 45% of the pay bands show no gender-based wage gaps. (Appendix I.) This confirms a 12% increase in pay bands with no gender-based wage disparities when compared to the 2009 baseline study.

Of the 328 pay bands identified as having gender-based wage gaps, only 3 have a gap exceeding the national average of 23%. (Appendix IV.)

The existing gender-based wage gaps that exceed the national average impact 6 employees out of the 17,004 employees in the classified workforce or 0.0003% of the State's workforce.

Gender-based wage gaps were found in most Executive agencies. In general, however, the wage gaps are moderate and much lower than the national average of 23% (National Partnership for Women and Families, 2023), 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

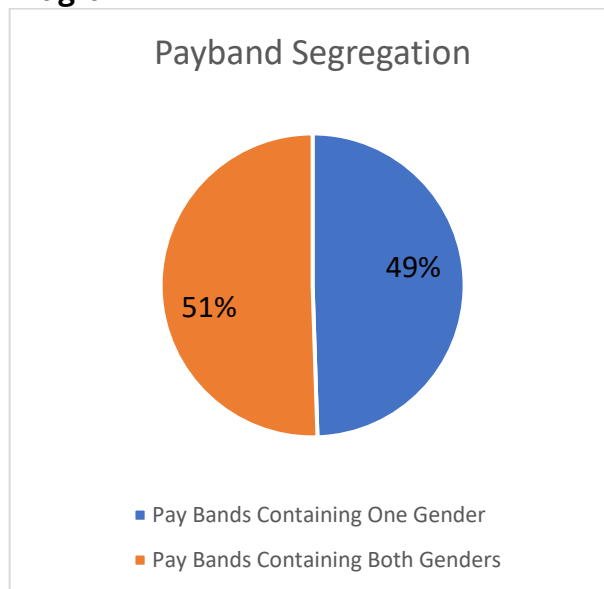
### Gender Wage Gaps

1,174 pay bands across all agencies were analyzed for pay disparities by gender.

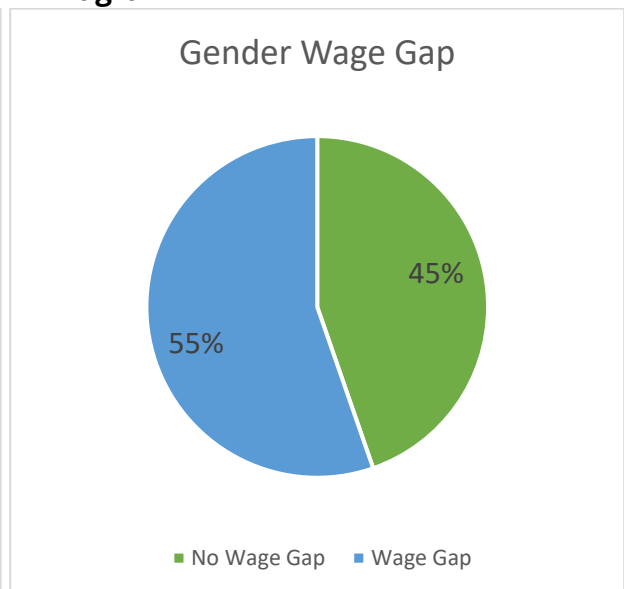
Of the 1,174 pay bands analyzed, 593 pay bands include both genders (Diagram 1). The remaining pay bands contain only one gender, so no gender comparison is possible.

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**

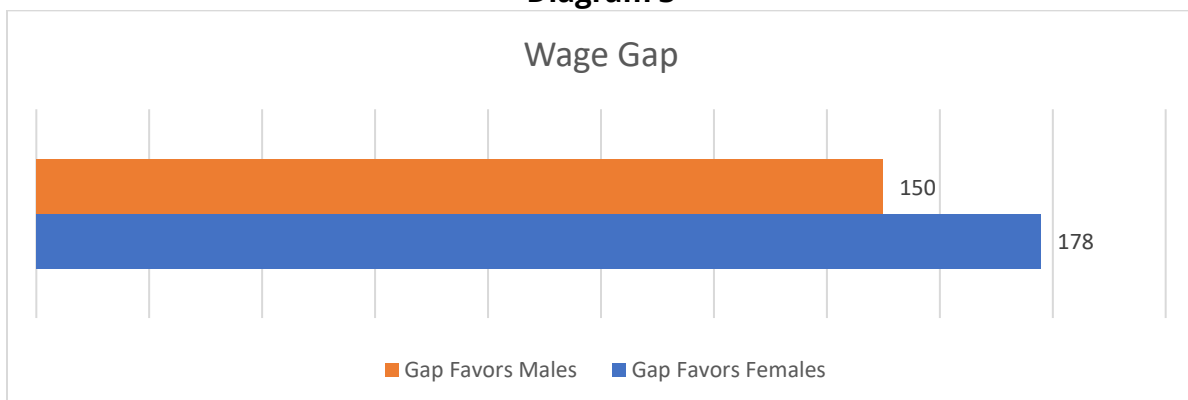


**Diagram 2**



328 pay bands indicate gender-based wage disparities. Within the 328 pay bands with wage disparities, 150 pay band disparities favor males and 178 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-five agencies have more than 50 employees, ranging from:
  - the low—52 employees within the Secretary of State
  - the high—2,759 employees within the Department of Health
- Sixteen agencies, or 46%, have job segregation favoring female employees
  - this job segregation indicator is highest in the Early Childhood Education and Care Department with 81% female employees
- Nine agencies, or 26%, have job segregation favoring male employees
  - this job segregation indicator is highest in the Department of Transportation with 79% male employees
- Nine agencies, or 28%, 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—45 employees within the Economic Development Department
- Twenty-three agencies, or 68%, have job segregation favoring female employees
- Ten agencies, or 30%, indicate gender parity

## Appendix II: Methodology

In 2023, 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, 17,004 classified employees in sixty-eight 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	76	60	56%	44%	136
30800	State Auditor	19	11	63%	37%	30
33300	Taxation & Revenue Department	548	240	70%	30%	788
33700	State Investment Council	6	7	46%	54%	13
34000	Administrative Hearings Office	11	4	73%	27%	15
34100	Department of Finance & Administration	97	37	72%	28%	134
34200	Public School Insurance Auth	7	0	100%	0%	7
34300	Retiree Health Care Authority	16	5	76%	24%	21
35000	General Services Department	101	128	44%	56%	229
35200	Educational Retirement Board	43	23	65%	35%	66
36100	Dept of Information Technology	41	89	32%	68%	130
36600	Public Employee Retirement Asso	56	14	80%	20%	70
36900	Commission of Public Records	13	15	46%	54%	28
37000	Secretary of State	27	25	52%	48%	52
37800	State Personnel Board	26	5	84%	16%	31
39400	State Treasurer	11	7	61%	39%	18
40400	Architect Examiners Board	3	0	100%	0%	3
41000	Department of Ethics	3	0	100%	0%	3
41700	Border Development Authority	1	1	50%	50%	2
41800	Tourism Department	28	14	67%	33%	42
41900	Economic Development Department	26	19	58%	42%	45
42000	Regulation & Licensing Dept	144	147	49%	51%	291
43000	Public Regulation Commission	36	52	41%	59%	88
44000	Superintendent of Insurance	67	31	68%	32%	98
44600	Medical Examiners Board	12	2	86%	14%	14
44900	Board of Nursing	12	9	57%	43%	21
46000	EXPO New Mexico	6	6	50%	50%	12
46400	Prof Engineers & Land Surveyors Board	5	1	83%	17%	6
46500	Gaming Control Board	21	14	60%	40%	35
46900	State Racing Commission	5	5	50%	50%	10
47900	Veterinary Examiners Board	2	0	100%	0%	2
49500	SpacePort Authority	7	10	41%	59%	17
50500	Department of Cultural Affairs	206	217	49%	51%	423

BU	Agency	Total Female	Total Male	Female %	Male %	Total Employee Count
50800	Livestock Board	21	48	30%	70%	69
51600	Department of Game & Fish	71	204	26%	74%	275
52100	Energy, Mineral & Natural Resources Department	149	269	36%	64%	418
52200	Youth Conservation Corps	2	0	100%	0%	2
53900	State Land Office	69	79	47%	53%	148
55000	Ofc of the State Engineer	124	151	45%	55%	275
60300	Office of African Amer Affairs	3	3	50%	50%	6
60400	Com for Deaf/Hard of Hearing	6	4	60%	40%	10
60600	Commission for the Blind	37	20	65%	35%	57
60900	Department of Indian Affairs	6	4	60%	40%	10
61100	Department of Early Childhood	211	50	81%	19%	261
62400	Aging & Long-Term Services Dpt	139	51	73%	27%	190
63000	Human Services Department	1149	299	79%	21%	1448
63100	Dept of Workforce Solutions	499	245	67%	33%	744
63200	Workers Compensation Admin	63	32	66%	34%	95
64400	Division of Vocational Rehab	207	66	76%	24%	273
64500	Governor's Comm. on Disability	8	2	80%	20%	10
64700	Dev Disabilities Council	16	3	84%	16%	19
66200	Miners Colfax Medical Center	146	55	73%	27%	201
66500	Department of Health	1897	862	69%	31%	2759
66700	Department of Environment	263	236	53%	47%	499
66800	Office of Natural Resources Trustee	2	1	67%	33%	3
67000	Department of Veteran Services	24	39	38%	62%	63
68000	Ofc of Family Rep and Advocacy	1	1	50%	50%	2
69000	Children, Youth & Families Dpt	1082	454	70%	30%	1536
70500	Military Affairs	48	75	39%	61%	123
76000	Adult Parole Board	2	0	100%	0%	2
77000	New Mexico Corrections Dept	656	1050	38%	62%	1706
78000	Crime Victims Reparation Comm	22	3	88%	12%	25
79000	Department of Public Safety	231	166	58%	42%	397
79500	Homeland Security & Emergency Management	33	57	37%	63%	90
80500	Department of Transportation	445	1671	21%	79%	2116
92400	Public Education Department	176	80	69%	31%	256
94900	NM Education Trust Board	1	0	100%	0%	1
95000	Higher Education Department	23	12	66%	34%	35

## 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	\$18.29	\$17.02	1	\$17.33	1	\$0.32	2%
		35	\$19.65	\$22.49	1	\$32.29	1	\$9.80	30%
		45	\$21.40	\$20.19	1	\$0.00	0		
		50	\$22.27	\$28.21	1	\$19.25	1	-\$8.96	-47%
		55	\$23.14	\$27.74	7	\$28.48	1	\$0.74	3%
		60	\$25.01	\$27.46	8	\$27.63	1	\$0.17	1%
		65	\$29.12	\$27.93	5	\$30.85	5	\$2.92	9%
		70	\$33.23	\$33.16	1	\$0.00	0		
		75	\$37.34	\$39.78	2	\$38.80	1	-\$0.98	-3%
		85	\$45.55	\$45.47	4	\$43.89	1	-\$1.58	-4%
		IA	\$21.24	\$0.00	0	\$24.31	1		
		IE	\$43.83	\$0.00	0	\$38.21	2		
		IF	\$49.47	\$0.00	0	\$44.41	2		
		LE	\$36.80	\$32.43	11	\$37.46	1	\$5.02	13%
		LF	\$39.77	\$38.62	1	\$38.62	1	\$0.00	0%
		LG	\$43.10	\$44.44	4	\$41.91	3	-\$2.53	-6%
		LH	\$47.08	\$45.47	4	\$47.17	2	\$1.70	4%
		LI	\$50.45	\$50.76	13	\$51.49	15	\$0.73	1%
		BL	\$44.98	\$51.50	1	\$0.00	0		
		BF	\$24.12	\$25.72	1	\$0.00	0		
		BI	\$32.34	\$37.62	1	\$0.00	0		
		PI	\$41.75	\$42.01	7	\$42.08	16	\$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
		PJ	\$47.41	\$0.00	0	\$50.17	5		
		HL	\$62.78	\$48.64	2	\$0.00	0		
30800	State Auditor	50	\$22.27	\$23.69	1	\$0.00	0		
		55	\$23.14	\$28.75	1	\$26.01	1	-\$2.74	-11%
		60	\$25.01	\$28.85	2	\$24.16	1	-\$4.69	-19%
		65	\$29.12	\$25.00	1	\$30.73	1	\$5.73	19%
		70	\$33.23	\$36.38	5	\$33.80	3	-\$2.58	-8%
		75	\$37.34	\$42.93	1	\$0.00	0		
		85	\$45.55	\$51.83	3	\$51.09	3	-\$0.74	-1%
		90	\$49.66	\$58.05	3	\$62.93	1	\$4.88	8%
		95	\$57.36	\$65.78	1	\$0.00	0		
		IF	\$49.47	\$0.00	0	\$52.59	1		
		BK	\$40.13	\$50.42	1	\$0.00	0		
33300	Taxation & Revenue Department	30	\$18.78	\$16.00	1	\$19.08	1	\$3.08	16%
		35	\$19.65	\$19.47	1	\$19.99	1	\$0.52	3%
		40	\$20.53	\$20.36	28	\$19.12	5	-\$1.24	-6%
		45	\$21.40	\$20.94	14	\$20.32	5	-\$0.63	-3%
		50	\$22.27	\$21.44	165	\$21.39	34	-\$0.05	0%
		55	\$23.14	\$23.63	65	\$22.99	21	-\$0.64	-3%
		60	\$25.01	\$26.65	46	\$26.34	19	-\$0.31	-1%
		65	\$29.12	\$29.10	75	\$28.51	47	-\$0.59	-2%
		70	\$33.23	\$31.22	60	\$31.60	18	\$0.38	1%
		75	\$37.34	\$36.47	29	\$36.76	14	\$0.29	1%
		80	\$41.44	\$40.35	20	\$40.64	13	\$0.29	1%
		85	\$45.55	\$46.01	14	\$45.70	12	-\$0.32	-1%
		90	\$49.66	\$53.07	5	\$53.00	4	-\$0.07	0%
		IA	\$21.24	\$0.00	0	\$27.23	2		



BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IB	\$26.89	\$0.00	0	\$30.19	2		
		IC	\$32.53	\$38.53	1	\$36.27	2	-\$2.26	-6%
		ID	\$38.18	\$42.38	1	\$38.46	3	-\$3.92	-10%
		IE	\$43.83	\$40.95	5	\$41.63	6	\$0.68	2%
		IF	\$49.47	\$52.36	5	\$54.58	13	\$2.23	4%
		IG	\$55.12	\$56.25	1	\$61.46	4	\$5.21	8%
		IH	\$60.77	\$0.00	0	\$72.24	2		
		II	\$66.41	\$73.68	1	\$0.00	0		
		IJ	\$72.06	\$77.22	1	\$0.00	0		
		IK	\$77.71	\$0.00	0	\$82.36	1		
		LH	\$47.08	\$52.24	1	\$52.65	4	\$0.41	1%
		LI	\$50.45	\$57.79	1	\$60.63	2	\$2.83	5%
		BI	\$32.34	\$30.93	2	\$0.00	0		
		BK	\$40.13	\$42.52	1	\$42.40	1	-\$0.12	0%
		BM	\$50.24	\$51.41	1	\$0.00	0		
		BJ	\$35.92	\$33.75	3	\$36.60	1	\$2.85	8%
		BH	\$29.18	\$24.41	1	\$0.00	0		
		PH	\$36.84	\$0.00	0	\$30.10	3		
33700	State Investment Council	70	\$33.23	\$36.46	2	\$0.00	0		
		75	\$37.34	\$41.61	2	\$0.00	0		
		95	\$57.36	\$63.19	1	\$60.14	5	-\$3.05	-5%
		IE	\$43.83	\$0.00	0	\$41.18	1		
		IF	\$49.47	\$0.00	0	\$49.06	1		
		LE	\$36.80	\$35.75	1	\$0.00	0		
34000	Administrative Hearings Office	55	\$23.14	\$24.39	2	\$0.00	0		
		60	\$25.01	\$30.13	2	\$0.00	0		
		75	\$37.34	\$40.84	2	\$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
		LH	\$47.08	\$49.70	4	\$45.94	1	-\$3.76	-8%
		LI	\$50.45	\$51.82	1	\$53.09	3	\$1.27	2%
34100	Department of Finance & Administration	40	\$20.53	\$21.78	2	\$0.00	0		
		50	\$22.27	\$27.07	1	\$0.00	0		
		55	\$23.14	\$23.56	7	\$22.29	2	-\$1.27	-6%
		60	\$25.01	\$28.02	5	\$25.89	2	-\$2.13	-8%
		65	\$29.12	\$32.54	22	\$33.01	7	\$0.46	1%
		70	\$33.23	\$35.45	12	\$36.17	4	\$0.72	2%
		75	\$37.34	\$43.08	16	\$42.76	8	-\$0.32	-1%
		80	\$41.44	\$48.62	5	\$43.65	1	-\$4.97	-11%
		85	\$45.55	\$53.75	15	\$52.33	4	-\$1.42	-3%
		90	\$49.66	\$61.12	3	\$62.52	4	\$1.40	2%
		95	\$57.36	\$65.83	1	\$81.19	1	\$15.36	19%
		IA	\$21.24	\$24.33	1	\$0.00	0		
		IC	\$32.53	\$35.08	1	\$0.00	0		
		IE	\$43.83	\$46.94	1	\$44.59	2	-\$2.35	-5%
		IF	\$49.47	\$46.79	2	\$0.00	0		
		II	\$66.41	\$0.00	0	\$83.05	1		
		LI	\$50.45	\$0.00	0	\$52.13	1		
		BI	\$32.34	\$42.10	1	\$0.00	0		
		BM	\$50.24	\$59.47	1	\$0.00	0		
		BG	\$26.54	\$28.07	1	\$0.00	0		
34200	Public School Insurance Auth	65	\$29.12	\$31.32	3	\$0.00	0		
		70	\$33.23	\$35.26	2	\$0.00	0		
		80	\$41.44	\$47.84	2	\$0.00	0		
34300	Retiree Health Care Authority	50	\$22.27	\$19.50	2	\$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	\$23.14	\$22.55	8	\$23.47	2	\$0.92	4%
		60	\$25.01	\$26.35	1	\$0.00	0		
		65	\$29.12	\$30.77	2	\$32.58	1	\$1.82	6%
		80	\$41.44	\$47.50	1	\$0.00	0		
		ID	\$38.18	\$0.00	0	\$35.23	1		
		IF	\$49.47	\$43.13	2	\$50.16	1	\$7.03	14%
35000	General Services Department	25	\$18.29	\$17.51	14	\$17.58	25	\$0.07	0%
		30	\$18.78	\$20.95	2	\$20.73	1	-\$0.21	-1%
		40	\$20.53	\$0.00	0	\$20.98	4		
		45	\$21.40	\$23.11	1	\$20.50	13	-\$2.61	-13%
		50	\$22.27	\$19.32	1	\$24.14	10	\$4.82	20%
		55	\$23.14	\$23.54	7	\$23.46	10	-\$0.08	0%
		60	\$25.01	\$26.88	11	\$26.92	7	\$0.04	0%
		65	\$29.12	\$30.40	15	\$29.69	10	-\$0.71	-2%
		70	\$33.23	\$29.91	1	\$31.97	8	\$2.06	6%
		75	\$37.34	\$36.80	22	\$39.69	8	\$2.89	7%
		80	\$41.44	\$43.12	4	\$42.50	10	-\$0.62	-1%
		85	\$45.55	\$44.75	12	\$50.36	4	\$5.61	11%
		90	\$49.66	\$52.06	3	\$52.78	6	\$0.72	1%
		95	\$57.36	\$59.94	2	\$56.76	1	-\$3.19	-6%
		96	\$64.70	\$0.00	0	\$60.32	1		
		AB	\$41.45	\$44.35	1	\$0.00	0		
		AC	\$55.64	\$0.00	0	\$56.48	1		
		EG	\$44.85	\$0.00	0	\$49.61	1		
		IC	\$32.53	\$0.00	0	\$33.50	1		
		IE	\$43.83	\$45.97	1	\$43.54	2	-\$2.43	-6%
		IF	\$49.47	\$0.00	0	\$45.00	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IG	\$55.12	\$0.00	0	\$57.24	1		
		LI	\$50.45	\$0.00	0	\$52.10	2		
		BI	\$32.34	\$34.97	1	\$32.00	1	-\$2.97	-9%
		BM	\$50.24	\$54.98	1	\$0.00	0		
		BJ	\$35.92	\$37.10	1	\$0.00	0		
		BG	\$26.54	\$23.55	1	\$0.00	0		
35200	Educational Retirement Board	45	\$21.40	\$0.00	0	\$20.39	2		
		50	\$22.27	\$20.42	1	\$0.00	0		
		55	\$23.14	\$20.92	5	\$20.30	6	-\$0.63	-3%
		60	\$25.01	\$25.24	12	\$26.34	4	\$1.11	4%
		65	\$29.12	\$29.09	8	\$27.78	2	-\$1.31	-5%
		70	\$33.23	\$30.49	3	\$32.19	1	\$1.71	5%
		75	\$37.34	\$34.91	4	\$0.00	0		
		80	\$41.44	\$41.29	3	\$42.91	1	\$1.62	4%
		85	\$45.55	\$47.46	2	\$0.00	0		
		IC	\$32.53	\$24.00	1	\$28.95	1	\$4.95	17%
		IE	\$43.83	\$33.71	1	\$0.00	0		
		IF	\$49.47	\$48.99	2	\$50.39	4	\$1.41	3%
		IH	\$60.77	\$0.00	0	\$62.50	1		
		LH	\$47.08	\$0.00	0	\$47.79	1		
		BK	\$40.13	\$43.84	1	\$0.00	0		
36100	Dept of Information Technology	45	\$21.40	\$0.00	0	\$20.48	7		
		50	\$22.27	\$18.77	3	\$17.50	1	-\$1.27	-7%
		55	\$23.14	\$22.26	1	\$23.32	2	\$1.06	5%
		60	\$25.01	\$29.67	1	\$23.60	1	-\$6.07	-26%
		65	\$29.12	\$30.15	2	\$29.01	2	-\$1.14	-4%
		70	\$33.23	\$33.11	4	\$33.04	5	-\$0.07	0%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		75	\$37.34	\$40.03	4	\$35.22	1	-\$4.81	-14%
		80	\$41.44	\$0.00	0	\$41.55	2		
		85	\$45.55	\$58.75	1	\$49.85	2	-\$8.90	-18%
		95	\$57.36	\$70.57	1	\$0.00	0		
		IB	\$26.89	\$28.10	1	\$0.00	0		
		IC	\$32.53	\$29.16	1	\$35.17	4	\$6.01	17%
		ID	\$38.18	\$32.76	2	\$33.83	14	\$1.07	3%
		IE	\$43.83	\$43.40	7	\$42.15	13	-\$1.26	-3%
		IF	\$49.47	\$48.98	7	\$48.07	20	-\$0.91	-2%
		IG	\$55.12	\$51.67	4	\$53.31	6	\$1.64	3%
		IH	\$60.77	\$49.90	1	\$66.20	3	\$16.30	25%
		II	\$66.41	\$0.00	0	\$71.77	3		
		IJ	\$72.06	\$0.00	0	\$71.04	1		
		IK	\$77.71	\$0.00	0	\$77.57	1		
		BM	\$50.24	\$0.00	0	\$58.79	1		
		BJ	\$35.92	\$35.91	1	\$0.00	0		
36600	Public Employee Retirement Asso	45	\$21.40	\$19.93	1	\$0.00	0		
		50	\$22.27	\$21.55	1	\$0.00	0		
		55	\$23.14	\$22.46	5	\$23.00	1	\$0.54	2%
		60	\$25.01	\$26.72	17	\$26.47	2	-\$0.25	-1%
		65	\$29.12	\$30.74	13	\$29.15	1	-\$1.58	-5%
		70	\$33.23	\$0.00	0	\$37.58	1		
		75	\$37.34	\$41.15	5	\$39.52	3	-\$1.62	-4%
		80	\$41.44	\$45.99	1	\$0.00	0		
		85	\$45.55	\$50.40	1	\$0.00	0		
		90	\$49.66	\$55.89	1	\$0.00	0		
		IB	\$26.89	\$0.00	0	\$28.38	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IC	\$32.53	\$37.01	1	\$0.00	0		
		ID	\$38.18	\$35.54	3	\$38.10	1	\$2.57	7%
		IE	\$43.83	\$0.00	0	\$47.19	1		
		IF	\$49.47	\$51.76	1	\$54.68	2	\$2.92	5%
		IG	\$55.12	\$55.08	1	\$0.00	0		
		IH	\$60.77	\$0.00	0	\$75.43	1		
		LE	\$36.80	\$33.92	1	\$0.00	0		
		LI	\$50.45	\$56.95	1	\$0.00	0		
		LJ	\$53.84	\$63.92	1	\$0.00	0		
		BI	\$32.34	\$39.54	1	\$0.00	0		
		BK	\$40.13	\$48.70	1	\$0.00	0		
36900	Commission of Public Records	40	\$20.53	\$19.51	1	\$19.47	1	-\$0.04	0%
		45	\$21.40	\$0.00	0	\$19.55	2		
		50	\$22.27	\$24.66	1	\$20.31	1	-\$4.34	-21%
		65	\$29.12	\$26.97	5	\$28.47	2	\$1.51	5%
		70	\$33.23	\$30.80	1	\$25.56	1	-\$5.24	-20%
		75	\$37.34	\$33.62	2	\$33.36	3	-\$0.26	-1%
		85	\$45.55	\$0.00	0	\$43.32	3		
		90	\$49.66	\$49.19	1	\$0.00	0		
		IC	\$32.53	\$0.00	0	\$27.08	1		
		ID	\$38.18	\$0.00	0	\$34.39	1		
		IF	\$49.47	\$39.09	1	\$0.00	0		
		LF	\$39.77	\$39.77	1	\$0.00	0		
37000	Secretary of State	45	\$21.40	\$20.00	1	\$0.00	0		
		50	\$22.27	\$19.47	2	\$20.21	3	\$0.74	4%
		55	\$23.14	\$22.88	5	\$23.63	5	\$0.74	3%
		60	\$25.01	\$26.62	3	\$23.60	1	-\$3.02	-13%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$29.12	\$27.88	5	\$28.63	4	\$0.74	3%
		70	\$33.23	\$33.25	2	\$31.25	1	-\$2.00	-6%
		75	\$37.34	\$0.00	0	\$41.44	1		
		80	\$41.44	\$42.56	1	\$39.77	1	-\$2.79	-7%
		IB	\$26.89	\$0.00	0	\$25.18	1		
		ID	\$38.18	\$37.32	1	\$0.00	0		
		IE	\$43.83	\$41.61	2	\$42.22	5	\$0.61	1%
		IF	\$49.47	\$47.28	4	\$47.34	2	\$0.06	0%
		IG	\$55.12	\$0.00	0	\$63.75	1		
		BK	\$40.13	\$42.51	1	\$0.00	0		
37800	State Personnel Board	55	\$23.14	\$23.35	1	\$0.00	0		
		65	\$29.12	\$27.95	1	\$0.00	0		
		75	\$37.34	\$38.03	1	\$0.00	0		
		80	\$41.44	\$0.00	0	\$42.68	1		
		IE	\$43.83	\$0.00	0	\$41.77	1		
		LE	\$36.80	\$32.62	1	\$0.00	0		
		LF	\$39.77	\$43.27	1	\$0.00	0		
		LI	\$50.45	\$58.54	1	\$0.00	0		
		BF	\$24.12	\$26.25	1	\$0.00	0		
		BI	\$32.34	\$32.15	3	\$29.82	1	-\$2.33	-8%
		BK	\$40.13	\$39.50	3	\$0.00	0		
		BM	\$50.24	\$45.93	3	\$0.00	0		
		BJ	\$35.92	\$34.19	6	\$33.50	1	-\$0.69	-2%
		BG	\$26.54	\$24.11	2	\$0.00	0		
		BN	\$56.56	\$51.38	2	\$49.95	1	-\$1.43	-3%
39400	State Treasurer	60	\$25.01	\$26.04	1	\$0.00	0		
		65	\$29.12	\$30.98	3	\$32.90	1	\$1.92	6%
		70	\$33.23	\$37.94	1	\$32.84	1	-\$5.10	-16%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		75	\$37.34	\$37.32	1	\$0.00	0		
		80	\$41.44	\$42.40	1	\$44.80	1	\$2.40	5%
		90	\$49.66	\$53.82	1	\$46.34	2	-\$7.47	-16%
		95	\$57.36	\$77.66	1	\$0.00	0		
		96	\$64.70	\$87.60	1	\$0.00	0		
		IF	\$49.47	\$0.00	0	\$47.85	2		
		BI	\$32.34	\$32.43	1	\$0.00	0		
40400	Architect Examiners Board	55	\$23.14	\$24.00	1	\$0.00	0		
		65	\$29.12	\$29.12	1	\$0.00	0		
		70	\$33.23	\$33.73	1	\$0.00	0		
41000	Department of Ethics	80	\$41.44	\$40.87	1	\$0.00	0		
		LH	\$47.08	\$47.78	1	\$0.00	0		
		LI	\$50.45	\$54.08	1	\$0.00	0		
41700	Border Development Authority	70	\$33.23	\$30.22	1	\$0.00	0		
		75	\$37.34	\$0.00	0	\$34.04	1		
41800	Tourism Department	45	\$21.40	\$19.44	6	\$19.33	2	-\$0.11	-1%
		50	\$22.27	\$20.41	4	\$0.00	0		
		55	\$23.14	\$21.53	1	\$0.00	0		
		60	\$25.01	\$24.89	1	\$0.00	0		
		65	\$29.12	\$29.00	2	\$29.72	5	\$0.72	2%
		70	\$33.23	\$32.61	7	\$31.95	2	-\$0.66	-2%
		75	\$37.34	\$33.37	3	\$36.41	1	\$3.04	8%
		80	\$41.44	\$43.95	1	\$41.98	2	-\$1.97	-5%
		85	\$45.55	\$51.71	2	\$0.00	0		
		ID	\$38.18	\$0.00	0	\$35.65	1		
		IF	\$49.47	\$0.00	0	\$43.98	1		
		BL	\$44.98	\$44.98	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
41900	Economic Development Department	50	\$22.27	\$25.52	1	\$0.00	0		
		55	\$23.14	\$25.00	1	\$0.00	0		
		60	\$25.01	\$24.82	1	\$0.00	0		
		65	\$29.12	\$29.51	4	\$29.31	2	-\$0.20	-1%
		70	\$33.23	\$38.29	1	\$0.00	0		
		75	\$37.34	\$34.78	10	\$37.64	5	\$2.87	8%
		80	\$41.44	\$41.63	2	\$40.02	7	-\$1.61	-4%
		85	\$45.55	\$45.68	4	\$43.84	2	-\$1.84	-4%
		90	\$49.66	\$52.29	1	\$0.00	0		
		IB	\$26.89	\$0.00	0	\$22.50	1		
		IF	\$49.47	\$0.00	0	\$44.33	1		
		BK	\$40.13	\$0.00	0	\$40.13	1		
		BH	\$29.18	\$29.17	1	\$0.00	0		
42000	Regulation & Licensing Dept	40	\$20.53	\$21.62	1	\$20.03	1	-\$1.59	-8%
		45	\$21.40	\$21.66	12	\$20.59	3	-\$1.07	-5%
		50	\$22.27	\$21.92	12	\$22.13	3	\$0.21	1%
		55	\$23.14	\$23.33	18	\$22.70	3	-\$0.62	-3%
		60	\$25.01	\$25.91	25	\$29.38	55	\$3.47	12%
		65	\$29.12	\$29.40	21	\$28.96	26	-\$0.44	-2%
		70	\$33.23	\$33.95	17	\$35.54	23	\$1.59	4%
		75	\$37.34	\$37.01	7	\$37.38	1	\$0.37	1%
		80	\$41.44	\$41.96	11	\$43.00	2	\$1.04	2%
		85	\$45.55	\$50.12	1	\$49.65	8	-\$0.47	-1%
		90	\$49.66	\$51.41	4	\$57.28	3	\$5.87	10%
		IB	\$26.89	\$0.00	0	\$25.75	2		
		IC	\$32.53	\$0.00	0	\$35.83	1		
		IE	\$43.83	\$56.83	1	\$39.45	1	-\$17.38	-44%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		LE	\$36.80	\$38.82	4	\$0.00	0		
		LG	\$43.10	\$44.38	1	\$0.00	0		
		LH	\$47.08	\$45.48	2	\$51.76	2	\$6.29	12%
		LI	\$50.45	\$52.92	2	\$63.65	1	\$10.73	17%
		LJ	\$53.84	\$0.00	0	\$69.65	1		
		BL	\$44.98	\$53.85	1	\$0.00	0		
		BI	\$32.34	\$32.57	1	\$32.57	1	\$0.00	0%
		PI	\$41.75	\$0.00	0	\$41.75	2		
		PH	\$36.84	\$0.00	0	\$34.29	2		
		HM	\$67.21	\$54.31	2	\$53.82	6	-\$0.49	-1%
		HN	\$72.25	\$82.61	1	\$0.00	0		
43000	Public Regulation Commission	40	\$20.53	\$22.23	2	\$21.24	1	-\$0.99	-5%
		45	\$21.40	\$24.38	1	\$0.00	0		
		50	\$22.27	\$21.29	2	\$20.45	1	-\$0.85	-4%
		55	\$23.14	\$22.47	3	\$25.97	2	\$3.50	13%
		60	\$25.01	\$25.16	2	\$0.00	0		
		65	\$29.12	\$28.09	4	\$29.29	9	\$1.20	4%
		70	\$33.23	\$39.65	1	\$0.00	0		
		75	\$37.34	\$39.39	1	\$35.68	3	-\$3.71	-10%
		80	\$41.44	\$38.21	4	\$40.34	9	\$2.14	5%
		85	\$45.55	\$54.06	1	\$0.00	0		
		90	\$49.66	\$55.94	3	\$50.82	1	-\$5.12	-10%
		ED	\$28.67	\$33.07	1	\$31.54	6	-\$1.53	-5%
		EE	\$33.50	\$0.00	0	\$39.25	6		
		EG	\$44.85	\$0.00	0	\$50.03	1		
		EI	\$55.27	\$0.00	0	\$57.64	1		
		ID	\$38.18	\$0.00	0	\$38.28	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IE	\$43.83	\$0.00	0	\$40.51	1		
		IF	\$49.47	\$0.00	0	\$51.65	1		
		LE	\$36.80	\$33.27	3	\$0.00	0		
		LG	\$43.10	\$0.00	0	\$39.74	1		
		LH	\$47.08	\$46.69	4	\$0.00	0		
		LI	\$50.45	\$60.69	2	\$55.64	4	-\$5.05	-9%
		LJ	\$53.84	\$0.00	0	\$59.48	4		
		BI	\$32.34	\$32.78	1	\$0.00	0		
		BK	\$40.13	\$44.64	1	\$0.00	0		
44000	Superintendent of Insurance	50	\$22.27	\$22.27	2	\$0.00	0		
		55	\$23.14	\$24.70	5	\$23.97	2	-\$0.73	-3%
		60	\$25.01	\$27.08	5	\$0.00	0		
		65	\$29.12	\$28.92	19	\$29.75	3	\$0.84	3%
		70	\$33.23	\$34.25	8	\$34.78	3	\$0.53	2%
		75	\$37.34	\$37.75	9	\$41.58	4	\$3.83	9%
		80	\$41.44	\$45.51	1	\$0.00	0		
		85	\$45.55	\$52.27	4	\$45.34	1	-\$6.93	-15%
		90	\$49.66	\$56.05	5	\$0.00	0		
		IC	\$32.53	\$0.00	0	\$37.79	2		
		IE	\$43.83	\$0.00	0	\$44.96	2		
		IF	\$49.47	\$52.37	1	\$52.53	2	\$0.16	0%
		IG	\$55.12	\$51.39	1	\$0.00	0		
		LE	\$36.80	\$36.94	2	\$0.00	0		
		LH	\$47.08	\$45.82	2	\$49.07	2	\$3.25	7%
		LI	\$50.45	\$47.88	1	\$55.85	4	\$7.97	14%
		BI	\$32.34	\$35.51	1	\$0.00	0		
		PI	\$41.75	\$0.00	0	\$41.80	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		BK	\$40.13	\$0.00	0	\$45.47	1		
		PH	\$36.84	\$33.65	1	\$36.58	4	\$2.93	8%
44600	Medical Examiners Board	40	\$20.53	\$20.19	1	\$0.00	0		
		45	\$21.40	\$20.34	1	\$0.00	0		
		55	\$23.14	\$24.73	1	\$0.00	0		
		60	\$25.01	\$26.59	2	\$0.00	0		
		65	\$29.12	\$30.18	4	\$31.80	1	\$1.62	5%
		75	\$37.34	\$42.93	3	\$0.00	0		
		XA	\$76.43	\$0.00	0	\$84.12	1		
44900	Board of Nursing	45	\$21.40	\$25.24	1	\$0.00	0		
		50	\$22.27	\$0.00	0	\$25.63	1		
		55	\$23.14	\$25.69	5	\$24.64	2	-\$1.05	-4%
		60	\$25.01	\$28.83	1	\$0.00	0		
		65	\$29.12	\$0.00	0	\$28.93	2		
		90	\$49.66	\$59.48	1	\$57.18	1	-\$2.31	-4%
		HH	\$40.45	\$46.55	1	\$42.00	1	-\$4.55	-11%
		IB	\$26.89	\$0.00	0	\$25.00	1		
		IF	\$49.47	\$0.00	0	\$50.66	1		
		BI	\$32.34	\$33.41	1	\$0.00	0		
		HK	\$57.19	\$65.60	1	\$0.00	0		
		HI	\$45.19	\$49.61	1	\$0.00	0		
46000	EXPO New Mexico	45	\$21.40	\$0.00	0	\$23.23	1		
		55	\$23.14	\$22.71	1	\$22.76	1	\$0.05	0%
		60	\$25.01	\$0.00	0	\$24.51	2		
		75	\$37.34	\$37.30	3	\$0.00	0		
		80	\$41.44	\$0.00	0	\$41.31	1		
		85	\$45.55	\$50.20	2	\$0.00	0		
		IF	\$49.47	\$0.00	0	\$42.87	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
46400	Prof Engineers & Land Surveyors Board	50	\$22.27	\$0.00	0	\$20.24	1		
		55	\$23.14	\$21.56	2	\$0.00	0		
		60	\$25.01	\$27.76	1	\$0.00	0		
		65	\$29.12	\$32.32	1	\$0.00	0		
		80	\$41.44	\$45.82	1	\$0.00	0		
46500	Gaming Control Board	50	\$22.27	\$24.97	1	\$0.00	0		
		55	\$23.14	\$25.71	3	\$0.00	0		
		60	\$25.01	\$0.00	0	\$28.57	1		
		65	\$29.12	\$32.45	11	\$31.91	3	-\$0.54	-2%
		70	\$33.23	\$0.00	0	\$39.70	4		
		85	\$45.55	\$45.68	1	\$46.72	3	\$1.04	2%
		ID	\$38.18	\$0.00	0	\$32.74	1		
		IF	\$49.47	\$44.34	1	\$0.00	0		
		LG	\$43.10	\$48.81	1	\$0.00	0		
		LH	\$47.08	\$58.38	1	\$0.00	0		
		BJ	\$35.92	\$41.00	1	\$0.00	0		
		PH	\$36.84	\$37.20	1	\$37.43	2	\$0.23	1%
46900	State Racing Commission	60	\$25.01	\$24.79	1	\$0.00	0		
		65	\$29.12	\$31.01	2	\$32.20	3	\$1.19	4%
		75	\$37.34	\$46.68	1	\$0.00	0		
		LE	\$36.80	\$30.84	1	\$0.00	0		
		LI	\$50.45	\$0.00	0	\$46.70	1		
		HJ	\$50.22	\$0.00	0	\$45.26	1		
47900	Veterinary Examiners Board	30	\$18.78	\$17.71	1	\$0.00	0		
		45	\$21.40	\$20.23	1	\$0.00	0		
49500	SpacePort Authority	50	\$22.27	\$23.08	1	\$0.00	0		
		60	\$25.01	\$0.00	0	\$24.78	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$29.12	\$29.41	2	\$0.00	0		
		75	\$37.34	\$33.92	1	\$38.50	1	\$4.58	12%
		80	\$41.44	\$38.78	1	\$0.00	0		
		85	\$45.55	\$45.00	1	\$49.37	1	\$4.37	9%
		90	\$49.66	\$0.00	0	\$49.84	5		
		IC	\$32.53	\$0.00	0	\$43.10	1		
		IF	\$49.47	\$0.00	0	\$46.97	1		
		LF	\$39.77	\$39.77	1	\$0.00	0		
50500	Department of Cultural Affairs	25	\$18.29	\$17.50	5	\$17.73	8	\$0.22	1%
		30	\$18.78	\$20.00	1	\$0.00	0		
		35	\$19.65	\$17.60	4	\$18.37	4	\$0.77	4%
		40	\$20.53	\$18.49	9	\$18.87	30	\$0.39	2%
		45	\$21.40	\$17.89	8	\$19.97	10	\$2.08	10%
		50	\$22.27	\$21.51	6	\$21.10	23	-\$0.41	-2%
		55	\$23.14	\$22.63	27	\$23.30	32	\$0.67	3%
		60	\$25.01	\$25.41	41	\$25.47	32	\$0.06	0%
		65	\$29.12	\$27.45	33	\$28.98	11	\$1.54	5%
		70	\$33.23	\$29.81	38	\$30.31	20	\$0.50	2%
		75	\$37.34	\$34.58	20	\$34.71	22	\$0.13	0%
		80	\$41.44	\$41.13	7	\$40.28	2	-\$0.85	-2%
		85	\$45.55	\$41.42	2	\$45.13	6	\$3.72	8%
		90	\$49.66	\$49.96	1	\$52.16	2	\$2.19	4%
		AB	\$41.45	\$0.00	0	\$33.01	1		
		IB	\$26.89	\$0.00	0	\$29.28	1		
		IC	\$32.53	\$0.00	0	\$31.42	1		
		ID	\$38.18	\$0.00	0	\$36.49	5		
		IF	\$49.47	\$0.00	0	\$43.88	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IG	\$55.12	\$0.00	0	\$49.70	1		
		IH	\$60.77	\$0.00	0	\$60.51	1		
		LG	\$43.10	\$0.00	0	\$47.00	1		
		LH	\$47.08	\$0.00	0	\$57.08	1		
		BL	\$44.98	\$0.00	0	\$48.11	1		
		BI	\$32.34	\$30.85	3	\$34.31	1	\$3.46	10%
		BJ	\$35.92	\$38.87	1	\$0.00	0		
50800	Livestock Board	35	\$19.65	\$19.42	1	\$0.00	0		
		40	\$20.53	\$0.00	0	\$22.00	1		
		45	\$21.40	\$21.23	1	\$20.20	1	-\$1.03	-5%
		50	\$22.27	\$0.00	0	\$20.58	1		
		55	\$23.14	\$25.01	2	\$0.00	0		
		60	\$25.01	\$20.56	6	\$21.84	15	\$1.27	6%
		65	\$29.12	\$19.54	1	\$0.00	0		
		80	\$41.44	\$0.00	0	\$45.83	1		
		ID	\$38.18	\$0.00	0	\$29.37	1		
		IE	\$43.83	\$0.00	0	\$39.99	1		
		IF	\$49.47	\$44.98	1	\$0.00	0		
		PI	\$41.75	\$0.00	0	\$39.92	4		
		BK	\$40.13	\$34.24	1	\$0.00	0		
		PH	\$36.84	\$0.00	0	\$29.80	6		
		HK	\$57.19	\$0.00	0	\$58.32	2		
		HJ	\$50.22	\$48.17	1	\$41.57	1	-\$6.60	-16%
		PF	\$28.96	\$23.83	7	\$24.26	13	\$0.43	2%
		PL	\$60.94	\$0.00	0	\$51.86	1		
51600	Department of Game & Fish	45	\$21.40	\$21.31	3	\$20.82	2	-\$0.49	-2%
		50	\$22.27	\$22.69	8	\$22.01	14	-\$0.67	-3%
		55	\$23.14	\$24.82	10	\$25.36	13	\$0.54	2%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		60	\$25.01	\$26.38	5	\$28.26	5	\$1.87	7%
		65	\$29.12	\$30.55	16	\$31.69	37	\$1.14	4%
		70	\$33.23	\$34.70	6	\$34.99	18	\$0.29	1%
		75	\$37.34	\$38.45	7	\$38.83	11	\$0.38	1%
		80	\$41.44	\$0.00	0	\$44.95	3		
		85	\$45.55	\$48.30	3	\$47.29	7	-\$1.01	-2%
		90	\$49.66	\$0.00	0	\$55.22	5		
		IC	\$32.53	\$0.00	0	\$31.42	1		
		ID	\$38.18	\$38.95	1	\$34.00	1	-\$4.95	-15%
		IE	\$43.83	\$40.23	1	\$44.76	3	\$4.52	10%
		IF	\$49.47	\$51.17	1	\$48.08	3	-\$3.09	-6%
		IG	\$55.12	\$49.13	1	\$54.30	1	\$5.16	10%
		IH	\$60.77	\$0.00	0	\$65.55	1		
		LI	\$50.45	\$0.00	0	\$51.15	1		
		BL	\$44.98	\$47.11	1	\$0.00	0		
		BI	\$32.34	\$31.77	2	\$0.00	0		
		PI	\$41.75	\$0.00	0	\$41.15	2		
		BH	\$29.18	\$24.56	1	\$0.00	0		
		PH	\$36.84	\$34.68	1	\$38.89	18	\$4.21	11%
		HJ	\$50.22	\$43.59	1	\$0.00	0		
		PF	\$28.96	\$32.10	1	\$29.90	29	-\$2.20	-7%
		PL	\$60.94	\$0.00	0	\$52.05	2		
		PE	\$25.89	\$21.02	2	\$21.02	6	\$0.00	0%
		PM	\$65.86	\$0.00	0	\$59.81	1		
		PK	\$53.56	\$0.00	0	\$48.66	5		
		PG	\$32.65	\$0.00	0	\$35.29	15		
52100	Energy, Mineral & Natural Resources Department	25	\$18.29	\$16.20	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
		30	\$18.78	\$15.53	10	\$15.79	32	\$0.26	2%
		40	\$20.53	\$16.94	3	\$15.56	10	-\$1.38	-9%
		45	\$21.40	\$20.18	5	\$20.33	13	\$0.15	1%
		50	\$22.27	\$21.43	4	\$21.06	16	-\$0.37	-2%
		55	\$23.14	\$23.13	11	\$23.52	9	\$0.39	2%
		60	\$25.01	\$25.16	10	\$24.42	11	-\$0.74	-3%
		65	\$29.12	\$29.06	24	\$28.93	30	-\$0.13	0%
		70	\$33.23	\$31.69	18	\$31.09	11	-\$0.60	-2%
		75	\$37.34	\$36.57	20	\$37.56	21	\$0.98	3%
		80	\$41.44	\$43.08	13	\$41.28	16	-\$1.80	-4%
		85	\$45.55	\$43.67	5	\$44.92	16	\$1.25	3%
		90	\$49.66	\$50.38	2	\$51.53	5	\$1.14	2%
		95	\$57.36	\$54.39	1	\$62.00	4	\$7.61	12%
		AB	\$41.45	\$41.46	2	\$0.00	0		
		ED	\$28.67	\$31.42	1	\$0.00	0		
		EE	\$33.50	\$0.00	0	\$35.15	2		
		EF	\$40.30	\$0.00	0	\$41.64	3		
		EG	\$44.85	\$54.73	1	\$49.94	2	-\$4.79	-10%
		EH	\$49.79	\$0.00	0	\$55.30	1		
		EI	\$55.27	\$0.00	0	\$49.14	1		
		IC	\$32.53	\$0.00	0	\$30.00	1		
		IE	\$43.83	\$0.00	0	\$42.13	7		
		IF	\$49.47	\$48.59	2	\$53.92	7	\$5.33	10%
		IG	\$55.12	\$0.00	0	\$60.39	1		
		II	\$66.41	\$0.00	0	\$71.00	1		
		LE	\$36.80	\$38.68	4	\$0.00	0		
		LI	\$50.45	\$55.71	1	\$54.14	4	-\$1.57	-3%
		LJ	\$53.84	\$58.02	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
		BI	\$32.34	\$0.00	0	\$28.77	1		
		PI	\$41.75	\$0.00	0	\$33.50	12		
		PJ	\$47.41	\$0.00	0	\$38.02	1		
		BK	\$40.13	\$43.06	1	\$0.00	0		
		BM	\$50.24	\$49.49	1	\$0.00	0		
		BJ	\$35.92	\$37.75	1	\$32.86	1	-\$4.89	-15%
		PH	\$36.84	\$31.71	1	\$30.30	11	-\$1.40	-5%
		BG	\$26.54	\$29.72	1	\$0.00	0		
		PF	\$28.96	\$23.48	4	\$24.63	16	\$1.15	5%
		PL	\$60.94	\$0.00	0	\$48.76	1		
		PE	\$25.89	\$0.00	0	\$21.45	1		
		PG	\$32.65	\$32.02	1	\$30.21	1	-\$1.81	-6%
52200	Youth Conservation Corps	60	\$25.01	\$28.05	1	\$0.00	0		
		90	\$49.66	\$45.67	1	\$0.00	0		
53900	State Land Office	25	\$18.29	\$20.38	4	\$0.00	0		
		40	\$20.53	\$0.00	0	\$21.62	1		
		50	\$22.27	\$21.84	1	\$23.46	2	\$1.62	7%
		55	\$23.14	\$24.78	6	\$24.30	3	-\$0.48	-2%
		60	\$25.01	\$26.36	9	\$27.05	3	\$0.68	3%
		65	\$29.12	\$30.26	15	\$29.98	11	-\$0.28	-1%
		70	\$33.23	\$35.75	10	\$35.91	18	\$0.16	0%
		75	\$37.34	\$38.80	8	\$39.83	10	\$1.03	3%
		80	\$41.44	\$41.91	2	\$45.06	6	\$3.16	7%
		85	\$45.55	\$52.11	2	\$47.71	4	-\$4.39	-9%
		90	\$49.66	\$53.58	3	\$53.37	3	-\$0.21	0%
		IB	\$26.89	\$0.00	0	\$28.24	2		
		IE	\$43.83	\$38.62	1	\$41.26	4	\$2.64	6%
		IF	\$49.47	\$49.60	5	\$49.45	5	-\$0.14	0%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IG	\$55.12	\$0.00	0	\$55.66	4		
		II	\$66.41	\$0.00	0	\$65.25	1		
		LE	\$36.80	\$39.76	1	\$0.00	0		
		LI	\$50.45	\$0.00	0	\$61.55	1		
		BL	\$44.98	\$46.96	1	\$0.00	0		
		BI	\$32.34	\$33.50	1	\$32.94	1	-\$0.56	-2%
55000	Ofc of the State Engineer	35	\$19.65	\$0.00	0	\$18.00	1		
		50	\$22.27	\$20.00	1	\$0.00	0		
		55	\$23.14	\$21.18	4	\$25.03	1	\$3.84	15%
		60	\$25.01	\$30.21	1	\$23.00	1	-\$7.21	-31%
		65	\$29.12	\$32.80	2	\$35.52	2	\$2.72	8%
		70	\$33.23	\$38.14	3	\$0.00	0		
		75	\$37.34	\$42.33	3	\$0.00	0		
		80	\$41.44	\$43.92	1	\$50.88	1	\$6.96	14%
		85	\$45.55	\$0.00	0	\$50.92	3		
		90	\$49.66	\$55.07	1	\$59.48	1	\$4.40	7%
		EB	\$22.37	\$21.16	6	\$21.79	4	\$0.63	3%
		EC	\$25.15	\$24.93	5	\$25.32	6	\$0.39	2%
		ED	\$28.67	\$27.95	19	\$27.19	16	-\$0.76	-3%
		EE	\$33.50	\$32.51	16	\$32.30	15	-\$0.21	-1%
		EF	\$40.30	\$39.71	15	\$39.59	28	-\$0.12	0%
		EG	\$44.85	\$46.11	15	\$45.20	27	-\$0.91	-2%
		EH	\$49.79	\$0.00	0	\$58.27	2		
		EI	\$55.27	\$54.35	5	\$55.28	10	\$0.93	2%
		EK	\$65.66	\$0.00	0	\$65.07	2		
		IB	\$26.89	\$0.00	0	\$25.00	1		
		IC	\$32.53	\$0.00	0	\$30.84	1		
		ID	\$38.18	\$0.00	0	\$35.23	1		

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IE	\$43.83	\$42.77	1	\$40.09	4	-\$2.67	-7%
		IF	\$49.47	\$0.00	0	\$48.06	5		
		IG	\$55.12	\$56.05	1	\$54.18	1	-\$1.87	-3%
		IH	\$60.77	\$0.00	0	\$59.42	1		
		LE	\$36.80	\$37.10	9	\$33.48	2	-\$3.62	-11%
		LF	\$39.77	\$38.00	1	\$38.00	3	\$0.00	0%
		LG	\$43.10	\$43.16	3	\$41.85	1	-\$1.31	-3%
		LH	\$47.08	\$49.54	4	\$48.20	4	-\$1.34	-3%
		LI	\$50.45	\$59.27	2	\$56.29	5	-\$2.98	-5%
		LJ	\$53.84	\$64.15	2	\$64.51	1	\$0.37	1%
		BL	\$44.98	\$53.42	1	\$0.00	0		
		BI	\$32.34	\$36.63	2	\$31.51	1	-\$5.12	-16%
		BJ	\$35.92	\$43.10	1	\$0.00	0		
60300	Office of African Amer Affairs	60	\$25.01	\$27.49	1	\$0.00	0		
		65	\$29.12	\$27.48	1	\$32.00	1	\$4.52	14%
		70	\$33.23	\$28.85	1	\$30.33	1	\$1.48	5%
		85	\$45.55	\$0.00	0	\$54.71	1		
60400	Com for Deaf/Hard of Hearing	50	\$22.27	\$0.00	0	\$24.43	1		
		60	\$25.01	\$24.91	2	\$24.79	2	-\$0.12	0%
		65	\$29.12	\$0.00	0	\$26.05	1		
		70	\$33.23	\$30.04	1	\$0.00	0		
		75	\$37.34	\$35.05	2	\$0.00	0		
		80	\$41.44	\$41.75	1	\$0.00	0		
60600	Commission for the Blind	35	\$19.65	\$18.40	3	\$18.51	1	\$0.11	1%
		45	\$21.40	\$19.12	8	\$21.23	1	\$2.10	10%
		50	\$22.27	\$0.00	0	\$23.47	1		
		55	\$23.14	\$23.32	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
		60	\$25.01	\$25.34	4	\$0.00	0		
		65	\$29.12	\$27.40	10	\$26.63	13	-\$0.77	-3%
		70	\$33.23	\$31.82	3	\$30.72	1	-\$1.09	-4%
		75	\$37.34	\$36.76	2	\$33.92	1	-\$2.83	-8%
		85	\$45.55	\$45.55	2	\$50.63	1	\$5.08	10%
		90	\$49.66	\$0.00	0	\$52.37	1		
		IF	\$49.47	\$44.69	1	\$0.00	0		
		BI	\$32.34	\$27.46	1	\$0.00	0		
60900	Department of Indian Affairs	60	\$25.01	\$0.00	0	\$22.50	1		
		65	\$29.12	\$29.03	1	\$0.00	0		
		70	\$33.23	\$33.22	2	\$36.00	1	\$2.78	8%
		75	\$37.34	\$38.48	1	\$39.28	1	\$0.81	2%
		80	\$41.44	\$38.05	1	\$40.50	1	\$2.45	6%
		85	\$45.55	\$56.06	1	\$0.00	0		
61100	Department of Early Childhood	30	\$18.78	\$18.22	9	\$0.00	0		
		35	\$19.65	\$0.00	0	\$18.54	2		
		40	\$20.53	\$20.73	2	\$0.00	0		
		45	\$21.40	\$20.75	4	\$18.00	1	-\$2.75	-15%
		50	\$22.27	\$23.25	45	\$23.89	3	\$0.64	3%
		55	\$23.14	\$24.06	48	\$23.79	10	-\$0.26	-1%
		60	\$25.01	\$27.65	5	\$27.96	3	\$0.32	1%
		65	\$29.12	\$30.70	10	\$30.46	5	-\$0.24	-1%
		70	\$33.23	\$32.77	31	\$32.01	5	-\$0.76	-2%
		75	\$37.34	\$36.33	9	\$35.64	3	-\$0.69	-2%
		80	\$41.44	\$42.51	9	\$36.78	2	-\$5.73	-16%
		85	\$45.55	\$46.04	7	\$47.60	1	\$1.56	3%
		90	\$49.66	\$56.75	4	\$56.06	1	-\$0.69	-1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		95	\$57.36	\$61.76	2	\$64.03	1	\$2.27	4%
		96	\$64.70	\$0.00	0	\$68.39	1		
		HH	\$40.45	\$41.60	14	\$0.00	0		
		IC	\$32.53	\$0.00	0	\$29.07	1		
		ID	\$38.18	\$30.00	1	\$0.00	0		
		IE	\$43.83	\$0.00	0	\$42.01	3		
		IF	\$49.47	\$0.00	0	\$52.44	3		
		IG	\$55.12	\$59.80	1	\$53.28	2	-\$6.52	-12%
		IH	\$60.77	\$0.00	0	\$60.01	1		
		II	\$66.41	\$0.00	0	\$82.97	1		
		LI	\$50.45	\$0.00	0	\$52.07	1		
		BF	\$24.12	\$25.00	1	\$0.00	0		
		BI	\$32.34	\$29.00	1	\$0.00	0		
		BJ	\$35.92	\$35.34	1	\$0.00	0		
		BH	\$29.18	\$24.95	1	\$0.00	0		
		HK	\$57.19	\$51.56	1	\$0.00	0		
		HI	\$45.19	\$48.35	3	\$0.00	0		
		XB	\$88.34	\$100.71	1	\$0.00	0		
		HF	\$32.91	\$25.51	1	\$0.00	0		
62400	Aging & Long-Term Services Dpt	35	\$19.65	\$18.00	5	\$0.00	0		
		45	\$21.40	\$22.29	3	\$0.00	0		
		55	\$23.14	\$22.82	3	\$23.00	1	\$0.18	1%
		60	\$25.01	\$25.53	6	\$26.62	2	\$1.09	4%
		65	\$29.12	\$30.50	16	\$31.36	4	\$0.86	3%
		70	\$33.23	\$34.07	5	\$33.23	1	-\$0.84	-3%
		75	\$37.34	\$37.56	12	\$39.32	4	\$1.76	4%
		80	\$41.44	\$43.80	6	\$42.82	3	-\$0.99	-2%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		85	\$45.55	\$50.07	5	\$47.28	1	-\$2.80	-6%
		ID	\$38.18	\$0.00	0	\$36.73	3		
		IF	\$49.47	\$0.00	0	\$46.37	2		
		IG	\$55.12	\$51.42	1	\$0.00	0		
		LE	\$36.80	\$36.50	1	\$0.00	0		
		LH	\$47.08	\$56.77	1	\$0.00	0		
		LI	\$50.45	\$56.77	1	\$0.00	0		
		SE	\$28.06	\$30.81	54	\$30.54	18	-\$0.27	-1%
		SF	\$31.54	\$35.13	2	\$0.00	0		
		SG	\$36.81	\$41.87	12	\$39.76	7	-\$2.11	-5%
		SH	\$43.95	\$42.99	1	\$0.00	0		
		SI	\$48.63	\$45.42	1	\$45.42	4	\$0.00	0%
		BI	\$32.34	\$36.76	3	\$0.00	0		
		BK	\$40.13	\$0.00	0	\$42.46	1		
		BM	\$50.24	\$48.67	1	\$0.00	0		
63000	Human Services Department	30	\$18.78	\$17.67	22	\$17.87	3	\$0.20	1%
		40	\$20.53	\$19.15	19	\$17.34	1	-\$1.81	-10%
		45	\$21.40	\$23.42	2	\$19.33	1	-\$4.08	-21%
		50	\$22.27	\$20.38	31	\$20.87	7	\$0.49	2%
		55	\$23.14	\$22.89	11	\$23.06	2	\$0.17	1%
		60	\$25.01	\$25.19	454	\$25.06	64	-\$0.13	-1%
		65	\$29.12	\$28.84	201	\$28.89	48	\$0.05	0%
		70	\$33.23	\$31.92	201	\$31.56	55	-\$0.36	-1%
		75	\$37.34	\$35.49	75	\$36.50	30	\$1.02	3%
		80	\$41.44	\$41.04	35	\$41.70	15	\$0.67	2%
		85	\$45.55	\$44.66	32	\$47.26	19	\$2.60	6%
		90	\$49.66	\$52.71	18	\$57.61	3	\$4.91	9%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		HH	\$40.45	\$41.81	1	\$0.00	0		
		IA	\$21.24	\$22.00	1	\$0.00	0		
		IB	\$26.89	\$27.40	1	\$25.43	3	-\$1.96	-8%
		IC	\$32.53	\$0.00	0	\$30.84	2		
		ID	\$38.18	\$35.23	1	\$34.21	2	-\$1.03	-3%
		IE	\$43.83	\$38.30	2	\$41.06	4	\$2.76	7%
		IF	\$49.47	\$46.52	8	\$44.92	9	-\$1.60	-4%
		IG	\$55.12	\$53.64	2	\$51.42	2	-\$2.22	-4%
		IH	\$60.77	\$63.90	1	\$60.20	3	-\$3.70	-6%
		II	\$66.41	\$55.73	1	\$66.39	1	\$10.66	16%
		IK	\$77.71	\$76.35	1	\$0.00	0		
		LF	\$39.77	\$39.77	1	\$40.41	2	\$0.63	2%
		LG	\$43.10	\$44.58	3	\$44.87	3	\$0.29	1%
		LH	\$47.08	\$47.03	4	\$46.65	11	-\$0.38	-1%
		LI	\$50.45	\$50.45	4	\$53.07	4	\$2.62	5%
		LJ	\$53.84	\$55.79	2	\$60.53	2	\$4.74	8%
		BI	\$32.34	\$31.20	10	\$0.00	0		
		HL	\$62.78	\$90.02	1	\$0.00	0		
		BK	\$40.13	\$38.84	1	\$41.04	2	\$2.20	5%
		BJ	\$35.92	\$37.32	1	\$35.24	1	-\$2.08	-6%
		BN	\$56.56	\$53.86	1	\$0.00	0		
		HM	\$67.21	\$58.12	1	\$0.00	0		
63100	Dept of Workforce Solutions	25	\$18.29	\$15.93	128	\$15.89	73	-\$0.04	0%
		35	\$19.65	\$15.00	1	\$0.00	0		
		40	\$20.53	\$19.67	1	\$0.00	0		
		45	\$21.40	\$19.18	5	\$0.00	0		
		50	\$22.27	\$18.40	42	\$18.57	11	\$0.17	1%
		55	\$23.14	\$22.34	112	\$22.10	43	-\$0.24	-1%



BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		60	\$25.01	\$23.23	58	\$23.98	21	\$0.74	3%
		65	\$29.12	\$27.91	67	\$28.02	34	\$0.11	0%
		70	\$33.23	\$31.84	23	\$31.11	17	-\$0.73	-2%
		75	\$37.34	\$34.38	26	\$35.27	9	\$0.89	3%
		80	\$41.44	\$41.50	5	\$42.77	8	\$1.28	3%
		85	\$45.55	\$46.36	2	\$45.87	3	-\$0.49	-1%
		90	\$49.66	\$54.71	3	\$0.00	0		
		95	\$57.36	\$0.00	0	\$54.93	1		
		IA	\$21.24	\$19.42	2	\$0.00	0		
		IB	\$26.89	\$28.88	2	\$24.70	4	-\$4.19	-17%
		ID	\$38.18	\$28.28	2	\$34.23	3	\$5.95	17%
		IE	\$43.83	\$36.93	4	\$35.58	6	-\$1.35	-4%
		IF	\$49.47	\$45.87	5	\$46.80	4	\$0.93	2%
		IG	\$55.12	\$0.00	0	\$50.57	1		
		IH	\$60.77	\$0.00	0	\$58.56	4		
		IJ	\$72.06	\$69.62	1	\$0.00	0		
		LG	\$43.10	\$44.52	1	\$0.00	0		
		LH	\$47.08	\$0.00	0	\$47.73	1		
		LI	\$50.45	\$54.13	1	\$0.00	0		
		BF	\$24.12	\$18.50	1	\$0.00	0		
		BI	\$32.34	\$32.46	3	\$0.00	0		
		BK	\$40.13	\$43.48	1	\$0.00	0		
		BH	\$29.18	\$28.84	3	\$28.39	1	-\$0.45	-2%
		BN	\$56.56	\$0.00	0	\$55.26	1		
63200	Workers Compensation Admin	30	\$18.78	\$0.00	0	\$20.49	1		
		45	\$21.40	\$22.77	4	\$0.00	0		
		50	\$22.27	\$24.00	6	\$22.49	2	-\$1.51	-7%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		55	\$23.14	\$24.75	14	\$24.08	2	-\$0.67	-3%
		60	\$25.01	\$26.46	8	\$27.99	7	\$1.53	5%
		65	\$29.12	\$29.67	11	\$28.79	5	-\$0.88	-3%
		70	\$33.23	\$37.17	4	\$39.00	2	\$1.83	5%
		75	\$37.34	\$38.08	5	\$39.82	4	\$1.74	4%
		80	\$41.44	\$45.02	1	\$41.93	2	-\$3.08	-7%
		85	\$45.55	\$0.00	0	\$49.84	1		
		90	\$49.66	\$48.43	1	\$0.00	0		
		IC	\$32.53	\$0.00	0	\$29.91	1		
		ID	\$38.18	\$0.00	0	\$34.86	1		
		IE	\$43.83	\$0.00	0	\$35.28	1		
		IF	\$49.47	\$42.94	1	\$0.00	0		
		IG	\$55.12	\$48.27	1	\$0.00	0		
		LG	\$43.10	\$42.68	2	\$0.00	0		
		LH	\$47.08	\$47.08	1	\$47.27	2	\$0.19	0%
		LI	\$50.45	\$48.98	1	\$50.85	1	\$1.87	4%
		BL	\$44.98	\$45.68	1	\$0.00	0		
		BI	\$32.34	\$35.45	1	\$0.00	0		
		BH	\$29.18	\$33.06	1	\$0.00	0		
64400	Division of Vocational Rehab	45	\$21.40	\$18.35	2	\$24.23	1	\$5.88	24%
		50	\$22.27	\$22.01	14	\$17.39	1	-\$4.62	-27%
		55	\$23.14	\$25.52	46	\$23.32	4	-\$2.20	-9%
		60	\$25.01	\$25.24	25	\$25.12	10	-\$0.12	0%
		65	\$29.12	\$29.68	60	\$31.10	21	\$1.42	5%
		70	\$33.23	\$36.92	21	\$33.31	5	-\$3.61	-11%
		75	\$37.34	\$43.81	16	\$41.43	7	-\$2.38	-6%
		80	\$41.44	\$46.39	8	\$51.01	1	\$4.62	9%
		85	\$45.55	\$54.17	3	\$52.79	4	-\$1.38	-3%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		90	\$49.66	\$54.52	1	\$59.81	2	\$5.29	9%
		IC	\$32.53	\$0.00	0	\$31.79	2		
		IE	\$43.83	\$0.00	0	\$40.15	2		
		IF	\$49.47	\$46.64	2	\$49.38	3	\$2.74	6%
		IH	\$60.77	\$72.05	1	\$0.00	0		
		LH	\$47.08	\$51.07	1	\$54.74	1	\$3.67	7%
		LI	\$50.45	\$59.50	1	\$0.00	0		
		BI	\$32.34	\$31.63	3	\$32.60	2	\$0.97	3%
		BM	\$50.24	\$47.94	1	\$0.00	0		
		BJ	\$35.92	\$34.49	1	\$0.00	0		
		BH	\$29.18	\$28.98	1	\$0.00	0		
64500	Governor's Comm. on Disability	60	\$25.01	\$27.43	1	\$0.00	0		
		65	\$29.12	\$26.69	2	\$0.00	0		
		70	\$33.23	\$33.90	2	\$32.33	1	-\$1.57	-5%
		75	\$37.34	\$34.08	2	\$0.00	0		
		80	\$41.44	\$38.57	1	\$0.00	0		
		AA	\$36.45	\$0.00	0	\$31.00	1		
64700	Dev Disabilities Council	55	\$23.14	\$25.45	2	\$0.00	0		
		60	\$25.01	\$27.49	3	\$0.00	0		
		65	\$29.12	\$31.64	5	\$0.00	0		
		70	\$33.23	\$36.81	1	\$36.75	1	-\$0.06	0%
		75	\$37.34	\$39.88	2	\$34.85	1	-\$5.04	-14%
		80	\$41.44	\$45.82	1	\$0.00	0		
		LF	\$39.77	\$38.00	1	\$0.00	0		
		LG	\$43.10	\$44.08	1	\$0.00	0		
		LI	\$50.45	\$0.00	0	\$47.71	1		
66200	Miners Colfax Medical Center	25	\$18.29	\$17.07	11	\$16.51	8	-\$0.56	-3%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		30	\$18.78	\$19.51	2	\$18.01	3	-\$1.50	-8%
		35	\$19.65	\$0.00	0	\$18.00	2		
		40	\$20.53	\$17.96	9	\$17.90	4	-\$0.06	0%
		45	\$21.40	\$19.11	10	\$19.52	3	\$0.41	2%
		50	\$22.27	\$20.94	10	\$21.94	4	\$1.00	5%
		55	\$23.14	\$22.00	8	\$24.57	2	\$2.57	10%
		60	\$25.01	\$24.82	1	\$0.00	0		
		65	\$29.12	\$27.75	3	\$0.00	0		
		70	\$33.23	\$30.08	3	\$29.98	1	-\$0.10	0%
		75	\$37.34	\$35.29	1	\$0.00	0		
		80	\$41.44	\$42.03	2	\$0.00	0		
		HH	\$40.45	\$45.35	15	\$0.00	0		
		IA	\$21.24	\$0.00	0	\$23.57	1		
		IE	\$43.83	\$0.00	0	\$38.95	1		
		IF	\$49.47	\$0.00	0	\$55.01	1		
		HL	\$62.78	\$61.57	3	\$79.08	2	\$17.51	22%
		BM	\$50.24	\$55.00	1	\$0.00	0		
		BH	\$29.18	\$25.93	1	\$28.16	1	\$2.23	8%
		HM	\$67.21	\$79.10	2	\$0.00	0		
		HN	\$72.25	\$94.10	1	\$0.00	0		
		HI	\$45.19	\$53.87	5	\$0.00	0		
		HJ	\$50.22	\$56.77	3	\$0.00	0		
		HF	\$32.91	\$35.42	6	\$32.00	1	-\$3.42	-11%
		HG	\$36.68	\$41.00	6	\$40.31	2	-\$0.69	-2%
		HB	\$22.61	\$19.12	6	\$17.01	2	-\$2.11	-12%
		HD	\$27.12	\$24.27	5	\$0.00	0		
		HC	\$24.67	\$21.44	13	\$19.98	1	-\$1.46	-7%
		HA	\$20.75	\$16.97	7	\$15.90	2	-\$1.07	-7%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		XI	\$171.74	\$185.49	3	\$187.92	6	\$2.43	1%
		XJ	\$183.66	\$203.89	1	\$170.00	2	-\$33.89	-20%
		HE	\$29.90	\$30.15	7	\$26.50	3	-\$3.65	-14%
		XH	\$159.83	\$144.73	1	\$141.56	3	-\$3.18	-2%
66500	Department of Health	25	\$18.29	\$17.04	69	\$16.82	77	-\$0.21	-1%
		30	\$18.78	\$18.31	49	\$17.70	20	-\$0.60	-3%
		35	\$19.65	\$20.12	13	\$18.96	19	-\$1.16	-6%
		40	\$20.53	\$20.18	124	\$19.87	47	-\$0.31	-2%
		45	\$21.40	\$20.41	70	\$20.69	31	\$0.28	1%
		50	\$22.27	\$21.78	87	\$22.36	23	\$0.58	3%
		55	\$23.14	\$23.84	74	\$23.50	28	-\$0.35	-1%
		60	\$25.01	\$25.86	67	\$25.51	38	-\$0.35	-1%
		65	\$29.12	\$28.42	237	\$27.78	74	-\$0.64	-2%
		70	\$33.23	\$32.73	116	\$32.50	31	-\$0.24	-1%
		75	\$37.34	\$37.08	125	\$36.70	59	-\$0.37	-1%
		80	\$41.44	\$43.94	22	\$41.92	15	-\$2.02	-5%
		85	\$45.55	\$46.91	27	\$45.49	13	-\$1.42	-3%
		90	\$49.66	\$55.72	12	\$53.35	17	-\$2.37	-4%
		95	\$57.36	\$65.12	3	\$58.02	3	-\$7.10	-12%
		96	\$64.70	\$0.00	0	\$65.02	3		
		HH	\$40.45	\$41.29	128	\$41.20	9	-\$0.09	0%
		IB	\$26.89	\$26.70	1	\$26.99	2	\$0.29	1%
		ID	\$38.18	\$30.01	5	\$31.53	25	\$1.53	5%
		IE	\$43.83	\$38.77	6	\$37.55	8	-\$1.21	-3%
		IF	\$49.47	\$0.00	0	\$44.08	19		
		IG	\$55.12	\$53.35	2	\$52.21	3	-\$1.14	-2%
		IH	\$60.77	\$70.75	1	\$61.35	2	-\$9.40	-15%
		II	\$66.41	\$66.39	1	\$71.49	1	\$5.10	7%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IJ	\$72.06	\$0.00	0	\$76.35	1		
		IK	\$77.71	\$0.00	0	\$97.66	1		
		LF	\$39.77	\$43.75	1	\$0.00	0		
		LH	\$47.08	\$57.94	2	\$54.84	2	-\$3.10	-6%
		LI	\$50.45	\$0.00	0	\$59.23	1		
		BL	\$44.98	\$47.23	1	\$0.00	0		
		BF	\$24.12	\$0.00	0	\$22.61	1		
		BI	\$32.34	\$28.88	5	\$32.04	1	\$3.15	10%
		HL	\$62.78	\$68.84	29	\$68.69	7	-\$0.14	0%
		BK	\$40.13	\$37.15	3	\$0.00	0		
		BM	\$50.24	\$0.00	0	\$49.59	1		
		BJ	\$35.92	\$33.82	8	\$34.87	6	\$1.04	3%
		BH	\$29.18	\$26.70	10	\$0.00	0		
		BG	\$26.54	\$24.32	4	\$23.05	1	-\$1.27	-6%
		HM	\$67.21	\$63.45	4	\$61.99	5	-\$1.46	-2%
		HN	\$72.25	\$82.36	2	\$67.43	2	-\$14.93	-22%
		XA	\$76.43	\$84.79	2	\$78.00	1	-\$6.79	-9%
		HK	\$57.19	\$57.72	21	\$58.96	3	\$1.23	2%
		HI	\$45.19	\$46.75	98	\$47.02	19	\$0.28	1%
		HJ	\$50.22	\$51.30	19	\$55.13	3	\$3.83	7%
		XB	\$88.34	\$93.92	3	\$97.99	5	\$4.06	4%
		HF	\$32.91	\$27.07	39	\$32.57	2	\$5.51	17%
		HG	\$36.68	\$34.14	43	\$34.47	14	\$0.33	1%
		HB	\$22.61	\$19.78	159	\$19.47	100	-\$0.31	-2%
		HD	\$27.12	\$23.88	31	\$23.03	17	-\$0.84	-4%
		HC	\$24.67	\$21.40	110	\$20.80	55	-\$0.60	-3%
		HA	\$20.75	\$17.82	47	\$17.71	29	-\$0.11	-1%
		HE	\$29.90	\$29.21	13	\$30.39	9	\$1.18	4%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		BO	\$63.83	\$0.00	0	\$63.83	1		
		XC	\$100.26	\$0.00	0	\$91.43	1		
		HO	\$78.47	\$60.36	1	\$75.15	2	\$14.79	20%
		XF	\$136.00	\$182.01	1	\$161.25	3	-\$20.76	-13%
		XG	\$147.91	\$159.15	2	\$172.30	2	\$13.15	8%
66700	Department of Environment	35	\$19.65	\$0.00	0	\$16.50	1		
		45	\$21.40	\$19.74	21	\$19.36	1	-\$0.38	-2%
		50	\$22.27	\$23.58	4	\$0.00	0		
		55	\$23.14	\$24.71	22	\$22.17	3	-\$2.54	-11%
		60	\$25.01	\$27.79	14	\$25.55	3	-\$2.23	-9%
		65	\$29.12	\$30.30	16	\$28.67	8	-\$1.63	-6%
		70	\$33.23	\$30.55	45	\$31.03	56	\$0.48	2%
		75	\$37.34	\$35.97	43	\$36.55	64	\$0.58	2%
		80	\$41.44	\$41.81	23	\$40.56	31	-\$1.25	-3%
		85	\$45.55	\$46.51	10	\$47.47	6	\$0.96	2%
		90	\$49.66	\$51.83	6	\$51.00	4	-\$0.82	-2%
		95	\$57.36	\$56.48	6	\$52.76	11	-\$3.72	-7%
		ED	\$28.67	\$27.10	1	\$0.00	0		
		EE	\$33.50	\$33.97	9	\$33.83	5	-\$0.14	0%
		EF	\$40.30	\$42.04	7	\$41.66	11	-\$0.38	-1%
		EG	\$44.85	\$45.68	13	\$45.61	11	-\$0.07	0%
		EH	\$49.79	\$52.38	1	\$0.00	0		
		EI	\$55.27	\$51.97	1	\$52.27	3	\$0.30	1%
		IB	\$26.89	\$23.50	1	\$25.36	1	\$1.86	7%
		IC	\$32.53	\$29.86	3	\$0.00	0		
		ID	\$38.18	\$35.23	1	\$30.74	2	-\$4.50	-15%
		IE	\$43.83	\$36.59	1	\$37.66	6	\$1.07	3%
		IF	\$49.47	\$47.17	3	\$45.47	4	-\$1.70	-4%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		IG	\$55.12	\$0.00	0	\$53.24	2		
		LH	\$47.08	\$51.24	2	\$50.44	2	-\$0.79	-2%
		LI	\$50.45	\$51.00	3	\$46.80	1	-\$4.20	-9%
		BI	\$32.34	\$31.73	4	\$0.00	0		
		BK	\$40.13	\$41.53	2	\$0.00	0		
		BM	\$50.24	\$54.57	1	\$0.00	0		
66800	Office of Natural Resources Trustee	65	\$29.12	\$33.09	1	\$0.00	0		
		EF	\$40.30	\$42.32	1	\$0.00	0		
		EG	\$44.85	\$0.00	0	\$49.47	1		
67000	Department of Veteran Services	40	\$20.53	\$0.00	0	\$23.27	5		
		45	\$21.40	\$0.00	0	\$21.91	2		
		50	\$22.27	\$0.00	0	\$23.80	1		
		55	\$23.14	\$23.87	9	\$23.39	13	-\$0.48	-2%
		60	\$25.01	\$25.12	6	\$28.29	8	\$3.16	11%
		65	\$29.12	\$27.25	1	\$30.20	3	\$2.95	10%
		70	\$33.23	\$33.46	3	\$33.23	1	-\$0.23	-1%
		75	\$37.34	\$38.01	2	\$34.00	1	-\$4.01	-12%
		80	\$41.44	\$49.82	2	\$38.37	1	-\$11.45	-30%
		85	\$45.55	\$0.00	0	\$44.22	1		
		IC	\$32.53	\$0.00	0	\$35.00	1		
		IE	\$43.83	\$0.00	0	\$47.14	1		
		IF	\$49.47	\$0.00	0	\$52.40	1		
		BJ	\$35.92	\$37.77	1	\$0.00	0		
68000	Ofc of Family Rep and Advocacy	75	\$37.34	\$39.29	1	\$0.00	0		
		IG	\$55.12	\$0.00	0	\$60.59	1		



BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
69000	Children, Youth & Families Dpt	25	\$18.29	\$19.05	2	\$0.00	0		
		30	\$18.78	\$19.33	1	\$0.00	0		
		35	\$19.65	\$21.63	44	\$19.92	7	-\$1.72	-9%
		40	\$20.53	\$20.69	62	\$22.31	7	\$1.63	7%
		45	\$21.40	\$20.05	17	\$22.21	3	\$2.16	10%
		50	\$22.27	\$21.48	24	\$23.92	1	\$2.44	10%
		55	\$23.14	\$24.14	35	\$24.94	66	\$0.79	3%
		60	\$25.01	\$28.17	78	\$28.97	62	\$0.80	3%
		65	\$29.12	\$29.89	28	\$28.69	24	-\$1.20	-4%
		70	\$33.23	\$32.30	145	\$33.63	93	\$1.33	4%
		75	\$37.34	\$39.26	39	\$37.73	31	-\$1.53	-4%
		80	\$41.44	\$44.29	10	\$41.79	4	-\$2.51	-6%
		85	\$45.55	\$47.27	24	\$46.62	14	-\$0.65	-1%
		90	\$49.66	\$56.11	12	\$56.13	5	\$0.01	0%
		95	\$57.36	\$57.60	8	\$60.09	2	\$2.49	4%
		96	\$64.70	\$74.33	1	\$0.00	0		
		HH	\$40.45	\$45.10	8	\$42.93	6	-\$2.17	-5%
		IB	\$26.89	\$25.82	3	\$21.31	2	-\$4.51	-21%
		IC	\$32.53	\$0.00	0	\$33.20	6		
		ID	\$38.18	\$0.00	0	\$36.18	2		
		IE	\$43.83	\$41.14	9	\$40.94	6	-\$0.21	-1%
		IF	\$49.47	\$47.44	3	\$47.83	3	\$0.38	1%
		IG	\$55.12	\$60.76	1	\$57.26	2	-\$3.50	-6%
		IH	\$60.77	\$0.00	0	\$61.46	2		
		IJ	\$72.06	\$0.00	0	\$74.75	1		
		LE	\$36.80	\$37.67	1	\$0.00	0		
		LF	\$39.77	\$35.19	2	\$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	\$43.10	\$47.14	9	\$45.41	3	-\$1.73	-4%
		LH	\$47.08	\$53.72	3	\$52.01	6	-\$1.71	-3%
		LI	\$50.45	\$54.68	3	\$0.00	0		
		SD	\$24.72	\$25.32	106	\$25.66	15	\$0.34	1%
		SE	\$28.06	\$30.11	173	\$29.78	40	-\$0.33	-1%
		SF	\$31.54	\$34.08	88	\$34.29	16	\$0.22	1%
		SG	\$36.81	\$40.62	38	\$42.24	6	\$1.61	4%
		SH	\$43.95	\$47.79	25	\$52.54	5	\$4.75	9%
		SI	\$48.63	\$48.99	4	\$53.61	2	\$4.62	9%
		BL	\$44.98	\$50.11	1	\$46.08	1	-\$4.03	-9%
		BF	\$24.12	\$0.00	0	\$23.90	1		
		BI	\$32.34	\$34.11	8	\$0.00	0		
		BK	\$40.13	\$41.87	2	\$40.13	1	-\$1.74	-4%
		BJ	\$35.92	\$36.90	2	\$34.53	2	-\$2.37	-7%
		BH	\$29.18	\$32.50	1	\$0.00	0		
		BN	\$56.56	\$56.91	1	\$0.00	0		
		XA	\$76.43	\$81.04	1	\$0.00	0		
		HI	\$45.19	\$47.50	6	\$50.88	1	\$3.38	7%
		HJ	\$50.22	\$54.94	4	\$0.00	0		
		XB	\$88.34	\$163.07	1	\$0.00	0		
		HG	\$36.68	\$40.22	45	\$38.05	5	-\$2.17	-6%
		HB	\$22.61	\$20.84	1	\$0.00	0		
		HD	\$27.12	\$26.70	3	\$27.35	1	\$0.65	2%
70500	Military Affairs	25	\$18.29	\$0.00	0	\$18.04	2		
		40	\$20.53	\$0.00	0	\$19.58	1		
		50	\$22.27	\$23.16	1	\$23.34	17	\$0.18	1%
		55	\$23.14	\$22.50	5	\$25.87	8	\$3.38	13%
		60	\$25.01	\$23.86	12	\$21.77	8	-\$2.09	-10%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		65	\$29.12	\$31.59	7	\$29.26	10	-\$2.34	-8%
		70	\$33.23	\$32.74	5	\$31.99	6	-\$0.75	-2%
		75	\$37.34	\$36.86	5	\$38.81	5	\$1.95	5%
		80	\$41.44	\$43.15	3	\$39.73	4	-\$3.42	-9%
		85	\$45.55	\$49.85	2	\$51.35	1	\$1.50	3%
		90	\$49.66	\$57.00	2	\$53.87	1	-\$3.13	-6%
		IA	\$21.24	\$0.00	0	\$33.43	1		
		IB	\$26.89	\$0.00	0	\$29.44	5		
		IC	\$32.53	\$0.00	0	\$32.40	3		
		ID	\$38.18	\$36.29	1	\$34.91	2	-\$1.38	-4%
		IF	\$49.47	\$0.00	0	\$46.60	1		
		BL	\$44.98	\$47.72	1	\$0.00	0		
		BI	\$32.34	\$35.08	3	\$0.00	0		
		HF	\$32.91	\$30.39	1	\$0.00	0		
76000	Adult Parole Board	45	\$21.40	\$20.19	1	\$0.00	0		
		75	\$37.34	\$40.07	1	\$0.00	0		
77000	New Mexico Corrections Dept	30	\$18.78	\$18.20	1	\$0.00	0		
		40	\$20.53	\$18.14	9	\$21.19	2	\$3.05	14%
		45	\$21.40	\$19.19	81	\$19.21	8	\$0.02	0%
		50	\$22.27	\$21.96	20	\$21.33	4	-\$0.63	-3%
		55	\$23.14	\$23.22	7	\$22.31	3	-\$0.91	-4%
		60	\$25.01	\$25.94	78	\$25.84	35	-\$0.10	0%
		65	\$29.12	\$28.57	81	\$28.02	77	-\$0.55	-2%
		70	\$33.23	\$31.08	76	\$31.04	77	-\$0.05	0%
		75	\$37.34	\$35.30	24	\$34.72	39	-\$0.59	-2%
		80	\$41.44	\$40.17	7	\$40.93	5	\$0.75	2%
		85	\$45.55	\$46.16	9	\$46.28	5	\$0.12	0%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		90	\$49.66	\$57.49	2	\$58.28	4	\$0.79	1%
		CA	\$19.85	\$19.32	6	\$19.63	11	\$0.31	2%
		CB	\$23.73	\$23.60	140	\$23.68	478	\$0.08	0%
		CC	\$26.28	\$26.09	22	\$25.90	141	-\$0.19	-1%
		CD	\$28.94	\$29.33	10	\$29.13	81	-\$0.20	-1%
		CE	\$31.74	\$33.93	4	\$33.96	10	\$0.03	0%
		CG	\$40.06	\$40.41	2	\$37.34	8	-\$3.07	-8%
		CH	\$37.79	\$38.88	10	\$38.54	13	-\$0.34	-1%
		CJ	\$45.94	\$48.97	3	\$0.00	0		
		CK	\$50.72	\$0.00	0	\$47.99	4		
		CL	\$56.54	\$54.21	2	\$54.21	1	\$0.00	0%
		CM	\$63.21	\$0.00	0	\$59.63	2		
		HH	\$40.45	\$42.07	4	\$42.68	2	\$0.60	1%
		IA	\$21.24	\$0.00	0	\$21.14	1		
		IB	\$26.89	\$0.00	0	\$25.42	2		
		IC	\$32.53	\$0.00	0	\$30.81	2		
		ID	\$38.18	\$0.00	0	\$33.72	2		
		IE	\$43.83	\$38.86	1	\$38.31	4	-\$0.55	-1%
		IF	\$49.47	\$43.98	2	\$44.29	7	\$0.31	1%
		IG	\$55.12	\$51.42	1	\$0.00	0		
		IH	\$60.77	\$58.66	1	\$57.39	1	-\$1.27	-2%
		II	\$66.41	\$0.00	0	\$67.69	1		
		LE	\$36.80	\$37.35	1	\$0.00	0		
		LF	\$39.77	\$0.00	0	\$42.45	1		
		LH	\$47.08	\$49.10	1	\$47.00	1	-\$2.10	-4%
		BF	\$24.12	\$22.75	1	\$0.00	0		
		BI	\$32.34	\$31.73	3	\$32.27	3	\$0.54	2%
		BK	\$40.13	\$40.13	2	\$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
		BM	\$50.24	\$50.24	1	\$0.00	0		
		BJ	\$35.92	\$36.68	7	\$0.00	0		
		BH	\$29.18	\$29.23	8	\$29.17	1	-\$0.06	0%
		BG	\$26.54	\$26.54	11	\$26.54	1	\$0.00	0%
		HM	\$67.21	\$0.00	0	\$72.61	1		
		HI	\$45.19	\$44.88	1	\$0.00	0		
		HG	\$36.68	\$36.27	10	\$36.22	4	-\$0.05	0%
		HB	\$22.61	\$23.01	2	\$23.01	2	\$0.00	0%
		HO	\$78.47	\$60.37	1	\$0.00	0		
		CI	\$42.96	\$44.07	4	\$44.28	6	\$0.21	0%
78000	Crime Victims Reparation Comm	45	\$21.40	\$20.19	1	\$0.00	0		
		55	\$23.14	\$23.44	1	\$0.00	0		
		60	\$25.01	\$25.43	4	\$26.73	1	\$1.30	5%
		65	\$29.12	\$27.70	9	\$27.31	1	-\$0.39	-1%
		70	\$33.23	\$33.52	2	\$0.00	0		
		75	\$37.34	\$34.14	1	\$0.00	0		
		80	\$41.44	\$40.58	3	\$0.00	0		
		85	\$45.55	\$41.83	1	\$44.29	1	\$2.46	6%
79000	Department of Public Safety	35	\$19.65	\$19.43	1	\$0.00	0		
		40	\$20.53	\$23.50	3	\$18.69	1	-\$4.81	-26%
		45	\$21.40	\$20.84	13	\$18.40	2	-\$2.44	-13%
		50	\$22.27	\$24.62	66	\$24.62	14	\$0.01	0%
		55	\$23.14	\$25.95	42	\$27.44	57	\$1.49	5%
		60	\$25.01	\$28.04	19	\$28.80	19	\$0.75	3%
		65	\$29.12	\$29.96	24	\$30.49	7	\$0.53	2%
		70	\$33.23	\$36.70	10	\$36.38	7	-\$0.32	-1%
		75	\$37.34	\$39.22	16	\$37.18	7	-\$2.03	-5%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		80	\$41.44	\$43.98	13	\$43.71	8	-\$0.27	-1%
		85	\$45.55	\$59.04	6	\$56.68	4	-\$2.36	-4%
		90	\$49.66	\$59.81	2	\$53.51	4	-\$6.30	-12%
		95	\$57.36	\$67.38	1	\$0.00	0		
		IA	\$21.24	\$0.00	0	\$22.57	2		
		IB	\$26.89	\$28.04	1	\$25.02	1	-\$3.02	-12%
		IC	\$32.53	\$30.61	3	\$30.65	8	\$0.04	0%
		ID	\$38.18	\$0.00	0	\$36.94	4		
		IE	\$43.83	\$38.16	1	\$38.21	2	\$0.05	0%
		IF	\$49.47	\$46.80	2	\$50.28	8	\$3.48	7%
		IG	\$55.12	\$0.00	0	\$59.15	2		
		IH	\$60.77	\$0.00	0	\$66.08	3		
		II	\$66.41	\$0.00	0	\$69.15	1		
		LE	\$36.80	\$43.17	2	\$0.00	0		
		LH	\$47.08	\$0.00	0	\$40.61	1		
		LI	\$50.45	\$58.79	1	\$0.00	0		
		BL	\$44.98	\$50.60	1	\$0.00	0		
		BI	\$32.34	\$29.00	2	\$0.00	0		
		PI	\$41.75	\$40.41	1	\$41.09	3	\$0.68	2%
		PJ	\$47.41	\$0.00	0	\$50.88	1		
		BJ	\$35.92	\$36.50	1	\$0.00	0		
79500	Homeland Security & Emergency Management	25	\$18.29	\$19.24	1	\$0.00	0		
		45	\$21.40	\$21.65	2	\$0.00	0		
		50	\$22.27	\$21.31	1	\$0.00	0		
		55	\$23.14	\$24.97	2	\$25.51	3	\$0.54	2%
		60	\$25.01	\$25.21	5	\$0.00	0		
		65	\$29.12	\$30.10	8	\$28.52	10	-\$1.58	-6%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		70	\$33.23	\$32.00	4	\$31.50	26	-\$0.50	-2%
		75	\$37.34	\$37.45	4	\$36.13	11	-\$1.32	-4%
		80	\$41.44	\$43.45	2	\$0.00	0		
		85	\$45.55	\$44.41	2	\$45.49	5	\$1.08	2%
		90	\$49.66	\$0.00	0	\$48.00	1		
		IE	\$43.83	\$0.00	0	\$33.71	1		
		BI	\$32.34	\$31.77	1	\$0.00	0		
		BJ	\$35.92	\$37.42	1	\$0.00	0		
80500	Department of Transportation	25	\$18.29	\$20.98	1	\$0.00	0		
		30	\$18.78	\$19.06	2	\$19.86	4	\$0.80	4%
		35	\$19.65	\$19.34	2	\$19.74	6	\$0.40	2%
		40	\$20.53	\$19.50	12	\$21.51	10	\$2.01	9%
		45	\$21.40	\$20.19	11	\$20.82	84	\$0.63	3%
		50	\$22.27	\$22.57	31	\$22.32	415	-\$0.25	-1%
		55	\$23.14	\$23.55	52	\$25.14	302	\$1.58	6%
		60	\$25.01	\$27.58	42	\$28.85	125	\$1.27	4%
		65	\$29.12	\$30.05	73	\$29.59	57	-\$0.46	-2%
		70	\$33.23	\$35.24	26	\$33.87	42	-\$1.37	-4%
		75	\$37.34	\$40.69	18	\$37.42	61	-\$3.26	-9%
		80	\$41.44	\$45.09	9	\$44.77	5	-\$0.32	-1%
		85	\$45.55	\$47.64	11	\$47.67	31	\$0.04	0%
		90	\$49.66	\$55.11	4	\$52.96	8	-\$2.15	-4%
		95	\$57.36	\$0.00	0	\$65.41	1		
		96	\$64.70	\$63.77	2	\$65.90	1	\$2.13	3%
		EA	\$20.16	\$21.44	5	\$20.73	44	-\$0.71	-3%
		EB	\$22.37	\$24.58	12	\$24.15	86	-\$0.43	-2%
		EC	\$25.15	\$28.20	21	\$27.89	111	-\$0.31	-1%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		ED	\$28.67	\$32.11	7	\$31.79	50	-\$0.32	-1%
		EE	\$33.50	\$37.24	22	\$36.28	70	-\$0.96	-3%
		EF	\$40.30	\$43.67	9	\$43.51	32	-\$0.15	0%
		EG	\$44.85	\$49.58	10	\$49.82	33	\$0.24	0%
		EH	\$49.79	\$55.63	4	\$56.13	11	\$0.51	1%
		EI	\$55.27	\$63.18	6	\$60.99	10	-\$2.19	-4%
		EJ	\$60.24	\$66.63	3	\$64.38	12	-\$2.24	-3%
		EK	\$65.66	\$71.73	1	\$71.57	8	-\$0.16	0%
		IA	\$21.24	\$24.72	1	\$0.00	0		
		IB	\$26.89	\$29.68	1	\$0.00	0		
		IC	\$32.53	\$0.00	0	\$34.57	6		
		ID	\$38.18	\$39.19	4	\$37.36	23	-\$1.83	-5%
		IE	\$43.83	\$41.68	3	\$40.39	4	-\$1.29	-3%
		IF	\$49.47	\$47.02	2	\$49.65	7	\$2.63	5%
		IG	\$55.12	\$0.00	0	\$53.21	1		
		IH	\$60.77	\$68.05	1	\$58.28	2	-\$9.77	-17%
		II	\$66.41	\$0.00	0	\$75.02	1		
		IK	\$77.71	\$0.00	0	\$78.98	1		
		LH	\$47.08	\$51.08	2	\$50.84	4	-\$0.24	0%
		LI	\$50.45	\$58.52	1	\$57.63	2	-\$0.89	-2%
		BF	\$24.12	\$20.97	1	\$0.00	0		
		BI	\$32.34	\$32.05	11	\$0.00	0		
		BK	\$40.13	\$40.25	1	\$0.00	0		
		BM	\$50.24	\$46.50	1	\$0.00	0		
		BJ	\$35.92	\$34.32	8	\$0.00	0		
		BH	\$29.18	\$27.05	9	\$0.00	0		
		BG	\$26.54	\$24.46	3	\$0.00	0		
		BN	\$56.56	\$0.00	0	\$53.99	1		



BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
92400	Public Education Department	40	\$20.53	\$20.29	1	\$0.00	0		
		50	\$22.27	\$21.41	2	\$20.47	1	-\$0.94	-5%
		55	\$23.14	\$23.72	9	\$24.75	3	\$1.03	4%
		60	\$25.01	\$27.02	13	\$25.82	3	-\$1.20	-5%
		65	\$29.12	\$27.77	18	\$28.06	7	\$0.29	1%
		70	\$33.23	\$32.08	11	\$31.11	8	-\$0.97	-3%
		75	\$37.34	\$35.42	14	\$35.35	4	-\$0.07	0%
		80	\$41.44	\$39.52	65	\$39.49	23	-\$0.03	0%
		85	\$45.55	\$44.67	17	\$45.20	7	\$0.53	1%
		90	\$49.66	\$52.74	18	\$51.05	3	-\$1.69	-3%
		95	\$57.36	\$64.63	1	\$68.09	1	\$3.46	5%
		HH	\$40.45	\$39.44	1	\$0.00	0		
		IE	\$43.83	\$36.21	1	\$40.03	7	\$3.82	10%
		IF	\$49.47	\$46.65	1	\$46.16	5	-\$0.48	-1%
		IG	\$55.12	\$0.00	0	\$49.97	2		
		II	\$66.41	\$67.39	1	\$0.00	0		
		LG	\$43.10	\$49.78	1	\$45.26	1	-\$4.52	-10%
		LH	\$47.08	\$47.60	1	\$46.97	2	-\$0.62	-1%
		LI	\$50.45	\$0.00	0	\$53.64	1		
		LJ	\$53.84	\$0.00	0	\$59.50	1		
		BI	\$32.34	\$0.00	0	\$36.75	1		
		BM	\$50.24	\$45.22	1	\$0.00	0		
94900	NM Education Trust Board	75	\$37.34	\$34.68	1	\$0.00	0		
95000	Higher Education Department	55	\$23.14	\$21.83	1	\$0.00	0		
		60	\$25.01	\$24.50	1	\$0.00	0		
		65	\$29.12	\$30.16	4	\$32.83	1	\$2.67	8%
		70	\$33.23	\$35.29	3	\$31.05	1	-\$4.24	-14%

BU	Agency	Pay Band	Midpt/Hour	Female Avg Hourly	No. Female	Male Avg Hourly	No. Male	Gap (Male-Female)	Percent Gap/Male
		75	\$37.34	\$38.15	3	\$40.57	1	\$2.43	6%
		80	\$41.44	\$40.78	6	\$43.85	2	\$3.07	7%
		85	\$45.55	\$50.92	4	\$52.16	3	\$1.24	2%
		ID	\$38.18	\$0.00	0	\$35.56	2		
		IE	\$43.83	\$48.47	1	\$43.11	1	-\$5.36	-12%
		IF	\$49.47	\$0.00	0	\$53.49	1		

