



FAIR AND EQUAL PAY IN THE CLASSIFIED SERVICE

Report to Governor Susana Martinez

September 30, 2018

Abstract

The purpose of the research in this report is to continue the examination into the relationship of wage, job responsibility and commensurate pay. Commensurate pay is defined by multiple metrics including human capital variables, policies and gender. For the purposes of this report the relationship of wage, job responsibilities and commensurate pay will focus on gender. Fundamentally, this report analyzes the wages of men and women in all pay bands across all Executive agencies and uses statistical modeling to demonstrate any significant findings in wage gaps. Data used for this report comes from data contained in the Oracle Statewide Human Resources Accounting Reporting system. The results of the data analysis indicate a consistent and significant growth in addressing gender-based wage gaps. Substantial progress has been made, especially when the results are compared to the baseline of the original study. The findings from this research encourage the continuation of revising existing practices and policies, implementing transferable trainings to managers in all agencies, developing updated hiring programs and procedures, and centering on the evolving associations that are emerging through the human resources consolidation initiative. This study supports the state of New Mexico's ongoing positive social change as it confirms and extends the understanding of the importance of eliminating the gender-based wage-gap in the state government workforce. The recommendations in this report encourage all state government officials to continue to engage with this issue and support ideas, methods and actions to further the progress being made.

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Executive Summary

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

- Revision of policies
- Training of all employees
- Improvements in hiring processes
- Human Resources consolidation

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

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

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

Background and Current Study

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

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

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

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

For the gender wage gap analysis, 866 pay bands across all agencies were analyzed for gender diversity (Appendix IV). It should be noted that the same procedures and methodologies used to gather and analyze gender wage-gap data in the baseline study (Burk, 2009) were expanded and used in this study (Appendix II). Additionally, the wage gap favoring males and the wage gap favoring females for 2018 is equal (Diagram 1).

Similar to the study completed in 2009, gender wage gaps have been identified in all agencies (Appendix V). There has been a significant decrease in the percentage of employees with gender-based wage disparities: 41% of the 495 pay bands with both women and men show no gender pay gaps. This is a 10% increase from the 31% found in the original study (Burk, 2009).

Although the State of New Mexico classified workforce has wage gaps, few pay bands approach the national wage gap average of 20%. The majority of pay gaps in the New Mexico State classified workforce are moderate and several agencies are close to parity, with wage gaps that are extremely small. As an example, 21 pay bands analyzed indicate a gender wage gap of less than 5%. Of the 495 pay bands analyzed for gender pay gaps, 16 had gaps favoring females exceeding 20%, affecting a mere 66 individuals of 17,311 in the workforce equating to 0.004% of the classified workforce population. A total of 145 pay bands favored females.

Conclusions and Risks

The State of New Mexico can take pride in the progress it has made since 2009. The current study indicates that in the government's classified positions, 41% of the pay bands show no gender-based wage gaps. This confirms a 10% increase in the elimination of gender-based wage disparities when compared to the baseline study. In the 2009 study, 31% of pay bands indicated no gender-based wage gaps. Additionally, the state is far below national average of 20% in gender-based wage gaps.

Below are the significant conclusions from this study:

- Of the 495 pay bands analyzed for gender pay gaps, only seven had gaps exceeding 20%. This represents 66 employees out of the 17,311 employees in the classified workforce. This number represents 0.004% of the State's workforce.
- The gender wage gaps found in the New Mexico classified workforce are moderate and much lower than national averages, which is an overall average of 20%. (National Partnership, 2018)
- Gender based wage gaps were found in most agencies, across the majority of pay bands. However, some agencies are very close to wage parity with pay gaps that are extremely small (less than 5%).
- Gender based wage gaps favored women, in both number and size based on pay band comparison.

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

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

Other disparities in some agencies indicate wage gaps that either favor men or women either in smaller versus larger pay bands. Gender wage gap numbers in pay bands with few employees can still be indicative of a need for review. As an example, in one agency's data set, there are ten pay bands with six or fewer employees. In seven of these ten pay bands, the gender wage gap favors females.

Recommendations

- Diversity in the workforce should continue to be goal for the State of New Mexico, and managers with gender and wage disparities in their departments should be encouraged to increase their efforts of diversification and equity.
- Management should conduct and document annual reviews of progress toward wage equity goals.
- Gender-based wage gaps should be reviewed by agency management; goals and timetables for improvement should be implemented as needed.
- Technical assistance in overcoming both job segregation and gender wage gaps should be provided by the State Personnel Office, as outlined by the Executive Order 2009-004 Task Force on Fair and Equal Pay.
- The State of New Mexico should continue to embrace the concepts of “appropriate placement” and “internal alignment” as defined in 1.7.4 NMAC when making pay decisions.
- The State Personnel Office should continue to expand leadership and administrative trainings to agency managers and supervisors.
- Human Resource functions should continue to consolidate through Executive Order 2017-002 issued by Governor Martinez.

Appendix I: Results

Gender Wage Gaps

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

Of the 866 pay bands analyzed, 495 pay bands include both genders (Diagram 1). Approximately 371 of the pay bands have only one worker, so no gender comparison is possible.

Of the 495 pay bands with both genders, 205 pay bands, or 41%, reflect no gender wage gap (Diagram 2).

Diagram 1

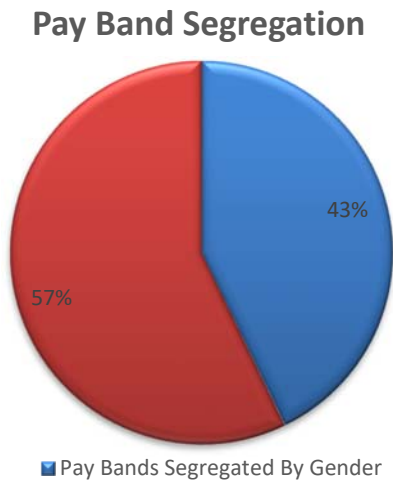
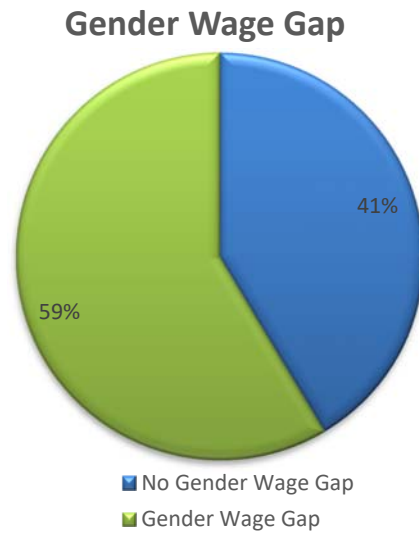


Diagram 2



290 pay band indicate gender-based wage disparities. Within the segregation, 145 pay band disparities favored males and 145 pay bands disparities favored females (Diagram 3).

Diagram 3

WAGE GAP



Job Segregation

Agency Data Sets with 50 or More Employees

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

- the low—51 employees within the Department of Homeland Security and Emergency Management
- the high—2,750 employees within the Department of Health

Fifteen agencies, or 47%, are of female majority

- this job segregation indicator is highest in the Human Services Department with 79% female employees

Eight agencies, or 25%, are of male majority

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

Nine agencies, or 28%, indicate gender equality

Agencies with 50 or Fewer Employees

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

- the low—Two employees in the Youth Conversation Corps, the Veterinary Examiner Board and the Border Development Authority
- the high—40 employees at the Office of the Secretary of State

Twenty-four agencies, or 77%, are of female majority

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

Three agencies, or 10%, are of male majority

- male majority in these agencies is below 67%

Four agencies, or 13%, indicate gender equality

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

Appendix II: Methodology

In 2018, the State of New Mexico continued to investigate gender wage gaps and job segregation by identifying, generating and analyzing data from the Oracle Statewide Human Resources Accounting Reporting (SHARE) system. This data includes the entire State of New Mexico classified population, 17,311 classified employees in 63 agencies.

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

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

- For example, in the Department of Transportation, the Training and Development Specialist-Operational, which is pay band 60, was grouped with Budget Analyst-Operational, which is also pay band 60, but a dissimilar occupation and job title.
- This type of grouping produced an analysis of gender wage gaps by pay band, creating a distinct metric for determining gender-based wage gaps at any given compensation level. This type of comparison allows for a detailed analysis by job size enabling agencies to more specifically identify the causes and focus on resolution to gender wage gaps.

Job segregation was measured by a simple count of number of females and number of males in each agency (Appendix III). Agencies with more than 60% of one gender are considered segregated by gender (Burk, 2009).

Job segregation may appear to be more prevalent as agency size decreases, since many pay bands may include only one individual in small departments. Statistically, an agency with 800 employees with a 70% female majority versus an agency of seven employees of 70% female majority may result in different conclusions leading to alternative courses of action. Accordingly, data is reported separately for agencies with more than 50 employees and those with 50 or fewer employees (Appendix III).

Gender Wage Gaps

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

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

These are measured through three quantifiable, job-related factors; Know-How, Problem-Solving and Accountability. A fourth compensable factor of Additional Compensable Elements and Accountability may

be used to measure areas such as physical effort, environment, hazards or sensory attention. All jobs within a pay band in a given agency use these variables for comparison; an evaluation can then be made as to whether gender pay gaps exist in a given pay band with dissimilar, but equally rated, jobs. All pay bands have a range, and pay band mid-points are included in this report for reference (Appendix IV). Wage averages with differentials of less than 3% were treated as equal in this study.

Appendix III

Job Segregation in the New Mexico Classified Workforce

2018 New Mexico Classified Workforce Job Segregation						
BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
More than 50 Employees						
66500	Department of Health	2750	868	1882	32%	68%
80500	Department of Transportation	2054	1650	404	80%	20%
69000	Children, Youth & Families Department	1929	606	1323	31%	69%
77000	New Mexico Corrections Department	1896	1301	595	69%	31%
63000	Human Services Department	1669	349	1320	21%	79%
33300	Taxation & Revenue Department	805	244	561	30%	70%
52100	Energy, Minerals & Natural Resources Department	765	576	189	75%	25%
66700	Department of Environment	521	260	261	50%	50%
63100	Department of Workforce Solutions	401	151	250	38%	62%
79000	Department of Public Safety	393	168	225	43%	57%
50500	Department of Cultural Affairs	390	186	204	48%	52%
51600	Department of Game & Fish	276	207	69	75%	25%
55000	Office of the State Engineer	247	138	109	56%	44%
42000	Regulation & Licensing Department	238	119	119	50%	50%
62400	Aging & Long-Term Services Department	231	61	170	26%	74%
66200	Miners Colfax Medical Center	231	60	171	26%	74%
64400	Department of Vocational Rehabilitation	229	53	176	23%	77%
35000	General Services Department	227	122	105	54%	46%
92400	Public Education Department	217	64	153	29%	71%
67000	Department of Veteran Services	208	90	118	43%	57%
36100	Department of Information Technology	136	89	47	65%	35%
70500	Military Affairs	124	81	43	65%	35%
53900	State Land Office	121	63	58	52%	48%
34100	Department of Finance & Administration	114	40	74	35%	65%
43000	Public Regulation Commission	109	71	38	65%	35%
63200	Workers Compensation Admin	102	36	66	35%	65%
44000	Superintendent of Insurance	78	28	50	36%	64%
60600	Commission for the Blind	77	25	52	32%	68%
36600	Public Employee Retirement Association	68	18	50	26%	74%
50800	Livestock Board	66	49	17	74%	26%
35200	Educational Retirement Board	53	11	42	21%	79%
79500	Homeland Security & Emergency Management	50	25	25	50%	50%
Fewer than 50 Employees						
37000	Secretary of State	40	13	27	33%	68%
46500	Gaming Control Board	40	21	19	53%	48%
41800	Tourism Department	38	12	26	32%	68%
95000	Higher Education Department	35	11	24	31%	69%
41900	Economic Development Department	33	12	21	36%	64%
37800	State Personnel Board	31	9	22	29%	71%
36900	Commission of Public Records	27	18	9	67%	33%

2018 New Mexico Classified Workforce Job Segregation

BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
46000	EXPO New Mexico	27	17	10	63%	37%
39400	State Treasurer	25	9	16	36%	64%
30800	State Auditor	23	8	15	35%	65%
34300	Retiree Health Care Authority	22	3	19	14%	86%
44900	Board of Nursing	22	8	14	36%	64%
78000	Crime Victims Reparation Commission	22	4	18	18%	82%
64700	Dev Disabilities Planning Commission	18	3	15	17%	83%
33700	State Investment Council	16	9	7	56%	44%
34000	Administrative Hearings Office	14	4	10	29%	71%
49500	SpacePort Authority	13	8	5	62%	38%
60400	Com for Deaf/Hard of Hearing	12	3	9	25%	75%
64500	Governor's Comm. on Disability	12	6	6	50%	50%
44600	Medical Examiners Board	11	1	10	9%	91%
46900	State Racing Commission	11	4	7	36%	64%
60900	Department of Indian Affairs	8	3	5	38%	63%
34200	Public School Insurance Authority	7	2	5	29%	71%
46400	Prof Engineers & Land Surveyors Board	6	1	5	17%	83%
60300	Office of African American Affairs	6		6	0%	100%
76000	Adult Parole Board	5	1	4	20%	80%
40400	Architect Examiners Board	3		3	0%	100%
66800	Office of Natural Resources Trustee	3	1	2	33%	67%
41700	Border Development Authority	2	1	1	50%	50%
47900	Veterinary Examiners Board	2		2	0%	100%
52200	Youth Conservation Corps	2		2	0%	100%

Appendix IV

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

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
State Auditor	30800	55	\$17.28	1	\$17.38	0	\$0.00	-\$17.38	
	30800	60	\$18.95	1	\$21.14	0	\$0.00	-\$21.14	
	30800	65	\$20.94	2	\$19.80	2	\$22.80	\$3.00	13%
	30800	70	\$23.31	2	\$25.50	2	\$23.68	-\$1.81	-8%
	30800	75	\$26.13	1	\$32.12	1	\$26.13	-\$5.99	-23%
	30800	85	\$33.51	3	\$34.72	3	\$34.80	\$0.08	0%
	30800	90	\$38.29	5	\$39.58	0	\$0.00	-\$39.58	
Agency Totals	23			15		8			
% of Total				65.22%		34.78%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Taxation and Revenue Department	33300	35	\$11.61	18	\$11.99	1	\$13.25	\$1.26	10%
	33300	40	\$12.68	15	\$13.00	6	\$12.51	-\$0.48	-4%
	33300	45	\$13.96	166	\$14.10	31	\$14.13	\$0.04	0%
	33300	50	\$15.49	43	\$15.60	7	\$16.30	\$0.69	4%
	33300	55	\$17.28	82	\$17.48	35	\$17.62	\$0.15	1%
	33300	60	\$18.95	19	\$19.73	16	\$21.12	\$1.39	7%
	33300	65	\$20.94	97	\$21.56	45	\$21.42	-\$0.14	-1%
	33300	70	\$23.31	32	\$24.70	14	\$24.42	-\$0.28	-1%
	33300	75	\$26.13	21	\$27.87	13	\$27.91	\$0.04	0%
	33300	80	\$29.50	22	\$30.47	18	\$32.14	\$1.66	5%
	33300	85	\$33.51	13	\$35.63	12	\$34.96	-\$0.67	-2%
	33300	90	\$38.29	7	\$43.52	2	\$41.82	-\$1.70	-4%
	33300	IA	\$18.98	1	\$19.50	2	\$19.04	-\$0.46	-2%
	33300	IC	\$26.09	1	\$25.00	1	\$25.00	\$0.00	0%
	33300	ID	\$29.39	1	\$26.40	2	\$31.23	\$4.83	15%
	33300	IE	\$32.91	6	\$27.17	11	\$30.76	\$3.59	12%
	33300	IF	\$37.24	7	\$33.80	16	\$35.90	\$2.10	6%
	33300	IG	\$43.54	3	\$42.54	6	\$43.50	\$0.96	2%
33300	IH	\$51.06	1	\$46.22	1	\$43.60	-\$2.62	-6%	

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	33300	II	\$56.22	1	\$45.28	0	\$0.00	-\$45.28	
	33300	IK	\$69.71	0	\$0.00	1	\$52.28	\$52.28	
Agency Totals	135			63		72			
% of Total				46.67%		53.33%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
State Investment Council	33700	50	\$15.49	1	\$19.67	0	\$0.00	-\$19.67	
	33700	65	\$20.94	2	\$26.23	1	\$26.59	\$0.36	1%
	33700	70	\$23.31	0	\$0.00	1	\$28.85	\$28.85	
	33700	75	\$26.13	2	\$29.81	0	\$0.00	-\$29.81	
	33700	90	\$38.29	1	\$48.08	0	\$0.00	-\$48.08	
	33700	95	\$44.00	1	\$39.66	5	\$45.61	\$5.95	13%
	33700	IE	\$32.91	0	\$0.00	1	\$35.58	\$35.58	
Agency Totals	7			1		6			
% of Total				14.29%		85.71%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Administrative Hearing Office	34000	50	\$15.49	1	\$17.50	0	\$0.00	-\$17.50	
	34000	55	\$17.28	2	\$19.38	0	\$0.00	-\$19.38	
	34000	60	\$18.95	0	\$0.00	1	\$19.42	\$19.42	
	34000	70	\$23.31	1	\$24.79	0	\$0.00	-\$24.79	
	34000	75	\$26.13	1	\$32.86	0	\$0.00	-\$32.86	
	34000	80	\$29.50	5	\$34.58	1	\$35.00	\$0.42	1%
	34000	85	\$33.51	0	\$0.00	2	\$38.95	\$38.95	
Agency Totals	14			10		4			
% of Total				71.43%		28.57%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Finance and Administration	34100	50	\$15.49	5	\$18.04	2	\$14.89	-\$3.15	-21%
	34100	55	\$17.28	3	\$19.19	1	\$15.50	-\$3.69	-24%
	34100	60	\$18.95	2	\$21.03	0	\$0.00	-\$21.03	
	34100	65	\$20.94	24	\$23.09	8	\$22.02	-\$1.07	-5%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	34100	70	\$23.31	2	\$28.16	1	\$29.50	\$1.34	5%
	34100	75	\$26.13	12	\$29.67	5	\$29.51	-\$0.16	-1%
	34100	80	\$29.50	5	\$32.91	1	\$35.69	\$2.78	8%
	34100	85	\$33.51	12	\$35.91	11	\$36.74	\$0.83	2%
	34100	90	\$38.29	3	\$42.60	4	\$42.97	\$0.37	1%
	34100	95	\$44.00	0	\$0.00	2	\$49.15	\$49.15	
	34100	IA	\$18.98	1	\$20.39	0	\$0.00	-\$20.39	
	34100	IC	\$26.09	1	\$24.46	1	\$21.71	-\$2.74	-13%
	34100	ID	\$29.39	1	\$28.00	0	\$0.00	-\$28.00	
	34100	IE	\$32.91	1	\$25.60	1	\$34.54	\$8.94	26%
	34100	IF	\$37.24	0	\$0.00	1	\$34.23	\$34.23	
	34100	IG	\$43.54	0	\$0.00	1	\$39.08	\$39.08	
Agency Totals	63			36		27			
% of Total				57.14%		42.86%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
NM Public School Insurance Authority	34200	55	\$17.28	1	\$17.28	0	\$0.00	-\$17.28	
	34200	65	\$20.94	2	\$25.05	1	\$23.89	-\$1.16	-5%
	34200	70	\$23.31	1	\$26.57	0	\$0.00	-\$26.57	
	34200	80	\$29.50	1	\$36.06	1	\$35.08	-\$0.98	-3%
Agency Totals	7			5		2			
% of Total				71.43%		28.57%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Retiree Healthcare Authority	34300	50	\$15.49	2	\$15.53	0	\$0.00	-\$15.53	
	34300	55	\$17.28	10	\$17.37	0	\$0.00	-\$17.37	
	34300	60	\$18.95	1	\$21.31	1	\$23.26	\$1.95	8%
	34300	65	\$20.94	2	\$23.64	0	\$0.00	-\$23.64	
	34300	75	\$26.13	1	\$23.41	0	\$0.00	-\$23.41	
	34300	80	\$29.50	1	\$37.46	0	\$0.00	-\$37.46	
	34300	85	\$33.51	2	\$35.28	0	\$0.00	-\$35.28	
	34300	90	\$38.29	0	\$0.00	1	\$31.61	\$31.61	
	34300	95	\$44.00	0	\$0.00	1	\$45.35	\$45.35	
Agency Totals	22			19		3			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
% of Total				86.36%		13.64%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
General Services Department	35000	35	\$11.61	1	\$13.73	7	\$13.26	-\$0.47	-4%
	35000	40	\$12.68	2	\$14.59	3	\$14.29	-\$0.30	-2%
	35000	45	\$13.96	2	\$14.00	14	\$16.14	\$2.14	13%
	35000	50	\$15.49	5	\$16.32	11	\$17.27	\$0.95	5%
	35000	55	\$17.28	9	\$18.22	16	\$19.26	\$1.03	5%
	35000	60	\$18.95	8	\$21.95	1	\$22.28	\$0.33	1%
	35000	65	\$20.94	20	\$23.36	11	\$23.34	-\$0.03	0%
	35000	70	\$23.31	4	\$22.96	3	\$24.65	\$1.68	7%
	35000	75	\$26.13	12	\$25.99	7	\$27.17	\$1.18	4%
	35000	80	\$29.50	2	\$31.72	6	\$34.02	\$2.31	7%
	35000	85	\$33.51	11	\$32.19	10	\$34.40	\$2.21	6%
	35000	90	\$38.29	4	\$40.08	3	\$40.41	\$0.34	1%
	35000	95	\$44.00	1	\$41.37	0	\$0.00	-\$41.37	
	35000	96	\$50.80	0	\$0.00	1	\$42.84	\$42.84	
	35000	AB	\$35.10	1	\$32.98	0	\$0.00	-\$32.98	
	35000	EG	\$37.98	1	\$37.00	0	\$0.00	-\$37.00	
	35000	IE	\$32.91	1	\$35.89	2	\$33.03	-\$2.86	-9%
35000	IF	\$37.24	0	\$0.00	1	\$41.20	\$41.20		
35000	IG	\$43.54	1	\$49.93	0	\$0.00	-\$49.93		
Agency Totals	181			85		96			
% of Total				46.96%		53.04%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Educational Retirement Board	35200	45	\$13.96	0	\$0.00	1	\$15.72	\$15.72	
	35200	50	\$15.49	1	\$17.25	0	\$0.00	-\$17.25	
	35200	55	\$17.28	8	\$16.71	0	\$0.00	-\$16.71	
	35200	60	\$18.95	15	\$20.26	2	\$21.30	\$1.04	5%
	35200	65	\$20.94	5	\$22.17	2	\$21.28	-\$0.88	-4%
	35200	70	\$23.31	4	\$24.75	1	\$29.54	\$4.78	16%
	35200	75	\$26.13	1	\$29.03	0	\$0.00	-\$29.03	
	35200	80	\$29.50	1	\$36.00	1	\$36.39	\$0.39	1%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	35200	85	\$33.51	2	\$36.47	0	\$0.00	-\$36.47	
	35200	90	\$38.29	1	\$45.67	0	\$0.00	-\$45.67	
	35200	IE	\$32.91	1	\$26.13	0	\$0.00	-\$26.13	
	35200	IF	\$37.24	1	\$36.98	2	\$38.60	\$1.61	4%
	35200	IG	\$43.54	0	\$0.00	1	\$50.25	\$50.25	
Agency Totals	53			40		13			
% of Total				75.47%		24.53%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Information Technology	36100	45	\$13.96	2	\$14.93	7	\$14.95	\$0.02	0%
	36100	50	\$15.49	4	\$15.87	5	\$16.43	\$0.56	3%
	36100	55	\$17.28	2	\$19.66	0	\$0.00	-\$19.66	
	36100	60	\$18.95	1	\$18.95	1	\$18.81	-\$0.14	-1%
	36100	65	\$20.94	4	\$24.40	1	\$20.79	-\$3.61	-17%
	36100	70	\$23.31	6	\$26.95	1	\$23.31	-\$3.64	-16%
	36100	75	\$26.13	2	\$31.22	1	\$31.77	\$0.55	2%
	36100	80	\$29.50	1	\$31.21	0	\$0.00	-\$31.21	
	36100	85	\$33.51	0	\$0.00	3	\$38.48	\$38.48	
	36100	95	\$44.00	1	\$49.62	0	\$0.00	-\$49.62	
	36100	IB	\$22.15	0	\$0.00	1	\$29.13	\$29.13	
	36100	IC	\$26.09	0	\$0.00	5	\$29.88	\$29.88	
	36100	ID	\$29.39	3	\$26.12	18	\$24.27	-\$1.85	-8%
	36100	IE	\$32.91	7	\$32.90	18	\$34.39	\$1.49	4%
	36100	IF	\$37.24	8	\$37.65	19	\$36.66	-\$0.99	-3%
	36100	IG	\$43.54	1	\$48.08	6	\$41.44	-\$6.64	-16%
	36100	IH	\$51.06	3	\$44.03	2	\$44.13	\$0.11	0%
36100	II	\$56.22	1	\$52.28	0	\$0.00	-\$52.28		
36100	IJ	\$62.37	1	\$50.63	1	\$48.08	-\$2.55	-5%	
Agency Totals	136			47		89			
% of Total				34.56%		65.44%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
PERA	36600	45	\$13.96	4	\$14.84	0	\$0.00	-\$14.84	
	36600	55	\$17.28	3	\$18.81	4	\$17.42	-\$1.39	-8%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	36600	60	\$18.95	20	\$22.10	2	\$20.43	-\$1.68	-8%
	36600	65	\$20.94	7	\$24.74	2	\$21.97	-\$2.78	-13%
	36600	70	\$23.31	4	\$27.81	2	\$26.31	-\$1.50	-6%
	36600	75	\$26.13	2	\$28.72	2	\$28.52	-\$0.20	-1%
	36600	80	\$29.50	1	\$35.77	0	\$0.00	-\$35.77	
	36600	85	\$33.51	2	\$40.54	0	\$0.00	-\$40.54	
	36600	90	\$38.29	2	\$48.59	0	\$0.00	-\$48.59	
	36600	96	\$50.80	1	\$47.92	0	\$0.00	-\$47.92	
	36600	IA	\$18.98	0	\$0.00	1	\$21.75	\$21.75	
	36600	IB	\$22.15	2	\$25.03	0	\$0.00	-\$25.03	
	36600	IC	\$26.09	1	\$30.18	0	\$0.00	-\$30.18	
	36600	IE	\$32.91	1	\$32.62	1	\$39.73	\$7.12	18%
	36600	IF	\$37.24	0	\$0.00	2	\$35.46	\$35.46	
	36600	IG	\$43.54	0	\$0.00	1	\$46.51	\$46.51	
Agency Totals	67			50		17			
% of Total				74.63%		25.37%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	36900	40	\$12.68	0	\$0.00	1	\$12.75	\$12.75	
	36900	45	\$13.96	0	\$0.00	2	\$14.06	\$14.06	
	36900	50	\$15.49	1	\$19.67	1	\$17.28	-\$2.39	-14%
	36900	60	\$18.95	2	\$20.29	1	\$18.95	-\$1.34	-7%
	36900	65	\$20.94	2	\$20.71	4	\$21.94	\$1.22	6%
	36900	70	\$23.31	1	\$20.60	1	\$23.66	\$3.06	13%
	36900	75	\$26.13	1	\$24.30	4	\$26.60	\$2.31	9%
	36900	85	\$33.51	1	\$33.25	4	\$34.02	\$0.78	2%
	36900	90	\$38.29	1	\$33.38	0	\$0.00	-\$33.38	
Agency Totals	27			9		18			
% of Total				33.33%		66.67%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	37000	35	11.605769	1	12	0		-\$12.00	
	37000	45	13.961058	2	14.85	1	15.3966	\$0.55	4%
	37000	50	15.487981	6	15.521	2	15.49	-\$0.03	0%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	37000	55	17.280769	6	17.872	3	18.964	\$1.09	6%
	37000	60	18.948558	1	20	0		-\$20.00	
	37000	65	20.937019	5	22.985	0		-\$22.99	
	37000	70	23.307212	1	21.844	0		-\$21.84	
	37000	75	26.132212	1	25	1	33	\$8.00	24%
	37000	80	29.499519	1	33	0		-\$33.00	
	37000	90	38.292788	0		1	49.5192	\$49.52	
	37000	ID	29.389904	1	30.522	0		-\$30.52	
	37000	IE	32.910096	1	32.91	3	34.3503	\$1.44	4%
	37000	IF	37.244712	0		1	45.3447	\$45.34	
	37000	IG	43.539904	1	49.665	0		-\$49.66	
Agency Totals	39			27		12			
% of Total				69.23%		30.77%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
State Personnel Office	37800	45	\$13.96	1	\$15.00	0	\$0.00	-\$15.00	
	37800	55	\$17.28	2	\$17.14	0	\$0.00	-\$17.14	
	37800	60	\$18.95	1	\$19.23	0	\$0.00	-\$19.23	
	37800	65	\$20.94	2	\$23.50	3	\$23.17	-\$0.33	-1%
	37800	70	\$23.31	7	\$27.15	2	\$29.26	\$2.11	7%
	37800	75	\$26.13	2	\$30.18	1	\$33.78	\$3.60	11%
	37800	80	\$29.50	1	\$33.67	2	\$35.69	\$2.02	6%
	37800	85	\$33.51	2	\$38.50	0	\$0.00	-\$38.50	
	37800	90	\$38.29	3	\$41.19	0	\$0.00	-\$41.19	
	37800	IF	\$37.24	1	\$40.83	0	\$0.00	-\$40.83	
	37800	IG	\$43.54	0	\$0.00	1	\$45.51	\$45.51	
Agency Totals	31			22		9			
% of Total				70.97%		29.03%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
State Treasurer Office	39400	55	\$17.28	1	\$19.86	0	\$0.00	-\$19.86	
	39400	60	\$18.95	2	\$20.57	1	\$20.60	\$0.03	0%
	39400	65	\$20.94	3	\$23.26	1	\$24.33	\$1.07	4%
	39400	70	\$23.31	2	\$25.66	0	\$0.00	-\$25.66	

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	39400	75	\$26.13	2	\$27.79	0	\$0.00	-\$27.79	
	39400	80	\$29.50	1	\$37.46	1	\$30.27	-\$7.19	-24%
	39400	90	\$38.29	0	\$0.00	2	\$43.00	\$43.00	
	39400	95	\$44.00	0	\$0.00	1	\$40.87	\$40.87	
	39400	96	\$50.80	1	\$45.64	0	\$0.00	-\$45.64	
	39400	IC	\$26.09	1	\$29.29	0	\$0.00	-\$29.29	
	39400	IF	\$37.24	0	\$0.00	2	\$36.21	\$36.21	
Agency Totals	21			13		8			
% of Total				61.90%		38.10%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Architect Examiner Board	40400	40	\$12.68	1	\$14.58	0	\$0.00	-\$14.58	
	40400	60	\$18.95	1	\$23.90	0	\$0.00	-\$23.90	
	40400	65	\$20.94	1	\$22.43	0	\$0.00	-\$22.43	
Agency Totals	3			3		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Border Development Authority	41700	65	\$20.94	0	\$0.00	1	\$24.20	\$24.20	
	41700	70	\$23.31	1	\$21.53	0	\$0.00	-\$21.53	
Agency Totals	2			1		1			
% of Total				50.00%		50.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Tourism Department	41800	40	\$12.68	4	\$11.48	1	\$11.15	-\$0.33	-3%
	41800	45	\$13.96	1	\$11.44	1	\$10.76	-\$0.68	-6%
	41800	50	\$15.49	4	\$15.80	0	\$0.00	-\$15.80	
	41800	55	\$17.28	2	\$18.48	0	\$0.00	-\$18.48	
	41800	60	\$18.95	2	\$20.88	0	\$0.00	-\$20.88	
	41800	65	\$20.94	4	\$22.52	4	\$22.24	-\$0.28	-1%
	41800	70	\$23.31	2	\$26.07	1	\$23.26	-\$2.81	-12%
	41800	75	\$26.13	2	\$29.10	4	\$28.81	-\$0.29	-1%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	41800	80	\$29.50	1	\$33.65	0	\$0.00	-\$33.65	
	41800	85	\$33.51	2	\$39.36	0	\$0.00	-\$39.36	
Agency Totals	35			24		11			
% of Total				68.57%		31.43%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Economic Development Department	41900	45	\$13.96	1	\$16.39	0	\$0.00	-\$16.39	
	41900	55	\$17.28	1	\$17.28	0	\$0.00	-\$17.28	
	41900	60	\$18.95	3	\$21.19	0	\$0.00	-\$21.19	
	41900	65	\$20.94	5	\$24.59	0	\$0.00	-\$24.59	
	41900	75	\$26.13	6	\$27.50	5	\$26.26	-\$1.24	-5%
	41900	80	\$29.50	2	\$31.89	2	\$30.44	-\$1.45	-5%
	41900	85	\$33.51	2	\$33.20	3	\$33.82	\$0.63	2%
	41900	90	\$38.29	1	\$35.85	0	\$0.00	-\$35.85	
	41900	ID	\$29.39	0	\$0.00	1	\$23.17	\$23.17	
	41900	IF	\$37.24	0	\$0.00	1	\$32.90	\$32.90	
Agency Totals	33			21		12			
% of Total				63.64%		36.36%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Regulation and Licensing Department	42000	35	\$11.61	0	\$0.00	1	\$14.74	\$14.74	
	42000	40	\$12.68	4	\$15.08	1	\$12.68	-\$2.40	-19%
	42000	45	\$13.96	13	\$14.46	4	\$13.96	-\$0.50	-4%
	42000	50	\$15.49	6	\$17.05	1	\$15.79	-\$1.25	-8%
	42000	55	\$17.28	17	\$18.05	5	\$18.43	\$0.38	2%
	42000	60	\$18.95	24	\$20.33	42	\$21.63	\$1.30	6%
	42000	65	\$20.94	17	\$23.04	10	\$22.57	-\$0.46	-2%
	42000	70	\$23.31	14	\$24.51	27	\$25.20	\$0.70	3%
	42000	75	\$26.13	11	\$28.42	2	\$28.73	\$0.31	1%
	42000	80	\$29.50	4	\$31.31	5	\$35.53	\$4.21	12%
	42000	85	\$33.51	3	\$38.35	9	\$34.76	-\$3.58	-10%
	42000	90	\$38.29	3	\$41.78	8	\$41.15	-\$0.63	-2%
	42000	97	\$58.91	1	\$58.91	0	\$0.00	-\$58.91	
	42000	ID	\$29.39	1	\$33.68	1	\$32.33	-\$1.35	-4%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	42000	IE	\$32.91	0	\$0.00	2	\$31.48	\$31.48	
	42000	IF	\$37.24	0	\$0.00	1	\$37.00	\$37.00	
	42000	IG	\$43.54	1	\$43.54	0	\$0.00	-\$43.54	
Agency Totals	238			119		119			
% of Total				50.00%		50.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Public Regulation Commission	43000	35	\$11.61	1	\$12.77	0	\$0.00	-\$12.77	
	43000	40	\$12.68	3	\$13.38	0	\$0.00	-\$13.38	
	43000	45	\$13.96	2	\$17.04	1	\$14.79	-\$2.24	-15%
	43000	50	\$15.49	1	\$16.75	2	\$16.57	-\$0.18	-1%
	43000	55	\$17.28	3	\$17.57	4	\$17.88	\$0.31	2%
	43000	60	\$18.95	3	\$19.15	10	\$19.38	\$0.23	1%
	43000	65	\$20.94	8	\$23.52	13	\$21.66	-\$1.86	-9%
	43000	70	\$23.31	2	\$29.50	3	\$22.14	-\$7.35	-33%
	43000	75	\$26.13	1	\$21.04	3	\$26.17	\$5.13	20%
	43000	80	\$29.50	5	\$32.30	8	\$31.11	-\$1.20	-4%
	43000	85	\$33.51	1	\$40.33	5	\$33.43	-\$6.90	-21%
	43000	90	\$38.29	4	\$40.58	8	\$40.27	-\$0.31	-1%
	43000	ED	\$24.28	1	\$24.28	3	\$22.93	-\$1.35	-6%
	43000	EE	\$28.37	1	\$30.35	5	\$32.99	\$2.64	8%
	43000	EF	\$34.13	0	\$0.00	2	\$30.35	\$30.35	
	43000	EI	\$46.80	0	\$0.00	1	\$42.86	\$42.86	
	43000	IC	\$26.09	0	\$0.00	1	\$23.18	\$23.18	
	43000	IE	\$32.91	1	\$26.58	0	\$0.00	-\$26.58	
	43000	IF	\$37.24	0	\$0.00	1	\$34.91	\$34.91	
Agency Totals	107			37		70			
% of Total				34.58%		65.42%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Office of Superintendent of Insurance	44000	45	\$13.96	6	\$14.27	1	\$15.07	\$0.80	5%
	44000	50	\$15.49	4	\$17.99	1	\$16.05	-\$1.94	-12%
	44000	55	\$17.28	5	\$18.24	3	\$17.52	-\$0.72	-4%
	44000	60	\$18.95	2	\$23.33	1	\$20.20	-\$3.13	-15%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	44000	65	\$20.94	9	\$23.72	3	\$20.88	-\$2.84	-14%
	44000	70	\$23.31	8	\$25.06	6	\$25.20	\$0.13	1%
	44000	75	\$26.13	8	\$29.95	2	\$28.82	-\$1.13	-4%
	44000	80	\$29.50	2	\$34.45	3	\$37.46	\$3.01	8%
	44000	85	\$33.51	1	\$40.86	4	\$40.86	\$0.00	0%
	44000	90	\$38.29	4	\$45.62	1	\$44.06	-\$1.57	-4%
	44000	IC	\$26.09	1	\$23.60	0	\$0.00	-\$23.60	
	44000	IE	\$32.91	0	\$0.00	1	\$30.48	\$30.48	
	44000	IF	\$37.24	0		2	\$41.32	\$41.32	
Agency Totals	78			50		28			
% of Total				64.10%		35.90%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
NM Medical Board	44600	40	\$12.68	1	\$12.68	0	\$0.00	-\$12.68	
	44600	55	\$17.28	1	\$17.28	0	\$0.00	-\$17.28	
	44600	60	\$18.95	3	\$17.30	0	\$0.00	-\$17.30	
	44600	65	\$20.94	1	\$21.89	0	\$0.00	-\$21.89	
	44600	75	\$26.13	4	\$31.42	0	\$0.00	-\$31.42	
	44600	98	\$68.57	0	\$0.00	1	\$64.87	\$64.87	
Agency Totals	11			10		1			
% of Total				90.91%		9.09%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Board of Nursing	44900	40	\$12.68	5	\$13.99	0	\$0.00	-\$13.99	
	44900	45	\$13.96	3	\$15.78	0	\$0.00	-\$15.78	
	44900	50	\$15.49	1	\$17.03	1	\$17.04	\$0.01	0%
	44900	60	\$18.95	1	\$21.70	0	\$0.00	-\$21.70	
	44900	65	\$20.94	0	\$0.00	2	\$21.50	\$21.50	
	44900	75	\$26.13	1	\$30.28	0	\$0.00	-\$30.28	
	44900	80	\$29.50	1	\$28.35	1	\$35.40	\$7.05	20%
	44900	85	\$33.51	1	\$32.45	0	\$0.00	-\$32.45	
	44900	90	\$38.29	0	\$0.00	2	\$43.46	\$43.46	
	44900	IA	\$18.98	0	\$0.00	1	\$18.98	\$18.98	
	44900	ID	\$29.39	0	\$0.00	1	\$29.88	\$29.88	

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	44900	IF	\$37.24	1	\$35.76	0	\$0.00	-\$35.76	
Agency Totals	22			14		8			
% of Total				63.64%		36.36%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
EXPO NM	46000	45	\$13.96	0	\$0.00	3	\$15.68	\$15.68	
	46000	50	\$15.49	0	\$0.00	2	\$18.98	\$18.98	
	46000	55	\$17.28	1	\$17.19	1	\$17.23	\$0.04	0%
	46000	60	\$18.95	1	\$20.46	0	\$0.00	-\$20.46	
	46000	65	\$20.94	3	\$25.80	0	\$0.00	-\$25.80	
	46000	70	\$23.31	1	\$25.50	1	\$23.07	-\$2.42	-11%
	46000	75	\$26.13	1	\$29.62	0	\$0.00	-\$29.62	
	46000	85	\$33.51	0	\$0.00	1	\$33.80	\$33.80	
	46000	99	\$29.53	3	\$17.94	8	\$26.17	\$8.23	31%
	46000	IF	\$37.24	0	\$0.00	1	\$35.07	\$35.07	
Agency Totals	27			10		17			
% of Total				37.04%		62.96%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Professional Engineers & Land Surveyors Board	46400	50	\$15.49	1	\$13.50	0	\$0.00	-\$13.50	
	46400	55	\$17.28	1	\$18.40	1	\$17.92	-\$0.48	-3%
	46400	60	\$18.95	1	\$18.46	0	\$0.00	-\$18.46	
	46400	65	\$20.94	1	\$21.50	0	\$0.00	-\$21.50	
	46400	80	\$29.50	1	\$30.51	0	\$0.00	-\$30.51	
Agency Totals	6			5		1			
% of Total				83.33%		16.67%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Gaming Control Board	46500	40	\$12.68	1	\$14.50	0	\$0.00	-\$14.50	
	46500	45	\$13.96	3	\$16.74	0	\$0.00	-\$16.74	
	46500	50	\$15.49	0	\$0.00	1	\$18.85	\$18.85	
	46500	55	\$17.28	1	\$22.39	2	\$18.71	-\$3.69	-20%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	46500	60	\$18.95	3	\$21.34	1	\$19.52	-\$1.82	-9%
	46500	65	\$20.94	8	\$23.98	4	\$22.78	-\$1.20	-5%
	46500	70	\$23.31	1	\$23.52	7	\$26.51	\$2.99	11%
	46500	75	\$26.13	0	\$0.00	2	\$29.36	\$29.36	
	46500	80	\$29.50	0	\$0.00	1	\$34.51	\$34.51	
	46500	85	\$33.51	1	\$33.95	2	\$37.97	\$4.02	11%
	46500	ID	\$29.39	1	\$27.90	0	\$0.00	-\$27.90	
	46500	IG	\$43.54	0	\$0.00	1	\$40.15	\$40.15	
Agency Totals	40			19		21			
% of Total				47.50%		52.50%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
State Racing Commission	46900	55	\$17.28	3	\$17.30	0	\$0.00	-\$17.30	
	46900	65	\$20.94	2	\$21.87	2	\$22.28	\$0.41	2%
	46900	70	\$23.31	0	\$0.00	1	\$24.25	\$24.25	
	46900	75	\$26.13	1	\$30.86	0	\$0.00	-\$30.86	
	46900	85	\$33.51	1	\$35.20	1	\$37.02	\$1.82	5%
Agency Totals	11			7		4			
% of Total				63.64%		36.36%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Veterinary Examiners Board	47900	45	\$13.96	1	\$14.77	0	\$0.00	-\$14.77	
Agency Totals	1			1		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Spaceport Authority	49500	60	\$18.95	1	\$18.95	0	\$0.00	-\$18.95	
	49500	65	\$20.94	2	\$21.53	0	\$0.00	-\$21.53	
	49500	80	\$29.50	1	\$31.25	1	\$33.19	\$1.94	6%
	49500	85	\$33.51	0	\$0.00	2	\$36.25	\$36.25	
	49500	90	\$38.29	1	\$46.64	1	\$40.87	-\$5.77	-14%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	49500	99	\$29.53	0	\$0.00	2	\$24.04	\$24.04	
	49500	ED	\$24.28	0	\$0.00	1	\$33.78	\$33.78	
	49500	IB	\$22.15	0	\$0.00	1	\$28.36	\$28.36	
Agency Totals	13			5		8			
% of Total				38.46%		61.54%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Cultural Affairs	50500	30	\$10.70	0	\$0.00	1	\$11.57	\$11.57	
	50500	35	\$11.61	9	\$11.64	3	\$12.00	\$0.36	3%
	50500	40	\$12.68	7	\$13.12	26	\$13.08	-\$0.04	0%
	50500	45	\$13.96	11	\$14.44	24	\$14.50	\$0.06	0%
	50500	50	\$15.49	13	\$16.32	16	\$15.47	-\$0.86	-6%
	50500	55	\$17.28	31	\$18.02	30	\$18.35	\$0.33	2%
	50500	60	\$18.95	37	\$19.95	19	\$20.15	\$0.20	1%
	50500	65	\$20.94	28	\$21.75	20	\$21.50	-\$0.25	-1%
	50500	70	\$23.31	33	\$23.81	11	\$23.54	-\$0.26	-1%
	50500	75	\$26.13	18	\$27.05	12	\$27.07	\$0.01	0%
	50500	80	\$29.50	7	\$31.62	2	\$34.54	\$2.92	8%
	50500	85	\$33.51	2	\$33.76	4	\$37.88	\$4.12	11%
	50500	90	\$38.29	3	\$38.71	1	\$42.01	\$3.29	8%
	50500	AB	\$35.10	1	\$27.00	1	\$27.00	\$0.00	0%
	50500	IB	\$22.15	0	\$0.00	2	\$24.71	\$24.71	
	50500	IC	\$26.09	0	\$0.00	1	\$24.44	\$24.44	
	50500	ID	\$29.39	0	\$0.00	4	\$26.39	\$26.39	
	50500	IF	\$37.24	0	\$0.00	1	\$31.27	\$31.27	
50500	IG	\$43.54	0	\$0.00	1	\$39.29	\$39.29		
Agency Totals	379			200		179			
% of Total				52.77%		47.23%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Game and Fish	51600	40	\$12.68	0	\$0.00	1	\$14.29	\$14.29	
	51600	45	\$13.96	3	\$15.03	2	\$14.78	-\$0.26	-2%
	51600	50	\$15.49	8	\$16.81	16	\$16.44	-\$0.37	-2%
	51600	55	\$17.28	16	\$19.09	20	\$18.18	-\$0.91	-5%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	51600	60	\$18.95	11	\$20.45	35	\$20.61	\$0.16	1%
	51600	65	\$20.94	13	\$23.54	52	\$24.13	\$0.59	2%
	51600	70	\$23.31	6	\$26.63	32	\$27.02	\$0.39	1%
	51600	75	\$26.13	6	\$28.13	12	\$29.47	\$1.34	5%
	51600	80	\$29.50	0	\$0.00	3	\$33.93	\$33.93	
	51600	85	\$33.51	2	\$37.14	13	\$36.16	-\$0.98	-3%
	51600	90	\$38.29	0	\$0.00	7	\$38.41	\$38.41	
	51600	95	\$44.00	0	\$0.00	1	\$40.57	\$40.57	
	51600	96	\$50.80	0	\$0.00	2	\$46.22	\$46.22	
	51600	IC	\$26.09	1	\$20.28	0	\$0.00	-\$20.28	
	51600	ID	\$29.39	1	\$22.04	1	\$27.17	\$5.13	19%
	51600	IE	\$32.91	0	\$0.00	5	\$34.41	\$34.41	
	51600	IF	\$37.24	1	\$41.03	2	\$36.86	-\$4.17	-11%
	51600	IG	\$43.54	1	\$33.00	1	\$43.54	\$10.54	24%
	51600	IH	\$51.06	0	\$0.00	1	\$44.00	\$44.00	
Agency Totals	275			69		206			
% of Total				25.09%		74.91%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Energy, Minerals & Natural Resources Department	52100	30	\$10.70	20	\$9.86	51	\$9.71	-\$0.15	-2%
	52100	40	\$12.68	6	\$10.85	15	\$10.31	-\$0.54	-5%
	52100	45	\$13.96	4	\$15.08	16	\$13.95	-\$1.13	-8%
	52100	50	\$15.49	6	\$16.28	13	\$15.93	-\$0.35	-2%
	52100	55	\$17.28	13	\$17.04	15	\$17.99	\$0.95	5%
	52100	60	\$18.95	17	\$20.81	35	\$18.35	-\$2.46	-13%
	52100	65	\$20.94	20	\$23.20	30	\$22.31	-\$0.89	-4%
	52100	70	\$23.31	10	\$22.55	23	\$22.31	-\$0.24	-1%
	52100	75	\$26.13	15	\$28.43	33	\$28.02	-\$0.40	-1%
	52100	80	\$29.50	2	\$34.77	13	\$34.85	\$0.08	0%
	52100	85	\$33.51	7	\$32.00	15	\$34.17	\$2.17	6%
	52100	90	\$38.29	2	\$41.26	7	\$39.58	-\$1.69	-4%
	52100	95	\$44.00	1	\$47.55	1	\$39.43	-\$8.12	-21%
	52100	96	\$50.80	2	\$42.78	3	\$50.00	\$7.22	14%
	52100	99	\$29.53	52	\$7.50	279	\$7.50	\$0.00	0%
	52100	AB	\$35.10	0	\$0.00	2	\$33.18	\$33.18	

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	52100	EC	\$21.30	5	\$22.92	1	\$26.79	\$3.87	14%
	52100	ED	\$24.28	1	\$18.68	0	\$0.00	-\$18.68	
	52100	EE	\$28.37	0	\$0.00	1	\$27.20	\$27.20	
	52100	EF	\$34.13	0	\$0.00	5	\$34.11	\$34.11	
	52100	EG	\$37.98	1	\$38.93	0	\$0.00	-\$38.93	
	52100	EI	\$46.80	0	\$0.00	1	\$40.19	\$40.19	
	52100	IC	\$26.09	0	\$0.00	1	\$24.30	\$24.30	
	52100	IE	\$32.91	1	\$35.89	8	\$33.06	-\$2.83	-9%
	52100	IF	\$37.24	2	\$40.28	6	\$41.40	\$1.11	3%
	52100	IG	\$43.54	0	\$0.00	1	\$44.90	\$44.90	
	52100	II	\$56.22	0	\$0.00	1	\$52.80	\$52.80	
Agency Totals	763			187		576			
% of Total				24.51%		75.49%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Youth Conversation	52200	60	\$18.95	1	\$23.60	0	\$0.00	-\$23.60	
	52200	90	\$38.29	1	\$33.34	0	\$0.00	-\$33.34	
Agency Totals	2			2		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
State Land Office	53900	40	\$12.68	0	\$0.00	1	\$14.69	\$14.69	
	53900	50	\$15.49	1	\$17.11	2	\$16.32	-\$0.79	-5%
	53900	55	\$17.28	8	\$18.35	4	\$17.89	-\$0.46	-3%
	53900	60	\$18.95	9	\$21.53	8	\$19.74	-\$1.79	-9%
	53900	65	\$20.94	11	\$22.68	10	\$22.91	\$0.23	1%
	53900	70	\$23.31	10	\$25.91	14	\$25.52	-\$0.38	-1%
	53900	75	\$26.13	5	\$30.01	5	\$31.23	\$1.22	4%
	53900	80	\$29.50	1	\$32.80	3	\$36.78	\$3.98	11%
	53900	85	\$33.51	4	\$37.80	3	\$39.14	\$1.35	3%
	53900	90	\$38.29	2	\$35.98	2	\$44.92	\$8.93	20%
	53900	EB	\$18.94	1	\$20.28	0	\$0.00	-\$20.28	
	53900	IB	\$22.15	0	\$0.00	2	\$21.84	\$21.84	
	53900	IE	\$32.91	1	\$31.39	3	\$31.27	-\$0.12	0%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	53900	IF	\$37.24	1	\$41.43	4	\$39.28	-\$2.15	-5%
	53900	IG	\$43.54	0	\$0.00	1	\$38.94	\$38.94	
	53900	IH	\$51.06	0	\$0.00	1	\$47.33	\$47.33	
Agency Totals	117			54		63			
% of Total				46.15%		53.85%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Office of the State Engineer	55000	35	\$11.61	1	\$12.00	1	\$12.00	\$0.00	0%
	55000	50	\$15.49	1	\$16.00	0	\$0.00	-\$16.00	
	55000	55	\$17.28	2	\$19.46	1	\$17.68	-\$1.77	-10%
	55000	60	\$18.95	2	\$21.00	0	\$0.00	-\$21.00	
	55000	65	\$20.94	14	\$25.40	2	\$26.00	\$0.60	2%
	55000	70	\$23.31	1	\$28.62	0	\$0.00	-\$28.62	
	55000	75	\$26.13	1	\$33.19	1	\$30.38	-\$2.81	-9%
	55000	80	\$29.50	12	\$35.01	5	\$36.14	\$1.13	3%
	55000	85	\$33.51	2	\$37.60	4	\$40.24	\$2.64	7%
	55000	90	\$38.29	1	\$46.79	2	\$43.55	-\$3.24	-7%
	55000	EA	\$17.07	3	\$14.15	5	\$13.74	-\$0.42	-3%
	55000	EB	\$18.94	5	\$15.92	4	\$15.99	\$0.07	0%
	55000	EC	\$21.30	7	\$17.15	2	\$17.07	-\$0.09	-1%
	55000	ED	\$24.28	15	\$21.57	17	\$21.44	-\$0.13	-1%
	55000	EE	\$28.37	12	\$24.64	24	\$25.00	\$0.36	1%
	55000	EF	\$34.13	7	\$29.27	20	\$30.50	\$1.23	4%
	55000	EG	\$37.98	14	\$32.64	29	\$34.40	\$1.76	5%
	55000	EI	\$46.80	5	\$38.91	10	\$40.78	\$1.87	5%
	55000	EK	\$55.60	0	\$0.00	1	\$48.21	\$48.21	
	55000	IA	\$18.98	0	\$0.00	1	\$18.98	\$18.98	
	55000	IC	\$26.09	0	\$0.00	1	\$26.13	\$26.13	
	55000	IE	\$32.91	2	\$27.89	4	\$30.08	\$2.19	7%
	55000	IF	\$37.24	2	\$39.35	2	\$38.78	-\$0.57	-1%
55000	IG	\$43.54	0	\$0.00	1	\$37.65	\$37.65		
55000	IH	\$51.06	0	\$0.00	1	\$37.50	\$37.50		
Agency Totals	247			109		138			
% of Total				44.13%		55.87%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of African American Affairs	60300	50	\$15.49	1	\$16.00	0	\$0.00	-\$16.00	
	60300	65	\$20.94	3	\$21.45	0	\$0.00	-\$21.45	
	60300	75	\$26.13	1	\$26.13	0	\$0.00	-\$26.13	
	60300	80	\$29.50	1	\$29.50	0	\$0.00	-\$29.50	
Agency Totals	6			6		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Commission of Deaf and Hard of Hearing	60400	50	\$15.49	1	\$18.95	0	\$0.00	-\$18.95	
	60400	55	\$17.28	1	\$17.50	0	\$0.00	-\$17.50	
	60400	60	\$18.95	1	\$18.95	1	\$17.94	-\$1.01	-6%
	60400	65	\$20.94	2	\$23.53	2	\$19.89	-\$3.64	-18%
	60400	70	\$23.31	1	\$23.31	0	\$0.00	-\$23.31	
	60400	75	\$26.13	2	\$28.75	0	\$0.00	-\$28.75	
	60400	80	\$29.50	1	\$34.14	0	\$0.00	-\$34.14	
Agency Totals	12			9		3			
% of Total				75.00%		25.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Commission for the Blind	60600	35	\$11.61	4	\$11.58	2	\$12.08	\$0.50	4%
	60600	45	\$13.96	7	\$14.36	2	\$15.69	\$1.33	8%
	60600	55	\$17.28	3	\$17.72	0	\$0.00	-\$17.72	
	60600	60	\$18.95	4	\$19.42	0	\$0.00	-\$19.42	
	60600	65	\$20.94	12	\$21.14	8	\$20.02	-\$1.12	-6%
	60600	70	\$23.31	3	\$24.71	1	\$28.02	\$3.31	12%
	60600	75	\$26.13	1	\$25.23	0	\$0.00	-\$25.23	
	60600	85	\$33.51	4	\$30.74	0	\$0.00	-\$30.74	
	60600	90	\$38.29	0	\$0.00	1	\$42.82	\$42.82	
	60600	99	\$29.53	14	\$18.19	11	\$20.18	\$1.99	10%
Agency Totals	77			52		25			
% of Total				67.53%		32.47%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Indian Affairs	60900	50	\$15.49	1	\$15.30	0	\$0.00	-\$15.30	
	60900	55	\$17.28	2	\$18.79	0	\$0.00	-\$18.79	
	60900	65	\$20.94	1	\$25.26	2	\$23.74	-\$1.52	-6%
	60900	75	\$26.13	1	\$33.14	1	\$27.00	-\$6.14	-23%
Agency Totals	8			5		3			
% of Total				62.50%		37.50%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Aging & Long Term Services Department	62400	35	\$11.61	7	\$11.78	0	\$0.00	-\$11.78	
	62400	40	\$12.68	1	\$12.86	0	\$0.00	-\$12.86	
	62400	45	\$13.96	3	\$14.24	0	\$0.00	-\$14.24	
	62400	55	\$17.28	4	\$17.55	2	\$17.84	\$0.29	2%
	62400	60	\$18.95	8	\$19.96	2	\$20.88	\$0.91	4%
	62400	65	\$20.94	70	\$22.15	19	\$21.18	-\$0.97	-5%
	62400	70	\$23.31	19	\$26.86	5	\$25.48	-\$1.38	-5%
	62400	75	\$26.13	16	\$30.29	3	\$31.84	\$1.56	5%
	62400	80	\$29.50	9	\$34.21	5	\$33.60	-\$0.62	-2%
	62400	85	\$33.51	1	\$38.68	4	\$38.69	\$0.01	0%
	62400	90	\$38.29	2	\$43.04	1	\$47.12	\$4.09	9%
	62400	95	\$44.00	0	\$0.00	1	\$53.32	\$53.32	
	62400	99	\$29.53	28	\$9.74	15	\$8.97	-\$0.77	-9%
	62400	ID	\$29.39	0	\$0.00	1	\$27.13	\$27.13	
	62400	IE	\$32.91	0	\$0.00	2	\$34.14	\$34.14	
	62400	IF	\$37.24	2	\$33.97	0	\$0.00	-\$33.97	
	62400	IG	\$43.54	0	\$0.00	1	\$42.18	\$42.18	
Agency Totals	231			170		61			
% of Total				73.59%		26.41%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Human Services Department	63000	30	\$10.70	44	\$11.62	6	\$10.70	-\$0.92	-9%
	63000	40	\$12.68	16	\$11.82	0	\$0.00	-\$11.82	
	63000	45	\$13.96	7	\$13.92	2	\$13.96	\$0.04	0%
	63000	50	\$15.49	51	\$14.63	11	\$15.09	\$0.46	3%
	63000	55	\$17.28	12	\$18.26	4	\$18.04	-\$0.22	-1%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	63000	60	\$18.95	563	\$15.80	104	\$15.96	\$0.16	1%
	63000	65	\$20.94	238	\$19.54	46	\$20.32	\$0.78	4%
	63000	70	\$23.31	202	\$22.98	44	\$23.21	\$0.24	1%
	63000	75	\$26.13	75	\$28.14	31	\$27.90	-\$0.24	-1%
	63000	80	\$29.50	36	\$32.49	27	\$32.63	\$0.14	0%
	63000	85	\$33.51	34	\$35.13	17	\$35.91	\$0.77	2%
	63000	90	\$38.29	22	\$40.92	9	\$40.99	\$0.07	0%
	63000	95	\$44.00	0	\$0.00	1	\$48.97	\$48.97	
	63000	98	\$68.57	1	\$78.58	0	\$0.00	-\$78.58	
	63000	IA	\$18.98	0	\$0.00	1	\$18.98	\$18.98	
	63000	IB	\$22.15	0	\$0.00	1	\$23.66	\$23.66	
	63000	IC	\$26.09	0	\$0.00	4	\$25.98	\$25.98	
	63000	ID	\$29.39	0	\$0.00	4	\$26.68	\$26.68	
	63000	IE	\$32.91	5	\$31.75	10	\$34.27	\$2.52	7%
	63000	IF	\$37.24	10	\$38.60	17	\$38.61	\$0.01	0%
	63000	IG	\$43.54	2	\$37.40	4	\$40.85	\$3.46	8%
	63000	IH	\$51.06	0	\$0.00	3	\$44.77	\$44.77	
	63000	II	\$56.22	1	\$43.01	2	\$49.45	\$6.44	13%
	63000	IK	\$69.71	0	\$0.00	1	\$53.00	\$53.00	
Agency Totals	1668			1319		349			
% of Total				79.08%		20.92%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Workforce Solutions	63100	25	\$9.96	4	\$10.00	4	\$10.49	\$0.49	5%
	63100	35	\$11.61	1	\$12.00	1	\$12.00	\$0.00	0%
	63100	40	\$12.68	3	\$12.02	0	\$0.00	-\$12.02	
	63100	45	\$13.96	10	\$14.14	0	\$0.00	-\$14.14	
	63100	50	\$15.49	30	\$13.36	6	\$13.29	-\$0.06	0%
	63100	55	\$17.28	62	\$15.94	28	\$15.77	-\$0.18	-1%
	63100	60	\$18.95	48	\$16.79	21	\$17.53	\$0.74	4%
	63100	65	\$20.94	40	\$21.06	28	\$20.19	-\$0.87	-4%
	63100	70	\$23.31	25	\$23.12	20	\$23.75	\$0.63	3%
	63100	75	\$26.13	7	\$27.17	8	\$26.85	-\$0.32	-1%
	63100	80	\$29.50	4	\$30.93	6	\$33.27	\$2.34	7%
	63100	85	\$33.51	3	\$34.24	4	\$37.97	\$3.74	10%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	63100	90	\$38.29	2	\$39.31	1	\$42.82	\$3.51	8%
	63100	95	\$44.00	0	\$0.00	1	\$44.96	\$44.96	
	63100	IA	\$18.98	1	\$16.84	3	\$14.23	-\$2.61	-18%
	63100	IB	\$22.15	2	\$22.50	0	\$0.00	-\$22.50	
	63100	ID	\$29.39	2	\$22.04	1	\$25.65	\$3.61	14%
	63100	IE	\$32.91	1	\$27.89	8	\$28.92	\$1.03	4%
	63100	IF	\$37.24	4	\$37.83	6	\$39.68	\$1.85	5%
	63100	IG	\$43.54	0	\$0.00	1	\$42.56	\$42.56	
	63100	IH	\$51.06	0	\$0.00	4	\$42.44	\$42.44	
63100	IJ	\$62.37	1	\$56.95	0	\$0.00	-\$56.95		
Agency Totals	401			250		151			
% of Total				62.34%		37.66%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Worker's Compensation Administration	63200	30	\$10.70	2	\$12.13	0	\$0.00	-\$12.13	
	63200	45	\$13.96	5	\$14.45	0	\$0.00	-\$14.45	
	63200	50	\$15.49	14	\$16.36	2	\$15.89	-\$0.48	-3%
	63200	55	\$17.28	10	\$16.72	4	\$16.91	\$0.19	1%
	63200	60	\$18.95	4	\$19.67	7	\$18.60	-\$1.08	-6%
	63200	65	\$20.94	12	\$21.05	5	\$22.80	\$1.75	8%
	63200	70	\$23.31	5	\$24.49	3	\$24.00	-\$0.49	-2%
	63200	75	\$26.13	6	\$28.53	10	\$27.12	-\$1.41	-5%
	63200	80	\$29.50	3	\$28.85	5	\$33.17	\$4.33	13%
	63200	85	\$33.51	3	\$34.25	0	\$0.00	-\$34.25	
	63200	ID	\$29.39	1	\$25.00	0	\$0.00	-\$25.00	
63200	IE	\$32.91	1	\$28.51	0	\$0.00	-\$28.51		
Agency Totals	102			66		36			
% of Total				64.71%		35.29%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Division of Vocational Rehabilitation	64400	45	\$13.96	13	\$15.66	0	\$0.00	-\$15.66	
	64400	50	\$15.49	10	\$16.66	1	\$18.24	\$1.58	9%
	64400	55	\$17.28	34	\$18.19	2	\$18.66	\$0.47	3%
	64400	60	\$18.95	26	\$20.63	12	\$20.25	-\$0.38	-2%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	64400	65	\$20.94	53	\$21.89	15	\$22.71	\$0.82	4%
	64400	70	\$23.31	15	\$25.76	3	\$26.55	\$0.79	3%
	64400	75	\$26.13	13	\$29.54	4	\$29.13	-\$0.41	-1%
	64400	80	\$29.50	2	\$32.24	4	\$31.88	-\$0.36	-1%
	64400	85	\$33.51	4	\$33.80	5	\$34.85	\$1.05	3%
	64400	90	\$38.29	1	\$45.01	1	\$42.71	-\$2.31	-5%
	64400	IC	\$26.09	0	\$0.00	1	\$26.96	\$26.96	
	64400	IE	\$32.91	3	\$31.67	1	\$26.13	-\$5.54	-21%
	64400	IF	\$37.24	2	\$35.87	2	\$35.60	-\$0.27	-1%
	64400	IG	\$43.54	0	\$0.00	1	\$39.00	\$39.00	
64400	IH	\$51.06	0	\$0.00	1	\$45.36	\$45.36		
Agency Totals	229			176		53			
% of Total				76.86%		23.14%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Governor's Commission on Disability	64500	65	\$20.94	4	\$22.13	1	\$19.55	-\$2.58	-13%
	64500	70	\$23.31	1	\$25.96	1	\$22.51	-\$3.45	-15%
	64500	75	\$26.13	1	\$26.63	0	\$0.00	-\$26.63	
	64500	85	\$33.51	0	\$0.00	1	\$33.75	\$33.75	
	64500	AA	\$30.87	0	\$0.00	2	\$27.25	\$27.25	
	64500	AB	\$35.10	0	\$0.00	1	\$27.00	\$27.00	
Agency Totals	12			6		6			
% of Total				50.00%		50.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Developmental Disabilities Planning Commission	64700	35	\$11.61	2	\$11.00	0	\$0.00	-\$11.00	
	64700	55	\$17.28	3	\$18.48	0	\$0.00	-\$18.48	
	64700	60	\$18.95	3	\$20.32	0	\$0.00	-\$20.32	
	64700	65	\$20.94	3	\$21.83	2	\$24.55	\$2.72	11%
	64700	75	\$26.13	2	\$26.66	1	\$20.90	-\$5.76	-28%
	64700	80	\$29.50	1	\$33.17	0	\$0.00	-\$33.17	
	64700	85	\$33.51	1	\$32.19	0	\$0.00	-\$32.19	
Agency Totals	18			15		3			
% of Total				83.33%		16.67%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Miner's Colfax Medical Center	66200	30	\$10.70	4	\$10.76	2	\$10.70	-\$0.06	-1%
	66200	35	\$11.61	2	\$11.13	2	\$10.73	-\$0.40	-4%
	66200	40	\$12.68	39	\$10.49	6	\$10.38	-\$0.10	-1%
	66200	45	\$13.96	16	\$12.66	4	\$11.71	-\$0.95	-8%
	66200	50	\$15.49	19	\$14.82	6	\$14.65	-\$0.17	-1%
	66200	55	\$17.28	8	\$18.68	7	\$18.89	\$0.20	1%
	66200	60	\$18.95	8	\$21.84	2	\$21.58	-\$0.26	-1%
	66200	65	\$20.94	2	\$25.50	4	\$25.69	\$0.19	1%
	66200	70	\$23.31	9	\$25.27	1	\$26.56	\$1.29	5%
	66200	75	\$26.13	10	\$30.37	0	\$0.00	-\$30.37	
	66200	80	\$29.50	12	\$33.72	0	\$0.00	-\$33.72	
	66200	85	\$33.51	6	\$36.04	0	\$0.00	-\$36.04	
	66200	90	\$38.29	5	\$42.62	2	\$45.00	\$2.38	5%
	66200	95	\$44.00	0	\$0.00	1	\$50.16	\$50.16	
	66200	97	\$58.91	4	\$65.57	1	\$65.00	-\$0.57	-1%
	66200	98	\$68.57	1	\$79.00	0	\$0.00	-\$79.00	
	66200	99	\$129.00	12	\$135.62	10	\$128.68	-\$6.94	-5%
	66200	IC	\$26.09	0	\$0.00	1	\$21.98	\$21.98	
66200	IE	\$32.91	0	\$0.00	1	\$33.46	\$33.46		
Agency Totals	207			157		50			
% of Total				75.85%		24.15%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Health	66500	25	\$9.96	63	\$9.17	56	\$9.06	-\$0.11	-1%
	66500	30	\$10.70	88	\$11.05	28	\$10.10	-\$0.95	-9%
	66500	35	\$11.61	40	\$10.73	44	\$10.35	-\$0.38	-4%
	66500	40	\$12.68	299	\$13.17	193	\$12.56	-\$0.61	-5%
	66500	45	\$13.96	176	\$13.87	39	\$14.25	\$0.39	3%
	66500	50	\$15.49	135	\$16.27	63	\$15.55	-\$0.71	-5%
	66500	55	\$17.28	81	\$17.83	38	\$17.45	-\$0.37	-2%
	66500	60	\$18.95	96	\$19.88	41	\$20.14	\$0.26	1%
	66500	65	\$20.94	287	\$22.41	106	\$22.50	\$0.09	0%
	66500	70	\$23.31	159	\$24.94	45	\$25.25	\$0.31	1%
	66500	75	\$26.13	109	\$28.19	59	\$28.02	-\$0.17	-1%
	66500	80	\$29.50	129	\$31.63	18	\$32.41	\$0.78	2%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	66500	85	\$33.51	128	\$34.41	32	\$36.02	\$1.61	4%
	66500	90	\$38.29	43	\$41.92	20	\$43.34	\$1.42	3%
	66500	95	\$44.00	8	\$46.66	15	\$48.10	\$1.44	3%
	66500	96	\$50.80	3	\$57.29	4	\$55.59	-\$1.69	-3%
	66500	97	\$58.91	3	\$71.37	2	\$74.82	\$3.45	5%
	66500	98	\$68.57	7	\$71.08	7	\$79.17	\$8.09	10%
	66500	99	\$29.53	2	\$30.47	2	\$29.17	-\$1.30	-4%
	66500	99	\$129.00	0	\$0.00	2	\$147.33	\$147.33	
	66500	AB	\$35.10	0	\$0.00	1	\$33.95	\$33.95	
	66500	IB	\$22.15	3	\$21.99	1	\$24.53	\$2.53	10%
	66500	IC	\$26.09	3	\$24.96	11	\$25.69	\$0.72	3%
	66500	ID	\$29.39	5	\$26.57	11	\$25.98	-\$0.59	-2%
	66500	IE	\$32.91	5	\$30.54	8	\$29.00	-\$1.54	-5%
	66500	IF	\$37.24	6	\$31.02	13	\$34.46	\$3.44	10%
	66500	IG	\$43.54	3	\$37.94	4	\$38.57	\$0.63	2%
	66500	IH	\$51.06	0	\$0.00	2	\$41.99	\$41.99	
	66500	II	\$56.22	0	\$0.00	2	\$42.36	\$42.36	
	66500	IJ	\$62.37	1	\$46.78	0	\$0.00	-\$46.78	
	66500	IK	\$69.71	0	\$0.00	1	\$52.28	\$52.28	
Agency Totals	2750			1882		868			
% of Total				68.44%		31.56%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	66700	40	\$12.68	1	\$12.48	0	\$0.00	-\$12.48	
	66700	45	\$13.96	25	\$14.72	2	\$14.07	-\$0.66	-5%
	66700	50	\$15.49	5	\$18.82	5	\$16.64	-\$2.18	-13%
	66700	55	\$17.28	20	\$19.69	2	\$21.15	\$1.46	7%
	66700	60	\$18.95	18	\$21.33	3	\$21.42	\$0.08	0%
	66700	65	\$20.94	18	\$23.97	5	\$21.45	-\$2.52	-12%
	66700	70	\$23.31	47	\$24.07	77	\$24.07	\$0.00	0%
	66700	75	\$26.13	50	\$29.24	76	\$28.90	-\$0.34	-1%
	66700	80	\$29.50	35	\$32.54	38	\$31.84	-\$0.70	-2%
	66700	85	\$33.51	12	\$37.95	11	\$35.73	-\$2.21	-6%
	66700	90	\$38.29	5	\$40.31	4	\$37.97	-\$2.34	-6%
	66700	95	\$44.00	8	\$41.18	7	\$38.46	-\$2.72	-7%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	66700	EF	\$34.13	5	\$30.12	5	\$31.58	\$1.46	5%
	66700	EG	\$37.98	3	\$35.08	7	\$34.22	-\$0.85	-2%
	66700	EH	\$42.16	0	\$0.00	1	\$41.06	\$41.06	
	66700	IB	\$22.15	2	\$20.52	0	\$0.00	-\$20.52	
	66700	IC	\$26.09	2	\$28.14	1	\$29.65	\$1.51	5%
	66700	ID	\$29.39	1	\$24.61	1	\$26.02	\$1.41	5%
	66700	IE	\$32.91	1	\$29.93	8	\$32.28	\$2.34	7%
	66700	IF	\$37.24	1	\$37.24	6	\$36.31	-\$0.93	-3%
	66700	IG	\$43.54	1	\$41.50	1	\$41.24	-\$0.26	-1%
	66700	II	\$56.22	1	\$44.50	0	\$0.00	-\$44.50	
Agency Totals	521			261		260			
% of Total				50.10%		49.90%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Office of Natural Resource Trustee	66800	55	\$17.28	1	\$21.86	0	\$0.00	-\$21.86	
	66800	96	\$50.80	1	\$44.74	0	\$0.00	-\$44.74	
	66800	EF	\$34.13	0	\$0.00	1	\$35.00	\$35.00	
Agency Totals	3			2		1			
% of Total				66.67%		33.33%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Veteran's Services	67000	25	\$9.96	10	\$10.36	17	\$10.61	\$0.25	2%
	67000	30	\$10.70	3	\$13.11	3	\$10.85	-\$2.26	-21%
	67000	35	\$11.61	0	\$0.00	8	\$12.42	\$12.42	
	67000	40	\$12.68	24	\$13.14	7	\$13.11	-\$0.02	0%
	67000	45	\$13.96	26	\$14.52	12	\$14.49	-\$0.03	0%
	67000	50	\$15.49	10	\$15.81	3	\$18.61	\$2.81	15%
	67000	55	\$17.28	10	\$17.71	12	\$17.75	\$0.03	0%
	67000	60	\$18.95	6	\$18.74	6	\$20.57	\$1.83	9%
	67000	65	\$20.94	4	\$20.49	5	\$21.88	\$1.39	6%
	67000	70	\$23.31	4	\$26.48	2	\$25.84	-\$0.65	-3%
	67000	75	\$26.13	1	\$29.62	5	\$28.02	-\$1.60	-6%
	67000	80	\$29.50	5	\$33.75	2	\$31.10	-\$2.65	-9%
	67000	85	\$33.51	12	\$33.46	3	\$34.10	\$0.64	2%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	67000	90	\$38.29	1	\$38.47	1	\$42.19	\$3.72	9%
	67000	95	\$44.00	1	\$44.16	0	\$0.00	-\$44.16	
	67000	96	\$50.80	0	\$0.00	1	\$56.03	\$56.03	
	67000	98	\$68.57	0	\$0.00	1	\$78.02	\$78.02	
	67000	IC	\$26.09	1	\$24.61	0	\$0.00	-\$24.61	
	67000	IF	\$37.24	0	\$0.00	2	\$36.34	\$36.34	
Agency Totals	208			118		90			
% of Total				56.73%		43.27%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Children, Youth and Families Department	69000	25	\$9.96	2	\$9.38	1	\$11.00	\$1.63	15%
	69000	30	\$10.70	3	\$11.45	3	\$13.15	\$1.69	13%
	69000	35	\$11.61	45	\$12.91	5	\$13.73	\$0.82	6%
	69000	40	\$12.68	67	\$14.05	6	\$14.32	\$0.27	2%
	69000	45	\$13.96	24	\$15.65	1	\$16.89	\$1.24	7%
	69000	50	\$15.49	77	\$15.85	7	\$16.21	\$0.36	2%
	69000	55	\$17.28	108	\$17.18	130	\$15.96	-\$1.22	-8%
	69000	60	\$18.95	230	\$18.22	110	\$18.30	\$0.08	0%
	69000	65	\$20.94	247	\$21.27	70	\$21.08	-\$0.19	-1%
	69000	70	\$23.31	279	\$24.46	134	\$23.59	-\$0.87	-4%
	69000	75	\$26.13	96	\$29.38	51	\$28.89	-\$0.49	-2%
	69000	80	\$29.50	26	\$33.31	11	\$31.99	-\$1.31	-4%
	69000	85	\$33.51	52	\$34.71	22	\$35.52	\$0.81	2%
	69000	90	\$38.29	18	\$40.18	7	\$41.63	\$1.45	3%
	69000	95	\$44.00	8	\$45.14	2	\$44.75	-\$0.39	-1%
	69000	96	\$50.80	1	\$46.78	2	\$46.16	-\$0.62	-1%
	69000	98	\$68.57	1	\$63.74	0	\$0.00	-\$63.74	
	69000	99	\$29.53	26	\$32.23	19	\$30.78	-\$1.45	-5%
	69000	99	\$129.00	1	\$130.00	0	\$0.00	-\$130.00	
	69000	IB	\$22.15	0	\$0.00	5	\$22.41	\$22.41	
	69000	IC	\$26.09	1	\$26.90	2	\$22.50	-\$4.40	-20%
	69000	ID	\$29.39	0	\$0.00	1	\$29.39	\$29.39	100%
	69000	IE	\$32.91	5	\$33.42	10	\$34.34	\$0.92	3%
69000	IF	\$37.24	4	\$37.21	4	\$36.36	-\$0.85	-2%	
69000	IG	\$43.54	0	\$0.00	3	\$41.04	\$41.04	100%	

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	69000	IH	\$51.06	1	\$41.69	0	\$0.00	-\$41.69	
	69000	IJ	\$62.37	1	\$55.88	0	\$0.00	-\$55.88	
Agency Totals	1929			1323		606			
% of Total				68.58%		31.42%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Military Affairs Department	70500	25	\$9.96	1	\$11.25	1	\$12.38	\$1.13	9%
	70500	40	\$12.68	0	\$0.00	1	\$13.31	\$13.31	
	70500	45	\$13.96	6	\$15.48	11	\$15.72	\$0.24	2%
	70500	50	\$15.49	3	\$17.07	21	\$16.32	-\$0.75	-5%
	70500	55	\$17.28	9	\$17.84	11	\$19.04	\$1.21	6%
	70500	60	\$18.95	7	\$20.73	4	\$19.43	-\$1.30	-7%
	70500	65	\$20.94	6	\$22.02	8	\$21.19	-\$0.83	-4%
	70500	70	\$23.31	3	\$25.94	6	\$25.53	-\$0.41	-2%
	70500	75	\$26.13	4	\$28.64	5	\$26.13	-\$2.51	-10%
	70500	80	\$29.50	1	\$32.72	6	\$31.23	-\$1.49	-5%
	70500	85	\$33.51	2	\$34.99	0	\$0.00	-\$34.99	
	70500	EC	\$21.30	0	\$0.00	1	\$16.50	\$16.50	
	70500	IA	\$18.98	0	\$0.00	1	\$27.34	\$27.34	
	70500	IB	\$22.15	0	\$0.00	3	\$24.53	\$24.53	
	70500	ID	\$29.39	1	\$28.60	1	\$24.31	-\$4.29	-18%
70500	IF	\$37.24	0	\$0.00	1	\$33.79	\$33.79		
Agency Totals	124			43		81			
% of Total				34.68%		65.32%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Adult Parole Board	76000	45	\$13.96	2	\$13.98	0	\$0.00	-\$13.98	
	76000	50	\$15.49	1	\$16.64	0	\$0.00	-\$16.64	
	76000	55	\$17.28	1	\$18.00	0	\$0.00	-\$18.00	
	76000	80	\$29.50	0	\$0.00	1	\$23.00	\$23.00	
Agency Totals	5			4		1			
% of Total				80.00%		20.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
NM Corrections Department	77000	30	\$10.70	1	\$12.26	0	\$0.00	-\$12.26	
	77000	40	\$12.68	52	\$13.80	4	\$14.38	\$0.58	4%
	77000	45	\$13.96	16	\$14.75	3	\$13.93	-\$0.82	-6%
	77000	50	\$15.49	10	\$16.25	3	\$17.09	\$0.84	5%
	77000	55	\$17.28	18	\$18.26	2	\$18.69	\$0.43	2%
	77000	60	\$18.95	73	\$18.96	42	\$19.41	\$0.45	2%
	77000	65	\$20.94	100	\$19.79	99	\$19.26	-\$0.53	-3%
	77000	70	\$23.31	78	\$23.14	66	\$22.12	-\$1.02	-5%
	77000	75	\$26.13	39	\$26.67	32	\$24.94	-\$1.73	-7%
	77000	80	\$29.50	6	\$30.03	6	\$30.34	\$0.31	1%
	77000	85	\$33.51	11	\$33.38	8	\$35.60	\$2.22	6%
	77000	90	\$38.29	4	\$39.63	4	\$41.20	\$1.57	4%
	77000	96	\$50.80	0	\$0.00	3	\$50.26	\$50.26	
	77000	99	\$29.53	36	\$24.15	29	\$25.62	\$1.48	6%
	77000	CA	\$16.48	2	\$13.73	11	\$13.73	\$0.00	0%
	77000	CB	\$19.70	100	\$16.61	657	\$16.65	\$0.04	0%
	77000	CC	\$21.82	17	\$18.57	156	\$18.45	-\$0.12	-1%
	77000	CD	\$24.03	5	\$20.51	92	\$20.86	\$0.35	2%
	77000	CE	\$26.35	4	\$24.21	23	\$24.32	\$0.11	0%
	77000	CG	\$30.46	0	\$0.00	4	\$30.45	\$30.45	
	77000	CH	\$33.26	0	\$0.00	6	\$28.04	\$28.04	
	77000	CJ	\$38.14	10	\$31.80	17	\$31.80	\$0.00	0%
	77000	CK	\$42.10	4	\$35.83	11	\$35.01	-\$0.81	-2%
	77000	CL	\$46.94	1	\$41.08	3	\$40.36	-\$0.72	-2%
	77000	CM	\$52.48	1	\$44.74	1	\$45.25	\$0.51	1%
	77000	IB	\$22.15	0	\$0.00	2	\$20.33	\$20.33	
	77000	IC	\$26.09	1	\$27.59	1	\$26.00	-\$1.59	-6%
	77000	ID	\$29.39	0	\$0.00	3	\$26.41	\$26.41	
	77000	IE	\$32.91	3	\$28.99	4	\$31.53	\$2.54	8%
	77000	IF	\$37.24	2	\$32.00	5	\$34.41	\$2.41	7%
77000	IG	\$43.54	1	\$42.84	2	\$38.02	-\$4.82	-13%	
77000	IH	\$51.06	0	\$0.00	1	\$43.36	\$43.36		
77000	II	\$56.22	0	\$0.00	1	\$48.37	\$48.37		
Agency Totals	1896			595		1301			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
% of Total				31.38%		68.62%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Crime Victims Reparation Commission	78000	45	\$13.96	1	\$14.67	0	\$0.00	-\$14.67	
	78000	55	\$17.28	1	\$17.00	0	\$0.00	-\$17.00	
	78000	60	\$18.95	4	\$18.89	1	\$22.21	\$3.32	15%
	78000	65	\$20.94	7	\$22.03	2	\$19.10	-\$2.93	-15%
	78000	70	\$23.31	1	\$23.31	1	\$26.18	\$2.87	11%
	78000	75	\$26.13	1	\$33.19	0	\$0.00	-\$33.19	
	78000	80	\$29.50	1	\$31.47	0	\$0.00	-\$31.47	
	78000	85	\$33.51	2	\$32.11	0	\$0.00	-\$32.11	
Agency Totals	22			18		4			
% of Total				81.82%		18.18%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Public Safety	79000	35	\$11.61	2	\$12.53	0	\$0.00	-\$12.53	
	79000	40	\$12.68	15	\$13.90	7	\$14.21	\$0.31	2%
	79000	45	\$13.96	48	\$14.46	20	\$15.28	\$0.82	5%
	79000	50	\$15.49	41	\$16.43	19	\$17.21	\$0.78	5%
	79000	55	\$17.28	37	\$17.36	45	\$14.19	-\$3.16	-22%
	79000	60	\$18.95	14	\$20.00	11	\$18.76	-\$1.24	-7%
	79000	65	\$20.94	13	\$23.91	5	\$23.02	-\$0.88	-4%
	79000	70	\$23.31	11	\$25.95	6	\$23.85	-\$2.10	-9%
	79000	75	\$26.13	15	\$28.57	10	\$30.05	\$1.48	5%
	79000	80	\$29.50	10	\$34.25	8	\$36.22	\$1.97	5%
	79000	85	\$33.51	9	\$40.45	7	\$40.07	-\$0.38	-1%
	79000	90	\$38.29	3	\$46.94	2	\$38.83	-\$8.11	-21%
	79000	IA	\$18.98	1	\$18.00	2	\$16.64	-\$1.36	-8%
	79000	IB	\$22.15	2	\$21.47	2	\$21.42	-\$0.05	0%
	79000	IC	\$26.09	2	\$24.05	7	\$24.10	\$0.05	0%
	79000	ID	\$29.39	0	\$0.00	2	\$28.75	\$28.75	
	79000	IE	\$32.91	1	\$32.91	5	\$30.80	-\$2.11	-7%
	79000	IF	\$37.24	1	\$35.56	7	\$37.62	\$2.06	5%
79000	IG	\$43.54	0	\$0.00	2	\$44.40	\$44.40		

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	79000	II	\$56.22	0	\$0.00	1	\$45.67	\$45.67	
Agency Totals	393			225		168			
% of Total				57.25%		42.75%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Homeland Security & Emergency Management	79500	50	\$15.49	1	\$17.00	0	\$0.00	-\$17.00	
	79500	55	\$17.28	0	\$0.00	2	\$19.50	\$19.50	
	79500	60	\$18.95	2	\$20.36	1	\$23.25	\$2.90	12%
	79500	65	\$20.94	10	\$23.53	12	\$23.76	\$0.24	1%
	79500	70	\$23.31	4	\$24.45	4	\$25.88	\$1.43	6%
	79500	75	\$26.13	3	\$30.58	4	\$32.66	\$2.07	6%
	79500	80	\$29.50	1	\$30.25	0	\$0.00	-\$30.25	
	79500	85	\$33.51	2	\$40.51	1	\$40.21	-\$0.30	-1%
	79500	EE	\$28.37	1	\$30.50	0	\$0.00	-\$30.50	
	79500	EG	\$37.98	1	\$34.33	0	\$0.00	-\$34.33	
79500	IE	\$32.91	0	\$0.00	1	\$34.00	\$34.00		
Agency Totals	50			25		25			
% of Total				50.00%		50.00%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Department of Transportation	80500	25	\$9.96	2	\$9.59	0	\$0.00	-\$9.59	
	80500	30	\$10.70	2	\$12.18	5	\$11.69	-\$0.49	-4%
	80500	35	\$11.61	2	\$14.05	11	\$12.26	-\$1.78	-15%
	80500	40	\$12.68	12	\$13.27	16	\$14.04	\$0.77	5%
	80500	45	\$13.96	19	\$14.87	107	\$14.25	-\$0.62	-4%
	80500	50	\$15.49	32	\$16.99	431	\$15.94	-\$1.05	-7%
	80500	55	\$17.28	36	\$18.42	278	\$17.91	-\$0.51	-3%
	80500	60	\$18.95	60	\$21.23	119	\$20.33	-\$0.90	-4%
	80500	65	\$20.94	70	\$24.05	41	\$23.08	-\$0.96	-4%
	80500	70	\$23.31	19	\$25.93	34	\$25.67	-\$0.26	-1%
	80500	75	\$26.13	22	\$31.41	49	\$26.69	-\$4.72	-18%
	80500	80	\$29.50	7	\$34.50	10	\$37.16	\$2.66	7%
	80500	85	\$33.51	7	\$32.53	31	\$31.63	-\$0.91	-3%
	80500	90	\$38.29	1	\$47.82	10	\$38.37	-\$9.45	-25%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	80500	95	\$44.00	0	\$0.00	1	\$47.30	\$47.30	
	80500	96	\$50.80	2	\$46.80	1	\$52.43	\$5.63	11%
	80500	EA	\$17.07	4	\$16.45	43	\$16.98	\$0.53	3%
	80500	EB	\$18.94	20	\$19.55	103	\$18.92	-\$0.63	-3%
	80500	EC	\$21.30	23	\$21.02	100	\$21.00	-\$0.01	0%
	80500	ED	\$24.28	13	\$23.89	47	\$24.47	\$0.58	2%
	80500	EE	\$28.37	9	\$25.49	56	\$25.22	-\$0.27	-1%
	80500	EF	\$34.13	9	\$32.49	35	\$31.43	-\$1.07	-3%
	80500	EG	\$37.98	10	\$39.24	30	\$39.05	-\$0.19	0%
	80500	EH	\$42.16	3	\$43.46	14	\$42.54	-\$0.92	-2%
	80500	EI	\$46.80	4	\$49.00	9	\$46.10	-\$2.90	-6%
	80500	EJ	\$51.01	4	\$46.96	13	\$49.03	\$2.07	4%
	80500	EK	\$55.60	0	\$0.00	7	\$53.95	\$53.95	
	80500	IA	\$18.98	2	\$21.24	0	\$0.00	-\$21.24	
	80500	IC	\$26.09	1	\$26.44	5	\$25.98	-\$0.47	-2%
	80500	ID	\$29.39	4	\$27.59	24	\$28.58	\$0.99	3%
	80500	IE	\$32.91	2	\$34.41	6	\$33.38	-\$1.03	-3%
	80500	IF	\$37.24	1	\$34.58	9	\$37.60	\$3.02	8%
	80500	IG	\$43.54	1	\$36.86	1	\$41.52	\$4.66	11%
	80500	IH	\$51.06	1	\$44.00	3	\$44.81	\$0.81	2%
	80500	IK	\$69.71	0	\$0.00	1	\$57.64	\$57.64	
Agency Totals	2054			404		1650			
% of Total				19.67%		80.33%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Public Education Department	92400	40	\$12.68	1	\$14.13	0	\$0.00	-\$14.13	
	92400	45	\$13.96	1	\$14.46	0	\$0.00	-\$14.46	
	92400	50	\$15.49	3	\$16.84	2	\$16.14	-\$0.70	-4%
	92400	55	\$17.28	12	\$18.68	4	\$19.28	\$0.60	3%
	92400	60	\$18.95	10	\$21.49	3	\$19.13	-\$2.36	-12%
	92400	65	\$20.94	18	\$22.94	7	\$22.02	-\$0.92	-4%
	92400	70	\$23.31	11	\$25.75	1	\$29.51	\$3.76	13%
	92400	75	\$26.13	9	\$28.29	3	\$29.86	\$1.57	5%
	92400	80	\$29.50	59	\$30.99	19	\$30.43	-\$0.56	-2%
	92400	85	\$33.51	11	\$36.55	7	\$36.36	-\$0.19	-1%

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
	92400	90	\$38.29	10	\$43.18	8	\$44.00	\$0.82	2%
	92400	95	\$44.00	1	\$46.51	0	\$0.00	-\$46.51	
	92400	IC	\$26.09	1	\$24.41	1	\$25.33	\$0.92	4%
	92400	ID	\$29.39	0	\$0.00	2	\$31.29	\$31.29	
	92400	IE	\$32.91	6	\$35.24	3	\$31.50	-\$3.74	-12%
	92400	IF	\$37.24	0	\$0.00	2	\$38.17	\$38.17	
	92400	IG	\$43.54	0	\$0.00	2	\$39.68	\$39.68	
Agency Totals	217			153		64			
% of Total				70.51%		29.49%			

Business Name	Business Unit	Salary Grade	Midpoint/ Hourly	No. Females	Female Avg.	No. Males	Male Avg.	Gap (Male - Female)	%Gap/Male
Higher Education Department	95000	45	\$13.96	1	\$15.00	0	\$0.00	-\$15.00	
	95000	50	\$15.49	1	\$18.00	0	\$0.00	-\$18.00	
	95000	55	\$17.28	1	\$19.06	0	\$0.00	-\$19.06	
	95000	60	\$18.95	2	\$21.63	0	\$0.00	-\$21.63	
	95000	65	\$20.94	6	\$24.10	1	\$20.94	-\$3.16	-15%
	95000	70	\$23.31	2	\$25.77	1	\$27.00	\$1.23	5%
	95000	75	\$26.13	1	\$31.78	0	\$0.00	-\$31.78	
	95000	80	\$29.50	6	\$30.94	3	\$34.30	\$3.37	10%
	95000	85	\$33.51	4	\$40.89	2	\$35.90	-\$4.99	-14%
	95000	90	\$38.29	0	\$0.00	1	\$42.37	\$42.37	
	95000	ID	\$29.39	0	\$0.00	1	\$38.49	\$38.49	
	95000	IE	\$32.91	0	\$0.00	1	\$32.65	\$32.65	
	95000	IF	\$37.24	0	\$0.00	1	\$43.75	\$43.75	
Agency Totals	35			24		11			
% of Total				68.57%		31.43%			

Appendix V

Employee Count By Gender By Agency

BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
30800	State Auditor	23	8	15	35%	65%
33300	Taxation & Revenue Department	805	244	561	30%	70%
33700	State Investment Council	16	9	7	56%	44%
34000	Administrative Hearings Office	14	4	10	29%	71%
34100	Department of Finance & Administration	114	40	74	35%	65%
34200	Public School Insurance Authority	7	2	5	29%	71%
34300	Retiree Health Care Authority	22	3	19	14%	86%
35000	General Services Department	227	122	105	54%	46%
35200	Educational Retirement Board	53	11	42	21%	79%
36100	Department of Information Technology	136	89	47	65%	35%
36600	Public Employee Retirement Association	68	18	50	26%	74%
36900	Commission of Public Records	27	18	9	67%	33%
37000	Secretary of State	40	13	27	33%	68%
37800	State Personnel Board	31	9	22	29%	71%
39400	State Treasurer	25	9	16	36%	64%
40400	Architect Examiners Board	3		3	0%	100%
41700	Border Development Authority	2	1	1	50%	50%
41800	Tourism Department	38	12	26	32%	68%
41900	Economic Development Department	33	12	21	36%	64%
42000	Regulation & Licensing Department	238	119	119	50%	50%
43000	Public Regulation Commission	109	71	38	65%	35%
44000	Superintendent of Insurance	78	28	50	36%	64%
44600	Medical Examiners Board	11	1	10	9%	91%
44900	Board of Nursing	22	8	14	36%	64%
46000	EXPO New Mexico	27	17	10	63%	37%
46400	Prof Engineers & Land Surveyors Board	6	1	5	17%	83%
46500	Gaming Control Board	40	21	19	53%	48%
46900	State Racing Commission	11	4	7	36%	64%
47900	Veterinary Examiners Board	2		2	0%	100%
49500	SpacePort Authority	13	8	5	62%	38%
50500	Department of Cultural Affairs	390	186	204	48%	52%
50800	Livestock Board	66	49	17	74%	26%
51600	Department of Game & Fish	276	207	69	75%	25%
52100	Energy, Minerals & Natural Resources Dpt	765	576	189	75%	25%
52200	Youth Conservation Corps	2		2	0%	100%
53900	State Land Office	121	63	58	52%	48%

Employee Count By Gender By Agency

BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
55000	Office of the State Engineer	247	138	109	56%	44%
60300	Office of African American Affairs	6		6	0%	100%
60400	Com for Deaf/Hard of Hearing	12	3	9	25%	75%
60600	Commission for the Blind	77	25	52	32%	68%
60900	Department of Indian Affairs	8	3	5	38%	63%
62400	Aging & Long-Term Services Department	231	61	170	26%	74%
63000	Human Services Department	1669	349	1320	21%	79%
63100	Department of Workforce Solutions	401	151	250	38%	62%
63200	Workers Compensation Admin	102	36	66	35%	65%
64400	Department of Vocational Rehabilitation	229	53	176	23%	77%
64500	Governor's Comm. on Disability	12	6	6	50%	50%
64700	Dev Disabilities Planning Commission	18	3	15	17%	83%
66200	Miners Colfax Medical Center	231	60	171	26%	74%
66500	Department of Health	2750	868	1882	32%	68%
66700	Department of Environment	521	260	261	50%	50%
66800	Office of Natural Resources Trustee	3	1	2	33%	67%
67000	Department of Veteran Services	208	90	118	43%	57%
69000	Children, Youth & Families Department	1929	606	1323	31%	69%
70500	Military Affairs	124	81	43	65%	35%
76000	Adult Parole Board	5	1	4	20%	80%
77000	New Mexico Corrections Department	1896	1301	595	69%	31%
78000	Crime Victims Reparation Commission	22	4	18	18%	82%
79000	Department of Public Safety	393	168	225	43%	57%
79500	Homeland Security & Emergency Mgt	50	25	25	50%	50%
80500	Department of Transportation	2054	1650	404	80%	20%
92400	Public Education Department	217	64	153	29%	71%
95000	Higher Education Department	35	11	24	31%	69%
Total		17,311	8,001	9,310	46%	54%