



# FAIR AND EQUAL PAY IN THE CLASSIFIED SERVICE

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Report to Governor Michelle Lujan Grisham

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September 30, 2020

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## Abstract

This report continues the examination of the relationship of gender, wage, job responsibility, and commensurate pay in New Mexico's Executive agencies.

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 wage gaps. In addition, it analyzes occupational gender segregation in the Executive agencies.

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 improvement in addressing gender-based wage gaps. Substantial progress has been made, especially when the results are compared to the baseline of the original study (Burk, 2009). 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 study supports the State of New Mexico's ongoing positive change as it reaffirms the importance of eliminating the gender-based wage gap in the State government workforce and deepens the understanding of where further change needs to occur. 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 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
- Improvement in hiring processes
- Appropriate placement on basis of education and experience

To ensure that every agency progresses toward the goal of pay equity, it is paramount to emphasize the importance of these factors 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 study (Burk, 2009).

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

## Background and Current Study

This report to Governor Michelle Lujan Grisham 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.

This current *Fair and Equal Pay in the Classified Service* report is a study of all State agencies; to compare new data with the baseline study, all agencies are divided into one of two categories: (i) agencies with 50 or more employees and (ii) agencies with 50 or fewer employees (Appendix III). This categorization provides statistical correlation to the original study. In addition, the same procedures and methodologies used to gather and analyze gender wage gap and occupational gender segregation data in the baseline study (Burk, 2009) were expanded and used in this study (Appendix II).

For the gender wage gap analysis, 890 pay bands across all agencies were analyzed for gender diversity (Appendix IV).

Similar to the study completed in 2009, gender wage gaps have been identified in all agencies (Appendix IV). However, there has been a significant decrease in the percentage of employees with gender-based wage disparities: 44% of the 480 pay bands with both

women and men show no gender pay gaps. This is a 13% improvement from the 31% found in the original study (Burk, 2009).

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

## Conclusions and Risks

The State of New Mexico can take pride in the progress it has made since the declared Executive Order in 2009. The current study indicates that in New Mexico State government's classified positions, 44% of the pay bands show no gender-based wage gaps. This confirms a 13% increase in the elimination of gender-based wage disparities when compared to the baseline study. In the 2009 study, 31% of pay bands indicated no gender-based wage gaps. Additionally, the State is far below national averages in gender-based wage gaps.

Below are the significant conclusions from this study:

- Of the 480 pay bands analyzed for gender pay gaps, only one had a gap exceeding 20%. This represents 4 employees out of the 17,234 employees in the classified workforce and 0.0002% of the State's workforce.
- The gender wage gaps found in the New Mexico classified workforce are moderate and much lower than the national average of 20%. (National Partnership, 2018)
- Gender-based wage gaps were found in most agencies, across the majority of pay bands. However, some agencies are very close to wage parity with pay gaps that are extremely small.
- Gender-based wage gaps favored women, in both number and size.

While this report includes all pay bands with at least one female and one male employee, consideration must be used when looking at gender wage disparities in individual pay bands with extremely low numbers of employees. Gender wage gap numbers in pay bands with few employees can still be statistically meaningful when viewed in the aggregate, however. As an example, in one agency's data set, there are fourteen pay bands with six or fewer employees. In ten of these fourteen pay bands, the gender wage gap favors females.

It is tempting to review the results of this study and conclude that the wage gaps favoring females and the wage gaps favoring males balance out. For example, in one agency's data set, the gender wage gap in pay band 70 favors females by 5%, and the gender wage gap in pay band 75 favors males by 5%. But that would be a misinterpretation of the data. Inverse gender wage gaps do not offset each other. Rather, each gender wage gap represents another instance of gender pay inequity.

Moreover, in some agencies, wage gaps that favor women exist in the lower pay bands, while wage gaps that favor men exist in the higher pay bands, indicating not only gender pay inequity but occupational gender disparity. As an example, one pay band 85 data set indicates twenty-nine males and thirteen females within that pay band. One of the most extreme data sets shows forty-five women and three men in a single pay band.

## Recommendations

- Gender pay parity in the workforce should continue to be the goal for the State of New Mexico, and managers with gender and wage disparities in their departments should be encouraged to increase their efforts to achieve diversification, occupational gender parity, and 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 Order 2009-004 Task Force on Fair and Equal Pay.
- The State of New Mexico should continue to implement “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 and expand leadership and administrative trainings to agency managers and supervisors.



## Appendix I: Results

### Gender Wage Gaps

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

Of the 890 pay bands analyzed, 480 pay bands include both genders (Diagram 1). Approximately 268 of the pay bands have only one worker, so no gender comparison is possible.

Of the 480 pay bands with both genders, 210 pay bands, or 44%, reflect no gender wage gap (Diagram 2).

Diagram 1

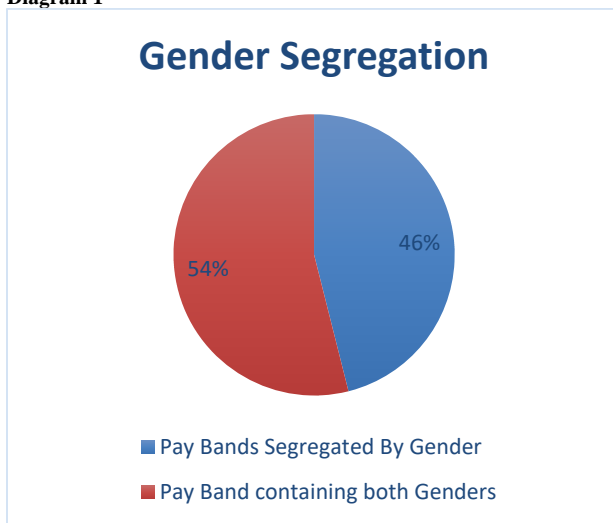
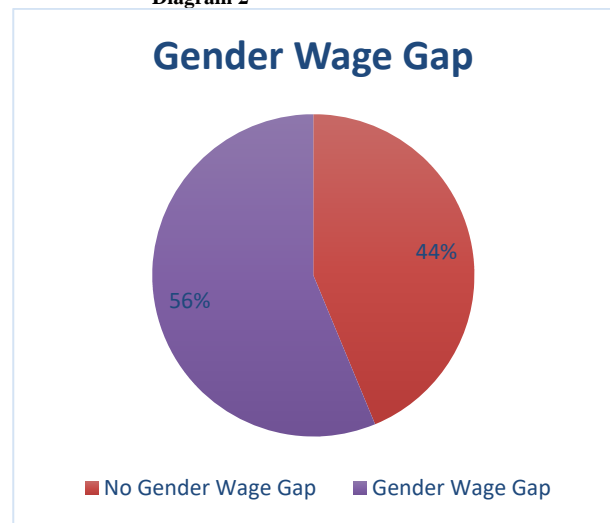


Diagram 2



270 pay bands indicate gender-based wage disparities. Within the 270 pay bands with gender-based wage disparities, 115 favored males and 155 favored females (Diagram 3).

Diagram 3

### WAGE GAP

**155**   
*Gap Favors Females*

**115**   
*Gap Favors Males*

## Job Gender Segregation

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

Thirty agencies have more than 50 employees, ranging from:

- the low—50 employees within the Department of Veteran Services
- the high—2,966 employees within the Department of Health

Fourteen of the thirty agencies, or 48%, have a majority of female employees

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

Twelve of the thirty agencies, or 41%, have a majority of male employees

- this job gender segregation indicator is highest in the Department of Game & Fish with 75% male employees

Four of the thirty agencies, or 11%, indicate gender equality

### Executive Agencies with 50 or fewer Employees

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

- the low—Two employees in the Youth Conversation Corps, the Veterinary Examiner Board, Architect Examiners Board, and the Border Development Authority
- the high—48 employees at the Department of Homeland Security & Emergency Management

Twenty-five of the thirty-two agencies, or 78%, have a majority of female employees

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

Five of the thirty-two agencies, or 16%, have a majority of male employees

- male majority in these agencies is below 67%

Two of the thirty-two agencies, or 6%, indicate gender equality

Also, of the thirty-two agencies, four boards or commissions are 100% female, though two of them have only two employees.

## Appendix II: Methodology

In 2020, the State of New Mexico continued to investigate gender wage gaps and job gender 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, 17,234 classified employees in sixty-six 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, even though it is a dissimilar occupation and job title
- This type of grouping produced an analysis of gender wage gaps by pay band, creating a distinct metric for determining gender-based wage gaps at any given compensation level

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

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

### Gender Wage Gaps

In this study, multiple metrics have been applied to determine whether a given pay band wage gap between genders is statistically 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 than for private employers. Job evaluation systems such as the Hay Guide-Chart Profile Method of Job Evaluation (Hay) system, minimize disparities due to factors other than qualifications and

performance. The Hay system, which is used across New Mexico State agencies, considers experience, skill, effort, responsibility and working conditions when assigning classified jobs to pay bands.

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 pay 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 Gender Segregation in the New Mexico Classified Workforce

#### 2020 New Mexico Classified Workforce Job Segregation

BU	Agency	Total Employee	Total Male	Total Female	Male %	Female %
30800	State Auditor	25	10	15	46%	54%
33300	Taxation & Revenue Department	820	253	567	48%	52%
33700	State Investment Council	15	8	7	48%	52%
34000	Administrative Hearings Office	14	4	10	35%	65%
34100	Department of Finance & Administration	112	43	69	40%	60%
34200	Public School Insurance Auth	7	2	5	33%	67%
34300	Retiree Health Care Authority	20	4	16	42%	58%
35000	General Services Department	248	128	120	60%	40%
35200	Educational Retirement Board	54	14	40	39%	61%
36100	Dept of Information Technology	133	93	40	54%	46%
36600	Public Employee Retirement Association	70	15	55	27%	73%
36900	Commission of Public Records	27	16	11	55%	45%
37000	Secretary of State	38	12	26	22%	78%
37800	State Personnel Board	28	8	20	29%	71%
39400	State Treasurer	19	8	11	38%	62%
40400	Architect Examiners Board	3	1	2	33%	67%
41000	Department of Ethics	1	0	1	0%	100%
41700	Border Development Authority	2	1	1	50%	50%
41800	Tourism Department	40	14	26	32%	68%
41900	Economic Development Department	37	12	25	39%	61%
42000	Regulation & Licensing Dept	245	129	116	51%	49%
43000	Public Regulation Commission	115	79	36	66%	34%
44000	Superintendent of Insurance	76	20	56	28%	72%
44600	Medical Examiners Board	14	0	14	0%	100%
44900	Board of Nursing	22	8	14	40%	60%
46000	EXPO New Mexico	15	8	7	50%	50%
46400	Prof Engineers & Land Surveyors Board	5	0	5	0%	100%
46500	Gaming Control Board	38	15	23	48%	52%
46900	State Racing Commission	7	2	5	30%	70%
47900	Veterinary Examiners Board	2	0	2	0%	100%
49500	SpacePort Authority	16	10	6	56%	44%
50500	Department of Cultural Affairs	427	206	221	59%	41%
51600	Department of Game & Fish	277	207	70	75%	25%
52100	Energy, Minerals & Natural Resources Dpt.	410	275	135	64%	36%
52200	Youth Conservation Corps	2	0	2	0%	100%

53900	State Land Office	146	81	65	60%	40%
55000	Ofc of the State Engineer	256	141	115	55%	45%
60300	Office of African Amer Affairs	5	1	4	13%	88%
60400	Com for Deaf/Hard of Hearing	11	4	7	27%	73%
60600	Commission for the Blind	51	16	35	28%	72%
60900	Department of Indian Affairs	9	4	5	54%	46%
61100	Department of Early Childhood	221	35	186	34%	66%
62400	Aging & Long-Term Services Dpt	190	40	150	23%	77%
63000	Human Services Department	1672	346	1326	51%	49%
63100	Dept of Workforce Solutions	433	161	272	50%	50%
63200	Workers Compensation Admin	102	34	68	38%	62%
64400	Dept of Vocational Rehab.	243	62	181	36%	64%
64500	Governor's Comm. on Disability	11	5	6	52%	48%
64700	Dev Disabilities Plan Council	17	4	13	25%	75%
66200	Miners Colfax Medical Center	211	55	156	39%	61%
66500	Department of Health	3168	927	2241	47%	53%
66700	Department of Environment	508	255	253	43%	57%
66800	Office of Natural Resc Trustee	3	2	1	67%	33%
67000	Department of Veteran Services	50	27	23	65%	35%
69000	Children, Youth & Families Dpt	1706	537	1169	35%	65%
70500	Military Affairs	115	72	43	72%	28%
76000	Adult Parole Board	4	1	3	33%	67%
77000	New Mexico Corrections Dept	1888	1272	616	65%	35%
78000	Crime Victims Reparation Comm	21	2	19	9%	91%
79000	Department of Public Safety	361	142	219	48%	52%
79500	Homeland Security & Emergency Mgt	48	24	24	47%	53%
80500	Department of Transportation	1639	1303	336	70%	30%

## Appendix IV

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

Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
30800	State Auditor	50	\$ 16.45	0	\$ -	1	\$ 16.45	\$ 16.45	100%
		55	\$ 18.33	0	\$ -	1	\$ 18.18	\$ 18.18	100%
		60	\$ 20.10	1	\$ 24.00	0	\$ -	\$ (24.00)	
		65	\$ 22.21	1	\$ 22.32	0	\$ -	\$ (22.32)	
		70	\$ 24.72	4	\$ 23.84	3	\$ 23.63	\$ (0.21)	-1%
		75	\$ 27.72	3	\$ 28.38	0	\$ -	\$ (28.38)	
		85	\$ 35.55	3	\$ 32.05	3	\$ 34.92	\$ 2.88	8%
		90	\$ 40.62	3	\$ 44.67	1	\$ 39.00	\$ (5.67)	-15%
		IF	\$ 38.73	0	\$ -	1	\$ 36.19	\$ 36.19	100%
33300	Taxation & Revenue Department	30	\$ 11.91	4	\$ 12.80	4	\$ 12.44	\$ (0.36)	-3%
		35	\$ 12.72	14	\$ 13.12	2	\$ 12.55	\$ (0.57)	-5%
		40	\$ 13.68	21	\$ 14.28	3	\$ 13.72	\$ (0.56)	-4%
		45	\$ 14.83	167	\$ 15.31	33	\$ 15.21	\$ (0.10)	-1%
		50	\$ 16.45	42	\$ 16.81	9	\$ 17.15	\$ 0.34	2%
		55	\$ 18.33	67	\$ 19.24	34	\$ 18.95	\$ (0.28)	-1%
		60	\$ 20.10	36	\$ 21.53	17	\$ 21.89	\$ 0.36	2%
		65	\$ 22.21	95	\$ 23.54	42	\$ 23.57	\$ 0.03	0%
		70	\$ 24.72	39	\$ 26.72	18	\$ 26.57	\$ (0.14)	-1%
		75	\$ 27.72	26	\$ 30.29	13	\$ 29.40	\$ (0.88)	-3%
		80	\$ 31.29	18	\$ 33.07	14	\$ 33.23	\$ 0.16	0%
		85	\$ 35.55	14	\$ 37.74	12	\$ 38.80	\$ 1.07	3%
		90	\$ 40.62	5	\$ 47.15	5	\$ 45.08	\$ (2.07)	-5%
		IA	\$ 19.74	0	\$ -	3	\$ 20.30	\$ 20.30	100%
		IB	\$ 23.04	0	\$ -	2	\$ 22.96	\$ 22.96	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		IC	\$ 27.13	1	\$ 29.80	2	\$ 29.30	\$ (0.50)	-2%
		ID	\$ 30.57	1	\$ 33.89	3	\$ 30.23	\$ (3.66)	-12%
		IE	\$ 34.23	4	\$ 32.97	10	\$ 36.71	\$ 3.75	10%
		IF	\$ 38.73	6	\$ 40.28	16	\$ 43.38	\$ 3.10	7%
		IG	\$ 45.28	2	\$ 48.89	2	\$ 52.55	\$ 3.66	7%
		IH	\$ 53.10	0	\$ -	3	\$ 53.96	\$ 53.96	100%
		II	\$ 58.47	1	\$ 52.84	0	\$ -	\$ (52.84)	
		IJ	\$ 64.86	1	\$ 60.41	0	\$ -	\$ (60.41)	
		IK	\$ 72.50	0	\$ -	1	\$ 61.00	\$ 61.00	100%
		LH	\$ 41.46	1	\$ 42.55	4	\$ 45.40	\$ 2.84	6%
		LI	\$ 44.43	2	\$ 49.72	1	\$ 48.44	\$ (1.28)	-3%
33700	State Investment Council	50	\$ 16.45	1	\$ 21.10	0	\$ -	\$ (21.10)	
		65	\$ 22.21	1	\$ 27.00	0	\$ -	\$ (27.00)	
		70	\$ 24.72	0	\$ -	1	\$ 30.60	\$ 30.60	100%
		75	\$ 27.72	3	\$ 31.60	0	\$ -	\$ (31.60)	
		95	\$ 46.68	1	\$ 54.81	5	\$ 44.52	\$ (10.28)	-23%
		IE	\$ 34.23	1	\$ 36.47	0	\$ -	\$ (36.47)	
		IF	\$ 38.73	0	\$ -	1	\$ 42.57	\$ 42.57	100%
		LE	\$ 32.41	0	\$ -	1	\$ 30.29	\$ 30.29	100%
34000	Administrative Hearings Office	55	\$ 18.33	3	\$ 21.37	0	\$ -	\$ (21.37)	
		60	\$ 20.10	0	\$ -	1	\$ 21.62	\$ 21.62	100%
		75	\$ 27.72	2	\$ 31.05	0	\$ -	\$ (31.05)	
		LH	\$ 41.46	4	\$ 41.15	0	\$ -	\$ (41.15)	
		LI	\$ 44.43	1	\$ 44.96	3	\$ 46.07	\$ 1.10	2%
34100	Department of Finance & Admnst	40	\$ 13.68	2	\$ 14.41	0	\$ -	\$ (14.41)	
		50	\$ 16.45	5	\$ 19.52	1	\$ 18.43	\$ (1.10)	-6%
		55	\$ 18.33	3	\$ 21.15	1	\$ 20.01	\$ (1.14)	-6%



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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		60	\$ 20.10	1	\$ 20.30	2	\$ 19.24	\$ (1.06)	-6%
		65	\$ 22.21	19	\$ 25.19	13	\$ 24.26	\$ (0.94)	-4%
		70	\$ 24.72	0	\$ -	2	\$ 26.00	\$ 26.00	100%
		75	\$ 27.72	14	\$ 31.33	8	\$ 32.31	\$ 0.98	3%
		80	\$ 31.29	4	\$ 38.17	1	\$ 32.55	\$ (5.62)	-17%
		85	\$ 35.55	11	\$ 38.66	11	\$ 38.26	\$ (0.40)	-1%
		90	\$ 40.62	5	\$ 44.12	1	\$ 42.24	\$ (1.87)	-4%
		95	\$ 46.68	0	\$ -	1	\$ 48.80	\$ 48.80	100%
		IA	\$ 19.74	1	\$ 19.96	0	\$ -	\$ (19.96)	
		IB	\$ 23.04	1	\$ 24.87	0	\$ -	\$ (24.87)	
		ID	\$ 30.57	2	\$ 30.42	0	\$ -	\$ (30.42)	
		IE	\$ 34.23	1	\$ 29.87	0	\$ -	\$ (29.87)	
		IG	\$ 45.28	0	\$ -	1	\$ 45.61	\$ 45.61	100%
		LF	\$ 35.03	0	\$ -	1	\$ 40.04	\$ 40.04	100%
34200	Public School Insurance Auth	55	\$ 18.33	0	\$ -	1	\$ 21.24	\$ 21.24	100%
		65	\$ 22.21	2	\$ 28.08	1	\$ 25.34	\$ (2.74)	-11%
		70	\$ 24.72	1	\$ 28.95	0	\$ -	\$ (28.95)	
		80	\$ 31.29	2	\$ 37.98	0	\$ -	\$ (37.98)	
34300	Retiree Health Care Authority	50	\$ 16.45	1	\$ 17.73	0	\$ -	\$ (17.73)	
		55	\$ 18.33	10	\$ 19.40	0	\$ -	\$ (19.40)	
		60	\$ 20.10	0	\$ -	1	\$ 23.90	\$ 23.90	100%
		65	\$ 22.21	2	\$ 25.59	1	\$ 28.12	\$ 2.53	9%
		80	\$ 31.29	1	\$ 39.74	0	\$ -	\$ (39.74)	
		85	\$ 35.55	2	\$ 37.42	0	\$ -	\$ (37.42)	
		95	\$ 46.68	0	\$ -	1	\$ 48.11	\$ 48.11	100%
		ID	\$ 30.57	0	\$ -	1	\$ 30.57	\$ 30.57	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
35000	General Services Department	25	\$ 11.25	19	\$ 12.55	27	\$ 12.46	\$ (0.09)	-1%
		30	\$ 11.91	2	\$ 15.68	3	\$ 14.51	\$ (1.16)	-8%
		35	\$ 12.72	1	\$ 14.71	7	\$ 13.81	\$ (0.89)	-6%
		40	\$ 13.68	0	\$ -	2	\$ 14.18	\$ 14.18	100%
		45	\$ 14.83	1	\$ 17.69	11	\$ 17.31	\$ (0.38)	-2%
		50	\$ 16.45	2	\$ 18.52	13	\$ 19.50	\$ 0.98	5%
		55	\$ 18.33	9	\$ 20.22	8	\$ 21.24	\$ 1.02	5%
		60	\$ 20.10	13	\$ 22.66	7	\$ 23.33	\$ 0.66	3%
		65	\$ 22.21	28	\$ 25.85	14	\$ 24.90	\$ (0.95)	-4%
		70	\$ 24.72	3	\$ 25.33	6	\$ 28.47	\$ 3.13	11%
		75	\$ 27.72	18	\$ 29.48	6	\$ 30.65	\$ 1.17	4%
		80	\$ 31.29	5	\$ 33.48	6	\$ 36.34	\$ 2.86	8%
		85	\$ 35.55	12	\$ 37.52	7	\$ 39.12	\$ 1.59	4%
		90	\$ 40.62	3	\$ 44.60	4	\$ 44.97	\$ 0.37	1%
		95	\$ 46.68	0	\$ -	1	\$ 46.72	\$ 46.72	100%
		96	\$ 53.89	0	\$ -	1	\$ 45.45	\$ 45.45	100%
		AB	\$ 36.50	1	\$ 38.48	0	\$ -	\$ (38.48)	
		AC	\$ 49.00	0	\$ -	1	\$ 49.00	\$ 49.00	100%
		IC	\$ 27.13	0	\$ -	1	\$ 33.94	\$ 33.94	100%
		IE	\$ 34.23	1	\$ 35.00	0	\$ -	\$ (35.00)	
IF	\$ 38.73	0	\$ -	1	\$ 48.07	\$ 48.07	100%		
IG	\$ 45.28	1	\$ 52.96	0	\$ -	\$ (52.96)			
LG	\$ 37.96	1	\$ 45.00	0	\$ -	\$ (45.00)			
LI	\$ 44.43	0	\$ -	2	\$ 50.00	\$ 50.00	100%		
35200	Educational Retirement Board	40	\$ 13.68	1	\$ 16.61	1	\$ 14.65	\$ (1.97)	-13%
		45	\$ 14.83	0	\$ -	1	\$ 18.33	\$ 18.33	100%
		55	\$ 18.33	6	\$ 18.03	2	\$ 17.87	\$ (0.15)	-1%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		60	\$ 20.10	15	\$ 22.30	2	\$ 23.23	\$ 0.93	4%
		65	\$ 22.21	7	\$ 25.15	1	\$ 24.28	\$ (0.87)	-4%
		70	\$ 24.72	2	\$ 26.64	0	\$ -	\$ (26.64)	
		75	\$ 27.72	3	\$ 31.55	1	\$ 33.84	\$ 2.29	7%
		80	\$ 31.29	2	\$ 37.14	0	\$ -	\$ (37.14)	
		85	\$ 35.55	1	\$ 38.39	0	\$ -	\$ (38.39)	
		IE	\$ 34.23	1	\$ 32.22	1	\$ 36.00	\$ 3.78	11%
		IF	\$ 38.73	1	\$ 43.16	3	\$ 42.05	\$ (1.10)	-3%
		IG	\$ 45.28	0	\$ -	1	\$ 53.30	\$ 53.30	100%
		LH	\$ 41.46	0	\$ -	1	\$ 41.46	\$ 41.46	100%
		LI	\$ 44.43	1	\$ 43.50	0	\$ -	\$ (43.50)	
36100	Dept of Information Technology	45	\$ 14.83	1	\$ 18.74	8	\$ 15.53	\$ (3.20)	-21%
		50	\$ 16.45	2	\$ 17.69	2	\$ 17.17	\$ (0.52)	-3%
		55	\$ 18.33	1	\$ 21.07	0	\$ -	\$ (21.07)	
		60	\$ 20.10	0	\$ -	1	\$ 20.15	\$ 20.15	100%
		65	\$ 22.21	0	\$ -	3	\$ 22.63	\$ 22.63	100%
		70	\$ 24.72	7	\$ 27.80	1	\$ 24.24	\$ (3.56)	-15%
		75	\$ 27.72	2	\$ 33.68	0	\$ -	\$ (33.68)	
		80	\$ 31.29	2	\$ 35.99	0	\$ -	\$ (35.99)	
		85	\$ 35.55	1	\$ 45.15	3	\$ 40.49	\$ (4.66)	-12%
		95	\$ 46.68	1	\$ 49.50	0	\$ -	\$ (49.50)	
		IB	\$ 23.04	1	\$ 23.27	1	\$ 18.18	\$ (5.09)	-28%
		IC	\$ 27.13	0	\$ -	5	\$ 30.59	\$ 30.59	100%
		ID	\$ 30.57	2	\$ 28.05	20	\$ 26.08	\$ (1.97)	-8%
		IE	\$ 34.23	6	\$ 36.62	19	\$ 37.27	\$ 0.65	2%
		IF	\$ 38.73	7	\$ 41.58	20	\$ 38.64	\$ (2.94)	-8%
		IG	\$ 45.28	2	\$ 46.49	6	\$ 47.66	\$ 1.17	2%
		IH	\$ 53.10	3	\$ 46.70	1	\$ 45.79	\$ (0.92)	-2%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		II	\$ 58.47	1	\$ 50.63	2	\$ 58.81	\$ 8.18	14%
		IJ	\$ 64.86	1	\$ 53.71	0	\$ -	\$ (53.71)	
		IK	\$ 72.50	0	\$ -	1	\$ 67.31	\$ 67.31	100%
36600	Public Employee Retirement Asso	45	\$ 14.83	4	\$ 15.86	0	\$ -	\$ (15.86)	
		55	\$ 18.33	6	\$ 19.47	0	\$ -	\$ (19.47)	
		60	\$ 20.10	17	\$ 23.08	4	\$ 21.80	\$ (1.27)	-6%
		65	\$ 22.21	9	\$ 25.73	3	\$ 25.13	\$ (0.60)	-2%
		70	\$ 24.72	3	\$ 29.81	2	\$ 29.04	\$ (0.77)	-3%
		75	\$ 27.72	4	\$ 31.59	0	\$ -	\$ (31.59)	
		80	\$ 31.29	2	\$ 38.84	0	\$ -	\$ (38.84)	
		85	\$ 35.55	1	\$ 42.16	0	\$ -	\$ (42.16)	
		95	\$ 46.68	0	\$ -	1	\$ 41.65	\$ 41.65	100%
		IB	\$ 23.04	0	\$ -	1	\$ 25.00	\$ 25.00	100%
		IC	\$ 27.13	1	\$ 27.05	0	\$ -	\$ (27.05)	
		ID	\$ 30.57	3	\$ 31.13	0	\$ -	\$ (31.13)	
		IE	\$ 34.23	2	\$ 40.47	0	\$ -	\$ (40.47)	
		IF	\$ 38.73	1	\$ 41.56	3	\$ 43.02	\$ 1.46	3%
		IG	\$ 45.28	0	\$ -	1	\$ 53.18	\$ 53.18	100%
		LI	\$ 44.43	1	\$ 44.92	0	\$ -	\$ (44.92)	
		LJ	\$ 47.41	1	\$ 50.42	0	\$ -	\$ (50.42)	
36900	Commission of Public Records	40	\$ 13.68	1	\$ 13.82	1	\$ 14.05	\$ 0.23	2%
		45	\$ 14.83	0	\$ -	2	\$ 15.35	\$ 15.35	100%
		50	\$ 16.45	1	\$ 21.08	1	\$ 18.51	\$ (2.56)	-14%
		55	\$ 18.33	1	\$ 18.58	0	\$ -	\$ (18.58)	
		60	\$ 20.10	2	\$ 19.94	0	\$ -	\$ (19.94)	
		65	\$ 22.21	2	\$ 22.98	3	\$ 23.74	\$ 0.76	3%
		70	\$ 24.72	0	\$ -	1	\$ 18.22	\$ 18.22	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		75	\$ 27.72	2	\$ 27.17	4	\$ 28.16	\$ 0.99	4%
		85	\$ 35.55	1	\$ 35.27	3	\$ 34.91	\$ (0.35)	-1%
		90	\$ 40.62	1	\$ 39.05	0	\$ -	\$ (39.05)	
		IF	\$ 38.73	0	\$ -	1	\$ 33.98	\$ 33.98	100%
37000	Secretary of State	45	\$ 14.83	2	\$ 15.91	0	\$ -	\$ (15.91)	
		50	\$ 16.45	6	\$ 17.23	0	\$ -	\$ (17.23)	
		55	\$ 18.33	3	\$ 19.61	5	\$ 20.25	\$ 0.64	3%
		60	\$ 20.10	1	\$ 24.16	0	\$ -	\$ (24.16)	
		65	\$ 22.21	7	\$ 23.63	2	\$ 25.54	\$ 1.91	7%
		70	\$ 24.72	2	\$ 26.74	0	\$ -	\$ (26.74)	
		75	\$ 27.72	1	\$ 34.45	0	\$ -	\$ (34.45)	
		80	\$ 31.29	1	\$ 36.76	0	\$ -	\$ (36.76)	
		ID	\$ 30.57	1	\$ 32.38	0	\$ -	\$ (32.38)	
		IE	\$ 34.23	2	\$ 32.88	3	\$ 36.94	\$ 4.06	11%
		IF	\$ 38.73	0	\$ -	2	\$ 43.79	\$ 43.79	100%
37800	State Personnel Board	45	\$ 14.83	1	\$ 17.33	0	\$ -	\$ (17.33)	
		55	\$ 18.33	1	\$ 20.20	0	\$ -	\$ (20.20)	
		60	\$ 20.10	2	\$ 22.95	0	\$ -	\$ (22.95)	
		65	\$ 22.21	2	\$ 26.00	2	\$ 24.64	\$ (1.36)	-6%
		70	\$ 24.72	8	\$ 29.34	1	\$ 30.67	\$ 1.33	4%
		75	\$ 27.72	1	\$ 34.35	3	\$ 33.62	\$ (0.72)	-2%
		80	\$ 31.29	1	\$ 38.21	1	\$ 35.94	\$ (2.27)	-6%
		85	\$ 35.55	1	\$ 37.15	0	\$ -	\$ (37.15)	
		90	\$ 40.62	3	\$ 43.69	0	\$ -	\$ (43.69)	
		IG	\$ 45.28	0	\$ -	1	\$ 48.28	\$ 48.28	100%
39400	State Treasurer	60	\$ 20.10	1	\$ 24.28	1	\$ 21.85	\$ (2.43)	-11%
		65	\$ 22.21	3	\$ 25.43	1	\$ 25.81	\$ 0.38	1%
		70	\$ 24.72	2	\$ 29.25	0	\$ -	\$ (29.25)	

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		75	\$ 27.72	2	\$ 29.47	0	\$ -	\$ (29.47)	
		80	\$ 31.29	1	\$ 39.74	2	\$ 34.51	\$ (5.22)	-15%
		90	\$ 40.62	0	\$ -	2	\$ 48.00	\$ 48.00	100%
		95	\$ 46.68	1	\$ 58.16	0	\$ -	\$ (58.16)	
		96	\$ 53.89	1	\$ 67.10	0	\$ -	\$ (67.10)	
		IF	\$ 38.73	0	\$ -	2	\$ 38.41	\$ 38.41	100%
40400	Architect Examiners Board	40	\$ 13.68	1	\$ 15.58	0	\$ -	\$ (15.58)	
		60	\$ 20.10	1	\$ 22.22	0	\$ -	\$ (22.22)	
		65	\$ 22.21	0	\$ -	1	\$ 24.24	\$ 24.24	100%
41700	Border Development Authority	65	\$ 22.21	0	\$ -	1	\$ 25.67	\$ 25.67	100%
		70	\$ 24.72	1	\$ 24.21	0	\$ -	\$ (24.21)	
41800	Tourism Department	40	\$ 13.68	4	\$ 12.76	2	\$ 12.60	\$ (0.17)	-1%
		45	\$ 14.83	1	\$ 12.38	1	\$ 11.65	\$ (0.74)	-6%
		50	\$ 16.45	3	\$ 16.32	0	\$ -	\$ (16.32)	
		55	\$ 18.33	1	\$ 19.51	1	\$ 21.72	\$ 2.22	10%
		60	\$ 20.10	3	\$ 21.93	0	\$ -	\$ (21.93)	
		65	\$ 22.21	4	\$ 23.59	2	\$ 23.35	\$ (0.24)	-1%
		70	\$ 24.72	5	\$ 27.98	2	\$ 24.46	\$ (3.52)	-14%
		75	\$ 27.72	2	\$ 27.07	5	\$ 32.05	\$ 4.98	16%
		80	\$ 31.29	1	\$ 38.12	1	\$ 34.52	\$ (3.60)	-10%
		85	\$ 35.55	2	\$ 42.69	0	\$ -	\$ (42.69)	
41900	Economic Developmnt Department	50	\$ 16.45	1	\$ 18.94	0	\$ -	\$ (18.94)	
		55	\$ 18.33	2	\$ 18.51	0	\$ -	\$ (18.51)	
		60	\$ 20.10	3	\$ 23.84	0	\$ -	\$ (23.84)	
		65	\$ 22.21	6	\$ 26.32	0	\$ -	\$ (26.32)	
		70	\$ 24.72	0	\$ -	1	\$ 26.00	\$ 26.00	100%
		75	\$ 27.72	6	\$ 28.08	4	\$ 29.32	\$ 1.24	4%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		80	\$ 31.29	3	\$ 32.96	3	\$ 32.97	\$ 0.01	0%
		85	\$ 35.55	3	\$ 37.92	2	\$ 34.45	\$ (3.47)	-10%
		90	\$ 40.62	1	\$ 40.62	0	\$ -	\$ (40.62)	
		IA	\$ 19.74	0	\$ -	1	\$ 22.50	\$ 22.50	100%
		IF	\$ 38.73	0	\$ -	1	\$ 35.95	\$ 35.95	100%
42000	Regulation & Licensing Dept	40	\$ 13.68	1	\$ 17.00	1	\$ 13.59	\$ (3.41)	-25%
		45	\$ 14.83	12	\$ 16.04	2	\$ 15.15	\$ (0.89)	-6%
		50	\$ 16.45	7	\$ 18.29	3	\$ 17.72	\$ (0.57)	-3%
		55	\$ 18.33	13	\$ 18.79	5	\$ 18.51	\$ (0.28)	-1%
		60	\$ 20.10	22	\$ 22.11	48	\$ 22.96	\$ 0.85	4%
		65	\$ 22.21	12	\$ 24.35	18	\$ 23.83	\$ (0.52)	-2%
		70	\$ 24.72	21	\$ 26.89	25	\$ 27.48	\$ 0.58	2%
		75	\$ 27.72	12	\$ 29.85	3	\$ 29.38	\$ (0.47)	-2%
		80	\$ 31.29	3	\$ 35.57	1	\$ 37.63	\$ 2.05	5%
		85	\$ 35.55	1	\$ 36.14	8	\$ 37.12	\$ 0.98	3%
		90	\$ 40.62	4	\$ 44.09	5	\$ 45.21	\$ 1.12	2%
		97	\$ 62.50	1	\$ 62.49	0	\$ -	\$ (62.49)	
		IB	\$ 23.04	0	\$ -	1	\$ 23.27	\$ 23.27	100%
		IC	\$ 27.13	0	\$ -	1	\$ 31.09	\$ 31.09	100%
		ID	\$ 30.57	0	\$ -	1	\$ 30.57	\$ 30.57	100%
		IE	\$ 34.23	0	\$ -	3	\$ 35.56	\$ 35.56	100%
		IF	\$ 38.73	0	\$ -	1	\$ 39.25	\$ 39.25	100%
		IG	\$ 45.28	1	\$ 46.19	0	\$ -	\$ (46.19)	
		LE	\$ 32.41	2	\$ 27.66	0	\$ -	\$ (27.66)	
		LG	\$ 37.96	1	\$ 38.51	0	\$ -	\$ (38.51)	
		LH	\$ 41.46	2	\$ 41.53	1	\$ 40.37	\$ (1.16)	-3%
		LI	\$ 44.43	1	\$ 48.88	1	\$ 43.60	\$ (5.27)	-12%
		LJ	\$ 47.41	0	\$ -	1	\$ 45.70	\$ 45.70	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
43000	Public Regulation Commission	25	\$ 11.25	1	\$ 13.55	0	\$ -	\$ (13.55)	
		35	\$ 12.72	1	\$ 15.05	0	\$ -	\$ (15.05)	
		40	\$ 13.68	3	\$ 15.16	0	\$ -	\$ (15.16)	
		45	\$ 14.83	2	\$ 18.25	1	\$ 15.85	\$ (2.40)	-15%
		50	\$ 16.45	1	\$ 20.00	2	\$ 18.49	\$ (1.51)	-8%
		55	\$ 18.33	3	\$ 17.57	4	\$ 19.16	\$ 1.59	8%
		60	\$ 20.10	4	\$ 21.65	1	\$ 23.05	\$ 1.39	6%
		65	\$ 22.21	6	\$ 25.32	21	\$ 22.87	\$ (2.45)	-11%
		70	\$ 24.72	0	\$ -	9	\$ 24.37	\$ 24.37	100%
		75	\$ 27.72	3	\$ 30.57	2	\$ 26.02	\$ (4.55)	-17%
		80	\$ 31.29	4	\$ 31.67	5	\$ 30.47	\$ (1.20)	-4%
		85	\$ 35.55	1	\$ 42.47	4	\$ 35.27	\$ (7.20)	-20%
		90	\$ 40.62	0	\$ -	1	\$ 39.12	\$ 39.12	100%
		ED	\$ 25.25	0	\$ -	6	\$ 25.61	\$ 25.61	100%
		EE	\$ 29.50	1	\$ 32.20	6	\$ 32.94	\$ 0.74	2%
		EF	\$ 35.50	0	\$ -	1	\$ 31.74	\$ 31.74	100%
		EH	\$ 43.85	0	\$ -	1	\$ 37.51	\$ 37.51	100%
		EI	\$ 48.67	0	\$ -	1	\$ 45.47	\$ 45.47	100%
		IC	\$ 27.13	0	\$ -	1	\$ 28.88	\$ 28.88	100%
		ID	\$ 30.57	0	\$ -	1	\$ 30.57	\$ 30.57	100%
IF	\$ 38.73	0	\$ -	1	\$ 40.74	\$ 40.74	100%		
LE	\$ 32.41	2	\$ 25.82	0	\$ -	\$ (25.82)			
LH	\$ 41.46	1	\$ 40.55	3	\$ 38.45	\$ (2.10)	-5%		
LI	\$ 44.43	3	\$ 46.04	5	\$ 43.67	\$ (2.37)	-5%		
LJ	\$ 47.41	0	\$ -	3	\$ 49.29	\$ 49.29	100%		
44000	Superintendent of Insurance	45	\$ 14.83	1	\$ 15.76	0	\$ -	\$ (15.76)	
		50	\$ 16.45	1	\$ 16.67	0	\$ -	\$ (16.67)	



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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		55	\$ 18.33	8	\$ 19.57	1	\$ 20.00	\$ 0.42	2%
		60	\$ 20.10	4	\$ 24.18	0	\$ -	\$ (24.18)	
		65	\$ 22.21	13	\$ 24.34	1	\$ 25.73	\$ 1.40	5%
		70	\$ 24.72	11	\$ 26.71	5	\$ 25.32	\$ (1.39)	-5%
		75	\$ 27.72	7	\$ 31.81	2	\$ 33.04	\$ 1.23	4%
		80	\$ 31.29	1	\$ 39.74	0	\$ -	\$ (39.74)	
		85	\$ 35.55	2	\$ 43.65	0	\$ -	\$ (43.65)	
		90	\$ 40.62	4	\$ 47.97	0	\$ -	\$ (47.97)	
		IC	\$ 27.13	1	\$ 27.54	0	\$ -	\$ (27.54)	
		IE	\$ 34.23	0	\$ -	1	\$ 37.18	\$ 37.18	100%
		IF	\$ 38.73	0	\$ -	4	\$ 41.21	\$ 41.21	100%
		LE	\$ 32.41	2	\$ 31.56	0	\$ -	\$ (31.56)	
		LH	\$ 41.46	1	\$ 43.71	3	\$ 43.71	\$ 0.00	0%
		LI	\$ 44.43	0	\$ -	3	\$ 48.00	\$ 48.00	100%
44600	Medical Examiners Board	40	\$ 13.68	1	\$ 13.82	0	\$ -	\$ (13.82)	
		45	\$ 14.83	1	\$ 15.62	0	\$ -	\$ (15.62)	
		55	\$ 18.33	1	\$ 17.87	0	\$ -	\$ (17.87)	
		60	\$ 20.10	3	\$ 22.69	0	\$ -	\$ (22.69)	
		65	\$ 22.21	4	\$ 24.05	0	\$ -	\$ (24.05)	
		75	\$ 27.72	4	\$ 34.18	0	\$ -	\$ (34.18)	
44900	Board of Nursing	40	\$ 13.68	4	\$ 14.63	0	\$ -	\$ (14.63)	
		45	\$ 14.83	3	\$ 16.90	0	\$ -	\$ (16.90)	
		50	\$ 16.45	1	\$ 18.25	1	\$ 18.26	\$ 0.01	0%
		60	\$ 20.10	1	\$ 23.25	0	\$ -	\$ (23.25)	
		65	\$ 22.21	1	\$ 22.43	3	\$ 22.50	\$ 0.07	0%
		75	\$ 27.72	1	\$ 32.12	0	\$ -	\$ (32.12)	
		80	\$ 31.29	1	\$ 33.08	0	\$ -	\$ (33.08)	
		85	\$ 35.55	1	\$ 37.87	0	\$ -	\$ (37.87)	

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		90	\$ 40.62	1	\$ 45.00	1	\$ 45.90	\$ 0.90	2%
		IA	\$ 19.74	0	\$ -	1	\$ 20.34	\$ 20.34	100%
		IF	\$ 38.73	0	\$ -	1	\$ 38.73	\$ 38.73	100%
		LH	\$ 41.46	0	\$ -	1	\$ 39.81	\$ 39.81	100%
46000	EXPO New Mexico	45	\$ 14.83	0	\$ -	3	\$ 16.80	\$ 16.80	100%
		50	\$ 16.45	0	\$ -	1	\$ 19.59	\$ 19.59	100%
		55	\$ 18.33	1	\$ 18.42	1	\$ 18.46	\$ 0.04	0%
		60	\$ 20.10	1	\$ 21.93	0	\$ -	\$ (21.93)	
		65	\$ 22.21	1	\$ 25.91	0	\$ -	\$ (25.91)	
		70	\$ 24.72	1	\$ 27.05	0	\$ -	\$ (27.05)	
		75	\$ 27.72	1	\$ 31.43	1	\$ 29.86	\$ (1.56)	-5%
		80	\$ 31.29	2	\$ 39.59	0	\$ -	\$ (39.59)	
		85	\$ 35.55	0	\$ -	1	\$ 35.86	\$ 35.86	100%
		IF	\$ 38.73	0	\$ -	1	\$ 37.20	\$ 37.20	100%
46400	Prof Engineers & Lnd Srvyrs Brd	55	\$ 18.33	2	\$ 17.45	0	\$ -	\$ (17.45)	
		60	\$ 20.10	1	\$ 21.67	0	\$ -	\$ (21.67)	
		65	\$ 22.21	1	\$ 25.36	0	\$ -	\$ (25.36)	
		80	\$ 31.29	1	\$ 32.36	0	\$ -	\$ (32.36)	
46500	Gaming Control Board	40	\$ 13.68	1	\$ 13.66	0	\$ -	\$ (13.66)	
		45	\$ 14.83	1	\$ 17.87	0	\$ -	\$ (17.87)	
		50	\$ 16.45	2	\$ 20.44	1	\$ 20.19	\$ (0.24)	-1%
		55	\$ 18.33	2	\$ 22.68	1	\$ 18.51	\$ (4.17)	-23%
		60	\$ 20.10	3	\$ 22.66	1	\$ 23.00	\$ 0.34	1%
		65	\$ 22.21	10	\$ 26.42	2	\$ 25.36	\$ (1.06)	-4%
		70	\$ 24.72	2	\$ 26.72	5	\$ 28.83	\$ 2.11	7%
		75	\$ 27.72	0	\$ -	1	\$ 30.39	\$ 30.39	100%
		85	\$ 35.55	1	\$ 39.62	1	\$ 37.41	\$ (2.21)	-6%
		ID	\$ 30.57	0	\$ -	1	\$ 30.57	\$ 30.57	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		IF	\$ 38.73	1	\$ 38.47	0	\$ -	\$ (38.47)	
		IG	\$ 45.28	0	\$ -	1	\$ 54.39	\$ 54.39	100%
		LH	\$ 41.46	0	\$ -	1	\$ 42.43	\$ 42.43	100%
46900	State Racing Commission	55	\$ 18.33	1	\$ 23.27	0	\$ -	\$ (23.27)	
		60	\$ 20.10	1	\$ 20.02	0	\$ -	\$ (20.02)	
		65	\$ 22.21	2	\$ 23.40	0	\$ -	\$ (23.40)	
		75	\$ 27.72	1	\$ 35.21	1	\$ 29.58	\$ (5.63)	-19%
		85	\$ 35.55	0	\$ -	1	\$ 39.27	\$ 39.27	100%
47900	Veterinary Examiners Board	30	\$ 11.91	1	\$ 12.48	0	\$ -	\$ (12.48)	
		45	\$ 14.83	1	\$ 16.49	0	\$ -	\$ (16.49)	
49500	SpacePort Authority	60	\$ 20.10	0	\$ -	2	\$ 22.87	\$ 22.87	100%
		65	\$ 22.21	3	\$ 25.34	0	\$ -	\$ (25.34)	
		75	\$ 27.72	1	\$ 28.45	0	\$ -	\$ (28.45)	
		80	\$ 31.29	1	\$ 36.47	1	\$ 35.21	\$ (1.26)	-4%
		85	\$ 35.55	0	\$ -	1	\$ 35.01	\$ 35.01	100%
		90	\$ 40.62	0	\$ -	5	\$ 46.78	\$ 46.78	100%
		IC	\$ 27.13	0	\$ -	1	\$ 33.09	\$ 33.09	100%
		LF	\$ 35.03	1	\$ 30.12	0	\$ -	\$ (30.12)	
50500	Department of Cultural Affairs	25	\$ 11.25	3	\$ 12.22	2	\$ 12.44	\$ 0.21	2%
		30	\$ 11.91	1	\$ 12.92	1	\$ 12.52	\$ (0.40)	-3%
		35	\$ 12.72	8	\$ 12.55	2	\$ 12.55	\$ 0.00	0%
		40	\$ 13.68	7	\$ 13.76	35	\$ 13.78	\$ 0.02	0%
		45	\$ 14.83	9	\$ 15.42	18	\$ 16.10	\$ 0.69	4%
		50	\$ 16.45	13	\$ 17.85	19	\$ 17.22	\$ (0.63)	-4%
		55	\$ 18.33	29	\$ 18.88	34	\$ 19.81	\$ 0.93	5%
		60	\$ 20.10	45	\$ 21.75	26	\$ 21.77	\$ 0.03	0%
		65	\$ 22.21	39	\$ 23.45	20	\$ 23.47	\$ 0.02	0%
		70	\$ 24.72	31	\$ 25.41	12	\$ 25.25	\$ (0.16)	-1%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		75	\$ 27.72	21	\$ 28.57	15	\$ 29.47	\$ 0.90	3%
		80	\$ 31.29	9	\$ 34.30	3	\$ 33.19	\$ (1.10)	-3%
		85	\$ 35.55	3	\$ 37.40	7	\$ 39.42	\$ 2.02	5%
		90	\$ 40.62	1	\$ 39.55	1	\$ 44.56	\$ 5.01	11%
		AB	\$ 36.50	1	\$ 28.64	1	\$ 28.64	\$ -	0%
		IB	\$ 23.04	0	\$ -	1	\$ 25.40	\$ 25.40	100%
		IC	\$ 27.13	0	\$ -	1	\$ 25.93	\$ 25.93	100%
		ID	\$ 30.57	0	\$ -	4	\$ 29.01	\$ 29.01	100%
		IE	\$ 34.23	0	\$ -	1	\$ 34.23	\$ 34.23	100%
		IF	\$ 38.73	0	\$ -	2	\$ 35.49	\$ 35.49	100%
		IH	\$ 53.10	0	\$ -	1	\$ 52.50	\$ 52.50	100%
		LG	\$ 37.96	1	\$ 37.75	0	\$ -	\$ (37.75)	
51600	Department of Game & Fish	45	\$ 14.83	3	\$ 16.55	2	\$ 16.42	\$ (0.13)	-1%
		50	\$ 16.45	9	\$ 18.11	17	\$ 17.76	\$ (0.35)	-2%
		55	\$ 18.33	13	\$ 20.15	18	\$ 20.14	\$ (0.01)	0%
		60	\$ 20.10	8	\$ 21.71	32	\$ 22.36	\$ 0.65	3%
		65	\$ 22.21	18	\$ 25.31	57	\$ 26.02	\$ 0.71	3%
		70	\$ 24.72	3	\$ 27.78	35	\$ 29.08	\$ 1.30	4%
		75	\$ 27.72	8	\$ 31.19	10	\$ 31.15	\$ (0.04)	0%
		80	\$ 31.29	1	\$ 39.60	3	\$ 35.99	\$ (3.61)	-10%
		85	\$ 35.55	2	\$ 40.64	12	\$ 38.94	\$ (1.70)	-4%
		90	\$ 40.62	0	\$ -	7	\$ 42.33	\$ 42.33	100%
		95	\$ 46.68	0	\$ -	1	\$ 47.13	\$ 47.13	100%
		96	\$ 53.89	0	\$ -	1	\$ 53.89	\$ 53.89	100%
		IC	\$ 27.13	1	\$ 27.72	1	\$ 27.13	\$ (0.59)	-2%
		ID	\$ 30.57	1	\$ 27.92	1	\$ 31.18	\$ 3.26	10%
		IE	\$ 34.23	1	\$ 34.23	5	\$ 37.12	\$ 2.89	8%
		IF	\$ 38.73	1	\$ 43.53	2	\$ 40.73	\$ (2.80)	-7%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		IG	\$ 45.28	1	\$ 41.80	1	\$ 46.19	\$ 4.39	10%
		IH	\$ 53.10	0	\$ -	1	\$ 50.31	\$ 50.31	100%
		LI	\$ 44.43	0	\$ -	1	\$ 44.86	\$ 44.86	100%
52100	Energy, Minerals & Natural Resources Dept.	25	\$ 11.25	1	\$ 10.80	0	\$ -	\$ (10.80)	
		30	\$ 11.91	16	\$ 10.92	36	\$ 10.91	\$ (0.01)	0%
		40	\$ 13.68	3	\$ 10.50	12	\$ 10.56	\$ 0.06	1%
		45	\$ 14.83	6	\$ 16.18	17	\$ 15.90	\$ (0.28)	-2%
		50	\$ 16.45	5	\$ 17.06	12	\$ 17.43	\$ 0.37	2%
		55	\$ 18.33	15	\$ 18.47	14	\$ 19.25	\$ 0.79	4%
		60	\$ 20.10	17	\$ 20.36	35	\$ 20.12	\$ (0.24)	-1%
		65	\$ 22.21	22	\$ 24.91	30	\$ 23.93	\$ (0.98)	-4%
		70	\$ 24.72	9	\$ 24.54	27	\$ 24.58	\$ 0.04	0%
		75	\$ 27.72	17	\$ 30.75	25	\$ 29.95	\$ (0.79)	-3%
		80	\$ 31.29	5	\$ 36.11	12	\$ 35.85	\$ (0.27)	-1%
		85	\$ 35.55	5	\$ 36.76	16	\$ 35.45	\$ (1.31)	-4%
		90	\$ 40.62	1	\$ 40.62	5	\$ 41.74	\$ 1.12	3%
		95	\$ 46.68	1	\$ 52.88	3	\$ 50.24	\$ (2.64)	-5%
		96	\$ 53.89	1	\$ 44.87	3	\$ 52.80	\$ 7.93	15%
		AB	\$ 36.50	1	\$ 36.50	1	\$ 34.74	\$ (1.76)	-5%
		EC	\$ 22.15	1	\$ 25.36	2	\$ 26.89	\$ 1.53	6%
		ED	\$ 25.25	2	\$ 24.73	0	\$ -	\$ (24.73)	
		EE	\$ 29.50	0	\$ -	3	\$ 31.92	\$ 31.92	100%
		EF	\$ 35.50	0	\$ -	3	\$ 35.54	\$ 35.54	100%
		EG	\$ 39.50	1	\$ 41.30	1	\$ 45.70	\$ 4.40	10%
		EI	\$ 48.67	0	\$ -	1	\$ 42.63	\$ 42.63	100%
		IB	\$ 23.04	1	\$ 25.43	0	\$ -	\$ (25.43)	
		IC	\$ 27.13	0	\$ -	1	\$ 25.78	\$ 25.78	100%
		IE	\$ 34.23	0	\$ -	7	\$ 37.12	\$ 37.12	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		IF	\$ 38.73	2	\$ 38.47	5	\$ 45.88	\$ 7.42	16%
		IG	\$ 45.28	0	\$ -	1	\$ 47.63	\$ 47.63	100%
		II	\$ 58.47	0	\$ -	1	\$ 56.01	\$ 56.01	100%
		LE	\$ 32.41	1	\$ 32.06	0	\$ -	\$ (32.06)	
		LI	\$ 44.43	1	\$ 44.67	2	\$ 45.56	\$ 0.89	2%
		LJ	\$ 47.41	1	\$ 50.34	0	\$ -	\$ (50.34)	
52200	Youth Conservation Corps	60	\$ 20.10	1	\$ 25.04	0	\$ -	\$ (25.04)	
		90	\$ 40.62	1	\$ 34.41	0	\$ -	\$ (34.41)	
53900	State Land Office	25	\$ 11.25	4	\$ 13.51	0	\$ -	\$ (13.51)	
		40	\$ 13.68	0	\$ -	1	\$ 15.74	\$ 15.74	100%
		50	\$ 16.45	1	\$ 17.17	2	\$ 18.15	\$ 0.98	5%
		55	\$ 18.33	7	\$ 20.64	5	\$ 20.74	\$ 0.09	0%
		60	\$ 20.10	6	\$ 21.81	7	\$ 19.63	\$ (2.18)	-11%
		65	\$ 22.21	15	\$ 25.42	13	\$ 24.31	\$ (1.10)	-5%
		70	\$ 24.72	9	\$ 28.01	19	\$ 28.23	\$ 0.22	1%
		75	\$ 27.72	4	\$ 31.12	8	\$ 32.06	\$ 0.95	3%
		80	\$ 31.29	3	\$ 38.20	4	\$ 41.17	\$ 2.96	7%
		85	\$ 35.55	4	\$ 38.09	2	\$ 43.22	\$ 5.13	12%
		90	\$ 40.62	4	\$ 43.45	2	\$ 43.78	\$ 0.33	1%
		IB	\$ 23.04	0	\$ -	2	\$ 23.91	\$ 23.91	100%
		IE	\$ 34.23	3	\$ 30.66	4	\$ 34.33	\$ 3.67	11%
		IF	\$ 38.73	4	\$ 40.29	6	\$ 39.77	\$ (0.53)	-1%
		IG	\$ 45.28	0	\$ -	4	\$ 47.12	\$ 47.12	100%
		II	\$ 58.47	0	\$ -	1	\$ 55.23	\$ 55.23	100%
		LE	\$ 32.41	1	\$ 33.65	0	\$ -	\$ (33.65)	
		LI	\$ 44.43	0	\$ -	1	\$ 49.61	\$ 49.61	100%
55000	Ofc of the State Engineer	50	\$ 16.45	1	\$ 17.14	0	\$ -	\$ (17.14)	
		55	\$ 18.33	3	\$ 18.65	0	\$ -	\$ (18.65)	

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		60	\$ 20.10	4	\$ 23.83	1	\$ 25.02	\$ 1.19	5%
		65	\$ 22.21	6	\$ 26.64	3	\$ 25.68	\$ (0.96)	-4%
		70	\$ 24.72	3	\$ 31.40	0	\$ -	\$ (31.40)	
		75	\$ 27.72	1	\$ 35.21	1	\$ 32.22	\$ (2.98)	-9%
		80	\$ 31.29	4	\$ 36.47	0	\$ -	\$ (36.47)	
		85	\$ 35.55	1	\$ 37.54	1	\$ 43.98	\$ 6.44	15%
		90	\$ 40.62	0	\$ -	2	\$ 46.19	\$ 46.19	100%
		EA	\$ 17.75	4	\$ 15.53	2	\$ 15.47	\$ (0.06)	0%
		EB	\$ 19.70	5	\$ 17.43	6	\$ 18.18	\$ 0.75	4%
		EC	\$ 22.15	6	\$ 19.63	2	\$ 19.49	\$ (0.14)	-1%
		ED	\$ 25.25	16	\$ 22.88	15	\$ 23.19	\$ 0.31	1%
		EE	\$ 29.50	15	\$ 26.88	23	\$ 27.14	\$ 0.26	1%
		EF	\$ 35.50	9	\$ 32.00	23	\$ 32.39	\$ 0.39	1%
		EG	\$ 39.50	12	\$ 35.49	30	\$ 37.56	\$ 2.07	6%
		EI	\$ 48.67	3	\$ 45.22	9	\$ 43.27	\$ (1.95)	-5%
		EK	\$ 57.82	0	\$ -	2	\$ 53.65	\$ 53.65	100%
		IA	\$ 19.74	0	\$ -	1	\$ 21.21	\$ 21.21	100%
		IB	\$ 23.04	0	\$ -	1	\$ 23.27	\$ 23.27	100%
		IC	\$ 27.13	0	\$ -	1	\$ 27.72	\$ 27.72	100%
		IE	\$ 34.23	1	\$ 29.33	3	\$ 31.59	\$ 2.26	7%
		IF	\$ 38.73	2	\$ 41.74	3	\$ 42.45	\$ 0.71	2%
		IG	\$ 45.28	0	\$ -	1	\$ 39.94	\$ 39.94	100%
		IH	\$ 53.10	0	\$ -	1	\$ 42.96	\$ 42.96	100%
		LE	\$ 32.41	8	\$ 29.97	0	\$ -	\$ (29.97)	
		LF	\$ 35.03	1	\$ 29.90	0	\$ -	\$ (29.90)	
		LG	\$ 37.96	0	\$ -	1	\$ 36.50	\$ 36.50	100%
		LH	\$ 41.46	7	\$ 41.51	5	\$ 41.76	\$ 0.25	1%
		LI	\$ 44.43	3	\$ 45.23	3	\$ 44.54	\$ (0.69)	-2%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		LJ	\$ 47.41	0	\$ -	1	\$ 46.90	\$ 46.90	100%
60300	Office of African Amer Affairs	50	\$ 16.45	1	\$ 18.38	0	\$ -	\$ (18.38)	
		65	\$ 22.21	1	\$ 21.57	1	\$ 21.57	\$ -	0%
		70	\$ 24.72	1	\$ 24.50	0	\$ -	\$ (24.50)	
		80	\$ 31.29	1	\$ 34.42	0	\$ -	\$ (34.42)	
60400	Com for Deaf/Hard of Hearing	50	\$ 16.45	1	\$ 20.30	0	\$ -	\$ (20.30)	
		60	\$ 20.10	2	\$ 20.30	3	\$ 20.72	\$ 0.42	2%
		65	\$ 22.21	0	\$ -	1	\$ 19.86	\$ 19.86	100%
		70	\$ 24.72	1	\$ 24.73	0	\$ -	\$ (24.73)	
		75	\$ 27.72	2	\$ 29.65	0	\$ -	\$ (29.65)	
		80	\$ 31.29	1	\$ 36.22	0	\$ -	\$ (36.22)	
60600	Commission for the Blind	35	\$ 12.72	4	\$ 12.50	1	\$ 12.89	\$ 0.39	3%
		45	\$ 14.83	6	\$ 15.45	2	\$ 16.81	\$ 1.36	8%
		55	\$ 18.33	4	\$ 19.16	0	\$ -	\$ (19.16)	
		60	\$ 20.10	4	\$ 20.81	0	\$ -	\$ (20.81)	
		65	\$ 22.21	9	\$ 22.73	10	\$ 21.10	\$ (1.64)	-8%
		70	\$ 24.72	3	\$ 26.29	0	\$ -	\$ (26.29)	
		75	\$ 27.72	2	\$ 29.82	1	\$ 28.29	\$ (1.54)	-5%
		85	\$ 35.55	3	\$ 32.52	1	\$ 43.92	\$ 11.40	26%
		90	\$ 40.62	0	\$ -	1	\$ 45.42	\$ 45.42	100%
60900	Department of Indian Affairs	55	\$ 18.33	1	\$ 17.81	0	\$ -	\$ (17.81)	
		60	\$ 20.10	1	\$ 21.16	0	\$ -	\$ (21.16)	
		65	\$ 22.21	3	\$ 27.84	1	\$ 27.12	\$ (0.72)	-3%
		75	\$ 27.72	0	\$ -	1	\$ 32.32	\$ 32.32	100%
		80	\$ 31.29	0	\$ -	1	\$ 37.97	\$ 37.97	100%
		85	\$ 35.55	0	\$ -	1	\$ 38.50	\$ 38.50	100%



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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
62400	Aging & Long-Term Services Dpt	35	\$ 12.72	6	\$ 12.60	0	\$ -	\$ (12.60)	
		40	\$ 13.68	1	\$ 13.78	0	\$ -	\$ (13.78)	
		45	\$ 14.83	3	\$ 15.31	0	\$ -	\$ (15.31)	
		55	\$ 18.33	5	\$ 19.11	0	\$ -	\$ (19.11)	
		60	\$ 20.10	7	\$ 21.27	4	\$ 21.09	\$ (0.18)	-1%
		65	\$ 22.21	26	\$ 24.63	4	\$ 23.28	\$ (1.35)	-6%
		70	\$ 24.72	1	\$ 29.64	2	\$ 27.82	\$ (1.82)	-7%
		75	\$ 27.72	16	\$ 31.92	1	\$ 36.82	\$ 4.91	13%
		80	\$ 31.29	7	\$ 36.79	2	\$ 34.80	\$ (1.99)	-6%
		85	\$ 35.55	2	\$ 40.60	1	\$ 41.01	\$ 0.40	1%
		90	\$ 40.62	1	\$ 43.68	0	\$ -	\$ (43.68)	
		ID	\$ 30.57	0	\$ -	2	\$ 30.15	\$ 30.15	100%
		IE	\$ 34.23	0	\$ -	1	\$ 33.61	\$ 33.61	100%
		IF	\$ 38.73	2	\$ 37.73	0	\$ -	\$ (37.73)	
		LF	\$ 35.03	1	\$ 35.03	0	\$ -	\$ (35.03)	
		LG	\$ 37.96	1	\$ 41.02	0	\$ -	\$ (41.02)	
		LI	\$ 44.43	1	\$ 45.00	0	\$ -	\$ (45.00)	
		SE	\$ 24.71	56	\$ 23.12	14	\$ 22.77	\$ (0.35)	-2%
SF	\$ 27.78	1	\$ 29.15	0	\$ -	\$ (29.15)			
SG	\$ 32.42	10	\$ 29.09	7	\$ 27.34	\$ (1.75)	-6%		
SI	\$ 42.83	3	\$ 34.99	2	\$ 35.73	\$ 0.74	2%		
63000	Human Services Department	30	\$ 11.91	45	\$ 12.19	3	\$ 12.58	\$ 0.39	3%
		40	\$ 13.68	17	\$ 12.61	2	\$ 12.11	\$ (0.50)	-4%
		45	\$ 14.83	2	\$ 16.66	1	\$ 14.96	\$ (1.71)	-11%
		50	\$ 16.45	44	\$ 15.79	11	\$ 15.92	\$ 0.13	1%
		55	\$ 18.33	17	\$ 19.41	6	\$ 19.91	\$ 0.50	3%
		60	\$ 20.10	573	\$ 18.41	90	\$ 18.33	\$ (0.07)	0%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		65	\$ 22.21	234	\$ 21.48	46	\$ 21.82	\$ 0.34	2%
		70	\$ 24.72	199	\$ 24.71	54	\$ 24.87	\$ 0.15	1%
		75	\$ 27.72	84	\$ 29.27	25	\$ 30.28	\$ 1.01	3%
		80	\$ 31.29	25	\$ 34.44	20	\$ 33.87	\$ (0.57)	-2%
		85	\$ 35.55	33	\$ 36.63	17	\$ 38.56	\$ 1.93	5%
		90	\$ 40.62	22	\$ 42.79	7	\$ 44.45	\$ 1.66	4%
		95	\$ 46.68	0	\$ -	1	\$ 51.95	\$ 51.95	100%
		98	\$ 72.74	1	\$ 83.36	0	\$ -	\$ (83.36)	
		IA	\$ 19.74	0	\$ -	1	\$ 20.34	\$ 20.34	100%
		IB	\$ 23.04	0	\$ -	5	\$ 23.27	\$ 23.27	100%
		IC	\$ 27.13	1	\$ 27.13	3	\$ 27.71	\$ 0.58	2%
		ID	\$ 30.57	0	\$ -	2	\$ 27.09	\$ 27.09	100%
		IE	\$ 34.23	2	\$ 34.59	8	\$ 36.22	\$ 1.64	5%
		IF	\$ 38.73	11	\$ 41.36	14	\$ 40.61	\$ (0.76)	-2%
		IG	\$ 45.28	1	\$ 45.44	5	\$ 44.56	\$ (0.88)	-2%
		IH	\$ 53.10	0	\$ -	4	\$ 47.61	\$ 47.61	100%
		II	\$ 58.47	1	\$ 45.63	2	\$ 52.46	\$ 6.83	13%
		IK	\$ 72.50	0	\$ -	1	\$ 61.84	\$ 61.84	100%
		LF	\$ 35.03	3	\$ 30.87	1	\$ 29.67	\$ (1.20)	-4%
		LG	\$ 37.96	2	\$ 32.88	7	\$ 33.79	\$ 0.91	3%
		LH	\$ 41.46	4	\$ 37.53	8	\$ 37.98	\$ 0.45	1%
		LI	\$ 44.43	4	\$ 41.40	1	\$ 41.45	\$ 0.05	0%
		LJ	\$ 47.41	1	\$ 48.99	1	\$ 47.14	\$ (1.85)	-4%
63100	Dept of Workforce Solutions	25	\$ 11.25	3	\$ 11.74	1	\$ 12.10	\$ 0.36	3%
		30	\$ 11.91	0	\$ -	1	\$ 12.12	\$ 12.12	100%
		40	\$ 13.68	2	\$ 13.42	0	\$ -	\$ (13.42)	
		45	\$ 14.83	6	\$ 15.26	0	\$ -	\$ (15.26)	
		50	\$ 16.45	51	\$ 13.83	20	\$ 13.83	\$ (0.00)	0%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		55	\$ 18.33	62	\$ 18.11	26	\$ 17.93	\$ (0.17)	-1%
		60	\$ 20.10	49	\$ 18.42	22	\$ 18.70	\$ 0.28	2%
		65	\$ 22.21	48	\$ 22.80	30	\$ 22.01	\$ (0.79)	-4%
		70	\$ 24.72	28	\$ 24.34	19	\$ 24.90	\$ 0.56	2%
		75	\$ 27.72	5	\$ 27.14	7	\$ 28.95	\$ 1.81	6%
		80	\$ 31.29	3	\$ 34.51	8	\$ 34.66	\$ 0.15	0%
		85	\$ 35.55	3	\$ 34.56	2	\$ 40.15	\$ 5.59	14%
		90	\$ 40.62	1	\$ 41.90	0	\$ -	\$ (41.90)	
		95	\$ 46.68	0	\$ -	1	\$ 47.70	\$ 47.70	100%
		IA	\$ 19.74	0	\$ -	3	\$ 15.74	\$ 15.74	100%
		IB	\$ 23.04	3	\$ 23.64	1	\$ 21.21	\$ (2.43)	-11%
		ID	\$ 30.57	1	\$ 29.39	1	\$ 27.21	\$ (2.18)	-8%
		IE	\$ 34.23	1	\$ 32.54	6	\$ 30.27	\$ (2.28)	-8%
		IF	\$ 38.73	3	\$ 40.34	6	\$ 41.37	\$ 1.03	3%
		IG	\$ 45.28	0	\$ -	1	\$ 43.88	\$ 43.88	100%
		IH	\$ 53.10	0	\$ -	4	\$ 49.55	\$ 49.55	100%
		IJ	\$ 64.86	1	\$ 60.41	0	\$ -	\$ (60.41)	
		LF	\$ 35.03	1	\$ 34.00	0	\$ -	\$ (34.00)	
		LH	\$ 41.46	1	\$ 35.79	1	\$ 41.42	\$ 5.63	14%
		LI	\$ 44.43	0	\$ -	1	\$ 45.61	\$ 45.61	100%
63200	Workers Compensation Admin	30	\$ 11.91	1	\$ 13.47	1	\$ 13.13	\$ (0.34)	-3%
		45	\$ 14.83	4	\$ 15.92	0	\$ -	\$ (15.92)	
		50	\$ 16.45	14	\$ 17.34	1	\$ 17.63	\$ 0.28	2%
		55	\$ 18.33	9	\$ 18.71	6	\$ 18.58	\$ (0.13)	-1%
		60	\$ 20.10	11	\$ 21.18	5	\$ 22.00	\$ 0.83	4%
		65	\$ 22.21	12	\$ 22.35	4	\$ 24.14	\$ 1.79	7%
		70	\$ 24.72	4	\$ 26.87	3	\$ 25.54	\$ (1.34)	-5%
		75	\$ 27.72	5	\$ 29.88	6	\$ 29.26	\$ (0.62)	-2%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		80	\$ 31.29	3	\$ 30.62	2	\$ 35.74	\$ 5.12	14%
		85	\$ 35.55	1	\$ 38.08	0	\$ -	\$ (38.08)	
		ID	\$ 30.57	1	\$ 28.11	0	\$ -	\$ (28.11)	
		IE	\$ 34.23	1	\$ 32.91	1	\$ 28.08	\$ (4.83)	-17%
		LG	\$ 37.96	2	\$ 33.22	1	\$ 33.21	\$ (0.01)	0%
		LH	\$ 41.46	0	\$ -	3	\$ 35.87	\$ 35.87	100%
		LI	\$ 44.43	0	\$ -	1	\$ 40.85	\$ 40.85	100%
64400	Dept of Vocational Rehab.	45	\$ 14.83	7	\$ 16.32	0	\$ -	\$ (16.32)	
		50	\$ 16.45	13	\$ 18.58	1	\$ 17.33	\$ (1.25)	-7%
		55	\$ 18.33	48	\$ 19.48	11	\$ 19.41	\$ (0.08)	0%
		60	\$ 20.10	22	\$ 21.98	4	\$ 21.05	\$ (0.92)	-4%
		65	\$ 22.21	46	\$ 24.39	20	\$ 24.33	\$ (0.06)	0%
		70	\$ 24.72	15	\$ 27.94	7	\$ 27.26	\$ (0.68)	-2%
		75	\$ 27.72	15	\$ 31.35	5	\$ 31.27	\$ (0.08)	0%
		80	\$ 31.29	3	\$ 31.18	1	\$ 31.49	\$ 0.31	1%
		85	\$ 35.55	5	\$ 36.09	5	\$ 37.63	\$ 1.54	4%
		90	\$ 40.62	1	\$ 47.75	2	\$ 44.40	\$ (3.36)	-8%
		IC	\$ 27.13	0	\$ -	1	\$ 28.46	\$ 28.46	100%
		IE	\$ 34.23	2	\$ 34.63	2	\$ 34.77	\$ 0.14	0%
		IF	\$ 38.73	2	\$ 37.65	2	\$ 39.47	\$ 1.83	5%
		IH	\$ 53.10	0	\$ -	1	\$ 48.12	\$ 48.12	100%
		LH	\$ 41.46	1	\$ 42.13	0	\$ -	\$ (42.13)	
		LI	\$ 44.43	1	\$ 44.63	0	\$ -	\$ (44.63)	
64500	Governor's Comm. on Disability	60	\$ 20.10	1	\$ 22.96	0	\$ -	\$ (22.96)	
		65	\$ 22.21	3	\$ 23.43	0	\$ -	\$ (23.43)	
		70	\$ 24.72	1	\$ 27.54	2	\$ 24.10	\$ (3.44)	-14%
		75	\$ 27.72	1	\$ 28.24	0	\$ -	\$ (28.24)	
		85	\$ 35.55	0	\$ -	1	\$ 35.80	\$ 35.80	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		AA	\$ 32.10	0	\$ -	1	\$ 25.67	\$ 25.67	100%
		AB	\$ 36.50	0	\$ -	1	\$ 31.51	\$ 31.51	100%
66200	Miners Colfax Medical Center	25	\$ 11.25	14	\$ 9.73	6	\$ 9.43	\$ (0.31)	-3%
		30	\$ 11.91	3	\$ 11.73	3	\$ 11.23	\$ (0.50)	-4%
		35	\$ 12.72	1	\$ 12.00	3	\$ 12.06	\$ 0.06	0%
		40	\$ 13.68	28	\$ 11.59	4	\$ 11.65	\$ 0.06	0%
		45	\$ 14.83	16	\$ 13.70	5	\$ 12.76	\$ (0.94)	-7%
		50	\$ 16.45	18	\$ 14.39	5	\$ 16.66	\$ 2.28	14%
		55	\$ 18.33	8	\$ 19.72	4	\$ 18.56	\$ (1.16)	-6%
		60	\$ 20.10	6	\$ 24.11	3	\$ 24.25	\$ 0.14	1%
		65	\$ 22.21	4	\$ 27.25	4	\$ 26.91	\$ (0.34)	-1%
		70	\$ 24.72	11	\$ 26.90	1	\$ 28.17	\$ 1.27	5%
		75	\$ 27.72	7	\$ 31.02	1	\$ 28.86	\$ (2.16)	-7%
		80	\$ 31.29	14	\$ 35.32	2	\$ 34.78	\$ (0.54)	-2%
		85	\$ 35.55	7	\$ 41.43	0	\$ -	\$ (41.43)	
		90	\$ 40.62	6	\$ 49.31	1	\$ 51.34	\$ 2.03	4%
		97	\$ 62.50	4	\$ 69.81	1	\$ 68.95	\$ (0.86)	-1%
		99	\$ 136.84	9	\$ 151.87	9	\$ 135.41	\$ (16.46)	-12%
		IC	\$ 27.13	0	\$ -	1	\$ 25.65	\$ 25.65	100%
		IE	\$ 34.23	0	\$ -	1	\$ 33.80	\$ 33.80	100%
		IF	\$ 38.73	0	\$ -	1	\$ 40.81	\$ 40.81	100%
66500	Department of Health	25	\$ 11.25	78	\$ 10.87	62	\$ 10.45	\$ (0.42)	-4%
		30	\$ 11.91	77	\$ 12.30	31	\$ 11.41	\$ (0.89)	-8%
		35	\$ 12.72	42	\$ 12.71	36	\$ 12.49	\$ (0.22)	-2%
		40	\$ 13.68	306	\$ 14.75	171	\$ 14.26	\$ (0.49)	-3%
		45	\$ 14.83	186	\$ 16.43	57	\$ 16.35	\$ (0.08)	0%
		50	\$ 16.45	153	\$ 18.29	53	\$ 17.94	\$ (0.36)	-2%
		55	\$ 18.33	160	\$ 19.31	54	\$ 19.05	\$ (0.26)	-1%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		60	\$ 20.10	147	\$ 21.36	54	\$ 21.58	\$ 0.22	1%
		65	\$ 22.21	369	\$ 23.79	120	\$ 24.13	\$ 0.34	1%
		70	\$ 24.72	175	\$ 26.84	46	\$ 27.34	\$ 0.50	2%
		75	\$ 27.72	145	\$ 30.54	67	\$ 30.40	\$ (0.13)	0%
		80	\$ 31.29	139	\$ 36.34	25	\$ 35.20	\$ (1.14)	-3%
		85	\$ 35.55	156	\$ 41.37	34	\$ 39.80	\$ (1.57)	-4%
		90	\$ 40.62	46	\$ 47.07	23	\$ 46.03	\$ (1.04)	-2%
		95	\$ 46.68	14	\$ 56.75	12	\$ 52.73	\$ (4.02)	-8%
		96	\$ 53.89	1	\$ 53.88	9	\$ 57.30	\$ 3.42	6%
		97	\$ 62.50	1	\$ 69.46	3	\$ 78.04	\$ 8.58	11%
		98	\$ 72.74	7	\$ 75.81	7	\$ 81.93	\$ 6.12	7%
		99	\$ 136.84	2	\$ 163.86	2	\$ 158.25	\$ (5.61)	-4%
		AB	\$ 36.50	0	\$ -	1	\$ 36.01	\$ 36.01	100%
		ED	\$ 25.25	1	\$ 25.42	0	\$ -	\$ (25.42)	
		IB	\$ 23.04	2	\$ 23.97	3	\$ 22.74	\$ (1.23)	-5%
		IC	\$ 27.13	1	\$ 26.10	1	\$ 25.15	\$ (0.95)	-4%
		ID	\$ 30.57	13	\$ 28.36	18	\$ 26.75	\$ (1.60)	-6%
		IE	\$ 34.23	7	\$ 33.70	8	\$ 35.61	\$ 1.92	5%
		IF	\$ 38.73	4	\$ 33.67	20	\$ 37.83	\$ 4.16	11%
		IG	\$ 45.28	4	\$ 44.53	2	\$ 43.08	\$ (1.45)	-3%
		IH	\$ 53.10	0	\$ -	3	\$ 49.70	\$ 49.70	100%
		II	\$ 58.47	1	\$ 53.10	1	\$ 44.73	\$ (8.37)	-19%
		IJ	\$ 64.86	1	\$ 49.62	0	\$ -	\$ (49.62)	
		IK	\$ 72.50	0	\$ -	1	\$ 55.46	\$ 55.46	100%
		LH	\$ 41.46	3	\$ 37.79	2	\$ 37.21	\$ (0.58)	-2%
		LI	\$ 44.43	0	\$ -	1	\$ 44.01	\$ 44.01	100%
66700	Department of Environment	40	\$ 13.68	1	\$ 13.68	0	\$ -	\$ (13.68)	
		45	\$ 14.83	24	\$ 15.75	2	\$ 15.07	\$ (0.68)	-5%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		50	\$ 16.45	4	\$ 19.10	1	\$ 19.44	\$ 0.34	2%
		55	\$ 18.33	19	\$ 20.61	5	\$ 21.15	\$ 0.54	3%
		60	\$ 20.10	15	\$ 23.12	2	\$ 23.36	\$ 0.24	1%
		65	\$ 22.21	17	\$ 23.57	10	\$ 23.04	\$ (0.54)	-2%
		70	\$ 24.72	40	\$ 25.56	71	\$ 25.44	\$ (0.12)	0%
		75	\$ 27.72	54	\$ 31.05	71	\$ 30.54	\$ (0.51)	-2%
		80	\$ 31.29	29	\$ 34.29	33	\$ 34.12	\$ (0.17)	-1%
		85	\$ 35.55	12	\$ 39.66	9	\$ 38.25	\$ (1.41)	-4%
		90	\$ 40.62	3	\$ 39.18	5	\$ 39.92	\$ 0.74	2%
		95	\$ 46.68	6	\$ 45.06	9	\$ 42.54	\$ (2.52)	-6%
		ED	\$ 25.25	1	\$ 28.25	0	\$ -	\$ (28.25)	
		EE	\$ 29.50	1	\$ 29.50	1	\$ 33.95	\$ 4.45	13%
		EF	\$ 35.50	6	\$ 33.41	5	\$ 33.44	\$ 0.03	0%
		EG	\$ 39.50	4	\$ 38.80	8	\$ 37.42	\$ (1.37)	-4%
		EH	\$ 43.85	0	\$ -	1	\$ 43.56	\$ 43.56	100%
		IB	\$ 23.04	2	\$ 24.98	1	\$ 23.04	\$ (1.94)	-8%
		IC	\$ 27.13	4	\$ 27.58	1	\$ 31.45	\$ 3.88	12%
		ID	\$ 30.57	1	\$ 30.57	1	\$ 27.60	\$ (2.97)	-11%
		IE	\$ 34.23	2	\$ 29.40	8	\$ 34.26	\$ 4.86	14%
		IF	\$ 38.73	1	\$ 39.50	6	\$ 38.52	\$ (0.99)	-3%
		II	\$ 58.47	1	\$ 47.21	0	\$ -	\$ (47.21)	
		LF	\$ 35.03	1	\$ 35.03	1	\$ 35.03	\$ 0.00	0%
		LG	\$ 37.96	0	\$ -	1	\$ 37.96	\$ 37.96	100%
		LH	\$ 41.46	2	\$ 41.58	2	\$ 41.68	\$ 0.10	0%
		LI	\$ 44.43	2	\$ 44.43	1	\$ 41.00	\$ (3.43)	-8%
		LJ	\$ 47.41	1	\$ 48.58	0	\$ -	\$ (48.58)	
66800	Office of Natural Resources Trustee	65	\$ 22.21	1	\$ 25.82	0	\$ -	\$ (25.82)	
		96	\$ 53.89	0	\$ -	1	\$ 45.77	\$ 45.77	100%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		EF	\$ 35.50	0	\$ -	1	\$ 37.13	\$ 37.13	100%
67000	Department of Veteran Services	40	\$ 13.68	0	\$ -	3	\$ 15.82	\$ 15.82	100%
		45	\$ 14.83	0	\$ -	1	\$ 16.61	\$ 16.61	100%
		50	\$ 16.45	3	\$ 17.31	0	\$ -	\$ (17.31)	
		55	\$ 18.33	8	\$ 18.95	8	\$ 17.91	\$ (1.04)	-6%
		60	\$ 20.10	4	\$ 21.45	6	\$ 22.55	\$ 1.10	5%
		65	\$ 22.21	3	\$ 24.93	2	\$ 23.27	\$ (1.66)	-7%
		70	\$ 24.72	2	\$ 27.95	1	\$ 24.24	\$ (3.71)	-15%
		75	\$ 27.72	1	\$ 24.24	2	\$ 29.11	\$ 4.87	17%
		80	\$ 31.29	2	\$ 38.15	1	\$ 33.28	\$ (4.86)	-15%
		85	\$ 35.55	0	\$ -	1	\$ 35.13	\$ 35.13	100%
		IE	\$ 34.23	0	\$ -	1	\$ 39.52	\$ 39.52	100%
		IF	\$ 38.73	0	\$ -	1	\$ 45.47	\$ 45.47	100%
69000	Children, Youth & Families Dpt.	25	\$ 11.25	2	\$ 12.97	1	\$ 11.90	\$ (1.07)	-9%
		30	\$ 11.91	0	\$ -	1	\$ 14.92	\$ 14.92	100%
		35	\$ 12.72	43	\$ 14.49	10	\$ 14.74	\$ 0.25	2%
		40	\$ 13.68	65	\$ 15.44	7	\$ 15.57	\$ 0.13	1%
		45	\$ 14.83	23	\$ 17.08	2	\$ 17.28	\$ 0.21	1%
		50	\$ 16.45	28	\$ 17.80	1	\$ 20.44	\$ 2.64	13%
		55	\$ 18.33	72	\$ 18.89	120	\$ 18.06	\$ (0.82)	-5%
		60	\$ 20.10	82	\$ 22.00	76	\$ 21.54	\$ (0.46)	-2%
		65	\$ 22.21	45	\$ 24.70	21	\$ 24.51	\$ (0.19)	-1%
		70	\$ 24.72	178	\$ 26.97	113	\$ 26.20	\$ (0.76)	-3%
		75	\$ 27.72	39	\$ 31.71	35	\$ 30.57	\$ (1.14)	-4%
		80	\$ 31.29	13	\$ 35.80	11	\$ 32.76	\$ (3.04)	-9%
		85	\$ 35.55	29	\$ 37.45	13	\$ 39.03	\$ 1.58	4%
		90	\$ 40.62	13	\$ 45.93	6	\$ 45.75	\$ (0.18)	0%



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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		95	\$ 46.68	7	\$ 48.67	3	\$ 48.32	\$ (0.35)	-1%
		96	\$ 53.89	1	\$ 54.00	0	\$ -	\$ (54.00)	
		98	\$ 72.74	1	\$ 70.31	0	\$ -	\$ (70.31)	
		99	\$ 136.84	1	\$ 137.90	1	\$ 140.40	\$ 2.50	2%
		IB	\$ 23.04	1	\$ 21.44	3	\$ 22.42	\$ 0.98	4%
		IC	\$ 27.13	1	\$ 28.54	3	\$ 24.50	\$ (4.04)	-16%
		ID	\$ 30.57	0	\$ -	2	\$ 31.18	\$ 31.18	100%
		IE	\$ 34.23	4	\$ 35.23	10	\$ 36.02	\$ 0.79	2%
		IF	\$ 38.73	2	\$ 44.59	4	\$ 41.50	\$ (3.09)	-7%
		IG	\$ 45.28	1	\$ 56.31	2	\$ 44.97	\$ (11.34)	-25%
		IH	\$ 53.10	1	\$ 44.23	0	\$ -	\$ (44.23)	
		LF	\$ 35.03	2	\$ 33.68	0	\$ -	\$ (33.68)	
		LG	\$ 37.96	8	\$ 40.72	9	\$ 40.11	\$ (0.61)	-2%
		LH	\$ 41.46	7	\$ 42.38	5	\$ 44.41	\$ 2.02	5%
		LI	\$ 44.43	2	\$ 45.87	0	\$ -	\$ (45.87)	
		SD	\$ 21.77	154	\$ 20.21	21	\$ 20.40	\$ 0.19	1%
		SE	\$ 24.71	188	\$ 24.30	36	\$ 23.99	\$ (0.31)	-1%
		SF	\$ 27.78	96	\$ 28.54	8	\$ 29.84	\$ 1.30	4%
		SG	\$ 32.42	36	\$ 32.94	5	\$ 31.68	\$ (1.26)	-4%
		SH	\$ 38.71	19	\$ 38.02	8	\$ 38.15	\$ 0.13	0%
		SI	\$ 42.83	5	\$ 43.21	0	\$ -	\$ (43.21)	
70500	Military Affairs	25	\$ 11.25	0	\$ -	1	\$ 13.27	\$ 13.27	100%
		40	\$ 13.68	0	\$ -	1	\$ 14.26	\$ 14.26	100%
		45	\$ 14.83	8	\$ 17.32	8	\$ 18.12	\$ 0.80	4%
		50	\$ 16.45	4	\$ 19.50	22	\$ 17.65	\$ (1.85)	-10%
		55	\$ 18.33	11	\$ 19.37	8	\$ 21.01	\$ 1.64	8%
		60	\$ 20.10	3	\$ 21.32	4	\$ 21.32	\$ (0.00)	0%
		65	\$ 22.21	7	\$ 24.87	7	\$ 24.96	\$ 0.09	0%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		70	\$ 24.72	4	\$ 26.34	5	\$ 26.79	\$ 0.46	2%
		75	\$ 27.72	2	\$ 32.07	7	\$ 29.09	\$ (2.98)	-10%
		80	\$ 31.29	2	\$ 35.91	3	\$ 33.68	\$ (2.24)	-7%
		85	\$ 35.55	2	\$ 37.11	0	\$ -	\$ (37.11)	
		IA	\$ 19.74	0	\$ -	1	\$ 29.01	\$ 29.01	100%
		IB	\$ 23.04	0	\$ -	1	\$ 26.52	\$ 26.52	100%
		ID	\$ 30.57	0	\$ -	3	\$ 28.21	\$ 28.21	100%
		IF	\$ 38.73	0	\$ -	1	\$ 35.85	\$ 35.85	100%
76000	Adult Parole Board	45	\$ 14.83	1	\$ 14.40	0	\$ -	\$ (14.40)	
		55	\$ 18.33	2	\$ 19.28	0	\$ -	\$ (19.28)	
		80	\$ 31.29	0	\$ -	1	\$ 26.84	\$ 26.84	100%
77000	New Mexico Corrections Dept	30	\$ 11.91	1	\$ 13.14	0	\$ -	\$ (13.14)	
		40	\$ 13.68	60	\$ 14.72	3	\$ 16.29	\$ 1.57	10%
		45	\$ 14.83	19	\$ 16.48	1	\$ 17.12	\$ 0.64	4%
		50	\$ 16.45	9	\$ 17.83	3	\$ 17.08	\$ (0.74)	-4%
		55	\$ 18.33	18	\$ 19.23	4	\$ 20.83	\$ 1.60	8%
		60	\$ 20.10	89	\$ 20.51	40	\$ 21.00	\$ 0.48	2%
		65	\$ 22.21	95	\$ 22.07	92	\$ 21.41	\$ (0.65)	-3%
		70	\$ 24.72	83	\$ 25.64	75	\$ 24.84	\$ (0.81)	-3%
		75	\$ 27.72	39	\$ 29.74	39	\$ 28.82	\$ (0.91)	-3%
		80	\$ 31.29	4	\$ 30.23	4	\$ 33.00	\$ 2.77	8%
		85	\$ 35.55	11	\$ 36.97	8	\$ 37.11	\$ 0.14	0%
		90	\$ 40.62	5	\$ 44.24	3	\$ 44.80	\$ 0.57	1%
		96	\$ 53.89	0	\$ -	2	\$ 55.46	\$ 55.46	100%
		CA	\$ 17.48	4	\$ 15.55	23	\$ 15.57	\$ 0.02	0%
		CB	\$ 20.90	118	\$ 18.89	629	\$ 18.98	\$ 0.10	1%
		CC	\$ 23.15	27	\$ 20.96	155	\$ 20.96	\$ 0.00	0%
		CD	\$ 25.49	4	\$ 23.37	100	\$ 23.73	\$ 0.36	2%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		CE	\$ 27.95	4	\$ 26.85	22	\$ 27.36	\$ 0.51	2%
		CG	\$ 32.31	1	\$ 36.40	4	\$ 34.26	\$ (2.14)	-6%
		CH	\$ 35.28	0	\$ -	6	\$ 31.36	\$ 31.36	100%
		CJ	\$ 40.46	13	\$ 34.07	17	\$ 33.73	\$ (0.34)	-1%
		CK	\$ 44.67	3	\$ 39.32	10	\$ 37.86	\$ (1.46)	-4%
		CL	\$ 49.79	0	\$ -	5	\$ 44.70	\$ 44.70	100%
		CM	\$ 55.67	0	\$ -	2	\$ 48.00	\$ 48.00	100%
		IA	\$ 19.74	0	\$ -	1	\$ 19.17	\$ 19.17	100%
		IB	\$ 23.04	0	\$ -	2	\$ 21.75	\$ 21.75	100%
		IC	\$ 27.13	0	\$ -	2	\$ 24.46	\$ 24.46	100%
		ID	\$ 30.57	0	\$ -	4	\$ 27.30	\$ 27.30	100%
		IE	\$ 34.23	3	\$ 32.33	3	\$ 32.95	\$ 0.62	2%
		IF	\$ 38.73	1	\$ 32.34	6	\$ 36.36	\$ 4.02	11%
		IG	\$ 45.28	2	\$ 42.98	2	\$ 40.59	\$ (2.39)	-6%
		IH	\$ 53.10	0	\$ -	1	\$ 48.70	\$ 48.70	100%
		II	\$ 58.47	0	\$ -	1	\$ 52.44	\$ 52.44	100%
		LG	\$ 37.96	1	\$ 34.00	0	\$ -	\$ (34.00)	
		LH	\$ 41.46	2	\$ 35.28	2	\$ 34.39	\$ (0.89)	-3%
		LI	\$ 44.43	0	\$ -	1	\$ 43.87	\$ 43.87	100%
78000	Crime Victims Reparation Comm	55	\$ 18.33	1	\$ 20.04	0	\$ -	\$ (20.04)	
		60	\$ 20.10	4	\$ 21.02	0	\$ -	\$ (21.02)	
		65	\$ 22.21	7	\$ 23.49	1	\$ 20.74	\$ (2.75)	-13%
		70	\$ 24.72	2	\$ 26.81	0	\$ -	\$ (26.81)	
		75	\$ 27.72	1	\$ 28.64	0	\$ -	\$ (28.64)	
		80	\$ 31.29	3	\$ 32.38	0	\$ -	\$ (32.38)	
		85	\$ 35.55	1	\$ 37.50	1	\$ 37.50	\$ (0.00)	0%
79000	Department of Public Safety	35	\$ 12.72	1	\$ 14.26	0	\$ -	\$ (14.26)	
		40	\$ 13.68	6	\$ 14.26	2	\$ 13.40	\$ (0.86)	-6%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		45	\$ 14.83	43	\$ 15.64	16	\$ 16.73	\$ 1.09	6%
		50	\$ 16.45	47	\$ 17.23	18	\$ 17.65	\$ 0.42	2%
		55	\$ 18.33	31	\$ 18.71	42	\$ 16.18	\$ (2.53)	-16%
		60	\$ 20.10	19	\$ 21.62	7	\$ 22.41	\$ 0.79	4%
		65	\$ 22.21	19	\$ 25.82	5	\$ 24.47	\$ (1.35)	-6%
		70	\$ 24.72	12	\$ 27.95	6	\$ 27.49	\$ (0.46)	-2%
		75	\$ 27.72	13	\$ 30.81	8	\$ 30.09	\$ (0.72)	-2%
		80	\$ 31.29	8	\$ 34.80	5	\$ 36.95	\$ 2.15	6%
		85	\$ 35.55	8	\$ 43.22	3	\$ 43.01	\$ (0.22)	-1%
		90	\$ 40.62	3	\$ 45.82	2	\$ 43.27	\$ (2.56)	-6%
		95	\$ 46.68	1	\$ 54.06	0	\$ -	\$ (54.06)	
		IA	\$ 19.74	0	\$ -	2	\$ 19.94	\$ 19.94	100%
		IB	\$ 23.04	3	\$ 23.01	2	\$ 22.14	\$ (0.87)	-4%
		IC	\$ 27.13	1	\$ 27.32	9	\$ 25.75	\$ (1.57)	-6%
		ID	\$ 30.57	0	\$ -	1	\$ 32.00	\$ 32.00	100%
		IE	\$ 34.23	1	\$ 34.91	4	\$ 34.22	\$ (0.69)	-2%
		IF	\$ 38.73	1	\$ 37.72	6	\$ 40.85	\$ 3.13	8%
		IG	\$ 45.28	0	\$ -	2	\$ 47.10	\$ 47.10	100%
		II	\$ 58.47	0	\$ -	1	\$ 55.29	\$ 55.29	100%
		LH	\$ 41.46	0	\$ -	1	\$ 35.24	\$ 35.24	100%
		LI	\$ 44.43	1	\$ 42.84	0	\$ -	\$ (42.84)	
		LJ	\$ 47.41	1	\$ 51.59	0	\$ -	\$ (51.59)	
79500	Homeland Security & Emergency Mgt	25	\$ 11.25	0	\$ -	1	\$ 12.52	\$ 12.52	100%
		50	\$ 16.45	1	\$ 18.21	0	\$ -	\$ (18.21)	
		55	\$ 18.33	2	\$ 19.96	1	\$ 21.43	\$ 1.47	7%
		60	\$ 20.10	1	\$ 20.58	1	\$ 24.66	\$ 4.08	17%
		65	\$ 22.21	10	\$ 25.73	11	\$ 25.67	\$ (0.06)	0%
		70	\$ 24.72	3	\$ 26.22	4	\$ 28.63	\$ 2.41	8%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		75	\$ 27.72	3	\$ 30.59	3	\$ 33.87	\$ 3.28	10%
		85	\$ 35.55	3	\$ 42.61	1	\$ 42.65	\$ 0.05	0%
		EE	\$ 29.50	1	\$ 30.50	0	\$ -	\$ (30.50)	
		IE	\$ 34.23	0	\$ -	2	\$ 36.20	\$ 36.20	100%
80500	Department of Transportation	25	\$ 11.25	1	\$ 10.00	0	\$ -	\$ (10.00)	
		30	\$ 11.91	3	\$ 13.53	0	\$ -	\$ (13.53)	
		35	\$ 12.72	1	\$ 14.30	6	\$ 14.28	\$ (0.03)	0%
		40	\$ 13.68	9	\$ 14.21	15	\$ 14.83	\$ 0.62	4%
		45	\$ 14.83	14	\$ 15.92	78	\$ 15.57	\$ (0.35)	-2%
		50	\$ 16.45	24	\$ 17.97	317	\$ 17.20	\$ (0.77)	-4%
		55	\$ 18.33	25	\$ 19.50	196	\$ 19.48	\$ (0.02)	0%
		60	\$ 20.10	42	\$ 22.42	94	\$ 21.83	\$ (0.59)	-3%
		65	\$ 22.21	62	\$ 24.96	38	\$ 24.07	\$ (0.90)	-4%
		70	\$ 24.72	21	\$ 27.69	23	\$ 27.51	\$ (0.17)	-1%
		75	\$ 27.72	18	\$ 33.25	41	\$ 28.42	\$ (4.82)	-17%
		80	\$ 31.29	6	\$ 34.48	4	\$ 36.58	\$ 2.10	6%
		85	\$ 35.55	9	\$ 40.14	17	\$ 32.95	\$ (7.19)	-22%
		90	\$ 40.62	4	\$ 43.14	7	\$ 40.08	\$ (3.05)	-8%
		96	\$ 53.89	1	\$ 64.10	1	\$ 54.25	\$ (9.86)	-18%
		EA	\$ 17.75	3	\$ 18.72	36	\$ 18.73	\$ 0.01	0%
		EB	\$ 19.70	9	\$ 20.59	94	\$ 21.04	\$ 0.45	2%
		EC	\$ 22.15	20	\$ 23.00	84	\$ 23.15	\$ 0.15	1%
		ED	\$ 25.25	10	\$ 27.00	35	\$ 27.10	\$ 0.09	0%
		EE	\$ 29.50	13	\$ 30.97	58	\$ 29.20	\$ (1.77)	-6%
		EF	\$ 35.50	7	\$ 35.28	32	\$ 35.02	\$ (0.26)	-1%
		EG	\$ 39.50	11	\$ 41.96	29	\$ 41.96	\$ 0.01	0%
		EH	\$ 43.85	2	\$ 46.88	15	\$ 46.22	\$ (0.66)	-1%
		EI	\$ 48.67	4	\$ 50.63	7	\$ 49.45	\$ (1.18)	-2%

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Business Unit	Agency	Grade	Midpoint/ Hourly	No. Female	Female Avg Sal	No. Male	Male Avg Sal	Gap (Male - Female)	%Gap/ Male
		EJ	\$ 53.05	2	\$ 57.72	11	\$ 53.96	\$ (3.76)	-7%
		EK	\$ 57.82	0	\$ -	6	\$ 59.76	\$ 59.76	100%
		IA	\$ 19.74	2	\$ 22.63	0	\$ -	\$ (22.63)	
		IB	\$ 23.04	0	\$ -	2	\$ 23.83	\$ 23.83	100%
		IC	\$ 27.13	1	\$ 27.36	5	\$ 27.75	\$ 0.39	1%
		ID	\$ 30.57	5	\$ 31.47	26	\$ 30.45	\$ (1.02)	-3%
		IE	\$ 34.23	2	\$ 34.57	5	\$ 34.78	\$ 0.20	1%
		IF	\$ 38.73	1	\$ 38.73	8	\$ 40.90	\$ 2.17	5%
		IG	\$ 45.28	0	\$ -	2	\$ 46.18	\$ 46.18	100%
		IH	\$ 53.10	1	\$ 51.34	3	\$ 51.53	\$ 0.19	0%
		IK	\$ 72.50	0	\$ -	1	\$ 72.50	\$ 72.50	100%
		LH	\$ 41.46	2	\$ 40.17	6	\$ 39.46	\$ (0.71)	-2%
		LI	\$ 44.43	1	\$ 46.18	1	\$ 45.15	\$ (1.04)	-2%