



# State Personnel Office

## Fair and Equal Pay in the Classified Service Report Fiscal Year 2024

**September 30, 2024**

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# Executive Summary

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A comprehensive study of the Executive agencies of the State of New Mexico indicates that gender-based wage disparity has decreased by 16.5% since 2009.

- Of the 604 classified pay bands with both genders, 299 pay bands, or 49.5%, reflect no gender wage gap<sup>1</sup>.
- 305 pay bands, or 50.5%, indicate gender-based wage disparities. 50.5% favor females and 49.5% favor males.
- In executive agencies with over 50 classified employees, 47.2% have job segregation<sup>2</sup> favoring female employees, 25% have job segregation favoring male employees, and 27.8% indicate gender parity.
- In executive agencies with under 50 classified employees, 68.8% have job segregation favoring female employees, 6.3% have job segregation favoring male employees, and 25.0% indicate gender parity.

According to our current estimates, the current trend of decreasing gender-based wage disparity will continue as it remains a primary focus for the agencies. Gender parity, however, has decreased 5% to last year in smaller agencies. Job segregation favoring female employees remains high in both large and small agencies, indicating that additional efforts should be made toward achieving gender parity.

The following recommendations will allow the State of New Mexico to continue to reduce the percentage of pay bands with gender wage gaps:

- Develop new training for agency human resources to identify and address wage disparities,
- Develop guidance and training on standardized appropriate placement and encourage agencies to form a compensation policy that ensures appropriate placement and gender pay equity,
- Gender-based wage gaps should be reviewed annually by agency management to determine the root cause of the disparity and implement policies to achieve gender-

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<sup>1</sup> Wage gaps of less than 3% are treated as equal in this report.

<sup>2</sup> Agencies with more than 60% of one gender are considered segregated by gender in this report

based wage parity; goals and timetables for improvement should be implemented as needed.

These recommendations will build on the recommendations of the Burk 2009 baseline study of expansion of communication with agencies, ongoing training of managers to identify wage disparities, set agency goals, timelines, and annual reviews, and provide technological support.

# Background and Current Study

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

In 2007, Governor Richardson appointed Dr. Martha Burk as his Senior Policy Advisor on Women's Issues and, in 2008, requested Dr. Burk conduct a pilot study of wage disparities in the New Mexico classified workforce. Dr. Burk's pilot study analyzed job segregation and gender wage gaps in six State agencies.

Executive Order 2009-004 *Fair and Equal Pay for All New Mexicans Initiative*, issued January 28, 2009, formally established the Governor's Task Force on Fair and Equal Pay, appointed Dr. Burk as Task Force Chair, and directed the State Personnel Office (SPO) to provide administrative staff and support to the Task Force and interface with Dr. Burk to carry out a study of pay equity and job segregation in all state agencies.

In August 2009, with assistance from the State Personnel Office, Dr. Burk conducted a follow-up analysis of job segregation and gender wage gaps across all Executive agencies by pay band and, in September 2009, published a study titled *Gender Wage Gaps in the New Mexico Classified Workforce*. Of the 396 pay bands containing both women and men scrutinized in this 2009 baseline study, 267 or 67% were found to have gender wage gaps, although those gender wage gaps were found to be below the national average at the time, with only 15 pay bands having wage gaps exceeding 20%.

Executive Order 2009-049 *Fair Pay and Equal Pay for All New Mexicans*, issued December 18, 2009, formally stated that it is the policy of the State of New Mexico to identify, and combat pay inequity and job segregation. Executive Order 2009-049 also directed the State Personnel Office to prepare and submit to the Governor an annual Fair and Equal Pay Report including pay information for every Executive agency and identifying any pay gaps that exist at the individual agency level.

This current report to Governor Michelle Lujan Grisham is in accordance with Executive Order 2009-049 and continues the examination of the relationship between wage, job responsibility, and commensurate pay within and across all New Mexico's Executive agencies started by Dr. Burk's 2009 baseline study.

In keeping with the 2009 study, this Fair and Equal Pay Report divides all Executive agencies into one of two categories: agencies with 50 or more employees, and agencies with 50 or fewer employees (Appendix II). This categorization provides statistical correlation to the original study, allowing for a meaningful comparison of the new data and the 2009 baseline data.

For the gender wage gap analysis in the current report, 1,180 pay bands across all agencies were analyzed for gender diversity (Appendix IV). The study identified 604 pay bands, or 51.2%, which currently contain both women and men. The same procedures and methodologies used to gather and analyze gender wage-gap data in the Burk 2009 baseline study were expanded and used in this report (Appendix II).

Similar to the results of the 2009 study, the present report identifies gender wage gaps in all agencies (Appendix IV). The percentage of pay bands with gender-based wage disparities decreased slightly from last year: 49.5% of the 604 pay bands containing both women and men show no gender pay gaps. This is a 16.5% improvement from the 33% found in the original 2009 study. Additionally, few of the pay bands that have wage gaps approach the current national wage gap average of 23%. The majority of pay gaps in the New Mexico State classified workforce remain moderate, and several agencies are close to parity, with wage gaps that are very low.

# Conclusions and Recommendations

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The State of New Mexico can take pride in the progress it has made since the Executive Orders in 2009. Gender pay parity in the workforce should continue to be the goal for the State of New Mexico, and managers with gender and wage disparities in their departments should be encouraged to increase their efforts to achieve diversification, occupational gender parity, and wage equity.

**Below are the significant conclusions of this Fair and Equal Pay report and recommendations to address the findings:**

Of the 604 pay bands containing both men and women in New Mexico's classified service, 299, or 49.5%, of the pay bands show no gender-based wage gaps (Appendix I). This confirms a 16.5% increase in pay bands with no gender-based wage disparities when compared to the 2009 baseline study. The gender-based wage gaps found in the New Mexico classified workforce favor women, in both number and size.

Of the 305 pay bands identified as having gender-based wage gaps, only two (2) have a gap exceeding the national average of 23%. (Appendix IV.)

Gender-based wage gaps were found in most Executive agencies. In general, the wage gaps are moderate and much lower than the national average of 22% (National Partnership for Women and Families, 2024). Of the 305 pay bands with the gender-based wage gaps, 110 are close to wage parity with pay gaps that are less than 5%. Additional efforts should be made by agencies to discern whether gender-based wage gaps are a result of gender inequity, or a result of varying degrees of education and experience within a pay band. Management should continue to conduct and document annual reviews of progress toward wage gender equity goals.

Gender-based wage gaps identified in annual reports should be further analyzed to determine the root cause of the disparity to further inform policy changes to achieve gender-based wage parity; goals and timetables for improvement should be implemented as needed.

While this report includes all pay bands with at least one female and one male employee, care must be taken when looking at gender wage disparities in pay bands with low numbers of employees. Gender wage gaps may not be statistically meaningful in individual pay bands with few employees and can be more statistically significant when viewed in the aggregate. For

example, in one agency's data set, there are 15 pay bands with six or fewer employees. Data showing a wage gap favoring women in any one of those pay bands provides only limited information, but data showing a wage gap favoring women in 12 of those 15 pay bands provides a more compelling picture of the gender disparity within the agency.

While one might review this report and conclude that the wage gaps favoring women and the wage gaps favoring men balance out, this is not accurate. For example, in one agency's data set, the gender wage gap in pay band 55 favors women by 7.3%, and the gender wage gap in pay band 80 favors men by 7.3%. But this does not make things even. Rather, each gender wage gap represents another instance of gender pay inequity.

Technical assistance in overcoming both job gender segregation and gender wage gaps should be provided by the State Personnel Office, as outlined in Executive Orders 2009-004 and 2009-049. The State Personnel Office should develop new training for agency human resources to identify and address wage disparities, while encouraging agencies to form a compensation policy that ensures gender pay equity.

The State of New Mexico endeavors to continue to embrace the concepts of "appropriate placement" and "internal alignment" as defined in 1.7.4 NMAC when making pay decisions, subject to budget availability. Additionally, SPO will continue to expand leadership and administrative trainings for agency managers and supervisors and develop guidance on standardizing appropriate placement that enables agencies to create or review their compensation policy to ensure equitable pay.



# Appendix I: Results

## Gender Wage Gaps

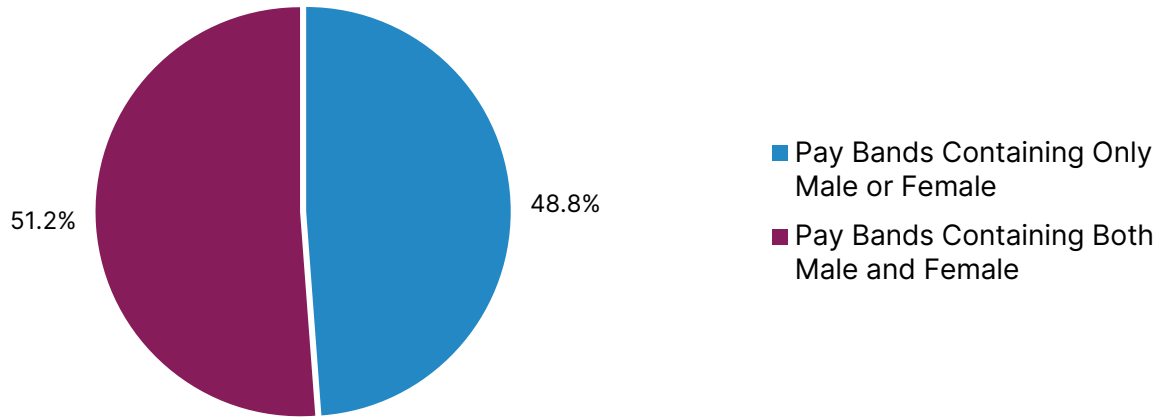
1,180 pay bands across all agencies were analyzed for pay disparities by gender.

- Of the 1,180 pay bands, 604 contain both males and females.
- The remaining 576 pay bands contain only males or only females, so no gender comparison is possible (Fig. 1). Of the 576, 378 pay bands, or 65.6%, have only one position indicating that a majority of the incomparable pay bands are not a result of job segregation. Job segregation is addressed for all pay bands in the following section.
- Of the 604 pay bands with both genders, 299 pay bands, or 49.5%, reflect no gender wage gap<sup>3</sup> (Fig. 2).
- 305 pay bands, or 50.5% indicate gender-based wage disparities (Fig. 2).
- 154 pay band disparities, or 50.5%, favor females and 151 pay band disparities, or 49.5%, favor males (Fig. 3).

Table 1. Pay Band Segregation		
	# Pay Bands	% of Pay Bands
Pay Bands Containing Only Male or Female	576	48.8%
Pay Bands Containing Both Male and Female	604	51.2%
Total Pay Bands	1180	100.0%

<sup>3</sup> Wage gaps of less than 3% are treated as equal in this report.

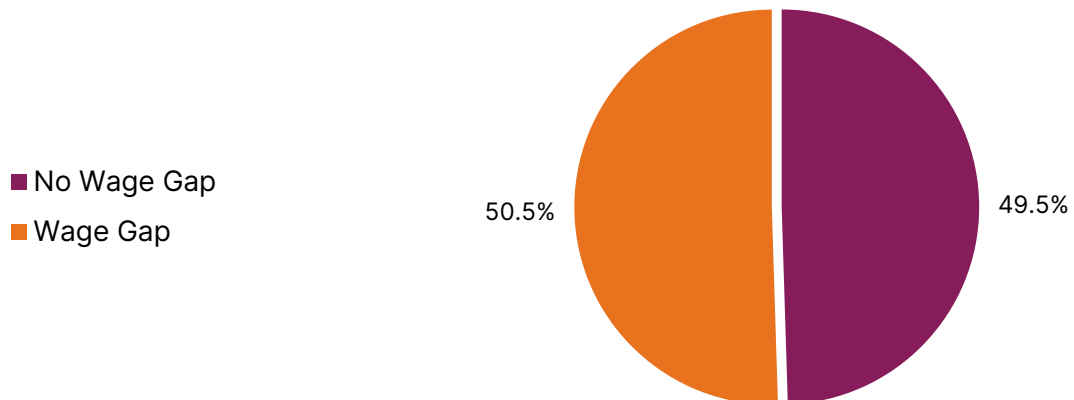
**Figure 1. Pay Band Segregation**



**Table 2. Pay Band Segregation**

	# Pay Bands	% of Pay Bands
Pay Bands with No Wage Gap	299	49.5%
Pay Bands with Wage Gap	305	50.5%
Total Pay Bands	604	100.0%

**Figure 2. Gender-Based Wage Gap**



**Figure 3. Gender-Based Wage Disparity**



## Job Segregation

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

### **Executive Agencies with Over 50 Classified Employees**

- 36 agencies have more than 50 employees, ranging from 51 classified employees within the Economic Development Department to 2,541 classified employees within the Department of Health.
- 17 agencies, or 47.2%, have job segregation favoring female employees. This job segregation indicator is highest in the Early Childhood Education and Care Department with 82.1% female employees.
- Nine (9) agencies, or 25%, have job segregation favoring male employees. This job segregation indicator is highest in the Department of Transportation with 78.3% male employees.
- 10 agencies, or 27.8%, indicate gender parity. This is an increase of one (1) agency since 2023.

Table 4. Job Segregation by Executive Agencies with Over 50 Classified Employees		
	# of Agencies	% of Agencies
Female Favor	17	47.2%
Male Favor	9	25.0%
No Segregation	10	27.8%
Total	36	100.0%

### Executive Agencies with Under 50 Employees

- 32 agencies have less than 50 classified employees, ranging from 1 classified employee within the Architect Examiners Board and NM Education Trust Board to 44 classified employees within the Higher Education and Tourism Departments.
- 22 agencies, or 68.8%, have job segregation favoring female employees. This job segregation indicator is highest at Public School Insurance Authority, Professional Engineers and Land Surveyors Board, Department of Ethics, Youth Conservation Corps, Veterinary Examiners Board, Architect Examiners Board, and NM Education Trust Board, with 100% female classified employees.
- Two (2) agencies, or 6.3%, have job segregation favoring male employees. This job segregation indicator is highest at SpacePort Authority, with 68% male employees.
- Eight (8) agencies, or 25%, indicate gender parity. This is a decrease of two (2) agencies since 2023.

Table 5. Job Segregation by Executive Agencies with Under 50 Employees		
	# of Agencies	% of Agencies
Female Favor	22	68.8%
Male Favor	2	6.3%
No Segregation	8	25.0%
Total	32	100.0%

## Appendix II: Methodology

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In 2024, the State of New Mexico continued to investigate gender wage gaps and job gender segregation by identifying, generating, and analyzing data from the SHARE system. This data includes the entire State of New Mexico classified service population, a total of 17,694 classified employees in sixty-eight agencies.

Gender-based wage gaps were calculated by examining salary ranges and individual employee pay within each pay band and controlling for gender. Pay band analysis was determined to be the best method to analyze the data for this report. All employees can be included in a pay band analysis in all but the smallest agencies.

In this pay band analysis, all agency employees in a given pay band were grouped together, regardless of job title. For example, in the Department of Transportation, the Training and Development Specialist-Operational, which is pay band 60, was grouped with the Budget Analyst-Operational, which is also pay band 60, but a dissimilar occupation and job title.

This type of grouping produced an analysis of gender wage gaps by pay band, creating a distinct metric for determining gender-based wage gaps at any given compensation level.

Multiple metrics were applied to determine whether a given pay band gender wage gap is statistically significant. Factors include but are not limited to: number of employees in a given pay band, number of employees in a given pay band in any agency, number of pay bands with both genders, and the number of pay bands with only one gender.

Wage gaps of less than 3% are treated as equal in this report. The pay band gender wage gap data is recorded in Appendix IV.

Job segregation was measured by a simple count of number of females and number of males in each agency. Agencies with more than 60% of one gender are considered segregated by gender in this report. The job segregation data is recorded in Appendix III.

## Appendix III: Distribution and Segregation Table

**Table 6. Job Distribution and Segregation by Gender in the  
New Mexico Classified Workforce by Agency**

BU	Agency	Total Females	Total Males	Female %	Male %	Total Employee Count
30500	Department of Justice	84	68	54.9%	45.1%	153
30800	State Auditor	17	8	65.4%	34.6%	26
33300	Taxation & Revenue Department	558	269	67.4%	32.6%	828
33700	State Investment Council	7	5	53.8%	46.2%	13
34000	Administrative Hearings Office	12	3	75.0%	25.0%	16
34100	Department of Finance & Administration	103	51	66.5%	33.5%	155
34200	Public School Insurance Authority	7		100.0%	0.0%	7
34300	Retiree Health Care Authority	13	4	72.2%	27.8%	18
35000	General Services Department	102	154	39.7%	60.3%	257
35200	Educational Retirement Board	47	23	66.2%	33.8%	71
36100	Department of Information Technology	47	98	32.2%	67.8%	146
36600	Public Employee Retirement Association	56	13	80.0%	20.0%	70
36900	Commission of Public Records	12	14	44.4%	55.6%	27
37000	Secretary of State	28	23	52.8%	45.3%	53
37800	State Personnel Board	29	4	85.3%	14.7%	34
39400	State Treasurer	9	8	50.0%	50.0%	18
40400	Architect Examiners Board	1		100.0%	0.0%	1
41000	Department of Ethics	5		100.0%	0.0%	5
41700	Border Development Authority	1	0	50.0%	50.0%	2
41800	Tourism Department	30	13	68.2%	31.8%	44
41900	Economic Development Department	33	17	64.7%	35.3%	51

**Table 6. Job Distribution and Segregation by Gender in the  
New Mexico Classified Workforce by Agency**

<b>BU</b>	<b>Agency</b>	<b>Total Females</b>	<b>Total Males</b>	<b>Female %</b>	<b>Male %</b>	<b>Total Employee Count</b>
42000	Regulation & Licensing Department	146	148	49.5%	50.5%	295
43000	Public Regulation Commission	31	44	40.8%	59.2%	76
44000	Superintendent of Insurance	70	30	69.3%	30.7%	101
44600	Medical Examiners Board	11	1	84.6%	15.4%	13
44900	Board of Nursing	15	5	71.4%	28.6%	21
46000	EXPO New Mexico	6	5	50.0%	50.0%	12
46400	Prof Engineers & Land Surveyors Board	6		100.0%	0.0%	6
46500	Gaming Control Board	24	17	57.1%	42.9%	42
46900	State Racing Commission	5	2	62.5%	37.5%	8
47900	Veterinary Examiners Board	2		100.0%	0.0%	2
49500	SpacePort Authority	8	16	32.0%	68.0%	25
50500	Department of Cultural Affairs	210	219	48.8%	51.2%	430
50800	Livestock Board	23	49	31.5%	68.5%	73
51600	Department of Game & Fish	75	199	27.3%	72.7%	275
52100	Energy, Minerals & Natural Resources Dept	145	266	35.2%	64.8%	412
52200	Youth Conservation Corps	2		100.0%	0.0%	2
53900	State Land Office	74	80	47.7%	52.3%	155
55000	Office of the State Engineer	139	171	44.7%	55.3%	311
60300	Office of African American Affairs	2	2	40.0%	60.0%	5
60400	Commission for Deaf/Hard of Hearing	8	4	57.1%	35.7%	14
60600	Commission for the Blind	38	20	64.4%	35.6%	59
60900	Department of Indian Affairs	7	3	63.6%	36.4%	11
61100	Department of Early Childhood	224	48	82.1%	17.9%	273
62400	Aging & Long-Term Services Department	139	48	73.9%	26.1%	188

**Table 6. Job Distribution and Segregation by Gender in the  
New Mexico Classified Workforce by Agency**

<b>BU</b>	<b>Agency</b>	<b>Total Females</b>	<b>Total Males</b>	<b>Female %</b>	<b>Male %</b>	<b>Total Employee Count</b>
63000	Health Care Authority	1512	397	79.2%	20.8%	1910
63100	Department of Workforce Solutions	388	177	68.6%	31.4%	566
63200	Workers Compensation Admin	60	37	61.2%	38.8%	98
64400	Division of Vocational Rehab	220	67	76.4%	23.6%	288
64500	Governor's Commission on Disability	9	1	81.8%	18.2%	11
64700	Developmental Disabilities Council	16	2	84.2%	15.8%	19
66200	Miners Colfax Medical Center	146	58	71.2%	28.8%	205
66500	Department of Health	1721	816	67.7%	32.2%	2541
66700	Department of Environment	294	259	53.1%	46.9%	554
66800	Office of Natural Resources Trustee	2	1	50.0%	50.0%	4
67000	Department of Veteran Services	23	37	37.7%	62.3%	61
68000	Office of Family Rep and Advocacy	11	3	73.3%	26.7%	15
69000	Children, Youth & Families Department	1115	462	70.7%	29.3%	1578
70500	Military Affairs	55	76	41.7%	58.3%	132
76000	Adult Parole Board	5	0	83.3%	16.7%	6
77000	New Mexico Corrections Department	658	1110	37.2%	62.8%	1769
78000	Crime Victims Reparation Commission	21	1	91.3%	8.7%	23
79000	Department of Public Safety	254	170	59.8%	40.2%	425
79500	Homeland Security & Emergency Management	33	57	36.3%	63.7%	91
80500	Department of Transportation	489	1762	21.7%	78.3%	2252
92400	Public Education Department	200	96	67.3%	32.7%	297
94900	NM Education Trust Board	1		100.0%	0.0%	1
95000	Higher Education Department	31	12	70.5%	29.5%	44



## Appendix IV: Wage and Wage Gaps Table

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
30500	Department of Justice	25	\$18.83	\$17.53	1	\$17.85	1	\$0.33	1.8%
		50	\$22.94	\$25.66	2				
		55	\$23.84	\$28.76	8	\$28.87	2	\$0.11	0.4%
		60	\$25.76	\$28.42	7	\$27.34	3	-\$1.08	-4.0%
		65	\$29.99	\$31.14	3	\$33.71	1	\$2.57	7.6%
		70	\$34.23	\$34.66	1				
		75	\$38.46	\$39.74	3	\$38.65	2	-\$1.09	-2.8%
		80	\$42.69	\$47.66	1				
		85	\$46.92	\$48.98	5	\$50.35	2	\$1.37	2.7%
		BI	\$33.31	\$31.48	3	\$32.58	2	\$1.10	3.4%
		BL	\$46.33	\$52.14	1				
		HL	\$62.78	\$50.10	2				
		IA	\$21.45			\$24.31	1		
		IC	\$32.86	\$32.35	1	\$30.52	1	-\$1.83	-6.0%
		IE	\$44.27			\$39.35	1		
		IF	\$49.97			\$47.53	2		
		LE	\$36.80	\$33.92	11	\$38.58	1	\$4.66	12.1%
		LH	\$52.07	\$53.29	27	\$52.91	24	-\$0.38	-0.7%
		LI	\$58.59	\$64.38	1	\$64.38	3	\$0.00	0.0%
		PI	\$41.75	\$43.09	7	\$43.68	17	\$0.59	1.4%
		PJ	\$47.41			\$51.42	6		
30800	State Auditor	50	\$22.94	\$29.74	1				
		55	\$23.84			\$23.30	1		
		60	\$25.76	\$28.05	2				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		65	\$29.99	\$27.30	1	\$30.04	1	\$2.75	9.2%
		70	\$34.23	\$34.37	4	\$35.07	2	\$0.70	2.0%
		80	\$42.69	\$47.60	1				
		85	\$46.92	\$44.26	3	\$47.44	2	\$3.18	6.7%
		90	\$51.15	\$59.07	2	\$57.82	2	-\$1.25	-2.2%
		95	\$59.08	\$71.82	1				
		BK	\$41.33	\$45.16	1				
		ID	\$38.56	\$39.00	1				
		IG	\$55.67			\$56.87	1		
33300	Taxation & Revenue Department	30	\$19.35			\$19.66	1		
		35	\$20.24	\$21.15	1	\$21.83	1	\$0.68	3.1%
		40	\$21.14	\$21.94	19	\$19.68	7	-\$2.27	-11.5%
		45	\$22.04	\$22.75	27	\$22.03	10	-\$0.72	-3.3%
		50	\$22.94	\$23.31	159	\$23.10	41	-\$0.22	-0.9%
		55	\$23.84	\$25.05	69	\$24.31	35	-\$0.74	-3.0%
		60	\$25.76	\$28.14	48	\$28.54	16	\$0.40	1.4%
		65	\$29.99	\$31.97	72	\$31.49	45	-\$0.48	-1.5%
		70	\$34.23	\$36.64	63	\$36.77	19	\$0.13	0.3%
		75	\$38.46	\$42.32	26	\$41.40	14	-\$0.92	-2.2%
		80	\$42.69	\$45.74	22	\$45.74	14	\$0.00	0.0%
		85	\$46.92	\$49.21	16	\$50.51	12	\$1.30	2.6%
		90	\$51.15	\$55.80	6	\$55.16	4	-\$0.64	-1.2%
		BH	\$30.05	\$31.10	1				
		BI	\$33.31	\$36.41	2				
		BJ	\$36.99	\$40.43	3	\$41.20	1	\$0.77	1.9%
		BK	\$41.33	\$47.90	1	\$47.64	1	-\$0.26	-0.5%
		IA	\$21.45			\$26.13	3		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		IB	\$27.16			\$31.09	2		
		IC	\$32.86			\$37.36	2		
		ID	\$38.56	\$43.49	2	\$38.21	5	-\$5.28	-13.8%
		IE	\$44.27	\$44.10	5	\$43.45	9	-\$0.65	-1.5%
		IF	\$49.97	\$54.34	9	\$55.95	13	\$1.61	2.9%
		IG	\$55.67	\$57.94	1	\$63.87	5	\$5.94	9.3%
		IH	\$61.37	\$72.87	1	\$74.40	2	\$1.53	2.1%
		II	\$67.08	\$75.89	1				
		IJ	\$72.78	\$79.54	1				
		IK	\$78.48			\$84.83	1		
		LH	\$52.07	\$56.66	2	\$57.74	4	\$1.08	1.9%
		LI	\$58.59			\$63.94	1		
		PH	\$36.84	\$37.04	1	\$36.05	1	-\$0.99	-2.8%
		PI	\$41.75			\$41.02	1		
33700	State Investment Council	60	\$25.76	\$29.50	1				
		70	\$34.23	\$44.46	2				
		75	\$38.46	\$42.61	1				
		95	\$59.08	\$66.23	2	\$60.73	5	-\$5.50	-9.1%
		IE	\$44.27			\$42.42	1		
		LE	\$36.80	\$39.03	1				
34000	Administrative Hearings Office	55	\$23.84	\$25.25	1				
		60	\$25.76	\$29.99	3				
		75	\$38.46	\$44.74	1				
		80	\$42.69	\$49.70	1				
		LE	\$36.80	\$33.20	1				
		LH	\$52.07	\$59.33	5	\$57.87	2	-\$1.46	-2.5%
		LI	\$58.59			\$63.95	2		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
34100	Department of Finance & Administration	40	\$21.14	\$20.60	1				
		50	\$22.94	\$27.64	1				
		55	\$23.84	\$24.79	3	\$24.84	1	\$0.05	0.2%
		60	\$25.76	\$28.21	5	\$26.59	5	-\$1.62	-6.1%
		65	\$29.99	\$33.12	19	\$33.62	7	\$0.50	1.5%
		70	\$34.23	\$37.39	16	\$36.34	4	-\$1.05	-2.9%
		75	\$38.46	\$44.56	18	\$44.03	9	-\$0.53	-1.2%
		80	\$42.69	\$48.82	7	\$47.40	5	-\$1.41	-3.0%
		85	\$46.92	\$54.97	16	\$52.39	5	-\$2.58	-4.9%
		90	\$51.15	\$67.43	3	\$64.39	4	-\$3.04	-4.7%
		95	\$59.08	\$67.80	1	\$94.53	1	\$26.73	28.3%
		BG	\$27.34	\$29.50	1				
		BI	\$33.31	\$45.34	1				
		BM	\$51.75	\$70.44	1				
		IA	\$21.45	\$24.84	1				
		IC	\$32.86	\$36.14	1				
		ID	\$38.56			\$38.39	1		
		IE	\$44.27	\$45.30	2	\$47.92	4	\$2.62	5.5%
		IF	\$49.97	\$55.20	5	\$54.75	4	-\$0.45	-0.8%
		IG	\$55.67	\$52.96	1				
		II	\$67.08			\$98.37	1		
		LH	\$52.07			\$65.31	1		
34200	Public School Insurance Authority	55	\$23.84	\$19.80	1				
		65	\$29.99	\$33.54	2				
		70	\$34.23	\$36.60	2				
		80	\$42.69	\$45.38	2				
34300	Retiree Health Care Authority	55	\$23.84	\$23.07	8	\$25.96	1	\$2.90	11.2%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		65	\$29.99	\$32.17	2	\$33.56	1	\$1.39	4.1%
		80	\$42.69	\$48.92	1				
		ID	\$38.56			\$35.00	1		
		IE	\$44.27			\$40.74	1		
		IF	\$49.97	\$48.80	2	\$51.66	1	\$2.86	5.5%
35000	General Services Department	25	\$18.83	\$21.17	16	\$21.14	25	-\$0.03	-0.2%
		30	\$19.35	\$22.30	2	\$21.58	1	-\$0.72	-3.3%
		35	\$20.24	\$17.81	4	\$18.61	4	\$0.80	4.3%
		40	\$21.14			\$25.51	3		
		45	\$22.04	\$25.00	1	\$25.91	18	\$0.91	3.5%
		50	\$22.94	\$24.00	1	\$27.27	11	\$3.27	12.0%
		55	\$23.84	\$22.15	11	\$26.74	7	\$4.59	17.2%
		60	\$25.76	\$27.02	7	\$28.29	8	\$1.27	4.5%
		65	\$29.99	\$32.16	9	\$32.21	10	\$0.04	0.1%
		70	\$34.23	\$34.71	2	\$33.80	11	-\$0.92	-2.7%
		75	\$38.46	\$40.19	19	\$40.09	12	-\$0.10	-0.2%
		80	\$42.69	\$47.24	4	\$47.94	11	\$0.70	1.5%
		85	\$46.92	\$47.24	8	\$49.85	9	\$2.60	5.2%
		90	\$51.15	\$52.93	5	\$55.21	8	\$2.27	4.1%
		95	\$59.08	\$58.12	2	\$66.28	1	\$8.16	12.3%
		96	\$66.64			\$62.13	1		
		AB	\$41.86	\$45.68	1				
		AC	\$56.19			\$57.00	1		
		BH	\$30.05	\$29.47	1				
		BI	\$33.31	\$33.19	3				
		BJ	\$36.99	\$43.33	1				
		BK	\$41.33			\$45.30	2		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		BM	\$51.75	\$66.66	1				
		EG	\$50.82			\$51.10	1		
		IB	\$27.16			\$29.90	1		
		IC	\$32.86			\$33.50	1		
		IE	\$44.27	\$47.34	1	\$46.63	2	-\$0.71	-1.5%
		IF	\$49.97			\$51.06	3		
		IG	\$55.67			\$58.96	1		
		LE	\$36.80	\$34.26	3				
		LH	\$52.07			\$60.64	3		
35200	Educational Retirement Board	45	\$22.04			\$21.07	2		
		50	\$22.94	\$20.00	2				
		55	\$23.84	\$23.10	9	\$23.34	2	\$0.24	1.0%
		60	\$25.76	\$26.52	11	\$26.06	6	-\$0.45	-1.7%
		65	\$29.99	\$30.39	9	\$28.81	2	-\$1.58	-5.5%
		70	\$34.23	\$33.60	3	\$33.16	1	-\$0.44	-1.3%
		75	\$38.46	\$35.96	4				
		80	\$42.69	\$44.06	2	\$44.20	1	\$0.14	0.3%
		85	\$46.92	\$48.88	2				
		BK	\$41.33	\$47.05	1				
		IC	\$32.86	\$35.98	1	\$30.00	1	-\$5.98	-19.9%
		IE	\$44.27			\$41.63	3		
		IF	\$49.97	\$48.57	3	\$51.82	4	\$3.25	6.3%
		IH	\$61.37			\$67.31	1		
		LH	\$52.07			\$49.22	1		
36100	Department of Information Technology	40	\$21.14	\$17.50	1	\$17.50	2	\$0.00	0.0%
		45	\$22.04			\$21.09	7		
		50	\$22.94	\$20.53	2	\$19.11	1	-\$1.42	-7.4%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		55	\$23.84	\$22.93	1	\$24.02	2	\$1.09	4.6%
		60	\$25.76	\$32.39	1	\$25.77	1	-\$6.63	-25.7%
		65	\$29.99	\$33.28	3	\$30.71	2	-\$2.57	-8.4%
		70	\$34.23	\$34.34	5	\$33.26	5	-\$1.08	-3.2%
		75	\$38.46	\$42.03	6	\$42.30	1	\$0.27	0.6%
		80	\$42.69	\$41.00	1	\$49.41	2	\$8.41	17.0%
		85	\$46.92	\$58.21	2	\$60.59	1	\$2.38	3.9%
		95	\$59.08	\$72.69	1				
		BI	\$33.31	\$32.04	1				
		BJ	\$36.99	\$42.54	1				
		BM	\$51.75			\$60.56	1		
		IB	\$27.16	\$28.78	2				
		IC	\$32.86	\$30.04	1	\$38.20	4	\$8.17	21.4%
		ID	\$38.56	\$37.87	2	\$35.39	15	-\$2.48	-7.0%
		IE	\$44.27	\$46.69	5	\$45.26	14	-\$1.44	-3.2%
		IF	\$49.97	\$48.51	7	\$50.81	21	\$2.30	4.5%
		IG	\$55.67	\$55.56	4	\$55.55	10	-\$0.01	0.0%
		IH	\$61.37			\$68.18	3		
		II	\$67.08			\$73.92	3		
		IJ	\$72.78			\$76.97	2		
		IK	\$78.48			\$85.09	1		
		LH	\$52.07	\$62.88	1	\$63.63	1	\$0.75	1.2%
36600	Public Employee Retirement Assoc	45	\$22.04	\$20.52	1				
		55	\$23.84	\$25.49	4	\$24.26	1	-\$1.24	-5.1%
		60	\$25.76	\$27.51	18	\$28.95	2	\$1.44	5.0%
		65	\$29.99	\$32.43	13	\$30.03	1	-\$2.41	-8.0%
		70	\$34.23			\$38.71	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		75	\$38.46	\$42.48	5	\$41.04	3	-\$1.44	-3.5%
		80	\$42.69	\$47.37	1				
		85	\$46.92	\$51.91	1				
		90	\$51.15	\$57.57	1				
		BI	\$33.31	\$43.37	1				
		BK	\$41.33	\$50.16	1				
		IB	\$27.16			\$29.64	1		
		IC	\$32.86	\$38.12	1				
		ID	\$38.56	\$42.09	3	\$39.25	1	-\$2.85	-7.3%
		IF	\$49.97	\$53.31	1	\$55.53	3	\$2.22	4.0%
		IG	\$55.67	\$56.73	1				
		IH	\$61.37			\$69.98	1		
		LE	\$36.80	\$34.42	2				
		LH	\$52.07	\$58.66	1				
		LJ	\$65.11	\$65.84	1				
36900	Commission of Public Records	40	\$21.14	\$20.10	1	\$20.05	1	-\$0.04	-0.2%
		45	\$22.04			\$20.14	2		
		50	\$22.94			\$20.92	1		
		65	\$29.99	\$27.67	4	\$29.33	2	\$1.66	5.7%
		70	\$34.23	\$31.72	1	\$26.33	1	-\$5.39	-20.5%
		75	\$38.46	\$38.90	3	\$33.93	3	-\$4.96	-14.6%
		85	\$46.92			\$43.68	4		
		90	\$51.15	\$55.74	1				
		IC	\$32.86			\$27.89	1		
		IF	\$49.97	\$40.27	1				
		LH	\$52.07	\$40.97	1				
37000	Secretary of State	45	\$22.04	\$23.14	1				



**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		50	\$22.94	\$22.60	2	\$24.56	1	\$1.96	8.0%
		55	\$23.84	\$24.09	4	\$24.70	6	\$0.61	2.5%
		60	\$25.76	\$28.68	2	\$24.31	1	-\$4.37	-18.0%
		65	\$29.99	\$30.13	5	\$29.91	3	-\$0.21	-0.7%
		70	\$34.23	\$35.52	4	\$34.12	1	-\$1.40	-4.1%
		75	\$38.46	\$40.27	1				
		80	\$42.69	\$42.56	1	\$44.02	2	\$1.46	3.3%
		BK	\$41.33	\$43.78	1				
		IB	\$27.16			\$25.93	1		
		ID	\$38.56	\$38.43	1				
		IE	\$44.27	\$42.86	2	\$44.15	5	\$1.29	2.9%
		IF	\$49.97	\$50.04	4	\$48.76	2	-\$1.28	-2.6%
		IG	\$55.67			\$64.69	2		
37800	State Personnel Board	55	\$23.84	\$23.25	2				
		60	\$25.76	\$25.01	1				
		65	\$29.99	\$34.06	1				
		70	\$34.23	\$31.28	2				
		80	\$42.69			\$43.96	1		
		BF	\$24.84	\$27.04	1				
		BG	\$27.34	\$25.16	2				
		BI	\$33.31	\$30.44	3	\$30.72	1	\$0.28	0.9%
		BJ	\$36.99	\$34.79	6	\$34.51	2	-\$0.28	-0.8%
		BK	\$41.33	\$41.42	3				
		BL	\$46.33	\$44.67	1				
		BM	\$51.75	\$47.31	3				
		BN	\$58.26	\$52.92	2				
		IE	\$44.27			\$43.03	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		LE	\$36.80	\$33.60	1				
		LI	\$58.59	\$60.29	1				
39400	State Treasurer	60	\$25.76	\$26.82	1				
		65	\$29.99	\$34.14	2	\$36.05	1	\$1.91	5.3%
		70	\$34.23	\$38.18	2	\$35.43	1	-\$2.74	-7.7%
		75	\$38.46	\$38.44	1				
		80	\$42.69			\$42.93	1		
		90	\$51.15	\$58.76	1	\$51.20	3	-\$7.56	-14.8%
		95	\$59.08	\$79.99	1				
		96	\$66.64	\$90.23	1				
		BI	\$33.31			\$36.06	1		
		IF	\$49.97			\$49.29	2		
40400	Architect Examiners Board	55	\$23.84	\$30.13	1				
41000	Department of Ethics	65	\$29.99	\$33.63	1				
		80	\$42.69	\$46.31	1				
		LE	\$36.80	\$36.80	1				
		LH	\$52.07	\$54.13	2				
41700	Border Development Authority	70	\$34.23	\$31.13	1				
		75	\$38.46			\$35.06	1		
41800	Tourism Department	45	\$22.04	\$21.94	6	\$22.04	2	\$0.11	0.5%
		50	\$22.94	\$22.94	3				
		55	\$23.84	\$26.55	1				
		60	\$25.76	\$25.63	1				
		65	\$29.99	\$30.79	3	\$31.44	5	\$0.65	2.1%
		70	\$34.23	\$33.89	4	\$35.07	3	\$1.17	3.3%
		75	\$38.46	\$38.63	6	\$37.51	1	-\$1.12	-3.0%
		80	\$42.69	\$44.12	3				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		85	\$46.92	\$55.76	2	\$54.96	1	-\$0.80	-1.5%
		BL	\$46.33	\$46.33	1				
		IB	\$27.16			\$26.89	1		
		IF	\$49.97			\$56.05	1		
41900	Economic Development Department	55	\$23.84	\$26.25	3				
		60	\$25.76	\$28.12	1				
		65	\$29.99	\$30.94	7	\$30.68	1	-\$0.26	-0.8%
		70	\$34.23	\$36.33	2				
		75	\$38.46	\$36.78	12	\$39.77	5	\$2.99	7.5%
		80	\$42.69	\$42.00	4	\$42.47	7	\$0.47	1.1%
		85	\$46.92	\$47.58	2	\$45.89	2	-\$1.69	-3.7%
		90	\$51.15	\$59.25	1				
		BH	\$30.05	\$31.55	1				
		BK	\$41.33			\$43.40	1		
		IB	\$27.16			\$27.02	1		
		IF	\$49.97			\$46.48	1		
42000	Regulation & Licensing Department	40	\$21.14			\$20.63	1		
		45	\$22.04	\$22.44	14	\$22.52	2	\$0.08	0.4%
		50	\$22.94	\$22.81	9	\$23.62	5	\$0.81	3.4%
		55	\$23.84	\$24.48	15	\$23.64	3	-\$0.84	-3.5%
		60	\$25.76	\$26.64	24	\$30.07	53	\$3.44	11.4%
		65	\$29.99	\$30.68	22	\$31.01	26	\$0.33	1.1%
		70	\$34.23	\$35.29	23	\$36.61	25	\$1.32	3.6%
		75	\$38.46	\$38.49	7	\$37.92	2	-\$0.57	-1.5%
		80	\$42.69	\$44.56	10	\$42.69	2	-\$1.87	-4.4%
		85	\$46.92	\$51.62	1	\$52.29	8	\$0.66	1.3%
		90	\$51.15	\$54.12	5	\$54.40	3	\$0.29	0.5%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		BI	\$33.31	\$33.54	1	\$33.54	1	\$0.00	0.0%
		BL	\$46.33	\$53.97	1				
		HM	\$67.21			\$69.23	1		
		HO	\$78.47	\$85.08	1				
		IB	\$27.16			\$27.28	2		
		ID	\$38.56			\$38.18	2		
		IE	\$44.27			\$44.49	2		
		IF	\$49.97	\$50.95	1				
		IG	\$55.67	\$58.54	1				
		LE	\$36.80	\$42.15	4				
		LH	\$52.07	\$50.66	3	\$53.63	1	\$2.97	5.5%
		LI	\$58.59	\$60.35	2	\$66.38	1	\$6.03	9.1%
		LJ	\$65.11	\$62.13	1				
		PH	\$36.84			\$37.94	2		
		PI	\$41.75			\$43.01	2		
		PM	\$65.86	\$67.84	1	\$67.44	5	-\$0.40	-0.6%
43000	Public Regulation Commission	40	\$21.14	\$22.90	2	\$21.88	1	-\$1.02	-4.6%
		45	\$22.04	\$25.11	1				
		50	\$22.94	\$21.08	1				
		55	\$23.84	\$23.88	2	\$26.05	1	\$2.18	8.4%
		60	\$25.76	\$26.22	1				
		65	\$29.99	\$32.96	1	\$32.36	5	-\$0.60	-1.8%
		70	\$34.23	\$33.23	1				
		75	\$38.46	\$40.57	1	\$37.60	2	-\$2.97	-7.9%
		80	\$42.69	\$39.85	4	\$41.96	9	\$2.11	5.0%
		85	\$46.92	\$55.68	1				
		90	\$51.15	\$57.62	3				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		BI	\$33.31	\$35.75	1				
		BK	\$41.33	\$42.09	1				
		ED	\$35.45	\$34.06	1	\$33.34	4	-\$0.73	-2.2%
		EE	\$40.57			\$41.61	6		
		EF	\$45.69			\$40.87	1		
		EG	\$50.82			\$55.39	2		
		EI	\$61.06			\$59.37	1		
		ID	\$38.56			\$39.43	1		
		IE	\$44.27			\$41.72	1		
		LE	\$36.80	\$38.15	3				
		LH	\$52.07	\$52.83	5	\$49.80	5	-\$3.03	-6.1%
		LI	\$58.59			\$54.66	1		
		LJ	\$65.11	\$61.83	2	\$64.25	5	\$2.42	3.8%
44000	Superintendent of Insurance	50	\$22.94	\$24.72	2				
		55	\$23.84	\$26.43	3	\$29.06	1	\$2.64	9.1%
		60	\$25.76	\$31.18	6	\$27.72	1	-\$3.47	-12.5%
		65	\$29.99	\$31.55	22	\$33.96	1	\$2.41	7.1%
		70	\$34.23	\$35.74	8	\$39.67	2	\$3.93	9.9%
		75	\$38.46	\$44.37	8	\$45.98	2	\$1.61	3.5%
		80	\$42.69	\$52.54	1	\$46.02	1	-\$6.52	-14.2%
		85	\$46.92	\$53.02	3	\$52.13	3	-\$0.89	-1.7%
		90	\$51.15	\$61.56	5				
		BI	\$33.31	\$43.37	1				
		BJ	\$36.99			\$31.93	2		
		BK	\$41.33	\$41.33	1	\$53.77	1	\$12.44	23.1%
		BO	\$65.75			\$71.15	1		
		HL	\$62.78			\$69.02	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		IC	\$32.86			\$40.00	2		
		IE	\$44.27			\$49.72	2		
		IF	\$49.97	\$62.03	1	\$51.00	1	-\$11.03	-21.6%
		IG	\$55.67	\$60.87	1	\$65.14	1	\$4.26	6.5%
		LE	\$36.80	\$41.12	2				
		LH	\$52.07	\$58.94	4	\$59.91	3	\$0.98	1.6%
		LI	\$58.59	\$63.00	1	\$73.99	1	\$10.99	14.9%
		PH	\$36.84	\$34.66	1	\$38.21	4	\$3.56	9.3%
		PI	\$41.75			\$53.75	1		
44600	Medical Examiners Board	40	\$21.14	\$20.80	1				
		55	\$23.84	\$25.14	1				
		60	\$25.76	\$29.38	3				
		65	\$29.99	\$31.97	3	\$32.76	1	\$0.78	2.4%
		75	\$38.46	\$45.92	3				
		XA	\$78.72			\$91.84	1		
44900	Board of Nursing	45	\$22.04	\$21.40	1				
		55	\$23.84	\$24.57	5	\$24.55	1	-\$0.02	-0.1%
		60	\$25.76	\$30.28	2				
		65	\$29.99			\$31.78	1		
		90	\$51.15	\$61.27	1	\$58.89	1	-\$2.38	-4.0%
		BI	\$33.31	\$33.31	1				
		HH	\$40.45	\$46.47	3	\$45.86	1	-\$0.61	-1.3%
		HI	\$45.19	\$51.10	1				
		HK	\$57.19	\$67.57	1				
		IB	\$27.16			\$25.00	1		
		IF	\$49.97			\$52.18	1		
46000	EXPO New Mexico	45	\$22.04			\$23.93	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		55	\$23.84	\$23.39	1	\$23.44	1	\$0.05	0.2%
		60	\$25.76			\$25.04	1		
		65	\$29.99			\$29.99	1		
		75	\$38.46	\$37.11	2				
		80	\$42.69	\$41.05	1	\$42.55	1	\$1.50	3.5%
		85	\$46.92	\$54.29	2				
		IF	\$49.97			\$44.16	1		
46400	Prof Engineers & Land Surveyors Board	55	\$23.84	\$22.21	2				
		60	\$25.76	\$26.28	2				
		75	\$38.46	\$43.28	1				
		80	\$42.69	\$47.20	1				
46500	Gaming Control Board	50	\$22.94			\$24.65	1		
		55	\$23.84	\$26.46	3				
		60	\$25.76			\$29.42	1		
		65	\$29.99	\$32.85	12	\$34.01	2	\$1.17	3.4%
		70	\$34.23	\$42.13	1	\$33.85	3	-\$8.27	-24.4%
		75	\$38.46	\$42.75	1	\$44.79	2	\$2.05	4.6%
		85	\$46.92	\$51.03	2	\$50.55	3	-\$0.47	-0.9%
		BJ	\$36.99	\$41.00	1				
		ID	\$38.56	\$37.00	1	\$36.97	1	-\$0.03	-0.1%
		IG	\$55.67			\$60.26	1		
		LH	\$52.07	\$56.88	2				
		PH	\$36.84	\$38.32	1	\$39.10	3	\$0.78	2.0%
		PI	\$41.75			\$44.30	1		
46900	State Racing Commission	60	\$25.76	\$29.36	1				
		65	\$29.99	\$31.94	2	\$34.35	1	\$2.41	7.0%
		70	\$34.23			\$40.50	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		80	\$42.69	\$46.83	1				
		LE	\$36.80	\$36.53	1				
		LI	\$58.59			\$48.10	1		
47900	Veterinary Examiners Board	30	\$19.35	\$18.24	1				
		45	\$22.04	\$20.83	1				
49500	SpacePort Authority	50	\$22.94			\$24.00	1		
		60	\$25.76			\$25.52	1		
		65	\$29.99	\$28.91	2				
		75	\$38.46	\$37.35	3	\$42.03	1	\$4.68	11.1%
		80	\$42.69	\$40.02	2	\$41.87	3	\$1.85	4.4%
		85	\$46.92	\$49.13	1	\$50.86	1	\$1.73	3.4%
		90	\$51.15			\$51.69	7		
		IE	\$44.27			\$44.78	1		
		IF	\$49.97			\$48.38	1		
		LH	\$52.07			\$52.02	1		
50500	Department of Cultural Affairs	25	\$18.83	\$18.00	5	\$17.88	13	-\$0.12	-0.7%
		30	\$19.35	\$19.90	1	\$22.09	1	\$2.18	9.9%
		35	\$20.24	\$18.31	3	\$18.92	4	\$0.61	3.2%
		40	\$21.14	\$19.48	10	\$19.64	34	\$0.16	0.8%
		45	\$22.04	\$20.02	7	\$21.36	5	\$1.34	6.3%
		50	\$22.94	\$22.05	7	\$21.89	27	-\$0.15	-0.7%
		55	\$23.84	\$24.03	24	\$24.52	29	\$0.50	2.0%
		60	\$25.76	\$26.26	41	\$26.42	31	\$0.16	0.6%
		65	\$29.99	\$28.14	35	\$29.60	12	\$1.46	4.9%
		70	\$34.23	\$31.19	42	\$31.44	19	\$0.25	0.8%
		75	\$38.46	\$35.86	21	\$36.03	21	\$0.17	0.5%
		80	\$42.69	\$42.64	6	\$42.14	3	-\$0.50	-1.2%



**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		85	\$46.92	\$46.19	4	\$47.09	6	\$0.90	1.9%
		90	\$51.15	\$51.46	1	\$55.39	2	\$3.92	7.1%
		BI	\$33.31	\$33.47	2	\$35.34	1	\$1.87	5.3%
		BJ	\$36.99	\$46.04	1				
		IB	\$27.16			\$30.16	1		
		IC	\$32.86			\$32.36	1		
		ID	\$38.56			\$37.58	5		
		IF	\$49.97			\$41.63	2		
		IG	\$55.67			\$51.19	1		
		IH	\$61.37			\$62.32	1		
		LH	\$52.07			\$58.80	1		
50800	Livestock Board	35	\$20.24	\$21.01	1				
		40	\$21.14			\$23.79	1		
		45	\$22.04	\$22.47	1	\$23.14	1	\$0.67	2.9%
		55	\$23.84	\$25.74	3	\$25.59	1	-\$0.15	-0.6%
		60	\$25.76	\$22.24	6	\$23.66	15	\$1.41	6.0%
		80	\$42.69	\$46.22	1				
		90	\$51.15			\$50.00	1		
		BK	\$41.33	\$39.50	1				
		HJ	\$50.22	\$52.09	1	\$44.96	1	-\$7.14	-15.9%
		HK	\$57.19	\$60.05	1				
		ID	\$38.56			\$31.76	1		
		IF	\$49.97			\$49.74	1		
		PF	\$28.96	\$24.27	7	\$24.72	16	\$0.45	1.8%
		PH	\$36.84	\$33.62	1	\$32.53	6	-\$1.09	-3.3%
		PI	\$41.75			\$42.28	5		
		PL	\$60.94			\$59.83	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
51600	Department of Game & Fish	45	\$22.04	\$21.98	4				
		50	\$22.94	\$23.31	8	\$22.98	16	-\$0.33	-1.4%
		55	\$23.84	\$24.69	11	\$24.88	18	\$0.19	0.8%
		60	\$25.76	\$28.07	5	\$29.54	4	\$1.47	5.0%
		65	\$29.99	\$31.41	17	\$32.42	33	\$1.01	3.1%
		70	\$34.23	\$36.02	6	\$36.04	18	\$0.01	0.0%
		75	\$38.46	\$40.07	8	\$40.43	9	\$0.36	0.9%
		80	\$42.69			\$47.19	3		
		85	\$46.92	\$49.63	4	\$49.72	7	\$0.10	0.2%
		90	\$51.15			\$57.90	4		
		BI	\$33.31	\$35.01	2				
		BM	\$51.75	\$51.76	1				
		HJ	\$50.22	\$47.59	1				
		IC	\$32.86	\$32.53	1	\$33.51	1	\$0.98	2.9%
		ID	\$38.56			\$37.42	2		
		IE	\$44.27	\$45.14	1	\$46.25	4	\$1.11	2.4%
		IF	\$49.97			\$51.57	4		
		IG	\$55.67			\$56.77	2		
		IH	\$61.37			\$67.51	1		
		PE	\$25.89	\$22.91	2	\$22.70	6	-\$0.21	-0.9%
		PF	\$28.96	\$29.60	3	\$30.03	27	\$0.43	1.4%
		PG	\$32.65			\$36.35	14		
		PH	\$36.84	\$35.72	1	\$39.97	17	\$4.25	10.6%
		PI	\$41.75			\$42.38	2		
		PK	\$53.56			\$50.12	5		
		PL	\$60.94			\$53.61	2		
		PM	\$65.86			\$61.60	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
52100	Energy, Minerals & Natural Resources Dept	40	\$21.14	\$23.00	1				
		45	\$22.04	\$21.18	6	\$21.02	13	-\$0.16	-0.8%
		50	\$22.94	\$23.73	3	\$21.74	18	-\$1.99	-9.1%
		55	\$23.84	\$24.18	11	\$24.98	9	\$0.79	3.2%
		60	\$25.76	\$26.27	13	\$22.83	15	-\$3.44	-15.1%
		65	\$29.99	\$31.65	19	\$29.53	29	-\$2.12	-7.2%
		70	\$34.23	\$33.10	25	\$31.64	28	-\$1.46	-4.6%
		75	\$38.46	\$39.77	21	\$39.79	30	\$0.02	0.0%
		80	\$42.69	\$45.63	15	\$43.77	21	-\$1.86	-4.2%
		85	\$46.92	\$46.06	5	\$47.65	15	\$1.59	3.3%
		90	\$51.15	\$51.13	2	\$53.86	6	\$2.73	5.1%
		95	\$59.08	\$56.02	1	\$66.93	4	\$10.90	16.3%
		96	\$66.64			\$68.09	1		
		AB	\$41.86	\$42.70	2				
		BI	\$33.31	\$36.20	1				
		BJ	\$36.99	\$37.96	1	\$33.84	1	-\$4.12	-12.2%
		BK	\$41.33	\$46.35	1				
		BM	\$51.75	\$50.97	1				
		ED	\$35.45	\$32.24	2				
		EE	\$40.57	\$38.21	1				
		EF	\$45.69	\$43.28	1	\$43.51	7	\$0.23	0.5%
		EG	\$50.82	\$56.38	1	\$52.08	2	-\$4.30	-8.3%
		EI	\$61.06			\$61.85	2		
		IB	\$27.16			\$30.06	1		
		IC	\$32.86			\$30.00	1		
		IE	\$44.27			\$44.69	8		
		IF	\$49.97	\$49.33	2	\$55.53	7	\$6.21	11.2%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		IG	\$55.67			\$62.20	1		
		II	\$67.08			\$73.13	1		
		LE	\$36.80	\$41.52	3				
		LH	\$52.07	\$49.95	2	\$54.82	1	\$4.88	8.9%
		LI	\$58.59			\$57.93	2		
		LJ	\$65.11			\$59.76	1		
		PE	\$25.89	\$21.45	1	\$21.45	5	\$0.00	0.0%
		PF	\$28.96	\$26.56	3	\$25.96	16	-\$0.60	-2.3%
		PG	\$32.65			\$30.21	1		
		PH	\$36.84	\$32.66	1	\$32.21	11	-\$0.45	-1.4%
		PI	\$41.75			\$34.50	10		
52200	Youth Conservation Corps	60	\$25.76	\$31.70	1				
		90	\$51.15	\$47.04	1				
53900	State Land Office	25	\$18.83	\$21.29	4				
		40	\$21.14			\$22.27	1		
		50	\$22.94			\$24.90	2		
		55	\$23.84	\$25.04	6	\$26.42	3	\$1.39	5.2%
		60	\$25.76	\$28.68	8	\$28.75	2	\$0.07	0.2%
		65	\$29.99	\$31.07	15	\$30.86	15	-\$0.22	-0.7%
		70	\$34.23	\$36.24	12	\$37.65	20	\$1.41	3.7%
		75	\$38.46	\$40.53	9	\$40.85	9	\$0.31	0.8%
		80	\$42.69	\$44.08	4	\$46.30	3	\$2.22	4.8%
		85	\$46.92	\$50.38	3	\$49.50	6	-\$0.88	-1.8%
		90	\$51.15	\$55.18	3	\$54.97	3	-\$0.21	-0.4%
		BI	\$33.31	\$34.50	1	\$33.93	1	-\$0.57	-1.7%
		BL	\$46.33	\$48.37	1				
		IB	\$27.16			\$29.09	2		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		IE	\$44.27	\$39.78	1	\$42.50	4	\$2.72	6.4%
		IF	\$49.97	\$51.08	5	\$51.29	4	\$0.21	0.4%
		IG	\$55.67	\$55.17	1	\$56.21	3	\$1.04	1.9%
		IH	\$61.37			\$64.94	1		
		II	\$67.08			\$67.20	1		
		LE	\$36.80	\$40.95	1				
		LI	\$58.59			\$63.40	1		
55000	Office of the State Engineer	35	\$20.24			\$18.00	1		
		50	\$22.94	\$21.84	1				
		55	\$23.84	\$21.76	12	\$20.88	8	-\$0.89	-4.3%
		60	\$25.76	\$33.29	1	\$23.00	1	-\$10.29	-44.7%
		65	\$29.99	\$33.93	3	\$31.73	2	-\$2.20	-6.9%
		70	\$34.23	\$40.66	4	\$42.13	1	\$1.47	3.5%
		75	\$38.46	\$42.41	4				
		80	\$42.69	\$45.24	1	\$52.41	1	\$7.17	13.7%
		85	\$46.92			\$52.45	3		
		90	\$51.15	\$56.73	1				
		95	\$59.08			\$67.39	1		
		BI	\$33.31	\$39.31	2	\$37.84	1	-\$1.47	-3.9%
		BL	\$46.33	\$51.94	1				
		EB	\$25.20	\$22.59	3	\$23.08	4	\$0.49	2.1%
		EC	\$30.33	\$25.68	7	\$26.38	6	\$0.70	2.7%
		ED	\$35.45	\$29.01	15	\$28.60	22	-\$0.41	-1.4%
		EE	\$40.57	\$33.21	21	\$33.35	20	\$0.15	0.4%
		EF	\$45.69	\$40.80	18	\$40.89	27	\$0.09	0.2%
		EG	\$50.82	\$49.30	14	\$47.09	30	-\$2.21	-4.7%
		EH	\$55.94			\$60.02	2		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		EI	\$61.06	\$56.54	7	\$57.82	10	\$1.29	2.2%
		EK	\$71.31			\$67.02	2		
		IB	\$27.16			\$27.30	1		
		IC	\$32.86			\$31.77	1		
		ID	\$38.56			\$36.29	1		
		IE	\$44.27	\$38.30	1	\$41.30	2	\$3.00	7.3%
		IF	\$49.97			\$50.42	5		
		IG	\$55.67	\$57.73	1	\$54.43	1	-\$3.30	-6.1%
		IH	\$61.37			\$61.20	1		
		LE	\$36.80	\$37.07	11	\$34.26	4	-\$2.81	-8.2%
		LH	\$52.07	\$52.06	9	\$47.31	7	-\$4.75	-10.0%
		LI	\$58.59			\$60.31	6		
		LJ	\$65.11	\$66.07	2	\$66.45	1	\$0.38	0.6%
60300	Office of African American Affairs	55	\$23.84			\$23.20	1		
		60	\$25.76	\$26.27	1				
		65	\$29.99			\$32.96	1		
		70	\$34.23	\$31.49	1				
		85	\$46.92			\$56.35	1		
60400	Commission for Deaf/Hard of Hearing	50	\$22.94	\$24.00	1				
		60	\$25.76	\$25.65	2	\$24.08	2	-\$1.58	-6.6%
		65	\$29.99	\$30.00	1	\$29.99	2	-\$0.01	0.0%
		70	\$34.23	\$34.23	1	\$29.00	1	-\$5.23	-18.0%
		75	\$38.46	\$38.46	2				
		80	\$42.69	\$43.01	1				
60600	Commission for the Blind	35	\$20.24	\$18.96	2	\$19.07	1	\$0.10	0.5%
		45	\$22.04	\$19.70	8	\$21.86	1	\$2.16	9.9%
		50	\$22.94			\$24.17	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		55	\$23.84	\$23.44	4				
		60	\$25.76	\$26.10	4				
		65	\$29.99	\$28.21	11	\$27.51	13	-\$0.69	-2.5%
		70	\$34.23	\$32.77	3	\$31.65	1	-\$1.12	-3.5%
		75	\$38.46	\$37.86	2	\$34.94	1	-\$2.92	-8.4%
		85	\$46.92	\$48.39	2	\$54.76	1	\$6.37	11.6%
		90	\$51.15			\$56.04	1		
		BI	\$33.31	\$28.29	1				
		IB	\$27.16			\$29.35	1		
		IF	\$49.97	\$46.03	1				
60900	Department of Indian Affairs	65	\$29.99	\$29.12	1	\$29.12	1	\$0.00	0.0%
		70	\$34.23	\$33.17	3	\$35.90	2	\$2.73	7.6%
		75	\$38.46	\$42.09	3	\$41.10	1	-\$0.99	-2.4%
61100	Department of Early Childhood	30	\$19.35	\$18.36	2				
		35	\$20.24			\$19.65	2		
		40	\$21.14	\$21.62	10				
		45	\$22.04	\$21.34	4	\$19.65	1	-\$1.69	-8.6%
		50	\$22.94	\$24.52	48	\$24.43	3	-\$0.08	-0.3%
		55	\$23.84	\$24.92	44	\$23.93	7	-\$0.98	-4.1%
		60	\$25.76	\$27.65	6	\$29.60	2	\$1.95	6.6%
		65	\$29.99	\$31.77	10	\$33.11	2	\$1.34	4.0%
		70	\$34.23	\$34.47	26	\$32.78	5	-\$1.69	-5.1%
		75	\$38.46	\$39.75	10	\$39.84	4	\$0.09	0.2%
		80	\$42.69	\$42.81	17	\$41.53	3	-\$1.28	-3.1%
		85	\$46.92	\$53.76	7				
		90	\$51.15	\$57.82	6	\$57.74	1	-\$0.08	-0.1%
		95	\$59.08	\$62.27	7	\$56.38	1	-\$5.89	-10.5%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		96	\$66.64			\$70.44	1		
		BF	\$24.84			\$25.00	1		
		BH	\$30.05	\$27.50	1				
		BI	\$33.31	\$32.01	3				
		BJ	\$36.99	\$36.40	1				
		HF	\$32.91	\$37.75	1				
		HH	\$40.45	\$44.30	12				
		HI	\$45.19	\$47.89	3				
		HJ	\$50.22	\$55.20	1				
		HL	\$62.78	\$64.66	1				
		IB	\$27.16	\$30.67	1				
		IC	\$32.86			\$34.87	1		
		ID	\$38.56			\$40.50	1		
		IE	\$44.27			\$41.03	3		
		IF	\$49.97			\$53.48	3		
		IG	\$55.67	\$59.73	2	\$58.67	4	-\$1.07	-1.8%
		IH	\$61.37			\$61.81	1		
		II	\$67.08			\$85.46	1		
		LE	\$36.80			\$41.05	1		
		LH	\$52.07	\$49.54	1				
		LI	\$58.59			\$59.00	1		
62400	Aging & Long-Term Services Department	35	\$20.24	\$19.06	4				
		45	\$22.04	\$25.01	2				
		55	\$23.84	\$26.08	1	\$24.31	1	-\$1.77	-7.3%
		60	\$25.76	\$26.83	5	\$27.10	2	\$0.28	1.0%
		65	\$29.99	\$30.86	19	\$34.22	4	\$3.36	9.8%
		70	\$34.23	\$35.64	2	\$35.27	1	-\$0.37	-1.1%



**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		75	\$38.46	\$39.86	10	\$40.85	4	\$0.99	2.4%
		80	\$42.69	\$42.02	4	\$45.35	2	\$3.33	7.3%
		85	\$46.92	\$48.52	3	\$52.96	3	\$4.44	8.4%
		BI	\$33.31	\$37.01	3				
		BK	\$41.33			\$48.98	1		
		BM	\$51.75	\$59.37	1				
		ID	\$38.56	\$39.33	1	\$39.91	3	\$0.59	1.5%
		IE	\$44.27			\$43.83	1		
		IF	\$49.97			\$50.21	2		
		IG	\$55.67	\$62.45	1				
		LE	\$36.80	\$39.85	1				
		LH	\$52.07	\$52.30	2	\$53.85	1	\$1.55	2.9%
		SE	\$29.46	\$31.76	60	\$32.15	11	\$0.39	1.2%
		SF	\$33.12	\$35.47	4	\$35.17	3	-\$0.30	-0.9%
		SG	\$38.65	\$42.51	12	\$40.96	7	-\$1.56	-3.8%
		SH	\$46.15	\$54.34	2				
		SI	\$51.06	\$49.36	2	\$48.84	3	-\$0.52	-1.1%
63000	Health Care Authority	30	\$19.35	\$18.35	25	\$18.74	3	\$0.39	2.1%
		40	\$21.14	\$20.11	29	\$20.78	5	\$0.67	3.2%
		45	\$22.04	\$21.80	16	\$22.20	5	\$0.39	1.8%
		50	\$22.94	\$22.33	37	\$21.64	8	-\$0.69	-3.2%
		55	\$23.84	\$24.14	21	\$24.33	4	\$0.20	0.8%
		60	\$25.76	\$25.36	521	\$25.36	80	\$0.00	0.0%
		65	\$29.99	\$29.60	333	\$29.32	76	-\$0.28	-0.9%
		70	\$34.23	\$33.39	220	\$33.13	60	-\$0.27	-0.8%
		75	\$38.46	\$37.78	115	\$37.89	45	\$0.12	0.3%
		80	\$42.69	\$43.11	40	\$44.06	20	\$0.95	2.1%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		85	\$46.92	\$48.13	39	\$48.72	18	\$0.59	1.2%
		90	\$51.15	\$56.44	24	\$58.21	10	\$1.77	3.0%
		BH	\$30.05	\$29.69	3				
		BI	\$33.31	\$32.99	11				
		BJ	\$36.99	\$42.64	1	\$33.08	2	-\$9.56	-28.9%
		BK	\$41.33	\$40.01	1	\$43.39	1	\$3.38	7.8%
		BN	\$58.26			\$58.26	1		
		HB	\$22.61	\$22.95	3				
		HG	\$36.68	\$36.88	5				
		HH	\$40.45	\$42.76	24	\$42.96	4	\$0.20	0.5%
		HI	\$45.19	\$39.83	4	\$45.84	2	\$6.01	13.1%
		HJ	\$50.22	\$47.62	1				
		HL	\$62.78	\$77.50	2				
		HM	\$67.21	\$59.87	1	\$70.00	1	\$10.13	14.5%
		HN	\$72.25	\$84.83	2				
		IA	\$21.45			\$21.24	1		
		IB	\$27.16	\$28.22	1	\$27.17	2	-\$1.05	-3.9%
		IC	\$32.86			\$33.02	2		
		ID	\$38.56	\$33.28	2	\$33.90	4	\$0.62	1.8%
		IE	\$44.27	\$42.92	4	\$42.60	3	-\$0.32	-0.7%
		IF	\$49.97	\$49.28	7	\$48.45	10	-\$0.83	-1.7%
		IG	\$55.67	\$55.25	2	\$54.23	3	-\$1.02	-1.9%
		IH	\$61.37	\$65.82	1	\$61.70	4	-\$4.12	-6.7%
		II	\$67.08	\$68.40	1	\$67.72	3	-\$0.68	-1.0%
		LH	\$52.07	\$52.61	12	\$53.87	16	\$1.26	2.3%
		LI	\$58.59	\$63.36	2	\$62.75	3	-\$0.61	-1.0%
		LJ	\$65.11	\$71.50	2	\$71.08	2	-\$0.42	-0.6%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
63100	Department of Workforce Solutions	25	\$18.83	\$17.67	2				
		35	\$20.24	\$16.38	6	\$16.38	3	\$0.00	0.0%
		40	\$21.14	\$19.70	1				
		45	\$22.04	\$20.62	6				
		50	\$22.94	\$18.89	40	\$19.37	6	\$0.48	2.5%
		55	\$23.84	\$23.03	115	\$22.66	42	-\$0.37	-1.6%
		60	\$25.76	\$24.15	58	\$24.78	26	\$0.63	2.6%
		65	\$29.99	\$28.94	71	\$29.14	39	\$0.20	0.7%
		70	\$34.23	\$33.41	27	\$32.85	16	-\$0.56	-1.7%
		75	\$38.46	\$36.68	23	\$36.15	9	-\$0.53	-1.5%
		80	\$42.69	\$42.96	7	\$42.19	8	-\$0.76	-1.8%
		85	\$46.92	\$47.76	3	\$48.72	4	\$0.96	2.0%
		90	\$51.15	\$56.35	3				
		95	\$59.08			\$56.58	1		
		BH	\$30.05	\$29.48	2	\$28.91	2	-\$0.57	-2.0%
		BI	\$33.31	\$33.43	3				
		BK	\$41.33	\$47.90	1				
		BN	\$58.26			\$56.92	1		
		IA	\$21.45	\$21.66	4				
		IB	\$27.16	\$32.28	1	\$26.07	4	-\$6.22	-23.8%
		ID	\$38.56	\$34.79	2	\$37.55	2	\$2.76	7.4%
		IE	\$44.27	\$40.99	4	\$37.77	5	-\$3.22	-8.5%
		IF	\$49.97	\$51.13	6	\$47.97	4	-\$3.16	-6.6%
		IG	\$55.67			\$52.08	1		
		IH	\$61.37			\$64.44	3		
		IJ	\$72.78	\$78.88	1				
		LH	\$52.07	\$48.15	1	\$47.91	2	-\$0.24	-0.5%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		LI	\$58.59	\$58.55	1				
63200	Workers Compensation Admin	30	\$19.35	\$20.75	1	\$21.10	1	\$0.35	1.7%
		45	\$22.04	\$24.26	3				
		50	\$22.94	\$23.63	6	\$22.86	2	-\$0.77	-3.4%
		55	\$23.84	\$25.56	14	\$23.48	2	-\$2.09	-8.9%
		60	\$25.76	\$27.83	9	\$28.92	7	\$1.09	3.8%
		65	\$29.99	\$30.79	10	\$30.51	7	-\$0.28	-0.9%
		70	\$34.23	\$38.29	4	\$38.03	3	-\$0.26	-0.7%
		75	\$38.46	\$39.89	4	\$41.01	4	\$1.12	2.7%
		80	\$42.69	\$46.57	1	\$45.14	3	-\$1.42	-3.2%
		85	\$46.92			\$51.34	1		
		BH	\$30.05	\$34.05	1				
		BI	\$33.31	\$36.51	1				
		BL	\$46.33	\$47.05	1				
		IC	\$32.86			\$30.81	1		
		ID	\$38.56			\$35.00	1		
		IE	\$44.27			\$37.54	2		
		IF	\$49.97	\$44.22	1				
		IG	\$55.67	\$49.72	1				
		LH	\$52.07	\$43.24	3	\$46.52	3	\$3.28	7.0%
		LI	\$58.59			\$52.38	1		
64400	Division of Vocational Rehab	30	\$19.35	\$21.13	1				
		45	\$22.04	\$21.05	2	\$21.56	1	\$0.51	2.4%
		50	\$22.94	\$24.90	11	\$18.99	1	-\$5.91	-31.1%
		55	\$23.84	\$26.19	45	\$25.84	3	-\$0.34	-1.3%
		60	\$25.76	\$26.39	32	\$26.31	10	-\$0.08	-0.3%
		65	\$29.99	\$31.44	67	\$32.33	21	\$0.89	2.8%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		70	\$34.23	\$37.55	21	\$34.35	7	-\$3.20	-9.3%
		75	\$38.46	\$44.56	19	\$42.00	8	-\$2.56	-6.1%
		80	\$42.69	\$45.97	7	\$45.03	2	-\$0.94	-2.1%
		85	\$46.92	\$56.70	3	\$55.05	4	-\$1.65	-3.0%
		90	\$51.15	\$56.16	1	\$61.61	2	\$5.45	8.8%
		BH	\$30.05	\$29.85	1				
		BI	\$33.31	\$33.69	2	\$33.57	2	-\$0.12	-0.3%
		BJ	\$36.99	\$37.65	1				
		BM	\$51.75	\$51.75	1				
		IB	\$27.16			\$26.04	1		
		IC	\$32.86			\$30.00	1		
		IE	\$44.27			\$39.04	1		
		IF	\$49.97	\$48.95	2	\$52.05	3	\$3.10	6.0%
		IG	\$55.67	\$56.77	1				
		IH	\$61.37	\$74.21	1				
		LE	\$36.80	\$45.37	1				
		LH	\$52.07			\$56.38	1		
		LI	\$58.59	\$61.28	1				
64500	Governor's Commission on Disability	60	\$25.76	\$28.25	1				
		65	\$29.99	\$27.49	2				
		70	\$34.23	\$33.28	3	\$33.30	1	\$0.02	0.1%
		75	\$38.46	\$35.10	2				
		80	\$42.69	\$39.73	1				
		AA	\$36.81			\$31.00	1		
64700	Dev Disabilities Council	55	\$23.84	\$28.36	2				
		60	\$25.76	\$28.05	3				
		65	\$29.99	\$33.31	4				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		70	\$34.23	\$36.65	3	\$37.85	1	\$1.20	3.2%
		75	\$38.46	\$41.08	2	\$35.89	1	-\$5.19	-14.4%
		80	\$42.69	\$52.54	1				
		LH	\$52.07	\$48.00	1				
		LI	\$58.59			\$60.35	1		
66200	Miners Colfax Medical Center	25	\$18.83	\$17.45	12	\$17.50	8	\$0.05	0.3%
		30	\$19.35	\$20.09	2	\$18.55	3	-\$1.55	-8.3%
		35	\$20.24			\$18.54	2		
		40	\$21.14	\$18.53	9	\$18.67	4	\$0.14	0.8%
		45	\$22.04	\$19.52	9	\$20.44	3	\$0.91	4.5%
		50	\$22.94	\$21.46	11	\$22.60	4	\$1.13	5.0%
		55	\$23.84	\$22.47	6	\$23.47	3	\$1.01	4.3%
		60	\$25.76	\$25.57	1				
		65	\$29.99	\$29.11	3				
		70	\$34.23	\$31.79	4	\$30.87	1	-\$0.92	-3.0%
		75	\$38.46	\$37.12	1				
		80	\$42.69	\$43.29	1				
		BH	\$30.05	\$26.71	1	\$29.00	1	\$2.29	7.9%
		BM	\$51.75	\$56.65	1				
		HA	\$20.75	\$17.40	9	\$17.10	3	-\$0.30	-1.8%
		HB	\$22.61	\$19.42	7	\$18.13	1	-\$1.28	-7.1%
		HC	\$24.67	\$21.87	13				
		HD	\$27.12	\$26.66	3	\$22.00	1	-\$4.66	-21.2%
		HE	\$29.90	\$30.23	5	\$27.06	2	-\$3.17	-11.7%
		HF	\$32.91	\$34.73	6	\$33.70	2	-\$1.03	-3.1%
		HG	\$36.68	\$41.32	6	\$41.52	2	\$0.20	0.5%
		HH	\$40.45	\$46.94	16				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		HI	\$45.19	\$54.86	4				
		HJ	\$50.22	\$61.71	3				
		HL	\$62.78	\$62.80	3	\$81.45	2	\$18.65	22.9%
		HM	\$67.21	\$78.98	4	\$71.00	2	-\$7.98	-11.2%
		HN	\$72.25			\$85.00	1		
		IA	\$21.45			\$25.73	1		
		IE	\$44.27			\$40.12	1		
		IF	\$49.97			\$56.66	1		
		XH	\$164.62	\$149.08	1	\$145.35	4	-\$3.72	-2.6%
		XI	\$176.90	\$166.96	4	\$196.22	5	\$29.27	14.9%
		XJ	\$189.17	\$210.01	1	\$178.26	2	-\$31.75	-17.8%
66500	Department of Health	25	\$18.83	\$17.70	77	\$17.52	78	-\$0.18	-1.0%
		30	\$19.35	\$18.97	53	\$18.45	21	-\$0.52	-2.8%
		35	\$20.24	\$21.28	15	\$19.33	27	-\$1.95	-10.1%
		40	\$21.14	\$20.73	113	\$20.38	51	-\$0.35	-1.7%
		45	\$22.04	\$21.19	55	\$21.48	30	\$0.29	1.4%
		50	\$22.94	\$22.29	88	\$23.54	23	\$1.25	5.3%
		55	\$23.84	\$24.72	62	\$24.25	20	-\$0.47	-1.9%
		60	\$25.76	\$26.59	71	\$26.50	33	-\$0.09	-0.3%
		65	\$29.99	\$29.91	135	\$29.38	48	-\$0.53	-1.8%
		70	\$34.23	\$34.41	103	\$34.14	35	-\$0.27	-0.8%
		75	\$38.46	\$39.09	104	\$38.01	46	-\$1.07	-2.8%
		80	\$42.69	\$45.34	21	\$43.81	9	-\$1.54	-3.5%
		85	\$46.92	\$49.65	18	\$46.23	12	-\$3.43	-7.4%
		90	\$51.15	\$56.44	8	\$55.95	14	-\$0.49	-0.9%
		95	\$59.08	\$66.00	4	\$60.46	3	-\$5.54	-9.2%
		96	\$66.64			\$69.08	3		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		BG	\$27.34	\$24.94	5	\$23.74	1	-\$1.20	-5.0%
		BH	\$30.05	\$26.60	10				
		BI	\$33.31	\$31.43	5	\$34.24	1	\$2.81	8.2%
		BJ	\$36.99	\$36.53	11	\$35.67	4	-\$0.86	-2.4%
		BK	\$41.33	\$38.26	3				
		BL	\$46.33	\$48.64	1				
		BM	\$51.75			\$51.08	1		
		BO	\$65.75			\$73.63	1		
		HA	\$20.75	\$18.57	51	\$18.08	27	-\$0.50	-2.7%
		HB	\$22.61	\$20.35	161	\$19.95	121	-\$0.39	-2.0%
		HC	\$24.67	\$22.23	110	\$21.14	48	-\$1.08	-5.1%
		HD	\$27.12	\$25.91	32	\$24.97	11	-\$0.94	-3.8%
		HE	\$29.90	\$31.81	12	\$31.81	10	\$0.00	0.0%
		HF	\$32.91	\$28.12	42	\$34.57	2	\$6.45	18.7%
		HG	\$36.68	\$34.20	38	\$35.59	11	\$1.39	3.9%
		HH	\$40.45	\$42.48	110	\$39.84	9	-\$2.65	-6.6%
		HI	\$45.19	\$48.60	97	\$49.10	17	\$0.50	1.0%
		HJ	\$50.22	\$54.02	17	\$55.62	2	\$1.61	2.9%
		HK	\$57.19	\$59.02	23	\$60.73	3	\$1.71	2.8%
		HL	\$62.78	\$72.01	28	\$72.52	7	\$0.51	0.7%
		HM	\$67.21	\$65.24	5	\$70.36	4	\$5.12	7.3%
		HN	\$72.25			\$71.70	2		
		HO	\$78.47	\$62.17	1	\$70.97	1	\$8.79	12.4%
		IB	\$27.16	\$26.00	1	\$26.35	4	\$0.35	1.3%
		IC	\$32.86	\$31.63	1				
		ID	\$38.56	\$31.75	6	\$32.50	24	\$0.75	2.3%
		IE	\$44.27	\$39.04	7	\$39.49	12	\$0.45	1.1%



**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		IF	\$49.97	\$49.65	2	\$46.07	19	-\$3.58	-7.8%
		IG	\$55.67	\$54.30	3	\$56.40	2	\$2.10	3.7%
		IH	\$61.37			\$63.19	2		
		II	\$67.08	\$68.38	1	\$73.63	1	\$5.25	7.1%
		IJ	\$72.78			\$78.64	1		
		IK	\$78.48			\$100.59	1		
		LH	\$52.07	\$57.06	3	\$61.05	3	\$3.98	6.5%
		XA	\$78.72	\$90.62	1				
		XB	\$90.99	\$97.84	2	\$99.38	7	\$1.55	1.6%
		XC	\$103.26	\$120.48	1				
		XF	\$140.08	\$187.47	1	\$168.56	3	-\$18.91	-11.2%
		XG	\$152.35	\$147.41	1	\$177.47	2	\$30.05	16.9%
		XI	\$176.90	\$181.89	2				
66700	Department of Environment	45	\$22.04	\$25.28	25	\$23.94	2	-\$1.34	-5.6%
		50	\$22.94	\$26.37	3				
		55	\$23.84	\$26.82	25	\$24.99	4	-\$1.83	-7.3%
		60	\$25.76	\$28.59	18	\$28.48	6	-\$0.11	-0.4%
		65	\$29.99	\$33.45	16	\$32.32	9	-\$1.13	-3.5%
		70	\$34.23	\$37.88	34	\$36.94	56	-\$0.93	-2.5%
		75	\$38.46	\$43.19	43	\$44.02	69	\$0.83	1.9%
		80	\$42.69	\$48.73	20	\$51.31	26	\$2.58	5.0%
		85	\$46.92	\$55.55	10	\$56.49	7	\$0.94	1.7%
		90	\$51.15	\$61.05	8	\$63.30	2	\$2.25	3.6%
		95	\$59.08	\$71.48	5	\$68.64	10	-\$2.84	-4.1%
		96	\$66.64	\$74.26	3	\$82.02	1	\$7.76	9.5%
		BI	\$33.31	\$37.08	6				
		BJ	\$36.99	\$44.39	1				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		BK	\$41.33	\$55.25	1	\$50.25	1	-\$5.00	-10.0%
		BM	\$51.75	\$59.47	1				
		ED	\$35.45	\$28.99	1				
		EE	\$40.57	\$35.39	14	\$35.28	8	-\$0.11	-0.3%
		EF	\$45.69	\$46.45	21	\$47.10	20	\$0.65	1.4%
		EG	\$50.82	\$51.66	19	\$50.10	17	-\$1.56	-3.1%
		EI	\$61.06	\$67.10	2	\$64.50	5	-\$2.60	-4.0%
		IB	\$27.16	\$28.12	1	\$30.31	1	\$2.19	7.2%
		IC	\$32.86	\$37.24	3				
		ID	\$38.56	\$41.59	2	\$45.37	1	\$3.79	8.4%
		IE	\$44.27	\$50.33	2	\$54.96	4	\$4.63	8.4%
		IF	\$49.97	\$60.91	2	\$59.17	5	-\$1.75	-3.0%
		IG	\$55.67			\$68.13	2		
		LH	\$52.07	\$64.16	6	\$55.45	3	-\$8.71	-15.7%
		LI	\$58.59	\$70.36	1	\$60.57	1	-\$9.79	-16.2%
		LJ	\$65.11	\$78.13	1				
66800	Office of Natural Resources Trustee	60	\$25.76			\$25.01	1		
		65	\$29.99	\$31.25	1				
		96	\$66.64	\$66.64	1				
		EG	\$50.82			\$50.95	1		
67000	Department of Veteran Services	50	\$22.94			\$23.99	4		
		55	\$23.84	\$25.26	3	\$25.43	3	\$0.17	0.7%
		60	\$25.76	\$26.00	5	\$24.70	1	-\$1.30	-5.3%
		65	\$29.99	\$30.58	1	\$30.48	5	-\$0.09	-0.3%
		70	\$34.23	\$32.58	2	\$36.22	2	\$3.64	10.0%
		75	\$38.46	\$38.45	1	\$35.02	1	-\$3.43	-9.8%
		80	\$42.69	\$48.52	3	\$39.52	1	-\$9.00	-22.8%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		85	\$46.92			\$48.41	1		
		BJ	\$36.99	\$38.90	1				
		IC	\$32.86			\$38.21	1		
		IE	\$44.27			\$48.55	1		
		IF	\$49.97			\$53.97	1		
		SD	\$25.95	\$24.50	1	\$22.10	1	-\$2.40	-10.9%
		SE	\$29.46	\$28.09	5	\$27.19	12	-\$0.90	-3.3%
		SF	\$33.12	\$28.07	1	\$31.62	4	\$3.55	11.2%
68000	Office of Family Rep and Advocacy	55	\$23.84	\$23.76	5	\$21.00	1	-\$2.76	-13.2%
		75	\$38.46	\$36.03	1				
		BI	\$33.31	\$35.25	1				
		IA	\$21.45			\$22.30	1		
		IG	\$55.67			\$63.02	1		
		LH	\$52.07	\$50.56	4	\$39.83	1	-\$10.73	-26.9%
69000	Children, Youth & Families Department	25	\$18.83	\$19.53	3				
		35	\$20.24	\$21.97	44	\$20.81	3	-\$1.16	-5.6%
		40	\$21.14	\$21.49	51	\$21.53	8	\$0.04	0.2%
		45	\$22.04	\$21.20	18	\$21.89	4	\$0.69	3.1%
		50	\$22.94	\$23.98	24	\$24.43	3	\$0.45	1.8%
		55	\$23.84	\$25.47	56	\$25.57	66	\$0.10	0.4%
		60	\$25.76	\$29.30	72	\$30.02	60	\$0.71	2.4%
		65	\$29.99	\$31.55	35	\$32.62	24	\$1.07	3.3%
		70	\$34.23	\$37.52	149	\$38.25	90	\$0.73	1.9%
		75	\$38.46	\$42.84	46	\$43.53	33	\$0.69	1.6%
		80	\$42.69	\$47.87	7	\$44.44	3	-\$3.43	-7.7%
		85	\$46.92	\$52.27	20	\$51.94	14	-\$0.33	-0.6%
		90	\$51.15	\$59.47	10	\$59.20	3	-\$0.27	-0.5%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		95	\$59.08	\$63.62	7	\$63.52	2	-\$0.10	-0.2%
		96	\$66.64	\$64.38	1				
		BG	\$27.34	\$27.37	2				
		BH	\$30.05	\$31.98	3				
		BI	\$33.31	\$34.51	11				
		BJ	\$36.99	\$37.72	6	\$37.67	1	-\$0.05	-0.1%
		BK	\$41.33	\$43.03	3	\$43.67	1	\$0.64	1.5%
		BL	\$46.33	\$56.87	1	\$47.00	1	-\$9.87	-21.0%
		BN	\$58.26	\$64.48	1				
		HB	\$22.61	\$21.46	1				
		HD	\$27.12	\$28.53	3	\$28.18	1	-\$0.36	-1.3%
		HG	\$36.68	\$41.09	42	\$38.82	8	-\$2.27	-5.8%
		HH	\$40.45	\$46.07	8	\$43.96	5	-\$2.11	-4.8%
		HI	\$45.19	\$49.10	4	\$52.41	1	\$3.30	6.3%
		HJ	\$50.22	\$57.85	4				
		IB	\$27.16	\$25.45	1	\$22.78	2	-\$2.67	-11.7%
		IC	\$32.86	\$32.11	1	\$35.03	4	\$2.92	8.3%
		ID	\$38.56			\$38.30	3		
		IE	\$44.27	\$42.60	8	\$41.59	4	-\$1.01	-2.4%
		IF	\$49.97	\$49.85	3	\$49.94	5	\$0.09	0.2%
		IG	\$55.67	\$58.97	2	\$57.69	3	-\$1.28	-2.2%
		IH	\$61.37			\$63.59	1		
		IJ	\$72.78			\$74.75	1		
		LE	\$36.80	\$39.24	1				
		LH	\$52.07	\$58.25	13	\$55.62	9	-\$2.62	-4.7%
		LI	\$58.59	\$63.32	4				
		LJ	\$65.11	\$70.04	1	\$70.04	2	\$0.00	0.0%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		SD	\$25.95	\$26.90	113	\$26.81	25	-\$0.08	-0.3%
		SE	\$29.46	\$30.85	179	\$30.69	47	-\$0.17	-0.5%
		SF	\$33.12	\$34.86	90	\$35.19	14	\$0.33	0.9%
		SG	\$38.65	\$41.74	38	\$42.08	8	\$0.34	0.8%
		SH	\$46.15	\$50.87	25	\$50.23	4	-\$0.64	-1.3%
		SI	\$51.06	\$52.49	3				
		XA	\$78.72	\$83.47	1				
70500	Military Affairs	25	\$18.83			\$19.12	2		
		40	\$21.14			\$20.17	1		
		45	\$22.04	\$22.06	1				
		50	\$22.94	\$23.86	1	\$24.38	19	\$0.53	2.2%
		55	\$23.84	\$23.28	5	\$28.34	5	\$5.07	17.9%
		60	\$25.76	\$26.55	14	\$26.30	9	-\$0.26	-1.0%
		65	\$29.99	\$32.96	10	\$32.00	11	-\$0.97	-3.0%
		70	\$34.23	\$34.85	5	\$33.43	3	-\$1.42	-4.2%
		75	\$38.46	\$38.88	6	\$40.32	7	\$1.44	3.6%
		80	\$42.69	\$44.57	4	\$42.09	5	-\$2.48	-5.9%
		85	\$46.92	\$51.35	2	\$52.89	1	\$1.54	2.9%
		90	\$51.15	\$59.33	2	\$58.82	1	-\$0.52	-0.9%
		BI	\$33.31	\$40.29	2				
		BL	\$46.33	\$49.15	1				
		HF	\$32.91	\$31.30	1				
		IA	\$21.45			\$34.43	1		
		IB	\$27.16			\$31.70	6		
		IC	\$32.86			\$34.43	3		
		ID	\$38.56	\$37.38	1	\$38.99	2	\$1.62	4.1%
		IF	\$49.97			\$48.00	1		

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
76000	Adult Parole Board	45	\$22.04	\$22.04	1				
		55	\$23.84	\$21.00	1				
		65	\$29.99	\$25.00	1	\$26.00	1	\$1.00	3.8%
		75	\$38.46	\$41.23	2				
77000	New Mexico Corrections Dept	40	\$21.14	\$18.12	9	\$21.68	3	\$3.57	16.5%
		45	\$22.04	\$20.03	79	\$19.54	9	-\$0.49	-2.5%
		50	\$22.94	\$23.21	18	\$23.48	3	\$0.27	1.1%
		55	\$23.84	\$24.57	12	\$25.01	4	\$0.44	1.8%
		60	\$25.76	\$26.72	84	\$26.51	39	-\$0.21	-0.8%
		65	\$29.99	\$29.86	91	\$29.48	82	-\$0.38	-1.3%
		70	\$34.23	\$32.42	79	\$32.36	83	-\$0.06	-0.2%
		75	\$38.46	\$36.18	22	\$36.41	38	\$0.24	0.6%
		80	\$42.69	\$41.75	10	\$40.75	4	-\$1.00	-2.5%
		85	\$46.92	\$48.88	8	\$47.01	7	-\$1.86	-4.0%
		90	\$51.15	\$59.21	2	\$59.07	4	-\$0.14	-0.2%
		BG	\$27.34	\$27.34	11	\$26.94	2	-\$0.40	-1.5%
		BH	\$30.05	\$30.01	6	\$30.05	1	\$0.04	0.1%
		BI	\$33.31	\$33.96	1	\$34.98	3	\$1.02	2.9%
		BJ	\$36.99	\$38.05	7				
		BK	\$41.33	\$43.40	1				
		BM	\$51.75	\$54.34	1				
		CA	\$20.45	\$20.00	6	\$20.00	27	\$0.00	0.0%
		CB	\$24.44	\$25.19	132	\$25.19	507	\$0.00	0.0%
		CC	\$27.07	\$27.54	28	\$27.16	138	-\$0.38	-1.4%
		CD	\$29.81	\$30.47	7	\$30.06	80	-\$0.41	-1.4%
		CE	\$32.69	\$35.04	3	\$35.06	12	\$0.02	0.1%
		CG	\$37.79	\$40.30	1	\$38.74	8	-\$1.56	-4.0%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		CH	\$41.26	\$40.05	11	\$40.05	12	\$0.00	0.0%
		CI	\$44.25	\$46.04	4	\$46.59	6	\$0.54	1.2%
		CJ	\$47.32	\$51.84	3				
		CK	\$52.24			\$50.19	3		
		CL	\$58.24	\$55.83	2	\$54.21	1	-\$1.63	-3.0%
		CM	\$65.11			\$61.41	2		
		HB	\$22.61	\$23.01	3	\$23.01	2	\$0.00	0.0%
		HG	\$36.68	\$37.08	8	\$36.23	2	-\$0.85	-2.3%
		HH	\$40.45	\$43.53	3	\$43.32	2	-\$0.21	-0.5%
		HL	\$62.78	\$60.00	1				
		HM	\$67.21			\$74.79	1		
		HO	\$78.47	\$62.18	1				
		IA	\$21.45			\$25.18	1		
		IB	\$27.16			\$26.95	1		
		IC	\$32.86			\$31.74	2		
		ID	\$38.56			\$34.74	4		
		IE	\$44.27			\$42.63	5		
		IF	\$49.97	\$45.30	1	\$45.59	6	\$0.29	0.6%
		IG	\$55.67	\$52.96	1	\$52.09	2	-\$0.87	-1.7%
		IH	\$61.37	\$60.42	1	\$59.11	1	-\$1.30	-2.2%
		II	\$67.08			\$69.72	1		
		LE	\$36.80	\$37.90	1				
		LH	\$52.07			\$50.15	2		
		LI	\$58.59			\$52.00	1		
78000	Crime Victims Reparation Commission	45	\$22.04	\$22.04	1				
		55	\$23.84	\$24.14	1				
		60	\$25.76	\$26.57	4				

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		65	\$29.99	\$29.15	8	\$27.56	2	-\$1.59	-5.8%
		70	\$34.23	\$34.52	2				
		75	\$38.46	\$35.17	1				
		80	\$42.69	\$42.52	3				
		85	\$46.92	\$45.67	1				
79000	Department of Public Safety	35	\$20.24	\$20.01	1	\$18.34	2	-\$1.67	-9.1%
		40	\$21.14	\$24.20	3				
		45	\$22.04	\$23.12	4	\$18.95	2	-\$4.16	-22.0%
		50	\$22.94	\$25.21	78	\$24.88	13	-\$0.33	-1.3%
		55	\$23.84	\$25.94	45	\$28.36	53	\$2.42	8.5%
		60	\$25.76	\$28.90	23	\$29.27	15	\$0.37	1.3%
		65	\$29.99	\$30.90	24	\$31.96	8	\$1.06	3.3%
		70	\$34.23	\$37.21	15	\$38.63	11	\$1.43	3.7%
		75	\$38.46	\$41.25	14	\$38.59	5	-\$2.66	-6.9%
		80	\$42.69	\$44.94	5				
		85	\$46.92	\$52.85	3	\$51.74	2	-\$1.12	-2.2%
		90	\$51.15	\$56.09	2	\$55.80	4	-\$0.29	-0.5%
		BI	\$33.31	\$35.16	4	\$35.46	1	\$0.31	0.9%
		BL	\$46.33	\$49.09	2				
		BN	\$58.26	\$56.14	1				
		FG	\$53.55	\$52.57	12	\$53.79	12	\$1.22	2.3%
		FH	\$76.50	\$75.55	3	\$76.31	3	\$0.76	1.0%
		FI	\$88.23	\$95.71	1	\$88.68	1	-\$7.03	-7.9%
		IA	\$21.45			\$23.90	2		
		IB	\$27.16	\$27.20	2	\$25.77	1	-\$1.42	-5.5%
		IC	\$32.86	\$32.43	1	\$31.81	5	-\$0.62	-1.9%
		ID	\$38.56	\$41.60	1	\$36.52	3	-\$5.08	-13.9%



**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		IE	\$44.27	\$43.16	2	\$41.03	5	-\$2.13	-5.2%
		IF	\$49.97			\$51.77	11		
		IG	\$55.67	\$59.76	1	\$60.93	2	\$1.17	1.9%
		IH	\$61.37			\$68.06	3		
		IJ	\$72.78			\$83.11	1		
		LE	\$36.80	\$41.64	5				
		LH	\$52.07	\$54.21	2	\$53.64	1	-\$0.57	-1.1%
		PI	\$41.75			\$44.14	4		
		PJ	\$47.41			\$52.41	1		
79500	Homeland Security & Emgncy Mgt	25	\$18.83	\$19.82	1				
		45	\$22.04	\$22.92	2				
		50	\$22.94	\$24.00	1				
		55	\$23.84	\$26.31	1	\$27.49	2	\$1.18	4.3%
		60	\$25.76	\$27.25	4	\$27.28	2	\$0.03	0.1%
		65	\$29.99	\$30.45	12	\$29.83	7	-\$0.62	-2.1%
		70	\$34.23	\$36.11	5	\$33.95	30	-\$2.16	-6.4%
		75	\$38.46	\$39.31	3	\$37.48	7	-\$1.83	-4.9%
		80	\$42.69	\$42.96	1				
		85	\$46.92	\$48.06	2	\$48.40	7	\$0.34	0.7%
		90	\$51.15			\$56.96	1		
		BJ	\$36.99	\$35.37	1				
		EE	\$40.57			\$37.50	1		
		IE	\$44.27			\$41.59	1		
80500	Department of Transportation	25	\$18.83	\$21.61	1				
		30	\$19.35	\$22.22	2	\$19.36	5	-\$2.86	-14.8%
		35	\$20.24	\$18.83	6	\$20.19	11	\$1.35	6.7%
		40	\$21.14	\$20.59	9	\$22.46	8	\$1.87	8.3%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		45	\$22.04	\$22.17	11	\$21.15	71	-\$1.02	-4.8%
		50	\$22.94	\$24.06	26	\$24.01	411	-\$0.05	-0.2%
		55	\$23.84	\$23.71	59	\$26.94	328	\$3.23	12.0%
		60	\$25.76	\$28.69	55	\$30.11	148	\$1.41	4.7%
		65	\$29.99	\$32.09	82	\$30.27	90	-\$1.83	-6.0%
		70	\$34.23	\$36.88	30	\$35.01	55	-\$1.87	-5.3%
		75	\$38.46	\$42.68	19	\$41.58	63	-\$1.11	-2.7%
		80	\$42.69	\$46.63	11	\$49.13	8	\$2.50	5.1%
		85	\$46.92	\$49.53	15	\$49.92	30	\$0.39	0.8%
		90	\$51.15	\$56.55	6	\$54.87	10	-\$1.68	-3.1%
		96	\$66.64	\$72.10	1	\$69.99	2	-\$2.11	-3.0%
		BF	\$24.84	\$21.60	1				
		BG	\$27.34	\$27.34	2				
		BH	\$30.05	\$30.29	9				
		BI	\$33.31	\$33.79	12				
		BJ	\$36.99	\$35.90	9	\$31.45	1	-\$4.46	-14.2%
		BK	\$41.33	\$43.64	2	\$45.56	1	\$1.91	4.2%
		BL	\$46.33			\$51.44	1		
		BM	\$51.75	\$50.77	1				
		BN	\$58.26			\$55.61	1		
		EA	\$20.08	\$21.83	6	\$21.75	40	-\$0.08	-0.4%
		EB	\$25.20	\$25.73	15	\$25.98	92	\$0.24	0.9%
		EC	\$30.33	\$30.44	18	\$29.65	112	-\$0.79	-2.7%
		ED	\$35.45	\$34.58	11	\$34.45	47	-\$0.13	-0.4%
		EE	\$40.57	\$40.26	24	\$38.94	75	-\$1.32	-3.4%
		EF	\$45.69	\$48.87	5	\$47.45	30	-\$1.42	-3.0%
		EG	\$50.82	\$55.80	6	\$56.91	27	\$1.11	2.0%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		EH	\$55.94	\$62.57	6	\$63.16	12	\$0.59	0.9%
		EI	\$61.06	\$68.19	5	\$70.59	9	\$2.40	3.4%
		EJ	\$66.19	\$77.76	4	\$74.61	16	-\$3.15	-4.2%
		EK	\$71.31	\$87.76	1	\$87.47	7	-\$0.29	-0.3%
		IA	\$21.45			\$26.92	1		
		IB	\$27.16	\$29.27	1	\$30.38	1	\$1.10	3.6%
		IC	\$32.86			\$37.61	5		
		ID	\$38.56	\$40.60	4	\$38.95	22	-\$1.64	-4.2%
		IE	\$44.27	\$44.22	2	\$43.15	2	-\$1.07	-2.5%
		IF	\$49.97	\$52.09	4	\$54.15	9	\$2.06	3.8%
		IG	\$55.67	\$61.14	1	\$56.14	2	-\$5.00	-8.9%
		IH	\$61.37	\$63.53	2	\$68.39	2	\$4.86	7.1%
		II	\$67.08			\$77.27	1		
		IK	\$78.48			\$81.35	1		
		LH	\$52.07	\$52.14	4	\$53.12	4	\$0.98	1.8%
		LI	\$58.59	\$60.27	1	\$59.35	2	-\$0.92	-1.5%
92400	Public Education Department	40	\$21.14			\$20.43	1		
		50	\$22.94	\$21.17	1	\$21.08	1	-\$0.09	-0.4%
		55	\$23.84	\$24.87	10	\$26.15	1	\$1.28	4.9%
		60	\$25.76	\$27.50	13	\$26.41	6	-\$1.08	-4.1%
		65	\$29.99	\$29.68	21	\$29.06	10	-\$0.62	-2.1%
		70	\$34.23	\$34.75	12	\$33.42	6	-\$1.34	-4.0%
		75	\$38.46	\$37.81	15	\$38.44	5	\$0.64	1.7%
		80	\$42.69	\$41.48	77	\$41.44	26	-\$0.05	-0.1%
		85	\$46.92	\$48.46	19	\$47.03	11	-\$1.44	-3.1%
		90	\$51.15	\$54.70	21	\$53.00	6	-\$1.69	-3.2%
		95	\$59.08	\$66.57	1	\$70.13	1	\$3.57	5.1%

**Table 7. Gender Wage and Wage Gaps by Gender in the New Mexico State Classified Workforce by Agency**

BU	BU Name	Grade	Midpoint/ Hour	Female Avg Salary	# Female	Male Avg Salary	# Male	Gap (Male- Female)	% Gap (\$Gap/\$ Male)
		BI	\$33.31			\$37.85	1		
		BM	\$51.75	\$46.58	1				
		HH	\$40.45	\$40.62	1				
		IC	\$32.86			\$29.77	1		
		ID	\$38.56			\$35.75	1		
		IE	\$44.27	\$42.03	3	\$43.37	8	\$1.35	3.1%
		IF	\$49.97	\$48.05	1	\$48.97	5	\$0.92	1.9%
		IG	\$55.67			\$52.96	2		
		II	\$67.08	\$69.41	1				
		LH	\$52.07	\$50.79	3	\$50.99	2	\$0.20	0.4%
		LI	\$58.59			\$55.24	2		
		LJ	\$65.11			\$67.41	1		
94900	NM Education Trust Board	75	\$38.46	\$35.72	1				
95000	Higher Education Department	55	\$23.84	\$23.83	1				
		65	\$29.99	\$31.51	6	\$33.81	1	\$2.31	6.8%
		70	\$34.23	\$36.01	4	\$31.98	1	-\$4.03	-12.6%
		75	\$38.46	\$39.26	5	\$40.14	2	\$0.87	2.2%
		80	\$42.69	\$42.78	7	\$42.11	3	-\$0.68	-1.6%
		85	\$46.92	\$52.44	6	\$51.08	2	-\$1.36	-2.7%
		IB	\$27.16			\$25.55	1		
		ID	\$38.56			\$36.10	2		
		IE	\$44.27	\$44.85	2	\$51.06	1	\$6.22	12.2%