



# State Personnel Office

## Fair and Equal Pay in the Classified Service Report Fiscal Year 2025

**September 30, 2025**

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# Executive Summary

The State of New Mexico's approach to public employment is grounded in the Personnel Act, which calls for "a system of personnel administration based solely on qualification and ability, which will provide greater economy and efficiency in the management of state affairs" (NMSA 1978, Section 10-9-2). In line with this principle, the State bases wages and employment decisions on an individual's qualifications and ability, reinforcing a fair and merit-based system across all agencies.

A comprehensive study of the Executive agencies of the State of New Mexico indicates that gender-based wage gaps has decreased by 19.7% since 2009.

- Of the 596 classified pay bands with both genders, 314 pay bands, or 52.7%, reflect no gender wage gap<sup>1</sup>.
- 282 pay bands, or 47.3%, indicate gender-based wage gaps. 57.4% favor females and 42.6% favor males.
- In executive agencies with over 50 classified employees, 48.6% have job segregation<sup>2</sup> favoring female employees, 21.6% have job segregation favoring male employees, and 29.7% indicate gender parity.
- In executive agencies with under 50 classified employees, 68.8% have job segregation favoring female employees, 12.5% have job segregation favoring male employees, and 18.8% indicate gender parity.

We expect the gender wage gap to keep narrowing, since it remains a key focus for agencies. That said, job segregation—especially roles that tend to favor female employees—continues to be common in both large and small agencies. This shows there's still work to do to reach true 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:

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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.

- Develop clear guidance on standardized, appropriate placement within pay bands, and encourage agencies to adopt compensation policies that promote both appropriate placement and pay equity.
- Have SPO's Quality Assurance and Data Analytics department review pay gaps across agencies to identify trends and recommend corrective actions.
- Gender-based wage gaps should be reviewed annually by agency management to determine the root cause and implement policies to ensure gender-based wage parity.

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 gaps, set agency goals, timelines, and annual reviews, and provide technological support.

## Background and Current Study

In 2003, the New Mexico Legislature signed into law House Bill 325, creating the Equal Pay Task Force to study the extent of gender-based wage gaps 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 gaps 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 gaps 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, 1,197 pay bands across all agencies were analyzed for gender diversity (Appendix IV). The study identified 596 pay bands, or 49.8%, 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). 52.7% of the 596 pay bands containing both women and men show no gender pay gaps. This is a 19.7% 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 25%. 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

The State of New Mexico can take pride in the progress made since the 2009 Executive Orders. Achieving gender pay parity should remain a key goal, and managers whose departments show gender or wage gaps should be encouraged to strengthen their efforts toward greater diversity, occupational gender balance, and pay equity.

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

Of the 596 pay bands containing both men and women in New Mexico's classified service, 314, or 52.7%, of the pay bands show no gender-based wage gaps (Appendix I). This confirms a 19.7% increase in pay bands with no gender-based wage gaps 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 282 pay bands identified as having gender-based wage gaps, only one (1) has a gap exceeding the national average of 25%. (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 25% (National Partnership for Women and Families, 2025). Of the 282 pay bands with the gender-based wage gaps, 101 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 or temporary promotions. 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 by agencies to determine the root cause of the gaps 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 gaps 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 8 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 wage gaps within the agency.

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 encourages 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 gaps by gender.

- Of the 1,197 pay bands, 596 contain both males and females.
- The remaining 601 pay bands contain only males or only females, so no gender comparison is possible (Fig. 1). Of the 596, 396 pay bands, or 66.4%, 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 596 pay bands with both genders, 314 pay bands, or 52.7%, reflect no gender wage gap<sup>3</sup> (Fig. 2).
- 282 pay bands, or 47.3% indicate gender-based wage gaps (Fig. 2).
- 162 pay band wage gaps, or 57.4%, favor females and 120 pay band wage gaps, or 42.6%, favor males (Fig. 3).

Table 1. Pay Band Segregation		
	# Pay Bands	% of Pay Bands
Pay Bands Containing Only Male or Female	601	50.2%
Pay Bands Containing Both Male and Female	596	49.8%
Total Pay Bands	1197	100.0%

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

Figure 1. Pay Band Segregation

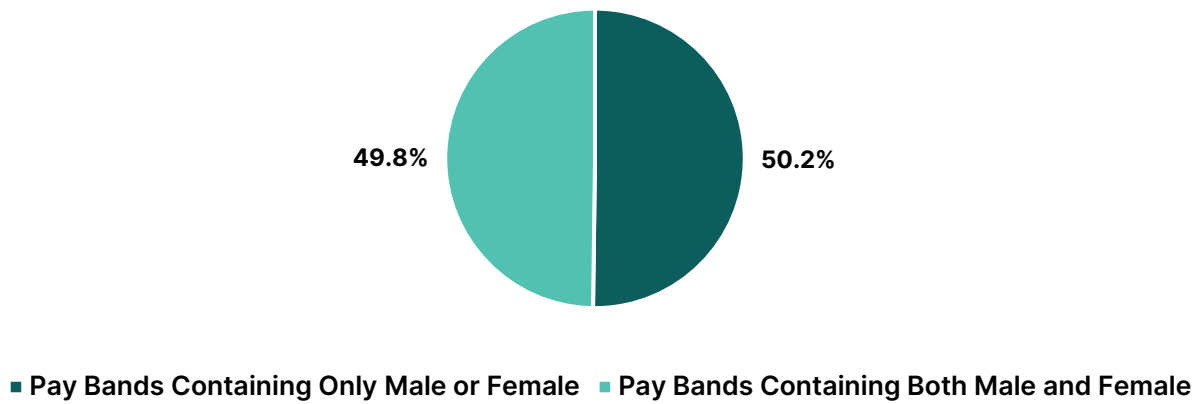
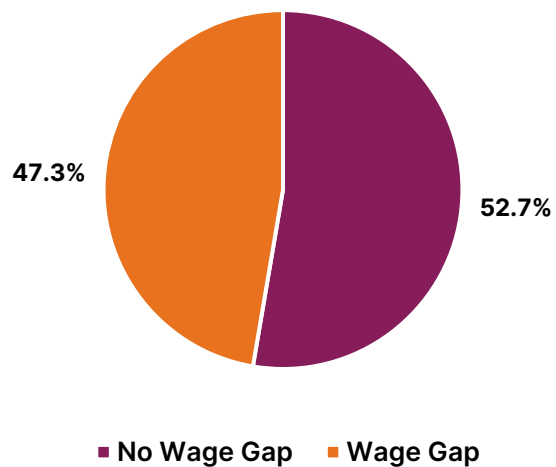
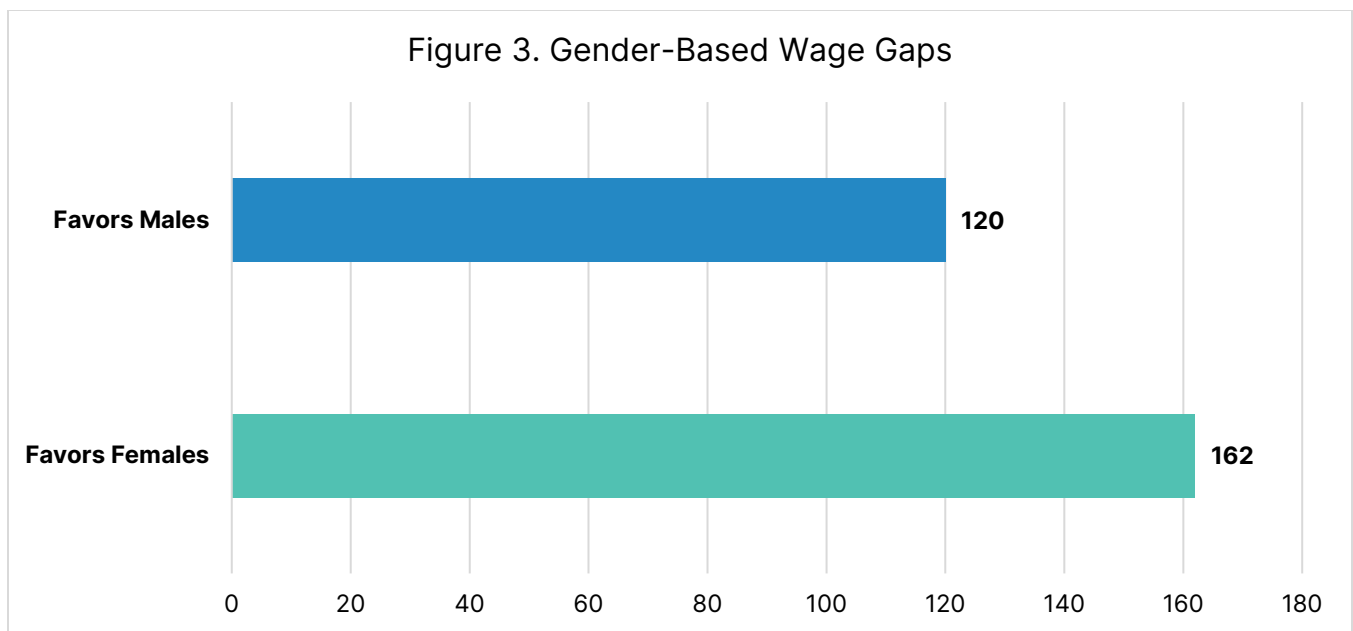


Table 2. Pay Band Segregation

	# Pay Bands	% of Pay Bands
Pay Bands with No Wage Gap	314	52.7%
Pay Bands with Wage Gap	282	47.3%
Total Pay Bands	596	100.0%

Figure 2. Gender-Based Wage Gap





## 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 Secretary of State to 2,616 classified employees within the Department of Health.
- 18 agencies, or 50%, have job segregation favoring female employees. This job segregation indicator is highest in the Early Childhood Education and Care Department with 82% female employees.
- Eight (8) agencies, or 22.2%, have job segregation favoring male employees. This job segregation indicator is highest in the Department of Transportation with 78.8% male employees.
- 11 agencies, or 30.6%, indicate gender parity. This is an increase of one (1) agency since 2024.

Table 4. Job Segregation by Executive Agencies with Over 50 Classified Employees		
	# of Agencies	% of Agencies
Female Favor	18	48.6%
Male Favor	8	21.6%
No Segregation	11	29.7%
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, NM Education Trust Board, and State Investment Council to 46 classified employees within the Tourism Department.
- 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, Adult Parole Board, Veterinary Examiners Board, and NM Education Trust Board, with 100% female classified employees.
- Four (4) agencies, or 12.5%, have job segregation favoring male employees. This job segregation indicator is highest at State Investment Council and Architect Examiner's Board with 100% male classified employees.
- Six (6) agencies, or 18.8%, indicate gender parity. This is a decrease of two (2) agencies since 2024.

Table 5. Job Segregation by Executive Agencies with Under 50 Employees		
	# of Agencies	% of Agencies
Female Favor	22	68.8%
Male Favor	4	12.5%
No Segregation	6	18.8%
Total	32	100.0%

## Appendix II: Methodology

In 2025, 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 17,989 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	Female %	Total Males	Male %	Total Employee Count
30500	Department of Justice	86	54.8%	71	45.2%	157
30800	State Auditor	17	65.4%	9	34.6%	26
33300	Taxation & Revenue Department	539	66.2%	275	33.8%	814
33700	State Investment Council	0	0.0%	1	100.0%	1
34000	Administrative Hearings Office	10	62.5%	6	37.5%	16
34100	Department of Finance & Administration	104	65.0%	56	35.0%	160
34200	Public School Insurance Authority	9	100.0%	0	0.0%	9
34300	Retiree Health Care Authority	15	68.2%	7	31.8%	22
35000	General Services Department	107	39.5%	164	60.5%	271
35200	Educational Retirement Board	50	70.4%	21	29.6%	71
36100	Department of Information Technology	51	32.5%	106	67.5%	157
36600	Public Employee Retirement Association	56	78.9%	15	21.1%	71
36900	Commission of Public Records	9	36.0%	16	64.0%	25
37000	Secretary of State	26	51.0%	25	49.0%	51
37800	State Personnel Board	27	81.8%	6	18.2%	33
39400	State Treasurer	10	58.8%	7	41.2%	17
40400	Architect Examiners Board	0	0.0%	1	100.0%	1
41000	Department of Ethics	5	83.3%	1	16.7%	6

BU	Agency	Total Females	Female %	Total Males	Male %	Total Employee Count
41700	Border Development Authority	1	50.0%	1	50.0%	2
41800	Tourism Department	33	71.7%	13	28.3%	46
41900	Economic Development Department	33	63.5%	19	36.5%	52
42000	Regulation & Licensing Dept	145	48.3%	155	51.7%	300
43000	Public Regulation Commission	37	42.5%	50	57.5%	87
44000	Superintendent of Insurance	71	71.0%	29	29.0%	100
44600	Medical Examiners Board	12	80.0%	3	20.0%	15
44900	Board of Nursing	17	70.8%	7	29.2%	24
46000	EXPO New Mexico	6	50.0%	6	50.0%	12
46400	Professional Engineers & Land Surveyors Board	6	100.0%	0	0.0%	6
46500	Gaming Control Board	25	61.0%	16	39.0%	41
46900	State Racing Commission	5	62.5%	3	37.5%	8
47900	Veterinary Examiners Board	2	100.0%	0	0.0%	2
49500	SpacePort Authority	8	32.0%	17	68.0%	25
50500	Department of Cultural Affairs	210	48.8%	220	51.2%	430
50800	Livestock Board	25	34.7%	47	65.3%	72
51600	Department of Game & Fish	79	29.4%	190	70.6%	269
52100	Energy, Minerals, & Natural Resources Dept	145	34.2%	279	65.8%	424
52200	Youth Conservation Corps	1	50.0%	1	50.0%	2
53900	State Land Office	87	54.0%	74	46.0%	161
55000	Office of the State Engineer	133	45.5%	159	54.5%	292

BU	Agency	Total Females	Female %	Total Males	Male %	Total Employee Count
60300	Office of African American Affairs	4	57.1%	3	42.9%	7
60400	Commission for Deaf & Hard of Hearing	8	61.5%	5	38.5%	13
60600	Commission for the Blind	42	70.0%	18	30.0%	60
60900	Department of Indian Affairs	9	75.0%	3	25.0%	12
61100	Department of Early Childhood	242	82.0%	53	18.0%	295
62400	Aging & Long-Term Services Dept	146	74.9%	49	25.1%	195
63000	Health Care Authority	1,549	78.4%	426	21.6%	1,975
63100	Department of Workforce Solutions	364	68.4%	168	31.6%	532
63200	Workers Compensation Administration	61	64.2%	34	35.8%	95
64400	Division of Vocational Rehabilitation	212	77.1%	63	22.9%	275
64500	Governor's Commission on Disability	7	77.8%	2	22.2%	9
64700	Developmental Disabilities Council	18	81.8%	4	18.2%	22
66200	Miners Colfax Medical Center	135	73.0%	50	27.0%	185
66500	Department of Health	1,767	67.5%	849	32.5%	2,616
66700	Department of Environment	324	51.8%	302	48.2%	626
66800	Office of Natural Resources Trustee	2	50.0%	2	50.0%	4
67000	Department of Veteran Services	29	40.3%	43	59.7%	72
68000	Office of Family Representation and Advocacy	15	68.2%	7	31.8%	22
69000	Children, Youth & Families Dept	1,147	69.9%	495	30.1%	1,642
70500	Military Affairs	69	45.7%	82	54.3%	151
76000	Adult Parole Board	4	100.0%	0	0.0%	4

BU	Agency	Total Females	Female %	Total Males	Male %	Total Employee Count
77000	New Mexico Corrections Dept	668	37.8%	1,100	62.2%	1,768
78000	Crime Victims Reparation Commission	22	88.0%	3	12.0%	25
79000	Department of Public Safety	277	60.2%	183	39.8%	460
79500	Homeland Security & Emergency Management	30	33.7%	59	66.3%	89
80500	Department of Transportation	473	21.2%	1,760	78.8%	2,233
92400	Public Education Department	184	65.7%	96	34.3%	280
94900	NM Education Trust Board	1	100.0%	0	0.0%	1
95000	Higher Education Department	31	72.1%	12	27.9%	43
Statewide		10,042	55.8%	7,947	44.2%	17,989

## 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	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
30500	Department of Justice	25	\$18.83	\$17.53	1	\$17.85	1	\$0.33	1.8%
30500	Department of Justice	35	\$20.24	\$23.00	1				
30500	Department of Justice	50	\$22.94	\$26.00	2				
30500	Department of Justice	55	\$23.84	\$29.54	5	\$29.34	2	-\$0.20	-0.7%
30500	Department of Justice	60	\$25.76	\$29.03	6	\$28.39	1	-\$0.64	-2.3%
30500	Department of Justice	65	\$29.99	\$31.74	3	\$35.31	2	\$3.57	10.1%
30500	Department of Justice	70	\$34.23	\$34.23	3				
30500	Department of Justice	75	\$38.46	\$41.02	5	\$42.90	2	\$1.88	4.4%
30500	Department of Justice	85	\$46.92	\$47.00	5	\$50.86	2	\$3.86	7.6%
30500	Department of Justice	BI	\$33.31	\$35.72	5	\$35.47	3	-\$0.25	-0.7%
30500	Department of Justice	BL	\$46.33	\$50.77	1				
30500	Department of Justice	HL	\$62.78	\$50.10	2				
30500	Department of Justice	IA	\$21.45	\$24.31	1				
30500	Department of Justice	IC	\$32.86	\$34.50	1	\$33.42	1	-\$1.08	-3.2%
30500	Department of Justice	IE	\$44.27			\$39.35	1		
30500	Department of Justice	IF	\$49.97			\$55.08	2		
30500	Department of Justice	LE	\$36.80	\$33.78	11	\$35.79	2	\$2.01	5.6%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
30500	Department of Justice	LH	\$52.07	\$52.89	28	\$54.29	28	\$1.40	2.6%
30500	Department of Justice	LI	\$58.59			\$64.38	2		
30500	Department of Justice	PI	\$41.75	\$43.16	6	\$44.23	17	\$1.07	2.4%
30500	Department of Justice	PJ	\$47.41			\$51.41	5		
30800	State Auditor	55	\$23.84			\$23.30	1		
30800	State Auditor	65	\$29.99	\$33.89	3	\$30.00	1	-\$3.89	-13.0%
30800	State Auditor	70	\$34.23	\$37.27	5	\$35.07	2	-\$2.19	-6.2%
30800	State Auditor	75	\$38.46			\$30.95	1		
30800	State Auditor	80	\$42.69	\$49.03	1				
30800	State Auditor	85	\$46.92	\$46.50	3				
30800	State Auditor	90	\$51.15	\$59.07	2	\$57.67	3	-\$1.40	-2.4%
30800	State Auditor	95	\$59.08	\$71.82	1				
30800	State Auditor	BK	\$41.33	\$45.16	1				
30800	State Auditor	ID	\$38.56	\$40.17	1				
30800	State Auditor	IG	\$55.67			\$56.87	1		
33300	Taxation & Revenue Department	30	\$19.35			\$21.29	1		
33300	Taxation & Revenue Department	35	\$20.24			\$23.28	1		
33300	Taxation & Revenue Department	40	\$21.14	\$22.04	15	\$21.41	8	-\$0.64	-3.0%
33300	Taxation & Revenue Department	45	\$22.04	\$23.35	26	\$22.91	11	-\$0.45	-1.9%
33300	Taxation & Revenue Department	50	\$22.94	\$23.34	158	\$23.31	53	-\$0.03	-0.1%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
33300	Taxation & Revenue Department	55	\$23.84	\$24.95	64	\$24.81	30	-\$0.13	-0.5%
33300	Taxation & Revenue Department	60	\$25.76	\$27.93	46	\$28.73	12	\$0.79	2.8%
33300	Taxation & Revenue Department	65	\$29.99	\$31.99	73	\$31.20	42	-\$0.79	-2.5%
33300	Taxation & Revenue Department	70	\$34.23	\$36.55	59	\$36.56	23	\$0.01	0.0%
33300	Taxation & Revenue Department	75	\$38.46	\$42.53	28	\$41.62	14	-\$0.91	-2.2%
33300	Taxation & Revenue Department	80	\$42.69	\$45.92	20	\$45.11	14	-\$0.82	-1.8%
33300	Taxation & Revenue Department	85	\$46.92	\$49.39	14	\$50.95	14	\$1.56	3.1%
33300	Taxation & Revenue Department	90	\$51.15	\$53.15	2	\$54.87	3	\$1.72	3.1%
33300	Taxation & Revenue Department	95	\$59.08	\$64.99	4	\$64.99	1	\$0.00	0.0%
33300	Taxation & Revenue Department	BH	\$30.05	\$30.90	1				
33300	Taxation & Revenue Department	BI	\$33.31	\$36.31	2				
33300	Taxation & Revenue Department	BJ	\$36.99	\$40.43	3				
33300	Taxation & Revenue Department	BK	\$41.33	\$46.68	2				
33300	Taxation & Revenue Department	BM	\$51.75			\$56.92	1		
33300	Taxation & Revenue Department	IA	\$21.45			\$26.13	3		
33300	Taxation & Revenue Department	IB	\$27.16			\$31.09	2		
33300	Taxation & Revenue Department	IC	\$32.86			\$37.68	1		
33300	Taxation & Revenue Department	ID	\$38.56	\$43.49	2	\$38.63	5	-\$4.86	-12.6%
33300	Taxation & Revenue Department	IE	\$44.27	\$47.04	4	\$45.26	7	-\$1.78	-3.9%
33300	Taxation & Revenue Department	IF	\$49.97	\$54.76	9	\$55.75	13	\$0.99	1.8%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
33300	Taxation & Revenue Department	IG	\$55.67	\$59.93	2	\$64.37	5	\$4.45	6.9%
33300	Taxation & Revenue Department	IH	\$61.37	\$72.87	1	\$74.40	2	\$1.53	2.1%
33300	Taxation & Revenue Department	II	\$67.08	\$75.89	1				
33300	Taxation & Revenue Department	IJ	\$72.78	\$79.54	1				
33300	Taxation & Revenue Department	IK	\$78.48			\$86.33	1		
33300	Taxation & Revenue Department	LH	\$52.07	\$59.53	1	\$56.77	5	-\$2.75	-4.8%
33300	Taxation & Revenue Department	LI	\$58.59			\$63.94	1		
33300	Taxation & Revenue Department	PH	\$36.84	\$37.95	1	\$37.92	2	-\$0.03	-0.1%
33700	State Investment Council	95	\$59.08			\$60.37	1		
34000	Administrative Hearings Office	60	\$25.76	\$31.26	1	\$29.68	1	-\$1.58	-5.3%
34000	Administrative Hearings Office	75	\$38.46	\$44.74	1				
34000	Administrative Hearings Office	80	\$42.69	\$43.26	1				
34000	Administrative Hearings Office	LE	\$36.80	\$35.70	2				
34000	Administrative Hearings Office	LH	\$52.07	\$59.33	5	\$59.74	3	\$0.41	0.7%
34000	Administrative Hearings Office	LI	\$58.59			\$63.95	2		
34100	Department of Finance & Administration	50	\$22.94	\$27.64	1				
34100	Department of Finance & Administration	55	\$23.84	\$24.68	1				
34100	Department of Finance & Administration	60	\$25.76	\$28.15	7	\$27.39	2	-\$0.75	-2.7%
34100	Department of Finance & Administration	65	\$29.99	\$32.25	22	\$34.27	5	\$2.03	5.9%
34100	Department of Finance & Administration	70	\$34.23	\$37.26	16	\$36.59	5	-\$0.67	-1.8%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
34100	Department of Finance & Administration	75	\$38.46	\$44.16	16	\$42.51	14	-\$1.65	-3.9%
34100	Department of Finance & Administration	80	\$42.69	\$49.22	6	\$49.68	5	\$0.47	0.9%
34100	Department of Finance & Administration	85	\$46.92	\$54.83	18	\$52.19	7	-\$2.63	-5.0%
34100	Department of Finance & Administration	90	\$51.15	\$62.26	4	\$62.09	4	-\$0.17	-0.3%
34100	Department of Finance & Administration	95	\$59.08	\$67.80	1	\$72.71	1	\$4.91	6.8%
34100	Department of Finance & Administration	BG	\$27.34	\$30.39	1				
34100	Department of Finance & Administration	BI	\$33.31	\$39.42	1				
34100	Department of Finance & Administration	BM	\$51.75	\$61.25	1				
34100	Department of Finance & Administration	IB	\$27.16	\$28.07	1	\$28.61	1	\$0.54	1.9%
34100	Department of Finance & Administration	IC	\$32.86	\$36.14	1				
34100	Department of Finance & Administration	ID	\$38.56			\$38.39	1		
34100	Department of Finance & Administration	IE	\$44.27	\$47.92	2	\$48.28	4	\$0.36	0.7%
34100	Department of Finance & Administration	IF	\$49.97	\$56.93	4	\$54.59	5	-\$2.33	-4.3%
34100	Department of Finance & Administration	IG	\$55.67	\$52.96	1				
34100	Department of Finance & Administration	II	\$67.08			\$78.09	1		
34100	Department of Finance & Administration	LH	\$52.07			\$53.69	1		
34200	Public School Insurance Authority	55	\$23.84	\$24.50	2				
34200	Public School Insurance Authority	65	\$29.99	\$31.19	2				
34200	Public School Insurance Authority	70	\$34.23	\$36.50	2				
34200	Public School Insurance Authority	75	\$38.46	\$44.51	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
34200	Public School Insurance Authority	80	\$42.69	\$44.05	2				
34300	Retiree Health Care Authority	50	\$22.94			\$21.50	1		
34300	Retiree Health Care Authority	55	\$23.84	\$24.47	9	\$23.88	2	-\$0.60	-2.5%
34300	Retiree Health Care Authority	60	\$25.76	\$27.51	2				
34300	Retiree Health Care Authority	65	\$29.99	\$33.00	1	\$31.71	2	-\$1.29	-4.1%
34300	Retiree Health Care Authority	90	\$51.15	\$56.26	1				
34300	Retiree Health Care Authority	IE	\$44.27			\$39.66	1		
34300	Retiree Health Care Authority	IF	\$49.97	\$48.80	2	\$51.66	1	\$2.86	5.5%
35000	General Services Department	25	\$18.83	\$21.19	19	\$21.08	27	-\$0.11	-0.5%
35000	General Services Department	30	\$19.35	\$22.30	2	\$22.07	4	-\$0.24	-1.1%
35000	General Services Department	40	\$21.14			\$24.68	4		
35000	General Services Department	45	\$22.04	\$25.75	1	\$26.10	21	\$0.35	1.3%
35000	General Services Department	50	\$22.94	\$24.72	1	\$27.69	11	\$2.97	10.7%
35000	General Services Department	55	\$23.84	\$26.80	6	\$27.60	8	\$0.79	2.9%
35000	General Services Department	60	\$25.76	\$29.01	5	\$29.30	8	\$0.29	1.0%
35000	General Services Department	65	\$29.99	\$32.68	15	\$34.49	11	\$1.81	5.3%
35000	General Services Department	70	\$34.23	\$39.18	2	\$36.50	11	-\$2.67	-7.3%
35000	General Services Department	75	\$38.46	\$42.02	24	\$40.20	12	-\$1.82	-4.5%
35000	General Services Department	80	\$42.69	\$48.88	2	\$48.92	13	\$0.04	0.1%
35000	General Services Department	85	\$46.92	\$49.72	10	\$52.87	7	\$3.15	6.0%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
35000	General Services Department	90	\$51.15	\$55.88	3	\$56.01	7	\$0.13	0.2%
35000	General Services Department	95	\$59.08	\$66.17	1	\$66.09	3	-\$0.08	-0.1%
35000	General Services Department	96	\$66.64			\$65.23	1		
35000	General Services Department	AB	\$41.86	\$45.68	1				
35000	General Services Department	AC	\$56.19			\$57.00	1		
35000	General Services Department	BG	\$27.34	\$30.35	1				
35000	General Services Department	BH	\$30.05	\$30.36	1	\$29.79	1	-\$0.57	-1.9%
35000	General Services Department	BI	\$33.31	\$32.88	3	\$36.50	1	\$3.62	9.9%
35000	General Services Department	BJ	\$36.99	\$41.50	1	\$36.62	1	-\$4.88	-13.3%
35000	General Services Department	BK	\$41.33			\$45.30	2		
35000	General Services Department	BM	\$51.75	\$61.25	1				
35000	General Services Department	EG	\$50.82	\$50.31	1				
35000	General Services Department	IC	\$32.86			\$36.99	2		
35000	General Services Department	IE	\$44.27	\$52.68	1	\$45.70	2	-\$6.98	-15.3%
35000	General Services Department	IF	\$49.97	\$49.97	1	\$55.80	3	\$5.83	10.4%
35000	General Services Department	IG	\$55.67			\$63.46	1		
35000	General Services Department	LE	\$36.80	\$33.81	4				
35000	General Services Department	LH	\$52.07	\$57.28	1	\$58.97	2	\$1.69	2.9%
35200	Educational Retirement Board	55	\$23.84	\$24.26	10	\$23.84	3	-\$0.42	-1.8%
35200	Educational Retirement Board	60	\$25.76	\$28.02	18	\$27.95	5	-\$0.08	-0.3%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
35200	Educational Retirement Board	65	\$29.99	\$31.06	8	\$31.04	3	-\$0.02	-0.1%
35200	Educational Retirement Board	70	\$34.23	\$41.28	1				
35200	Educational Retirement Board	75	\$38.46	\$38.18	5	\$38.34	1	\$0.16	0.4%
35200	Educational Retirement Board	80	\$42.69	\$45.54	2				
35200	Educational Retirement Board	90	\$51.15			\$57.50	1		
35200	Educational Retirement Board	BK	\$41.33	\$52.89	1				
35200	Educational Retirement Board	IC	\$32.86	\$35.98	1	\$30.90	1	-\$5.08	-16.5%
35200	Educational Retirement Board	IE	\$44.27	\$35.00	1	\$45.91	3	\$10.91	23.8%
35200	Educational Retirement Board	IF	\$49.97	\$47.78	3	\$50.20	2	\$2.42	4.8%
35200	Educational Retirement Board	IG	\$55.67			\$59.86	1		
35200	Educational Retirement Board	IH	\$61.37			\$74.88	1		
36100	Department of Information Technology	40	\$21.14	\$17.50	1	\$18.02	1	\$0.52	2.9%
36100	Department of Information Technology	45	\$22.04	\$19.70	1	\$20.53	5	\$0.83	4.0%
36100	Department of Information Technology	50	\$22.94	\$24.03	2	\$19.47	1	-\$4.56	-23.4%
36100	Department of Information Technology	55	\$23.84			\$23.01	3		
36100	Department of Information Technology	60	\$25.76	\$29.04	2				
36100	Department of Information Technology	65	\$29.99	\$33.15	3	\$31.12	4	-\$2.03	-6.5%
36100	Department of Information Technology	70	\$34.23	\$35.15	5	\$34.66	5	-\$0.48	-1.4%
36100	Department of Information Technology	75	\$38.46	\$43.14	8				
36100	Department of Information Technology	80	\$42.69	\$50.05	1	\$45.75	2	-\$4.30	-9.4%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
36100	Department of Information Technology	85	\$46.92	\$56.32	2	\$56.10	2	-\$0.23	-0.4%
36100	Department of Information Technology	BI	\$33.31	\$33.00	1				
36100	Department of Information Technology	BJ	\$36.99			\$40.23	1		
36100	Department of Information Technology	BM	\$51.75			\$60.56	1		
36100	Department of Information Technology	IB	\$27.16	\$29.19	2				
36100	Department of Information Technology	IC	\$32.86	\$30.04	1	\$38.03	4	\$7.99	21.0%
36100	Department of Information Technology	ID	\$38.56	\$37.56	1	\$36.30	18	-\$1.27	-3.5%
36100	Department of Information Technology	IE	\$44.27	\$44.43	4	\$44.14	19	-\$0.29	-0.7%
36100	Department of Information Technology	IF	\$49.97	\$51.35	9	\$50.54	19	-\$0.81	-1.6%
36100	Department of Information Technology	IG	\$55.67	\$56.70	6	\$58.66	9	\$1.96	3.3%
36100	Department of Information Technology	IH	\$61.37			\$68.29	5		
36100	Department of Information Technology	II	\$67.08			\$73.92	3		
36100	Department of Information Technology	IJ	\$72.78			\$80.36	2		
36100	Department of Information Technology	IK	\$78.48			\$90.62	2		
36100	Department of Information Technology	LE	\$36.80	\$37.25	1				
36100	Department of Information Technology	LH	\$52.07	\$61.11	1				
36600	Public Employee Retirement Association	45	\$22.04	\$20.52	1				
36600	Public Employee Retirement Association	55	\$23.84	\$25.70	4	\$24.98	1	-\$0.72	-2.9%
36600	Public Employee Retirement Association	60	\$25.76	\$28.09	19	\$28.95	2	\$0.86	3.0%
36600	Public Employee Retirement Association	65	\$29.99	\$32.51	13	\$30.03	1	-\$2.48	-8.3%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
36600	Public Employee Retirement Association	70	\$34.23			\$38.71	1		
36600	Public Employee Retirement Association	75	\$38.46	\$42.60	4	\$41.04	3	-\$1.55	-3.8%
36600	Public Employee Retirement Association	80	\$42.69	\$47.37	1				
36600	Public Employee Retirement Association	85	\$46.92	\$51.91	1				
36600	Public Employee Retirement Association	90	\$51.15	\$57.57	1				
36600	Public Employee Retirement Association	BI	\$33.31	\$39.43	1				
36600	Public Employee Retirement Association	BK	\$41.33	\$49.27	1				
36600	Public Employee Retirement Association	IB	\$27.16			\$29.64	1		
36600	Public Employee Retirement Association	IC	\$32.86	\$38.12	1				
36600	Public Employee Retirement Association	ID	\$38.56	\$42.09	3	\$39.25	1	-\$2.85	-7.3%
36600	Public Employee Retirement Association	IE	\$44.27			\$45.34	1		
36600	Public Employee Retirement Association	IF	\$49.97	\$53.31	1	\$55.53	3	\$2.22	4.0%
36600	Public Employee Retirement Association	IG	\$55.67	\$56.73	1				
36600	Public Employee Retirement Association	IH	\$61.37			\$69.98	1		
36600	Public Employee Retirement Association	LE	\$36.80	\$34.42	2				
36600	Public Employee Retirement Association	LH	\$52.07	\$64.52	1				
36600	Public Employee Retirement Association	LJ	\$65.11	\$65.84	1				
36900	Commission of Public Records	40	\$21.14	\$20.10	1	\$20.05	1	-\$0.04	-0.2%
36900	Commission of Public Records	45	\$22.04			\$20.14	2		
36900	Commission of Public Records	50	\$22.94			\$20.92	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
36900	Commission of Public Records	65	\$29.99	\$27.67	4	\$28.91	3	\$1.24	4.3%
36900	Commission of Public Records	70	\$34.23			\$26.33	1		
36900	Commission of Public Records	75	\$38.46	\$39.35	3	\$33.31	2	-\$6.04	-18.1%
36900	Commission of Public Records	85	\$46.92			\$48.19	4		
36900	Commission of Public Records	90	\$51.15	\$61.31	1				
36900	Commission of Public Records	IC	\$32.86			\$30.48	1		
36900	Commission of Public Records	IF	\$49.97			\$46.68	1		
37000	Secretary of State	45	\$22.04	\$23.14	1				
37000	Secretary of State	50	\$22.94	\$22.94	2	\$23.74	3	\$0.80	3.4%
37000	Secretary of State	55	\$23.84	\$24.23	3	\$25.05	5	\$0.82	3.3%
37000	Secretary of State	60	\$25.76	\$28.70	2				
37000	Secretary of State	65	\$29.99	\$29.87	7	\$32.75	3	\$2.88	8.8%
37000	Secretary of State	70	\$34.23	\$35.79	4	\$34.12	1	-\$1.67	-4.9%
37000	Secretary of State	75	\$38.46	\$40.27	1				
37000	Secretary of State	80	\$42.69			\$40.96	1		
37000	Secretary of State	BK	\$41.33			\$45.41	1		
37000	Secretary of State	IB	\$27.16			\$27.16	1		
37000	Secretary of State	IE	\$44.27	\$42.86	2	\$44.32	4	\$1.46	3.3%
37000	Secretary of State	IF	\$49.97	\$48.87	4	\$49.84	3	\$0.97	1.9%
37000	Secretary of State	IG	\$55.67			\$60.00	2		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
37000	Secretary of State	IH	\$61.37			\$67.84	1		
37800	State Personnel Board	55	\$23.84	\$22.00	1				
37800	State Personnel Board	65	\$29.99			\$31.13	1		
37800	State Personnel Board	70	\$34.23			\$32.00	1		
37800	State Personnel Board	75	\$38.46	\$35.92	1				
37800	State Personnel Board	85	\$46.92			\$54.01	1		
37800	State Personnel Board	BF	\$24.84	\$27.04	1				
37800	State Personnel Board	BG	\$27.34	\$26.14	2				
37800	State Personnel Board	BI	\$33.31	\$31.46	3				
37800	State Personnel Board	BJ	\$36.99	\$34.14	8	\$32.65	1	-\$1.49	-4.6%
37800	State Personnel Board	BK	\$41.33	\$42.67	2	\$35.68	1	-\$6.99	-19.6%
37800	State Personnel Board	BM	\$51.75	\$51.20	5				
37800	State Personnel Board	BN	\$58.26	\$58.15	1				
37800	State Personnel Board	IF	\$49.97			\$47.30	1		
37800	State Personnel Board	LE	\$36.80	\$34.10	1				
37800	State Personnel Board	LH	\$52.07	\$52.00	1				
37800	State Personnel Board	LI	\$58.59	\$60.29	1				
39400	State Treasurer	65	\$29.99	\$32.00	4				
39400	State Treasurer	70	\$34.23	\$38.18	2	\$38.57	1	\$0.40	1.0%
39400	State Treasurer	75	\$38.46			\$39.33	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
39400	State Treasurer	80	\$42.69			\$48.56	1		
39400	State Treasurer	90	\$51.15	\$60.98	1	\$62.48	2	\$1.50	2.4%
39400	State Treasurer	95	\$59.08	\$72.71	1				
39400	State Treasurer	96	\$66.64	\$82.03	1				
39400	State Treasurer	BK	\$41.33	\$45.84	1				
39400	State Treasurer	IF	\$49.97			\$50.48	2		
40400	Architect Examiners Board	70	\$34.23			\$40.00	1		
41000	Department of Ethics	65	\$29.99	\$33.63	1				
41000	Department of Ethics	80	\$42.69	\$46.31	1				
41000	Department of Ethics	LE	\$36.80	\$37.90	1				
41000	Department of Ethics	LH	\$52.07	\$54.13	2	\$37.19	1	-\$16.94	-45.5%
41700	Border Development Authority	70	\$34.23	\$31.13	1				
41700	Border Development Authority	75	\$38.46			\$40.14	1		
41800	Tourism Department	45	\$22.04	\$22.04	6	\$22.04	2	\$0.00	0.0%
41800	Tourism Department	50	\$22.94	\$22.94	3				
41800	Tourism Department	55	\$23.84	\$26.55	1				
41800	Tourism Department	60	\$25.76	\$27.97	1				
41800	Tourism Department	65	\$29.99	\$30.30	6	\$31.51	4	\$1.21	3.8%
41800	Tourism Department	70	\$34.23	\$34.37	5	\$35.07	3	\$0.70	2.0%
41800	Tourism Department	75	\$38.46	\$39.47	6	\$38.46	1	-\$1.01	-2.6%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
41800	Tourism Department	80	\$42.69	\$44.84	2				
41800	Tourism Department	85	\$46.92	\$55.76	2	\$54.96	1	-\$0.80	-1.5%
41800	Tourism Department	BL	\$46.33	\$46.33	1				
41800	Tourism Department	ID	\$38.56			\$38.56	1		
41800	Tourism Department	IF	\$49.97			\$56.05	1		
41900	Economic Development Department	55	\$23.84	\$27.08	4				
41900	Economic Development Department	60	\$25.76	\$28.12	1				
41900	Economic Development Department	65	\$29.99	\$31.26	7				
41900	Economic Development Department	70	\$34.23	\$36.33	2	\$35.64	1	-\$0.69	-1.9%
41900	Economic Development Department	75	\$38.46	\$37.39	11	\$38.19	8	\$0.81	2.1%
41900	Economic Development Department	80	\$42.69	\$43.03	4	\$43.58	5	\$0.55	1.3%
41900	Economic Development Department	85	\$46.92	\$51.56	1	\$48.60	3	-\$2.96	-6.1%
41900	Economic Development Department	90	\$51.15	\$59.25	1				
41900	Economic Development Department	BI	\$33.31	\$34.70	1				
41900	Economic Development Department	BK	\$41.33	\$39.82	1				
41900	Economic Development Department	IB	\$27.16			\$27.02	1		
41900	Economic Development Department	IF	\$49.97			\$46.48	1		
42000	Regulation & Licensing Dept	40	\$21.14			\$20.63	1		
42000	Regulation & Licensing Dept	45	\$22.04	\$22.33	9	\$22.45	4	\$0.12	0.6%
42000	Regulation & Licensing Dept	50	\$22.94	\$23.28	11	\$23.71	4	\$0.42	1.8%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
42000	Regulation & Licensing Dept	55	\$23.84	\$24.21	17	\$24.19	4	-\$0.02	-0.1%
42000	Regulation & Licensing Dept	60	\$25.76	\$26.74	20	\$27.32	6	\$0.58	2.1%
42000	Regulation & Licensing Dept	65	\$29.99	\$30.53	23	\$32.06	73	\$1.53	4.8%
42000	Regulation & Licensing Dept	70	\$34.23	\$35.39	21	\$35.56	16	\$0.17	0.5%
42000	Regulation & Licensing Dept	75	\$38.46	\$39.37	9	\$39.69	11	\$0.33	0.8%
42000	Regulation & Licensing Dept	80	\$42.69	\$42.85	9	\$42.69	3	-\$0.15	-0.4%
42000	Regulation & Licensing Dept	85	\$46.92	\$52.41	1	\$50.95	9	-\$1.45	-2.9%
42000	Regulation & Licensing Dept	90	\$51.15	\$54.34	6	\$55.17	2	\$0.82	1.5%
42000	Regulation & Licensing Dept	BI	\$33.31	\$38.57	1	\$33.43	2	-\$5.15	-15.4%
42000	Regulation & Licensing Dept	BL	\$46.33	\$55.59	1				
42000	Regulation & Licensing Dept	HM	\$67.21			\$69.23	1		
42000	Regulation & Licensing Dept	HO	\$78.47	\$85.08	1				
42000	Regulation & Licensing Dept	IB	\$27.16			\$27.62	1		
42000	Regulation & Licensing Dept	IC	\$32.86			\$32.99	2		
42000	Regulation & Licensing Dept	ID	\$38.56			\$39.33	2		
42000	Regulation & Licensing Dept	IE	\$44.27			\$45.15	2		
42000	Regulation & Licensing Dept	IF	\$49.97	\$50.46	2				
42000	Regulation & Licensing Dept	LE	\$36.80	\$39.65	6				
42000	Regulation & Licensing Dept	LH	\$52.07	\$52.85	4	\$52.07	1	-\$0.78	-1.5%
42000	Regulation & Licensing Dept	LI	\$58.59	\$60.35	2	\$60.35	1	\$0.00	0.0%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
42000	Regulation & Licensing Dept	LJ	\$65.11	\$62.13	1				
42000	Regulation & Licensing Dept	PH	\$36.84			\$37.94	2		
42000	Regulation & Licensing Dept	PI	\$41.75			\$43.01	2		
42000	Regulation & Licensing Dept	PM	\$65.86	\$67.84	1	\$67.18	6	-\$0.66	-1.0%
43000	Public Regulation Commission	40	\$21.14	\$22.90	2	\$21.88	1	-\$1.02	-4.6%
43000	Public Regulation Commission	45	\$22.04	\$25.11	1				
43000	Public Regulation Commission	50	\$22.94	\$22.00	1				
43000	Public Regulation Commission	55	\$23.84	\$24.96	3	\$28.81	1	\$3.85	13.4%
43000	Public Regulation Commission	60	\$25.76	\$28.01	2				
43000	Public Regulation Commission	65	\$29.99	\$32.96	1	\$32.32	5	-\$0.64	-2.0%
43000	Public Regulation Commission	70	\$34.23	\$33.23	1				
43000	Public Regulation Commission	75	\$38.46	\$46.66	1	\$41.00	2	-\$5.66	-13.8%
43000	Public Regulation Commission	80	\$42.69	\$44.53	4	\$41.66	9	-\$2.87	-6.9%
43000	Public Regulation Commission	85	\$46.92	\$57.35	1				
43000	Public Regulation Commission	90	\$51.15	\$55.71	1	\$52.97	2	-\$2.75	-5.2%
43000	Public Regulation Commission	95	\$59.08	\$64.91	1				
43000	Public Regulation Commission	BF	\$24.84	\$24.84	1				
43000	Public Regulation Commission	BI	\$33.31	\$35.75	1				
43000	Public Regulation Commission	BK	\$41.33	\$42.09	1				
43000	Public Regulation Commission	ED	\$35.45	\$36.51	2	\$35.72	8	-\$0.79	-2.2%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
43000	Public Regulation Commission	EE	\$40.57			\$39.41	4		
43000	Public Regulation Commission	EF	\$45.69	\$41.00	2	\$41.55	2	\$0.55	1.3%
43000	Public Regulation Commission	EG	\$50.82			\$51.52	1		
43000	Public Regulation Commission	EH	\$55.94			\$59.26	1		
43000	Public Regulation Commission	EI	\$61.06			\$59.37	1		
43000	Public Regulation Commission	ID	\$38.56			\$33.47	1		
43000	Public Regulation Commission	IE	\$44.27			\$44.27	1		
43000	Public Regulation Commission	LE	\$36.80	\$38.15	3				
43000	Public Regulation Commission	LH	\$52.07	\$52.70	6	\$49.65	5	-\$3.05	-6.1%
43000	Public Regulation Commission	LJ	\$65.11	\$63.98	2	\$63.23	6	-\$0.75	-1.2%
44000	Superintendent of Insurance	50	\$22.94	\$26.84	2				
44000	Superintendent of Insurance	60	\$25.76	\$30.24	5	\$27.72	1	-\$2.52	-9.1%
44000	Superintendent of Insurance	65	\$29.99	\$32.73	21	\$33.04	3	\$0.30	0.9%
44000	Superintendent of Insurance	70	\$34.23	\$37.87	8	\$37.29	1	-\$0.58	-1.6%
44000	Superintendent of Insurance	75	\$38.46	\$45.70	7	\$46.11	3	\$0.41	0.9%
44000	Superintendent of Insurance	80	\$42.69	\$50.61	4	\$46.02	1	-\$4.58	-10.0%
44000	Superintendent of Insurance	85	\$46.92	\$53.07	3	\$52.00	1	-\$1.07	-2.1%
44000	Superintendent of Insurance	90	\$51.15	\$59.41	5				
44000	Superintendent of Insurance	95	\$59.08	\$72.71	1				
44000	Superintendent of Insurance	96	\$66.64			\$82.01	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
44000	Superintendent of Insurance	BI	\$33.31	\$39.43	1				
44000	Superintendent of Insurance	BJ	\$36.99	\$33.56	2	\$33.58	1	\$0.03	0.1%
44000	Superintendent of Insurance	BK	\$41.33			\$50.25	1		
44000	Superintendent of Insurance	BM	\$51.75	\$51.75	1				
44000	Superintendent of Insurance	HN	\$72.25			\$79.38	1		
44000	Superintendent of Insurance	IC	\$32.86			\$37.36	2		
44000	Superintendent of Insurance	IE	\$44.27	\$45.22	1	\$46.19	1	\$0.97	2.1%
44000	Superintendent of Insurance	IF	\$49.97	\$62.03	1	\$47.49	1	-\$14.54	-30.6%
44000	Superintendent of Insurance	IG	\$55.67	\$60.87	1	\$62.83	1	\$1.96	3.1%
44000	Superintendent of Insurance	LE	\$36.80	\$40.30	3				
44000	Superintendent of Insurance	LH	\$52.07	\$60.50	4	\$61.44	4	\$0.94	1.5%
44000	Superintendent of Insurance	LI	\$58.59			\$73.99	1		
44000	Superintendent of Insurance	PH	\$36.84	\$38.21	1	\$38.21	4	\$0.00	0.0%
44000	Superintendent of Insurance	PI	\$41.75			\$47.35	1		
44600	Medical Examiners Board	55	\$23.84	\$23.07	2				
44600	Medical Examiners Board	60	\$25.76	\$28.11	2				
44600	Medical Examiners Board	65	\$29.99	\$31.44	4	\$28.48	1	-\$2.96	-10.4%
44600	Medical Examiners Board	70	\$34.23	\$38.15	1	\$39.01	1	\$0.86	2.2%
44600	Medical Examiners Board	75	\$38.46	\$43.36	1				
44600	Medical Examiners Board	80	\$42.69	\$50.00	2				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
44600	Medical Examiners Board	XA	\$78.72			\$91.84	1		
44900	Board of Nursing	45	\$22.04	\$22.50	1				
44900	Board of Nursing	55	\$23.84	\$24.51	6				
44900	Board of Nursing	60	\$25.76	\$30.28	2	\$25.00	1	-\$5.28	-21.1%
44900	Board of Nursing	65	\$29.99			\$32.00	1		
44900	Board of Nursing	75	\$38.46			\$38.46	1		
44900	Board of Nursing	90	\$51.15	\$61.27	1	\$58.89	1	-\$2.38	-4.0%
44900	Board of Nursing	BI	\$33.31	\$33.31	1				
44900	Board of Nursing	HH	\$40.45	\$44.91	4				
44900	Board of Nursing	HI	\$45.19	\$51.10	1				
44900	Board of Nursing	HK	\$57.19	\$67.57	1				
44900	Board of Nursing	IE	\$44.27			\$35.07	1		
44900	Board of Nursing	IF	\$49.97			\$52.18	1		
44900	Board of Nursing	LH	\$52.07			\$61.58	1		
46000	EXPO New Mexico	45	\$22.04			\$23.93	1		
46000	EXPO New Mexico	55	\$23.84	\$23.39	1	\$23.44	1	\$0.05	0.2%
46000	EXPO New Mexico	60	\$25.76			\$25.04	1		
46000	EXPO New Mexico	65	\$29.99			\$29.99	1		
46000	EXPO New Mexico	75	\$38.46	\$37.11	2				
46000	EXPO New Mexico	80	\$42.69	\$41.05	1	\$42.55	1	\$1.50	3.5%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
46000	EXPO New Mexico	85	\$46.92	\$54.29	2				
46000	EXPO New Mexico	IF	\$49.97			\$44.16	1		
46400	Professional Engineers & Land Surveyors	55	\$23.84	\$25.52	2				
46400	Professional Engineers & Land Surveyors	60	\$25.76	\$23.97	1				
46400	Professional Engineers & Land Surveyors	65	\$29.99	\$32.88	1				
46400	Professional Engineers & Land Surveyors	75	\$38.46	\$47.28	1				
46400	Professional Engineers & Land Surveyors	80	\$42.69	\$51.92	1				
46500	Gaming Control Board	55	\$23.84	\$25.62	3				
46500	Gaming Control Board	60	\$25.76			\$29.42	1		
46500	Gaming Control Board	65	\$29.99	\$32.74	13	\$33.28	3	\$0.54	1.6%
46500	Gaming Control Board	70	\$34.23	\$42.13	1	\$32.19	2	-\$9.93	-30.9%
46500	Gaming Control Board	75	\$38.46	\$42.75	1	\$44.79	2	\$2.05	4.6%
46500	Gaming Control Board	85	\$46.92	\$51.03	2	\$48.12	3	-\$2.91	-6.0%
46500	Gaming Control Board	BJ	\$36.99	\$42.23	1				
46500	Gaming Control Board	ID	\$38.56	\$37.00	1				
46500	Gaming Control Board	IG	\$55.67			\$60.26	1		
46500	Gaming Control Board	LH	\$52.07	\$54.15	2				
46500	Gaming Control Board	PH	\$36.84	\$38.32	1	\$39.57	3	\$1.26	3.2%
46500	Gaming Control Board	PI	\$41.75			\$44.30	1		
46900	State Racing Commission	65	\$29.99	\$31.08	3	\$34.35	1	\$3.27	9.5%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
46900	State Racing Commission	70	\$34.23			\$40.50	1		
46900	State Racing Commission	80	\$42.69	\$46.83	1				
46900	State Racing Commission	HJ	\$50.22	\$61.81	1				
46900	State Racing Commission	LI	\$58.59			\$48.10	1		
47900	Veterinary Examiners Board	30	\$19.35	\$18.24	1				
47900	Veterinary Examiners Board	45	\$22.04	\$23.90	1				
49500	SpacePort Authority	50	\$22.94			\$24.00	1		
49500	SpacePort Authority	60	\$25.76			\$25.52	1		
49500	SpacePort Authority	65	\$29.99	\$28.91	2				
49500	SpacePort Authority	75	\$38.46	\$37.73	3	\$42.03	1	\$4.31	10.3%
49500	SpacePort Authority	80	\$42.69	\$42.00	2	\$43.40	3	\$1.41	3.2%
49500	SpacePort Authority	85	\$46.92	\$49.13	1	\$51.50	1	\$2.37	4.6%
49500	SpacePort Authority	90	\$51.15			\$53.12	7		
49500	SpacePort Authority	IE	\$44.27			\$44.78	1		
49500	SpacePort Authority	IF	\$49.97			\$48.38	1		
49500	SpacePort Authority	LH	\$52.07			\$52.02	1		
50500	Department of Cultural Affairs	25	\$18.83	\$18.57	4	\$18.33	16	-\$0.24	-1.3%
50500	Department of Cultural Affairs	30	\$19.35	\$19.90	1	\$22.09	1	\$2.18	9.9%
50500	Department of Cultural Affairs	35	\$20.24	\$18.94	2	\$18.87	3	-\$0.07	-0.4%
50500	Department of Cultural Affairs	40	\$21.14	\$19.87	9	\$19.72	34	-\$0.15	-0.8%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
50500	Department of Cultural Affairs	45	\$22.04	\$20.65	5	\$21.15	6	\$0.50	2.4%
50500	Department of Cultural Affairs	50	\$22.94	\$22.03	8	\$21.96	26	-\$0.07	-0.3%
50500	Department of Cultural Affairs	55	\$23.84	\$24.58	20	\$24.66	27	\$0.07	0.3%
50500	Department of Cultural Affairs	60	\$25.76	\$26.08	44	\$26.60	36	\$0.52	2.0%
50500	Department of Cultural Affairs	65	\$29.99	\$28.60	35	\$29.34	12	\$0.74	2.5%
50500	Department of Cultural Affairs	70	\$34.23	\$31.28	42	\$31.58	19	\$0.31	1.0%
50500	Department of Cultural Affairs	75	\$38.46	\$35.60	26	\$36.42	19	\$0.82	2.2%
50500	Department of Cultural Affairs	80	\$42.69	\$41.99	7	\$42.14	3	\$0.15	0.4%
50500	Department of Cultural Affairs	85	\$46.92	\$43.89	5	\$46.32	4	\$2.43	5.2%
50500	Department of Cultural Affairs	90	\$51.15			\$55.39	2		
50500	Department of Cultural Affairs	BI	\$33.31	\$33.47	2	\$35.34	1	\$1.87	5.3%
50500	Department of Cultural Affairs	BM	\$51.75			\$61.25	1		
50500	Department of Cultural Affairs	IB	\$27.16			\$30.16	1		
50500	Department of Cultural Affairs	IC	\$32.86			\$32.36	1		
50500	Department of Cultural Affairs	ID	\$38.56			\$37.15	4		
50500	Department of Cultural Affairs	IF	\$49.97			\$42.20	2		
50500	Department of Cultural Affairs	IG	\$55.67			\$51.19	1		
50500	Department of Cultural Affairs	LH	\$52.07			\$58.80	1		
50800	Livestock Board	35	\$20.24	\$21.01	1				
50800	Livestock Board	40	\$21.14	\$23.00	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
50800	Livestock Board	45	\$22.04	\$23.14	1	\$23.14	1	\$0.00	0.0%
50800	Livestock Board	55	\$23.84	\$25.49	1	\$25.59	1	\$0.10	0.4%
50800	Livestock Board	60	\$25.76	\$22.39	9	\$22.95	16	\$0.56	2.5%
50800	Livestock Board	65	\$29.99	\$29.99	1				
50800	Livestock Board	80	\$42.69	\$47.86	2				
50800	Livestock Board	85	\$46.92	\$46.92	1				
50800	Livestock Board	90	\$51.15			\$51.50	1		
50800	Livestock Board	BK	\$41.33	\$41.34	1				
50800	Livestock Board	HJ	\$50.22	\$52.09	1	\$50.22	1	-\$1.87	-3.7%
50800	Livestock Board	HK	\$57.19	\$61.85	1				
50800	Livestock Board	ID	\$38.56			\$31.76	1		
50800	Livestock Board	IE	\$44.27			\$44.27	1		
50800	Livestock Board	IF	\$49.97			\$49.74	1		
50800	Livestock Board	PF	\$28.96	\$26.03	4	\$26.53	12	\$0.50	1.9%
50800	Livestock Board	PH	\$36.84	\$33.62	1	\$32.25	6	-\$1.36	-4.2%
50800	Livestock Board	PI	\$41.75			\$42.28	5		
50800	Livestock Board	PL	\$60.94			\$59.83	1		
51600	Department of Game & Fish	45	\$22.04	\$22.04	4				
51600	Department of Game & Fish	50	\$22.94	\$23.40	8	\$23.16	16	-\$0.25	-1.1%
51600	Department of Game & Fish	55	\$23.84	\$25.21	10	\$25.63	15	\$0.42	1.6%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
51600	Department of Game & Fish	60	\$25.76	\$28.49	9	\$28.57	5	\$0.08	0.3%
51600	Department of Game & Fish	65	\$29.99	\$31.34	18	\$32.26	31	\$0.92	2.9%
51600	Department of Game & Fish	70	\$34.23	\$35.48	5	\$35.63	16	\$0.15	0.4%
51600	Department of Game & Fish	75	\$38.46	\$39.63	7	\$39.94	7	\$0.32	0.8%
51600	Department of Game & Fish	80	\$42.69			\$47.19	3		
51600	Department of Game & Fish	85	\$46.92	\$49.63	4	\$49.68	7	\$0.06	0.1%
51600	Department of Game & Fish	90	\$51.15	\$56.03	1	\$56.03	1	\$0.00	0.0%
51600	Department of Game & Fish	95	\$59.08			\$59.77	2		
51600	Department of Game & Fish	BI	\$33.31	\$35.01	2				
51600	Department of Game & Fish	BM	\$51.75	\$51.76	1				
51600	Department of Game & Fish	HJ	\$50.22	\$52.35	1				
51600	Department of Game & Fish	IC	\$32.86	\$33.51	1	\$33.51	1	\$0.00	0.0%
51600	Department of Game & Fish	ID	\$38.56			\$37.42	2		
51600	Department of Game & Fish	IE	\$44.27	\$45.14	1	\$46.58	4	\$1.44	3.1%
51600	Department of Game & Fish	IF	\$49.97			\$51.94	4		
51600	Department of Game & Fish	IG	\$55.67			\$56.77	2		
51600	Department of Game & Fish	IH	\$61.37			\$67.51	1		
51600	Department of Game & Fish	LH	\$52.07			\$52.90	1		
51600	Department of Game & Fish	PE	\$25.89	\$24.24	1	\$24.24	7	\$0.00	0.0%
51600	Department of Game & Fish	PF	\$28.96	\$27.87	4	\$29.38	22	\$1.51	5.1%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
51600	Department of Game & Fish	PG	\$32.65			\$36.35	17		
51600	Department of Game & Fish	PH	\$36.84	\$37.99	2	\$40.04	17	\$2.05	5.1%
51600	Department of Game & Fish	PI	\$41.75			\$42.38	2		
51600	Department of Game & Fish	PK	\$53.56			\$50.12	5		
51600	Department of Game & Fish	PL	\$60.94			\$53.37	1		
51600	Department of Game & Fish	PM	\$65.86			\$61.60	1		
52100	Energy, Minerals, & Natural Resources Dept	45	\$22.04	\$21.80	3	\$21.29	11	-\$0.51	-2.4%
52100	Energy, Minerals, & Natural Resources Dept	50	\$22.94	\$23.66	5	\$22.04	19	-\$1.62	-7.4%
52100	Energy, Minerals, & Natural Resources Dept	55	\$23.84	\$24.77	3	\$25.27	9	\$0.50	2.0%
52100	Energy, Minerals, & Natural Resources Dept	60	\$25.76	\$27.22	15	\$22.44	15	-\$4.77	-21.3%
52100	Energy, Minerals, & Natural Resources Dept	65	\$29.99	\$31.51	22	\$29.43	26	-\$2.08	-7.1%
52100	Energy, Minerals, & Natural Resources Dept	70	\$34.23	\$33.62	27	\$33.03	31	-\$0.59	-1.8%
52100	Energy, Minerals, & Natural Resources Dept	75	\$38.46	\$40.50	20	\$39.79	31	-\$0.71	-1.8%
52100	Energy, Minerals, & Natural Resources Dept	80	\$42.69	\$45.07	19	\$44.35	22	-\$0.71	-1.6%
52100	Energy, Minerals, & Natural Resources Dept	85	\$46.92	\$46.26	6	\$48.35	15	\$2.09	4.3%
52100	Energy, Minerals, & Natural Resources Dept	90	\$51.15	\$52.49	1	\$53.86	6	\$1.37	2.5%
52100	Energy, Minerals, & Natural Resources Dept	95	\$59.08	\$58.97	3	\$66.31	4	\$7.34	11.1%
52100	Energy, Minerals, & Natural Resources Dept	96	\$66.64			\$68.09	1		
52100	Energy, Minerals, & Natural Resources Dept	AB	\$41.86	\$42.70	2				
52100	Energy, Minerals, & Natural Resources Dept	BG	\$27.34	\$24.00	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
52100	Energy, Minerals, & Natural Resources Dept	BI	\$33.31	\$35.51	1				
52100	Energy, Minerals, & Natural Resources Dept	BJ	\$36.99	\$37.96	1	\$37.00	1	-\$0.96	-2.6%
52100	Energy, Minerals, & Natural Resources Dept	ED	\$35.45	\$34.30	1				
52100	Energy, Minerals, & Natural Resources Dept	EE	\$40.57	\$39.28	2	\$43.25	2	\$3.97	9.2%
52100	Energy, Minerals, & Natural Resources Dept	EF	\$45.69	\$47.90	2	\$43.85	8	-\$4.05	-9.2%
52100	Energy, Minerals, & Natural Resources Dept	EG	\$50.82	\$52.47	2	\$52.08	2	-\$0.40	-0.8%
52100	Energy, Minerals, & Natural Resources Dept	EI	\$61.06			\$61.59	3		
52100	Energy, Minerals, & Natural Resources Dept	IB	\$27.16			\$30.06	1		
52100	Energy, Minerals, & Natural Resources Dept	IC	\$32.86			\$30.90	1		
52100	Energy, Minerals, & Natural Resources Dept	IE	\$44.27			\$44.56	7		
52100	Energy, Minerals, & Natural Resources Dept	IF	\$49.97	\$49.52	1	\$54.07	9	\$4.55	8.4%
52100	Energy, Minerals, & Natural Resources Dept	IG	\$55.67			\$67.84	1		
52100	Energy, Minerals, & Natural Resources Dept	II	\$67.08			\$73.13	1		
52100	Energy, Minerals, & Natural Resources Dept	LE	\$36.80	\$40.61	4				
52100	Energy, Minerals, & Natural Resources Dept	LH	\$52.07	\$54.59	1	\$56.36	3	\$1.77	3.1%
52100	Energy, Minerals, & Natural Resources Dept	LI	\$58.59			\$57.93	2		
52100	Energy, Minerals, & Natural Resources Dept	LJ	\$65.11			\$64.90	1		
52100	Energy, Minerals, & Natural Resources Dept	PE	\$25.89			\$21.61	4		
52100	Energy, Minerals, & Natural Resources Dept	PF	\$28.96	\$25.77	1	\$25.29	19	-\$0.47	-1.9%
52100	Energy, Minerals, & Natural Resources Dept	PG	\$32.65			\$31.12	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
52100	Energy, Minerals, & Natural Resources Dept	PH	\$36.84	\$34.78	1	\$32.02	12	-\$2.76	-8.6%
52100	Energy, Minerals, & Natural Resources Dept	PI	\$41.75	\$34.41	1	\$34.87	9	\$0.46	1.3%
52100	Energy, Minerals, & Natural Resources Dept	PJ	\$47.41			\$44.89	1		
52100	Energy, Minerals, & Natural Resources Dept	PL	\$60.94			\$52.55	1		
52200	Youth Conservation Corps	70	\$34.23	\$36.45	1				
52200	Youth Conservation Corps	90	\$51.15			\$53.96	1		
53900	State Land Office	25	\$18.83	\$21.72	4				
53900	State Land Office	40	\$21.14			\$22.72	1		
53900	State Land Office	50	\$22.94			\$27.89	1		
53900	State Land Office	55	\$23.84	\$24.58	5	\$24.92	1	\$0.34	1.3%
53900	State Land Office	60	\$25.76	\$29.37	7	\$29.58	3	\$0.21	0.7%
53900	State Land Office	65	\$29.99	\$31.84	19	\$31.62	12	-\$0.22	-0.7%
53900	State Land Office	70	\$34.23	\$36.13	16	\$37.98	19	\$1.85	4.9%
53900	State Land Office	75	\$38.46	\$40.46	11	\$41.29	10	\$0.83	2.0%
53900	State Land Office	80	\$42.69	\$45.23	7	\$46.04	3	\$0.82	1.8%
53900	State Land Office	85	\$46.92	\$48.28	3	\$52.02	3	\$3.73	7.2%
53900	State Land Office	90	\$51.15	\$57.44	2	\$52.08	2	-\$5.36	-10.3%
53900	State Land Office	95	\$59.08	\$65.69	2	\$62.82	2	-\$2.87	-4.6%
53900	State Land Office	BH	\$30.05	\$28.03	1				
53900	State Land Office	BI	\$33.31	\$35.19	1	\$34.61	1	-\$0.58	-1.7%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
53900	State Land Office	BL	\$46.33	\$55.59	1				
53900	State Land Office	IB	\$27.16			\$29.67	2		
53900	State Land Office	IE	\$44.27			\$43.64	3		
53900	State Land Office	IF	\$49.97	\$49.81	6	\$51.10	5	\$1.28	2.5%
53900	State Land Office	IG	\$55.67	\$57.96	1	\$57.33	3	-\$0.63	-1.1%
53900	State Land Office	IH	\$61.37			\$66.24	1		
53900	State Land Office	II	\$67.08			\$68.55	1		
53900	State Land Office	LE	\$36.80	\$41.77	1				
53900	State Land Office	LI	\$58.59			\$64.67	1		
55000	Office of the State Engineer	55	\$23.84	\$24.74	2				
55000	Office of the State Engineer	60	\$25.76	\$28.23	1				
55000	Office of the State Engineer	65	\$29.99	\$32.44	2	\$31.73	2	-\$0.71	-2.2%
55000	Office of the State Engineer	70	\$34.23	\$38.26	5	\$42.13	1	\$3.87	9.2%
55000	Office of the State Engineer	75	\$38.46	\$42.71	5				
55000	Office of the State Engineer	80	\$42.69	\$45.24	1				
55000	Office of the State Engineer	85	\$46.92			\$52.45	3		
55000	Office of the State Engineer	90	\$51.15	\$56.73	1				
55000	Office of the State Engineer	95	\$59.08			\$67.39	1		
55000	Office of the State Engineer	BI	\$33.31	\$38.92	3				
55000	Office of the State Engineer	BJ	\$36.99	\$44.39	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male- Female)	% Gap/ Male
55000	Office of the State Engineer	BL	\$46.33	\$51.94	1				
55000	Office of the State Engineer	EB	\$25.20	\$24.65	6	\$23.00	1	-\$1.65	-7.2%
55000	Office of the State Engineer	EC	\$30.33	\$25.82	8	\$26.38	5	\$0.56	2.1%
55000	Office of the State Engineer	ED	\$35.45	\$29.52	15	\$29.11	22	-\$0.41	-1.4%
55000	Office of the State Engineer	EE	\$40.57	\$33.81	19	\$34.14	23	\$0.32	0.9%
55000	Office of the State Engineer	EF	\$45.69	\$40.30	16	\$40.23	22	-\$0.07	-0.2%
55000	Office of the State Engineer	EG	\$50.82	\$49.42	17	\$46.88	33	-\$2.55	-5.4%
55000	Office of the State Engineer	EH	\$55.94			\$58.60	3		
55000	Office of the State Engineer	EI	\$61.06	\$56.44	5	\$57.28	13	\$0.84	1.5%
55000	Office of the State Engineer	EK	\$71.31			\$67.02	2		
55000	Office of the State Engineer	IB	\$27.16			\$27.30	1		
55000	Office of the State Engineer	IC	\$32.86			\$32.86	1		
55000	Office of the State Engineer	ID	\$38.56			\$38.76	1		
55000	Office of the State Engineer	IE	\$44.27			\$42.89	4		
55000	Office of the State Engineer	IF	\$49.97			\$49.98	5		
55000	Office of the State Engineer	IG	\$55.67	\$57.73	1	\$56.68	1	-\$1.06	-1.9%
55000	Office of the State Engineer	LE	\$36.80	\$38.39	11	\$33.99	1	-\$4.40	-12.9%
55000	Office of the State Engineer	LH	\$52.07	\$52.60	11	\$47.56	8	-\$5.04	-10.6%
55000	Office of the State Engineer	LI	\$58.59			\$61.17	5		
55000	Office of the State Engineer	LJ	\$65.11	\$66.07	2	\$68.00	1	\$1.93	2.8%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
60300	Office of African American Affairs	60	\$25.76	\$27.50	1				
60300	Office of African American Affairs	65	\$29.99			\$32.96	1		
60300	Office of African American Affairs	70	\$34.23	\$30.42	3				
60300	Office of African American Affairs	75	\$38.46			\$40.00	1		
60300	Office of African American Affairs	85	\$46.92			\$49.00	1		
60400	Commission for Deaf & Hard of Hearing	60	\$25.76	\$26.99	3	\$24.08	2	-\$2.91	-12.1%
60400	Commission for Deaf & Hard of Hearing	65	\$29.99	\$30.90	1	\$29.99	2	-\$0.91	-3.0%
60400	Commission for Deaf & Hard of Hearing	70	\$34.23	\$34.23	1	\$29.87	1	-\$4.36	-14.6%
60400	Commission for Deaf & Hard of Hearing	75	\$38.46	\$38.46	2				
60400	Commission for Deaf & Hard of Hearing	80	\$42.69	\$38.00	1				
60600	Commission for the Blind	35	\$20.24	\$19.83	3	\$19.07	1	-\$0.76	-4.0%
60600	Commission for the Blind	45	\$22.04	\$19.88	8	\$21.86	1	\$1.98	9.1%
60600	Commission for the Blind	50	\$22.94			\$24.17	1		
60600	Commission for the Blind	55	\$23.84	\$23.39	4				
60600	Commission for the Blind	60	\$25.76	\$26.05	4				
60600	Commission for the Blind	65	\$29.99	\$28.95	13	\$27.65	11	-\$1.29	-4.7%
60600	Commission for the Blind	70	\$34.23	\$33.81	4	\$31.65	1	-\$2.16	-6.8%
60600	Commission for the Blind	75	\$38.46	\$37.86	2	\$34.74	1	-\$3.12	-9.0%
60600	Commission for the Blind	85	\$46.92	\$48.29	2	\$54.76	1	\$6.47	11.8%
60600	Commission for the Blind	90	\$51.15			\$56.04	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
60600	Commission for the Blind	BI	\$33.31	\$28.29	1				
60600	Commission for the Blind	IF	\$49.97	\$46.03	1				
60900	Department of Indian Affairs	55	\$23.84	\$27.00	1				
60900	Department of Indian Affairs	65	\$29.99	\$29.12	1				
60900	Department of Indian Affairs	70	\$34.23	\$37.47	2	\$35.90	2	-\$1.57	-4.4%
60900	Department of Indian Affairs	75	\$38.46	\$42.33	2	\$41.10	1	-\$1.23	-3.0%
60900	Department of Indian Affairs	80	\$42.69	\$44.49	3				
61100	Department of Early Childhood	40	\$21.14	\$21.74	6				
61100	Department of Early Childhood	45	\$22.04	\$22.56	10				
61100	Department of Early Childhood	50	\$22.94	\$24.36	48	\$23.84	4	-\$0.52	-2.2%
61100	Department of Early Childhood	55	\$23.84	\$25.05	42	\$23.84	9	-\$1.21	-5.1%
61100	Department of Early Childhood	60	\$25.76	\$26.53	5	\$29.90	2	\$3.36	11.2%
61100	Department of Early Childhood	65	\$29.99	\$32.58	13	\$33.11	5	\$0.54	1.6%
61100	Department of Early Childhood	70	\$34.23	\$35.99	34	\$34.90	5	-\$1.09	-3.1%
61100	Department of Early Childhood	75	\$38.46	\$40.13	12	\$39.70	5	-\$0.43	-1.1%
61100	Department of Early Childhood	80	\$42.69	\$42.48	19	\$42.62	5	\$0.14	0.3%
61100	Department of Early Childhood	85	\$46.92	\$54.60	7				
61100	Department of Early Childhood	90	\$51.15	\$57.46	8	\$57.74	1	\$0.27	0.5%
61100	Department of Early Childhood	95	\$59.08	\$61.10	6	\$56.38	1	-\$4.72	-8.4%
61100	Department of Early Childhood	BF	\$24.84	\$26.25	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
61100	Department of Early Childhood	BH	\$30.05	\$31.00	1				
61100	Department of Early Childhood	BI	\$33.31	\$33.31	2				
61100	Department of Early Childhood	BJ	\$36.99	\$39.54	3				
61100	Department of Early Childhood	BM	\$51.75	\$48.30	1				
61100	Department of Early Childhood	HF	\$32.91	\$35.99	2				
61100	Department of Early Childhood	HG	\$36.68	\$41.07	1				
61100	Department of Early Childhood	HH	\$40.45	\$48.11	9				
61100	Department of Early Childhood	HI	\$45.19	\$53.36	4				
61100	Department of Early Childhood	HJ	\$50.22	\$56.86	1				
61100	Department of Early Childhood	HL	\$62.78	\$64.66	1				
61100	Department of Early Childhood	IB	\$27.16	\$30.67	1				
61100	Department of Early Childhood	IC	\$32.86			\$34.87	1		
61100	Department of Early Childhood	ID	\$38.56			\$39.53	2		
61100	Department of Early Childhood	IE	\$44.27			\$41.22	2		
61100	Department of Early Childhood	IF	\$49.97			\$53.00	4		
61100	Department of Early Childhood	IG	\$55.67	\$60.60	2	\$60.91	3	\$0.31	0.5%
61100	Department of Early Childhood	IH	\$61.37			\$61.81	1		
61100	Department of Early Childhood	II	\$67.08			\$85.46	1		
61100	Department of Early Childhood	LE	\$36.80	\$40.00	1	\$41.05	1	\$1.05	2.5%
61100	Department of Early Childhood	LH	\$52.07	\$47.39	2				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
61100	Department of Early Childhood	LI	\$58.59			\$59.00	1		
62400	Aging & Long-Term Services Dept	35	\$20.24	\$18.95	2				
62400	Aging & Long-Term Services Dept	40	\$21.14			\$22.80	1		
62400	Aging & Long-Term Services Dept	45	\$22.04	\$24.91	2				
62400	Aging & Long-Term Services Dept	55	\$23.84	\$26.08	1				
62400	Aging & Long-Term Services Dept	60	\$25.76	\$27.08	4	\$27.48	2	\$0.40	1.4%
62400	Aging & Long-Term Services Dept	65	\$29.99	\$31.19	18	\$31.26	5	\$0.06	0.2%
62400	Aging & Long-Term Services Dept	70	\$34.23	\$34.55	6	\$34.33	3	-\$0.22	-0.6%
62400	Aging & Long-Term Services Dept	75	\$38.46	\$39.68	12	\$38.78	4	-\$0.89	-2.3%
62400	Aging & Long-Term Services Dept	80	\$42.69	\$43.33	5	\$47.36	1	\$4.03	8.5%
62400	Aging & Long-Term Services Dept	85	\$46.92	\$52.33	3	\$48.69	1	-\$3.63	-7.5%
62400	Aging & Long-Term Services Dept	BG	\$27.34	\$27.34	1				
62400	Aging & Long-Term Services Dept	BI	\$33.31	\$36.27	2				
62400	Aging & Long-Term Services Dept	BK	\$41.33	\$46.17	1				
62400	Aging & Long-Term Services Dept	BM	\$51.75	\$59.37	1				
62400	Aging & Long-Term Services Dept	ID	\$38.56	\$39.33	1	\$41.60	3	\$2.28	5.5%
62400	Aging & Long-Term Services Dept	IE	\$44.27			\$49.66	1		
62400	Aging & Long-Term Services Dept	IF	\$49.97			\$50.95	2		
62400	Aging & Long-Term Services Dept	IG	\$55.67	\$68.13	1				
62400	Aging & Long-Term Services Dept	LE	\$36.80	\$39.85	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
62400	Aging & Long-Term Services Dept	LH	\$52.07	\$49.65	2	\$55.47	1	\$5.81	10.5%
62400	Aging & Long-Term Services Dept	SE	\$29.46	\$31.66	62	\$31.56	12	-\$0.10	-0.3%
62400	Aging & Long-Term Services Dept	SF	\$33.12	\$34.69	6	\$33.98	2	-\$0.70	-2.1%
62400	Aging & Long-Term Services Dept	SG	\$38.65	\$42.47	12	\$40.96	7	-\$1.51	-3.7%
62400	Aging & Long-Term Services Dept	SH	\$46.15	\$47.38	1	\$47.93	1	\$0.55	1.1%
62400	Aging & Long-Term Services Dept	SI	\$51.06	\$49.36	2	\$48.84	3	-\$0.52	-1.1%
63000	Health Care Authority	30	\$19.35	\$19.12	13	\$18.36	3	-\$0.76	-4.2%
63000	Health Care Authority	40	\$21.14	\$20.54	35	\$21.38	5	\$0.84	3.9%
63000	Health Care Authority	45	\$22.04	\$22.44	18	\$23.12	4	\$0.68	3.0%
63000	Health Care Authority	50	\$22.94	\$22.96	41	\$24.41	6	\$1.45	5.9%
63000	Health Care Authority	55	\$23.84	\$24.79	23	\$24.40	8	-\$0.39	-1.6%
63000	Health Care Authority	60	\$25.76	\$23.84	506	\$23.78	69	-\$0.06	-0.3%
63000	Health Care Authority	65	\$29.99	\$29.08	329	\$29.29	92	\$0.21	0.7%
63000	Health Care Authority	70	\$34.23	\$33.39	235	\$33.44	60	\$0.05	0.2%
63000	Health Care Authority	75	\$38.46	\$39.44	121	\$38.00	48	-\$1.44	-3.8%
63000	Health Care Authority	80	\$42.69	\$44.19	45	\$46.04	19	\$1.84	4.0%
63000	Health Care Authority	85	\$46.92	\$48.66	46	\$51.22	18	\$2.56	5.0%
63000	Health Care Authority	90	\$51.15	\$55.69	22	\$57.19	12	\$1.50	2.6%
63000	Health Care Authority	95	\$59.08	\$68.61	3	\$69.59	2	\$0.99	1.4%
63000	Health Care Authority	96	\$66.64	\$76.92	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
63000	Health Care Authority	BH	\$30.05	\$30.05	1				
63000	Health Care Authority	BI	\$33.31	\$34.19	12	\$31.94	1	-\$2.25	-7.0%
63000	Health Care Authority	BJ	\$36.99	\$40.53	8	\$42.54	1	\$2.01	4.7%
63000	Health Care Authority	BK	\$41.33	\$48.28	2	\$45.46	2	-\$2.82	-6.2%
63000	Health Care Authority	BL	\$46.33	\$52.08	3				
63000	Health Care Authority	BN	\$58.26			\$58.26	1		
63000	Health Care Authority	HB	\$22.61	\$23.17	3				
63000	Health Care Authority	HG	\$36.68	\$38.66	6	\$33.46	1	-\$5.20	-15.5%
63000	Health Care Authority	HH	\$40.45	\$43.12	23	\$44.14	5	\$1.02	2.3%
63000	Health Care Authority	HI	\$45.19	\$44.36	5				
63000	Health Care Authority	HJ	\$50.22	\$53.34	1	\$52.00	1	-\$1.34	-2.6%
63000	Health Care Authority	HL	\$62.78	\$70.58	3				
63000	Health Care Authority	HM	\$67.21	\$78.64	1				
63000	Health Care Authority	HN	\$72.25	\$84.83	2				
63000	Health Care Authority	HO	\$78.47			\$80.50	1		
63000	Health Care Authority	IA	\$21.45			\$21.45	1		
63000	Health Care Authority	IB	\$27.16	\$28.22	1	\$28.01	4	-\$0.21	-0.7%
63000	Health Care Authority	IC	\$32.86			\$32.97	3		
63000	Health Care Authority	ID	\$38.56	\$42.89	1	\$37.36	5	-\$5.53	-14.8%
63000	Health Care Authority	IE	\$44.27	\$45.42	5	\$43.68	7	-\$1.73	-4.0%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
63000	Health Care Authority	IF	\$49.97	\$47.35	7	\$50.00	14	\$2.66	5.3%
63000	Health Care Authority	IG	\$55.67	\$59.96	4	\$54.95	6	-\$5.01	-9.1%
63000	Health Care Authority	IH	\$61.37	\$65.82	1	\$63.18	5	-\$2.64	-4.2%
63000	Health Care Authority	II	\$67.08	\$78.63	1	\$75.22	3	-\$3.41	-4.5%
63000	Health Care Authority	LH	\$52.07	\$55.25	17	\$55.83	14	\$0.59	1.0%
63000	Health Care Authority	LI	\$58.59	\$63.36	2	\$65.19	3	\$1.83	2.8%
63000	Health Care Authority	LJ	\$65.11	\$71.50	2	\$72.31	2	\$0.81	1.1%
63100	Department of Workforce Solutions	25	\$18.83	\$18.11	3				
63100	Department of Workforce Solutions	45	\$22.04	\$21.36	6				
63100	Department of Workforce Solutions	50	\$22.94	\$19.60	16	\$20.47	4	\$0.86	4.2%
63100	Department of Workforce Solutions	55	\$23.84	\$22.89	117	\$23.16	35	\$0.26	1.1%
63100	Department of Workforce Solutions	60	\$25.76	\$24.32	56	\$25.34	27	\$1.01	4.0%
63100	Department of Workforce Solutions	65	\$29.99	\$28.64	65	\$29.19	32	\$0.55	1.9%
63100	Department of Workforce Solutions	70	\$34.23	\$33.30	37	\$32.96	21	-\$0.34	-1.0%
63100	Department of Workforce Solutions	75	\$38.46	\$36.07	23	\$36.16	9	\$0.09	0.3%
63100	Department of Workforce Solutions	80	\$42.69	\$42.96	7	\$42.50	7	-\$0.45	-1.1%
63100	Department of Workforce Solutions	85	\$46.92	\$51.82	3	\$51.48	3	-\$0.34	-0.7%
63100	Department of Workforce Solutions	90	\$51.15	\$56.28	3	\$50.05	3	-\$6.23	-12.5%
63100	Department of Workforce Solutions	BF	\$24.84	\$25.04	1				
63100	Department of Workforce Solutions	BH	\$30.05	\$29.38	2	\$29.13	2	-\$0.25	-0.8%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
63100	Department of Workforce Solutions	BI	\$33.31	\$33.32	1				
63100	Department of Workforce Solutions	BJ	\$36.99	\$36.99	2				
63100	Department of Workforce Solutions	BK	\$41.33	\$47.70	1				
63100	Department of Workforce Solutions	BN	\$58.26			\$56.92	1		
63100	Department of Workforce Solutions	IA	\$21.45	\$21.24	1	\$21.24	2	\$0.00	0.0%
63100	Department of Workforce Solutions	IB	\$27.16	\$26.71	4	\$25.49	3	-\$1.22	-4.8%
63100	Department of Workforce Solutions	ID	\$38.56	\$36.05	3	\$34.85	3	-\$1.19	-3.4%
63100	Department of Workforce Solutions	IE	\$44.27	\$40.94	4	\$38.85	6	-\$2.09	-5.4%
63100	Department of Workforce Solutions	IF	\$49.97	\$51.38	6	\$48.72	3	-\$2.65	-5.4%
63100	Department of Workforce Solutions	IG	\$55.67			\$53.88	2		
63100	Department of Workforce Solutions	IH	\$61.37			\$65.54	3		
63100	Department of Workforce Solutions	IJ	\$72.78	\$78.88	1				
63100	Department of Workforce Solutions	LH	\$52.07	\$48.15	1	\$49.61	2	\$1.46	2.9%
63100	Department of Workforce Solutions	LI	\$58.59	\$58.55	1				
63200	Workers Compensation Administration	30	\$19.35			\$21.10	1		
63200	Workers Compensation Administration	45	\$22.04	\$24.26	3				
63200	Workers Compensation Administration	50	\$22.94	\$23.11	6	\$23.17	2	\$0.06	0.2%
63200	Workers Compensation Administration	55	\$23.84	\$25.64	11	\$24.24	3	-\$1.41	-5.8%
63200	Workers Compensation Administration	60	\$25.76	\$28.64	7	\$29.17	4	\$0.53	1.8%
63200	Workers Compensation Administration	65	\$29.99	\$31.00	12	\$30.88	4	-\$0.13	-0.4%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
63200	Workers Compensation Administration	70	\$34.23	\$37.56	4	\$38.23	3	\$0.68	1.8%
63200	Workers Compensation Administration	75	\$38.46	\$38.81	5	\$39.34	3	\$0.54	1.4%
63200	Workers Compensation Administration	80	\$42.69	\$48.58	2	\$47.82	4	-\$0.77	-1.6%
63200	Workers Compensation Administration	85	\$46.92			\$51.34	1		
63200	Workers Compensation Administration	BH	\$30.05	\$34.05	1				
63200	Workers Compensation Administration	BI	\$33.31	\$36.51	1				
63200	Workers Compensation Administration	BL	\$46.33	\$55.59	1				
63200	Workers Compensation Administration	IC	\$32.86			\$30.81	1		
63200	Workers Compensation Administration	ID	\$38.56			\$35.00	1		
63200	Workers Compensation Administration	IE	\$44.27	\$42.14	1	\$39.80	2	-\$2.34	-5.9%
63200	Workers Compensation Administration	IF	\$49.97	\$44.22	1	\$42.25	1	-\$1.97	-4.7%
63200	Workers Compensation Administration	IG	\$55.67			\$55.20	1		
63200	Workers Compensation Administration	LH	\$52.07	\$45.82	5	\$63.18	2	\$17.36	27.5%
63200	Workers Compensation Administration	LI	\$58.59	\$49.51	1	\$65.60	1	\$16.09	24.5%
64400	Division of Vocational Rehabilitation	45	\$22.04	\$21.05	2	\$22.21	1	\$1.16	5.2%
64400	Division of Vocational Rehabilitation	50	\$22.94	\$25.40	10	\$23.94	1	-\$1.45	-6.1%
64400	Division of Vocational Rehabilitation	55	\$23.84	\$25.49	46	\$25.44	3	-\$0.05	-0.2%
64400	Division of Vocational Rehabilitation	60	\$25.76	\$26.47	26	\$26.54	5	\$0.07	0.3%
64400	Division of Vocational Rehabilitation	65	\$29.99	\$31.75	63	\$32.03	21	\$0.29	0.9%
64400	Division of Vocational Rehabilitation	70	\$34.23	\$37.53	24	\$35.22	7	-\$2.31	-6.6%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
64400	Division of Vocational Rehabilitation	75	\$38.46	\$45.50	20	\$43.08	7	-\$2.42	-5.6%
64400	Division of Vocational Rehabilitation	80	\$42.69	\$45.97	7	\$45.03	2	-\$0.94	-2.1%
64400	Division of Vocational Rehabilitation	85	\$46.92	\$56.35	2	\$55.05	5	-\$1.30	-2.4%
64400	Division of Vocational Rehabilitation	90	\$51.15	\$62.96	1	\$61.61	2	-\$1.35	-2.2%
64400	Division of Vocational Rehabilitation	BH	\$30.05	\$31.91	1				
64400	Division of Vocational Rehabilitation	BI	\$33.31	\$39.42	1	\$39.42	3	\$0.00	0.0%
64400	Division of Vocational Rehabilitation	BJ	\$36.99	\$40.36	1				
64400	Division of Vocational Rehabilitation	BM	\$51.75	\$61.25	1				
64400	Division of Vocational Rehabilitation	IB	\$27.16			\$26.82	1		
64400	Division of Vocational Rehabilitation	IC	\$32.86			\$30.00	1		
64400	Division of Vocational Rehabilitation	IE	\$44.27			\$39.04	1		
64400	Division of Vocational Rehabilitation	IF	\$49.97	\$59.43	2	\$53.60	3	-\$5.84	-10.9%
64400	Division of Vocational Rehabilitation	IG	\$55.67	\$68.52	1				
64400	Division of Vocational Rehabilitation	LE	\$36.80	\$45.37	1				
64400	Division of Vocational Rehabilitation	LH	\$52.07	\$57.74	2				
64400	Division of Vocational Rehabilitation	LI	\$58.59	\$72.11	1				
64500	Governor's Commission on Disability	60	\$25.76	\$28.25	1				
64500	Governor's Commission on Disability	65	\$29.99	\$27.99	1				
64500	Governor's Commission on Disability	70	\$34.23	\$33.71	2	\$33.30	1	-\$0.41	-1.2%
64500	Governor's Commission on Disability	75	\$38.46	\$36.85	2				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
64500	Governor's Commission on Disability	80	\$42.69	\$39.73	1				
64500	Governor's Commission on Disability	AA	\$36.81			\$31.93	1		
64700	Developmental Disabilities Council	55	\$23.84	\$26.99	2				
64700	Developmental Disabilities Council	60	\$25.76	\$28.32	3				
64700	Developmental Disabilities Council	65	\$29.99	\$31.99	5				
64700	Developmental Disabilities Council	70	\$34.23	\$37.46	3	\$37.85	1	\$0.39	1.0%
64700	Developmental Disabilities Council	75	\$38.46	\$44.16	2	\$35.89	1	-\$8.26	-23.0%
64700	Developmental Disabilities Council	80	\$42.69	\$52.54	1				
64700	Developmental Disabilities Council	LH	\$52.07	\$54.06	1	\$57.65	1	\$3.59	6.2%
64700	Developmental Disabilities Council	LI	\$58.59	\$58.59	1	\$60.35	1	\$1.76	2.9%
66200	Miners Colfax Medical Center	25	\$18.83	\$17.34	11	\$17.13	10	-\$0.22	-1.3%
66200	Miners Colfax Medical Center	30	\$19.35	\$19.91	2	\$18.50	2	-\$1.42	-7.7%
66200	Miners Colfax Medical Center	35	\$20.24			\$19.51	3		
66200	Miners Colfax Medical Center	40	\$21.14	\$18.90	10	\$17.87	4	-\$1.03	-5.8%
66200	Miners Colfax Medical Center	45	\$22.04	\$19.58	8	\$20.44	3	\$0.85	4.2%
66200	Miners Colfax Medical Center	50	\$22.94	\$21.43	11	\$23.02	3	\$1.59	6.9%
66200	Miners Colfax Medical Center	55	\$23.84	\$22.61	6	\$23.73	3	\$1.13	4.7%
66200	Miners Colfax Medical Center	60	\$25.76	\$27.50	1				
66200	Miners Colfax Medical Center	65	\$29.99	\$29.11	3				
66200	Miners Colfax Medical Center	70	\$34.23	\$31.79	4	\$30.87	1	-\$0.92	-3.0%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66200	Miners Colfax Medical Center	75	\$38.46	\$37.12	1				
66200	Miners Colfax Medical Center	80	\$42.69	\$43.29	1				
66200	Miners Colfax Medical Center	BH	\$30.05	\$26.71	1				
66200	Miners Colfax Medical Center	BI	\$33.31			\$33.35	1		
66200	Miners Colfax Medical Center	BM	\$51.75	\$55.01	1				
66200	Miners Colfax Medical Center	HA	\$20.75	\$17.48	7	\$17.65	2	\$0.17	1.0%
66200	Miners Colfax Medical Center	HB	\$22.61	\$19.11	7				
66200	Miners Colfax Medical Center	HC	\$24.67	\$21.58	15				
66200	Miners Colfax Medical Center	HD	\$27.12	\$25.50	4				
66200	Miners Colfax Medical Center	HE	\$29.90	\$29.85	3				
66200	Miners Colfax Medical Center	HF	\$32.91	\$36.30	5	\$34.20	1	-\$2.10	-6.1%
66200	Miners Colfax Medical Center	HG	\$36.68	\$41.73	6	\$41.01	3	-\$0.72	-1.8%
66200	Miners Colfax Medical Center	HH	\$40.45	\$46.84	14				
66200	Miners Colfax Medical Center	HI	\$45.19	\$54.23	3				
66200	Miners Colfax Medical Center	HJ	\$50.22	\$58.80	4				
66200	Miners Colfax Medical Center	HL	\$62.78	\$63.20	2	\$80.17	2	\$16.97	21.2%
66200	Miners Colfax Medical Center	HM	\$67.21	\$86.28	2	\$74.16	1	-\$12.12	-16.3%
66200	Miners Colfax Medical Center	HN	\$72.25			\$87.55	1		
66200	Miners Colfax Medical Center	IA	\$21.45			\$25.73	1		
66200	Miners Colfax Medical Center	IE	\$44.27			\$42.00	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66200	Miners Colfax Medical Center	IF	\$49.97			\$56.66	1		
66200	Miners Colfax Medical Center	XH	\$164.62	\$149.08	1	\$147.69	3	-\$1.39	-0.9%
66200	Miners Colfax Medical Center	XI	\$176.90	\$206.38	1	\$190.17	3	-\$16.22	-8.5%
66200	Miners Colfax Medical Center	XJ	\$189.17	\$210.01	1	\$196.52	1	-\$13.49	-6.9%
66500	Department of Health	25	\$18.83	\$18.05	67	\$17.76	78	-\$0.29	-1.6%
66500	Department of Health	26	\$36.04	\$40.87	1				
66500	Department of Health	30	\$43.31			\$49.52	1		
66500	Department of Health	30	\$19.35	\$20.91	44	\$19.96	21	-\$0.95	-4.7%
66500	Department of Health	32	\$47.45	\$81.71	1				
66500	Department of Health	35	\$20.24	\$20.40	18	\$19.56	29	-\$0.84	-4.3%
66500	Department of Health	38	\$54.94			\$65.33	1		
66500	Department of Health	40	\$21.14	\$20.62	115	\$20.64	56	\$0.02	0.1%
66500	Department of Health	45	\$22.04	\$21.20	56	\$21.65	31	\$0.45	2.1%
66500	Department of Health	46	\$66.83	\$105.77	1				
66500	Department of Health	50	\$22.94	\$22.56	89	\$23.73	24	\$1.17	4.9%
66500	Department of Health	55	\$23.84	\$24.85	58	\$25.00	17	\$0.15	0.6%
66500	Department of Health	60	\$25.76	\$26.70	76	\$27.27	32	\$0.57	2.1%
66500	Department of Health	65	\$29.99	\$30.89	144	\$29.63	51	-\$1.26	-4.3%
66500	Department of Health	70	\$34.23	\$35.72	118	\$35.25	48	-\$0.46	-1.3%
66500	Department of Health	75	\$38.46	\$40.25	103	\$38.90	52	-\$1.36	-3.5%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66500	Department of Health	80	\$42.69	\$45.38	23	\$44.57	15	-\$0.81	-1.8%
66500	Department of Health	85	\$46.92	\$50.18	22	\$48.94	15	-\$1.24	-2.5%
66500	Department of Health	90	\$51.15	\$58.40	14	\$56.56	11	-\$1.84	-3.3%
66500	Department of Health	95	\$59.08	\$66.15	4	\$60.46	3	-\$5.70	-9.4%
66500	Department of Health	96	\$66.64	\$76.92	1	\$69.08	3	-\$7.84	-11.4%
66500	Department of Health	99	\$29.53	\$39.56	3	\$34.24	2	-\$5.32	-15.5%
66500	Department of Health	BG	\$27.34	\$27.89	4	\$23.74	1	-\$4.15	-17.5%
66500	Department of Health	BH	\$30.05	\$29.87	9				
66500	Department of Health	BI	\$33.31	\$33.36	2	\$31.44	2	-\$1.92	-6.1%
66500	Department of Health	BJ	\$36.99	\$38.39	10	\$37.74	2	-\$0.66	-1.7%
66500	Department of Health	BK	\$41.33	\$43.79	2	\$46.29	1	\$2.50	5.4%
66500	Department of Health	BL	\$46.33	\$48.64	1				
66500	Department of Health	BM	\$51.75			\$51.08	1		
66500	Department of Health	BO	\$65.75			\$73.63	1		
66500	Department of Health	HA	\$20.75	\$17.83	65	\$17.63	35	-\$0.20	-1.1%
66500	Department of Health	HB	\$22.61	\$20.40	164	\$19.93	101	-\$0.47	-2.4%
66500	Department of Health	HC	\$24.67	\$22.16	108	\$21.44	47	-\$0.71	-3.3%
66500	Department of Health	HD	\$27.12	\$28.89	31	\$28.27	16	-\$0.62	-2.2%
66500	Department of Health	HE	\$29.90	\$30.33	14	\$31.91	7	\$1.58	4.9%
66500	Department of Health	HF	\$32.91	\$28.22	46	\$31.67	3	\$3.45	10.9%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66500	Department of Health	HG	\$36.68	\$33.06	35	\$35.12	11	\$2.06	5.9%
66500	Department of Health	HH	\$40.45	\$42.87	115	\$40.54	9	-\$2.33	-5.7%
66500	Department of Health	HI	\$45.19	\$49.86	95	\$51.17	17	\$1.31	2.6%
66500	Department of Health	HJ	\$50.22	\$53.86	15	\$55.99	5	\$2.13	3.8%
66500	Department of Health	HK	\$57.19	\$59.59	23	\$67.35	3	\$7.76	11.5%
66500	Department of Health	HL	\$62.78	\$70.48	29	\$62.74	6	-\$7.73	-12.3%
66500	Department of Health	HM	\$67.21	\$63.95	7	\$71.38	3	\$7.43	10.4%
66500	Department of Health	HN	\$72.25	\$61.41	1	\$71.70	2	\$10.29	14.3%
66500	Department of Health	HO	\$78.47	\$62.17	1	\$68.98	2	\$6.81	9.9%
66500	Department of Health	IB	\$27.16	\$26.78	2	\$28.49	3	\$1.71	6.0%
66500	Department of Health	IC	\$32.86	\$31.63	1				
66500	Department of Health	ID	\$38.56	\$34.14	4	\$31.88	24	-\$2.26	-7.1%
66500	Department of Health	IE	\$44.27	\$40.55	7	\$39.51	11	-\$1.04	-2.6%
66500	Department of Health	IF	\$49.97	\$56.05	1	\$48.38	21	-\$7.67	-15.9%
66500	Department of Health	IG	\$55.67	\$57.32	4	\$54.18	3	-\$3.14	-5.8%
66500	Department of Health	IH	\$61.37			\$64.63	3		
66500	Department of Health	II	\$67.08	\$68.38	1	\$73.63	1	\$5.25	7.1%
66500	Department of Health	IJ	\$72.78			\$78.64	1		
66500	Department of Health	IK	\$78.48			\$100.59	1		
66500	Department of Health	LE	\$36.80	\$41.21	1				

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66500	Department of Health	LH	\$52.07	\$56.62	2	\$57.99	3	\$1.37	2.4%
66500	Department of Health	XA	\$78.72	\$88.81	2				
66500	Department of Health	XB	\$90.99	\$100.27	2	\$90.54	7	-\$9.73	-10.7%
66500	Department of Health	XC	\$103.26	\$120.48	1	\$120.00	1	-\$0.48	-0.4%
66500	Department of Health	XG	\$152.35			\$177.47	2		
66500	Department of Health	XH	\$164.62	\$187.47	1	\$157.25	2	-\$30.21	-19.2%
66500	Department of Health	XI	\$176.90	\$172.15	3	\$183.28	1	\$11.13	6.1%
66700	Department of Environment	45	\$22.04	\$25.16	26	\$23.74	2	-\$1.42	-6.0%
66700	Department of Environment	50	\$22.94	\$24.23	3				
66700	Department of Environment	55	\$23.84	\$26.76	17	\$27.37	2	\$0.61	2.2%
66700	Department of Environment	60	\$25.76	\$28.51	16	\$29.20	3	\$0.69	2.4%
66700	Department of Environment	65	\$29.99	\$33.85	18	\$31.80	14	-\$2.05	-6.4%
66700	Department of Environment	70	\$34.23	\$36.12	48	\$37.15	62	\$1.03	2.8%
66700	Department of Environment	75	\$38.46	\$42.86	57	\$43.59	71	\$0.74	1.7%
66700	Department of Environment	80	\$42.69	\$49.22	20	\$49.75	35	\$0.53	1.1%
66700	Department of Environment	85	\$46.92	\$54.43	14	\$53.05	11	-\$1.38	-2.6%
66700	Department of Environment	90	\$51.15	\$60.27	4	\$60.69	4	\$0.41	0.7%
66700	Department of Environment	95	\$59.08	\$68.61	6	\$69.09	13	\$0.48	0.7%
66700	Department of Environment	96	\$66.64	\$67.15	3	\$76.83	2	\$9.68	12.6%
66700	Department of Environment	BH	\$30.05			\$29.46	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66700	Department of Environment	BI	\$33.31	\$37.04	5				
66700	Department of Environment	BJ	\$36.99	\$44.39	1				
66700	Department of Environment	BK	\$41.33	\$50.23	1				
66700	Department of Environment	BM	\$51.75	\$61.25	1				
66700	Department of Environment	ED	\$35.45	\$29.85	1				
66700	Department of Environment	EE	\$40.57	\$35.27	18	\$35.39	9	\$0.12	0.3%
66700	Department of Environment	EF	\$45.69	\$45.20	24	\$46.43	25	\$1.23	2.6%
66700	Department of Environment	EG	\$50.82	\$53.13	18	\$51.20	21	-\$1.93	-3.8%
66700	Department of Environment	EH	\$55.94	\$68.85	1				
66700	Department of Environment	EI	\$61.06	\$59.70	5	\$67.08	4	\$7.38	11.0%
66700	Department of Environment	IA	\$21.45			\$21.79	1		
66700	Department of Environment	IB	\$27.16	\$28.12	1				
66700	Department of Environment	IC	\$32.86	\$37.56	3				
66700	Department of Environment	ID	\$38.56	\$40.03	1	\$45.37	1	\$5.34	11.8%
66700	Department of Environment	IE	\$44.27	\$50.33	2	\$53.37	5	\$3.04	5.7%
66700	Department of Environment	IF	\$49.97	\$56.56	2	\$58.49	6	\$1.93	3.3%
66700	Department of Environment	IG	\$55.67			\$64.80	2		
66700	Department of Environment	LE	\$36.80			\$38.45	1		
66700	Department of Environment	LH	\$52.07	\$62.30	6	\$52.22	6	-\$10.07	-19.3%
66700	Department of Environment	LI	\$58.59	\$70.36	1	\$60.57	1	-\$9.79	-16.2%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
66700	Department of Environment	LJ	\$65.11	\$80.47	1				
66800	Office of Natural Resources Trustee	65	\$29.99	\$32.19	1				
66800	Office of Natural Resources Trustee	96	\$66.64	\$66.64	1				
66800	Office of Natural Resources Trustee	EF	\$45.69			\$48.00	1		
66800	Office of Natural Resources Trustee	EG	\$50.82			\$50.95	1		
67000	Department of Veteran Services	45	\$22.04			\$23.49	1		
67000	Department of Veteran Services	50	\$22.94			\$23.88	3		
67000	Department of Veteran Services	55	\$23.84	\$25.32	4	\$25.07	5	-\$0.25	-1.0%
67000	Department of Veteran Services	60	\$25.76	\$27.17	5	\$28.00	1	\$0.83	3.0%
67000	Department of Veteran Services	65	\$29.99	\$30.57	5	\$32.07	5	\$1.50	4.7%
67000	Department of Veteran Services	70	\$34.23	\$32.58	2	\$36.97	3	\$4.38	11.9%
67000	Department of Veteran Services	75	\$38.46	\$42.00	1	\$35.02	1	-\$6.98	-19.9%
67000	Department of Veteran Services	80	\$42.69	\$45.90	3	\$41.52	1	-\$4.38	-10.5%
67000	Department of Veteran Services	85	\$46.92			\$50.41	1		
67000	Department of Veteran Services	BJ	\$36.99	\$41.43	1				
67000	Department of Veteran Services	IC	\$32.86			\$38.21	1		
67000	Department of Veteran Services	IE	\$44.27			\$48.55	1		
67000	Department of Veteran Services	IF	\$49.97			\$52.84	1		
67000	Department of Veteran Services	SE	\$29.46	\$29.03	6	\$27.62	14	-\$1.41	-5.1%
67000	Department of Veteran Services	SF	\$33.12	\$33.46	2	\$33.12	5	-\$0.33	-1.0%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
68000	Office of Family Representation & Advocacy	55	\$23.84	\$24.13	4	\$24.50	2	\$0.37	1.5%
68000	Office of Family Representation & Advocacy	60	\$25.76	\$27.74	2	\$29.00	1	\$1.26	4.3%
68000	Office of Family Representation & Advocacy	70	\$34.23	\$38.71	1				
68000	Office of Family Representation & Advocacy	BI	\$33.31	\$38.00	1				
68000	Office of Family Representation & Advocacy	HG	\$36.68	\$41.00	1				
68000	Office of Family Representation & Advocacy	ID	\$38.56			\$30.55	1		
68000	Office of Family Representation & Advocacy	IG	\$55.67			\$63.02	1		
68000	Office of Family Representation & Advocacy	LE	\$36.80	\$31.14	1				
68000	Office of Family Representation & Advocacy	LH	\$52.07	\$54.87	5	\$42.51	2	-\$12.36	-29.1%
69000	Children, Youth & Families Dept	25	\$18.83	\$19.93	3				
69000	Children, Youth & Families Dept	35	\$20.24	\$21.56	45	\$21.34	3	-\$0.22	-1.0%
69000	Children, Youth & Families Dept	40	\$21.14	\$22.05	56	\$22.70	8	\$0.64	2.8%
69000	Children, Youth & Families Dept	45	\$22.04	\$21.87	19	\$21.10	2	-\$0.77	-3.6%
69000	Children, Youth & Families Dept	50	\$22.94	\$24.09	21	\$25.53	2	\$1.44	5.6%
69000	Children, Youth & Families Dept	55	\$23.84	\$25.85	59	\$25.61	74	-\$0.24	-0.9%
69000	Children, Youth & Families Dept	60	\$25.76	\$29.07	69	\$29.94	55	\$0.87	2.9%
69000	Children, Youth & Families Dept	65	\$29.99	\$32.44	38	\$32.59	25	\$0.14	0.4%
69000	Children, Youth & Families Dept	70	\$34.23	\$37.84	167	\$37.98	101	\$0.15	0.4%
69000	Children, Youth & Families Dept	75	\$38.46	\$42.63	51	\$43.95	31	\$1.32	3.0%
69000	Children, Youth & Families Dept	80	\$42.69	\$48.36	9	\$47.80	4	-\$0.56	-1.2%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
69000	Children, Youth & Families Dept	85	\$46.92	\$52.70	17	\$52.01	14	-\$0.69	-1.3%
69000	Children, Youth & Families Dept	90	\$51.15	\$60.65	9	\$56.14	3	-\$4.51	-8.0%
69000	Children, Youth & Families Dept	95	\$59.08	\$59.99	9	\$63.52	2	\$3.53	5.6%
69000	Children, Youth & Families Dept	96	\$66.64	\$64.38	1				
69000	Children, Youth & Families Dept	BG	\$27.34	\$29.51	1	\$30.08	1	\$0.57	1.9%
69000	Children, Youth & Families Dept	BH	\$30.05			\$31.80	1		
69000	Children, Youth & Families Dept	BI	\$33.31	\$35.05	9				
69000	Children, Youth & Families Dept	BJ	\$36.99	\$37.69	6				
69000	Children, Youth & Families Dept	BK	\$41.33	\$44.01	4	\$43.67	1	-\$0.34	-0.8%
69000	Children, Youth & Families Dept	BL	\$46.33	\$55.59	1	\$48.41	1	-\$7.18	-14.8%
69000	Children, Youth & Families Dept	BN	\$58.26	\$64.48	1				
69000	Children, Youth & Families Dept	HB	\$22.61	\$21.46	1				
69000	Children, Youth & Families Dept	HD	\$27.12	\$29.51	3	\$28.18	1	-\$1.33	-4.7%
69000	Children, Youth & Families Dept	HG	\$36.68	\$41.61	50	\$40.60	7	-\$1.01	-2.5%
69000	Children, Youth & Families Dept	HH	\$40.45	\$47.74	10	\$44.45	5	-\$3.29	-7.4%
69000	Children, Youth & Families Dept	HI	\$45.19	\$51.10	5	\$52.27	2	\$1.17	2.2%
69000	Children, Youth & Families Dept	HJ	\$50.22	\$60.99	3	\$57.74	1	-\$3.25	-5.6%
69000	Children, Youth & Families Dept	HL	\$62.78	\$62.78	1				
69000	Children, Youth & Families Dept	IB	\$27.16			\$26.46	3		
69000	Children, Youth & Families Dept	IC	\$32.86	\$32.48	2	\$37.58	4	\$5.09	13.6%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
69000	Children, Youth & Families Dept	ID	\$38.56			\$41.13	3		
69000	Children, Youth & Families Dept	IE	\$44.27	\$41.41	7	\$41.10	6	-\$0.31	-0.8%
69000	Children, Youth & Families Dept	IF	\$49.97	\$50.11	3	\$49.89	4	-\$0.22	-0.4%
69000	Children, Youth & Families Dept	IG	\$55.67	\$59.80	2	\$57.69	3	-\$2.11	-3.7%
69000	Children, Youth & Families Dept	IH	\$61.37			\$63.21	1		
69000	Children, Youth & Families Dept	IJ	\$72.78			\$89.58	1		
69000	Children, Youth & Families Dept	LH	\$52.07	\$57.33	11	\$57.11	11	-\$0.21	-0.4%
69000	Children, Youth & Families Dept	LI	\$58.59	\$66.20	3	\$67.04	1	\$0.84	1.3%
69000	Children, Youth & Families Dept	LJ	\$65.11	\$71.30	2	\$62.69	2	-\$8.61	-13.7%
69000	Children, Youth & Families Dept	SD	\$25.95	\$26.79	106	\$26.51	30	-\$0.28	-1.1%
69000	Children, Youth & Families Dept	SE	\$29.46	\$30.62	186	\$30.47	49	-\$0.15	-0.5%
69000	Children, Youth & Families Dept	SF	\$33.12	\$34.59	82	\$34.08	19	-\$0.51	-1.5%
69000	Children, Youth & Families Dept	SG	\$38.65	\$41.96	39	\$42.34	9	\$0.38	0.9%
69000	Children, Youth & Families Dept	SH	\$46.15	\$49.13	26	\$49.35	5	\$0.22	0.4%
69000	Children, Youth & Families Dept	SI	\$51.06	\$57.62	9				
69000	Children, Youth & Families Dept	XA	\$78.72	\$83.47	1				
70500	Military Affairs	25	\$18.83	\$21.50	1	\$21.97	1	\$0.47	2.2%
70500	Military Affairs	45	\$22.04	\$22.06	1				
70500	Military Affairs	50	\$22.94	\$23.86	1	\$25.00	21	\$1.14	4.6%
70500	Military Affairs	55	\$23.84	\$23.20	7	\$27.82	6	\$4.62	16.6%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
70500	Military Affairs	60	\$25.76	\$26.59	18	\$26.07	15	-\$0.51	-2.0%
70500	Military Affairs	65	\$29.99	\$33.04	14	\$32.49	12	-\$0.55	-1.7%
70500	Military Affairs	70	\$34.23	\$35.27	6	\$34.29	1	-\$0.99	-2.9%
70500	Military Affairs	75	\$38.46	\$38.90	7	\$40.51	8	\$1.61	4.0%
70500	Military Affairs	80	\$42.69	\$44.89	4	\$42.48	6	-\$2.40	-5.6%
70500	Military Affairs	85	\$46.92	\$55.23	2				
70500	Military Affairs	90	\$51.15	\$59.33	2	\$58.82	1	-\$0.52	-0.9%
70500	Military Affairs	95	\$59.08	\$67.88	1				
70500	Military Affairs	BI	\$33.31	\$39.43	1	\$30.54	1	-\$8.89	-29.1%
70500	Military Affairs	BL	\$46.33	\$55.59	1				
70500	Military Affairs	HF	\$32.91	\$37.00	1				
70500	Military Affairs	IA	\$21.45			\$34.43	1		
70500	Military Affairs	IB	\$27.16			\$32.07	5		
70500	Military Affairs	IC	\$32.86			\$34.43	3		
70500	Military Affairs	ID	\$38.56	\$38.06	2	\$35.75	1	-\$2.31	-6.5%
76000	Adult Parole Board	45	\$22.04	\$21.00	1				
76000	Adult Parole Board	65	\$29.99	\$29.27	1				
76000	Adult Parole Board	75	\$38.46	\$41.23	2				
77000	New Mexico Corrections Dept	40	\$21.14	\$18.50	6	\$20.71	2	\$2.22	10.7%
77000	New Mexico Corrections Dept	45	\$22.04	\$20.03	79	\$19.92	9	-\$0.11	-0.5%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
77000	New Mexico Corrections Dept	50	\$22.94	\$23.31	22	\$23.51	2	\$0.20	0.9%
77000	New Mexico Corrections Dept	55	\$23.84	\$25.00	11	\$25.29	6	\$0.30	1.2%
77000	New Mexico Corrections Dept	60	\$25.76	\$26.95	83	\$26.65	42	-\$0.30	-1.1%
77000	New Mexico Corrections Dept	65	\$29.99	\$29.93	90	\$29.47	73	-\$0.46	-1.5%
77000	New Mexico Corrections Dept	70	\$34.23	\$32.27	76	\$32.26	83	-\$0.01	0.0%
77000	New Mexico Corrections Dept	75	\$38.46	\$36.10	24	\$36.20	34	\$0.10	0.3%
77000	New Mexico Corrections Dept	80	\$42.69	\$41.75	10	\$39.90	5	-\$1.86	-4.7%
77000	New Mexico Corrections Dept	85	\$46.92	\$47.00	7	\$47.55	8	\$0.55	1.2%
77000	New Mexico Corrections Dept	90	\$51.15	\$59.21	2	\$59.03	3	-\$0.18	-0.3%
77000	New Mexico Corrections Dept	BG	\$27.34	\$27.34	12	\$26.54	1	-\$0.80	-3.0%
77000	New Mexico Corrections Dept	BH	\$30.05	\$30.30	6	\$30.05	2	-\$0.25	-0.8%
77000	New Mexico Corrections Dept	BI	\$33.31	\$34.98	1	\$34.98	3	\$0.00	0.0%
77000	New Mexico Corrections Dept	BJ	\$36.99	\$38.05	7				
77000	New Mexico Corrections Dept	BK	\$41.33	\$43.40	1				
77000	New Mexico Corrections Dept	BM	\$51.75	\$54.34	1				
77000	New Mexico Corrections Dept	CA	\$20.45	\$20.00	4	\$20.00	10	\$0.00	0.0%
77000	New Mexico Corrections Dept	CB	\$24.44	\$25.18	141	\$25.19	524	\$0.01	0.0%
77000	New Mexico Corrections Dept	CC	\$27.07	\$27.62	31	\$27.23	136	-\$0.39	-1.4%
77000	New Mexico Corrections Dept	CD	\$29.81	\$30.47	6	\$30.16	83	-\$0.31	-1.0%
77000	New Mexico Corrections Dept	CE	\$32.69	\$35.04	3	\$35.06	12	\$0.02	0.1%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male- Female)	% Gap/ Male
77000	New Mexico Corrections Dept	CG	\$37.79			\$39.14	6		
77000	New Mexico Corrections Dept	CH	\$41.26	\$40.05	14	\$40.46	11	\$0.41	1.0%
77000	New Mexico Corrections Dept	CI	\$44.25	\$46.04	4	\$46.04	7	\$0.00	0.0%
77000	New Mexico Corrections Dept	CJ	\$47.32	\$51.84	3				
77000	New Mexico Corrections Dept	CK	\$52.24			\$50.94	4		
77000	New Mexico Corrections Dept	CL	\$58.24	\$55.83	2				
77000	New Mexico Corrections Dept	CM	\$65.11			\$61.41	2		
77000	New Mexico Corrections Dept	HB	\$22.61	\$23.70	4	\$23.70	3	\$0.00	0.0%
77000	New Mexico Corrections Dept	HG	\$36.68	\$37.37	6				
77000	New Mexico Corrections Dept	HH	\$40.45	\$43.96	4	\$43.96	3	\$0.00	0.0%
77000	New Mexico Corrections Dept	HL	\$62.78	\$61.99	2				
77000	New Mexico Corrections Dept	HM	\$67.21			\$74.79	1		
77000	New Mexico Corrections Dept	IA	\$21.45			\$25.18	1		
77000	New Mexico Corrections Dept	IB	\$27.16			\$27.16	1		
77000	New Mexico Corrections Dept	IC	\$32.86			\$31.74	2		
77000	New Mexico Corrections Dept	ID	\$38.56			\$35.02	4		
77000	New Mexico Corrections Dept	IE	\$44.27	\$44.15	2	\$43.18	4	-\$0.97	-2.2%
77000	New Mexico Corrections Dept	IF	\$49.97			\$45.59	6		
77000	New Mexico Corrections Dept	IG	\$55.67	\$52.96	1	\$52.09	2	-\$0.87	-1.7%
77000	New Mexico Corrections Dept	IH	\$61.37	\$60.42	1	\$59.11	1	-\$1.30	-2.2%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
77000	New Mexico Corrections Dept	II	\$67.08			\$69.72	1		
77000	New Mexico Corrections Dept	LE	\$36.80	\$37.90	1				
77000	New Mexico Corrections Dept	LH	\$52.07	\$55.00	1	\$51.13	2	-\$3.87	-7.6%
77000	New Mexico Corrections Dept	LI	\$58.59			\$58.63	1		
78000	Crime Victims Reparation Commission	45	\$22.04	\$23.00	1				
78000	Crime Victims Reparation Commission	55	\$23.84	\$24.14	1				
78000	Crime Victims Reparation Commission	60	\$25.76	\$26.34	4	\$26.75	2	\$0.41	1.5%
78000	Crime Victims Reparation Commission	65	\$29.99	\$31.14	8	\$27.80	1	-\$3.34	-12.0%
78000	Crime Victims Reparation Commission	70	\$34.23	\$37.25	2				
78000	Crime Victims Reparation Commission	75	\$38.46	\$35.17	1				
78000	Crime Victims Reparation Commission	80	\$42.69	\$38.49	2				
78000	Crime Victims Reparation Commission	85	\$46.92	\$50.50	3				
79000	Department of Public Safety	35	\$20.24	\$20.01	1				
79000	Department of Public Safety	40	\$21.14	\$24.44	4				
79000	Department of Public Safety	45	\$22.04	\$22.70	5	\$23.64	4	\$0.94	4.0%
79000	Department of Public Safety	50	\$22.94	\$25.97	77	\$25.13	20	-\$0.84	-3.3%
79000	Department of Public Safety	55	\$23.84	\$25.82	42	\$28.24	53	\$2.42	8.6%
79000	Department of Public Safety	60	\$25.76	\$29.02	19	\$29.16	15	\$0.13	0.5%
79000	Department of Public Safety	65	\$29.99	\$31.28	38	\$30.47	8	-\$0.81	-2.7%
79000	Department of Public Safety	70	\$34.23	\$37.14	20	\$37.84	11	\$0.70	1.9%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
79000	Department of Public Safety	75	\$38.46	\$40.97	14	\$40.37	9	-\$0.60	-1.5%
79000	Department of Public Safety	80	\$42.69	\$46.76	3				
79000	Department of Public Safety	85	\$46.92	\$54.21	4	\$54.29	2	\$0.08	0.1%
79000	Department of Public Safety	90	\$51.15	\$54.53	2	\$56.46	4	\$1.93	3.4%
79000	Department of Public Safety	BI	\$33.31	\$35.71	5	\$35.46	1	-\$0.25	-0.7%
79000	Department of Public Safety	BJ	\$36.99	\$41.54	2				
79000	Department of Public Safety	BL	\$46.33	\$47.88	1				
79000	Department of Public Safety	BN	\$58.26	\$61.25	1				
79000	Department of Public Safety	FG	\$53.55	\$50.47	19	\$52.11	15	\$1.64	3.1%
79000	Department of Public Safety	FH	\$76.50	\$72.10	3	\$76.31	3	\$4.21	5.5%
79000	Department of Public Safety	FI	\$88.23	\$95.71	1	\$91.34	1	-\$4.37	-4.8%
79000	Department of Public Safety	IB	\$27.16	\$28.88	1	\$27.78	2	-\$1.10	-4.0%
79000	Department of Public Safety	IC	\$32.86	\$32.43	1	\$31.72	7	-\$0.70	-2.2%
79000	Department of Public Safety	ID	\$38.56	\$38.13	2	\$37.21	3	-\$0.92	-2.5%
79000	Department of Public Safety	IE	\$44.27	\$42.77	3	\$41.31	5	-\$1.46	-3.5%
79000	Department of Public Safety	IF	\$49.97			\$54.02	8		
79000	Department of Public Safety	IG	\$55.67	\$61.13	2	\$67.13	2	\$6.00	8.9%
79000	Department of Public Safety	IH	\$61.37			\$69.18	2		
79000	Department of Public Safety	II	\$67.08			\$67.36	2		
79000	Department of Public Safety	IJ	\$72.78			\$83.11	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
79000	Department of Public Safety	LE	\$36.80	\$41.64	5				
79000	Department of Public Safety	LH	\$52.07	\$58.26	1	\$56.32	2	-\$1.94	-3.5%
79000	Department of Public Safety	LI	\$58.59	\$61.00	1				
79000	Department of Public Safety	PI	\$41.75			\$44.19	1		
79000	Department of Public Safety	PJ	\$47.41			\$49.40	2		
79500	Homeland Security & Emergency Mgmt	25	\$18.83	\$19.82	1				
79500	Homeland Security & Emergency Mgmt	45	\$22.04	\$22.92	2				
79500	Homeland Security & Emergency Mgmt	50	\$22.94	\$38.64	1				
79500	Homeland Security & Emergency Mgmt	55	\$23.84	\$27.41	2	\$24.97	3	-\$2.43	-9.7%
79500	Homeland Security & Emergency Mgmt	60	\$25.76	\$28.53	3	\$27.69	2	-\$0.85	-3.1%
79500	Homeland Security & Emergency Mgmt	65	\$29.99	\$30.45	10	\$30.87	9	\$0.41	1.3%
79500	Homeland Security & Emergency Mgmt	70	\$34.23	\$34.67	3	\$34.59	30	-\$0.07	-0.2%
79500	Homeland Security & Emergency Mgmt	75	\$38.46	\$43.16	4	\$39.77	6	-\$3.39	-8.5%
79500	Homeland Security & Emergency Mgmt	80	\$42.69			\$42.69	1		
79500	Homeland Security & Emergency Mgmt	85	\$46.92	\$48.06	2	\$47.11	5	-\$0.95	-2.0%
79500	Homeland Security & Emergency Mgmt	90	\$51.15			\$56.96	2		
79500	Homeland Security & Emergency Mgmt	BJ	\$36.99	\$37.96	2				
79500	Homeland Security & Emergency Mgmt	IE	\$44.27			\$44.27	1		
80500	Department of Transportation	25	\$18.83	\$21.61	1				
80500	Department of Transportation	30	\$19.35	\$21.66	2	\$19.80	5	-\$1.86	-9.4%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
80500	Department of Transportation	35	\$20.24	\$20.49	2	\$21.83	6	\$1.33	6.1%
80500	Department of Transportation	40	\$21.14	\$20.67	8	\$21.74	8	\$1.07	4.9%
80500	Department of Transportation	45	\$22.04	\$22.11	9	\$21.48	74	-\$0.63	-2.9%
80500	Department of Transportation	50	\$22.94	\$23.96	21	\$23.81	413	-\$0.15	-0.6%
80500	Department of Transportation	55	\$23.84	\$24.65	43	\$26.55	304	\$1.90	7.2%
80500	Department of Transportation	60	\$25.76	\$28.21	54	\$29.81	142	\$1.60	5.4%
80500	Department of Transportation	65	\$29.99	\$32.25	84	\$30.32	91	-\$1.93	-6.4%
80500	Department of Transportation	70	\$34.23	\$36.30	32	\$34.89	50	-\$1.41	-4.0%
80500	Department of Transportation	75	\$38.46	\$42.47	21	\$41.36	68	-\$1.11	-2.7%
80500	Department of Transportation	80	\$42.69	\$46.77	11	\$48.37	11	\$1.60	3.3%
80500	Department of Transportation	85	\$46.92	\$50.67	16	\$49.53	29	-\$1.14	-2.3%
80500	Department of Transportation	90	\$51.15	\$55.19	6	\$55.76	10	\$0.57	1.0%
80500	Department of Transportation	96	\$66.64	\$72.10	1	\$69.99	2	-\$2.11	-3.0%
80500	Department of Transportation	BF	\$24.84	\$21.60	1				
80500	Department of Transportation	BG	\$27.34	\$28.58	2	\$28.00	1	-\$0.58	-2.1%
80500	Department of Transportation	BH	\$30.05	\$31.89	10				
80500	Department of Transportation	BI	\$33.31	\$35.29	13				
80500	Department of Transportation	BJ	\$36.99	\$38.13	8				
80500	Department of Transportation	BK	\$41.33			\$44.92	2		
80500	Department of Transportation	BL	\$46.33			\$51.44	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
80500	Department of Transportation	BN	\$58.26	\$61.54	1				
80500	Department of Transportation	EA	\$20.08	\$21.62	10	\$21.64	40	\$0.02	0.1%
80500	Department of Transportation	EB	\$25.20	\$26.00	16	\$25.73	89	-\$0.27	-1.0%
80500	Department of Transportation	EC	\$30.33	\$30.21	21	\$29.86	116	-\$0.35	-1.2%
80500	Department of Transportation	ED	\$35.45	\$37.71	12	\$36.11	49	-\$1.61	-4.5%
80500	Department of Transportation	EE	\$40.57	\$41.05	20	\$40.67	83	-\$0.39	-1.0%
80500	Department of Transportation	EF	\$45.69	\$48.93	9	\$46.74	33	-\$2.20	-4.7%
80500	Department of Transportation	EG	\$50.82	\$56.92	5	\$57.44	30	\$0.53	0.9%
80500	Department of Transportation	EH	\$55.94	\$65.17	4	\$64.88	14	-\$0.29	-0.4%
80500	Department of Transportation	EI	\$61.06	\$70.43	8	\$70.70	6	\$0.27	0.4%
80500	Department of Transportation	EJ	\$66.19	\$79.15	2	\$75.12	21	-\$4.03	-5.4%
80500	Department of Transportation	EK	\$71.31	\$87.76	2	\$87.47	7	-\$0.29	-0.3%
80500	Department of Transportation	IA	\$21.45			\$26.92	1		
80500	Department of Transportation	IB	\$27.16			\$29.04	2		
80500	Department of Transportation	IC	\$32.86	\$35.28	2	\$37.39	4	\$2.11	5.7%
80500	Department of Transportation	ID	\$38.56	\$40.31	3	\$39.47	20	-\$0.84	-2.1%
80500	Department of Transportation	IE	\$44.27	\$48.70	1	\$45.59	6	-\$3.11	-6.8%
80500	Department of Transportation	IF	\$49.97	\$51.87	4	\$54.46	9	\$2.59	4.8%
80500	Department of Transportation	IG	\$55.67	\$61.14	1	\$56.14	2	-\$5.00	-8.9%
80500	Department of Transportation	IH	\$61.37	\$64.49	2	\$66.77	2	\$2.29	3.4%

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
80500	Department of Transportation	II	\$67.08			\$77.27	1		
80500	Department of Transportation	IK	\$78.48			\$81.35	1		
80500	Department of Transportation	LH	\$52.07	\$58.77	5	\$57.87	3	-\$0.90	-1.5%
80500	Department of Transportation	LI	\$58.59			\$64.51	4		
92400	Public Education Department	40	\$21.14	\$24.02	1				
92400	Public Education Department	50	\$22.94			\$21.08	1		
92400	Public Education Department	55	\$23.84	\$25.18	8	\$26.15	1	\$0.97	3.7%
92400	Public Education Department	60	\$25.76	\$26.63	9	\$27.08	5	\$0.45	1.7%
92400	Public Education Department	65	\$29.99	\$30.72	9	\$31.18	11	\$0.46	1.5%
92400	Public Education Department	70	\$34.23	\$35.49	16	\$33.31	7	-\$2.18	-6.6%
92400	Public Education Department	75	\$38.46	\$38.01	15	\$38.03	9	\$0.02	0.0%
92400	Public Education Department	80	\$42.69	\$41.46	76	\$42.02	26	\$0.56	1.3%
92400	Public Education Department	85	\$46.92	\$48.51	23	\$47.22	9	-\$1.28	-2.7%
92400	Public Education Department	90	\$51.15	\$55.61	17	\$53.34	4	-\$2.27	-4.3%
92400	Public Education Department	95	\$59.08	\$66.57	1	\$70.13	1	\$3.57	5.1%
92400	Public Education Department	BG	\$27.34			\$29.00	1		
92400	Public Education Department	BI	\$33.31	\$35.00	1	\$32.91	1	-\$2.09	-6.3%
92400	Public Education Department	BM	\$51.75	\$46.58	1				
92400	Public Education Department	HH	\$40.45	\$40.62	1				
92400	Public Education Department	IC	\$32.86			\$30.66	1		

BU	BU Name	Pay Band	Midpoint/ Hour	Female Avg Wage	# Female	Male Avg Wage	# Male	Gap (Male-Female)	% Gap/ Male
92400	Public Education Department	IE	\$44.27	\$43.22	3	\$41.72	6	-\$1.49	-3.6%
92400	Public Education Department	IF	\$49.97			\$49.07	5		
92400	Public Education Department	IG	\$55.67			\$52.96	2		
92400	Public Education Department	II	\$67.08			\$74.52	1		
92400	Public Education Department	LE	\$36.80	\$36.80	1				
92400	Public Education Department	LH	\$52.07	\$50.48	1	\$52.73	3	\$2.24	4.3%
92400	Public Education Department	LI	\$58.59	\$58.84	1	\$57.69	1	-\$1.15	-2.0%
92400	Public Education Department	LJ	\$65.11			\$66.35	1		
94900	NM Education Trust Board	75	\$38.46	\$35.72	1				
95000	Higher Education Department	60	\$25.76	\$23.83	1				
95000	Higher Education Department	65	\$29.99	\$32.50	7				
95000	Higher Education Department	70	\$34.23	\$36.14	3	\$39.23	1	\$3.09	7.9%
95000	Higher Education Department	75	\$38.46	\$42.16	7	\$36.34	1	-\$5.82	-16.0%
95000	Higher Education Department	80	\$42.69	\$43.05	6	\$42.47	3	-\$0.59	-1.4%
95000	Higher Education Department	85	\$46.92	\$52.61	6	\$53.43	3	\$0.82	1.5%
95000	Higher Education Department	IB	\$27.16			\$26.32	1		
95000	Higher Education Department	ID	\$38.56			\$36.05	1		
95000	Higher Education Department	IE	\$44.27	\$43.67	1	\$36.43	1	-\$7.24	-19.9%
95000	Higher Education Department	IF	\$49.97			\$54.84	1		