



Office of the City Manager

REVISED AGENDA MATERIAL

for Supplemental Packet 2

Meeting Date: July 9, 2019

Item Number: 17a

Item Description: Equal Pay Independent Audit of City Employees/Companion Report

Submitted by: Shallon Allen, Office of the City Manager

Revised report is jointly from the Commission on the Status of Women and Commission on Labor. The changes are identified on page 1, top of page, in the SUBMITTED BY section and; page 3, middle of page, COMMISSION ON LABOR VOTE.



Commission on the
Status of Women

CONSENT CALENDAR
January 22, 2019

To: Honorable Mayor and Members of the City Council

From: Commission on the Status of Women
Commission on Labor

Submitted by: Emmaline Campbell, Chairperson, Commission on the Status of Women
Margy Wilkinson, Chairperson, Commission on Labor

Subject: Equal Pay Independent Audit of City Employees

RECOMMENDATION

Provide \$12,500 from the General Fund to pay Dr. Martha Burk to conduct an independent audit of the pay of male and female employees in the City of Berkeley city employee workforce.

FISCAL IMPACTS OF RECOMMENDATION

\$12,500.

CURRENT SITUATION AND ITS EFFECTS

Women are consistently paid less than men in almost every occupation. The persistent disparity in pay between men and women is known as the gender wage gap. In California, women earn only 84 cents for every dollar earned by men, collectively losing over \$33.6 billion dollars each year to the gender wage gap. If the wage gap remains the same, the average woman in California could lose \$322,120 to pay inequity over the course of her lifetime. In Berkeley, the pay gap is especially high; on average, women here earn only 71 cents for every dollar earned by men.

The City has no data, report, or plan for a report on the pay gap between male and female employees employed by the City of Berkeley.

BACKGROUND

The Equal Pay Recommendation of 2017

The Commission on the Status of Women formed an Equal Pay Subcommittee in January 2016 based on a referral from Councilmember Worthington in 2015. The

subcommittee spent 10 months developing the Equal Pay Recommendation, which was presented to City Council in April 2017.

The Commission's recommendation was the culmination of substantial work. First, the Commission completed a research phase, speaking with leaders on equal pay in Boston, San Francisco, and Albuquerque. The Commission developed a custom model for Berkeley based on the city's size and level of resources available for this program. The Commission then hosted a local business focus group session and an Equal Pay Town Hall.

As a result of this work, the Commission on the Status of Women created a three-part recommendation for City Council:

1. Direct staff to draft an ordinance related to an equal pay vendor preference for city contractors who demonstrate equal pay for male and female employees (gender based on self-identification),
2. Complete a **pay audit** on the salaries of City of Berkeley employees to investigate potential gender pay gaps within the city workforce, and
3. Develop an equal pay certification program for city contractors.

In April 2017, the City Council unanimously passed the recommendation.

After the Passage of the Recommendation

The City Council prioritized each of the Recommendation's items as follows during the May 30, 2017 vote on the 2017 City Council Referral Prioritization Process Using Re-Weighted Range Voting:

1. Vendor Preference Ordinance - #8
2. **Audit - #2**
3. Equal Pay Certification Program - #22

The Commission on the Status of Women engaged in substantial follow-up on this recommendation. In November and December 2017, the Chair spoke extensively with City Auditor Ann-Marie Hogan, who advised that the Auditor could not fulfill this request. Ms. Hogan also spoke with Human Resources, who advised that they could not fulfill such an item.

The Chair emailed City Manager Dee Williams-Ridley in January 2018 and February 2018 and received no response or follow-up. The Chair emailed Interim Deputy City Manager Paul Buddenhagen in August 2018 and engaged in a series of back-and-forth emails with city staff over the course of two months that provided no

substantive information on any progress on any of the three parts of the recommendation.

In October 2018, the Commission invited City Manager Dee Williams-Ridley to speak at its meeting. The Commission specifically requested briefing on the Equal Pay item. **Ms. Williams-Ridley stated there was no plan to ever begin the Equal Pay Audit.**

Moving Forward: This Subsequent Recommendation

At this stage, it is clear that the only way to assess pay equity in the city workforce is through an independent audit. The Commission recommends contracting with Dr. Martha Burk for the audit. Dr. Burk is the unparalleled leader of the gender pay equity movement.

Commission on the Status of Women voted:

M/S/C (Howard/Sandoval)

Ayes: Campbell, Howard, Shanoski, Leftwich, Sandoval

Commission on Labor voted:

M/S/C (Castelli/Sharenko)

Ayes: Bloom, Castelli, Fillingim, Jones, McClintick, Napoli, Schriener, Sharenko

Absent: Wilkinson

Her biography is as follows:

Martha Burk is a political psychologist and women's issues expert specializing in gender pay equity, and co-founder of the Center for Advancement of Public Policy, a research and policy analysis organization in Washington, D.C. She serves as the Money Editor for Ms magazine, and she is a syndicated newspaper columnist and front-page blogger for Huffington Post and the Center for American Progress. From 2012-2015 she produced and hosted her national public radio show Equal Time with Martha Burk. Her latest book, *Your Voice, Your Vote: The Savvy Woman's Guide to Power, Politics, and the Change We Need* (2016-2018), is a Ms magazine book selection. Her work has been published in major U.S. newspapers and she has appeared on all major television networks in the United States.

From 2000-2005 Dr. Burk served as Chair of the National Council of Women's Organizations a network of over 200 national women's groups collectively representing ten million women. In that capacity she led the campaign to open Augusta National Golf Club to women, and she remains at the forefront of change for women in corporate America. She crafted the first-in-the-nation gender pay equity initiative at the state level in New Mexico in 2010 as a

senior advisor to then-Governor Bill Richardson, and continues to advise business organizations and government entities at all levels on gender pay equity.

Burk is a frequent speaker on women's issues, civil society, and women's leadership. She is an active contributor to the Journalism and Women Symposium, and is a contributing speaker to SheSource, a Project of the Women's Media Center. Burk holds a Ph.D. in psychology from the University of Texas at Arlington. Her background includes experience as a university research director, management professor, and advisor to both non-government organizations (NGOs) and political campaigns and organizations.

In addition to extensive work on domestic policy, Dr. Burk has conducted training workshops with women's NGOs internationally in Macedonia and Kuwait, under the sponsorship of USAID and the United Nations, and has conducted training in the U.S. for delegations from Russia, Botswana, Korea, Romania, Bulgaria, and the Middle East. She has recently been a member of official U.S. delegations to international conferences in Cuba, Iceland, Lithuania, Latvia, Estonia, and China. Dr. Burk has been asked by the U.S. Department of State to brief the foreign press on the U.S. presidential elections several times.

Dr. Burk has served on the Commission for Responsive Democracy, the Advisory Committee of Americans for Workplace Fairness, the Sex Equity Caucus of the National Association for the Education of Young Children, and the board of directors of the National Committee on Pay Equity. She has also served as an advisory board member to several other national organizations, including the U.S. Committee for UNIFEM, and Women for World Peace, a project of the Twenty First Century Foundation, and the PAX World Fund.

Dr. Burk has been a key part of the Commission's work on equal pay. She has advised the Commission on all previous steps of the Equal Pay Recommendation at no cost and her expertise on pay equity was essential to the Commission's work. She has previously completed a similar audit for the State of New Mexico. (Attachment 3.)

She proposes an audit that would be completed in 45 working days with the following:

- Merging of relevant databases maintained by the city since all data needed for gender pay equity comparisons across departments is not maintained in a single database.
- Gender comparison of compensation within departments, either by job title or salary grade, depending on availability and reliability of data provided by the city.
- Analysis broken out by union/non union departments and/or employees.
- Job segregation by gender, department, and job title.
- Consultation via telephone and email with City of Berkeley officials as needed.

- Possible separate analysis of part-time or hourly employees depending on data available.

See Attachment 2 for more details.

ENVIRONMENTAL SUSTAINABILITY

No environmental impact.

RATIONALE FOR RECOMMENDATION

The Council already decided that an audit of the city's pay gap should be conducted and is a top priority; since the City is unable to complete the audit internally, an independent audit is the only option remaining. Without an audit, the City Council cannot get valuable information about the pay gap in the city workforce and cannot remedy any inequalities.

CITY MANAGER

The City Manager takes no position on the content and recommendations of the Commission's Report.

CONTACT PERSON

Shallon Allen, Secretary to the Commission on the Status of Women, 510-981-7071

Attachments:

- 1: Resolution
- 2: Dr. Burk's Proposal for the Berkeley Pay Equity Audit
- 3: Dr. Burk's Previous Audit of the New Mexico State Workforce

RESOLUTION NO. ##,###-N.S.

INDEPENDENT GENDER PAY EQUITY AUDIT FOR CITY EMPLOYEES

WHEREAS, the City of Berkeley Commission on the Status of Women advocates for the rights of all employees to receive pay without discrimination;

WHEREAS, women in Berkeley earn an average of 71 cents for every dollar earned by men;

WHEREAS, an audit of the pay of City of Berkeley employees is the first step to determining where pay inequities lie;

WHEREAS, the City of Berkeley City Council passed the Equal Pay Recommendation, including a requirement of a city employee pay equity audit, in April 2017;

WHEREAS, the City cannot complete the audit internally;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that \$12,500 will be relinquished from the General Fund to pay Dr. Martha Burk to conduct an independent audit of the pay of male and female employees in the City of Berkeley.

Center for Advancement of Public Policy
501(c)(3) Non Profit Organization EIN#: 521728313
323 Morning Sun Trail
Corrales, NM 87048
202-247-1300

Proposal for Consulting Services, Martha Burk, Ph.D.

BACKGROUND

The *City of Berkeley Commission on the Status of Women Referral Response: Gender Pay Equity* dated April 4, 2017, contains concrete recommendations that the city can implement to ensure gender pay equity in the city workforce, as well as by contractors doing business with the city. As the Referral Response points out, before contractors can reasonably be required to report pay statistics by gender, it is necessary for the City of Berkeley to analyze its own workforce in order to correct any gender disparities that may be found.

Dr. Martha Burk's unique and extensive experience can be of high value in implementing the recommendations contained in the Referral Response. She designed and directed the implementation of the first such initiative in the U.S. under New Mexico Governor Bill Richardson in 2009, which included a gender pay equity analysis of 19,811 state classified employees (final report attached) prior to designing and implementing a contractor reporting requirement.

Dr. Burk has been consulting with a number of government entities at state, county and city levels since 2010 on similar efforts in various stages of planning. She also designed the first-in-the-nation contractor reporting initiative on gender pay equity at the municipal level for the City of Albuquerque in 2015, and is currently overseeing the project on an ongoing consulting basis. Her work in this area has been presented by invitation to the EEOC, OFCCP, and the National Academy of Sciences, and featured on the U.S. Department of Labor website.

This proposal is for carrying out Referral Response Recommendation #2: City Pay Audit.

WORK PLAN AND DELIVERABLES

The work plan assumes the timely provision of relevant documents and other records related to compensation of City of Berkeley employees by departments responsible for maintenance of such records. The work plan is further predicated on availability of key employees for consultation and answering questions that may arise in the course of the analysis.

Review and analysis includes :

Merging of relevant databases maintained by the city since all data needed for gender pay equity comparisons across departments is not maintained in a single database.

Gender comparison of compensation within departments, either by job title or salary grade, depending on availability and reliability of data provided by the city.

Analysis broken out by union/non union departments and/or employees.

Job segregation by gender, department, and job title.

Consultation via telephone and email with City of Berkeley officials as needed.

Possible separate analysis of part-time or hourly employees depending on data available.

Review and analysis will be followed by a comprehensive written report detailing the results. To ensure that the City of Berkeley goals for gender pay equity in its workforce are met with a minimum of problems, the report will include suggestions and recommendations for changes and/or enhancements along with rationale, advantages, and possible disadvantages of any recommended actions.

The report will also identify possible areas of concern, if any, regarding a smooth and successful implementation of Referral Response Recommendation #1: Contractor Bid Incentives.

ITEMS NOT INCLUDED

Analysis of fringe benefits
Race/ethnicity data
Data on employees in positions not budgeted
Data on temporary employees
Travel to Berkeley if needed

TIMELINE AND FEES

On receipt of signed agreement, consulting contract to be completed forty-five (45) working days from receipt of relevant data.

Fee: \$12,500

Travel (if required) and additional consulting by separate agreement.

NON- DISCLOSURE AGREEMENT

If this proposal is accepted, it will be governed by a Non-Disclosure Agreement.

Contact:

Martha Burk, Ph.D., President, Center for Advancement of Public Policy
202-247-1300
Email: martha@marthaburk.org
website: genderpayequity.org

Attachment

Gender Wage Gaps in the New Mexico State Classified Workforce

by

Martha Burk, Ph.D., Senior Policy Advisor on Women's Issues

September 23, 2009

Special thanks is given to State Personnel Office Director Sandra Perez, State Director of Compensation Justin Najaka, and Compensation & Classification Analyst Vanessa Readwin for providing initial data analysis and staff support for this study.

Executive Summary

This report is an examination of gender wage gaps and job segregation affecting the classified workforce in all departments of the New Mexico state government. It is a follow up to the pilot study conducted on six departments in state government in 2008, as requested by Governor Bill Richardson and carried out by Dr. Martha Burk, Senior Policy Advisor for Women's Issues, with substantial support from the New Mexico State Personnel Office.

A plan for gathering data for the pilot study was developed over several meetings with State Personnel Office Director Sandra Perez, State Director of Compensation Justin Najaka, and State Auditor Hector Balderas and his staff. The same procedures and methodology were used in gathering and analyzing the gender wage gap data on all departments addressed in the present study.

The analysis reported herein, comparing women and men in all departments by pay band, was conducted in August, 2009. A very stringent criterion was used for defining gender wage gaps, with any discrepancy over 3% being counted as a gap.

Conclusions

The State of New Mexico can take pride in the fact fully one third of the 396 pay bands with both women and men show no gender pay gaps, and the state is far below national averages in gender wage disparity. Some departments, such as Tax and Revenue are very close to parity, with pay gaps that are extremely small (2 pay gaps, both under 5%, out of 14 pay bands analyzed).

- Those gender wage gaps found in the New Mexico classified workforce are moderate, and much lower than national averages. Nationally, females make 77cents to the male dollar for full-time, year-round work, resulting in a gender wage gap of 23% favoring males. Of the 396 pay bands analyzed for gender pay gaps, only 15 had gaps exceeding 20%, affecting a mere 76 individuals of 19,811 in the workforce (0.003%)
- Even though "glass ceilings" are a well-documented problem nationally, the State of New Mexico should be commended for the fact that there are no apparent "glass ceilings" in the classified workforce, though a very small number of trends affecting both women and men in selected departments should be analyzed.
- While job segregation in the national workforce is a recognized factor in producing gender wage gaps, and there is a great deal of job segregation (e.g. job titles that are totally or predominately held by one gender) in a majority of New Mexico departments, such job segregation does not generally result in gender wage disparities when analyzed by pay bands. However, gender segregation in jobs is a problem for diversity and should be addressed to produce a more balanced workforce.

- Gender wage gaps were found in most departments in this study, across the majority of pay bands. Overall, the gender wage gaps favored women, in both number and size.
- In all departments, most gaps were in the very low to moderate range, with a few larger exceptions on both sides.

Recommendations

- Even though the clear majority of gender wage gaps are low to moderate, they should be reviewed by management and goals and timetables for remedies put in place where needed.
- Managers should be charged with annual reviews of progress toward these goals.
- The level of job segregation reflects traditional sex roles (and sex role stereotyping) in many cases, and lopsided departments do not “cancel out” one another. A diverse workforce is a goal for the State of New Mexico, and managers with sex-segregated departments are encouraged to increase their efforts at diversification.
- Technical assistance in overcoming both job segregation and gender pay gaps should be provided by the State Personnel Office, as outlined by the Governor’s Task Force on Fair and Equal Pay.
- Race and ethnicity analysis should be undertaken on at least three departments identified by the State Personnel Office and the State Auditor, to identify barriers or potential problems in incorporating race and ethnicity with future gender pay gap analyses for all departments in state government.

Gender Wage Gaps in the New Mexico State Classified Workforce

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Gender Wage Gaps in the New Mexico State Classified Workforce

Background

This report is an examination of gender wage gaps and job segregation in all departments of the New Mexico state government. It is a follow up to the pilot study conducted on six departments in state government in 2008, as requested by Governor Bill Richardson, and carried out by Dr. Martha Burk, Senior Policy Advisor for Women's Issues, with substantial support from the New Mexico State Personnel Office.¹

A plan for gathering data for the pilot study was developed over several meetings with State Personnel Office Director Sandra Perez, State Director of Compensation Justin Najaka, and State Auditor Hector Balderas and his staff. The same procedures and methodology were used in gathering and analyzing the gender wage gap data on all departments addressed in the present study.

It is generally agreed that any analysis of wage gaps should not only include gender but race and ethnicity, since these factors often interact. Significant problems in gathering pay data by gender, job titles, and compensation were not anticipated. However, due to past procedures for gathering data on race/ethnicity, some reaching back as far as 25 years, there was concern that existing data were not reliable enough to put forward with an appropriate degree of confidence. As part of the preliminary reporting process for the pilot study, State Personnel Director Sandra Perez, in consultation with the State Auditor, instituted a process to update both race/ethnicity data and education throughout the state classified workforce.

While all agencies were successful in obtaining the data forms and completing the verification and data entry, the data were not integrated in a way that could be used in the present study. Therefore this analysis is of gender wage gaps only, without regard to race or ethnicity. The recommendations contained in the report to the Governor's Task Force on Fair and Equal Pay (Executive Order 2009-004) will include developing an appropriate methodology for including race and ethnicity data in future reports.

Methodology and Results

Job Segregation

Job segregation was measured by a simple count of number of females and number of males in each department. Departments with more than 60% of one gender are considered segregated by gender. Job segregation is of less concern as department size decreases, since many pay bands may include only one individual in small departments. Accordingly, data are reported separately

¹Burk, Martha. "Gender Pay Gaps in Six Selected Departments in the New Mexico State Government," November, 2008. <http://www.governor.state.nm.us/htdocs/Pay%20Equity%20Report%20January%202009.pdf>

for departments with more than 50 employees and those with 50 or fewer employees. A summary table can be found in Appendix I.

Thirty-five departments have more than 50 employees, ranging from a low of 53 (Homeland Security & Emergency Management) to a high of 3692 (Department of Health). Sixteen departments (46%) are female dominated, six(17%) are male dominated, and twelve (35%) show no gender segregation according to the criterion used.² In the departments with more than 50 employees, the greatest job segregation was found in Game and Fish, with 83.78% males, and Human Services, with 81.79% females.

Thirty departments have fewer than 50 employees, ranging from a low of 2 (Juvenile Parole Board, Architectural Examiners Board, Border Development) to a high of 45 (Educational Retirement Board). Twenty departments (66%) are female dominated, two (6%) are male dominated, and four (13%) show no gender segregation according to the criterion used. The two departments that show male dominance are below 67% male, while a number of the female dominated departments fall in the 70-85% range. Four departments (all boards) are 100% female, though three of these have only two members. A greater concern is the New Mexico Medical Board, which has 10 women and no men.

While this level of job segregation reflects traditional sex roles (and sex role stereotyping) in many cases, it does not mean that one lopsided department is “canceled out” by another. Managers with highly sex-segregated departments are encouraged to increase their efforts at diversification.

Gender Wage Gaps

Various measures have been employed for determining whether a given wage gap between groups (e.g. men and women) is significant. Factors include such variables as number of employees in a given classification, width of pay bands, experience, and turnover. Experts agree that gender wage gaps are expected to be smaller for public employers than for private corporations, because better safeguards (such as the Hay Guide-Chart Profile Method of Job Evaluation system used in New Mexico) are more often in place to minimize disparities due to factors not directly related to qualifications and performance. Accordingly, for purposes of this analysis, wage averages with differentials of less than 3% were treated as equal. Obviously as differentials increase, the seriousness of a given disparity increases (e.g. a gender wage gap of 3% is of much less concern than a gap of 30%).

The assumption built into the Hay system used in New Mexico to determine pay bands for different jobs is that the system captures experience, skill, effort, responsibility and working conditions to produce a pay band for a given job. These are "measured" though three quantifiable, job-related compensable factors; Know-How, Problem-Solving and Accountability.

²Numbers do not add to 100% due to rounding error.

A fourth compensable factor of Additional Compensable Elements and Accountability may be used to measure areas such as physical effort, environment, hazards or sensory attention. Job content points for each job correlate to a particular pay band. This means that all jobs in a pay band in a given department can be compared on these variables, and an evaluation can be made as to whether gender pay gaps exist in a given pay band with dissimilar but equally rated jobs. All pay bands have a range, and pay band mid-points are included in this report for reference.

Due to uneven numbers of males and females in job categories, an overall “average pay gap” is not meaningful, so is not reported. (e.g. If overall the gender pay gap favors males in half the jobs and females in half, and the gaps are roughly equal in percentage, the average will be close to zero. This indicates there are no gender pay gaps, when in fact there could be substantial ones on both sides.)

Given that the work force is substantially segregated by job title in many departments, resulting in substantial numbers of job titles that would by necessity be left out of a job title analysis, a pay band analysis was used. Virtually all employees can be included in a pay band analysis in all but the smallest departments.

In the pay band analyses, all employees in a given pay band in a department were grouped, regardless of job title. For example, in the Department of Transportation, Training and Development Specialist-O, which is pay band 60, was grouped with Budget Analyst-O, which is also pay band 60, but a dissimilar job title. This grouping produces an analysis of gender wage gaps according to pay bands, giving a clearer picture of gender wage gaps at a given level of compensation overall.

Results

A total 615 pay bands in 65 departments were analyzed for gender pay gaps. Two hundred and nineteen of these were gender segregated (90% of gender segregated pay bands had 3 or fewer employees, most with only one worker), so no gender comparison was possible.

Pay Bands Examined	615
Pay Bands Segregated by Gender	219 (over 90% of these contained 3 or fewer people)
Bands containing both genders	396
No gender wage gap	129
Gender wage gap	267
Gap favors females	141
Gap favors males	126

Complete charts showing gender wage gaps by pay band by department are included in Appendix II of this report. Positive numbers indicate gender wage gaps favoring males, and negative numbers indicate gender wage gaps favoring females.

While this report and the discussion below includes all pay bands with at least one female and one male, caution must be used in comparing pay by gender when the number of individuals is extremely low. However, even if too low to draw conclusions about systemic problems, gender wage gap numbers in pay bands with few employees can still be indicative. For example, in the Educational Retirement Board, there are 5 pay bands where fewer than five individuals are employed.. In 4 of the 5 cases, the gender pay gap favors females, but in the one case favoring the male, the gap is substantially greater than those favoring females. It is recommended that management in all departments review such cases to determine whether remedial action is warranted.

As in the pilot study of six departments in 2008, gender pay gaps are scattered throughout all departments, though fully one third of the 396 pay bands with both women and men show no gender pay gaps. Some departments, such as Tax and Revenue are very close to parity, with pay gaps that are extremely small (2 pay gaps, both under 5%, out of 14 pay bands analyzed).

By far the majority of pay gaps in the New Mexico State classified workforce are moderate in size and do not approach the national average of 22% (though a very few appear to be much higher than expected). Of the 396 pay bands analyzed for gender pay gaps, only 15 had gaps exceeding 20%, affecting a mere 76 individuals of 19,811 in the workforce (0.003%).

Slightly more (52%) of the pay gaps favor women , and with a few notable exceptions, the pay gaps favoring women are generally of a greater magnitude than those favoring men.

It is tempting to review the results of this study and conclude that the gender wage gaps “even out.” For example, the gender wage gap in pay band 35 in the General Services Department favors females by 6.58%, and the gender wage gap in pay band 50 favors females by 6.27%. Viewing gender wage gaps as virtually equal and therefore canceling out is illogical and does nothing to remedy inequities for individuals or groups of workers on the wrong side of any given gap. (The old saying two wrongs don’t make a right applies here.) Every gender wage gap is a problem, and remedial steps should be taken, regardless of whether there is a countervailing gap on the other side.

Dismissing gender wage gaps as insignificant because they appear small or do not reach the level of national averages is also a disservice to employees. The gender wage gap of only 3.48% in pay band 70 in the Public Defender’s department translates to a shortfall of \$700 over a year’s time. Larger pay inequities produce larger losses for workers. The 6.93% gender wage gap in pay band 85 that is found in Aging and Long Term Services translates to \$5096 a year, and the 10.43% gap in this pay band in Transportation means a yearly loss of \$7155. It is doubtful that the workers disadvantaged by these gender pay gaps would view them as insignificant.

Glass Ceiling

Departments were also analyzed for “glass ceilings,” meaning either women or men are concentrated in lower paying jobs and their ranks thin as the pay band increases.

There does not appear to be a “glass ceiling” in the New Mexico system, as women and men are found in most paybands throughout the system. However, some trends should be examined. In the Department of Finance and Administration, all of the pay gaps in the lower levels favor women, and all of the gaps at higher levels favor men, though by smaller amounts. In both the State Treasurer’s office and Game and Fish, the pay gaps favor men in every pay band except one. The large majority of pay gaps in Military Affairs and the Department of Transportation favor women, even though these workforces are heavily male dominated. There are nine men and no women at the highest level in Transportation. The lowest pay band in Aging and Long Term Services has 19 women and no men. Management is encouraged to review these results.

Conclusions

The State of New Mexico can take pride in the fact fully one third of the 396 pay bands with both women and men show no gender pay gaps, and the state is far below national averages in gender wage disparity. Some departments are very close to parity, with pay gaps that are extremely small.

- Those gender wage gaps found in the New Mexico classified workforce are moderate, and much lower than national averages. Nationally, females make 77cents to the male dollar for full-time, year-round work, resulting in a gender wage gap of 23% favoring males. Of the 396 pay bands analyzed for gender pay gaps, only 15 had gaps exceeding 20%, affecting a mere 76 individuals of 19,811 in the workforce (0.003%).
- Even though “glass ceilings” are a well-documented problem nationally, the State of New Mexico should be commended for the fact that there are no apparent “glass ceilings” in the classified workforce, though a very small number of trends affecting both women and men in selected departments should be analyzed.
- While job segregation in the national workforce is a recognized factor in producing gender wage gaps, and there is a great deal of job segregation (e.g. job titles that are totally or predominately held by one gender) in a majority of New Mexico departments, such job segregation does not generally result in gender wage disparities when analyzed by pay bands. However, gender segregation in jobs is a problem for diversity and should be addressed to produce a more balanced workforce.
- Gender wage gaps were found in most departments in this study, across the majority of pay bands. Overall, the gender wage gaps favored women, in both number and size.
- In all departments, most gaps were in the very low to moderate range, with a few larger exceptions on both sides.

Recommendations

- Even though the clear majority of gender wage gaps are low to moderate, they should be reviewed by management and goals and timetables for remedies put in place where needed.
- Managers should be charged with annual reviews of progress toward these goals.
- The level of job segregation reflects traditional sex roles (and sex role stereotyping) in many cases, and lopsided departments do not “cancel out” one another. A diverse workforce is a goal for the State of New Mexico, and managers with sex-segregated departments are encouraged to increase their efforts at diversification.
- Technical assistance in overcoming both job segregation and gender pay gaps should be provided by the State Personnel Office, as outlined by the Governor’s Task Force on Fair and Equal Pay.
- Race and ethnicity analysis should be undertaken on at least three departments identified by the State Personnel Office and the State Auditor, to identify barriers or potential problems in incorporating race and ethnicity with future gender pay gap analyses for all departments in state government.

Appendix I

Gender Pay Gaps in the New Mexico State Workforce by Department

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
State Auditor	30800	40	\$12.37	1	\$15.35	0	\$0.00	(\$15.35)	
	30800	60	\$18.47	3	\$17.38	1	\$20.54	\$3.15	15.35%
	30800	65	\$20.40	3	\$22.11	3	\$21.72	(\$0.39)	-1.80%
	30800	70	\$22.74	1	\$28.33	0	\$0.00	(\$28.33)	
	30800	75	\$25.50	1	\$29.33	0	\$0.00	(\$29.33)	
	30800	85	\$32.70	3	\$28.28	2	\$31.12	\$2.84	9.14%
	30800	90	\$37.35	1	\$37.74	5	\$36.82	(\$0.92)	-2.51%
Dept Totals	24			13		11			
% of Total				54.17%		45.83%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap/Male
Tax and Rev	33300	30	\$10.44	13	\$10.98	14	\$10.69	(\$0.29)	-2.68%
	33300	35	\$11.33	29	\$11.25	7	\$11.11	(\$0.14)	-1.29%
	33300	40	\$12.37	27	\$11.95	7	\$11.92	(\$0.03)	-0.22%
	33300	45	\$13.61	227	\$13.44	50	\$13.58	\$0.14	1.03%
	33300	50	\$15.11	37	\$15.33	9	\$14.94	(\$0.38)	-2.57%
	33300	55	\$16.89	132	\$17.14	62	\$17.15	\$0.02	0.09%
	33300	60	\$18.47	99	\$19.61	65	\$19.70	\$0.09	0.47%
	33300	65	\$20.40	67	\$24.23	36	\$24.77	\$0.54	2.18%
	33300	70	\$22.74	3	\$23.35	8	\$22.42	(\$0.93)	-4.13%
	33300	75	\$25.50	30	\$28.35	26	\$27.87	(\$0.48)	-1.71%
	33300	80	\$28.76	8	\$33.77	13	\$32.56	(\$1.20)	-3.70%
	33300	85	\$32.70	17	\$34.53	32	\$34.54	\$0.01	0.03%
	33300	90	\$37.35	3	\$41.25	6	\$40.14	(\$1.11)	-2.76%
	33300	95	\$42.92	4	\$40.52	4	\$41.22	\$0.70	1.71%
Dept Totals	1035			696		339			
% of Total				67.25%		32.75%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
State Investment Council	33700	40	\$12.37	1	\$13.52	0	\$0.00	(\$13.52)	
	33700	45	\$13.61	1	\$16.90	0	\$0.00	(\$16.90)	
	33700	60	\$18.47	2	\$19.39	0	\$0.00	(\$19.39)	
	33700	65	\$20.40	1	\$23.55	0	\$0.00	(\$23.55)	
	33700	70	\$22.74	3	\$25.36	0	\$0.00	(\$25.36)	
	33700	75	\$25.50	1	\$33.09	1	\$28.24	(\$4.85)	-17.18%
	33700	80	\$28.76	1	\$28.75	0	\$0.00	(\$28.75)	
	33700	85	\$32.70	2	\$29.78	1	\$41.96	\$12.19	29.04%
	33700	90	\$37.35	1	\$47.41	2	\$43.31	(\$4.10)	-9.48%
33700	95	\$42.92	2	\$56.77	6	\$50.83	(\$5.94)	-11.69%	
Dept Totals	25			15		10			
% of Total				60.00%		40.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
DFA	34100	40	\$12.37	5	\$14.17	1	\$12.36	(\$1.81)	-14.62%
	34100	45	\$13.61	1	\$15.00	0	\$0.00	(\$15.00)	
	34100	50	\$15.11	2	\$16.89	1	\$14.44	(\$2.46)	-17.01%
	34100	55	\$16.89	7	\$17.21	1	\$14.49	(\$2.72)	-18.78%
	34100	60	\$18.47	11	\$19.86	4	\$16.62	(\$3.25)	-19.53%
	34100	65	\$20.40	21	\$22.40	16	\$20.93	(\$1.47)	-7.02%
	34100	70	\$22.74	5	\$24.73	0	\$0.00	(\$24.73)	
	34100	75	\$25.50	23	\$28.70	10	\$30.30	\$1.60	5.27%
	34100	80	\$28.76	2	\$30.73	3	\$33.60	\$2.87	8.53%
	34100	85	\$32.70	11	\$34.62	14	\$35.16	\$0.54	1.54%
	34100	90	\$37.35	4	\$41.03	6	\$41.73	\$0.69	1.66%
	34100	95	\$42.92	1	\$40.95	1	\$44.34	\$3.40	7.66%
Dept Totals	150			93		57			
% of Total				62.00%		38.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
NMPS Ins Authority	34200	40	\$12.37	1	\$12.91	0	\$0.00	(\$12.91)	
	34200	55	\$16.89	1	\$17.31	1	\$19.02	\$1.71	8.98%
	34200	65	\$20.40	0	\$0.00	1	\$20.99	\$20.99	
	34200	75	\$25.50	1	\$28.18	2	\$29.47	\$1.29	4.38%
Dept Totals	7			3		4			
% of Total				42.86%		57.14%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
RHCA	34300	45	\$13.61	3	\$15.67	1	\$17.79	\$2.13	11.95%
	34300	55	\$16.89	8	\$16.41	1	\$18.34	\$1.93	10.54%
	34300	65	\$20.40	0	\$0.00	1	\$20.40	\$20.40	
	34300	75	\$25.50	2	\$27.25	0	\$0.00	(\$27.25)	
	34300	85	\$32.70	1	\$35.14	1	\$36.98	\$1.84	4.99%
	34300	95	\$42.92	0	\$0.00	1	\$43.60	\$43.60	
Dept Totals	19			14		5			
% of Total				73.68%		26.32%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
GSD	35000	25	\$9.71	20	\$9.97	40	\$9.97	(\$0.00)	-0.03%
	35000	30	\$10.44	1	\$12.00	0	\$0.00	(\$12.00)	
	35000	35	\$11.33	2	\$12.58	13	\$11.81	(\$0.78)	-6.58%
	35000	40	\$12.37	2	\$13.19	22	\$13.34	\$0.15	1.14%
	35000	45	\$13.61	10	\$14.41	18	\$14.25	(\$0.16)	-1.15%
	35000	50	\$15.11	8	\$16.16	13	\$16.33	\$0.16	1.00%
	35000	55	\$16.89	12	\$18.10	7	\$19.31	\$1.21	6.27%
	35000	60	\$18.47	15	\$19.70	4	\$19.13	(\$0.57)	-2.97%
	35000	65	\$20.40	33	\$22.76	14	\$22.42	(\$0.34)	-1.51%
	35000	70	\$22.74	3	\$23.21	7	\$25.30	\$2.09	8.26%
	35000	75	\$25.50	8	\$28.33	11	\$25.86	(\$2.47)	-9.53%
	35000	80	\$28.76	1	\$29.61	3	\$32.27	\$2.66	8.23%
	35000	85	\$32.70	7	\$34.74	9	\$32.87	(\$1.88)	-5.71%
	35000	90	\$37.35	0	\$0.00	7	\$39.29	\$39.29	
	35000	96	\$35.68	2	\$47.43	1	\$41.18	(\$6.24)	-15.16%
Dept Totals	293			124		169			
% of Total				42.32%		57.68%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
ERB	35200	30	\$10.44	1	\$11.80	0	\$0.00	(\$11.80)	
	35200	40	\$12.37	3	\$13.31	0	\$0.00	(\$13.31)	
	35200	45	\$13.61	2	\$15.23	1	\$13.61	(\$1.62)	-11.92%
	35200	50	\$15.11	6	\$15.70	0	\$0.00	(\$15.70)	
	35200	55	\$16.89	3	\$19.89	0	\$0.00	(\$19.89)	
	35200	60	\$18.47	7	\$21.38	3	\$21.57	\$0.19	0.88%
	35200	65	\$20.40	3	\$24.86	2	\$22.04	(\$2.83)	-12.83%
	35200	70	\$22.74	1	\$23.17	2	\$24.22	\$1.05	4.33%
	35200	75	\$25.50	1	\$31.83	1	\$27.78	(\$4.04)	-14.55%
	35200	80	\$28.76	0	\$0.00	1	\$34.98	\$34.98	
	35200	85	\$32.70	1	\$35.55	2	\$29.96	(\$5.60)	-18.68%
	35200	90	\$37.35	1	\$32.25	1	\$42.90	\$10.65	24.83%
	35200	95	\$42.92	0	\$0.00	3	\$41.22	\$41.22	
Dept Totals	45			29		16			
% of Total				64.44%		35.56%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Public Defender	35500	35	\$11.33	3	\$10.53	0	\$0.00	(\$10.53)	
	35500	40	\$12.37	3	\$11.80	1	\$11.50	(\$0.30)	-2.59%
	35500	45	\$13.61	20	\$12.89	3	\$12.94	\$0.05	0.35%
	35500	50	\$15.11	31	\$14.10	1	\$14.57	\$0.46	3.16%
	35500	55	\$16.89	29	\$15.08	8	\$16.06	\$0.98	6.09%
	35500	60	\$18.47	30	\$18.04	12	\$17.55	(\$0.49)	-2.78%
	35500	65	\$20.40	15	\$21.48	5	\$19.43	(\$2.05)	-10.55%
	35500	70	\$22.74	6	\$20.93	6	\$20.23	(\$0.70)	-3.48%
	35500	75	\$25.50	51	\$26.36	54	\$26.26	(\$0.10)	-0.39%
	35500	80	\$28.76	16	\$32.63	27	\$32.70	\$0.07	0.22%
	35500	85	\$32.70	2	\$32.42	2	\$35.70	\$3.28	9.20%
	35500	90	\$37.35	14	\$42.56	10	\$41.95	(\$0.61)	-1.46%
	35500	95	\$42.92	0	\$0.00	1	\$36.82	\$36.82	
Dept Totals	350			220		130			
% of Total				62.86%		37.14%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
DOIT	36100	35	\$11.33	0	\$0.00	1	\$12.33	\$12.33	
	36100	45	\$13.61	2	\$16.61	9	\$15.37	(\$1.23)	-8.00%
	36100	50	\$15.11	5	\$15.89	5	\$16.43	\$0.54	3.26%
	36100	55	\$16.89	3	\$18.37	1	\$15.49	(\$2.88)	-18.60%
	36100	60	\$18.47	2	\$21.02	0	\$0.00	(\$21.02)	
	36100	65	\$20.40	6	\$23.81	4	\$23.28	(\$0.53)	-2.26%
	36100	70	\$22.74	10	\$26.10	2	\$18.24	(\$7.86)	-43.08%
	36100	75	\$25.50	6	\$28.05	19	\$24.55	(\$3.50)	-14.25%
	36100	80	\$28.76	4	\$31.46	27	\$31.51	\$0.05	0.16%
	36100	85	\$32.70	17	\$34.56	34	\$36.12	\$1.57	4.34%
	36100	90	\$37.35	1	\$42.25	0	\$0.00	(\$42.25)	
	36100	95	\$42.92	2	\$38.04	6	\$43.36	\$5.32	12.27%
	Dept Totals	166			58		108		
% of Total				34.94%		65.06%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
PERA	36600	30	\$10.44	1	\$11.52	0	\$0.00	(\$11.52)	
	36600	40	\$12.37	0	\$0.00	1	\$12.37	\$12.37	
	36600	45	\$13.61	1	\$17.50	0	\$0.00	(\$17.50)	
	36600	50	\$15.11	16	\$17.70	4	\$17.33	(\$0.37)	-2.11%
	36600	55	\$16.89	11	\$20.06	2	\$20.36	\$0.30	1.48%
	36600	60	\$18.47	9	\$20.03	2	\$18.47	(\$1.55)	-8.40%
	36600	65	\$20.40	2	\$25.51	1	\$26.70	\$1.19	4.44%
	36600	70	\$22.74	5	\$25.42	0	\$0.00	(\$25.42)	
	36600	75	\$25.50	1	\$32.68	6	\$28.84	(\$3.83)	-13.29%
	36600	80	\$28.76	0	\$0.00	2	\$31.16	\$31.16	
	36600	85	\$32.70	0	\$0.00	1	\$39.90	\$39.90	
	36600	90	\$37.35	0	\$0.00	2	\$37.84	\$37.84	
	36600	95	\$42.92	1	\$44.51	1	\$44.71	\$0.20	0.44%
Dept Totals	69			47		22			
% of Total				68.12%		31.88%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Records Comm.	36900	40	\$12.37	1	\$11.00	1	\$11.36	\$0.36	3.16%
	36900	45	\$13.61	2	\$13.67	1	\$14.54	\$0.87	5.97%
	36900	50	\$15.11	2	\$15.39	0	\$0.00	(\$15.39)	
	36900	55	\$16.89	0	\$0.00	1	\$21.61	\$21.61	
	36900	60	\$18.47	2	\$19.61	3	\$18.82	(\$0.79)	-4.21%
	36900	65	\$20.40	4	\$20.90	4	\$22.19	\$1.29	5.79%
	36900	70	\$22.74	0	\$0.00	3	\$21.18	\$21.18	
	36900	75	\$25.50	0	\$0.00	5	\$24.80	\$24.80	
	36900	85	\$32.70	3	\$32.53	1	\$31.48	(\$1.05)	-3.34%
	36900	90	\$37.35	1	\$39.93	0	\$0.00	(\$39.93)	
Dept Totals	34			15		19			
% of Total				44.12%		55.88%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Secretary of State	37000	35	\$11.33	0	\$0.00	1	\$14.15	\$14.15	
	37000	40	\$12.37	1	\$12.36	0	\$0.00	(\$12.36)	
	37000	50	\$15.11	6	\$15.02	2	\$15.41	\$0.39	2.51%
	37000	55	\$16.89	2	\$17.24	1	\$19.22	\$1.98	10.29%
	37000	60	\$18.47	4	\$19.17	0	\$0.00	(\$19.17)	
	37000	65	\$20.40	2	\$26.62	0	\$0.00	(\$26.62)	
	37000	75	\$25.50	1	\$29.34	2	\$28.39	(\$0.95)	-3.36%
	37000	85	\$32.70	4	\$31.19	3	\$31.80	\$0.60	1.90%
Dept Totals	29			20		9			
% of Total				68.97%		31.03%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
SPO	37800	30	\$10.44	1	\$10.00	0	\$0.00	(\$10.00)	
	37800	35	\$11.33	2	\$13.20	1	\$14.53	\$1.33	9.15%
	37800	45	\$13.61	0	\$0.00	1	\$15.94	\$15.94	
	37800	50	\$15.11	2	\$15.81	1	\$19.52	\$3.72	19.04%
	37800	55	\$16.89	1	\$17.92	0	\$0.00	(\$17.92)	
	37800	60	\$18.47	10	\$18.49	0	\$0.00	(\$18.49)	
	37800	65	\$20.40	5	\$22.45	0	\$0.00	(\$22.45)	
	37800	70	\$22.74	5	\$26.08	3	\$23.85	(\$2.23)	-9.35%
	37800	75	\$25.50	0	\$0.00	4	\$27.57	\$27.57	
	37800	80	\$28.76	3	\$29.54	5	\$32.87	\$3.33	10.14%
	37800	85	\$32.70	3	\$33.32	2	\$37.45	\$4.12	11.01%
	37800	90	\$37.35	0	\$0.00	3	\$40.69	\$40.69	

Dept Totals	52			32		20			
% of Total				61.54%		38.46%			

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Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
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State Treasurer	39400	50	\$15.11	0	\$0.00	1	\$18.31	\$18.31	
	39400	60	\$18.47	8	\$19.63	1	\$19.66	\$0.04	0.19%
	39400	65	\$20.40	3	\$24.76	1	\$28.72	\$3.97	13.81%
	39400	70	\$22.74	4	\$24.21	1	\$21.54	(\$2.67)	-12.38%
	39400	75	\$25.50	2	\$28.56	2	\$30.37	\$1.81	5.96%
	39400	85	\$32.70	2	\$30.88	1	\$39.12	\$8.24	21.06%
	39400	90	\$37.35	1	\$34.41	2	\$35.64	\$1.23	3.45%
	39400	95	\$42.92	1	\$32.14	1	\$42.12	\$9.97	23.68%

Dept Totals	31			21		10			
% of Total				67.74%		32.26%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
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Archit Ex Board	40400	50	\$15.11	1	\$18.88	0	\$0.00	(\$18.88)	
	40400	55	\$16.89	1	\$21.10	0	\$0.00	(\$21.10)	

Dept Totals	2			2		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
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Boarder Develop	41700	55	\$16.89	1	\$13.85	0	\$0.00	(\$13.85)	
	41700	65	\$20.40	0	\$0.00	1	\$19.08	\$19.08	
	41700	75	\$25.50	0	\$0.00	1	\$29.04	\$29.04	

Dept Totals	3			1		2			
% of Total				33.33%		66.67%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Tourism	41800	30	\$10.44	1	\$10.97	0	\$0.00	(\$10.97)	
	41800	40	\$12.37	16	\$11.32	6	\$11.85	\$0.53	4.46%
	41800	45	\$13.61	5	\$12.79	2	\$15.00	\$2.21	14.74%
	41800	50	\$15.11	5	\$18.38	0	\$0.00	(\$18.38)	
	41800	55	\$16.89	8	\$19.09	0	\$0.00	(\$19.09)	
	41800	65	\$20.40	5	\$22.09	3	\$21.42	(\$0.67)	-3.12%
	41800	70	\$22.74	3	\$22.65	2	\$22.20	(\$0.44)	-2.00%
	41800	75	\$25.50	5	\$28.02	8	\$28.01	(\$0.01)	-0.03%
	41800	85	\$32.70	1	\$36.52	1	\$35.98	(\$0.54)	-1.50%
Dept Totals	71			49		22			
% of Total				69.01%		30.99%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Economic Develop	41900	30	\$10.44	0	\$0.00	1	\$13.83	\$13.83	
	41900	45	\$13.61	3	\$14.61	2	\$15.00	\$0.39	2.60%
	41900	50	\$15.11	2	\$18.16	1	\$14.60	(\$3.57)	-24.43%
	41900	55	\$16.89	1	\$16.60	2	\$17.93	\$1.33	7.44%
	41900	60	\$18.47	2	\$21.94	1	\$21.06	(\$0.89)	-4.21%
	41900	65	\$20.40	3	\$26.24	0	\$0.00	(\$26.24)	
	41900	70	\$22.74	11	\$22.18	6	\$23.96	\$1.77	7.40%
	41900	75	\$25.50	2	\$33.84	3	\$27.14	(\$6.71)	-24.71%
	41900	80	\$28.76	1	\$30.49	0	\$0.00	(\$30.49)	
	41900	85	\$32.70	8	\$32.70	7	\$29.99	(\$2.71)	-9.03%
	Dept Totals	56			33		23		
% of Total				58.93%		41.07%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
RLD	42000	30	\$10.44	1	\$11.28	1	\$11.66	\$0.38	3.23%
	42000	35	\$11.33	1	\$12.33	0	\$0.00	(\$12.33)	
	42000	40	\$12.37	18	\$12.52	3	\$12.06	(\$0.46)	-3.79%
	42000	45	\$13.61	24	\$14.15	2	\$14.28	\$0.14	0.95%
	42000	50	\$15.11	5	\$15.57	0	\$0.00	(\$15.57)	
	42000	55	\$16.89	20	\$18.32	6	\$18.67	\$0.35	1.88%
	42000	60	\$18.47	25	\$21.09	71	\$20.17	(\$0.92)	-4.59%
	42000	65	\$20.40	9	\$22.53	22	\$22.81	\$0.28	1.23%
	42000	70	\$22.74	8	\$22.19	8	\$24.71	\$2.52	10.19%
	42000	75	\$25.50	9	\$25.33	4	\$26.12	\$0.79	3.01%
	42000	80	\$28.76	2	\$34.48	0	\$0.00	(\$34.48)	
	42000	85	\$32.70	3	\$33.69	11	\$32.60	(\$1.08)	-3.31%
	42000	90	\$37.35	4	\$37.91	7	\$40.76	\$2.86	7.00%
	42000	95	\$42.92	1	\$41.78	0	\$0.00	(\$41.78)	
	42000	97	\$57.47	0	\$0.00	1	\$50.39	\$50.39	

Dept Totals		266			130		136		
% of Total					48.87%		51.13%		
Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
PRC	43000	30	\$10.44	3	\$10.98	1	\$10.44	(\$0.54)	-5.20%
	43000	35	\$11.33	1	\$11.66	0	\$0.00	(\$11.66)	
	43000	40	\$12.37	13	\$13.55	11	\$13.03	(\$0.52)	-3.99%
	43000	45	\$13.61	18	\$15.28	2	\$15.60	\$0.31	2.01%
	43000	50	\$15.11	15	\$16.83	2	\$15.10	(\$1.73)	-11.46%
	43000	55	\$16.89	13	\$18.25	5	\$18.06	(\$0.20)	-1.10%
	43000	60	\$18.47	6	\$20.12	17	\$19.25	(\$0.86)	-4.47%
	43000	65	\$20.40	16	\$22.13	21	\$21.47	(\$0.65)	-3.04%
	43000	70	\$22.74	9	\$23.96	8	\$23.85	(\$0.11)	-0.44%
	43000	75	\$25.50	7	\$27.93	13	\$27.39	(\$0.55)	-1.99%
	43000	80	\$28.76	9	\$32.60	18	\$31.04	(\$1.56)	-5.03%
	43000	85	\$32.70	2	\$27.41	7	\$32.81	\$5.40	16.45%
	43000	90	\$37.35	3	\$39.02	10	\$40.81	\$1.79	4.38%
43000	95	\$42.92	0	\$0.00	2	\$40.15	\$40.15		
Dept Totals		232			115		117		
% of Total					49.57%		50.43%		

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
NM Medical Board	44600	35	\$11.33	1	\$14.06	0	\$0.00	(\$14.06)	
	44600	45	\$13.61	2	\$14.04	0	\$0.00	(\$14.04)	
	44600	60	\$18.47	3	\$20.07	0	\$0.00	(\$20.07)	
	44600	65	\$20.40	1	\$25.08	0	\$0.00	(\$25.08)	
	44600	75	\$25.50	3	\$29.57	0	\$0.00	(\$29.57)	
Dept Totals		10			10		0		
% of Total					100.00%		0.00%		

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Nursing BD	44900	30	\$10.44	1	\$11.50	0	\$0.00	(\$11.50)	
	44900	40	\$12.37	5	\$13.17	1	\$11.50	(\$1.67)	-14.48%
	44900	50	\$15.11	1	\$15.79	0	\$0.00	(\$15.79)	
	44900	55	\$16.89	1	\$19.58	0	\$0.00	(\$19.58)	
	44900	65	\$20.40	1	\$24.25	0	\$0.00	(\$24.25)	
	44900	75	\$25.50	2	\$28.95	1	\$30.76	\$1.81	5.87%
	44900	85	\$32.70	1	\$32.21	0	\$0.00	(\$32.21)	
	44900	90	\$37.35	3	\$35.33	0	\$0.00	(\$35.33)	
Dept Totals		17			15		2		
% of Total					88.24%		11.76%		

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Expo NM	46000	30	\$10.44	0	\$0.00	2	\$11.48	\$11.48	
	46000	35	\$11.33	0	\$0.00	2	\$11.11	\$11.11	
	46000	40	\$12.37	1	\$12.61	1	\$15.37	\$2.77	18.00%
	46000	45	\$13.61	2	\$15.31	7	\$13.79	(\$1.52)	-11.04%
	46000	50	\$15.11	3	\$15.33	4	\$15.46	\$0.13	0.83%
	46000	55	\$16.89	5	\$17.32	1	\$18.75	\$1.43	7.63%
	46000	60	\$18.47	9	\$20.04	0	\$0.00	(\$20.04)	
	46000	65	\$20.40	2	\$23.75	5	\$20.76	(\$3.00)	-14.43%
	46000	70	\$22.74	1	\$28.17	0	\$0.00	(\$28.17)	
	46000	75	\$25.50	3	\$27.64	0	\$0.00	(\$27.64)	
	46000	85	\$32.70	0	\$0.00	4	\$30.13	\$30.13	
46000	90	\$37.35	1	\$34.12	2	\$35.24	\$1.12	3.17%	
Dept Totals	55			27		28			
% of Total				49.09%		50.91%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Pro Engineers	46400	40	\$12.37	2	\$14.29	1	\$14.54	\$0.25	1.74%
	46400	45	\$13.61	1	\$15.59	0	\$0.00	(\$15.59)	
	46400	60	\$18.47	0	\$0.00	1	\$18.54	\$18.54	
	46400	70	\$22.74	1	\$24.63	0	\$0.00	(\$24.63)	
Dept Totals	6			4		2			
% of Total				66.67%		33.33%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Gaming Control	46500	40	\$12.37	3	\$13.54	0	\$0.00	(\$13.54)	
	46500	45	\$13.61	4	\$15.61	0	\$0.00	(\$15.61)	
	46500	50	\$15.11	2	\$18.42	2	\$17.33	(\$1.09)	-6.30%
	46500	55	\$16.89	2	\$18.99	1	\$19.01	\$0.02	0.09%
	46500	60	\$18.47	5	\$19.63	8	\$19.03	(\$0.61)	-3.19%
	46500	65	\$20.40	7	\$24.95	4	\$22.02	(\$2.93)	-13.29%
	46500	70	\$22.74	1	\$24.10	3	\$28.70	\$4.60	16.04%
	46500	75	\$25.50	1	\$31.27	1	\$28.81	(\$2.46)	-8.55%
	46500	80	\$28.76	1	\$37.26	1	\$37.53	\$0.27	0.73%
	46500	85	\$32.70	2	\$31.62	3	\$37.35	\$5.73	15.33%
Dept Totals	51			28		23			
% of Total				54.90%		45.10%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Racing Comm.	46900	40	\$12.37	1	\$12.57	0	\$0.00	(\$12.57)	
	46900	45	\$13.61	1	\$16.07	0	\$0.00	(\$16.07)	
	46900	55	\$16.89	1	\$22.04	0	\$0.00	(\$22.04)	
	46900	65	\$20.40	1	\$19.63	2	\$18.84	(\$0.79)	-4.20%
	46900	75	\$25.50	1	\$26.97	1	\$19.64	(\$7.33)	-37.31%
	46900	85	\$32.70	1	\$30.76	0	\$0.00	(\$30.76)	
Dept Totals	9			6		3			
% of Total				66.67%		33.33%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Veterinary Board	47900	30	\$10.44	1	\$11.08	0	\$0.00	(\$11.08)	
	47900	45	\$13.61	1	\$14.20	0	\$0.00	(\$14.20)	
Dept Totals	2			2		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Space Port Authority	49500	55	\$16.89	1	\$16.84	0	\$0.00	(\$16.84)	
	49500	70	\$22.74	1	\$25.11	0	\$0.00	(\$25.11)	
	49500	85	\$32.70	0	\$0.00	2	\$28.86	\$28.86	
	49500	95	\$42.92	0	\$0.00	1	\$32.45	\$32.45	
Dept Totals	5			2		3			
% of Total				40.00%		60.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Cultural Affairs	50500	25	\$9.71	8	\$8.67	8	\$9.02	\$0.34	3.81%
	50500	30	\$10.44	9	\$11.24	7	\$10.59	(\$0.65)	-6.12%
	50500	35	\$11.33	2	\$12.39	5	\$10.74	(\$1.66)	-15.42%
	50500	40	\$12.37	12	\$12.04	43	\$10.98	(\$1.06)	-9.62%
	50500	45	\$13.61	18	\$13.63	30	\$13.32	(\$0.31)	-2.32%
	50500	50	\$15.11	19	\$16.69	18	\$16.62	(\$0.07)	-0.42%
	50500	55	\$16.89	31	\$17.80	34	\$17.89	\$0.09	0.52%
	50500	60	\$18.47	40	\$19.28	31	\$19.93	\$0.65	3.25%
	50500	65	\$20.40	28	\$21.47	21	\$21.35	(\$0.12)	-0.58%
	50500	70	\$22.74	39	\$22.96	17	\$23.06	\$0.11	0.47%
	50500	75	\$25.50	16	\$26.53	17	\$26.80	\$0.27	0.99%
	50500	80	\$28.76	4	\$25.10	4	\$30.90	\$5.80	18.76%
	50500	85	\$32.70	4	\$26.75	7	\$33.90	\$7.15	21.10%
	50500	90	\$37.35	3	\$36.92	0	\$0.00	(\$36.92)	
	50500	95	\$42.92	0	\$0.00	1	\$40.20	\$40.20	
Dept Totals	476			233		243			
% of Total				48.95%		51.05%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Livestock Board	50800	35	\$11.33	1	\$10.54	0	\$0.00	(\$10.54)	
	50800	40	\$12.37	0	\$0.00	3	\$17.47	\$17.47	
	50800	45	\$13.61	1	\$11.86	0	\$0.00	(\$11.86)	
	50800	50	\$15.11	1	\$18.44	0	\$0.00	(\$18.44)	
	50800	55	\$16.89	2	\$17.47	1	\$13.30	(\$4.16)	-31.31%
	50800	60	\$18.47	2	\$13.84	18	\$14.78	\$0.94	6.37%
	50800	65	\$20.40	2	\$16.76	31	\$17.70	\$0.94	5.31%
	50800	70	\$22.74	1	\$24.81	0	\$0.00	(\$24.81)	
	50800	75	\$25.50	0	\$0.00	4	\$27.30	\$27.30	
	50800	85	\$32.70	2	\$34.09	3	\$42.43	\$8.34	19.66%
	50800	90	\$37.35	0	\$0.00	1	\$50.36	\$50.36	
	50800	96	\$35.68	0	\$0.00	1	\$42.52	\$42.52	
Dept Totals	74			12		62			
% of Total				16.22%		83.78%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Game & Fish	51600	25	\$9.71	0	\$0.00	1	\$10.88	\$10.88	
	51600	40	\$12.37	0	\$0.00	1	\$13.74	\$13.74	
	51600	45	\$13.61	6	\$13.79	2	\$15.32	\$1.54	10.02%
	51600	50	\$15.11	11	\$14.55	21	\$15.68	\$1.13	7.19%
	51600	55	\$16.89	15	\$18.76	22	\$17.40	(\$1.37)	-7.85%
	51600	60	\$18.47	10	\$18.82	48	\$19.16	\$0.35	1.82%
	51600	65	\$20.40	15	\$22.14	59	\$23.52	\$1.38	5.85%
	51600	70	\$22.74	1	\$19.76	11	\$23.45	\$3.69	15.74%
	51600	75	\$25.50	4	\$24.90	9	\$28.21	\$3.31	11.74%
	51600	80	\$28.76	0	\$0.00	1	\$26.42	\$26.42	
	51600	85	\$32.70	3	\$31.55	20	\$32.99	\$1.44	4.36%
	51600	90	\$37.35	1	\$35.11	8	\$36.28	\$1.17	3.24%
	51600	95	\$42.92	0	\$0.00	1	\$42.42	\$42.42	
	51600	96	\$35.68	0	\$0.00	2	\$43.15	\$43.15	
Dept Totals	272			66		206			
% of Total				24.26%		75.74%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Energy Minerals & Natural Resources	52100	30	\$10.44	1	\$12.30	0	\$0.00	(\$12.30)	
	52100	40	\$12.37	1	\$12.61	0	\$0.00	(\$12.61)	
	52100	45	\$13.61	14	\$13.58	31	\$12.99	(\$0.60)	-4.59%
	52100	50	\$15.11	14	\$15.74	21	\$15.34	(\$0.41)	-2.65%
	52100	55	\$16.89	24	\$17.82	27	\$16.47	(\$1.34)	-8.15%
	52100	60	\$18.47	19	\$19.75	47	\$18.17	(\$1.58)	-8.70%
	52100	65	\$20.40	20	\$22.68	29	\$21.73	(\$0.95)	-4.38%
	52100	70	\$22.74	17	\$23.59	33	\$22.06	(\$1.53)	-6.92%
	52100	75	\$25.50	11	\$28.04	39	\$27.95	(\$0.09)	-0.32%
	52100	80	\$28.76	4	\$34.00	14	\$34.20	\$0.20	0.58%
	52100	85	\$32.70	13	\$33.21	22	\$32.02	(\$1.18)	-3.70%
	52100	90	\$37.35	4	\$35.98	11	\$36.27	\$0.29	0.80%
	52100	95	\$42.92	0	\$0.00	5	\$42.13	\$42.13	
	52100	96	\$35.68	1	\$47.65	3	\$43.16	(\$4.48)	-10.39%
Dept Totals	425			143		282			
% of Total				33.65%		66.35%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Youth Conserve	52200	55	\$16.89	1	\$19.42	0	\$0.00	(\$19.42)	
	52200	90	\$37.35	1	\$32.05	0	\$0.00	(\$32.05)	
Dept Totals	2			2		0			
% of Total				100.00%		0.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
State Land	53900	25	\$9.71	3	\$9.69	2	\$10.05	\$0.36	3.60%
	53900	35	\$11.33	0	\$0.00	2	\$11.80	\$11.80	
	53900	40	\$12.37	2	\$12.83	2	\$14.07	\$1.24	8.81%
	53900	45	\$13.61	2	\$14.93	3	\$13.76	(\$1.17)	-8.48%
	53900	50	\$15.11	5	\$16.02	3	\$15.55	(\$0.46)	-2.97%
	53900	55	\$16.89	4	\$18.89	8	\$16.87	(\$2.03)	-12.01%
	53900	60	\$18.47	11	\$20.51	9	\$19.26	(\$1.25)	-6.48%
	53900	65	\$20.40	13	\$23.59	22	\$22.05	(\$1.54)	-6.99%
	53900	70	\$22.74	2	\$25.16	5	\$23.07	(\$2.09)	-9.05%
	53900	75	\$25.50	4	\$29.75	9	\$29.14	(\$0.61)	-2.09%
	53900	80	\$28.76	3	\$32.92	8	\$34.44	\$1.52	4.41%
	53900	85	\$32.70	4	\$34.15	5	\$34.00	(\$0.15)	-0.44%
	53900	90	\$37.35	2	\$32.76	4	\$36.18	\$3.41	9.44%
	53900	95	\$42.92	0	\$0.00	1	\$45.39	\$45.39	
Dept Totals	138			55		83			
% of Total				39.86%		60.14%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
State Engineer	55000	25	\$9.71	2	\$10.22	0	\$0.00	(\$10.22)	
	55000	45	\$13.61	17	\$14.02	2	\$12.92	(\$1.09)	-8.47%
	55000	50	\$15.11	15	\$16.91	4	\$17.30	\$0.39	2.24%
	55000	55	\$16.89	13	\$17.75	1	\$17.49	(\$0.26)	-1.46%
	55000	60	\$18.47	10	\$21.19	0	\$0.00	(\$21.19)	
	55000	65	\$20.40	14	\$24.02	2	\$24.17	\$0.15	0.62%
	55000	70	\$22.74	19	\$21.40	37	\$21.36	(\$0.04)	-0.17%
	55000	75	\$25.50	24	\$25.75	56	\$25.68	(\$0.07)	-0.26%
	55000	80	\$28.76	24	\$31.71	44	\$32.90	\$1.19	3.61%
	55000	85	\$32.70	7	\$37.22	6	\$36.40	(\$0.82)	-2.25%
	55000	90	\$37.35	0	\$0.00	5	\$36.22	\$36.22	
	55000	95	\$42.92	3	\$42.62	13	\$41.00	(\$1.62)	-3.94%
	55000	96	\$35.68	0	\$0.00	2	\$51.00	\$51.00	
Dept Totals	320			148		172			
% of Total				46.25%		53.75%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Organic Commodity	56900	55	\$16.89	1	\$18.61	1	\$19.05	\$0.44	2.31%
	56900	65	\$20.40	1	\$20.94	0	\$0.00	(\$20.94)	
Dept Totals	3			2		1			
% of Total				66.67%		33.33%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Comm. on the Status Of Women	60100	30	\$10.44	3	\$9.53	0	\$0.00	(\$9.53)	
	60100	50	\$15.11	1	\$20.71	0	\$0.00	(\$20.71)	
	60100	55	\$16.89	0	\$0.00	1	\$12.64	\$12.64	
	60100	60	\$18.47	2	\$19.80	0	\$0.00	(\$19.80)	
	60100	65	\$20.40	2	\$22.07	0	\$0.00	(\$22.07)	
	60100	70	\$22.74	1	\$21.93	0	\$0.00	(\$21.93)	
	60100	75	\$25.50	1	\$22.70	0	\$0.00	(\$22.70)	
	60100	85	\$32.70	1	\$25.96	0	\$0.00	(\$25.96)	
Dept Totals	12			11		1			
% of Total				91.67%		8.33%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
African American Affairs	60300	60	\$18.47	1	\$15.23	0	\$0.00	(\$15.23)	
	60300	65	\$20.40	1	\$14.68	1	\$16.74	\$2.06	12.30%
	60300	80	\$28.76	0	\$0.00	1	\$33.96	\$33.96	
Dept Totals	4			2		2			
% of Total				50.00%		50.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Deaf/HH	60400	45	\$13.61	1	\$15.90	0	\$0.00	(\$15.90)	
	60400	55	\$16.89	4	\$17.26	1	\$17.66	\$0.40	2.27%
	60400	60	\$18.47	2	\$20.63	1	\$18.00	(\$2.63)	-14.59%
	60400	65	\$20.40	1	\$22.45	0	\$0.00	(\$22.45)	
	60400	70	\$22.74	2	\$23.60	0	\$0.00	(\$23.60)	
	60400	85	\$32.70	1	\$31.86	0	\$0.00	(\$31.86)	
Dept Totals	13			11		2			
% of Total				84.62%		15.38%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Comm. for the Blind	60600	35	\$11.33	8	\$11.30	4	\$11.71	\$0.41	3.48%
	60600	45	\$13.61	11	\$14.43	2	\$15.05	\$0.62	4.11%
	60600	55	\$16.89	0	\$0.00	1	\$16.70	\$16.70	
	60600	60	\$18.47	3	\$19.35	3	\$19.43	\$0.08	0.41%
	60600	65	\$20.40	14	\$21.20	8	\$18.84	(\$2.36)	-12.54%
	60600	70	\$22.74	1	\$18.31	1	\$19.16	\$0.85	4.44%
	60600	75	\$25.50	1	\$27.14	2	\$27.54	\$0.41	1.47%
	60600	80	\$28.76	1	\$24.40	0	\$0.00	(\$24.40)	
	60600	85	\$32.70	1	\$31.35	1	\$37.22	\$5.86	15.76%
	60600	90	\$37.35	0	\$0.00	1	\$37.42	\$37.42	
Dept Totals	63			40		23			
% of Total				63.49%		36.51%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Indian Affairs	60900	45	\$13.61	1	\$14.00	0	\$0.00	(\$14.00)	
	60900	50	\$15.11	1	\$18.05	0	\$0.00	(\$18.05)	
	60900	65	\$20.40	3	\$23.68	1	\$24.19	\$0.51	2.09%
	60900	75	\$25.50	1	\$32.02	0	\$0.00	(\$32.02)	
	60900	80	\$28.76	1	\$30.12	0	\$0.00	(\$30.12)	
Dept Totals	8			7		1			
% of Total				87.50%		12.50%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Aging & Long Term Services	62400	35	\$11.33	19	\$11.28	0	\$0.00	(\$11.28)	
	62400	40	\$12.37	6	\$12.72	1	\$13.79	\$1.07	7.75%
	62400	45	\$13.61	7	\$14.18	1	\$14.00	(\$0.18)	-1.31%
	62400	50	\$15.11	2	\$18.32	0	\$0.00	(\$18.32)	
	62400	55	\$16.89	13	\$17.78	5	\$18.52	\$0.74	4.00%
	62400	60	\$18.47	26	\$18.92	9	\$20.02	\$1.10	5.49%
	62400	65	\$20.40	56	\$22.25	25	\$22.26	\$0.01	0.05%
	62400	70	\$22.74	31	\$25.34	7	\$28.17	\$2.83	10.05%
	62400	75	\$25.50	11	\$28.50	10	\$28.53	\$0.03	0.10%
	62400	80	\$28.76	7	\$34.36	5	\$33.38	(\$0.98)	-2.93%
	62400	85	\$32.70	3	\$37.79	10	\$35.34	(\$2.45)	-6.93%
	62400	90	\$37.35	2	\$41.35	1	\$44.96	\$3.61	8.02%
	62400	95	\$42.92	1	\$44.82	0	\$0.00	(\$44.82)	
	62400	96	\$35.68	0	\$0.00	1	\$45.72	\$45.72	
Dept Totals	259			184		75			
% of Total				71.04%		28.96%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Human Services	63000	25	\$9.71	1	\$9.53	0	\$0.00	(\$9.53)	
	63000	30	\$10.44	202	\$10.64	11	\$10.84	\$0.20	1.83%
	63000	35	\$11.33	1	\$13.85	0	\$0.00	(\$13.85)	
	63000	40	\$12.37	25	\$13.04	1	\$16.19	\$3.15	19.46%
	63000	45	\$13.61	72	\$14.28	9	\$12.70	(\$1.58)	-12.42%
	63000	50	\$15.11	47	\$15.49	18	\$15.91	\$0.43	2.68%
	63000	55	\$16.89	27	\$18.82	4	\$17.54	(\$1.28)	-7.29%
	63000	60	\$18.47	523	\$15.39	86	\$15.67	\$0.28	1.76%
	63000	65	\$20.40	218	\$20.38	55	\$20.68	\$0.30	1.43%
	63000	70	\$22.74	186	\$22.94	40	\$23.72	\$0.79	3.32%
	63000	75	\$25.50	87	\$28.09	33	\$27.83	(\$0.27)	-0.96%
	63000	80	\$28.76	24	\$32.41	19	\$33.44	\$1.03	3.09%
	63000	85	\$32.70	41	\$34.81	31	\$36.42	\$1.61	4.43%
	63000	90	\$37.35	16	\$40.03	15	\$39.30	(\$0.74)	-1.87%
	63000	95	\$42.92	3	\$43.29	5	\$43.12	(\$0.17)	-0.38%
	63000	98	\$66.89	0	\$0.00	1	\$77.15	\$77.15	
Dept Totals	1801			1473		328			
% of Total				81.79%		18.21%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Workforce Solutions	63100	25	\$9.71	1	\$8.78	1	\$14.41	\$5.62	39.04%
	63100	30	\$10.44	4	\$11.09	1	\$8.80	(\$2.29)	-25.97%
	63100	35	\$11.33	1	\$9.81	0	\$0.00	(\$9.81)	
	63100	40	\$12.37	6	\$12.14	1	\$11.12	(\$1.01)	-9.11%
	63100	45	\$13.61	18	\$14.79	2	\$12.39	(\$2.41)	-19.42%
	63100	50	\$15.11	42	\$13.41	10	\$13.96	\$0.55	3.93%
	63100	55	\$16.89	78	\$15.86	44	\$15.58	(\$0.28)	-1.82%
	63100	60	\$18.47	71	\$17.86	50	\$18.11	\$0.25	1.39%
	63100	65	\$20.40	23	\$23.69	6	\$22.33	(\$1.36)	-6.07%
	63100	70	\$22.74	12	\$21.48	10	\$21.62	\$0.14	0.65%
	63100	75	\$25.50	9	\$24.74	15	\$26.13	\$1.39	5.31%
	63100	80	\$28.76	4	\$30.32	6	\$27.83	(\$2.49)	-8.96%
	63100	85	\$32.70	8	\$32.66	14	\$32.70	\$0.04	0.12%
	63100	90	\$37.35	2	\$36.20	2	\$41.94	\$5.74	13.68%
	63100	95	\$42.92	0	\$0.00	3	\$37.93	\$37.93	
63100	96	\$35.68	1	\$45.67	0	\$0.00	(\$45.67)		
Dept Totals	445			280		165			
% of Total				62.92%		37.08%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Workers Comp	63200	30	\$10.44	2	\$10.90	0	\$0.00	(\$10.90)	
	63200	35	\$11.33	2	\$12.00	0	\$0.00	(\$12.00)	
	63200	40	\$12.37	4	\$14.55	1	\$14.21	(\$0.35)	-2.44%
	63200	45	\$13.61	9	\$15.32	0	\$0.00	(\$15.32)	
	63200	50	\$15.11	13	\$15.50	0	\$0.00	(\$15.50)	
	63200	55	\$16.89	11	\$17.27	7	\$17.49	\$0.22	1.26%
	63200	60	\$18.47	6	\$18.81	0	\$0.00	(\$18.81)	
	63200	65	\$20.40	14	\$20.88	9	\$22.18	\$1.30	5.87%
	63200	70	\$22.74	4	\$25.48	2	\$25.71	\$0.23	0.89%
	63200	75	\$25.50	9	\$28.70	6	\$27.64	(\$1.06)	-3.84%
	63200	80	\$28.76	5	\$33.59	4	\$32.21	(\$1.37)	-4.26%
	63200	85	\$32.70	0	\$0.00	1	\$38.89	\$38.89	
63200	90	\$37.35	2	\$37.10	0	\$0.00	(\$37.10)		
Dept Totals	111			81		30			
% of Total				72.97%		27.03%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Dept of Vocational Rehab	64400	40	\$12.37	0	\$0.00	1	\$12.37	\$12.37	
	64400	45	\$13.61	19	\$13.66	2	\$12.64	(\$1.03)	-8.11%
	64400	50	\$15.11	25	\$16.33	1	\$17.69	\$1.36	7.68%
	64400	55	\$16.89	40	\$17.49	5	\$17.10	(\$0.39)	-2.28%
	64400	60	\$18.47	7	\$19.12	6	\$19.18	\$0.06	0.31%
	64400	65	\$20.40	47	\$22.78	25	\$23.61	\$0.83	3.50%
	64400	70	\$22.74	33	\$23.81	17	\$22.76	(\$1.05)	-4.63%
	64400	75	\$25.50	8	\$27.51	9	\$28.32	\$0.82	2.88%
	64400	80	\$28.76	11	\$28.13	9	\$27.50	(\$0.64)	-2.31%
	64400	85	\$32.70	7	\$35.88	5	\$36.72	\$0.84	2.29%
	64400	90	\$37.35	1	\$40.84	1	\$41.06	\$0.21	0.52%
64400	95	\$42.92	0	\$0.00	1	\$44.04	\$44.04		
Dept Totals	280			198		82			
% of Total				70.71%		29.29%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Gov Comm. on Disability	64500	50	\$15.11	1	\$16.66	0	\$0.00	(\$16.66)	
	64500	60	\$18.47	1	\$20.38	0	\$0.00	(\$20.38)	
	64500	75	\$25.50	2	\$25.16	1	\$23.36	(\$1.79)	-7.67%
	64500	85	\$32.70	0	\$0.00	2	\$29.73	\$29.73	
Dept Totals	7			4		3			
% of Total				57.14%		42.86%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Dev Disability Planning Council	64700	25	\$9.71	2	\$7.64	0	\$0.00	(\$7.64)	
	64700	50	\$15.11	1	\$13.39	0	\$0.00	(\$13.39)	
	64700	55	\$16.89	1	\$16.50	1	\$19.60	\$3.10	15.83%
	64700	60	\$18.47	1	\$19.14	0	\$0.00	(\$19.14)	
	64700	65	\$20.40	5	\$23.45	1	\$21.79	(\$1.66)	-7.63%
	64700	75	\$25.50	2	\$29.00	0	\$0.00	(\$29.00)	
	64700	80	\$28.76	1	\$35.07	1	\$35.20	\$0.12	0.35%
Dept Totals	16			13		3			
% of Total				81.25%		18.75%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Minors Colfax Medical Center	66200	25	\$9.71	20	\$8.96	7	\$8.77	(\$0.19)	-2.12%
	66200	30	\$10.44	12	\$9.52	3	\$10.89	\$1.37	12.56%
	66200	35	\$11.33	10	\$10.64	3	\$10.78	\$0.14	1.34%
	66200	40	\$12.37	33	\$11.43	5	\$11.76	\$0.33	2.82%
	66200	45	\$13.61	12	\$12.81	6	\$13.09	\$0.28	2.11%
	66200	50	\$15.11	11	\$15.65	5	\$14.90	(\$0.75)	-5.04%
	66200	55	\$16.89	6	\$17.82	6	\$19.67	\$1.85	9.40%
	66200	60	\$18.47	5	\$19.99	3	\$21.31	\$1.32	6.19%
	66200	65	\$20.40	5	\$21.30	1	\$30.30	\$9.00	29.71%
	66200	70	\$22.74	18	\$24.31	1	\$23.65	(\$0.66)	-2.80%
	66200	75	\$25.50	16	\$26.34	2	\$27.42	\$1.08	3.94%
	66200	85	\$32.70	1	\$37.73	3	\$35.70	(\$2.03)	-5.69%
	66200	90	\$37.35	1	\$35.19	2	\$40.21	\$5.01	12.47%
	66200	97	\$57.47	0	\$0.00	3	\$57.95	\$57.95	
	66200	98	\$66.89	1	\$90.00	0	\$0.00	(\$90.00)	
Dept Totals	201			151		50			
% of Total				75.12%		24.88%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Dept of Health	66500	25	\$9.71	99	\$9.41	91	\$8.68	(\$0.73)	-8.40%
	66500	30	\$10.44	262	\$10.52	62	\$10.25	(\$0.27)	-2.66%
	66500	35	\$11.33	216	\$10.86	137	\$10.36	(\$0.50)	-4.87%
	66500	40	\$12.37	402	\$12.69	238	\$12.07	(\$0.62)	-5.12%
	66500	45	\$13.61	175	\$14.90	90	\$14.16	(\$0.74)	-5.24%
	66500	50	\$15.11	82	\$15.17	42	\$15.71	\$0.55	3.50%
	66500	55	\$16.89	154	\$16.88	53	\$16.84	(\$0.05)	-0.29%
	66500	60	\$18.47	195	\$19.51	78	\$20.00	\$0.49	2.46%
	66500	65	\$20.40	286	\$22.37	104	\$22.38	\$0.01	0.04%
	66500	70	\$22.74	149	\$24.69	67	\$25.27	\$0.58	2.29%
	66500	75	\$25.50	352	\$27.53	95	\$27.69	\$0.16	0.57%
	66500	80	\$28.76	38	\$31.38	9	\$31.10	(\$0.28)	-0.90%
	66500	85	\$32.70	69	\$33.77	43	\$33.89	\$0.12	0.36%
	66500	90	\$37.35	27	\$38.29	17	\$40.66	\$2.37	5.82%
	66500	95	\$42.92	5	\$44.07	8	\$41.91	(\$2.17)	-5.17%
	66500	96	\$35.68	11	\$58.16	14	\$56.41	(\$1.75)	-3.09%
	66500	97	\$57.47	8	\$66.99	10	\$64.42	(\$2.56)	-3.97%
	66500	98	\$66.89	1	\$71.05	3	\$72.21	\$1.16	1.60%
Dept Totals	3692			2531		1161			
% of Total				68.55%		31.45%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Environment	66700	35	\$11.33	1	\$11.66	0	\$0.00	(\$11.66)	
	66700	40	\$12.37	7	\$13.69	1	\$13.99	\$0.30	2.17%
	66700	45	\$13.61	42	\$14.67	4	\$14.39	(\$0.28)	-1.92%
	66700	50	\$15.11	13	\$18.14	6	\$16.54	(\$1.60)	-9.68%
	66700	55	\$16.89	31	\$19.39	2	\$20.53	\$1.14	5.55%
	66700	60	\$18.47	15	\$21.87	1	\$22.47	\$0.61	2.69%
	66700	65	\$20.40	19	\$24.11	11	\$21.89	(\$2.22)	-10.15%
	66700	70	\$22.74	75	\$23.91	128	\$23.62	(\$0.29)	-1.22%
	66700	75	\$25.50	51	\$28.16	94	\$27.50	(\$0.66)	-2.39%
	66700	80	\$28.76	14	\$33.08	54	\$32.02	(\$1.06)	-3.31%
	66700	85	\$32.70	11	\$34.98	14	\$32.90	(\$2.08)	-6.32%
	66700	90	\$37.35	6	\$36.06	7	\$37.67	\$1.61	4.26%
66700	95	\$42.92	6	\$37.99	12	\$37.51	(\$0.48)	-1.28%	
Dept Totals	625			291		334			
% of Total				46.56%		53.44%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Health Policy Comm.	66800	55	\$16.89	1	\$21.01	0	\$0.00	(\$21.01)	
	66900	60	\$18.47	1	\$17.54	0	\$0.00	(\$17.54)	
	66900	65	\$20.40	3	\$20.72	0	\$0.00	(\$20.72)	
	66900	70	\$22.74	0	\$0.00	1	\$21.00	\$21.00	
	66800	75	\$25.50	0	\$0.00	1	\$30.85	\$30.85	
	66900	80	\$28.76	1	\$30.74	1	\$30.00	(\$0.74)	-2.47%
	66900	85	\$32.70	0	\$0.00	1	\$36.80	\$36.80	
	66800	96	\$35.68	1	\$43.01	0	\$0.00	(\$43.01)	
Dept Totals	11			7		4			
% of Total				63.64%		36.36%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Veteran Affairs	67000	40	\$12.37	1	\$13.86	0	\$0.00	(\$13.86)	
	67000	50	\$15.11	7	\$15.81	14	\$14.17	(\$1.64)	-11.57%
	67000	55	\$16.89	0	\$0.00	1	\$19.72	\$19.72	
	67000	60	\$18.47	3	\$19.24	1	\$18.47	(\$0.77)	-4.19%
	67000	65	\$20.40	1	\$20.99	1	\$21.63	\$0.64	2.96%
	67000	75	\$25.50	0	\$0.00	1	\$24.00	\$24.00	
	67000	85	\$32.70	0	\$0.00	1	\$31.20	\$31.20	
Dept Totals	31			12		19			
% of Total				38.71%		61.29%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
CYFD	69000	25	\$9.71	1	\$9.93	3	\$10.67	\$0.74	6.95%
	69000	30	\$10.44	14	\$11.18	1	\$10.74	(\$0.44)	-4.06%
	69000	35	\$11.33	54	\$11.49	5	\$11.75	\$0.26	2.22%
	69000	40	\$12.37	93	\$12.73	5	\$14.31	\$1.58	11.05%
	69000	45	\$13.61	22	\$14.55	1	\$12.64	(\$1.91)	-15.12%
	69000	50	\$15.11	101	\$15.08	14	\$15.43	\$0.35	2.29%
	69000	55	\$16.89	139	\$15.74	140	\$13.84	(\$1.90)	-13.74%
	69000	60	\$18.47	285	\$18.06	103	\$17.47	(\$0.59)	-3.37%
	69000	65	\$20.40	209	\$21.72	107	\$20.15	(\$1.56)	-7.76%
	69000	70	\$22.74	261	\$23.35	117	\$22.78	(\$0.57)	-2.48%
	69000	75	\$25.50	57	\$29.06	28	\$28.07	(\$0.99)	-3.53%
	69000	80	\$28.76	13	\$32.57	19	\$32.33	(\$0.24)	-0.74%
	69000	85	\$32.70	38	\$31.65	25	\$32.17	\$0.52	1.61%
	69000	90	\$37.35	25	\$35.08	17	\$36.91	\$1.82	4.94%
	69000	95	\$42.92	3	\$40.01	2	\$41.42	\$1.41	3.40%
	69000	96	\$35.68	4	\$46.13	8	\$43.08	(\$3.05)	-7.07%
69000	98	\$66.89	1	\$61.27	1	\$87.88	\$26.62	30.29%	
Dept Totals	1916			1320		596			
% of Total				68.89%		31.11%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Military Affairs	70500	25	\$9.71	1	\$10.94	2	\$10.85	(\$0.09)	-0.79%
	70500	35	\$11.33	1	\$13.36	1	\$14.86	\$1.50	10.11%
	70500	40	\$12.37	4	\$14.23	10	\$13.18	(\$1.05)	-7.95%
	70500	45	\$13.61	0	\$0.00	6	\$16.99	\$16.99	
	70500	50	\$15.11	9	\$16.88	9	\$16.06	(\$0.82)	-5.10%
	70500	55	\$16.89	15	\$17.57	18	\$14.96	(\$2.60)	-17.41%
	70500	60	\$18.47	9	\$21.91	7	\$19.74	(\$2.17)	-10.97%
	70500	65	\$20.40	6	\$23.15	9	\$20.26	(\$2.89)	-14.28%
	70500	70	\$22.74	1	\$23.00	9	\$24.01	\$1.01	4.22%
	70500	75	\$25.50	4	\$27.55	6	\$26.18	(\$1.37)	-5.22%
	70500	80	\$28.76	1	\$29.50	0	\$0.00	(\$29.50)	
	70500	85	\$32.70	0	\$0.00	2	\$31.77	\$31.77	
Dept Totals	130			51		79			
% of Total				39.23%		60.77%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Adult Parole	76000	40	\$12.37	0	\$0.00	1	\$12.00	\$12.00	
	76000	45	\$13.61	1	\$11.75	0	\$0.00	(\$11.75)	
	76000	50	\$15.11	2	\$15.49	0	\$0.00	(\$15.49)	
	76000	85	\$32.70	1	\$29.39	0	\$0.00	(\$29.39)	
Dept Totals	5			4		1			
% of Total				80.00%		20.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Juvenile Parole Bd	76500	45	\$13.61	1	\$12.77	0	\$0.00	(\$12.77)	
	76500	70	\$22.74	0	\$0.00	1	\$22.65	\$22.65	
Dept Totals	2			1		1			
% of Total				50.00%		50.00%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Corrections	77000	30	\$10.44	2	\$10.95	1	\$13.37	\$2.42	18.12%
	77000	40	\$12.37	82	\$12.51	4	\$14.30	\$1.79	12.53%
	77000	45	\$13.61	23	\$14.16	3	\$13.54	(\$0.62)	-4.57%
	77000	50	\$15.11	22	\$14.64	22	\$12.86	(\$1.79)	-13.89%
	77000	55	\$16.89	152	\$14.73	782	\$14.83	\$0.10	0.68%
	77000	60	\$18.47	102	\$17.20	305	\$17.89	\$0.69	3.85%
	77000	65	\$20.40	195	\$18.53	147	\$18.40	(\$0.13)	-0.72%
	77000	70	\$22.74	49	\$23.00	51	\$22.42	(\$0.58)	-2.59%
	77000	75	\$25.50	18	\$25.30	68	\$24.59	(\$0.71)	-2.88%
	77000	80	\$28.76	5	\$32.45	6	\$28.44	(\$4.01)	-14.11%
	77000	85	\$32.70	12	\$30.35	32	\$29.90	(\$0.45)	-1.51%
	77000	90	\$37.35	8	\$34.65	17	\$33.85	(\$0.80)	-2.38%
	77000	95	\$42.92	0	\$0.00	4	\$41.12	\$41.12	
	77000	96	\$35.68	1	\$42.52	5	\$44.21	\$1.69	3.82%
	77000	97	\$57.47	0	\$0.00	1	\$63.74	\$63.74	
	77000	98	\$66.89	0	\$0.00	1	\$82.05	\$82.05	
Dept Totals	2120			671		1449			
% of Total				31.65%		68.35%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Crime Victims	78000	45	\$13.61	1	\$11.40	0	\$0.00	(\$11.40)	
	78000	55	\$16.89	1	\$14.85	0	\$0.00	(\$14.85)	
	78000	60	\$18.47	8	\$17.87	3	\$16.82	(\$1.05)	-6.22%
	78000	65	\$20.40	2	\$20.37	1	\$25.70	\$5.33	20.75%
	78000	85	\$32.70	2	\$28.70	0	\$0.00	(\$28.70)	
	78000	90	\$37.35	1	\$30.35	0	\$0.00	(\$30.35)	
Dept Totals	19			15		4			
% of Total				78.95%		21.05%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Public Safety	79000	25	\$9.71	5	\$11.18	1	\$10.43	(\$0.75)	-7.19%
	79000	30	\$10.44	1	\$10.50	3	\$11.51	\$1.01	8.79%
	79000	35	\$11.33	3	\$11.60	2	\$11.86	\$0.25	2.14%
	79000	40	\$12.37	34	\$13.11	0	\$0.00	(\$13.11)	
	79000	45	\$13.61	37	\$12.85	20	\$13.79	\$0.93	6.75%
	79000	50	\$15.11	77	\$13.72	88	\$13.99	\$0.27	1.95%
	79000	55	\$16.89	22	\$18.07	1	\$18.41	\$0.34	1.86%
	79000	60	\$18.47	12	\$18.75	11	\$18.35	(\$0.40)	-2.18%
	79000	65	\$20.40	19	\$21.38	12	\$19.94	(\$1.44)	-7.20%
	79000	70	\$22.74	15	\$21.84	99	\$20.27	(\$1.57)	-7.75%
	79000	75	\$25.50	17	\$28.24	32	\$26.05	(\$2.18)	-8.38%
	79000	80	\$28.76	15	\$32.37	22	\$31.26	(\$1.11)	-3.54%
	79000	85	\$32.70	2	\$33.83	12	\$35.43	\$1.60	4.52%
	79000	90	\$37.35	0	\$0.00	6	\$38.68	\$38.68	
	79000	95	\$42.92	0	\$0.00	3	\$42.91	\$42.91	
Dept Totals	571			259		312			
% of Total				45.36%		54.64%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Homeland Security & Office of Emergency Mgt	79500	45	\$13.61	3	\$16.04	0	\$0.00	(\$16.04)	
	79500	50	\$15.11	1	\$15.55	2	\$16.51	\$0.96	5.81%
	79500	55	\$16.89	6	\$17.25	1	\$18.55	\$1.30	7.00%
	79500	60	\$18.47	7	\$18.92	7	\$19.62	\$0.70	3.57%
	79500	65	\$20.40	3	\$24.35	5	\$21.56	(\$2.79)	-12.92%
	79500	70	\$22.74	3	\$26.74	2	\$22.94	(\$3.80)	-16.56%
	79500	75	\$25.50	2	\$31.28	3	\$27.49	(\$3.80)	-13.81%
	79500	80	\$28.76	1	\$29.75	1	\$38.06	\$8.31	21.83%
	79500	85	\$32.70	2	\$36.02	4	\$34.74	(\$1.28)	-3.68%
Dept Totals	53			28		25			
% of Total				52.83%		47.17%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
DOT	80500	25	\$9.71	4	\$10.46	7	\$8.64	(\$1.81)	-20.97%
	80500	30	\$10.44	8	\$11.59	8	\$11.74	\$0.15	1.30%
	80500	35	\$11.33	1	\$11.30	14	\$12.50	\$1.21	9.64%
	80500	40	\$12.37	25	\$12.80	25	\$13.70	\$0.90	6.58%
	80500	45	\$13.61	29	\$14.43	134	\$12.63	(\$1.80)	-14.25%
	80500	50	\$15.11	66	\$15.90	536	\$13.86	(\$2.04)	-14.71%
	80500	55	\$16.89	90	\$17.66	514	\$16.77	(\$0.88)	-5.28%
	80500	60	\$18.47	93	\$20.17	174	\$19.14	(\$1.03)	-5.40%
	80500	65	\$20.40	52	\$24.44	124	\$22.80	(\$1.63)	-7.16%
	80500	70	\$22.74	21	\$24.36	61	\$24.15	(\$0.20)	-0.85%
	80500	75	\$25.50	24	\$29.18	100	\$27.25	(\$1.93)	-7.07%
	80500	80	\$28.76	13	\$33.61	71	\$34.32	\$0.71	2.07%
	80500	85	\$32.70	12	\$36.41	44	\$32.98	(\$3.44)	-10.43%
	80500	90	\$37.35	4	\$39.95	21	\$39.56	(\$0.39)	-0.98%
	80500	95	\$42.92	6	\$43.13	25	\$44.46	\$1.32	2.98%
	80500	96	\$35.68		0	\$0.00	9	\$47.11	\$47.11
Dept Totals	2315			448		1867			
% of Total				19.35%		80.65%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
Public Ed Dept	92400	35	\$11.33	0	\$0.00	1	\$12.35	\$12.35	
	92400	40	\$12.37	4	\$14.18	2	\$14.74	\$0.56	3.78%
	92400	45	\$13.61	13	\$15.75	3	\$15.37	(\$0.37)	-2.43%
	92400	50	\$15.11	25	\$17.46	5	\$16.96	(\$0.50)	-2.95%
	92400	55	\$16.89	6	\$20.21	2	\$19.02	(\$1.19)	-6.24%
	92400	60	\$18.47	5	\$21.36	0	\$0.00	(\$21.36)	
	92400	65	\$20.40	16	\$23.02	18	\$23.31	\$0.29	1.23%
	92400	70	\$22.74	12	\$27.71	8	\$24.21	(\$3.51)	-14.49%
	92400	75	\$25.50	48	\$30.11	26	\$29.19	(\$0.92)	-3.16%
	92400	80	\$28.76	2	\$30.11	7	\$34.18	\$4.07	11.91%
	92400	85	\$32.70	13	\$36.93	16	\$37.22	\$0.29	0.79%
	92400	90	\$37.35	7	\$39.90	6	\$42.36	\$2.46	5.81%
Dept Totals	245			151		94			
% of Total				61.63%		38.37%			

Business Name	Business Unit	Salary Grade	Midpoint / Hourly	No. Females	Female Avg	No. Males	Male Avg	Gap (Male-Female)	%Gap /Male
NM Higher Education Dept	95000	45	\$13.61	1	\$12.10	0	\$0.00	(\$12.10)	
	95000	50	\$15.11	2	\$17.31	0	\$0.00	(\$17.31)	
	95000	55	\$16.89	1	\$19.72	0	\$0.00	(\$19.72)	
	95000	60	\$18.47	5	\$20.79	1	\$14.00	(\$6.79)	-48.53%
	95000	65	\$20.40	2	\$23.71	1	\$24.63	\$0.92	3.73%
	95000	70	\$22.74	5	\$25.22	4	\$24.76	(\$0.46)	-1.85%
	95000	75	\$25.50	4	\$27.69	0	\$0.00	(\$27.69)	
	95000	80	\$28.76	4	\$31.93	0	\$0.00	(\$31.93)	
	95000	85	\$32.70	1	\$31.50	1	\$36.25	\$4.75	13.11%
Dept Totals	32			25		7			
% of Total				78.13%		21.88%			

Total Classified Employees : 19,811

Appendix II

Job Segregation in the New Mexico Workforce

Job Segregation

	No. employees	% female	% male
More than 50 employees			
Tax and Rev	1035	67.25%	32.75%
DFA	150	62.00%	38.00%
GSD	293	42.32%	57.68%
Public Defender	350	62.86%	37.14%
DOIT	166	34.94%	65.06%
PERA	69	68.12%	31.88%
SPO	52	61.54%	38.46%
Tourism	71	69.01%	30.99%
Economic Develop	56	58.93%	41.07%
RLD	266	48.87%	51.13%
PRC	232	49.57%	50.43%
Expo NM	55	49.09%	50.91%
Gaming Control	51	54.90%	45.10%
Cultural Affairs	476	48.95%	51.05%
Livestock Board	74	16.22%	83.78%
Game & Fish	272	24.26%	75.74%
Energy Minerals & Natural Resources	425	33.65%	66.35%
State Land	138	39.86%	60.14%
State Engineer	320	46.25%	53.75%
Comm. for the Blind	63	63.49%	36.51%
Aging & Long Term Services	259	71.04%	28.96%
Human Services	1801	81.79%	18.21%
Workforce Solutions	445	62.92%	37.08%
Workers Comp	111	72.97%	27.03%
% of Dept of Vocational RehabTotal	280	70.71%	29.29%
Minors Colfax Medical Center	201	75.12%	24.88%
Dept of Health	3692	68.55%	31.45%
Environment	625	46.56%	53.44%
CYFD	1916	68.89%	31.11%
Military Affairs	130	39.23%	60.77%
Corrections	2120	31.65%	68.35%
Public Safety	571	45.36%	54.64%
Homeland Security & Office of Emergency Mgt	53	52.83%	47.17%
DOT	2315	19.35%	80.65%
Public Ed Dept	245	61.63%	38.37%
Fewer than 50 employees			
State Auditor	24	54.17%	45.83%
State Investment Council	25	60.00%	40.00%
NMPS Ins Authority	7	42.86%	57.14%
RHCA	19	73.68%	26.32%
ERB	45	64.44%	35.56%
Records Comm.	34	44.12%	55.88%
Secretary of State	29	68.97%	31.03%
State Treasure	31	67.74%	32.26%
Archit Ex Board	2	100.00%	0.00%
Boarder Develop	3	33.33%	66.67%
NM Medical Board	10	100.00%	0.00%
Nursing BD	17	88.24%	11.76%
Pro Engineers	6	66.67%	33.33%
Racing Comm.	9	66.67%	33.33%
Veterinary Board	2	100.00%	0.00%

Space Port Authority	5	40.00%	60.00%
Youth Conserve	2	100.00%	0.00%
Organic Commodity	3	66.67%	33.33%
Comm. on the Status Of Women	12	91.67%	8.33%
African American Affairs	4	50.00%	50.00%
Deaf/HH	13	84.62%	15.38%
Indian Affairs	8	87.50%	12.50%
Gov Comm. on Disability	7	57.14%	42.86%
Dev Disability Planning Council	16	81.25%	18.75%
Health Policy Comm.	11	63.64%	36.36%
Veteran Affairs	31	38.71%	61.29%
Adult Parole	5	80.00%	20.00%
Juvenile Parole Bd	2	50.00%	50.00%
Crime Victims	19	78.95%	21.05%
NM Higher Education Dept	32	78.13%	21.88%