



# NEW MEXICO PAY EQUITY INITIATIVE

**Executive Order #2009-049**  
**December 18, 2009**

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Effective July 1, 2010, businesses seeking new contracts with any Executive Branch state agency will be required to comply with the requirements of Executive Order 2009-049, to aid in identifying and combating pay inequity and job segregation in the State of New Mexico, as a condition of being awarded a contract. Background and compliance information, as well as the necessary reporting forms, may be obtained from this web page.

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## Quick Links to Key Documents

- [Executive Order 2009-049: December 18, 2009](#)
- [E.O. Implementation Guidance: April 26, 2010 \(pdf\)](#)
- [E.O. Implementation Guidance: April 26, 2010 \(doc\)](#)
- [Pay Equity Reporting - Contractors with Less Than 10 Employees](#)
- [Pay Equity Reporting Form: October 1, 2010 and After - Contractors with 10 or More Employees \(PE10-249 Form\)](#)
  - [PE10-249 Form Worksheet \(xls\)](#)
  - [PE10-249 Form Worksheet Instructions \(pdf\)](#)
  - [PE10-249 Employee Data Entry Form \(xls\)](#)
  - [PE10-249 Employee Data Entry Form Instructions \(pdf\)](#)
- [Pay Equity Reporting Form: October 1, 2011, and After - Contractors with 250 or More Employees \(PE250 Form\)](#)
- [Description of Job Categories](#)
- [Frequently Asked Questions for Contractors](#)
- [Governor's Pay Equity Task Force Report: September 30, 2009](#)

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## New Mexico Pay Equity Initiative - Background

In On January 28, 2009, Governor Bill Richardson of New Mexico issued Executive Order 2009-004 - Fair and Equal Pay for All New Mexicans Initiative The Executive Order formally declared that it is the policy of the State of New Mexico to identify and combat pay inequity and job segregation, and established the Governor's Task Force on Fair and Equal Pay ("Task Force").

Specific charges to the Task Force included (1) research and specific recommendations for legislative, regulatory, and other initiatives to close or eliminate gaps in pay and job segregation in the New Mexico classified workforce; (2) research and reporting on methods and procedures for requiring entities holding contracts with the State to study and remedy pay equity and job segregation within their businesses, and timelines for implementation; and (3) present recommendations to the Governor in September 2009.

The Task Force report can be viewed by clicking on the following link: [Pay Equity Report](#). Specific recommendations included issuance of a new Executive Order establishing a system first for reporting on gender pay gaps and job segregation, and then for incentivizing the elimination of gender pay gaps and job segregation on the part of state contractors in the state of New Mexico, with appropriate timelines and appropriate accommodations for small business.

Executive Order 2009-049, signed by Governor Richardson in December, 2009, instituted specific gender pay equity reporting requirements for all contractors, including approved vendors and entities with price agreements with the State of New Mexico beginning July 1, 2010. The Executive Order also instituted a process for development of the Implementation Guidance which can be viewed by clicking on the following link: [E.O. 2009-049 Implementation Guidance](#).