

**The Status of Women and Minorities
in Kentucky State Agencies**
An analysis of employment, job levels and salaries

A Research Report by
Kentucky Commission on Human Rights
Commonwealth of Kentucky



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THE STATUS OF WOMEN AND MINORITIES IN KENTUCKY STATE AGENCIES

An analysis of employment, job levels and salaries as of June 2003

HIGHLIGHTS

- During the eighteen-month period between January 2002 and June 2003, the status of women and minorities employed in Kentucky state agencies has considerably improved. Women employment increased from 49.8% to 50.09% (or a total of 19,759 women in the state's total workforce of 39,446), but is still far away from reaching the Affirmative Action Plan (AAP) goal of 52.42%. Minority employment decreased from 7.82% to 7.65% (or 3,016), but continues to exceed the AAP goal of 7.51%. All employment data presented and analyzed in this report represent full-time employees.
 - Between 2001 and 2003, women gained 709 jobs while men gained only 478 jobs. Minorities gained 24 jobs while whites gained 1,163 jobs.
 - The number of cabinets that met the AAP goal for women employment remained same at nine cabinets. However, Finance & Administration cabinet that exceeded its AAP goal in 2001 has fallen behind and the General Government cabinet that had not achieved its goal in 2001 has achieved the goal in 2003. The nine cabinets include:
 - Economic Development
 - Education, Arts & Humanities
 - Families & Children
 - General Government
 - Health Services
 - Labor
 - Personnel
 - Revenue
 - Workforce Development
- Six cabinets have not met the AAP goal for women. They are:
- Finance & Administration
 - Justice
 - Natural Resources & Environmental Protection
 - Public Protection & Regulation
 - Tourism Development
 - Transportation

- The number of cabinets that met the goal for minority employment increased from six in 2001 to seven. Economic Development cabinet which exceeded the goal in 2001 has lagged behind in 2003. Finance & Administration and Labor cabinets that were behind the goal in 2001 have achieved their goal by 2003. The seven cabinets include:
 - Education, Arts & Humanities
 - Families & Children, Health Services
 - Finance & Administration
 - Health Services
 - Justice
 - Labor
 - Personnel

Eight cabinets have not met the AAP goal for minority employment. They include:

- Economic Development
- General Government
- Natural Resources & Environmental Protection
- Public Protection & Regulation
- Revenue
- Tourism Development
- Transportation
- Workforce Development

- The Department of Education in the Education, Arts & Humanities Cabinet is the only state agency that has an AAP goal for minority employment of 10%, which is 2.49% above the state's AAP goal. The Department of Education met and exceeded its 10% goal for minorities in 2001 and 2003.
- The racial/ethnic composition of the state's minority workforce are: 88% African Americans, 3.7% Asian Americans, 3.7% others, 3% Hispanics and 1.6% American Indians.
- Salary analysis indicates that, statewide, the salary gap between men and women continues to exist at unacceptable levels; however, the female percentage of male salary increased by an impressive 3.5% since 2001. Women make 93.4 cents for every dollar that men make. This figure was 89.9 cents to a dollar in 2001.
- Salary analysis indicates that, statewide, the salary gap between whites and minorities continues to exist at unacceptable levels; however, the minority percentage of white salary increased by 3.8%. Minorities make 93.6 cents for every dollar that whites make. This figure was 89.8 cents to a dollar in 2001.

- Personnel data on hiring, promotion, and termination show no visible differences/discrepancy between men and women and/or whites and minorities. However, data on disciplinary actions show that an alarmingly high 18% (this was 20% in 2001) of minorities were suspended in 2003.
- The next report on the status of women and minority employment in Kentucky state agencies will be prepared by the Kentucky Commission on Human Rights in July 2005, reflecting the re-organization of cabinets.

TABLE OF CONTENTS

<u>Topic</u>	<u>Page Number</u>
Highlights.....	i
Table of Contents.....	iv
Definition of Terms.....	vii
Preface.....	1
Distribution of All State Employees.....	7
Women’s Share in Three of the Four Top Job Categories is Lower than AAP Goal.....	10
Two Low Paying Job Categories Exceed the AAP Goal for Women Employment.....	11
Minorities Underrepresented in Top Three Job Categories.....	11
Three Lower Paying Job Categories Exceed the AAP Goal for Minority Employment.....	12
Female Percentage of the Average Male Salary Increases and the Female Salary Gap decreases.....	14
Minority Salary Gap Narrows and Minority Percentage of White Average Salary Increases.....	16
Nine Cabinets and Seven Departments/Constitutional Offices Exceed AAP Goal for Women Employment.....	19
Six Cabinets and Six Department/Constitutional Offices Lag Behind in Meeting the AAP Goal for Women Employment.....	21
Only Seven Cabinets and Five Departments/Constitutional Offices Exceed the AAP Goal for Minority Employment.....	24
AAP Goal for Minority Employment in Eight Cabinets and Eight Departments has not been Achieved.....	24
Trends in New Hire.....	30
Conclusion.....	33

TABLES

Table 1:	Statewide Women and Minority Employment	7
Table 2:	Number of Commonwealth Agencies that Met or Exceeded Women & Minority Employment since 1997	8
Table 3:	Female Representation in Job Categories	12
Table 4:	Minority Representation in Job Categories	13
Table 5:	Average Annual Salaries for Male and Female State Employees	15
Table 6:	Average Annual Salaries for White and Minority State Employees	16
Table 7:	Affirmative Action Data as of June 30, 2003	20
Table 8:	Female Workforce in 2001 Compared to 2003	23
Table 9:	Minority Workforce in 2001 Compared to 2003	27
Table 10:	Ranking of Cabinets by the Size of Workforce as of June 30, 2003	28
Table 11:	Women and Minority Percentages Among New Hires in State Agencies	30
Table 16:	Racial Composition of New Hires in State Agencies	31
Table 17:	Personnel Statistics 2003	32

CHARTS

Chart 1:	Percent of Women in Full-time State Government Jobs 1974 – 2001	4
Chart 2:	Percent of Minorities in Full-time State Government Jobs 1974 – 2001	4
Chart 3:	Female Percent of Male Salary	5
Chart 4:	Minority Percent of White Salary	5
Chart 5:	2001 Statewide Employee Summary (Percentage)	9
Chart 6:	Racial/Ethnic Composition of the State Minority Workforce (percentage)	9
Chart 7:	Comparison of Average Male and Female Annual Salaries	15
Chart 8:	Comparison of Average White and Minority Annual Salaries	17
Chart 9:	2001 Statewide Average Salary Summary	18
Chart 10:	Women and Minority Comparative Salary Percentages	18

DEFINITION OF TERMS

The following are definitions of key terms used in this report:

Affirmative Action Plan (AAP): A plan established by Executive Order # 96-621 in December 1996. The plan set goals of 52.42% for female employees and 7.51% for minority employees in all state agencies. Percentages were derived from the population percentage of eligible individuals 16 years of age or older (1990 Census).

Female percentage of male salary: The percentage of female salary compared to male salary for the same time period in the same cabinet/constitutional office.

Job Categories: Job categories established in state government for the Equal Employment Opportunity reports and used to define differences in various state jobs in the Commonwealth.

Minority employees: Employees belonging to ethnic/racial minority groups of African, Asian, Hispanic or Indian descent.

Minority percentage of white salary: The percentage of minority salary compared to white salary for the same time period in the same cabinet/constitutional office

Minority salary gap: The difference between white annual average salary and the minority annual average salary for the same time period.

Other minority employees: Minority employees belonging to ethnic/racial groups other than African Americans.

Women employees: All female employees irrespective of their ethnic/racial affiliation.

PREFACE

During the past three decades, the Kentucky Commission on Human Rights has periodically published two research reports entitled *The Black Employment in Kentucky State Agencies* and *The Status of Women in Kentucky State Agencies*. These reports were studies of employment practices in the Commonwealth of Kentucky agencies and assessments on the progress made in hiring, utilizing and compensating women and African Americans. In June 2002 KCHR released a report titled *The Status of Women and Minorities in Kentucky State Agencies*, which combined the two reports traditionally published by the Commission. It analyzed and illustrated full-time employment and salary data of women and minorities in the 15 cabinets and the departments/ constitutional offices of the Commonwealth of Kentucky for the time period from January 1997 through December 2001. This report, with the same title, is a follow-up to the 2002 report covering a study period between January 1, 2002 and June 30, 2003.

Data for this report came from computer printouts and reports provided by the Personnel Cabinet's Equal Employment Opportunities Office. The Personnel Cabinet's *Semi-Annual Reports on Minority Employment* (formerly *Utilization Analysis Reports*) were also used extensively in the preparation of this report. As in any statistical report, data presented in this report is subject to error resulting from inaccurate reporting by individual agencies, incorrect data entry, rounding of numbers and in the transcription of data. The salary analysis of this report has limitations in that, average (aggregate) salary data is considered for most of the

analysis without taking the job categories and corresponding salary scales and weighing them individually. Such an in-depth analysis is beyond the purview of the goal/objectives of this report.

Authority for the Report

The authority for this report comes from several Kentucky Statutes and Executive Orders by the Governor. The Kentucky Civil Rights Act, KRS 344, creates the Kentucky Commission on Human Rights (KCHR), which is empowered to resolve complaints of employment discrimination. State employees who believe they have been subjected to different terms or conditions of employment because of race, color, national origin, disability, religion, sex, smoking, or age (forty and over) may contact their agency's EEO Officer or KCHR to file a discrimination complaint.

The Kentucky Commission on Human Rights is authorized by KRS 344.180 to conduct research projects or make studies and publish reports on discrimination in Kentucky. The State's Affirmative Action Plan (AAP) is established by statute in KRS 18A.138. The Plan reaffirms the Commonwealth's commitment to non-discrimination and equal employment opportunity through affirmative action to ensure equal treatment of applicants and employees without regard to race, color, national origin, disability, religion, sex, smoking, or age (40 and over). State government employees, under KRS 18A, are subject to provisions and protections under the law. The Executive Order 96-612 established the State's Affirmative Action Plan with goals of 52.42% for female employees and 7.51% for minority employees in the Commonwealth's workforce.

Executive Order 96-612 required the Personnel Cabinet to implement, monitor, and report actions taken pursuant to the AAP to the Office of the Governor.

A Review of Previous Reports

Previous reports of The Kentucky Commission on Human Rights entitled: *Black Employment in Kentucky State Agencies* and *The Status of Women in Kentucky State Agencies* analyzed employment data for African Americans and women, respectively. *Black Employment in Kentucky State Agencies* was first released in 1962, then 1965, and was released in most odd numbered years following. *Status of Women in Kentucky State Agencies* was first released in 1972, and was released most even numbered years following. These reports also made recommendations to state agencies for improvements in the areas of employment and compensation for women and minorities.

The following charts (*Chart 1 - Chart 4*) are a synopsis of the data for every four years from *Black Employment in Kentucky State Agencies* and the *Status of Women in Kentucky State Agencies* from 1974-1994 and compared to 2001 and 2003 figures. The first two charts (*Chart 1* and *Chart 2*) highlight total percentages of employees, while the second two (*Chart 3* and *Chart 4*) highlight salary data.

As illustrated in *Chart 1*, participation of women in the Kentucky state government workforce has steadily increased since 1974. Minority employment in state government agencies (*Chart 2*) has also increased steadily since 1974; however, it had setbacks between 1986 and 1994 when the percentage of minorities in state agencies went down by 0.3 percentage points.

In *Chart 2*, the years (1974 – 1994) with an asterisk (*) denote the data for African Americans. According to available records, African Americans formed about 98% of the minority workforce in state agencies until 1994. All other minorities, combined, were only under 2% of the state’s minority workforce. However, in 2003, other minorities are 12% of the total minority workforce, resulting in African Americans making up 88% of the state’s’ minority workforce. Since the minority workforce of the state of Kentucky has increased to 7.7% in 2003, this means that the number of other minorities increased, but African American employment has remained the same, about 7%, since 1990. This indicates that the minority workforce in state agencies has diversified, but that African American employment has remained stagnant.

Chart 1: Percent of Women in Full-Time State Government Jobs 1974-2003

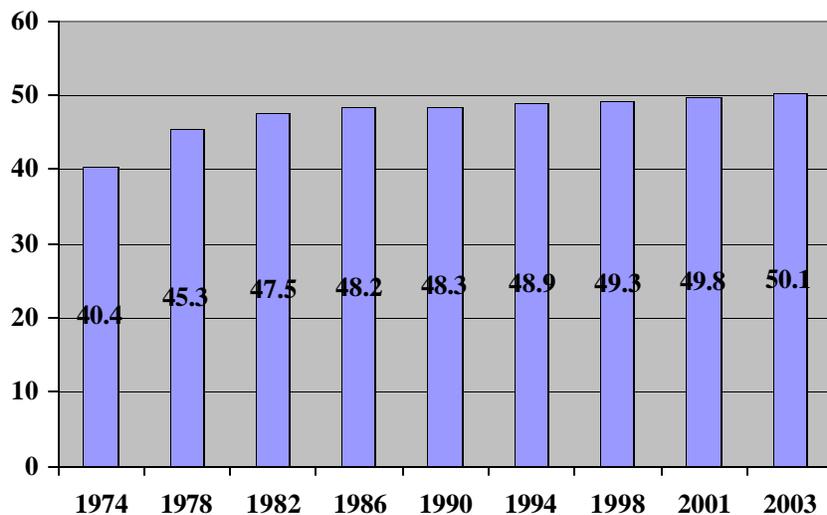
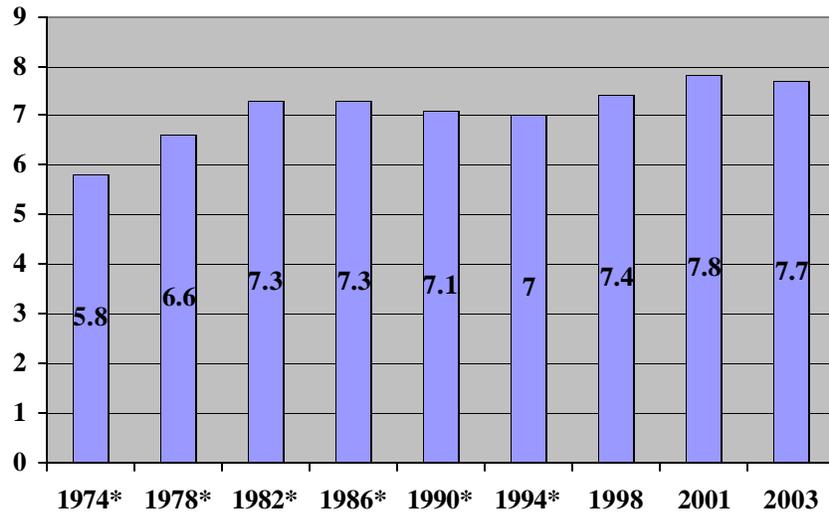


Chart 2: Percent of Minorities in Full-Time State Government Jobs 1974-2003



Unfortunately, when it comes to compensation for work done, women are paid less than their male counterparts in state government. *Chart 3* indicates that the female percent of male salary decreased between 1974 and 1978, but has increased steadily since 1978.

Chart 3: Female Percent of Male Salary

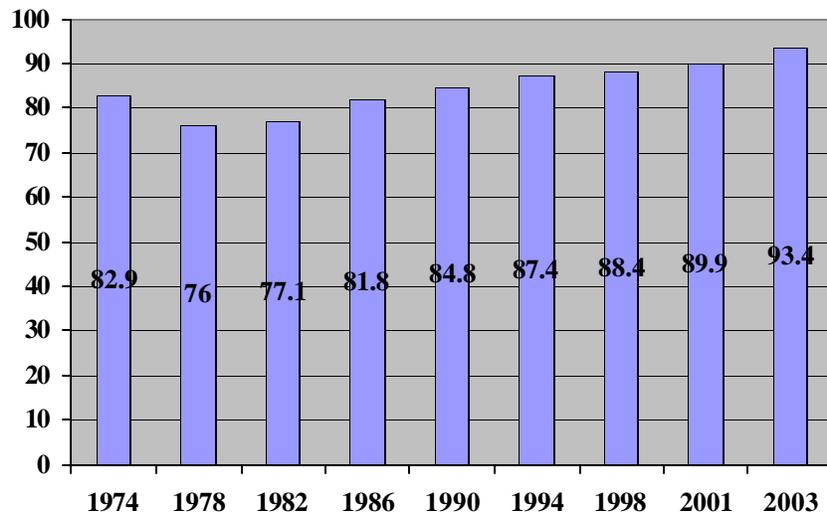
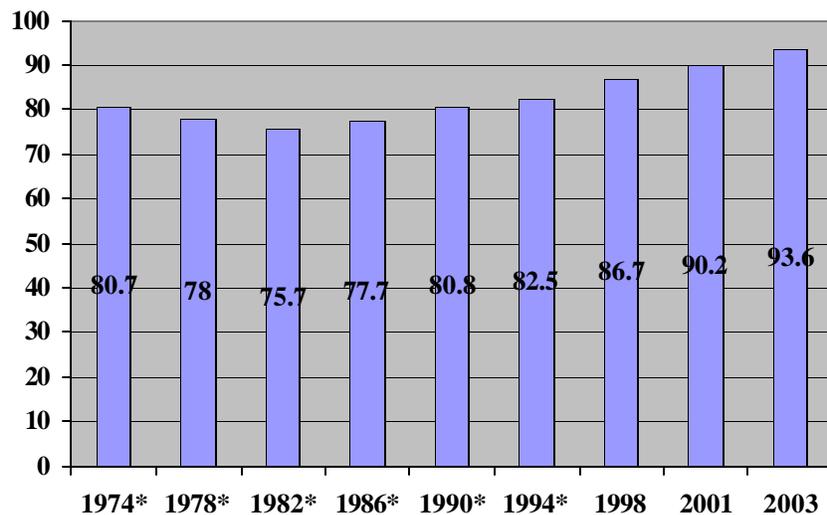


Chart 4 indicates that minority salaries dipped to an all-time low of 75.7% of white salaries in 1974. This increase in the salary gap is even more pronounced when considering that full-time minority employment in state agencies steadily increased

Chart 4: Minority Percent of White Salary



between 1974 and 1982. However, during the past 15 years the statewide minority salary gap has decreased steadily and minorities are earning in 2003 93.6% of white salaries. In *Chart 4*, the years (1974 – 1994) with an asterisk (*) denote the data for African Americans.

During the period of 1974-1994, African Americans accounted for almost 98% of the state's minority workforce. In 2003, however, African Americans make up only 88% of the Commonwealth's minority workforce. In terms of the percentage of the state's total workforce, African Americans continue to be about 6.7% of the state's workforce since 1990 without any increase during the last

decade. The State's other minority workforce, however, has increased from 0.15% in 1997 to 0.92% in 2003. This shows that while the African American share of the state's workforce had remained the same since 1997, the share of other minority groups in the state's workforce has increased considerably. Thus, the diversity of minority employment in the Commonwealth has increased since 1997.

DISTRIBUTION OF ALL STATE EMPLOYEES 1997 – 2003

For the first time in the history of the Commonwealth, the Affirmative Action goal of employing 7.51% of minorities was achieved in 1999 and has fluctuated above the goal to reach 7.65% in 2003. However, the AAP goal of reaching 52.42% for women employment has not been achieved. *Table 1* gives the data on women and minority employment from 1997-2003 in all state agencies. The percentage figures when AAP goals were achieved are highlighted. While there has been a steady increase in the percentage of minorities employed by state agencies, women employment reached an all time high of 50.09% in 2003. Although the Commonwealth, overall, is yet to achieve the AAP goal of 52.42% of females in its workforce, their participation in terms of absolute number (19,759 out of the total state's workforce of 39,446) and percentage is at its highest ever in 2003.

Table 1: Women and Minority Employment in All State Agencies

Year	Statewide Women Employment (Goal - 52.42%)	Statewide Minority Employment (Goal - 7.51%)
1997	48.68	7.29
1999	49.06	7.61
2001	49.79	7.82
2003	50.09	7.65

Table 2 gives the consolidated data on the number of cabinets and departments/constitutional offices that have met or exceeded the goal of employing 52.42% of women and 7.51% of minorities from 1997 – 2003. The state government of Kentucky has six offices/departments (Department of

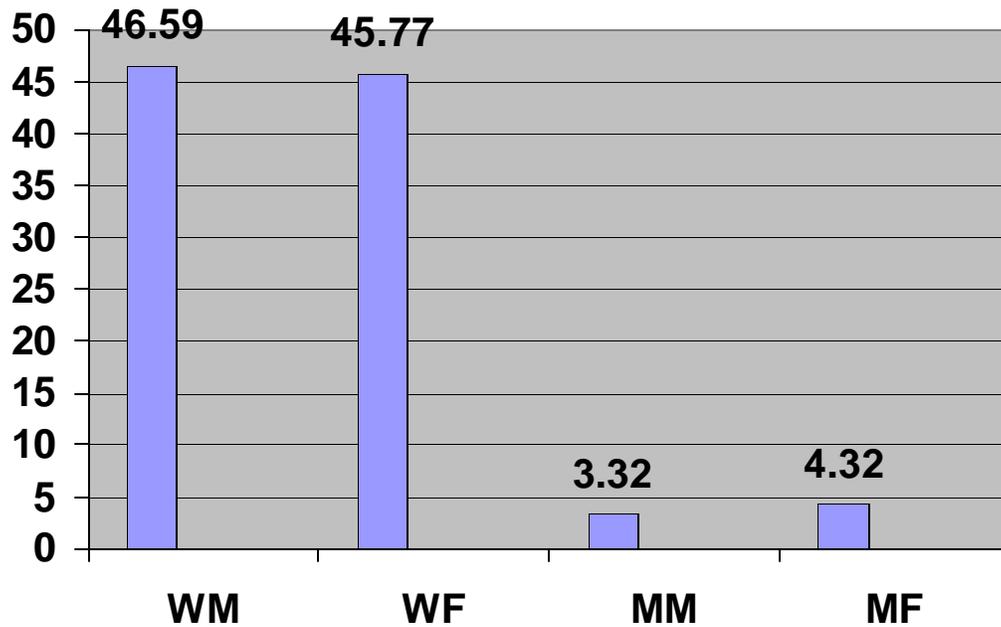
Agriculture, Office of the Attorney General, Auditor of Public Accounts, Office of the Secretary of State and Office of the State Treasurer) created by the State Constitution and hence, they are called constitutional offices. All the six constitutional offices come under the General Government Cabinet. The state also has a quasi-government Unified Prosecutorial System and seven distinct offices/departments: Department of Education, Office of the Governor, Office of the Lieutenant Governor, Department of Military Affairs, Department of Veterans Affairs and the Governor's Office of Technology. Except the Department of Education (which is under the Education cabinet), all the other six offices/departments are also under the General Government cabinet. Department of Education is the only state agency that has an AAP goal for minority employment of 10%, which is 2.49% above the state AAP goal (the Department has the same AAP goal of 52.42% for women employment). The Department of Education met and exceeded its 10% goal for minorities in 2001 and 2003.

Table 2: Number of Commonwealth Agencies that Met or Exceeded the Goal of Women and Minority Employment Since 1997

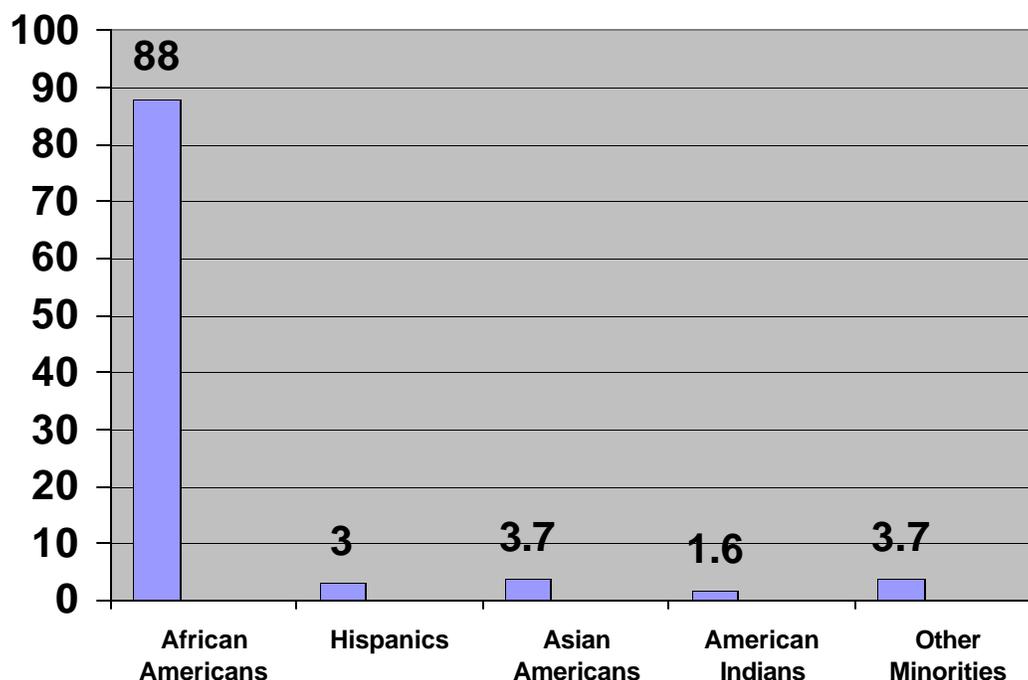
Year	Number of Cabinets employing		Number of Departments and Constitutional offices employing	
	52.42% Women	7.51% Minorities	52.42% Women	7.51% Minorities
1997	8	4	6	3
1999	9	7	8	4
2001	9	5	9	4
2003	9	7	8	5

The following chart (*Chart 5*) illustrates percentages of state employees by gender and demographic groups in 2003. With 46.59% of the state's workforce, white males are still the major racial/gender group, closely followed by 45.77% white females.

Chart 5: 2003 Employee Summary of the State's Workforce (percentage)
(WM-White Males; WF-White Females; MM-Minority Males; MF-Minority Females)



**Chart 6: Racial/Ethnic Composition of the State's Minority Workforce
(percentage)**



Minority males are 3.3% of the state's workforce and minority females are 4.3% of the state's workforce. *Chart 6* gives the breakdown of the racial composition of minority employees in state government.

The following is the racial/ethnic breakdown of the minority workforce (as of June 2003) in state agencies, which totaled 3,016 or 7.65% of the total state workforce of 39,446:

- The state employed a total of 2,651 African Americans or 88% of the minority workforce. Of this, 1,125 are males (42.4%) and 1,526 are females (57.6%).
- There are 94 Hispanics or 3% of the state's minority workforce. Of this, 57 are males (60%) and 37 are females (40%).
- Asian Americans (112), comprise 3.7% of the state's minority workforce. Of this, 52 are males (46%) and 60 are females (54%).

- American Indians account for only 1.6% of the state's minority workforce with a number of 45. Of this, 20 are males (44.4%) and 25 are females (55.6%)
- Other minorities totaled 113 or 3.7% of the state's minority workforce. Of this, male and females are equally represented.

Women's Participation in Three of the Four Top Job Categories Lower than the AAP Goal

Of the top four job categories (Officials & Administrators, Professionals, Technicians and Protective Service Workers), women exceeded the AAP goal of 52.42% in the Professional category by 3.6% or a total of 56%. Women's share in the other three job categories was much less than the AAP goal of 52.42%. In the Officials and Administrators category, women represented only 40%, which is 12.4% less than the goal. In the Technician category, women representation was 13.4% less than the goal. Craftsmen was the worst job category with only 7.5% representation of women and 45% below the AAP goal of 52.42%.

Other job categories included Protective Service Workers and Technicians. Women working in the Protective Service Worker category were 13.5% or 39% below the AAP goal. Women were underrepresented in the Technician category by 13%.

Poor representation of women in high paying job categories (Officials & Administrators, Technicians and Protective Service Workers) is inversely proportional to the overall salary gap between men and women and directly proportional to the women's percentage of men's salary. In other words, In order to reduce the salary gap between men and women and to increase the female

percentage of male salary, women participation in all the job categories should increase uniformly.

Two Low Paying Job Categories Exceed the AAP Goal for Women Employment

The job categories of Para-professionals and Office/Clericals exceeded the AAP goal for women participation in the state's workforce. Women represented a total of 76% or 23.6% more than the AAP goal in the Para Professional category. Women representation in the Office/Clerical, the second lowest paying job category, was at 86% or 33.6% more than the AAP goal (see *Table 3*).

Minorities Underrepresented in Top Three Job Categories

Except in the Para-professionals category where minorities are represented by 7.8%, all the other top three job categories are underrepresented by minorities. In the Officials & Administrators category, minority representation was 5.8% or 1.7% lower than the AAP goal of 7.51%. The technician's category had only 6% minorities or 1.5% less than the goal, and Protective Service Workers had 1.8% less than the goal or a total minority representation of only 5.7%.

Table 3: Female Representation in Job Categories 2003

	Male	Female	Female %	Percentage above/below AAP goal
Officials & Administrators	2,026	1,358	40%	-12.4%
Professionals	7,523	9,721	56%	+3.6%
Technicians	1,304	837	39%	-13.4%
Protective Service Workers	2,849	445	13.5%	-38.9%
Para-professionals	670	2,118	76%	+23.6%
Office & Clericals	482	3,032	86%	+33.6%
Craftsmen	2,662	216	7.5%	-44.9%
Service Workers	2,170	2,032	48%	-4.4%

Minority representation in the high paying job categories of Officials & Administrators, Technicians and Protective Service Workers is similar to the representation of women in these job categories. The overall salary gap between whites and minorities is directly related to poor representation of minorities in these jobs and certainly affects the minority percentage of white salary. The only way to reduce the salary gap between whites and minorities and to increase the minority percentage of white salary, is to increase minorities in all the job categories.

Three Lower Paying Job Categories Exceed the AAP Goal for Minority Employment

Job categories of Para Professionals, Office/Clericals and Service Workers exceeded the AAP goal for minority representation. Minorities formed 12.4% of the state's Para-professionals, thereby exceeding the AAP goal by 5%. Office/ Clericals had a minority share of 7.8% or 0.3% more than the goal. Among Service Workers, minority representation was 8.5% or 1% exceeding the AAP goal. *Table 4* illustrates minority representation in eight job categories.

Table 4: Minority Representation in Job Categories 2003

	Whites	Minorities	Minority %	Percentage above/below AAP goal
Officials & Administrators	3,187	197	5.8%	-1.7%
Professionals	15,901	1,343	7.8%	+0.3%
Technicians	2,013	128	6%	-1.5%
Protective Service Workers	3,106	188	5.7%	-1.8%
Para-professionals	2,441	347	12.4%	+4.9%
Office/Clericals	3,240	274	7.8%	+0.3%
Craftsmen	2,696	182	6.3%	-1.2%
Service Workers	3,846	357	8.5%	+1%

SALARY GAP IN STATE AGENCIES

Female Percentage of Average Male Salary Increases and the Female Salary Gap Decreases

In 1990, the average annual salary for males was \$23,952 and \$20,315 for females. The difference in male and female salaries (salary gap) was \$3,637, resulting in females earning 84.8% of the male salary. By 1994, the gap decreased by \$251 to \$3,368. The 1994 reduction in the salary gap caused the female percent of male salary to increase to 87.4% or an increase of approximately 2.6%.

By 1997, the average annual salary for men rose to \$30,284 or an increase of \$3,506, which is 13% over the 1994 figure of \$26,778. Females in 1997, earned an average of \$26,855, which was \$3,464 or a 14.8% increase over the \$23,391 figure of 1994. During 1997, with a salary gap of \$3,429, females earned 88.7% of the average male salary, which is an increase of approximately 4% over the 1990 figures.

By 2001, the female salary gap increased by \$343 for a total of \$3,772, however the female percentage of the male salary rose to 89.9%, which is an increase of about 1% over the 1997 figures. By 2003 the average annual salary for males was \$36,317, a decrease of \$650 (17%) from the 2001 figure. Female salary on the other hand, increased by \$742 over the 2001 figure. Also in 2003, the female salary gap was reduced by an impressive \$1,392, reaching a gap of \$2,380.

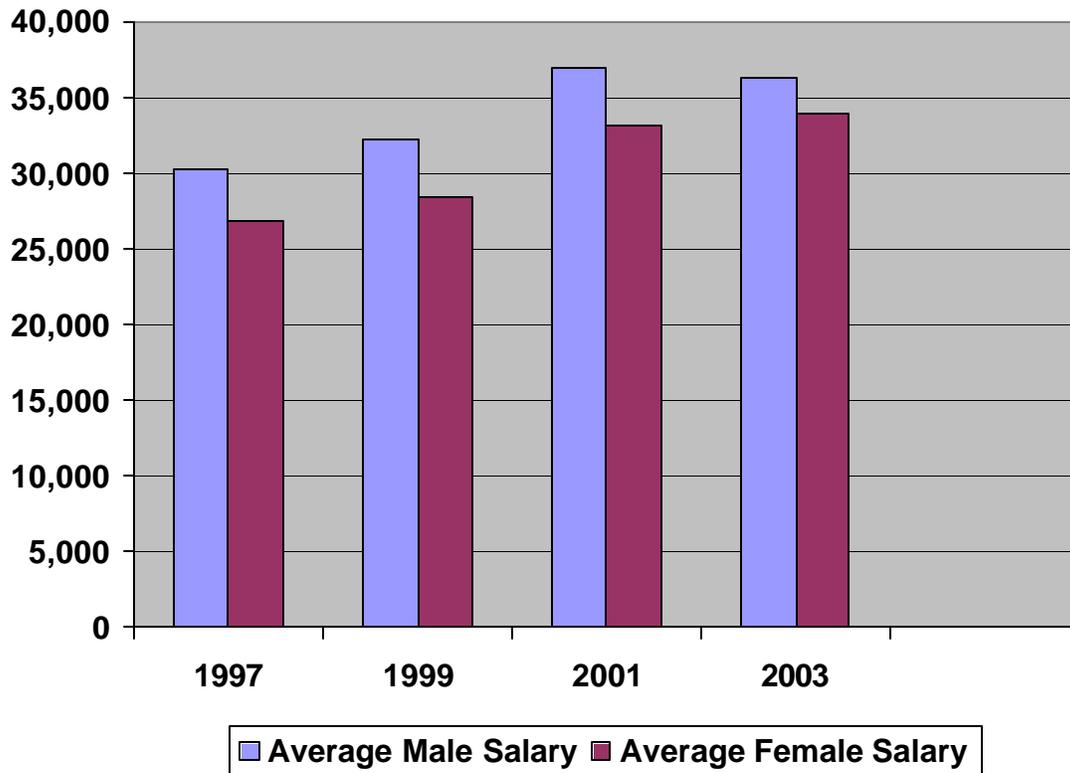
Table 5 presents the annual average salaries for male and female employees for the years 1997, 1999, 2001 and 2003. Also presented are female salary gaps and female percentage of male salary.

Table 5: Average Annual Salaries for Male and Female State Employees

Annual Salary (\$)	1997	1999	2001	2003
Male	30,284	32,285	36,967	36,317
Female	26,855	28,487	33,195	33,937
Female salary gap	-3,429	-3,798	-3,772	-2,380
Female % male salary	88.7%	88.2%	89.9%	93.4%

The following chart (*Chart 7*) illustrates and compares the average annual salaries of males and females between 1997 and 2003.

Chart 7: Comparison of Average Male and Female Annual Salaries



Minority Salary Gap Narrows and Minority Percentage of White Average Salary Increases

In 1991, the average annual salary for whites was \$24,012 and the average annual salary for minorities was \$19,404. The salary gap of \$4,608 for minorities indicates that minorities only earned 80.0% of what whites earned in 1991. The salary gap continued to drop and in 1994 the gap was reduced by \$174 to \$4,434. This decrease in the salary gap, triggered an increase in the minority percentage of white salary by 2.5% (82.5%) by 1994. In 1997, the average annual salary for whites was \$28,891, an increase of \$3,487 or an increase of 13.7% over the 1994 figure. Minorities earned an average of \$25,891 in 1997, which was \$4,921 or an impressive 23.4% increase over the \$20,970

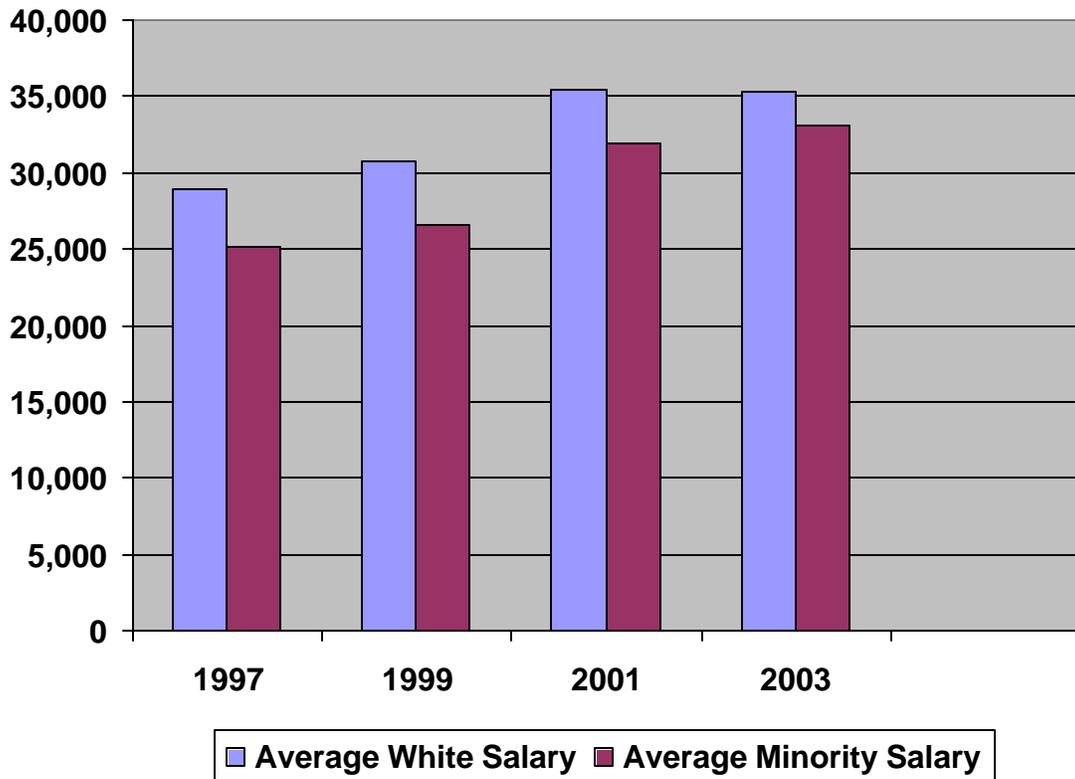
figure in 1994. Thus, minorities earned 87.1% of the average salaries paid to whites in 1997, a continuing improvement over the previous high of 82.5% set in 1994. *Table 6* illustrates average annual salaries for white and minority workers, minority salary gap, and the minority percentage of white salary for the study period (1997 – 2003).

Table 6: Average Annual Salaries for White and Minority State Employees

Annual Salary (\$)	1997	1999	2001	2003
White	28,891	30,724	35,379	35,362
Minority	25,163	26,626	31,863	33,086
Minority salary gap	-3,728	-4,098	-3,516	-2,276
Minority % of White salary	87.1%	86.7%	89.8%	93.6

The following chart (*Chart 8*) illustrates and compares the average annual salaries of whites and minorities between 1999 and 2003.

Chart 8: Comparison of Average White and Minority Annual Salaries



By 2000, the minority salary gap actually increased by \$146, however, the minority percentage of white salary rose to 88.6%, a 1.5% increase from 1997. Between 2000 and 2001, the minority salary gap decreased by \$358 to \$3,516. By 2003 the average annual salary for whites was \$35,362 and for minorities was \$33,086. Thus the gap was reduced by \$1,240 to \$2,276 and minorities earned 93.6% of the average white salary, or they earned about 94 cents for every dollar that whites earned. *Chart 9* illustrates the state's average salary percentages by demographic groups in 2003. The average salary for state employees in 2003 was \$ 33,600. *Chart 10* shows comparative salary data for women and minorities selected years since 1974 and all years between 1997

and 2003. As seen in this chart, the fluctuations in female and minority salaries are similar for the given years.

Chart 9: 2003 Average Salary Summary of State Employees
(WM-White Males; WF-White Females; MM-Minority Males; MF-Minority Females)

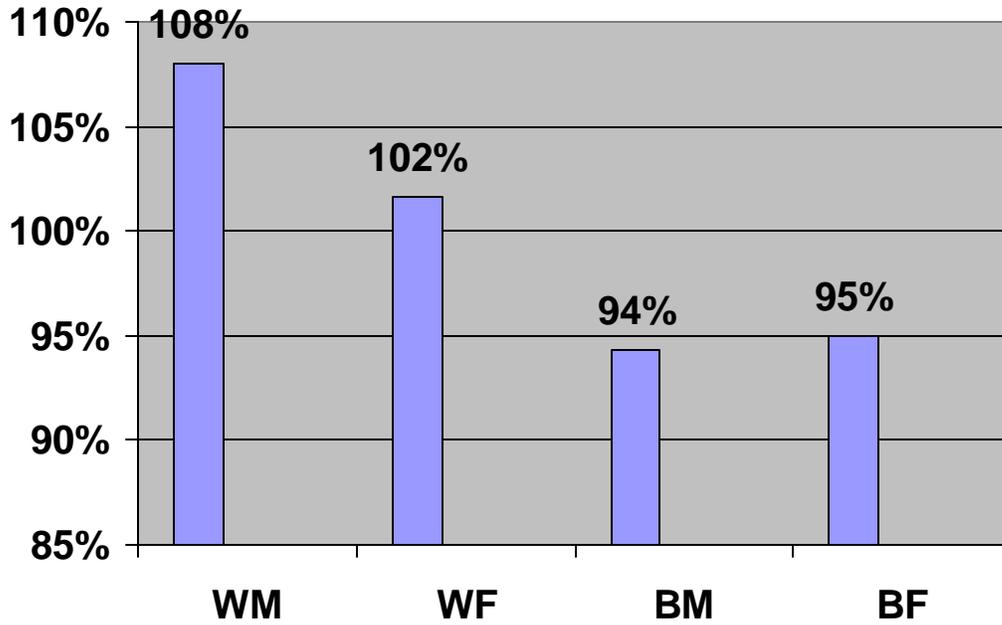
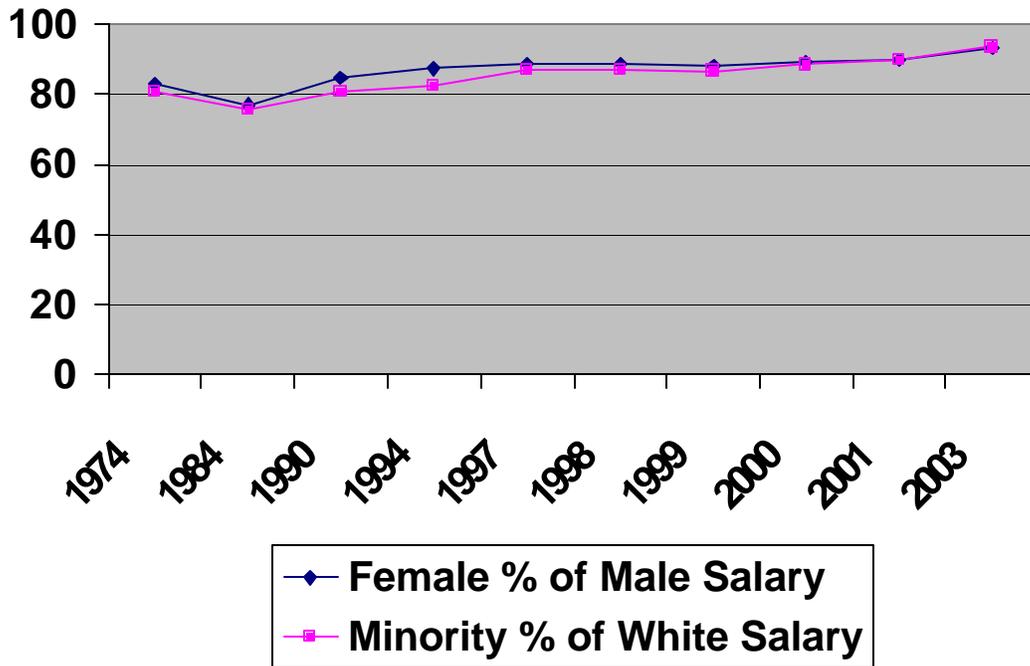


Chart 10: Women and Minority Comparative Salary Percentages



**DISTRIBUTION OF STAFF IN CABINETS AND DEPARTMENTS/
CONSTITUTIONAL OFFICES 1997 – 2003**

Nine Cabinets and Seven Departments/Constitutional Offices Exceed AAP Goal for Women Employment

Of the 15 cabinets in state government, nine have met and exceeded the AAP goal of employing 52.42% women in their workforce. These cabinets are: ***Economic Development, Education, Arts & Humanities, Families & Children, General Government, Health Services, Labor, Personnel, Revenue, and Workforce Development.***

The Cabinet for Families and Children exceeded the AAP goal by more than 30% with a total of 82.54% of women in its workforce. The Personnel Cabinet exceeded the goal by 25%, and the Cabinet for Health Services by 18%. Education, Arts & Humanities cabinet exceeded the goal by 10%. Economic

Development, General Government, Labor, Revenue and Workforce Development Cabinets exceeded their goal by at least 5%.

Of the 13 Departments/Constitutional Offices, seven met or exceeded the AAP goal of 52.42% of women in their workforce. They include: ***Department of Education, Office of Attorney General, Auditor & Public Accounts, Office of the Governor, Department of Veteran Affairs, Office of the Secretary of State, Office of the State Treasurer, and Unified Prosecutorial System.***

The Office of the Secretary of State has 86.36% women, exceeding the AAP goal by more than 32%. The Office of the Governor and Department of Veteran's Affairs overshot the AAP goal by about 15%. *Table 7* shows the AAP status of women and minorities in state government agencies as of June30, 2003.

Table 7: AAP Status of Women and Minority Employment as of June30, 2003

Cabinet/Agency	Minority %	Female %
Economic Development	7.03	57.81
Education, Arts & Humanities	9.94	63.56
Families & Children	11.66	82.54
Finance & Administration	7.98	43.58
General Government	5.53	55.62
Department of Agriculture	4.76	29.84
Office of the Attorney General	8.85	53.10
Auditor of Public Accounts	3.08	55.38
Office of the Governor	15.56	68.89
Office of the Lieutenant Governor	0.0	25.0
Department for Local Government	12.50	45.31
Department of Military Affairs	4.49	26.92
Department of Veterans Affairs	0.00	66.67
Governor's Office for Technology	7.51	41.55
Office of the Secretary of State	4.55	86.36
Office of the State Treasurer	7.14	61.90
Unified Prosecutorial System	1.27	54.55
Health Services	12.00	70.65
Justice	7.62	34.05
Labor	8.91	57.17
Natural Resources & Environmental Protection	3.87	36.98
Personnel	11.76	77.45
Public Protection & Regulation	5.34	43.69
Revenue	6.55	64.67
Tourism	3.80	45.49
Transportation	6.72	19.75
Workforce Development	5.62	58.66
Statewide	7.65	50.09

* Figures that exceeded the AAP goal are highlighted.

Six Cabinets and Six Departments/Constitutional Offices Lag Behind in Meeting the AAP Goal for Women Employment:

Six Cabinets, *Finance & Administration, Justice, Natural Resources and Environmental Protection, Public Protection & Regulation, Tourism Development, and Transportation*, have not met the AAP goal of women in their workforce.

The Transportation Cabinet, employing 19.75% of women, has the worst record of all cabinets in the Commonwealth falling 30% behind the AAP goal. Justice and Natural Resources and Environmental Protection Cabinets fall more than 15% behind the AAP goals. The other cabinets falling behind by about 8% include: Finance & Administration, Public Protection & Regulation, and Tourism Development.

Among the 13 Departments/Constitutional Offices, five of them have yet to achieve the AAP goal of women employed in their workforce. Percentage wise, Office of the Lieutenant Governor has the worst record, employing no females. This office employs only four people, all of whom are males. Department of Military Affairs has 27% of women in its workforce of 327, which is more than 22% below the AAP goal. Department of Agriculture employs 30% of women and falls 21% below the AAP goal. The Governor's Office of Technology falls 10% behind the AAP goal. The Department of Local Government is falling farther behind in its AAP by employing 45.31% of women compared to the 2001 figure of 48.53%. Office of the Attorney General, which did not meet its AAP goal in 2001 has since exceeded the goal by employing 53.1% females in 2003.

A comparison of data (see *Table 8*) on women employment in 2001 and 2003 reveals that the same cabinets that ranked as the top four cabinets for women employment in 2003 (**Cabinet for Families & Children, Personnel cabinet, Health Services cabinet, and Education, Arts & Humanities cabinet**), had the same rank order in 2001. The comparison also reveals that the same five cabinets that ranked as lowest in women employment in 2003 (**Transportation, Justice, Natural Resources & Environmental Protection, Tourism, and Public Protection & Regulation**) held the same ranks in 2001. All the other cabinets had some changes in their ranks.

Table 8 also shows that the top four Departments/Constitutional Offices that held the top spots in women employment in 2003 (**Office of the Secretary of State, Office of the State Treasurer, Department of Education, and Office of the Governor**) also held those ranks in 2001. The four lowest ranking departments in 2003 (**Department of Agriculture, Department of Military Affairs, Office of the Lieutenant Governor, and the Department of Local Government**) also held those ranks in 2001.

The comparison, overall, shows that a few of the cabinets and departments/ constitutional offices have a history of employing few women and that the State's Affirmative Action Plan of 1996 has not had much impact on improving their performance. The Transportation cabinet and the Department of Agriculture have especially had little success in achieving the AAP goal of hiring 52.42% women in the workforce.

Table 8: Female Workforce in 2001 Compared to 2003

Cabinet/Agency	Female % 2001	Female % 2003	Difference
Economic Development	55.38	57.81	2.43
Education, Arts & Humanities	62.97	63.56	0.59
Department of Education	68.67	70.75	2.08
Families & Children	82.19	82.54	0.35
Finance & Administration	44.96	43.58	-1.38
General Government	55.92	55.62	-0.3
Department of Agriculture	31.23	29.84	-1.39
Office of the Attorney General	50.82	53.10	2.28
Auditor of Public Accounts	56.72	55.38	-1.34
Office of the Governor	63.37	68.89	5.52
Office of the Lieutenant Governor	25.0	25.0	0
Department for Local Government	48.53	45.31	-3.22
Department of Military Affairs	25.99	26.92	0.93
Office of the Secretary of State	85.11	86.36	1.25
Office of the State Treasurer	69.44	61.90	-7.5
Unified Prosecutorial System	53.03	54.55	1.52
Health Services	71.02	70.65	-0.37
Justice	33.98	34.05	0.07
Labor	57.36	57.17	-0.2
Natural Resources & Environmental Protection	35.19	36.98	1.88
Personnel	76.35	77.45	1.1
Public Protection & Regulation	44.71	43.69	-1.02
Revenue	61.90	64.67	2.77
Tourism	42.47	45.49	3.02
Transportation	19.98	19.75	-0.23
Workforce Development	59.08	58.66	-0.42
Statewide	49.74	50.09	0.35

Only Seven Cabinets and Five Departments/Constitutional Offices Exceed the AAP Goal for Minority Employment

The AAP goal as established for minority employment is 7.51%. Of the 15 cabinets in state government, seven have met or exceeded the AAP goal. These cabinets include: ***Education, Arts & Humanities, Families & Children, Finance & Administration, Health Services, Justice, Labor and Personnel.***

The Health Services Cabinet exceeded the minority AAP goal by 4.5% with a total of 12% minorities in its workforce. Families & Children and Education, Arts & Humanities and Personnel exceeded the AAP goal by more than 4%. Finance & Administration and Labor cabinets recently achieved AAP goal.

Of the 13 Departments/Constitutional Offices, five met or exceeded the AAP goal for minority employment. These include: ***Department of Education, Office of the Attorney General, Office of the Governor, Department for Local Government and the Governor's Office of Technology.*** Office of the Governor employs 15.56% of minorities, thereby exceeding the AAP goal by more than 8% while the Department of Education and the Department of Local Government exceeded the goal by more than 4%. Governor's Office for Technology has just recently achieved the goal of 7.51% minorities in its workforce. Table 7 gives the status of minorities in state government agencies as of June 30, 2003.

AAP Goal for Minority Employment in Eight Cabinets and Eight Departments/ Constitutional Offices has not been Achieved

Eight cabinets have not yet met the AAP goal for minority employment. These cabinets include: **Economic Development, General Government,**

Natural Resources & Environmental Protection, Public Protection & Regulation, Revenue, Tourism Development, Transportation and Workforce Development. Natural Resources & Environmental Protection and Tourism Cabinets employ only 3.8% minorities in their workforce. Thus, they have the worst record falling 4% behind the AAP goal. General Government, Public Protection & Regulation and Workforce Development Cabinets, each, are slightly more than 2% below the AAP goal. Economic Development cabinet which had achieved its AAP goal in 2001 has fallen behind in its goal in 2003.

Among the 13 Departments/Constitutional Offices, eight have not reached the AAP goal for minority employment. These include: **Department of Agriculture, Auditor of Public Accounts, Office of the Lieutenant Governor, Department of Military Affairs, Department of Veterans Affairs, Office of the Secretary of State, Office of the State Treasurer, and Unified Prosecutorial System.** Office of the Lieutenant Governor and Department of Veterans Affairs employ no minority employees. However, these units have fewer staff, Unified Prosecutorial System employs only 1.27% of minorities in its workforce of 1,022. Since the AAP goal is 7.51%, this office is 6.25% below the AAP goal. Auditor of Public Accounts employs only 3% of minorities and is 4.5% below the AAP goal.

The Department of Agriculture, Office of the Secretary of State and Office of Military Affairs employ only 4.76%, 4.55% and 4.49% minorities, respectively, more than 3% below the goal. Office of the State Treasurer employs 7.14%, closer to achieving the AAP goal.

A comparison of data on minority employment in 2001 and 2003 (see *Table 9*) reveals that the four cabinets that ranked on top for higher minority employment (Personnel, Health Services, Families & Children, and Education, Arts & Humanities) in 2001 also held those ranks in 2003. The three cabinets that had the lowest minority employment (Natural Resources & Environmental Protection, Public Protection & Regulation, and Workforce Development) also held the same ranks in 2001 and 2003. The Departments/Constitutional Offices that ranked as the top and lowest for minority employment in 2001 also ranked as the top and lowest for minority employment in 2003. Similar to women employment, a few cabinets/agencies have a history of hiring few minorities and have little or no success in achieving the AAP goal of 7.51% minorities in their workforce.

Table 9: Minority Workforce in 2001 Compared to 2003

Cabinet/Agency	Minority % 2001	Minority % 2003	Difference
Economic Development	7.69	7.03	-0.66
Education, Arts & Humanities	9.87	9.94	0.07
Department of Education	11.63	11.64	0.01
Families & Children	11.71	11.66	-0.05
Finance & Administration	7.29	7.98	0.9
General Government	7.49	5.53	-1.96
Department of Agriculture	4.42	4.76	0.34
Office of the Attorney General	8.20	8.85	0.65
Auditor of Public Accounts	2.99	3.08	0.1
Office of the Governor	12.87	15.56	2.7
Office of the Lieutenant Governor	0.0	0.0	0.0
Department for Local Government	11.76	12.50	0.74
Department of Military Affairs	5.81	4.49	-1.32
Office of the Secretary of State	4.26	4.55	0.3
Office of the State Treasurer	5.56	7.14	1.58
Unified Prosecutorial System	0.59	1.27	0.68
Health Services	12.28	12.0	-0.28
Justice	7.83	7.62	-0.21
Labor	6.82	8.91	2.1
Natural Resources & Environmental Protection	3.52	3.87	0.35
Personnel	12.81	11.76	-1.05
Public Protection & Regulation	4.89	5.34	0.45
Revenue	5.65	6.55	0.9
Tourism	5.02	3.80	-1.22
Transportation	7.03	6.72	-0.31
Workforce Development	4.89	5.62	0.73
Statewide	7.82	7.65	-0.17

AAP Goal for Women and Minority Employments have not been achieved in several larger cabinets

Seven out of the 15 cabinets in the Commonwealth (**Justice, Transportation, Families & Children, General Government, Tourism Development, Health Services, and Workforce Development**), employ 82.7% of the state's total workforce of 39,446 employees (See *Table 10*.)

Table 10: Ranking of Cabinets by the Size of Workforce as of June 2003

Cabinet	Workforce
Justice	7,165
Transportation	5,948
Families & Children	5,933
General Government	3,837
Tourism Development	3,814
Health Services	3,574
Workforce Development	2,368
Natural Resources & Environmental Protection	1,601
Public Protection & Regulation	1,348
Education, Arts & Humanities	1,117
Revenue	1,084
Finance & Administration	865
Labor	460
Personnel	204
Economic Development	128

Although three of these Cabinets (Families & Children, Workforce Development, and Health Services) have done well in improving the employment status of women in their job categories, the rest are behind in employing a

substantial number of women, especially in the top job categories. The two largest cabinets (Transportation and Justice) who employ one third of the state's total workforce fall short in achieving their AAP goals in most job categories, especially in the high-paying job categories. As a result of this, the state's overall figures for women employment and more seriously the continuing existence of the female salary gap is even more evident when females are paid 93 cents for every dollar that men earn.

Although three of the largest cabinets (Families & Children, Workforce Development, and Health Services) have done well in improving the employment status of minorities in their job categories, the other cabinets have fallen behind in employing minority workers, especially in the top job categories. The top two high employee cabinets of Transportation and Justice who employ one third of the state's workforce, have done reasonably well but are still behind in achieving the AAP goals in most job categories, especially in the high-paying job categories. This is reflected in the state's overall figures for minority employment and more seriously in the continuing existence of the minority salary gap and the minority percentage of white salary which is 93 cents for every dollar that whites earn.

TRENDS IN NEW HIRE

New hire statistics show that women were hired above the AAP goal of 52.42%. in the six-month period between January 1, 2003 and June 30, 2003. However, minority recruitment among new hires was far less than the AAP goal of 7.51%. During this period, the state hired a total of 3,990 new employees. Of these, 2,162 or 54% were women. Newly hired minorities were 239 or 6% of the new employees hired. The three cabinets that have the lowest percentage of women (Justice, Natural Resources & Environmental Protection, and Transportation) also hired the lowest percentage of new women employees. Similarly, the cabinets that employ the least number of minorities hired the lowest percentage of minorities. See *Table 11* for new hire data in 2003.

Table 11: Women and Minority Percentages Among New Hires in State Agencies

Cabinet	Women (%)	Minorities (%)
Economic Development	73%	6%
Education	62%	13%
Families & Children	81%	10%
Finance & Admin	54%	10%
General Govt.	64%	10%
Health	69%	7%
Justice	37%	9%
Labor	55%	16%
Natural Resources	42%	6%
Personnel	65%	16%
Public Protection	57%	7%
Revenue	70%	9%
Tourism	56%	3%
Transport	29%	8%
Workforce Development.	62%	7%
State Average	56.5%	7%

African Americans, as they are represented in the state's minority workforce, constitute the majority ethnic/racial group among minorities hired in 2003. *Table 12* shows the ethnic/racial composition of minority new hires in 2003.

Table 12: Racial Composition of New Hires in State Agencies

Cabinets	African Americans	Hispanics	Asian Americans	American Indians	Others	Total
Economic Development	2	-	-	-	-	2
Education	22	-	1	-	1	24
Families & Children	72	5	2	1	3	83
Finance & Admin	10	-	-	-	4	14
General Govt.	54	2	1	1	2	60
Health	49	3	8	1	2	63
Justice	96	4	2	5	2	109
Labor	9	-	2	-	-	11
Natural Resources	6	1	1	-	3	11
Personnel	7	1	-	-	-	8
Public Protection	10	-	1	1	1	13
Revenue	22	-	-	-	2	24
Tourism	67	5	2	1	6	81
Transport	47	-	2	2	3	54
Workforce Development.	19	2	1	-	1	23
State Total	492	23	23	12	30	580

In 2003, state agencies terminated the jobs of 1,838 employees. Of these 993 or 54% were women and 152 or 8.3% were minorities. A total of 1,705 employees received promotions. Of these 871 or 51% went to women and 49% went to men. Promotions went to 149 or 8.7% of minority employees. Disciplinary actions were taken against 371 employees: 172 against women (46.4%), and 199 or 53.6% against men. Disciplinary actions were taken against 67 minority

employees (18%). This is unusually high when considering that minorities account for only 7.65% of the Commonwealth's employees in 2003. *Table 13* gives the data on new hires, terminations, promotions and disciplinary actions.

Table 13: Personnel Statistics 2003

	Male		Female		State Total	Total Female	Total Minority
	White	Minority	White	Minority			
New Hire	1,725	103	2,026	136	3,990	2,665	239
Termination	784	61	902	91	1,838	993	152
Promotion	776	58	780	91	1,705	871	149
Disciplinary	161	38	143	29	371	172	67

CONCLUSION

In general, the status of women and minority employment in Kentucky state agencies improved between 2001 and 2003. Women employment increased from 49.74% to 50.09%, but still has not reached the state's 1996 Affirmative Action Plan goal of 52.42%. Minority employment decreased from 7.82% to 7.65, but still exceeds the AAP goal of 7.51% for the fourth consecutive year since 1999. Employment of minority groups other than African Americans has increased from 0.78% of the state's total work force in 2001 to about 1% in 2003. However, African American employment remains the same at 7% since 1990. Considering the fact that the African American population has increased from 7.1% of the total population of the state of Kentucky in 1990 (Census 1990) to 7.3% in 2000 (Census 2000), the Commonwealth needs to encourage African American employment in its agencies.

The major achievement between 2001 and 2003 is in the salary levels between men and women. The gap between the salaries of men and women decreased by a very impressive \$1,347 from \$3,727 in 2001 to \$2,380 in 2003. Also, the female percent of male salary increased by 3.5% to a record high of 93.4%. Thus, in 2001, women in Kentucky state agencies earned about 93 cents for every dollar men earned. The salary gap between whites and minorities decreased drastically by \$1,042 from \$3,318 to \$2,276, and the minority percentage of white salary increased from 89.8% to 93.6%. Minorities earned about 93.5 cents for every dollar whites earned.

Of the eight job categories statewide, the AAP goal for female representation was achieved in only three job categories. Only one among the top four job categories and two among the lower four job categories met and/or exceeded the AAP goal for women. Non-traditional female jobs are continuing to be filled primarily and often exclusively by men. Women are underrepresented by 12% in two of the top four job categories and by 38% in others. The AAP goal for minority employment was achieved only in the four lower job categories. Of the top four job categories, only one (Professionals) has just met the AAP goal for minority employment.

Five cabinets and three Departments/Constitutional Offices of the Commonwealth met the AAP goal for both women and minority employment. They include: **Education, Arts & Humanities, Families & Children, Health Services, Labor and Personnel cabinets, Department of Education, Office of the Attorney General, and the Office of the Governor.** Other than these, only four cabinets and five departments achieved the AAP goal for women (**Economic Development, General Government, Revenue, and Workforce Development cabinets, Auditor of Public Accounts, Department of Veterans Affairs, Office of the Secretary of State, Office of the State Treasurer, and the Unified Prosecutorial System**). This report shows that a total of nine cabinets and eight departments have 52.42% or more women employees. The Transportation, Justice, and Natural Resources & Environmental Protection cabinets continue to employ the smallest percentage of women at less than 36% each. The Transportation cabinet employs less than 20% of women.

A total of only seven cabinets and five departments achieved the AAP goal for minority employment. **Office of the Lieutenant Governor and the Department of Veterans Affairs** do not have any minority employees in their workforce. **Natural Resources & Environmental Protection, Department of Agriculture, Auditor of Public Accounts, Auditor of Public Accounts, Office of the Secretary of State, and the Unified Prosecutorial System** employ less than 5% of minorities.

Personnel data on hiring, promotion, and termination show no visible differences/discriminations between men and women and/or whites and minorities. However, data on disciplinary actions show that 18% of disciplinary actions were taken against minorities in 2003.

The status of women and minority employment has improved with a steady pace in Kentucky state agencies between 2001 and 2003. Several factors continue to offer hope for continued improvement. The Governor's Minority Management Trainee Program, established by an Executive Order in 1995 with the goal of increasing representation of minority managers in state government, has yielded positive results. The State Equal Employment Opportunity Coordinator's Office at the Personnel cabinet, responsible for monitoring the state's Affirmative Action Plan, has done commendable work in preparing the *Semi Annual Report on Minority Employment*, highlighting deficiencies in women and minority employment in various state agencies. This office also hosts the very beneficial annual 2 –3 day *Governor's EEO Conference*, attended by

numerous agencies. Also of help in promoting minorities in state government is the Attorney General's annual *Empowering the Black Community* conference.

Some of the ideas for improving and/or increasing women and minority employment in state agencies mentioned in the state's and individual cabinets' Affirmative Action Plans include: internal studies of minority turnover to ascertain barriers to employment or to advancement opportunities; the formation of retention committees to identify employment barriers and develop appropriate strategies to eliminate those barriers; salary/employment equity analysis examining average salaries; and an open register qualifying system for job applicants. Perhaps these studies and plans, if/when implemented, would continue to improve the status of women and minority employment in the Commonwealth.

Since the preparation of this report, the fifteen cabinets of Kentucky state government have been re-structured to form the new eight cabinets. The next report on the status of women and minorities in Kentucky state agencies will be prepared by the Kentucky Commission on Human Rights and released in July 2005, reflecting the re-organized eight cabinets.

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the KCHR has the duty “to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public.



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