

MINORITIES & WOMEN IN KENTUCKY STATE GOVERNMENT

2011



Kentucky Commission
on Human Rights

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Executive Director

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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STEVEN BESHEAR
GOVERNOR

JOHN J. JOHNSON
EXECUTIVE DIRECTOR

March 17, 2011

To: Governor Steve Beshear
The Kentucky General Assembly
The People of the Commonwealth of Kentucky

The Kentucky Commission on Human Rights (KCHR) periodic report on *The Status of Minorities and Women in Kentucky State Government 2011*.

For the past 40 years, the commission has published research reports dealing with equality issues in order to assist officials and the public, and to raise awareness. Our governing statute, The Kentucky Civil Rights Act (KRS344), mandates our production of such reports.

This particular report analyzes recent state employee data that the Kentucky Personnel Cabinet has shared with us as of January 2011. It provides a glance at the progress of the largest employer in Kentucky with regard to Affirmative Action and equality in pay.

Since 2009, there has been a slight increase in the number of minorities and women in state government. Women constitute 51.2% of total employees, up from 50.5% in 2009 and minorities make up 9.2%, up from 9.1% in 2009.

While significant progress has been made in utilizing minorities and women in the state workforce, we still have a journey ahead in order to reach equality. This is a goal we can achieve.

I wish to thank our research specialist, Talal Abugabal, and the Personnel Cabinet staff that helped produce this report.

Sincerely,

A handwritten signature in blue ink, appearing to read "John J. Johnson".

John J. Johnson
Executive Director

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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.

Executive Order 96-612 established the State's Affirmative Action Plan with goals of 52.42% for female employees and 10% (Executive Order # 2006-402) 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.

REPORT FORMAT

KEY TERMS

- ❖ **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. However, the goal for minorities increased to 10% in July 1, 2004 by Executive Order # 2006-402.
- ❖ Therefore, the **Female Hiring Goal (FHG)** is 52.42% and the **Minority Hiring Goal (MHG)** is 10%.
- ❖ **Minority employees:** Employees belonging to ethnic/racial minority groups including those who are African American, American Indian, Asian American, Hispanic, Hawaiian/Pacific Islander, people of 2 Races, and those who classify themselves as “Other.”
- ❖ All salary comparison is based on a **monthly** income.

Report Format

The format of this report is basic; it addresses four aspects, size, gender, ethnicity, and salary for all Kentucky state cabinets.

- a. The size of the cabinet is helpful in putting the data in perspective. For example, within the Education Cabinet, the Education Professional Standards Board (EPSB) has 18.8% minority employees and the Department for Workforce Investment (DWI) has only 8.8% minorities; however, EPSB constitutes only 1.5% of the Education cabinet while DWI forms 57.1%. In this section, two charts are provided, one for the number of employees and the other for the percentage of employees, which determines the size of the department/board/commission.
- b. In gender, the report focuses on the Female Hiring Goal of 52.42%. Furthermore, the report looks at the gender distribution within each cabinet (at the department level). This is helpful when a cabinet is short of the FHG; the report looks at the shortage in departments and provides an estimated value to reach the FHG. In this section, two charts are provided, one for gender representation in the entire cabinet and the other at the department level.
- c. In the ethnicity/racial aspect, the report focuses on the Minority Hiring Goal of 10%. It also looks at the ethnic/racial makeup of each department within each cabinet as a suggestive means for the cabinet to reach the MHG. In this section, a chart is provided that illustrates the ethnic/racial makeup of the cabinet and a table that details that makeup within each department.
- d. With regard to pay comparisons, the monthly average salaries in each department were averaged based on gender and race/ethnicity, respectively. The gender aspect is focused on and not the ethnic/racial for mainly one reason, the numbers are too low for comparison. For example, in the Transportation Cabinet, there is only 1 employee who is Hawaiian/Pacific Islander with an average salary of \$5,353 and 4,238 White employees with an average salary of \$4,123; hence, it cannot be inserted that the average salary of Hawaiian/Pacific Islander is higher than the average salary of White. Therefore, the comparison of the average salary based on ethnicity/race is omitted. In this section two charts are provided, one for the average salary on the cabinet and one for each department. Also provided is a table for average salary of minority employees without providing any comparison.

Data Source: All the data used in this report was provided by the Personnel Cabinet.

INTRODUCTION

The commission has produced “*The Status of Minorities and Women in State Government*” since late 1960s and addresses three issues for all full-time state employees: gender, race/ethnicity, and salary. The data presented in this report covers the period ending January 2011.

The state’s Female Hiring Goal is 52.42%. Women account for 51.2% of the total state government workforce, another 1.2% or 366 additional female employees would meet the state goal. Six cabinets out of twelve have reached the Female Hiring Goal: Health and Family Services, Personnel, Education, General Government, Economic Development, and Labor. Women account for the majority of the workforces in the Health and Family Services, Personnel, and Education cabinets. Health and Family Services has 80% or 6,152 females; Personnel has 73.8% or 163 females; and, Education has 67% or 1,403 females. The employer that falls shortest of its female hiring goal is the Transportation Cabinet, which employs only 19% or 893 females followed by the Energy & Environment Cabinet, which has 34.3% or 622 females.

The Minority Hiring Goal set by the Commonwealth of Kentucky Affirmative Action Plan is 10%. Minorities constitute 9.2% of the entire state government workforce, which consisted of 30,553 employees as of January 2011. Kentucky state government could reach its minority goal of 10% by employing .8% or 244 additional minority employees. The breakdown of minority employees is as follows: 7.5% are African Americans, 0.5% are employees who identified their race as “Other;” 0.4% are Asian Americans, 0.3% are Hispanics, 0.2% are American Indians, .06% are from “2 Races”, and .01% are Hawaiian/Pacific Islander.

The Commonwealth of Kentucky has twelve cabinets, but only three have reached the Minority Hiring Goal – Health and Family Services, Economic Development, and Personnel. The Energy & Environment Cabinet has only 4.7% minority employees and the Transportation Cabinet has only 5.9%. Both cabinets fall well below the goal and have the lowest minority employment of the twelve cabinets. The largest employer of minorities is the Health and Family Services Cabinet. It exceeds the 10% minority hiring goal by 4.3% of minority employees of its workforce. This is also the largest cabinet in state government. In the twelve state cabinets combined, the average monthly male salary is higher than the female by 18.5%. In the Economic Development Cabinet, the average male salary is higher than the female by 48.1% followed by Public Protection Cabinet where the average male salary is higher than the female by 27.3%. In five cabinets, Economic Development, Public Protection, Labor, Personnel, and Energy & Environment, the average male salary is higher than the female salary by a gap that ranges anywhere from 20% to 30%. In General Government, with its 35 departments/commissions/boards, the average male salary is higher than the female salary by 18.6%, yet, women account for 62% of its workforce. The gap in salary is smaller in Finance, Health & Family Services, and Tourism cabinets.

SUMMARY

All Cabinets

- ✓ Current Female Employees : **51.2%**
- ✓ Females Needed to Reach Female Hiring Goal (FHG): **1.2%**
- ✓ Current Minority Employees: **9.2%**
- ✓ Minorities Needed to Reach Minority Hiring Goal (MHG): **0.8%**
- ✓ The average male salary is higher than the female in all state cabinets by **18.5%**.

Gender

Cabinets That Have Reached the Female Hiring Goal of 52.42%:

- ❖ Health & Family Services
 - Current Female Employees: **80%**
- ❖ Personnel
 - Current Female Employees: **73.8%**
- ❖ Education
 - Current Female Employees: **67%**
- ❖ General Government
 - Current Female Employees: **62.6%**
- ❖ Economic Development
 - Current Female Employees: **58.8%**
- ❖ Labor Cabinet
 - Current Female Employees: **56.1%**

Cabinets That Have **Not** Reached the Female Hiring Goal of 52.42%:

- ❖ Transportation
 - Current Female Employees: **19%**
 - Females Needed to Reach FHG: **33.4%**
- ❖ Energy & Environment
 - Current Female Employees: **34.3%**
 - Females Needed to Reach FHG: **18.1%**
- ❖ Justice & Public Safety
 - Current Female Employees: **40%**
 - Females Needed to Reach FHG: **12.4%**
- ❖ Tourism
 - Current Female Employees: **40%**
 - Females Needed to Reach FHG: **12.4%**
- ❖ Public Protection
 - Current Female Employees: **42%**

- Females Needed to Reach FHG: **10.4%**

- ❖ Finance

- Current Female Employees: **47.4%**
- Females Needed to Reach FHG: **5%**

Ethnicity:

Cabinets That Have Reached the Minority Hiring Goal of 10%:

- ❖ Health & Family Services
 - Current Minority Employees: **14.3%**
- ❖ Economic Development
 - Current Minority Employees: **11.2%**
- ❖ Personnel
 - Current Minority Employees: **10.8%**

Cabinets That Have **Not Reached the Minority Hiring Goal of 10%:**

- ❖ Energy & Environment
 - Current Minority Employees: **4.7%**
 - Minorities Needed to Reach MHG: **5.3%**
- ❖ Transportation
 - Current Minority Employees: **5.9%**
 - Minorities Needed to Reach MHG: **4.1%**
- ❖ Tourism
 - Current Minority Employees: **6.2%**
 - Minorities Needed to Reach MHG: **3.8%**
- ❖ General Government
 - Current Minority Employees: **7%**
 - Minorities Needed to Reach MHG: **3%**
- ❖ Finance
 - Current Minority Employees: **7.8%**
 - Minorities Needed to Reach MHG: **2.2%**
- ❖ Justice & Public Safety
 - Current Minority Employees: **8.7%**
 - Minorities Needed to Reach MHG: **1.3%**
- ❖ Public Protection
 - Current Minority Employees: **7%**
 - Minorities Needed to Reach MHG: **3%**
- ❖ Labor
 - Current Minority Employees: **9.5%**
 - Minorities Needed to Reach MHG: **.5%**
- ❖ Education
 - Current Minority Employees: **9.7%**
 - Minorities Needed to Reach MHG: **.3%**

Salary by Gender

The average male salary is higher than the average female salary in all state cabinets.

- ❖ Economic Development
 - The average male salary is higher than the female by **48.1%**
- ❖ Public Protection
 - The average male salary is higher than the female by **27.3%**
- ❖ Labor
 - The average male salary is higher than the female by **26%**
- ❖ Personnel
 - The average male salary is higher than the female by **21%**
- ❖ Energy & Environment
 - The average male salary is higher than the female by **20.2%**
- ❖ General Government
 - The average male salary is higher than the female by **18.6%**
- ❖ Transportation
 - The average male salary is higher than the female by **12.8%**
- ❖ Education
 - The average male salary is higher than the female by **12.8%**
- ❖ Justice & Public Safety
 - The average male salary is higher than the female by **12.7%**
- ❖ Finance
 - The average male salary is higher than the female by **7.5%**
- ❖ Health & Family Services
 - The average male salary is higher than the female by **6%**
- ❖ Tourism
 - The average male salary is higher than the female by **3.3%**

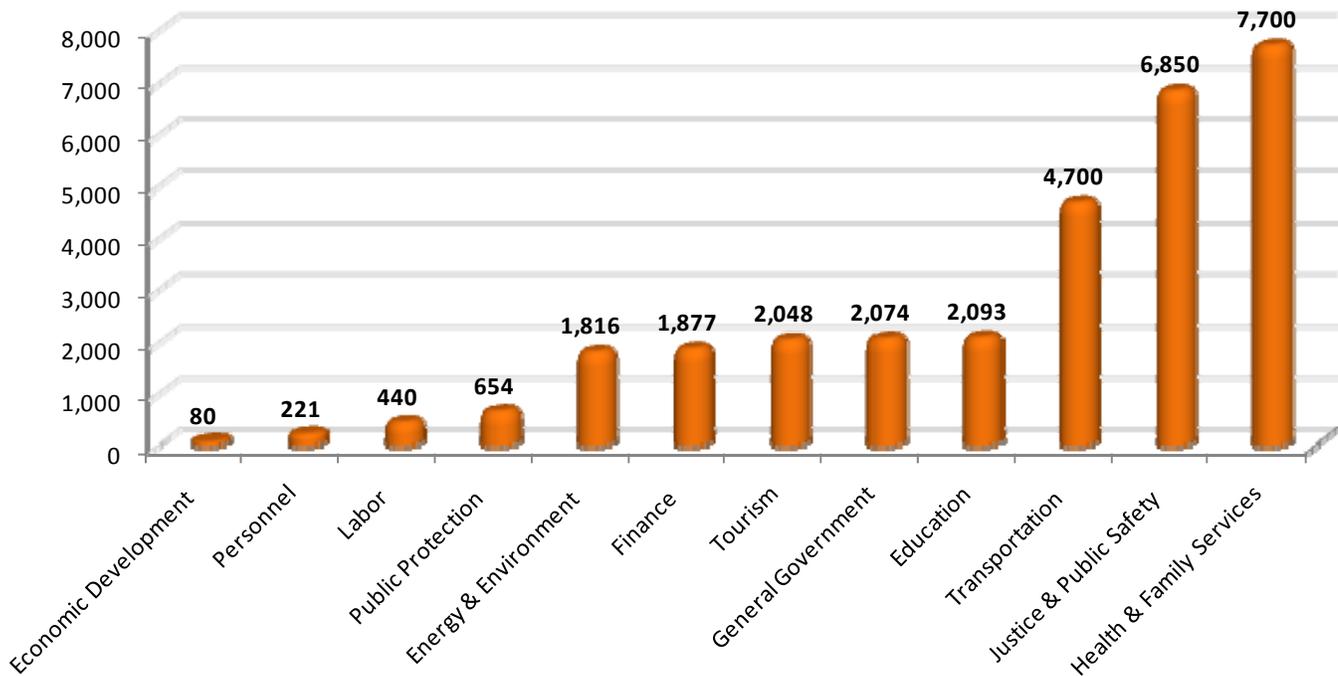
ALL CABINETS

Size of all Cabinets: Number of Employees

As of January 2011, the Commonwealth of Kentucky had 30,553 full-time employees¹. As chart 1 illustrates, the cabinets can be described in three categories, large, medium, and small. There are three large cabinets in the Commonwealth. The Health & Family Services Cabinet is the largest employer, it employs 7,700 employees. The Justice and Public Safety Cabinet is the second largest cabinet with 6,850 employees followed by the Transportation Cabinet with 4,700 employees. There are five medium cabinets that have more than 1,500 and less than 2,500 employees, Education, General Government, Tourism, Finance, and Energy & Environment. The small cabinets have less than 1,000 employees and are Public Protection, Labor, Personnel, and Economic Development.

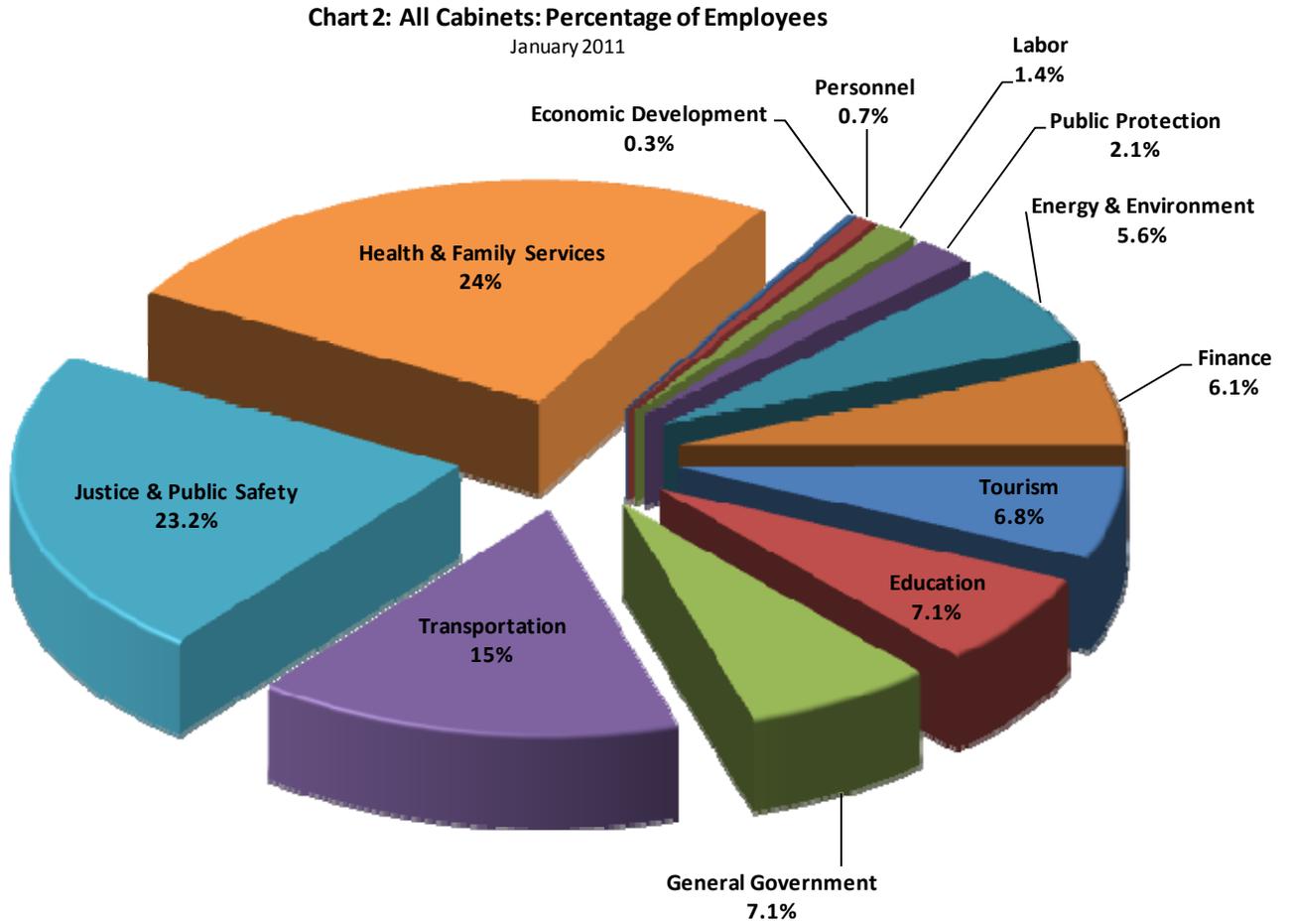
Chart 1: All Cabinets: Number of Employees

January 2011



¹ There are many exclusions to the total number of employees, for example, Personal Service Contract, National Guard, State Troopers, Teachers, KET, KY Historical Society, certain board members, and others.

Chart 2 shows the percentage of employees. The three largest cabinets constitute 62.2% of the total workforce in state government while the medium cabinets form 32.7% and the small cabinets have 4.5%.



All Cabinets: Gender Representation

In all cabinets, there are 15,200 female employees (444 more female employees since 2009) and 14,888 male employees (nearly the same since 2009), that is, 50.5% female and 49.5% male. There are six cabinets that employ more female than male and 6 cabinets that have more male employees than female. Chart 3 illustrates the gender distribution in all cabinets. Health and Family Services is the largest employer of females followed by Personnel while the Transportation Cabinet is the largest employer of males followed by the Energy & Environment Cabinet.

Chart 3: All Full-time State Employees: Gender Representation
January 2011

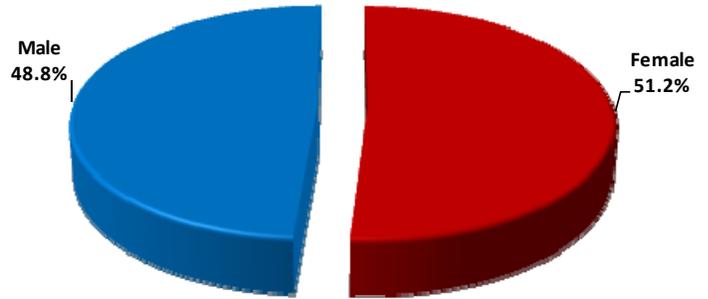
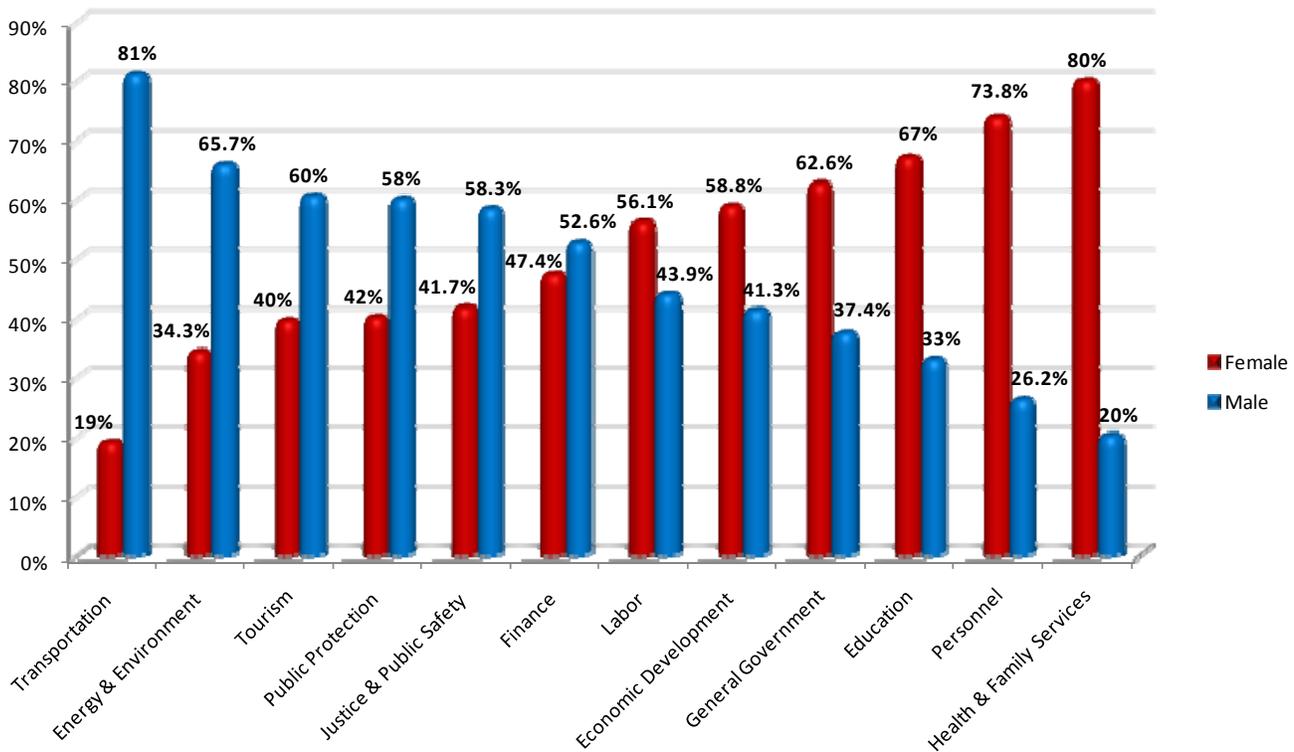


Chart 4: Gender Representation in All Cabinets
January 2011

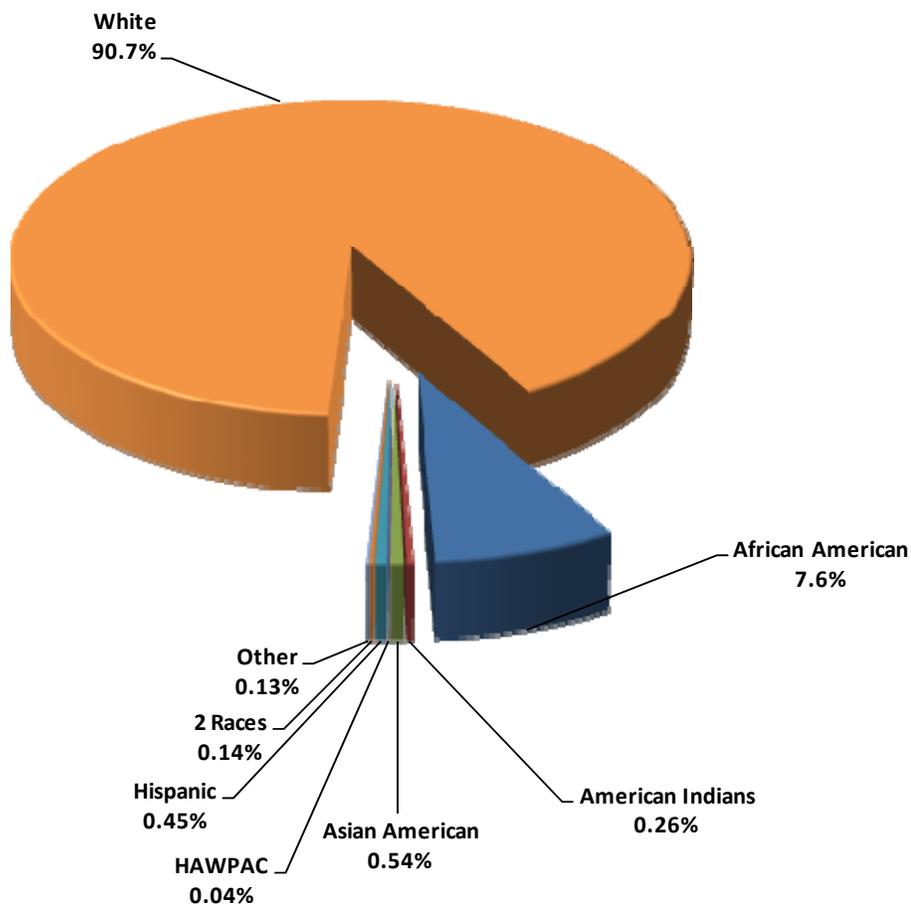


All Cabinets: Ethnic/Racial Representation

The percentage of minorities in Kentucky state government is 9.2%. African Americans represent the largest minority group with 7.5%. All other ethnic/racial groups form less than 1% each. Chart 5 illustrates the percentage of all ethnic/racial groups in state government.

Chart 5: All Cabinets: Ethnic/Racial Representattion

January 2011



The table below shows the percentage of minority employees in each cabinet. The Health & Family Services Cabinet is the most diversified cabinet with 14.3% minorities followed by the Economic Development Cabinet, 11.2% and Personnel Cabinet, 10.8%. The Energy and Environment Cabinet is the least diversified cabinet with only 4.7% minority employees followed by the Transportation Cabinet, 6%. Three cabinets are close in reaching the Minority Hiring Goal of 10%, the Education Cabinet, 9.7%, Labor Cabinet, 9.5%, and Justice & Public Safety Cabinet, 8.7%.

Cabinet	African American	American Indian	Asian American	HAWPAC	Hispanic	2Races	Other	White	% of Minority
Economic Development	7.5%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	88.8%	11.25%
Personnel	9.5%	0.0%	0.9%	0.0%	0.5%	0.0%	0.0%	89.1%	10.86%
Labor	6.6%	0.5%	0.7%	0.2%	0.7%	0.0%	0.9%	90.5%	9.55%
Public Protection	5.4%	0.2%	0.6%	0.0%	0.8%	0.2%	0.0%	93.0%	7.03%
Energy & Environment	1.5%	1.4%	1.2%	0.2%	0.3%	0.1%	0.1%	95.3%	4.74%
Finance	5.8%	0.3%	1.2%	0.0%	0.2%	0.3%	0.1%	92.1%	7.88%
Tourism	5.4%	0.0%	0.2%	0.0%	0.3%	0.1%	0.0%	93.8%	6.20%
Education	7.8%	0.2%	0.7%	0.0%	0.8%	0.2%	0.0%	90.3%	9.75%
General Government	5.9%	0.2%	0.6%	0.0%	0.1%	0.1%	0.0%	92.9%	7.09%
Transportation	5.1%	0.1%	0.4%	0.0%	0.1%	0.1%	0.0%	94.1%	5.94%
Justice & Public Safety	7.4%	0.2%	0.3%	0.1%	0.6%	0.1%	0.1%	91.3%	8.74%
Health & Family Services	12.6%	0.2%	0.4%	0.0%	0.6%	0.1%	0.3%	85.6%	14.35%
Total	7.7%	0.3%	0.5%	0.0%	0.4%	0.1%	0.1%	90.8%	

Average Salary and Gender in All Cabinets

The average male salary in state government is higher than the female by 18.5% as chart 6 shows.

In all cabinets, the average male salary is higher than the female. This gap of gender salary is highest in the Economic Development where the average male salary is higher than the female by 48.1% and lowest is in the Tourism Cabinet where the average male salary is higher than the female by 3.3%. Chart 7 shows the gap in all cabinets. There are five cabinets which the male average salary is higher than the female average salary by more than 20% and four cabinets by more than 10% and three cabinets by less than 10%.

Chart 6: All Cabinets: Avg. Salary by Gender

January 2011

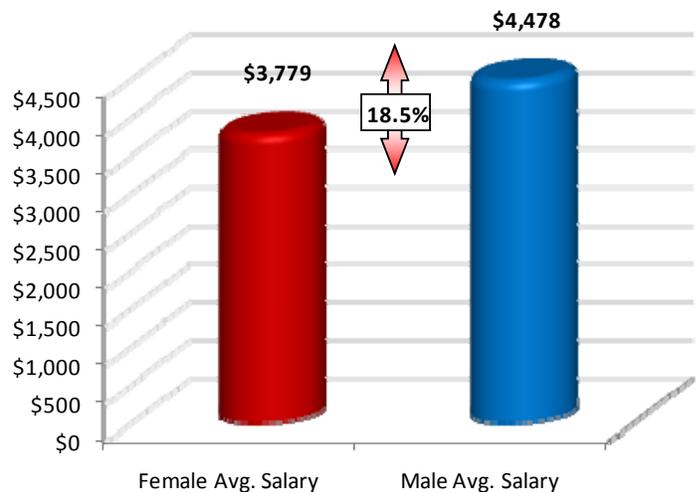
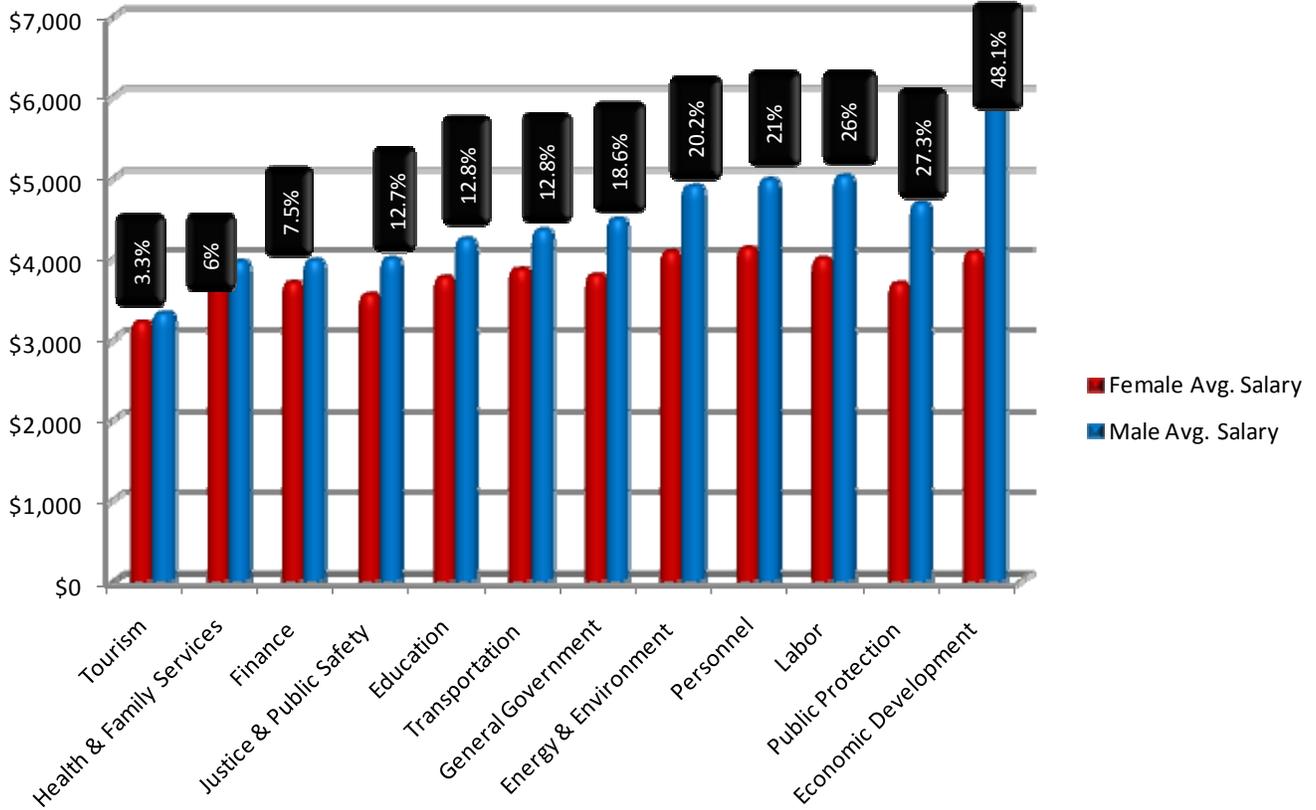


Chart 7: All Cabinets: Avg. Salary by Gender and by Cabinet

January 2011



ECONOMIC DEVELOPMENT CABINET

“The Cabinet for Economic Development is the primary state agency in Kentucky responsible for creating new jobs and investment in the state. Programs administered by the Cabinet are designed to support and promote economic development within the state, primarily by attracting new industries to the state, assisting in the development of existing industries, and assisting communities in preparing for economic development opportunities².”

Cabinet Size: Number of Employees

The Economic Development Cabinet is the smallest cabinet in the Commonwealth; it constitutes only 0.25% of the total employment in state government. It employs 80 full-time employees in 4 different departments: the Department for Business Development, Department of Financial Incentives, Department of Commercialization and Innovation, and the Office of the Secretary. Charts 1 and 2 illustrate the size of the Economic Development Cabinet.

Chart 1: Economic Development Cabinet: Number of Employees by Department

January 2011

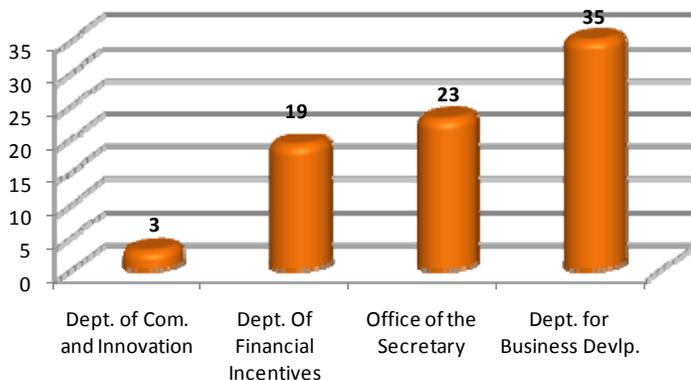
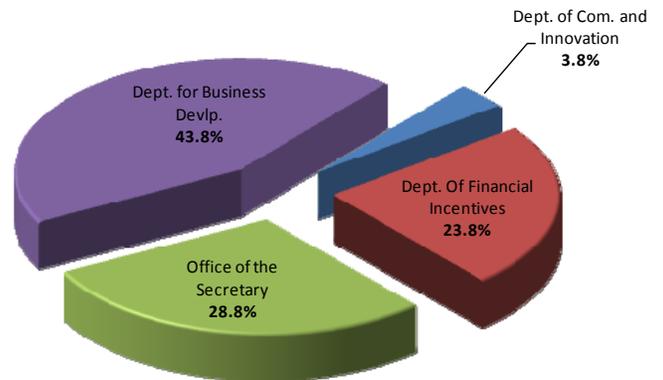


Chart 2: Economic Development Cabinet: Percentage of Employees by Department

January 2011



² To learn more about the Economic Development cabinet visit their website at www.thinkkentucky.com.

Gender Representation

The Economic Development Cabinet has 59% females and 41% males. Therefore, it has surpassed the female hiring goal of 52.42% by 6.5%. Looking at the gender distribution of the Economic Development Cabinet, the Office of the Secretary and the Department for Business Development have over 52.42% of the Cabinet's female representation.

Chart 3: Economic Development: Gender Representation
January 2011

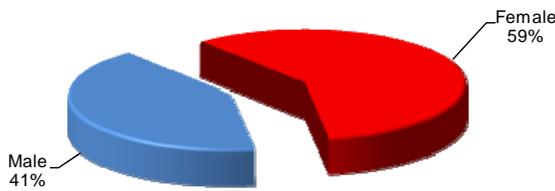
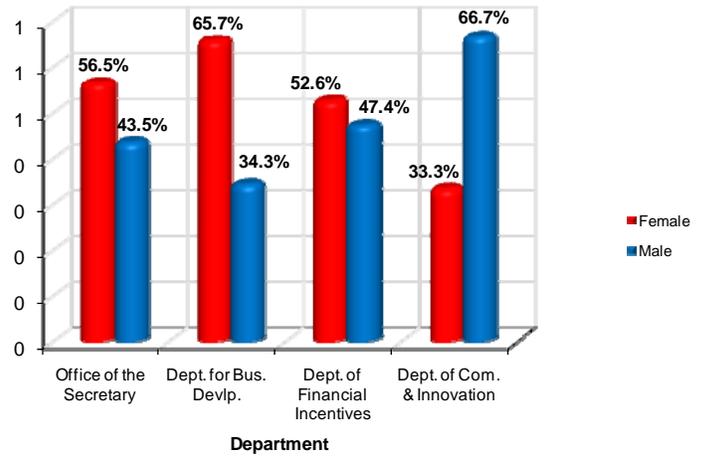


Chart 4: Economic Development Cabinet: Percentage of Gender Representation
January 2011



In the Department of Financial Incentives, the number of females is nearly equal to the number of males. Department of Commercialization and Innovation has more males than females, and the total number of employees is only three.

Ethnic/Racial Representation

The Economic Development Cabinet employs 11.25% minorities. This includes 7.5% African Americans and 3.7% Asian Americans (no American Indians, Hispanics, or Others). The cabinet is 1.2% over of the minority hiring goal. The Office of the Secretary is the most diverse among all departments within the cabinet. Since 2009, there was a 1.2% increase in minority employees.

Chart 5: Economic Development Cabinet: Ethnic Representation
January 2011

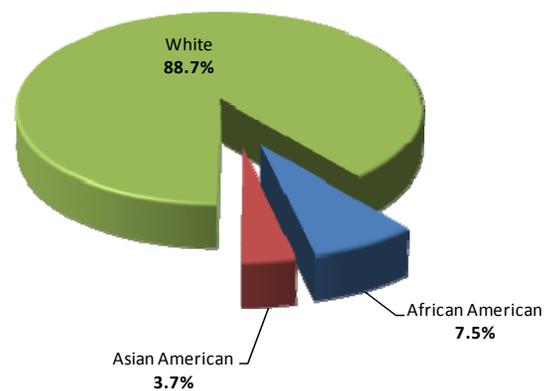
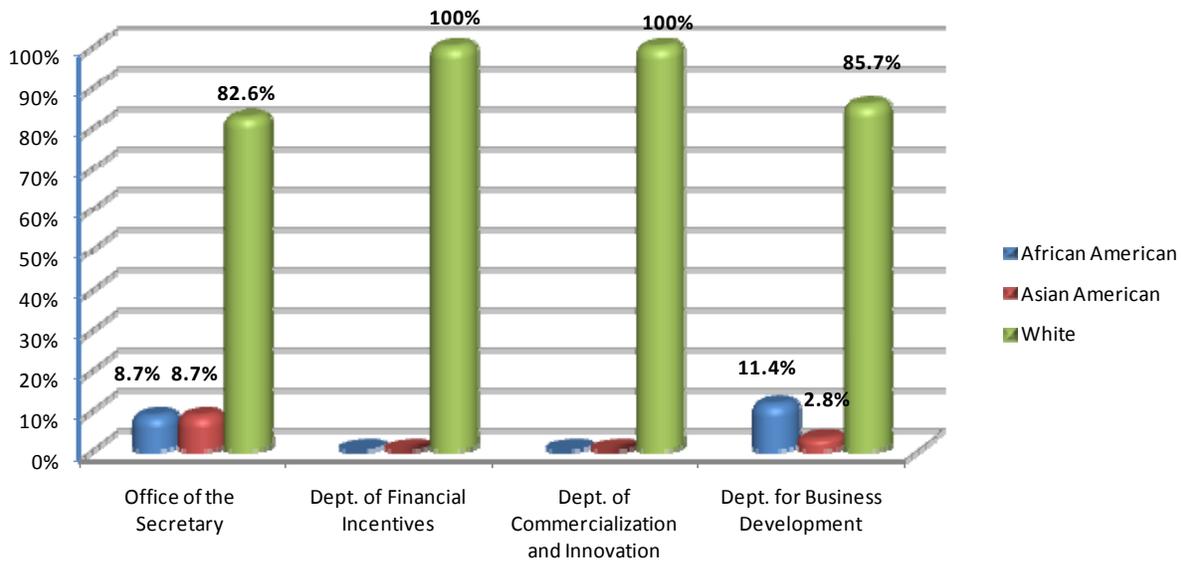


Chart 6: Economic Development Cabinet: Ethnic Representation
January 2011



Average Salary and Gender

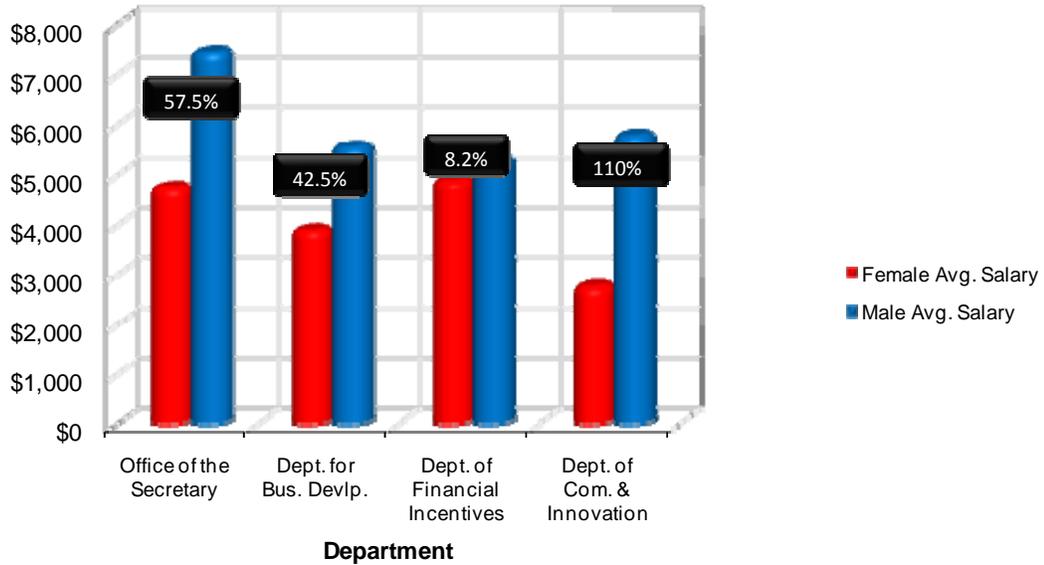
The average male salary in the Economic Development Cabinet is higher than the female by 48% as chart 7 shows. The salary gap based on gender is significant: the average male salary is \$6,002 and the average female salary is \$4,053. Since 2007, the gap between male average salary and female average salary has increased by 19.7% (the gap used to be 28.29% in 2007).

In all departments of Economic Development Cabinet, the male average salary is higher than the female average salary. Except for the Department of Financial Incentives, in all the Cabinet’s departments, the male average salary is more than 40% higher than the female average salary. Chart 8 illustrates the percentage gap in each department.

Chart 7: Economic Development: Avg. Salary by Gender
January 2011



Chart 8: Economic Development Cabinet: Avg. Salary by Gender
January 2011



Average Salary and Ethnicity/Race

There are only 6 African American employees and 3 Asians Americans, in the Economic Development Cabinet and the rest are White (71 employees).

The average monthly salary for the African American Employees is \$3,866, the Asian Americans is \$4383 and the White is \$5,131. The table below shows the average salary of each ethnic/racial group within each department.

Department	AF AM Avg. Salary	AS AM Avg. Salary	White Avg. Salary
Office of the Secretary	\$2,753	\$5,260	\$6,303
Dept. of Financial Incentives	\$0	\$0	\$5,061
Dept. of Commercialization and Innovation	\$0	\$0	\$4,756
Dept. for Business Development	\$4,980	\$3,506	\$4,404
Cabinet Total	\$3,866	\$4,383	\$5,131

PERSONNEL CABINET

“As the mission statement indicates, the Personnel Cabinet provides leadership and guidance to attract, develop, motivate and retain a talented, diverse workforce; foster an understanding of and adherence to regulatory requirements; and create a positive, supportive work environment that values all employees³.”

Cabinet Size: Number of Employees

The Personnel Cabinet is the second smallest agency in the Commonwealth after the Economic Development Cabinet. It constitutes only 0.7% of the total employment in state government. It employs 221 full-time employees in 3 different departments: the Office of the Secretary, Department of Human Resources Administration, and Department of Employee Insurance. Charts 1 and 2 illustrate the size of the Personnel Cabinet.

Chart 1: Personnel Cabinet: Number of Employees

January 2011

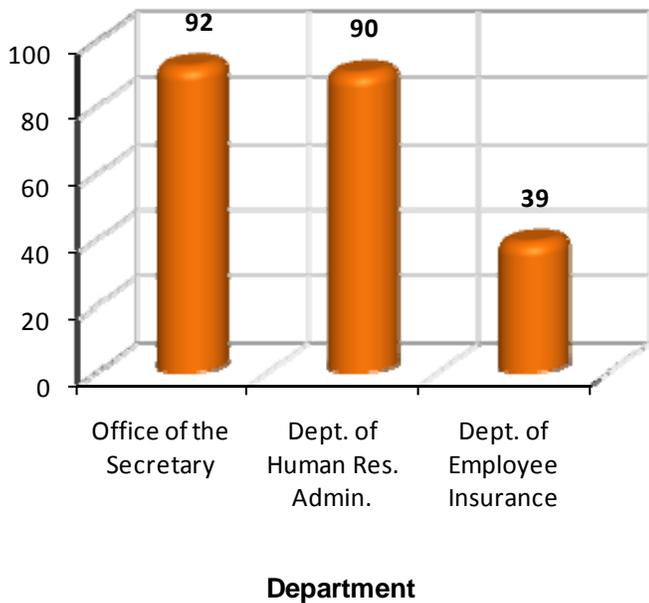
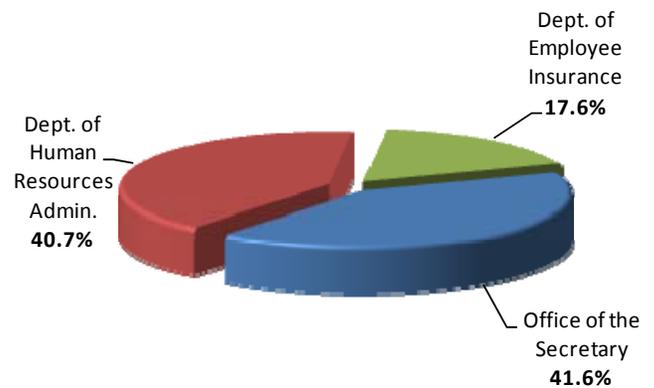


Chart 2: Personnel Cabinet: Percentage of Employees

January 2011



³ To learn more about the Personnel Cabinet, visit their website: www.personnel.ky.gov.

Gender Representation

The Personnel Cabinet has 74% females and 26% males. Therefore, it has surpassed the female hiring goal of 52.42% by 21.5%. Looking at the gender distribution of the Personnel Cabinet, all the departments have surpassed the hiring female goal of 52.42%: Office of the Secretary, 69%, Department of Human Resources Administration, 71%, and Department of Employee Insurance, 82%. Charts 3 and 4 illustrate gender distribution within the cabinet.

Chart 3: Personnel Cabinet: Gender Representation
January 2011

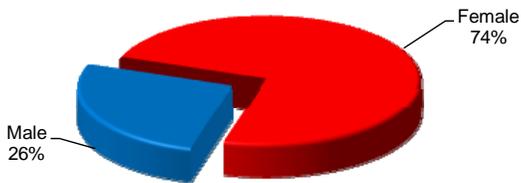
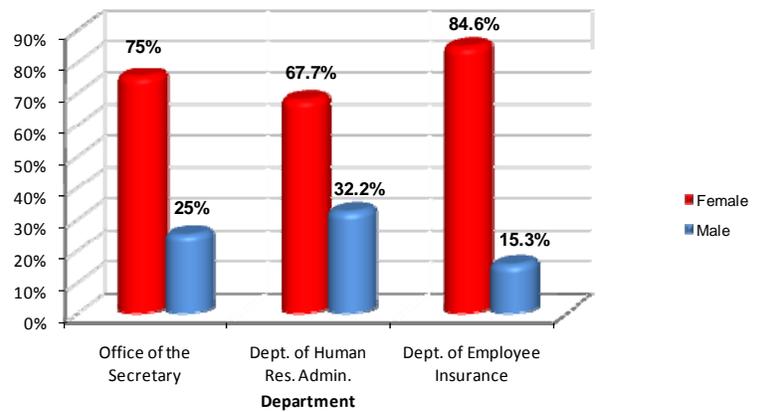


Chart 4: Personnel Cabinet: Gender Representation by Department
January 2011



Ethnic/Racial Representation

The Personnel Cabinet employs a total of 10.8% minorities of which 9.5% are African Americans. The cabinet has surpassed the minority hiring goal by 0.86%.

Chart 5 illustrates the ethnic distribution in the entire Personnel Cabinet. Chart 6 details the distribution in each department. The Department of Employee Insurance has the highest percentage of African American employees, 12.8%. The Department of Resources Administration has five African Americans, two Asians, and one Hispanic. The Office of the Secretary has 12% African Americans.

Chart 5: Personnel Cabinet: Ethnic Representation
January 2011

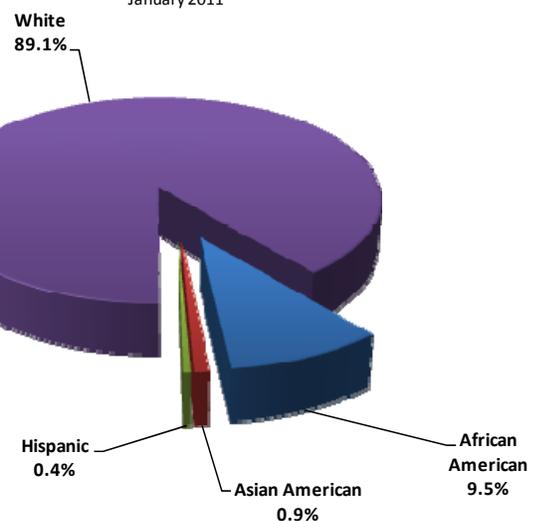
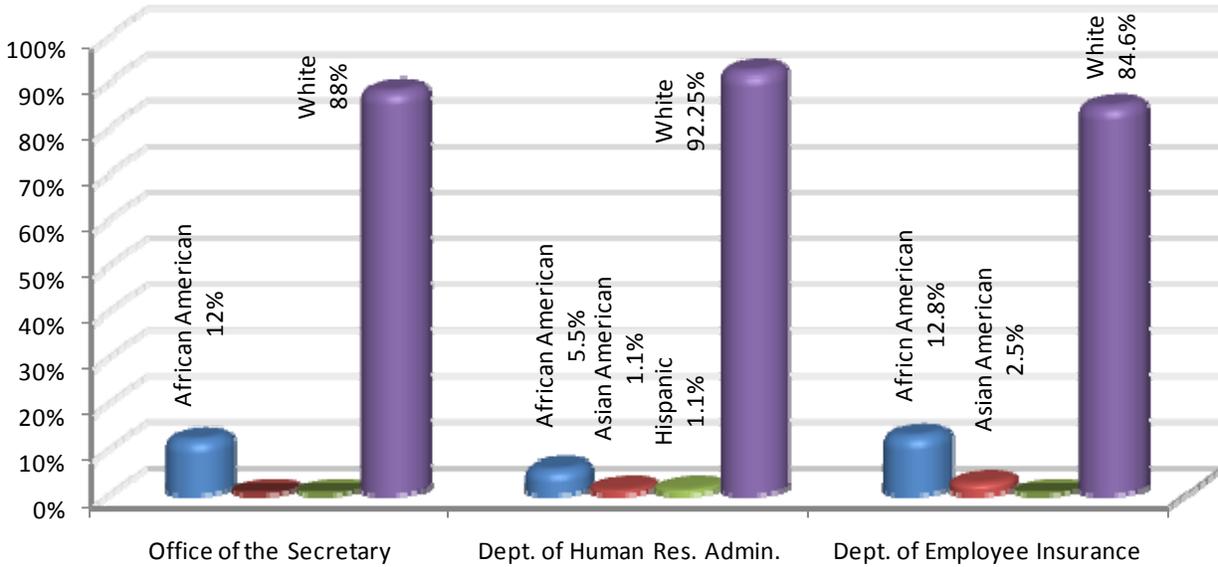


Chart 6: Personnel Cabinet: Ethnic Representation by Department

January 2011



Average Salary and Gender

The average monthly male salary is \$4,967 and the average monthly female salary is \$4,109. The average male salary is higher than the female by 20.8% as chart 7 shows. The Personnel Cabinet has 58 males and 163 females.

The Office of the Secretary has 69 females and 23 males; however, the average male salary is higher than the female by 38.2%. The Department of Employee Insurance has 33 females and 6 males but the average male salary is higher than the female by 24.7%. The

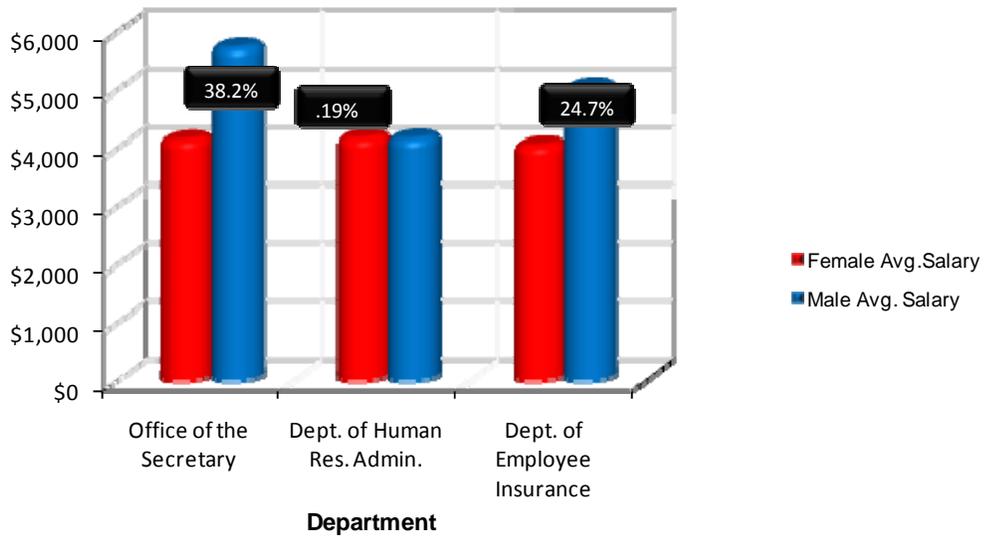
Department of Human Resources Administration has 61 females and 29 males. The female average salary is higher than the male by 19%.

Chart 7: Personnel Cabinet: Avg. Salary by Gender

January 2011



Chart 8: Personnel Cabinet: Avg. Salary by Gender in Each Department
January 2011



Average Salary and Ethnicity/Race

The following table shows the average monthly salary of ethnic/racial groups in each department.

Department	AFAM # Empl	AF AM Avg Salary	AS AM # Empl	AS AM Avg Salary	Hispanic # Empl	Hispanic Avg Salary	White # Empl	White Avg Salary
Office of the Secretary	11	\$4,976	0	\$0	0	\$0	81	\$4,469
Dept. of Human Res. Admin.	5	\$3,732	1	\$5,183	1	\$2,937	83	\$4,186
Dept. of Employee Insurance	5	\$3,327	1	\$2,966	0	\$0	33	\$4,353
Cabinet Total	21	\$4,012	2	\$4,075	1	\$2,937	197	\$4,336

LABOR CABINET

Cabinet Size: Number of Employees

“The Labor Cabinet emerged from the Environment and Public Protection Cabinet in 2008. The Labor Cabinet employs 440 employees in 7 different departments: Office of the Secretary, Department of Workplace Standards, Department of Workers’ Claims, KY Occupation Safety & Health Review Commission, Workers Compensation Funding Commission, and Office of General Adm/Prog Support for Shared Services, and Office of Inspector General for Shared Services.

The Department of Workers’ Claims is the largest department with 172 employees followed by the Department of Workplace Standards with 136 employees. The Occupation Safety & Health Review Commission and Office of Inspector General for Shared Services are the smallest departments with 4 and 11 employees, respectively.”⁴

Department	Abbrev.
Office of the Secretary	OS
Department of Workplace Standards	DWS
Department of Workers' Claims	DWC
KY Occupation Safety & Health Review Commission	OSHRC
Workers Compensation Funding Commission	WCFC
Office of General Adm/Prog Support for Shared Services	OGAPSSS
Office of Inspector General for Shared Services	OIGSS

Chart 1: Labor Cabinet: Number of Employees

January 2011

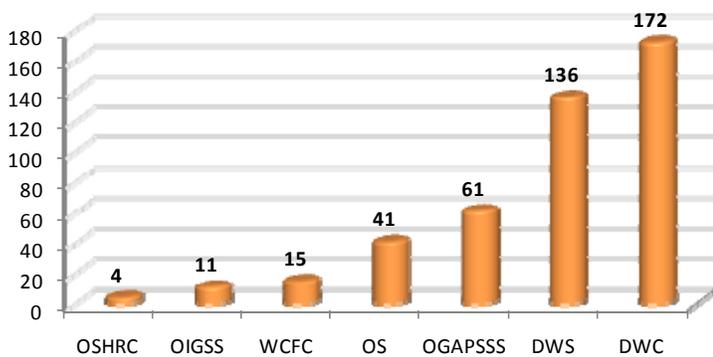
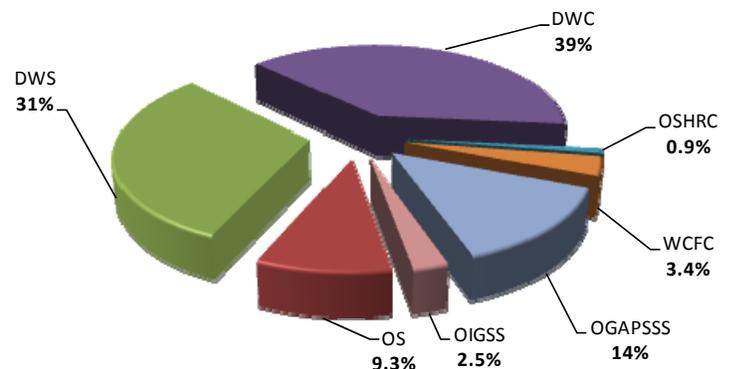


Chart 2: Labor Cabinet: Percentage of Employees

January 2011



Gender Representation

⁴ Labor cabinet: <http://labor.ky.gov>

The Labor Cabinet employs 56% females and 44% male, which surpasses the Female Hiring Goal of 52.42% by 3.5%. The majority of departments have over 52.42% female employs, except for the Department of Workplace Standards, Office of the Secretary and Office of Inspector General for Shared Services. The Department of Workers' Claims has nearly 70% female, and this constitutes 39% of the total number of employees. The Occupation Safety & Health Review Commission has 75% female; however, this constitutes only 1 % of the total number of employees.

Chart 3: Labor Cabinet: Gender Representation

January 2011

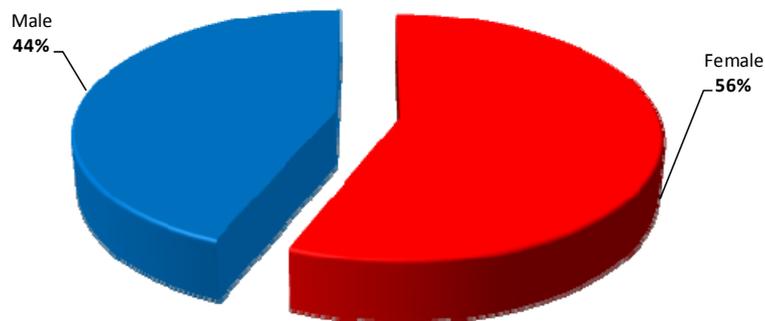
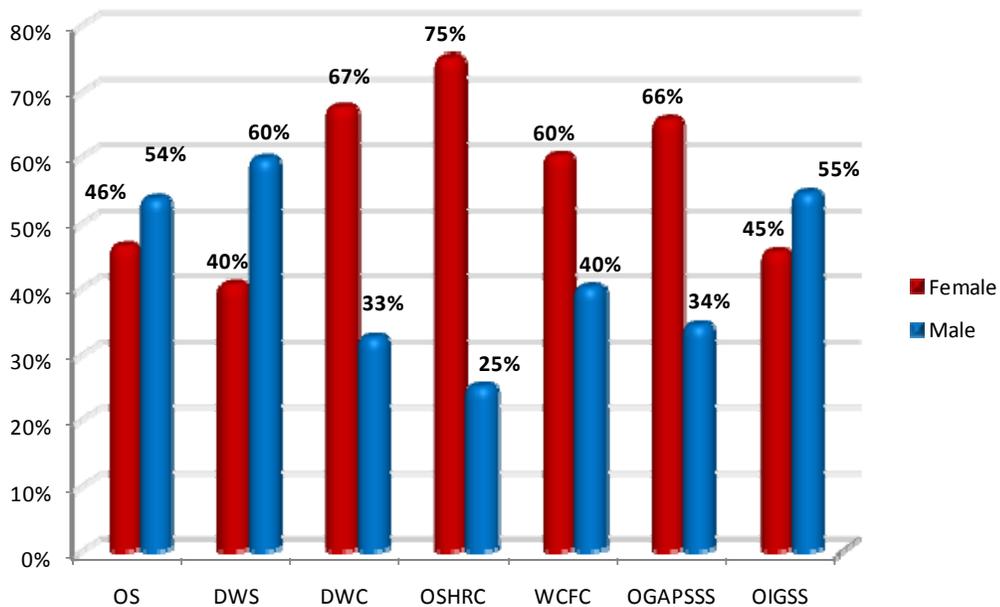


Chart 4: Labor Cabinet: Gender Representation by Department

January 2011



Ethnic/Racial Representation

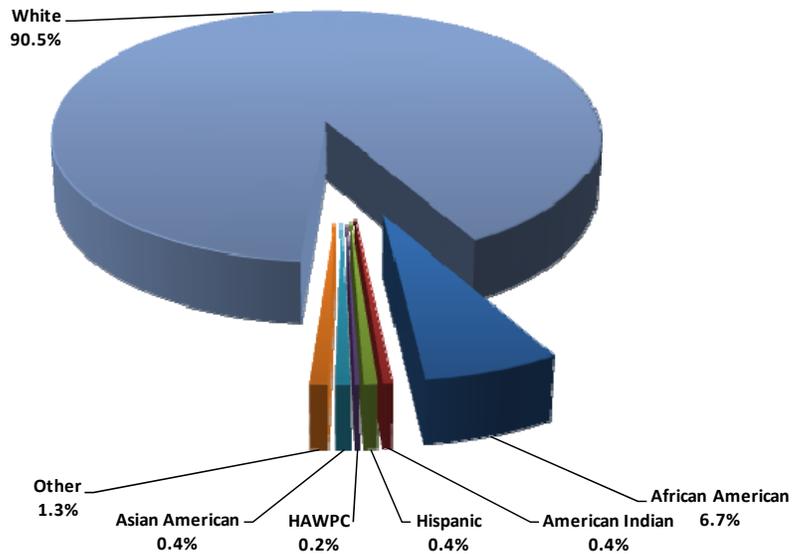
The Labor Cabinet has 9.5% minorities, which is less than the Minority Hiring Goal of 10% by only .5%. The 9.5% of minorities is composed of 6.5% African Americans, 1% Others, Asian Americans and Hispanics, .6% each, .4% American Indians, and .2% Hawaiians/Pacific Islanders.

The Occupation Safety & Health Review Commission and Workers Compensation Funding Commission both have no minorities, however, they have only 4 and 15 employees, respectively.

Nearly all other departments have just over 10% minorities.

The table below details the percentage of minorities in each department.

Chart 5: Labor Cabinet: Ethnic/Racial Representation
January 2011



Department	African American	American Indian	Asian American	HAWPC	Hispanic	Other	White
Office of the Secretary	7.3%	0.0%	2.4%	0.0%	0.0%	2.4%	87.8%
Department of Workplace Standards	8.8%	0.0%	0.7%	0.7%	1.5%	1.5%	86.8%
Department of Workers' Claims	5.8%	0.0%	0.0%	0.0%	0.0%	0.6%	93.6%
KY Occupation Safety & Health Review Commission	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Workers Compensation Funding Commission	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Office of General Adm/Prog Support for Shrded Services	4.9%	1.6%	1.6%	0.0%	1.6%	0.0%	90.2%
Office of Inspector General for Shared Services	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	81.8%
Cabinet Total	6.59%	0.45%	0.68%	0.23%	0.68%	0.91%	90.45%

Average Salary and Gender

The average male salary is higher than the female by 26% as chart 6 shows. In nearly all departments of the Labor Cabinet, the male average salary is higher than the female. The Office of Inspector General for Shared Services is the only department in which the female average salary is higher than the male by 2.3%. The Department of Workers' Claims has almost 70% female employees, yet the male average salary is higher than the female by 70%. Chart 7 details the gap in salary in gender in all departments of the Labor Cabinet.

Chart 6: Labor Cabinet: Avg Slary by Gender
January 2011

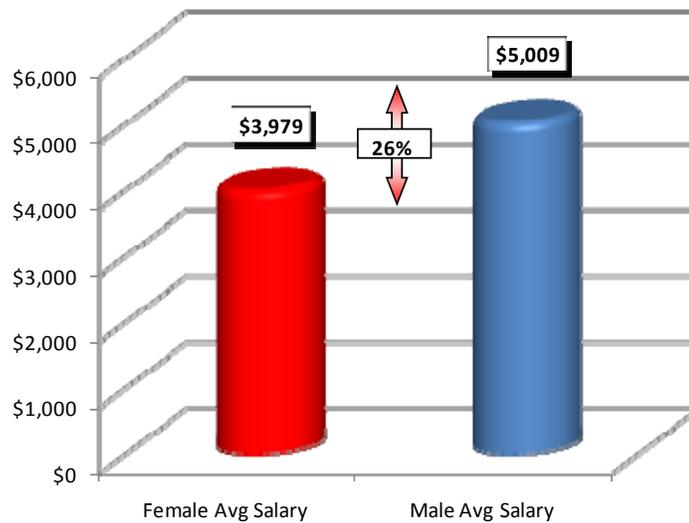
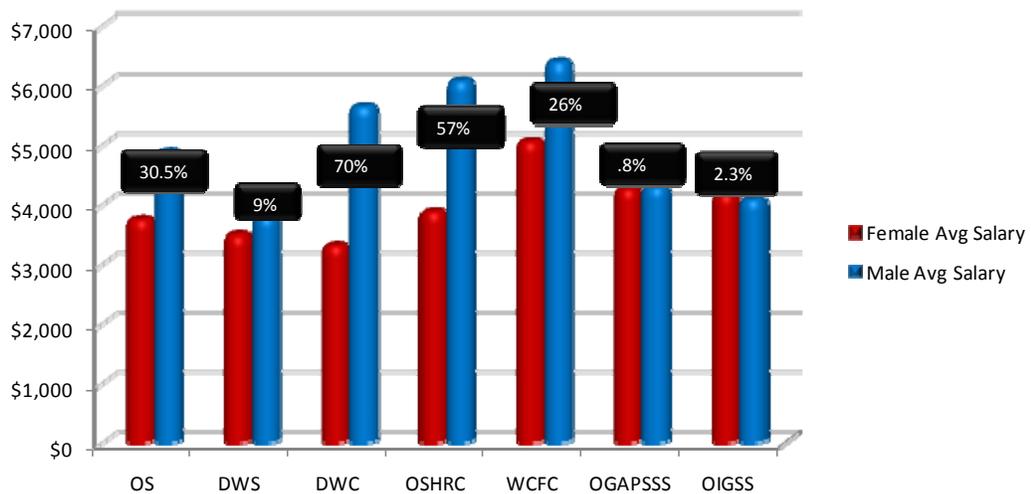


Chart 7: Labor Cabinet: Avg Salary by Gender and by Department
January 2011



Average Salary and Ethnicity/Race

The White monthly average salary is the highest among ethnic/racial groups with an average of \$4,371 and the lowest is the Hawaiian/Pacific Islander with an average of \$2,670 (only 1 employee). The African American employee has an average salary of \$4,352, which is similar to the White average salary. All other ethnic/racial groups have one or two employees, which makes comparison not useful.

The table below shows the average monthly salary along with the number of employees in all Labor Cabinet departments.

Department	OS	DWS	DWC	OSHRC	WCFC	OGAPSSS	OIGSS	Cabinet Total
AF AM # Empl	3	12	10	0	0	3	1	29
AF AM Avg Salary	\$3,942	\$3,315	\$3,902	\$0	\$0	\$3,967	\$6,634	\$4,352
AM IN # Empl	0	0	0	0	0	1	1	2
AM IN Avg Salary	\$0	\$0	\$0	\$0	\$0	\$3,562	\$2,546	\$3,054
AM AS # Empl	1	1	0	0	0	1	0	3
AM AS Avg Salary	\$3,575	\$2,804	\$0	\$0	\$0	\$4,085	\$0	\$3,488
HAWPC # Empl	0	1	0	0	0	0	0	1
HAWPC Avg Salary	\$0	\$2,670	\$0	\$0	\$0	\$0	\$0	\$2,670
Hispanic # Empl	0	1	0	0	0	1	0	2
Hispanic Avg Salary	\$0	\$2,879	\$0	\$0	\$0	\$3,230	\$0	\$3,055
Other # Empl	1	2	1	0	0	0	0	4
Other Avg Salary	\$2,317	\$2,262	\$2,572	\$0	\$0	\$0	\$0	\$2,384
White # Empl	36	118	161	4	15	55	9	398
White Avg Salary	\$4,452	\$3,745	\$4,080	\$4,414	\$5,573	\$4,319	\$4,016	\$4,371

PUBLIC PROTECTION CABINET

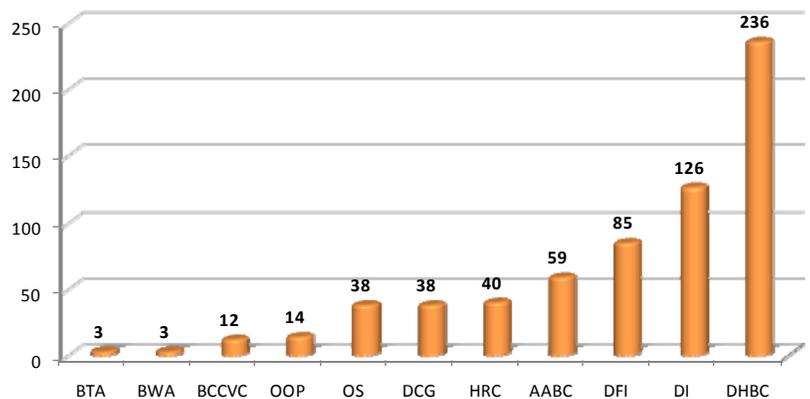
“The Public Protection Cabinet and its employees touch the lives of many Kentucky citizens. If your money is deposited into a state bank or other financial institution, if you have ever watched a horse race, purchased an insurance policy or played a bingo game sponsored by a local charitable group, you have benefited from our work. If you have ever appealed a property tax assessment or applied for a building permit, you have dealt with one of our agencies.”⁵

Cabinet Size: Number of Employees

The Public Protection Cabinet has 654 employees dispersed over 11 departments.

The Department of Housing, Building and Construction is the largest department with 236 employees followed by the Department of Insurance with 126 employees. The Board of Tax Appeals and Boxing and Wrestling Authority are the smallest entities within the cabinet and with 3 employees each. Chart 1 illustrates the size of the cabinet and the number of employees in each department.

Chart 1: Public Protection Cabinet: Number of Employees by Department
January 2011

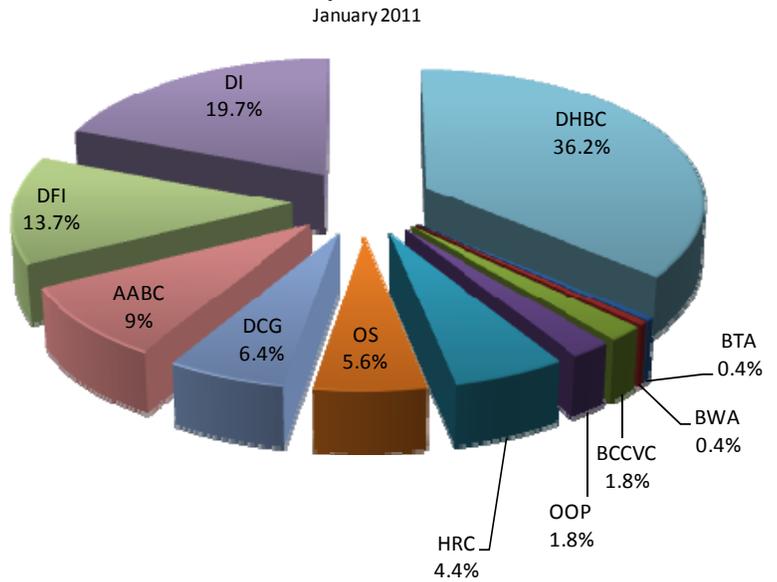


Department	Abbrev.	Department	Abbrev.
KY Board of Tax Appeals	BTA	Dept. of Charitable Gaming	DCG
KY Boxing & Wrestling Authority	BWA	Dept. of Alcoholic Beverage Control	AABC
Board of Claims & Crime Victims Compensation	BCCVC	Dept. of Financial Institutions	DFI
Office of Occupations and Professions	OOP	Department of Insurance	DI
KY Horse Racing Commission	HRC	Dept. of Housing, Buildings and Construction	DHBC
Office of the Secretary	OS		

⁵ Public Protection Cabinet website: <http://ppc.ky.gov/>

Chart 2 illustrates the size of each department as a percentage of the entire cabinet. The Public Protection Cabinet constitutes only 2.1% of the total employment in all state government.

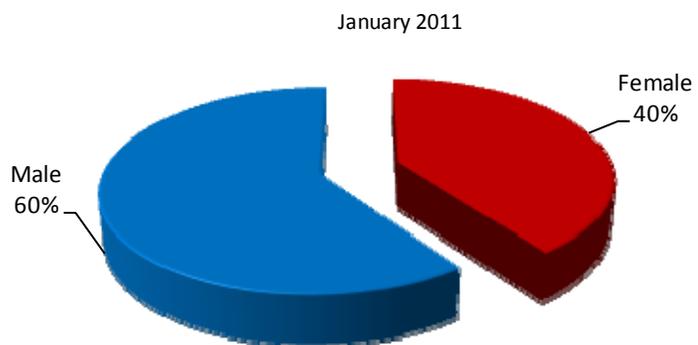
Chart 2: Public Protection Cabinet: Percentage of Employees by Department



Gender Representation

The Public Protection Cabinet has 60% male employees and 40% females. The cabinet has not reached the Female Hiring Goal of 52.42%. The cabinet needs to hire 12.4% more females to reach FHG.

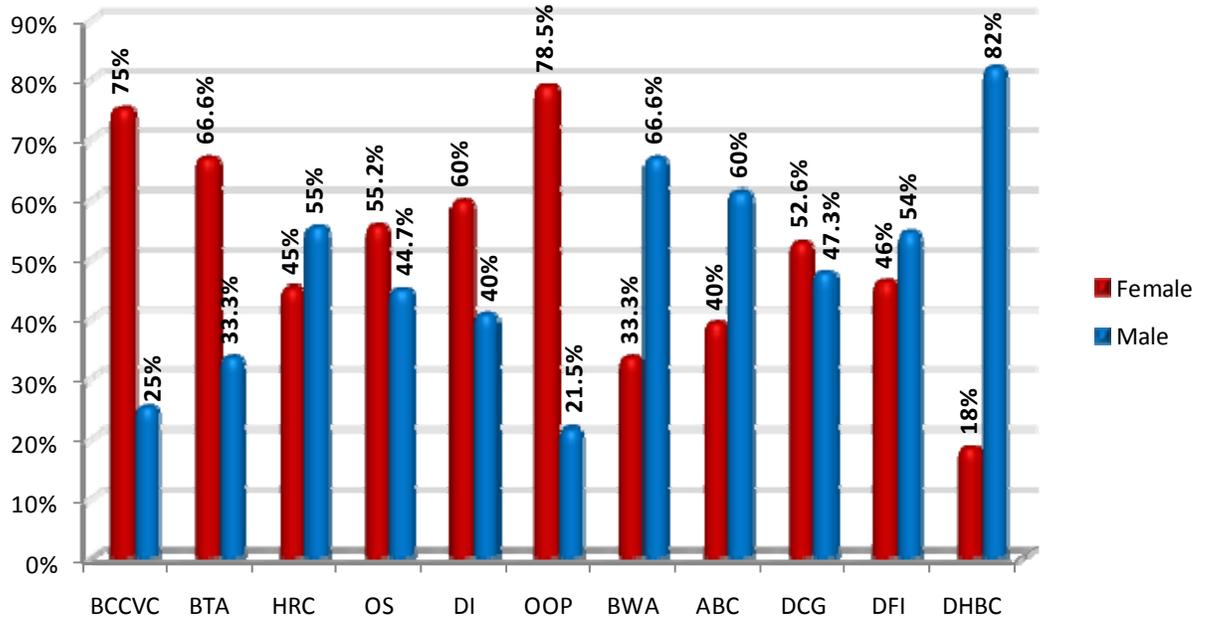
Chart 3: Public Protection Cabinet: Gender Representation



There are six departments that have more female employees than males and the rest have more males. The Department of Housing, Buildings and Construction, the largest department within the cabinet, has only 18% females. However, the second largest department, Department of Insurance, has 60% females. Department of Financial Institutions, with its 87 employees, has 46% females. The department with the most females is the Office of Occupations and Professions with 78.5% females. Chart 4 details the distribution of gender in each department in the Public Protection Cabinet.

Chart 4: Public Protection Cabinet: Gender Representation by Department

January 2011



Ethnic/Racial Representation

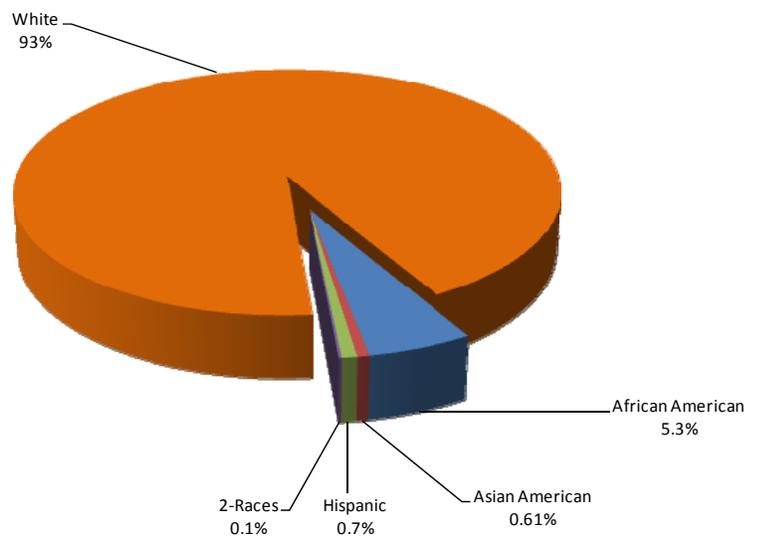
The Public Protection Cabinet has 7% minority employees (2% decrease from 2009), which is 3% less the Minority Hiring Goal of 10%.

The 7% consists of 5.3% African Americans, .7% Hispanics, .6% Asian Americans, and .1% 2 Races.

The three smallest departments, with 18 employees combined, have no minorities, Board of Tax Appeals, Boxing and Wrestling Authority, and Board of Claims & Crime Victims Compensation. Seven Departments have less than 10% minority

Chart 6: Public Protection Cabinet: Ethnic Representation

January 2011



employees, and three departments have more than 10%. The table below shows the distribution of minorities in the cabinet:

Department	African American	Asian American	Hispanic	2Races	White
Board of Claims & Crime Victims Comp.	0.0%	0.0%	0.0%	0.0%	100.0%
KY Board of Tax Appeals	0.0%	0.0%	0.0%	0.0%	100.0%
KY Horse Racing Commission	0.0%	0.0%	5.0%	0.0%	92.5%
Office of the Secretary	2.6%	0.0%	0.0%	2.6%	94.7%
Department of Insurance	8.7%	1.6%	0.8%	0.0%	88.9%
Office of Occupations and Professions	14.3%	0.0%	7.1%	0.0%	78.6%
KY Boxing & Wrestling Authority	0.0%	0.0%	0.0%	0.0%	100.0%
Dept. of Alcoholic Beverage Control	5.1%	1.7%	0.0%	0.0%	93.2%
Dept. of Charitable Gaming	5.3%	0.0%	0.0%	0.0%	94.7%
Dept. of Financial Institutions	7.1%	1.2%	1.2%	0.0%	90.6%
Dept. of Housing, Buildings and Construction	4.2%	0.0%	0.0%	0.0%	95.8%
Cabinet Total	5.4%	0.6%	0.8%	0.2%	93.0%

Average Salary and Gender

At the Public Protection Cabinet, the average male salary is \$4,670 and the female average salary is \$3,668. Therefore, the male average salary is higher by 27.3% than the female average salary as chart 6 shows (a 10% increase from 2009).

In all departments, the male average salary is higher than the female except the Board of Claims & Crime Victims Compensation where the female average salary is higher than the male average salary by 3% as chart 7 illustrates.

Chart 6: Public Protection Cabinet: Avg. Salary by Gender

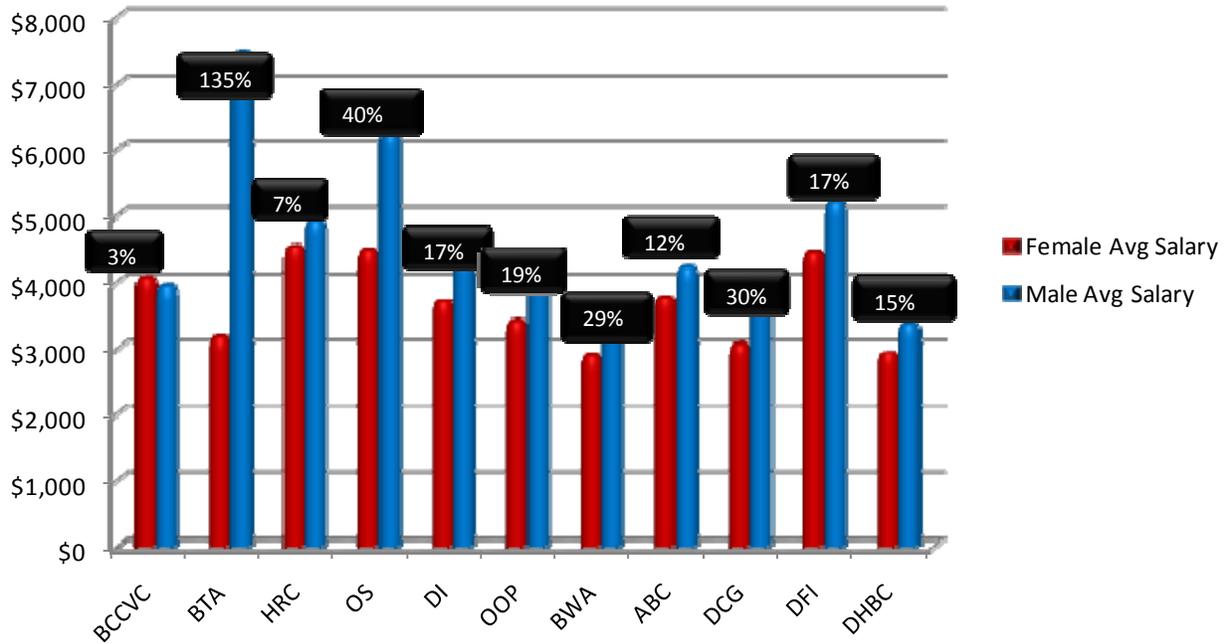


The largest department, the Dept. of Housing, Buildings and Construction, the male average salary is higher than the female by 15%. The second and third largest departments, Department of Insurance and Dept. of Financial Institutions, the male average salary is higher than the female by 17%. (both)

Although the Dept. of Alcoholic Beverage Control has 42% female employees, the gap in salary based on gender is not drastic as in other departments; the male average salary is higher than the female by 12%. The same case for the

Horse Racing Commission, the male average salary is higher than the female by 7%. The case is different for Dept. of Charitable Gaming where women are slightly more than men yet the male average salary is higher than the female by 30% and 40% in the Office of the Secretary which also has more women than men.

Chart 7: Public Protection Cabinet: Avg. Salary by Gender and by Department
January 2011



Average Salary and Ethnicity/Race

The following table shows the number of minority employees along with their average salary in each department.

Department	African American		American Indian		Asian American		Hispanic		2 Race		White	
	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary
Board of Claims & Crime Victims Comp.	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	12	\$4,022.00
KY Board of Tax Appeals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$4,596.00
KY Horse Racing Commission	0	\$0.00	1	\$3,890.00	0	\$0.00	2	\$2,537.00	0	\$0.00	37	\$4,886.00
Office of the Secretary	1	\$7,000.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$5,921.00	36	\$5,190.00
Department of Insurance	11	\$3,838.00	0	\$0.00	2	\$4,235.00	1	\$4,445.00	0	\$0.00	112	\$3,962.00
Office of Occupations and Professions	2	\$4,405.00	0	\$0.00	0	\$0.00	1	\$2,889.00	0	\$0.00	11	\$3,442.00
KY Boxing & Wrestling Authority	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$3,442.00
Dept. of Alcoholic Beverage Control	3	\$5,616.00	0	\$0.00	1	\$4,503.00	0	\$0.00	0	\$0.00	55	\$3,941.00
Dept. of Charitable Gaming	2	\$2,585.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	36	\$3,546.00
Dept. of Financial Institutions	6	\$5,191.00	0	\$0.00	1	\$2,773.00	1	\$3,167.00	0	\$0.00	77	\$4,863.00
Dept. of Housing, Buildings and Construction	10	\$3,622.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	226	\$3,261.00
Cabinet Total	35	\$4,608	1	\$3,890	4	\$3,837	5	\$3,383	1	\$5,921	608	\$4,105

ENERGY AND ENVIRONMENT CABINET

“In Kentucky’s EEC, we take seriously our role of overseers of how we carefully and thoughtfully address the energy needs of our citizens. Whether from our historic coal operations and seeking ways in which to mine and deliver that mineral more safely and cleanly, or developing stringent regulations that make certain Kentucky’s natural beauty is not harmed, EEC employees continue to work diligently to bring vital services to all Kentuckians.”⁶

Cabinet Size: Number of Employees

The Energy and Environment Cabinet has 1,816 employees in eight departments (a 6.5% increase since 2009). The Department for Natural Resources and the Department for Environmental Protection account for nearly 90% of the total employees of the Energy and Environment Cabinet. The Energy and Environment Cabinet constitutes nearly 6% of the total employment in all state government.

Chart 1: Energy & Environment Cabinet: Number of Employees by Department
January 2011

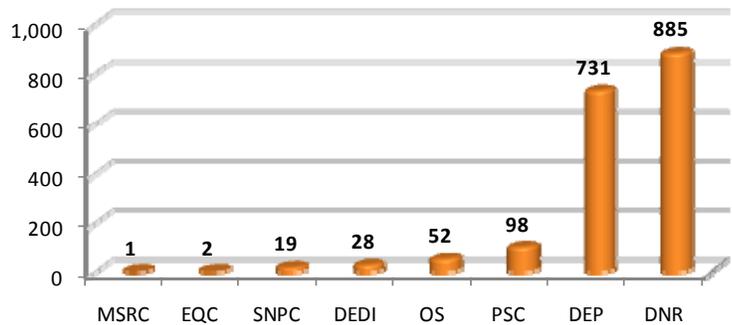
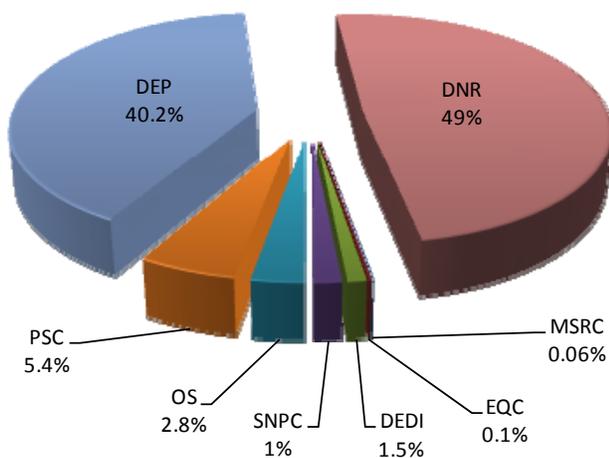


Chart 2: Energy & Environment Cabinet: Percentage of Employees by Department
January 2011



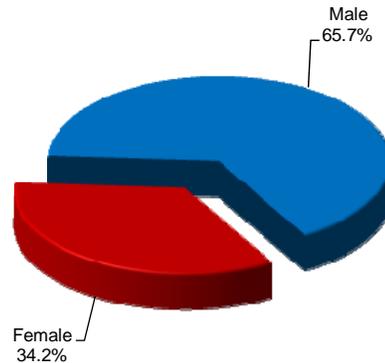
Abbrev.	Department
EQC	Environmental Quality Commission
MSRC	Mine Safety Review Commission
PSC	KY Public Service Commission
SNPC	State Nature Preserves Commission
OS	Office of the Secretary
DEDI	Dept. for Energy Development & Independence
DNR	Dept. for Natural Resources
DEP	Dept. for Environmental Protection

⁶ The Energy & Environment Cabinet website: <http://www.eec.ky.gov/>

Gender Representation

The Energy and Environment Cabinet employs 34.2% females and 65.7% males. Therefore, the cabinet is 18.2% short from the Female Hiring Goal of 52.42%.

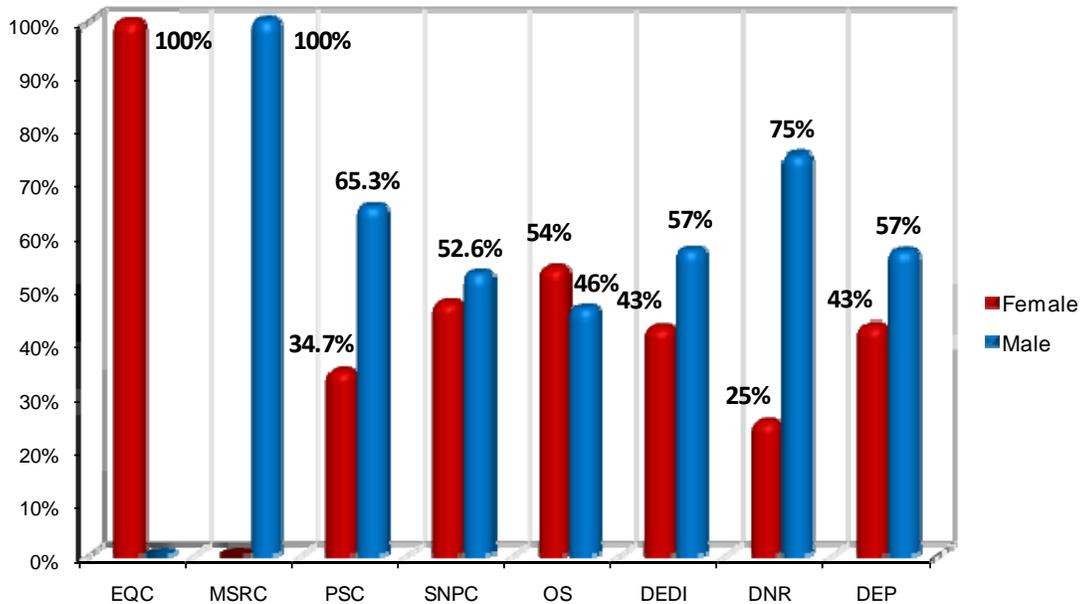
Chart 3: Energy & Environment Cabinet: Gender Representation
January 2011



Mine Safety Review Commission has only one male employee and the Environmental Quality Commission has only two female employees. For the rest of the departments, other than the Office of the Secretary, which has 54% of its employees females, all other departments have more male employees than females. The two largest departments, the Department for Natural Resources and the Department for Environmental Protection have 25% and 43% females, respectively (about 3% decrease of female employees since 2009).

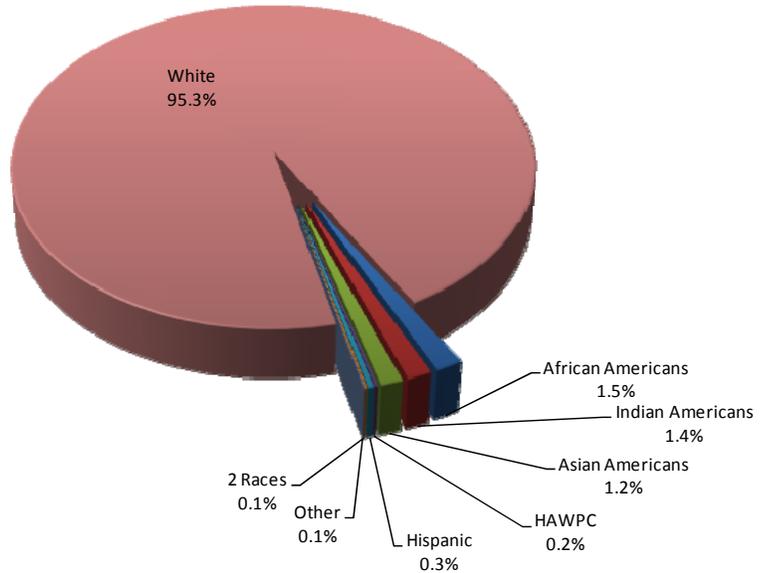
Chart 4 illustrates the gender distribution of each department of the Energy & Environment Cabinet.

Chart 4: Energy & Environment Cabinet: Gender Representation by Department
January 2011



Ethnic/Racial Representation

Chart 5: Energy & Environment Cabinet: Ethnic/Racial Representation
January 2011



The Energy & Environment Cabinet has only 4.9% minority employees, that is, 5.1% short from the Minority Hiring Goal of 10%. Out of 1,816 employees only 86 are minorities. African Americans and Other, both form about 1.4% each and Asian Americans are 1.2%. Hawaiian/Pacific Islanders, Hispanic, Other, and 2 Races are all less than .5% each.

The largest department, Department for Natural Resources, has 885 employees and employs 7.3% minorities. The second largest department, Department for Environmental Protection, has 731 employees and employs only 2.7% minorities.

The table below furthers the distribution of ethnic/racial distribution of all employees in the Energy and Environment Cabinet.

Department	African American	American Indian	Asian American	HAWPC	Hispanic	Other	2 Races	White
Environmental Quality Commission	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mine Safety Review Commission	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
KY Public Service Commission	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	96.9%
State Nature Preserves Commission	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	94.7%
Office of the Secretary	0.0%	1.9%	0.0%	0.0%	1.9%	0.0%	0.0%	96.2%
Dept. for Energy Development & Independence	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	96.4%
Dept. for Natural Resources	1.1%	1.1%	0.3%	0.1%	0.0%	0.0%	0.0%	97.3%
Dept. for Environmental Protection	1.8%	1.8%	2.5%	0.3%	0.7%	0.3%	0.0%	92.7%
Cabinet Total	1.5%	1.4%	1.2%	0.2%	0.3%	0.1%	0.1%	95.3%

Average Salary and Gender

The average male salary in the Energy and Environment Cabinet is \$4,886 and the average female salary is \$4,065. Chart 6 shows that the male average salary is higher than the female by 20.2%. Chart 7 looks at each department. The Environmental Quality Commission has only 2 females while the Mine Safety Review Commission has only one male employee. The State Nature Preserves

Commission has the smallest gender gap in

salary, that is, the male average salary is higher than the female by 1.5% (the salary gap has closed by 3.2% since 2009). The Office of the Secretary has the largest gap in salaries based on gender which is 31.4% followed by the Public Service Commission with the males average salary is higher than the female average salary by 25%.

Chart 6: Energy & Environment Cabinet: Avg. Salary by Gender
January 2011

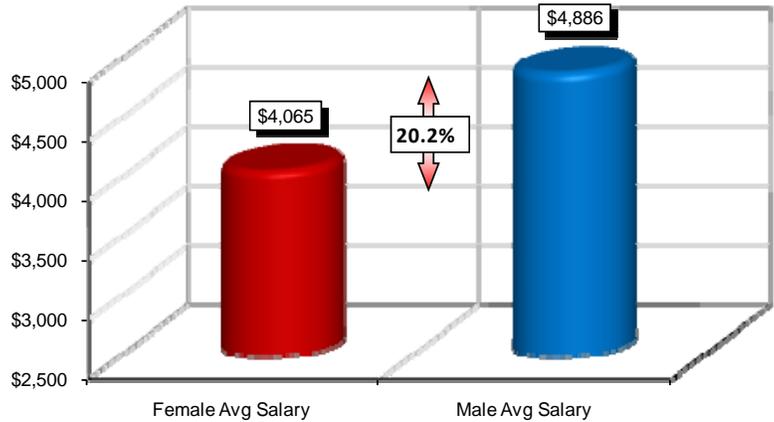
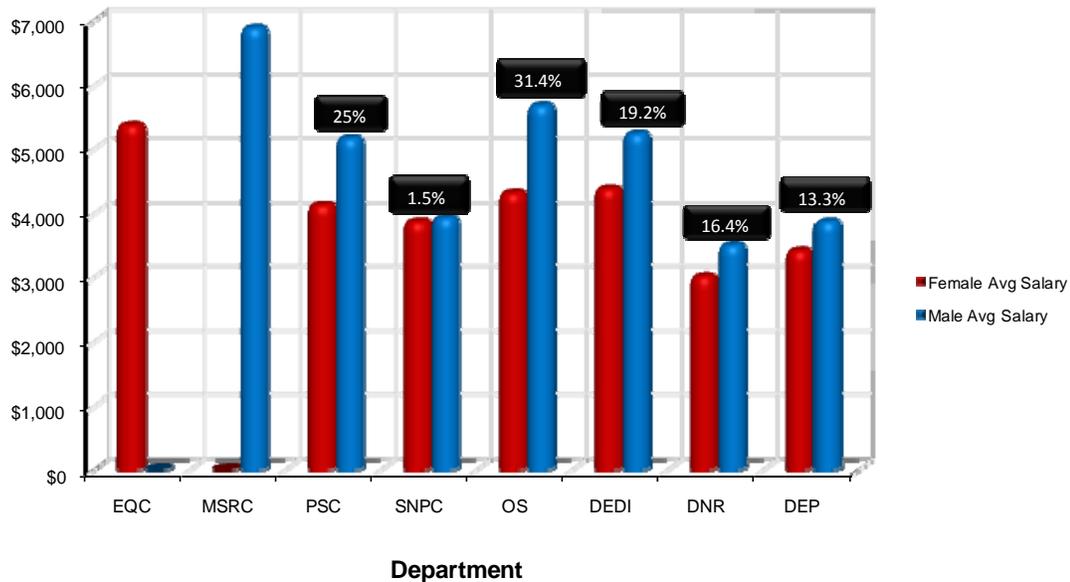


Chart 7: Energy & Environment Cabinet: Avg. Salary by Gender in each Department
January 2011



Average Salary and Ethnicity/Race

The number of minority employees is dismal for a useful comparison. The table below, however, shows the average salary of all ethnic/racial employees in each department in the Energy and Environment Cabinet.

Department	African American		American Indian		Asian American		HAWPC	
	# Emplys	Avg Salary	# Emplys	Avg Salary	# Emplys	Avg Salary	# Emplys	Avg Salary
Environmental Quality Commission	2	\$5,364.00	0	\$0.00	0	\$0.00	0	\$0.00
Mine Safety Review Commission	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
KY Public Service Commission	1	\$5,039.00	0	\$0.00	1	\$5,112.00	0	\$0.00
State Nature Preserves Commission	1	\$2,068.00	0	\$0.00	0	\$0.00	0	\$0.00
Office of the Secretary	0	\$0.00	1	\$4,288.00	0	\$0.00	0	\$0.00
Dept. for Energy Development & Independence	0	\$0.00	1	\$3,226.00	0	\$0.00	0	\$0.00
Dept. for Natural Resources	10	\$2,934.00	10	\$2,822.00	3	\$3,600.00	1	\$1,625.00
Dept. for Environmental Protection	13	\$3,721.00	13	\$3,080.00	18	\$4,033.00	2	\$4,740.00
Cabinet Total	27	\$3,825.20	25	\$3,354.00	22	\$4,248.33	3	\$3,182.50

Department	Hispanic		Other		2 Races		White	
	# Emplys	Avg Salary	#Emplys	Avg Salary	#Emplys	Avg Salary	# Emplys	Avg Salary
Environmental Quality Commission	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Mine Safety Review Commission	0	\$0.00	0	\$0.00	0	\$0.00	1	\$6,874.00
KY Public Service Commission	0	\$0.00	0	\$0.00	1	\$2,730.00	95	\$4,814.00
State Nature Preserves Commission	0	\$0.00	0	\$0.00	0	\$0.00	18	\$3,994.00
Office of the Secretary	1	\$4,862.00	0	\$0.00	0	\$0.00	50	\$4,958.00
Dept. for Energy Development & Independence	0	\$0.00	0	\$0.00	0	\$0.00	27	\$4,925.00
Dept. for Natural Resources	0	\$0.00	0	\$0.00	0	\$0.00	861	\$3,380.00
Dept. for Environmental Protection	5	\$3,827.00	2	\$2,834.00	0	\$0.00	678	\$3,693.00
Cabinet Total	6	\$4,344.50	2	\$2,834.00	1	\$2,730.00	1,730	\$4,662.57

FINANCE CABINET

The Kentucky Finance and Administration Cabinet is responsible for the construction of state facilities, property management, expenditure control, state purchasing and postal and printing services. They provide the administrative support and the facilities to enable agencies to provide the access to government that the public needs and deserves.⁷

Cabinet Size: Number of Employees

The Finance Cabinet employs 1,853 employees in seven different departments. The Department of Revenue is the largest with nearly 900 employees. The Finance Cabinet represents about 6% of the entire state workforce.

Chart 1 illustrates the size of the Finance Cabinet and its departments.

Chart 2 shows the percentage of employees in each department.

The three largest departments, the Department of Revenue, Office of Technology, and Department of Facilities, represent 83.2% of the total employment in the Finance Cabinet.

Chart 1: Finance Cabinet: Number of Employees

January 2011

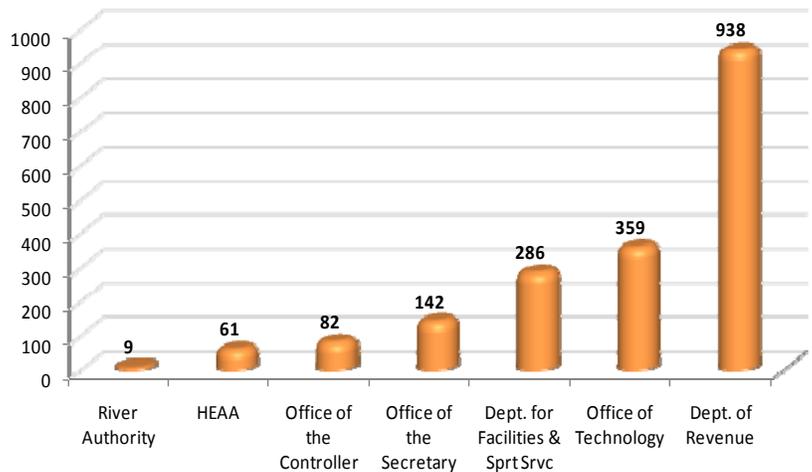
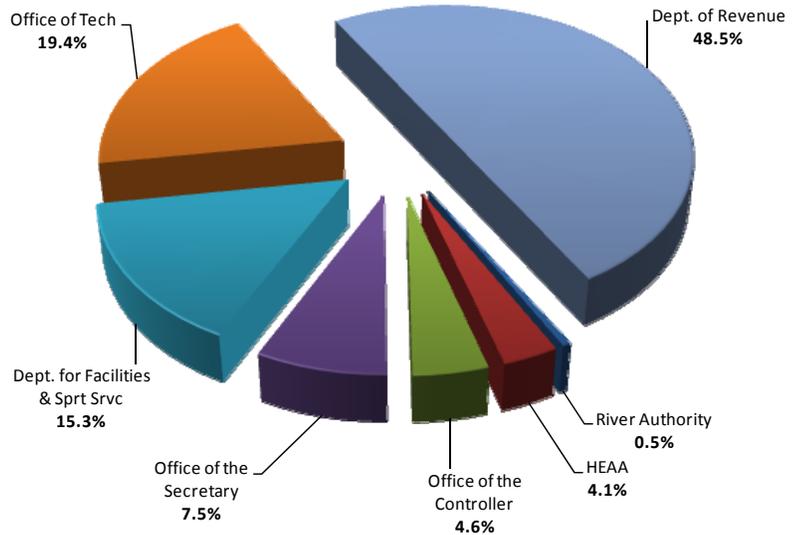


Chart 2: Finance Cabinet: Percentage of Employees in Each Department

January 2011



⁷ Finance Cabinet: <http://finance.ky.gov/>

Gender Representation

As chart 1 shows, the Finance Cabinet has 52.6% males and 47.4% females; therefore, it has not reached the Female Hiring Goal of 52.42%. The Finance Cabinet needs 5% more females to reach the FHG.

Chart 2 looks at the gender representation of all the cabinet's departments. There are three departments where there are more female employees than male employees. The Kentucky Higher Education Assistance Authority has the highest percentage of females, 69%, however, this amounts to only 4% of the cabinet's total employment. The Department of Revenue, the largest department in the cabinet, employs 61% females. The Office of Controller has 58.5% females and constitutes 4.6% of all employees of the Finance Cabinet. There are four departments that have more male employees than female. The Department for Facilities and Support Services has only 21% female employees and constitutes 15.3% of all the cabinet's employees. River Authority has 78% male but it's only .5% of all cabinet's employees. Office of Technology has 71% male employees and it comprises 19.4% of all cabinet's employees.

Chart 3: Finance Cabinet: Gender Representation
January 2011

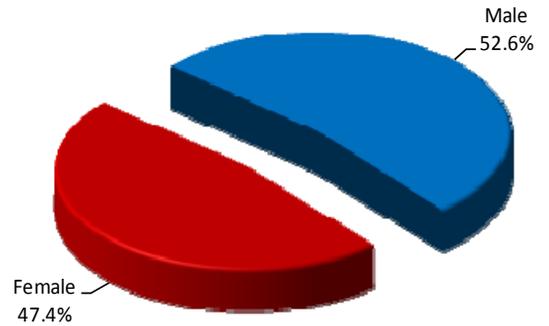
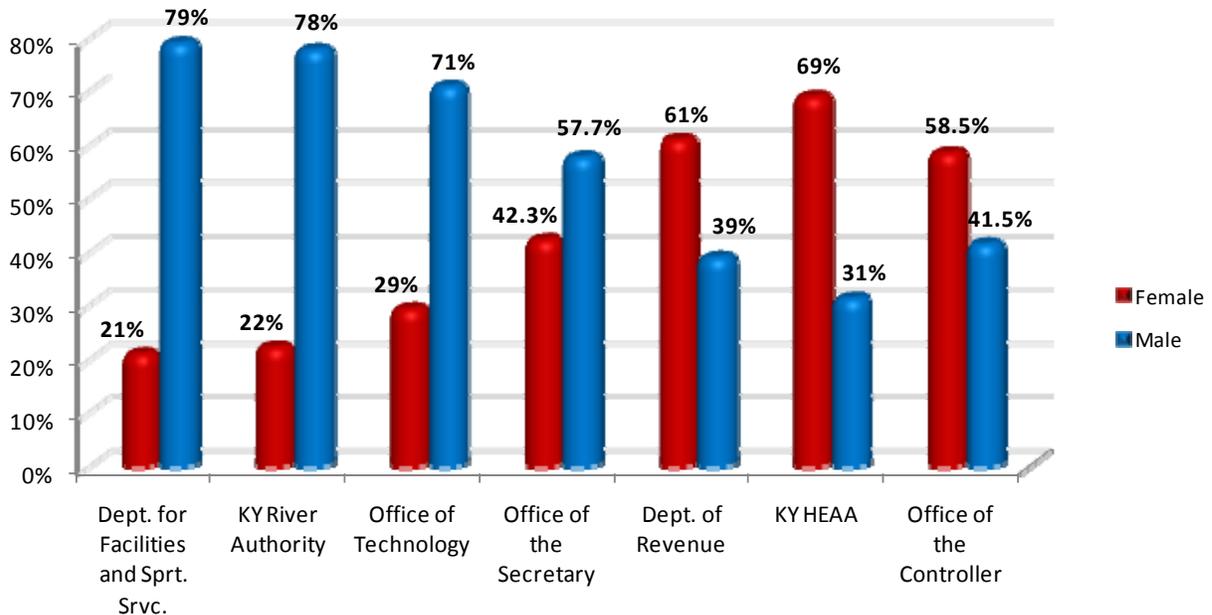


Chart 4: Finance Cabinet: Gender Representation in each Department
January 2011



Ethnic/Racial Representation

Table below illustrates minority employees in the Finance Cabinet. The cabinet has 7.7% minority employees (.6% decrease from 2009); therefore, it has not reached the Minority Hiring Goal of 10%. The cabinet needs 2.3% more minority employees. The largest minority group is African American with 5.8%. The rest of minorities consist of about 1% or less. Looking at the three largest departments, the Department of Revenue has 7.5% minorities. The Office of Technology has almost 10% (9.4%) minorities and the Department for Facilities and Support Services has only 7%.

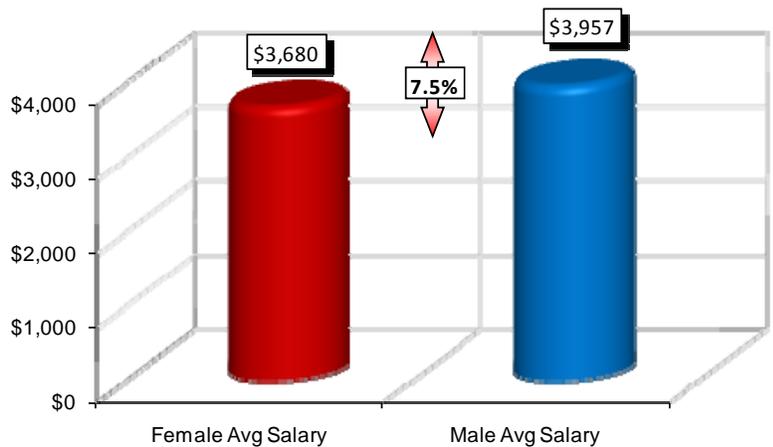
Department	African American	American Indian	Asian American	Hispanic	Other	White
HEAA	3.9%	1.3%	0.0%	0.0%	0.0%	94.7%
Office of Technology	4.7%	0.6%	1.9%	0.6%	1.9%	90.0%
River Authority	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Dept. of Revenue	5.9%	0.3%	0.6%	0.1%	1.2%	91.8%
Office of the Secretary	12.9%	0.0%	0.0%	0.0%	0.0%	87.1%
Office of the Controller	4.7%	0.0%	0.0%	0.0%	0.0%	95.3%
Dept. for Facilities & Spr Srvc	6.0%	0.0%	0.0%	0.0%	0.7%	93.3%
Totals	6.1%	0.3%	0.6%	0.2%	1.1%	91.6%

The Office of the Secretary has the highest percentage of minority employees, 11.3%, with African Americans representing the entire percentage (however, it has decreased 1.7% since 2009). Other than African Americans, no department has more than 2% in minority employees.

Average Salary and Gender

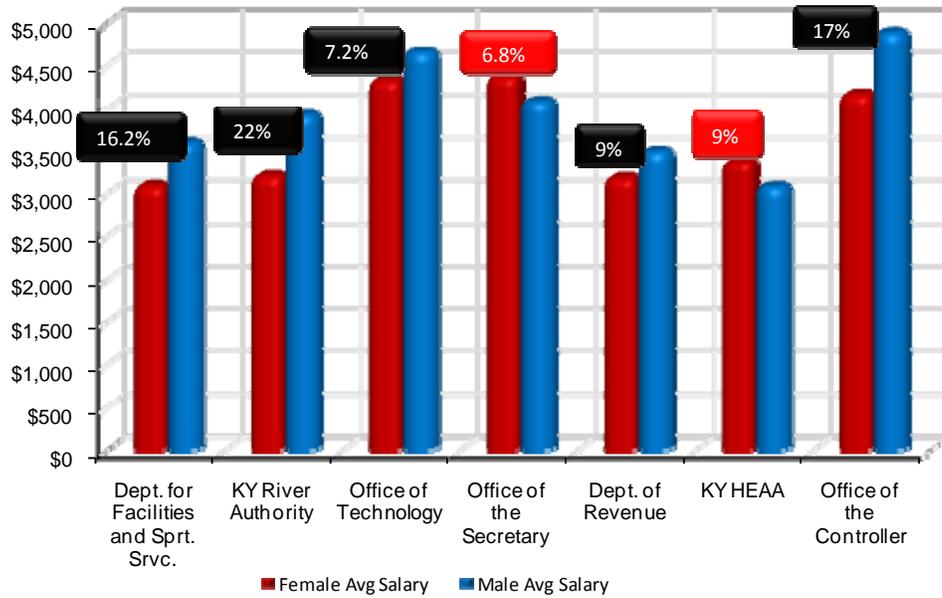
In the Finance Cabinet, the average monthly male salary is \$3,957 and the average female salary is \$3,680, therefore, the average monthly male salary is higher than the female higher than the female by 7.5%, as chart 5 illustrates. Chart 6 looks at each department to see the salary gap. In only two departments, the female average salary is higher than the male, Higher Education Assistance Authority and Office of the Secretary by 9% and 6.8%, respectively.

Chart 5: Finance Cabinet: Avg. Salary by Gender
January 2011



In the largest department, the Department of Revenue, the gap is 9.2%, with male salaries higher than females. In two departments, the Department for Facilities and Support Services and the Office of the Controller, the average male salary is higher than the female by 20.2% and 17.4%, respectively.

Chart 6: Finance Cabinet: Avg. Salary by Gender in Each Department
January 2011



Average Salary and Ethnicity/Race

The table below shows the average salaries of minority and white employees in each department of the Finance Cabinet.

Department	AF AM #	AF AM Avg Salary	AM IN #	AM IN Avg Salary	AS AM #	AS AM Avg Salary	Hisp #	Hisp Avg Salary	Other #	Other Avg Salary	2Races #	2Race Avg Salary	White #	White Avg Salary
HEAA	1	\$2,733	1	\$3,642	0	\$0	0	\$0	0	\$0	0	\$0	59	\$3,292
Office of Technology	20	\$3,941	2	\$4,831	11	\$4,990	1	\$3,687	0	\$0	2	\$3,920	323	\$4,586
River Authority	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	9	\$3,757
Dept. of Revenue	50	\$3,221	3	\$2,709	11	\$2,692	2	\$2,678	1	\$2,773	4	\$2,765	867	\$3,327
Office of the Secretary	16	\$4,293	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	126	\$4,195
Office of the Controller	3	\$3,847	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	79	\$4,493
Dept. for Facilities & Spr. Svc.	18	\$2,765	0	\$0	1	\$1,961	1	\$2,102	0	\$0	0	\$0	266	\$3,549
Totals	108	\$3,467	6	\$3,727	23	\$3,841	4	\$3,183	1	\$924	6	\$3,343	1,729	\$3,886

TOURISM, THE ARTS AND HERITAGE CABINET

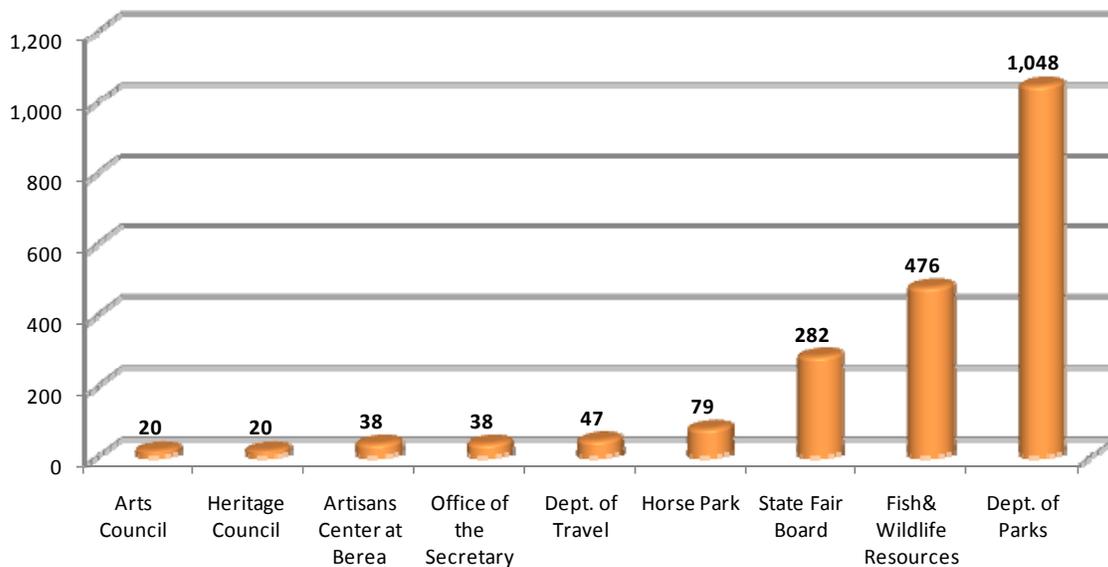
“Tourism, the arts and Kentucky heritage are the focus of our cabinet. Tourism development includes new attractions, new accommodations, expansion of existing tourism venues, convention/conference marketing, and sports venues. We encourage and provide support in market development for our artists, historic downtown redevelopment, equine headquarter expansion, expanding recreation opportunities, attracting international trade shows or sporting events, and expanding museums and special exhibits. All these activities contribute to Kentucky’s economic success. Tourism is a ten billion dollar a year industry in Kentucky and has earned recognition at the cabinet level. The arts are an essential part of quality life in the Commonwealth and a major component in everything we do including educating our children. Heritage preserves our traditions and tells our life stories. It includes the history, heritage and humanities groups that this cabinet represents. Kentucky places a high value on tourism, arts and heritage.”⁸

Cabinet Size: Number of Employees

The Tourism Cabinet has 2,048 employees working in 9 different departments, of which the Department of Parks is by far the largest with 1,048 employees, followed by the Department of Fish & Wildlife Resources and the State Fair Board with 476 and 282 employees, respectively. Chart 1 shows the number of employees in each department.

Chart 1: Tourism Cabinet: Number of Employees by Department

January 2011

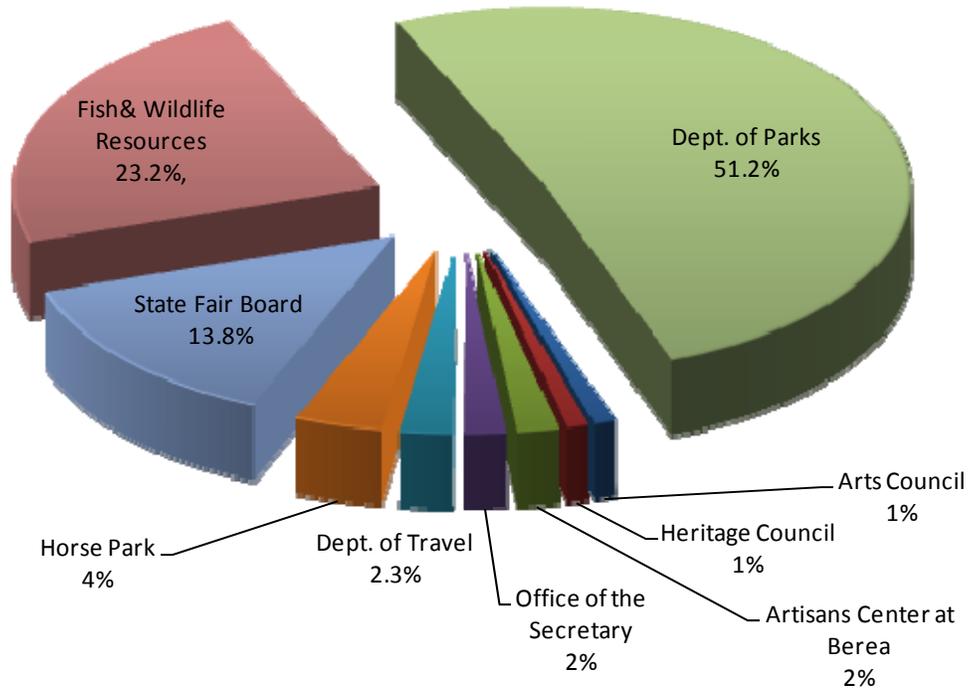


⁸ Tourism, Arts and Heritage Cabinet: <http://commerce.ky.gov/>

Chart 2 shows the percentage of employees in each department. The three largest departments, Department of Parks, Department of Fish & Wildlife Resources and State Fair Board, constitute nearly 85% of all the cabinet’s employees.

Chart 2: Tourism Cabinet: Percentage of Employees in each Department

January 2011



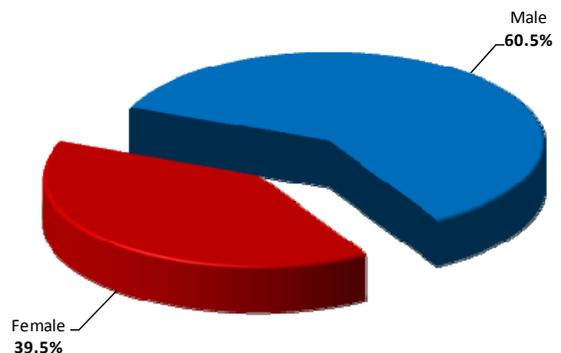
Gender Representation

As chart 3 illustrates, the Tourism Cabinet employs nearly 60.5% males and 39.5% females, therefore, the cabinet has not reached the Female Hiring Goal of 52.42%, and it needs 12.9% more females in its workforce.

Chart 4 details the gender distribution in all of the cabinet’s departments. There are four departments that have more females than males; however, those departments are small in

Chart 3: Tourism Cabinet: Gender Representation

January 2011



size. Looking at the three largest departments, the Department of Parks employs 47.7% females out of a total of 1,048 employees; Department of Fish & Wildlife Resources has only 16.3% females of total of 430 employees; and the State Fair Board has 34.3% females out of a total of 271 employees.

Gender representation in each department is best understood when knowing the size of each department.

Chart 4: Tourism Cabinet: Percentage of Gender Representation
January 2011

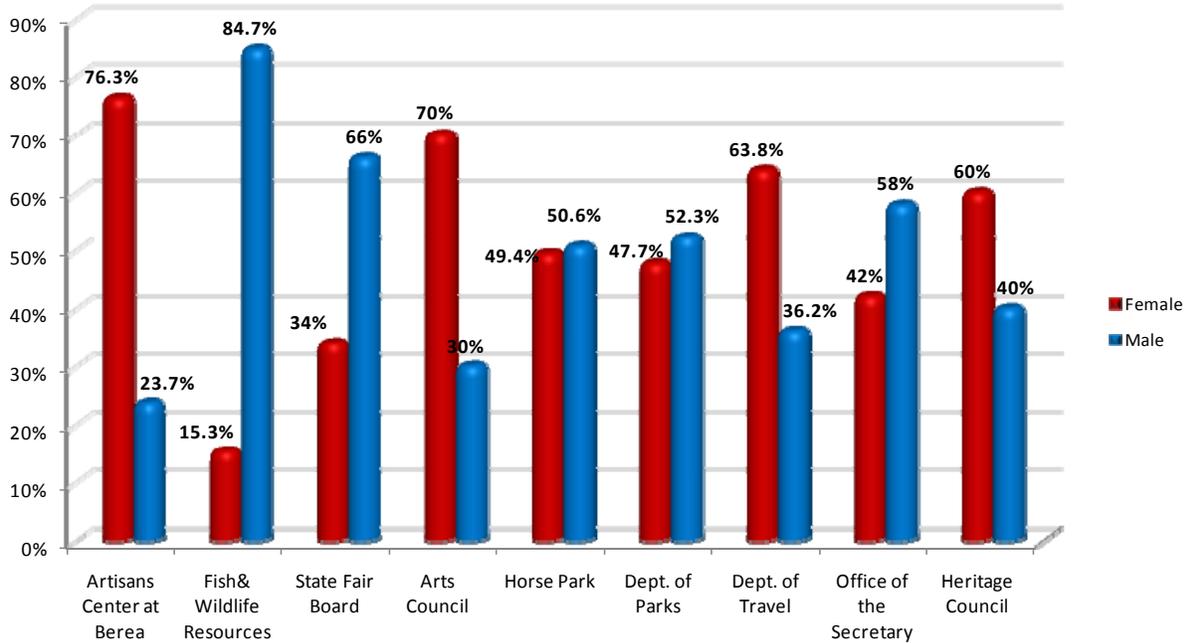
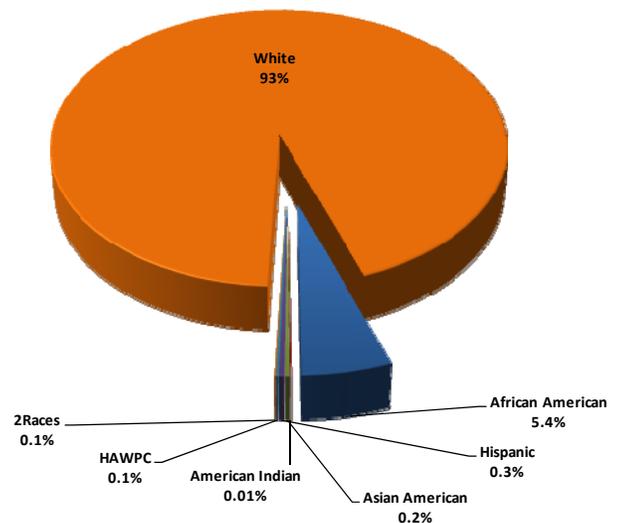


Chart 5: Tourism Cabinet: Ethnic/Racial Representation
January 2011

Ethnic/Racial Representation

The Tourism Cabinet employs only 6.3% minority employees; therefore, it has not reached the Minority Hiring Goal of 10%. It needs 3.7% more minorities. African American is the largest minority group with 5.5% of all the cabinet’s employees. Chart 5 shows that the rest of minority groups are all less than 1% each. The table below shows the percentage of minorities in all departments. All minorities combined form less than 10% in each department except for the State Fair Board, which has 21% African Americans.



Department	African American	American Indian	Asian American	Hispanic	HAWPC	2Races	White
Arts Council	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	95.0%
Heritage Council	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	95.0%
Office of the Secretary	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	94.7%
Artisans Center at Berea	7.9%	0.0%	0.0%	0.0%	0.0%	0.0%	92.1%
Dept. of Travel	8.5%	0.0%	0.0%	0.0%	0.0%	0.0%	91.5%
Horse Park	2.5%	0.0%	0.0%	1.3%	0.0%	0.0%	96.2%
State Fair Board	20.6%	0.0%	0.4%	0.7%	0.0%	0.7%	77.7%
Fish& Wildlife Resources	1.3%	0.2%	0.6%	0.0%	0.2%	0.0%	97.7%
Dept. of Parks	3.4%	0.0%	0.1%	0.2%	0.0%	0.0%	96.3%
Cabinet Total	5.4%	0.0%	0.2%	0.3%	0.1%	0.1%	93.8%

Average Salary and Gender

The average male salary is higher than the female average salary by 3.3% in the Tourism Cabinet as chart 6 shows. Chart 7 shows that there are only 3 departments where the female has higher salary than the male, the Office of the Secretary, 16.5%, Artesian Center at Berea, 16%, and State Fair Board, 8% (given that females represent only 34.3%). The largest gap exists at the largest department, Department of Parks, where the male average salary is higher than the female by 29.2% given that females represent 47.7% of its employees.

Chart 6: Tourism Cabinet: Avg. Salary by Gender
January 2011

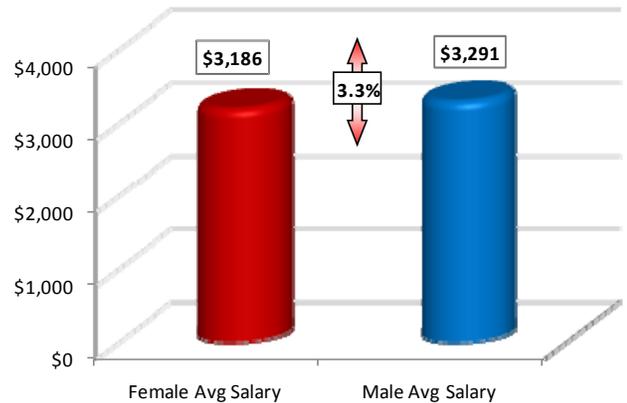
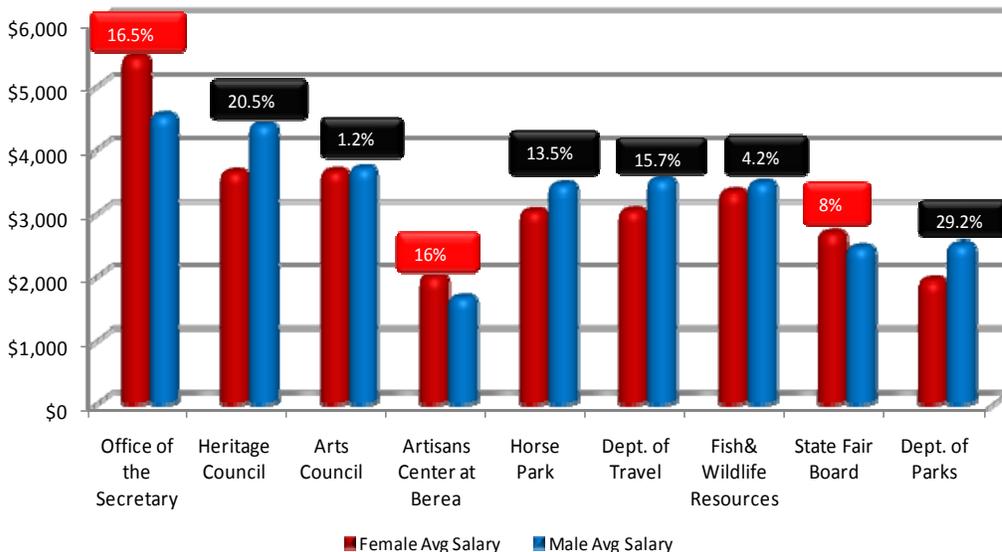


Chart 7: Tourism Cabinet: Avg. Salary by Gender
January 2011



Average Salary and Ethnicity/Race

The following table shows the average salaries of all minorities in the Tourism Cabinet.

Department	African American		American Indian		Asian American		Hispanic		HAWPC		2 Races		White	
	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary
State Fair Board	58	\$2,111	0	\$0	1	\$2,139	0	\$0	2	\$1,992	2	\$1,615	219	\$2,654
Heritage Council	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$3,406	19	\$3,960
KY Arts Council	0	\$0	0	\$0	0	\$0	0	\$0	1	\$4,038	0	\$0	19	\$3,643
Fish & Wildlife Resources	6	\$3,458	1	\$2,572	3	\$3,355	1	\$2,106	0	\$0	0	\$0	465	\$3,441
Horse Park	2	\$2,022	0	\$0	0	\$0	0	\$0	1	\$1,535	0	\$0	76	\$3,282
Dept. of Parks	36	\$2,393	0	\$0	1	\$1,832	0	\$0	2	\$1,604	0	\$0	1,009	\$2,220
Office of the Secretary	2	\$5,530	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	36	\$4,879
Artisans Center at Berea	3	\$1,734	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	35	\$1,923
Dept. of Travel	4	\$3,100	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	43	\$3,215
CABINET TOTAL	111	\$2,907	1	\$2,572	5	\$2,442	1	\$2,106	6	\$2,292	3	\$2,511	1,921	\$3,246

EDUCATION CABINET

Cabinet Size: Number of Employees

The Education Cabinet has 2,093 (45 employees less since 2009) employees in seven different departments.

The Department of Workforce Investment and the Department of Education are by far the largest; together, they constitute 87% of the Education Cabinet's total employees. Two departments, Office of the Secretary and Department for Libraries and Archives, have about slightly over 100 employees each. Chart 2 shows the percentage of employees in each department.

Chart 1: Education Cabinet: Number of Employees by Department
January 2011

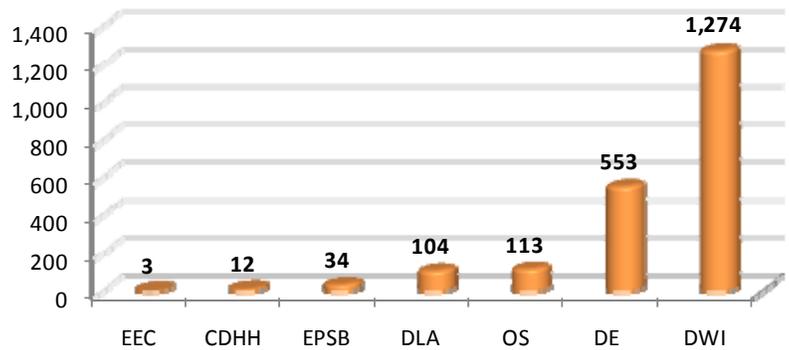
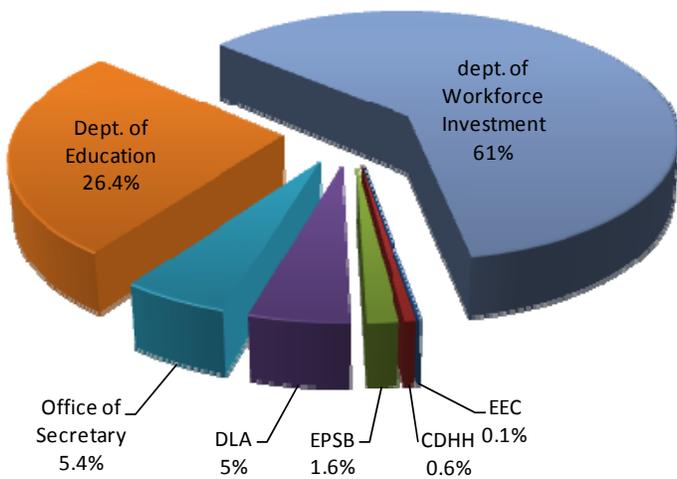


Chart 2: Education Cabinet: Percentage of Employees by Department
January 2011



Department	Abbrv.
Education Professional Standards Board	EPSB
Commission on Deaf & Hard Hearing	CDHH
Environmental Education Council	EEC
Office of the Secretary	OS
Department for Workforce Investment	DWI
Department of Education	DE
Department For Libraries and Archives	DLA

Gender Representation

As chart 3 illustrates, the Education Cabinet has 67% female employees (3% increase since 2009) and 35.7% male; therefore, the cabinet has surpassed the Female Hiring Goal of 52.42%, by 14.5%.

All departments have more female than male employees by more than 50%.

Chart 4 details the gender distribution in all departments.

Chart 3: Education Cabinet: Gender Representation

January 2011

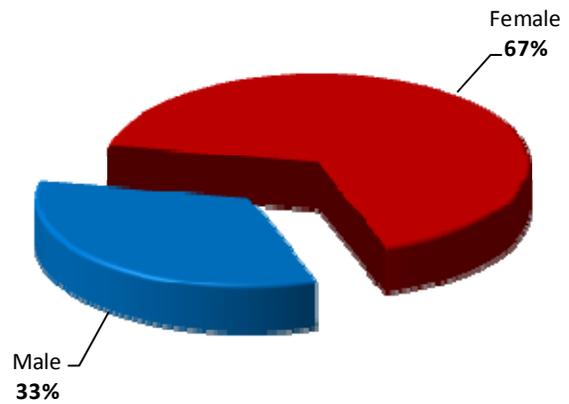
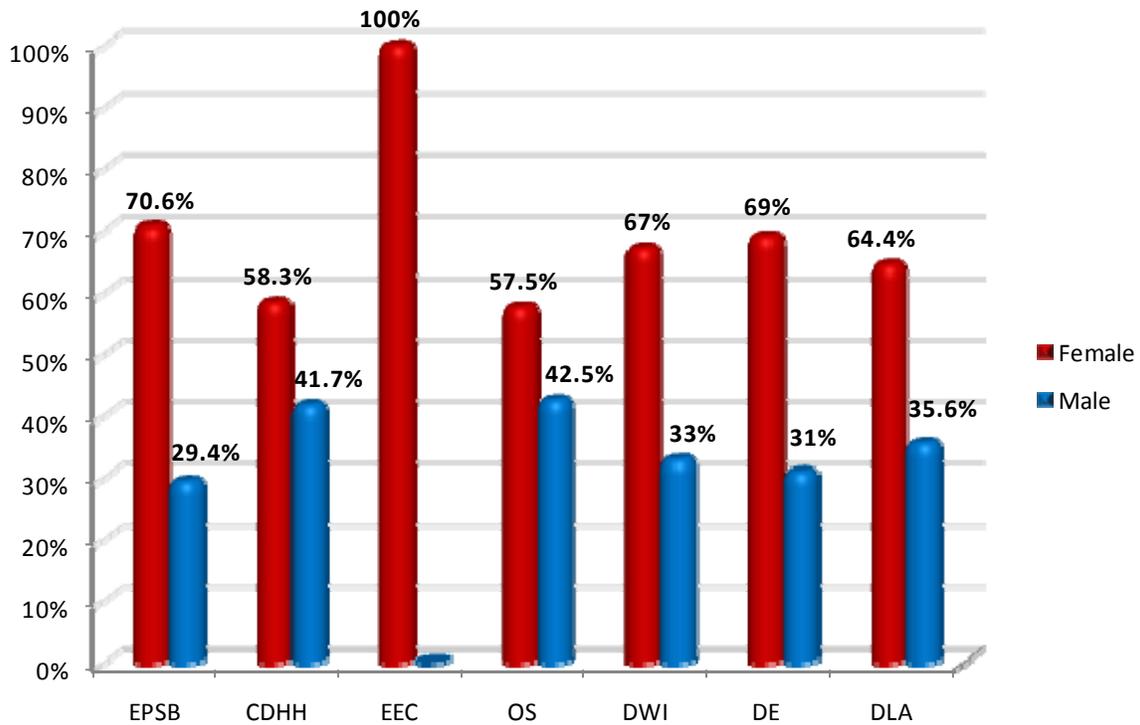


Chart 4: Education Cabinet: Gender Representation by Department

January 2011



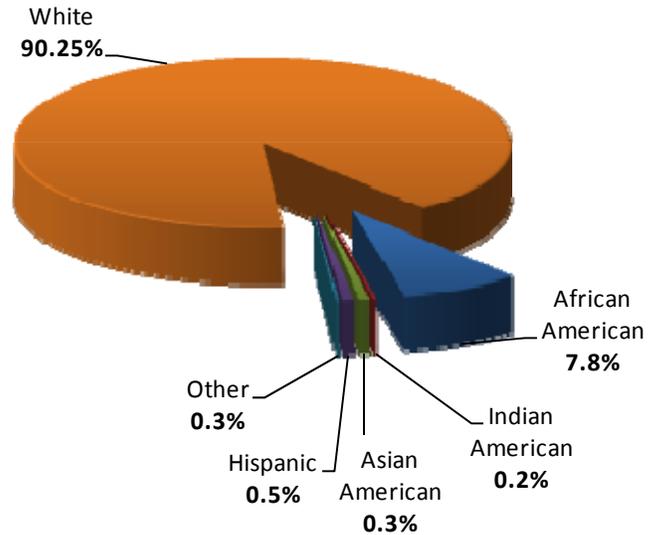
Ethnic/Racial Representation

The Education Cabinet has slipped from reaching the Minority Hiring Goal of 10% by a quarter of a percent. African Americans are the largest minority, forming about 8% of all employees, Indian Americans, .2%, Asian Americans, .3%, and Hispanic, .5% as chart 5 shows.

The table below looks at how the minorities are distributed throughout the Education Cabinet departments.

The largest department, Department for Workforce Investment, has less than 10% minorities while the second largest department, Department of Education, has 12.3% minority employees.

Chart 5: Education Cabinet: Ethnic Representation
January 2011



Department	African American	Indian American	Asian American	Hispanic	2-Races	White
EPSB	8.8%	2.9%	2.9%	0.0%	0.0%	85.3%
CDHH	16.7%	0.0%	0.0%	0.0%	0.0%	83.3%
EEC	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%
OS	8.8%	0.0%	0.0%	0.0%	0.0%	91.2%
DWI	6.8%	0.2%	0.7%	1.0%	0.2%	91.2%
DE	10.5%	0.2%	0.9%	0.4%	0.4%	87.7%
DLA	4.8%	0.0%	0.0%	1.0%	0.0%	94.2%
Cabinet Total	7.84%	0.24%	0.72%	0.76%	0.2%	90.25%

Average Salary and Gender

Although females form 67% of the Education Cabinet, the male average salary is higher by 12.8% than the female average salary (a 3.8% increase since 2009).

In five departments, the average male salary is higher than the female and in two departments; the female average salary is higher than the male as chart 7 shows. The largest gap of 57.5% is found at the Education Professional Standards Board. In the largest department, Department for

Workforce Investment, the gap is less than 1%. Commission on Deaf and Hard Hearing is the only entity that the female average gap is higher than the male average salary by 25%; however, it has only 12 employees.

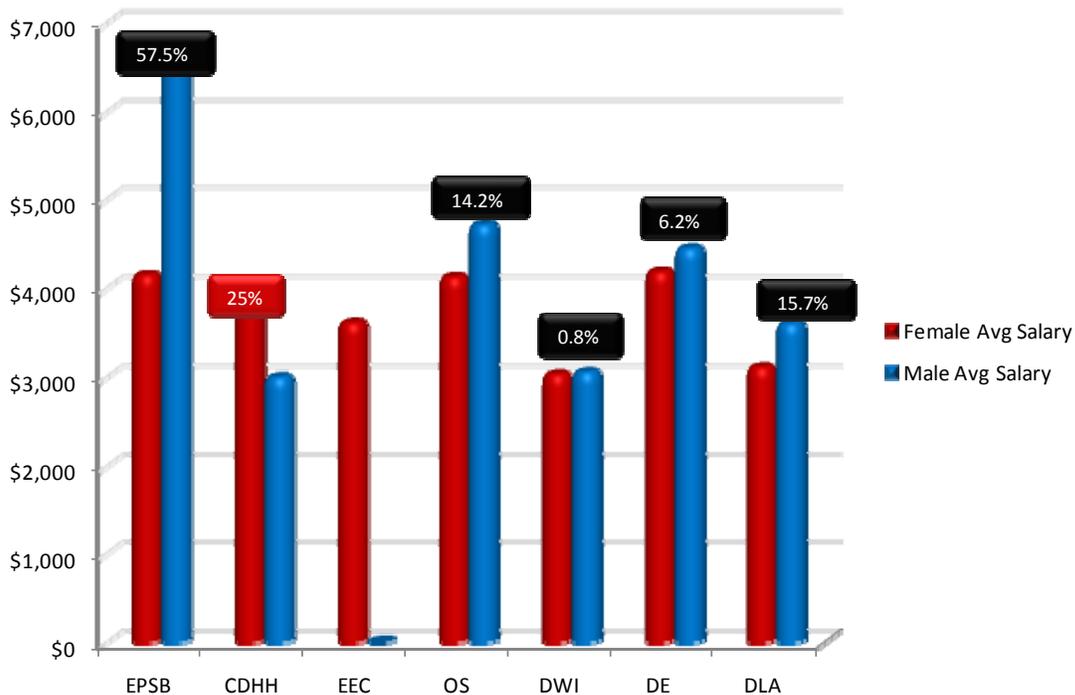
Chart 6: Education Cabinet: Avg. Salary Based on Gender

January 2011



Chart 7: Education Cabinet: Avg. Salary by Gender in Each Department

January 2011



Average Salary and Ethnicity/Race

The table below shows the average salary of all racial/ethnic groups in the Education Cabinet.

Department	AF AM Avg Salary	IN AM Avg Salary	AS AM Avg Salary	HISP Avg Salary	2R Avg Salary	White Avg Salary
Education Professional Standards Board	\$4,264	\$3,213	\$4,772	\$0	\$0	\$5,011
Commission on Deaf & Hard Hearing	\$2,843	\$0	\$0	\$0	\$0	\$3,697
Environmental Education Council	\$0	\$2,746	\$0	\$0	\$0	\$4,554
Office of the Secretary	\$3,964	\$0	\$0	\$0	\$0	\$4,324
Department for Workforce Investment	\$3,024	\$3,546	\$3,082	\$2,575	\$2,933	\$3,095
Department of Education	\$3,687	\$4,459	\$4,620	\$4,292	\$3,279	\$4,296
Department For Libraries and Archives	\$3,141	\$0	\$0	\$2,567	\$0	\$3,291
Cabinet Total	\$3,487	\$3,491	\$4,158	\$3,145	\$3,106	\$4,038

GENERAL GOVERNMENT CABINET

The General Government is comprised of a large number of departments, commissions, and boards. For the sake of simplicity, this report divides these entities into two sections, one for boards and the other for departments and commissions. The General Government has 45 entities that employ 2,074 employees (83 employees less than 2009); some of them have only one employee while others have hundreds.

Cabinet Size: Number of Employees

Chart 1a shows the size of the General Government's departments and commissions. These 23 departments and commissions have 1,891 employees. The Department of Veterans Affairs is the largest department with 773 employees and is followed by the Department of Agriculture, which has 256 employees.

Chart 1a: General Government: Number of Employees by Department

January 2011

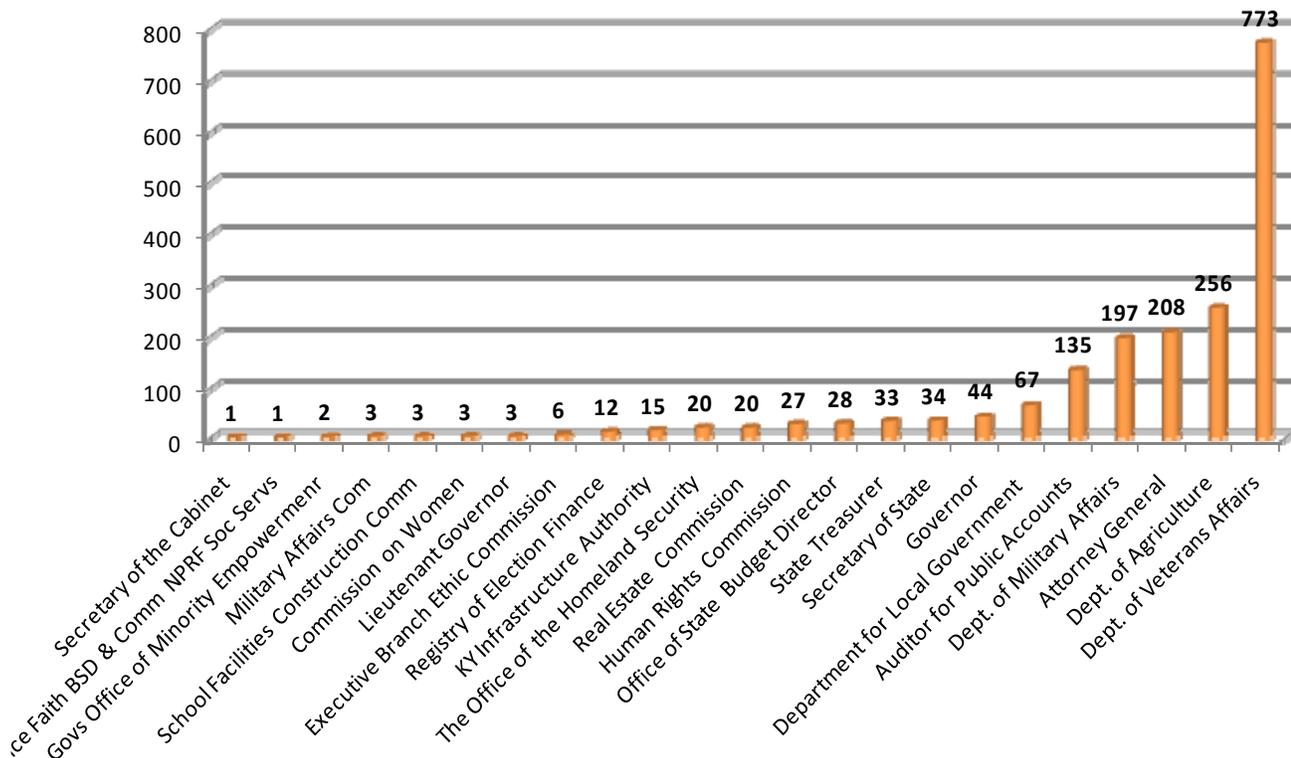
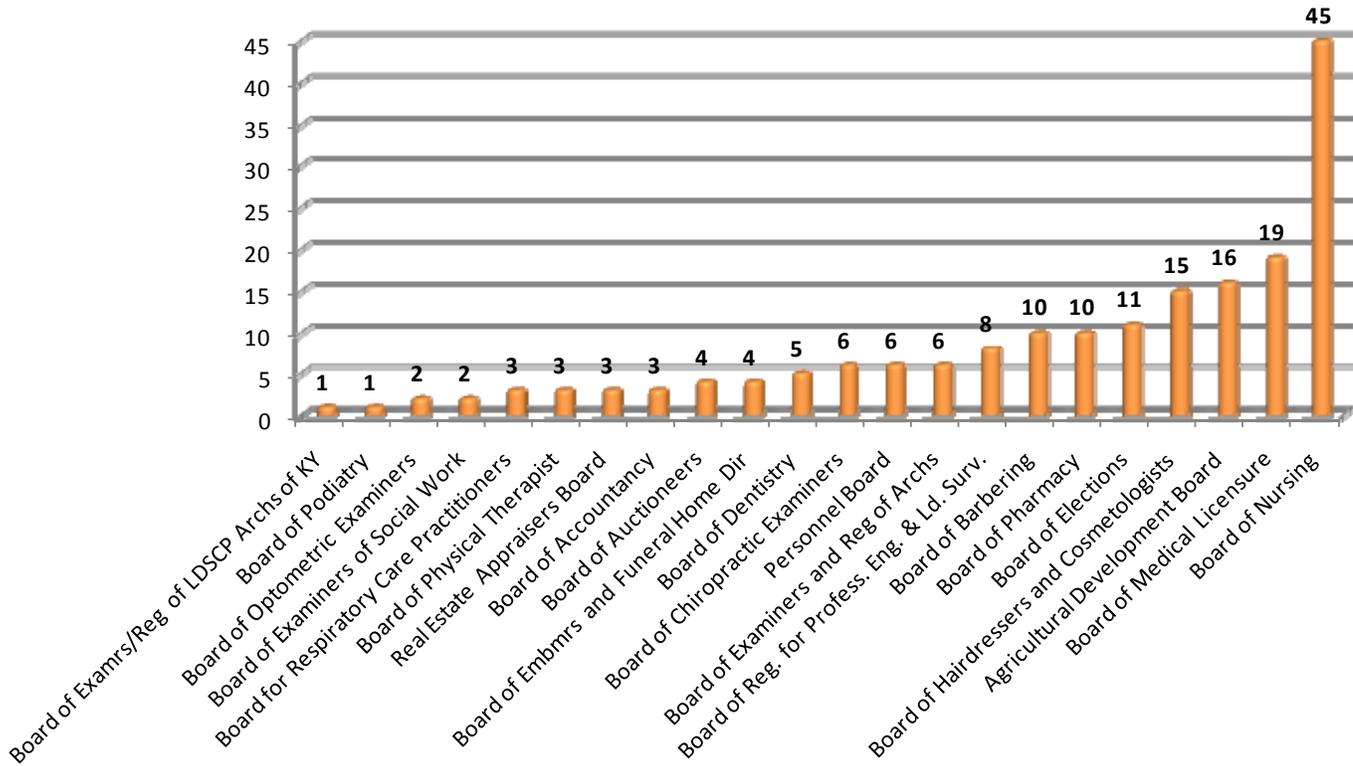


Chart 1b shows the size of General Government’s boards. These 22 boards employ 183 employees. The Board of Nursing is the largest with 45 employees followed by the Board of Medical Licensing which has 19 employees.

Chart 1b: General Government: Number of Employees by Board

January 2011



Gender Representation

Overall, the entire General Government body has 62.6% females and 37.4% males; therefore, it surpasses the Female Hiring Minority Goal by 10.1%.

The majority of General Government’s departments and commissions have higher percentage of female employees than male as figure 3a shows.

Chart 2: General Government: Gender Representation

January 2011

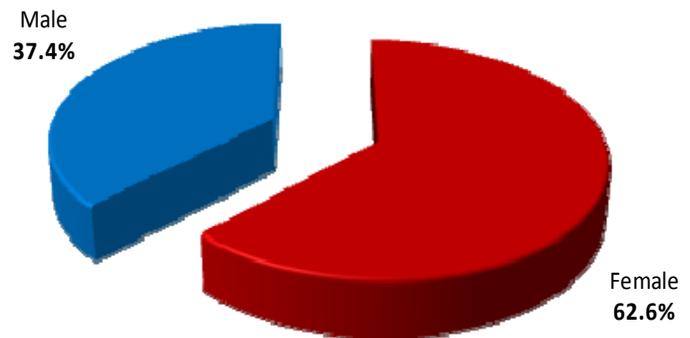
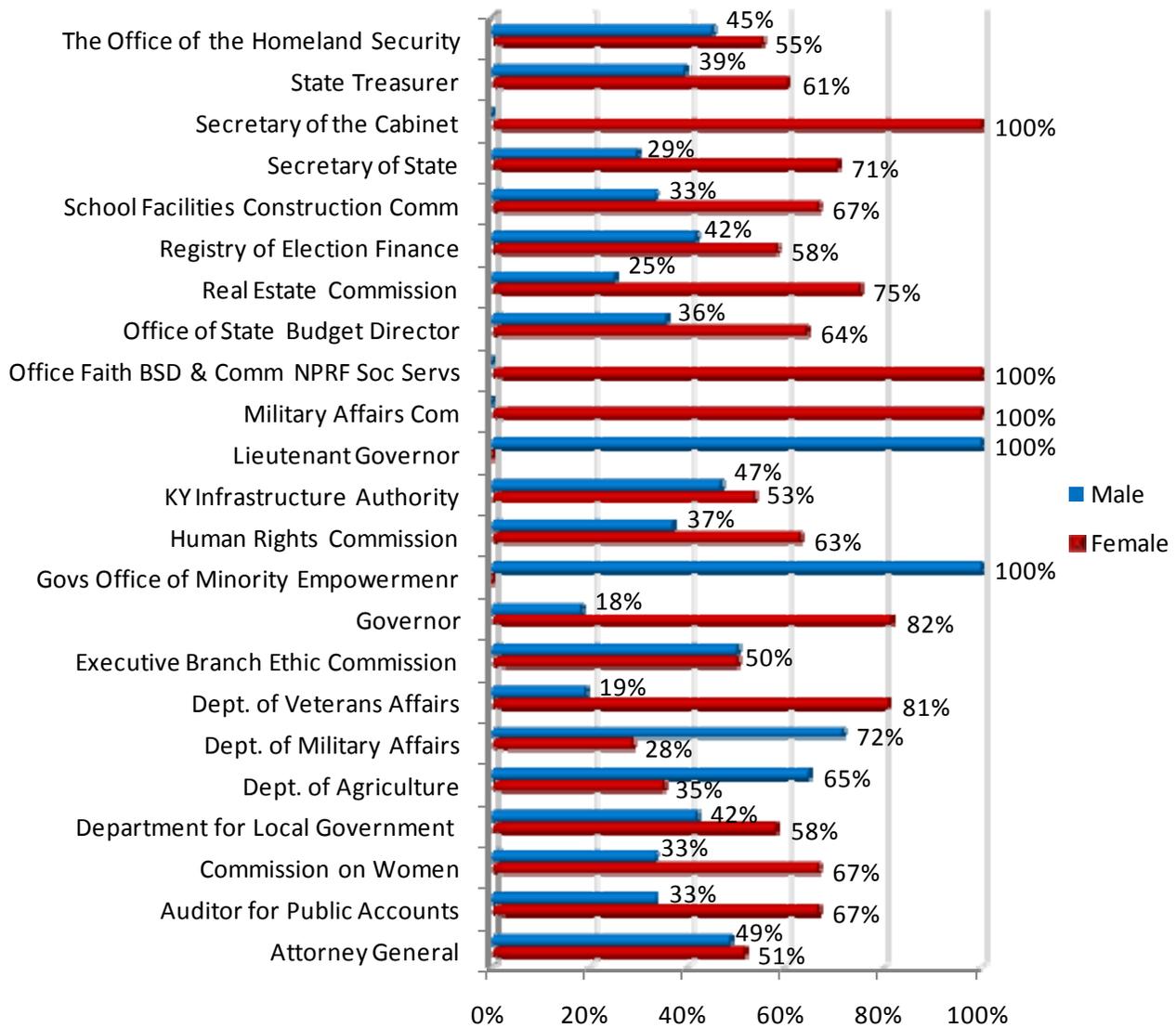


Chart 3a: General Government: Gender Representation in Departments/Commissions

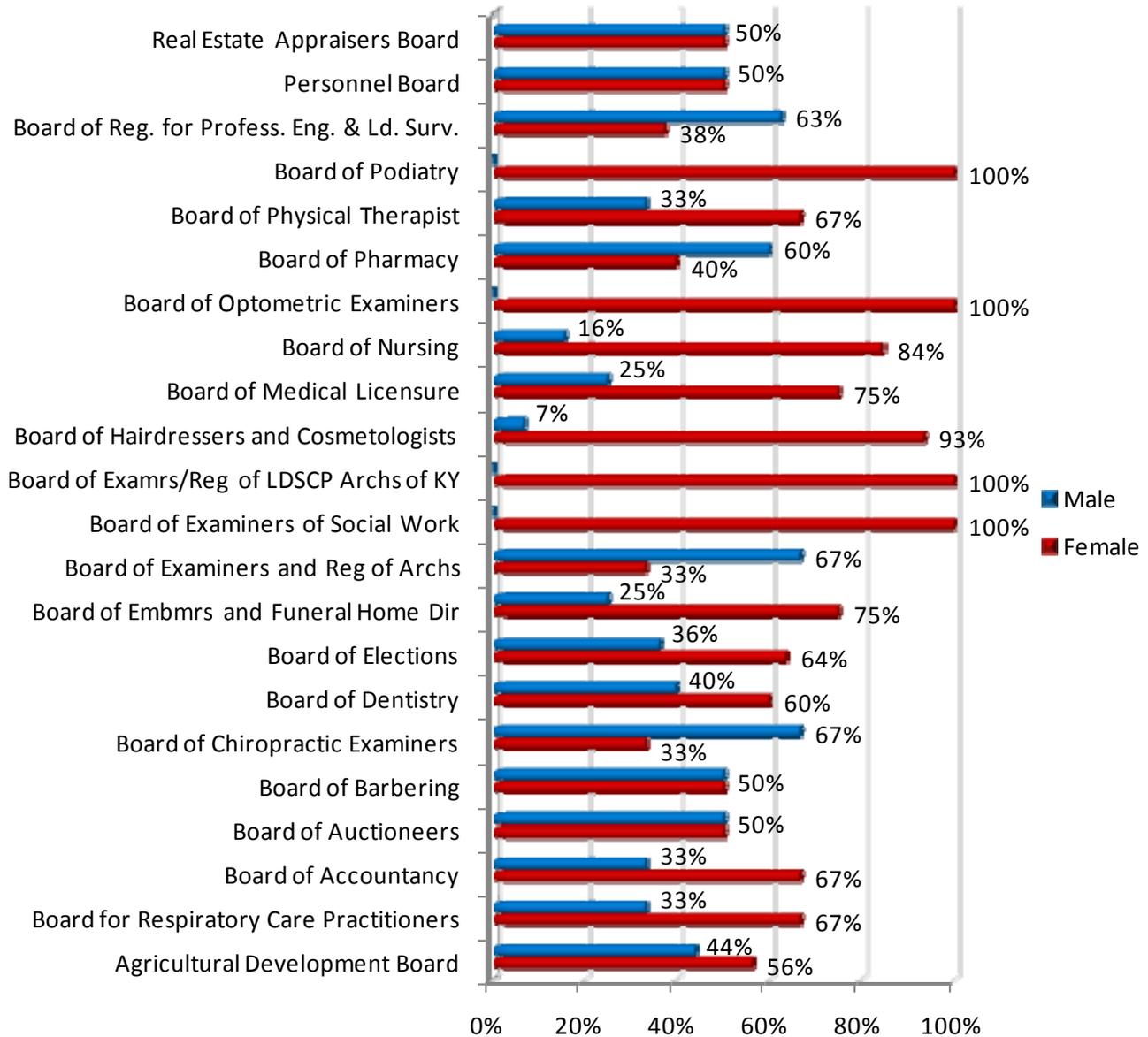
January 2011



Regarding the boards, women are also well represented. In most of the staff's boards, the percentage of women is higher than that of the men, as chart 3b illustrates.

Chart 3b: General Government: Gender Representation in Boards

January 2011

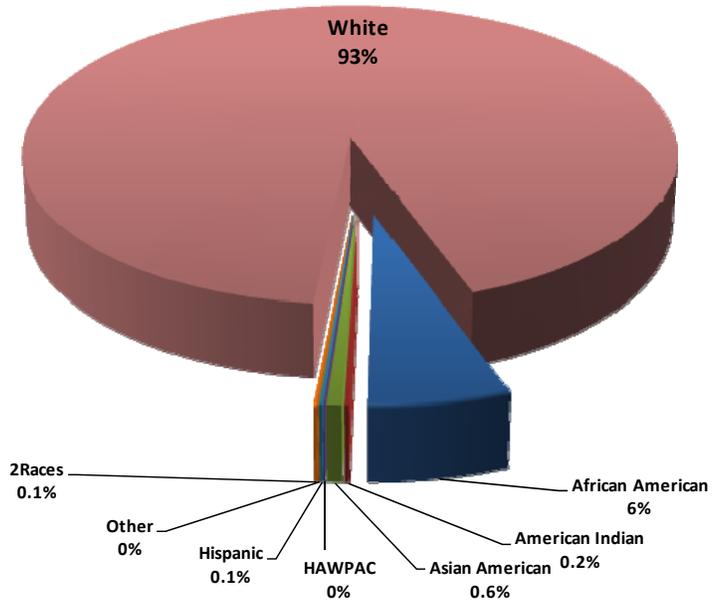


Ethnic/Racial Representation

The General Government has only 7.1% minority employees; therefore, it has not reached the Minority Hiring Goal of 10%. The General Government needs 2.9% minority employees to reach the MHG. African American employees form nearly 6% and all other ethnic groups form less than 1% each.

The following table shows all ethnic/racial groups in all departments and commissions. Considering the size of each department or commission, the Kentucky Commission on Human Rights is the most diversified commission in the entire General Government with 52% minority employees.

Chart 4: General Government: Ethnic/Racial representation
January 2011



Department	African American	American Indian	Asian American	HAWPAC	Hispanic	Other	2 Races	White
Dept. of Agriculture	3.1%	0.4%	1.6%	0.0%	0.4%	0.0%	0.0%	94.5%
Attorney General	5.8%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	93.8%
Auditor for Public Accounts	5.2%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	94.1%
Registry of Election Finance	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Governor	4.5%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	93.2%
Dept. of Veterans Affairs	6.5%	0.0%	0.4%	0.0%	0.1%	0.1%	0.3%	92.6%
Military Affairs Com	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
KY Infrastructure Authority	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Lieutenant Governor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
The Office of the Homeland Security	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	95.0%
Dept. of Military Affairs	2.5%	1.0%	0.5%	0.0%	0.0%	0.0%	0.0%	95.9%
Govs Office of Minority Empowermenr	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office Faith BSD & Comm NPRF Soc Servs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Secretary of the Cabinet	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Department for Local Government	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	92.5%
Secretary of State	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	97.1%
State Treasurer	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	93.9%
School Facilities Construction Comm	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Executive Branch Ethic Commission	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Human Rights Commission	51.9%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	44.4%
Real Estate Commission	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	90.0%
Commission on Women	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
Office of State Budget Director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	96.4%

The following table illustrates the second part of the General Government, the boards. All the boards have 9.1% minority employees.

Department	African American	American Indian	Asian American	HAWPAC	Hispanic	Other	2 Races	White
Agricultural Development Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Accountancy	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Auctioneers	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Barbering	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Board of Chiropractic Examiners	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Dentistry	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Board of Elections	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Embmrs and Funeral Home Dir	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%
Board of Examiners and Reg of Archs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Examrs/Reg of LDSCP Archs of KY	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Examiners of Social Work	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Hairdressers and Cosmetologists	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	93.3%
Board of Medical Licensure	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Nursing	15.6%	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	80.0%
Board of Optometric Examiners	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board for Respiratory Care Practitioners	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Personnel Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Pharmacy	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Physical Therapist	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Podiatry	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Real Estate Appraisers Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Board of Reg. for Profess. Eng. & Ld. Surv.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

Average Salary and Gender

In the General Government, the average male salary is higher than the female by 34.1%.

By looking at the two charts, chart 6a & chart 6b, it is clearly shown that the average male salary is higher in almost all departments, commissions, and boards except the entities where the only employees are females.

Chart 5: General Government: Avg. Salary by Gender
January 2011

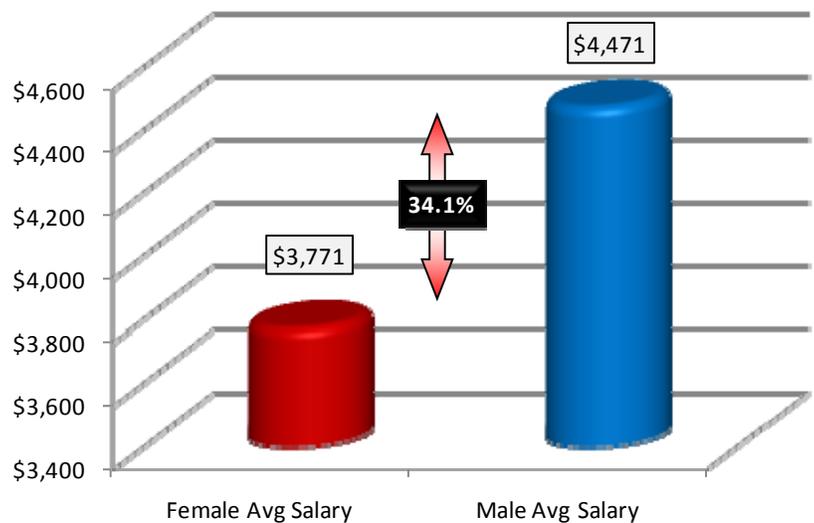


Chart 6: General Government: Avg. Salary by Gender in Each Dept/Comm.
January 2011

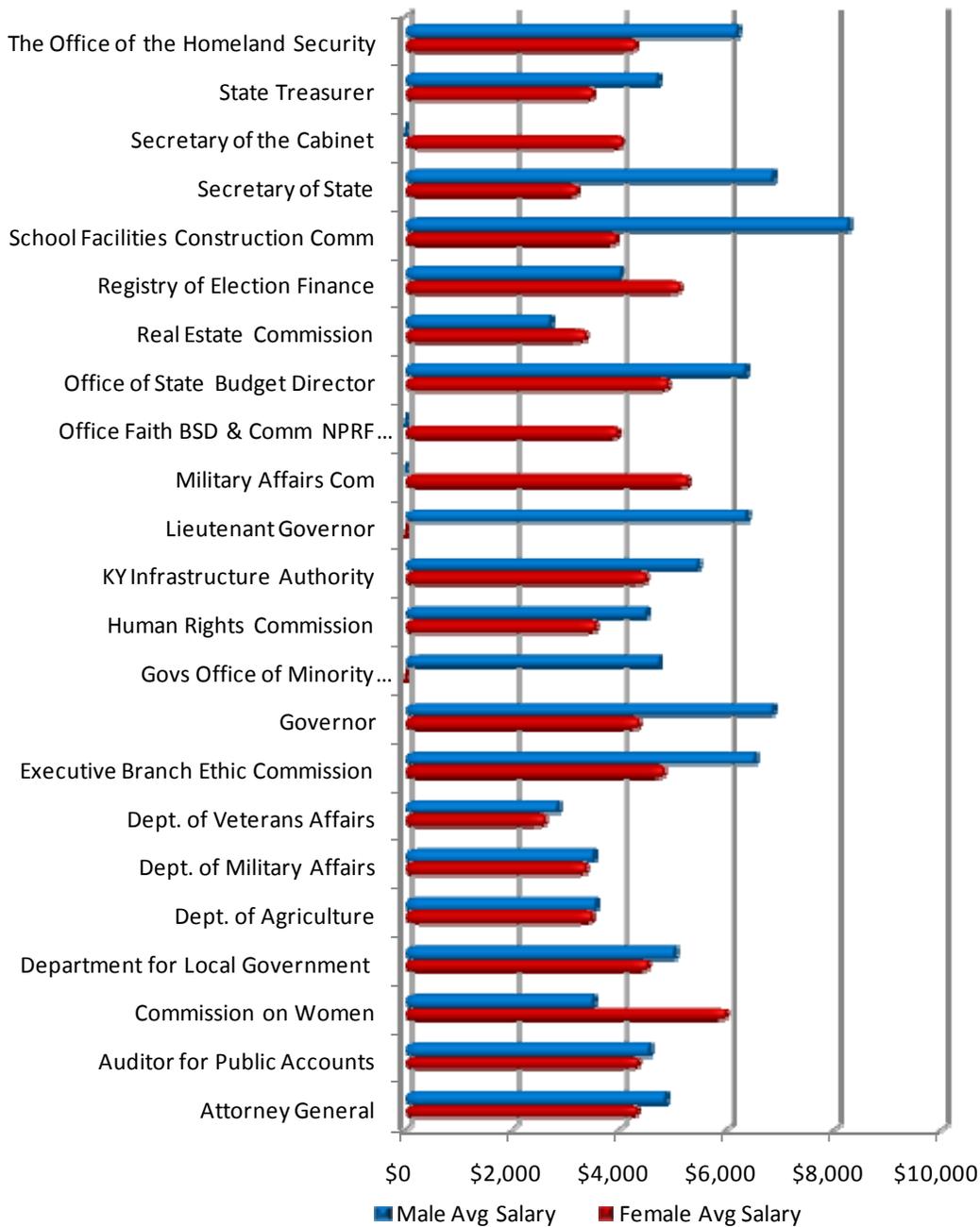
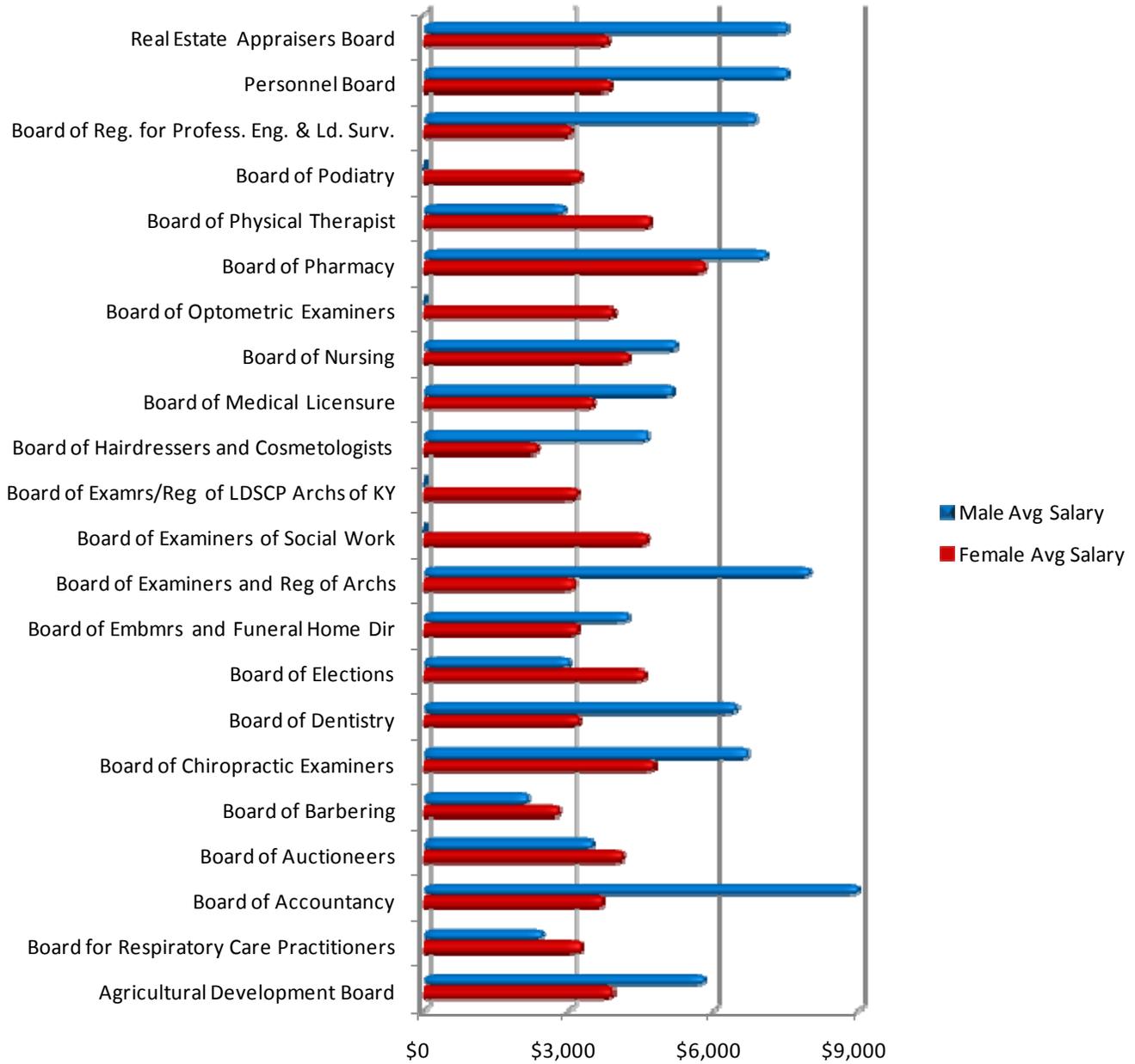


Chart 6: General Government: Avg. Salary by Gender in Each Board

January 2011



Average Salary and Ethnicity/Race

The two tables below show the average salary of all ethnic/racial groups in all departments, commissions, and boards.

Department	African American		American Indians		American Asians		HAWPAC		Hispanic		Other		2 Races		W
	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls
Dept. of Agriculture	8	\$3,563	1	\$3,171	4	\$4,342	0	\$0	1	\$3,570	0	\$0	0	\$0	242
Attorney General	12	\$4,372	0	\$0	1	\$6,628	0	\$0	0	\$0	0	\$0	0	\$0	195
Auditor for Public Accounts	7	\$3,523	0	\$0	1	\$3,019	0	\$0	0	\$0	0	\$0	0	\$0	127
Registry of Election Finance	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	12
Governor	2	\$6,007	1	\$4,860	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	41
Dept. of Veterans Affairs	50	\$2,301	0	\$0	3	\$6,885	0	\$0	1	\$2,457	1	\$1,733	2	\$1,829	716
Military Affairs Com	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3
KY Infrastructure Authority	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	15
Lieutenant Governor	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3
The Office of the Homeland Security	0	\$0	0	\$0	0	\$0	1	\$2,435	0	\$0	0	\$0	0	\$0	19
Dept. of Military Affairs	5	\$2,376	2	\$2,696	1	\$5,565	0	\$0	0	\$0	0	\$0	0	\$0	189
Govs Office of Minority Empowermen	2	\$4,728	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0
Office Faith BSD & Comm NPRF Soc Servs	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1
Secretary of the Cabinet	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1
Department for Local Government	5	\$5,192	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	62
Secretary of State	1	\$3,238	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	33
State Treasurer	2	\$4,972	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	31
School Facilities Construction Comm	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3
Executive Branch Ethnic Commission	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	6
Human Rights Commission	14	\$4,408	0	\$0	0	\$0	0	\$0	1	\$3,617	0	\$0	0	\$0	12
Real Estate Commission	2	\$5,347	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	18
Commission on Women	1	\$8,619	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	2
Office of State Budget Director	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$4,186	27

	African American		American Indians		American Asians		HAWPAC		Hispanic		Other		2 Races		White	
	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary
Agricultural Development Board	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	16	\$4,727
Board of Accountancy	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3	\$5,496
Board of Auctioneers	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$3,795
Board of Barbering	2	\$2,149	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	8	\$2,562
Board of Chiropractic Examiners	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	6	\$6,049
Board of Dentistry	1	\$1,823	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$5,179
Board of Elections	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	11	\$4,014
Board of Embms and Funeral Home Dir	1	\$3,638	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3	\$3,363
Board of Examiners and Reg of Archs	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	6	\$6,364
Board of Examrs/Reg of LDSCP Archs of KY	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$3,164
Board of Examiners of Social Work	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	2	\$4,631
Board of Hairdressers and Cosmetologists	0	\$0	0	\$0	1	\$1,915	0	\$0	0	\$0	0	\$0	0	\$0	14	\$2,526
Board of Medical Licensure	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	19	\$3,937
Board of Nursing	7	\$4,676	0	\$0	2	\$3,343	0	\$0	0	\$0	0	\$0	0	\$0	36	\$4,395
Board of Optometric Examiners	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	2	\$3,926
Board for Respiratory Care Practitioners	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3	\$2,978
Personnel Board	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	6	\$5,697
Board of Pharmacy	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	10	\$6,576
Board of Physical Therapist	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3	\$4,101
Board of Podiatry	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$3,235
Real Estate Appraisers Board	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	3	\$5,053
Board of Reg. for Profess. Eng. & Ld. Surv.	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	8	\$5,438

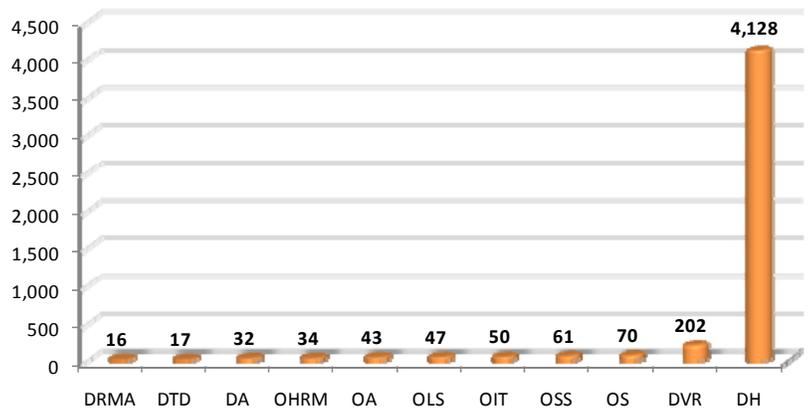
TRANSPORTATION CABINET

“The Transportation Cabinet’s mission statement: “To provide a safe, efficient, environmentally sound and fiscally responsible transportation system that delivers economic opportunity and enhances the quality of life in Kentucky.” The Kentucky Transportation Cabinet is an executive branch agency responsible for overseeing the development and maintenance of a safe, efficient multi-modal transportation system throughout the commonwealth. The cabinet manages more than 27,000 miles of highways, including roughly 20,500 miles of secondary roads, 3,600 miles of primary roads, and more than 1,400 interstate and parkway miles. The cabinet also provides direction for 230 licensed airports and heliports and oversees all motor vehicle and driver’s licensure for more than three million drivers in the state.”⁹

Cabinet Size: Number of Employees

The Transportation Cabinet has 4,521 employees in 11 different departments as chart 1 shows. However, as chart 2 illustrates, 87.7% of its employees work in the Department of Highways. The Department of Vehicle Registration employs nearly 200 employees. All other departments are much smaller than these two.

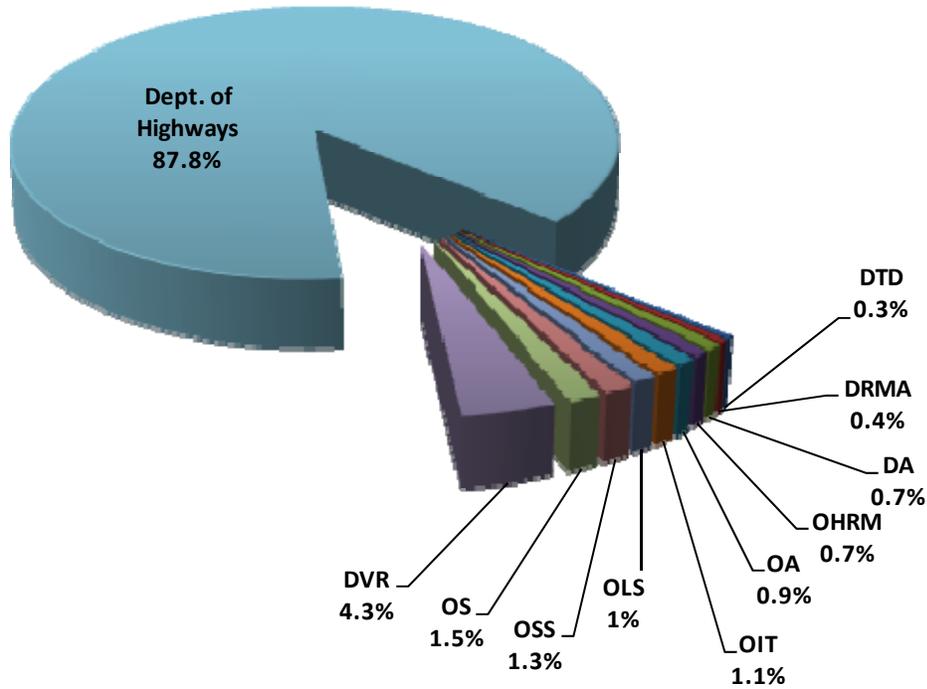
Chart 1: Transportation Cabinet: Number of Employees by Department
January 2011



Department	Abbrev.
Department of Transportation Delivery	DTD
Department of Rural & Municipal Aid	DRMA
Department of Aviation	DA
Office of Human Resource Mangement	OHRM
Office of Audits	OA
Office of Information Technology	OIT
Office of Legal Services	OLS
Office of Support Services	OSS
Office of the Secretary	OS
Department of Vehicle Registration	DVR
Department of Highways	DH

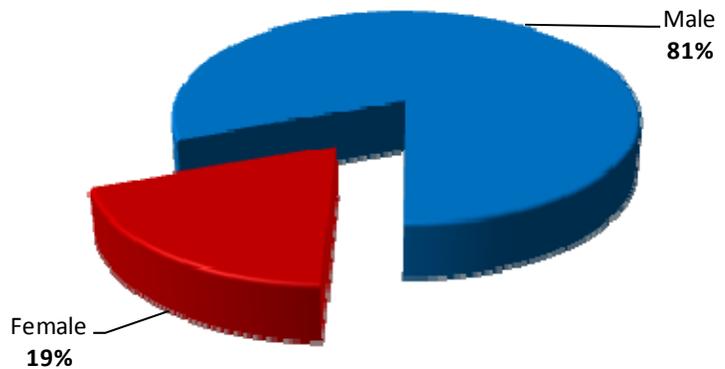
⁹ Transportation Cabinet: <http://transportation.ky.gov>.

Chart 2: Transportation Cabinet: Percentage of Employees by Department
January 2011



Gender Representation

Chart 3: Transportation Cabinet: Gender Representation
January 2011

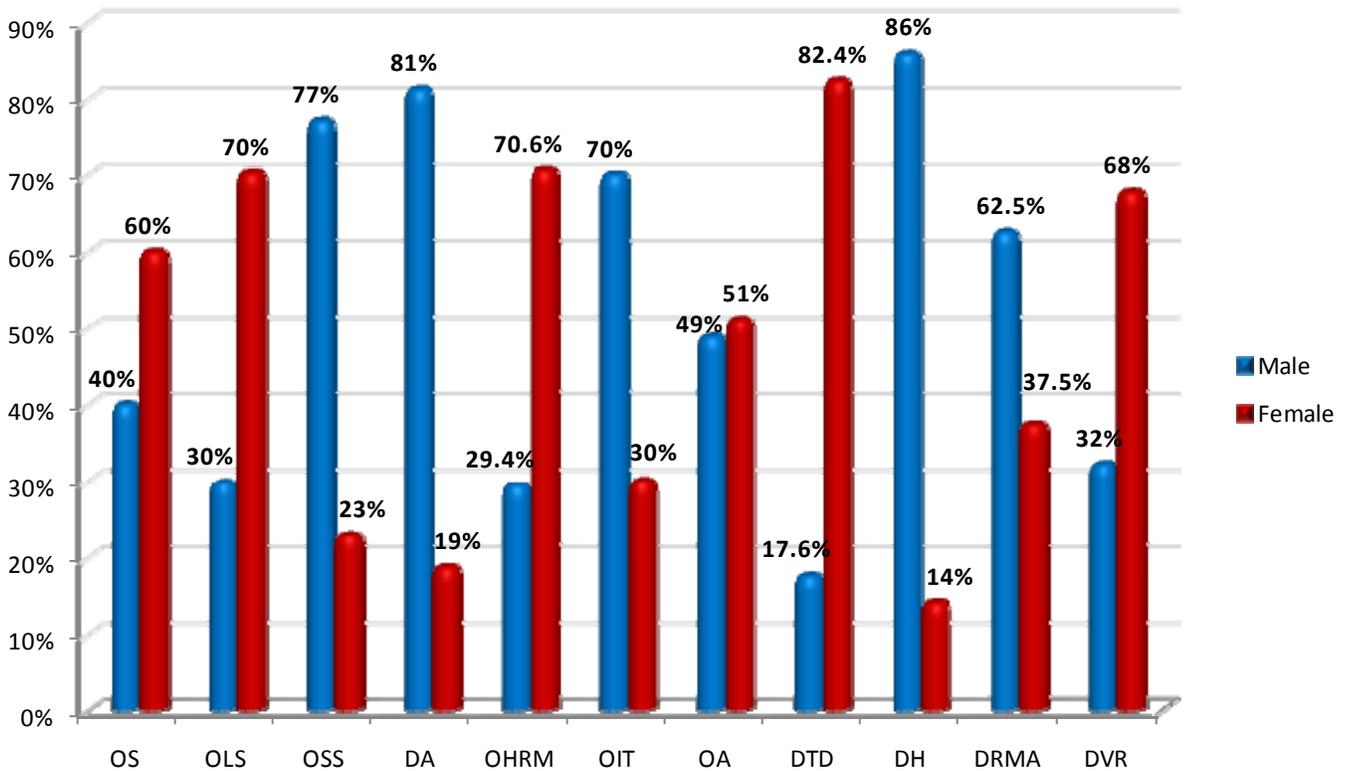


The Transportation Cabinet has 19% female employees and 81% males. Because the Department of Highways constitutes 87.7% of the cabinet and the type of work performed is male-dominant, the percentage of women has been traditionally the lowest at the Transportation Cabinet.

Chart 4 details the gender representation in the Transportation Cabinet. There are five departments where the percentage of females is higher than the males and five departments in which the percentage of males is higher than females. Again, by looking at the size of each department, one can see how the Department of Highways changes the

Chart 4: Transportation Cabinet: Gender Representation in Each Department

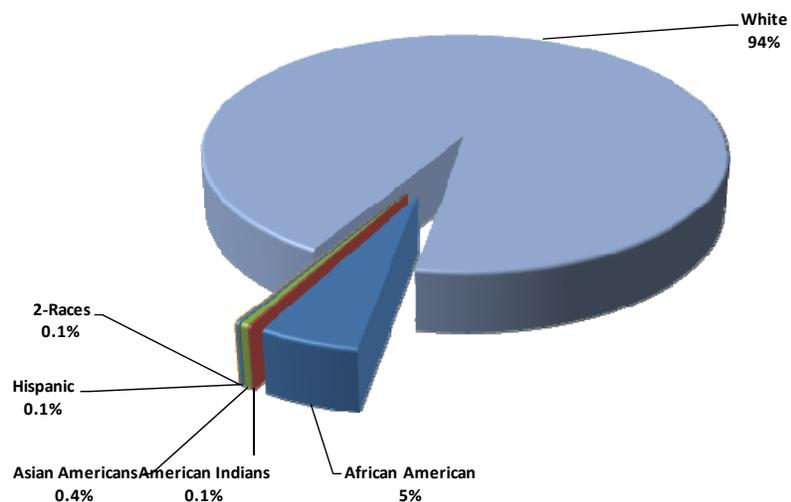
January 2011



overall percentage of females in the cabinet. Therefore, with this large gap in the gender distribution in the Department of Highways, the Transportation Cabinet is not likely to reach the Female Hiring Goal of 52.42% anytime soon.

Chart 5: Transportation Cabinet: Ethnic/Racial Representation

January 2011



Ethnic/Racial Representation

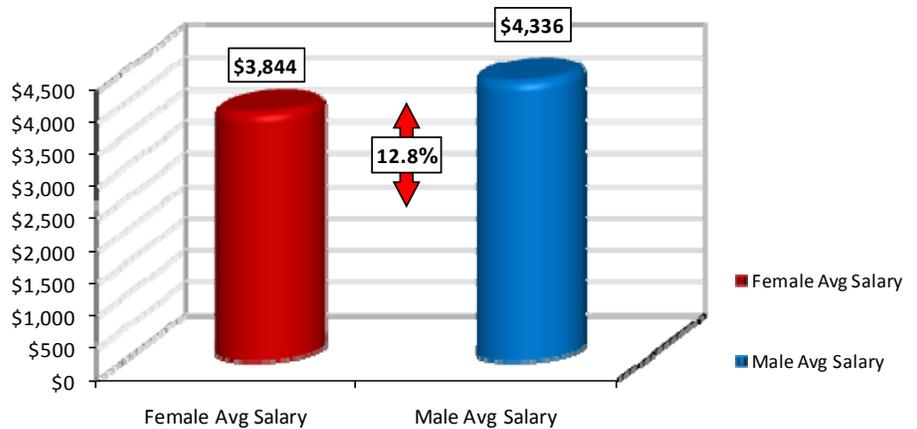
As chart 5 illustrates, the Transportation Cabinet has only 6.3% minority employees; therefore, it has not reached the Minority Hiring Goal of 10%. The cabinet needs 3.8% minority employees to reach the MHG. Other than African Americans, who represent 5.4%, all other ethnic groups form less than 1% each. Since the Department of Highways is by far the largest department with 4,000 employees, there are only 5% African Americans or 194 employees. There are only 3 American Indian employees, 9 Asian Americans, 1 Hawaii/Pacific Islander, 5 Hispanic, and 9 Other. The table below shows the percentage of all ethnic/racial groups in all departments of the Transportation Cabinet.

Department	African American	American Indian	Asian American	Haw/Pacific	Hispanic	2Races	White
Office of the Secretary	7.1%	0.0%	1.4%	0.0%	0.0%	0.0%	91.4%
Office of Legal Services	8.5%	0.0%	0.0%	0.0%	0.0%	0.0%	91.5%
Office of Support Services	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	95.1%
Dept. of Aviation	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	96.9%
Office of Human Resource Mangement	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	94.1%
Office of Information Technology	4.0%	0.0%	6.0%	0.0%	0.0%	0.0%	90.0%
Office of Audits	7.0%	0.0%	4.7%	0.0%	0.0%	0.0%	88.4%
Dept. of Transportation Delivery	11.8%	0.0%	0.0%	0.0%	5.9%	0.0%	82.4%
Dept. of Highways	4.7%	0.1%	0.3%	0.0%	0.1%	0.1%	94.7%
Dept. of Rural & Municipal Aid	6.3%	0.0%	0.0%	0.0%	0.0%	6.3%	87.5%
Dept. of Vehicle Registration	13.4%	0.5%	0.0%	0.0%	0.0%	0.0%	86.1%
Cabinet Total	5.1%	0.1%	0.4%	0.0%	0.1%	0.1%	94.1%

Average Salary and Gender

The average monthly male salary in the Transportation Cabinet is higher than the female by 13.6% as chart 6 shows. There are 3 departments where the average female salary is higher than the male, Office of Support Services by 8.5%, Office of Human Resource Management by 4.4% and the Department of Transportation Delivery by only .2%. In all other departments, the average male salary is higher than the female. The largest gaps

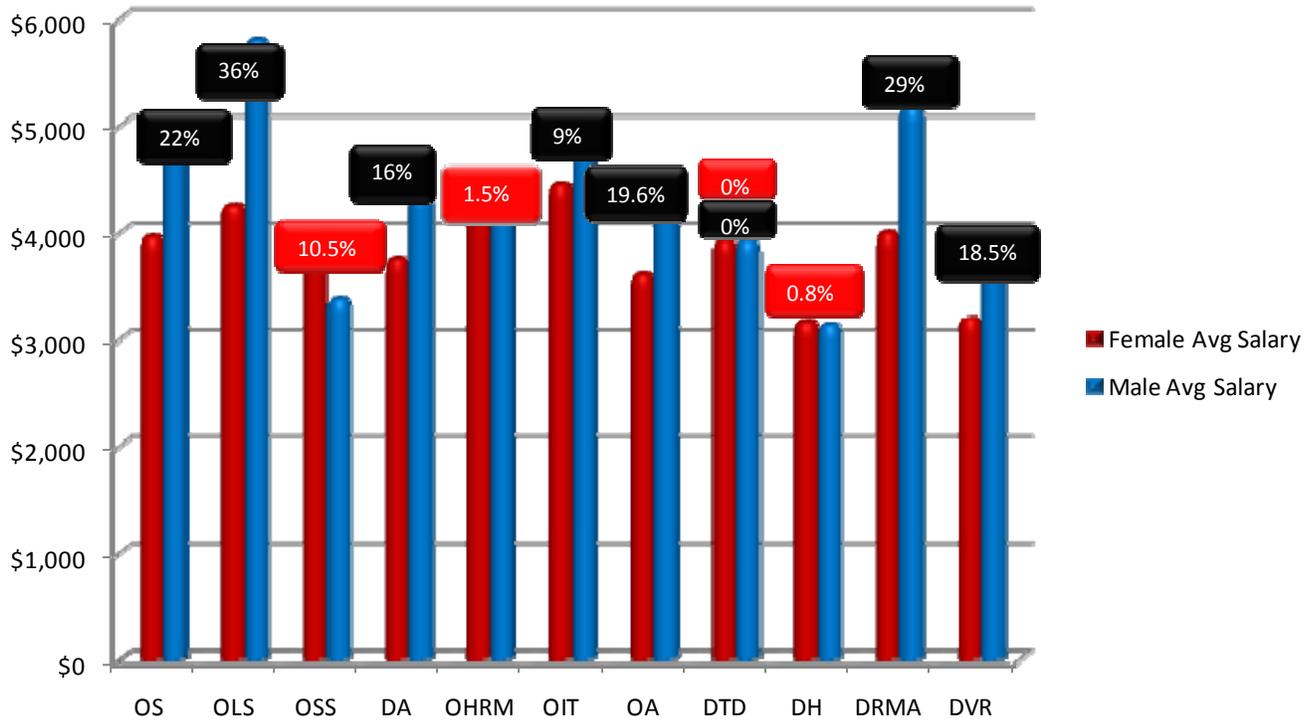
Chart 6: Transportation Cabinet: Avg. Salary by Gender
January 2011



are found in the Department of Rural & Municipal Aid (39.2%) and Office of Legal Services (32.7%). Given that the Department of Highways has only 14% females, the gap in salary is only .5%.

Chart 7: Transportation Cabinet: Avg. Salary by Gender and by Department

January 2011



Average Salary and Ethnicity/Race

The table below shows the average salary of all ethnic/racial groups in all departments of the Transportation Cabinet.

Department	African American		American Indians		Asian Americans		HAWPC		Hispanic		2-Races		White	
	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary	#	Avg Salary
Office of the Secretary	5	\$3,591	0	\$0	1	\$5,047	0	\$0	0	\$0	0	\$0	64	\$4,350
Office of Legal Services	4	\$4,354	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	43	\$4,746
Office of Support Services	3	\$3,512	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	58	\$3,468
Dept. of Aviation	1	\$3,754	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	31	\$4,262
Office of Human Resource Mangement	1	\$2,997	0	\$0	0	\$0	0	\$0	1	\$3,059	0	\$0	32	\$4,302
Office of Information Technology	2	\$5,148	0	\$0	3	\$3,676	0	\$0	0	\$0	0	\$0	45	\$4,771
Office of Audits	3	\$3,527	0	\$0	2	\$3,226	0	\$0	0	\$0	0	\$0	38	\$4,021
Dept. of Transportation Delivery	2	\$4,798	0	\$0	0	\$0	0	\$0	1	\$3,957	0	\$0	14	\$3,794
Dept. of Highways	193	\$3,033	5	\$2,998	13	\$3,546	1	\$5,676	5	\$3,496	3	\$2,496	3,908	\$3,133
Dept. of Rural & Municipal Aid	1	\$3,756	0	\$0	0	\$0	0	\$0	0	\$0	1	\$4,322	14	\$4,822
Dept. of Vehicle Registration	27	\$3,001	1	\$2,501	0	\$0	0	\$0	0	\$0	0	\$0	174	\$3,443
Cabinet Total	242	\$3,770	6	\$2,750	19	\$3,874	1	\$5,676	7	\$3,504	4	\$3,409	4,421	\$4,101

JUSTICE AND PUBLIC SAFETY CABINET

“It is the state entity responsible for criminal justice services, which encompasses law enforcement activities and training; prevention, education and treatment of substance abuse; juvenile treatment and detention; adult incarceration; autopsies, death certifications and toxicology analyses; special investigations; paroling of eligible convicted felons; and long range planning and recommendations on statewide criminal justice reform issues.

As a national leader in criminal justice, the Justice and Public Safety Cabinet's vision is to continuously improve public safety and the quality of life.”

Cabinet Size: Number of Employees

The Justice & Public Safety Cabinet employs 6,850 employees in 6 different departments.

The Department of Corrections is the largest department with 3,888 employees (34 more employees since 2009) or 57.3% of the entire cabinet followed by the Department of Juvenile Justice with 1,395 employees (56 less employees since 2009) or 20.4% as charts 1 and 2 show.

Chart 1: Justice & Public Safety: Number of Employees

January 2011

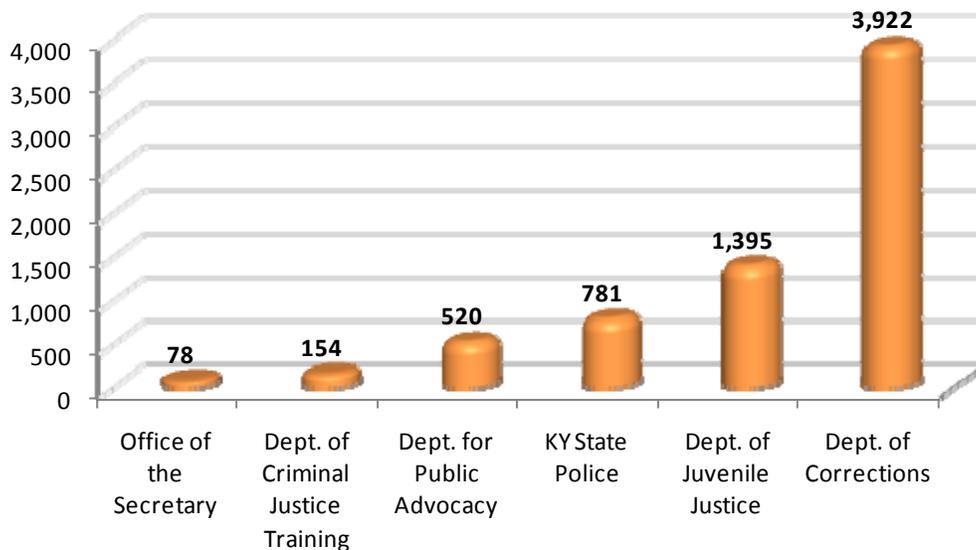
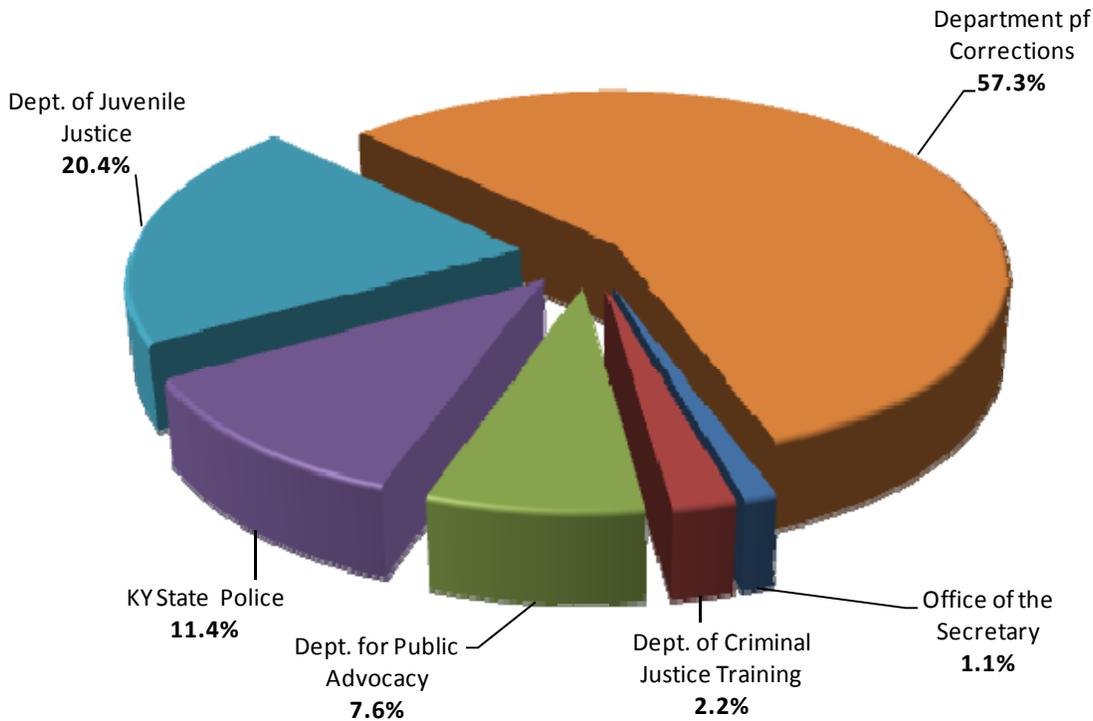


Chart 2: Justice & Public Safety: Percentage of Employees in Each Department
January 2011

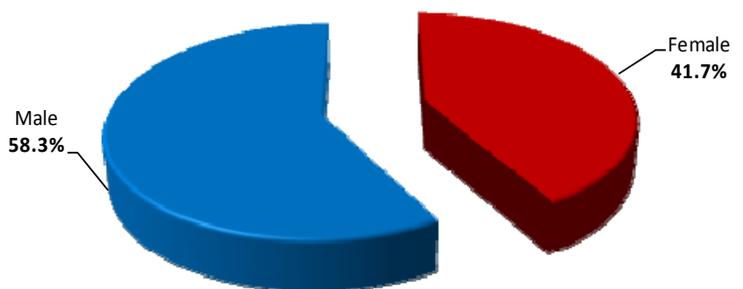


Gender Representation

The Justice & Public Safety Cabinet has 41.7% female employees (nearly 2% increase since 2009); therefore, it has not reached the Female Hiring Goal of 52.42%. The cabinet needs 10.7% more female employees to reach the FHG.

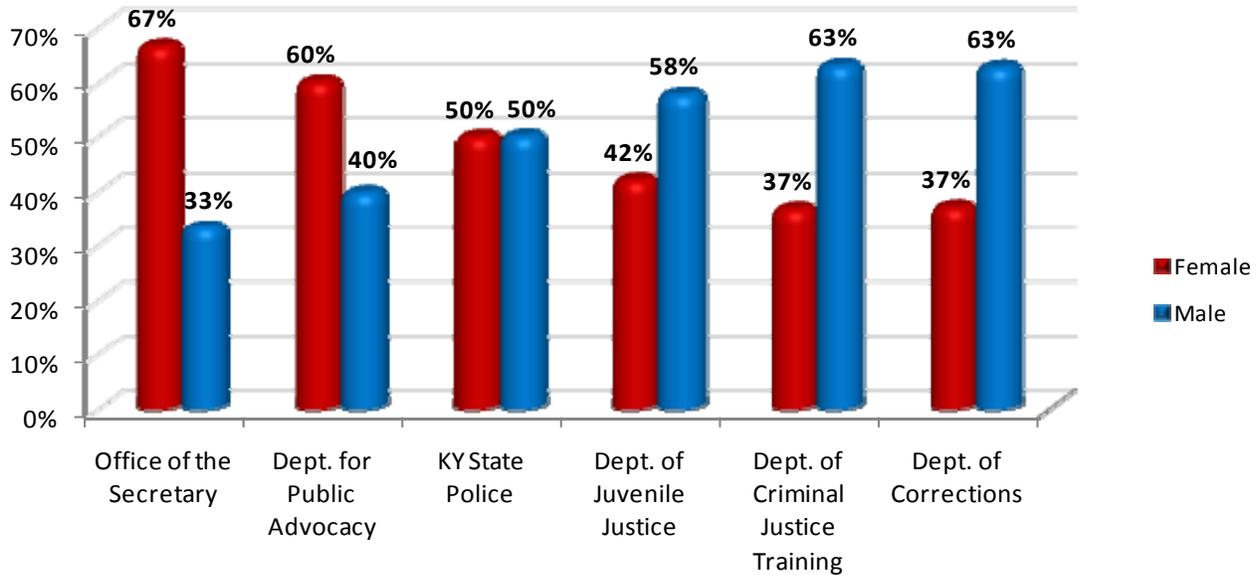
Chart 4 looks at the gender distribution in all departments. There are three departments where the percentage of males is higher than the females, two departments where the female percentage is higher than the male, and one department that has equal distribution of gender. The Office of the Secretary and the Department for Public Advocacy both have 67% and 60% females, respectively.

Chart 3: Justice & Public Safety Cabinet: Gender Representation
January 2011



The largest department, Department of Corrections, has only 37% females as well as the Department of Juvenile Justice. Kentucky State Police with 781 employees has 50% female employees, 10.2% increase since 2009. The Department of Criminal Justice Training with 152 employees has 37% females.

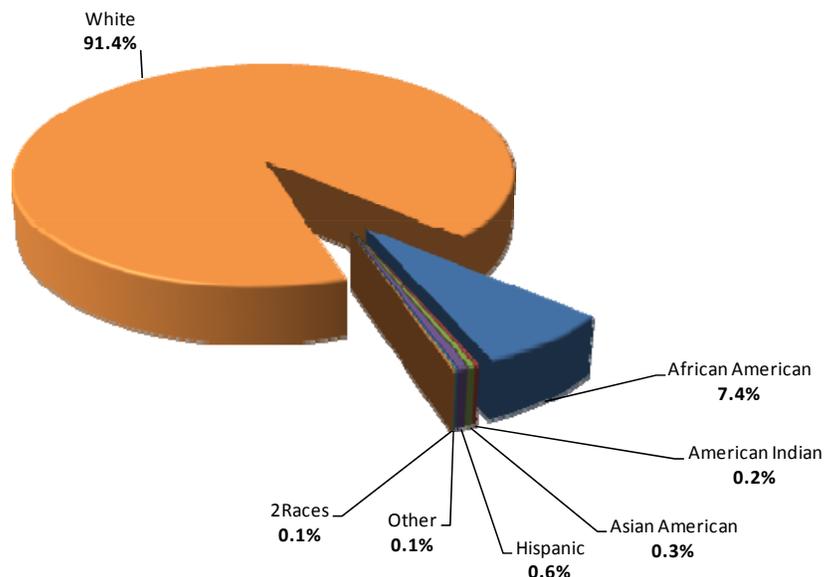
Chart 4: Justice & Public Safety Cabinet: Gender Representation in Each Department
January 2011



Ethnic/Racial Representation

The Justice & Public Safety Cabinet has 8.6% minority employees; therefore, it has not reached the Minority Hiring Goal of 10%. The cabinet needs 1.2% more minority employees. African Americans form 7.4% of the total employment in the cabinet (0.3% increase since 2009); all other ethnic groups form less than 1% each.

Chart 4: Justice & Public Safety Cabinet: Ethnic/Racial Representation
January 2011



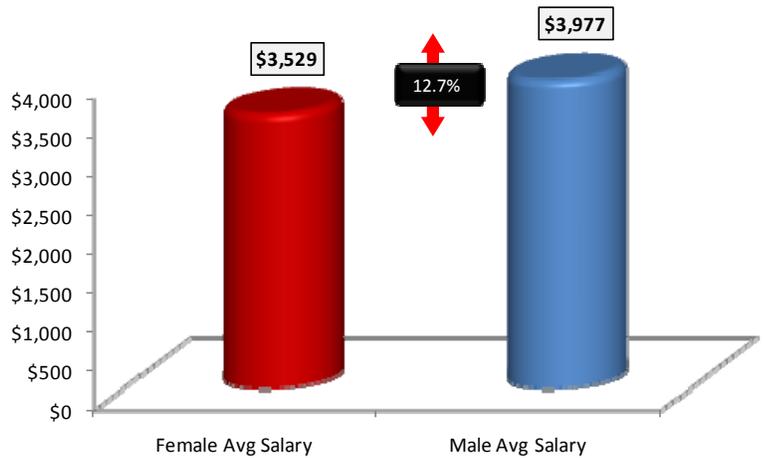
The table below shows the ethnic/racial distribution of the employees in all departments of this cabinet. The most diverse department is the Office of Secretary with nearly 18% minority employees followed by the Department of Juvenile Justice with 15.3%. The least diverse department is the State Police with only 3% minority employees.

Department	African American	American Indian	Asian American	Hispanic	Other	2Races	White
Office of the Secretary	15.4%	0.0%	1.3%	1.3%	0.0%	0.0%	82.1%
Dept. for Public Advocacy	4.8%	0.4%	0.8%	1.3%	1.0%	0.2%	91.7%
KY State Police	2.8%	0.1%	0.0%	0.0%	0.0%	0.1%	97.1%
Dept. of Juvenile Justice	13.7%	0.2%	0.6%	0.5%	0.0%	0.2%	85.0%
Dept. of Criminal Justice Training	3.9%	0.0%	0.7%	0.7%	0.0%	1.3%	94.7%
Dept. of Corrections	6.4%	0.2%	0.2%	0.6%	0.1%	0.1%	92.6%
Cabinet Total	7.4%	0.2%	0.3%	0.6%	0.1%	0.1%	91.4%

Average Salary and Gender

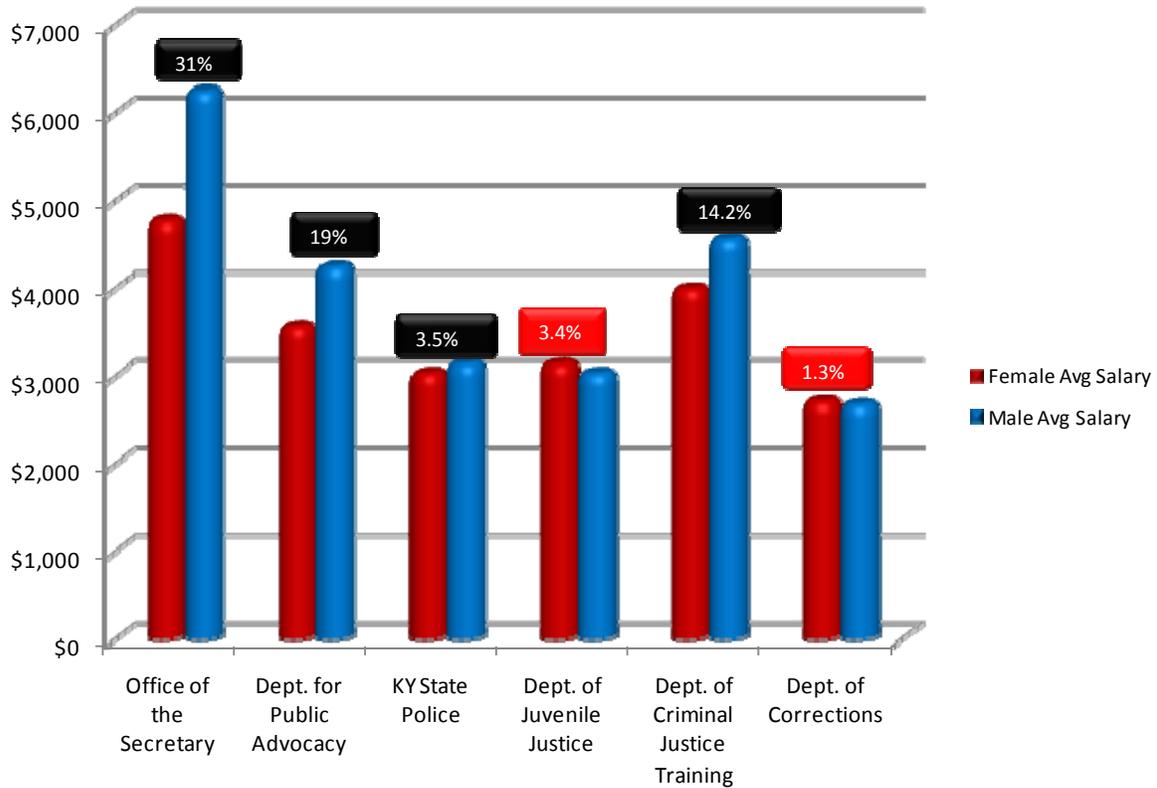
The average male salary is higher than the female by 12.7% (3.5% increase since 2009) as chart 5 illustrates. In the two largest departments, Department of Corrections and Department of Juvenile Justice both have more male employees than female (63% male employees in both departments), yet the average female salary is higher than the male by 1.3% and 3.4%, respectively as chart 6 shows.

Chart 5: Justice & Public Safety Cabinet: Avg. Salary and Gender
January 2011



The largest gaps are found in the Office of the Secretary and Department for Public Advocacy with 31% and 19% respectively.

Chart 6: Justice & Public Safety Cabinet: Avg. Salary by Gender and Department
January 2011



Average Salary and Ethnicity/Race

The following table shows the average salary of all ethnic/racial groups in all departments of the Justice & Public Safety Cabinet.

Department	African American		American Indian		Asian American		HAWPC		Hispanic		Other		2 Races		White	
	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary
Office of the Secretary	12	\$5,794	0	\$0	1	\$2,537	0	\$0	1	\$4,805	0	\$0	0	\$0	64	\$4,813
Dept. for Public Advocacy	25	\$3,771	2	\$3,439	4	\$4,167	0	\$0	7	\$3,094	5	\$2,615	1	\$3,948	476	\$3,859
KY State Police	22	\$2,853	1	\$2,553	0	\$0	0	\$0	0	\$0	0	\$0	1	\$2,831	757	\$3,048
Dept. of Juvenile Justice	190	\$2,981	3	\$3,745	9	\$3,719	2	\$2,382	7	\$2,959	0	\$0	3	\$3,303	1,181	\$3,067
Dept. of Criminal Justice Training	6	\$3,975	0	\$0	1	\$3,890	0	\$0	1	\$4,255	0	\$0	2	\$3,599	144	\$4,361
Dept. of Corrections	250	\$2,658	7	\$3,280	7	\$3,247	2	\$2,115	22	\$2,472	2	\$1,945	3	\$2,505	3,629	\$2,712
Cabinet Total	505	\$3,672	13	\$3,254	22	\$3,512	4	\$2,249	38	\$3,517	7	\$2,280	10	\$3,237	6,251	\$3,643

HEALTH AND FAMILY SERVICES CABINET

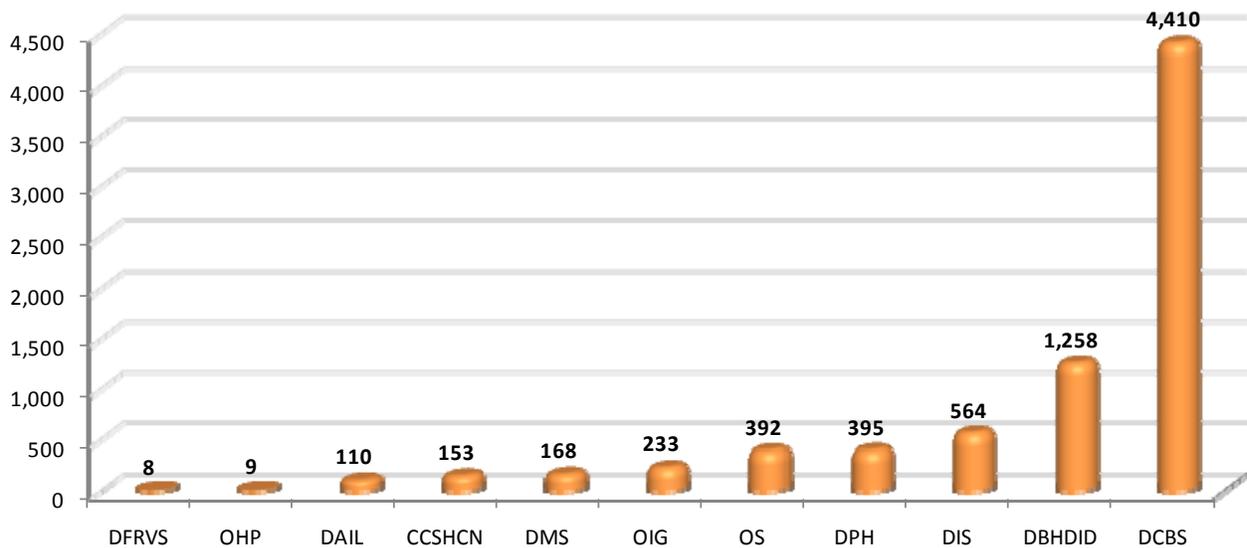
“The Cabinet for Health and Family Services (CHFS) is home to most of the state's human services and health care programs, including Medicaid, the Department for Community Based Services and the Department for Public Health. CHFS is one of the largest agencies in state government, with nearly 8,000 full and part-time employees.”

Cabinet Size: Number of Employees

The Health & Family Services Cabinet is the largest cabinet in Kentucky state government. The cabinet employs 7,700 employees (457 more employees since 2009) in 11 different departments. The Department for Community Based Services is the largest department with 4,410 employees (124 more employees since 2009) or 57.3% as charts 1 and 2 show.

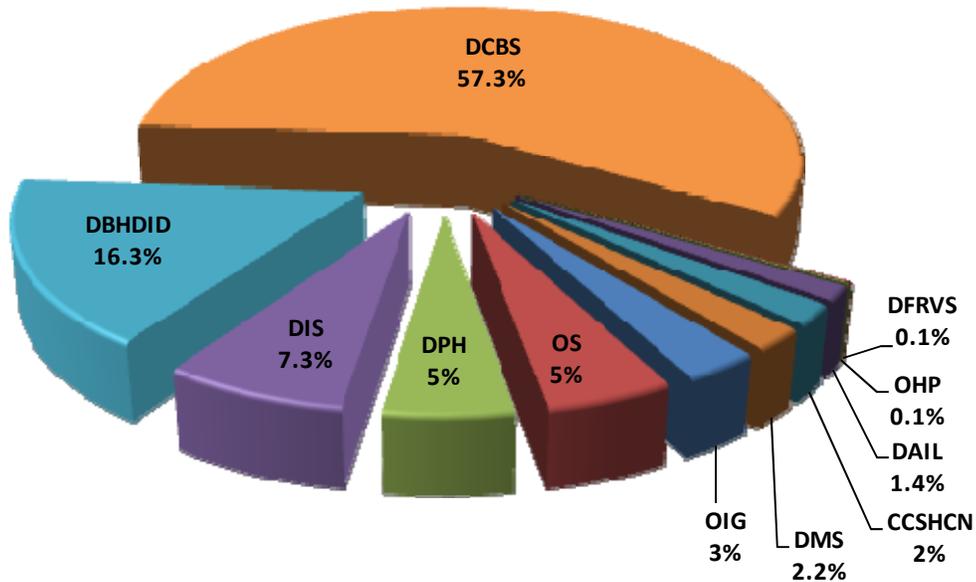
Chart 1: Health & Family Services Cabinet: Number of Employees

January 2011



Department	Abbrev.
Office of Health Policy	OHP
Department for Family Resources & Volunteer Services	DFRVS
Department for Aging & Independent Living	DAIL
Commission For Children with Special Health Care Needs	CCSHCN
Department for Medicaid Services	DMS
Office of Inspector General	OIG
Dept. for Public Health	DPH
Office of the Secretary	OS
Department for Income Support	DIS
Department for Behavioral Health, Developmental & Intellectual Disabilities	DBHDID
Department for Community Based Services	DCBS

Chart 2: Health & Family Services Cabinet: Percentage of Employees in Each Department
January 2011



Gender Representation

The Health & Family Services Cabinet is also the largest employer of females. Women represent 80% of its entire workforce. Therefore, it has surpassed the Female Hiring Goal by 27.58%.

As chart 4 shows, in all departments, the percentage of females is higher than males. The Department of Community Based Services is the largest department with 4,410 employees and women constitute 86%. Nearly in each department, women form over 70% of total employees except in Office of Secretary and Department for Income Support that have 58% and 66% of females respectively.

Chart 3: Health & Family Services Cabinet: Gender Representation
January 2011

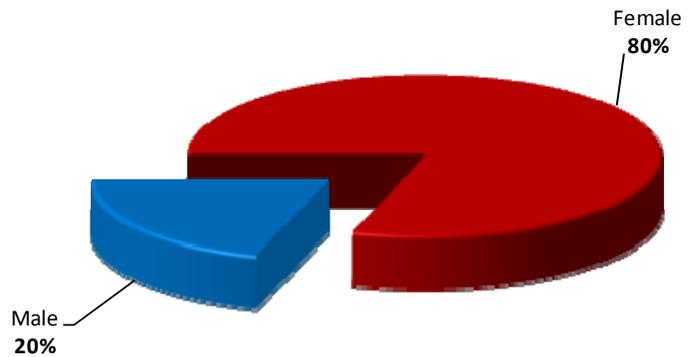
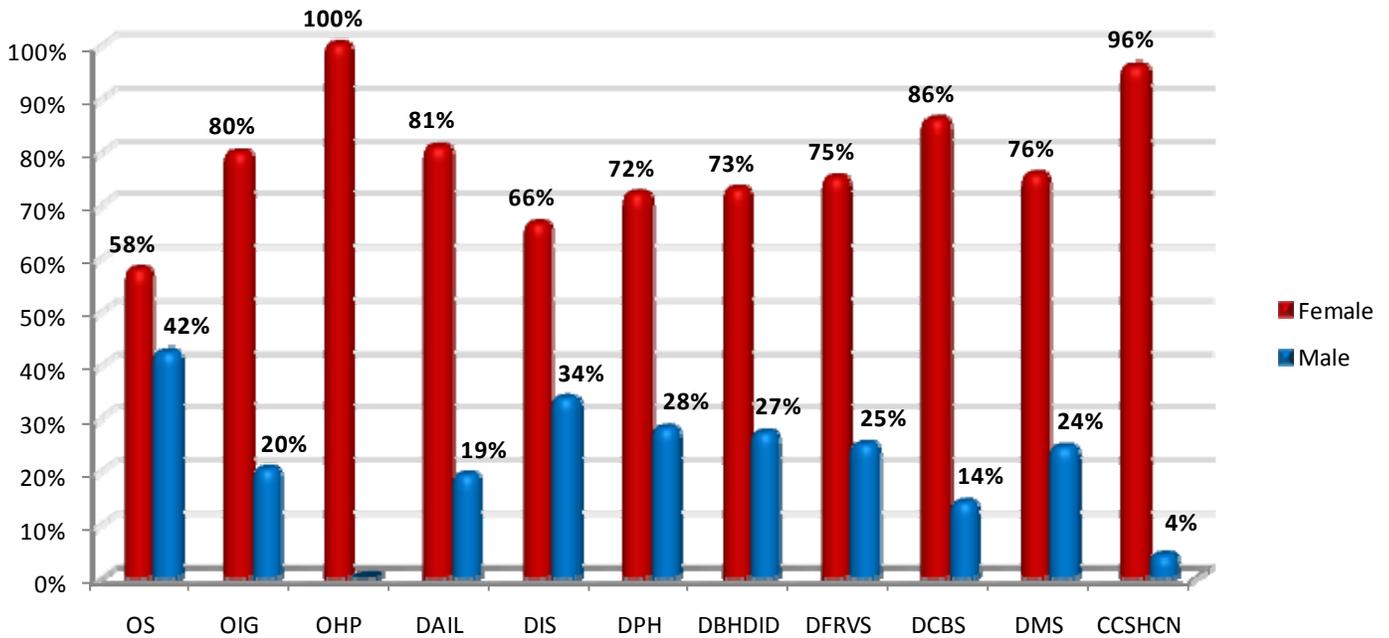
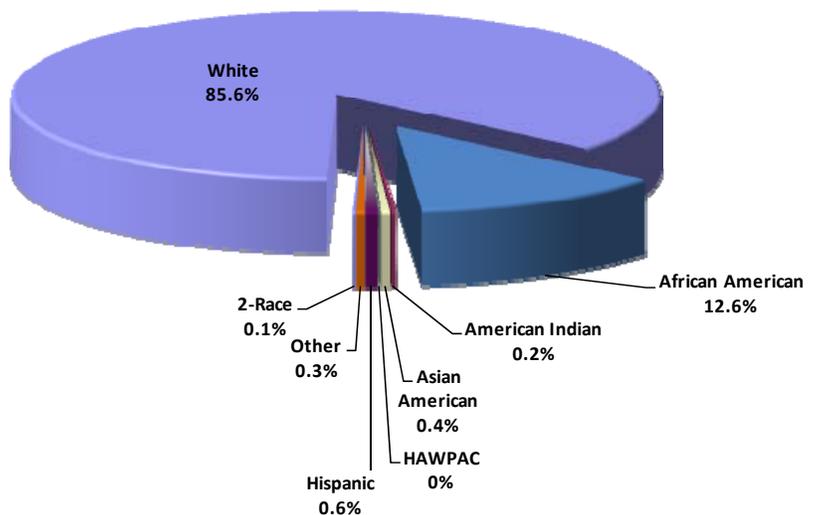


Chart 4: Health & Family Services Cabinet: Gender Representation in Each Department
January 2011



Ethnic/Racial Representation

Chart 5: Health & Family Services: Ethnic Representation
January 2011



The Health & Family Services Cabinet has 14.4% minority employees; therefore, it has surpassed the Minority Hiring Goal by 4.4%. African Americans constitute 12.6% of all minorities. All other ethnic groups represent less than 1% each.

The following table shows the percentage of all ethnic/racial groups in all departments of the Health & Family Services Cabinet.

The Department for Behavioral Health, Developmental & Intellectual Disabilities is the most diversified department with 28.5% minority employees.

Department	African America	American Indian	Asian American	HAWPAC	Hispanic	Other	White
Office of the Secretary	5.9%	0.3%	0.8%	0.0%	1.5%	0.0%	91.6%
Office of Inspector General	6.4%	0.0%	0.0%	0.0%	0.4%	0.0%	93.1%
Office of Health Policy	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	88.9%
Dept. for Aging & Independent Living	9.1%	0.0%	1.8%	0.0%	0.0%	0.0%	89.1%
Dept. for Income Support	11.3%	0.5%	0.2%	0.0%	0.2%	3.9%	83.5%
Dept. for Public Health	5.3%	0.5%	0.3%	0.0%	0.0%	0.0%	93.7%
Dept. for Behav Health, Dev & Int Disab	25.9%	0.4%	0.8%	0.2%	1.0%	0.2%	71.5%
Dept. for Family Resources & Vol Svcs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Dept. for Community Based Services	11.3%	0.1%	0.3%	0.0%	0.6%	0.0%	87.6%
Dept. for Medicaid Services	4.8%	0.0%	0.0%	0.0%	0.6%	0.0%	94.0%
Comm. For Children with Spec. Hlth. Care	5.2%	0.0%	0.7%	0.0%	0.0%	0.0%	94.1%
Total	12.6%	0.2%	0.4%	0.0%	0.6%	0.3%	85.6%

Average Salary and Gender

Although women account for 80% of the cabinet’s employment, the average male salary is higher than the female by 13.6% (a decrease in the gap by 7.6% since 2009) as chart 6 shows.

Even more surprisingly, in every department of the cabinet, the average male salary is higher than the female except in Comm. For Children with Special Health Care Needs

which the average female salary is higher than the male average salary by 4.8% as chart 7 shows. Office of Health Policy does not have any male employees.

Chart 6: Health & Family Services: Avg. Salary by Gender
January 2011

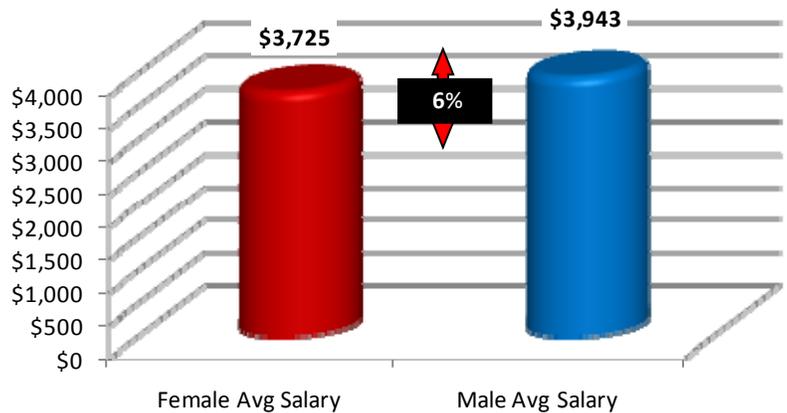
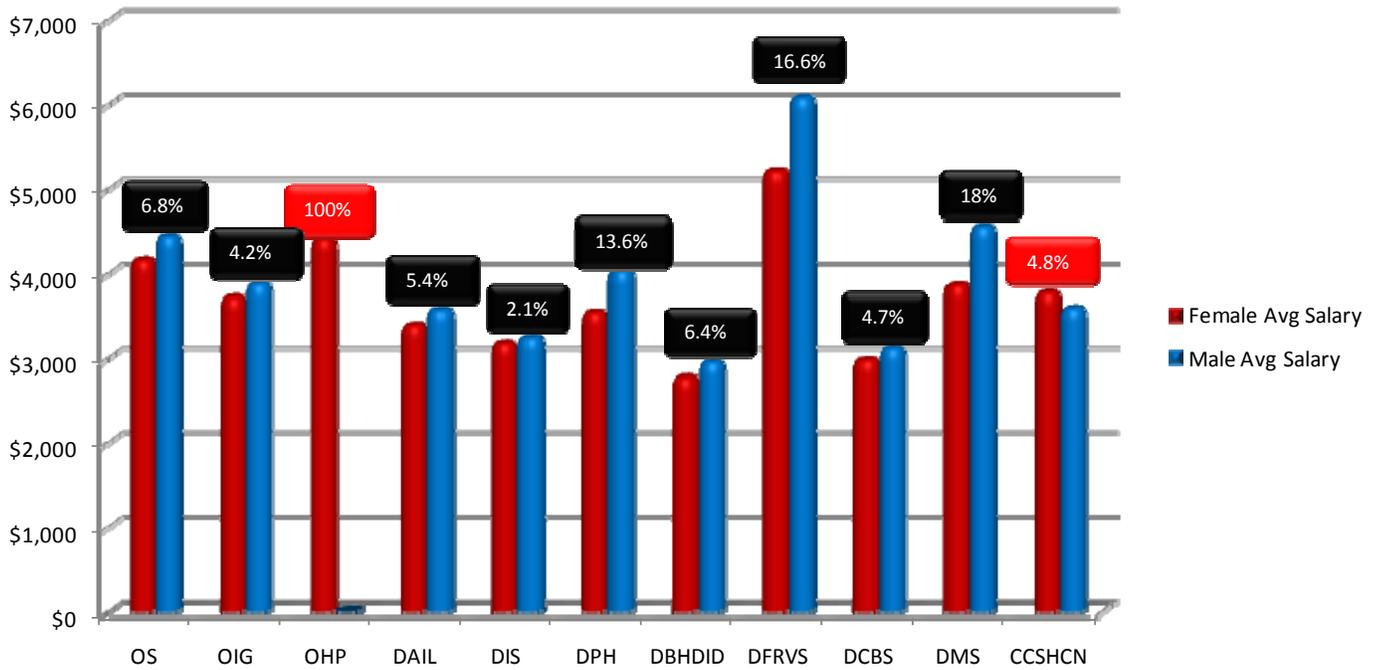


Chart 7: Health & Family Services: Avg. Salary by Gender

January 2011



Average Salary and Ethnicity/Race

The following table shows the average salary of all ethnic/racial groups in all departments.

Department	African American		American Indian		Asian American		HAWPAC		Hispanic		Other		2 Races		White	
	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary	# Empls	Avg Salary
Office of the Secretary	23	\$3,726	1	\$3,084	3	\$5,413	0	\$0	6	\$4,003	0	\$5,702	0	\$0	359	\$4,311
Office of Inspector General	15	\$3,617	0	\$0	0	\$0	0	\$0	1	\$2,670	0	\$0	0	\$0	217	\$3,762
Office of Health Policy	0	\$0	0	\$0	1	\$3,618	0	\$0	0	\$0	0	\$0	0	\$0	8	\$4,507
Dept. for Aging & Independent Living	10	\$3,496	0	\$0	2	\$1,741	0	\$0	0	\$0	0	\$0	0	\$0	98	\$3,449
Dept. for Income Support	64	\$3,248	3	\$2,755	1	\$3,549	0	\$0	1	\$3,199	22	\$2,589	2	\$2,256	471	\$3,221
Dept. for Public Health	21	\$3,235	2	\$2,973	1	\$4,555	0	\$0	0	\$0	0	\$0	1	\$3,844	370	\$3,706
Dept. for Behav Health, Dev & Int Disab	326	\$2,381	5	\$1,863	10	\$6,450	2	\$1,765	13	\$2,229	2	\$2,151	0	\$0	900	\$2,955
Dept. for Family Resources & Vol Svcs	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	8	\$5,427
Dept. for Community Based Services	497	\$2,935	5	\$3,002	14	\$2,863	0	\$0	25	\$2,851	1	\$3,054	6	\$3,039	3,862	\$3,000
Dept. for Medicaid Services	8	\$3,346	0	\$0	0	\$0	0	\$0	1	\$7,309	0	\$0	1	\$2,427	158	\$4,054
Comm. For Children with Spec. Hlth. Care	8	\$3,287	0	\$0	1	\$2,702	0	\$0	0	\$0	0	\$0	0	\$0	144	\$3,798
Total	972	\$3,252	16	\$2,735	33	\$3,861	2	\$1,765	47	\$3,710	25	\$3,374	10	\$2,892	6,595	\$3,835