

The Status of Minorities & Women In Kentucky State Government

An Overview of Gender, Ethnicity, and Salary

A Report by

Kentucky Commission on Human Rights Commonwealth of Kentucky



July, 2007

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KENTUCKY COMMISSION ON HUMAN RIGHTS

Ernie Fletcher
Governor

The Heyburn Building
332 West Broadway, 7th Floor
Louisville, Kentucky 40202
Phone (502) 595-4024
Toll Free 1-800-292-5566
Fax (502) 595-4801
TDD (502) 595-4084
<http://kchr.ky.gov>

John J. Johnson
Executive Director

Henry J. Curtis—Chair
Frankfort

October 9, 2007

To: Governor Ernie Fletcher
The Kentucky General Assembly
The People of the Commonwealth of Kentucky

Dear Sirs and Madams:

Allow me to commend to you the Kentucky Commission on Human Rights (KCHR) periodic report on *The Status of Minorities and Women in Kentucky State Government*.

For the past 30 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. It provides a glance at the progress of the largest employer in Kentucky with regard to Affirmative Action and equality in pay.

Governor Ernie Fletcher revised the state's Affirmative Action goals from 7 to 10 percent in 2005. He later said, "The world is dynamic and ever-changing, (and) Kentucky must rely upon the strength of its diversity to be able to compete in a global society."

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, the Personnel Cabinet staff, and the KCHR staff that helped produce this report.

Sincerely,

John J. Johnson
Executive Director

Robert Asseo
Florence

Henry L. Blythe
Mayfield

Duane Bonifer
Greensburg

Rev. Thurmond Coleman, Sr.
Louisville

Betty J. Dobson
Paducah

Robert S. Peters
Lexington

Alma L. Randolph
Owensboro

George McDade Staples
Pineville

Regena Triplett
Pikeville

William H. Turner
Lexington

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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 has 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 of African, Asian, Hispanic or Indian descent.
- ❖ 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 of all Kentucky state cabinets.

- a. The size of the cabinet is helpful in putting the data in perspective. For example, the Economic Development Cabinet has surpassed the Minority Hiring Goal of 10% (11.83%) but the Justice & Safety Cabinet has not. However, the former has only 93 employees as the latter has 7,098.
- 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 (departments). 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.
- 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.
- d. With regard to pay comparisons, the monthly average salaries in each department was averaged based on gender and race/ethnicity, respectively.

Data Source

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

Executive Summary

The Status of Minorities and Women in State Government 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 2007.

The **Minority Hiring Goal** set by the Commonwealth of Kentucky Affirmative Action Plan is 10%. Minorities constitute 9.28% of the entire state government workforce, which consisted of 30,923 people as of January 2007. Kentucky state government could reach its minority goal of 10% by employing 223 additional minority employees.

The breakdown of minority employees is as follows: 8% are African Americans, 0.42% are employees who identified their race as “Other;” 0.37% are Asian Americans, 0.35% are Hispanics, and 0.16% are American Indians.

The Commonwealth of Kentucky has ten cabinets, but only three have reached the Minority Hiring Goal – Health and Family Services, Economic Development, and Personnel. The last two cabinets, however, Economic Development and Personnel, are the two smallest cabinets in state government so only constitute 0.3% and 0.7% of the total workforce respectively.

The Environment and Public Protection Cabinet (EPPC) and the Commerce Cabinet fall well below the goal and have the lowest minority employment of the ten cabinets. The EPPC has only 6.01% minority employment. The Commerce Cabinet has a minority workforce of only 6.18%. The EPPC could reach its minority goal by hiring 4% or approximately 115 additional minority employees. The Commerce Cabinet would need to hire 3.82% or about 86 additional minority employees.

The largest employer of minorities is the Health and Family Services Cabinet. It exceeds the 10% minority hiring goal with 1,057 minority employees, which is 13.79% of its workforce. This is also the largest cabinet in state government.

The state's **Female Hiring Goal** is 52.42%. Women account for 51.23% of the total state government workforce. Another 1.19% or 368 additional female employees would meet the state goal.

Five cabinets out of ten have reached the female hiring goal: Health and Family Services, Personnel, Education, General Government, and Economic Development.

Women account for the majority of the workforces in the Health and Family Services, Personnel, and Education cabinets.

Health and Family Services has 79.83% or 6,119 females; Personnel has 76.89% or 163 females; and, Education has 70.16% or 1,441 females.

The employer that falls shortest of its female hiring goal is the Transportation Cabinet, which employs only 19.72% or 932 females. Three cabinets, Environment and Public Protection, Commerce, and Justice and Public Safety have 40% women.

In the ten state cabinets combined, the average male salary is higher than the female by 15.75% or \$540 a month.

In three cabinets, Environment and Public Protection, Economic Development, and Education, 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 19.76%, yet, women account for 62% of its workforce.

The gap in salary is minimal in the Health and Public Services Cabinet. In other words, the average male salary is higher than the female salary by only 3.76%. However, women employees in the Health and Public Services Cabinet account for 80% of its total workforce.

Among racial/ethnic groups, the average White salary is the highest in each of the ten cabinets. The average White salary in the ten cabinets averages out to be 0.42% higher than employees who identify themselves as "Other;" 10.83% higher than the average salary of African American employees; 11.67% higher than Asian American employees; 15.96% higher than American Indian employees; and 16.86% higher than Hispanic employees.

SUMMARY

All Cabinets

- ❖ Current Female Employees : **51.23%**
- ❖ Females Needed to Reach FHG: **1.19%**

- ❖ Current Minority Employees: **9.28%**
- ❖ Minorities Needed to Reach MHG: **0.72%**

- ❖ The average male salary is higher than the female average salary in all state cabinets by **15.75%**.

- ❖ The average White salary is higher than the average minority salary in all state cabinets by **10.82%**

Gender

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

- ❖ Healthy & Family Services
 - Current Female Employees: **79.83%**
- ❖ Personnel
 - Current Female Employees: **76.89%**
- ❖ Education
 - Current Female Employees: **70.16%**
- ❖ General Government
 - Current Female Employees: **62.01%**
- ❖ Economic Development
 - Current Female Employees: **58.06%**

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

- ❖ Transportation
 - Current Female Employees: **19.72%**
 - Females Needed to Reach FHG: **32.70%**
- ❖ Environment & Public Protection
 - Current Female Employees: **40.03%**
 - Females Needed to Reach FHG: **12.39%**
- ❖ Commerce
 - Current Female Employees: **40.28%**
 - Females Needed to Reach FHG: **12.14%**
- ❖ Justice& Public Safety

- Current Female Employees: **40.45%**
- Females Needed to Reach FHG: **11.97%**
- ❖ Finance
 - Current Female Employees: **49.27%**
 - Females Needed to Reach FHG: **3.15%**

Ethnicity:

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

- ❖ Healthy & Family Services
 - Current Minority Employees: **13.79%**
- ❖ Economic Development
 - Current Minority Employees: **11.83%**
- ❖ Personnel
 - Current Minority Employees: **10.85%**

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

- ❖ Environment & Protection
 - Current Minority Employees: **6.01%**
 - Minorities Needed to Reach MHG: **3.99%**
- ❖ Commerce
 - Current Minority Employees: **6.18%**
 - Minorities Needed to Reach MHG: **3.82%**
- ❖ General Government
 - Current Minority Employees: **7.24%**
 - Minorities Needed to Reach MHG: **2.76%**
- ❖ Transportation
 - Current Minority Employees: **7.41%**
 - Minorities Needed to Reach MHG: **2.59%**
- ❖ Finance
 - Current Minority Employees: **8.55%**
 - Minorities Needed to Reach MHG: **1.45%**
- ❖ Justice & Public Safety
 - Current Minority Employees: **8.73%**
 - Minorities Needed to Reach MHG: **1.27%**
- ❖ Education
 - Current Minority Employees: **9.44%**
 - Minorities Needed to Reach MHG: **0.56%**

Salary

1. Gender

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

- ❖ Environment & Public Protection
 - The average male salary is higher than the female by **31.31%**
- ❖ Economic Development
 - The average male salary is higher than the female by **28.29%**
- ❖ Education
 - The average male salary is higher than the female by **22.11%**
- ❖ General Gov.
 - The average male salary is higher than the female by **19.76%**
- ❖ Transportation
 - The average male salary is higher than the female by **14.72%**
- ❖ Justice & Public Safety
 - The average male salary is higher than the female by **12.11%**
- ❖ Personnel
 - The average male salary is higher than the female by **11.86%**
- ❖ Commerce
 - The average male salary is higher than the female by **5.91%**
- ❖ Finance
 - The average male salary is higher than the female by **5.11%**
- ❖ Health & Family Services
 - The average male salary is higher than the female by **3.76%**

2. Ethnicity

The average White salary is higher than the average minority salary in all state cabinets by **10.82%**

- ❖ The average White salary is higher than average African American salary by **10.83%**.
- ❖ The average White salary is higher than average “Other” salary by **0.42%**.
- ❖ The average White salary is higher than average Asian American salary by **11.67%**.
- ❖ The average White salary is higher than average American Indian salary by **15.96%**.
- ❖ The average White salary is higher than average Hispanic salary by **16.86%**.

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.

ALL KENTUCKY STATE CABINETS

a) Size of Cabinets: Number of Employees

As of January 2007, the Commonwealth of Kentucky has 30,923 state government employees.

The Health & Family Services Cabinet is the largest employer in state government. It employs 7,665 full-time employees.

The second and third largest employers are the Justice & Public Safety Cabinet and the Transportation Cabinet.

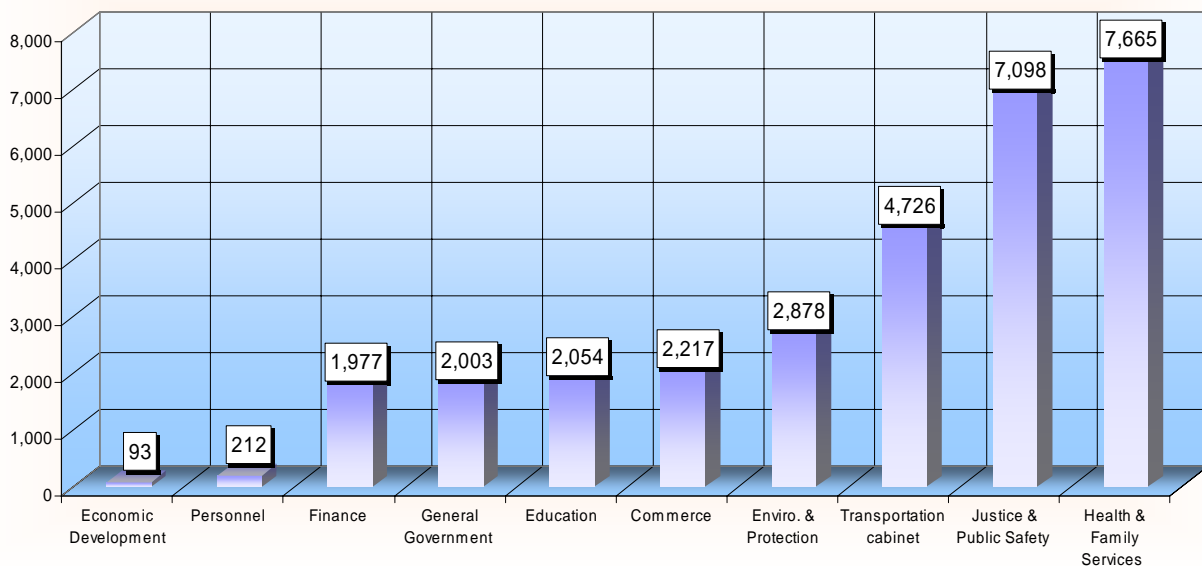
The former employs 7,098 and the latter 4,726 employees.

These three cabinets constitute 63% of the total state-government full-time workforce.

With only 93 full-time employees, the Economic Development Cabinet is the smallest employer.

The following chart shows the number of employees in each cabinet.

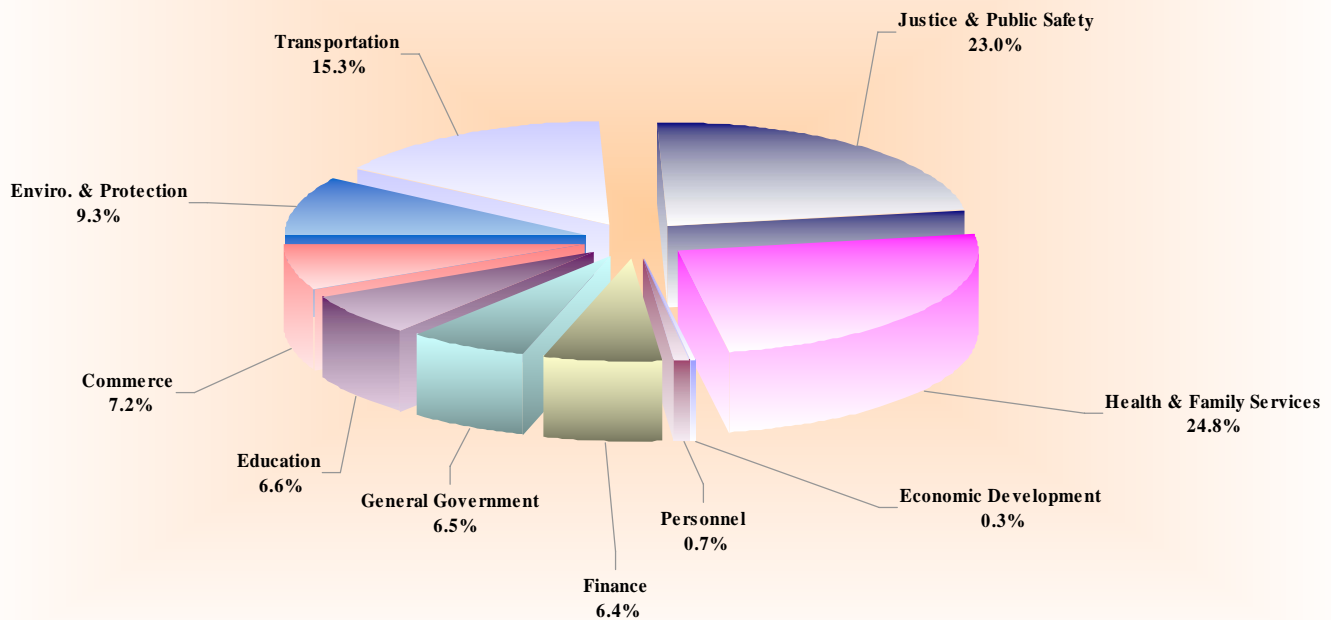
Chart 1: All Cabinets: Number of Employees
January 2007



The second chart shows the percentage of employees in each cabinet.

Chart 2: All Cabinets: Percentage of Employees

January 2007



b) Gender Representation

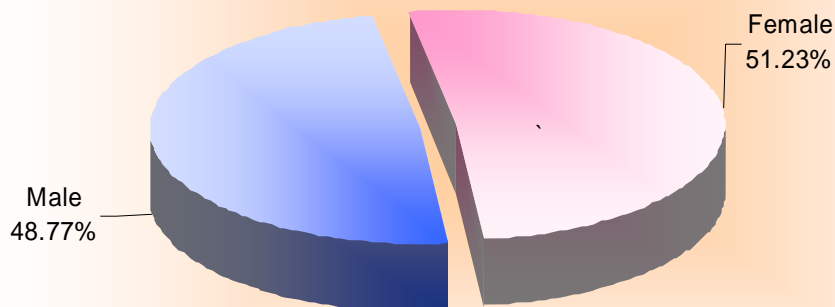
As of January 2007, there were 15,841 full-time female employees, that is 51.23%, and 15,082 full-time male employees, that is 48.77%.

All Cabinets			
Cabinet	Female	Male	Total Employees
Economic Development	54	39	93
Personnel	163	49	212
Commerce	893	1,324	2,217
Transportation	932	3,794	4,726
Finance	974	1,003	1,977
Enviro.& Public Protection	1,152	1,726	2,878
General Government	1,242	761	2,003

Education	1,441	613	2,054
Justice & Public Safety	2,871	4,227	7,098
Health & Family Services	6,119	1,546	7,665
Total	15,841	15,082	30,923

Chart 3: All Cabinets: Gender Representation

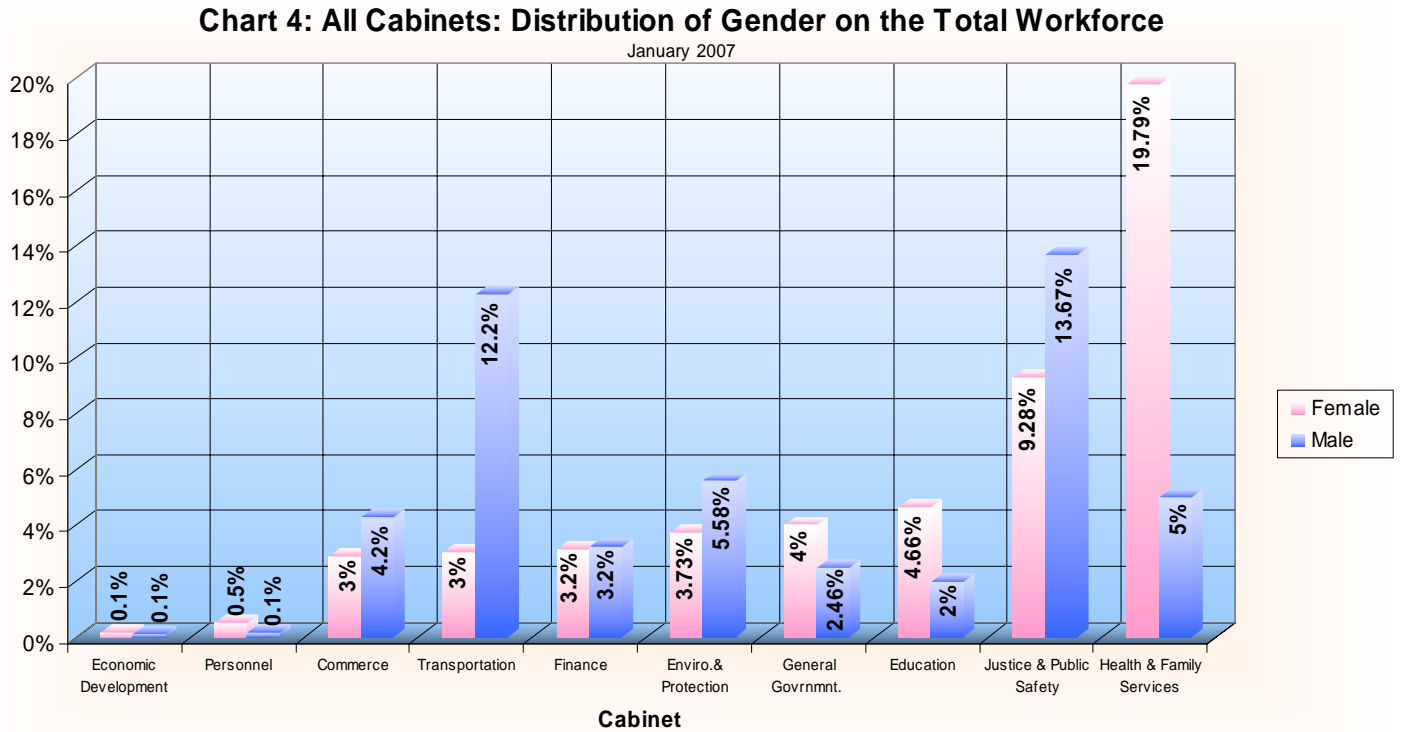
January 2007



Examining each cabinet sheds light on how gender is distributed in the Commonwealth workforce.

The Health & Family Services and Justice & Public Safety Cabinets employ almost 30% of the entire female workforce; 19.79% and 9.28% respectively. The Justice & Public Safety and Transportation Cabinets employ 25% of the entire male workforce; 13.67% and 12.2% respectively.

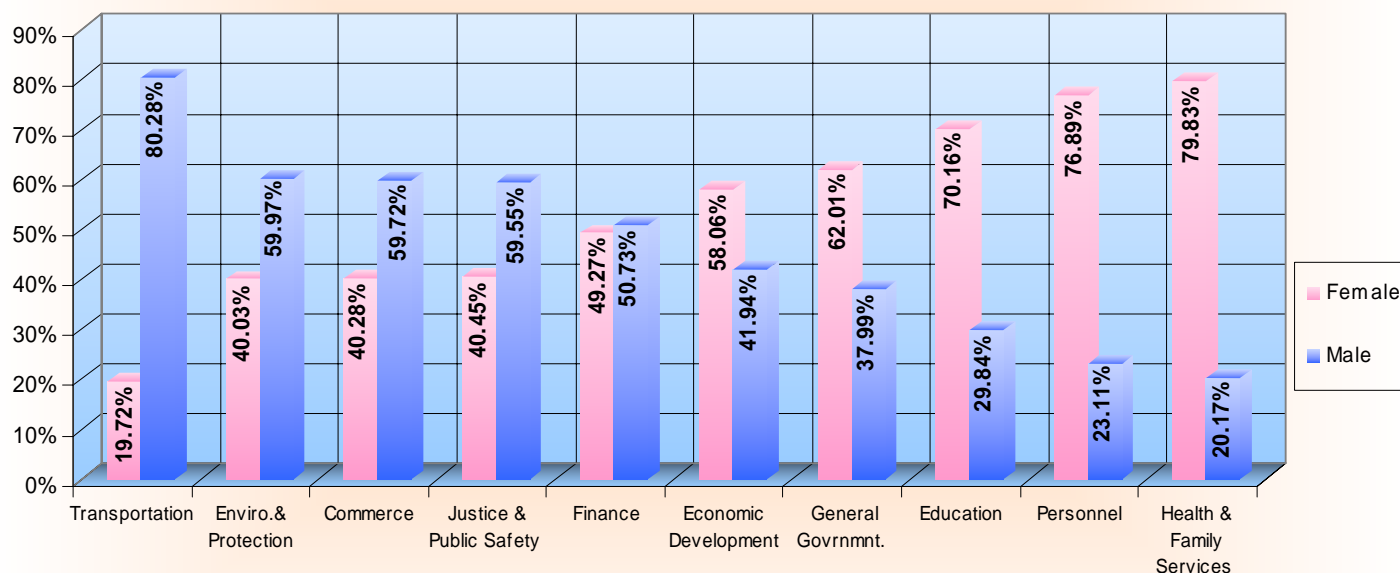
The following chart illustrates the gender percentages in each cabinet of the total state workforce.



The following chart shows the gender distribution in each cabinet.

Chart 5: All Cabinets: Gender Representation in Each Cabinet

January 2007



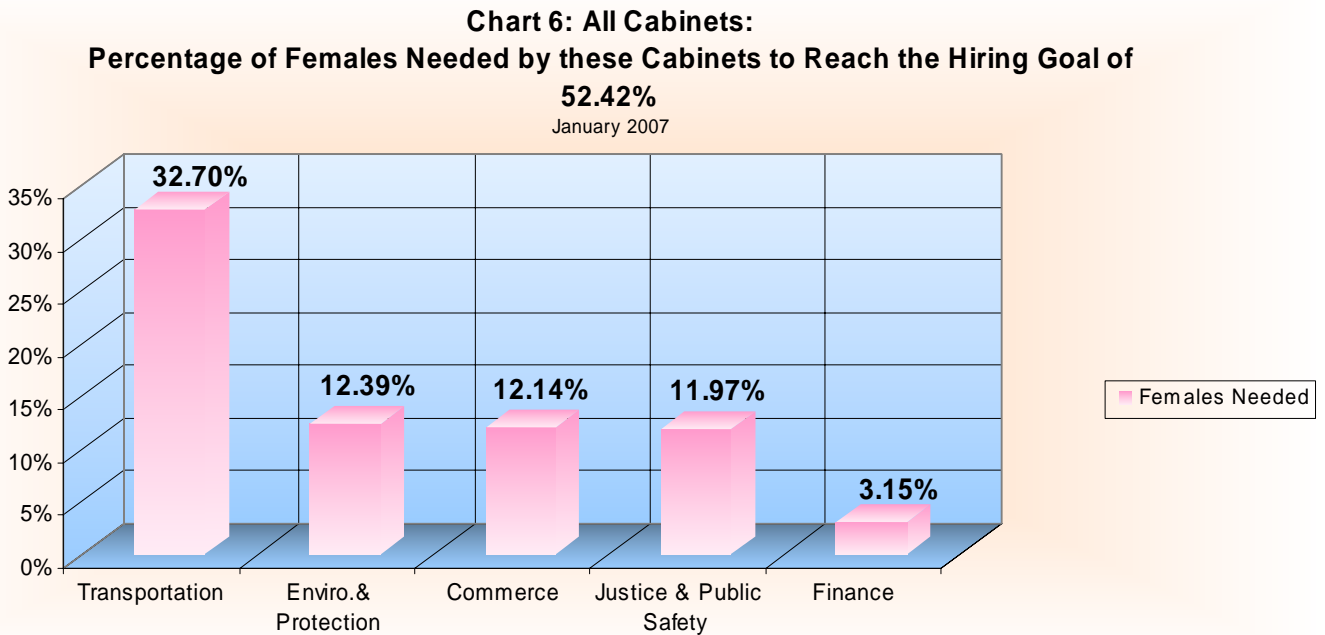
The widest gap of gender exists in two cabinets; the Health & Family Services Cabinet has about 80% female and 20% male whereas the Transportation Cabinet has about 80% male and 20% female.

In four cabinets, the percentage of females exceeds 60%, Health & Family Services, Personnel, Education, and General Government. In four cabinets, the percentage of males exceeds 60%, Transportation, Environment & Protection, Commerce, and Justice & Public Safety. The Finance Cabinet is the only cabinet where the gender gap is insignificant; 50.7% male and 49.3% female. The female hiring goal remains at 52.42%. There are five cabinets that have over 52.42% females and five cabinets that have less.

Over 52.42%: Healthy & Family Services, Personnel, Education, General Government, and Economic Development.

Below 52.42%: Transportation, Environment & Public Protection, Commerce, Justice& Public Safety, and

Finance. Chart 6 shows the percentages needed by the cabinets that have not met the female hiring goal.



c) Ethnic Representation

The percentage of all minorities in the total workforce of the Commonwealth is less than 10% (9.28%).

“White” constitutes the largest group, representing 90.69%, African American forms about 8%, and all other minorities (American Indian, Asian American, Hispanic, and “Other”) form 1.29%.

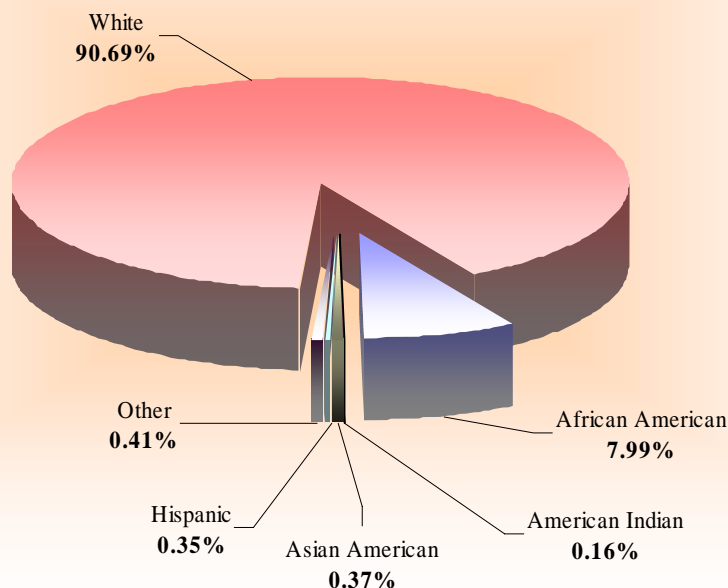
According to the U.S. Bureau of Census statistics, white persons form 90.4% of the total population, 7.5% African Americans, 0.2% American Indians, 0.9% Asian persons, and 2% Hispanic.

It is fair to assert that the racial and ethnic makeup of the Commonwealth workforce is representative of the total population of Kentucky; however, examining each cabinet separately, disparity exists in this representativeness.

The following chart illustrates the ethnic makeup of all full-time state employees

All Cabinets		Ethnicity					
Cabinet	African American	American Indian	Asian American	Hispanic	Other	White	Total
Economic Development	8	0	3	0	0	82	93
Personnel	22	0	0	0	1	189	212
Commerce	121	3	3	4	6	2,080	2,217
Transportation	314	2	13	8	13	4,376	4,726
Finance	123	5	15	4	22	1,808	1,977
Enviro. & Public Protection	100	5	25	12	31	2,705	2,878
General Government	123	3	6	7	6	1,858	2,003
Education	166	5	6	10	7	1,860	2,054
Justice & Public Safety	540	15	17	34	14	6,478	7,098
Health & Family Services	956	13	29	30	29	6,608	7,665
Total	2,473	51	117	109	129	28,044	30,923

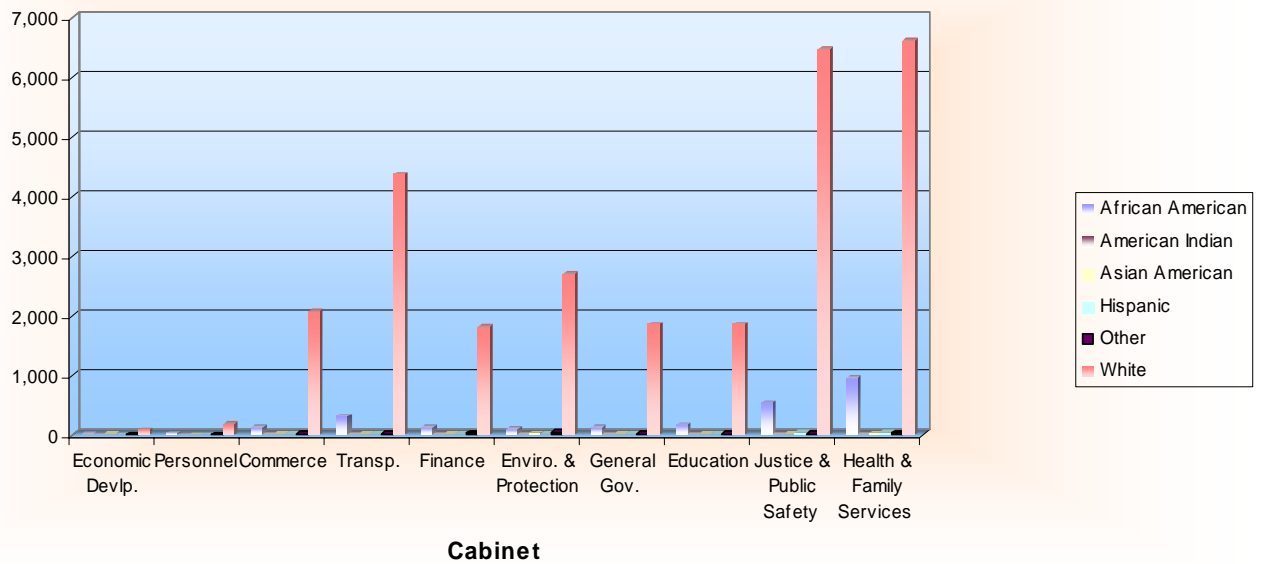
Chart 7: All Cabinets: Ethnic Representation of State Workforce
January 2007



This chart looks at the ethnic make-up of each cabinet.

Chart 8: All Cabinets: Ethnic Representation

January 2007



As chart 9 shows, only three cabinets out of ten employ 10% or over of all minorities (Health & Family Services, 13.79%, Economic Development, 11.83%, and Personnel, 10.85%).

The Environment & Protection and Commerce Cabinets rank the lowest in minority employment, at 6.01% and 6.18%, respectively.

Chart 9: All Cabinets: Positions on Minority Hiring Goal (10%)

January 2007

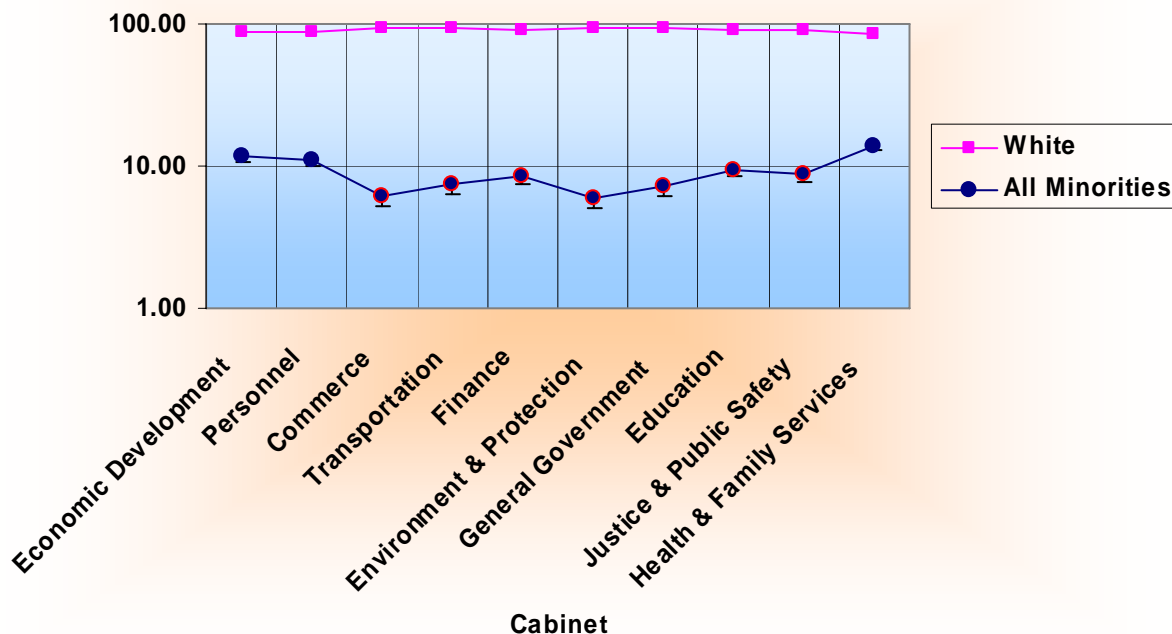
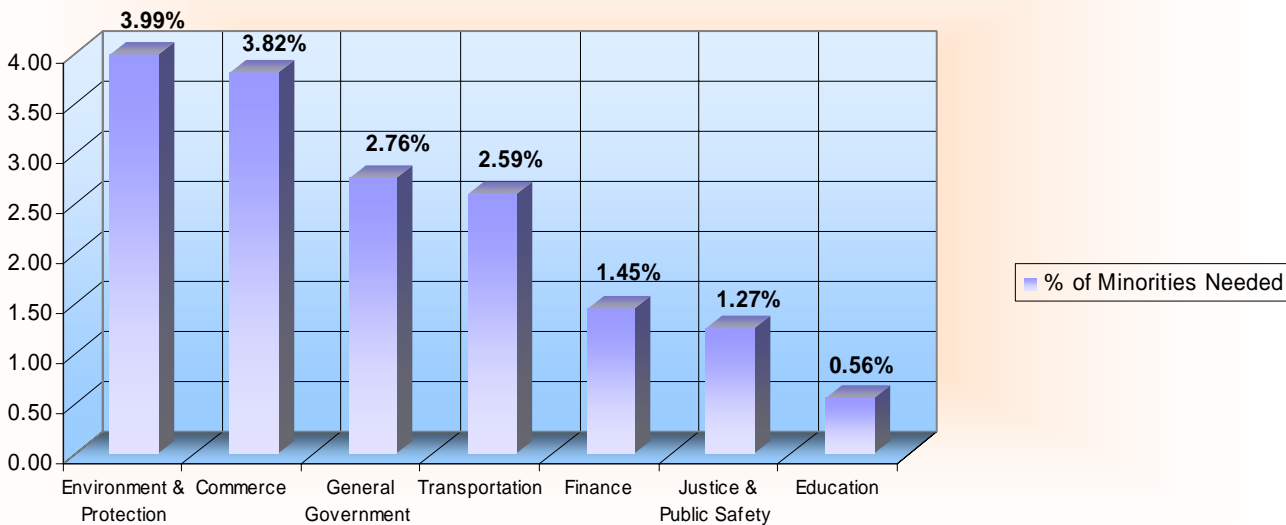


Chart 10 shows the percentages needed by cabinets that have not achieved the 10% minority hiring goal.

**Chart 10: All Cabinets:
Percentage of Minorities Needed by these Cabinets to Reach the Hiring Goal**

January 2007



d) Average Salary

The figures were generated by taking the average salaries of males and females of an entire cabinet.

Based on the cumulative average, the average male salary is higher than the average female salary by 15.75%.

Chart 11: All Cabinets: Avg. Salary Based on Gender

January 2007

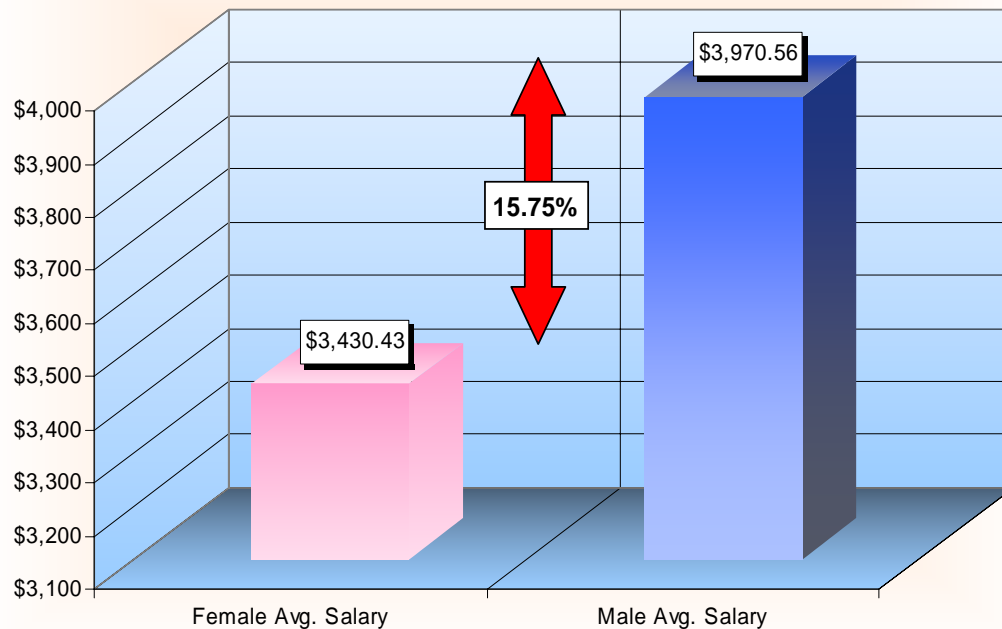


Chart 12 shows the difference between the cumulative average of male and female salaries in each cabinet. In all ten cabinets, the average male salary is higher than the female average salary.

Chart 12: Avg. Salary Based on Gender in All Cabinets

January 2007

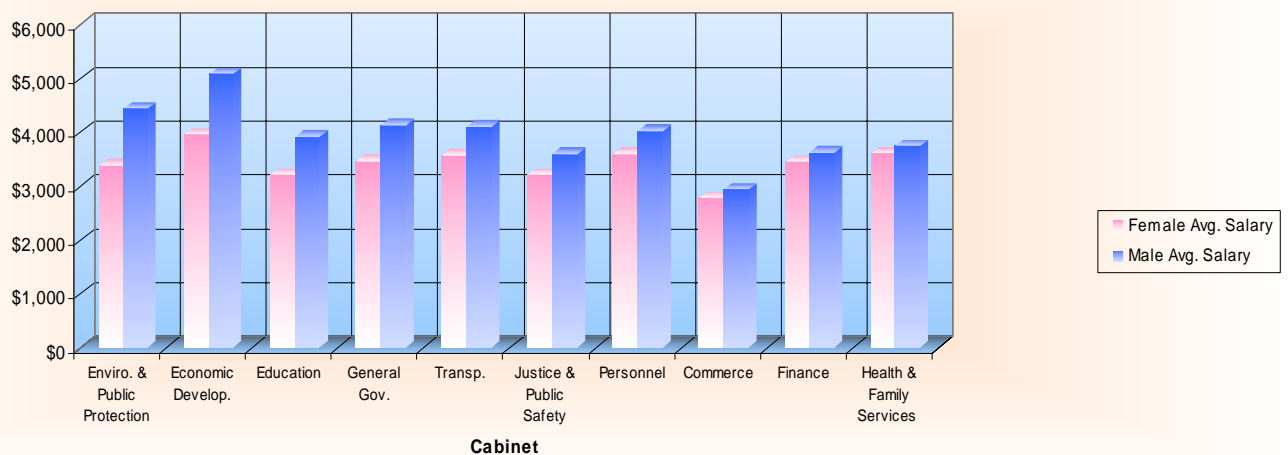


Chart 13 illustrates the gender gap in salaries in all cabinets.

The gap is minimal in three cabinets, that is, the average male salary is not significantly higher than the average female salary; Health & Family Services, 3.76%, Finance, 5.11%, and Commerce, 5.91%. The gender gap is higher than 10% (but less than 15%) in three cabinets, Personnel, 11.86%, Justice & Public Safety, 12.11%, and Transportation, 14.72%. In four cabinets, the average male salary is about 20% or higher than the female; Environment & Public Safety, 31.31%, Economic Development, 28.29%, and Education, 22.11%, and the General Government, 19.76%.

**Chart 13: All Cabinets:
The Male Avg. Salary is Higher than the Female by the Following
Percentages:**
(January 2007)

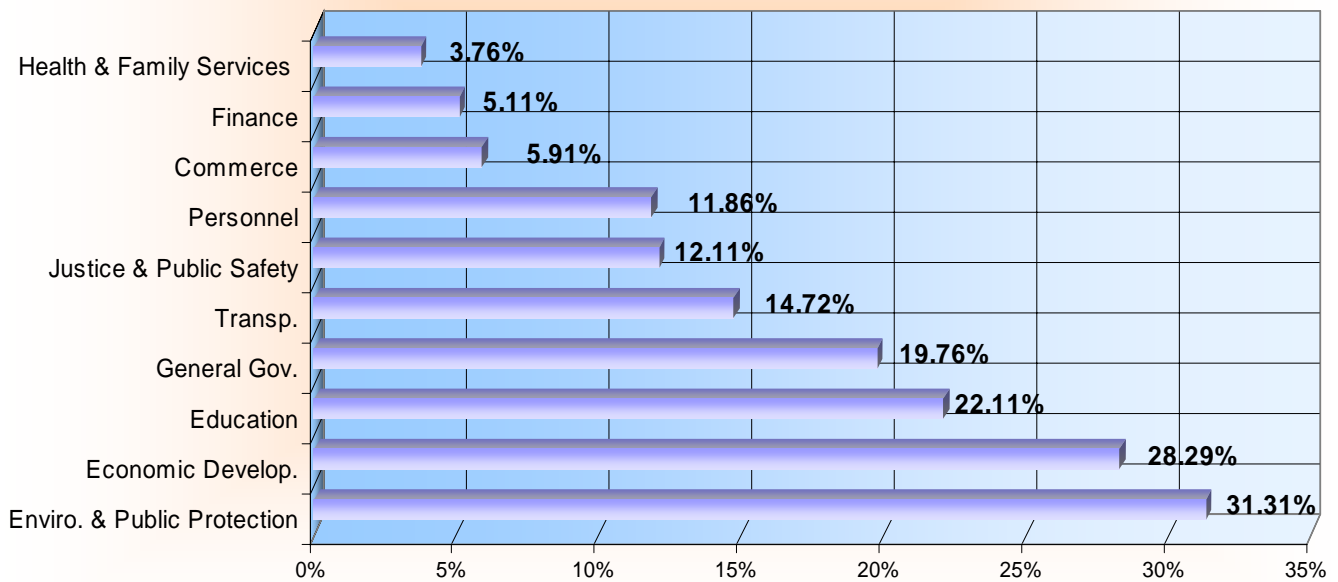
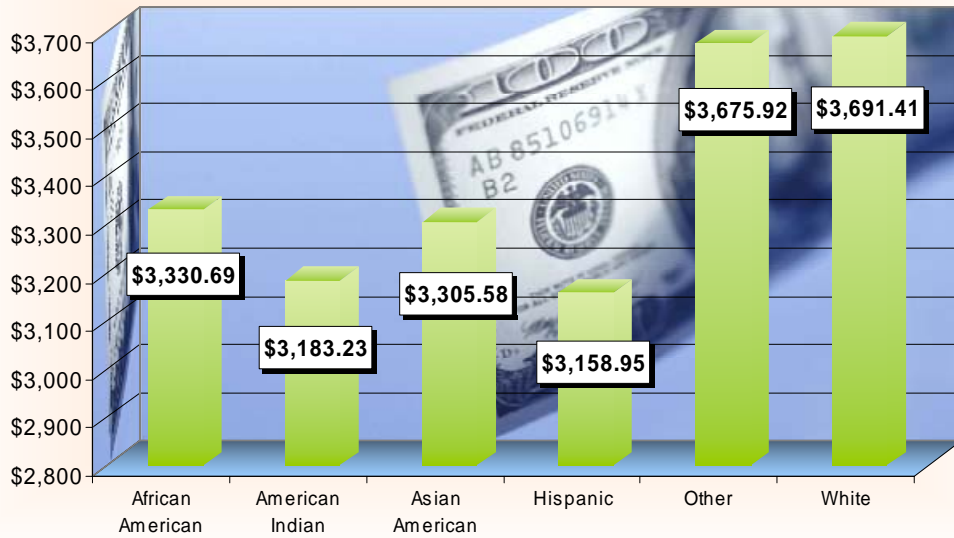


Chart 14: All Cabinets: The Average Salary of Racial/Ethnic Groups

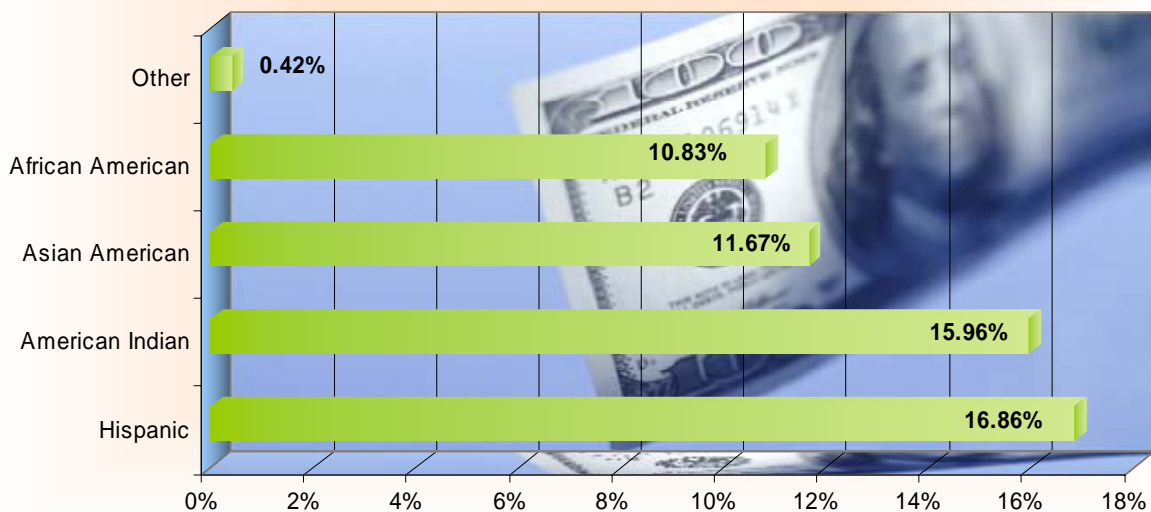
January 2007



Among minority groups, the average White salary is the highest. The average White salary is 0.42% higher than the average salary of “Other;” 10.83% higher than African American; 11.67% higher than Asian American; 15.96% higher than American Indian; and 16.86% higher than Hispanic.

Chart 15: All Cabinets: The Average White Salary is Higher Than the Average Salary of minority Groups by the Following Percentages:

January 2007



I. COMERCE CABINET

a) Cabinet Size: Number of Employees

The Commerce Cabinet is among the large-size cabinets in the Commonwealth. It employs 2,217 full-time employees in 9 different departments. Department of Parks, Fish & Wildlife Resources, and the State Fair Board constitute about 90% of the total workforce of the cabinet. Charts 1 and 2 illustrate the size of the Commerce Cabinet.

Chart 1: Commerce Cabinet: Number of Employees by Department

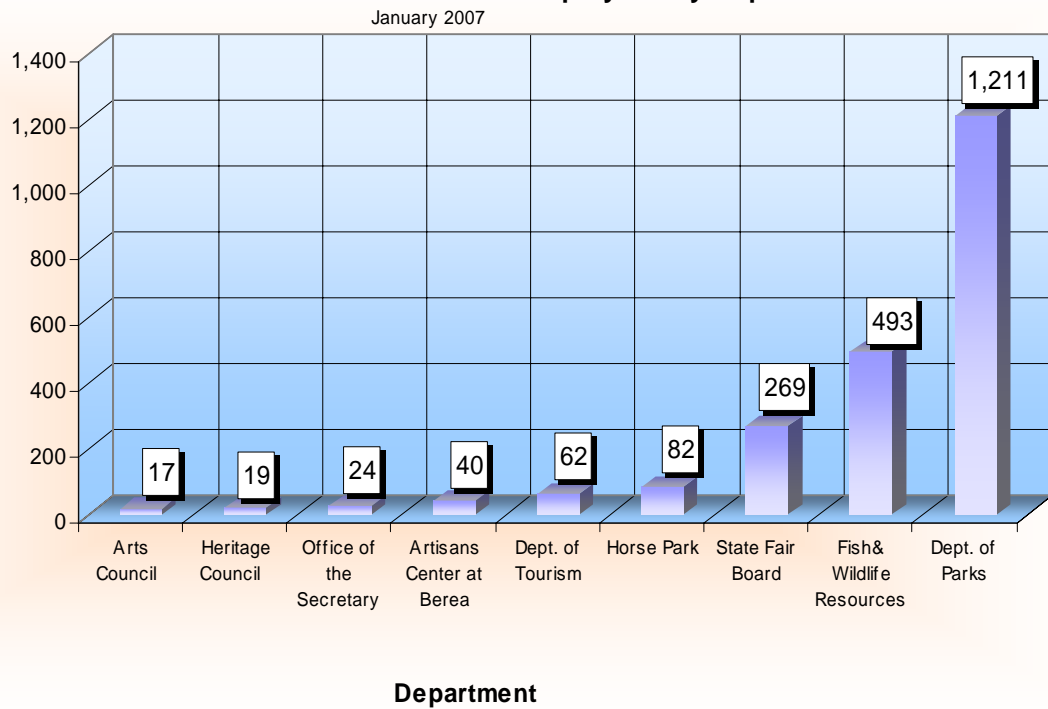
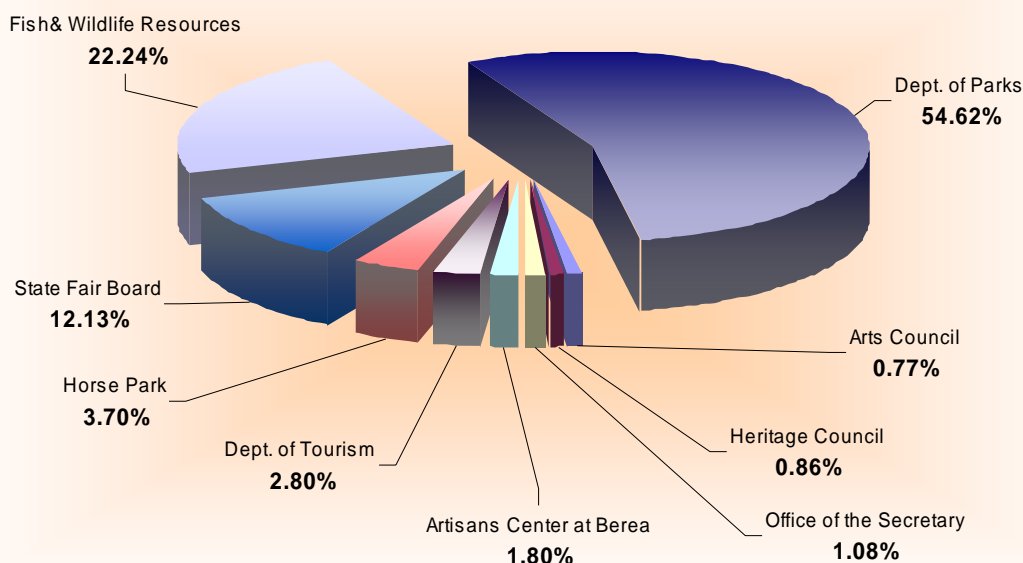


Chart 2: Commerce Cabinet: Percentage of Employees in Each Department

Januray 2007



b) Gender Representation

Overall, the Commerce Cabinet employs 40.28% females and 59.72% males. Therefore, it has not reached the female hiring goal of 52.42%. Looking at the gender distribution of the Commerce Cabinet, four departments have over 52.42% females and five have less. However, the four departments that exceeded the female hiring goal constitute only 7% of the total workforce of the Commerce Cabinet. The Commerce Cabinet is 12.14% short of the female hiring goal. This shortage can be found in five departments as shown in chart 4.

Commerce Cabinet			
Department	Female	Male	Total Employees
Office of the Secretary	7	17	24
KY Heritage Council	11	8	19
KY Arts Council	13	4	17
KY Artisans Center at Berea	29	11	40
KY Horse Park	35	47	82
Dept. of Tourism	43	19	62
KY Fish & Wildlife Resources	79	414	493
KY State Fair Board	93	176	269
KY Dept. of Parks	583	628	1,211
Cabinet Total	893	1,324	2,217

Chart 3: Commerce Cabinet: Gender Representation

January 2007

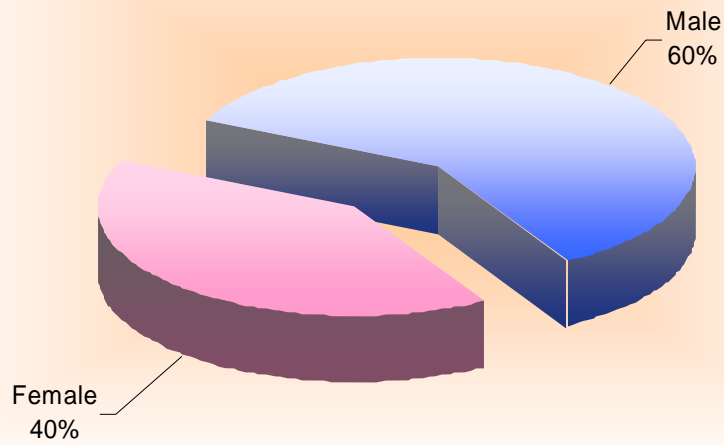


Chart 4: Commerce Cabinet: Percentage of Gender Representation

January 2007

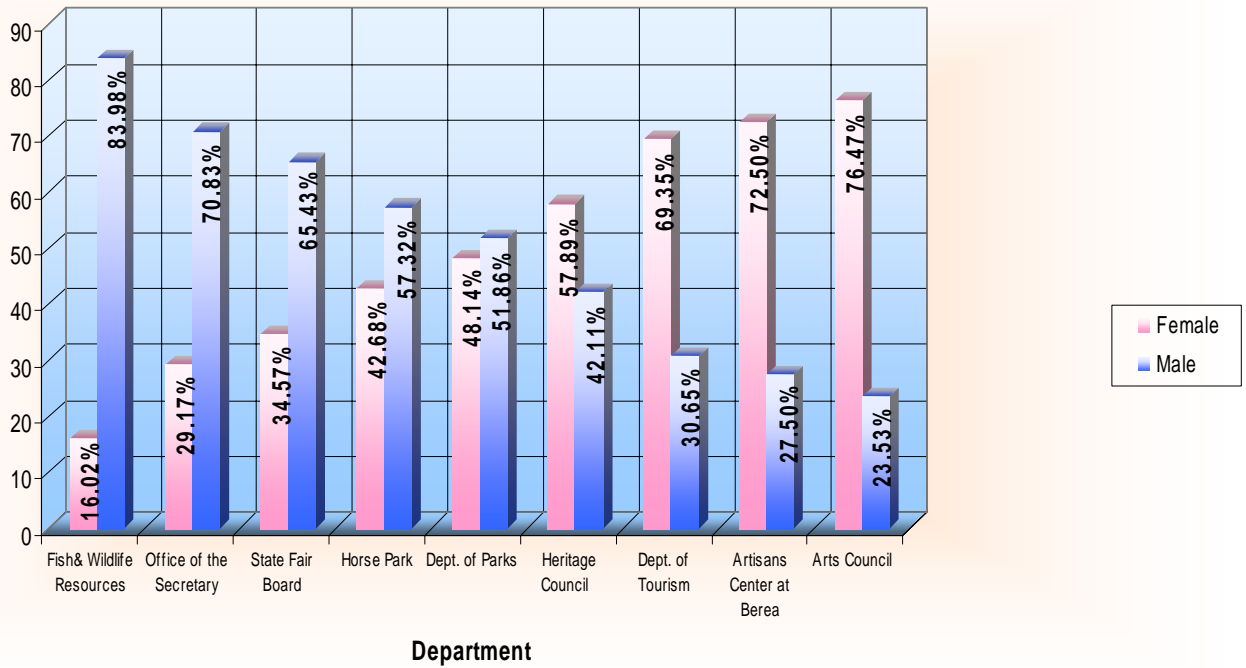
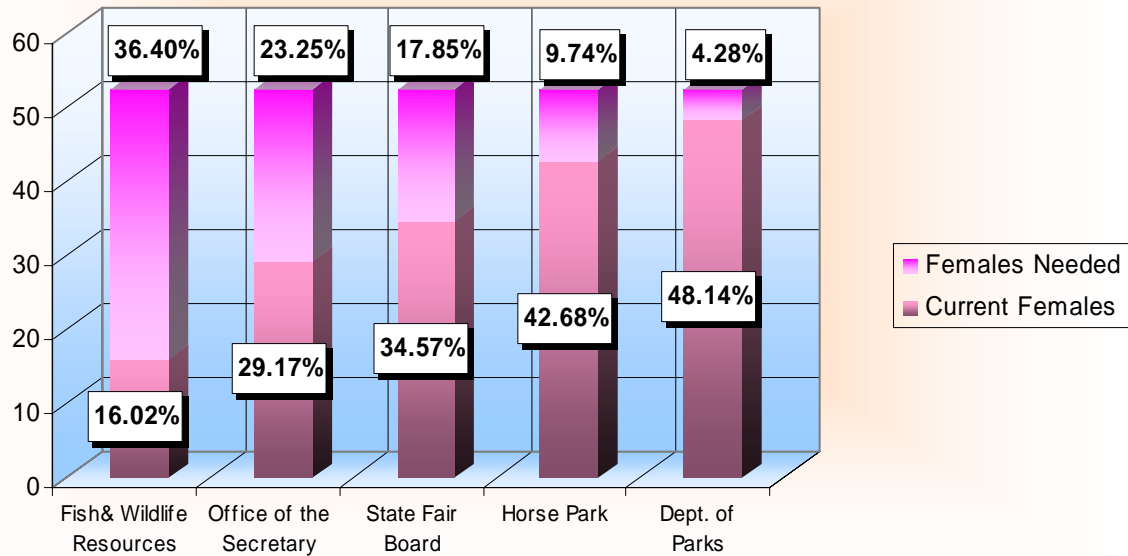


Chart 5: Commerce Cabinet: Departments Short of Female Representation

January 2007



c) Ethnic Representation

The Commerce Cabinet employs 6.18% of all minorities in which 5.46% are African Americans (only 0.73% represent American Indians, Asian Americans, Hispanics, and others). The cabinet is 3.82% short of the minority hiring goal.

Chart 6 illustrates the ethnic distribution in the entire Commerce Cabinet. Chart 7 details that distribution in each department. Among all departments, only the State Fair Board exceeded the minority hiring goal of 10%.

Commerce Cabinet		Ethnicity					
Department	African American	American Indian	Asian American	Hispanic	Other	White	Total
Arts Council	1	0	0	1	0	15	17
Heritage Council	0	0	0	0	0	19	19
Office of the Secretary	1	0	0	0	0	23	24
Artisans Center at Berea	3	0	0	0	0	37	40
Dept. of Tourism	4	0	0	1	0	57	62
Horse Park	2	0	0	0	1	79	82
State Fair Board	62	0	0	2	1	204	269
Fish & Wildlife Resources	11	2	2	0	2	476	493
Dept. of Parks	37	1	1	0	2	1,170	1,211
Cabinet Total	121	3	3	4	6	2,080	2,217

Chart 6: Commerce Cabinet: Ethnic Representation

January 2007

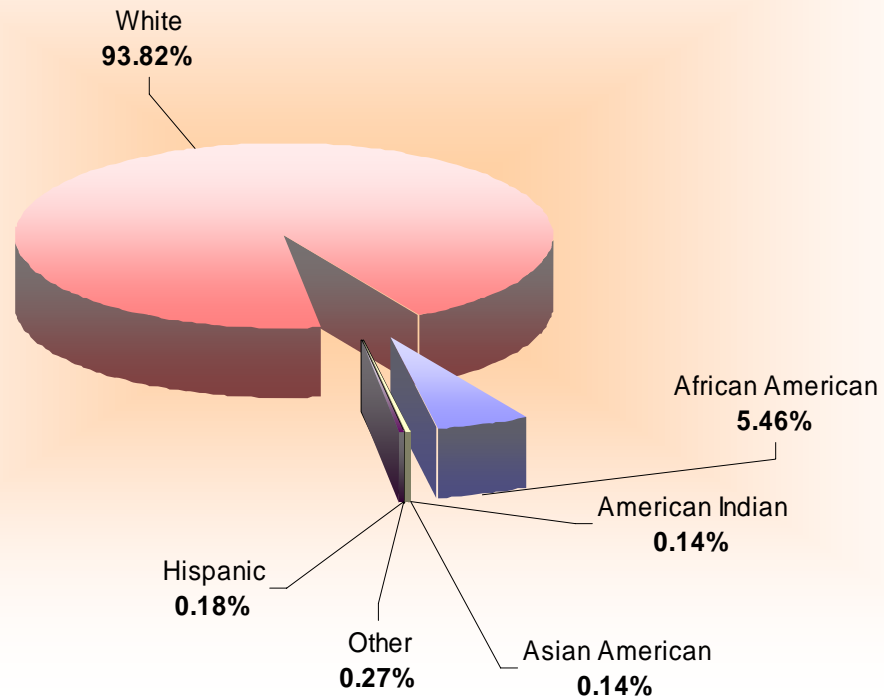
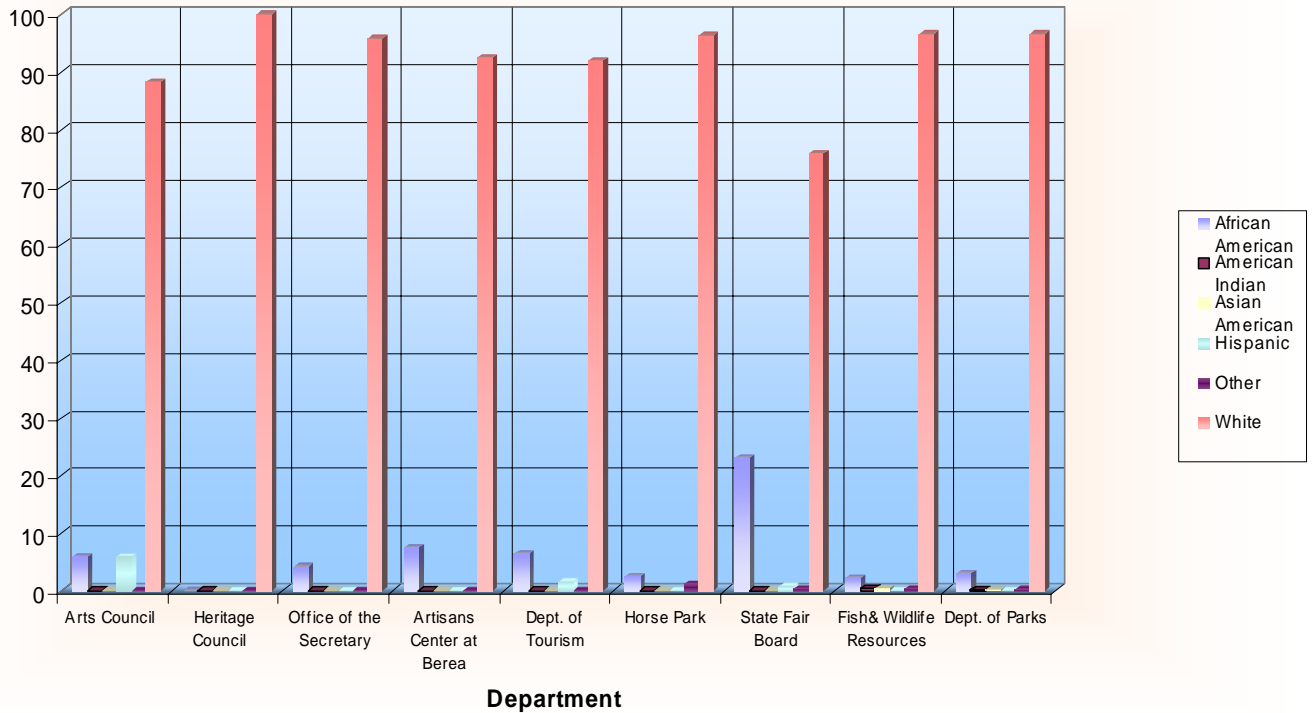


Chart 7: Commerce Cabinet: Ethnic Representation

January 2007



d) Average Salary

The average male salary is higher than the female by 5.91% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

Chart 8: Commerce Cabinet: Average Salary Based on Gender

January 2007

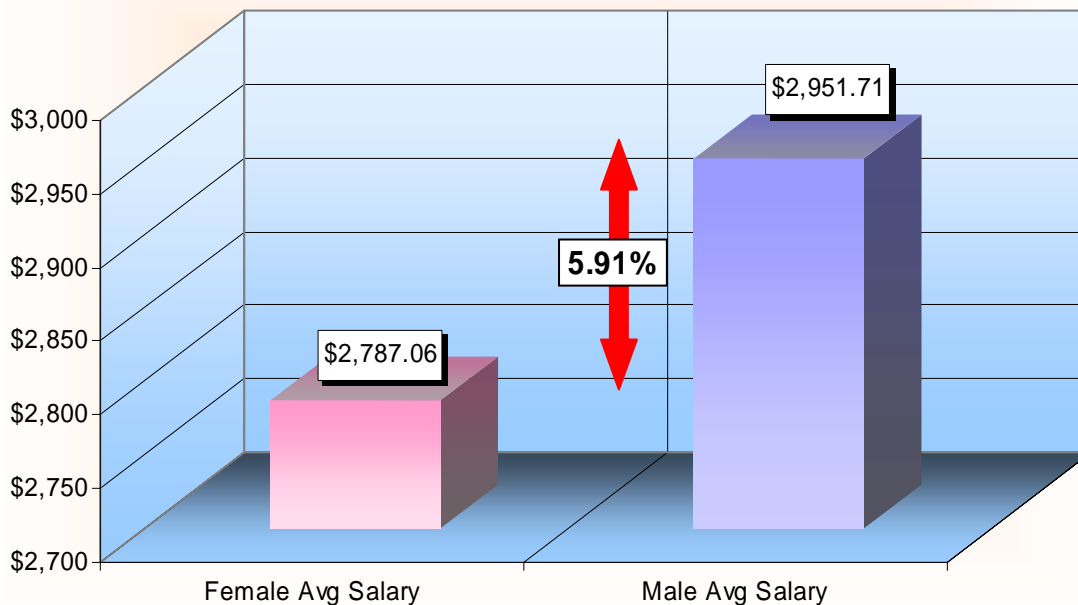
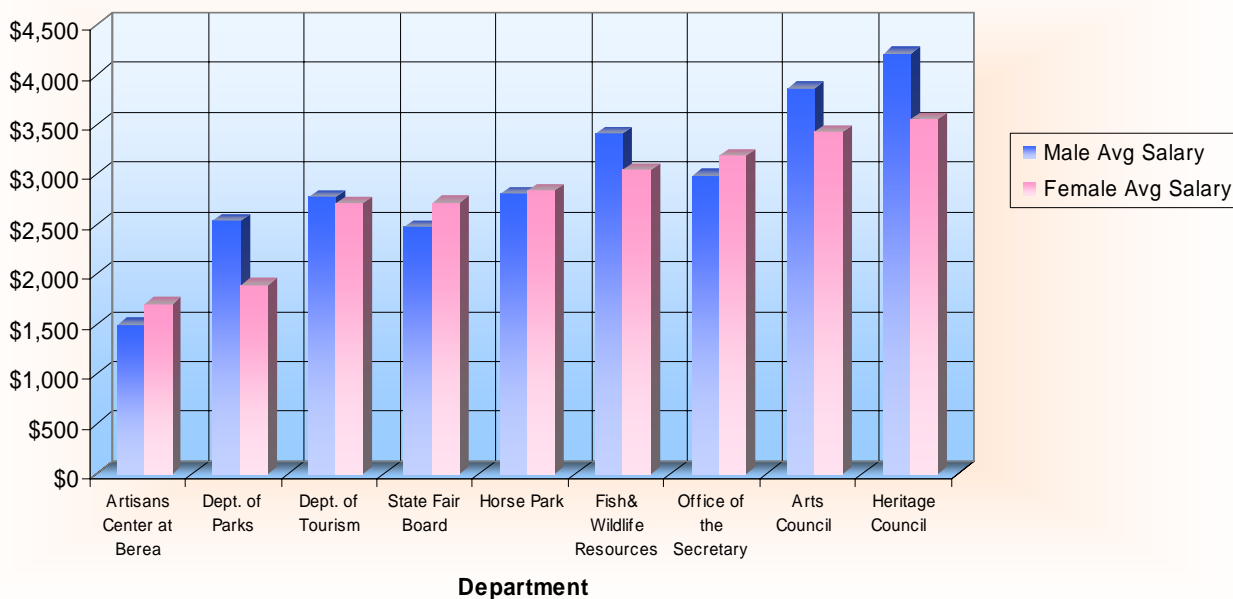


Chart 9: Commerce Cabinet: Avg. Salary Based on Gender (by Department)

January 2007



Given the size of the Commerce Cabinet, the Department of Parks is the largest in terms of employees (54% of total employees). Furthermore, the gender gap is minimal, that is, 51.86% male and 48.14% female. However, the salary gap that is based on gender is very significant. The average male salary is higher than the female by 33.79% as shown in chart 9 (the male average salary is \$2,534.31 and the average female salary is \$1,894.22).

Chart 10: Commerce Cabinet: Department of Parks
Comparison of Male and Female Average Salaries
 January 2007

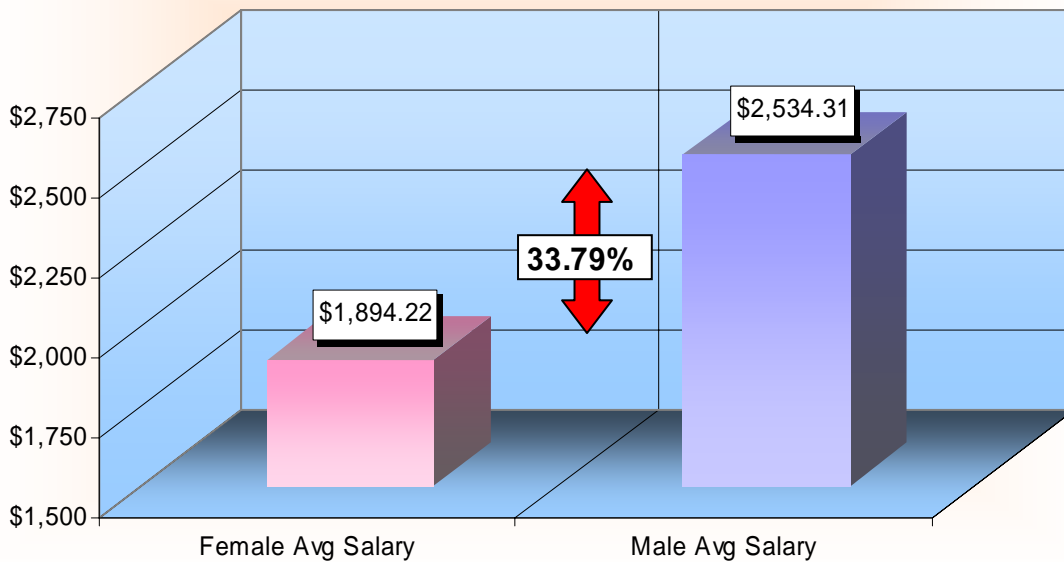


Chart 11: Commerce Cabinet: The Male Average Salary is Higher Than the Female by the Following Percentages

January 2007

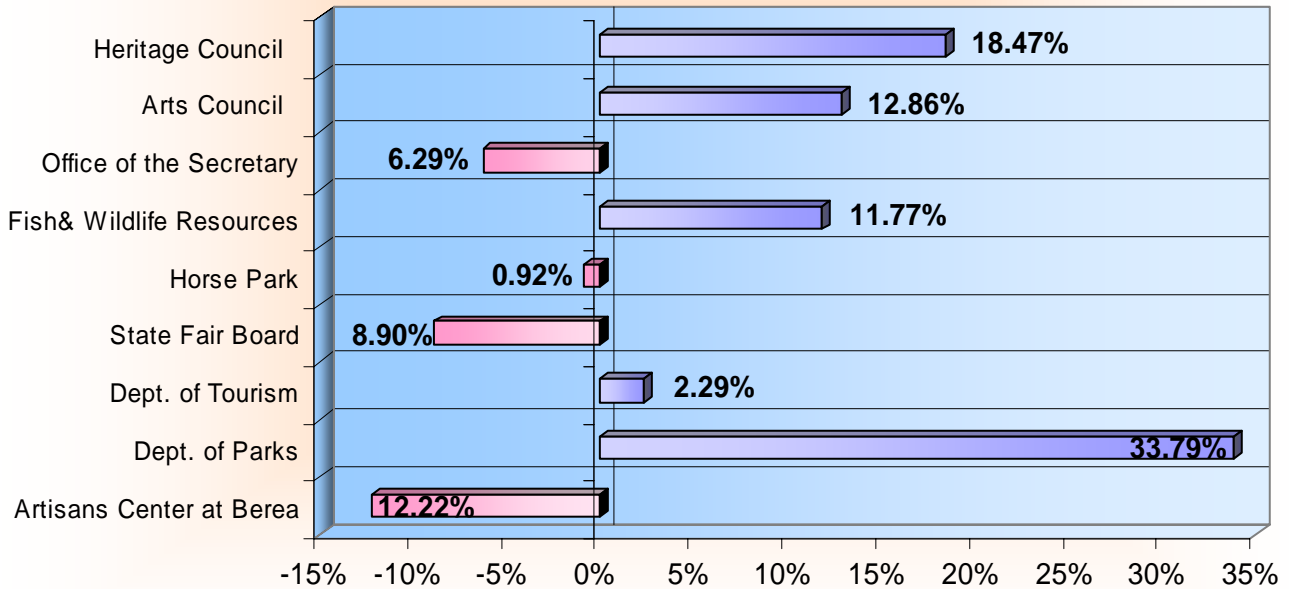
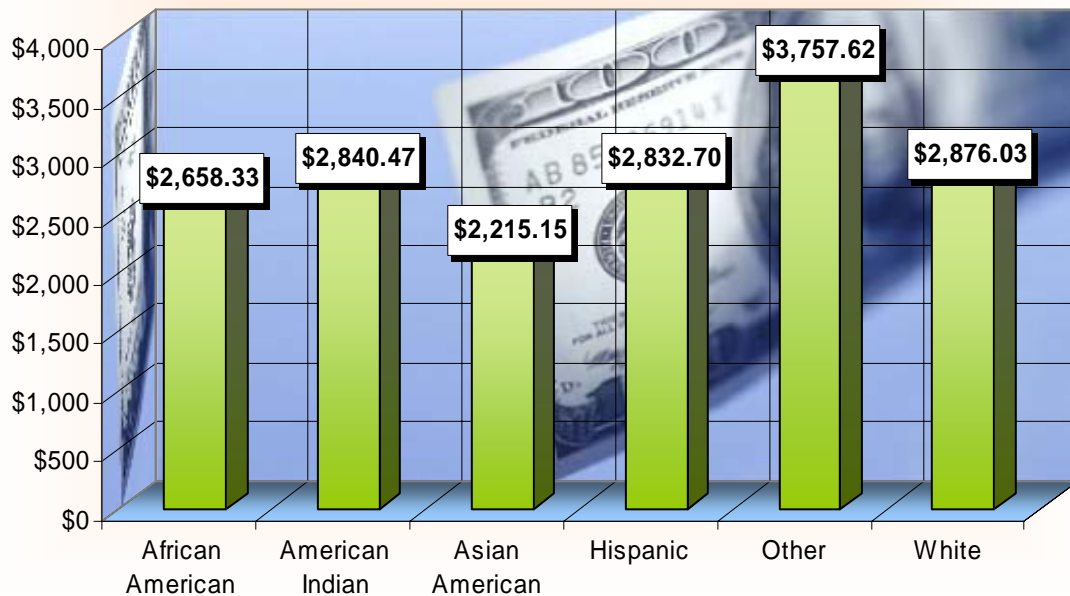


Chart 12: Commerce Cabinet: The Average Salary of Racial/Ethnic Groups

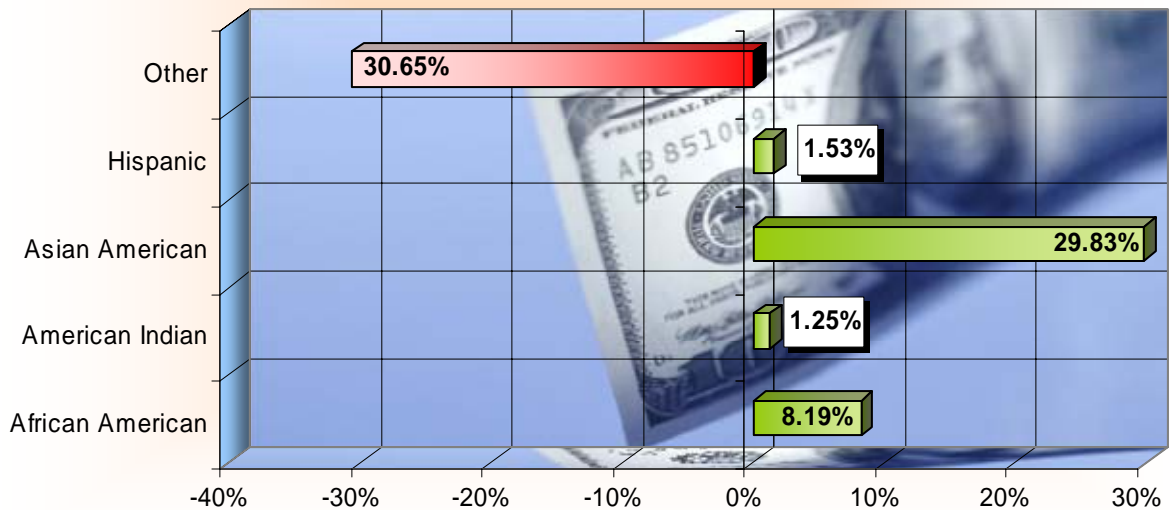
January 2007



Although “Other” seems to constitute the highest salary, there are only 6 employees (which one employee makes \$7,031.26) who are classified as such compared to 2,080 White employees. Furthermore, White average salary seems to be 29.83% higher than Asian American, however, that latter constitutes of only 3 employees; which is the same case for Hispanic (4 employees) and American Indian (3 employees).

Chart 13: Commerce Cabinet: The Average White Slary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



II. ECONOMIC DEVELOPMENT CABINET

a) Cabinet Size: Number of Employees

The Economic Development Cabinet is the smallest cabinet in the Commonwealth; it constitutes only 0.3% of the total employment in state government. It employs 93 full-time employees in 5 different departments. The Department for Existing Business Development, the Office of the Secretary, and the Department of Financial Incentives form 94% of the cabinet. Charts 1 and 2 illustrate the size of the Economic Development Cabinet.

Chart 1: Economic Development Cabinet: Number of Employees by Department
January 2007

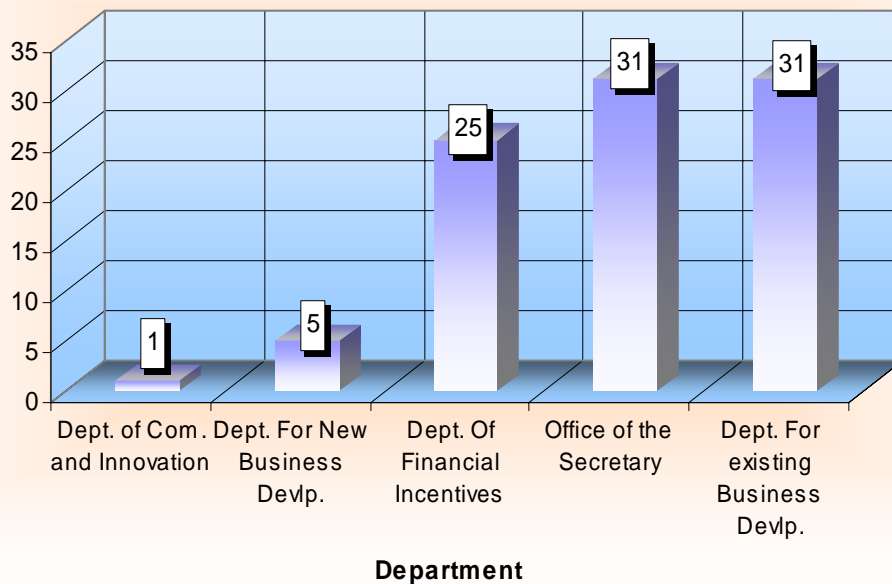
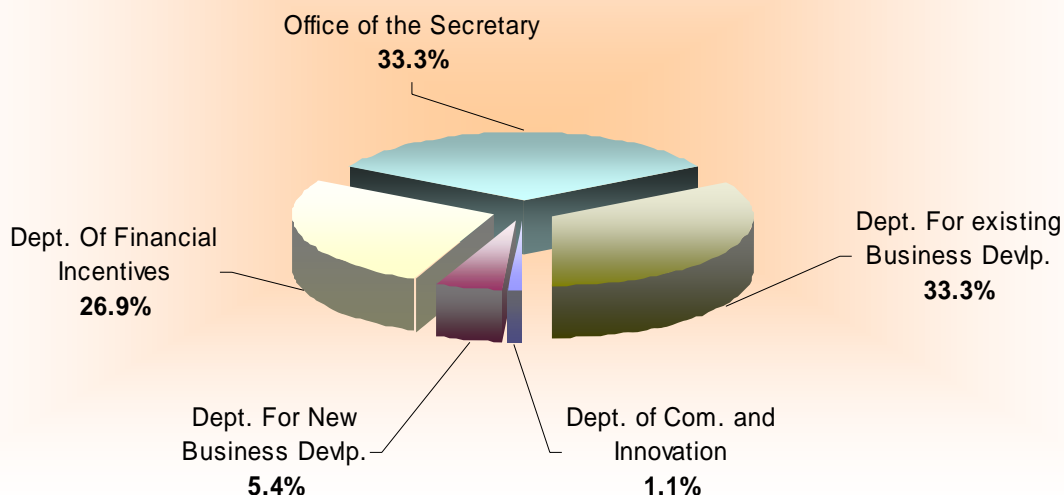


Chart 2: Economic Development Cabinet: Percentage of Employees by Department

January 2007



b) Gender Representation

Overall, the Economic Development Cabinet has 58% females and 42% males. Therefore, it has surpassed the female hiring goal of 52.42% by 5.58%. Looking at the gender distribution of the Economic Development Cabinet, all five departments have over 52.42% female.

Economic Development Cabinet			
Department	Female	Male	Total Employees
Dept. For New Bus. Devlp.	3	2	5
Dept. for Existing Bus. Devlp.	17	14	31
Office of the Secretary	18	13	31
Dept. Of Financial Incentives	15	10	25
Dept. of Com. & Innovation	1	0	1
Cabinet Total	54	39	93

Chart 3: Economic Development: Gender Representation

January 2007

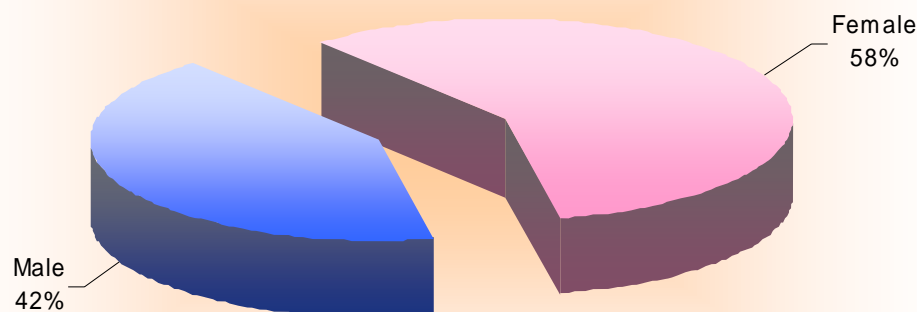
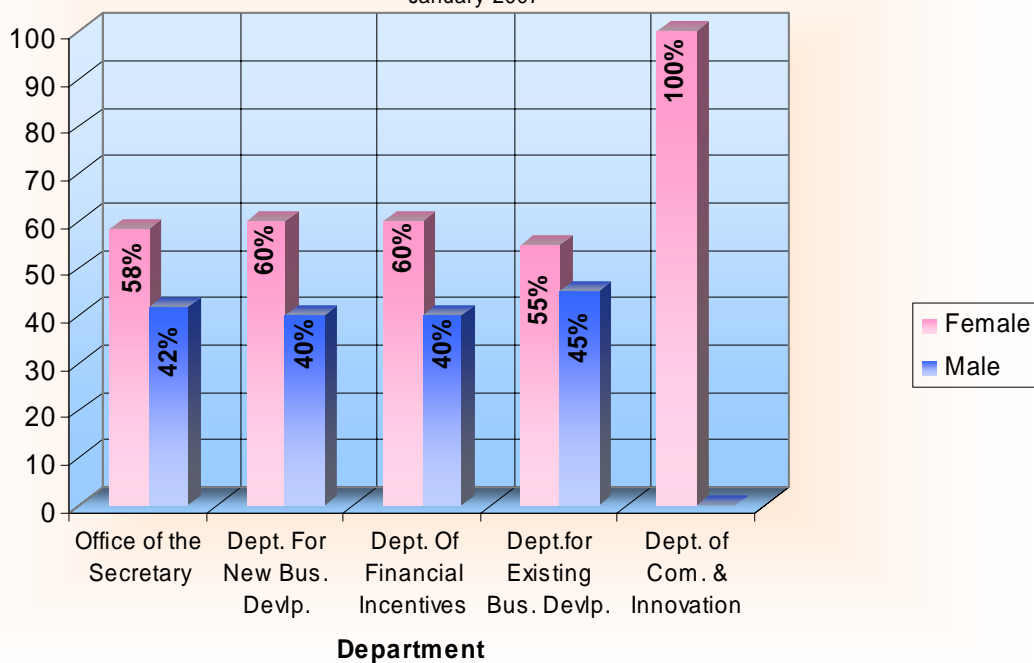


Chart 4: Economic Development Cabinet: Percentage of Gender Representation

January 2007



c) Ethnic Representation

The Economic Development Cabinet employs 11.8% minorities. This includes 8.6% African Americans and 3.2% Asian American (no American Indians, Hispanics, or others). The cabinet is 1.8% over of the minority hiring goal.

Economic Development Cabinet	Ethnicity						
Department	African American	American Indian	Asian American	Hispanic	Other	White	Total
Office of the Secretary	3	0	2	0	0	26	31
Dept. for New Business Development	0	0	0	0	0	5	5
Dept. for Financial Incentives	2	0	0	0	0	23	25
Dept. for Existing Business Development	3	0	1	0	0	27	31
Dept. of Commercialization and Innovation	0	0	0	0	0	1	1
Cabinet Total	8	0	3	0	0	82	93

Chart 5 illustrates the ethnic distribution in the entire Economic Development Cabinet.

Chart 5: Economic Development Cabinet: Ethnic Representation

January 2007

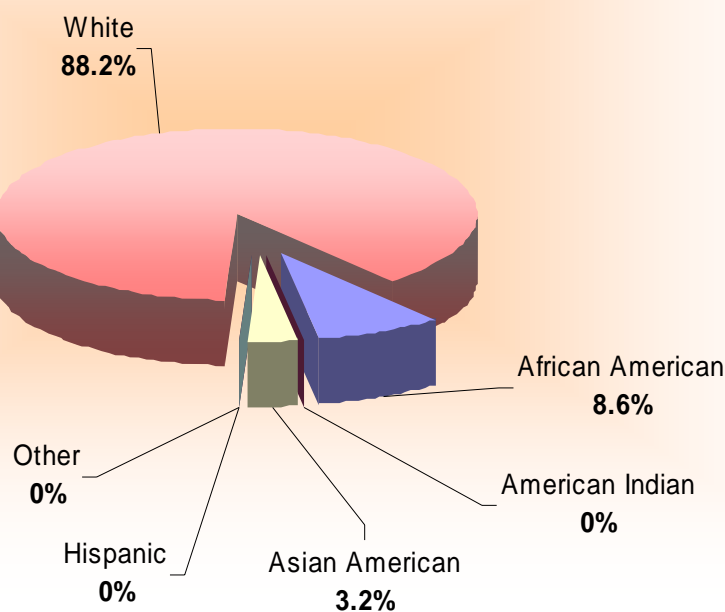
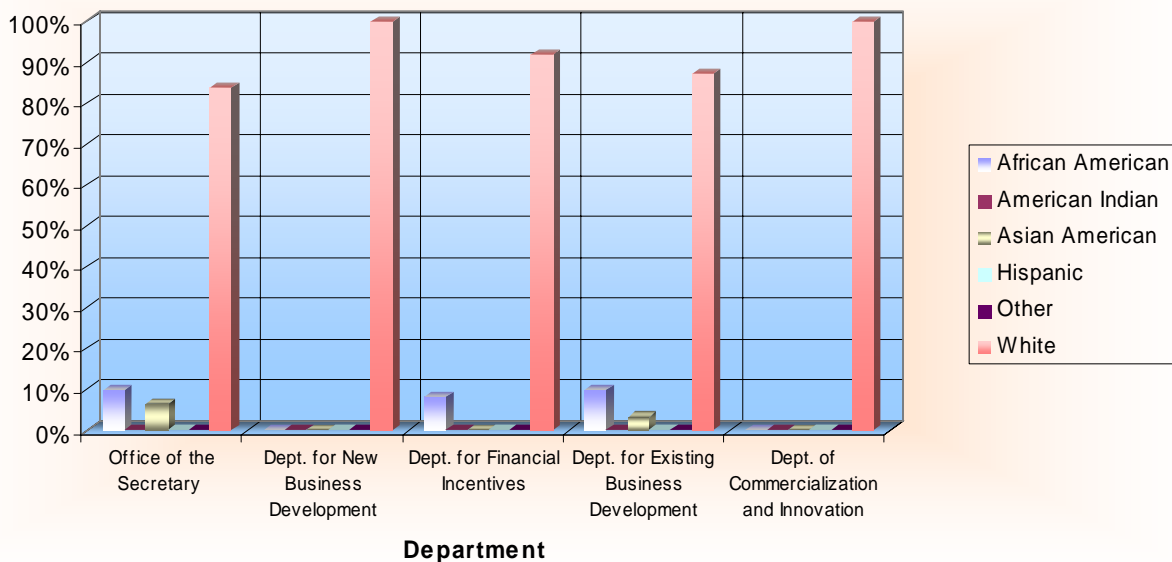


Chart 6 details that distribution in each department.

The Department for Existing Business Development and the Office of the Secretary are the two most diverse in ethnic makeup within the Economic Development Cabinet.

Chart 6: Economic Development Cabinet: Ethnic Representation

January 2007



d) Average Salary

The average male salary is higher than the female by 28.29% as chart 7 shows. The salary gap based on gender is significant; the average male salary is \$5,094.49 and the average female salary is \$3,971.18.

Chart 7: Economic Development: Avg. Salary by Gender

January 2007

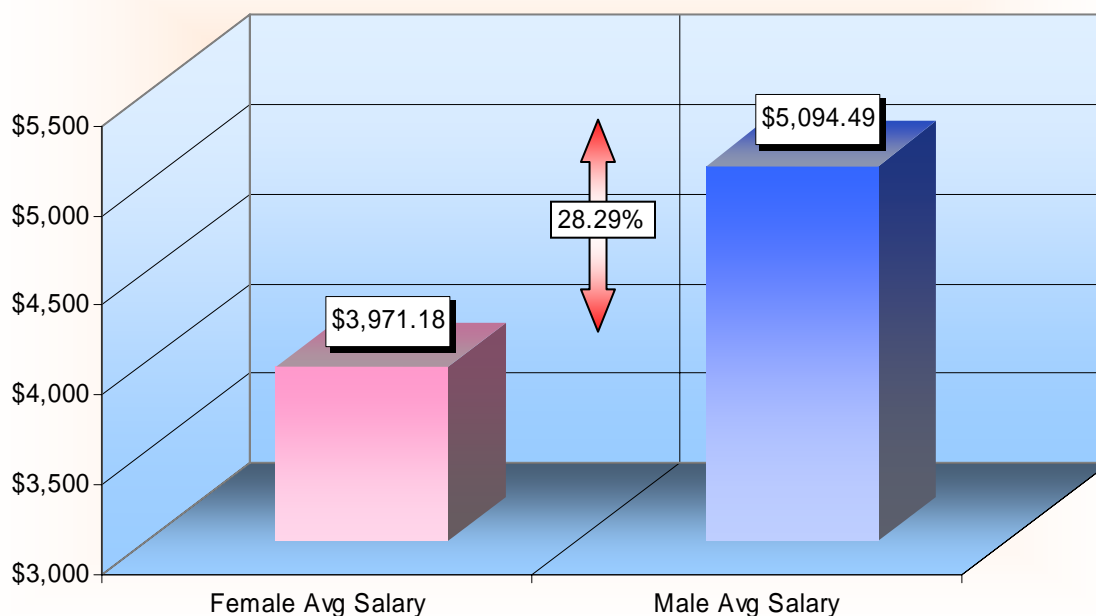


Chart 8 makes a comparison on the average salary in each department based on gender. Although chart 9 illustrates the gender gap in average salary in the Department for New Business Development as very significant, 87.82%, the size of this department is insignificant (only 5 employees). However, Department for Existing Business Development has 32 employees in which 55% are females and 45% are males, but the gender gap in salaries is still significant, 41.84%.

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

January 2007

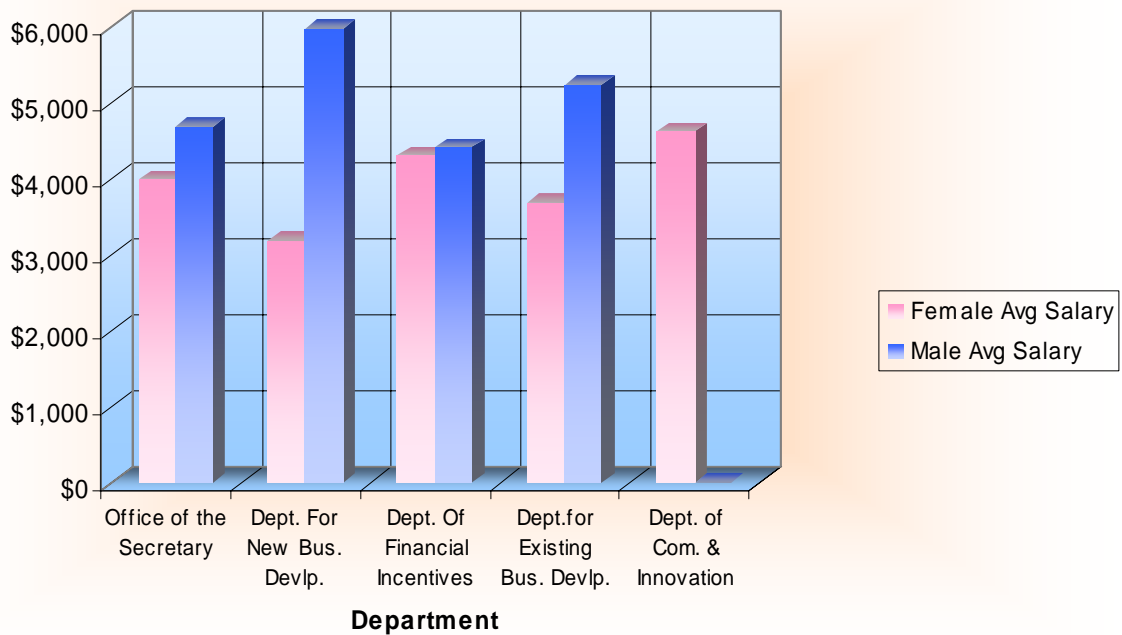


Chart 9: Economic Development: The Male Average Salary is Higher Than the Female by the Following Percentages:

January 2007

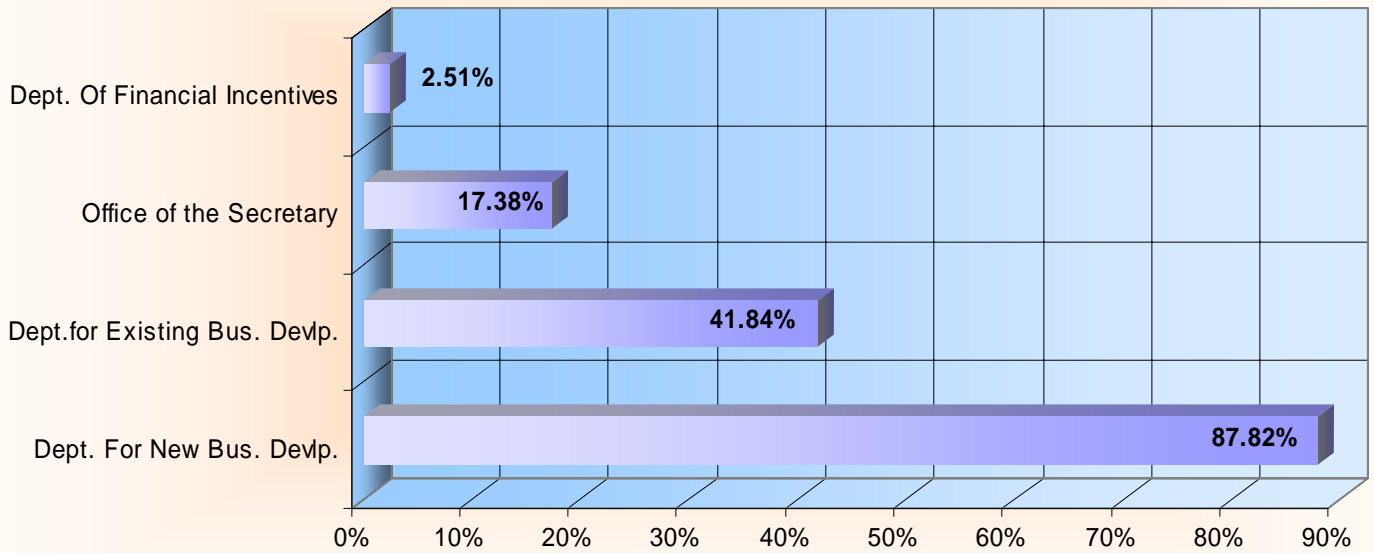
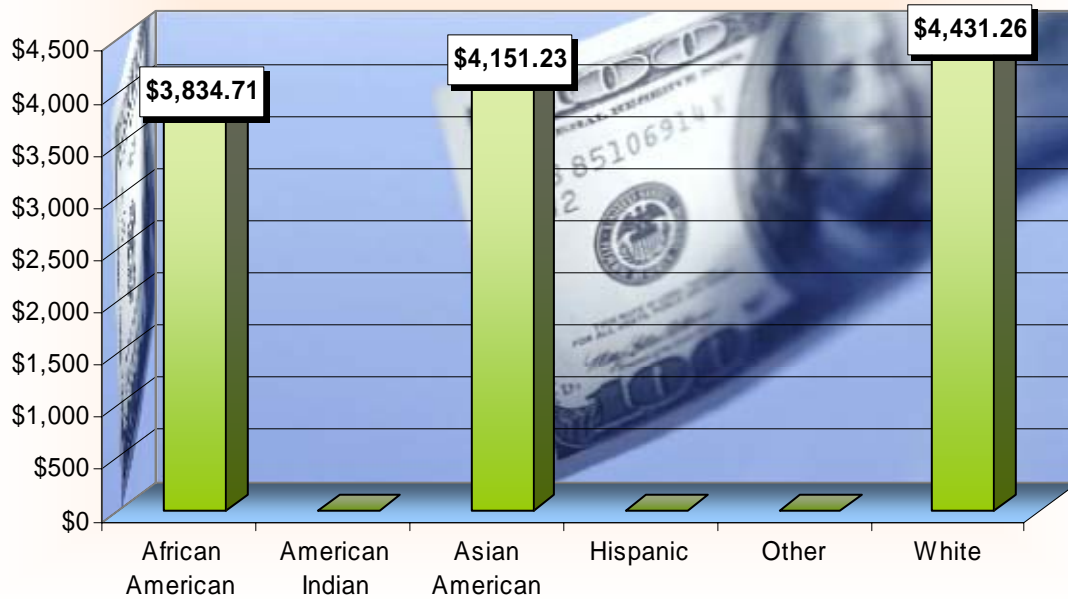


Chart 10: Economic Development Cabinet: The Average Salary of Racial/Ethnic Groups

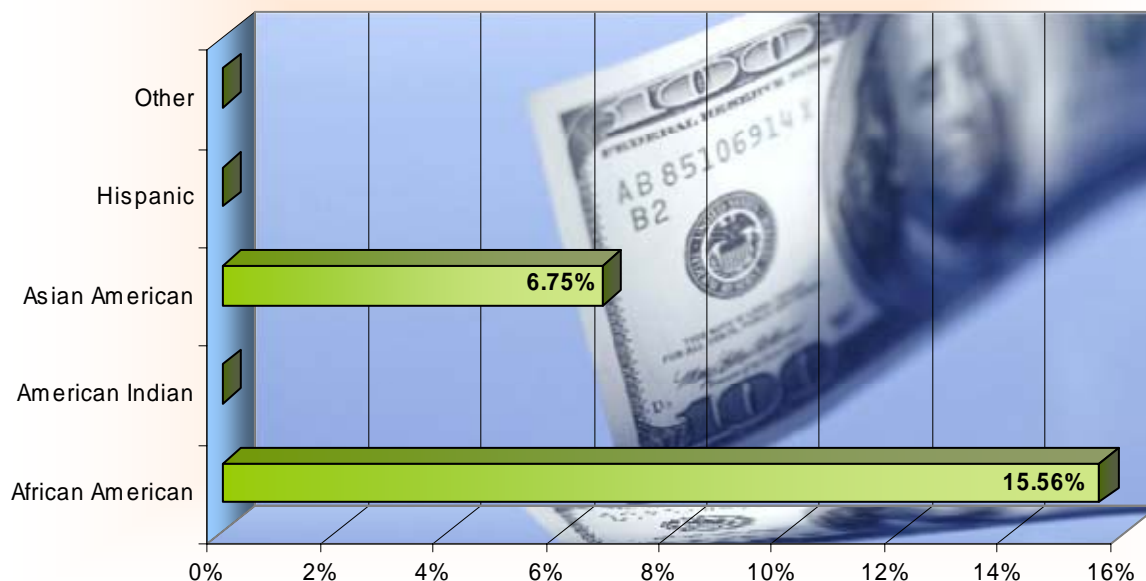
January 2007



Because of its size, Economic Development Cabinet has only African American and Asian American. The average White salary is higher than both racial/ethnic groups by 15.56% and 6.75%, respectively.

Chart 11: Economic Development Cabinet: The Average White Salary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



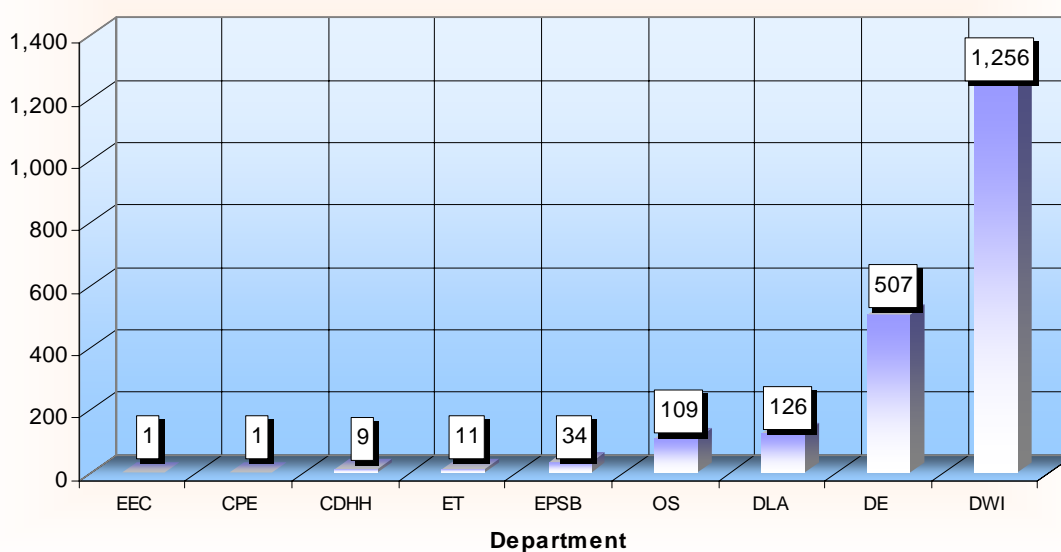
III. EDUCATION CABINET

a) Cabinet Size: Number of Employees

The Education Cabinet is among the medium-size cabinets in the Commonwealth. It employs 2,054 full-time employees in 9 different departments. The Department for Workforce Investment and the Department of Education constitute about 86% of the total workforce of the cabinet. Charts 1 and 2 illustrate the size of the Education Cabinet.

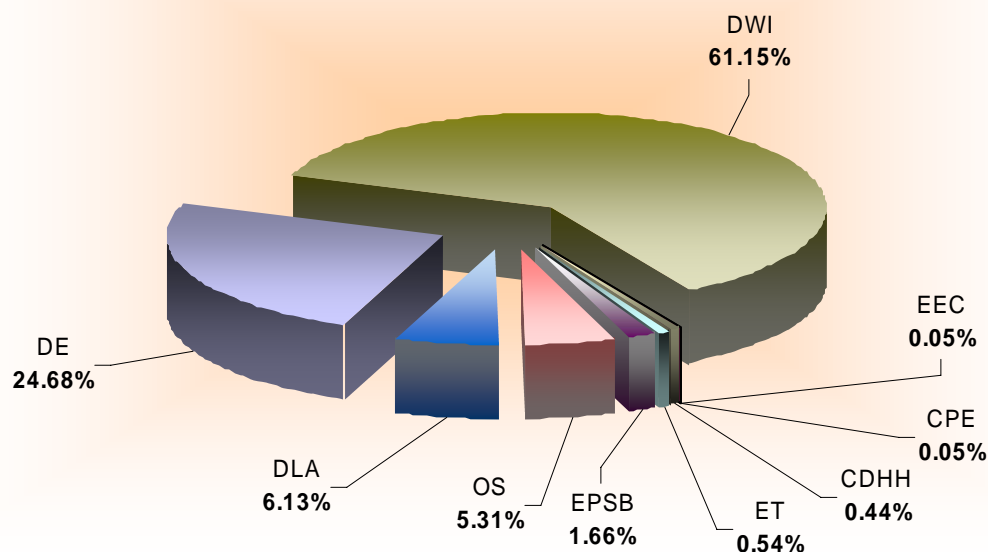
Chart 1: Education Cabinet: Number of Employees by Department

January 2007



Department	Dept. Abbreviation
Environmental Education Council	EEC
Council on Postsecondary Education	CPE
Commission on Deaf & Hard Hearing	CDHH
KY Educational TV	ET
Education Professional Standards Board	EPSB
Office of the Secretary	OS
Department for Libraries & Archives	DLA
Department of Education	DE
Department for Workforce Investment	DWI

Chart 2: Education Cabinet: Percentage of Employees by Department
January 2007



b) Gender Representation

Overall, the Education Cabinet has 70 % female and 30% male employees. Therefore, it has surpassed the female hiring goal of 52.42%. Looking at the gender distribution of the Education Cabinet, seven departments have over 52.42% females and two departments have less. The two departments that are short of females are very insignificant in size; KY Educational TV (1 employee) and Environmental Education council (11 employees).

Education Cabinet			
Department	Female	Male	Total Employees
KY Educational TV	1	10	11
Education Professional Standards Board	26	8	34
Office of the Secretary	72	37	109
Department for Libraries & Archives	88	38	126
Commission on Deaf & Hard Hearing	7	2	9
Department of Education	369	138	507
Department for Workforce Investment	877	379	1,256
Environmental Education Council	0	1	1
Council on Postsecondary Education	1	0	1
Cabinet Total	1,441	613	2,054

Chart 3: Education Cabinet: Gender Representation

January 2007

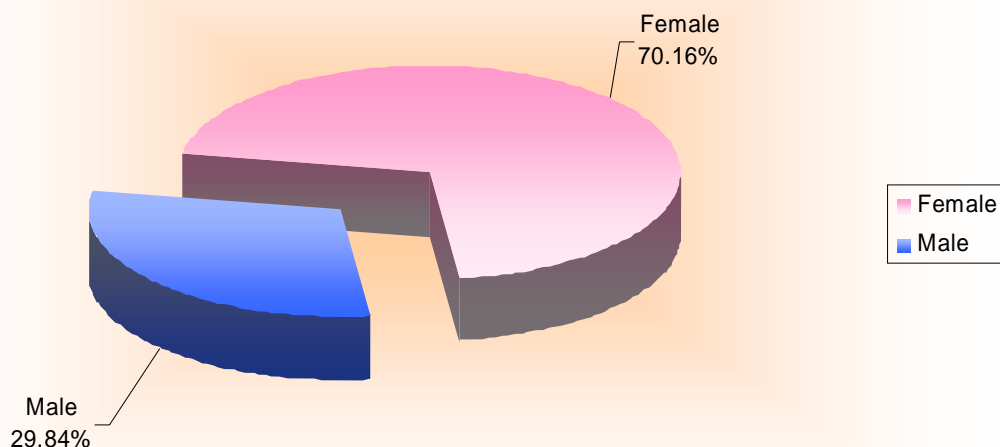
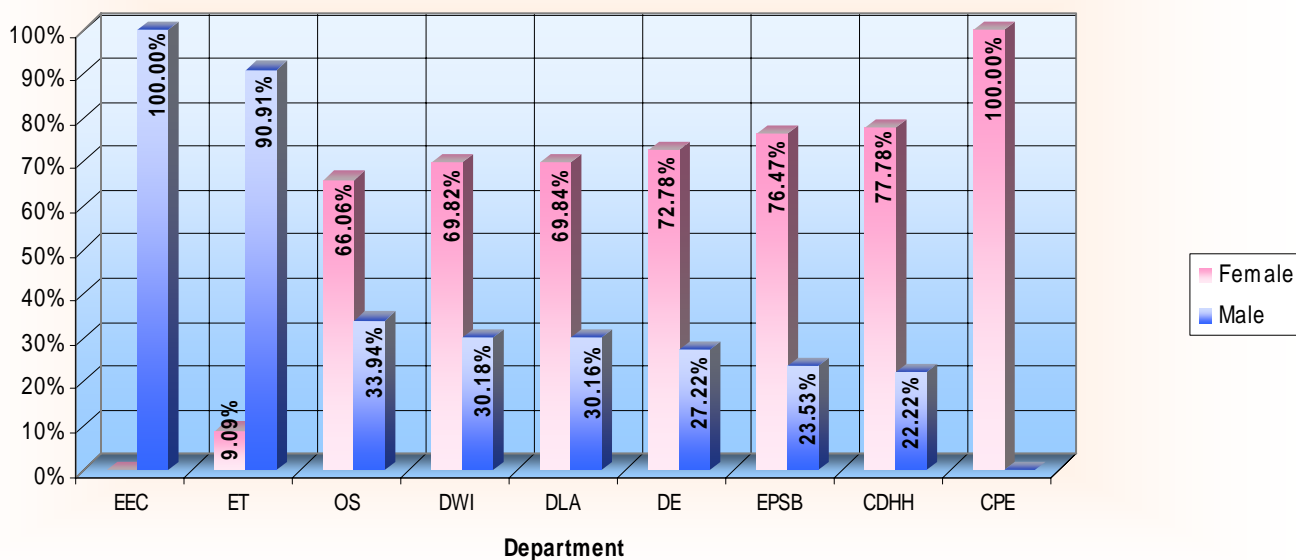


Chart 4: Education Cabinet: Gender Representation by Department

January 2007



c) Ethnic Representation

The Education Cabinet employs 9.44% minorities in which 8.08% are African Americans (Only 1.36% represents American Indians, Asian Americans, Hispanics, and others). The cabinet is 0.56% short of the

minority hiring goal. Chart 5 illustrates the ethnic distribution in the entire Education Cabinet. Chart 6 details that distribution in each department. Among all departments, three have exceeded the minority hiring goal of 10%, the Council on Postsecondary Education (100%), the Commission on Deaf & Hard Hearing (22.22%), the Education Professional Standards Board (17.65%), and the Department of Education (13%).

Education Cabinet	Ethnicity						
	African American	American Indian	Asian American	Hispanic	Other	White	Total
Education Professional Standards Board	5	1	0	0	0	28	34
Commission on Deaf & Hard Hearing	2	0	0	0	0	7	9
Environmental Education Council	0	0	0	0	0	1	1
Council on Postsecondary Education	1	0	0	0	0	0	1
Office of the Secretary	8	0	0	0	0	101	109
Department for Workforce Investment	86	3	5	5	4	1,153	1,256
Department of Education	58	1	1	3	3	441	507
KY Educational TV	0	0	0	0	0	11	11
Department for Libraries & Archives	6	0	0	2	0	118	126
Cabinet Total	166	5	6	10	7	1,860	2,054

Chart 5: Education Cabinet: Ethnic Representation

January 2007

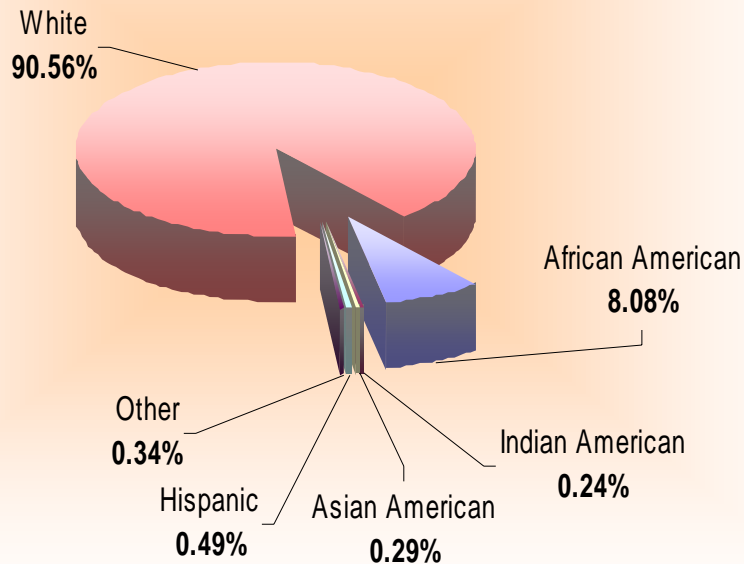
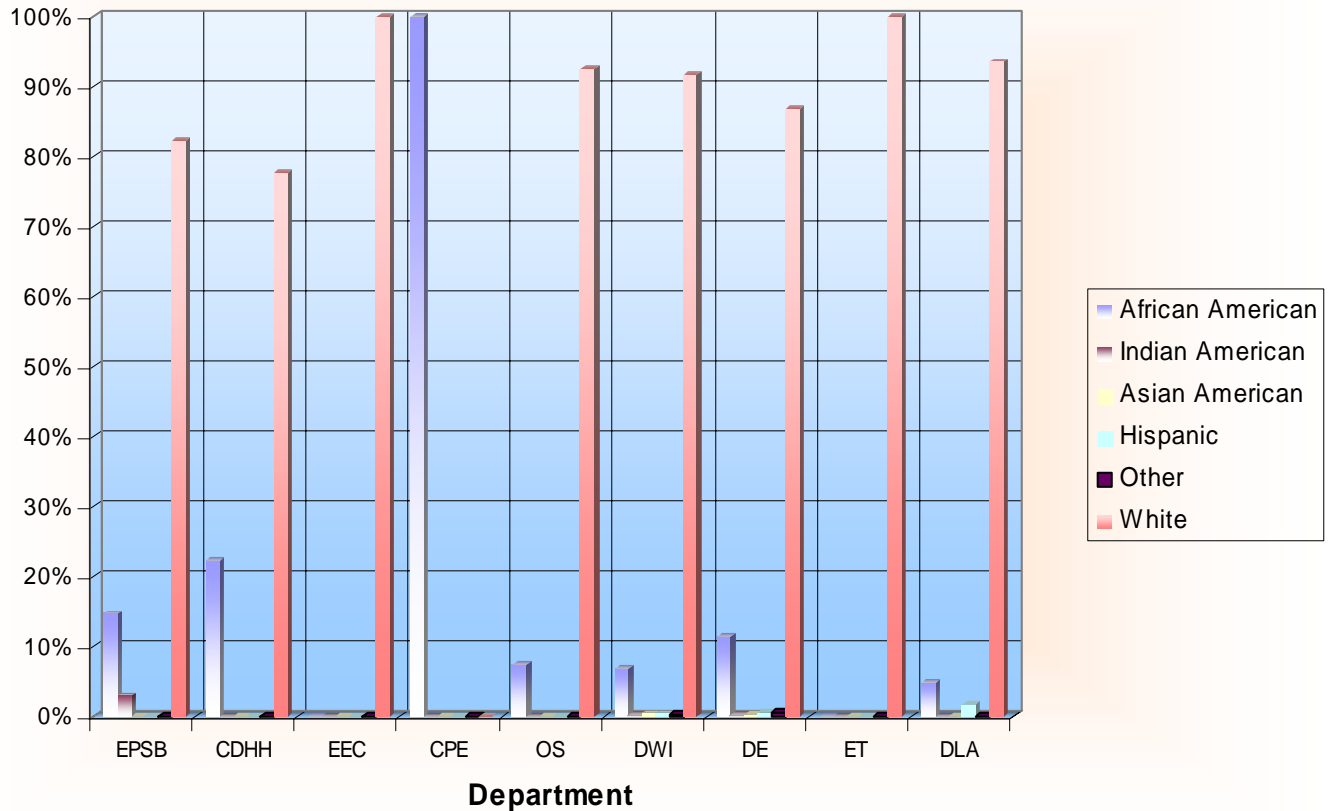


Chart 6: Education Cabinet: Ethnic Representation by Department

January 2007



d) Average Salary

The average male salary is higher than the female by 22.11% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

In all departments, the average male salary is higher than the female except for the Council on Postsecondary Education, which consists of only one female employee, and the Environmental Education Council, which has only one male employee.

Chart 7: Education Cabinet: Avg. Salary Based on Gender

January 2007

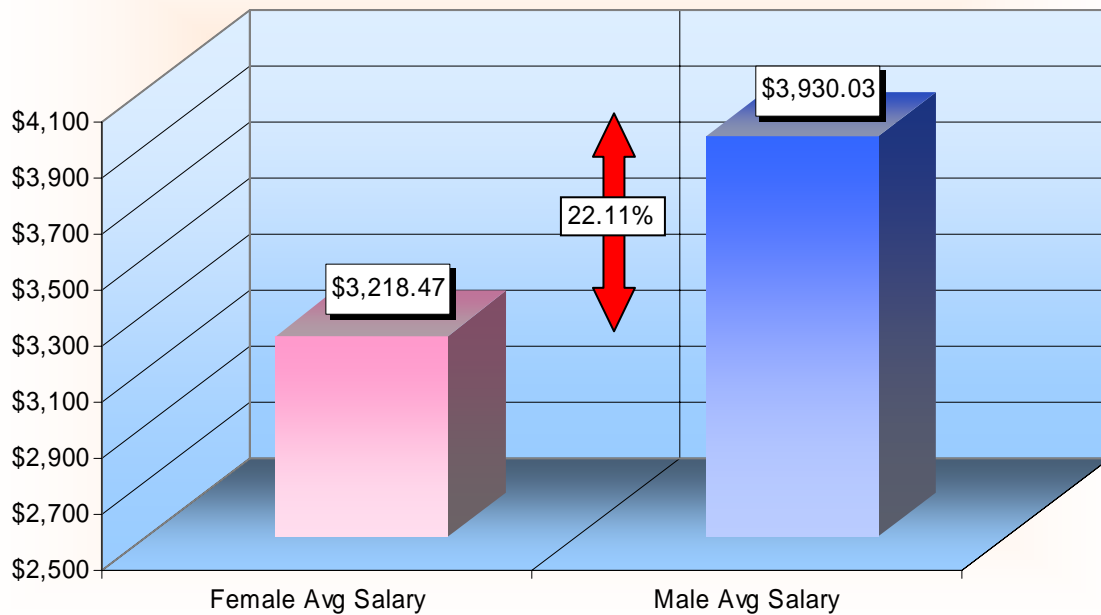
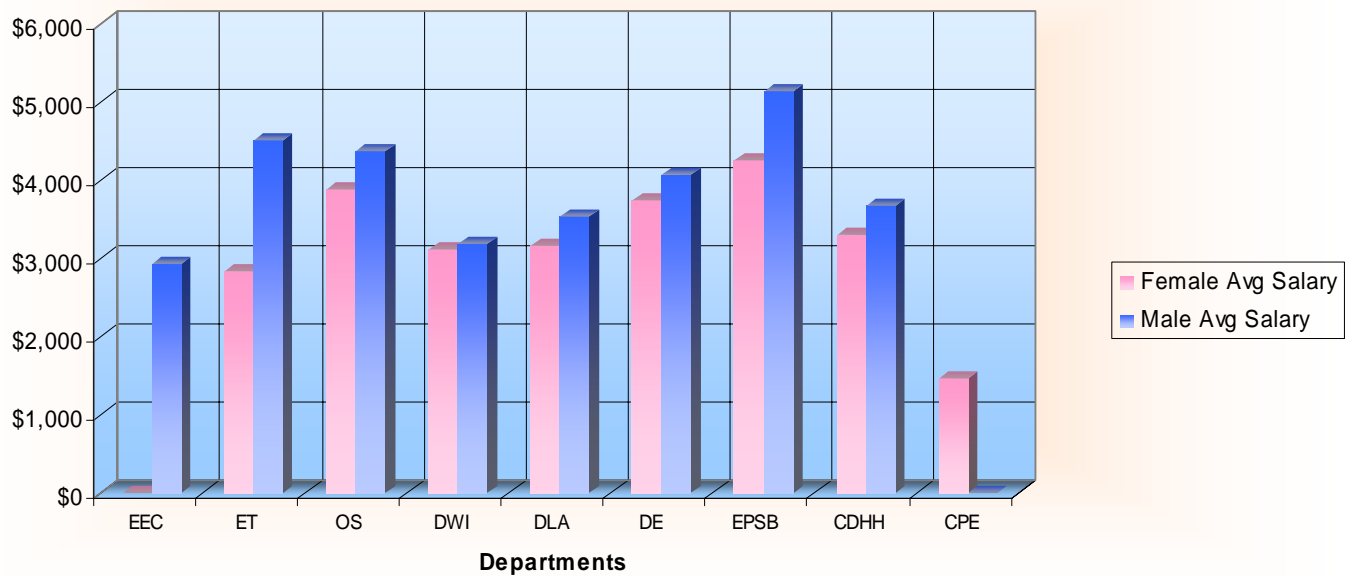


Chart 8: Education Cabinet: Avg. Salary by Gender in Each Department

January 2007



Focusing on the four largest departments, the gender gap in average salary in the Department for Workforce Investment (1,256 employees) is minimal, 1.92%. However, this is not the case with the other three departments. The average male salary in the Department of Education (597 employees) is higher than the

female by 8.40%. This includes 12.20% in the Department of Libraries and Archives, and 13.03 % in the Office of the Secretary.

Although the Education Professional Standards Board has only 34 employees, the average male salary is 21.09% higher than the female. See chart 9.

Chart 9: Education Cabinet: The Male Avg. Salary is Higher Than the Female by the Following Percentages:

January 2007

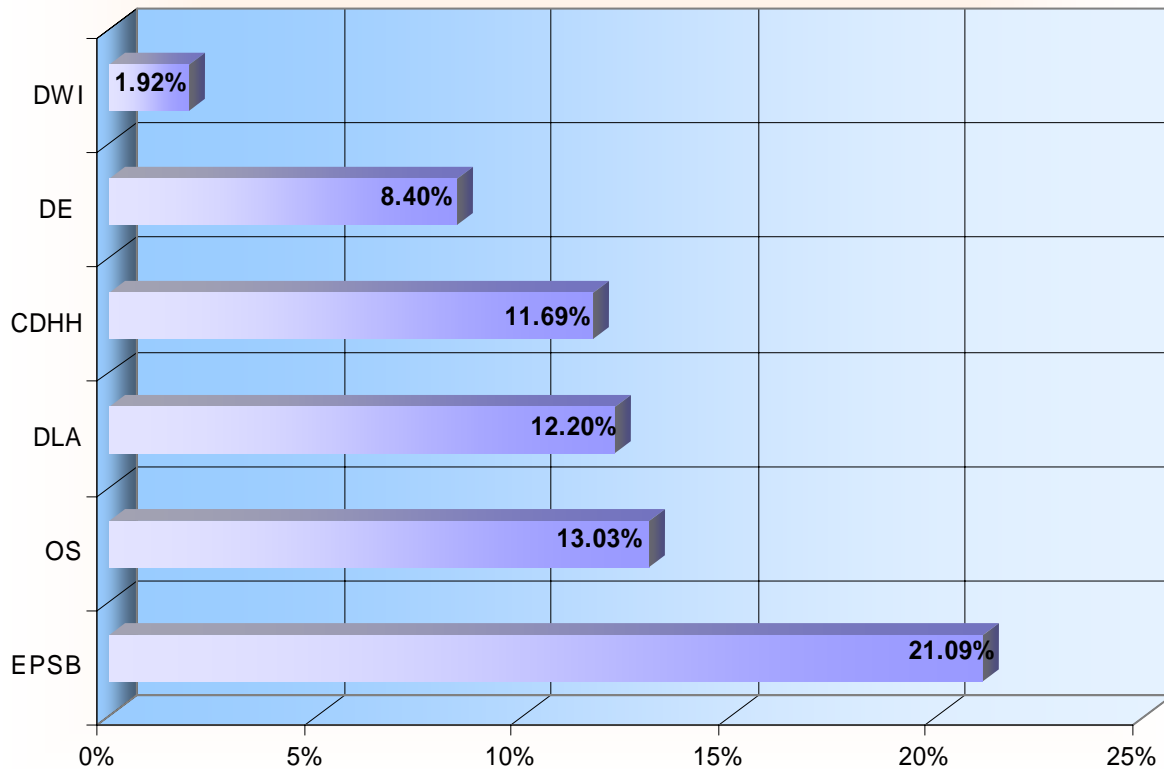
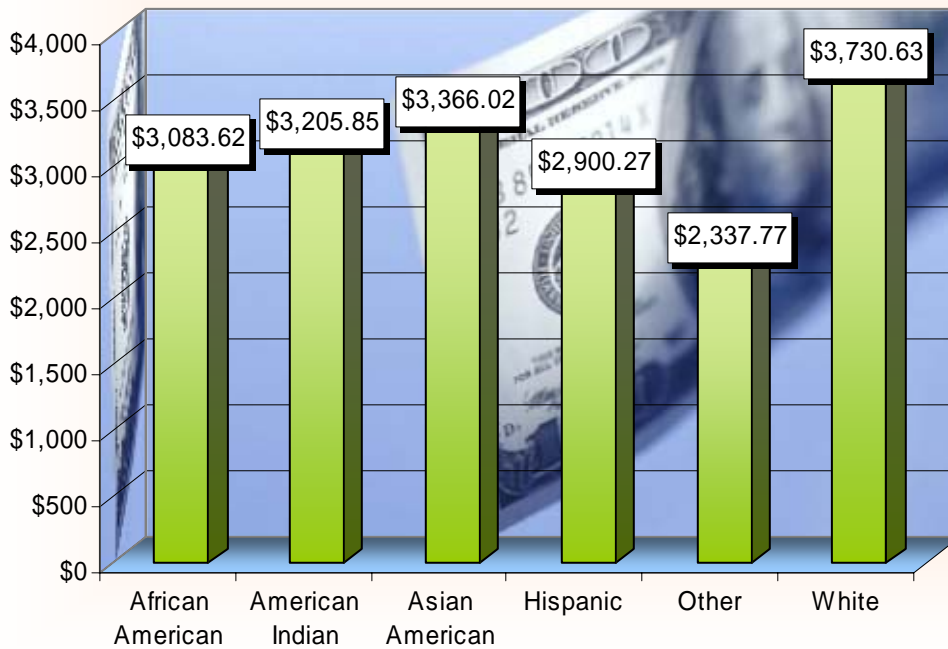


Chart 10: Education Cabinet: The Average Salary of Racial/Ethnic Groups

January 2007

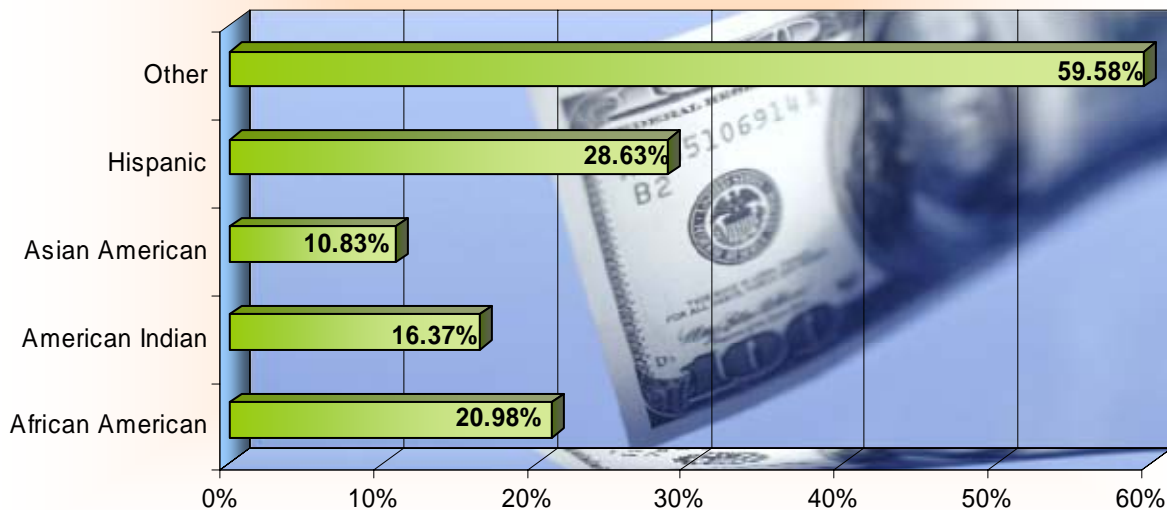


Although African Americans are over 8%, their average salary is 21% less than the average White salary;

“Other’s” average salary is 59.58% less; and Hispanic’s average salary is 28.63% less.

Chart 11: Education Cabinet: The Average White Slary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



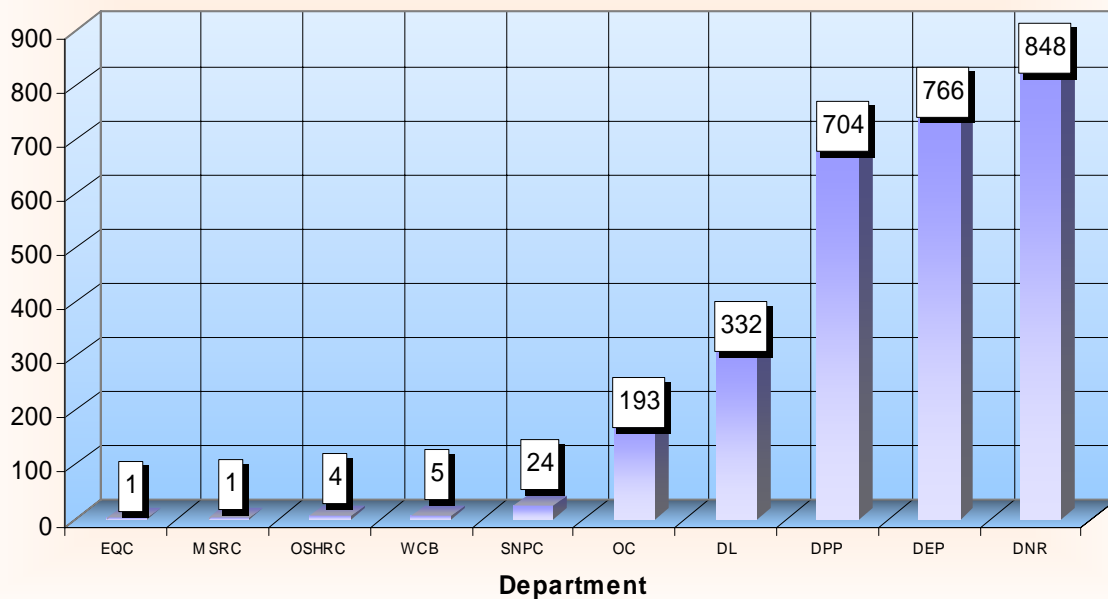
IV. ENVIRONMENT & PUBLIC PROTECTION CABINET

a) Cabinet Size: Number of Employees

The Environment & Public Protection Cabinet is among the medium-size cabinets in the Commonwealth. It employs 2,878 full-time employees in 10 different departments. The Department for Natural Resources (848 employees), Department for Environmental Protection (766 Employees), and Department for Public Protection (704 employees) are the three largest departments and make up 80.54% of the total workforce of the cabinet. The Environmental Quality Commission, Mine Safety Review Commission, KY Occupation Safety & Health Review Commission, Workers Compensation Board, and State Nature Preserves Commission form only 1.22% of the total workforce of the cabinet.

Chart 1: Enviroment & Public Protection Cabinet: Number of Employees

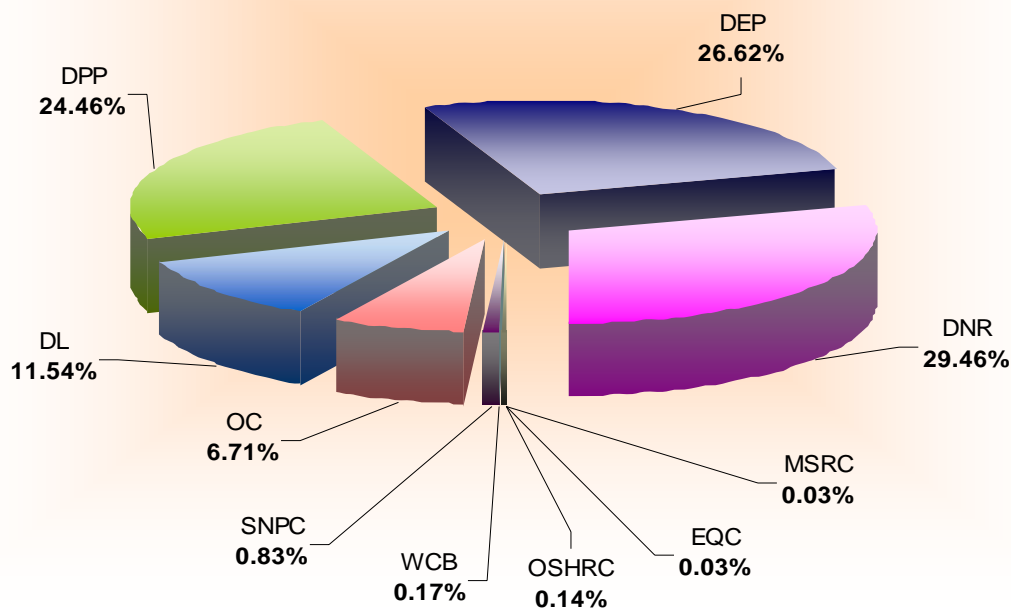
January 2007



Department Abbreviation	Department
EQC	Environmental Quality Commission
MSRC	Mine Safety Review Commission
OSHRC	KY Occupation Safety & Health Review Commission
WCB	Workers Compensation Board.
SNPC	State Nature Preserves Commission
OC	Office of the Secretary
DL	Dept. of Labor
DPP	Dept. for Public Protection
DEP	Dept. for Environmental Protection
DNR	Dept. for Natural Resources

**Chart 2: Environment & Public Protection Cabinet:
Percentage of Employees**

January 2007

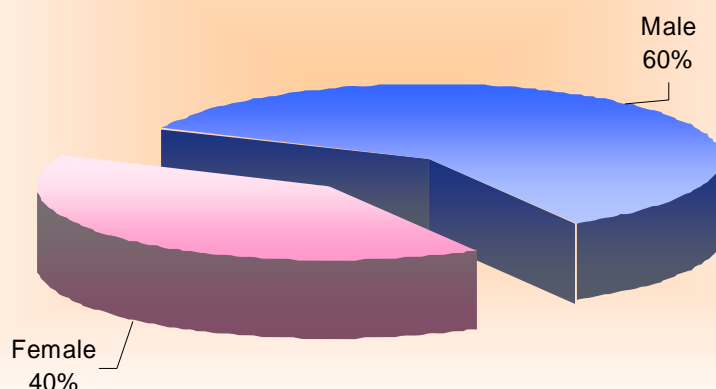


b) Gender Representation

Overall, the Environment & Public Protection Cabinet has 60 % male and 40% female employees. Therefore, it has not reached the female hiring goal of 52.42% and is short by 12.42%

Chart 3: Environment & Public Protection Cabinet: Gender Representation

January 2007



Looking at the gender distribution of the Environment & Public Protection Cabinet, six departments have over 52.42% females (The size of five of these departments is very insignificant) and four departments have less. All three of the largest departments are short of females. The Department of Natural Resources (848 employees) is only 28.30% female. The Department for Public Protection and the Department for Environmental Protection have 37.64% and 42% females, respectively.

Environmt. & Public Protection Cabinet			
Department	Female	Male	Total Employees
Mine Safety Review Com.	0	1	1
Dept. for Natural Resources	240	608	848
Dept. for Public Protection	265	439	704
Dept. for Enviro. Protection	321	445	766
State Nature Preserves Com.	13	11	24
Office of the Secretary	111	82	193
Dept. of Labor	194	138	332
Occup. Safety & Health Review Commission	3	1	4
Workers Comp. Board	4	1	5
Enviro. Quality Commission	1	0	1
Cabinet Total	1,152	1,726	2,878

Chart 4: Environment & Public Protection Cabinet: Gender Representation by Department

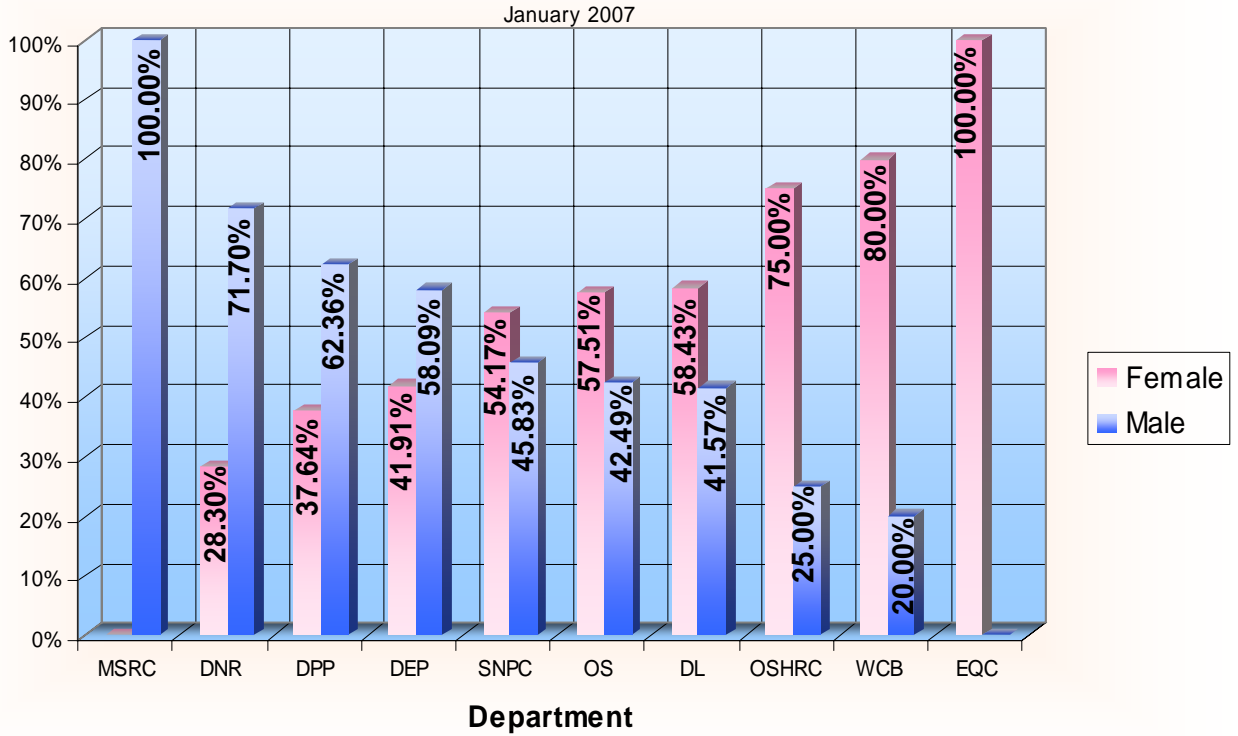
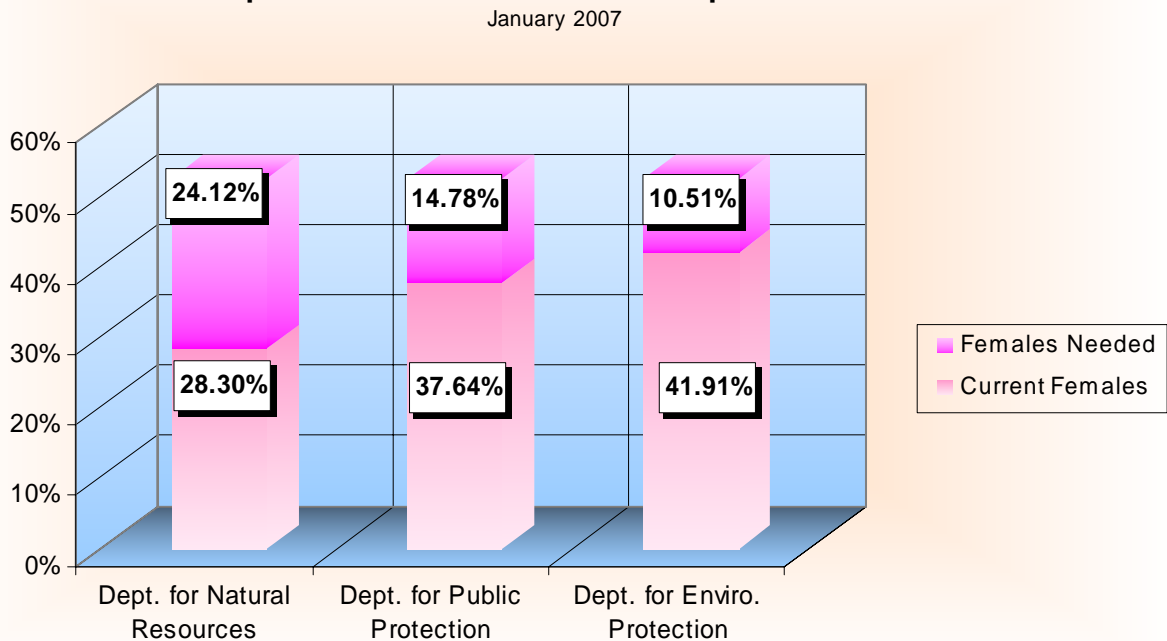


Chart 5 : Environment & Public Protection Cabinet: Departments Short of Female Representation



c) Ethnic Representation

The Environment & Public Protection Cabinet employs 6% minorities in which 3.47% are African Americans (Only 2.53% represent American Indians, Asian Americans, Hispanics, and others). The cabinet is 4% short of the minority hiring goal.

Chart 6 illustrates the ethnic distribution in the entire Environment & Public Protection Cabinet.

Chart 6: Environment & Public Protection Cabinet: Ethnic Representation

January 2007

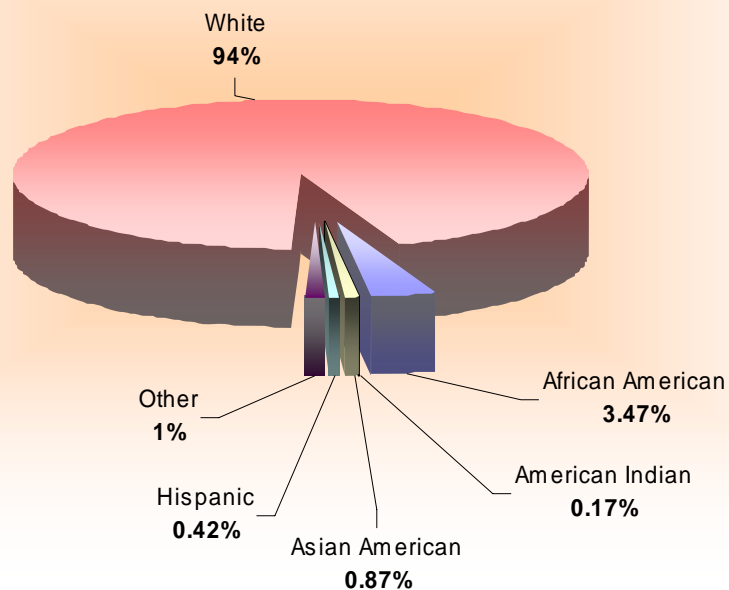
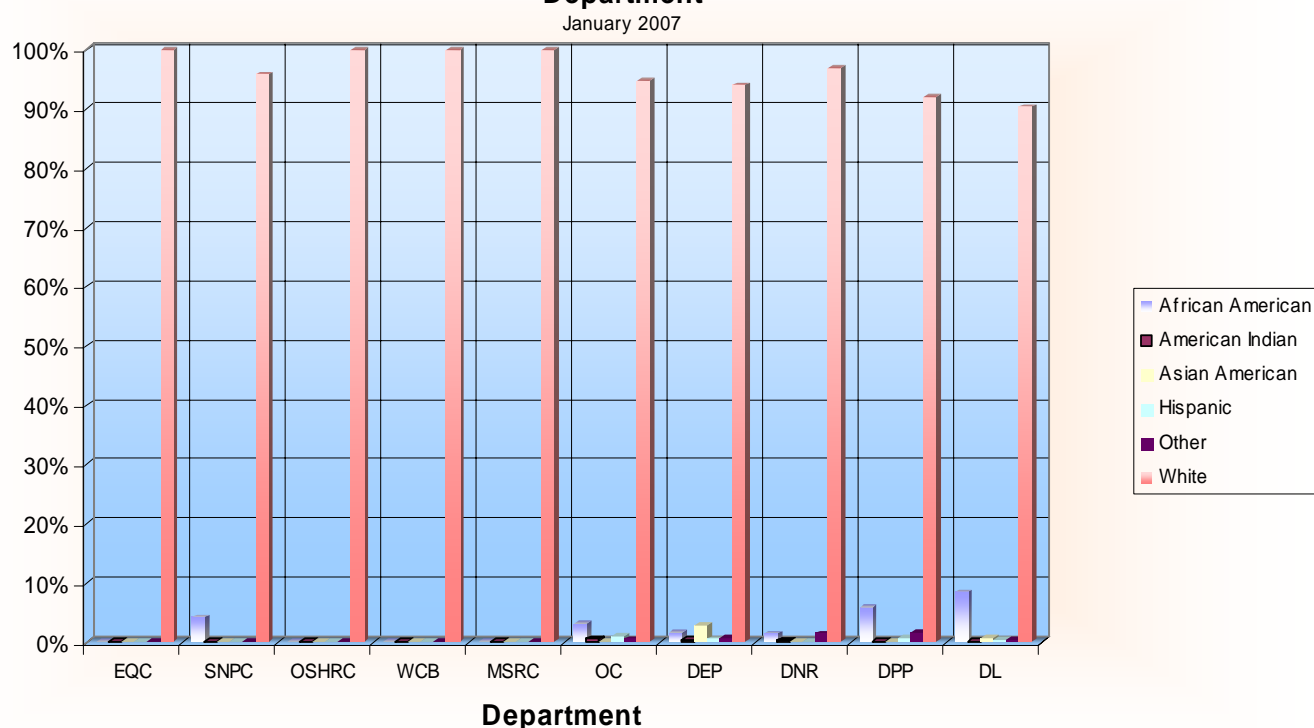


Chart 7 details that distribution in each department. Among all departments, not a single one has exceeded the minority hiring goal of 10%. The largest department, Natural Resources (848 employees), has only 3.18% minorities. The Department for Environmental Protection, Department for Public Protection, Department of Labor, and Office of the Secretary have 6%, 8.10%, 9.64%, and 5.18% respectively.

Enviro. & Public Protection Cabinet	Ethnicity						
	African American	American Indian	Asian American	Hispanic	Other	White	Total
Enviro. Quality Com.	0	0	0	0	0	1	1
State Nature Preserves Com.	1	0	0	0	0	23	24
Occup. Safety & Health Review Com	0	0	0	0	0	4	4
Workers Compensation Board	0	0	0	0	0	5	5
Mine Safety Review Com	0	0	0	0	0	1	1
Office of the Secretary	6	1	0	2	1	183	193
Dept. for Enviro. Protection	12	2	22	4	6	720	766
Dept. for Natural Resources	12	2	0	1	12	821	848
Dept. for Public Protection	41	0	1	4	11	647	704
Dept. of Labor	28	0	2	1	1	300	332
Cabinet Total	100	5	25	12	31	2,705	2,878

Chart 7: Environment & Public Protection Cabinet: Ethnic Representation by Department

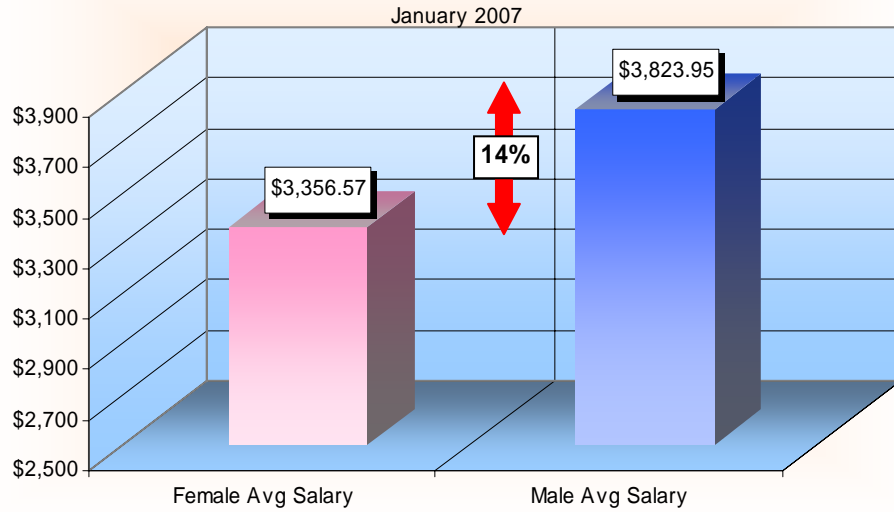


d) Average Salary

The average male salary is higher than the female by 14% as chart 8 shows. Chart 9 makes a comparison of the average salary in each department based on gender. In all departments, the average male salary is higher than the female except for the Environmental Quality Commission, which consists of only one female employee and the Mine Safety Review Commission, which has only one male employee.

Chart 10 shows the gender gap in average salaries where the average male salary is higher than the female.

**Chart 8: Environment & Public Protection Cabinet:
Avg. Salary by Gender**



**Chart 9: Environment & Public Protection Cabinet: Avg. Salary by Gender in
Each Department**

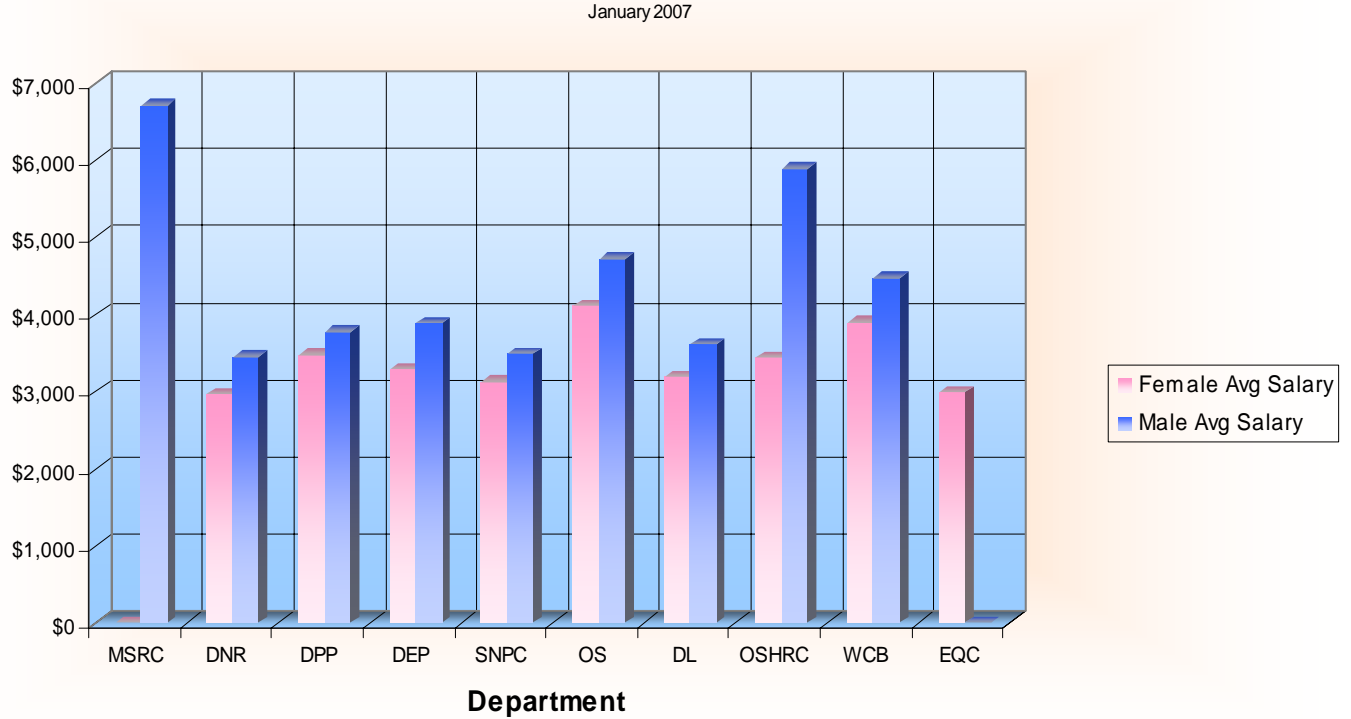


Chart 10: Environment & Public Protection Cabinet: The male average salary is Higher than the Female by the Following Percentages

January 2007

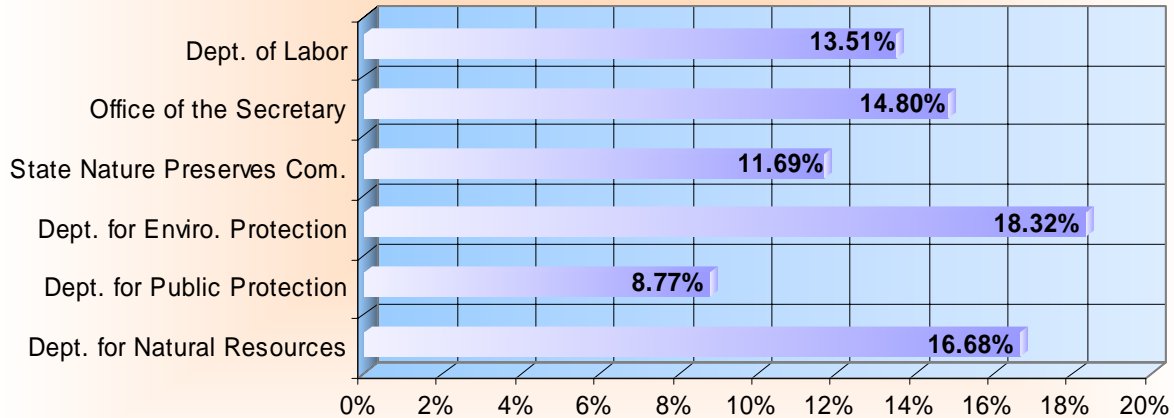
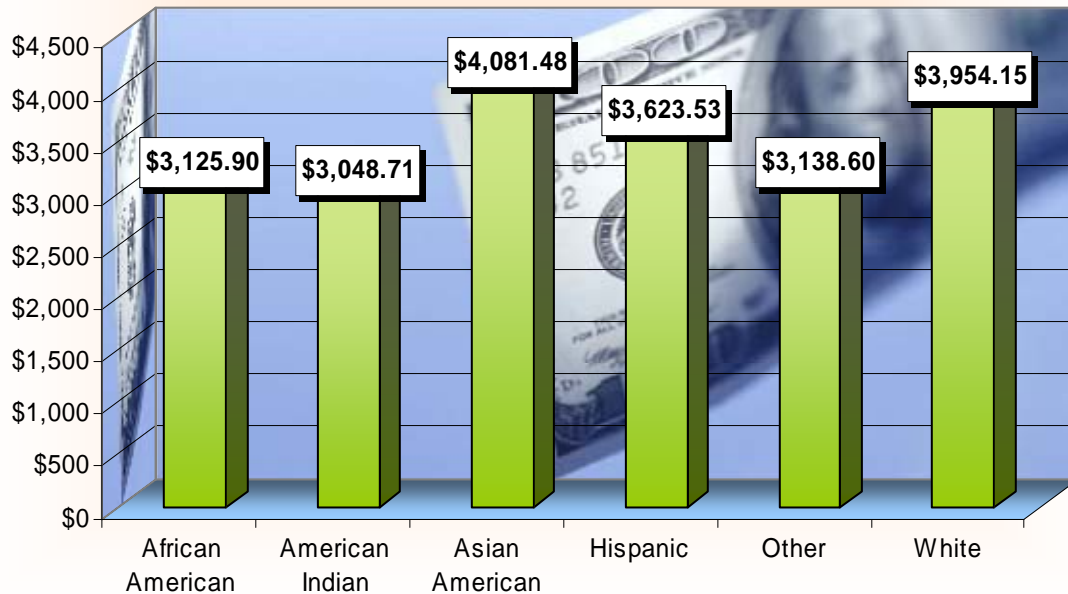


Chart 11: Enviro. & Pub. Protection Cabinet: The Average Salary of Racial/Ethnic Groups

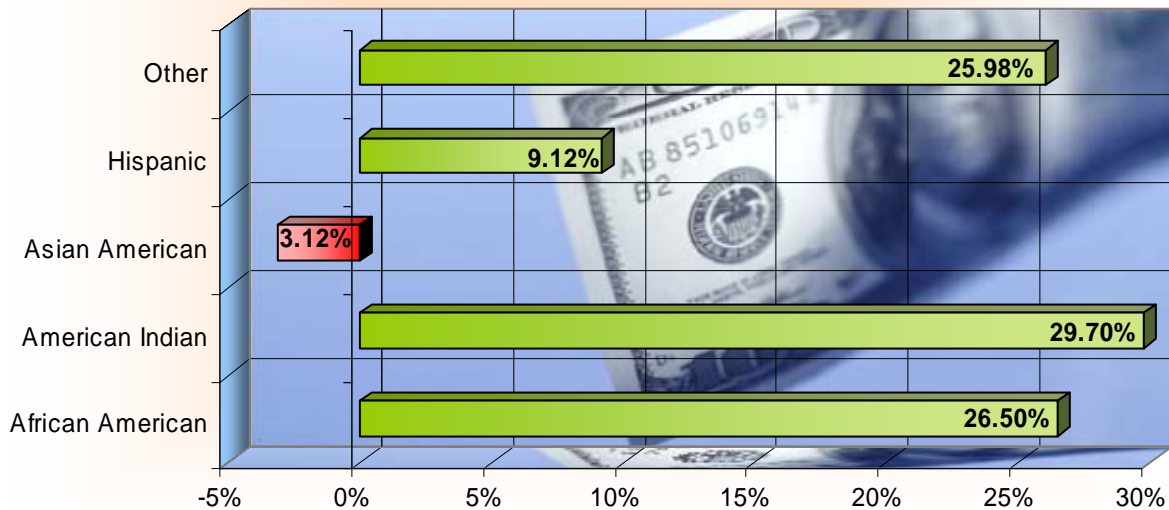
January 2007



Although Asian Americans appear to have the highest salary, they constitute only 0.87% (25 employees (which 22 employees have an average salary of \$3,758.41 and one employee with \$5,972.96) of the workforce of this cabinet. The case is similar for American Indian, African American and Hispanic.

Chart 12: Enviro. & Pub. Protection Cabinet: The Average White Salary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



V. FINANCE CABINET**a) Cabinet Size: Number of Employees**

The Finance Cabinet is a medium-size cabinet. It employs 1,977 full-time employees in 7 different departments.

The Department of Revenue is the largest department; it constitutes 44.66% of the total workforce of the cabinet. Charts 1 and 2 illustrate the size of the Finance Cabinet.

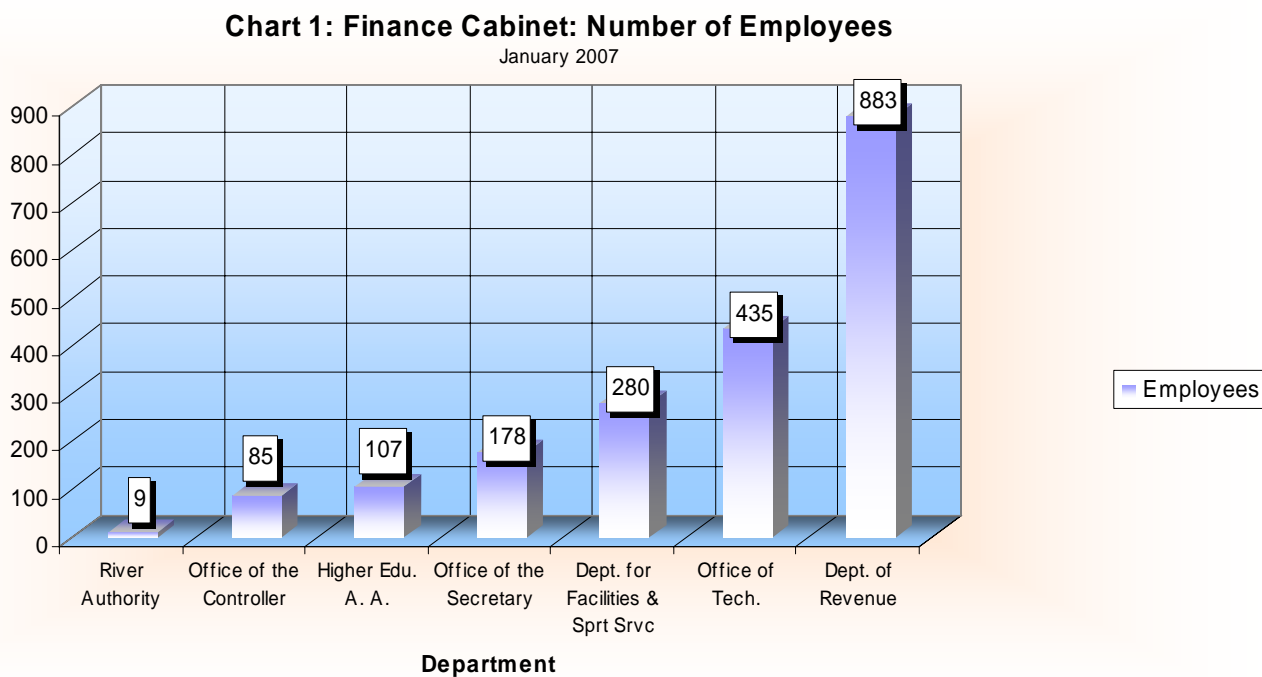
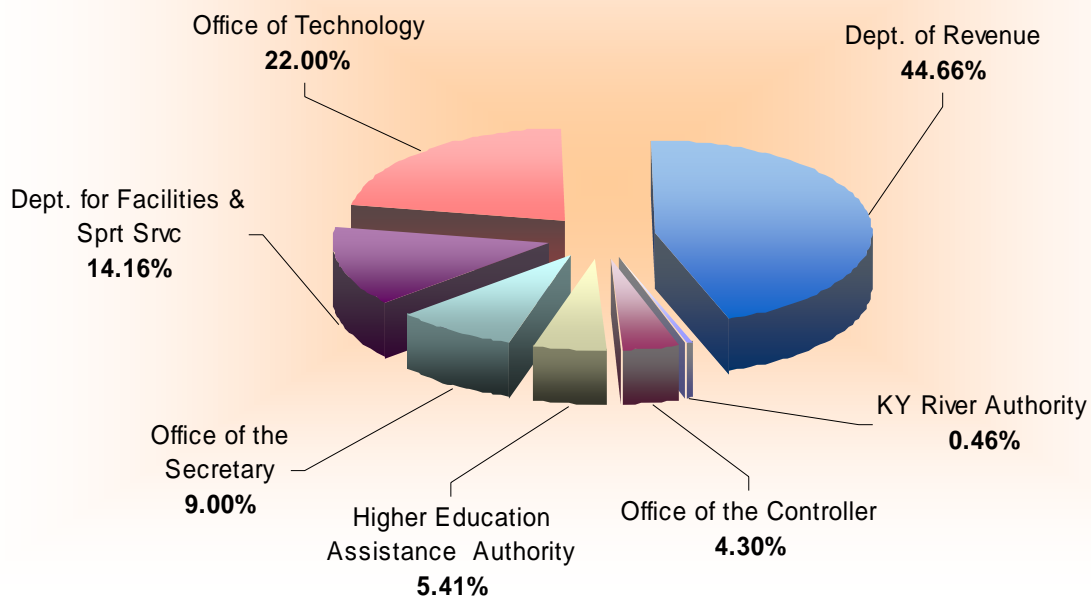


Chart 2: Finance Cabinet: Percentage of Employees in Each Department

January 2007

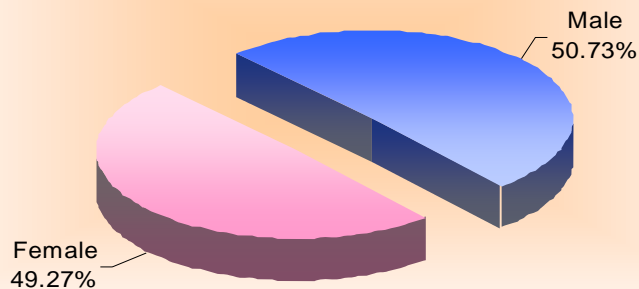


b) Gender Representation

Overall, the Finance Cabinet has 50.735% male and 49.27% female employment; that is, 1,003 males and 974 females.

Chart 3: Finance Cabinet: Gender Representation

January 2007



Finance Cabinet			
Department	Female	Male	Total Employees
Dept. for Facilities and Sprt. Srv	62	218	280
KY River Authority	2	7	9
Com. Office of Tech.	137	298	435
Office of the Secretary	86	92	178
Dept. of Revenue	549	334	883
KY Higher Edu. Ass. Auth.	75	32	107
Office of the Controller	63	22	85
Cabinet Total	974	1,003	1,977

Looking at the gender distribution of the Finance Cabinet, three departments have over 52.42% females and four have less. The three departments that exceeded the female hiring goal (52.42%) constitute 54.37% of the total workforce of the Finance Cabinet. The Cabinet is only 3.15% short of the female hiring goal. This shortage can be found in four departments as shown in chart 4b. The Department for Facilities and Support Services is the lowest female employer in the cabinet (22.14%); this department constitutes 14.16% of the total workforce of Finance.

Chart 4a: Finance Cabinet: Gender Representation in Each Department

January 2007

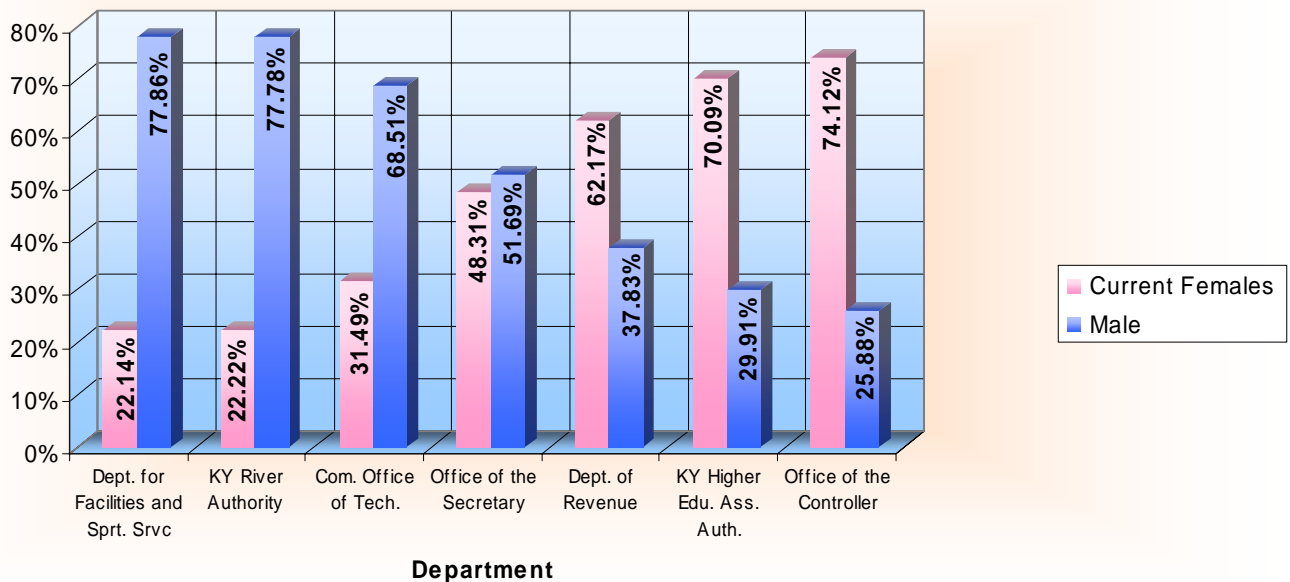
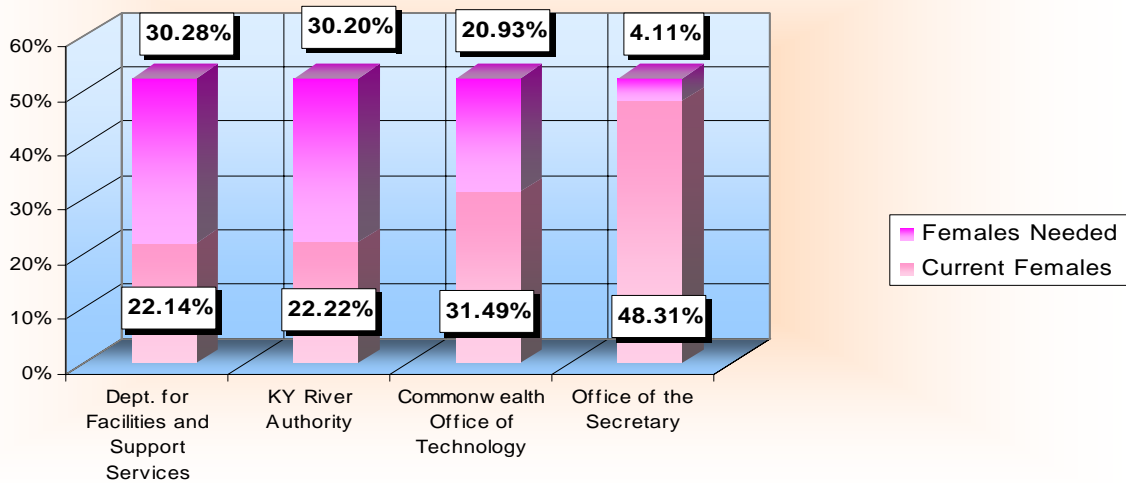


Chart 4b: Finance Cabinet: Percentage of Females Needed by Department

January 2007



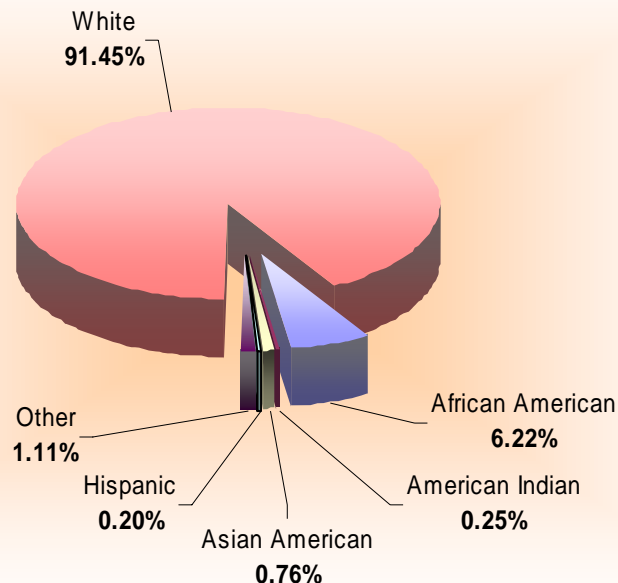
c) Ethnic Representation

The Finance Cabinet employs 8.55% of all minorities in which 6.22% are African Americans (Only 2.32% represent American Indians, Asian Americans, Hispanics, and others). The cabinet is 1.45% short of the minority hiring goal. Chart 5 illustrates the ethnic distribution in the entire Finance Cabinet. Chart 6 details that distribution in each department. Among all Finance Cabinet departments, the Office of the Secretary, Office of Technology, and Office of the Controller have exceeded the minority hiring goal of (10%), they have 12.92%, 12.18%, and 10.59% minority employees, respectively.

Finance Cabinet		Ethnicity					
Department	African American	American Indian	Asian American	Hispanic	Other	White	Total
Higher Education Assistance Authority	5	1	0	0	0	101	107
Office of Technology	28	2	11	2	10	382	435
River Authority	0	0	0	0	0	9	9
Dept. of Revenue	44	2	3	2	9	823	883
Office of the Secretary	21	0	1	0	1	155	178
Office of the Controller	9	0	0	0	0	76	85
Dept. for Facilities & Spr Srvs	16	0	0	0	2	262	280
Totals	123	5	15	4	22	1,808	1,977

Chart 5: Finance Cabinet: Ethnic Representation

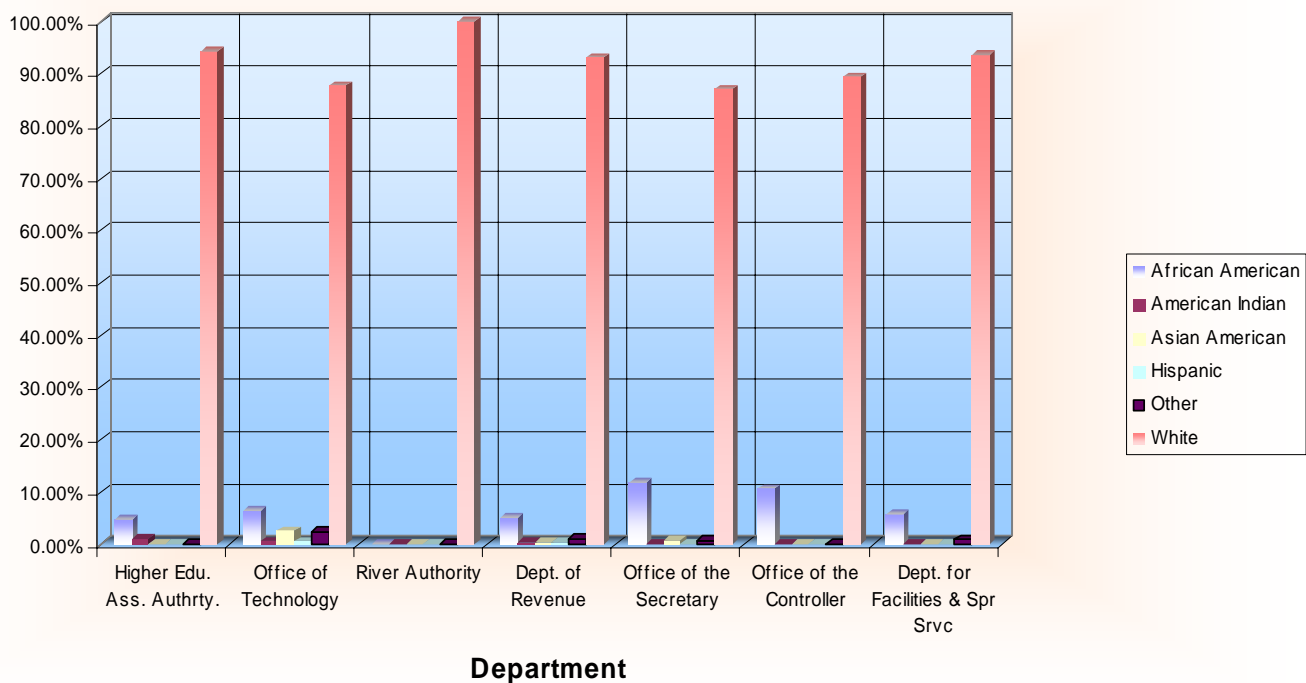
January 2007



Although the Department of River Authority has no minorities, it has only 9 employees. The Department of Higher Education Assistance Authority has the lowest minority percentage (5.61%); it has 107 employees.

Chart 6: Finance Cabinet: Ethnic Representation in Each Department

January 2007



d) Average Salary

The Finance Cabinet average male salary is higher than the female by 5.11% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

In only two departments is the average female salary higher than the male, the River Authority and the Office of the Secretary, as chart 8 illustrates. In general, the gender gap in salaries in all departments is minimal, except for the Department of Revenue (883 employees), where the average male salary is higher than the female by 14.10%. Although KY River Authority's average female salary is higher than the male by 10.36%, as chart 9 shows, it has only 9 employees.

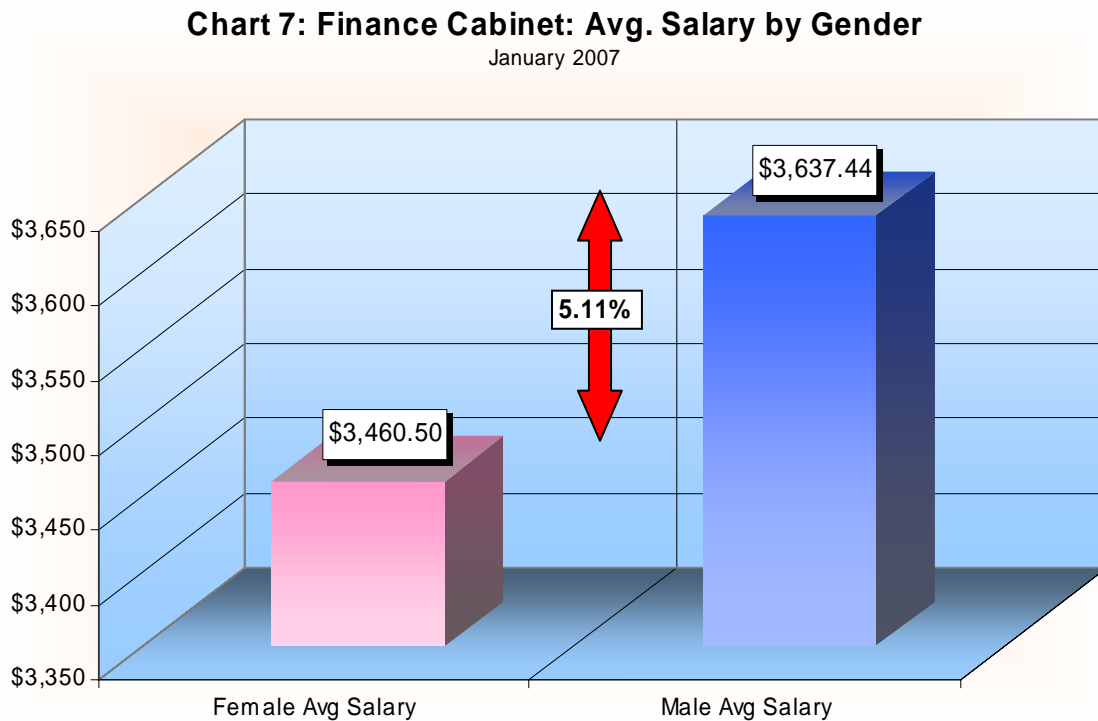


Chart 8: Finance Cabinet: Avg. Salary by Gender in Each Department

January 2007

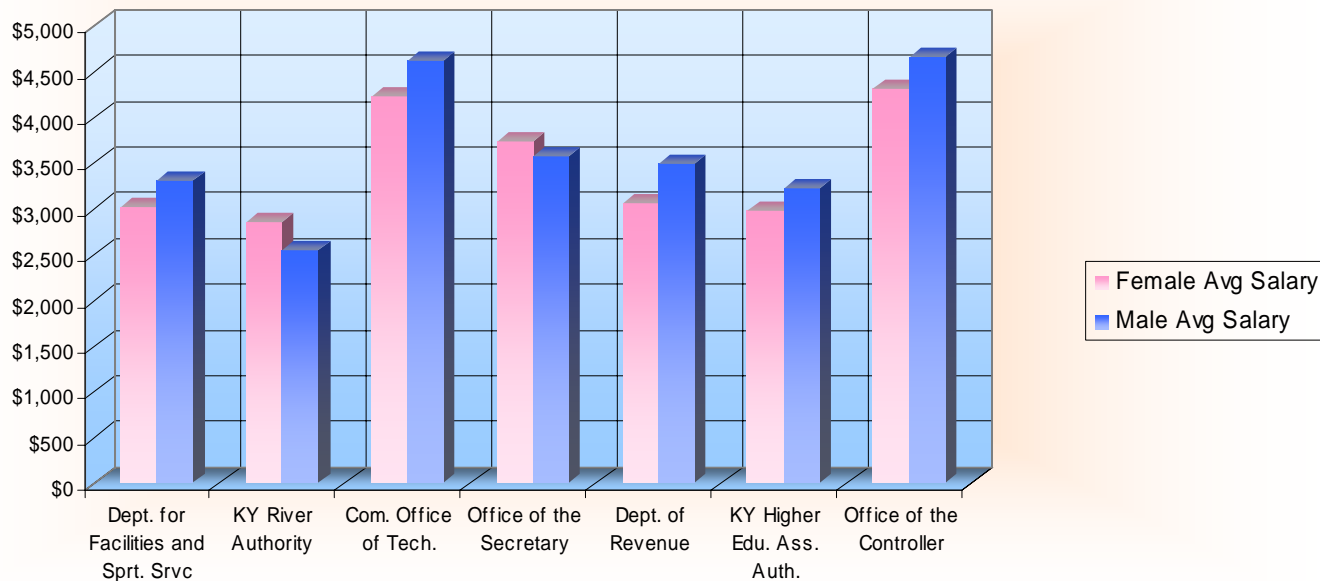


Chart 9: Finance Cabinet: The Male Avg. Salary is Higher than the Female by the Following Percentages:

January 2007

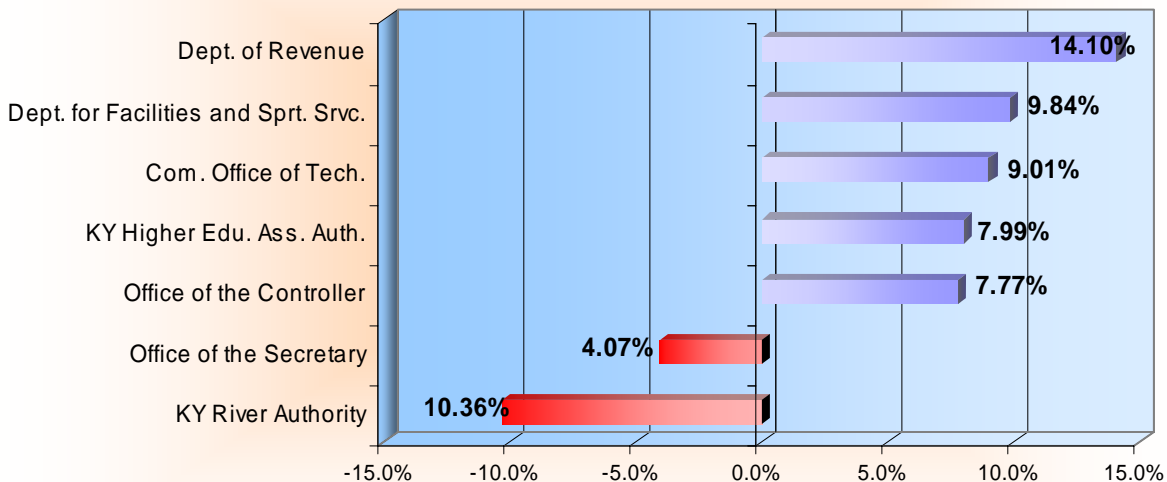


Chart 10: Finance Cabinet: The Average Salary of Racial/Ethnic Groups

January 2007

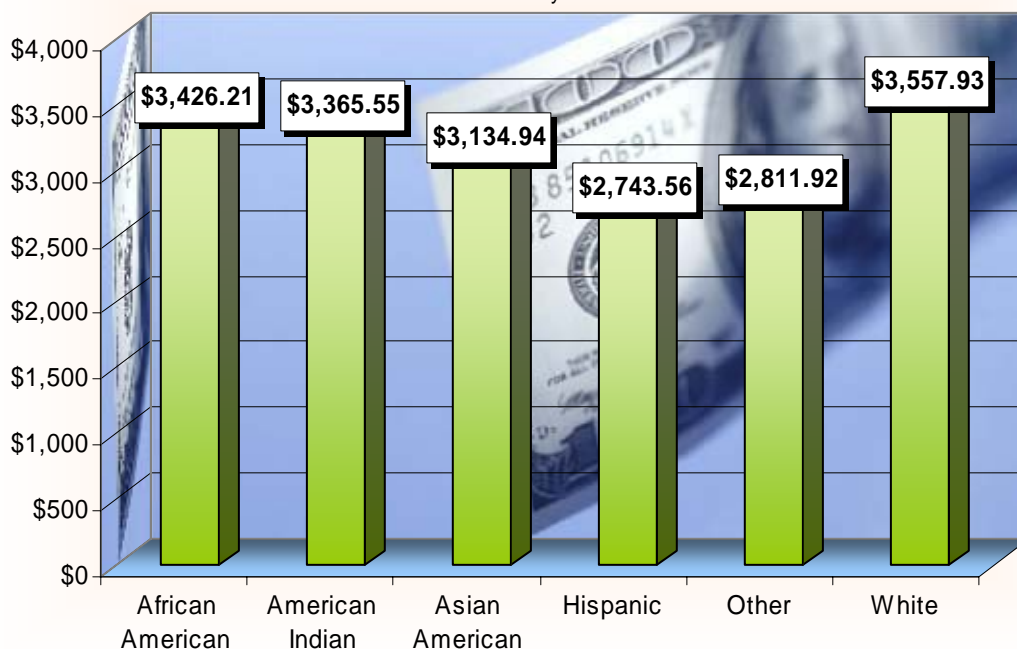
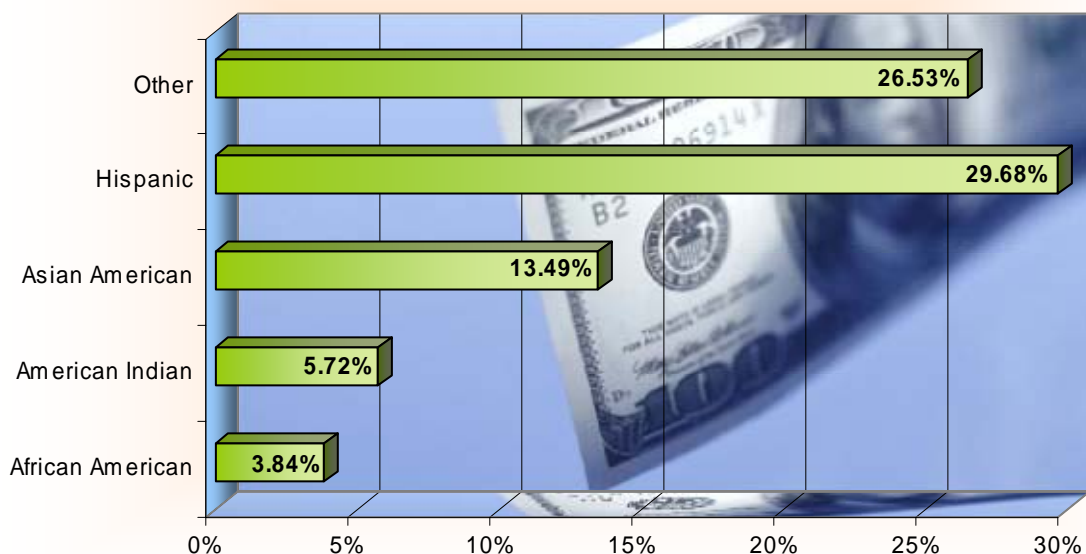


Chart 11: Finance Cabinet: The Average White Salary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



VI. GENERAL GOVERNMENT**a) Cabinet Size: Number of Employees**

The General Government is among medium-size cabinets in the Commonwealth. It employs 2,003 full-time employees in 35 different organizational entities (boards, commissions, departments, and different other agencies). The following table lists all organizational entities in the General Government.

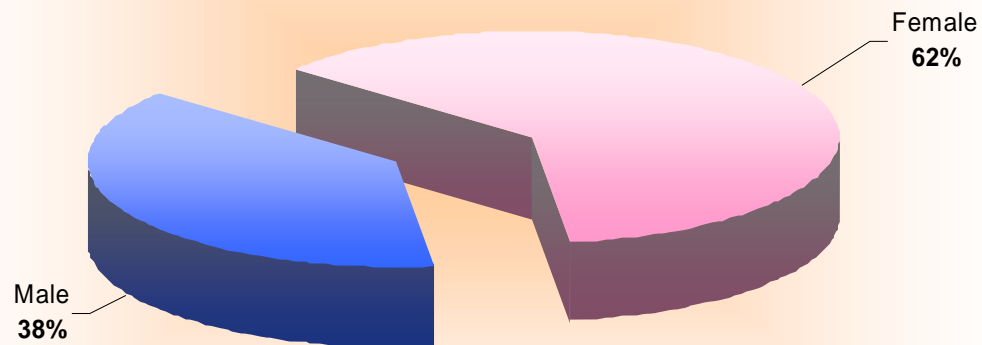
Department	# of Employees	% of Employees
1- Board of Embalmers & Funeral Home Directors	1	0.05%
2- Board of Physical Therapist	1	0.05%
3- Board of Podiatry	1	0.05%
4- Board of Accountancy	2	0.10%
5- Board of Chiropractic Examiners	2	0.10%
6- Board of Dentistry	2	0.10%
7- Board of Examiners and Reg. of Architects	2	0.10%
8- Real Estate Appraisers Board	2	0.10%
9- Board of Auctioneers	4	0.20%
10-Board of Reg. for Profess. Eng. & Ld. Surv.	4	0.20%
11-Personnel Board	4	0.20%
12-Board of Elections	7	0.35%
13-Board of Pharmacy	8	0.40%
14-Board of Barbering	9	0.45%
15-Board of Hairdressers and Cosmetologists	12	0.60%
16-Board of Medical Licensure	19	0.95%
17-Board of Nursing	45	2.25%
18-Executive Branch Ethic Com	1	0.05%
19-Military Affairs Com	1	0.05%
20-Governor's Scholar	2	0.10%
21-Governor's Office of Energy Policy	11	0.55%
22-KY Infrastructure Authority	11	0.55%
23-Real Estate Commission	12	0.60%
24-Registry Of Election Finance	12	0.60%
25-The Office of the Homeland Security	20	1.00%
26-State Treasurer	30	1.50%
27-Secretary of State	32	1.60%
28-Human Rights Commission	35	1.75%
29-Office of State Budget Director	36	1.80%
30-Governor's Office for Local Development	45	2.25%
31-Auditor for Public Accounts	130	6.49%
32-Attorney General	212	10.58%
33-Dept. of Military Affairs	262	13.08%
34-Dept. of Agriculture	269	13.43%
35-Dept. of Veterans Affairs	757	37.79%
Total	2,003	100.00%

b) Gender Representation

Overall, the General Government has 62% female and 38% male.

Chart 1: General Government: Gender Representation

January 2007



Looking at the gender distribution of the General Government, almost all boards/commissions/departments have a majority of female employees. Out of 35 organizational entities, only two departments have more males than females, The Department of Military Affairs (70.61% males) and Department of Agriculture (67% males). Among the 17 boards, only the Board of Barbering and Board of Pharmacy have more males than females (However, the size of the boards is insignificant).

General Government Cabinet			
Department	Female	Male	Total Employees
Military Affairs Commission	1	0	1
Executive Branch Ethic Commission	1	0	1
Governor's Scholar	2	0	2
KY Infrastructure Authority	7	4	11
Governor's Office of Energy Policy	4	7	11
Real Estate Commission	12	0	12
Registry Of Election Finance	8	4	12
The Office of the Homeland Security	15	5	20
State Treasurer	23	7	30
Secretary of State	27	5	32
Human Rights Commission	23	12	35
Office of State Budget Director	20	16	36
Governor's Office for Local Devlpmnt.	24	21	45
Auditor for Public Accounts	76	54	130
Attorney General	118	94	212
Dept. of Military Affairs	77	185	262
Dept. of Agriculture	89	180	269
Dept. of Veterans Affairs	617	140	757
Board of Embalmers & Funeral Home Directors	1	0	1
Board of Physical Therapist	1	0	1
Board of Podiatry	1	0	1
Board of Accountancy	2	0	2
Board of Chiropractic Examiners	2	0	2
Board of Examiners and Reg. of Architects	2	0	2
Real Estate Appraisers Board	2	0	2
Board of Dentistry	1	1	2
Board of reg. for Profess. Eng. & Ld. Surv.	4	0	4
Personnel Board	3	1	4
Board of Auctioneers	2	2	4
Board of Elections	4	3	7
Board of Pharmacy	3	5	8
Board of Barbering	3	6	9
Board of Hairdressers and Cosmetologists	12	0	12
Board of Medical Licensure	15	4	19
Board of Nursing	40	5	45
Cabinet Total	1,242	761	2,003

Chart 2: General Government 1: Gender Representation

January 2007

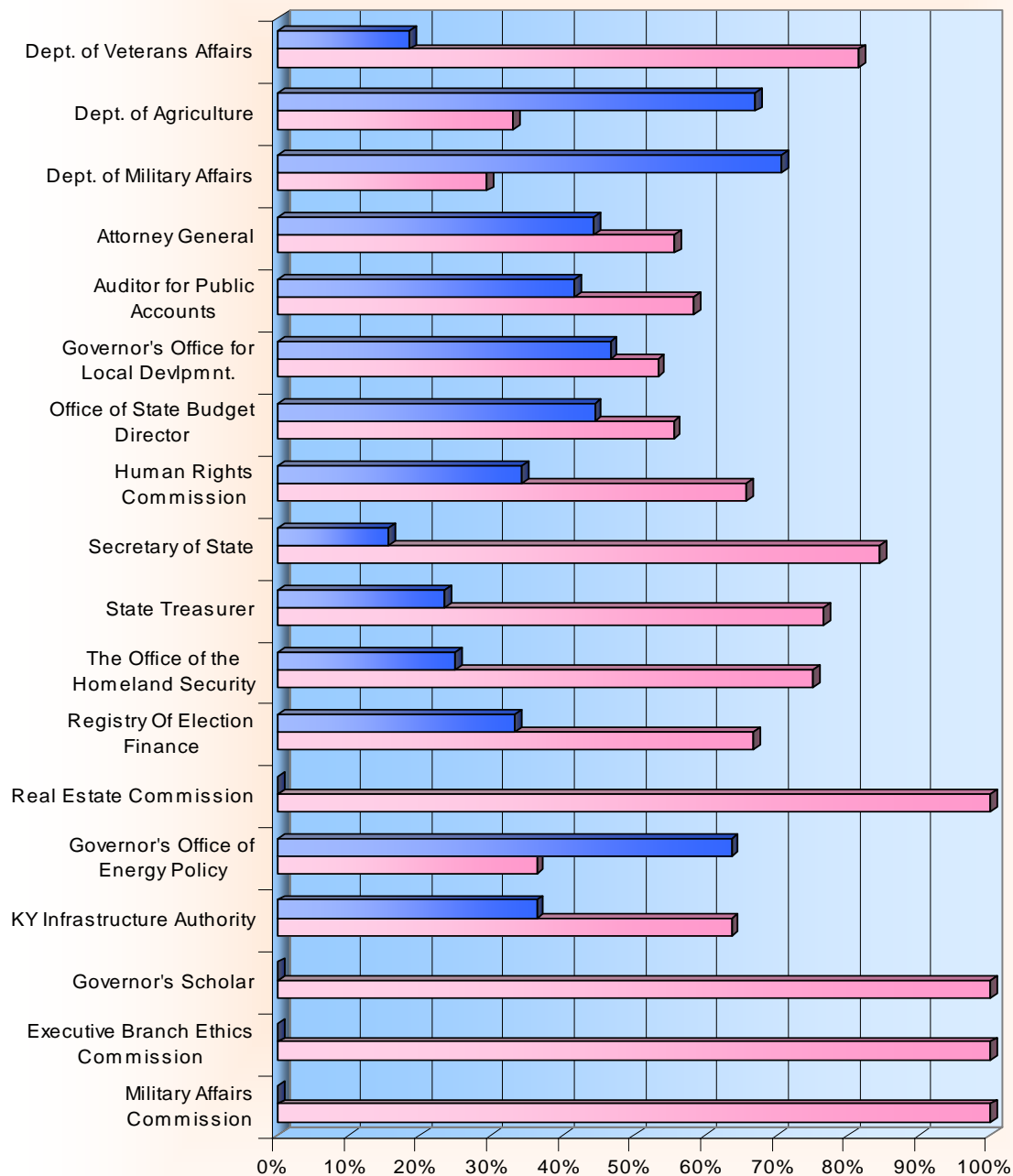
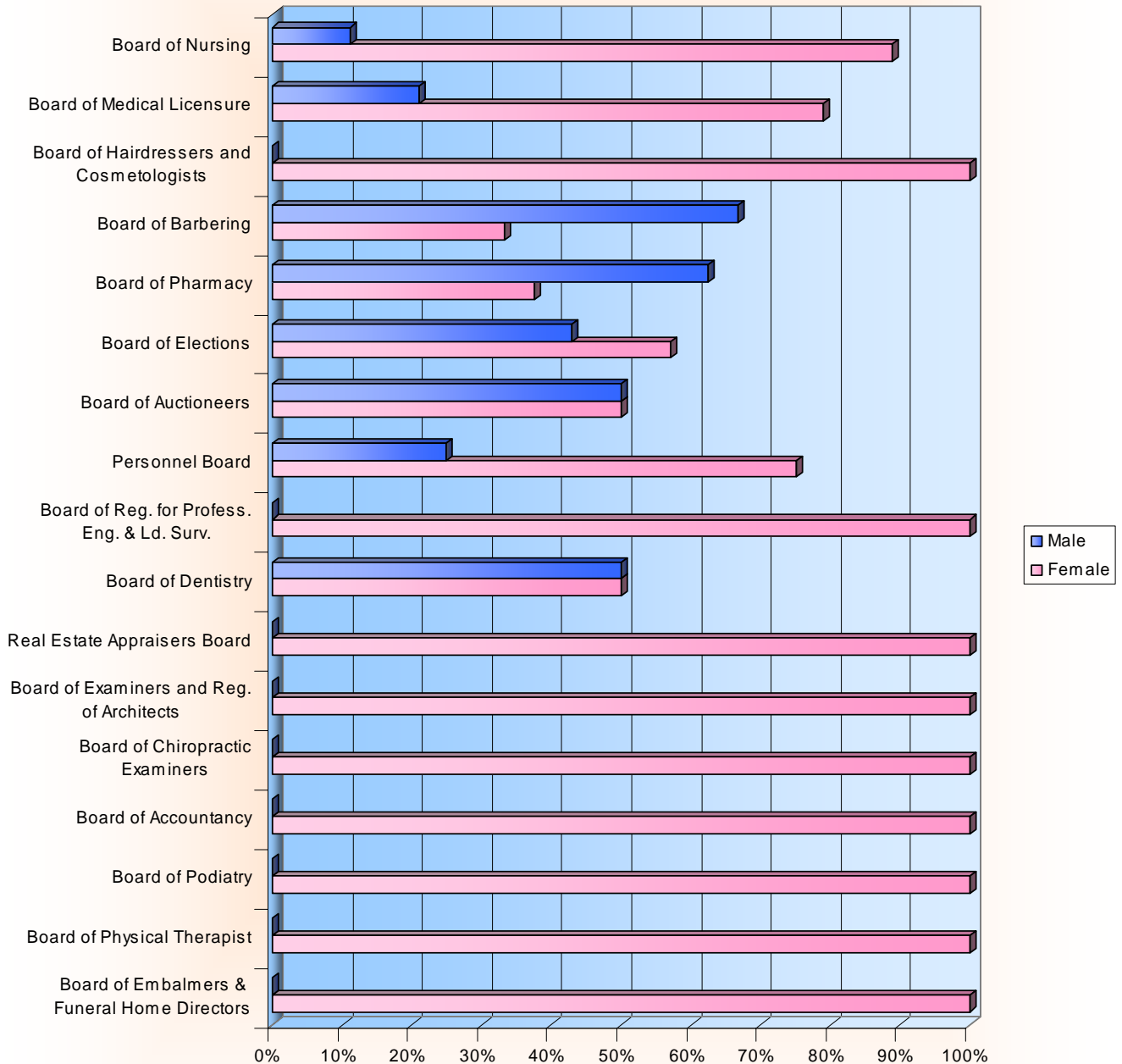


Chart 3: General Government 2: Gender Representation

January 2007



c) Ethnic Representation

The General Government employs 7.24% of all minorities in which 6.14% are African Americans (only 1.10% represent American Indians, Asian Americans, Hispanics, and others). The cabinet is 2.76% short of the minority hiring goal. Chart 3 illustrates the ethnic distribution in the entire General Government.

General Government Cabinet		Ethnicity					
Department	African American	American Indian	Asian American	Hispanic	Other	White	Total
Dept. of Agriculture	11	1	1	1	2	253	269
Attorney General	16	0	1	0	0	195	212
Auditor for Public Accounts	5	0	1	0	0	124	130
Registry Of Election Finance	0	0	0	0	0	12	12
Dept. of Veterans Affairs	41	0	1	3	1	711	757
Military Affairs Commission	0	0	0	0	0	1	1
KY Infrastructure Authority	0	0	0	0	1	10	11
The Office of the Homeland Security	0	0	0	0	0	20	20
Dept. of Military Affairs	12	1	0	0	1	248	262
Governor's Scholar	0	0	0	0	0	2	2
Governor's Office for Local Devlpmnt.	5	0	0	0	0	40	45
Secretary of State	1	0	1	0	0	30	32
State Treasurer	2	0	0	0	0	28	30
Executive Branch Ethic Commission	0	0	0	0	0	1	1
Human Rights Commission	17	0	0	2	0	16	35
Real Estate Commission	3	0	0	0	0	9	12
Office of State Budget Director	0	1	0	0	1	34	36
Governor's Office of Energy Policy	1	0	0	0	0	10	11
Board of Accountancy	0	0	0	0	0	2	2
Board of Auctioneers	0	0	0	0	0	4	4
Board of Barbering	1	0	0	0	0	8	9
Board of Chiropractic Examiners	0	0	0	0	0	2	2
Board of Dentistry	1	0	0	0	0	1	2
Board of Elections	0	0	0	0	0	7	7
Board of Embalmers & Funeral Home Directors	0	0	0	0	0	1	1
Board of Examiners and Reg. of Architects	1	0	0	0	0	1	2
Board of Hairdressers and Cosmetologists	0	0	0	0	0	12	12
Board of Medical Licensure	0	0	0	0	0	19	19
Board of Nursing	6	0	1	1	0	37	45
Personnel Board	0	0	0	0	0	4	4
Board of Pharmacy	0	0	0	0	0	8	8
Board of Physical Therapist	0	0	0	0	0	1	1
Board of Podiatry	0	0	0	0	0	1	1
Real Estate Appraisers Board	0	0	0	0	0	2	2
Board of reg. for Profess. Eng. & Ld. Surv.	0	0	0	0	0	4	4
Cabinet Total	123	3	6	7	6	1,858	2,003

Chart 4: General Government: Ethnic Representation

January 2007

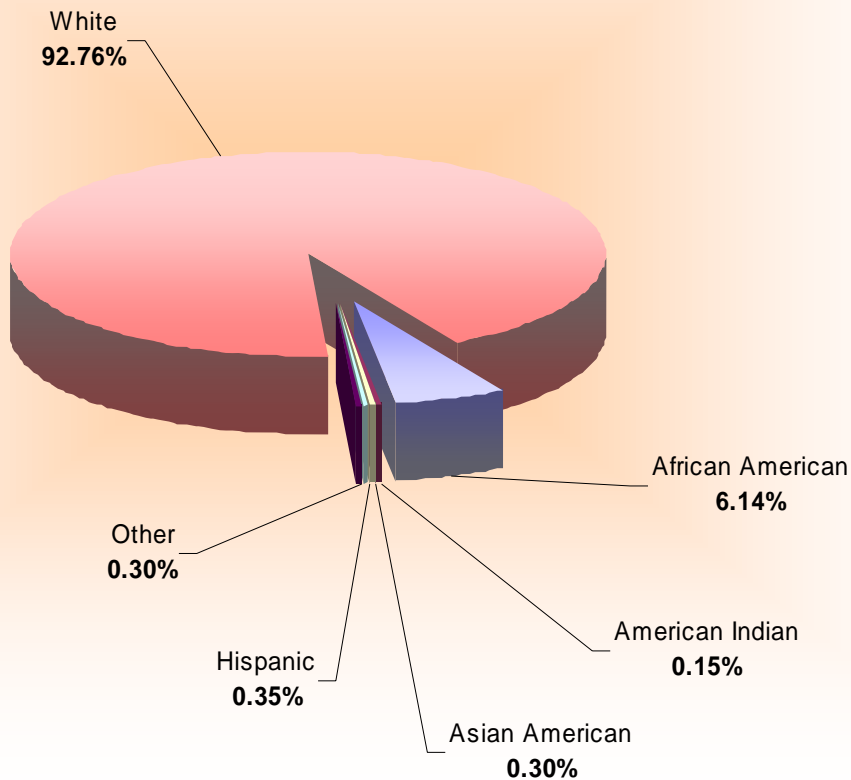


Chart 5 details that distribution in all boards that fall under the General Government. Only four boards have minorities; the Board of Dentistry, 50%, Board of Examiners & Reg. of Architects, 50%, Board of Nursing, 17.78%, and Board of Barbering (11.11%). Chart 6 details the gender distribution in all other agencies/commissions/departments. Only three entities have over 10% minorities, the Human Rights Commission, 54.29% (the largest employer of minorities in the General Government), Real Estate Commission, 25%, and Governor's Office for Local Development, 11.11%.

Chart 5: General Government 1: Ethnic Representation

January 2007

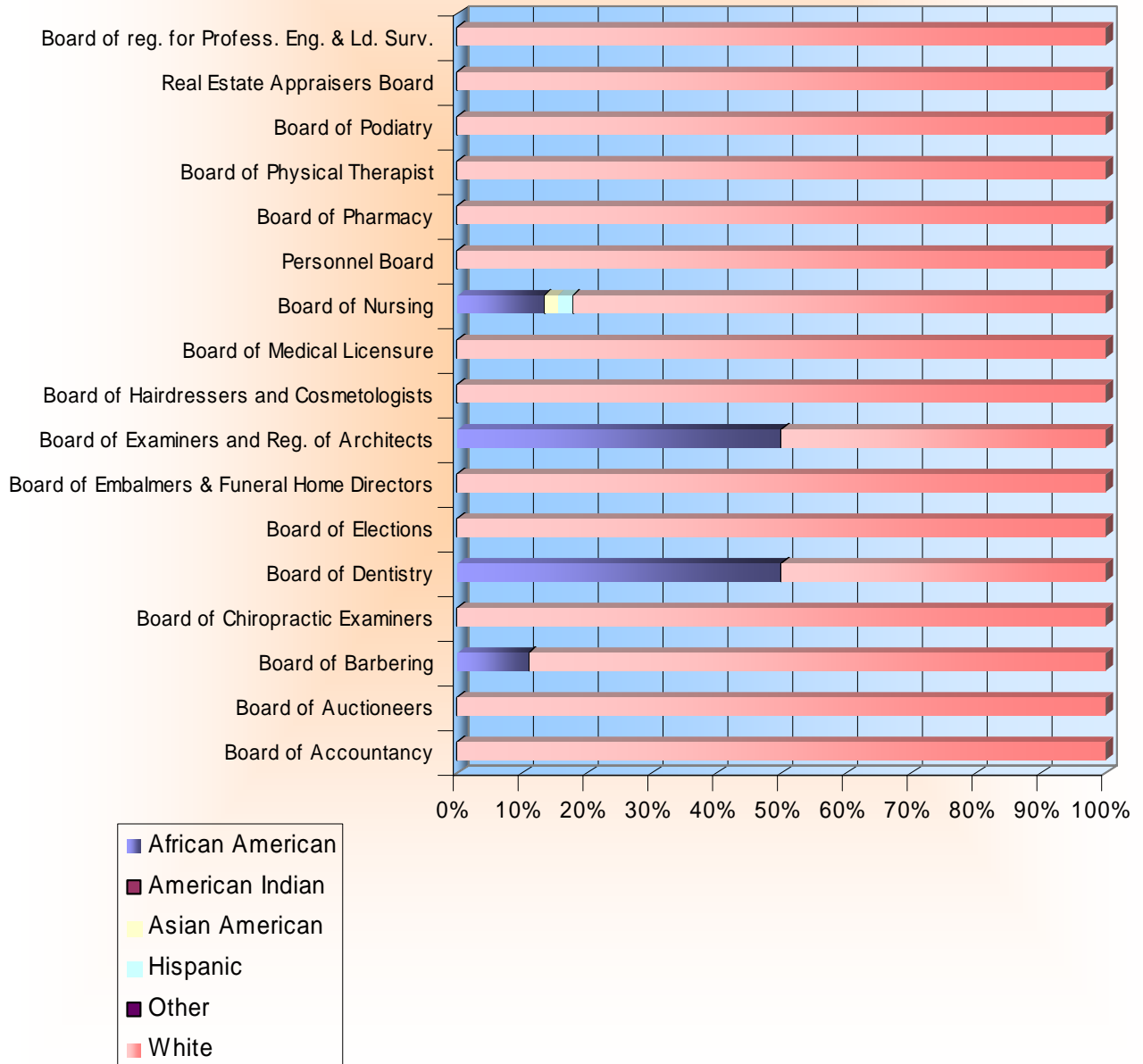
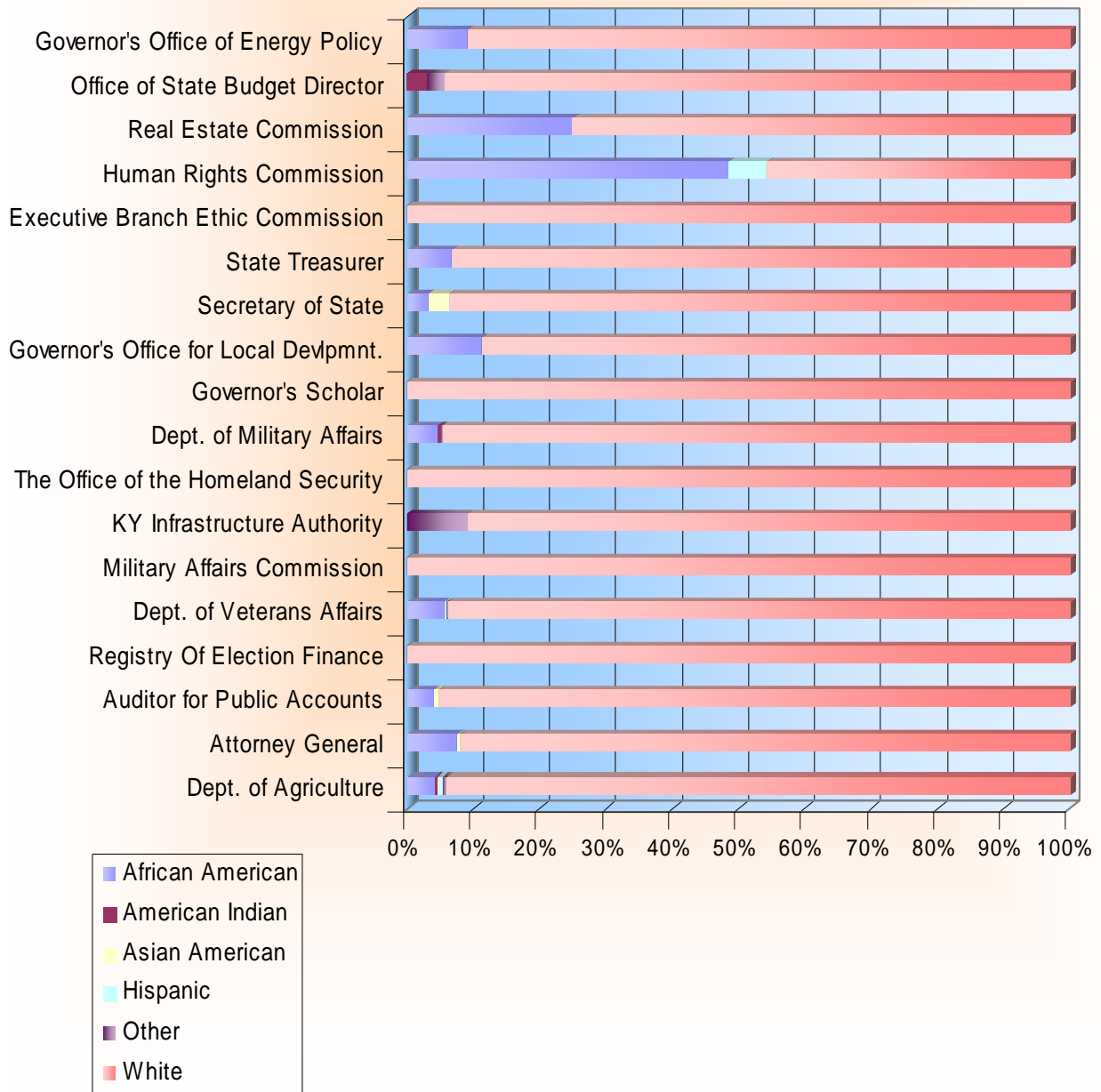


Chart 6: General Government 2: Ethnic Representation

January 2007

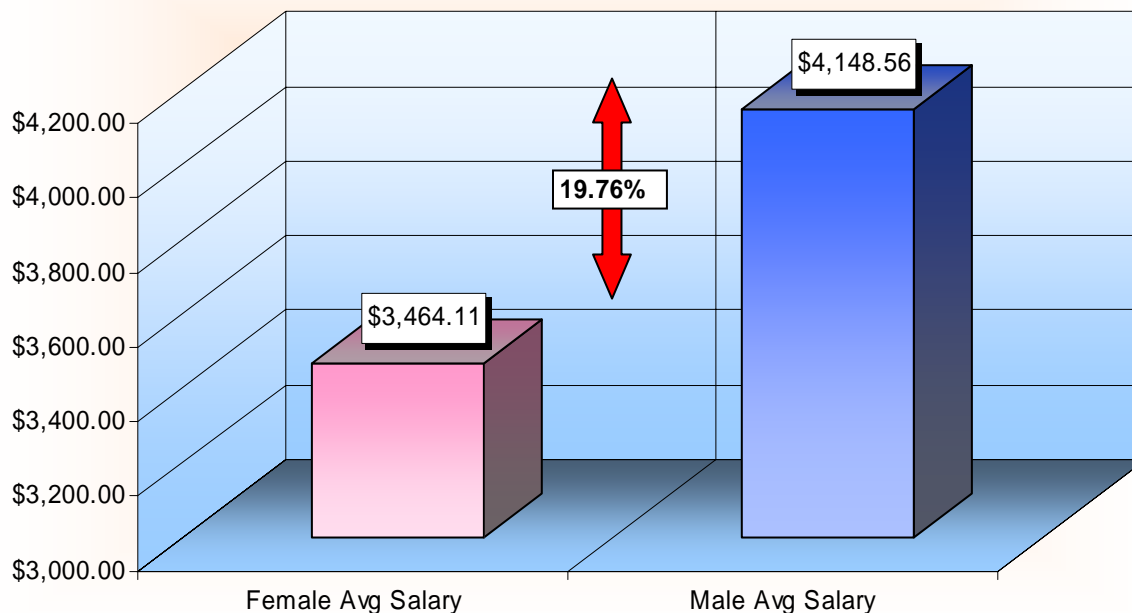


d) Average Salary

The average male salary is higher than the female by 19.76% as chart 6 shows.

Chart 6: General Government: Avg. Salary Based on Gender

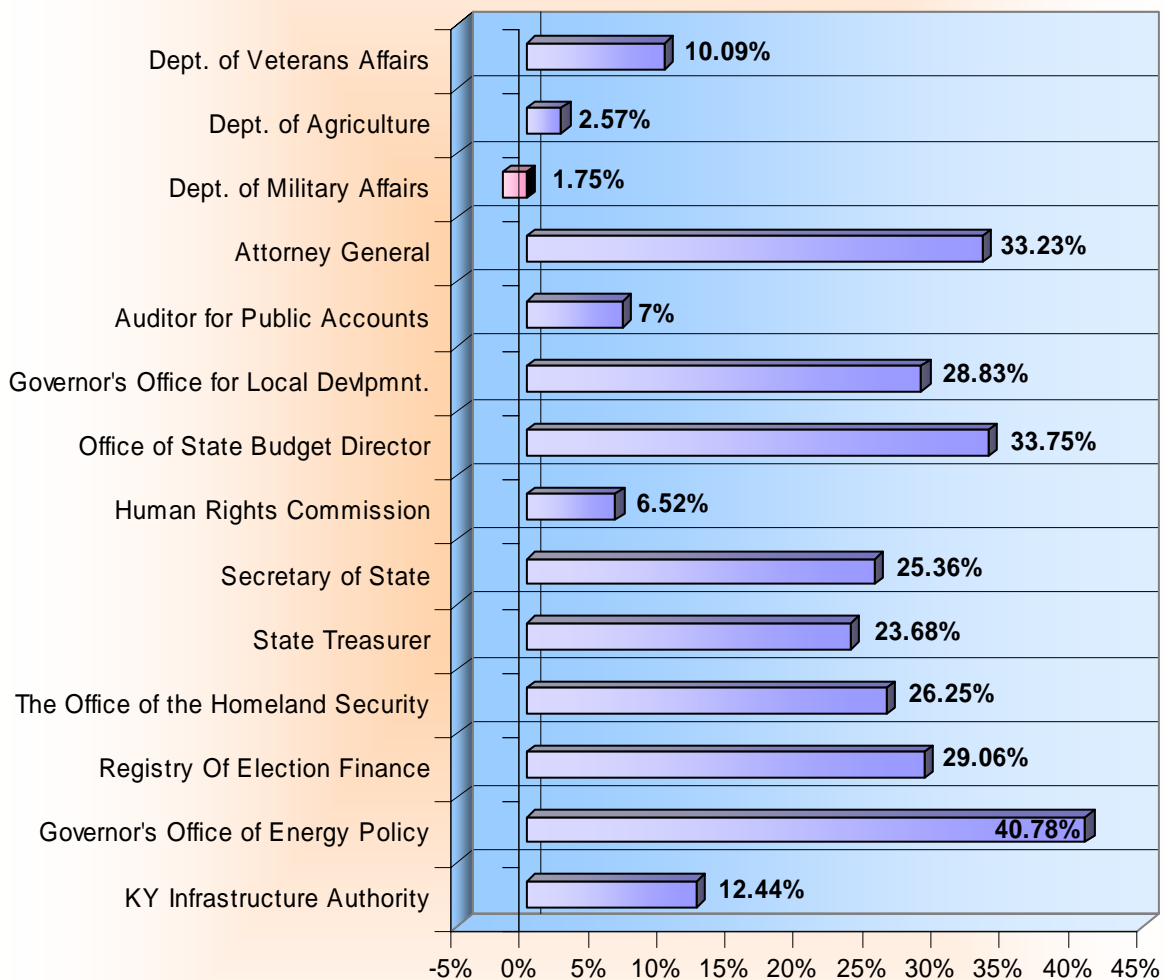
January 2007



Looking at all agencies within the General Government (excluding all the boards), the average male salary is 25.28% higher than the female, given that the males make-up 39%. However, in two large departments, the Department of Agriculture and the Department of Military Affairs, the gender gap in salaries is minimal, 1.75% (the average female salary is higher than the male) and 2.57%, respectively.

Chart 7: General Government 1: The Avg. Male Salary is Higher Than the Female by the Following Percentages:

January 2007



Looking at all boards in the General Government, the average male salary is 14.1% higher than the female, given that the males make-up 21.6%. Nine boards have only females employees (excluded in chart 8); the rest are shown in chart 8.

Chart 8: General Government 2::The Avg. Male Salary is Higher Than the Female by the Following Percentages:

January 2007

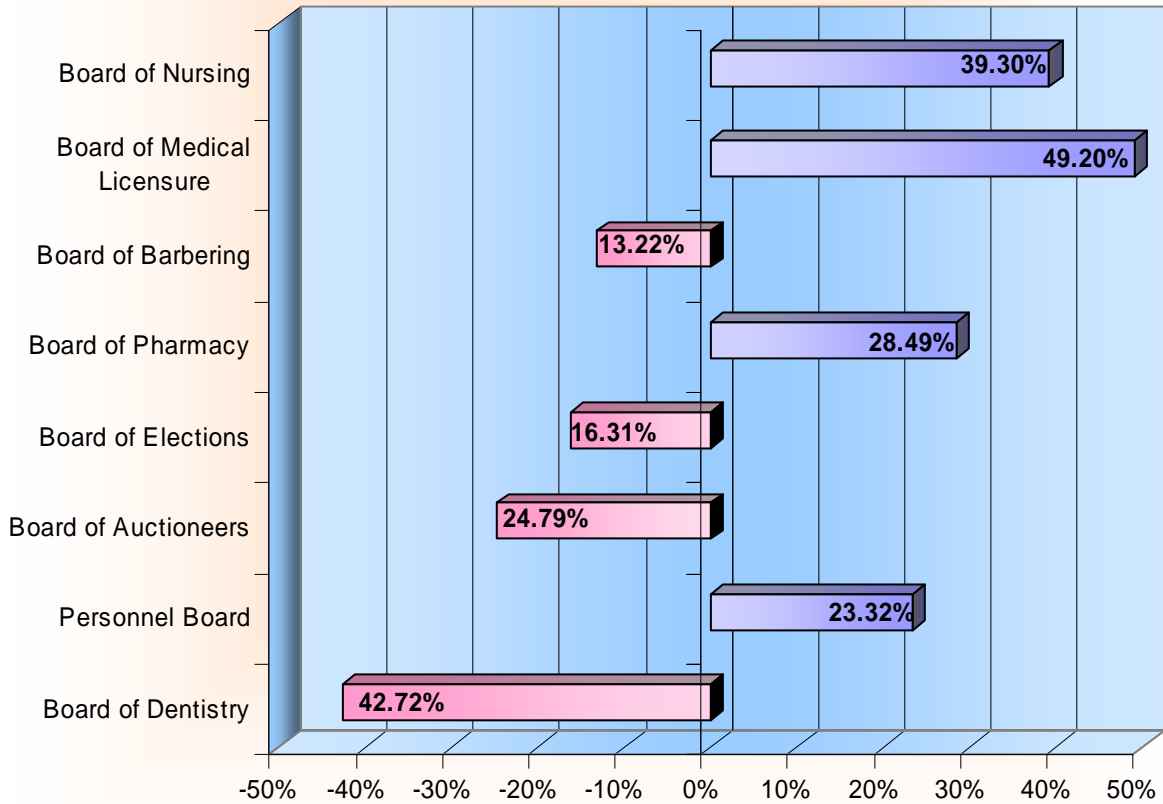
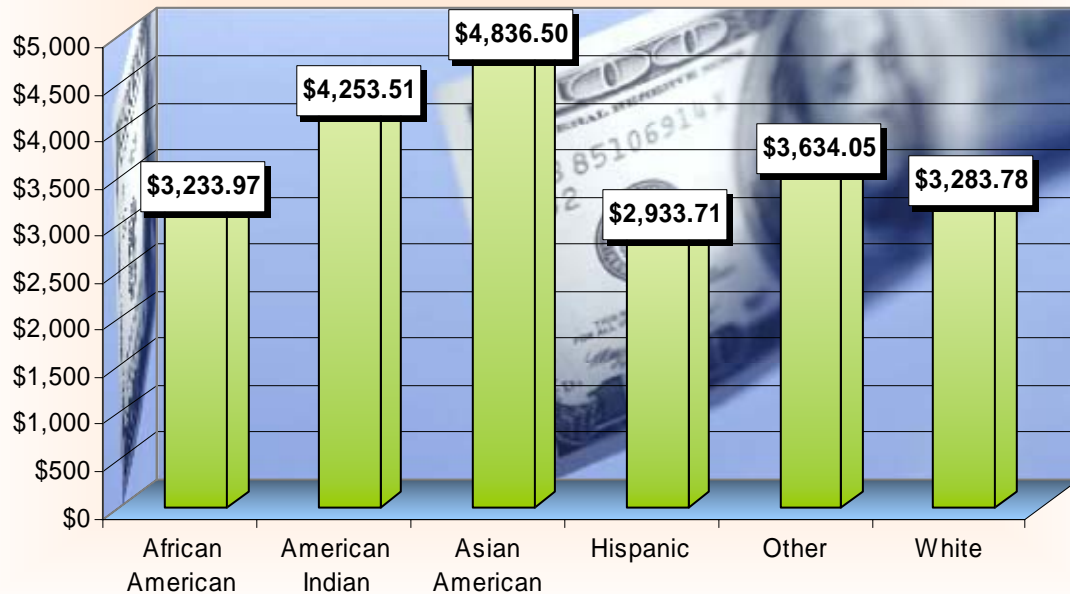


Chart 9: General Government Cabinet: The Average Salary of Racial/Ethnic Groups
January 2007



We refrained from presenting a comparison chart between White and all other minority groups in General Government because of extreme and numerous skews that are due to its organizational structure. As we have stated above, the General Government cabinet has 2,003 employees; which 123 are African American, 3 are American Indians, 6 are Asian Americans, 7 are Hispanic, 6 are “Others,” and 1,858 are White. The average salary of Asian Americans and American Indians appear to be the highest. However, among the 6 Asian Americans, one employee makes an average monthly salary of \$13,759.04 (Department of Veterans Affairs). Among the 3 American Indians, one employee makes an average monthly salary of \$6,929.02 (Office of the State Budget Director).

VII. HEALTH & FAMILY SERVICES CABINET**a) Cabinet Size: Number of Employees**

The Health & Family Services Cabinet is the largest cabinet in the Commonwealth. It employs 7,665 full-time employees in 13 different departments. The Department for Community Based Services is by far the largest department; it constitutes 59.73% of the total workforce of the cabinet (4,578 employees). Charts 1 and 2 illustrate the size of the Health & Family Services Cabinet.

Health & Family Services Cabinet	
Department	Department Abbreviation
Gov. Office of Wellness and Physical Activity	GOWPA
Office of Health Policy	OHP
Dept. for Human Support Services	DHSS
Dept. for Aging & Independent Living	DAIL
Office of Ombudsman	OO
Dept. for Medicaid Services	DMS
Comm. For Children with Special Health Care	CCSHC
Office of Inspector General	OIG
Dept. for Public Health	DPH
Dept. for Disability Determination Services	DDDS
Office of the Secretary	OS
Dept. Mental Health & Mental Retardation	DMHMR
Dept. for Community Based Services	DCBS

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

January 2007

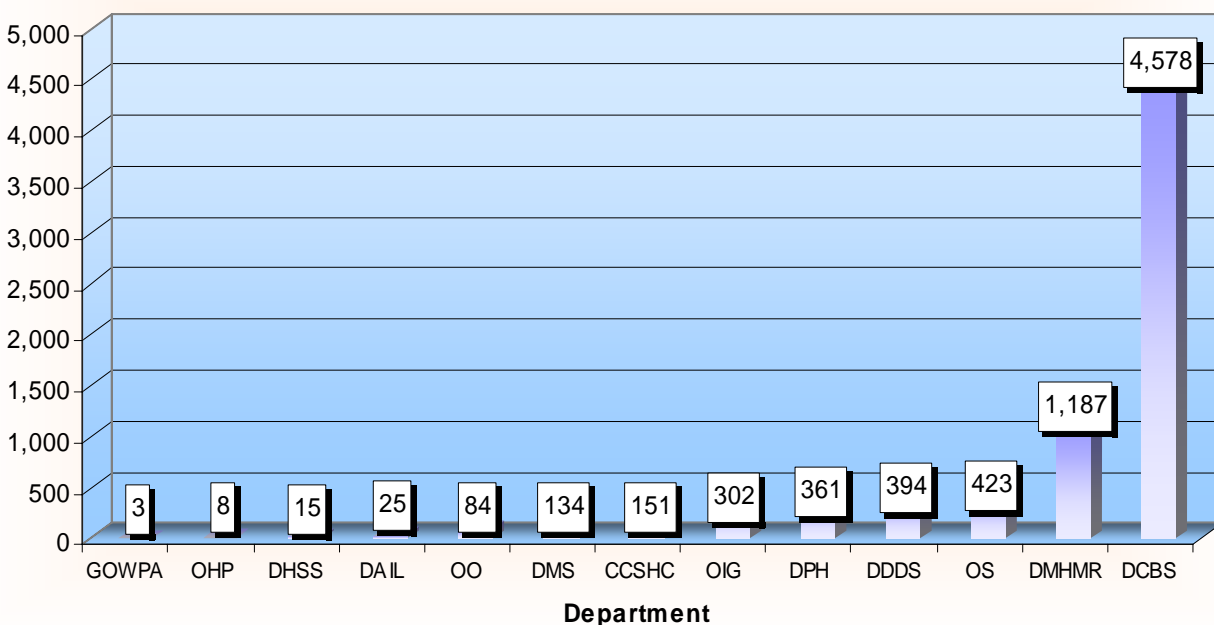
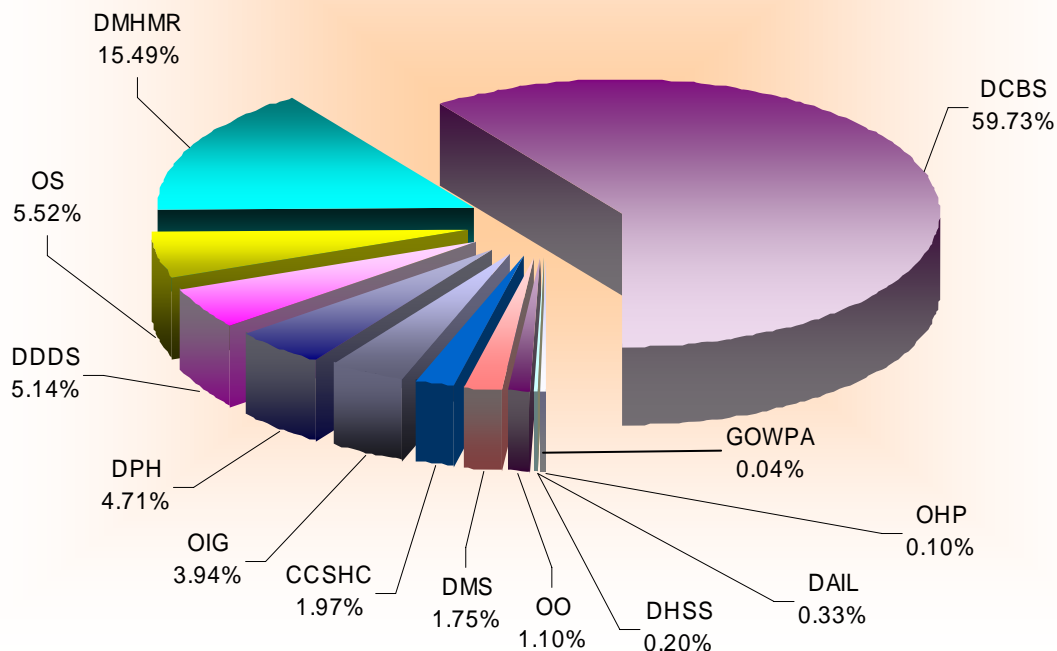


Chart 2: Health & Family Services Cabinet: Percentage of Employees in Each Department

January 2007



b) Gender Representation

Overall, the Health & Family Services Cabinet has 79.83% female and 20.17% male employees. It is the largest employer of females in state government. Looking at the gender distribution of the Health & Family Services Cabinet, all the departments have over 52.42% female employees.

Health & Family Services Cabinet			
Department	Female	Male	Total Employees
Office of Health Policy	23	2	25
Comm. For Children with Spec. Health Care	143	8	151
Office of Ombudsman	67	17	84
Dept. for Medicaid Services	101	33	134
Dept. for Public Health	249	112	361
Office of Inspector General	230	72	302
Dept. Mental Health & Mental Retardation	839	348	1,187
Dept. for Community Based Services	3,947	631	4,578
Office of the Secretary	238	185	423
Dept. for Human Support Services	13	2	15
Dept. for Aging & Independent Living	260	134	394
Dept. for Disability Determination Services	260	134	394
Gov. Office of Wellness and Physical Activity	3	0	3
Cabinet Total	6,119	1,546	7,665

Chart 3: Health & Family Services Cabinet: Gender Representation

January 2007

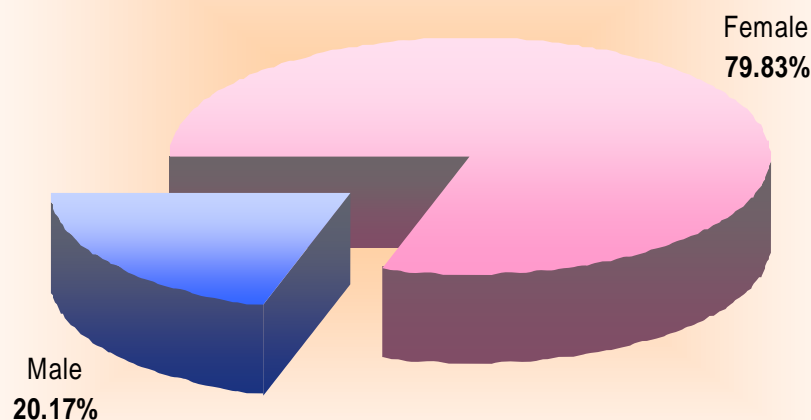
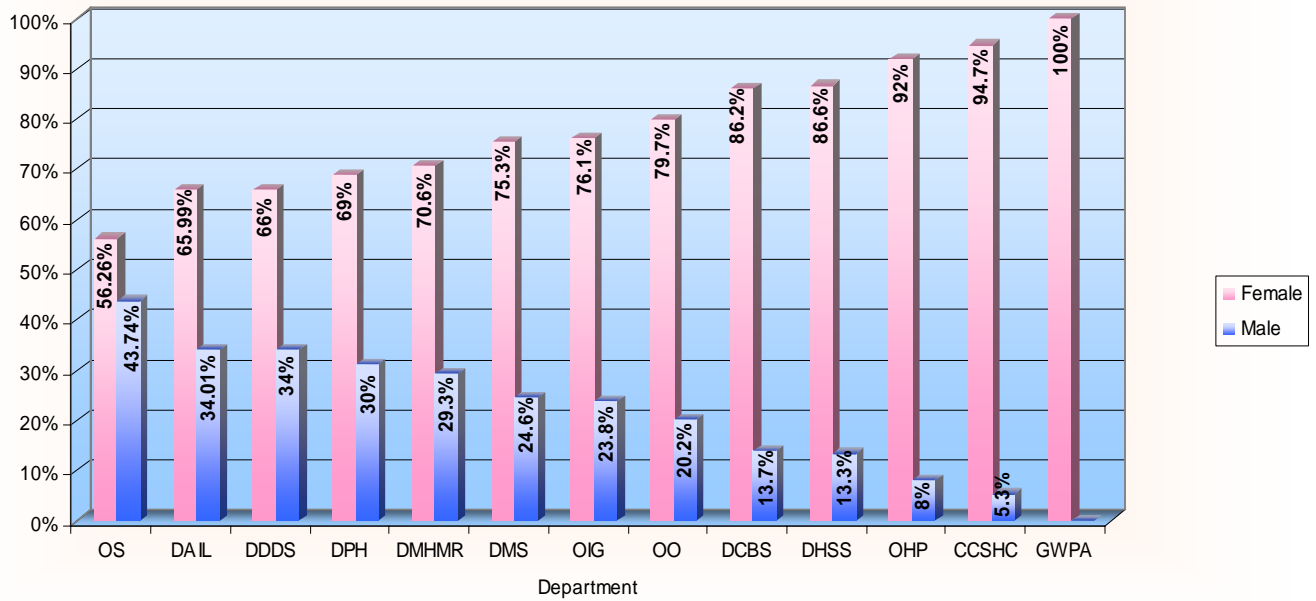


Chart 4: Health & Family Services: Gender Representation by Department

January 2007

**c) Ethnic Representation**

The Health & Family Services Cabinet employs 13.79% minorities; in which 12.47% are African Americans (Only 1.32% represents American Indians, Asian Americans, Hispanics, and others). The cabinet meets the minority hiring goal.

Health & Family Services Cabinet	Ethnicity						Total
	African American	American Indian	Asian American	Hispanic	Other	White	
Department							
Office of the Secretary	20	0	3	0	5	393	421
53722-Governor's Office of Wellness & Physical Activity	0	0	0	0	0	3	3
Office of Inspector General	19	0	0	0	0	283	302
Office of Health Policy	0	0	1	0	0	7	8
Dept. for Aging & Independent Living	2	1	0	0	0	22	25
Dept. for Disability Determination Services	46	1	1	3	0	343	394
Dept. for Public Health	24	1	0	0	0	336	361
Dept. for Mental Health & Mental Retardation	271	5	13	6	7	885	1,187
Dept. for Human Support Services	1	0	0	0	0	14	15
Office of Ombudsman	9	0	0	0	1	74	84
Dept. for Community Based Services	546	5	11	19	16	3,981	4,578
Dept. for Medicaid Services	7	0	0	0	0	127	134
Commission for Children with Special Health care	11	0	0	0	0	140	151
Cabinet Total	956	13	29	30	29	6,608	7,665

Chart 5 illustrates the ethnic distribution in the entire Health & Family Services Cabinet.

Chart 5: Health & Family Services: Ethnic Representation

January 2007

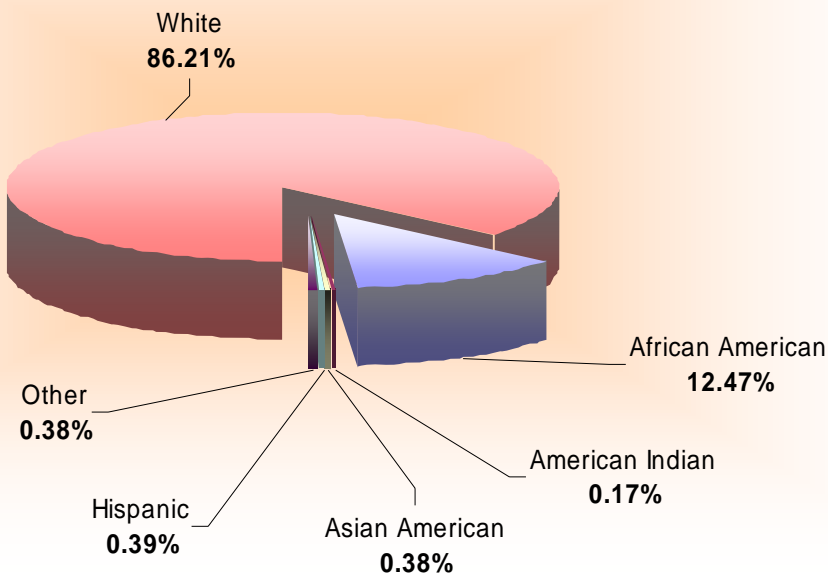
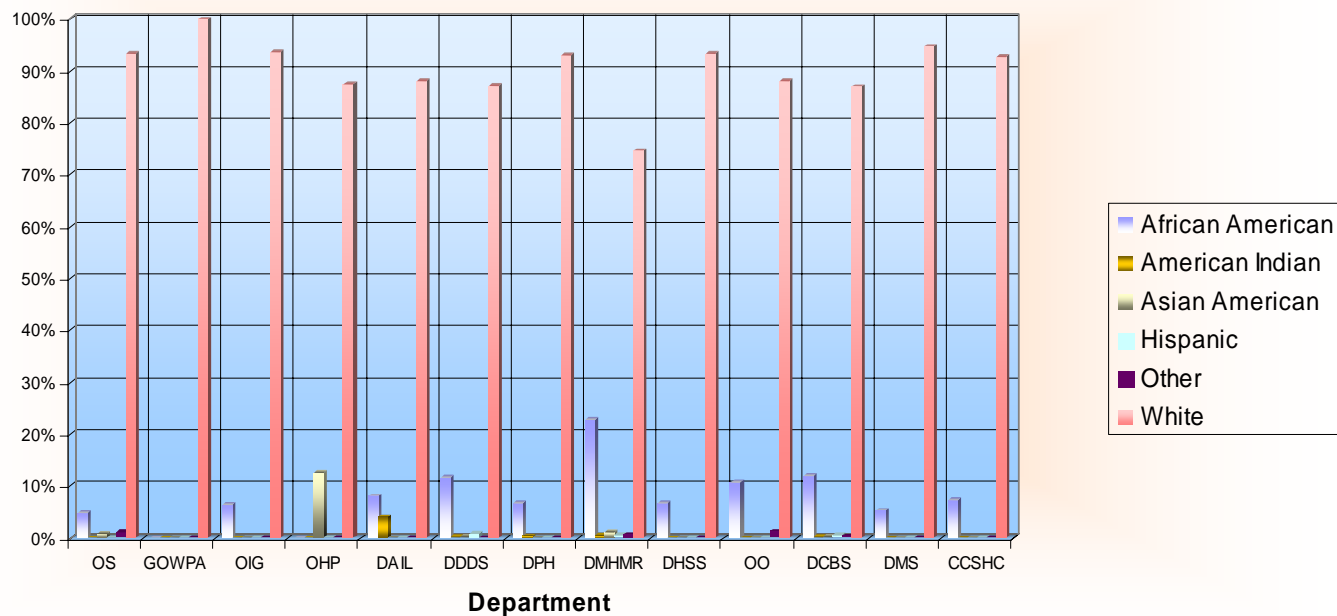


Chart 6 details that distribution in each department.

Chart 6: Health & Family Services Cabinet: Ethnic Representation in Each Department

January 2007



The Offices of Health Policy, Department of Disability Determination Services, Department of Mental Health & Mental Retardation, and Office of Ombudsman have exceeded the minority hiring goal of 10%.

d) Average Salary

The average male salary is higher than the female by 12.40% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

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

January 2007

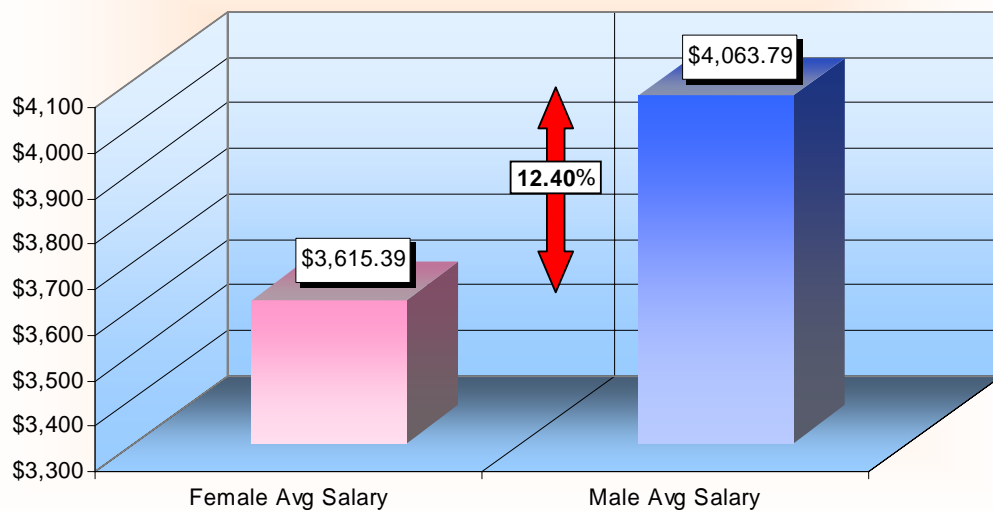
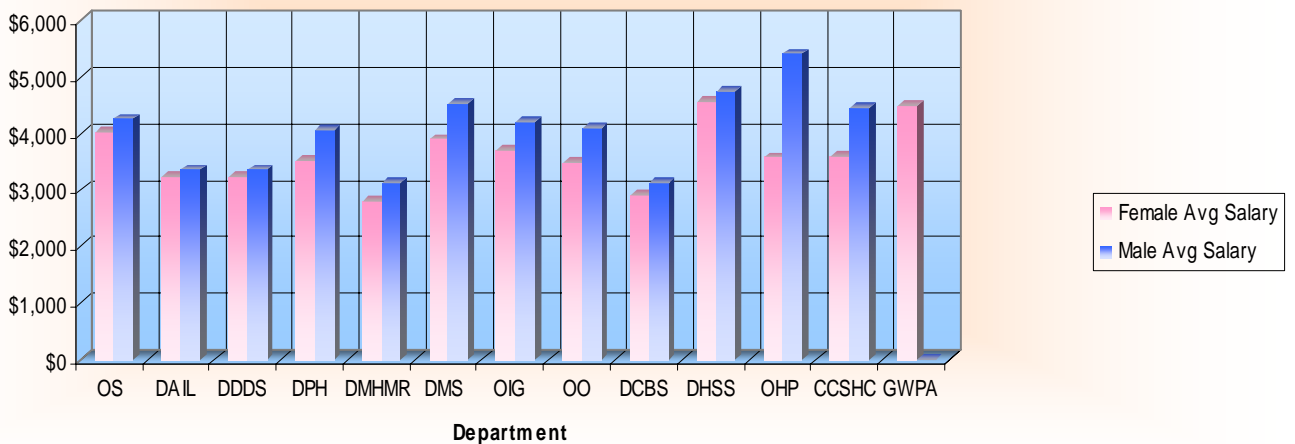


Chart 8: Health & Family Services Cabinet: Avg. Salary Based on Gender in Each Department

January 2007



Although males constitute only 20.17% of the total workforce of the cabinet, their average salary is higher by 12.4% than that of the females. Furthermore, in every department (except the Gov. Office of Wellness and Physical Activity, which has only 3 female employees and no males) the male average salary is higher than the female. Chart 9 illustrates the gap in salaries in each department.

Chart 9: Health & Family Services Cabinet: The Male Average Salary is Higher Than the Female by the Following Percentages:

January 2007

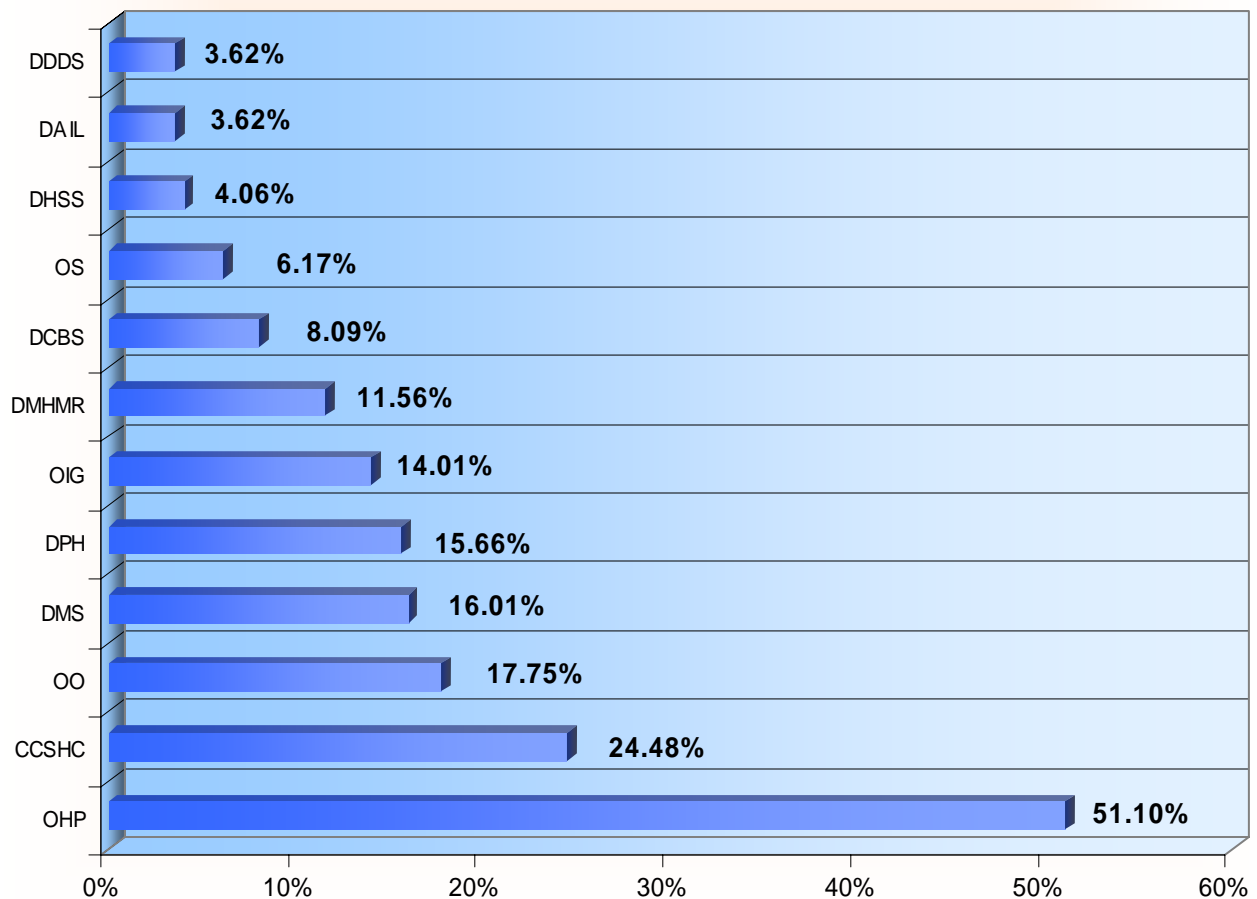
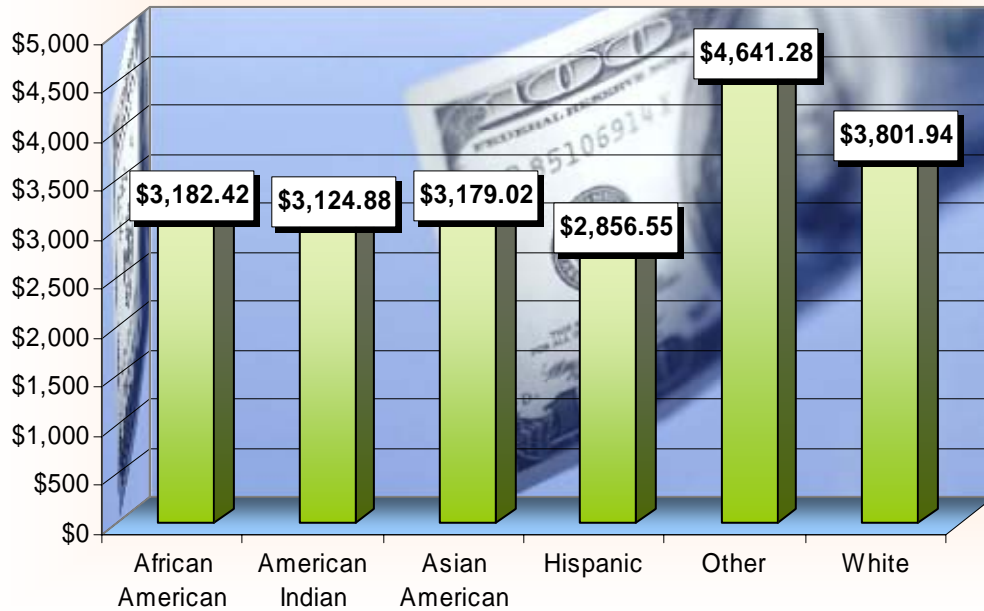


Chart 10: Health & Family Services Cabinet: The Average Salary of Racial/Ethnic Groups

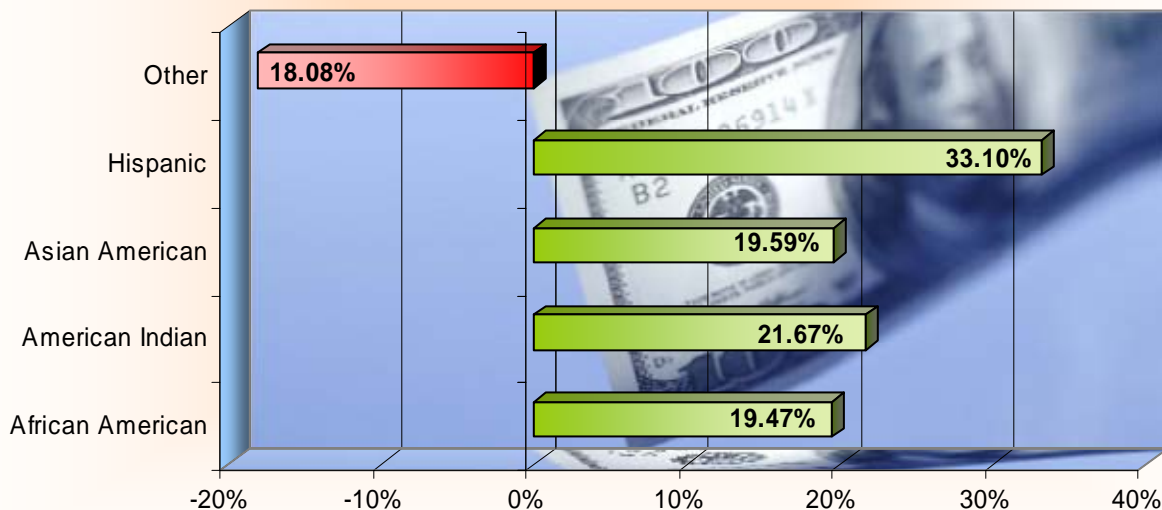
January 2007



There is another skew in the chart below; there are only 29 “Other” employees (out of 6,608 White employees) who made their average salary higher than any other racial/ethnic group (out of these 29 “Other,” 5 employees have an average monthly salary of \$5,153.54 and 7 employees have an average monthly salary of \$7,546.96.

Chart 11: Health & Family Services Cabinet: The Average White Salary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



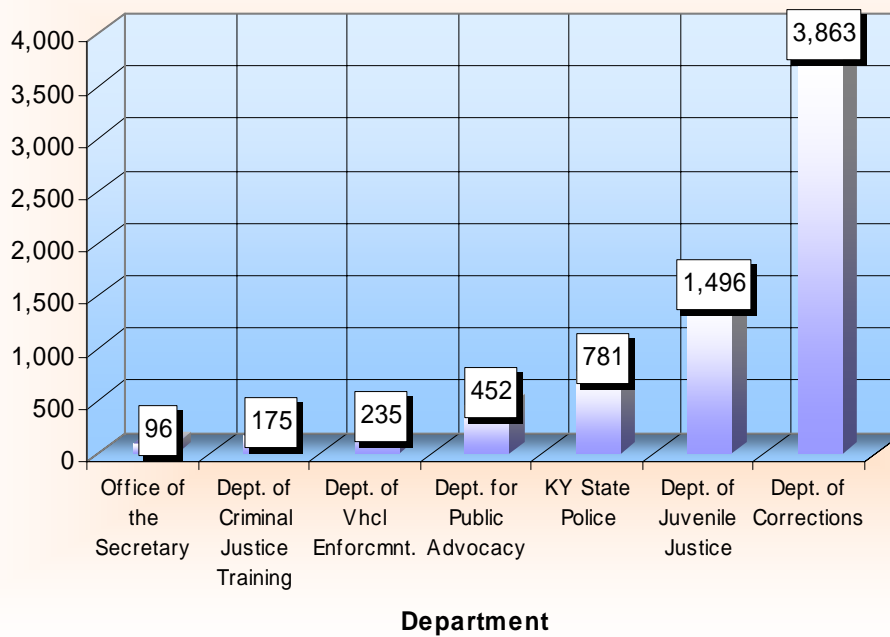
VIII. JUSTICE & PUBLIC SAFETY CABINET

a) Cabinet Size: Number of Employees

The Justice & Public Safety Cabinet is the second largest cabinet in the Commonwealth. It employs 7,098 full-time employees in 7 different departments. The Department of Corrections is by far the cabinet's largest department. It constitutes 55.42% of the total workforce of the cabinet. Charts 1 and 2 illustrate the size of the Justice & Public Safety Cabinet.

Chart 1: Justice & Public Safety Cabinet: Number of Employees

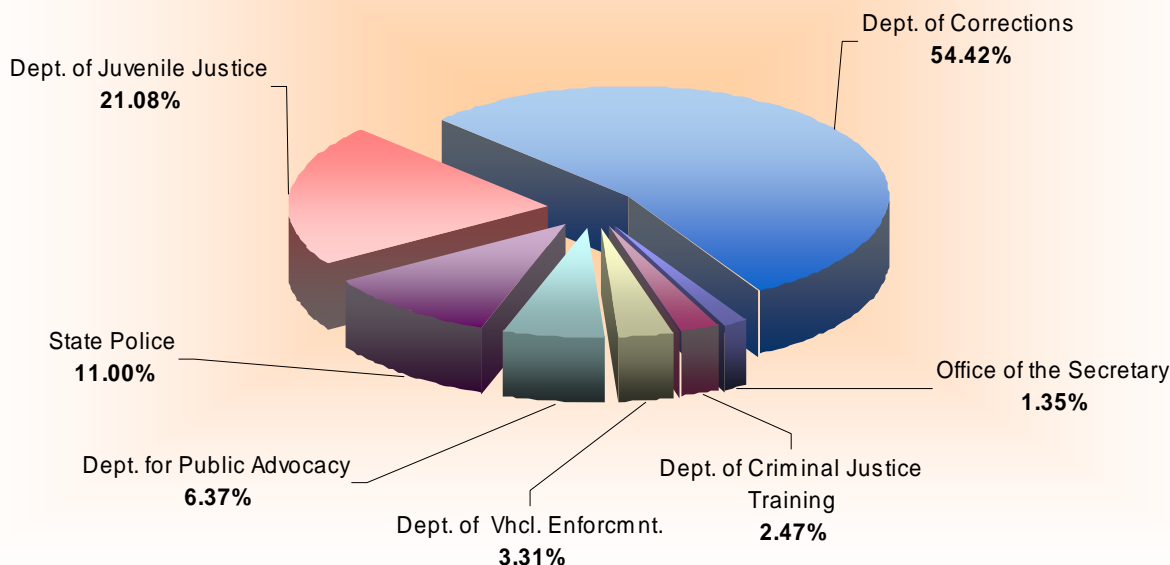
January 2007



The two second largest departments are the Department of Juvenile Justice and the KY State Police, which employ 21.08% and 11% respectively, of the cabinet's total workforce.

**Chart 2: Justice & Public Safety Cabinet:
Percentage of Employees in Each Department**

January 2007



b) Gender Representation

Overall, the Justice & Public Safety Cabinet employs 59.55% males and 40.45% females. Looking at the gender distribution of the Justice & Public Safety Cabinet, two departments have over 52.42% female and five have less than that. However, the two departments that exceeded the female hiring goal (52.42%) constitute only 7.72% of the total workforce of the Justice & Public Safety Cabinet. The Cabinet is 12% short of the female hiring goal. This shortage can be found in five departments as shown in chart 4b. The Department of Vehicle Enforcement is the lowest department that employs females.

Justice & Public Safety Cabinet			
Department	Female	Male	Total Employees
Dept. of KY Vehicle Enforcement	40	195	235
Dept. of Corrections	1,433	2,430	3,863
Dept. of Criminal Justice Training	67	108	175
Dept. of Juvenile Justice	616	880	1,496
State Police	383	398	781
Dept. for Public Advocacy	262	190	452
Office of the Secretary	70	26	96
Cabinet Total	2,871	4,227	7,098

Chart 3: Justice & Public Safety Cabinet: Gender Representation
January 2007

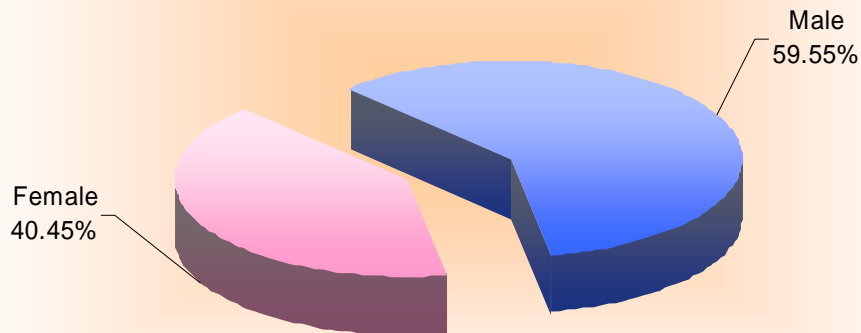


Chart 4a: Justice & Public Safety Cabinet: Gender Representation in Each Department
January 2007

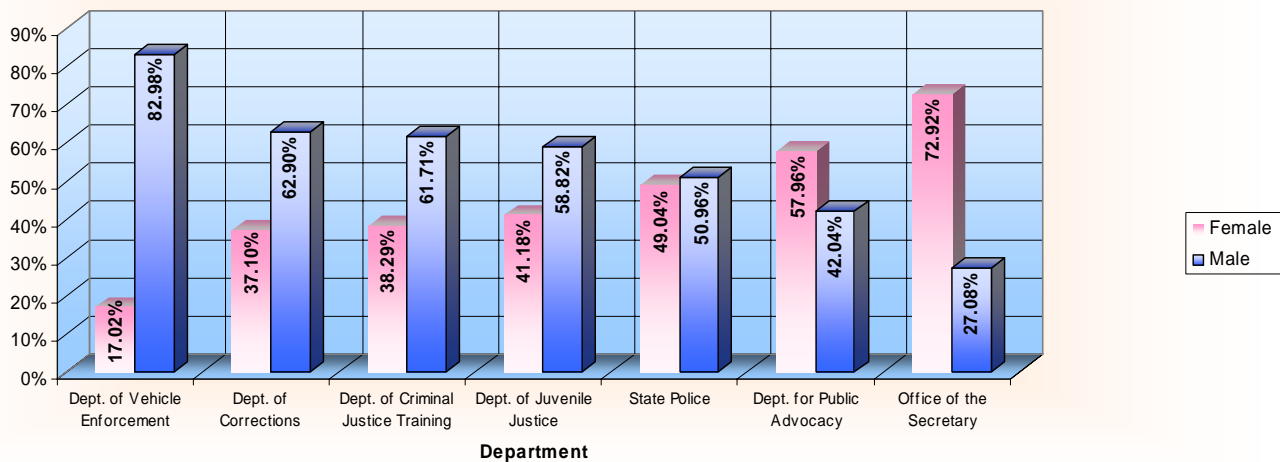
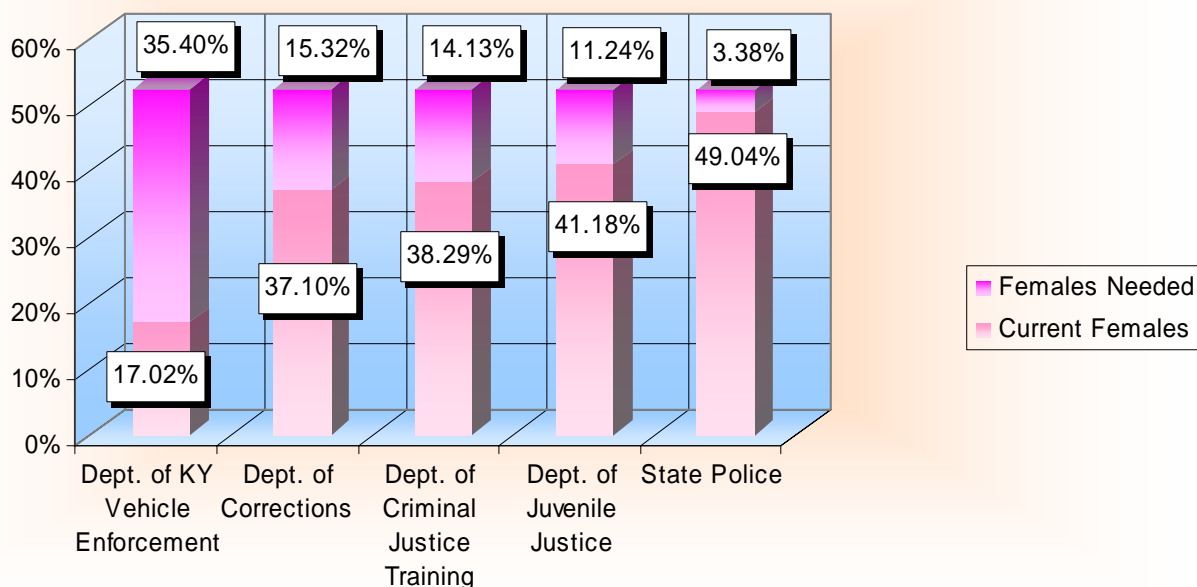


Chart 4b: Justice & Public Safety Cabinet: Percentage of Females Needed by Departments

January 2007



c) Ethnic Representation

The Justice & Public Safety Cabinet employs 8.73% minorities, in which 7.61% are African Americans (Only 1.12% represents American Indians, Asian Americans, Hispanics, and others). The cabinet is 1.27% short of the minority hiring goal.

Chart 5 illustrates the ethnic distribution in the entire Justice & Public Safety Cabinet. Chart 6 details that distribution in each department. Among all departments, Juvenile Justice has exceeded the minority hiring goal of 10%.

Justice & Public Safety Cabinet		Ethnicity					
Department	African American	American Indian	Asian American	Hispanic	Other	White	Total
Office of the Secretary	3	0	0	1	0	92	96
Dept. of KY Vehicle Enforcement	6	0	1	0	0	228	235
Dept. for Public Advocacy	21	1	3	4	0	423	452
KY State Police	15	2	1	1	0	762	781
Dept. of Juvenile Justice	235	3	4	6	8	1,240	1,496
Dept. of Criminal Justice Training	3	1	0	1	0	170	175
Dept. of Corrections	257	8	8	21	6	3,563	3,863
Cabinet Total	540	15	17	34	14	6,478	7,098

Chart 5: Justice & Public Safety Cabinet: Ethnic Representation

January 2007

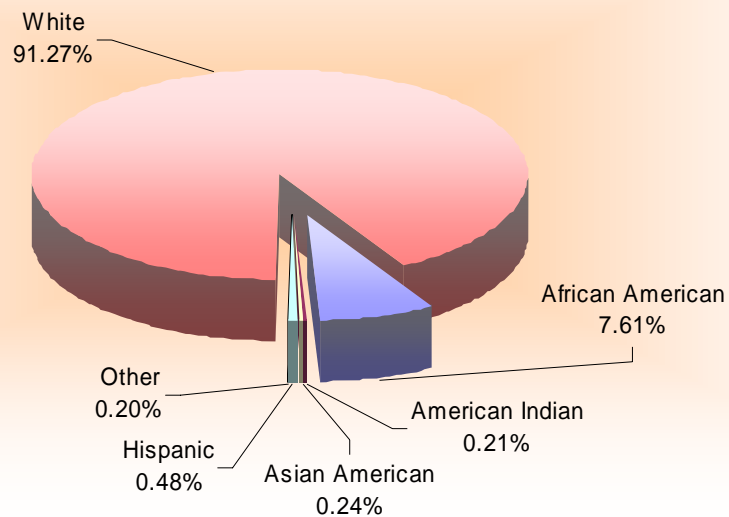
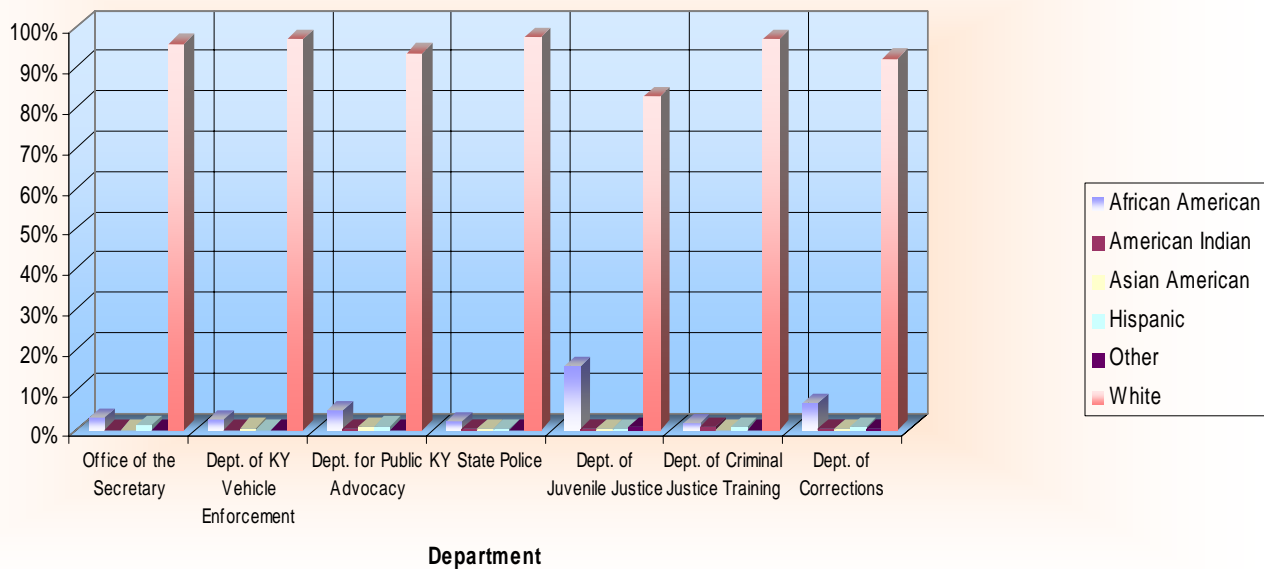


Chart 6: Justice & Public Safety Cabinet: Ethnic Representation in Each Department

January 2007



d) Average Salary

The average male salary is higher than the female by 12.11% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

Chart 7: Justice & Public Safety Cabinet: Avg. Salary by Gender

January 2007

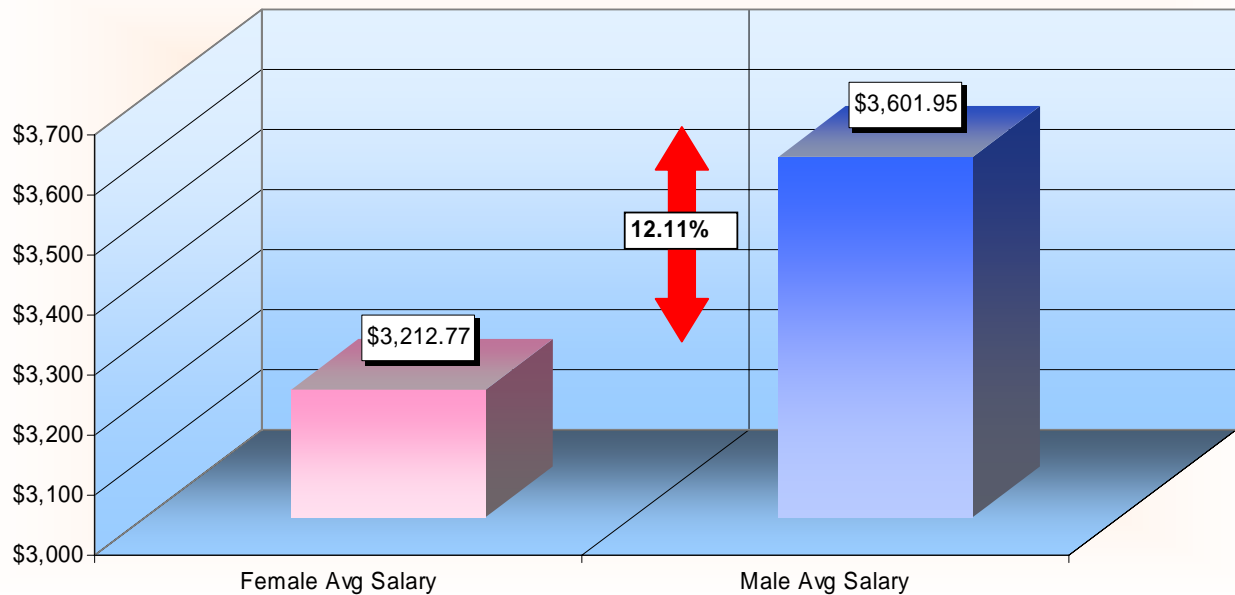
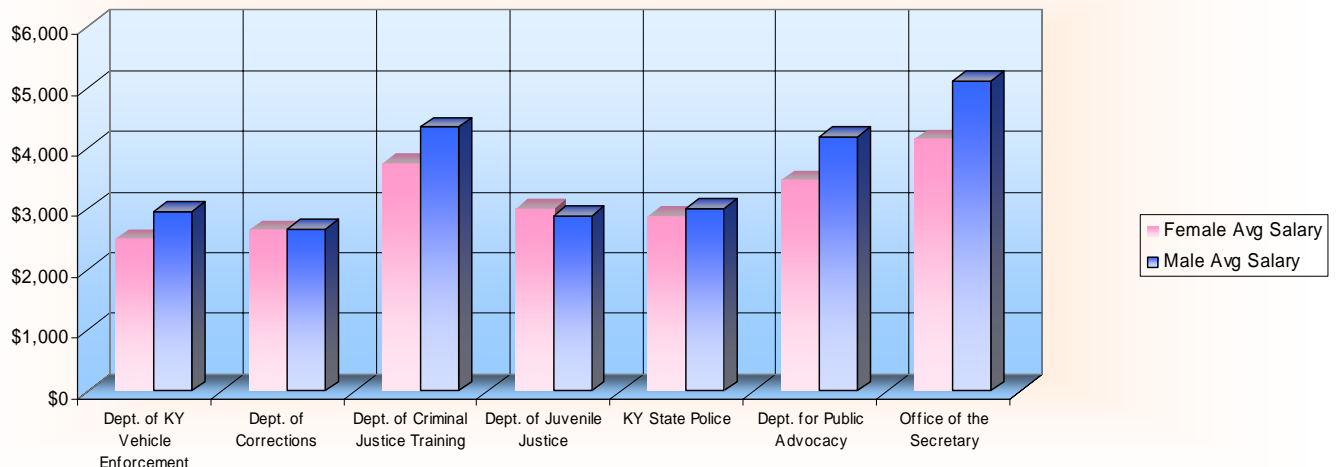


Chart 8: Justice & Public Safety Cabinet: Avg. Salary by Gender in Each Department

January 2007



In all departments (except the Department of Juvenile Justice), the average male salary is higher than the female. Since the Department of Corrections constitutes about 55% of the total workforce, the gender gap in

salaries is very minimal; it is only 0.45%. The department of Juvenile Justice is the second largest department in the cabinet (21%) and the average female salary is higher than the male by 4%.

Chart 9: Justice & Public Safety Cabinet: The Male Average Salary is Higher Than the Female by the Following Percentages

January 2007

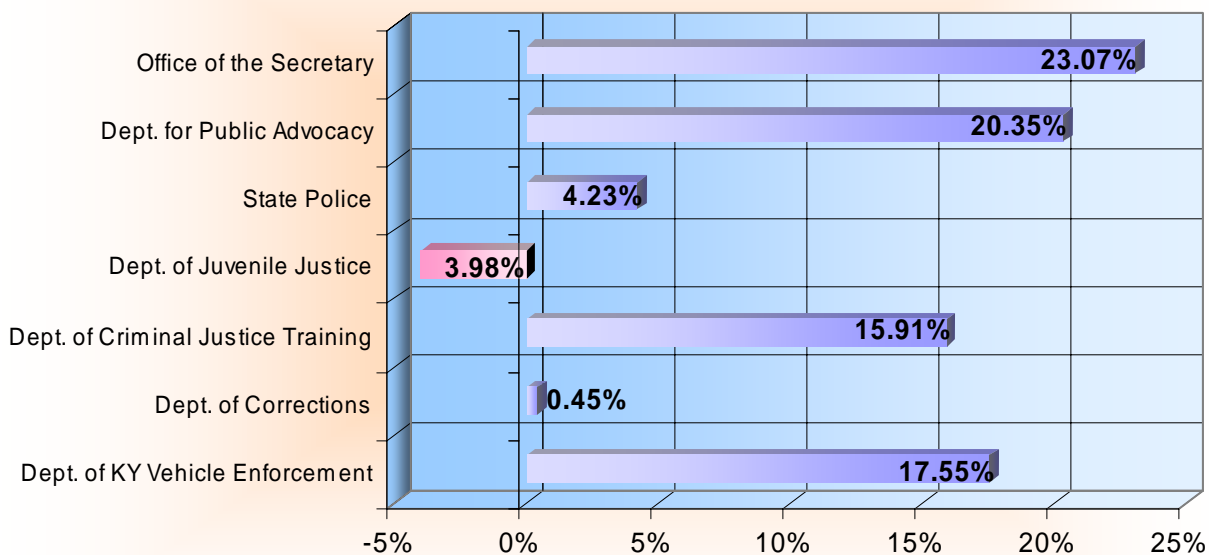
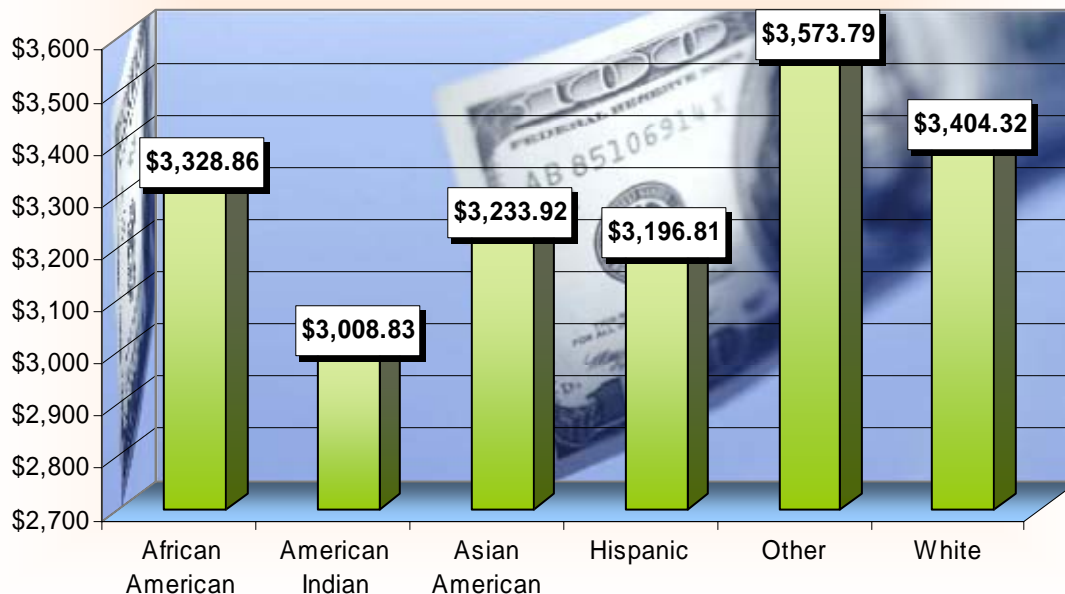


Chart 10: Justice & Public Safety Cabinet: The Average Salary of Racial/Ethnic Groups

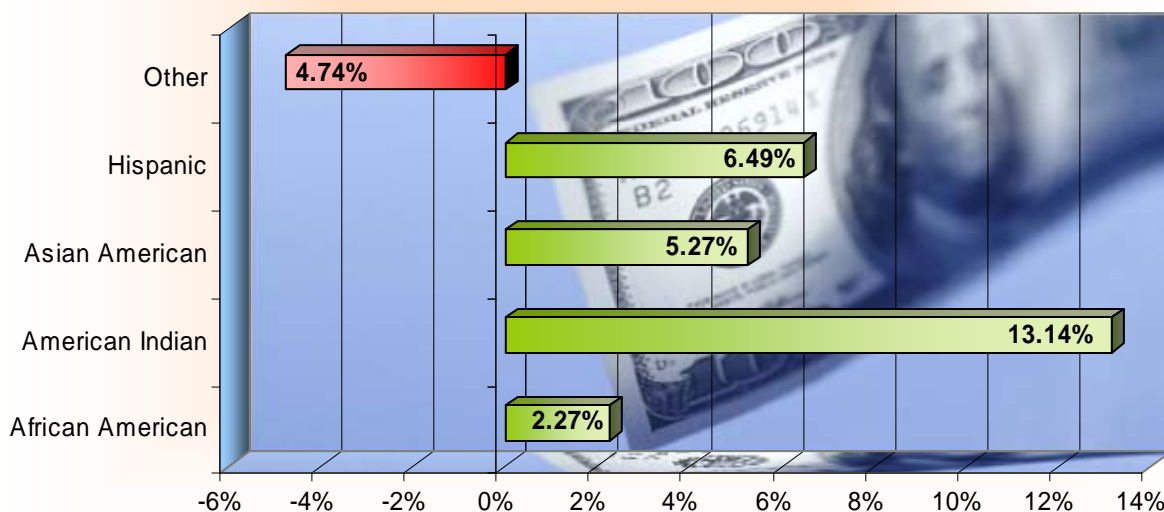
January 2007



The skewness of “Other” is similar to the previous cabinet.

Chart 11: Justice & Public Safety Cabinet: The Average White Salary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



IX. PERSONNEL CABINET

a) Cabinet Size: Number of Employees

The Personnel Cabinet is among small-size cabinets in the Commonwealth. It employs 212 full-time employees in 3 different departments, the Department for Personnel Administration, Office of the Secretary, and Department for Employee Insurance. Charts 1 and 2 illustrate the size of the Personnel Cabinet.

Chart 1: Personnel Cabinet: Number of Employees

January 2007

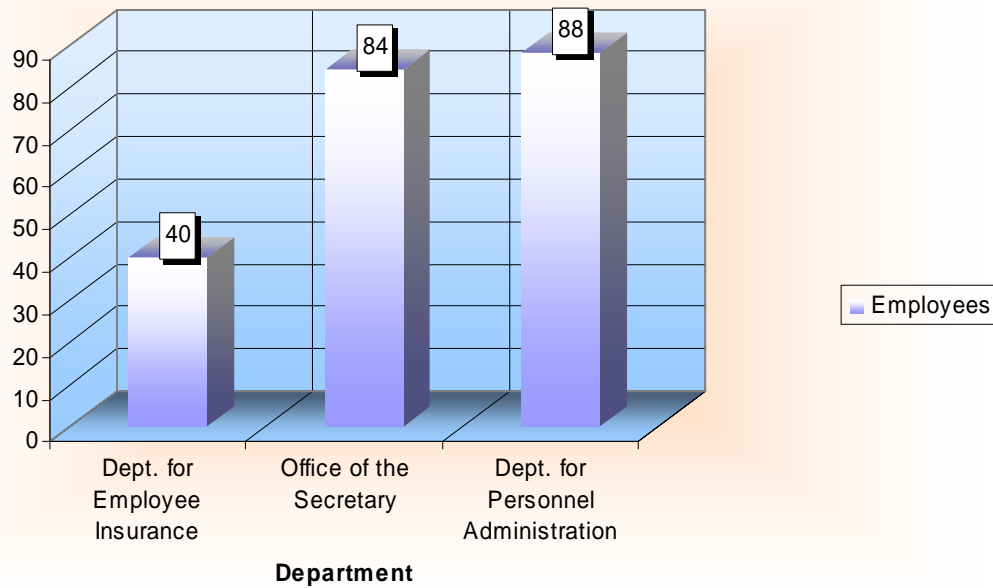
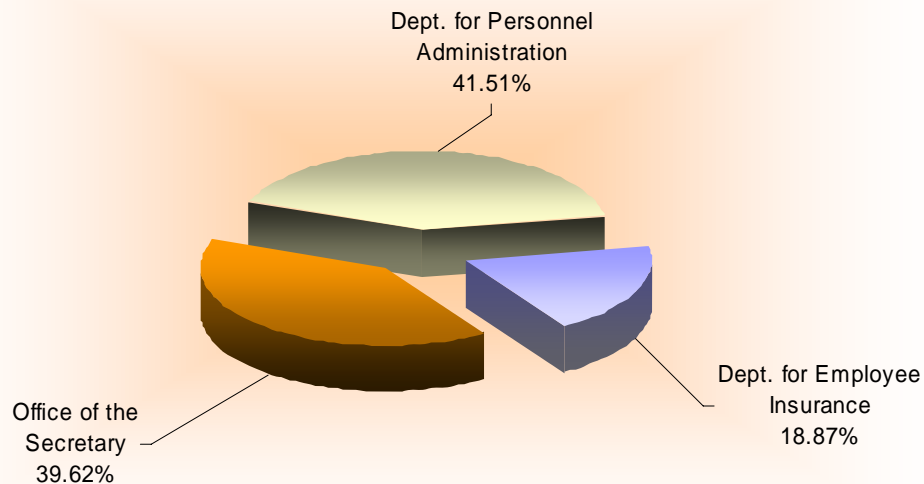


Chart 2: Personnel Cabinet: Percentage of Employees

January 2007



b) Gender Representation

Overall, the Personnel Cabinet has 77 % females and 23% males. Therefore, it has surpassed the female hiring goal of 52.42% by 24.58%. Looking at the gender distribution of the Personnel Cabinet, all departments have over 52.42% females.

Personnel Cabinet			
Department	Female	Male	Total Employees
Dept. for Personnel Administration	65	23	88
Office of the Secretary	64	20	84
Dept. for Employee Insurance	34	6	40
Cabinet Total	163	49	212

Chart 3: Personnel Cabinet: Gender representation

January 2007

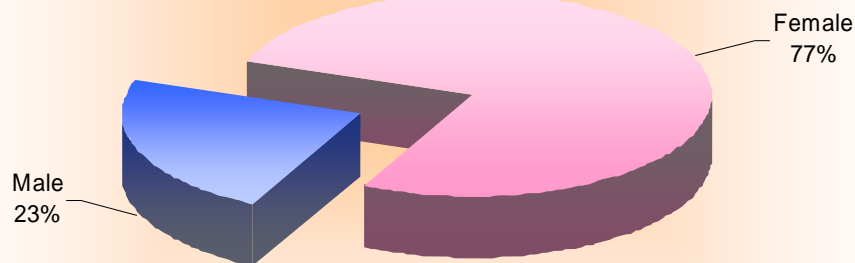
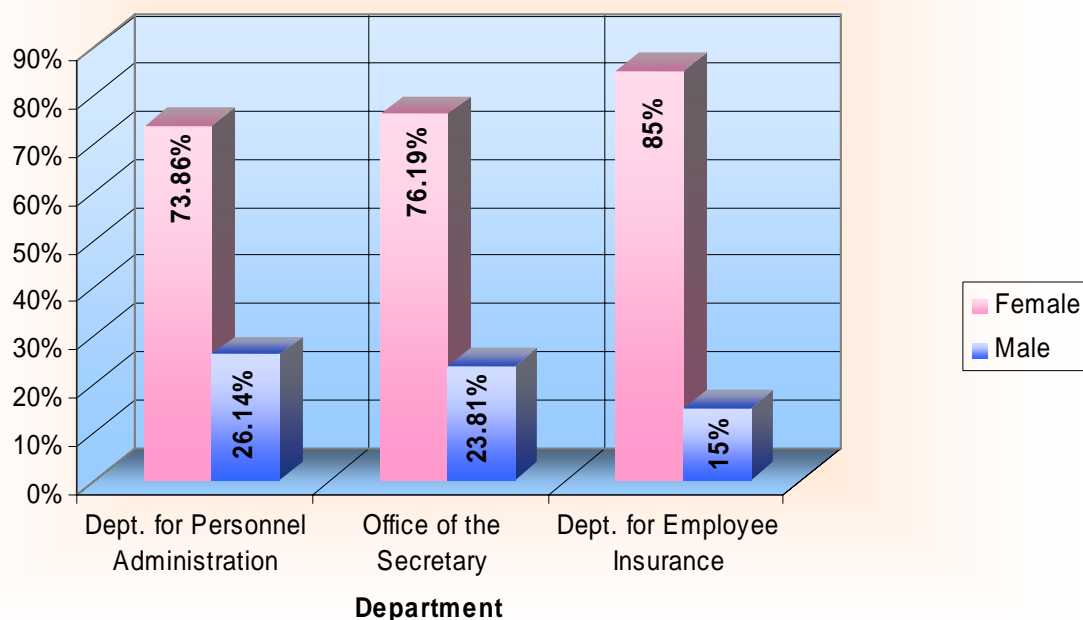


Chart 4: Personnel Cabinet: Gender Representation by Department
January 2007



c) Ethnic Representation

The Personnel Cabinet employs 10.9% of all minorities in which 10.4% are African Americans (only 0.5% “Others”). The cabinet has surpassed the minority hiring goal by 0.4%.

Chart 5 illustrates the ethnic distribution in the entire Personnel Cabinet. Chart 6 details that distribution in each department. Among the three departments, two have reached or exceeded the minority hiring goal of 10%, the Office of the Secretary (15.48%) and the Department for Employee Insurance (10%).

Personnel Cabinet	Ethnicity						Total
	African American	American Indian	Asian American	Hispanic	Other	White	
Department							
Office of the Secretary	13	0	0	0	0	71	84
Dept. for Personnel Administration	6	0	0	0	0	82	88
Dept. for Employee Insurance	3	0	0	0	1	36	40
Cabinet Total	22	0	0	0	1	189	212

Chart 5: Personnel Cabinet: Ethnic Representation

January 2007

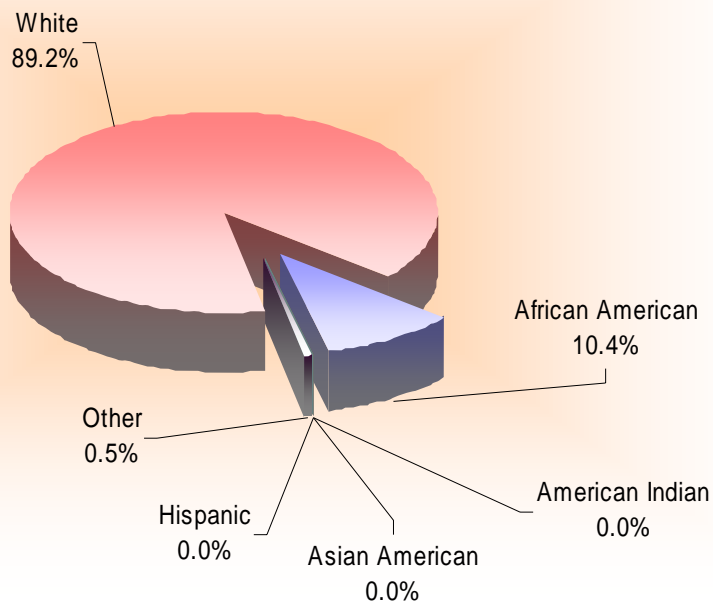
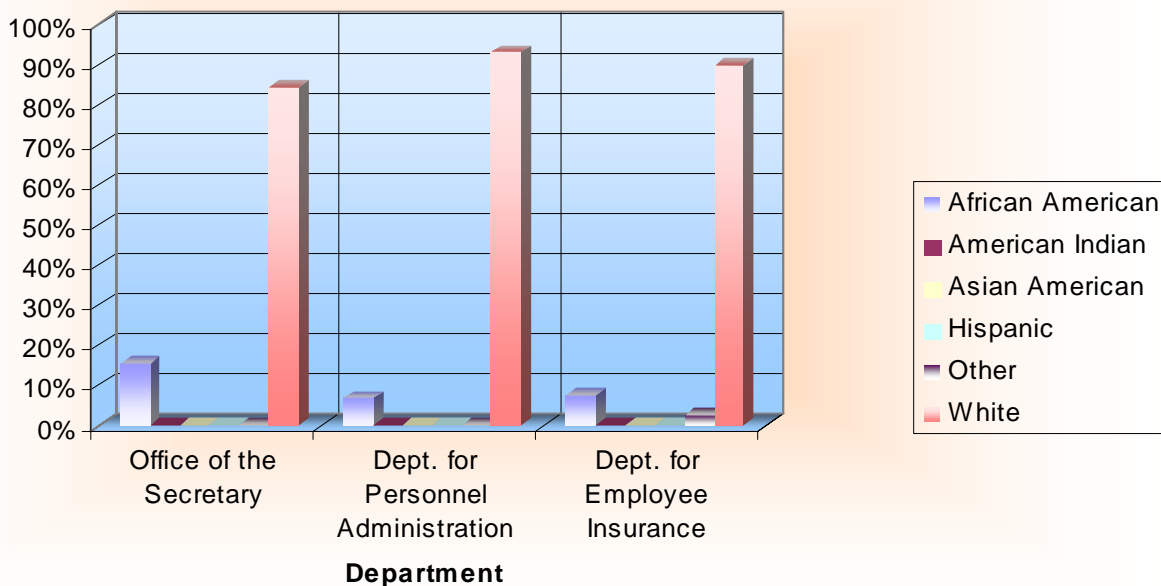


Chart 6: Personnel Cabinet: Ethnic Representation by Department

January 2007



d) Average Salary

The average male salary is higher than the female by 11.86% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

In two departments, the average male salary is higher than the female; Office of the Secretary and Department of Employee Insurance. In the Department for Personnel Administration, the female average salary is higher than the male by 5.46%; however, females makeup 74% of the department.

Chart 7: Personnel Cabinet: Avg. Salary by Gender

January 2007

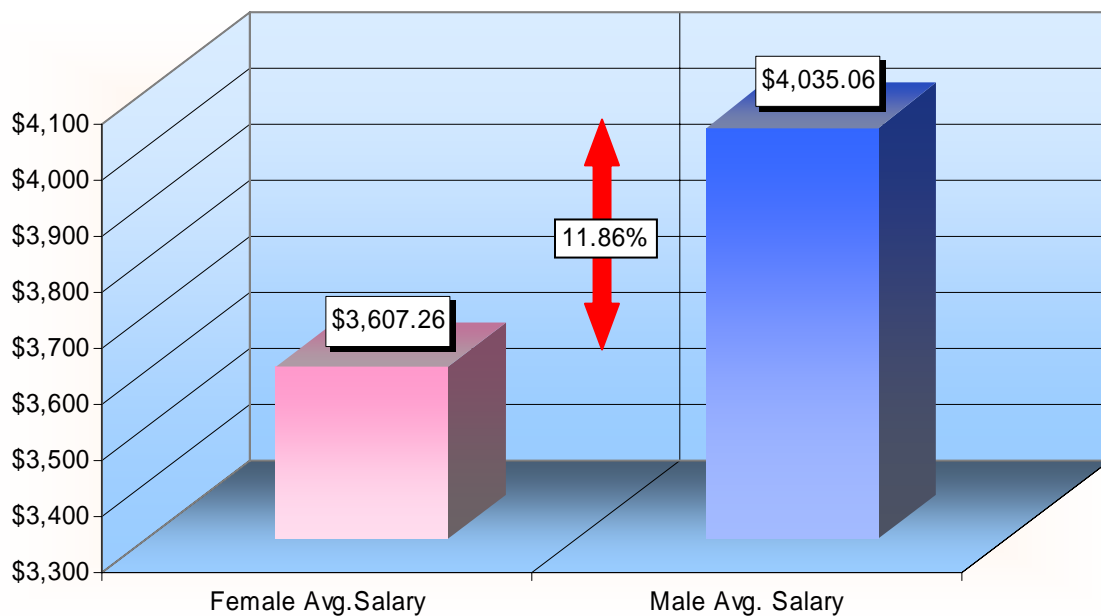


Chart 8: Personnel Cabinet: Avg. Salary by Gender in Each Department
January 2007

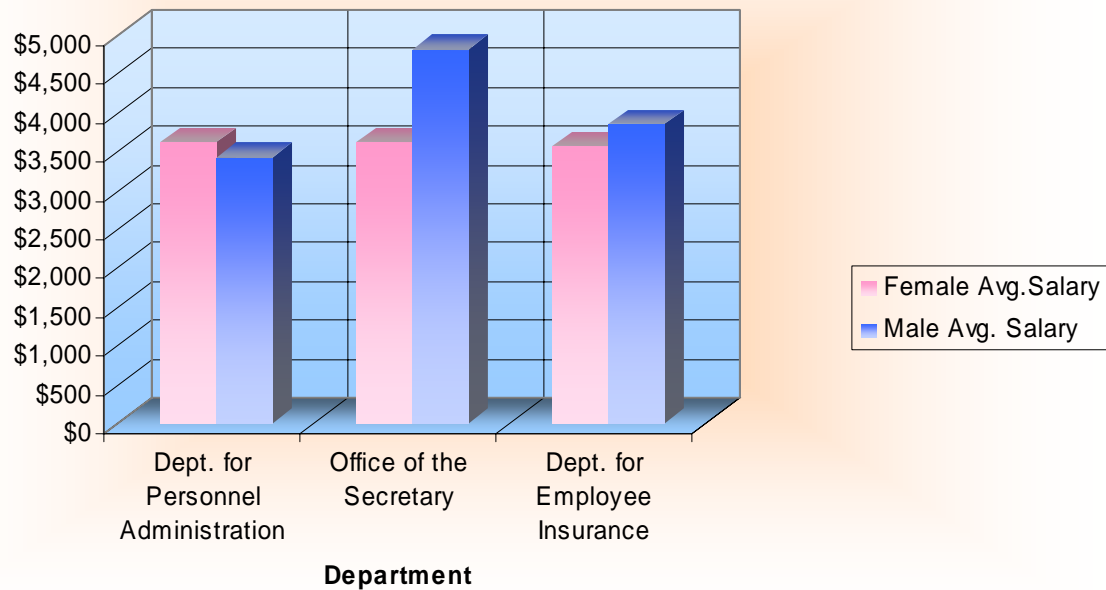


Chart 9: Personnel Cabinet: The male average salary is Higher than the Female by the Following Percentages
January 2007

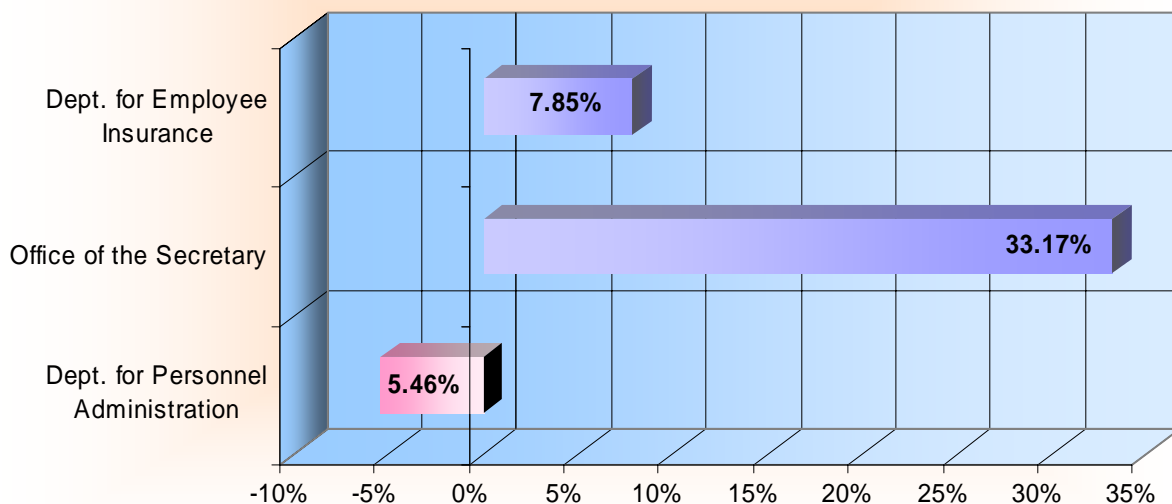
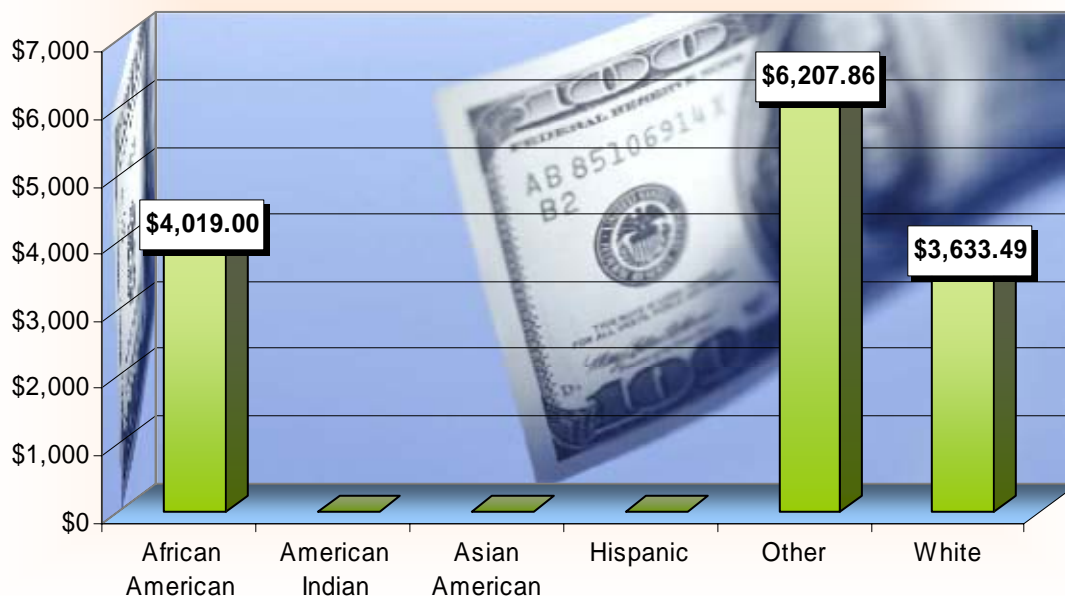


Chart 10: Personnel Cabinet: The Average Salary of Racial/Ethnic Groups
January 2007



Ethnic distribution should explain this chart as there is only one “Other” employee, 22 African American, and 189 White.

X. TRANSPORTATION CABINET

a) Cabinet Size: Number of Employees

The Transportation Cabinet is the second largest cabinet in the Commonwealth. It employs 4,726 full-time employees in 10 different departments. The Department of Highways is by far the largest department. It constitutes about 86.63% of the total workforce of the cabinet. Charts 1 and 2 illustrate the size of the Transportation Cabinet.

Chart 1: Transportation Cabinet: Number of Employees by Department

January 2007

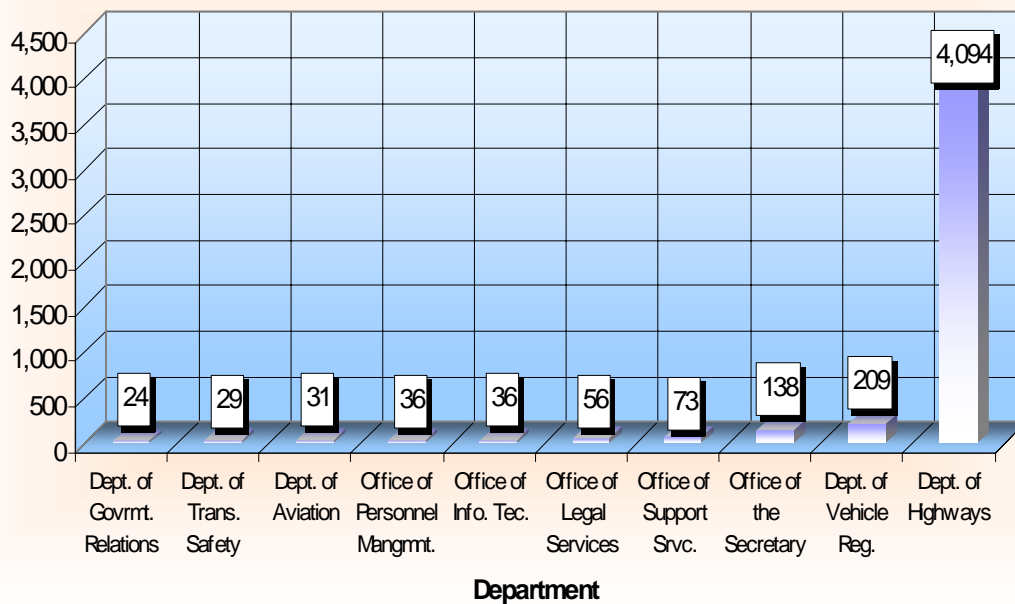
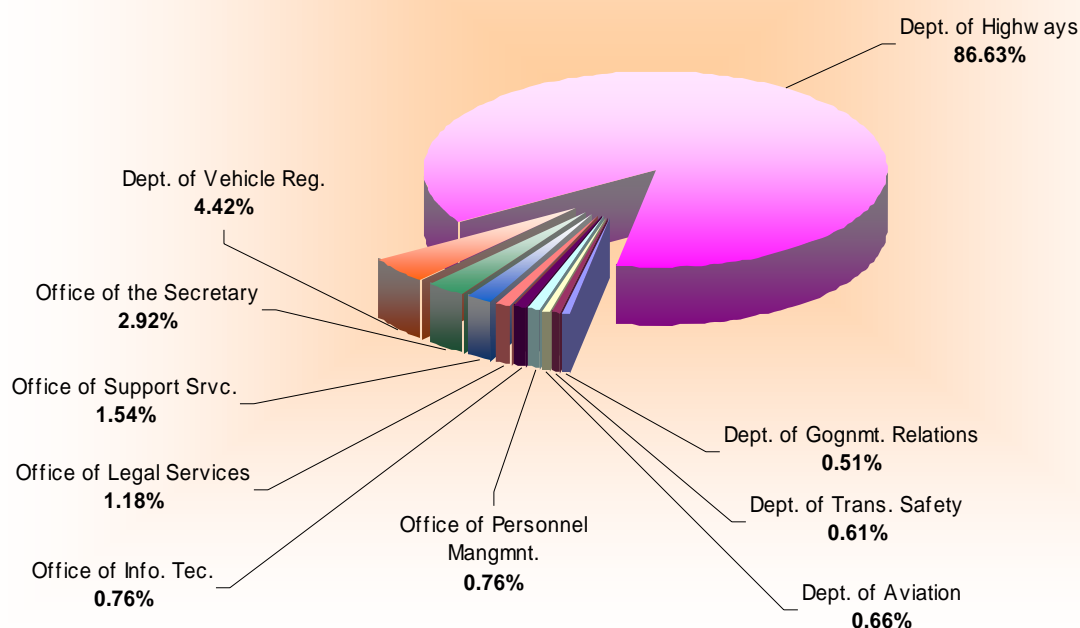


Chart 2: Transportation Cabinet: Percentage of Employees by Department
January 2007



b) Gender Representation

Overall, the Transportation Cabinet has 80.28% male and 19.72% female employment. Therefore, it is the lowest employer of females in state government. Looking at the gender distribution of the Transportation Cabinet, five departments have over 52.42% females and five have less than that. However, the five departments that exceeded the female hiring goal (52.42%) constitute only 9.79% of the total workforce of the Transportation Cabinet. Therefore, the Cabinet is 32.7% short of the female hiring goal. This shortage can be found in five departments as shown in chart 4. However, the four departments (Dept. of Aviation, Office of Support Services, Office of Information Technology, and Dept. of Trans. Safety) make up only 3.57% of the total workforce. The Department of Highways remains the only department in state government where the percentage of the female employees is the lowest.

Transportation Cabinet			
Department	Female	Male	Total Employees
Dept. of Highways	582	3,512	4,094
Dept. of Aviation	7	24	31
Office of Support Srvs.	17	56	73
Office of Info. Tec.	10	26	36
Dept. of Trans. Safety	13	16	29
Dept. of Gognmt. Relations	14	10	24
Office of the Secretary	83	55	138
Office of Legal Services	36	20	56
Office of Personnel Mangmnt.	24	12	36
Dept. of Vehicle Reg.	146	63	209
Cabinet Total	932	3,794	4,726

Chart 3a: Transportation Cabinet: Gender Representation

January 2007

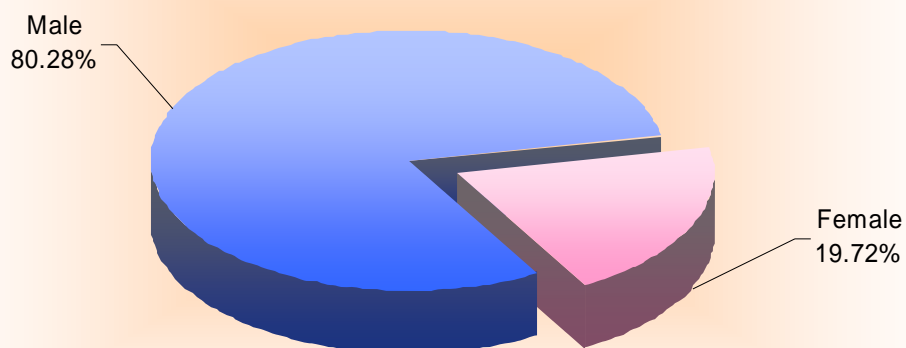


Chart 3b: Transportation Cabinet: Gender Representation in Each Department

January 2007

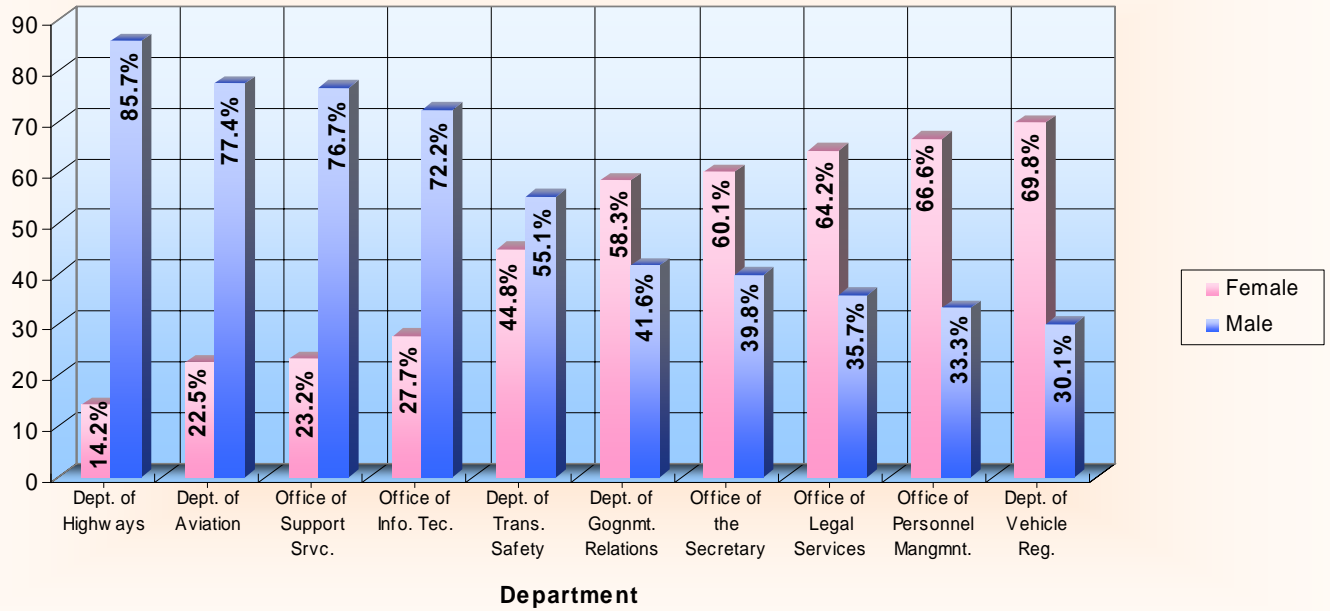
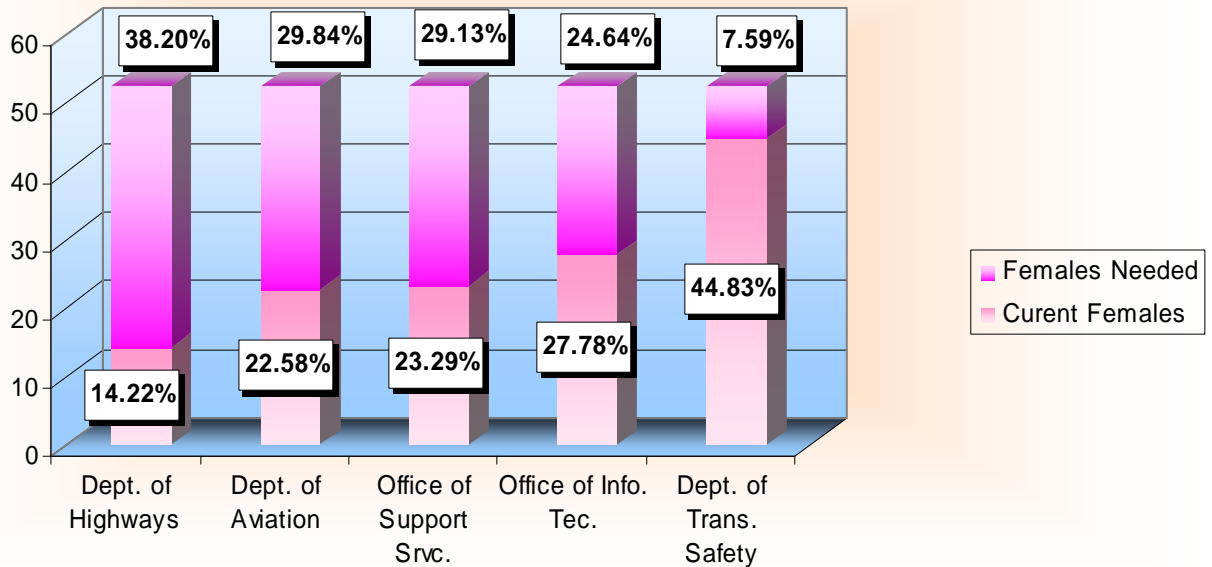


Chart 4: Transportation Cabinet: Departments Short of Female Representation

January 2007



c) Ethnic Representation

The Transportation Cabinet employs 7.41% minorities; in which 6.64% are African Americans (Only 0.77% represents American Indians, Asian Americans, Hispanics, and others). The cabinet is 2.59% short of the minority hiring goal.

Chart 5 illustrates the ethnic distribution in the entire Transportation Cabinet. Chart 6 details that distribution in each department. Among all departments, the Office of the Secretary, Department of Government Relations, Office of Personnel Management, and Department of Vehicle Regulation have exceeded the minority hiring goal of 10%.

Transportation Cabinet	Ethnicity						
Department	African American	American Indian	Asian American	Hispanic	Other	White	Total
Office of the Secretary	32	0	2	0	2	102	138
Office of Legal Services	4	0	0	1	0	51	56
Office of Support Services	4	0	0	0	0	69	73
Dept. of Aviation	1	0	0	0	0	30	31
Office of Personnel Mangmnt.	4	0	0	0	0	32	36
Office of Info. Technology	3	0	0	0	2	31	36
Dept. of Transportation Safety	2	0	0	0	0	27	29
Dept. of Highways	232	2	9	6	8	3,837	4,094
Dept. of Gognmt. Relations	5	0	0	1	0	18	24
Dept. of Vehicle Regulation	27	0	2	0	1	179	209
Cabinet Total	314	2	13	8	13	4,376	4,726

Chart 5: Transportation Cabinet: Ethnic Representation

January 2007

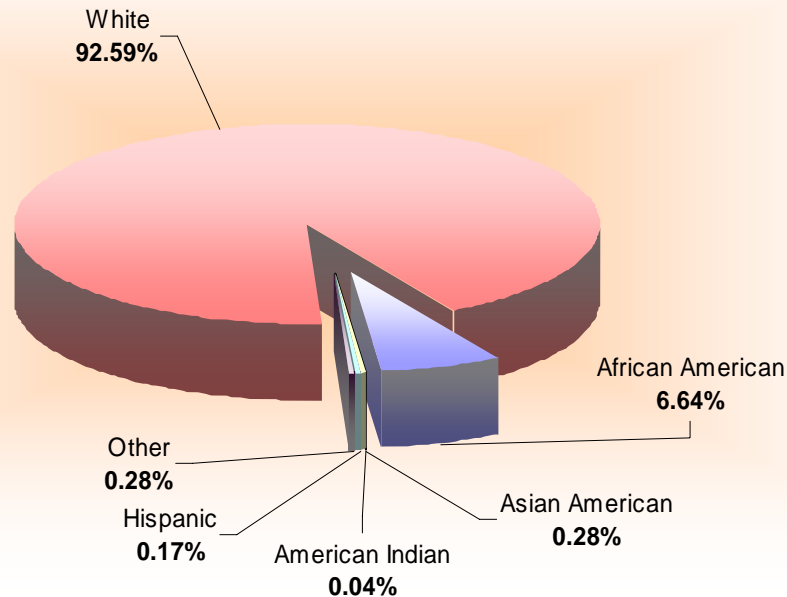
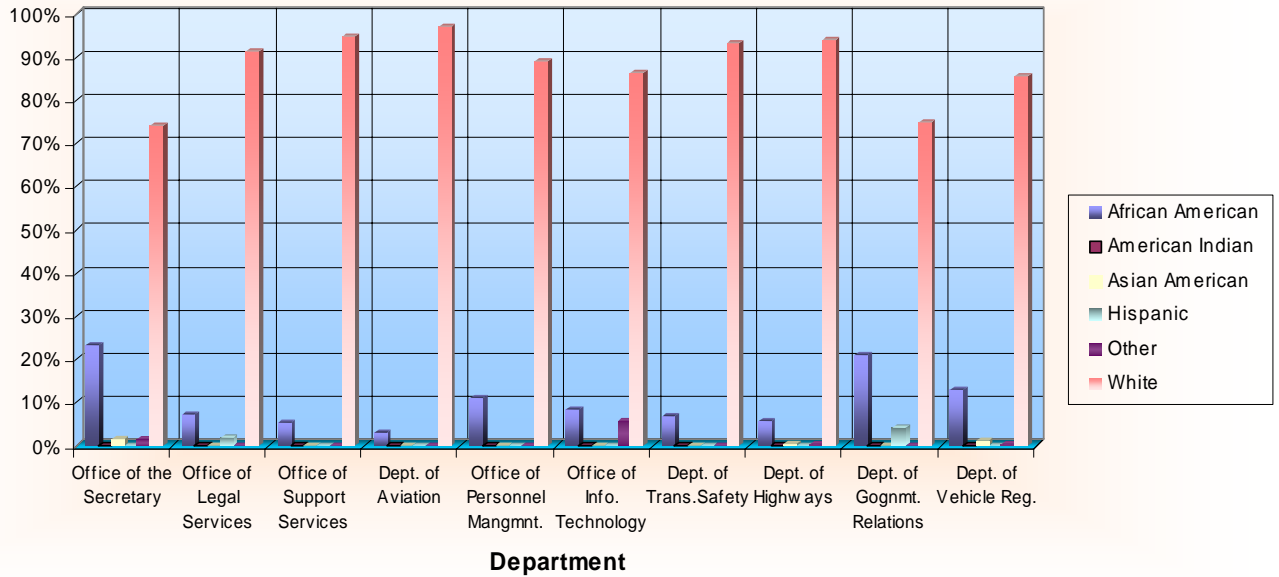


Chart 6: Transportation Cabinet: Ethnic Representation by Department

January 2007



d) Average Salary

The average male salary is higher than the female by 5.91% as chart 7 shows. Chart 8 makes a comparison on the average salary in each department based on gender.

Chart 7: Transportation Cabinet: Comparison of Male and Female Average Salaries

January 2007

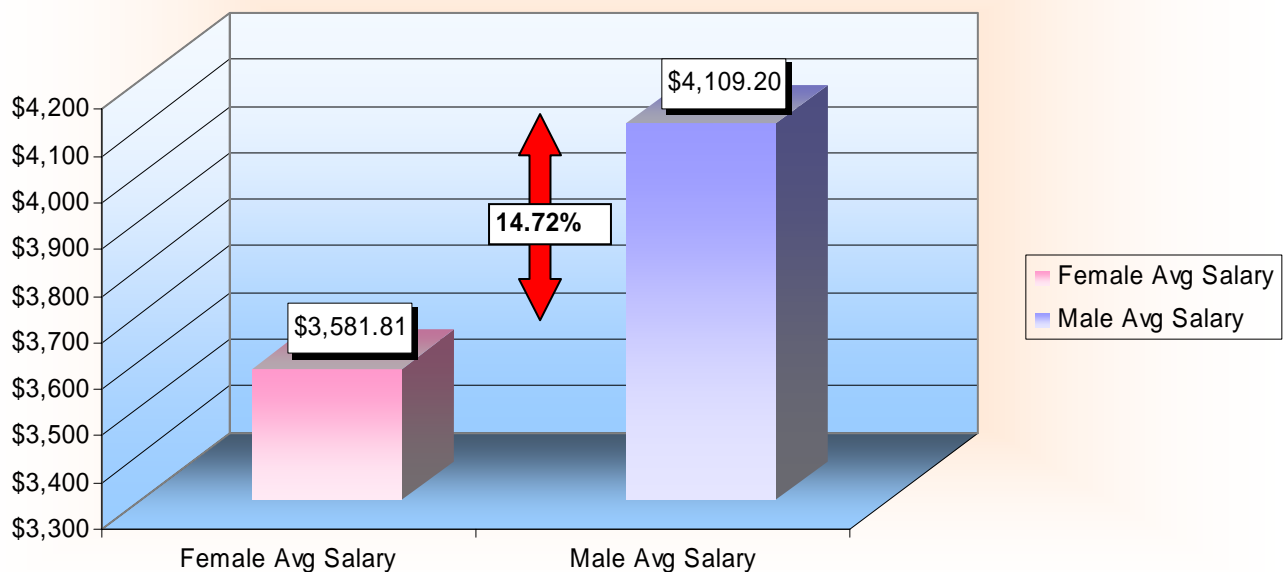
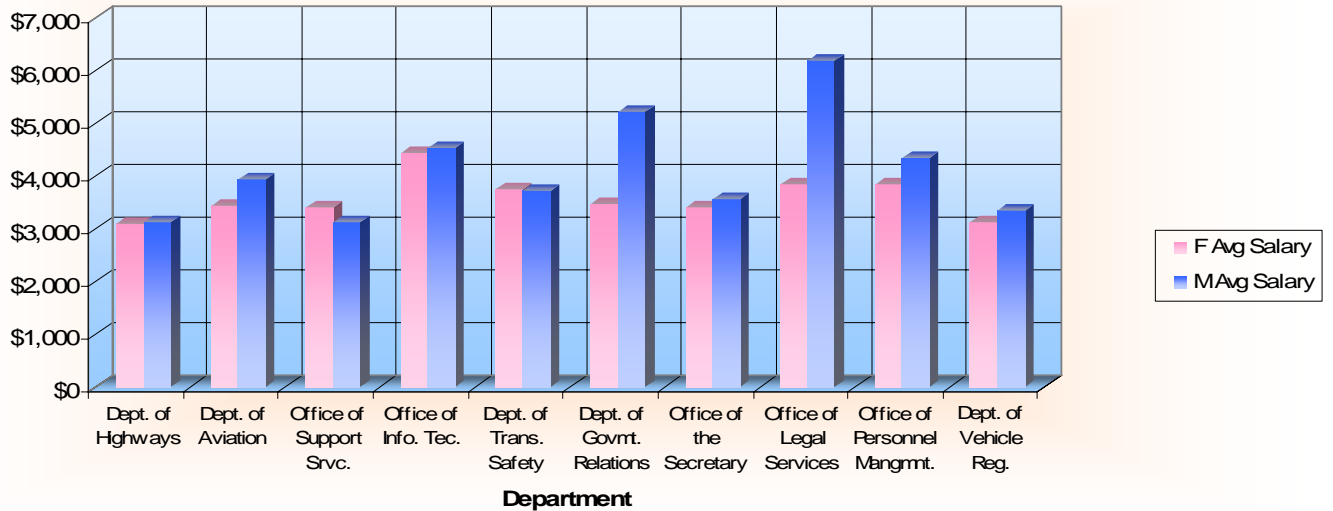


Chart 8: Transportation Cabinet: Avg, Salary by Gender

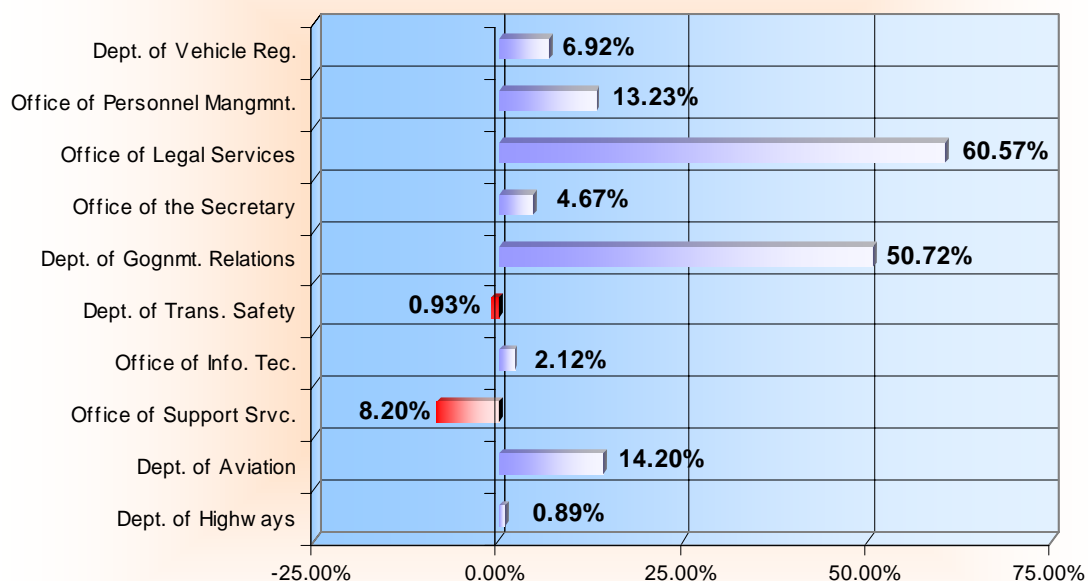
January 2007



In two departments, the gender gap in the average salaries is significant, Office of Legal Services and Department of Government Relations, 60.57% and 50.72%, respectively. The average male salary in the Office of Legal Services is 60.57% higher than the female and 50.72% higher in the Department of Government Relations.

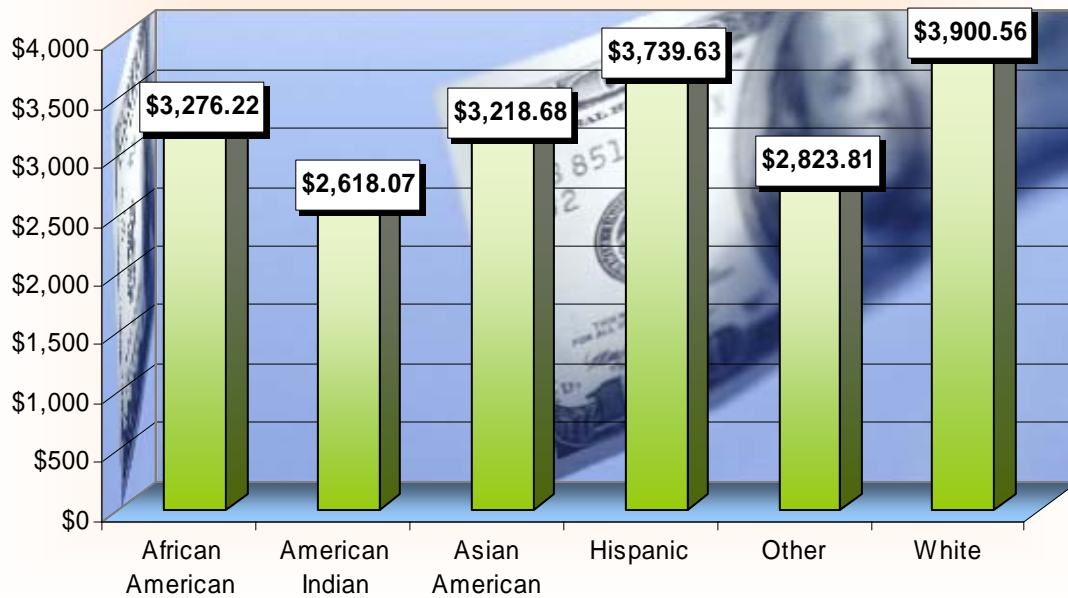
Chart 9: Transportation Cabinet: The male average salary is Higher than the Female by the Following Percentages

January 2007



Interestingly, although the Office of Support Services constitutes only 1.54% of the total workforce of the Transportation Cabinet (73 employees) and has 23.2% females and 76.7% males, the average female salary is 8.20% higher than the male.

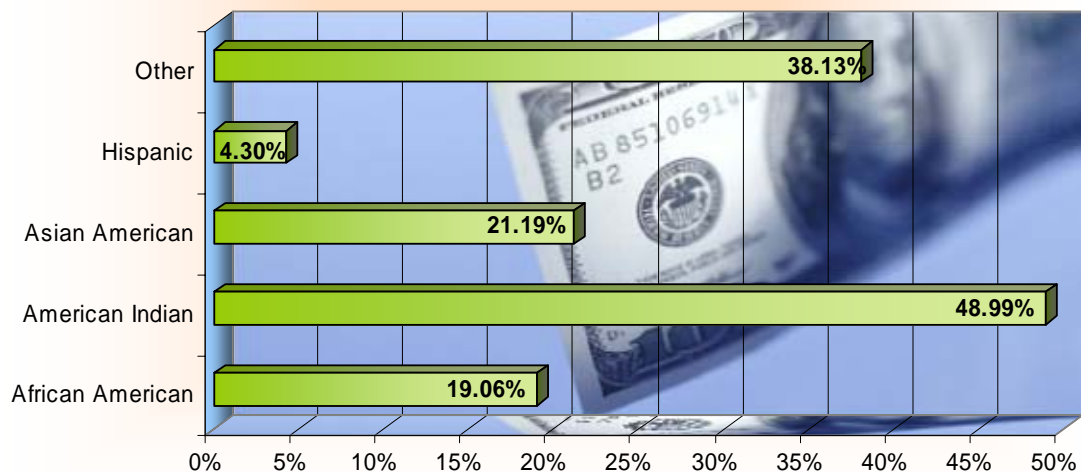
Chart 10: Transportation Cabinet: The Average Salary of Racial/Ethnic Groups
January 2007



The Hispanic gap appears to be the smallest (4.30% less than White average salary) because there are only 8 employees (out of 4,376 White employees) and one employee makes an average monthly salary of \$6,416.68. The American Indian gap is the largest as there are only two employees with an average monthly salary of \$2,618.07.

Chart 11: Transportation Cabinet: The Average White Slary is Higher Than the Average Salary of Racial/Ethnic Groups by the Following Percentages:

January 2007



XI. Quick Facts: The 10 Largest...**1. The Largest Departments:**

Cabinet	Department	# of Employees
1- Health & Family Service	Dept. for Community Based Services	4578
2- Transportation	Dept. of Highways	4094
3- Justice & Public Safety	Dept. of Corrections	3863
4- Justice & Public Safety	Dept. of Juvenile Justice	1496
5- Education	Dept. for Workforce Investment	1256
6- Commerce	Dept. of Parks	1211
7- Health & Family Service	Dept. Mental Health & Mental Retardation	1187
8- Finance	Dept. of Revenue	883
9- Environment & Public Protection	Dept. for Natural Resources	848
10- Justice & Public Safety	KY State Police	781

2. The Largest Female Employers:

Cabinet	Department	Female Employees
Health & Family Services	Dept. for Community Based Services	3,947
Justice & Public Safety	Dept. of Corrections	1,433
Education	Department for Workforce Investment	877
Health & Family Services	Dept. Mental Health & Mental Retardation	839
General Government	Dept. of Veterans Affairs	617
Justice & Public Safety	Dept. of Juvenile Justice	616
Commerce	KY Dept. of Parks	583
Transportation	Dept. of Highways	582
Finance	Dept. of Revenue	549
Justice & Public Safety	KY State Police	383

3. The Largest Female Average Salary:

Cabinet	Department	# of Female Employees	Female Avg. Salary
1- General Government	Board of Pharmacy	3	\$5,068.59
2- Economic Development	Dept. of Com. & Innovation	1	\$4,636.18
3- General Government	Office of State Budget Director	20	\$4,605.98
4- Health & Family Services	Dept. for Human Support Services	13	\$4,565.22
5- Health & Family Services	Gov. Office of Wellness and Physical Activity	3	\$4,477.98
6- Transportation	Office of Info. Tec.	10	\$4,430.84
7- General Government	KY Infrastructure Authority	7	\$4,333.24
8- Finance	Office of the Controller	63	\$4,320.21
9- Economic Development	Dept. Of Financial Incentives	15	\$4,319.70
10- Education	Education Professional Standards Board	26	\$4,253.98

4. The Largest Male Employers:

Cabinet	Department	Male Employees
1- Transportation	Dept. of Highways	3,512
2- Justice & Public Safety	Dept. of Corrections	2,430
3- Justice & Public Safety	Dept. of Juvenile Justice	880
4- Health & Family Services	Dept. for Community Based Services	631
5- Commerce	Dept. of Parks	628
6- Environment & Public Protection	Dept. for Natural Resources	608
7- Environment & Public Protection	Dept. for Enviro. Protection	445
8- Environment & Public Protection	Dept. for Public Protection	439
9- Commerce	Fish& Wildlife Resources	414
10- Justice & Public Safety	State Police	398

5. The Largest Male Average Salary:

Cabinet	Department	Male Employees	Male Avg. Salary
1- Environment & Public Protection	Mine Safety Review Com.	1	\$6,705.78
2- General Government	Board of Pharmacy	5	\$6,512.40
3- Transportation	Office of Legal Services	20	\$6,183.08
4- General Government	Office of State Budget Director	16	\$6,160.28
5- Economic Development	Dept. For New Bus. Devlp.	2	\$5,997.61
6- Environment & Public Protection	Occup. Sfty. & Hlth Review Com.	1	\$5,892.56
7- General Government	Governor's Office of Energy Policy	7	\$5,720.37
8- Health & Family Services	Office of Health Policy	2	\$5,406.75
9- General Government	Board of Nursing	5	\$5,363.16
10- Economic Development	Dept. for Existing Bus. Devlp.	14	\$5,253.14

6. The Largest African American Employers:

Cabinet	Department	African American
1- Health & Family Services	Dept. for Community Based Services	546
2- Health & Family Services	Dept. for Mental Health & Mental Retardation	271
3- Justice & Public Safety	Dept. of Corrections	257
4- Justice & Public Safety	Dept. of Juvenile Justice	235
5- Transportation	Dept. of Highways	232
6- Education	Department for Workforce Investment	86
7- Commerce	KY State Fair Board	62
8- Education	Department of Education	58
9- Health & Family Services	Dept. for Disability Determination Services	46
10- Finance	Dept. of Revenue	44

7. The Largest African American Average Salary:

Cabinet	Department	African American	AF AM Avg. Salary
1- General Government	Attorney General	16	\$4,896.26
2- Finance	Office of the Controller	9	\$4,858.00
3- General Government	State Treasurer	2	\$4,749.72
4- Transportation	Office of Info. Technology	3	\$4,709.95
5- Economic Development	Dept. for Existing Business Development	3	\$4,667.41
6- General Government	Governor's Office of Energy Policy	1	\$4,664.40
7- Education	Education Professional Standards Board	5	\$4,590.45
8- Personnel	Office of the Secretary	13	\$4,371.73
9- Justice & Public Safety	Office of the Secretary	3	\$4,345.58
10- General Government	Real Estate Commission	3	\$4,286.58

8. The Largest American Indian Employers:

Cabinet	Department	American Indian
1- Justice & Public Safety	Dept. of Corrections	8
2- Health & Family Services	Dept. for Community Based Services	5
3- Health & Family Services	Dept. for Mental Health & Mental Retardation	5
4- Education	Department for Workforce Investment	3
5- Justice & Public Safety	Dept. of Juvenile Justice	3
6- Finance	Office of Technology	2
7- Environment & Public Safety	Dept. for Natural Resources	2
8- Commerce	KY Fish & Wildlife Resources	2
9- Environment & Public Safety	Dept. for Environmental Protection	2
10- Justice & Public Safety	KY State Police	2

9. The Largest American Indian Average Salary:

Cabinet	Department	AM IN Employees	AM IN Avg. Salary
General Government	Office of State Budget Director	1	\$6,929.02
Finance	Office of Technology	2	\$4,611.25
Health & Family Services	Dept. for Aging & Independent Living	1	\$4,593.64
Education	Department of Education	1	\$4,205.20
Justice & Public Safety	Dept. for Public Advocacy	1	\$4,047.00
Health & Family Services	Dept. for Public Health	1	\$3,813.94
Justice & Public Safety	Dept. of Criminal Justice Training	1	\$3,772.29
Commerce	KY Department of Parks	1	\$3,420.72
Environment & Public Safety	Dept. for Environmental Protection	2	\$3,394.76
Environment & Public Safety	Office of the Secretary	1	\$3,247.02

10. The Largest Asian American Employers:

Cabinet	Department	Asian American
Environment & Public Safety	Dept. for Environmental Protection	22
Health & Family Services	Dept. for Mental Health & Mental Retardation	13
Finance	Office of Technology	11
Health & Family Services	Dept. for Community Based Services	11
Transportation	Dept. of Highways	9
Justice & Public Safety	Dept. of Corrections	8
Education	Department for Workforce Investment	5
Justice & Public Safety	Dept. of Juvenile Justice	4
Justice & Public Safety	Dept. for Public Advocacy	3
Finance	Dept. of Revenue	3
Health & Family Services	Office of the Secretary	3

11. The Largest Asian American Average Salary:

Cabinet	Department	Asian American	AS AM Avg. Salary
General Government	Dept. of Veterans Affairs	1	\$13,759.04
Environment & Public Safety	Dept. for Public Protection	1	\$5,972.96
General Government	Dept. of Agriculture	1	\$5,159.12
Economic Development	Office of the Secretary	2	\$5,064.93
Justice & Public Safety	Dept. of Corrections	8	\$4,153.51
Health & Family Services	Office of the Secretary	3	\$3,991.07
Education	Department of Education	1	\$3,972.34
Justice & Public Safety	Dept. for Public Advocacy	3	\$3,859.55
Justice & Public Safety	Dept. of Juvenile Justice	4	\$3,839.63
Environment & Public Safety	Dept. for Environmental Protection	22	\$3,758.41

12. The Largest Hispanic Employers:

Cabinet	Department	Hispanic
Justice & Public Safety	Dept. of Corrections	21
Health & Family Services	Dept. for Community Based Services	19
Health & Family Services	Dept. for Mental Health & Mental Retardation	6
Transportation	Dept. of Highways	6
Justice & Public Safety	Dept. of Juvenile Justice	6
Education	Department for Workforce Investment	5
Environment & Public Safety	Dept. for Environmental Protection	4
Justice & Public Safety	Dept. for Public Advocacy	4
Environment & Public Safety	Dept. for Public Protection	4
Education	Department of Education	3

13. The Largest Hispanic Average Salary:

Cabinet	Department	Hispanic	His Avg. Salary
Transportation	Office of Legal Services	1	\$6,416.68
General Government	Board of Nursing	1	\$5,120.28
Environment & Public Safety	Office of the Secretary	2	\$5,040.34
Justice & Public Safety	Office of the Secretary	1	\$4,544.04
Justice & Public Safety	Dept. for Public Advocacy	4	\$3,855.45
Education	Department of Education	3	\$3,841.21
Environment & Public Safety	Dept. for Natural Resources	1	\$3,711.56
Commerce	KY Arts Council	1	\$3,675.00
Environment & Public Safety	Dept. for Environmental Protection	4	\$3,584.60
Environment & Public Safety	Dept. for Public Protection	4	\$3,538.44

14. The Largest “Other” Employers:

Cabinet	Department	Other
1- Health & Family Services	Dept. for Community Based Services	16
2- Environment & Public Safety	Dept. for Natural Resources	12
3- Environment & Public Safety	Dept. for Public Protection	11
4- Finance	Office of Technology	10
5- Finance	Dept. of Revenue	9
6- Transportation	Dept. of Highways	8
7- Justice & Public Safety	Dept. of Juvenile Justice	8
8- Health & Family Services	Dept. for Mental Health & Mental Retardation	7
9- Justice & Public Safety	Dept. of Corrections	6
10- Environment & Public Safety	Dept. for Environmental Protection	6

15. The Largest “Other” Average Salary:

Cabinet	Department	Other	Other Avg. Salary
1- Health & Family Services	Dept. for Mental Health & Mental Retardation	7	\$7,546.97
2- Commerce	KY Horse Park	1	\$7,031.26
3- Personnel	Dept. for Employee Insurance	1	\$6,207.86
4- General Government	KY Infrastructure Authority	1	\$5,728.04
5- General Government	Dept. of Military Affairs	1	\$5,405.62
6- Health & Family Services	Office of the Secretary	5	\$5,153.54
7- Finance	Office of Technology	10	\$4,376.66
8- Justice & Public Safety	Dept. of Corrections	6	\$4,273.10
9- Environment & Public Safety	Dept. for Public Protection	11	\$3,902.51
10- Transportation	Office of Info. Technology	2	\$3,476.94

16. The Largest White Employers:

Cabinet	Department	White
1- Health & Family Services	Dept. for Community Based Services	3,981
2- Transportation	Dept. of Highways	3,837
3- Justice & Public Safety	Dept. of Corrections	3,563
4- Justice & Public Safety	Dept. of Juvenile Justice	1,240
5- Commerce	KY Department of Parks	1,170
6- Education	Department for Workforce Investment	1,153
7- Health & Family Services	Dept. for Mental Health & Mental Retardation	885
8- Finance	Dept. of Revenue	823
9- Environment & Public Safety	Dept. for Natural Resources	821
10- Justice & Public Safety	KY State Police	762

17. The Largest White Average Salary:

Cabinet	Department	White	White Avg Salary
1-Environment & Public Safety	Mine Safety Review Commission	1	\$6,705.78
2- General Government	Board of Pharmacy	8	\$5,970.97
3- General Government	Office of State Budget Director	34	\$5,312.60
4- General Government	Governor's Office of Energy Policy	10	\$5,163.21
5- Transportation	Office of Legal Services	51	\$4,691.78
6- Health & Family Services	Dept. for Human Support Services	14	\$4,690.51
7- Economic Development	Dept. of Commercialization and Innovation	1	\$4,636.18
8- Finance	Office of Technology	382	\$4,578.60
9- Transportation	Dept. of Govrnmt. Relations	18	\$4,561.52
10- Transportation	Office of Info. Technology	31	\$4,544.30

COMMONWEALTH OF KENTUCKY
Ernie Fletcher, *Governor*
KENTUCKY COMMISSION ON HUMAN RIGHTS

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Pikeville

John J. Johnson
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.



Kentucky Commission on Human Rights
The Heyburn Building, Suite 700
332 West Broadway
Louisville, KY 40202

<http://www.kchr.ky.gov>