

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

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



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DEFINITION OF TERMS

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

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

Female employees: All female employees regardless of ethnicity/race.

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

Female salary gap: The difference between male annual average salary and the female annual average salary for the same time period.

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

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

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

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

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

Payroll gap: The difference between the percentage of minority or woman employees in a cabinet and the percentage of that cabinet's payroll allocated to minorities or women for the same time period. For example, if a cabinet employs 7.51% of minorities in its workforce, but their share of the total cabinet payroll is only 6%, then the minority payroll gap of the cabinet is 1.51%.

White employees: Employees of Caucasian racial descent.

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

**THE STATUS OF WOMEN AND MINORITIES
IN KENTUCKY STATE AGENCIES**

An analysis of employment, job levels and salaries as of December 2001

HIGHLIGHTS

- During the four-year period between January 1997 and December 2001, the status of women and minorities employed in the Commonwealth agencies has slowly improved. Women employment increased from 49% to 49.8% (or a total of 19,050 women in the state's total workforce of 38,259), but is still far away from reaching the Affirmative Action Plan (AAP) goal of 52.42%. Minority employment increased from 7.15% to 7.82% (or 2,992), exceeding the AAP goal of 7.51%.
- Between 1997 and 2001, women gained 1,748 jobs while men gained only 991 jobs. Minorities gained 484 jobs while whites gained 2,255 jobs.
- The number of cabinets that have met the AAP goal for women employment has increased to nine cabinets. They include: Economic Development; Education, Arts & Humanities; Families & Children; Finance & Administration; Health Services; Labor; Personnel; Revenue; and Workforce Development

Three cabinets are lagging behind in achieving the AAP goal for women. They are: Finance & Administration (44.96% women); Public Protection & Regulation (44.71%); and Tourism Development (42.47%).

Since 1989, the following three cabinets ranked historically at the bottom in hiring women employees: Natural Resources & Environmental Protection (35.19%); Justice (33.98%); and Transportation (19.98% women, a staggering 32.44% behind the AAP goal)

- The number of cabinets that have met the goal for minority employment increased to six. They include: Economic Development; Education, Arts & Humanities; Families & Children; Health Services; Justice; and Personnel.

Five cabinets are still lagging behind in achieving the AAP goal. They include: General Government (7.49% minorities); Finance & Administration (7.29%); Transportation (7.03%); Labor (6.82%); and Revenue (5.65%).

Since 1991, the following four cabinets ranked historically at the bottom in hiring minority employees: Tourism Development (5.02%); Public Protection & Regulation (4.89%); Workforce Development (4.89%); and Natural Resources & Environmental Protection (3.52%, a staggering 3.99% behind the AAP goal).

- The Department of Education in the Cabinet for Education, Arts & Humanities is the only state agency that has an AAP goal for minority employment of 10%, which is 2.49% above the state's AAP goal. The Department of Education met and exceeded its 10% goal for minorities in 2000 and 2001.

- As to the racial/ethnic composition of the state's minority workforce, a great majority or 90.3% are African Americans, 3% are Asian Americans, 3% others, 2.6% Hispanics and 1.1% American Indians.
- Although the overall minority employment has exceeded the AAP goal at 7.82% in 2001, African American employment remains very much the same at 7% since 1990. Employment of other minorities in the state agencies has increased from 2% of the total minority workforce in 1997 to 9.7% in 2001, showing an increase in the diversity of the state's minority workforce.
- Salary analysis indicates that, statewide, the salary gap between men and women still continues to exist at unaccepted levels; however, the female percentage of male salary increased by 2% since 1997. Women make 90 cents for every dollar that men make (this figure was 88 cents to a dollar in 1997).
- Salary analysis indicates that, statewide, the salary gap between whites and minorities still continues to exist at unaccepted levels; however, the minority percentage of white salary increased by 3%. Minorities make 90 cents for every dollar that whites make (this figure was 87 cents to a dollar in 1997).
- Seven cabinets have narrowed the salary gaps between men and women. They include: Workforce Development (from \$1,535 in 1997 to \$83 in 2001); Justice (from \$1,521 to \$110); Education Arts & Humanities (from \$1,005 to \$853); Transportation (from \$2,344 to \$945); Labor (from \$8,701 to \$5,555); Economic Development (from \$14,981 to \$10,983); and Personnel (from \$18,894 to \$14,517).

Unfortunately, the salary gap between men and women has increased in the following eight cabinets: Revenue (\$2,186 to \$7,169); Natural Resources & Environmental Protection (\$4,585 to \$9,049); Finance & Administration (\$3,013 to \$4,465); General Government (\$2,154 to \$3,311); Tourism (\$2,017 to \$3,165); Families & Children (from \$2,410 to \$3,467); Public Protection & Regulation (from \$5,876 to \$6,674); and Health Services (from \$888 to \$1,068).

- The Female payroll gap (the gap between the female percentage of the workforce and the female share of the total payroll) has narrowed in the following eight cabinets: Workforce Development (from -4.6% to -8.9%); Justice (from 1.8% to -4%); Health Services (from 1.6% to 0.7%); Finance & Administration (from 4.8% to 2%); Education, Arts & Humanities (from 2.6% in 1997 to -3.2% in 2001); Personnel (from 6.8% to 3.4%); Labor (from 9.1% to 4.9%); and Public Protection & Regulation (from 5.9% to 5.2%).

Economic Development and Families & Children continue the same female payroll gap, at 2.4% and 2.2%, respectively.

The following five cabinets increased the gap: Revenue (from 4.6% to 8%); Tourism (from -2.5% to 1.4%); General Government (from 2.7% to 7.1%); Natural Resources & Environmental Protection (from 2.6% to 3.8%); and Transportation (from 0.8% to 1.4%)

- Six cabinets have narrowed the salary gaps between whites and minorities. They are: Natural Resources & Environmental Protection (from \$2,258 in 1997 to \$1,601 in 2001); Public Protection & Regulation (from \$2,226 to \$1,686); Transportation (from \$4,110 to \$4,058); Health Services (from \$8,211 to \$5,192); Education Arts & Humanities (from \$9,118 to \$5,403); and Revenue (from \$6,093 to \$5,423).

The salary gaps between whites and minorities has increased in the following nine cabinets: Economic Development (-\$8,400 to \$3,379); Personnel (from -\$4,791 to \$2,324); Labor (from \$4,954 to \$10,295); General Government (from \$3,366 to \$5,347); Workforce Development (from -\$218 to \$1,511); Families & Children (from \$3,413 to \$4,702); Finance & Administration (from \$2,739 to \$3,913); Tourism (from \$3,421 to \$4,148); and Justice (from -\$202 to \$444).

- Ten cabinets narrowed the minority payroll gap. They include: Health Services (from 4.9% to 1.8%); Justice (from 1% to -0.2%); Labor (from 1.7% to 0.3%); Natural Resources & Environmental Protection (from 1.6% to 0.7%); Personnel (from 1.4% to 0.8%); Public Protection & Regulation (from 1.2% to 0.5%); Revenue (from 1.5% to -1%); Tourism (from 2.6% to 0.8%); Transportation (from 1.4% to 1%); and Workforce Development (from -0.7% to -1.9%).

The following five cabinets increased the minority payroll gap: General Government (from 0.4% to 2%); Finance and Administration (from 0.4% to 1.7%); Education, Arts & Humanities (from 1.3% to 1.5%); Families and Children (from 1% to 1.4%); and Economic Development (from -0.8% to -0.3%).

- Data on disciplinary actions show that an alarmingly high percentage (20%) of minorities were suspended in 2001. With minorities representing only 7.82% of the total workforce of the Commonwealth, a 20% suspension rate is highly disproportional.

PREFACE

During the past three decades, the Kentucky Commission on Human Rights has periodically published two research reports entitled *The Black Employment in Kentucky State Agencies* and *The Status of Women in Kentucky State Agencies*. These reports were studies of employment practices in the Commonwealth of Kentucky agencies and assessments on the progress made in hiring, utilizing and compensating women and African Americans. This report, *The Status of Women and Minorities in Kentucky State Agencies*, is slightly different in that it is a combination of the two reports traditionally published by the Commission. This report analyses and illustrates employment and salary data of women and minorities in the 15 cabinets and the departments/constitutional offices of the Commonwealth of Kentucky for the time period from January 1997 through December 2001. In doing so, this report also serves as an evaluation report of the Kentucky State Government Affirmative Action Plan of 1996.

Data for this report came from computer printouts and reports provided by the Personnel Cabinet's Equal Employment Opportunities Office. The Personnel Cabinet's *Semi-Annual Reports on Minority Employment* (formerly *Utilization Analysis Reports*) was also used extensively in the preparation of this report. As in any statistical report, data presented in this report is subject to error resulting from inaccurate reporting by individual agencies, incorrect data entry, rounding of numbers and in the transcription of data. The salary analysis of this report has limitations in that, average (aggregate) salary data is considered for most of the analysis without taking the job categories and corresponding salary scales and weighing them individually. Such an in-depth analysis is beyond the purview of the goal/objectives of this report.

Authority for the Report

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

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

A Review of Previous Reports

Previous reports of The Kentucky Commission on Human Rights entitled: *Black Employment in Kentucky State Agencies* and *The Status of Women in Kentucky State Agencies* analyzed employment data for African Americans and women, respectively. *Black Employment in Kentucky State Agencies* was first released in 1962, then 1965, and was released in most odd numbered years following. *Status of Women in Kentucky*

State Agencies was first released in 1972, and was released most even numbered years following. These reports also made recommendations to state agencies for improvements in the areas of employment and compensation for women and minorities.

The following charts (Chart 1 - Chart 4) are a synopsis of the data for every four years from *Black Employment in Kentucky State Agencies* and the *Status of Women in Kentucky State Agencies* from 1974-1994 and compared to 1998 and 2001 figures. The first two charts (Chart 1 and Chart 2) highlight total percentages of employees, while the second two (Chart 3 and Chart 4) highlight salary data.

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

In Chart 2, the years (1974 – 1994) with an asterisk (*) denote the data for African Americans. According to available records, African Americans formed about 98% of the minority workforce in state agencies until 1994. All other minorities, combined, were only under 2% of the state's minority workforce. However, in 2001, other minorities are 9.8% of the total minority workforce, resulting in African Americans making up 90.3% of the state's' minority workforce. Since the minority workforce of the state of Kentucky has increased to 7.8% in 2001, this means that the number of other minorities increased, but African American employment has remained the same, about 7%, since 1990. This indicates that the minority workforce in state agencies has diversified, but that African American employment has remained stagnant.

Chart 1: Percent of Women in Full-Time State Government Jobs 1974-2001

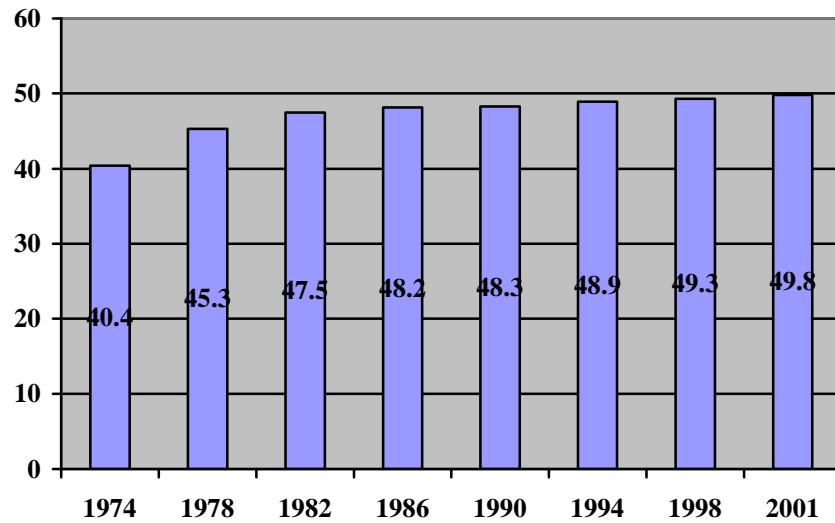
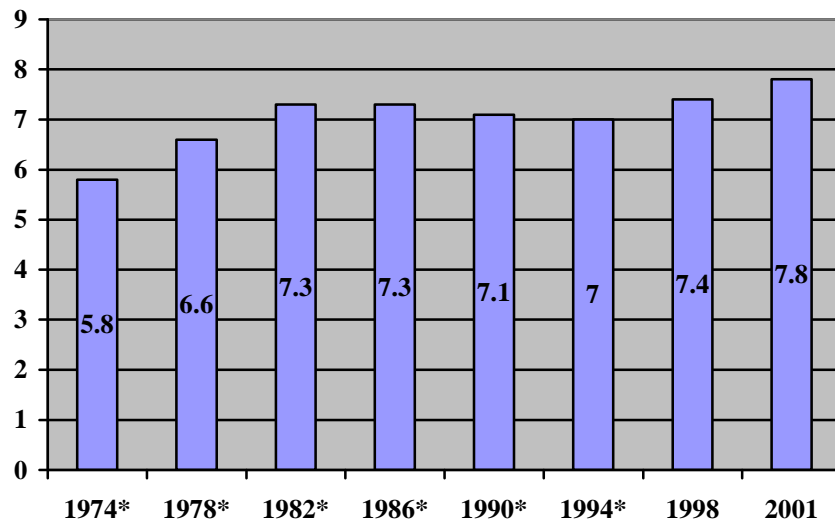


Chart 2: Percent of Minorities in Full-Time State Government Jobs 1974-2001



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

Chart 3: Female Percent of Male Salary

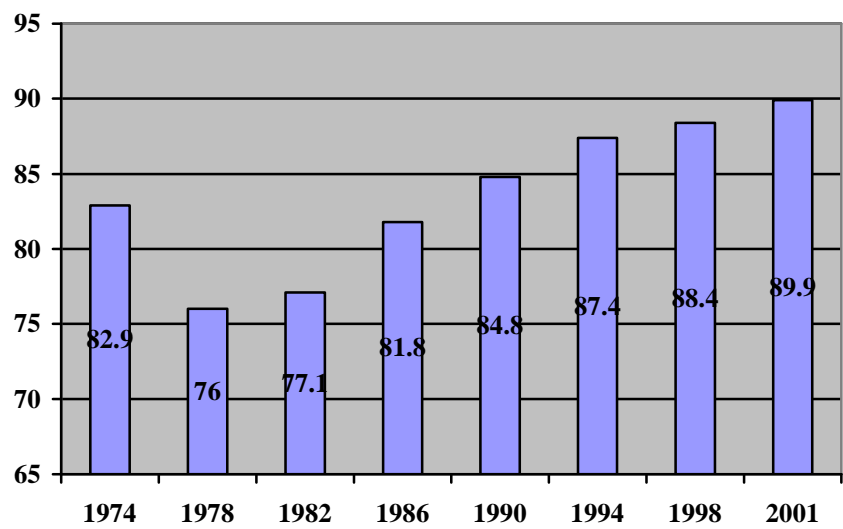
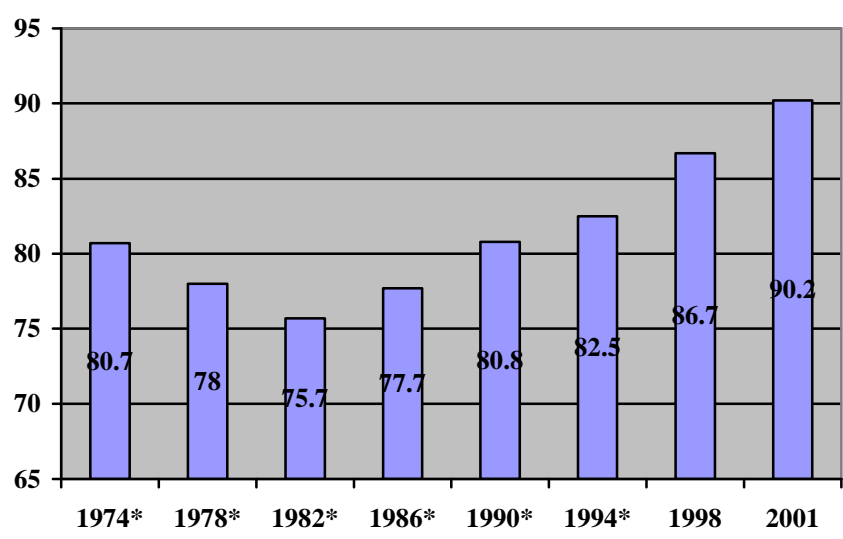


Chart 4 indicates that minority salaries dipped to an all-time low of 75.7% of white salaries in 1974. This increase in the salary gap is even more pronounced when considering that full-time minority employment in state agencies steadily increased.

Chart 4: Minority Percent of White Salary



between 1974 and 1982. However, during the past 15 years the statewide minority salary gap has decreased steadily and minorities are earning in 2001 90.2% of white salaries. In Chart 4, the years (1974 – 1994) with an asterisk (*) denote the data for

African Americans.

During the period of 1974-1994, African Americans accounted for almost 98% of the state's minority workforce. In 2001, however, African Americans make up only 90.3% of the Commonwealth's minority workforce. In terms of the percentage of the state's total workforce, African Americans continue to be about 7% of the state's workforce since 1990 without any increase during the last decade. The State's other minority workforce, however, has increased from 0.15% in 1997 to 0.78% in 2001. This shows that while the African American share of the state's workforce had remained the same since 1997, the share of other minority groups in the state's workforce has increased considerably. Thus, the diversity of minority employment in the Commonwealth has increased since 1997.

DISTRIBUTION OF ALL STATE EMPLOYEES 1997 – 2001

For the first time in the history of the Commonwealth, the Affirmative Action goal of employing 7.51% of minorities was achieved in 1999 and has continued to rise to 7.82% in 2001. However, the AAP goal of reaching 52.42% for women employment has not been achieved. Table 1 gives the data on women and minority employment from 1997-2001 in all state agencies. The percentage figures when AAP goals were achieved are highlighted. While there has been a steady increase in the percentage of minorities employed by state agencies, women employment reached an all time high of 49.32% in 1998 but decreased by 0.26% in 1999. Since 1999, women employment in state agencies has increased to 49.79% in 2001. Although the Commonwealth, overall, is yet to achieve the AAP goal of 52.42% of females in its workforce, their participation in terms of absolute number (19,050 out of the total state's workforce of 38,259) and percentage is at its highest ever in 2001.

Table 1: Women and Minority Employment in All State Agencies

Year	Statewide Women Employment (Goal - 52.42%)	Statewide Minority Employment (Goal - 7.51%)
1997	48.68	7.29
1998	49.32	7.38
1999	49.06	7.61
2000	49.21	7.87
2001	49.79	7.82

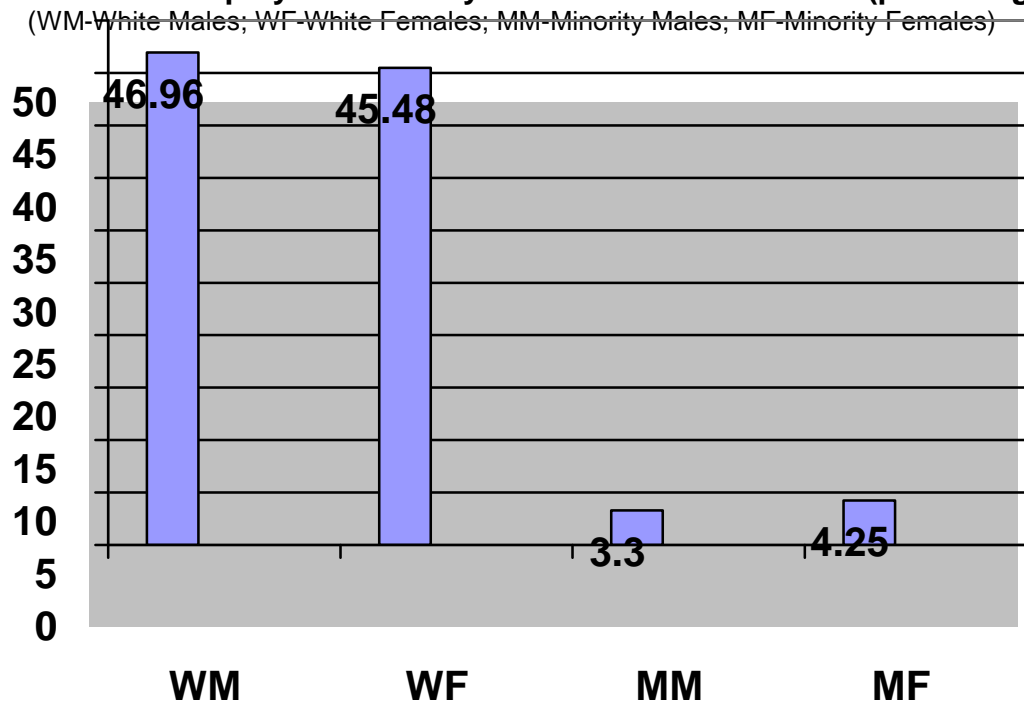
Table 2 gives the consolidated data on the number of cabinets and departments/constitutional offices that have met or exceeded the goal of employing 52.42% of women and 7.51% of minorities from 1997 – 2001. The state government of Kentucky has six offices/departments (Department of Agriculture, Office of the Attorney General, Auditor of Public Accounts, Office of the Secretary of State and Office of the State Treasurer) created by the State Constitution and hence, they are called constitutional offices. All the six constitutional offices come under the General Government Cabinet. The state also has a quasi-government Unified Prosecutorial System and seven distinct offices/departments: Department of Education, Office of the Governor, Office of the Lieutenant Governor, Department of Military Affairs, Department of Veterans Affairs and the Governor's Office of Technology. Except the Department of Education (which is under the Education cabinet), all the other six offices/departments are also under the General Government cabinet. Department of Education is the only state agency that has an AAP goal for minority employment of 10%, which is 2.49% above the state AAP goal (the Department has the same AAP goal of 52.42% for women employment). The Department of Education met and exceeded its 10% goal for minorities in 2000 and 2001.

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

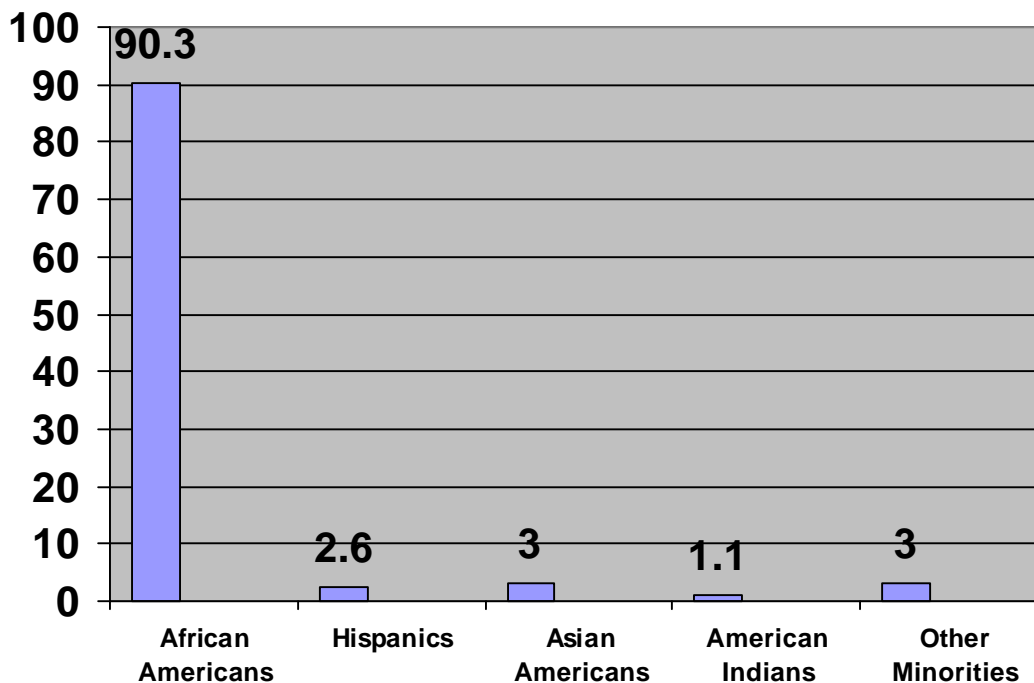
Year	Number of Cabinets employing		Number of Departments and Constitutional offices employing	
	52.42% Women	7.51% Minorities	52.42% Women	7.51% Minorities
1997	8	4	6	3
1998	9	4	7	5
1999	9	7	8	4
2000	9	7	9	5
2001	9	5	9	4

The following chart (Chart 5) illustrates percentages of state employees by gender and demographic groups in 2001. With 46.59% of the state's workforce, white males are still the major racial/gender group, followed by 45.48% white females.

Chart 5: 2001 Employee Summary of the State's Workforce (percentage)



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



Minority males are 3.3% of the state's workforce and minority females are 4.25% of the state's workforce. Chart 6 gives the breakdown of the racial composition of minority employees in state government.

The following is the racial/ethnic breakdown of the minority workforce (as of December 2001) in state agencies, which totaled 2,992 or 7.82% of the total state workforce of 38,259:

- The state employed a total of 2,702 African Americans or 90.3% of the minority workforce. Of this, 1,157 are males (43%) and 1,545 are females (57%).
- There are 77 Hispanics or 2.6% of the state's minority workforce. Of this, 44 are males (57%) and 33 are females (43%).
- Asian Americans (99), comprise 3% of the state's minority workforce. Of this, 44 are males (44%) and 45 are females (45%).
- American Indians account for only 1.1% of the state's minority workforce with a number of 34. Of this, 14 are males (30%) and 26 are females (70%)
- Other minorities totaled 90 or 3% of the state's minority workforce. Of this, 44 are males (49%) and 46 are females (51%)

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

Of the top four job categories (Officials & Administrators, Professionals, Technicians and Protective Service Workers), women exceeded the AAP goal of 52.42% in the Professional category by 3% or a total of 55.5%. Women's share in the other three job categories was much less than the AAP goal of 52.42%. In the Officials and Administrators category, women represented only 39.6%, which is 12.8% less than the goal. In the Technician category, women representation was 12% less than the goal. Protective Service Workers was the worst job category with only 13.6% representation of women and 39% below the AAP goal of 52.42%.

Other job categories included Craftsman and Service Workers. Women working in the Craftsmen category were 13.5% or 39% below the AAP goal. Women were underrepresented in the Service Workers category by 10%.

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

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

The job categories of Para-professionals and Office/Clericals exceeded the AAP goal for women participation in the state's workforce. Women represented a total of 75.5% or 23% more than the AAP goal in the Para Professional category. Women representation in the Office/Clerical, the second lowest paying job category, was at 86% or 33.5% more than the AAP goal (see Table 3).

Minorities Underrepresented in Top Three Job Categories

Except in the Para-professionals category where minorities are represented by 7.53%, all the other top three job categories are underrepresented by minorities. In the

Officials & Administrators category, minority representation was 6.1% or 1.4% lower than the AAP goal of 7.51%. The technician's category had only 5.6% minorities or 2% less than the goal, and Protective Service Workers had 1.2% less than the goal or a total minority representation of only 6.3%.

Table 3: Female Representation in Job Categories 2001

	Male	Female	Female %	Percentage above/below AAP goal
Officials & administrators	1,996	1,306	39.6%	-12.8%
Professionals	7,589	9,457	55.5%	+3%
Technicians	1,290	881	40.5%	-12%
Protective Service Workers	2,769	435	13.6%	-38.9%
Para-professionals	654	2,041	75.5%	+23%
Office & Clericals	519	3,174	86%	+33.5%
Craftsmen	2,489	388	13.5%	-39%
Service Workers	1,903	1,397	42.3%	-10%

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

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

Job categories of Para Professionals, Office/Clericals, Craftsmen and Service Workers exceeded the AAP goal for minority representation. Minorities formed 13.3% of the state's Para-professionals, thereby exceeding the AAP goal by 6%. Office/ Clericals had a minority share of 7.9% or 0.4% more than the goal. Minorities formed 12.7% of

Craftsmen, or 5.2% more than the goal. Among Service Workers, minority representation was 11% or 3.5% exceeding the AAP goal. Table 4 illustrates minority representation in eight job categories.

Table 4: Minority Representation in Job Categories

	Whites	Minorities	Minority %	Percentage above/below AAP goal
Officials & Administrators	3,100	202	6.1%	-1.4%
Professionals	15,762	1,284	7.53%	+0.02%
Technicians	2,049	122	5.6%	-2%
Protective Service Workers	3,004	200	6.3%	-1.2%
Para-professionals	2,313	355	13.3%	+6%
Office/Clericals	3,400	291	7.9%	+0.04%
Craftsmen	2,700	177	12.7%	+5.2%
Service Workers	2,939	361	11%	+3.5%

SALARY GAP IN STATE AGENCIES

Female Percentage of Average Male Salary Increases, yet the Female Salary Gap Continues to Rise

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

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

By 2001, the female salary gap increased by \$343 for a total of \$3,772, however the female percentage of the male salary rose to 89.9%, which is an increase of about 1% over the 1997 figures. Between 1997 and 2001, although the female percentage of male salary rose, the female salary gap also increased because the percentage of women in the state's workforce increased. However, most women hold positions in low paying jobs (see Table 5).

Female Workforce and Payroll Percentage Gap Narrows

The difference between the female share of the state's workforce and their share of the payroll has reduced to its lowest margin ever. In 2001, the disparity narrowed to 2.7% between the number of women in the workforce (49.78%) and their share of the state's payroll (47%). This gap was 3.2% in 1997. This shows that women, along with the increase in their numbers in the state's workforce, also are increasingly employed in higher paying job categories in various state agencies.

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

Annual Salary (\$)	1997	1998	1999	2000	2001
Male	30,284	31,559	32,285	35,587	36,967
Female	26,855	28,042	28,487	31,711	33,195
Female salary gap	-3,429	-3,517	-3,798	-3,876	-3,772
Female % male salary	88.7%	88.9%	88.2%	89.1%	89.9%

The following chart (Chart 7) illustrates and compares the average annual salaries of males and females between 1997 and 2001.

Chart 7: Comparison of Average Male and Female Annual Salaries



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

In 1991, the average annual salary for whites was \$24,012 and the average annual salary for minorities was \$19,404. The salary gap of \$4,608 for minorities indicates that minorities only earned 80.0% of what whites earned in 1991. The salary gap continued to drop and in 1994 the gap was reduced by \$174 to \$4,434. This decrease in the salary gap, automatically triggered an increase in the minority percentage of white salary by 2.5% (82.5%) by 1994. In 1997, the average annual salary for whites was \$28,891, an increase of \$3,487 or an increase of 13.7% over the 1994 figure. Minorities earned an average of \$25,891 in 1997, which was \$4,921 or an impressive 23.4% increase over the \$20,970 figure in 1994. Thus, minorities earned 87.1% of the average salaries paid to whites in 1997, a continuing improvement over the previous high of 82.5% set in 1994. Table 6 illustrates average annual salaries for

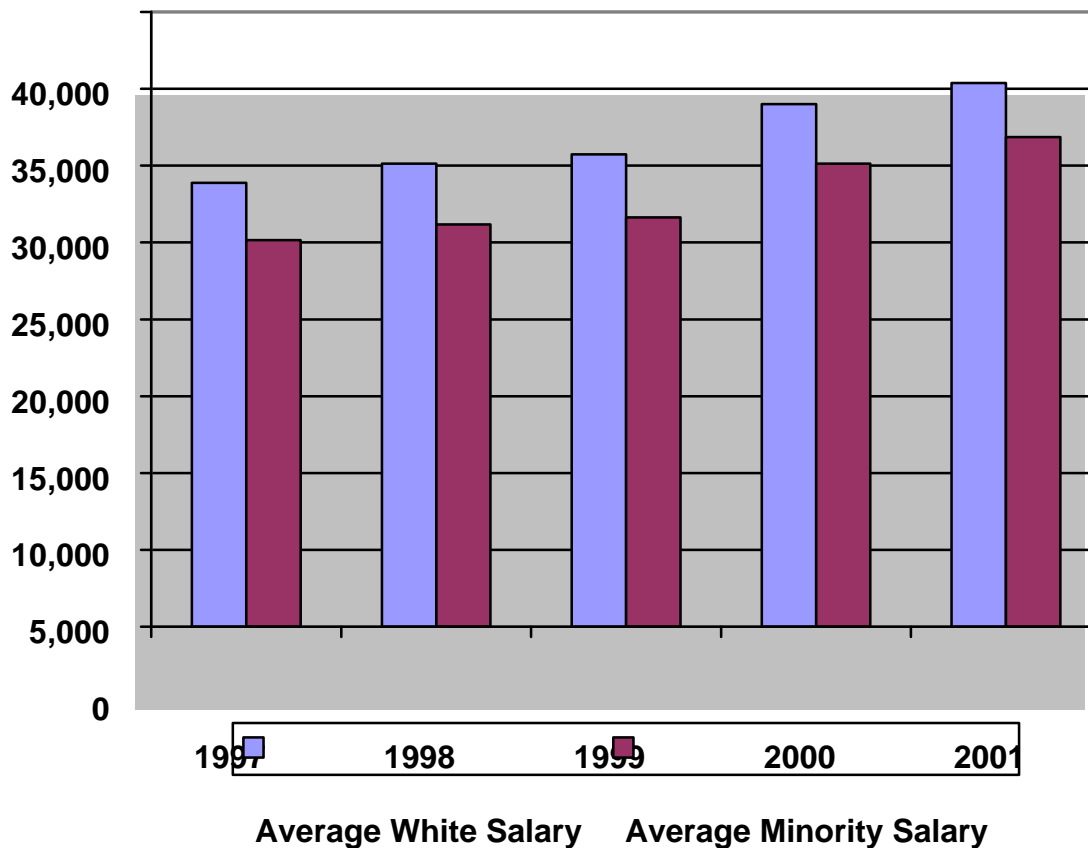
white and minority workers, minority salary gap, and the minority percentage of white salary for the study period (1997 – 2001).

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

Annual Salary (\$)	1997	1998	1999	2000	2001
White	28,891	30,140	30,724	34,003	35,379
Minority	25,163	26,184	26,626	30,129	31,863
Minority salary gap	-3,728	-3,956	-4,098	-3,874	-3,516
Minority % of White salary	87.1%	87%	86.7%	88.6%	89.8%

The following chart (Chart 8) illustrates and compares the average annual salaries of whites and minorities between 1999 and 2001.

Chart 8: Comparison of Average White and Minority Annual Salaries



By 2000, the minority salary gap actually increased by \$146, however, the minority percentage of white salary rose to 88.6%, a 1.5% increase from 1997. This

increase is attributed to the fact that, although minority employment in the state's workforce increased, most minorities held positions in lower paying jobs. Between 2000 and 2001, the minority salary gap decreased by \$358 to \$3,516 and minorities earned 90% of the average white salary, or they earned 90 cents for every dollar that whites earned. Chart 9 illustrates the state's average salary percentages by demographic groups in 2001. The average salary for state employees in 2001 was \$ 33,210. Chart 10 shows comparative salary data for women and minorities selected years since 1974 and all years between 1997 and 2001. As seen in this chart, the fluctuations in female and minority salaries are similar for the given years.

Chart 9: 2001 Average Salary Summary of State Employees
(WM-White Males; WF-White Females; MM-Minority Males; MF-Minority Females)

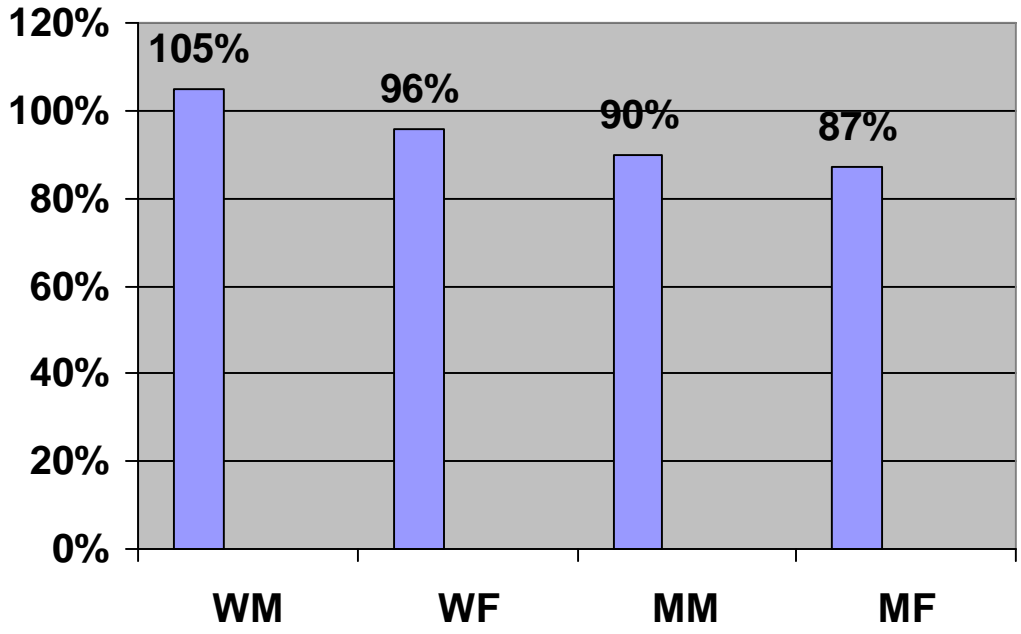
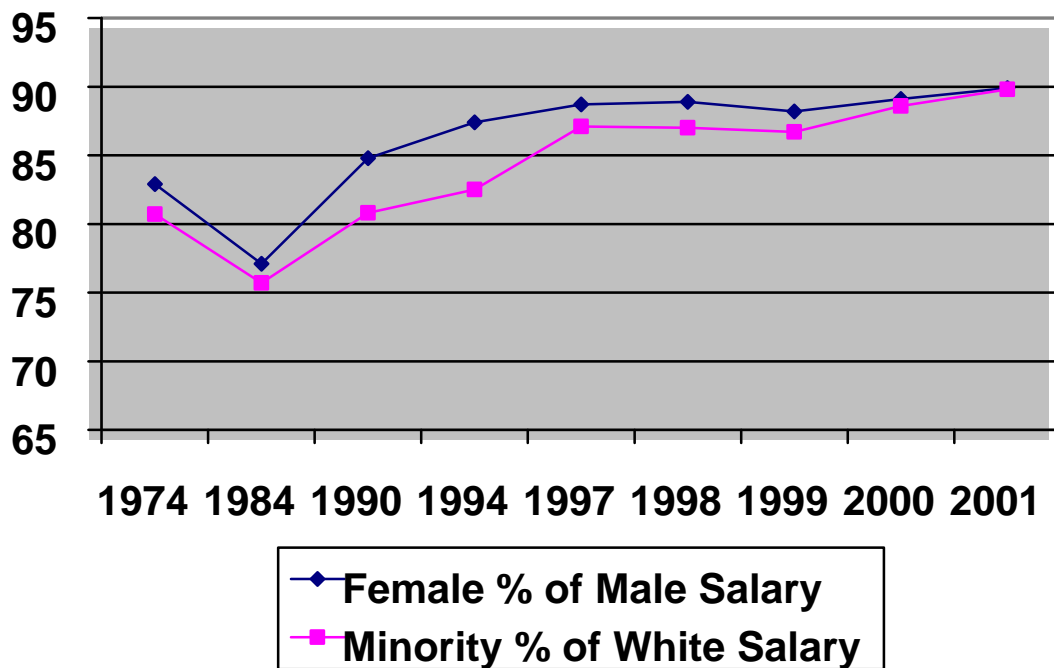


Chart 10: Women and Minority Comparative Salary Percentages

DISTRIBUTION OF STAFF IN CABINETS AND DEPARTMENTS/

CONSTITUTIONAL OFFICES 1997 – 2001

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

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

The Cabinet for Families and Children exceeded the AAP goal by almost 30% with a total of 82.19% of women in its workforce. The Personnel Cabinet has exceeded the goal by 24%, and the Cabinet for Health Services by 18.5%. Economic Development, Education, Arts & Humanities, General Government, Labor, Revenue and Workforce Development Cabinets have exceeded their goal by at least 5%.

Of the 13 Departments/Constitutional Offices, only six have met or exceeded the AAP goal of 52.42% of women in their workforce. They include: ***Department of Education, Auditor & Public Accounts, Office of the Governor, Department of Veteran Affairs, Office of the Secretary of State, Office of the State Treasurer, and Unified Prosecutorial System.*** Office of the Secretary of State has 85.11% women, thereby exceeding the AAP goal by more than 30%. Department of Veteran's Affairs overshot the AAP goal by more than 20%. Office of the State Treasurer and the Department of Education went beyond the AAP goal by more than 15%, and the Office of the Governor exceeded the goal by more than 10%. Table 7 shows the AAP status of women and minorities in state government agencies as of December 31, 2001.

Table 7: AAP Status of Women and Minority Employment as of December 31, 2001

Cabinet/Agency	Minority %	Female %
Economic Development	7.69	55.38
Education, Arts & Humanities	9.87	62.97
Families & Children	11.71	82.19
Finance & Administration	7.29	44.96
General Government	7.49	55.92
Department of Agriculture	4.42	31.23
Office of the Attorney General	8.20	50.82
Auditor of Public Accounts	2.99	56.72
Office of the Governor	12.87	63.37
Office of the Lieutenant Governor	0.0	25.0
Department for Local Government	11.76	48.53
Department of Military Affairs	5.81	25.99
Department of Veterans Affairs	7.68	74.34
Governor's Office for Technology	6.07	41.12
Office of the Secretary of State	4.26	85.11
Office of the State Treasurer	5.56	69.44
Unified Prosecutorial System	0.59	53.03
Health Services	12.28	71.02
Justice	7.83	33.98
Labor	6.82	57.36
Natural Resources & Environmental Protection	3.52	35.19
Personnel	12.81	76.35
Public Protection & Regulation	4.89	44.71
Revenue	5.65	61.90
Tourism	5.02	42.47
Transportation	7.03	19.98
Workforce Development	4.89	59.08
Statewide	7.82	49.74

* Figures that exceeded the AAP goal are highlighted.

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

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

The Transportation Cabinet, employing only 19.98% of women, has the worst record of all cabinets in the Commonwealth falling 30% behind the AAP goal. Justice and Natural Resources and Environmental Protection Cabinets fall more than 15% behind the AAP goals. The other cabinets falling behind by about 10% include: Finance & Administration, Public Protection & Regulation, and Tourism Development.

Among the 13 Departments/Constitutional Offices, six of them are yet to achieve the AAP goal of women employed in their workforce. Percentage wise, Office of the Lieutenant Governor has the worst record by only employing 25% of females. However, this office employs only four people of which, three are males and one is female. Department of Military Affairs has 26% of women in its workforce of 327, which is more than 27% below the AAP goal. Department of Agriculture employs only 31.23% of women and falls 21% below the AAP goal. The Governor's Office of Technology is somewhat better, falling only 10% behind the AAP goal. The Department of Local Government is improving its AAP by employing 48.53% of women compared to the 1997 figure of 46.77%. Office of the Attorney General, which achieved the AAP goal in 1997, (53.83% women) fell back in 2001 by employing only 50.82% women in its workforce.

A comparison of data (see Table 8) on women employment in 1997 and 2001 reveals that the same cabinets that ranked as the top four cabinets for women employment in 2001 (**Cabinet for Families & Children, Personnel cabinet, Health**

Services cabinet, and Education, Arts & Humanities cabinet), also had exactly the same rank order in 1997. The comparison also reveals that the same five cabinets that ranked as lowest in women employment in 2001 (**Transportation, Justice, Natural Resources & Environmental Protection, Tourism, and Public Protection & Regulation**) also held exactly the same ranks in 1997. All the other cabinets had some changes in their ranks.

Table 8 also shows that the top four Departments/Constitutional Offices that held the top spots in women employment in 2001 (**Office of the Secretary of State, Office of the State Treasurer, Department of Education, and Office of the Governor**) also held those ranks among themselves in 1997. The four lowest ranking departments in 2001 (**Department of Agriculture, Department of Military Affairs, Office of the Lieutenant Governor, and the Department of Local Government**) also held those ranks among themselves in 1997.

The comparison, overall, shows that a few of the cabinets and departments/constitutional offices have a history of employing few women and that the State's Affirmative Action Plan of 1996 has not had much impact in improving their performance. The Transportation cabinet and the Department of Agriculture have especially had very little success in achieving the AAP goal of hiring 52.42% women in the workforce. Charts 11 and 12 illustrate the performance of 15 cabinets and 11 Departments/Constitutional Offices in employing women during 1997 – 2001. The chart clearly portrays the trends that some agencies continuously achieve the AAP goals for minority and women employment while some always lag behind.

Table 8: Female Workforce in 1997 Compared to 2001

Cabinet/Agency	Female % 1997	Female % 2001	Difference
Economic Development	54.40	55.38	0.98
Education, Arts & Humanities	65.2	62.97	-2.23
Department of Education	72.54	68.67	-3.87
Families & Children	81.03	82.19	1.16
Finance & Administration	52.51	44.96	-7.55
General Government	49.73	55.92	6.19
Department of Agriculture	29.49	31.23	1.74
Office of the Attorney General	53.83	50.82	-3.01
Auditor of Public Accounts	53.03	56.72	3.69
Office of the Governor	60.0	63.37	3.37
Office of the Lieutenant Governor	33.33	25.0	-8.33
Department for Local Government	46.77	48.53	1.76
Department of Military Affairs	28.36	25.99	-2.37
Office of the Secretary of State	86.49	85.11	-1.38
Office of the State Treasurer	63.89	69.44	5.55
Unified Prosecutorial System	51.26	53.03	1.77
Health Services	69.54	71.02	1.48
Justice	32.78	33.98	1.2
Labor	60.19	57.36	-2.83
Natural Resources & Environmental Protection	34.26	35.19	0.93
Personnel	80.0	76.35	-3.65
Public Protection & Regulation	43.78	44.71	0.93
Revenue	59.56	61.90	2.34
Tourism	41.19	42.47	1.28
Transportation	19.58	19.98	0.4
Workforce Development	51.09	59.08	7.99
Statewide	48.68	49.74	1.06

Chart 11: 1997 – 2001 Performance of 15 Cabinets in Women Employment (Percentages)

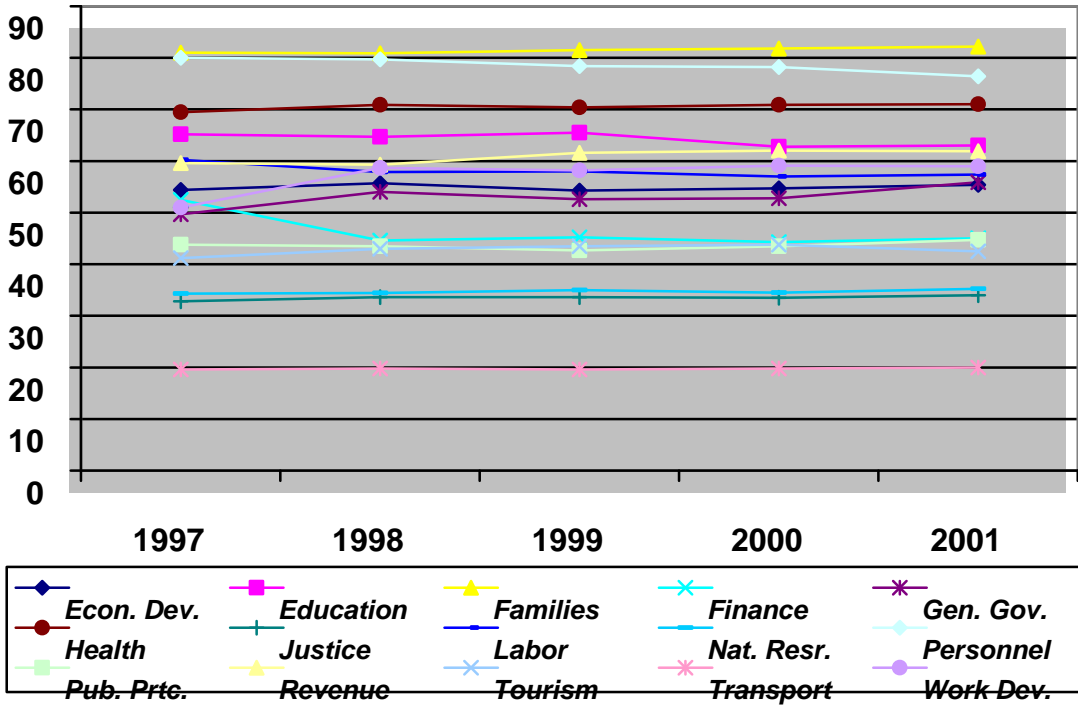
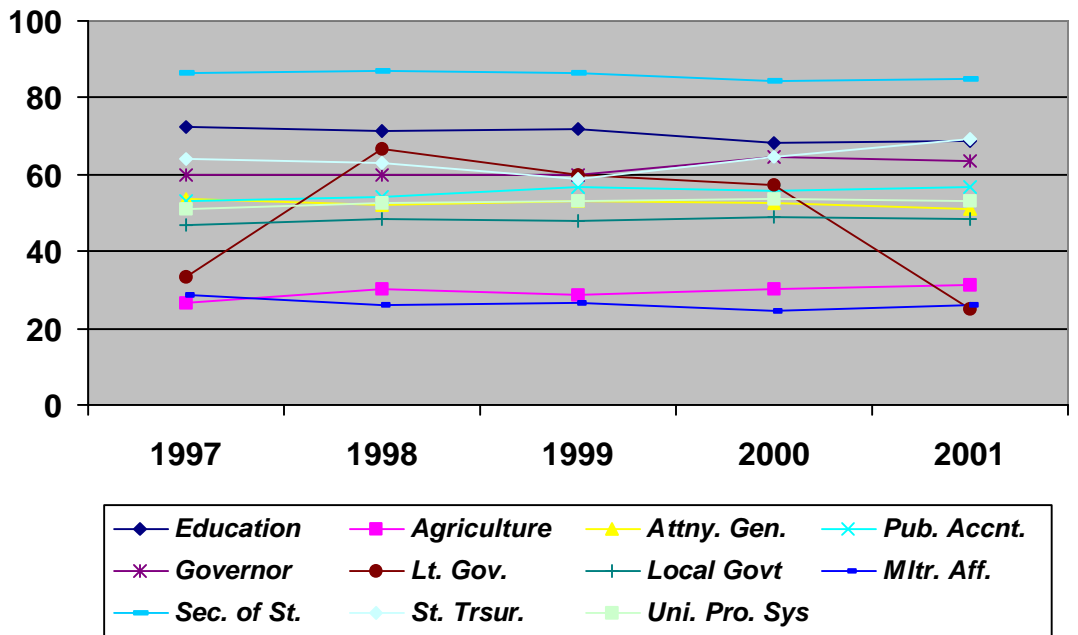


Chart 12: 1997 – 2001 Performance of 11 Departments/Constitutional Office in Women Employment (Percentages)



Only Six Cabinets and Four Departments/Constitutional Offices Exceed the AAP Goal for Minority Employment

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

The Personnel Cabinet exceeded the minority AAP goal by 5% with a total of 12.81% minorities in its workforce. Health Services, Families & Children and Education, Arts & Humanities have exceeded the AAP goal by more than 4%. The Economic Development and Justice cabinets have just recently achieved AAP goal.

Of the 13 Departments/Constitutional Offices, four met or exceeded the AAP goal for minority employment. These include: ***Department of Education, Office of the Attorney General, Office of the Governor, and the Department for Local Government.*** Office of the Governor employs 12.87% of minorities, thereby exceeding the AAP goal by more than 5% while the Department of Education and the Department of Local Government exceeded the goal by more than 4%. Office of the Attorney General has just recently exceeded the goal of 7.51% by less than 1%. Table 7 gives the status of minorities in state government agencies as of December 31, 2001.

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

Nine cabinets have not yet met the AAP goal for minority employment. These cabinets include: ***Finance & Administration, General Government, Labor, Natural Resources & Environmental Protection, Public Protection & Regulation, Revenue, Tourism Development, Transportation and Workforce Development.*** Natural Resources & Environmental Protection Cabinet employs only 3.52% minorities in its

workforce. It has the worst record falling 4% behind the AAP goal. Public Protection & Regulation, Revenue, Tourism Development, and Workforce Development Cabinets, each, are slightly more than 2% below the AAP goal. Finance & Administration, General Government, Labor, and Transportation Cabinets are less than 1% below the goal.

Among the 13 Departments/Constitutional Offices, eight have not reached the AAP goal for minority employment. These include: **Department of Agriculture, Auditor of Public Accounts, Office of the Lieutenant Governor, Department of Military Affairs, Governor's Office of Technology, Office of the Secretary of State, Office of the State Treasurer, and Unified Prosecutorial System.** Office of the Lieutenant employs no minority employees. However, this office is staffed by only four people of which, three are white males and one white female. Unified Prosecutorial System employs only 0.59% of minorities in its workforce of 1,022. Since the AAP goal is 7.51%, this office is 7% below the AAP goal. Auditor of Public Accounts employs only 2.99% of minorities and is 4.5% below the AAP goal.

The Department of Agriculture and Office of the Secretary of State employ only 4.42% and 4.26% minorities, respectively, more than 3% below the goal. Department of Military Affairs, Governor's Office of Technology and Office of the State Treasurer fall 2% below the goal.

A comparison of data on minority employment in 1997 and 2001 (see Table 9) reveals that the four cabinets that ranked on top for higher minority employment (Personnel, Health Services, Families & Children, and Education, Arts & Humanities) in 1997 also held those ranks among themselves in 2001. The three cabinets that had the lowest minority employment (Natural Resources & Environmental Protection, Public Protection & Regulation, and Workforce Development) also held the same ranks among themselves in 1997 and 2001. The Departments/Constitutional Offices that ranked as

the top and lowest for minority employment in 1997 also ranked as the top and lowest for minority employment in 2001. Similar to women employment, a few cabinets/agencies have a history of hiring few minorities and have little or no success in achieving the AAP goal of 7.51% minorities in their workforce. Charts 13 and 14 illustrate the performance of 15 cabinets and 11 Departments/Constitutional Offices in employing minorities during 1997 – 2001. The chart clearly illustrates that some agencies continuously achieve the AAP goals while other agencies always lag behind.

Detailed information of women and minority employment in cabinets, departments/constitutional offices from 1998 – 2000 are given in Tables 18, 19 & 20, Appendix I.

Table 9: Minority Workforce in 1997 Compared to 2001

Cabinet/Agency	Minority % 1997	Minority % 2001	Difference
Economic Development	6.4	7.69	1.29
Education, Arts & Humanities	8.26	9.87	1.61
Department of Education	9.1	11.63	2.53
Families & Children	9.47	11.71	2.24
Finance & Administration	5.35	7.29	1.94
General Government	4.12	7.49	3.37
Department of Agriculture	4.75	4.42	-0.33
Office of the Attorney General	7.36	8.20	0.84
Auditor of Public Accounts	2.27	2.99	0.72
Office of the Governor	10.0	12.87	2.87
Office of the Lieutenant Governor	16.67	0.0	-16.67
Department for Local Government	6.45	11.76	5.31
Department of Military Affairs	4.48	5.81	1.33
Office of the Secretary of State	5.41	4.26	-1.15
Office of the State Treasurer	5.56	5.56	0
Unified Prosecutorial System	0.66	0.59	-0.07
Health Services	15.57	12.28	-3.29
Justice	7.3	7.83	0.53
Labor	6.73	6.82	0.09
Natural Resources & Environmental Protection	2.83	3.52	0.69
Personnel	13.55	12.81	-0.74
Public Protection & Regulation	5.25	4.89	-0.36
Revenue	6.16	5.65	-0.51
Tourism	6.07	5.02	-1.05
Transportation	7.40	7.03	-0.37
Workforce Development	4.01	4.89	0.88
Statewide	7.29	7.82	0.53

Chart 13: 1997 – 2001 Performance of 15 Cabinets in Minority Employment (Percentages)

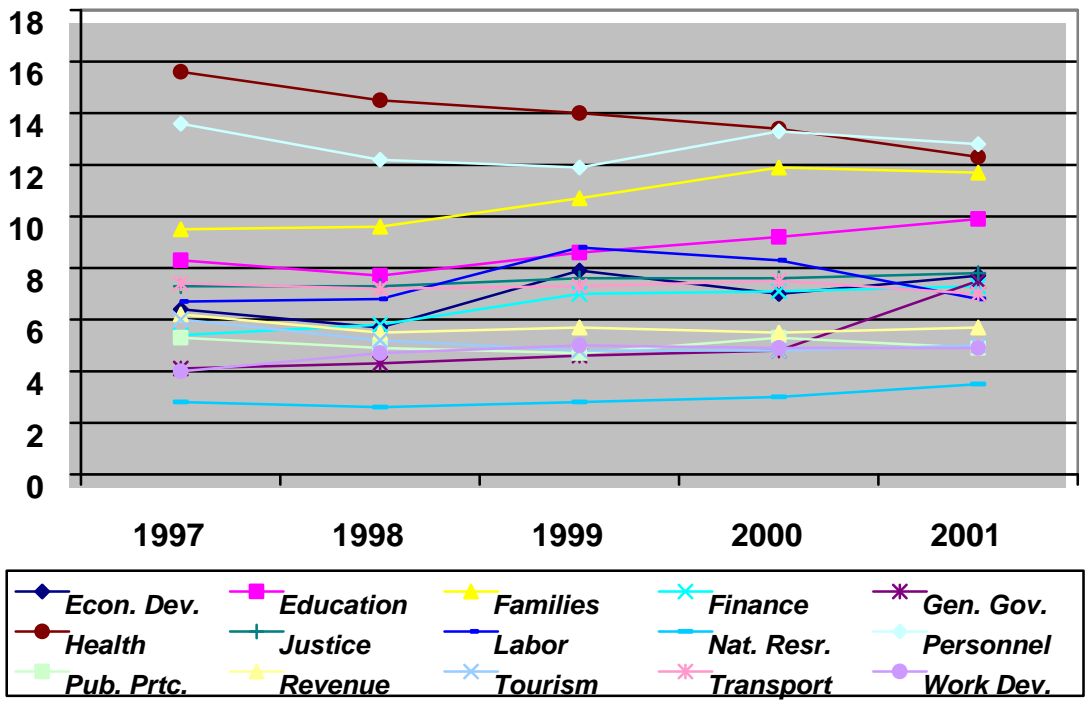
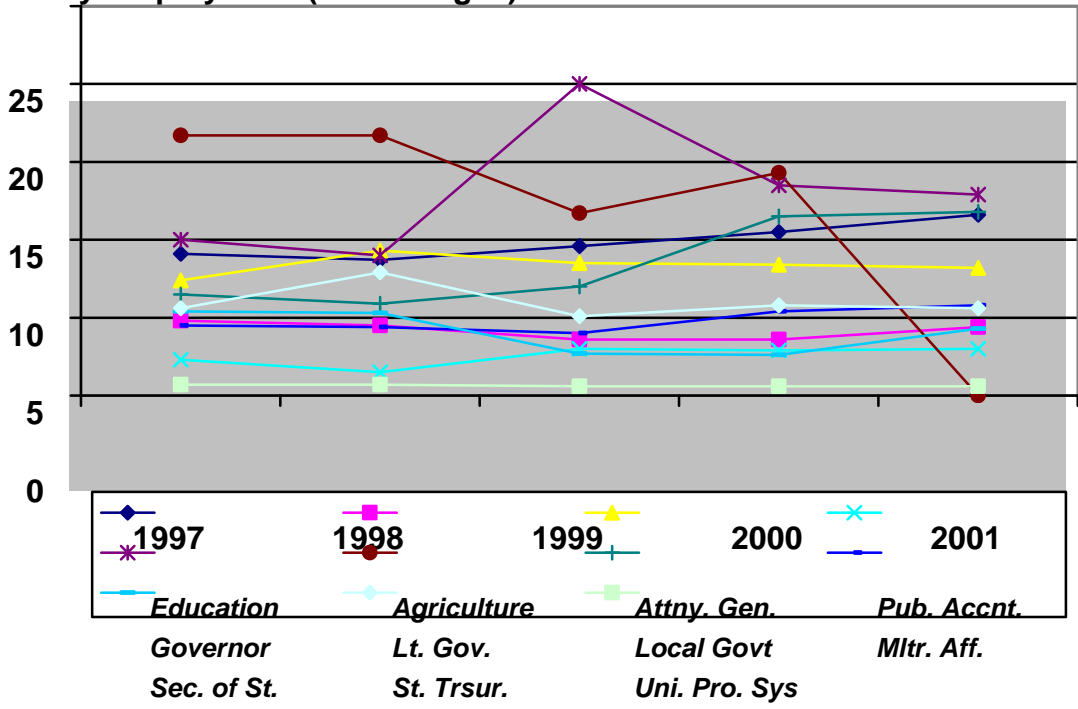


Chart 14: 1997 – 2001 Performance of 11 Departments/Constitutional Office in Minority Employment (Percentages)



Women Employment Increased in Most Job Categories, but AAP Goals Have Not Been Achieved in the Top Job Categories

The trend for women employment in state agencies between 1997 and 2001 was that most cabinets increased female positions in most of the seven job categories. However, many of them have not reached the AAP goal of 52.42% in several of the job categories, especially in the top job categories. Tables 21 – 35 (Appendix II), give the details on women employment of all 15 cabinets in their seven job categories. The following is the performance of the cabinets ranked in the order of achievement.

1. Cabinet for Families and Children lead all other cabinets in the ranking of women employment. It increased women workers in five of the seven job categories, except the Craftsmen and Service Worker categories. AAP goal was exceeded in all the job categories except in the Service Worker category.
2. Workforce Development cabinet increased women representation in five categories with the exception of Technician and Craftsmen. Except the Service Workers category, the cabinet has exceeded the AAP goal of women employment in all the other six job categories.
3. Health Services cabinet increased women representation in four job categories (Officials and Administrators, Professionals, Para-professionals and Office/ Clerical) and lost women positions in the others. Except for one (Craftsmen), the cabinet has achieved the AAP goal in the other job categories.
4. Education, Arts and Humanities cabinet lost women workers in all but one job category (Officials and Administrators), but are among the cabinets that always maintain a higher percentage of women workers. Except for the job categories of Technician and Service Worker, the cabinet has exceeded the AAP goal since 1997.
5. The Personnel cabinet had a slight loss of women workers in the three lower job

categories. However, the cabinet made a significant gain of 13% in the top Officials & Administrators category, nearing its AAP of 51.85%. Except Officials & Administrators job category, the cabinet has exceeded the AAP goal in all other job categories.

6. Revenue cabinet increased the number of women workers in five job categories, except Officials & Administrators and Craftsmen. With the exception of Officials and Administrators, the cabinet has exceeded the AAP goal in all other job categories.
7. General Government cabinet has increased the number of women employees in all job categories except two (Craftsmen and Official & Clerical). The cabinet has also exceeded its AAP goal in all but three categories. Percentage of women in the top job category of Officials & Administrators is still at 34.9%, far behind the AAP goal of 52.42%.
8. Public Protection and Regulation cabinet increased the number of women in all categories except Craftsmen and Para-professionals. Although the cabinet has exceeded the AAP goal in the lower four categories, the top three job categories are far behind the AAP goal.
9. The Cabinet for Economic Development increased the number of women employees in all its job categories, except Craftsmen. However, the top job category of Officials & Administrators, where women tend to earn higher salaries, is far behind the AAP goal for women employment.
10. Women employment in the Finance & Administration cabinet has decreased in all job categories except Officials & Administrators, however, the cabinet has exceeded the AAP goal in two job categories.
11. Justice cabinet, the cabinet with the highest number of employees (6,913) has increased the percentage of women employees in all job categories except

Craftsmen. Even though the cabinet has increased women in all job categories, only two categories have achieved the AAP goal and they are the lower paying job categories.

12. Natural Resources & Environmental Protection cabinet has increased women employees in all but two categories (Craftsmen and Service Worker). However, the cabinet has achieved the AAP goal in only three mid/lower level job categories. The percentage of women in the Craftsmen and Service Worker categories are far below the goal.
13. The Labor cabinet showed progress in women employment in all but the Technicians category. Although the cabinet has exceeded its AAP goal in the lower four job categories, women employment in the top three job categories falls short of the goal.
14. Tourism Development cabinet increased the number of women employees in five job categories and decreased in two job categories (Technicians and Service Worker). The cabinet has achieved the AAP goal only in the job category of Office/Clerical. The top job categories paying higher salaries are far behind the goal for women employment.
15. The Transportation cabinet improved slightly in women employment in its job categories. However, the cabinet has reached its AAP goal only in the category of Office & Clerical. The top job category of Officials & Administrators employs only 20% of women which is a drastic 32.5% below the AAP goal.

Seven out of the 15 cabinets in the Commonwealth (**Justice, Transportation, Families & Children, Health Services, Workforce Development, Tourism Development, and General Government**), employ 77% of the state's total workforce of 38,259 employees. See Table 10.

Table 10: Ranking of Cabinets by the Size of Workforce as of December 2001

Cabinet	Workforce
Justice	6,913
Transportation	6,141
Families & Children	5,970
Health Services	3,616
Workforce Development	2,493
Tourism Development	2,331
General Government	2,044
Natural Resources & Environmental Protection	1,648
Public Protection & Regulation	1,371
Education, Arts & Humanities	1,226
Revenue	1,008
Finance & Administration	892
Labor	469
Personnel	203
Economic Development	130

Although three of these Cabinets (Families & Children, Workforce Development, and Health Services) have done well in improving the employment status of women in their job categories, the rest are behind in employing a substantial number of women, especially in the top job categories. The two largest cabinets (Transportation and Justice) who employ one third of the state's total workforce fall short in achieving their AAP goals in most job categories, especially in the high-paying job categories. As a result of this, the state's overall figures for women employment and more seriously the continuing existence of the female salary gap is even more evident when females are paid 90 cents for every dollar that men earn.

Minority Employment in the Seven Job Categories

The overall trend in minority employment in state agencies between 1997 and 2001 is similar to women employment, in that most cabinets increased minority

representations in the seven job categories. However, many of them have not reached the AAP goal of 7.51%, especially in the top job categories. Tables 21 – 35 (Appendix II), give the details on minority employment of all 15 cabinets in their seven job categories. The following is the performance of the cabinets ranked in the order of achievement in increasing the number of minorities in their workforce and in achieving the AAP goals in the seven job categories, especially in the top four job categories:

1. Cabinet for Families & Children ranks on top for achieving and exceeding its AAP goal of 7.51% minority employment overall and 7.51% in each of the seven job categories. During the 1997-2001 period, the cabinet increased minorities in all but two job categories (Technicians and Para-professionals). During this time period, the cabinet nearly tripled its minority employment in its top job category of Officials and Administrators from 5.7% in 1997 to 14.29% and exceeded the AAP goal in all the job categories. Considering the fact that this is the third largest cabinet in the Commonwealth in terms of the number of employees (with 5,970 employees), improvements made in minority employment are impressive and make a considerable impact on the overall state figures.
2. Education, Arts & Humanities cabinet increased minority employment across-the-board in all the job categories. The cabinet has exceeded the AAP goal in all but two job categories (Officials & Professionals and Craftsmen). Even in these two categories, the cabinet is very close to achieving the goals.
3. Personnel cabinet, although decreased the number of minorities in three of the job categories, still exceeds its AAP goals in the three top job categories. Considering the size of the workforce (only 203 employees), the lack of minority employment in two job categories is justifiable and does not impact the overall statewide figures.
4. Health Services cabinet, which has exceeded AAP goal for minority employment in all but one (Craftsmen) of its job categories in 1997, has lost minorities in three categories and gained some in three other categories. While all categories exceeded the goal in 2001, the top job category of Officials & Administrators, which had 7.51% of minorities in

1997, lost 1.8% in 2001. Considering the size of the cabinet's workforce (fourth largest, with 3,616 employees), Health Services cabinet has done well in meeting its minority employment goal, often exceeding the goal in most job categories.

5. Workforce Development cabinet has increased its minority workforce in all but one (Service Workers) job category. Except in three categories, the cabinet has exceeded its AAP goals. The cabinet has increased the number of minority employees in the top job category of Officials & Administrators from 5.4% in 1997 to 9% in 2001 thereby exceeding the goal by 3.5%
6. While minority employment increased in only two job categories and slightly decreased in the rest of the categories, the Justice cabinet still ranks better than several cabinets in minority employment because three out of the four top job categories exceeded the AAP goal. Also, considering the fact that the Justice cabinet is the largest cabinet in terms of the number of employees (6,913), achieving the AAP goal in the higher job categories for minorities means a reduction in the overall minority salary gap.
7. General Government cabinet has increased its number of minority employees across-the-board in all the job categories. However, the cabinet has achieved the AAP goal in only three job categories. The overall improvement of minority employment in all job categories is promising and hopefully the cabinet will achieve the goal in all categories soon.
8. Finance & Administration cabinet has increased the number of minorities in four of its job categories, but achieved or exceeded its AAP goal only in three job categories. Among these are the top job category of Officials and Administrators of which the minority share was only 3.4% in 1997 and 8.21% in 2001, an impressive 4.81% increase exceeding the AAP goal.
9. Transportation cabinet's minority workforce has increased in all but two job categories. However, the cabinet has met or exceeded the AAP goal only in three categories. The cabinet's poorest performance is in the top job category of Officials & Administrators in which minorities are poorly

represented by only 2.4%, which falls 5.11% below the AAP goal for minority employment.

10. Public Protection and Regulation cabinet slightly increased the number of minority employees only in two mid-level job categories. The cabinet achieved and exceeded its minority goals only in two lower level job categories. The cabinet lags far behind in reaching its goal in the three top job categories.
11. Cabinet for Economic Development increased minority shares of its workforce in two job categories and lost minorities share in the other categories. The cabinet achieved and exceeded its AAP goals only in three categories. The cabinet does not have any minority employees in three of the mid-level job categories. Due to the small size of the cabinet (a workforce of only 130 employees), minority representation in the cabinet's job categories relate to very low numbers and thus do not reflect the actual performance of the cabinet.
12. The Labor cabinet increased its minority employee percentages only in the top three job categories. However, only one of them (Technician) has met and exceeded the AAP goal. Minorities are extremely under represented in all the other job categories.
13. The Revenue cabinet decreased its minority employment in five of the job categories and increased its minority employment only in two job categories. Only one mid-level job category (Para-professional) achieved the AAP goal. Two categories (Craftsmen and Service Worker) have no minorities in their workforce. The performance of the cabinet in minority employment is not impressive when considering the number of employees (1,008) within the cabinet.
14. Natural Resource and Environmental Protection cabinet showed slight progress in minority employment in only four job categories and lost minority workers in the other three. The AAP goal has been achieved in only one (Para-professional) category, and the cabinet is especially behind in achieving the goal in all the other categories.
15. The Tourism Development cabinet has the poorest performance in employing minorities in its workforce of 2,331 employees. Although the cabinet has increased the number of minority employees in six job

categories, only one of them (Service Workers, the lowest-level category) has reached the AAP goal. In all other job categories, the cabinet falls short in meeting the AAP goal.

Although three of the largest cabinets (Families & Children, Workforce Development, and Health Services) have done well in improving the employment status of minorities in their job categories, the other cabinets have fallen behind in employing minority workers, especially in the top job categories. The top two high employee cabinets of Transportation and Justice who employ one third of the state's workforce, have done reasonably well but are still behind in achieving the AAP goals in most job categories, especially in the high-paying job categories. This is reflected in the state's overall figures for minority employment and more seriously in the continuing existence of the minority salary gap and the minority percentage of white salary, which is 90 cents for every dollar that whites earn.

SALARY GAP IN CABINETS

Eight Cabinets Increased the Female Salary Gap

Eight of the fifteen cabinets or over a half of the cabinets in the Commonwealth showed an increase in the salary gap between male and female employees from 1997 to 2001. They include: **Families & Children, Finance & Administration, General Government, Health Services, Natural Resources & Environmental Protection, Public Protection & Regulation, Revenue, and Tourism.** The other seven cabinets reducing the salary gap are: **Economic Development, Education, Arts & Humanities, Justice, Labor, Personnel, Transportation, and Workforce Development.**

Of the eight cabinets with salary gap increases, the Revenue cabinet had the largest increase from \$186 in 1997 to \$7,169 in 2001. This increase in the gap amounts to approximately \$5,000. The Natural Resources & Environmental Protection cabinet increased its salary gap by about \$4,500 from \$4,585 in 1997 to \$9,049 in 2001. All the other six cabinets showed an increase in the salary gap of \$180 (Health Services cabinet) and \$1,450 (Financial & Administration cabinet).

Two cabinets in the Commonwealth exhibited a \$10,000 salary gap between men and women. They are the Personnel cabinet and the cabinet for Economic Development. The Personnel cabinet, although reducing the salary gap by about \$4,000, had the highest female salary gap of \$14,517 among of all cabinets. The average male in the Personnel cabinet earned \$49,064 compared to the average female salary of \$34,547. Women in the Personnel cabinet earned only 70.5% of the average male salary. In other words, women earned 70.5 cents for every dollar that men earned which ranks this cabinet's performance as the lowest of all cabinets.

The Economic Development cabinet ranked second in the largest female salary gap with a gap of \$10,983. The cabinet reduced the gap by \$4,000 from the 1992 figure,

however women in the cabinet earned only 78.5 cents for every dollar that men earned. The Natural Resources & Environmental Protection cabinet ranked third in the largest salary gap and lowest female percent of male salary. The average female salary in the cabinet was \$9,049 less than the average male salary, resulting in women making only 79 cents for every dollar that men earn. Table 11 compares the female salary gap and the female percentage of the male salary for 1997 and 2001.

Table 11: Female Salary Gap and Female Percentage of Male Salaries in 1997 Compared to 2001

Cabinet	Salary Gap in 1997 (\$)	Female % of Male Salary 1997	Salary Gap in 2001 (\$)	Female % of Male Salary 2001
Economic Development	14,981	70	10,983	78.5
Education, Arts & Humanities	1,005	96.7	853	97.6
Families & Children	2,410	91.5	3,467	89.5
Finance & Administration	3,013	90.3	4,465	87.2
General Government	2,154	93.2	3,311	91.3
Health Services	888	96.5	1,068	96.5
Justice	1,521	94.4	110	99.6
Labor	8,701	74.9	5,555	85.3
Natural Resources & Environmental Protection	4,585	86.5	9,049	79
Personnel	18,894	63.2	14,517	70.5
Public Protection & Regulation	5,876	83.7	6,674	85
Revenue	2,186	92.2	7,169	81
Tourism	2,017	91.6	3,165	88
Transportation	2,394	90.6	945	97
Workforce Development	1,535	94.7	83	99.8

Seven Cabinets Decreased the Female Salary Gap

Seven cabinets reduced the salary disparities between men and women. They include: **Economic Development, Education, Arts & Humanities, Justice, Labor, Personnel, Transportation, and Workforce Development.** As explained in the

previous section, although the Personnel and Economic Development cabinets reduced the female salary gap, they still rank as the cabinets with the highest female salary gaps and lowest female percentage of male salary.

The Workforce Development cabinet has an impressive achievement in narrowing the female salary gap by reducing the gap from \$1,535 to just \$83. The average male in the Workforce Development cabinet earns \$36,435 compared to the average female salary of \$36,352. The cabinet ranks as the top in the highest female percentage of male salary. Women in the Workforce Development cabinet earn 99.8% for every dollar that men earn. The Justice cabinet also had an impressive improvement by reducing the salary gap from \$1,521 to \$110. Women in the Justice cabinet make 99.6 cents for every dollar that men earn. Education, Arts & Humanities ranked as the third best in the female percentage of male salary. Women in the Education, Arts & Humanities cabinet earn 97.6% of the male average salary.

Female Payroll Gap Narrowed in Eight Cabinets and Increased in Five Cabinets

Payroll gap, which is the measure when comparing women workforce percentage and women payroll percentage, narrowed in eight cabinets. They include: **Education, Arts & Humanities, Finance & Administration, Health, Justice, Labor, Personnel, Public Protection & Regulation, and Workforce Development.** For example, in 2001, of the total workforce of the Education, Arts & Humanities Cabinet, 62.97% were women but their share of the total cabinet payroll was 66.2%. The female payroll gap (the difference between the female percentage of the cabinet's workforce and the female share of the cabinet's total payroll) in 2001 was +3.2%. The female payroll gap of the cabinet in 1997 was -2.6%, and thus the cabinet narrowed the gap in 2001 by 5.8%. Two cabinets (Economic Development and Families & Children) maintained the same female payroll gap in 1997 and 2001.

Table 12: Male – Female Payroll Gap in 1997 Compared to 2001

Cabinet	Payroll Gap in 1997 (%)	Female % 2001	Female % of Payroll 2001	Payroll Gap in 2001 (%)
Economic Development	2.4	55.38	53	2.4
Education, Arts & Humanities	2.6	62.97	66.2	-3.2
Families & Children	2.2	82.19	80	2.2
Finance & Administration	4.8	44.96	43	2
General Government	2.7	55.92	48.8	7.1
Health Services	1.6	71.02	70.3	0.7
Justice	1.8	33.98	38	-4
Labor	9.1	57.36	52.5	4.9
Natural Resources & Environmental Protection	2.6	35.19	31.4	3.8
Personnel	6.8	76.35	73	3.4
Public Protection & Regulation	5.9	44.71	39.5	5.2
Revenue	4.6	61.90	54	8
Tourism	-2.5	42.47	34.5	8
Transportation	0.8	19.98	18.6	1.4
Workforce Development	4.6	59.08	68	-8.9

The payroll gap has increased in five cabinets: **General Government, Natural Resources & Environmental Protection, Revenue, Tourism, and Transportation.** As illustrated in Table 12, the women workforce and payroll percentage is positive in only three cabinets. They are **Education, Arts & Humanities, Justice, and Workforce Development.** This means that, only these cabinets matched and/or exceeded the percentage of women's payroll to their percentage in the workforce. Among these cabinets, Workforce Development had the highest positive gap of 9%, i.e., the payroll of women in the cabinet is 9% more than the percentage of women in the workforce.

Minority Salary Gap Increases in Nine Cabinets

Nine cabinets increased the salary gap between white and minority employees between 1997 and 2001. They include: **Economic Development, Families & Children, Finance & Administration, General Government, Justice, Labor, Personnel, Tourism, and Workforce Development.** The other six cabinets reduced the minority salary gap. The Economic Development cabinet increased the minority salary gap from +\$8,400 in 1997 to -\$3,379 in 2001. In 1997, the average annual salary for minorities in the cabinet was \$46,400 compared to the average white salary of \$38,000, and the average minority salary was \$8,400 more than the average white salary. However, in 2001 the minority average salary became \$43,987 compared to the average white salary of \$47,366 with minorities making \$3,379 less.

The Labor cabinet also increased the minority salary gap by about \$5,000, and became the only cabinet with a salary gap of more than \$10,000. With the gap of \$10,295, it ranked at the top in the largest minority salary gap. In 2001, minorities in the Labor cabinet earned an average salary of \$29,866 compared to the average white salary of \$40,161. The Labor cabinet also had the lowest minority percentage of the white salary with minorities earning only 74.4% of white salaries. Four other cabinets (**Education, Arts & Humanities, General Government, Health, and Revenue**) had a minority salary gap of more than \$5,000. Minorities in these four cabinets made 85 cents for every dollar that whites earned. Although the Justice cabinet increased the minority salary gap by about \$650, it ranked on top in the highest minority percentage of white salary. In the Justice cabinet, minorities earned 98.5 cents for every dollar whites earned.

Table 13: Minority Salary Gap and Minority Percentage of White Salaries in 1997 Compared to 2001

Cabinet	Salary Gap in 1997 (\$)	Minority % of White Salary 1997	Salary Gap in 2001 (\$)	Minority % of White Salary 2001
Economic Development	-8,400	122	3,379	92.9
Education, Arts & Humanities	9,118	74.3	5,403	86
Families & Children	3,413	88.1	4,702	86.1
Finance & Administration	2,739	91.1	3,913	88.7
General Government	3,366	92.4	5,347	86.4
Health Services	8,211	72	5,192	84
Justice	-202	100.8	444	98.5
Labor	4,954	84.9	10,295	74.4
Natural Resources & Environmental Protection	2,258	93.1	1,601	96
Personnel	-4,791	112.2	2,324	94.6
Public Protection & Regulation	2,226	93.5	1,686	96
Revenue	6,093	79.5	5,423	85.1
Tourism	3,421	86.1	4,148	84.1
Transportation	4,110	85	4,058	88
Workforce Development	-218	100.8	1,511	96.1

Six cabinets reduced the minority salary gap. They include: **Education, Arts & Humanities, Health, Natural Resources & Environmental Protection, Public Protection & Regulation, Revenue, and Transportation**. Education, Arts & Humanities had the highest reduction of the minority salary gap (by about \$4,000). However, it was among the six cabinets with the largest minority salary gap of more than \$5,000. It also exhibited the lowest minority percentage of white salary (85%). Table 13 compares minority salary gap and minority percentage of white salary for 1997 and 2001.

Ten Cabinets Narrowed the Minority Payroll Gap and Five Cabinets Increased the Gap

Ten cabinets narrowed the minority payroll gap, the gap between the percentage of minority employees in their workforce and the payroll percentage for minorities. They include: **Health Services, Justice, Labor, Natural Resources & Environmental Protection, Personnel, Public Protection & Regulation, Revenue, Tourism, Transportation, and Workforce Development.** For example, in 2001, of the total workforce of the Health Services Cabinet, 12.28% were minorities but their share of the total cabinet payroll was 10.5%. The minority payroll gap (the difference between the minority percentage of the cabinet's workforce and the minority share of the cabinet's total payroll) was -1.9%. The minority payroll gap of the cabinet in 1997 was -4.8%, and thus the cabinet narrowed the gap by 2.9%. Five cabinets increased the minority payroll gap. They are: **Economic Development, Education, Arts & Humanities, Families & Children, Finance & Administration, and General Government. Four cabinets (Economic Development, Justice, Revenue, and Workforce Development)** paid the minorities more than their workforce percentage. Table 14 compares minority workforce and payroll gap for 1997 and 2001.

Table 14: Minority – White Payroll Gap in 1997 Compared to 2001

Cabinet	Payroll Gap in 1997	Minority % 2001	Minority % Payroll 2001	Payroll Gap in 2001
Economic Development	-0.8	7.69	8	-0.3
Education, Arts & Humanities	1.3	9.87	8.4	1.5
Families & Children	1	11.71	10.3	1.4
Finance & Administration	-0.4	7.29	5.6	1.7
General Government	0.4	7.49	5.5	2
Health Services	4.9	12.28	10.5	1.8
Justice	1	7.83	8	-0.2
Labor	1.7	6.82	6.5	0.3
Natural Resources & Environmental Protection	1.6	3.52	2.8	0.7
Personnel	1.4	12.81	12	0.8
Public Protection & Regulation	1.2	4.89	4.4	0.5
Revenue	1.5	5.65	4.7	-1
Tourism	2.6	5.02	4.2	0.8
Transportation	-1.4	7.03	6	1
Workforce Development	-0.7	4.89	6.8	-1.9

TRENDS IN NEW HIRE

New hire statistics show that women were hired above the AAP goal of 52.42%. In 2001, the state hired a total of 8,169 new employees. Of these, 4,613 or 56.5% were women. Newly hired minorities were 580 or 7% of the 8,169 new employees hired. The three cabinets that have the lowest percentage of women (Justice, Natural Resources & Environmental Protection, and Transportation) also hired the lowest percentage of new women employees. Similarly, the cabinets that employ the least number of minorities hired the lowest percentage of minorities. See Table 15 for new hire data in 2001.

Table 15: Women and Minority Percentages Among New Hires in State Agencies

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

African Americans, as they are represented in the state's minority workforce, constitute the majority ethnic/racial group among minorities hired in 2001. Table 16 shows the ethnic/racial composition of minority new hires in 2001.

Table 16: Racial Composition of New Hires in State Agencies

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

In 2001, state agencies terminated the jobs of 4,717 employees. Of these 2,403 or 51% were women and 350 or 7.5% were minorities. A total of 4,030 employees received promotions. Of these 2,067 or 51% went to women and 49% went to men. Promotions went to 340 or 8% of minority employees. Disciplinary actions were taken against 518 employees: 205 against women (40%), and 313 or 60% against men. Disciplinary actions were taken against 98 minority employees (20%). This is unusually high when considering that minorities account for only 7.82% of the Commonwealth's employees in 2001. A review of the Affirmative Action Plan Quarterly Reports submitted

by all cabinets and departments/constitutional offices showed very few grievances filed by employees against terminations or disciplinary actions. Table 17 gives the data on new hires, terminations, promotions and disciplinary actions.

Table 17: Personnel Statistics 2001

	Male		Female		State Total	Total Female	Total Minority
	White	Minority	White	Minority			
New Hire	3,301	255	4,288	325	8,169	4,613	580
Termination	2,154	160	2,213	190	4,717	2,403	350
Promotion	1,824	139	1,866	201	4,030	2,067	340
Disciplinary	254	59	166	39	518	205	98

CONCLUSION

In general, the status of women and minority employment in Kentucky state agencies improved between 1997 and 2001. Women employment increased from 48.68% to 49.74%, but still has not reached the state's 1996 Affirmative Action Plan goal of 52.42%. Minority employment increased from 7.29% to 7.82%, exceeding the AAP goal of 7.51% for the third consecutive year since 1999. Employment of minority groups other than African Americans has increased from 0.15% of the state's total work force in 1997 to 0.78% in 2001. However, African American employment remains the same at 7% since 1990. Considering the fact that the African American population has increased from 7.1% of the total population of the state of Kentucky in 1990 (Census 1990) to 7.3% in 2000 (Census 2000), the Commonwealth needs to encourage African American employment in its agencies.

The gap between the salaries of men and women increased by \$343 from \$3,429 in 1997 to \$3,727 in 2001. However, the female percent of male salary also increased by 1.2% to 89.9%. This is due to the fact that, although women employment in state agencies increased, most of them were in the lower paying job categories. Thus, in 2001, women in Kentucky state agencies earned about 90 cents for every dollar men earned. The salary gap between whites and minorities decreased by \$212 from \$3,728 to \$3,318, and the minority percentage of white salary increased from 87% to 89.8%. Minorities earned about 90 cents for every dollar whites earned.

Between 1997 and 2001, Cabinet performance resulted in eight cabinets reducing the female salary gap and six cabinets increasing the salary gap. The minority salary gap reduced in six cabinets, while seven cabinets increased the minority salary gap. Although improvements have been made in the female percent of male salary and

minority percent of white salary, women and minority salary gaps continue at unacceptable levels in all the state agencies.

Minor improvement has been made in reducing the female payroll gap, the gap between women's share of the state workforce and their share of the state's payroll. In 2001, women comprised 49.74% of the state's workforce, but received only 47% of the state's payroll resulting in a gap of 2.74%. This gap was 3.2% in 1997. Minority payroll gap, the gap between the minority percent of the state's workforce and their percentage of the state's payroll also reduced from 1% in 1997 to 0.5% in 2001.

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

Five cabinets and three Departments/Constitutional Offices of the Commonwealth met the AAP goal for both women and minority employment. They include: **Economic Development, Education, Arts & Humanities, Families & Children, Health Services, Personnel, Department of Education, Office of the Governor and the Department of Veterans' Affairs.** Other than these, only four cabinets and four departments achieved the AAP goal for women (**General Government, Labor, Revenue, Workforce Development, Auditor of Public Accounts, Office of the Secretary of State, Office of the State Treasurer, and the Unified Prosecutorial System**). This report shows that a total of nine cabinets and seven departments have 52.42% or more of women employees. The Transportation,

Justice, and Natural Resources & Environmental Protection cabinets continue to employ the smallest percentage of women at less than 36% each. The Transportation cabinet employs less than 20% of women.

A total of only six cabinets and five departments achieved the AAP goal for minority employment. **Natural Resources & Environmental Protection, Public Protection & Regulation, Workforce Development, Department of Agriculture, Auditor of Public Accounts, Office of the Secretary of State, and the Unified Prosecutorial System** employ less than 5% of minorities.

Eight cabinets have narrowed the salary gaps between men and women. They include: **Economic Development, Education Arts & Humanities, Justice, Labor, Personnel, Public Protection & Regulation, Transportation, and Workforce Development.** The Health Services cabinet continues the same salary gap that existed in 1997. Unfortunately, the salary gap between men and women has increased in the following six cabinets: **Families & Children, Finance & Administration, General Government, Natural Resources & Environmental Protection, Revenue, and Tourism.**

Female payroll gap (the gap between the female percentage of the workforce and the female share of the total agency payroll) has narrowed in the following eight cabinets: **Education, Arts & Humanities, Finance & Administration, Health, Justice, Labor, Personnel, Public Protection & Regulation, and Workforce Development.** Two cabinets (Economic Development and Families & Children) continued the same female payroll gap, while the rest of five cabinets increased the gap.

Six cabinets have narrowed the salary gaps between whites and minorities. They are: **Education Arts & Humanities, Health Services, Natural Resources & Environmental Protection, Public Protection & Regulation, Revenue, and Transportation.** Two cabinets (Justice and Workforce Development) continue the same

salary gap. The salary gaps between whites and minorities have increased in the following seven cabinets: **Economic Development, Families & Children, Finance & Administration, General Government, Labor, Personnel, and Tourism.**

Ten cabinets narrowed the minority payroll gap. They include: **Health Services, Justice, Labor, Natural Resources & Environmental Protection, Personnel, Public Protection & Regulation, Revenue, Tourism, Transportation, and Workforce Development.** Five cabinets increased the minority payroll gap.

Personnel data on hiring, promotion, and termination show no visible differences/discriminations between men and women and/or whites and minorities. However, data on disciplinary actions show that an alarmingly high percentage (20%) of disciplinary actions were taken against minorities in 2001.

Although very slow paced, the status of women and minority employment has improved in Kentucky state agencies. Several factors continue to offer hope for continued improvement. The Governor's Minority Management Trainee Program, established by an Executive Order in 1995 with the goal of increasing representation of minority managers in state government, has yielded positive results. The Personnel cabinet, responsible for monitoring the state's Affirmative Action Plan, has done commendable work in preparing the *Semi Annual Report on Minority Employment*, highlighting deficiencies in women and minority employment in various state agencies. However, a more active and result-oriented monitoring mechanism for AAP is lacking. A review of the state agencies' Affirmative Action Plan Quarterly Reports revealed that most of the agencies do not provide the required information and continue to ignore obvious deficiencies. On the other hand, several agencies have made impressive strides towards achieving the plan's goals and objectives.

Some of the ideas for improving and/or increasing women and minority employment in state agencies mentioned in the state's and individual cabinets'

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

APPENDIX I

**Women and Minority Employment (Affirmative Action Data) in State
Agencies for 1998, 1999 and 2000.**

Table 18: Affirmative Action Data as of December 31, 1998

Cabinet/Agency	Minority % (Goal 7.51%)	Female% (Goal 52.42%)
Economic Development	5.65	55.65
Education, Arts & Humanities	7.69	64.74
Department of Education	8.71	71.49
Families & Children	9.61	80.90
Finance & Administration	5.77	44.56
General Government	4.27	54.01
Department of Agriculture	4.53	30.10
Office of the Attorney General	9.29	52.04
Auditor of Public Accounts	1.48	54.07
Office of the Governor	8.96	59.70
Office of the Lieutenant Governor	16.67	66.67
Department for Local Government	5.88	48.53
Department of Military Affairs	4.40	25.79
Office of the Secretary of State	5.26	86.84
Office of the State Treasurer	7.89	63.16
Unified Prosecutorial System	0.72	52.84
Health Services	14.47	70.85
Justice	7.33	33.55
Labor	6.76	57.92
Natural Resources & Environmental Protection	2.59	34.40
Personnel	12.21	79.65
Public Protection & Regulation	4.91	43.46
Revenue	5.54	59.31
Tourism	5.23	43.03
Transportation	7.24	19.80
Workforce Development	4.74	58.71
Statewide	7.38	49.32

Table 19: Affirmative Action Data as of December 31, 1999

Cabinet/Agency	Minority % (Goal 7.51%)	Female % (Goal 52.42%)
Economic Development	7.87	54.33
Education, Arts & Humanities	8.62	65.52
Department of Education	9.62	71.98
Families & Children	10.70	81.51
Finance & Administration	7.01	45.24
General Government	4.55	52.55
Department of Agriculture	3.57	28.57
Office of the Attorney General	8.51	53.19
Auditor of Public Accounts	2.96	57.04
Office of the Governor	20	60.00
Office of the Lieutenant Governor	11.69	59.74
Department for Local Government	7.04	47.89
Department of Military Affairs	3.98	26.61
Office of the Secretary of State	2.70	86.49
Office of the State Treasurer	5.13	58.97
Unified Prosecutorial System	0.60	53.06
Health Services	13.95	70.39
Justice	7.63	33.58
Labor	8.82	57.98
Natural Resources & Environmental Protection	2.77	35.02
Personnel	11.89	78.38
Public Protection & Regulation	4.67	42.69
Revenue	5.67	61.55
Tourism	4.82	43.51
Transportation	7.34	19.63
Workforce Development	4.95	58.18
Statewide	7.61	49.06

Table 20: Affirmative Action Data as of December 31, 2000

Cabinet/Agency	Minority %	Female %
Economic Development	7.03	54.69
Education, Arts & Humanities	9.16	62.78
Department of Education	10.47	68.18
Families & Children	11.90	81.81
Finance & Administration	7.11	44.31
General Government	4.78	52.83
Department of Agriculture	3.59	30.07
Office of the Attorney General	8.37	52.59
Auditor of Public Accounts	2.90	55.80
Office of the Governor	13.54	64.58
Office of the Lieutenant Governor	14.29	57.14
Department for Local Government	11.48	49.18
Department of Military Affairs	5.38	24.68
Department of Veterans Affairs	5.97	76.62
Governors Office for Technology	5.08	40.40
Office of the Secretary of State	2.63	84.21
Office of the State Treasurer	5.88	64.71
Unified Prosecutorial System	0.63	53.45
Health Services	13.39	70.94
Justice	7.59	33.45
Labor	8.26	56.96
Natural Resources & Environmental Protection	3.05	34.53
Personnel	13.30	78.19
Public Protection & Regulation	5.31	43.51
Revenue	5.51	62.01
Tourism	4.78	43.76
Transportation	7.51	19.79
Workforce Development	4.92	59.10
Statewide	7.87	49.21

APPENDIX II

**Women and Minority Employment of 15 Cabinets of the Commonwealth
in Seven Job Categories**

Table 21: Female and Minority Distribution in Job Categories: Cabinet for Economic Development

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	22.2%	5.6%	27.5%	5%	28.2%	5.1%	31.7%	4.9%	27.9%	4.6%
Professional	55.8%	3.8%	3.3%	4.1%	54%	6%	55%	4.1%	52.9%	3.9%
Technician	60%	20%	60%	20%	50%	0	50%	0	80%	20%
Para-professional	100%	0	100%	0	100%	0	100%	0	100%	0
Craftsmen	100%	10.5%	100%	11.1%	100%	10.5%	100%	9.5%	100%	10.5%
Office and Clerical	87.5%	0	85.7%	0	66.7%	0	73%	0	87.5%	12.5%
Service Worker	0	50%	0	50%	0	50%	0	50%	0	50%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	23.26%	4.65%	27.66%	4.26%	26.67%	4.445	30.61%	4.8%	31.25%	4.17%
Professional	54.17%	6.25%	55.77%	5.77%	58.49%	7.555	61.82%	9.9%	60.38%	11.32%
Technician	83.33%	16.67%	75%	25%	50%	0	66.67%	0	50%	0
Para-professional	100%	0	100%	0	100%	0	100%		100%	0
Craftsmen	100%	0	100%	0	100%	0	100%	0	100%	0
Office and Clerical	100%	20%	88.89%	16.67%	100%	14.29%	81.25%	12.5%	100%	11.11%
Service Worker	0	50%	0	0	0	50%	0	50%	0	50%

Table 22: Female and Minority Distribution in Job Categories: Education, Arts & Humanities Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	53.9%	6.7%	54.8%	8.1%	54.3%	7.6%	56%	6.9%	57.4%	5.3%
Professional	68.4%	4.9%	67.8%	5.7%	68.1%	5.5%	68.1%	5.6%	71.2%	8%
Technician	38.7%	6.3%	41.3%	6.5%	39.9%	7%	39.9%	7.7%	60.9%	8.7%
Para-professional	84%	8.6%	76.2%	8.9%	79.4%	8.7%	79.4%	7.8%	78.3%	10.1%
Craftsmen	84.1%	3.5%	82.6%	6.1%	82.8%	6.4%	81.6%	9.2%	82.2%	7.8%
Office and Clerical	94%	12%	94.9%	12.6%	91%	11.5%	88.6%	9.1%	95.2%	4.8%
Service Worker	51.8%	23.5%	47.5%	28.8%	52.7%	21.6%	48.3%	22.4%	54.4%	19.1%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31 2001	
Officials and Administrators	53.63%	6.83%	57.77%	7.53%	56.9%	7.53%	57.9%	7.69%	57.72%	7.32%
Professional	69.98%	7.66%	69.08%	8.48%	65.70%	8.48%	66.73%	8.69%	66.97%	9.57%
Technician	25.69%	7.34%	25.69%	8%	25%	8%	27.62%	7.62%	28.71%	7.92%
Para-professional	73.94%	8.45%	73.6%	9.3%	71.3%2	9.3%0	69.29%	11.2%	68.75%	10.94%
Craftsmen	56.52%	4.35%	52%	2%	51.6%	2.13%	53.49%	2.33%	54.55%	6.82%
Office and Clerical	97.83%	11.59%	96.90%	11.63%	95.83%	11.67%	93.75%	12.5%	92.45%	13.21%
Service Worker	50%	26%	52.24%	28.26%	45.65%	28.26%	50.67%	20%	43.48%	23.91%

Table 23: Female and Minority Distribution in Job Categories: Cabinet for Families & Children

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	52.55	5.7%	56.1%	9.1%	55%	7.9%	56.4%	9.3%	57.1%	12.7%
Professional	78.1%	7.2%	78.4%	7.4%	76.5%	7.2%	76.6%	7.5%	78.1%	8.5%
Technician	72.7%	18.8%	78.8%	17.5%	62.6%	12.1%	63.3%	11.5%	63.6%	12.5%
Para-professional	84.7%	19.2%	85.1%	17.6%	8.5%	11.6%	84.5%	11.2%	82.2%	11.7%
Craftsmen	97.9%	9.9%	97.3%	10.1%	97.3%	11%	97.2%	11.1%	97.7%	11.8%
Office and Clerical	87.5%	17%	90%	18.6%	87.2%	15.1%	89.2%	17.8%	86.8%	15.4%
Service Worker	55.8%	34.9%	51.3%	38.5%	50%	39.5%	51.4%	37.8%	51.4%	37.8%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	57.80%	9.17%	57.94%	10.32%	59.42%	8.70%	60.96%	11.64%	57.82%	14.29%
Professional	78.61%	9.41%	78.75%	10.65%	78.57%	10.60%	78.60%	10.27%	79.14%	10.58%
Technician	76.81%	14.49%	80%	11.25%	83.95%	8.64%	80.25%	7.41%	78.21%	8.97%
Para-professional	82.55%	11.44%	83.91%	13.2%	84.36%	13.57%	84.95%	13.65%	85.40%	13.15%
Craftsmen	45.45%	18.18%	43.48%	17.39%	52.17%	17.39%	54.17%	16.67%	54.17%	12.50%
Office and Clerical	96.67%	13.22%	94.3%	13.61%	96.52%	14.25%	95.53%	13.60%	96.76%	13.19%
Service Worker	48.57%	37.14%	50%	38.24%	46.88%	40.63%	46.67%	43.33%	46.15%	38.46%

Table 24: Female and Minority Distribution in Job Categories: Finance & Administration Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	38%	3.4%	36.5%	3.7%	35%	4.7%	36%	4.6%	35.2%	4.2%
Professional	65.2%	5.8%	64.95.6%	5.6%	64.3%	5.9%	59.5%	6.5%	59.7%	6.6%
Technician	44.5%	3.8%	45%	3%	46.8%	3.2%	39.4%	3.7%	38.2%	6.2%
Para-professional	88.2%	8.5%	89.3%	7.4%	89.6%	9%	65.4%	3.8%	69.6%	0
Craftsmen	28.6%	4.8%	28%	4%	27.2%	3.6%	27.1%	3.3%	25.2%	4.8%
Office and Clerical	71.9%	18.8%	70.8%	8.5%	64.2%	20.6%	64.8%	9.6%	60.7%	23.6%
Service Worker	41.3%	7.8%	44%	8.1%	44.4%	7.8%	31.7%	9.9%	29.3%	12.7%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	42.74%	5.98%	40.50%	6.61%	39.34%	8.20%	37.96%	8.3%	38.6%	8.21%
Professional	64.16%	6.9%	6.18%	4.61%	62.28%	5.54%	63.23%	5.16%	62.63%	6.73%
Technician	44.32%	6.82%	45.16%	8.60%	42.11%	8.42%	40%	6.62%	38.30%	5.32%
Para-professional	63.64%	0	69.23%	0	73.33%	13.33%	75%	0	76.47%	0
Craftsmen	16.57%	4.57%	55.96%	3.41%	15.48%	3.57%	17.18%	4.29%	16.45%	3.29%
Office and Clerical	57.1%	9.35%	16.48%	8.26%	51.38%	8.26%	51.82%	10%	51.61%	11.83%
Service Worker	32.80%	12.80%	37.40%	11.45%	37.93%	12.7%	39.68%	10.32%	40%	12.38%

Table 24: Female and Minority Distribution in Job Categories: General Government Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	27.2%	4.6%	28.4%	4.7%	28.8%	4.9%	27.3%	5.2%	28.2%	5.4%
Professional	43%	3.2%	43.9%	3.5%	44%	3.6%	48.2%	3.4%	48.5%	3.5%
Technician	20%	2.4%	31.7%	2.5%	32.4%	2.8%	42%	2.7%	41.9%	2.7%
Para-professional	74.2%	12.9%	69%	13.8%	73%	8.1%	90.1%	10.5%	73%	8.1%
Craftsmen	68.5%	3.9%	20.3%	1.3%	19.8%	1.2%	21.6%	1.1%	20.4%	1.1%
Office and Clerical	94.5%	5.5%	95.1%	4.1%	95%	4.4%	93.9%	3.5%	94.3%	4%
Service Worker	19.4%	14%	22.6%	14.3%	16.8%	12.4%	41.8%	9.8%	41%	7.4%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	29.39%	5.92%	30.44%	4.80%	32.39%	5.11%	32.19%	4.62%	34.97%	5.18%
Professional	48.66%	3.56%	48.76%	3.96%	50.28%	4.34%	50.9%	4.63%	63.81%	7.51%
Technician	39.79%	4.63%	40.46%	4.82%	40.69%	4.33%	42.13%	4.9%	54.86%	5.64%
Para-professional	20.43%	9.21%	84.28%	8.81%	87.5%	10.7%	86.98%	10.65%	89.12%	11.56%
Craftsmen	55.45%	2.73%	54.81%	1.92%	53.85%	2.88%	52.73%	2.73%	42%	4%
Office and Clerical	94.79%	3.54%	93.51%	4.14%	95.29%	3.14%	93.80%	3.47%	89.60%	7.20%
Service Worker	40.67%	12.67%	41.50%	13.61%	35.66%	13.99%	36.65%	16.77%	41.7%	15.48%

Table 25: Female and Minority Distribution in Job Categories: Health Services Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	52.3%	7.5%	54.5%	7.7%	56.3%	7.5%	56.3%	7%	58.1%	6.8%
Professional	70.8%	7.6%	70.1%	7.9%	70.2%	7.7%	71.2%	8.1%	70.4%	8.2%
Technician	82.7%	18.5%	83.8%	18.2%	84.7%	17.5%	85.9%	18.2%	86.5%	17.3%
Para-professional	74.1%	20.8%	73.3%	19.1%	75.4%	18.1%	75.1%	18.3%	74.7%	22.4%
Craftsmen	58.4%	7%	58.3%	6.7%	57.8%	6.4%	63.8%	5.5%	61.8%	5.9%
Office and Clerical	90.5%	12.4%	89.6%	13.5%	86.6%	44.6%	88.7%	13.2%	86.4%	12.2%
Service Worker	69.7%	27.4%	69.4%	28.6%	68.5%	27.2%	69.5%	26.8%	69.1%	24.9%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	58.77%	5.69%	58.41%	5.31%	61.80%	5.15%	62.98%	4.58%	64.41%	5.69%
Professional	70.56%	8.50%	71.47%	8.60%	71.95%	8.79%	72.29%	8.47%	73.84%	8.46%
Technician	86.56%	17%	85.71%	15.97%	85.71%	15.67%	82.88%	14.86%	81.12%	14.16%
Para-professional	76.83%	22.22%	76.99%	23.89%	31.43%	24.56%	78.89%	24.44%	79.33%	24.58%
Craftsmen	19.48%	11.69%	19.23%	11.54%	18.75%	13.75%	19.51%	12.20%	18.52%	13.58%
Office and Clerical	92.16%	8.21%	91.13%	8.16%	91.53%	9.75%	89.25%	8.60%	92.19%	7.42%
Service Worker	67.45%	22.67%	67.67%	19.11%	68.31%	18.31%	67.13%	15.52%	65.99%	14.97%

Table 26: Female and Minority Distribution in Job Categories: Justice Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	31.9%	11.7%	3.3%	11.1%	32.6%	10.7%	34.6%	9.8%	34.8%	10.5%
Professional	36.7%	8.3%	37.2%	8.8%	37.4%	8.9%	38%	8.9%	38.9%	9.2%
Technician	43%	5.1%	46.7%	6.7%	45.5%	8.5%	46.8%	8.1%	47.8%	6.4%
Para-professional	39.4%	16%	40.1%	21.9%	40.5%	19.8%	34.5%	25.2%	46%	16.2%
Craftsmen	68%	5%	67.6%	4.7%	67.9%	4.9%	68.3%	5.4%	67.1%	5.4%
Office and Clerical	70.7%	5.6%	69.1%	4.2%	69.2%	4.8%	70.5%	4.4%	67.2%	5.2%
Service Worker	31.1%	5.7%	31.1%	4.4%	31.7%	4.2%	33.3%	6.2%	35%	5.2%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	33.91%	9.77%	35%	10.28%	34.45%	130.36%	33.90%	3.39%	37.23%	10.90%
Professional	39.53%	9.60%	38.79%	9.77%	39.115	9.83%	53.50%	7%	40.4%	10.27%
Technician	48.4%	3.91%	50.49%	3.88%	50.60%	3.61%	51.11%	17.78%	56.61%	3.72%
Para-professional	39.27%	18.72%	55.21%	10.42%	44.64%	12.50%	90.91%	4.55%	44.93%	14.49%
Craftsmen	28.35%	4.60%	30.94%	4.68%	31.65%	4.32%	100%	0	31.10%	3.53%
Office and Clerical	80.90%	5.5%	78.60%	5.28%	79.50%	4.69%	92.31%	10.77%	78.32%	4.43%
Service Worker	35.42%	6.25%	26.74%	6.98%	25.88%	7.6%	0	0	31.25%	6.25%

Table 28: Female and Minority Distribution in Job Categories: Natural Resources & Public Protection Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	27.4%	2.4%	28%	2.3%	27.6%	1.45	26.6%	1.3%	25%	1.3%
Professional	26.2%	3.1%	26.6%	3.2%	26.7%	3.1%	27%	3.1%	27.7%	2.8%
Technician	51.4%	0	53%	0	52%	1.4%	56.2%	1.6%	54.3%	1.4%
Para-professional	57.1%	0	57.1%	0	30%	10%	80%	0	46.2%	0
Craftsmen	91.2%	4.9%	91.4%	5.4%	91.4%	5.4%	91.7%	4.2%	90.4%	5.3%
Office and Clerical	94%	1.2%	97.5%	1.2%	96.4%	2.4%	96.2%	1.3%	97.3%	0
Service Worker	22.95	2.9%	11.8%	1.1%	11.8%	0	13.3%	0	20.8%	0
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	24.57%	1.29%	25.65%	1.30%	25.22%	1.30%	27.78%	1.19%	27.87%	1.64%
Professional	28.56%	2.79%	29.4%	3.9%	28.58%	3.36%	28.68%	3.27%	29.21%	3.91%
Technician	60.61%	4.55%	60%	4.62%	65.57%	4.92%	64.41%	5.8%	69.23%	3.85%
Para-professional	90%	0	55.56%	11.11%	81.82%	0	57.89%	0	72.73%	9.9%
Craftsmen	54.55%	3.3%	51.52%	0	48.39%	0	50%	0	53.33%	0
Office and Clerical	97.33%	6%	95.92%	6.80%	97.62%	4.76%	95.68%	4.32%	98.39%	5.65%
Service Worker	7.37%	0	0	0	8.64%	1.23%	0	0	10.23%	1.14%

Table 30: Female and Minority Distribution in Job Categories: Public Protection & Regulation Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	40.7%	6%	37.6%	4.5%	38.6%	4.8%	38.65	4.3%	37.6%	4.4%
Professional	46.2%	6.1%	43.8%	6%	45.6%	5.6%	45.9%	5.4%	46.2%	5.1%
Technician	8.2%	2.6%	9.5%	2.9%	8.6%	2.9%	7.5%	2.5%	7.1%	3.2%
Para-professional	7.5%	2.8%	79.4%	5.9%	73.5%	11.8%	72.2%	8.3%	71.4%	11.4%
Craftsmen	87.6%	3.4%	87.1%	4.7%	90%	6.2%	83.5%	3.5%	84.6%	4.4%
Office and Clerical	89.1%	8.4%	92.3%	8.6%	87.7%	7.9%	90.7%	9.3%	87%	8.9%
Service Worker	41.7%	25%	38.5%	15.4%	38.5%	15.4%	44.4%	11.1%	30%	10%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	40%	3.4%	39.66%	3.80%	39.50%	3.78%	40.64%	4.11%	41.36%	3.64%
Professional	46.27%	5.28%	47.57%	5.36%	48.80%	5.92%	48.76%	5.14%	50%	5.43%
Technician	7.56%	2.75%	8.45%	3.38%	8.28%	2.76%	8.36%	2.44%	9.57%	3.19%
Para-professional	75%	12.50%	74.7%	11.115	65%	10%	68.18%	9.9%	73.68%	10.53%
Craftsmen	60.53%	2.63%	61.54%	2.56%	58.33%	2.78%	58.82%	2.94%	60.61%	3.3%
Office and Clerical	94.29%	7.14%	92.72%	7.28%	91.61%	9.79%	92.31%	8.39%	91.41%	7.3%
Service Worker	33.33%	16.67%	40%	20%	50%	25%	40%	10%	42.86%	14.29%

Table 31: Female and Minority Distribution in Job Categories: Revenue Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	36.1%	4.1%	37%	3.9%	36%	4%	34.4%	4%	36.6%	4.1%
Professional	50.8%	4.6%	49.5%	4.75%	53.4%	4.8%	55.5%	4.6%	55.3%	4.2%
Technician	51.6%	12.5%	62.9%	11.3%	66.1%	5.4%	61.8%	5.4%	58.6%	5.2%
Para-professional	62.5%	8.3%	62.2%	6.4%	63.2%	7.6%	62.7%	6.9%	66.8%	6.8%
Craftsmen	97.7%	4.6%	97.3%	5.4%	97.2%	2.8%	97.1%	2.9%	97.2%	2.8%
Office and Clerical	88%	10.3%	89%	9.8%	85.5%	8.8%	85.3%	9.8%	84.4%	9%
Service Worker	57.1%	14.3%	80%	0	100%	0	100%	0	100%	0
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	38.21%	5.69%	35.88%	6.11%	36.72%	6.25%	37.21%	6.98%	35.20%	7.20%
Professional	54.31%	4.43%	55.66%	3.62%	55.46%	4.01%	56.38%	4.3%	60.59%	4.51%
Technician	60.81%	4.5%	60.71%	4.76%	62.65%	3.61%	62.16%	6.76%	63.24%	5.88%
Para-professional	70.33%	6.70%	71.74%	10%	71.56%	7.34%	69.67%	6.56%	67.80%	8.47%
Craftsmen	87.50%	0	85.71%	0	85.70%	0	85.71%	0	85.71%	0
Office and Clerical	92.74%	9.68%	84.82%	11.52%	91.41%	8.59%	85.49%	9.84%	89.19%	7.21%
Service Worker	100%	0	100%	0	100%	0	100%	0	100%	0

Table 32: Female and Minority Distribution in Job Categories: Tourism Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	25.7%	2.8%	25.3%	3.4%	28.8%	3.3%	28.6%	3.2%	28.3%	2.6%
Professional	47.9%	3.2%	52.5%	4.2%	50.5%	4%	54.3%	3.6%	51.7%	2.7%
Technician	32.8%	4.7%	36.5%	5.4%	33.8%	4.6%	30.9%	4.4%	29.7%	3.1%
Para-professional	41%	3.4%	44.6%	2.6%	41%	2.2%	42.7%	2.4%	43.5%	3.5%
Craftsmen	3.7%	2.4%	4.4%	3.2%	3.7%	2.1%	4.1%	2.5%	3.6%	2.4%
Office and Clerical	75.1%	3%	73.1%	3.5%	75.1%	3.2%	75%	1.8%	74.4%	3.4%
Service Worker	55%	6.2%	52.8%	11.4%	55.6%	5.7%	55.2%	9.8%	56.6%	4.9%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	27.57%	2.16%	26.18%	2.9%	26.84%	2.11%	27.55%	2.4%	28.13%	2.8%
Professional	52.35%	3.53%	52.83%	2.83%	53.70%	3.70%	53%	2.79%	54. %70	3.4%
Technician	28.57%	4.76%	25.42%	5.8%	28.33%	6.67%	25.81%	4.84%	18.95%	5.17%
Para-professional	46.95%	3.66%	42.35%	2.94%	47.17%	3.77%	43.10%	4.2%	42.59%	3.70%
Craftsmen	10.79%	3.60%	10.95%	3.65%	10.66%	4.4%	10.58%	4.1%	10.18%	3.64%
Office and Clerical	75.90%	2.1%	75.57%	1.53%	76.76%	1.66%	77.10%	3.44%	75.85%	2.97%
Service Worker	55.53%	8%	55.93%	5.3%	55.11%	7.78%	55.7%	4.51%	53.87%	8.72%

Table 34: Female and Minority Distribution in Job Categories: Transportation Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	12.6%	1.3%	13.2%	1.6%	14.6%	2%	14.4%	2%	15.7%	2.5%
Professional	23.4%	5.8%	24.2%	5.9%	25.5%	6.2%	26%	6.1%	25.9%	6.3%
Technician	18.1%	4.2%	17.7%	4.3%	17.5%	3.8%	16.7%	3.3%	17.3%	3%
Para-professional	22.9%	10.8%	25.1%	13.1%	25.1%	10%	27.9%	11%	26.7%	12.4%
Craftsmen	7.8%	2.6%	7.7%	2.4%	3.7%	2.5%	7%	2%	6.7%	3.1%
Office and Clerical	72.2%	10.6%	65.1%	10.7%	64.7%	10.8%	62.2%	11.8%	63.6%	11.2%
Service Worker	13.4%	10.4%	13.6%	9.4%	13.2%	9.4%	13.8%	9.5%	13.2%	8.8%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	16.71%	2.78%	16.71%	2.56%	16.93%	2.12%	18.11%	2.43%	18.93%	2.40%
Professional	26.90%	6.24%	28.72%	7%	29.31%	7.28%	29.66%	6.90%	30.48%	7.24%
Technician	11.68%	4.6%	13.1%	3.6%	13.40%	3.61%	15.37%	3.90%	14.80%	3.32%
Para-professional	29.58%	15.49%	35.80%	12.96%	34.39%	13.38%	33.95%	12.96%	33.33%	12.82%
Craftsmen	2.53%	7.45%	2.66%	7.61%	2.57%	7.71%	2.68%	7.64%	2.80%	7.235
Office and Clerical	67.56%	10.88%	61.15%	12.8%	61.71%	12.63%	59.60%	11.68%	61.48%	10.29%
Service Worker	13.93%	8.42%	13.92%	8.20%	15.55%	8.76%	16.21%	8.11%	16.87%	8.38%

Table 35: Female and Minority Distribution in Job Categories: Workforce Development Cabinet

	January 1 to June 30, 1997		July 1 to December 31, 1997		January 1 to June 30, 1998		July 1 to December 31, 1998		January 1 to June 30, 1999	
	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities	Female	Minorities
Officials and Administrators	45.5%	5.4%	48.4%	4.7%	49.8%	4.8%	50.4%	4.8%	50.4%	5.3%
Professional	47.5%	3.6%	47%	3.6%	57.7%	4.6%	58.6%	4.7%	59.4%	4.75
Technician	58.4%	2%	59%	2.9%	56.5%	0	52.7%	0	55.9%	0
Para-professional	86%	7%	83.3%	2.8%	90.5%	4.8%	90.5%	9.5%	88.5%	3.8%
Craftsmen	92.4%	5.3%	91.5%	4.6%	80.8%	3.8%	78.3%	8.7%	80.8%	3.8%
Office and Clerical	97.9%	5.1%	97.5%	4.7%	92.1%	4.3%	96.2%	3%	91.7%	5.3%
Service Worker	24.1%	11.6%	26.8%	12.9%	29.1%	9.7%	29.4%	7.8%	28.4%	8%
	July 1 to December 31, 1999		January 1 to June 30, 2000		July 1 to December 31, 2000		January 1 to June 30, 2001		July 1 to December 31, 2001	
Officials and Administrators	51.88%	6.28%	52.59%	6.3%	54.24%	6.36%	55.20%	7.20%	55.47%	8.98%
Professional	57.79%	4.75%	58.57%	4.84%	57.85%	4.71%	57.71%	4.64%	57.39%	4.16%
Technician	52.83%	0	54.55%	0	59.52%	0	63.16%	0	56.76%	2.70%
Para-professional	83.33%	16.67%	84.85%	12.12%	88.89%	8.33%	87.50%	12.50%	90.38%	7.69%
Craftsmen	64.29%	7.014%	75%	8.33%	78.57%	7.14%	76.92%	7.69%	76.92%	7.69%
Office and Clerical	96.72%	2.46%	93.33%	5.19%	96%	6.40%	94.89%	5.11%	95.62%	7.30%
Service Worker	25.30%	8.43%	25.61%	8.54%	26.47%	4.41%	26.9%	4.35%	26.9%	4.35%

COMMONWEALTH OF KENTUCKY
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Y. Denise Payne Wade
Louisville

Beverly L. Watts
Executive Director

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

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