



Andy Beshear's Plans to Address Wage Gap in Kentucky

Leading by Example

Conduct an Audit of State Employees and Ensure Equal Pay

It's only fair that if we ask private employers to pay their employees equally, we lead by example in state government. The Beshear-Coleman administration will take the lead by ensuring that there is no gender pay discrimination in state government.

While public disclosure of pay and set positions makes pay discrimination less likely than in the private sector, it can and does still happen in state government. Since pay is set in a range, an early bump can give one employee a significantly higher compensation compared to another employee doing the same work in a different department.

To address this ongoing issue, my administration will conduct a wage and responsibility audit of state government to identify workers not being paid fairly. Using the results, we will then ask for funding to equalize pay. As part of this audit, we will also review the initial hiring process to ensure that there is no unintended bias.

Using State Purchasing Power to Increase Equality

No State Contracts without Pay Equality Certification

The state of Kentucky is one of the largest purchasers of goods in the private market. We can use this leverage to ensure that state contracts are given to companies fully compliant with equal pay laws. If you want to get a government contract you have to prove you pay your employees fairly.

The Beshear-Coleman administration will require state contractors with more than 15 employees or seeking a contract of \$500,000 or more to demonstrate full compliance with state and federal equal pay laws. A state contractor can meet this requirement by either showing an independent wage audit conducted within the last 2 years or by including actual wage data as part of the bid.

Grants for Local Jurisdictions

Provide Grants to Equalize Pay and Cover the Cost of Pay Audit

The Beshear-Coleman administration will set aside \$1 million a year to help local governments conduct pay audits and assist in covering the cost of equalizing pay for the first five years after completing an audit. In exchange, local governments will have to pledge to pick up the bill thereafter.