

WORK FORCE ANALYSIS

Full Time Workforce Race/Ethnicity Summary by EEO Categories

July 1, 2008 - June 30, 2009



Job Categories	FY	Total Employees #	Racial/Ethnic Minorities <i>Men and Women</i>										Women Only # %	
			White		Asian / Pacific		American Indian/ Alaskan Native		Black or African American		Hispanic or Latino			
		#	#	%	#	%	#	%	#	%	#	%	#	%
Administrators	08/09	48	47	97.92%							1	2.08%	14	29.17%
	07/08	40	39	97.50%							1	2.50%	10	25.00%
Professionals	08/09	71	70	98.59%					1	1.41%			22	30.99%
	07/08	67	66	98.51%					1	1.49%			23	34.33%
Technicians	08/09	42	41	97.62%	1	2.38%							9	21.43%
	07/08	46	46	100.00%									6	13.04%
Protective Service	08/09	74	70	94.59%						0.00%	2	2.70%	6	8.11%
	07/08	75	71	94.67%	1	1.33%			1	1.33%	2	2.67%	6	8.00%
Paraprofessionals	08/09	23	23	100.00%									12	52.17%
	07/08	27	27	100.00%									14	51.85%
Administrative Support	08/09	64	62	96.88%	1	1.56%			1	1.56%			56	87.50%
	07/08	64	62	96.88%	1	1.56%			1	1.56%			56	87.50%
Skilled Craft Workers	08/09	82	80	97.56%					1	1.22%	1	1.22%		
	07/08	84	83	98.81%							1	1.19%		
Service Maintenance	08/09	83	83	100.00%									7	8.43%
	07/08	84	84	100.00%									8	9.52%
2008/2009 Total		487	476	97.74%	2	0.41%			3	0.62%	4	0.82%	126	25.87%
2007/2008 Total		487	478	98.15%	2	0.41%			3	0.62%	4	0.82%	123	25.26%

WORK FORCE ANALYSIS

Other Than Full Time Workforce Race/Ethnicity Summary by EEO Categories

July 1, 2008 - June 30, 2009



Job Categories	FY	Racial/Ethnic Minorities Men and Women											Women Only	
		Total Employees	White		Asian / Pacific		American Indian/ Alaskan Native		Black or African American		Hispanic or Latino			
		#	#	%	#	%	#	%	#	%	#	%	#	%
Administrators	08/09													
	07/08													
Professionals	08/09	4	4	100.00%									3	75.00%
	07/08	5	5	100.00%									3	60.00%
Technicians	08/09	27	26	96.30%	1	3.70%							7	25.93%
	07/08	23	21	91.30%	1	4.35%			1	4.35%			8	34.78%
Protective Service	08/09	1	1	100.00%									1	100.00%
	07/08													
Paraprofessionals	08/09	32	30	93.75%					1	3.13%	1	3.13%	19	59.38%
	07/08	34	32	94.12%					1	2.94%	1	2.94%	16	47.06%
Administrative Support	08/09	75	74	98.67%	1	1.33%							51	68.00%
	07/08	37	37	100.00%									30	81.08%
Skilled Craft Workers	08/09	10	10	100.00%									7	70.00%
	07/08	8	8	100.00%									7	87.50%
Service Maintenance	08/09	636	620	97.48%	4	0.63%			10	1.57%	2	0.31%	299	47.01%
	07/08	607	596	98.19%	2	0.33%			7	1.15%	2	0.33%	278	45.80%
2008/2009 Total		785	765	97.45%	6	0.76%			11	1.40%	3	0.38%	387	49.30%
2007/2008 Total		714	699	97.90%	3	0.42%			9	1.26%	3	0.42%	342	47.90%

Table Comparison of City of Ames Employees to 2000 City of Ames Census and 2007 Story County Estimates



	2000 Census ¹	2007 Estimate ²	2007/2008 ³	2008/2009 ³
Total Ames Population	City of Ames	Story County	All Employees	All Employees
White	46,517	76,551	1,192	1,241
Asian/Pacific Islander	4,103	5,122	5	8
American Indian/Alaskan Native	107	167	0	0
Black/African American	1,385	1,964	12	14
Hispanic/Latino	1,065	1,750	7	7
Total Racial/Ethnic	6,660	9,003	24	29
Total Women	25,469	41,902	465	513
Total Population	53,177	85,554	1,216	1,270

	2000 Census ¹	2007 Estimate ²	2007/2008 ³	2008/2009 ³
Percent of Ames Population	City of Ames	Story County	All Employees	All Employees
White	87.48%	89.48%	98.03%	97.72%
Asian/Pacific Islander	7.72%	5.99%	0.41%	0.63%
American Indian/Alaskan Native	0.20%	0.20%	0.00%	0.00%
Black/African American	2.60%	2.30%	0.99%	1.10%
Hispanic/Latino	2.00%	2.05%	0.58%	0.55%
Total Racial/Ethnic	12.52%	10.52%	1.97%	2.28%
Total Women	47.89%	48.98%	38.24%	40.39%

¹ <http://quickfacts.census.gov/qfd/states/19000.html>

² <http://www.fedstats.gov/qf/states/19/19169.html>

³ Includes seasonal parks and recreation employees and temporary library employees

City of Ames Salary Analysis
Full Time Employees
July 1, 2008 - June 30, 2009



Racial/Ethnic Minorities							
Salary Level	American					Women Only	
	White	Asian / Pacific	Indian/ Alaskan Native	Black or African American	Hispanic or Latino		
	#	#	#	#	#	#	
25,000 - 32,999 08/09	4					1	
07/08	16					2	
33,000 - 42,999 08/09	118	1		2		34	
07/08	112	1		1		41	
43,000 - 54,999 08/09	155			1	3	48	
07/08	172			1	3	50	
55,000 - 69,999 08/09	130	1		1		23	
07/08	123	1				16	
70,000 Plus 08/09	69			1	1	20	
07/08	55			1	1	14	
Total Full Time Employees 2009	487			5	4	126	
2008	487	476	2	0	3	4	123

City of Ames Turnover Analysis
Full Time Employees
July 1, 2008 - June 30, 2009

New Hires	05/06	06/07	07/08	08/09
White	20	26	31	28
Asian/Pacific Islander	0	0	0	0
American Indian/Alaskan Native	0	0	0	0
Black/African American	0	0	1	2
Hispanic/Latino	0	0	0	0
Female	2	6	10	6
Separations	05/06	06/07	07/08	08/09
White	26	29	22	35
Asian/Pacific Islander	0	0	0	0
American Indian/Alaskan Native	0	0	0	0
Black/African American	0	0	0	1
Hispanic/Latino	0	0	0	0
Female	4	5	10	6