

PROGRESS REPORT

By Job Category

June 30, 1999 to June 30, 2006

The following analysis indicates the number of persons employed in each job category on June 30 of each year, the number of females/minorities in each category on that date, and the number of females/minorities under-utilized as of that date. The number under-utilized is the number of positions that would need to be filled by females (except in the case of Administrative Support) or minority employees in order to reach statistical parity with the relative labor market. Therefore, the lower the number under-utilized, the closer the City has come to representing the gender and racial characteristics of the relevant labor market.

OFFICIALS & ADMINISTRATORS

	Females				Minorities*			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	36	7	7	19%	36	0	3	8%
June 30, 2000	38	6	9	24%	38	1	2	5%
¹ June 30, 2001	37	6	9	24%	37	1	2	5%
² June 30, 2001	37	6	11	30%	37	1	1	3%
June 30, 2002	39	6	12	31%	39	1	1	3%
June 30, 2003	41	7	14	34%	41	1	1	2%
June 30, 2004	41	9	13	32%	41	1	1	2%
³ June 30, 2005	39	9	NA	NA	39	1	NA	NA
June 30, 2006	37	9	8	22%	37	1	2	5%
Net Change since 1999		2	1	3%		1	-1	-3%

PROFESSIONALS

	Females				Minorities*			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	59	23	8	14%	59	3	3	5%
June 30, 2000	64	23	10	16%	64	2	5	8%
¹ June 30, 2001	66	21	13	20%	66	2	5	8%
² June 30, 2001	66	21	11	17%	66	2	5	8%
June 30, 2002	60	19	10	17%	60	1	5	8%
June 30, 2003	61	19	9	15%	61	1	1	2%
June 30, 2004	60	20	11	18%	60	1	4	7%
³ June 30, 2005	58	22	NA	NA	58	1	NA	NA
June 30, 2006	64	24	8	13%	64	1	6	9%
Net Change since 1999		1	0	-1%		-2	3	4%

*National Data : 9.8 million of 39.4 million (25%) employed minorities are in the "management, professional, and related occupations" category
 Source : Iowa Affirmative Action Data Book 2005

TECHNICIANS

	Females				Minorities			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	47	8	11	23%	47	0	1	2%
June 30, 2000	49	10	10	20%	49	0	2	4%
¹ June 30, 2001	49	10	10	20%	49	0	2	4%
² June 30, 2001	49	10	7	14%	49	0	2	4%
June 30, 2002	49	11	6	12%	49	0	2	4%
June 30, 2003	51	10	9	18%	51	1	6	12%
June 30, 2004	48	6	14	29%	48	0	6	13%
³ June 30, 2005	70	15	NA	NA	70	0	NA	NA
June 30, 2006	65	15	20	31%	65	1	5	8%
Net Change since 1999		7	9	8%		1	4	6%

PROTECTIVE SERVICE

	Females				Minorities			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	73	3	31	42%	73	7	0	0%
¹ June 30, 2001	72	6	28	39%	72	5	2	3%
² June 30, 2001	72	6	28	39%	72	5	4	6%
June 30, 2002	73	6	29	40%	73	6	3	4%
June 30, 2003	71	6	28	39%	71	5	4	6%
June 30, 2004	71	6	28	39%	71	5	4	6%
³ June 30, 2005	75	7	NA	NA	75	4	NA	NA
June 30, 2006	74	5	30	41%	74	4	5	7%
Net Change since 1999		2	-1	-1%		-3	5	7%

PARA-PROFESSIONAL

	Females				Minorities			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	36	27	6	17%	36	2	0	0%
¹ June 30, 2001	39	27	9	23%	39	0	2	3%
² June 30, 2001	39	27	7	18%	39	0	5	13%
June 30, 2002	39	28	6	15%	39	0	5	13%
June 30, 2003	38	29	5	13%	38	2	3	8%
June 30, 2004	41	27	10	24%	41	2	4	10%
³ June 30, 2005	49	32	NA	NA	49	1	NA	NA
June 30, 2006	52	28	8	15%	52	2	5	10%
Net Change since 1999		1	2	-2%		0	5	10%

ADMINISTRATIVE SUPPORT

	Females				Minorities			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	89	75	10	11% (males)	89	2	1	1%
¹ June 30, 2001	91	79	12	13% (males)	91	3	0	0%
² June 30, 2001	91	79	13	14% (males)	91	3	0	0%
June 30, 2002	90	79	14	16% (males)	90	1	2	2%
June 30, 2003	91	77	20	22% (males)	91	1	10	11%
June 30, 2004	87	72	16	18% (males)	87	2	5	6%
³ June 30, 2005	93	77	NA	NA (males)	93	2	NA	NA
June 30, 2006	94	82	18	19% (males)	94	1	15	16%
Net Change since 1999		7	8	6% (males)		-1	14	15%

Note: Jobs in this category are traditionally held by females and the City currently has a higher representation of females than the labor market. Therefore, males are considered to be under-utilized and a decrease in the proportion of females is desirable.

SKILLED CRAFT

	Females				Minorities			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	81	0	7	9%	81	1	1	1%
¹ June 30, 2001	86	0	7	8%	86	1	1	1%
² June 30, 2001	86	0	0	0%	86	1	0	0%
June 30, 2002	80	0	0	0%	80	0	0	0%
June 30, 2003	86	0	6	7%	86	0	6	7%
June 30, 2004	84	0	7	8%	84	0	6	7%
³ June 30, 2005	86	0	NA	NA	86	0	NA	NA
June 30, 2006	89	0	9	10%	89	0	8	9%

Net Change since 1999	0	2	1%	-1	7	8%
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SERVICE MAINTENANCE

	Females				Minorities			
	Number in Category	Number Females	No. Under-Utilized	% Under-Utilized	Number in Category	Number Minorities	No. Under-Utilized	% Under-Utilized
June 30, 1999	145	18	32	22%	145	4	2	1%
¹ June 30, 2001	153	23	30	20%	153	1	5	3%
² June 30, 2001	153	23	33	22%	153	1	5	3%
June 30, 2002	161	29	30	19%	161	3	4	2%
June 30, 2003	159	24	34	21%	159	3	16	10%
June 30, 2004	171	25	34	20%	171	2	16	9%
³ June 30, 2005	167	66	NA	NA	167	2	NA	NA
June 30, 2006	233	69	26	11%	233	1	41	18%
Net Change since 1999		51	-6	-11%		-3	39	17%

¹ Statistic based on 1990 census data

² Information based on the occupations of workforce development center applicants active on December 31, 2000

³ IA Workforce Development Center did not publish EEO-4 data for 2004. Information based on EEO-4 for 2003.