

WORK FORCE ANALYSIS

Full Time Workforce Race/Ethnicity Summary by EEO Categories

July 1, 2016 - June 30, 2017

| Job Categories | FY | Racial/Ethnic Minorities <i>Men and Women</i> | | | | | | | | | | | | <i>Women Only</i> | |
|------------------------|-------|--|-------|---------|-----------------|-------|------------------------------------|-------|------------------------------|-------|-----------------------|-------|-----|-------------------|--|
| | | Total Employees | White | | Asian / Pacific | | American Indian/ Alaskan Native | | Black or African American | | Hispanic or Latino | | | | |
| | | # | # | % | # | % | # | % | # | % | # | % | # | % | |
| Administrators | 16/17 | 39 | 38 | 97.44% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 2.56% | 12 | 30.77% | |
| | 15/16 | 37 | 36 | 97.30% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 2.70% | 11 | 29.73% | |
| Professionals | 16/17 | 72 | 69 | 95.83% | 2 | 2.78% | 0 | 0.00% | 1 | 1.39% | 0 | 0.00% | 29 | 40.28% | |
| | 15/16 | 66 | 63 | 95.45% | 2 | 3.03% | 0 | 0.00% | 1 | 1.52% | 0 | 0.00% | 25 | 37.88% | |
| Technicians | 16/17 | 44 | 42 | 95.45% | 1 | 2.38% | 0 | 0.00% | 0 | 0.00% | 1 | 2.27% | 9 | 20.45% | |
| | 15/16 | 40 | 39 | 97.50% | 1 | 2.56% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 8 | 20.00% | |
| Protective Service | 16/17 | 96 | 90 | 93.75% | 1 | 1.04% | 0 | 0.00% | 3 | 3.13% | 2 | 2.08% | 11 | 11.46% | |
| | 15/16 | 89 | 84 | 94.38% | 1 | 1.12% | 0 | 0.00% | 2 | 2.25% | 2 | 2.25% | 9 | 10.11% | |
| Paraprofessionals | 16/17 | 23 | 23 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 9 | 39.13% | |
| | 15/16 | 22 | 22 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 9 | 40.91% | |
| Administrative Support | 16/17 | 69 | 67 | 97.10% | 1 | 1.45% | 0 | 0.00% | 0 | 0.00% | 1 | 1.45% | 60 | 86.96% | |
| | 15/16 | 61 | 60 | 98.36% | 1 | 1.64% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 52 | 85.25% | |
| Skilled Craft Workers | 16/17 | 72 | 70 | 97.22% | 0 | 0.00% | 0 | 0.00% | 1 | 1.39% | 1 | 1.39% | 0 | 0.00% | |
| | 15/16 | 71 | 69 | 97.18% | 0 | 0.00% | 0 | 0.00% | 1 | 1.41% | 1 | 1.41% | 0 | 0.00% | |
| Service Maintenance | 16/17 | 93 | 92 | 98.92% | 1 | 1.08% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 5 | 5.38% | |
| | 15/16 | 86 | 85 | 98.84% | 1 | 1.16% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 5 | 5.81% | |
| 2016/2017 Total | | 508 | 491 | 96.65% | 6 | 1.18% | 0 | 0.00% | 5 | 0.98% | 6 | 1.18% | 135 | 26.57% | |
| 2015/2016 Total | | 472 | 458 | 97.03% | 6 | 1.27% | 0 | 0.00% | 4 | 0.85% | 4 | 0.85% | 119 | 25.21% | |

WORK FORCE ANALYSIS

Other Than Full Time Workforce Race/Ethnicity Summary by EEO Categories
July 1, 2016- June 30, 2017

| Job Categories | | Racial/Ethnic Minorities Men and Women | | | | | | | | | | | | Women Only | | |
|------------------------|-------|---|-----------------|---------|-------|--------|--------------------------|--------|--------------------------------|-------|---------------------------|-------|--------------------|------------|----|---------|
| | | FY | Total Employees | | White | | Asian / Pacific Islander | | American Indian/Alaskan Native | | Black or African American | | Hispanic or Latino | | | |
| | | | # | # | % | # | % | # | % | # | % | # | % | | | # |
| Administrators | 16/17 | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| | 15/16 | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Professionals | 16/17 | 2 | 2 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 100.00% |
| | 15/16 | 2 | 2 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 100.00% |
| Technicians | 16/17 | 19 | 18 | 94.74% | 1 | 5.26% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 10 | 52.63% |
| | 15/16 | 20 | 19 | 95.00% | 1 | 5.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 9 | 45.00% |
| Protective Service | 16/17 | 14 | 13 | 92.86% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 7.14% | 8 | 57.14% |
| | 15/16 | 13 | 12 | 92.31% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 7.69% | 6 | 46.15% |
| Paraprofessionals | 16/17 | 31 | 28 | 90.32% | 2 | 6.45% | 0 | 0.00% | 1 | 3.23% | 0 | 0.00% | 0 | 0.00% | 22 | 70.97% |
| | 15/16 | 25 | 23 | 92.00% | 2 | 8.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 18 | 72.00% |
| Administrative Support | 16/17 | 87 | 81 | 93.10% | 3 | 3.45% | 0 | 0.00% | 1 | 1.15% | 2 | 2.30% | 65 | 74.71% | | |
| | 15/16 | 74 | 69 | 93.24% | 3 | 4.05% | 0 | 0.00% | 1 | 1.35% | 1 | 1.35% | 57 | 77.03% | | |
| Skilled Craft Workers | 16/17 | 2 | 2 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 50.00% |
| | 15/16 | 1 | 1 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 100.00% |
| Service Maintenance | 16/17 | 918 | 855 | 93.14% | 15 | 1.63% | 3 | 0.33% | 26 | 2.83% | 19 | 2.07% | 466 | 50.76% | | |
| | 15/16 | 742 | 692 | 93.26% | 12 | 1.62% | 2 | 0.27% | 19 | 2.56% | 17 | 2.29% | 406 | 54.72% | | |
| 2016/2017 Total | | 1073 | 999 | 93.10% | 21 | 1.96% | 3 | 0.28% | 28 | 2.61% | 22 | 2.05% | 574 | 53.49% | | |
| 2015/2016 Total | | 877 | 818 | 93.27% | 18 | 2.052% | 2 | 0.228% | 20 | 2.28% | 19 | 2.17% | 499 | 56.90% | | |

**Table Comparison of City of Ames Employees to 2010 City of Ames Census
and Estimated 2015 Ames City and Story County Residents**

| | 2010 Census ¹ | 2000 Census ¹ | 2015 Estimate ¹ | 2015/2016 | 2016/2017 All |
|--------------------------------|--------------------------|--------------------------|----------------------------|----------------------|------------------|
| <i>Total Ames Population</i> | <i>City of Ames</i> | <i>City of Ames</i> | <i>Story County</i> | <i>All Employees</i> | <i>Employees</i> |
| White | 48,456 | 46,517 | 83,538 | 1,276 | 1,482 |
| Asian/Pacific Islander | 5,192 | 4,103 | 7,490 | 24 | 27 |
| American Indian/Alaskan Native | 103 | 107 | 2,881 | 2 | 3 |
| Black/African American | 1,993 | 1,385 | 2,785 | 24 | 33 |
| Hispanic/Latino ⁴ | 2,027 | 1,065 | 2,977 | 23 | 28 |
| Two or more races | 1,194 | Not reported | 1,728 | Not reported | 8 |
| <i>Total Racial/Ethnic</i> | <i>10,509</i> | <i>6,660</i> | <i>16,132</i> | <i>73</i> | <i>99</i> |
| <i>Total Women</i> | <i>27,718</i> | <i>25,469</i> | <i>45,994</i> | <i>618</i> | <i>709</i> |
| Total Population | 58,965 | 53,177 | 96,021 | 1,349 | 1,581 |

| | 2010 Census ¹ | 2000 Census ¹ | 2015 Estimate ² | 2015/2016 ³ | 2016/2017 All |
|-----------------------------------|--------------------------|--------------------------|----------------------------|------------------------|------------------|
| <i>Percent of Ames Population</i> | <i>City of Ames</i> | <i>City of Ames</i> | <i>Story County</i> | <i>All Employees</i> | <i>Employees</i> |
| White | 82.18% | 87.48% | 87.30% | 94.59% | 93.74% |
| Asian/Pacific Islander | 8.81% | 7.72% | 7.80% | 1.78% | 1.71% |
| American Indian/Alaskan Native | 0.17% | 0.20% | 0.30% | 0.15% | 0.19% |
| Black/African American | 3.38% | 2.60% | 2.90% | 1.78% | 2.09% |
| Hispanic/Latino ⁴ | 3.44% | 2.00% | 3.10% | 1.70% | 1.77% |
| Two or more races | 2.02% | Not reported | 1.80% | Not reported | 0.51% |
| <i>Total Racial/Ethnic</i> | <i>17.82%</i> | <i>12.52%</i> | <i>14.10%</i> | <i>5.41%</i> | <i>6.26%</i> |
| <i>Total Women</i> | <i>47.01%</i> | <i>47.89%</i> | <i>47.90%</i> | <i>45.81%</i> | <i>44.85%</i> |

¹ <http://quickfacts.census.gov>

² <http://factfinder.census.gov>

³ Includes seasonal parks and recreation employees and temporary library employees.

**Hispanic ethnicity may be of any race so also included in applicable race category



City of Ames Salary Analysis
Full Time Employees
July 1, 2016 - June 30, 2017

| July 1, 2016 - June 30, 2017 Salary Level | FY | Total Employees # | Racial/Ethnic Minorities | | | | | Women Only # |
|--|-------|-------------------------|--------------------------|-------------------------|---|--------------------------------------|----------------------------|--------------------|
| | | | White # | Asian / Pacific # | American Indian/ Alaskan Native # | Black or African American # | Hispanic or Latino # | |
| 25,000 - 32,999 | 16/17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 15/16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 33,000 - 42,999 | 16/17 | 20 | 20 | 0 | 0 | 0 | 0 | 4 |
| | 15/16 | 21 | 20 | 1 | 0 | 0 | 0 | 8 |
| 43,000 - 54,999 | 16/17 | 123 | 116 | 3 | 0 | 2 | 2 | 48 |
| | 15/16 | 116 | 111 | 4 | 0 | 1 | 0 | 39 |
| 55,000 - 69,999 | 16/17 | 191 | 187 | 2 | 0 | 1 | 1 | 46 |
| | 15/16 | 182 | 180 | 0 | 0 | 1 | 1 | 40 |
| 70,000 Plus | 16/17 | 174 | 168 | 1 | 0 | 2 | 3 | 37 |
| | 15/16 | 153 | 147 | 1 | 0 | 2 | 3 | 32 |
| Total Full Time Employees | 16/17 | 508 | 491 | 6 | 0 | 5 | 6 | 135 |
| | 15/16 | 472 | 458 | 6 | 0 | 4 | 4 | 119 |

City of Ames Turnover Analysis
Full Time Employees
July 1, 2016 - June 30, 2017

| New Hires | 13/14 | 14/15 | 15/16 | 16/17 |
|--------------------------------|-------|-------|-------|-------|
| White | 26 | 23 | 25 | 38 |
| Asian/Pacific Islander | 0 | 1 | 1 | 0 |
| American Indian/Alaskan Native | 0 | 0 | 0 | 0 |
| Black/African American | 0 | 1 | 0 | 1 |
| Hispanic/Latino | 0 | 0 | 1 | 0 |
| Female | 9 | 3 | 4 | 14 |
| Separations | 13/14 | 14/15 | 15/16 | 16/17 |
| White | 29 | 37 | 40 | 34 |
| Asian/Pacific Islander | 0 | 0 | 0 | 0 |
| American Indian/Alaskan Native | 0 | 0 | 0 | 0 |
| Black/African American | 0 | 1 | 0 | 1 |
| Hispanic/Latino | 0 | 0 | 0 | 0 |
| Female | 11 | 12 | 11 | 10 |

