

# WORK FORCE ANALYSIS

## Full Time Workforce Race/Ethnicity Summary by EEO Categories

July 1, 2011 - June 30, 2012

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	11/12	49	48	97.96%							1	2.04%	12	24.49%
	10/11	46	45	97.83%							1	2.33%	11	23.91%
Professionals	11/12	67	66	98.51%					1	1.49%			21	31.34%
	10/11	69	68	98.55%					1	1.45%			23	33.33%
Technicians	11/12	44	43	97.73%	1	2.27%							9	20.45%
	10/11	43	42	97.67%	1	2.33%							9	20.93%
Protective Service	11/12	78	74	94.87%					2	2.56%	2	2.56%	7	8.97%
	10/11	78	74	94.87%					2	2.56%	2	2.63%	7	8.97%
Paraprofessionals	11/12	24	24	100.00%									10	41.67%
	10/11	24	24	100.00%									13	54.17%
Administrative Support	11/12	66	65	98.48%	1	1.52%							58	87.88%
	10/11	65	64	98.46%	1	1.54%							58	89.23%
Skilled Craft Workers	11/12	87	85	97.70%					1	1.15%	1	1.15%	0	0.00%
	10/11	84	82	97.62%					1	1.19%	1	1.19%	0	0.00%
Service Maintenance	11/12	79	79	100.00%									9	11.39%
	10/11	81	81	100.00%									9	11.11%
2011/2012 Total		494	484	97.98%	2	0.40%			4	0.81%	4	0.81%	127	25.71%
2010/2011 Total		490	481	98.16%	2	0.41%			4	0.82%	4	0.82%	130	26.53%

# WORK FORCE ANALYSIS

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

July 1, 2011- June 30, 2012

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	11/12															
	10/11															
Professionals	11/12	4	4	100.00%										3	75.00%	
	10/11	4	4	100.00%										3	75.00%	
Technicians	11/12	15	14	93.33%	1	6.67%			0	0.00%				6	40.00%	
	10/11	14	13	92.86%	1	7.14%			1	4.76%				4	28.57%	
Protective Service	11/12	0														
	10/11	1	1	100.00%										1	100.00%	
Paraprofessionals	11/12	28	25	89.29%					2	7.14%	1	3.57%		19	67.86%	
	10/11	29	26	89.66%					2	6.90%	1	3.45%		18	62.07%	
Administrative Support	11/12	68	64	94.12%	3	4.41%					1	1.47%		48	70.59%	
	10/11	67	67	100.00%	0	0.00%					0	0.00%		46	68.66%	
Skilled Craft Workers	11/12	1	1	100.00%										1	100.00%	
	10/11	1	1	100.00%										1	100.00%	
Service Maintenance	11/12	666	640	96.10%	8	1.20%			11	1.65%	7	1.05%		333	50.00%	
	10/11	671	650	96.87%	7	1.04%			9	1.34%	5	0.7500%		312	46.50%	
2011/2012 Total		782	748	95.65%	12	1.53%			13	1.66%	9	1.15%		409	52.30%	
2010/2011 Total		786	761	96.82%	8	1.02%			11	1.40%	6	0.76%		384	48.85%	

**Table Comparison of City of Ames Employees to 2010 City of Ames Census and Estimated 2011 Story County Residents**

	2010 Census <sup>1</sup>	2000 Census <sup>1</sup>	2011 Estimate <sup>1</sup>	2010/2011 <sup>3</sup>	2011/2012 <sup>3</sup>
<b>Total Ames Population</b>	<b>City of Ames</b>	<b>City of Ames</b>	<b>Story County</b>	<b>All Employees</b>	<b>All Employees</b>
White	48,456	46,517	79,979	1,242	1,232
Asian/Pacific Islander	5,192	4,103	5,559	10	14
American Indian/Alaskan Native	103	107	179	0	0
Black/African American	1,993	1,385	2,511	15	17
Hispanic/Latino <sup>4</sup>	2,027	1,065	2,780	10	13
Two or more races	1,194	Not reported	1,345	Not reported	Not reported
<b>Total Racial/Ethnic</b>	<b>10,509</b>	<b>6,660</b>	<b>12,373</b>	<b>35</b>	<b>44</b>
<b>Total Women</b>	<b>27,718</b>	<b>25,469</b>	<b>43,218</b>	<b>514</b>	<b>536</b>
<b>Total Population</b>	<b>58,965</b>	<b>53,177</b>	<b>89,663</b>	<b>1,277</b>	<b>1,276</b>

	2010 Census <sup>1</sup>	2000 Census <sup>1</sup>	2011 Estimate <sup>2</sup>	2010/2011 <sup>3</sup>	2011/2012 <sup>3</sup>
<b>Percent of Ames Population</b>	<b>City of Ames</b>	<b>City of Ames</b>	<b>Story County</b>	<b>All Employees</b>	<b>All Employees</b>
White	82.18%	87.48%	89.20%	97.26%	96.55%
Asian/Pacific Islander	8.81%	7.72%	6.20%	0.78%	1.10%
American Indian/Alaskan Native	0.17%	0.20%	0.20%	0.00%	0.00%
Black/African American	3.38%	2.60%	2.80%	1.17%	1.33%
Hispanic/Latino <sup>4</sup>	3.44%	2.00%	3.10%	0.78%	1.02%
Two or more races	2.02%	Not reported	1.50%	Not reported	Not reported
<b>Total Racial/Ethnic</b>	<b>17.82%</b>	<b>12.52%</b>	<b>13.80%</b>	<b>2.74%</b>	<b>3.45%</b>
<b>Total Women</b>	<b>47.01%</b>	<b>47.89%</b>	<b>48.20%</b>	<b>40.25%</b>	<b>42.01%</b>

<sup>1</sup> <http://quickfacts.census.gov>

<sup>2</sup> <http://factfinder.census.gov>

<sup>3</sup> Includes seasonal parks and recreation employees and temporary library employees.

<sup>4</sup> Hispanic may be of any race so also included in applicable race category



**City of Ames Salary Analysis**  
**Full Time Employees**  
**July 1, 2011 - June 30, 2012**

Racial/Ethnic Minorities							
July 1, 2011 - June 30, 2012 Salary Level		American					Women Only #
		White #	Asian / Pacific #	Indian/ Alaskan Native #	Black or African American #	Hispanic or Latino #	
25,000 - 32,999	11/12	0					0
	10/11	2					1
33,000 - 42,999	11/12	28					13
	10/11	32	0		0		15
43,000 - 54,999	11/12	164	1		1		54
	10/11	177	1		1		61
55,000 - 69,999	11/12	191	1		2	3	39
	10/11	183	1		2	3	31
70,000 Plus	11/12	101			1	1	21
	10/11	96			1	1	22
Total Full Time Employees	11/12	484	2		4	4	127
	10/11	490	2	0	4	4	130

**City of Ames Turnover Analysis**  
**Full Time Employees**  
**July 1, 2011 - June 30, 2012**

<b>New Hires</b>	<b>08/09</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>
White	28	22	26	19
Asian/Pacific Islander	0	0	0	0
American Indian/Alaskan Native	0	0	0	0
Black/African American	2	0	0	0
Hispanic/Latino	0	0	0	0
Female	6	4	7	5
<b>Separations</b>	<b>08/09</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>
White	35	22	24	22
Asian/Pacific Islander	0	0	0	0
American Indian/Alaskan Native	0	0	0	0
Black/African American	1	0	0	0
Hispanic/Latino	0	0	0	0
Female	6	5	3	9

