

Culture Advisory Committee Review May – Sept 2025

Human Resources

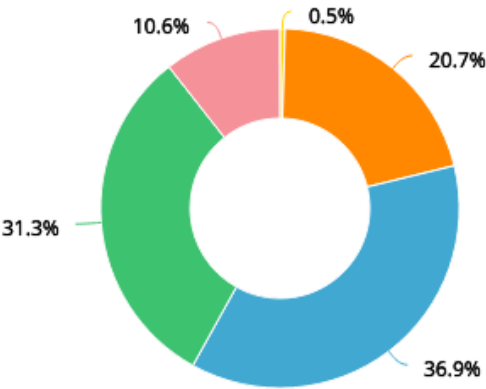
Work Accomplishments:

- Compensation Philosophy Review Team working with all departments to review job descriptions and pricing for each position.
- Revised Employee assessment process.
- Yates Shaft is now fully staffed.
- Participated in Intern Professional Development series.

Data:

- **Headcount:** 217
 - Regular Full-Time: 196
 - Regular Part-Time: 6
 - Non-Benefit Part-Time: 12
 - Temporary: 3
- **Hires:** 26
 - 7 Infrastructure Technicians/Underground Ops Logistical Coordinator
 - 1 Contract/Procurement
 - 2 Finance
 - 1 Electrical Operations
 - 1 Underground Operations/ Vent Tech
 - 4 Custodian
 - 1 Environmental/Property Tech
 - 4 Interns
 - 2 ERT/Dispatcher
 - 3 Visitor Center Support
- **Terms:** 15
 - 5 Retirement
 - 9 Voluntary
 - 1 Involuntary
- **Turnover:** 6.9%
- **Annual Tenure:** 7.3 years
- **Pay Type:**
 - Salary: 28.6% (62)
 - Hourly: 71.4% (155)
- **Gender:**
 - Male: 75.6% (164)
 - Female: 24.4% (53)

Generation



- Pre Baby Boomers (1900 - 1944)
- Baby Boomers (1945 - 1964)
- Generation X (1965 - 1980)
- Millennials (1981 - 1994)
- Generation Z (1995 - 2010)

Race at SURF 2023-2025

