



Human Resources Report June 2026

Workforce Wellness

PMC Human Resources January – June 2026.

During the first 6 months of 2026, the Human Resources Department, comprised of Cynthia Newman, full-time Human Resources Director, and Scott Zweifel, full-time Human Resources Technician, continued to manage a substantial workload while supporting approximately 200 employees. Responsibilities included recruitment, onboarding, employee relations, benefits administration, payroll, compliance activities, employee separations, and the frequent transitions associated with travel staff (locums). The department also coordinated student placements and seasonal workforce needs related to PMC's Youth Programs and Intern programs.

Scott and I worked closely to ensure continuity of operations during periods of short staffing related to PTO, FMLA leave, terminations and the ongoing transitions of full time, part time, seasonal, and travel staff. In addition to traditional HR functions, we managed the significant logistical demands associated with travel staff housing, intermittent housing and student housing including coordination of up to 21 apartments, and oversight of 16 PMC vehicles. While our overall situation remains much the same as in previous reporting periods, the increasing complexity of onboarding requirements for both permanent and travel staff, combined with the administrative demands associated with housing and transportation coordination, continues to place pressure on a 2-person HR team.

To better support organizational needs and improve operational efficiency, Human Resources is exploring the addition of a part time Human Resources Technician position. This role would focus primarily on recruitment activities, interview scheduling, and the onboarding requirements for PMC employees and travelers. Redirecting these time-intensive functions would allow the department to maintain a high level of service while strengthening our ability to focus on employee engagement, wellness initiatives, compliance, retention efforts, and strategic workforce planning. Despite these ongoing challenges, department morale remains positive. Through consistent communication, responsiveness, and collaboration with leadership, Scott and I remain committed to supporting PMC employees and fostering a workplace culture that prioritizes wellness, safety, professionalism, and retention.

PMC New Hires / Rehires

Our workforce numbers continued to increase in 2026 as we worked to maintain the personnel needed to support facility operations. During the first six months, HR processed a total of 23 new hires and rehires, including employees and travelers. The breakdown is as follows:

- Travel Agency Hires (new): 11
- Travelers (PMC paid): 1
- Benefitted Employees (new): 4
- Seasonal Employees: 4
- Agency Rehires: 1

- PMC Rehires: 2

PMC Terminations / Leaves of Absence (LOA)

In 2026, PMC experienced 9 employee terminations and 4 agency terminations. PMC currently has 8 employees on LOA and 8 travelers on LOA.

Workforce Stability / Persistent Vacancies

PMC continues to focus on stabilizing its workforce while addressing recruitment needs across multiple departments. Although overall employee turnover has remained relatively low, the organization continues to experience persistent vacancies in several critical positions. Currently, PMC is actively recruiting in 13 different areas throughout the organization. As noted previously, the challenges facing PMC are less related to employee retention and more reflective of the ongoing difficulty in attracting qualified healthcare professionals to a remote Alaska community. In some instances, vacancies have remained open for years; for example, a Radiology Technologist position has been vacant since January 2022. To maintain access to essential services and ensure continuity of patient care, PMC continues to rely on travel staff to supplement its permanent workforce in these hard-to-fill positions. Recruitment efforts remain focused not only on identifying clinically qualified candidates, but also on finding individuals who align with PMC's organizational culture and are prepared for the unique opportunities and challenges associated with living and working in a rural Alaska community.

PMC Longevity Celebrations

PMC is proud to recognize 8 employees who are achieving significant service milestones during 2026. These milestones reflect the dedication, experience, and commitment of staff who contribute to the continued success of the organization.

<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>	<u>30 Years</u>
Stephanie Romine	Angela Bertagnoli	Mamie Nilsen	Jennifer Bryner
Traci Vinson	Liz Thomas	Elise Kubo	
	Helen Boggs		

Community Engagement

PMC remains dedicated to providing meaningful work experiences for our local youth. The Information Technology (IT) internship positions implemented previously were successfully completed and, based on departmental needs, those positions were not renewed for 2026. PMC continues to support internship opportunities in other areas, including the return of a Plant Operations intern and the recruitment of an Activities Intern. In addition, Youth Programs continued their employment of minors within that department, providing valuable work experience and skill development opportunities.

Employing minors requires close collaboration between Human Resources, department leadership, and supervisors to ensure a positive and compliant work environment. These experiences promote career exploration, foster connections between young people and healthcare professionals, and strengthen PMC's relationship with the community by demonstrating the variety of career opportunities available within a healthcare organization.

Youth employees are held to the same employment standards as adult employees, ensuring safety, accountability, and compliance with applicable regulations. Requirements include completion of all pre-employment processes, an approved State of Alaska background clearance for individuals 16 years of age and older, successful completion of drug screening requirements (including marijuana testing), and participation in all mandatory onboarding and training activities.

Patient Centered Care (Support)

While Human Resources does not provide direct patient care, HR helps departments maintain staffing levels, support regulatory compliance, and promote a safe environment for both patients and employees. Despite the ongoing challenges associated with frequent staffing transitions and the administrative demands of onboarding and offboarding, HR remains committed to supporting the workforce that delivers patient care.

Facility

There have been no significant changes to Human Resources facilities operations since the last report. The Human Resources Department continues to operate across both the WERC Building and the main hospital site to ensure accessibility and support for employees and departments.

Due to HR's responsibilities spanning two locations, staff continue to divide their time between the WERC Building and the main site. At present, Scott spends approximately 90% of his time at the main hospital campus, where the majority of onboarding activities and HR-related processes occur. I remain primarily based at the WERC Building while maintaining regular presence at the main site as needed. This arrangement requires ongoing coordination and flexibility to ensure consistent communication, accessibility, and support for employees and managers across the organization. HR will continue to evaluate workflows and space utilization to support efficient operations while maintaining a visible and responsive presence at both facilities.

Financial Wellness

HR remains committed to balancing fiscal responsibility with the continual need to recruit, onboard, and retain qualified employees who support our mission and values. Throughout the year, efforts have focused on monitoring expenses carefully, identifying efficiencies within existing processes, and making use of available resources. HR is streamlining recruitment and onboarding practices, as well as the gradual transition of select functions to electronic formats to reduce administrative burden and improve accessibility. At the same time, the department remains committed to supporting employee longevity awards and recognition activities that acknowledge the dedication, service, and contributions of PMC employees.

I've attached graphs on the breakdown from January – June 2026 of a PMC overview, employees' generational demographics and gender.

Dashboard

Average Tenure ⓘ

5.4
(Years)

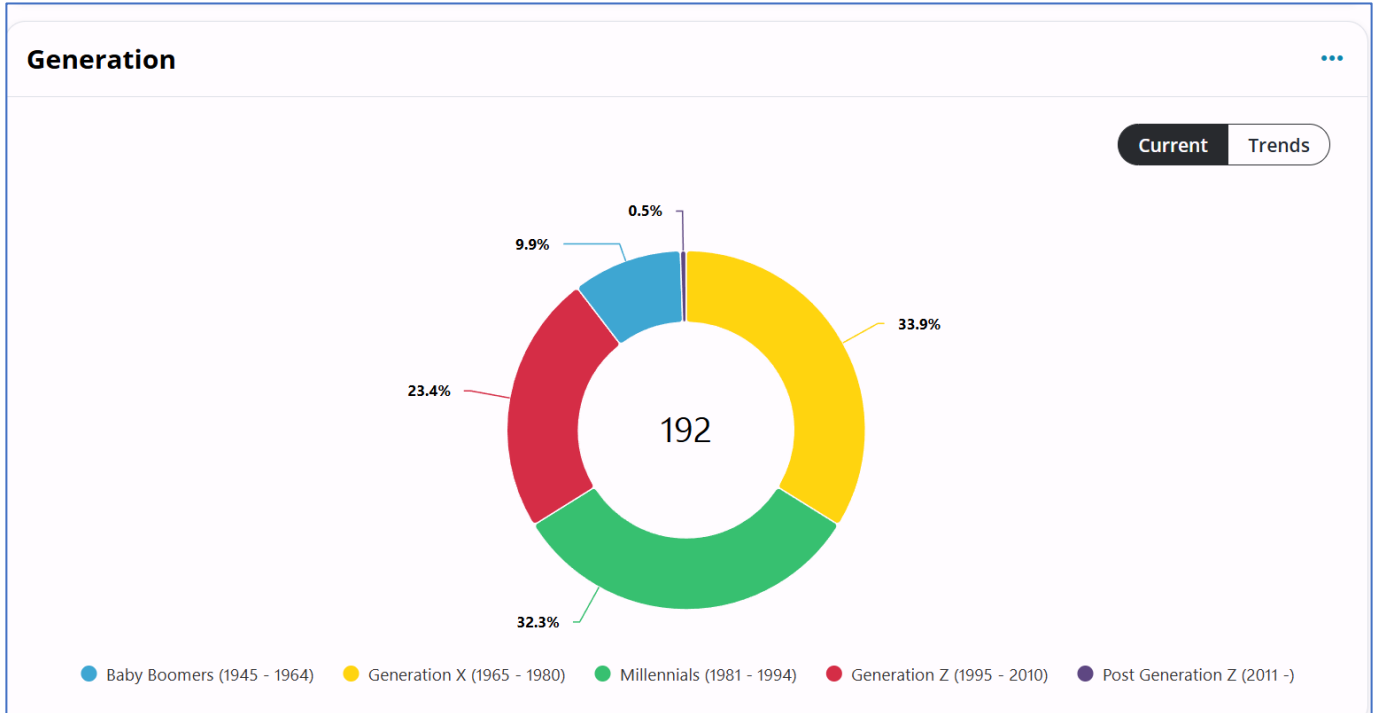
Turnover Rate ⓘ

5.3%

Headcount ⓘ

192
As of Jun 2026

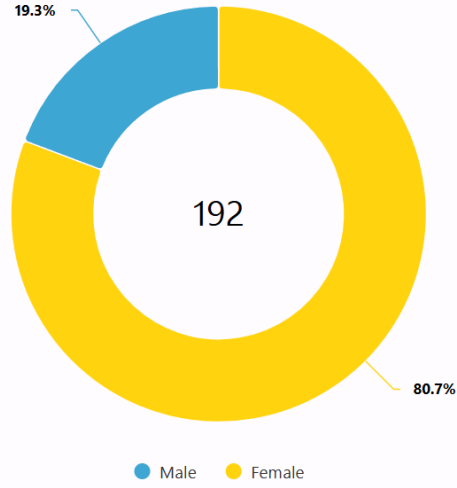
Generational Support



Generation X (1965-1980) – 65, Millennials (1981-1994) – 62
Generation Z (1995-2010) – 45, Baby Boomers (1945-1964) – 19
Post Generation Z (2011 on) - 1

Workforce Makeup

Gender (Legal)



Female - 155, Male - 37

Submitted by: Cynthia Newman
