MEETING IN PROGRESS

GMHA Board of Trustees
Wednesday, October 27, 2021 | 5:00 p.m.
Zoom Video Conference
## GMHA Board of Trustees Meeting

**ATTENDANCE SHEET**

Wednesday, October 27, 2021 | 5:00 p.m. | Zoom Video Conference

<table>
<thead>
<tr>
<th>NAME:</th>
<th>TITLE:</th>
<th>SIGNATURE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theresa Obispo</td>
<td>Chairperson</td>
<td></td>
</tr>
<tr>
<td>Melissa Waibel</td>
<td>Vice-chairperson</td>
<td></td>
</tr>
<tr>
<td>Sarah Thomas-Nededog</td>
<td>Secretary</td>
<td></td>
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<tr>
<td>Byron Evaristo</td>
<td>Treasurer</td>
<td></td>
</tr>
<tr>
<td>Sharon Davis</td>
<td>Trustee</td>
<td></td>
</tr>
<tr>
<td>Sonia Siliang</td>
<td>Trustee</td>
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<tr>
<td>Glynis Almonte</td>
<td>Trustee</td>
<td></td>
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<tr>
<td>Michael Um</td>
<td>Trustee</td>
<td></td>
</tr>
<tr>
<td>Evangeline Allen</td>
<td>Trustee</td>
<td></td>
</tr>
<tr>
<td>Lillian Perez-Posadas</td>
<td>Hospital Administrator/CEO</td>
<td></td>
</tr>
<tr>
<td>William N. Kando</td>
<td>Associate Administrator, Operations</td>
<td></td>
</tr>
<tr>
<td>Annie Bordallo, MD</td>
<td>Associate Administrator, Medical Services</td>
<td></td>
</tr>
<tr>
<td>Joleen Aguon, MD</td>
<td>Associate Administrator, Clinical Services</td>
<td></td>
</tr>
<tr>
<td>Don Rabanal</td>
<td>Assistant Administrator, Administrative Services</td>
<td></td>
</tr>
<tr>
<td>Ana Belen Rada</td>
<td>Assistant Administrator, Professional Support Services</td>
<td></td>
</tr>
<tr>
<td>Christine Tuquero</td>
<td>Assistant Administrator, Nursing Services</td>
<td></td>
</tr>
<tr>
<td>Liezl Concepcion</td>
<td>Acting, Deputy Asst. Administrator, Nursing Services</td>
<td></td>
</tr>
<tr>
<td>Yukari Hechanova</td>
<td>Chief Financial Officer</td>
<td></td>
</tr>
<tr>
<td>Jon Sidell, MD</td>
<td>Medical Staff President</td>
<td></td>
</tr>
<tr>
<td><strong>Guests</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alexandra Leon Guerrero</td>
<td>Interim Chair Dept. Psrg</td>
<td></td>
</tr>
<tr>
<td>Danielle Mangtown</td>
<td>Administrator of Quality, Patient Safety &amp; Regulatory Compliance</td>
<td></td>
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<tr>
<td>David Weintraut</td>
<td></td>
<td></td>
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<tr>
<td>Jerold LaPitan, MD</td>
<td></td>
<td></td>
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<tr>
<td>Joe Taitano</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Guest(s)</td>
<td>Position</td>
<td>Status</td>
</tr>
<tr>
<td>--------------------------</td>
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<td>---------</td>
</tr>
<tr>
<td>Natasha Chartaures</td>
<td></td>
<td>Zoom</td>
</tr>
<tr>
<td>Nora Garcez</td>
<td></td>
<td>Zoom</td>
</tr>
<tr>
<td>Paula Mengen</td>
<td>Clinical Informatics Sup.</td>
<td>Zoom</td>
</tr>
<tr>
<td>PNC Digital</td>
<td></td>
<td>Zoom</td>
</tr>
<tr>
<td>Rayna Crey</td>
<td>Program Coordinator</td>
<td>Zoom</td>
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<tr>
<td>Hydie Taisacan</td>
<td></td>
<td>Zoom</td>
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<tr>
<td>John O'Connor</td>
<td></td>
<td>Zoom</td>
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<tr>
<td>Edlyn Paulay</td>
<td>General Accty. Sup.</td>
<td>Zoom</td>
</tr>
<tr>
<td>Philip Leon Guerrero</td>
<td></td>
<td>Zoom</td>
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<tr>
<td><strong>Danièc Medciva</strong></td>
<td></td>
<td>Present</td>
</tr>
</tbody>
</table>
## BOARD MEMBERS: Theresa Obispo, Chairperson; Melissa Waibel, Vice-chairperson; Sarah Thomas-Nededog, Secretary; Byron Evaristo, Treasurer; Sharon Davis, Trustee; Sonia Siliang, Trustee; Glynis Almonte, Trustee; Michael Um, MD, Trustee; Evangeline Allen, Trustee

### Item | Owner
--- | ---
I. Welcoming | Call Meeting to Order and Determination of Quorum | Trustee Obispo
II. Executive Session | All Trustees
III. Review and Approval of the Minutes | All Trustees
A. September 30, 2021
IV. Old Business | All Trustees
V. New Business | All Trustees
VI. Management’s Report | Executive Management
VII. Board Subcommittee Reports | Trustees Dr. Um, Waibel
A. Joint Conference and Professional Affairs
1. Res. 2022-01, Relative to the Appointment of Active Associate Medical Staff Privileges for UC DAVIS HEALTH Pediatric Tele-Health Consultants (Pediatric/Critical Care Med)
2. Res. 2022-02, Relative to the Appointment of Active Associate Medical Staff Privileges for UC DAVIS HEALTH Pediatric Tele-Health Consultants (Pediatric/Infectious Disease)
3. Res. 2022-03, Relative to the Appointment of Active Associate Medical Staff Privileges for UC DAVISHEALTH Pediatric Tele-Health Consultants (Pediatric/Nephrology)
4. Res. 2022-04, Relative to the Appointment of Provisional Medical Staff Privileges
5. Res. 2022-05, Relative to Approving Renewal of the Medical Staff Department Rules and Regulations for the Anesthesia Department
B. Human Resources
1. Res. 2022-06, Relative to Extending a 25% Working Differential Incentive Pursuant to 4GCA, §6229.7 for Certified or Licensed Allied Health Positions
2. Res. 2022-07, Amendment of Position Re: Assistant Administrator, Administrative Services
3. Res. 2022-08, Creation of Position: Deputy Assistant Administrator of Operations
4. Organizational Chart – Revision to Operations Division
5. Res. 2022-09, Relative to the Creating Seven (7) New Hospital Environmental Services Tech I Positions and Amending the Total Position FTE Count on the GMHA Staffing Pattern
C. Facilities, Capital improvements Projects, and Information Technology | Trustees Davis, Evaristo
D. Governance, Bylaws, and Strategic Planning | Trustees Nededog, Siliang
E. Quality and Safety | Trustees Almonte, Allen
F. Finance and Audit | Trustees Evaristo, Nededog
VIII. Public Comment | Trustee Obispo
IX. Adjournment | Trustee Obispo
Regular Meeting of the
Guam Memorial Hospital Authority
Board of Trustees
Thursday, September 30, 2021 | 5:00 p.m.
Zoom Video Conference

<table>
<thead>
<tr>
<th>ISSUE/TOPIC/DISCUSSIONS</th>
<th>DECISION(S)/ACTION(S)</th>
<th>RESPONSIBLE PARTY</th>
<th>REPORTING TIMEFRAME</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM</strong></td>
<td>After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Vice-Chairwoman Waibel called to order the regular meeting of the GMHA Board of Trustees at 5:09 p.m. on Thursday, September 30, 2021 via Zoom Video Conferencing.</td>
<td>Vice-Chairperson</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td><strong>II. REVIEW AND APPROVAL OF MINUTES</strong></td>
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<tr>
<td>A. August 25, 2021</td>
<td>Trustee Dr. Um motioned, and it was seconded by Trustee Almonte, to approve the August 25, 2021 minutes with corrections. The motion carried with all ayes.</td>
<td>All Board Members</td>
<td>None</td>
<td>Approved</td>
</tr>
<tr>
<td><strong>III. OLD BUSINESS</strong></td>
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<tr>
<td>There were no old business matters for discussion.</td>
<td></td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td><strong>IV. NEW BUSINESS</strong></td>
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<tr>
<td>There were no new business matters for discussion.</td>
<td></td>
<td>None</td>
<td>None</td>
<td>None</td>
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<tr>
<td><strong>V. MANAGEMENT’S REPORT</strong></td>
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<tr>
<td>A. Patient Census</td>
<td>Covid Census (as of September 30, 2021): 27 (8 ICU (6 on ventilator support), 1 Progressive Care, 12 Telemetry, 6 Med-Surg) Non-Covid Census (as of September 30, 2021): 140</td>
<td>Executive Management</td>
<td>None</td>
<td>Informational</td>
</tr>
<tr>
<td>B. Covid Care Units</td>
<td>The pediatric unit has been relocated to the 3rd floor med-surg annex to convert into the 4th-floor unit into Care 3 for adult patients with a bed capacity of 19. The pediatrics unit has 12 regular beds and 2 PICU beds in the med-surg annex.</td>
<td>Executive Management</td>
<td>None</td>
<td>Informational</td>
</tr>
<tr>
<td>Item</td>
<td>Description</td>
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<tr>
<td>C. Vaccination Clinic</td>
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</tbody>
</table>
- Percentage of vaccinated employees and physician providers: 96.1%
- Unvaccinated Staff: 52

GMHA launched the booster/third Pfizer vaccine for employees, GMH Volunteers Association, Guam Fire Department, and Guam Police Department. |

| D. Employee Positivity |  
- Total # of Employees that have tested positive for Covid-19 since the beginning of 2021: 69
- Total # of Covid-19 Positive Employees for September: Over 30

Most were community/household exposures. |

| E. Department of Defense Nurses |  
14 DOD Army nurses (4 ICU, 3 ER, and 7 Med-Surg) have been assigned to GMHA for 30 days. |

| F. Travel Nurses |  
- # of Travel Nurses assigned to GMHA:
  - Medical Solutions Nurses: 10
  - NuWest Nurses: 22

GMHA has increased its request for travel nurses to about 25-27. Although the rate has increased to $225 per hour, FEMA has assured 100% reimbursement. |

| G. Skilled Nursing Facility (SNF) |  
The SNF capacity was increased from 14 to 28. Census has been between 24-25. |

| H. Outpatient Hemodialysis for Covid Patients |  
The Hospital has resumed outpatient hemodialysis treatment for Covid patients because the outpatient clinic in South Finagayan has limited capacity. GRMC is doing the same as well. |

| I. Elective Surgeries |  
Although GMHA has suspended elective surgeries as of September 21, 2021, and has deployed its nurses to other areas, Covid and Non-Covid, the OR still has a crew to keep one OR suite running for emergency surgeries and urgent surgeries. |

| J. GMH Volunteers Association |  
The volunteer's gift shop had reopened for a couple of days but closed because of the increase in Covid patients. |

| K. Bill 121-36, Proposed Legislation for 21st Century Health Care Center |  
Mrs. Perez-Posadas reported that the Committee of the Whole went into session regarding Bill 121-36, which would provide a funding mechanism for the design, build, finance, lease transfer, and maintenance for the 21st-century health care center. She informed the board that the sentiment of the
legislature is that they support the bill but are concerned about the cost. They are expected to vote on the bill in the next week.

| L. Virtual Legislative Informational Hearing | A virtual legislative informational hearing took place on September 21 between the governing body, executive management, and the legislative leadership. | Executive Management | None | Informational |

| V. BOARD SUBCOMMITTEE REPORTS | | | | |

| A. Joint Conference and Professional Affairs | | | | |

| 1. Res. 2021-50, Relative to Approving Renewal of the Medical Staff Rules and Regulations for the Emergency Medicine Department and Pediatrics Department | | | | |

| 2. Res. 2021-51, Relative to the Reappointment of Active Medical Staff Privileges | | | | |

| a. Steven Hayashida, MD | | | Approved |
| b. Doris Sophia Li, MD | | | Approved |
| c. Ma. Elizabeth Hernandez, MD | | | Approved |
| d. Amanda River, MD | | | Approved |
| e. William Vercio, MD | | | Approved |
| f. Jeffrey Gabel, DO | | | Approved |

| 3. Res. 2021-52, Relative to the Appointment of Active Associate Medical Staff Privileges | | | | |

| a. Augusta Uwah, MD | | | Approved |
| b. Susie White, MD | | | Approved |

| 4. Res. 2021-53, Relative to the Appointment of Provisional Medical Staff Privileges | | | | |

| a. Nadia B. Pietrzykowska, MD | | | Approved |
| b. Kevin Brady, MD | | | Approved |
| c. Patrick Smith, DO | | | Approved |

Trustee Dr. Um motioned, and it was seconded by Trustee Almonte to approve Res. 2021-50 through 53. The motion carried with all ayes.

Chair & Vice-Chair, JCPA | None | Approved |
**B. Human Resources**

1. **Res. 2021-54, Relative to Extending a 25% Working Differential Pursuant to 4GCA, §6229.7 to GMHA Employees Certified or Licensed in Medical Laboratory Science and Respiratory Therapy**

   Dr. Aguon informed the subcommittee that GMHA is experiencing a severe shortage of respiratory therapists and can only put four RTs on the floor at this time. The Staff is becoming exhausted because of the high number of respiratory patients. The request is small considering that the travel company rate was $155 two weeks ago, and the price continues to rise.

   Some RTs have retired because they are tired and have served their time already. Laboratory is constantly competing with private companies.

   She further added that paramedic candidates and Guam National Guard (GUNG) members are on-site to assist. GUNG members are specifically assigned to the ICU and ER to assist respiratory and rehab therapists.

   Ms. Rada expressed that the biggest challenge is it is hard to compete with other hospitals such as Guam Naval Hospital because of the salary offered to applicants.

   Ms. Hechanova reported that the financial impact would be $450k annually.

   Trustee Dr. Um motioned, and it was seconded by Trustee Nededog to approve Res. 2021-54. The motion carried with all ayes.

2. **Res. 2021-55, Relative to Amending the Position of Long-Term Care Administrator**

   Trustee Waibel informed the subcommittee that the amendment removes the national certification that is no longer available.

   Trustee Almonte motioned, and it was seconded by Trustee Dr. Um to approve Res. 2021-55. The motion carried with all ayes

| Chair & Vice-Chair, HR | None | Approved |
| C. Finance and Audit  
1. August 2021 Financial Dashboard | Ms. Hechanova provided the following highlights:  
- Cash is at $1.3M.  
- GMHA received $7.3M in ARP funds, and it was used to pay down vendors in the over 90-day category resulting in an improvement in payables from $14.2M to $5.5M.  
- The Revenue Cycle Management consultants have helped with collections, resulting in an increase of a little over $12M for August.  
- An audit entrance meeting with OPA took place in September, and the FY2021 audit started. The Fiscal Department is looking to close the books and issue the audit before the end of March.  
- The budget officially passed, and GMHA was approved $18M, which is $10M less than last year. A provision for $1.2M for nurses’ pay was included and will come out of the general fund.  
- GMHA continues to work closely with FEMA to acquire grant money for overtime, laundry services, and travel nurses. | Chair & Vice-Chair, F&A | None | Informational |

| D. Quality and Safety | Trustee Almonte reported the following:  
- All committees continue to monitor indicators and metrics and report to Q&S every month.  
- The accreditation team continues to work with the Center for Improvement in Healthcare Quality. The self-assessment, however, was put on hold due to the ongoing Covid surge.  
- An oversight hearing took place on September 21, 2021, and the legislature requested a copy of the CMS reports for the survey conducted in May and their revisit.  
- According to Mrs. Perez-Posadas, the CMS report will become a public document 90 days | Chair & Vice-Chair, Q&S | None | Informational |
after CMS receives the Hospital’s plan of corrective actions and approves it.

<table>
<thead>
<tr>
<th>E. Facilities, Capital Improvement Projects, and Information Technology</th>
<th>The subcommittee did not meet in September. Updates will be reported at the next scheduled BOT meeting.</th>
<th>Chair &amp; Vice-Chair, Fac, CIP, &amp; IT</th>
<th>None</th>
<th>None</th>
</tr>
</thead>
</table>
| F. Governance, Bylaws, and Strategic Planning | Trustee Nededog and Trustee Siliang reported the following:  
- The subcommittee did not meet in September due to scheduling conflicts.  
- All board self-evaluations will be tallied and analyzed by the GBSP Chairperson and Vice-Chairperson, and a report will be presented at the next GBSP Subcommittee meeting.  
- The GBSP Subcommittee continues to encourage the bi-annual meeting/courtesy call with the governor and meetings with the Legislative Committee on Health.  
  Mrs. Perez-Posadas reported that a meeting with the governor last took place in September.  
- The next BOT Annual Orientation is expected to take place in January.  
- The Education Department continues to work on the leadership and staff training plan.  
  Mr. Kando reported that a presentation and update on various platforms would be presented to the HR Subcommittee.  
- The GBSP Subcommittee will discuss the strategic plan at its next scheduled meeting. Mrs. Perez-Posadas will follow up with Mr. Clifford Guzman to see if he can meet to discuss strategic planning and thinking.  
- Mr. Dan Dor informed Mrs. Perez-Posadas that he might conduct training in December. | Chair & Vice-Chair, GBSP | None | Informational |
<table>
<thead>
<tr>
<th>VI. PUBLIC COMMENT</th>
<th>None</th>
<th>None</th>
<th>None</th>
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</table>

There were no public comments made.

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<tr>
<th>VII. ADJOURNMENT</th>
<th>None</th>
<th>Approved</th>
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</table>

There being no further business matters for discussion, Vice-Chairwoman Waibel declared the meeting adjourned at 6:06 p.m. motioned by Trustee Almonte and seconded by Trustee Nededog. The motion carried with all ayes.

All Board members

Transcribed by: Justine A. Camacho
Administrative Officer

Submitted by: On behalf of Sarah Thomas-Nededog
Secretary

CERTIFICATION OF APPROVAL OF MINUTES: The minutes of the September 30, 2021, regular session meeting were accepted and approved by the GMHA Board of Trustees on this 27th day of October 2021.

Theresa Obispo
Chairperson

[Signatures]
**BOARD OF TRUSTEES**

**Official Resolution No. 2022-01**

"RELATIVE TO THE APPOINTMENT OF ACTIVE ASSOCIATE MEDICAL STAFF PRIVILEGES FOR UC DAVIS HEALTH PEDIATRIC TELE-HEALTH CONSULTANTS"

<table>
<thead>
<tr>
<th>Practitioner</th>
<th>Department</th>
<th>Specialty</th>
<th>Expiration Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blair Colwell, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Brian Goudy, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Constantine Dimitriades, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Heather Siefkes, MD.</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>James Marcin, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Jennifer Plant, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>JoAnne Natale, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>John Holcroft, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
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<tr>
<td>Michelle, Lim, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Moonjoo Han, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Sara Aghamohammadi, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Stephanie Mateev, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Theresa Murdock-Vlautin, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Viyeka Sethi, MD</td>
<td>Pediatric</td>
<td>Pediatric/Critical Care</td>
<td>September 30, 2023</td>
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</tbody>
</table>

WHEREAS, the above listed practitioners met the basic requirements for Active Associate Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.2; and

WHEREAS, the Medical Executive Committee met on September 22, 2021 and the Joint Conference and Professional Affairs Committee met on October 6, 2021 and recommended approval of Active Associate Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all appointments to Active Associate Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Active Associate Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these appointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

**DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.**

Certified by:  
Theresa C. Obispo  
Chairperson

Attested by:  
Sarah Thomas-Nededog  
Secretary
“RELATIVE TO THE APPOINTMENT OF ACTIVE ASSOCIATE MEDICAL STAFF PRIVILEGES FOR UC DAVIS HEALTH PEDIATRIC TELE-HEALTH CONSULTANTS”

<table>
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</thead>
<tbody>
<tr>
<td>Dean Blumberg, MD</td>
<td>Pediatric</td>
<td>Pediatric/Infectious Disease</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Elizabeth Partridge, MD</td>
<td>Pediatric</td>
<td>Pediatric/Infectious Disease</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Naasha Nakra, MD</td>
<td>Pediatric</td>
<td>Pediatric/Infectious Disease</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Ritu Cheema, MD</td>
<td>Pediatric</td>
<td>Pediatric/Infectious Disease</td>
<td>September 30, 2023</td>
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WHEREAS, the above listed practitioners met the basic requirements for Active Associate Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.2; and

WHEREAS, the Medical Executive Committee met on September 22, 2021 and the Joint Conference and Professional Affairs Committee met on October 6, 2021 and recommended approval of Active Associate Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all appointments to Active Associate Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Active Associate Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these appointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.

Certified by:
Theresa C. Obispo
Chairperson

Attested by:
Sarah Thomas-Nededog
Secretary
“RELATIVE TO THE APPOINTMENT OF ACTIVE ASSOCIATE MEDICAL STAFF PRIVILEGES FOR UC DAVIS HEALTH PEDIATRIC TELE-HEALTH CONSULTANTS”

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</thead>
<tbody>
<tr>
<td>Arandhiti Kale, MD</td>
<td>Pediatric</td>
<td>Pediatric/Nephrology</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Lavjay Butani, MD</td>
<td>Pediatric</td>
<td>Pediatric/Nephrology</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Maha Haddad, MD</td>
<td>Pediatric</td>
<td>Pediatric/Nephrology</td>
<td>September 30, 2023</td>
</tr>
<tr>
<td>Stephanie Nguyen, MD</td>
<td>Pediatric</td>
<td>Pediatric/Nephrology</td>
<td>September 30, 2023</td>
</tr>
</tbody>
</table>

WHEREAS, the above listed practitioners met the basic requirements for Active Associate Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.2; and

WHEREAS, the Medical Executive Committee met on September 22, 2021 and the Joint Conference and Professional Affairs Committee met on October 6, 2021 and recommended approval of Active Associate Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all appointments to Active Associate Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Active Associate Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these appointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.

Certified by: 
Theresa C. Obispo
Chairperson

Attested by: 
Sarah Thomas-Nededog
Secretary
Board of Trustees
Official Resolution No. 2022-04

"RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES"

<table>
<thead>
<tr>
<th>Practitioner</th>
<th>Department</th>
<th>Specialty</th>
<th>Expiration Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aldo Gutierrez, MD.</td>
<td>Emergency Room</td>
<td>Emergency Medicine</td>
<td>September 30, 2022</td>
</tr>
</tbody>
</table>

WHEREAS, the above listed practitioners met the basic requirements for Provisional Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.3; and

WHEREAS, the Medical Executive Committee met on September 22, 2021 and the Joint Conference and Professional Affairs Committee met on October 6, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all appointments to Provisional Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Provisional Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these appointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.

Certified by:
Theresa C. Obispo
Chairperson

Attested by:
Sarah Thomas-Nededog
Secretary
BOARD OF TRUSTEES
Official Resolution No. 2022-05

"RELATIVE TO APPROVING RENEWAL OF THE MEDICAL STAFF RULES AND REGULATIONS FOR THE ANESTHESIA DEPARTMENT"

WHEREAS, the Medical Staff Bylaws and Medical Executive Committees had reviewed the Medical Staff Rules and Regulations; and

WHEREAS, as a result of the review, the committees accept and approve the renewal of the Medical Staff Rules and Regulations; and

WHEREAS, on October 6, 2021, the Joint Conference and Professional Affairs subcommittee reviewed and recommended that the Board of Trustees approve the renewal to the Medical Staff Rules and Regulations for the Anesthesia Department; now, therefore, be it

RESOLVED, that the Board of Trustees accepts and approves the Joint Conference and Professional Affairs subcommittee's recommendation; and, be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.

Certified by:
Theresa C.
Obispo
Theresa Obispo
Chairperson

Attested by:
Sarah Thomas-Nededog
Secretary
MEDICAL STAFF RULES AND REGULATIONS

DEPARTMENT OF ANESTHESIOLOGY

SECTION I: GENERAL

A. Organization

1. The Department of Anesthesiology shall be under the direct supervision of the Chairperson of the Department of Anesthesiology.

2. The Department of Anesthesiology shall be responsible for the administration of all anesthetics at Guam Memorial Hospital Authority.

B. Functions

The function of the Department is to provide anesthesia services in the hospital 24 hours a day – 7 days a week. The Department of Anesthesiology provides the following services:

1. Administration of general and regional anesthesia, monitored anesthesia care and/or parenteral sedation for elective and emergency surgical, obstetrical and certain medical procedures in the operating suites, delivery rooms, and other areas of the hospital.

2. Consultations for anesthesia administration, respiratory care, and pain management.

3. Resuscitation in the ER, CCU/ICU and other units.

4. Pre-anesthetic, peri-anesthetic, and post-anesthetic evaluation and management of the patient in the surgical and obstetrical units, and the recovery room, and other areas of the hospital.

SECTION II: DEPARTMENT CHAIRPERSON QUALIFICATIONS

1. The Department of Anesthesiology shall be directed by the Chairperson of the Department of Anesthesiology, an anesthesiologist elected by the members of the Department of Anesthesiology, and approved by the President of the Medical Staff.

2. The Chairperson shall preferably be Board Eligible or Board Certified by the American Board of Anesthesiology.

Reviewed and Approved:
AD: 07/12/2021/ By Laws: 08/13/2021
MEC – 08/25/2021/ JCPA - 10/06/2021
BOT - 10/27/2021
3. Have demonstrated administrative skills and experience.
   
   A. Responsibilities:
      
   1. Ensure efficient anesthesia service.
   2. Recommend privileges for all individuals with primary anesthesia responsibility requested on the Delineation of Privileges form;
   3. Develop anesthesia safety requirements.
   5. Recommend the type and amount of equipment necessary for administering anesthesia, as well as establish guidelines for the post-anesthesia recovery unit.
   6. Ensure that all members of the department participate in continuing education programs; and
   7. Establish guidelines for efficient scheduling of surgical cases in the operating room.
   8. The Chairman will only bring issues before the MEC that have been approved by the Anesthesia Department.

SECTION III: QUALIFICATIONS AND PRIVILEGES FOR DEPARTMENT OF ANESTHESIA

1. Eligibility for anesthesia privileges must be based on an individual's education, training, experience, and demonstrated current clinical competence and shall be delineated on the Anesthesia Privilege form approved by the Department of Anesthesiology, Credentials Committee, Medical Executive Committee and the Board of Trustees.
   
   a. Acceptable education will consist of:
      Graduation from a medical school approved by the Council on Medical Education of the American Medical Association, or graduation from an osteopathic school approved by the Bureau of Professional Education of the American Osteopathic Association, or from a foreign school acceptable to the Guam Board of Medical Examiners, plus education leading to qualification as an anesthesiologist, and completion of anesthesia residency training leading to qualification as an anesthesiologist.
   
   b. Graduate of an accredited nursing school
c. Must possess a current license from the Guam Board of Medical Examiners or Nurse Examiners.

d. Is certified as a Certified Registered Nurse Anesthetist (CRNA) from the National Board for Certification and Recertification of Nurse Anesthetists (NBCRNA).

e. All members of the anesthesia department must be certified in Advance Cardiac Life Support (ACLS), and Pediatric Advance Life Support (PALS). Members with current ACLS certification are not required to maintain separate BLS certification.

2. The granting and continuation of anesthesia privileges will be based upon the staff member’s record of demonstrated performance as evaluated by an established hospital peer review mechanism and as specified in the Department’s Quality Improvement Plan.

SECTION IV: PROCTORSHIP FOR ANESTHESIA:

A. Anesthesiologists

1. The Chairperson of the Department of Anesthesiology shall assign one or more department members with active privileges in anesthesia the responsibility of monitoring/proctoring the services rendered by an anesthesia provider in the Department.

2. All new Department members shall be placed on the proctorship program that is to be completed within six (6) months. Within that time, the proctoring anesthesia member shall submit a written report to the Chairperson of the Department of Anesthesiology recommending extension or removal of proctorship.

Proctorship shall be at least 25 cases to include general anesthesia on 15 adults, and 5 pediatric (infants and children) 5 cases in regional anesthesia – spinal and/or epidural and/or nerve blocks.

The proctored anesthesia provider (MD/DO/CRNA) must also exhibit competence in emergency airway management in patients outside the operating room, i.e. ER, ICU/CCU, and hospital wards. (5 cases)

SECTION V: ANESTHESIA REGULATIONS

A. Administration

Anesthesia must be administered only by a:
Rules and Regulations
Anesthesia Department

A. Physician who has completed an approved residency training program in anesthesia.

B. Certified Registered Nurse Anesthetist (CRNA) who is certified by the National Board for Certification and Recertification of Nurse Anesthetists (NBCRNA).

B. Responsibilities of all Anesthesia Department Members:

1. Being present in the Operating Room and ready to administer anesthesia at least fifteen (15) minutes prior to commencement of the surgical schedule.

2. Ensuring that anesthesia is delivered to patients only after consents are signed, a pre-operative visit has been made, the pre-operative requirements are completed and compatible blood is available, if needed.

3. Ensuring the proper functioning of the anesthesia machine and equipment to be used and the availability of drugs needed prior to induction of anesthesia.

4. Selecting and administering anesthesia to assigned cases in reflection of current anesthesia practice.

5. Ensuring that a complete accurate patient status report is given to the Recovery Room nurse at the time of patient’s transfer from the Operating Room/Delivery Room to the Recovery Room.

6. Discharging and signing out the patient from the Recovery Room in a timely manner.

7. Responding to Code 72 and consultation for other departments when requested.

8. Attend appropriate committee meetings of the Department and hospital as required.

9. Comply with the department and hospital policies and procedures.

10. Vice-Chair for the Anesthesia Department shall be responsible for the quality improvement activities.

11. Prior to cancellation of any case the Anesthesia Provider shall discuss with another department member and directly inform the operative practitioner.

C. Required Anesthesia Section Documentation

The following legible documentation is provided for each patient:

Reviewed and Approved
AD – 07/12/2021 /By Laws – 08/13/2021
MEC – 08/25/2021 /JCPA – 10/06/2020
BOT – 10/27/2021
1. In addition to a pertinent system review, a pre-anesthesia evaluation should be performed prior to surgery by an individual qualified to administer anesthesia under Section II. A.

The preoperative anesthetic evaluation should include:

a. Medical, anesthesia, drug and allergy history
b. Appropriate physical status
c. Pertinent diagnostic data – labs, ECG, X-Ray
d. Any potential anesthesia problems identified
e. Notation of anesthesia risk
f. Prescription of anesthesia plan
g. Formulation and discussion of anesthesia plan with patient and/or responsible adult.

2. An intraoperative anesthesia record which should include:

a. Review of patient’s condition prior to anesthesia induction including heart, lungs and airway evaluation.
b. Monitoring and recording patient’s ventilation, oxygenation and circulation according to ASA/AANA guidelines.
c. Name, dosage, route and time of administration of anesthetic agents and drugs.
d. Flow rates of anesthetic gases.
e. IV fluids, type and volume, including blood and blood products.
f. An unusual event during anesthesia to include time of occurrence, description of event, treatments rendered and patient’s response to treatment.

3. For inpatients, a post-anesthesia note report should be written within 48 hours after surgery by an individual of the Anesthesia Department. The post-anesthesia note report should document the following:

a. Respiratory function, including respiratory rate, airway patency, and oxygen saturation;
b. Cardiovascular function, including pulse rate and blood pressure;
c. Mental Status;
d. Temperature;
e. Nausea and vomiting; and
f. Postoperative hydration

Depending on the specific surgery or procedure performed, additional types of monitoring and assessment may be necessary.
4. For outpatients, a post-anesthesia evaluation for proper anesthesia recovery should be performed in accordance with policies and procedures as denoted in the QI plan of the Department of Anesthesiology.

D. All members of the anesthesia department will complete the charge sheet for anesthesia medications and supplies.

E. Labor Epidurals are considered analgesia at GMH.

F. HOUSE CASES AND ON-CALL COVERAGE
   All members of the Department of Anesthesiology will be placed on Anesthesia House On-Call Schedule, as delineated by individual practitioner’s agreement.
BOARD OF TRUSTEES
Official Resolution No. 2022-06

“RELATIVE TO EXTENDING A 25% WORKING DIFFERENTIAL PURSUANT TO 4GCA,
§6229.7 TO GMHA EMPLOYEES CERTIFIED OR LICENSED IN REHABILITATION,
RADIOLOGY, DIETARY, AND SPECIAL SERVICES”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) has experienced and continues to
experience challenges with recruitment and retention of allied health professionals, especially in the
specialty of rehabilitation, dietary, and radiology, to include cardiology; and

WHEREAS, Title 4 G.C.A., Section 6229.7 provides for additional compensation as it relates to work
essential to the delivery of patient care services such as overtime pay, weekend pay, holiday leave and work
pay, leave accumulation, and monetary compensation as applicable; and

WHEREAS, Title 4 G.C.A., Section 6229(c) defines healthcare professionals as employees essential to the
delivery of patient/client care services as defined in Title 10 G.C.A., Section 10101 and PL 22-87 Section
5; and

WHEREAS, Title 10 G.C.A., Section 10101(b) defines healthcare professionals as any person licensed or
certified to practice the healing arts within the territory of Guam; and

WHEREAS, the employees of the Rehabilitation, Dietary, Radiology, and Special Services departments
are being offered employment elsewhere with comparable salaries to National Wage estimates; and

WHEREAS, the latest (2020) data from U.S. Bureau of Labor Statistics and the wages from other local
hospitals shows an experienced Physical Therapists wage at $40.88 per hour ($85,020.40 per annum); the
latest (2020) data from U.S. Bureau of Labor Statistics and the wages from other local hospitals shows an
experienced Occupational Therapists wage at $43.53 per hour ($90,530.00 per annum); and the latest (2020)
data from the U.S. Bureau of Labor Statistics for an experienced Speech Language Pathologists shows a
wage of $48.61 per hour ($101,110.00 per annum); and

WHEREAS, the actual salaries (as of August 2021) mean wage of GMHA Physical Therapist employees
is $31.78 per hour ($66,108.65 per annum) which is 22% below the national wage estimate, and mean wage
of GMHA Occupational Therapist employees is $33.79 per hour ($70,284.50 per annum) which is 29% below
the national wage estimate, and the mean wage of GMHA Speech Language Pathologist employees
is $27.69 per hour ($57,600.40 per annum) which is 76% below the national wage estimate; and

WHEREAS, the latest (2020) data from U.S. Bureau of Labor Statistics shows an experienced Diagnostic
Medical Sonographer wage at $43.72 per hour ($90,940.00 per annum); and the latest (2020) data from
Technologist wage at $36.79 per hour ($76,520.00 per annum); and

GMHA BOT Resolution No. 2022-06
Page 1 of 2
WHEREAS, the actual salaries (as of August 2021) mean wage of GMHA Diagnostic Medical Sonographer employees is $31.45 per hour ($65,416.00 per annum), which is 39% below the national wage estimate, and mean wage of GMHA Hospital Radiologic Technologist employees is $30.70 per hour ($63,853 per annum) which 20% below the national wage estimate; and

WHEREAS, the latest (2020) data from U.S. Bureau of Labor Statistics shows an experienced Clinical Dietitian earning wage of $37.10 per hour ($77,180.00 per annum); and the latest (2020) data from U.S. Bureau of Labor Statistics shows Food Service Managers earning a mean wage of $29.33 per hour ($61,000.00 per annum); and

WHEREAS, the actual salaries (as of August 2021) mean wage of the GMHA dietary department supervisors and manager is $22.92 per hour ($47,666.67 per annum), which is 28% below the national mean wage; and

WHEREAS, the 2021 Nurse Pay Plan and Structure Differential (the “2021 NPPSD) implemented and effective August 1, 2021 has increased the wages of the licensed and certified nursing staff to be comparable to the national average; and

RESOLVED, that the Board has determined it is in the best interest of the GMHA to extend a 25% working pay differential provided by Title 4 G.C.A., Section 6229.10 and PL 22-87 Section to certified or licensed rehabilitation therapists, speech language pathologists, diagnostic medical sonographers, radiologic technologists, clinical dietitians and food service supervisors and managers who are employed at the GMHA, be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.

Certified by:
Theresa C. Obispo
Chairperson

Attested by:
Sarah Thomas-Nededom
Secretary

GMHA BOT Resolution No. 2022-06
Page 2 of 2
BOARD OF TRUSTEES
Official Resolution No. 2022-07

"RELATIVE TO AMENDING THE POSITION OF ASSISTANT ADMINISTRATOR OF ADMINISTRATIVE SERVICES TO ASSISTANT ADMINISTRATOR OF OPERATIONS FOR THE OPERATIONS DIVISION"

WHEREAS, the request to amend the position of Assistant Administrator of Administrative Services was received by the Human Resources Department on August 5, 2021 at the recommendation of the Associate Administrator of Operations; and

WHEREAS, the amendment of this position was determined by the need to update the position title and duties and responsibilities of the position as reflected in GMHA’s current organizational structure; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on October 12, 2021 to amend the position of Assistant Administrator of Administrative Services; and

WHEREAS, on October 12, 2021, the Hospital Administrator/CEO, Lillian Perez-Posadas approved the Human Resources Department’s recommendation to amend the position; and

WHEREAS, the provisions of 4 GCA, Chapter 6 § 6303.1(a) – Transparency and Disclosure for the amendment of position have been met; and

WHEREAS, the proposed class specification of the position is hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on October 12, 2021 recommended approval to accept the Hospital Administrator’s petition to amend the Assistant Administrator of Administrative Services to that of Assistant Administrator of Operations; now therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the attached proposed amended class specification for the Assistant Administrator of Operations; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27TH DAY OF OCTOBER 2021.

Certified by:
Theresa C. Obispo
Chairperson

Attested by:
Sarah Thomas-Nededog
Secretary
ASSISTANT ADMINISTRATOR OF OPERATIONS

NATURE OF WORK IN THIS CLASS:

This position assists the Associate Administrator of Operations in leading and managing the following departments/programs under the GMHA Operations Division: Information and Communications Technology; Materials Management; Human Resources and Education/Training; and Environmental Services.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Serves as the Vice Chairperson of the Environment of Care Committee (EOCC), which oversees the development and implementation of EOCC Management Plans that include, but are not limited to Emergency Management; Life Safety; Utilities Management (e.g., Electrical Distribution, Water Distribution, HVAC, Medical Gases/Air/Vacuum, LOX Distribution, Information Technology, etc.); Equipment Management; Hazardous Materials and Waste Management; Safety Management; and Physical Security Management; administers programs and services in accordance with hospital accreditation standards.

Participates with all management and health professionals in the development, implementation, and coordination of operational programs and services; coordinates with all levels of management including supervisors to ensure the efficient and effective delivery of services; leads, facilitates, and/or attends committee meetings to ensure regulatory compliance, to establish or initiate change management for organizational improvement, and/or to manage and optimize processes, communications, training, and organizational capabilities.

Communicates and coordinates with other government officials, organizations, and/or individuals from private entities regarding hospital facilities and operations; participates or assists in the development and presentation of legislative testimony as appropriate.

Leads the development and execution of hospital technology strategy for technology platforms, partnerships, and external relationships in order to achieve future local and regional information technology connectivity between GMHA and partner hospitals and healthcare clinics, to include formulation and establishment of a local and regional Health Information Exchange (HIE); anticipates and reacts to major hospital and general technology changes to maintain or update operations and services to include but not limited to state-of-the art Electronic Health Records (HER) clinical systems, and IT infrastructure Capital Improvement Plan (CIP) needs.

Assists with the development and administration of the Hospital’s Strategic and Institutional Plans; assists with the preparation of all plans and specifications for new construction or repair of facilities and equipment intrinsic to the operations of the Guam Memorial Hospital Authority.

Assists in directing operational activities to include but not limited to the preparation and presentation of the Division’s budget; the sourcing and administration of all funds received and expended; the maintenance of personnel records and data systems; the purchasing, inventory, care and maintenance of all facilities and equipment of the Guam Memorial Hospital Authority.

Assists the Associate Hospital Administrator of Operations with the organization, planning, implementation and coordination of programs focused upon the general public in order to enhance and ensure the understanding, support, and participation of the general public in the provision of quality health care and patient services.
ASSISTANT ADMINISTRATOR OF OPERATIONS

Identifies business processes that can be improved through technology; provides business and information analytics reviews; prepares recommendations and submits reports to Executive Leadership.

May serve as the Incident Commander, as designated and delegated by the Hospital Administrator/CEO during disaster and emergency situations, activating the Hospital Incident Command System (HICS), and directing coordination with local and federal government agencies, civic organizations, and private sector businesses.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles, practices, methodologies and business functions relevant to hospital operations services.

Knowledge of healthcare facilities and equipment, organizations and functions, and their interrelationships with economic, environmental, and industrial factors.

Knowledge of research and evaluation principles and techniques, and in the preparation of studies and reports.

Knowledge of accepted business practices and procedures including the areas of finance, marketing, economics, information technology, capital improvement, and personnel management.

Knowledge of the methods, procedures and techniques utilized to foster and promote healthcare-related programs and services through other government agencies, civic organizations, educational institutions, and the general public.

Ability to interpret and apply federal and local laws and regulations; departmental rules and regulations; Board of Trustees' policies; and other regulatory agency standards such as, but not limited to CMS, HCFA, and OSHA.

Ability to direct and perform administrative, consultative, and supervisory functions.

Ability to make decisions in accordance with program guidelines.

Ability to establish working relationships with hospital employees and stakeholders, with other government agencies, civic organizations, and educational institutions.

Ability to interpret and direct the maintenance of records, reports and other pertinent statistical data necessary to execute and maintain operations services.

Ability to communicate effectively, orally and in writing.

MINIMUM EXPERIENCE AND TRAINING:

A. Six (6) years of operational experience in any of the administrative services and programs, three (3) years in a supervisory or managerial capacity and graduation with a Master's degree in hospital or health administration, business or public administration or related field; or

B. Six (6) years of operational experience in any of the administrative services and programs, four (4) years in a supervisory or managerial capacity and graduation with a Bachelor's degree in hospital or health administration, business or public administration or related field.

ESTABLISHED: June 1991
AMENDED: May 2001; October 27, 2021

PAY GRADE/PLAN: T (GPP)
HAY EVALUATION
KNOW HOW: F13 400
PROBLEM SOLVING: F4 (50%) 200
ACCOUNTABILITY: E45 304
TOTAL POINTS: 904

Theresa C. Obispo
Chairperson
Board of Trustees
BOARD OF TRUSTEES
Official Resolution No. 2022-08

"RELATIVE TO CREATING THE POSITION OF DEPUTY ASSISTANT ADMINISTRATOR OF OPERATIONS FOR THE OPERATIONS DIVISION"

WHEREAS, the request for the creation of the Deputy Assistant Administrator of Operations was received by the Human Resources Department on September 22, 2021 at the recommendation of the Associate Administrator of Operations; and

WHEREAS, the creation of this position has been determined by the need to properly align GMHA’s organizational structure with the appropriate span of leadership control in effectively managing the large Operations Division that is comprised of seven (7) complex departments which have critical organization-wide functions and impact relative to GMHA’s mission “to provide quality patient care in a safe environment;” and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on October 12, 2021 to create the position of Deputy Assistant Administrator of Operations; and

WHEREAS, on October 12, 2021, the Hospital Administrator/CEO, Lillian Perez-Posadas approved the Human Resources Department’s recommendation to create the position; and

WHEREAS, the provisions of 4 GCA, Chapter 6 § 6303.1(a) – Transparency and Disclosure for the creation of position have been met; and

WHEREAS, the proposed class specification of the position is hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on October 12, 2021 recommended approval to accept the Hospital Administrator’s petition to create and establish the Deputy Assistant Administrator of Operations position; now therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the attached proposed class specification for the Deputy Assistant Administrator of Operations; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption this Resolution.

DULLY AND REGULARLY ADOPTED ON THIS 27TH DAY OF OCTOBER 2021.

Certified by: Theresa C. Obispo
Chairperson

Attested by: Sarah Thomas-Nededog
Secretary
DEPUTY ASSISTANT ADMINISTRATOR OF OPERATIONS

NATURE OF WORK IN THIS CLASS:

This position assists the Assistant and Associate Administrator of Operations in leading and managing the following departments/programs under the GMHA Operations Division: Hospital Emergency Management, Strategic Planning/Grants Management, Safety & Security, and Facilities and Maintenance.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Oversees GMHA’s Hospital Emergency Management Program by participating as a member of the Environment of Care Committee (EOCC), which oversees the development and execution of EOCC Management Plans that include, but are not limited to Emergency Management; Life Safety; Utilities Management (e.g., Electrical Distribution, Water Distribution, HVAC, Medical Gases/Air/Vacuum, LOX Distribution, Information Technology, etc.); Equipment Management; Hazardous Materials and Waste Management; Safety Management; and Physical Security Management.

Serves as the Incident Commander, as designated and delegated by the Hospital Administrator/CEO during disaster and emergency situations, activating the Hospital Incident Command System (HICS), and directing coordination with local and federal government agencies, civic organizations, and private sector businesses. As the Incident Commander, directs and leads the emergency/disaster in operations, planning, logistics, finance, and administration on a cohesive federal, local and hospital wide level to include clinical and non-clinical environments; provides technical assistance and support to the Clinical Emergency Preparedness Team and the Hospital Incident Command staff to ensure all divisions are working in unison for compliance with all applicable local and/or federal standards, guidelines, laws, regulations, acts or Executive Orders.

Participates with all management and health professionals in the development, implementation, and coordination of emergency preparedness and response management protocols; coordinates with all levels of management, including supervisors to ensure staff, patient, and public visitor safety; communicates and coordinates with other government officials, organizations, and/or individuals from private entities regarding hospital emergency preparedness, response, recovery and mitigation.

Ensures that patient care services are appropriately integrated, throughout the organization, with the department’s emergency preparedness plans, goals and objectives; coordinates inspections, develops updated plans, and oversees procedures to assess, improve, and maintain the quality of overall clinical and non-clinical performance.

Leads the development and execution of the hospital grants management program; leads and facilitates the hospital strategic and master plans in effectively sourcing local and federal grant opportunities; procure and manage federal grant awards and receiverness; research and anticipate sourcing in order to achieve financial stability.

Assists the Assistant Administrator of Operations in hospital Capital Improvement Project (CIP) management and design development; participates and plans with Facilities Maintenance, Information Technology and Materials Management in CIP management including, but not limited to fund sourcing, accounting, and project completion; directs complex hospital design development that involves coordination with both internal and external stakeholders (e.g. architectural and engineering firms, local government staff or officials, and/or federal grantors).
DEPUTY ASSISTANT ADMINISTRATOR OF OPERATIONS

Assists the Hospital Associate Administrator of Operations in overseeing safety and security activities as it relates to the development, execution, and maintenance of hospital emergency management protocols.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles, practices, methodologies and business functions relevant to hospital planning, and hospital safety and security.

Knowledge of governmental organization programs and functions, project management, and federal grant-in-aid programs as they relate to planning activities and public health emergency management.

Knowledge of hospital planning preparedness and disaster planning and the principles and practices of federal emergency management.

Knowledge of occupational hazards inherent in various types of occupations and the standard safety and security precautionary measures.

Ability to interpret and apply federal and local laws and regulations; departmental rules and regulations; Board of Trustees' policies; and other regulatory agency standards such as, but not limited to CMS, HCFA, and OSHA.

Ability to direct and perform administrative, consultative, and supervisory functions.

Ability to make decisions in accordance with program guidelines.

Ability to communicate effectively, orally and in writing.

Skill in developing and/or implementing comprehensive emergency response plans, training programs, and exercises.

MINIMUM EXPERIENCE AND TRAINING:

A. Five (5) years of operational experience in any of the administrative services and programs, two (2) years in a supervisory or managerial capacity and graduation with a Master's degree in hospital or health administration, business or public administration or related field; or

B. Five (5) years of operational experience in any of the administrative services and programs, three (3) years in a supervisory or managerial capacity and graduation with a Bachelor's degree in hospital or health administration, business or public administration or related field.

ESTABLISHED: October 27, 2021

PAY GRADE/PLAN: $ (GPP)
HAY EVALUATION
KNOW HOW: FI3 400
PROBLEM SOLVING: E4 (50%) 200
ACCOUNTABILITY: E4 264
TOTAL POINTS - 864

Theresa C.
Obispo
THERESA OBISPO, Chairperson
Board of Trustees
BOARD OF TRUSTEES  
Official Resolution No. 2022-09  

“RELATIVE TO CREATING SEVEN (7) NEW HOSPITAL ENVIRONMENTAL SERVICES TECHNICIAN I POSITIONS AND AMENDING THE TOTAL POSITION FTE COUNT ON THE GMHA STAFFING PATTERN”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) has experienced and continues to experience department staffing shortages, especially in the Environment Services Department’s need to meet routine hospital environment of care work in containing micro-organisms of infectious diseases from environmental and equipment surfaces; and

WHEREAS, a request from the Chief of Environmental Services via the Associate Administrator of Operations was made on August 27, 2021 to the Human Resources Department to identify vacant positions on the staffing pattern in order to achieve the operational demands of the Environmental Services Department; and

WHEREAS, a request from the Associate Administrator of Operations to the Chief Financial Officer was made on August 27, 2021 to confirm funding feasibility to create seven (7) new Hospital Environmental Services Technician I positions within our existing budgeted staffing pattern; and

WHEREAS, on August 30, 2021 the Hospital Administrator/CEO approved the request to use vacant position no. F036 to convert to seven (7) Hospital Environmental Services Technician I positions; and

WHEREAS, on September 1, 2021 the Human Resources Department created seven (7) new Hospital Environmental Technician I position no.’s 7013, 7014, 7015, 7016, 7017, 7018, and 7019 in place of position no. F036; and prepared recruitment GG1 requests for the Chief Financial Officer to certify availability of funds; and

WHEREAS, on October 2, 2021 the Chief Financial Officer certified the seven (7) new Hospital Environmental Services Technician I recruitment GG1’s; and

WHEREAS, a public hearing on the GMHA FY 2022 budget was held at the Guam Legislature on May 20, 2021; and the FY 2022 budget was submitted to the Office of Finance and Budget on March 30, 2021 as approved by the GMHA Board of Trustees on March 24, 2021 and is posted on the GMHA website; and

WHEREAS, this amendment to the staffing pattern affects only the total number of FTE positions from 1264 to 1271 which has no impact to the approved budgeted amount and will be submitted to the Office of Finance and Budget and 36th Guam Legislature as an approved amendment; and

RESOLVED, that the Board has determined it is in the best interest of the GMHA to approve seven (7) new Hospital Environmental Services Technician I positions in lieu of position no. F036 with no impact on the FY 2022 budgeted funding, be it further...
RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 27th DAY OF OCTOBER 2021.

Certified by:
Theresa C. Obispo
Chairperson

Attested by:
Sarah Thomas-Nededog
Secretary
Hafa Adai,

Please see the revised agenda for the GMHA Board of Trustees meeting below, set for Wednesday October 27 at 5pm.

Please note the two updates in red. In accordance with Open Government Law, the revised agenda has been published on the Government of Guam Public Notices Portal and the Guam Daily Post.

Please let me know if you have any questions.

Thank you,
Justine

FOR IMMEDIATE RELEASE – October 20, 2021

NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings and, in addition to notices published on the Government of Guam Public Notices Portal and in The Guam Daily Post, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Wednesday, October 27, 2021 at 5:00 p.m. via Zoom Video Conferencing. Meeting ID: 913 5266 3119; Password: 556240.

Agenda (Revised 10/22/21):
I. Call to Order
II. Executive Session
III. Approval of the Minutes: A. September 30, 2021 Regular Board Meeting
IV. Old Business
V. New Business
VI. Management’s Report
VII. Board Subcommittee Reports:
A. Joint Conference and Professional Support:
   1. Res. 2022-01, Relative to the Appointment of Active Associate Medical Staff Privileges for UC DAVIS HEALTH Pediatric Tele-Health Consultants (Pediatric/Critical Care Med)
   2. Res. 2022-02, Relative to the Appointment of Active Associate Medical Staff Privileges for UC DAVIS HEALTH Pediatric Tele-Health Consultants (Pediatric/Infectious Disease)
   3. Res. 2022-03, Relative to the Appointment of Active Associate Medical Staff Privileges for UC DAVIS HEALTH Pediatric Tele-Health Consultants (Pediatric/Nephrology)
4. Res. 2022-04, Relative to the Appointment of Provisional Medical Staff Privileges

5. Res. 2022-05, Relative to Approving Renewal of the Medical Staff Department Rules and Regulations for the Anesthesia Department

B. Human Resources:
1. Res. 2022-06, Relative to Extending a 25% Working Differential Incentive Pursuant to 4GCA, §6229.7 for Certified or Licensed Allied Health Positions

2. Res. 2022-07, Amendment of Position Re: Assistant Administrator, Administrative Services

3. Res. 2022-08, Creation of Position: Deputy Assistant Administrator of Operations

4. Organizational Chart - Revision to Operations Division

5. Proposed Update to Staffing Pattern relative to Environmental Services

C. Facilities, CIP and IT
D. Governance, Bylaws, and Strategic Planning
E. Quality and Safety
F. Finance and Audit

VIII. Public Comment

IX. Adjournment
For special accommodations, please contact Theo Pangelinan, EEO Officer, at 647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

Thank you,
GMHA Board of Trustees Meeting | 5:00 p.m., October 27, 2021

Meeting

Posted on: 10/20/2021 04:33 PM
Posted by: Justine Camacho, Justine Camacho, Administrative Officer
Department(s): GUAM MEMORIAL HOSPITAL AUTHORITY (notices?department_id=51)
Division(s): GUAM MEMORIAL HOSPITAL AUTHORITY (notices?division_id=156),
HOSPITAL ADMINISTRATION (notices?division_id=178)
Notice Topic(s): BOARD MEETING (notices?topic_id=71)
For Audience(s): PUBLIC (notices?public=1)
Share this notice

Hafa Adai!

The GMHA Board of Trustees will hold its regular meeting on Wednesday, October 27, 2021 at 5:00 p.m. via Zoom Video Conferencing.
Meeting ID: 913 5266 3119
Password: 556240

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**GUAM DAILY POST**

**BUSINESS**

“Because, with COVID, it’s kind of listening to all the customers that we do this,” he said. “We’re trying time; it’s a trying time. This is a trying time; it’s a little bit soft. Just give it to the driver and we will not charge you for the goods delivered. The response to the new service so far has been very strong, according to Perez. The company has been fielding a lot of orders through its website and app since launch. Shoppers can save time and the headache that can happen when hunting around the island for popular, sold-out items. With multiple store partners, the delivery service will find the product purchased, and won’t charge any fees for prices that are above what was already paid.”

“Some stores will give you a volume discount. And also, since we’ve been in the water business for 28 years, it’s a lot easier. We have the vehicles to run to all the product stores. We will do that for you. We will hit all the major grocery stores that we can in our area (to find them).”

Unlike its water delivery, however, a person must be present to receive delivered groceries. The policy is part of a money-back guarantee when residents are unhappy with the quality of the goods delivered.

“Let’s say the cucumber is not to your liking: it’s a little bit soft. Just give it to the driver and we will not charge you for it – whatever the customer feels they’re not happy with.”

**Hot dinners**

Perez recognizes that some people buy groceries and an already prepared dinner on the same trip because many are too tired to cook at the end of the workday. So, in addition to supermarket deliveries, customers can order hot meals to be sent to their homes during a limited, early evening window.

“We went to professional caterers around our area here and we talked to them to see if we can offer some of their products online. They were happy to say yes,” he said. “We taste everything before we offer it; we don’t just offer anything.”

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**Guam Memorial Hospital Authority**

Aturidåt Espetåt Mimuriåt Guåhan

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Opera tor: (671) 647-2330 or 2552 | Fax: (671) 649-5508

**Board of Trustees Meeting**

Date: Wednesday, October 27, 2021
Time: 5:00 p.m.
Meeting will take place via Zoom Video Conferencing.
Meeting ID: 913 5266 3119
Passcode: 506240

**New Business**


For special accommodations, please contact the Guam Early Intervention System, Division of Special Education, Department of Education, by calling (671) 300-5776/5816 or geis@gdoe.net.

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**Department Of Education**

**GUAM INTERAGENCY COORDINATING COUNCIL (ICC)**

**QUARTERLY MEETING**

Date: Friday, October 29, 2021
Time: 2:00 p.m. – 4:00 p.m.
via Zoom https://gdoe.zoom.us/j/96332843177
Meeting ID: 963 2384 3177

Agenda will include proposed budget activities and Updates on State Performance Plan and Annual Performance Report

For more information or special accommodations please contact: rmmanglona@gdoe.net / geis@gdoe.net or (671) 300-5776

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**GUAM DAILY POST**

**BUSINESS**
Erdogan declares 10 envoys ‘persona non grata,’ escalating tensions with West

ISTANBUL (The Washington Post) - Turkish President Recep Tayyip Erdogan on Saturday declared ambassadors from 10 Western countries, including the United States, “persona non grata” in Turkey over a letter from the countries’ embassies calling for the release from Turkish prison of Osman Kavala, a prominent philanthropist and civil society activist.

It was not clear whether Turkey intended to immediately expel the ambassadors, including representatives from France and Canada, but in a speech Saturday, Erdogan said he had instructed his foreign minister to declare the ambassadors persona non grata - meaning unwelcome - “as soon as possible.”

A spokesperson for the U.S. Embassy in Ankara declined to comment on Erdogan’s speech.

It came five days after a public statement by the 10 embassies criticizing Turkey over Kavala’s years-long detention and delays in his trial, saying the president’s advisers had counseled against taking action against the Western ambassadors.

Cagaptay said it was still possible the government would walk back the president’s latest statements. But Erdogan himself “doesn’t care,” he said.

“He realizes the economy is collapsing and he can’t restore it,” Cagaptay said.

Erdogan hoped focusing on the ambassadors would “deflect Turkish public anger” about the failing economy, which had badly dented the popularity of both the president and his ruling political party ahead of presidential elections scheduled for 2023, according to recent opinion polls, Cagaptay said.

An indictment against Kavala accused him in part of colluding with George Soros, the billionaire philanthropist, to incite 2013 protests against Erdogan’s government. Kavala and Soros have both denied the charges, and Kavala was acquitted last year by a Turkish court, which ordered his release. Instead, prosecutors prepared new U.S. arrest warrants against Kavala of trying to overthrow the government. He faces life in prison.

A statement Friday by Soros’s Open Society Foundations called the charges against Kavala “bogus” and urged Erdogan to stop “invoking George Soros’s name in an effort to obscure the facts around the case of Osman Kavala.” The statement said Kavala had served on the advisory board of Open Society’s national foundation in Turkey until 2018.

On Saturday, Erdogan repeated the old allegations. “When you say Kavala, it means the Turkish branch of Soros,” he said.

Migrant caravan pushes past blockade, continues to head north

(Reuters) - Several thousand migrants from Haiti, South America and Central America set off from southern Mexico headed north on Saturday, clashing with law enforcement trying to hold the caravan back.

Some people among the latest mass movement of migrants trying to pass north through Mexico said they hoped to eventually reach the U.S. border, where the number of migrants trying to gain entry was already hitting new records.

Some 3,000 people, including families with young children, began trekking on foot on Saturday from the city of Tapachula near the Guatemala border toward Mexico’s capital.

One of the caravan’s organizers, Irineo Mujica, said he was leading the group to Mexico City in protest of the lack of government assistance in the south, where officials have attempted to contain thousands of migrants, and to demand legal documents that would let migrants move freely in the country.

A highway checkpoint in Tapachula with some 400 law enforcement officers aimed to block their path, but many migrants managed to break past. A Reuters video showed people carrying backpacks and with children on their shoulders pushing through a cluster of officers in anti-riot gear who attempted to contain the crowd.

One family, including a woman and small children, were knocked to the ground in the crush of people, their belongings scattering.

Some migrants who attempted to leave Tapachula in September to head north were subject to brutal treatment by Mexican officials, and the government’s National Migration Institute condemned incidents of violence captured on video.

More than 75,000 migrants have been arrested more than 1.7 million migrants at the U.S.-Mexico border this fiscal year, the most ever recorded.
VIA ELECTRONIC MAIL
Benjamin J.F. Cruz
Public Auditor
Office of Public Accountability
Suite 401 DNA Building
238 Archbishop Flores Street
Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Mr. Cruz:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the recording for the October 27, 2021 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

Please contact Justine Camacho, Administrative Officer – Board Office, at 648-7997 or by email at justine.camacho@gmha.org for any questions or clarifications.

Sincerely,

Lillian Perez-Posadas, RN, MN
Hospital Administrator/CEO

Submitted via electronic mail 11/08/21.
Date: 11/15/21

VIA ELECTRONIC MAIL
Honorable Lourdes A. Leon Guerrero
I Maga’hågan Guåhan
Ricardo J. Bordallo Governor’s Complex
Adelup, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Governor Leon Guerrero:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the October 27, 2021 Meeting of the GMHA Board of Trustees.

Please contact Justine Camacho, Administrative Officer – Board Office, at 648-7997 or by email at justine.camacho@gmha.org for any questions or clarifications.

Sincerely,

[Signature]
Lillian Perez-Poasias, RN, MN
Hospital Administrator/CEO

Submitted via electronic mail 11/15/21
Date: 11/15/21

VIA ELECTRONIC MAIL
Honorable Therese M. Terlaje
Speaker of I Minatrentai Sais Na Liheslaturan Guåhan
163 Chalan Santo Papa
Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Speaker Terlaje:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the October 27, 2021 Meeting of the GMHA Board of Trustees.

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Sincerely,

[Signature]
Liliana Perez-Posadas, RN, MN
Hospital Administrator/CEO

submitted via electronic mail 11/15/21 9e