

MEETING IN PROGRESS

GMHA Board of Trustees




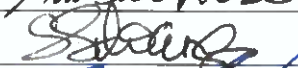

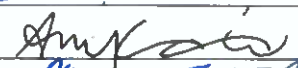

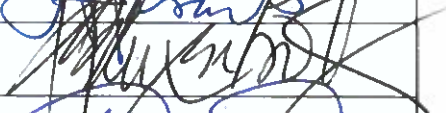
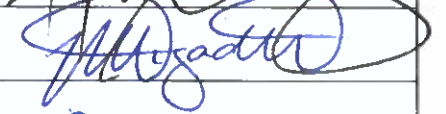


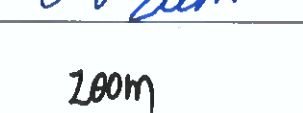


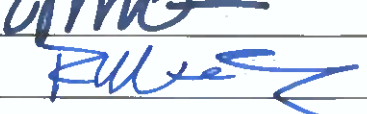
Wednesday, September 24, 2025 | 4:00 p.m.

Zoom Video Conference

GMHA Board of Trustees Meeting

ATTENDANCE SHEET

Wednesday, September 24, 2025 | 4:00 p.m. | Zoom Video Conference

	NAME:	TITLE:	SIGNATURE:
Board of Trustees	Sharon J. Davis	Chairperson	
	Teresa Damian-Borja, DPM	Vice-Chairperson	
	Suzanne D. Lobaton	Secretary	
	Sonia L. Siliang	Treasurer	
	Michael J. Um, MD	Trustee	
	Antoinette M. Kleiner	Trustee	
	Krista L. Blankenship	Trustee	
	Melanie R. Mendiola	Trustee	
Executive Management/Medical Staff	Lillian Perez-Posadas, MN, RN	Hospital Administrator/CEO	
	Ricardo Eusebio, MD	Associate Administrator of Medical Services/CMO	
	Rizaldy Tugade	Associate Administrator of Operations	
	Rodaly Gerardo	Assistant Administrator, Operations	
	Ana Belen Rada	Assistant Administrator, Professional Support Services	
	Christine Tuquero	Assistant Administrator, Nursing Services	
	Liezl Concepcion	Deputy Assistant Administrator, Nursing Services	Zoom
	Yukari Hechanova	Chief Financial Officer	
	Danielle Manglona	Administrator of Quality, Patient Safety and Regulatory Compliance	Zoom
	Jeffery Shay, MD	Medical Staff President	
	Jesse Quenga	Personnel Services Administrator	
	Manny Gabriel	Information Technology Administrator	Zoom
	Jordan Pauluhn	Legal Counsel	
	Robert Weinberg	Legal Counsel	
G 3	NAME:	TITLE:	SIGNATURE:

GMHA Board of Trustees Meeting ATTENDANCE SHEET

Wednesday, September 24, 2025 | 4:00 p.m. | Zoom Video Conference

	NAME:	TITLE:	SIGNATURE:
Guest (s)	John Tairan		
	Terese Calvo	GMHVA President	
	James Mandapat	Admin. Asst.	
	Christina Camacho	Admin. Asst.	
	PEREZ VESLER		
	RAYNA CRUZ		
	MARILYN PARRA		
	JOHNNY SANCHEZ-MARTINEZ	Manager 30 th Ann. Lsg.	
	JOHNNY BENAVIDES		
	ANTONIO TORRES II		
	LOLA FERNANDEZ		
	VINCE TANTONOGON		
	TAMARA CRUZ		
	RUBEN PEREZ		
	JOSEY ACATE		
	JOSE LUIS		
	ERIK		
	P. GONZALEZ		
	ERNESTO ALFARO		
	JOHN SANCHEZ		
	AMY COMAN		
	YVONNE CRUZ		
	JOHN GONZALEZ		
	Uriah Aguon	(PRES) PON	
	JOSEAN MORALES		
	GEORGE ALFARO		
	JOHN SED		
	JOHN SED		
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AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting

September 24, 2025 | 4:00 p.m. | Daniel L. Webb Conference Room & Zoom Video Conferencing

BOARD MEMBERS: Sharon Davis, Chairperson; Teresa Damian-Borja, DPM Vice-Chairperson; Suzanne Lobaton, Secretary; Sonia Siliang, Treasurer; Michael Um, MD, Trustee; Antoinette Kleiner, Trustee; Krista Blankenship, Trustee & Melanie Mendiola, Trustee

Item	Owner
I. Welcoming Call Meeting to Order and Determination of Quorum	Chairperson Davis
II. Open Government Compliance A. Publication, September 17, 2025 B. Publication, September 22, 2025 C. GovGuam Notices Portal & Website Posting	
III. Review and Approval of the Minutes A. August 27, 2025	All Trustees
IV. Guam Memorial Hospital Volunteers Association Report	GMHVA President - T. Calvo
V. Management's Report	Executive Management
VI. Old Business None	All Trustees
VII. New Business - Board Subcommittee Reports	
A. Joint Conference and Professional Affairs 1. Res. No. 2025-58, Relative to the Reappointment of Active Medical Staff Privileges 2. Res. No. 2025-59, Relative to the Reappointment of Active Associates Medical Staff Privileges 3. Res. No. 2025-60, Relative to the Appointment of Active Associate Medical Staff Privileges 4. Res. No. 2025-61, Relative to the Appointment of Provisional Medical Staff Privileges 5. Resolution, Relative to Approving Revisions to the Anesthesia Department Rules and Regulations 6. Resolution, Relative to Approving Revisions to the Internal Medicine Department Rules and Regulations	Trustee Dr. Um
B. Human Resources 1. Resolution, Relative to Creating Three (3) New Certified Nurse Assistant Positions and Amending the Total FTE Count on the GMHA Staffing Pattern 2. Resolution, Relative to Amending the Job Specifications for the Clinical Case Manager	Trustee Lobaton
C. Facilities, Capital Improvement Projects, and Information Technology 1. Capital Improvement Project (CIP) - Update	Chairwoman Davis
D. Quality and Safety	Trustee Kleiner, Blankenship
E. Finance and Audit 1. FY2026 Budget Update 2. Resolution, Relative to Establishing a Medical Supplies Reserve Account 3. Resolution, Relative to Rightsizing GMHA	Trustee Mendiola
F. Governance, Bylaws, and Strategic Planning 1. GMHA Bylaws of the Board of Trustees	Trustee Dr. Damian-Borja, Siliang
VIII. General New Business 1. Resolution, Relative to Honoring and Commending Mrs. Lillian Perez-Posadas, MN, RN, for her Exceptional Leadership and Dedicated Service as Hospital Administrator and Chief Executive Officer of the Guam Memorial Hospital Authority 2. Appointment of Interim Hospital Administrator/CEO	

Item		Owner
IX.	Public Comment	
X.	Adjournment	Chairperson Davis

ALUPANG COVE CONDOMINIUM JOB OPENINGS SECURITY GUARD

full and part time. One year experience
REQUIRED. All shifts available, all week.

MAINTENANCE

full time. Experience in plumbing,
electrical and carpentry is necessary.

HOUSE-KEEPING

part time, one year experience
REQUIRED.

Wage based on experience. Health Ins.
for full-time. Need resume. Email to

acove@teleguam.net or

Contact our main office at 671-649-6190

NOTICE

In accordance with the order of the
Banking and Insurance Commissioner,
Pacific Indemnity Insurance Company
(PIC) hereby announces its intention to
effect a distribution of surplus in the third
quarter of 2025 from its unassigned
surplus as of December 31, 2024.
Following the distribution, PIC will have a
total adjusted capital and surplus base that
is significantly higher than the minimum
required to underwrite its portfolio and to
meet operational demands under
guidelines issued by the National
Association of Insurance Commissioners.

FOR RENT - DEDEDU

1 bedroom, 1 bathroom with
carport & private gated-entrance.
\$700/ month
CALL: 671.632.7616

JOB ANNOUNCEMENT FOR TEMPORARY POSITIONS

30 - CEMENT MASON (1 yr. exp.)

30 - PAINTER (1 yr. exp.)

APPLY AT V.G. GOZUM
CONSTRUCTION LLC BY CALLING
(671) 646-5677. REFERENCES
REQUIRED UPON REQUEST.

NOTICE OF PUBLIC SALE OF PERSONAL PROPERTY

Facility: Guam Mini Storage
Address: 380 East Harmon Industrial Park Rd.
Tamuning, GU 96913
Date of Sale: Saturday, September 27, 2025
Time: 10:00AM (registration begins at 9:00AM)

Tenant Name / Unit

- Tenorio, C. / D50
- Herrera, G. / F30
- Karen, S. / E19
- Rabago, T. / C24
- Villagomez, C. / E7
- Williams, M. / E40

All items will be sold "as is, where is," to the
highest bidder. Sale is for cash only. \$100.00
dollar refundable cleaning deposit is required.
Please bring an I.D to register and must be 18+
to bid. Please bring a padlock to secure the
unit. Contents must be removed within 48
hours after sale.

Right to Withdraw: Facility reserves the right to
cancel or withdraw any unit from the sale at any
time before or during the auction.

Contact: For more information,
call (671) 647-5720 or visit
www.guamministorage.net

KUMISION I TANO' SAINA-EN GUAM ANCESTRAL LANDS COMMISSION

*The Guam Ancestral Lands Commission Regular Board Meeting will be held on Wednesday,
September 24, 2025, at 2:30 pm. This meeting is open to the public via ZOOM and YouTube.

GALC Office

490 S. Marine Corps Drive, ITC Bldg., 3rd Floor Suite 312 Tamuning, Guam 96913

JOIN ZOOM MEETING

<https://us02web.zoom.us/j/8706936269?pwd=MTU2MkZkdWpXaXpVd4RlYXc1LlM0R0JlOTQ9>

Meeting ID: 870 693 6269 Password: 2022

TO VIEW LIVE STREAMING

https://www.youtube.com/channel/UCGc_4f0j0ncP8-441PzPq0dhe

AGENDA

I. Call to Order; II. Roll Call; III. Approval of Minutes: A. Regular Meeting-August 20, 2025; IV. Executive
Director's Report; V. GEDA's Progress Report; VI. Old Business: A. Smithbridge-Status Update; VII. New
Business: A. Estate of Jesus Ignacio Aguin - Lot 184 & Lot 196 Municipality of Piti - Request for Revised Easement
through Lot 190 Piti; VIII. Land Title Hearing: Ostensible Landowner at the time of taking, Gabriela C. Taitinglong
and/or Ignacio C. Taitinglong for Lot Nos: Lot 1049, Lot 2240 and Lot 2241 Municipality of Barigada; IX.
Announcements: A. Next GALC Meeting; X. Adjournment

Details and link to this meeting is also available on the GovGuam Public Notice Portal at <https://notice.guam.gov>.
Individuals requiring special accommodations, auxiliary aids or services, may call GALC Administration Office at
671-473-3263 or email admin@galc.guam.gov for more information.

This ad is paid for by GALC Survey, Infrastructure & Development Funds.

FIRST NOTICE

YIGO MUNICIPAL PLANNING COUNCIL

Regular Monthly Meeting - Wednesday, September 24, 2025, 6 pm
Yigo Senior Citizens Center Livestreaming on Yigo Mayor's Office YouTube channel
AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVAL OF MINUTES - August 13, 2025

IV. TREASURER'S REPORT

V. MAYOR'S REPORT

VI. OLD BUSINESS

A. FIFA Arena Mini-Patch Project

B. CLIC

1. Lot 7055

VII. NEW BUSINESS

A. Summary Zone Change Application No. 2024-25; Lot 3-1, Block N/A, Tract 10430 from "A"
(Agriculture) to "R-1" (Single Family) Dwelling; Applicant: Huailian Zhang c/o Yingjie L. Fie, Auth. Rep.

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

In compliance with the American with Disabilities Act, individuals requiring special accommodations may contact the
Yigo Mayor's Office at 671-653-9446/5248 or email yigomunicipaloffice@gmail.com.

This ad paid for by Yigo Mayor's Office funds.



Guam Memorial Hospital Authority
Atoridat Español: Ministerio de Salud
650 East Carlos C. Canales Rd., Tamuning, Guam 96913
Director: (671) 647-2330 or 2332 • Fax: (671) 649-4540



Board of Trustees Meeting

Wednesday, September 24, 2025

Date:

Time:

Meeting will take place via Zoom (1. Web Conference Room and Zoom Video Conferencing).

Meeting ID:

Passcode:

649 2761 9303

907879

AGENDA:

I. Call Meeting to Order and Determination of Quorum;

II. Open Government Compliance: A. Publication, September 17, 2025; B. Publication, September 22, 2025; C. GovGuam
Notice Portal & Website Posting;

III. Approval of the Minutes: A. August 27, 2025

IV. Guam Memorial Hospital Volunteers Association Report;

V. Management's Report;

VI. Old Business: None

VII. New Business - Board Subcommittee Reports: A. Joint Conference and Professional Affairs, 1. Res. No. 2025-58, Relative to the
Reappointment of Active Medical Staff Privileges; 2. Res. No. 2025-59, Relative to the Reappointment of Active Associates Medical Staff
Privileges; 3. Res. No. 2025-60, Relative to the Appointment of Active Associate Medical Staff Privileges; 4. Res. No. 2025-61, Relative to
the Appointment of Provisional Medical Staff Privileges; 5. Resolution, Relative to Approving Revisions to the Anesthesia Department
Rules and Regulations; 6. Resolution, Relative to Approving Revisions to the Internal Medicine Department Rules and Regulations; B.
Human Resources; 1. Resolution, Relative to Creating Three (3) New Certified Nurse Assistant Positions and Amending the Total FTE Count
on the GMAHA Staffing Pattern; 2. Resolution, Relative to Amending the Job Specifications for the Clinical Case Manager; C. Facilities,
Capital Improvement Projects, and Information Technology; 1. Capital Improvement Project (CIP) - Updates; D. Quality and Safety; E.
Finance and Audit; 1. FY2026 Budget Update; 2. Resolution, Relative to Establishing a Medical Supplies Reserve Account; 3. Resolution,
Relative to Brightening GMAHA; F. Governance, Bylaws, and Strategic Planning; 1. GMAHA Bylaws of the Board of Trustees

VIII. General New Business: 1. Resolution Relative to Honoring and Commending Mrs. Lillian Perez-Pascual, MN, RN, for her
Exceptional Leadership and Dedicated Service as Hospital Administrator and Chief Executive Officer of the Guam Memorial Hospital
Authority; 2. Appointment of Interim Hospital Administrator; CEO

IX. Public Comment;

X. Adjournment

For special accommodations, please contact Therese Panfilius,
CEO Office, at (671) 647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.
/s/ Lillian Perez-Pascual, MN, RN
Hospital Administrator/CEO

This advertisement is paid with government funds by the GMAHA

Need to get your message out there?

Our sales team has new opportunities for you!

In print or online we have you covered at The Guam Daily Post!
email at krista@postguam.com for inquiries.

THE GUAM
DAILY POST



ISLAND-WIDE HOME DELIVERY
Get the most local print content delivered to your doorstep daily.

THOMPSON THOMPSON & ALCANTARA, P.C.
238 Archbishop Flores Street, Suite 801
Hagåtña, Guam 96910
Telephone: (671) 472-2089
Facsimile: (671) 472-5268
Email: jthompson@tthalc.com
Attorneys for Petitioner Jerrah Mae Escudé

IN THE SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE
OF
RENATO RIORLOREDO PEDERNAI,
Deceased.

PROBATE CASE NO. PR0125-25
NOTICE OF HEARING
ON PETITION TO
OPEN PROBATE
AND FOR LETTERS OF
ADMINISTRATION

THIS NOTICE IS REQUIRED BY LAW. YOU ARE NOT REQUIRED TO APPEAR IN COURT UNLESS YOU DESIRE.

NOTICE IS HEREBY GIVEN that JERRAH MAE ESCUDÉ has filed herein her Petition to Open Probate and for Letters of Administration in the Estate of RENATO RIORLOREDO PEDERNAI, deceased, and that on October 1, 2025, at 9:00 a.m., in the Courtroom of the Superior Court of Guam, Judiciary Building, 120 West O'Brien Drive, Hagåtña, Guam, has been set for the hearing of said petition, and all persons interested are hereby notified to appear at the time and place set for hearing and show cause, if any they have, why the petition should not be granted. Reference is hereby made to said petition for further particulars.

You may appear in person at the Courtroom of the Honorable Dana A. Gutierrez, 120 W. O'Brien Drive, Hagåtña, Guam or you may participate via Zoom by logging onto <https://guamcourts.org/zoom> and enter Meeting ID: 839 7874 0380 and Passcode: 189701. For technical assistance, please call (671) 475-3207 five (5) minutes prior to the designated hearing time.

Dated: Aug. 19, 2025.

JANICE M. CAMACHO-PEREZ
Clerk of Court, Superior Court of Guam
By: /s/ Pauline L. Untalan
Courtroom/Chamber Clerk

Louie J. Yanza
Law Office of Louie J. Yanza
A Professional Corporation
MVP Building
862 South Marine Corps Drive, Suite 203
Tamuning, Guam 96913
Telephone: (671) 477-7049
Facsimile: (671) 472-5482
loj@louiejyanza.com
Attorney for Petitioner
Elias Santa Maria Jr.

SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE
OF
ELIAS P. SANTA MARIA,
Deceased.

PROBATE CASE NO. PR115-25
NOTICE TO CREDITORS

NOTICE IS HEREBY GIVEN by Elias Santa Maria Jr., Administrator of the Estate of ELIAS P. SANTA MARIA, deceased, to the creditors of all, and all persons having claims against said estate or against the deceased, that within sixty (60) calendar days after the first publication of this notice, they either file such claims with necessary vouchers in the office of the Clerk of the Superior Court of Guam or exhibit them with necessary vouchers to the said Law Office of Louie J. Yanza, MVP Building 862 South Marine Corps Drive, Suite 203, Tamuning, Guam 96913 the same being the place for the transaction of the said estate.

Dated this 12th day of September, 2025.

Law Office of Louie J. Yanza, P.C.
Attorney for Petitioner
Elias Santa Maria Jr.
By: /s/ Louie J. Yanza

Douglas B. Moylan
Attorney General of Guam
Office of the Attorney General
Family Division
540 S. Marine Corps Drive, 10th Bldg., Ste. 706
Tamuning, Guam 96913 • USA
(671) 475-2575 • (671) 475-3343 (fax)
dmo@doag.guam.gov
Attorneys for the People of Guam

IN THE SUPERIOR COURT OF GUAM
IN THE INTEREST OF:
S.A. (DOB: 12/15/2006), Juvenile Case No.
K.M. (DOB: 01/09/2014, and), JPO087-24
V.M. (DOB: 08/13/2015), Minors. Summons

To: VANDERHAY MUNDO, FATHER of K.M. and V.M.
183C Iglesias St.
Mangilao, Guam
Tel: (671) 687-4477

You are hereby summoned to appear via Zoom, before the HONORABLE LINDA L. INGLES, at the Judiciary of Guam, Superior Court of Guam, 120 West O'Brien Drive, Hagåtña, Guam, for a court hearing on:

WEDNESDAY, OCTOBER 8, 2025 AT 2:30 P.M.
Zoom meeting ID: 716 711 9213 / Password: 76504

YOUR PARENTAL AND CUSTODIAL DUTIES AND RIGHT CONCERNING THE CHILD WHO IS THE SUBJECT OF THE ATTACHED PETITION MAY BE TERMINATED BY AWARD OF PERMANENT CUSTODY IF YOU FAIL TO APPEAR ON THE DATE SET FORTH IN THIS SUMMONS. YOU MAY BE HELD IN CONTEMPT IF YOU FAIL TO APPEAR ON THE DATE SET FORTH IN THIS SUMMONS.

Dated: SEP 16 2025.

CLERK, SUPERIOR COURT OF GUAM
By: /s/ Sheila K. Castro
Deputy Clerk

OFFICE OF MICHAEL J. GATEWOOD LLC
MICHAEL J. GATEWOOD
michael@mjgatewoodlegal.com
101E Chalan Santa Rosa, Suite 107
Hagåtña, GU 96910
Tel No. 671-488-6285
Attorney for Petitioner
Beba Thi Arnsden

IN THE SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE OF
YVONNE HATSU LE BLANC also known as
HATSU LE BLANC,
Deceased.

PROBATE CASE NO. PR0125-25
NOTICE OF HEARING

THIS NOTICE IS REQUIRED BY LAW. YOU ARE NOT REQUIRED TO APPEAR IN COURT UNLESS YOU DESIRE.

1. NOTICE IS HEREBY GIVEN that Beba Thi Arnsden filed a PETITION FOR LETTERS OF ADMINISTRATION; EXHIBIT A upon the Estate of decedent named above, reference to which Petition is hereby made for further particulars.

2. A Hearing on the Petition is set for October 1, 2025 at 9:00 am in the Courtroom of the Honorable Dana A. Gutierrez, Judge, Superior Court of Guam.

DATED: Hagåtña, Guam, August 21, 2025.

JANICE M. CAMACHO-PEREZ
Clerk of Court, Superior Court of Guam
By: /s/ PAULINE L. UNTALAN
Courtroom/Chamber Clerk

You may appear in person at the Courtroom of Judge Dana A. Gutierrez, 120 W. O'Brien Drive, Hagåtña, Guam or you may participate via Zoom by logging onto <https://guamcourts.org/zoom> and enter the Meeting ID: 839 7874 0380 and Passcode: 189701. For technical assistance, please call (671) 475-3207 five (5) minutes prior to the designated hearing time.

Guam Memorial Hospital Authority
Astipidat Espiritu Mientirita Guahan
850 Oros, Carlos G. Canchola Rd., Tamuning, Guam 96913
Operating: (671) 647-2380 or 2352 • Fax: (671) 646-5508

Board of Trustees Meeting
Wednesday, September 24, 2025
Time: 4:00 p.m.
Meeting will take place via Dial In, Web Conference Room and Zoom Video Conferencing.
Meeting ID: 839 2761 9203
Passcode: 907879

AGENDA:
I. Call Meeting to Order and Determination of Quorum;
II. Open Government Compliance: A. Publication, September 17, 2025, B. Publication, September 22, 2025, C. GovGuam Notices Portal & Website Posting;
III. Approval of the Minutes: A. August 27, 2025
IV. Guam Memorial Hospital Volunteers Association Report;
V. Management's Report;
VI. Old Business: None
VII. New Business - Board Subcommittee Reports: A. Joint Conference and Professional Affairs: 1. Res. No. 2025-58, Relative to the Reappointment of Active Medical Staff Privileges; 2. Res. No. 2025-59, Relative to the Reappointment of Active Associates Medical Staff Privileges; 3. Res. No. 2025-60, Relative to the Appointment of Active Associate Medical Staff Privileges; 4. Res. No. 2025-61, Relative to the Appointment of Provisional Medical Staff Privileges; 5. Resolution, Relative to Approving Revisions to the Anesthesia Department Rules and Regulations; 6. Resolution, Relative to Approving Revisions to the Internal Medicine Department Rules and Regulations; B. Human Resources: 1. Resolution, Relative to Creating Three (3) New Certified Nurse Assistant Positions and Amending the Total FTE Count on the GMAHA Staffing Pattern; 2. Resolution, Relative to Amending the Job Specifications for the Clinical Case Manager; C. Facilities, Capital Improvement Projects, and Information Technology: 1. Capital Improvement Project (CIP) - Update; D. Quality and Safety; E. Finance and Audit: 1. FY2026 Budget Update; 2. Resolution, Relative to Establishing a Medical Supplies Reserve Account; 3. Resolution, Relative to Right-sizing GMAHA's Governance, Bylaws, and Strategic Planning; 1. GMAHA Bylaws of the Board of Trustees
VIII. General New Business: 1. Resolution Relative to Honoring and Commending Mrs. Lillian Perez Posadas, MN, RN, for her Exceptional Leadership and Dedicated Service as Hospital Administrator and Chief Executive Officer of the Guam Memorial Hospital Authority; 2. Appointment of Interim Hospital Administrator/CEO
IX. Public Comments
X. Adjournment

For special accommodations, please contact Theo Pangolinan, EEO Officer at (671) 647-2103, Monday through Friday from 8:00 a.m. to 5:00 p.m.
At: Lillian Perez-Posadas, MN, RN
Hospital Administrator/CEO

This advertisement is paid with government funds by the GMAHA

Contractors License Board
NOTICE: Regular Board Meeting

September 24, 2025 at 10:00 AM
Contractors License Board Conference Room - 542 N. Marine Corps Drive A. - Tamuning GU
Zoom ID: 869 3460 5297 Passcode: CLB

AGENDA

I. Call to Order
II. Roll Call
III. Affirmation of the public notices.
IV. Review of Minutes for Board Meeting held on August 20, 2025.
V. Public Comments
VI. Section Reports:
1. Administrative Division - M. Guerrero - Review report of individuals newly licensed in various classifications, total number of contractors on Guam, CLB revenues received to date.
2. Investigation Division - N. Bailey - Review of open cases.
OPEN CASES:
• 2021-09-04 (JAM Edison vs. ASIG dba: Mercedes Avizon) • 2025-04-02 (Andrade vs. JAM/Cor/Shibata Prime)
• 2024-09-04 (CLB vs. Harmony Const) • 2025-01-02 (M. Klocsek vs. Li Gao Corp.)
• 2025-08-03 (AAB Elmo vs. Li Const)
VII. Directors Report - Review report presented by Executive Director Agon.
VIII. Old Business
IX. 1. Outreach programs
New Business
1. Update of CLB Fees
2. Board Review of proposed update to CLB exams:
Proposed action: To approve proposed updates to CLB C42 & C55 exams.
X. Announcement
1. Tentative Board Meeting for October 15, 2025 at 10:00 AM.
XI. Adjournment

Please visit www.clb.guam.gov for access to livestream via YouTube. For more information, please contact CLB Private Secretary Gerylyn B. Tenneson at gerlynn.tenneson@clb.guam.gov or (671) 647-2965. Persons needing a telecommunication device for the Hearing/Speech Impaired (TDD) may contact 475-8333. This advertisement was paid for with CLB Funds.

VEHICLES FOR BID
"AS IS"

2020 Mazda 3
2024 Mitsubishi Mirage

Vehicles may be viewed at Bank of Guam Hagåtña Branch by appointment only, Monday through Friday, from 9:00am to 4:00pm. Last day for bidding will be on Friday, September 26, 2025 at 4:00pm. For more information, please contact Tatum Santos at (671) 472-5336/989-3326 or Keikiana Martinez at (671) 472-5570/685-4108. Bank of Guam reserves the right to refuse any or all bids.

1111 Chalan Santa Rosa
Hagåtña, Guam 96910
(671) 472-5500

Bank of Guam

UNIVERSITY OF GUAM
UNIBETSAT GUAHAN

GUAM CANCER TRUST FUND COUNCIL MEETING

The Guam Cancer Trust Fund Council will hold its monthly meeting online on Thursday, September 25, 2024 at 4:00 p.m. If interested in attending the meeting, please register at gctf@trition.uog.edu

AGENDA

I. CALL TO ORDER
II. REPORT FROM THE CHAIR
III. REPORT FROM GCTF PROGRAM MANAGER
IV. OLD BUSINESS
V. NEW BUSINESS
VI. OPEN DISCUSSION/INFORMATION
VII. ADJOURNMENT

University of Guam is an equal opportunity employer and provider
This advertisement is paid for by the Guam Cancer Trust Fund.

GMHA Board of Trustees Meeting


✕  PRINT

GMHA Board of Trustees Meeting MEETING



 **Posted on:** 09/17/2025 11:23 AM

 **Posted by:** Justine Camacho, BOT Admin. Asst. - Janet Mandapat

 **Meeting Date:** 09/24/2025 04:00 PM


 **Department(s):**

GUAM MEMORIAL HOSPITAL AUTHORITY (/notices?department_id=51)

 **Division(s):** HOSPITAL ADMINISTRATION (/notices?division_id=178)

 **Notice Topic(s):** BOARD MEETING (/notices?topic_id=76)

 **Types of Notice:** MEETING (/notices?type_id=5)

 **For Audience(s):** PUBLIC (/notices?public=1)

 **Share this notice**

AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting
September 24, 2025 | 4:00 p.m. | Daniel L. Webb Conference
Room & Zoom Video Conferencing

BOARD MEMBERS: Sharon Davis, Chairperson; Teresa Damian-Borja, DPM Vice-Chairperson; Suzanne Lobaton, Secretary; Sonia Siliang, Treasurer; Michael Um, MD, Trustee; Antoinette Kleiner, Trustee; Krista Blankenship, Trustee & Melanie Mendiola, Trustee

Item	Owner
I. Welcoming Call Meeting to Order and Determination of Quorum	Chairperson Davis
II. Open Government Compliance	
A. Publication, September 17, 2025	
B. Publication, September 22, 2025	
C. GovGuam Notices Portal & Website Posting	
III. Review and Approval of the Minutes	

A. August 27, 2025

All Trustees

IV. Guam Memorial Hospital Volunteers Association Report

GMHVA
President - T.
Calvo
Executive
Management

V. Management's Report

VI. Old Business

None

All Trustees

VII. New Business - Board Subcommittee Reports

A. Joint Conference and Professional Affairs

1. Res. No. 2025-58, Relative to the Reappointment of Active Medical Staff Privileges
2. Res. No. 2025-59, Relative to the Reappointment of Active Associates Medical Staff Privileges
3. Res. No. 2025-60, Relative to the Appointment of Active Associate Medical Staff Privileges
4. Res. No. 2025-61, Relative to the Appointment of Provisional Medical Staff Privileges
5. Resolution, Relative to Approving Revisions to the Anesthesia Department Rules and Regulations
6. Resolution, Relative to Approving Revisions to the Internal Medicine Department Rules and Regulations

Trustee Dr. Um

B. Human Resources

Trustee Lobaton

1. Resolution, Relative to Creating Three (3) New Certified Nurse Assistant Positions and

Amending the Total FTE Count on the GMHA Staffing Pattern

Chairwoman Davis

2. Resolution, Relative to Amending the Job Specifications for the Clinical Case Manager

Trustee Kleiner,
Blankenship

C. Facilities, Capital Improvement Projects, and Information Technology

1. Capital Improvement Project (CIP)

1. Capital Improvement Project (CIP) -

Update

Trustee
Mendiola

D. Quality and Safety

E. Finance and Audit

1. FY2026 Budget Update
2. Resolution, Relative to Establishing a Medical Supplies Reserve Account
3. Resolution, Relative to Rightsizing GMHA

Trustee Dr.
Damian-Borja,
Siliang

F. Governance, Bylaws, and Strategic Planning

1. GMHA Bylaws of the Board of Trustees

VIII. **General New Business**

1. Resolution, Relative to Honoring and Commending Mrs. Lillian Perez-Posadas, MN, RN, for her Exceptional Leadership and Dedicated Service as Hospital Administrator and Chief Executive Officer of the Guam Memorial Hospital Authority
2. Appointment of Interim Hospital Administrator/CEO

IX. **Public Comment**X. **Adjournment**Chairperson
Davis**Link to Join Zoom Meeting:**[https://gmha-org.zoom.us/j/88927619303?](https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6BOvF4Nff4z4m6dEEhLifD.1)[pwd=UeujUY9x6BOvF4Nff4z4m6dEEhLifD.1 \(https://gmha-org.zoom.us/j/88927619303?](https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6BOvF4Nff4z4m6dEEhLifD.1)[pwd=UeujUY9x6BOvF4Nff4z4m6dEEhLifD.1\)](https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6BOvF4Nff4z4m6dEEhLifD.1)**Meeting ID:** 889 2761 9303**Passcode:** 907879

Regular Meeting of the Guam Memorial Hospital Authority Board of Trustees

Wednesday, August 27, 2025 | 5:00 p.m.
Zoom Video Conference

ATTENDANCE

Board Members

Present: Sharon Davis, Teresa Damian-Borja, DPM
Suzanne Lobaton Sonia Siliang, Dr. Michael Um,
Antoinette Kleiner & Melanie Mendiola
Absent: Krista Blankenship

Leadership

Present: Rizaldy Tugade, Dr. Ricardo Eusebio Rodalyn
Gerardo Ana Belen Rada, Christine Tuquero, Liezl
Concepcion, Yuka Hechanova, Danielle Manglona, Jesse
Quenga, Manny Gabriel & Jordan Pauluhn

Absent: Lillian Perez-Posadas, Dr. Jeffery Shay & Robert
Weinberg.

Guests: Sydie Taisacan, Jackie Pereira (PFAC), Aida Yap, Isaiah
Aguon (Sen. Matanane Office), Rayna Cruz, Janet Mandapat,
Justine Camacho, P. Garrido, Uriah Aguon (PDN), Nestor Licanto
(Kuan) Melissa Qunata-Ronquillo

ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME	STATUS
I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM				
	After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Chairwoman Davis called to order the regular meeting of the GMHA Board of Trustees at 5:04 p.m. on Wednesday, August 27, 2025, via Zoom Video Conferencing.	Chairwoman - Sharon Davis	None	None
II. OPEN GOVERNMENT COMPLIANCE A. Publication, August 20, 2025 B. Publication, August 25, 2025 C. GovGuam Notices Portal & Website Posting	The Announcement of the Open Government Compliance was made.	Administrative Assistant - Janet Mandapat	None	Informational
III. REVIEW AND APPROVAL OF MINUTES				
A. July 30, 2025	Trustee Dr. Michael Um motioned, and it was seconded by Trustee Dr. Damian-Borja, to approve the July 30, 2025 minutes as presented. The motion carried with all ayes.	All Trustees	None	Approved
IV. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION REPORT				
	There were no new updates to report.	GMHVA President - Terese Calvo	None	None
V. PEDIATRIC PATIENT FAMILY ADVISORY COUNCIL (PFAC) REPORT	The PFAC's primary focus is enhancing the experience of pediatric patients during their hospital stay. • Bringing Color to Healing Art Project: This initiative brightened the pediatric wing with whimsical, abstract hallway designs and an island-themed mural in the playroom. Both were funded	PFAC Representative - Jackie Periera	None	Informational

	<p>through a CAHA grant and are now complete. The final stage—a welcoming mural at the entrance of the pediatric wing—is currently underway, in collaboration with GMH, the GMH Volunteer Association, and local island artists.</p> <ul style="list-style-type: none"> • Hospital Gowns & Comfort Items: A memo recommending new pediatric hospital gowns, colorful bandages, and stickers was submitted to and approved by the GMH CEO. These items have been added to the GMH Volunteer Association's fundraising wish list. • Reopening of the Pediatric Playroom: After being closed during the pandemic, the playroom has now been fully reopened and is functioning with books, toys, and activities for young patients. 	<p>PFAC Representative - Jackie Periera</p>	None	Informational
VI. MANAGEMENT'S REPORT				

A. Associate Administrator of Medical Services/Chief Medical Officer (CMO)	Effective August 15, 2025, Dr. Ricardo Eusebio has been appointed as Associate Administrator of Medical Services / Chief Medical Officer (CMO) of GMHA.	Acting Hospital Administrator/CEO - Zaldy Tugade	None	Informational
B. University of Southern California (USC) Keck School of Medicine	<p><u>Update on USC Keck School of Medicine Partnership</u></p> <p>The Memorandum of Understanding (MOU) with the University of Southern California (USC) Keck School of Medicine, signed in April 2025, remains in effect.</p> <p>Dr. Jolene Aguon has been designated as GMHA's point of contact for this partnership.</p>		None	Informational
C. U.S. Department of Health & Human Services/Office for Civil Rights (HHS/OCR)	<p><u>Health and Human Services - Office for Civil Rights (OCR) Corrective Action.</u></p> <p>The corrective action plan was signed in February 2025.</p> <ul style="list-style-type: none"> Phase 1: Our risk analysis was reviewed and approved by HHS. Phase 2: We submitted the risk management plan on July 22, 2025. <ul style="list-style-type: none"> HHS has up to 60 days to respond in writing, either with approval or a request for revisions. HHS deadline is September 22, 2025. The risk analysis and assessment were subcontracted to I Square, who also developed the risk management plan. The estimated cost for implementing the plan is approximately \$6 million annually for five years. Funding for this will need to be addressed in upcoming fiscal year budget requests. 		None	Informational
D. Information & Technology System Outage	<p>Recent IT Outage</p> <ul style="list-style-type: none"> On Saturday, July 27 at 2:00 a.m., GMH experienced an IT outage triggered by a power issue. The event tripped all IT infrastructure equipment, and recovery efforts are ongoing. 			

<p>E. Staffing Solution Agencies (Travel Nurses)</p>	<ul style="list-style-type: none"> The new UPS units are expected to arrive within 4–6 weeks and will replace the existing ones. <p>We continue working to taper reliance on travel nurses, though they remain necessary.</p> <ul style="list-style-type: none"> Travel Nurses <ul style="list-style-type: none"> Current rate: \$95/hour Current count: 12 travel nurses. Utilization: Primarily in ICU, NICU, PICU, and Telemetry (telemetry being the highest user). Emergency Room: Travel nurse usage has been phased out. There are 30 Travel Nurses that have converted to local hire. From the University of Guam's graduating class of 31, we are tracking 11 students who have already passed their boards. Of these, 7 have applied or are in the process of applying to GMH. One remains undecided. Recruitment and Retention <ul style="list-style-type: none"> Nurses lost since start of year: 23 Nurses gained: 35 Retention rate: 91%, which remains strong compared to the national average. 	<p>Acting Hospital Administrator/CEO - Zaldy Tugade</p> <p>Assistant Administrator Nursing Services - Christine Tuquero</p>	<p>None</p> <p>None</p>	<p>Informational</p> <p>Informational</p>
<p>VII. OLD BUSINESS None</p>	<p>There was no old business matters to discuss.</p>	<p>All Trustees</p>	<p>None</p>	<p>None</p>
<p>VIII. NEW BUSINESS - BOARD SUBCOMMITTEE REPORTS</p> <p>A. Joint Conference and Professional Affairs</p> <p>1. Res. No. 2025-53, Relative to the Reappointment of Active Medical Staff Privileges</p>	<p>Trustee Dr. Um motioned, and it was seconded by Trustee Lobaton to approve Resolution No. 2025-53, 2025-54, 2025-55 & 2025-56 as presented. The motion carried with all ayes.</p>	<p>Chairperson JCPA - Trustee Dr. Michael Um</p> <p>All Trustees</p>	<p>None</p>	<p>Approved</p>

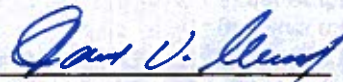
2. Res. No. 2025-54, Relative to the Appointment of Active Medical Staff Privileges		All Trustees	None	Approved
3. Res. No. 2025-55, Relative to the Appointment of Active Associate Medical Staff Privileges		All Trustees	None	Approved
4. Res. No. 2025-56, Relative to the Appointment of Provisional Medical Staff Privileges		All Trustees	None	Approved
5. Resolution, Relative to Approving Revisions to the Medical Staff Bylaws	Trustee Dr. Um motioned, and it was seconded by Trustee Dr. Damian-Borja to approve Resolution No. 2025-57 as presented. The motion carried with all ayes.	All Trustees	None	Approved
B. Human Resources	Trustee Lobaton motioned, and it was seconded by Trustee Kleiner to approve Policy No. A-HR900 Contracted Staff (Off-Island/Local) as presented. The motion carried with all ayes.	Chairperson, Human Resources - Trustee Suzanne Lobaton	None	Approved
1. Policy No. A-HR900 Contracted Staff (Off-Island/Local)				
2. Policy No. A-LD700 Contracts Management	Trustee Lobaton motioned, and it was seconded by Trustee Kleiner to approve Policy No. A-LD700 Contracts Management as presented. The motion carried with all ayes.	All Trustees	None	Approved
C. Facilities, Capital, Improvement Projects, and Information Technology	Capital Improvement & Equipment Projects Update	Chairperson FAC, CIP, & IT - Chairperson Sharon Davis	None	Informational
1. Capital Improvement Project (CIP) - Update	<ul style="list-style-type: none"> Overall Progress – 33 of 54 projects completed (61% completion). Newly Completed Projects: <ul style="list-style-type: none"> ER Triage Automatic Sliding Door – fully operational. Flatbed Truck – replacement received and in service. 			

	<p>2024, there was a compliance gap in performance improvement projects. CMS has since awarded a new contract to Health Services Advisory Group (HSAG), which will support GMHA over the next 5 years. This service is funded by CMS and focuses on data derived from Medicare claims.</p> <ul style="list-style-type: none"> ○ Skilled Nursing Facility (SNF): The SNF's participation in QAPI lapsed due to the absence of a long-term care administrator. Dr. Larry Lizama, as Medical Director and Ms. Jean Hongyee is the Hospital Unit Supervisor, and is temporarily providing oversight. ● Corrective Actions and Ongoing Improvements: <ul style="list-style-type: none"> ○ Revision and simplification of QAPI forms, including transition to Excel-based templates to reduce errors and standardize reporting. ○ Establishment of a centralized Smartsheet Resource Center with tools, schedules, references, and educational materials for departments. ○ Adjusted reporting schedules to align with departmental capacity. ○ Expanded education and training efforts, including in-person and group sessions for new staff, department heads, and QAPI representatives. 	<p>Administrator, Quality, Patient Safety & Regulatory Compliance - Danielle Manglona</p>	None	Informational
<p>E. Finance and Audit</p> <p>1. Audit & Finance Update</p>	<p>The following are some of the highlights.</p> <ul style="list-style-type: none"> ● The audit was completed with no red flags or material weaknesses noted. While the audit does not require formal adoption by the Board, the absence of findings is positive. However, the financial challenges remain unchanged. 	<p>Chairperson Finance & Audit - Trustee Melanie Mendiola</p>	None	Informational

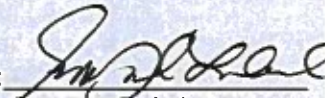
	<p>Financial Improvement Initiatives Underway</p> <ol style="list-style-type: none"> Medical Supplies Reserve Account <ul style="list-style-type: none"> Proposal to establish a Medical Supplies Reserve Account through Board resolution. This will be a sub-account within GMH's books, not a new bank account. Goal: Build a reserve equal to 3 months of medical supplies (\$5M per quarter / \$20M annually). Funds will be protected, with no borrowing or diversion, and reported regularly to the Board. Purpose: Strengthen patient safety and financial stability by ensuring supply availability. Department of Corrections (DOC) MOU Review <ul style="list-style-type: none"> Current MOU (since 2015) provided GMHA clinical services to DOC in response to a consent decree. Proposal: Issue 12-month termination notice by FY27. Rationale: DOC could seek services through Guam Public Health & Social Services or non-profit clinics (e.g., Todu Guam) better positioned to sustain services. Impact: Approximate \$4M reduction in both revenue and expenses for GMHA essentially a financial wash, while relieving GMHA of this obligation. 	<p>Chairperson Finance & Audit - Trustee Melanie Mendiola</p>	None	Informational
2. FY2026 Budget Update	<p>Budget Update (Preliminary - Pending Governor's Action): The Legislature has concluded deliberations and passed the FY26 budget with several provisions specific to GMH.</p> <ul style="list-style-type: none"> Guam Medical Supplies Tax Credit Program – Funded for the first time at \$1M. Pharmaceutical Fund – Adopted at \$22.8M. General Fund – Adopted at \$22.7M. 	<p>Personnel Services Administrator - Jesse Quenga</p>	None	Informational

IX. PUBLIC COMMENT				
	There were no public comments made.	None	None	None
X. ADJOURNMENT				
	There being no further business matters for discussion, Chairwoman Davis declared the meeting adjourned at 7:28 p.m., motioned by Trustee Dr. Damian-Borja and seconded by Trustee Kleiner. The motion carried with all ayes.	All Board Members	None	Approved

Transcribed by:



Janet U. Mandapat
Administrative Assistant

Submitted by:


Suzanne D. Lobaton
Secretary

CERTIFICATION OF APPROVAL OF MINUTES: The minutes of the July 30, 2025 regular session meetings were accepted and approved by the GMHA Board of Trustees on this 27th day of August 2025.

Certified by:


Sharon J. Davis
Chairperson



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

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



BOARD OF TRUSTEES Official Resolution No. 2025-58

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Syed Ahmed, MD	Medicine	Internal Medicine	August 31, 2027

WHEREAS, the above listed practitioners met the basic requirements for Active 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 August 27, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

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

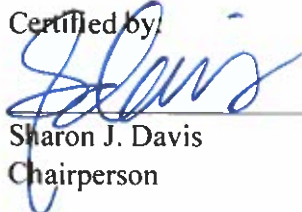
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

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 reappointments; and be it further

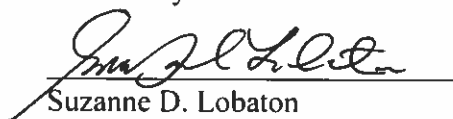
RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF SEPTEMBER, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2025-59

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE ASSOCIATES MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Darren Sommer, DO	Medicine	Tele-Medicine	August 31, 2027

WHEREAS, the above listed practitioners met the basic requirements for Active Associates 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 August 27, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

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


RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active 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 reappointments; 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 24th DAY OF SEPTEMBER, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2025-60

“RELATIVE TO THE APPOINTMENT OF ACTIVE ASSOCIATE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Henry Hasson, MD	Pediatrics	Pediatric Clinical Neurology	August 31, 2027

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 August 27, 2025 and the Joint Conference and Professional Affairs Committee 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

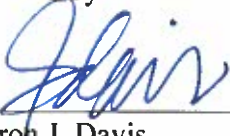
RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Active Associate Medical Staff as recommended; and, be it further

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.

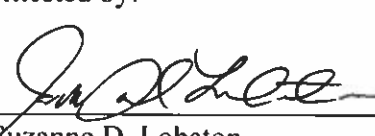
DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF SEPTEMBER, 2025.

Certified by:



Sharon J. Davis
Chairperson

Attested by:



Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2025-61

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Sean Tamir, MD	Radiology	Tele-Radiology	August 31, 2026

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 email voted on August 27, 2025 and the Joint Conference and Professional Affairs Committee 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 24th DAY OF SEPTEMBER, 2025.

Certified by:

Sharon J. Davis
Chairperson

Attested by:

Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2025-62

“RELATIVE TO APPROVING REVISIONS TO THE ANESTHESIA DEPARTMENT RULES AND REGULATIONS”

WHEREAS, the Credentials Committee the Medical Executive Committee, had reviewed the Medical Staff Anesthesia Department Rules and Regulations, and

WHEREAS, as a result of the review, proposed revisions were made to the Medical Staff Anesthesia Rules and Regulations under Section V: Anesthesia Regulations, B-7: Responsibility of all Anesthesia Department Members.

WHEREAS, the Medical Executive Committee met on August 27, 2025 and the Joint Conference and Professional Affairs Committee recommends approval of the Medical Staff Anesthesia Department Rules and Regulations; 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 24th DAY OF SEPTEMBER, 2025.

Certified by:

Sharon J. Davis
Chairperson

Attested by:

Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2025-63

“RELATIVE TO APPROVING REVISIONS TO THE INTERNAL MEDICINE DEPARTMENT RULES AND REGULATIONS”

WHEREAS, the Credentials Committee the Medical Executive Committee, had reviewed the Medical Staff Anesthesia Department Rules and Regulations, and

WHEREAS, as a result of the review, proposed revisions were made to the Medical Staff Internal Medicine Rules and Regulations under Section V: Physician Directors, D-1 Duties and Responsibilities of Physician Directors.

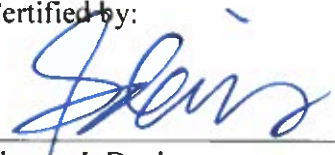
WHEREAS, the Medical Executive Committee met on August 27, 2025 and the Joint Conference and Professional Affairs Committee recommends approval of the Medical Staff Internal Medicine Department Rules and Regulations; now, therefore be it

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.

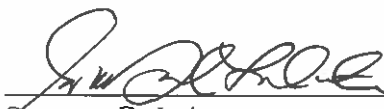
DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF SEPTEMBER, 2025

Certified by:



Sharon J. Davis
Chairperson

Attested by:



Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÑ

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BOARD OF TRUSTEES Official Resolution No. 2025-64

“RELATIVE TO CREATING THREE (3) NEW CERTIFIED NURSE ASSISTANT 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 hospital-wide; and

WHEREAS, on August 26, 2025, the Assistant Administrator of Nursing Services met with the Personnel Services Administrator to request guidance and support in hiring three (3) Certified Nurse Assistants; and

WHEREAS, a public hearing on the GMHA FY 2026 budget was held at the Guam Legislature on May 5, 2025; and the FY 2026 budget was submitted to the Office of Finance and Budget on March 31, 2025 as approved by the GMHA Board of Trustees on March 26, 2025 and is posted on the GMHA website; and

WHEREAS, Position No. N003 is vacant and has the funding availability to convert to three (3) Certified Nurse Assistant positions; and

WHEREAS, this amendment to the staffing pattern affects only the total number of FTE positions from 1257 to 1259 which has no impact to the approved budgeted amount;

NOW, THEREFORE, BE IT RESOLVED, that the Board has determined it is in the best interest of the GMHA to approve three (3) new Certified Nurse Assistant positions in lieu of Position No. N003 with no impact to the FY 2026 budgeted funding, and 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 24th DAY OF SEPTEMBER 2025.

Certified by:

Sharon J. Davis
Chairperson

Attested by:

Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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



BOARD OF TRUSTEES Official Resolution No. 2025-65

“RELATIVE TO AMENDING THE JOB SPECIFICATION FOR THE CLINICAL CASE MANAGER”

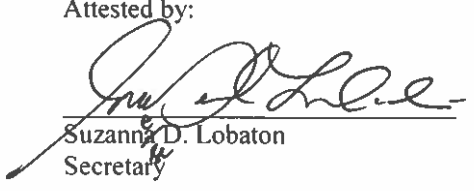
- WHEREAS,** at the recommendation of the Assistant Administrator, Nursing Services, the request to amend the job specification for the Clinical Case Manager was submitted to, and subsequently approved by the Hospital Administrator on June 06, 2025; and
- WHEREAS,** the amendment seeks to establish a more adaptive recruitment and retention strategy while fostering professional development in clinical practice through changes to the minimum qualifications; and
- WHEREAS,** the peripheral changes to the job specification have no impact on the Hay Evaluation and, therefore, require no modifications to the position pay grade; and
- WHEREAS,** the provisions of 4 GCA § 6303(e)(2) - Transparency and Disclosure for the amendment of the position have been met; and
- WHEREAS,** the position is hospital-specific, and there is no impact on any other agency outside the Authority; and
- WHEREAS,** the Executive Management Council on July 24, 2025, voted to move forward with the amendment of said position; and
- WHEREAS,** the Human Resources Subcommittee on August 13, 2025, recommended approval to amend the job specifications for the Clinical Case Manager position; now therefore be it
- RESOLVED,** that the Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the attached proposed amended job specifications, be it further
- RESOLVED,** that the Board of Trustees Chairperson shall certify and the Secretary shall attest to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF SEPTEMBER, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanna D. Lobaton
Secretary

Guam Memorial Hospital Authority

BYLAWS OF THE BOARD OF TRUSTEES

These bylaws of the Guam Memorial Hospital Authority ("GMHA") Board of Trustees ("Board") are adopted effective 09/24/25.

ARTICLE I MISSION & VISION STATEMENT

Committed to compassionate, forward thinking, quality-driven, and safe health care that honors the community.

To be Guam's Trusted Hospital.

ARTICLE II GENERAL PROVISIONS

1. The principal office of the GMHA Board is located at:

Administration Office
Guam Memorial Hospital Authority
850 Governor Carlos G. Camacho Road
Tamuning, Guam 96911

All communications to the GMHA Board shall be addressed to its principal office except as may otherwise be specified by resolution, regulation, or rule.

2. The GMHA shall operate on a fiscal year commencing on October and concluding on September of the following calendar year.

ARTICLE III BOARD OF TRUSTEES

1. MEMBERSHIP

The Board shall be composed of ten (10) members, appointed by the Governor with the advice and consent of the Legislature, as follows:

- a. Four (4) members representing the general public, who shall possess a background and experience in healthcare, management, finance or any other business-related field;
- b. One (1) member representing the Allied Health Professions;

- c. Two (2) members representing the Guam Nurses Association; and
- d. Two (2) members representing the Guam medical community.

In addition, one (1) member who shall be the President, or designee, of the Guam Memorial Hospital Volunteers Association, who shall be an ex-officio member with full participatory rights and privileges, but without the right of voting. The GMH Volunteers Association President or designee shall have been a member of the GMH Volunteers Association for a minimum of five (5) years prior to assuming a position on the Board. [Title 10 G.C.A., § 80105(a)]

2. TERM

The members of the Board shall serve staggered terms of six (6) years. On the expiration of the term of any member, or in the event of a vacancy on the Board due to resignation, death or any other cause, the Governor shall, with the advice and consent of the Legislature, appoint another member for a full term in the first instance, or for the remainder of the unexpired term. When there is a change of administration of the government of Guam after a gubernatorial election, no courtesy resignation shall be requested by the new administration nor offered by any member of the Board. [Title 10 G.C.A., § 80105.3]

3. QUALIFICATIONS

The composition of the members of the Board shall be broadly based in terms of its members' personal expertise and shall strive for a balanced representation of the general population. Trustees, and Trustee candidates, must be United States citizens or permanent resident aliens domiciled in Guam for at least three (3) years prior to appointment to the Board. No person shall sit on the Board as a member who is an employee of the Guam Memorial Hospital Authority. [Title 10 G.C.A., § 80105.4]

4. COMPENSATION

Each Trustee shall be entitled to receive the sum of One Hundred Dollars (\$100.00) for his/her attendance at any meeting of the Board, but such compensation shall not apply to more than four (4) meetings or exceed Four Hundred Dollars (\$400) in any one (1) calendar month. No Trustee shall receive any other compensation, but shall be reimbursed for actual travel, subsistence and out-of-pocket expenses incurred in the discharge of his or her responsibilities, including authorized attendance at meetings held away from Guam. [Title 10 G.C.A., § 80105(b)]

5. CONFLICTS OF INTEREST

The best interest of the community and GMHA are served by Board members who are objective in the pursuit of their duties as Board members, and who exhibit that objectivity at all times. The decision making process of the Board may be altered by interests or relationships which might in any instance, either intentionally or coincidentally bear on that member's opinion or decision. Therefore, it is considered to be in the best interest of the Hospital for relationships of any Board member which may influence decisions related to the Hospital to be disclosed to all other members of the Board on a regular and contemporaneous basis.

No Board member shall use his/her position to obtain or accrue any benefit. All Board members shall at all times avoid even the appearance of influencing the actions of any employee of the Hospital or Corporation, except through his/her vote, and the acknowledgment of that vote, as a Board member for or against opinions or actions to be stated or taken by or for the Board as a whole. A Trustee shall abstain from voting on any issue in which the Trustee has an interest other than as a fiduciary of the Hospital.

No Trustee shall be actively engaged in the selling of services or goods to the Hospital without the express approval of the Board of Trustees. The form of approval shall be by the adoption of a Board Resolution confirming said approval. This restriction shall not apply to health care professionals who provide direct patient care services to the Hospital. [Title 10 G.C.A., § 80105.1(d)]

No Trustee shall act when a conflict of interest occurs. The Trustee shall disclose the nature of the conflict of interest to the members present and abstain from any discussion or voting on the issue until it has been disposed of by action of the remaining members present. If a Trustee knowingly fails to disclose a conflict of interest in the manner listed herein and subsequently votes on an action to be taken by the Board, then the vote of the conflicted Trustee shall not be counted for purposes of constituting official Board action. Any Trustee who knowingly fails to disclose a conflict of interest in the manner listed herein shall be subject to removal from the Board, pursuant to 10 G.C.A. § 80107. [Title 10 G.C.A., § 80105.1 (e)]

6. FIDUCIARY DUTY

The Board shall be liable for the negligent act of any hospital employee or officer, if the Board knew or had notice that said employee or officer was inefficient and incompetent to perform the services for which he was hired, or said Board retained such inefficient or incompetent person after knowledge or notice of such inefficiency or incompetency. However, no Trustee shall be liable for any decision made in the good faith, non-malicious fulfillment of his duties. The Board shall be liable as fiduciaries in the execution of their duties. [Title 10 G.C.A., § 80105.1 (a) to (c)]

The members of the Board shall not, by reason of such membership, be deemed employees of the government of Guam. [Title 10 G.C.A., § 80106]

7. GENERAL POWER AND OBLIGATIONS

The governance and control of the GMHA is vested in the Board. [Title 10 G.C.A., § 80105(a)]. The Board shall be responsible for controlling and directing the affairs, property, and interests of the GMHA and may exercise all powers and authorities conferred upon the GMHA as permitted by law. By way of example, and not of limitation, the Board shall have the power to:

- a. Determine policies for the organization, administration, and development of GMHA and its strategic plan;

- b. Be responsible for the maintenance of the standards of medical care, safety, and professionalism at the Hospital in accordance with all applicable laws and regulatory and accrediting bodies;
- c. Support the maintenance and operation of a facility providing acute, chronic and all other health care services, including those services specifically provided by contract for the Guam Behavioral Health and Wellness Center, for the people of Guam. [Title 10 G.C.A., § 80109 (a)];
- d. Acquire, subject to the laws of Guam, by grant, purchase, gift, devise or lease, and hold and use for the GMHA any real property necessary or convenient or useful for the carrying on of any of the GMHA's powers. [Title 10 G.C.A., § 80109 (e)];
- e. Authority to appoint, reappoint, and terminate members of the GMHA Medical Staff, as well as to grant and suspend clinical privileges. These actions shall be governed by procedures approved by the Board, with the advice of the Medical Staff through its President, and in accordance with applicable provision of the Medical Staff Bylaws as may be revised.
- f. Provide for third-party peer review services for those peer review proceedings wherein the physician or advanced practice nurses who are the subject of a peer review asserts that an impartial proceeding cannot otherwise be achieved. [Title 10 G.C.A., § 80109 (n)(1)(A)];
- g. Overturn a medical peer review as strictly prescribed by the National Practitioner Data Bank, as provided pursuant to Title 45 – Public Welfare, Part 60, Code of Federal Regulations, and as the regulations and authorizing statutes may be revised. [Title 10 G.C.A., § 80109 (n)(2)];
- h. Contract with a corporation to exercise any or all the powers of the Administrator, and of those officers authorized by 10 G.C.A. § 80108, if the Board so chooses. [Title 10 G.C.A., § 80109 (p)];
- i. Hire or contract an Administrator, who will be the GMHA's Chief Executive Officer and will have full charge of the operations and maintenance of the Hospital. [Title 10 G.C.A., § 80110];
- j. Establish and administer rules and regulations governing the compensation and classification of health professionals of the Hospital. [Title 10 G.C.A., § 80113];
- k. Study the financial needs of the GMHA, and report annually to the Governor and the Legislature concerning the condition of the Hospital. [Title 10 G.C.A., § 80116];

- l. Provide concurrence to the Administrator, as appropriate, to solicit, accept, utilize and administer on behalf of GHMA donations, contributions, gifts and bequests for any specific purpose relative to medical care, and may expend any sums so received for the purposes intended by the giver, or donor, in addition to the regular appropriations made for such purposes. [Title 10 G.C.A., § 80120]; and
 - m. Perform such acts as may be reasonably necessary to accomplish the purpose for which the GMHA was formed. [Title 10 G.C.A., § 80109 (g)]
8. **EXECUTIVE SECRETARY**
The Board, in collaboration with hospital management, may appoint an executive secretary who shall serve at the pleasure of the Board and whose qualifications, duties, responsibilities, and compensation shall be set by the Board.

ARTICLE IV **MEETINGS**

1. **REGULAR & SPECIAL MEETINGS**

The Board shall hold regular meetings – no less than quarterly – to conduct regular business, or as often as necessary to conduct business for special matters as prescribed by resolution (refer to Official Resolution No. 2019-22). All such meetings shall be open to the public, and the Board shall consider any such matters as may be properly brought before it. The GMHA Medical Staff shall be represented at the meeting by one or more medical staff members, duly selected by the Medical Staff.

Special meetings may be called by the Chairperson or by a majority of the members, as often as may be necessary. [Title 10 G.C.A., § 80105.2] Meetings of the Board, regular or special, shall be subject to Title 5 G.C.A., Chapter 8, Open Government Law.

2. **ATTENDANCE REQUIRED**

The members of the Board are required to adhere to the attendance policy as guided by the Chairperson. The Chairperson shall determine whether a Trustee's absence from a Board meeting is excused. Three (3) consecutive absences from regular meetings of the Board shall be cause for removal from membership of the Board of Trustees, and the Governor may execute such removal upon recommendation of the Chairperson.

3. **PARLIAMENTARY PROCEEDINGS**

All meetings shall be conducted in accordance with the most recent edition of Robert's Rules of Order, unless in conflict with provisions of these Bylaws. Minutes shall be kept of the proceedings at all meetings pursuant to Title 5 G.C.A., Chapter 8 - Open Government Law.

4. **NOTICE**

Notice of Regular and Special Meetings shall be provided as follows: five (5) working days public notice and a second public notice at least forty-eight (48) hours prior to the start of the meeting. [Title 5 G.C.A., § 8107]

For Special Meetings, the five (5) working days public notice and the second forty-eight (48) hours prior notice may be waived in the event of an emergency certified to in writing by a public agency. Written notice may be dispensed with as to any member who at, prior to or subsequent to the time the meeting convenes, files with the clerk or secretary of the public agency a written waiver of notice. [Title 5 G.C.A., § 8108]

5. QUORUM

A majority of the members shall constitute a quorum and an affirmative vote of five (5) members is required for any action to be valid. [Title 10 G.C.A., § 80105.2]

A Trustee shall be deemed present at a meeting if he/she participated by conference telephone, speaker telephone, or other method by which all persons participating in the meeting can hear one another at the same time. If a quorum is not present at any meeting, those present may adjourn the meeting until such date and hour as a quorum may be had, and no further notice of the adjourned meeting shall be required.

6. EXECUTIVE SESSION

At any Regular or Special meeting of the Board, the Members may, by vote, close the meeting to the public to meet in executive session pursuant to Title 5 G.C.A., § 8111.

ARTICLE V
OFFICERS

The Board shall elect a Chairperson, a Vice-Chairperson, a Secretary and a Treasurer from among its membership every two (2) years. [Title 10 G.C.A., § 80108].

- a. The **Chairperson** shall call and preside at all regular and special meetings and shall be ex-officio, a member of all committees with voting privileges. He/She shall have such duties and responsibilities as shall be delegated to him/her by these Bylaws, and by the GMHA, from time to time.
- b. The **Vice-Chairperson** shall perform the duties and exercise the powers of the Chairperson during the absence or disability of the Chairperson, and perform such other duties as may be delegated by the Board.
- c. The **Secretary** shall keep or cause to be kept accurate and complete minutes of all Board and Committee meetings and to ensure that the minutes are maintained and filed systematically in a safe place; send or cause to be sent notices of meetings on order of the

Chairperson or as allowed by law; send or cause to be sent all correspondence of the Board and maintain copies of all correspondence; and attest to the official actions of the Board.

- d. The **Treasurer** shall oversee the GMHA's financial condition at all times and recommend changes to the policies and procedures if necessary; Chair the Finance and Audit Committee; perform the duties and exercise the powers of the Chairperson during the absence or disability of the Chairperson and the Vice-Chairperson; perform all duties and have all powers incident to the Office of the Treasurer as are determined by the Board.

ARTICLE VI

SUBCOMMITTEES OF THE BOARD OF TRUSTEES

The Board shall have the power to appoint and regulate the duties, functions, powers and procedures of subcommittees of your Board of Trustees, standing or special, from among the Members and such advisory subcommittees or bodies, as it may deem necessary or conducive to the efficient management and operation of the GMHA, consistent with applicable laws.

- a. The Chair of all standing and special committees and subcommittees shall be appointed by the Chairperson of the Board at the first meeting following reappointment of Board Officers.
- b. The Chairperson of the Board may attend, as an ex-officio member with voting privileges, all standing and special committees and subcommittees.
- c. Committee and subcommittees assignments may be revised by the Chairperson of the Board, in his/her discretion, as necessary.
- d. Members of the GMHA Medical Staff shall be named as consultant members to a standing or special committee and subcommittees, as appropriate, by the Chairperson of the Board.
- e. The Special Ad-hoc Subcommittee Chair will report the findings and recommendations of his/her committee and subcommittees to the Board within the timeframe required by the Chairperson of the Board.
- f. Standing committees and subcommittees shall inquire and report on matters within their jurisdiction, either at the request of the Board, the Chairperson, or on their own initiative except for those matters which are referred to another committee and subcommittee by the Chairperson of the Board or pursuant to the Bylaws.

1. FINANCE AND AUDIT SUBCOMMITTEE

- a. **Composition** - The Finance and Audit (F&A) Subcommittee shall consist of at least one (1) member of the Board, who will be appointed by and serve at the discretion of the Board. The Treasurer of the Board shall be one of the appointed members.

Management shall be represented by members of the executive management team, Legal Counsel, and Chief Auditor in an Ex-Officio capacity.

Members shall be the designated Board member(s), management representatives, and others as designated by the F&A Subcommittee Chair. The F&A Subcommittee Chair is authorized to invite individuals from the community to be Ex-Officio members of the F&A Subcommittee.

- b. **Meetings** - The F&A Subcommittee shall be chaired by the Treasurer of the Board or his/her designee, and meet quarterly, or as often as designated by the Chair or his/her designee. A quorum is established by the presence of the Chair or his/her designee. Any recommendations of the Subcommittee shall be submitted to the Chair or his/her designee for submission or presentation to the Board of Trustees.

- c. **Responsibilities** - Subject to such policies and guidelines as established by the Board, the F&A Subcommittee shall:

- i. Review and address the financials of the Hospital, the financing for capital improvements, and audit issues.
- ii. Provide recommendations to the Board on the direction and prioritization for the allocation of resources required for the general operations, capital improvements and special projects that may arise.
- iii. Monitor the implementation of the financial and capital improvements plans and recommend policies and/or changes that will result in process efficiency.
- iv. Formulate the short and long-range financial plans for capital improvement projects.
- v. Review all 3rd party financial and management audits and ensure implementation of corrective actions on findings.
- vi. Develop and implement initiatives to strengthen internal controls for the prevention of fraud, waste, abuse, and mismanagement of government resources.
- vii. Review the adequacy of the hospital's policies and procedures as they relate to financial processes and capital improvements and recommend changes to the Board to effectuate improvement and full compliance with governing laws, executive orders, and other regulations.

- viii. Explore the availability and enhance the hospital's capacity for federal, private, public and non-profit grant funding.

2. HUMAN RESOURCES SUBCOMMITTEE

- a. **Composition** - The Human Resources (HR) Subcommittee shall consist of at least one (1) member of the Board, who will be appointed by and serve at the discretion of the Board.

Management shall be represented by members of the executive management team, Personnel Services Administrator, Legal Counsel, and Chief Auditor in an Ex-Officio capacity.

Members shall be the designated Board member(s), management representatives, and others as designated by the HR Subcommittee Chair. The HR Subcommittee Chair is authorized to invite individuals from the community to be Ex-Officio members of the HR Subcommittee.

- b. **Meetings** - The HR Subcommittee Chair shall meet monthly or as often as designated by the Chair. A quorum is established by the presence of the Chair or his/her designee. Any recommendations of the Subcommittee shall be submitted to the Chair or his/her designee for submission or presentation to the Board of Trustees.
- c. **Responsibilities** - Subject to such policies and guidelines as established by the Board, the HR Subcommittee shall:
 - i. Periodically review the compensation, benefits, and other terms and conditions of all classified employees.
 - ii. Annually review with recommendations to the Board the job description, compensation, benefits and other terms and conditions of the positions of the Hospital Administrator, the Associate Administrator of Operations, the Chief Financial Officer, Associate Administrator of Clinical Services, Associate Administrator of Medical Services, Assistant Administrator of Nursing Services, Assistant Administrator of Professional Support Services and Legal Counsel.
 - iii. Review and recommend for approval to the Board the job descriptions of newly established positions.
 - iv. Periodically review hiring and employee promotion practices to assure non-discrimination and compliance with all federal and local employment and labor laws.

- v. Review and recommend to the Board labor relations and negotiation policies and procedures.

3. **JOINT CONFERENCE AND PROFESSIONAL AFFAIRS SUBCOMMITTEE**

- a. **Composition** - The Joint Conference and Professional Affairs (JCPA) Subcommittee shall consist of at least one (1) member of the Board who is a clinician member or representative of the medical community from the Board.

Management shall be represented by the Associated Administrator of Medical Services, President of the Medical Staff and/or the Chairperson of the Credentials Committee, Administrator of Quality, Patient Safety, and Regulatory Compliance, and the Hospital Medical Staff Office Manager/Supervisor.

Members shall be the designated Board member(s), management representatives, and others as designated by the JCPA Subcommittee Chair. The JCPA Subcommittee Chair is authorized to invite individuals from the community to be Ex-Officio members of the JCPA Subcommittee.

- b. **Meetings** - The JCPA Subcommittee shall meet monthly or as often as designated by the Chair. A quorum is established by the presence of the Chair or his/her designee. Any recommendations of the Subcommittee shall be submitted to the Chair or his/her designee for submission or presentation to the Board of Trustees.

- c. **Responsibilities** - Subject to such policies and guidelines as established by the Board, the JCPA Subcommittee shall:

- i. Serve as a forum for education and discussion of issues of mutual concern related to patient care, medical policies, staffing and resources, and the relationship between the hospital and members of the medical staff.
- ii. Review and monitor compliance to the Medical Staff standards of regulatory agencies.
- iii. Provide Medico-administrative liaison between the Medical Staff, the Hospital Administration, and the Board of Trustees.
- iv. Receive, review, and make recommendations to the Board regarding Medical Staff/Medical Executive recommendations for appointment and reappointment of members to the Medical Staff and for granting, restricting or revoking of clinical privileges of such members. The Subcommittee may, in accordance with bylaws, return a recommendation to the medical staff for further documentation or reconsideration.

- v. Receive, review and make recommendations to the Board regarding revisions and amendments to the Medical Staff Bylaws and Rules and Regulations.
- vi. Receive and make recommendations to the Board regarding any communications, requests, or suggestions presented by the Medical staff through its duly authorized representatives.
- vii. Oversee the effectiveness of the medical staff credentialing process and make recommendations for changes in policies and procedures for Board approval.
- viii. Review medical staff recommendations of disciplinary or corrective actions involving medical staff members as provided in the bylaws and submitting these recommendations to the Board for action.
- ix. Oversee the education and development of physician leaders.
- x. Monitor physician perception and satisfaction, and oversee physician relations activities.

4. QUALITY AND SAFETY SUBCOMMITTEE

- a. **Composition** - The Quality and Safety (Q&S) Subcommittee shall consist of at least one (1) member of the Board, who will be appointed by and serve at the discretion of the Board.

Management shall be represented by members of the executive management team, Legal Counsel, President of the Medical Staff, Administrator of Quality, Patient Safety, and Regulatory Compliance, Performance Improvement Coordinator, Hospital Risk Management Program Officer, Chair of Environment of Care Committee, and Chief Auditor in an Ex-Officio capacity.

Members shall be the designated Board member(s), management representatives, and others as designated by the Q&S Subcommittee Chair. The Q&S Subcommittee Chair is authorized to invite individuals from the community to be Ex-Officio members of the Q&S Subcommittee.

- b. **Meetings** - The Q&S Subcommittee shall meet monthly or as often as designated by the Chair. A quorum is established by the presence of the Chair or his/her designee. Any recommendations of the Subcommittee shall be submitted to the Chair or his/her designee for submission or presentation to the Board of Trustees.
- c. **Responsibilities** - Subject to such policies and guidelines as established by the Board, the Q&S Subcommittee shall:
 - i. Develop and recommend broad policies to promote the quality and safety of patient care and the quality of professional medical, dental and nursing practices.

- ii. Evaluate the professional practice of medical, dental, nursing and other health care providers within GMHA according to the standards of their respective practices that promote safe patient care.
- iii. Assure compliance with the standards of accrediting and certifying bodies and licensing agencies concerned with the quality and safety of patient care.
- iv. Develop policies that safeguard the confidentiality of patient information.
- v. Evaluate, improve, and recommend the continuing education systems and programs for medical, dental, nursing, other healthcare providers and non-clinical staff.
- vi. Regularly provide the full Board with an assessment of the quality health care services, the initiatives for improvement, the impact of new methodologies, and the compliance with standards of accrediting and certifying bodies.
- vii. Encourage the development of multidisciplinary teams to evaluate the process and outcomes that provide the environment by which optimal quality of care can fulfill the mission of GMHA.
- viii. On a monthly basis provide to the full Board a summary report on Risk Management issues.

5. FACILITIES, CAPITAL IMPROVEMENT & INFORMATION TECHNOLOGY SUBCOMMITTEE

- a. **Composition** - The Facilities, Capital Improvement (CIP), and Information Technology (IT) Subcommittee shall consist of at least one (1) member of the Board, who will be appointed by and serve at the discretion of the Board.

Management shall be represented by members of the executive management team, Legal Counsel, Chief Planner, Hospital Information Technology Administrator, Hospital Materials Management Administrator, Facilities Maintenance Manager, and Chief Auditor in an Ex-Officio capacity.

Members shall be the designated Board member(s), management representatives, and others as designated by the Subcommittee Chair. The Subcommittee Chair is authorized to invite individuals from the community to be Ex-Officio members of the Subcommittee.

- b. **Meetings** - The Facilities, CIP and IT Subcommittee shall meet quarterly or as often as designated by the Chair. A quorum is established by the presence of the Chair or his/her designee. Any recommendations of the Subcommittee shall be submitted to the Chair or his/her designee for submission or presentation to the Board of Trustees.

- c. **Responsibilities** - Subject to such policies and guidelines as established by the Board, the Facilities, CIP & IT Subcommittee shall:
- i. Establish and recommend to the Board an annual Capital Improvement plan consistent with the financial plan.
 - ii. Monitor monthly the progress of ongoing Capital Improvement projects.
 - iii. Monthly provide an assessment of facility maintenance needs and prioritize the resolution of those needs.
 - iv. Coordinate with appropriate departments and individuals the implementation of CIP projects.
 - v. Establish and recommend to the Board an annual IT improvement and training plan.
 - vi. Provide to the Board an assessment of technology needs of the GMHA.
 - vii. Provide a report to the Board of the progress made in CIP, IT and Facilities maintenance.
 - viii. Create and update as necessary a master plan for development, expansion, modernization, and maintenance of the Hospital's primary facilities and report its status to the Board.
 - ix. Provide mid-term (1-5 years) and long-term (5-10 years) capital and IT plans to the Board.

6. **GOVERNANCE, BYLAWS & STRATEGIC PLANNING SUBCOMMITTEE**

- a. **Composition** - The Governance, Bylaws, and Strategic Planning (GBSP) Subcommittee shall consist of at least two (2) members of the Board, who will be appointed by and serve at the discretion of the Board.

Management shall be represented by members of the executive management team, Chief Planner, Legal Counsel, and Chief Auditor in an ex-officio capacity.

Members shall be the designated Board member(s), management representatives, and others as designated by the Subcommittee Chair. The Subcommittee Chair is authorized to invite individuals from the community to be Ex-Officio members of the Subcommittee.

- b. **Meetings** - The GBSP Subcommittee shall meet quarterly or as often as designated by the Chair. A quorum is established by the presence of the Chair or his/her designee. Any

recommendations of the Subcommittee shall be submitted to the Chair or his/her designee for submission or presentation to the Board of Trustees.

c. **Responsibilities** - Subject to such policies and guidelines as established by the Board, the GBSP Subcommittee shall:

- i. Establish the Hospital Strategic Plan and recommend to the Board for review, approval, and implementation.
- ii. Review the progress of the implementation of the Strategic Plan and present to the Board the status on a quarterly basis.
- iii. Receive reports from management regarding the accomplishments of the strategic goals and objectives.
- iv. Present to the Board the status of the achievement of the strategic goals and objectives.
- v. Biennial review the Hospital By-Laws and make recommendations for amendments to the Board.
- vi. Review local and national laws for appropriateness to the established governance and authority of the Hospital and make recommendations for changes in policies, structure, and by-laws accordingly.
- vii. Develop and establish the orientation program for new Board members. The program should be reviewed annually for updates and submitted to the Board for approval.

ARTICLE VII **AMENDMENTS**

1. PROPOSAL

- a. Any member of the Board may propose the amendment of these Bylaws at any regular meeting of the Board or at any special meeting of the Board called for that purpose.
- b. Any member of the Board, or the Administrator, or his/her designee, may suggest an amendment of these bylaws to the Chairperson of the Governance, Bylaws, and Strategic Planning Subcommittee.
- c. All proposed and suggested amendments to these bylaws shall be referred to the Governance, Bylaws, and Strategic Planning Subcommittee for review and appropriate action.

- d. At the next regular meeting of the Board after the Bylaws Subcommittee has completed its study and consideration, the Chairperson of the Bylaws Subcommittee shall report its findings and recommendations to the Board.









2. ADOPTION

- a. The Board may vote upon the adoption of amendments to these bylaws at a regular meeting at which time the Chairperson of the Governance, Bylaws and Strategic Planning Subcommittee makes his/her report, or may postpone voting upon adoption until a time no later than the next regular Board meeting.
- b. The Board may vote upon the adoption of amendments at a special meeting called for that purpose.
- c. Adoption of amendments to these bylaws shall be accomplished by a majority of the total membership of the Board and as required by law.

ARTICLE VIII INDEMNIFICATION

The Guam Memorial Hospital Authority will indemnify and hold harmless the members of the Board of Trustees for all actions taken by him or her on behalf of the Guam Memorial Hospital Authority.

These Bylaws were adopted at a duly held meeting of the Guam Memorial Hospital Authority Board of Trustees Meeting on September 24, 2025, and as required by law.

Name	Title	Signature
Sharon J. Davis	Chairperson	
Teresa Damian-Borja, DPM	Vice-Chairperson	
Suzanne D. Lobaton	Secretary	
Sonia L. Siliang	Treasurer	
Michael J. Um, MD	Trustee	
Krista L. Blankenship	Trustee	
Melanie R. Mendiola	Trustee	
Terese Calvo, GMHVA (Ex-officio)	President	

ARTICLE VIII
 AMENDMENTS
 The Board of Trustees may amend or repeal any provision of these Bylaws by a majority vote of the Board of Trustees. Any amendment or repeal shall be subject to the same notice and voting requirements as the original provision. The Board of Trustees may also amend or repeal any provision of these Bylaws by a majority vote of the Board of Trustees. Any amendment or repeal shall be subject to the same notice and voting requirements as the original provision.

ARTICLE IX
 MISCELLANEOUS
 The Board of Trustees may adopt such other rules and regulations as may be necessary to carry out the purposes of these Bylaws. The Board of Trustees may also adopt such other rules and regulations as may be necessary to carry out the purposes of these Bylaws. The Board of Trustees may also adopt such other rules and regulations as may be necessary to carry out the purposes of these Bylaws.

Name	Address	City
John Doe	123 Main St	Anytown, CA
Jane Smith	456 Elm St	Anytown, CA
Bob Johnson	789 Oak St	Anytown, CA
Alice Brown	101 Pine St	Anytown, CA
Charlie White	202 Cedar St	Anytown, CA
Diana Green	303 Birch St	Anytown, CA
Ethan Black	404 Spruce St	Anytown, CA
Fiona Grey	505 Willow St	Anytown, CA
George Blue	606 Ash St	Anytown, CA



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÑ

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



BOARD OF TRUSTEES Official Resolution No. 2025-66

“RELATIVE TO HONORING AND COMMENDING MRS. LILLIAN PEREZ-POSADAS, MN, RN, FOR HER EXCEPTIONAL LEADERSHIP AND DEDICATED SERVICE AS HOSPITAL ADMINISTRATOR AND CHIEF EXECUTIVE OFFICER OF THE GUAM MEMORIAL HOSPITAL AUTHORITY”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) is Guam’s only public hospital and serves a critical role in safeguarding the health and well-being of the people of Guam by providing essential healthcare services; and

WHEREAS, Mrs. Lillian Perez-Posadas, MN, RN, has served the people of Guam with distinction as the Hospital Administrator and Chief Executive Officer of the Guam Memorial Hospital Authority since 2019; and

WHEREAS, Mrs. Perez-Posadas has dedicated over thirty years to the field of nursing and healthcare administration, serving in a remarkable progression of roles: Hospital Staff Nurse in California and at GMHA (1977–1981), Staff Nurse II at the U.S. Naval Hospital (1981–1984), Community Health Nurse II at the Guam Department of Public Health and Social Services (1984–1989), Nursing Faculty at the University of Guam (1990–1997), Associate Administrator of Clinical Services at GMHA (1997–2001), Hospital Nursing Services Administrator at GMHA (2001–2006), Manager of GUM WC and Medical Programs at United Airlines (2007–2018), and most recently as the Hospital Administrator/CEO of GMHA from 2019 to the present; and

WHEREAS, during the unprecedented global COVID-19 pandemic, Mrs. Perez-Posadas demonstrated extraordinary leadership, courage, and resilience, guiding the GMHA through its most challenging period by transforming acute care services, re-directing nursing staff, and ensuring the continuity of quality patient care; and

WHEREAS, her leadership involved direct and effective collaboration with government officials, federal partners, and private hospitals to secure vital resources, including grant funding and travel nurses, to support the hospital's workforce and operations; and

WHEREAS, Mrs. Perez-Posadas has consistently demonstrated unwavering integrity, compassion, and high ethical standards, instilling a sense of courage and purpose in all GMHA employees and ensuring that patients and their families were treated with dignity and respect; and

WHEREAS, her professional contributions extend beyond her role as CEO, including eight years as the Chairperson for the Guam Board of Nurse Examiners, where she was instrumental in revising the rules and regulations for nursing practice on Guam; and

WHEREAS, Mrs. Perez-Posadas has a deep commitment to community service, having served on the GMHA Board of Trustees from 2015 to 2019 in various capacities, including Vice Chairperson



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and Chairperson of the Quality & Safety Subcommittee, and as an active member of numerous community and health organizations; and

WHEREAS, the Board of Trustees wishes to formally recognize and express its profound gratitude for her significant contributions to the nursing profession, the Guam Memorial Hospital Authority, and the overall health and well-being of the island community;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Guam Memorial Hospital Authority, on behalf of its employees, medical staff, and the people of Guam, does hereby honor and commend **Mrs. Lillian Perez-Posadas, MN, RN**, for her exceptional service, visionary leadership, and steadfast dedication as Hospital Administrator and Chief Executive Officer.

BE IT FURTHER RESOLVED, that the Board extends its deepest appreciation for her tireless efforts to improve healthcare on Guam and for her compassionate leadership, which has left an indelible and positive impact on the Guam Memorial Hospital Authority and the entire community.

BE IT FURTHER RESOLVED, that a certified copy of this resolution be presented to Mrs. Lillian Perez-Posadas and to the Honorable Lourdes A. Leon Guerrero, *I Maga'hågan Guåhan*.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF SEPTEMBER, 2025.

Certified by:

Sharon J. Davis
Chairperson

Attested by:

Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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October 10, 2025

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 September 24, 2025 Meeting of the GMHA Board of Trustees.

Please contact Janet U. Mandapat, Administrative Assistant at (671) 647-2367 or by email at janet.mandapat@gmha.org for any questions or clarifications.

Sincerely,

Joleen M. Aguon, MD
Interim Hospital Administrator/CEO



GUAM MEMORIAL HOSPITAL AUTHORITY

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850 Governor Carlos Camacho Road, Tamuning, Guam 96913
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October 01, 2025

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 September 24, 2025 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

Please contact Janet U. Mandapat, Administrative Assistant at (671) 647-2367 or by email at janet.mandapat@gmha.org for any questions or clarifications.

Sincerely,

Joleen M. Aguon, MD
Acting Hospital Administrator/CEO



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October 10, 2025

VIA ELECTRONIC MAIL

Honorable Frank Blas Jr.

Speaker of I Mina'trentai Ocho Na Liheslaturan Guåhan

163 Chalan Santo Papa

Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Speaker Blas:

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 September 24, 2025 Meeting of the GMHA Board of Trustees.

Please contact Janet U. Mandapat, Administrative Assistant at (671) 647-2367 or by email at janet.mandapat@gmha.org for any questions or clarifications.

Sincerely,

Joleen M. Aguon, MD
Interim Hospital Administrator/CEO