



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



850 GOV. CARLOS G. CAMACHO ROAD

OKA, TAMUNING, GUAM 96913

TEL: (671) 647-2409 OR 647-2171

FAX: (671) 646-9215

BOARD OF TRUSTEES

Official Resolution No. 2021-01

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Glenn Cunningham, MD.	Surgery	Orthopaedic	September 30, 2022
Andrew Kim, MD.	Surgery	Orthopaedic	September 30, 2022
Alexandra Leon Guerrero, MD.	Surgery	General Surgery	September 30, 2022
Reynald Lim, MD.	Anesthesia	Anesthesia	September 30, 2022
Esther Park-Hwang, MD.	Ob/Gyn	Ob/Gyn	September 30, 2022
Jin Jyung, MD.	Ob/Gyn	Ob/Gyn	September 30, 2022

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 on September 23, 2020 and the Joint Conference and Professional Affairs Committee on October 7, 2020 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 28th DAY OF OCTOBER 2020.

Certified by:

Theresa Obispo
Chairperson, Board of Trustees

Attested by:

Sarah Thomas-Neddog
Secretary, Board of Trustees



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



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BOARD OF TRUSTEES Official Resolution No. 2021-02

“RELATIVE TO THE REAPPOINTMENT OF FULL ALLIED HEALTH PROFESSIONAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Christina Anciano, CNM	Ob/Gyn	Certified Nurse Midwife	September 30, 2022

WHEREAS, the above listed practitioners met the basic requirements for Allied Health Professional Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article VII, Section 7.2; and

WHEREAS, the Medical Executive Committee on September 23, 2020 and the Joint Conference and Professional Affairs Committee on October 7, 2020 recommended approval of Full Allied Health Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Full Allied Health Professional 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 Full Allied Health Professional 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

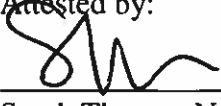
RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF OCTOBER 2020.

Certified by:


Theresa Obispo
Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary



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BOARD OF TRUSTEES Official Resolution No. 2021-03

“RELATIVE TO THE APPOINTMENT OF PROFESSIONAL PROVISIONAL ALLIED HEALTH MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Page Kimball, CRNA	Anesthesia	Certified Registered <i>Nurse Anesthetist</i>	September 30, 2021

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 VII, Section 7.7.; and

WHEREAS, the Medical Executive Committee on September 23, 2020 and the Joint Conference and Professional Affairs Committee on October 7, 2020 recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all appointments to Provisional Allied Health 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 28th DAY OF OCTOBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



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BOARD OF TRUSTEES Official Resolution No. 2021-04

“RELATIVE TO APPROVING FORTY EIGHT (48) NEW FEES”

WHEREAS, Public Law 26-66, places the rate making authority of the Guam Memorial Hospital Authority under the GMHA Board of Trustees; and

WHEREAS, the GMHA Board of Trustees has reviewed the Public Law 26-66; and

WHEREAS, a Public Hearing was held on September 25, 2020 and oral comments and written testimony have been solicited regarding the Forty-Eight (48) new fees comprised of the following Hospital departments: Radiology, Pharmacy, Operating Room, Laboratory and Special Services; and

WHEREAS, the GMHA Board of Trustees has reviewed the list of new fees and the updated professional fees and found the same to be in order; now therefore be it,

RESOLVED, that the GMHA Board of Trustees directs the Hospital Administrator/CEO to continue to proceed with the adjudication process of these 48 new fee items, and be it further

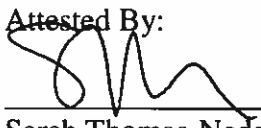
RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF OCTOBER 2020.

Certified By:


Theresa Obispo
Chairperson

Attested By:


Sarah Thomas-Nededog
Secretary

GUAM MEMORIAL HOSPITAL AUTHORITY
SUMMARY OF NEW FEE ITEMS/SERVICES
for Submission to the 35th Guam Legislature
Public Hearing on September 25, 2020

NO	CHARGE CODE	DESCRIPTION	FEE MODEL RATE	DEPARTMENT
1	2036572	INSERT PICC W/IMAGE <5YRS	\$ 630.51	RADIOLOGY
2	2100605	TRAY BONE MARROW BX 11GA 4"	\$ 638.67	RADIOLOGY
3	2100781	CAUTERIZING PEN STERILE	\$ 53.48	RADIOLOGY
4	2100785	CATH MTCROSS 3MMX80MM 90CM	\$ 687.45	RADIOLOGY
5	2100786	CATH MTCROSS 5MMX60MM 135CM	\$ 687.45	RADIOLOGY
6	2101116	CATHETER 3-LUM MHKR 16CM 12.5F	\$ 560.60	RADIOLOGY
7	2101124	CATHETER 3-LUM MHKR 24CM 12.5F	\$ 560.60	RADIOLOGY
8	2101240	CATH BLIARY SKTR 40CM 12F .038	\$ 80.14	RADIOLOGY
9	2101316	TRAY CATH 3-LUM MKR 16CM 12.5F	\$ 710.34	RADIOLOGY
10	2101324	TRAY CATH 3-LUM MKR 24CM 12.5F	\$ 710.34	RADIOLOGY
11	2101509	GUIDEWIRE FATHOM-16 180CM .016	\$ 951.95	RADIOLOGY
12	2103212	SET INTRO CHKFLO 30CM 5FR .038	\$ 402.33	RADIOLOGY
13	2104100	CATH BLIARY SKTR 40CM 10F .038	\$ 80.14	RADIOLOGY
14	2104275	STENT TIPS VIATORR 8-10MMX4CM	\$ 6,185.60	RADIOLOGY
15	2106275	STENT TIPS VIATORR 8-10MMX6CM	\$ 6,185.60	RADIOLOGY
16	2107275	STENT TIPS VIATORR 8-10MMX7CM	\$ 6,185.60	RADIOLOGY
17	2108040	CATH BILIARY SKTR 40CM 8F .038	\$ 80.14	RADIOLOGY
18	2108246	SET INTRO CHKFLO 13CM 7FR .038	\$ 402.33	RADIOLOGY
19	2193040	CATH OPTA PRO 3MMX40MM 80CM 5F	\$ 718.10	RADIOLOGY
20	2194080	CATH OPTA PRO 4MMX80MM 80CM 5F	\$ 718.10	RADIOLOGY
21	2195040	CATH OPTA PRO 5MMX40MM 80CM 5F	\$ 718.10	RADIOLOGY
22	2195080	CATH OPTA PRO 5MMX80MM 80CM 5F	\$ 718.10	RADIOLOGY
23	2196040	CATH OPTA PRO 6MMX40MM 80CM 5F	\$ 718.10	RADIOLOGY
24	4230000	HEPARIN LOCK 500U/5ML SYRINGE	\$ 2.81	PHARMACY
25	4233470	REMDESIVIR 100MG INJ	\$ 821.00	PHARMACY
26	6886769	RAPID COVID-2 SEROLOGICAL TEST	\$ 102.01	LABORATORY
27	7001315	FEMORAL STEM CEMENTED SZ-7	\$ 2,800.00	OPERATING ROOM
28	7001570	FEMORAL STEM CEMENTED SZ-4	\$ 2,800.00	OPERATING ROOM
29	7001737	LIGASURE MARYLAND JAW 37CM	\$ 1,170.83	OPERATING ROOM
30	7001948	STEM CEMENTRALIZER 8.5CM	\$ 215.06	OPERATING ROOM
31	7003099	FEMORAL STEM CEMENTED SZ-3	\$ 2,800.00	OPERATING ROOM
32	7003114	FEMORAL STEM CEMENTED SZ-5	\$ 2,800.00	OPERATING ROOM
33	7003179	FEMORAL STEM CEMENTED SZ-8	\$ 2,800.00	OPERATING ROOM
34	7003700	STEM CEMENTRALIZER 15CM	\$ 215.06	OPERATING ROOM
35	7003762	STEM CEMENTRALIZER 13CM	\$ 215.06	OPERATING ROOM
36	7006200	STEM CEMENTRALIZER 11CM	\$ 215.06	OPERATING ROOM
37	7006360	STEM CEMENTRALIZER 14CM	\$ 215.06	OPERATING ROOM
38	7006380	STEM CEMENTRALIZER 10.5CM	\$ 215.06	OPERATING ROOM

39	7007621	STEM CEMENTRALIZER 12CM	\$ 215.06	OPERATING ROOM
40	7020519	SUTURE ETHBND GRN 2-0 CT-2 30"	\$ 20.03	OPERATING ROOM
41	7021415	CURETTE UVAC STRAIGHT 11MM	\$ 80.74	OPERATING ROOM
42	7021416	CURETTE UVAC STRAIGHT 12MM	\$ 80.74	OPERATING ROOM
43	7022130	FEMORAL STEM CEMENTED SZ-6	\$ 2,800.00	OPERATING ROOM
44	7030380	SUTURE V-LOC 180 18 P-12 3-0	\$ 184.95	OPERATING ROOM
45	7040380	SUTURE V-LOC 180 GS-21 12"	\$ 160.92	OPERATING ROOM
46	7074207	STEM CEMENTRALIZER 9.25CM	\$ 215.06	OPERATING ROOM
47	7080247	STEM CEMENTRALIZER 10CM	\$ 215.06	OPERATING ROOM
48	9302489	BALLOON SPRINTER 2.75MMX9MM	\$ 1,564.28	SPECIAL SERVICES

***** LAST ITEM *****

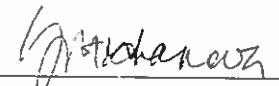
I certify that this listing of items comprises all fees required by law for submission at this time to be complete as presented here.


Frumen A. Patacsil
Hospital Quality Improvement Specialist

9/14/20
Date

1st Endorsement of Concurrence:

I concur and further certify that this listing of items are exempted under Section 9301(i) to Article 3, Chapter 9, Division 1 of Title 5 of the Guam Code Annotated and in compliance with Title10 GCA Part 2 Division 4 Chapter 80 §80109


Yukari Hechanova
Chief Financial Officer, Acting

9/14/2020
Date



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BOARD OF TRUSTEES **Official Resolution No. 2021-05**

“RELATIVE TO ABOLISHING THE UNCLASSIFIED POSITION OF DIRECTOR, HOSPITAL BUSINESS DEVELOPMENT & STRATEGIC PLANNING”

WHEREAS, on June 1, 2017 the Board of Trustees, chaired by Eloy S. Lizama, established in the unclassified service the position of Director, Hospital Business Development & Strategic Planning; and

WHEREAS, on October 13, 2020 the Hospital Administrator/CEO placed under New Business, on the Human Resources Subcommittee Agenda, a request to abolish the unclassified position of Director, Hospital Business Development & Strategic Planning; and

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

WHEREAS, the Human Resources Subcommittee on October 13, 2020 recommended approval to abolish the unclassified position of Director, Hospital Business Development & Strategic Planning since the position outlived its purpose; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the abolishment of the position; 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 28th DAY OF OCTOBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



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BOARD OF TRUSTEES Official Resolution No. 2021-06

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Jacqueline Michaud, DO.	Medicine	Internal Medicine	October 31, 2022

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 on October 28, 2020 and the Joint Conference and Professional Affairs Committee on November 6, 2020 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

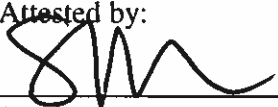
RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 9th DAY OF NOVEMBER 2020.

Certified by:


Theresa Obispo
Chairperson, Board of Trustees

Attested by:


Sarah Thomas-Nededog
Secretary, Board of Trustees



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BOARD OF TRUSTEES Official Resolution No. 2021-07

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
James Murphy, MD.	Emergency Room	Emergency Medicine	October 31, 2022

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 4.6; and

WHEREAS, the Medical Executive Committee on October 28, 2020 and the Joint Conference and Professional Affairs Committee on November 6, 2020 recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

WHEREAS, all reappointments to Active Associate 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 9th DAY OF NOVEMBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



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BOARD OF TRUSTEES Official Resolution No. 2021-08

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Holly Llobet, MD.	Medicine	Critical Care Medicine	October 31, 2021
Paul Llobet, MD.	Medicine	Internal Medicine	October 31, 2021
Martin Springer, MD.	Emergency Room	Emergency Medicine	October 31, 2021
Susie White, MD.	Emergency Room	Emergency Medicine	October 31, 2021
Amanda River, MD.	Emergency Room	Emergency Medicine	October 31, 2021

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 on October 28, 2020 and the Joint Conference and Professional Affairs Committee on November 6, 2020 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 9th DAY OF NOVEMBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



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BOARD OF TRUSTEES Official Resolution No. 2021-09

“RELATIVE TO APPROVING REVISIONS TO THE MEDICAL STAFF BYLAWS”

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

WHEREAS, as a result of the review, proposed revisions were made and to the Medical Staff Bylaws, to Add a new committee, Article XII Committees of the Staff; Section 12.16 Clinical Emergency Preparedness Committee.

WHEREAS, on November 6, 2020, the Joint Conference and Professional Affairs subcommittee reviewed and recommended that the Board of Trustees approve the proposed revisions to the Medical Staff Bylaws; 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 9th DAY OF NOVEMBER 2020.

Certified By:

Theresa Obispo
Chairperson

Attested By:

Sarah Thomas-Nededog
Secretary

**GUAM MEMORIAL HOSPITAL AUTHORITY
MEDICAL STAFF OFFICE**

PROPOSED FORM NEW COMMITTEE

Item: Medical Staff Bylaws

Existing	Proposed	Rationale
<p>No existing section. New Section</p>	<p>ARTICLE XII, COMMITTEES OF THE STAFF</p> <p>SECTION 12.16 CLINICAL EMERGENCY PREPAREDNESS TEAM COMMITTEE</p> <p>12.16-1 <u>Composition</u></p> <ul style="list-style-type: none"> a. The Clinical Emergency Preparedness Committee shall consist of a multi-disciplinary team consisting of members from the Active/Provisional Medical Staff that could be from each of the following defined medical staff specialties: Critical Care (includes Intensive Care and Hemodialysis), Emergency Medicine, Internal Medicine, Radiology, Infectious Disease, Pediatrics, Anesthesia, Surgery, Special Services and OB/GYN. b. It may also include members from defined clinical, Nursing and Ancillary Specialties: Critical Care, Clinical Pharmacists, Chief of Pharmacy, representative from the Environment of Care Committee, Infectious Disease, Clinical Social Worker and Nursing Leadership. c. Depending on the clinical emergency, specific members may be chosen by the Associate Administrator of Medical Services (AAMS), Associate Administrator of Clinical Services (AACS), and activated by the Chief Executive Officer (CEO) of GMHA. d. The Clinical Emergency Preparedness Committee will be under the Medical Executive Committee with the chairperson nominated by the MEC, and appointed by the MEC president. The chair will be eligible for a stipend and the ability to bill for administrative hours as outlined in the GMH Pandemic plan. <p>12.16-2 <u>Duties</u></p> <p>The Clinical Emergency Preparedness Committee shall:</p> <ul style="list-style-type: none"> a. Provide leadership as the clinical arm while working closely with the Operations Environment of Care committee and executive leadership, including the administratively appointed Emergency Medical Director, to enhance organization for the purposes of combating a hospital-wide clinical emergency. b. Be an active committee, as pursuant with GMHA Medical Staff Bylaws, if there is a 	<p><i>To establish clear guidelines for the Clinical Emergency Preparedness</i></p>

clinical emergency. It will be deactivated only by the CEO under the direct guidance and recommendations from the AAMS, AACS, and the MEC president.

12.16-3 Objectives:

To focus on the clinical provision of safe hospital-wide care when clinical emergencies arise that will involve hospital-wide measures and services. To assure that the hospital has clinical protocols and policies, if applicable, that have been vetted and implemented to aid in the specific clinical emergency. Each protocol or policy, may have the following, if applicable :

- a. Be based on an accurate description of individual and aggregate hospital-wide needs and requirements
- b. Be based on the specialized qualifications and competencies of the clinical staff
- c. Be consistent with nationally recognized evidence-based standards and guidelines established by the professional clinical specialty organizations, i.e. Centers of Disease Control (CDC) and World Health Organization (WHO) and the Local Guam Department of Public Health and Social Services (DPHSS)
- d. Address issues related to the existing pandemic clinical plans to include and incorporate all hospital-wide areas needed for proper response
- e. Work within the parameters of the medical executive committee, hospital leadership, and subsequently the Board of Trustees
- f. To work in collaboration and report to the MEC on all clinically based issues.
- g. To work in collaboration with the Environment of Care Committee to assure input from all appropriate hospital direct care and specialty caregivers into unit-based plans. This input will then provide oversight and assurance that relevant information is incorporated into the hospital-wide plan.
- h. To monitor data related to patient safety and outcomes and make appropriate modification recommendations as needed.
- i. To assure that at least an annual review of the plan is performed and submitted, as part of the hospital's quality management processes, to the CEO or designee for its review and completion of any necessary revisions.

12.16-4 Roles and Responsibilities of Membership:

a. Leadership:

- i. The chairperson of the Committee will be nominated by the MEC and appointed by the MEC president from the Active or Provisional Medical Staff membership.
- ii. There may be a need for a vice chairperson of the Committee who will also come from the active or provisional medical staff, but again must be appointed by the MEC president based on their discretion.

	<p>b. <u>Responsibilities of the membership in this Committee:</u></p> <ul style="list-style-type: none"> i. Be responsible for inter-disciplinary protocols including but not limited to developing, implementing, monitoring, evaluating, and modifying as needed. ii. Establish and agree to a working charter iii. Term of committee membership: As pursuant to the GMHA policies iv. All members are expected to attend all meetings and follow up on action items. Please notify chair if unable to attend. v. Consistent attendance (two or more unexcused absences will result in follow up. Unexcused absences can be made up by reading the minutes of missed meetings.) vi. Commitment to participation vii. Follow through with action items viii. Communication with colleagues hospital wide to assure input ix. Meeting minutes will be made available hospital wide. x. For issues requiring additional discussion or if potential impasse arises, the committee may form smaller groups to address issues and bring back for recommendations to the larger committee. <p>c. <u>Responsibilities of the Chairperson of Committee:</u></p> <ul style="list-style-type: none"> i. Lead the Committee in the meetings, or make appropriate accommodations if unable to lead the meetings. ii. To be in active communication with the executive hospital leadership and attend meetings as designated for this purpose as called upon the hospital executive leadership. iii. To be available for questions from the Board of Trustees. <p>12.16-5 <u>Meetings, Reports and Recommendations:</u></p> <ul style="list-style-type: none"> a. Meeting dates frequency and times will be discretionary per the Chairperson of Committee with direct oversight from the MEC president, AAMS, AACS, and CEO. b. Meetings may be conducted either in-person, virtually or possibility mixture of both per the Chairperson of Committee discretion. c. The Committee has authority – to gather data, to make recommendations, to pause, to clarify or negotiate, to act, to implement, and give oversight for clinical protocols per the said clinical emergency of which the Committee has been activated by the CEO. d. Signature page is attached for all protocols and policies of the Committee in the order of: Clinical Emergency Preparedness, Medical Director, Medical Executive Chairman, Nursing Management, Incident Commander, and if applicable Associate Executive, whether it be from Fiscal or Operations, AAMS or AACS, and CEO (or designated authority). 	
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Reviewed by Bylaws: 10/26/2020

Approved:

Bylaws Committee: 10/27/2020

MEC: 10/28/2020

Medical Staff 1st Reading:10/29/2020

JCPAC:11/06/2020

BOT:11/09/2020



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BOARD OF TRUSTEES Official Resolution No. 2021-10

“RELATIVE TO AMENDING THE NECESSARY SPECIAL QUALIFICATION REQUIREMENTS FOR THE PHYSICAL THERAPIST SUPERVISOR POSITION”

WHEREAS, the Rehabilitation Department recently received comments from the Federation of State Boards of Physical Therapy regarding professional membership being a non-standard requirement to become a physical therapist; and

WHEREAS, on October 15, 2020, the Hospital Administrator/CEO approved the Human Resources Department request to amend the class specification of the Physical Therapist Supervisor position; and

WHEREAS, the amendment of the class specification will remove the Necessary Special Qualification requirement of professional membership which currently reads: “Must be a member with the American Physical Therapy Association”; and

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

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

WHEREAS, the Human Resources Subcommittee on November 10, 2020 recommended approval to remove the professional membership requirement, and for the Necessary Special Qualification requirements to read as proposed: “Possession of a current valid license to practice Physical Therapy from the Guam Board of Allied Health Examiners, Commission on Licensure to practice the Healing Arts”; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the attached proposed amendment of the Physical Therapist Supervisor class specification; 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 30th DAY OF DECEMBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

PHYSICAL THERAPIST SUPERVISOR

NATURE OF WORK IN THIS CLASS:

This is complex professional and supervisory work involved in the administration of physical therapy services for the hospital.

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

Supervises the planning and administration of medically prescribed physical therapy rehabilitation and treatment for patients suffering from injuries, or muscle, nerve, joint and bone diseases, to restore function, relieve pain, and prevent disability.

Ensures that practitioners review physician's diagnosis and referral orders; supervises the administration of proper therapy, which range from conservative treatment using physical agents for acute condition to extensive rehabilitation programs covering a broad range of conditions.

Ensures that practitioners consults with physicians on patient's reactions and response to treatment; recommends changes in treatment procedures; delegates program plan as appropriate to subordinate physical therapist and technicians; and ensures that safety precautions and care of patients are enforced during treatment to prevent retarding healing processes or injuring patients.

Ensures that the quality improvement program for physical therapy services is completed on an quarterly basis; monitors evaluation of the physical therapy programs on a periodic basis.

Advises on budgetary inputs/needs for the physical therapy services.

Advises and instructs subordinates physical therapist and technicians in simpler techniques and modalities of physical therapy.

Creates, designs, operates, and adjusts mechanical equipment used in the physical therapy area; ensures the proper maintenance and upkeep of equipment.

Performs performance evaluations on subordinate physical therapists and technicians.

Maintains records and prepares administrative and prepares administrative and operating reports and recommendations.

Performs related duties as required.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles and practices of supervision, and in the administration of a physical therapy program.

Knowledge of anatomy, neuro-anatomy, physiology, kinesiology, and related sciences, physical therapy as applied to medicine, neurology, orthopedics, pediatrics, genetics, psychiatry, and surgery.

Knowledge of the technical procedures and modalities, trends and developments in physical therapy.

Ability to instruct and/or supervise others in the techniques and procedures of physical therapy.

Ability to plan and carry out medically prescribed physical therapy treatments.

Ability to evaluate and select the best type of treatment based upon medical diagnosis.

Ability to conduct physical therapy demonstration programs.

Ability to arrange and maintain schedules for physical therapy treatments.

Ability to observe, record, and report on patients' progress.

Ability to work effectively with the public and employees.

Ability communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

Skill in the operation and use of physical therapy equipment.

MINIMUM EXPERIENCE AND TRAINING:

- A) Four (4) years of progressively responsible professional experience as a physical therapist, and graduation with a Bachelor's degree from a school of physical therapy as accredited by the American Physical Therapy Association; or
- B) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities, and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current valid license to practice Physical Therapy from the Guam Board of Allied Health Examiners, Commission on Licensure to practice the Healing Arts.

ESTABLISHED: September 14, 1993
AMENDED: December 30, 2020

PAY GRADE/PLAN: N(GPP)

HAY EVALUATION

KNOW HOW:	EI3	230
PROBLEM SOLVING:	D3(33%)	76
ACCOUNTABILITY:	D2C	87
TOTAL POINTS -		393



THERESA OBISPO, Chairperson
Board of Trustees



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



850 GOV. CARLOS G. CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2409 OR 647-2171
FAX: (671) 646-9215

BOARD OF TRUSTEES Official Resolution No. 2021-11

“RELATIVE TO CREATING THE POSITIONS OF HOSPITAL FOOD & BEVERAGE MANAGER AND CLINICAL NUTRITION MANAGER FOR THE DIETARY DEPARMENT”

WHEREAS, the request for the creation of the Food Services Administrator position was first discussed at the HR-BOT Sub-committee meeting on November 19, 2019 at the recommendation of the Associate Administrator of Clinical Services; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on August 6, 2020 to create the positions of Hospital Food & Beverage Manager and Clinical Nutrition Manager, and to abolish the positions of Hospital Food Services Assistant Administrator; Administrator, Hospital Food Services (HCA); and the Administrator, Hospital Dietary Services (HCA); and

WHEREAS, on August 12, 2020, the Hospital Administrator/CEO approved the Human Resources Department's recommendation to create the Hospital Food & Beverage Manager and the Clinical Nutrition Manager for the Dietary Department, and submitted the creation of position petition to the HR-BOT Sub-committee for review and consideration on September 8, 2020; and

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

WHEREAS, the class specifications of the positions are hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on December 8, 2020 recommended approval to accept the Hospital Administrator's petition to create and establish the Hospital Food & Beverage Manager and the Clinical Nutrition Manager positions; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the attached proposed class specifications for the Hospital Food & Beverage Manager position and the Clinical Nutrition Manager position; and to abolish the positions of Hospital Food Services Assistant Administrator; Administrator, Hospital Food Services (HCA); and the Administrator, Hospital Dietary Services (HCA); 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 30th DAY OF DECEMBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

HOSPITAL FOOD AND BEVERAGE MANAGER

NATURE OF WORK IN THIS CLASS:

This position plans, directs, coordinates and evaluates all departmental activities and functions relevant to the food service operation for patients, employees and cafeteria customers.

Work is performed under direction; receiving guidance about general objectives in most tasks, determining methods, work sequence, and how to achieve objectives while operating within policy guidelines. Work is reviewed through submission of reports. This position reports to the Assistant Administrator of Professional Support Services.

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

Establishes policies and procedures and provides administrative direction of menu formulation in coordination with registered dietitians to include food preparation and service, purchasing, sanitation standards, safety practices and personnel utilization.

Develops and monitors profitability and sales Key Performance Indicators (KPI) such as cash flow, cost of goods sold, prime cost, gross profit, and labor and food cost percentage.

Reviews department performance and institute changes in procedures to improve and promote food service operation assuring compliance with regulatory requirements.

Prepares department budget on annual basis and manages budgeted and other fiscal resources related to food service operation.

Evaluates customer and patient satisfaction levels with a focus on continuous improvement.

Manages, disciplines, and evaluates the performance of assigned department personnel based on job requirements and core competencies assigned to the job.

Ensure employee compliance with health and food safety standards and regulations.

Oversees food preparation, portion sizes and overall presentation of food for patients and the cafeteria.

Manage the inventory and order of food and beverages, equipment and supplies.

Ensure the completion of all performance evaluations and competency assessments of employees in a timely manner as per hospital guidelines.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles and practices of hospital food service management, including food value and costs.

Knowledge of the techniques and equipment involved in preparing food on a large scale.

Hospital Food and Beverage Manager

Knowledge of food preparation, cooking, and service.

Knowledge of safe food storage and sanitation.

Knowledge of the principles and practices of supervision and management.

Ability to direct the preparation and service of food in a hospital environment.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

Skill in MS Office application, restaurant management software, POS.

MINIMUM EXPERIENCE AND TRAINING:

- A) Associate's Degree from an accredited college or university with a major in Food Service Management, Culinary Arts or hospitality or related fields with four (4) years of experience in Hospital Food Service Administration or Culinary Arts to include one (1) year which must have been in a supervisory capacity; or
- B) Six years of experience as a cook or a chef in a large cafeteria or restaurant to include one (1) year in a supervisory capacity; or
- C) Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Must be certified as a dietary manager (CDM), certified food service manager or similar national certification for food service management and safety from a national certifying body.

Must have a valid Health Certificate (from Department of Public Health & Social Services, Division of Environmental Health).

ESTABLISHED: December 30, 2020

PAY GRADE/PLAN: O (GPP)

HAY EVALUATION

KNOW HOW: EII3 264

PROBLEM SOLVING: E3 (38%) 100

ACCOUNTABILITY: E1P 132

TOTAL POINTS - 496



**THERESA OBISPO, Chairperson
Board of Trustees**

CLINICAL NUTRITION MANAGER

NATURE OF WORK IN THIS CLASS:

This position directs the nutrition care process through supervision of clinical dietitians, dietetic technicians, and clerical staff, including nutrition screening, assessment, diagnosis, intervention, monitoring and evaluation, education, and menu processing according to established departmental policies.

Work is performed under direction; receiving guidance about general objectives in most tasks, determining methods, work sequence, and how to achieve objectives while operating within policy guidelines. Work is reviewed through submission of reports. This position reports to the Assistant Administrator of Professional Support Services.

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

Consults with physicians regarding dietary prescriptions; makes suggestions to modify diets to adapt to the individual needs of the patient.

Ensures the preparation of quality food, which meets the nutritional and therapeutic needs of the patients and, in addition, ensures all food is flavorful, served attractively, and at the proper temperature.

Addresses questions and concerns of patients and families, community members, and health professionals in accordance with evidence-based nutrition practices.

Establishes and integrates department goals with hospital-wide goals and visions to provide optimal nutrition care.

Demonstrates accountability for the proper use of patients' protected health information and adherence to institutional safety practices.

Assesses, designs, implements, evaluates, and creates/updates nutrition care policies and procedures to achieve cost containment and improved patient outcomes, implements and maintains cost control procedures, adhering to budget while ensuring quality service.

Manages, disciplines, and evaluates the performance of assigned department personnel based on job requirements and core competencies assigned to the job.

Ensure the completion of all performance evaluations and competency assessments of employees in a timely manner as per hospital guidelines.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles of menu planning, general nutrition recommendations, education and counseling techniques, general nutrient composition of food, and appropriate sources of nutrition references.

Knowledge in medical nutrition therapy and charting using NCPT (Nutrition Care Process Terminology).

Knowledge of the principles and practices of Hospital Food Service.

Clinical Nutrition Manager

Knowledge of the principles and practices of supervision and management.

Ability to interpret and apply pertinent program guidelines and requirements.

Ability to maintain records and prepare reports of relative complexity.

Ability to work effectively with employees and the public.

Ability to communicate effectively, orally and in writing.

Skill in using Microsoft applications.

MINIMUM EXPERIENCE AND TRAINING:

- A) Bachelor's degree from an accredited college or university with a major in Nutrition, Dietetics or other related fields with five (5) years of experience as a clinical dietitian with two (2) years of supervisory experience ; or
- B) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Must be a registered dietitian/Nutritionist by Commission on Dietetic Registration, licensed Clinical Dietitian by Guam Board of Allied Health Examiners, active membership with the Academy of Nutrition and Dietetics, and must have a Health Certificate (from Department of Public Health & Social Services, Division of Environmental Health).

ESTABLISHED: December 30, 2020

PAY GRADE/PLAN: Q (GPP)

HAY EVALUATION

KNOW HOW:	FII3	350
PROBLEM SOLVING:	E3 (38%)	132
ACCOUNTABILITY:	E1P	175
TOTAL POINTS -		657



THERESA OBISPO, Chairperson
Board of Trustees



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



850 GOV. CARLOS G. CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2409 OR 647-2171
FAX: (671) 646-9215

BOARD OF TRUSTEES Official Resolution No. 2021-12

“RELATIVE TO CREATING THE POSITION OF HOSPITAL MATERIALS MANAGEMENT ASSISTANT ADMINISTRATOR”

WHEREAS, on July 1, 2020, the Hospital Materials Management Administrator submitted a request to Human Resources to reallocate the pay grade of the Assistant Supply Management Administrator position; and

WHEREAS, the Human Resources Department recognized that the Assistant Supply Management Administrator position is utilized government-wide and recommended the creation of a Hospital Assistant Supply Management Administrator position; and

WHEREAS, on October 18, 2020, the Hospital Administrator/CEO approved the Human Resources Department’s recommendation to create the Hospital Materials Management Assistant Administrator at Pay Grade O; and

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

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

WHEREAS, the Human Resources Subcommittee on December 8, 2020 recommended approval to accept the Hospital Administrator’s petition to create and establish the Hospital Materials Management Assistant Administrator position; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the attached proposed class specification of the Hospital Materials Management Assistant Administrator position; 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 30th DAY OF DECEMBER 2020.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

HOSPITAL MATERIALS MANAGEMENT ASSISTANT ADMINISTRATOR

NATURE OF WORK IN THIS CLASS:

Assists the Hospital Materials Management Administrator in the application, coordination and implementation of the procurement procedures and contract management of the materials management system throughout the hospital, and provide a systematic means of providing supplies, equipment, and services under the procurement authority pursuant to law. Assists in the oversight of the Central Supply and Receiving Department's systematic inflow, processing and distribution of medical supplies, materials and equipment, including the maintenance, disassembly and assembly of technical medical equipment.

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

Assists in planning, organizing, coordinating, integrating and evaluating all programs/activities and functions within the Materials Management and Central Supply and Receiving Department to ensure quality services and to achieve the hospital's mission, vision, values, goals, objectives, plans etc.

Assists in overseeing activities of the Materials Management and Central Supply and Receiving Departments' sterilization operations and ensure regulatory compliance.

Assists in planning, directing, and managing medical supplies, pharmaceuticals, laboratory reagents, equipment and procurement stock inventory for the agency.

Assists in the development and administration of policies and procedures, including budget administration and personnel.

Ensure compliance to established programs (Infection Control, Safety, Risk Management, Security, Quality Assurance, accrediting organizations, and Centers for Medicare & Medicaid Services).

Responsible for assisting in the procurement of all hazardous materials that are requested and/or used within the Hospital.

Assists in training personnel within the facility to handle any spills or dispose hazardous chemical/materials and comply with the National Toxicology Program (NTP), Environmental Protection Agency (EPA), OSHA, accrediting organization, and Centers for Medicare & Medicaid Services.

Develops recommendations for improvements affecting cost, efficiency and quality of operations and functions.

Researches and develops specifications to determine agency requirements for annual bids and price agreements; reviews and approves or rejects vouchers.

Maintains and supervises the maintenance of a variety of records and prepares comprehensive reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of modern warehousing, purchasing and materials management practices and procedures.

Knowledge of the types, characteristics, sources, and market factors of supply, materials and equipment categories frequently required by the agency.

Knowledge of the principles of administration as applied to a centralized supply/materials management program.

Knowledge of accrediting organizations, CMS, and federal and local regulations for acute and skilled nursing facilities.

Ability to assist in administering the programs and activities of supply management functions.

Ability to make decisions in accordance with appropriate program guidelines.

Ability to evaluate operational effectiveness and recommend/implement changes in organization, policies and procedures to improve effectiveness.

Ability to interpret and apply pertinent laws, regulations, and policies governing the purchasing of commodities by the agency.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

MINIMUM EXPERIENCE AND TRAINING:

- A) Three years of experience in the various phases of supply work including procurement, supply cataloging, warehousing, contracting, stock control, issuing, and receiving of supplies; two years of supervisory experience and graduation from high school; or
- B) Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

Completion of all of the following procurement courses is preferred prior to or soon after hiring:

Module 1: Fundamentals and Principles of Procurement (Basic)

Module 2: The Procurement Solicitation Process (Advanced)

Module 3: The Procurement Review and Remedies (Administrative)

Module 4: The Management and Administration of Procurement (Administrative)

ESTABLISHED: July 1980
 AMENDED: April 1989; December 30, 2020

PAY GRADE/PLAN: O (GPP)

HAY EVALUATION

KNOW HOW:	EII3	264
PROBLEM SOLVING:	E3 (33%)	87
ACCOUNTABILITY:	E1C	100
TOTAL POINTS -		451


 THERESA OBISPO, Chairperson
 Board of Trustees



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-13

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Phuong Cao, DO.	Medicine	Internal Medicine	December 31, 2021
Augusta Uwah, MD.	Medicine	Internal Medicine	December 31, 2021

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

WHEREAS, the Medical Executive Committee met on October 28, 2020 and the Joint Conference and Professional Affairs Committee met on January 6, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

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

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

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

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

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-14

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Maria Blancaflor, MD.	Pediatrics	Pediatric	January 31, 2023
Jose Hernandez, MD.	Pediatrics	Pediatric	January 31, 2023
Ricardo Eusebio, MD.	Surgery	General Surgery	January 31, 2023
Verrad Nyame, MD.	Surgery	Neurosurgery	January 31, 2023
Fernan De Guzman, MD.	Anesthesia	Anesthesia	January 31, 2023
Hugo Koo, MD.	Medicine	Cardiology	January 31, 2023

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 January 27, 2021 and the Joint Conference and Professional Affairs Committee met on February 3, 2021 and 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

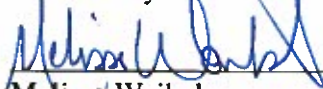
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

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 Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified by:


Melissa Waibel
Vice-Chairperson

Attested by:


Sarah Thomas-Nededog
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. 2021-15

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Juan Quiros, MD.	Medicine	Cardiology	January 31, 2022
Weerawat Tananusont, MD.	Medicine	IM/Hospitalist	January 31, 2022

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

WHEREAS, the Medical Executive Committee met on January 27, 2021 and the Joint Conference and Professional Affairs Committee met on February 3, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

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

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

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

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



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. 2021-16

“RELATIVE TO THE REAPPOINTMENT OF FULL ALLIED HEALTH PROFESSIONAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Monica Webb, CNM	Ob/Gyn	Certified Nurse Midwife	January 31, 2023
Romona Domen, CRNA	Anesthesia	Certified Registered Nurse Anesthetist	January 31, 2023

WHEREAS, the above listed practitioners met the basic requirements for Allied Health Professional Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article VII, Section 7.2; and

WHEREAS, the Medical Executive Committee met on January 27, 2021 and the Joint Conference and Professional Affairs Committee met on February 3, 2021 and recommended approval of Full Allied Health Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Full Allied Health Professional 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 Full Allied Health Professional 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 Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2021-17

“RELATIVE TO APPROVING NINETY-EIGHT (98) NEW FEES”

WHEREAS, Public Law 26-66, places the rate making authority of the Guam Memorial Hospital Authority under the GMHA Board of Trustees; and

WHEREAS, the GMHA Board of Trustees has reviewed the Public Law 26-66; and

WHEREAS, a Public Hearing was held on December 18, 2020 and oral comments and written testimony have been solicited regarding the Ninety-Eight (98) new fees comprised of the following Hospital departments: Nursing, ICU, Central Supply Room, Radiology, Pharmacy, and Operating Room; and

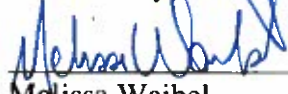
WHEREAS, the GMHA Board of Trustees has reviewed the list of new fees and the updated professional fees and found the same to be in order; now therefore be it,

RESOLVED, that the GMHA Board of Trustees directs the Hospital Administrator/CEO to continue to proceed with the adjudication process of these 98 new fee items, and be it further


RESOLVED, that the Vice-Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified By:


Melissa Waibel
Vice-Chairperson

Attested By:


Sarah Thomas-Nededog
Secretary

GUAM MEMORIAL HOSPITAL AUTHORITY
SUMMARY OF NEW FEE ITEMS/SERVICES
for Submission to the 35th Guam Legislature
Public Hearing on December 18, 2020

NO	CHARGE CODE	DESCRIPTION	FEE MODEL	DEPARTMENT
			RATE	
1	1400239	BAMLANIVIMAB IV INFUSE/MONITOR	\$ 309.60	NURSING
2	1732475	PAD ARMBOARD 2"	\$ 17.95	ICU
3	1732501	SPECIMEN TRAP 40CC	\$ 10.37	CSR
4	1750994	MULTI-RING HEAD POSITIONER	\$ 16.35	ICU
5	2100406	AZUR COIL PUSH .035 4MMX6CM	\$ 861.99	RADIOLOGY
6	2100617	AZUR COIL DETACH .035 6MMX17CM	\$ 2,190.50	RADIOLOGY
7	2100700	BAL PTA METCR .035 8X40MMX65CM	\$ 687.45	RADIOLOGY
8	2100702	BAL PTA METR .035 10X40MMX65CM	\$ 687.45	RADIOLOGY
9	2100703	BAL PTA METR .035 12X40MMX65CM	\$ 687.45	RADIOLOGY
10	2100704	BAL PTA METCR .035 6X80MMX90CM	\$ 687.45	RADIOLOGY
11	2100705	BAL PTA METCR .035 8X80MMX90CM	\$ 687.45	RADIOLOGY
12	2100706	PTA OPTA 6F .035 7MMX60MMX80CM	\$ 728.33	RADIOLOGY
13	2100707	BAL PTA METR .035 4X60MMX135CM	\$ 687.45	RADIOLOGY
14	2100708	BAL PTA METR .035 5X60MMX135CM	\$ 687.45	RADIOLOGY
15	2100709	BAL PTA METR .035 6X60MMX135CM	\$ 687.45	RADIOLOGY
16	2100711	AZUR HEL DETACH .018" 3MMX5CM	\$ 1,481.64	RADIOLOGY
17	2100712	AZUR HEL DETACH .018" 5MMX10CM	\$ 1,481.64	RADIOLOGY
18	2100713	AZUR HEL DETACH .035" 8MMX12CM	\$ 2,190.50	RADIOLOGY
19	2100717	AZUR HEL DETACH .035" 10MMX19CM	\$ 2,190.50	RADIOLOGY
20	2100718	HYDRO MICROSP 78+/-30UM ORANGE	\$ 953.10	RADIOLOGY
21	2100719	HYDRO MICROSP 200+/-75UM YELLOW	\$ 953.10	RADIOLOGY
22	2100720	HYDRO MICROSP 400+/-75UM BLUE	\$ 953.10	RADIOLOGY
23	2100721	HYDRO MICROSP 600+/-75UM RED	\$ 953.10	RADIOLOGY
24	2100722	HYDRO MICROSP 800+/-75UM GREEN	\$ 953.10	RADIOLOGY
25	2100723	AZUR HEL PUSH .035" 5MMX10CM	\$ 923.34	RADIOLOGY
26	2100724	AZUR HEL PUSH .018" 2MMX2CM	\$ 684.06	RADIOLOGY
27	2100725	AZUR HEL PUSH .018" 3MMX2CM	\$ 684.06	RADIOLOGY
28	2100726	AZUR HEL PUSH .018" 4MMX2CM	\$ 684.06	RADIOLOGY
29	2100727	AZUR HEL PUSH .018" 3MMX4CM	\$ 745.41	RADIOLOGY
30	2100728	AZUR HEL PUSH .018" 4MMX4CM	\$ 745.41	RADIOLOGY
31	2100729	AZUR HEL PUSH .018" 4MMX6CM	\$ 806.76	RADIOLOGY
32	2100730	AZUR HEL PUSH .018" 8MMX10CM	\$ 868.12	RADIOLOGY
33	2100731	AZUR HEL PUSH .018" 2MMX4CM	\$ 1,481.64	RADIOLOGY
34	2100732	AZUR HEL PUSH .018" 6MMX6CM	\$ 806.76	RADIOLOGY
35	2100812	AZUR COIL DETACH .035 8MMX12CM	\$ 2,190.50	RADIOLOGY
36	2100823	SET PICC TURBO 4FR 60CM	\$ 724.25	RADIOLOGY
37	2101014	AZUR COIL PUSH .035 10MMX14CM	\$ 984.69	RADIOLOGY
38	2101020	AZUR COIL PUSH .035 10MMX20CM	\$ 984.69	RADIOLOGY
39	2101514	AZUR COIL PUSH .035 15MMX14CM	\$ 984.69	RADIOLOGY
40	2102006	PTA SABR 4F .018 2MMX60MMX150CM	\$ 835.80	RADIOLOGY
41	2103006	PTA SABR 4F .018 3MMX60MMX90CM	\$ 835.80	RADIOLOGY

42	2105610	AZUR COIL PUSH .035 6MMX10CM	\$ 923.34	RADIOLOGY
43	2105810	AZUR COIL PUSH .035 8MMX10CM	\$ 923.34	RADIOLOGY
44	2113720	AZUR SYSTEM 18P 2MMX2CM	\$ 684.06	RADIOLOGY
45	2123720	AZUR SYSTEM 18P 3MMX2CM	\$ 684.06	RADIOLOGY
46	2127350	AZUR COIL DETACH .018 2MMX4CM	\$ 1,592.50	RADIOLOGY
47	2130260	AZUR SYSTEM 18P 3MMX4CM	\$ 1,592.50	RADIOLOGY
48	2140520	AZUR COIL PUSH .035 4MMX4CM	\$ 800.63	RADIOLOGY
49	2152730	AZUR SYSTEM 18P 4MMX6CM	\$ 806.76	RADIOLOGY
50	2160700	BAL PTA METR .035 10X80MMX90CM	\$ 687.45	RADIOLOGY
51	2182503	AZUR SYSTEM 18P 6MMX6CM	\$ 806.76	RADIOLOGY
52	2196060	PTA OPTA 5F.035 6MMX60MMX110CM	\$ 718.10	RADIOLOGY
53	2196080	PTA OPTA 6F.035 6MMX80MMX80CM	\$ 718.10	RADIOLOGY
54	2197080	PTA OPTA 6F.035 7MMX80MMX80CM	\$ 718.10	RADIOLOGY
55	2197250	AZUR SYSTEM 18P 8MMX10CM	\$ 868.12	RADIOLOGY
56	4221717	CAVILON BARRIER CREAM 1OZ	\$ 10.74	PHARMACY
57	4271119	FENTANYL 2,500MCG/50ML INJ	\$ 27.42	PHARMACY
58	4233770	VITAMIN D3 5000IU TAB	\$ 0.91	PHARMACY
59	7000500	SCREW PINN CAN 6.5MMX20MM	\$ 460.83	OPERATING ROOM
60	7001217	SCREW PINN CAN 6.5MMX15MM	\$ 460.83	OPERATING ROOM
61	7001732	PIN SECTOR W/ GRIPTION 50MM	\$ 2,110.00	OPERATING ROOM
62	7001750	SCREW PINN CAN 6.5MMX50MM	\$ 460.83	OPERATING ROOM
63	7002048	LINER ALTRX NEUTRAL 32MMX48MM	\$ 1,247.50	OPERATING ROOM
64	7002050	LINER ALTRX NEUTRAL 32MMX50MM	\$ 1,247.50	OPERATING ROOM
65	7002052	LINER ALTRX NEUTRAL 32MMX52MM	\$ 1,247.50	OPERATING ROOM
66	7002054	PIN SECTOR W/ GRIPTION 54MM	\$ 2,110.00	OPERATING ROOM
67	7002056	LINER ALTRX NEUTRAL 32MMX56MM	\$ 1,247.50	OPERATING ROOM
68	7002058	PIN SECTOR W/ GRIPTION 58MM	\$ 2,110.00	OPERATING ROOM
69	7002062	PIN SECTOR W/ GRIPTION 62MM	\$ 2,110.00	OPERATING ROOM
70	7002064	PIN SECTOR W/ GRIPTION 64MM	\$ 2,110.00	OPERATING ROOM
71	7002066	PIN SECTOR W/ GRIPTION 66MM	\$ 2,110.00	OPERATING ROOM
72	7002148	LINER ALTRX +4 10D 32MMX48MM	\$ 1,247.50	OPERATING ROOM
73	7002222	LINER ALTRX +4 10D 32MMX50MM	\$ 1,247.50	OPERATING ROOM
74	7002550	SCREW PINN CAN 6.5MMX25MM	\$ 460.83	OPERATING ROOM
75	7003050	SCREW PINN CAN 6.5MMX30MM	\$ 460.83	OPERATING ROOM
76	7003204	PIN SECTOR W/ GRIPTION 48MM	\$ 2,110.00	OPERATING ROOM
77	7003205	PIN SECTOR W/ GRIPTION 52MM	\$ 2,110.00	OPERATING ROOM
78	7003206	PIN SECTOR W/ GRIPTION 56MM	\$ 2,110.00	OPERATING ROOM
79	7003254	LINER ALTRX NEUTRAL 32MMX54MM	\$ 1,247.50	OPERATING ROOM
80	7004050	SCREW PINN CAN 6.5MMX40MM	\$ 460.83	OPERATING ROOM
81	7005051	SCREW PINN CAN 6.5MMX55MM	\$ 460.83	OPERATING ROOM
82	7005060	SCREW PINN CAN 6.5MMX60MM	\$ 460.83	OPERATING ROOM
83	7006062	LINER ALTRX NEUTRAL 36MMX62MM	\$ 1,247.50	OPERATING ROOM
84	7006064	LINER ALTRX NEUTRAL 36MMX64MM	\$ 1,247.50	OPERATING ROOM
85	7006066	LINER ALTRX NEUTRAL 36MMX66MM	\$ 1,247.50	OPERATING ROOM
86	7006152	LINER ALTRX +4 10D 36MMX52MM	\$ 1,247.50	OPERATING ROOM
87	7006154	LINER ALTRX +4 10D 36MMX54MM	\$ 1,247.50	OPERATING ROOM

88	7006156	LINER ALTRX +4 10D 36MMX56MM	\$ 1,247.50	OPERATING ROOM
89	7006158	LINER ALTRX +4 10D 36MMX58MM	\$ 1,247.50	OPERATING ROOM
90	7006160	LINER ALTRX +4 10D 36MMX60MM	\$ 1,247.50	OPERATING ROOM
91	7006162	LINER ALTRX +4 10D 36MMX62MM	\$ 1,247.50	OPERATING ROOM
92	7006164	LINER ALTRX +4 10D 36MMX64MM	\$ 1,247.50	OPERATING ROOM
93	7006166	LINER ALTRX +4 10D 36MMX66MM	\$ 1,247.50	OPERATING ROOM
94	7007355	SCREW PINN CAN 6.5MMX35MM	\$ 460.83	OPERATING ROOM
95	7007455	SCREW PINN CAN 6.5MMX45MM	\$ 460.83	OPERATING ROOM
96	7020600	PIN SECTOR W/ GRIPTION 60MM	\$ 2,110.00	OPERATING ROOM
97	7052200	PATCH HERNIA W/STRAP LGE	\$ 812.48	OPERATING ROOM
98	7060600	LINER ALTRX NEUTRAL 36MMX60MM	\$ 1,247.50	OPERATING ROOM

***** LAST ITEM *****


I certify that this listing of items comprises all fees required by law for submission at this time to be complete as presented here.


 Frumen A. Patacsil
 Hospital Quality Improvement Specialist

12/8/20
 Date

1st Endorsement of Concurrence:

I concur and further certify that this listing of items are exempted under Section 9301(i) to Article 3, Chapter 9, Division 1 of Title 5 of the Guam Code Annotated and in compliance with Title 10 GCA Part 2 Division 4 Chapter 80 §80109


 Yukari Hechanova, MAcc, CPA, CIA, CGFM
 Chief Financial Officer

12/8/2020
 Date



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2021-18

“RELATIVE TO CREATING THE POSITIONS OF CHIEF OF CLINICAL PHARMACY AND CLINICAL PHARMACIST FOR THE PHARMACY DEPARMENT”

WHEREAS, the request for the creation of the Chief of Clinical Pharmacy and the Clinical Pharmacist positions was received by the Human Resources Department on July 20, 2020 at the recommendation of the Chief Hospital Pharmacist and Associate Administrator of Clinical Services; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on January 7, 2021 to create the positions of Chief of Clinical Pharmacy and Clinical Pharmacist; and

WHEREAS, on January 15, 2021, the Acting Hospital Administrator/CEO, Mr. William Kando, approved the Human Resources Department’s recommendation to create the positions; and

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

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

WHEREAS, the Human Resources Subcommittee on February 9, 2021 recommended approval to accept the Hospital Administrator’s petition to create and establish the Chief of Clinical Pharmacy and the Clinical Pharmacist positions; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the attached proposed class specifications for the Chief of Clinical Pharmacy and the Clinical Pharmacist; and, be it further

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

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

CHIEF OF CLINICAL PHARMACY

NATURE OF WORK IN THIS CLASS:

This position is administrative and professional clinical pharmacy work involved in the administration of the clinical pharmacy programs and services at Guam Memorial Hospital Authority. Work is performed under general direction following the practices and procedures of hospital pharmacy. This position reports to the Assistant Administrator of Professional Support Services.

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

Performs direct supervision of clinical pharmacists who provide patient-focused pharmaceutical care including: training and staff development, scheduling and assignments, team building and recruitment, performance evaluations of clinical pharmacists.

Provides oversight and support for the development and advancement of clinical pharmacy services with a focus on standardization and optimization of clinical workflow, identification of staff competency needs, process improvements that optimize clinical efficiency and medication utilization and staff education and communication.

Provides direction for prioritization of clinical pharmacy projects.

Provides drug information and in-services to physicians, nursing staff and other health professionals.

Interacts with physicians and nursing staff to maintain interdisciplinary relationships.

Assists in the development and implementation of best practice standards, established clinical guidelines and quality improvement initiatives.

Assists in prioritizing daily workflow of unit-based pharmacists to achieve departmental goals.

Arranges site coordination of pharmacy experiential (APPE) and residency training programs.

Develops and revises/updates hospital clinical pharmacy policies and procedures.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of best practice standards and clinical guidelines for acute and chronic disease management, as well as concepts of modern pharmacology and pharmacotherapeutics.

Knowledge of the laws and regulations that govern all aspects of hospital pharmacy operations.

Knowledge of the principles and practices of administration, supervision and management including budgeting, personnel management, and quality assessment and performance improvement.

CHIEF OF CLINICAL PHARMACY

Ability to ensure compliance with state and federal regulatory requirements related to medication use systems.

Ability to implement new systems and procedures, develop and implement clinical protocols and policies.

Ability to communicate effectively both written and verbal.

Ability to analyze, think critically, and solve problems.

Skill in prioritization, problem solving, team building, decision making, time management and strategic planning.

MINIMUM EXPERIENCE AND TRAINING:

Doctor of Pharmacy degree from an accredited or recognized college or university, five (5) years of hospital pharmacy experience, one (1) year of direct patient care experience, and one (1) year of supervisory or managerial experience.

NECESSARY SPECIAL QUALIFICATION:

Must be a registered Pharmacist with a current license to practice in Guam.

Completion of an accredited American Society of Health-system Pharmacists (ASHP) Clinical Residency Program is preferred.

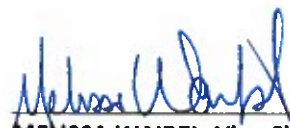
Board Certification by the Board of Pharmacy Specialties (BPS) is preferred.

ESTABLISHED: February 24, 2021

PAY GRADE/PLAN: Q (GPP)

HAY EVALUATION

KNOW HOW:	FI3	350
PROBLEM SOLVING:	E3 (38%)	132
ACCOUNTABILITY:	E2P	175
TOTAL POINTS -		657


MELISSA WAIBEL, Vice-Chairperson
Board of Trustees

CLINICAL PHARMACIST

NATURE OF WORK IN THIS CLASS:

Implements, maintains, and provides clinical pharmacy services including: clinical, educational, informational, and distributional functions for patients of the Guam Memorial Hospital Authority.

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

Demonstrates comprehensive clinical competence including clinical problem solving, judgment, and decision making.

Assesses and prioritize patient-specific medical problems and organize, interpret and analyzed patient-specific data in order to implement and manage patient pharmacotherapy and educate patients and other providers.

Assists in the development and implementation of best practice standards, established clinical guidelines and quality improvement initiatives.

Monitors drug therapy and consult with other patient care providers to improve patient outcomes.

Designs a comprehensive drug therapy plan for patient specific problems, select optimal drug dose, route, frequency, and duration of therapy, select strategies for prevention of disease, incorporate significance of potential drug interactions into the recommended plan, and persuasively justify recommendations based on pharmacokinetic, pharmacoeconomic, ethical, legal, and evidence-based medicine.

Assists the Chief of Clinical Pharmacy in developing clinical pharmacy services, critical pathways, and clinical policies and procedures in accordance with the guidelines of the Joint Commission and CMS.

Performs medication use evaluations and adverse drug reaction reporting.

Participates in preceptorship coordination of pharmacy experiential (APPE) and residency training programs.

Provides drug information and in-services to physicians, nursing staff and other health professionals.

Interacts with physicians and nursing staff to maintain interdisciplinary relationships.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of best practice standards and clinical guidelines for acute and chronic disease management, as well as concepts of modern pharmacology and pharmacotherapeutics.

Knowledge of laws and regulations that govern all aspects of pharmacy operations.

CLINICAL PHARMACIST

Ability to ensure compliance with state and federal regulatory requirements related to medication use systems.

Ability to implement new systems and procedures, develop and implement clinical protocols and policies.

Ability to communicate effectively both written and verbal.

Ability to analyze, think critically, and solve problems.

Ability to work effectively with patients, employees, and the public.

Ability to maintain records and prepare reports.

MINIMUM EXPERIENCE AND TRAINING:

Doctor or Pharmacy degree from an accredited or recognized college or university and three (3) years of hospital pharmacy experience.

NECESSARY SPECIAL QUALIFICATION:

Must be a registered Pharmacist with a current license to practice in Guam.

Possession of a current Basic Life Support (BLS) certification.

Possession of a current Advanced Cardiac Life Support) certification.

DESIRABLE CERTIFICATIONS:

Completion of an accredited American Society of Health-system Pharmacists (ASHP) Clinical Residency Program is preferred.

Board Certification by the Board of Pharmacy Specialties (BPS) is preferred.

ESTABLISHED: February 24, 2021

PAY GRADE/PLAN: P (GPP)

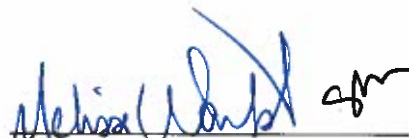
HAY EVALUATION

KNOW HOW: FI2 304

PROBLEM SOLVING: E3 (38%) 115

ACCOUNTABILITY: E2C 132

TOTAL POINTS - 551


MELISSA WAIBEL, Vice-Chairperson
Board of Trustees



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2021-19

“RELATIVE TO ESTABLISHING A PROGRESSIVE JOB DIFFERENTIAL PAY PROGRAM FOR NURSES IN THE ADULT INTENSIVE CARE UNIT”

WHEREAS, in its efforts to implement recruitment and retention strategies for nurses, the Guam Memorial Hospital Authority is proposing the establishment of a progressive job differential pay plan, specifically, to attract new nurses or to incentivize incumbents to work in the Adult Intensive Care Unit (“ICU/CCU”) where the staffing shortage remains critical; and

WHEREAS, remuneration for nurses under the government of Guam’s Nurse Pay Plan (“NPP”) structure is significantly lower than the national averages in salaries for nurses in general, which attributes to the difficulty in the recruitment and the high turn-over rates; and

WHEREAS, the NPP provides an across the board approach for the remuneration of nurses rather than the area of placement, level of care, or specialty; and

WHEREAS, working in the ICU/CCU requires specialized training, advanced skillsets and proficiency in performing the complex care and psychomotor skills needed for patients who are critically ill, have a higher acuity, and/or who are at a higher risk for complex, multi-organ, and life threatening medical conditions; and

WHEREAS, pursuant to 4GCA §6229.10, *Job Incentives*, which states “Whenever possible, nursing and other healthcare professionals shall be given job incentives, including, but not limited to, educational opportunities and improved work environment;” and

WHEREAS, after thorough discussions at its February 9, 2021 meeting, the Human Resources Subcommittee came to the consensus that action was needed to address these matters; respectively, recommending the Board of Trustees’ approval to implement a progressive job differential pay plan for registered nurses who work in the ICU/CCU as follows:

- Job differential pay from fifteen percent (15%) to forty percent (40%) applies to all **full-time** nurses assigned to the ICU/CCU who meet the following criteria:
 - successful completion of ICU/CCU clinical competencies (includes, but not limited to, Lippincott Procedures); **and** satisfactory completion of two years as a full-time nurse assigned to the ICU/CCU; **plus** Critical Care Registered Nurse (CCRN) certification; **or**
 - successful completion of ICU/CCU clinical competencies (includes, but not limited to, Lippincott Procedures); **and** satisfactory completion of three years as a full-time nurse assigned to the ICU/CCU.

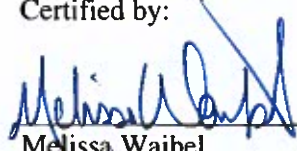
- The change in differential pay is subject to the concurrence of the Administrators of Nursing Services and ICU/CCU Medical Director, and approval by the Hospital Administrator/CEO, or his or her designee.
- Differential pay only applies to hours of actual work.
- Differential pay is subject to the availability of funds.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees, in accordance with 4GCA §6229.10, authorizes the Guam Memorial Hospital Authority to implement a progressive job differential pay plan for registered nurses who work in the ICU/CCU as described above, and made effective February 28, 2021; and

BE IT FURTHER RESOLVED, that the Vice-Chairperson certifies and the Secretary attests to the adoption of this resolution.

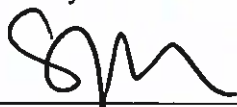
DULY AND REGULARY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified by:



Melissa Waibel
Vice-Chairperson

Attested by:



Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2021-20

“RELATIVE TO INCREASING THE INCENTIVE FOR REGISTERED NURSES AND LICENSED PRACTICAL NURSES FROM SIXTEEN (16) TO TWENTY (20) PERCENT”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) has experienced and continues to experience challenges with recruitment and retention of nursing professionals, especially in the specialty units; and

WHEREAS, data obtained through the hospital’s exit interview surveys indicate compensation as one of the top recommendations made by nurses to improve retention of employees; and

WHEREAS, the scope of nursing practice and skillsets in hospital settings are vastly different as compared to school, community health and behavioral health nursing; hospital nurses are required to be certified in Advanced Cardiac Life Support (ACLS), Neonatal Advanced Life Support (NALS), Pediatrics Advanced Life Support (PALS), Intravenous (IV) Therapy, and other various treatment modalities and bedside procedures; and

WHEREAS, the latest (2019) data from the U.S. Bureau of Labor Statistics shows that the median pay for registered nurses is \$35.24 per hour (\$73,300 per year) compared to the government of Guam’s base starting salary of \$17.37 per hour (\$36, 129 per year), which is 67.9% lower than the national average; and

WHEREAS, the latest (2019) data from the U.S. Bureau of Labor Statistics shows that the median pay for licensed practical nurses is \$22.83 per hour (\$47,480 per year) compared to the government of Guam’s base starting salary of \$13.42 per hour (\$27,911 per year), which is 51.9% lower than the national average; and

WHEREAS, as a recruitment and retention strategy in response to data from the Exit Interview Survey and, in show of management’s good faith effort to address nurse salaries and disparities in compensation for nurses compared to the national averages, and remuneration for travel nurses and foreign workers, the Guam Memorial Hospital Authority proposes an increase in the incentive for nurses from sixteen (16%) to twenty (20%); and

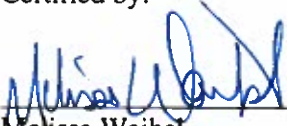
WHEREAS, after thorough discussions at its February 9, 2021 meeting, the Human Resources Subcommittee recommend the Board of Trustees’ approval to increase the incentive for registered nurses and licensed practical nurses from sixteen (16%) to twenty (20%), pursuant to 4 GCA, Ch.6, §6229.10, *Job Incentives*.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees authorizes the Guam Memorial Hospital Authority to implement an increase in incentive pay for nurses from sixteen (16) to twenty (20) percent based on the availability of funds, effective February 28, 2021; and

BE IT FURTHER RESOLVED, that the Vice-Chairperson certifies and the Secretary attests to the adoption of this resolution.


DULY AND REGULARY ADOPTED ON THIS 24th DAY OF FEBRUARY 2021.

Certified by:



Melissa Waibel
Vice-Chairperson

Attested by:



Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2021-21

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Teresa Underwood, MD	OB/GYN	Obstetrics/Gynecology	February 28, 2023
Vincent A. Duenas, MD	Medicine	Internal Medicine	February 28, 2023
Jeffrey Cruz, MD	Medicine	Internal Medicine	February 28, 2023
Craig Settle, MD	ER/Urgent Care	Emergency Medicine	February 28, 2023
Daniel Hartmann, MD	ER/Urgent Care	Emergency Medicine	February 28, 2023
Lan Vu, MD	Radiology	Radiology	February 28, 2023

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 February 24, 2021 and the Joint Conference and Professional Affairs Committee met on March 3, 2021 and 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

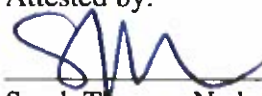
RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF MARCH 2021.

Certified by:


Theresa Obispo
Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-22

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
John Lee, MD	OB/GYN	Obstetrics/Gynecology	February 28, 2022
Elaine Brown, MD	OB/GYN	Obstetrics/Gynecology	February 28, 2022
Mammen Maliakkal, MD	Medicine	Internal Medicine	February 28, 2022
Syed Ahmed, MD	Medicine	Internal Medicine	February 28, 2022
Brenda Jacobsen, DO	Medicine	Internal Medicine	February 28, 2022
Harlan Herr, MD	Radiology	Radiology	February 28, 2022
Barbara Hum, MD	Radiology	Radiology	February 28, 2022
Maida Ribati, MD	Radiology	Radiology	February 28, 2022
Sarah Haley-Wien, DO	ER/Urgent Care	Emergency Medicine	February 28, 2022
Carl Vontrampe, MD	ER/Urgent Care	Emergency Medicine	February 28, 2022

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

WHEREAS, the Medical Executive Committee met on February 24, 2021 and the Joint Conference and Professional Affairs Committee met on March 3, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

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

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

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

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF MARCH 2021.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



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. 2021-23

“Relative to the appointment of Active Associate Medical Staff Privileges”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Alan Garvin, MD.	Medicine	Cardiology (Tele-Echo Reading)	February 28, 2023

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 February 24, 2021 and the Joint Conference and Professional Affairs Committee met on March 3, 2021 recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Active Associate 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 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 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 MARCH 2021.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
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. 2021-24

“RELATIVE TO ESTABLISHING THE POSITION OF DIRECTOR OF HEALTHCARE OPERATIONAL EXCELLENCE AS A FIRST ASSISTANT IN THE UNCLASSIFIED SERVICE”

WHEREAS, on January 12, 2021, the idea of creating or establishing the Director of Healthcare Operational Excellence position in the unclassified service was presented before the HR-BOT subcommittee members for consideration via a slide presentation; and

WHEREAS, the Human Resources Department drafted a proposed job standard and recommended that the position be established in the unclassified service by the Board of Trustees pursuant to 4GCA, §4102(5) as a First Assistant to the Hospital Administrator/CEO; and

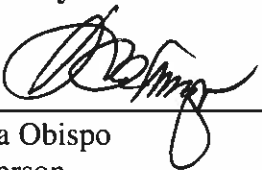
WHEREAS, the Human Resources Subcommittee on March 9, 2021 recommended approval to accept the Hospital Administrator/CEO's request to establish the Director of Healthcare Operational Excellence position in the unclassified service pursuant to 4GCA, §4102(5); now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the attached proposed job standard of the Director of Healthcare Operational Excellence (Unclassified) position; 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 MARCH 2021.

Certified by:



Theresa Obispo
Chairperson

Attested by:



Sarah Thomas-Nededog
Secretary

DIRECTOR, HEALTHCARE OPERATIONAL EXCELLENCE (UNCLASSIFIED)

NATURE OF WORK IN THIS CLASS:

This is complex management advisory and transformational work ensuring that change initiatives meet organizational objectives by increasing adoption and usage of new and improved business principles, philosophies, processes and organizational structures. This role focuses on the people-side of change with a primary emphasis on developing improvement and system-design capabilities at all levels of the organization to drive and deliver sustained excellence.

This position works closely with leadership, governance structures, and system-wide stakeholders to understand the environment and needs associated with change plans and impending work updates. This role will partner with executive leadership to create and implement their plans to create a culture of continuous improvement at GMHA. This position will also establish informal relationships with peers across the local healthcare industry. This position reports to the Hospital Administrator/CEO and serves as an executive coach to the CEO, other senior managers and the Board of Trustees in their long-term vision and strategy of creating a sustained culture of continuous improvement.

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

Coaches, advises, and supports the Hospital Administrator/CEO, other GMHA executives/senior management and Board of Trustees to use Operational Excellence principles to improve systems in order to achieve ideal results across the leadership performance spectrum.

Teaches transformational, principle-based strategies to respond to internal and external drivers, challenges, existing paradigms, and other management and/or operational practices; partners with stakeholders to identify innovative ways of achieving strategic key performance indicators (KPI) and goals.

Serves as a senior management advisor/coach to provide value-added collaboration with the operational and clinical executive leaders to ensure processes and systems for prioritization of initiatives and identified solutions are in place and aligned with principles, objectives and strategy of the organization.

Facilitates complex accelerated improvement workshops for value stream analysis, standard work, improved throughput, quality improvement, cost reduction, workplace organization and other objectives.

Oversees quality control in the delivery of lean management and process improvement methods, both from a content perspective and a delivery perspective; liaises with related departments to ensure content maintains system-wide relevancy and proposes changes based on careful consideration and cross-functional agreement.

Facilitates high-quality, engaging, in person and virtual, training and coaching sessions in the areas of Operational Excellence principles, lean management & process improvement, culture, teamwork, engagement, execution, change management, standard work, leadership and management.

Develops internal and continuous organizational improvement capability.

May lead or serve as an internal consultant on organization-wide programs such as employee engagement, learning pathways, coaching, manager and employee onboarding, standard work and visual management.

Performs related work as assigned.

DIRECTOR, HEALTHCARE OPERATIONAL EXCELLENCE (UNCLASSIFIED)

DESIRABLE MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of large-scale Organizational Change Management processes and best practices, Operational Excellence principles, theory, practice, and Lean Management methods and techniques.

Knowledge of project management processes and lifecycles.

Knowledge of adult learning/training methods and techniques.

Ability to engage with senior management and gather their feedback.

Ability to work in ambiguous situations and be resilient with a propensity to persevere.

Ability to translate and explain technical concepts and vocabulary in common terms to non-technical audiences.

Ability to work independently with minimal supervision and reliable professional judgment, as well as collaboratively with a team to achieve desired results.

Ability to work with people of varying skills and knowledge.

Ability to navigate a complex political environment.

Presentation skills, including the ability to articulate messages to a variety of audiences.

Organizational skills, including the ability to set and meet goals and deadlines, manage appointments and time commitments, create schedules, coordinate and facilitate meetings, and make decisions.

Interpersonal skills, including the ability to facilitate interaction, communication, and teamwork between others.

Customer service skills, including the ability to actively listen, address customer needs, defuse tense situations, and maintain an open, flexible, and friendly demeanor.

Analytical and problem-solving skills, including the ability to examine and summarize data and trends in order to resolve issues and produce results.

Oral, written, and listening communication skills, including the ability to accurately interpret what others are saying and convey messages, information, concepts, and details accurately and clearly.

Computer skills, including the ability to utilize Microsoft Office programs (i.e. Word, Excel, PowerPoint, Outlook, etc.) and learn and experiment with new software and systems.

DESIRABLE MINIMUM EXPERIENCE AND TRAINING:

- A) Four years of work experience in large-scale organizational transformation which includes Lean Management experience and/or experience in developing communication strategies for change initiatives, and a Master's degree from a recognized or accredited college or university; or
- B) Five years of work experience in large-scale organizational transformation which includes Lean Management experience and/or experience in developing communication strategies for change initiatives, and a Bachelor's degree from a recognized or accredited college or university.

DIRECTOR, HEALTHCARE OPERATIONAL EXCELLENCE (UNCLASSIFIED)

DESIRABLE SPECIAL QUALIFICATIONS:

Prior experience working with or in government or with a healthcare institution. Consulting experience on large-scale, transformational projects. National certification in industry-standard change management methodologies.

ESTABLISHED: March 24, 2021

PAY GRADE/PLAN: T (GPP)

HAY EVALUATION

KNOW HOW: FI13 460

PROBLEM SOLVING: F4 (50%) 230

ACCOUNTABILITY: E4C 230

TOTAL POINTS - 920



**THERESA OBISPO, Chairperson
Board of Trustees**



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. 2021-25

RELATIVE TO THE DECLARATION OF OFFICERS OF THE GUAM MEMORIAL HOSPITAL AUTHORITY BOARD OF TRUSTEES

WHEREAS, at the March 24, 2021 regular meeting of the GMHA Board of Trustees open floor nominations were made for and accepted by the following individuals to serve as officers of the Guam Memorial Hospital Authority Board of Trustees.

Name	Position
Theresa Obispo	Chairperson
Melissa Waibel	Vice-chairperson
Sarah Thomas-Nededog	Secretary
Byron Evaristo	Treasurer

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees approves the election of the aforementioned to serve as officers until their successor(s) are duly elected, unless he or she resigns, is removed from office, or is otherwise disqualified from serving as an officer of this Board; and

BE IT FURTHER RESOLVED, that the Board of Trustees directs the Hospital Administrator/CEO to duly notify the hospital and medical staff of this election of officers; and

BE IT FURTHER RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 24th DAY OF MARCH 2021.

Certified by:

Theresa C Obispo

Theresa Obispo
Chairperson

Digital, signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees,
Chairperson,
email=theresa.obispo@guamhospital.com, c=US
Date: 2021.04.02 12:19:39 -1000

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDAT ESPETAT MIMURIAT GUAHAN

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



BOARD OF TRUSTEES Official Resolution No. 2021-26

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Ben Numpang, MD	Pediatric	Neonatology	March 31, 2023
Alix Chenet, MD	Emergency Room	ER/Urgent Care	March 31, 2023
Chivano Chhieng, MD	Emergency Room	Urgent Care	March 31, 2023

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 March 24, 2021 and the Joint Conference and Professional Affairs Committee met on April 7, 2021 and 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.

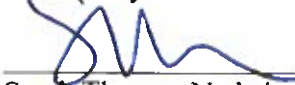
DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF APRIL 2021.

Certified by:
**Theresa C
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees -
Chairperson,
email=theresa.obispo@guamhosp.com, c=US
Date: 2021.05.08 14:03:07 +1000

Attested by:



Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÀT ESPETÀT MIMURIÀT GUÀHÀN

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



BOARD OF TRUSTEES Official Resolution No. 2021-27

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Thomas Murray, MD	Medicine	Internal Medicine	March 31, 2022
Azita Meshbah, MD	Medicine	Nephrology	March 31, 2022
John Rosales, MD	Medicine	Nephrology	March 31, 2022
Michael Switzer, DO	Medicine	Telemedicine/Critical Care	March 31, 2022
Garrett Britton, DO	Medicine	Telemedicine/Critical Care	March 31, 2022
Richard Woerndle, DO	Medicine	Telemedicine/Critical Care	March 31, 2022
Darren Sommer, DO	Medicine	Telemedicine	March 31, 2022

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

WHEREAS, the Medical Executive Committee met on March 24, 2021 and the Joint Conference and Professional Affairs Committee met on April 7, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

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

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

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

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF APRIL 2021.

Certified by:
**Theresa C
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees -
Chairperson
email=theresa.obispo@bancolguam.com, c=US
Date: 2021.05.08 14:04:10 +1000

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2352 | Fax: (671) 649-5508



BOARD OF TRUSTEES Official Resolution No. 2021-28

“RELATIVE TO HONORING THE MEMORY OF JEMMABETH B. SIMBILLO, BSN, RN”

WHEREAS, Jemmabeth B. Simbillo, fondly known as Jemma, passed away on March 29, 2021 while serving as a member of the Executive Management Team of the Guam Memorial Hospital Authority (“GMH” or “Hospital”); and

WHEREAS, Jemma was one of the first seven (7) graduates of the University of Guam’s Bachelor of Science in Nursing (BSN) Program; and

WHEREAS, Jemma joined the Executive Management Team on January 25, 2019, as its Assistant Administrator of Nursing Services, having served previously as a Staff Nurse in the Nursery, Staff Nurse Training Officer, Deputy Assistant Administrator of Nursing Services and various roles in the community.

WHEREAS, throughout her tenure of service at the GMHA until the time of her passing, Jemma upheld the GMHA’s values of Accountability, Cost Efficiency, Excellence in Service, Safety, plus Quality (“ACES+Q”); and

WHEREAS, Jemma also brought to the GMHA her astute judgement, the benefit of her experience as a leader of one of the Hospital’s largest divisions, Nursing Services, and her ability to set goals and to inspire others to lead or follow; and

WHEREAS, the Nursing Services Division has made great progress under her leadership in developing and delivering standards for the delivery of quality and safe patient care;

WHEREAS, Jemma was very instrumental in the Hospital’s quest for accreditation which was granted by The Joint Commission (formerly Joint Commission on Accreditation of Healthcare Organizations “JCAHO”) in 2009;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees and Executive Management Team celebrates the life and accomplishments of Jemmabeth B. Simbillo and expresses their admiration for her dedication to public service and a life well lived; and

BE IT FURTHER RESOLVED, that the Board of Trustees and Executive Management Team extends to her family and friends their profound gratitude for all that Jemma has given to the GMHA, and expresses their deepest heartfelt condolences on her passing; and

BE IT FURTHER RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF APRIL 2021.

Certified by:

**Theresa C
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, ou=Guam Memorial
Hospital Authority, ou=Board of Trustees,
email=theresa.obispo@hmg.guam.gov, c=US
Date: 2021.05.06 14:04:36 +1000

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-29

“RELATIVE TO AMENDING THE MINIMUM QUALIFICATION REQUIREMENTS FOR THE EMERGENCY DEPARTMENT TECHNICIAN I AND II POSITIONS”

WHEREAS, on February 24, 2021, the Hospital Administrator/CEO approved the Human Resources Department request to amend the class specification of the Emergency Department Technician I and II positions; and

WHEREAS, the amendment of the class specifications clarifies the amount of general and specialized work experience for both positions and specifically allows the substitution of an Emergency Medical Technician Certification or similar training for the required general experience at the entry-level position; and

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

WHEREAS, the class specifications of the positions are hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on March 9, 2021 recommended approval to accept the proposed amendments and to change the format of the class specifications by separating the combined positions on one class specification and separating them into two separate class specifications; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the final proposed amended class specifications of the Emergency Department Technician I and II positions prepared by the Human Resources Department; 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 28th DAY OF APRIL 2021.

Certified by:

Theresa C Obispo

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees,
c=Guam
email=theresa.obispo@gmh.org.gu, serial=1000
Date: 2021.05.06 14:07:42 +1200

Attested by:

Sarah Thomas-Nededog
Secretary

EMERGENCY DEPARTMENT TECHNICIAN I

NATURE OF WORK IN THIS CLASS:

This class represents the entry level where positions receive training in and experience with daily emergency activities in the care of patients in the Emergency Department including responsible nursing assistance work. Explicit guidelines are available and work is performed under close supervision, routinely subject to technical review for knowledge of and adherence to established procedures on the emergency care and safety of patients. As competence is gained and independent performance is assumed, more difficult duties are assigned on a progressively responsible basis.

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

Assists the registered nurses and/or the physicians in emergency procedures such as suturing, cardiac resuscitation of patients, or the application of orthopedic procedures (i.e., closed reduction, dislocation, splinting, application of casts, etc.).

Prepares instruments and supplies required in the care of patients and/or assists the registered nurse and/or physician in the preparation and application of equipment and supplies required for treatment to include, but not limited to oxygen therapy, intermittent positive pressure breathing, and suctioning; assists the physician in the procedure for suturing wounds by prepping, sponging, cutting of sutures and applying the dressing.

Obtains brief patient medical history and the nature of emergency illness, communicates findings to the registered nurse and/or physician; obtains and records vital signs of patients and reports abnormal findings to the registered nurse and/or physician; provides instructions to patients regarding the usage of crutches and other assistive devices.

Performs removal of orthopedic casts, sutures and dressings; applies and removes steri-strips and dressing under the supervision of a physician; assists in the debridement of wounds; cleans surgically affected areas with specified preparation and instructions; obtains laboratory specimens; performs simple urine tests; performs vision and hearing testing; transports or moves patients as needed to the appropriate unit or department.

Cleans equipment and certain areas of the emergency department.

Performs and records inventory of personal belongings of patients as needed.

Participates in staff conferences, meetings, staff development, and in-service training programs.

Maintains records and prepares reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of Basic Life Support methods and techniques.

Ability to learn and understand medical terms and procedures relating to the work in an emergency department.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

EMERGENCY DEPARTMENT TECHNICIAN I

Ability to work closely with and anticipate the needs of the patient and physician.

Ability to work well in high stress situations.

Ability to follow detailed instructions.

Ability to use and operate a computer.

Ability to keep clinical records and charts.

Ability to exercise emotional control in working with patients.

MINIMUM EXPERIENCE AND TRAINING:

Graduation from High School or its equivalent and one year of general work experience as a nurse aide or in emergency patient services in a hospital, clinic, or emergency transport. **The one year of general work experience may be substituted by successful completion of an Emergency Medical Technician (EMT) program, or equivalent nursing program, as demonstrated by an applicant's possession of a valid EMT certificate/nursing diploma from a recognized training institution.**

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current AHA Basic Life Saving (BLS) Certificate.

ESTABLISHED: September 2, 2020

AMENDED: April 28, 2021

PAY GRADE/PLAN: H (GPP)

HAY EVALUATION

KNOW HOW: CI2 115

PROBLEM SOLVING: C2(19%) 22

ACCOUNTABILITY: CNII 29

TOTAL POINTS - 166

**Theresa C
Obispo**

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Colum Memorial
Hospital Authority, ou=Board of Trustees,
email=theresa.obispo@colum.org, c=US
Date: 2021.05.08 14:07:46 +1000

EMERGENCY DEPARTMENT TECHNICIAN II

NATURE OF WORK IN THIS CLASS:

This class represents the independent worker level where positions perform the full range of daily emergency activities in the care of patients in the Emergency Department working under the general direction of their respective shift Registered Nurse or Licensed Practical Nurse. Employees in this class perform moderately complex technical nursing assistance work independently on an ongoing basis and participate in a variety of complex technical duties under closer supervision. May occasionally assist the LPN with lead duties.

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

Assists the registered nurses and/or the physicians in emergency procedures such as suturing, cardiac resuscitation of patients, the application of orthopedic procedures (i.e., closed reduction, dislocation, splinting, application of casts, etc.), or assisting in the application of chest tubes and airway procedures.

Prepares instruments and supplies required in the care of patients and/or assists the registered nurse and/or physician in the preparation and application of equipment and supplies required for treatment to include, but not limited to oxygen therapy, intermittent positive pressure breathing, resuscitating, cardiac monitoring, defibrillator use, and suctioning; assists the physician in the procedure for suturing wounds by prepping, sponging, cutting of sutures and applying the dressing.

Obtains brief patient medical history and the nature of emergency illness, communicates findings to the registered nurse and/or physician; obtains and records vital signs of patients and reports abnormal findings to the registered nurse and/or physician; provides instructions to patients regarding the usage of crutches and other assistive devices.

Performs removal of orthopedic casts, sutures and dressings; applies and removes steri-strips and dressing under the supervision of a physician; assists in the debridement of wounds; cleans surgically affected areas with specified preparation and instructions; obtains laboratory specimens; performs simple urine tests; performs vision and hearing testing; transports or moves patients as needed to the appropriate unit or department.

Cleans equipment and certain areas of the emergency department; orders supply and replenishes them as needed.

Assists in the management of violent or disruptive patients; applies cooling measures as ordered by the physician.

Performs and records inventory of personal belongings of patients as needed; conducts informal on-the-job orientation and training for less experienced employees and/or lower-level staff.

Participates in staff conferences, meetings, staff development, and in-service training programs.

Maintains records and prepares reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the general principles, methods, materials and practices employed in the emergency department.

EMERGENCY DEPARTMENT TECHNICIAN II

Knowledge in the use, operation and maintenance of the equipment used in the emergency room and the use of sterile techniques and first-aid procedures.

Knowledge of Basic Life Support methods and techniques.

Knowledge of Cardiac Monitoring-EKG methods and practices.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to work closely with and anticipate the needs of the patient and physician.

Ability to work well in high stress situations.

Ability to use and operate a computer.

Ability to exercise emotional control in working with patients.

Skill in the use and care of equipment and instruments used within the emergency department.

MINIMUM EXPERIENCE AND TRAINING:

Two years of progressively responsible work experience as an Emergency Department Technician I or equivalent work and graduation from High School or its equivalent.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current AHA Basic Life Saving (BLS) Certificate **and** Cardiac Monitoring – EKG Class certification training.

ESTABLISHED: September 2, 2020

AMENDED: April 28, 2021

PAY GRADE/PLAN: I (GPP)

HAY EVALUATION

KNOW HOW: CI2 132

PROBLEM SOLVING: C2(22%) 29

ACCOUNTABILITY: CNII 33

TOTAL POINTS - 194

**Theresa C
Obispo**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Quam Memorial
Hospital Authority, ou=Board of Trustees
-
Theresa Obispo
email=theresa.obispo@quamhospital.org, cn=US
Date: 2021.05.08 14:07:21 -1000

**THERESA OBISPO, Chairperson
Board of Trustees**



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. 2021-30

“RELATIVE TO CREATING THE POSITIONS OF HOSPITAL CERTIFIED NURSE ASSISTANT I AND II FOR THE NURSING DEPARTMENT”

WHEREAS, the request for the creation of the Hospital Certified Nurse Assistant I and II positions was received by the Human Resources Department on February 11, 2021 from the Assistant Administrator, Nursing Services; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on February 22, 2021 to create the positions of Hospital Certified Nurse Assistant I and II; and

WHEREAS, on February 26, 2021, the Hospital Administrator/CEO, Ms. Lillian Q. Perez-Posadas, approved the Human Resources Department’s recommendation to create the positions; and

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

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

WHEREAS, the Human Resources Subcommittee on March 9, 2021 recommended approval to accept the Hospital Administrator’s petition to create and establish the Hospital Certified Nurse Assistant I and II positions under the Nurse Pay Plan (NPP) and for HR to develop two separate class specifications; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the final proposed class specifications for the Hospital Certified Nurse Assistant I and II positions as developed by the Human Resources Department; 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 28th DAY OF APRIL 2021.

Certified by:

**Theresa C
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, ou=Guam Memorial
Hospital Authority, ou=Board of Trustees,
c=Guam
Date: 2021.05.06 14:10:10 +1000

Attested by:

Sarah Thomas-Nededog
Secretary

HOSPITAL CERTIFIED NURSE ASSISTANT I

NATURE OF WORK IN THIS CLASS:

This class represents the entry level position where employees receive training in and experience with daily patient care duties and responsibilities as assigned in a hospital. Explicit guidelines are available and work is performed under the close supervision of an RN, routinely subject to review for knowledge of and adherence to established procedures on the care and safe working environment of patients.

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

Assists the nursing staff in performing a variety of tasks such as washing and sterilizing equipment and instruments, providing basic patient care, and maintaining patient rooms and nursing units.

Greets patients and records intake and departure of patients; takes and records routine nursing data on vital signs such as blood pressure, temperature, pulse, and respiration rate.

Performs routine work in the care of patients, such as making beds, changing linens, giving baths and rubs, lifting and moving patients, and caring for personal effects.

Performs simple nursing services that would enhance the physical, social, and mental comfort of the patient and family.

Checks supplies daily and replenishes them as needed; issues sterile and non-sterile supplies and equipment for use in care and treatment of patients in the wards.

Collects specimens as required and takes/routes them to the appropriate department.

Maintains records and prepares reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Ability to perform simple procedures and techniques involved in auxiliary nursing services.

Ability to work under close supervision and to follow verbal and written instructions.

Ability to establish and maintain effective working relationships with employees and the public.

Ability to communicate effectively orally and in writing.

Ability to perform routine cleaning and maintain patient care units and to attend to personal needs of patients.

Ability to prepare patient reports and assist in maintaining patient records.

Ability to keep required records and charts.

Ability to exercise emotional control and conceal natural aversion for certain patient conditions.

HOSPITAL CERTIFIED NURSE ASSISTANT I

MINIMUM EXPERIENCE AND TRAINING:

Graduation from High School or its equivalent.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current certificate to practice Nurse Assistant work as approved by the Guam Board of Allied Health Examiners and a current AHA Basic Life Saving (BLS) Certificate.

ESTABLISHED: April 28, 2021

PAY GRADE/PLAN:	N-F (NPP)	
<u>HAY EVALUATION</u>		
KNOW HOW:	CI1	100
PROBLEM SOLVING:	B2(19%)	19
ACCOUNTABILITY:	B1R	22
TOTAL POINTS -		141

**Theresa C
Obispo**

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees, c=Guam
Email=theresa.obispo@gmhguam.com, cn=US
Date: 2021.05.06 14:23:00 +1000

HOSPITAL CERTIFIED NURSE ASSISTANT II

NATURE OF WORK IN THIS CLASS:

This class represents the fully responsible worker level where employees perform the full range of daily activities in the basic care of patients and in maintaining a safe working environment in a hospital. Work is reviewed by an RN through reports, ward inspections and observations in compliance with oral and written instructions in accordance with established policies, procedures and standard practices and methods. This position may lead less experienced nurse assistants.

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

Assists the nursing staff in performing a variety of tasks such as washing and sterilizing equipment and instruments, providing basic patient care, and maintaining patient rooms and nursing units.

Greets patients and records intake and departure of patients; takes and records routine nursing data on vital signs such as blood pressure, temperature, pulse, and respiration rate.

Performs routine work in the care of patients, such as making beds, changing linens, giving baths and rubs, lifting and moving patients, and caring for personal effects.

Prepares patients for surgery by cleaning/shaving; assists in the preparation of the operating room for surgery; prepares supplies; cleans instruments and other items for autoclaving.

Participates in feeding patients not able to feed themselves.

Performs simple nursing services that would enhance the physical, social, and mental comfort of the patient and family.

Checks supplies daily and replenishes them as needed; issues sterile and non-sterile supplies and equipment for use in care and treatment of patients in the wards.

Collects specimens as required and takes/routes them to the appropriate department.

Assists in emergency procedures such as cardiopulmonary resuscitation.

Maintains records and prepares reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of simple nursing procedures and techniques involved in performing moderately difficult auxiliary nursing services for patients.

Knowledge of the materials used and the housekeeping processes and operations involved in an assigned patient care unit.

Ability to perform simple procedures and techniques involved in auxiliary nursing services.

Ability to work under close supervision and to follow verbal and written instructions.

HOSPITAL CERTIFIED NURSE ASSISTANT II

Ability to establish and maintain effective working relationships with employees and the public.

Ability to communicate effectively orally and in writing.

Ability to perform routine cleaning and maintain patient care units and to attend to personal needs of patients.

Ability to prepare patient reports and assist in maintaining patient records.

Ability to keep required records and charts.

Ability to exercise emotional control and conceal natural aversion for certain patient conditions.

MINIMUM EXPERIENCE AND TRAINING:

Two years of progressively responsible work experience as a Hospital Certified Nurse Assistant I or as a nurse aide in a hospital and graduation from High School or its equivalent.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current certificate to practice Nurse Assistant work as approved by the Guam Board of Allied Health Examiners and a current AHA Basic Life Saving (BLS) Certificate.

ESTABLISHED: April 28, 2021

PAY GRADE/PLAN:	N-G (NPP)	
<u>HAY EVALUATION</u>		
KNOW HOW:	C11	100
PROBLEM SOLVING:	C2(22%)	22
ACCOUNTABILITY:	C1R	25
TOTAL POINTS -		147

**Theresa C
Obispo**

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees, c=Guam
Date: 2021.05.08 14:23:55 +1000



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÑ

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 49-5508



BOARD OF TRUSTEES Official Resolution No. 2021-31

“RELATIVE TO CREATING THE POSITIONS OF PATIENT COURIER I AND II FOR THE NURSING DEPARTMENT”

WHEREAS, on February 3, 2021 the Personnel Services Administrator recommended to the Nursing Department to create a two-level position for the existing Patient Courier position; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on February 18, 2021 to create the positions of Patient Courier I and II; and

WHEREAS, on February 26, 2021, the Hospital Administrator/CEO, Ms. Lillian Q. Perez-Posadas, approved the Human Resources Department’s recommendation to create the positions; and

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

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

WHEREAS, the Human Resources Subcommittee on April 13, 2021 recommended approval to accept the Hospital Administrator’s petition to create and establish the Patient Courier I and II positions and for HR to develop two separate class specifications; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the final proposed class specifications for the Patient Courier I and II positions as prepared by the Human Resources Department; 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 28th DAY OF APRIL 2021.

Certified by:

**Theresa C
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees -
Chairperson,
email=theresa.obispo@bomh-guam.com, c=US
Date: 2021.05.05 14:24:55 +1000

Attested by:

Sarah Thomas-Nededog
Secretary

PATIENT COURIER I

NATURE OF WORK IN THIS CLASS:

This class represents the entry level where positions receive training in and experience with daily patient courier duties and responsibilities. Explicit guidelines are available and work is performed under close supervision, routinely subject to review for knowledge of and adherence to established procedures on the care and safe movement of patients.

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

Transports patients to and from other sections or departments of GMHA for specialized and routine examinations involving radiology, urgent care and/or special services or other treatment areas.

Performs or assists in cardiopulmonary resuscitation (code 72 or code blue) on patients if needed during transit to and from other sections.

Assists in the transporting of laboratory specimens to the Laboratory; picks up pharmaceutical and other supplies or equipment, and reports to and from nursing units or other departments as required.

Maintains a safe and healthy work environment for patients and co-workers by following established standards and procedures to include compliance with accreditation and regulatory requirements.

Maintains records and prepares reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Ability to move patients safely in a stretcher, moveable bed, and/or wheelchair.

Ability to understand and follow oral and written instructions.

Ability to learn and perform emergency life-saving procedures such as cardiopulmonary resuscitation.

Ability to learn the transporting and special handling procedures and techniques for laboratory specimens and reports, pharmaceutical supplies, and medical equipment.

Ability to work effectively with the public and employees.

MINIMUM EXPERIENCE AND TRAINING:

- A. One year of public contact work and graduation from High School or its equivalent;
- B. Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current AHA Basic Life Saving (BLS) Certificate.

ESTABLISHED: April 28, 2021

PAY GRADE/PLAN:	F (GPP)	
<u>HAY EVALUATION</u>		
KNOW HOW:	CI1	87
PROBLEM SOLVING:	B2(19%)	16
ACCOUNTABILITY:	BNII	22
TOTAL POINTS -		125

Theresa C
Obispo

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees
Chairperson
email=theresa.obispo@guamhospital.com, c=US
Date: 2021.09.08 14:25:43 +1000

PATIENT COURIER II

NATURE OF WORK IN THIS CLASS:

This class represents the independent worker level where positions perform the full range of daily activities in the care and safe movement and transport of patients. This position maintains a chauffeur's license and serves as the primary position for transporting patients to and from GMHA and between health care facilities or other facilities utilizing the GMHA transport van or similar vehicles. This position may lead less experienced couriers.

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

Transports patients to and from other sections or departments of GMHA for specialized and routine examinations involving radiology, urgent care and/or special services or other treatment areas.

Transports patients to and from SNF and/or other health care facilities or facilities using GMHA vans or similar vehicles as authorized.

Performs or assists in cardiopulmonary resuscitation (code 72 or code blue) on patients if needed during transit to and from other sections.

Assists in the transporting of laboratory specimens to the Laboratory; picks up pharmaceutical and other supplies or equipment, and reports to and from nursing units or other departments as required.

Transports deceased patients to the mortuary following established protocols.

Maintains a safe and healthy work environment for patients and co-workers by following established standards and procedures to include compliance with accreditation and regulatory requirements.

Maintains records and prepares reports.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Ability to move patients safely in a stretcher, moveable bed, and/or wheelchair.

Ability to transport patients in a transport motor vehicle or van.

Ability to understand and follow oral and written instructions.

Ability to learn and perform emergency life-saving procedures such as cardiopulmonary resuscitation.

Ability to learn the transporting and special handling procedures and techniques for laboratory specimens and reports, pharmaceutical supplies, and medical equipment.

Ability to work effectively with the public and employees.

Skill in the safe operation of a transport motor vehicle or van.

PATIENT COURIER II

MINIMUM EXPERIENCE AND TRAINING:

Two years of progressively responsible work experience as a Patient Courier I or equivalent work and graduation from High School or its equivalent.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current AHA Basic Life Saving (BLS) Certificate and a valid Chauffeur's License.

ESTABLISHED: April 28, 2021

PAY GRADE/PLAN: G (GPP)

HAY EVALUATION

KNOW HOW:	CI1	100
PROBLEM SOLVING:	C2(22%)	22
ACCOUNTABILITY:	CNII	25
TOTAL POINTS -		147

**Theresa C
Obispo**

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Quinn Memorial
Hospital Authority, ou=Board of Trustees, c=US
Chairperson,
email=theresa.obispo@quinnhospital.com, o=QHA
Date: 2021.05.06 14:27:10 -107007



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. 2021-32

“RELATIVE TO CREATING THE POSITION OF HOSPITAL MARKETING AND COMMUNICATIONS DIRECTOR FOR GMHA”

WHEREAS, during the process of hiring a Public Information Officer in March of 2021, the Personnel Services Administrator recommended to revisit the creation of the Hospital Marketing and Communications Director position for GMHA; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on April 5, 2021 to create the position of Hospital Marketing and Communications Director; and

WHEREAS, on April 8, 2021, the Hospital Administrator/CEO, Ms. Lillian Q. Perez-Posadas, approved the Human Resources Department’s recommendation to create the position; and

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

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

WHEREAS, the Human Resources Subcommittee on April 13, 2021 recommended approval to accept the Hospital Administrator’s petition to create and establish the Hospital Marketing and Communications Director position; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the final proposed class specification for the Hospital Marketing and Communications Director as prepared by the Human Resources Department; 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 28th DAY OF APRIL 2021.

Certified by:

**Theresa C
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Guam Memorial
Hospital Authority, ou=Board of Trustees,
c=Guam
Email=theresa.obispo@gmhagum.com, c=US
Date: 2021.05.06 14:27:58 +1200

Attested by:

Sarah Thomas-Nededog
Secretary

HOSPITAL MARKETING AND COMMUNICATIONS DIRECTOR

NATURE OF WORK IN THIS CLASS:

This position directs complex communications and marketing strategies and functions for GMHA, collaborating closely with senior leaders within the organization to ensure consistency, alignment and cohesion of GMHA's promotions and communications messages across the organization and to its broader hospital and skill nursing audiences.

The position reports to the Hospital Administrator/CEO and serves as the senior communications leader responsible for developing, leading, and executing strategic marketing and communications plans to meet hospital and skill nursing organizational objectives.

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

Develops long-term communications and marketing strategies to help GMHA increase brand reach, enhance perception, and strengthen its position as a critical enabler of quality and safe community healthcare services.

Develops and maintains effective and holistic messaging strategies to staff and patients across the hospital and skill nursing facilities, as well as the healthcare community.

Engages with the Hospital Administrator/CEO, Associate Administrators, the Board of Trustees, and other leadership members across the organization to develop long-term strategic communications goals and priorities that support the objectives and priorities of GMHA.

Leads communication programs in support of organizational branding, goals, and priorities.

Develops and implements communications and service awareness activities that enable GMHA IT programs, services, and/or products.

Delivers communication programs, strategies and campaigns across traditional and digital platforms, using success metrics to refine them over time.

Develops, empowers, evaluates, and leads the communications/administration team that is part of the Hospital Administrator/CEO's Office, and manages contractors and outside vendors to ensure effective operations.

Presents technology services, solutions and innovations that engage audiences.

Serves as the PIO and vital member of the Incident Command team during emergency management and response situations.

Demonstrates commitment to personal responsibility and value for patient and staff confidentiality.

Promotes a culture of safety; communicates safety concerns; uses and promotes safe behaviors based on training and lessons learned.

Performs related work as assigned.

HOSPITAL MARKETING AND COMMUNICATIONS DIRECTOR

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of marketing and communications theory and strategies.

Knowledge of the application and utility of a variety of multi-media tools and social media platforms.

Knowledge of HIPAA regulations and related hospital confidentiality provisions.

Ability to achieve an organization's vision, values and programs through marketing initiatives.

Ability to lead, persuade, and influence decision-makers across all levels of an organization.

Ability to think critically and strategically.

Ability to empower, develop and train staff across functions.

Ability to advance a large volume of work through strong delegation, mentoring and organizational skills.

Ability to work effectively with colleagues, clients and with external organizations.

Ability to comply with applicable organizational laws, rules and regulations, policies and procedures.

Exceptional written and oral communication skills.

Computer skills, including the ability to utilize Microsoft Office programs (i.e. Word, Excel, PowerPoint, Outlook, etc.) and learn and experiment with new software and systems.

MINIMUM EXPERIENCE AND TRAINING:

- A) Four years of relevant experience in large-scale marketing and communications work, and a Master's degree from a recognized or accredited college or university; or
- B) Five years of relevant experience in large-scale marketing and communications work, and a Bachelor's degree from a recognized or accredited college or university.

ESTABLISHED: April 28, 2021

PAY GRADE/PLAN: Q (GPP)

HAY EVALUATION

KNOW HOW: FI3 350

PROBLEM SOLVING: E3 (38%) 132

ACCOUNTABILITY: E3C 152

TOTAL POINTS - 634

**Theresa C
Obispo**

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C Obispo
DN: cn=Theresa C Obispo, o=Quinn Memorial
Hospital Authority, ou=Board of Trustees, c=US
Date: 2021.05.06 14:29:29 +1000



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÁHÁN

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



BOARD OF TRUSTEES Official Resolution No. 2021-33

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Hidetaka Kitazono, MD	Medicine	Internal Medicine	April 30, 2023
Joseph Sturdivant, MD	Medicine	Internal Medicine	April 30, 2023
May Nguyen, MD	Medicine	Internal Medicine	April 30, 2023
Mariana Cook-Huynh, MD	OB/GYN	Obstetrics/Gynecology	April 30, 2023
Jared Carlson, MD	Surgery	General/Hand Surgery	April 30, 2023
Emmanuel Omoba, MD	Radiology	Diagnostic Radiology	April 30, 2023
John Anderson, MD	Radiology	Diagnostic Radiology	April 30, 2023
Daniel Le, MD	Radiology	Diagnostic Radiology	April 30, 2023
Andrew McDonnell, MD	Radiology	Diagnostic Radiology	April 30, 2023
Amjad Safvi, MD	Radiology	Diagnostic Radiology	April 30, 2023

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 April 28, 2021 and the Joint Conference and Professional Affairs Committee met on May 12, 2021 and 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

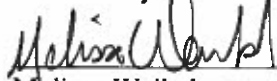
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

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 Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 26th DAY OF MAY 2021.

Certified by:


Melissa Waibel
Vice Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-34

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Adelaida Miro, MD	Medicine	IM/Critical Care	April 30, 2022
Dennis Burton, MD	Radiology	Diagnostic Radiology	April 30, 2022
Warren Krackov, MD	Radiology	Diagnostic Radiology	April 30, 2022
Junsung Rho, MD	Radiology	Diagnostic Radiology	April 30, 2022

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

WHEREAS, the Medical Executive Committee met on April 28, 2021 and the Joint Conference and Professional Affairs Committee met on May 12, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

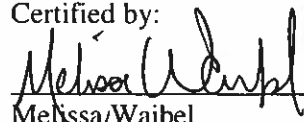
RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Provisional Medical Staff as recommended; and, be it further

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


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

DULY AND REGULARLY ADOPTED ON THIS 26th DAY OF MAY 2021.

Certified by:


Melissa Waibel
Vice-Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-35

“RELATIVE TO APPROVING SEVENTY-FIVE (75) NEW FEES AND UPDATING EIGHT THOUSAND NINE HUNDRED AND FIFTY-SIX (8,956) PROFESSIONAL FEES”

WHEREAS, Public Law 26-66, places the rate making authority of the Guam Memorial Hospital Authority under the GMHA Board of Trustees; and

WHEREAS, the GMHA Board of Trustees has reviewed the Public Law 26-66; and

WHEREAS, a Public Hearing was held on March 12, 2021 and oral comments and written testimony have been solicited regarding the Seventy-Five (75) new fees comprised of the following Hospital departments: Emergency Room, Nursing, Intensive Care Unit, Radiology, Pharmacy and Operating Room; and

WHEREAS, the Public Hearing held was also for updating Eight Thousand Nine Hundred and Fifty-Six (8,956) Professional Fees; and

WHEREAS, the GMHA Board of Trustees has reviewed the list of new fees and the updated professional fees and found the same to be in order; now therefore be it,

RESOLVED, that the GMHA Board of Trustees directs the Hospital Administrator/CEO to continue to proceed with the adjudication process of these 75 new fee items and the updated 8,956 professional fees, and be it further

RESOLVED, that the Vice-Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 26th DAY OF MAY 2021.

Certified By:

Melissa Waibel
Vice-Chairperson

Attested By:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-36

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Russel Aubin, DO	Anesthesia	Anesthesia	May 31, 2023
John Ray Taitano, MD,	Medicine	Internal Medicine	May 31, 2023
Jerone Landstrom, MD.	Surgery	General/Hand Surgery	May 31, 2023
Dustin Prins, DPM	Surgery	Podiatry	May 31, 2023
John Garrido, MD.	Pediatric	Pediatric	May 31, 2023
Mohamad Alsabban, MD.	Surgery	Pathology	May 31, 2023
Ruben Arafiles, MD.	Surgery	Orthopaedic	May 31, 2023
Ann Fenton, MD.	Surgery	Urology	May 31, 2023

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 May 26, 2021 and the Joint Conference and Professional Affairs Committee met on June 2, 2021 and 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

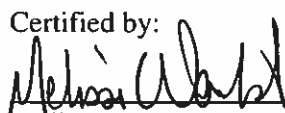
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

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

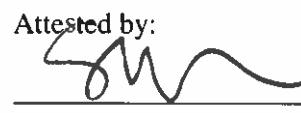
RESOLVED, that the Board of Trustees Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 23rd DAY OF JUNE 2021.

Certified by:


Melissa Waibel
Vice-Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT 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. 2021-37

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Lawrence Lee, DO	Emergency Room	Emergency Medicine	May 31, 2022
John Hunt, Jr. MD.	Emergency Room	Emergency Medicine	May 31, 2022
Sow Kobayashi, MD.	Emergency Room	Emergency Medicine	May 31, 2022

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

WHEREAS, the Medical Executive Committee met on May 26, 2021 and the Joint Conference and Professional Affairs Committee met on June 2, 2021 and recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

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

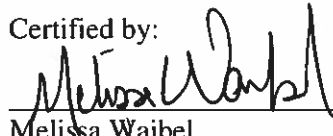
RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Provisional Medical Staff as recommended; and, be it further

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 Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

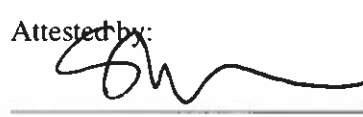
DULY AND REGULARLY ADOPTED ON THIS 23rd DAY OF JUNE 2021.

Certified by:



Melissa Waibel
Vice-Chairperson

Attested by:



Sarah Thomas-Nededog
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. 2021-38

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Frank Farrell, MD.	Medicine	Gastroenterology	May 31, 2023

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 May 26, 2021 and the Joint Conference and Professional Affairs Committee met on June 2, 2021 and recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

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

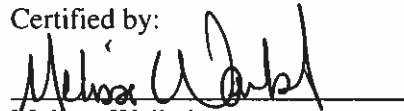
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Associate Medical Staff as recommended; and, be it further

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 reappointments; and be it further


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

DULY AND REGULARLY ADOPTED ON THIS 23rd DAY OF JUNE 2021.

Certified by:


Melissa Waibel
Vice-Chairperson

Attested by


Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÁHÑ

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



BOARD OF TRUSTEES Official Resolution No. 2021-39

“RELATIVE TO THE REAPPOINTMENT OF FULL ALLIED HEALTH PROFESSIONAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Jamie Pacheco, CNM	Ob/Gyn	Certified Nurse Midwife	May 31, 2023
Bethany Helm, PA-C	Surgery	Certified Physician Assistant	May 31, 2023

WHEREAS, the above listed practitioners met the basic requirements for Allied Health Professional Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article VII, Section 7.2; and

WHEREAS, the Medical Executive Committee met on May 26, 2021 and the Joint Conference and Professional Affairs Committee met on June 2, 2021 and recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

WHEREAS, all reappointments to Full Allied Health Professional Staff Membership require Board approval; now, therefore be it

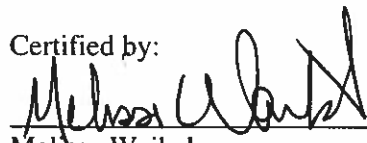
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Full Allied Health Professional Staff as recommended; and, be it further

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

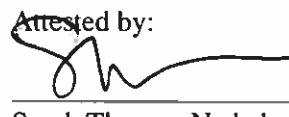
RESOLVED, that the Board of Trustees Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 23rd DAY OF JUNE 2021.

Certified by:


Melissa Waibel
Vice-Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-40

“Relative to the Approving Revisions to the Medical Staff Bylaws”

WHEREAS, the Medical Staff Bylaws and Medical Executive Committees, reviewed the Medical Staff Bylaws; and

WHEREAS, as a result of the review, proposed revisions were made to the Medical Staff Bylaws, Article IV: Categories of the Staff; Section: 4.2 Active Staff; Section: 4.2-1 Qualifications; Section: 4.4 Courtesy Staff; Section: 4.4-1 Qualifications. Article VI: Clinical Privileges; Section: 6.7 Emergency Clinical Privileges for a Medical Disaster by the Hospital Administrator; Section: 6.8 Telemedicine Privileges A. Definition of Telemedicine Privileges; and

WHEREAS, on July 7, 2021, the Joint Conference and Professional Affairs Subcommittee reviewed and recommended that the Board of Trustees approve the proposed revisions to the Medical Staff Bylaws; 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 30th DAY OF JULY 2021.

Certified by:
**Theresa C.
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C. Obispo
DN: cn=Theresa C. Obispo, ou=Guam
Memorial Hospital Authority, ou=Chair of the
Board of Trustees,
email=thc@obispo@gmail.com, c=US
Date: 2021.08.10 18:05:48 +10:00

Attested by:



Sarah Thomas-Nededog
Secretary

MEDICAL STAFF OFFICE**GUAM MEMORIAL HOSPITAL AUTHORITY****PROPOSED REVISIONS FORM****Item: Medical Staff Bylaws**

<u>Existing</u>	<u>Proposed</u>	<u>Rationale</u>
<u>ARTICLE IV: CATEGORIES OF THE STAFF</u> <u>4.2 ACTIVE STAFF</u> <u>4.2-1 Qualifications</u> The Active Staff shall consist of physicians, dentists, podiatrists and allied health professionals, each of whom: A. Meets the basic qualifications set forth in Section 3.2 of these Bylaws; B. Is professionally based in the community served by this Hospital; and C. Have been advanced from the Provisional Staff and who attend, admit or are directly involved in the “hands on” care of at least four (4) patients per year at the Hospital.	<u>ARTICLE IV: CATEGORIES OF THE STAFF</u> <u>4.2 ACTIVE STAFF</u> <u>4.2-1 Qualifications</u> The Active Staff shall consist of physicians, dentists, podiatrists and allied health professionals, each of whom: A. Meets the basic qualifications set forth in Section 3.2 of these Bylaws; B. Have been advanced from the Provisional Staff and who attend, admit or are directly involved in the “hands on” care of at least four (4) patients per year at the Hospital.	Remove existing Section “B”. Recognition of all physicians, dentists, podiatrists and allied health professionals duly licensed by the designated Board to practice their specialty on Guam.
<u>4.4 COURTESY STAFF</u> <u>4.4-1 Qualifications</u> The Courtesy Staff shall consist of physicians, dentists and podiatrists each of whom: A. Meets the basic qualifications set forth in Section 3.2-1 of these Bylaws; B. Is professionally based in the community served by this Hospital; and C. Have been advanced from the Provisional Staff and who attend, admit of are involved in the treatment of at least 4, but not more than 24 non-house patients per year in the Hospital.	<u>4.4 COURTESY STAFF</u> <u>4.4-1 Qualifications</u> The Courtesy Staff shall consist of physicians, dentists and podiatrists each of whom: A. Meets the basic qualifications set forth in Section 3.2-1 of these Bylaws; B. Have been advanced from the Provisional Staff and who attend, admit of are involved in the treatment of at least 4, but not more than 24 non-house patients per year in the Hospital.	Remove existing Section “B”. Recognition of physicians, dentists, podiatrists and allied health professionals duly licensed by the designated Board to practice their specialty on Guam.

<u>Existing</u>	<u>Proposed</u>	<u>Rationale</u>
<p>designation identified</p> <ul style="list-style-type: none"> b) A current license to practice c) A primary source of verification of license d) Identification that the individual is a member of a Defense Health Administrator (DHA), Virtual Medical Center (VMC) Disaster Medical Assistance Team (DMAT), Medical Reserve Corps (MRC) unit e) Identification indicating that the individual has been granted authority by a government entity to provide patient care, treatment and/or services in disaster circumstances (with such authority having been granted by a federal, state, or municipal entity), or f) Confirmation by a licensed practitioner currently privileged by the hospital or by a medical staff member who possesses personal knowledge regarding the clinical volunteer provider's ability to act as a licensed practitioner during a disaster. <p>These providers will wear a temporary identification badge that readily identifies them as having Disaster Privileges. As soon as the immediate situation is under control, the Associate Administrator of Medical Services will contact the Medical Staff Office to advise that Disaster Privileges have been granted and will forward the original Disaster Privileges forms. The Medical Staff Office will then verify each</p>	<p>designation identified</p> <ul style="list-style-type: none"> b) A current license to practice c) A primary source of verification of license d) Identification that the individual is a member of a Defense Health Administrator (DHA), Virtual Medical Center (VMC) Disaster Medical Assistance Team (DMAT), Medical Reserve Corps (MRC) unit e) Identification indicating that the individual has been granted authority by a government entity to provide patient care, treatment and/or services in disaster circumstances (with such authority having been granted by a federal, state, or municipal entity), or f) Confirmation by a licensed practitioner currently privileged by the hospital or by a medical staff member who possesses personal knowledge regarding the clinical provider's ability to act as a licensed practitioner during a disaster. <p>These providers will wear a temporary identification badge that readily identifies them as having Disaster Privileges. As soon as the immediate situation is under control, the Associate Administrator of Medical Services will contact the Medical Staff Office to advise that Disaster Privileges have been granted and will forward the original Disaster Privileges forms. The Medical Staff Office will then verify each</p>	

<u>Existing</u>	<u>Proposed</u>	<u>Rationale</u>
<p>practitioner's information with primary source verification of licensure completed as soon as possible, but at least within seventy-two (72) hours before the volunteer has been granted disaster privileges. If for any reason, the primary source verification of licensure cannot be completed within seventy-two hours, the Medical Staff Office will document the following:</p> <ol style="list-style-type: none"> 1) Why the primary source verification could not be performed 2) Evidence of a demonstrated ability to continue to provide adequate care, treatment and services 3) Evidence of the attempt to perform primary source verification as soon as possible. Primary source verification of licensure is not required if the volunteer licensed independent practitioner has not provided care, or services under the disaster privileges. <p>The Medical Staff will oversee the professional practice of the volunteer providers through direct observation, mentoring, or medical record review and make a decision made within seventy-two hours as to whether or not to continue the disaster privileges initially granted. When the hospital has determined that the emergency management plan is no longer needed, all disaster privileges will immediately terminate.</p>	<p>practitioner's information with primary source verification of licensure completed as soon as possible, but at least within seventy-two (72) hours before the provider has been granted disaster privileges. If for any reason, the primary source verification of licensure cannot be completed within seventy-two hours, the Medical Staff Office will document the following:</p> <ol style="list-style-type: none"> 1) Why the primary source verification could not be performed 2) Evidence of a demonstrated ability to continue to provide adequate care, treatment and services 3) Evidence of the attempt to perform primary source verification as soon as possible. Primary source verification of licensure is not required if the licensed independent practitioner has not provided care, or services under the disaster privileges. <p>The Medical Staff will oversee the professional practice of the providers through direct observation, mentoring, or medical record review and make a decision within seventy-two hours as to whether or not to continue the disaster privileges initially granted. When the hospital has determined that the emergency management plan is no longer needed, all disaster privileges will immediately terminate.</p>	

<u>Existing</u>	<u>Proposed</u>	<u>Rationale</u>
<u>ARTICLE VI: CLINICAL PRIVILEGES</u> <u>6.8 TELEMEDICINE PRIVILEGES</u> A. DEFINITION OF TELEMEDICINE PRIVILEGES “Telemedicine Privileges” means the authorization granted by the Board of Trustees to a Practitioner not residing on Guam to render a diagnosis of a patient at the Hospital through the use of electronic communication or other communications technologies. The Practitioner will not be an active member and may not provide direct patient care nor write orders. In the event of a Public Health Emergency declared by the President of the United States or a State of Emergency declared by the Governor of Guam, as permitted by law and regulation, providers with telemedicine privileges may provide definitive diagnosis and treatment, and may write order independently, within the scopes of their consultation.	<u>ARTICLE VI: CLINICAL PRIVILEGES</u> <u>6.8 TELEMEDICINE PRIVILEGES</u> A. DEFINITION OF TELEMEDICINE PRIVILEGES “Telemedicine Privileges” means the authorization granted by the Board of Trustees to a Practitioner to render patient care at the Hospital through the use of electronic communication or other communications technologies. The Practitioner licensed on Guam will be an active member and may provide direct patient care. The Practitioner not licensed on Guam will be an active associate and may provide consultation in accordance with Guam Law. In the event of a Public Health Emergency declared by the President of the United States or a State of Emergency declared by the Governor of Guam, as permitted by law and regulation, providers with telemedicine privileges may render patient care, and may write orders independently, within the scopes of their consultation.	Updated verbiage. Practitioners licensed by the Board are not required to reside on Guam. Recognition of all physicians, dentists, podiatrists and allied health professionals duly licensed by the designated Board to practice their specialty on Guam.

Reviewed by Bylaws Committee: 06/09/2021

Recommended for Approval by Bylaws Committee: 06/18/21

Recommended for Approval by MEC: 06/23/21

Notification to Medical Staff Members: 07/06/21

Voting by Medical Staff Members: 07/29/21 to 07/30/21 5:00 PM

Approved by BOT: 07/30/21



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. 2021-41

“Relative to the Reappointment of Active Medical Staff Privileges”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Milton Kim, MD.	Surgery	General Surgery	June 30, 2023
Daniel Oh, MD.	Surgery	General Surgery	June 30, 2023
Albert Im, MD.	Surgery	General Surgery	June 30, 2023
Daniel Medina, MD.	Surgery	General Surgery	June 30, 2023
Elliot Ross, MD.	Emergency Room	Emergency Medicine	June 30, 2023
Mary Anne Legaspi, MD.	Emergency Room	Emergency Medicine	June 30, 2023
Johnny Kim, MD.	Emergency Room	Emergency Medicine	June 30, 2023
Fatmah Al baaj, MD.	Medicine	Internal Medicine	June 30, 2023
Rengaraju Ramasamy, MD.	Medicine	Internal Medicine	June 30, 2023
Brinda Rengaraju, MD.	Medicine	Internal Medicine	June 30, 2023
Shih Hao Lin, MD.	Medicine	Internal Medicine	June 30, 2023
Marcin Czerniakow, MD.	Medicine	Internal Medicine	June 30, 2023
Samir Ambrale, MD.	Medicine	Hematology/Oncology	June 30, 2023
Robert Nerves, MD.	Medicine	Nephrology	June 30, 2023

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 June 23, 2021 and the Joint Conference and Professional Affairs Committee met on July 7, 2021 and 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 30th DAY OF JULY 2021.

Certified by:
Theresa C. Obispo

Theresa Obispo
Chairperson

Digitally signed by Theresa C. Obispo
DN: cn=Theresa C. Obispo, o=Guam
Memorial Hospital Authority, ou=Chair of
the Board of Trustees
email=tcobispo@gmail.com, c=US
Date: 2021.08.10 16:08:16 +1000

Attested by:

Sarah Thomas-Nededog
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. 2021-42

“Relative to the Reappointment (Addendum) of Full Allied Health Professional Staff Privileges”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Bethany Helm, PA-C	OB/Gyn	Certified Physician Assistant	June 30, 2023

WHEREAS, the above listed practitioners met the basic requirements for Allied Health Professional Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article VII, Section 7.2; and

WHEREAS, the Medical Executive Committee met on June 23, 2021 and the Joint Conference and Professional Affairs Committee met on July 7, 2021 and recommended approval of Full Allied Health Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Full Allied Health Professional 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 Full Allied Health Professional 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 30th DAY OF JULY 2021.

Certified by:
Theresa C.
Obispo

Theresa Obispo
Chairperson

Digitally signed by Theresa C. Obispo
DN: cn=Theresa C. Obispo, o=Guam Memorial
Hospital Authority, ou=Chair of the Board of
Trustees, email=thobispo@gmha.gu, c=US
Date: 2021.09.13 15:06:38 +1200

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-43

“RELATIVE TO CREATING THE POSITION OF TELEMEDICINE TECHNICIAN”

WHEREAS, on October 30, 2020, the Human Resources Office received copies of a proposed position description and organizational chart for the creation of a Telemedicine Technician position for GMHA; and

WHEREAS, the Human Resources Department conducted the position classification study and submitted its recommendation to the Hospital Administrator/CEO on January 8, 2021 to create the position of Telemedicine Technician; and

WHEREAS, on January 15, 2021, the Acting Hospital Administrator/CEO, Mr. William Kando, approved the Human Resources Department's recommendation to create the position; and

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

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

WHEREAS, the Human Resources Subcommittee on June 28, 2021 recommended approval to accept the Hospital Administrator's petition to create and establish the Telemedicine Technician position; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the final proposed class specification for the Telemedicine Technician position; 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 30th DAY OF JULY 2021.

Certified by:

Theresa C. Obispo

Theresa Obispo
Chairperson

Digitally signed by Theresa C. Obispo
DN: cn=Theresa C. Obispo, o=Guam
Memorial Hospital Authority, ou=Chair of
the Board of Trustees,
email=tmceobispo@gmail.com, c=US
Date: 2021.08.10 16:07:10 +1000

Attested by:

Sarah Thomas-Nededog
Secretary

TELEMEDICINE TECHNICIAN

NATURE OF WORK IN THIS CLASS:

Employees in this class perform the full range of duties and is responsible for the day-to-day operation of telehealth services at the assigned location at GMHA and between the assigned location and remote sites.

This position aids in developing and delivering virtual and digital technologies which help medical providers and patients communicate synchronously and asynchronously with their health care teams in order to coordinate, track, and manage patient care effectively. This position supports the clinical environment by assisting medical providers and preparing telecommunications equipment to be used for clinical examination and treatment.

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

Implements Telemedicine technologies within department/units of Guam Memorial Hospital.

Coordinates and manages Telemedicine appointments via official GMHA video conferencing and Telemedicine software.

Abides by Telemedicine Procedures and Protocols; performs work in accordance with established workflows associated with delivering Telemedicine technologies within the unit; ensures effective/efficient health care delivery and compliance with all standards and operating procedures.

Communicates with the Telemedicine Clinical Coordinators, Primary Care Physicians, and Consultants regarding facilitating the Telemedicine consultations; maintains, facilitates, and provides all pertinent information to appropriate members of the healthcare team.

Operates Telemedicine equipment in a proficient manner; ensures that all Telemedicine equipment are operational prior to all scheduled Telemedicine calls; maintains safety, sanitation, and security of hospital Telemedicine equipment.

Reviews protocols for required medical documentation (consents, X-rays, lab work, previous consultation recommendations, etc.) and ensures that they are completed after each telemedicine session.

Fosters positive relationships and coordinates system operations with contracted Telemedicine sites, vendors and/or consultants; acts as liaison between clinical team, IT team and Telemedicine program.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of GMHA's Telemedicine software, computer systems and related application programs to perform a variety of tasks in a clinical setting.

Knowledge of general clinical policies and procedures in a health care environment.

Knowledge of patient security and privacy regulations to include HIPAA (Health Information Portability and Accountability Act) and other GMHA confidentiality policies and procedures.

TELEMEDICINE TECHNICIAN

Ability to communicate, consult, and interact with other members of the healthcare team, external relations, customer service and patient education.

Ability to read, interpret, and apply complex written instructions.

Ability to provide and receive guidance and technical direction.

Ability to plan, organize, set priorities, work as a team member, and effectively complete assignments

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

Skill in the use of telehealth technologies for the facilitation of telehealth clinical sessions.

MINIMUM EXPERIENCE AND TRAINING:

- A) Four academic years above high school leading to a bachelor's degree with courses related to the occupation; or
- B) Eighteen months' work experience in the health care field and an associate's degree with courses related to the occupation; or
- C) Three years of work experience in the health care field and six semester hours in health care related courses (such as biological science, information technology, or other courses related to the occupation) or successful completion of a health care technician or medical/nursing assistant program.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current Basic Life Support (BLS) certification.

ESTABLISHED: July 30, 2021

PAY GRADE/PLAN: J (GPP)

HAY EVALUATION

KNOW HOW: DI1 152

PROBLEM SOLVING: D3 (29%) 43

ACCOUNTABILITY: D1C 57

TOTAL POINTS - 252

**Theresa C.
Obispo**

**THERESA OBISPO, Chairperson
Board of Trustees**

Digitally signed by Theresa C. Obispo
DN: cn=Theresa C. Obispo, o=Guam
Memorial Hospital Authority, ou=Chair of
the Board of Trustees
email=thcobispo@gmail.com, c=US
Date: 2021.09.10 18:07:59 -1000



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-44

“RELATIVE TO APPROVING ONE HUNDRED FIFTY-TWO (152) NEW FEES”

WHEREAS, Public Law 26-66, places the rate making authority of the Guam Memorial Hospital Authority under the GMHA Board of Trustees; and

WHEREAS, the GMHA Board of Trustees has reviewed the Public Law 26-66; and

WHEREAS, a Public Hearing was held on June 11, 2021 and oral comments and written testimony have been solicited regarding the One Hundred Fifty-Two (152) new fees comprised of the following Hospital departments: Emergency Room, NICU, Nursing, Labor & Delivery, ICU, Radiology, Pharmacy, Operating Room and Special Services ; and

WHEREAS, the GMHA Board of Trustees has reviewed the list of new fees and found the same to be in order; now therefore be it,

RESOLVED, that the GMHA Board of Trustees directs the Hospital Administrator/CEO to continue to proceed with the adjudication process of these 152 new fee items, 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 30th DAY OF JULY 2021.

Certified by:

**Theresa C.
Obispo**

Theresa Obispo
Chairperson

Digitally signed by Theresa C. Obispo
DN: cn=Theresa C. Obispo, o=Guam
Memorial Hospital Authority, ou=Chair of
the Board of Trustees,
email=tcobispo@gmail.com, c=US
Date: 2021.08.10 16:06:49 +10'00'

Attested by:

Sarah Thomas-Nededog
Secretary

GUAM MEMORIAL HOSPITAL AUTHORITY
SUMMARY OF NEW FEE ITEMS/SERVICES
for Submission to the 36th Guam Legislature
Public Hearing on June 11, 2021

NO	CHARGE CODE	DESCRIPTION	FEE MODEL RATE	DEPARTMENT
1	900761	KNEE BRACE WRAPAROUND-XLGE	\$ 125.96	EMERGENCY ROOM
2	900762	KNEE BRACE WRAPAROUND-MED	\$ 125.96	EMERGENCY ROOM
3	900763	KNEE BRACE WRAPAROUND-SML	\$ 125.96	EMERGENCY ROOM
4	900764	KNEE BRACE WRAPAROUND-LGE	\$ 125.96	EMERGENCY ROOM
5	900876	GLIDSCOPE SPECTRUM PEDS SZ-1	\$ 319.50	EMERGENCY ROOM
6	900877	GLIDSCOPE SPECTRUM PEDS SZ-2	\$ 319.50	EMERGENCY ROOM
7	909001	SET NEEDLE EZ-IO 25MM BLUE	\$ 625.79	EMERGENCY ROOM
8	909018	SET NEEDLE EZ-IO 15MM PINK	\$ 625.79	EMERGENCY ROOM
9	909079	SET NEEDLE EZ-IO 45MM YELLOW	\$ 625.79	EMERGENCY ROOM
10	911891	GLIDSCOPE BFLEX 5.0 BRONCHO	\$ 839.25	EMERGENCY ROOM
11	911892	GLIDSCOPE SPECTRUM LOPRO S3	\$ 245.77	EMERGENCY ROOM
12	911893	GLIDSCOPE SPECTRUM LOPRO S4	\$ 245.77	EMERGENCY ROOM
13	1300606	CHIN STRAP-MICRO	\$ 31.40	NEONATAL INTENSIVE CARE UNIT
14	1300607	CHIN STRAP-SMALL	\$ 31.40	NEONATAL INTENSIVE CARE UNIT
15	1300608	TUBING-CANNULA HOLDER	\$ 7.86	NEONATAL INTENSIVE CARE UNIT
16	1300609	NASAL PRONG SEAL-MICRO	\$ 2.70	NEONATAL INTENSIVE CARE UNIT
17	1300610	NASAL PRONG SEAL-SMALL	\$ 2.70	NEONATAL INTENSIVE CARE UNIT
18	1300611	NASAL PRONG SEAL-LARGE	\$ 2.70	NEONATAL INTENSIVE CARE UNIT
19	1300700	UMBILICAL CATHETER HOLDER-MICR	\$ 36.99	NEONATAL INTENSIVE CARE UNIT
20	1300701	UMBILICAL CATHETER HOLDER-SML	\$ 36.99	NEONATAL INTENSIVE CARE UNIT
21	1301038	NEO-FIT ET TUBE GRIP	\$ 111.33	NEONATAL INTENSIVE CARE UNIT
22	1370206	ORAL-NASAL SUCTION-CRV PREEMIE	\$ 15.98	NEONATAL INTENSIVE CARE UNIT
23	1370207	ORAL-NASAL SUCTION-CRV STD	\$ 15.98	NEONATAL INTENSIVE CARE UNIT
24	1370710	NEONATE ET HOLDER-ULTRA	\$ 80.80	NEONATAL INTENSIVE CARE UNIT
25	1370711	NEONATE ET HOLDER-MICRO	\$ 80.80	NEONATAL INTENSIVE CARE UNIT
26	1370712	NEONATE ET HOLDER-SMALL	\$ 80.80	NEONATAL INTENSIVE CARE UNIT
27	1370713	NEONATE ET HOLDER-LARGE	\$ 80.80	NEONATAL INTENSIVE CARE UNIT
28	1370714	NEONATE ET HOLDER-X-LARGE	\$ 80.80	NEONATAL INTENSIVE CARE UNIT
29	1400310	JANSSEN VACCINE ADMIN	\$ 28.39	NURSING
30	1602421	TRANSWARMER TRANSPORT MAT INF	\$ 200.18	LABOR & DELIVERY
31	1655501	WARMING BLANKET UNDRBDY PEDS	\$ 82.55	LABOR & DELIVERY
32	1705453	SET CHEST THAL 18FR 41CM	\$ 627.59	INTENSIVE CARE UNIT
33	2020552	INJ TRIGGER POINT 1/2 MUSCLE	\$ 261.17	RADIOLOGY
34	2020553	INJ TRIGGER POINT 3/4 MUSCLES	\$ 261.17	RADIOLOGY
35	2020615	ASP&INJ FOR TX OF BONE CYST	\$ 621.97	RADIOLOGY
36	2022510	PERQ CERVICOTHORACIC INJECT	\$ 2,830.40	RADIOLOGY
37	2022510	DIAMOND 360 SOLID 1.50MMX145CM	\$ 4,404.25	RADIOLOGY
38	2022586	PRE-SACRAL FUSE W/INSTR L5-S1	\$ 15,868.13	RADIOLOGY

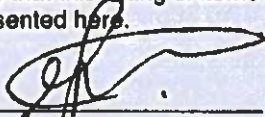
39	2022586	DIAMOND 360 SOLID 2.0MMX145CM	\$ 4,404.25	RADIOLOGY
40	2032408	CORE NDL BX LNG/MED PERQ	\$ 1,407.00	RADIOLOGY
41	2036478	ENDOVENOUS LASER EXT 1ST VEIN	\$ 2,861.66	RADIOLOGY
42	2036482	ENDOVEN TX CHEM ADHES 1ST VEIN	\$ 4,770.37	RADIOLOGY
43	2037191	INSERT ENDOVAS VENACAVA FILTER	\$ 4,770.37	RADIOLOGY
44	2037248	TRLUML BALL ANGIOPLAS 1ST VEIN	\$ 4,956.84	RADIOLOGY
45	2037761	LIGATE LEG VEINS OPEN	\$ 2,861.66	RADIOLOGY
46	2043194	ESOPHAGOSCP TRNSORAL REMOVE FB	\$ 1,625.02	RADIOLOGY
47	2043195	ESOPHAGOSCP BALLOON DILATE	\$ 3,080.79	RADIOLOGY
48	2043196	ESOPHAGOSCP GUIDE WIRE DILATE	\$ 3,080.79	RADIOLOGY
49	2043212	ESOPHAGOSCOPY STENT PLACEMENT	\$ 5,028.52	RADIOLOGY
50	2043214	ESOPHAGOSC DILATE BALLOON 30MM	\$ 1,625.02	RADIOLOGY
51	2043215	ESOPHAGOSCOPY FLEX REMOVE FB	\$ 1,625.02	RADIOLOGY
52	2043226	ESOPH ENDOSCOPY DILATION	\$ 1,625.02	RADIOLOGY
53	2043245	EGD DILATE GAST/DUOD STRICTURE	\$ 1,625.02	RADIOLOGY
54	2043246	EGD PLACE GASTROSTOMY TUBE	\$ 1,625.02	RADIOLOGY
55	2043247	EGD REMOVE FOREIGN BODY	\$ 809.60	RADIOLOGY
56	2043248	EGD GUIDE WIRE INSERTION	\$ 809.60	RADIOLOGY
57	2043249	ESOPH EGD DILATION <30MM	\$ 1,625.02	RADIOLOGY
58	2044381	SML BOWEL ENDO BR/WA BAL DILAT	\$ 1,625.02	RADIOLOGY
59	2044384	SML BOWEL ENDO PLACE STENT	\$ 3,080.79	RADIOLOGY
60	2044402	COLONOSCOPY W/STENT PLCMT	\$ 5,028.52	RADIOLOGY
61	2044405	COLONOSCOPY W/BALLOON DILATION	\$ 1,036.96	RADIOLOGY
62	2044500	INTRO LONG GI TUBE(MILLER-ABB)	\$ 809.60	RADIOLOGY
63	2045303	PROCTOSIGMOIDOSCOPY DILATE	\$ 1,036.96	RADIOLOGY
64	2045332	SIGMOIDOSCOPY W/FB REMOVAL	\$ 1,036.96	RADIOLOGY
65	2045340	SIG W/TNDS BALLOON DILATION	\$ 1,036.96	RADIOLOGY
66	2045347	SIGMOIDOSCOPY W/PLCMT STENT	\$ 5,028.52	RADIOLOGY
67	2045379	COLONOSCOPY W/FB REMOVAL	\$ 1,036.96	RADIOLOGY
68	2045386	COLONOSCOPY W/BALLOON DILATE	\$ 1,036.96	RADIOLOGY
69	2045389	COLONOSCOPY W/STENT PLCMT	\$ 5,028.52	RADIOLOGY
70	2047563	LAPARO CHOLECYSTECTOMY/GRAPH	\$ 5,060.44	RADIOLOGY
71	2050386	REMOVE STENT VIA TRANSURETH	\$ 1,792.99	RADIOLOGY
72	2050592	PERC RF ABLATE RENAL TUMOR	\$ 5,060.44	RADIOLOGY
73	2058970	RETRIEVAL OF OOCYTE	\$ 633.41	RADIOLOGY
74	2059000	AMNIOCENTESIS DIAGNOSTIC	\$ 633.41	RADIOLOGY
75	2059012	FETAL CORD PUNCTURE PRENATAL	\$ 281.48	RADIOLOGY
76	2059015	CHORION BIOPSY	\$ 633.41	RADIOLOGY
77	2062302	MYELOGRAPHY LUMBAR INJECTION	\$ 715.18	RADIOLOGY
78	2062303	MYELOGRAPHY THORACIC INJECTION	\$ 715.18	RADIOLOGY
79	2062304	MYELOGRAPHY LUMBOSACRAL INJECT	\$ 715.18	RADIOLOGY
80	2062305	MYELOGRAPHY 2/> REGIONS	\$ 715.18	RADIOLOGY
81	2062328	DX LMBR SPI PNXR W/FLUOR/CT	\$ 634.59	RADIOLOGY
82	2062329	THER SPI PNXR CSF FLUOR/CT	\$ 634.59	RADIOLOGY

83	2064479	INJ ANES/STRD TFRM EPI C/T 1	\$ 822.46	RADIOLOGY
84	2073040	SHOULDER ARTHROGRAPHY	\$ 245.00	RADIOLOGY
85	2074445	CORPORA CAVERNOSOGRAPHY	\$ 84.00	RADIOLOGY
86	2076975	GASTROINTESTINAL ENDOSCOPIC US	\$ 317.00	RADIOLOGY
87	2077063	SCREEN DIGITAL BREAST TOMO BIL	\$ 71.00	RADIOLOGY
88	2100337	KIT PLEURX DRAINAGE VACUUM	\$ 276.33	RADIOLOGY
89	2100338	LINE PLEURX LOCKABLE DRAINAGE	\$ 145.54	RADIOLOGY
90	2100387	WALLSTENT ENDO 14MMX60MM 75CM	\$ 2,635.72	RADIOLOGY
91	2100388	WALLSTENT ENDO 16MMX60MM 75CM	\$ 2,635.72	RADIOLOGY
92	2100637	STENT CVD BALN 6MMX37MM 80CM	\$ 4,215.42	RADIOLOGY
93	2100848	DIAMOND 360 MICRO 1.25MMX145CM	\$ 4,404.25	RADIOLOGY
94	2100849	DIAMOND 360 SOLID 1.25MMX145CM	\$ 4,404.25	RADIOLOGY
95	2102703	KIT CVC 3-LUMEN 7FR 16CM ABG+	\$ 522.37	RADIOLOGY
96	2103008	KIT SNARE ATRIEVE 3.2FR 150CM	\$ 834.08	RADIOLOGY
97	2104137	SET THAL CHEST 24FR 41CM	\$ 621.50	RADIOLOGY
98	2104139	SET THAL CHEST 28FR 41CM	\$ 621.50	RADIOLOGY
99	2105703	KIT CVC 3-LUMEN 7FR 20CM ABG+	\$ 398.58	RADIOLOGY
100	2106015	KIT SNARE ATRIEVE 6FR 100CM	\$ 748.25	RADIOLOGY
101	2107030	KIT SNARE ATRIEVE 7FR 100CM	\$ 755.80	RADIOLOGY
102	2108888	CATHETER SPORTPACK 14.5FR 33CM	\$ 901.47	RADIOLOGY
103	2130906	SYRINGE HIGH PRESS 6ML PURPLE	\$ 15.91	RADIOLOGY
104	2161610	SET GORE TIPS 16G 10FR 49CM	\$ 1,087.65	RADIOLOGY
105	2235190	REPAIR CONG A-V FISTULA EXTREM	\$ 4,770.37	RADIOLOGY
106	2235190	KIT PLEUX PERITONEAL CATHETER	\$ 1,634.58	RADIOLOGY
107	4291303	JANSSEN COVID-19 VACCINE	\$ -	PHARMACY
108	7000352	FEMORAL STEM TAPER SZ-2 STD	\$ 2,800.00	OPERATING ROOM
109	7000353	FEMORAL STEM TAPER SZ-3 STD	\$ 2,800.00	OPERATING ROOM
110	7000355	FEMORAL STEM TAPER SZ-4 STD	\$ 2,800.00	OPERATING ROOM
111	7000356	FEMORAL STEM TAPER SZ-5 STD	\$ 2,800.00	OPERATING ROOM
112	7000357	FEMORAL STEM TAPER SZ-6 STD	\$ 2,800.00	OPERATING ROOM
113	7000358	FEMORAL STEM TAPER SZ-7 STD	\$ 2,800.00	OPERATING ROOM
114	7000359	FEMORAL STEM TAPER SZ-8 STD	\$ 2,800.00	OPERATING ROOM
115	7000361	FEMORAL STEM TAPER SZ-10 STD	\$ 2,800.00	OPERATING ROOM
116	7000362	FEMORAL STEM TAPER SZ-1 HI	\$ 2,800.00	OPERATING ROOM
117	7000363	FEMORAL STEM TAPER SZ-2 HI	\$ 2,800.00	OPERATING ROOM
118	7000364	FEMORAL STEM TAPER SZ-3 HI	\$ 2,800.00	OPERATING ROOM
119	7000365	FEMORAL STEM TAPER SZ-4 HI	\$ 2,800.00	OPERATING ROOM
120	7000366	FEMORAL STEM TAPER SZ-5 HI	\$ 2,800.00	OPERATING ROOM
121	7000367	FEMORAL STEM TAPER SZ-6 HI	\$ 2,800.00	OPERATING ROOM
122	7000368	FEMORAL STEM TAPER SZ-7 HI	\$ 2,800.00	OPERATING ROOM
123	7000369	FEMORAL STEM TAPER SZ-8 HI	\$ 2,800.00	OPERATING ROOM
124	7000371	LINER ALTRX +4 NEUT 32MMX50MM	\$ 1,247.50	OPERATING ROOM
125	7000372	LINER ALTRX NEUTRAL 36MMX52MM	\$ 1,247.50	OPERATING ROOM
126	7000373	LINER ALTRX NEUTRAL 36MMX54MM	\$ 1,247.50	OPERATING ROOM

127	7000374	LINER ALTRX NEUTRAL 36MMX56MM	\$ 1,247.50	OPERATING ROOM
128	7000376	LINER ALTRX +4 NEUT 36MMX52MM	\$ 1,247.50	OPERATING ROOM
129	7000377	LINER ALTRX +4 NEUT 36MMX54MM	\$ 1,247.50	OPERATING ROOM
130	7000378	LINER ALTRX +4 NEUT 36MMX56MM	\$ 1,247.50	OPERATING ROOM
131	7000379	LINER ALTRX +4 NEUT 36MMX58MM	\$ 1,247.50	OPERATING ROOM
132	7000380	LINER ALTRX +4 NEUT 36MMX60MM	\$ 1,247.50	OPERATING ROOM
133	7000381	LINER ALTRX +4 NEUT 36MMX62MM	\$ 1,247.50	OPERATING ROOM
134	7000382	LINER ALTRX +4 NEUT 36MMX64MM	\$ 1,247.50	OPERATING ROOM
135	7000383	LINER ALTRX +4 NEUT 36MMX66MM	\$ 1,247.50	OPERATING ROOM
136	7000384	SMARTSET BONE CEMENT MV 40G	\$ 662.81	OPERATING ROOM
137	7000730	LINER ALTRX +4 NEUT 32MMX48MM	\$ 1,247.50	OPERATING ROOM
138	7001176	DILATOR CERVICAL OS FINDER	\$ 23.84	OPERATING ROOM
139	7003500	FEMORAL STEM TAPER SZ-9 HI	\$ 2,800.00	OPERATING ROOM
140	7005310	MESH BARD 3.0"X5.4" LEFT	\$ 662.40	OPERATING ROOM
141	7005320	MESH BARD 3.0"X5.4" RIGHT	\$ 662.40	OPERATING ROOM
142	7006300	FEMORAL STEM TAPER SZ-9 STD	\$ 2,800.00	OPERATING ROOM
143	7006860	TROCAR CANNULA 11MMX150MM	\$ 587.73	OPERATING ROOM
144	7006870	TROCAR CANNULA 12MMX150MM	\$ 587.73	OPERATING ROOM
145	7015300	FEMORAL STEM TAPER SZ-1 STD	\$ 2,800.00	OPERATING ROOM
146	7030000	APEX HOLE ELIM POSITIVE STOP	\$ 1,563.61	OPERATING ROOM
147	7050003	FEMORAL STEM TAPER SZ-10 HI	\$ 2,800.00	OPERATING ROOM
148	7057300	LINER ALTRX NEUTRAL 36MMX58MM	\$ 1,247.50	OPERATING ROOM
149	7058600	TROCAR CANNULA 5MMX150MM	\$ 587.73	OPERATING ROOM
150	9300175	ROTAPRO 1.50MM PRECON BURR	\$ 4,989.49	SPECIAL SERVICES
151	9300330	ROTA WIRE 300CM GW FLOP	\$ 799.94	SPECIAL SERVICES
152	9305100	ROTAPRO 1.75MM PRECON BURR	\$ 4,989.49	SPECIAL SERVICES

***** LAST ITEM *****

I certify that this listing of items comprises all fees required by law for submission at this time to be complete as presented here.

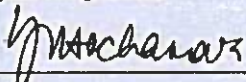


Frumen A. Patacsil
Hospital Quality Improvement Specialist

6/1/21
Date

1st Endorsement of Concurrence:

I concur and further certify that this listing of items are exempted under Section 9301(i) to Article 3, Chapter 9, Division 1 of Title 5 of the Guam Code Annotated and in compliance with Title 10 GCA Part 2 Division 4, Chapter 80 §80109.



Yukari B. Hechanova
Chief Financial Officer

6/1/2021

Date



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. 2021-45

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Gilbert Lopez, MD	Anesthesia	Anesthesiology	July 31, 2023
Annie Bordallo, MD	OB/Gyn	OB/Gyn	July 31, 2023
Robert Leon Guerrero, MD	Pediatrics	Pediatrics	July 31, 2023
Frank Reda, III, MD	Radiology	Diagnostic Radiology	July 31, 2023
Martin Springer, MD	Emergency Room	Emergency Medicine	July 31, 2023
Tedd D. Groshong, DO	Emergency Room	Emergency Medicine	July 31, 2023
Ronald Kobayashi, MD	Surgery	General Surgery	July 31, 2023
Faraz Ouhadi, MD	Medicine	Internal Medicine	July 31, 2023
Florencio Lizama, MD	Medicine	Internal Medicine	July 31, 2023
Pichet Iampornpipopchai, MD	Medicine	Internal Medicine	July 31, 2023

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 July 28, 2021 and the Joint Conference and Professional Affairs Committee met on August 4, 2021 and 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 25th DAY OF AUGUST 2021.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDAT ESPETAT MIMURIAT GUAHAN

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



BOARD OF TRUSTEES Official Resolution No. 2021-46

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Heidi Griffiths, MD.	Pediatrics	Pediatrics	July 31, 2022

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

WHEREAS, the Medical Executive Committee met on July 28, 2021 and the Joint Conference and Professional Affairs Committee met on August 4, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

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

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

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

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF AUGUST 2021.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-47

“RELATIVE TO THE REAPPOINTMENT OF FULL ALLIED HEALTH PROFESSIONAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Sangwook Kang, CRNA	Anesthesia	Certified Nurse Anesthetist	July 31, 2023
Page Kimball, CRNA	Anesthesia	Certified Nurse Anesthetist	July 31, 2023
Tina Heinrich, PA-C (SDA)	Surgery/OB/Gyn	Certified Physician Assistant	July 31, 2023

WHEREAS, the above listed practitioners met the basic requirements for Allied Health Professional Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article VII, Section 7.2; and

WHEREAS, the Medical Executive Committee met on July 28, 2021 and the Joint Conference and Professional Affairs Committee met on August 4, 2021 and recommended approval of Full Allied Health Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Full Allied Health Professional 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 Full Allied Health Professional 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 25TH DAY OF AUGUST 2021.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-48

“RELATIVE TO APPOINTING MRS. LILLIAN PEREZ-POSADAS AS HOSPITAL ADMINISTRATOR/CEO OF THE GMHA IN THE UNCLASSIFIED SERVICE”

WHEREAS, Title 10 Guam Code Annotated (GCA), Chapter 80, § 80105 (a) provides, “The governance and control of the Guam Memorial Hospital Authority are vested in a Board of Trustees (Board)”; and

WHEREAS, 10 GCA § 80110 (a) provides, “The Board shall hire or contract an Administrator, who shall be its Chief Executive Officer”; and

WHEREAS, 10 GCA § 80110 (a) further provides, “The Administrator’s duties and compensation, salary and endowments, shall be determined by the Board;” and

WHEREAS, 10 GCA § 80110 (b) provides, “The Board may hire the Hospital Administrator by direct employment as an unclassified employee of the government of Guam, or by personal services contract, as the Board deems necessary to attract and retain a qualified Administrator;” and

WHEREAS, the Board currently employs Mrs. Lillian Perez-Posadas as Hospital Administrator/CEO through a 30-days contract extension that became effective on July 30, 2021; and

WHEREAS, Mrs. Lillian Perez-Posadas has expressed interest in continuing her duties and responsibilities of Hospital Administrator/CEO as prescribed by the laws of Guam and pursuant to direction of the Board; and

WHEREAS, the GMHA requires the continued services of Mrs. Perez-Posadas as Hospital Administrator/CEO to meet its goal of providing the highest quality hospital and skilled nursing services to the people of Guam; and

WHEREAS, the Board desires to retain Mrs. Lillian Perez-Posadas as the Hospital Administrator/CEO, and has deemed it necessary to retain her under an Unclassified Appointment.

NOW THEREFORE, BE IT RESOLVED, that the GMHA Board of Trustees has determined it to be in the best interest of the GMHA to hire Mrs. Lillian Perez-Posadas as an unclassified employee with the same duties and compensation, salary and endowments as stated in her current employment contract effective August 30, 2021; 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 25th DAY OF AUGUST 2021.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT 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. 2021-49

“RELATIVE TO AMENDING THE POSITIONS OF HOSPITAL LABORATORY PHLEBOTOMIST I AND II”

WHEREAS, the Human Resources Department coordinated efforts with the Administrator, Hospital Laboratory Services in recommending changes to the minimum experience and training requirements for the positions of Hospital Laboratory Phlebotomist I and II; and

WHEREAS, the Human Resources Department submitted its recommendation to the Hospital Administrator/CEO on July 15, 2021 to amend the minimum experience and training requirements of the Hospital Laboratory Phlebotomist I and II positions; and

WHEREAS, on July 22, 2021, the Hospital Administrator/CEO, Lillian Perez-Posadas, approved the Human Resources Department's recommendation to amend the positions; and

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

WHEREAS, the proposed amended class specifications of the positions are hospital specific and that there is no impact on any other agency outside the Authority; and


WHEREAS, the Human Resources Subcommittee on August 10, 2021 recommended approval to accept the Hospital Administrator's petition to amend the positions of Hospital Laboratory Phlebotomist I and II; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the final proposed class specifications for the Hospital Laboratory Phlebotomist I and II positions; 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 25th DAY OF AUGUST 2021.

Certified by:


Theresa Obispo
Chairperson

Attested by:


Sarah Thomas-Nededog
Secretary

HOSPITAL LABORATORY PHLEBOTOMIST I

NATURE OF WORK IN THIS CLASS:

This position performs specimen collection and point-of-care testing services and processing for the Laboratory Services Department of the hospital. This position may perform laboratory work independently after initial training and works under close supervision on a variety of other assignments. Incumbent reports to an immediate supervisor or other Laboratory Technician Supervisor.

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

Performs routine phlebotomy procedures (venipuncture and capillary technique) on all age groups (infants, pediatrics, adults, and geriatrics).

Collects and prepares biological specimens from all age groups for testing as required, identifying all patients and specimens to be processed.

Prepares specimens for transport to ensure their stability is safeguarded during shipment to appropriate laboratory or other location.

Processes appropriate patient Information ensuring that each specimen obtained has all pertinent data required.

Performs point-of-care test procedures according to established policy and procedures; may be required to perform phlebotomy services to more than one site as needed.

Communicates with patient to allay fears of procedure and to adequately explain the process of collecting blood samples.

Attends lab and hospital meetings or in-services as required.

Ensures that supplies are within the product shelf-life period.

Coordinates daily tasks to achieve maximum productivity and efficiency during assigned shift.

Participates and assists in the data collection for Performance Improvement Activities of the lab.

Assists other areas/sections of the laboratory in a timely manner after assigned job has been completed; may perform clerical duties necessary to complete assigned tasks (i.e. answer phones, light typing, filing, etc.).

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Ability to learn human anatomy and physiology relevant to phlebotomy.

Ability to draw blood and assure accurate identification of patient and specimen test requirements.

Ability to demonstrate and independently take initiative in the performance of duties.

Ability to produce high quality and quantity of work.

Ability to handle multiple tasks, problem solve, and exercise good judgment.

Ability to apply safe work practices, especially with patients.

Ability to work effectively with the public and other employees.

Ability to understand and follow oral and written instructions and procedures.

Ability to maintain records and prepare routine laboratory reports.

Ability to work with patients of diverse age and demographic background.

Ability to learn the use of standard phlebotomy tools and techniques.

MINIMUM EXPERIENCE AND TRAINING:

Six (6) months of phlebotomy work experience or successful completion of a phlebotomy certification program from a recognized or accredited/certified vocational technical institution or related training program.

NECESSARY SPECIAL QUALIFICATION:

Current certification in Basic Life Saving (BLS) from the American Heart Association (AHA).

ESTABLISHED: May 8, 2008
AMENDED: August 25, 2021

PAY GRADE/PLAN: E (GPP)

HAY EVALUATION

KNOW HOW:	CI1	87
PROBLEM SOLVING:	B2 (16%)	14
ACCOUNTABILITY:	BNII	19
TOTAL POINTS -		120



**THERESA OBISPO, Chairperson
Board of Trustees**

HOSPITAL LABORATORY PHLEBOTOMIST II

NATURE OF WORK IN THIS CLASS:

This position performs specimen collection and point-of-care testing services and processing for the Laboratory Services Department of the hospital. This position may perform laboratory work independently after initial training, supervise lower-level phlebotomists, and may work under close supervision by a technologist or upper level technician/supervisor on other laboratory assignments.

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

Performs phlebotomy procedures from routine to complex draws (venipuncture and capillary technique) on all age groups (infants, pediatrics, adults, and geriatrics).

Collects and prepares biological specimens from all age groups for testing as required, identifying all patients and specimens to be processed.

Prepares specimens for transport to ensure their stability is safeguarded during shipment to appropriate laboratory or other location.

Processes appropriate patient Information ensuring that each specimen obtained has all pertinent data required.

Performs point-of-care test procedures according to established policy and procedures; may be required to perform phlebotomy services to more than one site as needed.

Assists in training new employees or other healthcare personnel in phlebotomy or point-of-care procedures.

Ensures blood drawing procedures are followed and orders are completed as requested; may be required to serve as a back-up for other phlebotomists to ensure adequate coverage at all times.

Researches, troubleshoots and follows-up on any phlebotomy related inquiries and problems; interacts with laboratory personnel in troubleshooting, resolving work-related problems, and ensuring an efficient workflow.

Communicates with patient to allay fears of procedure and to adequately explain the process of collecting blood samples.

Attends lab and hospital meetings or in-services as required.

Manages equipment and ensures that supplies are within the product shelf-life period.

Coordinates daily tasks to achieve maximum productivity and efficiency during assigned shift.

Participates in Performance Improvement Activities of the lab; participates in improving organizational performance through recommending areas or approaches for improvement of activities, performing new procedures, collecting data, and providing input to department discussions.

Assists other areas/sections of the laboratory in a timely manner after assigned job has been completed.

Assists in inventory and in the ordering of supplies.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of human anatomy and physiology relevant to phlebotomy.

Knowledge of materials, techniques, and procedures of phlebotomy tests.

Ability to provide accurate identification of patient and specimen test requirements.

Ability to demonstrate independent work initiative, diplomacy and a professional demeanor.

Ability to produce high quality and quantity of work.

Ability to handle multiple tasks, problem solve, and exercise good judgment.

Ability to apply safe work practices, especially with patients.

Ability to work effectively with the public and other employees.

Ability to understand and follow oral and written instructions and procedures.

Ability to maintain records and prepare reports.

Ability to work with patients of diverse age and demographic background.

Skilled in the use of standard phlebotomy tools and techniques.

MINIMUM EXPERIENCE AND TRAINING:

Graduation from High School/GED or successful completion of a phlebotomy certification program from a recognized or accredited/certified vocational technical institution or related training program, and two (2) years of work experience in phlebotomy procedures in a hospital or clinical laboratory setting.

NECESSARY SPECIAL QUALIFICATIONS:

Current certification in Basic Life Saving (BLS) from the American Heart Association (AHA).

ESTABLISHED: May 8, 2008
AMENDED: August 25, 2021

PAY GRADE/PLAN: H (GPP)

HAY EVALUATION

KNOW HOW:	CI1	115
PROBLEM SOLVING:	B2 (19%)	22
ACCOUNTABILITY:	BNII	29
TOTAL POINTS -		166



**THERESA OBISPO, Chairperson
Board of Trustees**



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BOARD OF TRUSTEES Official Resolution No. 2021-50

“Relative to Approving Renewal of the Medical Staff Rules and Regulations for the Emergency Medicine Department and Pediatrics Department”

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

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


WHEREAS, on September 15, 2021, the Joint Conference and Professional Affairs subcommittee reviewed and recommended that the Board of Trustees approve the renewal to the Medical Staff Rules and Regulations for the Emergency Medicine Department and Pediatrics Department; now, therefore, be it

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

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

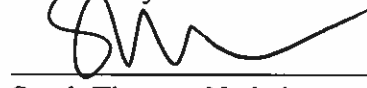
DULY AND REGULARLY ADOPTED ON THIS 30th DAY OF SEPTEMBER 2021.

Certified by:



Melissa Waibel
Vice-Chairperson

Attested by:



Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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MEDICAL STAFF RULES AND REGULATIONS

PEDIATRICS DEPARTMENT

SECTION I: GENERAL

- A. This Department shall be under the direction of the Chairperson, Department of Pediatrics who shall be responsible to the President of the Medical Staff of Guam Memorial Hospital Authority.
- B. Patients from birth through seventeen (17) years of age will be attended in this Department.

SECTION II: DEPARTMENT CHAIRPERSON QUALIFICATIONS

- A. See Medical Staff Bylaws Section 11.6-2, "Qualifications of Department Chairpersons".
- B. Be Board Certified by the American Board of Pediatrics or possess the knowledge and skills comparable to those expected of a corresponding American Board Certified physician in Pediatrics.
- C. Have demonstrated administrative skills and experience or be board eligible.

SECTION III: QUALIFICATIONS AND PRIVILEGES

- A. Eligibility for pediatric privileges must be based on an individual's education, training, experience, and demonstrated current clinical competence and shall be delineated on the Pediatric Department Privilege form approved by the Department of Pediatrics, Credentials Committee, Medical Executive Committee and the Board of Trustees.
- B. Acceptable education will consist of graduation from a medical school approved

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by the Council on Medical Education of the American Medical Association, or graduation from an osteopathic school approved by the Bureau of Professional Education of the American Osteopathic Association, or from a foreign school acceptable to the Guam Board of Medical Examiners, plus education leading to qualification as a Pediatrician.

C. A Pediatrician is defined as a physician who:

1. Is certified by an American Pediatric specialty board approved by the American Board of Medical Specialties; or
2. By reason of his/her education, training, and experience, has been judged eligible by such a board for its examination; or
3. Is a Fellow of the American Academy of Pediatrics or American Board of Pediatrics; or
4. Has obtained in a country outside the United States, graduate Pediatric education which satisfies the training requirements for Fellowship in the American Academy of Pediatrics or American Board of Pediatrics.

D. It is recognized that pediatric privileges may also be granted to physicians who do not meet this definition, under the following conditions:

1. A physician who renders pediatric care in an emergency or an area of limited population where a pediatrician is not available; or
 2. A physician who has just completed formal training in an approved pediatric residency program as defined in his/her specialty, but has not passed the Board. This would not exceed one year plus the Board's practice requirement, if any; or
 3. A physician, who by reason of his/her education, training and experience in another specialty, is granted selective pediatric privileges within the scope of that specialty. These selective pediatric privileges must be delineated in the physician's clinical privileges and must be approved by the Credentials Committee of the Medical Staff.
4. Family Practice Physicians who are American Board Certified in Family Practice or equivalent may request core pediatric privileges as delineated on the Family/General Practice privileges form. These core pediatric privileges will be under the auspices of the Pediatrics department and will be proctored by the

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Pediatric physicians with privileges. Any additional pediatric privileges outside the core privileges will be delineated on the Family/General Practice privileges form and also reviewed and proctored by the Pediatric Department. All pediatric privileges for Family/General Practice Physicians must be approved by the Credentials Committee of the Medical Staff.

- E. The granting and continuation of pediatric privileges will be based upon the staff member's record of demonstrated performance as evaluated by an established hospital peer review mechanism and as specified in the Department's Quality Improvement Plan.
- F. Requests for privileges not generally associated with the field in which the applicant has been trained must be specifically requested and documented with evidence of appropriate training, experience, and current clinical competence.
- G. All staff members with privileges under the Pediatrics Department must be certified in Basic Life Support (BLS). All staff members with PICU admitting privileges must be certified in Pediatric Advance Life Support (PALS). All staff members with NICU admitting privileges must be certified in Neonatal Resuscitation Program (NRP). All staff members who attend deliveries are required to maintain current NRP. Members without current PALS or NRP need to maintain separate BLS certification.

SECTION IV: PROCTORSHIP

A. Requirements

1. Pediatricians

The Department Chairperson shall assign one or more pediatricians with active privileges the responsibility of monitoring/proctoring the services rendered by a pediatrician to the first twenty (20) patients admitted to GMHA. The monitoring shall include a minimum of five (5) newborn, five (5) pediatric, and five (5) patients admitted to NICU/PICU, if NICU/PICU privileges are desired by the proctored physician. Except for NICU/PICU patients, proctorship should be completed within the first six months of practice.

B. Procedure and Reporting

1. For each admission, the proctoring physician will review the chart and complete the appropriate proctor form. The form shall be returned to the Medical Staff Office. The proctoring physician will be encouraged to exercise professional judgment and to completely review the medical care, documentation, and outcomes of the patients.
2. Upon review of the proctorship worksheet forms and consultation with the proctors, the Chair will submit a written recommendation or progress report to the Medical Executive Committee for extension or satisfactory completion of proctorship, after the first 6 months of practice.
3. The proctorship report forms shall be confidential and shall not be photocopied nor shared with anyone except the proctored physician and the Department Chairperson. Summaries of proctorship activities shall be forwarded to the Credentials Committee and Medical Executive Committee.

SECTION V: NICU/PICU PHYSICIAN DIRECTOR

A. Qualifications

1. The Medical Director of the NICU/PICU (Neonatal Intensive Care Unit and Pediatric Intensive Care Unit) should be currently U.S. Board Certified in Pediatrics and be a member of the Department of Pediatrics in accordance with Section III of the Department of Pediatric Rules & Regulations and the Medical Staff Bylaws.

Fellowship training in NICU and/or PICU is recommended but not required. In lieu of such Fellowship, training in a Pediatrics Residency Program followed by at least two years of demonstrated competence and privileges in NICU and PICU plus current NICU/PICU privileges are required.

2. The Director should also have demonstrated administrative ability.

B. Appointment Process

The Medical Director of the NICU/PICU is recommended by the Associate Administrator of Medical Services with the concurrence of the Department of Pediatrics and approval of the Hospital Administrator.

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C. Duties and Responsibilities

1. Ensures that the NICU and PICU policies and procedures established by the medical staff and the appropriate standards of the current Joint Accreditation of Healthcare Organization's "Accreditation Manual for Hospitals" for the continuing operation of the units are implemented through close liaison with the NICU and PICU head nurses and nursing administration.
2. Ensures that good medical care is rendered through the above methods and through regular communication with attending physicians when appropriate. Assists in the development and implementation of NICU and PICU Quality Improvement (QI) Plan.
3. Documents review of the hospital QI activities as they apply to the NICU and PICU and ensures the identified problems are properly addressed, corrected and evaluated for effectiveness of corrective actions. Reports monthly to the Department of Pediatrics on the above matter and any other issues.
4. Monitors to ensure appropriate utilization management of the NICU and PICU. Determines bed priority in consultation with the appropriate head nurse or Nursing Supervisor and the physician(s) responsible for the patient for the disposition of a patient when patient load exceeds optimal operational capacity, when necessary.
5. Approves, with consultation with the Nursing Supervisor(s), the identification and implementation of planned appropriate orientation, in-service training and continuing education programs for the physician, registered nurses and support staff who perform patient care services in NICU and PICU.
6. Provides appropriate information to the Pediatrics Department Chairperson and Vice-Chairperson to assist with the delineation of privileges for physicians at initial appointment and reappointment who request NICU/PICU and Pediatric privileges.

**SECTION VI: ALLIED HEALTH PROFESSIONAL: ADVANCED PRACTICE
REGISTERED NURSE (APRN)**

- A. These rules and regulations will define the scope of practice for pediatric nurse practitioners under the oversight of the pediatric department.
- B. A pediatric nurse practitioner is an Advanced Practice Registered Nurse (APRN) who is a registered nurse who is certified to practice as an APRN as set out in the Nurse Practice Act as defined in section §12313 in the Act.
- C. Furthermore, a pediatric nurse practitioner is an APRN who has either completed specific training or has previous experience in the care of pediatric patients and newborns, specifically within an inpatient environment, for a period of not less than 6 months.
- D. Supervision of pediatric nurse practitioners shall be the responsibility of the attending pediatrician on-call scheduled concurrently with the nurse practitioner.
- E. No pediatric nurse practitioner at GMH shall be authorized to practice independently without oversight from an attending pediatrician.
- F. All orders and notes by pediatric nurse practitioners shall require a countersign by a supervising pediatrician. Subject to this limitation, the scope of practice of pediatric nurse practitioners shall be defined as follows:
- G. Pediatric Nurse Practitioners are authorized to perform the initial assessment of pediatric patients and newborns, enter admission orders and write an admission history and physical.
- H. Pediatric Nurse Practitioners are authorized to do daily rounds on pediatric patients and newborns, enter orders and write daily notes.
- I. Pediatric Nurse Practitioners are authorized to discharge pediatric patients and newborns.
- J. Pediatric Nurse Practitioners are authorized to attend newborn deliveries requiring the presence of an attending physician in their stead to supervise advance resuscitation as needed.

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SECTION VII: ALLIED HEALTH PROFESSIONAL: OTHER

A. Qualifications/Privileges

Qualifications and privileges for other Allied Health Professionals shall be defined and developed by the department as the need arises.

SECTION VIII: ON CALL COVERAGE

The Pediatric Department has implemented a Hospitalist Program that will provide on-call coverage and care for all pediatric patients admitted to GMHA. In the event that there is insufficient Hospitalist coverage, other active members of the Department will be placed on the Pediatric On-Call Schedule on a rotating basis unless exempted by the Department.

The On Call Hospitalist is responsible for providing care to all newborn and pediatric patients regardless of their insurance status and whether or not they have an identified primary care physician.

A. Responsibilities of the Pediatric Hospitalist:

With regards to section 3.3-1 the GMHA Medical Staff Rules and Regulations which, as a basic requirement of membership, requires medical staff to:

"Provide patients with care at the professionally highest level of quality, safety and efficiency and with care and compassion."

The Pediatric department has defined the following parameters by which quality, safety and efficient care is minimally defined:

1. Initiation of patient rounds before 12 p.m.
2. Discharge orders entered for well normal newborns who are eligible for discharge by 3 p.m.
3. Not refusing transfers from outside facilities on the basis of bed space availability and nursing staffing. Bed space and nursing staffing are the concerns of the nursing supervisor and are thus not reasonable grounds for the pediatrician on call to refuse accepting transfers.

Failure to repeatedly comply with the above defined parameters, defined as 3 incidents within the space of 12 months, will result in the initiation of corrective action, which is defined in section 8.1-1 of the GMHA Medical Staff Rules and Regulations as follows:

"Whenever the activities or professional conduct of any Staff member are believed to be detrimental to patient safety or to the delivery of quality patient care, or believed to be disruptive to hospital operations, or are believed to be in violation of these Bylaws, Staff Rules and Regulations, Department Rules or other hospital policies, corrective action against such staff member may be initiated by any officer of the Staff, by the Chairperson of any department or standing committee of the Staff, by the Administrator or by the Board."

The pediatric department will specifically request that corrective action will take the form of revocation of staff appointment and termination of employment. The department will also consider submitting a report to the National Physician Data Bank.

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Bylaw: 08/13/2021
MEC: 8/25/2021
JCPA: 9/15/2021
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MEDICAL STAFF RULES AND REGULATIONS

EMERGENCY MEDICINE DEPARTMENT

SECTION I: GENERAL

- A. This Department shall be under the direction of the elected Chairperson, Department of Emergency Medicine who shall be responsible to the President of the Medical Staff, the Medical Executive Committee, and the Board of Trustees.
- B. All full-time emergency physicians shall be members of the Emergency Medicine Department (EMD). Part-time (at least 30 hours per month) physicians may be members of the Department. Should you not work for 6 months you will not have voting rights.
- C. All patients who present to the EMD will be seen by the EMD physician. Exceptions are on a case by case basis and at the discretion of the ED attending.

SECTION II: RESPONSIBILITIES OF THE CHAIRPERSON

- A. Please see Medical Staff Bylaws Article VI, Section 2.
- B. The Chair shall prepare scheduling of the physician duty roster.

SECTION III: DEPARTMENT CHAIRPERSON QUALIFICATIONS

- A. See Medical Staff Bylaws Article VI, Section 2- "Qualifications, Selection and Tenure, and Removal of Department Chairperson".
- B. Have demonstrated administrative skills and experience.
- C. The Chairperson of the Emergency Medicine Department is also the Hospital Disaster Committee Chairperson.

SECTION IV: QUALIFICATIONS AND PRIVILEGES

- A. The physician must qualify for Hospital privileges based on the Medical Staff Bylaws and Rules & Regulations.
- B. Eligibility for emergency privileges must be based on an individual's education, training, experience, and demonstrated current clinical competence and shall be delineated on the Emergency Medicine Department Privilege form approved by the Department of

Emergency Medicine, Credentials Committee, Medical Executive Committee and the Board of Trustees.

- C. Acceptable education will consist of graduation from a medical school approved by the Council on Medical Education of the American Medical Association, or graduation from an osteopathic school approved by the Bureau of Professional Education of the American Osteopathic Association, or from a foreign school acceptable to the Guam Board of Medical Examiners, plus post graduate training leading to qualification as an Emergency Physician.
- D. An Emergency Physician is defined as a physician who:
 - 1. Is board certified by the American Board of Emergency Medicine as approved by the American Board of Medical Specialties; or
 - 2. By reason of his/her education, training, and/or experience, has been judged eligible for board certification by the American Board of Emergency Medicine; or
 - 3. Has completed an approved U.S. residency in Surgery, Family Practice, Internal Medicine, or Pediatrics, has documented Emergency Medicine Department experience and current clinical competence in emergency medicine, whose primary clinical role is in the Emergency Department, and who shows a commitment to emergency medicine.
- E. The granting and continuation of emergency medicine privileges will be based upon the staff member's record of demonstrated performance as evaluated by an established hospital peer review mechanism and as specified in the Department's Quality Improvement Plan.
- F. Requests for privileges not generally associated with the field in which the applicant has been trained must be specifically requested and documented with evidence of appropriate training, experience, and current clinical competence.
- G. All non-boarded physician members of this Department must be certified in Advanced Cardiac Life Support (ACLS), and Pediatric Advanced Life Support (PALS). It is highly recommended that physician members of this Department are Advanced Trauma Life Support (ATLS) certified. All physicians board-certified or board eligible in Emergency Medicine are not required to be certified in ACLS or PALS.

Other Department members with Emergency Department Privileges may be called to work in the ER under emergency staffing situations only. It is highly recommended that these physicians be certified in ACLS and PALS.

- H. Upon initial application all applicants requesting for privileges under the Emergency

Medicine Department must complete the delineation form column pertaining to the number of cases performed over the past two years. Applicants for Re-Appointment may not be required to indicate the number of cases performed over the past two years.

SECTION V: PROCTORSHIP

A. Requirements

1. The Department Chairperson shall assign one or more EMD physicians with active privileges the responsibility of proctoring the services rendered by the newly appointed physician.
2. The proctoring physician(s) shall review the first thirty (30) patients attended to in the Emergency Department, and the proctorship shall include at least 5 pediatric cases, one Code 72, and one trauma case. The newly appointed physician has the responsibility of notifying his/her proctor of the cases for review. After the first thirty (30) patient encounters are proctored, or the first two months of practice, the Chair shall confer with the proctor(s) and submit a written recommendation to the Emergency Medical Service Department for extension or removal of proctorship.
3. The proctoring physician(s) shall assist the newly appointed physician in becoming familiar with Hospital policies and will review the clinical performance of the newly appointed physician.

B. Reporting

1. The proctoring physician is encouraged to exercise professional judgment and to completely review the medical care, documentation, and outcomes of the patients.
2. The proctorship report forms shall be confidential and shall not be photocopied nor shared with anyone except the proctored physician and the Department Chairperson. Summaries of proctorship activities shall be forwarded by the Chairperson of the Department to Credentials Committee and Medical Executive Committee.

SECTION VI: FUNCTIONS OF THE DEPARTMENT

- A.** As a Level II Emergency Department, emergency care will be offered 24 hours a day, with at least one physician experienced in emergency medicine on duty in the Department. Specialty consultation will be available within approximately twenty (20) minutes by members of the Medical Staff.
- B.** If the emergency patient requires admission, a private physician will write orders for admission.

- C. For house patients, the appropriate physician or consulting specialist on-call will be contacted for consultation. If a patient requests a certain physician or physician specialist who is not on-call, the physician or physician specialist may or may not accept the case if he/she is not on-call. A house patient is defined as a patient presenting to the EMD who does not have a private physician and does not request or is unable to identify a physician.

SECTION VII: ATTENDING AND CONSULTANT RESPONSIBILITIES

- A. The attending physician shall be defined as the physician who follows the patient on a regular basis and is identified by both the patient and the physician as such.
- B. The attending physician will be notified by the EMD physician of the possible admission of the patient. If there are questions regarding admission, the attending physician may be asked to evaluate the patient in the Emergency Department.
- C. The EMD Consultant shall be defined as any physician from the GMHA Medical Staff who is contacted by the EMD physician for consultation. This may be the on-call physician, a specialist with consulting privileges, or the attending physician. The physician, on-call physician, or consulting specialist must accept the case or arrange for appropriate follow-up care by another physician. The EMD physician shall generate the appropriate documentation.
- D. In the event the EMD patient requests a physician who is not on call or not his/her attending physician, the EMD physician may discuss the case with the requested physician. The requested physician may or may not accept the case.
- E. The Emergency Department will display an on-call list for Consultants as determined by the Medical Staff Departments. The EMD patient will be referred to consultants on this list if they have do not have an attending physician and they do not request a specific consultant, unless they belong to a managed care plan which has its own call list.
- F. Both the attending physician and the EMD consultant shall respond to calls from the EMD within a reasonable amount of time. Both shall have the capability (e.g., phone, beeper) to receive emergency calls from the Emergency Department.
- G. It is the responsibility of the attending physician and the EMD Consultant to notify the GMHA Operator of vacation schedules and when another physician will be answering calls for them.

SECTION VIII: READMISSION OF OB/GYN AND SURGERY PATIENTS

- A. The private OB/GYN physician for “private patients”, or on call OB/GYN house staff physician for “house patients” will be notified and /or consulted by the EMD physician for the readmission of any returning post-partum or GYN post-op patient who presents to the ED within six weeks of their delivery or surgery. If there are questions regarding readmission, attending OB/GYN physician may be asked to examine the patient in the Emergency Department.
- B. Except in cases of emergencies, all OB/GYN patients who are within six weeks following Delivery or GYN surgery and who present to the Emergency Department for readmission with post-partum or post-operative complications, will be admitted under their original Attending OB/GYN physician for private patients or the on call OB/GYN hospitalist for “house patients”. The attending OB/GYN will then oversee their clinical management as appropriate. Such patients may be readmitted to the OB unit if there are no contraindications.
- C. These rules and regulations will be at all times in accord with the Emergency Medical Treatment & Active Labor Act (EMTALA) and all other federal and local Guam laws.



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. 2021-51

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Steven Hayashida, MD	Surgery	Neurosurgery	August 31, 2023
Doris Sophia Li, MD	Surgery	General Surgery	August 31, 2023
Ma. Elizabeth Hernandez, MD	Pediatric	Pediatric/Pulmonary	August 31, 2023
Amanda River, MD	ER	Emergency Medicine	August 31, 2023
William Vercio, MD	OB/Gyn	Obstetrics/Gynecology	August 31, 2023
Jeffrey Gabel, DO	OB/Gyn	Obstetrics/Gynecology	August 31, 2023

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 25, 2021 and the Joint Conference and Professional Affairs Committee met on September 15, 2021 and 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 Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 30th DAY OF SEPTEMBER 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÁHÑ

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BOARD OF TRUSTEES Official Resolution No. 2021-52

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
August Uwah, MD.	Medicine	Internal Medicine	August 31, 2023
Susie White, MD.	Emergency Room	Emergency Medicine	August 31, 2023

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 25, 2021 and the Joint Conference and Professional Affairs Committee met on September 15, 2021 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Active Associate 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 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 reappointments; and be it further

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

DULY AND REGULARLY ADOPTED ON THIS 30th DAY OF SEPTEMBER 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES Official Resolution No. 2021-53

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Nadia B. Pietrzykowska, MD	Medicine	Internal Medicine	August 31, 2022
Kevin Brady, MD	Medicine	Telemedicine	August 31, 2023
Patrick Smith, DO	Medicine	Telemedicine	August 31, 2023

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

WHEREAS, the Medical Executive Committee met on August 25, 2021 and the Joint Conference and Professional Affairs Committee met on September 15, 2021 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 Vice-Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 30th DAY OF SEPTEMBER 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES

Official Resolution No. 2021-54

“RELATIVE TO EXTENDING A 25% WORKING DIFFERENTIAL PURSUANT TO 4GCA, §6229.7 TO GMHA EMPLOYEES CERTIFIED OR LICENSED IN MEDICAL LABORATORY SCIENCE AND RESPIRATORY THERAPY”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) has experienced and continues to experience challenges with recruitment and retention of allied health professionals, especially in the specialty of medical laboratory sciences and respiratory therapy; and

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

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

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

WHEREAS, the employees of the laboratory and respiratory departments are being offered employment elsewhere with comparable salaries to the National Average; and

WHEREAS, the latest (2020) data average from U.S. Bureau of Labor Statistics and Medical Group Management Association shows a mean wage for Laboratory Technologists at \$27.56 per hour (\$55,597 per annum); and the latest (2020) data average from U.S. Bureau of Labor Statistics. Medical Group Management Association, Local Private Hospital, and GMHA Travelers shows a mean wage for respiratory therapists at \$38.75 per hour (\$80,600 per annum); and

WHEREAS, the actual salaries (as of August 2021) mean wage of GMHA medical laboratory technologist employees is \$25.31 per hour (\$36,943 per annum), and mean wage of GMHA Respiratory Therapist employees is \$30.70 per hour (\$63,853 per annum); and

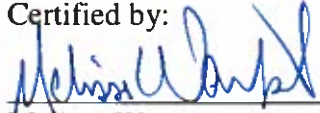
WHEREAS, the 2021 Nurse Pay Plan and Structure Differential (the “2021 NPPSD) implemented and effective August 1, 2021 has increased the wages of the licensed and certified nursing staff to be comparable to the national average; and

RESOLVED, that the Board has determined it is in the best interest of the GMHA to extend a 25% working pay differential provided by Title 4 G.C.A., Section 6229.10 to certified or licensed medical laboratory technologists and respiratory therapists who are employed at the GMHA, be it further

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

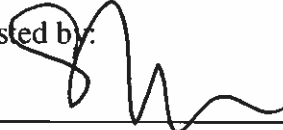
DULY AND REGULARLY ADOPTED ON THIS 30th DAY OF SEPTEMBER 2021.

Certified by:



Melissa Waibel
Vice-Chairperson

Attested by:



Sarah Thomas-Nededog
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2021-55

“RELATIVE TO AMENDING THE POSITION OF LONG TERM CARE ADMINISTRATOR”

WHEREAS, the Human Resources Department coordinated efforts with the Assistant Administrator, Nursing Services and the Hospital Quality Management Administrator in recommending changes to the minimum experience and training requirements and the necessary special qualification requirements for the position of Long Term Care Administrator (SNF); and

WHEREAS, the Human Resources Department submitted its recommendation to the Hospital Administrator/CEO on August 5, 2021 to amend the minimum experience and training requirements and the necessary special qualification requirements of the Long Term Care Administrator position; and

WHEREAS, on August 5, 2021, the Hospital Administrator/CEO, Lillian Perez-Posadas, approved the Human Resources Department’s recommendation to amend the position; and

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

WHEREAS, the proposed amended class specifications of the positions are hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on September 14, 2021 recommended approval to accept the Hospital Administrator’s petition to amend the position of Long Term Care Administrator (SNF); now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee’s recommendation and approves the final proposed class specification for the Long Term Care Administrator (SNF) position; and, be it further

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

DULY AND REGULARLY ADOPTED ON THIS 30th DAY OF SEPTEMBER 2021.

Certified by:

Melissa Waibel
Vice-Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

LONG TERM CARE ADMINISTRATOR (SNF)

NATURE OF WORK IN THIS CLASS:

The Long Term Care Administrator is responsible for the administrative and clinical supervisory work in the coordination of program services, facility maintenance, compliance and operational aspects of the Skilled Nursing Facility.

An employee in this class manages all departments by providing leadership and strategic direction and will report directly to the Hospital Administrator/CEO of the Guam Memorial Hospital Authority.

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

Manages the daily operations of the administrative, clinical, facilities, compliance and operational aspects of the Skilled Nursing Facility.

Plans, organizes, supervises and monitors the delivery of care to residential patients and establishes priorities for strategic planning and development, and coordinates activities and resources necessary to achieve objectives.

Ensures that nursing services are planned, implemented, and evaluated to maximize resident quality of life and quality of care with the integration of resident rights with all aspects of resident care.

Ensures that the facility is in compliance with and adheres to the latest healthcare regulations for high-quality service.

Coordinates the development and evaluation of resident care goals and policies with healthcare teams.

Oversees various federally regulated documentation and clinical requirements of the MDS and Restorative Nursing Programs.

Attends meetings and collaborates with physicians, therapists, families, and local governing boards; establishes and implements new and existing policies and procedures ensuring the quality of care for residents admitted to the Skilled Nursing Facility.

Observes, monitors, and evaluates outcomes of all the facility programs, policies and procedures to ensure effectiveness and to fulfill administrative and professional responsibility.

Ensures the coordination and collection of data for performance and quality improvement activities of the facility.

Maintains the fiscal accountability and management of the Skilled Nursing Facility in conjunction with Hospital Administration and the Budget and Accounting Offices.

Conducts and chairs staff and department meetings, and attends resident care conferences and medical staff meetings.

Responds to calls for emergencies.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of Long Term Care operational standards set forth in Federal and State regulations. Knowledge of performance management and effective leadership skills.

Knowledge of Centers for Medicare and Medicaid Services (CMS) regulations.

Knowledge of budget and financial processes.

Knowledge of basic computer systems and Microsoft Office Suite.

Excellent verbal and written communication skills.

Skill in effective supervision and conflict management.

Skill in interpersonal relations and team building; self-directed and flexible in fulfilling obligations.

Ability to develop and administer skilled nursing programs of the hospital.

Ability to evaluate program effectiveness and implement recommended changes in organizational policies and procedures to enhance effectiveness.

Ability to maintain records, reports and other statistical data.

MINIMUM EXPERIENCE AND TRAINING:

- A. Five (5) years of hospital or nursing home administration work experience including two (2) years in a supervisory or administrator capacity and a Bachelor's degree in public health administration, health care administration, health science, public administration, business administration or other related field; or
- B. Four (4) years of hospital or nursing home administration work experience including two (2) years in a supervisory or administrator capacity and a Master's degree in long term care administration, public health administration, health care administration, health science, public administration, business administration or other related field.

NECESSARY SPECIAL QUALIFICATIONS:

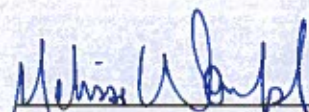
Current license to practice as a Nursing Home Administrator by the Guam Board of Allied Health Examiners or from another U.S. jurisdiction provided that the standards for licensure are equivalent to those prevailing on Guam, and a valid Basic Life Saving (BLS) certification.

ESTABLISHED: June 1, 2017
AMENDED: September 30, 2021

PAY GRADE/PLAN: Q (GPP)

HAY EVALUATION

KNOW HOW:	FI3	304
PROBLEM SOLVING:	E4 (43%)	132
ACCOUNTABILITY:	E1P	152
TOTAL POINTS -		588


Melissa Waibel, Vice-Chairperson
Board of Trustees