



Personnel Rules and Regulations Economic Impact Statement Pursuant to the Administrative Adjudication Law

- I. Purpose and need for the rule or regulation:
Title 10 GCA § 80109 (n) authorized the Guam Memorial Hospital Authority (“Authority”) to promulgate rules and regulations for the conduct of the Authority. Such regulations shall become effective only upon approval of the Legislature. Notwithstanding the authority to promulgate its own personnel rules, the statute state that until the Guam Memorial Hospital adopts its rules, it shall be governed by the Personnel Rules and Regulations of the Department of Administration. The Guam Memorial Hospital’s Proposed Personnel Rules and Regulations adopted approximately 90% of the Department of Administration’s personnel rules.
- II. Financial impact of the proposed rule or regulation:
 - The financial impact of the Guam Memorial Hospital Authority Proposed Personnel Rules and Regulations to its employees is directly related to the Authority’s annual budget.
 - The Guam Memorial Hospital Authority currently operates on a combined federal and local budget. A portion of it represents employee salaries and benefits. This amount correlates to the activities spelled out in the 13 chapters of the proposed rules and regulations. Human Resources activities such as position announcements, recruitment, position classification, in-service transactions, disciplinary actions and benefits correlate to the salaries and benefits associated to the Guam Memorial Hospital Authority’s Proposed Personnel Rules and Regulations.
 - The economic impact of the Guam Memorial Hospital Authority manpower resources to the community can be measured by the mission statements provided.
 - The Guam Memorial Hospital Authority’s Proposed Personnel Rules and Regulations impact the cost of living, and services based on the decisions and policies of the Government of Guam as to salaries and benefits associated with the government’s Competitive Wage Act and other such wage structures.
 - The Guam Memorial Hospital Authority’s Proposed Personnel Rules and Regulations has a direct impact on employment on Guam based on the economic variability of Guam’s economy and the specific budget of Guam Memorial Hospital Authority.
 - As mentioned previously, any impact in the cost of the Guam Memorial Hospital Authority in providing services related to its Human Resources budget predicated on the success or failure of the office to continue to provide an operational budget.
- III. Adverse or beneficial economic impact which is attributable to the proposed rule or regulation:
 - Employment and benefits, and the Guam Memorial Hospital Authority’s services to the public are all attributable to the Guam Memorial Hospital Authority’s Proposed Personnel Rules and Regulations.