

MEETING IN PROGRESS

GMHA Board of Trustees

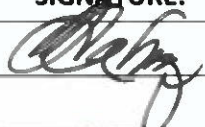
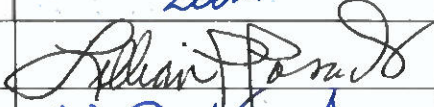
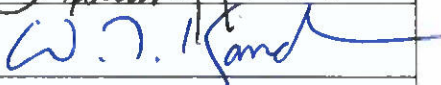






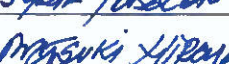
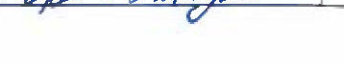
Wednesday, January 31, 2024 | 5:00 p.m.

Zoom Video Conference

GMHA Board of Trustees Meeting

ATTENDANCE SHEET

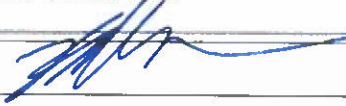
Wednesday, January 31, 2024 | 5:00 p.m. | Zoom Video Conference

| | NAME: | TITLE: | SIGNATURE: |
|------------------------------------|---|--|---|
| Board of Trustees | Theresa Obispo | Chairperson/Treasurer |  |
| | Melissa Waibel | Vice-Chairperson | |
| | Sonia Siliang | Secretary | Zoom |
| | Sharon Davis | Trustee | Zoom |
| | Michael Um, MD | Trustee | Zoom |
| | Teresa Damian-Borja, MD | Trustee | Zoom |
| | Antoinette Kleiner | Trustee | Zoom |
| | Edgar Aguilar | Trustee | Zoom |
| Executive Management/Medical Staff | Lillian Perez-Posadas | Hospital Administrator/CEO |  |
| | William N. Kando | Assistant Administrator of Operations |  |
| | Rodalyn Gerardo | Deputy Assistant Administrator, Operations |  |
| | Vincent Duenas, MD | Acting Associate Administrator, Medical Services |  |
| | Larry Lizama, MD | Acting Associate Administrator, Clinical Services | Zoom |
| | Ana Belen Rada | Assistant Administrator, Professional Support Services | Zoom |
| | Christine Tuquero | Assistant Administrator, Nursing Services | Zoom |
| | Liezl Concepcion | Deputy Assistant Administrator, Nursing Services | |
| | Yukari Hechanova | Chief Financial Officer |  |
| | Danielle Manglona | Administrator of Quality, Patient Safety and Regulatory Compliance | |
| | Jon Sidell, MD | Medical Staff President | |
| Guest(s) | Hilda Pellacani | GMHA President | Hilda Pellacani |
| |  | | Zoom |
| |  | | Zoom |
| |  | | Zoom |
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| |  | | Zoom |

GMHA Board of Trustees Meeting

ATTENDANCE SHEET

Wednesday, January 31, 2024 | 5:00 p.m. | Zoom Video Conference

| | | |
|------------------------|------|---|
| KYLE DAVEN | |  |
| VINCE QUIRANO | | Zoom |
| JOSENE (Glenn DAVILA) | | Zoom |
| CINDY HANSON | | Zoom |
| RIDA YAP | | Zoom |
| BRADY DAVIS | | Zoom |
| RAHUL MANGLA | | Zoom |
| RAYMOND | | Zoom |
| JEN JACQUE | | Zoom |
| JULIE | | Zoom |
| KEVIN LEON (Glenn) | | Zoom |
| JINA ROJAS | | |
| JOE TORRES (Glenn) | | Zoom |
| Communications (Glenn) | | Zoom |
| David Castro | POST | |
| Int Computers | | Zoom |

AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting

January 31, 2024 | 5:00 p.m. | Zoom Video Conference

BOARD MEMBERS: Theresa Obispo, Chairperson, Treasurer; Melissa Waibel, Vice-chairperson; Sonia Siliang, Secretary; Sharon Davis, Trustee; Michael Um, MD, Trustee; Teresa Damian-Borja, MD, Trustee, Antoinette Kleiner, Trustee, Edgar Aguilar, Trustee

| Item | Owner |
|--|-----------------------------|
| I. Welcoming Call Meeting to Order and Determination of Quorum | Trustee Obispo |
| II. Review and Approval of the Minutes | All Trustees |
| A. December 27, 2023 | |
| III. Old Business | All Trustees |
| IV. New Business | All Trustees |
| V. Management's Report | Executive Management |
| VI. Guam Memorial Hospital Volunteers Association Report | GMHVA President |
| VII. Board Subcommittee Reports | |
| A. Joint Conference and Professional Affairs | Trustees Dr. Um, Waibel |
| 1. Res. 2024-16, Relative to the Reappointment of Active Medical Staff Privileges | |
| 2. Res. 2024-17, Relative to the Reappointment of Active Associate Medical Staff Privileges | |
| B. Human Resources | Trustees Waibel, Obispo |
| 1. Res. 2024-19 2024-20, Relative to Empowering and Authorizing the Hospital Administrator to Recruit Qualified Employees at Above-Step Salaries | |
| 2. Information and Communications Department Restructure | |
| 3. GMHA Organizational Chart | |
| 4. CY2023 Strategic Goal 4: Engage the Healthcare Workforce | |
| C. Facilities, Capital Improvement Projects, and Information Technology | Trustee Davis |
| 1. Res. 2024-19, Relative to Approving Prioritized Medical Equipment Reflected in GMHA's 5-Year CIP Plan to be Funded by P.L. 35-138, which Authorizes Certain Tax Credits for Required Medical Equipment for the GMHA | |
| 2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology | |
| D. Quality and Safety | Trustee Obispo |
| 1. CY2023 Strategic Goal 3: Transform Healthcare Services | |
| E. Finance and Audit | Trustee Obispo |
| 1. Res. 2024-18, Relative to Approval of Patient Receivable Accounts Batch No. 2024-002 | |
| 2. CY2023 Strategic Goal 1: Achieve Financial Viability | |
| F. Governance, Bylaws, and Strategic Planning | Trustees Dr. Borja, Siliang |
| 1. CY2023 Strategic Goal 6: Engage & Partner with the Community | |
| VIII. Public Comment | |
| IX. Adjournment | Trustee Obispo |

**Regular Meeting of the
Guam Memorial Hospital Authority
Board of Trustees**
Wednesday, December 27, 2023 | 5:00 p.m.
Zoom Video Conference

ATTENDANCE

Board Members

Present: Theresa Obispo, Melissa Waibel, Dr. Michael Um, Sonia Siliang, Dr. Teresa Damian-Borja, Antoinette Kleiner & Edgar Aquilar
Absent: Sharon Davis

Absent: Dr. Jon Sidel, Toni Pecon & Yuka Hechanova & Jeffrey Ventura

Leadership

Present: Lillian Perez-Posadas, William Kando, Dr. Vincent Duenas, Dr. Larry Lizama, Ana Belen Rada, Christine Tuquero, Liezl Concepcion, Danielle Manglona

Guests: Atty. Joseph McDonald, Rachel Manglona, Tony Aguon, Aida Yap, Sydnie Taisacan, Joseph Taitano, Amy Rose Edmonson, Rayna Cruz & Jordan Pauluhn

| ISSUE/TOPIC/DISCUSSIONS | DECISION(S)/ACTION(S) | RESPONSIBLE PARTY | REPORTING TIMEFRAME | STATUS |
|--|---|-------------------|---------------------|----------|
| I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM | | | | |
| | After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Chairperson Obispo called to order the regular meeting of the GMHA Board of Trustees at 5:04 p.m. on Wednesday, December 27, 2023, via Zoom Video Conferencing. | Chairperson | None | None |
| II. REVIEW AND APPROVAL OF MINUTES | | | | |
| A. November 29, 2023 | Trustee Waibel motioned, and it was seconded by Trustee Dr. Borja to approve the November 29, 2023 minutes as presented. The motion carried with all ayes. | All Board Members | None | Approved |
| III. OLD BUSINESS | | | | |
| | | All Board Members | None | None |
| IV. NEW BUSINESS | | | | |
| A. Consideration and Request to Approve a Settlement Agreement in CV1180-14/Ian Richardson v. Guam Memorial Hospital Authority | On behalf of GMHA, the McDonald Law Office Attorney Joseph B. McDonald represented and reported on the Settlement Agreement CV1180-14/Ian Richardson v. GMHA. A settlement agreement was reached for the amount of \$255K. <ul style="list-style-type: none"> ➤ The First payment effective January 15, 2024, is the amount of \$55K. ➤ For the next 10 months thereafter, the payment of \$20K per month is to be made. | All Board Members | None | Approved |

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|--|--|----------------------|------|---------------|
| | Trustee Dr. Um motioned, and it was seconded by Trustee Dr. Damian-Borja to approve CV1180-14/Ian Richardson v. Guam Memorial Hospital Authority settlement. The motion carried with all ayes. | All Board Members | None | Approved |
| V. MANAGEMENT'S REPORT | | | | |
| <p>A. COVID-19 Update</p> <p>B. In-House Patient Census</p> <p>C. Nursing Shortage</p> <p>D. Travel Nurses</p> <p>E. Governor of Guam Lourdes Leon Guerrero - Health and Social Services Workforce Development Summit (December 18 - 20, 2023)</p> | <p>Mrs. Perez-Posadas reported the following:</p> <ul style="list-style-type: none"> ➤ The current census for COVID-19 is at an all-time low with just a few admissions. ➤ Patient Census as of 12/27: 145 (72%) occupancy. ➤ GMHA recruited 40 new nurses and lost 44. Some move for a higher salary. ➤ 37 Travel Nurses are being utilized in the ER, ICU, NICU, PICU, and Telemetry Unit. ➤ Professional Support is also using Travel Registered Respiratory Therapists and Ultrasound Sonographers. ➤ A collaborative, community-based summit was held on December 18 - 20, 2023. Executives from Guam Community College, The University of Guam, United States Naval Hospital Guam, DPH&SS Licensure Office, DISID, Guam Regional Medical City & Department of Administration were in attendance. ➤ Development of a plan to achieve and increase the workforce. | Executive Management | None | Informational |

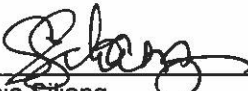
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| <p>F. Guam Bill 164-37/American Rescue Plan Funding</p> <p>G. Guam Community College - Graduates</p> | <ul style="list-style-type: none"> ➤ Working as a Team to come up with realistic and practical projects and strategies to address the workforce shortage. ➤ The Ultimate Goal is not just to rebuild or recover from any Natural Disasters but to build Resiliency. ➤ The Team is scheduled to reconvene in February 2024. ➤ \$20 million in ARPA funding will be used for the Hospital's CIP improvement projects. GMHA will begin with drawdowns and projects will commence on HVAC, IT Network System upgrades, etc. just to name a few. ➤ The Guam Community College Practical Nurse Program graduated 17 individuals. ➤ Graduates are now eligible to take the NCLEX-PN (National Council Licensure Examination for Practical Nurses). ➤ Continuance of monitoring and to entice the graduates to seek employment with GMHA. | Executive Management | None | Informational |
| VI. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION (GMHVA) REPORT | | | | |
| | Mrs. Perez-Posadas reported that the GMHVA has elected a New President, Ms. Hilda Pellacani. | GMHVA President (Hilda Pellacani) | None | Informational |
| VII. BOARD SUBCOMMITTEE REPORTS | | | | |

| | | | | |
|---|--|---|-------------|-----------------|
| <p>A. <u>Joint Conference and Professional Affairs</u></p> <p>1. <u>Res. 2024-12, Relative to the Reappointment of Active Medical Staff Privileges</u></p> <p> a. <u>Akua Agyeman, MD</u></p> <p> b. <u>Garrett Britton, DO</u></p> <p>2. <u>Res. 2024-13, Relative to the Appointment of Provisional Medical Staff Privileges</u></p> <p> a. <u>Sally Westcott, MD</u></p> <p> b. <u>Jeffrey Gabel, DO</u></p> <p> c. <u>Gabrielle James, MD</u></p> <p> d. <u>Gabrielle Johnson, DO</u></p> <p> e. <u>Nathan Bennington, DO</u></p> <p> f. <u>Vinod Havalad, MD</u></p> <p> g. <u>Keith Glenn, MD</u></p> <p>3. <u>Res. 2024-14, Relative to the Reappointment of Active Associate Medical Staff Privileges</u></p> <p> a. <u>Peachy Piana-Pacheco, MD</u></p> | <p>Trustee Dr. Damian-Borja motioned, and it was seconded by Trustee Waibel to approve Res. 2024-12, 2024-13 & 2024-14 as presented. The motion carried with all ayes.</p> | <p>Executive Management, Chair & Vice-Chair, JCPA</p> | <p>None</p> | <p>Approved</p> |
| <p>B. <u>Human Resources</u></p> | <p>Ms. Danielle Manglona reported that the Just Culture Performance Evaluation Add-on ties into the Strategic Goal objective to align all colleagues to the GMHA Just Culture. Implemented to the Performance Evaluation was the Just Culture aspect of it.</p> <ul style="list-style-type: none"> ❖ To ensure that Management & Staff Just Culture training is complete. ❖ Management should establish safe work processes and expectations for staff behavior. ❖ The empowerment of employees to rapidly monitor and report happening events in their unit or departments and are currently promoting continuous learning. ❖ To ensure that the job descriptions are updated and the just culture principles are incorporated as part of the performance expectations. | <p>Executive Management & Chair HR</p> | <p>None</p> | <p>Approved</p> |

| | | | | |
|--|---|---|------|---------------|
| | <ul style="list-style-type: none"> ❖ The Staff should be able to report & identify participation in improvement efforts. ❖ Behaviors such as blaming and gossip are things that should be avoided as they do not promote the culture of safety. ❖ The Staff are accountable for their own actions. ❖ Department Managers are able to see the events recorded. <p>Trustee Waibel motioned, and it was seconded by Trustee Dr. Damian-Borja to approve the Just Culture Performance Evaluation Add-on as presented. The motion carried with all ayes.</p> | Executive Management & Chair HR | None | Approved |
| <p>C. <u>Facilities, Capital Improvement Projects, and Information Technology</u></p> | <p>Mr. Kando reported on the Strategic Goal Objectives to sustain the existing hospital building, adopt enhanced information technology, and invest in up-to-date medical technology and equipment.</p> <ul style="list-style-type: none"> ➤ The \$50 million dollars total from the Government of Guam. The ARPA funding for Capital Improvement Projects (\$20 million) and additional funding from the Guam Legislature for Vendor Payables (\$30 million) have been received. ➤ As of October 2023, the start of payments to vendors by the Department of Administration have begun and continue to be made. ➤ The ARPA funds received have allowed GMHA to become current with prior payment obligations owed to vendors. Contactors are now able to resume work. ➤ The new EHR System Specifications are forthcoming. ➤ The GMH parking lot expansion project is being reviewed by EMSCO | Executive Management & Chair Fac, CIP, & IT | None | Informational |

| | | | | |
|--|--|---|------|---------------|
| | <p>which is recertifying the designs for the front island space that will give the hospital at least 30 more parking stalls.</p> <ul style="list-style-type: none"> ➤ The GMH NICU expansion project design concept for the development of a multi-purpose NICU is being reviewed and discussed with RIM Architects. | Executive Management & Chair Fac, CIP, & IT | None | Informational |
| D. <u>Quality and Safety</u> | There were no matters up for board approval. | Executive Management & Chair Q&S | None | None |
| E. <u>Finance and Audit</u> | Trustee Waibel motioned, and it was seconded by Trustee Kleiner to approve Res. 2024-07 as presented. The motion carried with all ayes. | Executive Management & Chair F&A | None | Approved |
| 1. <u>Res. 2024-07, Relative to Approval of Patient Receivable Accounts Batch No. 2024-001</u> | | | | |
| 2. <u>Res. 2024-15, Relative to Approving Forty-Eight (48) New Fees</u> | Trustee Waibel motioned, and it was seconded by Trustee Kleiner to approve Res. 2024-15 as presented. The motion carried with all ayes. | Executive Management & Chair F&A | None | Approved |
| 3. <u>Governance, Bylaws, and Strategic Planning</u> | <p>Mr. Kando reported that GMHA received the mold mitigation reports from IHP (Industrial Hygiene Professionals). In the meantime to have a general idea of what the cost is for duct cleaning, a request for quotation on one hospital unit is forthcoming before proceeding hospital-wide.</p> <p>The BOT - Governance, Bylaws, and Strategic Planning Subcommittee will meet on February 20, 2024 for a Working Session to review and update the GMHA Board of Trustees Bylaws.</p> | Executive Management & Chair GBSP | None | Informational |
| VIII. PUBLIC COMMENT | | | | |
| | There were no public comments made. | Public | None | None |
| IX. ADJOURNMENT | | | | |
| | There being no further business matters for discussion, Chairperson Obispo declared the meeting adjourned at 6:41 p.m. motioned and seconded. The motion carried with all ayes. | All Board members | None | Approved |

Transcribed by: 
Janet U. Mandapat
Administrative Assistant

Submitted by: 
Sonia Silang
Secretary

CERTIFICATION OF APPROVAL OF MINUTES: The minutes of the November 29, 2023 regular session meeting were accepted and approved by the GMHA Board of Trustees on this 27th day of December 2023.

Certified by: 
Theresa Obispo
Chairperson



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. 2024-16

“ RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

| <u>Practitioner</u> | <u>Department</u> | <u>Specialty</u> | <u>Expiration Date</u> |
|------------------------|-------------------|--------------------|------------------------|
| Christian Eusebio, MD | Surgery | General Surgery | December 31, 2025 |
| Martin Arrisueno, MD | Emergency Room | Emergency Medicine | December 31, 2025 |
| Jennifer Chang, MD | Medicine | Internal Medicine | December 31, 2025 |
| Jonathan Sidell, MD | OB/Gyn | OB/Gyn | December 31, 2025 |
| Mariana Cook-Huynh, MD | OB/Gyn/Peds | Family Medicine | December 31, 2025 |
| Shayla Nesbitt, MD | OB/Gyn | OB/Gyn | December 31, 2025 |
| Jennifer Linden, MD | OB/Gyn | OB/Gyn | December 31, 2025 |

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 December 27, 2023 and the Joint Conference and Professional Affairs Committee recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

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

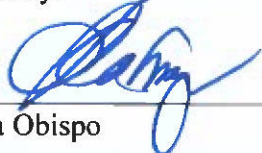
RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

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

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

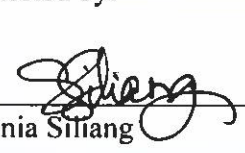
DULY AND REGULARLY ADOPTED ON THIS 31st DAY OF JANUARY, 2024.

Certified by:



Theresa Obispo
Chairperson

Attested by:



Sonia Siliang
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

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



BOARD OF TRUSTEES Official Resolution No. 2024-17

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

| <u>Practitioner</u> | <u>Department</u> | <u>Specialty</u> | <u>Expiration Date</u> |
|--------------------------|-------------------|------------------------|------------------------|
| Nathaniel Berg, MD | Radiology | Radiologist (Tele-rad) | December 31, 2025 |
| Andrew Healey, DO | Radiology | Radiologist (Tele-rad) | December 31, 2025 |
| Michael Golden, MD | Radiology | Radiologist (Tele-rad) | December 31, 2025 |
| M.K. Mallikarjunappa, MD | Radiology | Radiologist (Tele-rad) | December 31, 2025 |
| Ashis Khandelwal, MD | Radiology | Radiologist (Tele-rad) | December 31, 2025 |
| Patrick Smith, DO | Medicine | IM/CC (Tele-medicine) | December 31, 2025 |

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 December 27, 2023 and the Joint Conference and Professional Affairs Committee recommended approval of Active Associates Medical Staff Membership reappointment 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.

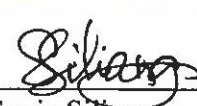
DULY AND REGULARLY ADOPTED ON THIS 31st DAY OF JANUARY, 2024.

Certified by:



Theresa Obispo
Chairperson

Attested by:



Sonia Sillang
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

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



Board of Trustees Official Resolution No. 2024-19

“RELATIVE TO APPROVING PRIORITIZED MEDICAL EQUIPMENT REFLECTED IN GMHA’S 5-YR CIP PLAN TO BE FUNDED BY PUBLIC LAW 35-138, WHICH AUTHORIZES CERTAIN TAX CREDITS FOR THE PROCUREMENT OF REQUIRED MEDICAL EQUIPMENT FOR THE GUAM MEMORIAL HOSPITAL”

WHEREAS, the Guam community has been supportive of the Guam Memorial Hospital Authority (“GMHA”), which operates our island’s only public hospital, GMH;

WHEREAS, through the efforts of the GMH Volunteers Association and other community and civic organizations, the hospital has regularly received the immensely positive impacts of charitable giving;

WHEREAS, Public Law No. 35-138 encourages targeted giving in the form of necessary medical equipment by allowing businesses to avail of tax credits against their business privilege taxes by authorizing certain tax credits to be used towards the procurement of required medical equipment for the GMHA;

WHEREAS, in accordance with the goal of Public Law No. 35-138, GMHA provides the attached prioritized list of needed life-saving medical equipment, that GMHA is limited in its financial capacity to procure through other funding sources, thus ensuring that no tax credits are authorized for equipment not prioritized by GMHA;

WHEREAS, the GMHA Board of Trustees and its Executive Leadership Team reviewed and support Public Law 35-138; and they have the fiduciary responsibility to leverage all forms of funding opportunities needed to meet or align with the mission, vision, values, goals, objectives and strategies outlined in its 5-Year Strategic Plan (CY2023 – CY2027) to include its 5-Year Capital Improvement Projects (CIP) Plan.

WHEREAS, it is our mission that *Guam Memorial Hospital is a public hospital entrusted to improve the health and wellness of the people of Guam. We do this by providing an exceptional patient experience centered on quality-driven, safe, and cost effective healthcare.*

WHEREAS, GMHA has been closely collaborating with the Guam Economic Development Authority (“GEDA”) in fully understanding the rules of this tax credit program in preparation for implementing the same; therefore, be it

RESOLVED, that the GMHA Board of Trustees directs the Hospital Administrator/CEO to proceed with this collaborative strategic initiative to garner critically needed charitable tax credits which are so needed to procure vital medical equipment in support of GMHA’s mission, 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 31ST DAY OF JANUARY, 2024.

Certified By:

Theresa Obispo
Chairperson

Attested By:

Sonia Siliang
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
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BOARD OF TRUSTEES Official Resolution No. 2024-20

“RELATIVE TO EMPOWERING AND AUTHORIZING THE HOSPITAL ADMINISTRATOR TO RECRUIT QUALIFIED EMPLOYEES AT ABOVE-STEP SALARIES.”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) is a public corporation and autonomous instrumentality of the Government of Guam which operates Guam’s only public hospital, the Guam Memorial Hospital (Hospital), and Skilled Nursing Facility (SNF) and whose mission is to provide quality patient care in a safe environment; and

WHEREAS, under Title 4, section 6205 of the Guam Code Annotated, the Hospital Administrator is permitted to petition the GMHA Board of Trustees to recruit an employee at a salary above step one (1) of the applicable pay grade; and

WHEREAS, under Title 4, section 6205 of the Guam Code Annotated, the use of above-step recruitment is permitted when there exists documented recruitment difficulties or candidates with exceptional qualifications; and

WHEREAS, while GMHA and the Hospital Administrator are empowered to hire nurses and other healthcare professionals at above-step-salaries, under 4 GCA sec. 6229.1 and 6229.5 without petitioning the Board of Trustees, the Board desires to further clarify the above-step recruitment process for employees not covered by 4 GCA sec. 6229.1 and 6229.5; and

WHEREAS, GMHA may recruit employees above-step up to Step 10 of the applicable pay grade when it documents recruitment difficulties or the candidate’s exceptional qualifications; and

WHEREAS, the medical field and hospital administration is highly-specialized, and recruiting talented and capable professionals and staff often poses administrative, operational, and other practical challenges; and

WHEREAS, petitions for above-step recruitment must be posted on the agency’s website for a minimum of ten days, excepting Saturdays, Sundays, and government of Guam holidays; and

WHEREAS, the GMHA Board of Trustees typically meets one time per month; and

WHEREAS, petitions for above-step recruitment must be made before an applicant is hired; and

WHEREAS, GMHA has an interest in efficiently and expeditiously hiring and on-boarding new employees to fill vacant and critical positions; and

WHEREAS, the GMHA Board of Trustees desires to empower and authorize the Hospital Administrator to timely and efficiently hire and on-board new employees at above-step salaries; and

WHEREAS, the GMHA Board of Trustees desires to establish a uniform system of scrutinizing, justifying, and approving petitions for above-step-recruitments;

THEREFORE, it is RESOLVED:

1. The Board of Trustees empowers and authorizes the Hospital Administrator/CEO to recruit employees, consistent with applicable statutes and personnel regulations, at “above-step” salaries when there exist documented recruitment difficulties or a candidate possesses exceptional qualifications.

2. The Hospital Administrator/CEO is authorized to offer an above-step recruitment after a candidate has been selected and offered the position, but before the candidate has accepted the position and started work.
3. The Administrator, or his or her designee, shall prepare a petition detailing the recruitment difficulties or the exceptional qualifications of the candidate.
4. The petition shall be posted on the GMHA website for a minimum of ten (10) days.
5. On the same day it is posted on the website, the petition shall be sent via mail or email to each member of the GMHA Board of Trustees.
6. During the ten-day posting period, the Administrator or his or her designee shall accept any comments from the public regarding the petition.
7. Also during the ten-day posting period and at any time prior to the candidate beginning work, the Administrator or his or her designee may cancel the petition for above-step recruitment at any time and for any reason.
8. After the ten-day petitioning period has elapsed, the Administrator or his or her designee is authorized to further consider and scrutinize the petition along with any comments. If the Administrator is satisfied with the justification, he or she may proceed with hiring and onboarding the candidate at the above-step salary.
9. After the petition is posted on the website and circulated to the members of the GMHA Board of Trustees, the petition shall be placed on the agenda for the next Board of Trustees' meeting and public notice shall be given consistent with the Open Government Law.
10. At the meeting of the GMHA Board of Trustees, the Administrator shall report the petition to the Board, which shall review the petition.
11. Upon reporting the petition to the GMHA Board of Trustees, the petition shall be automatically deemed approved unless the Board takes other action on the petition.
12. The GMHA Board of Trustees retains the ultimate authority to approve, disapprove, or modify the petition for above-step salary.

It is Further RESOLVED, that the GMHA Board of Trustees may amend this resolution at any time; it is

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

DULY AND REGULARLY ADOPTED ON THIS 31st DAY OF JANUARY, 2024.

Certified By:

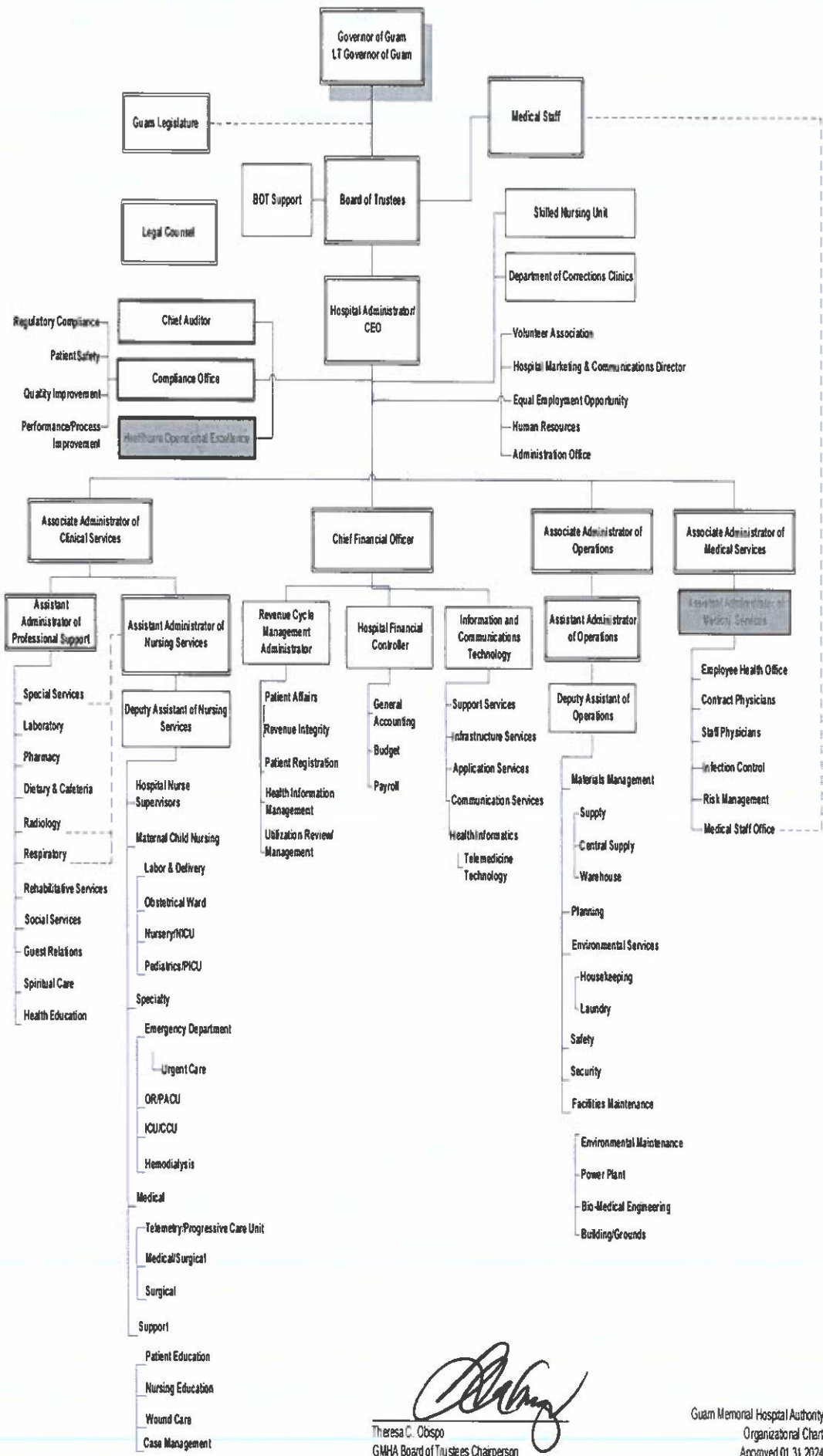


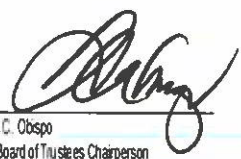
Theresa Obispo
Chairperson

Attested By:



Sonia Siliang
Secretary




 Theresa C. Obispo
 GMHA Board of Trustees Chairperson

Guam Memorial Hospital Authority
 Organizational Chart
 Approved 01/31/2024

Janet Mandapat

From: Theo Pangelinan <theo.pangelinan@gmha.org>
Sent: Wednesday, January 24, 2024 4:25 PM
Cc: 'Janet Mandapat'
Subject: ANNOUNCEMENT:GMHA Board of Trustees Meeting, January 31, 2024

Importance: High

Hafa Adai!

The GMHA Board of Trustees will convene for their regular meeting on Wednesday, January 31, 2024, at 5:00 p.m. in the Daniel L. Webb Conference Room and Zoom. Please see the Zoom details and agenda below:

Link to join Zoom

<https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6B0vF4Nff4z4m6dEEhLifD.1>

Meeting ID: 889 2761 9303
Passcode: 907879

AGENDA

- I. Call to Order**
- II. Approval of the Minutes:** A. December 27, 2023
- III. Old Business**
- IV. New Business**
- V. Management's Report**
- VI. Guam Memorial Hospital Volunteers Association Report**
- VII. Board Subcommittee Reports:** A. Joint Conference and Professional Affairs: 1. Res. 2024-16, Relative to the Reappointment of Active Medical Staff Privileges; 2. Res. 2024-17, Relative to the Reappointment of Active Associate Medical Staff Privileges; B. Human Resources: 1. Res. 2024-18, Relative to Empowering and Authorizing the Hospital Administrator to Recruit Qualified Employees at Above-Step Salaries; 2. Information and Communications Department Restructure; 3. GMHA Organizational Chart; 4. CY2023 Strategic Goal 4: Engage the Healthcare Workforce; C. Facilities, Capital Improvement Projects, and Information Technology: 1. Res. 2024-19, Relative to Approving Prioritized Medical Equipment Requested in GMHA's 5-Year CIP Plan to be Funded by P. L. 35-138, which Authorizes Certain Tax Credits for Required Medical Equipment for the GMHA; 2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology; D. Quality and Safety: 1. CY2023 Strategic Goal 3: Transform Healthcare Services; E. Finance and Audit: 1. Res. 2024-18, Relative to Approval of Patient Receivable Accounts Batch No. 2024-002; 2. CY2023 Strategic Goal 1: Achieve Financial Viability; F. Governance, Bylaws, and Strategic Planning: 1. CY2023 Strategic Goal 6: Engage & Partner with the Community
- VIII. Public Comment**
- IX. Adjournment**

Thank you, and please do not hesitate to contact Janet Mandapat at 671-647-2367 or janet.mandapat@gmha.org with any questions about the meeting.

Regards,



Theo M. Pangelinan
Equal Employment Opportunity Officer,
Volunteers Coordinator
Guam Memorial Hospital Authority
100 Governor Carlos G. Camacho Road
Tamuning, GU 96913
Phone: (671) 647-2104 | Fax: (671) 649-0145



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GMHA Board of Trustees Meeting

 PRINT

GMHA Board of Trustees Meeting MEETING



 **Posted on:** 01/25/2024 01:59 PM

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

 **Meeting Date:** 01/31/2024 05:00 PM

 **Department(s):**
GUAM MEMORIAL HOSPITAL AUTHORITY (/notices?department_id=51)

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

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

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

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

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GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÂN

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



February 07, 2024

VIA ELECTRONIC MAIL

Honorable Therese M. Terlaje
Speaker of I Mina'trentai Siette Na Liheslaturan Guåhan
163 Chalan Santo Papa
Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Speaker Terlaje:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the January 31, 2024 Meeting of the GMHA Board of Trustees.

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

Sincerely,

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



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

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



February 07, 2024

VIA ELECTRONIC MAIL

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

RE: Reporting Requirements for Boards and Commissions

Dear Governor Leon Guerrero:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the January 31, 2024 Meeting of the GMHA Board of Trustees.

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

Sincerely,

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



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



February 5, 2024

VIA ELECTRONIC MAIL

Benjamin J.F. Cruz
Public Auditor
Office of Public Accountability
Suite 401 DNA Building
238 Archbishop Flores Street
Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Mr. Cruz:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the recording for the January 31, 2024 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

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

Sincerely,

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

SENT TO OPA VIA GOOGLE DRIVE 2-5-2024 J

ASMUYAO COMMUNITY SCHOOL

Statement of Activities (Unaudited)

Year Ended December 31, 2022

| | |
|---|---------------------|
| Revenues, gains, and other support: | |
| Contributions, gifts, grants | \$312,352.00 |
| Program service revenue | 60,506.00 |
| Total revenues, gains, and other support | \$372,858.00 |
| Expenses and losses | |
| Program service expenses | \$95,374.00 |
| Management & general expenses | 159,958.00 |
| Total expenses and losses | \$255,332.00 |
| Change in net assets | 117,526.00 |
| Net assets, beginning of the year | 98,125.00 |
| Net assets, end of year | \$215,651.00 |

To review financial statements or for more information, please contact the Director, Rand Coffman at (671) 482-1847.

JAY CORPORATION

is seeking qualified candidates for the positions of:

- 10 - CARPENTER with 1-year experience \$15.58/HR**
- 05 - CEMENT MASON with 1-year experience \$15.66/HR**

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Apply at Jay Corporation at jayjinyoungkim@yahoo.com and/or call (671) 688-5521 or P. O. Box 9345, Tamuning, Guam 96931



Guam Developmental Disabilities Council

Konsehelon Guåhån para i Taotao ni Manmutes desde ki Manhoben

LOURDES A. LEON GUERRERO Governor
 JOSHUA F. TENORIO Lieutenant Governor
 BERMAINE ALERTS Executive Director
 MONICA LIMTIACO Chairperson

The Guam Developmental Disabilities Council will be having its Virtual General Membership Meeting on **Wednesday January 31, 2024 11:00am to 2:00pm**. Request(s) for special accommodation must be submitted 72 hours in advance. Funded by Grant #2201GUSCOD, Administration for Community Living. Broadcast Live Stream at <https://www.facebook.com/guamddcouncil>

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- I. Introduction / Roll Call
- II. Review of Minutes- Wednesday September 27, 2023
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 - A. Executive Director's Report
 - B. Standing Committee Report
 - C. Council Membership Status
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 - B. Federal Financial Report: Due December 30, 2023
 - C. FY-2024 Proposed Budget 2nd Allotment \$57,648/1st Allotment \$35,900
 - D. 2024- 2025 State Plan/Work Plan Implementation
 - E. Return to In-House Meetings (Hotel Venue Working Session)
 - F. Election of Officers: Term 10/01/2023-9/30/2025
 1. Robert O'Mallan Council Chairperson (elected in GMM 09/27/2023)
 2. Jonathan Pangelinan 1st Vice Chairperson (pending confirmation by committee)
 3. Vacant: 2nd Vice Chairperson
 4. Augusta Francis, Council Secretary (elected in GMM 09/27/2023)
- V. New Business
 - A. Developmental Disabilities Awareness Month March 2024
 - B. NACDD / ITACC Conference, Washington DC, July 2024
 - C. Executive Director Leadership Summit, September 2024
 - D. 2024 - 2025 Work Plan
 - E. Ethics in Government Program, 4GCA Section 15409
 - F. Search For New Office Space
- VI. Announcements
- VII. Adjournment



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THE GUAM DAILY POST



GUAM MEMORIAL HOSPITAL AUTHORITY
 ATURUDÁT ESPETÁT MIMURIÁT GUÅHÅN



Board of Trustees Meeting

Date: **Wednesday, January 31, 2024**
 Time: **6:00 p.m.**
 Meeting will take place via Zoom Video Conferencing
 Meeting ID: **913 5266 3119**
 Passcode: **558240**

AGENDA:

- I. Call to Order
- II. Approval of the Minutes: A. December 27, 2023
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- VIII. Public Comment
- IX. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Pozados, MN, RN
 Hospital Administrator/CEO

This advertisement was paid for with government funds.

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BROOKS CONCEPCION LAW, P.C.

247 Martyr Street, Ste 101
Hagåtña, Guam 96910
(671) 472-6848
(671) 477-5790

Attorneys for Administratrix

IN THE SUPERIOR COURT OF GUAM

**IN THE MATTER OF THE ESTATE
OF
SAMMY HSIUNG HSIEH,
Deceased.**

PROBATE CASE NO.: PR0198-23

NOTICE TO CREDITORS

NOTICE IS HEREBY GIVEN by the undersigned, Kent C. Hsieh, Administrator of the Estate of Sammy Hsiung Hsieh, deceased, to the creditors of, and all persons having claims against the said estate or against said deceased, that within sixty (60) days after the first publication of this notice, they either file them with necessary vouchers in the office of the Clerk of the Superior Court, Guam, or exhibit them with the necessary vouchers to Kent C. Hsieh, Administrator at the Law offices BROOKS CONCEPCION LAW, P.C., at 247 Martyr Street, Ste 101, Hagåtña, Guam, the same being the place for the transaction of the said estate.


Dated 01/16, 2024.

By: /s/ Kent C. Hsieh
Administrator for the Estate of
Sammy Hsiung Hsieh

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•Vehicle Washer
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JOB OPENINGS:**
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WAREHOUSE ASSISTANTS
BOOK-KEEPER/ ACCOUNTANT
HANDYMAN
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**GUAM
CCU**
Joseph T. Ouenas
CCU Chairman

GUAM POWER AUTHORITY
ATURIDÁT ILEKTRESEDÁT GUÁHAN
P.O. BOX 2977 • HAGÁTÑA, GUAM U.S.A. 96932-2977
Telephone Nos. 671-648-3054/55 or Facsimile 671-648-3165


REQUEST FOR INFORMATION

The Guam Power Authority is requesting for information from interested vendors in building the Authority's vendor listing for the following types of work. Interested vendors are invited to submit the most updated specifications for the following:

- **Power Plant Maintenance Services:** mechanical, electrical, instrumentation services for various plant equipment such as overhaul, replacement, commission test, repair, troubleshoot of pumps, motors, fuel and water treatment systems, etc. for Diesel Engine, Combustion Turbine and Steam Power Plants
- **Power Plant Parts Supplies:** supply of various types of parts to support power plant operation and maintenance requirements for Diesel Engine, Combustion Turbine and Steam Power Plants
- **Power Plant Electrical & Control System Services:** services such as electrical re-wiring, coding, software updates/protection, control system installation, commissioning, and troubleshooting
- **Power Plant Design:** design services for temporary and/or permanent sited power plants ranging from 5-40 MWs or larger to include plans, construction cost and schedule estimate and construction oversight/management
- **Fuel Pipeline:** design and construction (new/repair) of fuel pipelines (above/below ground), and fuel storage and pumping systems
- **Power Plant Switchyard & Interconnection:** construction of switchyard and interconnection of power plants to utility grid
- **Environmental Impact Assessment:** services to provide biological, cultural & other assessments of project impact to environment.
- **Power Plant Construction:** construction services of various types of power plants and plant auxiliary or support buildings/infrastructure
- **Welding & Machining Services:** welding services to include certified high pressure welding and machining services

Please provide your company's capability statement and/or any other pertinent information. Responses shall be received by 5:00 P.M. February 5th, 2024 via hard copy and/or email.

Please address response(s) to:
Mr. John M. Benavente, P.E., General Manager /o Jamie Lynn C. Pangelinan, Supply Management Administrator, Procurement Division
Gloria B. Nelson Public Service Building • 688 Route 15 • Mangilao, Guam 96913
GPA-Interested-Parties@gpagwa.com



John M. Benavente, P.E.
General Manager

JOB ANNOUNCEMENT FOR TEMPORARY POSITIONS

15 - Carpenter (1 yr. exp) **\$15.58/Hr.**

20 - Cement Mason (1 yr. exp) **\$15.66/Hr.**


Apply at Mega United Corp., Ltd.
by calling (671) 689-3293 OR (671) 686-8208.
References required upon request.

PUBLICATION NOTICE


In accordance with the provisions of Guam Code Annotated, Title XI, Chapter III, Section 3315, notice is hereby given that:

TAYLOR, YOUNG JU
DBA : NEW VANJOUR POCHA RESTAURANT

has applied for a Class: FOUR (4) GENERAL ON SALE Alcoholic Beverage License said premises being marked as Lot: 5162-3R1-1 5162-33 5162-3-R3, BLD 241, UNIT 29 GKTC HARMON INDUSTRIAL PARK TAMUNING-TUMON-HARMON



GUAM MEMORIAL HOSPITAL AUTHORITY
ATURIDÁT ESPETÁT MIMURIÁT GUÁHÁN



Board of Trustees Meeting

Date **Wednesday, January 31, 2024**
Time **5:00 p.m.**
Meeting will take place via Zoom Video Conferencing.
Meeting ID: 913-6266-2149 889 2761 9303
Passcode: 666240 907879

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For special accommodations, please contact Theo Pangelinan, EEO Officer at (671)647-2104, Monday through Friday from 8.00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Poedas, MN, RN
Hospital Administrator/CEO
This advertisement was paid for with government funds.



Guam Developmental Disabilities Council
Konsehelon Gudhan para i Tuotao ni Manunuet desde ki Manhoben



LOURDES A. LEON GUERRERO
Chairperson

RISHUAT TENORIO
Executive Director

JERILAIN ALBERTA
Executive Director

MONTE ALMILACIO
Chairperson

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 3. Vacant, 2nd Vice Chairperson
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