

# MEETING IN PROGRESS

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## **GMHA Board of Trustees**

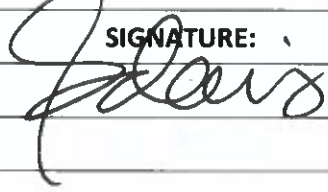
Wednesday, June 25, 2025 | 5:00 p.m.

Zoom Video Conference

# GMHA Board of Trustees Meeting

## ATTENDANCE SHEET

Wednesday, June 25, 2025 | 5:00 p.m. | Zoom Video Conference

	NAME:	TITLE:	SIGNATURE:
Board of Trustees	Sharon Davis	Chairperson	
	Teresa Damian-Borja, DPM	Vice-Chairperson <i>OFFLINE</i>	
	Suzanne Lobaton	Secretary <i>OFFLINE</i>	
	Sonia Siliang	Treasurer	<i>Zoom</i>
	Michael Um, MD	Trustee	<i>Zoom</i>
	Antoinette Kleiner	Trustee <i>OFFLINE</i>	<i>Zoom</i>
	Edgar Aguilar	Trustee	<i>Zoom</i>
	Krista Blankenship	Trustee	<i>KBL</i>
Executive Management/Medical Staff	Lillian Perez-Posadas, MN, RN	Hospital Administrator/CEO	
	Vincent Duenas, MD	Acting Associate Administrator, Medical Services	<i>Vincent Duenas</i>
	Rizaldy Tugade	Associate Administrator of Operations	<i>Rizaldy Tugade</i>
	Rodalyn Gerardo	Assistant Administrator, Operations	<i>Zoom</i>
	Ana Belen Rada	Assistant Administrator, Professional Support Services	<i>Zoom</i>
	Christine Tuquero	Assistant Administrator, Nursing Services	<i>Zoom</i>
	Liezl Concepcion	Deputy Assistant Administrator, Nursing Services	<i>Zoom</i>
	Yukari Hechanova	Chief Financial Officer	<i>YHechanova</i>
	Danielle Manglona	Administrator of Quality, Patient Safety and Regulatory Compliance	<i>Zoom</i>
	Jeffery Shay, MD	Medical Staff President	
	Jesse Quenga	Personnel Services Administrator	<i>Jesse Quenga</i>
	Jordan Pauluhn	Legal Counsel	
	Robert Weinberg	Legal Counsel	
Guest (s)	NAME:	TITLE:	SIGNATURE:
	<i>Supriya Biswas</i>		<i>Zoom</i>

## ATTENDANCE SHEET

[illegible]

# AGENDA

## Guam Memorial Hospital Authority – Board of Trustees Meeting

June 25, 2025 | 5:00 p.m. | Zoom Video Conference

**BOARD MEMBERS:** Sharon Davis, Chairperson; Teresa Damian-Borja, DPM, Vice-Chairperson; Suzanne Lobaton, Secretary; Sonia Siliang, Treasure; Michael Um, MD, Trustee; Antoinette Kleiner, Trustee; Edgar Aguilar, Trustee

Item	Owner
<b>I. Welcoming   Call Meeting to Order and Determination of Quorum</b>	Chairperson Davis
<b>II. Open Government Compliance</b> A. Publication, June 18, 2025 B. Publication, June 23, 2025 C. GovGuam Notices Portal & Website Posting	
<b>III. Review and Approval of the Minutes</b> A. May 28, 2025	All Trustees
<b>IV. Guam Memorial Hospital Volunteers Association Report</b>	GMHVA President
<b>V. Management's Report</b> A. Above-Step Recruitment Petitions for Manny M. Gabriel & Shiina Yasukawa	Executive Management
<b>VI. Old Business</b> None	All Trustees
<b>VII. New Business - Board Subcommittee Reports</b>	
A. Joint Conference and Professional Affairs 1. Policy No. A-MS700-C-01, Closed Adult ICU Critical Care 2. Res. No. 2025-44, Relative to the Reappointment of Active Medical Staff Privileges 3. Res. No. 2025-45, Relative to the Appointment of Provisional Medical Staff Privileges 4. Res. No. 2025-46, Relative to the Reappointment of Active Associate Medical Staff Privileges 5. Res. No. 2025-47, Relative to the Reappointment of Active Associate Medical Staff Privileges	Trustee Dr. Um
B. Human Resources 1. Organization Chart	Trustee Lobaton
C. Facilities, Capital Improvement Projects, and Information Technology 1. Capital Improvement Project (CIP) - Update	Chairperson Davis
D. Quality and Safety 1. A-LD500, Behaviors that Undermine a Culture of Safety 2. SAFE-101, Safety Management Plan	Trustee Kleiner
E. Finance and Audit 1. Resolution Relative to Approval of Payment Authorizations by Salaried Hospital Employees as Bank Accounts Signatories	Trustee Aguilar
F. Governance, Bylaws, and Strategic Planning	Vice-Chairperson Dr. Damian-Borja, Trustee Siliang
<b>VIII. Public Comment</b>	
<b>IX. Adjournment</b>	Chairperson Davis

# JOB ANNOUNCEMENT FOR TEMPORARY POSITIONS

**3 - ELECTRICIAN  
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Apply at Star Delta Electrical by  
calling 671-653-STAR (7827).  
References required upon request.



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Guam and have NCCCO  
Crane Certification.**  
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Hensel Phelps Construction  
@ 671-488-3159.

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**Legal Secretary & Administrative Assistant**

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call our office at 671-472-6848 for more information



# PUBLIC NOTICE

**ANTONIO B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM  
NOISE EXPOSURE MAP ACCEPTANCE**

Pursuant to Section 107(a) & (b) [Title 49, United States Code, Section 47506] of the Airport Safety and Noise Abatement Act of 1979, as amended, notice is hereby given that on April 28, 2025 the Federal Aviation Administration has completed its evaluation of, and has formally accepted, the Noise Exposure Map for Antonio B. Won Pat International Airport, located in Tamuning, Guam that was prepared pursuant to Title 14, Code of Federal Regulations, Part 150 (14 CFR Part 150). The noise exposure map and supporting documentation are accessible for public review at the offices of the Antonio B. Won Pat International Airport Authority, 355 Chalan Pasaheru, Tamuning, Guam 96913.

This ad is paid for by GIAA.

California Pacific Technical Services, LLC, has an immediate job opportunity in Tamuning, Guam for the following position:

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Responsible for evaluating, designing, and planning for the build of complex telecommunications systems and their supporting facilities. Will lead assigned projects from conceptual design through construction administration. Must produce viable design solutions that comply with applicable building and land use codes, incorporate alternative and environmentally sustainable materials, and provide innovative designs tailored to client needs. Must identify needs of other disciplines such as structural, HVAC, electrical and plumbing. Will review projects for quality control/quality assurance prior to issuance to client, present projects to clients and at public hearings, and provide technical support to design staff in the implementation of the approved design concept.

Applicants must have Bachelors Degree in Architecture and twenty four months of verifiable work experience as an Architect.

If interested, please submit resumes by mail to:

California Pacific Technical Services, LLC  
Attn: Mathew Joseph  
P.O. Box 8950  
Tamuning, Guam 96931



**GUAM MEMORIAL HOSPITAL AUTHORITY**  
ATURIDAT ESPETAT MIMURIAT GUAHAN



# Board of Trustees Meeting

Date: Wednesday, June 25, 2025  
Time: 5:00 p.m.  
Meeting will take place via Zoom Video Conferencing  
Meeting ID: 888 2781 9303  
Passcode: 907879

# AGENDA:

- I. Call Meeting to Order and Determination of Quorum;
- II. Open Government Compliance: A. Publication, June 18, 2025, B. Publication, June 23, 2025, C. Gov. Guam Notices Portal & Website Posting;
- III. Approval of the Minutes: A. May 28, 2025
- IV. Guam Memorial Hospital Volunteers Association Report;
- V. Management's Report: A. Above-Step Recruitment Petitions for Manrey M. Gabriel & Shana Yasukawa
- VI. Old Business: None
- VII. New Business - Board Subcommittee Reports: A. Joint Conference and Professional Affairs: 1. Policy No. A-MS700-C-01, Closed Adult ICU Critical Care, 2. Res. No. 2025-44, Relative to the Reappointment of Active Medical Staff Privileges, 3. Res. No. 2025-45, Relative to the Appointment of Provisional Medical Staff Privileges, 4. Res. No. 2025-46, Relative to the Reappointment of Active Associate Medical Staff Privileges, 5. Res. No. 2025-47, Relative to the Reappointment of Active Associate Medical Staff Privileges; B. Human Resources: 1. Organizational Chart, C. Facilities, Capital Improvement Projects, and Information Technology: 1. Capital Improvement Project (CIP) - Update, D. Quality and Safety: 1. A-LD500 Behaviors that Undermine a Culture of Safety, 2. SAFE-101, Safety Management Plan, E. Finance and Audit: 1. Resolution Relative to Approval of Payment Authorizations by Salaried Hospital Employees as Bank Account Signatories, F. Governance, Bylaws, and Strategic Planning;
- VIII. Public Comment;
- IX. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 847-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lilian Perez-Posedas, MN, RN  
Hospital Administrator/CEO

This advertisement is paid with government funds by the GMHA

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DAILY POST



# NOTICE

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To file a complaint or to request for assistance regarding an attorney you may have concerns with, please contact the Office of Regulation Counsel at (671) 475-3167 or [regulationcounsel@guamcourts.gov](mailto:regulationcounsel@guamcourts.gov). Additional information is available at <http://orc.guamcourts.org/>.

This notice is paid with Government of Guam funds by the Judiciary of Guam.

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### 13 - CARPENTER WITH 1 YEAR EXPERIENCE

\$18.34 PER HOUR\*

Constructs, erects, installs and repairs structures and fixtures using such materials as wood, wall board, or drywall. Reads blueprints, sketches, or building plans to determine type of work required, layout, and materials needed. Erects framework for structure and lays subfloor board. Erects scaffolding or ladders for assembling structures. Builds and/or installs partitions, doors, framework, stairs, mantles, cabinets, or other wooden fixtures. Installs structures or fixtures, such as windows, frames, floorings, trim, and hardware. Constructs forms or chutes for pouring concrete. Uses levels, rules, plumb bobs, framing squares, and surveying equipment to ensure everything is level and secure. Finishes surfaces of woodwork or wallboard in houses or buildings.

### 7 - REINFORCING METAL WORKER WITH 1 YEAR EXPERIENCE

\$16.98 PER HOUR\*

Positions and secures steel bars in concrete forms to reinforce concrete. Determines numbers, sizes, shapes, and locations of reinforcing rods from blueprints, sketches, or oral instructions. Selects and places rods in forms and spacing, and fastens them together using wire and pliers. Cuts bars to required lengths using hacksaw, bar cutters, or acetylene torch.

Verification of qualifications required.

\*Special wage rate: Work to be performed on DPRI-funded projects and projects covered by Davis Bacon, Service Contracts Act, and/or Executive Order 14206 will be paid no less than the indicated wage rate but may be paid more where special rates apply and may require paid holidays and/or paid sick leave.

Benefits: Round-trip airfare for off-island hire; Food and lodging provided @ \$80.00 per week; local transportation from employer's designated lodging facility to/from jobsite; and employer/employee-paid medical insurance provided.

Successful applicant must be able to obtain U.S. military base access pass. Off-island hires must complete a health screening prior to working on Guam.

The job offer meets all EEO requirements, and initiates a temporary placement. The recruitment associated with this job offer is closely monitored by the Department of Labor. Qualified, available and willing U.S. workers are highly encouraged to apply. Should you qualify for the job and are not hired, you may appeal with the Department of Labor who will independently review matter.

Apply in person at the American Job Center  
414 W. Soledad Avenue, Suite 300 GCIC Building Hagatna, Guam  
Or apply online at [www.hiringuam.com](http://www.hiringuam.com); Enter Keyword: 2025-083

## APPLY NOW!!

### 13 - ELECTRICIAN WITH 2 YEARS EXPERIENCE

\$21.02 PER HOUR\*

Duties: Plans layout, installs and prepares wiring, electrical fixtures, apparatus and control equipment. Plans new or modified installations to minimize waste of materials. Provides access for future maintenance and avoids unsightly, hazardous and unreliable wiring consistent with specifications and local electrical codes. Prepares sketches concealing wiring and installs before completion of future walls, ceilings and floorings. Measures, cuts, bends, threads, assembles and installs electrical conduit using tools such as hacksaw, pipe threader, and conduit bender. Pulls wiring through conduit and splices wires by stripping installation from terminal loads with knife or pliers. Twist or solder wires together and apply tape or terminal caps. Connects wiring to lighting fixtures and power equipment using hand tools. Installs control and distribution apparatus such as switches, relays and circuit breaker panels fastening to place with screw or bolts using hand tools or power tools. Connects power of cable to equipment.

Verification of qualifications required.

\*Special wage rate: Work to be performed on DPRI-funded projects and projects covered by Davis Bacon, Service Contracts Act, and/or Executive Order 14206 will be paid no less than the indicated wage rate but may be paid more where special rates apply and may require paid holidays and/or paid sick leave.

Benefits: Roundtrip airfare for off island hire; Lodging only at \$68.75/wk.; local transportation from employer's designated lodging facility to/from jobsite; and Employer/employee-paid commercial medical insurance provided.

Must be able to obtain military base access. Off-island hires must complete a health screening prior to working in Guam.

The job offer meets all EEO requirements, and initiates a temporary placement. The recruitment associated with this job offer is closely monitored by the Department of Labor. Qualified, available and willing U.S. workers are highly encouraged to apply. Should you qualify for the job and are not hired, you may appeal with the Department of Labor who will independently review matter.

Apply in person at the American Job Center  
414 W. Soledad Avenue, Suite 300 GCIC Building Hagatna, Guam  
Or apply online at [www.hiringuam.com](http://www.hiringuam.com); Enter Keyword: 2025-082

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Attorneys for Debtors

### IN THE SUPERIOR COURT OF GUAM IN THE MATTER OF THE ESTATE OF GORDON EMERY MAILLOUX, Decedent. PROBATE CASE NO. PR0082-25 NOTICE OF HEARING

1. NOTICE IS HEREBY GIVEN that Anne W. Gorby has filed a Petition for Letters of Administration.

2. A hearing on the petition will be heard on Wednesday, July 2, 2025, at 9:30 a.m., before the Hon. Judge Elyse M. Iriarte

3. To attend or to participate in the hearing, you may appear in person at the Guam Judicial Center, appear remotely at <https://guamcourts.org.zoom.us> and enter Meeting ID: 864 4387 2213 and Passcode: JEM1, or call into the courtroom at 621-300-6703 at the designated hearing time. For connectivity issues, you may contact Jannette Samson at (671) 475-0141 or email [jsamson@guamcourts.gov](mailto:jsamson@guamcourts.gov).

DATED: 15 MAY 2025

JANICE M. CAMACHO-PEREZ,  
Clerk of Court, Superior Court of Guam  
/s/ Alice B. Mendoza  
Courtroom/Chamber Clerk

### OFFICE OF MICHAEL J. GATEWOOD LLC MICHAEL J. GATEWOOD

[michael@mjgatewoodllc.com](mailto:michael@mjgatewoodllc.com)  
330 Hernan Cortez Avenue, Suite 300  
Hagåtña, GU 96910  
Tel No. 671 473 6285  
Cel No. 671 488 6285

### IN THE SUPERIOR COURT OF GUAM IN THE MATTER OF THE ESTATE OF FREDERICA FLORES SANTOS, Deceased. PROBATE CASE NO. PR 0089-25 NOTICE OF HEARING

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

1. NOTICE IS HEREBY GIVEN that Philip Raymond Santos filed a Petition for Probate of Will and Letters Testamentary upon the Estate of decedent named above, reference to which Petition is hereby made for further particulars.

2. A Hearing on the Petition is set for July 2, 2025, at 9:30 am in the Courtroom of the Honorable Dana A. Gutierrez, Judge, Superior Court of Guam.

DATED: Hagåtña, Guam, May 29, 2025.

Clerk of Court, Superior Court of Guam  
Paulina I. Urtolan  
Chamber/Courtroom Clerk

You may appear as person at the Courtroom of Judge Dana A. Gutierrez, 120W O'Brien Drive, Hagatna, Guam or you may participate via Zoom by logging onto <https://guamcourts.org.zoom.us> and enter the Meeting ID: 834 7874 0380 and Passcode: 189701. For technical assistance, please call (671) 475-3207 five (5) minutes prior the designated hearing time.



### GUAM MEMORIAL HOSPITAL AUTHORITY ATURIDAT ESPETAT MINURUAT GUAHAN



#### Board of Trustees Meeting

Date: Wednesday, June 25, 2025  
Time: 5:00 p.m.  
Meeting will take place via Zoom Video Conferencing.  
Meeting ID: 889 2761 9303  
Passcode: 807878

#### AGENDA:

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- Guam Memorial Hospital Volunteers Association Report;
- Management Report: A. Above-Step Recruitment Petitions for Manny M. Gabriel & Shina Yasukawa
- Old Business: None
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- Public Comment;
- Adjournment

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

/s/ Lilian Perez-Pasados, MN, RN  
Hospital Administrator/CEO

This advertisement is paid with government funds by the GMHA.

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GUAM DAILY POST

# GMHA Board of Trustees Meeting


 PRINT

## GMHA Board of Trustees Meeting MEETING



 **Posted on:** 06/18/2025 08:56 AM


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

 **Meeting Date:** 06/25/2025 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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## AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting  
June 25, 2025 | 5:00 p.m. | Zoom Video Conference

**BOARD MEMBERS:** Sharon Davis, Chairperson; Teresa Damian-Borja, DPM, Vice-Chairperson; Suzanne Lobaton, Secretary; Sonia Siliang, Treasure; Michael Um, MD, Trustee; Antoinette Kleiner, Trustee; Edgar Aguilar, Trustee

Item	Owner
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C. GovGuam Notices Portal & Website Posting	
<b>III. Review and Approval of the Minutes</b>	All Trustees
A. May 28, 2025	
<b>IV. Guam Memorial Hospital Volunteers Association Report</b>	GMHVA President
<b>V. Management's Report</b>	Executive Management
A. Above-Step Recruitment Petitions for Manny M. Gabriel & Shiina Yasukawa	
<b>VI. Old Business</b>	All Trustees
None	
	Trustee Dr. Um
<b>VII. New Business - Board Subcommittee Reports</b>	
A. Joint Conference and Professional Affairs	
1. Policy No. A-MS700-C-01, Closed Adult ICU Critical Care	
2. Res. No. 2025-44, Relative to the Reappointment of Active Medical Staff Privileges	
3. Res. No. 2025-45, Relative to the Appointment of Provisional Medical Staff Privileges	
4. Res. No. 2025-46, Relative to the Reappointment of Active Associate Medical Staff Privileges	Trustee Lobaton
5. Res. No. 2025-47, Relative to the Reappointment of Active Associate Medical Staff Privileges	
B. Human Resources	
1. Organization Chart	Chairperson Davis
C. Facilities, Capital Improvement Projects, and Information Technology	
1. Capital Improvement Project (CIP) - Update	
D. Quality and Safety	Trustee Kleiner

1. A-LD500, Behaviors that Undermine a Culture of Safety
2. SAFE-101, Safety Management Plan

**E. Finance and Audit**

1. Resolution Relative to Approval of Payment Authorizations by Salaried Hospital Employees as Bank Accounts Signatories

Trustee  
Aguilar

**F. Governance, Bylaws, and Strategic Planning**

Vice-  
Chairperson  
Dr. Damian-  
Borja,  
Trustee  
Siliang

**VIII. Public Comment****IX. Adjournment**

Chairperson  
Davis

**Link to Join Zoom Meeting:**

[https://gmha-org.zoom.us/j/88927619303?](https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6BOvF4NfF4z4m6dEEhLifD.1)

[pwd=UeujUY9x6BOvF4NfF4z4m6dEEhLifD.1 \(https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6BOvF4NfF4z4m6dEEhLifD.1\)](https://gmha-org.zoom.us/j/88927619303?pwd=UeujUY9x6BOvF4NfF4z4m6dEEhLifD.1)

**Meeting ID:** 889 2761 9303

**Passcode:** 907879

<div>Regular Meeting of the Guam Memorial Hospital Authority Board of Trustees</div> <div>Wednesday, May 28, 2025   5:00 p.m. Zoom Video Conference</div>		<div>ATTENDANCE</div> <div><div>Board Members</div><div>Present: Sharon Davis, Teresa Damian-Borja,DPM, Suzanne Lobaton, Sonia Siliang, Dr. Michael Um, Dr., Edgar Aguilar &amp; Krista Blankenship</div><div>Absent: Antoinette Kleiner</div></div> <div><div>Leadership</div><div>Present: Lillian Perez-Posadas, Dr. Ricardo Eusebio, Rodalyn Gerardo, Ana Belen Rada, Christine Tuquero, Liezl Concepcion, Yuka Hechanova, Jesse Quenga &amp; Robert Weinberg</div></div> <div><div>Absent: Dr. Jeffery Shay, Danielle Manglona, Zaldy Tugade &amp; Jordan Pauluhn</div><div>Guests: Terese Calvo, Jocelyn Manibusan, Vincent Cruz, Rayna Cruz, Sydie Taisacan, Julianne Hernandez (PDN), Iphone 45 (Sen. Sabrina Matanane) &amp; Janet Mandapat</div></div>			
		ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME
I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM					
	After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Chairwoman Davis called to order the regular meeting of the GMHA Board of Trustees at 5:07 p.m. on Wednesday, May 28, 2025, via Zoom Video Conferencing.	Chairwoman - Sharon Davis	None	None	
II. OPEN GOVERNMENT COMPLIANCE A. Publication, May 20, 2025 B. Publication, May 26, 2025 C. GovGuam Notices Portal & Website Posting	The Announcement of the Open Government Compliance was made.	Administrative Assistant - Janet Mandapat	None	Informational	
III. REVIEW AND APPROVAL OF MINUTES					
A. March 26, 2025 B. April 23, 2025	The March 26, 2025 and April 23, 2025 minutes were accepted as presented.	All Trustees	None	Accepted	
IV. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION REPORT					
	The following are some of the highlights: <ul style="list-style-type: none"><li>The 60<sup>th</sup> Annual GMHVA Charity Ball held on April 26, 2025, was a great success.</li><li>Due to the success of the Charity Ball, they were able to purchase the following items:<ul style="list-style-type: none"><li>a. Anesthesia Machine</li><li>b. ICU Beds</li><li>c. Rehabilitation Services Equipment</li></ul></li><li>150 Hospital Gowns were altered and will soon be added to the hospital inventory.</li></ul>	GMHVA President - Terese Calvo	None	Informational	



	<ul style="list-style-type: none"> <li>144 New Hospital Gowns were purchased by GMHVA they too will be donated and added to the inventory.</li> <li>The next upcoming event is the 2025 Thanksgiving Raffle. Human Resources has submitted a Wish List for a new ID Machine.</li> </ul>	GMHVA President Terese Calvo	None	Informational
<b>V. MANAGEMENT'S REPORT</b>				
A. U.S. Department of Health & Human Services/Office for Civil Rights (HHS/OCR)	The Risk Analysis completed by ISSQUARED, Inc. was submitted to HHS for review on May 7, 2025, and has been accepted. The next phase is to develop a Risk Management Plan, the deadline to submit is July 22, 2025.	Hospital Administrator/CEO - Lillian Perez-Posadas	None	Informational
B. Federal Digital Equity Program	National Telecommunications and Information Administration (NTIA), a division of the U.S. Department of Commerce, awarded Guam \$2.5M through the Digital Equity Competitive Grant Program. Due to U.S. President Donald Trump spending cuts to Fiscal 2026 Budget the program has been terminated.			
C. GEDA Consultant - Andy Leeka	<p>Contracted by GEDA Consultant Mr. Andy Leeka's assessment of the hospitals, fiscal operations, and processes is ongoing.</p> <p>In the Governance and Leadership Section, Mr. Andy Leeka recommended that a new Hospital Administrator/CEO with credential experience and expertise in hospital organization management be recruited.</p> <p>Mr. Andy Leeka recognizes that GMHA operates at a significant loss from all the operations for revenues.</p> <p>The data requested is being provided for his review. The Executive Team continues to meet with him virtually every week.</p>			
D. Staffing Solution Agencies (Travel Nurses)	GMHA continues to utilize NuWest and Medical Solutions for Travel Nurses. GMHA currently has 15 travel nurses at the \$95 per hour rate and is slowly tapering down on the reliance on travel nurses. Mrs. Yukari Hechanova and her Team continue to locate/allocate the needed funds to make payment due to them.			
<b>VI. OLD BUSINESS</b>				
A. Res. No. 2025-42, Relative to the Declaration of Officers of	Trustee Dr. Damian-Borja motioned, and it was seconded by Trustee Lobaton to approve Res. No. 2025-42 as presented with corrections. The motion carried with all ayes.	All Trustees	None	Approved





1. Capital Improvement Project (CIP) - Update	<ul style="list-style-type: none"> <li>Projects that were covered under the ARPA funding are ongoing. GMHA is working with the Governor of Guam Office in trying to identify funding sources to help pay for these projects. GMHA is utilizing collections as they come in but it is limited.</li> <li>The chillers project is being prepared, once the completion of manufacturing is done they will be shipped to Guam.</li> <li>There are two Pyxis System machines that is scheduled to arrive mid part of June 2025.</li> <li>The defibrillators have arrived in Guam. A training session will be forthcoming.</li> </ul>	Chairperson FAC, CIP & IT - Trustee Sharon Davis	None	Informational
D. Quality and Safety	There was no meeting held in May 2025, with no business matters to report.	Assistant Administrator of Operations - Rodalyn Gerardo	None	Informational
E. Finance and Audit	There were no discussions on the Resolution Relative to Approval of On-Call Payments this is pending further review and has been tabled.	Administrative Assistant - Janet Mandapat	None	Informational
1. Resolution Relative to Approval of On-Call Payments from \$9.25 Per/Hour to \$5.00 Per/Hour	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> <li>➤ GMHA Finance Team met with Congressman James Moylan about the possibility of crafting legislation to increase the reimbursement rate for Medicare.</li> <li>➤ Mrs. Yukari Hechanova and her Team are in communication with the Department of Administration (DOA) to see if there is a possibility of using the Surplus Profit Tax or Business Privilege Tax (BPT) for pharmacy as additional funding for the hospital. A follow-up will be made.</li> <li>➤ In 2021 the GMHA Tax Credit Program was passed. \$1M in appropriated funds from the Guam Legislature</li> </ul>	Chairperson Quality & Safety - Trustee Antoinette Kleiner	None	Informational
		Hospital Administrator/CEO - Lillian Perez-Posadas	None	Tabled
		Chairperson F&A - Trustee Edgar Aguilar	None	Informational
		Chief Financial Officer - Yukari Hechanova	None	Informational
		Personnel Services Administrator - Jesse Quenga	None	Informational

F. Governance, Bylaws, and Strategic Planning	<p>did not occur and was never materialized, no vendor could take advantage of this 5-year program.</p> <ul style="list-style-type: none"> <li>➤ In FY2026 Guam Legislation was able to set aside \$1M of the total \$5M that was expected for the Tax Credit Program.</li> <li>➤ Senator Sabrina Salas Matanane has introduced Bill No. 145-38 (COR) relative to Tax Credits for Medical Equipment for the Guam Memorial Hospital. This legislation would extend the sunset provision for an additional 5 years.</li> <li>➤ The original bill had a 1% set aside for GEDA's processing of tax credits. Bill No. 145-38 (COR) would eliminate the 1% set aside and GMHA will get 100% of the money to buy the necessary equipment up to \$5M over a (5)-year period. No more than \$1M in tax credits shall be authorized for each year of the program.</li> </ul>	Personnel Services Administrator - Jesse Quenga	None	Informational
	There was no meeting held in May 2025, with no business matters to report. Governance, Bylaws, and Strategic Planning's next quarterly meeting will be held in June 2025.	Chairperson Gov, Bylaws & Strategic Planning - Trustee Dr. Teresa Borja	None	Informational
<b>VIII. PUBLIC COMMENT</b>				
	The Guam Legislative Oversight Chairwoman on Health and Veteran Affairs Senator Sabrina Salas Matanane has mentioned that she is working and trying her best to get funds over to GMHA at this time with the critical situations happening to GMH.	Public Comment Iphone 45 (Senator Sabrina Salas Matanane)	None	Informational
<b>IX. ADJOURNMENT</b>				
	There being no further business matters for discussion, Chairwoman Davis declared the meeting adjourned at 6:46 p.m. motioned and seconded. The motion carried with all ayes.	All Board Members	None	Approved

Transcribed by:

  
Janet U. Mandapat  
Administrative Assistant

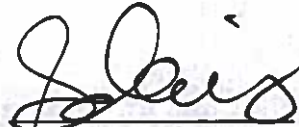
Submitted by:

  
Suzanne D. Lobaton  
Secretary

**CERTIFICATION OF APPROVAL OF MINUTES:** The minutes of the March 26, 2025 and April 23, 2025 regular session meetings were accepted and approved by the GMHA Board of Trustees on this 28<sup>th</sup> day of May 2025.



Certified by:

  
Sharon J. Davis  
Chairperson





# 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



## MEDIA RELEASE

June 2, 2025

Pursuant to 4GCA § 6303.1 – Transparency and Disclosure

### PETITION FOR ABOVE-STEP RECRUITMENT

The Guam Memorial Hospital Authority is proposing to grant above-step recruitment for the following position:

#### HOSPITAL INFORMATION TECHNOLOGY ADMINISTRATOR

(PG – Q: Step 7 \$92,235.00 P/A)

This position is in the classified service within the GMHA Information/Communication Technology Department. To view the proposed above-step petition, please visit our website at [www.gmha.org](http://www.gmha.org), under main page Important Public Notices.

Should you require additional information, please contact the GMHA Human Resources Department at 647-2171/2409.



JESSE JOHN QUENGA, CM, LPEC  
Personnel Services Administrator



# 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



## MEDIA RELEASE

May 15, 2025

Pursuant to 4GCA § 6303.1 – Transparency and Disclosure

### PETITION FOR ABOVE-STEP RECRUITMENT

The Guam Memorial Hospital Authority is proposing to grant above-step recruitment for the following position:

### SPEECH-LANGUAGE PATHOLOGIST SUPERVISOR

(PG – P: Step 10 \$92,933.00 P/A)

This position is in the classified service within the GMHA Rehabilitative Services Department. To view the proposed above-step petition, please visit our website at [www.gmha.org](http://www.gmha.org), under main page Important Public Notices.

Should you require additional information, please contact the GMHA Human Resources Department at (671) 647-2171/2409.

JESSE JOHN QUENGA, CM, LPEC  
Personnel Services Administrator



# GUAM MEMORIAL HOSPITAL AUTHORITY

## ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913  
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### BOARD OF TRUSTEES

#### Official Resolution No. 2025-44

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Mary Elizabeth Hernandez, MD	Pediatric	Pediatric/Pulmonology	May 31, 2027
Robert Leon Guerrero, MD	Pediatric	Pediatrics	May 31, 2027
Ronald Kobayashi, MD	Surgery	General Surgery	May 31, 2027
Duy Vu, MD	Medicine	Nephrology	May 31, 2027
Adrian Cora-Morges, MD	Medicine	Internal Medicine	May 31, 2027
Augusta Uwah, MD	Medicine	Internal Medicine	May 31, 2027
Florencio Lizama, MD	Medicine	Internal Medicine	May 31, 2027
Anna Ursales, MD	Medicine	Infectious Disease	May 31, 2027

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

**WHEREAS**, the Medical Executive Committee met on May 28, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

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

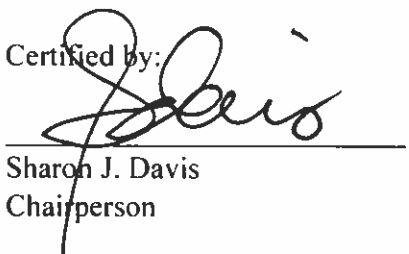
**RESOLVED**, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

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

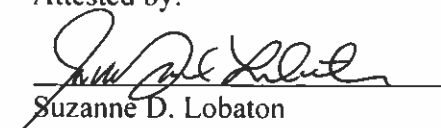
**RESOLVED**, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

**DULY AND REGULARLY ADOPTED ON THIS 25<sup>th</sup> DAY OF JUNE, 2025.**

Certified by:

  
Sharon J. Davis  
Chairperson

Attested by:

  
Suzanne D. Lobaton  
Secretary



# GUAM MEMORIAL HOSPITAL AUTHORITY

## ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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



### BOARD OF TRUSTEES

#### Official Resolution No. 2025-45

#### “RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Gillian Brennan, MD	Pediatric	Pediatric, Neonatology	May 31, 2026
Sonita Tem, MD	Radiology	Radiology	May 31, 2026
Poyan Rafiei, MD	Radiology	Radiology	May 31, 2026

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

**WHEREAS**, the Medical Executive Committee email voted on May 28, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioner; and

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

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

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

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

**DULY AND REGULARLY ADOPTED ON THIS 25<sup>th</sup> DAY OF JUNE, 2025.**

Certified by:

Sharon J. Davis  
Chairperson

Attested by:

  
Suzanne D. Lobaton  
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. 2025-46

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Peter Britt, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Douglas Green, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Michael Wilson, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Muneer Desai, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Anthony Rowe, MD	Radiology	Teleradiology (GRC)	May 31, 2027
David Bodne, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Michael Anton, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Dustin Johnson, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Frank Lee, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Adam Evans, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Robert Roach, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Steven Woolley, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Nicolas Thomas Bock, DO	Radiology	Teleradiology (GRC)	May 31, 2027
Xavier Packianathan, MD	Radiology	Teleradiology (GRC)	May 31, 2027
Eric Spak, MD	Radiology	Teleradiology (GRC)	May 31, 2027

**WHEREAS**, the above listed practitioners met the basic requirements for Active Associate Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.6; and

**WHEREAS**, the Medical Executive Committee met on May 28, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Active Associate 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



# 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



**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 25<sup>th</sup> DAY OF JUNE, 2025**

Certified by:

Sharon J. Davis  
Chairperson

Attested by:

Suzanne D. Lobaton  
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. 2025-47

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Dean Blumberg, MD	Pediatric	Infectious Disease	May 31, 2027
Ritu Cheema, MD	Pediatric	Infectious Disease	May 31, 2027
Daniel Dodson, MD	Pediatric	Infectious Disease	May 31, 2027
Natasha Nakra, MD	Pediatric	Infectious Disease	May 31, 2027
Elizabeth Partridge, MD	Pediatric	Infectious Disease	May 31, 2027
Lavjay Butani, MD	Pediatric	Nephrology	May 31, 2027
Maha Haddad, MD	Pediatric	Nephrology	May 31, 2027
Arundhati Kale, MD	Pediatric	Nephrology	May 31, 2027
Stephanie Nguyen, MD	Pediatric	Nephrology	May 31, 2027
Gia Ji-Young, Oh, MD	Pediatric	Nephrology	May 31, 2027

**WHEREAS**, the above listed practitioners met the basic requirements for Active Associate Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.6; and

**WHEREAS**, the Medical Executive Committee met on May 28, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Active Associate 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.





# 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

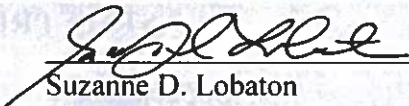


**DULY AND REGULARLY ADOPTED ON THIS 25<sup>th</sup> DAY OF JUNE, 2025**

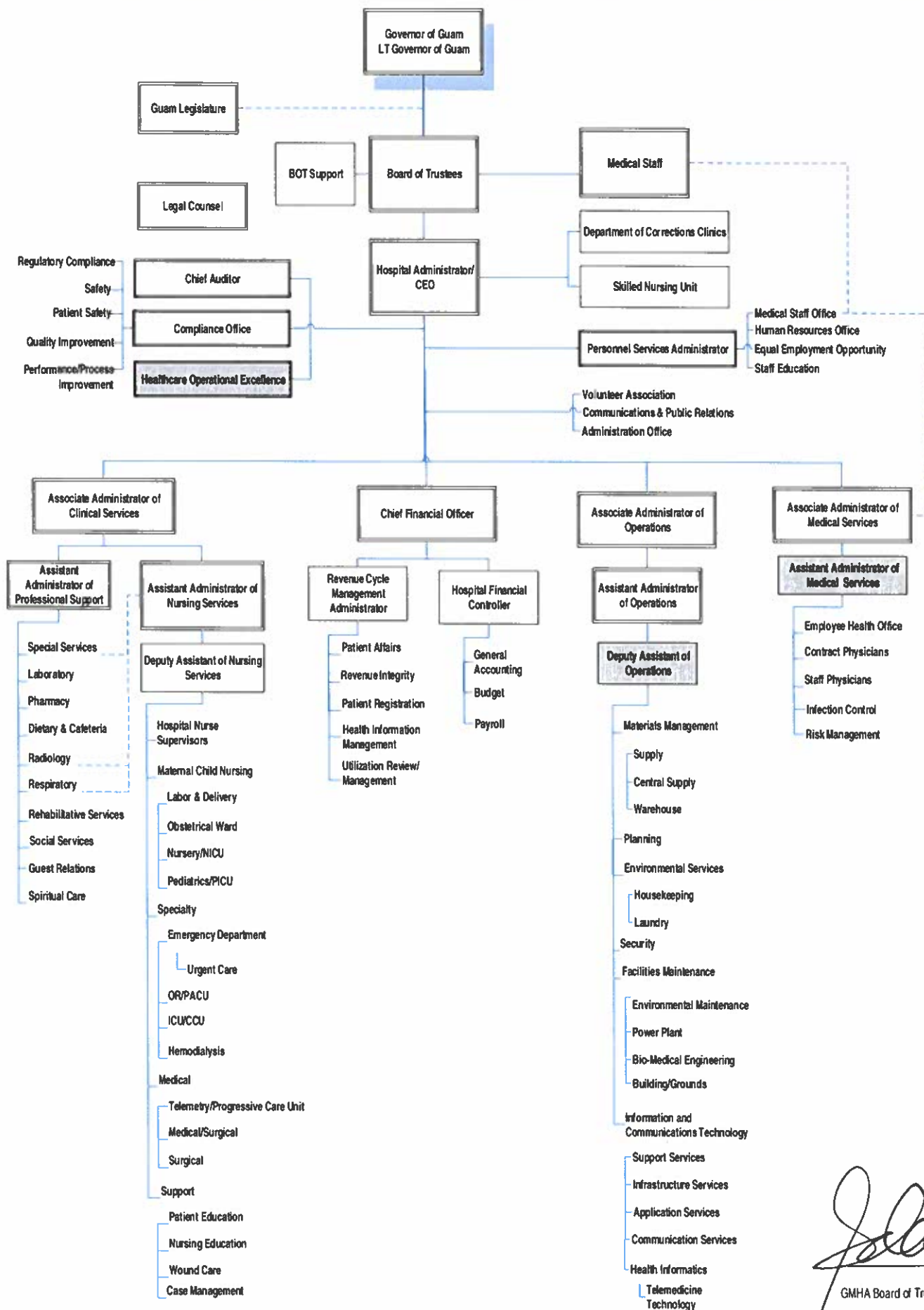
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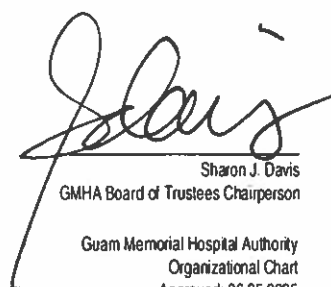
  
Sharon J. Davis  
Chairperson

Attested by:

  
Suzanne D. Lobaton  
Secretary





  
 Sharon J. Davis  
 GMHA Board of Trustees Chairperson  
 Guam Memorial Hospital Authority  
 Organizational Chart  
 Approved: 06.25.2025

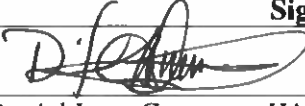
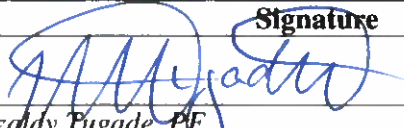
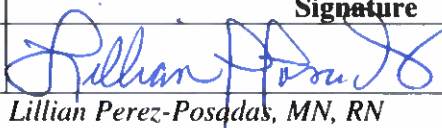
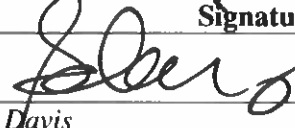
**GUAM MEMORIAL HOSPITAL AUTHORITY  
REVIEW AND ENDORSEMENT CERTIFICATION**

The signatories on this document acknowledge that they have reviewed and approved the following:

Submitted by Department/Committee: **Safety Office**


☐ Bylaws      ☐ Rules & Regulations      ☒ Policies & Procedures      ☐ Rescinding

Policy Number	Policy Title	Justification (If rescinding)
<b>SAFE-101</b>	<b>SAFETY MANAGEMENT PLAN</b>	Updated the previous policy and changed the policy number

Reviewed/Endorsed	Date	Signature
	04/24/2025	 Daniel Leon Guerrero, HACP-CMS Management Analyst IV, Safety Office
Reviewed/Endorsed	Date	Signature
	4.25.25	 Rizaldy Pugade, PE Chairperson, Environment of Care Committee
Reviewed/Endorsed	Date	Signature
	4/25/2025	 Lillian Perez-Posadas, MN, RN Chairperson, Executive Management Counsel
Reviewed/Endorsed	Date	Signature
	6/25/2025	 Sharon Davis Chairperson, Board of Trustees
Reviewed/Endorsed	Date	Signature
		Name Title
Reviewed/Endorsed	Date	Signature
		Name Title
Reviewed/Endorsed	Date	Signature
		Name Title

**\*Use more forms if necessary. All participating departments/committees in developing the policy should provide signature for certification prior to submitting to the Compliance Office.**

**GUAM MEMORIAL HOSPITAL AUTHORITY  
SAFETY MANUAL**

<b>APPROVED BY:</b>  Lillian Perez-Posadas, MN, RN Hospital Administrator /CEO	<b>RESPONSIBILITY:</b>  Environment of Care Committee	<b>EFFECTIVE DATE:</b>  MM/DD/YYYY	<b>POLICY NO.</b>  SAFE-101	<b>PAGE</b>  1 of 3
<b>TITLE: SAFETY MANAGEMENT PLAN</b>				
<b>LAST REVIEWED/REVISED: MM/YYYY</b>				
<b>ENDORSED: EOC 04/2025, EMC MM/YYYY, BOT MM/YYYY</b>				

**PURPOSE:**

This plan outlines GMHA's strategic approach to managing workplace safety and health risks. It establishes a framework to ensure compliance with applicable regulations and to foster a safe environment for patients, visitors, and staff.

**SCOPE:**

This plan applies to all GMHA facilities, including the Guam Memorial Hospital. It addresses:

- Hazard identification and mitigation
- Emergency preparedness and response
- Workplace safety practices
- Compliance with regulatory agencies (CMS, OSHA, NFPA, EPA)

**SAFETY OBJECTIVES:**

Objective	Target	Plan	Regulatory Alignment
<b>Injury/Illness Prevention</b>	Zero preventable incidents	Promptly report and investigate all incidents. Submit reports to Department of Labor on time.	Meets OSHA 29 CFR 1904 (Recording/reporting occupational injuries) and general duty clause (Section 5(a)(1))
<b>Education &amp; Training</b>	≥ 95% completion	Strengthen tracking, access, and accountability for training programs.	Aligns with CoPs requiring staff competency and training for patient safety and quality of care.
<b>Risk Mitigation</b>	Ongoing	Conduct proactive safety hazard assessments and implement timely corrective actions.	Supports OSHA 1910.132(d), 1910.119, Job Hazard Analysis (JHA); consistent with CMS CoPs risk management.
<b>Safety Inspections (Biweekly, Comprehensive)</b>	100%	Maintain and regularly conduct inspections to align with all regulatory guidelines.	Aligns with CoPs requiring hospitals to conduct regular inspections and maintenance to ensure a safe environment. Supports 29 CFR 1910 Subparts E, J, D, etc., and OSHA inspection protocols
<b>Fire Preparedness</b>	≥ 26 fire drills/year, 100% monthly	Conduct fire drills per shift per quarter; inspect fire extinguishers monthly.	NFPA 101 (Life Safety Code); OSHA 29 CFR 1910.157 and CMS Emergency Preparedness Final Rule requirements.



	extinguisher checks		
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## PROGRAM COMPONENTS:

### 1. Hazard Identification and Inspections

- Bi-weekly safety inspections (108/year minimum)
- Comprehensive area inspections ( $\geq 54$ /year)
- Immediate corrective actions for identified issues
- Focus on recurring issues such as corridor obstructions, exposed heating elements, and improper power strip use (daisy-chaining).

### 2. Incident Reporting and Investigation

- 100% of workplace injuries/illnesses to be reported within mandated timelines
- Root cause analyses conducted for each incident
- Lessons learned shared with relevant departments

### 3. Workplace Safety Monitoring (TRIR)

- Monitor and report Total Recordable Incident Rate (TRIR) quarterly
- 2025 target: Maintain TRIR below 3.4 cases per 100 full-time employees/year
- Compare GMHA's TRIR to national benchmark from Bureau of Labor Statistics (BLS)
- Review trends and adjust prevention strategies accordingly

### 4. Emergency Preparedness

- Fire Drills: One per shift per quarter at each facility ( $\geq 26$ /year)
- Fire Extinguisher Checks: Conducted monthly

## TRAINING AND EDUCATION:

### 1. Required Programs:

- Environment of Care (EOC) Fair Training
- Respirator Fit Testing
- Annual Mandatory Safety Refresher Modules
- Violence in the Workplace

### 2. Strategies for Improvement:

- Flexible Scheduling: Offer trainings across shifts and online/mobile platforms
- Real-Time Tracking: Implement a dashboard for training compliance
- Department Accountability: Assign completion targets to department managers
- Automated Reminders: Triggered emails via MCN/Smartsheets for pending trainings
- Feedback Mechanism: Post-training surveys to identify areas for platform/user experience improvement



**MONITORING AND PERFORMANCE REVIEW:**

Key Metric	2024 Result	2025 Target	National Benchmark
<b>Workplace Safety (TRIR)</b>	N/A	Keep TRIR below <b>3.4</b> cases per 100 FTEs/year	<b>3.4</b> – U.S. private industry average (BLS, 2022)
<b>Bi-weekly Inspections</b>	110 completed monthly	Maintain at least <b>100</b>	No formal national benchmark
<b>Comprehensive Inspections</b>	55 completed	Maintain at least <b>50</b>	Best practice: <b>Quarterly</b> for each area (varies by industry size/scope)
<b>Fire Drills</b>	26 conducted	<b>Once per shift per quarter</b> at both facilities	Best practice: <b>Monthly</b> per NFPA 101 (Life Safety Code)
<b>Respirator Training Completion</b>	82% (982/1204)	<b>100% classes conducted</b>	OSHA 1910.134: <b>Annual training &amp; fit testing required for all users</b>
<b>Safety Office Training</b>	N/A	≥95% completion	Industry standard: <b>≥90–100%</b> for required personnel, based on role/risk exposure

**ACCOUNTABILITY AND ENFORCEMENT:**

- Department Heads will be held responsible for ensuring staff participation in required training
- Repeat safety violations (e.g., corridor obstructions) will be documented and escalated per policy.
- Compliance reports reviewed monthly by the Environment of Care Committee

**CONTINUOUS IMPROVEMENT:**

- Quarterly Review Meetings in the EOC with division leaders
- Annual Safety Program Evaluation to reassess goals, training needs, and resource allocation
- Staff Involvement: Solicit safety improvement ideas through surveys and open forums
- Track implementation of improvement actions identified during quarterly reviews

**CONCLUSION:**

GMHA's Safety Management Plan for CY2025 builds on a strong foundation, aiming to close gaps in training and accountability while reinforcing safety culture. Through improved access, real-time monitoring, and clear departmental responsibilities, GMHA will strengthen its safety infrastructure and enhance its readiness, compliance, and resilience in maintaining a safe environment.



# 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. 2025-48

#### **“RELATIVE TO APPROVAL OF PAYMENT AUTHORIZATIONS BY SALARIED HOSPITAL EMPLOYEES AS BANK ACCOUNTS SIGNATORIES”**

**WHEREAS**, the duties, powers and purposes of the Guam Memorial Hospital Authority are set by 10 GCA, Health and Safety, Chapter 80; and

**WHEREAS**, Section 80109 of the above law empowers the Hospital to establish its internal organization and management; and

**WHEREAS**, through its bylaws, the Board of Trustees are “policy-makers” and thereby hires a hospital administrator/CEO who has full charge and control of the operations and maintenance of the Hospital; and

**WHEREAS**, the Finance and Audit Sub-Committee considers payment authorizations operational in nature, and recommends that Resolution No. 2023-17, *Relative to Payment Authorizations by Salaried Hospital Employees as Bank Accounts Signatories, Disbursing Officers, and Certifying Officers*, adopted on November 23, 2022, be hereby rescinded and superseded by this resolution; and

**WHEREAS**, the Finance and Audit Sub-Committee further recommends that signatories for all payment authorizations are salaried employees of the Hospital; now therefore be it

**RESOLVED**, that the Board of Trustees accepts the recommendations of the Finance and Audit Sub-Committee and approves payment authorizations by salaried employees (*not in an acting capacity*) as follows:

\$50,000 and less	Any one (1) original authorized signature	<u>List of Authorized GMHA Officials</u> Hospital Administrator/CEO Associate Administrator, Operations Assistant Administrator, Operations Associate Administrator, Medical Services Chief Financial Officer
More than \$50,000	Any two (2) original authorized signatures	
Payroll Checks	Any one (1) original signature or signature stamp	<u>List of Authorized GMHA Officials</u> Hospital Administrator/CEO Associate Administrator, Operations Chief Financial Officer

And be it further

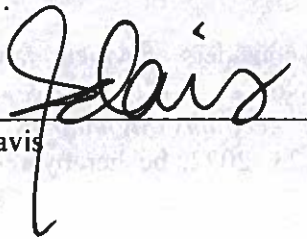
**RESOLVED**, that the Hospital Administrator/CEO is authorized to cause the issuance of new bank signature cards and other appropriate legal documents as necessary to effectuate this resolution to include sending copies of this resolution to appropriate individuals or entities as necessary; and be it further

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

**DULY AND REGULARLY ADOPTED ON THIS 25<sup>th</sup> DAY OF JUNE 2025.**

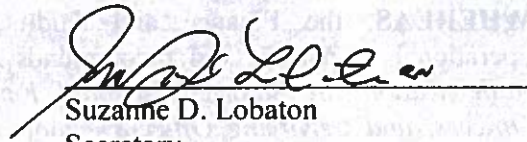
Certified By:

Sharon J. Davis  
Chairperson



Attested By:

Suzanne D. Lobaton  
Secretary





# GUAM MEMORIAL HOSPITAL AUTHORITY

## ATURIDÂT ESPETÂT MIMURIÂT GUÅHÃN

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



July 14, 2025

**VIA ELECTRONIC MAIL**

Honorable Lourdes A. Leon Guerrero

*I Maga'hågan Guåhan*

Ricardo J. Bordallo Governor's Complex

Adelup, GU 96910

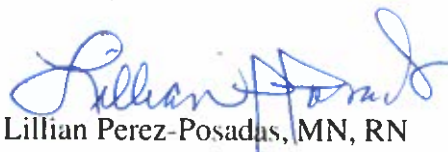
RE: Reporting Requirements for Boards and Commissions

Dear Governor Leon Guerrero:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the June 25, 2025 Meeting of the GMHA Board of Trustees.

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

Sincerely,



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





# 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



July 01, 2025

**VIA ELECTRONIC MAIL**

Benjamin J.F. Cruz

*Public Auditor*

Office of Public Accountability

Suite 401 DNA Building

238 Archbishop Flores Street

Hagåtña, GU 96910

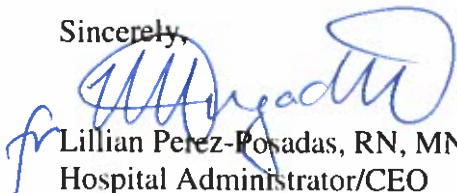
RE: Reporting Requirements for Boards and Commissions

Dear Mr. Cruz:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the recording for the June 25, 2025 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

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

Sincerely,

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



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Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



July 14, 2025

**VIA ELECTRONIC MAIL**

Honorable Frank Blas Jr.

*Speaker of I Mina'trentai Ocho Na Liheslaturan Guåhan*

163 Chalan Santo Papa

Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Speaker Blas:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the June 25, 2025 Meeting of the GMHA Board of Trustees.

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

Sincerely,

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