

MEETING IN PROGRESS

GMHA Board of Trustees




























Wednesday, May 28, 2025 | 5:00 p.m.

Zoom Video Conference

GMHA Board of Trustees Meeting

ATTENDANCE SHEET

Wednesday, May 28, 2025 | 5:00 p.m. | Zoom Video Conference

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

ATTENDANCE SHEET

Wednesday, May 28, 2025 | 5:00 p.m. | Zoom Video Conference

[illegible]

AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting

May 28, 2025 | 5:00 p.m. | Zoom Video Conference

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


Item	Owner
I. Welcoming Call Meeting to Order and Determination of Quorum	Interim Chairperson Davis
II. Open Government Compliance A. Publication, May 20, 2025 B. Publication, May 26, 2025 C. GovGuam Notices Portal & Website Posting	
III. Review and Approval of the Minutes A. March 26, 2025 B. April 23, 2025	All Trustees
IV. Guam Memorial Hospital Volunteers Association Report	GMHVA President
V. Management's Report	Executive Management
VI. Old Business A. Res. 2025-42, Relative to the Declaration of Officers of the Guam Memorial Hospital Authority Board of Trustees	All Trustees
VII. New Business - Board Subcommittee Reports	
A. Joint Conference and Professional Affairs 1. Res. No. 2025-38, Relative to the Reappointment of Active Medical Staff Privileges 2. Res. No. 2025-39, Relative to the Appointment of Provisional Medical Staff Privileges 3. Res. No. 2025-40, Relative to the Appointment of Full Allied Health Professional Staff Privileges 4. Res. No. 2025-41, Relative to the Appointment of Provisional Allied Health Professional Staff Privileges	Trustee Dr. Um
B. Human Resources 1. Organization Chart 2. Resolution Relative to Updating a Recruitment Incentive for Recent Nursing Graduates	Trustee Lobaton
C. Facilities, Capital Improvement Projects, and Information Technology 1. Capital Improvement Project (CIP) - Update	Chairperson Davis
D. Quality and Safety	Trustee Kleiner
E. Finance and Audit 1. Resolution Relative to Approval of On-Call Payments from \$9.25 Per/Hour to \$5.00 Per/Hour	Vice-Chairperson Aguilar
F. Governance, Bylaws, and Strategic Planning	Trustee Dr. Damian-Borja, Siliang
VIII. Public Comment	
IX. Adjournment	Interim Chairperson Davis

GMHA Board of Trustees Meeting


 PRINT

GMHA Board of Trustees Meeting MEETING



 **Posted on:** 05/20/2025 08:47 AM

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


 **Meeting Date:** 05/28/2025 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

May 28, 2025 | 5:00 p.m. | Zoom Video Conference

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

Item	Owner
I. Welcoming Call Meeting to Order and Determination of Quorum	Interim Chairperson Davis
II. Open Government Compliance	
A. Publication, May 20, 2025	
B. Publication, May 26, 2025	All Trustees
C. GovGuam Notices Portal & Website Posting	
III. Review and Approval of the Minutes	
A. March 26, 2025	GMHVA President Executive Management
B. April 23, 2025	
IV. Guam Memorial Hospital Volunteers Association Report	All Trustees
V. Management’s Report	
VI. Old Business	Trustee Dr. Um
A. Res. 2025-42, Relative to the Declaration of Officers of the Guam Memorial Hospital Authority Board of Trustees	
VII. New Business - Board Subcommittee Reports	Trustee Lobaton
A. Joint Conference and Professional Affairs	
1. Res. No. 2025-38, Relative to the Reappointment of Active Medical Staff Privileges	Chairperson Davis
2. Res. No. 2025-39, Relative to the Appointment of Provisional Medical Staff Privileges	
3. Res. No. 2025-40, Relative to the Appointment of Full Allied Health Professional Staff Privileges	Trustee Kleiner
4. Res. No. 2025-41, Relative to the Appointment of Provisional Allied Health Professional Staff Privileges	
B. Human Resources	
1. Organization Chart	
2. Resolution Relative to Updating a Recruitment Incentive for Recent Nursing Graduates	
C. Facilities, Capital Improvement Projects, and Information Technology	
1. Capital Improvement Project (CIP) - Update	
D. Quality and Safety	

E. Finance and Audit

1. Resolution Relative to Approval of On-Call Payments from \$9.25 Per/Hour to \$5.00 Per/Hour

Vice-
Chairperson
Aguilar

F. Governance, Bylaws, and Strategic Planning

Trustee Dr.
Damian-
Borja, Siliang

VIII. Public Comment

IX. Adjournment

Interim
Chairperson
Davis

Link to Join Zoom Meeting:

<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

Regular Meeting of the Guam Memorial Hospital Authority Board of Trustees

Wednesday, March 26, 2025 | 5:00 p.m.
Zoom Video Conference

ATTENDANCE

Board Members

Present: Theresa Obispo Edgar Aguilar, Sharon Davis, Sonia Siliang, Dr. Michael Um, Dr. Teresa Damian-Borja, Antoinette Kleiner & Suzanne Lobaton
Absent:

Absent: Lillian Perez-Posadas & Dr. Jeffery Shay

Guests: Jesse Quenga, Jason Boyd, Veronica Cummings, Richelle Rafanan, Gerofel Carino, Eileen Calleja, Kamalin Toves, Nam Vo, Olivia Elliott, Alexa Adkins, P. Garrido, YMLG Vince Taitingfong, Angie Eustaquio, Jizan (Pharmacy), Julianne Hernandez, Tina Quinata, Sydle Taisacan, Janet Mandapat, Nick Delgado

Leadership

Present: Dr. Verrad Nyame, Rizaldy Tugade, Rodalyn Gerardo, Ana Belen Rada, Christine Tuquero, Liezl Concepcion, Yukari Hechanva, Danielle Mangiona, Jordan Pauluhn & Robert Weinberg

ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME	STATUS
I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM				
	After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Chairwoman Obispo called to order the regular meeting of the GMHA Board of Trustees at 5:02 p.m. on Wednesday, March 26, 2025, via Zoom Video Conferencing.	Chairwoman - Theresa Obispo	None	None
II. OPEN GOVERNMENT COMPLIANCE A. Publication, March 19, 2025 B. Publication, March 24, 2025 C. GovGuam Notices Portal & Website Posting	The Announcement of the Open Government Compliance was made.	Admin. Assistant - Janet Mandapat	None	Informational
III. REVIEW AND APPROVAL OF MINUTES				
A. February 26, 2025	Trustee Davis motioned, and it was seconded by Trustee Lobaton to approve the February 26, 2025 minutes as presented. The motion carried with all ayes.	All Trustees	None	Approved
IV. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION REPORT				
	The following are some of the highlights: <ul style="list-style-type: none"> A Ribbon Cutting Ceremony was held on March 8, 2025, for the Bringing Colors to Healing Project in the Pediatric Ward. A Press Conference was held on March 18, 2025, for GMHVA 60th Anniversary Charity Ball "Boots and Baubles". The Charity Ball is set for April 26, 2025, at 6:00 pm. Dusit Thani Guam Resort. 	GMHVA President - Terese Calvo	None	Informational

V. MANAGEMENT'S REPORT				
Above- Step Recruitment Petition for Vincent J. Cruz	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> ➤ A recommended above-step recruitment for Vincent J. Cruz was made. ➤ Based on exceptional qualifications Mrs. Perez-Posadas has recommended a Salary of \$76,093 Grade O Step 7. 	Administrator/CEO - Lillian Perez-Posadas	None	Approved
VI. OLD BUSINESS None	There were no old business to report.	All Trustees	None	None
VII. NEW BUSINESS - BOARD SUBCOMMITTEE REPORTS	Trustee Dr. Um motioned, and it was seconded by Trustee Dr. Borja to approve Res. No. 2025-28 through Res. No. 2025-30 as presented. The motion carried with all ayes.	All Trustees	None	Approved
A. Joint Conference and Professional Affairs <ol style="list-style-type: none"> 1. Res. No. 2025-28, Relative to the Reappointment of Active Medical Staff Privileges 2. Res. No. 2025-29, Relative to the Appointment of Provisional Medical Staff Privileges 3. Res. No. 2025-30, Relative to the Appointment of Provisional Allied Health Professional Staff Privileges 		Chairperson JCPA - Trustee Dr. Michael Um		
B. Human Resources <ol style="list-style-type: none"> 1. Organization Chart <ul style="list-style-type: none"> • Safety to Compliance • Information Technology to Operations • Name Change Hospital Marketing and 	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> • What was once under the Operations Department, Safety has now been absorbed by the Regulatory Compliance Department. • The Information and Communications Technology also once under the Operations Department, they were moved to the Fiscal Department under the Chief 	Chairperson, Human Resources - Suzanne Lobaton	None	Informational

Communications Director to Communications and Public Relations		Financial Officer. It was decided that a good fit given its current structure would be back under the Operations Department where it will remain.	Administrator, Quality, Patient Safety, Regulatory Compliance - Danielle Manglona	None	Informational
		<ul style="list-style-type: none"> A Title change from Hospital Marketing & Communications Director will now be Communications & Public Relations Department. 			
		Trustee Davis motioned, and it was seconded by Trustee Dr. Um to approve the Organizational Chart as presented. The motion carried with all ayes.	All Trustees	None	Approved
	2. Resolution relative to Extending a 25% Working Differential pursuant to 4GCA, §6229.7 to GMHA Employees Certified or Licensed in Rehabilitation, Radiology, Social Work, Registered Dietary, Special Services, Respiratory Therapy and Laboratory Science.	<p>Res No. 2025-31 is Relative to Extending a 25% Working Differential to the Certified or Licensed Radiologic Technologists, Clinical Dietitians, and Food Service Supervisors and Managers who are employed at GMHA, to be effective when funds are available, to augment wages to be competitive with the national average and also for recruitment and retention.</p> <p>Trustee Davis motioned, and it was seconded by Trustee Dr. Borja to approve Res. No. 2025-31 to extend a 25% working pay differential to certified or licensed rehabilitation therapists, echocardiogram technologists, respiratory therapists, laboratory technologists, radiologic technologists, clinical dietitians food service supervisors, and managers who are employed at GMHA as presented. The motion carried with all ayes.</p>	Assistant Administrator of Professional Support Services - Ana Belen Rada	None	Informational
	3. Resolution Relative to Amending the Job Specifications for the Chief Hospital Pharmacist and Chief of Clinical Pharmacy.	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> Being presented at this evenings GMHA Board of Trustees Meeting Mr. Quenga wishes to present an update and the conclusion of the disclosure period. The Ten days posting transparency period was met. The posting period was from February 13, 2025 through February 26, 2025 There are four (4) comments from the public received and provided to the Committee for review. 	Personnel Services Administrator - Jesse Quenga	None	Informational

	<ul style="list-style-type: none"> • None of the comments would provide for any substantive changes to the proposed amendments • The Job Specifications will be in alignment with CMS regulations and to modernize the positions that have not been updated since 1991. • The Chief Hospital Pharmacist title will now change to Director of Pharmacy. • The Chief of Clinical Pharmacy Job Title shall remain the same. There has been a change in reporting the Supervisory role. • The Chief of Clinical Pharmacy currently reports directly to the Assistant Administrator of Professional Support. They will now report to the Director of Pharmacy. • There are members from the public that wish to engage in this discussion. • This resolution is still in its draft action. • Should the Board ratify this resolution, Human Resources Department will meet with Pharmacy Department to go over what those changes are for the respective positions, and how it might affect the department overall. 	Personnel Services Administrator - Jesse Quenga	None	Informational
	<p>The following are excerpts from the public comments.</p> <ul style="list-style-type: none"> ➤ Ms. Adkins is a Clinical Pharmacist at GMHA employed since 2012. ➤ Comments were submitted to the Board of Trustees and the Human Resources Department on February 19, 2025. ➤ One of the questions asked was why was there a change in job title, and why was the position not open for competition for those applicants that may qualify for the position as posted in the job description. ➤ Pharmacy is a very complex and complicated department there are some concerns that pharmacy staff was not involved in the creation process for the new job descriptions. ➤ Questions as to why changes to the minimum qualifications for the clinical pharmacy position had actually decreased for supervisory and hospital 	Public Comment - Alexandra Adkins (GMHA Clinical Pharmacist)	None	Informational

	<p>experience.</p> <ul style="list-style-type: none"> ➤ Ms. Adkins requested a meeting from Human Resources to meet with the Pharmacy Department Head and Hospital Administrator/CEO to meet with the pharmacy staff to discuss why these changes were necessary and to involve the pharmacy team in any changes that need to happen prior to Board of Trustees approval. ➤ The following day, an email response was received from Mrs. Perez-Posadas Hospital Administrator/CEO confirming receipt of Ms. Adkins email advising that she will meet in discussions and will meet soon. ➤ As of the meeting time today, no one has met with her and the team to discuss. ➤ Ms. Adkins has also noted that there is a lack of transparency. 	Public Comment - Alexandra Adkins (GMHA Clinical Pharmacist)	None	Informational
	<p>The following is the response from Human Resources.</p> <ul style="list-style-type: none"> ➤ There was no transparency there has been quite a bit of information provided and this process has existed for at least 2023 and his team provided the research. ➤ This position was not open for competition as it had gone through a competitive examination that occurred on September 5, 2006. At the time the position was called Chief Pharmacist. What we are seeing is an amendment of that recruited position to align with CMS standards. ➤ The job standards for the Chief of Clinical Pharmacy and the reduction of the five-year minimum to a three-year minimum. ➤ Based on the Bureau of Labor Statistics across the board study with organizations our size. It was found that most organizations have requested for three years of experience. ➤ Mr. Quenga has assured Ms. Adkins that he is committed to meeting with her and the rest of the staff from the Pharmacy Department to answer and clarify some of the questions that need to be addressed. ➤ Mr. Pauluhn Legal Counsel for GMHA has said that there are no creations of positions for the 2 positions 	Personnel Services Administrator - Jesse Quenga	None	Informational

	<p>that already exist.</p> <ul style="list-style-type: none"> ➤ When analyzing positions, the hospital has 3 choices. You can create a position, abolish a position, or amend a position. ➤ With the two positions, it is relatively a simple amendment being done to align with CMS standards. 	<p>Personnel Services Administrator - Jesse Quenga</p>	None	Informational
	<p>Trustee Davis motioned, and it was seconded by Trustee Lobaton to approve Res. No. 2025-32, Relative to Amending the Job Specifications for the Chief Hospital Pharmacist and Chief of Clinical Pharmacy as presented. The motion carried with 5 ayes and 3 nays.</p>	All Trustees	None	Approved
<p>C. Facilities, Capital, Improvement Projects, and Information Technology</p> <p>1. 5-Year CIP Plan</p>	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> • The rolling 5-Year CIP Plan is updated every year or as needed. • The spreadsheet provided will show calendar year 2024 through the calendar year 2029. A total of 6 years so that you can see the prior years. • The column for the funding sources shows TBD which stands for To Be Determined. • The total amount for the CIP has resulted in \$1.2B. 	<p>Deputy Asst. Admin. of Operations - Rodalyn Gerardo</p>	None	Informational
<p>2. Hazardous Waste Management Annual Evaluation 2024</p>	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> • The review is based on primary objectives, scope, performance monitoring activities, and improvements identified in the program, as well as compliance with local and federal regulations. • The aim is to determine the strengths and weaknesses of the current plan and provide actionable insights for enhancing the safety and efficiency of hazardous materials and waste management in the coming year. <p>The GMHA Hazardous Materials and Waste Management Plan consists of several objectives that aim to mitigate risks associated with hazardous materials and ensure the safety of staff, patients, and the environment.</p>	<p>Chairperson FAC, CIP & IT - Trustee Sharon Davis</p>		

	<p>The following is the list of objectives:</p> <ul style="list-style-type: none"> • Objective 1: Safe Environment and Risk Reduction <ul style="list-style-type: none"> ◦ Status: Not Met ◦ Issue: Hazardous waste accumulation due to scheduling conflicts and delays in purchase order processing. Hazardous waste was last collected on June 28, 2024, and is still pending removal as of December 31, 2024. ◦ Recommendation: Establish a contract with a clear Scope of Work to enhance coordination with vendors and streamline procurement processes, ensuring timely disposal of hazardous waste in compliance with regulatory standards. • Objective 2: Health and Safety Compliance <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Regular inspections and adherence to federal and local regulations. • Objective 3: Waste Reduction and Cost Containment <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Consistent waste reduction strategies and ongoing training on waste segregation. • Objective 4: Hazardous Materials Awareness Training <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Targeted training for departments handling hazardous materials with general awareness for others. • Objective 5: Risk Monitoring and Minimization <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Regular exposure monitoring ensures that acceptable levels are maintained for hazardous substances. • Objective: 6 Multidisciplinary Team Review <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: The Environment of Care (EOC) Committee effectively reviews and acts on data and feedback from various departments. 	Deputy Asst. Admin. of Operations - Rodalyn Gerardo	None	Informational
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<p>3. Safety Management Annual Evaluation 2024</p>	<ul style="list-style-type: none"> • Objective: 7 Plan Implementation <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Successful implementation and ongoing revisions to the plan as required. • Objective: 8 HAZWOPER Training <ul style="list-style-type: none"> ◦ Status: Partially met ◦ Issue: Only two staff members completed the required HAZWOPER training. GMHA continues to Lack a decontamination team. ◦ Recommendation: Appoint a designated CBRNE decontamination team and ensure consistent training for all necessary staff. • Objective: 9 Exposure Monitoring <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Continuous monitoring for hazardous gases and chemical, with data regularly reported. • Objective: 10 Evaluation of Alternative Products <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness Ongoing research and review of alternative products to reduce risk and environmental impact. • Objective: 11 Spill Response Team Implementation <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Spill response and decontamination protocols are in place, though more regular drills are recommended. <p>The following are some of the highlights:</p> <ul style="list-style-type: none"> • The aim is to evaluate how the hospital manages safety and health-related risks, with an emphasis on identifying potential hazards and assessing the adequacy of response procedures. • This report includes analysis of the plan's scope, objectives, performance achievements, and challenges, and provides recommendations for continued improvement. <p>The following are the list of objectives.</p>	<p>Deputy Asst. Admin. of Operations - Rodalyn Gerardo</p>	<p>None</p>	<p>Informational</p>
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	<ul style="list-style-type: none"> • Objective: 1 GMHA Safety Policies <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: The hospital's safety policies comply with applicable regulations, including OSHA, CMS, NFPA, and EPA guidelines. • Objective: 2 Risk Minimization <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: The risk management processes are proactive, with physical and health hazards promptly identified and mitigated, as per the goals outlined. • Objective: 3 Workplace Injuries and Illnesses Minimization <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: GMHA effectively reports and investigates workplace injuries to reduce the potential future risks of hazardous workplace conditions and to prevent unsafe work practices. All workplace injuries were submitted to the Department of Labor on time. • Objective: 4 Response to Immediately Dangerous to Life or Health (IDLH) Situations <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: The hospital has a clear and practiced response plan for IDLH situations, ensuring a quick and effective response to potential hazards that endanger life, health, or equipment. • Objective: 5 Risk Identification and Control Measures <ul style="list-style-type: none"> ◦ Status: Met ◦ Effectiveness: Engineering controls, safe work practices, administrative controls, and PPE are implemented to minimize risk to patients and staff. • Objective: 6 Education and Training <ul style="list-style-type: none"> ◦ Status: Partially Met ◦ Issue: Training programs are in place to ensure staff are educated about safety practices, although there are areas for improvement, particularly in completing the Environment of 	Deputy Asst. Admin. of Operations - Rodalyn Gerardo	None	Informational
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4. Water Outage AAR/IP	<ul style="list-style-type: none"> ○ Care Fair training and respirator certification. ○ Recommendation: Enhance collaboration with department managers to ensure that staff complete the required training within designated timeframe. 	Deputy Asst. Admin. of Operations - Rodalyn Gerardo	None	Informational
	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> ➤ On February 7, 2025, an emergency water outage tested GMHA's ability to respond to an urgent infrastructure failure requiring immediate corrective action. ➤ The outage was initiated as an emergency response to a critical leak in the Dietary Department, which posed a fire hazard and required immediate repairs. ➤ Due to the location of the leak, the repair necessitated a full shutdown of the hospital's main water supply, impacting all departments within the hospital, including patient care areas, surgical suites, and support services. ➤ Recognizing the urgency of the situation, GMHA activated a modified Incident Command (IC) structure, led by the Planning Department, to oversee response efforts, coordinate resources, and ensure operational continuity. ➤ The hospital's primary objectives during the outage were to ensure patient safety and continuity of care, secure alternative water supply distribution, implement sanitation and hygiene protocols, and maintain effective communication and situational awareness. ➤ Special attention was given to infection control, hemodialysis, emergency procedures, and patient hygiene, which were directly impacted by the water shutdown. ➤ Throughout the event, the Planning Section documented all response actions, evaluating GMHA's emergency preparedness and identifying areas for improvement. ➤ The findings from this After Action Review (AAR) will be used to strengthen GMHA's emergency water outage protocols and long-term mitigation strategies. 	Deputy Asst. Admin. of Operations - Rodalyn Gerardo	None	Informational

<p>D. Quality and Safety</p> <p>1. Policy # A-PS820, Just Culture Response to Patient Safety Events</p>	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> • The Purpose of this policy covers the key concepts of a <i>Just Culture</i> approach to investigating and following up on patient safety events, including the use of a Decision Tree to guide the investigator. • GMHA believes that a Just Culture is the cornerstone of a positive culture of patient safety. • Attributes of a Just Culture include transparency, open and free communication around reporting of events, aligned objectives with the common goal of improving patient safety, appreciation of “Good Catches” and “No Harm Events” as opportunities and support for reporting any situation that threatens patient safety. • When patient safety events are investigated, including adverse events, no harm events, and good catch events and it is determined that action(s) by a member of the GMHA care team contributed to the event, the assessment will include the use of the Just Culture Decision Tree as a tool to assist in analysis and decision making. • The Just Culture Decision Tree helps identify individual accountability and system failures. • Responsibility for addressing failures lies with the appropriate leadership representatives. • While the Just Culture Decision Tree is a tool to guide the investigation process, it is used in conjunction with other evidence such as past performance of individuals involved in the event. <p>Trustee Kleiner motioned, and it was seconded by Trustee Dr. Damian-Borja to approve Policy No. A-PS820 as presented. The motion carried with all ayes.</p>	<p>Administrator, Quality, patient Safety & Regulatory Compliance - Danielle Manglona</p> <p>Chairperson Quality & Safety - Trustee Antoinette Kleiner</p> <p>All Trustees</p>	<p>None</p> <p>None</p> <p>None</p>	<p>Informational</p> <p>Informational</p> <p>Approved</p>
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E. Finance and Audit	FY 2026 Revenue Projection & Operational Funding Requirements.	Chief Financial Officer - Yuka Hechanova	None	Informational														
1. FY2026 Budget Request	<p>Total GMHA Budget Request \$213,646,573</p> <p>Funding Sources:</p> <p><u>GMHA</u></p> <table><tr><td>GMHA Projected Collections</td><td>133,000,000</td></tr><tr><td>GMHA Grants</td><td>638,007</td></tr><tr><td>Total GMHA</td><td><u>133,638,007</u></td></tr></table> <p><u>Governor's Executive Budget Request</u></p> <table><tr><td>Dept. of Corrections Clinic</td><td>4,200,000</td></tr><tr><td>GMHA Pharmaceuticals Fund</td><td>25,364,896</td></tr><tr><td>General Fund</td><td><u>28,528,360</u></td></tr><tr><td>Total Gov. Exec. Budget Request</td><td><u>58,093,256</u></td></tr></table> <p>Total Funding Sources \$191,731,263</p> <p><u>FY 2026 Additional Funding Request</u> \$ 21,915,310</p> <p>The majority of the budget is for GMHA's Clinical Areas at 80% of the division is as follows:</p> <ul style="list-style-type: none">○ Nursing, \$72.3M, 34%○ Professional Support, \$44.3M, 21%○ Medical, \$43.0M, 20%○ DOC, \$4.1M, 2%○ SNF, \$6.1M, 3% <p>The Non-Clinical areas offering support at 20% are as follows:</p> <ul style="list-style-type: none">○ Operations, \$26.6M, 12%○ Fiscal, \$10.0M, 5%○ Administration, \$7.3M, 3%	GMHA Projected Collections	133,000,000	GMHA Grants	638,007	Total GMHA	<u>133,638,007</u>	Dept. of Corrections Clinic	4,200,000	GMHA Pharmaceuticals Fund	25,364,896	General Fund	<u>28,528,360</u>	Total Gov. Exec. Budget Request	<u>58,093,256</u>	Chairperson F&A Trustee Edgar Aguilar	None	Informational
GMHA Projected Collections	133,000,000																	
GMHA Grants	638,007																	
Total GMHA	<u>133,638,007</u>																	
Dept. of Corrections Clinic	4,200,000																	
GMHA Pharmaceuticals Fund	25,364,896																	
General Fund	<u>28,528,360</u>																	
Total Gov. Exec. Budget Request	<u>58,093,256</u>																	
2. Resolution Relative to Approving Ninety-Nine (99) New Fees	Trustee Aguilar motioned, and it was seconded by Trustee Dr. Damian-Borja to approve Res. No. 2025-33, Relative to Approving Ninety-Nine (99) New Fees and Res. No. 2025-34, Relative to Approving Eighty-Seven (87) New Fees as presented. The motion carried with all ayes.	All Trustees Chairperson F&A - Trustee Edgar Aguilar	None	Approved														
3. Resolution Relative to Approving Eighty-Seven (87) New Fees		All Trustees	None	Approved														

<p>F. Governance, Bylaws, and Strategic Planning</p> <p>1. Resolution Relative to Revising the GMHA's Vision Statement and Updating Policy A-110, Vision Statement, the Strategic Plan, and the Board of Trustees Bylaws</p>	<p>Trustee Dr. Damian-Borja motioned, and it was seconded by Trustee Davis to approve Res. No. 2025-35, Relative to Revising the GMHA's Vision Statement and Updating Policy A-110, Vision Statement, the Strategic Plan, and the Board of Trustees Bylaws. The motion carried with all ayes.</p>	<p>All Trustees</p> <p>Chairperson Gov. Bylaws & Strategic Planning Trustee Dr. Teresa Damian-Borja</p>	<p>None</p>	<p>Approved</p>
VIII. PUBLIC COMMENT				
		<p>Public Comment</p>	<p>None</p>	<p>Informational</p>
IX. ADJOURNMENT				
	<p>There being no further business matters for discussion, Chairwoman Obispo declared the meeting adjourned at 8:28 p.m. motioned and seconded. The motion carried with all ayes.</p>	<p>All Board Members</p>	<p>None</p>	<p>Approved</p>

Transcribed by:


Janet U. Mandapat
Administrative Assistant

Submitted by:


Suzanne D. Lobaton
Secretary

CERTIFICATION OF APPROVAL OF MINUTES: The minutes of the February 26, 2025 regular session meeting were accepted and approved by the GMHA Board of Trustees on this 26th day of March 2025.

Certified by:


Sharon J. Davis
Chairperson

<p style="text-align: center;">Regular Meeting of the Guam Memorial Hospital Authority Board of Trustees</p> <p style="text-align: center;">Wednesday, April 23, 2025 5:00 p.m. Zoom Video Conference</p>		ATTENDANCE		
		Board Members Present: Theresa Obispo Edgar Aguilar, Sharon Davis, Sonia Siliang, Dr. Michael Um, Dr. Teresa Damian-Borja, Antoinette Kleiner & Suzanne Lobaton Absent: Leadership Present: Lillian Perez-Posadas, Dr. Verrad Nyame, Rizaldy Tugade, Rodalyn Gerardo, Ana Belen Rada, Christine Tuquero, Liezl Concepcion, Yuka Hechanova, Danielle Manglona, Jordan Pauluhn & Robert Weinberg	Absent: Dr. Jeffery Shay Guests: Walter Ulloa, Jesse Quenga, Sydnie Taisacan, Dorothy Colodro, Alexa Adkins, Vince Taitingfong, Matsuki Hirayama, Julianne Hernandez, Rayna Cruz, Ellen Calleja, Jason Boyd, Tina Quinata, Jackie Pereira, Janet Mandapat, P. Garrido, Guest Relations, Aida Yap, Julie Benavente & Mariana Cook-Huynh	
ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME	STATUS
I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM				
	After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Chairwoman Obispo called to order the regular meeting of the GMHA Board of Trustees at 5:02 p.m. on Wednesday, April 23, 2025, via Zoom Video Conferencing.	Chairwoman - Theresa Obispo	None	None
II. OPEN GOVERNMENT COMPLIANCE A. Publication, April 16, 2025 B. Publication, April 21, 2025 C. GovGuam Notices Portal & Website Posting	The Announcement of the Open Government Compliance was made.	Admin. Assistant - Janet Mandapat	None	Informational
III. REVIEW AND APPROVAL OF MINUTES				
A. March 26, 2025	The March 26, 2025 minutes were tabled.	All Trustees	None	Tabled
IV. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION REPORT				
	There were no new updates to report.	GMHVA President - Terese Calvo	None	None
V. PEDIATRIC PATIENT FAMILY ADVISORY COUNCIL (PFAC) REPORT	The following are some of the highlights: <ul style="list-style-type: none"> • The Bringing Art to Healing at the GMHA Pediatrics Ward has been completed. • With deep gratitude a big thanks to the following for their generous support. <ul style="list-style-type: none"> ✓ Guam Council of the Arts & Humanities Agency (CAHA) ✓ Guam Memorial Hospital Volunteers Association (GMHVA) ✓ Guam Women's Club (GCWC) 	J. Pereira	None	Informational

	<ul style="list-style-type: none"> The Collaborative art project was brought to life through the creativity of volunteer artists, the dedication of GMHA staff, and the spirit of the community. Special thanks to Sharon Cardona for managing the project and to Scarlett Savage for leading the art coordination. A pilot experiment for children's new vibrant and themed hospital gowns is ongoing. 	J. Pereira	None	International
VI. MANAGEMENT'S REPORT				
A. Above- Step Recruitment Petition for Jesse J. Quenga and Jenny Lynn Danan	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> A recommended above-step recruitment for Jesse J. Quenga and Jenny Lynn Danan was made. Based on exceptional qualifications Mrs. Perez-Posadas has recommended a Salary of \$109,907.00 Grade R Step 10 for Jesse J. Quenga and \$62,136.00 Grade L Step 10 for Jenny Lynn Danan respectively. 	Administrator/CEO - Lillian Perez-Posadas	None	Informational
B. FOIA Request on Above-Step Recruitment - Periods: (2020-2022) & (2023-2025)	Senator Therese Terlaje has submitted a formal request under the Freedom of Information Act (FOIA) for copies of documents related to the above-step recruitment at the Guam Memorial Hospital for January 1, 2020, to December 31, 2022, and January 1, 2023, to April 10, 2025. Ms. Justine Camacho and her Team are preparing the documents and will be submitting them before the deadline date.			
C. Patient Clinical Service	Under the Clinical Service Department, Cardiologist Dr. Bishoy Elbebawy performed the hospital's first Balloon Pump Treatment Modality. After a two-day stay following the procedure, the patient was stable and discharged home.			
D. GEDA Consultant - Andy Leeka	GEDA Consultant Mr. Andy Leeka's assessment of the hospitals, fiscal operations, and processes is ongoing. The data requested is being provided for his review. The Executive Team continues to meet with him virtually every week.			
E. U.S. Department of Health & Human Services/Office for Civil Rights (HHS/OCR)	The Resolution Agreement was signed between HHS/OCR and GMHA. This was in response to two incidents of an alleged breach, in 2018, with the ransomware on the radiology side, and then in 2023, where we had an IT shutdown in March due to unauthorized access. The Legal Team brought the \$50K fine			

<p>F. Community Development Block Grant (CDBG)</p> <p>G. 76th PIHOA Executive Board Meeting (Honolulu Hawaii)</p>	<p>down to \$25K. An ongoing communication with that corrective action is in place and is committed to doing the risk assessment.</p> <p>The CDBG disaster, recovery grant statement for the new hospital and the hazard, mitigation, and recovery gap assessment from Typhoon Mawar has been submitted and is still pending the outcome response.</p> <p>Mrs. Perez-Posadas attended the 76th PIHOA Executive Board Meeting in Honolulu Hawaii on March 24, 2025. A collaborative meeting with various health medical officers and leaders throughout the islands.</p> <p>Mrs. Perez-Posadas met with Dr. Josh Green Governor of Hawaii and also an Emergency Room Physician. He spoke about the shifts in the U.S. Policies and the potential impact on Health in the Pacific Region. Also in attendance was the President of Palau Mr. Samuel Whipps Jr.</p>	<p>Administrator/CEO - Lillian Perez-Posadas</p>	<p>None</p>	<p>International</p>
<p>VII. OLD BUSINESS None</p>	<p>There was no old business to report.</p>	<p>All Trustees</p>	<p>None</p>	<p>None</p>
<p>VIII. NEW BUSINESS - BOARD SUBCOMMITTEE REPORTS</p> <p>A. Joint Conference and Professional Affairs</p> <p>B. Human Resources</p> <p>1. Res. No. 2025-18, Relative to Designating the Guam Memorial Hospital Authority (GMHA) Director of Pharmacy - Amended</p>	<p>There was no new business for JCPA to report.</p> <p>Trustee Davis motioned, and it was seconded by Trustee Lobaton to approve Resolution No. 2025-18 as presented. The motion carried with all ayes</p>	<p>Chairperson JCPA - Trustee Dr. Michael Um</p> <p>All Trustees</p> <p>Chairperson, Human Resources - Trustee Suzanne Lobaton</p>	<p>None</p> <p>None</p>	<p>None</p> <p>Approved</p>

2. Res. No. 2025-32, Resolution Relative to Amending the Job Specifications for the Chief Hospital Pharmacist and Chief of Clinical Pharmacy	Trustee Davis motioned, and it was seconded by Trustee Lobaton to approve Resolution No. 2025-32 as presented. The motion carried with all ayes.	All Trustees	None	Approved
3. Resolution Relative to Clarifying the Inapplicability of GMHA Policy 8650-1.207 Contracted Staff (Off-Island/Local) and GMHA Policy A-LD700 Contracts Management to GMHA Physician Hiring	Trustee Davis motioned, and it was seconded by Trustee Dr. Borja to approve Resolution No. 2025-36 as presented. The motion carried with all ayes.	All Trustees	None	Approved
C. Facilities, Capital, Improvement Projects, and Information Technology	The following are some of the highlights:	Associate Administrator of Operations - Rizaldy Tugade	None	Informational
1. Capital Improvement Project (CIP) – Update	<ul style="list-style-type: none"> There are five (5) ongoing projects. <ul style="list-style-type: none"> The Emergency Room Triage sliding doors, removal, and replacement. The shredder removal, and replacement project. The access control system removal, and replacement project. The 450-ton chiller, cooling tower, removal, and replacement. The 265-ton chiller air cool condition unit replacement. Three (3) more projects were added as follows: <ul style="list-style-type: none"> The removal and replacement of 40 Air Handling Units (AHU). Center Island Conversion to Parking lots. The Skilled Nursing Facility (SNU) Chilled Water Line removal and replacement. <p>Of the 54 projects that were being tracked, 31 projects have since then been completed.</p>	Chairperson FAC, CIP & IT - Trustee Sharon Davis	None	Informational

<p>2. Resolution Relative to Authorizing the Submission of an Application to the Guam Housing and Urban Renewal Authority (GHURA) for the Community Development Block Grant (CDBG) Funding and Designating the Hospital Administrator/Chief Executive Officer as the Authorized Representative to Sign Documents on behalf of the Guam Memorial Hospital Authority</p>	<p>Trustee Davis motioned, and it was seconded by Trustee Kleiner to approve Resolution No. 2025-37 as presented. The motion carried with all ayes.</p>	<p>All Trustees</p>	<p>None</p>	<p>Approved</p>
<p>D. Quality and Safety</p>	<ul style="list-style-type: none"> • Through the Leadership Walk Around, there were 6 good catch awards issued. Most of the nursing and pharmacy staff prevented some risks for medication error. • This demonstrates the staff's focus on patient safety and making sure no harm comes to patients. • Continued concerns from the staff include the difficulty and challenges with supplies and linens. • Thank you to the Team for your resourcefulness and hard work in trying to be creative with the tools that we have, and for being diligent with the supplies on hand. 	<p>Chairperson Quality & Safety - Trustee Antoinette Kleiner</p>	<p>None</p>	<p>Informational</p>
<p>E. Finance and Audit</p>	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> ➤ A proposal to write-off \$7.7M Social Case costs from the years 2016 to 2019 is on pause. ➤ GMHA is proposing to instead, send the Government of Guam the Invoice for these Social Case accounts. ➤ It was recommended by Legal Counsel to table this in some format or another, rather than an invoice, a letter communicated to the Guam Legislature in real terms, that this is what we are facing should clearly suffice. 	<p>Chairperson F&A - Trustee Edgar Aguilar</p>	<p>None</p>	<p>Informational</p>
<p>1. Resolution Relative to Approval of Write-off of Social Case Accounts Batch No. 2025-003</p>				

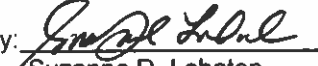
	<ul style="list-style-type: none"> ➤ As of March 2025, the Payables have increased due to the equipment and projects. ➤ Mrs. Yukari Hechanova and Ms. Rodalyn Gerardo are working together and going through the list to ensure that there is cash to make a payment or to find other funding sources for the equipment and projects. ➤ As of the end of March 2025, payables were at \$23.9M. ➤ The Billing and Collections Gross Revenue has been doing well. There is an increase from last year about 2%. Billings are 9% lower as a lot of time was spent trying to catch up. Collections are about \$6M lower than the same last year. The decrease is due to Medicaid still holding 50% of claims. ➤ Expenses are tracking higher than last year, due to the implementation of the nurse pay plan in April 2024 and the increase in personnel costs. 	Chief Financial Officer - Yukari Hechanova	None	Informational
F. Governance, Bylaws, and Strategic Planning	<p>The following are some of the highlights:</p> <ul style="list-style-type: none"> • The Electronic Medical Record (EMR) System is urgently needed for an improved workflow. Having a new EMR System can streamline clinical workflows, improve billing and other administrative tasks, and enhance decision-making. • GMHAs current focus is on the IT Infrastructure once this is taken care of and is stable next on the list is to work on the new EMR System. • Discussions on whether GMHA is still working to become an Accredited Hospital will be kept open. Repairs to the hospital building are very much needed and funding issues remain. • GMHA is currently working on a plan to transfer and house the Long-term Social Case Patients over to a new wing at the Skilled Nursing Facility (SNF). This plan will be placed on hold until news from another alternate government project is confirmed. • The Department of Public Health and Social Services is set to launch a Transitional Care Facility Project. This will help to decompress GMHA's Social Cases. The building facility has already been purchased. More news and updates will be forthcoming. 	Chairperson Gov, Bylaws & Strategic Planning - Trustee Dr. Teresa Borja	None	Informational

G. Election of Board Officers	<p>On April 23, 2025, regular meeting. GMHA Board of Trustees open floor nominations were made for and accepted by the following individuals to serve as interim officers for Ninety (90) days until their successor(s) are duly elected unless he or she resigns, is removed from office, or is otherwise disqualified from serving as an interim officer of this Board.</p> <p>Sharon J. Davis - <i>Interim Chairperson</i> Teresa Damian-Borja - <i>Interim Vice-Chairperson</i> Sonia L. Siliang - <i>Interim Secretary</i> Sonia L. Siliang - Treasurer</p>	All Trustees	None	Approved
IX. PUBLIC COMMENT				
		Public Comment	None	Informational
X. ADJOURNMENT				
	<p>There being no further business matters for discussion, Chairwoman Obispo declared the meeting adjourned at 7:46 p.m. motioned and seconded. The motion carried with all ayes.</p>	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 regular session meeting were tabled by the GMHA Board of Trustees on this 23rd day of April 2025.

Certified by:


Sharon J. Davis
Chairperson



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES

Official Resolution No. 2025-42

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

WHEREAS, at the May 28, 2025 regular meeting of the GMHA Board of Trustees open floor nominations were made for and accepted by the following individuals to serve as officers of the Guam Memorial Hospital Authority Board of Trustees.

Name	Position
Sharon J. Davis	Chairperson
Teresa Damian-Borja, DPM	Vice-Chairperson
Suzanne D. Lobaton	Secretary
Sonia L. Siliang	Treasurer

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

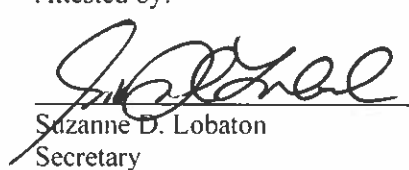
BE IT FURTHER RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF MAY, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

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BOARD OF TRUSTEES

Official Resolution No. 2025-38

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Johnny Kim, MD.	Emergency Room	Emergency Medicine	April 30, 2027
Mary Anne Legaspi, MD.	Emergency Room	Emergency Medicine	April 30, 2027
Elliot Ross, MD.	Emergency Room	Emergency Medicine	April 30, 2027
Martin Springer, MD.	Emergency Room	Emergency Medicine	April 30, 2027
Annie Bordallo, MD.	OB/Gyn	OB/Gyn	April 30, 2027
Gilbert Lopez, MD	Anesthesia	Anesthesia	April 30, 2027
Marcin Czernaikow, MD.	Medicine	Internal Medicine	April 30, 2027
Pichet Iampornpipopchai, MD	Medicine	Internal Medicine	April 30, 2027
Shih Hao Lin, MD.	Medicine	Internal Medicine	April 30, 2027
Robert Nerves, MD.	Medicine	Nephrology	April 30, 2027
Brinda Rengaraju, MD.	Medicine	Internal Medicine	April 30, 2027
Rengaraju Ramasamy, MD.	Medicine	Internal Medicine	April 30, 2027
Faraz Ouhadi, MD.	Medicine	Internal Medicine	April 30, 2027
Samir Ambrale, MD.	Medicine	Hema/Oncology	April 30, 2027
Mark Anderson, MD.	Medicine	Family Medicine	April 30, 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 April 23, 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



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

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF MAY, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2025-39

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Wael Sankar, MD.	Medicine	Internal Medicine (Telemed)	April 30, 2026
Ria Calata, MD.	Medicine	Internal Medicine	April 30, 2026
Hung Bryant Nguyen, MD.	Medicine	IM/Critical Care (Telemed)	April 30, 2026
Caleb King, MD.	Surgery	Pathology	April 30, 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 April 23, 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

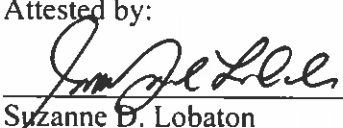
RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF MAY, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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Board of Trustees

Official Resolution No. 2025-40

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Page Kimball, CRNA	Anesthesia	Certified Registered Nurse Anesthetist	April 30, 2027
Tina Heinrich, PA-C	OB/Gyn	Certified Physician Assistant	April 30, 2027

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

WHEREAS, the Medical Executive Committee met on April 23, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Full Allied Health Staff Membership reappointment for the above listed practitioner; and

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

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

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

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

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF MAY, 2025.

Certified by:

Sharon J. Davis
Chairperson

Attested by:

Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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Board of Trustees

Official Resolution No. 2025-41

"RELATIVE TO THE APPOINTMENT OF PROVISIONAL ALLIED HEALTH PROFESSIONAL STAFF PRIVILEGES"

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Eric Lopez, PA-C	Emergency Room	Certified Physician Assistant	April 30, 2026
Gilbert Verar, CRNA	Anesthesia	Certified Registered Anesthetist	April 30, 2026

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

WHEREAS, the Medical Executive Committee met on April 23, 2025 and the Joint Conference and Professional Affairs Committee recommended approval of Provisional Allied Health Staff Membership appointment for the above listed practitioner; and

WHEREAS, all appointments to Provisional Allied Health Professional 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 Allied Health Professional Staff as recommended; and, be it further

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

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

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF MAY, 2025.

Certified by:

Sharon J. Davis
Chairperson

Attested by:

Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2025-43

“RELATIVE TO UPDATING THE RECRUITMENT INCENTIVE FOR RECENT NURSING GRADUATES”

WHEREAS, GMHA recognizes that hiring in the healthcare industry, and particularly for nurses, has been increasingly challenging;

WHEREAS, in 2022, GMHA Board of Trustees first established the GMHA Incentive Program for Graduate Nurses through BOT Resolution 2022-38;

WHEREAS, even before the COVID-19 pandemic, nursing shortages occurred due to economic changes, waves of retiring nurses, and increased health demands;

WHEREAS, as the pandemic hit in March 2020, nurses, who represent the largest group of healthcare professionals in the country, were already under strain due to retirements outpacing new nurses, increased demand in healthcare due to aging populations, and increases in chronic disease populations;

WHEREAS, demands for nurses continued to surge during the COVID-19 pandemic, which, combined with existing factors, considerably worsened the nursing shortage and exposed the workplace challenges that nurses face;

WHEREAS, hospital systems are becoming more competitive with each other, trying to attract the best and brightest in nursing to their facilities;

WHEREAS, locally, GMHA competes with a nursing job market at the other two hospitals, various clinics, federal healthcare clinics, and off-island facilities;

WHEREAS, the ability to source quality candidates is vital to remaining competitive in the job market for nurses;

WHEREAS, the U.S. Bureau of Labor and Statistics projects 194,500 average annual openings for registered nurses between 2020 and 2030, with employment projected to grow 9%;

WHEREAS, there are accelerations in nurse retirements, as in 2020, the median age of RNs was 52 years, with more than one-fifth indicating intent to retire within the next five (5) years, according to the 2020 National Council of State Boards of Nursing and the National Forum of State Nursing Workforce;

WHEREAS, the University of Guam has a BSN graduating class of RN candidates annually;

WHEREAS, the Guam Community College has an ADN graduating class of LPN candidates annually;



GUAM MEMORIAL HOSPITAL AUTHORITY

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WHEREAS, a sign-on bonus is a significant motivator in getting qualified nurses through the door;

WHEREAS, hospitals across the U.S. offer sign-on bonuses ranging from \$2,000 to \$15,000;

WHEREAS, GMHA supports enhancing the recruitment incentive for new nurses with updated considerations;

RESOLVED, that effective June 1, 2025, GMHA updates its recruitment incentive sign-on bonus to the amount of \$2,000 for newly hired nurse graduates who graduated within the last two years, to be paid upon the employee achieving a permanent work status; and be it further

RESOLVED, that effective June 1, 2025, a one-time financial retention incentive of \$2,000 will be awarded after two (2) years of (with a minimum of 4,160 hours worked) active employment;

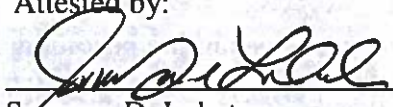
RESOLVED, that GMHA will continue to explore and implement strategies to remain competitive in attracting and retaining nursing staff essential to healthcare delivery.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF MAY, 2025.

Certified by:


Sharon J. Davis
Chairperson

Attested by:


Suzanne D. Lobaton
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÂT ESPETÂT MIMURIÂT GUÃHÃN

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



June 06, 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 May 28, 2025 Meeting of the GMHA Board of Trustees.

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

Sincerely,

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



GUAM MEMORIAL HOSPITAL AUTHORITY

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June 2, 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 May 28, 2025 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

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

Sincerely,

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



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



June 06, 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 May 28, 2025 Meeting of the GMHA Board of Trustees.

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

Sincerely,

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