

# MEETING IN PROGRESS

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## **GMHA Board of Trustees**

Wednesday, April 24, 2024 | 5:00 p.m.

Zoom Video Conference

# AGENDA

## Guam Memorial Hospital Authority – Board of Trustees Meeting

April 24, 2024 | 5:00 p.m. | Zoom Video Conference

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

Item	Owner
<b>I. Welcoming   Call Meeting to Order and Determination of Quorum</b>	Trustee Obispo
<b>II. Review and Approval of the Minutes</b> A. March 27, 2024	All Trustees
<b>III. Old Business</b> A. Nomination and Election of Board of Trustees Officers	All Trustees
<b>IV. New Business</b>	All Trustees
<b>V. Management's Report</b> A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig	Executive Management
<b>VI. Guam Memorial Hospital Volunteers Association Report</b>	GMHVA President
<b>VII. Board Subcommittee Reports</b>	
A. Joint Conference and Professional Affairs	Trustee Dr. Um
1. Res. 2024-29, Relative to the Reappointment of Active Medical Staff Privileges	
2. Res. 2024-30, Relative to the Appointment of Provisional Medical Staff Privileges	
3. Policy No.: A-RI100 - Ethics Committee Guidelines	
4. Policy No.: A-RI1000 - Patient Complaints Grievances	
5. CY2023 Strategic Goal: 5 Engage Physicians	
B. Human Resources	Vice Chairperson Obispo
1. GMHA/Guam Federation Teachers - Collective Bargaining Agreement	
2. CY2023 Strategic Goal 4: Engage the Healthcare Workforce	
C. Facilities, Capital Improvement Projects, and Information Technology	Trustee Davis
1. Critical Infrastructure Projects (\$20M APRA Funding)	
2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology	
D. Quality and Safety	Trustee Obispo, Kleiner
1. CY2023 Strategic Goal 3: Transform Healthcare Services	
E. Finance and Audit	Trustee Obispo, Aguilar
1. CY2023 Strategic Goal 1: Achieve Financial Viability	
F. Governance, Bylaws, and Strategic Planning	Trustees Dr. Borja, Siliang
1. CY2023 Strategic Goal 6: Engage & Partner with the Community	
<b>VIII. Public Comment</b>	
<b>IX. Adjournment</b>	Trustee Obispo

# GMHA Board of Trustees Meeting

## ATTENDANCE SHEET

Wednesday, April 24, 2024 | 5:00 p.m. | Zoom Video Conference

	NAME:	TITLE:	SIGNATURE:
<b>Board of Trustees</b>	Theresa Obispo	Chairperson/Treasurer	<i>Zoom</i>
	Vacant	Vice-Chairperson	
	Sonia Siliang	Secretary	<i>Zoom</i>
	Sharon Davis	Trustee	<i>Zoom</i>
	Michael Um, MD	Trustee	<i>Zoom</i>
	Teresa Damian-Borja, DPM	Trustee	<i>Zoom</i>
	Antoinette Kleiner	Trustee	<i>Zoom</i>
	Edgar Aguilar	Trustee	<i>Zoom</i>
<b>Executive Management/Medical Staff</b>	Dustin Prins, DPM	Acting Hospital Administrator/CEO	<i>Zoom</i>
	Rizaldy Tugade	Acting Associate Administrator of Operations	<i>Zoom</i>
	William N. Kando	Assistant Administrator of Operations	<i>Zoom</i>
	Rodalyn Gerardo	Deputy Assistant Administrator, Operations	<i>Zoom</i>
	<del>Dr. Steven MD</del> Vincent Duenas, MD	Acting Associate Administrator, Medical Services	<i>Zoom</i>
	Larry Lizama, MD	Acting Associate Administrator, Clinical Services	
	Ana Belen Rada	Assistant Administrator, Professional Support Services	(A/C)
	Christine Tuquero	Assistant Administrator, Nursing Services	<i>Zoom</i>
	Liezl Concepcion	Deputy Assistant Administrator, Nursing Services	
	Yukari Hechanova	Chief Financial Officer	<i>Zoom</i>
	Danielle Manglona	Administrator of Quality, Patient Safety and Regulatory Compliance	<i>Zoom</i>
	Jeffery Shay, MD	Medical Staff President	
<b>Guest(s)</b>	NAME:	TITLE:	SIGNATURE:
	<i>TOLLY AGUIAN</i>		<i>Zoom</i>
	<i>SUZIE TALSACAN</i>		<i>Zoom</i>
	<i>VINCE QUARROCHO</i>		<i>Zoom</i>
	<i>JIMMY JONAHAN</i>		<i>Zoom</i>
	<i>RUBEN WERNBERG</i>		





**Regular Meeting of the  
Guam Memorial Hospital Authority  
Board of Trustees**  
Wednesday, March 27, 2024 | 5:00 p.m.  
Zoom Video Conference

**ATTENDANCE**

**Board Members**

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

**Absent:** Dr. Jeffery Shay, Dr. Larry Lizama, Liezl Concepcion & Yukari Hechianova

**Leadership**

**Present:** Dr. Dustin Prins, Rizaldy Tugade, William Kando, Rodalyn Gerardo, Dr. Vincent Duenas, Ana Belen Rada, Christine Tuquero, Danielle Manglona & Hilda Pellacani

**Guests:** Sydnie Taisacan, Jonan Benavente (Guam Daily Post), Jordan Pauluhn, Robert Weinberg, Rayna Cruz, Edlyn Dalsay, Cindy Hanson, Colleen Bamba, Amy Rose Edmonson, Joe Taitano (PDN), Tony Aguon & Vince Quichocho

ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME	STATUS
<b>I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM</b>				
	After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Secretary Siliang called to order the regular meeting of the GMHA Board of Trustees at 5:05 p.m. on Wednesday, March 27, 2024, via Zoom Video Conferencing.	Secretary	None	None
<b>II. REVIEW AND APPROVAL OF MINUTES</b>				
A. February 28, 2024	Trustee Davis motioned, and it was seconded by Trustee Dr. Um to approve the February 28, 2024 minutes as presented. The motion carried with all ayes.	All Board Members	None	Approved
<b>III. OLD BUSINESS</b>				
<b>IV. NEW BUSINESS</b>				
A. Nomination and Election of Board of Trustees Officers	Chairwoman Obispo is not able to attend the Board of Trustees meeting due to an excused absence. Tabled	All Board Members	None	Tabled
<b>V. MANAGEMENT'S REPORT</b>				

<p>A. Above-Step Recruitment Petition for Lucy Aponik</p>	<p>Dr. Dustin Prins reported that under the GMHA Board of Trustees Resolution No. 2024-20 regarding the Above-step salary is as follows:</p> <ul style="list-style-type: none"> <li>• The Ten days posting transparency period was met for Ms. Lucy Aponik's above-step petition.</li> <li>• There was no feedback or comments from the public.</li> <li>• The Board of Trustees is aware of this report and has taken no action.</li> <li>• This Above-step Petition for Ms. Lucy Aponik is approved.</li> </ul>	<p>Executive Management</p>	<p>None</p>	<p>Approved</p>
<p>B. Unlicensed Travel Nurse -</p>	<p>Dr. Dustin Prins reported the following:</p> <ul style="list-style-type: none"> <li>➤ GMHA is undergoing an investigation by the Guam Board of Nurse Examiners.</li> <li>➤ A Travel Nurse was hired by the hospital without valid credentials and was practicing without a multistate license.</li> <li>➤ Immediate action has been taken by GMHA and is rectifying the entirety of the issue.</li> <li>➤ Changes to the Human Resources Department on how the processing is being done have been made.</li> <li>➤ GMHA has taken the necessary action to ensure that everything is done accordingly and legally.</li> </ul>	<p>Executive Management</p>	<p>None</p>	<p>Informational</p>
<p>C. GMHOB/GYN Ward A/C -</p>	<p>Mr. Zaldy Tugade reported on the following:</p> <ul style="list-style-type: none"> <li>❖ GMHA received the Permit from Guam DPW (Department of Public Works).</li> <li>❖ As required from the Contractor, a project schedule, schedule of values as well as an extension request letter due to the delay of the project will be provided.</li> <li>❖ Completion of the project may take 45 days and is dependent on the logistics of any off-island materials needed.</li> <li>❖ On-site work will commence in the coming weeks.</li> </ul>	<p>Executive Management</p>	<p>None</p>	<p>Informational</p>
<p>D. SNF - Container Power Upgrade -</p>	<ul style="list-style-type: none"> <li>❖ Once powered up the areas in the facility will not be as congested.</li> </ul>	<p>Executive Management</p>	<p>None</p>	<p>Informational</p>

	<p>E. Liquid Oxygen Shelter (LOX) - Upgrade</p> <p>F. Envelope and Roof Upgrade -</p>	<ul style="list-style-type: none"> <li>❖ Site work has started and is in progress.</li> <li>❖ Completion date in 45 days.</li>   <li>❖ The Structural project is 98% completed.</li> <li>❖ There are two new tanks, 1,500 &amp; 3,000 gallons.</li> <li>❖ Pending on the Guam Department of Public Works to perform the occupancy inspection.</li>   <li>❖ The phasing for the design and construction has been finalized.</li> <li>❖ The four (4) phases are as follows: <ul style="list-style-type: none"> <li>➤ First phase <ul style="list-style-type: none"> <li>✓ Fourth floor</li> </ul> </li> <li>➤ Second phase <ul style="list-style-type: none"> <li>✓ Second floor</li> </ul> </li> <li>➤ Third phase <ul style="list-style-type: none"> <li>✓ First floor</li> </ul> </li> <li>➤ Fourth phase <ul style="list-style-type: none"> <li>✓ Courtyard</li> </ul> </li> </ul> </li> </ul>	<p>Executive Management</p> <p>Executive Management</p> <p>Executive Management</p>	<p>None</p> <p>None</p> <p>None</p>	<p>Informational</p> <p>Informational</p> <p>Informational</p>
<b>VI. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION (GMHVA) REPORT</b>					
		<p>Mrs. Hilda Pellacani reported on the following:</p> <ul style="list-style-type: none"> <li>❖ The GMHVA 2024 59<sup>th</sup> Charity Ball will be on April 20, 2024, at 6:00 PM at Dusit Thani Guam Resort. Tickets are \$150.00 per person.</li> <li>❖ The goal is to raise \$145K to purchase an Olympus Soltive Premium Laster System for Urology which offers high-performance lithotripsy.</li> <li>❖ Mrs. Eugenia Leon Guerrero will be honored at the Charity Ball as the latest Legacy of a Lifetime Volunteer Member.</li> <li>❖ Before Covid-19, the Volunteers Association had a small office space at the Skilled Nursing Facility. During the coronavirus pandemic, they were asked to vacate the premises.</li> <li>❖ Currently the association is renting office space at the Julale Shopping Center with a monthly rent of \$850 per month.</li> <li>❖ The Association does not have any income. The money generated through fundraisers is what is being used to pay for office rent.</li> </ul>	<p>GMHVA President (Hilda Pellacani)</p>	<p>None</p>	<p>Informational</p>



	<ul style="list-style-type: none"> <li>❖ There are 3 separate spaces at the SNF that Mrs. Perez-Posadas has offered to place them. The space is small and will not be able to accommodate their office cabinets and other items that need to be stored.</li> <li>❖ Further discussions on this matter are forthcoming.</li> </ul>	GMHVA President (Hilda Pellacani)	None	Informational
<b>VII. BOARD SUBCOMMITTEE REPORTS</b>				
<b>A. <u>Joint Conference and Professional Affairs</u></b> <ol style="list-style-type: none"> <li>1. <u>Res. 2024-25. Relative to the Reappointment of Active Medical Staff Privileges</u> <ol style="list-style-type: none"> <li>a. <u>Joleen Aguon, MD</u></li> <li>b. <u>John Fegurur, MD</u></li> </ol> </li> <li>2. <u>Res. 2024-26. Relative to the Appointment of Honorary Medical Staff Privileges</u> <ol style="list-style-type: none"> <li>a. <u>Kia M. Rahmani, MD</u></li> </ol> </li> <li>3. CY2023 Strategic Goal 5: Engage Physicians</li> </ol>	Trustee Dr. Um motioned, and it was seconded by Trustee Davis to approve Res. 2024-25 & 2024-26 as presented. The motion carried with all ayes.	Executive Management, Chair JCPA	None	Approved
		Dr. Vincent Duenas reported regarding the RFP for the new EHR System the Medical Staff Physicians have been getting involved and are giving a lot of input as to what concerns and what they would like to see in the new system.	Executive Management, Chair JCPA	None
<b>B. <u>Human Resources</u></b> <ol style="list-style-type: none"> <li>1. CY2023 Strategic Goal 4: Engage the Healthcare Workforce</li> </ol>	Mr. Tony Aguon reported that one of the activities is to engage with the High Schools in Guam. A whole series of job fairs are currently ongoing in hopes of fostering and creating their career pathway for those students that will be graduating this coming May 2024 and to also let them know that the entry-level positions will eventually grow where there are different areas they can move to as they gain experience.	Executive Management, Chair HR	None	Informational
<b>c. <u>Facilities, Capital Improvement Projects, and Information Technology</u></b> <ol style="list-style-type: none"> <li>1. Critical Infrastructure Projects (\$20M ARPA Funding)</li> </ol>	<p>Mr. William Kando reported that the recent update to the CIP is Revision 10. Which is the removal of the Z-wing 2<sup>nd</sup> floor demolition. Through an application process with the Department of Defense initiative with readiness. GMHA may become successful in partnering with the U.S. Federal Government to get the project done.</p> <p>The money used for that project has been allocated to another project and will be put to good use.</p> <p>The following are the High Priority CIPs:</p>	Executive Management, Chair FAC, CIP & IT	None	Informational

<p><b>GMH &amp; SNF HVAC &amp; Other Utility Systems CIPs</b></p> <p><i>Cost Estimate</i> \$8,225,000</p>	<ul style="list-style-type: none"> <li>• Replace GMH Air Handling Units (Qty 40, est. \$3M)</li> <li>• 450 Ton Chillers (Qty 2) &amp; Cooling Towers (Qty 2) Pkg (est. \$2M)</li> <li>• 265 Ton Chiller (Qty 1) and Air Cooled Condensing Units (Qty 3) Package (est. \$1M) • Replace SNF HVAC Chilled Water Lines (A, B, &amp; C-Wings)(est. \$1M)</li> <li>• Refurbish Biohazardous Waste Autoclave Shredder System (est. \$500K)</li> <li>• Replace Hospital Chilled Water and Condenser Pump with VFD (est. \$275K)</li> <li>• SNF Chiller Pumps Redundancy System (est. \$250K)</li> <li>• Installation &amp; Commissioning of Power Source for L&amp;D/Nursery/OB Ward/Admin Split ACs (est. \$200K)</li> </ul>	<p>Executive Management, Chair FAC, CIP &amp; IT</p>	<p>None</p>	<p>Informational</p>
<p><b>GMH Structural/Architectural Improvements</b></p> <p><i>Cost Estimate</i> \$5,775,000</p>	<ul style="list-style-type: none"> <li>• GMH Envelope Typhoon Mitigation (e.g., Wall Hardening, Courtyard Windows Replacement, Window Seals and Typhoon Shutters Replacement, Doors, Intakes/Exhausts, Facility Painting) (est. \$3M)</li> <li>• GMH NICU Expansion Project (A/E Design &amp; Construction) (est. \$1.6M)</li> <li>• GMH Center Island Parking Expansion (Construction Services est. \$750K; A/E Services During Construction, est. \$50K)</li> <li>• GMH Angio suite 2 Lead Barrier Shield (A/E Design &amp; Renovation (A/E Design &amp; Construction) (est. \$175K)</li> <li>• GMH LOX Enclosure/Tanks Expansion Project (est. \$144K)</li> <li>• GMH Z-Wing Demolition 1B (2nd Flr) (A/E Services During Demolition, est. \$56K)</li> </ul>			
<p><b>Medical Equipment</b></p> <p><i>Cost Estimate</i> \$4,000,000</p>	<ul style="list-style-type: none"> <li>• Automated Medication Dispensing System (2 Yrs, \$900K)</li> <li>• Replacement of Vehicle Fleet (to include 2 Medical Transports, Flat Bed Truck to transfer medical equipment, Pickup Trucks and Sedans to transport medical supplies)(est. \$855K)</li> <li>• Hemodialysis Units (Qty 10, est. \$500K)</li> <li>• Adult Acute Care Defibrilators (Qty 16, est. \$272K)</li> <li>• CT Scanner Tube (Qty 1, est. \$253K)</li> </ul>			



	<ul style="list-style-type: none"> <li>• Adult Acute Care Ventilators (Qty 2, est. \$240K)</li> <li>• BIPAP Machines (Qty 3, est. \$180K)</li> <li>• GMH &amp; SNF Staff Chairs (Infection Control Compliant) (Qty approx. 400, est. \$150K)</li> <li>• Infusion Pumps Drug Library (One Lot, est. \$125K)</li> <li>• Portable Ultrasound Machines (Qty 3, est. \$102K)</li> <li>• Ventilators/Bipaps Repair Parts (One Lot, est. \$100K)</li> <li>• Acute Care Bariatric Stretchers (Qty 6, est. \$100K)</li> <li>• Laboratory Vaccum Infiltration Processor for Tissue Specimens (Qty 1, est. \$75K)</li> <li>• Glidescope Systems (Qty 1 Full and 2 Portables for ER, ICU, and OR, est. \$50K)</li> <li>• Acute Care Bladder Scanners (Qty 2, est. \$30K)</li> <li>• Stretcher Components (One Lot, est. \$27K)</li> <li>• Wound Vacuum Machines (Qty 6, est. \$21K)</li> <li>• ER Suture Room Procedure Table (Qty 1, est. \$10K)</li> <li>• Portable Hearing Diagnostic and Screening Instrument (for Adults, Children, and Neonates) (Qty 2, est. \$10K)</li> </ul>	Executive Management, Chair FAC, CIP & IT	None	Informational
<p><b>GMHA IT Network/Systems Infrastructure Needs</b></p> <p><i>Cost Estimate</i> <b>\$2,000,000</b></p>	<ul style="list-style-type: none"> <li>• Access Control/CCTV Surveillance Systems (est. \$500K)</li> <li>• Fire Walls Replacement Pkg. (est. \$365K)</li> <li>• Active Domain Management System (est. \$350K)</li> <li>• Servers Replacement Pkgs. (est. \$220K)</li> <li>• SNF IT Server Room (est. \$75K A/E; \$200K Construction)</li> <li>• 40 KVA UPS (Qty 2 for Main Server Room &amp; Laboratory) and 15 KVA UPS (Qty 1 for the Data Center) (est. \$200K)</li> <li>• HIPAA Compliant Crosscut Shredders (Qty 10) and Patient Information Technology Scanners (Qty 8) (est. \$90K)</li> </ul>	Executive Management, Chair FAC, CIP & IT	None	Informational
<p>2. CY2023 Strategic Goal 2: Enhance Infrastructure &amp; Technology</p>	<p>There were no new updates to report.</p>	Executive Management, Chair FAC, CIP & IT	None	Informational

<p>d. <b>Quality and Safety</b> 1. CY2023 Strategic Goal 3: Transform Healthcare Services</p>	<p>Dr. Vincent Duenas reported that a roadmap and development at looking into the Skilled Nursing Facility to be used as a transitional care facility and the need to explore post-acute care options that can minimize extended hospital stay at GMH &amp; SNF.</p> <p>A task force has been developed and is meeting every week. The Team is assessing the needs and compiling relevant data that includes the following:</p> <ul style="list-style-type: none"> <li>❖ The Financial issues.</li> <li>❖ Patient population.</li> <li>❖ The Insurances involved.</li> <li>❖ Level of care on patients.</li> <li>❖ The patient's length of stay.</li> <li>❖ CMS compliance.</li> </ul> <p>The Team is hoping to formulate some type of business plan in the coming weeks. Once finalized it will be brought forward to the Administration and the Board of Trustees for approval.</p>	<p>Executive Management &amp; Chair Q&amp;S</p>	<p>None</p>	<p>Informational</p>
<p>e. <b>Finance and Audit</b> 1. Res. 2024-27, Relative to Approving New Fees and Existing Fee Schedule  2. Res. 2024-28, Relative to Approval of Patient Receivable Accounts Batch No. 2024-003  3. FY2025 Budget</p>	<p>Trustee Aguilar motioned, and it was seconded by Trustee Dr. Damian-Borja to approve Res. 2024-27 as presented. The motion carried with all ayes.</p> <p>Trustee Aguilar motioned, and it was seconded by Trustee Davis to approve Res. 2024-28 as presented. The motion carried with all ayes.</p> <p><b>REVENUE PROJECTION &amp; OPERATIONAL FUNDING REQUIREMENTS</b></p> <p><b>Operating revenues \$133,698,357</b> <b>DOC \$3,650,000</b></p> <p><i>Non-Operating Revenues:</i> GMHA Pharmaceuticals Fund \$23,350,050 General Fund \$8,491,370 Federal Grants (Americorps &amp; ARPA) \$20,350,000 <b>Total Non-Operating Revenue: \$52,191,420</b></p> <p><b>Project Revenues: \$189,539,777</b></p> <p>Projected Expenses: <u>\$232,000,000</u></p>	<p>Executive Management &amp; Chair F&amp;A</p> <p>Executive Management</p>	<p>None</p> <p>None</p>	<p>Approved</p> <p>Approved</p>





		<ul style="list-style-type: none"> <li>• HA/CEO Meeting monthly with Governor Lou Leon Guerrero's Health and Wellness Leaders (Governor &amp; Staff, DPHSS, GBHWC, DISID) to provide organization updates and collaboration opportunities.</li> <li>• GMHA established its SNF Business Plan Task Force to determine the best and most cost-effective provisions of care options, given limited resources, for the SNF's future.</li> <li>• The Nursing Administration has been attending the Guam Emergency Management Healthcare Coalition workshops together with DPHSS. Networking on emergency management plans such as Burn Surge, Pediatric Surge, etc.</li> <li>• GMHA healthcare team members continue to collaborate with the GBHWC on real-time patient situations on a case-by-case basis.</li> <li>• GMHA continues to collaborate with USNH Guam and GRMC to reestablish the Tri-Hospital Quarterly or Semiannual Meetings in CY2024.</li> <li>• The HA/CEO will share/discuss/promote the GMHA Just Culture Program with the other GovGuam Agency Heads (e.g., Monthly Health and Wellness Meetings with the Governor, DPHSS, GBHWC, DISID).</li> <li>• AANS met with CO Burrows from NH, the UOG President, the UOG Dean for the School of Health, the GCC Assistant Dean for the School of Health, and Lynda Neal from FEMA. The focus of the meeting was working collaboratively on nursing clinical courses. Lynda will report progress to Governor Lourdes Leon Guerrero.</li> </ul>	Executive Management, Chair GBSP	None	Informational
<b>VIII. PUBLIC COMMENT</b>					
			Public Comment	None	None
<b>IX. ADJOURNMENT</b>					
		There being no further business matters for discussion, Secretary Siliang declared the meeting adjourned at 6:55 p.m. motioned and seconded. The motion carried with all ayes.	All Board members	None	Approved

Transcribed by:   
Janet U. Mandapat  
Administrative Assistant

Submitted by:   
Sonia Siliang  
Secretary

**CERTIFICATION OF APPROVAL OF MINUTES:** The minutes of the February 28, 2024 regular session meeting were accepted and approved by the GMHA Board of Trustees on this 27<sup>th</sup> day of March 2024.

Certified by:   
Theresa Obispo  
Chairperson





# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUAHÁN

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



TO: Acting Hospital Administrator/CEO  
Dustin B. Prins, DPM

FROM: Personnel Services Administrator  
Tony C. Aguon


DATE: March 26, 2024

SUBJECT: **RECRUITMENT ABOVE-STEP PETITION**  
**Re: HOSPITAL CLINICAL/SYSTEMS SUPPORT SUPERVISOR**

*Buenas Yan Hafa Adai!* For your consideration, I respectfully request your approval for this Recruitment Above-Step Petition for Mr. Adrian M. Atalig, who was recently selected for the position of Hospital Clinical/Systems Support Supervisor. This Recruitment Above-Step Petition is based on Exceptional Qualification, pursuant to 4 GCA, § 6205.

Mr. Atalig holds a Master of Information Technology Degree in Information Assurance and Security from American InterContinental University, a Bachelor of Arts Degree in Computer Information Systems from the University of Guam, and an Associates of Applied Sciences Degree in Electronics Technology from the Heald Institute of Technology. In addition to his educational background, Mr. Atalig has extensive knowledge and over 20 years of specialized IT experience. Mr. Atalig's work experience is as follows: Guam Community College, Chief Information Technology Officer, Electronics Instructor, Department of Public Health & Social Services, Systems Programmer, Northern Marianas College, Director of Information Technology, Program Coordinator/IT Support Technician, Network Specialist III, Computer Lab Supervisor/Instructor, Electronics Instructor and at the Advanced Technology Laboratory as an Automation Test Technician. In addition to his extensive experience and educational background, Mr. Atalig also possesses multiple intermediate and advanced certifications from CompTIA as well as a professional certification from Cisco as a Cisco Certified Network Associate. Overall, the Guam Memorial Hospital Authority and the IT Department will benefit from Mr. Atalig's experience and he will be a great asset in improving our services to the people of Guam. Therefore, I am recommending a salary of \$83,568, which is Pay Grade O Step 10.

Should you have any questions, please do not hesitate to contact me. *Si Yu'os Ma'ase!*

  
TONY C. AGUON, MPA  
Personnel Services Administrator

Approved       Disapproved

  
Dustin B. Prins      3-26-24  
Acting Hospital Administrator/CEO      Date

RECEIVED  
MAR 27 2024  
MR. CANTU  
13999



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÀT MIMURIÀT GUÀHÀN

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



## MEDIA RELEASE

March 28, 2024

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 CLINICAL/SYSTEMS SUPPORT SUPERVISOR**  
(PG – O: Step 1 \$60,875.00 P/A to Step 10 \$83,568.00 P/A)

This position is in the classified service within the GMHA Fiscal Services Division. To view the proposed above-step petition, please visit our website at [www.gmha.org](http://www.gmha.org), under Employee Portal/Human Resources Department.

Comments are welcomed and may be submitted to the Human Resources Department no later than April 12, 2024, at [human.resources@gmha.org](mailto:human.resources@gmha.org). Should you have any questions, please contact the Human Resources Department at 647-2171/2409.

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TONY C. AGUON, MPA  
Personnel Services Administrator



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÄHÄN

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



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

FROM: Personnel Services Administrator  
Tony C. Aguon

DATE: March 7, 2024

SUBJECT: **RECRUITMENT ABOVE-STEP PETITION**  
Re: **PROGRAM COORDINATOR III**

*Buenas Yan Hafa Adai!* For your consideration, I respectfully request your approval for this Recruitment Above-Step Petition for Ms. Joanne L. Delgado, who was recently selected for the position of Program Coordinator III. This Recruitment Above-Step Petition is based on Exceptional Qualification, pursuant to 4 GCA, § 6205.

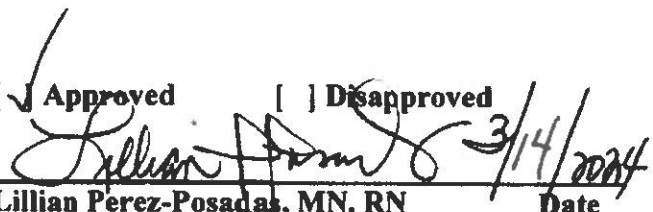
Ms. Delgado has over 10 years of extensive experience in credentialing, Regulatory & Compliance, quality management, and accreditation. These roles involved Ms. Delgado in activities that the Medical Staff Department requires for successful management. Her skills and experience are instrumental in ensuring the department complies with regulatory requirements. She manages the Physician Onboarding/Orientation Process, tracks corrective/disciplinary actions upon issuance of focus performance practice evaluation (FPPE), Manage Hospital policy system (MCN), Bylaws, and policy review/revision, development, and implementation of the Professional Staff Rules & Regulations. She completed the Medicare provider enrollment, Medicare Provider revalidation paper application, and Medicare provider revalidation via PECOS through the National Association Medical Staff Services (NAMSS) National Practitioner Data Bank via teleconference. She would be a tremendous asset in supporting GMHA services.

Overall, the Guam Memorial Hospital Authority and the Medical Staff Department will continue to benefit from Ms. Delgado's experience and she will be a great asset in improving our services to the people of Guam. Therefore, I am recommending a salary of \$63,290.00, which is Pay Grade N Step 06.

Should you have any questions, please do not hesitate to contact me. *Si Yu'os Ma'ase!*

  
TONY C. AGUON, MPA  
Personnel Services Administrator

Approved     Disapproved

  
Lillian Perez-Posadas, MN, RN    Date 3/14/2024  
Hospital Administrator/CEO





# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUAHAN

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



## MEDIA RELEASE

March 19, 2024

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:

#### PROGRAM COORDINATOR III

(PG – N: Step 1 \$54,918.00 P/A to Step 10 \$75,392.00 P/A)

This position is in the classified service within the GMHA Medical Services Division. To view the proposed above-step petition, please visit our website@ [www.gmha.org](http://www.gmha.org), under Employee Portal/Human Resources Department.

Comments are welcomed and may be submitted to the Human Resources Department no later than April 03, 2024, at [human.resources@gmha.org](mailto:human.resources@gmha.org). Should you have any questions, please contact the Human Resources Department at 647-2171/2409.

TONY C. AGUON, MPA  
Personnel Services Administrator



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATIPUNAN ESPIÑA HOSPITAL 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. 2024-29

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Scott Shay, MD	Radiology	Interventional Radiology	March 31, 2026

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

**WHEREAS**, the Medical Executive Committee met on March 27, 2024 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 24<sup>th</sup> DAY OF APRIL, 2024.**

Certified by:

Theresa Obispo  
Chairperson

Attested by:

Sonia Siliang  
Secretary





# GUAM MEMORIAL HOSPITAL AUTHORITY

MEMORIAL HOSPITAL GUAM, INC.

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



## BOARD OF TRUSTEES Official Resolution No. 2024-30

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

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Youngho Kim, MD	Medicine	Nephrology	March 31, 2025
Tanya Shah, MD	Med/ER	Family Medicine	March 31, 2025
Bishoy ElBebawy MD	Medicine	Cardiology	March 31, 2025
Kelvin Santos, MD	Medicine	IM (Telemedicine)	March 31, 2025
Michael LaRoy, MD	ER	Emergency Medicine	March 31, 2025

**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 March 27, 2024 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 24<sup>th</sup> DAY OF APRIL, 2024.**

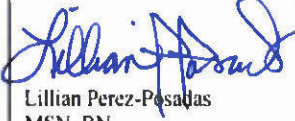
Certified by:

Theresa Obispo  
Chairperson

Attested by:

Sonia Siliang  
Secretary

**GUAM MEMORIAL HOSPITAL AUTHORITY  
ADMINISTRATIVE MANUAL**

<b>APPROVED BY:</b>  Lillian Perez-Posadas MSN, RN Administrator/CEO	<b>RESPONSIBILITY:</b>  Hospital-wide	<b>EFFECTIVE DATE:</b>  , 2023	<b>POLICY NO.</b>  A-RI100	<b>PAGE</b>  1 of 5
<b>TITLE: ETHICS COMMITTEE GUIDELINES</b>				
<b>LAST REVIEWED/REVISED:</b> __/2023				
<b>ENDORSED:</b> EC 06/2023, NMC __/2023, MEC __/2023, EMC __/2023, JCPAC __/2023, BOT /2023				

**PURPOSE:**

GMHA shall assure patients and staff of an environment conducive to the ethical practice of patient care. This will be accomplished through the formation of a multi-disciplinary committee that will commit to remain up-to-date regarding ethical principles. The functions of this committee will focus on (1) Review of hospital policies as they relate to clinical ethics; (2) Provide ongoing education and serve as an independent advisory resource for Hospital and Medical Staff; (3) Assist, on an informal basis, with the management of cases involving difficult ethical issues; and (4) Participate in a formal basis of case management.

A patient's plan of care is determined in collaboration between the patient, significant others, physicians, and other members of the health care team. Often issues of an ethical nature arise in this determination of a plan of care. In these situations, an Ethics Committee is an effective means to obtain assistance in this decision process. The recommendations of the Ethics Committee are strictly advisory and are provided to assist in making decisions of an ethical nature.

**POLICY:**

A. Objectives of the Committee

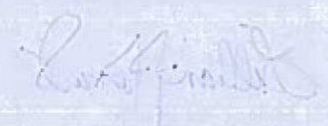
1. Develop policies, procedures, and guidelines for ethical issues.
2. Recommend endorsement of policies and procedures for obtaining Ethics Committee review.
3. Assure adherence to appropriate regulatory body standards relating to ethical issues.
4. Plan and provide educational programs for GMHA staff on ethical issues.
5. Develop guidelines for ethics consultation.

B. Committee Members

1. Standing Committee Members:
  - a. Physician Chairperson
  - b. Associate Administrator of Medical Services, Vice Chairperson
  - c. Assistant Administrator of Nursing Services or designee
  - d. Medical Social Services Administrator
  - e. Administrator of Quality, Patient Safety & Regulatory Compliance
  - f. Risk Management Program Officer or designee
2. Additional Members may include:



- a. Department of Mental health and Substance Abuse representative
- b. Community clergy member
- c. Community expert on ethical issues.



**PROCEDURE:**

**I. APPOINTMENT/TERM OF OFFICE**

Ethics Committee members are appointed by the Hospital Administrator/CEO. No set terms of office are established. Any member who does not attend a meeting for a six-month consecutive period will be unexcused and removed from the Committee. The chairperson of the Committee will be responsible for informing the member of this decision. All Hospital Staff Appointees are expected to serve on this Committee on an ongoing basis.

**II. FREQUENCY OF MEETINGS**

Meetings of the Ethics Committee will be held at least quarterly; however, the Committee may be convened on an ad hoc basis to assist in resolution of ethical issues that may arise in the delivery of patient care, treatment, and/or services.

**III. AGENDA**

An agenda will be prepared and distributed prior to quarterly meetings. Agenda items should be submitted to the Committee Chair by seven (7) working days prior to the scheduled quarterly meeting. The following topics (which also reflect the Committee's functions) will be standing agenda items:

**A. Case Review/Consultation**

1. An important function of the committee will be its role as a forum for analysis of ethical questions which arise in the care of individual patients. In most circumstances these questions concern appropriate care of patients with diminished capacity to participate in decision making regarding their care. In this role the committee will attempt to provide support and counsel to those responsible for treatment decisions including health care providers, patients, surrogates and members of the patient's family.
2. Case review is particularly recommended, yet not limited to, the following three specific categories of decision making:
  - a. Decisions involving significant ethical ambiguity and perplexity in which case review may provide insight into complex ethical issues;
  - b. Decisions involving disagreement between care providers or between providers and patients/families regarding the ethical aspects of a patient's care; or
  - c. Decisions that involve withholding or withdrawal of life-sustaining treatment which are not adequately addressed in GMHA policies and procedures.



3. In this role the Committee will not act as a decision-making body, but will attempt to assist and to provide support to those who do have this responsibility. Its role in all such cases shall be advisory. —

**B. Policy Review and Development**

The Committee will assist the hospital and its professional staff in the development of policies and procedures regarding recurrent ethical issues, questions or problems that arise in the care of patients. In this role the Committee may provide analysis of the ethical aspects of existing or proposed policy or assist in the development of new institutional policy in areas of need.

**C. Education**

In cooperation with Hospital Administration, its various departments and divisions, medical staff, nursing staff and allied health professional staff, the Committee will undertake educational efforts in clinical ethics. Depending on the availability of resources, the Committee will develop or assist others in the development of lectures, seminars, workshops, courses, rounds, in-service programs and the like in clinical ethics. The aims of these educational efforts will be to provide participants with access to the language, concepts, principles and body of knowledge about ethics that they need in order to address the complex ethical dimensions of contemporary hospital practice.

**D. Ethical Issues**

Responsible for identifying ethical issues within the Hospital and for providing ethically sound approaches for addressing these issues.

**IV. QUORUM**

A quorum is defined as one third of the members of the Committee.

**V. MEETING ATTENDANCE REQUIREMENTS**

Meeting attendance is necessary. Any member who does not attend a meeting for a consecutive six-month period will be unexcused and removed from the Committee. Please see *Appointment/Term of Office* above.

**VI. MINUTES OF MEETINGS**

Minutes of each meeting will be distributed by the Committee's Chairperson or designee during each meeting and shall be retained at the adjournment of the meeting, whereupon only the original is retained and copies are destroyed. The permanent file of the minutes will be maintained by the Committee appointed secretary. These records will be maintained in accordance with hospital policy and applicable law governing the confidentiality of records of medical review committees.

**VII. CASE/REVIEW/CONSULTATION PROCEDURES**

**A. Case Reviews/Consultation**

1. Formal Case Review/Consultation



- a. Any request for case review/consultation should be submitted directly to the Committee Chairperson or Vice Chairperson. The Committee's Chairperson or designee is responsible for contacting other members of the Committee.
- b. The Committee will undertake formal case review/consultation only in response to a reasonable and appropriate request for review by the healthcare team.
- c. Except in emergency situations, a patient care conference must be conducted in the nursing unit prior to requesting the issue be presented to the Ethics Committee. The patient's attending physician must be in attendance at the care conference.
- d. The following issues should be addressed in the care conference before presentation to the Committee and shall be documented in the patient's record:
  - i. Summary of medical course of treatment from admission to present with an emphasis on medical evaluation.
  - ii. Identification of the ethical dilemma.
  - iii. Outline the options being considered.
  - iv. Patient or family requests, concerns, or perceptions.
  - v. Position of the physicians, nurses, social workers, and the patient's family or legal representatives.
- e. The person making the request shall obtain the following information:
  - i. Name of the patient/unit/department/room number.
  - ii. Name of the patient's attending physician.
  - iii. A brief outline of the case.
  - iv. The specific reasons an ethical review is being sought.
  - v. Information on whether the patient/family/patient representatives are involved.
  - vi. An assessment of the urgency of the situation.
- f. If the Committee Chairperson determines the ethical issue should be brought to the Committee, a special meeting is to be held within 48 to 72 hours after the patient care conference unless the issue is assessed to be of greater urgency. At least three members of the Committee, including one physician, are necessary to conduct this meeting.
- g. The Committee will review all the background issues of the case as identified in sections b, c and d above along with a brief summary of any patient/family/patient representative interviews and patient care conferences held. The members attending the special meeting will strive to come to a consensus determination for the recommended course of action.
- h. The Committee's recommendations will be documented in the Ethics Committee meeting minutes and will summarize:



- i. The ethical values involved in the case.
  - ii. Identification of the specific ethical problem involved in this case.
  - iii. Identification of the various options available or recommendation of the course of action the patient/family/patient representatives and the attending physicians may take.
- 

- i. All discussions, notes, records, and documents of the ethics case review/consultation will be considered confidential.

**RESCISSIONS:**

Policy 6301-5. Ethics Committee Guidelines, made effective 2015.

**GUAM MEMORIAL HOSPITAL AUTHORITY  
ADMINISTRATIVE MANUAL**

APPROVED BY:	RESPONSIBILITY:	EFFECTIVE DATE:	NUMBER	PAGE
Lillian Perez-Posadas, MN, RN Hospital Administrator/CEO	Hospital-wide Guest Relations	08/21/2023	A-R11000	1 of 4
<b>TITLE: PATIENT COMPLAINTS/GRIEVANCES</b>				
<b>LAST REVIEWED/REVISED: 08/2023</b>				
<b>ENDORSED: PIC / BOT Q&amp;S</b>				

**PURPOSE:**

The purpose of this policy is to assure that all patient complaints/grievances are addressed and resolved in a timely manner, as well as improve the service provided to patients.

**POLICY:**

In accordance with the hospital's mission statement (GMHA Strategic Plan 2023-2027), Guam Memorial Hospital Authority is a public organization entrusted to improve the health and wellness of the people of Guam. We do this by providing an exceptional patient experience centered on quality-driven, safe, cost effective healthcare services. As part of this commitment, a mechanism has been developed to address and resolve complaints/grievances of its patients in a timely manner.

All patients will be informed of the complaint/grievance process via the Patient Rights and Responsibilities document given to them by Patient Registration staff upon admission.

A patient has the right to submit a complaint/grievance, either written or verbal, to GMHA. Complaints/Grievances may be brought to the attention of any GMHA staff, the Guest Relations Department of GMHA, or to the Centers for Medicare & Medicaid Services (CMS).

Patients may express a complaint or file a grievance and recommend changes freely without being subject to coercion, discrimination, reprisal, or unreasonable interruption of care.

Data collected on patient complaints and grievances will be logged by the Guest Relations Department and reported to the hospital's Performance Improvement Committee on a quarterly basis.

All hospital employees must be aware of the hospital's complaint/grievance process and the patient's right to have a complaint/grievance addressed in a timely manner. Referrals to the appropriate department for corrective action must be done in a timely manner.

If a complaint or grievance is received of patient abuse, neglect, or patient injuries, staff must refer to Policy No. A-R1800 *Patient/SNU Resident Abuse and Neglect Prevention* and contact the hospital's Risk Management Program Officer immediately.

## **DEFINITIONS:**

Complaint: Any concern expressed by the patient or family member concerning care or service that can be addressed relatively quickly, on the spot, by the staff or managers present. No written response is needed.

Grievance: A formal or informal written or verbal complaint that is made to the hospital by a patient or the patient's representative regarding the patient's care (when the complaint is not resolved at the time of the complaint by staff present), abuse or neglect, issues related to the hospital's compliance with the CMS Hospital Conditions of Participation (CoPs) or a Medicare beneficiary billing complaint related to rights and responsibilities. Other billing issues are not usually considered grievances for the purposes of these requirements. Verbal grievances must be documented by GMHA staff.

If a patient care complaint cannot be resolved at the time of the complaint by staff present, is postponed for later resolution, is referred to other staff for later resolution, requires investigation, and/or requires further actions for resolution, then the complaint is a grievance for the purposes of these requirements. A complaint is considered resolved when the patient is satisfied with the actions taken on their behalf.

A written complaint will be considered a grievance. This includes written complaints from an inpatient, an outpatient, a released/discharged patient or a patient's representative regarding the patient care provided, abuse or neglect, or the hospital's compliance with COPs. For the purposes of this requirement, an email or fax is considered "written". The hospital's Customer Grievance Form may be used. See Attachment I.

Whenever the patient or the patient's representative requests that his or her complaint be handled as a formal complaint or grievance or when the patient requests a response from the hospital, the complaint is considered a grievance and all the requirements apply.

All verbal or written complaints regarding abuse, neglect, patient harm, or hospital compliance with CMS requirements are considered grievances for the purposes of these requirements.

## **PROCEDURE:**

1. Complaints expressed by a patient or patient's representative shall be immediately discussed with staff present for prompt resolution.
2. A patient may file or report a grievance with the GMHA through the Guest Relations Department. Once received, the grievance will be investigated and a written response will be provided to the grievant within seven (7) days from the filing date. The response will include the following: (1) name of the hospital contact person; (2) steps taken to investigate the grievance; (3) results of the investigation; and (4) the date of completion. If resolution will take longer than 7 days, the grievant must be contacted and given an estimated timeframe for completion.

In the absence of the Guest Relations Coordinator, the hospital's Risk Management Program Officer shall handle the grievance, work with the appropriate department for resolution, and ensure that a written response is made to grievant within seven (7) days.



3. A patient may file a grievance directly with the Medicare state agency, regardless of whether the patient has previously filed a grievance with the hospital. The name, address, and telephone number of the state agency are:

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**DIVISION OF SURVEY & CERTIFICATION, CMS**  
**DEPARTMENT OF HEALTH & HUMAN SERVICES**  
90 7<sup>th</sup> Street, Suite 5-300 (5W)  
San Francisco, California 94103-6707  
(415) 744-3696

4. The Guest Relations Coordinator shall review the grievance and promptly refer the grievance to the appropriate department for investigation. The department shall be informed of the 7-day closure period. Guest Relations shall follow-up with the department head for resolution of the grievance.
5. Upon referral, the Guest Relations Coordinator shall discuss with the appropriate department head any grievance involving their areas of responsibility and assist in the development of a corrective action.
6. Data collected by Guest Relations Department regarding grievances and complaints shall be logged and reported to the Performance Improvement Committee on a quarterly basis.
7. The Guest Relations Coordinator shall refer any grievance which may result in a lawsuit to the Risk Management Program Officer who shall review, investigate and prepare a case summary for the Hospital Administrator and Associate Administrator of Medical Services.

#### **RELATED POLICY**

Policy No. A-RI800, Patient/SNU Resident Abuse and Neglect Prevention of the Administrative Manual.

#### **RESCISSION:**

Policy No. A-RI1000, Grievance/Complaints; of the Administrative Manual made effective 07/16/2018

#### **ATTACHMENT:**

- I. Customer Grievance Form

ATTACHMENT I

**CUSTOMER GRIEVANCE FORM**

*(To be completed by the patient/customer)*

Date of Grievance: \_\_\_\_\_ Mailing Address: \_\_\_\_\_  
Patient/Customer's Name: \_\_\_\_\_  
Contact Phone Nos.: \_\_\_\_\_

I. BACKGROUND OF GRIEVANCE: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

II. WHO WAS INVOLVED? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

III. DESCRIBE THE EVENT. (Use reverse side if necessary.) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

IV. WHAT IS THE CUSTOMER'S REMEDY AS A RESULT OF THIS GRIEVANCE? *(What resolution are you looking for?)* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

PATIENT/CUSTOMER:  
\_\_\_\_\_  
Signature  
\_\_\_\_\_  
Date

GUEST RELATIONS DEPARTMENT:  
\_\_\_\_\_  
Signature  
\_\_\_\_\_  
Date

# GMHA Board of Trustees Meeting

 PRINT


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## GMHA Board of Trustees Meeting


### MEETING





 **Posted on:** 04/16/2024 02:21 PM

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

 **Meeting Date:** 04/24/2024 05:00 PM

 **Department(s):**  
**GUAM MEMORIAL HOSPITAL AUTHORITY (/notices?department\_id=51)**

 **Division(s):** HOSPITAL ADMINISTRATION (/notices?division\_id=178)

 **Notice Topic(s):** BOARD MEETING (/notices?topic\_id=76)

 **Types of Notice:** MEETING (/notices?type\_id=5)

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

 **Share this notice**

## AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting

April 24, 2024 | 5:00 p.m. | Zoom Video Conference

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

## Item

## Owner

### I. Welcoming | Call Meeting to Order and Determination of Quorum

Trustee Obispo

### II. Review and Approval of the Minutes

A. March 27, 2024

All Trustees

### III. Old Business

A. Nomination and Election of Board of Trustees Officers

All Trustees

### IV. New Business

All Trustees

### V. Management's Report

A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig

Executive Management

### VI. Guam Memorial Hospital Volunteers Association Report

GMHVA President

### VII. Board Subcommittee Reports

A. Joint Conference and Professional Affairs

1. Res. 2024-29, Relative to the Reappointment of Active Medical Staff Privileges

2. Res. 2024-30, Relative to the Appointment of Provisional Medical Staff Privileges

3. Policy No.: A-RI100 - Ethics Committee Guidelines

4. Policy No.: A-RI1000 - Patient Complaints Grievances

5. CY2023 Strategic Goal: 5 Engage Pysicians

Trustee Dr. Um

Vice Chairperson

B. Human Resources

**B. Human Resources**

- 1. GMHA/Guam Federation Teachers - Collective Bargaining Agreement
- 2. CY2023 Strategic Goal 4: Engage the Healthcare Workforce

Obispo

Trustee Davis

**C. Facilities, Capital Improvement Projects, and Information Technology**

- 1. Critical Infrastructure Projects (\$20M APRA Funding)
- 2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology

Trustee Obispo,  
Kleiner

Trustee Obispo,  
Aguilar

**D. Quality and Safety**

- 1. CY2023 Strategic Goal 3: Transform Healthcare Services

Trustees Dr.  
Borja, Siliang

**E. Finance and Audit**

- 1. CY2023 Strategic Goal 1: Achieve Financial Viability

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

- 1. CY2023 Strategic Goal 6: Engage & Partner with the Community

**VIII. Public Comment**

**IX. Adjournment**

Trustee Obispo





**GUAM MEMORIAL HOSPITAL AUTHORITY**  
ATURIDÁT ESPETÁT MIMURIÁT GUÁHÁN



**Board of Trustees Meeting**

Date: **Wednesday, April 24, 2024**  
Time: **5:00 p.m.**  
Meeting will take place via Zoom Video Conferencing.  
Meeting ID: **889 2761 9303**  
Passcode: **907879**

**AGENDA:**

- I. Call to Order
- II. Approval of the Minutes: A. March 27, 2024
- III. Old Business: A. Nomination and Election of Board of Trustees Officers
- IV. New Business:
- V. Management's Report A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig
- VI. Guam Memorial Hospital Volunteers Association Report
- VII. Board Subcommittee Reports: A. Joint Conference and Professional Affairs: 1. Res. 2024-29, Relative to the Reappointment of Active Medical Staff Privileges; 2. Res. 2024-30, Relative to the Appointment of Provisional Medical Staff Privileges; 3. Policy No.: A-RI100 - Ethics Committee Guidelines; 4. Policy No.: A-RI1000 - Patient Complaints Grievances; 5. CY2023 Strategic Goal 5: Engage Physicians; B. Human Resources: 1. GMHA/Guam Federation Teachers - Collective Bargaining Agreement; 2. CY2023 Strategic Goal 4: Engage the Healthcare Workforce; C. Facilities, Capital Improvement Projects, and Information Technology: 1. Critical Infrastructure Projects (\$20M ARPA Funding); 2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology; D. Quality and Safety: 1. CY2023 Strategic Goal 3: Transform Healthcare Services; E. Finance and Audit: 1. CY2023 Strategic Goal 1: Achieve Financial Viability; F. Governance, Bylaws, and Strategic Planning: 1. CY2023 Strategic Goal 6: Engage & Partner with the Community
- VIII. Public Comment
- IX. Adjournment

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

/s/ Dustin Prins, DPM, MBA, FACFAS, CWSP  
Acting Hospital Administrator/CEO

*This advertisement was paid for with government funds.*

## Janet Mandapat

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**From:** Janet Mandapat <janet.mandapat@gmha.org>  
**Sent:** Tuesday, April 16, 2024 3:09 PM  
**Cc:** 'janet.mandapat@gmha.org'  
**Subject:** NOTICE of GMHA Board of Trustees Meeting - April 24, 2024

**Importance:** High

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FOR IMMEDIATE RELEASE – April 16, 2024

### NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings and, in addition to notices published on the Government of Guam Public Notices Portal and in The Guam Daily Post, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Wednesday, April 24, 2024 at 5:00 p.m. via Zoom Video Conferencing. Meeting ID: 889 2761 9303; Password: 907879.

#### **AGENDA:**

##### **I. Call Meeting to Order and Attendance**

##### **II. Approval of the Minutes**

A. March 27, 2024

##### **III. Old Business**

A. Nomination and Election of Board of Trustees Officers

##### **IV. New Business**

##### **V. Management's Report**

A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig

##### **VI. Guam Memorial Hospital Volunteers Association Report**

##### **VII. Board Subcommittee Reports:**

###### **A. Joint Conference and Professional Affairs:**

1. Res. 2024-29, Relative to the Reappointment of Active Medical Staff Privileges
2. Res. 2024-30, Relative to the Appointment of Provisional Medical Staff Privileges
3. Policy No.: A-RI100 - Ethics Committee Guidelines
4. Policy No.: A-RI1000 - Patient Complaints Grievances
5. CY2023 Strategic Goal 5: Engage Physicians

###### **B. Human Resources**

1. GMHA/Guam Federation Teachers - Collective Bargaining Agreement
2. CY2023 Strategic Goal 4: Engage the Healthcare Workforce

###### **C. Facilities, Capital Improvement Projects, and Information Technology:**

1. Critical Infrastructure Projects (\$20M ARPA Funding)
2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology

**D. Quality and Safety:**

1. CY2023 Strategic Goal 3: Transform Healthcare Services

**E. Finance and Audit:**

1. CY2023 Strategic Goal 1: Achieve Financial Viability

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

1. CY2023 Strategic Goal 6: Engage & Partner with the Community

**VIII. Public Comment**

**IX. Adjournment**

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 674-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

Thank you,

*Janet U. Mandapat*

Administrative Assistant  
Guam Memorial Hospital Authority  
850 Governor Carlos G. Camacho Road  
Tamuning, GU 96913  
Phone: (671) 647-2367 | Fax: (671) 649-0145



## Janet Mandapat

---

**From:** Janet Mandapat <janet.mandapat@gmha.org>  
**Sent:** Tuesday, April 16, 2024 3:12 PM  
**Cc:** 'janet.mandapat@gmha.org'  
**Subject:** NOTICE of GMHA Board of Trustees Meeting - April 24, 2024

---

**Importance:** High

FOR IMMEDIATE RELEASE – April 16, 2024

### NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings and, in addition to notices published on the Government of Guam Public Notices Portal and in The Guam Daily Post, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Wednesday, April 24, 2024 at 5:00 p.m. via Zoom Video Conferencing. Meeting ID: 889 2761 9303; Password: 907879.

#### AGENDA:

##### I. Call Meeting to Order and Attendance

##### II. Approval of the Minutes

A. March 27, 2024

##### III. Old Business

A. Nomination and Election of Board of Trustees Officers

##### IV. New Business

##### V. Management's Report

A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig

##### VI. Guam Memorial Hospital Volunteers Association Report

##### VII. Board Subcommittee Reports:

###### A. Joint Conference and Professional Affairs:

1. Res. 2024-29, Relative to the Reappointment of Active Medical Staff Privileges
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**E. Finance and Audit:**

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

1. CY2023 Strategic Goal 6: Engage & Partner with the Community

**VIII. Public Comment**

**IX. Adjournment**

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 674-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

Thank you,

*Janet U. Mandapat*

Administrative Assistant  
Guam Memorial Hospital Authority  
850 Governor Carlos G. Camacho Road  
Tamuning, GU 96913  
Phone: (671) 647-2367 | Fax: (671) 649-0145

## Janet Mandapat

---

**From:** Janet Mandapat <janet.mandapat@gmha.org>  
**Sent:** Tuesday, April 16, 2024 3:14 PM  
**Subject:** NOTICE of GMHA Board of Trustees Meeting - April 24, 2024  
**Importance:** High

FOR IMMEDIATE RELEASE – April 16, 2024

### NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings and, in addition to notices published on the Government of Guam Public Notices Portal and in The Guam Daily Post, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Wednesday, April 24, 2024 at 5:00 p.m. via Zoom Video Conferencing. Meeting ID: 889 2761 9303; Password: 907879.

#### **AGENDA:**

##### **I. Call Meeting to Order and Attendance**

##### **II. Approval of the Minutes**

A. March 27, 2024

##### **III. Old Business**

A. Nomination and Election of Board of Trustees Officers

##### **IV. New Business**

##### **V. Management's Report**

A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig

##### **VI. Guam Memorial Hospital Volunteers Association Report**

##### **VII. Board Subcommittee Reports:**

###### **A. Joint Conference and Professional Affairs:**

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###### **C. Facilities, Capital Improvement Projects, and Information Technology:**



1. Critical Infrastructure Projects (\$20M ARPA Funding)
2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology

**D. Quality and Safety:**

1. CY2023 Strategic Goal 3: Transform Healthcare Services

**E. Finance and Audit:**

1. CY2023 Strategic Goal 1: Achieve Financial Viability

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

1. CY2023 Strategic Goal 6: Engage & Partner with the Community

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**IX. Adjournment**

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 674-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

Thank you,

*Janet U. Mandapat*

Administrative Assistant  
Guam Memorial Hospital Authority  
850 Governor Carlos G. Camacho Road  
Tamuning, GU 96913  
Phone: (671) 647-2367 | Fax: (671) 649-0145



# 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



April 29, 2024

**VIA ELECTRONIC MAIL**

Benjamin J.F. Cruz

*Public Auditor*

Office of Public Accountability

Suite 401 DNA Building

238 Archbishop Flores Street

Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Mr. Cruz:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the recording for the April 24, 2024 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

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

Sincerely,

Dustin B. Prins, DPM, MBA, FACFAS, CWSP  
Acting Hospital Administrator/CEO

✓ [Handwritten signature]



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUĀHĀN

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



May 03, 2024

**VIA ELECTRONIC MAIL**

Honorable Lourdes A. Leon Guerrero  
*I Maga'hāgan Guāhan*  
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 April 24, 2024 Meeting of the GMHA Board of Trustees.

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

Sincerely,

Dustin B. Prins, DPM, MBA, FACFAS, CWSP  
Acting Hospital Administrator/CEO





# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

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



May 03, 2024

**VIA ELECTRONIC MAIL**

Honorable Therese M. Terlaje

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

163 Chalan Santo Papa

Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Speaker Terlaje:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the April 24, 2024 Meeting of the GMHA Board of Trustees.

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

Sincerely,

Dustin B. Prins, DPM, MBA, FACFAS, CWSP  
Acting Hospital Administrator/CEO



**We are seeking a qualified individual to fill the following position:**  
**Safety, Health & Environmental Coordinator**

Candidate will be responsible for developing, maintaining & implementing the SPPC Safe Operations and Responsibility Systems (SOAR). While ensuring that all Company operations are in compliance with applicable Safety, Health & Environmental standards, regulations, and guidelines. Responsibilities shall include, but is not limited to;

- A qualified individual should possess a Bachelors Degree or Five years related experience in SH&E background.
- Previous oil industry experience strongly preferred.
- Ability to Implement, revise, track progress, perform inspections & audits, maintain company wide training of SOAR methodologies and ensure compliance to SOAR systems.
- Conduct investigations, coordinate reporting and responding procedures for SHE emergencies, update ERP's as necessary.
- Conduct in house meetings on a monthly basis & SHE meeting quarterly.
- Act as a liaison between Company and all local & Federal compliance agencies.
- Act as logistic liaison during natural disasters.
- Certification in Hazardous Materials/Waste Operations Response, First Aide, & CPR training optional, but would be preferred.

Must be able to obtain a T.W.I.C. Card.  
 Please submit resume 9am-4pm, Monday through Friday, at our main office EVA Bldg. across St. John's school in Upper Tumon or email: [hr\\_recruitment@sppcorp.com](mailto:hr_recruitment@sppcorp.com).

South Pacific Petroleum Corporation Attn: HRO  
 816 N Marine Corps Dr. Fl 2, Tamuning Guam 96913-4431  
**SPPC IS AN EQUAL OPPORTUNITY EMPLOYER**

**APPLY NOW!!!**

- 20 - CARPENTER with min. 1 yr. exp. \$15.58 PER HR.\***  
Performs carpentry duties for residential, commercial and government projects.
- 19 - CEMENT MASON with min 1 yr. exp \$15.66 PER HR\***  
Performs cement mason duties for residential, commercial and government projects.
- 3 - HEAVY EQUIPMENT MECHANIC with min 2 yrs. exp. \$19.60 PER HR\***  
Performs heavy equipment mechanic duties for residential, commercial and government projects.
- 8 - HEAVY EQUIPMENT OPERATOR with min 1 yr. exp. \$18.06 PER HR.\***  
Performs heavy equipment operator duties for residential, commercial and government projects.
- 20 - REINFORCING METAL WORKER with min 1 yr. exp. \$16.73 PER HR.\***  
Performs reinforcing metal worker duties for residential, commercial and government projects.

*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.*

**Benefits:** Round-trip airfare for off-island hire; Meals 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 military base access pass upon hire. Off-island applicants must complete a health screening prior to working on Guam. Employees are required to take and pass a substance abuse test after hire.

*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.*

The complete job duties may be viewed in person at the American Job Center  
 414 W. Soledad Avenue, Suite 300 GCK Building Hagatna, Guam  
 Or apply online at [www.hireguam.com](http://www.hireguam.com); Enter Keyword: 2024-056

**PUBLICATION NOTICE**

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

**PACIFIC PASTA LLC (RELOCATION)  
 DBA: OLIVE GARDEN GUAM**

has applied for a Class: 4 General on Sale Alcoholic Beverage License said premises being marked as Lot: 5148-4, 5148-3 R1, 5148-R7 120, Route 10A Tamuning-Tumon-Harmon

**PUBLICATION NOTICE**

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

**BPL LLC  
 DBA: MAUI TACO'S GUAM**

has applied for a Class: 4 General on Sale Alcoholic Beverage License said premises being marked as Lot: 5148-4, 5148-3 R1, 5148-R7 120, Route 10A Tamuning-Tumon-Harmon



**GUAM MEMORIAL HOSPITAL AUTHORITY  
 ATURIDÁT ESPETÁT MIMURIÁT GUÁHÁN**



**Board of Trustees Meeting**

Date: Wednesday, April 24, 2024  
 Time: 5:00 p.m.  
 Meeting will take place via Zoom Video Conferencing.  
 Meeting ID: 889 2761 9303  
 Passcode: 907879

**AGENDA:**

- I. Call to Order
- II. Approval of the Minutes: A. March 27, 2024
- III. Old Business: A. Nomination and Election of Board of Trustees Officers
- IV. New Business:
- V. Management's Report A. Above-Step Recruitment Petition for Joanne L. Delgado & Adrian M. Atalig
- VI. Guam Memorial Hospital Volunteers Association Report
- VII. Board Subcommittee Reports: A. Joint Conference and Professional Affairs 1. Res 2024-29 Relative to the Reappointment of Active Medical Staff Privileges; 2. Res 2024-30, Relative to the Appointment of Provisional Medical Staff Privileges; 3. Policy No. A-R-100 - Ethics Committee Guidelines; 4. Policy No. A-R-1000 - Patient Complaints Grievances; 5. CY2023 Strategic Goal 5: Engage Physicians; B. Human Resources 1. GMHA/Guam Federation Teachers - Collective Bargaining Agreement; 2. CY2023 Strategic Goal 4: Engage the Healthcare Workforce; C. Facilities, Capital Improvement Projects, and Information Technology 1. Critical Infrastructure Projects (\$20M ARPA Funding); 2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology; D. Quality and Safety; 1. CY2023 Strategic Goal 3: Transform Healthcare Services; E. Finance and Audit; 1. CY2023 Strategic Goal 1: Achieve Financial Viability; F. Governance, Bylaws, and Strategic Planning; 1. CY2023 Strategic Goal 6: Engage & Partner with the Community
- VIII. Public Comment
- IX. Adjournment

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

*/s/ Dustin Prins, DPM, MBA, FACFAS, CWSP  
 Acting Hospital Administrator/CEO  
 This advertisement was paid for with government funds.*

**FOR RENT**

**TAM 2BD/3BD/1BTH SEC 8 OK  
 \$850/\$1250  
 CALL 671-646-0510/11**

**JOB ANNOUNCEMENT**

**LEVI'S/GUESS GUAM IS NOW HIRING :**  
 ACCOUNTANT, BOOKKEEPER, PROPERTY MANAGER,  
 SALES/OFFICE ASSOCIATES, WAREHOUSE ASSISTANT,  
 and HANDYMAN. JOB OPENINGS FT/PT  
**CALL 671-646-0510/11**

**ZEUS TOURS LOOKING FOR DRIVERS**

Available position  
 - Bus Drivers  
 - 15 Pax Van Drivers  
 Must have "D" or "G" License.  
 Call to inquire, Monday ~ Friday 10:00~17:00

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# PACIFIC HISTORIC PARKS

## FINANCIAL STATEMENT

	FY21	FY22	FY23
<b>Support and Revenue</b>			
Contribution	41,125	198,904	203,608
Interest Income	-	-	-
Sales	20,093	37,246	55,698
Other Income (Membership)	-	-	-
	61,218	236,150	259,306
<b>COGS</b>	(9,944)	(19,456)	(27,993)
Gross Profit	51,274	216,694	231,313
<b>Expenses:</b>			
Program Service	335,950	42,519	109,430
Management General	34,354	28,245	63,434
Total Expenses	370,304	70,764	172,864
<b>Change in Net Assets</b>	(318,030)	(15,179)	(238,147)
Net Assets at Beginning of Year	(2,979,633)	(3,297,663)	(3,312,842)
Net Assets at End of Year	(3,297,663)	(3,312,842)	(3,550,989)
<b>Assets:</b>			
Cash & Cash Equivalents	41,805	118,692	178,872
Other Assets	111,946	152,318	147,767
Total Assets	153,751	271,010	326,639
<b>Liabilities:</b>			
A/P	(1,644)	(532)	15,353
Other Liability - Due to HI Account	3,453,058	3,611,868	3,691,182
Total Liabilities	3,451,414	3,611,336	3,706,535
<b>Net Assets:</b>			
Unrestricted	(3,297,664)	(3,340,327)	(3,379,896)
Total Net Assets	(3,297,664)	(3,340,327)	(3,379,896)
Total Liabilities and Net Assets	153,751	271,010	326,639



## GUAM MEMORIAL HOSPITAL AUTHORITY

### ATURIDÁT ESPETÁT MIMURIÁT GUÁHÁN



#### Board of Trustees Meeting

Date: **Wednesday, April 24, 2024**  
 Time: **6:00 p.m.**  
 Meeting will take place via Zoom Video Conferencing.  
 Meeting ID: **888 2761 9308**  
 Passcode: **007879**

#### AGENDA:

- I. Call to Order
- II. Approval of the Minutes: A. March 27, 2024
- III. Old Business: A. Nomination and Election of Board of Trustees Officers
- IV. New Business:
- V. Management's Report A. Above-Step Recruitment Petition for Joanna L. Delgado & Adrian M. Atalg
- VI. Guam Memorial Hospital Volunteers Association Report
- VII. Board Subcommittee Reports: A. Joint Conference and Professional Affairs: 1. Res. 2024-29, Relative to the Reappointment of Active Medical Staff Privileges; 2. Res. 2024-30, Relative to the Appointment of Provisional Medical Staff Privileges; 3. Policy No.: A-RI100 - Ethics Committee Guidelines; 4. Policy No.: A-RI1000 - Patient Complaints Grievances; 5. CY2023 Strategic Goal 5: Engage Physicians; B. Human Resources: 1. GMHA/Guam Federation Teachers - Collective Bargaining Agreement; 2. CY2023 Strategic Goal 4: Engage the Healthcare Workforce; C. Facilities, Capital Improvement Projects, and Information Technology: 1. Critical Infrastructure Projects (B2DM ARPA Funding); 2. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology; D. Quality and Safety: 1. CY2023 Strategic Goal 3: Transform Healthcare Services; E. Finance and Audit: 1. CY2023 Strategic Goal 1: Achieve Financial Viability; E. Governance, Bylaws, and Strategic Planning: 1. CY2023 Strategic Goal 8: Engage & Partner with the Community
- VIII. Public Comment
- IX. Adjournment

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

/s/ Dustin Pina, DPM, MBA, FACFAS, CWSP  
 Acting Hospital Administrator/CEO  
 This advertisement was paid for with government funds.

## AVAILABLE JOBS FOR ELIGIBLE U.S. WORKERS

**10 - CEMENT MASON with min. 1 yr. exp. \$15.66 PER\***

Duties: Smooth and finish surfaces of poured concrete floors, walks, sidewalks or curbs to a specified texture. Lay concrete blocks and mixes cement using shovel or cement mixing machine. May mix, apply and spread plaster, concrete, mortar, cement, mastic, glue or other adhesive to form a bed for the tiles. May lay tiles. May apply coats of plaster to walls, ceilings or partitions of building using hand and power tools, including floats, trowels, and screeds. Study specifications in blueprints, sketches or building plans to prepare project layout and determine dimensions and materials required.

**4 - ELECTRICIAN with min. 2 yrs. exp. \$18.41 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.

**16 - STRUCTURAL STEEL WORKER with min. 1 yr. exp. \$15.63 PER HOUR\***

Duties: Read specifications or blueprints to determine locations, quantities, or sizes of materials required. Connect columns, beams, and girders with bolts, following blueprints and instructions from supervisors. Bolt aligned structural steel members in position for permanent riveting, bolting, or welding into place. Fasten structural steel members to hoist cables, using chains, cables, or rope. Hoist steel beams, girders, or columns into place using cranes or signaling hoisting equipment operators to lift and position structural steel members. Verify vertical and horizontal alignment of structural steel members using plum bobs, laser equipment, transits, or levels. Cut, bend, or weld steel pieces using metal shears, torches, or welding equipment. Erect metal or concrete components for structures such as buildings, bridges, dams, towers, storage tanks, fences, or highway guard rails. Force structural steel members into final positions using turnbuckles, crowbars, jacks, or hand tools. Pull, push, or pry structural steel members into approximate positions for bolting into place.

#### 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.

Success applicant must be able to obtain military base access. Employees are required to take and pass a substance abuse test after hire.

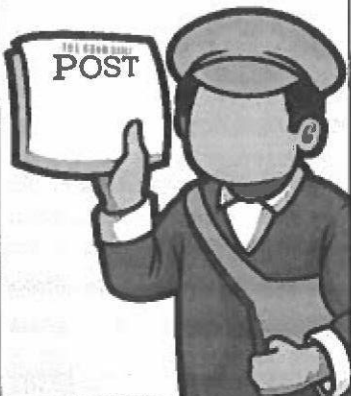
**Benefits:** Round trip airfare for off-island hire; Food and lodging provided @ \$80.00 per week; Local transportation from employer's designated lodging facility to/from jobsite; and Employer/Employee-paid medical insurance.

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

# ISLAND WIDE HOME DELIVERY

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Contact us at  
 customerservice@postguam.com  
 or call 671-649-1924