



# Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



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## BOARD OF TRUSTEES Official Resolution No. 2018-14

### “RELATIVE TO AMENDING OFFICIAL BOARD RESOLUTION NO. 2018-01, REMUNERATION OF INTERNAL MEDICINE CLINICAL PROVIDERS”

**WHEREAS**, the Guam Memorial Hospital Authority (“Hospital”) is a component unit of the Government of Guam whose sole responsibility is to provide and deliver quality health care to the people of Guam notwithstanding one’s financial ability; and

**WHEREAS**, the Hospital employs and contracts with internal medicine physicians as hospitalists to staff the medical units to provide services to patients; and

**WHEREAS**, the Internal Medicine Department is experiencing difficulty recruiting and retaining physicians in the specialty of Internal Medicine as hospitalists to ensure the provision of care; and

**WHEREAS**, the Hospital will offer two options for the internists to “affiliate” with the Hospital including: A) Employment with Guam Memorial Hospital Authority with the employed physician eligible for benefits; or, B) A contractual relationship whereby the physician is not eligible for Guam Memorial Hospital Authority employee benefits; and,

**WHEREAS**, the Human Resources Subcommittee recommends the pay for internists to be adjusted to be more competitive to recruit and retain qualified physicians in this specialty; now, therefore be it

**WHEREAS**, the Governor of Guam, by virtue of the authority vested in him by the Organic Act of Guam, signed and promulgated Board of Trustees Official Resolution No. 2018-01 on November 15, 2017,

**WHEREAS**, it was the Guam Memorial Hospital Authority’s intent to implement the change in remuneration of internists after the Board’s approval of an official resolution and not retroactively to September 17, 2017; now, therefore be it

**RESOLVED**, that the Board of Trustees approves the amendment of Official Resolution No. 2018-01 as follows:

1. Authorization for the Guam Memorial Hospital Authority to amend the hourly wage paid

to internists effective November 26, 2017.

2. The offer of different hourly compensation to internists depending on their affiliation (employee or independent contractor) at the following rates:

| Employment Status      | Current  | Adjustment   |
|------------------------|--|--|
| Employee               | \$100 per hour plus benefits                                       | \$130.00 per hour plus benefits                                    |
| Independent Contractor | Up to 30% of the adjusted rate of \$100 per hour, without benefits | Up to 30% of the adjusted rate of \$130 per hour, without benefits |


3. Authority for the Hospital Administrator/CEO to enter into agreements with qualified physicians for this purpose.

and, be it further

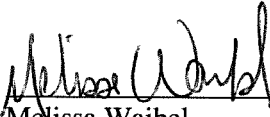
**RESOLVED**, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

**DULY AND REGULARLY ADOPTED ON THIS 8<sup>th</sup> DAY OF MARCH, 2018.**

Certified By:

  
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Eloy S. Lizama  
Chairman, Board of Trustees

Attested By:

  
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Melissa Waibel  
Secretary, Board of Trustees