



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



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BOARD OF TRUSTEES Official Resolution No. 2019-19

“RELATIVE TO IMPLEMENTING A SIXTEEN PERCENT (16%) INCENTIVE FOR REGISTERED NURSES AND LICENSED PRACTICAL NURSES”

WHEREAS, the Guam Memorial Hospital Authority (GMHA) has and continues to experience challenges with recruitment and retention of nursing professionals, especially in the specialty units throughout the hospital; and

WHEREAS, the scope of nursing practice and skillsets in hospital settings are vastly different as compared to school, community health and behavioral health nursing; hospital nurses are required to be certified in Advanced Cardiac Life Support (ACLS), Neonatal Advanced Life Support (NALS), Pediatrics Advanced Life Support (PALS), Intravenous (IV) Therapy, and other various treatment modalities and bedside procedures; and

WHEREAS, data obtained through the hospital’s exit interview surveys indicate compensation as one of the top reasons why registered nurses decide to separate from the hospital; and

WHEREAS, the current compensation plan for nursing professionals is 25% lower compared to national averages in the United States mainland for similar duties and responsibilities for registered nurses and licensed practical nurses; and

WHEREAS, GMHA expends quadruple the amount to bring travel nurses to staff ER, ICU/CCU, and Interventional Radiology – more than \$1.7M has been expended for nurses since April 2018; and

WHEREAS, after thorough discussions, the Board of Trustees Human Resources Subcommittee, at its March 19, 2019 meeting, recommended the Board of Trustees approval to implement a 16% incentive for registered nurses and licensed practical nurses pursuant to 4 GCA, Ch.6, §6229.10, *Job Incentives*.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees authorizes the Guam Memorial Hospital Authority to implement a sixteen percent (16%) incentive for registered nurses and licensed practical nurses, effective May 26, 2019; and

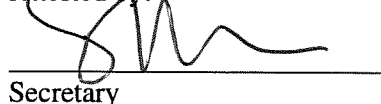
BE IT FURTHER RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARY ADOPTED ON THIS 16th DAY OF MAY 2019.

Certified by:


Chairperson

Attested by:


Secretary