



OFFICE OF THE GOVERNOR  
HAGÁTÑA, GUAM 96910  
U.S.A.

EXECUTIVE ORDER NO. 2005- 07

**RELATIVE TO IMPROVING HEALTHCARE SERVICES AT OUR  
PUBLIC HEALTHCARE FACILITIES**

**WHEREAS**, on March 4, 2005, *I Maga'låhen Guåhan* held a Healthcare Roundtable meeting to discuss the various issues related to healthcare services at our public healthcare facilities and to recommend solutions for immediate implementation; and

**WHEREAS**, based on the roundtable discussion, it has been determined that these public healthcare facilities have difficulties in hiring healthcare professionals due to an outdated, non-competitive pay schedule. Thus, warranting an immediate revision to the pay schedule to attract and retain healthcare professionals and be able to provide exemplary healthcare services at our public hospitals and clinics; and

**WHEREAS**, the Guam Memorial Hospital Authority's personnel rules and regulations need to be revised to streamline and produce a more effective and efficient standardized hiring process; and

**WHEREAS**, the procurement process for medical supplies is antiquated, slow and bureaucratically cumbersome. Thus, warranting the development of a procurement process that advantageously saves time and money with group purchasing organizations and electronic purchase orders while maintaining transparency and competition; and

**WHEREAS**, these remedies have been developed through thoughtful and deliberate consideration as a result of *I Maga'låhen Guåhan* Healthcare Roundtable discussion.

**NOW, THEREFORE, I, FELIX P. CAMACHO**, *I Maga'låhen Guåhan*, Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended, do order:

1. Within one (1) week, the Guam Memorial Hospital Authority ("GMHA"), the Department of Public Health and Social Services ("DPH&SS") and the Department of Mental Health and Substance Abuse ("DMH&SA) together with the Civil Service Commission ("CSC") shall submit a list of healthcare professional positions to *I Maga'låhen Guåhan* to be exempted from Executive Order No. 95-11, Declaring Bonafide Executive, Administrative, or Professional Capacity Employees Ineligible for Overtime or Compensatory Time Payment, nunc pro tunc to the date of this Executive Order and to be appended to this order.
2. Within ninety (90) days, the Guam Memorial Hospital Authority Board of Trustees together with the Civil Service Commission shall have amended the personnel rules and regulations for the GMHA and thereafter adopted, in expedient fashion, these rules in accordance with law.
3. Within one hundred twenty (120) days, the GMHA, DPH&SS and the DMH&SA together with the CSC shall have revised the pay compensation schedule through the Hay methodology of all healthcare professionals in accordance with law.



4. Within one hundred twenty (120) days, the GMHA, the DPH&SS, the DMH&SA together with the Chief Procurement Officer for the government of Guam shall have revised the procurement procedures, in accordance with law, for these public health care facilities to include the allowance of group purchasing organization membership and electronic purchase ordering.
5. Within one hundred twenty (120) days, the GMHA together with the DPH&SS and the DMH&SA shall produce a common credentialing process for licensed independent practitioners.
6. The GMHA, the DPH&SS together with the Department of Administration ("DOA") shall review and electronically enhance the expeditious processing of Medicaid, medically indigent program, and "no pay" receivables.
7. The GMHA shall meet initially with the Department of Education ("DOE") and other government of Guam agencies thereafter to transfer within one hundred eighty (180) days employees of the GMHA excluding allied healthcare employees. GMHA employees shall be given the option to transfer to DOE on a voluntary basis with a second option to transfer to an autonomous agency.
8. The DOA and the Bureau of Budget and Management Research shall meet regularly with the GMHA to improve GMHA's monthly subsidy allocation.
9. The GMHA shall advise *I Maga'låhen Guåhan* of its plans to remedy the concerns of the American Medical Association regarding medical staff tensions.
10. The lead person, to be appointed by *I Maga'låhen Guåhan*, shall facilitate the timely, efficient and effective execution of this Executive Order and to continue to facilitate any additional recommendations submitted by GMHA, DPH&SS and DMH&SA.

SIGNED AND PROMULGATED at Hagåtña, Guam this 15<sup>th</sup> day of MARCH 2005.

A handwritten signature in black ink, appearing to read "Felix P. Camacho".

FELIX P. CAMACHO  
*I Maga' låhen Guåhan*  
Governor of Guam

COUNTERSIGNED:

A handwritten signature in black ink, appearing to read "Kaleo S. Moylan".

KALEO S. MOYLAN  
*I Segundo Maga'låhen Guåhan*  
Lieutenant Governor of Guam

