



TERRITORY OF GUAM
OFFICE OF THE GOVERNOR
AGAÑA, GUAM 96910
U. S. A.

EXECUTIVE ORDER NO. 2000-02

**RELATIVE TO INCREASING THE GOVERNMENT OF GUAM
EMPLOYEE PARTICIPATION IN STEP FOUR OF THE
GOVERNMENT GRIEVANCE PROCEDURES OF THE
DEPARTMENT OF ADMINISTRATION'S PERSONNEL RULES
AND REGULATIONS FROM FIVE MEMBERS TO SEVEN
MEMBERS.**

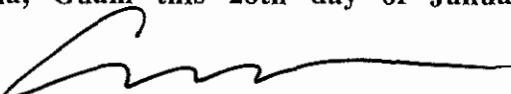
WHEREAS, the fourth step of the Government Grievance Procedure of the Department of Administration's Personnel Rules and Regulations requires the impaneling of a Review Board consisting of only five (5) employees to decide grievances; and

WHEREAS, the Civil Service Commission has discovered that a quorum of Review Board members is hard to achieve at all times, thereby keeping employee grievances from being expeditiously heard, and by expanding the panel from five (5) members to seven (7) members, a quorum of five (5) can decide on matters, if two (2) members are not present;

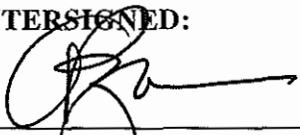
NOW, THEREFORE, I, CARL T. C. GUTIERREZ, Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended, and the laws of Guam, do order:

1. Effective immediately, the Department of Administration's personnel rules are amended as follows:
 - (a) Review Boards are increased in size from five (5) members to seven (7) members;
 - (b) Five (5) members constitute a quorum;
 - (c) The concurrence of four (4) members is required to decide a matter;
 - (d) The Review Board shall be comprised of people who have attended the Grievance and Adverse Action Training conducted by the Civil Service Commission; and
 - (e) Directors shall provide qualified substitute Review Board members, if the directors disqualify an employee from participating on the basis of departmental needs.

SIGNED AND PROMULGATED at Hagåtña, Guam this 28th day of January, 2000.


CARL T. C. GUTIERREZ
I Maga'lahaen Guåhan
Governor of Guam

COUNTERSIGNED:


ANTONIO R. UNPINGCO
I Segundo na Maga'lahaen Guåhan, Akto
Acting Lieutenant Governor of Guam

