



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

EXECUTIVE ORDER NO. 2000-17

RELATIVE TO THE REORGANIZING AND REALIGNING PARTS OR FUNCTIONS OF FISCAL AND HUMAN RESOURCE MANDATES, PLACING THEM UNDER THE PURVIEW OF THE BUREAU OF BUDGET AND MANAGEMENT RESEARCH.

WHEREAS, the Organic Act of Guam states, "The Governor shall have general supervision and control of all the departments, bureaus, agencies, and other instrumentalities of the executive branch of the government of Guam"; and

WHEREAS, there are many mandates, purposes, and functions that the executive branch has been tasked with performing; the failure of the Legislature to reduce any of these mandates, purposes or functions, while demanding that the executive branch continue to perform despite diminishing budgetary allowances, requires that the Governor invoke his Organic Act powers under the provisions of §1422(c) of the Organic Act which provides: The Governor shall, from time to time, examine the organization of the executive branch of the government of Guam, and shall determine and carry out such changes therein as are necessary to promote effective management and to execute faithfully the purposes of this chapter and the laws of Guam; and

WHEREAS, the government desires to continue to carry out selected mandates, purposes, and functions within an environment of the fiscal constraints brought about by diminishing revenues while there are increasing demands for an increasing diversity of services; and

WHEREAS, effective management requires timely and accurate management information and effective control systems, and government is divided into two basic functions: first, the delivery of goods and services to the people; and second, the governmental infrastructure that ensures that the necessary personnel, equipment and material, and money are available to perform the delivery of the goods and services; and

WHEREAS, the government is committed to improving management information capabilities, through performance reviews and program budgeting, to better assess the short- and long-term needs of the community; and

WHEREAS, the government recognizes that there are considerable sources of Federal grants available and the government can improve the application and coordination of these Federal grants to maximize opportunity; and

WHEREAS, the government is committed to continuous improvement through the empowerment of personnel; and

WHEREAS, the Organic Act of Guam mandates that there are three branches of government of which there is only one Executive Branch, and there is but one merit system as implemented by the Civil Services Rules & Regulations, and the government promotes fairness and equality for all government employees to provide for a highly qualified and competent workforce;

NOW, THEREFORE, I, CARL T. C. GUTIERREZ, I Maga'Lahen Guåhan, the Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended, do order:

- (1) The Bureau of Budget and Management Research (BBMR) shall be realigned to provide for a Fiscal Division (FD) and a Human Resources Division (HRD).



- (2) Effective immediately, there is created a Federal Programs Management Branch within the Fiscal Division and an Administrative Direction Branch within the Human Resources Division.
- (3) Effective immediately, the staff and management of the Division of Personnel Management (DOPM) within the Department of Administration shall be reorganized as the Human Resources Division (HRD), under the direct supervision of the Director, BBMR; additionally, the current staff and management of BBMR shall be realigned as the Fiscal Division under the direct supervision of the Director, BBMR.
- (4) Effectively immediately, the Training and Development Division within the Department of Administration, shall be reorganized within the DOPM under the direct supervision of the Personnel Services Administrator (DOA).
- (5) Effectively immediately, all administrative support staff of all non-autonomous departments and agencies (i.e., Chief of Administration, Administrative Services Officer, Administrative Officer, Administrative Assistant, Personnel Officer, and Budget Analyst) providing critical services encompassing personnel, payroll, procurement, budget and training functions, shall be realigned and shall functionally report to DOPM.
- (6) Unless otherwise specified through Executive Order, within Sixty (60) working days of the effective date of this executive order, all human resource managers and staff for all autonomous departments, agencies, corporations, and instrumentalities, shall functionally report to HRD and shall serve as satellite entities for the respective departments, agencies, corporations, and instrumentalities.
- (7) The BBMR shall ensure adequate orientation, training, and procedural manuals for the transition of the affected employees.
- (8) All policies and procedures relevant to personnel, finance, or budgetary issues shall be the responsibility of the BBMR through the direction and signature of the Governor of Guam.
- (9) Nothing in this Executive Order is intended to, directly or indirectly, remove, harm, or diminish the rights and privileges of all employees, without due process.
- (10) All respective budgets, equipment, supplies, and materials currently allocated within the affected departments and agencies shall remain under the direct purview of the respective department or agency head, but shall be utilized for the purpose of providing administrative support; the recruitment and selection of administrative support staff shall be the responsibility of the appointing authority and the Director of BBMR.
- (11) Any previous Executive Orders or parts thereof that are inconsistent with this executive order, are hereby rescinded.

SIGNED AND PROMULGATED at Hagåtña, Guam this 5th day of July, 2000.

A handwritten signature in black ink, appearing to read "Carl T. C. Gutierrez", written over a horizontal line.

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