



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

**EXECUTIVE ORDER NO. 2001-09**

**RELATIVE TO ADOPTING THE DEPARTMENT OF ADMINISTRATION'S PERSONNEL RULES AND REGULATIONS FOR IMMEDIATE IMPLEMENTATION BY THE GUAM VISITORS BUREAU AS INTERIM POLICY GOVERNING THE RIGHTS, CONDUCT, AND OBLIGATIONS OF EMPLOYEES AND RESPONSIBILITIES AND ACTIONS OF MANAGEMENT.**

**WHEREAS**, the Guam Visitors Bureau's Personnel Rules and Regulations have not been approved or sanctioned by the Civil Service Commission; and

**WHEREAS**, Title 4, Guam Code Annotated, §4105 provides that rules concerning the Executive Branch shall take effect upon their approval by the Civil Service Commission, by Executive Order of the Governor and filing with the Legislative Secretary; and

**WHEREAS**, Title 12, Guam Code Annotated, §9110 provides that the Board of Directors of the Guam Visitors Bureau shall establish rules and regulations governing selection, promotion, performance evaluation, demotion, suspension, removal and other disciplinary action for the employees of the Bureau; and

**WHEREAS**, the Department of Administration Personnel Rules and Regulations are in compliance with federal personnel management laws applicable to Guam, such as the Americans with Disabilities Act, Fair Labor Standards Act, Family Medical Leave Act, Drug-Free Workplace Program, and other pertinent laws; and

**WHEREAS**, the Civil Service Commission approved the Department of Administration Personnel Rules and Regulations in its meeting on the 12<sup>th</sup> day of December 1995, and after further review and revisions, the Civil Service Commission further approved the revisions on August 1, 1996; and

**WHEREAS**, the Department of Administration Personnel Rules and Regulations, adopted by the Director of Administration and approved by the Civil Service Commission were subsequently signed and promulgated by Executive Order No. 96-24; and

**WHEREAS**, the Executive Order No. 96-24, Paragraph 3, states in part "Unless contrary to statute, all autonomous departments and agencies are hereby required to adopt the Department of Administration's Personnel Rules & Regulations to promote uniformity and consistency concerning personnel rules and regulations throughout the Executive Branch"; and

**WHEREAS**, the Board of Directors of the Guam Visitors Bureau submitted to the Civil Service Commission a copy of the Guam Visitors Bureau Resolution Official Management Directive No. 2003 to adopt the Department of Administration Personnel Rules and Regulations for immediate implementation at the Guam Visitors Bureau as interim policy; and

**WHEREAS**, on the 15<sup>th</sup> day of August 2000, the Board of Directors of the Guam Visitors Bureau, through the Chairman Mr. Anthony P. Sgro and the Secretary/Treasurer Mr. John T. Calvo, certified and attested the adoption of the Resolution; and

**WHEREAS**, it is the policy of the Gutierrez-Bordallo Administration that personnel rules and regulations for the Executive Branch be uniform in substance and consistent in application to the fullest extent possible; and

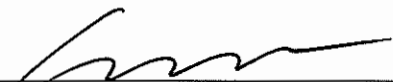


**WHEREAS**, the Civil Service Commission in its meeting on the 11<sup>th</sup> day of January 2001, ratified and sanctioned the Guam Visitors Bureau's request to adopt the Department of Administration Personnel Rules and Regulations for immediate implementation as an interim policy; and

**NOW, THEREFORE, I, CARL T. C. GUTIERREZ**, I Maga'Lahen Guåhan, the Governor of Guam, by virtue of the authority vested in me by Section 4105 of Title 4, Guam Code Annotated, and the Organic Act of Guam, as amended, do order:

- (1) The Guam Visitors Bureau's adoption of the Department of Administration Personnel Rules and Regulation for immediate implementation as an interim policy as approved by the Civil Service Commission, is promulgated.
- (2) All prior rules, regulations, policies, memoranda or Executive Orders in conflict with this Executive Order are hereby rescinded to the extent of any conflict.

**SIGNED AND PROMULGATED** at Hagåtña, Guam this 15th day of February, 2001.

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