



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

EXECUTIVE ORDER NO. 2001-11

RELATIVE TO ADOPTING THE DEPARTMENT OF ADMINISTRATION'S PERSONNEL RULES AND REGULATIONS FOR POLICY IMPLEMENTATION BY THE GUAM WATERWORKS AUTHORITY GOVERNING THE RIGHTS, CONDUCT, AND OBLIGATIONS OF EMPLOYEES AND RESPONSIBILITIES AND ACTIONS OF MANAGEMENT.

WHEREAS, the Guam Waterworks Authority'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, §14114 provides that the Board of Directors of the Guam Waterworks Authority shall establish rules and regulations regarding selection, promotion, performance evaluation, demotion, suspension, removal and other disciplinary action for the employees of the Authority; 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 12th 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, at its regular meeting of 12 March 1997, Guam Waterworks Authority Board Member, Mr. Tony Leon Guerrero, moved and motion was seconded by the Chairman, Mr. Edward Calvo, to adopt the DOA Personnel Rules and Regulations for policy implementation at the Authority; and

WHEREAS, the Board of Directors of the Guam Waterworks Authority submitted to the Civil Service Commission a copy of the minutes of its 12 March 1997 regular meeting to adopt the Department of Administration Rules and Regulations for policy implementation at the Authority; and



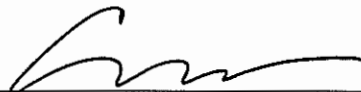
WHEREAS, it is the policy of the Gutierrez-Bordallo Administration that personnel rules and regulations for the Executive Branch be uniform in substance and consistent in application to the fullest extent possible; and

WHEREAS, the Civil Service Commission in its meeting on the 11th day of January 2001, ratified and sanctioned the Guam Waterworks Authority's request to adopt the Department of Administration Personnel Rules and Regulations for policy implementation at the Authority; 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 Waterworks Authority's adoption of the Department of Administration Personnel Rules and Regulation for policy implementation 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.



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