



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

**EXECUTIVE ORDER NO. 2003-03**

**RELATIVE TO REDUCING THE GOVERNMENT OF GUAM  
WORK WEEK TO 32 HOURS IN ORDER TO PRESERVE THE  
HEALTH, SAFETY AND WELFARE OF THE PEOPLE OF  
GUAM.**

**WHEREAS**, the island of Guam has been in a severe economic recession over the last ten years; and

**WHEREAS**, government of Guam's revenues have declined by over \$200 million in the last decade of which \$129 million, over 60%, has occurred within the last five years; and

**WHEREAS**, in the aftermath of Typhoon Chata'an and Supertyphoon Pongsona, the government of Guam's budgetary shortfall for fiscal year 2003 is expected to reach a level of \$172 million with a potential for further decline with the continuing uncertainties in Iraq and North Korea; and

**WHEREAS**, the government of Guam's prior years' cash obligations as of November 2002 were determined to be at a level of \$110 million and climbing; and

**WHEREAS**, the government of Guam over the past ten years has failed to adjust its expenditures to keep in tune with these economic realities; and

**WHEREAS**, the government of Guam over the years has failed to make timely vendor payments; has failed to make gross payment on payroll to include retirement benefits, insurance benefits, and withholding taxes; and

**WHEREAS**, the cash in support of allotments that are available to the Executive, Legislative, and Judicial branches of the government, to include those with General Fund subsidies, e.g. UOG and GCC, will not cover the expenses of the current payroll throughout this fiscal year; and

**WHEREAS**, the overall cash shortfall has reached alarming proportions threatening payroll and the delivery of essential services of public health and safety; and

**WHEREAS**, the continued delay in implementing the revenue enhancement and cash infusion proposals enumerated in the Governor's revised financial plan submitted on February 10, 2003, to the Guam Legislature has created a worsening situation; and

**WHEREAS**, immediate action is necessary in order for the government to fulfill its primary obligation under the Organic Act to ensure the health, safety, education, and general welfare of the people of Guam; and

**WHEREAS**, there is no other option now available to meet the cash needs of the government of Guam for this fiscal year without implementing work-week reductions and other initiatives to reduce personnel cost; and

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



1. Effective Monday, February 24, 2003 all non-critical government employees that are funded by the General Fund, in whole or in part, shall have their work hours reduced to 32 hours a week.
2. The Governor, in consultation with the Department Directors, shall determine the status of any employee as critical or non-critical. The Governor may change the status of any employee as the needs of the government dictate.
3. Critical employees, for the immediate purposes of this Executive Order, are identified as follows:
  - a. Teachers who are directly involved in classroom instruction
  - b. All health and safety uniformed personnel, including:
    - i. Police Officers
    - ii. Fire Fighters
    - iii. Customs Officers
    - iv. Correctional Officers
  - c. Doctors
  - d. Nurses
  - e. The Tax Service and Tax Enforcement Division of the Department of Revenue and Taxation
4. The immediate designations herein are subject to change as provided in Item 2 of this Order.
5. Directors of the government agencies and departments shall ensure that operations of their respective department or agency will comply with 4 GCA § 4120.
6. Directors of each respective agency or department shall immediately prepare a furlough plan.
7. Notwithstanding the development of a furlough plan, the Directors of each respective agency or department shall additionally immediately prepare a department-wide layoff plan.
8. Those departments and agencies that are not funded by the General Fund will not be affected by this Executive Order.

**SIGNED AND PROMULGATED, this 20th of February 2003.**

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

**COUNTERSIGNED:**

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**Kaleo S. Moylan**  
*Segundu Maga' Lahren Guåhan*  
Lieutenant Governor of Guam

