



OFFICE OF THE GOVERNOR
HAGÁTÑA, GUAM
U.S.A.

EXECUTIVE ORDER NO. 2011-14

**RELATIVE TO FREEZING SALARY STEP INCREASES FOR ALL
GOVERNMENT OF GUAM EXECUTIVE BRANCH EMPLOYEES**

WHEREAS, in light of an anticipated deficit for Fiscal Year 2011 and the growth of the cumulative deficit the government must take further steps to fix the structural imbalance of the General Fund; 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 has grossly under-funded critical services to the people; and

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

NOW THEREFORE, I, RAYMOND S. TENORIO, *I Maga'lahaen Guåhan para pa'go*, Acting Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended do order:

1. Effective Monday, October 10, 2011 salary step increases for all classified employees and raises for unclassified employees of the Executive Branch shall be frozen and remain in effect until further rescinded.
2. No executive department director or appointing authority, or designee, shall recommend, process, or otherwise implement a salary step increment for any employee. Annual performance evaluations for classified employees shall continue to be performed in accordance with personnel rules and regulations.
3. This order applies to all line agencies and instrumentalities of the Executive Branch of the government of Guam.

SIGNED AND PROMULGATED at Hagåtña, Guam this 12 day of October, 2011.




RAYMOND S. TENORIO
I Maga'lahaen Guåhan para pa'go
Acting Governor of Guam