

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

**EXECUTIVE ORDER NO. 96-08**

**RELATIVE TO ALLOWING COMPENSATORY  
TIME OFF FOR LAW ENFORCEMENT  
PERSONNEL OR POLICE OFFICERS WHO ARE  
NOT EMPLOYED IN AN ADMINISTRATIVE,  
EXECUTIVE, OR PROFESSIONAL CAPACITY.**

**WHEREAS**, the Federal Fair Labor Standards Act allows for accrual of a maximum of 480 hours of compensatory time off for law enforcement personnel, as well as a Seven (7) day work cycle; and

**WHEREAS**, Executive Order 95-11 standardized overtime compensation throughout the government by specifying administrative, executive, or professional personnel do not receive overtime payment, in accordance with the Federal Fair Labor Standards Act; and

**WHEREAS**, Executive Order 90-05 provides for law enforcement personnel to be paid overtime compensation for hours worked in excess of Forty (40) hours per week, however, restricts law enforcement personnel from accruing any compensatory time off; and

**WHEREAS**, it is desirable to further standardize personnel policies and payment practices throughout the government, and thereby allow the accrual of compensatory time off for law enforcement personnel or police officers not employed in an administrative, executive, or professional capacity up to a maximum of 480 hours, in conformity with the Federal Fair Labor Standards Act;


**NOW, THEREFORE, I, CARL T.C. GUTIERREZ**, Governor of Guam, by virtue of the authority vested in me by the Organic Act do order:

1. Executive Order 90-05 is rescinded.
2. Uniformed law enforcement personnel or police officers not employed in an administrative, executive, or professional capacity or whose position titles are not listed in Attachment I of Executive Order No. 95-11 may accrue compensatory time off in accordance with the provisions of the Federal Fair Labor Standards Act.

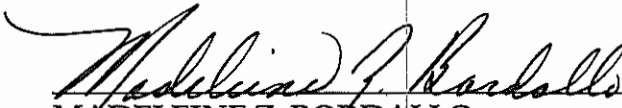


3. Uniformed law enforcement personnel or police officers shall work on a Seven (7) day work cycle, as provided for in the Federal Fair Labor Standards Act.

SIGNED AND PROMULGATED at Agana, Guam this 21st day of March, 1996.

  
CARL T.C. GUTIERREZ  
Governor of Guam

COUNTERSIGNED:

  
MADELEINE Z. BORDALLO  
Lieutenant Governor of Guam