

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

EXECUTIVE ORDER NO. 98-22

RELATIVE TO ADOPTING AND PROMULGATING THE A.B. WON PAT GUAM INTERNATIONAL AIRPORT AUTHORITY'S PERSONNEL RULES AND REGULATIONS WHICH GOVERN THE RIGHTS, CONDUCT AND OBLIGATIONS OF EMPLOYEES AND RESPONSIBILITIES AND ACTION OF MANAGEMENT.

WHEREAS, §4105 of Title 4, Guam Code Annotated, provides that the A. B. Won Pat Guam International Airport Authority Board of Directors shall adopt personnel rules and regulations to be approved by the Civil Service Commission and promulgated by Executive Order of the Governor; and

WHEREAS, the Board of Directors patterned the new personnel rules and regulations after the new Department of Administration's Personnel Rules and Regulations relative to employee rights, conduct, and obligations, and relative to management responsibilities and actions; and

WHEREAS, the Civil Service Commission approved the attached personnel rules and regulations in its meeting on the 9th day of June, 1998; and

WHEREAS, the Gutierrez-Bordallo Administration is committed to a merit system of personnel administration; and

WHEREAS, the new 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 development of the new personnel rules and regulations involved a rigorous and lengthy process, which included scrutiny by many groups and individuals; and

WHEREAS, the A. B. Won Pat Guam International Airport Authority's Personnel Rules and Regulations were last adopted in 1978; and

WHEREAS, the finalization of the new personnel rules and regulations is a momentous occasion and marks the beginning of a new era in personnel administration in the Authority; and

WHEREAS, the implementation of the new personnel rules and regulations will be supportive of Vision 2001 and will serve to improve the work ethic and the morale of public employee as well as the delivery of public service; and

WHEREAS, the new personnel rules and regulations include a long awaited Chapter setting forth a cohesive set of ethical standards for employees; and



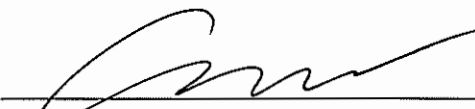
WHEREAS, the fine efforts and hard work of all who contributed to the development of the new personnel rules and regulations are appreciated and acknowledged, with special thanks for the collaborative of the A. B. Won Pat Guam International Airport Authority and the Civil Service Commission management and staff; 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

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

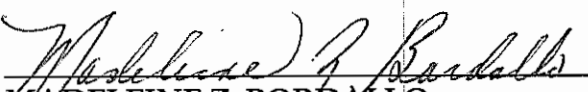
1. The attached A. B. Won Pat Guam International Airport Authority's Personnel Rules and Regulations adopted by the Board of Directors and approved by the Civil Service Commission, are hereby promulgated.
2. All prior rules, regulations, policies, memoranda or Executive Orders in conflict with these personnel rules and regulations are hereby rescinded.
3. A copy of the A. B. Won Pat Guam International Airport Authority Personnel Rules and Regulations, as promulgated, shall be filed with the Legislative Secretary to take prospective effect on the date of filing, July 29, 1998.

SIGNED AND PROMULGATED at Hagåtña, Guam this 29th day of July, 1998.



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

COUNTERSIGNED:



MADELEINE Z. BORDALLO
Segunda na Maga'lahaen Guåhan
Lieutenant Governor of Guam

