



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

**EXECUTIVE ORDER NO. 99-02**

**RELATIVE TO ADOPTING AND PROMULGATING THE PERSONNEL RULES AND REGULATIONS FOR EMPLOYEES OF THE GUAM COMMUNITY COLLEGE (GCC), WHICH GOVERN THE RIGHTS, CONDUCT, AND OBLIGATIONS OF CLASSIFIED GCC EMPLOYEES, AND THE RESPONSIBILITIES AND ACTIONS OF MANAGEMENT.**

**WHEREAS**, §4105 of Title 4, Guam Code Annotated, provides that the Guam Community College Board of Trustees shall adopt personnel rules and regulations for employees, to be approved by the Civil Service Commission and promulgated by Executive Order of the Governor; and

**WHEREAS**, the Guam Community College Personnel Rules and Regulations essentially parallel the Department of Administration 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 for the Guam Community College at its meeting of December 17, 1998; and

**WHEREAS**, the Personnel Rules and Regulations of the Guam Community College are cuticle to the mission of the college and for maintaining accreditation; and

**WHEREAS**, the attached personnel rules and regulations are in compliance with federal personnel management laws applicable to Guam, such as the Americans with Disabilities Act, the Fair Labor Standards Act, Family Medical Leave Act, Drug-Free Workplace Program, and other pertinent laws; and

**WHEREAS**, the attached rules and regulations apply only to classified positions at the GCC; and

**WHEREAS**, the attached rules and regulations update the prior rules and regulations which were adopted in 1979, and their adoption makes the administration of personnel matters of the GCC consistent with that of other employees of the government;

**NOW, THEREFORE, I, CARL T. C. GUTIERREZ, I Maga'Lahen Guãhan, Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended, do order:**

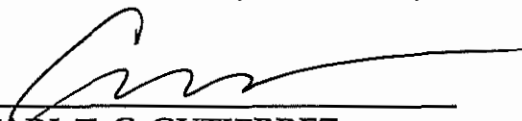
1. The attached Rules and Regulations for Classified Service Employees of the Guam Community College, adopted by the Guam Community



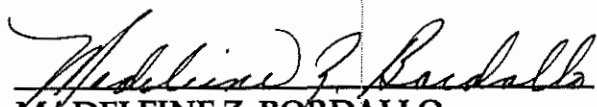
College Board of Trustees and approved by the Civil Service Commission, are hereby promulgated.

2. All prior rules, regulations, policies, memoranda, or executive orders in conflict with the rules and regulations promulgated by this executive order are rescinded.
3. The attached Rules and Regulations for Classified Service Employees of the Guam Community College are effective on the date of filing with the Legislative Secretary, which is February 18, 1999.

**SIGNED AND PROMULGATED** at Hagåtña, Guam this 18th day of February, 1999.

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

**COUNTERSIGNED:**

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

