



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

EXECUTIVE ORDER NO. 99-12

**RELATIVE TO ADOPTING AND PROMULGATING THE  
GUAM TELEPHONE AUTHORITY'S PERSONNEL RULES  
AND REGULATIONS GOVERNING THE RIGHTS, CONDUCT  
AND OBLIGATIONS OF EMPLOYEES AND RESPONSIBILITIES  
AND ACTION OF MANAGEMENT.**

**WHEREAS**, §4105 of Title 4, Guam Code Annotated, provides that the Guam Telephone 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 of Guam; and

**WHEREAS**, the Guam Telephone Authority Board of Directors patterned the 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 personnel rules and regulations in its meeting on the 22nd day of July, 1999; 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, 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 Guam Telephone Authority's Personnel Rules and Regulations were last adopted in 1980; 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 morale of public employees as well as the delivery of public service; 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 efforts of the Guam Telephone Authority and the Civil Service Commission management and staff; and

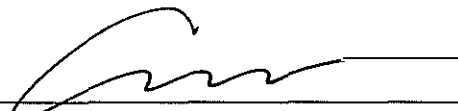


**WHEREAS**, it is the policy of the Gutierrez-Bordallo Administration that personnel rules and regulations for the Executive Branch be uniform in substance and consistent in application to the fullest extent possible;

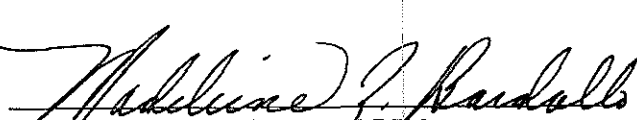
**NOW, THEREFORE, I, CARL T. C. GUTIERREZ**, I Maga'lahaen Guåhan, Governor of Guam, by virtue of the authority vested in me by §4105, Title 4, Guam Code Annotated, and the Organic Act of Guam, as amended, do order:

1. The attached Guam Telephone Authority's Personnel Rules and Regulations adopted by the Guam Telephone Authority 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 this Executive Order are hereby rescinded to the extent of such conflict.
3. A copy of the Guam Telephone Authority's Personnel Rules and Regulations, as promulgated, shall be filed with the Legislative Secretary to take prospective effect on the date of filing, September 24, 1999.

**SIGNED AND PROMULGATED** at Hagåtña, Guam this 23rd day of September, 1999.

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

**COUNTERSIGNED:**

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

