



ISLAND OF GUAM
OFFICE OF THE GOVERNOR
HAGÁTÑA, GUAM 96932
U.S.A.

Reorganization Advisory No. 2

This is to notify Guamanians that I have exercised 48 United States Code §1422c.(c), a provision of the Organic Act of Guam, which reads: *(c) Reorganization. The Governor shall, from time to time, examine the organization of the executive branch of the government of Guam, and shall determine and carry out such changes therein as are necessary to promote effective management and to execute faithfully the purposes of this chapter and the laws of Guam.*

August 12, 2011

A notice of employment termination was transmitted to seventeen government of Guam employees today whose personnel action forms may indicate the following appointments:

1. Unclassified Appointments
2. Limited Term Appointments
3. Temporary Appointments
4. Acting Appointments

Today's terminations are in addition to the 112 unclassified employees already separated from the government since the Calvo Tenorio administration began in January. All actions herein regarding the termination of appointees have been carried out in accordance with Executive Branch policies regarding employment appointments not subject to classified personnel rules, regulations, policies and public laws.

All terminated employees will be afforded the services and entry into programs as offered by the Governor's Reorganization Advisory No. 1, dated August 10, 2011.

The vast majority unclassified employees include critical professionals, such as physicians and limited-term teachers, among others. These employees were not terminated, as such a termination would adversely impact the delivery of critical services or services important to the core mission of an agency. More unclassified employees may be affected if a layoff of classified employees commences and an unclassified employee is bumped off according to bumping rights.

The decades-old financial challenges of the government of Guam cripple the delivery of our most critical mandates: education, public safety, and health, every day. These services will not be sacrificed because of an inability to make difficult and unpopular decisions. This Administration is following through with its responsibility to address the structural imbalance of this government. We are committed to implementing strategic long-term solutions that require difficult short-term sacrifices. Rightsizing the government is the first step toward increasing efficiency and improving the way government serves its people. The government's obligations are many; the government serves many. These decisions regrettably hurt people, but inaction toward decades-long mistakes will hurt far more.

A handwritten signature in black ink, appearing to read "E. Calvo".

EDWARD J.B. CALVO
Governor of Guam