

## EXECUTIVE ORDER NO. 186

### *Establishing a Moratorium on Executive Branch Hiring*

**WHEREAS**, the Citizens of the Republic of Palau deserve the most cost-effective and efficient National Government possible; and

**WHEREAS**, the responsibilities of the National Government continue to evolve; and

**WHEREAS**, such evolution must be carefully observed and managed; and

**WHEREAS**, such observation and management is rendered unnecessarily difficult by the lack of appropriate organizational staffing needs assessment and planning; and

**WHEREAS**, I have concluded that there should be a moratorium on hiring of Executive Branch personnel pending a review of the appropriate staffing levels of the National Government,

**NOW THEREFORE**, by virtue of the authority vested in me as President, pursuant to the Constitution and the laws of the Republic of Palau, it is hereby ordered as follows:

1. Effective January 1, 2001, no new hirings by the National Government shall take place, excepting positions for which employment contracts have already been executed, unless such hirings are critical and essential in nature and are specifically approved, in writing, by the President on a case-by-case basis. This shall apply to all hirings, including those by personnel actions and by contract and include those that are funded by U.S. Federal Programs.

2. There are to be no replacement hirings for employees who have left or are about to leave government service, except in those instances where employment contracts have already been executed, unless such hirings are specifically approved by the President.

3. Any violation of this Directive may result in disciplinary action up to and including termination.

4. This Directive supersedes and replaces any and all prior Executive Orders and Directives regarding hiring promulgated by the Executive Branch of the National Government of the Republic of Palau and will remain in effect until amendment or rescission by the President.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed my official seal this 1<sup>st</sup> day of 2001, at the State of Koror, Republic of Palau.

Tommy E. Remengesau, Jr.  
President of the Republic of Palau