GUAM SOLID WASTE AUTHORITY

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lt. Governor of Guam

IRVIN SLIKE
General Manager

SUBMITTED ELECTRONICALLY

October 30, 2026

Honorable Lourdes "Lou" Leon Guerrero
Governor of Guam
Ufisinan I Maga-Haga
Office of the Governor
513 W Marine Corps Dr
Hagatna, Guam 96910

Subject: Reporting Requirements Pursuant to P.L. 36-54
(Documents Relative to GSWA Staffing Pattern for the 4th Quarter of FY 2026)

Dear Governor Leon Guerrero,

Pursuant to the legislative reporting requirement PL 36-54, we are submitting GSWA's FY2026 4th Quarter Staffing Pattern Report for the Guam Solid Waste Authority. The staffing pattern will be posted on our website: https://www.gswa.guam.gov/reports.html.

If you have any questions, please contact our office at (671) 646-3239.

Si Yu'us Ma'ase,

Irvin Slike
General Manager
Guam Solid Waste Authority

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Honorable Frank Blas Jr., Speaker
I Mina-trentai Ocho Na Liheslaturan Guahan
38th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96910

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GUAM SOLID WASTE AUTHORITY
STAFFING PATTERN - FY2026 4TH QUARTER

#	Position No.	Position Title	Employee Name	Hire Date	Pay Grade & Step	Rate	Annual Salary	Retirement @ 33.85%	Retirement D&D Ins.	Medicare @ 1.45%	Life Ins.	Medical Ins.	Dental Ins.	Total Benefit Cost	Total Salary & Benefits
1	5222	ACCOUNTANT III	REYNOSO, JENNIFER B	9/14/2026	NX-01	26.40	54,918.00	18,589.74	-	796.31	-	170.65	10.13	19,566.83	74,484.83
2	5345	ACCOUNTING TECHNICIAN SPVR.	CRUZ, COLEEN LYNN C	10/23/2021	KX-08	25.65	53,356.00	18,061.01	-	773.66	182.78	8,149.17	372.32	27,538.94	80,894.94
3	5400	ACCOUNTING TECHNICIAN III	GOZALO, AMANNIE MARIE QP	10/27/2025	JX-07	22.78	47,391.00	16,041.85	-	687.17	182.78	-	553.02	17,464.82	64,855.82
4	5381	ACCOUNTING TECHNICIAN II	CABRAL, NOEMI D	3/3/2025	IX-03	18.07	37,580.00	12,720.83	494.26	544.91	182.78	-	-	13,942.78	51,522.78
5	5386	ADMINISTRATIVE ASSISTANT	CAMACHO, KRISTEN CM	10/13/2025	JX-04	20.38	42,388.00	14,348.34	494.26	614.63	182.78	-	-	15,640.00	58,028.00
6	5376	ADMINISTRATIVE ASSISTANT	EATA, FRITZI JOY YPARRAGUIRRE	10/13/2025	JX-01	18.23	37,913.00	12,833.55	494.26	549.74	182.78	-	-	14,060.33	51,973.33
7	5023	ADMINISTRATIVE ASSISTANT	MUNOZ, HYUN-I SHIN	4/1/2026	JX-01	18.23	37,913.00	12,833.55	494.26	549.74	-	-	-	13,877.55	51,790.55
8	5415	ADMINISTRATIVE OFFICER	MESA, KEILANI MARIE C	6/16/2026	LX-06	26.21	54,512.00	18,452.31	494.26	790.42	182.78	-	-	19,919.78	74,431.78
9	5346	ADMINISTRATIVE OFFICER	MARTINEZ, ANTOINETTE M	9/30/2025	LX-01	21.76	45,262.00	15,321.19	494.26	656.30	182.78	8,149.18	372.32	25,176.03	70,438.03
10	5383	ASSISTANT COMPTROLLER	TO, ALMA JEAN M.	6/16/2025	-	56.25	117,000.00	39,604.50	-	1,696.50	182.78	8,149.18	372.32	50,005.28	167,005.28
11	5361	BUILDING CUSTODIAN	ACFALLE, JOSEPH LG	11/8/2006	CX-18	18.37	38,208.00	12,933.41	494.26	554.02	182.78	21,216.24	741.78	36,122.48	74,330.48
12	5360	BULDING CUSTODIAN LEADER	QUITUGUA, RAYMOND C	2/26/2023	GX-12	21.20	44,086.00	14,923.11	-	639.25	182.78	12,976.60	372.32	29,094.06	73,180.06
13	5368	BUYER I	TAIMANGLO, MELVIN AF	5/20/2025	HX-02	16.14	33,581.00	11,367.17	494.26	486.92	182.78	8,149.18	372.32	21,052.63	54,633.63
14	5348	CASHIER I	GUZMAN, KEONIE M.	6/10/2025	EX-01	12.37	25,736.00	8,711.64	494.26	373.17	182.78	-	-	9,761.85	35,497.85
15	5369	CASHIER I	CARLOS, YVETTE M	10/9/2023	EX-03	13.33	27,724.00	9,384.57	494.26	402.00	182.78	4,140.50	372.32	14,976.43	42,700.43
16	5335	CHIEF OF ADMINISTRATION	FEJERAN, ALICIA V	5/1/2019	NX-07	33.00	68,648.00	23,237.35	494.26	995.40	182.78	8,149.18	372.32	33,431.28	102,079.28
17	5366	COLLECTION AGENT	SUNAZ, ALEJANDRA APRIL L	11/4/2025	HX-06	18.73	38,967.00	13,190.33	-	565.02	182.78	21,216.24	741.78	35,896.15	74,863.15
18	5399	COLLECTION AGENT	QUINATA, CARLIE M	11/4/2025	HX-03	16.76	34,853.00	11,797.74	494.26	505.37	182.78	-	-	12,980.15	47,833.15
19	5218	COMPTROLLER	KAKIGI, KATHRINE B	9/24/2018	-	83.29	173,250.00	58,645.13	-	2,512.13	182.78	8,149.18	372.32	69,861.53	243,111.53
20	5372	CUSTOMER SERIVCE REPRESENTATIVE	GAMBOA, JUVY LEI S	3/3/2026	HX-01	15.56	32,355.00	10,952.17	494.26	469.15	-	-	-	11,915.58	44,270.58
21	5367	CUSTOMER SERVICE REPRESENTATIVE	BATES, CHEYSIE P	4/1/2024	HX-03	16.76	34,853.00	11,797.74	494.26	505.37	182.78	-	-	12,980.15	47,833.15
22	5389	CUSTOMER SERVICE REPRESENTATIVE	LUJAN, JUDILYN B	2/9/2026	HX-01	15.56	32,355.00	10,952.17	494.26	469.15	-	8,149.17	372.32	20,437.07	52,792.07
23	5331	CUSTOMER SERVICE REPRESENTATIVE	LEON GUERRERO, BRIANNE M	2/9/2026	HX-01	15.56	32,355.00	10,952.17	-	469.15	182.78	-	-	11,604.10	43,959.10
24	5391	CUSTOMER SERVICE REPRESENTATIVE	BARCINAS, ELIZABETH C	2/9/2026	HX-01	15.56	32,355.00	10,952.17	494.26	469.15	-	-	-	11,915.58	44,270.58
25	4443	CUSTOMER SERVICE REPRESENTATIVE	ALVAREZ JR,, JOSE	1/2/2024	HX-03	16.76	34,853.00	11,797.74	494.26	505.37	182.78	7,214.99	553.02	20,748.16	55,601.16
26	5392	CUSTOMER SERVICE REPRESENTATIVE (LTA)	MENDIOLA, BERTHA Q (a)	10/1/2025	HX-01	15.56	32,355.00	10,952.17	494.26	469.15	182.78	-	-	12,098.36	44,453.36
27	4387	ENGINEER SUPERVISOR	GALIZA, DANILO R	12/9/2005	PX-15	52.23	108,642.00	36,775.32	-	1,575.31	182.78	21,216.26	741.78	60,491.45	169,133.45
28	4453	EQUIP. OPERATOR LEADER II	BELTRAN, NELSON V	10/19/1998	JX-08	23.51	48,894.00	16,550.62	494.26	708.96	182.78	21,216.24	741.78	39,894.64	88,788.64
29	4490	EQUIPMENT OPERATOR II	MILANO, JR, NOEL B	8/4/2016	FX-09	18.08	37,614.00	12,732.34	494.26	545.40	182.78	-	-	13,954.78	51,568.78
30	5357	EQUIPMENT OPERATOR II	MANIBUSAN, ERIN JAMES	5/6/2024	FX-03	14.64	30,452.00	10,308.00	494.26	441.55	182.78	-	-	11,426.60	41,878.60
31	4224	EQUIPMENT OPERATOR II	MENO, ROLAND J	5/6/2024	FX-03	14.64	30,452.00	10,308.00	494.26	441.55	182.78	-	-	11,426.60	41,878.60
32	5358	EQUIPMENT OPERATOR II	FLORES, RONNIE LEE	6/24/2024	FX-03	14.64	30,452.00	10,308.00	494.26	441.55	182.78	-	-	11,426.60	41,878.60
33	5377	EQUIPMENT OPERATOR II	TOVES, MARK ANTHONY	12/31/2024	FX-02	14.11	29,340.00	9,931.59	494.26	425.43	182.78	21,216.24	-	32,250.30	61,590.30
34	5414	EQUIPMENT OPERATOR II	BLAS, KYLE RN	1/27/2025	FX-02	14.11	29,340.00	9,931.59	494.26	425.43	182.78	-	-	11,034.06	40,374.06
35	5204	EQUIPMENT OPERATOR II	CHARFAUROS JR., HAROLD	2/24/2025	FX-02	14.11	29,340.00	9,931.59	-	425.43	182.78	-	-	10,539.80	39,879.80
36	5350	EQUIPMENT OPERATOR II	PESTANAS, ARNEL O	9/15/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	15,289.80	553.02	26,498.82	54,767.82
37	5408	EQUIPMENT OPERATOR II	DYDASCO, JAMES KINTO	3/23/2026	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	-	-	-	10,473.22	38,742.22
38	5409	EQUIPMENT OPERATOR II	HARTIN, ROBERT W	3/23/2026	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	-	-	-	10,473.22	38,742.22
39	4491	EQUIPMENT OPERATOR II	CHARFAUROS, JOHN P	7/30/1997	GX-14	22.56	46,928.00	15,885.13	494.26	680.46	182.78	9,793.15	741.78	27,777.55	74,705.55
40	5032	EQUIPMENT OPERATOR II	SANTOS, NONITO R	3/28/2002	GX-14	22.56	46,928.00	15,885.13	494.26	680.46	182.78	5,977.91	458.38	23,678.92	70,606.92
41	5031	EQUIPMENT OPERATOR II	HASOHTANG, WILLIAM W	10/3/2000	GX-13	21.87	45,486.00	15,397.01	-	659.55	182.78	15,289.82	-	31,529.16	77,015.16
42	4473	EQUIPMENT OPERATOR II	CASTRO II, ANTHONY T	6/16/2026	FX-7	16.99	35,336.00	11,961.24	494.26	512.37	182.78	-	-	13,150.65	48,486.65
43	5021	EQUIPMENT OPERATOR II	CONQUER, ROBERT P	1/2/2019	FX-08	17.53	36,458.00	12,341.03	494.26	528.64	182.78	9,793.15	741.78	24,081.64	60,539.64
44	4492	EQUIPMENT OPERATOR II	NARCIS, CHARLES S	2/25/2019	FX-08	17.53	36,458.00	12,341.03	494.26	528.64	182.78	4,140.50	372.32	18,059.53	54,517.53
45	5351	EQUIPMENT OPERATOR II	PORTKA, CLAYTON C	12/18/2022	FX-04	15.20	31,606.00	10,698.63	-	458.29	182.78	7,214.99	553.02	19,107.71	50,713.71
46	5354	EQUIPMENT OPERATOR II	LUJAN, JUSTIN J	1/2/2023	FX-04	15.20	31,606.00	10,698.63	-	458.29	182.78	-	-	11,339.70	42,945.70
47	5379	EQUIPMENT OPERATOR II	MEREB, GEORGE M	12/1/2025	FX-01	13.59	28,269.00	9,569.06	-	409.90	182.78	15,289.80	-	25,451.54	53,720.54
48	5398	EQUIPMENT OPERATOR II	BORJA, LANCE .	12/15/2025	FX-01	13.59	28,269.00	9,569.06	-	409.90	182.78	-	-	10,161.74	38,430.74
49	5410	EQUIPMENT OPERATOR LEADER I	NAPUTI, BRANDON MICHAEL	4/6/2026	IX-07	20.97	43,608.00	14,761.31	494.26	632.32	-	-	-	15,887.88	59,495.88
50	4425	GENERAL MANAGER	SLIKE, IRVIN L	10/11/2021	-	96.25	200,200.00	67,767.70	494.26	2,902.90	182.78	7,215.00	553.02	79,115.66	279,315.66
51	5380	HEAVY EQUIPMENT MECHANIC I	PANGELINAN, JAVIER J.I.	10/3/2025	HX-01	15.56	32,355.00	10,952.17	494.26	469.15	182.78	4,140.50	372.32	16,611.18	48,966.18
52	5347	HEAVY EQUIPMENT MECHANIC LEADER	MENDIOLA, DENNIS L	11/21/2022	JX-11	25.82	53,699.00	18,177.11	-	778.64	182.78	4,140.50	372.32	23,651.34	77,350.34
53	5344	HOUSEHOLD HAZ. WASTE TECH. I	MANZANO, JOENAS T	12/26/2022	HX-03	16.76	34,853.00	11,797.74	494.26	505.37	182.78	8,149.17	372.32	21,501.64	56,354.64
54	5345	HOUSEHOLD HAZ. WASTE TECH. I	NGIRACHELSAU, HENLEY	12/26/2022	HX-03	16.76	34,853.00	11,797.74	494.26	505.37	182.78	-	-	12,980.15	47,833.15
55	5404	LANDFILL SUPERINTENDENT	CRISOSTOMO, JOHN JUNIOR SANCHEZ	3/16/2026	MX-01	23.91	49,731.00	16,833.94	494.26	721.10	-	-	-	18,049.30	67,780.30
56	5373	SAFETY OFFICER	TECHAIRA, JAMES J	11/27/2023	KX-07	24.86	51,715.00	17,505.53	494.26	749.87	182.78	-	-	18,932.44	70,647.44
57	5352	SANITATION WORKER	CHARGUALAF, LAWRENCE DT (b)	1/2/2023	FX-04	15.20	31,606.00	10,698.63	494.26	458.29	182.78	9,793.15	553.02	22,180.13	53,786.13
58	5356	SANITATION WORKER	BABAUTA, JOSHUA RC	3/15/2023	FX-04	15.20	31,606.00	10,698.63	494.26	458.29	182.78	4,140.50	372.32	16,346.77	47,952.77
59	5028	SANITATION WORKER	FEGURGUR II, ANTONIO T	10/3/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	8,149.17	-	18,805.17	47,074.17
60	5395	SANITATION WORKER	IASINTO, CHESTER	10/6/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	8,149.17	372.32	19,177.49	47,446.49

GUAM SOLID WASTE AUTHORITY
STAFFING PATTERN - FY2026 4TH QUARTER

#	Position No.	Position Title	Employee Name	Hire Date	Pay Grade & Step	Rate	Annual Salary	Retirement @ 33.85%	Retirement D&D Ins.	Medicare @ 1.45%	Life Ins.	Medical Ins.	Dental Ins.	Total Benefit Cost	Total Salary & Benefits
61	5394	SANITATION WORKER	QUINTAL, AUSTIN JOHN	10/6/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	8,149.17	372.32	19,177.49	47,446.49
62	5397	SANITATION WORKER	GONDAY, KYLE G	12/1/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	-	-	10,656.00	38,925.00
63	5355	SANITATION WORKER	BLAS, ANDREW SEAN IBARRA	12/22/2025	FX-01	13.59	28,269.00	9,569.06	-	409.90	182.78	4,140.50	372.32	14,674.55	42,943.55
64	5378	SANITATION WORKER	FEGURGUR, BENDISION JEREMY JAMES	12/29/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	-	-	10,656.00	38,925.00
65	4484	SANITATION WORKER	HERNANDEZ, BRIGIDO S	5/26/2004	FX-11	19.25	40,040.00	13,553.54	-	580.58	182.78	-	-	14,316.90	54,356.90
66	4482	SANITATION WORKER	CASTRO, GERALD T	3/24/2008	FX-11	19.25	40,040.00	13,553.54	494.26	580.58	182.78	7,214.99	553.02	22,579.17	62,619.17
67	4458	SANITATION WORKER	DELA CRUZ, PATRICK T.	8/2/2010	FX-11	19.25	40,040.00	13,553.54	-	580.58	182.78	-	-	14,316.90	54,356.90
68	5371	SANITATION WORKER	NENA, LUKE C	1/2/2023	FX-04	15.20	31,606.00	10,698.63	494.26	458.29	182.78	-	372.32	12,206.28	43,812.28
69	5353	SANITATION WORKER	TOVES, KATHERINE M	1/9/2023	FX-04	15.20	31,606.00	10,698.63	494.26	458.29	182.78	-	-	11,833.96	43,439.96
70	5201	SANITATION WORKER	DYDASCO, EDWIN B	3/3/2024	FX-03	14.64	30,452.00	10,308.00	494.26	441.55	182.78	-	-	11,426.60	41,878.60
71	4462	SANITATION WORKER	CARLOS, VANCE M	11/14/2024	FX-02	14.11	29,340.00	9,931.59	494.26	425.43	182.78	4,140.50	372.32	15,546.88	44,886.88
72	5375	SANITATION WORKER	QUICHOCHO, MICHAEL RM	2/24/2025	FX-02	14.11	29,340.00	9,931.59	494.26	425.43	182.78	-	372.32	11,406.38	40,746.38
73	4455	SANITATION WORKER	QUINTANILLA, CORY JOHN VINCENT	12/30/2025	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	-	-	10,656.00	38,925.00
74	5411	SANITATION WORKER	PAULINO, LUKE MANTANONA	6/1/2026	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	-	-	10,656.00	38,925.00
75	5412	SANITATION WORKER	CRUZ, GRADDEN VINCE	6/3/2026	FX-01	13.59	28,269.00	9,569.06	494.26	409.90	182.78	8,149.18	372.32	19,177.50	47,446.50
76	5413	SANITATION WORKER	CHACO, THOMAS AGUON	6/24/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	182.78	-	-	10,161.74	38,430.74
77	5416	SANITATION WORKER	BAUTISTA, FRANZ CRISTOBAL	6/29/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	182.78	-	-	10,161.74	38,430.74
78	5406	SANITATION WORKER	RETU, ENAKAN	7/13/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	-	2,532.92	218.40	12,730.28	40,999.28
79	5396	SANITATION WORKER	TUDELA, LADIANA SHERYLL T.	7/13/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	-	1,745.62	131.39	11,855.97	40,124.97
80	5407	SANITATION WORKER	NAPUTI, JORDON JS	7/27/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	-	4,676.36	341.90	14,997.22	43,266.22
81	5374	SANITATION WORKER	GAMBOA, THOMAS JAY M	8/23/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	-	1,459.44	66.69	11,505.09	39,774.09
82	5352	SANITATION WORKER	CASTRO, JOHN JESSE	8/31/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	-	1,425.90	49.91	11,454.77	39,723.77
83	5392	SANITATION WORKER	ALEXANDER, JAQUAVION DELKEAUNTF	9/8/2026	FX-01	13.59	28,269.00	9,569.06	-	409.90	-	-	-	9,978.96	38,247.96
84	5332	SCALE HOUSE ATTENDANT I	HUNT, JULENE RIADAD P	2/27/2018	HX-11	22.03	45,826.00	15,512.10	-	664.48	182.78	12,976.59	458.38	29,794.32	75,620.32
85	5337	SCALE HOUSE ATTENDANT I	SABLAN, LANCE G	1/3/2019	HX-09	20.70	43,050.00	14,572.43	-	624.23	182.78	9,793.16	741.78	25,914.37	68,964.37
86	5338	SCALE HOUSE ATTENDANT I	PANGELINAN, KAYSHA PB	2/2/2020	HX-09	20.70	43,050.00	14,572.43	-	624.23	182.78	4,140.50	372.32	19,892.25	62,942.25
87	5385	SOLID WASTE DISPATCHER	CRUZ, CHELSEA S	4/6/2025	KX-03	21.43	44,567.00	15,085.93	494.26	646.22	182.78	8,149.18	372.32	24,930.69	69,497.69
88	5341	SOLID WASTE MANAGEMENT SUPERINT	PEREZ, ROMAN B	10/2/2006	MX-13	36.05	74,977.00	25,379.71	-	1,087.17	182.78	12,976.60	458.38	40,084.64	115,061.64
89	5387	STOREKEEPER I	FRANCISCO, REN H	2/9/2026	IX-01	16.77	34,886.00	11,808.91	494.26	505.85	-	-	-	12,809.02	47,695.02
							$ 3,566,789.00	**$ 1,207,358.08**	**$ 28,667.08**	**$ 51,718.44**	**$ 13,160.16**	**$ 407,645.26**	**$ 19,438.06**	**$ 1,727,987.08**	**$ 5,294,776.08**
	(a)	Separated 08/14/2026													
	(b)	Separated 08/21/2026													