



GUAM SOLID WASTE AUTHORITY

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lt. Governor of Guam

IRVIN L. SLIKE
General Manager



SUBMITTED ELECTRONICALLY

August 1, 2025

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 3rd Quarter of FY 2025)

Dear Governor Leon Guerrero,

Pursuant to the Legislative reporting requirement PL 36-54 we are submitting GSWA's FY 2025 3rd 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 or concerns, please contact our office at 646-3239.

Si Yu'os Ma'ase,

Irvin L. Slike
GSWA General Manager



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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 - FY2025 3RD QUARTER**

#	Position No.	Position Title	Employee Name	Pay Grade & Step	Pay									
					Salary	Special Pay	Retirement @ 30.77%	Retirement D&D Ins.	Medicare @ 1.45%	Life Ins.	Medical Ins.	Dental Ins.	Total Benefits	TOTAL
1	5344	ACCOUNTING TECHNICIAN II	GOZALO, AMANNIE MARIE QP	IX-06	\$ 42,016	\$ 311	\$ 12,928	\$ -	\$ 61	\$ 187	\$ -	\$ 486	\$ 13,662	\$ 55,678
2	5381	ACCOUNTING TECHNICIAN II	CABRAL, NOEMI D	IX-02	36,209	249	11,142	494	53	187	-	-	11,875	48,084
3	5345	ACCOUNTING TECHNICIAN III	CRUZ, COLEEN LYNN C	JX-07	47,391	351	14,582	-	69	187	8,551	341	23,730	71,121
4	5376	ADMINISTRATIVE ASSISTANT	MARTINEZ, ANTOINETTE M	JX-03	40,841	-	12,567	494	59	187	-	-	13,307	54,148
5	5023	ADMINISTRATIVE ASSISTANT	ROSALIN, JOLYN TERESE F	JX-02	39,349	249	12,108	-	57	187	6,920	404	19,676	59,025
6	5346	ADMINISTRATIVE OFFICER	MESA, KEILANI MARIE	LX-06	54,512	404	16,773	494	79	187	6,920	404	24,858	79,370
7	5383	ASSISTANT COMPTROLLER	TO, ALMA JEAN M.		110,000	692	33,847	-	160	187	4,800	341	39,335	149,335
8	5361	BUILDING CUSTODIAN	ACFALLE, JOSEPH LG	CX-18	38,208	5,498	11,757	494	55	187	21,917	653	35,064	73,272
9	5360	BULDING CUSTODIAN LEADER	QUITUGUA, RAYMOND C	GX-12	44,086	6,344	13,565	-	64	187	13,493	341	27,650	71,736
10	5368	BUYER I	TAIMANGLO, MELVIN AF	HX-01	32,355	-	9,956	494	47	187	8,551	341	19,576	51,931
11	5348	CASHIER I	GUZMAN, KEONIE M.	EX-01	25,736	-	7,919	494	37	187	-	-	8,638	34,374
12	5369	CASHIER I	CARLOS, YVETTE M	EX-02	26,712	3,029	8,219	494	39	187	4,800	341	14,081	40,793
13	5348	CASHIER I	CRISOSTOMO, KAULEEN	EX-01	25,736	-	7,919	494	37	187	8,551	341	17,530	43,266
14	5335	CHIEF OF ADMINISTRATION	FEJERAN, ALICIA V	NX-07	68,648	509	21,123	494	100	187	4,800	404	27,108	95,756
15	5218	COMPTROLLER	KAKIGI, KATHRINE B		165,000	1,154	50,771	-	239	187	8,551	341	60,089	225,089
16	5367	CUSTOMER SERVICE REPRESENTATIVE	BATES, CHEYSIE P	HX-02	33,581	-	10,333	494	49	187	-	-	11,063	44,644
17	5331	CUSTOMER SERVICE REPRESENTATIVE	SUNAZ, ALEJANDRA APRIL L	HX-06	38,967	4,419	11,990	-	57	187	21,917	653	34,804	73,771
18	4443	CUSTOMER SERVICE REPRESENTATIVE	ALVAREZ JR., JOSE	HX-02	33,571	249	10,330	494	49	187	8,309	486	19,855	53,426
19	5372	CUSTOMER SERVICE REPRESENTATIVE	QUINATA, CARLIE M	HX-02	33,571	249	10,330	494	49	187	-	-	11,060	44,631
20	5343	CUSTOMER SERVICE SUPERVISOR	CAMACHO, KRISTEN CM	JX-03	40,851	314	12,570	494	59	187	-	-	13,310	54,162
21	4387	ENGINEER SUPERVISOR	GALIZA, DANILO R	PX-15	108,642	6,063	33,429	-	158	187	21,917	653	56,344	164,986
22	4445	EQUIP. OPERATOR LEADER II	BELTRAN, NELSON V	JX-08	48,894	7,036	15,045	494	71	187	21,917	653	38,367	87,261
23	5204	EQUIPMENT OPERATOR II	CHARFAUROS JR., HAROLD	FX-01	28,269	217	8,698	-	41	187	-	-	8,926	37,195
24	5350	EQUIPMENT OPERATOR II	COOK, ERCIL D	FX-01	28,269	217	8,698	494	41	187	-	-	9,421	37,690
32	5358	EQUIPMENT OPERATOR II	FLORES, RONNIE LEE	FX-02	29,340	217	9,028	494	43	187	-	-	9,752	39,092
33	5357	EQUIPMENT OPERATOR II	MANIBUSAN, ERIN JAMES	FX-02	29,340	217	9,028	494	43	187	-	-	9,752	39,092
34	4224	EQUIPMENT OPERATOR II	MENO, ROLAND J	FX-02	29,340	217	9,028	494	43	187	-	-	9,752	39,092
25	4490	EQUIPMENT OPERATOR II	MILANO, JR, NOEL B	FX-08	36,458	5,413	11,218	494	53	187	-	-	11,952	48,410
35	5377	EQUIPMENT OPERATOR II	TOVES, MARK ANTHONY	FX-01	28,269	217	8,698	494	41	187	-	-	9,421	37,690
26	4491	EQUIPMENT OPERATOR II	CHARFAUROS, JOHN P	GX-13	45,486	6,753	13,996	494	66	187	11,191	653	26,587	72,073
27	5021	EQUIPMENT OPERATOR II	CONQUER, ROBERT P	FX-07	35,336	5,055	10,873	494	51	187	11,191	653	23,449	58,785
28	5031	EQUIPMENT OPERATOR II	HASOHTANG, WILLIAM W	GX-12	44,086	6,753	13,565	-	64	187	15,868	-	29,684	73,770
29	5354	EQUIPMENT OPERATOR II	LUJAN, JUSTIN J	FX-03	30,452	4,356	9,370	-	44	187	-	-	9,601	40,053
30	4492	EQUIPMENT OPERATOR II	NARCIS, CHARLES S	FX-07	35,336	5,055	10,873	494	51	187	4,800	341	16,747	52,083
31	5032	EQUIPMENT OPERATOR II	SANTOS, NONITO R	GX-13	45,486	6,753	13,996	494	66	187	6,920	404	22,067	67,553
36	4425	GENERAL MANAGER	SLIKE, IRVIN L		182,000	-	56,001	494	264	187	8,309	486	65,742	247,742
37	5347	HEAVY EQUIPMENT MECHANIC LEADER	MENDIOLA, DENNIS L	JX-11	53,699	7,727	16,523	-	78	187	4,800	341	21,930	75,629
38	5344	HOUSEHOLD HAZ. WASTE TECH. I	MANZANO, JOENAS T	HX-03	34,853	4,985	10,724	494	51	187	8,551	341	20,348	55,201
39	5345	HOUSEHOLD HAZ. WASTE TECH. I	NGIRACHELSAU, HENLEY	HX-03	34,853	4,985	10,724	494	51	187	-	-	11,456	46,309
40	5222	MANAGEMENT ANALYST IV	FLORES, JOANNE MA	OX-11	86,219	-	26,530	-	125	187	-	341	27,183	113,402
41	5373	SAFETY OFFICER	TECHAIRA, JAMES J	KX-06	49,827	5,761	15,332	494	72	187	-	-	16,085	65,912
42	5356	SANITATION WORKER	BABAUTA, JOSHUA RC	FX-03	30,452	4,356	9,370	494	44	187	4,800	341	15,237	45,689
43	5355	SANITATION WORKER	BROWN, DYLAN LANCE T	FX-01	28,269	217	8,698	494	41	187	8,551	341	18,313	46,582
44	5352	SANITATION WORKER	CHARGUALAF, LAWRENCE DT	FX-03	30,452	4,356	9,370	494	44	187	8,309	486	18,891	49,343
45	4434	SANITATION WORKER	LEON GUERRERO JR., JOHN A	FX-02	29,340	3,392	9,028	494	43	187	13,493	341	23,586	52,926
46	5374	SANITATION WORKER	BLAS, KYLE RN	FX-01	28,269	217	8,698	494	41	187	-	-	9,421	37,690
47	4462	SANITATION WORKER	CARLOS, VANCE M	FX-01	28,269	217	8,698	494	41	187	4,800	341	14,562	42,831

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STAFFING PATTERN - FY2025 3RD QUARTER**

#	Position No.	Position Title	Employee Name	Pay Grade & Step	Salary	Special Pay	Retirement @ 30.77%	Retirement D&D Ins.	Medicare @ 1.45%	Life Ins.	Medical Ins.	Dental Ins.	Total Benefits	TOTAL
48	4482	SANITATION WORKER	CASTRO, GERALD T	FX-10	38,807	5,761	11,941	494	56	187	8,309	486	21,474	60,281
49	4458	SANITATION WORKER	DELA CRUZ, PATRICK T.	FX-10	38,807	5,761	11,941	-	56	187	-	-	12,184	50,991
50	5201	SANITATION WORKER	DYDASCO, EDWIN B	FX-02	29,340	3,392	9,028	494	43	187	-	-	9,752	39,092
51	4484	SANITATION WORKER	HERNANDEZ, BRIGIDO S	FX-10	38,807	5,761	11,941	-	56	187	-	-	12,184	50,991
52	5028	SANITATION WORKER	JAMES, JOSHUA R	FX-10	38,807	5,761	11,941	494	56	187	21,917	653	35,249	74,056
53	5371	SANITATION WORKER	NENA, LUKE C	FX-03	30,452	4,356	9,370	494	44	187	-	341	10,437	40,889
54	4455	SANITATION WORKER	PORTKA, CLAYTON C	FX-03	30,452	4,356	9,370	-	44	187	8,309	486	18,397	48,849
55	5375	SANITATION WORKER	QUICHOCHO, MICHAEL RM	FX-01	28,269	217	8,698	494	41	187	-	-	9,421	37,690
56	4473	SANITATION WORKER	SAN NICOLAS, KRAEVIN-RYAN P	FX-03	30,452	4,356	9,370	494	44	187	13,493	341	23,929	54,381
57	5353	SANITATION WORKER	TOVES, KATHERINE M	FX-03	30,452	4,356	9,370	494	44	187	-	-	10,095	40,547
58	5370	SCALE HOUSE ATTENDANT I	REYES, KAINOA LEE	HX-01	32,355	249	9,956	494	47	187	4,800	341	15,825	48,180
59	5332	SCALE HOUSE ATTENDANT I	HUNT, JULENE RIADAD P	HX-11	45,826	6,779	14,101	-	66	187	13,493	404	28,251	74,077
60	5338	SCALE HOUSE ATTENDANT I	PANGELINAN, KAYSHA PB	HX-09	43,050	6,063	13,246	-	62	187	4,800	341	18,637	61,687
61	5337	SCALE HOUSE ATTENDANT I	SABLAN, LANCE G	HX-09	43,050	6,063	13,246	-	62	187	11,191	653	25,340	68,390
62	5341	SOLID WASTE MANAGEMENT SUPERINT	PEREZ, ROMAN B	MX-13	74,977	10,789	23,070	-	109	187	13,493	404	37,263	112,240
63	5385	SOLID WASTER DISPATCHER	CRUZ, CHELSEA S	KX-02	42,940	198	13,213	494	62	187	4,800	341	19,098	62,038
* Night Differential / Hazardous / Worker's Compensation / etc.					\$ 2,813,689	\$ 188,991	\$ 865,772	\$ 21,253	\$ 4,080	\$ 11,781	\$ 388,109	\$ 17,384	\$ 1,308,378	\$ 4,122,067