



GUAM SOLID WASTE AUTHORITY

LOURDES A. LEON GUERRERO JOSHUA F. TENORIO
Governor of Guam Lt. Governor of Guam

IRVIN L. SLIKE
General Manager



SUBMITTED ELECTRONICALLY

September 26, 2023

Honorable Therese M. Terlaje, Speaker
I Mina'trentai Siette na Liheslaturan Guahan
37th Guam Legislature
Guam Congress Building, 163 Chalan Santo Papa
Hagatna, Guam 96910

Subject: Reporting Requirements pursuant to P.L. 36-54
(Documents Relative to GSWA Staffing Pattern for the 4th Qtr. Of FY 2023)

Dear Honorable Speaker Terlaje,

Pursuant to the Legislative reporting requirement PL 36-54 we are submitting GSWA's FY 2023 4th Qtr. Staffing Pattern Report for the Guam Solid Waste Authority.

If you have any questions or concerns, please contact our office at 646-3239.

The staffing pattern will be posted on our website: <https://www.gswa.guam.gov/reports.html>.

Si Yu'os Ma'ase,

A handwritten signature in blue ink, appearing to read 'I. Slike'.

Irvin L. Slike
GSWA General Manager

GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2023 FOURTH QUARTER

Position No.	Position Title	Employee Name	Pay Grade & Step	Salary	Overtime	Special*	(F+G+H+J)	Retirement	Retire (DDI)	Medicare	Life	Medical	Dental	Total Benefits	Total	
1	5334	Accounting Technician II	Amannie Pangelinan	IX-04	\$39,004.00	\$2,031.00	\$271.00	\$41,306.00	\$10,687.00	\$495.00	\$544.00	\$187.00	\$5,395.00	\$273.00	\$17,581.00	\$58,887.00
2	5223	Accounting Technician III	Coleen Cruz	JX-05	\$43,995.00	\$2,221.00	\$296.00	\$46,512.00	\$11,692.00	\$495.00	\$595.00	\$187.00	\$5,395.00	\$273.00	\$18,637.00	\$65,149.00
3	5023	Administrative Assistant	Jolyn Flores	JX-01	\$37,913.00	\$2,140.00	\$285.00	\$40,338.00	\$11,265.00	\$495.00	\$573.00	\$187.00	\$8,128.00	\$359.00	\$21,007.00	\$61,345.00
4	5346	Administrative Officer	Keilani Marie Mesa	LX-04	\$50,605.00		\$359.00	\$50,964.00	\$14,186.00	\$495.00	\$722.00	\$187.00	\$8,128.00	\$297.00	\$24,015.00	\$74,979.00
5	5360	Building Custodian Leader	Raymond C. Quitugua	GX-11	\$42,731.00	\$6,860.00	\$5,239.00	\$54,830.00	\$14,409.00	\$495.00	\$733.00	\$187.00	\$8,128.00	\$297.00	\$24,249.00	\$79,079.00
6	5368	Buyer I	Camaryn A. Aguon	HX-01	\$32,355.00	\$1,793.00	\$285.00	\$34,433.00	\$9,436.00	\$495.00	\$480.00	\$187.00	\$14,336.00	\$485.00	\$25,419.00	\$59,852.00
7	5335	Chief of Administration	Alicia Fejeran	NX-05	\$63,728.00		\$427.00	\$64,155.00	\$16,535.00	\$495.00	\$841.00	\$187.00	\$2,819.00	\$273.00	\$21,150.00	\$85,305.00
8	5370	Collection Agent (LTA)	Mae Ann M. Arile	HX-01	\$32,355.00	\$1,793.00	\$239.00	\$34,387.00	\$9,436.00	\$495.00	\$480.00	\$187.00	\$8,128.00	\$359.00	\$19,085.00	\$53,472.00
9	5218	Comptroller	Kathrine Kakigi		\$150,000.00		\$1,154.00	\$151,154.00	\$43,079.00	\$495.00	\$2,192.00	\$187.00	\$5,248.00	\$273.00	\$51,474.00	\$202,628.00
10	5332	Customer Service Representative	Julene Hunt	HX-07	\$40,443.00	\$2,178.00	\$3,310.00	\$45,931.00	\$12,321.00	\$495.00	\$627.00	\$187.00	\$8,128.00	\$297.00	\$22,055.00	\$67,986.00
11	5331	Customer Service Representative	Alejandra April Sunaz	HX-04	\$36,173.00	\$1,793.00	\$239.00	\$38,205.00	\$9,771.00	\$495.00	\$497.00	\$187.00	\$14,336.00	\$485.00	\$25,771.00	\$63,976.00
12	5367	Customer Service Representative	ConilynJenae D. Manibusan	HX-01	\$32,355.00	\$1,793.00	\$239.00	\$34,387.00	\$9,436.00	\$495.00	\$480.00	\$187.00	\$13,296.00	\$484.00	\$24,378.00	\$58,765.00
13	5372	Customer Service Representative (LTA)	Elyze Pocaigue	J-01	\$31,076.00		\$0.00	\$31,076.00	\$9,436.00	\$495.00	\$480.00	\$187.00	\$13,296.00	\$484.00	\$24,378.00	\$55,454.00
14	5336	Customer Service Supervisor	Kristen Camacho	JX-01	\$37,913.00		\$285.00	\$38,198.00	\$11,265.00	\$495.00	\$573.00	\$187.00	\$0.00	\$0.00	\$12,520.00	\$50,718.00
15	4387	Engineer Supervisor	Danilo R. Galiza	PX-14	\$105,300.00		\$7,422.00	\$112,722.00	\$27,000.00	\$495.00	\$1,374.00	\$187.00	\$14,336.00	\$485.00	\$43,877.00	\$156,599.00
16	5351	Equipment Operator II	Coby J. Gogue	FX-02	\$29,340.00	\$4,781.00	\$3,937.00	\$38,058.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$5,248.00	\$273.00	\$17,058.00	\$55,116.00
17	5350	Equipment Operator II	Anthony T. Castro II	FX-06	\$34,047.00	\$4,962.00	\$4,086.00	\$43,095.00	\$10,721.00	\$495.00	\$545.00	\$187.00	\$2,819.00	\$273.00	\$15,040.00	\$58,135.00
18	5031	Equipment Operator II	William W. Hasohtang	GX-11	\$42,731.00	\$6,362.00	\$5,239.00	\$54,332.00	\$13,363.00	\$495.00	\$680.00	\$187.00	\$9,925.00	\$0.00	\$24,650.00	\$78,982.00
19	4491	Equipment Operator II	John P. Charfauros	GX-13	\$45,486.00	\$6,564.00	\$5,405.00	\$57,455.00	\$14,116.00	\$495.00	\$718.00	\$187.00	\$6,096.00	\$485.00	\$22,097.00	\$79,552.00
20	5032	Equipment Operator II	Nonito R. Santos	GX-12	\$44,086.00	\$6,564.00	\$5,405.00	\$56,055.00	\$13,787.00	\$495.00	\$701.00	\$187.00	\$3,775.00	\$297.00	\$19,242.00	\$75,297.00
21	4490	Equipment Operator II	Noel Milano	FX-07	\$35,336.00	\$5,346.00	\$4,402.00	\$45,084.00	\$11,549.00	\$495.00	\$588.00	\$187.00	\$8,128.00	\$273.00	\$21,220.00	\$66,304.00
22	5021	Equipment Operator II	Robert P. Conquer	FX-05	\$32,804.00	\$4,962.00	\$4,086.00	\$41,852.00	\$10,424.00	\$495.00	\$530.00	\$187.00	\$6,096.00	\$485.00	\$18,217.00	\$60,069.00
23	4492	Equipment Operator II	Charles S. Narcis	FX-05	\$32,804.00	\$4,962.00	\$4,086.00	\$41,852.00	\$10,424.00	\$495.00	\$530.00	\$187.00	\$2,672.00	\$273.00	\$14,581.00	\$56,433.00
24	5204	Equipment Operator II	Dennis O. Mendoza	FX-08	\$36,458.00	\$5,346.00	\$4,402.00	\$46,206.00	\$11,228.00	\$495.00	\$571.00	\$187.00	\$14,336.00	\$0.00	\$26,817.00	\$73,023.00
25	4453	Equipment Operator Leader II	Nelson V. Beltran	JX-07	\$47,391.00	\$7,205.00	\$5,933.00	\$60,529.00	\$15,566.00	\$495.00	\$792.00	\$187.00	\$14,336.00	\$485.00	\$31,861.00	\$92,390.00
26	4425	General Manager	Irvin Slike		\$182,000.00		\$0.00	\$182,000.00	\$51,300.00	\$495.00	\$2,610.00	\$187.00	\$14,336.00	\$485.00	\$69,413.00	\$251,413.00
27	5347	Heavy Equipment Mechanic Leader	Dennis L. Mendiola	JX-10	\$52,047.00	\$9,182.00	\$2,929.00	\$64,158.00	\$17,967.00	\$495.00	\$914.00	\$187.00	\$2,819.00	\$273.00	\$22,655.00	\$86,813.00
28	5222	Management Analyst IV	Joanne Flores	OX-10	\$83,568.00		\$540.00	\$84,108.00	\$20,156.00	\$495.00	\$1,025.00	\$187.00	\$5,248.00	\$273.00	\$27,384.00	\$111,492.00
29	5356	Sanitation Worker	Joshua RC Babauta	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,043.00	\$495.00	\$511.00	\$187.00	\$0.00	\$0.00	\$11,236.00	\$48,223.00

30	5201	Sanitation Worker	Manuel Taitague	FX-06	\$34,047.00	\$4,962.00	\$4,086.00	\$43,095.00	\$10,721.00	\$495.00	\$545.00	\$187.00	\$6,096.00	\$485.00	\$18,529.00	\$61,624.00
31	5337	Scale Attendant I	Lance Sablan	JX-02	\$39,349.00	\$1,861.00	\$248.00	\$41,458.00	\$9,793.00	\$495.00	\$498.00	\$187.00	\$6,096.00	\$485.00	\$17,554.00	\$59,012.00
32	5338	Scale Attendant I	Kaysha Pangelinan	JX-02	\$39,349.00	\$1,861.00	\$2,828.00	\$44,038.00	\$10,528.00	\$495.00	\$536.00	\$187.00	\$2,819.00	\$0.00	\$14,565.00	\$58,603.00
GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2023 FOURTH QUARTER																
Position No.	Position Title	Employee Name	Pay Grade & Step	Salary	Overtime	Special*	(E+F+G+I)	Retirement	Retire (DDI)	Medicare	Life	Medical	Dental	Total Benefits	Total	
33	5361	Building Custodian	Joseph Acfalle	CX-17	\$37,032.00	\$5,734.00	\$4,722.00	\$47,488.00	\$12,044.00	\$495.00	\$613.00	\$187.00	\$14,336.00	\$485.00	\$28,160.00	\$75,648.00
34	5366	Collection Agent	Noemi D. Cabral	HX-01	\$32,355.00		\$0.00	\$32,355.00	\$7,048.00	\$495.00	\$359.00	\$187.00	\$0.00	\$0.00	\$8,089.00	\$40,444.00
35	5344	Household Hazardous Waste Tech I	Joenas T. Manzano	HX-01	\$32,355.00	\$4,781.00	\$0.00	\$37,136.00	\$8,921.00	\$495.00	\$454.00	\$187.00	\$5,396.00	\$273.00	\$15,726.00	\$52,862.00
36	5345	Household Hazardous Waste Tech I	Henley Ngirachelsau	HX-01	\$32,355.00	\$4,781.00	\$0.00	\$37,136.00	\$8,921.00	\$495.00	\$454.00	\$187.00	\$2,819.00	\$273.00	\$13,149.00	\$50,285.00
37	4434	Sanitation Worker	Vincent Q. Salas	FX-09	\$37,614.00	\$5,758.00	\$4,742.00	\$48,114.00	\$12,095.00	\$495.00	\$615.00	\$187.00	\$2,672.00	\$0.00	\$16,064.00	\$64,178.00
38	4482	Sanitation Worker	Gerald T. Castro	FX-09	\$37,614.00	\$5,758.00	\$4,742.00	\$48,114.00	\$12,095.00	\$495.00	\$615.00	\$187.00	\$4,604.00	\$359.00	\$18,355.00	\$66,469.00
39	4484	Sanitation Worker	Brigido S. Hernandez	FX-09	\$37,614.00	\$5,758.00	\$4,742.00	\$48,114.00	\$12,095.00	\$495.00	\$615.00	\$187.00	\$0.00	\$0.00	\$13,392.00	\$61,506.00
40	4455	Sanitation Worker	Clayton C. Portka	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$0.00	\$0.00	\$11,537.00	\$48,524.00
41	4473	Sanitation Worker	Kraevin-Ryan San Nicolas	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$0.00	\$0.00	\$11,537.00	\$48,524.00
42	5371	Sanitation Worker	Luke C. Nena	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$0.00	\$273.00	\$11,810.00	\$48,797.00
43	5352	Sanitation Worker	Lawrence DT Chargualaf	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$4,604.00	\$359.00	\$16,500.00	\$53,487.00
44	4224	Sanitation Worker	Kenny Calip	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$0.00	\$0.00	\$11,537.00	\$48,524.00
45	5353	Sanitation Worker	Katherine M Hermal	FX-01	\$28,269.00	\$4,781.00	\$3,937.00	\$36,987.00	\$10,329.00	\$495.00	\$526.00	\$187.00	\$0.00	\$0.00	\$11,537.00	\$48,524.00
46	4458	Sanitation Worker	Patrick Dela Cruz	FX-09	\$37,614.00	\$5,758.00	\$4,742.00	\$48,114.00	\$12,095.00	\$495.00	\$615.00	\$187.00	\$0.00	\$0.00	\$13,392.00	\$61,506.00
47	5028	Sanitation Worker	Joshua R. James	FX-09	\$37,614.00	\$5,548.00	\$4,570.00	\$47,732.00	\$11,987.00	\$495.00	\$610.00	\$187.00	\$14,336.00	\$485.00	\$28,100.00	\$75,832.00
48	4462	Sanitation Worker	Benny M. Cruz	FX-12	\$41,310.00	\$5,977.00	\$4,922.00	\$52,209.00	\$12,854.00	\$495.00	\$654.00	\$187.00	\$5,396.00	\$273.00	\$19,859.00	\$72,068.00
49	5342	Secretary II Typist	Julie Marie Cruz	HX-01	\$32,355.00	\$1,793.00	\$4,922.00	\$39,070.00	\$9,368.00	\$495.00	\$477.00	\$187.00	\$0.00	\$0.00	\$10,527.00	\$49,597.00
50	5341	Solid Waste Management Superintendent	Roman B. Perez	MX-12	\$72,671.00		\$124,713.00	\$197,384.00	\$52,670.00	\$495.00	\$2,680.00	\$187.00	\$7,798.00	\$297.00	\$64,127.00	\$261,511.00