



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 31, 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 4th Quarter of FY 2025)

Dear Governor Leon Guerrero,

Pursuant to the legislative reporting requirement PL 36-54 we are submitting GSWA's FY2025 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 or concerns, 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 - FY2025 4TH QUARTER**

#	Position No.	Position Title	Employee Name	Hire Date	Pay Grade & Step	Salary	Overtime	Special Pay	Retirement @ 30.77%	Retirement D&D Ins.	Medicare @ 1.45%	Medical				Total Benefits	TOTAL
												Life Ins.	Ins.	Dental Ins.			
1	5344	ACCOUNTING TECHNICIAN II	GOZALO, AMANNIE MARIE QP	2/27/2018	IX-06	42,016	2,424	323	12,928	-	61	187	-	486	-	13,662	58,425
2	5381	ACCOUNTING TECHNICIAN II	CABRAL, NOEMI D	1/18/2023	IX-02	36,209	2,089	279	11,142	494	53	187	-	-	-	11,875	50,452
3	5345	ACCOUNTING TECHNICIAN III	CRUZ, COLEEN LYNN C	3/20/2017	JX-07	47,391	2,734	365	14,582	-	69	187	8,551	341	-	23,730	74,220
4	5346	ADMINISTRATIVE OFFICER	MARTINEZ, ANTOINETTE M	12/30/2024	LX-01	40,841	2,356	314	12,567	494	59	187	-	-	-	13,307	56,819
5	5383	ASSISTANT COMPTROLLER	TO, ALMA JEAN M.	6/16/2025	-	110,000	-	846	33,847	-	160	187	4,800	341	-	39,335	150,181
6	5361	BUILDING CUSTODIAN	ACFALLE, JOSEPH LG	11/8/2006	CX-18	38,208	2,204	2,535	11,757	494	55	187	21,917	653	-	35,064	78,011
7	5360	BUILDING CUSTODIAN LEADER	QUITUGUA, RAYMOND C	9/30/2002	GX-12	44,086	2,543	2,925	13,565	-	64	187	13,493	341	-	27,650	77,204
8	5368	BUYER I	TAIMANGLO, MELVIN AF	5/20/2025	HX-01	32,355	1,867	249	9,956	494	47	187	8,551	341	-	19,576	54,046
9	5348	CASHIER I	GUZMAN, KEONIE M.	6/10/2025	EX-01	25,736	1,485	198	7,919	494	37	187	-	-	-	8,638	36,056
10	5369	CASHIER I	CARLOS, YVETTE M	10/9/2023	EX-02	26,712	1,541	205	8,219	494	39	187	4,800	341	-	14,081	42,539
11	5373	CASHIER I	DIRIGE, JONEVA	8/25/2025	EX-01	25,736	1,485	198	7,919	-	37	-	-	-	-	7,956	35,375
12	5335	CHIEF OF ADMINISTRATION	FEJERAN, ALICIA V	5/1/2019	NX-07	68,648	-	528	21,123	494	100	187	4,800	404	-	27,108	96,284
13	5218	COMPTROLLER	KAKIGI, KATHRINE B	9/24/2018	-	165,000	-	1,269	50,771	-	239	187	8,551	341	-	60,089	226,358
14	5367	CUSTOMER SERVICE REPRESENTATIVE	BATES, CHEYSIE P	10/2/2023	HX-02	33,581	1,937	258	10,333	494	49	187	-	-	-	11,063	46,840
15	5331	CUSTOMER SERVICE REPRESENTATIVE	SUNAZ, ALEJANDRA APRIL L	6/15/2020	HX-06	38,967	2,248	300	11,990	-	57	187	21,917	653	-	34,804	76,319
16	4443	CUSTOMER SERVICE REPRESENTATIVE	ALVAREZ JR., JOSE	1/2/2024	HX-02	33,581	1,937	258	10,333	494	49	187	8,309	486	-	19,858	55,635
17	5372	CUSTOMER SERVICE REPRESENTATIVE	QUINATA, CARLIE M	12/28/2023	HX-02	33,581	1,937	258	10,333	494	49	187	-	-	-	11,063	46,840
18	5391	CUSTOMER SERVICE REPRESENTATIVE (LTA)	BARCINAS, ELIZABETH C	9/30/2025	HX-01	32,355	1,867	249	9,956	-	47	-	-	-	-	10,003	44,473
19	5343	CUSTOMER SERVICE SUPERVISOR	CAMACHO, KRISTEN CM	2/2/2020	JX-03	40,841	2,356	314	12,567	494	59	187	-	-	-	13,307	56,819
20	4387	ENGINEER SUPERVISOR	GALIZA, DANILO R	12/9/2005	PX-15	108,642	-	16,129	33,429	-	158	187	21,917	653	-	56,344	181,115
21	4453	EQUIP. OPERATOR LEADER II	BELTRAN, NELSON V	10/19/1998	JX-08	48,894	2,821	7,259	15,045	494	71	187	21,917	653	-	38,367	97,341
22	5204	EQUIPMENT OPERATOR II	CHARFAUROS JR., HAROLD	2/24/2025	FX-01	28,269	1,631	4,197	8,698	-	41	187	-	-	-	8,926	43,023
23	5350	EQUIPMENT OPERATOR II	PESTANAS, ARNEL	9/15/2025	FX-01	28,269	1,631	4,197	8,698	494	41	187	-	-	-	9,421	43,518
24	5358	EQUIPMENT OPERATOR II	FLORES, RONNIE LEE	6/24/2024	FX-02	29,340	1,693	4,356	9,028	494	43	187	-	-	-	9,752	45,140
25	5357	EQUIPMENT OPERATOR II	MANIBUSAN, ERIN JAMES	5/6/2024	FX-02	29,340	1,693	4,356	9,028	494	43	187	-	-	-	9,752	45,140
26	4224	EQUIPMENT OPERATOR II	MENO, ROLAND J	5/6/2024	FX-02	29,340	1,693	4,356	9,028	494	43	187	-	-	-	9,752	45,140
27	4490	EQUIPMENT OPERATOR II	MILANO, JR, NOEL B	8/4/2016	FX-08	36,458	2,103	5,413	11,218	494	53	187	-	-	-	11,952	55,927
28	5377	EQUIPMENT OPERATOR II	TOVES, MARK ANTHONY	12/31/2024	FX-01	28,269	1,631	4,197	8,698	494	41	187	-	-	-	9,421	43,518
29	4491	EQUIPMENT OPERATOR II	CHARFAUROS, JOHN P	7/30/1997	GX-13	45,486	2,624	6,753	13,996	494	66	187	11,191	653	-	26,587	81,450
30	5021	EQUIPMENT OPERATOR II	CONQUER, ROBERT P	1/2/2019	FX-07	35,336	2,039	5,246	10,873	494	51	187	11,191	653	-	23,449	66,070
31	5031	EQUIPMENT OPERATOR II	HASOHTANG, WILLIAM W	10/3/2000	GX-12	44,086	2,543	6,545	13,565	-	64	187	15,868	-	-	29,684	82,858
32	5354	EQUIPMENT OPERATOR II	LUJAN, JUSTIN J	1/2/2023	FX-03	30,452	1,757	4,521	9,370	-	44	187	-	-	-	9,601	46,331
33	4492	EQUIPMENT OPERATOR II	NARCIS, CHARLES S	2/25/2019	FX-07	35,336	2,039	5,246	10,873	494	51	187	4,800	341	-	16,747	59,367
34	5032	EQUIPMENT OPERATOR II	SANTOS, NONITO R	3/28/2002	GX-13	45,486	2,624	6,753	13,996	494	66	187	6,920	404	-	22,067	76,930
35	5351	EQUIPMENT OPERATOR II	PORTKA, CLAYTON	12/18/2022	FX-03	30,452	1,757	4,521	9,370	-	44	-	-	-	-	9,414	46,144
36	5379	EQUIPMENT OPERATOR II	CARPELA, ROGER	9/15/2025	FX-01	28,269	1,631	4,197	8,698	-	41	-	-	-	-	8,739	42,836
37	4425	GENERAL MANAGER	SLIKE, IRVIN L	10/11/2021	-	182,000	-	-	56,001	494	264	187	8,309	486	-	65,742	247,742
38	5347	HEAVY EQUIPMENT MECHANIC LEADER	MENDIOLA, DENNIS L	11/21/2022	JX-11	53,699	3,098	7,972	16,523	-	78	187	4,800	341	-	21,930	86,699
39	5344	HOUSEHOLD HAZ. WASTE TECH. I	MANZANO, JOENAS T	12/26/2022	HX-03	34,853	2,011	5,174	10,724	494	51	187	8,551	341	-	20,348	62,386
40	5345	HOUSEHOLD HAZ. WASTE TECH. I	NGIRACHELSAU, HENLEY	12/26/2022	HX-03	34,853	2,011	5,174	10,724	494	51	187	-	-	-	11,456	53,494
41	5222	MANAGEMENT ANALYST IV	FLORES, JOANNE MA	4/1/2019	OX-11	86,219	-	-	26,530	-	125	187	-	-	341	27,183	113,402
42	5373	SAFETY OFFICER	TECHAIRA, JAMES J	11/27/2023	KX-06	49,827	2,875	1,993	15,332	494	72	187	-	-	-	16,085	70,780
43	5356	SANITATION WORKER	BABAUTA, JOSHUA RC	3/15/2023	FX-03	30,452	1,757	4,521	9,370	494	44	187	4,800	341	-	15,237	51,967
44	5378	SANITATION WORKER	AQUINO, BRANDON JF	8/13/2025	FX-01	28,269	1,631	4,197	8,698	-	41	-	-	-	-	8,739	42,836
45	5352	SANITATION WORKER	CHARGUALAF, LAWRENCE DT	1/2/2023	FX-03	30,452	1,757	4,521	9,370	494	44	187	8,309	486	-	18,891	55,621
46	4434	SANITATION WORKER	LEON GUERRERO JR., JOHN A	4/1/2024	FX-02	29,340	1,693	3,521	9,028	494	43	187	13,493	341	-	23,586	58,139
47	5374	SANITATION WORKER	BLAS, KYLE RN	1/27/2025	FX-01	28,269	1,631	4,197	8,698	494	41	187	-	-	-	9,421	43,518
48	4462	SANITATION WORKER	CARLOS, VANCE M	11/14/2024	FX-01	28,269	1,631	4,197	8,698	494	41	187	4,800	341	-	14,562	48,659
49	4482	SANITATION WORKER	CASTRO, GERALD T	3/24/2008	FX-10	38,807	2,239	5,761	11,941	494	56	187	8,309	486	-	21,474	68,281
50	4458	SANITATION WORKER	DELA CRUZ, PATRICK T.	8/2/2010	FX-10	38,807	2,239	5,761	11,941	-	56	187	-	-	-	12,184	58,991
51	5201	SANITATION WORKER	DYDASCO, EDWIN B	3/3/2024	FX-02	29,340	1,693	3,521	9,028	494	43	187	-	-	-	9,752	44,305
52	4484	SANITATION WORKER	HERNANDEZ, BRIGIDO S	5/26/2004	FX-10	38,807	2,239	5,761	11,941	-	56	187	-	-	-	12,184	58,991
53	5371	SANITATION WORKER	NENA, LUKE C	1/2/2023	FX-03	30,452	1,757	4,521	9,370	494	44	187	-	-	341	10,437	47,166
54	4455	SANITATION WORKER	FLORES, JESSE R	9/30/2025	FX-01	28,269	1,631	4,197	8,698	-	41	187	8,309	486	-	17,722	51,819
55	5375	SANITATION WORKER	QUICHOCHO, MICHAEL RM	2/24/2025	FX-01	28,269	1,631	4,197	8,698	494	41	187	-	-	-	9,421	43,518
56	4473	SANITATION WORKER	SAN NICOLAS, KRAEVIN-RYAN P	12/18/2022	FX-03	30,452	1,757	4,521	9,370	494	44	187	13,493	341	-	23,929	60,659

**GUAM SOLID WASTE AUTHORITY
STAFFING PATTERN - FY2025 4TH QUARTER**

#	Position		Employee Name	Hire Date	Pay		Salary	Overtime	Special Pay	Retirement @ 30.77%	Retirement D&D Ins.	Medicare @ 1.45%	Medical			Total Benefits	TOTAL
	No.	Position Title			Grade & Step								Life Ins.	Ins.	Dental Ins.		
57	5355	SANITATION WORKER	SAN NICOLAS, MARTIN JA	7/14/2025	FX-01		28,269	1,631	4,197	8,698		41				8,739	42,836
58	5353	SANITATION WORKER	TOVES, KATHERINE M	1/9/2023	FX-03		30,452	1,757	4,521	9,370	494	44	187	-	-	10,095	46,825
59	5332	SCALE HOUSE ATTENDANT I	HUNT, JULENE RIADAD P	2/27/2018	HX-11		45,826	2,644	6,391	14,101	-	66	187	13,493	404	28,251	83,111
60	5338	SCALE HOUSE ATTENDANT I	PANGELINAN, KAYSHA PB	2/2/2020	HX-09		43,050	2,484	6,391	13,246	-	62	187	4,800	341	18,637	70,562
61	5337	SCALE HOUSE ATTENDANT I	SABLAN, LANCE G	1/3/2019	HX-09		43,050	2,484	6,803	13,246	-	62	187	11,191	653	25,340	77,677
62	5341	SOLID WASTE MANAGEMENT SUPERINT	PEREZ, ROMAN B	10/2/2006	MX-13		74,977	-	11,131	23,070	-	109	187	13,493	404	37,263	123,371
63	5385	SOLID WASTE DISPATCHER	CRUZ, CHELSEA S	4/6/2025	KX-02		42,940	2,477	1,718	13,213	494	62	187	4,800	341	19,097	66,232
64	5385	STOREKEEPER (LTA)	FRANCISCO, REN	7/7/2025	HX-01		32,355	1,867	2,215	9,956	494	47	187	4,800	341	15,825	52,262
* Night Differential / Hazardous / Worker's Compensation / etc.							2,798,192	115,541	237,188	861,004	19,276	4,057	10,846	335,249	15,241	1,245,672	4,396,593