



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

February 27, 2025

Honorable Frank Blas Jr., Speaker
I Mina'trentai Ochu na Liheslaturan Guahan
38th 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 1st Qtr. Of FY 2025)

Dear Honorable Speaker Blas Jr.,

Pursuant to the Legislative reporting requirement PL 36-54 we are submitting GSWA's FY 2025 1st 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,

Irvin L. Slike
GSWA General Manager

GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2025 1st QUARTER

Position No.	Position Title	Employee Name	Pa y	Salary	Overtime	Special*	(F+G+H+J) (4*0.285)	Retiremen re	Medicare	Life	Medical	Dental	Total Benefits	Total	
1	5334 Accountant/Technician II	Amarante Pangelinan	IX-06	\$42,016.00	\$2,424.00	\$23.00	\$44,763.00	\$12,757.46	\$494.26	\$649.06	\$187.00	\$0.00	\$485.94	\$14,087.78	\$58,850.78
2	5223 Accountant/Technician	Colleen Cruz	IX-07	\$47,391.00	\$2,724.10	\$365.00	\$50,490.10	\$14,389.65	\$494.26	\$772.11	\$187.00	\$8,550.88	\$341.12	\$24,353.90	\$74,843.99
3	5023 Administrative Assistant	Isabel Marie Flores	IX-02	\$39,349.00	\$2,270.13	\$78.00	\$41,907.13	\$12,757.46	\$494.26	\$607.61	\$187.00	\$6,920.16	\$403.78	\$20,966.48	\$62,870.62
4	5346 Administrative Officer	Keliani Marie Mesa	IX-05	\$52,927.00	\$3,166.00	\$404.00	\$56,527.00	\$14,389.68	\$494.26	\$767.44	\$187.00	\$6,920.16	\$403.78	\$22,758.54	\$75,685.54
5	5360 Building Custodian Leader	Raymond C. Ombuena	IX-11	\$42,731.00	\$3,205.00	\$6,344.00	\$52,280.00	\$11,942.68	\$494.26	\$758.06	\$187.00	\$13,492.70	\$341.12	\$26,874.70	\$79,154.70
6	5335 Buyer I	Camaron A. Auon	HX-02	\$33,581.00	\$1,937.37	\$78.00	\$35,803.37	\$15,084.20	\$494.26	\$519.15	\$187.00	\$0.00	\$0.00	\$16,284.60	\$52,087.97
7	5335 Chief of Administration	Alicia Fecran	NX-06	\$66,147.00	\$4,000.00	\$78.00	\$70,973.00	\$14,899.80	\$494.26	\$966.44	\$187.00	\$4,800.38	\$403.78	\$21,347.88	\$87,998.88
8	5218 Controller	Kathrine Kakuu	IX-02	\$150,000.00	\$0.00	\$1,544.08	\$151,544.08	\$10,202.96	\$494.26	\$219.73	\$187.00	\$8,550.88	\$341.12	\$31,627.83	\$172,781.83
9	5369 Cashier I	Yvesle Carles	EX-07	\$26,712.00	\$1,541.08	\$198.00	\$28,451.08	\$18,995.54	\$494.26	\$412.54	\$187.00	\$4,800.38	\$341.12	\$24,889.72	\$53,470.79
10	5348 Cashier I	Chesnie P. Bales	EX-01	\$25,786.00	\$1,485.00	\$198.00	\$27,469.00	\$18,078.89	\$494.26	\$397.58	\$187.00	\$0.00	\$0.00	\$9,306.55	\$37,776.73
11	5372 Customer Service Rep	Carlie Ombura	HX-01	\$32,355.00	\$3,033.00	\$419.00	\$35,807.00	\$8,108.56	\$494.26	\$516.74	\$187.00	\$0.00	\$0.00	\$9,306.55	\$44,943.55
12	5331 Customer Service Rep	Alexandra April Sunaz	HX-05	\$37,545.00	\$2,166.00	\$419.00	\$40,130.00	\$7,814.42	\$494.26	\$639.89	\$187.00	\$21,917.48	\$652.86	\$31,053.04	\$75,183.04
13	4443 Customer Service Rep	Alvarez Jr. Jose	HX-01	\$32,355.00	\$3,033.00	\$249.00	\$35,637.00	\$10,156.53	\$494.26	\$516.74	\$187.00	\$8,309.34	\$485.94	\$19,663.88	\$55,485.26
14	5336 Customer Service Supervisor	Kristen Camacho	IX-02	\$39,349.00	\$0.00	\$303.00	\$39,652.00	\$12,577.05	\$494.26	\$724.95	\$187.00	\$0.00	\$0.00	\$13,833.26	\$53,485.26
15	4387 Employee Supervisor	Daniel R. Galiza	EX-03	\$105,300.00	\$2,855.00	\$5,842.00	\$111,142.00	\$10,156.53	\$494.26	\$1,611.56	\$187.00	\$21,917.48	\$652.86	\$34,366.84	\$145,508.84
16	5351 Equipment Operator II	Cony J. Gonave	EX-07	\$30,453.00	\$3,313.00	\$5,246.00	\$39,012.00	\$11,300.82	\$494.26	\$48.51	\$187.00	\$4,800.38	\$341.12	\$17,330.97	\$55,158.97
17	5350 Equipment Operator II	Anthony T. Castro II	EX-07	\$35,329.00	\$3,313.00	\$5,246.00	\$43,898.00	\$11,675.47	\$494.26	\$636.57	\$187.00	\$4,800.38	\$341.12	\$17,793.63	\$61,691.63
18	5354 Equipment Operator II	Justin J. Luhan	EX-02	\$29,340.00	\$4,006.00	\$6,344.00	\$36,187.00	\$10,780.98	\$494.26	\$524.71	\$187.00	\$0.00	\$0.00	\$11,986.95	\$48,173.95
19	4491 Equipment Operator II	William T. Hasobane	GX-12	\$44,086.00	\$4,006.00	\$6,344.00	\$54,436.00	\$12,510.93	\$494.26	\$789.32	\$187.00	\$13,867.80	\$0.00	\$29,849.31	\$84,285.31
20	5032 Equipment Operator II	John P. Charfauros	GX-13	\$45,486.00	\$10,224.00	\$6,753.00	\$62,473.00	\$10,313.30	\$494.26	\$905.86	\$187.00	\$11,191.18	\$652.86	\$23,091.59	\$85,564.59
21	4490 Equipment Operator II	Monito R. Santos	GX-13	\$45,486.00	\$4,133.00	\$5,246.00	\$56,164.00	\$15,514.26	\$494.26	\$814.38	\$187.00	\$6,920.16	\$403.78	\$23,930.06	\$80,094.06
22	5021 Equipment Operator II	Noel Milano Jr	EX-08	\$36,458.00	\$3,313.00	\$5,246.00	\$44,517.00	\$17,804.81	\$494.26	\$652.75	\$187.00	\$0.00	\$0.00	\$19,138.81	\$64,155.81
23	4492 Equipment Operator II	Robert P. Conauer	EX-06	\$34,047.00	\$3,075.00	\$4,870.00	\$41,992.00	\$16,006.74	\$494.26	\$608.88	\$187.00	\$11,191.18	\$652.86	\$28,488.06	\$70,480.06
24	5204 Equipment Operator II	Charles S. Narces	EX-06	\$34,047.00	\$3,075.00	\$4,870.00	\$41,992.00	\$12,829.85	\$494.26	\$608.88	\$187.00	\$4,800.38	\$341.12	\$18,920.37	\$60,912.37
25	5355 Equipment Operator II	Dennis O. Mendocoz Inocente	EX-08	\$36,458.00	\$3,418.00	\$5,413.00	\$44,529.00	\$11,967.72	\$494.26	\$656.69	\$187.00	\$21,917.48	\$652.86	\$35,223.15	\$80,512.15
26	5355 Equipment Operator II	Daniel Bannados vice Eugene Sunejo	EX-01	\$28,269.00	\$3,445.00	\$217.00	\$31,931.00	\$11,967.72	\$494.26	\$463.00	\$187.00	\$8550.88	\$341.12	\$21,662.86	\$53,593.86
27	5357 Equipment Operator II	Erin James T. Matabuena	EX-01	\$28,269.00	\$3,445.00	\$217.00	\$31,931.00	\$12,907.37	\$494.26	\$463.00	\$187.00	\$0.00	\$0.00	\$14,051.62	\$45,982.62
28	5358 Equipment Operator II	Ronnie Lee Flores	EX-01	\$28,269.00	\$3,445.00	\$217.00	\$31,931.00	\$9,100.34	\$494.26	\$463.00	\$187.00	\$0.00	\$0.00	\$10,244.59	\$42,175.59
29	4629 Equipment Operator II	Vacant / Vice Harold Charfauros Jr	EX-01	\$28,269.00	\$3,445.00	\$217.00	\$31,931.00	\$9,100.34	\$494.26	\$463.00	\$187.00	\$0.00	\$0.00	\$10,244.59	\$42,175.59
30	4724 Equipment Operator II	Melro. Roland J	EX-01	\$28,269.00	\$3,445.00	\$217.00	\$31,931.00	\$9,100.34	\$494.26	\$463.00	\$187.00	\$0.00	\$0.00	\$10,244.59	\$42,175.59
31	4453 Equipment Operator Leader	Nelson V. Beltan	IX-07	\$47,391.00	\$14,217.00	\$7,036.00	\$68,644.00	\$9,100.34	\$494.26	\$995.34	\$187.00	\$21,917.48	\$652.86	\$32,694.41	\$101,338.41
32	4425 General Manager	Ivan Slika	IX-10	\$182,000.00	\$0.00	\$0.00	\$182,000.00	\$9,100.34	\$494.26	\$2639.00	\$187.00	\$83,009.34	\$485.94	\$20,729.94	\$202,729.94
33	5347 Heavy Equipment	Dennis I. Mendocoz	IX-10	\$57,047.00	\$9,182.00	\$2,929.00	\$66,158.00	\$19,563.54	\$494.26	\$930.29	\$187.00	\$4,800.38	\$341.12	\$25,975.47	\$90,133.47
34	5222 Management Analyst LV	Joanne Flores	OX-11	\$86,219.00	\$0.00	\$0.00	\$86,219.00	\$51,870.00	\$494.26	\$1,250.18	\$187.00	\$0.00	\$0.00	\$53,801.44	\$140,020.44
35	5356 Sanitation Worker	Justina RC Babuina	EX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$36,187.00	\$18,285.03	\$494.26	\$524.71	\$187.00	\$4,800.38	\$341.12	\$24,291.78	\$60,478.38
36	5332 Scale Attendant I	Julene Habua	HX-11	\$45,826.00	\$1,269.00	\$6,532.00	\$53,627.00	\$24,572.42	\$494.26	\$727.59	\$187.00	\$13,492.70	\$403.78	\$39,523.97	\$93,150.97
37	5337 Scale Attendant I	Lance Sanhian	HX-08	\$41,727.00	\$2,270.00	\$5,842.00	\$49,839.00	\$10,313.30	\$494.26	\$722.67	\$187.00	\$11,191.18	\$652.86	\$22,908.40	\$72,747.40
38	5338 Scale Attendant I	Karina Panuelman	HX-08	\$41,727.00	\$2,270.00	\$5,842.00	\$49,839.00	\$15,283.70	\$494.26	\$722.67	\$187.00	\$4,800.38	\$341.12	\$21,488.00	\$71,327.00

GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2025 1st QUARTER

	Position/Pay No./Step	Employee	Name	Pay Grad	Salary	Overtime	Special*	(E+F+G+I)	Retiremen t	Reti	Medicare	Life	Medical	Dental	Total Benefits	Total
39	5361	Public Custodian	Joseph Acfalle	CX-17	\$37,032.00	\$3,472.00	\$5,498.00	\$46,002.00	\$13,110.57	\$494.26	\$667.03	\$187.00	\$21,911.48	\$652.86	\$15,111.72	\$61,113.72
40	5366	Collection Auent	Nasam D. Cabral	HX-02	\$33,581.00	\$1,937.80	\$2,938.00	\$35,776.00	\$10,196.16	\$494.26	\$318.75	\$187.00	\$0.00	\$0.00	\$11,396.17	\$47,172.17
41	5344	Household Hazardous Waste	Joseph T. Manzano	HX-02	\$33,581.00	\$3,033.00	\$4,803.00	\$41,417.00	\$11,803.85	\$494.26	\$600.55	\$187.00	\$8,550.88	\$341.12	\$13,426.77	\$54,843.77
42	5345	Household Hazardous Waste	Heidy Nunez	HX-02	\$33,581.00	\$3,033.00	\$4,803.00	\$41,417.00	\$11,803.85	\$494.26	\$600.55	\$187.00	\$0.00	\$0.00	\$13,085.65	\$54,027.65
43	5373	Safety Officer	James Trechata	KX-05	\$48,008.00	\$1,385.00	\$5,650.00	\$55,043.00	\$15,687.26	\$494.26	\$798.12	\$187.00	\$0.00	\$0.00	\$17,166.64	\$72,209.64
44	4482	Sanitation Worker	Gerald T. Castro	FX-10	\$38,807.00	\$3,538.00	\$5,584.00	\$47,917.00	\$13,738.71	\$494.26	\$698.99	\$187.00	\$8,309.34	\$485.94	\$15,518.34	\$63,435.34
45	4484	Sanitation Worker	Brigida S. Hernandez	FX-10	\$38,807.00	\$3,538.00	\$5,584.00	\$47,917.00	\$13,738.71	\$494.26	\$698.99	\$187.00	\$0.00	\$0.00	\$15,118.96	\$63,324.96
46	4484	Sanitation Worker	Clayton C. Portia	FX-10	\$38,807.00	\$3,538.00	\$5,584.00	\$47,917.00	\$13,738.71	\$494.26	\$698.99	\$187.00	\$8309.34	\$485.94	\$12,005.21	\$48,197.21
47	4455	Sanitation Worker	Kraevin-Ryan San Nicolas	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$36,187.00	\$10,313.30	\$494.26	\$524.71	\$187.00	\$13492.70	\$341.12	\$11,860.39	\$48,047.39
48	4473	Sanitation Worker	Luke C. Nena	EX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$36,187.00	\$10,313.30	\$494.26	\$524.71	\$187.00	\$0.00	\$341.12	\$11,860.39	\$48,047.39
49	5371	Sanitation Worker	Lawrence DT Chauvalat	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$36,187.00	\$10,313.30	\$494.26	\$524.71	\$187.00	\$8309.34	\$485.94	\$12,005.21	\$48,192.21
50	5352	Sanitation Worker	Patrick DeLaCruz	EX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$36,187.00	\$10,313.30	\$494.26	\$524.71	\$187.00	\$0.00	\$0.00	\$11,519.27	\$47,706.27
51	5353	Sanitation Worker	Joshua K. James	FX-10	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,316.34	\$494.26	\$677.50	\$187.00	\$21917.48	\$652.86	\$15,337.96	\$62,051.96
52	5028	Sanitation Worker	Vance Carlos (vice Benny Cruz)	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,316.34	\$494.26	\$677.50	\$187.00	\$21917.48	\$652.86	\$15,337.96	\$62,051.96
53	4462	Sanitation Worker	Edwin B. Dydasco	FX-01	\$28,269.00	\$3,873.00	\$4,862.00	\$37,004.00	\$10,546.14	\$494.26	\$536.56	\$187.00	\$4,800.38	\$341.12	\$12,105.08	\$49,109.08
54	5201	Sanitation Worker	Roman B. Perez	EX-01	\$28,269.00	\$2,650.00	\$3,392.00	\$34,311.00	\$9,278.64	\$494.26	\$497.51	\$187.00	\$0.00	\$0.00	\$10,957.40	\$45,268.40
55	5341	Solid Waste Management	Kauleen Crisostomo	MX-12	\$72,621.00	\$ -	\$10,789.00	\$83,460.00	\$23,786.10	\$494.26	\$1210.17	\$187.00	\$13,492.70	\$403.78	\$26,081.31	\$109,541.31
56	5348	Cashier I	Rutzel Tugadi	EX-01	\$1,485.00	\$ -	\$4,760.00	\$27,221.00	\$7,757.99	\$494.26	\$394.70	\$187.00	\$ -	\$341.12	\$9,175.07	\$36,396.07
57	5373	Cashier I	Florida Hernandez	EX-01	\$1,485.00	\$ -	\$4,760.00	\$27,221.00	\$7,757.99	\$494.26	\$394.70	\$187.00	\$ -	\$ -	\$8,533.95	\$36,054.95
58	5204	Equipment Operator II	Mark A. Torres	FX-01	\$3,873.00	\$ -	\$4,862.00	\$37,004.00	\$10,546.14	\$494.26	\$536.56	\$187.00	\$ -	\$ -	\$11,763.96	\$48,767.96
59	5377	Equipment Operator II	Antoinette Martinez	FX-01	\$3,873.00	\$ -	\$4,862.00	\$37,004.00	\$10,546.14	\$494.26	\$536.56	\$187.00	\$ -	\$ -	\$11,763.96	\$48,767.96
60	5376	Administrative Assistant	Chalsea Shamie Cruz	JX-02	\$2,270.13	\$ -	\$3,850.00	\$41,904.13	\$11,942.68	\$494.26	\$607.61	\$187.00	\$ -	\$ -	\$13,231.55	\$55,135.68
61	5342	Secretary Typist II		HX-06	\$2,305.79	\$ -	\$4,760.00	\$42,272.79	\$12,047.74	\$494.26	\$612.96	\$187.00	\$ -	\$ -	\$13,683.08	\$55,955.87