



# GUAM SOLID WASTE AUTHORITY

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

IRVIN SLIKE  
General Manager



## SUBMITTED ELECTRONICALLY

05/01/2025

**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

**Subject: Reporting Requirements pursuant to P.L. 36-54  
(Documents Relative to GSWA Staffing Pattern for the 2nd Qtr. FY 2025)**

Dear Honorable Speaker Blas,

Pursuant to the Legislative reporting requirement P.L. 36-54 we are submitting GSWA's FY2025 2nd Qtr. Staffing Pattern Report for the Guam Solid Waste Authority.

If you have any questions or concerns, please contact our office at 671-646-3239

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



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Governor of Guam

**JOSHUA F. TENORIO**  
Lt. Governor of Guam

**IRVIN L. SLIKE**  
General Manager



## SUBMITTED ELECTRONICALLY

May 01, 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

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(Documents Relative to GSWA Staffing Pattern for the 2nd Qtr. Of FY 2025)

Dear Honorable Governor.,

Pursuant to the Legislative reporting requirement PL 36-54 we are submitting GSWA's FY 2025 2<sup>nd</sup> Qtr. Staffing Pattern Report for the Guam Solid Waste Authority.

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Si Yu'os Ma'ase,

**Irvin L. Slike**  
GSWA General Manager

**GUAM SOLID WASTE AUTHORITY CURRENT STAFFING PATTERN FY2025**

Position No.	Position Title	Employee Name	Pay Grade & Step	Salary	Overtime	Special*	( F+G+H)	Retirement (J*0.3077)	Retire (DDI)	Medicare	Life	Medical	Dental	Total Benefits	Total	
1	5366	Accounting Tech II	Noemi D. Cabral	IX-02	36,209.00	1,937.00	258.00	38,404.00	10,945.14	494.26	556.86	187.00	-	-	12,183.26	\$50,587.26
2	5223	Accounting Technician III	Coleen Lynn C Cruz	JX-07	47,391.00	2,734.10	365.00	50,490.10	15,535.80	494.26	732.11	187.00	8,550.88	341.12	25,841.17	\$76,331.27
3	5334	Accounting Technician II	Amannie Marie QP Gozalo	IX-06	42,016.00	2,424.00	323.00	44,763.00	13,773.58	494.26	649.06	187.00	-	485.94	15,589.84	\$60,352.84
4	5023	Administrative Assistant	Joly Terese A Flores	JX-02	39,349.00	2,270.13	285.00	41,904.13	12,893.90	494.26	607.61	187.00	6,920.16	403.78	21,506.71	\$63,410.85
5	5376	Administrative Assistant	Antoinette Martinez	JX-02	39,349.00	2,270.13	285.00	41,904.13	11,942.68	494.26	607.61	187.00	-	-	13,231.55	\$55,135.68
6	5346	Administrative Officer	Keilani Marie Mesa	LX-06	54,512.00	-	404.00	54,916.00	16,897.65	494.26	796.28	187.00	6,920.16	403.78	25,699.14	\$80,615.14
7	5361	Building 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	21,917.48	652.86	37,029.20	\$83,031.20
8	5360	Building Custodian Leader	Raymond C. Quitugua	GX-11	42,731.00	3,205.00	6,344.00	52,280.00	16,086.56	494.26	758.06	187.00	13,492.70	341.12	31,359.70	\$83,639.70
9	5368	Buyer I	Camaryn A. Aguon <i>Inactive: 03/19/25</i>	HX-02	33,581.00	1,937.37	285.00	35,803.37	11,016.70	494.26	519.15	187.00	-	-	12,217.10	\$48,020.47
10	5369	Cashier I	Yvette Carlos	EX-02	26,712.00	1,541.08	198.00	28,451.08	8,754.40	494.26	412.54	187.00	4,800.38	341.12	14,989.70	\$43,440.77
11	5348	Cashier I	Kauleen Crisostomo	EX-01	25,736.00	1,485.00	4,760.00	31,981.00	9,114.59	494.26	463.72	187.00	8,550.88	341.12	19,151.57	\$51,132.57
12	5373	Cashier I	Rutzel Tugadi : <i>Inactive 11/05/2024</i>	EX-01	25,736.00	1,485.00	4,760.00	31,981.00	9,114.59	494.26	463.72	187.00	-	-	10,259.57	\$42,240.57
13	5335	Chief of Administration	Alicia Fejeran	NX-06	66,144.00	-	509.00	66,653.00	20,509.13	494.26	966.47	187.00	4,800.38	403.78	27,361.02	\$94,014.02
14	5218	Controller	Kathrine Kakigi		165,000.00	-	1,154.00	166,154.00	51,125.59	494.26	2,409.23	187.00	8,550.88	341.12	63,108.08	\$229,262.08
15	5367	Customer Service Rep	Cheysie P Bates	HX-01	32,355.00	1,485.00	198.00	34,038.00	10,473.49	494.26	493.55	187.00	-	-	11,648.30	\$45,686.30
16	5372	Customer Service Rep	Carlie Quinata	HX-01	33,581.00	3,033.00	249.00	36,863.00	11,342.75	494.26	534.51	187.00	-	-	12,558.52	\$49,421.52
17	5331	Customer Service Rep	Alejandra April Sunaz	HX-05	37,545.00	2,166.00	4,419.00	44,130.00	13,578.80	494.26	639.89	187.00	21,917.48	652.86	37,470.29	\$81,600.29
18	4443	Customer Service Rep	Alvarez Jr., Jose	HX-02	33,571.20	3,033.00	249.00	36,853.20	11,339.73	494.26	534.37	187.00	8,309.34	485.94	21,350.64	\$58,203.84
19	5336	Customer Service Supervisor	Kristen Camacho	JX-03	40,851.20	-	303.00	41,154.20	12,663.15	494.26	596.74	187.00	-	-	13,941.14	\$55,095.34
20	4387	Engineer Supervisor	Danilo R. Galiza	PX-14	105,300.00	-	5,842.00	111,142.00	34,198.39	494.26	1,611.56	187.00	21,917.48	652.86	59,061.55	\$170,203.55
21	5351	Equipment Operator II	Coby J. Gogue	FX-03	30,452.00	2,855.00	4,521.00	37,828.00	11,639.68	494.26	548.51	187.00	4,800.38	341.12	18,010.94	\$55,838.94
22	5350	Equipment Operator II	Anthony T. Castro II <i>inactive Feb.2025</i>	FX-07	35,339.00	3,313.00	5,246.00	43,898.00	13,507.41	494.26	636.52	187.00	4,800.38	341.12	19,966.70	\$63,864.70
23	5350	Equipment Operator II	Ercil Cook <i>vice Anthony Castro II</i>	FX-01	28,269.00	3,445.00	217.00	31,931.00	9,825.17	494.26	463.00	187.00	-	-	10,969.43	\$42,900.43
24	5354	Equipment Operator II	Justin J. Lujan	FX-03	30,452.00	2,650.00	4,197.00	37,299.00	11,476.90	494.26	540.84	187.00	-	-	12,699.00	\$49,998.00
25	5031	Equipment Operator II	William W. Hasohtang	GX-12	44,086.00	4,006.00	6,344.00	54,436.00	16,749.96	494.26	789.32	187.00	15,867.80	-	34,088.34	\$88,524.34
26	4491	Equipment Operator II	John P. Charfauros	GX-13	45,486.00	10,234.00	6,753.00	62,473.00	19,222.94	494.26	905.86	187.00	11,191.18	652.86	32,654.10	\$95,127.10
27	5032	Equipment Operator II	Nonito R. Santos	GX-13	45,486.00	4,133.00	6,545.00	56,164.00	17,281.66	494.26	814.38	187.00	6,920.16	403.78	26,101.24	\$82,265.24
28	4490	Equipment Operator II	Noel Milano Jr.	FX-08	36,458.00	3,313.00	5,246.00	45,017.00	13,851.73	494.26	652.75	187.00	-	-	15,185.74	\$60,202.74
29	5021	Equipment Operator II	Robert P. Conquer	FX-07	35,336.00	3,075.00	4,870.00	43,281.00	13,317.56	494.26	627.57	187.00	11,191.18	652.86	26,470.44	\$69,751.44
30	4492	Equipment Operator II	Charles S. Narcis	FX-07	35,336.00	3,075.00	4,870.00	43,281.00	13,317.56	494.26	627.57	187.00	4,800.38	341.12	19,767.90	\$63,048.90
31	5204	Equipment Operator II	Harold Charfauros Jr.	FX-01	28,269.00	3,445.00	217.00	31,931.00	9,825.17	494.26	463.00	187.00	-	-	10,969.43	\$42,900.43
32	5355	Equipment Operator II	Dylan Brown ( Vice Daniel Banados)	FX-01	28,269.00	3,445.00	217.00	31,931.00	9,825.17	494.26	463.00	187.00	8,550.88	341.12	19,861.43	\$51,792.43
33	5357	Equipment Operator II	Erin James T	FX-01	28,269.00	3,445.00	217.00	31,931.00	9,825.17	494.26	463.00	187.00	-	-	10,969.43	\$42,900.43
34	5358	Equipment Operator II	Ronnie Lee Flores	FX-01	28,269.00	3,445.00	217.00	31,931.00	9,825.17	494.26	463.00	187.00	-	-	10,969.43	\$42,900.43
35	4224	Equipment Operator II	Meno, Roland J	FX-01	28,269.00	3,445.00	217.00	31,931.00	9,825.17	494.26	463.00	187.00	-	-	10,969.43	\$42,900.43
36	5204	Equipment Operator II	Florinda Hernandez : <i>Inactive 01/19/2025</i>	FX-01	28,269.00	3,873.00	4,862.00	37,004.00	10,546.14	494.26	536.56	187.00	-	-	11,763.96	\$48,767.96
37	5377	Equipment Operator II	Mark A Toves	FX-01	28,269.00	3,873.00	4,862.00	37,004.00	10,546.14	494.26	536.56	187.00	-	-	11,763.96	\$48,767.96
38	4453	Equipment Operator Leader	Nelson V. Beltran	JX-08	48,894.00	14,217.00	7,036.00	70,147.00	21,584.23	494.26	1,017.13	187.00	21,917.48	652.86	45,852.96	\$115,999.96

39	4425	General Manager	Irvin Slike		182,000.00	-	-	182,000.00	56,001.40	494.26	2,639.00	187.00	8,309.34	485.94	68,116.94	\$250,116.94
40	5347	Heavy Equipment Mechanic	Dennis L. Mendiola	JX-11	53,699.00	9,182.00	2,929.00	65,810.00	20,249.74	494.26	954.25	187.00	4,800.38	341.12	27,026.74	\$92,836.74
41	5344	Household Hazardous Waste	Joenas T. Manzano	HX-03	34,853.00	3,033.00	4,803.00	42,689.00	12,166.37	494.26	618.99	187.00	8,550.88	341.12	22,358.62	\$65,047.62
42	5345	Household Hazardous Waste	Henley Ngirachelsau	HX-03	34,853.00	3,033.00	4,803.00	42,689.00	12,166.37	494.26	618.99	187.00	-	-	13,466.62	\$56,155.62
43	5222	Management Analyst IV	Joanne Flores	OX-11	86,219.00	-	-	86,219.00	26,529.59	494.26	1,250.18	187.00	-	341.12	28,802.14	\$115,021.14
44	5373	Safety Officer	James J Techaira	KX-06	49,827.00	1,385.00	5,650.00	56,862.00	16,205.67	494.26	824.50	187.00	-	-	17,711.43	\$74,573.43
45	5356	Sanitation Worker	Joshua RC Babauta	FX-02	29,340.00	2,650.00	4,197.00	36,187.00	11,134.74	494.26	524.71	187.00	4,800.38	341.12	17,482.21	\$53,669.21
46	4482	Sanitation Worker	Gerald T. Castro	FX-10	38,807.00	3,526.00	5,584.00	47,917.00	13,656.35	494.26	694.80	187.00	8,309.34	485.94	23,827.68	\$71,744.68
47	4484	Sanitation Worker	Brigido S. Hernandez	FX-10	38,807.00	3,638.00	5,761.00	48,206.00	13,738.71	494.26	698.99	187.00	-	-	15,118.96	\$63,324.96
48	4455	Sanitation Worker	Clayton C. Portka	FX-03	30,452.00	2,650.00	4,197.00	37,299.00	10,630.22	494.26	540.84	187.00	8,309.34	485.94	20,647.59	\$57,946.59
49	4473	Sanitation Worker	Kraevin-Ryan San	FX-03	30,452.00	2,650.00	4,197.00	37,299.00	10,630.22	494.26	540.84	187.00	13,492.70	341.12	25,686.13	\$62,985.13
50	5371	Sanitation Worker	Luke C. Nena	FX-03	30,452.00	2,650.00	4,197.00	37,299.00	10,630.22	494.26	540.84	187.00	-	341.12	12,193.43	\$49,492.43
51	5352	Sanitation Worker	Lawrence DT	FX-03	30,452.00	2,650.00	4,197.00	37,299.00	10,630.22	494.26	540.84	187.00	8,309.34	485.94	20,647.59	\$57,946.59
52	5353	Sanitation Worker	Katherine M. Toves	FX-03	30,452.00	2,650.00	4,197.00	37,299.00	10,630.22	494.26	540.84	187.00	-	-	11,852.31	\$49,151.31
53	4458	Sanitation Worker	Patrick Dela Cruz	FX-10	38,807.00	3,638.00	5,761.00	48,206.00	13,738.71	494.26	698.99	187.00	-	-	15,118.96	\$63,324.96
54	5028	Sanitation Worker	Joshua R. James	FX-10	38,807.00	3,526.00	5,584.00	47,917.00	13,656.35	494.26	694.80	187.00	21,917.48	652.86	37,602.74	\$85,519.74
55	4462	Sanitation Worker	Vance Carlos ( vice: Benny Cruz)	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	16,905.46	\$53,909.46
56	5201	Sanitation Worker	Edwin B. Dydasco	FX-01	28,269.00	2,650.00	3,392.00	34,311.00	9,778.64	494.26	497.51	187.00	-	-	10,957.40	\$45,268.40
57	5378	Sanitation Worker	Ray Joric Mantanona <span style="color: red;">inactive 03/2025</span>	FX-01	28,269.00	2,650.00	3,392.00	34,311.00	9,778.64	494.26	497.51	187.00	-	-	10,957.40	\$45,268.40
58	5375	Sanitation Worker	Michael Quichocho	FX-01	28,269.00	2,650.00	3,392.00	34,311.00	9,778.64	494.26	497.51	187.00	-	-	10,957.40	\$45,268.40
59	5332	Scale Attendant I	Julene Hunt	HX-11	45,826.00	1,269.00	6,532.00	53,627.00	16,501.03	494.26	777.59	187.00	13,492.70	403.78	31,856.36	\$85,483.36
60	5337	Scale Attendant I	Lance Sablan	HX-09	43,050.00	2,270.00	5,842.00	51,162.00	15,742.55	494.26	741.85	187.00	11,191.18	652.86	29,009.70	\$80,171.70
61	5338	Scale Attendant I	Kaysha Pangelinan	HX-09	43,050.00	2,270.00	5,842.00	51,162.00	15,742.55	494.26	741.85	187.00	4,800.38	341.12	22,307.16	\$73,469.16
62	5342	Secretary Typist II	Chelsea Shante Cruz	HX-06	39,967.00	2,305.79	4,760.00	47,032.79	13,404.34	494.26	681.98	187.00	4,800.38	341.12	19,909.08	\$66,941.87
63	5341	Solid Waste Management	Roman B. Perez	MX-12	72,671.00	-	10,789.00	83,460.00	23,786.10	494.26	1,210.17	187.00	13,492.70	403.78	39,574.01	\$123,034.01
<b>Grand Total :</b>					<b>2,714,097.40</b>	<b>180,563.60</b>	<b>218,202.00</b>	<b>3,112,863.00</b>	<b>933,863.76</b>	<b>31,138.38</b>	<b>45,136.51</b>	<b>11,781.00</b>	<b>366,064.92</b>	<b>16,701.36</b>	<b>1,404,685.93</b>	<b>4,517,548.93</b>