



# 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

**October 1, 2024**

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 4<sup>th</sup> Qtr. Of FY 2024)

Dear Honorable Speaker Terlaje,

Pursuant to the Legislative reporting requirement PL 36-54 we are submitting GSWA's FY 2024 4<sup>th</sup> 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



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## SUBMITTED ELECTRONICALLY

**October 1, 2024**

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. 34-116  
(Documents Relative to GSWA Staffing Pattern for the 4<sup>th</sup> Qtr. Of FY 2024)

Dear Governor Leon Guerrero,

Pursuant to the Legislative reporting requirement PL 34-116 we are submitting GSWA's FY 2024 4<sup>th</sup> 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 black ink, appearing to read "I. L. Slike".

**Irvin L. Slike**  
GSWA General Manager

GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2024 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-05	\$40,483.00	\$2,336.00	\$311.00	\$55,737.00	\$12,607.00	\$495.00	\$643.00	\$187.00	\$0.00	\$393.00	\$14,325.00	\$70,062.00
2	5223	Accounting Technician	Coleen Cruz	JX-06	\$45,661.00	\$2,634.00	\$351.00	\$62,866.00	\$14,220.00	\$495.00	\$725.00	\$187.00	\$6,116.00	\$298.00	\$22,041.00	\$84,907.00
3	5023	Administrative Assistant	Jolyn Terese A Flores	JX-02	\$39,349.00	\$2,187.00	\$285.00	\$53,545.00	\$11,724.00	\$495.00	\$598.00	\$187.00	\$3,994.00	\$0.00	\$16,998.00	\$70,543.00
4	5346	Administrative Officer	Keilani Marie Mesa	LX-05	\$52,523.00		\$404.00	\$68,422.00	\$15,495.00	\$495.00	\$790.00	\$187.00	\$9,595.00	\$328.00	\$26,890.00	\$95,312.00
5	5360	Building Custodian Leader	Raymond C. Quitugua	GX-11	\$42,731.00	\$3,205.00	\$6,344.00	\$67,508.00	\$15,228.00	\$495.00	\$777.00	\$187.00	\$9,595.00	\$298.00	\$26,580.00	\$94,088.00
6	5368	Buyer I	Camaryn A. Aguon	HX-02	\$33,581.00	\$1,867.00	\$285.00	\$45,738.00	\$10,005.00	\$495.00	\$510.00	\$187.00	\$0.00	\$0.00	\$11,197.00	\$56,935.00
7	5335	Chief of Administration	Alicia Fejeran	NX-06	\$66,142.00		\$509.00	\$86,164.00	\$19,513.00	\$495.00	\$995.00	\$187.00	\$3,994.00	\$298.00	\$25,482.00	\$111,646.00
8	5218	Comptroller	Kathrine Kakigi		\$150,000.00	0	\$1,154.00	\$194,127.00	\$42,973.00	\$495.00	\$2,192.00	\$187.00	\$6,116.00	\$298.00	\$52,261.00	\$246,388.00
9	5369	Cashier I	Yvette Carlos	EX-01	\$25,736.00	\$1,485.00	\$198.00	\$35,434.00	\$8,015.00	\$495.00	\$409.00	\$187.00	\$3,994.00	\$298.00	\$13,398.00	\$48,832.00
10	5348	Cashier I	Cheysie P Bates	EX-01	\$25,736.00	\$1,485.00	\$198.00	\$35,434.00	\$8,015.00	\$495.00	\$409.00	\$187.00	\$0.00	\$0.00	\$9,106.00	\$44,540.00
11	5372	Customer Service Rep	Carlie Quinata	HX-01	\$32,355.00	\$3,033.00	\$249.00	\$47,958.00	\$12,321.00	\$495.00	\$309.72	\$187.00	\$0.00	\$0.00	\$13,312.72	\$61,270.72
12	5331	Customer Service Rep	Alejandra April Sunaz	HX-05	\$37,545.00	\$2,166.00	\$4,419.00	\$56,996.00	\$12,866.00	\$495.00	\$656.00	\$187.00	\$15,670.00	\$530.00	\$30,404.00	\$87,400.00
13	4443	Customer Service Rep	Alvarez Jr., Jose	HX-01	\$32,355.00	\$3,033.00	\$249.00	\$46,045.00	\$10,408.00	\$495.00	\$531.00	\$187.00	\$6,116.00	\$298.00	\$18,035.00	\$64,080.00
14	5336	Customer Service Supervisor	Kristen Camacho	JX-02	\$39,349.00	0	\$303.00	\$51,261.00	\$11,609.00	\$495.00	\$592.00	\$187.00	\$0.00	\$0.00	\$12,883.00	\$64,144.00
15	4387	Engineer Supervisor	Danilo R. Galiza	PX-14	\$105,300.00		\$5,842.00	\$143,638.00	\$32,496.00	\$495.00	\$1,657.00	\$187.00	\$15,670.00	\$530.00	\$51,035.00	\$194,673.00
16	5351	Equipment Operator II	Coby J. Gogue	FX-03	\$30,452.00	\$2,855.00	\$4,521.00	\$48,842.00	\$11,014.00	\$495.00	\$562.00	\$187.00	\$6,116.00	\$298.00	\$18,672.00	\$67,514.00
17	5350	Equipment Operator II	Anthony T. Castro II	FX-07	\$35,339.00	\$3,313.00	\$5,246.00	\$56,680.00	\$12,782.00	\$495.00	\$628.00	\$187.00	\$3,994.00	\$298.00	\$18,384.00	\$75,064.00
18	5354	Equipment Operator II	Justin J. Lujan	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$57,840.00
19	5031	Equipment Operator II	William W. Hasohtang	GX-12	\$44,086.00	\$4,006.00	\$6,344.00	\$69,891.00	\$15,455.00	\$495.00	\$788.00	\$187.00	\$11,231.00	\$0.00	\$28,156.00	\$98,047.00
20	4491	Equipment Operator II	John P. Charfauros	GX-13	\$45,486.00	\$10,234.00	\$6,753.00	\$80,622.00	\$18,149.00	\$495.00	\$926.00	\$187.00	\$9,339.00	\$530.00	\$29,626.00	\$110,248.00
21	5032	Equipment Operator II	Nonito R. Santos	GX-13	\$45,486.00	\$4,133.00	\$6,545.00	\$72,109.00	\$15,945.00	\$495.00	\$813.00	\$187.00	\$5,709.00	\$328.00	\$23,477.00	\$95,586.00
22	4490	Equipment Operator II	Noel Milano Jr.	FX-08	\$36,458.00	\$3,313.00	\$5,246.00	\$57,798.00	\$12,781.00	\$495.00	\$652.00	\$187.00	\$0.00	\$0.00	\$14,115.00	\$71,913.00
23	5021	Equipment Operator II	Robert P. Conquer	FX-06	\$34,047.00	\$3,075.00	\$4,870.00	\$53,857.00	\$11,865.00	\$495.00	\$605.00	\$187.00	\$9,339.00	\$530.00	\$23,021.00	\$76,878.00
24	4492	Equipment Operator II	Charles S. Narcis	FX-06	\$34,047.00	\$3,075.00	\$4,870.00	\$53,857.00	\$11,865.00	\$495.00	\$605.00	\$187.00	\$3,994.00	\$298.00	\$17,444.00	\$71,301.00
25	5204	Equipment Operator II	Dennis O. Mendoza	FX-08	\$36,458.00	\$3,418.00	\$5,413.00	\$58,475.00	\$13,186.00	\$495.00	\$673.00	\$187.00	\$15,670.00	\$0.00	\$30,211.00	\$88,686.00
26	5355	Equipment Operator II	Eugene Sunega (EOE: 09/05/2024)	FX-01	\$28,269.00	\$3,445.00	\$217.00	\$41,009.00	\$9,078.00	\$495.00	\$463.00	\$187.00	\$0.00	\$0.00	\$10,223.00	\$51,232.00
27	5357	Equipment Operator II	Erin James T Manibusan	FX-01	\$28,269.00	\$3,445.00	\$217.00	\$41,009.00	\$9,078.00	\$495.00	\$463.00	\$187.00	\$0.00	\$0.00	\$10,223.00	\$51,232.00
28	5358	Equipment Operator II	Ronnie Lee Flores	FX-01	\$28,269.00	\$3,445.00	\$217.00	\$41,009.00	\$9,078.00	\$495.00	\$465.00	\$187.00	\$6,116.00	\$298.00	\$16,639.00	\$57,648.00
29	4629	Equipment Operator II	Harold Charfauros Jr	FX-01	\$28,269.00	\$3,445.00	\$217.00	\$41,009.00	\$9,078.00	\$495.00	\$465.00	\$187.00	\$0.00	\$0.00	\$10,225.00	\$51,234.00
30	4224	Equipment Operator II	Meno, Roland J	FX-01	\$28,269.00	\$3,445.00	\$217.00	\$41,009.00	\$9,078.00	\$495.00	\$465.00	\$187.00	\$0.00	\$0.00	\$10,225.00	\$51,234.00
31	4453	Equipment Operator Leader	Nelson V. Beltran	JX-07	\$47,391.00	\$14,217.00	\$7,036.00	\$88,564.00	\$19,920.00	\$495.00	\$1,016.00	\$187.00	\$15,670.00	\$530.00	\$37,818.00	\$126,382.00
32	4425	General Manager	Irvin Slike		\$182,000.00		\$0.00	\$233,743.00	\$51,743.00	\$495.00	\$2,639.00	\$187.00	\$0.00	\$0.00	\$55,064.00	\$288,807.00
33	5347	Heavy Equipment Mechanic	Dennis L. Mendiola	JX-10	\$52,047.00	\$9,182.00	\$2,929.00	\$82,125.00	\$17,967.00	\$495.00	\$914.00	\$187.00	\$2,819.00	\$273.00	\$22,655.00	\$104,780.00
34	5222	Management Analyst IV	Joanne Flores	OX-10	\$83,568.00		\$0.00	\$108,039.00	\$24,471.00	\$495.00	\$1,248.00	\$187.00	\$0.00	\$298.00	\$26,699.00	\$134,738.00
35	5356	Sanitation Worker	Joshua RC Babauta	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$3,994.00	\$0.00	\$15,422.00	\$61,834.00
36	5332	Scale Attendant I	Julene Hunt	HX-10	\$44,417.00	\$1,269.00	\$6,532.00	\$67,319.00	\$15,101.00	\$495.00	\$770.00	\$187.00	\$9,595.00	\$328.00	\$26,476.00	\$93,795.00
37	5337	Scale Attendant I	Lance Sablan	HX-08	\$41,727.00	\$2,270.00	\$5,842.00	\$63,668.00	\$13,829.00	\$495.00	\$705.00	\$187.00	\$9,339.00	\$530.00	\$25,085.00	\$88,753.00
38	5338	Scale Attendant I	Kaysha Pangelinan	HX-08	\$41,727.00	\$2,270.00	\$5,842.00	\$63,668.00	\$13,829.00	\$495.00	\$705.00	\$187.00	\$3,994.00	\$298.00	\$19,508.00	\$83,176.00

GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2024 FOURTH QUARTER

	Position Title	Pay No. Employee	Step Position	Name	Pay Grade & Step	Salary	Overtime	Special* ( E+F+G+I )	Retirement	Retire (DDI)	Medicare	Life	Medical	Dental	Total Benefits	Total	
39	5361	Building Custodian		Joseph Acfalle	CX-17	\$37,032.00	\$3,472.00	\$5,498.00	\$59,396.00	\$13,394.00	\$495.00	\$683.00	\$187.00	\$15,670.00	\$530.00	\$30,959.00	\$90,355.00
40	5366	Collection Agent		Noemi D. Cabral	HX-02	\$33,581.00	\$1,937.00	\$258.00	\$46,234.00	\$10,458.00	\$495.00	\$533.00	\$187.00	\$0.00	\$0.00	\$11,673.00	\$57,907.00
41	5344	Household Hazardous Waste Tech I		Joenas T. Manzano	HX-02	\$33,581.00	\$3,033.00	\$4,803.00	\$53,119.00	\$11,702.00	\$495.00	\$597.00	\$187.00	\$6,116.00	\$298.00	\$19,395.00	\$72,514.00
42	5345	Household Hazardous Waste Tech I		Henley Ngirachelsau	HX-02	\$33,581.00	\$3,033.00	\$4,803.00	\$53,119.00	\$11,702.00	\$495.00	\$597.00	\$187.00	\$0.00	\$0.00	\$12,981.00	\$66,100.00
43	5373	Safety Officer		James J Techaira	KX-05	\$48,008.00	\$1,385.00	\$5,650.00	\$71,101.00	\$16,058.00	\$495.00	\$819.00	\$187.00	\$0.00	\$0.00	\$17,559.00	\$88,660.00
45	4482	Sanitation Worker		Gerald T. Castro	FX-10	\$38,807.00	\$3,526.00	\$5,584.00	\$61,522.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$6,928.00	\$393.00	\$22,302.00	\$83,824.00
46	4484	Sanitation Worker		Brigido S. Hernandez	FX-10	\$38,807.00	\$3,638.00	\$5,761.00	\$62,242.00	\$14,036.00	\$495.00	\$716.00	\$187.00	\$0.00	\$0.00	\$15,434.00	\$77,676.00
47	4455	Sanitation Worker		Clayton C. Portka	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$57,840.00
48	4473	Sanitation Worker		Kraevin-Ryan San Nicolas	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$298.00	\$11,726.00	\$58,138.00
49	5371	Sanitation Worker		Luke C. Nena	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$298.00	\$11,726.00	\$58,138.00
50	5352	Sanitation Worker		Lawrence DT Chargualaf	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$57,840.00
51	5353	Sanitation Worker		Katherine M. Toves	FX-02	\$29,340.00	\$2,650.00	\$4,197.00	\$46,412.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$57,840.00
52	4458	Sanitation Worker		Patrick Dela Cruz	FX-10	\$38,807.00	\$3,638.00	\$5,761.00	\$62,242.00	\$14,036.00	\$495.00	\$716.00	\$187.00	\$0.00	\$0.00	\$15,434.00	\$77,676.00
53	5028	Sanitation Worker		Joshua R. James	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$60,329.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$0.00	\$0.00	\$14,981.00	\$75,310.00
54	4462	Sanitation Worker		Benny M. Cruz (Retired: 08/26/2024)	FX-12	\$41,310.00	\$3,873.00	\$4,862.00	\$64,625.00	\$14,580.00	\$495.00	\$744.00	\$187.00	\$6,116.00	\$298.00	\$22,420.00	\$87,045.00
55	5201	Sanitation Worker		Edwin B. Dydasco	FX-01	\$28,296.00	\$2,650.00	\$3,392.00	\$44,093.00	\$9,755.00	\$495.00	\$498.00	\$187.00	\$0.00	\$0.00	\$10,935.00	\$55,028.00
56	5341	Solid Waste Management		Roman B. Perez	MX-12	\$72,671.00		\$10,789.00	\$107,807.00	\$24,347.00	\$495.00	\$1,242.00	\$187.00	\$9,595.00	\$328.00	\$36,194.00	\$144,001.00