



# 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

January 24, 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 1st Qtr. Of FY 2024)

Dear Honorable Speaker Terlaje,

Pursuant to the Legislative reporting requirement PL 36-54 we are submitting GSWA's FY 2024 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 FY2024 FIRST 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	\$40,483.00	\$2,336.00	\$311.00	\$43,130.00	\$12,607.00	\$495.00	\$643.00	\$187.00	\$0.00	\$393.00	\$14,325.00	\$57,455.00
2	5223	Accounting Technician III	Coleen Cruz	JX-05	\$45,661.00	\$2,634.00	\$351.00	\$48,646.00	\$14,220.00	\$495.00	\$725.00	\$187.00	\$6,116.00	\$298.00	\$22,041.00	\$70,687.00
3	5023	Administrative Assistant	Jolyn Terese A Flores	JX-01	\$37,913.00	\$2,187.00	\$285.00	\$40,385.00	\$11,724.00	\$495.00	\$598.00	\$187.00	\$3,994.00	\$0.00	\$16,998.00	\$57,383.00
4	5346	Administrative Officer	Keilani Marie Mesa	LX-04	\$52,523.00		\$404.00	\$52,927.00	\$15,495.00	\$495.00	\$790.00	\$187.00	\$9,595.00	\$328.00	\$26,890.00	\$79,817.00
5	5360	Building Custodian Leader	Raymond C. Quitugua	GX-11	\$42,731.00	\$3,205.00	\$6,344.00	\$52,280.00	\$15,228.00	\$495.00	\$777.00	\$187.00	\$9,595.00	\$298.00	\$26,580.00	\$78,860.00
6	5368	Buyer I	Camaryn A. Aguon	HX-01	\$32,355.00	\$1,867.00	\$285.00	\$34,507.00	\$10,005.00	\$495.00	\$510.00	\$187.00	\$0.00	\$0.00	\$11,197.00	\$45,704.00
7	5335	Chief of Administration	Alicia Fejeran	NX-05	\$63,728.00		\$490.00	\$64,218.00	\$18,801.00	\$495.00	\$959.00	\$187.00	\$3,994.00	\$298.00	\$24,734.00	\$88,952.00
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	\$42,973.00	\$495.00	\$2,192.00	\$187.00	\$6,116.00	\$298.00	\$52,261.00	\$203,415.00
10	5369	Cashier I	Yvette Carlos	EX-01	\$25,736.00	\$1,485.00	\$198.00	\$27,419.00	\$8,015.00	\$495.00	\$409.00	\$187.00	\$3,994.00	\$298.00	\$13,398.00	\$40,817.00
11	5348	Cashier I	Cheysie P Bates	EX-01	\$25,736.00	\$1,485.00	\$198.00	\$27,419.00	\$8,015.00	\$495.00	\$409.00	\$187.00	\$0.00	\$0.00	\$9,106.00	\$36,525.00
12	5372	Customer Service Representative	Carlue Quinata	HX-01	\$32,355.00	\$1,867.00	\$191.00	\$34,413.00	\$12,321.00	\$495.00	\$309.72	\$187.00	\$0.00	\$0.00	\$13,312.72	\$47,725.72
13	5331	Customer Service Representative	Alejandra April Sunaz	HX-04	\$36,173.00	\$2,087.00	\$278.00	\$38,538.00	\$11,265.00	\$495.00	\$575.00	\$187.00	\$15,670.00	\$530.00	\$28,722.00	\$67,260.00
14	5367	Customer Service Representative	ConilynJenae D. Manibusan	HX-01	\$32,355.00	\$1,867.00	\$249.00	\$34,471.00	\$10,076.00	\$495.00	\$514.00	\$187.00	\$0.00	\$0.00	\$11,272.00	\$45,743.00
15	5336	Customer Service Supervisor	Kristen Camacho	JX-02	\$39,349.00		\$303.00	\$39,652.00	\$11,609.00	\$495.00	\$592.00	\$187.00	\$0.00	\$0.00	\$12,883.00	\$52,535.00
16	4387	Engineer Supervisor	Danilo R. Galiza	PX-14	\$105,300.00		\$5,842.00	\$111,142.00	\$32,496.00	\$495.00	\$1,657.00	\$187.00	\$15,670.00	\$530.00	\$51,035.00	\$162,177.00
17	5351	Equipment Operator II	Coby J. Gogue	FX-02	\$29,340.00	\$2,751.00	\$4,356.00	\$36,447.00	\$10,612.00	\$495.00	\$541.00	\$187.00	\$6,116.00	\$298.00	\$18,249.00	\$54,696.00
18	5350	Equipment Operator II	Anthony T. Castro II	FX-06	\$34,047.00	\$3,192.00	\$5,055.00	\$42,294.00	\$12,314.00	\$495.00	\$628.00	\$187.00	\$3,994.00	\$298.00	\$17,916.00	\$60,210.00
19	5354	Equipment Operator II	Justin J. Lujan	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$46,544.00
20	5031	Equipment Operator II	William W. Hasohtang	GX-11	\$42,731.00	\$4,006.00	\$6,344.00	\$53,081.00	\$15,455.00	\$495.00	\$788.00	\$187.00	\$11,231.00	\$0.00	\$28,156.00	\$81,237.00
21	4491	Equipment Operator II	John P. Charfauros	GX-13	\$45,486.00	\$10,234.00	\$6,753.00	\$62,473.00	\$18,149.00	\$495.00	\$926.00	\$187.00	\$9,339.00	\$530.00	\$29,626.00	\$92,099.00
22	5032	Equipment Operator II	Nonito R. Santos	GX-12	\$44,086.00	\$4,133.00	\$6,545.00	\$54,764.00	\$15,945.00	\$495.00	\$813.00	\$187.00	\$5,709.00	\$328.00	\$23,477.00	\$78,241.00
23	4490	Equipment Operator II	Noel Milano Jr.	FX-07	\$35,336.00	\$3,313.00	\$5,246.00	\$43,895.00	\$12,781.00	\$495.00	\$652.00	\$187.00	\$0.00	\$0.00	\$14,115.00	\$58,010.00
24	5021	Equipment Operator II	Robert P. Conquer	FX-05	\$32,804.00	\$3,075.00	\$4,870.00	\$40,749.00	\$11,865.00	\$495.00	\$605.00	\$187.00	\$9,339.00	\$530.00	\$23,021.00	\$63,770.00
25	4492	Equipment Operator II	Charles S. Narcis	FX-05	\$32,804.00	\$3,075.00	\$4,870.00	\$40,749.00	\$11,865.00	\$495.00	\$605.00	\$187.00	\$3,994.00	\$298.00	\$17,444.00	\$58,193.00
26	5204	Equipment Operator II	Dennis O. Mendoza	FX-08	\$36,458.00	\$3,418.00	\$5,413.00	\$45,289.00	\$13,186.00	\$495.00	\$673.00	\$187.00	\$15,670.00	\$0.00	\$30,211.00	\$75,500.00
27	4453	Equipment Operator Leader II	Nelson V. Beltran	JX-07	\$47,391.00	\$14,217.00	\$7,036.00	\$68,644.00	\$19,920.00	\$495.00	\$1,016.00	\$187.00	\$15,670.00	\$530.00	\$37,818.00	\$106,462.00
28	4425	General Manager	Irvin Slike		\$182,000.00		\$0.00	\$182,000.00	\$51,743.00	\$495.00	\$2,639.00	\$187.00	\$0.00	\$0.00	\$55,064.00	\$237,064.00
29	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
30	5222	Management Analyst IV	Joanne Flores	OX-10	\$83,568.00		\$0.00	\$83,568.00	\$24,471.00	\$495.00	\$1,248.00	\$187.00	\$0.00	\$298.00	\$26,699.00	\$110,267.00
31	5356	Sanitation Worker	Joshua RC Babauta	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$3,994.00	\$0.00	\$15,422.00	\$50,538.00
32	5332	Scale Attendant I	Julene Hunt	JX-05	\$43,995.00	\$1,269.00	\$6,532.00	\$51,796.00	\$15,101.00	\$495.00	\$770.00	\$187.00	\$9,595.00	\$328.00	\$26,476.00	\$78,272.00
33	5337	Scale Attendant I	Lance Sablan	JX-02	\$39,349.00	\$2,270.00	\$5,842.00	\$47,461.00	\$13,829.00	\$495.00	\$705.00	\$187.00	\$9,339.00	\$530.00	\$25,085.00	\$72,546.00
34	5338	Scale Attendant I	Kaysha Pangelinan	JX-02	\$39,349.00	\$2,270.00	\$5,842.00	\$47,461.00	\$13,829.00	\$495.00	\$705.00	\$187.00	\$3,994.00	\$298.00	\$19,508.00	\$66,969.00

**GUAM SOLID WASTE AUTHORITY STAFFING PATTERN FY2024 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	
35	5361	Building Custodian	Joseph Acfalle	CX-17	\$37,032.00	\$3,472.00	\$5,498.00	\$46,002.00	\$13,394.00	\$495.00	\$683.00	\$187.00	\$15,670.00	\$530.00	\$30,959.00	\$76,961.00
36	5366	Collection Agent	Noemi D. Cabral	HX-01	\$32,355.00	\$1,867.00	\$249.00	\$34,471.00	\$10,076.00	\$495.00	\$514.00	\$187.00	\$0.00	\$0.00	\$11,272.00	\$45,743.00
37	5344	Household Hazardous Waste Tech I	Joenas T. Manzano	HX-01	\$32,355.00	\$3,033.00	\$4,803.00	\$40,191.00	\$11,702.00	\$495.00	\$597.00	\$187.00	\$6,116.00	\$298.00	\$19,395.00	\$59,586.00
38	5345	Household Hazardous Waste Tech I	Henley Ngirachelsau	HX-01	\$32,355.00	\$3,033.00	\$4,803.00	\$40,191.00	\$11,702.00	\$495.00	\$597.00	\$187.00	\$0.00	\$0.00	\$12,981.00	\$53,172.00
39	5373	Safety Officer	James J Techaira	KX-05	\$48,008.00	\$1,385.00	\$5,650.00	\$55,043.00	\$16,058.00	\$495.00	\$819.00	\$187.00	\$0.00	\$0.00	\$17,559.00	\$72,602.00
40	4434	Sanitation Worker	Vincent Q. Salas	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$3,994.00	\$0.00	\$18,975.00	\$65,699.00
41	4482	Sanitation Worker	Gerald T. Castro	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$6,928.00	\$393.00	\$22,302.00	\$69,026.00
42	4484	Sanitation Worker	Brigido S. Hernandez	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$0.00	\$0.00	\$14,981.00	\$61,705.00
43	4455	Sanitation Worker	Clayton C. Portka	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$46,544.00
44	4473	Sanitation Worker	Kraevin-Ryan San Nicolas	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$298.00	\$11,726.00	\$46,842.00
45	5371	Sanitation Worker	Luke C. Nena	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$298.00	\$11,726.00	\$46,842.00
46	5352	Sanitation Worker	Lawrence DT Chargualaf	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$46,544.00
47	4224	Sanitation Worker	Kenny Calip	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$46,544.00
48	5353	Sanitation Worker	Katherine M. Toves	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$46,544.00
49	4458	Sanitation Worker	Patrick Dela Cruz	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$0.00	\$0.00	\$14,981.00	\$61,705.00
50	5028	Sanitation Worker	Joshua R. James	FX-09	\$37,614.00	\$3,526.00	\$5,584.00	\$46,724.00	\$13,605.00	\$495.00	\$694.00	\$187.00	\$0.00	\$0.00	\$14,981.00	\$61,705.00
51	4462	Sanitation Worker	Benny M. Cruz	FX-12	\$41,310.00	\$3,873.00	\$4,862.00	\$50,045.00	\$14,580.00	\$495.00	\$744.00	\$187.00	\$6,116.00	\$298.00	\$22,420.00	\$72,465.00
52	5201	Sanitation Worker	JJ San Agustin	FX-01	\$28,269.00	\$2,650.00	\$4,197.00	\$35,116.00	\$10,225.00	\$495.00	\$521.00	\$187.00	\$0.00	\$0.00	\$11,428.00	\$46,544.00
53	5342	Secretary II Typist	Julie Marie Cruz	HX-01	\$32,355.00	\$1,867.00	\$249.00	\$34,471.00	\$10,076.00	\$495.00	\$514.00	\$187.00	\$0.00	\$0.00	\$11,272.00	\$45,743.00
54	5341	Solid Waste Management Superintendent	Roman B. Perez	MX-12	\$72,671.00		\$10,789.00	\$83,460.00	\$24,347.00	\$495.00	\$1,242.00	\$187.00	\$9,595.00	\$328.00	\$36,194.00	\$119,654.00