

Government of Guam
Fiscal Year 2026
Guam Environmental Protection Agency
1st Quarter Staffing Pattern (October - December)

FUNCTIONAL AREA: Land and Housing and Natural Resources

FUND: Federal Consolidated Grant

Input by Department																	Input by Department				
(A)		(B)		(C)		(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Pos No.	Position Title	Name of Incumbent	Grade/ Step	Salary	O/T/	Special	Increment		(E+F+G+I) Subtotal	BENEFITs					Medical (Prem)	Dental (Prem)	Total Benefits (K thru Q)	(J+R) TOTAL		
								Date	Amt		Retire (J *33.85%)	Retire(DDI) (\$19.02*26PP)	Soc.Sec. (6.2% * J)	Medicare (1.45%*J)	Life 187						
1	2400	Administrator	Lastimoza, Michelle C.R.	ES 10	\$97,294	\$0	\$0	-	\$0	\$97,294	\$32,934	\$495	\$0	\$1,411	\$187	\$0	\$0	\$35,027	\$132,321		
2	2404	Attorney IV	Finney, Kristan	TY4X-1	\$146,171	\$0	\$0		\$0	\$146,171	\$49,479	\$495	\$0	\$2,119	\$187	\$0	\$0	\$52,280	\$198,451		
3	GEPA-AR 14	Specal Projects Coordinator	Acfalle, Arlene	NX-1	\$54,918	\$0	\$0	-	\$0	\$54,918	\$18,590	\$495	\$0	\$796	\$187	\$9,596	\$329	\$29,993	\$84,911		
4	2480	Env. Health Spec I	Balajadia, Vilma	LX-1	\$45,262	\$0	\$0	10/21/2025	\$1,716	\$46,978	\$15,902	\$495	\$0	\$681	\$187	\$3,994	\$298	\$21,557	\$68,535		
5	2405	Environmental Technician	Pelep, Shirley	GX-1	\$30,169	\$0	\$0	6/16/2026	\$0	\$30,169	\$10,212	\$495	\$0	\$437	\$187	\$9,596	\$329	\$21,256	\$51,425		
		Subtotal: Management / Support		----	\$373,814	\$0	\$0	\$0	\$1,716	\$375,530	\$127,117	\$2,475	\$0	\$5,444	\$935	\$23,186	\$956	\$160,113	\$535,643		

Input by Department																	Input by Department				
(A)		(B)		(C)		(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Pos No.	Position Title	Name of Incumbent	Grade/ Step	Salary	O/T/	Special	Increment		(E+F+G+I) Subtotal	BENEFITs					Medical (Prem)	Dental (Prem)	Total Benefits (K thru Q)	(J+R) TOTAL		
								Date	Amt		Retire (J *33.85%)	Retire(DDI) (\$19.02*26PP)	Soc.Sec. (6.2% * J)	Medicare (1.45%*J)	Life (187)						
1	2414	Administrative Services Officer	Benavente-Aflleje, Connie M	NX-10	\$75,392	\$0	\$0	01/07/26	\$0	\$75,392	\$25,520	\$495	\$0	\$1,093	\$187	\$9,340	\$530	\$37,165	\$112,557		
2	2418	Program Coordinator II	Manibusan, Serena B.	MX-05	\$57,708	\$0	\$0	08/03/26	\$351	\$58,059	\$19,653	\$495	\$0	\$842	\$187	\$6,117	\$298	\$27,592	\$85,651		
3	2520	Administrative Assistant	Tedtaotao, Lisa S.	JX -12	\$55,402	\$0	\$0	10/27/26	\$0	\$55,402	\$18,754	\$495	\$0	\$803	\$187	\$0	\$0	\$20,239	\$75,641		
4	2509	Administrative Assistant	Taijeron, Alicia Marlene	JX-04	\$42,388	\$0	\$0	06/06/26	\$497	\$42,885	\$14,517	\$495	\$0	\$622	\$187	\$0	\$0	\$15,821	\$58,706		
5	2551	Computer Systems Analyst II	Zacaras, Romeo	MX-11	\$70,436	\$0	\$0	02/21/27	\$0	\$70,436	\$23,843	\$495	\$0	\$1,021	\$187	\$9,340	\$530	\$35,416	\$105,852		
6	GEPA-AR 10	Computer Technician I	Tom, Malia	HX-1	\$32,355	\$0	\$0	01/00/00	\$0	\$32,355	\$10,952	\$495	\$0	\$469	\$187	\$9,340	\$530	\$21,973	\$54,328		
		Subtotal: Administrative Services Division		----	\$333,681	\$0	\$0	\$0	\$848	\$334,529	\$113,239	\$2,970	\$0	\$4,851	\$1,122	\$34,137	\$1,888	\$158,207	\$492,736		

Input by Department																				Input by Department			
(A)		(B)		(C)		(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)		
No.	Pos No.	Position Title	Name of Incumbent	Grade/ Step	Salary	O/T/	Special	Increment		(E+F+G+I) Subtotal	BENEFITs					Medical (Prem)	Dental (Prem)	Total Benefits (K thru Q)	(J+R) TOTAL				
								Date	Amt		Retire (J *33.85%)	Retire(DDI) (\$19.02*26PP)	Soc.Sec. (6.2% * J)	Medicare (1.45%*J)	Life (187)								
1	2494	Chief Engineer	Bautista, Peter	SX-06	\$104,136	\$0	\$0	8/11/2026	\$0	\$104,136	\$35,250	\$495	\$0	\$1,510	\$187	\$4,141	\$373	\$41,956	\$146,092				
2	2409	Engineer Supervisor	Abedania, Johnny C	PX-10	\$92,933	\$0	\$0	10/6/2026	\$2,858	\$95,791	\$32,425	\$495	\$0	\$1,389	\$187	\$6,117	\$298	\$40,911	\$136,702				
3	2496	Engineer III	Quezon, Maricar G	OX-5	\$70,638	\$0	\$0	9/26/2019	\$223	\$70,861	\$23,986	\$495	\$0	\$1,027	\$187	\$6,117	\$0	\$31,812	\$102,673				
4	2504	Engineer II	Joya, Rustico A	NX-9	\$70,825	\$0	\$0	6/2/2022	\$773	\$71,598	\$24,236	\$495	\$0	\$1,038	\$187	\$9,596	\$329	\$35,881	\$107,479				
5	2451	Environmental Inspector Supervisor	Charfauros, Verony M	JX-12	\$55,402	\$0	\$0	9/30/2025	\$147	\$55,549	\$18,803	\$495	\$0	\$805	\$187	\$6,117	\$298	\$26,705	\$82,254				
6	2555	Environmental Inspector	Gumataotao, Helen	HX-6	\$38,967	\$0	\$0	1/8/2025	\$1,107	\$40,074	\$13,565	\$495	\$0	\$581	\$187	\$0	\$0	\$14,828	\$54,902				
7	2465	Engineer II	Aquino, Jerry M	NX-11	\$77,783	\$0	\$0	10/4/2026	\$2,468	\$80,251	\$27,165	\$495	\$0	\$1,164	\$187	\$6,117	\$298	\$35,426	\$115,677				
8	2505	Environmental Health Specialist III	Mendoza, Juliana DR	NX-7	\$68,648	\$0	\$0	11/19/2026	\$0	\$68,648	\$23,237	\$495	\$0	\$995	\$187	\$0	\$0	\$24,914	\$93,562				
9	2427	Environmental Health Specialist I	Bettis, Sierra	LX-1	\$45,262	\$0	\$0	9/23/2025	\$143	\$45,405	\$15,370	\$495	\$0	\$658	\$187	\$6,929	\$394	\$24,033	\$69,438				
10	2450	Environmental Inspector	Gamboa, Crisanto	HX-1	\$32,355	\$0	\$0	11/4/2025	\$1,124	\$33,479	\$11,333	\$495	\$0	\$485	\$187	\$9,340	\$530	\$22,370	\$55,849				
11	2437	Environmental Health Specialist I	Diras, Nicole Ha'ane	LX-1	\$45,262	\$0	\$0	9/23/2025	\$143	\$45,405	\$15,370	\$495	\$0	\$658	\$187	\$0	\$0	\$16,710	\$62,115				
12	2466	Engineer Supervisor	Amar, Nonie	PX-6	\$81,531	\$0	\$0	11/26/2024	\$2,832	\$84,363	\$28,557	\$445	\$0	\$1,101	\$168	\$0	\$0	\$30,271	\$114,634				
13	2483	Engineer Supervisor	Marquez, Susan E	PX-10	\$92,933	\$0	\$0	8/12/2027	\$0	\$92,933	\$31,458	\$445	\$0	\$1,213	\$168	\$3,595	\$268	\$37,147	\$130,080				
14	2553	Environmental Inspector	Mendiola, Melanie	HX-1	\$32,355	\$0	\$0	4/29/2025	\$613	\$32,968	\$11,160	\$495	\$0	\$478	\$187	\$15,670	\$530	\$28,520	\$61,488				

Government of Guam
Fiscal Year 2026
Guam Environmental Protection Agency
1st Quarter Staffing Pattern (October - December)

15	2511	Environmental Inspector	Cruz, Raymond	HX-2	\$33,581	\$0	\$0	05/06/25	\$1,060	\$34,641	\$11,726	\$495	\$0	\$502	\$187	\$3,994	\$0	\$16,904	\$51,545
		Subtotal: Water Programs Division			\$838,475	\$0	\$0	\$0	\$13,491	\$851,966	\$288,391	\$6,830	\$0	\$12,094	\$2,580	\$73,592	\$2,945	\$386,432	\$1,238,398

Government of Guam
Fiscal Year 2026
Guam Environmental Protection Agency
1st Quarter Staffing Pattern (October - December)

Input by Department																	Input by Department			
(A)		(B)	(C)		(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Pos No.	Position Title	Name of Incumbent	Grade/ Step	Salary	O/T/	Special	Increment		(E+F+G+I) Subtotal	BENEFITS					Medical (Prem)	Dental (Prem)	Total Benefits (K thru Q)	(J+R) TOTAL	
								Date	Amt		Retire (J *33.85%)	Retire(DDI) (\$19.02*26PP)	Soc.Sec. (6.2% * J)	Medicare (1.45%*J)	Life (187)					
1	2479	Biologist IV	Leon Guerrero, Anna Maria	OX-10	\$83,568	\$0	\$0	8/16/2023	\$442	\$84,010	\$28,437	\$495	\$0	\$1,218	\$187	\$9,340	\$530	\$40,207	\$124,217	
2	2454	Chemist III	Paulino, Rudolfo	NX-11	\$77,783	\$0	\$0	7/30/2026	\$617	\$78,400	\$26,538	\$495	\$0	\$1,137	\$187	\$11,231	\$394	\$39,982	\$118,382	
3	2446	Chemist I	Fujihira, Juliette C	KX-04	\$46,256	\$0	\$0	9/7/2025	\$146	\$46,402	\$15,707	\$495	\$0	\$673	\$187	\$6,117	\$298	\$23,477	\$69,879	
4	2548	Program Coordinator IV	Aguilar, Margaret	OX-10	\$83,568	\$0	\$0	8/28/2025	\$442	\$84,010	\$28,437	\$495	\$0	\$1,218	\$187	\$6,117	\$298	\$36,752	\$120,762	
5	2452	Biologist I	Pascua, Louise	LX-1	\$45,262	\$0	\$0	7/1/2025	\$429	\$45,691	\$15,466	\$495	\$0	\$663	\$187	\$0	\$0	\$16,811	\$62,502	
6	2456	Chemist I	Camacho, Antonia	KX-1	\$41,372	\$0	\$0	10/7/2025	\$1,568	\$42,940	\$14,535	\$495	\$0	\$623	\$187	\$15,670	\$530	\$32,040	\$74,980	
7	2425	Environmental Health Specialist I	Prelosky, Gabriella H	LX-1	\$45,262	\$0	\$0	4/29/2026	\$0	\$45,262	\$15,321	\$495	\$0	\$656	\$187	\$6,117	\$298	\$23,074	\$68,336	
8	2430	Environmental Health Specialist I	Cortado, Rosemary C	LX-1	\$45,262	\$0	\$0	10/7/2025	\$1,233	\$46,495	\$15,739	\$495	\$0	\$674	\$187	\$3,994	\$298	\$21,387	\$67,882	
9	2507	Environmental Health Specialist I	Harada, Yohei	LX-1	\$45,262	\$0	\$0	4/29/2026	\$0	\$45,262	\$15,321	\$495	\$0	\$656	\$187	\$11,231	\$394	\$28,284	\$73,546	
10	2457	Biologist I	Malang, Ana Marie	LX-1	\$45,262	\$0	\$0	3/17/2026		\$45,262	\$15,321	\$495	\$0	\$656	\$187	\$11,231	\$394	\$28,284	\$73,546	
		Subtotal: Environmental Monitoring & Analytical Svcs.				\$558,857	\$0	\$0	\$0	\$4,877	\$563,734	\$190,822	\$4,948	\$0	\$8,174	\$1,870	\$81,048	\$3,434	\$290,297	\$854,031

FUND: Federal Consolidated Grant and Local Funds

Input by Department																	Input by Department			
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Pos No.	Position Title	Name of Incumbent	Grade/ Step	Salary	O/T/	Special	Increment		(E+F+G+I) Subtotal	BENEFITS					Medical (Prem)	Dental (Prem)	Total Benefits (K thru Q)	(J+R) TOTAL	
								Date	Amt		Retire (J *33.85%)	Retire(DDI) (\$19.02*26PP)	Soc.Sec. (6.2% * J)	Medicare (1.45%*J)	Life (187)					
1	2422	Env. Health Spec. Supervisor	O'Mallan, Michael	OX-09	\$80,999	\$0	\$0	11/22/2024	\$2,355	\$83,354	\$28,215	\$495	\$0	\$1,209	\$187	\$0	\$329	\$30,435	\$113,789	
2	2442	Environmental Health Specialist III	Quinta, Don	NX-10	\$73,592	\$0	\$0	6/17/2025	\$797	\$74,389	\$25,181	\$495	\$0	\$1,079	\$187	\$3,994	\$298	\$31,234	\$105,623	
3	2431	Environmental Health Specialist I	Meno, Talia	LX-1	\$45,262	\$0	\$0	10/21/2025	\$1,716	\$46,978	\$15,902	\$495	\$0	\$681	\$187	\$0	\$0	\$17,265	\$64,243	
4	2533	Env. Health Spec. Supervisor	Hecita, Mevany	OX-05	\$70,638	\$0	\$0	3/10/2025	\$1,562	\$72,200	\$24,440	\$495	\$0	\$1,047	\$187	\$15,670	\$530	\$42,369	\$114,569	
5	2522	Environmental Health Specialist II	Duenas, Maria JB	MX-05	\$57,708	\$0	\$0	8/17/2025	\$351	\$58,059	\$19,653	\$495	\$0	\$842	\$187	\$0	\$0	\$21,177	\$79,236	
6	2469	Environmental Health Specialist I	Fruge, Veronica	LX-1	\$45,262	\$0	\$0	12/2/2025	\$1,430	\$46,692	\$15,805	\$495	\$0	\$677	\$187	\$15,670	\$530	\$33,364	\$80,056	
7	2527	Environmental Health Specialist III	Cruc, Michael S	NX-14	\$85,425	\$0	\$0	10/29/2025	\$2,710	\$88,135	\$29,834	\$495	\$0	\$1,278	\$187	\$6,117	\$298	\$38,209	\$126,344	
8	2426	Environmental Health Specialist I	Lakobong, Ongilbl	LX-1	\$45,262	\$0	\$0	9/24/2025	\$143	\$45,405	\$15,370	\$495	\$0	\$658	\$187	\$6,117	\$298	\$23,125	\$68,530	
9	2435	Environmental Health Specialist III	Mitchell Derien	NX-11	\$77,783	\$0	\$0	5/19/2027	\$0	\$77,783	\$26,330	\$495	\$0	\$1,128	\$187	\$9,340	\$530	\$38,010	\$115,793	
10	2423	Environmental Health Specialist II	Takase, Chie	MX-7	\$62,163	\$0	\$0	9/8/2026	\$0	\$62,163	\$21,042	\$495	\$0	\$901	\$187	\$3,994	\$298	\$26,917	\$89,080	
11	2485	Env. Health Spec. Supervisor	San Nicolas, Glenn V	OX 11	\$86,219	\$0	\$0	6/25/2026	\$912	\$87,131	\$29,494	\$495	\$0	\$1,263	\$187	\$11,231	\$394	\$43,064	\$130,195	
12	2428	Environmental Health Specialist II	Cruz, James C	MX-08	\$64,136	\$0	\$0	3/8/2027	\$0	\$64,136	\$21,710	\$495	\$0	\$930	\$187	\$5,248	\$273	\$28,843	\$92,979	
13	2535	Environmental Health Specialist II	Diego, Richard	MX-06	\$59,895	\$0	\$0	5/22/2025	\$945	\$60,840	\$20,594	\$495	\$0	\$882	\$187	\$5,248	\$273	\$27,679	\$88,519	
14	GEPA-AR-18	Environmental Health Specialist I	Dacany, Michael	LX-1	\$45,262	\$0	\$0	12/22/26	\$0	\$45,262	\$15,321	\$495	\$0	\$656	\$187	\$6,117	\$298	\$23,074	\$68,336	
15	2470	Environmental Health Specialist III	Truong, Luong	NX-11	\$77,783	\$0	\$0	8/14/2026	\$411	\$78,194	\$26,469	\$495	\$0	\$1,134	\$187	\$9,340	\$530	\$38,155	\$116,349	
16	2502	Environmental Health Specialist I	Aguon, Reid	LX-03	\$48,758	\$0	\$0	12/20/2024	\$1,539	\$50,297	\$17,026	\$495	\$0	\$729	\$187	\$3,994	\$298	\$22,729	\$73,026	
17	2436	Environmental Health Specialist I	Castro, Tasi	LX-1	\$45,262	\$0	\$0	12/2/2025	\$1,430	\$46,692	\$15,805	\$495	\$0	\$677	\$187	\$15,670	\$530	\$33,364	\$80,056	
		Subtotal - Air and Land Programs Division				\$1,071,409	\$0	\$0	\$0	\$16,301	\$1,087,710	\$368,191	\$8,415	\$0	\$15,771	\$3,179	\$117,750	\$5,707	\$519,013	\$1,606,723

Government of Guam
Fiscal Year 2026
Guam Environmental Protection Agency
1st Quarter Staffing Pattern (October - December)

FUND: GEPA RECYCLING REVOLVING FUND

Input by Department																Input by Department					
(A)		(B)		(C)		(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Pos No.	Position Title	Name of Incumbent	Grade/ Step	Salary	O/T/	Special	Increment		(E+F+G+I) Subtotal	BENEFITs							Total Benefits (K thru Q)	(J+R) TOTAL		
								Date	Amt		Retire (J *33.85%)	Retire(DDI) (\$19.02*26PP)	Soc.Sec. (6.2% * J)	Medicare (1.45%*J)	Life 187	Medical (Prem)	Dental (Prem)				
1	2459	Specal Projects Coordinator	Cruz-Sablan, Sabrina	NX-1	\$54,918	\$0	\$0	-	\$0	\$54,918	\$18,590	\$495	\$0	\$796	\$187	\$3,994	\$298	\$24,360	\$79,278		
					\$0	\$0	\$0	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Subtotal - Recycling			\$54,918	\$0	\$0	\$0	\$0	\$54,918	\$18,590	\$495	\$0	\$796	\$187	\$3,994	\$298	\$24,360	\$79,278		
		TOTAL PERSONNEL COSTS - ALL FUNDING SOURCES			\$3,231,154	\$0	\$0	\$0	\$37,233	\$3,268,387	\$1,106,350	\$26,133	\$0	\$47,130	\$9,873	\$333,707	\$15,228	\$1,538,422	\$4,806,809		