

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS								TOTAL BENEFITS	TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental			
1	GBLE-ADSU-002N	NUQUE, GEENA	07/02/23	ADMIN SPVR	\$48,758	UGPP/L	03	05/17/26	\$0	\$48,758	AUXILIARY	\$16,505	\$494	\$0	\$707	\$183	\$4,141	\$372	\$22,401	\$71,159	
2	GBLE-ADSS-003N	BANTUGAN, ALYANNA CIARRA	11/04/24	ADMIN SUPP SPEC	\$37,913	UGPP/J	01		\$0	\$37,913	AUXILIARY	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$18,573	\$56,486	
3	GBLE-ADSS-001N	BARRETTO, BRIANTE	04/22/24	ADMIN SUPP SPEC	\$37,913	UGPP/J	01		\$0	\$37,913	AUXILIARY	\$12,834	\$494	\$0	\$550	\$183	\$0	\$0	\$14,060	\$51,973	
4	EMSS-ASSP-001A	LODGE, STEPHANIE	05/15/25	ADMIN SUPP SPEC	\$37,913	UGPP/J	01		\$0	\$37,913	AUXILIARY	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$18,573	\$56,486	
5	AAFH-ASSP-001N	NARON, JENNIFER	11/17/25	ADMIN SUPP SPEC	\$40,841	UGPP/J	03		\$0	\$40,841	AUXILIARY	\$13,825	\$494	\$0	\$592	\$183	\$7,215	\$0	\$22,309	\$63,150	
6	GBLE-ADSS-002N	PIPER, GABRIELLA	10/07/24	ADMIN SUPP SPEC	\$37,913	UGPP/J	01		\$0	\$37,913	AUXILIARY	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$18,573	\$56,486	
7	EMSS-ATHD-001N	PALMER, DOUGLAS	02/13/20	ATH DIR	\$85,733	***	***	04/04/21	\$0	\$85,733	AUXILIARY	\$29,021	\$494	\$0	\$1,243	\$183	\$15,290	\$553	\$46,784	\$132,517	
8	AAFH-ATHM-001A	KUSTO, RYAN	09/29/25	ATH MGR	\$44,567	UGPP/K	03		\$0	\$44,567	AUXILIARY	\$15,086	\$494	\$0	\$646	\$0	\$4,141	\$372	\$20,739	\$65,306	
9	BKST-BUY2-001A	QUINTANILLA, DAVID	11/15/16	BUYER II	\$47,891	GPP/I	10	05/15/23	\$0	\$47,891	AUXILIARY	\$16,211	\$0	\$0	\$694	\$183	\$4,141	\$372	\$21,601	\$69,492	
10	EMSS-CHS2-001N	APURON, GEORGETTE	08/31/20	COMM HEALTH NUR SPVR II	\$70,822	N-O	05	08/31/25	\$0	\$70,822	AUXILIARY	\$23,973	\$0	\$0	\$1,027	\$183	\$0	\$0	\$25,183	\$96,005	
11	GBLE-DGLE-001N	TAITANO, CARLOS	02/13/20	DIR, GLOB LEARN & ENGAGE	\$121,599	***	***	08/20/26	\$0	\$121,599	AUXILIARY	\$41,161	\$0	\$0	\$1,763	\$183	\$5,978	\$458	\$49,544	\$171,143	
12	GBLE-ESLI-001A	CRUZ, EDUARDO	02/13/20	ESL INST	\$49,607	***	13	06/01/22	\$0	\$49,607	AUXILIARY	\$16,792	\$0	\$0	\$719	\$183	\$8,149	\$372	\$26,216	\$75,823	
13	AAFH-FMSP-001N	AGUERO, RODNEY	07/14/25	FAC MAINT SPEC	\$37,545	UGPP/H	05		\$0	\$37,545	AUXILIARY	\$12,709	\$494	\$0	\$544	\$0	\$0	\$0	\$13,748	\$51,293	
14	PRES-FSVM-001A	CASTRO, LEILANI MARIE	08/12/24	FOOD SRVS & VEND MGR	\$51,615	UGPP/M	02		\$0	\$51,615	AUXILIARY	\$17,472	\$494	\$0	\$748	\$183	\$21,216	\$458	\$40,572	\$92,187	
15	BKST-INAS-001A	CONCEPCION, CHRISTINE	01/09/17	INVENTORY ASSOC	\$33,192	UGPP/E	08	01/09/26	\$0	\$33,192	AUXILIARY	\$11,235	\$0	\$0	\$481	\$183	\$4,141	\$372	\$16,412	\$49,604	
16	AAFH-MWRK-001N	CAMEMO, JUDE	03/28/02	MAINT WKR	\$48,780	GPP/H	13	11/13/24	\$0	\$48,780	AUXILIARY	\$16,512	\$0	\$0	\$707	\$183	\$8,149	\$372	\$25,924	\$74,704	
17	GBLE-ORCR-003N	RAGLMAR, DANIEL	08/29/22	OUTREACH COORD	\$49,731	UGPP/M	01	08/29/23	\$0	\$49,731	AUXILIARY	\$16,834	\$494	\$0	\$721	\$183	\$15,290	\$0	\$33,522	\$83,253	
18	GBLE-PRAS-001N	CRUZ, CAMRIENNE-JOY	09/03/24	PROG ASST	\$31,313	UGPP/G	02	10/20/26	\$0	\$31,313	AUXILIARY	\$10,599	\$494	\$0	\$454	\$183	\$0	\$0	\$11,731	\$43,044	
19	GBLE-PRAS-002N	HAYASHI, TAMARA	09/03/24	PROG ASST	\$30,169	UGPP/G	01		\$0	\$30,169	AUXILIARY	\$10,212	\$494	\$0	\$437	\$183	\$0	\$0	\$11,327	\$41,496	
20	AAFH-RECS-001A	DISMAS, SWINGLY	03/14/11	REC SPVR	\$50,979	GPP/I	12	09/14/27	\$0	\$50,979	AUXILIARY	\$17,256	\$494	\$0	\$739	\$183	\$9,793	\$742	\$29,208	\$80,187	
21	PRES-TRSM-001A	DIZON, MYNETTE	09/01/21	TRITON ST MGR	\$62,163	UGPP/M	07	09/01/24	\$0	\$62,163	AUXILIARY	\$21,042	\$494	\$0	\$901	\$183	\$4,141	\$742	\$27,503	\$89,666	
TOTAL AUXILIARY FUNDS					\$1,056,957				\$0	\$1,056,957		\$357,780	\$7,414	\$0	\$15,326	\$3,473	\$124,204	\$6,304	\$514,501	\$1,571,458	
1	SBDA-ADMA-001F	SABLAN, LAURINE	01/04/16	ADMIN ASST	\$41,417	UGPP/G	10	07/01/27	\$0	\$41,417	FEDERAL/CONTRACTS	\$14,020	\$0	\$0	\$601	\$183	\$12,977	\$458	\$28,238	\$69,655	
2	SBDA-ANDR-004F	TAJERON JR, MICHAEL	05/30/23	ASSOC NETWORK DIR	\$77,356	UGPP/M	14	08/31/27	\$0	\$77,356	FEDERAL/CONTRACTS	\$26,185	\$494	\$0	\$1,122	\$183	\$8,149	\$372	\$36,505	\$113,861	
3	CESC-ASTP-007F	BEVACQUA, ROBERT	08/12/24	ASST PROF	\$72,827	III	10	08/18/25	\$0	\$72,827	FEDERAL/CONTRACTS	\$24,652	\$494	\$0	\$1,056	\$183	\$0	\$0	\$26,385	\$99,212	
4	WPTR-ASTP-003F	FERDOSH, SAHENA	08/12/24	ASST PROF	\$96,218	III	17	08/17/26	\$0	\$96,218	FEDERAL/CONTRACTS	\$32,570	\$494	\$0	\$1,395	\$183	\$5,978	\$458	\$41,078	\$137,296	
5	HUMA-ASTP-001C	FLORES, NOLAN	08/12/25	ASST PROF	\$68,129	III	01	05/12/26	\$0	\$68,129	FEDERAL/CONTRACTS	\$23,062	\$0	\$0	\$988	\$183	\$4,141	\$372	\$28,745	\$96,874	
6	SBDA-BSAD-005F	HIZON, KENNETH	06/22/23	BUS ADVISOR	\$60,456	UGPP/K	12	09/11/27	\$0	\$60,456	FEDERAL/CONTRACTS	\$20,464	\$494	\$0	\$877	\$183	\$0	\$0	\$22,018	\$82,474	
7	SBDA-BAPC-002F	HALSEY, JARNEEC	08/26/24	BUS ADVISOR/BOG WIB P COORD	\$53,356	UGPP/K	08		\$0	\$53,356	FEDERAL/CONTRACTS	\$18,061	\$494	\$0	\$774	\$183	\$0	\$0	\$19,512	\$72,868	
8	EMSS-CAST-002F	OROT, MERRICK	03/13/24	CAREER ADV SPEC	\$46,978	UGPP/L	02		\$0	\$46,978	FEDERAL/CONTRACTS	\$15,902	\$494	\$0	\$681	\$183	\$4,141	\$372	\$21,773	\$68,751	
9	EMSS-CAST-001F	VANDON, RON	11/21/22	CAREER ADV SPEC	\$50,605	UGPP/L	04		\$0	\$50,605	FEDERAL/CONTRACTS	\$17,130	\$494	\$0	\$734	\$183	\$21,216	\$742	\$40,499	\$91,104	
10	GUCD-ADIT-001C	AGUIGUI, MICHELLE	08/05/19	CEDDERS ASSOC DIR ITO & D/D	\$115,645	UGPP/P	17	08/05/27	\$0	\$115,645	FEDERAL/CONTRACTS	\$39,146	\$0	\$0	\$1,677	\$183	\$21,216	\$742	\$62,964	\$178,609	
11	GUCD-PDTO-001C	CRUZ, JOSEPHINE	04/06/20	CEDDERS ASSOC DIR PDTAO	\$112,088	UGPP/P	16	04/06/26	\$0	\$112,088	FEDERAL/CONTRACTS	\$37,942	\$0	\$0	\$1,625	\$183	\$9,793	\$458	\$50,001	\$162,089	
12	GUCD-ATCA-004C	INDALECIO, JAMIE JANE	09/30/24	CEDDERS ASSTV TECH CTR ASST	\$39,349	UGPP/J	02	09/30/26	\$0	\$39,349	FEDERAL/CONTRACTS	\$13,320	\$494	\$0	\$571	\$183	\$0	\$0	\$14,567	\$53,916	
13	GUCD-CDMS-001C	SOMERFLECK, ELI	03/17/25	CEDDERS DISABILI MEDIA SPEC	\$37,913	UGPP/J	01	03/17/26	\$0	\$37,913	FEDERAL/CONTRACTS	\$12,834	\$494	\$0	\$550	\$183	\$8,149	\$372	\$22,582	\$60,495	
14	GUCD-FMGR-001L	CUETO, NANCY	10/12/15	CEDDERS FISCAL MGR	\$97,695	UGPP/O	15	10/12/25	\$3,099	\$100,794	FEDERAL/CONTRACTS	\$34,119	\$0	\$0	\$1,462	\$183	\$7,215	\$553	\$43,531	\$144,325	
15	GUCD-GAS1-001C	BORDALLO, MONIQUE	03/17/25	CEDDERS GRANT ASST I	\$30,169	UGPP/G	01	03/17/26	\$0	\$30,169	FEDERAL/CONTRACTS	\$10,212	\$494	\$0	\$437	\$183	\$8,149	\$372	\$19,848	\$50,017	
16	GUCD-GAS1-003C	PANGELINAN, GABRIANA	03/24/25	CEDDERS GRANT ASST I	\$30,169	UGPP/G	01	03/24/26	\$0	\$30,169	FEDERAL/CONTRACTS	\$10,212	\$494	\$0	\$437	\$183	\$0	\$0	\$11,327	\$41,496	
17	GUCD-GAS1-002C	PEREDA, THILANI	04/10/23	CEDDERS GRANT ASST I	\$37,712	UGPP/G	07	10/10/25	\$1,196	\$38,908	FEDERAL/CONTRACTS	\$13,170	\$494	\$0	\$564	\$183	\$8,149	\$372	\$22,933	\$61,841	
18	GUCD-GBS1-001C	DELA CRUZ, COLEEN	01/08/18	CEDDERS GRANT BUD SPEC I	\$44,417	UGPP/H	10	07/08/26	\$0	\$44,417	FEDERAL/CONTRACTS	\$15,035	\$0	\$0	\$644	\$183	\$0	\$0	\$15,862	\$60,279	
19	GUCD-GRBS-001C	CRUZ, DOLORES	01/04/19	CEDDERS GRANT BUD SPVR	\$66,142	UGPP/L	12	07/04/27	\$0	\$66,142	FEDERAL/CONTRACTS	\$22,389	\$0	\$0	\$959	\$183	\$7,215	\$553	\$31,299	\$97,441	
20	GUCD-INDM-001C	VILLALUNA, KEITH	12/06/21	CEDDERS INTEROP DATA MGR	\$66,142	UGPP/L	12	12/06/25	\$1,748	\$67,890	FEDERAL/CONTRACTS	\$22,981	\$0	\$0	\$984	\$183	\$6,812	\$372	\$31,333	\$99,223	
21	GUCD-PJCR-001C	ABELON, LEAH GRACE	08/01/22	CEDDERS PROJ COORD	\$60,225	UGPP/L	09	02/01/27	\$0	\$60,225	FEDERAL/CONTRACTS	\$20,386	\$494	\$0	\$873	\$183	\$15,290	\$372	\$37,599	\$97,824	
22	GUCD-RASO-006C	BALBUENA, ELISA	04/24/25	CEDDERS RES ASSOC	\$37,913	UGPP/J	01		\$0	\$37,913	FEDERAL/CONTRACTS	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$18,573	\$56,486	
23	GUCD-RASO																				

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FY2026 - 1st Quarter (Oct-Dec)

									INCREMENT					BENEFITS								
Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	Date	Amt	SUBTOTAL	Local/Federal/Other Funds	Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental	TOTAL BENEFITS	TOTAL		
46	CESC-EAC2-017F	PILLIAS, MELISSA	01/14/24	EXT ASSOC II	\$53,571	UGPP/M	03		\$0	\$53,571	FEDERAL/CONTRACTS	\$18,134	\$494	\$0	\$777	\$183	\$7,215	\$553	\$0	\$27,356	\$80,927	
47	CESC-EAC2-019F	YAMANAKA, PAUL	06/19/22	EXT ASSOC II	\$68,269	UGPP/M	10		\$0	\$68,269	FEDERAL/CONTRACTS	\$23,109	\$494	\$0	\$990	\$183	\$0	\$742	\$0	\$25,518	\$93,787	
48	CNAS-EAC3-001F	HANSON, JACKIE	10/09/22	EXT ASSOC III	\$70,825	UGPP/N	08		\$0	\$70,825	FEDERAL/CONTRACTS	\$23,974	\$494	\$0	\$1,027	\$183	\$4,141	\$553	\$0	\$30,372	\$101,197	
49	CESC-EAC3-004F	VILLAVERDE, LORETTA	03/14/22	EXT ASSOC III	\$63,728	UGPP/N	05		\$0	\$63,728	FEDERAL/CONTRACTS	\$21,572	\$0	\$0	\$924	\$183	\$0	\$0	\$0	\$22,679	\$86,407	
50	CESC-EAS2-056F	IBANEZ, IESHA	06/12/25	EXT ASST II	\$36,335	UGPP/G	06		\$0	\$36,335	FEDERAL/CONTRACTS	\$12,299	\$494	\$0	\$527	\$183	\$8,551	\$341	\$0	\$22,395	\$58,730	
51	CESC-EAS2-063F	SARDON, DIANNE NICOLE	11/07/22	EXT ASST II	\$30,169	UGPP/G	01		\$0	\$30,169	FEDERAL/CONTRACTS	\$10,212	\$494	\$0	\$437	\$183	\$9,793	\$742	\$0	\$21,862	\$52,031	
52	CESC-EAS3-015F	CALMA, CONRADO	01/23/23	EXT ASST III	\$43,050	UGPP/H	09		\$0	\$43,050	FEDERAL/CONTRACTS	\$14,572	\$494	\$0	\$624	\$183	\$4,141	\$372	\$0	\$20,387	\$63,437	
53	HUMA-INST-001C	LIZAMA, CODY	05/22/24	INST	\$60,683	II	02	05/22/26	\$0	\$60,683	FEDERAL/CONTRACTS	\$20,541	\$494	\$0	\$880	\$0	\$0	\$0	\$0	\$21,915	\$82,598	
54	CNAS-ITST-001L	DOREGO, MELECIO	11/04/24	IT SUPP TECH	\$39,349	UGPP/I	02		\$0	\$39,349	FEDERAL/CONTRACTS	\$13,320	\$494	\$0	\$571	\$183	\$4,141	\$0	\$0	\$18,708	\$58,057	
55	SBDA-NPAS-001F	ANTOL, FAITH	08/16/21	NETWK PROG ASSOC	\$41,727	UGPP/H	08	08/16/26	\$0	\$41,727	FEDERAL/CONTRACTS	\$14,125	\$494	\$0	\$605	\$183	\$4,141	\$372	\$0	\$19,919	\$61,646	
56	SBDA-NWDR-001F	GRANILLO, FREDERICK	03/09/20	PISBDC NETWORK DIR	\$107,291	UGPP/O	18	03/09/26	\$0	\$107,291	FEDERAL/CONTRACTS	\$36,318	\$0	\$0	\$1,556	\$183	\$0	\$0	\$0	\$38,057	\$145,348	
57	CESC-PRMN-001F	CALALO, FILMA	01/02/24	PRGRM MGR (RSCH SCHLR)	\$94,162	***	***		\$0	\$94,162	FEDERAL/CONTRACTS	\$31,874	\$494	\$0	\$1,365	\$183	\$0	\$0	\$0	\$33,916	\$128,078	
58	SBAX-PRCO-001F	VILLANUEVA, VICTORIA	01/02/24	PROC COUNS	\$49,827	UGPP/K	06	01/02/26	\$0	\$49,827	FEDERAL/CONTRACTS	\$16,866	\$494	\$0	\$722	\$183	\$0	\$458	\$0	\$18,724	\$68,551	
59	SBAX-PRMG-001F	HERTSLET, BORIS	07/30/23	PROG MGR	\$103,687	UGPP/N	18**	08/01/27	\$0	\$103,687	FEDERAL/CONTRACTS	\$35,098	\$494	\$0	\$1,503	\$183	\$5,978	\$458	\$0	\$43,715	\$147,402	
60	WPTR-RSOR-001F	NWE, YIN YIN	04/01/24	RES ASSOC (RSCH SCHLR)	\$70,541	***	***		\$0	\$70,541	FEDERAL/CONTRACTS	\$23,878	\$494	\$0	\$1,023	\$183	\$8,149	\$372	\$0	\$34,100	\$104,641	
61	WPTR-RSO1-031F	CRUZ, MISCHA	08/15/22	RES ASSOC I	\$47,391	UGPP/J	07		\$0	\$47,391	FEDERAL/CONTRACTS	\$16,042	\$494	\$0	\$687	\$183	\$12,977	\$372	\$0	\$30,755	\$78,146	
62	WPTR-RSO2-005F	CRUZ, LYNNETTE	02/01/20	RES ASSOC II	\$59,895	UGPP/M	06	02/01/26	\$0	\$59,895	FEDERAL/CONTRACTS	\$20,274	\$0	\$0	\$868	\$183	\$9,793	\$742	\$0	\$31,861	\$91,756	
63	MARI-RAC2-001F	DRAKE, DIONA	05/03/21	RES ASSOC II	\$57,708	UGPP/M	05	05/03/26	\$0	\$57,708	FEDERAL/CONTRACTS	\$19,534	\$494	\$0	\$837	\$183	\$4,141	\$372	\$0	\$25,561	\$83,269	
64	WPTR-RSO2-010F	NANGAUTA, JESSICA	10/10/22	RES ASSOC II	\$57,708	UGPP/M	05		\$0	\$57,708	FEDERAL/CONTRACTS	\$19,534	\$494	\$0	\$837	\$183	\$5,978	\$458	\$0	\$27,484	\$85,192	
65	WPTR-RAS1-013G	PAULINO, TIANA MARIE	04/22/24	RES ASST I	\$32,170	UGPP/E	07		\$0	\$32,170	FEDERAL/CONTRACTS	\$10,890	\$494	\$0	\$466	\$183	\$0	\$0	\$0	\$12,033	\$44,203	
66	WPTR-RAS1-062F	TYQUIENGCO, JOHN	12/26/23	RES ASST I	\$29,865	UGPP/E	05		\$0	\$29,865	FEDERAL/CONTRACTS	\$10,109	\$494	\$0	\$433	\$183	\$0	\$0	\$0	\$11,219	\$41,084	
67	WPTR-RAS2-016F	MOORE, JONOE	02/01/21	RES ASST II	\$35,008	UGPP/G	05	05/01/26	\$0	\$35,008	FEDERAL/CONTRACTS	\$11,850	\$494	\$0	\$508	\$183	\$0	\$0	\$0	\$13,035	\$48,043	
68	WPTR-RAS2-020F	SAN MIGUEL, RAYMUNDO	11/12/19	RES ASST II	\$37,712	UGPP/G	07	11/12/23	\$0	\$37,712	FEDERAL/CONTRACTS	\$12,766	\$494	\$0	\$547	\$183	\$9,793	\$742	\$0	\$24,524	\$62,236	
69	WPTR-RAS2-004F	TAJIERON, FRANCIS	02/01/21	RES ASST II	\$35,008	UGPP/G	05		\$0	\$35,008	FEDERAL/CONTRACTS	\$11,850	\$494	\$0	\$508	\$183	\$8,149	\$372	\$0	\$21,556	\$66,564	
70	WPTR-RAS2-005F	TOPASNA, NICHOLAS	12/20/23	RES ASST II	\$31,313	UGPP/G	02		\$0	\$31,313	FEDERAL/CONTRACTS	\$10,599	\$494	\$0	\$454	\$183	\$4,141	\$372	\$0	\$16,243	\$47,556	
71	MARI-RAS2-069F	HERSHBERGER, ANDREA	07/24/17	RES ASST II (CRM TECH)	\$45,826	UGPP/H	11	01/24/19	\$0	\$45,826	FEDERAL/CONTRACTS	\$15,512	\$494	\$0	\$664	\$183	\$4,141	\$372	\$0	\$21,366	\$67,192	
72	EMSS-SAAS-004F	BENSAN, CHRIS	08/19/24	STUD ACAD ADV SPEC	\$46,978	UGPP/L	02		\$0	\$46,978	FEDERAL/CONTRACTS	\$15,902	\$494	\$0	\$681	\$183	\$4,141	\$372	\$0	\$21,773	\$68,751	
73	STRI-ETSA-002F	BALADAD, MARY CARELL	07/03/23	TRIO ETS ADVISOR	\$37,913	UGPP/J	01		\$0	\$37,913	FEDERAL/CONTRACTS	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$0	\$18,573	\$56,486	
74	STRI-ETSA-001F	TAIMANAO, BRIANNE	06/19/23	TRIO ETS ADVISOR	\$37,913	UGPP/J	01		\$0	\$37,913	FEDERAL/CONTRACTS	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$0	\$18,573	\$56,486	
75	EMSS-TAPD-001F	EDELUCHEL, HARLEY	08/18/25	TRITON ADV CENTER PROJ DIR	\$53,571	UGPP/M	03		\$0	\$53,571	FEDERAL/CONTRACTS	\$18,134	\$494	\$0	\$777	\$183	\$4,141	\$372	\$0	\$24,100	\$77,671	
76	STRI-UBAD-005F	CAMACHO, PAUL ANTHONY	09/01/25	UB ADVISOR	\$38,807	UGPP/F	10		\$0	\$38,807	FEDERAL/CONTRACTS	\$13,136	\$494	\$0	\$563	\$183	\$0	\$0	\$0	\$14,193	\$53,000	
77	STRI-UBAD-001F	SKILANG, JASMINE	02/19/25	UB ADVISOR	\$38,807	UGPP/F	10		\$0	\$38,807	FEDERAL/CONTRACTS	\$13,136	\$494	\$0	\$563	\$183	\$4,141	\$372	\$0	\$18,889	\$57,696	
78	STRI-UBAD-002F	TERMETEET, FRANCINE	06/16/25	UB ADVISOR	\$37,614	UGPP/F	09		\$0	\$37,614	FEDERAL/CONTRACTS	\$12,732	\$494	\$0	\$545	\$183	\$4,141	\$372	\$0	\$18,468	\$56,082	
				TOTAL FEDERAL/CONTRACTS FUNDS	\$4,432,686				\$10,182	\$4,442,868		\$1,503,911	\$27,184	\$0	\$64,422	\$13,709	\$470,139	\$28,336	\$2,107,701	\$6,550,569		
1	SNA-AACR-001L	ELMORE, ELIZABETH	12/19/22	ACAD ADVISE & ASSESS COORD	\$50,605	UGPP/L	04	12/19/25	\$1,439	\$52,044	LOCAL	\$17,617	\$494	\$0	\$755	\$183	\$8,149	\$372	\$0	\$27,570	\$79,613	
2	COMT-ACCI-002M	BALA-AN, RUSSELL JON	05/29/17	ACCT I	\$58,373	GPP/L	08	05/29/26	\$0	\$58,373	LOCAL	\$19,759	\$0	\$0	\$846	\$183	\$4,141	\$372	\$0	\$25,301	\$83,674	
3	COMT-ACCI-008L	MENO, CARI MICHEL	07/28/25	ACCT I	\$45,262	GPP/L	01		\$0	\$45,262	LOCAL	\$15,321	\$494	\$0	\$656	\$183	\$7,215	\$553	\$0	\$24,423	\$69,685	
4	COMT-ACCI-009L	MUESCAN, JOSEPHINE	06/11/12	ACCT I	\$62,136	GPP/L	10	06/11/26	\$0	\$62,136	LOCAL	\$21,033	\$494	\$0	\$901	\$183	\$0	\$553	\$0	\$23,164	\$85,300	
5	COMT-ACCI-007L	PUGAY, ROSA ANGELA	07/28/25	ACCT I	\$45,262	GPP/L	01		\$0	\$45,262	LOCAL	\$15,321	\$494	\$0	\$656	\$0	\$8,149	\$372	\$0	\$24,993	\$70,255	
6	COMT-ACCI-015L	SUIZA, GHERZHY RHEIN	10/20/25	ACCT I	\$45,262	UGPP/L	01		\$0	\$45,262	LOCAL	\$15,321	\$494	\$0	\$656	\$0	\$4,141	\$372	\$0	\$20,985	\$66,247	
7	SPRE-ACCI-001L	VALENCIA, ZENAIDA	03/25/19	ACCT I	\$58,373	GPP/L	08	08/06/23	\$0	\$58,373	LOCAL	\$19,759	\$0	\$0	\$846	\$183	\$9,793	\$458	\$0	\$31,040	\$89,413	
8	COMT-ACC2-015L	AQUINO, VIRGILIA	09/09/13	ACCT II	\$68,269	GPP/M	10	03/09/26	\$0	\$68,269	LOCAL	\$23,109	\$0	\$0	\$990	\$183	\$4,141	\$372	\$0	\$28,795	\$97,064	
9	COMT-ACC2-003L	CAPUZ, MARY JANE	04/28/25	ACCT II	\$66,171	GPP/M	09		\$0	\$66,171	LOCAL	\$22,399	\$0	\$0	\$959	\$183	\$8,149	\$372	\$0	\$32,063	\$98,234	
10	COMT-ACC2-019L	DATUGAN, NICETAS	03/06/18	ACCT II	\$66,171	GPP/M	09	09/04/26	\$0	\$66,171	LOCAL	\$22,399	\$494	\$0								

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS								TOTAL BENEFITS	TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental			
34	SEAA-ADMA-001L	SANTOS, KEOLANI	07/29/24	ADMIN ASST	\$37,913	J	01	07/29/25	\$0	\$37,913	LOCAL	\$12,834	\$494	\$0	\$550	\$183	\$4,141	\$372	\$18,573	\$56,486	
35	ADFI-ADMO-002L	BLAS, CARMELITA	10/03/16	ADMIN OFFCR	\$58,373	GPP/L	08	10/03/25	\$1,852	\$60,225	LOCAL	\$20,386	\$494	\$0	\$873	\$183	\$7,215	\$553	\$29,704	\$89,929	
36	ACAD-ADMO-002L	CALVO, JUNE	08/26/19	ADMIN OFFCR	\$62,136	GPP/L	10	02/26/27	\$0	\$62,136	LOCAL	\$21,033	\$0	\$0	\$901	\$183	\$9,793	\$742	\$32,652	\$94,788	
37	SENG-ADMO-001L	DE LA PENA, FERNABEL	07/23/18	ADMIN OFFCR	\$64,108	GPP/L	11	08/04/26	\$0	\$64,108	LOCAL	\$21,701	\$0	\$0	\$930	\$183	\$15,290	\$553	\$38,656	\$102,764	
38	AHRO-ADMO-001L	FLORES, ELIZABETH	06/28/10	ADMIN OFFCR	\$64,108	GPP/L	11	12/28/23	\$0	\$64,108	LOCAL	\$21,701	\$0	\$0	\$930	\$183	\$0	\$0	\$22,813	\$86,921	
39	MARC-ADMO-001L	GUERRERO-MENO, LAVONNE	08/05/91	ADMIN OFFCR	\$77,322	GPP/L	17	02/06/26	\$0	\$77,322	LOCAL	\$26,173	\$0	\$0	\$1,121	\$183	\$8,149	\$372	\$35,999	\$113,321	
40	EMSS-ADMO-001L	MONGAMI, WENDY	03/31/25	ADMIN OFFCR	\$45,262	GPP/L	01		\$0	\$45,262	LOCAL	\$15,321	\$494	\$0	\$656	\$183	\$8,149	\$372	\$25,176	\$70,438	
41	LREC-ADMO-001L	QUINATA, CONNIE	05/07/07	ADMIN OFFCR	\$66,142	GPP/L	12	05/07/26	\$0	\$66,142	LOCAL	\$22,389	\$0	\$0	\$959	\$183	\$5,978	\$458	\$29,967	\$96,109	
42	SBAA-ADMO-002L	TOVES, DEBORAH	02/24/25	ADMIN OFFCR	\$50,605	GPP/L	04		\$0	\$50,605	LOCAL	\$17,130	\$494	\$0	\$734	\$183	\$8,149	\$372	\$27,062	\$77,667	
43	WERI-ASSP-002L	ITLIONG, SHIRLEY	05/06/24	ADMIN SUPP SPEC	\$47,391	UGPP/J	07		\$0	\$47,391	LOCAL	\$16,042	\$494	\$0	\$687	\$183	\$8,149	\$0	\$25,555	\$72,946	
44	PRES-ADVA-001D	REYES-BURRIER, TES	03/04/25	ADVANCEMENT ASSOC	\$76,093	UGPP/O	07	09/04/26	\$0	\$76,093	LOCAL	\$25,757	\$494	\$0	\$1,103	\$183	\$0	\$0	\$27,538	\$103,631	
45	WPTR-AGRT-002M	MENO, GLENN	06/09/08	AGR RES TECH	\$53,572	GPP/H	16	06/09/26	\$0	\$53,572	LOCAL	\$18,134	\$0	\$0	\$777	\$183	\$9,793	\$742	\$29,629	\$83,201	
46	WPTR-AGRT-004M	NELSON, KARL	01/25/16	AGR RES TECH	\$41,727	GPP/H	08	01/25/26	\$0	\$41,727	LOCAL	\$14,125	\$494	\$0	\$605	\$183	\$8,149	\$372	\$23,928	\$65,655	
47	WPTR-AGRT-006M	PAULINO, KENNETH	02/18/08	AGR RES TECH	\$59,022	GPP/H	18X	11/08/26	\$0	\$59,022	LOCAL	\$19,979	\$0	\$0	\$0	\$183	\$8,149	\$372	\$28,683	\$87,705	
48	WPTR-AGTS-001M	MATANANE, FRANKIE	10/03/25	AGR TECH SPVR	\$59,596	GPP/I	17		\$0	\$59,596	LOCAL	\$20,173	\$0	\$0	\$864	\$183	\$7,215	\$553	\$28,988	\$88,584	
49	MARC-ARSP-001L	ABRENILLA, NICOLAS	12/02/24	ARCH SPEC	\$41,372	UGPP/K	01	12/02/25	\$1,307	\$42,679	LOCAL	\$14,447	\$494	\$0	\$619	\$183	\$4,141	\$372	\$20,255	\$62,934	
50	LREC-ARSP-001L	BERNARDO, JOLEE	11/12/24	ARCH SPEC	\$42,940	GPP/K	02		\$0	\$42,940	LOCAL	\$14,535	\$494	\$0	\$623	\$183	\$0	\$0	\$15,835	\$58,775	
51	MARC-ARSP-002L	MENO, ATHENA	12/02/24	ARCH SPEC	\$41,372	UGPP/K	01	12/02/25	\$1,307	\$42,679	LOCAL	\$14,447	\$0	\$0	\$619	\$183	\$4,141	\$372	\$19,761	\$62,440	
52	COMT-ASCB-001L	FLORES, ELSA	10/11/25	ASSOC COMPT/BURS	\$78,677	***	***	01/03/27	\$0	\$78,677	LOCAL	\$26,632	\$0	\$0	\$1,141	\$183	\$4,141	\$372	\$32,469	\$111,146	
53	CLAS-ASDE-001L	CRUZ, MARY	01/02/25	ASSOC DEAN, CLASS	\$124,145	***	***	01/02/26	\$0	\$124,145	LOCAL	\$42,023	\$0	\$0	\$1,800	\$183	\$9,793	\$458	\$54,258	\$178,403	
54	EMSS-ASDE-001L	LEON GUERRERO, ARLINE	09/25/23	ASSOC DEAN, EMSS & REG	\$92,000	***	***	09/25/24	\$0	\$92,000	LOCAL	\$31,142	\$0	\$0	\$1,334	\$183	\$4,141	\$372	\$37,172	\$129,172	
55	SOBS-ASOP-004L	AMES, ANGELINE	08/13/12	ASSOC PROF	\$105,886	IV	17	08/17/26	\$0	\$105,886	LOCAL	\$35,842	\$494	\$0	\$1,535	\$183	\$8,149	\$372	\$46,576	\$152,462	
56	SOBS-ASOP-003L	AMES, TODD	08/16/10	ASSOC PROF	\$105,886	IV	17	08/17/26	\$0	\$105,886	LOCAL	\$35,842	\$494	\$0	\$1,535	\$183	\$8,149	\$372	\$46,576	\$152,462	
57	NSMA-ASOP-012L	AQUINO, LESLIE	08/18/14	ASSOC PROF	\$105,886	IV	17	08/17/26	\$0	\$105,886	LOCAL	\$35,842	\$0	\$0	\$1,535	\$183	\$21,216	\$742	\$59,519	\$165,405	
58	PSYC-ASOP-006L	BAQUIANO, MARSHALEY	08/16/21	ASSOC PROF	\$99,808	IV	15	08/17/26	\$0	\$99,808	LOCAL	\$33,785	\$0	\$0	\$1,447	\$183	\$4,141	\$0	\$39,556	\$139,364	
59	MARI-ASOP-010L	BENTLAGE, BASTIAN	08/16/21	ASSOC PROF	\$102,803	IV	16	08/17/26	\$0	\$102,803	LOCAL	\$34,799	\$0	\$0	\$1,491	\$183	\$4,141	\$553	\$41,166	\$143,969	
60	HUMA-ASOP-003L	BORJA-QUICHOCHO-CALVO, KISHA	08/20/25	ASSOC PROF	\$85,728	IV	11	08/17/26	\$0	\$85,728	LOCAL	\$29,019	\$0	\$0	\$1,243	\$183	\$0	\$0	\$30,445	\$116,173	
61	SOCI-ASOP-005L	CABRERA, DEBRA MARIE	08/16/22	ASSOC PROF	\$102,803	IV	16	08/17/26	\$0	\$102,803	LOCAL	\$34,799	\$494	\$0	\$1,491	\$183	\$21,216	\$742	\$58,925	\$161,728	
62	CESC-ASOP-004M	CHEN, KUAN-JU	08/14/23	ASSOC PROF	\$125,576	IV	14	08/01/25	\$0	\$125,576	LOCAL	\$42,507	\$0	\$0	\$1,821	\$183	\$4,141	\$372	\$49,024	\$174,600	
63	HIST-ASOP-007L	CLEMENT, MICHAEL	08/15/16	ASSOC PROF	\$96,901	IV	14	01/20/26	\$0	\$96,901	LOCAL	\$32,801	\$0	\$0	\$1,405	\$183	\$5,978	\$458	\$40,825	\$137,726	
64	SBAC-ASOP-002L	CONRAD, EDWARD	01/21/25	ASSOC PROF	\$115,705	IV	20	01/20/26	\$0	\$115,705	LOCAL	\$39,166	\$494	\$0	\$1,678	\$183	\$4,141	\$372	\$46,034	\$161,739	
65	SNSW-ASOP-008L	DIAZ, TRESSA	08/16/21	ASSOC PROF	\$79,140	IV	09	08/17/26	\$0	\$79,140	LOCAL	\$26,789	\$0	\$0	\$1,148	\$183	\$15,290	\$553	\$43,962	\$123,102	
66	SNNU-ASOP-001L	DUNHAM, DAVID	08/18/25	ASSOC PROF	\$89,274	IV	12	08/17/26	\$0	\$89,274	LOCAL	\$30,219	\$494	\$0	\$1,294	\$0	\$0	\$0	\$32,008	\$121,282	
67	COMM-ASOP-007L	FINE, HUNTER	08/15/23	ASSOC PROF	\$96,901	IV	14	08/17/26	\$0	\$96,901	LOCAL	\$32,801	\$494	\$0	\$1,405	\$183	\$9,793	\$742	\$45,418	\$142,319	
68	MARI-ASOP-011L	FUJIMURA, ATSUSHI	08/15/22	ASSOC PROF	\$96,901	IV	14	08/17/26	\$0	\$96,901	LOCAL	\$32,801	\$494	\$0	\$1,405	\$183	\$9,793	\$0	\$44,676	\$141,577	
69	PHIL-ASOP-001L	FULKERSON-SMITH, BRETT	08/15/22	ASSOC PROF	\$109,063	IV	18	08/17/26	\$0	\$109,063	LOCAL	\$36,918	\$0	\$0	\$1,581	\$183	\$9,793	\$742	\$49,217	\$158,280	
70	SETE-ASOP-001L	GREEN, JACKYSHA	08/12/24	ASSOC PROF	\$96,901	IV	14	08/17/26	\$0	\$96,901	LOCAL	\$32,801	\$0	\$0	\$1,405	\$183	\$5,978	\$458	\$40,825	\$137,726	
71	SEFR-ASOP-010L	GRUNZKE, ANDREW	08/16/21	ASSOC PROF	\$102,803	IV	16	08/18/25	\$0	\$102,803	LOCAL	\$34,799	\$0	\$0	\$1,491	\$183	\$5,978	\$458	\$42,909	\$145,712	
72	SETE-ASOP-013L	GUTIERREZ, KATHRINE	01/19/21	ASSOC PROF	\$105,886	IV	17	01/20/26	\$0	\$105,886	LOCAL	\$35,842	\$0	\$0	\$1,535	\$183	\$12,977	\$458	\$50,996	\$156,882	
73	WERI-ASOP-006L	HABANA, NATHAN	08/18/20	ASSOC PROF	\$96,901	IV	14	08/17/26	\$0	\$96,901	LOCAL	\$32,801	\$0	\$0	\$1,405	\$183	\$9,793	\$742	\$44,924	\$141,825	
74	ENGL-ASOP-021L	HAHM, HYUN JONG	08/18/15	ASSOC PROF	\$99,808	IV	15	08/17/26	\$0	\$99,808	LOCAL	\$33,785	\$0	\$0	\$1,447	\$183	\$4,141	\$0	\$39,556	\$139,364	
75	ARTS-ASOP-001L	IPPOLITI, ANDREW	01/21/25	ASSOC PROF	\$96,901	IV	14	01/20/26	\$0	\$96,901	LOCAL	\$32,801	\$0	\$0	\$1,405	\$183	\$15,290	\$553	\$50,232	\$147,133	
76	ANTH-ASOP-004L	JEFFERY, WILLIAM	08/18/20	ASSOC PROF	\$105,886	IV	17	08/17/26	\$0	\$105,886	LOCAL	\$35,842	\$0	\$0	\$1,535	\$183	\$4,141	\$372	\$42,073	\$147,959	
77	SBAA-ASOP-002L	JI JR, JAMES	08/18/25	ASSOC PROF	\$102,803	IV	16	08/17/26	\$0	\$102,803	LOCAL	\$34,799	\$0	\$0	\$1,491	\$183	\$12,977	\$458	\$49,907	\$152,710	
78	WPTR-ASOP-001M	JIANG, HUI	10/01/11	ASSOC PROF	\$120,895	IV	13	02/15/20	\$0	\$120,895	LOCAL	\$40,923	\$0	\$0	\$1,753	\$183	\$12,977	\$458	\$56,294	\$177,189	
79	SBMG-ASOP-002L	KABIGTING, LEILA	0																		

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT			Local/Federal/Other Funds	BENEFITS								TOTAL BENEFITS	TOTAL
								Date	Amt	SUBTOTAL		Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental			
101	LREC-ASOP-001L	SHOOK, RYAN	08/12/24	ASSOC PROF	\$102,883	IV	09	08/12/26	\$0	\$102,883	LOCAL	\$34,826	\$0	\$0	\$1,492	\$183	\$7,215	\$553	\$44,268	\$147,151	
102	SBAC-ASOP-001L	SUEZ-SALES, MARTHA	08/12/24	ASSOC PROF	\$109,063	IV	18	08/17/26	\$0	\$109,063	LOCAL	\$36,918	\$494	\$0	\$1,581	\$183	\$0	\$0	\$39,176	\$148,239	
103	NSMA-ASOP-003L	SWANSON JR, CARL	10/01/03	ASSOC PROF	\$96,901	IV	14	08/18/25	\$0	\$96,901	LOCAL	\$32,801	\$0	\$0	\$1,405	\$183	\$7,215	\$553	\$42,157	\$139,058	
104	NSMA-ASOP-007L	SZEKELY, ZOLTAN	08/14/06	ASSOC PROF	\$102,803	IV	16	08/18/25	\$0	\$102,803	LOCAL	\$34,799	\$0	\$0	\$1,491	\$183	\$8,149	\$372	\$44,994	\$147,797	
105	CHEM-ASOP-004L	WU, BULAN	08/15/22	ASSOC PROF	\$102,803	IV	16	08/17/26	\$0	\$102,803	LOCAL	\$34,799	\$0	\$0	\$1,491	\$183	\$4,141	\$372	\$40,985	\$143,788	
106	BIOL-ASOP-004L	XIAO, WEI	08/20/19	ASSOC PROF	\$89,274	IV	12	08/17/26	\$0	\$89,274	LOCAL	\$30,219	\$0	\$0	\$1,294	\$183	\$9,793	\$0	\$41,490	\$130,764	
107	ARTS-ASOP-006L	YAMASHITA, VELMA	08/19/19	ASSOC PROF	\$105,886	IV	17	08/17/26	\$0	\$105,886	LOCAL	\$35,842	\$0	\$0	\$1,535	\$183	\$7,215	\$372	\$45,148	\$151,034	
108	WERI-ASOP-008L	YEO, MYEONG-HO	08/14/23	ASSOC PROF	\$92,998	IV	13	08/17/26	\$0	\$92,998	LOCAL	\$31,480	\$0	\$0	\$1,348	\$183	\$9,793	\$742	\$43,546	\$136,544	
109	NSMA-ASOP-006L	ZOU, YOUSUO	10/01/03	ASSOC PROF	\$96,901	IV	14	08/17/26	\$0	\$96,901	LOCAL	\$32,801	\$0	\$0	\$1,405	\$183	\$7,215	\$372	\$41,976	\$138,877	
110	ENGL-ASOP-023L	GARCIA, CHRISTOPHER	10/03/23	ASSOC PROF (FAC SEN PRES)	\$129,750	IV	15	08/17/26	\$0	\$129,750	LOCAL	\$43,920	\$0	\$0	\$1,881	\$183	\$15,290	\$553	\$61,827	\$191,577	
111	SENG-ASIN-001L	PERITO, MYLA	03/01/24	ASST INST	\$69,369	I	10	03/01/26	\$0	\$69,369	LOCAL	\$23,481	\$494	\$0	\$1,006	\$183	\$4,141	\$372	\$29,677	\$99,046	
112	MUSI-ASIN-003L	RAMIREZ, MIREN SOFIA	08/18/25	ASST INST	\$48,833	I	07		\$0	\$48,833	LOCAL	\$16,530	\$494	\$0	\$708	\$0	\$4,141	\$372	\$22,245	\$71,078	
113	GEOG-ASTP-001L	ABAN, JOSE EDGARDO	08/19/19	ASST PROF	\$102,078	III	19	08/17/26	\$0	\$102,078	LOCAL	\$34,553	\$494	\$0	\$1,480	\$183	\$9,793	\$742	\$47,246	\$149,324	
114	PSYC-ASTP-002L	BOLLER, ARVIN JAY	01/16/24	ASST PROF	\$72,827	III	10	01/20/26	\$0	\$72,827	LOCAL	\$24,652	\$494	\$0	\$1,056	\$183	\$4,141	\$372	\$30,898	\$103,725	
115	NSMA-ASTP-002L	CHOI, JAEYONG	01/16/18	ASST PROF	\$78,715	III	12	01/20/26	\$0	\$78,715	LOCAL	\$26,645	\$494	\$0	\$1,141	\$183	\$9,793	\$553	\$38,810	\$117,525	
116	BIOL-ASTP-001L	COFFMAN-REA, KARA	01/21/25	ASST PROF	\$88,700	III	15	01/20/26	\$0	\$88,700	LOCAL	\$30,025	\$494	\$0	\$1,286	\$183	\$15,290	\$0	\$47,278	\$135,978	
117	SEAA-ASTP-004L	CRUZ, KIM	08/18/25	ASST PROF	\$88,700	III	15	08/17/26	\$0	\$88,700	LOCAL	\$30,025	\$0	\$0	\$1,286	\$0	\$21,216	\$742	\$53,269	\$141,969	
118	COMM-ASTP-002L	CRUZ, MANUEL	01/18/22	ASST PROF	\$60,391	III	05	08/17/26	\$0	\$60,391	LOCAL	\$20,442	\$0	\$0	\$876	\$183	\$21,216	\$742	\$43,459	\$103,850	
119	SBAA-ASTP-008L	DIEGO, JOANN	08/16/21	ASST PROF	\$96,218	III	17	08/17/26	\$0	\$96,218	LOCAL	\$32,570	\$0	\$0	\$1,395	\$183	\$15,290	\$553	\$49,991	\$146,209	
120	WPTR-ASTP-003M	DULLA, GLENN	01/02/23	ASST PROF	\$94,675	III	10	01/02/26	\$0	\$94,675	LOCAL	\$32,047	\$494	\$0	\$1,373	\$183	\$0	\$0	\$34,097	\$128,772	
121	SEAA-ASTP-001L	GRUNZKE, REBECCA	08/12/24	ASST PROF	\$81,884	III	13	08/18/25	\$0	\$81,884	LOCAL	\$27,718	\$494	\$0	\$1,187	\$183	\$4,141	\$372	\$34,095	\$115,979	
122	SENG-ASTP-002L	GUADES, ERNESTO	01/18/22	ASST PROF	\$96,218	III	17	01/20/26	\$0	\$96,218	LOCAL	\$32,570	\$494	\$0	\$1,395	\$183	\$4,141	\$372	\$39,155	\$135,373	
123	NSNS-ASTP-001L	HART, GREGORY	08/18/25	ASST PROF	\$88,700	III	15	08/17/26	\$0	\$88,700	LOCAL	\$30,025	\$494	\$0	\$1,286	\$0	\$21,216	\$742	\$53,763	\$142,463	
124	SENG-ASTP-004L	HOANG, PHUONG TUNG	08/18/25	ASST PROF	\$81,884	III	13	08/17/26	\$0	\$81,884	LOCAL	\$27,718	\$494	\$0	\$1,187	\$0	\$9,793	\$742	\$39,934	\$121,818	
125	CESC-ASTP-001M	JOHNSON, ALFRED	04/24/25	ASST PROF	\$91,118	III	09	04/24/26	\$0	\$91,118	LOCAL	\$30,843	\$494	\$0	\$1,321	\$183	\$4,141	\$372	\$37,355	\$128,473	
126	BIOL-ASTP-009L	JOLLEY, RACHEL	01/01/25	ASST PROF	\$94,675	III	10	01/15/26	\$0	\$94,675	LOCAL	\$32,047	\$494	\$0	\$1,373	\$183	\$0	\$0	\$34,097	\$128,772	
127	CESC-ASTP-007M	LAGUANA, MICHELLE	03/12/24	ASST PROF	\$87,731	III	08	08/14/26	\$0	\$87,731	LOCAL	\$29,697	\$0	\$0	\$1,272	\$183	\$9,793	\$742	\$41,687	\$129,418	
128	MARI-ASTP-011L	LASLEY JR, ROBERT	08/12/24	ASST PROF	\$85,207	III	14	08/17/26	\$0	\$85,207	LOCAL	\$28,843	\$494	\$0	\$1,236	\$183	\$8,149	\$372	\$39,277	\$124,484	
129	SEAA-ASTP-003L	LEON GUERRERO, GENEVIEVE	08/16/21	ASST PROF	\$81,884	III	13	08/14/23	\$0	\$81,884	LOCAL	\$27,718	\$0	\$0	\$1,187	\$183	\$12,977	\$458	\$42,523	\$124,407	
130	LREC-ASTP-012L	LIBAO, JEFREY	01/06/15	ASST PROF	\$98,410	III	11	01/06/26	\$0	\$98,410	LOCAL	\$33,312	\$0	\$0	\$1,427	\$183	\$8,149	\$372	\$43,443	\$141,853	
131	CHEM-ASTP-003L	LIMTIACO, JOHN FRANCIS	01/19/21	ASST PROF	\$85,207	III	14	01/20/26	\$0	\$85,207	LOCAL	\$28,843	\$494	\$0	\$1,236	\$183	\$0	\$0	\$30,755	\$115,962	
132	CESC-ASTP-005F	LIU, JENG-HUNG	04/08/21	ASST PROF	\$94,675	III	10	04/05/25	\$0	\$94,675	LOCAL	\$32,047	\$0	\$0	\$1,373	\$183	\$9,793	\$553	\$43,949	\$138,624	
133	SNNU-ASTP-006L	MACARAEG, ANDRIA	08/18/25	ASST PROF	\$70,091	III	09	08/17/26	\$0	\$70,091	LOCAL	\$23,726	\$0	\$0	\$1,016	\$0	\$5,978	\$0	\$30,720	\$100,811	
134	PSYC-ASTP-003L	MENO, CAMARIN ANDREA	08/21/24	ASST PROF	\$62,644	III	06	08/17/26	\$0	\$62,644	LOCAL	\$21,205	\$0	\$0	\$908	\$183	\$4,141	\$0	\$26,437	\$89,081	
135	MARI-ASTP-012L	MIHALITSIS, MICHALIS	01/21/25	ASST PROF	\$70,091	III	09	01/20/26	\$0	\$70,091	LOCAL	\$23,726	\$494	\$0	\$1,016	\$183	\$8,149	\$372	\$33,941	\$104,032	
136	SNNU-ASTP-004L	NAPUTI, FRANCINE	01/18/22	ASST PROF	\$67,484	III	08	01/20/26	\$0	\$67,484	LOCAL	\$22,843	\$0	\$0	\$979	\$183	\$4,141	\$372	\$28,517	\$96,001	
137	CESC-ASTP-008M	OLADOYE, CHRISTIANAH	10/09/25	ASST PROF	\$94,675	III	10	10/09/26	\$0	\$94,675	LOCAL	\$32,047	\$0	\$0	\$1,373	\$0	\$5,978	\$458	\$39,857	\$134,532	
138	NSNS-ASTP-004L	PARK, JIN	08/16/21	ASST PROF	\$92,368	III	16	01/20/26	\$0	\$92,368	LOCAL	\$31,267	\$0	\$0	\$1,339	\$183	\$9,793	\$0	\$42,582	\$134,950	
139	NSMA-ASTP-001L	PAULINO, RAYMOND	01/16/18	ASST PROF	\$78,715	III	12	01/20/26	\$0	\$78,715	LOCAL	\$26,645	\$494	\$0	\$1,141	\$183	\$21,216	\$742	\$50,421	\$129,136	
140	CESC-ASTP-002M	POUDEL-WARD, BINDU	08/04/25	ASST PROF	\$120,079	III	16	08/04/26	\$0	\$120,079	LOCAL	\$40,647	\$0	\$0	\$1,741	\$0	\$9,793	\$742	\$52,923	\$173,002	
141	MARC-ASTP-010L	RAIGETAL, HILARY (LARRY)	08/12/24	ASST PROF	\$81,884	III	13	08/17/26	\$0	\$81,884	LOCAL	\$27,718	\$494	\$0	\$1,187	\$183	\$8,149	\$372	\$38,104	\$119,988	
142	SBAA-ASTP-003L	ROSS, COREY	08/16/21	ASST PROF	\$96,218	III	17	08/17/26	\$0	\$96,218	LOCAL	\$32,570	\$0	\$0	\$1,395	\$183	\$21,216	\$742	\$56,106	\$152,324	
143	SEAA-ASTP-002L	SABLAN, ZENA	08/14/23	ASST PROF	\$75,701	III	11	08/18/25	\$0	\$75,701	LOCAL	\$25,625	\$0	\$0	\$1,098	\$183	\$12,977	\$458	\$40,340	\$116,041	
144	PSYC-ASTP-001L	SHARMA, RITA	08/19/19	ASST PROF	\$92,368	III	16	08/17/26	\$0	\$92,368	LOCAL	\$31,267	\$494	\$0	\$1,339	\$183	\$15,290	\$372	\$48,945	\$141,313	
145	WPTR-ASTP-004M	SINGH, RICHARD	07/01/24	ASST PROF	\$102,331	III	12	07/01/26	\$0	\$102,331	LOCAL	\$34,639	\$0	\$0	\$1,48						

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS							TOTAL BENEFITS	TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental		
168	AFUT-CIPC-001L	QUIDACHAY, JON	06/06/22	CAP IMP PROJ COORD	\$61,401	GPP/N	04	06/06/26	\$0	\$61,401	LOCAL	\$20,784	\$0	\$0	\$890	\$183	\$9,793	\$742	\$32,392	\$93,793
169	PMRE-CAR1-004L	PAKINGAN, CESAR	02/12/08	CARPENTER I	\$45,826	GPP/H	11	08/12/26	\$0	\$45,826	LOCAL	\$15,512	\$494	\$0	\$664	\$183	\$12,977	\$458	\$30,289	\$76,115
170	PMRE-CAR2-004L	PAYUMO, WILLIAM	08/26/02	CARPENTER II	\$68,172	GPP/I	18X	03/28/27	\$0	\$68,172	LOCAL	\$23,076	\$0	\$0	\$988	\$183	\$8,149	\$372	\$32,769	\$100,941
171	PMRE-CAR2-008L	PONCE, RICARDO	08/09/05	CARPENTER II	\$50,979	GPP/I	12	08/08/26	\$0	\$50,979	LOCAL	\$17,256	\$494	\$0	\$739	\$183	\$7,215	\$553	\$26,441	\$77,420
172	COMT-CAS2-001L	MORGAN, CASANDRA ROSE	04/14/25	CASHIER II	\$28,269	GPP/F	01		\$0	\$28,269	LOCAL	\$9,569	\$494	\$0	\$410	\$183	\$4,141	\$372	\$15,169	\$43,438
173	WERI-CHE2-003L	CONCEPCION, JOHN	11/18/24	CHEMIST II	\$62,163	GPP/M	07		\$0	\$62,163	LOCAL	\$21,042	\$0	\$0	\$901	\$183	\$8,551	\$341	\$31,018	\$93,181
174	WPTI-CHE2-001M	IYEKAR, CLANCY	02/18/08	CHEMIST II	\$68,269	GPP/M	10	07/12/26	\$0	\$68,269	LOCAL	\$23,109	\$0	\$0	\$990	\$183	\$0	\$0	\$24,282	\$92,551
175	WERI-CHE3-001L	DUENAS, MALLARY NICOLE	04/12/21	CHEMIST III	\$70,825	GPP/N	08	04/11/24	\$0	\$70,825	LOCAL	\$23,974	\$0	\$0	\$1,027	\$183	\$7,215	\$553	\$32,952	\$103,777
176	AHRO-CHRO-001L	GUMATAOTAO, JOSEPH	07/03/22	CHIEF HRO	\$106,090	***	***	07/03/26	\$0	\$106,090	LOCAL	\$35,911	\$0	\$0	\$1,538	\$183	\$7,215	\$553	\$45,401	\$151,491
177	COMP-CIOF-001L	DELA CRUZ, VINCENT	06/20/22	CHIEF INFO OFFCR	\$131,530	***	***	06/20/27	\$0	\$131,530	LOCAL	\$44,523	\$0	\$0	\$1,907	\$183	\$4,141	\$372	\$51,126	\$182,656
178	PRES-CMCO-001L	MACAPINLAC, JONAS	02/13/20	CHIEF M&C OFFCR	\$108,283	***	***	12/03/23	\$0	\$108,283	LOCAL	\$36,654	\$0	\$0	\$1,570	\$183	\$0	\$0	\$38,407	\$146,690
179	PMAT-CLK1-002L	CAMACHO, ROSALINE	05/09/00	CLERK I	\$37,032	GPP/C	17	12/09/25	\$980	\$38,012	LOCAL	\$12,867	\$0	\$0	\$551	\$183	\$15,290	\$553	\$29,444	\$67,456
180	PRES-CLK3-001L	FEJERAN, BERTHA	02/27/25	CLERK III	\$25,736	E	01	02/27/25	\$0	\$25,736	LOCAL	\$8,712	\$494	\$0	\$373	\$183	\$8,149	\$372	\$18,283	\$44,019
181	MARI-COLM-001L	BURDICK, DAVID	11/17/25	COLLECT MNGR	\$73,072	UGPP/N	09		\$0	\$73,072	LOCAL	\$24,735	\$0	\$0	\$1,060	\$183	\$5,978	\$458	\$32,413	\$105,485
182	LREC-COT2-001L	BAES, IAN	08/16/04	COMP TECH II	\$53,699	GPP/I	11	08/16/27	\$0	\$53,699	LOCAL	\$18,177	\$494	\$0	\$779	\$183	\$8,149	\$372	\$28,154	\$81,853
183	COMT-COMP-001L	MARTIN, ABIGAIL	12/06/21	COMPTROLLER	\$98,018	***	***	12/05/25	\$2,206	\$100,224	LOCAL	\$33,926	\$494	\$0	\$1,453	\$183	\$0	\$0	\$36,056	\$136,280
184	STFA-CSRP-001L	DELA CRUZ, ALYSSA FAITH	09/02/25	CUST SERV REP	\$32,355	UGPP/H	01		\$0	\$32,355	LOCAL	\$10,952	\$494	\$0	\$469	\$0	\$0	\$0	\$11,916	\$44,271
185	COMT-CSRP-002L	GAMBOA, COURTNEE	10/06/25	CUST SERV REP	\$32,355	UGPP/H	01		\$0	\$32,355	LOCAL	\$10,952	\$494	\$0	\$469	\$0	\$0	\$0	\$11,916	\$44,271
186	STFA-CSRP-003L	UY, RHODORA	07/25/22	CUST SERV REP	\$34,853	GPP/H	03	07/25/25	\$0	\$34,853	LOCAL	\$11,798	\$494	\$0	\$505	\$183	\$12,977	\$458	\$26,415	\$61,268
187	COMP-DBSP-002L	YOSHIDA, RAYMOND	04/14/25	DATABASE SPEC	\$78,554	UGPP/P	05		\$0	\$78,554	LOCAL	\$26,591	\$494	\$0	\$1,139	\$183	\$7,215	\$553	\$36,175	\$114,729
188	CLAS-DEAN-001L	SELLMANN, JAMES	08/02/10	DEAN, CLASS	\$159,150	***	***	08/02/26	\$0	\$159,150	LOCAL	\$53,872	\$0	\$0	\$2,308	\$183	\$7,215	\$553	\$64,131	\$223,281
189	CNAS-DEAN-001M	LEON GUERRERO, RACHAEL	11/01/23	DEAN, CNAS	\$181,645	***	***	11/01/25	\$4,995	\$186,640	LOCAL	\$63,178	\$0	\$0	\$2,706	\$183	\$21,216	\$742	\$88,025	\$274,665
190	SBA4-DEAN-004L	JONES, ROSEANN	07/31/23	DEAN, SBPA	\$179,591	***	***	07/31/24	\$0	\$179,591	LOCAL	\$60,792	\$0	\$0	\$2,604	\$183	\$9,793	\$742	\$74,113	\$253,704
191	SENG-DEAN-003L	HETTIARACHCHI, HIROSHAN	03/01/24	DEAN, SENG	\$187,192	***	***	03/01/26	\$0	\$187,192	LOCAL	\$63,364	\$494	\$0	\$2,714	\$183	\$8,149	\$372	\$75,277	\$262,469
192	SEAA-DEAN-002L	AGUON, ALICIA	07/16/18	DEAN, SOE	\$125,825	***	***	07/15/20	\$0	\$125,825	LOCAL	\$42,592	\$0	\$0	\$1,824	\$183	\$8,149	\$372	\$53,121	\$178,946
193	SNA4-DEAN-002L	PAULINO, YVETTE	03/25/24	DEAN, SOH	\$150,000	***	***	03/25/26	\$0	\$150,000	LOCAL	\$50,775	\$0	\$0	\$2,175	\$183	\$4,141	\$0	\$57,273	\$207,273
194	LRMA-DEAN-001L	STORIE, MONIQUE	02/04/19	DEAN, UNIVERSITY LIBRARIES	\$130,237	***	***	02/04/21	\$0	\$130,237	LOCAL	\$44,085	\$0	\$0	\$1,888	\$183	\$15,290	\$742	\$62,188	\$192,425
195	PRES-DMSM-001L	EJERCITO-RAYMUNDO, RIZA	09/16/24	DIG MARKET & SOC MEDIA SPEC	\$59,895	UGPP/M	06	09/16/25	\$0	\$59,895	LOCAL	\$20,274	\$494	\$0	\$868	\$183	\$8,149	\$372	\$30,341	\$90,236
196	SPRE-DCIS-001L	SHELTON III, AUSTIN	04/22/24	DIR, CIS & SG	\$140,000	***	***	04/22/26	\$0	\$140,000	LOCAL	\$47,390	\$0	\$0	\$2,030	\$183	\$21,216	\$0	\$70,819	\$210,819
197	STFA-DFAT-001L	DUARTE, MARK	02/13/20	DIR, FIN AID & TOS	\$87,423	***	***	07/19/26	\$0	\$87,423	LOCAL	\$29,593	\$0	\$0	\$1,268	\$183	\$8,149	\$372	\$39,565	\$126,988
198	ACAD-DIRE-003L	DE LEON, JUNE	10/01/25	DIR, GUAM CEDDERS	\$136,425	***	***	10/01/26	\$0	\$136,425	LOCAL	\$46,180	\$0	\$0	\$1,978	\$183	\$0	\$372	\$48,713	\$185,138
199	MARI-DIRE-001L	RAYMUNDO, LAURIE	01/21/25	DIR, ML	\$177,850	***	***		\$0	\$177,850	LOCAL	\$60,202	\$494	\$0	\$2,579	\$183	\$8,149	\$372	\$71,980	\$249,830
200	MARI-DSOF-001L	BOYKIN, PATRICIA	10/20/25	DIVE SAFETY OFFCR	\$49,827	UGPP/K	06		\$0	\$49,827	LOCAL	\$16,866	\$494	\$0	\$722	\$0	\$0	\$0	\$18,083	\$67,910
201	PMEL-ELE2-002L	BAUTISTA, FRANCIS	06/02/25	ELEC II	\$40,841	GPP/I	03		\$0	\$40,841	LOCAL	\$13,825	\$0	\$0	\$592	\$183	\$21,216	\$742	\$36,558	\$77,399
202	PMEL-ELE2-005L	MENO, BERTHA	12/15/25	ELEC II	\$39,349	GPP/I	02		\$0	\$39,349	LOCAL	\$13,320	\$0	\$0	\$571	\$183	\$15,290	\$553	\$29,916	\$69,265
203	PMEL-ELE2-004L	MENO, GUS	12/15/25	ELEC II	\$43,995	GPP/I	05		\$0	\$43,995	LOCAL	\$14,892	\$494	\$0	\$638	\$183	\$8,149	\$372	\$24,729	\$68,724
204	PRES-ESEC-002L	MABAYAG, CHRISTINE	08/14/01	EXEC SECRETARY	\$66,821	I	18	07/01/25	\$0	\$66,821	LOCAL	\$22,619	\$0	\$0	\$969	\$183	\$8,149	\$372	\$32,292	\$99,113
205	CESC-EXA1-002F	ACOSTA, MARK	04/17/18	EXT AGENT I	\$63,482	I	07	04/16/24	\$0	\$63,482	LOCAL	\$21,489	\$0	\$0	\$920	\$183	\$8,149	\$372	\$31,113	\$94,595
206	CESC-EXA2-010M	KYOTA, CLIFFORD	07/22/21	EXT AGENT II	\$80,567	II	10	08/05/25	\$0	\$80,567	LOCAL	\$27,272	\$494	\$0	\$1,168	\$183	\$21,216	\$742	\$51,075	\$131,642
207	CESC-EXA2-011M	QUITUGUA, ROLAND	03/05/24	EXT AGENT II	\$86,897	II	12	03/05/26	\$0	\$86,897	LOCAL	\$29,415	\$0	\$0	\$1,260	\$183	\$21,216	\$742	\$52,815	\$139,712
208	CESC-EXA3-001M	BAMBA, JESSE	08/18/25	EXT AGENT III	\$87,731	III	08	12/07/25	\$2,540	\$90,271	LOCAL	\$30,557	\$0	\$0	\$1,309	\$183	\$9,793	\$742	\$42,583	\$132,855
209	CESC-EXA3-014M	BARCINAS, PETER	08/16/04	EXT AGENT III	\$128,839	III	18	06/07/26	\$0	\$128,839	LOCAL	\$43,612	\$0	\$0	\$1,868	\$183	\$9,793	\$742	\$56,198	\$185,037
210	CESC-EXA3-002M	DELA CRUZ, TIMMY	06/22/20	EXT AGENT III	\$98,410	III	11	06/22/26	\$0	\$98,410	LOCAL	\$33,312	\$0	\$0	\$1,427	\$183	\$0	\$0	\$34,922	\$133,332
211	CESC-EXA3-013M	TUQUERO, JOSEPH	08/19/19	EXT AGENT III	\$110,768	III	14	10/05/26	\$0	\$110,768	LOCAL	\$37,495	\$0	\$0	\$1,606	\$183	\$0	\$0	\$39,284	\$150,052
212	CESC-EAC2-002M	BARCINAS, CLARISSA	03/07/05	EXT ASSOC II	\$70,436	UGPP/M	11	09/07/27	\$0	\$70,436	LOCAL	\$23,843	\$0	\$0	\$1,021	\$183	\$4,141	\$742	\$29,929	\$100,365

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS								TOTAL BENEFITS	TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental			
235	SNNU-INST-002L	KLEINER, ANTOINETTE	03/01/21	INST	\$83,886	II	18	01/20/26	\$0	\$83,886	LOCAL	\$28,395	\$494	\$0	\$1,216	\$183	\$15,290	\$553	\$46,132	\$130,018	
236	NSNS-INST-003L	NGUYEN, CHRISTINA	08/12/24	INST	\$57,571	II	08	08/17/26	\$0	\$57,571	LOCAL	\$19,488	\$494	\$0	\$835	\$183	\$8,149	\$372	\$29,521	\$87,092	
237	ENGL-INST-004L	PEREZ, TERESITA	08/19/13	INST	\$81,443	II	17	08/17/26	\$0	\$81,443	LOCAL	\$27,568	\$0	\$0	\$1,181	\$183	\$12,977	\$458	\$42,367	\$123,810	
238	SBAA-INST-002L	PEREZ, VALENTINO	08/14/23	INST	\$83,886	II	18	01/20/26	\$0	\$83,886	LOCAL	\$28,395	\$494	\$0	\$1,216	\$183	\$5,978	\$458	\$36,725	\$120,611	
239	NSMA-INST-001L	QUINATA, KATRINA MARIE	08/14/17	INST	\$61,974	II	10	08/17/26	\$0	\$61,974	LOCAL	\$20,978	\$0	\$0	\$899	\$183	\$4,141	\$372	\$26,572	\$88,546	
240	NSMA-INST-006L	REN, JAMES	08/16/23	INST	\$48,281	II	03	08/17/26	\$0	\$48,281	LOCAL	\$16,343	\$0	\$0	\$700	\$183	\$21,216	\$653	\$39,095	\$87,376	
241	ENGL-INST-005L	RUTUN, ELIZABETH	08/19/19	INST	\$49,960	II	04	08/17/26	\$0	\$49,960	LOCAL	\$16,911	\$0	\$0	\$724	\$183	\$8,149	\$372	\$26,340	\$76,300	
242	ENGL-INST-007L	SIMPSON-WARNER, CAROL	08/18/08	INST	\$81,443	II	17	08/17/26	\$0	\$81,443	LOCAL	\$27,568	\$0	\$0	\$1,181	\$183	\$8,149	\$372	\$37,454	\$118,897	
243	PHIL-INST-002L	SUBA, NATASHA	08/15/22	INST	\$55,526	II	07	08/17/26	\$0	\$55,526	LOCAL	\$18,796	\$0	\$0	\$805	\$183	\$9,793	\$742	\$30,318	\$85,844	
244	SNNU-INST-003L	TORREY, NICOLE	01/21/25	INST	\$81,443	II	17	01/20/26	\$0	\$81,443	LOCAL	\$27,568	\$494	\$0	\$1,181	\$183	\$4,141	\$372	\$33,939	\$115,382	
245	POLS-INST-001L	YUSI, KATE	08/15/22	INST	\$49,960	II	04	08/17/26	\$0	\$49,960	LOCAL	\$16,911	\$494	\$0	\$724	\$183	\$4,141	\$0	\$22,453	\$72,413	
246	SBPA-INST-002L	ISHIZAKI, FRANKIE	08/15/16	INST (SPEC CONTRACT)	\$56,258	***	***		\$0	\$56,258	LOCAL	\$19,043	\$0	\$0	\$816	\$0	\$0	\$0	\$19,859	\$76,117	
247	CNAS-INTD-001L	VUKI, MAIKA	01/15/24	INTERIM ASSOC DEAN, CNAS	\$183,186	***	***		\$0	\$183,186	LOCAL	\$62,008	\$0	\$0	\$2,656	\$183	\$15,290	\$553	\$80,690	\$263,876	
248	CESC-INAD-001L	BARBER, LEROY	02/12/24	INTERIM ASSOC DIR, CES	\$183,186	***	***	07/12/25	\$0	\$183,186	LOCAL	\$62,008	\$0	\$0	\$2,656	\$183	\$7,215	\$0	\$72,062	\$255,248	
249	WERI-IADI-001L	MILLER, ROSS	04/16/25	INTERIM ASSOC DIR, WERI	\$172,670	***	***		\$0	\$172,670	LOCAL	\$58,449	\$0	\$0	\$2,504	\$183	\$4,141	\$372	\$65,648	\$238,318	
250	WPTR-INTA-002M	CAMACHO, FRANK	05/27/24	INTERIM ASSOC DIR, WPTRC	\$153,415	***	***		\$0	\$153,415	LOCAL	\$51,931	\$0	\$0	\$2,225	\$183	\$21,216	\$742	\$76,296	\$229,711	
251	PRES-CSBL-001L	MENDIOLA, MARK	01/16/24	INTERIM CHIEF OF STAFF & BL	\$93,178	***	***		\$0	\$93,178	LOCAL	\$31,541	\$494	\$0	\$1,351	\$183	\$21,216	\$742	\$55,527	\$148,705	
252	EMSS-INTD-001L	ROJAS, GENA	01/01/24	INTERIM DEAN, EMSS	\$141,781	***	***		\$0	\$141,781	LOCAL	\$47,993	\$0	\$0	\$2,056	\$183	\$8,149	\$372	\$58,753	\$200,534	
253	SPRE-IDCG-001L	LIMTIACO, JEFREYJON	08/27/25	INTERIM DIR, CONTR & GRANTS	\$64,108	***	***		\$0	\$64,108	LOCAL	\$21,701	\$0	\$0	\$930	\$183	\$8,149	\$372	\$31,334	\$95,442	
254	AHRO-IDEE-001L	SAYAMA, KRISTINA	07/14/25	INTERIM DIR, EEO & TLIX/ADA	\$72,015	***	***		\$0	\$72,015	LOCAL	\$24,377	\$0	\$0	\$1,044	\$183	\$0	\$0	\$25,604	\$97,619	
255	AFUT-IDFM-001L	BELANGER, ZENON	03/26/25	INTERIM DIR, FAC MGMT & SVC	\$152,779	***	***		\$0	\$152,779	LOCAL	\$51,716	\$494	\$0	\$2,215	\$183	\$21,216	\$742	\$76,566	\$229,345	
256	ADFI-IVAF-001L	FIELD, RACHEL	08/01/25	INTERIM VP, A&F & CBO	\$123,534	***	***		\$0	\$123,534	LOCAL	\$41,816	\$0	\$0	\$1,791	\$183	\$4,141	\$372	\$48,303	\$171,837	
257	COMP-WEBM-001L	RAYMUNDO, MATTHEW	01/31/24	INTERIM WEB MASTER	\$60,456	***	***	03/17/27	\$0	\$60,456	LOCAL	\$20,464	\$0	\$0	\$877	\$183	\$8,149	\$372	\$30,045	\$90,501	
258	CLAS-ITST-001D	ADONAY, EMANN	02/24/25	IT SUPP TECH	\$34,886	UGPP/I	01	07/14/26	\$0	\$34,886	LOCAL	\$11,809	\$0	\$0	\$506	\$183	\$4,141	\$372	\$17,010	\$51,896	
259	SEAA-ITST-001L	BERROYA, JUSTIN	07/05/22	IT SUPP TECH	\$37,580	UGPP/I	03	03/23/25	\$0	\$37,580	LOCAL	\$12,721	\$494	\$0	\$545	\$183	\$8,149	\$372	\$22,464	\$60,044	
260	COMP-IDCC-001L	KANEMOTO, KAYLEEN	10/01/14	JR DATA CNTRL CLERK	\$45,826	UGPP/H	11	11/04/25	\$1,332	\$47,158	LOCAL	\$15,963	\$494	\$0	\$684	\$183	\$5,978	\$458	\$23,760	\$70,918	
261	COMP-JISA-005D	BOYNTON, PRESTON	01/27/25	JR INFO SEC ANALYST	\$49,731	UGPP/M	01		\$0	\$49,731	LOCAL	\$16,834	\$494	\$0	\$721	\$183	\$4,141	\$372	\$22,745	\$72,476	
262	COMT-JRNE-003L	RENGULBAI, ARTY	04/07/25	JR NETWORK ENGR	\$46,256	UGPP/K	04		\$0	\$46,256	LOCAL	\$15,658	\$494	\$0	\$671	\$183	\$4,141	\$372	\$21,518	\$67,774	
263	COMP-JWAD-002L	ISIDRO, JAEVANI	05/13/19	JR WEB APP DEV	\$49,827	UGPP/K	06	05/13/25	\$0	\$49,827	LOCAL	\$16,866	\$0	\$0	\$722	\$183	\$8,149	\$372	\$26,293	\$76,120	
264	MARI-LASM-001L	CRUZ, MARIEL	01/16/18	LAB SAFETY MGR	\$62,163	GPP/M	07	01/16/24	\$0	\$62,163	LOCAL	\$21,042	\$494	\$0	\$901	\$183	\$4,141	\$372	\$27,133	\$89,296	
265	LREC-LIT1-002L	BARCINAS, PATRICIA	07/05/22	LIB TECH I	\$31,606	GPP/F	04	07/05/26	\$0	\$31,606	LOCAL	\$10,699	\$0	\$0	\$458	\$183	\$8,149	\$372	\$19,861	\$51,467	
266	LREC-LIT1-009L	CAMACHO, FRANCISCO	12/03/18	LIB TECH I	\$35,336	GPP/F	07	06/03/26	\$0	\$35,336	LOCAL	\$11,961	\$0	\$0	\$512	\$183	\$9,793	\$742	\$23,191	\$58,527	
267	LREC-LIT1-008L	PINAULA, ZINA	02/18/19	LIB TECH I	\$38,807	GPP/F	10	08/18/26	\$0	\$38,807	LOCAL	\$13,136	\$494	\$0	\$563	\$183	\$8,149	\$372	\$22,897	\$61,704	
268	LREC-LIT1-010L	SANTOS, SHANE	11/07/16	LIB TECH I	\$36,458	GPP/F	08	11/07/25	\$1,060	\$37,518	LOCAL	\$12,700	\$494	\$0	\$544	\$183	\$4,141	\$372	\$18,434	\$55,951	
269	LREC-LIT2-013L	AGUERO, MICHELE	02/26/18	LIB TECH II	\$44,417	GPP/H	10	08/26/27	\$0	\$44,417	LOCAL	\$15,035	\$0	\$0	\$644	\$183	\$5,978	\$742	\$22,582	\$66,999	
270	LREC-LIT2-010L	CRISOSTOMO, CARMEN	06/28/04	LIB TECH II	\$50,328	GPP/H	14	10/11/25	\$1,596	\$51,924	LOCAL	\$17,576	\$494	\$0	\$753	\$183	\$4,141	\$372	\$23,519	\$75,443	
271	MARC-LIT2-002L	HERRERO, DORATHINA	02/06/23	LIB TECH II	\$41,727	GPP/H	08	02/06/27	\$0	\$41,727	LOCAL	\$14,125	\$0	\$0	\$605	\$183	\$8,149	\$372	\$23,434	\$65,161	
272	LREC-LIT2-009L	OGO, CECILIA	07/30/00	LIB TECH II	\$51,924	GPP/H	15	01/31/27	\$0	\$51,924	LOCAL	\$17,576	\$0	\$0	\$753	\$183	\$0	\$0	\$18,512	\$70,436	
273	MARC-LIT2-003L	STARNES, CARMEN	12/21/15	LIB TECH II	\$50,328	GPP/H	14	12/21/23	\$0	\$50,328	LOCAL	\$17,036	\$494	\$0	\$730	\$183	\$4,141	\$372	\$22,956	\$73,284	
274	LREC-LIT2-005L	TEDPAHOGO, JESSEJOE	01/30/14	LIB TECH II	\$47,279	GPP/H	12	01/30/27	\$0	\$47,279	LOCAL	\$16,004	\$0	\$0	\$686	\$183	\$4,141	\$372	\$21,385	\$68,664	
275	LREC-LITS-001L	GARCIA, PAMELA	06/27/16	LIB TECH SPVR	\$53,699	GPP/I	11	12/27/26	\$0	\$53,699	LOCAL	\$18,177	\$0	\$0	\$779	\$183	\$7,215	\$553	\$26,907	\$80,606	
276	SNAA-LRCC-001L	SALAS, JENNIFER	11/21/22	LRC COORD	\$62,163	UGPP/M	07	05/22/26	\$0	\$62,163	LOCAL	\$21,042	\$494	\$0	\$901	\$183	\$21,216	\$742	\$44,579	\$106,742	
277	PMCU-MACU-004L	CLAROS, ROSEMARGARET	03/22/10	MAINT CUST	\$36,133	GPP/D	14	03/22/27	\$0	\$36,133	LOCAL	\$12,231	\$0	\$0	\$524	\$183	\$8,149	\$372	\$21,459	\$57,592	
278	PMCU-MACU-016L	DATUGAN, ANABELLE	01/03/22	MAINT CUST	\$31,889	GPP/D	10	01/03/27	\$0	\$31,889	LOCAL	\$10,794	\$494	\$0	\$462	\$183	\$4,141	\$0	\$16,074	\$47,963	
279	PMCU-MACU-014L	FEROLINO, GINA	02/24/25	MAINT CUST	\$23,229	GPP/D	01		\$0	\$23,229	LOCAL	\$7,863	\$494	\$0	\$337	\$183	\$0	\$0	\$8,877	\$32,106	
280	PMCU-MACU-015L	MATA, LORNA	04/09/25	MAINT CUST	\$23,229	GPP/D	01	1													

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS							TOTAL BENEFITS	TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental		
302	AHRO-PSPI-007L	BLAS, DARLENE	10/17/19	PERS SPEC I	\$58,373	GPP/L	08	10/17/25	\$1,852	\$60,225	LOCAL	\$20,386	\$494	\$0	\$873	\$183	\$9,793	\$742	\$32,471	\$92,696
303	AHRO-PSPI-009L	DIEGO, CAMILLE	10/27/25	PERS SPEC I	\$46,978	GPP/L	02		\$0	\$46,978	LOCAL	\$15,902	\$0	\$0	\$681	\$183	\$5,978	\$458	\$23,202	\$70,180
304	CESC-PSPI-001M	NAHOLOWAA-TORRES, BEATRIX ALYA	09/22/25	PERS SPEC I	\$56,578	GPP/L	07		\$0	\$56,578	LOCAL	\$19,152	\$0	\$0	\$820	\$0	\$0	\$0	\$19,972	\$76,550
305	AHRO-PSPI-004L	PEREZ, CRIS CZAR	10/22/23	PERS SPEC I	\$50,605	GPP/L	04	10/16/25	\$1,918	\$52,523	LOCAL	\$17,779	\$0	\$0	\$762	\$183	\$8,149	\$372	\$27,245	\$79,768
306	AHRO-PSPI-008L	RIANO, MARYANNE	08/14/17	PERS SPEC I	\$58,373	GPP/L	08	08/15/26	\$0	\$58,373	LOCAL	\$19,759	\$0	\$0	\$846	\$183	\$8,149	\$372	\$29,310	\$87,683
307	AHRO-PSPI-006L	YAMADA, A-ICHEA	10/01/23	PERS SPEC I	\$50,605	GPP/L	04	09/12/26	\$0	\$50,605	LOCAL	\$17,130	\$494	\$0	\$734	\$183	\$8,149	\$372	\$27,062	\$77,667
308	AHRO-PSPI-005L	SORIANO, ELIZA	10/17/19	PERS SPEC II	\$64,136	GPP/M	08	10/17/25	\$2,035	\$66,171	LOCAL	\$22,399	\$0	\$0	\$959	\$183	\$8,149	\$372	\$32,063	\$98,234
309	AHRO-PSPI-001L	LUJAN, DONNA	08/16/10	PERS SPEC IV	\$94,690	GPP/O	14	03/12/24	\$0	\$94,690	LOCAL	\$32,053	\$0	\$0	\$1,373	\$183	\$8,149	\$372	\$42,130	\$136,820
310	PMRE-PLSU-001L	WARNER, RONALD	06/06/22	PLUMB SPVR	\$60,225	GPP/L	09	06/21/24	\$0	\$60,225	LOCAL	\$20,386	\$0	\$0	\$873	\$183	\$8,149	\$372	\$29,964	\$90,189
311	PMRE-PLU2-001L	DUENAS, PETER JR	06/02/25	PLUMBER II	\$39,004	GPP/I	04		\$0	\$39,004	LOCAL	\$13,203	\$494	\$0	\$566	\$183	\$8,149	\$372	\$22,967	\$61,971
312	POST-POAS-001L	PHILLIP, LOYOLA	10/02/23	POST ASSOC	\$37,545	UGPP/H	05	07/27/26	\$0	\$37,545	LOCAL	\$12,709	\$494	\$0	\$544	\$183	\$0	\$553	\$14,483	\$52,028
313	PRES-PRES-001L	ENRIQUEZ, ANITA	08/06/23	PRESIDENT	\$254,000	***	***	08/06/24	\$0	\$254,000	LOCAL	\$85,979	\$0	\$0	\$3,683	\$183	\$7,215	\$553	\$97,613	\$351,613
314	COMT-PRMG-001L	GUERRERO, DAMIAN JUAN	07/21/25	PROC MGR	\$54,918	UGPP/N	01	07/21/26	\$0	\$54,918	LOCAL	\$18,590	\$494	\$0	\$796	\$183	\$4,141	\$372	\$24,576	\$79,494
315	CESC-PROF-002L	AFLAGUE, TANISHA	08/18/25	PROF	\$132,336	V	10	08/10/26	\$0	\$132,336	LOCAL	\$44,796	\$0	\$0	\$1,919	\$183	\$21,216	\$742	\$68,855	\$201,191
316	COMM-PROF-004L	ANDERSON, RAYMOND	08/17/20	PROF	\$118,012	V	15	08/17/26	\$0	\$118,012	LOCAL	\$39,947	\$0	\$0	\$1,711	\$183	\$8,149	\$372	\$50,363	\$168,375
317	ANTH-PROF-003L	ATIENZA, DAVID	08/15/23	PROF	\$114,576	V	14	08/17/26	\$0	\$114,576	LOCAL	\$38,784	\$494	\$0	\$1,661	\$183	\$21,216	\$458	\$62,797	\$177,373
318	NSMA-PROF-001L	BADOWSKI, GRAZYNA	08/12/24	PROF	\$114,576	V	14	08/17/26	\$0	\$114,576	LOCAL	\$38,784	\$0	\$0	\$1,661	\$183	\$9,793	\$742	\$51,163	\$165,739
319	MUSI-PROF-001L	BEDNARZYK, STEPHEN	08/19/14	PROF	\$136,809	V	20	08/17/26	\$0	\$136,809	LOCAL	\$46,310	\$494	\$0	\$1,984	\$183	\$4,141	\$372	\$53,483	\$190,292
320	CHEM-PROF-003L	BEZABEH, TEDROS	08/17/20	PROF	\$118,012	V	15	08/17/26	\$0	\$118,012	LOCAL	\$39,947	\$0	\$0	\$1,711	\$183	\$8,149	\$372	\$50,363	\$168,375
321	MARC-PROF-002L	CARSON, MICHAEL	08/12/24	PROF	\$144,610	V	13	06/10/25	\$0	\$144,610	LOCAL	\$48,950	\$494	\$0	\$2,097	\$183	\$0	\$0	\$51,724	\$196,334
322	ARTS-PROF-003L	CASTRO, RICHARD	08/16/10	PROF	\$136,809	V	20	08/17/26	\$0	\$136,809	LOCAL	\$46,310	\$494	\$0	\$1,984	\$183	\$12,977	\$458	\$62,406	\$199,215
323	MARI-PROF-011L	COMBOSCH, DAVID	08/18/25	PROF	\$107,999	V	12	08/17/26	\$0	\$107,999	LOCAL	\$36,558	\$0	\$0	\$1,566	\$183	\$8,149	\$372	\$46,828	\$154,827
324	SBAC-PROF-006L	CRISOSTOMO-MUNA, DOREEN	08/17/20	PROF	\$132,825	V	19	08/17/26	\$0	\$132,825	LOCAL	\$44,961	\$0	\$0	\$1,926	\$183	\$4,141	\$372	\$51,583	\$184,408
325	MARI-PROF-006L	DONALDSON, TERRY	08/17/15	PROF	\$177,850	V	20	08/19/26	\$0	\$177,850	LOCAL	\$60,202	\$0	\$0	\$2,579	\$183	\$7,215	\$553	\$70,732	\$248,582
326	NSNS-PROF-002L	FIEDLER, GEORGE	08/13/18	PROF	\$121,553	V	16	08/17/26	\$0	\$121,553	LOCAL	\$41,146	\$0	\$0	\$1,763	\$183	\$21,216	\$742	\$65,049	\$186,602
327	ENGL-PROF-012L	FLORES, EVELYN	08/13/18	PROF	\$125,200	V	17	08/17/26	\$0	\$125,200	LOCAL	\$42,380	\$0	\$0	\$1,815	\$183	\$7,215	\$553	\$52,146	\$177,346
328	BIOL-PROF-002L	GHOSH, SUBIR	08/15/11	PROF	\$136,809	V	20	08/17/26	\$0	\$136,809	LOCAL	\$46,310	\$0	\$0	\$1,984	\$183	\$21,216	\$742	\$70,434	\$207,243
329	ENGL-PROF-010L	GUGIN, DAVID	08/17/16	PROF	\$132,825	V	19	08/17/26	\$0	\$132,825	LOCAL	\$44,961	\$494	\$0	\$1,926	\$183	\$5,978	\$458	\$54,001	\$186,826
330	HIST-PROF-002L	HATTORI, ANNE	08/17/09	PROF	\$136,809	V	20	08/17/26	\$0	\$136,809	LOCAL	\$46,310	\$0	\$0	\$1,984	\$183	\$4,141	\$372	\$52,989	\$189,798
331	SENG-PROF-001L	HONG, PYOYON	08/17/20	PROF	\$125,200	V	17	08/17/26	\$0	\$125,200	LOCAL	\$42,380	\$0	\$0	\$1,815	\$183	\$4,141	\$0	\$48,519	\$173,719
332	MARI-PROF-010L	HOUK, PETER	08/16/21	PROF	\$114,576	V	14	01/20/26	\$0	\$114,576	LOCAL	\$38,784	\$0	\$0	\$1,661	\$183	\$15,290	\$553	\$56,471	\$171,047
333	JAPA-PROF-003L	IWATA, YUKA	08/13/18	PROF	\$125,200	V	17	08/17/26	\$0	\$125,200	LOCAL	\$42,380	\$0	\$0	\$1,815	\$183	\$4,141	\$372	\$48,891	\$174,091
334	SOCI-PROF-001L	JOHNSON, KIRK	08/18/08	PROF	\$136,809	V	20	08/17/26	\$0	\$136,809	LOCAL	\$46,310	\$0	\$0	\$1,984	\$183	\$21,216	\$742	\$70,434	\$207,243
335	JAPA-PROF-002L	KAI, MASUMI	08/14/17	PROF	\$125,200	V	17	01/20/26	\$0	\$125,200	LOCAL	\$42,380	\$0	\$0	\$1,815	\$183	\$9,793	\$0	\$54,172	\$179,372
336	PSYC-PROF-007L	KAWABATA, YOSHITO	08/18/20	PROF	\$114,576	V	14	08/17/26	\$0	\$114,576	LOCAL	\$38,784	\$494	\$0	\$1,661	\$183	\$8,149	\$0	\$49,272	\$163,848
337	ARTS-PROF-001L	KECKES, IRENA	08/20/25	PROF	\$107,999	V	12	08/17/26	\$0	\$107,999	LOCAL	\$36,558	\$0	\$0	\$1,566	\$183	\$4,141	\$372	\$42,819	\$150,818
338	MARI-PROF-008L	KERR, ALEXANDER	08/14/17	PROF	\$167,641	V	18	06/01/26	\$0	\$167,641	LOCAL	\$56,746	\$0	\$0	\$2,431	\$183	\$7,215	\$553	\$67,128	\$234,769
339	SBMG-PROF-001L	LAW, WAI	08/15/05	PROF	\$136,809	V	20	08/17/26	\$0	\$136,809	LOCAL	\$46,310	\$494	\$0	\$1,984	\$183	\$4,141	\$372	\$53,483	\$190,292
340	SNSW-PROF-002L	LIZAMA, TRICIA	08/15/22	PROF	\$114,576	V	14	08/17/26	\$0	\$114,576	LOCAL	\$38,784	\$0	\$0	\$1,661	\$183	\$0	\$0	\$40,628	\$155,204
341	MARC-PROF-009L	MADRID, CARLOS	08/12/24	PROF	\$118,012	V	15	01/20/26	\$0	\$118,012	LOCAL	\$39,947	\$494	\$0	\$1,711	\$183	\$8,149	\$372	\$50,857	\$168,869
342	WPTR-PROF-003M	MARUTANI, MARI	02/18/08	PROF	\$167,641	V	18	02/11/24	\$0	\$167,641	LOCAL	\$56,746	\$0	\$0	\$2,431	\$183	\$4,141	\$372	\$63,873	\$231,514
343	WPTR-PROF-006M	MCCONNELL, JAMES	02/18/08	PROF	\$162,758	V	17	08/17/24	\$0	\$162,758	LOCAL	\$55,094	\$0	\$0	\$0	\$183	\$4,141	\$372	\$59,789	\$222,547
344	THEA-PROF-001L	MCVEY, TROY	01/18/22	PROF	\$121,553	V	16	08/17/26	\$0	\$121,553	LOCAL	\$41,146	\$494	\$0	\$1,763	\$183	\$15,290	\$553	\$59,428	\$180,981
345	SEFR-PROF-005L	MILLER, MARY JANE	08/18/14	PROF	\$132,825	V	19	01/20/26	\$0	\$132,825	LOCAL	\$44,961	\$0	\$0	\$1,926	\$183	\$15,290	\$553	\$62,913	\$195,738
346	NSMA-PROF-003L	NAGAHASHI, HIDEO	08/14/23	PROF	\$114,576	V	14	08/17/26	\$0	\$114,576	LOCAL	\$38,784	\$494	\$0	\$1,661	\$183	\$4,141	\$0	\$45,263	\$159,839
347	SNSW-PROF-002F	NATIVIDAD, LISA LINDA S	08/19/19																	

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS								TOTAL BENEFITS	TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental			
369	AREC-PCR2-003L	AGUON, DESIREE	10/19/20	PROG COORD II	\$57,708	GPP/M	05	10/19/25	\$2,187	\$59,895	LOCAL	\$20,274	\$0	\$0	\$868	\$183	\$4,141	\$458	\$25,925	\$85,820	
370	AREC-PCR2-004L	BARCINAS, MARISSA MAE	01/15/23	PROG COORD II	\$62,163	GPP/M	07	07/05/26	\$0	\$62,163	LOCAL	\$21,042	\$0	\$0	\$901	\$183	\$4,141	\$0	\$26,267	\$88,430	
371	AFUT-PRC2-001L	MCDANIEL, SANDRA	05/19/08	PROG COORD II	\$72,671	GPP/M	12	05/19/26	\$0	\$72,671	LOCAL	\$24,599	\$494	\$0	\$1,054	\$183	\$4,141	\$372	\$30,843	\$103,514	
372	SNAA-PRC2-001L	PINEDA, JOHN MICHAEL	12/20/21	PROG COORD II	\$55,601	GPP/M	04	12/20/25	\$1,580	\$57,181	LOCAL	\$19,356	\$0	\$0	\$829	\$183	\$8,149	\$372	\$28,889	\$86,071	
373	STFA-PRC2-003L	QUINTAL, TONI ROSE	07/14/25	PROG COORD II	\$49,731	GPP/M	01		\$0	\$49,731	LOCAL	\$16,834	\$0	\$0	\$721	\$183	\$12,977	\$458	\$31,173	\$80,904	
374	AREC-PRC3-005L	ANTHONIO, ANGELICA	05/30/22	PROG COORD III	\$75,392	GPP/N	10		\$0	\$75,392	LOCAL	\$25,520	\$494	\$0	\$1,093	\$183	\$5,978	\$458	\$33,727	\$109,119	
375	CLAS-PRC3-001L	CASTRO, NICHOLE	04/08/24	PROG COORD III	\$66,142	N	06	04/08/26	\$0	\$66,142	LOCAL	\$22,389	\$0	\$0	\$959	\$183	\$0	\$0	\$23,531	\$89,673	
376	AREC-PRC3-001L	CHONG, JENNIFER MARIE	04/18/22	PROG COORD III	\$70,825	GPP/N	08	04/18/26	\$0	\$70,825	LOCAL	\$23,974	\$0	\$0	\$1,027	\$183	\$4,141	\$372	\$29,697	\$100,522	
377	CLAS-PRC3-002L	FERNANDEZ, DOREEN	04/01/18	PROG COORD III	\$75,392	N	10	10/01/25	\$2,391	\$77,783	LOCAL	\$26,330	\$0	\$0	\$1,128	\$183	\$8,149	\$372	\$36,162	\$113,945	
378	AREC-PRC3-004L	GALVEZ, EDEN	12/06/21	PROG COORD III	\$73,072	GPP/N	09	06/06/26	\$0	\$73,072	LOCAL	\$24,735	\$0	\$0	\$1,060	\$183	\$15,290	\$553	\$41,820	\$114,892	
379	SENG-PRC3-001L	NGUYEN, JONATHAN	03/09/25	PROG COORD III	\$73,072	GPP/N	09	10/13/26	\$0	\$73,072	LOCAL	\$24,735	\$0	\$0	\$1,060	\$183	\$8,149	\$372	\$34,499	\$107,571	
380	STFA-PRC3-009L	QUINTANILLA, THERESA	09/30/24	PROG COORD III	\$70,825	GPP/N	08		\$0	\$70,825	LOCAL	\$23,974	\$0	\$0	\$1,027	\$183	\$12,977	\$458	\$38,619	\$109,444	
381	EMSS-PRC3-001L	SAN NICOLAS, JANET	12/30/24	PROG COORD III	\$77,783	GPP/N	11	01/10/27	\$0	\$77,783	LOCAL	\$26,330	\$0	\$0	\$1,128	\$183	\$8,149	\$372	\$36,162	\$113,945	
382	SEAA-PRC3-001L	YANORIA, CARIM	01/15/24	PROG COORD III	\$63,728	N	05	01/15/26	\$0	\$63,728	LOCAL	\$21,572	\$0	\$0	\$924	\$183	\$4,141	\$372	\$27,192	\$90,920	
383	SBAA-PRC4-001L	CHARGUALAF, DEANNNDRA	09/09/24	PROG COORD IV	\$80,999	GPP/O	09		\$0	\$80,999	LOCAL	\$27,418	\$0	\$0	\$1,174	\$183	\$15,290	\$553	\$44,618	\$125,617	
384	STFA-PRC4-003L	FRANCISCO, NGEDIKES	09/28/20	PROG COORD IV	\$83,568	GPP/O	10	03/28/25	\$0	\$83,568	LOCAL	\$28,288	\$494	\$0	\$1,212	\$183	\$21,216	\$742	\$52,135	\$135,703	
385	STFA-PRC4-002L	MANGLONA, CHRISTINA	11/23/09	PROG COORD IV	\$83,568	GPP/O	10	05/24/24	\$0	\$83,568	LOCAL	\$28,288	\$0	\$0	\$1,212	\$183	\$8,149	\$372	\$38,204	\$121,772	
386	EMSS-PRC4-001L	MCDONALD, SALLIE	09/27/10	PROG COORD IV	\$83,568	GPP/O	10	09/27/23	\$0	\$83,568	LOCAL	\$28,288	\$0	\$0	\$1,212	\$183	\$12,977	\$458	\$43,117	\$126,685	
387	WERI-PRC4-001L	PAYUMO, GEMA	09/02/25	PROG COORD IV	\$68,059	GPP/O	04		\$0	\$68,059	LOCAL	\$23,038	\$0	\$0	\$987	\$183	\$12,977	\$458	\$37,643	\$105,702	
388	SPRE-PRGL-001S	CRUZ, PHILLIP JOHN	11/05/24	PROG LEADER	\$64,136	UGPP/M	08		\$0	\$64,136	LOCAL	\$21,710	\$494	\$0	\$930	\$183	\$4,141	\$372	\$27,830	\$91,966	
389	SPRE-PJCD-003L	BORJA, JOLEEN	10/27/25	PROJ COORD	\$70,406	UGPP/L	14		\$0	\$70,406	LOCAL	\$23,832	\$494	\$0	\$1,021	\$0	\$0	\$0	\$25,348	\$95,754	
390	SPRE-PJCD-002L	SNIVELY, GIGI	03/13/23	PROJ COORD	\$50,605	UGPP/L	04	03/13/25	\$0	\$50,605	LOCAL	\$17,130	\$494	\$0	\$734	\$183	\$8,149	\$372	\$27,062	\$77,667	
391	CLAS-PJCR-001L	TAKAWO, K-DEE	11/19/24	PROJ COORD	\$48,758	UGPP/L	03	11/19/25	\$1,693	\$50,451	LOCAL	\$17,078	\$494	\$0	\$732	\$183	\$15,290	\$553	\$34,329	\$84,780	
392	ACAD-PJCD-001L	ZAFRA-KASALA, VERNA	08/08/25	PROJ COORD	\$60,875	UGPP/O	01		\$0	\$60,875	LOCAL	\$20,606	\$0	\$0	\$883	\$183	\$15,290	\$553	\$37,514	\$98,389	
393	COMT-PRCO-002L	JOYCE, ANTONIO	03/03/25	PROP CONTROL OFFCR	\$32,355	UGPP/H	01		\$0	\$32,355	LOCAL	\$10,952	\$494	\$0	\$469	\$183	\$8,149	\$0	\$20,248	\$52,603	
394	PRES-PBLO-001L	ROBERTO, KALYNE	10/01/24	PROT & BRD LIA OFFCR	\$68,059	UGPP/O	04		\$0	\$68,059	LOCAL	\$23,038	\$494	\$0	\$987	\$183	\$21,216	\$742	\$46,660	\$114,719	
395	UPRS-PUDI-002L	LEON GUERRERO, VICTORIA-LOLA	11/21/22	PUBL DIR (UOG PRESS)	\$90,156	***	***	11/21/25	\$2,480	\$92,636	LOCAL	\$31,357	\$0	\$0	\$1,343	\$183	\$9,793	\$742	\$43,418	\$136,054	
396	AREC-RRTH-016L	AGUON, PACITA	05/31/01	REC & REG TECH	\$47,279	GPP/H	12	05/30/27	\$0	\$47,279	LOCAL	\$16,004	\$0	\$0	\$686	\$183	\$8,149	\$372	\$25,394	\$72,673	
397	AREC-RRTH-019L	BORJA, MARIA CYNTHIA	08/29/11	REC & REG TECH	\$44,417	GPP/H	10	03/01/26	\$0	\$44,417	LOCAL	\$15,035	\$494	\$0	\$644	\$183	\$21,216	\$742	\$38,314	\$82,731	
398	AREC-RRTH-028L	MARASIGAN, MYLENE	09/30/21	REC & REG TECH	\$37,545	GPP/H	05	09/30/26	\$0	\$37,545	LOCAL	\$12,709	\$494	\$0	\$544	\$183	\$8,149	\$372	\$22,452	\$59,997	
399	AREC-RRTH-027L	SANTOS, KELLIE ANN	11/12/19	REC & REG TECH	\$36,173	GPP/H	04	09/27/25	\$0	\$36,173	LOCAL	\$12,245	\$494	\$0	\$525	\$183	\$0	\$742	\$14,188	\$50,361	
400	PMEL-RFM2-002L	CRUZ, PAUL	02/10/25	REF MECH II	\$34,886	GPP/I	01		\$0	\$34,886	LOCAL	\$11,809	\$494	\$0	\$506	\$183	\$8,149	\$372	\$21,513	\$56,399	
401	PMEL-RFM2-001L	QUINATA, BERT FRANKLIN	02/10/25	REF MECH II	\$37,580	GPP/I	03		\$0	\$37,580	LOCAL	\$12,721	\$0	\$0	\$545	\$183	\$9,793	\$742	\$23,983	\$61,563	
402	PMEL-RFM2-003L	SAN NICOLAS, THOMAS	02/10/25	REF MECH II	\$47,891	GPP/I	10		\$0	\$47,891	LOCAL	\$16,211	\$494	\$0	\$694	\$183	\$8,149	\$372	\$26,104	\$73,995	
403	ACAD-RSA2-001L	BABAC, ROBERT	08/25/25	RES & STAT ANALYST II	\$49,731	UGPP/M	01		\$0	\$49,731	LOCAL	\$16,834	\$494	\$0	\$721	\$0	\$4,141	\$372	\$22,562	\$72,293	
404	ACAD-RSA2-002L	MACDUFF, TRINI	06/16/25	RES & STAT ANALYST II	\$49,731	GPP/M	01		\$0	\$49,731	LOCAL	\$16,834	\$494	\$0	\$721	\$183	\$4,141	\$372	\$22,745	\$72,476	
405	WERI-RAS3-004S	VALERIO, DANNIKA KATE	09/11/23	RES ASST III	\$49,837	K	06		\$0	\$49,837	LOCAL	\$16,870	\$494	\$0	\$723	\$0	\$0	\$0	\$18,087	\$67,924	
406	ADFI-RSKO-001L	PAGUIRIGAN, RENEE MIGNONNE	09/12/22	RISK OFFCR	\$90,697	***	***	09/12/26	\$0	\$90,697	LOCAL	\$30,701	\$494	\$0	\$1,315	\$183	\$12,977	\$458	\$46,128	\$136,825	
407	ADFI-SADM-001L	GARRIDO, ALFRED	10/12/20	SAFETY ADMIN	\$63,728	GPP/N	05	10/12/25	\$2,414	\$66,142	LOCAL	\$22,389	\$0	\$0	\$959	\$183	\$9,793	\$742	\$34,066	\$100,208	
408	EMSS-STAC-002L	SABLAN, SALLIE	10/03/16	SEN ACAD COUNS (ADA SPEC)	\$73,072	UGPP/N	08	10/03/19	\$0	\$73,072	LOCAL	\$24,735	\$494	\$0	\$1,060	\$183	\$8,551	\$341	\$35,363	\$108,435	
409	EMSS-SSAS-002L	ARTERO, AILEEN JO	06/17/24	SEN STUD ACAD COUN SPEC	\$61,401	UGPP/N	04	06/17/25	\$0	\$61,401	LOCAL	\$20,784	\$0	\$0	\$890	\$183	\$5,978	\$458	\$28,294	\$89,695	
410	EMSS-SSAS-002F	BOTELHO, VERONICA PEREDO	07/17/24	SEN STUD ACAD COUN SPEC	\$59,159	UGPP/N	03		\$0	\$59,159	LOCAL	\$20,025	\$0	\$0	\$858	\$183	\$0	\$0	\$21,066	\$80,225	
411	EMSS-SSAS-003L	EDUVALA, LORENZO GEORGE	07/05/21	SEN STUD ACAD COUN SPEC	\$73,072	UGPP/N	09		\$0	\$73,072	LOCAL	\$24,735	\$0	\$0	\$1,060	\$183	\$8,149	\$372	\$34,499	\$107,571	
412	EMSS-SSAS-003F	LUJAN, JOSEPH	07/13/25	SEN STUD ACAD COUN SPEC	\$66,142	UGPP/N	06		\$0	\$66,142	LOCAL	\$22,389	\$0	\$0	\$959	\$183	\$8,149	\$372	\$32,052	\$98,194	
413	AREC-SSRS-001L	CHOAY, MUTURWAN	07/28/25	SEN STUD REC SPEC	\$61,401	UGPP/N	04		\$0	\$61,401	LOCAL	\$20,784	\$0	\$0	\$890	\$183	\$0	\$0	\$21,		

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

Ct	Position Code	Name	Most Recent Position Date	Title	Salary	Grade	Step	INCREMENT		SUBTOTAL	Local/Federal/Other Funds	BENEFITS								TOTAL
								Date	Amt			Retirement (33.85%)	Retire RDI Amt (\$19.01 *26PP)	Social Security (6.2%)	Medicare (1.45%)	Life (\$7.03 *26PP)	Medical	Dental	TOTAL BENEFITS	
10	UPRS-EAC2-004D	WEISS, JASMINE	03/31/25	EXT ASSOC II	\$51,615	UGPP/M	02		\$0	\$51,615	NON-APPROPRIATED	\$17,472	\$494	\$0	\$748	\$183	\$4,141	\$372	\$23,410	\$75,025
11	UPRS-EAC3-001D	OCHAVILLO, VANESSA	10/21/24	EXT ASSOC III	\$61,401	UGPP/N	04	10/21/25	\$2,327	\$63,728	NON-APPROPRIATED	\$21,572	\$494	\$0	\$924	\$183	\$9,793	\$742	\$33,708	\$97,436
12	GCTF-EAS3-001S	PAULINO, JOANN	04/22/24	EXT ASST III	\$44,417	UGPP/H	10	10/01/26	\$0	\$44,417	NON-APPROPRIATED	\$15,035	\$494	\$0	\$644	\$183	\$8,149	\$372	\$24,878	\$69,295
13	COMP-ITS1-001D	COLLADO, JONATHAN	06/16/25	IT SPEC I	\$40,841	UGPP/J	03		\$0	\$40,841	NON-APPROPRIATED	\$13,825	\$494	\$0	\$592	\$183	\$4,141	\$372	\$19,607	\$60,448
14	PDLL-ITST-001D	BLAS, BRYAN	06/29/16	IT SUPP TECH	\$44,992	UGPP/I	08	06/28/22	\$0	\$44,992	NON-APPROPRIATED	\$15,230	\$0	\$0	\$652	\$183	\$4,141	\$372	\$20,578	\$65,570
15	COMP-ITST-006D	CABRERA, BRANDON	05/05/25	IT SUPP TECH	\$36,209	UGPP/I	02		\$0	\$36,209	NON-APPROPRIATED	\$12,257	\$494	\$0	\$525	\$183	\$5,978	\$458	\$19,895	\$56,104
16	COMP-ITST-003D	LAVINA, SANDRA NICOLE	08/09/23	IT SUPP TECH	\$42,016	UGPP/I	06	08/09/26	\$0	\$42,016	NON-APPROPRIATED	\$14,222	\$494	\$0	\$609	\$183	\$4,141	\$372	\$20,022	\$62,038
17	GCTF-ITST-001D	LUJAN, JANELLE	05/11/24	IT SUPP TECH	\$40,483	UGPP/I	05	05/09/26	\$0	\$40,483	NON-APPROPRIATED	\$13,703	\$494	\$0	\$587	\$183	\$15,290	\$553	\$30,810	\$71,293
18	PDLL-ITST-004D	VARGAS, ROVI	02/06/24	IT SUPP TECH	\$36,209	UGPP/I	02		\$0	\$36,209	NON-APPROPRIATED	\$12,257	\$494	\$0	\$525	\$183	\$4,141	\$0	\$17,599	\$53,808
19	PDLL-ITST-002D	VILLENA, BRET MICHAEL	01/29/24	IT SUPP TECH	\$36,209	UGPP/I	02		\$0	\$36,209	NON-APPROPRIATED	\$12,257	\$494	\$0	\$525	\$183	\$4,141	\$372	\$17,972	\$54,181
20	COMP-JCOP-001D	BOLAGAO, KIMBERLY ANN	03/21/24	JR COMP OPR	\$42,388	UGPP/J	04	03/21/26	\$0	\$42,388	NON-APPROPRIATED	\$14,348	\$494	\$0	\$615	\$183	\$4,141	\$372	\$20,153	\$62,541
21	COMP-JWAD-002D	GUERRERO, CHASE	09/30/24	JR WEB APP DEV	\$48,008	UGPP/K	05	09/30/26	\$0	\$48,008	NON-APPROPRIATED	\$16,251	\$494	\$0	\$696	\$183	\$4,141	\$372	\$22,137	\$70,145
22	PRES-MGDR-002D	ROGERS, THELMA GRACE	06/16/25	MULTI GRAPHIC DES	\$32,355	UGPP/H	01		\$0	\$32,355	NON-APPROPRIATED	\$10,952	\$494	\$0	\$469	\$183	\$8,149	\$372	\$20,620	\$52,975
23	POST-POAS-003D	ABRIL, ROY	03/18/25	POST ASSOC	\$32,355	UGPP/H	01		\$0	\$32,355	NON-APPROPRIATED	\$10,952	\$0	\$0	\$469	\$183	\$12,977	\$372	\$24,953	\$57,308
24	POST-POAS-005D	LIZAMA, JANA CHRISTINE	12/15/25	POST ASSOC	\$32,355	UGPP/H	01		\$0	\$32,355	NON-APPROPRIATED	\$10,952	\$494	\$0	\$469	\$0	\$0	\$0	\$11,916	\$44,271
25	POST-POAS-004D	WOOD, HUNTER	08/25/25	POST ASSOC	\$32,355	UGPP/H	01		\$0	\$32,355	NON-APPROPRIATED	\$10,952	\$494	\$0	\$469	\$0	\$0	\$0	\$11,916	\$44,271
26	ACAD-POCR-001L	NANOTO, NATHANIEL	07/17/23	PROG & OUTREACH COORD	\$53,571	UGPP/M	03		\$0	\$53,571	NON-APPROPRIATED	\$18,134	\$494	\$0	\$777	\$183	\$8,149	\$372	\$28,109	\$81,680
27	GCTF-PRMR-001D	YAMANAKA, REMYLYNN	02/24/25	PROJ MGR	\$78,508	UGPP/O	08	02/22/27	\$0	\$78,508	NON-APPROPRIATED	\$26,575	\$0	\$0	\$1,138	\$183	\$21,216	\$0	\$49,112	\$127,620
28	NSNS-RS01-002D	PAMINTUAN, ANGEL MAR	08/26/24	RES ASSOC I	\$39,349	UGPP/J	02		\$0	\$39,349	NON-APPROPRIATED	\$13,320	\$494	\$0	\$571	\$183	\$4,141	\$372	\$19,080	\$58,429
29	ADFI-SOFF-001D	RESTUVOG, AARON	10/03/22	SAFETY OFFCR	\$44,567	GPP/K	03	10/03/25	\$1,689	\$46,256	NON-APPROPRIATED	\$15,658	\$494	\$0	\$671	\$183	\$4,141	\$372	\$21,518	\$67,774
				TOTAL NON APPROPRIATED FUNDS	\$1,297,751				\$4,016	\$1,301,767		\$440,648	\$10,874	\$0	\$18,876	\$4,570	\$177,900	\$9,569	\$662,436	\$1,964,203
				TOTAL UNIVERSITY OF GUAM - FY26 QTR 1	\$40,423,213				\$69,334	\$40,492,547		\$13,706,727	\$134,439	\$0	\$582,595	\$94,132	\$4,029,634	\$204,726	\$18,752,253	\$59,244,800

University of Guam
Staffing Pattern
FY2026 - 1st Quarter (Oct-Dec)

# of Full Time Employees		% of Total FT	% of Total Employees
Administrators	38	6.9%	3.7%
Faculty	181	32.7%	17.6%
Staff	334	60.4%	32.5%

Total FT Employees	553	100.0%
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# of Part Time Employees		% of Total PT	% of Total Employees
Adjuncts	345	72.8%	33.6%
Staff	129	27.2%	12.6%

Total PT Employees	474	100.0%
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Total # of Employees for FY2026 QTR 1	1027	100.0%
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