

Guam Visitors Bureau
FY2025 Q4 Staffing Pattern

FUNCTIONAL AREA:
AGENCY: GUAM VISITORS BUREAU
PROGRAM:
FUND: TOURIST ATTRACTION FUND

(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position Number	Department	Position Title	Name of	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J *30.77%)	Retire (DDI) \$19.01*26PP	Social Security 6.2% * J	Benefits		Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
	Date								Amt.	Medicare (1.45%*J)					Life (1/)					
1	108	Destination Development	Special Project Support - Maintenance Worker	Waayan, Nathan	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 12,160	\$ 494	\$ -	\$ 573	\$ 183	\$ 21,917	\$ -	\$ 35,328	\$ 74,848
2	114	Destination Development	Special Project Support - Maintenance Worker	Salas, John Jr.	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 9,600	\$ 494	\$ -	\$ 452	\$ 183	\$ -	\$ -	\$ 10,729	\$ 41,929
3	122	Destination Development	Special Project Support - Maintenance Supervisor	Camacho, Jotham	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 4,800	\$ 341	\$ 21,929	\$ 71,929
4	102	Destination Development	Special Project Support - Maintenance Worker	Moses, Knight	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 9,600	\$ 494	\$ -	\$ 452	\$ 183	\$ 4,800	\$ 341	\$ 15,871	\$ 47,071
5	127	Destination Development	Special Project Support - Maintenance Supervisor	Cayanan, Regalado	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 13,493	\$ 404	\$ 30,684	\$ 80,684
6	126	Destination Development	Special Project Support - Maintenance Supervisor	Cruz, Nick	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 8,551	\$ -	\$ 25,338	\$ 75,338
7	128	Destination Development	Special Project Support - Maintenance Supervisor	Datu, Edmond	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 13,493	\$ 404	\$ 30,684	\$ 80,684
8	129	Destination Development	Special Project Support - Maintenance Worker	Erickson, Max Stewart	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 9,600	\$ 494	\$ -	\$ 452	\$ 183	\$ 6,920	\$ 404	\$ 18,053	\$ 49,253
9	125	Destination Development	Special Project Support - Maintenance Worker	Saiyangsap, Clint	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 12,160	\$ 494	\$ -	\$ 573	\$ 183	\$ 4,800	\$ 341	\$ 18,552	\$ 58,072
10	132	Destination Development	Tourism & Development Coordinator	Moylan, Brandon	LTA	\$ 50,003	\$ -	\$ -	-		\$ 50,003	\$ 15,386	\$ 494	\$ -	\$ 725	\$ 183	\$ 21,917	\$ 653	\$ 39,358	\$ 89,362
11	133	Destination Development	Quality Assurance Coordinator	Taijeron, Jennifer	LTA	\$ 41,600	\$ -	\$ -	-		\$ 41,600	\$ 12,800	\$ 494	\$ -	\$ 603	\$ 183	\$ -	\$ -	\$ 14,080	\$ 55,680
12	124	Destination Development	Special Project Support - Maintenance Worker	Taiuwei, Steven	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 9,600	\$ 494	\$ -	\$ 452	\$ 183	\$ 11,191	\$ 653	\$ 22,573	\$ 53,773
13	81	Destination Development	Custodian	Ralulol, Jaycelline	LTA	\$ 32,365	\$ -	\$ -	-		\$ 32,365	\$ 9,959	\$ 494	\$ -	\$ 469	\$ 183	\$ 11,191	\$ -	\$ 22,296	\$ 54,661
14	34	Destination Development	Special Projects Officer-Destination Support	Pangilinan, Taylor	LTA	\$ 49,999	\$ -	\$ -	-		\$ 49,999	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 4,800	\$ 486	\$ 22,073	\$ 72,072
15	91	Destination Development	Special Project Support - Maintenance Worker	Olanugmar, Travis	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 12,160	\$ 494	\$ -	\$ 573	\$ 183	\$ 4,800	\$ 341	\$ 18,552	\$ 58,072
16	3	Destination Development	Administrative Assistant	Munoz, Miranda C.	H-12-A	\$ 63,054	\$ -	\$ -	12/17/2025	\$ 3,153	\$ 66,207	\$ 20,372	\$ 494	\$ -	\$ 960	\$ 183	\$ 13,493	\$ 404	\$ 35,905	\$ 102,112
17	77	Destination Development	Special Project Support - Maintenance Worker	Mesiab, Joyful	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 12,160	\$ 494	\$ -	\$ 573	\$ 183	\$ 8,551	\$ 341	\$ 22,302	\$ 61,822
18	111	Destination Development	Special Project Support - Maintenance Supervisor (Beach)	Malaca, Jerren	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 21,917	\$ 653	\$ 39,357	\$ 89,357
19	6	Destination Development	Director of Destination Development	Hernandez, Dina Rose	R-3-C	\$ 106,355	\$ -	\$ -	4/22/2025	\$ 5,318	\$ 111,672	\$ 34,362	\$ 494	\$ -	\$ 1,619	\$ 183	\$ 8,551	\$ 341	\$ 45,550	\$ 157,222
20	54	Destination Development	Special Project Support - Maintenance Supervisor	Esa, Akim	LTA	\$ 45,562	\$ -	\$ -	-		\$ 45,562	\$ 14,020	\$ 494	\$ -	\$ 661	\$ 183	\$ 4,800	\$ -	\$ 20,158	\$ 65,721
21	78	Destination Development	Tourism Industry Relations Officer	Dydasco, Lyann	L-4-A	\$ 64,723	\$ -	\$ -	8/14/2025	\$ 3,236	\$ 67,960	\$ 20,911	\$ 494	\$ -	\$ 985	\$ 183	\$ 6,920	\$ 404	\$ 29,897	\$ 97,857
22	10	Destination Development	Senior Destination Specialist	Camacho, Kraig	N-5-C	\$ 83,134	\$ -	\$ -	7/24/2025	\$ 4,157	\$ 87,291	\$ 26,859	\$ 494	\$ -	\$ 1,266	\$ 183	\$ 8,551	\$ 341	\$ 37,694	\$ 124,984
23	44	Finance & Admin	Administrative Assistant - Admin	VACANT	H-2-D	\$ 43,634	\$ -	\$ -	-		\$ 43,634	\$ 13,426	\$ 494	\$ -	\$ 633	\$ 183	\$ 21,917	\$ 653	\$ 37,306	\$ 80,940
24	33	Finance & Admin	Tourism Recovery Coordinator/Board Secretary	Sablan, Valerie	UNCL	\$ 65,364	\$ -	\$ -	-		\$ 65,364	\$ 20,113	\$ 494	\$ -	\$ 948	\$ 183	\$ 8,551	\$ 341	\$ 30,630	\$ 95,994
25	7	Finance & Admin	Accountant II	Sablan, Juanita	M-3-B	\$ 69,102	\$ -	\$ -	8/14/2025	\$ 3,455	\$ 72,557	\$ 22,326	\$ 494	\$ -	\$ 1,052	\$ 183	\$ 21,917	\$ 653	\$ 46,625	\$ 119,182
26	25	Finance & Admin	Information Technology Administrator	Rosario, Alan	P-3-C	\$ 89,517	\$ -	\$ -	8/31/2025	\$ 4,476	\$ 93,993	\$ 28,922	\$ 494	\$ -	\$ 1,363	\$ 183	\$ 11,191	\$ 653	\$ 42,806	\$ 136,799
27	45	Finance & Admin	Deputy General Manager	Perez, Gerald S.A.	UNCL	\$ 115,715	\$ -	\$ -	-		\$ 115,715	\$ 35,606	\$ -	\$ -	\$ 1,678	\$ 183	\$ 4,800	\$ 341	\$ 42,608	\$ 158,323
28	56	Finance & Admin	Administrative Assistant - Human Resources	Odtohan, Shanelle	LTA	\$ 49,920	\$ -	\$ -	-		\$ 49,920	\$ 15,360	\$ 494	\$ -	\$ 724	\$ 183	\$ 4,800	\$ 341	\$ 21,903	\$ 71,823
29	95	Finance & Admin	Management Analyst IV	Marchesseault, Jeffrey	LTA	\$ 76,019	\$ -	\$ -	-		\$ 76,019	\$ 23,391	\$ 494	\$ -	\$ 1,102	\$ 183	\$ 11,191	\$ 653	\$ 37,014	\$ 113,033
30	13	Finance & Admin	Contracts / Procurement Administrator	Lizama, Maria Christina	P-3-C	\$ 89,517	\$ -	\$ -	7/28/2025	\$ 4,476	\$ 93,993	\$ 28,922	\$ 494	\$ -	\$ 1,363	\$ 183	\$ 8,551	\$ 341	\$ 39,854	\$ 133,847
31	113	Finance & Admin	Special Project Support - HR	Horn, Nathan	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 15,385	\$ 494	\$ -	\$ 725	\$ 183	\$ 8,551	\$ 341	\$ 25,679	\$ 75,679
32	135	Finance & Admin	General Manager	Lee, Régine Biscoe	UNCL	\$ 146,400	\$ -	\$ -	-		\$ 146,400	\$ 45,047	\$ 494	\$ -	\$ 2,123	\$ 183	\$ -	\$ -	\$ 47,847	\$ 194,247
33	89	Finance & Admin	Financial Controller	Gudmalin, Rudd	LTA	\$ 114,330	\$ -	\$ -	-		\$ 114,330	\$ 35,179	\$ 494	\$ -	\$ 1,658	\$ 183	\$ 4,800	\$ 341	\$ 42,656	\$ 156,986
34	94	Finance & Admin	Accountant III	Delas Alas, Leonore	O-4-B	\$ 87,009	\$ -	\$ -	4/23/2026	\$ 4,350	\$ 91,359	\$ 28,111	\$ 494	\$ -	\$ 1,325	\$ 183	\$ 11,191	\$ 653	\$ 41,957	\$ 133,317
35	134	Finance & Admin	Accountant II	Mendiola, Hannah	M-2-A	\$ 65,749	\$ -	\$ -	10/7/2025	\$ 3,287	\$ 69,036	\$ 21,242	\$ 494	\$ -	\$ 1,001	\$ 183	\$ 4,800	\$ 341	\$ 28,061	\$ 97,098
36	49	Finance & Admin	Special Project Support - Web & IT Assistant	Cha, Brian	LTA	\$ 37,913	\$ -	\$ -	-		\$ 37,913	\$ 11,666	\$ 494	\$ -	\$ 550	\$ 183	\$ 4,800	\$ 341	\$ 18,035	\$ 55,948
37	103	Finance & Admin	Public Information Officer	Bordallo, Lisette	M-4-C	\$ 72,627	\$ -	\$ -	11/1/2025	\$ 3,631	\$ 76,258	\$ 23,465	\$ 494	\$ -	\$ 1,106	\$ 183	\$ 11,191	\$ 653	\$ 37,092	\$ 113,350
38	86	Finance & Admin	Web & IT Assistant/Computer Technician II	Arroyo, Michael	LTA	\$ 37,913	\$ -	\$ -	-		\$ 37,913	\$ 11,666	\$ 494	\$ -	\$ 550	\$ 183	\$ -	\$ -	\$ 12,893	\$ 50,806

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No.	Position Number	Department	Position Title	Name of	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J *30.77%)	Retire (DDI) \$19.01*26PP	Social Security 6.2% * J	Benefits		Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
	Date								Amt.	Medicare (1.45%*J)					Life (1/)					
39	88	Finance & Admin	Receptionist	Arroyo, Catheryne Leila T.	LTA	\$ 32,354	\$ -	\$ -	-		\$ 32,354	\$ 9,955	\$ 494	\$ -	\$ 469	\$ 183	\$ -	\$ -	\$ 11,101	\$ 43,455
40	97	Finance & Admin	Contracts & Procurement Officer	Fillmed, Christina	LTA	\$ 60,008	\$ -	\$ -	-		\$ 60,008	\$ 18,464	\$ 494	\$ -	\$ 870	\$ 183	\$ 4,800	\$ -	\$ 24,811	\$ 84,819
41	137	Finance & Admin	Exec Assistant to the President & CEO	Yabut, Kiana	LTA	\$ 60,000	\$ -	\$ -	-		\$ 60,000	\$ 18,462	\$ 494	\$ -	\$ 870	\$ 183	\$ 4,800	\$ 341	\$ 25,150	\$ 85,150
42	138	Human Resources	Personnel Services Administrator	Guzman, Taryn C.	P-2-A	\$ 84,329	\$ -	\$ -	7/22/2026	\$ 4,216	\$ 88,546	\$ 27,246	\$ 494	\$ -	\$ 1,284	\$ 183	\$ 6,920	\$ 404	\$ 36,531	\$ 125,077
43	82	Marketing	Marketing Manager	Sulla, Cierra	LTA	\$ 59,180	\$ -	\$ -	-		\$ 59,180	\$ 18,210	\$ 494	\$ -	\$ 858	\$ 183	\$ -	\$ -	\$ 19,745	\$ 78,925
44	50	Marketing	Senior Marketing Manager	Sablan, Margaret I.	N-5-C	\$ 83,134	\$ -	\$ -	4/18/2026	\$ 4,157	\$ 87,291	\$ 26,859	\$ 494	\$ -	\$ 1,266	\$ 183	\$ -	\$ -	\$ 28,802	\$ 116,093
45	32	Marketing	Marketing Manager	Perez, Mai	L-3-D	\$ 64,083	\$ -	\$ -	9/30/2025	\$ 3,204	\$ 67,287	\$ 20,704	\$ 494	\$ -	\$ 976	\$ 183	\$ 8,551	\$ 341	\$ 31,249	\$ 98,536
46	9	Marketing	Senior Marketing Manager	Pangelinan, Elaine	N-5-C	\$ 83,134	\$ -	\$ -	9/4/2026	\$ 4,157	\$ 87,291	\$ 26,859	\$ 494	\$ -	\$ 1,266	\$ 183	\$ 4,800	\$ 341	\$ 33,943	\$ 121,234
47	5	Marketing	Senior Marketing Manager	Nedlic, Regina Ann G	N-5-A	\$ 81,496	\$ -	\$ -	9/15/2025	\$ 4,075	\$ 85,571	\$ 26,330	\$ 494	\$ -	\$ 1,241	\$ 183	\$ 13,493	\$ 404	\$ 42,144	\$ 127,716
48	12	Marketing	Senior Marketing Manager	Manglona, Mark	N-4-A	\$ 78,316	\$ -	\$ -	10/6/2025	\$ 3,916	\$ 82,232	\$ 25,303	\$ 494	\$ -	\$ 1,192	\$ 183	\$ 6,920	\$ 404	\$ 34,496	\$ 116,728
49	4	Marketing	Director of Global Marketing	Leon Guerrero, Nadine Y	R-4-A	\$ 108,493	\$ -	\$ -	5/16/2025	\$ 5,425	\$ 113,917	\$ 35,052	\$ 494	\$ -	\$ 1,652	\$ 183	\$ 8,551	\$ 341	\$ 46,273	\$ 160,190
50		Marketing	Deputy Director of Global Marketing	VACANT		\$ 81,039	\$ -	\$ -	-	\$ 4,052	\$ 85,091	\$ 26,182	\$ 494	\$ -	\$ 1,234	\$ 183	\$ -	\$ -	\$ 28,093	\$ 113,183
51	40	Marketing	Senior Marketing Manager	Guerrero, Sharlene	N-4-A	\$ 78,316	\$ -	\$ -	12/10/2025	\$ 3,916	\$ 82,232	\$ 25,303	\$ 494	\$ -	\$ 1,192	\$ 183	\$ 6,920	\$ 404	\$ 34,496	\$ 116,728
52	21	Marketing	Marketing Manager	Garrido, Breeana	L-3-C	\$ 63,448	\$ -	\$ -	11/27/2025	\$ 3,172	\$ 66,620	\$ 20,499	\$ 494	\$ -	\$ 966	\$ 183	\$ 4,800	\$ 341	\$ 27,283	\$ 93,904
53	22	Marketing	Senior Marketing Manager	Baza, Gabryel	N-5-C	\$ 83,134	\$ -	\$ -	7/22/2026	\$ 4,157	\$ 87,291	\$ 26,859	\$ 494	\$ -	\$ 1,266	\$ 183	\$ 4,800	\$ 341	\$ 33,943	\$ 121,234
54	11	Marketing	Administrative Assistant	Certeza, Annabel R.	H-11-A	\$ 60,594	\$ -	\$ -	7/15/2026	\$ 3,030	\$ 63,624	\$ 19,577	\$ 494	\$ -	\$ 923	\$ 183	\$ -	\$ -	\$ 21,177	\$ 84,800
55	52	Marketing	Marketing Manager	Bocatija, Reggie	L-4-D	\$ 66,685	\$ -	\$ -	4/18/2026	\$ 3,334	\$ 70,019	\$ 21,545	\$ 494	\$ -	\$ 1,015	\$ 183	\$ 4,800	\$ 341	\$ 28,379	\$ 98,398
56	28	Marketing	Senior Marketing Manager	Benavente, Nicole B.	N-5-B	\$ 82,311	\$ -	\$ -	7/17/2026	\$ 4,116	\$ 86,427	\$ 26,593	\$ 494	\$ -	\$ 1,253	\$ 183	\$ 4,800	\$ 341	\$ 33,665	\$ 120,091
57	31	Marketing	Marketing Associate	Alegarbes, Linda	E-3-B	\$ 35,033	\$ -	\$ -	9/30/2025	\$ 1,752	\$ 36,785	\$ 11,319	\$ 494	\$ -	\$ 533	\$ 183	\$ 11,191	\$ 653	\$ 24,373	\$ 61,158
58	75	Marketing	Marketing Manager	Aguon, Akemi	L-4-D	\$ 66,685	\$ -	\$ -	8/27/2026	\$ 3,334	\$ 70,019	\$ 21,545	\$ 494	\$ -	\$ 1,015	\$ 183	\$ 4,800	\$ 486	\$ 28,523	\$ 98,543
59	139	Research	Director of Tourism Research	Valencia, Christian	P-2-A	\$ 84,323	\$ -	\$ -	8/11/2026	\$ 4,216	\$ 88,539	\$ 27,244	\$ 494		\$ 1,284	\$ 183	\$ 21,917	\$ 653	\$ 51,775	\$ 140,314
60		Research	Tourism Research Associate	VACANT	E-3-B	\$ 35,034	\$ -	\$ -		\$ 1,752	\$ 36,786	\$ 11,319	\$ 494	\$ -	\$ 533	\$ 183	\$ 21,917	\$ 653	\$ 35,099	\$ 71,885
61	18	Research	Tourism Research Analyst I	Camacho, Derrick	L-3-A	\$ 62,198	\$ -	\$ -	5/19/2026	\$ 3,110	\$ 65,308	\$ 20,095	\$ 494	\$ -	\$ 947	\$ 183	\$ 21,917	\$ 653	\$ 44,289	\$ 109,598
62	8	Research	Tourism Research Assistant	Dydasco, Celia	H-8-D	\$ 55,404	\$ -	\$ -	6/3/2026	\$ 2,770	\$ 58,174	\$ 17,900	\$ 494	\$ -	\$ 844	\$ 183	\$ -	\$ -	\$ 19,421	\$ 77,595
63	23	Research	Tourism Research Analyst II	Leon Guerrero, Sydney	N-3-C	\$ 76,773	\$ -	\$ -	7/1/2026	\$ 3,839	\$ 80,612	\$ 24,804	\$ 494	\$ -	\$ 1,169	\$ 183	\$ 6,920	\$ 404	\$ 33,974	\$ 114,585
				Grand Total:	----	\$ 3,873,733	\$ -	\$ -	-	\$ 108,629	\$ 3,982,362	\$ 1,225,370	\$ 29,651	\$ -	\$ 57,744	\$ 11,150	\$ 510,415	\$ 20,939	\$ 1,855,268	\$ 5,837,630