

LOURDES A. LEON GUERRERO

Governor of Guam
I Maga'Haga Guahan

JOSHUA F. TENORIO

Lt. Governor of Guam
I Segundo Na Maga'Lahen Guahan

**GUAM
ECONOMIC
DEVELOPMENT
AUTHORITY**

America in Asia

Aturidâd Inadilânton Ikunumihan Guahan



CHRISTINA D. GARCIA

Chief Executive Officer/Administrator
Ufisiât Atmenestradoran Eksekutibon Akâdi

CARLOS P. BORDALLO

Deputy Administrator
Sigundo Atmenestrâdot

October 30, 2025

The Honorable Lourdes A. Leon Guerrero

Governor of Guam
Guam Congress Building
P.O. Box 2950
Hagatna, Guam 96910

Ref: P.L. 36-54, FY 2025 Fourth Quarter Staffing Pattern Report

Håfa Adai Governor Leon Guerrero,

In compliance with the FY 2023 Budget Act – P.L. 36-54, Chapter XIII, Part II, Section 10(a), the Guam Economic Development Authority submits its FY 2025 Fourth Quarter Staffing Pattern Report as of September 30, 2025.

In compliance with the electronic reporting submission requirements, the attached report was transmitted to your office's email address and will be posted to the Invest Guam website at www.investguam.com.

Should you or your staff have any questions or require additional information, please contact our Administrative Services Division at 647-4332.

Senseramente,

Christina D. Garcia
CEO/ADMINISTRATOR



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October 30, 2025

Speaker Frank Blas Jr.

I Mina'trentai Ocho Na Liheslaturan Guahan
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96910

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GUAM ECONOMIC DEVELOPMENT AUTHORITY															
FISCAL YEAR 2025															
4TH QUARTER STAFFING PATTERN															
No.	Div. No.	Position Title	Employee	Pay Grade & Step	Date of Hire	Salary per Annum	Total Salary Cost	Benefits							Total Salary & Benefits
								Retirement	Retirement DDI	Medicare	Life	Medical	Dental	Total Benefits	
		Executive Division													
1	10	Acting Chief Executive Officer / Administrator	Christina D. Garcia	EV-15	01/14/2019	\$ 139,136.00	\$ 139,136.00	\$ 42,812.15	\$ -	\$ 2,017.47	\$ 182.78	\$ 1,530.00	\$ 970.00	\$ 47,512.40	\$ 186,648.40
2	10	Deputy Administrator	Carlos P. Bordallo	ET-13	06/29/2022	\$ 114,865.00	\$ 114,865.00	\$ 35,343.96	\$ 494.26	\$ 1,665.54	\$ 182.78	\$ -	\$ -	\$ 37,686.54	\$ 152,551.54
3	10	GEDA Special Projects Coordinator	Angelene Rios	MG-17	07/03/2023	\$ 60,204.00	\$ 60,204.00	\$ 18,524.77	\$ 494.26	\$ 872.96	\$ 182.78	\$ 2,011.00	\$ 228.00	\$ 22,313.77	\$ 82,517.77
		Administrative Services Division													
4	20	Administrative Services Officer	Christina Merfalen	NG-17	03/21/2022	\$ 65,211.00	\$ 65,211.00	\$ 20,065.42	\$ -	\$ 945.56	\$ 182.78	\$ -	\$ 970.00	\$ 22,163.76	\$ 87,374.76
5	20	Accountant II	Raeann Lefever	LG-17	02/27/2012	\$ 55,672.00	\$ 55,672.00	\$ 17,130.27	\$ -	\$ 807.24	\$ 182.78	\$ 3,788.00	\$ 970.00	\$ 22,878.29	\$ 78,550.29
6	20	Accountant II	Johanna Pangelinan	LG-18	12/23/2024	\$ 57,621.00	\$ 57,621.00	\$ 17,729.98	\$ 494.26	\$ 835.50	\$ -	\$ 2,011.00	\$ 228.00	\$ 21,298.74	\$ 78,919.74
7	20	Accountant I	Angela Reganit	KG-14	12/30/2024	\$ 46,684.00	\$ 46,684.00	\$ 14,364.67	\$ 494.26	\$ 676.92	\$ -	\$ 2,011.00	\$ 228.00	\$ 17,774.85	\$ 64,458.85
8	20	Information Technology Officer	Yong Kwang Pak	OG-12	04/27/2015	\$ 59,762.00	\$ 59,762.00	\$ 18,388.77	\$ -	\$ 866.55	\$ 182.78	\$ 2,011.00	\$ 228.00	\$ 21,677.10	\$ 81,439.10
9	20	Personnel Specialist I	Frances R. Ogo	KG-11	05/13/2019	\$ 42,106.00	\$ 42,106.00	\$ 12,956.02	\$ -	\$ 610.54	\$ 182.78	\$ 2,011.00	\$ 228.00	\$ 15,988.34	\$ 58,094.34
		Compliance Division													
10	30	Compliance Manager	Antoinette Leon Guerrero	SG-18	02/06/2006	\$ 105,768.00	\$ 105,768.00	\$ 32,544.81	\$ -	\$ 1,533.64	\$ 182.78	\$ 53.00	\$ 228.00	\$ 34,542.23	\$ 140,310.23
11	30	Compliance Supervisor	Tara R. Murakami	OG-12	05/02/2011	\$ 59,762.00	\$ 59,762.00	\$ 18,388.77	\$ -	\$ 866.55	\$ 182.78	\$ 6,217.00	\$ 970.00	\$ 26,625.10	\$ 86,387.10
12	30	Compliance Specialist III	Jo Ann C. Cruz	MG-13	10/09/2017	\$ 52,465.00	\$ 52,465.00	\$ 16,143.48	\$ -	\$ 760.74	\$ 182.78	\$ 1,172.00	\$ -	\$ 18,259.00	\$ 70,724.00
13	30	Compliance Specialist I	Johanna Borja	LG-11	05/23/2022	\$ 45,289.00	\$ 45,289.00	\$ 13,935.43	\$ 494.26	\$ 656.69	\$ 182.78	\$ -	\$ -	\$ 15,269.16	\$ 60,558.16
		Public Finance Division													
14	40	Compliance Assistant Manager	John San Nicolas	PG-21	12/10/2007	\$ 88,768.00	\$ 88,768.00	\$ 27,313.91	\$ -	\$ 1,287.14	\$ 182.78	\$ 53.00	\$ 228.00	\$ 29,064.83	\$ 117,832.83
15	40	Loan Management Officer	Gloria Molo	NG-15	10/05/2020	\$ 60,875.00	\$ 60,875.00	\$ 18,731.24	\$ 494.26	\$ 882.69	\$ 182.78	\$ 1,172.00	\$ 738.00	\$ 22,200.97	\$ 83,075.97
16	40	Finance Analyst II	Celia J. Anderson	LG-12	09/13/2021	\$ 46,874.00	\$ 46,874.00	\$ 14,423.13	\$ -	\$ 679.67	\$ 182.78	\$ 2,011.00	\$ 228.00	\$ 17,524.58	\$ 64,398.58
17	40	Loan Servicing Representative II	Rachael Castro	LG-14	09/15/2025	\$ 50,213.00	\$ 50,213.00	\$ 15,450.54	\$ -	\$ 728.09	\$ 182.78	\$ 941.00	\$ 592.00	\$ 17,894.41	\$ 68,107.41
		Business & Economic Development													
18	50	Business & Economic Development Manager	Edward S. Camacho	SG-15	06/01/2015	\$ 95,398.00	\$ 95,398.00	\$ 29,353.96	\$ -	\$ 1,383.27	\$ 182.78	\$ 1,172.00	\$ 738.00	\$ 32,830.01	\$ 128,228.01
19	50	Business & Economic Development Asst Mngr	Matthew Baza	PG-18	01/05/2015	\$ 80,064.00	\$ 80,064.00	\$ 24,635.69	\$ -	\$ 1,160.93	\$ 182.78	\$ 53.00	\$ 228.00	\$ 26,260.40	\$ 106,324.40
20	50	Industry Development Specialist IV	Triia Olivia L.G. Paulino	NG-15	10/17/2016	\$ 60,875.00	\$ 60,875.00	\$ 18,731.24	\$ -	\$ 882.69	\$ 182.78	\$ 3,788.00	\$ 592.00	\$ 24,176.71	\$ 85,051.71
21	50	Industry Development Specialist III	Marie Elizabeth Reyes	MG-17	03/15/2021	\$ 60,204.00	\$ 60,204.00	\$ 18,524.77	\$ -	\$ 872.96	\$ 182.78	\$ 53.00	\$ 228.00	\$ 19,861.51	\$ 80,065.51
22	50	Industry Development Specialist II	Lagrimas A. Lujan	LG-14	02/22/2022	\$ 50,213.00	\$ 50,213.00	\$ 15,450.54	\$ 494.26	\$ 728.09	\$ 182.78	\$ -	\$ -	\$ 16,855.67	\$ 67,068.67
23	50	Industry Development Specialist I	Lin Jiahong	KG-08	07/11/2022	\$ 37,970.00	\$ 37,970.00	\$ 11,683.37	\$ 494.26	\$ 550.57	\$ 182.78	\$ 53.00	\$ 738.00	\$ 13,701.98	\$ 51,671.98
		Small Business Division													
24	60	Small Business Division Manager	Melvin Tabilas	SG-09	09/17/2019	\$ 77,645.00	\$ 77,645.00	\$ 23,891.37	\$ -	\$ 1,125.85	\$ 182.78	\$ 5,031.00	\$ 738.00	\$ 30,969.00	\$ 108,614.00
25	60	Small Business Division Assistant Manager	Jennifer Calvo Guzman	PG-11	05/15/2017	\$ 62,930.00	\$ 62,930.00	\$ 19,363.56	\$ -	\$ 912.49	\$ 182.78	\$ -	\$ -	\$ 20,458.83	\$ 83,388.83
		Real Property Division													
26	70	Real Property Manager	Diego Mendiola	SG-15	07/05/2010	\$ 95,398.00	\$ 95,398.00	\$ 29,353.96	\$ -	\$ 1,383.27	\$ 182.78	\$ 6,217.00	\$ 970.00	\$ 38,107.01	\$ 133,505.01
27	70	Real Property Assistant Manager	Mary C. Camacho	PG-14	05/09/2016	\$ 69,771.00	\$ 69,771.00	\$ 21,468.54	\$ -	\$ 1,011.68	\$ 182.78	\$ 53.00	\$ 228.00	\$ 22,944.00	\$ 92,715.00
28	70	Program Coordinator IV	Jha'Aunie Mendoza	NG-12	02/27/2021	\$ 54,907.00	\$ 54,907.00	\$ 16,894.88	\$ 494.26	\$ 796.15	\$ 182.78	\$ 3,788.00	\$ 592.00	\$ 22,748.07	\$ 77,655.07
29	70	Program Coordinator III	Anthony A. Arriola	MG-16	05/20/2013	\$ 58,168.00	\$ 58,168.00	\$ 17,898.29	\$ -	\$ 843.44	\$ 182.78	\$ 2,011.00	\$ 228.00	\$ 21,163.51	\$ 79,331.51
30	70	Program Coordinator II	Patrick Guzman	JG-19	02/03/1997	\$ 51,593.00	\$ 51,593.00	\$ 15,875.17	\$ -	\$ 748.10	\$ 182.78	\$ 1,530.00	\$ 970.00	\$ 19,306.05	\$ 70,899.05
31	70	Program Coordinator II	Ricardo J. Duenas	LG-09	08/26/2024	\$ 42,299.00	\$ 42,299.00	\$ 13,015.40	\$ 494.26	\$ 613.34	\$ -	\$ -	\$ -	\$ 14,123.00	\$ 56,422.00
32	70	Program Coordinator II	Francine Bamba	LG-16	07/14/2025	\$ 53,790.00	\$ 53,790.00	\$ 16,551.18	\$ 494.26	\$ 779.96	\$ -	\$ -	\$ -	\$ 17,825.40	\$ 71,615.40

GUAM ECONOMIC DEVELOPMENT AUTHORITY

FISCAL YEAR 2025

4TH QUARTER STAFFING PATTERN

No.	Div. No.	Position Title	Employee	Pay Grade & Step	Date of Hire	Salary per Annum	Total Salary Cost	Benefits							Total Salary & Benefits
								Retirement	Retirement DDI	Medicare	Life	Medical	Dental	Total Benefits	
Childcare Grant Program															
33	80	Program Coordinator III	Cedrick J. Castillon	NG-07	11/08/2021	\$ 46,130.00	\$ 46,130.00	\$ 14,194.20	\$ 494.26	\$ 668.89	\$ 182.78	\$ 53.00	\$ 228.00	\$ 15,821.13	\$ 61,951.13
34	80	Program Coordinator II	Mahina Anderson	LG-06	04/08/2024	\$ 37,924.00	\$ 37,924.00	\$ 11,669.21	\$ -	\$ 549.90	\$ 182.78	\$ 53.00	\$ 228.00	\$ 12,682.89	\$ 50,606.89
35	80	Program Coordinator I	Kirsten Nicole Cruz	KG-06	04/08/2024	\$ 35,258.00	\$ 35,258.00	\$ 10,848.89	\$ 494.26	\$ 511.24	\$ 182.78	\$ 53.00	\$ 228.00	\$ 12,318.17	\$ 47,576.17
	GEDA TOTAL					\$ 2,221,812.00	\$ 2,221,812.00	\$ 683,651.55	\$ 6,425.38	\$ 32,216.31	\$ 5,666.18	\$ 50,900.00	\$ 13,968.00	\$ 792,827.42	\$ 3,014,639.42
Funding Sources: GEDA General Fund, Guam Development Fund Act (GDFA), & State Small Business Credit Initiative (SSBCI)															