

LOURDES A. LEON GUERRERO
Governor of Guam
I Maga'Haga Guahan

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



CHRISTINA D. GARCIA
Chief Executive Officer/Administrator
Ufisiat Atmenestradoran Eksekutibon Akãdi

CARLOS P. BORDALLO
Deputy Administrator
Sigundo Atmenestradót

January 29, 2026

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 First 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 2026 First Quarter Staffing Pattern Report as of December 31, 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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**GUAM
ECONOMIC
DEVELOPMENT
AUTHORITY**

America in Asia

Aturidâd Inadilânton Ikunumihan Guahan



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January 29, 2026

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 2026
1ST 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						31%							
1	10	Chief Executive Officer / Administrator	Christina D. Garcia	EV-15	05/06/1998	\$ 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	Marketing & Communications Officer	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
4	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	\$ 53.00	\$ 228.00	\$ 20,355.77	\$ 80,559.77
5	10	Administrative Assistant	Mahina Anderson	JG-10	04/08/2024	\$ 37,855.00	\$ 37,855.00	\$ 11,647.98	\$ -	\$ 548.90	\$ 182.78	\$ 53.00	\$ 228.00	\$ 12,660.66	\$ 50,515.66
		Administrative Services Division													
6	20	Administrative Services Officer	Christina Merfalen	NG-17	03/21/2022	\$ 65,211.00	\$ 65,211.00	\$ 20,065.42	\$ -	\$ 945.56	\$ 182.78	\$ 53.00	\$ 970.00	\$ 22,216.76	\$ 87,427.76
7	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	\$ 592.00	\$ 22,500.29	\$ 78,172.29
8	20	Accountant II	Johanna Pangelinan	LG-18	12/23/2024	\$ 57,621.00	\$ 57,621.00	\$ 17,729.98	\$ 494.26	\$ 835.50	\$ -	\$ 3,788.00	\$ 228.00	\$ 23,075.74	\$ 80,696.74
9	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
10	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
11	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
12	20	Buyer I	Cedrick J. Castillon	KG-13	11/08/2021	\$ 45,106.00	\$ 45,106.00	\$ 13,879.12	\$ 494.26	\$ 654.04	\$ 182.78	\$ 53.00	\$ 228.00	\$ 15,491.20	\$ 60,597.20
		Compliance Division													
13	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	\$ -	\$ -	\$ 34,261.23	\$ 140,029.23
14	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
15	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
16	30	Compliance Specialist II	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
17	30	Compliance Specialist 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
		Public Finance Division													
18	40	Compliance Assistant Manager	John San Nicolas	PG-20-1	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
19	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	\$ 53.00	\$ 228.00	\$ 20,571.97	\$ 81,446.97
20	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
21	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	\$ 3,788.00	\$ 592.00	\$ 20,741.41	\$ 70,954.41
		Business & Economic Development													
22	50	Business & Economic Development Manager	Edward S. Camacho	SG-17	06/01/2015	\$ 102,192.00	\$ 102,192.00	\$ 31,444.48	\$ -	\$ 1,481.78	\$ 182.78	\$ 1,172.00	\$ 738.00	\$ 35,019.04	\$ 137,211.04
23	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
24	50	Industry Development Specialist IV	Tria Olivia L.G. Paulino	NG-17	10/17/2016	\$ 65,211.00	\$ 65,211.00	\$ 20,065.42	\$ -	\$ 945.56	\$ 182.78	\$ -	\$ -	\$ 21,193.76	\$ 86,404.76
25	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
26	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
		Small Business Division													
27	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
28	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
29	60	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	\$ 1,172.00	\$ 738.00	\$ 14,820.98	\$ 52,790.98
		Real Property Division													
30	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
31	70	Program Coordinator III	Anthony A. Arriola	MG-17	05/20/2013	\$ 60,204.00	\$ 60,204.00	\$ 18,524.77	\$ -	\$ 872.96	\$ 182.78	\$ 2,011.00	\$ 228.00	\$ 21,819.51	\$ 82,023.51
32	70	Program Coordinator II	Patrick Guzman	JG-20	02/03/1997	\$ 53,398.00	\$ 53,398.00	\$ 16,430.56	\$ -	\$ 774.27	\$ 182.78	\$ 1,530.00	\$ 970.00	\$ 19,887.61	\$ 73,285.61
33	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
34	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
		GEDA TOTAL				\$ 2,180,783.00	\$ 2,180,783.00	\$ 671,026.93	\$ 5,931.12	\$ 31,621.38	\$ 5,483.40	\$ 45,990.00	\$ 11,668.00	\$ 771,720.83	\$ 2,952,503.83

Funding Sources:
GEDA General Fund,
Guam Development Fund Act (GDFA), &
State Small Business Credit Initiative (SSBCI)