

Guam Visitors Bureau  
FY2026 1stQ 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 *33.85%)	Retire (DDI) \$19.01*26PP	Social Security 6.2% * J	Benefits (1.45%*J)			Total Benefits (K thru Q)	(J + R) TOTAL	
									Date	Amt.					Medical (Premium)	Dental (Premium)	Life (1/)			
1	108	Destination Development	Special Project Support - Maintenance Worker	Waayan, Nathan	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 13,378	\$ 494	\$ -	\$ 573	\$ 183	\$ 4,141	\$ -	\$ 18,769	\$ 58,289
2	114	Destination Development	Special Project Support - Maintenance Worker	Salas, John Jr.	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 10,561	\$ 494	\$ -	\$ 452	\$ 183	\$ -	\$ -	\$ 11,690	\$ 42,890
3	122	Destination Development	Special Project Support - Maintenance Supervisor	Camacho, Jotham	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 4,141	\$ 372	\$ 22,840	\$ 72,840
4	102	Destination Development	Special Project Support - Maintenance Worker	Moses, Knight	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 10,561	\$ 494	\$ -	\$ 452	\$ 183	\$ 4,141	\$ 372	\$ 16,203	\$ 47,403
5	127	Destination Development	Special Project Support - Maintenance Supervisor	Cayanan, Regalado	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 12,977	\$ 458	\$ 31,762	\$ 81,762
6	126	Destination Development	Special Project Support - Maintenance Supervisor	Cruz, Nick	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 8,149	\$ -	\$ 26,476	\$ 76,476
7	128	Destination Development	Special Project Support - Maintenance Supervisor	Datu, Edmond	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 12,977	\$ 458	\$ 31,762	\$ 81,762
8	129	Destination Development	Special Project Support - Maintenance Worker	Erickson, Max Stewart	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 10,561	\$ 494	\$ -	\$ 452	\$ 183	\$ 5,978	\$ 458	\$ 18,126	\$ 49,326
9	125	Destination Development	Special Project Support - Maintenance Worker	Saiyangsap, Clint	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 13,378	\$ 494	\$ -	\$ 573	\$ 183	\$ -	\$ -	\$ 14,628	\$ 54,148
10	132	Destination Development	Tourism & Development Coordinator	Moylan, Brandon	LTA	\$ 50,003	\$ -	\$ -	-		\$ 50,003	\$ 16,926	\$ 494	\$ -	\$ 725	\$ 183	\$ 21,216	\$ 742	\$ 40,286	\$ 90,289
11	133	Destination Development	Quality Assurance Coordinator	Taijeron, Jennifer	LTA	\$ 41,600	\$ -	\$ -	-		\$ 41,600	\$ 14,082	\$ 494	\$ -	\$ 603	\$ 183	\$ -	\$ -	\$ 15,362	\$ 56,962
12	124	Destination Development	Special Project Support - Maintenance Worker	Taiuwei, Steven	LTA	\$ 31,200	\$ -	\$ -	-		\$ 31,200	\$ 10,561	\$ 494	\$ -	\$ 452	\$ 183	\$ 9,793	\$ 742	\$ 22,225	\$ 53,425
13	81	Destination Development	Custodian	Ralulol, Jaycelline	LTA	\$ 32,365	\$ -	\$ -	-		\$ 32,365	\$ 10,955	\$ 494	\$ -	\$ 469	\$ 183	\$ 9,793	\$ -	\$ 21,894	\$ 54,259
14	34	Destination Development	Special Projects Officer-Destination Support	Pangilinan, Taylor	LTA	\$ 49,999	\$ -	\$ -	-		\$ 49,999	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 4,141	\$ 553	\$ 23,021	\$ 73,020
15	142	Destination Development	Special Project Support - Maintenance Worker	Quintanilla, Carl	LTA	\$ 32,200	\$ -	\$ -	-		\$ 32,200	\$ 10,900	\$ 494	\$ -	\$ 467	\$ 183	\$ 4,141	\$ 372	\$ 16,557	\$ 48,757
16	143	Destination Development	Administrative Assistant	Mafnas, Michael	H-4-A	\$ 45,860	\$ -	\$ -	12/29/2026	\$ 2,293	\$ 48,153	\$ 16,300	\$ 494	\$ -	\$ 698	\$ 183	\$ 4,141	\$ 458	\$ 22,274	\$ 70,426
17	77	Destination Development	Special Project Support - Maintenance Worker	Mesiab, Joyful	LTA	\$ 39,520	\$ -	\$ -	-		\$ 39,520	\$ 13,378	\$ 494	\$ -	\$ 573	\$ 183	\$ 8,149	\$ 372	\$ 23,150	\$ 62,670
18	111	Destination Development	Special Project Support - Maintenance Supervisor (Beach)	Malaca, Jerren	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 21,216	\$ 742	\$ 40,285	\$ 90,285
19		Destination Development	Director of Destination Development	VACANT	R-1-D	\$ 99,199	\$ -	\$ -	-		\$ 99,199	\$ 33,579	\$ 494	\$ -	\$ 1,438	\$ 183	\$ 9,793	\$ 742	\$ 46,229	\$ 145,428
20	54	Destination Development	Special Project Support - Maintenance Supervisor	Esa, Akim	LTA	\$ 45,562	\$ -	\$ -	-		\$ 45,562	\$ 15,423	\$ 494	\$ -	\$ 661	\$ 183	\$ 4,141	\$ -	\$ 20,902	\$ 66,464
21	78	Destination Development	Tourism Industry Relations Officer	Dydasco, Lyann	L-5-B	\$ 68,025	\$ -	\$ -	8/14/2026	\$ 3,401	\$ 71,426	\$ 24,178	\$ 494	\$ -	\$ 1,036	\$ 183	\$ 5,978	\$ 458	\$ 32,327	\$ 103,754
22	10	Destination Development	Senior Destination Specialist	Camacho, Kraig	N-5-C	\$ 83,134	\$ -	\$ -	7/24/2025	\$ 4,157	\$ 87,291	\$ 29,548	\$ 494	\$ -	\$ 1,266	\$ 183	\$ 8,149	\$ 372	\$ 40,012	\$ 127,303
23	140	Finance & Admin	Administrative Assistant - Admin	Iluches, Misty Ana	H-4-A	\$ 45,860	\$ -	\$ -	12/15/2026	\$ 2,293	\$ 48,153	\$ 16,300	\$ 494	\$ -	\$ 698	\$ 183	\$ 5,978	\$ 458	\$ 24,111	\$ 72,264
24	33	Finance & Admin	Tourism Recovery Coordinator/Board Secretary	Sablan, Valerie	UNCL	\$ 65,364	\$ -	\$ -	-		\$ 65,364	\$ 22,126	\$ 494	\$ -	\$ 948	\$ 183	\$ 8,149	\$ 372	\$ 32,273	\$ 97,637
25	7	Finance & Admin	Accountant II	Sablan, Juanita	M-4-C	\$ 72,627	\$ -	\$ -	8/14/2026	\$ 3,631	\$ 76,259	\$ 25,814	\$ 494	\$ -	\$ 1,106	\$ 183	\$ 21,216	\$ 742	\$ 49,555	\$ 125,814
26	25	Finance & Admin	Information Technology Administrator	Rosario, Alan	P-4-D	\$ 94,083	\$ -	\$ -	8/31/2026	\$ 4,704	\$ 98,788	\$ 33,440	\$ 494	\$ -	\$ 1,432	\$ 183	\$ 9,793	\$ 742	\$ 46,084	\$ 144,872
27	45	Finance & Admin	Deputy General Manager	Perez, Gerald S.A.	UNCL	\$ 115,715	\$ -	\$ -	-		\$ 115,715	\$ 39,170	\$ 494	\$ -	\$ 1,678	\$ 183	\$ -	\$ 372	\$ 41,897	\$ 157,612
29	95	Finance & Admin	Management Analyst IV	Marchesseault, Jeffrey	LTA	\$ 76,019	\$ -	\$ -	-		\$ 76,019	\$ 25,732	\$ 494	\$ -	\$ 1,102	\$ 183	\$ 9,793	\$ 742	\$ 38,046	\$ 114,065
30	13	Finance & Admin	Contracts / Procurement Administrator	Lizama, Maria Christina	P-4-D	\$ 94,083	\$ -	\$ -	7/28/2026	\$ 4,704	\$ 98,788	\$ 33,440	\$ 494	\$ -	\$ 1,432	\$ 183	\$ 8,149	\$ 372	\$ 44,070	\$ 142,858
32	135	Finance & Admin	General Manager	Lee, Régine Biscoe	UNCL	\$ 146,400	\$ -	\$ -	-		\$ 146,400	\$ 49,556	\$ 494	\$ -	\$ 2,123	\$ 183	\$ -	\$ -	\$ 52,356	\$ 198,756
33	89	Finance & Admin	Financial Controller	Gudmalin, Rudd	R-2-D	\$ 103,227	\$ -	\$ -	12/15/2026	\$ 5,161	\$ 108,388	\$ 36,689	\$ 494	\$ -	\$ 1,572	\$ 183	\$ 4,141	\$ 372	\$ 43,451	\$ 151,839
34	94	Finance & Admin	Accountant III	Delas Alas, Leonore	O-4-B	\$ 87,009	\$ -	\$ -	4/23/2026	\$ 4,350	\$ 91,359	\$ 30,925	\$ 494	\$ -	\$ 1,325	\$ 183	\$ 9,793	\$ 742	\$ 43,462	\$ 134,821
35	134	Finance & Admin	Accountant II	Han, Hannah	M-3-B	\$ 69,102	\$ -	\$ -	10/7/2026	\$ 3,455	\$ 72,557	\$ 24,561	\$ 494	\$ -	\$ 1,052	\$ 183	\$ 4,141	\$ 372	\$ 30,803	\$ 103,360
36	49	Finance & Admin	IT Assistant	Cha, Brian	H-5-A	\$ 47,722	\$ -	\$ -	10/13/2026	\$ 2,386	\$ 50,108	\$ 16,962	\$ 494	\$ -	\$ 727	\$ 183	\$ 4,141	\$ 372	\$ 22,879	\$ 72,987
37	103	Finance & Admin	Public Information Officer	Bordallo, Lisette	M-4-C	\$ 72,627	\$ -	\$ -	11/1/2025	\$ 3,631	\$ 76,258	\$ 25,813	\$ 494	\$ -	\$ 1,106	\$ 183	\$ 9,793	\$ 742	\$ 38,131	\$ 114,389
38	86	Finance & Admin	Web & IT Assistant/Computer Technician II	Arroyo, Michael	LTA	\$ 39,814	\$ -	\$ -	-		\$ 39,814	\$ 13,477	\$ 494	\$ -	\$ 577	\$ 183	\$ -	\$ -	\$ 14,731	\$ 54,545
39		Finance & Admin	Receptionist	VACANT	E-2-A	\$ 33,334	\$ -	\$ -	-		\$ 33,334	\$ 11,284	\$ 494	\$ -	\$ 483	\$ 183	\$ 9,793	\$ 742	\$ 22,979	\$ 56,313
40	97	Finance & Admin	Contracts & Procurement Officer	Filled, Christina	LTA	\$ 63,000	\$ -	\$ -	-		\$ 63,000	\$ 21,326	\$ 494	\$ -	\$ 914	\$ 183	\$ 4,141	\$ -	\$ 27,058	\$ 90,058
41	137	Finance & Admin	Exec Assistant to the President & CEO	Yabut, Kiana	LTA	\$ 66,000	\$ -	\$ -	-		\$ 66,000	\$ 22,341	\$ 494	\$ -	\$ 957	\$ 183	\$ 8,149	\$ 372	\$ 32,496	\$ 98,496

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(A) No.	(B) Position Number	(C) Department	(D) Position Title	(E) Name of	(F) Grade/ Step	(G) Salary	(H) Overtime	(I) Special*	(J) Increment		(K) (E+F+G+I) Subtotal	(L) Retirement (J *33.85%)	(M) Retire (DDI) \$19.01*26PP	(N) Social Security 6.2% * J	(O) Benefits		(P) Medical (Premium)	(Q) Dental (Premium)	(R) Total Benefits (K thru Q)	(S) (J + R) TOTAL
									Date	Amt.					Medicare (1.45%*J)	Life (1/)				
41	141	Finance & Admin	Social Media & Public Relations Assistant	Guzman, Sarah Anne	LTA	\$ 43,000	\$ -	\$ -	-		\$ 43,000	\$ 14,556	\$ 494	\$ -	\$ 624	\$ 183	\$ 4,141	\$ 372	\$ 20,370	\$ 63,370
28	56	Human Resources	Administrative Assistant - Human Resources	Odtohan, Shanelle	LTA	\$ 49,920	\$ -	\$ -	-		\$ 49,920	\$ 16,898	\$ 494	\$ -	\$ 724	\$ 183	\$ 8,149	\$ 372	\$ 26,821	\$ 76,741
42	138	Human Resources	Personnel Services Administrator	Guzman, Taryn C.	P-2-A	\$ 84,329	\$ -	\$ -	7/22/2026	\$ 4,216	\$ 88,546	\$ 29,973	\$ 494	\$ -	\$ 1,284	\$ 183	\$ 12,977	\$ 458	\$ 45,369	\$ 133,915
31	113	Human Resources	Special Project Support - HR	Horn, Nathan	LTA	\$ 50,000	\$ -	\$ -	-		\$ 50,000	\$ 16,925	\$ 494	\$ -	\$ 725	\$ 183	\$ 8,149	\$ 372	\$ 26,848	\$ 76,848
43	82	Marketing	Marketing Manager	Sulla, Cierra	LTA	\$ 59,180	\$ -	\$ -	-		\$ 59,180	\$ 20,032	\$ 494	\$ -	\$ 858	\$ 183	\$ -	\$ -	\$ 21,567	\$ 80,747
44	50	Marketing	Senior Marketing Manager	Sablan, Margaret I.	N-5-C	\$ 83,134	\$ -	\$ -	4/18/2026	\$ 4,157	\$ 87,291	\$ 29,548	\$ 494	\$ -	\$ 1,266	\$ 183	\$ -	\$ -	\$ 31,491	\$ 118,782
45	32	Marketing	Marketing Manager	Perez, Mai	L-4-D	\$ 66,685	\$ -	\$ -	9/30/2026	\$ 3,334	\$ 70,019	\$ 23,702	\$ 494	\$ -	\$ 1,015	\$ 183	\$ 8,149	\$ 372	\$ 33,916	\$ 103,935
46		Marketing	Senior Marketing Manager	VACANT	N-2-D	\$ 74,515	\$ -	\$ -	-		\$ 74,515	\$ 25,223	\$ 494	\$ -	\$ 1,080	\$ 183	\$ 9,793	\$ 742	\$ 37,515	\$ 112,030
47	5	Marketing	Senior Marketing Manager	Nedlic, Regina Ann G	N-6-B	\$ 85,653	\$ -	\$ -	9/15/2026	\$ 4,283	\$ 89,936	\$ 30,443	\$ 494	\$ -	\$ 1,304	\$ 183	\$ 12,977	\$ 458	\$ 45,859	\$ 135,794
48	12	Marketing	Senior Marketing Manager	Manglona, Mark	N-5-B	\$ 82,311	\$ -	\$ -	10/6/2026	\$ 4,116	\$ 86,426	\$ 29,255	\$ 494	\$ -	\$ 1,253	\$ 183	\$ 5,978	\$ 458	\$ 37,621	\$ 124,047
49	4	Marketing	Director of Global Marketing	Leon Guerrero, Nadine Y	R-5-B	\$ 114,027	\$ -	\$ -	5/16/2026	\$ 5,701	\$ 119,728	\$ 40,528	\$ 494	\$ -	\$ 1,736	\$ 183	\$ 8,149	\$ 372	\$ 51,462	\$ 171,191
50	22	Marketing	Deputy Director of Global Marketing	Baza, Gabryel	P-3-B	\$ 88,631	\$ -	\$ -	12/15/2026	\$ 4,432	\$ 93,063	\$ 31,502	\$ 494	\$ -	\$ 1,349	\$ 183	\$ 8,149	\$ 372	\$ 42,049	\$ 135,112
51	40	Marketing	Senior Marketing Manager	Guerrero, Sharlene	N-4-A	\$ 78,316	\$ -	\$ -	12/10/2025	\$ 3,916	\$ 82,232	\$ 27,835	\$ 494	\$ -	\$ 1,192	\$ 183	\$ 5,978	\$ 458	\$ 36,140	\$ 118,372
52	21	Marketing	Marketing Manager	Garrido, Breeana	L-3-C	\$ 63,448	\$ -	\$ -	11/27/2025	\$ 3,172	\$ 66,620	\$ 22,551	\$ 494	\$ -	\$ 966	\$ 183	\$ 4,141	\$ 372	\$ 28,707	\$ 95,327
53		Marketing	Senior Marketing Manager	VACANT	N-2-D	\$ 74,515	\$ -	\$ -	-		\$ 74,515	\$ 25,223	\$ 494	\$ -	\$ 1,080	\$ 183	\$ 9,793	\$ 742	\$ 37,515	\$ 112,030
54	11	Marketing	Administrative Assistant	Certeza, Annabel R.	H-11-A	\$ 60,594	\$ -	\$ -	7/15/2026	\$ 3,030	\$ 63,624	\$ 21,537	\$ 494	\$ -	\$ 923	\$ 183	\$ -	\$ -	\$ 23,137	\$ 86,760
55	52	Marketing	Marketing Manager	Bocattija, Reggie	L-4-D	\$ 66,685	\$ -	\$ -	4/18/2026	\$ 3,334	\$ 70,019	\$ 23,702	\$ 494	\$ -	\$ 1,015	\$ 183	\$ 4,141	\$ 372	\$ 29,907	\$ 99,926
56	28	Marketing	Senior Marketing Manager	Lopez, Nicole B.	N-5-B	\$ 82,311	\$ -	\$ -	7/17/2026	\$ 4,116	\$ 86,427	\$ 29,255	\$ 494	\$ -	\$ 1,253	\$ 183	\$ 4,141	\$ 372	\$ 35,698	\$ 122,124
57	31	Marketing	Marketing Associate	Alegarbes, Linda	E-4-A	\$ 36,096	\$ -	\$ -	9/30/2026	\$ 1,805	\$ 37,901	\$ 12,829	\$ 494	\$ -	\$ 550	\$ 183	\$ 9,793	\$ 742	\$ 24,591	\$ 62,492
58	75	Marketing	Marketing Manager	Aguon, Akemi	L-4-D	\$ 66,685	\$ -	\$ -	8/27/2026	\$ 3,334	\$ 70,019	\$ 23,702	\$ 494	\$ -	\$ 1,015	\$ 183	\$ -	\$ 553	\$ 25,947	\$ 95,966
59	139	Research	Director of Tourism Research	Valencia, Christian	P-2-A	\$ 84,323	\$ -	\$ -	8/11/2026	\$ 4,216	\$ 88,539	\$ 29,971	\$ 494	\$ -	\$ 1,284	\$ 183	\$ 4,141	\$ 372	\$ 36,445	\$ 124,984
60		Research	Tourism Research Analyst I	VACANT	L-3-A	\$ 62,198	\$ -	\$ -	-		\$ 62,198	\$ 21,054	\$ 494	\$ -	\$ 902	\$ 183	\$ 9,793	\$ 742	\$ 33,168	\$ 95,366
61	18	Research	Tourism Research Analyst I	Camacho, Derrick	L-3-A	\$ 62,198	\$ -	\$ -	5/19/2026	\$ 3,110	\$ 65,308	\$ 22,107	\$ 494	\$ -	\$ 947	\$ 183	\$ 21,216	\$ 742	\$ 45,689	\$ 110,997
62	8	Research	Tourism Research Assistant	Dydasco, Celia	H-8-D	\$ 55,404	\$ -	\$ -	6/3/2026	\$ 2,770	\$ 58,174	\$ 19,692	\$ 494	\$ -	\$ 844	\$ 183	\$ -	\$ -	\$ 21,213	\$ 79,387
63	23	Research	Tourism Research Analyst II	Leon Guerrero, Sydney	N-3-C	\$ 76,773	\$ -	\$ -	7/1/2026	\$ 3,839	\$ 80,612	\$ 27,287	\$ 494	\$ -	\$ 1,169	\$ 183	\$ 5,978	\$ 458	\$ 35,569	\$ 116,181
			Grand Total:	----		\$ 3,952,050	\$ -	\$ -	-	\$ 104,439	\$ 4,056,489	\$ 1,373,126	\$ 30,638	\$ -	\$ 58,817	\$ 11,332	\$ 440,068	\$ 25,008	\$ 1,995,771	\$ 6,191,046