

**Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)**

FUNCTIONAL AREA: GENERAL GOVERNMENT
DEPARTMENT/AGENCY: CHAMORU LAND TRUST COMMISSION
PROGRAM: CHAMORU LAND TRUST COMMISSION
FUND: GENERAL FUND

6111/ 6113-100-25-4400001 (per OFB Request)

Input by Department										Input by Department											
No.	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(J)	(K)	(L)	(M)	(N)			(O)	(P)	(Q)	(R)	(S)
	Position Number	Position Title 1/	Name of Incumbent	Grade / Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J * 32.35%)	Retire (DDI) (\$19.01*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 2/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL		
1	CLTC-001	UC - Administrative Director	VACANT	EP-22	114,016	\$0	\$0	N/A		\$0	\$114,016	\$36,884	\$495	\$0	\$1,653	\$187	\$2,672	\$273	\$42,164	\$156,180	
2	CLTC-032	Records Management Officer	Enderes, Albert S. Jr.	JX-01	37,913	0	0	11/18/2025		0	37,913	12,265	495	0	550	187	14,336	485	28,318	66,231	
3	CLTC-073	Land Agent Supervisor	VACANT	NX-01	54,918	0	0			0	54,918	17,766	495	0	796	187	3,994	298	23,536	78,454	
4	CLTC-076	Program Coordinator I	Tan, Dexter Lee H.	KX-01	41,372	0	0	11/10/2024		1,437	42,809	13,849	495	0	621	187	14,336	485	29,973	72,782	
5	CLTC-089	Program Coordinator II	Luces, Jenny	MX-08	64,136	0	0	10/22/2025		0	64,136	20,748	495	0	930	187	9,596	329	32,285	96,421	
6	CLTC-042	Land Agent I	VACANT	IX-01	34,886	0	0			0	34,886	11,286	495	0	506	187	9,596	329	22,399	57,285	
7	CLTC-056	Land Agent I	VACANT	IX-01	34,886	0	0			0	34,886	11,286	495	0	506	187	9,596	329	22,399	57,285	
8					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
9					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
10					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
11					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
12					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
13					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
14					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
15					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
16					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
17					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
18					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
19					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
20					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
21					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
22					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
23					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
24					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
25					0	0	0			0	0	0	0	0	0	0	0	0	0	0	
			Grand Total:	---	\$382,127	\$0	\$0	---		\$1,437	\$383,564	\$124,084	\$3,465	\$0	\$5,562	\$1,309	\$64,126	\$2,528	\$201,074	\$584,638	

- * Night Differential / Hazardous / Worker's Compensation / etc.
- 1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable).
- 2/ FY 2025 (Proposed) GovGuam contribution rate of 32.35% for the Government of Guam Retirement is subject to change.
- 3/ FY 2025 (Proposed) GovGuam contribution rate of \$19.01 (bi-weekly) for DDI is subject to change.
- 4/ FY 2025 (Proposed) GovGuam contribution rate of \$187 (per annum) for Life Insurance is subject to change.

Recruitment of CLTC-042, CLTC-056, CLTC-073 was announced as open, pending eligibility listing from HR
CLTC-088 has been detailed as the Administrative Director (CLTC-001) effective May 2024 - present

**Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)**

Input by Department											
No.	(A) Position Number	(B) Position Title	(C) Name of Incumbent	(D) Holiday Pay	Special Pay Categories						(K) Subtotal (D+E+F+G+H+I+J)
					(E)	(F)	(G)	(H)	(I)	(J)	
					1/ Night Differential Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%	
1	CLTC-001	UC - Administrative Director	VACANT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	CLTC-032	Records Management Officer	Enderes, Albert S. Jr.	0	0	0	0	0	0	0	0
3	CLTC-073	Land Agent Supervisor	VACANT	0	0	0	0	0	0	0	0
4	CLTC-076	Program Coordinator I	Tan, Dexter Lee H.	0	0	0	0	0	0	0	0
5	CLTC-089	Program Coordinator II	Luces, Jenny	0	0	0	0	0	0	0	0
6	CLTC-042	Land Agent I	VACANT	0	0	0	0	0	0	0	0
7	CLTC-056	Land Agent I	VACANT	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
Grand Total:				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

- 1/ 10% of reg. rate, applicable from 6pm-6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
- 2/ Applies to law enforcement personnel
- 3/ Applies to solid waste employees
- 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

**Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)**

FUNCTIONAL AREA: GENERAL GOVERNMENT
DEPARTMENT/AGENCY: CHAMORU LAND TRUST COMMISSION
PROGRAM: CHAMORU LAND TRUST COMMISSION (CLTC Operations Fund Page 1 of 2)
FUND: CHAMORRO LAND TRUST OPERATIONS 6111/ 6113001-624-25-4400201 (per OFB Request)

Input by Department										Input by Department											
No.	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(J)	(K)	(L)	(M)	(N)			(O)	(P)	(Q)	(R)	(S)
	Position Number	Position Title 1/	Name of Incumbent	Grade / Step	Salary	Overtime	Special*	Increment		Subtotal	Retirement (J * 32.35%)	Retire (DDI) (\$19.01*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 2/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL		
1	CLTC-002	Land Agent II	Casem, Jhoana Marie V.	KX-09	\$55,049	\$0	\$0	1/30/2026	\$0	\$55,049	\$17,808	\$495	\$0	\$798	\$187	\$6,117	\$298	\$25,703	\$80,752		
2	CLTC-030	Land Agent I	Taleu, Lydia E.	IX-08	44,992	0	0	3/1/2025	832	45,824	14,824	495	0	664	187	3,994	298	20,462	66,286		
3	CLTC-060	Planner II	Castro, Pierce J.	MX-11	70,436	0	0	8/1/2026	0	70,436	22,786	495	0	1,021	187	6,117	298	30,904	101,340		
4	CLTC-072	Land Agent III	Eay, Glenn R.	MX-07	62,163	0	0	1/1/2026	0	62,163	20,110	495	0	901	187	15,670	530	37,893	100,056		
5	CLTC-088	Program Coordinator IV	Cruz, Joseph B. Jr.	OX-07	76,093	0	0	1/4/2025	1,811	77,904	25,202	495	0	1,130	187	3,994	329	31,337	109,241		
6	CLTC-090	Land Agent II	Dayday, Jessica S.	KX-04	46,256	0	0	8/1/2025	292	46,548	15,058	495	0	675	187	5,709	329	22,453	69,001		
7	CLTC-1075	Land Agent II	Chargualaf, Eileen A.	KX-10	56,795	0	0	1/31/2026	0	56,795	18,373	495	0	824	187	6,117	298	26,294	83,089		
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
9	CLTC-091	Land Agent III	VACANT	MX-01	5,368	0	0		0	5,368	1,737	0	0	78	0	0	0	1,815	7,183		
10	CLTC-092	Land Agent III	VACANT	MX-01	5,368	0	0		0	5,368	1,737	0	0	78	0	0	0	1,815	7,183		
11	CLTC-050	Word Processing Secretary II	VACANT 5/31/16 (Topasna, T.)	HX-01	32,355	0	0		0	32,355	10,467	495	0	469	187	9,596	329	21,543	53,898		
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0		
			Grand Total:		\$454,875	\$0	\$0			\$2,935	\$457,810	\$148,102	\$3,960	\$0	\$6,638	\$1,496	\$57,314	\$2,709	\$220,219	\$678,029	

- * Night Differential / Hazardous / Worker's Compensation / etc.
- 1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable).
- 2/ FY 2025 (Proposed) GovGuam contribution rate of 32.35% for the Government of Guam Retirement is subject to change.
- 3/ FY 2025 (Proposed) GovGuam contribution rate of \$19.01 (bi-weekly) for DDI is subject to change.
- 4/ FY 2025 (Proposed) GovGuam contribution rate of \$187 (per annum) for Life Insurance is subject to change.

Recruitment of CLTC-091 & 092 will be departmental
 CLTC-088 has been detailed as the Administrative Director (CLTC-001) effective May 2024 - present

**Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)**

Input by Department												
Special Pay Categories												
No.	(A) Position Number	(B) Position Title	(C) Name of Incumbent	(D) Holiday Pay	(E)		(F)	(G)	(H)	(I)	(J)	(K) (D+E+F+G+H+I+J) Subtotal
					1/ Night Differential Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%		
1	CLTC-002	Land Agent II	Casem, Jhoana Marie V.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	CLTC-030	Land Agent I	Taleu, Lydia E.	0	0	0	0	0	0	0	0	0
3	CLTC-060	Planner II	Castro, Pierce J.	0	0	0	0	0	0	0	0	0
4	CLTC-072	Land Agent III	Eay, Glenn R.	0	0	0	0	0	0	0	0	0
5	CLTC-088	Program Coordinator IV	Cruz, Joseph B. Jr.	0	0	0	0	0	0	0	0	0
6	CLTC-090	Land Agent II	Dayday, Jessica S.	0	0	0	0	0	0	0	0	0
7	CLTC-1075	Land Agent II	Chargualaf, Eileen A.	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0	0
9	CLTC-091	Land Agent III	VACANT	0	0	0	0	0	0	0	0	0
10	CLTC-092	Land Agent III	VACANT	0	0	0	0	0	0	0	0	0
11	CLTC-050	Word Processing Secretary II	VACANT 5/31/16 (Topasna, T.)	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total:				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

1/ 10% of reg. rate, applicable from 6pm-6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
 2/ Applies to law enforcement personnel
 3/ Applies to solid waste employees
 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
 6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

**Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)**

FUNCTIONAL AREA: GENERAL GOVERNMENT
DEPARTMENT/AGENCY: CHAMORU LAND TRUST COMMISSION
PROGRAM: CLTC LIMITED TERM APPOINTMENTS PER P.L. 32-181 (CLTC Operations Page 3 of 3)
FUND: CHAMORRO LAND TRUST OPERATIONS 6111/ 6113001-624-25-4400203 (per OFB Request)

Input by Department										Input by Department										
No.	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
	Position Number	Position Title 1/	Name of Incumbent	Grade / Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J * 32.35%)	Retire (DDI) (\$19.01*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 2/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL	
1	CLTC-080	Land Agent I (LTA)	Mayo, Charlene D.	IX-01	\$34,886	\$0	\$0		\$0	\$34,886	\$11,286	\$495	\$0	\$506	\$187	\$14,336	\$485	\$27,295	\$62,181	
2	CLTC-082	Engineering Technician II (TDP)	VACANT 3/14/18 (Adonay, L.)	JX-01	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
3	CLTC-083	Engineering Technician II (TDP)	VACANT	JX-01	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
4	CLTC-084	Surveyor Supervisor	VACANT	OX-01	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
5	CLTC-085	Surveyor (Registered)	VACANT	NX-01	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
6	CLTC-4335	LTA - Clerk II	VACANT 4/7/17 (Magaling, J.)	DX-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
			Grand Total:	----	\$34,886	\$0	\$0		----	\$0	\$34,886	\$11,286	\$495	\$0	\$506	\$187	\$14,336	\$485	\$27,295	\$62,181

* Night Differential / Hazardous / Worker's Compensation / etc.
 1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable).
 2/ FY 2025 (Proposed) GovGuam contribution rate of 32.35% for the Government of Guam Retirement is subject to change.
 3/ FY 2025 (Proposed) GovGuam contribution rate of \$19.01 (bi-weekly) for DDI is subject to change.
 4/ FY 2025 (Proposed) GovGuam contribution rate of \$187 (per annum) for Life Insurance is subject to change.

**Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)**

Input by Department											
No.	(A) Position Number	(B) Position Title	(C) Name of Incumbent	(D) Holiday Pay	Special Pay Categories						(K) (D+E+F+G+H+I+J) Subtotal
					(E)	(F)	(G)	(H)	(I)	(J)	
					1/ Night Differential Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%	
1	CLTC-080	Land Agent I (LTA)	Mayo, Charlene D.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	CLTC-082	Engineering Technician II (TDP)	VACANT 3/14/18 (Adonay, L.)	0	0	0	0	0	0	0	0
3	CLTC-083	Engineering Technician II (TDP)	VACANT	0	0	0	0	0	0	0	0
4	CLTC-084	Surveyor Supervisor	VACANT	0	0	0	0	0	0	0	0
5	CLTC-085	Surveyor (Registered)	VACANT	0	0	0	0	0	0	0	0
6	CLTC-4335	LTA - Clerk II	VACANT 4/7/17 (Magaling, J.)	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
			Grand Total:	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

- 1/ 10% of reg. rate, applicable from 6pm-6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
- 2/ Applies to law enforcement personnel
- 3/ Applies to solid waste employees
- 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay