



GUAM PRESERVATION TRUST

INANGOKKON INADAHU GUĀHAN

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GUAM PRESERVATION TRUST

Special Virtual Meeting

Monday, January 5, 2026

10:00 A.M.

AGENDA

- 1.0. CALL TO ORDER/ROLL CALL
- 2.0. GPT Employee Salary Adjustments & Performance Bonus
- 3.0. ADJOURNMENT

GPT Employee Salary Adjustment and Performance Bonus

EMPLOYEE SALARY ADJUSTMENT

Based on the discussion from the board meeting of December 17, 2025, the basis for employee salary adjustment is two-fold, the cost of living as measured by the Consumer Price Index and the employee's satisfactory performance. The following will provide the basis for which the board may make an informed decision:

COST OF LIVING

The **CONSUMER PRICE INDEX (CPI)** is a measure of the average change in prices over time of goods and services purchased by households, both families and single person living alone.

The Guam 2023 1st Quarter CPI of 163.6 shows an increase of 4.3 percent over the 4th quarter of 2022, and **13.8 percent** when compared to the same period one year earlier. 2024 percent change 0.3%.

The Housing Group Index of 149.8 shows an increase of 3.6 percent over the preceding quarter and **25.6 percent** when compared to the same period one year earlier. 2024 percent change -3.9%.

The Medical Care Group Index of 229.2 shows an increase of **6.8 percent** over the preceding quarter. 2024 percent change 3.2%.

The Education and Communication Group Index of 120.5 shows an increase of **2.8 percent** over the preceding quarter. 2024 percent change 1.9%.

Source: Bureau of Statistics and Plans, Business and Economic Statistics Program, Government of Guam

2025 GUAM PRESERVATION TRUST EMPLOYEE PERFORMANCE REVIEW

EMPLOYEE	SATISFACTORY PERFORMANCE	NOT SATISFACTORY PERFORMANCE
Ruby Santos	XX	
Andrew Tenorio	XX	
Lawrence Borja	XX	
Kyle Riordan	XX	
Troy Cruz	XX	

EMPLOYEE PERFORMANCE BONUS

The basis for employee performance bonuses is the overall organizational performance. The following will provide the basis for which the board may make an informed decision:

ORGANIZATIONAL PERFORMANCE

(To view fully the GPT 2025 Year End Review go online to:

<https://drive.google.com/file/d/1xNcxowg-NQXvkWxw52H8C-zGJGRVT3SO/view?usp=sharing>)

Summary

The Guam Preservation Trust 2025 Year End Review is based on its mandated enabling legislation to 1) seek outside grants and donations; 2) acquire title of threatened historic properties; and 3) support activities that increase public appreciation and benefit of historic places.

GPT was able to secure five (5) outside grant funding to create new opportunities and programming in FY2025/6 that promote historic preservation in Guam.

GPT continues to acquire threatened historic property (\$12million) as heritage preserve areas at Hila'an and rehabilitation and restoration work (\$6million) on historic properties such as the George Flores House, Inalåhan, F.Q. Sanchez School, Humåtak, and Archbishop Flores House, Hagåtña.

GPT collaborated with partners in various historic and cultural preservation projects that benefited the public through various trainings, workshops, and festival/events that highlighted historic objects and historic places as seen in the Hotnu and Archeological trainings, and the 1st Historic Revitalization Festival.

We are proud of our accomplishments this year and look forward to sharing our vision and mission to make historic preservation a true public responsibility.

EMPLOYEE PAYROLL SUMMARY – as of 12/2025

EMPLOYEE PAYROLL SUMMARY – as of 12/2025

Lawrence Borja Development Officer	10 years & 7 months	5/11/2015 10/2018 1/2020 8/2021 5/2023	45,000.00 47,250.00 49,612.50 52,093.17 57,094.11	5% Increase 5% Increase 5% Increase As approved by 3 year organizational growth plan
Kyle Riordan Program Officer	2 years & 5 months	7/24/2023	45,000.00	
Troy Cruz Administrative Asst Assistant Program Officer	2 years & 5 months	7/24/2023 4/2024	30,000.00 45,000.00	Admin Asst 7/23-3/24 Program Officer 4/24