



# **GUAM PRESERVATION TRUST**

**INANGOKKON INADAHI GUÅHAN**

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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 1<sup>st</sup> 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

NAME/TITLE	YEARS OF SERVICE	DOH	GROSS SALARY/ ANNUM	HISTORY OF PAYROLL CHANGES
Joseph Quinata Chief Program Officer	20 years & 1 months	11/8/2005 2006 2008 2009 2010 2011 2012 2013 2014 2015 2018 1/2020 8/2021 5/2023	59,998.90 63,598.94 67,414.62 70,111.20 75,208.12 75,208.12 75,208.12 75,208.12 75,208.12 77,464.36 81,337.62 85,404.51 89,674.73 94,678.58	6% Increase 6% Increase 4% Increase 2 Step      3% Increase (Jan) 5% Increase 5% Increase 5% Increase As approved by 3-year organizational growth plan
Ruby Santos Admin Svc. Coordinator	30 years & 11 months	1/2/1995 2001 2008 2009 2011 2012  2013 2014 2015 2015 2018 1/2020 8/2021 5/2023	50,000.00 No change 54,500.00 58,314.89 62,396.93 58,314.89  58,314.89 58,314.89 60,064.34 61,866.27 64,959.81 68,207.80 71,618.19 76,624.30	9% increase 7% increase 7% increase Board Retracted all increases as an austerity measure   3% Increase (Jan) 3% Increase (June) 5% Increase 5% Increase 5% Increase As approved by 3 year organizational growth plan
Office Manager & Financial Service Coordinator				
Andrew Tenorio Program Officer	11 years & 11 months	1/6/2014 6/2015 10/2018 1/2020 8/2021 5/2023	45,000.00 46,350.00 48,667.44 51,100.82 53,655.86 58,656.86	3% Increase 5% Increase 5% Increase 5% Increase As approved by 3 year organizational growth plan
Senior Program Officer				

## EMPLOYEE PAYROLL SUMMARY – as of 12/2025

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