

PORO POINT MANAGEMENT CORPORATION
PERSONAL SERVICES
Budget Year 2019

Particulars	2019 Approved Budget	2018 Approved Budget
Salaries & Wages	33,297,298	34,462,272
Retirement Benefit	3,150,692	971,306
Year-End Bonus	2,775,217	1,203,628
Mid-Year Bonus	2,774,183	1,177,693
Overtime	1,791,581	523,854
Representation and Transportation Allowance	1,620,000	1,396,800
Performance-Based Bonus	1,534,366	670,864
Personnel Economic Relief Allowance	1,512,000	
SSS, Medicare & Pag-ibig Fund Premiums	1,325,650	1,146,865
Leave Monetization	964,202	537,386
Uniform Allowance	378,000	157,500
Performance Enhancement Incentives	315,000	315,000
Cash Gift	315,000	
Loyalty Incentives	80,000	
Rice Allowance		1,134,000
Cost of Living Allowance		756,000
Provident Fund		712,846
Anniversary Bonus		315,000
Total PS	51,833,188	45,481,014

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PORO POINT MANAGEMENT CORPORATION
Personal Services Budget
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No.	Position	Salary Grade	Step	Monthly Salary	Annual Salary	PERA	RATA	Uniform Allowance	Overtime	Loyalty Incentives	Mid-Year Bonus	Year-End Bonus	Cash Gift	PBB	PEI	Monetization of Leaves	Retirement Benefit	Pag-Ibig	PhilHealth	SSS	Total
OFFICE OF THE PRESIDENT & CEO																					
1	President & CEO (FSR)	29	3	160,132	1,921,584	24,000	240,000	6,000			160,132	160,132	5,000	104,086	5,000	61,738		1,200	6,600	14,504	2,709,976
2	Executive Secretary	15	1	30,531	366,372	24,000		6,000	36,637		30,531	30,531	5,000	17,555	5,000	11,771		1,200	5,038	14,504	554,140
3	Community Development Officer (LLB)	18	3	41,650	499,800	24,000		6,000	49,980		41,650	41,650	5,000	23,949	5,000	16,058		1,200	6,600	14,504	735,391
4	PR Officer	18	1	40,637	487,644	24,000		6,000	48,764		40,637	40,637	5,000	20,319	5,000	15,667		1,200	6,600	14,504	715,973
5	Corporate Planning Officer (APT)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	20,570	5,000	15,861		1,200	6,600	14,504	724,064
OFFICE OF THE LEGAL COUNSEL																					
6	*Legal Counsel (MPP)	26	3	110,980	1,331,760	24,000	180,000	6,000			110,980	110,980	5,000	72,137	5,000		1,628,720	1,200	6,600	14,504	3,496,881
7	Legal Researcher	18	1	40,637	487,644	24,000		6,000	48,764		40,637	40,637	5,000	20,319	5,000	15,667		1,200	6,600	14,504	715,973
OFFICE FOR REGULATORY SERVICES																					
8	*Vice President for Regulatory Services (JGC)	26	6	116,503	1,398,036	24,000	180,000	6,000			116,503	116,503	5,000	75,727	5,000		245,479	1,200	6,600	14,504	2,194,553
9	Enterprise Regulations Officer (MBC)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	20,570	5,000	15,861		1,200	6,600	14,504	724,064
10	Enterprise Regulations Assistant (JEB)	15	3	31,292	375,504	24,000		6,000	37,550		31,292	31,292	5,000	20,340	5,000	12,064		1,200	5,163	14,504	568,910
11	Environment and Safety Officer (HJG)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	20,570	5,000	15,861		1,200	6,600	14,504	724,064
12	Nurse (JPM)	16	2	34,000	408,000	24,000		6,000	40,800		34,000	34,000	5,000	17,000	5,000	13,108		1,200	5,610	14,504	608,223
13	Senior Security Officer	18	1	40,637	487,644	24,000		6,000	48,764		40,637	40,637	5,000	20,319	5,000	15,667		1,200	6,600	14,504	715,973
14	Security Officer (RPH)	15	4	31,680	380,160	24,000		6,000	38,016	10,000	31,680	31,680	5,000	15,840	5,000	12,214		1,200	5,227	14,504	580,522
15	Security Officer (FEP) - January 1 to November 2	15	3	31,292	312,920	20,000		6,000	31,292	10,000	31,292							1,000	4,303	12,087	428,894
15	Security Officer (FEP) - November 3 to December 31	15	4	31,680	63,360	4,000			6,336			31,292	5,000	15,840	5,000	12,214		200	871	2,417	146,531
16	Security Officer (JBD) - January 1 to March 20	15	1	30,531	80,492	4,000		6,000	8,049									200	840	2,417	101,998
16	Security Officer (JBD) - March 21 to December 31	15	2	30,909	289,420	20,000			28,942		30,909	30,909	5,000	15,455	5,000	11,917		1,000	4,250	12,087	454,888
17	Security Officer (GBP) - January 1 to July 6	15	1	30,531	190,126	12,000		6,000	19,013		30,531							600	2,519	7,252	268,040
17	Security Officer (GBP) - July 7 to December 31	15	2	30,909	178,428	12,000			17,843			30,909	5,000	15,455	5,000	11,917		600	2,550	7,252	286,954
OFFICE FOR AIRPORT MANAGEMENT																					
18	Vice President for Airport Management (JTB)	26	6	116,503	1,398,036	24,000	180,000	6,000			116,503	116,503	5,000	66,989	5,000	44,917		1,200	6,600	14,504	1,985,252
19	Terminal Operations Officer (MCM)	18	4	42,165	505,980	24,000		6,000	50,598	10,000	42,165	42,165	5,000	24,245	5,000	16,256		1,200	6,600	14,504	753,714
20	Ground Handling Officer (ALP)	18	4	42,165	505,980	24,000		6,000	50,598		42,165	42,165	5,000	24,245	5,000	16,256		1,200	6,600	14,504	743,714
21	Ramp Marshal (RJO) - January 1 to November 7	10	3	19,556	200,005	20,000		6,000	20,001		19,556							1,000	2,689	12,087	281,338
21	Ramp Marshal (RJO) - November 8 to December 31	10	4	19,720	34,958	4,000			3,496			19,720	5,000	9,860	5,000	7,603		200	542	2,417	92,796
22	Ramp Marshal (EOV) - January 1 to February 15	10	1	19,233	28,850	2,000		6,000	2,885									100	264	1,209	41,308
22	Ramp Marshal (EOV) - February 16 to December 31	10	2	19,394	203,637	22,000			20,364		19,394	19,394	5,000	9,697	5,000	7,477		1,100	2,933	13,296	329,292
23	Crew Chief (ACH)	18	4	42,165	505,980	24,000		6,000	50,598		42,165	42,165	5,000	24,245	5,000	16,256		1,200	6,600	14,504	743,714
24	Firetruck Operator/ Firefighter (REP)	10	6	20,051	240,612	24,000		6,000	24,061		20,051	20,051	5,000	10,026	5,000	7,730		1,200	3,308	14,504	381,544
25	Firefighter (NMF)	10	6	20,051	240,612	24,000		6,000	24,061		20,051	20,051	5,000	10,026	5,000	7,730		1,200	3,308	14,504	381,544
26	Firefighter (GIM)	10	4	19,720	236,640	24,000		6,000	23,664	10,000	19,720	19,720	5,000	9,860	5,000	7,603		1,200	3,254	14,504	386,165
27	Firefighter (MHT)	10	3	19,556	234,672	24,000		6,000	23,467		19,556	19,556	5,000	9,778	5,000	7,540		1,200	3,227	14,504	373,500
28	Firefighter (MAT)	10	4	19,720	236,640	24,000		6,000	23,664		19,720	19,720	5,000	9,860	5,000	7,603		1,200	3,254	14,504	376,165
29	Firefighter (EDB) - January 1 to May 31	10	3	19,556	97,780	10,000		6,000	9,778	10,000	19,556							500	1,344	6,044	161,002
29	Firefighter (EDB) - June 1 to December 31	10	4	19,720	138,040	14,000			13,804			19,720	5,000	9,860	5,000	7,603		700	1,898	8,461	224,086
30	Firefighter (RGG)	10	1	19,233	230,796	24,000		6,000	23,080		19,233	19,233	5,000	9,617	5,000	7,415		1,200	3,173	14,504	368,251
31	Firefighter (DLM)	10	1	19,233	230,796	24,000		6,000	23,080		19,233	19,233	5,000	9,617	5,000	7,415		1,200	3,173	14,504	368,251
OFFICE FOR INFRASTRUCTURE																					
32	Vice President for Infrastructure Management (CAC)	26	4	112,791	1,353,492	24,000	180,000	6,000			112,791	112,791	5,000	56,396	5,000	43,486		1,200	6,600	14,504	1,921,260
33	Facilities Manager	24	1	83,406	1,000,872	24,000	120,000	6,000			83,406	83,406	5,000	41,703	5,000	32,156		1,200	6,600	14,504	1,423,848
34	Construction & Maintenance Officer (MPA) - January 1 to November 30	19	3	46,759	514,349	22,000		6,000		10,000	46,759	46,759	5,000					1,100	6,050	13,296	671,313
34	Construction & Maintenance Officer (MPA) - December 1 to December 31	19	4	47,522	47,522	2,000								27,325	5,000	18,322		100	550	1,209	102,028
35	Land & Assets Development Officer (SLB)	19	4	47,522	570,264	24,000		6,000			47,522	47,522	5,000	30,889	5,000	18,322		1,200	6,600	14,504	776,823
36	Land & Assets Development Assistant (RJD) - January 1 to February 15	15	1	30,531	45,797	2,000		6,000	4,580									100	420	1,209	60,105
36	Land & Assets Development Assistant (RJD) - February 16 to December 31	15	2	30,909	324,545	22,000			32,454		30,909	30,909	5,000	17,773	5,000	11,917		1,100	4,675	13,296	499,577

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No.	Position	Salary Grade	Step	Monthly Salary	Annual Salary	PERA	RATA	Uniform Allowance	Overtime	Loyalty Incentives	Mid-Year Bonus	Year-End Bonus	Cash Gift	PBB	PEI	Monetization of Leaves	Retirement Benefit	Pag-Ibig	PhilHealth	SSS	Total
37	Electro-Mechanical Officer (ECB) - January 1 to November 21	19	2	46,008	491,448	20,000		6,000			46,008	46,008	5,000					1,000	5,500	12,087	633,051
	Electro-Mechanical Officer (ECB) - November 22 to December 31	19	3	46,759	61,638	4,000								26,886	5,000	18,028		200	1,100	2,417	119,269
38	*Electro-Mechanical Technician (ADM)	11	6	22,216	266,592	24,000		6,000	26,659		22,216	22,216	5,000	11,529	5,000		508,594	1,200	3,666	14,504	917,176
39	Electro-Mechanical Technician (EPP)	11	6	22,216	266,592	24,000		6,000	26,659		22,216	22,216	5,000	11,108	5,000	8,565		1,200	3,666	14,504	416,726
OFFICE FOR BUSINESS DEVELOPMENT																					
40	Business Development Manager (EMM)	24	3	86,151	1,033,812	24,000	120,000	6,000		10,000	86,151	86,151	5,000	49,537	5,000	33,215		1,200	6,600	14,504	1,481,170
41	Business Development Officer (GSP)	18	3	41,650	499,800	24,000		6,000	49,980		41,650	41,650	5,000	23,949	5,000	16,058		1,200	6,600	14,504	735,391
42	Marketing Assistant	15	1	30,531	366,372	24,000		6,000	36,637		30,531	30,531	5,000	17,555	5,000	11,771		1,200	5,038	14,504	554,140
OFFICE FOR HUMAN RESOURCES AND																					
43	Vice President for HR and Administration (VGS)	26	6	116,503	1,398,036	24,000	180,000	6,000			116,503	116,503	5,000	58,252	5,000	44,917		1,200	6,600	14,504	1,976,515
44	Administrative Officer (KGB)	22	3	67,469	809,628	24,000		6,000			67,469	67,469	5,000	43,855	5,000	26,012		1,200	6,600	14,504	1,076,737
45	HR Officer (CCB)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	20,570	5,000	15,861		1,200	6,600	14,504	724,064
46	HR Assistant (MAS)	15	2	30,909	370,980	24,000		6,000	37,091		30,909	30,909	5,000	20,091	5,000	11,917		1,200	6,600	14,504	564,129
47	Procurement Officer (CSE)	18	3	41,650	499,800	24,000		6,000	49,980		41,650	41,650	5,000	20,825	5,000	16,058		1,200	6,600	14,504	732,267
48	*Procurement Assistant (JVG) - January 1 to March 22	13	5	26,506	72,290	4,000		6,000	7,229		26,506						767,899	200	729	2,417	887,270
	*Procurement Assistant (JVG) - March 23 to December 31	13	6	26,834	248,824	20,000			24,882			26,834	5,000	15,430	5,000			1,000	3,690	12,087	362,746
49	Property Assistant (JHAV) - January 1 to November 12	13	2	25,545	264,738	20,000		6,000	26,474		25,545	25,545						1,000	3,512	12,087	384,901
	Property Assistant (JHAV) - November 13 to December 31	13	3	25,861	42,319	4,000			4,232				5,000	14,870	5,000	9,970		200	711	2,417	88,720
50	IT Officer (ITB)	18	4	42,165	505,980	24,000		6,000	50,598	10,000	42,165	42,165	5,000	24,245	5,000	16,256		1,200	6,600	14,504	753,714
51	Driver/Mechanic (JAV) - Jan 1 to Mar 28	10	4	19,720	57,367	6,000		6,000	5,737									300	813	3,626	79,844
	Driver/Mechanic (JAV) - Mar 29 to Dec 31	10	5	19,884	180,763	18,000			18,076		19,884	19,884	5,000	9,942	5,000	7,666		900	2,461	10,878	298,455
52	Driver/Messenger (DGS) - January 1 to February 28	10	2	19,394	38,788	4,000		6,000	3,879									200	533	2,417	55,818
	Driver/Messenger (DGS) - March 1 to December 31	10	3	19,556	195,560	20,000			19,556		19,556	19,556	5,000	9,778	5,000	7,540		1,000	2,689	12,087	317,322
53	Driver/Messenger (NYR)	10	2	19,394	232,728	24,000		6,000	23,273		19,394	19,394	5,000	9,697	5,000	7,477		1,200	3,200	14,504	370,867
54	Driver/Messenger	10	1	19,233	230,796	24,000		6,000	23,080		19,233	19,233	5,000	9,617	5,000	7,415		1,200	3,173	14,504	368,251
55	Cottage Attendant (NVD)	8	6	17,529	210,348	24,000		6,000	21,035		17,529	17,529	5,000	8,765	5,000	6,758		1,200	2,892	14,504	340,560
56	Cottage Attendant	8	1	16,758	201,096	24,000		6,000	20,110		16,758	16,758	5,000	8,379	5,000	6,461		1,200	2,765	14,504	328,031
OFFICE FOR FINANCE																					
57	Finance Manager (LBJ)	24	3	86,151	1,033,812	24,000	120,000	6,000			86,151	86,151	5,000	43,076	5,000	33,215		1,200	6,600	14,504	1,464,709
58	Accountant (AGM)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	20,570	5,000	15,861		1,200	6,600	14,504	724,064
59	Budget Officer (AQP)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	20,570	5,000	15,861		1,200	6,600	14,504	724,064
60	Cashier (FCV)	18	2	41,140	493,680	24,000		6,000	49,368		41,140	41,140	5,000	26,741	5,000	15,861		1,200	6,600	14,504	730,235
61	Finance Analyst (RCR)	15	2	30,909	370,980	24,000		6,000	37,091		30,909	30,909	5,000	17,773	5,000	11,917		1,200	5,100	14,504	560,311
OFFICE OF THE INTERNAL AUDITOR																					
62	Internal Auditor (RPC)	24	2	84,767	1,017,204	24,000	120,000	6,000			84,767	84,767	5,000	42,384	5,000	32,681		1,200	6,600	14,504	1,444,107
BOARD SECRETARIAT																					
63	Board Secretary (FLM)	18	1	40,637	487,644	24,000		6,000	48,764		40,637	40,637	5,000	20,319	5,000	15,667		1,200	6,600	14,504	715,973
				TOTAL	33,297,298	1,512,000	1,620,000	378,000	1,791,581	80,000	2,774,183	2,775,217	315,000	1,534,366	315,000	964,202	3,150,692	75,600	336,272	913,777	51,833,188