

PORO POINT MANAGEMENT CORPORATION
Personal Services
Budget Year 2021

Particulars	2021 Approved Budget	2020 Approved Budget
Salaries & Wages	35,728,640	34,928,892
Year-End Bonus	2,982,664	2,878,895
Mid-Year Bonus	2,977,638	2,884,316
Overtime	2,151,890	2,171,073
SSS, Philhealth & Pag-ibig Fund Premiums	1,912,264	1,708,524
Performance-Based Bonus*	1,639,946	1,588,900
Representation and Transportation Allowance	1,620,000	1,620,000
Personnel Economic Relief Allowance	1,584,000	1,568,000
Leave Monetization*	1,063,484	6,090,794
Retirement Benefits*	742,150	450,325
Uniform Allowance	396,000	390,000
Cash Gift	330,750	326,500
Productivity Enhancement Incentives	330,000	327,500
Loyalty Incentives	40,000	20,000
Total PS	53,499,427	56,953,720

**Release of funds subject to actual disbursement*

PORO POINT MANAGEMENT CORPORATION
Personal Services
Budget Year 2021

No.	Position	Salary Grade	Step	Monthly Salary	Annual Salary	PERA	RATA	Uniform Allowance	Overtime	Mid-Year Bonus	Year-End Bonus	Cash Gift	PEI	Loyalty Incentive	Monetization of Leaves*	Retirement Benefits*	PBB*	Pag-Ibig	PhilHealth	SSS	Total	
OFFICE OF THE PRESIDENT & CEO																						
1	President & CEO	29	4	162,746	1,952,952	24,000	240,000	6,000		162,746	162,746	5,000	5,000		62,745		105,785	1,200	14,700	19,560	2,762,434	
2	Executive Secretary	15	1	30,531	366,372	24,000		6,000	36,637	30,531	30,531	5,000	5,000		11,771		17,555	1,200	6,412	19,560	560,569	
3	Community Development Officer - Jan 1 to Aug 15	18	3	41,650	312,375	14,000		6,000	31,238	41,650								700	5,102	11,410	422,475	
	Community Development Officer - Aug 16 to Dec 31	18	4	42,165	189,743	10,000			18,974		42,165	5,000	5,000	10,000	16,256		21,083	500	3,689	8,150	330,560	
4	PR Officer	18	1	40,637	487,644	24,000		6,000	48,764	40,637	40,637	5,000	5,000		15,667		20,319	1,200	8,534	19,560	722,962	
5	Corporate Planning Officer	18	3	41,650	499,800	24,000		6,000	49,980	41,650	41,650	5,000	5,000		16,058		20,825	1,200	8,747	19,560	739,469	
OFFICE OF THE LEGAL COUNSEL																						
6	Legal Counsel	26	4	112,791	1,353,492	24,000	180,000	6,000		112,791	112,791	5,000	5,000	10,000			56,396	1,200	14,700	19,560	1,900,930	
7	Legal Researcher - Jan 1 to Nov 4	18	1	40,637	415,607	20,000		6,000	41,561	40,637	40,637							1,000	7,111	16,300	588,853	
	Legal Researcher - Nov 5 to Dec 31	18	2	41,140	72,929	4,000			7,293			5,000	5,000		15,861		20,570	200	1,440	3,260	135,553	
OFFICE FOR REGULATORY SERVICES																						
8	VP for Regulatory Services - Jan 1 to Aug 24	26	6	116,503	905,543	16,000	120,000	6,000		116,503								800	9,800	13,040	1,187,686	
	VP for Regulatory Services - Aug 25 to Sep 30	26	7	118,404	145,317	2,000	15,000				112,484	4,750					742,150	59,202	100	1,225	1,630	1,083,858
	VP for Regulatory Services - Oct 1 to Dec 31	26	1	107,444	322,332	6,000	45,000					1,000	5,000					300	3,675	4,890	388,197	
9	Enterprise Regulations Officer	18	2	41,140	493,680	24,000		6,000	49,368	41,140	41,140	5,000	5,000		15,861		20,570	1,200	8,639	19,560	731,159	
10	Enterprise Regulations Assistant	15	4	31,680	380,160	24,000		6,000	38,016	31,680	31,680	5,000	5,000		12,214		20,592	1,200	6,653	19,560	581,755	
11	Environment and Safety Officer	18	3	41,650	499,800	24,000		6,000	49,980	41,650	41,650	5,000	5,000		16,058		20,825	1,200	8,747	19,560	739,469	
12	Nurse	16	3	34,421	413,052	24,000		6,000	41,305	34,421	34,421	5,000	5,000		13,271		17,211	1,200	7,228	19,560	621,669	
13	Senior Security Officer	18	1	40,637	487,644	24,000		6,000	48,764	40,637	40,637	5,000	5,000		15,667		20,319	1,200	8,534	19,560	722,962	
14	Security Officer - Jan 1 to Sept 15	15	4	31,680	269,280	16,000		6,000	26,928	31,680								800	4,435	13,040	368,163	
	Security Officer - Sept 16 to Dec 31	15	5	32,072	112,252	8,000			11,225		32,072	5,000	5,000		12,365		16,036	400	2,245	6,520	211,115	
15	Security Officer	15	4	31,680	380,160	24,000		6,000	38,016	31,680	31,680	5,000	5,000		12,214		15,840	1,200	6,653	19,560	577,003	
16	Security Officer	15	2	30,909	370,908	24,000		6,000	37,091	30,909	30,909	5,000	5,000		11,917		15,455	1,200	6,491	19,560	564,439	
17	Security Officer	15	2	30,909	370,908	24,000		6,000	37,091	30,909	30,909	5,000	5,000		11,917		15,455	1,200	6,491	19,560	564,439	
OFFICE FOR AIRPORT MANAGEMENT																						
18	VP for Airport Management - Jan 1 to Aug 24	26	6	116,503	905,543	14,000	105,000	6,000		116,503								700	8,575	11,410	1,167,731	
	VP for Airport Management - Aug 25 to Dec 31	26	7	118,404	500,529	10,000	75,000				118,404	5,000	5,000		45,650		76,963	500	6,125	8,150	851,320	
19	Terminal Operations Officer - Jan 1 to Oct 15	18	4	42,165	400,568	18,000		6,000	40,057	42,165								900	6,641	14,670	529,000	
	Terminal Operations Officer - Oct 15 to Dec 31	18	5	42,688	106,720	6,000			10,672		42,688	5,000	5,000		16,458		24,546	300	2,241	4,890	224,515	
20	Ground Handling Officer - Jan 1 to Oct 9	18	4	42,165	390,983	18,000		6,000	39,098	42,165								900	6,641	14,670	518,458	
	Ground Handling Officer - Oct 10 to Dec 31	18	5	42,688	116,423	6,000			11,642		42,688	5,000	5,000		16,458		24,546	300	2,241	4,890	235,188	
21	Ramp Marshal	10	4	19,720	236,640	24,000		6,000	23,664	19,720	19,720	5,000	5,000		7,603		9,860	1,200	4,141	19,560	382,108	
22	Ramp Marshal	10	2	19,394	232,728	24,000		6,000	23,273	19,394	19,394	5,000	5,000		7,477		9,697	1,200	4,073	19,560	376,796	
23	Crew Chief - Jan 1 to Nov 2	18	4	42,165	425,483	20,000		6,000	42,548	42,165	42,165							1,000	7,379	16,300	603,040	
	Crew Chief - Nov 3 to Dec 31	18	5	42,688	81,496	4,000			8,150			5,000	5,000		16,458		24,546	200	1,494	3,260	149,603	
24	Firetruck Operator/ Firefighter - Jan 1 to Aug 24	10	6	20,051	155,850	14,000		6,000	15,585	20,051								700	2,456	11,410	226,053	
	Firetruck Operator/ Firefighter - Aug 25 to Dec 31	10	7	20,218	85,468	10,000			8,547		20,218	5,000	5,000		7,795		10,109	500	1,769	8,150	162,555	
25	Firefighter - Jan 1 to Sept 14	10	6	20,051	169,521	16,000		6,000	16,952	20,051								800	2,807	13,040	245,171	
	Firefighter - Sept 15 to Dec 31	10	7	20,218	71,683	8,000					20,218	5,000	5,000		7,795		10,109	400	1,415	6,520	136,140	
26	Firefighter - Jan 1 to Oct 18	10	4	19,720	188,237	18,000		6,000	18,824	19,720								900	3,106	14,670	269,457	
	Firefighter - Oct 19 to Dec 31	10	5	19,884	48,805	6,000			4,881		19,884	5,000	5,000		7,666		9,942	300	1,044	4,890	113,412	
27	Firefighter	10	4	19,720	236,640	24,000		6,000	23,664	19,720	19,720	5,000	5,000	10,000	7,603		9,860	1,200	4,141	19,560	392,108	
28	Firefighter	10	5	19,884	238,608	24,000		6,000	23,861	19,884	19,884	5,000	5,000		7,666		9,942	1,200	4,176	19,560	384,781	
29	Firefighter	10	4	19,720	236,640	24,000		6,000	23,664	19,720	19,720	5,000	5,000		7,603		9,860	1,200	4,141	19,560	382,108	
30	Firefighter	10	2	19,394	232,728	24,000		6,000	23,273	19,394	19,394	5,000	5,000		7,477		9,697	1,200	4,073	19,560	376,796	
31	Firefighter - Jan 1 to May 2	10	1	19,233	76,932	8,000		6,000	7,693									400	1,346	6,520	106,892	
	Firefighter - May 3 to Dec 31	10	2	19,394	155,152	16,000			15,515	19,394	19,394	5,000	5,000		7,477		9,697	800	2,715	13,040	269,185	
OFFICE FOR INFRASTRUCTURE MANAGEMENT																						
32	VP for Infrastructure Management - Jan 1 to Mar 15	26	4	112,791	281,978	4,000	30,000	6,000										200	2,450	3,260	327,888	
	VP for Infrastructure Management - Mar 16 to Dec 31	26	5	114,632	1,089,004	20,000	150,000			114,632	114,632	5,000	5,000		44,195		57,316	1,000	12,250	16,300	1,629,329	
33	Facilities Manager	24	1	83,406	1,000,872	24,000	120,000	6,000		83,406	83,406	5,000	5,000		32,156		41,703	1,200	14,700	19,560	1,437,003	
34	Construction & Maintenance Officer	19	1	45,269	543,228	24,000		6,000	54,323	45,269	45,269	5,000	5,000		17,453		26,030	1,200	9,506	19,560	801,838	
35	Land & Assets Development Officer - Jan 1 to Oct 14	19	4	47,522	451,459	18,000		6,000	45,146	47,522								900	7,485	14,670	591,182	
	Land & Assets Development Officer - Oct 15 to Dec 31	19	5	48,298	120,745	6,000			12,075	48,298	48,298	5,000	5,000		18,621		31,394	300	2,536	4,890	254,858	
36	Land & Assets Development Assistant	15	2	30,909	370,908	24,000		6,000	37,091	30,909	30,909	5,000	5,000		11,917		20,091	1,200	6,491	19,560	569,075	
37	Electro-Mechanical Officer	19	3	46,759	561,108	24,000		6,000	56,111	46,759	46,759	5,000	5,000		18,028		26,886	1,200	9,819	19,560	826,230	
38	Electro-Mechanical Technician - Jan 1 to Aug 24	11	6	22,216	172,678	14,000		6,000	17,268	22,216								700	2,721	11,410	246,994	
	Electro-Mechanical Technician - Aug 25 to Dec 31	11	7	22,520	95,199	10,000			9,520		22,520	5,000	5,000		8,682		12,949	500	1,971	8,150	179,491	
39	Electro-Mechanical Technician	11	1	20,754	249,048	24,000		6,000	24,905	20,754	20,754	5,000	5,000		8,002		10,377	1,200	4,358	19,560	398,958	
OFFICE FOR BUSINESS DEVELOPMENT																						
40	Business Development Manager - Jan 1 to Feb 28	24	3	86,151	172,302	4,000	20,000	6,000										200	2,450	3,260	208,212	
	Business Development Manager - Mar 1 to Dec 31	24	4	87,557	875,570	20,000	100,000			87,557	87,557	5,000	5,000		33,757		56,912	1,000	12,250	16,300	1,300,903	
41	Business Development Officer - Jan 1 to Sept 24	18	3	41,650	355,920	16,000		6,000	35,592	41,650								800	5,831	13,040	474,833	
	Business Development Officer - Sept 25 to Dec 31	18	4	42,165	145,659	8,000			14,566		42,165	5,000	5,000		16,256		24,245	400	2,952	6,520	270,763	
42	Marketing Assistant	15	1	30,531	366,372	24,000		6,000	36,637	30,531	30,531	5,000	5,000		11,771		17,555	1,200	6,412	19,560	560,569	
OFFICE FOR HUMAN RESOURCES AND ADMINISTRATION																						
43	VP for HR and Administration - Jan 1 to Aug 24	26	6	116,503	905,543	14,000	105,000	6,000		116,503								700	8,575	11,410	1,167,731	
	VP for HR and Administration - Aug 25 to Dec 31	26	7	118,404	500,529	10,000	75,000				118,404	5,000	5,000		45,650							

No.	Position	Salary Grade	Step	Monthly Salary	Annual Salary	PERA	RATA	Uniform Allowance	Overtime	Mid-Year Bonus	Year-End Bonus	Cash Gift	PEI	Loyalty Incentive	Monetization of Leaves*	Retirement Benefits*	PBB*	Pag-Ibig	PhilHealth	SSS	Total
	IT Officer - <i>Sept 16 to Dec 31</i>	18	5	42,688	149,408	8,000			14,941		42,688	5,000	5,000		16,458		24,546	400	2,988	6,520	275,949
58	Records and Quality Officer	18	1	40,637	487,644	24,000		6,000	48,764	40,637	40,637	5,000	5,000		15,667		20,319	1,200	8,534	19,560	722,962
OFFICE FOR FINANCE																					
59	Finance Manager - <i>Jan 1 to Feb 28</i>	24	3	86,151	172,302	4,000	20,000	6,000										200	2,450	3,260	208,212
	Finance Manager - <i>Mar 1 to Dec 31</i>	24	4	87,557	875,570	20,000	100,000			87,557	87,557	5,000	5,000		33,757		50,345	1,000	12,250	16,300	1,294,336
60	Accountant	18	3	41,650	499,800	24,000		6,000	49,980	41,650	41,650	5,000	5,000		16,058		20,825	1,200	8,747	19,560	739,469
61	Budget Officer	18	3	41,650	499,800	24,000		6,000	49,980	41,650	41,650	5,000	5,000		16,058		20,825	1,200	8,747	19,560	739,469
62	Cashier	18	3	41,650	499,800	24,000		6,000	49,980	41,650	41,650	5,000	5,000		16,058		20,825	1,200	8,747	19,560	739,469
63	Finance Analyst	15	1	30,531	366,372	24,000		6,000	36,637	30,531	30,531	5,000	5,000		11,771		17,555	1,200	6,412	19,560	560,569
OFFICE OF THE INTERNAL AUDITOR																					
64	Internal Auditor	24	3	86,151	1,033,812	24,000	120,000	6,000		86,151	86,151	5,000	5,000		33,215		43,076	1,200	14,700	19,560	1,477,864
BOARD SECRETARIAT																					
65	Board Secretary	18	2	41,140	493,680	24,000		6,000	49,368	41,140	41,140	5,000	5,000		15,861		20,570	1,200	8,639	19,560	731,159
ADDITIONAL POSITION																					
66	Corporate Secretary/ Compliance Officer	24	1	83,406	1,000,872	24,000		6,000		83,406	83,406	5,000	5,000		32,156		41,703	1,200	14,700	19,560	1,317,003
				TOTAL	35,728,640	1,584,000	1,620,000	396,000	2,151,890	2,977,638	2,982,664	330,750	330,000	40,000	1,063,484	742,150	1,639,946	79,200	542,104	1,290,960	53,499,427

*Release of funds subject to actual disbursement

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