

PORO POINT MANAGEMENT CORPORATION

Personnel Services

Budget Year 2024

Particulars	2024 Approved Budget	2023 Approved Budget
Salaries & Wages	42,142,779	41,176,506
Provident Fund	4,214,282	1,531,431
Year-End Bonus	3,549,197	3,490,068
Mid-Year Bonus	3,500,640	3,390,547
SSS, Philhealth & Pag-ibig Fund Premiums	3,175,385	3,006,869
Leave Monetization	2,251,372	2,310,021
Performance-Based Bonus	1,951,948	1,912,172
Representation and Transportation Allowance	1,740,000	1,710,000
Personnel Economic Relief Allowance	1,584,000	1,578,000
Overtime	1,000,000	1,000,000
Uniform Allowance	396,000	396,000
Cash Gift	330,000	330,000
Productivity Enhancement Incentives	330,000	330,000
Loyalty Incentives	70,000	150,000
Retirement Benefits		950,611
Retro Pay - VP for Regulatory Services		333,275
Anniversary Bonus		168,000
Total	66,235,604	63,763,501

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4

PORO POINT MANAGEMENT CORPORATION
Personnel Services
Budget Year 2024

Position	Job Grade	Step	Monthly Salary	Annual Salary	PERA	RATA	Uniform Allowance	Overtime	Mid-Year Bonus	Year-End Bonus	Cash Gift	PBB	PEI	Provident Fund	Loyalty Incentive	Monetization of Leaves	Pag-Ibig	PhilHealth	SSS	Total
OFFICE OF THE PRESIDENT & CEO																				
President & CEO	17	2	192,442	2,309,304	24,000	240,000	6,000		192,442	192,442	5,000	125,087	5,000	230,930		139,114	1,200	30,000		3,500,520
Executive Secretary	10	1	36,619	439,428	24,000		6,000		36,619	36,619	5,000	21,056	5,000	43,943		26,472	1,200	10,986	34,560	690,882
Community Development Officer (Jan 1 to Aug 15)	11	1	46,725	350,438	15,000		6,000		46,725					35,044			750	8,761	21,600	484,317
Community Development Officer (Aug 16 to Dec 31)	11	2	51,386	231,237	9,000					51,386	5,000	29,547	5,000	23,124		37,146	450	5,781	12,960	410,631
PR Officer	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
Corporate Planning Officer	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
OFFICE OF THE LEGAL COUNSEL																				
Legal Counsel	14	2	133,372	1,600,464	24,000	180,000	6,000		133,372	133,372	5,000	66,686	5,000	160,046			1,200	30,000	34,560	2,379,700
Legal Researcher	11	1	46,725	560,700	24,000		6,000		46,725	46,725	5,000	23,363	5,000	56,070		33,777	1,200	14,018	34,560	857,137
OFFICE FOR REGULATORY SERVICES																				
Vice President for Regulatory Services (Jan 1 to Aug 24)	15	1	148,171	1,151,693	15,540	180,000	6,000		148,171					115,129			777	19,425	22,378	1,659,112
Vice President for Regulatory Services (Aug 25 to Dec 31)	15	2	150,711	637,097	8,460					150,711	5,000	75,356	5,000	63,751			423	10,575	12,182	968,554
Enterprise Regulations Officer	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
Enterprise Regulations Assistant	10	2	38,010	456,120	24,000		6,000		38,010	38,010	5,000	24,707	5,000	45,612		27,477	1,200	11,403	34,560	717,099
Environment and Safety Officer	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
Nurse	10	2	38,010	456,120	24,000		6,000		38,010	38,010	5,000	19,005	5,000	45,612	10,000	27,477	1,200	11,403	34,560	721,397
Senior Security Officer	11	1	46,725	560,700	24,000		6,000		46,725	46,725	5,000	23,363	5,000	56,070		33,777	1,200	14,018	34,560	857,137
Security Officer (Jan 1 to Sept 17)	10	1	36,619	312,544	17,080		6,000		36,619					31,273	5,000		854	7,818	24,595	441,783
Security Officer (Sept 18 to Dec 31)	10	2	38,010	131,704	6,920					38,010	5,000	19,005	5,000	13,151		27,477	346	3,288	9,965	259,866
Security Officer	10	2	38,010	456,120	24,000		6,000		38,010	38,010	5,000	19,005	5,000	45,612	5,000	27,477	1,200	11,403	34,560	716,397
Security Officer	10	2	38,010	456,120	24,000		6,000		38,010	38,010	5,000	19,005	5,000	45,612		27,477	1,200	11,403	34,560	711,397
Security Officer	10	2	38,010	456,120	24,000		6,000		38,010	38,010	5,000	19,005	5,000	45,612		27,477	1,200	11,403	34,560	711,397
OFFICE FOR AIRPORT MANAGEMENT																				
Vice President for Airport Management (Jan 1 to Aug 24)	15	1	148,171	1,151,693	15,540	180,000	6,000		148,171					115,129			777	19,425	22,378	1,659,112
Vice President for Airport Management (Aug 25 to Dec 31)	15	2	150,711	637,097	8,460					150,711	5,000	97,962	5,000	63,751			423	10,575	12,182	991,161
Terminal Operations Officer (Jan 1 to Oct 15)	11	2	51,386	488,167	19,000		6,000		51,386					48,817			950	12,204	27,360	653,884
Terminal Operations Officer (Oct 16 to Dec 31)	11	3	56,046	140,115	5,000					56,046	5,000	32,226	5,000	14,012	5,000	40,515	250	3,503	7,200	313,867
Ground Handling Officer (Jan 1 to Oct 9)	11	2	51,386	478,824	18,640		6,000		51,386					47,892			932	11,973	26,842	642,488
Ground Handling Officer (Oct 10 to Dec 31)	11	3	56,046	150,305	5,360					56,046	5,000	32,226	5,000	15,020		40,515	268	3,755	7,718	321,215
Ramp Marshal	7	2	21,620	259,440	24,000		6,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	1,200	6,486	28,290	431,039
Ramp Marshal	7	2	21,620	259,440	24,000		6,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	1,200	6,486	28,290	431,039
Crew Chief (Jan 1 to Nov 2)	11	2	51,386	517,788	20,160		6,000		51,386					51,797			1,008	12,949	29,030	690,118
Crew Chief (Nov 3 to Dec 31)	11	3	56,046	107,808	3,840					56,046	5,000	32,226	5,000	10,761		40,515	192	2,690	5,530	269,608
Firetruck Operator/ Firefighter (Jan 1 to Aug 24)	7	1	21,129	164,860	15,600		6,000		21,129					16,481			780	4,120	18,018	246,988
Firetruck Operator/ Firefighter (Aug 25 to Dec 31)	7	2	21,620	90,749	8,400					21,620	5,000	10,810	5,000	9,080		15,629	420	2,270	9,902	178,880
Firefighter (Jan 1 to Sept 14)	7	1	21,129	178,722	16,920		6,000		21,129					17,875			846	4,469	19,543	265,503
Firefighter (Sept 15 to Dec 31)	7	2	21,620	76,565	7,080					21,620	5,000	10,810	5,000	7,653		15,629	354	1,913	8,346	159,970
Firefighter (Jan 1 to Oct 18)	7	2	21,620	207,800	19,220		6,000		21,620					20,777	5,000		961	5,194	22,656	309,227
Firefighter (Oct 19 to Dec 31)	7	3	22,111	52,813	4,780					22,111	5,000	11,056	5,000	5,285		15,984	239	1,321	5,748	129,336
Firefighter	7	2	21,620	259,440	24,000		6,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	1,200	6,486	28,290	431,039
Firefighter	7	2	21,620	259,440	24,000		6,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	1,200	6,486	28,290	431,039
Firefighter	7	2	21,620	259,440	24,000		6,000		21,620	21,620	5,000	10,810	5,000	25,944	5,000	15,629	1,200	6,486	28,290	436,039
Firefighter	7	2	21,620	259,440	24,000		6,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	1,200	6,486	28,290	431,039
Firefighter (Jan 1 to May 1)	7	1	21,129	84,516	8,000		6,000							8,452			400	2,113	9,240	118,721
Firefighter (May 2 to Dec 31)	7	2	21,620	172,960	16,000				21,620	21,620	5,000	10,810	5,000	17,296		15,629	800	4,324	18,860	309,919
OFFICE FOR INFRASTRUCTURE MANAGEMENT																				
VP for Infrastructure Management (Mar 16 to Dec 31)	15	2	150,711	1,808,532	24,000	180,000	6,000		150,711	150,711	5,000	75,356	5,000	180,853		108,948	1,200	30,000	34,560	2,760,870
Facilities Manager	12	4	88,954	1,067,448	24,000	120,000	6,000		88,954	88,954	5,000	44,477	5,000	106,745	5,000	64,304	1,200	26,886	34,560	1,688,328
Construction & Maintenance Officer	11	1	46,725	560,700	24,000		6,000		46,725	46,725	5,000	23,363	5,000	56,070		33,777	1,200	14,018	34,560	857,137
Land & Assets Development Officer (Jan 1 to Oct 14)	11	3	56,046	529,889	18,900		6,000		56,046					52,963			945	13,241	27,216	705,201
Land & Assets Development Officer (Oct 15 to Dec 31)	11	4	60,707	154,527	5,100					60,707	5,000	39,460	5,000	3,870		43,885	255	3,870	7,344	340,627
Land & Assets Development Assistant	10	1	36,619	439,428	24,000		6,000		36,619	36,619	5,000	23,802	5,000	43,943		26,472	1,200	10,986	34,560	693,628
Electro-Mechanical Officer	11	3	56,046	672,552	24,000		6,000		56,046	56,046	5,000	32,226	5,000	67,255		40,515	1,200	16,814	34,560	1,017,215
Electro-Mechanical Technician (Jan 1 to Aug 24)	8	1	27,000	209,864	15,540		6,000		27,000					20,979			777	5,245	22,378	307,782
Electro-Mechanical Technician (Aug 25 to Dec 31)	8	2	27,604	116,690	8,460					27,604	5,000	15,872	5,000	11,676		19,955	423	2,919	12,182	225,782
Electro-Mechanical Technician	8	2	27,604	331,248	24,000		6,000		27,604	27,604	5,000	13,802	5,000	33,125		19,955	1,200	8,281	34,560	537,379
OFFICE FOR BUSINESS DEVELOPMENT																				
Business Development Manager (Jan 1 to Feb 29)	12	4	88,954	177,908	4,000	120,000	6,000							17,791			200	4,448	5,760	336,107
Business Development Manager (Mar 1 to Dec 31)	12	5	91,937	919,370	20,000				91,937	91,937	5,000	59,759	5,000	91,937	5,000	66,460	1,000	22,984	28,800	1,409,185
Business Development Officer (Jan 1 to Sept 24)	11	1	46,725	409,906	17,540		6,000		46,725					40,978			877	10,244	25,258	557,528

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Personnel Services
Budget Year 2024

Position	Job Grade	Step	Monthly Salary	Annual Salary	PERA	RATA	Uniform Allowance	Overtime	Mid-Year Bonus	Year-End Bonus	Cash Gift	PBB	PEI	Provident Fund	Loyalty Incentive	Monetization of Leaves	Pag-Ibig	PhilHealth	SSS	Total
IT Officer (Jan 1 to Sept 15)	11	1	46,725	397,163	17,000		6,000		46,725					39,716	5,000		850	9,929	24,480	546,863
IT Officer (Sept 16 to Dec 31)	11	2	51,386	179,851	7,000					51,386	5,000	29,547	5,000	17,985		37,146	350	4,496	10,080	347,842
Records and Quality Officer	11	1	46,725	560,700	24,000		6,000		46,725	46,725	5,000	23,363	5,000	56,070		33,777	1,200	14,018	34,560	857,137
OFFICE FOR FINANCE																				
Finance Manager (Jan 1 to Feb 29)	12	4	88,954	177,908	4,000	120,000	6,000							17,791			200	4,448	5,760	336,107
Finance Manager (Mar 1 to Dec 31)	12	5	91,937	919,370	20,000				91,937	91,937	5,000	52,864	5,000	91,937		66,460	1,000	22,984	28,800	1,397,289
Accountant	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
Budget Officer	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663	10,000	37,146	1,200	15,416	34,560	945,082
Cashier	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
Finance Analyst	10	1	36,619	439,428	24,000		6,000		36,619	36,619	5,000	21,056	5,000	43,943		26,472	1,200	10,986	34,560	690,882
OFFICE OF THE INTERNAL AUDITOR																				
Internal Auditor	12	5	91,937	1,103,244	24,000	120,000	6,000		91,937	91,937	5,000	45,969	5,000	110,324		66,460	1,200	27,581	34,560	1,733,212
BOARD SECRETARIAT																				
Board Secretary	11	2	51,386	616,632	24,000		6,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	1,200	15,416	34,560	935,082
ADDITIONAL POSITION																				
Corporate Secretary/ Compliance Officer	12	1	80,003	960,036	24,000	120,000	6,000		80,003	80,003	5,000	40,002	5,000	96,004		57,833	1,200	24,001	34,560	1,533,641
TOTAL			4,817,095	42,142,779	1,584,000	1,740,000	396,000	1,000,000	3,500,640	3,549,197	330,000	1,951,948	330,000	4,214,282	70,000	2,251,372	79,200	956,453	2,139,732	66,235,604

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