

PORO POINT MANAGEMENT CORPORATION

Personnel Services

Budget Year 2025

Particulars	2025 Approved Budget	2024		Increase / (Decrease)*
		Approved Budget	Estimated Actual	
Salaries & Wages	42,688,078	41,758,779	36,881,576	929,299
Provident Fund	4,268,810	4,214,282	3,643,102	54,528
Year-End Bonus	3,573,256	3,549,197	3,076,961	24,059
Mid-Year Bonus	3,554,473	3,500,640	3,093,842	53,833
SSS, Philhealth & Pag-ibig Fund Premiums	3,374,235	3,241,385	2,650,330	132,850
Leave Monetization	2,583,073	2,251,372	2,251,372	331,701
Performance-Based Bonus	1,965,365	1,951,948	1,951,949	13,417
Representation and Transportation Allowance	2,016,000	1,992,000	1,668,000	24,000
Personnel Economic Relief Allowance	1,584,000	1,584,000	1,410,798	
Overtime	1,000,000	1,000,000	1,000,000	
Uniform Allowance	462,000	462,000	413,000	
Cash Gift	330,000	330,000	300,000	
Productivity Enhancement Incentives	330,000	330,000	300,000	
Loyalty Incentives	20,000	70,000	70,000	(50,000)
Retirement Benefits		3,833,644	3,833,644	(3,833,644)
Total	67,749,290	70,069,247	62,544,573	(2,319,957)

**Based on approved budget*

PORO POINT MANAGEMENT CORPORATION
Personnel Services Budget
 Budget Year 2025

No.	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																					
1	President & CEO (FSR)	17	2	192,442	2,309,304	24,000	276,000	7,000		192,442	192,442	5,000	125,087	5,000	230,930		139,114	2,400	30,000		3,538,720
2	Executive Secretary	10	1	36,619	439,428	24,000		7,000		36,619	36,619	5,000	21,056	5,000	43,943		26,472	2,400	10,986	34,560	693,082
3	Community Development Officer (LLB)	11	2	51,386	616,632	24,000		7,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	2,400	15,416	34,560	937,282
4	PR Officer (JGCB)	11	2	51,386	616,632	24,000		7,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	2,400	15,416	34,560	937,282
5	Corporate Planning Officer (APT)	11	2	51,386	616,632	24,000		7,000		51,386	51,386	5,000	25,693	5,000	61,663		37,146	2,400	15,416	34,560	937,282
OFFICE OF THE LEGAL COUNSEL																					
6	Legal Counsel (MPP)	14	1	131,124	1,573,488	24,000	204,000	7,000		131,124	131,124	5,000	65,562	5,000	157,349		94,788	2,400	30,000	34,560	2,465,395
7	Legal Researcher (VCVP)	11	1	46,725	560,700	24,000		7,000		46,725	46,725	5,000	23,363	5,000	56,070		33,777	2,400	14,018	34,560	859,337
OFFICE FOR REGULATORY SERVICES																					
8	Vice President for Regulatory Services	15	1	148,171	1,778,052	24,000	204,000	7,000		148,171	148,171	5,000	74,086	5,000	177,805		107,111	2,400	30,000	34,560	2,745,356
9	Enterprise Regulations Officer (MJCR)	11	3	56,046	672,552	24,000		7,000		56,046	56,046	5,000	32,226	5,000	67,255		40,515	2,400	16,814	34,560	1,019,415
10	Enterprise Regulations Assistant (JJEB)	10	2	38,010	456,120	24,000		7,000		38,010	38,010	5,000	24,707	5,000	45,612		27,477	2,400	11,403	34,560	719,299
11	Environment and Safety Officer (HJJG)	11	2	51,386	616,632	24,000		7,000		51,386	51,386	5,000	25,693	5,000	61,663	5,000	37,146	2,400	15,416	34,560	942,282
12	Nurse (JPM)	10	2	38,010	456,120	24,000		7,000		38,010	38,010	5,000	19,005	5,000	45,612		27,477	2,400	11,403	34,560	713,597
13	Senior Security Officer (BFNO)	11	1	46,725	560,700	24,000		7,000		46,725	46,725	5,000	23,363	5,000	56,070		33,777	2,400	14,018	34,560	859,337
14	Security Officer (RPH)	10	2	38,010	456,120	24,000		7,000		38,010	38,010	5,000	19,005	5,000	45,612		27,477	2,400	11,403	34,560	713,597
15	Security Officer (FEP)	10	2	38,010	421,015	22,160		7,000		38,010					42,115		2,216	10,529	31,910	574,955	
	Security Officer (FEP)	10	3	39,401	36,389	1,840					39,401	5,000	19,701	5,000	3,625		28,483	184	906	2,650	143,178
16	Security Officer (JRBD)	10	2	38,010	100,714	5,300		7,000							10,073		530		2,518	7,632	133,767
	Security Officer (JRBD)	10	3	39,401	368,412	18,700				39,401	39,401	5,000	19,701	5,000	36,840		28,483	1,870	9,210	26,928	598,945
17	Security Officer (GBP)	10	2	38,010	235,323	12,380		7,000		38,010					23,528		1,238	5,882	17,827	341,188	
	Security Officer (GBP)	10	3	39,401	228,877	11,620					39,401	5,000	19,701	5,000	22,892		28,483	1,162	5,723	16,733	384,591
OFFICE FOR AIRPORT MANAGEMENT																					
18	Vice President for Airport Management (JTB)	15	2	150,711	1,808,532	24,000	204,000	7,000		150,711	150,711	5,000	75,356	5,000	180,853		108,948	2,400	30,000	34,560	2,787,070
19	Terminal Operations Officer (MCM)	11	3	56,046	672,552	24,000		7,000		56,046	56,046	5,000	32,226	5,000	67,255		40,515	2,400	16,814	34,560	1,019,415
20	Ground Handling Officer (ALP)	11	3	56,046	672,552	24,000		7,000		56,046	56,046	5,000	32,226	5,000	67,255		40,515	2,400	16,814	34,560	1,019,415
21	Ramp Marshal (RJO)	7	2	21,620	221,157	20,460		7,000		21,620					22,117		2,046	5,529	29,462	329,392	
	Ramp Marshal (RJO)	7	3	22,111	39,152	3,540					22,111	5,000	11,056	5,000	3,914	5,000	15,984	354	978	5,098	117,186
22	Ramp Marshal (EOV)	7	2	21,620	32,361	3,000		7,000							3,243		300		811	4,320	51,035
	Ramp Marshal (EOV)	7	3	22,111	232,236	21,000				22,111	22,111	5,000	11,056	5,000	23,217		15,984	2,100	5,804	30,240	395,858
23	Crew Chief (ACH)	11	3	56,046	672,552	24,000		7,000		56,046	56,046	5,000	32,226	5,000	67,255		40,515	2,400	16,814	34,560	1,019,415
24	Firetruck Operator/ Firefighter (REP)	7	2	21,620	259,440	24,000		7,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	2,400	6,486	34,560	439,509
25	Firefighter (NMF)	7	2	21,620	259,440	24,000		7,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	2,400	6,486	34,560	439,509
26	Firefighter (GIM)	7	3	22,111	265,332	24,000		7,000		22,111	22,111	5,000	11,056	5,000	26,533		15,984	2,400	6,633	34,560	447,720
27	Firefighter (MHT)	7	2	21,620	259,440	24,000		7,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	2,400	6,486	34,560	439,509
28	Firefighter (MAT)	7	2	21,620	259,440	24,000		7,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	2,400	6,486	34,560	439,509
29	Firefighter (EBD)	7	2	21,620	108,100	10,000		7,000		21,620					10,810		1,000		2,703	14,400	175,633
	Firefighter (EBD)	7	3	22,111	154,777	14,000					22,111	5,000	11,056	5,000	15,478		15,984	1,400	3,869	20,160	268,834
30	Firefighter (RGG)	7	2	21,620	259,440	24,000		7,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	2,400	6,486	34,560	439,509
31	Firefighter (DML)	7	2	21,620	259,440	24,000		7,000		21,620	21,620	5,000	10,810	5,000	25,944		15,629	2,400	6,486	34,560	439,509
OFFICE FOR INFRASTRUCTURE MANAGEMENT																					
32	Vice President for Infrastructure Management (CAC)	15	2	150,711	369,927	4,900	204,000	7,000							36,924			490	6,125	7,056	636,422
	Vice President for Infrastructure Management (CAC)	15	3	153,251	1,462,850	19,100				153,251	153,251	5,000	99,613	5,000	146,355		110,784	1,910	23,875	27,504	2,208,493
33	Facilities Manager (MLPA)	12	4	88,954	950,190	21,360	144,000	7,000		88,954					95,003		2,136	23,751	30,758	1,363,152	
	Facilities Manager (MLPA)	12	5	91,937	121,190	2,640					91,937	5,000	52,864	5,000	12,136		66,460	264	3,034	3,802	364,326
34	Construction & Maintenance Officer (RJD)	11	1	46,725	424,773	18,180		7,000		46,725					42,473		1,818	10,618	26,179	577,766	
	Construction & Maintenance Officer (RJD)	11	2	51,386	149,487	5,820					51,386	5,000	25,693	5,000	14,953	10,000	37,146	582	3,738	8,381	317,186
35	Land & Assets Development Officer (SLB)	11	4	60,707	728,484	24,000		7,000		60,707	60,707	5,000	39,460	5,000	72,848		43,885	2,400	18,212	34,560	1,102,263
36	Land & Assets Development Assistant (BGH)	10	1	36,619	439,428	24,000		7,000		36,619	36,619	5,000	23,802	5,000	43,943		26,472	2,400	10,986	34,560	695,828
37	Electro-Mechanical Officer (ECB)	11	3	56,046	598,673	21,360		7,000		56,046					59,857		2,136	14,964	30,758	790,795	
37	Electro-Mechanical Officer (ECB)	11	4	60,707	80,023	2,640					60,707	5,000	34,907	5,000	8,013		43,885	264	2,003	3,802	246,243
38	Electro-Mechanical Technician (EPP)	8	2	27,604	331,248	24,000		7,000		27,604	27,604	5,000	13,802	5,000	33,125		19,955	2,400	8,281	34,560	539,579
39	Electro-Mechanical Technician (KLC)	8	2	27,604	220,832	16,000		7,000		27,604					22,083		1,600	5,521	23,040	323,680	
	Electro-Mechanical Technician (KLC)	8	3	28,209	112,836	8,000					28,209	5,000	16,220	5,000	11,284		20,392	800	2,821	11,520	222,082
OFFICE FOR BUSINESS DEVELOPMENT																					
40	Business Development Manager (EMM)	12	5	91,937	1,103,244	24,000	144,000	7,000		91,937	91,937	5,000	59,759	5,000	110,324		66,460	2,400	27,581	34,560	1,773,203
41	Business Development Officer (GVSP)	11	2	51,386	616,632	24,000		7,000		51,386	51,386	5,000	29,547	5,000	61,663		37,146	2,400	15,416	34,560	941,136
42	Marketing Assistant (MRHO)	10	2	38,010	304,080	16,000		7,000		38,010					30,408		1,600	7,602	23,040	427,740	
	Marketing Assistant (MRHO)	10	3																		

PORO POINT MANAGEMENT CORPORATION

Personnel Services Budget

Seaport Operations

Budget Year 2025

No.	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	Monetization of Leaves	Pag-Ibig	PhilHealth	SSS	Total
1	Port Services Manager	12	1	80,003	960,036	24,000	144,000	7,000		80,003	80,003	5,000	40,002	5,000	96,004	57,833	2,400	24,001	34,560	1,559,841
2	Terminal Operations Officer	11	1	46,725	560,700	24,000		7,000	2,336	46,725	46,725	5,000	23,363	5,000	56,070	33,777	2,400	14,018	34,560	861,673
3	Terminal Operations Officer	11	1	46,725	560,700	24,000		7,000	2,336	46,725	46,725	5,000	23,363	5,000	56,070	33,777	2,400	14,018	34,560	861,673
4	Harbor Master	11	1	46,725	560,700	24,000		7,000	2,336	46,725	46,725	5,000	23,363	5,000	56,070	33,777	2,400	14,018	34,560	861,673
5	Security Officer	10	1	36,619	439,428	24,000		7,000	1,831	36,619	36,619	5,000	18,310	5,000	43,943	26,472	2,400	10,986	34,560	692,166
6	Security Officer	10	1	36,619	439,428	24,000		7,000	1,831	36,619	36,619	5,000	18,310	5,000	43,943	26,472	2,400	10,986	34,560	692,166
	Total			293,416	3,520,992	144,000	144,000	42,000	10,671	293,416	293,416	30,000	146,708	30,000	352,099	212,108	14,400	88,025	207,360	5,529,194

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