



POWER SECTOR
ASSETS & LIABILITIES
MANAGEMENT CORPORATION



PBB Form 3a
Management System
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**PERFORMANCE-BASED BONUS FOR CY 2017
SUMMARY OF RANKING OF ELIGIBLE OFFICERS AND EMPLOYEES**

Rate of Incentive (% MBS)	Distribution	No. of Personnel	PBB Amount (P)
<i>Senior Management</i>			
65.0%	%	1	50,108.76
57.5%	%	1	55,408.73
50.0%	%	2	98,364.50
Below Satisfactory	%	0	-
	Total	4	203,881.99
<i>Middle Management</i>			
65.0%	%	3	139,383.40
57.5%	%	9	365,310.15
50.0%	%	20	712,949.50
Below Satisfactory	%	0	-
	Total	32	1,217,643.05
<i>Professional and Supervisory</i>			
65.0%	%	11	323,601.20
57.5%	%	28	732,604.63
50.0%	%	73	1,571,942.90
Below Satisfactory	%	0	-
	Total	112	2,628,148.73
<i>Clerical/General Staff</i>			
65.0%	%	2	36,043.80
57.5%	%	5	77,292.08
50.0%	%	11	115,772.00
Below Satisfactory	%	0	-
	Total	18	229,107.88
GRAND TOTAL		166	4,278,781.64

LOURDES S. ALZONA
Vice President
Finance Group

BERNARD L. TINONAS
Acting Department Manager
HR, Admin. and Gen. Services Dept.



SCHEDULE OF PERFORMANCE-BASED BONUS DISTRIBUTION

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	Monthly Basic Salary	PBB Amount (₱)
Senior Management							
Top			65.0%				
	135-900-027	General Counsel		18	1	96,363.00	50,108.76
Sub-total							50,108.76
Next			57.5%				
	106-439-877	Officer-in-Charge		18	1	96,363.00	55,408.73
Sub-total							55,408.73
Remaining			50.0%				
	106-458-780	Vice President		18	1	96,363.00	48,181.50
	155-628-458	Vice President		18	4	100,366.00	50,183.00
Sub-total							98,364.50
Total: Senior Management							203,881.99
Middle Management							
Top			65.0%				
	108-163-119	Division Manager		16	5	68,008.00	44,205.20
	130-471-744	Division Manager		16	2	65,296.00	42,442.40
	106-439-752	Department Manager		17	3	81,132.00	52,735.80
Sub-total							139,383.40
Next			57.5%				
	183-118-784	Division Manager		16	3	66,187.00	38,057.53
	106-452-487	Division Manager		16	5	68,008.00	39,104.60
	106-446-117	Division Manager		16	2	65,296.00	37,545.20
	127-012-556	Department Manager		17	1	78,960.00	45,402.00
	146-378-152	Department Manager		17	3	81,132.00	46,650.90
	106-462-294	Corporate Staff Officer B		16	2	65,296.00	37,545.20
	106-454-262	Division Manager		16	3	66,187.00	38,057.53
	130-466-311	Division Manager		16	2	65,296.00	37,545.20
	241-854-463	Corporate Legal Counsel		17	1	78,960.00	45,402.00
Sub-total							365,310.15
Remaining							
	259-898-760	Corporate Legal Counsel		17	1	78,960.00	39,480.00
	238-271135	Corporate Attorney A		16	1	71,476.00	35,738.00
	108-106-476	Division Manager		16	3	66,187.00	33,093.50
	213-587-200	Department Manager		17	1	78,960.00	39,480.00
	187-936-574	Division Manager		16	4	67,092.00	33,546.00
	195-546-586	Department Manager		17	3	81,132.00	40,566.00
	030-002-891	Division Manager		16	1	64,416.00	32,208.00
	121-039-151	Corporate Staff Officer B		16	1	64,416.00	32,208.00
	161-808-279	Division Manager		16	3	66,187.00	33,093.50
	106-453-751	Department Manager		17	5	83,363.00	41,681.50
	169-646-455	Division Manager		16	3	66,187.00	33,093.50
	106-445-164	Department Manager		17	4	82,240.00	41,120.00
	218-827-626	Division Manager		16	1	64,416.00	32,208.00
	106-455-448	Corporate Staff Officer B		16	4	67,092.00	33,546.00
	106-447-116	Division Manager		16	4	67,092.00	33,546.00
	131-938-865	Department Manager		17	2	80,039.00	40,019.50
	921-939-660	Division Manager		16	4	67,092.00	33,546.00
	184-078-111	Division Manager		16	2	65,296.00	32,648.00
	147-906-297	Division Manager		16	2	65,296.00	32,648.00
	202-493-525	Department Manager		17	1	78,960.00	39,480.00
Sub-total							712,949.50
Total: Middle Management							1,217,643.05

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SCHEDULE OF PERFORMANCE-BASED BONUS DISTRIBUTION

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	Monthly Basic Salary	PBB Amount (P)
Professional and Supervisory							
Top			65.0%				
	242-616-320	Senior Finance Specialist		15	2	53,503.00	34,776.95
	192-575-517	Finance Specialist		14	3	44,440.00	28,886.00
	209-965-482	Senior Finance Specialist		15	2	53,503.00	34,776.95
	248-542-554	Senior Finance Specialist		15	2	53,503.00	34,776.95
	118-377-872	Finance Specialist		14	4	45,047.00	29,280.55
	111-448-144	Finance Specialist		14	3	44,440.00	28,886.00
	261-846-733	Senior Finance Analyst		13	2	36,111.00	23,472.15
	121-028-254	Finance Specialist		14	1	43,250.00	28,112.50
	145-407-144	Senior Finance Analyst		13	4	36,960.00	24,024.00
	274-959-631	Finance Specialist		14	1	43,250.00	28,112.50
	406-318-222	Finance Specialist		14	2	43,841.00	28,496.65
Sub-total							323,601.20
Next			57.5%				
	422-459-018	Senior Finance Analyst		13	2	36,111.00	20,763.83
	277-495-529	Finance Specialist		14	2	43,841.00	25,208.58
	411-814-574	Senior Finance Analyst		13	2	36,111.00	20,763.83
	251-053-067	Finance Specialist		14	2	43,841.00	25,208.58
	267-146-023	Senior Finance Analyst		13	2	36,111.00	20,763.83
	267-048-069	Senior Finance Specialist		15	2	53,503.00	30,764.23
	227-211-232	Power Management Specialist B		14	3	44,440.00	25,553.00
	208-328-868	Senior Finance Analyst		15	3	54,234.00	31,184.55
	201-919-122	Corporate Attorney B		15	1	58,310.00	33,528.25
	416-349-766	Senior Finance Analyst		13	2	36,111.00	20,763.83
	100-965-561	Senior Finance Specialist		15	3	54,234.00	31,184.55
	103-563-932	Finance Specialist		14	4	45,047.00	25,902.03
	209-007-789	Finance Analyst A		12	3	33,518.00	19,272.85
	218-445-600	Finance Specialist		14	2	43,841.00	25,208.58
	130-470-116	Senior Finance Specialist		15	2	53,503.00	30,764.23
	130-473-623	Finance Specialist		14	1	43,250.00	24,868.75
	201-750-800	Senior Finance Analyst A		13	4	36,960.00	21,252.00
	227-363-549	Senior Finance Specialist		15	2	53,503.00	30,764.23
	106-440-706	Market Specialist		15	5	55,726.00	32,042.45
	107-315-816	Power Management Specialist C		13	2	36,111.00	20,763.83
	906-855-272	Finance Specialist		14	5	45,662.00	26,255.65
	286-192-099	Finance Specialist		14	1	43,250.00	24,868.75
	106-460-267	Senior Finance Specialist		15	2	53,503.00	30,764.23
	111-287-908	Finance Specialist		14	4	45,047.00	25,902.03
	242120431	Finance Specialist		14	1	43,250.00	24,868.75
	135-744-431	Finance Specialist		14	5	45,662.00	26,255.65
	919-597-593	Power Management Specialist A		15	4	54,975.00	31,610.63
	145-054-782	Power Management Specialist B		14	3	44,440.00	25,553.00
Sub-total							732,604.63



SCHEDULE OF PERFORMANCE-BASED BONUS DISTRIBUTION

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	Monthly Basic Salary	PBB Amount (P)
<i>Remaining</i>			50%				
	216-182-669	Systems/Network/Database Admin. Chief		15	1	52,783.00	26,391.50
	268-827-379	Finance Specialist		14	2	43,841.00	21,920.50
	106-344-119	Power Management Specialist B		14	5	45,662.00	22,831.00
	130-468-312	Senior Finance Analyst		13	2	36,111.00	18,055.50
	296-428-750	Senior Finance Analyst		13	2	36,111.00	18,055.50
	264-188-910	Finance Specialist		14	2	43,841.00	21,920.50
	261-463-183	Senior Finance Analyst		13	2	36,111.00	18,055.50
	273-595-944	Information System Specialist		13	1	39,151.00	19,575.50
	231-952-081	Human Resource Specialist		14	1	43,250.00	21,625.00
	107-047-535	Corporate Staff Specialist		13	1	35,693.00	17,846.50
	162-929-922	Power Management Specialist C		13	4	36,960.00	18,480.00
	111-286-319	Power Management Specialist A		15	4	54,975.00	27,487.50
	159-764-598	Information System Chief		15	3	54,234.00	27,117.00
	211-682-252	Finance Specialist		14	3	44,440.00	22,220.00
	239-383-876	Information Technology Specialist		13	3	40,227.00	20,113.50
	302-448-908	Finance Specialist		14	3	44,440.00	22,220.00
	121-033-356	Corporate Staff Specialist A (Fuel)		15	5	55,726.00	27,863.00
	254-949-368	Senior Human Resource Specialist		15	1	52,783.00	26,391.50
	106-448-013	Finance Specialist		14	4	45,047.00	22,523.50
	150-210-944	Power Management Specialist B		14	3	44,440.00	22,220.00
	911-707-526	Senior Corporate Planning Specialist		15	1	52,783.00	26,391.50
	217-765-562	Power Management Specialist B		14	3	44,440.00	22,220.00
	407-479-775	Senior Finance Analyst		13	1	35,693.00	17,846.50
	231-078-411	Power Management Specialist C		13	3	36,532.00	18,266.00
	414-947-019	Corporate Communications Officer C		13	1	35,693.00	17,846.50
	105-688-659	Power Management Specialist A		15	3	54,234.00	27,117.00
	320-599-891	Senior Finance Analyst		13	1	35,693.00	17,846.50
	949-314-032	Power Management Specialist C		13	2	36,111.00	18,055.50
	438-524-816	Power Management Specialist C		13	1	35,693.00	17,846.50
	298-513-509	Senior Human Resource Analyst		13	1	35,693.00	17,846.50
	214-302-020	Power Management Specialist C		13	2	36,111.00	18,055.50
	261-337-708	Corporate Planning Specialist A		14	1	43,250.00	21,625.00
	136-697-147	Finance Specialist		14	2	43,841.00	21,920.50
	165-356-742	Senior Finance Analyst		13	5	37,392.00	18,696.00
	175-254-446	Corporate Planning Specialist A		14	1	43,250.00	21,625.00
	147-792-505	Finance Specialist		14	5	45,662.00	22,831.00
	402-361-652	Senior Finance Analyst		13	2	36,111.00	14,444.40
	205-005-150	Power Management Specialist B		14	3	44,440.00	22,220.00
	219-470-746	Corporate Planning Specialist A		14	2	43,841.00	21,920.50
	222-637-447	Power Management Specialist C		13	3	36,532.00	18,266.00
	139-309-020	Corporate Staff Specialist A		15	3	54,234.00	27,117.00
	306-372-463	Corporate Staff Specialist A		15	3	54,234.00	27,117.00
	108-153-386	Corporate Staff Officer C		15	6	56,487.00	28,243.50
	106-454-656	Power Management Specialist A		15	4	54,975.00	27,487.50
	209-099-204	Corporate Staff Specialist A		15	2	53,503.00	26,751.50
	201-102-603	Power Management Specialist A		15	1	52,783.00	26,391.50
	106-441-049	Internal Auditor A		15	2	53,503.00	26,751.50
	213-868-485	Power Management Specialist A		15	2	53,503.00	26,751.50
	142-795-215	Corporate Staff Specialist B		14	5	45,662.00	22,831.00
	247-831-075	Corporate Attorney B		15	1	58,310.00	29,155.00
	105-689-320	Power Management Specialist A		15	3	54,234.00	27,117.00
	124-661-517	Corporate Staff Specialist B		14	5	45,662.00	22,831.00

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SCHEDULE OF PERFORMANCE-BASED BONUS DISTRIBUTION

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	Monthly Basic Salary	PBB Amount (P)
	276-271-251	Power Management Specialist B		14	1	43,250.00	21,625.00
	208-989-950	Power Management Specialist B		14	3	44,440.00	22,220.00
	226-039-653	Power Management Specialist B		14	3	44,440.00	22,220.00
	197-459-515	Corporate Staff Specialist B		14	3	44,440.00	22,220.00
	171-124-376	Human Resource Specialist		14	3	44,440.00	22,220.00
	132-063-374	Corporate Staff Specialist B		14	2	43,841.00	21,920.50
	121-039-538	Power Management Specialist B		14	2	43,841.00	21,920.50
	201-413-723	Corporate Staff Specialist		13	5	37,392.00	18,696.00
	106-460-864	Power Management Specialist C		13	5	37,392.00	18,696.00
	204-779-293	Senior Property Officer		13	5	37,392.00	18,696.00
	263-300-932	Internal Auditor C		13	2	36,111.00	18,055.50
	212-400-864	Corporate Staff Specialist		13	2	36,111.00	18,055.50
	445-755-889	Senior Finance Analyst		13	1	35,693.00	17,846.50
	214-946-469	Human Resource Analyst A		12	2	33,131.00	16,565.50
	102-091-333	Corporate Communications Officer D		12	1	32,747.00	16,373.50
	193-621-358	Corporate Planning Specialist B		13	2	36,111.00	18,055.50
	259-487-901	Power Management Specialist C		13	1	35,693.00	17,846.50
	271-255-080	Corporate Communications Officer C		13	2	36,111.00	18,055.50
	241-306-846	Internal Auditor C		13	2	36,111.00	18,055.50
	408-213-182	Senior Human Resource Analyst		13	1	35,693.00	17,846.50
	294-201-497	Corporate Attorney B		15	1	58,310.00	20,408.50
<i>Sub-total</i>							1,571,942.90
Total: Professional and Supervisory							2,628,148.73
Clerical/General Staff							
<i>Top</i>			65.0%				
	211-027-413	Finance Analyst B		11	2	27,887.00	18,126.55
	313-517-453	Finance Analyst B		11	1	27,565.00	17,917.25
<i>Sub-total</i>							36,043.80
<i>Next</i>			57.5%				
	320-912-901	Information Data Analyst		11	1	27,565.00	15,849.88
	439-729-710	Corporate Staff Analyst C		10	2	23,517.00	13,522.28
	246-184-503	Finance Analyst B		11	2	27,887.00	16,035.03
	437-644-105	Finance Analyst B		11	2	27,887.00	16,035.03
	480-191-623	Finance Analyst B		11	1	27,565.00	15,849.88
<i>Sub-total</i>							77,292.08
<i>Remaining</i>			50.0%				
	227-849-868	Information Data Analyst		11	1	27,565.00	13,782.50
	411-971-535	Information Data Analyst		11	1	27,565.00	13,782.50
	246-421-529	Information Data Analyst		11	2	27,887.00	13,943.50
	441-284-684	Corporate Staff Analyst C		10	1	23,257.00	11,628.50
	171-156-561	Driver Mechanic B		7	1	14,785.00	7,392.50
	909-911-334	Driver Mechanic B		7	1	14,785.00	7,392.50
	106-458-756	Driver Mechanic B		7	1	14,785.00	7,392.50
	908-561-142	Driver Mechanic B		7	1	14,785.00	7,392.50
	227-689-767	Corporate Staff Analyst C		10	3	23,780.00	11,890.00
	941-623-176	Records Officer		11	1	27,565.00	13,782.50
	905-275-136	Driver Mechanic B		7	1	14,785.00	7,392.50
<i>Sub-total</i>							115,772.00
Total: Clerical/General Staff							229,107.88

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