



**POWER SECTOR  
ASSETS & LIABILITIES  
MANAGEMENT CORPORATION**



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PBB Form 3a



**PERFORMANCE-BASED BONUS FOR CY 2018  
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	74,737.65
57.5%	%	1	66,114.08
50.0%	%	1	61,015.50
Below Satisfactory	%	0	-
		<b>Total</b>	<b>3</b>
			<b>201,867.23</b>
<i>Middle Management</i>			
65.0%	%	4	222,857.05
57.5%	%	9	370,345.43
50.0%	%	24	941,707.55
Below Satisfactory	%	0	-
		<b>Total</b>	<b>37</b>
			<b>1,534,910.03</b>
<i>Professional and Supervisory</i>			
65.0%	%	11	357,447.42
57.5%	%	28	740,759.28
50.0%	%	71	1,673,385.75
Below Satisfactory	%	0	-
		<b>Total</b>	<b>110</b>
			<b>2,771,592.44</b>
<i>Clerical/General Staff</i>			
65.0%	%	2	37,939.85
57.5%	%	5	84,206.45
50.0%	%	11	118,765.50
Below Satisfactory	%	0	-
		<b>Total</b>	<b>18</b>
			<b>240,911.80</b>
		<b>GRAND TOTAL</b>	<b>168</b>
			<b>4,749,281.49</b>

**LOURDES S. ALZONA**  
 Vice President  
 Finance Group

**LIMUEL V. BALDOZA**  
 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)	SG Equivalent (for SSL-exempt)	Monthly Basic Salary	PBB Amount (P)
<b>Senior Management</b>								
<i>Top</i>								
	106-439-877	Vice President	65.0%	18	1	28	114,981.00	74,737.65
<i>Sub-total</i>								<u>74,737.65</u>
<i>Next</i>								
	106-458-780	Vice President	57.5%	18	1	28	114,981.00	66,114.08
<i>Sub-total</i>								<u>66,114.08</u>
<i>Remaining</i>								
	155-628-458	Vice President	50.0%	18	5	28	122,031.00	61,015.50
<i>Sub-total</i>								<u>61,015.50</u>
<b>Total: Senior Management</b>								<u><u>201,867.23</u></u>
<b>Middle</b>								
<i>Top</i>								
	195-546-586	Department Manager	65.0%	17	4	26	96,312.00	62,602.80
	106-454-262	Division Manager		16	4	24	76,644.00	49,818.60
	108-163-119	Division Manager		16	5	24	77,793.00	50,565.45
	241-854-463	Corporate Attorney A		17	1	26	92,108.00	59,870.20
<i>Sub-total</i>								<u>222,857.05</u>
<i>Next</i>								
	146-378-152	Department Manager	57.5%	17	4	26	96,312.00	55,379.40
	106-452-487	Division Manager		16	5	24	77,793.00	17,892.39
	242-616-320	Division Manager (3/16/2018)		16	1	24	73,299.00	42,146.93
	245-331-133	Chief of Staff		17	1	26	92,108.00	31,777.26
	213-587-200	Division Manager		16	1	24	73,299.00	42,146.93
	238-271135	Corporate Attorney B		16	1	25	82,439.00	47,402.43
	201-919-122	Corporate Attorney A ( 4/13/2018)		16	1	25	82,439.00	47,402.43
	130-471-744	Division Manager		16	2	24	74,397.00	42,778.28
	106-462-294	Corporate Staff Officer B		16	3	24	75,512.00	43,419.40
<i>Sub-total</i>								<u>370,345.43</u>
<i>Remaining</i>								
	161-808-279	Division Manager	50.0%	16	4	24	76,644.00	38,322.00
	131-938-865	Department Manager		17	2	26	93,488.00	46,744.00
	106-439-752	Department Manager		17	4	26	96,312.00	48,156.00
	121-039-151	Corporate Staff Officer B		16	2	24	74,397.00	37,198.50
	106-445-164	Department Manager		17	4	26	96,312.00	48,156.00
	106-447-116	Division Manager		16	4	24	76,644.00	38,322.00
	306-372-463	Corporate Attorney A (4/13/2018)		16	1	25	82,439.00	41,219.50
	187-936-574	Division Manager		16	4	24	76,644.00	38,322.00
	218-827-626	Division Manager		16	1	24	73,299.00	36,649.50
	169-646-455	Division Manager		16	4	24	76,644.00	38,322.00
	030-002-891	Division Manager		16	2	24	74,397.00	37,198.50
	106-446-117	Division Manager		16	3	24	75,512.00	37,756.00
	127-012-556	Department Manager		17	2	26	93,488.00	46,744.00
	252-639-701	Corporate Staff Officer B		16	1	24	73,299.00	25,654.65
	921-939-660	Division Manager		16	4	24	76,644.00	38,322.00
	259-898-760	Corporate Legal Counsel		17	1	26	92,108.00	27,632.40
	183-118-784	Division Manager		16	3	24	75,512.00	37,756.00
	130-466-311	Division Manager		16	2	24	74,397.00	37,198.50
	202-493-525	Department Manager		17	1	26	92,108.00	46,054.00
	147-906-297	Division Manager		16	3	24	75,512.00	37,756.00
	184-078-111	Division Manager		16	2	24	74,397.00	37,198.50
	201-102-603	Corporate Staff Officer B (10/16/2018)		16	1	24	73,299.00	36,649.50
	135-900-604	Corporate Secretary		17	1	26	92,108.00	46,054.00
	106-455-448	Corporate Staff Officer B		16	4	24	76,644.00	38,322.00
<i>Sub-total</i>								<u>941,707.55</u>
<b>Total: Middle Management</b>								<u><u>1,534,910.03</u></u>

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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)	SG Equivalent (for SSL-exempt)	Monthly Basic Salary	PBB Amount (P)
<b>Professional and Supervisory</b>								
<b>Top</b>			65.0%					
	302-448-908	Senior Finance Specialist (1/15/2018)		15	1	22	58,717.00	30,532.84
	106-460-267	Senior Finance Specialist		15	3	22	60,491.00	39,319.15
	906-855-272	Finance Specialist		14	5	20	49,921.00	32,448.65
	227-211-232	Power Management Specialist B		14	3	20	48,457.00	31,497.05
	208-328-868	Senior Finance Specialist		15	3	22	60,491.00	39,319.15
	919-597-593	Power Management Specialist A		15	5	22	62,318.00	40,506.70
	248-542-554	Senior Finance Specialist		15	2	22	59,597.00	38,738.05
	264-188-910	Finance Specialist		14	2	20	47,742.00	31,032.30
	263-020-369	Senior Finance Analyst		13	1	18	38,085.00	17,328.68
	118-377-872	Finance Specialist		14	4	20	49,184.00	31,969.60
	107-047-535	Corporate Staff Specialist		13	1	18	38,085.00	24,755.25
<b>Sub-total</b>								<u>357,447.42</u>
<b>Next</b>			57.5%					
	111-448-144	Finance Specialist		14	3	20	48,457.00	27,862.78
	261-846-733	Senior Finance Analyst		13	2	18	38,543.00	22,162.23
	278-498-073	Senior Finance Analyst A		13	1	18	38,085.00	21,898.88
	145-407-144	Senior Finance Analyst		13	4	18	39,477.00	22,699.28
	121-028-254	Senior Finance Analyst		14	1	20	47,037.00	27,046.28
	438-524-816	Internal Auditor B (2-1-2018)		14	1	20	47,037.00	27,046.28
	147-792-505	Finance Specialist		14	4	20	49,184.00	28,280.80
	136-697-147	Finance Specialist		14	2	20	47,742.00	27,451.65
	406-318-222	Finance Specialist		14	2	20	47,742.00	27,451.65
	407-479-775	Senior Finance Analyst		13	1	18	38,085.00	21,898.88
	285-889-436	Internal Auditor A		15	1	22	58,717.00	33,762.28
	263-300-932	Internal Auditor C		13	2	18	38,543.00	22,162.23
	236-724-589	Internal Auditor B		14	1	20	47,037.00	27,046.28
	106-440-706	Market Specialist		15	5	22	62,318.00	35,832.85
	192-575-517	Finance Specialist		14	3	20	48,457.00	27,862.78
	251-053-067	Senior Finance Specialist (10-16-2018)		15	1	22	58,717.00	33,762.28
	320-599-891	Senior Finance Analyst		13	1	18	38,085.00	21,898.88
	296-428-750	Senior Finance Analyst		13	2	18	38,543.00	22,162.23
	949-314-032	Power Management Specialist C		13	2	18	38,543.00	22,162.23
	445-755-889	Senior Finance Analyst		13	1	18	38,085.00	21,898.88
	254-949-368	Human Resource Specialist		15	1	22	58,717.00	33,762.28
	227-363-549	Senior Finance Specialist		15	2	22	59,597.00	34,268.28
	242120431	Finance Specialist		14	2	20	47,742.00	27,451.65
	439-729-710	Senior HR Analyst (1/15/2018)		13	1	18	38,085.00	21,898.88
	165-356-742	Senior Finance Analyst		13	4	18	39,477.00	22,699.28
	416-349-766	Senior Finance Analyst		13	2	18	38,543.00	22,162.23
	320-912-901	Internal Auditor C (3-13-2018)		13	1	18	38,085.00	21,898.88
	209-965-482	Senior Finance Specialist		15	2	22	59,597.00	34,268.28
<b>Sub-total</b>								<u>740,759.28</u>
<b>Remaining</b>			50.0%					
	286-192-099	Finance Specialist		14	2	20	47,742.00	23,871.00
	135-744-431	Finance Specialist		14	5	20	49,921.00	24,960.50
	121-033-356	Corporate Staff Specialist A (Fuel)		15	4	22	61,397.00	30,698.50
	111-287-908	Finance Specialist		14	4	20	49,184.00	24,592.00
	298-513-509	Senior Human Resource Analyst		13	2	18	38,543.00	19,271.50
	130-468-312	Senior Finance Analyst		13	3	18	39,007.00	19,503.50
	106-441-049	Internal Auditor A		15	2	22	59,597.00	29,798.50
	267-146-023	Senior Finance Analyst		13	2	18	38,543.00	19,271.50
	422-459-018	Senior Finance Analyst		13	2	18	38,543.00	19,271.50
	277-495-529	Finance Specialist		14	3	20	48,457.00	24,228.50
	411-814-574	Senior Finance Analyst		13	2	18	38,543.00	19,271.50
	231-952-081	Senior Finance Analyst A		14	1	20	47,037.00	23,518.50
	106-448-013	Finance Specialist		14	4	20	49,184.00	24,592.00

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