

TIEZA
PERSONNEL SERVICES
CALENDAR YEAR 2015
(In Thousand Pesos)

PARTICULARS	I. GEN.ADMIN. & SUPPORT SERVICES			II. SUPPORT TO OPERATIONS			SUB-TOTAL I & II			III. BUSINESS OPERATIONS			GRAND TOTAL		
	P	CTI	TOTAL	P	CTI	TOTAL	P	CTI	TOTAL	P	CTI	TOTAL	P	CTI	TOTAL
	352	45	397	148	9	157	500	54	554	27	4	31	527	58	585
Salaries & Wages															
Regular Plantilla Items	118,219	9,979	128,198	57,262	2,920	60,182	175,481	12,899	188,380	8,948	1,160	10,108	184,429	14,059	198,488
Other Compensation			-												
P E R A	8,448	1,080	9,528	3,552	216	3,768	12,000	1,296	13,296	648	96	744	12,648	1,392	14,040
Representation Allowance	1,710		1,710	1,824	60	1,884	3,534	60	3,594	120	-	120	3,654	60	3,714
Transportation Allowance	840		840	960	60	1,020	1,800	60	1,860	120	-	120	1,920	60	1,980
Clothing Allowance	1,760	225	1,985	740	45	785	2,500	270	2,770	135	20	155	2,635	290	2,925
Performance Enhancement Incentive	9,852	832	10,684	4,772	243	5,015	14,624	1,075	15,699	746	97	843	15,370	1,172	16,542
Year End Bonus	9,852	832	10,684	4,772	243	5,015	14,624	1,075	15,699	746	97	843	15,370	1,172	16,542
Cash Gift	1,760	225	1,985	740	45	785	2,500	270	2,770	135	20	155	2,635	290	2,925
Other Bonuses & Allowances															
Anniversary Bonus	11,670	1,028	12,698	5,721	283	6,004	17,391	1,311	18,702	882	114	996	18,273	1,425	19,698
13th Month Pay	11,670	1,028	12,698	5,721	283	6,004	17,391	1,311	18,702	882	114	996	18,273	1,425	19,698
Performance-Based Bonus	14,778	1,248	16,026	7,158	365	7,523	21,936	1,613	23,549	1,119	146	1,265	23,055	1,759	24,814
Medical Benefits	880	113	993	370	23	393	1,250	136	1,386	68	11	79	1,318	147	1,465
Employees Meal Subsidy	279	36	315	117	7	124	396	43	439	22	3	25	418	46	464
Children's Allowance	380	49	429	160	9	169	540	58	598	29	4	33	569	62	631
Rice Subsidy	7,181	918	8,099	3,019	184	3,203	10,200	1,102	11,302	550	81	631	10,750	1,183	11,933
Food Subsidy	2,112	270	2,382	888	54	942	3,000	324	3,324	162	24	186	3,162	348	3,510
Board Per Diem	2,880		2,880			-	2,880		2,880				2,880		2,880
Personnel Benefits Contributions															
Life & Retirement Premium	14,186	1,198	15,384	6,871	350	7,221	21,057	1,548	22,605	1,075	139	1,214	22,132	1,687	23,819
Pag-Ibig Fund	422	54	476	178	11	189	600	65	665	32	5	37	632	70	702
State Insurance Premium	422	54	476	178	11	189	600	65	665	32	5	37	632	70	702
Medicare Premium	1,355	114	1,469	615	32	647	1,970	146	2,116	102	14	116	2,072	160	2,232
Other Personnel Benefits															
Terminal Pay	10,000		10,000			-	10,000		10,000				10,000		10,000
Welfare Fund Premium	17,733	1,497	19,230	8,589	438	9,027	26,322	1,935	28,257	1,343	174	1,517	27,665	2,109	29,774
TOTAL PERSONNEL SERVICES	248,389	20,780	269,169	114,207	5,882	120,089	362,596	26,662	389,258	17,896	2,324	20,220	380,492	28,986	409,478