

**ANNUAL COMPENSATION PACKAGE (FY 2023)**  
(In Thousand Pesos; Except Salary Grade and Step)

| Corporation: CULTURAL CENTER OF THE PHILIPPINES |              |      |         |                    |        |                            |                |           |               |      |       |               |                          |          |
|---|--------------|------|---------|--------------------|--------|----------------------------|----------------|-----------|---------------|------|-------|---------------|--------------------------|----------|
| POSITION  | BASIC SALARY |      |         | OTHER COMPENSATION |        |                            |                |           |               |      |       |               |                          |          |
| Authorized Positions Title                      | Grade        | Step | Basic   | PERA               | RATA   | Uniform/Clothing Allowance | Year-End Bonus | Cash Gift | Midyear Bonus | PEI  | PBB   | Health Worker | Total Other Compensation | Total    |
| <b><u>BOARD OF TRUSTEES</u></b>                 |              |      |         |                    |        |                            |                |           |               |      |       |               |                          |          |
| CHAIRMAN-BOARD OF TRUSTEES                      |              |      | 0       | 0                  | 0      | 0                          | 0              | 0         | 0             | 0    | 0     | 0             | 0                        | 0        |
| MEMBERS-BOARD OF TRUSTEES                       |              |      | 0       | 0                  | 0      | 0                          | 0              | 0         | 0             | 0    | 0     | 0             | 0                        | 0        |
| <b><u>OFFICERS</u></b>                          |              |      |         |                    |        |                            |                |           |               |      |       |               |                          |          |
| President                                       | 16           | 1    | 2009.18 | 24.00              | 240.00 | 6.00                       | 167.43         | 5.00      | 167.43        | 5.00 | 96.27 | 0             | 711.14                   | 2,720.32 |
| Vice President                                  | 15           | 1    | 1778.05 | 24.00              | 204.00 | 6.00                       | 148.17         | 5.00      | 148.17        | 5.00 | 85.20 | 0             | 625.54                   | 2,403.59 |
| Department Manager III                          | 14           | 1    | 1573.49 | 24.00              | 180.00 | 6.00                       | 131.12         | 5.00      | 131.12        | 5.00 | 75.40 | 0             | 557.64                   | 2,131.13 |
| Orchestra Director                              | 14           | 1    | 1573.49 | 24.00              | 180.00 | 6.00                       | 131.12         | 5.00      | 131.12        | 5.00 | 75.40 | 0             | 557.64                   | 2,131.13 |
| <b><u>RANK AND FILE</u></b>                     |              |      |         |                    |        |                            |                |           |               |      |       |               |                          |          |
| Attorney V                                      | 13           | 1    | 1232.28 | 24.00              | 0.00   | 6.00                       | 102.69         | 5.00      | 102.69        | 5.00 | 59.05 | 0             | 304.43                   | 1,536.71 |
| Chief Culture & Arts Officer                    | 12           | 1    | 960.04  | 24.00              | 120.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 366.01                   | 1,326.04 |
| Concertmaster                                   | 12           | 1    | 960.04  | 24.00              | 120.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 366.01                   | 1,326.04 |
| Division Chief III                              | 12           | 1    | 960.04  | 24.00              | 120.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 366.01                   | 1,326.04 |
| Internal Auditor V                              | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Orchestra Manager                               | 12           | 1    | 960.04  | 24.00              | 120.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 366.01                   | 1,326.04 |
| Chief Administrative Officer                    | 12           | 1    | 960.04  | 24.00              | 120.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 6.00 | 46.00 | 0             | 367.01                   | 1,327.04 |
| Attorney IV                                     | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 6.00 | 46.00 | 0             | 247.01                   | 1,207.04 |
| Accountant IV                                   | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Administrative Officer IV                       | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Associate Concertmaster                         | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Budget Officer IV                               | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Chief Treasury Operations Officer               | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Engineer IV                                     | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Executive Assistant IV                          | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Human Resource Management Officer IV            | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Information Technology Officer II               | 12           | 1    | 960.04  | 24.00              | 0.00   | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |

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(In Thousand Pesos; Except Salary Grade and Step)

| Corporation: CULTURAL CENTER OF THE PHILIPPINES |              |      |        |                    |      |                            |                |           |               |      |       |               |                          |          |
|---|--------------|------|--------|--------------------|------|----------------------------|----------------|-----------|---------------|------|-------|---------------|--------------------------|----------|
| POSITION<br><br>Authorized Positions Title      | BASIC SALARY |      |        | OTHER COMPENSATION |      |                            |                |           |               |      |       |               |                          | Total    |
|   | Grade        | Step | Basic  | PERA               | RATA | Uniform/Clothing Allowance | Year-End Bonus | Cash Gift | Midyear Bonus | PEI  | PBB   | Health Worker | Total Other Compensation |          |
| Internal Auditor IV                             | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Market Specialist IV                            | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Principal Orchestra Member                      | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Supervising Culture & Arts Officer              | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Supply Officer IV                               | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Training Specialist IV                          | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Supervising Administrtaive Officer              | 12           | 1    | 960.04 | 24.00              | 0.00 | 6.00                       | 80.00          | 5.00      | 80.00         | 5.00 | 46.00 | 0             | 246.01                   | 1,206.04 |
| Assistant Concermaster                          | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Assistant Principal Orchestra Member            | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Executive Assistant III                         | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Accountant III                                  | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Engineer III                                    | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Orchestra Member V                              | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Administrative Officer III                      | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Budget Officer III                              | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Cashier III                                     | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Computer Programmer III                         | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Credit Officer IV                               | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Human Resource Management Officer III           | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Information Officer III                         | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Internal Auditor III                            | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Market Specialist III                           | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Orchestra Member IV                             | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Planning Officer III                            | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Property Appraiser III                          | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Records Officer III                             | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Sales and Promo Supervisor III                  | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Senior Archivist                                | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |
| Senior Culture & Arts Officer                   | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02   |

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| Corporation: CULTURAL CENTER OF THE PHILIPPINES |              |      |        |                    |      |                            |                |           |               |      |       |               |                          |        |
|---|--------------|------|--------|--------------------|------|----------------------------|----------------|-----------|---------------|------|-------|---------------|--------------------------|--------|
| POSITION<br><br>Authorized Positions Title      | BASIC SALARY |      |        | OTHER COMPENSATION |      |                            |                |           |               |      |       |               |                          | Total  |
|   | Grade        | Step | Basic  | PERA               | RATA | Uniform/Clothing Allowance | Year-End Bonus | Cash Gift | Midyear Bonus | PEI  | PBB   | Health Worker | Total Other Compensation |        |
| Supply Officer III                              | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02 |
| Training Specialist III                         | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02 |
| Administrative Officer V                        | 11           | 1    | 560.70 | 24.00              | 0.00 | 6.00                       | 46.73          | 5.00      | 46.73         | 5.00 | 26.87 | 0             | 160.32                   | 721.02 |
| Executive Assistant III                         | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Accountant II                                   | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Administrative Officer II                       | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Budget Officer II                               | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Computer Programmer II                          | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Creative Arts Specialist II                     | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Credit Officer III                              | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Culture & Arts Officer III                      | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Electronics & Comm. Eqpt. Tech. IV              | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Financial Analyst II                            | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Human Resource Management Officer II            | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Information Officer II                          | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Market Specialist II                            | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Planning Officer II                             | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Public Relations Officer II                     | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Training Specialist II                          | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Administrative Officer IV                       | 10           | 1    | 439.43 | 24.00              | 0.00 | 6.00                       | 36.62          | 5.00      | 36.62         | 5.00 | 21.06 | 0             | 134.29                   | 573.72 |
| Cashier II                                      | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Executive Assistant I                           | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Nurse II  | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 108.96        | 229.61                   | 605.45 |
| Property Officer II                             | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Sales and Promo Supervisor II                   | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Sales Representative IV                         | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Supply Officer II                               | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Buyer V   | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |
| Culture & Arts Officer II                       | 9            | 1    | 375.84 | 24.00              | 0.00 | 6.00                       | 31.32          | 5.00      | 31.32         | 5.00 | 18.01 | 0             | 120.65                   | 496.49 |

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(In Thousand Pesos; Except Salary Grade and Step)

| Corporation: CULTURAL CENTER OF THE PHILIPPINES |              |      |        |                    |      |                            |                |           |               |      |       |               |                          |        |
|---|--------------|------|--------|--------------------|------|----------------------------|----------------|-----------|---------------|------|-------|---------------|--------------------------|--------|
| POSITION<br>Authorized Positions Title          | BASIC SALARY |      |        | OTHER COMPENSATION |      |                            |                |           |               |      |       |               |                          | Total  |
|   | Grade        | Step | Basic  | PERA               | RATA | Uniform/Clothing Allowance | Year-End Bonus | Cash Gift | Midyear Bonus | PEI  | PBB   | Health Worker | Total Other Compensation |        |
| Accountant I                                    | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Legal Assistant II                              | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Welder/Foreman                                  | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Accounting Analyst                              | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Accounting Analyst I                            | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Administrative Officer I                        | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Artist Illustrator III                          | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Budget Analyst                                  | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Culture & Arts Officer I                        | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Draftsman III                                   | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Electrician General Foreman                     | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Electronics & Comm. Eqpt. Tech. III             | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Human Resource Management Officer I             | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Nurse I   | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 96.00         | 205.53                   | 529.53 |
| Private Secretary I                             | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Public Relations Officer I                      | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Training Specialist I                           | 8            | 1    | 324.00 | 24.00              | 0.00 | 6.00                       | 27.00          | 5.00      | 27.00         | 5.00 | 15.53 | 0             | 109.53                   | 433.53 |
| Audio-Visual Aids Technician III                | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Carpenter General Foreman                       | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Culture & Arts Assistant II                     | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Sales Rep. III                                  | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Buyer III                                       | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Electrician Foreman                             | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Motorpool Supervisor II                         | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Secretary II                                    | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Storekeeper III                                 | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Accounting Clerk III                            | 7            | 1    | 253.55 | 24.00              | 0.00 | 6.00                       | 21.13          | 5.00      | 21.13         | 5.00 | 12.15 | 0             | 94.41                    | 347.96 |
| Bookkeeper                                      | 6            | 1    | 236.93 | 24.00              | 0.00 | 6.00                       | 19.74          | 5.00      | 19.74         | 5.00 | 11.35 | 0             | 90.84                    | 327.77 |
| Cash Clerk III                                  | 6            | 1    | 236.93 | 24.00              | 0.00 | 6.00                       | 19.74          | 5.00      | 19.74         | 5.00 | 11.35 | 0             | 90.84                    | 327.77 |

**ANNUAL COMPENSATION PACKAGE (FY 2023)**  
(In Thousand Pesos; Except Salary Grade and Step)

| Corporation: CULTURAL CENTER OF THE PHILIPPINES |                            |       |        |                    |      |      |                            |                |           |               |       |     |               |        |
|---|----------------------------|-------|--------|--------------------|------|------|----------------------------|----------------|-----------|---------------|-------|-----|---------------|--------|
| POSITION  | BASIC SALARY               |       |        | OTHER COMPENSATION |      |      |                            |                |           |               |       |     |               | Total  |
|   | Authorized Positions Title | Grade | Step   | Basic              | PERA | RATA | Uniform/Clothing Allowance | Year-End Bonus | Cash Gift | Midyear Bonus | PEI   | PBB | Health Worker |        |
| Disbursing Officer II                           | 6                          | 1     | 236.93 | 24.00              | 0.00 | 6.00 | 19.74                      | 5.00           | 19.74     | 5.00          | 11.35 | 0   | 90.84         | 327.77 |
| Human Resource Management Assistant             | 6                          | 1     | 236.93 | 24.00              | 0.00 | 6.00 | 19.74                      | 5.00           | 19.74     | 5.00          | 11.35 | 0   | 90.84         | 327.77 |
| Management and Audit Assistant                  | 6                          | 1     | 236.93 | 24.00              | 0.00 | 6.00 | 19.74                      | 5.00           | 19.74     | 5.00          | 11.35 | 0   | 90.84         | 327.77 |
| Property Custodian                              | 6                          | 1     | 236.93 | 24.00              | 0.00 | 6.00 | 19.74                      | 5.00           | 19.74     | 5.00          | 11.35 | 0   | 90.84         | 327.77 |
| Audio-Visual Equipment Operator III             | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Photographer II                                 | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Clerk III                                       | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Communications Equipt. Op. II                   | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Electrician II                                  | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Bill Collector                                  | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Carpenter II                                    | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Chauffeur I                                     | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Driver II                                       | 5                          | 1     | 187.03 | 24.00              | 0.00 | 6.00 | 15.59                      | 5.00           | 15.59     | 5.00          | 8.96  | 0   | 80.13         | 267.17 |
| Messenger                                       | 3                          | 1     | 165.83 | 24.00              | 0.00 | 6.00 | 13.82                      | 5.00           | 13.82     | 5.00          | 7.95  | 0   | 75.58         | 241.41 |
| Utility Worker I                                | 2                          | 1     | 156.00 | 24.00              | 0.00 | 6.00 | 13.00                      | 5.00           | 13.00     | 5.00          | 7.48  | 0   | 73.48         | 229.48 |

Prepared by:

Approved by:

\_\_\_\_\_  
**KRISCHELLE B. MATAS-MALABANAN**  
Department Manager III, HRMD

\_\_\_\_\_  
Date

\_\_\_\_\_  
**MICHELLE NIKKI M. JUNIA**  
President

\_\_\_\_\_  
Date

**CULTURAL CENTER OF THE PHILIPPINES  
UPDATED DIRECTORY OF OFFICERS AND KEY OFFICALS**

| <b>EMPLOYEE NAME</b>             | <b>OFFICE</b>  | <b>POSITION</b>                             | <b>TELEPHONE NO.</b> |
|----------------------------------|--|---|----------------------|
| 1 JUNIA, MICHELLE NIKKI M.       | OFFICE OF THE PRESIDENT  | PRESIDENT AD INTERIM                        | 832-11-25 local 1106 |
| 2 PALIGAN, FRANCIS ALLEN JR., T. | LEGAL UNIT/OFFICE OF THE PRESIDENT   | ATTORNEY IV                                 | 832-11-25 local 1106 |
| 3 GAITE, JOSE VICTOR M.          | OFFICE OF THE VICE PRESIDENT ADMINISTRATION SECTOR                             | VICE PRESIDENT                              | 832-11-25 local 1106 |
| 4 MARASIGAN, DENNIS N.           | OFFICE OF THE VICE PRESIDENT ARTISTIC SECTOR                                   | VICE PRESIDENT                              | 832-11-25 local 1121 |
| 5 MATAS-MALABANAN, KRISCHELLE B. | HUMAN RESOURCE MANAGEMENT DEPARTMENT   | DEPARTMENT MANAGER III                      | 832-11-25 local 1907 |
| 6 GAITE, JOSE VICTOR M.          | FINANCIAL SERVICES DEPARTMENT  | VICE PRESIDENT                              | 551-00-96            |
| 7 RANCES, TERESA S.              | ADMINISTRATIVE SERVICES DEPARTMENT   | DEPARTMENT MANAGER III                      | 551-03-23            |
| 8 YONZON, MAURO ARIEL SR         | PRODUCTION AND EXHIBITION DEPARTMENT   | DEPARTMENT MANAGER III                      | 832-11-25 local 1400 |
| 9 SALVADOR, EVA MARI G.          | ARTS EDUCATION DEPARTMENT  | DEPARTMENT MANAGER III                      | 832-11-25 local 1703 |
| 10 CABALEJO, MANUEL B.           | INTERNAL AUDIT DEPARTMENT  | DEPARTMENT MANAGER III                      | 832-11-25 local 1110 |
| 11 BERNARDO, CARMENCITA J.       | CULTURAL EXCHANGE DEPARTMENT   | DEPARTMENT MANAGER III                      | 832-11-25 local 1701 |
| 12 DE PADUA, ELAINE S.           | MARKETING DEPARTMENT   | DEPARTMENT MANAGER III                      | 832-11-25 local 1405 |
| 13 DE LOS SANTOS, EUGENE A.      | PHILIPPINE PHILHARMONIC ORCHESTRA  | ORCHESTRA DIRECTOR                          | 832-11-25 local 1608 |
| 14 DECENA, DINO AKIRA K.         | ORCHESTRA ARTS DEVELOPMENT DIVISION  | CONCERTMASTER                               | 832-11-25 local 1610 |
| 15 SEÑERES, NOLI S.              | CULTURAL EXCHANGE DEPARTMENT   | CHIEF CULTURE & ARTS OFFICER                | 832-11-25 local 1701 |
| 16 CALMERIN, VALINE MAE D.       | ARTIST TRAINING DIVISION   | OIC, SENIOR CULTURE & ARTS OFFICER          | 832-11-25 local 1604 |
| 17 FRANCO, ALIZSA LYNN M.        | LIBRARY AND ARCHIVES DIVISION  | OIC, INFORMATION TECHNOLOGY OFFICER II      | 832-11-25 local 1502 |
| 18 DELA CRUZ, LIBERTINE S.       | CULTURAL RESEARCH AND DEVELOPMENT DIVISION                                     | CHIEF CULTURE & ARTS OFFICER                | 832-11-25 local 1511 |
| 19 CRUZ, RICARDO ERIC G.         | PRODUCTION DESIGN DIVISION (PRODUCTION DESIGN AND TECHNICAL SERVICES DIVISION) | CHIEF CULTURE & ARTS OFFICER                | 832-11-25 local 1125 |
| 20 MIRABUENA, RONNIE B.          | AUDIENCE DEVELOPMENT DIVISION  | CHIEF CULTURE & ARTS OFFICER                | 832-11-25 local 1605 |
| 21 PACADA, JOSELE A.             | VENUE OPERATIONS DIVISION  | CHIEF CULTURE & ARTS OFFICER                | 832-11-25 local 1413 |
| 22 ZAPATA, CONSUELO V.           | CULTURAL MANAGEMENT DIVISION   | CHIEF CULTURE & ARTS OFFICER                | 832-11-25 local 1706 |
| 23 DE GUZMAN, TERESA S.          | BUDGET DIVISION  | OIC, ACCOUNTANT IV                          | 551-00-96            |
| 24 LEE, MARIA GLAIZA L.          | CORPORATE COMMUNICATIONS DIVISION  | OIC, INFORMATION OFFICER III                | 832-11-25 local 1114 |
| 25 FUNTINILLA, CECILIA E.        | MANAGEMENT SERVICES DIVISION   | DIVISION CHIEF III                          | 832-11-25 local 1116 |
| 26 BOTACION, MARITES R.          | GENERAL SERVICES DIVISION  | DIVISION CHIEF III                          | 832-51-17            |
| 27 MARCO, GEMMA A.               | SALES AND PROMOTIONS DIVISION  | DIVISION CHIEF III                          | `                    |
| 28 FLORES, JEMMAH MARIA M.       | ACCOUNTING DIVISION  | OIC, ACCOUNTANT III                         | 832-37-08            |
| 29 DEBBIE A. PONTERAS            | MAINTENANCE AND ENGINEERING SERVICES DIVISION                                  | DIVISION CHIEF III                          | 832-51-17            |
| 30 TERNAL, LUTHER L.             | TRAINING AND DEVELOPMENT DIVISION  | DIVISION CHIEF III                          | 832-11-25 local 1909 |
| 31 RANCES, TERESA S.             | ASSET MANAGEMENT DIVISION  | DEPARTMENT MANAGER III                      | 832-36-59            |
| 32 RAMIL JAY S. MACARAIG         | PROCUREMENT MANAGEMENT DIVISION  | OIC, SUPERVISING ADMINISTRATIVE OFFICER     | 831-11-25            |
| 33 COLUBIO, CLIFFORD R.          | TREASURY DIVISION  | OIC, CHIEF TREASURY OPERATIONS OFFICER I    | 832-11-25 local 1311 |
| 34 SALVADOR, RAQUEL L.           | HUMAN RESOURCE SERVICES DIVISION   | DIVISION CHIEF III                          | 832-11-25 local 1908 |
| 35 SAUR, DELFIN JR., R.          | PROPERTY AND SUPPLY DIVISION   | OIC, PROPERTY AND SUPPLY DIVISION           | 551-00-39            |
| 36 SIY, BEVERLY W.               | INTERTEXTUAL DIVISION  | OIC, INTERTEXTUAL DIVISION                  | 832-11-25 local 1706 |
| 37 DELA CRUZ, LIBERTINE S.       | CULTURAL CONTENT DEPARTMENT  | OIC, CULTURAL CONTENT DEPARTMENT            | 832-11-25 local 1511 |
| 38 CARALDE, MAE U.               | FILM, BROADCAST AND NEW MEDIA DIVISION   | OIC, FILM, BROADCAST AND NEW MEDIA DIVISION | 832-11-25 local 1705 |
| 39 MAÑIBO, ELVIRA A.             | RESOURCE DEVELOPMENT DIVISION  | ORCHESTRA MANAGER                           | 832-11-25 local 1608 |
| 40 LUCERO, CLOTILDE G.           | PERFORMING ARTS DIVISION (PRODUCTION MANAGEMENT SERVICES DIVISION)             | OIC, PERFORMING ARTS DIVISION               | 832-11-25 local 1607 |
| 41 YONZON, MAURO ARIEL SR        | VISUAL ARTS AND DESIGN DIVISION  | DEPARTMENT MANAGER III                      | 832-11-25 local 1504 |

Prepared by:

**RAQUEL L. SALVADOR, DBA**  
Division Chief III

Certified Correct:

**ATTY. KRISCHELLE B. MATAS**  
Department Manager III