

Advancing Gender Balance and Pay Equity Across Employment Levels



Mountain Province State University (MPSU) upholds a proactive and data-driven approach to ensuring fairness and equality in the workplace, particularly in gender representation and compensation.

To sustain this commitment, MPSU systematically tracks its pay scale and gender distribution. The data for Calendar Year 2024 demonstrates the University’s progress toward achieving gender equity across various employment levels. The report, based on Full-Time Equivalent (FTE) headcounts, reflects consistent female representation across all position categories—from rank-and-file staff to executive-level posts.

Pay Scale Equity Tracking Reporting

Salary Grade (SG)	Position Level	Total FTE Headcount	Female FTE	Male FTE	% Female (Representation)
SG 1 - SG 8	Rank & File Staff	181	100	81	52.25
SG 9 - SG 15	Mid-Level Staff	228	157	71	68.86
SG 16 - SG 21	Supervisory Junior Faculty	96	56	40	58.33
SG 22 - SG 26	Department Head / Senior Faculty	39	20	19	51.28
SG 27 - SG 30	Executive / Director Level	16	9	7	56.25
TOTAL	-	560	342	218	61.07
Average Salary			Php 35, 173.10	Php 36,514.89	Gap: Php 1,341.79



To further assess equity in compensation, MPSU conducted a pay gap analysis for Calendar Year 2024 using the formula:

$$\text{Pay Gap (\%)} = ((\text{Average Male Pay} - \text{Average Female Pay}) / \text{Average Male Pay}) \times 100$$

$$\begin{aligned} &= \frac{(36514.89 - 35173.10)}{36514.89} \times 100 \\ &= 0.03674 \times 100 \end{aligned}$$

Gender Pay Gap = 3.67 %

Based on the computed average pay levels, male employees earned an average of ₱36,514.89, while female employees earned ₱35,173.10. Applying the formula yields a gender pay gap of 3.67%, indicating that, on average, female employees earn approximately 3.67% less than their male counterparts.

This variance is minimal and statistically small which means that MPSU has effectively achieved **near-parity in pay between genders**. The University’s standardized salary grade system and adherence to the Compensation and Position Classification Act (Republic Act No. 6758) ensure that all employees performing work of equal value receive equal compensation, regardless of gender.

Overall, the analysis affirms that MPSU’s compensation practices are equitable and inclusive, with consistent representation of women across all employment levels and a minimal gender pay differential. This outcome highlights MPSU’s ongoing commitment to fairness and gender equality in the workplace.





No.	PERMANENT MALE EMPLOYEES	SALARY GRADE	MONTHLY SALARY
1	CUE, EDGAR GONZALO	29	P 173,962.00
2	CHAKAS, REXTON FAGTANG	29	P 173,962.00
3	FOMEG-AS, DAVID YANGO	28	P 154,320.00
4	LOPEZ, MARK PRESTON SUMCAD	28	P 154,320.00
5	BALCITA, ROGELIO JR. KERCHATEN	27	P 139,128.00
6	FAGSAO, JONNELLE DESIERTO	27	P 136,893.00
7	PAGANDIYAN, JONI LANG-GUYAN	27	P 136,893.00
8	CAYABAS, JOHNNY JR. PAWID	25	P 107,208.00
9	LINGBANAN, DEXTER CATANES	24	P 94,132.00
10	PAKIPAC, ELMER DICSIN	23	P 87,507.00
11	PISILEN, PAUL JOSEPH NOOY	23	P 87,507.00
12	BALDIC, ALEXANDER TACBA	23	P 84,918.00
13	CLAUDIO, ALVER WANGDALI	23	P 84,918.00
14	GOMUAD, BRENT GREG ESPIRITU	23	P 84,918.00
15	RECILE, SANTIAGO TUAZON	23	P 84,918.00
16	ALERA, DARWIN PHILIP CHOPEN	23	P 83,659.00
17	ARMAS, FRANCISCO CASTRES	23	P 83,659.00
18	BANGAO, BRENT JOSEPH DAWAGUI	23	P 83,659.00
19	GAYAGAY, GLEN CODOD	23	P 83,659.00
20	MAPANGDOL, EDGAR BOMAL-ONG	23	P 83,659.00
21	NAPANOY, JAY BAGSAO	23	P 83,659.00
22	ROSARIO, ELVIN PEREZ	23	P 83,659.00
23	BIANGDAN, JUNE SINONG	22	P 74,836.00
24	ILACAD, LLOYD FADCHAL	22	P 74,836.00
25	KIBLASAN, JUNE II ATOMBIO	22	P 75,952.00
26	UMAYAT, AMORY AMGUINDANG	22	P 74,836.00
27	MADALANG, OBIE NOE BANDOC	21	P 83,659.00
28	GAYO, REYNALDO JR. PAULO	20	P 60,157.00
29	LAYAG, ANDREW MAGALGALIT	20	P 60,157.00
30	DAMAYAN, REXON TACBA	19	P 54,649.00
31	LAWAGEY, DOMINGO LACDAO	19	P 56,237.00
32	DILEM, GUILLERMO CAGWITE	19	P 54,649.00
33	ASWIGUE, BRUECKNER BAYBAY	19	P 53,873.00
34	BALAGTEY, PHILIP LATAWAN	19	P 53,873.00
35	BASTIAN, DOROTEO JR. LAMBINO	19	P 53,873.00
36	ENGNGEG, CHARLIE WRYKAN SAWI	19	P 54,649.00
37	FANAO, ALBAN CON-OT	19	P 53,873.00
38	FECHA, ROMMEL OFO-OB	19	P 53,873.00
39	OTING, EDUARDO SALIM	19	P 53,873.00
40	MARRERO, ELPECIO JR. BANAGEN	18	P 51,721.00
41	CALISEN, ALKEN DAGEO-A	18	P 49,015.00

No.	PERMANENT FEMALE EMPLOYEES	SALARY GRADE	MONTHLY SALARY
1	GUINABANG, LINDA IGUID	29	P 179,688.00
2	EKID, ANNIE GRAIL FANUSAN	29	P 173,962.00
3	MADJACO, GERALDINE LAPIA	29	P 173,962.00
4	MAGWILANG, EPIPHANIA BETE	29	P 173,962.00
5	FAGYAN, VENUS GRACE KANONGKONG	28	P 154,320.00
6	LOPEZ, SUSAN AGUILAN	28	P 154,320.00
7	MARRERO, EMILY ANN BACALA	28	P 154,320.00
8	CODOD, CHRISTIE LYNNE CUNNING	27	P 136,893.00
9	SIA-ED, AREL BATCAGAN	27	P 136,893.00
10	LACABEN, GINA LEYALEY	25	P 107,208.00
11	AGUID, DERINE DAY-ASEN	24	P 97,230.00
12	DE VERA, ANABELLE BALIANG	23	P 87,507.00
13	LASANGEN, WILEEN CHAIRA TALANAY	23	P 84,918.00
14	SUBILLA, MELANIE SANGDAAN	23	P 84,918.00
15	CUE, KAREN BUTZ	23	P 83,659.00
16	CUYANGOAN, JOYCE DAGUIO	23	P 83,659.00
17	DOCALLAS, JULIE GRACE MI-ING	23	P 83,659.00
18	DOMOGEN, JEVERA CAWILAN	23	P 83,659.00
19	LAFADCHAN, CLAIRE KAPLAAN PECKLEY	23	P 83,659.00
20	MASKAY, GEORGINA PATINGAN	23	P 83,659.00
21	POSOT, RACHEL FAGYAN	23	P 83,659.00
22	ROSARIO, WILLOW PANGKET	23	P 83,659.00
23	SAPIL, VILMA CHANGIWAN	23	P 83,659.00
24	SOLIVEN, ZENaida YAWAN	22	P 74,836.00
25	GARSI, JULIE PUCAY	22	P 74,836.00
26	GUMANGAN, JACQUELINE ME-ING	22	P 74,836.00
27	NASUNGAN, LICHELYN MOLING	22	P 74,836.00
28	PASONG, TRINIDAD GARLEJO	22	P 74,836.00
29	AGUIRRE, SANDRA BIANG	21	P 67,005.00
30	DEPAYSO, VENERANDA POSCHOR	21	P 67,005.00
31	LACABEN, ELIZABETH PAGUERO	21	P 67,005.00
32	LANG-AKAN, BRONWEN MARGUERITE SAGAYO	21	P 67,005.00
33	SAGANDOY, GENEVIEVE LAPON	21	P 67,005.00
34	FACULLO, DUBLIN OKOREN	20	P 60,157.00
35	CLAUDIO, GENEVIEVE BAGTA	20	P 61,032.00
36	ATIWAG, AMELIA MARY AQUINTEY	20	P 60,157.00
37	BANTASAN, ADELA II AKIEN	20	P 60,157.00
38	BAWIYAN, VENUS NAIDA PUMA-AT	20	P 60,157.00
39	BUDOD, LYDIA LEGANSO	20	P 60,157.00
40	GUINAYEN, VALERIE KERR PACYAYA	20	P 60,157.00
41	NGODCHO, JOY FRAINE MAGKACHI	20	P 60,157.00

42	LIDUA, COLLINS FILOG	18	P	49,015.00
43	SAWATE, GABRIEL JR. TALTALA	18	P	49,015.00
44	ANANAYO, VADIM VIKTOR SCOTT COMAFAY	18	P	49,015.00
45	CACAP, AUGUSTO BALSAWEN	18	P	49,015.00
46	CAWAREN, JUVENCIO FAKIDAN	18	P	49,015.00
47	COMICHO,FLEMINGTON MOLING	18	P	49,015.00
48	KIS-ING, SOMERSON CONING	18	P	49,015.00
49	LIGLIGEN, SEAN CAMELON AKILIT	18	P	49,015.00
50	OMAWENG, JAYSON ANTONIO	18	P	49,015.00
51	PACLING, ROGER CULIAO	18	P	49,015.00
52	PANGOD, HAZIM GOMER KEDAWEN	18	P	49,015.00
53	WAPAN, MARTIN TUDLEM	18	P	49,015.00
54	DANGLOSI, ERIC LICAY	17	P	45,619.00
55	CODMOR, LYNDEN KANONGKONG	17	P	45,138.00
56	FOMOCAO, ALFRED JR. OSDAWEN	17	P	45,138.00
57	LANTION, ROGIE PATICAN	17	P	45,138.00
58	MALICDAN, JADE AQUIEN	17	P	45,138.00
59	BRILLANTES, JOSEPH MANA-A	16	P	42,941.00
60	CULALLAD, IAN ACE ANGAGKA	16	P	41,616.00
61	DALMACIO, CLETO PE	16	P	42,494.00
62	CAWAREN, RAINE FAKIDAN	16	P	41,616.00
63	MEJIA, ROLLIE CANCERAN	16	P	41,616.00
64	TAYPEW, JIMMY LONGSIAB	16	P	41,616.00
65	CO, MEL ANGELES	15	P	38,413.00
66	COMAFAY, NEIL CHRISTIAN GAWAEN	15	P	38,413.00
67	LAYUGAN, JONATHAN BALONGGAY	15	P	38,413.00
68	NAPAT-A, BRENT JR. DALOG	15	P	38,413.00
69	CO, JOSE NADETDET	15	P	39,619.00
70	SUMEG-ANG, CHRISTIAN CABFIT	15	P	39,619.00
71	ALLIDEM, MIKE NARDO	15	P	38,413.00
72	DAGDAGUI, ROLLY TUNGAB	15	P	38,413.00
73	IMATONG, JAYSON EMING	15	P	38,413.00
74	MARRERO, BEN JR. SAYAWEN	15	P	38,413.00
75	LOD, EMERSON BALAN-EG	15	P	38,413.00
76	PAPSA-AO, RUDY JR. TUCABEN	15	P	38,413.00
77	TANGILAG, SANTINO MACLI-ING	15	P	38,413.00
78	TAWANNA, ROLANDO MADAYAG JR.	15	P	38,413.00
79	ALAWAS, CHALLIKIS KOTOKEN	14	P	35,434.00
80	ALLIDEM, ROBERT NARDO	14	P	35,434.00
81	DICKSEN, JOEL BUSONGAN	14	P	36,528.00
82	LUG-AO, ASHER HANGDAAN	14	P	35,434.00
83	SAY-EO, ART BANTASAN	14	P	35,434.00
84	FALAG-EY, FELIX JR. TANGILAG	14	P	35,434.00
85	MATAAG, NESTOR ABIASAN	12	P	30,705.00
86	TICANGAN, GEOFFREY ALVIN LUPAO	12	P	30,705.00
87	PALEG, JASON FIATA-ON	12	P	31,277.00
88	APANGCHAN, CYRILL PUGUON	12	P	30,705.00
89	GUINABANG, ANDRES IGUID	12	P	30,705.00
90	PUMA-AT, TIMOTHY WAP	11	P	29,377.00
91	TAWANNA, ROLANDO MADAYAG JR.	11	P	29,085.00

42	OLAYEN, CRISTINE DEP-ET	20	P	60,157.00
43	SEGSEG, GERALDINE DAY-ASEN	20	P	60,157.00
44	TUAZON, JENNIFER RUTH CHANGAT	20	P	60,157.00
45	ULLALIM, PARLINE ANGYAP TAFALENG	20	P	60,157.00
46	YADYADOC, RODELINE VILOG	20	P	60,157.00
47	AMOY, ROSE BOTLOGAN	19	P	53,873.00
48	ASSAYCO, JOCELYN GALATIC	19	P	53,873.00
49	GAS-IB, JANISSE BAO-ET	19	P	53,873.00
50	LUMSIT, JULIE YACDO	19	P	53,873.00
51	PAGANDIYAN, IMELDA TADEO	19	P	53,873.00
52	SUMEG-ANG, DELIA AGUMDANG	19	P	53,873.00
53	AKILITH, FELY AYCUD	18	P	52,851.00
54	AKILITH, NORMA WANAWAN	18	P	52,282.00
55	FOMAN-EG, MELODAVE YANGO	18	P	50,077.00
56	NGAMILOT, CARMEN AGLIT	18	P	50,077.00
57	BRILLANTES, JOCELYN BUNED	18	P	49,015.00
58	LIIS, BRENDA PASKING	18	P	49,015.00
59	NGELANGEL, GEMMA APOLINAR	18	P	49,015.00
60	AMBATCAN,CANDIDA GUIMPATAN	18	P	49,015.00
61	BALDO, MARIA PAZ OLUT	18	P	49,015.00
62	CHEWIRAN, SARYAN FANSEN	18	P	49,015.00
63	DAMAYAN, JENIFER NARIZ	18	P	49,015.00
64	GALANGCO, RHODA BASCO	18	P	49,015.00
65	PAREDES, ANNIE LOURIE YAWAN	18	P	49,015.00
66	PO-OR, KARYL ANIWASAL	18	P	49,015.00
67	TOYOKAN, MARY DULAY	17	P	46,597.00
68	CANISI, JOAN DEL ROSARIO	17	P	45,619.00
69	AGWILANG, LUZLYN MAGUEN	17	P	45,138.00
70	BAYONGASAN, DEMETRIA WAWAC	17	P	45,138.00
71	DANGLOSE, MERCEDES CANGYAS	17	P	45,138.00
72	DESIERTO, SHEILA AGANG-ANG	17	P	45,138.00
73	DUMALHIN, YVETTE JOY BETE	17	P	45,138.00
74	LAGUIWED, CYPRENE GRAIL LA MADRID	17	P	45,138.00
75	LATABEN, SALOME CEA	17	P	45,138.00
76	LENGWA, FEBIE LIZA LACABEN	17	P	45,138.00
77	TUMBAGA, JENNY CANGAT	17	P	45,138.00
78	CHE-ESAN, DAPHNE KONGOY	16	P	41,616.00
79	ALIKES, ESTER ROSE SAIPEN	16	P	41,616.00
80	BACWADEN, DENNIA LUZ AS-IL	16	P	41,616.00
81	BAYANGDAN, JISELLE QUINO	16	P	41,616.00
82	MADCHAWING, DANA FAITH FAGCAYANG	16	P	41,616.00
83	PENINGEO, ALMA BANTEO	16	P	41,616.00
84	XXXXXX	16	P	41,616.00
85	TIMIDAN, JOYCE DICKSEN	15	P	39,212.00
86	CHUMACOG, NORALYN BAGAWI	15	P	38,413.00
87	COMAAD, FLORENCE TUDLONG	15	P	38,413.00
88	DEL ROSARIO, IRENE BALIANG	15	P	38,413.00
89	IGUID, CAROLYNE DALE CASTAÑEDA	15	P	38,413.00
90	TACUT, NORMA FAKAT	15	P	38,413.00
91	DOSS, MICHELLE CANTAL	15	P	38,413.00

92	APOLINAR, JAYVEE GUT-OMEN	11	P	28,512.00
93	BOSANTOG, JEPSON BATAEK	11	P	28,512.00
94	LALIO, JETHRO PENDOSAN	11	P	28,512.00
95	TALAWEC, HITLER BAKILAN	11	P	28,512.00
96	ASPILAN, CHRISTIAN POMECHA	10	P	24,381.00
97	LINGBANAN, ALEXANDER CATANES	10	P	24,381.00
98	UT-UTAN, RAYMOND VAL KHAYAD	8	P	20,720.00
99	NACNAS, CLENCENT PALPAL	8	P	20,534.00
100	DONATO, ALEXANDER TOCTOCAN	8	P	20,534.00
101	GAUDAN, REY CUTOP	8	P	20,534.00
102	FELIX, REYNALDO AYNGAN	6	P	18,537.00
103	CO, QUINTIN NADETDET	6	P	18,396.00
104	BOSONGAN, JEFFER PAKIPAC	6	P	18,255.00
105	KIDIT, KENT SUMBAD	6	P	18,255.00
106	KUMALAO, JOB LEMUEL MALIKCHAN	6	P	18,255.00
107	KUNAYON, SEAN PAUL CAMCAMOTE	6	P	18,255.00
108	LIGOS, ARIEL DEPOLLO	6	P	18,255.00
109	MASKAY, EROS JOHN PATINGAN	6	P	18,255.00
110	PAYCOWAN, VIR JONES PEDRITO	6	P	18,255.00
111	FIDEL, MACARIO MADINO	5	P	18,014.00
112	GARLEJO, MELCHOR MOSAWAN	5	P	17,205.00
113	LAMANGEN, EDWIN ATIWAG	5	P	17,205.00
114	DIOHEN, GERALD FRANCIS FA-ED	4	P	16,460.00
115	NALICAO, JOSE BELLO	4	P	16,460.00
116	LOPEZ, JAMES SUMCAD	4	P	16,209.00
117	PASONG, MELVIN GARLEJO	4	P	16,209.00
118	MANGAL-IP, GERALDO COSAPE	3	P	16,105.00
119	CADIO, MON TICAD	3	P	15,621.00
120	LENGWA, JESSIE FARNICAN	3	P	15,501.00
121	PEDITEN, SYPO MARRERO	3	P	15,384.00
122	PIDLAO, MARK CHOLALOS	3	P	15,501.00
123	ALUYEN, VINCENT SANCHEZ	3	P	15,384.00
124	KALANG-AD, BRIAN FESWAY	3	P	15,265.00
125	LOMONG-OY, DOMINGO FANGKINGAN	3	P	15,265.00
126	MAITANG, JOSEPH ROMER DALOG	3	P	15,265.00
127	OYA-OY, JASON BISOY	1	P	13,862.00
128	LAGUIWOY, JIMMY GUMA-AD	1	P	13,633.00
129	GATAYEN, BRET MAGARRO	1	P	13,530.00
	CONTRACT OF SERVICE MALE EMPLOYEES			
1	Layugan, Jonathan B.	16	P	33,584.00
2	Maitang, Sunny A.	16	P	33,584.00
3	Chalis, Arnold W. Jr.	15	P	30,531.00
4	Lumiwan, Tammy Natag-ey	12	P	26,052.00
5	Magallis, Mike G.	12	P	26,052.00
6	Aclopen , Gaspar Jr. Bagni	12	P	26,052.00
7	Agwilang, Jan Carl Paulan	12	P	26,052.00
8	Katano, Alvin Logang-a	12	P	26,052.00
9	Balloyan, Marc Wilson Toyoken	12	P	26,052.00
10	Becasen, Bruce Mantias	12	P	26,052.00

92	ABAN, RACQUEL FALANGON	15	P	38,413.00
93	BALCITA, ZAIDA BANEZ	15	P	38,810.00
94	ALIPING, ARLYN BANGANG	15	P	38,413.00
95	BUKONG, FATIMA TAYA-AN	15	P	38,413.00
96	COMAFAY, MARIA FENERLYN SUDAYPAN	15	P	38,413.00
97	DUMRIQUE, CRISTINA SARMIENTO	15	P	38,413.00
98	PASPAS, DANIELA WANGWANG	15	P	38,413.00
99	YANGAT, OLIVIA LUMABAS	15	P	38,413.00
100	CRISANTO, ROWENA TUMAPANG	14	P	35,434.00
101	EGAS, DORIS LAPIA	14	P	35,434.00
102	MACGUI-ING, GIGIE KUNYAP BATINGWED	14	P	35,434.00
103	MARRERO, EVELYN ALBING	14	P	35,434.00
104	OYYENG, JESSAMINE DAPUYEN	14	P	35,434.00
105	PADAWIL, MARILYN LUMIWES	14	P	35,434.00
106	BAGUIWEN, RHUFA BAÑEZ	14	P	35,434.00
107	CHAGYOWEN, CHERRY ANN BATONG	14	P	35,434.00
108	CHAKAS, PEARLY OLIVETTE KOMOWANG	14	P	35,434.00
109	LAGGET, LAARNI PANG-ETAN	14	P	35,434.00
110	MANGALLAY, LERMA OTICAO	14	P	35,434.00
111	ALICMAS, VELON WAGAYAN	13	P	32,870.00
112	KEYDA, CLARENCE SUBILLA	13	P	32,870.00
113	TANGIB, GENEVIEVE GOLINGEY	13	P	32,870.00
114	ZARATE, HANNAH RECILE	13	P	32,870.00
115	APIL, POLEEN LANGSA MOGUET	13	P	32,870.00
116	BANDAS, LOURDES TUMAPANG	13	P	32,870.00
117	TAYNI, PHOENIX DICDICAN	13	P	32,870.00
118	LANG-ODAN, MARIBETH PALALY	12	P	31,277.00
119	MATIAS, MEGAN REYNA	12	P	31,277.00
120	BIMMUYAG, BERYL JO AGCON	12	P	31,277.00
121	CHAPEYEN, CATHERINE TAYTAYAN	12	P	30,989.00
122	TUDLONG, LIBERTY AGWAKING	12	P	30,989.00
123	DALMACIO, DELIA LORENA BAO-ET	12	P	30,705.00
124	DOQUEY, DANA NGOLOBAN	12	P	30,705.00
125	FANUSAN, JUDITH LEIGH AGIAGAN	12	P	30,705.00
126	GABUTAN, KATE SOL SABLING	12	P	30,705.00
127	GAYA, SAYRHA ALINGAWAD	12	P	30,705.00
128	GUIDANGEN, NOLIE MAE TIBONG	12	P	30,705.00
129	MAGCONGEY, JANICE SAGODANG	12	P	30,705.00
130	MENDOZA, MONALISA NAKIW-WEP	12	P	30,705.00
131	ONGAN, LEA PANCHO	12	P	30,705.00
132	PANGESFAN, SYLESIA KANING KIN-IWAY	12	P	31,277.00
133	PELEO, ANGELINE MAY-AO	12	P	30,705.00
134	PUMA-AT, PEGGYGAIL KALANGEG	12	P	30,705.00
135	SAPIL, DE ANN WANDALEN	12	P	30,705.00
136	TUAZON, CHARLEEN JOY AQUIEN	12	P	30,705.00
137	VILLARUZ, JEANLEE WALLANG	12	P	30,705.00
138	AGYAPAS, CLAIRE BALIAGA	11	P	29,673.00
139	FELIMON, CRYSTINE COFULAN	11	P	29,377.00
140	DIZON, VENUS EKID	11	P	28,796.00
141	CARANTO, DIXTY LUBDO	11	P	28,512.00

11	Benito, Benedict Bekigan	12	P	26,052.00
12	Caoile, Coleen C.	12	P	26,052.00
13	Oya-oy, Karl Luy-od	12	P	26,052.00
14	Sia-ed, Ferdie Langcao	12	P	26,052.00
15	Apangchan, Cyril	12	P	26,052.00
16	Banaken, Mark Ferdinand Dayagan	12	P	26,052.00
17	Nawen, Mark Anthony Nasuchod	12	P	26,052.00
18	Butz, Grey Enoch F.	12	P	26,052.00
19	Cruz, Ivan Jace Gallardo	12	P	26,052.00
20	Limog, Jericho Farnican	12	P	26,052.00
21	Tawagen, Irenio Dongitan Jr.	12	P	26,052.00
22	Claudio, Liman II Y.	12	P	26,052.00
23	Akilit, Ezekiel A.	12	P	26,052.00
24	Guidangen, Ceasar M. Jr.	12	P	26,052.00
25	Alop, Jefferson D.	12	P	26,052.00
26	Ambros, B. Darwin	12	P	26,052.00
27	Heraldez, Juanito Jr.D.	12	P	26,052.00
28	Talawec, Hitler B.	12	P	26,052.00
29	Yumang, Christopher	12	P	22,938.00
30	Baguingey, Jude Anthony L.	11	P	20,754.00
31	Borlasan, Jessie B.	11	P	20,754.00
32	Lalio, Jethro P.	11	P	20,754.00
33	Lingbanan, Harvey P.	11	P	20,754.00
34	Begay, Jose G.	11	P	20,754.00
35	Cha-ar, Benjamin A.	11	P	20,754.00
36	Maguilang, Lee M.	10	P	19,233.00
37	Mapangdol, Sheemah S.	10	P	19,233.00
38	Comafay, Jonathan G.	9	P	17,975.00
39	Golocan, Marx	9	P	24,482.00
40	Alos, Raymund O.	9	P	17,975.00
41	Gut-omen, Nicole Bryle F.	8	P	16,758.00
42	Egangan, Augie Mhar M.	8	P	16,758.00
43	Apolinar, Winston Wyz A.	8	P	16,758.00
44	Andrada, Manuel Jr A.	8	P	16,758.00
45	Borlaza, Rudyard B.	8	P	16,758.00
46	Elias, Jason A.	8	P	16,758.00
47	Diosco, Hyacinth B.	8	P	16,758.00
48	Chopchopen, Gabriel P.	8	P	16,758.00
49	Fao-anan, Jimmy Jr. U	8	P	16,758.00
50	Sib-aten, Albin	8	P	16,758.00
51	Yomang, Christian W.	8	P	16,758.00
52	Nasungan, Anton Zaren A.	7	P	15,738.00
53	Andaya, Eunark G.	6	P	14,847.00
54	Ongaria, Jervy B.	6	P	14,847.00
55	Abiasen, Isiah A.	6	P	14,847.00
56	Ana-as, Peter O.	6	P	14,847.00
57	Gapacan, Israel T.	6	P	14,847.00
58	Geronilla, Kendoll P.	6	P	14,847.00
59	Afali, Jericho Sean O.	6	P	14,847.00
60	Fantiyao, Ariel Joseph A.	6	P	14,847.00

142	DIWAYAN, MERIEL TINGBAO	11	P	28,512.00
143	FAKAT, BRENETTE JOY ATITIW	11	P	28,512.00
144	FANGASAN, SIMONETTE CLYDE FAGYAN	11	P	28,512.00
145	KOLLALONG, JOAN LAOYAN	11	P	28,512.00
146	MENDOZA, JENNIFER NAKIWEP	11	P	28,512.00
147	AYOCHOK, EVER ZENRA QUINES	10	P	24,381.00
148	DIANO, DAPHNE PAGTEILAN	10	P	24,381.00
149	LIGLIGEN, LAIRE SANTOS	10	P	24,381.00
150	MAGUEN, VANESSA COMAAD	10	P	24,381.00
151	SIMANGON, SONNY TARIAGAO	10	P	24,381.00
152	LO, SHANE BLAISE MANGACHEO	9	P	22,404.00
153	ANONGOS, GERTRUDE BALTAZAR	9	P	22,219.00
154	FORTUNATO, PISCES JEAN SOLANG	9	P	22,219.00
155	MAITANG, NALYN ATET-ENG	9	P	22,219.00
156	MALIKCHAN, MICHELYN LAYAO	9	P	22,219.00
157	MENDOZA, CHERADEE ESPINOSA	9	P	22,219.00
158	AYOCHOK, JONA FADCHAR	8	P	20,908.00
159	BANTASAN, EMY DAPING	8	P	20,534.00
160	CHALUYEN, DIANA DEE TALPACIDO	8	P	20,534.00
161	GALAP, MYLENE RAMOS	8	P	20,534.00
162	KILITO, VIRGINIA CHAGYOWEN	8	P	20,534.00
163	LONGATAN, LEONA CON-EK	8	P	20,534.00
164	MONGO, MAY JOY GANSOEN	8	P	20,534.00
165	WANGWANG, IMEE CHARISMA AWICHEN	8	P	20,534.00
166	CRUZ, FLORDELIZA GALLARDO	6	P	18,537.00
167	AQUINO, ESTELITA ABOLI	6	P	18,255.00
168	BANDONILL, JOSIAH KIM WILLIS	6	P	18,255.00
169	CHALLOY, PHOEBE Ikid	6	P	18,255.00
170	DALAY-ON, ROCHELLE ANN CONSTANCIO	6	P	18,255.00
171	DILEM, ROWENA BUCLAO	6	P	18,255.00
172	EKID, ESTHER CHOMANOG	6	P	18,255.00
173	ELARDE, JESSA E.	6	P	18,255.00
174	FAGTANG, JOVELYN LOD-OT	6	P	18,255.00
175	FELIX, BEATRIZ LOMA-ANG	6	P	18,255.00
176	GALENG, AMILYN TABAO-ICAN	6	P	18,255.00
177	KENGKENGAN, MICHA TOYOKAN	6	P	18,255.00
178	KITOYAN, PHEMA AKILITH	6	P	18,255.00
179	LAMI-ING, JEZEBEL CLAUDIO	6	P	18,255.00
180	LINGBANAN, ETHNE ILYANA BACWADEN	6	P	18,255.00
181	LONGI, BARBARA RITA AFIDCHAO	6	P	18,255.00
182	MAY-AO, MARIA ANGELINE SU	6	P	18,255.00
183	POMECHA, ZEIN CORALES	6	P	18,255.00
184	WAGTINGAN, MAE SANDRA BIAG	6	P	18,255.00
185	ENGNGEG, EDNA KHENSAY	3	P	15,501.00
186	SIMANGON, ANALISA MAMMAG	3	P	15,384.00
187	ANALOG, BERNADETTE WANGWANG	3	P	15,265.00
188	BOTENG, JANET PALOGING	3	P	15,265.00
189	KUMALAO, SHANI REBECCA MALIKCHAN	3	P	15,384.00
190	PALATIKAN, ANTONIA FATANG-AY	3	P	15,265.00
	CONTRACT OF SERVICE FEMALE EMPLOYEES			

61	Cabradilla, Paul M.	6	P	14,847.00
62	Petten, Henry Jr. B.	6	P	14,847.00
63	Piwit, Rafael L.	6	P	14,847.00
64	Kistawa, Peter M., Jr.	6	P	14,847.00
65	Alngangeo, Christian Jay C.	6	P	14,847.00
66	Bulusan, Leomar B.	6	P	14,847.00
67	Basilan, Clanie F.	5	P	14,007.00
68	Insong, Jake M.	4	P	13,214.00
69	Nangloy, Adam Lee	4	P	13,214.00
70	Abella, Jay G.	4	P	13,214.00
71	Khayog, Francis F.	4	P	13,214.00
72	Backong, Saul S.	4	P	13,214.00
73	Daskeo, Segundo Jr D.	4	P	13,214.00
74	Espejo, Ulysis B.	4	P	13,214.00
75	Lisking, Rodolfo G.	4	P	13,214.00
76	Bumas-ang, Edwin L. Jr.	4	P	13,214.00
77	Tingbao, Ariel C.	4	P	13,214.00
78	Aspilan, Efren Jaypee D.	4	P	11,761.00
79	Calabias, Daniela	4	P	13,214.00
80	Capis, Elmer A. Jr.	4	P	13,214.00
81	Seb-oton, Remawi Georgette	4	P	13,214.00
82	Fesway, Aldrich Kelvin L.	4	P	13,214.00
83	Nalicao, Charlie B.	3	P	12,466.00
84	Laquesta, Jesus C.	3	P	12,466.00
85	Madayag, Ferdinand V.	3	P	12,466.00
86	Lagadan, Marcelo	3	P	12,466.00
87	Andaya, John Jonathan Jr. K	3	P	12,466.00
88	Pol-ocan, Kevin K.	2	P	11,761.00
89	Galleo, Oscar L.	2	P	11,761.00
AVERAGE SALARY:		P		36,514.89

1	Facullo, Dublin O.	22	P	65,319.00
2	Bellang, Aileen D.	15	P	30,531.00
3	Nalicao, Rogelyn B.	15	P	30,531.00
4	Agageo, Daisa Marie	15	P	30,531.00
5	Kacayon, Ligmaya Machang	12	P	26,052.00
6	Lakistan, Nova Ulila	12	P	26,052.00
7	Selvino-Tayni, Blesselyn Paplinit	12	P	26,052.00
8	Fanusan, Judith Leigh A.	12	P	26,052.00
9	Gallate, Mylene Dullipas	12	P	26,052.00
10	It-itan, Novelyn B.	12	P	26,052.00
11	Tengay, Loran Prela Siblagaan	12	P	26,052.00
12	Adchak, Kelanie Mae Falaweg	12	P	26,052.00
13	Aguilar, Lykafé M.	12	P	26,052.00
14	Canipas, Marione Longboan	12	P	26,052.00
15	Kacayon, Charity Machang	12	P	26,052.00
16	Mangsi,Melody D.	12	P	26,052.00
17	Pachao, Gemielyn Bibat	12	P	26,052.00
18	Sadcopen, Nicole Anne Soria	12	P	26,052.00
19	Buyagan, Beverly Wad-as	12	P	26,052.00
20	Guasi, Minda Sacyaten	12	P	26,052.00
21	Wanawan, Leonora Bosaing	12	P	26,052.00
22	Amongan, Janine Claire Changat	12	P	26,052.00
23	Ana-as, Jenilyn Tariagao	12	P	26,052.00
24	Pel-ey, Leticia Ing-inga	12	P	26,052.00
25	Wangwang, Suzelle Henra Chomapoy	12	P	26,052.00
26	Dumangeng, Christine Joy Ekid	12	P	26,052.00
27	Kadlusan, Jiezelle Sadcopen	12	P	26,052.00
28	Tacut, Ariane Kay Fakat	12	P	26,052.00
29	Antonio, Irish Joy D.	12	P	26,052.00
30	Ap-apid, Janyenne Mae Y.	12	P	26,052.00
31	Asanza, Raizyl Hayne T.	12	P	26,052.00
32	Fomocao, Jennifer Fawagan	12	P	26,052.00
33	Kawaren, Sally Anongos	12	P	26,052.00
34	Kitongan, Ismay Amatic	12	P	26,052.00
35	Lacaben, Giselle-Anne Paguerao	12	P	26,052.00
36	Linmayog, Venus Yango	12	P	26,052.00
37	Mi-ing, Jasmin Bondad	12	P	26,052.00
38	Patingan, Alma Joy Wangwang	12	P	26,052.00
39	Pangdes, Thelma Doligas	12	P	26,052.00
40	Puyao, April Fangka Safawil	12	P	26,052.00
41	Tarnate, Liza Chimeng Kittong	12	P	26,052.00
42	Tawali, Janelle Presca Apolinar	12	P	26,052.00
43	Tiliden, Monique Kabluyen	12	P	26,052.00
44	Wangwang, Jenny Clyde A.	12	P	26,052.00
45	Dangsi, Charmaine Dada-an	12	P	26,052.00
46	Fawas, Imelda Aowes	12	P	26,052.00
47	Ngollob, Keren Khate Baniswal	12	P	26,052.00
48	Tiyok, Agcopy Changiwan	12	P	26,052.00
49	Dacanay, Fremalyn Ayodoc	12	P	26,052.00

50	Peleo, Angeline May-ao	12	P	26,052.00
51	Fulangen, Archebelle Gamboa	12	P	26,052.00
52	Galingan, Rhesa Itaman	12	P	26,052.00
53	Imingan, Joanna Bumakil	12	P	26,052.00
54	Laurel, Shane Apangchan	12	P	26,052.00
55	Papnga-a, Matilde Pachao	12	P	26,052.00
56	Bocalan, Harley Cawayan	12	P	26,052.00
57	Laguitan, Charlotte Junic Maitang	12	P	26,052.00
58	Malot, Jackielou Pagaduan	12	P	26,052.00
59	Pating, Jinalyn Palubos	12	P	26,052.00
60	Bilayon, Jirah Guimbawan	12	P	26,052.00
61	Oting, Ashley P.	12	P	26,052.00
62	Paysa, Melody P.	12	P	26,052.00
63	Agageo, Noble L.	12	P	26,052.00
64	Montilla, Jennilyn M.	12	P	26,052.00
65	Mok-eng, Judemay Flora	12	P	26,052.00
66	Sapil, De Ann W.	12	P	26,052.00
67	Dominguez, Oliver B.	12	P	26,052.00
68	del Rosario, Jonalyn C.	12	P	26,052.00
69	Gaburno, Lunesa Merrisol G.	12	P	26,052.00
70	Membrere, Fhely D.	12	P	26,052.00
71	Dibdiben, Heather C.	12	P	26,052.00
72	Degay, Gremble D.	12	P	26,052.00
73	Bugnosen, Juvie Charity P.	12	P	26,052.00
74	Oyam, Jovy Leigh Scarlet M.	12	P	26,052.00
75	Pascual, Ivy E.	12	P	26,052.00
76	Sagudang, Azinith G.	11	P	20,754.00
77	Pisilen, Charmaine Ayesha D.	11	P	20,754.00
78	Fa-ed, Dikwanay Kate F.	11	P	20,754.00
79	Ayban, Rowena B.	10	P	19,233.00
80	Cayabas, Rose Ann N.	10	P	19,233.00
81	Piwit, Jellian C.	10	P	19,233.00
82	Galsi, Joveliza L.	10	P	19,233.00
83	Fakat, Brenette Joy A.	9	P	17,975.00
84	Kiat-ong, Kate T.	9	P	17,975.00
85	P+F236:F280elis, Mariane A.	9	P	24,482.00
86	Widwidan, Maribel M.	8	P	16,758.00
87	Galeng, Amilyn T.	8	P	16,758.00
88	Sumerbang, Mirasol F.	8	P	16,758.00
89	Pongad, Brenalyn S.	8	P	16,758.00
90	Fanged, Nhorwina F.	8	P	16,758.00
91	Maday-a, Melanie M.	8	P	16,758.00
92	Pelayo, Jenny L.	6	P	14,847.00
93	Khayad, Valorie Anne B.	6	P	14,847.00
94	Dula, Khay-an A.	6	P	14,847.00
95	Beligen, Ruth P.	6	P	14,847.00
96	Manaa, Mhilky Florida D.	6	P	14,847.00
97	Kalang-ad, Rochelle	6	P	14,847.00
98	Longi, Barbara Rita A.	6	P	14,847.00
99	Falluyan, Jo-anne E.	6	P	14,847.00

100	Lingfiawan, Jafen B.	6	P	14,847.00
101	Guimpatan, Shello	6	P	14,847.00
102	Lami-ing, Jezebel C.	6	P	14,847.00
103	Lingbanan, Ethel Gwen S.	6	P	14,847.00
104	Fagtang, Jovelyn L.	5	P	14,007.00
105	Ikid, Wilma S.	4	P	13,214.00
106	Papa, Alpha M.	4	P	13,214.00
107	Agayao, Divina P.	4	P	13,214.00
108	Docosen, Maryphy	4	P	13,214.00
109	Dida, Khareen E.	4	P	13,214.00
110	Cariño, Venus D.	4	P	13,214.00
111	Guisoben, Likwan Grace M.	4	P	13,214.00
112	Filog, Charito C.	4	P	13,214.00
113	Canayon, Jenny B.	4	P	13,214.00
114	Tayab, Mary Ann P.	4	P	13,214.00
115	Laguipen, Gretchen	4	P	13,214.00
116	Siw-ang, Maureen A.	4	P	13,214.00
117	Papat, Regine T.	4	P	13,214.00
118	Bantasan, Lailani D.	4	P	13,214.00
119	Lorenzo, Marikis L.	4	P	13,214.00
120	Palangdosan, Veronica B.	4	P	13,214.00
121	Agnaya, Ary A.	4	P	17,992.00
122	Moc-eng, Vivian M.	4	P	17,992.00
123	Gabutan, Diarh W.	4	P	17,992.00
124	Yapyapan, George D.	4	P	17,992.00
125	Clemente, Bienvenido M.	4	P	17,992.00
126	Melad, Leo L.	4	P	17,992.00
127	Miranda, Daryl Creisha Elle A.	4	P	13,214.00
128	Casingey, Inatongan P.	4	P	13,214.00
129	Chegyem, Maria Theresa A.	3	P	12,466.00
130	Gansoen, Gretchen B.	3	P	12,466.00
131	Bagowan, Jennifer T.	3	P	12,466.00
132	Fana-ang, Esther C.	3	P	12,466.00
133	Fesway, Janet A.	3	P	12,466.00
134	Palatican, Lea B.	3	P	12,466.00
135	Sullad, Maryline	3	P	12,466.00
136	Sumerbang, Albina F.	3	P	12,466.00
137	Carlos, Sandra C.	3	P	12,466.00
138	Iniego, Debra Rose D.	3	P	12,466.00
139	Perez, Calire K.	3	P	12,466.00
140	Valentin, Marjorie D.	3	P	12,466.00
141	Canawel, Filomina P.	3	P	12,466.00
142	Santos, Jenny Lyn A.	3	P	12,466.00
143	Magcongey, Melody F.	3	P	12,466.00
144	Indongsan, Marifel T.	3	P	12,466.00
145	Fomen-as, Febelyn G.	3	P	12,466.00
146	Barit, Rosenda A.	3	P	12,466.00
147	Todco, Loren K.	3	P	12,466.00
148	Compalas, Arlene P.	3	P	12,466.00
149	Tao-ey, Cecille N.	3	P	12,466.00

150	Loy-od, Sarah Marie K.	3	P	12,466.00
151	Fugnay, Joy U.	3	P	12,466.00
152	Bongabong, Alicia W.	2	P	11,761.00
	AVERAGE SALARY:		P	35,173.10

Prepared by:


MICHAEL T. KENGKENGAN
 HRMO Staff