

**METROPOLITAN WATERWORKS AND SEWERAGE SYSTEM  
PERSONAL SERVICES**

For the Year Ended December 31, 2008

(With comparative figures for the year ended December 31, 2007)

(In Thousand Pesos)

|   | 2008           | 2007           |
|---|----------------|----------------|
| Salaries and wages - regular                | 43,958         | 41,156         |
| Salaries and wages - contractual            | 5,618          | 7,362          |
| Additional compensation                     | 4,020          | 4,289          |
| PERA  | 1,660          | 1,750          |
| Representation allowance                    | 8,730          | 8,715          |
| Transportation allowance                    | 1,565          | 941            |
| Clothing allowance                          | 970            | 986            |
| Year end bonus                              | 7,909          | 11,734         |
| Other bonuses and allowances                | 55,090         | 27,234         |
| Longevity pay                               | 5,609          | 5,291          |
| Cash gift/13th month pay                    | 3,652          | 3,709          |
| Hazard pay                                  | 2,808          | 4,414          |
| Overtime and night pay                      | 536            | 1,273          |
| Honoraria                                   | 2,754          | 3,156          |
| Life and retirement insurance contributions | 5,208          | 5,675          |
| PHILHEALTH contributions                    | 538            | 527            |
| ECC contributions                           | 246            | 278            |
| Pag-IBIG contributions                      | 233            | 280            |
| Terminal leave benefits                     | 1,565          | 1,290          |
| Provident fund benefits                     | 2,749          | 10,214         |
| Other personnel benefits                    | 48,715         | 56,478         |
| <b>TOTAL</b>                                | <b>204,133</b> | <b>196,752</b> |

*See accompanying Notes to Financial Statements.*