

AGENCY ESTIMATE FOR SECURITY OFFICERS (AOR 1)			1st Shift	2nd Shift	3rd Shift
			6AM - 2PM	2PM- 10PM	10PM- 6AM
			Minimum Wage Rate (MWR)		
			350	350	350
<b>1</b>	<b>ESTIMATED EQUIVALENT MONTHLY RATE = EEMR (FACTOR= 393.5 days)</b>				
1.1	Ordinary working days: (298 x MWR)	298	104,300.00	104,300.00	104,300.00
1.2	Regular holidays: (12 x 200% x MWR)	24	8,400.00	8,400.00	8,400.00
1.3	Rest days: (52 x 130% x MWR)	67.6	23,660.00	23,660.00	23,660.00
1.4	Special days: (3 x 130% x MWR)	3.9	1,365.00	1,365.00	1,365.00
	Annual Total	393.5	137,725.00	137,725.00	137,725.00
	<b>Total Equivalent Monthly Rate</b>		<b>11,477.08</b>	<b>11,477.08</b>	<b>11,477.08</b>
<b>2</b>	<b>NIGHT SHIFT DIFFERENTIAL (NSD)</b>				
2.1	Ordinary working days: ((MWR/8) x 10% x 298 x 8 )		-	-	10,430.00
2.2	Regular Holidays: ((MWR/8) x 100% x 12 x 8)		-	-	4,200.00
2.3	Rest Days: ((MWR/8) x 43% x 52 x 8 )		-	-	7,826.00
2.4	Special Day: ((MWR/8) x 43% x 3 x 8)		-	-	451.50
	<b>Total Equivalent Monthly Night Shift Differential Pay</b>		-	-	<b>1,908.96</b>
	<b>TOTAL EQUIVALENT MONTHLY RATE (MWR + NSD)</b>		<b>11,477.08</b>	<b>11,477.08</b>	<b>13,386.04</b>
3	13th MONTH PAY PER MONTH: (MWR x 365/12)/12		887.15	887.15	887.15
4	5-DAY SERVICE INCENTIVE LEAVE PAY PER MONTH (MWR x 5/12)		145.83	145.83	145.83
5	UNIFORM ALLOWANCE (Per R-IV-4, RA 5487)*		250.00	250.00	250.00
6	RETIREMENT BENEFIT PER MONTH (MWR x 22.5 / 12)		656.25	656.25	656.25
<b>A</b>	<b>TOTAL MONTHLY AMOUNT DIRECTLY TO OFFICER/S, INCLUDING UNIFORM ALLOWANCE &amp; RETIREMENT PAY</b>		<b>13,416.31</b>	<b>13,416.31</b>	<b>15,325.27</b>
	<b>Amount to Government in favor of OFFICER/S</b>				
7	SSS Premiums-Employer Share		847.20	847.20	994.50
8	SSS EC-Employer Share		10.00	10.00	10.00
9	PHILHEALTH-Employer Share		157.81	157.81	157.81
10	SIF-Employer's Share		30.00	30.00	30.00
11	PAG-IBIG-employer Share		100.00	100.00	100.00
<b>B</b>	<b>Total Amount to Gov't. in favor of OFFICER/S (7+8+9+10+11)</b>		<b>1,145.01</b>	<b>1,145.01</b>	<b>1,292.31</b>
<b>C</b>	<b>Total Amount Directly to OFFICER/S and to Government in favor of the OFFICER/S (A + B)</b>		<b>14,561.32</b>	<b>14,561.32</b>	<b>16,617.58</b>
<b>D</b>	REQUIRED NUMBER OF OFFICER/S		2	2	1
<b>E</b>	AMOUNT DUE TO OFFICER/S AND GOVERNMENT (Per Shift)		29,122.65	29,122.65	16,617.58
<b>F</b>	DURATION (in Months)				12
<b>G</b>	TOTAL AMOUNT DUE TO OFFICER/S AND GOVERNMENT				898,354.49
<b>H</b>	ADMINISTRATIVE FEE				
<b>I</b>	VAT	12%			
<b>J</b>	AOR 1 AMOUNT FOR OFFICERS:				

AGENCY ESTIMATE FOR SECURITY OFFICERS (AOR 2)		1st Shift	2nd Shift	3rd Shift
		6AM - 2PM	2PM- 10PM	10PM- 6AM
		Minimum Wage Rate (MWR)		
		350	350	350
<b>1</b>	<b>ESTIMATED EQUIVALENT MONTHLY RATE = EEMR (FACTOR= 393.5 days)</b>			
1.1	Ordinary working days: (298 x MWR)	298	104,300.00	104,300.00
1.2	Regular holidays: (12 x 200% x MWR)	24	8,400.00	8,400.00
1.3	Rest days: (52 x 130% x MWR)	67.6	23,660.00	23,660.00
1.4	Special days: (3 x 130% x MWR)	3.9	1,365.00	1,365.00
	Annual Total	393.5	137,725.00	137,725.00
	<b>Total Equivalent Monthly Rate</b>		<b>11,477.08</b>	<b>11,477.08</b>
<b>2</b>	<b>NIGHT SHIFT DIFFERENTIAL (NSD)</b>			
2.1	Ordinary working days: ((MWR/8) x 10% x 298 x 8 )		-	10,430.00
2.2	Regular Holidays: ((MWR/8) x 100% x 12 x 8)		-	4,200.00
2.3	Rest Days: ((MWR/8) x 43% x 52 x 8 )		-	7,826.00
2.4	Special Day: ((MWR/8) x 43% x 3 x 8)		-	451.50
	<b>Total Equivalent Monthly Night Shift Differential Pay</b>		-	<b>1,908.96</b>
	<b>TOTAL EQUIVALENT MONTHLY RATE (MWR + NSD)</b>		<b>11,477.08</b>	<b>13,386.04</b>
3	13th MONTH PAY PER MONTH: (MWR x 365/12)/12		887.15	887.15
4	5-DAY SERVICE INCENTIVE LEAVE PAY PER MONTH (MWR x 5/12)		145.83	145.83
5	UNIFORM ALLOWANCE (Per R-IV-4, RA 5487)*		250.00	250.00
6	RETIREMENT BENEFIT PER MONTH (MWR x 22.5 / 12)		656.25	656.25
<b>A</b>	<b>TOTAL MONTHLY AMOUNT DIRECTLY TO OFFICER/S, INCLUDING UNIFORM ALLOWANCE &amp; RETIREMENT PAY</b>		<b>13,416.31</b>	<b>15,325.27</b>
	<b>Amount to Government in favor of OFFICER/S</b>			
7	SSS Premiums-Employer Share		847.20	994.50
8	SSS EC-Employer Share		10.00	10.00
9	PHILHEALTH-Employer Share		157.81	157.81
10	SIF-Employer's Share		30.00	30.00
11	PAG-IBIG-employer Share		100.00	100.00
<b>B</b>	<b>Total Amount to Gov't. in favor of OFFICER/S (7+8+9+10+11)</b>		<b>1,145.01</b>	<b>1,292.31</b>
<b>C</b>	<b>Total Amount Directly to OFFICER/S and to Government in favor of the OFFICER/S (A + B)</b>		<b>14,561.32</b>	<b>16,617.58</b>
<b>D</b>	REQUIRED NUMBER OF OFFICER/S		4	4
<b>E</b>	AMOUNT DUE TO OFFICER/S AND GOVERNMENT (Per Shift)		58,245.29	66,470.33
<b>F</b>	DURATION (in Months)			12
<b>G</b>	TOTAL AMOUNT DUE TO OFFICER/S AND GOVERNMENT			2,195,530.95
<b>H</b>	ADMINISTRATIVE FEE			
<b>I</b>	VAT	12%		
<b>J</b>	AOR 2 AMOUNT FOR OFFICERS:			