

member (* part time or contract included)
 est gross = base salary + allowance + dividend
 allowance is related to peer review every quarter based on their task history

			stage 1	stage 2	stage 3	Regular(/hr)	php (monthly est)	
grade	experience		training(80/hr)	Probation(/hr)	Pre-Reg(/hr)	Regular(/hr)		
Apprentice	r0	base (fixed)	1-2 years	PHP 80	PHP 88	PHP 97	PHP 106	PHP 17,037
		allowance (variable)						PHP 3,407
		dividend (est)						PHP 5,111
		est. gross						PHP 25,555
Junior	r1	base (fixed)	2-3 years	PHP 100	PHP 110	PHP 121	PHP 133	PHP 21,296
		allowance (vary)						PHP 4,259
		dividend (est)						PHP 6,389
		est. gross						PHP 31,944
	r2	base (fixed)	3-4 years	PHP 120	PHP 132	PHP 145	PHP 160	PHP 25,555
		allowance (vary)						PHP 5,111
	dividend (est)						PHP 7,667	
	est. gross						PHP 38,333	
mid	r3	base (fixed)	4-5 years	PHP 140	PHP 154	PHP 169	PHP 186	PHP 29,814
		allowance (vary)						PHP 5,963
		dividend (est)						PHP 8,944
		est. gross						PHP 44,722
	r4	base (fixed)	5-6 years	PHP 160	PHP 176	PHP 194	PHP 213	PHP 34,074
		allowance (vary)						PHP 6,815
	dividend (est)						PHP 10,222	
	est. gross						PHP 51,110	
senior/lead	r5	base (fixed)	6-7 years	PHP 200	PHP 220	PHP 242	PHP 266	PHP 42,592
		allowance (vary)						PHP 8,518
		dividend (est)						PHP 12,778
		est. gross						PHP 63,888
	r6	base (fixed)	7-8 years	PHP 240	PHP 264	PHP 290	PHP 319	PHP 51,110
		allowance (vary)						PHP 10,222
		dividend (est)						PHP 15,333
		est. gross						PHP 76,666
	r7	base (fixed)	8-9 years	PHP 270	PHP 297	PHP 327	PHP 359	PHP 57,499
		allowance (vary)						PHP 11,500
	dividend (est)						PHP 17,250	
	est. gross						PHP 86,249	
Lead/director	r8	base (fixed)	9-10 years	PHP 300	PHP 330	PHP 363	PHP 399	PHP 63,888
		allowance (vary)						PHP 12,778
		dividend (est)						PHP 19,166
		est. gross						PHP 95,832
	r9	base (fixed)	10-11 years	PHP 350	PHP 385	PHP 424	PHP 466	PHP 74,536
		allowance (vary)						PHP 14,907
		dividend (est)						PHP 22,361
		est. gross						PHP 111,804
	r10	base	11 or more	PHP 400	PHP 440	PHP 484	PHP 532	PHP 85,184
		allowance (vary)						PHP 17,037
	dividend (est)						PHP 25,555	
	est. gross						PHP 127,776	