

COMPENSATION FOR DIRECTORS

As of December 31, 2016

GOCC Class per EO 24:

Class C

Per Diem for Board Meetings:

Chairman - P18,000 per meeting

Member - P15,000 per meeting

Per Diem for Committee Meetings:

Chairman - P10,800 per meeting

Member - P9,000 per meeting

NAME OF DIRECTOR	Regular Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	TOTAL
1. AGRA, ALBERTO C.	5	90,000.00				
2. RUBIATO, JANILO E.	5	75,000.00				
3. SEVILLA, ULYSSES	2	30,000.00				
4. AMBION, Virgilio T.	29	435,000.00	Construction & Building Projects, Governance, Nomination and Remunerations	18	162,000.00	597,000.00
5. DE JESUS, Edilberto C.	30	450,000.00	Governance, Reclamation Projects, Risk Management and Building Projects	13	117,000.00	567,000.00
6. ROBLES, Reynaldo B.	29	435,000.00	Reclamation Projects, Executive Risk Management, Business Development & Marketing	4	36,000.00	471,000.00
7. SILOS, Rene Enrique M.	29	435,000.00	Risk Management, Reclamation Projects, Audit, Business Development and Marketing	9	81,000.00	516,000.00
TOTAL		1,755,000.00			396,000.00	2,151,000.00

Prepared by:

*- Original Signed -***NOEL F. CASIN**

Manager

Human Resource Management Division

Certified Correct:

*- Original Signed -***ROLANDO V. MAJADAS**

Officer In Charge

Administrative Services Department

Approved by:

*- Original Signed -***CRISTINA A. MORTEL**

Assistant General Manager

Legal and Administrative Services Department

COMPENSATION OF OFFICER AS OF 31 DECEMBER 2016

Position/Title	Job Grade/Job Level	Annual Basic Salary		Annual Benefits, Bonuses & Incentives		TFC (Basic Salary + Benefits)		PBI/PBB for CY-2015		No. Of officers
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	
General Manager	30	957,780.00	957,780.00	181,473.35	181,473.35	1,139,253.35	1,139,253.35			1
Assistant General Manager	28	812,208.00	857,868.00	215,740.00	282,211.50	1,027,948.00	1,140,079.50	58,028.00	107,233.50	5
Department Manager A	26	696,336.00	751,752.00	207,998.00	293,126.00	904,334.00	1,044,878.00	58,028.00	145,070.00	11
Special Assistant to the Corporate Head	27	760,320.00	760,320.00	312,288.00	312,288.00	1,072,608.00	1,072,608.00	158,400.00	158,400.00	1

Name of Benefit	Position	Amount per Officer	Coverage	Legal Basis
Representation Allowance (RA)	General Manager	11,000.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		11,000.00	Monthly	NBC 548 s 2013
Representation Allowance (RA)	Assistant General Manager	10,000.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		10,000.00	Monthly	NBC 548 s 2013
Representation Allowance (RA)	Special Assistant to the Corporate Head	9,000.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		9,000.00	Monthly	NBC 548 s 2013
Representation Allowance (RA)	Department Manager A	8,500.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		8,500.00	Monthly	NBC 548 s 2013
Personnel Economic Relief Allowance (PERA)		2,000.00	Monthly	Budget Circular No. 2009-3
* Rice Allowance		1,250.00	Monthly	EO 654 / LOI No. 97
* Food Subsidy/Meal Allowance	P25/day	550.00	Monthly	EO 654 / LOI No. 97 / CCC No. 10 s 1989
* Child Allowance	P30/child		Monthly	EO 654 / LOI No. 97
Birthday Allowance		1,000.00	Annual	PEA PRAISE
Clothing/Uniform Allowance		5,000.00	Annual	DBM Budget Circular No. 2012-1
* Medical Benefit		2,500.00	Annual	EO 654 / LOI No. 97
Mid-Year Bonus and Year-End Bonus		One (1) month Basic Salary	Annual	CPCS Implementing Circular No. 2016-1
Cash Gift		5,000.00	Annual	DBM Budget Circular No. 2010-1
Performance Enhancement Incentive (PEI)		One (1) month Basic Salary	Annual	EO No. 181 series 2015
Performance Based Bonus (PBB)			Annual	GCG MC No. 2014-05

* Incumbent employees

Prepared by:

- Original Signed -
NOEL F. CASIN
 Manager
 Human Resource Management Division

Certified Correct

- Original Signed -
ROLANDO V. MAJADAS
 Officer In Charge
 Administrative Services Department

Approved by:

- Original Signed -
CRISTINA A. MORTEL
 Assistant General Manager
 Legal and Administrative Services Department