COMPENSATION PACKAGE OF THE DBP BOARD AND EXECUTIVES

COMPENSATION FOR OFFICERS											
		Basic Salary		Benefits		TCF		PBB (excl separated officials)		No of Officers (AO 12/31/15)	Position TCF
Position/Title	Job Grade / Job Level	Min	Max	Min	Max	Min	Max	Min	Max		
President and Chief Executive Officer		2,798,400.00	2,798,400.00	929,200.00	929,200.00	3,727,600.00	3,727,600.00		-	1	
Executive Vice President	18	1,788,000.00	6,499,200.00	682,800.00	1,468,000.00	2,470,800.00	7,967,200.00	2,381,600.00	2,818,200.00	4	
Senior Vice President	17	1,310,400.00	3,741,600.00	577,200.00	982,400.00	1,887,600.00	4,724,000.00	781,291.95	2,026,700.00	15	
Vice President	16	958,200.00	2,878,200.00	518,500.00	838,500.00	1,476,700.00	3,716,700.00	321,300.00	1,265,000.00	49	
LIST OF BENEFITS											
Name of Benefit	**Amount per Officer**	**Coverage**	**Legal Basis**								
Personnel Economic Relief Allowance (PERA)	500/month	All	BR No. 0346-91. DBM Budget Circular No. 4 and Circular No. 25 dated June 28, 1991 and July 9, 1997								
Additional Compensation	500/month	All	AO No. 53 dated May 17, 1993								
Representation and Transportation Allowance (RATA)	Minimum of P20,000, maximum of P28,000.00 /month	SL-11 & Above*	National Budget Circular No. 548 dtd. May 15, 2013								
Rice Subsidy	2,700/ month	All	B.R. 0429 dtd.. 11/21/07								
Anniversary Bonus	3,000/year	All	BR No. 0027-01								
Clothing/Uniform Allowance	5,000/year	All	BR No. 0263-2006								
Christmas Gift Giveaway	35,000/year	All	B.R. No. 0400 dated October 1, 2014								
Medicine Allowance	400/year	All	BR No. 3532 dated November 4, 1981								
Mid-year Bonus	100% of the employee's latest gross monthly cash compensation	All	BR Nos. 0245-98, as amended by BR No. 0301-99, 0277-00, 0212-01 & 0235 01								
Productivity Enhancement Incentive	5,000/year	All	GCG MC No. 2013-05 dtd 11/6/13 DBP Budget Cir. No. 2013-3 dtd 11/21/13; BR No. 0490 dated 12/18/13. BR No. 0533 dtd 12/17/14								
Year-end bonus	equivalent to one (1) month basic salary plus P5,000.00	All	DBM Budget Circular No. 2010-1 dated April 28, 2010								
* *those performing supervisory functions or direct participation in the supervision of a group/dept/division per approved structure and those with frequent representation of the office w/ clientele*											
COMPENSATION FOR DIRECTORS											
GOCC Class per EO 24:		A									
Per Diem for Board Meetings:		40,000.00									
Per Diem for Committee Meetings:		24,000.00									
Name of Director		**BOD Meetings Attended**	**Total BOD Per Diems**	**Committee Membership**	**Committee Meetings Attended**	**Total Committee Per Diems**	**Reimbursements**	**Performance-Based Incentive**	**Total**		
Jose A. Nuñez, Jr.		50	960,000.00		68	576,000.00	0	1,382,400.00	2,918,400.00		
Gil A. Buenaventura		49	960,000.00		60	576,000.00	0	1,382,400.00	2,918,400.00		
Lydia B. Echauz		50	960,000.00		42	576,000.00	0	1,382,400.00	2,918,400.00		
Reynaldo G. Geronimo		50	960,000.00		34	576,000.00	0	1,360,800.00	2,896,800.00		
Daniel Y. Laogan		36	720,000.00		23	432,000.00	0	1,382,400.00	2,534,400.00		
Alberto Aldaba Lim		50	960,000.00		42	576,000.00	0	1,378,800.00	2,914,800.00		
Cecilio B. Lorenzo		50	960,000.00		46	576,000.00	0	1,382,400.00	2,918,400.00		
Vaughn F. Montes		50	960,000.00		39	576,000.00	0	1,382,400.00	2,918,400.00		
Raul O. Serrano		50	960,000.00		56	576,000.00	0	-	1,536,000.00		
REPRESENTATION ALLOWANCE											
Name of Director	**Total**										
Jose A. Nuñez, Jr.	131,720.56										
Gil A. Buenaventura	218,721.45										