

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade / Job Level	Basic Salary *		Benefits		TCF		PBB (excl separated officials)		No of Officers (AO 12/31/16)	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and Chief Executive Officer	20	4,872,000.00	4,872,000.00	1,330,800.00	1,330,800.00	6,202,800.00	6,202,800.00			1	
Executive Vice President	18	1,788,000.00	6,499,200.00	731,800.00	1,518,000.00	2,519,800.00	8,017,200.00	269,169.00	352,040.00	5	
Senior Vice President	17	1,310,400.00	3,741,600.00	640,200.00	640,200.00	1,950,600.00	4,381,800.00	134,560.00	202,670.00	18	
Vice President	16	958,200.00	2,878,200.00	581,500.00	902,500.00	1,539,700.00	3,780,700.00	65,000.00	145,177.50	41	
LIST OF BENEFITS											
Name of Benefit	Amount per Officer	Coverage	Legal Basis								
Personnel Economic Relief Allowance (PERA)	2000/month	All	BR No. JR 4.s.2009								
Representation and Transportation Allowance (RATA)	Minimum of P10,000, maximum of P28,000.00	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	100 per year for milestone year	All	BR No. 0027-01								
Clothing/Uniform Allowance	6,000/year	All	DBM Circular # 2018-01								
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	equivalent to one (1) month basic salary	All	GCG MC No. 2008-03								
Productivity Enhancement Incentive	5,000/year	All	GCG MC No. 2017-05								
Year-end bonus	equivalent to one (1) month basic salary plus P5,000.00	All	GCG MC 2018-09								
* <i>Per Existing Approved Salary Structure</i>											
** <i>Milestone Year</i>											

