

COMPENSATION FOR THE OFFICER FOR CY2020											
Position / Title	Salary Grade/Level	Basic Salary		Benefits		TCF		PBB		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President	30	2,102,208.00	2,354,472.00	877,368.00	877,368.00	2,979,576.00	3,231,840.00	175,184.00	512,000.00	1	3,154,760.00
Vice President	28	1,646,340.00	1,843,896.00	714,990.00	747,916.00	2,361,330.00	2,591,812.00	68,597.50	99,877.70	3	2,429,927.50
Department Manager	26	1,289,328.00	1,444,044.00	483,888.00	509,674.00	1,773,216.00	1,953,718.00	53,722.00	78,219.05	14	1,826,938.00
Corporate Legal Counsel	26	1,289,328.00	1,444,044.00	483,888.00	509,674.00	1,773,216.00	1,953,718.00	53,722.00	78,219.05	1	1,826,938.00
Corporate Secretary	26	1,289,328.00	1,444,044.00	483,888.00	509,674.00	1,773,216.00	1,953,718.00	53,722.00	78,219.05	1	1,826,938.00
LIST OF BENEFITS											
	Coverage	Amount per Officer		Legal Basis							
STANDARD ALLOWANCE											
Personnel Economic Relief Allowance	SGs 07 to 30	2,000.00/mo.		Joint Resolution No.4							
Clothing / Uniform Allowance	SGs 07 to 30	6,000.00/mo.		DBM Budget Circular No. 2012-1/FY2018 General Appropriation Act (GAA)/Joint Resolution No.4							
Mid-Year Bonus	SGs 07 to 30	One (1) Month Basic Salary		Executive Order 203, s. 2016 / Executive Order 36, s. 2017							
Cash Gift	SGs 07 to 30	5,000.00/mo.		GAA/RA8441 / Joint Resolution No.4							
Year-End Bonus	SGs 07 to 30	One (1) Month Basic Salary		Executive Order 203, s. 2016 / Executive Order 36, s. 2017							
SPECIFIC PURPOSE ALLOWANCE											
Representation Allowance	SG 24	5,000.00/mo.		Joint Resolution No.4 / DBM Budget Circular No. 548 dated 15 May 2013							
	SG 25	7,500.00/mo.									
	SG 26	8,500.00/mo.									
	SG 28	10,000.00/mo.									
	SG 30	11,000.00/mo.									
Transportation Allowance	SG 24	5,000.00/mo.									
	SG 25	7,500.00/mo.									
	SG 26	8,500.00/mo.									
	SG 28	10,000.00/mo.									
	SG 30	11,000.00/mo.									
Extraordinary and Miscellaneous Allowance	SG 28	135,600.00/year		General Appropriation Act of 2020							
	SG 30	198,000.00/year									
INCENTIVES											
Productivity Enhancement Incentive (PEI)	SGs 07 to 30	5,000.00/year		AO 203 / Joint Resolution No.4							
Collective Negotiation Agreement (CNA)	SGs 07 to 30	25,000.00/year		AO No. 135, s. 2005 / Joint Resolution No.4							
Loyalty Incentive	JGs 07 to 20	10,000.00*		CSC Resolution No. 02-0295, CSC MC No. 06, s. 2002 / PSALM Program on Awards and Incentive for Service Excellence (PRAISE)							
		15,000.00**									
		20,000.00***									

*10 & 15 year of service
**20 & 25 years of service
***30,35 & 40 year of service