## COMPENSATION PACKAGE CY 2016

COMPENSATION FOR OFFICERS												
Position/Title	Job Grade / Job Level	Basic Salary			Benefits (B)			TCF		PBB		No of Officers
		(A)		(A+B)								
		Min		Иax	Min	Max		Min	Max	Min	Max	
General Manager (GM)		Php 969	,120.00		Php 526,520.1	00	Php	1,495,640.00			201,900.00	1
DIC-Office of the Assistant General Manager AGM) Department Manager III, Management Services Department		812	2,280.00	885,012.00	549,646.	60		1,361,926.60		67,690.00	169,225.00	1
Corporate Secretary		679	,320.00	740,148.00	154,220.	00		833,540.00		56,610.00	141,525.00	1

Name of Benefit	Amount per Officer	Coverage	Legal Basis						
Representation Allowance	108,000.00	GM	General Appropriations Act; DBM NBC 546 dtd 1/7/13)						
	90,000.00	DM III-MSD/OIC-AGM	Rate as Department Head per GAA; DBM NBC 546						
Transportation Allowance	90,000.00	DM III-MSD/OIC-AGM							
Gasoline	108,000.00	GM	TA per GAA; deducted TA converted to gasoline for the vehicle issued to the GI						
	90,000.00	DM III-MSD/OIC-AGM	and AGM per COA notation						
Clothing Allowance	5,000.00	GM	General Appropriations Act; DBM BC 2012-1 dtd 2/23/12						
	5,000.00	DM III-MSD/OIC-AGM							
	5,000.00	Corporate Secretary							
PERA	24,000.00	GM	General Appropriations Act; DBM BC 2011-2 dtd 9/26/11						
	24,000.00	DM III-MSD/OIC-AGM							
	24,000.00	Corporate Secretary							
PIB	2,000.00	DM III-MSD/OIC-AGM	DBM CL 2002-3 dtd 1/2/02						
A CONTRACTOR OF THE PARTY OF TH	2,000.00	Corporate Secretary							
Medical Allowance	2,000.00	DM III-MSD/OIC-AGM	LLDA BR 10, s. 1987						
Meal Allowance	16,600.00	DM III-MSD/OIC-AGM	LLDA BR 10, s. 1987						
Discretionary	110,000.00	GM	General Appropriations Act						
	84,666.60	DM III-MSD/OIC-AGM							
13th Month Pay	80,760.00	GM	DBM BC 2010-1 dtd 4/28/10						
	67,690.00	DM III-MSD/OIC-AGM							
landa de la composição de	56,610.00	Corporate Secretary							
Mid-Year Bonus	80,760.00	GM							
	67,690.00	DM III-MSD/OIC-AGM							
	56,610.00	Corporate Secretary							
Cash Gift	5,000.00	GM	DBM BC 2010-1, dtd 4/28/10						
	5,000.00	DM III-MSD/OIC-AGM							
	5,000.00	Corporate Secretary							
PEI	5,000.00	GM							
	5,000.00	DM III-MSD/OIC-AGM							
	5,000.00	Corporate Secretary							
	5,000.00	corporate secretary							
GM	526,520.00								
DM III-MSD/OIC-AGM	549,646.60	SANCE SEED TO							
CORPORATE SECRETARY	154,220.00								
TOTAL	1,230,386.60								
	1,230,360.00								

Certfied correct:

AIDA T. SAMIANO

OIC-Administrative Division

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## COMPENSATION PACKAGE

CY 2015

COMPENSATION FOR OFFICERS										
Position/Title	Job Grade / Job Level	Basic Sa	alary	Benefits		TCF		PBB		No of Officers
		(A)		(B)		(A+B)				
		Min	Max	Min	Max	Min	Max	Min	Max	
General Manager (GM)		Php 812,208.00		Php 495,368.00		Php 1,307,576.00			169,210.00	1
OIC-Office of the Assistant General Manager (AGM)		696,336.00	751,752.00	525,322.60		1,221,658.60		58,028.00	145,070.00	1
Department Manager III, Management Services Department										
Corporate Secretary		597,000.00	644,508.00	80,750.00		677,750.00		49,750.00	124,375.00	1

	Amount per Officer	Coverage	Legal Basis
epresentation Allowance	108,000.00	GM	General Appropriations Act; DBM NBC 546 dtd 1/7/13)
	90,000.00	DM III-MSD/OIC-AGM	Rate as Department Head per GAA; DBM NBC 546
ransportation Allowance	90,000.00	DM III-MSD/OIC-AGM	
Sasoline	108,000.00	GM	TA per GAA; deducted TA converted to gasoline for the vehicle issued to the
	90,000.00	DM III-MSD/OIC-AGM	and AGM per COA notation
Clothing Allowance	5,000.00	GM	General Appropriations Act; DBM BC 2012-1 dtd 2/23/12
	5,000.00	DM III-MSD/OIC-AGM	
ERA	24,000.00	GM	General Appropriations Act; DBM BC 2011-2 dtd 9/26/11
1000 TO TO THE TOTAL THE TOTAL TO THE TOTAL THE TOTAL TO	24,000.00	DM III-MSD/OIC-AGM	
	24,000.00	Corporate Secretary	
'IB	2,000.00	DM III-MSD/OIC-AGM	DBM CL 2002-3 dtd 1/2/02
10/2y	2,000.00	Corporate Secretary	
Medical Allowance	2,000.00	DM III-MSD/OIC-AGM	LLDA BR 10, s. 1987
Meal Allowance	16,600.00	DM III-MSD/OIC-AGM	LLDA BR 10, s. 1987
Discretionary	110,000.00	GM	General Appropriations Act
	84,666.60	DM III-MSD/OIC-AGM	
3th Month Pay	67,684.00	GM	DBM BC 2010-1 dtd 4/28/10
	58,028.00	DM III-MSD/OIC-AGM	5511 50 2020 1 010 4) 20/10
	49,750.00	Corporate Secretary	
Cash Gift	5,000.00	GM	DBM BC 2010-1, dtd 4/28/10
and the second s	5,000.00	DM III-MSD/OIC-AGM	DDN DC 2010-1, dtd 4/20/10
	5,000.00	Corporate Secretary	
PEI	67,684.00	GM	EO # 181 Series 2015 and GCG letter dated June 3, 2015 (Authorizing to Gra 2015 PEI)
	58,028.00	DM III-MSD/OIC-AGM	
	49,750.00	Corporate Secretary	
	10,700.00	corporate occirctary	
GM	495,368.00		
DM III-MSD/OIC-AGM	525,322.60		
Corporate Secretary	80,750.00		
TOTAL	1,101,440.60		
OTAL	1,101,440.00		
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Certfied correct:

AIDA T. SAMIANO

OIC-Administrative Division

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