

COMPENSATION FOR OFFICERS for CY 2023											
Position/Title	Job Grade / Job Level	Basic Salary per month		Benefits		TCF		PBB		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO	JG 17	Php 189,199.00	Php 211,902.00							1	
Vice- President Corporate Services (CS)	JG 16	Php 167,432.00	Php 187,528.00							1	
Vice- President Operations (Op)	JG 16	Php 167,432.00	Php 187,528.00							1	
Corporate Secretary	PMDC Employee	No additional compensation from PMDC								1	
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
Representation Allowance	President & CEO	Php11,000/mo.	2023	CPCS Circular No. 2021 - 006							
	Vice President-Op	Php10,000/mo.	2023	CPCS Circular No. 2021 - 006							
Transportation Allowance	President & CEO	Php11,000/mo.	2023	CPCS Circular No. 2021 - 006							
	Vice President-Op	Php10,000/mo.	2023	CPCS Circular No. 2021 - 006							
Personal Economic Relief Allowance	President & CEO	Php2,000/mo.	2023	CPCS Circular No. 2021 - 003							
	Vice President-Op	Php2,000/mo.	2023	CPCS Circular No. 2021 - 003							
Cash Gift	President & CEO	Php 5,000.00	2023	CPCS Circular No. 2021 - 001							
	Vice President-Op	Php 5,000.00	2023	CPCS Circular No. 2021 - 001							
Clothing Allowance	President & CEO	Php 6,000.00	2023	CPCS Circular No. 2021 - 002							
	Vice President-Op	Php 6,000.00	2023	CPCS Circular No. 2021 - 002							
Extraordinary and Miscellaneous Expense	President & CEO	Php 108,000.00	2023	CPCS Circular No. 2021 - 013							
Mid Year Bonus	President & CEO	1 month salary	2023	CPCS Circular No. 2022 - 001							
	Vice President-Op	1 month salary	2023	CPCS Circular No. 2022 - 001							
Year End Bonus	President & CEO	1 month salary	2023	CPCS Circular No. 2021 - 001							
	Vice President-Op	1 month salary	2023	CPCS Circular No. 2021 - 001							
Productivity Enhancement Incentive (PEI)	President & CEO	Php 5,000.00	2023	CPCS Circular No. 2021 - 008							
	Vice President-Op	Php 5,000.00	2023	CPCS Circular No. 2021 - 008							
Service Recognition Incentive (SRI)	President & CEO	Php 20,000.00	2023	Administrative Order No. 12 dated Dec. 7, 2023							
	Vice President-Op	Php 20,000.00	2023	Administrative Order No. 12 dated Dec. 7, 2023							
COMPENSATION FOR DIRECTORS											
GOCC Class per EO 24: Class E											
Per Diem for Board Meetings:	P5,000 per meeting										
Per Diem for Committee Meetings:	P3,000 per meeting										
Name of Director		BOD Meetings Attended	Total BOD Per Diem	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	PBI	Total			
Atty. Alberto B. Sipaco Jr.		10	50,000.00	-	-	-	-	50,000.00			
Jessie L. Casalda		12	60,000.00	-	2	6,000.00	-	66,000.00			
Sony Y. David		10	50,000.00	-	2	6,000.00	-	56,000.00			
Amador T. Tabuga Jr.		12	60,000.00	-	1	3,000.00	-	63,000.00			
Francis A. Calatrava		12	60,000.00	-	3	9,000.00	-	69,000.00			
Rolando C. Manalo		12	60,000.00	-	1	3,000.00	-	63,000.00			
Leo E. Hernandez		3	15,000.00	-	0	-	-	15,000.00			
Reynan P. Calderon		12	60,000.00	-	2	6,000.00	-	66,000.00			
REIMBURSABLE EXPENSES (if applicable)											
Name of Director	Total	Breakdown									
Francis A. Calatrava	54,038.95	Travel Expenses									
Reynan P. Calderon	13,877.10	Travel Expenses									
Jessie L. Casalda	3,917.50	Travel Expenses									
Amador T. Tabuga Jr.	5,733.60	Travel Expenses									
COMPENSATION FROM INVESTEE COMPANIES (if applicable)											
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown						
N/A	N/A	N/A	N/A	N/A	N/A						