

COMPENSATION FOR OFFICERS for CY 2023										
Position/Title	Job Grade / Job Level	Basic Salary per month		Benefits		TCF		PBB		No of Officers
		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	Php12,500/mo.	2024	National Budget Circular No. 593 dated May 3, 2024						
	Vice President-Op	Php11,500/mo.	2024	National Budget Circular No. 593 dated May 3, 2024						
Transportation Allowance	President & CEO	Php12,500/mo.	2024	National Budget Circular No. 593 dated May 3, 2024						
	Vice President-Op	Php11,500/mo.	2024	National Budget Circular No. 593 dated May 3, 2024						
Personal Economic Relief Allowance	President & CEO	Php2,000/mo.	2024	CPCS Circular No. 2021 - 003						
	Vice President-Op	Php2,000/mo.	2024	CPCS Circular No. 2021 - 003						
Cash Gift	President & CEO	Php 5,000.00	2024	CPCS Circular No. 2021 - 001						
	Vice President-Op	Php 5,000.00	2024	CPCS Circular No. 2021 - 001						
Clothing Allowance	President & CEO	Php 7,000.00	2024	GCG CPCS Notice No. 7 and Circular No. 2021-002 and DBM Circular No. 2024-01						
	Vice President-Op	Php 7,000.00	2024	GCG CPCS Notice No. 7 and Circular No. 2021-002 and DBM Circular No. 2024-01						
Communication Allowance	President & CEO	Actual Expense	2024	CPCS Circular No. 2021 - 010						
	Vice President-Op	Php3,500/mo.	2024	CPCS Circular No. 2021 - 010						
Extraordinary and Miscellaneous Expense	President & CEO	Php9,000/mo.	2024	CPCS Circular No. 2021 - 013						
Mid Year Bonus	President & CEO	1 month salary	2024	CPCS Circular No. 2022 - 001						
	Vice President-Op	1 month salary	2024	CPCS Circular No. 2022 - 001						
Year End Bonus	President & CEO	1 month salary	2024	CPCS Circular No. 2021 - 001						
	Vice President-Op	1 month salary	2024	CPCS Circular No. 2021 - 001						
Productivity Enhancement Incentive (PEI)	President & CEO	Php 5,000.00	2024	CPCS Circular 2021-008						
	Vice President-Op	Php 5,000.00	2024	CPCS Circular 2021-008						
Service Recognition Incentive (SRI)	President & CEO	Php 20,000.00	2024	Administrative Order No. 27 s 2024						
	Vice President-Op	Php 20,000.00	2024	Administrative Order No. 27 s 2024						
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.		13	65,000.00	-	2	6,000.00	-	71,000.00		
Jessie L. Casalda		14	70,000.00	-	4	12,000.00	-	82,000.00		
Sony Y. David		12	60,000.00	-	1	3,000.00	-	63,000.00		
Amador T. Tabuga Jr.		14	70,000.00	-	1	3,000.00	-	73,000.00		
Francis A. Calatrava		14	70,000.00	-	4	12,000.00	-	82,000.00		
Rolando C. Manalo		14	70,000.00	-	3	9,000.00	-	79,000.00		
Leo E. Hernandez		14	70,000.00	-	4	12,000.00	-	82,000.00		
Reynan P. Calderon		14	70,000.00	-	2	6,000.00	-	76,000.00		
REIMBURSABLE EXPENSES (if applicable)										
Name of Director	Total	Breakdown								
Francis A. Calatrava	26,718.00	Travel Expenses								
Jessie L. Casalda	4,908.50	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					

