

COMPENSATION FOR OFFICERS for CY 2025											
Position/Title	CPCS II Pay Grade	Basic Salary per month		Benefits		TCF		PBB		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO	26	Php 194,570.00	Php 215,469.00							1	
Vice- President Corporate Services (CS)	25	Php 173,788.00	Php 192,196.00							1	
Vice- President Operations (Op)	25	Php 173,788.00	Php 192,196.00							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	Php 12,500/mo.	2025	National Budget Circular No. 593 dated May 3, 2024							
	Vice President-Op	Php 11,500/mo.	2025	National Budget Circular No. 593 dated May 3, 2024							
Transportation Allowance	President & CEO	Php 12,500/mo.	2025	National Budget Circular No. 593 dated May 3, 2024							
	Vice President-Op	Php 11,500/mo.	2025	National Budget Circular No. 593 dated May 3, 2024							
Personal Economic Relief Allowance	President & CEO	Php 2,000/mo.	2025	CPCS Circular No. 2021 - 003							
	Vice President-Op	Php 2,000/mo.	2025	CPCS Circular No. 2021 - 003							
Cash Gift	President & CEO	Php 5,000.00	2025	CPCS Circular No. 2021 - 001							
	Vice President-Op	Php 5,000.00	2025	CPCS Circular No. 2021 - 001							
Clothing Allowance	President & CEO	Php 6,000.00	2025	GCG CPCS Notice No. 7 and Circular No. 2021-002 and DBM Circular No. 2024-01							
	Vice President-Op	Php 6,000.00	2025	GCG CPCS Notice No. 7 and Circular No. 2021-002 and DBM Circular No. 2024-01							
Communication Allowance	President & CEO	Actual Expense	2025	CPCS Notice No. 10							
	Vice President-Op	Php 3,500/mo.	2025	CPCS Notice No. 10							
Extraordinary and Miscellaneous Expense	President & CEO	Php 9,000/mo.	2025	CPCS Circular No. 2021 - 013							
Mid Year Bonus	President & CEO	1 month salary	2025	CPCS Circular No. 2022 - 001							
	Vice President-Op	1 month salary	2025	CPCS Circular No. 2022 - 001							
Year End Bonus	President & CEO	1 month salary	2025	CPCS Circular No. 2021 - 001							
	Vice President-Op	1 month salary	2025	CPCS Circular No. 2021 - 001							
Productivity Enhancement Incentive (PEI)	President & CEO	Php 5,000.00	2025	CPCS Notice No. 13							
	Vice President-Op	Php 5,000.00	2025	CPCS Notice No. 13							
Service Recognition Incentive (SRI)	President & CEO	Php 20,000.00	2025	AO No. 40, signed December 11, 2025							
	Vice President-Op	Php 20,000.00	2025	AO No. 40, signed December 11, 2025							
Medical Allowance	President & CEO	Php 7,000.00	2025	CPCS Circular No. 2025-01							
	Vice President-Op	Php 7,000.00	2025	CPCS Circular No. 2025-01							
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.		17	85,000.00	-	1	3,000.00	-	88,000.00			
Jessie L. Casalda		18	90,000.00	-	3	9,000.00	-	99,000.00			
Sonny Y. David		17	85,000.00	-	4	12,000.00	-	97,000.00			
Amador T. Tabuga Jr.		20	100,000.00	-	3	9,000.00	-	109,000.00			
Francis A. Calatrava		20	100,000.00	-	5	15,000.00	-	115,000.00			
Rolando C. Manalo		20	100,000.00	-	1	3,000.00	-	103,000.00			
Reynan P. Calderon		19	95,000.00	-	5	15,000.00	-	110,000.00			
Leo E. Hernandez		20	100,000.00	-	2	6,000.00	-	106,000.00			
REIMBURSABLE EXPENSES (if applicable)											
Name of Director	Total	Breakdown									
Francis A. Calatrava	59,216.50	Travel Expenses									
Jessie L. Casalda	11,257.50	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					