

COMPENSATION FOR OFFICERS AS OF DECEMBER 2017										
Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
President and CEO (PCEO)	15 Step 3	944,627.64	944,627.64	619,006.34	694,879.93	1,563,633.98	1,639,507.57	**Not yet released	51,167.33	1
Vice President and COO (VPCOO)	14 Step 1	631,371.60	631,371.60	330,106.73	380,819.23	961,478.33	1,012,190.83	**Not yet released	34,199.30	1
Department Managers	12 Step 1	412,697.16	412,697.16	268,240.28	316,305.34	680,937.44	729,002.50	**Not yet released	22,354.43	5
	12 Step 2	412,697.16	412,697.16	268,240.28	316,305.34	680,937.44	729,002.50	**Not yet released	22,354.43	1
	12 Step 3	412,697.16	412,697.16	268,240.28	316,305.34	680,937.44	729,002.50	**Not yet released	22,354.43	1
LIST OF BENEFITS										
Name of Benefit		Amount per Officer	Coverage			Legal Basis				
Personnel Economic Relief Allowance		1,000.00	Active in Service			DBM Budget Circular No. 2011-2, JHMC HR Policy No. 3.1.4				
Representation Allowance(PCEO)		10,000.00	Active in Service			DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5				
Fringe Benefit PCEO)		20,000.00	Active in Service			BCDA Board Resolution No. 5008-03-052				
Representation Allowance(VPCOO)		5,400.00	Active in Service			DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5				
Transportation Allowance (VPCOO)		5,400.00	Active in Service			DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5				
Representation Allowance(Dep't Manager)		4,800.00	Active in Service			DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5				
Transportation Allowance (Dep't Manager)		4,800.00	Active in Service			DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5				
Rice Allowance		1,800.00	Active in Service			DBM Budget Circular No. 2006-001, JHMC Policy No. 3.2.2				
Uniform Allowance		4,000.00	6 months in service			DBM Budget Circular No. 2012-1, JHMC Policy No. 3.2.1				
Mid-Year Bonus		Equivalent to their One (1) Month Basic Pay	Agregate 4 months in service as of May 15,			EXECUTIVE ORDER 2013 - CPCS				
Year End Bonus		Equivalent to their One (1) Month Basic	Agregate 4 months in service as of October 31,			EXECUTIVE ORDER 2013 - CPCS				
Cash Gift		5,000.00	Agregate 4 months in service as of October 31,			DBM Budget Circular No. 2010-1, JHMC Policy No. 3.1.2				
Performance Enhancement Incentive		5,000.00	Employees who are in service as of October 31			DBM Budget Circular No. 2013-03				
Anniversary Bonus		5,000.00	Active in Service			DBM Budget Circular No. 452, JHMC Policy No. 3.1.1				
Monetization of unused VL and SL		Equivalent to leave	Active in Service			DBM Budget Circular No. 2002-1				
Year End Benefit		30,000.00	Active in Service			JHMC Policy No. 3.1.3				

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