


COMPENSATION FOR OFFICERS AS OF DECEMBER 2021										
Position/Title	Job Grade	Basic Salary		Benefits		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
President and CEO (PCEO)	17 Step 1	2,270,388.00	2,270,388.00	547,516.01	766,348.27	2,817,904.01	3,036,736.27	**Not yet released	122,979.35	1
Vice President and COO (VPCOO)	16 Step 2	2,009,184.00	2,009,184.00	484,933.00	678,589.00	2,494,117.00	2,687,773.00	**Not yet released	108,830.80	1
Compliance Officer and a Department Manager	12 Step 3	1,031,640.00	1,031,640.00	336,083.13	435,518.16	1,367,723.13	1,467,158.16	**Not yet released	55,880.50	1
Corporate Secretary (Not a Plantilla Position)	Per Diem Only	60,000.00	120,000.00	30,000.00	30,000.00	90,000.00	150,000.00			1
LIST OF ALLOWANCES, BENEFITS AND INCENTIVES										
Name of Benefit		Amount per Officer		Coverage		Legal Basis				
<b>A. Standard Allowances and Benefits</b>										
Year End Bonus		Equivalent to their One (1) Month Basic Pay		Agregate 4 months in service as of October 31,		CPCS Circular No. 2021-001				
Cash Gift		5,000.00		Agregate 4 months in service as of October		CPCS Circular No. 2021-001				
Uniform Allowance		6,000.00		6 months in service		CPCS Circular No. 2021-002				
Personnel Economic Relief Allowance		2,000.00		Active in Service		CPCS Circular No. 2021-003				
<b>B. Specific-Purpose Allowances and</b>										
Honorarium				Active in Service		DBM B.C. 2007-1, DBM B.C. No. 2007-2, DBM B.C. No. 2004-5, DBM B.C. No. 2004-5A, DBM B.C. No. 2007-3 , whichever is applicable				
Representation Allowance(PCEO)		10,000.00		Active in Service		CPCS Circular No. 2021-006				
Transportation Allowance(PCEO)		Company Vehicle provided		Active in Service		CPCS Circular No. 2021-006				
Representation Allowance(VPCOO)		8,500.00		Active in Service		CPCS Circular No. 2021-006				
Transportation Allowance (VPCOO)		Company Vehicle provided		Active in Service		CPCS Circular No. 2021-006				
Representation Allowance(Dep't Manager)		5,000.00		Active in Service		CPCS Circular No. 2021-006				
Transportation Allowance (Dep't Manager)		5,000.00		Active in Service		CPCS Circular No. 2021-006				
<b>C. Incentives</b>										
Loyalty Incentive		Php10,000 for 10 years in Service		Active in Service		CSC MC No. 06, s. 2002 /CSC Resolution No. 020295/ COA Circular No. 2013-003A, s. 2013				
		Php 5,000 for 15years, 20 years and 25 years in service								

<b>LIST OF ALLOWANCES, BENEFITS AND INCENTIVES</b>			
<b>Name of Benefit</b>	<b>Amount per Officer</b>	<b>Coverage</b>	<b>Legal Basis</b>
Anniversary Bonus	Per milestone of the company ( start on 10 years then every 5 years)	Active in Service	A.O. 263 / NBC 452
Mid-Year Bonus	Equivalent to their One (1) Month Basic Pay	Agregate 4 months in service as of May 15,	CPCS Circular No. 2021-007
Perfomance Enhancement Incentive	5,000.00	Employees who are in service as of October 31	CPCS Circular No. 2021-008
<b>C. Other Entitlements</b>			
Communication Allowance		Active in Service	CPCS Circular No. 2021-010, JHMC-GSD-CD-2018
Leave Credits		Active in Service	CSC M.C. 14, s.1999
Monetization of unused VL and SL	Equivalent to leave credits earned	Active in Service	DBM BC No. 2016-2, CSC M.C. 14, s.1999
Terminal Leave Benefits		Active in Service	DBM BC No. 2016-2, CSC M.C. 14 s. 1999
Communication Allowance for Secretary	2,500.00 Monthly	Active in Service	JHMC BOD Resolution No. 2021-0405-071
Per Diem for Corporate Secretary	5,000.00 per Meeting attended	Active in Service	JHMC BOD Resolution No. 2021-0405-071

Prepared by:

  
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