


COMPENSATION FOR OFFICERS CY 2023										
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
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				
A. Standard Allowances and Benefits										
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. Specific-Purpose Allowances and										
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				
C. Incentives										
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								
Anniversary Bonus		Per milestone of the company (start on 10 years then every 5 years)		Active in Service		A.O. 263 / NBC 452				

LIST OF ALLOWANCES, BENEFITS AND INCENTIVES			
Name of Benefit	Amount per Officer	Coverage	Legal Basis
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
C. Other Entitlements			
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

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