



COMPENSATION FOR DIRECTORS

January to December 2015

GOCC Class per EO 24: Class D

Per Diem for Board Meetings: PhP10,000.00 per meeting

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Total Committee Per Diems	Reimbursements	PBI	Total
Maria Lourdes T. Baua	Three (3)	30,000.00	Executive Committee	None	None	None	30,000.00
Jose Gabriel M. La Viña	Three (3)	30,000.00	Executive Committee	None	None	None	30,000.00
Total		60,000.00					60,000.00

REIMBURSEMENT EXPENSES *(if applicable)*

Name of Director

N/A

COMPENSATION FROM INVESTEE COMPANIES *(if applicable)*

Name of Director

Investee Company

Breakdown

Breakdown

N/A

**COMPENSATION FOR OFFICERS
As of December 31, 2015**

Annex "B"

Position/Title	Salary Grade	Annual Basic Salary [1]		Annual Benefits (see table below)		TCF		PBB		No of Officers	Position TCF	
		Min (Step 1)	Max (Step 8)	Min	Max	Min	Max	Min	Max		Min	Max
President	SG 30	947,352.00	1,022,760.00	0	465,730.00	947,352.00	1,488,490.00	N/A		1	947,352.00	1,488,490.00
Vice President (Plantilla Holder)	SG 27	752,040.00	811,896.00	0	386,396.00	752,040.00	1,198,292.00			4	3,008,160.00	4,793,168.00
Department Manager III (OIC - Vice President)	SG 26	696,336.00	751,752.00	0	342,136.00	696,336.00	1,093,888.00			1	696,336.00	1,093,888.00
Department Manager III (Plantilla Holder)	SG 26	696,336.00	751,752.00	0	343,735.00	696,336.00	1,095,487.00			4	2,785,344.00	4,381,948.00
Division Chief III (OIC - Department Manager)	SG 24	597,000.00	644,508.00	0	330,998.00	597,000.00	975,506.00			5	2,985,000.00	4,877,530.00
Chief Shipping Operations Specialist (OIC - Department Manager)	SG 24	597,000.00	644,508.00	0	328,674.00	597,000.00	973,182.00			1	597,000.00	973,182.00
Division Chief II (OIC - Department Manager)	SG 23	552,768.00	596,772.00	0	320,888.00	552,768.00	917,660.00			1	552,768.00	917,660.00
Cashier IV (OIC - Department Manager)	SG 22	511,824.00	552,564.00	0	311,730.00	511,824.00	864,294.00			1	511,824.00	864,294.00

LIST OF BENEFITS

Name of Benefit	Amount per Officer (per ANNUM)	Coverage	Legal Basis
Representation and Transportation Allowance (RATA) President Vice President Department Manager Division Chief or equivalent position	264,000.00 204,000.00 180,000.00 120,000.00	Officers & employees who are holding regular plantilla positions from the rank of Division Chief & Up and positions of equivalent rank. Also covered are employees designated as OICs to these positions.	NBC No. 548 dated 15 May 2013
Personnel Economic Relief Allowance (PERA)	24,000.00	All Officers & employees	Budget Circular 2009-3 dated 18 August 2009
Rice Allowance	6,480.00	Employees hired before 15 March 1999	Supreme Court Decision in "Irene V. Cruz vs COA" GR No. 119385 dated 23 October 2001 and OGCC Opinion No. 062 dated 09 April 2002
Group Life/Hospitalization/Insurance Allowance	1,500.00	All officers & employees	CSC-MC No. 17, s. 1989 & CSC Letter to PITC dated 18 July 1994
Medical/Dental/Optical Allowance	1,600.00	All officers & employees	CSC-MC No. 17, s. 1989 & CSC Letter to PITC dated 18 July 1994
Uniform Allowance	5,000.00	All officers & employees	GAA 2013
13th Month Pay & Cash Gift	1 month salary & 5,000.00	All officers & employees	DBM Circular No. 2010-1 dated 28 April 2010
Additional Insurance Allowance President Vice President Department Manager	5,000.00 3,500.00 2,500.00	Plantilla holder of Department Manager position & Up	CSC-MC No. 17, s. 1989 & CSC Letter to PITC dated 18 July 1994
Anniversary Bonus	3,000.00	Employees who rendered at least one (1) year service in PITC as of date of milestone year	A.O. 263 dated 28 March 1996
Performance Enhancement Incentive FY 2014	1 month basic salary	All qualified officers & employees	CGG E.O. 181
Loyalty Award 10 years of service Every five (5) years thereafter	10,000.00 5,000.00	Employees who rendered at least ten (10) yrs. of continuous and satisfactory service in gov't.	CSC-MC No.6, s. 2002

Note: Travel Allowance/expenses are in accordance with E.O. 248 dated 29 May 1995, as amended by E.O. Nos. 248-A dated 14 August 1995 and 298 dated 23 March 2004.