

**COMPENSATION FOR OFFICERS
January to December 2013**

| 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 | 393,915.00 | 947,352.00 | 1,416,675.00 | N/A | | 1 | 947,352.00 | 1,416,675.00 |
| Vice President (Plantilla Holder) | SG 27 | 752,040.00 | 811,896.00 | 0 | 331,738.00 | 752,040.00 | 1,143,634.00 | | | 3 | 2,256,120.00 | 3,430,902.00 |
| Department Manager III (OIC - Vice President) | SG 26 | 696,336.00 | 751,752.00 | 0 | 320,726.00 | 696,336.00 | 1,072,478.00 | | | 1 | 696,336.00 | 1,072,478.00 |
| Division Chief III (OIC - Vice President) | SG 24 | 597,000.00 | 644,508.00 | 0 | 282,430.00 | 597,000.00 | 926,938.00 | | | 1 | 597,000.00 | 926,938.00 |
| Department Manager III (Plantilla Holder) | SG 26 | 696,336.00 | 751,752.00 | 0 | 297,746.00 | 696,336.00 | 1,049,498.00 | | | 2 | 1,392,672.00 | 2,098,996.00 |
| Attorney V (OIC - Department Manager) | SG 25 | 644,760.00 | 696,072.00 | 0 | 279,421.00 | 644,760.00 | 975,493.00 | | | 1 | 644,760.00 | 975,493.00 |
| Division Chief III (OIC - Department Manager) | SG 24 | 597,000.00 | 644,508.00 | 0 | 290,289.00 | 597,000.00 | 934,797.00 | | | 5 | 2,985,000.00 | 4,673,985.00 |
| Chief Shipping Operations Specialist (OIC - Department Manager) | SG 24 | 597,000.00 | 644,508.00 | 0 | 284,127.00 | 597,000.00 | 928,635.00 | | | 1 | 597,000.00 | 928,635.00 |
| Division Chief II (OIC - Department Manager) | SG 23 | 552,768.00 | 596,772.00 | 0 | 274,705.00 | 552,768.00 | 871,477.00 | | | 1 | 552,768.00 | 871,477.00 |
| Supervising Merchandiser (OIC - Department Manager) | SG 22 | 511,824.00 | 552,564.00 | 0 | 281,630.00 | 511,824.00 | 834,194.00 | | | 1 | 511,824.00 | 834,194.00 |
| Cashier IV (OIC - Department Manager) | SG 22 | 511,824.00 | 552,564.00 | 0 | 275,176.00 | 511,824.00 | 827,740.00 | | | 1 | 511,824.00 | 827,740.00 |

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 | 5,000.00 | All qualified officers & employees | Budget Circular No. 2013-3 dated 21 November 2013 |
| 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.

COMPENSATION FOR DIRECTORS

GOCC Class per EO 24: Class D

Per Diem for Board Meetings: Php2,500.00 per month [2]

Per Diem for Committee Meetings: N/A

| Name of Director | BOD Meetings Attended | Total BOD Per Diems | Committee Membership | Committee Meetings Attended | Total Committee Per Diems | Reimbursements | PBI | Total |
|---|-----------------------|---------------------|----------------------|-----------------------------|---------------------------|----------------|-----|------------|
| Ma. Lourdes F. Rebuena | Full | 30,000.00 | | | | | | 30,000.00 |
| Juan Kevin G. Belmonte (alternate representative of DBP Chair) | Year | 25,000.00 | | | | | | 25,000.00 |
| Edward P. Buenaflor | Board | 30,000.00 | | | | | | 30,000.00 |
| Ma. Elena B. Piccio (alternate representative of PNB President) | Meetings: | 17,500.00 | | | | | | 17,500.00 |
| Cenon C. Audencial, Jr. (alternate representative of PNB President) | 2 | 5,000.00 | | | | | | 5,000.00 |
| Reynaldo G. Geronimo (alternate representative of DBP Chair) | | 5,000.00 | | | | | | 5,000.00 |
| Total | | | | | | | | 112,500.00 |

REIMBURSABLE EXPENSES (if applicable)

Name of Director

N/A

COMPENSATION FROM INVESTEE COMPANIES (if applicable)

Name of Director

Investee Company

Breakdown

Breakdown

N/A

[1 - Pursuant to National Budget Circular No. 540 dated May 10, 2012, implementing E.O. 76 dated April 30, 2012.

[2 - Discontinued effective January 2014 pursuant to RA 10149, E.O. 24, GCG MC Nos. 2012-02 (Re-Issued), 2012-09 and 2013-06 (Re-Issued) dated 07 Feb. 2014.