

COMPENSATION FOR OFFICERS FOR CALENDAR YEAR 2015											
		Basic Salary		Benefits		TCF		PBB for 2014		No of Officers	Position TCF
Position/Title	SG	Min	Max	Min	Max	Min	Max	Min	Max		
PCEO	31	-	3,588,000.00	-	2,925,491.76	-	6,513,491.76	-	460,000.00	1	6,513,491.76
EVP	30	-	3,147,648.00	-	2,803,082.74	-	5,950,730.74	-	157,892.00	1	5,950,730.74
VP	29	1,153,140.55	2,115,798.54	1,178,530.37	2,053,956.46	2,331,670.92	4,169,755.00	174,084	365,495.00	3	8,939,166.16
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
PERA		Php 500/month	Given to all employees occupying plantilla positions	DBM Budget Circular No. 4 dtd 6/28/91; DBM Budget Circular No. 12 dtd. 4/7/97							
ACA		Php 500/month	Given to all employees occupying plantilla positions	AO No. 53 dtd. 5/17/93; DBM Budget Circular No. 17, dtd. 2/24/99							
Meal Allowance		Php 500/month	Given to all permanent and contractual employees	OP Approval							
Rice Subsidy		1 sack of rice/month	Given to regular and contractual employees at the prevailing market price	OP Approval							
Representation Allowance (monthly)			PCEO - none; EVP - 11,000; VP - 10,000	National Budget Circular No. 2013-548							
Transportation Allowance (monthly)			PCEO - none; EVP - none; VP - none (provided with service vehicles)	National Budget Circular No. 2013-548							
BCDA Anniversary Bonus		Php 3000	Given to all permanent and contractual employees	OP Approval							
Educational Subsidy		1 month basic pay subject to the submission of official receipts	Given to all permanent employees	OP Approval; BCDA Board Resolution No. 2001-07-112							
Clothing Allowance		Php 5,000 or 4 sets of RTW uniforms	Given to all permanent and contractual employees	OP Approval; DBM Budget Circular No. 2012-1							
Mid-year Economic Improvement Allowance (Amelioration Allowance)		1 month basic pay or Php 50,000.00, whichever is higher, net of taxes	Given to all permanent and contractual employees	OP Approval; BCDA Board Resolution No. 2007-12-244							
13th Month Pay & Cash Gift		1 month basic pay and Php 5,000.00 Cash Gift	As per DBM Circular No. 2010-01	DBM Circular No. 2010-01							
Performance-Based Bonus (PBB)		As per GCG MC No. 2013-05 (Re-issued)	As per GCG MC No. 2013-05 (Re-issued)	GCG MC No. 2013-05 (Re-issued)							

Productivity Enhancement Incentive (PEI)		Php 5000	As per DBM/GCG guidelines	Subject to DBM/GCG guidelines							
Annual Gift Check		1 month basic pay or Php 50,000.00, whichever is higher, net of taxes	Given to all permanent and contractual employees	OP Approval; BCDA Board Resolution No. 2007-11-217							
Loyalty Award		Php 10,000.00 on the 10 th year anniversary of the employee; Php 5,000.00 every 5th year anniversary after the 10 th year	Given to all eligible permanent employees	OP Approval; BCDA Board resolution no. 2007-12-244							
Group Term Insurance		Insurance Premiums for yearly coverage	Given to all permanent and contractual employees	OP Approval							
Health Care & Medical Benefits		HMO premium; Maternity benefits (Php15,000 for normal delivery; Php30,000 for caesarian delivery); Dental/Optical expenses (6,000.00/year); Full reimbursement of complete diagnostic test; Reimbursement of other medical expenses (max. of P10,000 for personnel with non-chronic conditions; max. of P20,000 for personnel with chronic conditions); Plus additional 50% of actual medical expenses beyond the reimbursable limit for VPs & full reimbursement for EVP/PCEO	Given to all permanent employees	OP Approval; BCDA Board Resolution Nos. 2008-05-094 & 2010-12-252							
Provident Fund/Housing Fund		15% of basic pay	Given to all employees with SG 20 & above	OP Approval							
Car Plan Subsidy			300,000.00 (VP); 475,000.00 (EVP & PCEO) Annualized for 5 years (subject to availability of funds); 50% of insurance and registration; subject to availability of funds	OP Approval dated August 1998; BCDA Board Resolution No. 98-08-90							

