

Compensation Package for Directors & Officers
Philippine Deposit Insurance Corporation
For Calendar Year 2024

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade	Basic Salary		Benefits		TCF		PBB ^a		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President	18	4,386,744.00	4,386,744.00	1,546,222.72	1,546,222.72	5,932,966.72	5,932,966.72	704,000.00	704,000.00	1	6,636,966.72
Executive Vice President	17	-	-	-	-	-	-	-	-	-	-
Senior Vice President	17	3,340,260.00	3,340,260.00	1,374,297.75	1,374,297.75	4,714,557.75	4,714,557.75	304,838.30	304,838.30	1	5,019,396.05
General Counsel	17	3,340,260.00	3,340,260.00	1,345,071.90	1,345,071.90	4,685,331.90	4,685,331.90	304,838.30	304,838.30	1	4,990,170.20
Vice President (VP)	16	2,357,316.00	2,728,140.00	1,155,132.10	1,386,325.39	3,512,448.10	3,990,853.39	82,859.50	231,833.10	15 ^b	58,077,343.36
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
Refer to Annex A											
COMPENSATION FOR DIRECTORS (c/o OCS)											
GOCC Class per EO 24:											
Per Diem for Board Meetings:											
Per Diem for Committee Meetings:											
Name of Director		BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total			
REIMBURSABLE EXPENSES (if applicable)											
Name of Director	Total	Breakdown									
COMPENSATION FROM INVESTEE COMPANIES (if applicable)											
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown						

^{/a} PBB for 2021 and 2022 were paid in CY2024. One (1) VP entitled to PBB 2022 only.

^{/b} Excludes 1 separated VP and 2 newly assumed VP.

Notes:

1. The retroactive payment of salaries and allowances due to implementation of CPCS effective July 3, 2023 were excluded in the Total Compensation.
2. The Benefits include the paid Present Value of Discontinued Allowances, Benefits and Incentives Tranche 2.

List of Allowances, Benefits and Incentives
For CY 2024

A. Allowances, Benefits and Incentives

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)		Frequency of Grant
Standard Allowances and Benefits					
1. Year-End Bonus and Cash Gift	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-001 c. DBM Budget Circular No. 2024-3	One(1) month basic salary plus 5,000.00		Annually
2. Uniform/Clothing Allowance (U/CA)	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-002 c. 2024 General Appropriations Act	7,000.00		Annually
3. Personnel Economic Relief Allowance	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-003	2,000.00		Monthly
Specific-Purpose Allowances and Benefits					
1. Hazard Pay		a. EO No.150, s. 2021 b. CPCS Circular 2021-004	Period of Assignment in Work Days	Monthly Rate	As applicable
			1 to 7 days	400.00	
			8 to 14 days	500.00	
			15 or more days	600.00	
2. Compensation for Overtime Pay	JG 4 to 10	CSC-DBM JC No. 2015-2 (for Chartered GOCCs)	BS x 1.25 x HR for every weekday; BS x 1.50 x HR for every Saturday, Sunday or holiday Where: HR = MBS x 1/22wd x 1/8 hours		As applicable
3. Night Shift Differential	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-005	1.20 x HR x No. of Hours Rendered Where: HR = MBS x 1/22wd x 1/8 hours		As applicable
4. Honorarium	BAC Members and TWG	a. RA 9184 and its IRR b. DBM Budget Circular 2004-5A c. DBM Budget Circular 2007-3	BAC Chair	3,000.00	As applicable
			BAC Members	2,500.00	
			TWG Chair and Members	2,000.00	

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)		Frequency of Grant
5. Special Counsel Allowance (SCA)	Lawyers	a. EO No.150, s. 2021 b. 2024 General Appropriations Act	5,000.00 which shall not exceed 50% of MBS		Per appearance or attendance to court hearing
6. Representation and Transportation Allowance	JG 11 to 18	a. National Budget Circular No. 548 dated 15 May 2013 b. 2024 General Appropriations Acts c. EO No. 150, s. 2021 (with clearance to implement status quo pending the career banding from GCG)	JG	Entitlement	Monthly
			11 & 12	12,000.00	
			13	17,000.00	
			14	19,000.00	
			16	19,000.00	
			17 (JL F)	20,000.00	
			17 (JL G)	23,000.00	
			18	12,500.00*	
			* Provided with vehicle Note: Status Quo pending issuance of career banding by GCG		
Incentives					
1. Loyalty Incentive Award	JG 4 to 18	CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)	10,000.00	after 1st 10 years of PDIC/government service = P1,000.00/year;	Every Milestone year (5 years after the 1st 10 years of PDIC/government service)
			5,000.00		
2. Anniversary Bonus	JG 4 to 18	a. AO No 263, s. 1996 b. DBM (N.B.C.) No. 452, s. 1996	3,000.00	Every Milestone Year	
3. Mid-Year Bonus	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-007	One (1) month basic salary		Annually
4. Productivity Enhancement Incentive	JG 4 to 18	a. DBM Circular Letter No. 2024-17 b. DBM Budget Circular No. 2017-4	P5,000.00 for those with at least 4 months of service as of Nov. 30		Annually
5. Collective Negotiation Agreement Incentive	JG 4 to 18	a. CPCS Implementing Guidelines No. 2021-01 b. DBM Circular 2024-1 dated 11 November 2024	30,000.00		Annually

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
6. PDIC PRAISE				
A. Service Award for retirees	JG 4 to 18 (separated)	CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)	P1,000/yr. of service for those with at least 15 years of PDIC service; plaque, testimonial dinner, video coverage, livelihood training and wristwatch (P10K worth for 15 to less than 25 years; P15K worth for 25 and above years)	Upon Separation
B. Other Awards	JG 4 to 18	CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)	Various	As applicable

B. Variable Pay or Performance-Based Bonus

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)		Frequency of Grant
1. Performance Based-Bonus (PBB)	Eligible JG 4 to 18	GCG MC No. 2019-02	Distribution	Basic Salary Multiples	Annually
			Top: Maximum 10%	65.0%	
			Next: Maximum 25%	57.5%	
			Remaining: Minimum 65%	50.0%	
			Below Satisfactory: Open	None	

C. Other Entitlements

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)			Frequency of Grant
1. Wireless Communication Facility - Mobile (Corporate pays for the plan, phone is free)	JG 14 to 18	a. EO No.150, s. 2021 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 2004-07-062 & 2007-11-182	JG	Plan	Entitlement	Monthly
			14	800.00	800.00	
			16	1,800.00	1,800.00	
			17 (JL F)	2,500.00	4,000.00	
			17 (JL G)	2,500.00	5,000.00	
			18	2,500.00	at cost	
Also given to designated Officers-in-Charge of above position Note: Status Quo pending issuance of career banding by GCG						
2. Leave Credits	JG 4 to 18	a. EO No.150, s. 2021 b. CSC MC No. 14, s. 1999	1.25 Vacation Leave and 1.25 Sick Leave			Monthly
3. Monetization of Leave Credits	JG 4 to 18	a. EO No.150, s. 2021 b. CSC MC No. 41, s. 1998 c. CSC MC No. 16, s. 2002				As applicable
4. Terminal Leave Benefits	JG 4 to 18	a. EO No.150, s. 2021 b. DBM B.C. No. 2016-2 c. CSC MC No. 14, s. 1999				Upon separation
5. Rehabilitation Privilege	JG 4 to 18	a. EO No.150, s. 2021 b. CSC-DBM J.C. No. 01, s. 2006 c. CSC-DBM No. 01, s. 2015	Maximum of 6 months Rehabilitation Leave			As applicable
6. Official Vehicles and Transport	JG 4 to 18	EO No.150, s. 2021				As applicable
7. Cultural and Athletic Activities	JG 4 to 18	EO No.150, s. 2021	1,500.00/participant			Annually

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)		Frequency of Grant
8. Business/Policy Development and Enforcement (BPDEE) Note: Equivalent to EME in the National Government Agencies	JG 11 to 18	a. General Appropriations Act b. Memorandum Order No. 77 dated 11/23/9 c. PDIC Charter and its amendments d. PDIC BR Nos. 1996-09-076 & 1999-12-084	JG	Entitlement	Monthly
			11	3,000.00	
			12	4,000.00	
			13	6,000.00	
			14	10,000.00	
			16	15,000.00	
			17 (JL F)	20,000.00	
			17 (JL G)	25,000.00	
			18	25,000.00	
			Amounts are net of the 32% FBT. Note: Status Quo pending issuance of career banding by GCG		

D. As Approved by Malacañang

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
1. Service Recognition Incentive	JG 4 to 18	Administrative Order No. 27 12 December 2024	20,000.00	

E. List of Discontinued Benefits (Subject to 3-year Present Value to be paid in three (3) tranches)

(CPCS was implemented from July 3, 2023)

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
1. Meal Subsidy	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084, 2001-11-137, & 2008-08-130	2,200.00	Monthly
2. Rice Subsidy	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084, 2001-11-137, & 2008-12-196	2,100.00 plus quarterly adjustment	Monthly
3. Children's Allowance	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084 & 2001-11-137	30.00 per child up to 4 children	Monthly
4. Longevity Pay	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084 & 2001-11-137	100.00 for the 1st 5 years plus 20.00 for every year of service thereafter	Monthly
5. Medical Allowance	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-08 & 2000-03-020 d. PDIC Board Resolution Nos. 2000-08-096 & 2003-05-099	JG 4 to 10 30,000.00 JL 11 to 14 48,000.00 JL 16 to 18 60,000.00	Annual
6. Year-end Christmas Gift (YECG)	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 2007-09-152 & 2007-11-189 d. PDIC Board Resolution Nos. 2017-12-159 dated 12/07/2017	40,000.00 net of tax	Annual

COMPENSATION OF THE PDIC BOARD OF DIRECTORS for 2024			
GOCC Class per EO 24: A Per Diem for Board Meetings: P40,000.00 Reimbursable Expenses maximum of P22,000/month Per Diem for Committee Meetings: P24,000.00 Productivity-Based Incentive maximum of P512,000/year			
Name of Director		Total No. of BOD Meetings Compensated for in 2024	Total BOD Meeting Per Diems (in PhP)
BSP Governor (ex officio)		0	0.00
DOF Secretary (ex officio)		0	0.00
Roberto B. Tan		24	960,000.00
Rogelio M. Guadalquiver		24	960,000.00
Aurora C. Ignacio		24	960,000.00
Luis Rey I. Velasco		20	800,000.00
John Mark S. Frondoso		20	760,000.00
Juan D. De Zuñiga, Jr.		6	240,000.00
Reynaldo F. Tansioco		6	240,000.00
Name of Director		Total No. of Board Committee Meetings Compensated for in 2024	Total Board Committee Meeting Per Diems (in PhP)
BSP Governor (ex officio)		0	0.00
DOF Secretary (ex officio)		0	0.00
Roberto B. Tan		24	576,000.00
Rogelio M. Guadalquiver		24	576,000.00
Aurora C. Ignacio		24	576,000.00
Luis Rey I. Velasco		24	576,000.00
John Mark S. Frondoso		24	576,000.00
Juan D. De Zuñiga, Jr.		11	264,000.00
Reynaldo F. Tansioco		11	264,000.00
Name of Director			Reimbursable Expenses (in PhP)
BSP Governor (ex officio)			0.00
DOF Secretary (ex officio)			0.00
Roberto B. Tan			262,492.93
Rogelio M. Guadalquiver			264,000.00
Aurora C. Ignacio			244,564.20
Luis Rey I. Velasco			45,019.09
John Mark S. Frondoso			13,315.73
Juan D. De Zuñiga, Jr.			82,920.65
Reynaldo F. Tansioco			58,454.61
Name of Director			2021 and 2022 PBI Received in 2024 (in PhP)
BSP Governor (ex officio)			0.00
DOF Secretary (ex officio)			0.00
Roberto B. Tan			704,000.00
Rogelio M. Guadalquiver			704,000.00
Aurora C. Ignacio (2022 only)			384,000.00
Luis Rey I. Velasco			0.00
John Mark S. Frondoso			0.00
Juan D. De Zuñiga, Jr.			617,684.21
Reynaldo F. Tansioco			704,000.00
Eduardo M. Pangan (2021 only)			320,000.00
Name of Director			Total Amount of Compensation for 2024 (in PhP)
BSP Governor (ex officio)			0.00
DOF Secretary (ex officio)			0.00
Roberto B. Tan			2,502,492.93
Rogelio M. Guadalquiver			2,504,000.00
Aurora C. Ignacio			2,164,564.20
Luis Rey I. Velasco			1,421,019.09
John Mark S. Frondoso			1,349,315.73
Juan D. De Zuñiga, Jr.			1,204,604.86
Reynaldo F. Tansioco			1,266,454.61
Eduardo M. Pangan			320,000.00