

Compensation Package for Directors & Officers  
 Philippine Deposit Insurance Corporation  
 For Calendar Year 2019

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade/ Job Level	Basic Salary		Benefits		TCF		PBB <sup>/a</sup>		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President	H	2,400,000.00	2,400,000.00	1,069,403.43	1,069,403.43	3,469,403.43	3,469,403.43	-	-	1	3,469,403.43
Executive Vice President	G	2,328,960.32	2,328,960.32	956,686.88	956,686.88	3,285,647.20	3,285,647.20	443,105.00	443,105.00	1	3,728,752.20
Senior Vice President	F	2,376,000.00	2,376,000.00	1,124,173.98	1,165,776.04	3,500,173.98	3,541,776.04	234,368.00	234,368.00	2	7,510,686.02
General Counsel	F	2,376,000.00	2,376,000.00	1,134,798.98	1,134,798.98	3,510,798.98	3,510,798.98	467,120.00	467,120.00	1	3,977,918.98
Vice President	E	1,635,825.68	2,364,000.00	865,870.08	1,057,850.84	2,501,695.76	3,421,850.84	175,459.50	426,625.00	14 <sup>/b</sup>	47,925,705.93
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 Compan	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown						

<sup>/a</sup> PBB for 2016 and 2017 was paid in CY2019.

<sup>/b</sup> Excludes 1 VP separated/retired from service.

LIST OF BENEFITS  
FOR CALENDAR YEAR 2019

Annex A

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis
1. Personnel Economic Relief Allowance (PERA)*	All levels	P500.00 per month	a. DBM Budget Circular No. 12 dated April 7, 1997 b. General Appropriations Act c. DBM Budget Circular No. 4 dated June 28, 1991
2. Additional Compensation Allowance (ACA) *	All levels	P500.00 per month	a. DBM BC No. 17, dated 2/24/1999 b. General Appropriations Act c. AO No. 53 dated May 17, 1993
3. Meal Subsidy	All levels	P2,200.00 per month	a. Presidential Memorandum Order (MO) No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution (BR) Nos. 1999-12-084, 2001-11-137 & 2008-08-130
4. Rice Subsidy	All levels	P2,100.00 per month	a. Presidential MO No. 77 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084, 2001-11-137 & 2008-12-196
5. Children's Allowance	All levels	P30.00 per month per child dependent below 21 years old; maximum number of dependents is four (4), equivalent to P120.00 per month	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084 & 2001-11-137
6. Longevity Pay	All levels	P100.00 per month after 5 years of service & additional P20.00 per month for every year of service thereafter	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084 & 2001-11-137
7. Representation Allowance and Transportation Allowance (RATA)	A - B C D E F G H	P10,000.00 per month P15,000.00 per month P17,000.00 per month P18,000.00 per month P20,000.00 per month P11,000.00 per month* P14,000.00 per month*  * Provided with vehicle	a. National Budget Circular No. 548 dated May 15, 2013 (for the latest rates) b. General Appropriations Act

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis
8. Business/Policy Development and Enforcement Expense (BPDEE), formerly Extraordinary and Miscellaneous Expense (EME)	A B C D E F G H	P3,000.00 per month P4,000.00 per month P6,000.00 per month P10,000.00 per month P15,000.00 per month P20,000.00 per month P25,000.00 per month P25,000.00 per month  The amount is net of 32% fringe benefit tax.	a. General Appropriations Act b. Memorandum Order No. 77 dated 11/23/99 c. PDIC Charter and its amendments d. PDIC BR Nos. 1996-09-076 & 1999-12-084  Note: EME for the national government agencies
9. Special Counsel Allowance (SCA)	Lawyers	P2,500.00 for each appearance or attendance to court hearing which shall not exceed 50% of monthly basic salary	General Appropriations Act
10. Wireless Communication Facility - Mobile Phone (Corporate pays for the plan, phone is free)	JLs D to H	1. Monthly entitlement of the following officers: Job Level Plan Entitlement D P 800.00 P 800.00 E P1,800.00 P1,800.00 F P2,500.00 P4,000.00 G P2,500.00 P5,000.00 H P2,500.00 At cost  2. Also given to designated Officers-in-Charge of above positions	a. PDIC Charter and its amendments b. PDIC Board Resolution Nos. 2004-07-062 & 2007-11-182
11. Provident Fund	All levels	45% of basic salary - corporate share; 10% of basic salary - employee's share	a. PDIC Charter and its amendments b. PDIC Board Resolution Nos. 107 dated September 13, 1984 & 1999-12-084 dated 12/14/99
12. Uniform/Clothing Allowance	All levels	P6,000.00 per year	a. General Appropriations Act b. DBM BC No. 2018-1 dated 3/8/2018
13. Medical Allowance	1 to 6 A to D E to H	P30,000.00 per year P48,000.00 per year P60,000.00 per year  Note: Amount is inclusive of P3,000 Dependents' Cash Medical Allowance, if employee is qualified, P1,500 of which is tax-exempt	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-08 & 2000-03-020 d. CSC MC No. 33, s. 1997 e. PDIC BR Nos. 2000-08-096, 2003-05-099
14. Mid-Year Bonus (formerly called 14th month pay)	All levels	One (1) month basic salary per year	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084 & 2017-06-085 d. GCG MC No. 2018-03 dated 5/9/18
15. Year-End Bonus and Cash Gift	All levels	One (1) month basic salary plus P5,000.00 per year	a. RA 6686, as amended by RA 8441 b. GCG MC No. 2018-03 dated 5/9/18

ALLOWANCES/ BONUSSES/ BENEFITS	Job Level	Amount per employee			Legal Basis
		Distribution	Basic Salary Multiples		
			2016	2017&2018	
16. Performance-Based Bonus	All levels	10% 25% 65%	2.50 1.50 1.00	0.65 0.575 0.50	a. GCG MC No. 2017-01 b. GCG MC No. 2018-01 c. BR Nos. 2017-08-119 & 2018-02-022 d. BR No. 2018-04-040
17. Productivity Enhancement Incentive	All levels	P5,000.00 for those with at least 4 months of service as of November 30			a. Executive Order No. 80, s. 2012 b. GCG MC No. 2017-05 dated 12/05/2017 c. Secretary's Certificate dated 11/20/19
18. PDIC PRAISE A. Loyalty Incentive Award	All levels	10 years = P500.00/yr. of service; Milestone years = P1,000.00/year of service			CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)
B. Service Award for retirees	All levels	P1,000/yr. of service for those with at least 15 years of PDIC service; plaque, testimonial dinner, video livelihood training and wristwatch			
19. Medical/health Insurance Coverage under HMO	All levels	P200,000 Annual Benefit Limit per employee			a. CSC MC No. 33, s. 1997 b. PDIC Board Resolution No. 2003-05-099 c. PDIC Charter and its amendments d. PDIC Board Resolution No. 2017-12-178 e. PDIC Board Resolution No. 2018-06-069
20. Anniversary Bonus	All levels	P3,000 every milestone year			a. RA 3591, as amended b. PDIC BR No. 2008-05-084 c. AO No. 263 dated 3/28/95 d. DBM NBC No. 452 dated 5/20/96
21. Corporate Gift	All levels	P40,000.00 <i>Note: No payment for CY2019</i>			a. PDIC Charter and its amendments b. PDIC Board Resolution No. 2018-12-141
22. Travel Allowance/Per Diem	JLs 1-6 JLs A-D JLs E-G	P1,900/day 2,400/day 2,900/day			a. PDIC Charter and its amendments b. PDIC BR No. 2016-09-151
23. Car Plan under Motor Vehicle Lease Purchase Plan (MVLPP)	JLs C to H	Job Level	Entitlement		a. PDIC BR No. 90-03-029 dated 3/15/1990 b. Malacañang approval dated 5/4/1992
		C	- P 690,000.00		
		D	- 910,000.00		
		E	- 1,035,000.00		
		F	- 1,142,000.00		
		G	- 1,260,000.00		
		H	- 1,661,000.00		
24. Group Personal Accident Insurance (GPAI)	All levels	P750,000.00 insurance coverage per employee with an annual premium of P306.00, inclusive of 2% tax, paid by the Corporation			a. RA 3591, as amended b. CSC MC No. 33, s. 1997 c. PDIC Board Resolution No. 2000-01-005 dated 1/24/2000 d. Memorandum Order No. 77 dated 11/23/99 e. Sections 2 (d)(3) and 3 of PDIC Charter (RA 3591, as amended)

ALLOWANCES/ BONUSSES/ BENEFITS	Job Level	Amount per employee	Legal Basis
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\* Department of Budget and Management (DBM) Budget Circular No. 2006-2, implementing Administrative Order No. 144, expressly provided that the rules on the increase in additional compensation of government (to be collectively called as PERA) employees do not cover government officials and employees in national government agencies and GOCC/GFIs exempt from the coverage of Republic Act No. 6758 or the Salary Standardization Law (SSL). Efforts to secure the approval of the Office of the President for the adjustment of the PERA/ACA of PDIC personnel were undertaken in 2013 through a formal letter coursed through the GCG. In reply, the GCG, in its letter dated 23 October 2013 stated that "they [GCG] did not find sufficient basis to recommend the approval of PDIC request to the President."

<b>COMPENSATION OF PDIC DIRECTORS for 2019</b>			
<b>GOCC Class per EO 24:</b>			A
<b>Per Diem for Board Meetings:</b>			P40,000.00
<b>Per Diem for Committee Meetings:</b>			P24,000.00
<b>Name of Director</b>		<b>Total No. of BOD Meetings Compensated for in 2019</b>	<b>Total BOD Meeting Per Diems Received in 2019 (in Php)</b>
Carlos G. Dominguez (ex-officio)		0	0.00
Nestor A. Espenilla (ex-officio)		0	0.00
Benjamin E. Diokno (ex-officio)		0	0.00
Roberto B. Tan		24	960,000.00
Rogelio M. Guadalquiver		24	960,000.00
Eduardo M. Pangan		24	960,000.00
Anita Linda R. Aquino		24	960,000.00
Reynaldo F. Tansioco		24	960,000.00
<b>Name of Director</b>		<b>Total No. of Committee Meetings Compensated for in 2019</b>	<b>Total Committee Per Diems Received in 2019 (in Php)</b>
Carlos G. Dominguez (ex-officio)		0	0.00
Nestor A. Espenilla (ex-officio)		0	0.00
Benjamin E. Diokno (ex-officio)		0	0.00
Roberto B. Tan		22	528,000.00
Rogelio M. Guadalquiver		24	576,000.00
Eduardo M. Pangan		24	576,000.00
Anita Linda R. Aquino (please see Note A)		24	576,000.00
Reynaldo F. Tansioco (please see Note B)		24	576,000.00
<b>Name of Director</b>			<b>Business/Policy Development and Enforcement Expense (Reimbursible Business Expenses and Wireless Communication Facility) (in Php)</b>
Carlos G. Dominguez (ex-officio)			0.00
Nestor A. Espenilla (ex-officio)			0.00
Benjamin E. Diokno(ex-officio)			0.00
Roberto B. Tan			262,188.22
Rogelio M. Guadalquiver			264,000.00
Eduardo M. Pangan			228,359.79
Anita Linda R. Aquino			262,970.34

Reynaldo F. Tansioco			148,460.17
<b>Name of Director</b>			<b>2017 Performance Based Incentive (PBI) Received in 2019</b>
Carlos G. Dominguez (ex-officio)			0.00
Nestor A. Espenilla (ex-officio)			0.00
Benjamin E. Diokno(ex-officio)			0.00
Roberto B. Tan			482,909.00
Rogelio M. Guadalquiver			500,363.64
Eduardo M. Pangan			500,363.64
Anita Linda R. Aquino			485,818.18
Reynaldo F. Tansioco			396,631.58
<b>Name of Director</b>			<b>Total Amount of Compensation for 2019 (in PhP)</b>
Carlos G. Dominguez (ex-officio)			<b>0.00</b>
Nestor A. Espenilla (ex-officio)			<b>0.00</b>
Benjamin E. Diokno (ex-officio)			<b>0.00</b>
Roberto B. Tan			<b>2,233,097.22</b>
Rogelio M. Guadalquiver			<b>2,310,249.27</b>
Eduardo M. Pangan			<b>2,295,021.53</b>
Anita Linda R. Aquino			<b>2,360,386.50</b>
Reynaldo F. Tansioco			<b>2,209,774.42</b>