

Compensation Package for Directors & Officers  
 Philippine Deposit Insurance Corporation  
 For Calendar Year 2016

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade/ Job Level	Basic Salary		Benefits		TCF		PBB		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President <sup>/a</sup>	H	2,400,000.00	2,400,000.00	1,019,859.09	1,019,859.09	3,419,859.09	3,419,859.09	-	-	1	3,419,859.09
Executive Vice President	G	2,388,000.00	2,388,000.00	983,326.10	983,326.10	3,371,326.10	3,371,326.10	-	365,495.00	1	3,736,821.10
Senior Vice President	F	2,376,000.00	2,376,000.00	1,032,151.61	1,032,294.64	3,408,151.61	3,408,294.64	135,368.00	135,368.00	2 <sup>/b</sup>	7,087,182.25
General Counsel <sup>/c</sup>	F	2,362,526.68	2,362,526.68	1,027,066.26	1,027,066.26	3,389,592.94	3,389,592.94	-	313,350.00	1	3,702,942.94
Vice President	E	1,356,645.68	2,364,000.00	772,393.95	969,555.47	2,129,039.63	3,333,555.47	106,633.00	188,010.00	15 <sup>/d</sup>	46,967,274.65
Head Executive Assistant <sup>/e</sup>	E	-	-	-	-	-	-	-	-	0	-
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
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						

<sup>/a</sup> PDIC President was paid Performance-Based Incentive for CY2016.

<sup>/b</sup> Excludes one (1) SVP who was separated from service effective October 30, 2016.

<sup>/c</sup> Promoted to position effective March 18, 2016.

<sup>/d</sup> Excludes 3 VPs separated/retired from service, 2 newly promoted VPs on June 13, 2016 and December 22, 2016, and 1 newly assumed VP on November 7, 2016.

<sup>/e</sup> Former incumbent was separated from service effective March 1, 2016.

LIST OF PDIC BENEFITS FOR CY 2016

	Job Grade/ Job Level	Amount per Officer	Legal Basis								
1. Personnel Economic Relief Allowance (PERA)	All levels	P500.00 per month	General Appropriations Act; DBM Budget Circular No. 4 dated June 28, 1991 and DBM Budget Circular No. 12 dated April 7, 1997								
2. Additional Compensation Allowance (ACA) Note: PDIC did not implement the increase in PERA/ACA to P2,000 in 2006	All levels	P500.00 per month	General Appropriations Act; AO No. 53 dated May 17, 1993; DBM BC No. 17, dated 2/24/1999								
3. Meal Subsidy	All levels	P2,200.00 per month	Presidential Memorandum Order (MO) No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of (PDIC Charter RA 3591, as amended); Board Resolution (BR) Nos. 1999-12-084, 2001-11-137 & 2008-08-130								
4. Rice Subsidy Note: Amount is subject to upward or downward adjustment based on Phil. Statistics Authority survey	All levels	P2,100.00 per month	Presidential MO No. 77; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); 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	Presidential MO No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter RA 3591, as amended; 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	Presidential MO No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); BR Nos. 1999-12-084 & 2001-11-137								
7. Uniform/Clothing Allowance	All levels	P5,000.00 per year	General Appropriations Act; DBM BC No. 2012-1 dated 2/23/2012								
8. Medical Allowance	1 to 6 A - D E - 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 qualified	Presidential MO No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); BR Nos. 1999-12-084, 2000-03-020 & 2000-08-096; CSC MC No. 33, s. 1997; BR No. 2003-05-099								
9. Year-End Bonus and Cash Gift	All levels	One (1) month basic salary plus P5,000.00 per year	RA 6686, as amended by RA 8441; DBM BC No. 2010-1 dated 4/28/2010								
10. 14th month pay (equivalent of Mid-Year Bonus)	All levels	One (1) month basic salary per year	Presidential MO No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); BR No. 1999-12-084								
11. Year-End Christmas Gift Note: Not given for FY 2016	All levels	P60,000.00 or one (1) month basic salary, whichever is higher, per year	Presidential MO No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591), as amended; BR Nos. 2007-09-152 & 2007-11-189								
12. Anniversary Bonus	All levels	P3,000.00 every milestone year	AO No. 263 dated 3/28/1995 and DBM NBC No. 452 dated 5/20/1996								
13. Performance-Based Bonus 2015	All levels	<table border="1"> <thead> <tr> <th>Distribution</th> <th>Basic Salary Multiplier*</th> </tr> </thead> <tbody> <tr> <td>10%</td> <td>2.5</td> </tr> <tr> <td>25%</td> <td>1.5</td> </tr> <tr> <td>65%</td> <td>1.0</td> </tr> </tbody> </table>	Distribution	Basic Salary Multiplier*	10%	2.5	25%	1.5	65%	1.0	GCG MC no. 2015-05 and IATF MC No. 2015-01
Distribution	Basic Salary Multiplier*										
10%	2.5										
25%	1.5										
65%	1.0										
14. Productivity Enhancement Incentive for Performance Year 2016	All levels	P5,000.00 for those with at least 4 months of service as of November 30, 2016	DBM BC No. 2016-8 and BR No. 2016-12-220								

	Job Grade/ Job Level	Amount per Officer	Legal Basis
15. PDICPRAISE A. Loyalty Incentive Award  B. Service Award for retirees	All levels  All levels	10 years = P500.00/yr. of service; Milestone years = P1,000.00/year of service  P1,000/yr. of service for those with at least 15 years of PDIC service; plaque, testimonial dinner, video coverage, livelihood training & wristwatch	CSC-approved PDICPRAISE (approved for implementation beginning July 2001)
16. 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	General Appropriations Act and National Budget Circular No. 548 dated May 15, 2013
17. 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.	General Appropriations Act; Memorandum Order No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 1996-09-076 & 1999-12-084
18. Provident Fund	All levels	45% of basic salary - corporate share; 10% of basic salary - employee's share	Section 8, paragraph 11 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 107 dated September 13, 1984 & 1999-12-084 dated 12/14/99
19. 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	Memorandum Order No. 77 dated 11/23/99; Sections 2 (d)(3) and 3 of PDIC Charter (RA 3591, as amended); CSC MC No. 33, s. 1997; Board Resolution No. 2000-01-005 dated 1/24/2000

COMPENSATION OF DIRECTORS for 2016				
GOCC Class per EO 24:		A	A	
Per Diem for Board Meetings:		P40,000.00	P40,000.00	
Per Diem for Committee Meetings:		P24,000.00	P24,000.00	
<b>Name of Director</b>		<b>Total No. of BOD Meetings Compensated for in 2016</b>	<b>Per Diem per Board Meeting</b>	<b>Total BOD Meeting Per Diems Received in 2016</b>
Cristina Q. Orbeta		21	P40,000.00	P840,000.00
Rogelio W. Manalo*		20	P40,000.00	P800,000.00
Protacio T. Tacandong		21	P40,000.00	P840,000.00
Roger M. Guadalquiver**		2	P40,000.00	P80,000.00
Eduardo M. Pangan***		1	P40,000.00	P40,000.00
<b>Name of Director</b>		<b>Total No. of Committee Meetings Compensated for in 2016</b>	<b>Per Diem per Committee Meeting</b>	<b>Total Committee Per Diems Received in 2016</b>
Cristina Q. Orbeta		24	P24,000.00	P576,000.00
Rogelio W. Manalo		24	P24,000.00	P576,000.00
Protacio T. Tacandong		24	P24,000.00	P576,000.00
Roger M. Guadalquiver		2	P24,000.00	P48,000.00
Eduardo M. Pangan		N/A		0
<b>Name of Director</b>		<b>Business/Policy Development and Enforcement Expense (Reimbursible Business Expenses)</b>		
Cristina Q.Orbeta		311,382.21	includes BPDEE of 47,382.21 for 2015	
Rogelio W. Manalo		185,156.90		
Protacio T. Tacandong		P213,979.60		
Roger M. Guadalquiver		22,000.00		
Eduardo M. Pangan		0		
<b>Name of Director</b>		<b>Performance Based Incentive (PBI) Received in 2016****</b>		
Cristina Q.Orbeta		P1,488,000.00		
Rogelio W. Manalo		P1,536,000.00		
Protacio T. Tacandong		P1,536,000.00		

Roger M. Guadalquiver		N/A	
Eduardo M. Pangan		N/A	
<b>Name of Director</b>		<b>Total Amount of Compensation for 2016</b>	<b>Notes:</b> *Dir. Manalo until Dec 20, 2016 only **Dir. Guadalquiver assumed office on December 2, 2016 ***Dir. Pangan assumed office on Dec. 21, 2016 vice Dir. Manalo ****PBI for FY 2015
Cristina Q.Orbeta		3,239,382.21	
Rogelio W. Manalo		3,097,156.90	
Protacio T. Tacandong		3,165,979.60	
Roger M. Guadalquiver		150,000.00	
Eduardo M. Pangan		40,000.00	

