

COMPENSATION PACKAGE FOR NEA OFFICERS FOR CY 2019

Position/Title	Salary Grade	Basic Salary/Annum		Benefits/Annum		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Administrator	30	178,043	2,106,367		1,174,217		3,280,584			1
Deputy Administrator, CRFS	28	139,434	1,673,208		513,802		2,187,010			1
Deputy Administrator, ECMS	28	137,195	1,636,874		635,208		2,272,081			1
Deputy Administrator, LSO	28	139,434	1,673,208		609,131		2,282,339			1
Deputy Administrator, ODATS	28	137,195	1,646,340		632,926		2,279,266			1
Acting Corporate Board Secretary	23	73,811	885,732		246,017		1,131,749			1

LIST OF BENEFITS

Name of Benefit	Amount per Officer/Annum (Year 2019)	Coverage	Legal Basis
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Administrator :

Personnel Economic Relief Allowance	24,000		AO 144
Representation Allowance	132,000		GAA
Transportation Allowance	0		GAA
EME	160,452		
Meeting Expense	285,346		
Representation	144,656		
Clothing	6,000		GAA
Mid-Year Bonus	175,184	DBM Budget Circular No. 2017-2, Dated 05.08.17	
Year-End & Cash Gift	180,184	DBM Budget Circular No. 2016-4	
Collective Negotiation Agreement (CNA)	25,000	DBM- NBC 2019-5	
Productivity Enhancement Incentive (PEI)	5,000	DBM Budget Circular No. 2017-4 , dated Dec 4, 2017	
GEMP Incentive 2018	23,395	AO 110-A DBM Circular 2008-9	
Service Recognition Incentive	10,000	Administrative Order No.19,s.2019	
Anniversary Incentive	3,000	Administrative Order NO. 263	

Deputy Administrator : CRFS

Personnel Economic Relief Allowance	24,000		AO 144
Representation Allowance	108,000		GAA
Transportation Allowance	0		GAA
Clothing	6,000		GAA
Mid-Year Incentive	139,434	DBM Budget Circular No. 2017-2, Dated 05.08.17	
Year-End Bonus & Cash Gift	144,434	DBM Budget Circular No. 2016-4	
Collective Negotiation Agreement (CNA)	25,000	NBC 2019-5	
GEMP Incentive 2018	23,395	AO 110-A DBM Circular 2008-9	
Productivity Enhancement Incentive (PEI)	5,000	DBM Budget Circular No. 2017-4, Dated 12.04.17	
Service Recognition Incentive	10,000	AO No. 19, s.2019	
EME	20,539		
Anniversary Incentive	3,000		Administrative Order NO. 263
Loyalty Award	5,000		CSC Resolution No. 020295

Deputy Administrator : ECMS

Personnel Economic Relief Allowance	24,000		AO 144
Representation Allowance	108,000		GAA
Transportation Allowance	99,000		GAA

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		Min	Max	Min	Max	Min	Max	Min	Max	
Clothing		6,000		GAA						
Mid-Year Incentive		137,195		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus & Cash Gift		142,195		DBM Budget Circular No. 2016-4						
Collective Negotiation Agreement (CNA)		25,000		NBC 2019-5						
GEMP Incentive 2018		23,395		AO 110-A DBM Circular 2008-9						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4, Dated 12.04.17						
Service Recognition Incentive		10,000		AO No. 19, s. 2019						
EME		52,422								
Anniversary Incentive		3,000		Administrative Order NO. 263						

Deputy Administrator : LSO

Personnel Economic Relief Allowance		24,000		AO 144						
Representation Allowance		108,000		GAA						
Transportation Allowance		108,000		GAA						
Clothing		6,000		GAA						
Mid-Year Incentive		139,434		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus & Cash Gift		144,434		DBM Budget Circular No. 2016-4						
Collective Negotiation Agreement (CNA)		25,000		NBC 2019-5						
GEMP Incentive 2018		23,395		AO 110-A DBM Circular 2008-9						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4, Dated 12.04.17						
Service Recognition Incentive		10,000		AO NO.19, s, 2019						
EME		12,868								
Anniversary Incentive		3,000		Administrative Order NO. 263						

Deputy Administrator : ODATS

Personnel Economic Relief Allowance		24,000		AO 144						
Representation Allowance		108,000		GAA						
Transportation Allowance		108,000		GAA						
Clothing		6,000		GAA						
Mid-Year Incentive		137,195		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus & Cash Gift		142,195		DBM Budget Circular No. 2016-4						
Collective Negotiation Agreement (CNA)		25,000		NBC 2019-5						
GEMP Incentive 2018		23,395		AO 110-A DBM Circular 2008-9						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4, Dated 12.04.17						
Service Recognition Incentive		10,000		AO No. 19, s, 2019						
EME		41,141								
Anniversary Incentive		3,000		Administrative Order NO. 263						

Corp Board Sec/Acting Corp Board Sec

Personnel Economic Relief Allowance		24,000		AO 144						
Representation Allowance		0		GAA						
Transportation Allowance		0		GAA						
Clothing		6,000		GAA						
Mid-Year Incentive		73,811		DBM Budget Circular No. 2017-2, Dated 05.08.17						

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Year-End Bonus & Cash Gift		78,811		DBM Budget Circular No. 2016-4						
Collective Negotiation Agreement (CNA)		25,000		NBC 2019-5						
GEMP Incentive 2018		23,395		AO 110-A DBM Circular 2008-9						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4, Dated 12.04.17						
Service Recognition Incentive		10,000		AO NO. 19, s, 2019						
COMPENSATION FOR BOARD OF ADMTRS										
GOCC Class per EO 24:										
Per Diem for Board Meetings:		15,000								
Per Diem for Committee Meetings:		9,000								
Name of Board Of Administrators		BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total		
Alfonso G. Cusi		0	0	-		0	146,800	146,800.00		
Rene M. Gonzales		24	360,000		24	216,000		576,000.00		
Agustin L. Maddatu		24	360,000		24	216,000	75,869	651,869.00		
Alipio Cirilo V. Badelles		24	360,000		24	216,000	206,108	782,108.00		
Edgardo R. Masongsong		21	315,000		14	126,000		441,000.00		

Alfonso