

**COMPENSATION FOR NEA OFFICERS FOR CY 2022**

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
<b>Administrator</b> (Effective 21 November)	17	189,199.00								1
<b>Administrator</b> (Until 18 November)	17	189,199.00	2,081,189.00		1,382,129.04		3,463,318.04			1
<b>Deputy Administrator, CRFS</b> (Until 14 November)	16	167,432.00	1,752,454.93		764,482.74		2,516,937.67			1
Acting Deputy Administrator, CRFS (Effective 15 Nov)	14	131,124.00			13,731.00		13,731.00			1
<b>Deputy Administrator, ECMS</b> (Effective 07 January)	16	167,432.00	1,891,919.13		869,608.98		2,761,528.11			1
<b>Deputy Administrator, LSO</b>	16	167,432.00	2,009,184.00		809,451.52		2,818,635.52			1
<b>Deputy Administrator, ODATS</b> (Effective 09.02.22)	16	167,432.00	537,393.73		438,247.00		975,640.73			1
Acting Deputy Administrator, ODATS (Until 09.01.22)	14	131,124.00			33,909.00		33,909.00			1
<b>Acting Corporate Board Secretary/Acting Department Manager A</b> (OO # 2022-048)	12	80,003.00	941,460.00		493,992.01		1,435,452.01			1

**LIST OF BENEFITS**

Name of Benefit	Amount per Officer/Annum (Year 2022)	Coverage	Legal Basis						
<b>Administrator (Effective 21 November 2022)</b>									
Representation Allowance			GAA						
Transportation Allowance			GAA						
<b>Acting Deputy Administrator, CRFS (Effective 15 Nov)</b>									
Representation Allowance	2,250.00		GAA						
Extraordinary & Miscellaneous Expenses	11,481.00		GAA						
<b>Acting Deputy Administrator, ODATS (Until 09.01.22)</b>									
Representation Allowance	12,000.00		GAA						
Transportation Allowance	12,000.00		GAA						
Extraordinary & Miscellaneous Expenses	9,909.00		GAA						
<b>Administrator (Until 18 November 22)</b>									
Salary (Oct, Nov & Dec 2021) and CPCS Differential (Oct, Nov & Dec 2021)	463,842.70		EO 150 S. 2021						
Personnel Economic Relief Allowance	22,000.00		GAA						
Personnel Economic Relief Allowance (Oct, Nov & Dec 2021)	4,903.23		GAA						
Representation Allowance	121,000.00		GAA						
Representation Allowance (Oct, Nov & Dec 2021)	27,500.00		GAA						
Clothing/Uniform Allowance	6,000.00		GAA						
2021 Year-End Bonus, CPCS Differential (YEB), Cash Gift	194,199.00		EO 150 S. 2021						
2021 Service Recognition Incentive (SRI)	10,000.00		DBM Circular No. 2021-4 dated 12.28.2021						
2021 Productivity Enhancement Incentive (PEI)	5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
Mid-Year Incentive	189,199.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus and Cash Gift	194,199.00		DBM Circular No. 2016-4 dated 04.28.2016						
Extraordinary & Miscellaneous Expenses	144,286.11		GAA						

*Shan Jan*

**COMPENSATION FOR NEA OFFICERS FOR CY 2022**

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
<b>Deputy Administrator, CRFS (Until 14 November)</b>										
Personnel Economic Relief Allowance		20,909.00		AO 144						
Representation Allowance		94,500.00		GAA						
Clothing/Uniform Allowance		6,000.00		GAA						
2021 Service Recognition Incentive (SRI)		10,000.00		DBM Circular No. 2021-4 dated 12.28.2021						
2021-Q4 Efficient Service Delivery Award (PRAISE)		6,000.00		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
Mid-Year Incentive		167,432.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Compensation & Position Classification System Differential, Salary (10.05-12.31.21)		73,847.03		EO 150 S. 2021						
CPCS Differential, 2021 Year-End Bonus		25,722.00		EO 150 S. 2021						
2020 Performance Based Bonus		92,111.20		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2021 Government Energy Management Program		29,499.65		AO 110-A, DBM Circular 2008-9						
Year-End Bonus		167,432.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Extraordinary & Miscellaneous Expenses		66,029.86		GAA						
<b>Deputy Administrator, ECMS</b>										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		108,000.00		GAA						
Transportation Allowance		108,000.00		GAA						
Clothing/Uniform Allowance		6,000.00		GAA						
Compensation & Position Classification System Differential, Salary (10.05-12.31.21)		17,388.71		EO 150 S. 2021						
Compensation & Position Classification System Differential, Salary (01.01-03.31.22)		86,030.62		EO 150 S. 2021						
2021 CPCS Differential, Year-End Bonus		6,055.00		EO 150 S. 2021						
2020 Performance Based Bonus		48,317.00		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2021 (Q3 & Q4) Efficient Service Delivery Award (PRAISE)		12,000.00		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2021 Service Recognition Incentive		10,000.00		DBM Circular No. 2021-4 dated 12.28.2021						
Mid-Year Incentive		167,432.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Government Energy Management Program		29,499.65		AO 110-A, DBM Circular 2008-9						
2022 Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
2022 Year-End Bonus		167,432.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
2022 Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
2022 Collective Negotiation Agreement Incentive		25,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
2022 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4, Dated 12.20.2022						
Extraordinary and Miscellaneous Expenses		24,454.00		GAA						

*akany*

**COMPENSATION FOR NEA OFFICERS FOR CY 2022**

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
<b>Deputy Administrator, LSO</b>										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		108,000.00		GAA						
Transportation Allowance		2,250.00		GAA						
Clothing/Uniform Allowance		6,000.00		GAA						
Compensation & Position Classification System Differential, Salary (10.05-12.31.21)		78,545.87		EO 150 S. 2021						
CPCS Differential, Year-End Bonus		27,998.00		EO 150 S. 2021						
Mid-Year Incentive		167,432.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Government Energy Management Program		29,499.65		AO 110-A, DBM Circular 2008-9						
2020 Performance Based Bonus		69,717.00		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2021 Service Recognition Incentive(SRI)		10,000.00		DBM Circular No. 2021-4 dated 12.28.2021						
2021-Q3 Efficient Service Delivery Award (PRAISE)		6,000.00		NEA-PRAISE Reso NO. 02, S 2022, March 14, 2022						
2021-Q4 Efficient Service Delivery Award		6,000.00								
Year-End Bonus		167,432.00		DBM Budget Circular No. 2016-4, April 28, 2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, April 28, 2016						
2022 Collective Negotiation Agreement Incentive		25,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
Productivity Enhancement Incentive (PEI)		5,000.00		DBM Budget Circular No. 2017-4, December 04, 2017						
2022 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4, December 20, 2022						
Extraordinary and Miscellaneous Expenses		51,577.00		GAA						

<b>Deputy Administrator, ODATS (Effective 09.02.22)</b>										
Personnel Economic Relief Allowance		6,000.00		AO 144						
Representation Allowance		28,500.00		GAA						
Transportation Allowance		28,500.00		GAA						
Year-End Bonus		167,432.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Productivity Enhancement Incentive (PEI)		5,000.00		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4 Dated 12.20.2022						
2022 Collective Negotiation Agreement Incentive		25,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
Extraordinary and Miscellaneous Expenses		152,815.00		DBM Budget Circular No. 2021-3 Dated 11.17.2021						

*akwan' ju*

**COMPENSATION FOR NEA OFFICERS FOR CY 2022**

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
<b>Acting Corporate Board Secretary/Acting Department Manager A (OO # 2022-048)</b>										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		90,000.00		GAA						
Transportation Allowance		22,500.00		GAA						
Clothing Allowance		6,000.00		GAA						
2021 Service Recognition Incentive		10,000.00		DBM Circular No. 2021-4 dated 12.28.2021						
2021 (Q3 & Q4) Efficient Service Delivery Award (PRAISE)		12,000.00		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
Mid-Year Incentive		80,003.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Government Energy Management Program		29,499.65		AO 110-A, DBM Circular 2008-9						
2020 Performance Based Bonus		42,441.33		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
Year-End Bonus		80,003.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
2022 Collective Negotiation Agreement Incentive		25,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
Compensation & Position Classification System Differential, Salary (10.05-12.31.21)		17,777.03		EO 150 S. 2021						
Compensation & Position Classification System Differential, Salary (01.01-03.31.22)		18,576.00		EO 150 S. 2021						
CPCS Differential, 2021 Year-End Bonus		6,192.00		EO 150 S. 2021						
Productivity Enhancement Incentive (PEI)		5,000.00		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2022 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4 Dated 12.20.2022						

**COMPENSATION FOR BOARD OF ADMTRS**

GOCC Class per EO 24:										
Per Diem for Board Meetings:		15,000.00								
Per Diem for Committee Meetings:		9,000.00								
Name of Board of Administrators	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements & PBI	Total			
Raphael Perpetuo M. Lotilla		-			-					
Felix William B. Fuentebella (Alternate Chair)		-			-					
Alfonso G. Cusi		-			-					
Jesus Cristino P. Posadas (Alternate Chair)		-			-					
Rene M. Gonzales	22	330,000.00	BGNRC, BCRMC & BAC	20	180,000.00	192,000.00	702,000.00			
Agustin L. Maddatu	24	360,000.00	BGNRC, BCRMC & BAC	22	198,000.00	219,012.00	777,012.00			
Alipio Cirilo V. Badelles	24	360,000.00	BGNRC, BCRMC & BAC	22	198,000.00	296,185.00	854,185.00			
Antonio Mariano C. Almeda (Present Admtr)	4	60,000.00	BGNRC, BCRMC	1	9,000.00		69,000.00			
Emmanuel P. Juaneza (Former Admtr)	20	300,000.00	BGNRC, BCRMC	17	153,000.00		453,000.00			

BGNRC = Board Governance, Nomination & Remuneration Committee  
 BCRMC = Board Credit & Risk Management Committee  
 BAC = Board Audit Committee

*alvin jin*