

**COMPENSATION FOR NEA OFFICERS FOR CY 2023**

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	
Administrator	18	318,788.00	3,436,689.00		1,712,807.53		5,149,496.53			1
Deputy Administrator, CRFS (Until 10.05.2023)	17	234,491.00	1,699,450.90		1,080,373.96		2,779,824.86			1
Acting Deputy Administrator, CRFS (Effective 10.06.2023)	14	Did not receive any compensation					-			1
Deputy Administrator, CRFS (Effective 12.05.2023)	17	136,372.00	136,672.00		116,228.00		252,900.00			1
Deputy Administrator, ECMS	17	234,491.00	2,612,715.00		2,030,054.64		4,642,769.64			1
Deputy Administrator, LSO	17	247,024.00	2,675,380.00		2,629,954.85		5,305,334.85			1
Deputy Administrator, ODATS	17	234,491.00	2,612,715.00		1,442,920.33		4,055,635.33			1
Acting Corporate Board Secretary/Acting Department Manager A (OO # 2022-048)	12C	91,305.00	1,022,886.00		508,978.33		1,531,864.33			1

**LIST OF BENEFITS**

Name of Benefit	Amount per Officer/Annum (Year 2023)	Coverage	Legal Basis						
<b>Administrator</b>									
Salary for 21 November to 31 December 2022	252,265.33		GAA						
Salary Differential, CPCS	565,871.97*		EO 150 S. 2021						
Personnel Economic Relief Allowance	24,000.00		GAA						
Personnel Economic Relief Allowance (Nov & Dec 2022)	2,727.27		GAA						
Representation Allowance	132,000.00		GAA						
Representation Allowance (Nov & Dec 2022)	16,500.00		GAA						
2022 Service Recognition Incentive (SRI)	2,000.00		GAA						
2022 Productivity Enhancement Incentive (PEI)	1,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
2023 Mid-Year Incentive	318,788.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2023 Collective Negotiation Agreement (CNA)	30,000.00		DBM Circular No. 2021-4 dated 12.28.2021						
2023 Productivity Enhancement Incentive (PEI)	5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
Year-End Bonus and Cash Gift	323,788.00		DBM Circular No. 2016-4 dated 04.28.2016						
2023 Service Recognition Incentive (SRI)	20,000.00		GAA						
Meeting Expenses	18,866.96		GAA						
<b>Deputy Administrator, CRFS (Until 10.05.2023)</b>									
Salary Differential, CPCS	294,530.68		EO 150 S. 2021						
Personnel Economic Relief Allowance	16,272.73		GAA						
Representation Allowance	74,250.00		GAA						
2023 Mid-Year Incentive	234,491.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Performance Based Bonus	99,568.95		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2023 Year-End Bonus	222,766.45		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift	4,750.00		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
2021 & 2022 Mid Year & Year-End Bonus Differential	54,022.00		GAA						
Miscellaneous Expenses	79,722.15		GAA						

*See [Signature]*

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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 (Effective 12.05.2023)</b>										
Representation Allowance		7,500.00		GAA						
Transportation Allowance		7,500.00		GAA						
2023 Collective Negotiation Agreement Incentive		30,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
2023 Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
2023 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4, Dated 12.20.2022						
Compensation & Position Classification System, Differential (Salary Mid-Year Incentive & Year-End Bonus)		46,228.00		EO 150 S. 2021						
<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						
2023 Mid-Year Incentive		234,491.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Compensation & Position Classification System, Differential (Salary Mid-Year Incentive & Year-End Bonus)		1,183,000.35		EO 150 S. 2021						
2021 Performance Based Bonus		58,231.00		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2023 Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
2023 Year-End Bonus		234,491.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
2023 Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
2023 Collective Negotiation Agreement Incentive		30,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
2023 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4, Dated 12.20.2022						
Extraordinary and Miscellaneous Expenses		19,841.29		GAA						
<b>Deputy Administrator, LSO</b>										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		108,000.00		GAA						
Compensation & Position Classification System, Differential (Salary Mid-Year Incentive & Year-End Bonus)		1,704,621.74		EO 150 S. 2021						
2023 Mid-Year Incentive		234,491.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Performance Based Bonus		142,038.00		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2023 Year-End Bonus		247,024.00		DBM Budget Circular No. 2016-4, April 28, 2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, April 28, 2016						
2023 Collective Negotiation Agreement Incentive		30,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
2023 Productivity Enhancement Incentive (PEI)		5,000.00		DBM Budget Circular No. 2017-4, December 04, 2017						
2023 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4, December 20, 2022						
Extraordinary and Miscellaneous Expenses		109,780.11		GAA						

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		Min	Max	Min	Max	Min	Max	Min	Max	
<b>Deputy Administrator, ODATS (Effective 09.02.22)</b>										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		108,000.00		GAA						
Transportation Allowance		76,500.00		GAA						
Compensation & Position Classification System, Differential (Salary Mid-Year Incentive & Year-End Bonus)		563,219.76		EO 150 S. 2021						
2023 Mid-Year Incentive		234,491.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Performance Based Bonus		76,687.75		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2023 Year-End Bonus		234,491.00		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						
2023 Productivity Enhancement Incentive (PEI)		5,000.00		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2023 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4 Dated 12.20.2022						
2023 Collective Negotiation Agreement Incentive		30,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
Extraordinary and Miscellaneous Expenses		65,530.82		DBM Budget Circular No. 2021-3 Dated 11.17.2021						

<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						
2023 Mid-Year Incentive		81,588.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2021 Performance Based Bonus		52,070.28		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
2023 Year-End Bonus		91,305.00		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						
2023 Collective Negotiation Agreement Incentive		30,000.00		DBM Budget Circular No. 2022-3 Dated 10.19.2022						
Compensation & Position Classification System Differential, (Salary Mid-Year Incentive & Year-End Bonus)		110,015.05		EO 150 S. 2021						
2023 Productivity Enhancement Incentive (PEI)		5,000.00		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2023 Service Recognition Incentive		20,000.00		DBM Budget Circular No. 2022-4 Dated 12.20.2022						

<b>COMPENSATION FOR BOARD OF ADMTRS</b>										
GOCC Class per EO 24:										
Per Diem for Board Meetings:										
Per Diem for Committee Meetings:										
Name of Board of Administrators	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimburse-ments & PBI	Total			
Raphael Perpetuo M. Lotilla, Chairman		-								
Felix William B. Fuentesbella (Alternate Chair)		-								
Rene M. Gonzales	24	360,000.00	BGNRC, BCRMC & BAC	23	207,000.00	6,300.00	573,300.00			
Agustin L. Maddatu	24	360,000.00	BGNRC, BCRMC & BAC	23	207,000.00	85,810.91	652,810.91			
Alipio Cirilo V. Badelles	24	360,000.00	BGNRC, BCRMC & BAC	23	207,000.00	127,146.00	694,146.00			
Antonio Mariano C. Almada	24	360,000.00	BGNRC, BCRMC	15	135,000.00		495,000.00			

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