

COMPENSATION FOR NEA OFFICERS FOR CY 2021										
Position/Title	Salary Grade	Basic Salary/Annum		Benefits/Annum		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Administrator (Effective 10.18.21)	30									1
OIC, Administrator (09.06 to 10.17.21)	28				17,426		17,426			1
OIC, Administrator (08.24 to 09.05.21)	28				2,484		2,484			1
Administrator (01.01 to 08.21.21)	30	178,043	1,393,974		441,709		1,835,683			1
Deputy Administrator, CRFS	28	141,710	1,693,692		738,932		2,432,624			1
Deputy Administrator, ECMS (01.01 to 09.30.21)	28	137,195	1,234,755		467,257		1,702,012			1
Acting Deputy Administrator, ECMS (10.01 to 12.31.21)	26				9,000		9,000			1
Deputy Administrator, LSO	28	139,434	1,673,208		706,759		2,379,967			1
Acting Deputy Administrator, LSO (09.06 to 10.17.21)	26				1,500		1,500			1
Deputy Administrator, ODATS	28	139,434	1,673,208		705,640		2,378,848			1
Corp Board Secretary (OO # 2021-30)	24	83,406	750,654		293,486		1,044,140			1
Acting Corp Board Secretary (OO # 2021-122)	23	73,811	221,433		171,811		393,244			1
LIST OF BENEFITS										
Name of Benefit		Amount per Officer/Annum (Year 2021)	Coverage	Legal Basis						
Administrator (Effective 10.18.2021)										
OIC, Administrator (09.06 to 10.17.21)										
Representation Allowance		3,000		GAA						
Transportation Allowance		3,000		GAA						
Reimbursable Expenses		3,096								
Extraordinary & Miscellaneous Expenses		8,330								
OIC, Administrator (08.24 to 09.05.21)										
Representation Allowance		1,000		GAA						
Transportation Allowance		1,000		GAA						
Reimbursable Expenses		484								
Acting Deputy Administrator, LSO (09.17 to 10.17.21)										
Representation Allowance		750		GAA						
Transportation Allowance		750		GAA						
Acting Deputy Administrator, ECMS(10.01 to 12.31.21)										
Representation Allowance		4,500		GAA						
Transportation Allowance		4,500		GAA						

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		Min	Max	Min	Max	Min	Max	Min	Max	
Administrator (01.01. to 08.21.21):										
Personnel Economic Relief Allowance		16,000		AO 144						
Representation Allowance		88,000		GAA						
Clothing/Uniform Allowance		6,000		GAA						
2020 Collective Negotiation Agreement		25,000		DBM Budget Circular No. 2020-5 Dated 11.04.2020						
2020 (Q3&Q4) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2020 Government Energy Management Program		28,174		AO 110-A, DBM Circular 2008-9						
2021 Mid-Year Incentive		178,043		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Extraordinary & Miscellaneous Expenses		88,492		GAA						
Deputy Administrator : CRFS										
Personnel Economic Relief Allowance		24,000		AO 144						
Representation Allowance		108,000		GAA						
Transportation Allowance		108,000		GAA						
Clothing/Uniform Allowance		6,000		GAA						
2020 Collective Negotiation Agreement		29,000		DBM Budget Circular No. 2020-5 Dated 11.04.2020						
2020 (Q3&Q4) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2021 (Q1&Q2) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2020 Government Energy Management Program		28,174		AO 110-A, DBM Circular 2008-9						
2021 Mid-Year Incentive		141,710		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2019 PBB		90,632		GCG Memorandum Circular No. 2019-02						
Year-End Bonus		141,710		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift		5,000		DBM Budget Circular No. 2016-4 Dated 04.28.2017						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2021 Collective Negotiation Agreement		25,000		DBM Budget Circular No. 2021-3 Dated 11.17.2021						
Extraordinary & Miscellaneous Expenses		6,705		GAA						
Deputy Administrator : ECMS										
Personnel Economic Relief Allowance		18,000		AO 144						
Representation Allowance		81,000		GAA						
Transportation Allowance		81,000		GAA						
Clothing/Uniform Allowance		6,000		GAA						
2020 Collective Negotiation Agreement Incentive		25,000		DBM Budget Circular No. 2020-5 Dated 11.04.2020						
2020 (Q3&Q4) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2020 Government Energy Management Program		28,174		AO 110-A, DBM Circular 2008-9						
Mid-Year Incentive		137,195		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2019 PBB		78,887		GCG Memorandum Circular No. 2019-02						

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		Min	Max	Min	Max	Min	Max	Min	Max	
Deputy Administrator : LSO										
Personnel Economic Relief Allowance		24,000		AO 144						
Representation Allowance		108,000		GAA						
Transportation Allowance		108,000		GAA						
Clothing/Uniform Allowance		6,000		GAA						
2020 Collective Negotiation Agreement		25,000		DBM Budget Circular No. 2020-5 Dated 11.04.2020						
2020 (Q3&Q4) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2021 (Q1&Q2) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2020 Government Energy Management Program		28,174		AO 110-A, DBM Circular 2008-9						
2021 Mid-Year Incentive		139,434		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2019 PBB		69,717		GCG Memorandum Circular No. 2019-02						
2021 Year-End Bonus		139,434		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift		5,000		DBM Budget Circular No. 2016-4 Dated 04.28.2017						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2021 Collective Negotiation Agreement Incentive		25,000		DBM Budget Circular No. 2021-3 Dated 11.17.2021						
				GAA						
Deputy Administrator : ODATS										
Personnel Economic Relief Allowance		24,000		AO 144						
Representation Allowance		108,000		GAA						
Transportation Allowance		108,000		GAA						
Clothing/Uniform Allowance		6,000		GAA						
2020 Collective Negotiation Agreement		25,000		DBM Budget Circular No. 2020-5 Dated 11.04.2020						
2020 (Q3&Q4) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2021 (Q1&Q2) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2020 Government Energy Management Program		28,174		AO 110-A DBM Circular 2008-9						
Mid-Year Incentive		139,434		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2019 PBB		68,598		GCG Memorandum Circular No. 2019-02						
Year-End Bonus		139,434		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Csh Gift		5,000		DBM Budget Circular No. 2016-4 Dated 04.28.2017						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2021 Collective Negotiation Agreement Incentive		25,000		DBM Budget Circular No. 2021-3 Dated 11.17.2021						

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Position/Title	Salary Grade	Basic Salary/Annum		Benefits/Annum		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Corporate Board Secretary (OO # 2021-30)										
Personnel Economic Relief Allowance		18,000		AO 144						
Representation Allowance		45,000		GAA						
Transportation Allowance		45,000		GAA						
Clothing/Uniform Allowance		6,000		GAA						
2020 Collective Negotiation Agreement		25,000		DBM Budget Circular No. 2020-5 Dated 11.04.2020						
2020 (Q4) Efficient Service Delivery Award (PRAISE)		6,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
2020 Government Energy Management Program		28,174		AO 110-A, DBM Circular 2008-9						
Mid-Year Incentive		83,406		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2019 PBB		36,906		GCG Memorandum Circular No. 2019-02						
Acting Corporate Board Secretary (OO # 2021-122)										
Personnel Economic Relief Allowance		6,000		AO 144						
Representation Allowance		22,500		GAA						
Transportation Allowance		22,500		GAA						
Year-End Bonus		73,811		DBM Budget Circular No. 2016-4 Dated 04.28.2016						
Cash Gift		5,000		DBM Budget Circular No. 2016-4 Dated 04.28.2017						
2021 (Q1&Q2) Efficient Service Delivery Award (PRAISE)		12,000		CSC Reso # 010112 & MC # 01 S. 2001 & Reso # 83 S. 2004						
Productivity Enhancement Incentive (PEI)		5,000		DBM Budget Circular No. 2017-4 Dated 12.04.2017						
2021 Collective Negotiation Agreement (CNA)		25,000		DBM Budget Circular No. 2021-3 Dated 11.17.2021						
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 & PBI	Total		
Alfonso G. Cusi			0			0				
Jesus Cristino P. Posadas (Alternate Chair)			0			0				
Emmanuel P. Juaneza (Alternate Chair)			0			0				
Rene M. Gonzales		20	300,000	BGNRC, BCRMC & BAC	19	171,000	264,000	735,000.00		
Agustin L. Maddatu		20	300,000	BGNRC, BCRMC & BAC	19	171,000	252,494	723,494.04		
Alipio Cirilo V. Badelles		20	300,000	BGNRC, BCRMC & BAC	19	171,000	310,929	781,929.42		
Emmanuel P. Juaneza (Present Admtr)		4	60,000	BGNRC, BCRMC & BAC	3	27,000		87,000.00		
Edgardo R. Masongsong (Former Admtr)		12	180,000	BGNRC, BCRMC	8	72,000		252,000.00		

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

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