

COMPENSATION FOR OFFICERS AS OF DECEMBER 2013										
Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
President and CEO (PCEO)	15	939,972.00	991,605.00	280,931.00	330,526.00	1,220,903.00	1,322,131.00	**Not yet released	25,000.00	1
Vice President and COO (VPCOO)	14	***Detailed to JHMC from BCDA	631,372.00	***Detailed to JHMC from BCDA	289,968.00	***Detailed to JHMC from BCDA	921,340.00	***Detailed to JHMC from BCDA	***Detailed to JHMC from BCDA	1
<b>LIST OF BENEFITS</b>										
Name of Benefit		Amount per Officer	Coverage		Legal Basis					
Personnel Economic Relief Allowance		1,000.00	Active in Service		DBM Budget Circular No. 2011-2, JHMC HR Policy No. 3.1.4					
Representation Allowance(PCEO)		10,000.00	Active in Service		DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5					
Representation Allowance(VPCOO)		5,400.00	Active in Service		DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5					
Transportation Allowance (VPCOO)		5,400.00	Active in Service		DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5					
Rice Allowance		1,800.00	Active in Service		DBM Budget Circular No. 2006-001, JHMC Policy No. 3.2.2					
Uniform Allowance		4,000.00	atleast 6 months in service		DBM Budget Circular No. 2012-1, JHMC Policy No. 3.2.1					
13th Month Pay		Equivalent to their One (1) Month Basic Pay	Agregate 4 months in service as of October 31,		PD 851, RA 8441					
Cash Gift		5,000.00	Agregate 4 months in service		DBM Budget Circular No. 2010-1, JHMC Policy No. 3.1.2					
Performance Enhancement Incentive		5,000.00	Employees who are in service		DBM Budget Circular No. 2013-03					
Anniversary Bonus		5,000.00	Active in Service		DBM Budget Circular No. 452, JHMC Policy No. 3.1.1					
Year End Benefit		30,000.00	Active in Service		JHMC Policy No. 3.1.3					

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