

COMPENSATION FOR OFFICERS AS OF DECEMBER 2015										
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	1,038,581.52	1,038,581.52	909,823.46	992,578.84	1,948,404.98	2,031,160.36	**Not yet released	#####	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
LIST OF BENEFITS										
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						
Business Development and Other Allowance (PCEO)		20,000.00	Active in Service	BCDA Board Resolution No. 5008-03-052						
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	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 as of October 31,	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						
Monetization of unused VL and SL		Equivalent to leave credits earned	Active in Service	DBM Budget Circular No. 2002-1						
Year End Benefit		30,000.00	Active in Service	JHMC Policy No. 3.1.3						

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