

COMPENSATION FOR OFFICERS FOR THE YEAR 2020											
Position/Title	Salary Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF For 2020
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO	30	2,102,208.00	2,102,208.00	1,061,743.23	1,066,743.23	3,163,951.23	3,168,951.23	87,592.00	113,869.60	1.00	3,251,543.23
Vice-President	28	1,646,340.00	1,728,276.00	719,765.19	738,421.19	2,366,105.19	2,466,697.19	68,597.50	93,614.95	3.00	2,434,702.69
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage				Legal Basis				
PERA	30,28	2,000/mo	Granted to all officials and employees occupying Permanent/PCP/PCA appointment				E.O. 36 s. 2017				
Representation Allowance	30	14,000/mo	Granted to all employees occupying positions at managerial and executive levels (i.e. SG 24 and above) and designees to said positions				National Budget Circular No. 548 dated May 15, 2013				
	28	10,000/mo									
Transportation Allowance	30	14,000/mo									
	28	10,000/mo									
Clothing/Uniform	30,28	6000/year	Granted to all officials and employees occupying Permanent/PCP/PCA appointment				2018 GAA provision				
CNA 2019	30,28	25,000 per year	Granted to Rank and File employees and to those who perform managerial functions				DBM Budget Circular No. 2019-5				
ENERCON 2019	30,28	13375.27 for 2019	Granted to all officials and employees occupying Permanent/PCP/PCA appointment				DOE Certification, DBM Circular Letter 2008-9				
BONUS AND INCENTIVES											
- PEI	30,28	5,000 per year	Granted to all officials and employees occupying Permanent/PCP/PCA appointment				GCG MC 2017-05				
- MID YEAR BONUS	30	1 mo Basic pay	-do-				GCG MC 2018-03				
	28	1 mo Basic pay									
- YEAR END BONUS	30	1 mo Basic pay	-do-				GCG MC 2018-03				
	28	1 mo Basic pay									
- CASH GIFT	30,28	5,000 per year	-do-				GCG MC 2018-03				
- PRAISE	28	individual award	Granted to all officials and employees based on PRAISE program				CSC MC No. 01 s. 2001, TransCo PRAISE as approved by the CSC				
Loyalty Award	28	5,000/10,000	Given to officials and employees who have rendered at least 10 years or more or continuous service in the government				CSC Resolution No. 02-0295, CSC MC No. 06 s. 2002				
EME	30	24,333.33/mo	Granted to officers (SG 28 and 30)				General Appropriations Act				
	28	10,166.66/mo					General Appropriations Act				