

Compensation Package for Directors & Officers
 Philippine Deposit Insurance Corporation
 For Calendar Year 2023

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade/ Job Level	Basic Salary		Benefits		TCF		PBB ^{/a}		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President	H	3,825,456.00	3,825,456.00	1,374,148.02	1,374,148.02	5,199,604.02	5,199,604.02	315,000.00	315,000.00	1	5,514,604.02
Executive Vice President	G	-	-	-	-	-	-	-	-	-	-
Senior Vice President	F	2,813,892.00	2,813,892.00	1,170,704.80	1,170,704.80	3,984,596.80	3,984,596.80	113,850.00	113,850.00	1	4,098,446.80
General Counsel	F	2,813,892.00	2,813,892.00	1,285,559.00	1,285,559.00	4,099,451.00	4,099,451.00	128,700.00	128,700.00	1	4,228,151.00
Vice President	E	2,357,316.00	2,419,128.00	1,058,937.19	1,276,710.96	3,416,253.19	3,695,838.96	57,001.50	113,275.00	13 ^{/b}	47,055,618.55
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
<i>Refer to Annex A</i>											
COMPENSATION FOR DIRECTORS (c/o OCS)											
GOCC Class per EO 24:											
Per Diem for Board Meetings:											
Per Diem for Committee Meetings:											
Name of Director		BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total			
REIMBURSABLE EXPENSES (if applicable)											
Name of Director	Total	Breakdown									
COMPENSATION FROM INVESTEE COMPANIES (if applicable)											
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown						

^{/a} PBB for 2020 was paid in CY2023.

^{/b} Excludes 1 VP separated/retired from service and 3 newly assumed VP.

- Notes:
1. The retroactive payment of salaries and allowances due to implementation of CPCS effective July 3, 2023 were excluded in the Total Compensation.
 2. The Benefits include the paid Present Value of Discontinued Allowances, Benefits and Incentives Tranche 1.

List of Allowances, Benefits and Incentives
For CY2023

A. Allowances, Benefits and Incentives

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant								
Standard Allowances and Benefits												
1. Year-End Bonus and Cash Gift	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-001	One(1) month basic salary plus 5,000.00	Annually								
2. Uniform/Clothing Allowance (U/CA)	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-002 c. 2024 General Appropriations Act	6,000.00	Annually								
3. Personnel Economic Relief Allowance	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-003	2,000.00	Monthly								
Specific-Purpose Allowances and Benefits												
1. Hazard Pay		a. EO No.150, s. 2021 b. CPCS Circular 2021-004	<table border="1"> <thead> <tr> <th>Period of Assignment in Work Days</th> <th>Monthly Rate</th> </tr> </thead> <tbody> <tr> <td>1 to 7 days</td> <td>400.00</td> </tr> <tr> <td>8 to 14 days</td> <td>500.00</td> </tr> <tr> <td>15 or more days</td> <td>600.00</td> </tr> </tbody> </table>	Period of Assignment in Work Days	Monthly Rate	1 to 7 days	400.00	8 to 14 days	500.00	15 or more days	600.00	As applicable
Period of Assignment in Work Days	Monthly Rate											
1 to 7 days	400.00											
8 to 14 days	500.00											
15 or more days	600.00											
2. Compensation for Overtime Pay	JG 4 to 10	CSC-DBM JC No. 2015-2 (for Chartered GOCCs)	BS x 1.25 x HR for every weekday; BS x 1.50 x HR for every Saturday, Sunday or holiday Where: HR = MBS x 1/22wd x 1/8 hours	As applicable								
3. Night Shift Differential	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-005	1.20 x HR x No. of Hours Rendered Where: HR = MBS x 1/22wd x 1/8 hours	As applicable								

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant																
4. Honorarium	BAC Members and TWG	a. RA 9184 and its IRR b. DBM Budget Circular 2004-5A c. DBM Budget Circular 2007-3	BAC Chair 3,000.00 BAC Members 2,500.00 TWG Chair and Members 2,000.00	As applicable																
5. Special Counsel Allowance (SCA)	Lawyers	a. EO No.150, s. 2021 b. 2024 General Appropriations Act	5,000.00 which shall not exceed 50% of monthly basic salary	Per appearance or attendance to court hearing																
6. Representation and Transportation Allowance	JG 11 to 18	a. National Budget Circular No. 548 dated May 15, 2013 b. General Appropriations Acts c. EO No. 150, s. 2021 (with clearance to implement status quo pending the career banding from GCG)	<table border="0"> <tr> <td>JG</td> <td>Entitlement</td> </tr> <tr> <td>11 & 12</td> <td>10,000.00</td> </tr> <tr> <td>13</td> <td>15,000.00</td> </tr> <tr> <td>14</td> <td>17,000.00</td> </tr> <tr> <td>16</td> <td>18,000.00</td> </tr> <tr> <td>17 (JL F)</td> <td>20,000.00</td> </tr> <tr> <td>17 (JL G)</td> <td>22,000.00</td> </tr> <tr> <td>18</td> <td>14,000.00 *</td> </tr> </table> <p>* Provided with vehicle</p> <p>Note: Status Quo pending issuance of career banding by GCG</p>	JG	Entitlement	11 & 12	10,000.00	13	15,000.00	14	17,000.00	16	18,000.00	17 (JL F)	20,000.00	17 (JL G)	22,000.00	18	14,000.00 *	Monthly
JG	Entitlement																			
11 & 12	10,000.00																			
13	15,000.00																			
14	17,000.00																			
16	18,000.00																			
17 (JL F)	20,000.00																			
17 (JL G)	22,000.00																			
18	14,000.00 *																			
Incentives																				
1. Loyalty Incentive Award	JG 4 to 18	CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)	10,000.00 5,000.00	after 1st 10 years of PDIC/government service = P1,000.00/year; Every Milestone year (5 years after the 1st 10 years of PDIC/government service)																
2. Anniversary Bonus	JG 4 to 18	a. AO No 263, s. 1996 b. DBM (N.B.C.) No. 452, s. 1996	3,000.00	Every Milestone Year																
3. Mid-Year Bonus	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-007	One (1) month basic salary	Annually																
4. Productivity Enhancement Incentive	JG 4 to 18	a. EO No.150, s. 2021 b. CPCS Circular 2021-008	P5,000.00 for those with at least 4 months of service as of Nov. 30	Annually																

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
5. Collective Negotiation Agreement Incentive	JG 4 to 18	a. CPCS Implementing Guidelines No. 2021-01 b. DBM Circular 2023-1 dated November 10, 2023	30,000.00	Annually
6. PDIC PRAISE				
A. Service Award for retirees	JG 4 to 18 (separated)	CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)	P1,000/yr. of service for those with at least 15 years of PDIC service; plaque, testimonial dinner, video coverage, livelihood training and wristwatch (P10K worth for 15 to less than 25 years; P15K worth for 25 and above years)	Upon Separation
B. Other Awards	JG 4 to 18	CSC-approved PDIC PRAISE (approved for implementation beginning July 2001)	Various	As applicable

B. Variable Pay or Performance-Based Bonus

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant										
1. Performance Based-Bonus	Eligible JG 4 to 18	GCG MC No. 2019-02	<table border="0"> <tr> <td>Distribution</td> <td>Basic Salary Multiples</td> </tr> <tr> <td>Top: Maximum 10%</td> <td>65.0%</td> </tr> <tr> <td>Next: Maximum 25%</td> <td>57.5%</td> </tr> <tr> <td>Remaining: Minimum 65%</td> <td>50.0%</td> </tr> <tr> <td>Below Satisfactory: Open</td> <td>None</td> </tr> </table>	Distribution	Basic Salary Multiples	Top: Maximum 10%	65.0%	Next: Maximum 25%	57.5%	Remaining: Minimum 65%	50.0%	Below Satisfactory: Open	None	Annually
Distribution	Basic Salary Multiples													
Top: Maximum 10%	65.0%													
Next: Maximum 25%	57.5%													
Remaining: Minimum 65%	50.0%													
Below Satisfactory: Open	None													

C. Other Entitlements

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)			Frequency of Grant
1. Wireless Communication Facility - Mobile (Corporate pays for the plan, phone is free)	JG 14 to 18	a. EO No.150, s. 2021 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 2004-07-062 & 2007-11-182	JG 14 16 17 (JL F) 17 (JL G) 18	Plan 800.00 1,800.00 2,500.00 2,500.00 2,500.00	Entitlement 800.00 1,800.00 4,000.00 5,000.00 at cost	Monthly Note: Status Quo pending issuance of career banding by GCG
2. Leave Credits	JG 4 to 18	a. EO No.150, s. 2021 b. CSC MC No. 14, s. 1999	1.25 Vacation Leave and 1.25 Sick Leave			Monthly
3. Monetization of Leave Credits	JG 4 to 18	a. EO No.150, s. 2021 b. CSC MC No. 41, s. 1998 c. CSC MC No. 16, s. 2002				As applicable
4. Terminal Leave Benefits	JG 4 to 18	a. EO No.150, s. 2021 b. DBM B.C. No. 2016-2 c. CSC MC No. 14, s. 1999				Upon separation
5. Rehabilitation Privilege	JG 4 to 18	a. EO No.150, s. 2021 b. CSC-DBM J.C. No. 01, s. 2006 c. CSC-DBM No. 01, s. 2015	Maximum of 6 months Rehabilitation Leave			As applicable
6. Official Vehicles and Transport	JG 4 to 18	EO No.150, s. 2021				As applicable
7. Cultural and Athletic Activities	JG 4 to 18	EO No.150, s. 2021	1,500.00			Annually

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
8. Business/Policy Development and Enforcement (BPDEE) Note: Equivalent to EME in the national government agencies	JG 11 to 18	a. General Appropriations Act	JG Entitlement	Monthly
		b. Memorandum Order No. 77 dated 11/23/99	11	3,000.00
		c. PDIC Charter and its amendments	12	4,000.00
		d. PDIC BR Nos. 1996-09-076 & 1999-12-084	13	6,000.00
			14	10,000.00
			16	15,000.00
			17 (JL F)	20,000.00
			17 (JL G)	25,000.00
			18	25,000.00
			Amounts are net of the 32% FBT. Note: Status Quo pending issuance of career banding by GCG	

D. As Approved by Malacanang

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
1. Service Recognition Incentive	JG 4 to 18	Administrative Order No. 12 December 7, 2023	20,000.00	2023

E. List of Discontinued Benefits (Given from January 1 to July 2, 2023)

(CPCS was implemented from July 3, 2023)

Allowances, Benefits and Incentives	Coverage of Grant	Legal Basis	Amount (P)	Frequency of Grant
1. Meal Subsidy	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084, 2001-11-137, & 2008-08-130	2,200.00	Monthly
2. Rice Subsidy	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084, 2001-11-137, & 2008-12-196	2,100.00 plus quarterly adjustment	Monthly
3. Children's Allowance	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084 & 2001-11-137	30.00 per child up to 4 children	Monthly
4. Longevity Pay	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-084 & 2001-11-137	100.00 for the 1st 5 years plus 20.00 for every year of service thereafter	Monthly
5. Medical Allowance	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 1999-12-08 & 2000-03-020 d. PDIC Board Resolution Nos. 2000-08-096 & 2003-05-099	JL 1 to 6 30,000.00 JL A to D 48,000.00 JL E to H 60,000.00	Annual
6. Year-end Christmas Gift	JG 4 to 18	a. Presidential Memorandum Order No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution Nos. 2007-09-152 & 2007-11-189 d. PDIC Board Resolution Nos. 2017-12-159 dated 12-/07/2017	40,000.00 net of tax	Annual (actual payment in 2024)

COMPENSATION OF PDIC DIRECTORS for 2023			
GOCC Class per EO 24:	A		
Per Diem for Board Meetings:	P40,000.00	BPDEE	maximum of P22,000/month
Per Diem for Committee Meetings:	P24,000.00	PBI	maximum of P512,000/year
Name of Director		Total No. of BOD Meetings Compensated for in 2023	Total BOD Meeting Per Diems Received in 2023 (in PhP)
BSP Governor (ex officio)		0	0.00
DOF Secretary (ex officio)		0	0.00
Roberto B. Tan		20	800,000.00
Rogelio M. Guadalquiver		20	800,000.00
Reynaldo F. Tansioco		19	760,000.00
Juan D. De Zuñiga, Jr.		20	800,000.00
Aurora C. Ignacio		20	800,000.00
Name of Director		Total No. of Committee Meetings Compensated for in 2023	Total Committee Per Diems Received in 2023 (in PhP)
BSP Governor (ex officio)		0	0.00
DOF Secretary (ex officio)		0	0.00
Roberto B. Tan		24	576,000.00
Rogelio M. Guadalquiver		24	576,000.00
Reynaldo F. Tansioco		24	576,000.00
Juan D. De Zuñiga, Jr.		24	576,000.00
Aurora C. Ignacio		24	576,000.00
Name of Director			Reimbursible Business Expenses including Wireless Communication Facility (in PhP)
BSP Governor (ex officio)			0.00
DOF Secretary (ex officio)			0.00
Roberto B. Tan			262,170.94
Rogelio M. Guadalquiver			264,000.00
Reynaldo F. Tansioco			167,913.03
Juan D. De Zuñiga, Jr.			264,000.00
Aurora C. Ignacio			264,000.00
Name of Director			2020 Performance Based Incentive (PBI) Received in 2023 (in PhP)
BSP Governor (ex officio)			0.00
DOF Secretary (ex officio)			0.00
Roberto B. Tan			315,000.00
Rogelio M. Guadalquiver			320,000.00
Reynaldo F. Tansioco			320,000.00
Juan D. De Zuñiga, Jr.			0.00
Aurora C. Ignacio			0.00
Eduardo M. Pangan			320,000.00
Anita Linda R. Aquino			261,428.57
Name of Director			Total Amount of Compensation for 2023 (in PhP)
BSP Governor (ex officio)			0.00
DOF Secretary (ex officio)			0.00
Roberto B. Tan			1,953,170.94
Rogelio M. Guadalquiver			1,960,000.00
Reynaldo F. Tansioco			1,823,913.03
Juan D. De Zuñiga, Jr.			1,640,000.00
Aurora C. Ignacio			1,640,000.00
Eduardo M. Pangan			320,000.00
Anita Linda R. Aquino			261,428.57