

COMPENSATION FOR NEA OFFICERS FOR CY 2024

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Administrator	18	318,788.00	3,825,456.00		1,170,319.71	4,995,775.71			1	
Deputy Administrator, CRFS	17	234,491.00	2,716,073.00		994,696.03	3,710,769.03			1	
Deputy Administrator, ECMS	17	234,491.00	2,813,892.00		1,012,204.41	3,826,096.41			1	
Deputy Administrator, LSO	17	247,024.00	2,964,288.00		913,252.29	3,877,540.29			1	
Deputy Administrator, ODATS	17	234,491.00	2,813,892.00		849,064.88	3,662,956.88			1	
Acting Corporate Board Secretary/Acting Department Manager A (OO # 2022-048)/Department Manager A	12C	133,370.00	1,338,551.45		487,023.25	1,825,574.70			1	

LIST OF BENEFITS

Name of Benefit	Amount per Officer/Annum (Year 2024)	Coverage	Legal Basis						
Administrator									
Personnel Economic Relief Allowance	24,000.00		GAA						
Representation Allowance	150,000.00		GAA						
Clothing Allowance	7,000.00	DBM Circular No. 2024-1 dated 04.04.2024							
Service Recognition Incentive (SRI)	20,000.00	DBM Circular No. 2024-7 dated 12.16.2024							
Mid-Year Incentive	318,788.00	DBM Budget Circular No. 2017-2, Dated 05.08.17							
Collective Negotiation Agreement (CNA)	30,000.00	DBM Circular No. 2024-4 dated 11.11.2024							
Productivity Enhancement Incentive (PEI)	5,000.00	DBM Budget Circular No. 2017-4, Dated 12.04.2017							
Year-End Bonus	318,788.00	DBM Circular No. 2016-4 dated 04.28.2016							
Cash Gift	5,000.00	DBM Circular No. 2016-4 dated 04.28.2016							
Meeting Expenses	291,743.71		GAA						
Deputy Administrator, CRFS									
Salary Differential, 12.05-31.2023	85,197.19		EO 150 S. 2021						
Personnel Economic Relief Allowance	24,000.00		GAA						
Representation Allowance	120,000.00		GAA						
Transportation Allowance	60,000.00		GAA						
Clothing Allowance	7,000.00	DBM Circular No. 2024-1 dated 04.04.2024							
Mid-Year Incentive	234,491.00	DBM Budget Circular No. 2017-2, Dated 05.08.17							
2022 Performance Based Bonus	76,687.75	DBM Budget Circular No. 2020-1, Dated 06.02.2020							
Year-End Bonus	234,491.00	DBM Budget Circular No. 2016-4 Dated 04.28.2016							
Cash Gift	5,000.00	DBM Budget Circular No. 2016-4 Dated 04.28.2016							
Productivity Enhancement Incentive (PEI)	5,000.00	DBM Budget Circular No. 2017-4, Dated 12.04.2017							
Service Recognition Incentive (SRI)	20,000.00	DBM Circular No. 2024-7 dated 12.16.2024							
Collective Negotiation Agreement (CNA)	30,000.00	DBM Circular No. 2024-4 dated 11.11.2024							
Miscellaneous Expenses	92,829.09		GAA						

JME

COMPENSATION FOR NEA OFFICERS FOR CY 2024

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Deputy Administrator, ECMS										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		120,000.00		GAA						
Transportation Allowance		120,000.00		GAA						
Clothing Allowance		7,000.00		DBM Circular No. 2024-1 dated 04.04.2024						
Mid-Year Incentive		234,491.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus		234,491.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
Service Recognition Incentive		20,000.00		DBM Circular No. 2024-7 dated 12.16.2024						
Collective Negotiation Agreement Incentive		30,000.00		DBM Circular No. 2024-4 dated 11.11.2024						
2022 Performance Based Bonus		152,419.15		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
Extraordinary and Miscellaneous Expenses		59,803.26		GAA						
Deputy Administrator, LSO										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		120,000.00		GAA						
Clothing Allowance		7,000.00		DBM Circular No. 2024-1 dated 04.04.2024						
Mid-Year Incentive		247,024.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus		247,024.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
Service Recognition Incentive		20,000.00		DBM Circular No. 2024-7 dated 12.16.2024						
Collective Negotiation Agreement Incentive		30,000.00		DBM Circular No. 2024-4 dated 11.11.2024						
2022 Performance Based Bonus		142,038.80		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
Extraordinary and Miscellaneous Expenses		66,165.49		GAA						
Deputy Administrator, ODATS										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		120,000.00		GAA						
Clothing Allowance		7,000.00		DBM Circular No. 2024-1 dated 04.04.2024						
Mid-Year Incentive		234,491.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
2023 PRAISE-Best Employee		10,000.00								
Year-End Bonus		234,491.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
Service Recognition Incentive		20,000.00		DBM Circular No. 2024-7 dated 12.16.2024						
Collective Negotiation Agreement Incentive		30,000.00		DBM Circular No. 2024-4 dated 11.11.2024						
2022 Performance Based Bonus		134,832.33		DBM Budget Circular No. 2020-1, Dated 06.02.2020						
Extraordinary and Miscellaneous Expenses		24,250.55		DBM Budget Circular No. 2021-3 Dated 11.17.2021						

COMPENSATION FOR NEA OFFICERS FOR CY 2024

Position/Title	Job Grade	Basic Salary/Annum		Benefits/Annum		Total Compensation Framework		Performance-Based Bonus		Number of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Acting Corporate Board Secretary/Acting Department Manager A (OO # 2022-048)										
Personnel Economic Relief Allowance		24,000.00		AO 144						
Representation Allowance		102,000.00		GAA						
Clothing Allowance		7,000.00		DBM Circular No. 2024-1 dated 04.04.2024						
2023 PRAISE-Best Employee		10,000.00								
Mid-Year Incentive		91,305.00		DBM Budget Circular No. 2017-2, Dated 05.08.17						
Year-End Bonus		133,370.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Cash Gift		5,000.00		DBM Budget Circular No. 2016-4, Dated 04.28.2016						
Productivity Enhancement Incentive		5,000.00		DBM Budget Circular No. 2017-4, Dated 12.04.2017						
Service Recognition Incentive		20,000.00		DBM Circular No. 2024-7 dated 12.16.2024						
Collective Negotiation Agreement Incentive		30,000.00		DBM Circular No. 2024-4 dated 11.11.2024						
2022 Performance Based Bonus		59,348.25		DBM Budget Circular No. 2020-1, Dated 06.02.2020						

COMPENSATION FOR BOARD OF ADMTRS

GOCC Class per EO 24:										
Per Diem for Board Meetings:		15,000.00								
Per Diem for Committee Meetings:		9,000.00								
Name of Board of Administrators	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimburse-ments & PBI	Total			
Raphael Perpetuo M. Lotilla, Chairman		-			-					
Felix William B. Fuentesbella (Alternate Chair)		-			-					
Mario C. Marasigan (Alternate Chair)		-			-					
Rene M. Gonzales	24	360,000.00	BGNRC, BCRMC & BAC	23	207,000.00	139,931.33	706,931.33			
Agustin L. Maddatu	24	360,000.00	BGNRC, BCRMC & BAC	23	207,000.00	214,370.34	781,370.34			
Alipio Cirilo V. Badelles	24	360,000.00	BGNRC, BCRMC & BAC	23	207,000.00	173,683.33	740,683.33			
Antonio Mariano C. Almeda	24	360,000.00	BGNRC, BCRMC	19	171,000.00		531,000.00			

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

zcs 02.17.2025