

Republic of the Philippines
Department of Agriculture
NATIONAL TOBACCO ADMINISTRATION
Scout Reyes Street Corner Panay Avenue, Quezon City

COMPLETE COMPENSATION PACKAGE OF ALL BOARD MEMBERS AND OFFICERS
For the Fiscal Year 2013

COMPENSATION FOR OFFICERS		Basic Salary		Benefits				TCF		PBB		No of Officers	Position TCF	
Position/Title	Job Grade / Job Level	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max			
ADMINISTRATOR	SG 30/2	78,946.00	950,219.70			0.00	436,313.16	78,946.00	1,386,532.86			1	1,386,532.86	
Deputy Administrator	SG 28/2	135,368.00	1,624,416.00			0.00	864,688.89	135,368.00	2,489,104.89			2	2,489,104.89	
Department Manager III/OIC	SG 26/SG 24	862,142.00	10,473,357.96			0.00	5,248,384.63	862,142.00	15,721,742.59			15	15,721,742.59	
LIST OF BENEFITS														
Name of Officer	Position	SALARY-Minimum	SALARY-Maximum	Longevity Pay	RATA	PERA	RICE	Discretionary & FME	YEB & CG	EAIB	PIB	PEI	CLOTHING	GRAND TOTAL
EDGARDO D. ZARAGOZA	Administrator	78,946.00	950,219.70	0.00	162,700.00	24,000.00	0.00	152,798.16	84,815.00	0.00	2,000.00	5,000.00	5,000.00	1,386,532.86
EVERIN F. MOLINA	Deputy Admin	67,684.00	812,208.00	0.00	226,000.00	24,000.00	0.00	99,890.47	72,684.00	0.00	2,000.00	5,000.00	5,000.00	1,246,782.47
VICENTE D. LASAM	Deputy Admin	67,684.00	812,208.00	0.00	226,000.00	24,000.00	0.00	95,430.42	72,684.00	0.00	2,000.00	5,000.00	5,000.00	1,242,322.42
DINAH E. PICHAY	Dept. Mgr. III	58,028.00	708,514.00	12,450.00	184,000.00	24,000.00	6,000.00	0.00	64,312.00	58,666.00	2,000.00	5,000.00	5,000.00	1,069,942.00
REX ANTONIO P. TEOXON	Dept. Mgr. III	58,028.00	735,492.00	0.00	184,000.00	24,000.00	0.00	0.00	66,291.00	0.00	2,000.00	5,000.00	5,000.00	1,021,783.00
MA. TERESA B. LAUDENCIA	Dept. Mgr. III	58,028.00	696,336.00	15,690.00	184,000.00	24,000.00	6,000.00	0.00	63,028.00	58,028.00	2,000.00	5,000.00	5,000.00	1,059,082.00
CRISTINA C. LOPEZ, DBA	Dept. Mgr. III	58,028.00	751,752.00	15,450.00	184,000.00	24,000.00	6,000.00	0.00	67,646.00	62,646.00	2,000.00	5,000.00	5,000.00	1,123,494.00
MAYBELEN B. DICTAAN	Dept. Mgr. III	58,028.00	727,488.00	15,450.00	184,000.00	24,000.00	6,000.00	0.00	65,624.00	60,624.00	2,000.00	5,000.00	5,000.00	1,095,186.00
ROBERTO R. BONOAN	Dept. Mgr. III	58,028.00	727,488.00	15,450.00	184,000.00	24,000.00	6,000.00	0.00	65,624.00	60,624.00	2,000.00	5,000.00	5,000.00	1,095,186.00
MARIO E. CORPUZ	Dept. Mgr. III	58,028.00	727,488.00	15,930.00	182,000.00	24,000.00	6,000.00	0.00	65,624.00	60,624.00	2,000.00	5,000.00	5,000.00	1,093,666.00
LUZVEMINDA R. TRUONG	Dept. Mgr. III	58,028.00	610,200.00	15,450.00	182,000.00	24,000.00	6,000.00	0.00	55,850.00	50,850.00	2,000.00	5,000.00	5,000.00	956,350.00
MINERVA P. MIZAL	Dept. Mgr. III	58,028.00	634,386.86	14,576.79	157,500.00	20,818.18	5,232.14	0.00	65,624.00	60,624.00	0.00	5,000.00	5,000.00	968,761.97
ESTRELLA G. DE PERALTA	Dept. Mgr. III	58,028.00	667,799.71	15,930.00	180,000.00	24,000.00	6,000.00	0.00	63,028.00	58,028.00	2,000.00	5,000.00	5,000.00	1,026,785.71
ESMERALDA G. VALERA	OIC	49,750.00	607,613.39	0.00	177,492.52	24,000.00	0.00	0.00	55,850.00	0.00	2,000.00	5,000.00	5,000.00	876,955.91
GIOVANNI B. PALABAY	Dept. Mgr. III	58,028.00	727,488.00	15,180.00	180,000.00	24,000.00	6,000.00	0.00	65,624.00	60,624.00	2,000.00	5,000.00	5,000.00	1,090,916.00
CESARIO G. SAMBRANA	Dept. Mgr. III	58,028.00	727,488.00	15,870.00	184,000.00	24,000.00	6,000.00	0.00	65,624.00	60,624.00	2,000.00	5,000.00	5,000.00	1,095,606.00
CORAZON R. RIAZONDA	Dept. Mgr. III	58,028.00	696,336.00	15,450.00	180,000.00	24,000.00	6,000.00	0.00	65,028.00	58,028.00	2,000.00	5,000.00	5,000.00	1,056,842.00
HERMAN C. TORRES	Dept. Mgr. III	58,028.00	727,488.00	15,450.00	180,000.00	24,000.00	6,000.00	0.00	65,624.00	60,624.00	2,000.00	5,000.00	5,000.00	1,091,186.00
COMPENSATION FOR DIRECTORS														
GOCC Class per EO 24:		264,000.00												
Per Diem for Board Meetings:		120,000.00												
Per Diem for Committee Meetings:		72,000.00												
Summary of Director Compensation														
Name of Director		BOD Meetings Attended	Total BOD Per Diems				Committee Membershi	Committee Meetings	Total Committee	Reimburse-ments	PBB	Grand Total		
JOSE S. DIÑO		24	120,000.00					23	69,000.00			189,000.00		
DANTE G. CLARAVALL		24	120,000.00					23	69,000.00			189,000.00		
ROGELIO A. ELVEÑA		24	120,000.00					23	69,000.00			189,000.00		
GEOFFREY DG. GACULA		24	120,000.00					23	69,000.00			189,000.00		
PEDRO J. MENDIOLA, JR.		24	120,000.00					23	69,000.00			189,000.00		
REIMBURSABLE EXPENSES (if applicable)														
Name of Director	Total	Breakdown												
JOSE S. DIÑO	227,450.00													
DANTE G. CLARAVALL	256,664.00													
ROGELIO A. ELVEÑA	233,843.69													
GEOFFREY DG. GACULA	227,450.00													
PEDRO J. MENDIOLA, JR.	195,997.50													

Prepared By:
Albano
CARMELITA V. ALBANO
Senior Bookkeeper

CERTIFIED CORRECT:

Milagros C. Ti
MILAGROS C. TIU
Chief, Accounting Division

APPROVED:

Edgardo D. Zaragoza
EDGARDO D. ZARAGOZA
Administrator