

Table 1 : Compensation for Key Officers as of December 31, 2023 (using the PAGCOR Compensation Framework prior to issuance of the Authority to Implement (ATI) CPCS (last January 31, 2024) (page 1)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		No. of Officers	Position TCF**	
		Minimum		Maximum			Monthly	Annual	Maximum		Annual		Annual			Annual	
		Monthly	Annual	Monthly	Annual				Monthly	Annual	Minimum	Maximum	Minimum	Maximum		Minimum	Maximum
CHAIRMAN AND CEO	PC 16	79,336.04	952,032.48	79,336.04	952,032.48	REP. ALLOWANCE	110,000.00	1,320,000.00	110,000.00	1,320,000.00					1		
						COLA	11,500.00	138,000.00	11,500.00	138,000.00							
						HIGH ROLLER'S ALLOWANCE	15,000.00	180,000.00	15,000.00	180,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEDICAL ALLOWANCE	10,000.00	120,000.00	10,000.00	120,000.00							
						MID-YEAR BONUS		136,254.06		136,254.06							
						CHRISTMAS BONUS		90,836.04		90,836.04							
						13TH MONTH PAY		90,836.04		90,836.04							
						CASH GIFT		5,000.00		5,000.00							
TOTAL		79,336.04	952,032.48	79,336.04	952,032.48		148,000.00	2,098,926.14	148,000.00	2,098,926.14	3,050,958.62	3,050,958.62	-		1	3,050,958.62	3,050,958.62
PRESIDENT AND COO	PC 15	79,336.04	952,032.48	79,336.04	952,032.48	REP. ALLOWANCE	90,000.00	1,080,000.00	90,000.00	1,080,000.00					1		
						COLA	11,500.00	138,000.00	11,500.00	138,000.00							
						HIGH ROLLER'S ALLOWANCE	15,000.00	180,000.00	15,000.00	180,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEDICAL ALLOWANCE	10,000.00	120,000.00	10,000.00	120,000.00							
						MID-YEAR BONUS		136,254.06		136,254.06							
						CHRISTMAS BONUS		90,836.04		90,836.04							
						13TH MONTH PAY		90,836.04		90,836.04							
						CASH GIFT		5,000.00		5,000.00							
TOTAL		79,336.04	952,032.48	79,336.04	952,032.48		128,000.00	1,858,926.14	128,000.00	1,858,926.14	2,810,958.62	2,810,958.62	-		1	2,810,958.62	2,810,958.62
CHIEF OF STAFF (NG)	PC14.4	54,180.04	650,160.48	54,180.04	650,160.48	REP. ALLOWANCE	85,000.00	1,020,000.00	85,000.00	1,020,000.00					1		
SENIOR VICE PRESIDENT						COLA	9,500.00	114,000.00	9,500.00	114,000.00					1		
						HIGH ROLLER'S ALLOWANCE	5,000.00	60,000.00	5,000.00	60,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		95,520.06		95,520.06							
						CHRISTMAS BONUS		63,680.04		63,680.04							
						13TH MONTH PAY		63,680.04		63,680.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		54,180.04	650,160.48	54,180.04	650,160.48		102,320.00	1,460,720.14	102,320.00	1,460,720.14	2,110,880.62	2,110,880.62	-		2	2,110,880.62	2,110,880.62
SPECIAL ASST. TO THE CEO (NG)	PC13.3	48,589.92	583,079.04	48,589.92	583,079.04	REP. ALLOWANCE	27,500.00	330,000.00	27,500.00	330,000.00					1		
						COLA	5,400.00	64,800.00	5,400.00	64,800.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		80,984.88		80,984.88							
						CHRISTMAS BONUS		53,989.92		53,989.92							
						13TH MONTH PAY		53,989.92		53,989.92							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		48,589.92	583,079.04	48,589.92	583,079.04		35,720.00	627,604.72	35,720.00	627,604.72	1,210,683.76	1,210,683.76	-		1	1,210,683.76	1,210,683.76

* OPBB - variable based on the Branch performance and individual PES rating, subject to authorization of GCG

** Amount excludes list of benefits under Table 2 (unless otherwise indicated).

Legend:

G : Gaming

NG : Non-Gaming

Table 1 : Compensation for Key Officers as of December 31, 2023 (using the PAGCOR Compensation Framework prior to issuance of the Authority to Implement (ATI) CPCS (last January 31, 2024) (page 2)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		No. of Officers	Position TCF**	
		Minimum		Maximum			Minimum		Maximum		Annual		Annual			Annual	
		Monthly	Annual	Monthly	Annual		Monthly	Annual	Monthly	Annual	Minimum	Maximum	Minimum	Maximum		Minimum	Maximum
GENERAL MANAGER II	PC 14.4	54,180.04	650,160.48	54,180.04	650,160.48	REP. ALLOWANCE	80,000.00	960,000.00	80,000.00	960,000.00					4		
						COLA	9,500.00	114,000.00	9,500.00	114,000.00							
						HIGH ROLLER'S ALLOWANCE	-	-	5,000.00	60,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		95,520.06		95,520.06							
						CHRISTMAS BONUS		63,680.04		63,680.04							
						13TH MONTH PAY		63,680.04		63,680.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		54,180.04	650,160.48	54,180.04	650,160.48		92,320.00	1,340,720.14	97,320.00	1,400,720.14	1,990,880.62	2,050,880.62	-		4	1,990,880.62	2,050,880.62
BRANCH MANAGER I / II	PC 13.3 TO PC 14.3	48,589.92	583,079.04	51,385.04	616,620.48	REP. ALLOWANCE	75,000.00	900,000.00	75,000.00	900,000.00					11		
ASSISTANT VICE PRESIDENT I / II (G)						COLA	5,400.00	64,800.00	7,500.00	90,000.00					2		
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		80,984.88		88,327.56							
						CHRISTMAS BONUS		53,989.92		58,885.04							
						13TH MONTH PAY		53,989.92		58,885.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		48,589.92	583,079.04	51,385.04	616,620.48		83,220.00	1,197,604.72	85,320.00	1,239,937.64	1,780,683.76	1,856,558.12	-		13	1,780,683.76	1,856,558.12
VICE PRESIDENT I / II (NG)	PC14.3 TO PC 14.4	51,385.04	616,620.48	54,180.04	650,160.48	REP. ALLOWANCE	27,500.00	330,000.00	31,500.00	378,000.00					8		
						COLA	7,500.00	90,000.00	9,500.00	114,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		88,327.56		95,520.06							
						CHRISTMAS BONUS		58,885.04		63,680.04							
						13TH MONTH PAY		58,885.04		63,680.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		51,385.04	616,620.48	54,180.04	650,160.48		37,820.00	669,937.64	43,820.00	758,720.14	1,286,558.12	1,408,880.62	-		8	1,286,558.12	1,408,880.62
CORPORATE SECRETARY (NG)	PC 14.4	54,180.04	650,160.48	54,180.04	650,160.48	REP. ALLOWANCE	31,500.00	378,000.00	31,500.00	378,000.00					1		
(concurrent Vice President II)						COLA	9,500.00	114,000.00	9,500.00	114,000.00							
						HIGH ROLLER'S ALLOWANCE	5,000.00	60,000.00	5,000.00	60,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		95,520.06		95,520.06							
						CHRISTMAS BONUS		63,680.04		63,680.04							
						13TH MONTH PAY		63,680.04		63,680.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		54,180.04	650,160.48	54,180.04	650,160.48		48,820.00	818,720.14	48,820.00	818,720.14	1,468,880.62	1,468,880.62	-		1	1,468,880.62	1,468,880.62

* OPBB - variable based on the Branch performance and individual PES rating, subject to authorization of GCG

** Amount excludes list of benefits under Table 2 (unless otherwise indicated).

Legend:

G : Gaming

NG : Non-Gaming



Table 1 : Compensation for Key Officers as of December 31, 2023 (using the PAGCOR Compensation Framework prior to issuance of the Authority to Implement (ATI) CPCS (last January 31, 2024) (page 3)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		No. of Officers	Position TCF**	
		Minimum		Maximum			Minimum	Annual	Maximum		Annual		Annual			Annual	
		Monthly	Annual	Monthly	Annual				Monthly	Annual	Monthly	Annual	Minimum	Maximum		Minimum	Maximum
ASSISTANT VICE PRESIDENT I / II (NG)	PC 13.3 TO PC 14.3	48,589.92	583,079.04	51,385.04	616,620.48	REP. ALLOWANCE	27,500.00	330,000.00	27,500.00	330,000.00					31		
						COLA	5,400.00	64,800.00	7,500.00	90,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		80,984.88		88,327.56							
						CHRISTMAS BONUS		53,989.92		58,885.04							
						13TH MONTH PAY		53,989.92		58,885.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		48,589.92	583,079.04	51,385.04	616,620.48		35,720.00	627,604.72	37,820.00	669,937.64	1,210,683.76	1,286,558.12	-		31	1,210,683.76	1,286,558.12
SATELLITE CASINO MANAGER II (G)	PC13.2	29,294.96	351,539.52	29,294.96	351,539.52	REP. ALLOWANCE	15,000.00	180,000.00	15,000.00	180,000.00				2			
						COLA	5,400.00	64,800.00	5,400.00	64,800.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		52,042.44		52,042.44							
						CHRISTMAS BONUS		34,694.96		34,694.96							
						13TH MONTH PAY		34,694.96		34,694.96							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		29,294.96	351,539.52	29,294.96	351,539.52		23,220.00	410,072.36	23,220.00	410,072.36	761,611.88	761,611.88	-		2	761,611.88	761,611.88
SENIOR MANAGER I / II (NG)	PC 12.2 TO PC 13.2	27,897.42	334,769.04	29,294.96	351,539.52	REP. ALLOWANCE	13,500.00	162,000.00	27,500.00	330,000.00				7			
						COLA	4,300.00	51,600.00	5,400.00	64,800.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		48,296.13		52,042.44							
						CHRISTMAS BONUS		32,197.42		34,694.96							
						13TH MONTH PAY		32,197.42		34,694.96							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE (under healthcare)		5,000.00		5,000.00							
TOTAL		27,897.42	334,769.04	29,294.96	351,539.52		20,620.00	370,130.97	35,720.00	560,072.36	704,900.01	911,611.88	-		7	704,900.01	911,611.88



* OPBB - variable based on the Branch performance and individual PES rating, subject to authorization of GCG
 ** Amount excludes list of benefits under Table 2 (unless otherwise indicated).

Legend:
 G : Gaming
 NG : Non-Gaming

Prepared by:


 FATIMA ANNE S. JORDAN
 SHRO, HRQD

 MICHELLE RHEA D. MANZO
 SAO, AD

Checked by:


 NELIA S. LORENZO / LILIBETH L. LAZARO
 SM II, HRQD / SM II, HRCOE

 JOCELYN L. ZARATE
 SM II, AD

Approved by:


 REGINA OFELIA J. JALECO
 AVP II, HRQD

 MARGARITA C. BANGI
 AVP II, HRCOE

 MARIA CHERYL I. DE GUIA
 ACTING AVP I, AD

 ANGELITO J. DOMINGO
 VP I, HRDG

 SHARON S. QUINTANILLA
 VP II, EG

Table 2 : List of Benefits for Key Officers as of December 31, 2023 (using the PAGCOR Compensation Framework prior to issuance of the Authority to Implement (ATI) CPCS (last January 31, 2024)

Name of Benefit	Amount per Officer	Coverage	Legal Basis
VARIABLE MONETIZED BENEFITS			
LOYALTY AWARD	5 years in service - P5,000.00 Every 5 years thereafter - P10,000.00 Additional during 20th year award : P10,000.00 1 month Basic Pay Loyalty Memento	Every 5 years in service	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PER DIEMS FOR SPECIAL COMMITTEES	P500.00 to P5,000.00	Per meeting	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PERFORMANCE ENHANCEMENT INCENTIVE <i>(Included in Table 1)</i>	P5,000.00	Annual	GCG / DBM Budget Circular
SERVICE RECOGNITION INCENTIVE	P20,000.00	Annual	ADMINISTRATIVE ORDER / DBM Budget Circular
HIGH ROLLER ALLOWANCE <i>(Included in Table 1)</i>	P15,000.00 for the Chairmand & CEO and President & COO / P5,000.00 for the other officials	Monthly for : - Chairman & CEO - President & COO - Metro Manila branch GMs - Corporate Secretary - Chief of Staff / Senior Vice President	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
SL/VL MONETIZATION	Daily Rate (Variable - based on available balance)	Once a year for regular monetization; Once a year for special monetization	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
WELLNESS ALLOWANCE	30,000 granted at the start of the year (subject to liquidation)	Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PRIMARY HEALTHCARE	maximum of P15,000 (for reimbursement based on available Healthcare balance)	Semi Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PER DIEM - FOR HOTEL ACCOMODATION & MEALS DURING OFFICIAL FOREIGN TRAVEL	Variable	Officers and employees as authorized by management (per official travel)	EO 298 s. 2004 Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
RETIREMENT BENEFIT (EXCOM MEMBERS)	Variable - based on basic pay, PC level, age and year of service	All EXCOM Members with at least 5 years service in PAGCOR and at least one year membership in EXCOM	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.

Table 2 : List of Benefits for Key Officers as of December 31, 2023 (using the PAGCOR Compensation Framework prior to issuance of the Authority to Implement (ATI) CPCS (last January 31, 2024)

Name of Benefit	Amount per Officer	Coverage	Legal Basis
OTHER BENEFITS			
HEALTHCARE BENEFITS	Actual Hospital Bill - Heads of Departments, Branches, SOGs and up Maximum of P195,000.00 for PC 13.2 Cash allowance release at P2,500.00 per semester deductible from Healthcare	Fiscal Year (July to June)	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PROVIDENT FUND SHARE	152% of Basic Pay	Monthly / Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
CLOTHING ALLOWANCE	P20,000.00 (subject to liquidation)	Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
CAR PLAN	P1.25 Million to P3.5 Million	Every 3 to 5 years 60% Corporate Share Fringe Benefits Tax	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
HOUSING LOAN IN LIEU OF CAR PLAN (SINGLE OR DOUBLE ALLOCATION)	same as Car Plan;	a. CEO/COO - one time only but may avail upon assumption b. ExeCom members and other officers - one time only;	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
SIGNING PRIVILEGE (IN LIEU OF MEAL TICKET OR MEAL ALLOWANCE)	reasonable amount per day present	Selected branch/SOG Officers only (monthly)	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
FORCED LEAVE	5 days paid leave; deductible from VL credits earned for the year	Regular Employee and at least 1 year in the service	Executive Order No. 1077; Sec. 25 of Rule XVI of the Omnibus Rules of Implementing Book V of EO 292, as amended by CSC MC No. 41 s.1998
MOBILE PHONE SUBSIDY	Variable per Position	Employees holding specific position (monthly)	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.

Prepared by:

FATIMA ANNE S. JORDAN
SHRO, HR0D

MICHELLE RHEA D. MANZO
SAO, AD

Checked by:

NEMIA S. LORENZO / LIBETH L. LAZARO
SM II, HR0D / SM II, HRC0B

JOCELYN L. ZARATE
SM II, AD

Approved by:

REGINA OFELIA J. JALECO
AVP II, HR0D

MARIA CHERYL I. DE GUIA
Acting AVP I, AD

Noted by:

ANGELITO J. DOMINGO
VP I, HRDG

SHARON SJ. QUINTANILLA
VP II, EG